

## **International Symposium "Loneliness and Social Isolation at Work: A Scientific Approach to Solutions"**

Date & time: 24 November 2025 (Monday) 9:30-17:00

Venue: The Tetsumon Memorial Hall, Graduate School of Medicine, The University of Tokyo, Japan

Organized by: the Solution-Driven Co-creative R&D Program for SDGs (SOLVE for SDGs):  
Preventing Social Isolation & Loneliness and Creating Diversified Social Networks  
(Kawakami & Matsui Projects)

### **Final Program**

#### **Time schedule:**

|             |   |
|-------------|---|
| 9:30-9:40   | Opening   |
| 9:40-10:30  | Keynote Lecture   |
| 10:40-11:40 | Symposium 1 Cross-country Comparison of Loneliness and Social Isolation at Work |
| 11:40-13:00 | Lunch break   |
| 13:00-14:00 | Symposium 2 Mechanisms and Impact of Loneliness and Social Isolation at Work    |
| 14:05-14:55 | Symposium 3 Monitoring Loneliness and Social Isolation at Work                  |
| 15:00-15:45 | Coffee break and poster presentation  |
| 15:50-16:50 | Symposium 4 Interventions to Loneliness and Social Isolation at Work            |
| 16:50-17:00 | Closing   |

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#### ● **9:30 Opening**

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#### ● **9:40-10:30 Keynote Lecture**

Chair: Norito Kawakami, Department of Digital Mental Health, Graduate School of Medicine, The University of Tokyo, Japan

Understanding Work Loneliness: Reflections from 20 Years of Research

Sarah Wright<sup>1</sup>

<sup>1</sup> Department of Management, Marketing & Tourism, UC Business School, University of Canterbury, Christchurch, New Zealand

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- **10:40–11:40 Symposium 1 Cross-country Comparison of Loneliness and Social Isolation at Work**

Chair: Joshua Breslau, RAND Corporation, USA

1-1 A Cross-Country Comparison of Loneliness at Work in Japan, South Korea, and Taiwan

Norito Kawakami<sup>1</sup>, Chunhui Suh<sup>2</sup>, Chen-Cheng Yang<sup>3</sup>

<sup>1</sup> Department of Digital Mental Health, Graduate School of Medicine, The University of Tokyo, Japan

<sup>2</sup> Inje University Busan Paik Hospital, Republic of Korea

<sup>3</sup> Department of Occupational Medicine, Kaohsiung Municipal Siaogang Hospital, Kaohsiung Medical University, Taiwan

1-2 Workplace Loneliness in Korea: Prevalence and Psychological Outcomes

Chunhui Suh<sup>1</sup>, Jung Wook Kim<sup>1</sup>, Gang Uk Lee<sup>1</sup>

<sup>1</sup> Department of Occupational and Environmental Medicine, Institute of Environmental and Occupational Medicine, Inje University Pusan Paik Hospital, Busan, Korea

1-3 Workplace Loneliness and Job Strain: A Taiwan Report Based on the LAWS 16-Item Scale and the New BJSQ

Chen-Cheng Yang<sup>1,2</sup>, Norito Kawakami<sup>3</sup>, Chia-Pin Lin<sup>1</sup>, Guan-Cheng Lin<sup>1</sup>

<sup>1</sup> Department of Occupational Medicine, Kaohsiung Municipal Siaogang Hospital, Kaohsiung Medical University, Kaohsiung, Taiwan

<sup>2</sup> Department of Public Health and Environmental Medicine, Kaohsiung Medical University, Kaohsiung, Taiwan

<sup>3</sup> Department of Digital Mental Health, Graduate School of Medicine, The University of Tokyo, Japan

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- **11:40-13:00 Lunch break**

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- **13:00–14:00 Symposium 2 Mechanisms and Impact of Loneliness**

## **and Social Isolation at Work**

Chair: Miho Takahashi, Department of Clinical Psychology, Graduate School of Education, The University of Tokyo, Tokyo, Japan

