

Fig. 1-2-8

Efforts for implementing the Comprehensive Support System for Children and Childrearing

○ Programs using 0.7 trillion yen [all items are to be implemented from FY 2015]

- Improvement of employee assignment to 3-year-old children (20:1→15:1)
- Wage improvement for employees in private kindergartens/daycare centers and centers for early childhood education and care (3%)
- Employee assignment corresponding to authorized standard nursing hours
- Increase of training opportunities (twice a year)
- Strengthening of the small-scale daycare system
- Response to depreciation expenses and rents
- Improvement of After-school Children's Clubs

○ Programs using 0.3 trillion yen

- Wage improvement for employees in private kindergartens/daycare centers and centers for early childhood education and care (2%) (To be implemented from FY 2017)

Note: The items that are not yet implemented include employee assignment to one-year-old children (6:1→5:1) and to 4 to 5-year-old children (30:1→25:1) and care supporter assignment.

○ Other than the above

- Establishment of the work-and-childrearing balancing business (employer-driven-type) [implemented from FY 2016]

Source: Cabinet Office

Fig. 1-2-9

“Quantitative expansion” and “Qualitative improvement” for children and childrearing support (draft)

○ Items to be implemented with 0.7 trillion yen secured by the consumption tax hike, and items to be implemented with 1 trillion yen or more if an additional permanent financial resources of 0.3 trillion yen or more are secured (draft)

Required amount	Quantitative expansion	Qualitative improvement ※
	About 0.4 trillion yen	About 0.3 trillion yen to 0.6 trillion yen or more
Major contents	<ul style="list-style-type: none"> ● Quantitative expansion of centers for early childhood education and care, kindergartens, and regional nurseries Promotion of the Acceleration Plan for Elimination of Wait-listed Children 	<ul style="list-style-type: none"> ◎ Improvement of staff allocation for 3-year children (20:1→15:1) △ Employee assignment to one-year-old children (6:1→5:1) △ Employee assignment to 4 to 5-year-old children (30:1→25:1) ○ Staff of private nursing centers, nurseries, and centers for early childhood education and care Improvement of salary (3% to 5%) ◎ Strengthens the systems of small-scale nurseries ◎ Subsidies for depreciation, rent, etc.
	<ul style="list-style-type: none"> ● Quantitative expansion of regional children and childcare support services (regional childcare support bases, temporary care-giving services, After-school Children's Clubs, etc.) 	<ul style="list-style-type: none"> ○ Improvement of After-school Children's Clubs ○ Improvement of temporary childcare business ○ Promotion of user support services
	<ul style="list-style-type: none"> ● Quantitative expansion of social care 	<ul style="list-style-type: none"> ◎ Improvement of staff allocation criteria in orphanages ○ Promotion of homelike childcare environment of orphanage ○ Improvement of salaries of private orphanage staff

1. Quantitative expansion and qualitative improvement: Total About 0.7 trillion yen to about one trillion yen

*In the column of “qualitative improvement”, a mark ◎ means that all items are to be implemented with 0.7 trillion yen, a mark ○ means that part of items is to be implemented, and a mark △ means other items.

Source: Cabinet Office

2 Improvement of working conditions for nursery teachers

Based on the “Acceleration Plan for Elimination of Wait-listed Children,” the childcare facilities holding 314,000 children were secured in three years from FY 2013 to FY 2015, and more facilities holding 483,000 children are expected in five years up to FY 2017. Also, further 50,000 children will be accepted through an employer-provided-type business since FY 2016, the number totaling to about 530,000 by the end of FY 2017.

To secure nursery teachers corresponding to such an expansion, comprehensive measures, including 3%-up in their working conditions, are being implemented with the financial resources of the consumption tax.¹

“The Japan’s Plan for Dynamic Engagement of All Citizens” (Cabinet decision on June 2, 2016) shows comprehensive measures to create society in which people can work while rearing children. The

measures include securing and developing various human resources for necessary childcare; improving nursing teachers’ working conditions; mitigating their labor burdens; enhancing their productivity; and improving the environment in which they can work comfortably and safely.

