

# THE END OF DIVERSITY?

## PROSPECTS FOR GERMAN AND JAPANESE CAPITALISM

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Edited by

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# The End Of Diversity Prospects For German And Japanese Capitalism

**Jiyeoun Song**



## **The End Of Diversity Prospects For German And Japanese Capitalism:**

**The End of Diversity?** Kōzō Yamamura, Wolfgang Streeck, 2003 Kozo Yamamura and Wolfgang Streeck have gathered an international group of authors to examine the likelihood of convergence to determine whether the global forces of Anglo American capitalism will give rise to a single homogeneous capitalist system The chapters in this volume approach this question from five directions international integration technological innovation labor relations and production systems financial regimes and corporate governance and domestic politics

**Asia's Flying Geese** Walter F. Hatch, 2011-03-15 In Asia's Flying Geese Walter F Hatch tackles the puzzle of Japan's paradoxically slow change during the economic crisis it faced in the 1990s Why didn't the purportedly unstoppable pressures of globalization force a rapid and radical shift in Japan's business model In a book with lessons for the larger debate about globalization and its impact on national economies Hatch shows how Japanese political and economic elites delayed but could not in the end forestall the transformation of their distinctive brand of capitalism by trying to extend it to the rest of Asia For most of the 1990s the region grew rapidly as an increasingly integrated but hierarchical group of economies Japanese diplomats and economists came to call them flying geese The lead goose or most developed economy Japan supplied the capital technology and even developmental norms to second tier geese such as Singapore and South Korea which themselves traded with Thailand Malaysia and the Philippines and so on down the V shaped line to Indonesia and coastal China Japan's model of capitalism which Hatch calls relationalism was thus fortified even as it became increasingly outdated Japanese elites enjoyed enormous benefits from their leadership in the region as long as the flock found ready markets for their products in the West The decade following the collapse of Japan's real estate and stock markets would however see two developments that ultimately eroded the country's economic dominance The Asian economic crisis in the late 1990s destabilized many of the surrounding economies upon which Japan had in some measure depended and the People's Republic of China gained new prominence on the global scene as an economic dynamo These changes Hatch concludes have forced real transformation in Japan's corporate governance its domestic politics and in its ongoing relations with its neighbors

*Changing Capitalisms?* Glenn Morgan, Richard Whitley, Eli Moen, 2005-02-03 An increasing number of studies in the last decade or so have emphasized the viability and persistence of distinctive systems of economic coordination and control in developed market economies Over more or less the same period the revival of institutional economics and evolutionary approaches to understanding the firm has focused attention on how firms create distinctive capabilities through establishing routines that coordinate complementary activities and skills for particular strategic purposes For much of the 1990s these two strands of research remained distinct Those focusing on the institutional frameworks of market economies were primarily concerned with identifying complementarities between institutional arrangements that explained coherence and continuity On the other hand those focusing on the dynamics of firm behaviour studied how firms develop new capacities and are able to learn new ways of doing things This book aims to bring

together these approaches It consists of a set of theoretically motivated and empirically informed chapters from a range of internationally known contributors to these debates In their chapters the authors show how institutions and firms evolve Ideas of path dependency and complementarity of institutions are subjected to critical scrutiny both by reference to their own internal logic and to empirical examples Varieties of institutional integration the surprising maintenance of deviant or alternative traditions and processes and the existence of unpredictable yet consequential policy options that can lead to breaks in path dependency are scrutinized with particular reference to how national and international firms may relate to institutions at various levels as a diverse arena of potential resources rather than as a singular and determinant constraining force The book provides a set of theoretical and empirical challenges for researchers concerned with the relationship between national institutional contexts and firm dynamics For those involved in teaching or studying at doctoral Masters and higher level undergraduate courses the book provides a structured entry into the debates about how institutions and firms are changing in the contemporary era

