



LUNCH SEMINAR

on the Japanese Economy and Society

at the Maison franco-japonaise

"Mass Layoffs of Temporary Workers and the Functions of Employment Portfolio Systems"

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Discussant

Yveline LECLER

The Research Institute at the French-Japanese House

Friday October 30th, 2009, from 12:30 pm to 2 pm
Maison franco-japonaise, room 601 (6th floor)

With the generous support of the Economic Section of the French Embassy and the French Chamber of Commerce and Industry in Japan

Summary

Despite large scale redundancies after the financial crises in 1997-1998, the mutual commitment or social contract between employees and their employer concerning dismissal avoidance did not disappear. Two kinds of sub-systems that are useful for reducing the possibility of dismissals: "Employment Adjustment Systems" and "Employment Portfolio Systems" were reworked to cope with the critical economic conditions. The term "Employment Portfolio Systems" refers to strategic usage of various types of "non-regular" workers. In the seminar, I will discuss the implications of the changes in the Systems for the current debate on temporary workers and the "Gap Society".

Short Biography of Michio NITTA



Michio NITTA is professor of international relations at the University of Tokyo, Institute of Social Science. He is, since its creation, director of the International Associated Laboratory: Comparative Approaches in Social Sciences and Humanities (LIA-CASSH, CNRS/ University of Tokyo). He is a member of the Central Labor Relations Commission, as well as the Chairperson of the Japan Industrial Relations Research Association. He published numerous books and articles in English among which: "Knowledge-Driven Work", in Joel Cutcher-Gershenfeld *et al.*, Oxford University Press, 1998; and in Japanese: *Employment Systems in a Changing Japanese Society*, University of Tokyo Press, 2003; *Japanese Style Employment System* (with Hisamoto Norio), Nakanishiya shuppan, 2008; "Evolution of Japanese Employment Systems in the Lost Decade and After", *Journal of Social Science*, vol. 60, n° 1, January 2009.

Short Biography of Yveline LECLER



- Researcher at Maison franco-japonaise, UMIFRE 19 CNRS - MAE
- Associate Researcher, Institute of Social Science, University of Tokyo
- Associate Professor, Lyon Institute of Political Studies, University of Lyon
- Permanent Member of the Institute of East Asian Studies (Lyon) since its establishment in 1992.

What is the Lunch Seminar?

This typical event has been organized at the Maison-Franco Japonaise (Nichi-Futsu Kaikan) – Room 601 (6F) from 12.30 to 14.00, since 2004 with the generous support from the Economic Section of the French Embassy and the French Chamber of Commerce and Industry in Japan. For more information, please visit the website of the seminar : http://www.mfj.gr.jp/lunch_seminar/lunch_seminar.html

Please note that this is a "brown bag lunch seminar" (please bring your sandwiches or "bento").

How to attend the Lunch Seminar ?

The participation to the Lunch Seminar is free but **registration is strictly required**. Please apply by e-mail to : mikasa@mfj.gr.jp ; or by fax (03-5421-7652) specifying your :

- | | |
|--------------------------|----------|
| – name | – adress |
| – company or institution | – phone |
| – position | – e-mail |

NB : The presentation will be followed by a discussion with the participants (in English, no translation).

How to get there ?



Nichifutsu Kaikan (MFJ) : Shibuya-ku, Ebisu, 3-9-25

▷ From the Ebisu JR station take the Skywalk Exit, turn left and walk 5 mn alongside Yebisu Garden Place.

