

# The 4th JILPT Tokyo Comparative Labor Policy Seminar 2020

## 1. Organizer

The Japan Institute for Labor Policy and Training (JILPT)

<https://www.jil.go.jp/english/organization/aboutus.html>

## 2. Date

Wednesday 11th–Thursday 12th March, 2020

## 3. Venue

3F Conference Hall

The Japan Institute for Labor Policy and Training (JILPT)

4-8-23 Kami-Shakujii, Nerima-ku, Tokyo, Japan

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[https://www.jil.go.jp/english/organization/chart\\_map.html](https://www.jil.go.jp/english/organization/chart_map.html)

## 4. Theme

“The Changing World of Work in Digital Age—New Forms of Work and the Role of Labor Policy”

## 5. Purpose of the Seminar

As labor problems become more universal with the advance of globalization in recent years, there is a growing need for international comparative research in the planning and formulation of labor policy. With this in mind, JILPT started to hold the “JILPT Tokyo Comparative Labor Policy Seminar” from March 2017 annually to provide an opportunity for researchers from major countries and regions, particularly Asia, to come together and engage in a comparative examination of their shared challenges. Through these seminars, we aim to build a network among researchers, research institutions, and people in the labor field.

## 6. Background and objectives

The digital technological innovations (digitalization) known as the fourth industrial revolution are rapidly spreading throughout the world, giving rise to a host of new business models such as internet platforms and the sharing economy. The proactive utilization of Artificial Intelligence (AI) and other new technologies (IoT, big data, robotics, etc.) is expected to improve labor productivity and establish a foundation for economic growth. However, the use of these technologies may replace and thereby destroy jobs. There are also new challenges to address such as how to handle skill improvement and career changes required

of individual workers due to transformation of work tasks.

In terms of work styles, there are now increasing opportunities to engage in freelancing and employment-like work styles without formal employment contracts through crowdsourcing via internet platforms. Those in employment-like work styles workers and freelancers fall somewhere between being self-employed and being employees, and as a result, they are not generally granted worker status or protected by labor laws. In some cases, such workers may have no choice but to accept contracts against their will due to gaps in bargaining power and quality or quantity of information. It is now becoming important issues to determine how to protect these individuals whose work style resembles that of the employed.

Next year's JILPT Tokyo Comparative Labor Policy Seminar will cover the topics of digitalization focusing on the impact on employment and labor as well as the role of labor law policy. We will compare the current state and challenges in each country, and discuss the future direction of labor policy.

### **【Points of Discussion】**

#### (1) Digitalization and its Impact on Employment and Labor

- Changes in industrial and employment structures associated with digitalization
- Changes in and response to occupational and job category changes stemming from the use and application of new technologies
- Promotion of personal self-development and personnel training by the company
- Assistance for workers' skill improvement and career changes
- Future issues with work styles unrestricted by time, space, and form of employment

#### (2) Labor Law Policy for Digitalization

- Types of people engaged in new forms of work
- Building work environments for those engaged in new forms of work  
(Clarification of contract rules, adjustment of remuneration, compensation of damages for breach of contract, occupational safety and health, working hours, collective bargaining, setting up a consultation service desk for disputes, etc.)
- Better social protections for those engaged in new forms of work  
(Compensation for industrial accidents, social insurance, livelihood security, balancing between work and childbirth / child-rearing / nursing care, job matching support, etc.)

## **7. Seminar Program (*tentative*)**

### **11th March**

[Opening Ceremony & Keynote Lectures]

- Welcome and Opening Remarks (Prof. Yoshio Higuchi, President, JILPT)
- Keynote Lecture (Dr. Stijn Broecke, Senior Economist, Directorate for Employment, Labour

and Social Affairs, OECD)

- Keynote Lecture (Prof. Takashi Araki, Professor, the Graduate Schools for Law and Politics, the University of Tokyo)

[Session 1: Digitalization and its Impact on Employment and Labor]

- 6 Country Reports (Promising researchers from Asia-Pacific region countries)
- Comments and Discussions

[Welcome Dinner]

### **12th March**

[Keynote Lecture]

- Keynote Lecture (Prof. Giuseppe Casale, Secretary-General of International Society for Labour and Social Security Law)

[ Session 2: Labor Law Policy for Digitalization]

- 5 Country Reports (Promising researchers from Asia-Pacific region countries)
- Comments and Discussions

[Session 3: Concluding Panel]

Moderator: Prof. Hideyuki MORITO, Professor, Keio University Law School

Panelists: Prof. CASALE, Prof. KANKI and Dr. BROECKE

## **8. Working Language**

English (with simultaneous interpretation to Japanese)

## **9. For further information, please contact:**

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International Research Exchange Section

The Japan Institute for Labour Policy and Training (JILPT)