

## 6. Realization of the Work-life Balance

On 18 December 2007, Council of Executives of Public and Private Sectors to Promote Work-Life Balance consisting of representatives from related ministries, economic circles, labor circles and local authorities, reached an agreement on the Charter for Work-Life Balance and the Action Policy for Promoting Work-Life Balance.

### Society in Which Work-life Balance Has Been Achieved

A society in which an individual citizen can work with motivation and a sense of fulfilment and discharge his/her responsibility at work, while at the same time can choose and lead a diversity of living styles in his/her family and community life in accordance with each stage in life, such as raising children and middle- and older- stages of life.

#### Examples of numerical targets      current status → year 2017

##### Society where people can provide themselves with jobs for economic independence

Number of casual employees  
1,870,000 → 1,447,000 or less  
Employment rate of women (25 – 44 years old)  
64.9% → 69-72%  
Employment rate of the elderly (60 – 64 years old)  
52.6% → 60-61%

##### Society where people have time to lead healthy, affluent lives

Proportion of employees who work 60 or more hours a week  
10.8% → reduce by half  
Rate of paid annual leave consumption  
46.6% → full consumption

##### Society where people can choose from a variety of working and life styles

Ratio of female workers who take maternity leave  
72.3% → 80%  
Ratio of male workers who take maternity leave  
0.5% → 10%  
Hours spent by men with children less than six years old for child-rearing and household chores  
60 minutes / day → 2.5 hours / day

All individuals, irrespective of age and gender, will be able to participate in a variety of activities, such as work, child rearing, nursing, self-development and community activities, to the degree of their own choice, which in turn will create a virtuous circle by enriching life at work and life outside work.

## Examples of National Government Initiatives

- **Project for promotion of work-life balance**

Invite 10 major socially-influential companies in Japan to take part in the “project for promotion of the work-life balance” (a model program for promotion of work-life balance) and widely publish their own initiatives toward realizing work-life balance and positive outcome thereof, in order to increase social awareness.

- **Awards for people who have contributed to the “Japan’s Strategy to Support Children and Family”**

Give awards to corporations, organizations or individuals for their initiatives in providing child-rearing support and assisting families with children, thereby widely disseminating in the whole society measures for child-rearing support services and raising awareness for further consolidation of partnership in family and in local communities.

- **Revision of the “Guideline for a review on working hours” (Guideline for improvement in provision of working hours)**

In accordance with the Charter and the Action Guidelines, importance of the leadership to be discharged by top management representatives is emphasized, together with further details being covered for some issues of particular priority to be implemented, such as restraints on long working hours and measures to encourage consumption of annual leave with pay.

- **Promotion of the accreditation (Kurumin Mark) based on the Act for Measures to Support the Development of the Next Generation**

In accordance with the Act for Measures to Support the Development of the Next Generation, the action plan for general business owners to be drawn up and registered, and those corporations that have met certain criteria by achieving objectives of the action plan are to be accredited by the Minister of Health, Labour and Welfare.

- **Strategy for “No child on a waiting list”**

Quantitative extension of childcare services and diversification of provision of such services (in addition to childcare centers, home-based childcare (childcare giver), certified childcare facilities, child-fostering services at kindergarten, etc. to be substantiated), the coverage of these services to be expanded to include children at primary school, promotion of systematic development of childcare services in local communities.

