



**Japan.**  
Different ideas,  
brighter tomorrow.



輝く女性  
応援会議

4<sup>th</sup> of December, 2014

# Creating Family-Friendly Social Environment

Cabinet Office  
Government of Japan

# Work-life Balance for Men and Women

## To realize a society

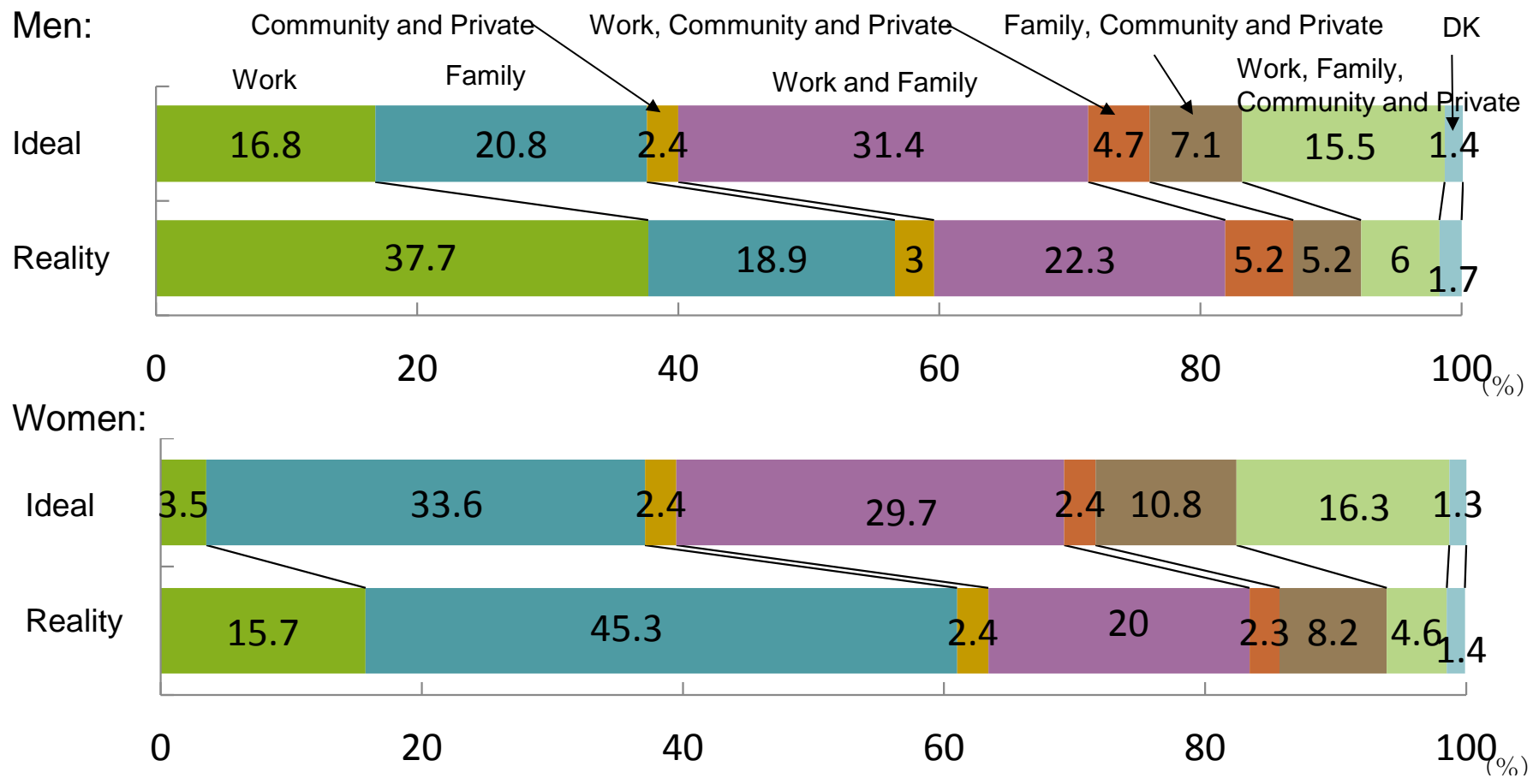
In which an individual citizen can work with motivation and a sense of fulfillment and discharge his/her responsibilities at work, while at the same time can choose and lead a variety of living styles in his/her family and community life, in accordance with each stage in life, such as raising children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

## The Gap Between Ideal and Reality in Japan

- ◆ Against wishes for priorities among “Work,” “Family” and “Community and Private,” men are forced to make “Work” a priority, while women are “Family.”
- ◆ The amount of hours spend by men for child-rearing and household chores in Japan is lower than the other developed countries.
- ◆ Although female labour participation rate by age group shows the so-called “M-shaped curve,” 3.15 million unemployed women are willing to work.
- ◆ More than 60% of women who give birth to their first child leave their jobs.

