

# Women in Labour Market and Work Life Balance in Japan

Presented at The 1st Family Policy Seminar in Asia and the Pacific:  
Fertility Transition and Family Policies in the 21st Century

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# Outline of Today's Presentation

- ✓ The reasons why we care about “Work Life Balance “ in Japan.
- ✓ How we reached the current policy proposals.
- ✓ A long process! Took a decade!

Low Fertility (2003)  Work Life Balance(2007)

 Supporting youth and childrearing(2012)

 Promotion of All Women (2014)

# Historical Background of two policies

~Low Fertility and Reconciliation of Work and Family Life ~

**1989**

**“TFR 1.57 SHOCK”**

1995 First Angel Plan

2003 Law for Basic Measures to Cope with Declining Fertility Society

Organized in a cabinet;  
Committee for tackling  
with Declining Fertility  
Society

2007 Charter of Balancing between Work and Life

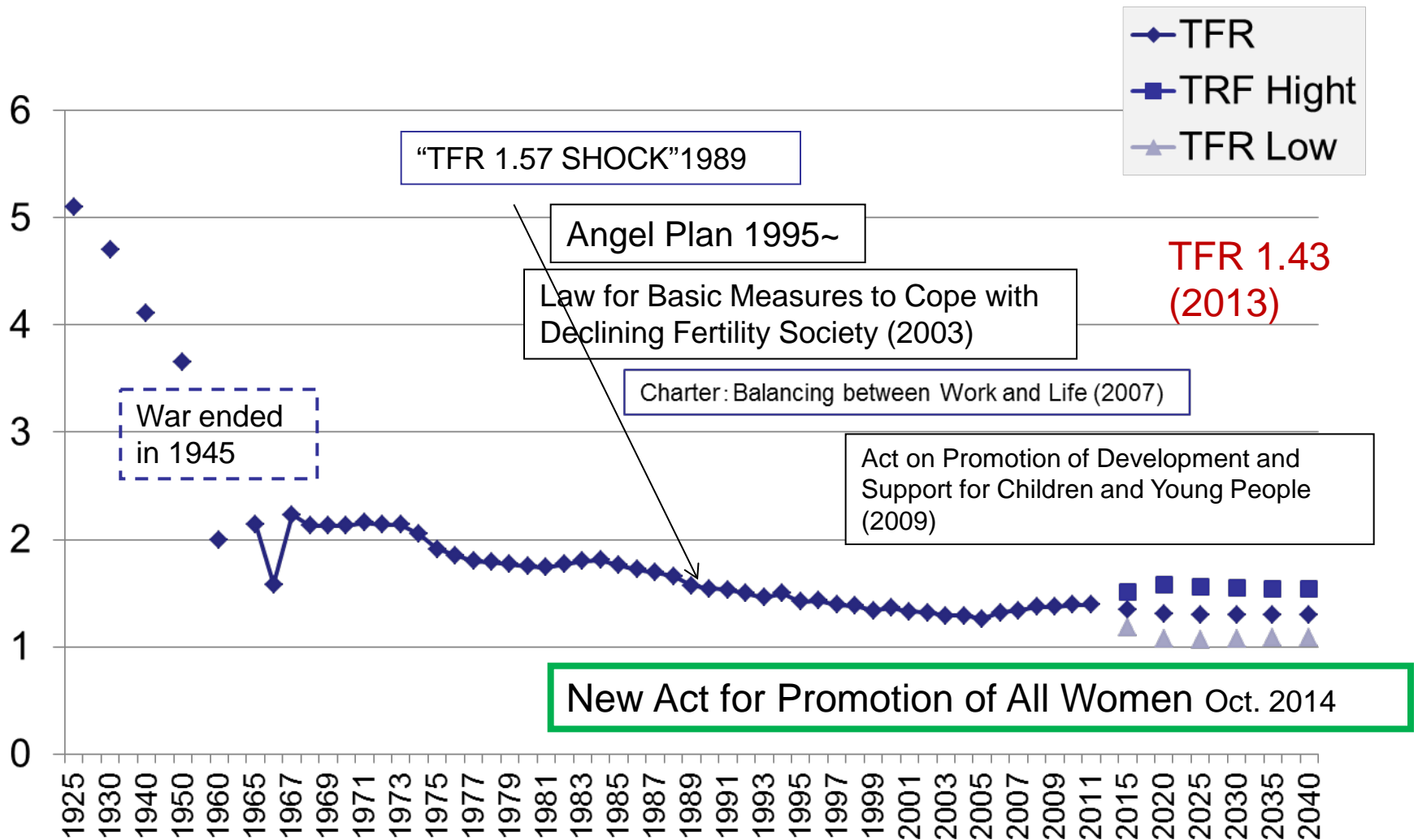
2012 New Measure by three Acts of supporting youth and childrearing