Particularly, part of “the children and childrearing support quality enhancement” includes improving the working conditions to 2%-up, constructing the system for career-up, and paying additional 40,000 yen to skilled and experienced employees. (Figs. 1-2-10 and 1-2-11)

As a result of these efforts, all care staff’s salaries are to be raised from FY 2017 by 2% (about 6,000 yen a month), resulting in 10% improvement as a whole, including other improvements as recommended by the National Personnel Authority since FY 2013. (Fig. 1-2-12)

In addition to the uniform improvement, the career-up system has been introduced to appreciate care staff’s efforts and to make them have hope for the future according to skills and experience.

Fig. 1-2-10

Systems for improvement of working conditions according to skills and experience

1. Outline

- For nursery schools, which will construct a career path system, address improvement of employees' working conditions, and designate subhead nursing teachers and professional leaders (those benefitted with 40,000 yen per month [about 1/3 of all employees except for a director and a head nursing teacher], team leaders and division leaders (those benefitted with 5,000 yen per month [about 1/5 of all employees except for a director and a head nursing teacher], the expenditures needed for the improvement of working conditions through the career-up system will be paid in addition to the official rate. (Establishment of the add-up to the official rate)

2. Requirements

- Nursery schools shall make a wage improvement plan and report its fulfillment showing whether the added amount has been set aside to the wage improvement (same as the current add-up system for improvement of working conditions)
- Nursery schools shall officially announce the designees who are benefitted in the abovementioned system when constructing the career-up system.

<Those who are benefitted with 40,000 yen per month>	<Those who are benefitted with 5,000 yen per month>
<ul style="list-style-type: none"> Nursing experience is more than about seven years Attended more than four fields of the career-up training 	<ul style="list-style-type: none"> Nursing experience is more than about three years Attended the responsible field of the career-up training

*The requirement for years of experience is approximate, and can be decided based on the situations of each facility.
*The requirement for training is not imposed up to 2017, and decided based on the situation of attendance from 2018 onward.

- The wage increase shall be made in the form of monthly salaries including duty allowances.

3. Distribution methods to employees

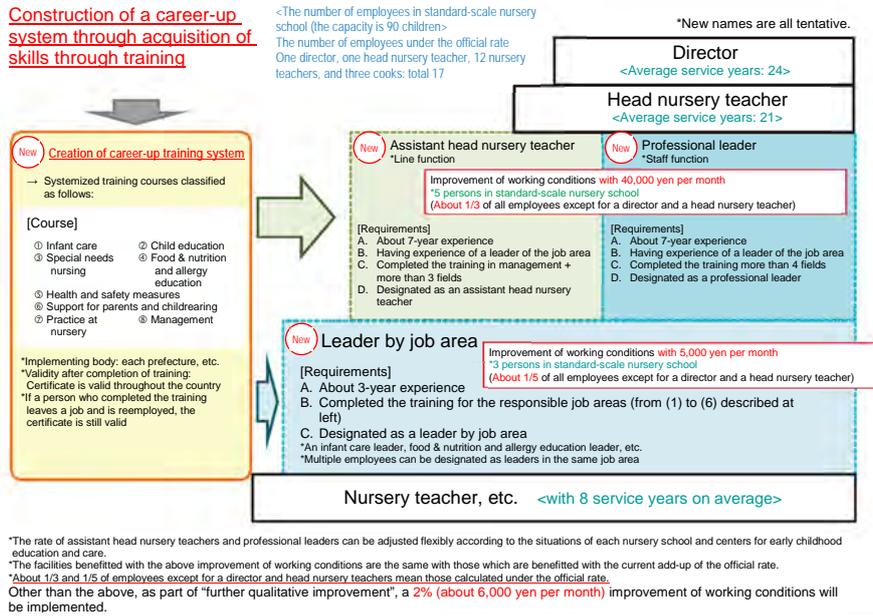
- Principally, the improvement of working conditions according to skills and experience is made through the payment of 40,000 yen per month or 5,000 yen per month. However, each of kindergartens and nursery schools can distribute 40,000 yen per month to other employees (except for a director) who have skills and experience with the director's decision (from more than 5,000 yen to less than 40,000 yen per month), based on their years of experience, skills and state of salaries.
- In the above case, the number of employees who receive 40,000 yen per month shall be at least 1/2 (the fractions rounded down) of those who receive 40,000 yen per month under the official rate.
- The distribution methods from 2018 will be discussed based on the employee's attendance to training.

