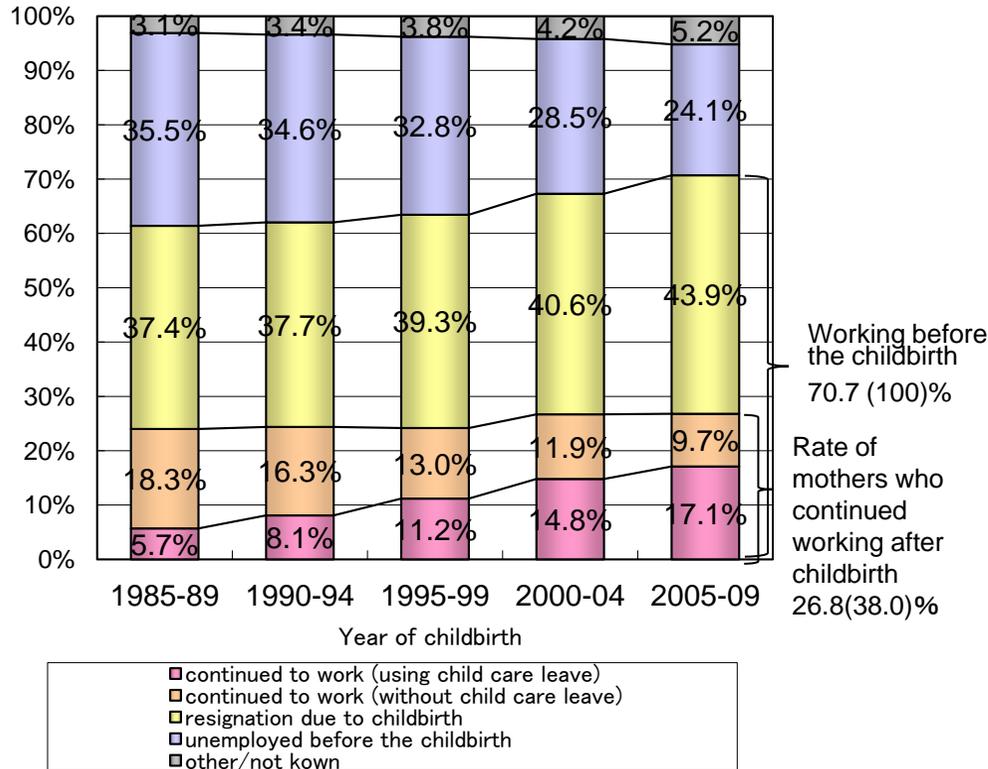


# **PROMOTION TO SUPPORT THE BALANCE BETWEEN WORK AND FAMILY LIFE**

※ Some descriptions of this document are unofficial translation.

# Present conditions of work and family balance ①

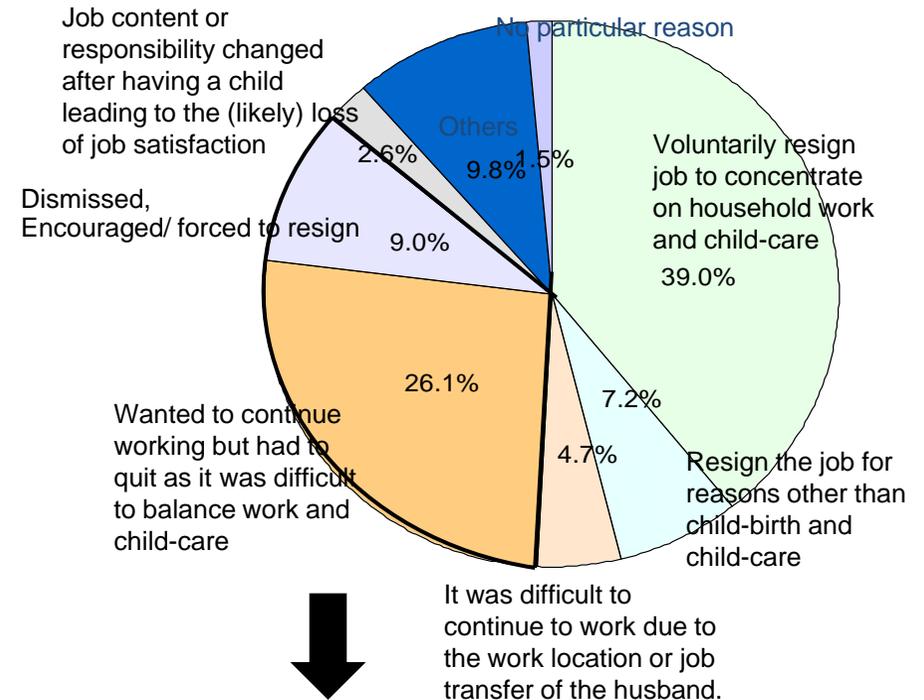
## ● Composition of mothers' working status before and after the first child-birth by the year of delivery