(Tax reform discussion )  
Dec. 2012, Liberal  
Democratic Party took  
power over the  
Democratic Party

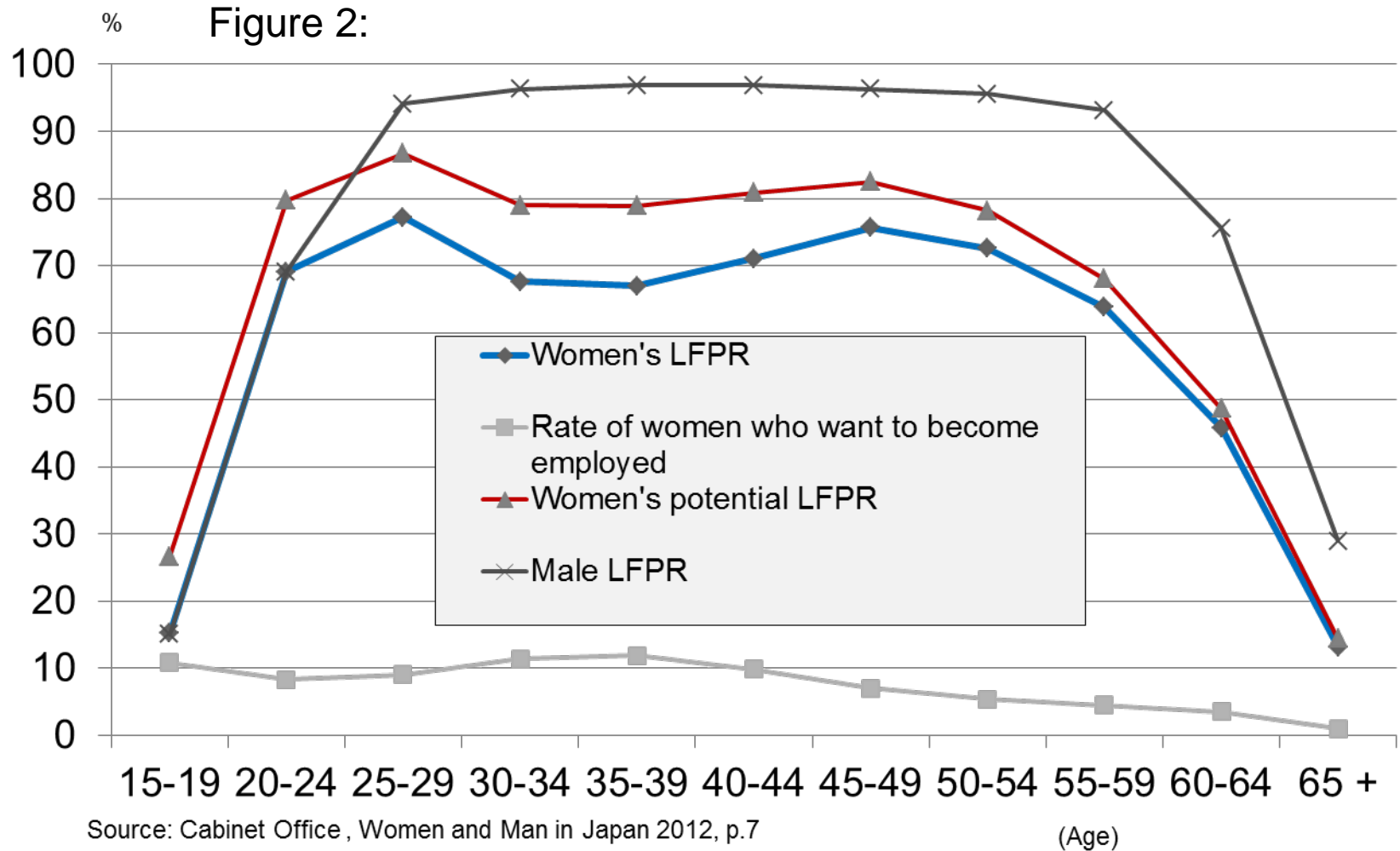
2013 ABEnomix: “Japan Revitalization Strategy”

