

## 6. Labor Law

*The Japan Labor Law Association* holds its general meeting twice a year. In 1991, the 81st General Meeting was held at Tokyo University on May 19 concerning the topic “Enterprise and Worker’s Rights.” The 82nd General Meeting was held at Seikei University on October 6 concerning the topic “Legal Problems of Employee Representation.” The reports and discussions at the 81st and 82nd Meetings appeared in the *Journal of Labor Law*, Nos. 78 and 79 respectively.

### 1. The 81st General Meeting: Enterprise and Worker’s Rights.

#### *[Reports]*

(1) Die Persönlichkeitsentfaltung des Arbeitnehmers im Betrieb, von Kunishige Sumida (Professor, Chuo University).

(2) Protection for the Privacy of Employees at the Workplace, by Yamada Syozo (Lecturer, Chuogakuin University).

(3) Der rechtliche Schutz auf die Persönlichkeitsrecht des Arbeitnehmers gegenüber dem Arbeitgeber in dem Unternehmen—Ein Versuch der Typisierung der Rechtsverletzungen, von Hiroki Watari (Lecturer, Waseda University).

#### *[Comment]*

In Japan, violation of the human dignity and privacy of workers within enterprises is a serious problem. Discussed at the Meeting was how the law should protect the human dignity and privacy of workers, in particular, by means of civil actions.

### 2. The 82nd General Meeting: Legal Problems of Employee Representation.

#### *[Reports]*

(1) Employee Representation Programs and Industrial Relation, by Shigeo Sakamoto (Professor, Shizuoka University).

(2) Le caractère et la fonction du système de la représentation de la majorité du personnel, par Miki Kawaguchi (Associate Professor, Shizuoka University).

(3) The Function of Labour-Management Consultation System, by Kazuo Nakamura (Associate Professor, Shizuoka University).

(4) A Proposal to Reform the Employee Representation System at the Workplace, by Katsutoshi Kezuka (Professor, Senshu University).

**[Comment]**

In Japan, the rate of workers organized in trade unions is reported to be 30% or less. In these circumstances, terms of employment and working conditions are made for most workers without trade unions. In recent years, the Labour Standards Act has attached more and more importance to the majority representation system at the establishment, where workers are, in most cases, not represented by a trade union. Many aspects of actual representation system were discussed at the Meeting. The reporters emphasized the need to reform the system to enable worker participation.

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## **7. Legal History, Sociology of Law and Legal Philosophy**

### **a. Legal History**

*The Japan Legal History Association* held its 43rd General Meet-