- **Promotion of the “After-School Plan for Children”**

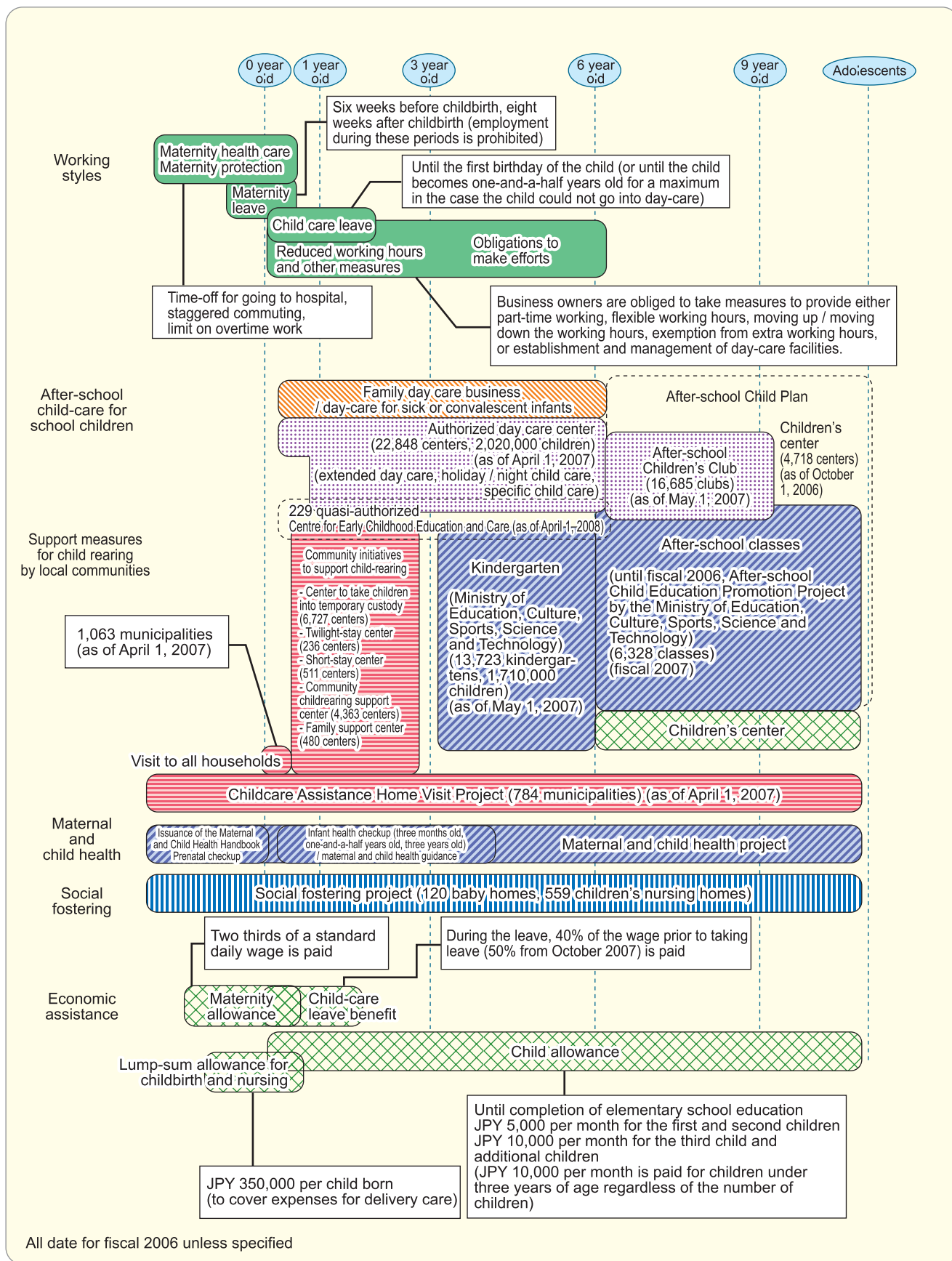
To ensure safe places for children’s after-school / weekend activities, such as playing games, doing experiments and studying and other interactions, by using empty classrooms at primary school, thereby promoting sound growth for children.

- **“Change ! JPN” Campaign**

In December 2007 representatives of business, labor and government reached an agreement on the Charter for Work-Life Balance and the Action Policy for Promoting Work-Life Balance based on which initiatives are being undertaken by the government as a whole for realization of the work-life balance.



# Current Structure for Next Generation Nurturing Support Measures in Japan



Source: "Annual Report on Health and Welfare (2008)"