*Inequality in the Workplace* Jiyeoun Song, 2014-02-06 The past several decades have seen widespread reform of labor markets across advanced industrial countries but most of the existing research on job security wage bargaining and social protection is based on the experience of the United States and Western Europe In *Inequality in the Workplace* Jiyeoun Song focuses on South Korea and Japan which have advanced labor market reform and confronted the rapid rise of a split in labor markets between protected regular workers and underprotected and underpaid nonregular workers The two countries have implemented very different strategies in response to the pressure to increase labor market flexibility during economic downturns Japanese policy makers Song finds have relaxed the rules and regulations governing employment and working conditions for part time temporary and fixed term contract employees while retaining extensive protections for full time permanent workers In Korea by contrast politicians have weakened employment protections for all categories of workers In her comprehensive survey of the politics of labor market reform in East Asia Song argues that institutional features of the labor market shape the national trajectory of reform More specifically she shows how the institutional characteristics of the employment protection system and industrial relations including the size and strength of labor unions determine the choice between liberalization for the nonregular workforce and liberalization for all as well as the degree of labor market inequality in the process of reform

*Wage labour in modern society* Andreas N. Lytras, 2016-02-23 This elaboration is a political analysis within sociological theory The study has as subject the main propositions of a theoretical framework on the current structure of employment and on the question of the abolition of the dependent and therefore wage labour I note that the latter does not have as a precondition the overcoming of capitalism The analysis in the form of an intellectual test examines the methods and the thoroughness of enforcing the new situation of a single work status within the economic activity This type of labour has morphological similarities to self employment or otherwise to the own account workers The basic starting point of the study is the finding that many enterprises worldwide

have already and in many of the aspects of production and business organization overcome the functions and the classical forms of utilization of wage labour The creation of working groups the work from a distance the instances of self management along with the extensive use of part time workers or workers in various flexible work statuses the cooperation with independent professionals through outsourcing communicates with the changes in the old type of enterprise management However wage labour is retained as an obsession The economic need for such maintenance beyond the habit can hardly be explained The only remaining reason might be the need for entrepreneurs to command directly large groups of people while their economic interests pushing in other directions The survey at a glance examines the following issues i Major theoretical approaches and debates on the characteristics of capitalist society and the consolidation of wage labour ii The evolution of the division of labour and the industrial changes during nineteenth and twentieth century iii The realities of employment through empirical data in six groups of countries worldwide iv The evidences of the real overcoming of wage labour through the mainstreaming strategies of the contemporary enterprises despite the maintaining of the typical form of wage dependency v The elaboration on the transformation of the model of employment under the process for the imposition of autonomous labour and the abolition of wage status through the political and finally the legal interference in the modern state vi The consideration on the pattern of the social structure which could be formed during the evolution and after the end of the previous project and vii The importance of the procedure to the social and political system In the final analysis there is an important suggestion The autonomous worker would be in equilibrium with the status of citizen A wage labourer has never had a similar balance Especially when he was under the authority of an employer during the hours of work he was not exactly a citizen We owe the restoration of social and political equilibrium because of the faith in our civilization Freedom work autonomy and democracy are the only limitations

The SAGE Handbook of Industrial Relations Paul Blyton, Edmund Heery, Nicolas Bacon, Jack Fiorito, 2008-09-12 This handbook is an indispensable teaching research and reference guide for anyone interested in issues of labour and employment The editors have assembled a top flight group of authors and the end product is an encompassing state of the art review of the industrial relations field Professor Bruce E Kaufman AYSPPS Georgia State University This Handbook will quickly become the standard reference in industrial relations research It provides the most comprehensive and challenging presentation of the key theoretical debates and topics of research that will shape our field well into the 21st century All who wish to contribute to this field will need to read this volume and then build on what these authors have to say Professor Thomas A Kochan MIT Institute for Work and Employment Research This authoritative panorama of the field demonstrates the contemporary vitality breadth and critical depth of industrial relations scholarship and research Thirty four stimulating essays by an international blend of leading academics expertly review the analytical and empirical state of play across all aspects of industrial relations enquiry In doing so a rich agenda for further scholarly endeavour emerges Paul Marginson University of Warwick Over the last two decades a number of factors have converged to