### **2-1 Workplace Loneliness and Its Impact on Mental Health, Job Performance, and Job Turnover**

Natsu Sasaki<sup>1</sup>

<sup>1</sup> Department of Mental Health, Graduate School of Medicine, The University of Tokyo, Japan

### **2-2 A Qualitative Study on the Process of Experiencing Isolation and Loneliness in the Workplace Among Those Who Have Left Their Jobs**

Miho Takahashi<sup>1</sup>, Yuko Sen<sup>1</sup>, Yukari Mukasa<sup>1</sup>, Wakana Hijikata<sup>1,2</sup>, Junsuke Yamada<sup>1</sup>

<sup>1</sup> Department of Clinical Psychology, Graduate School of Education, The University of Tokyo, Tokyo, Japan

<sup>2</sup> Shinagawa Ekimae Mental Clinic

### **2-3 Workplace Loneliness in Japan: Scale Development and Longitudinal Links with Turnover Intention**

Junko Nakamura<sup>1</sup>, Ai Matsuo<sup>2</sup>, Hiromi Ono<sup>3</sup>, Hiroko Momotani<sup>1</sup>, Daiki Sekiya<sup>4</sup>, Yutaka Matsui<sup>1</sup>

<sup>1</sup> R&D Center for Working Persons' Psychological Support, University of Tsukuba, Japan

<sup>2</sup> Faculty of Social Sciences, Hokuriku Gakuin University, Japan

<sup>3</sup> Faculty of Human Sciences, University of Tsukuba, Japan

<sup>4</sup> Faculty of Applied Psychology, Tokyo Seitoku University, Japan

### **2-4 Neural and Physiological Mechanisms Underlying Workplace Loneliness: Experimental Findings from Social Neuroscience**

Hideki Ohira<sup>1</sup>

<sup>1</sup> Graduate School of Informatics, Nagoya University, Aichi, Japan

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## **• 14:05–14:55 Symposium 3 Monitoring Loneliness and Social Isolation at Work**

Chair: Akihito Shimazu, Faculty of Policy Management, Keio University, Kanagawa, Japan

### 3-1 Development and Validation of the SLAW-3 and SLAW-1: Short Psychometric Scales for Measuring Workplace Loneliness

Izumi Ayase<sup>1,2</sup>, Akihito Shimazu<sup>3</sup>, Masahito Tokita<sup>4</sup>, Kentaro Sakamaki<sup>5</sup>, Norito Kawakami<sup>6</sup>

<sup>1</sup> Graduate School of Media and Governance, Keio University, Kanagawa, Japan

<sup>2</sup> Department of Mental Health, Graduate School of Medicine, The University of Tokyo, Tokyo, Japan

<sup>3</sup> Faculty of Policy Management, Keio University, Kanagawa, Japan

<sup>4</sup> Keio Research Institute at SFC, Keio University, Kanagawa, Japan

<sup>5</sup> Faculty of Health Data Science, Juntendo University, Tokyo, Japan

<sup>6</sup> Department of Mental Health, Graduate School of Medicine, The University of Tokyo, Tokyo, Japan

### 3-2 Development of the Workplace Loneliness Risk Chart

Akihito Shimazu<sup>1</sup>, Izumi Ayase<sup>2,3</sup>, Kentaro Sakamaki<sup>4</sup>, Masahito Tokita<sup>5</sup>, Norito Kawakami<sup>6,7</sup>

<sup>1</sup> Faculty of Policy Management, Keio University, Kanagawa, Japan

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<sup>6</sup> Department of Digital Mental Health, Graduate School of Medicine, The University of Tokyo, Tokyo, Japan

<sup>7</sup> The Junpukai Foundation, Okayama, Japan

### 3-3 Early Detection of Isolation and Loneliness from Digital Footprints in the Era of Diverse Work Styles

Yutaka Arakawa<sup>1</sup>

<sup>1</sup> Department of Information Science and Technology, Graduate School of Information Science and Electrical Engineering, Kyushu University, Fukuoka, Japan

