

Facts and Measures for Work-Life Balance in Japan

ひとつ「働き方」を変えてみよう!



http://www8.cao.go.jp/wlb/change_jpn/index.html

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Basic Perception and Background

The realization of “Work-Life Balance” and “Gender Equality” will be the “key” to stimulate Japanese society.

- 1985 Equal Employment Opportunity Law
- 1999 Child Care and Family Care Leave Law
- 1999 Basic Act for a Gender-Equal Society
- 2007 Charter for Work-Life Balance, Action Policy for Promoting Work-Life Balance
- 2010 New Growth Strategy

Demographic pyramid in the future

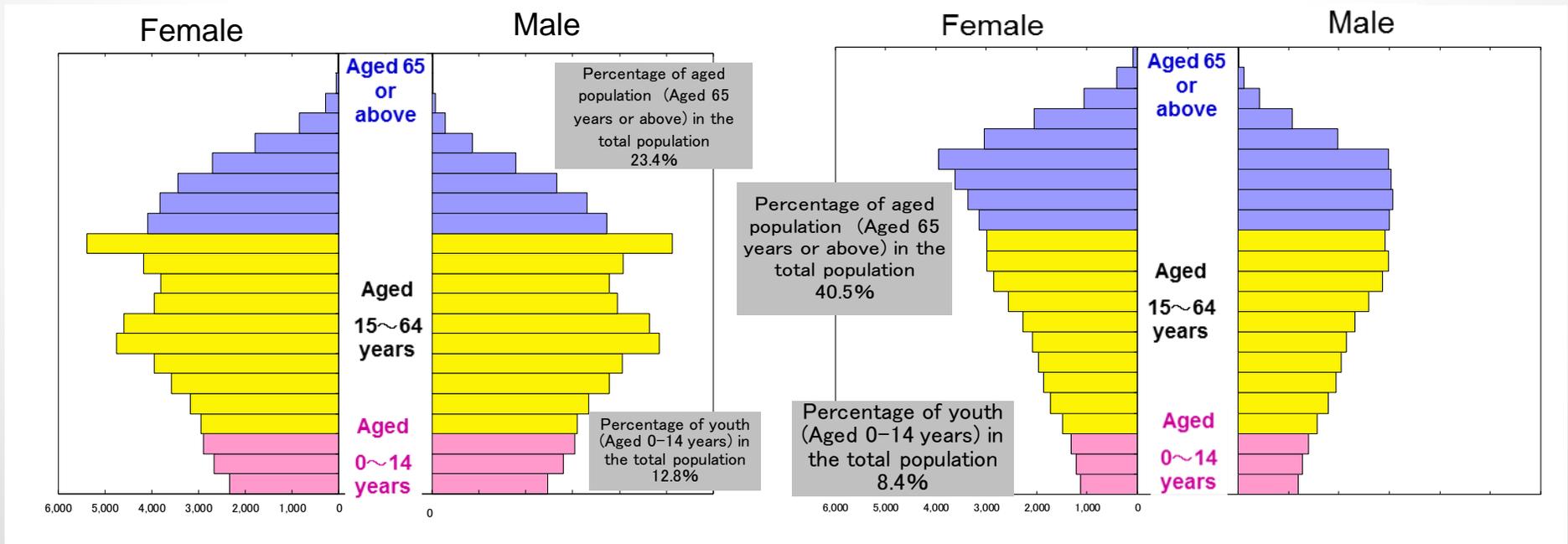
- Total population will decrease by 30% in the next 40 years
- Percentage of aged population will be 40.5% in 2055

Year 2011

- Total population **about 127 million**
- % of productive age population **64%**