Source: the 14<sup>th</sup> basic survey on childbirth trend (survey of couples)  
National Institute of Population and Social Security Research

Goal  
Ratio of woman continuing working before and after first childbirth  
38% (2010) → 50%(2015) → 55%(2020)

## ● Reason for resigning before or after pregnancy/childbirth (regular female employee who resigned before or after pregnancy/childbirth)



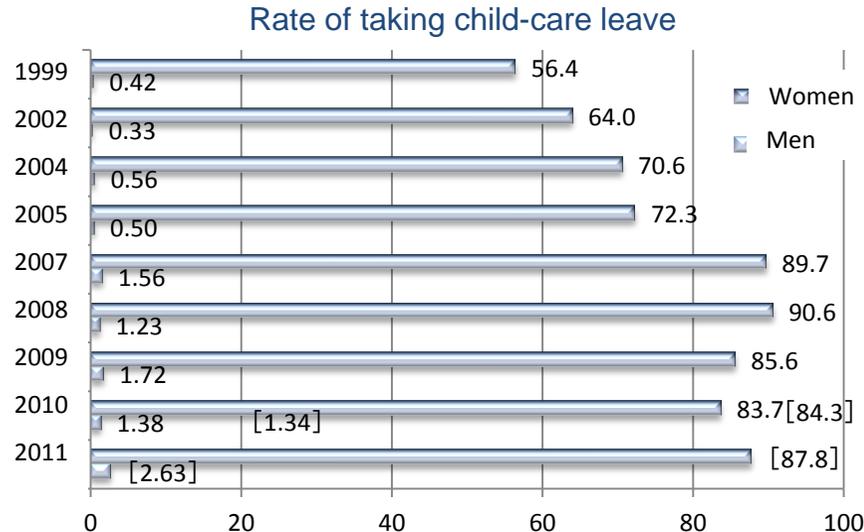
### Concrete reasons that made balancing difficult

- ① Inconvenient working hours (65.4%)
- ② Lack of workplace atmosphere to support balancing (49.5%)
- ③ Insufficient physical strength (45.7%)
- ④ Little hope to take child-care leave (25.0%)

Source: "Comprehensive study on problems concerning work-family balance support," 2008, Mitsubishi UFJ Research and Consulting

# Present conditions of work and family balance ②

- Rate of men's taking child-care leave and their involvement in parenting remain low.