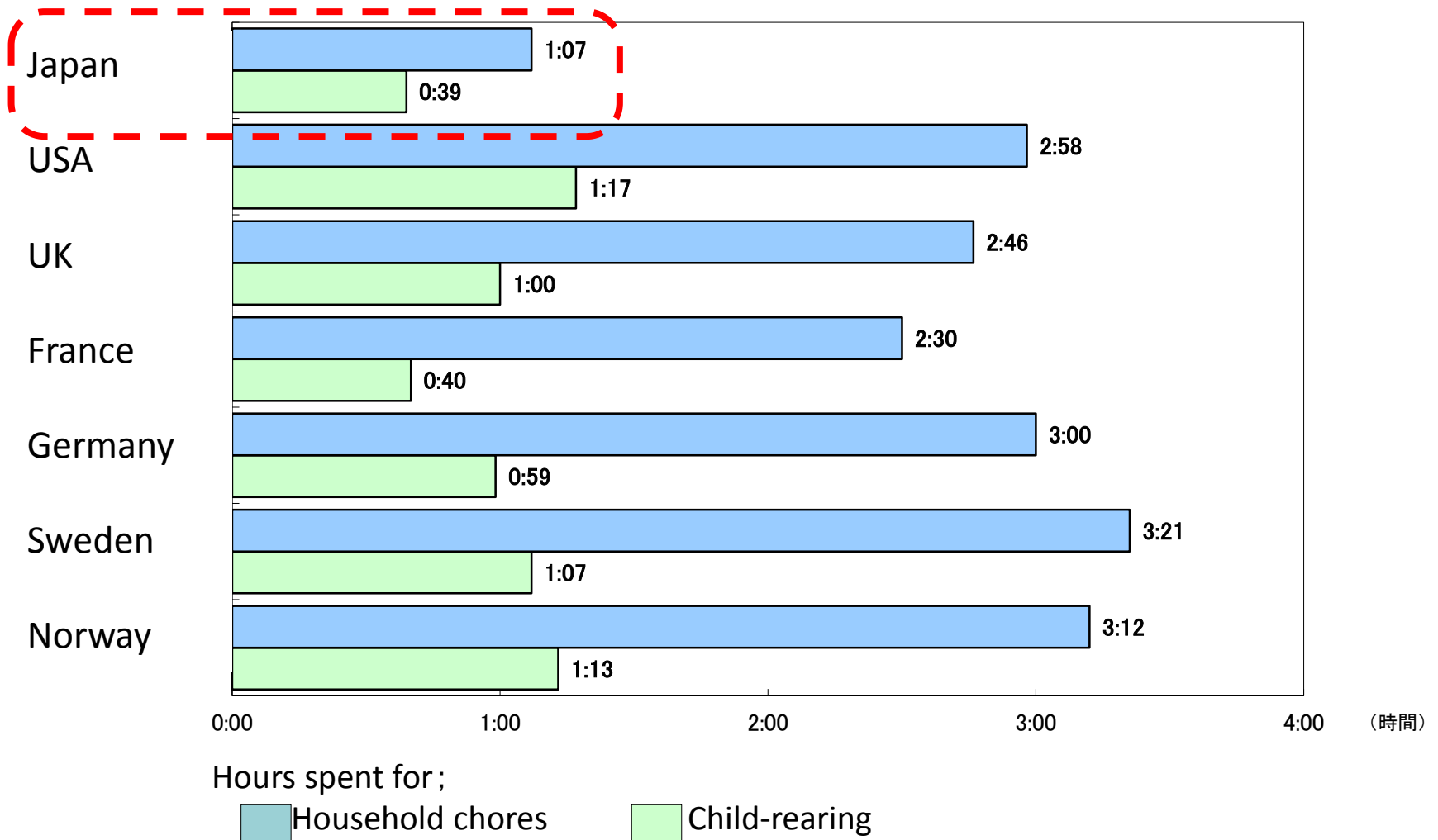
# Work-life Balance for Men and Women

Wishes for priorities among “Work,” “Family” and “Community and Private”