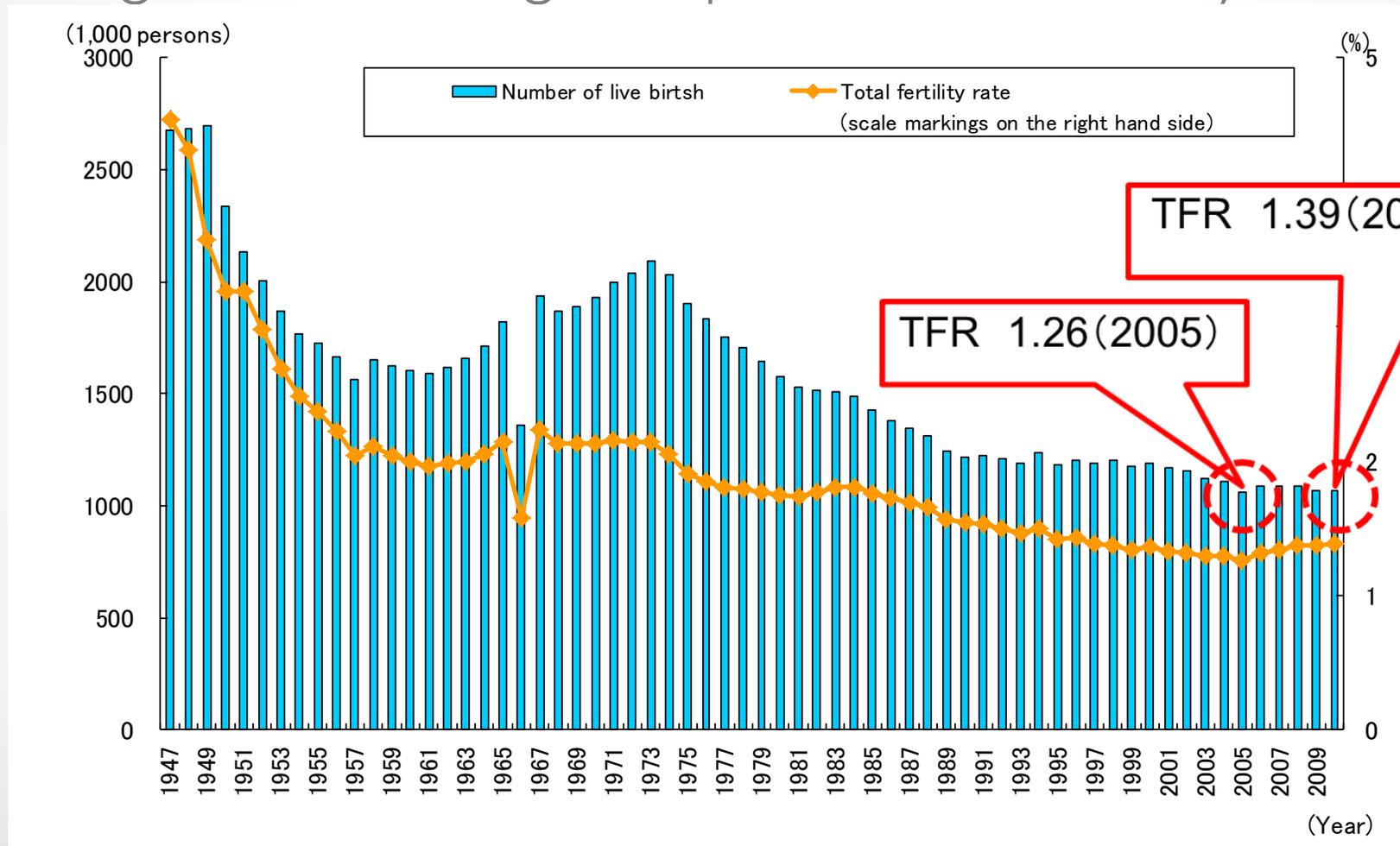
Year 2055

- Total population **about 90 million**
- % of productive age population **51%**



Total Fertility Rate of Japan

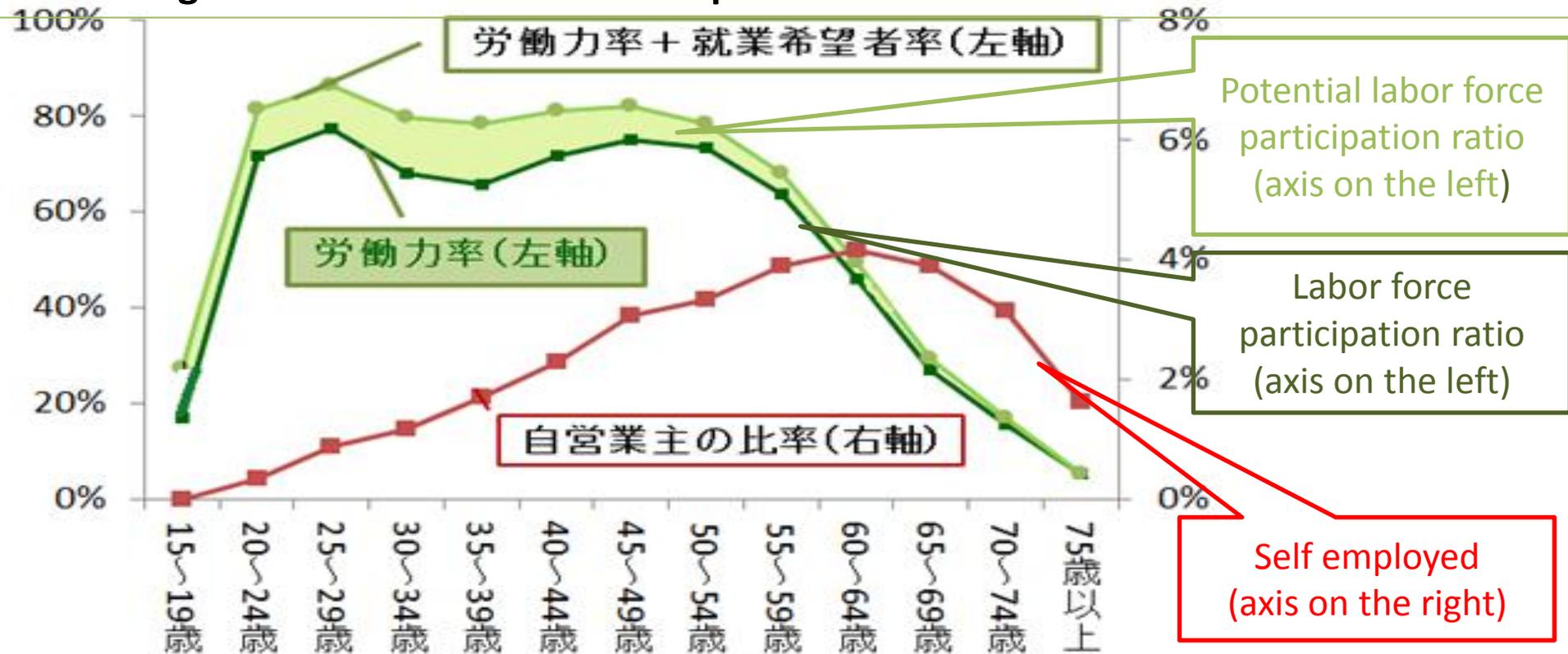
