

## **The ILO Nobel Peace Prize Social Policy Lectures in Tokyo, 1-3 December 2003 A Report**

The Nobel Peace Prize Social Policy Lectures, a biennial event of the International Institute for Labour Studies, were held in Tokyo during 1-3 December 2003. These lectures, organized in collaboration with Tokyo University and the ILO Office in Japan, were delivered by an eminent social scientist: Professor Ronald Dore of the University of London. The central theme of the lectures was "New Forms and Meanings of Work in an Increasingly Globalized World". The venue was Sanjo Hall, Hongo Campus of the University of Tokyo.

The Tokyo University took the initiative to organize an international symposium in connection with the Social Policy Lectures. A team of six academic scholars from and outside Japan were invited to attend the lectures as well as to lead panel discussions of the symposium. Prominent members of the academic community, international organizations and the media along with leading members of the ILO tripartite constituency in Japan participated in the lectures and panel discussions. In addition, more than fifty graduate students of the Tokyo University from the Faculty of Social Sciences and Law attended the lectures and the symposium.

The lectures and the symposium were held in four separate sessions; each respectively focussing on the following topics: (i) The pains and rewards of work in the twenty-first century; (ii) The concrete meaning of labour flexibility; (iii) The direction of social change and (iv) Global markets and national employment systems. A detailed programme of the lectures and panel discussions of the symposium is attached to this report (Appendix 1). Personal profiles of those invited to comment on the lectures and to take part in the symposium are given in a separate note attached to this report (Appendix 2).

The organization of the lectures and the symposium was a commendable achievement, as it enhanced the image of the ILO amidst the academia and the policy community of Japan. In terms of analytical content and depth, the lectures were of an exceptionally high quality. The Institute's choice of the main lecturer was highly appreciated by all those who took part in the lectures and the symposium. Professor Dore, a Fellow of the British Academy and an Honorary Foreign Fellow of both the Japanese Academy and the American Academy of Arts and Sciences, is renowned for his pioneering work, analysing the transformation of labour markets in Japan and other industrial societies.

The main focus of Tokyo lectures was on the evolution of work and relations at work with special reference to industrial societies. Drawing on his academic contributions, spread over several decades, Professor Dore made a number of insightful observations on the course and on the consequences of globalisation within and across countries of the world. He discussed a range of analytically important issues including productivity growth, changes in working time, transformation of workers' interests into rights, the rise of individualism and metamorphosis of the bread-winner model, division and fragmentation of the "job for life" model, rising "capital content" of labour, flexibility as a tool for improving labour efficiency, polarization of the work force and the rise of income inequalities, changing fortunes of the

managerial class, the dilemma of reconciling social justice with meritocracy, competing models of capitalism, and the prospects for securing social justice in the face of rising inequalities.

Professor Dore drew attention to a perceived trend in industrial societies towards a rising tolerance of inequalities. Globalisation has always been associated with the rise of “market individualism” and a polarization of the work force. As the pace of globalisation accelerated in recent years, the outcome has been a rise in inequality within labour markets. Quite significantly, the increase in inequality is accompanied by a rising tolerance of inequality, notably among the industrialized economies. Professor Dore addressed the question as to whether such a trend could be reversed through national level economic and social policies. Even in an era of the globalized markets, each country remains capable of initiating a range of independent policy choices, even though the reach and effectiveness of these choices tend to be circumscribed by the economic and cultural hegemony of industrially advanced economies.

The lectures evoked keen interest, perceptive comments and lengthy discussions among the audience. From the second lecture onwards, each one was followed by a symposium specifically devoted to discussing its content by noted scholars and policy practitioners from within and outside Japan, specially invited by the Tokyo University. On the floor, other participants of the symposium discussed the lectures and comments made by the panel of experts.

In line with a customary format followed by the Institute, the Social Policy Lectures were concluded with a round-table discussion, which was attended by the main lecturer, international participants and the representatives of ILO tripartite constituency in Japan. The concluding function provided yet another opportunity for reviewing the main theme of the lectures as well as the outcome of discussions in different sessions during the preceding days.

