



Work style reform and Work-life balance for women in Japan

December 2021

Mikiko Nihei

Senior Consultant, WORK LIFE BALANCE Co., Ltd.

Labor and Social Security Attorney

Work Life Balance Co., Ltd.



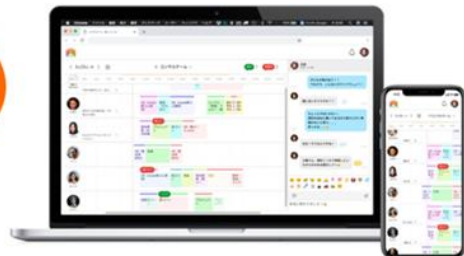
Creating a Brighter Future for Japan
by Reforming the Way We Work

Since 2006

Supported 1000+
Organizations

Provided
2000+
Seminars

Published
30+
Books



About Us : (English Web Page) <https://work-life-b.co.jp/english.html>
Contact info : customer@work-life-b.com



English Web Page

Changes in related laws

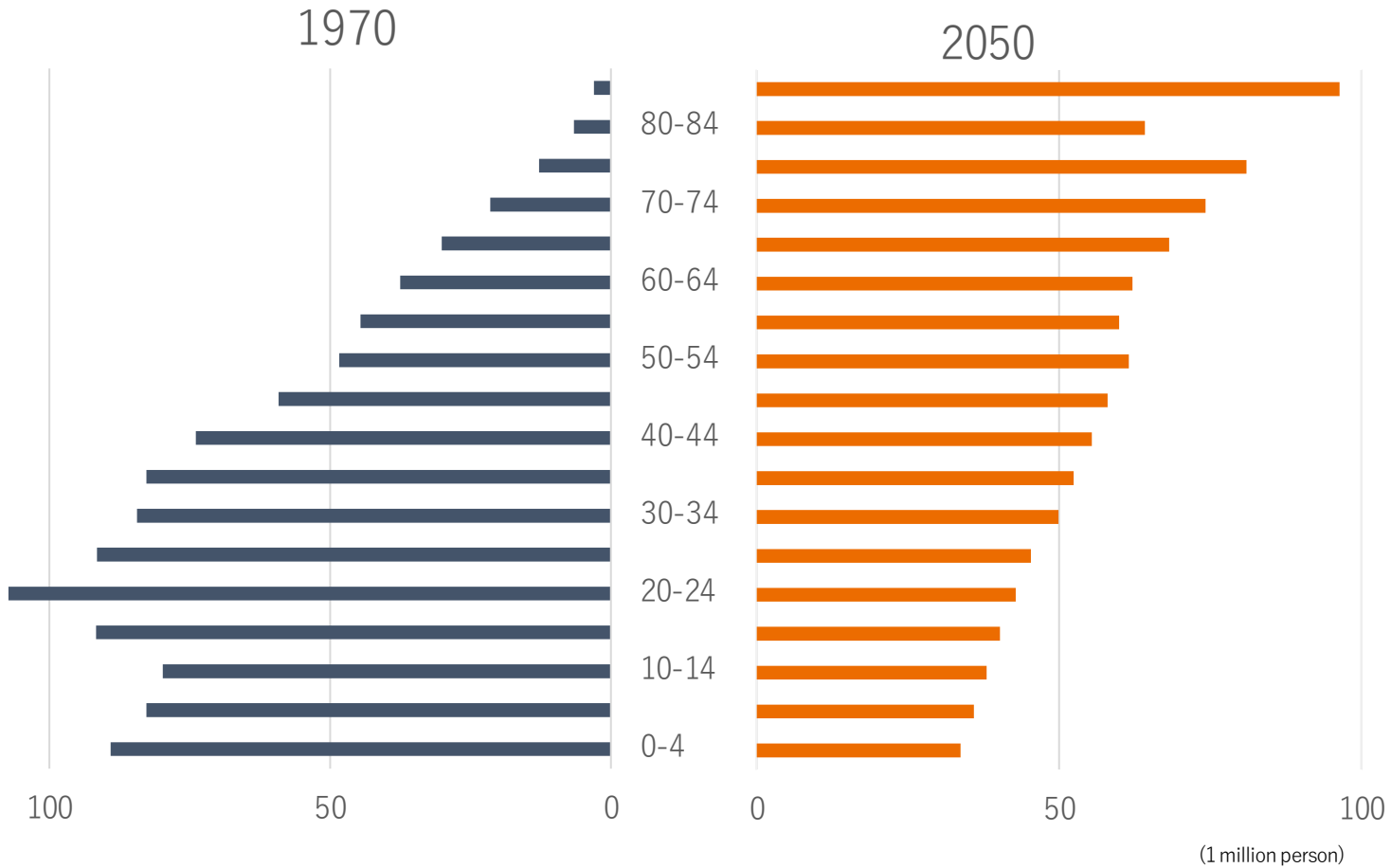
1985	Act on securing of Equal Opportunity and Treatment between Men and Women in Employment (The Equal Employment Opportunity Law)
1991	The Child Care and Family Care Leave Law
2016	Act on the Promotion of Female Participation and Career Advancement in the Workplace (Women's Empowerment Act)
2019	The law for the Promotion of Work-Style Reforms -including the introduction of legal upper limits on overtime hours with penalties
2022	Revision of the Child Care and Family Care Leave Law - requiring companies to reach out to expectant fathers to encourage them to take childcare leave