■ Long-term declining of Japanese Total Fertility Rate



Source: "Vital Statistics of Japan," Ministry of Health, Labor and Welfare

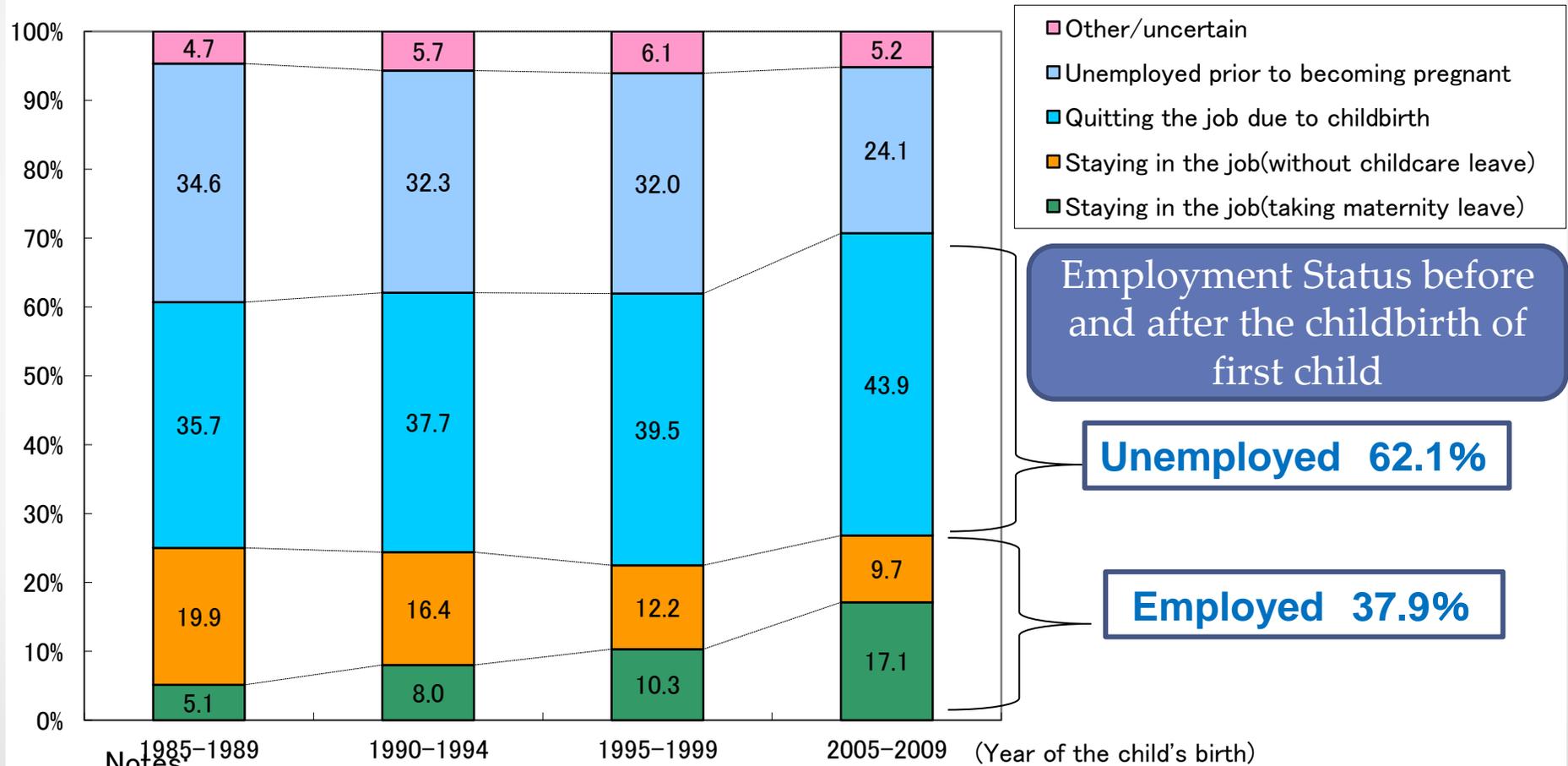
Labor participation ratio of women in each age bracket

