

Measures for Working Hours

Overview

Major Measures for Working Hours (FY 2009)

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

- Development of the Work-Life Balance Promotion Project
Disseminating efforts for realization of the work-life balance made by 10 companies representing Japan's industry and the results
- Formulation of the Work-Life Balance Promotion Plan suitable for the characteristics of each business type (FY2009)
Supporting formulation of "Work-Life Balance Promotion Plan" suitable for the characteristics of each business type by industrial organizations
- 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
- Encouragement of declaration of the "Work-Life Balance Promotion City" (FY 2009)
Encouragement of declaration of the "Work-Life Balance Promotion City" targeting at cities that are making a positive effort for the work-life balance
- The Work-Life Balance Promotion Project in each region
 - Implementation of the Work-Life Balance Promotion Projects (local edition)
Implementation of consultant's guidance and assistance to one company representing the local industry for formulation and realization of action programs to realize the work-life balance
 - Dissemination and enlightenment seminars on the work-life balance
Holding "seminars on the working style with the work-life balance" targeting at employers and labor management staff in prefectures
 - The service program for the diagnosis of work-life balance promotion
Implementing adviser's advice and guidance on problems of labor management related to working hours, etc. at the request of enterprises

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