The Equal Employment Opportunity Law



1 9 8 5	Act on securing of Equal Opportunity and Treatment between Men and Women in Employment (The Equal Employment Opportunity Law)
1 9 9 1	The Child Care and Family Care Leave Law
2016	Act on the Promotion of Female Participation and Career Advancement in the Workplace (Women's Empowerment Act)
2019	The law for the Promotion of Work-Style Reforms -including the introduction of legal upper limits on overtime hours with penalties
2022	Revision of the Child Care and Family Care Leave Law - requiring companies to reach out to expectant fathers to encourage them to take childcare leave

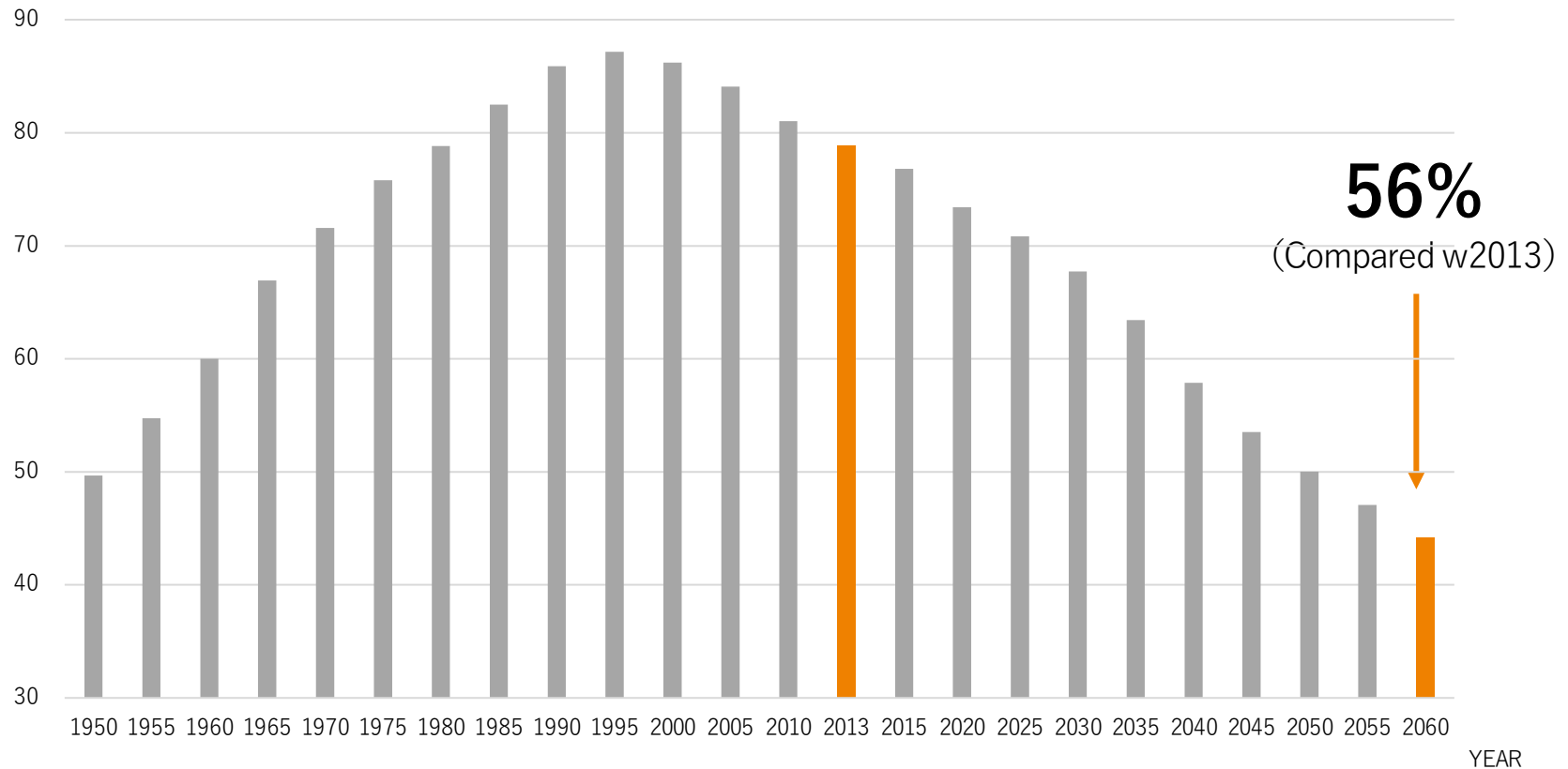
Change in demographic structure



Source: Ministry of Land, Infrastructure, Transport and Tourism (2017)
Data from National Institute of Population and Social Security Research