Though the graph of the labor participation ratio of women according to age group is a typical M shape, among non-labor-force people, **3.4 million women** (colored in green) are willing to work. The number corresponds to 5% of the total labor force.



There are still many women who leave their jobs at the time of childbirth

■ It is hard to continue their jobs while raising children



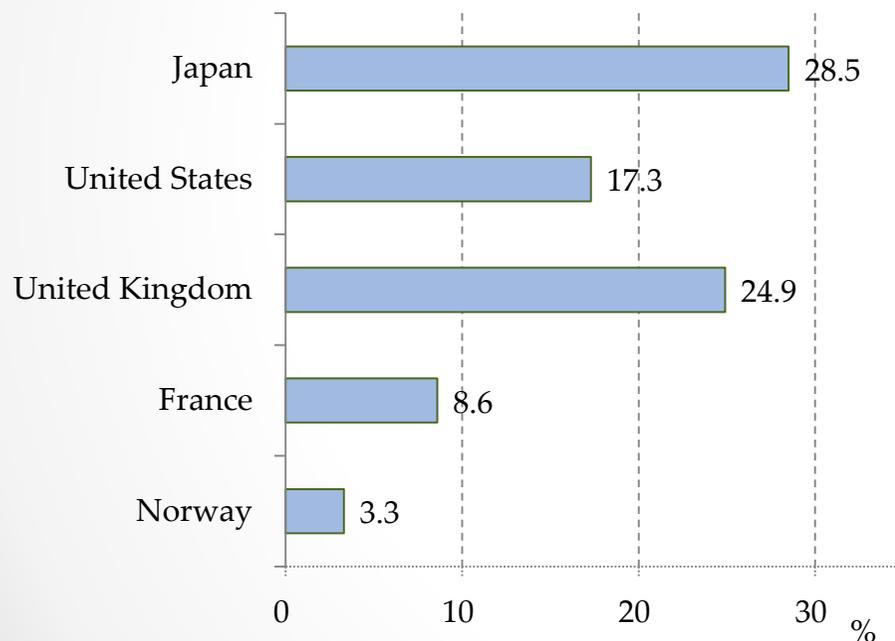
Notes:

1. Data from "The 14th National Fertility Survey (Survey of Married Couples)," by the National Institute of Population and Social Security Research.
2. Survey target: Married couples with a child aged 1 or older, first marriage for both the husband and wife