Source: Cabinet Office

1 Refer to Part II Chapter 1 Section 1 “Reduce Wait-listed Children.”

Fig. 1-2-11

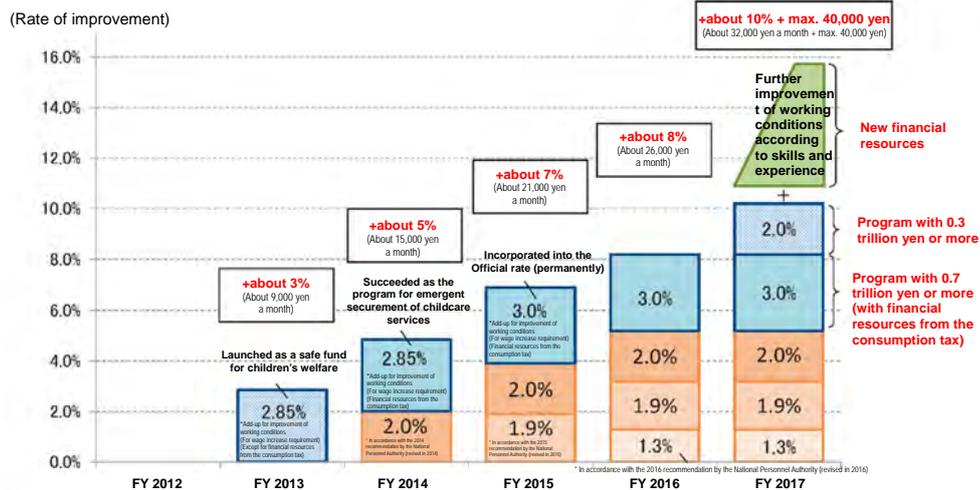
Systems for career-up and improvement of working conditions for nursery teachers (private)



Source: Cabinet Office

Fig. 1-2-12

Development of improvement of working conditions for nursery teachers (comparison with 2012)



*In 2013 and 2014, the add-up for improvement of working conditions (requirement for wage increase) was carried out under the Temporary Special Provisions Project for Nursery Teachers.
*The amount of salary increase per month in each year means the increase for nursery teachers based on the budget.