Changes in the labor force in Japan

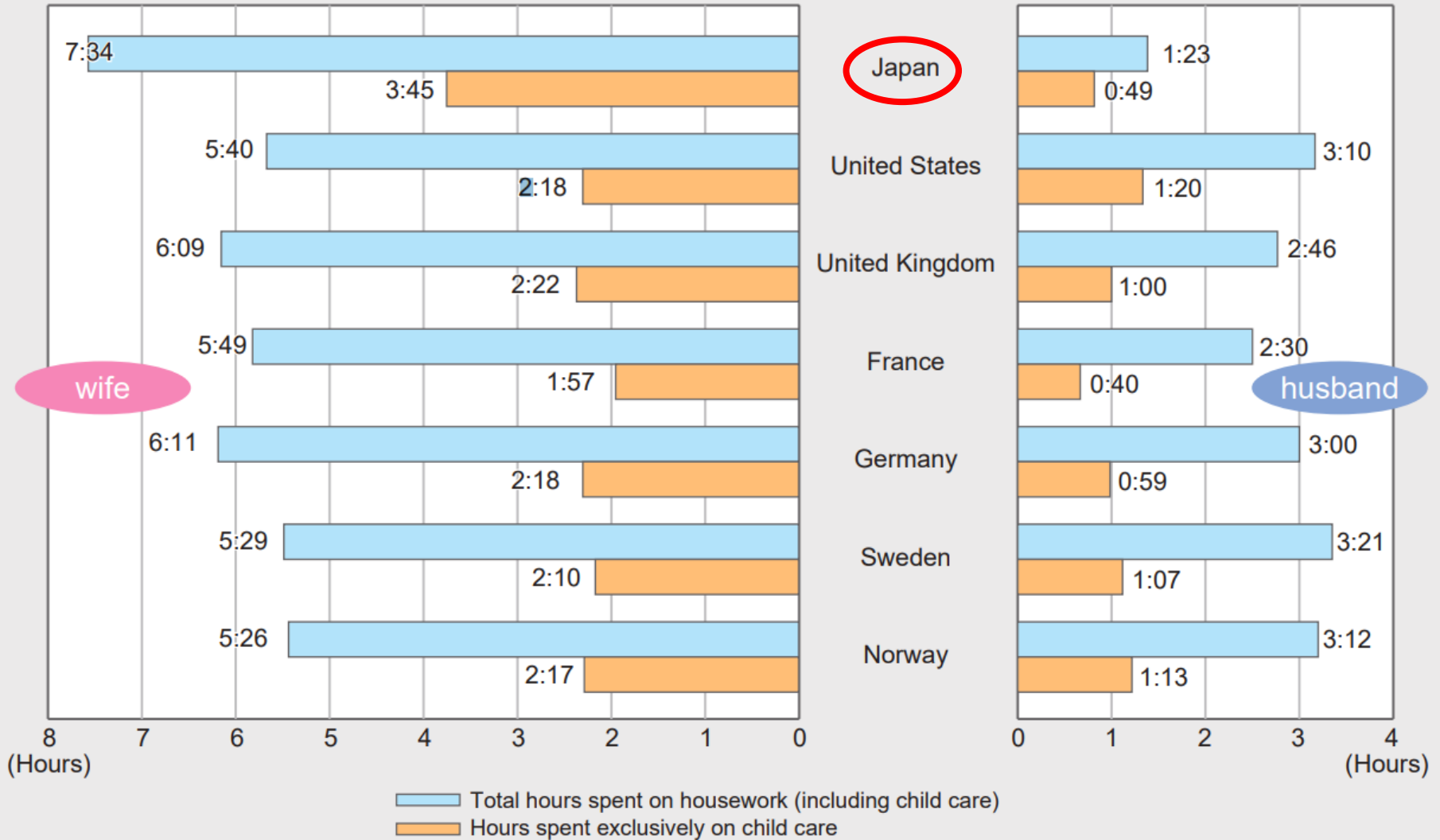
million people



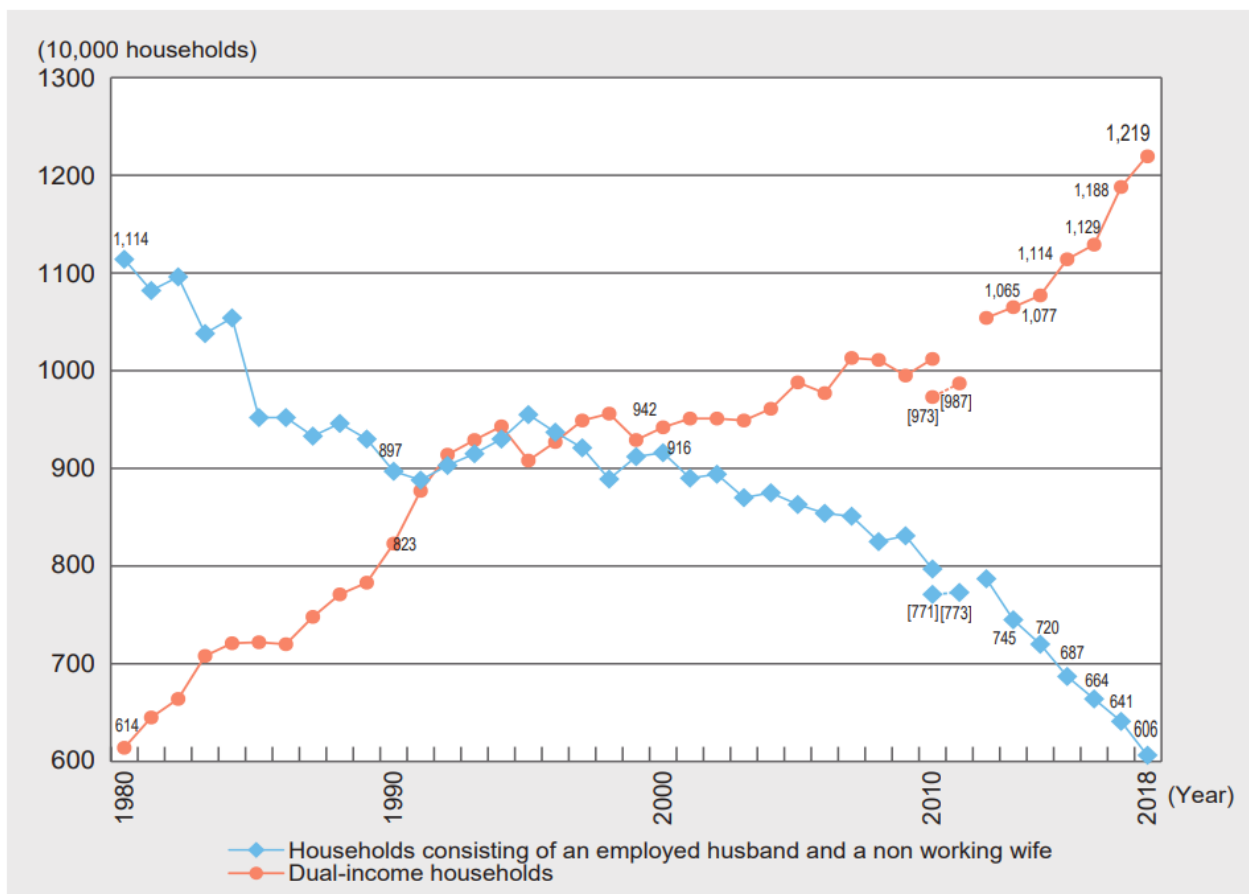
Population estimates up to 2010 are based on the national census, and those for 2013 are based on the population estimates finalized on December 1.

Population estimates for 2015 and later are based on "Future Population Projections for Japan (January 2012)" by the National Institute of Population and Social Security Research.