A number of social functions were organized in connection with lectures and the symposium. On Sunday, 30 November, Professor Kazuo Sugeno, Dean of the Law Faculty, University of Tokyo and chairperson of the Organizing Committee hosted a dinner reception for all invited participants of the lectures and the symposium. On the opening day of the lectures, the Directors of the Institute and the ILO Office in Tokyo together hosted a cocktail reception for all the participants. On the concluding day of the lectures, Mr. Odd Fosseidbraten, the Ambassador of Norway hosted a dinner reception for the organizers and participants of the symposium.

Audio files of the lectures by Professor Dore have been posted on the website of the Institute. The lectures are being published as an Institute monograph. In addition, the lectures along the papers and proceedings of the symposium are being brought out as a joint publication of the Institute and the Tokyo University. Some photographs of the participants and events of the lectures and symposium are being posted on the Institute website.

The Institute would like to place on record its appreciation of the valuable support and cooperation received from Professor Kazuo Sugeno and associates in Tokyo University, and from Ms. Mitsuko Horiuchi and colleagues in the ILO Tokyo Office for organizing the

lectures. The support from the Royal Norwegian Embassy in Tokyo for the lectures is also acknowledged.

*University of Tokyo / ILO Nobel Peace Prize Social Policy Lectures and Symposium*  
*“New Forms and Meanings of Work in an Increasingly Globalized World”*  
1-3 December, 2003, Tokyo, Japan

**Venue:** Sanjo Hall, The University of Tokyo, Hongo Campus

**Agenda**

***Monday, 1 December 2003***

- 10:00-10:30  
Moderator:  
Addresses by:
- Opening Session**  
Professor Michio Nitta (University of Tokyo)  
Professor Takeshi Sasaki, the President of the University of Tokyo  
Mr. Odd Fosseidbraten, Ambassador, the Royal Norwegian Embassy  
Mr. Jean-Pierre Laviee, Director, International Institute for Labour Studies, Geneva  
Professor Kazuo Sugeno, Dean, Faculty of Law, the University of Tokyo (Chairperson of the Organizing Committee)
- 10:30-12:00  
Opening Lecture:  
Lecturer:  
Moderator:
- Session I**  
"The pains and rewards of work in the twenty-first century"  
Professor Ronald Dore (University of London)  
Professor Takeshi Inagami (University of Tokyo)
- 14:00-17:00  
Lecture and Panel Discussion:  
Lecturer:  
Panellists:  
Commentators:
- Session II**  
"The concrete meanings of labor market flexibility"  
Professor Ronald Dore (University of London)  
Dr. Susan Houseman (Upjohn Institute, U.S.A.)  
Dr François Gaudu (Paris-1, France)  
Dr Joohee Lee (Korea Labour Institute, Korea)  
Professor Hiroki Sato (University of Tokyo)  
Professor Hiroya Nakakubo (Chiba University)
- 15:30-15:45  
Coffee break
- 17:30-19:30  
Reception hosted by the ILO (Ground Floor, Sanjo Hall)

***Tuesday, 2 December 2003***

09:30-12:30

**Session III**

Lecture and Panel Discussion: "The direction of social change"

Lecturer:

Professor Ronald Dore (University of London)

Panellists:

Dr. Ann Numhauser-Henning (Lund University, Sweden)

Professor Fumiko Obata (Kyoto University)

Professor Masakazu Yano (University of Tokyo)

Commentators:

Professor Yuji Genda (University of Tokyo)

Professor Yuichiro Mizumachi (Tohoku University)

11:00-11:15

Coffee break

14:00-17:00

**Session IV**

Lecture and Panel Discussion: "Global markets and national employment systems"

Lecturer:

Professor Ronald Dore (University of London)

Panellists:

Professor Manfred Weiss (Frankfurt University, Germany)

Professor Ryuichi Yamakawa (University of Tsukuba)

Professor Aris Accornero (University of Rome, Italy)\*

Commentators:

Professor Keisuke Nakamura (University of Tokyo)

Professor Hiroyuki Chuma (Hitotsubashi University)

15:30-15:45

Coffee break

***Wednesday, 3 December 2003***

9:30-12:30

**Roundtable discussion**

Topic:

"New Forms and Meanings of Work in an Increasingly Globalized World"

Panellists:

Professor Ronald Dore (University of London)

Professor Manfred Weiss (Frankfurt University, Germany)

Dr Susan Houseman (Upjohn Institute, U.S.A.)