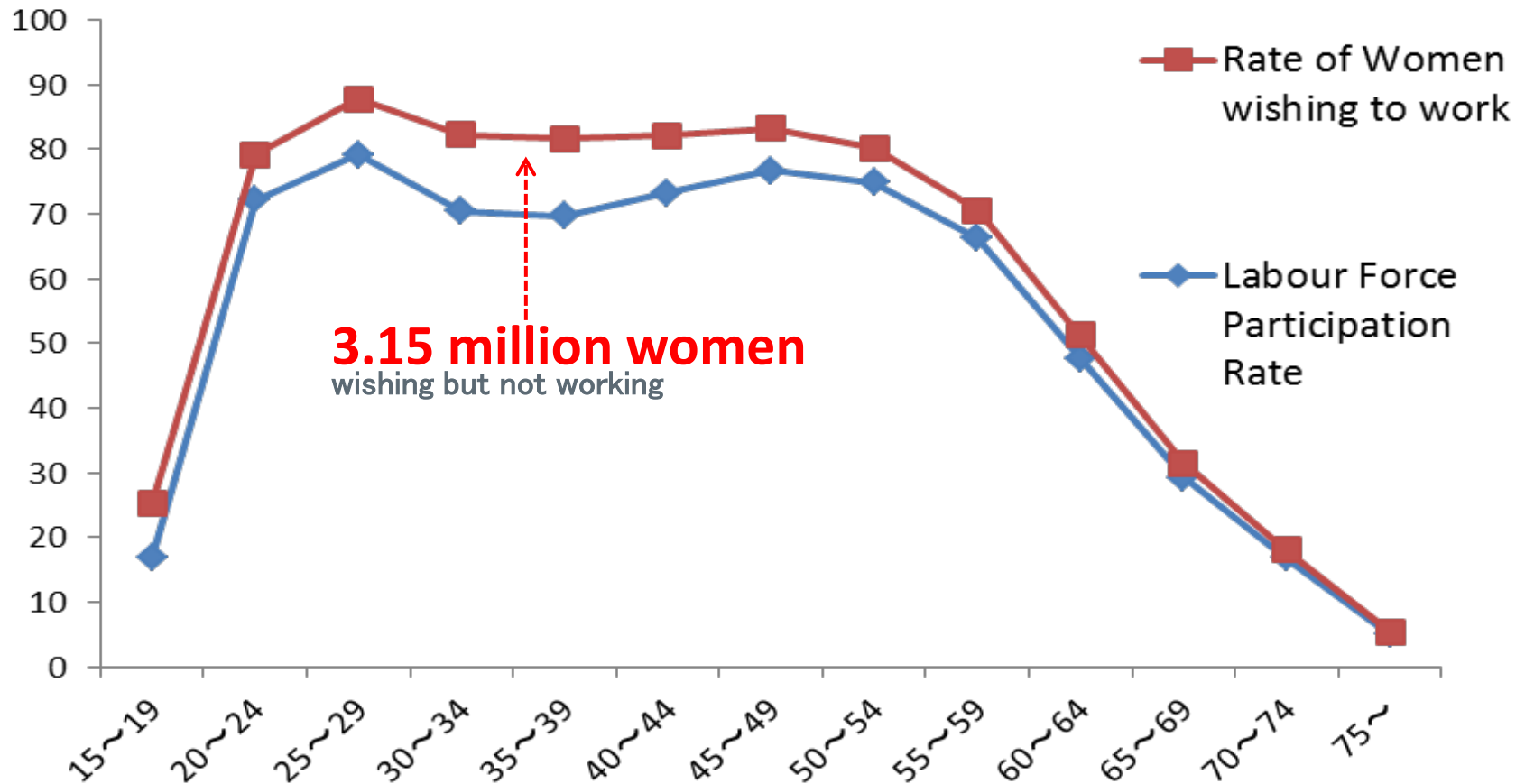
# Work-life Balance for Men and Women

Hours spent by men with children under 6 years old for child-rearing and household chores(hour/day)