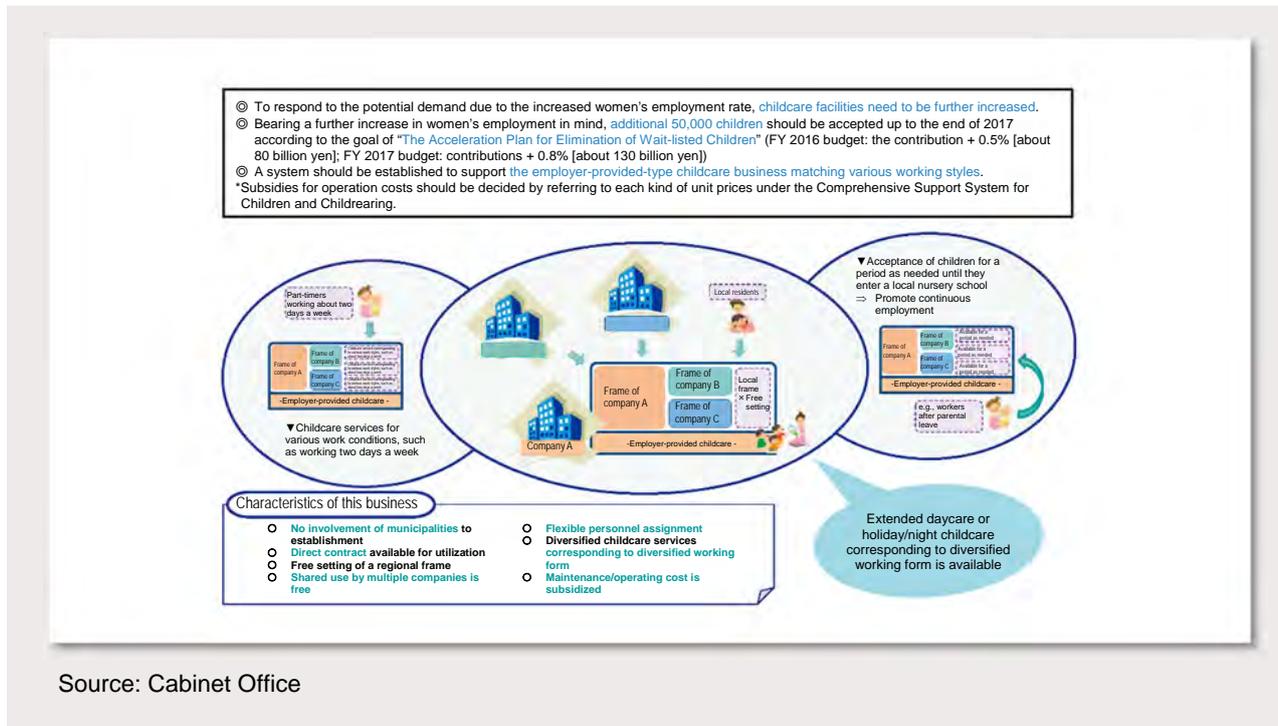
Source: Cabinet Office

3 Development of Employer-Provided-Type Childcare Business

To improve the children and childrearing support system by offering various childcare services according to diversified ways of working, the

employer-provided-type childcare business was newly launched on April 1, 2016 under the Act on Partial Amendment of the Act on Children and Childrearing Support (Act No. 65 of 2012). Such childcare facilities will hold 50,000 children over FY 2016 to FY 2017. (Fig. 1-2-13)

Fig. 1-2-13 Employer-provided-type childcare business (subsidies for business operating cost to balance of work and parenting)



Source: Cabinet Office

As a result of powerful PRs by MHLW in FY 2016, the childcare subsidy recipients were decided for 871 facilities (20,284 children) as of March 30, 2017.

On February 22, 2017, Osaka Prefecture held a forum of "Comprehensive Support System for Children and Childrearing," in which some examples of efforts were introduced by the companies promoting the employer-provided-type childcare business and the subsidy recipient companies.¹

FY 2017 budget implementation stipulates that the employer-provided-type childcare business shall promote the good working conditions of care staff, employment of childcare helpers, and crime prevention and traffic safety measures, which are equivalent to those of authorized daycare centers. Also, in FY 2017 tax system reform, a preferential taxation system for the employer-provided-type

childcare business was established, e.g., the base of taxation for five years after subsidized shall be within 1/3 to 2/3 of the ratio decided by the municipal ordinance by considering 1/2 of their prices; the base of taxation on the business office tax shall be 1/4; and the powdered skim milk for children shall be tax free, the same with those of authorized daycare centers. (Fig. 1-2-14)

In addition, the revised Act on the National Agency for the Advancement of Sports and Health, Independent Administrative Agency (Act No.162 of 2002) passed by the Diet stipulates that any accident (injury, disease, disability or death) caused in the employer-provided type childcare facilities shall be covered by Mutual Aid Disaster Insurance (medical expenses, disability allowance or death condolence allowance).

1 Refer to Topics "Let's open a nursery school for your employees."

Fig. 1-2-14 Tax Privilege to Promote Improving Childcare Facilities

1. Outline

As for fixed property taxes on fixed assets used for employer-provided-type childcare business, preferential measures for the base of taxation shall be taken, and as for fixed property taxes on the fixed assets used for small-scale childcare services (more than one to five children), exceptional measures for the base of taxation shall be reviewed.

2. Contents of system *○: tax free, X: taxation to all

Employer-provided-type childcare (Companies which are subsidized Apr. 1, 2017 to Mar. 31, 2019)		Family-type, home-visit-type or small-scale childcare business (more than one to five or less children)	
	Current	After revision	
Fixed property tax	X	The base of taxation is within 1/3 to 2/3 of the ratio decided by the municipal ordinance by considering 1/2 of their prices (note)	Fixed property tax The base of taxation is 1/2 of costs
City planning tax	X	The base of taxation is within 1/3 to 2/3 of the ratio decided by the municipal ordinance by considering 1/2 of their prices	City planning tax The base of taxation is 1/2 of costs
Office tax	X	The base of taxation is 1/4 of costs	Office tax
Tariff (skim milk for children)	X	○	Real estate acquisition tax The base of taxation is 1/2 of costs
			The base of taxation is within 1/3 to 2/3 of the ratio decided by the municipal ordinance by considering 1/2 of their prices (note)

(Note) Five-year-time-limit measures after subsidized

Source: Cabinet Office

Section 3 The Future Developed by Work-Style Reform (Special Edition)