International comparison of Time Spent on Housework and Child Care



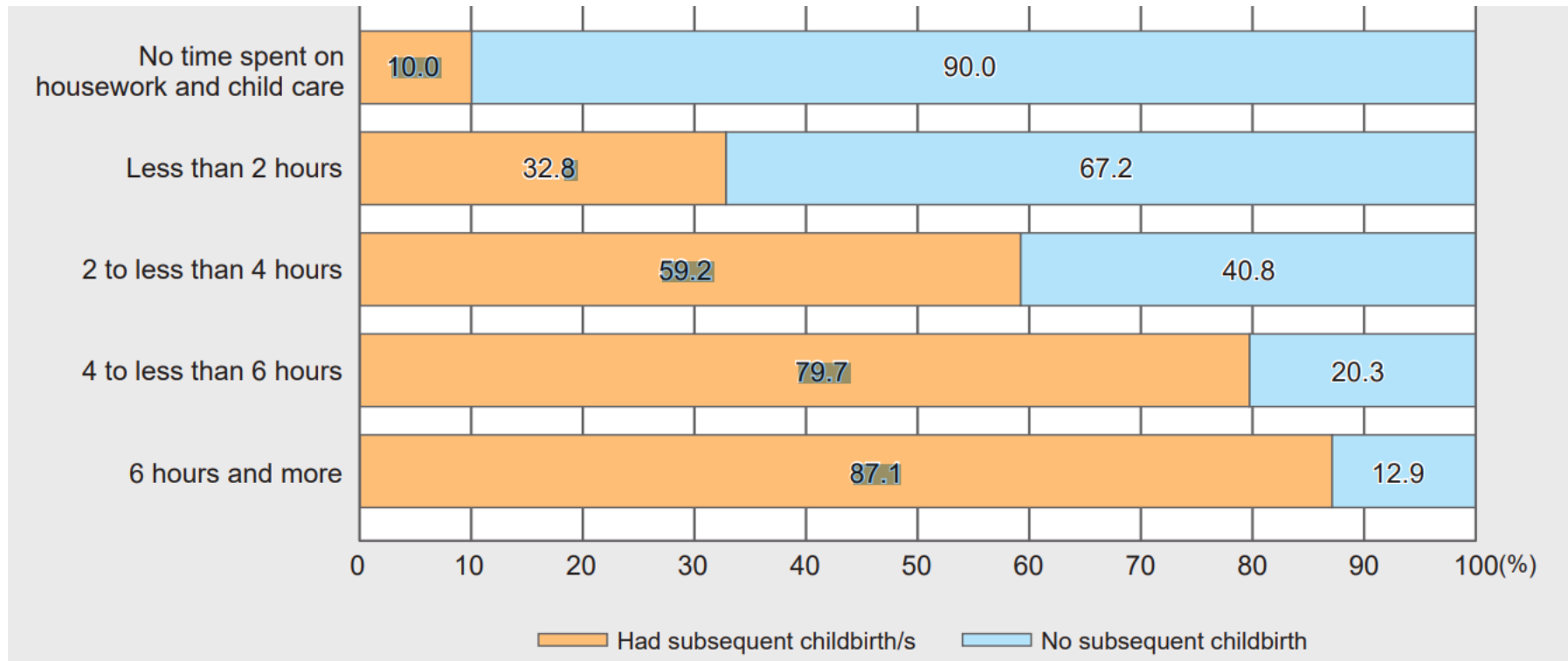
Number of Dual-Income Families



Source : Women and Men in Japan 2020
by Gender Equality Bureau Cabinet Office

In the 1990s the number of dual-income families surpassed the number of full-time housewife families, and it keeps going up.

Birth of second Child & Time spent by Husbands on childcare



Source : Women and Men in Japan 2020
by Gender Equality Bureau Cabinet Office

The longer the time spent on housework and childcare by the husband of a married couple with a child, the higher the ratio of the birth of second child

