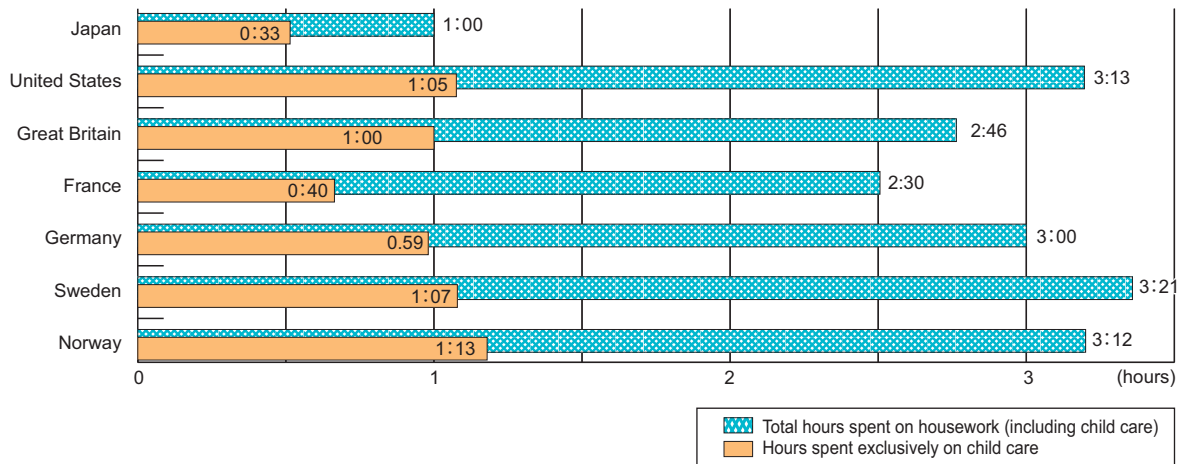


4. Work-life Balance

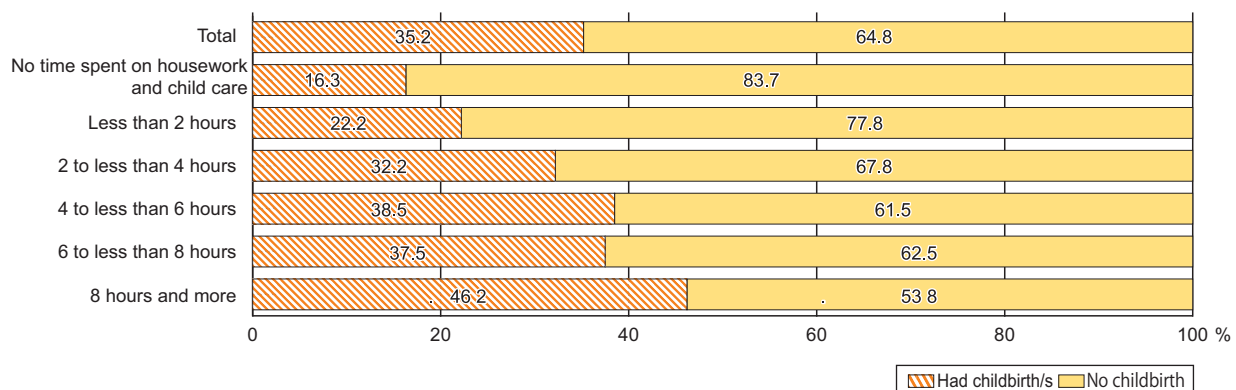
Time spent on housework and child care by husbands with a child or children less than six years old (per day)



(Note)

1. "How Europeans Spend Their Time Everyday Life of Women and Men" (2004) by Eurostat; "America Time-Use Summary" (2006) by Bureau of Labor Statistics of the U.S.; and "Survey on time use and leisure activities" (2006) by the Ministry of Internal Affairs and Communications
2. The figure for Japan represents the time spent by husbands exclusively from households with "a married couple with a child or children."

Percentage among married couples of the birth of a second or subsequent children over the last five-year period, from the perspective of the time spent by the husband on leave for housework and child care

