

CEC Bulletin

(December , 2009)

Japanese Business Federation Conference in Tokyo, Japan

(November 30 to December 5, 2009)

The CEC was invited to attend and participate in a program for employer organizations from Canada, the United States and Australia, by the Japanese Business Federation (the “Nippon Keidanren”) held in Tokyo, Japan from November 30, 2009 to December 5, 2009.

The program was organized by the Japan Business Federation’s International Cooperation Centre (“NICC”) regarding industrial relations and human resource management practice in Japan is now in its second year, having been attended by employer organization representatives from selected European countries in 2008.

Along with the CEC, this year’s program participants included representatives of the United States Council on International Business (“USCIB”) and the Australian Chamber of Commerce and Industry (“ACCI”).

Program participants met with and attended presentations by senior officials of the Japanese Business Federation, the Japanese Trade Union Confederation and the Japanese Ministry of Health, Labour and Welfare. Also included in the program were site visits to the Toshiba Corporation and Canon Inc.

Among the conference topics presented were an introduction to labour management relations in Japan, current and future labour policy issues in Japan, measures taken by the Japanese government to combat the impact of job losses and the global recession on Japan, the Japan Business Federation and Japan Trade Union Confederation’s joint proposal for employment stability and job creation, as well as the challenge of introducing pay for performance wage reforms into the Japanese workforce. In order to share the experiences of employer organizations in other countries, the CEC, along with representatives of the USCIB and the ACCI, also made presentations to the Japanese Business Federation’s Committee on International Labour Affairs on the impact of the global economic crisis on employers in our respective jurisdictions.

Over the course of this week-long program, the CEC was privileged to gain exposure to other systems of labour and human resources management, share and evaluate employer organization best practices and obtain a deeper world-view of the social dimension of globalization.

The NICC program also provided an invaluable opportunity for the CEC to dialogue with and strengthen existing relationships with its counter-part organizations in the United States and Australia as well as making new connections within the national and multi-national employer community in Japan and gaining a new ally for Canadian employers in the form of the NICC.

Copies of the program material can be obtained upon request from the CEC.