1 Formulation of the Action Plan for Realization of Work Style Reform

“The Japan’s Plan for Dynamic Engagement of All Citizens” (decided on June 2, 2016 by the Cabinet), which defines working-style reform as the greatest challenge toward “a Society in which All Citizens are Dynamically Engaged,” stipulates that the Overtime Work Agreement (so called “36 Agreement”) shall be re-discussed. Therefore, a minister in charge of work style reform was appointed in September 2016, and the Council for the Realization of Work Style Reform chaired by the Prime Minister which consists of the Cabinet

ministers concerned and the leaders of labor and industry worlds was held. (Fig. 1-2-15)
 In accordance with the instructions by the Prime Minister, the members of the Council discussed the correction of long working hours: setting a upper limit on overtime work; improvement of non-regular workers’ working conditions toward equal pay for equal work,” flexible work-styles including telecommuting, side-job and moonlighting; improvement of the environment in which women and youths can play an active role; and the compatibility of work and disease treatment/childrearing/caregiving. Finally, “The Action Plan for Realization of Work Style Reform” (hereinafter referred to as “Action Plan”) was summarized in March 2017. (Fig. 1-2-16)

Fig. 1-2-15 Government move toward work-style reform

The figure shows a timeline of three key events:

- September 2, 2016:** Secretariat for Promoting the Realization of Work Style Reform was installed within the Cabinet Secretariat. A photo shows two men in suits. A quote below reads: "Let's eliminate the word 'irregular employment' and change the society that brags about long working hours."
- September 27, 2016:** The 1st meeting of the Council for the Realization of Work Style Reform was held. A photo shows a large meeting room. A quote below reads: "Speed and practice are important. Don't waste time! Let's follow through with a strong will."
- March 28, 2017:** The Action Plan for Realization of Work Style Reform was decided at the 10th meeting of the Council for the Realization of Work Style Reform. A photo shows several men in suits. A quote below reads: "I think the Action Plan for Realization of Work Style Reform is the first monumental step toward changing Japanese way of working."

A large blue arrow points from left to right across the bottom of the timeline.

Source: Cabinet Secretariat
 Photos courtesy of the Cabinet Public Relations Office

Fig. 1-2-16 Action Plan for Realization of Work-style Reform (structure)

The figure displays a structured list of 13 items:

1. The Significance of Work Style Reform from the Perspective of the Working People
2. Improvement in the Working Conditions of Non-regular Workers Such as by Providing Equal pay for Equal Work
3. An Increase in Wages and Improvement in Productivity
4. Improvement in Long Working Hours Including Introduction of a Regulatory Limit on Overtime Work
5. Promotion of Flexible Work Styles
6. Creation of an Environment Where it is Easy for Women and Young people to Play Active Roles such as Human Resource Cultivation
7. Facilitation of a Balance between Medical Treatment and Work
8. Facilitation of a Balance between Childcare, Nursing Care and Work, Employment of People with Disabilities
9. Supports for Career Change or Reemployment Opportunities to Industries with the Capacity to Absorb a Large Amount of Employment and Create High Added Value
10. Preparation of Education Providing Opportunities for All
11. Promotion of employment of the elderly
12. Acceptance of foreign workers
13. Roadmap toward the Future of 10 Years from Now

Source: Cabinet Secretariat

2

Basic concept of work style reform

The work style reform is intended to drastically change the labor system and corporate culture from the perspective of workers so that individual workers can have better future prospects. Now when the job market has been taking a favorable turn is the time for the labor, management and government (three pillars) to make efforts toward

work-style reform, by aiming that people can lead a rich life; the middle class expand; consumption be boosted; and more people have spiritually rich families. (Fig. 1-2-17)

This section describes the specific efforts to implement the plan by focusing on the correction of long working hours, improvement of non-regular workers' working conditions, equal pay for equal work, upper limit on working hours, penalty regulations to restrict overtime work, etc.

Fig. 1-2-17

The Significance of Work Style Reform from the Perspective of the Working People (basic concept)

- For Japan's economic revitalization, **the greatest challenge is work-style reform**: that is to say, **a drastic change of labor systems** and corporate culture from the perspective of workers so that **they can have better prospects for the future**.
- Only the work-style reform is **the best means to improve labor productivity**. By distributing the fruits from labor productivity to workers, "a positive circle of the growth and distribution" will be formed via wage hike and expansion of demand. Thus work-style reform is a social and economic issue.
- Now when the employment situation has been taking a favorable turn is the time for the labor, management and government to make efforts toward reform, so that people can lead a rich life, **the middle class expand; consumption be boosted; and more people have spiritually rich families**.