produce a major rethink about the field of Industrial Relations Globalization the decline of trade unions the spread of high performance work systems and the emergence of a more feminized flexible work force have opened new avenues of inquiry The SAGE Handbook of Industrial Relations charts these changes and analyzes them It provides a systematic comprehensive survey of the field The book is organized into four interrelated sections Theorizing Industrial Relations The changing institutions that shape employment practice The processes used by governments employers and unions Income inequality employee wellbeing business performance and national comparative advantages The result is a work of unprecedented scope and unparalleled ambition It offers a complete guide to the central debates new developments and emerging themes in the field It will quickly be recognized as the indispensable reference for Teachers Students and Researchers It is relevant to economists lawyers sociologists business and management researchers and Industrial Relations specialists

**Globalization and the Politics of Institutional Reform in Japan** Motoshi Suzuki, 2016-03-25 Globalization and the Politics of Institutional Reform in Japan illuminates Japan's contemporary and historical struggle to adjust policy and the institutional architecture of government to an evolving global order This focused and scholarly study identifies that key to this difficulty is a structural tendency towards central political command which reduces the country's capacity to follow a more subtle allocation of authority that ensures political leadership remains robust and non dictatorial Thus Motoshi Suzuki argues that it is essential for a globalizing state to incorporate opposition parties and transgovernmental networks into policy making processes Providing an in depth analysis of the theories of institutional change this book introduces readers to a wealth of perspectives and counterarguments concerning analysis of political decision making and policy adjustment on both the national and international scale Placing Japanese policy reform in the global context and relating policy reform to leadership's political strategies the author gives a detailed chronological and analytical overview of Japan's challenging institutional political and bureaucratic transformations since the Meiji Restoration of the late nineteenth century Analysis of globalization and policy reform in a non liberal state and the relationship between politicians and bureaucrats from an international perspective is included For those interested in historical and contemporary Japanese politics from a theoretical perspective particularly the implications of globalization and the politician bureaucrat relationship this is an indispensable resource

International Trade Fairs and Inter-Firm Knowledge Flows Rachael Gibson, 2023-01-02 Against a backdrop of economic uncertainty caused by a shift toward protectionism and the COVID 19 pandemic among other issues this book suggests that international trade fairs ITFs represent a vital source of economic dynamism that can support national and regional economies by creating opportunities for firms to access new markets network with key actors in their industry or value chain and tap into valuable external knowledge flows regarding new technologies and innovations Author Rachael Gibson argues that ITFs have become crucial nodes in the global political economy driving global economic dynamics and mediating differences between capitalist economies regarding their technological and institutional practices and conditions