Men's participation in housework and childcare is less

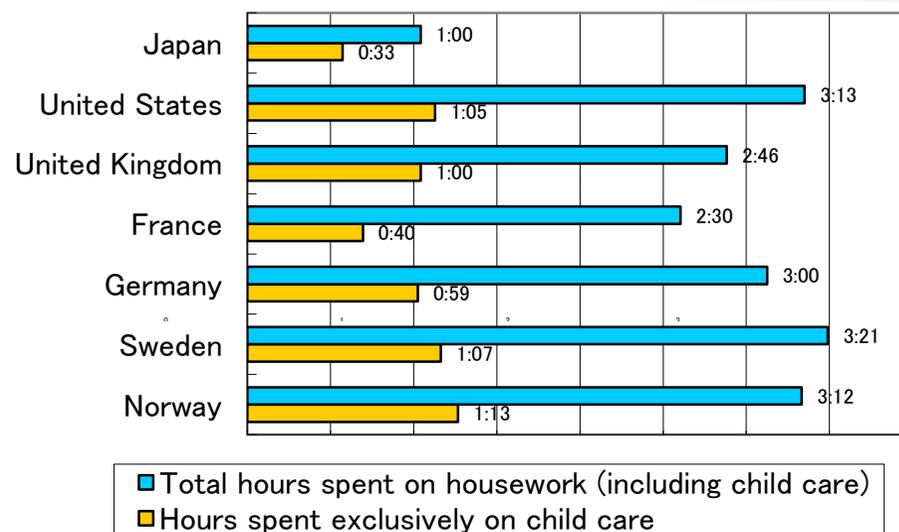
- Japanese men are working long hours and spending less time on housework and childcare

【Percentages of employed workers who work more than 49 hours per week】



Based on “ILO (2007) Working time around the world: Trends in working hours, laws, and policies in a global comparative perspective”

【Time spent on housework and child care by husbands with a child or children younger than six years old per day】



Note: 1. Eurostat “How Europeans Spend Their Time Everyday Life of Women and Men” 2004), Bureau of Labor Statistics of the U.S. “America Time-Use Survey Summary”, and Ministry of Internal Affairs and Communications “Survey on time use and leisure activities” (2006)

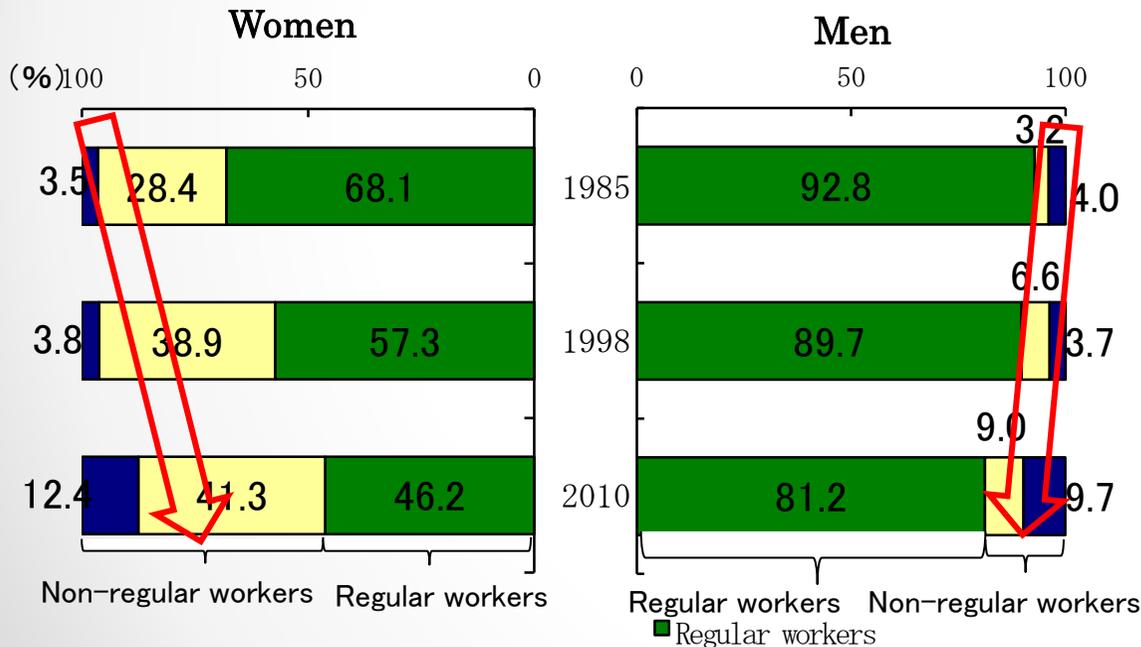
2. The figure for Japan represents the time spent by husbands exclusively from households with “a married couple with a child or children.”

Non-regular workers have been increasing

■ Non-regular workers have been increasing, and non-regular workers tend to have low incomes.

