

## INTERNATIONAL SYMPOSIUM ON COMMON STRATEGIES FOR HUMAN-CENTRED WORK : INTRODUCTION OF THE SPECIAL ISSUE

This special issue includes the papers presented at the International Symposium on Common strategies for human-centred work —enterprise-level action programmes for making work more human— that was held in Tokyo from 2-3 July 1996. The symposium was organized to commemorate the 75th anniversary of the Institute for Science of Labour founded in 1921.

About two hundred participants attended including invited speakers and discussants from Australia, Finland, India, Indonesia, Japan, the Philippines, Switzerland, Thailand, the United Kingdom and the United States. The objectives of the meeting were to review advances in approaches toward making work systems more human-centred and to discuss future strategies for enterprise-level action in improving work and life in different countries.

Mr. Isao Amagi, President of the Institute for Science of Labour, stressed in his opening address that the multidisciplinary research had greatly contributed to the enhancement of the quality of working life in many countries. He hoped that the symposium will elucidate future directions in making work more human-centred.

In the opening session, the messages of the then Prime Minister, Mr. Ryutaro Hashimoto, and the Director-General of the International Labour Office, Mr. Michel Hansenne, were announced. Mr. Hashimoto congratulated the Institute on its 75th anniversary and commended the Institute's long-standing multidisciplinary research into human-centred work and its contribution to the progress of the national economy and the sound development of industrial relations. He hoped for the success of the Symposium. Mr. Hansenne referred to new challenges presented by the world of work and a major role the Institute for Science of Labour was playing in achieving the common goal of safety, health and well-being at work. He remarked that the theme of the Symposium was timely and wished every success in the future work of the Institute.

The symposium consisted of keynote addresses and three panel sessions. Themes of the panel sessions were: "Towards human-centred working life in the era of diversifying work and high information technologies"; "Factors facilitating work improvement by workplace participation"; and "Enterprise-level action for making work more human and international cooperation". Throughout these sessions, a special attention was drawn to practical approaches that could contribute to the solution of acute problems and the development of action-oriented research. The need for providing practical support measures was also emphasized. The roles of training and participatory programmes were stressed. The need for interdisciplinary research and for re-orienting human work systems by developing workable strategies was emphasized.

The programme of the symposium is attached below.

The symposium was useful in understanding the international trends in the development of

human-centred work systems in different socio-cultural and technological settings. The discussion on the methods of field studies and the approaches to work system development was particularly fruitful.

The papers presented at the Symposium will be included in this issue and two other subsequent issues of the Journal of Science of Labour. In this issue, five papers are included including three key-note papers and two papers from the panel sessions. These papers pointed to the need for a broad scope and action-oriented approaches in making progress toward human-centred work systems. It is hoped that this special issue, together with the subsequent issues publishing the papers presented at the Symposium, will stimulate the development of common strategies toward human-centred work and the international cooperation in implementing these strategies.

Kazutaka Kogi

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Programme of the The International Symposium on Common strategies for human-centred work

—enterprise-level action programmes for making work more human—

(Tokyo, 2-3 July 1996)

For commemorating the 75th anniversary of the Institute for Science of Labour

Venue : Tokyo Medical College Hall, Shinjuku, Tokyo

Tuesday, 2 July 1996

9 : 00- 9 : 30 Opening session

9 : 30-12 : 30 Keynote addresses

1. Basic protection, quality jobs and competitiveness : Challenges for tomorrow's enterprises  
F. J. Dy-Hammer, Chief, ILO Conditions of Work and Welfare Facilities Branch
  2. Achievements and future directions in creating healthy and human-centred workplaces in Japan  
Masayuki Nomiya, President, Japan Industrial Safety and Health Association
  3. Humanizing information technology  
Chris Clegg, Institute of Work Psychology, Sheffield University, United Kingdom
  4. Joint change approaches to flexible patterns and content of work  
Kazutaka Kogi, Director, Institute for Science of Labour
- 14 : 00-17 : 30 Theme 1 "Towards human-centred working life in the era of diversifying work and high information technologies"
1. Diversifying employment patterns and Japanese-style employment systems  
Akira Takanashi, Research Director General, Japan Institute of Labour
  2. Enterprise-level action for making work more human  
Manabu Mine, Director, Ohara Institute for Social Research, Hosei University
  3. Work in the information society : opportunities and problems

Jorma Rantanen, Director, Finnish Institute of Occupational Health

4. Initiatives on working hours that have the potential to improve the home-work interface  
Alexander Wedderburn, Heriot-Watt Business School, Heriot-Watt University of Edinburgh, United Kingdom
5. Health effects, job satisfaction and work design in the use of advanced technologies  
Makoto Takahashi, Assistant Professor, Osaka Prefectural University College of Integrated Arts and Sciences

Wednesday, 3 July 1996

9 : 00- 9 : 30 Special lecture

Enterprise-level crisis management and day-to-day management

Sadahiro Maeno, Managing Director, Kobe Steelworks Co. Ltd.