In this way ITFs represent a decisive mechanism by which distinct national patterns of technological specialization may converge or diverge Trade fairs represent important platforms for networking interactive learning and knowledge exchange because they foster intense interactions among actors despite spatial boundaries ITFs also tend to be organized according to a specific technological or industry focus which means that they can facilitate interactions between firms from different capitalist varieties Through the diffusion of state of the art knowledge ITFs may thus serve as drivers of economic globalization challenging the continuation of distinct capitalist varieties by enabling cross system convergence regarding the technological specializations of firms Yet it is clear that countries have retained competitive advantages in specific industries and that full convergence has not taken place This book explores this puzzle European Corporate Governance Thomas Clarke, Jean-Francois Chanlat, 2009-06-24 For decades Europe has sought to become more financially integrated with the United States and thus European legal institutions regulatory governance and accounting practices have faced pressures to adapt to international competitive markets Against this backdrop European corporate governance systems have been criticized as being less efficient than the Anglo American market based systems This textbook examines the unique dimensions and qualities of European corporate governance Reforms of key institutions the doctrine of shareholder value and the seemingly irresistible growth of CEO power and reward are critically analyzed The book brings out the richness of European corporate governance systems as well as highlighting historical weaknesses that will require further work for a sustainable corporate governance environment in the future In light of the most severe financial crisis since the 1930s this intelligent look at European corporate governance is a vital textbook for courses on corporate governance and a great supplementary textbook on a host of business management and accounting classes European Employment Models in Flux G. Bosch, S. Lehndorff, J. Rubery, 2009-03-31 A new contribution to the debate on the evolution of European employment and social models These models need to adjust to meet new challenges including globalization ageing societies and new governance approaches at national EU and international level This book explores these issues through the experiences of nine EU countries **New Developments in the Brewing Industry** Erik Strøjer Madsen, Jens Gammelgaard, Bersant Hobdari, 2020-05-13 Institutions and ownership play a central role in the transformation and development of the beer market and brewing industry Institutions set the external environment of the brewery through both formal requirements and informal acceptance of company operations by the public On the other hand owners and managers adapt to these external challenges while following their own strategic agenda This book explores the implications of this dynamic for the breweries discussing how changes in institutions have contributed to the restructuring of the industry and the ways in which breweries have responded including a craft beer revolution with a surge in demand of special flowered hops a globalization strategy from the macro breweries outsourcing by contract brewing and knowledge exchange for small sized breweries Structured in two parts with a focus on institutions Part I and ownership Part II respectively this book examines the link between

institutions and governance in one of the most dynamic and innovative industries

**EU Industrial Relations v. National Industrial Relations** Mia Ronnmar, 2008-08-26 The relationship between the national and international has been central in the debate on the impact of globalisation on national patterns of employment relations While some industrial relations researchers in recent years have put forward evidence not of convergence but rather of continuing national diversity in employment relations others see a complex power sharing interplay emerging for which Europe is the laboratory This ground breaking book asks Do EU or European industrial relations exist What characterises EU industrial relations and their development What are the differences between EU industrial relations and national industrial relations Twelve outstanding authorities from seven countries discuss the theme from a variety of perspectives Originally presented at an international and interdisciplinary research workshop held at the Faculty of Law at Lund University in November 2007 the essays probe a range of highly topical and important legal and industrial relations issues and developments including the implications of the epochal and much debated Laval and Viking cases from the European Court of Justice The focus is on the EU dimension of industrial relations common to the Member States and not on comparative European industrial relations The authors raise and discuss such crucial issues as the following the power relationship and interactions between the social partners within the framework of the social dialogue growing problems of posting of workers low wage competition and social dumping approaches to creating an EU legal framework for transnational collective agreements the right to take industrial action in order to achieve collective agreements the fundamental asymmetry between the scope of action of players in companies and territories affected by restructurings information consultation and worker participation potential benefits of increased tripartite co operation between the social partners and governments compatibility of the Swedish or Nordic system with the four freedoms and its eligibility as a European model and issues of private international law arising from collective actions with transnational implications An appendix includes relevant EC legislation and the ECJ opinions in Laval and Viking

**EU Industrial Relations vs National Industrial Relations** explores an emerging and still inchoate realm of law that is heavily fraught with implications for the near future of social relations not only in Europe but worldwide Labour lawyers and policymakers will greatly appreciate its precise stocktaking its insightful analysis and its well informed recommendations on how to proceed in the realm of practical law

*The Evolution of the Japanese Developmental State* Hironori Sasada, 2013 The Japanese economy underwent a fundamental transition from a liberal economy to a developmental state system during World War II and despite efforts by the American occupation forces to dismantle them after 1945 these elements of the wartime economic system remained in place Through an historical institutionalist lens this book examines the reasons why the key features of the Japanese developmental state such as pilot agencies and industrial associations continued to play key roles in the post war Japanese economy Further it locates the fundamental roots of the developmental state system in wartime Manchuria and thus highlights how decisions made in the context of war continued to influence the direction of the