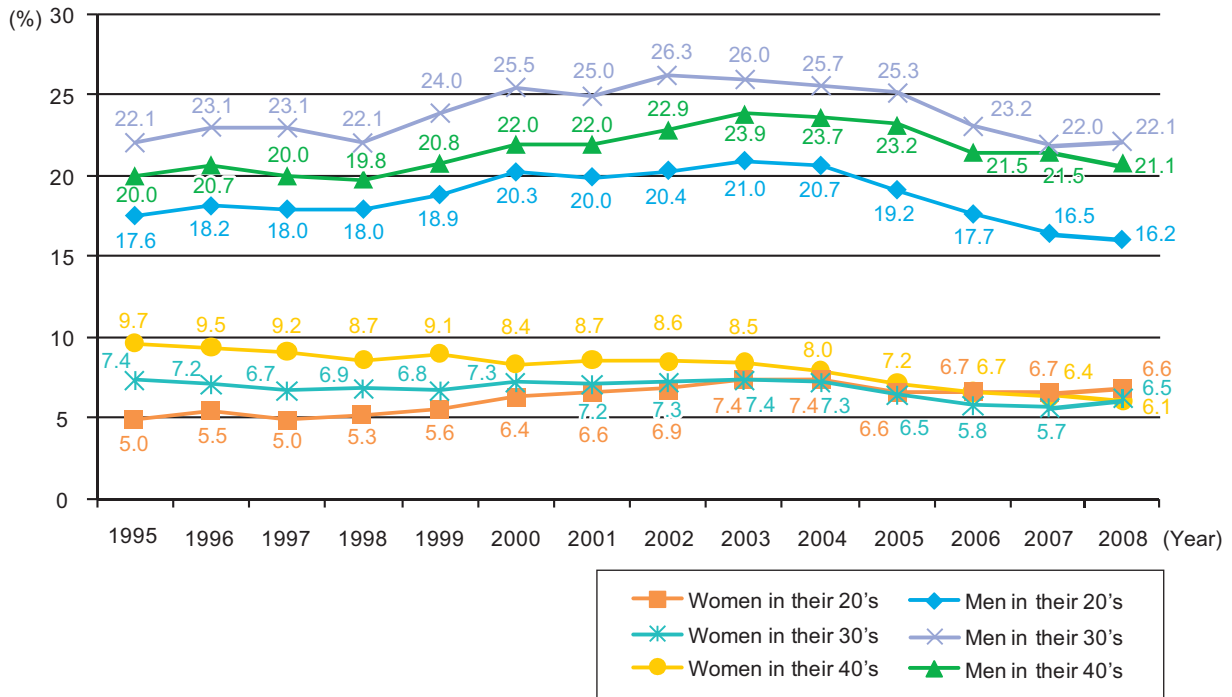


(Note)

1. Taken from the "6th Longitudinal Survey of Adults in 21st Century" (March 2009) by the Ministry of Health, Labour and Welfare
2. The data refer to married couples living together who satisfy either ① or ② below. However, married couples without "pre-birth wife data" are excluded.
 - ① Both husband and wife responded to all 1st to 6th Surveys; or
 - ② Both were single at the time of the 1st Survey but got married afterwards before the time that the 5th Survey was conducted, and both responded to all the Surveys, including the 6th Survey conducted after their marriage.
3. Time spent on housework and child care for the "had childbirth" represents the hours spent before childbirth, and that for the "without childbirth" represents the data collected in the 5th Survey.
4. In cases where there were more than two childbirths over the last five-year period, the data refer to the youngest child.
5. The total includes cases where "time spent on housework and child care is unknown."

The time spent on housework and child care by Japanese men is at the lowest level on a global basis. Also, the longer the time is to be spent by the husband of the household of a married couple with a child or children on housework and child care, the higher the percentage becomes of the birth of a second or subsequent children.

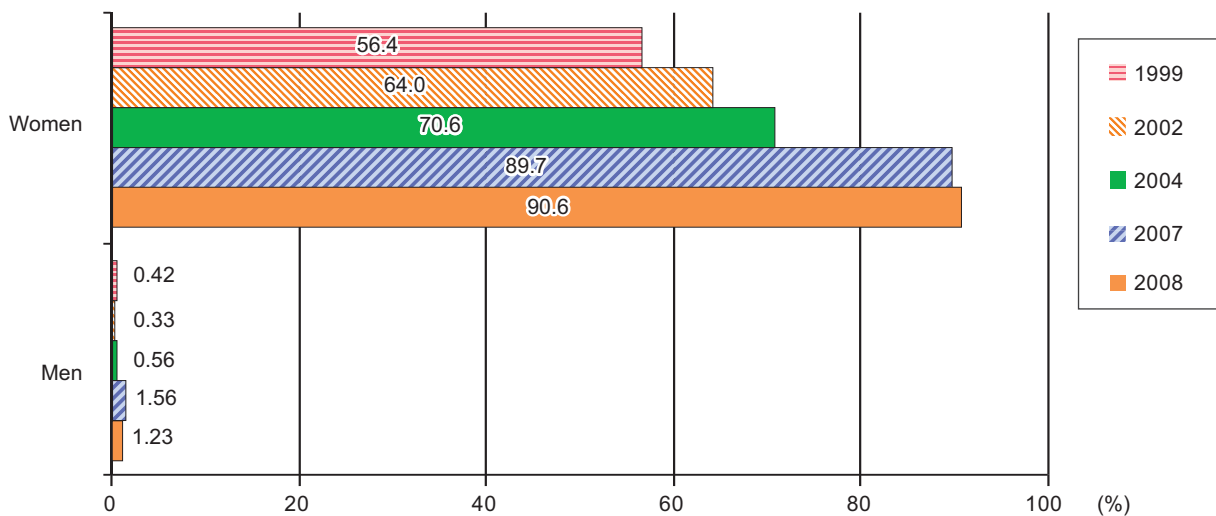
Proportion of Full-time Workers Working 60 Hours or More per Week



Source: "Labour Force Survey," Ministry of Internal Affairs and Communications
 Note: "Full-time workers" are those who work 35 hours or more per week.

More than one out of five male workers in their 30's and 40's works 60 hours or more per week.

Consumption Rate of Child Care Leave



Source: "Basic Survey on Equal Employment, 2008," Ministry of Health, Labour and Welfare
 Note: The consumption rate of child care leave of women represents the proportion of women taking child care leave to the total number of female workers with newborns. The consumption rate of child care leave of men represents the proportion of men taking child care leave to the total number of male workers with spouses who have given birth.

The percentage of women taking child care leave increased to exceed 90%, while the percentage of men taking child care leave still remains low.