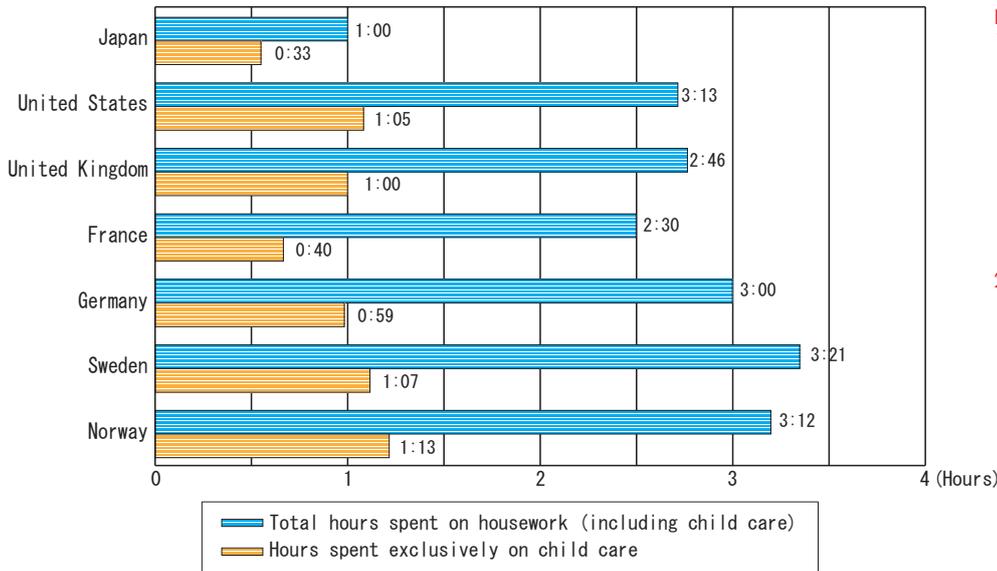


4. Work-life Balance

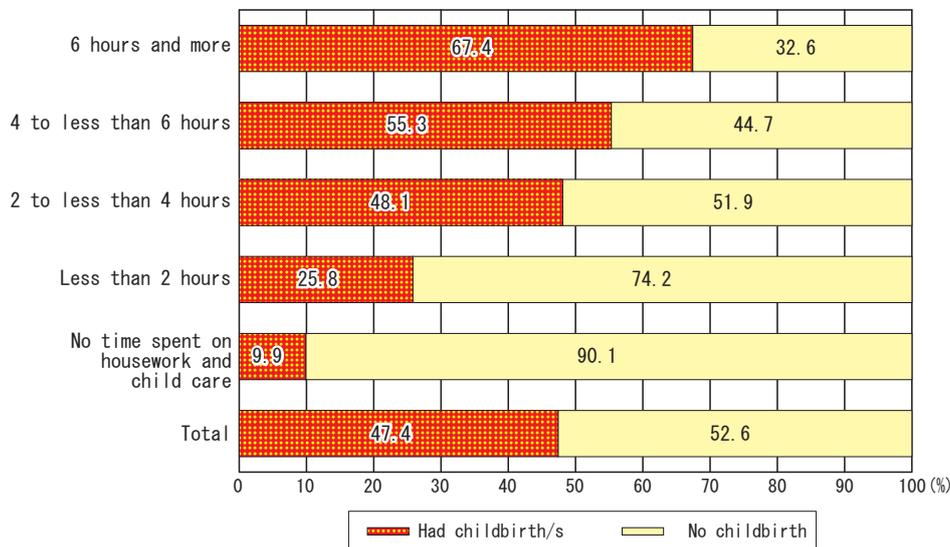
Time Spent on Housework and Child Care by Husbands with a Child or Children under Six Years Old (per day)



Notes:

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."

Circumstances of the Birth of a Second or Subsequent Children over the Last Eight Years, from the Perspective of the Time Spent for Housework and Child Care by the Husband on Leave