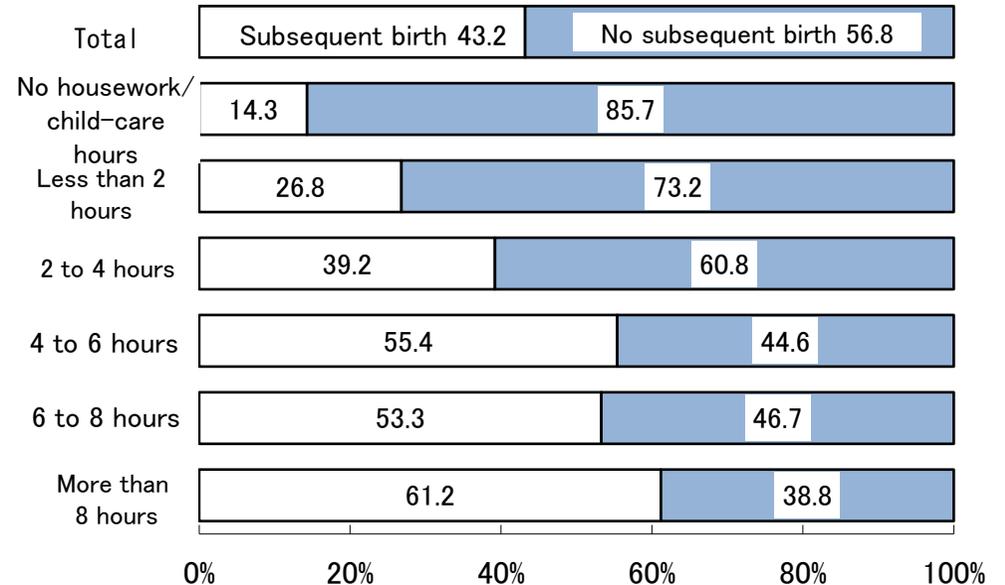
Source: "Basic Survey of Gender Equality in Employment Management, Ministry of Health, Labour and Welfare"

## Goal

- ◆ Men's Child-care leave acquisition rate  
2.63% (2011) → 10% (2015) → 13% (2020)
- ◆ Time given by man for child-care and housework  
(Family having a child less than 6 years old)  
67 minutes per day (2011)  
→ 2 hours and 30 minutes per day (2017)

- Over 30% of men wish to use child-care leave. ("Survey concerning work-family balance support in the future," 2008, NLI Research Institute)
- The longer the hours the husband spends for house work/child care, the more likely is the birth of the second child.

Birth of subsequent children in recent 6 years by housework/child-care hours of husband in holidays



- Note: 1) Data are from couples living together and fall under (1) and (2), excluding those without "data before delivery" of the wife.  
2) Housework/child-care hours are data in the survey before birth for couples with subsequent birth and at the time of the 7<sup>th</sup> survey for couples without subsequent birth.  
3) Data concerns the last child for couples with more than two births in 7 years.  
4) The total number includes the cases where housework/child-care hours are not known.

Source: "7<sup>th</sup> Longitudinal Survey of Adults in 21st Century" (2010), Ministry of Health, Labour and Welfare,

# Outline of measures to support work and family balance

## Development of support system based on law

Maternal protection/health management during pregnancy and after child-birth  
(Labor Standards Act, Law for Equal Employment Opportunity of Men and Women)

- Leave before/after child-birth (6 weeks before child-birth and 8 weeks after child-birth), shift to light duty, limitation on overtime/late-night work
- Businesses are obliged to take measures such as easier commuting, break and leave under the guidance of a doctor.
- Prohibition of dismissal for pregnancy/child-birth, etc.

Development of support system including child-care leave (Child Care and Family Care Leave Law )

- Child-care leave until the child reaches 1 year (1 year and 2 months if both parents take child-care leave (Mom&Dad Child Care Leave Plus\*), up to 1 year and 6 months if day care is not available)
  - Short-time work and exemption from overtime working until the child reaches 3\*
  - Prohibition of dismissal or other unfavorable treatment for taking child-care leave, etc.
- \*Enhancement under the revised law that was promulgated on July 1, 2009 and enforced on June 30, 2010 in principle.

## Creation of a workplace environment for taking child-care leave

Promoting employers initiatives based on the Act on Advancement of Measures to Support Raising Next-Generation Children

- Formulate and announce an action plan concerning the development, etc. of an environment favorable for work-family balance, and inform employees of the plan. (Mandatory for companies with more than 100 employees, duty to make efforts for those with fewer than 100)
- Accreditation of companies that meet certain standards (*Kurumin* mark)



### Support to employers through subsidy

- Various subsidies to businesses that are working on support for work-family balance providing in-house child-care facility, short-time work options, etc.