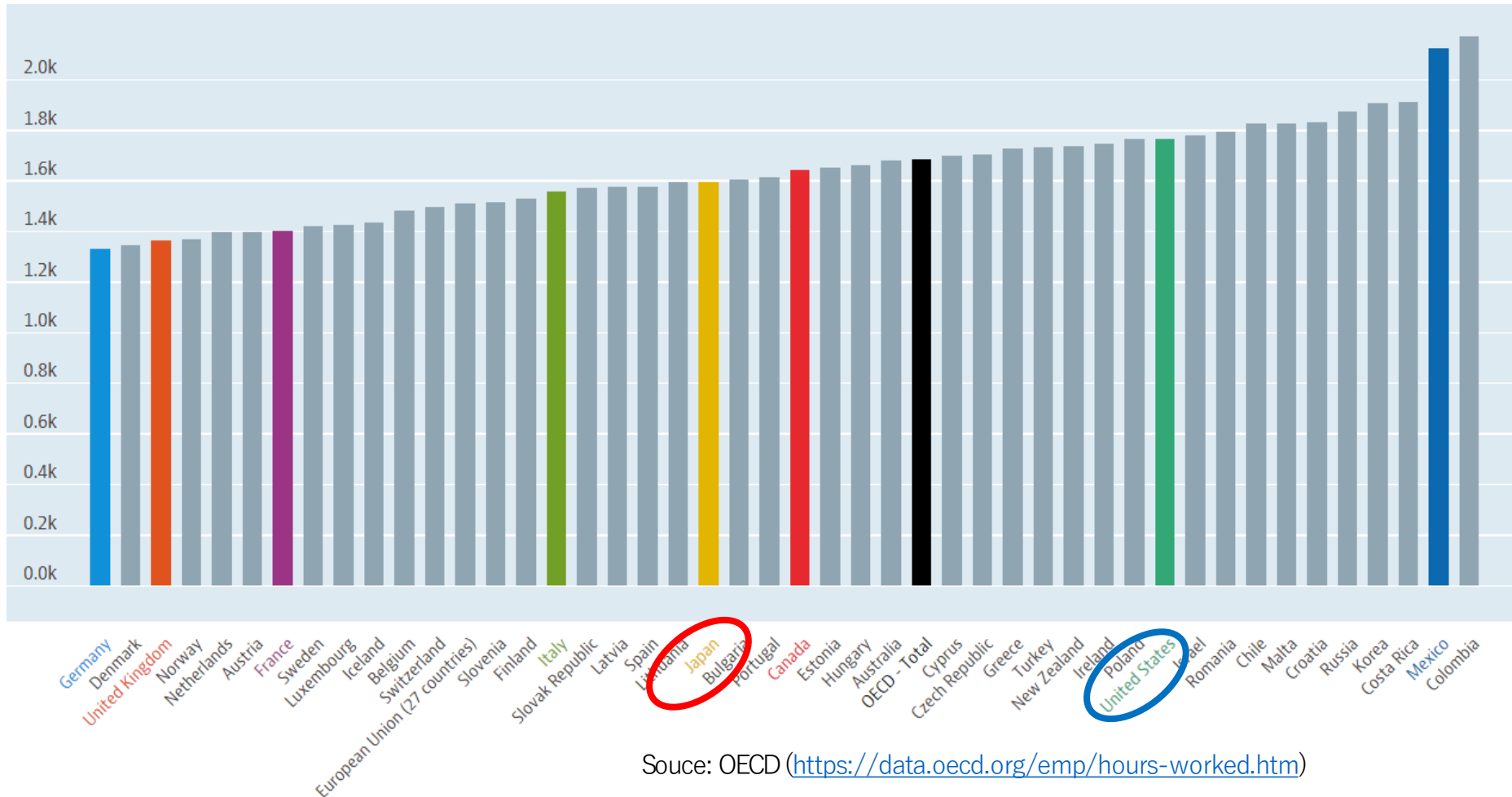
Women's Empowerment Act

1985	Act on securing of Equal Opportunity and Treatment between Men and Women in Employment (The Equal Employment Opportunity Law)
1991	The Child Care and Family Care Leave Law
2016	Act on the Promotion of Female Participation and Career Advancement in the Workplace (Women's Empowerment Act)
2019	The law for the Promotion of Work-Style Reforms -including the introduction of legal upper limits on overtime hours with penalties
