



Supported by
 Konrad
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DIJ International Conference

From Flexible Rigidities to Embracing Diversity?

Work-Related Diversity and its Implications in Japan and Beyond

November 30 - December 1, 2017

German Institute for Japanese Studies (DIJ), Tokyo

Day 1: November 30, 2017 (Thursday)

9:30 Welcome Address and Introduction

Franz Waldenberger (Director of the DIJ)

Thomas Awe (Resident representative of the Konrad Adenauer Foundation)

Phoebe Holdgrün (DIJ Diversity research team)

10:00-11:30 Panel 1

Internationalization of the Workplace:

Challenges Perceived From Team, Leader, and Company Perspectives

Chair: Phoebe-Stella Holdgrün

Paper 1: Julia Backmann (Ludwig Maximilian University of Munich)

Understanding Multiple Worlds: The Roles of Multiculturals in Multinational Teams

Paper 2: Tobias Söldner (DIJ)

Personality Factors Influencing Multinational Team Success

Paper 3: Shigeki Egami (SATO Holdings Corporation)

Internationalization of the Workplace: First-Hand Experiences From the Japanese Company Context

11:30-14:00 Lunch break (Restaurant Kissho)

14:00-15:30 Panel 2

Discussions of Work-Related Diversity in the Media and Literature

Chair: Steffen Heinrich (DIJ)

Paper 1: Karin Knop (Mannheim University)

Optimize Your Entrepreneurial Self. Neoliberal Appeals in Work-Related Television Program.

Paper 2: Ronald Saladin (DIJ)

The Convenience Store as Stage of Diversity? Gender, Work and Individuality in Murata Sayaka's Konbini Ningen.

Paper 3: Alisa Freedman (University of Oregon)

30-Year OL's and Dirty Work. Career Women Comedies as a Measure of Diversity.

15:30-16:00 Coffee break

16:00-17:30 Comments & concluding discussion of Day 1

Discussant for Panel 1: Martin Högl (Ludwig Maximilian University of Munich)

Discussant for Panel 2: Romit Dasgupta (The University of Western Australia)

18:00 – 20:00 Dinner reception for all speakers and invited guests (Japanese style)

Day 2: December 1, 2017 (Friday)

10:00-11:30 Panel 3

The Impact of Diversity Policies on Work

Chair: Ronald Saladin (DIJ)

Paper 1: Petra Ahrens (University of Antwerp/Humboldt-University Berlin)

Gender Equality and Employment Policies in the European Union and Germany: Towards a Dual Earner Model?

Paper 2: Phoebe Holdgrün (Bielefeld University)

A Tale of Shining Women and Paper Tigers: On the Impact of Current Gender Equality Policies on Work in Japan

Paper 3: Machiko Osawa (Japan Women's University)

What's Holding Japanese Women Back?

11:30-14:00 Lunch break (Restaurant Aux Bacchanales)

14:00 – 15:30 Panel 4

Diversification of Employment and Its Political Implications

Chair: Tobias Söldner (DIJ)

Paper 1: Charles Weathers (Osaka City University)

Abenomics and Japan's Public Service Employees

Paper 2: Toru Shinoda (Waseda University)

t.b.a.

Paper 3: Steffen Heinrich (DIJ)

Legislating for Equality in Diversified Labour Markets: The Politics of (Avoiding) Structural Labour Market Reform in Germany and Japan

15:30 – 16:00 Coffee break

16:00-17:30 Comments & concluding discussion for day 2

Discussant for Panel 3: Andrea Bührmann (University of Göttingen)

Discussant for Panel 4: Akira Suzuki (Hosei University)

18:30-20:00 Keynote / DIJ-Forum, open to the public

Mieko Takenobu (Wako University)

Japanese Women, the Largest Buffer of Flexible Rigidities: For Getting Rid of the "Housework Harassment"

Andrea Bührmann (University of Göttingen)

Doing Research on Diversity – Reflections From a Reflexive Diversity Research Perspective

20:00-21:00 Open dinner reception (German style)

End of the Conference