### Raising awareness of employers through recognition scheme, etc.

- Recognition of companies that allow flexible working styles with consideration to work-family balance (program to recognize companies promoting equality and balance)

## Other

Promotion of overall work-life balance including limitation of long working hours and encouragement to take annual paid leave

Promotion of men's involvement in parenting such as encouragement to take child-care leave

Zero children on waiting lists to get in nurseries and enhancement of clubs for after-school activities of children

Support for reemployment of child-caring parents ('Mothers' Hello Work' project)

Realization of a society where anyone who wishes to can work while raising children, etc.

- Rate of women who continue their career : 38% (2010) → 50%(2015) → 55%(2020)
- Rate of men's taking child-care leave : 2.63% (2011) → 10% (2015) → 13% (2020)

# Outline of the Child Care and Family Care Leave Law

## Child/family care leave system

- Right for child-care leave is guaranteed until the child reaches 1 year of age (or 1 and a half years of age for certain cases) (One year until the child reaches 1 year and 2 months of age if both parents take child-care leave (Mom & Dad Child Care Leave Plus\*))
- Right for family-care leave is guaranteed every time when constant care is required and for up to 93 days in total for each family member.   
\*Available also for temporary employees who meet certain requirements

## Shortening of working hours

- Obligation to shorten working hours for workers who take care of a child under 3 years of age (6 hours a day in principle)
- Employers are obliged to provide any of the following measures for workers who take care of a family member who requires constant care:  
①short-time work ②flexible schedule ③later starting time/earlier closing time ④assistance for care costs

## Limitation on overtime work

If a worker who is taking care of a child before the time of commencement of elementary school makes a request, his/her overtime working hours shall not exceed 24 hours a month or 150 hours a year.

## Exemption from overtime work

- If a worker who is taking care of a child under 3 makes a request, he/she shall be exempted from overtime work.

## Limitation on late-night work

- If a worker who is taking care of a child before the time of commencement of elementary school makes a request, he/she shall be allowed not to work late-night.

## Sick/injured child care leave

- Mandatory provision of sick/injured child care leave up to 5 days per year for workers with one child before the time of commencement of elementary school and 10 days for workers with two or more such children

## Family care leave

- Mandatory provision of family care leave up to 5 days per year for workers with one family member who requires care and 10 days for workers with two or more such family members

## Consideration concerning job transfer

- Obligation to consider child-care /family-care circumstances when transferring a worker.

## Prohibition of disadvantageous treatment

- Prohibition of dismissal and other disadvantageous treatment for taking child-care leave, etc.

\*Underlined parts are revisions in July 2009.

Implementation date of the revised law: June 30, 2010 in principle (some provisions will be enforced from July 1, 2012 for employers who constantly employ fewer than 101 employees)

# Outline of the revised Child Care and Family Care Leave Law

## 1 Changing the work style of parenting workers

- Allow parenting workers to work shorter hours or be exempted from overtime work.
- Expand the sick/injured child care leave system.

## 2 Establishing work styles allowing fathers to participate in child care

- Establish a system to encourage fathers to take child care leave.
  - Extension of the period during which child care leave may be taken in cases where both parents take child care leave (Mom & Dad Child Care Leave Plus)
  - Encourage of father's child care leave during the 8 weeks following childbirth
  - Abolishment of provisions to exclude a worker with a full-time housewife (househusband) by management-labor agreement

## 3 Assisting workers in balancing work and family care

- Establish a system to allow workers to take leave for family care on a daily basis.