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● **15:00-15:45 Coffee break and poster presentation (at the elevator hall on the 13<sup>th</sup> floor)**

**Poster presentations (in an alphabetical order by speaker's surname)**

P-1 Internal and External Predictors of Procrastination: The Roles of Psychological Flexibility, Leadership, and Workplace Support among Japanese Workers

Miho Arai <sup>1</sup>, Yuka Kobayashi <sup>2</sup>

<sup>1</sup> Department of Mental Health, Graduate School of Medicine, The University of Tokyo, Tokyo, Japan

<sup>2</sup> Department of Clinical Psychology, Faculty of Social Policy and Administration, Hosei University, Tokyo, Japan

P-2 Association between the Number of Close Family Members and Friends and Loneliness in Japan

Yuki Arakawa <sup>1</sup>, Kosuke Inoue <sup>2</sup>, Daisuke Nishioka <sup>3</sup>, Midori Matsushima <sup>4</sup>, Takahiro Tabuchi <sup>5</sup>, Naoki Kondo <sup>3</sup>

<sup>1</sup> Department of Public Health, School of Medicine, Yokohama City University, Kanagawa, Japan

<sup>2</sup> Department of Health Promotion and Human Behavior, School of Public Health, Kyoto University, Kyoto, Japan

<sup>3</sup> Department of Social Epidemiology, School of Public Health, Kyoto University, Kyoto, Japan

<sup>4</sup> Graduate School of Humanities and Social Sciences, University of Tsukuba, Ibaraki, Japan

<sup>5</sup> Division of Epidemiology, School of Public Health, Tohoku University Graduate School of Medicine, Miyagi, Japan

P-3 The Relationship Between Social Media Communication and Psychological Distress among University Students: The Moderating Effects of Rumination

Emiko Ban <sup>1</sup>, Masahito Tokita <sup>2</sup>, Akihito Shimazu <sup>3</sup>

<sup>1</sup> Graduate School of Media and Governance, Keio University, Kanagawa, Japan

<sup>2</sup> SFC Research Institute, Keio University, Kanagawa, Japan

<sup>3</sup> Faculty of Policy Management, Keio University, Kanagawa, Japan

P-4 How does managerial support affect loneliness at work?: Development of a preliminary agent-based simulation model

Norito Kawakami<sup>1</sup>, Yasuhiro Kitakami<sup>2</sup>, Asuka Sakuraya<sup>1</sup>

<sup>1</sup> Department of Digital Mental Health, Graduate School of Medicine, The University of Tokyo, Tokyo, Japan

<sup>2</sup> Kozo Keikaku Engineering, Inc., Tokyo, Japan

P-5 The Structure of Social Isolation and Loneliness in the Return-to-Work Process : A Practice Report of Open Dialogue with Participants in a Depression Rework Program

Satoshi Kondo<sup>1</sup>

<sup>1</sup> Faculty of Health Sciences, Mejiro University, Tokyo, Japan

P-6 Effects of Proactive Personality and Traditional Organizational Climate on Loneliness

Mika Takada <sup>1</sup>, Kaito Kamachi <sup>1</sup>, Ryoma Kin <sup>1</sup>, Wakana Hijikata <sup>1,2</sup>, Miho Takahashi <sup>1</sup>

<sup>1</sup> Department of Clinical Psychology, Graduate School of Education, The University of Tokyo, Tokyo, Japan

<sup>2</sup> Shinagawa Ekimae Mental Clinic

P-7 Toward Predicting Personality Traits and Loneliness from Workplace Chat Logs

Ryosuke Takizawa <sup>1</sup>, Arakawa Yutaka <sup>2</sup>,

<sup>1</sup> Department of Information Science and Technology, Graduate School of Information Science and Electrical Engineering, Kyushu University

<sup>2</sup> Department of Advanced Information Technology, Faculty of Information Science and Electrical Engineering, Kyushu University

P-8 Loneliness at Work: A Longitudinal Analyses Using Latent Growth Curve and Group-Based Trajectory Modeling