Professor Ann Numhauser-Henning (Lund University, Sweden)

Mr. Shinichi Hasegawa (Assistant Minister for International Affairs, Ministry of Health, Labour and Welfare)

Mr. Yuji Kato (Vice President, JTUC-RENGO, President, Confederation of Japan Automobile Workers' Unions)

Mr. Takeo Katoh (Co-Chairman, Committee on Labour-Management Relations, Japan Business Federation, Chairman and Director, Fuji Electric Holdings Co., Ltd.)

Coordinator:

Ms. Mitsuko Horiuchi (ILO Office in Japan)

10:30-10:45

Coffee break

Concluding remarks:

Kazuo Sugeno (University of Tokyo)

\* Professor Aris Accornero was unable to attend the symposium.

## Profiles of Panellists and Commentators

### Keynote Speaker

#### **Ronald Dore**

Ronald Dore learned Japanese during the war and has spent most of his life studying Japanese society and economy. He has taught in London, UBC, Harvard and MIT and had research positions in centres of development studies and studies of technical change. His *Stock market Capitalism, Welfare Capitalism: Japan and Germany versus the Anglo-Saxons* was published by Oxford University Press in May 2000. The Japanese translation received the Ekonomisuto Prize 2002. There are two recent collections of his writings, *Social evolution, Economic Development, and Culture: What it means to take Japan seriously* (paperback, Edward Elgar, 2001) and *Collected Writings of Ronald Dore* (Synapse, 2002). He is an Associate Researcher at the Centre for Economic Performance, LSE, London.

### Session 2: Panellists

#### **Susan Houseman**

Senior Economist, Upjohn Institute for Employment Research, and Research Affiliate at the National Poverty Centre, University of Michigan. She received her Ph.D. in economics from Harvard University. Previously, she was an Associate Professor, School of Public Affairs, University of Maryland and Visiting Scholar, the Brookings Institution.

#### **François Gaudu**

Professor of Law and Director of the Department (UFR) of General Legal Studies (Dean), University Paris I (Panthéon-Sorbonne). Doctor of Law, University Paris I (Panthéon-Sorbonne), also graduate (agrégé) of History. He is teaching Labour Law, Civil Law and Comparative Law. In Japan, previously participated in the Symposium of Japan Productivity Centre (1999), the Japan Institute of Labour Tokyo Seminar (2002), and lectured at Waseda University (1999, 2002).

#### **Joohee Lee**

Research Fellow, Korea Labour Institute. She received her Ph.D. in Sociology from the University of Wisconsin-Madison in the U.S.A. She was a visiting fellow at the Centre for Labour Market Policy Evaluation, research fellow at the Institute for Social Developmental Studies in Yonsei University, and lecturer at Korea University.

### Session 2: Commentators

#### **Hiroki Sato**

Professor at Institute of Social Science, University of Tokyo. Graduated from the Faculty of Sociology, Hitotsubashi University, in 1976. Research interest in Human Resource Management. Publication includes “Japanese Labour and Management in Transition” co-edited with Mari Sako, Routledge, 1997.

**Hiroya Nakakubo**

Professor, Faculty of Law & Economics, Chiba University. Mr. Nakakubo is an expert on labour law, specializing in American labour law. He has an LL.M. from Harvard Law School and LL.B. from University of Tokyo. He served as Research Fellow at the University of Tokyo, Lecturer and Associate Professor at Fukuoka University, and Associate Professor at Chiba University, before taking up the current position in 1997.

**Session 3: Panellists****Ann Numhauser-Henning**

Professor, Faculty of Law, Lund University, Sweden. She obtained her Ph.D. from Lund University, Faculty of Law. She is now president of the Norma Research Programme on “Normative Development within the Social Dimension” and the Swedish legal expert to the European Commission's Network of legal experts on equality between men and women as well as the European Commission's European Observatory on social security for migrant workers. She is also the Pro-Vice-Chancellor of Lund University.