Socio-economic situations

- Four years of Abenomics have brought huge achievements.
 - ✓ The nominal GDP increased by 47 trillion yen, a 9% growth.
 - ✓ Across-the-board pay is increasing over four years consecutively
 - ✓ Jobs to applicants ratio rate is at a high-level for the first time in 25 years; exceeding 1.0 in all prefectures, the first in the history
 - ✓ Regular employment has been increasing for 26 months consecutively, exceeding the previous year.
 - ✓ The relative poverty rate has decreased; the rate of child poverty rate has turned to decline for the first time.
- On the other hand, the private demand, personal consumption and capital investments are recovering although sluggish.
- The bottleneck of economic growth is, in addition to the structural issue regarding population, a standstill productivity due to a lack of innovations and insufficient investments.
- To revitalize Japan's economy, it is needed to improve value-added productivity via more investments and innovations and to raise a labor force participation rate.
- We will be able to overcome the various issues associated with the declining birthrate and aging population by opening the way to the bright future where all citizens will be dynamically engaged.

Challenges lying in Japan's labor system and way of working

Disparity between regular and non-regular workers' working conditions

= makes non-regular workers feel that they are not treated fairly and equitably, depriving them of motivation to work.

Dispelling a word "non-regular"

If an unreasonable disparity between regular and non-regular workers is corrected, the latter will be convinced that their abilities are appreciated fairly. Their satisfying sense is important to induce motivation and will lead to higher labor productivity.

Long working hours

= This makes workers' health maintenance and taking a balance of work and family life difficult, and hampers women's career formation and men's participation in family work, resulting in a declining birthrate.

Changing the prevailing trend that long working hours are bragged and considered a general common sense

The correction of long working hours will lead to an improved work-and-life balance, and make women's and senior citizens' employment easier, resulting in an improved labor participation rate. The management should raise awareness of employees' work-style to heighten labor productivity per unit time (man-hour).

Japan's single-track-type career path

= It is difficult for workers to choose jobs matching their life stage.

Changing Japan's single-track-type career path

If a flexible labor market and corporate practice in which job-change is not disadvantageous are established, workers can choose a proper work-style to design a career. Their job-change and reemployment into value-added industries will contribute to Japan's productivity enhancement.