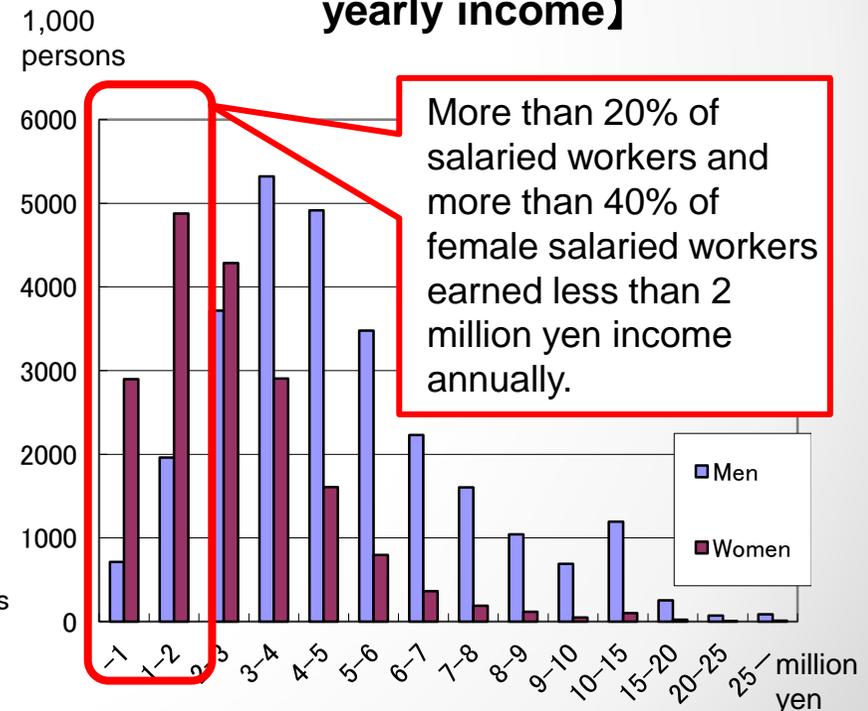
⇒ Polarization between stable regular workers who work long hours and unstable non-regular workers

【Changes of percentages of non-regular workers】



Source: The 1985–2001 data come from “Special Survey of the Labor Force Survey” every February by the Ministry of Internal Affairs and Communications, while after 2004 data come from the “Labour Force Survey (Detailed Tabulation)” (annual

【Distribution of salaried worker’s yearly income】



Source: National Tax Agency “Survey on yearly income in the private sector” (2010)

Charter for Work-Life Balance (2007)

- Aiming to achieve “Work-Life Balance” with the entire nation and to solve problems such as low birthrate and declining population

Society in which a work-life balance has been achieved

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graph TD; A[Society in which a work-life balance has been achieved] --- B[Society where people can provide themselves with jobs for economic independence]; A --- C[Society where people have time to lead healthy, affluent lives]; A --- D[Society where people can choose from a variety of working and life styles];
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Society where people can provide themselves with jobs for **economic independence**

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

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

- “Action Policy for Promoting Work-Life Balance” was also formulated.

Action Policy for Promoting Work-Life Balance (2007)

