

Measures for Working Hours

Overview

Major Measures for Working Hours (FY 2008)

Full complication with legal working hours

- Supervision and group guidance
(legal working hours: 8-hour day, 40-hour week (44-hour week for workplaces which special measures are applied to))

Reduction of non-scheduled working hours

- Guidance for employers on compliance with the overtime limit

(limit standards)

Period	Limit	Period	Limit	Period	Limit
1 week	15 hours	1 month	45 hours	1 year	360 hours
2 weeks	27 hours	2 months	81 hours		
4 weeks	43 hours	3 months	120 hours		

※ Different criteria are applied to one-year basis irregular working hour system.

- Awareness developing by formulating a plan to reduce non-scheduled working hours

Realization of work-life balance

Production of social tendency

- Implementation of The Work Life Balance Promotion Project (Model business: From FY 2008)

National Level: "The Work Life Balance Promotion Project" that makes public widely efforts towards the realization of work life balance and results conducted in 10 representative companies in Japan.

Local Level: Establishment of the action program toward the realization of work-life balance by a consultant, and implementation of instruction and assistance towards that realization, both of which were conducted in 2 representative companies of each local

- Establishment of the council for the promotion of work life balance
Establishment of a council in which labour and well-informed people have been assembled, and the promotion of understanding on the realization of work life balance and consensus formation by mutual parties
- Implementation of the diagnostic service business
Implementation of advice and instruction by advisers to companies which hope for advice on problems of labour management related to working hours
- Implementation of a campaign of work life balance
Implementation of a symposium seminar and the production of social tendency by using mass media

Promotion of companies' effort

- Inform and enlightenment of "the guidelines of the review of working hours" (the improvement guideline of working hour arrangements)
Revision of "the guidelines of the review of working hour" in April 1, 2009 on the basis of "the charter of work life balance" and "the guidelines of conduct for work life balance promotion," and inform and enlightenment on revise
- Support for improvement of working hour arrangements
Instruction and assistance by experts to a group of small and medium-sized companies which aggressively aim with the improvement of working hours
- Provision of promotive subvention for improvement of working time arrangements
Subvention for medium-sized and small companies which aim to improve working time arrangements and others as group efforts
- Provision of the subvention for improvement of working consciousness
Subventions for small and medium-sized companies which aggressively wrestle with improvement of working consciousness toward the improvement of working hours
- Disposition of the consultant for improvement of working time arrangements
Correspondence, advice and instruction to conference on working hour's improvement in Administrative divisions Bureau of Labour