Masahito Tokita<sup>1</sup>, Keiko Sakakibara<sup>2</sup>, Fuad Hamsyah<sup>3</sup>, Michiko Kawada<sup>4</sup>, Daisuke Miyanaka<sup>5, 6</sup>, Akihito Shimazu<sup>7</sup>

<sup>1</sup> Keio Research Institute at SFC, Fujisawa, Japan

<sup>2</sup> Faculty of Sociology, Toyo University, Tokyo, Japan

<sup>3</sup> Faculty of Psychology, Universitas Gadjah Mada, Yogyakarta, Indonesia

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<sup>6</sup> Better Options, Inc., Tokyo, Japan

<sup>7</sup> Faculty of Policy Management, Keio University, Fujisawa, Japan

Project presentations

P-9 Matsui Project: Development of a Tool to Measure the State of Workplace Isolation and Loneliness

Matsui,Y.<sup>1,2</sup>, Nakamura,J. <sup>1</sup>, Hara,K.<sup>3</sup>, Otsuka,Y.<sup>2</sup>, Fuji,K.<sup>2</sup>, Okada,M.<sup>1</sup>

<sup>1</sup> R&D Center for Working Persons' Psychological Support, University of Tsukuba, Tsukuba,

Japan

<sup>2</sup> Faculty of Human Sciences, University of Tsukuba, Tsukuba, Japan

<sup>3</sup> Faculty of Human Sciences, Saitama Gakuen University, Saitama, Japan

P-10 Kawakami Project: The Connected Workplace for Worker Well-being - an overview of a JST-RISTEX-funded project toward social Implementation of inclusive organizations to prevent social isolation and loneliness

Norito Kawakami<sup>1</sup>, Akihito Shimazu<sup>2</sup>, Hisashi Eguchi<sup>3</sup>, on behalf of the JST-RISTEX Connected Workplace for Worker Well-being Project

<sup>1</sup> Graduate School of Medicine, The University of Tokyo, Tokyo, Japan

<sup>2</sup> Keio University, Fujisawa, Japan

<sup>3</sup> University of Occupational and Environmental Health, Kitakyushu, Japan

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● **15:50–16:50 Symposium 4 Interventions to Loneliness and Social Isolation at Work**

Chair: Hisashi Eguchi, Department of Mental Health, Institute of Industrial Ecological Sciences, University of Occupational and Environmental Health, Japan

4-1 Exploring the Potential of Organizational Interventions for Loneliness Prevention

Hisashi Eguchi<sup>1</sup>, Akira Kitai<sup>2</sup>

<sup>1</sup> Department of Mental Health, Institute of Industrial Ecological Sciences, University of Occupational and Environmental Health, Japan

<sup>2</sup> Konan University School of Management

4-2 Manager-Focused Approaches to Reducing Loneliness in the Workplace

Tomoya Mukai<sup>1</sup>, Yasuko Okada<sup>2</sup>

<sup>1</sup> Department of Psychology, Faculty of Human Culture and Sciences, Fukuyama University, Hiroshima, Japan

<sup>2</sup> Cuore C<sup>3</sup> Co., Ltd., Tokyo, Japan

4-3 Development and Pre-Post Comparative Trial of a Cognitive Behavioral Therapy-Based Intervention Program for Loneliness and Isolation of Workers

Yuki Sekiya<sup>1</sup>, Hideki Ohira<sup>2</sup>

<sup>1</sup> Department of Digital Mental Health, Graduate School of Medicine, The University of

Tokyo, Tokyo, Japan

<sup>2</sup> Graduate School of Informatics, Nagoya University, Aichi, Japan

4-4 Prevention of Loneliness through Physical Activity Intervention and Evaluation of Its Effectiveness Among Teleworkers

Asuka Sakuraya<sup>1</sup>

<sup>1</sup> Department of Digital Mental Health, Graduate School of Medicine, The University of Tokyo, Japan

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● **16:50-17:00 Closing**