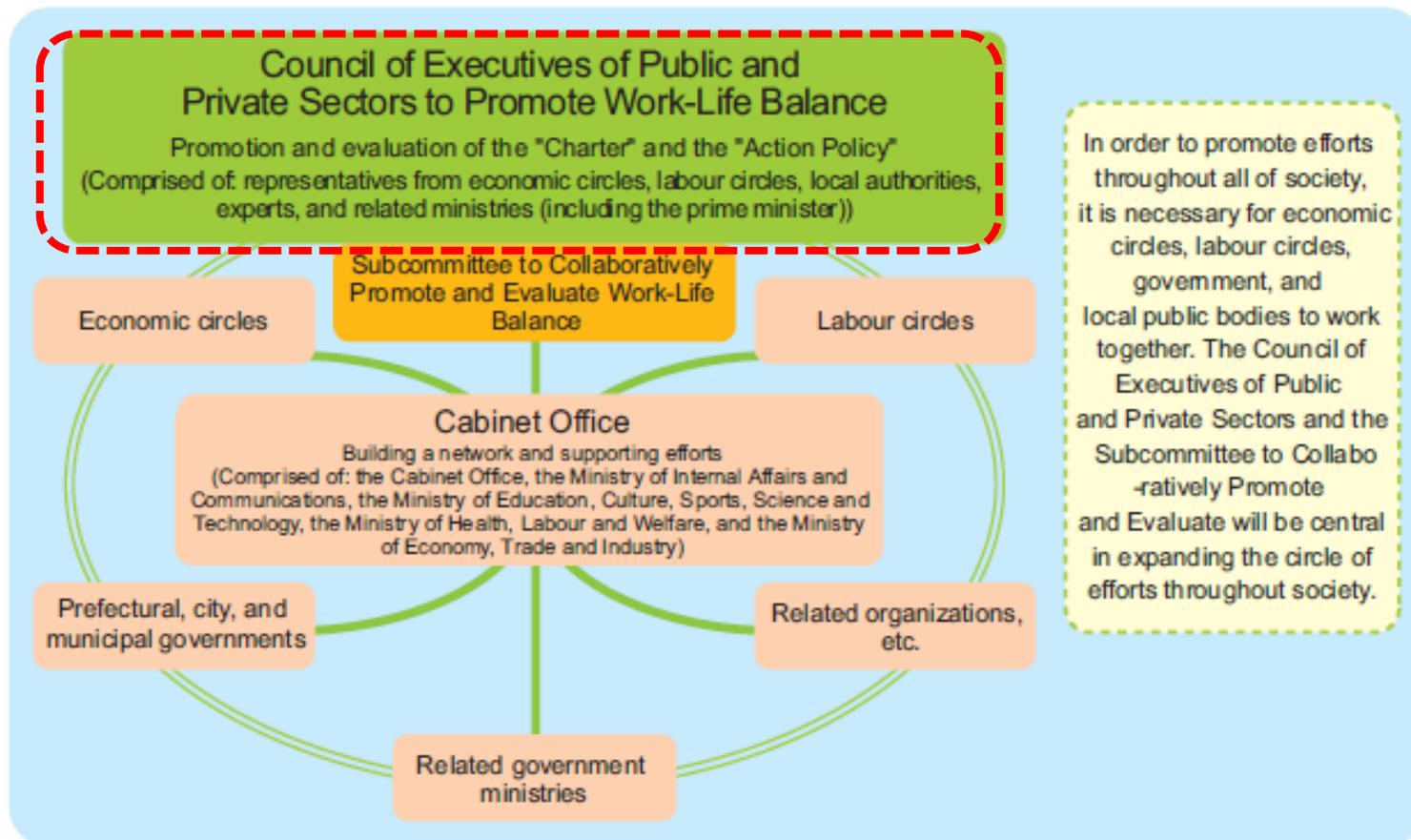
- Setting measures by corporations, workers, citizens, national government, and local public bodies
- Setting numerical targets

Examples of numerical targets	Currently	2020
Employment rate of women (age 25-44)	73.6%	80%
Employment rate (age 15 or older)	56.9%	57%
Employment rate (age 20-34)	73.6%	77%
Employment rate of women (age 25-44)	66%	73%
Ratio of women who continue to work after the birth of their first child	38%	55%
Ratio of men who take child care leave	1.72%	13%

- * New Growth Strategy (Approved by the Cabinet in 2010)
 - National strategy project on employment and human resource
 - Reform of integration of kindergartens and day care centers
 - Setting various numerical targets (including the targets mentioned in the Action Policy for Promoting Work-Life Balance)

