

## The Transition of Employer Correspondence About a Wage Increase in Japan

### ABSTRACT

In Japan, “SYUNTOU”, which is collective bargaining about wages, has a history of over forty years, and already over ten years during the Heisei period. So, I write about the transition of management policy and employer correspondence about a wage increase. For example, regarding employers’ priorities most companies pointed to the average level of wage increases at other companies in 1989, but in 1998, most companies pointed to their own profit. And as for the transition of employer correspondence regarding wage increases, most companies pointed to positive policy in 1989, but in 1998 most companies pointed to negative policy. One of the reasons for those changes is not related to the economic situation.

**Key Words** : wage increase, employer correspondence, management policy