2022	Revision of the Child Care and Family Care Leave Law - requiring companies to reach out to expectant fathers to encourage them to take childcare leave

Comparison of working hours

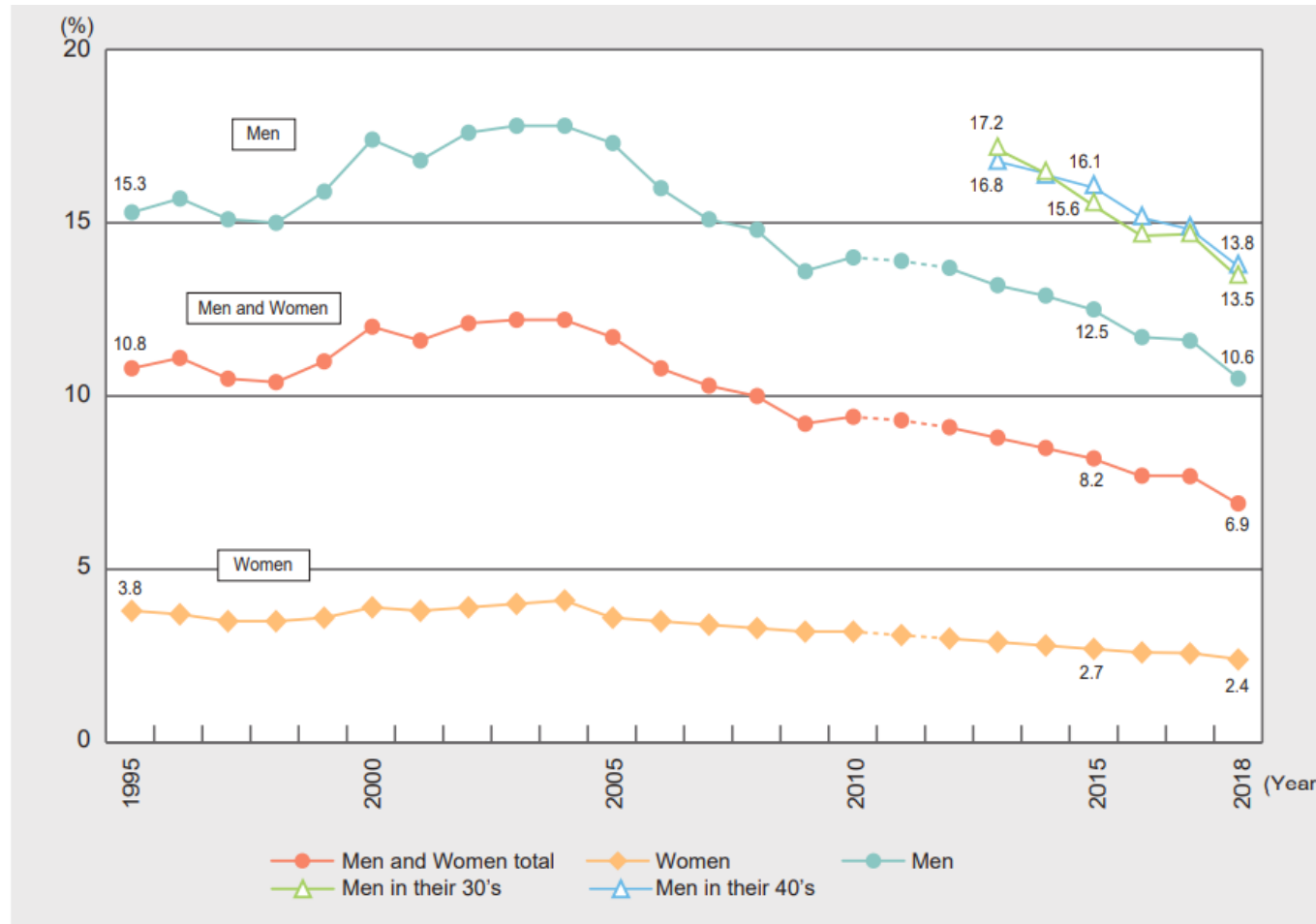
Total, Hours/worker, 2020 or latest available :

Average annual hours worked is defined as the total number of hours actually worked per year divided by the average number of people in employment per year.