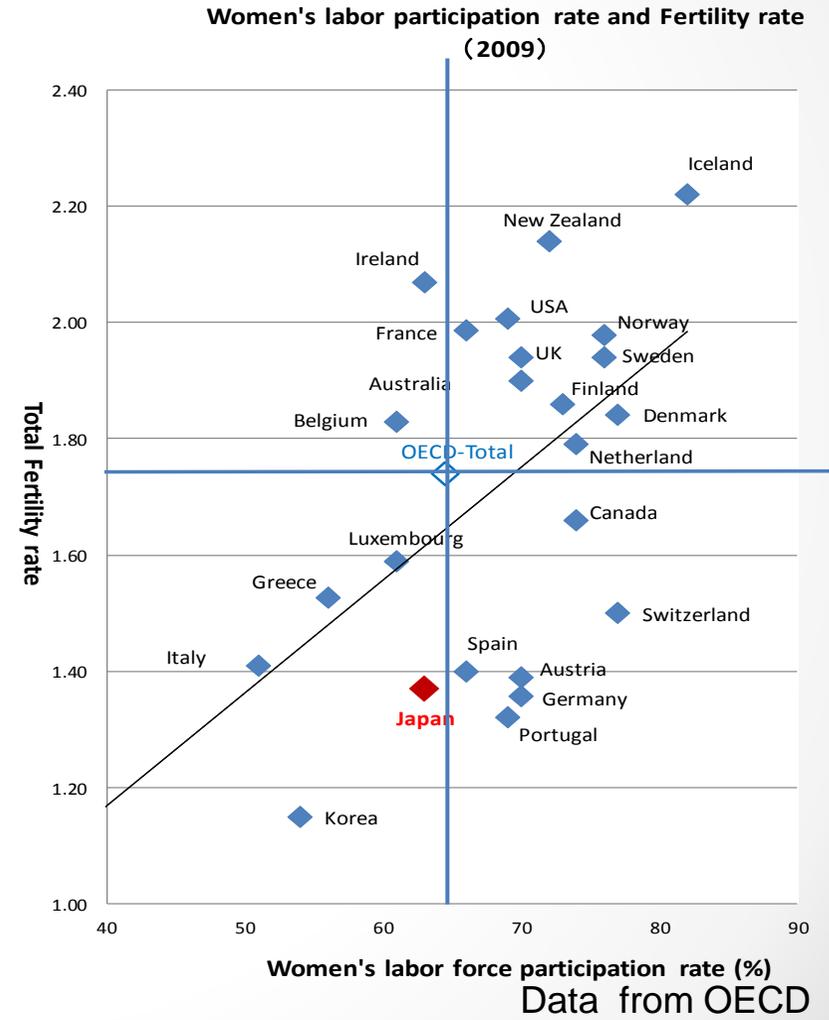
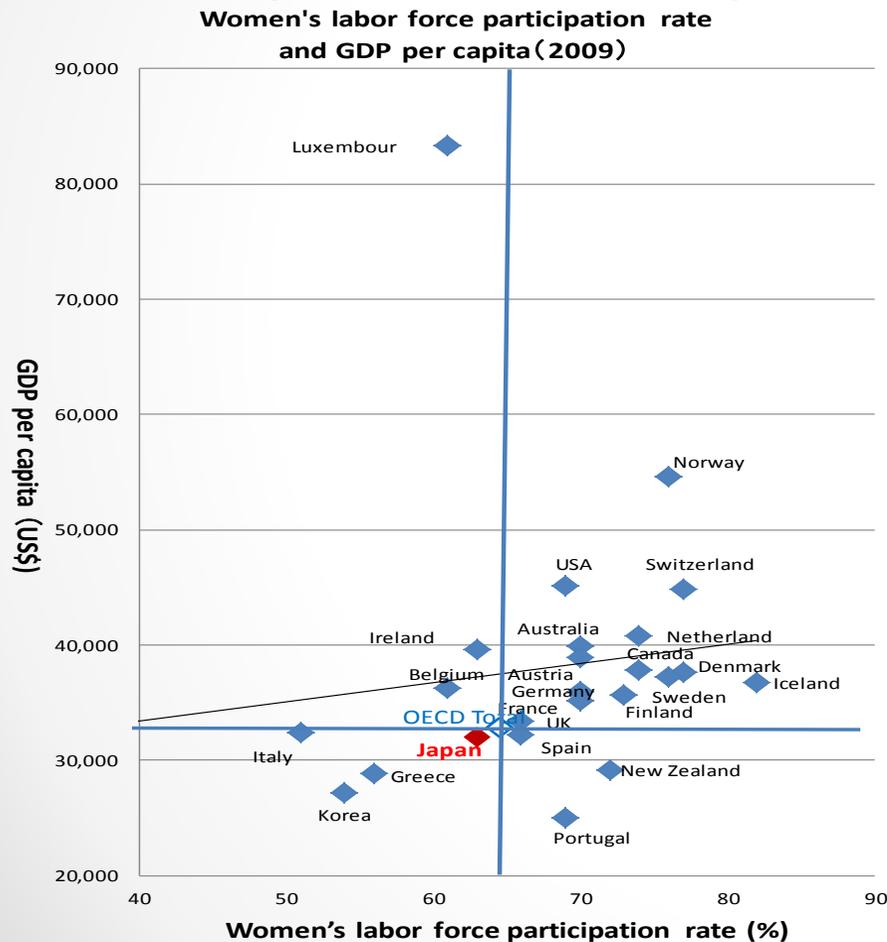
Structure for the Promotion of “Work-Life Balance”

- promotion of a work-life balance requires close collaboration of the national government, labor, management, and local government working as partners.



Women's Labor Force Participation and Social / Economic Indicators

- Women's labor force participation is vital to stimulate society and economy.



The straight line in the chart shows the linear approximation. ● 11

“Kurumin Mark” “Ikumen Project”

- Promotion of the accreditation (Kurumin Mark) based on the Act for Measures to Support the development of the Next Generation
- Enhancement campaign for good image of men’s involvement to child care: “Ikumen Project”