2014 **New Act for Promotion of All Women** (Approved by Abe Second Cabinet) October 17

Figure 1 : Trends and Projections of Total Fertility Rate (TFR) in Japan

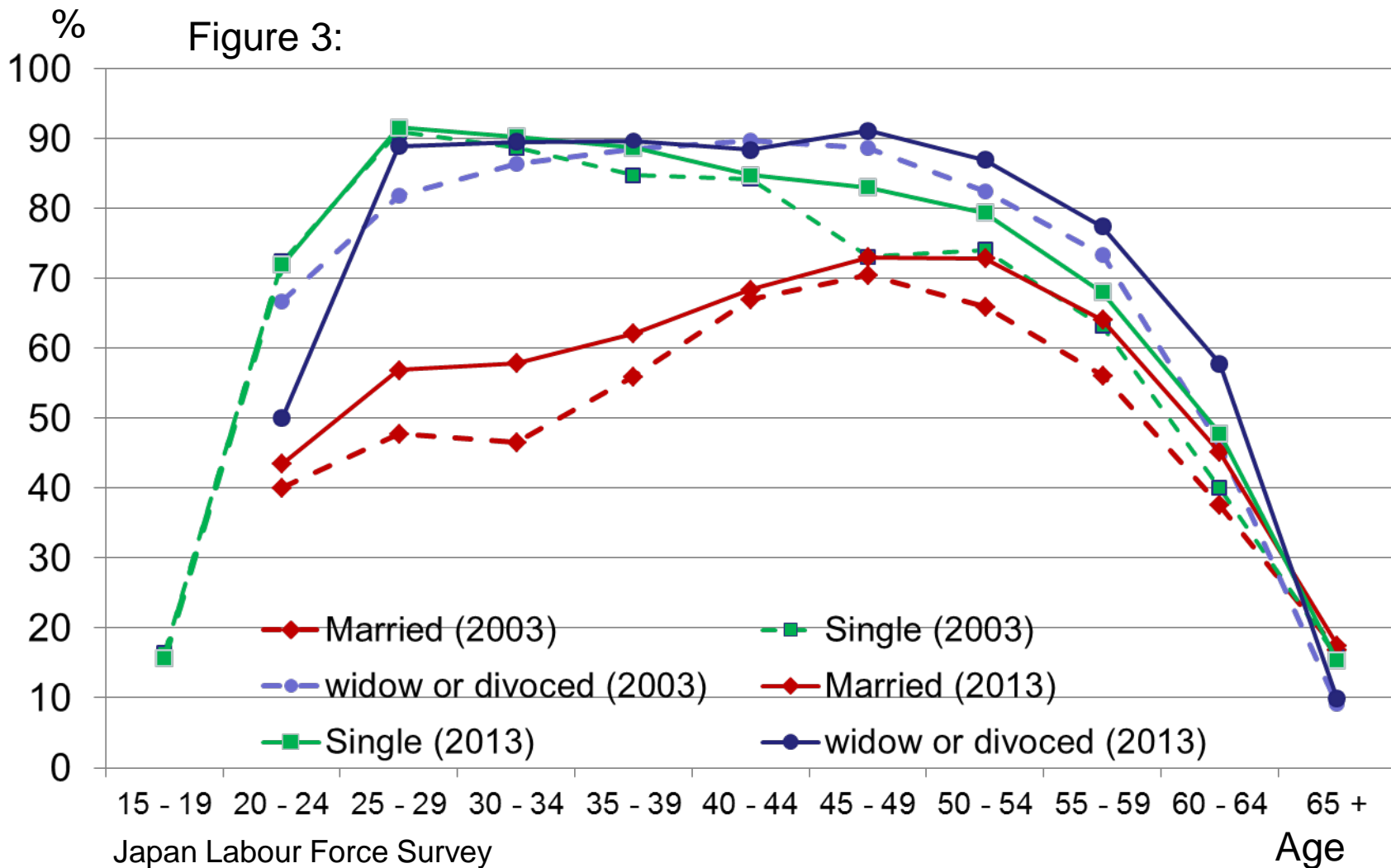


**“M-shaped curve problem”** Target: Boost the employment rate of women (aged 25-44) to 73% by 2020 (currently 66%)



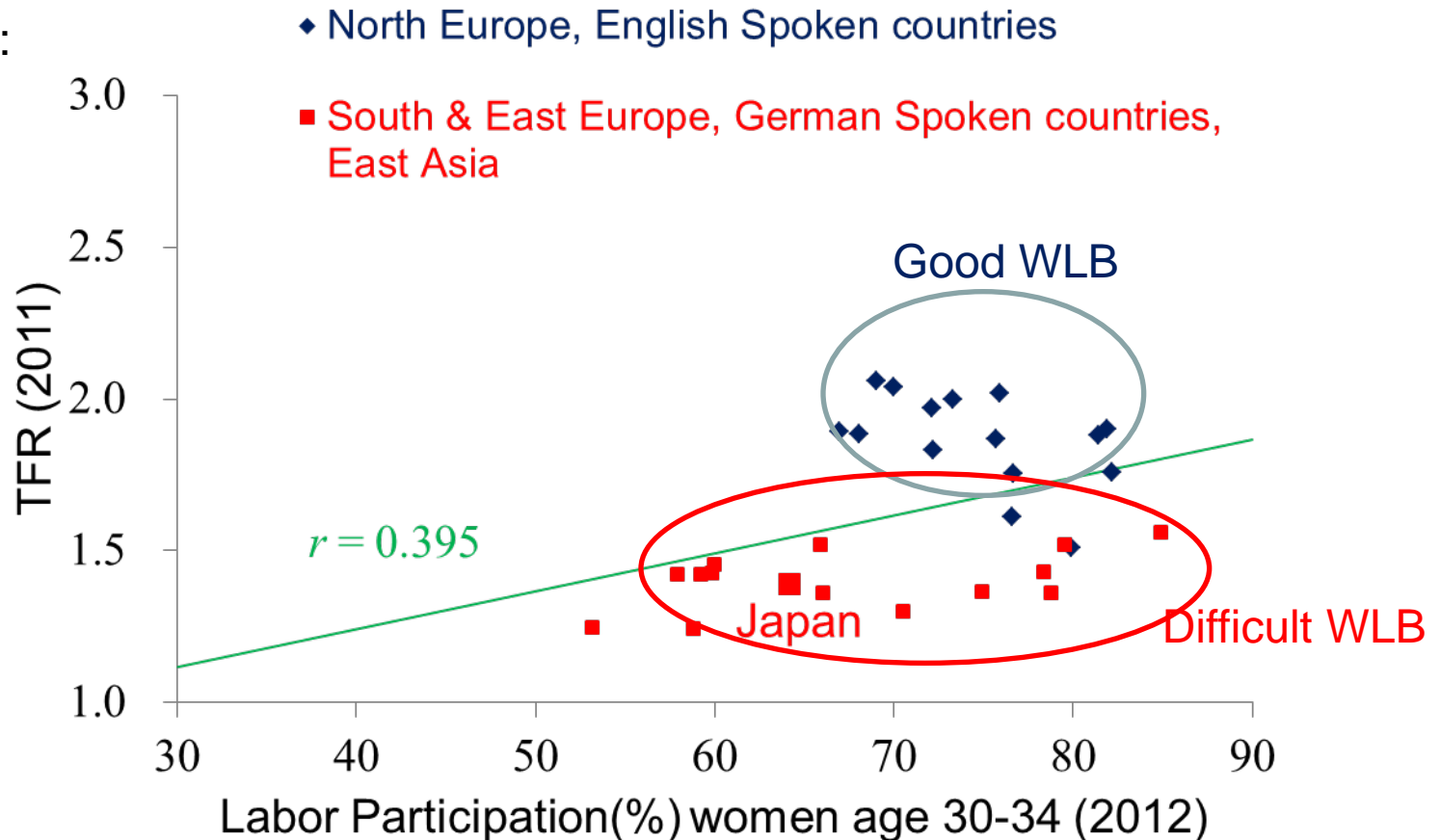
# Women's Labour Participation rate

; Marital status; Age group (2003 to 2013)



# Relation; TFR and Labour Participation of women age 30-34 (with different cultural backgrounds)

Figure 4:



Original source OECD, *Family Database* 2014

T. Suzuki PPT from the 19<sup>th</sup> IPSS Annual Seminar on Oct.31<sup>st</sup> 2014

# Key Performance Indicators of Reconciliation of Work and Family Life

1. Rate of labour force participation
2. Rate of increase in labour productivity per hour
3. Temporary employees ('Freeter' in Japanese)
4. The share of companies where employees and employers have negotiated working hours
5. The ratio of employees working more than 60 hours per week
6. The ratio of employees who use paid holidays
7. The ratio of firms which provide a mental guidance to own employees
8. The number of employee who can work at home ('Tele workers')
9. The ratio of firm where employees can work shorter time as regular employees
10. The ratio of labour force population who access to self trainings
11. The ratio of women who continue to work after the first child birth
12. The ratio of child care service
13. Male access to parental leave
14. Average hours of house keeping and childrearing spent by male who have children younger than 6



# KPI for Reconciliation of Work and Family Life (1)

KPI : Evaluated as **Good Performance**, possible to achieve the goals

|   | Starting Point       | Current              | Goal                |
|---|----------------------|----------------------|---------------------|
| 1. Employment rate age between 60 and 64  | 52.6%<br>(2006)      | 57.7%<br>(2012)      | 63%<br>(2020)       |
| 4. The share of companies where employees and employers have negotiated working hours | 40.5%<br>(2010)      | 59.7%<br>(2012)      | 100%<br>(2020)      |
| 8. The number of employee who can work at home ('Tele workers')                       | 3.3million<br>(2008) | 9.3million<br>(2012) | 7 million<br>(2015) |

Source: Work Life Balance Report 2013, Japanese Gov. Cabinet Office

## KPI for Reconciliation of Work and Family Life (2)

KPI : Evaluated as **Fair Performance**, may not achieve the goals ①

|   | Starting               | Current               | Goal                  |
|---|------------------------|-----------------------|-----------------------|
| 1. Employment rate Age 20-64                                  | 74.6%<br>(2009)        | 75.2%<br>(2012)       | 80%<br>(2020)         |
| Age 20-34   | 73.6%<br>(2009)        | 74.4%<br>(2012)       | 77%<br>(2020)         |
| Age 25-44<br>women  | 64.9%<br>(2006)        | 67.8%<br>(2012)       | 73%<br>(2020)         |
| 3. Temporary employees ('Freeter' in Japanese)                | 1.87 million<br>(2006) | 1.8 million<br>(2012) | 1.24million<br>(2020) |
| 5. The ratio of employees working more than 60 hours per week | 10.8%<br>(2006)        | 9.1%<br>(2012)        | 5%<br>(2020)          |

# KPI for Reconciliation of Work and Family Life (3)

KPI : Evaluated as **Fair Performance**, may not achieve the goals ②

|   | Starting        | Current         | Goal           |
|---|-----------------|-----------------|----------------|
| 6. The ratio of employees who use paid holidays   | 46.7%<br>(2007) | 47.1%<br>(2012) | 70%<br>(2020)  |
| 7. The ratio of firms which provide a mental guidance to own employees                    | 23.5%<br>(2002) | 47.2%<br>(2012) | 100%<br>(2020) |
| 9. The ratio of firm where employees can work shorter time as regular employees           | 13.4%<br>(2010) | 14.0%<br>(2012) | 29%<br>(2020)  |
| 10. The ratio of labour force population who access to self trainings (Regular employees) | 46.2%<br>(2005) | 47.7%<br>(2011) | 70%<br>(2020)  |

# KPI for Reconciliation of Work and Family Life (4)

KPI : Evaluated as **Fair Performance**, may not achieve the goals ③

|   | Starting                        | Current                         | Goal                                |
|---|---------------------------------|---------------------------------|-------------------------------------|
| 12. The ratio of child care service<br>(Anyone who wish to use service<br>can use)                          |                                 |                                 |                                     |
| Day care service<br>(children under 3 years old)  | 20.3%<br>(2007)                 | 26.2%<br>(2013)                 | 44%<br>(2017)                       |
| After school day care<br>(1 <sup>st</sup> , 2 <sup>nd</sup> ,3 <sup>rd</sup> , Grade)                       | 19.0%<br>(2007)                 | 24.0%<br>(2013)                 | 40%<br>(2017)                       |
| 13. Male access to parental leave   | 0.5%<br>(2005)                  | 1.89%<br>(2012)                 | 13%<br>(2020)                       |
| 14. Average hours of house<br>keeping and childrearing spent by<br>male who have children younger<br>than 6 | 60 minutes<br>per day<br>(2005) | 67 minutes<br>per day<br>(2011) | 150<br>minutes<br>per day<br>(2020) |