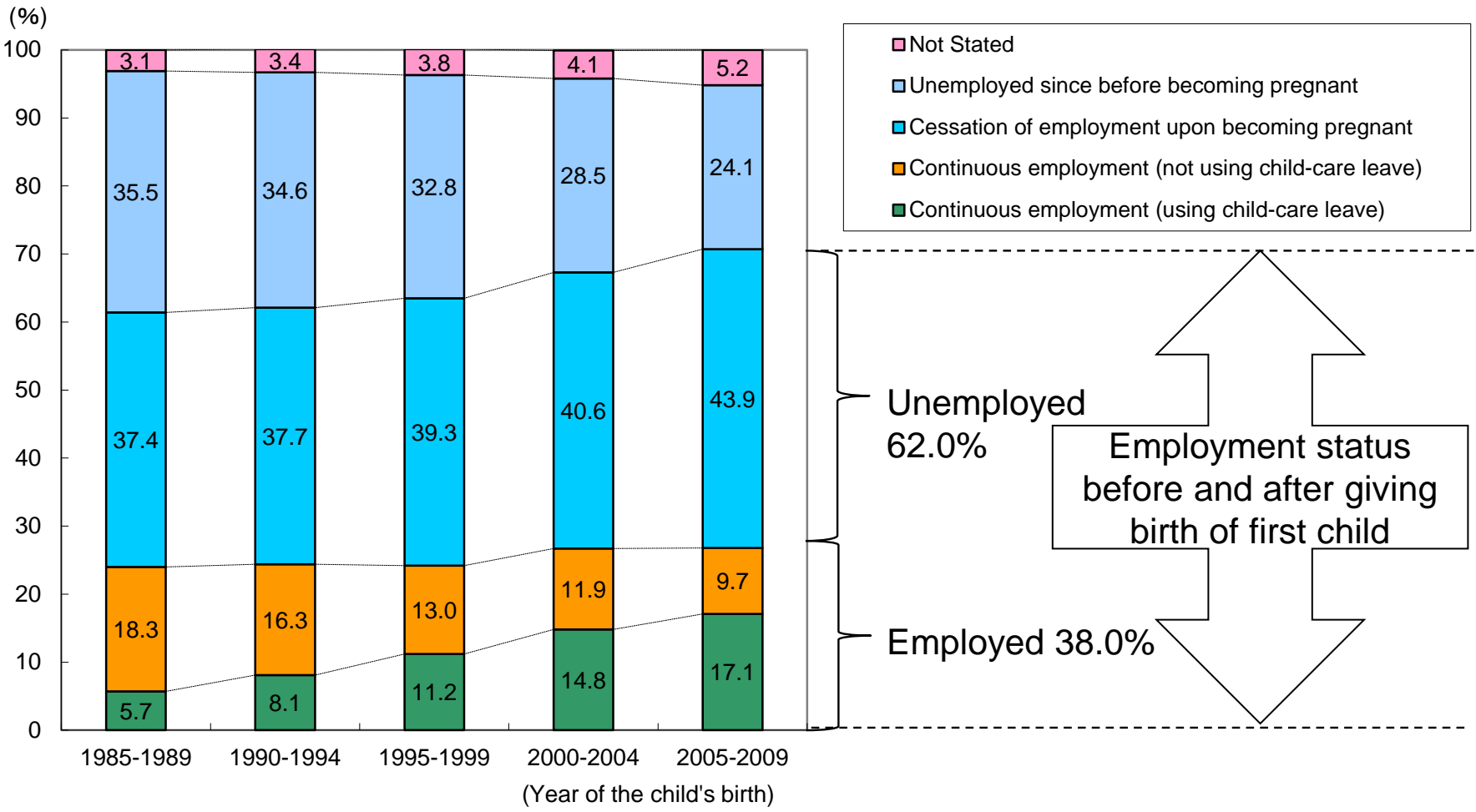
# Work-life Balance for Men and Women

Women's labour force participation rate by age group(2013)



# Work-life Balance for Men and Women

## Work History of Wives before and after Giving Birth to Their First Child, by Year of Child's Birth



# The Charter for Work-Life Balance and Action Policy

- ◆ The Council of Executives of Public and Private Sectors to Promote Work-life Balance formulated  
“The Charter for Work-life Balance”  
and “The Action Policy for Promoting Work-life Balance”  
in 2007 (revised in 2010).
- ◆ The Action Policy set up 14 numerical goals toward 2020.
- ◆ “The Office for Work-life Balance” was established in the Cabinet Office in order to serve as a core organization supporting the collaborative network for Work-life Balance.
- ◆ Efforts are being made by public and private sectors working together.

# The Charter for Work-Life Balance and Action Policy

Creation of a society where people can provide themselves with jobs for **economic independence**

Numerical Targets(extract)  
(Present⇒2020)

- Number of Casual Labour 1.82 million (2013) ⇒ 1.24 million
- Employment rate of women (age 25-44) 69.5% (2013) ⇒ 73%
- Employment rate of the elderly (age 60-64) 58.9% (2013) ⇒ 63%

Creation of a society where people **have time** to lead healthy, affluent lives

Numerical Targets(extract)  
(Present⇒2020)

- Proportion of employees who work 60 or more hours a week 8.8% (2013) ⇒ reduce by half
- Rate of Paid Annual Leave Consumption 47.1% (2012) ⇒ 70%

Creation of a society where people **can choose** from a variety of working and life styles

Numerical Targets(extract)  
(Present⇒2020)

- Ratio of men who take Child Care Leave 2.03% (2013) ⇒ 13%
- Hours spent by men with children under 6 years old for child-rearing and household chores 67 minutes/day (2011) ⇒ 2.5 hours/day



# The office for Work-life Balance

## ◆ The Work-life Balance Report

- Make **annual reports** on the progress and the challenges of the realization of Work-life Balance.