Source: OECD (<https://data.oecd.org/emp/hours-worked.htm>)

Workers Working 60 Hours or more per week



Source: "Labour Force Survey (Basic Tabulation)," MIC.
 Note: Data of 2011 does not include three prefectures (Iwate, Miyagi, and Fukushima).

Source: Women and Men in Japan 2020
 by Gender Equality Bureau Cabinet Office

Men in 30s-40s who work 60 h+/week are high level (13.5%)

Declaration of Working Hours Revolution



労働時間革命宣言企業

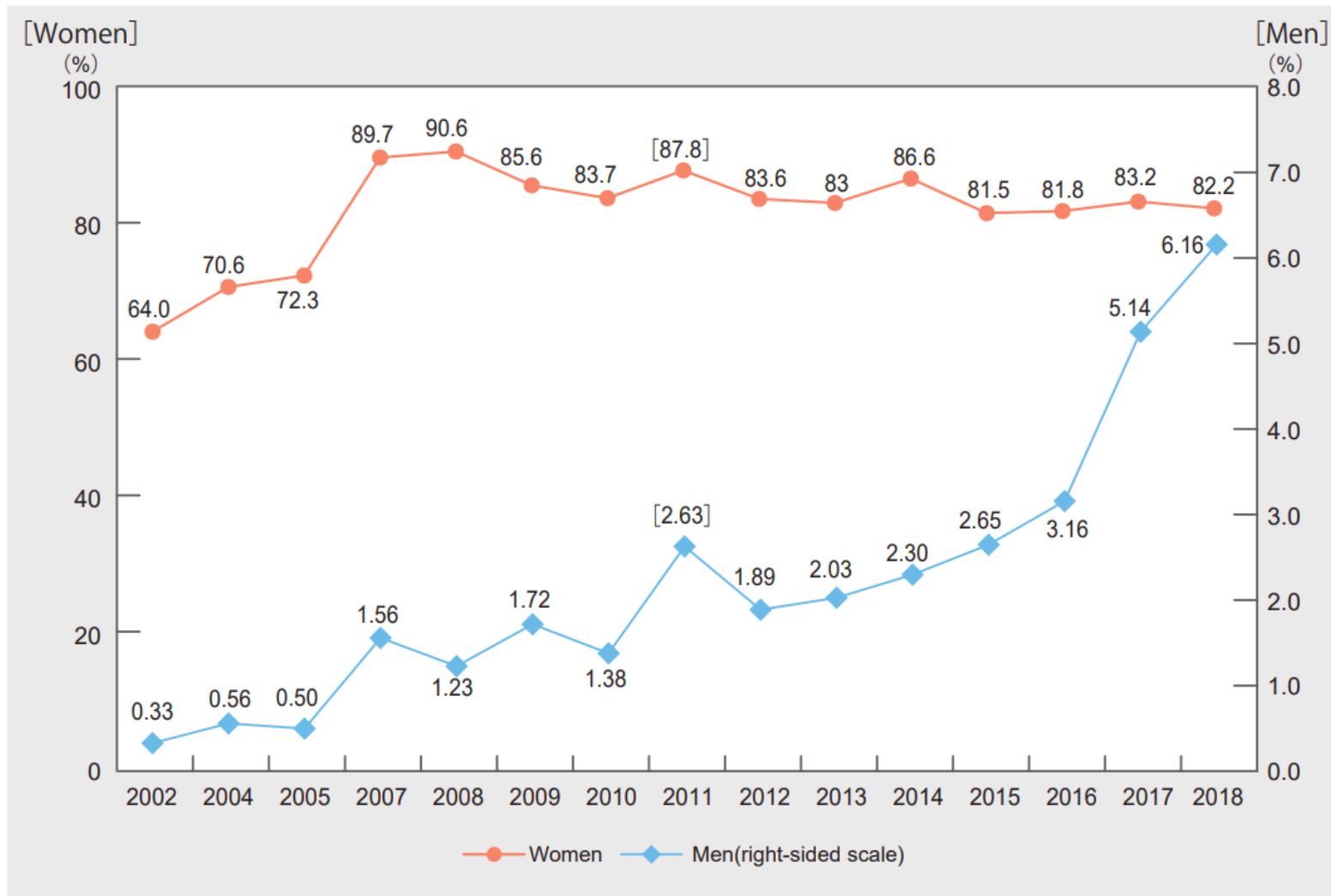
As business owners, we are in favor of correcting long working hours not only in our own company but also in society as a whole.