Japanese economy over the following decades Analysing the institutional origin and evolutionary path of developmental state system The Evolution of the Japanese Developmental State extends existing scholarship on the institutions that were at the heart of the developmental state system by focusing on not just why they were important but also how and why they were originally built Based on extensive archival research in both Japan and the USA including Japanese language collections not widely known in the West it will be of great interest to students and scholars of political science economic history economics and Asian studies

*Corporate Governance in Japan* Masahiko Aoki, Gregory Jackson, Hideaki Miyajima, 2007-09-06 Debates regarding corporate governance have become increasingly important in Japan as the post war model of bank based stakeholder oriented corporate governance faces the new pressures associated with globalization and growing investor demands for shareholder value Bringing together a group of leading scholars from economics law sociology and management studies this book looks at how the Japanese approach to corporate governance and the firm have changed in the post bubble era The contributions offer a unique empirical exploration of why and how Japanese firms are reshaping their corporate governance arrangements leading to greater diversity among firms and new hybrid forms of corporate governance The book concludes by looking at what effect these incremental but transformative changes may have on Japan's distinctive variety of capitalism

**Theoretical Perspectives on Work and the Employment Relationship** Bruce E. Kaufman, Industrial Relations Research Association, 2004 Developing a strong theoretical base for research and practice in industrial relations and human resource management has to date remained a largely unfulfilled challenge This text presents contributions from 15 scholars developing their perspectives on work and the employment relationship

**Manufacturing Possibilities** Gary Herrigel, 2010-07-15 Manufacturing Possibilities examines adjustment dynamics in the steel automobile and machinery industries in Germany the U S and Japan since World War II As national industrial actors in each sector try to compete in global markets the book argues that they recompose firm and industry boundaries stakeholder identities and interests and governance mechanisms at all levels of their political economies Micro level study of industrial transformation in this way provides a significant window on macro level processes of political economic change in the three societies Theoretically the book marks a departure from both neoliberal economic and historical institutionalist perspectives on change in advanced political economies It characterizes industrial change as a creative bottom up process driven by reflective social actors This alternative view consists of two distinctive claims The first is that action is social reflective and ultimately creative When their interactive habits are disrupted industrial actors seek to repair their relations by reconceiving them Such imaginative interaction redefines interest and causes unforeseen possibilities for action to emerge enabling actors to trump existing rules and constraints Second industrial change driven by creative action is recompositional In the social process of reflection actors rearrange modify reconceive and reposition inherited organizational forms and governance mechanisms as they experiment with solutions to the challenges that they face Continuity in relations is interwoven with continuous reform and

change Most remarkably creativity in the recomposition process makes the introduction of entirely new practices and relations possible Ultimately the message of Manufacturing Possibilities is that social study of change in advanced political economies should devote itself to the discovery of possibility Preoccupation with constraint and failure to appreciate the capaciousness of reflective social action has led much of contemporary debate to misrecognize the dynamics of change As a result discussion of the range of adjustment possibilities in advanced political economies has been unnecessarily limited

**Labour Market Deregulation in Japan and Italy** Hiroaki Richard Watanabe, 2014-11-13 Japan and Italy encountered severe economic problems in the early 1990s and the governments had to deal with those issues effectively under the increasing neoliberal pressures of globalisation In this context labour market deregulation was considered an effective tool to cope with those economic problems However the forms and degrees of labour market deregulation in the two countries were quite different This book seeks to explain the differences in labour market deregulation policies between Japan and Italy despite the fact that the two countries shared a number of similar political social and labour market if not cultural characteristics Uniquely it takes a political rather than economic or sociological perspective to provide a theoretical and empirical analysis of the processes of labour market deregulation in the two countries The precarious working conditions of an increasing number of non regular workers has become a prominent social issue in many industrialised countries including Japan and Italy but the level of the protection for these workers depends on a country's labour market policies which are affected by the power resources of labour unions and labour policy making structures This book provides a useful perspective for understanding the root causes of this phenomenon such as the diffusion of neoliberal ideas aimed at promoting labour market flexibility under globalisation and demonstrates that there is still room for politics to decide the extent of deregulation and maintain worker protection from management offensives even in an era of globalisation *Labour Market Deregulation in Japan and Italy Worker Protection under Neoliberal Globalisation* will appeal to students and scholars of Japanese politics Italian politics political economy and comparative politics *The Oxford Handbook of Sociology, Social Theory, and Organization Studies* Paul S. Adler, Paul Du Gay, Glenn Morgan, Michael I. Reed, 2014 Sociology and social theory has always been a major source of new perspectives for organization studies Access to a series of authoritative accounts of theorists and research themes in sociology and social theory which have influenced developments in organization studies is essential for those wishing to deepen and extend their knowledge of the intersection of sociology and organization studies This goal is achieved by drawing on a group of internationally renowned scholars committed in their own work to strengthening these links and asking them to provide critical accounts of particular theorists and research themes which have straddled this divide This volume aims to strengthen ties between organization studies and contemporary sociological work at a time when there are increasing institutional barriers to such cooperation potentially generating a myopia that constricts new developments Used in conjunction with its companion volume *The Oxford Handbook of Sociology and*