## ◆ “Change! JPN” Campaign

Promote the public movement for realization of a work-life balance more effective.

- Disseminate information on activities by private companies, and other groups on **the official website**.

<http://wwwa.cao.go.jp/wlb/ryouritsu/index.html>

- Make **“Change! JPN” logo and catch-phrases available** on the website.

## ◆ Supporting the collaborative network for Work-life Balance

- **Hold seminars** for top management and personnel in charge of human resources
- **Promotion of networks** of private companies.

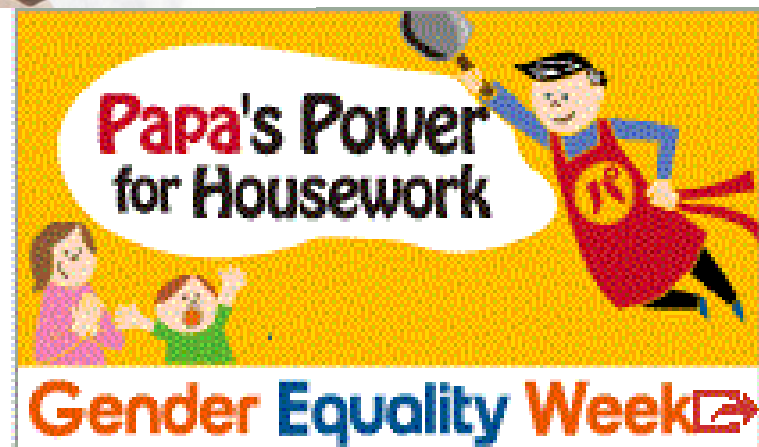


# Promoting man's participation to Child-rearing

## ◆ “IKU-MEN” Campaign

- IKU-MEN is the kind of males who enjoy child-rearing; and develop themselves through these experiences, as well as the kind of males who wish to live those way of life in the future.

育てる男が、家族を変える。社会が動く。



# Latest Measures taken by the Government

- ◆ Secure additional childcare spaces for approximately 400,000 children by the end of FY2017 (including filling latent needs).
  - “The Plan to Accelerate the Elimination of Childcare Waiting Lists” were formulated in April 2013.
- ◆ Expanded childcare leave benefits: 50% → 67% of salary prior to start of leave for the initial 6 months.
  - The law took effect in April 2014
- ◆ Make public progress towards the promotion and advancement of women in companies.
  - Data from 1,229 companies, 35% of listed companies, presented on the Cabinet Office official website.



Activities by  
Private sector

- Increase in the number of females in the work force
  - 530,000 more female workers in FY2013
- Steady emergence of female executives in companies.
  - Proportion of women in management positions:  
6.9% (June 2012) → 7.5% (June 2013)
- Listed companies pledge to appoint at least one female as a board member.

# Latest Measures taken by the Government

## Revised Japan Revitalization Strategy, decided by the Cabinet in June 2014

- ◆ Accelerate **the changing the work styles** in order to support Work-life Balance
  - Correct long hours of work and encourage to take paid leave.
  - Support business owners who actively engage in promotion of Work-life Balance, such as men's participation in child-rearing.
- ◆ Create an environment in which women can work while raising children
- ◆ Create an environment to encourage the promotion and advancement of women
  - Oblige companies to specify the proportion of women in executive posts in the Annual Securities Report (to be effective in FY2014)
  - **Create a new legal framework for the participation and advancement of women (submitted the bill to the Parliament in October2014)**
- ◆ Revise tax and social security systems to be neutral with regard to how women choose to work

# **East Asian policies on Families and Gender Equality post 2015 era**

# Beijing+20, Post 2015 Development Agenda, and beyond

- ◆ Issues to be addressed by the collaborative work of East Asian countries on Families and Gender Equality still remains.
  - Employment and Economy, Gender Based Violence, Development Assistance, Women and Disasters, and so on.
- ◆ Importance of Network of East Asia countries from the perspectives on both Families and Gender Equality
  - Share good practices and lessons
  - Regional Cooperation and dispatch of information
- ◆ Reformation of ministerial meetings on Families and Gender Equality in East Asia.