 代表取締役社長 新浪剛史	 代表取締役社長 谷原 敬	 代表取締役社長 小室 淑恵	 取締役社長 松木茂彦	 代表取締役社長 和幸 晃	 代表取締役社長 有野 展久	 三重県知事 鈴木 英敬
 代表取締役社長 飯泉 幸行	 代表取締役社長 押味 三一	 代表取締役社長 小林 克満	 代表取締役社長 杉山 博寿	 代表取締役社長 執行役員 川端 良三	 代表取締役社長 萩田 正信	 代表取締役社長 執行役員 桂村 仁
 代表取締役社長 島田 隆史	 代表取締役社長 中川 裕	 代表取締役社長 鈴木 浩之	 取締役社長 野本 弘文	 取締役社長 執行役員 寺井 克宏	 取締役社長 加留部 淳	 取締役社長 執行役員 植平 光彦
 取締役代表執行役員兼CEO 古川 公一郎	 代表取締役社長 草不 雅幸	 代表取締役社長 江川 昌史	 代表取締役社長 執行役員 森 敏 祐二	 代表取締役社長 井坂 隆一	 代表取締役社長 高木 茂為	 あずさ監査法人 理事長 酒井 弘行
 代表取締役社長 村上 英三	 代表取締役社長 大塚 太郎	 代表取締役社長 野 坂 章 雄	 代表取締役社長 藤 田 淳 大	 代表取締役 三 橋 敏 祐	 代表取締役社長 石川 康 晴	 取締役社長 梅村 美 土
 取締役社長 山口 文 洋	 会長 松木 茂 彦	 代表取締役社長 大西 徳 雪	 代表取締役社長 長谷川 隆 敏	 代表取締役社長 CEO 阿 部 昌 一	 代表取締役 村 井 俊 之	 代表取締役 田 中 大 輔
 代表取締役社長 山 田 憲 典	 代表取締役社長 森 雅 博	 代表取締役社長 滑 村 一 郎	 学長 河 野 茂	 代表取締役社長 吉 田 浩	 代表取締役 梶 川 洋	 代表取締役 執行役員 社長 松 山 一 雄
 代表取締役 重 松 正 弘	 代表取締役 谷 淵 陽 子	 代表取締役社長 田 中 裕 嗣	 代表取締役社長 奥 山 淑 美	 代表取締役社長 世 古 学	 代表取締役社長 小 谷 達 雄	 株式会社ヨココン 代表取締役社長 佐 藤 幹 男
 代表取締役社長 坂 田 匠	 取締役 工場長 加 納 心 叶	 代表取締役社長 箱 木 利 寿	 代表取締役社長 児 玉 幸 俊	 市長 市長 小 柴 雅 史	 代表取締役社長 高 田 旭 人	 富士通エンジニアサービス株式会社 代表取締役社長 米 倉 誠 人

Revision of Related Laws to promote Work Style Reforms

1 9 8 5	Act on securing of Equal Opportunity and Treatment between Men and Women in Employment (The Equal Employment Opportunity Law)
1 9 9 1	The Child Care and Family Care Leave Law
2016	Act on the Promotion of Female Participation and Career Advancement in the Workplace (Women's Empowerment Act)
2019	The law for the Promotion of Work-Style Reforms -including the introduction of legal upper limits on overtime hours with penalties
2022	Revision of the Child Care and Family Care Leave Law - requiring companies to reach out to expectant fathers to encourage them to take childcare leave

Rate of Taking Childcare Leave



Source: "Basic Survey of Gender Equality in Employment Management," MHLW.

Note: Data of 2011 does not include three prefectures (Iwate, Miyagi, and Fukushima).

Declaring Paternity Leave for All Fathers



男性育休 100% 宣言

We declare that we aim to create a workplace where 100% of male employees can take childcare leave.



For more information →



https://work-life-b.co.jp/mens_ikukyu_100/

※ 本資料の無断転載を禁じます。

(C)Copyright Work Life Balance Co.,Ltd. All Rights Reserved.

Revision of Childcare Leave Law for Promotion of Paternity Leave

1985	Act on securing of Equal Opportunity and Treatment between Men and Women in Employment (The Equal Employment Opportunity Law)
1991	The Child Care and Family Care Leave Law
2016	Act on the Promotion of Female Participation and Career Advancement in the Workplace (Women's Empowerment Act)
2019	The law for the Promotion of Work-Style Reforms -including the introduction of legal upper limits on overtime hours with penalties
2022	Revision of the Child Care and Family Care Leave Law - requiring companies to reach out to expectant fathers to encourage them to take childcare leave

Synergy between Work and Life



Work

Private Life

Various ideas, broader point of view and good relationships enabling one to finish work efficiently and satisfying!

Personal time with family and friends, Being healthy, Time to improve oneself, More chance to know new people & new ideas

When life is fulfilling, it benefits ideas/skills / relationships, and consequently improve the quality of work.

With work-life balance, enjoy life, build a successful organization and make a happy society!