# KPI for Reconciliation of Work and Family Life (3)

KPI : Evaluated as **Bad Performance**, may extend the gap to goals

|  | Starting           | Current            | Goal          |
|--|--------------------|--------------------|---------------|
| 1. Employment rate Age15 +   | 56.9%<br>(2009)    | 56.5%<br>(2012)    | 57%<br>(2020) |
| 12. Rate of increase in labour productivity per hour   | 1.7%<br>(‘96-‘05)  | 1.2%<br>(‘03-‘12)  | 2%<br>(2020)* |
| 10. The ratio of labour force population who access to self trainings (Temporally employees) | 23.4%<br>(2005)    | 22.1%<br>(2011)    | 50%<br>(2020) |
| 11. The ratio of women who continue to work after the first child birth                      | 39.8%<br>(‘00-‘04) | 38.0%<br>(‘05-‘09) | 55%<br>(2020) |

\* Higher than the Net GDP Growth rate (2%)

# Major Findings from WLB report 2013

## **Long Working Hours**

The ratio of employees work more than 60 hours per week are around 9.0% on average since 2009. The average is declining as a long run.  
Transportation (18.9%) Construction (13.6%) Telecommunication (12.4%)

Employees who work longer hours have impression that they receive higher evaluation from their superiors.

No positive evaluations are given to those who finish their work within statutory working hours, according to the questionnaire to the managers of personnel section in private enterprises.

# Major Findings from WLB report 2013

## **Use of paid holidays**

Ratio of use of annual paid holidays remains under 50% since 2000.  
The ratio is higher at the bigger firms.

The employees who less use of paid holiday, have more negative impression with own evaluation by their superiors.

Majority, 80%, of the personnel divisions of enterprises have no positive evaluation to those who achieve their roles and at the same time they use up their paid holidays.

# Major Findings from WLB report 2013

## ☑ **Women's long-term career**

The ratio of women who continue to work after the first child birth are approximate 40% remain unchanged for long run.

Among protected regular employees more than 50% continue their career, however, among temporally employees, less than 20% continue their career.

The reasons why she quit job at the last child birth were “Own choice to become full-time house wife or mother” (34.5%), “Long working hours, irregular working hours”(26.1%), “Insufficient support from the working place” (21.2%), with protected regular employees. On the other hand, with temporally employees, “Own choice to become full-time house wife or mother” (48.1%), “ Due to bad health conditions, impossible to cooperate with child rearing”(19.0%)



# Major Findings from WLB report 2013

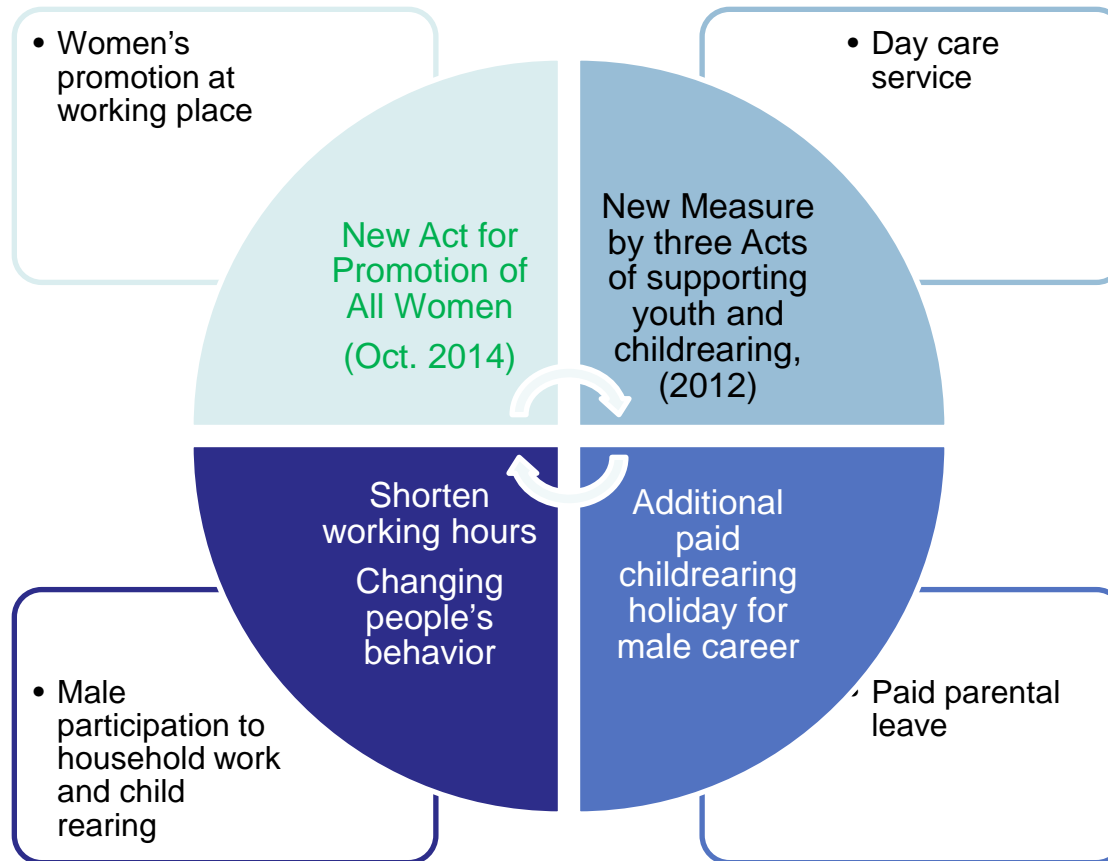
## ☑ **Men's participation to the household work and child rearing**