Organization Studies Classical Foundations the reader is provided with a comprehensive account of the productive and critical interaction between sociology and organization studies over many decades Highly international in scope theorists and themes are drawn from both the USA and Europe in equal measure Similarly the authors of the chapters are drawn from both sides of the Atlantic The result is a series of chapters on individuals and key research themes and debates which will provide faculty and post graduate researchers with appreciative authoritative and critical accounts that can be drawn on to design courses or provided guided reading to the field

*A Companion to Japanese History* William M. Tsutsui, 2009-07-20 A Companion to Japanese History provides an authoritative overview of current debates and approaches within the study of Japan's history Composed of 30 chapters written by an international group of scholars Combines traditional perspectives with the most recent scholarly concerns Supplements a chronological survey with targeted thematic analyses Presents stimulating interventions into individual controversies

*The Oxford Handbook of Participation in Organizations* Adrian Wilkinson, Paul J. Gollan, Mick Marchington, David Lewin, 2010-02-18 Employee participation encompasses the range of mechanisms used to involve the workforce in decisions at all levels of the organization whether direct or indirect conducted with employees or through their representatives In its various guises the topic of employee participation has been a recurring theme in industrial relations and human resource management One of the problems in trying to develop any analysis of participation is that there is potentially limited overlap between these different disciplinary traditions and scholars from diverse traditions may know relatively little of the research that has been done elsewhere Accordingly in this book a number of the more significant disciplinary areas are analysed in greater depth in order to ensure that readers gain a better appreciation of what participation means from these quite different contextual perspectives Not only is there a range of different traditions contributing to the research and literature on the subject there is also an extremely diverse sets of practices that congregate under the banner of participation The handbook discusses various arguments and schools of thought about employee participation analyzes the range of forms that participation can take in practice and examines the way in which it meets objectives that are set for it either by employers trade unions individual workers or indeed the state In doing so the Handbook brings together leading scholars from around the world who present and discuss fundamental theories and approaches to participation in organization as well as their connection to broader political forces These selections address the changing contexts of employee participation different cultural institutional models old new economy models shifting social and political patterns and the correspondence between industrial and political democracy and participation

## The Enigmatic Realm of **The End Of Diversity Prospects For German And Japanese Capitalism**: Unleashing the Language is Inner Magic

In a fast-paced digital era where connections and knowledge intertwine, the enigmatic realm of language reveals its inherent magic. Its capacity to stir emotions, ignite contemplation, and catalyze profound transformations is nothing lacking extraordinary. Within the captivating pages of **The End Of Diversity Prospects For German And Japanese Capitalism** a literary masterpiece penned by way of a renowned author, readers embark on a transformative journey, unlocking the secrets and untapped potential embedded within each word. In this evaluation, we shall explore the book's core themes, assess its distinct writing style, and delve into its lasting impact on the hearts and minds of those who partake in its reading experience.

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