9 : 30-12 : 30 Theme 2 "Factors facilitating work improvement by workplace participation"

1. Effective support for participatory work improvement programmes in small and medium-sized enterprises  
Calmera Torres, Assistant Secretary, Department of Labor and Employment, the Philippines
  2. Participatory ergonomics : a strategy for creating human-centred work  
Andrew S. Imada, Institute of Safety and Systems Management, University of Southern California, U.S.A.
  3. A strategy for achieving productive aging under humanized work conditions  
Masaharu Kumashiro, Professor, Department of Ergonomics, Institute of Industrial Ecological Sciences, University of Occupational and Environmental Health
  4. Prevention of health impairments of workers and the right to know  
Hiroko Hayashi, Fukuoka University Faculty of Law
  5. Participatory training for improving occupational safety and health by trade union initiative in developing countries  
Haruki Shimizu, President, Japan International Labour Foundation
- 14 : 00-17 : 00 Final General Discussion
- "Enterprise-level action for making work more human and international cooperation"
1. Strategies for improving health, safety and welfare at work through international cooperation  
Wai-On Phoon, Professor, University of Sydney Department of Occupational Health
  2. Development of atypical forms of employment and labour market regulations in industrialized countries  
Hiromasa Suzuki, Professor, Waseda University Faculty of Commerce
  3. Making work human-centred : the role of international standards (ISO standards)  
Tom Stewart, System Concepts, United Kingdom
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Message of the Prime Minister on the occasion of the International Symposium commemorating the International Symposium on Common Strategies for Human-centred Work

It gives me a great pleasure to extend my warmest congratulations to you on this auspicious occasion of the International Symposium commemorating the 75th anniversary of the Institute for Science of Labour.

I have a high regard for the long-standing interdisciplinary research of your Institute on industrial work systems aimed at "human-centred work" and for your great contributions to the progress in the national economy and to the sound development of industrial relations. At the same time, I sincerely hope that the Symposium will achieve outstanding results.

I wish your Institute every success in its future activities. It is my sincere hope that all the participants of the Symposium will continue to enjoy health and take an increasingly active part in this important field.

Prime Minister Ryutaro Hashimoto

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Message of the Director-General of the ILO on the occasion of the 75th anniversary of the Institute for Science of Labour

I have great pleasure in congratulating and extending best wishes to the Institute for Science of Labour on its 75th anniversary. This is indeed an important milestone. It clearly affirms the continued relevance of and appreciation for the excellent work you are carrying out to improve protection for workers and the quality of their working life.

The Institute is known for its excellent work. Your research has presented interesting new approaches to both long-standing working conditions issues as well as emerging new problems. Through developing practical tools to identify and to solve working conditions problems in enterprises, through organizing training programmes, through providing policy advice to governments, and through fostering the exchange of experiences, you are assisting other countries to be self-reliant and encouraging them to cooperate with each other to improve safety, health and working conditions. Indeed, the Institute for Science of Labour is playing a major role in promoting human-centred work at national and enterprise level.

The theme of your symposium -Common Strategies for Human-Centred Work : Enterprise-level Action- is timely but it also presents a formidable challenge. The world of work is changing rapidly. Intense competition, globalization, advances in technology, and corporate restructuring are affecting the content of work, how work is organized and where work is carried out. Significantly, these profound changes emphasize the need for governments and the social partners -working together- to develop a shared vision and a common agenda so that while encouraging a supportive operating environment for enterprises to grow, workers' rights and dignity are safeguarded.

The Institute for Science of Labour and the ILO have had a long history of fruitful

cooperation. Today, for example, the Institute for Science of Labour and the ILO are jointly implementing a project to improve working conditions and productivity in small and medium-sized enterprises in the Philippines. The Institute for Science of Labour, in collaboration with the Tokyo Branch Office, the Working Conditions and Environment Department, and the Publications Bureau of the ILO, and with the support of the Japan Federation of Employers Associations (NIKKEIREN) and the Japan Federation of Economic Organizations (KEIDANREN), is also launching a fund-raising campaign to translate the ILO Encyclopaedia on Occupational Health and Safety. I would like to express my personal appreciation and that of my colleagues to the Institute for Science of Labour for its excellent work and its continued collaboration with the ILO.

In the years to come, as the world of work presents new challenges to worker protection, I am sure that the Institute for Science of Labour will continue to play an important role in achieving the common goal that work takes place in a safe and healthy environment, that work is consistent with the well-being and dignity of workers, and that work offers real possibilities for personal achievement, self-fulfilment and service to society.

Again, my warmest congratulations to the Institute for Science of Labour on your 75th anniversary and best wishes for every success in your future work.

Director-General of the ILO Michel Hansenne