Source: Cabinet Secretariat

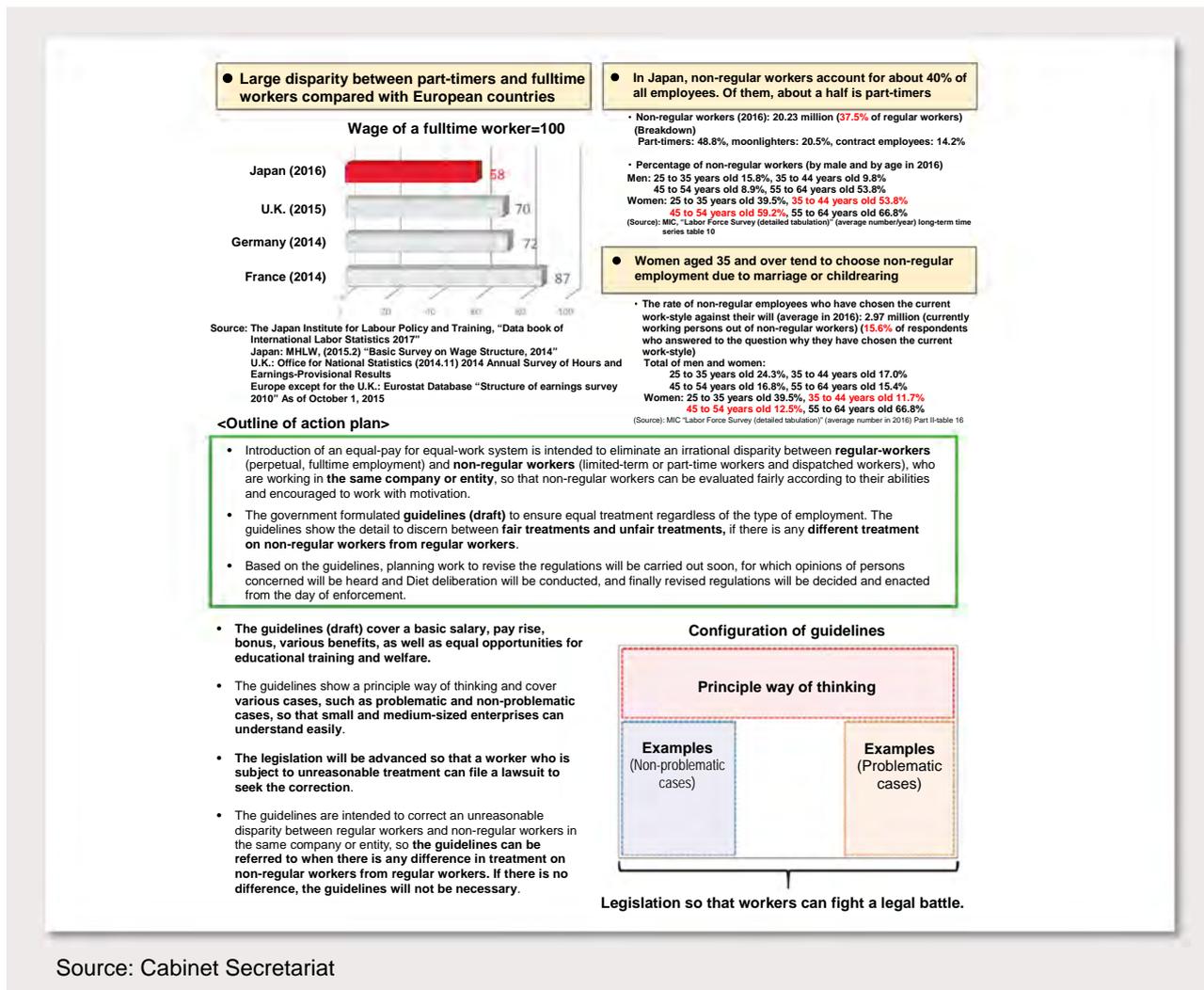
3 Improvement in the working conditions of non-regular workers such as by providing equal pay for equal work

In Japan, non-regular workers currently account for 40 percent of all employees. The rate has been reducing in these several years, but many women in their mid- 30s or over choose non-regular employment due to marriage or childrearing. Hence, it is necessary to improve their working conditions and expand women’s and youths’ choice of work style. It is also important to resolve the poverty problem of single-mothers and single women, who account for a higher rate of non-regular employment. Introduction of equal pay for equal work is intended to eliminate an irrational disparity between regular-workers (perpetual, fulltime employment) and non-regular workers (limited-term or part-time workers

and dispatched workers) in the same company or entity, so that the latter can be evaluated fairly according to the abilities and encouraged to work with motivation.

The government formulated guidelines (draft) on “equal pay for equal work” toward realization, which includes a basic salary, pay rise, bonus, various benefits, as well as equal opportunities for educational training and welfare, regardless of the type of employment. From now on, to ensure the effectiveness of the guidelines (draft), the government will revise the law and regulations, so that non-regular workers can go to court to seek a relief in a lawsuit. Specific instructions by the guidelines include revision of the regulations that become a basis on which a worker seeks a judicial decision; employer’s obligation to explain the contents of treatment to workers; procedures on alternative dispute resolutions; and about dispatched workers. (Fig. 1-2-18)

Fig. 1-2-18 Legislative system to ensure the effectiveness of equal pay for equal work and improvement of guidelines



Source: Cabinet Secretariat

4

Improvement in long working hours including introduction of a regulatory limit on overtime work

The action plan states a basic concept as follows: “Upper-limit restriction on long working hours is needed to promote the compatibility of work and childrearing. Not to mention the fact that workers’ health must be maintained, it is needed to raise man-hour productivity, improve a work-and-life balance, and change society in which women and senior citizens can work easily.” The plan also indicates the direction of the revision of law, based on labor-management cooperation of the Japanese Trade Union Confederation (hereinafter referred to as Rengo) and Japan Business Federation (hereinafter referred to as Keidanren).

