

Kyoto University Global COE

“Reconstruction of the Intimate and Public Spheres in 21st Century Asia”

Asian ERASMUS Pilot Program for the Next Generation Researchers and Students from Overseas Partners Institutions

Name (First, Middle, Last)	Stéphane, Heim	City/Country of the Home Organization
		Strasbourg/France
Home Organization (University/ Institute, Dept./Faculty, Position/Status)	Strasbourg University/Department of Social Sciences/Institute of Sociology/ Ph.D. Candidate.  University of Technology Belfort-Montbéliard/Institute of Research in Industrial, Technological and Scientific Choices/Teaching and Research Assistant.	
Invitation Period	From April 19, 2010 to October 19, 2010	
Counterpart Graduate School/ Center at Kyoto University	Counterpart Professor: Strasbourg University/Department of Social Sciences/Institute of Sociology/Prof. Roland PFEFFERKORN  Counterpart Graduate School/Center: Graduate School of Letters/Department of Sociology/ Prof. Emiko OCHIAI	
Title of Research	Foreign Trainees and Workers in Japanese Industries: The Case Study of Labour Migration in the Tokai Region	
Titles of lectures/seminars which you attended and names of the lecturers. (List up to 5 classes.)		
<ol style="list-style-type: none"> <li>1. 海外オムニバス (lectures from Prof. Hobson and Prof. Agrawal).</li> <li>2. Working group about Migration (移民班) (2010.6.24, seminar of Prof. Thanya Sripana).</li> <li>3. Working group about Policy (政策班) (2010.9.9, seminar of Jeremy Rappleye)</li> <li>4. Takezawa Seminar on Migration, Prof. Yasuko Takezawa.</li> </ol>		

Please attach a written report of evaluating your results/achievements of our GCOE Asian Erasmus Pilot Program.

(1) Submit a written report in 700 words. (2) Attach reference materials if any. (3) Also, email a digital photo to show your education or research activities if available. (A photo must be within 3000KB in size and shall not infringe on portrait rights.)

The submitted materials will be posted on the web page of this program.

\*Please submit the written report within one month after the end of the invitation period to the GCOE office (intimacy@socio.kyoto-u.ac.jp) by email.

## **Results/Achievements**

### **Fieldwork research:**

During this six-month research at Kyoto University, I led fieldwork researches on firms employing foreign workers in the Tokaï Region. I visited 27 firms, mainly suppliers for the Toyota group and whose activities are in the metalworking sector. I also participated to a Factory Tour organized in the Tokaï Region during two days by the Department of Engineering of Kyoto University and interviewed some persons in charge of the “Development of a Multicultural Society” at the Aichi Prefectural Government and Shiga Prefectural Government.

The main fieldwork research, based on semi-directive interviews of engineers, directors, workers (Japanese and Foreign) and visits of factories, enabled me to pursue my Ph.D. research whose aim is to grasp the recent trends and evolutions of Japanese Labour and Industrial relations, focusing on the Toyota Group.

Among the main conclusions, it seems clear that the discourses and policies at prefectural level, whose aims are to develop multiculturalism, and the practices observed at the firm level show some differences. Whereas the discourses emphasize the collaboration and the development of a multicultural society, at the firm level, the working conditions observed show that there is a clear labor segmentation between foreign and Japanese workers, and moreover a segmentation between small and large firms. Indeed, the policies of cost reduction launched by large firms are a pull factor to introduce foreign workers with low wages and rather bad working conditions in the small enterprises. Nevertheless, another trend seems to appear: collaboration between very small firms to hire foreign trainees and give them better working conditions. Such associations play the role of integrator for foreigners.

As a matter of fact, the role of the firms in the introduction of foreign workers in Japan is ambiguous. The main ambiguity is to be found in the division between small and large firms, the first having a role of integrator and the latter being a factor of labor segmentation.

**Seminar:** “From Practices to Discourses: The Construction of the Japanese Model of Industrial Relations”. Final presentation, GCOE Asian Erasmus Pilot Program. October 19, 2010. At Kyoto University Faculty of Letters Main Building.

### **Papers:**

1. Review *Gérer et Comprendre (Manage and Understand)*: “Le rôle du partenariat industriel dans la genèse du territoire automobile dans le Grand Est: un nouveau paradigme?” (The Role of Industrial Partnership in the Genesis of the Automobile Territory in the Great East: A New Paradigm?). Submitted (result, November 2010).
2. Review *Sociologie du travail (Sociology of Work)*, Price of the Young Author: “Les réseaux de coopération dans le secteur automobile japonais: entre marché et organisation?” (Cooperation Networks in the Japanese Automobile Sector: Between Markets and Organizations?). Submitted (result, March 2011).