Achieving the Work-Life Balance

I Significance and urgency

Conventionally, reviewing of work practices has been dependent on the efforts made by respective companies. Some of the companies have proactively addressed this issue, which has not become prevalent in the society.

This time, the business community, labor community, and local government executives have discussed and reached agreement. This will serve as a trigger to move the whole of society.

Policies to cope with the declining birthrate and securing of the workforce are issues that must be addressed by the entire society.

○ It is necessary to make it possible to choose from a variety of working styles according to the personal lifestyle and the stage of life.

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II The “Charter” and the “Action Policy”

“Charter for Work-Life Balance” (showing the overall direction of national efforts) and “Action Policy for Promoting Work-Life Balance” (A policy for effective corporate and workers’ efforts and national and local government measures) has been developed.

A state of society where each citizen works with a sense of satisfaction, finding his/her job rewarding, executes work-related responsibilities, and at the same time, chooses and lives a variety of lifestyles according to different stages of life, such as the childrearing and midlife periods, within his/her family and community life.

1. A society where economic independence by working is possible

2. A society where time can be secured for healthy and rich lives

3. A society where choosing a variety of ways of working and living is possible

Roles that should be played by companies and workers

Companies and workers should work together to improve productivity, while voluntarily striving to improve the way of working, and at the same time, to enhance the awareness and climate of the workplace.

Roles that should be played by national and local governments

National and local governments should increase the momentum through a national movement, strive positively for promotional and support measures in order to establish the system framework and improve the environment, and implement the above according to the specific circumstances of the community.

Set the targets for the whole society to promote the efforts of respective entities.

(Major examples) (The figures are: the current figure → figure in ten years)

A society where economic independence by working is possible

- Employment rate (also related to 2 and 3)
  - Females (25 to 44 years old)→ 64.9% → 69~72%
  - Elderly persons (60 to 64 years old)→ 52.6% → 60~61%
- Number of part-time workers
  - 1.87 million → 1.447 million or less
- Percentage of employers working 60 hours or more in a week
  - 10.8% → decrease by half
- Rate of use of annual paid leave
  - 46.6% → Full use
- Rate of continuous employment of females after the birth of the first child
  - 38.0% → 55%
- Rate of use of child-care leave
  - Female: 72.3% → 80%
  - Male: 0.5% → 10%
- Hours spent by men on child-care and household chores
  - Households with a child under 6 years of age
    - 60 minutes/day → 2.5 hours/day

Identify and evaluate the state of progress throughout society to reflect the results in policies.