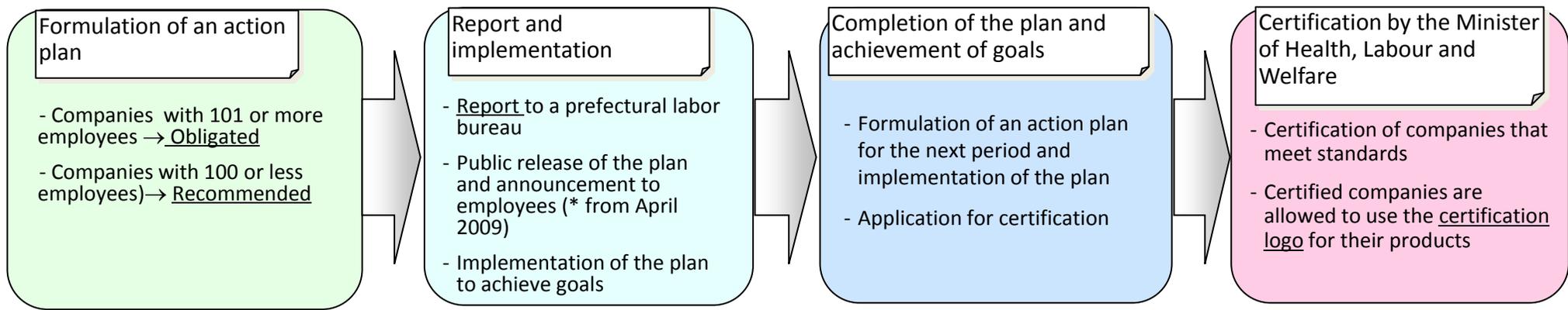
## 4 Ensuring effectiveness

- Establish a system to quickly settle disputes.
- Establish a system to publish the names of violators of the law.

[Effective date] June 30th, 2010 (For companies with 100 or less regular employees, certain provisions will come into force on the day specified by Cabinet Order within three years.)

The effective date is April 1st, 2010, for arbitration provisions in 4, and September 30th, 2009, for the other provisions in 4.

# Formulation and Implementation of Action Plans Based on the Next Generation Support Law (temporary statute with a 10-year life-span ( from April, 2005))



**Example of an action plan**

1. Period: From Date A to Date B
2. Content

**Goal 1:** To increase the degree to which childcare leave is taken by employees to the following level:

Male: Leave taken by at least X men  
 Female: Leave taken by at least X% of women

**Measures to be taken:**

Date X: Training for managers  
 Date Y: Lecture sessions to be held X times per year at the request of employees on childcare leave who need help in returning to work

**Goal 2:** To have no-overtime-work day once a month

**Measures to be taken:**

Date X: Organizing a review group in each division  
 Date Y: Campaign via the company newsletter, etc.

**Goal X:** .....  
**Measures to be taken:** .....

⋮

- Companies that filed reports (as of the end of October 2012)  
**96.8%** of companies with 101 or more employees  
**97.0%** of companies with 301 or more employees  
**96.7%** of companies with 101 to 300 employees  
 Total number of companies that filed reports: **69,723**
- Certified companies (as of the end of September 2009)  
 Number of certified companies: **1,377**



## Certification Standards

- The action plan covers a period of 2 years or longer and 5 years or shorter.
- The formulated plan was implemented and achieved intended goals.
- The plan provides childcare leave or substitute measures for childcare leave, including the shortening of working hours, for workers who have children between 3 years and elementary school age.
- There were male workers who took childcare leave during the period of the plan and 70% or more of eligible female workers took childcare leave during the same period.

# Implementation of *Ikumen* Project

*Ikumen* Project site was put up !!

Who are *Ikumen*?

Men who enjoy parenting and grow through parenting or those who wish to do so in the future.

The screenshot shows the homepage of the Ikumen Project website. At the top is a navigation bar with links for Home, About the Project, Register as Ikumen, Register as Supporter, Links, and Contact Us. The main header features the slogan '育てる男が、家族を変える。社会が動く。' (Men who raise children change families and move society.) and the 'Ikumen MEN' logo. A large banner in the center promotes 'View Ikumen declarations' and 'Register as Ikumen (for individuals)'. Below this are several content blocks: 'Introduction Ikumen star of the month' (with a callout), 'View Ikumen supporter declarations' (with a callout), and 'Ikumen Project official twitter' (with a callout). A sidebar on the left contains 'イクメンプロジェクトについて' (About the Project) and 'ワーク・ライフ・バランスや育児休業制度について' (About Work-Life Balance and Child Care Leave System). A 'TOPICS' section at the bottom lists recent news items.

☆ Build social momentum through public participation projects including “*Ikumen* declaration” (for individuals) and “*Ikumen* support declaration” (for individuals and groups).

☆ Every month one *Ikumen* declarer is chosen as an *Ikumen* star and introduced on the website.

☆ Filled with useful information including introduction of efforts in companies and commentary on the child-care leave system.