**Fumiko Obata**

Associate Professor, Graduate School of Global Environmental Studies, Kyoto University. She obtained her Ph.D. from the University of Tokyo, Faculty of Law.

**Masakazu Yano**

Professor, Graduate School of Education, University of Tokyo. He obtained his Doctorate in Engineering from Tokyo Institute of Technology.

**Session 3: Commentators****Yui Gendaj**

Associate Professor, Institute of Social Sciences, the University of Tokyo. Obtained Ph.D. in economics. Previously has been Professor at Gakushuin University.

**Mizumachi Yuichiro**

Associate Professor, Tohoku University, School of Law. He was an invited professor at University of Paris X, a visiting scholar at New York University, School of Law.

**Session 4: Panellists****Manfred Weiss**

Professor, Faculty of Law, J.W. Goethe University of Frankfurt/Germany. Professor Weiss was visiting professor in many universities in Belgium, France and the United States. From 1990 to 2002 he was member of the executive board of the German Law Association. Presently he is President of the International Industrial Relations Association.

**Ryuichi Yamakawa**

Professor of Law, University of Tsukuba. He obtained his Ph.D. from the University of Tokyo as well as LL.M. from the University of Washington. He was a visiting professor at the University of Frankfurt.

**Aris Accornero**

Professor Emeritus of Industrial Sociology at Sociology Faculty of the University of Rome "La Sapienza". He took part in parliamentary and governmental Commissions on wages and poverty, and was member of Public Authority on strikes and advisor of several Labour ministries. Now he is advisor of the National Council of Economy and Labour. Professor Accornero was invited, but unable to attend the symposium.

**Session 4: Commentators****Keisuke Nakamura**

Professor, Institute of Social Science, the University of Tokyo. Graduated from the Faculty of Economics, the University of Tokyo. Acquired Doctorate Degree of Economics from the University of Tokyo. Research areas are: production system, industrial relations, personnel Administration.

**Hiroyuki Chuma**

Professor of Institute of Innovation Research (IIR), Hitotsubashi University. Ph.D. (Economics) SUNY at Buffalo, B.A. Hitotsubashi University. Before IIR, professor of economics at Hitotsubashi University, Tokyo Metropolitan University, SIU at Carbondale, or visiting professor at Yale University. Specializes in Labour Economics and Economic theory.

**Roundtable: Constituents****Shinichi Hasegawa**

Assistant Minister for International Affairs, Minister's Secretariat, Ministry of Health, Labour and Welfare. Graduated from the Faculty of Law, the University of Tokyo in 1972. Joined the Ministry of Labour the same year. First Secretary, Permanent Delegation of Japan to OECD in Paris in 1984. Has held posts such as Director, Labour Legislation Division, Labour Relations Bureau, Director, Trade Union Division, Labour Relations Bureau, and Director, Personnel Affairs Division, Minister's Secretariat. He was the Director-General, Employment Measures for the Elderly and Persons with Disabilities Department in 1998, and appointed as the current post in 2002.

**Yuji Katoh**

President of Japan Automobile Workers' Unions (JAW), Vice President, IMF-JC, and Vice President, JTUC-RENGO. Graduated from the Department of Law, Waseda University, and joined Toyota Motor Corporation in 1975. Appointed General Secretary of the Toyota Motor Workers' Union (TMWU) in 1988. Became Assistant General Secretary of the JAW in 1992, and General Secretary of JAW in 1998. Has held the current posts since 2001.

**Takeo Katoh**

Chairman and Director, Fuji Electric Holdings Co., Ltd., and Co-Chairman, Committee on Labor-Management Relations, Japan Business Federation. Graduated from Faculty of Law, the University of Tokyo in 1961, and joined Fuji Electric Co. Ltd the same year. General Manager, Personnel Department in 1989, and appointed as Executive Vice President and Representative Director in 1998, has held the current post since 2000.