The average rate of parental leave assessment by male employees is very low 1.89% (2012). The reasons of not use are, “Negative atmosphere at the firm” (30.3%), “Too busy” (29.7%), “Having a full-time house wife”(29.4%)

Fathers with children under age of 6 spend **only 67 minutes per day** for housekeeping work and childrearing. Even at a double working household, **approximate 80% of husbands share no housekeeping work and 70% of them share no childrearing work at home.**

# “Japan Revitalization Strategy”

## Work Life Balance, Promotion of Women



# New Act for Promotion of All Women (Oct. 2014)

- New Policy Package ;

An individual woman is living in diversifying life-course.

1. Promotion of women in working place
2. Promotion of women who reentering work force
3. Improvement of working conditions
4. Promotion of women's working opportunity at different business sectors.

## The Basic Concept of the Growth Strategy and Low Fertility and Reconciliation of Work and Family Life

The new strategy known as ‘ABEnomix’ set a goal for the society of participation by all.

The Basic Concept of the Growth Strategy was announced in June 2013 as “Japan Revitalization Strategy”. There are three plans and “Industry Revitalization Plan” is one of them. Among the Plan, Promoting active participation by women is stated as underneath.

(Creating women-friendly work environments and restoring vitality to society) In particular, it is essential for the “power of women” – Japan’s greatest potential which had not been leveraged fully to date – to be fully utilized. This is critical from the standpoint of securing human resources who will support the new growth sectors amid concerns over the decreasing workforce population due to the declining birthrate and aging population.

# New Measures by three Acts of supporting youth and childrearing

- A part of revenue gain as a result of consumption tax rate up (5% to 8% to 10%) by 2015
- ◆ Approximate 700 billion yen + 300 billion yen from other tax = 1,000 billion yen

## New measures: Starting from April 2015

1. New type of daycare center with quality assurance
2. Improving Community daycare service, After school, counseling
3. the Elimination of Childcare waiting lists

## Improvement of Parental Leave Scheme for employees

|              | Started in 1995                    | Updated in 2000                     | Updated in 2007                     | Updated in 2009  |
|--------------|------------------------------------|-------------------------------------|-------------------------------------|------------------|
| Share to Pay | 25%                                | 40%                                 | 50%                                 | 50%              |
|              | 20% during leave, 5% when returned | 30% during leave, 10% when returned | 30% during leave, 20% when returned | 50% during leave |

Updated in 2009:

Additional 2 months leave are given if a father takes parental leave.

If a father takes maternity leaves within 8 weeks of child birth, he can also take parental leaves.

Male employees whose wives are not in labour force also can take parental leave.



第19回 厚生政策セミナー / The 19th IPSS Annual Seminar

# 多様化する女性の ライフコースと社会保障

*Women's Diversifying Life-Course Patterns and Social Security*

～人口減少社会を支え続ける**社会保障**の挑戦～

*- Social Security System for a Sustainable Society in the Era of Population Decline -*

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USTREAM

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