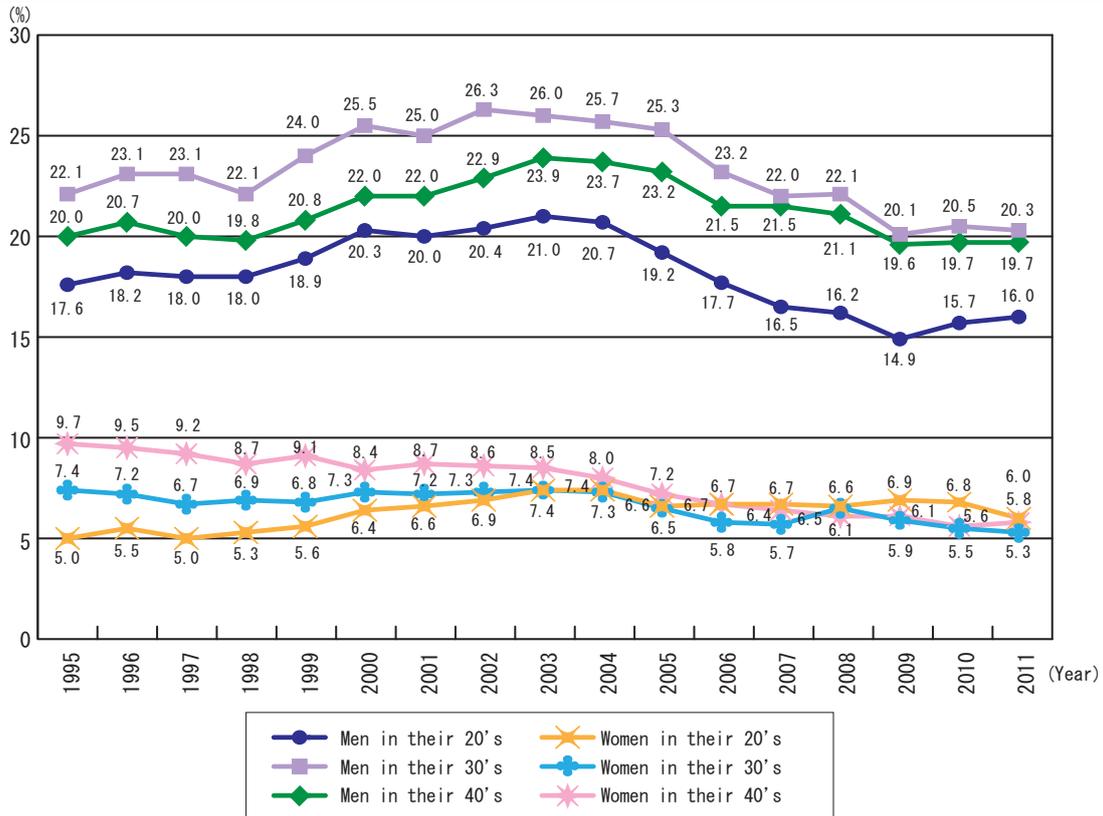
Notes:

1. Taken from the "9th Longitudinal Survey of Adults in 21st Century" (March 2012), the Ministry of Health, Labour and Welfare
2. Aggregated from married couples living together who correspond to the following either ① or ②, and ③. However, excluding married couples without prenatal data of a wife.
 - ① Both husband and wife responded to all 1st to 9th Surveys; or
 - ② Both were single at the time of the 1st Survey, but got married afterwards before the 8th Survey was conducted. After their marriage, both responded to all the Surveys up to the 9th Survey.
 - ③ Upon the prenatal survey, the couple has more than one child.

3. Hours spent on housework and child care for the "had childbirth/s" represents the spent hours upon the prenatal survey, and those for the "No childbirth" represents the spent hours upon the 8th Survey.
4. In case there were more than two childbirths over the last eight years, the data of the youngest child were aggregated.
5. The total includes cases where "Hours spent on housework and child care are 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.

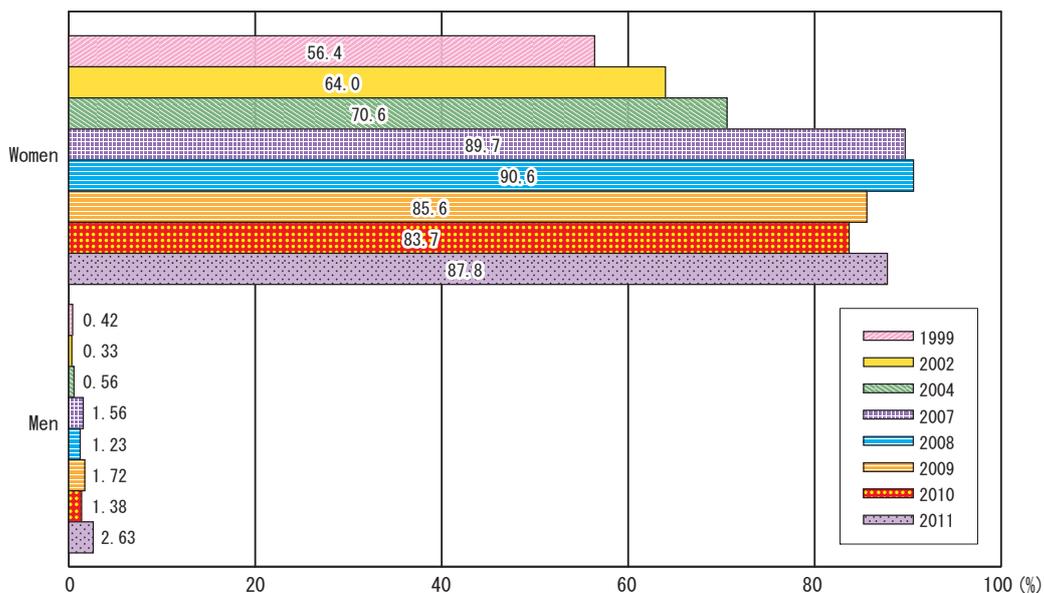
■ Proportion of Full-time Workers Working 60 Hours or More per Week



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

For men in their 30s and 40s, ages at which child-rearing is commonly conducted, the proportion of employed men who work 60 hours or more per week is approximately 20%, which is a high level.

■ Consumption Rate of Child Care Leave



Source: "Basic Survey on Equal Employment", the 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.

Although efforts are being made to steadily establish the rate of women taking child care leave, the rate of men taking child care leave is still low.