This time revision of law includes the decisions that the notification by the Minister of Health, Labour and Welfare shall be upgraded to an act so as to have binding power to impose penalty, and that an upper-limit on overtime work shall be set even if there is a labor-management consent, in contrast to the conventional regulation that has permitted overtime work if there are extraordinary reasons. Specifically, overtime work shall be limited to 45 hours per month and 360 hours per year. As a special case, if there are extraordinary reasons and the labor-management concludes an agreement, overtime work shall be limited to 720 hours per year. And, in the case where an amount of business is temporarily accumulated, the upper-limit shall be imposed as follows: ① not exceeding 80 hours including holiday-work per month on 2 to 6 month average, ② not exceeding 100 hours including

holiday-work per single month, and ③ the special case beyond the above is permitted up to six times per year. (Fig. 1-2-19)

Also, based on a labor-management consent between Rengo and Keidanren to avoid overtime work as much as possible, further decisions have been made that new guidelines shall be included in Labor Standard Act to reduce working hours; government authorities shall give advice and guidance; Act on Special Measures for Improvement of Working Hours Arrangements shall be revised about “the interval regulations” in which workers are given a minimum amount of rest between working days; and a review meeting consisting the labor-management concerned shall be launched to disseminate the regulations. Besides the above, basic concepts have been summarized about: “improvement of the environment in which flexible work-styles can be taken,” “development of human resources and improvement of the environment in which women and youths can play an active role”; “compatibility of work and childrearing/caregiving and employment of people with disabilities”; “employment absorption capacity and support for job-change and reemployment to value-added industries”; and “improvement of educational environment in which everybody can get a chance.” (Figs. 1-2-20, 1-2-21, 1-2-22, and 1-2-23)

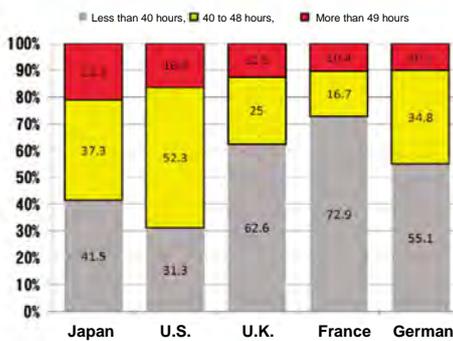
Toward the realization of work style reform, the 10-year action plan shows a roadmap over FY 2017 to FY 2026, detailing the measures and the time to be implemented, in order to promote in line with “The Japan’s Plan for Dynamic Engagement of All Citizens” and other government plans.

Fig. 1-2-19

Improvement in long working hours including introduction of a regulatory limit on overtime work

- The rate of workers who work more than 49 hours/week is 20% in Japan compared with 10% in European countries
- The rate of companies which have concluded “36 Agreement” is 55.2%
- The rate of small and medium-sized companies where workers work exceeding 80 hours/month (harmful to health) is 1.9% compared with 14.6% in large companies.

Ratio of workers who work long hours (average/week)



Source: The Japan Institute for Labour Policy and Training, “Data book of International Labor Statistics 2016”, ILO “ILOSTAT Database”

Situations of specially extended working hours under the 36 Agreement (all companies)

	The percentage of companies which have concluded the 36 Agreement (exceeding 40 hours/week)				
	Of the above, the percentage of companies where workers work more than 45 hours/month				
	Of the above, the percentage of companies where workers work more than 60 hours/month				
	Of the above, the percentage of companies where workers work more than 80 hours/month				
	Of the above, the percentage of companies where workers work more than 100 hours/month				
Total	55.2%	22.0%	16.2%	4.8%	1.2%
Large company	94.0%	57.7%	43.0%	14.6%	3.9%
Small and medium-sized company	43.4%	11.1%	8.0%	1.9%	0.4%

(Source) MHLW, “General survey on working hours in 2013”

(Note 1) A small-and-medium-sized company means a company in which the number of regular workers is less than 300.

(Note 2) The classification into large and small-and-medium-sized companies is based on the scale.

<Outline of the action plan>

- Working hours are longer in Japan than in European countries. Fulltime workers working hours have stayed almost the same for these 20 years. It is necessary to correct such long working hours to realize the compatibility of work and childrearing/caregiving. To this end, the revision of law is essential to specify the limit of overtime labor by imposing penalty so as not to exceed the 36-Agreement.
- Based on the labor-management consent between Rengo and Keidanren on the upper-limit on overtime work, the direction of revision of Labor Standard Act is as follows:

Concept on the revision of law

- In this revision of law, the current notification on the limit-standard shall be upgraded to an act so as to have binding power to impose penalty, and an upper-limit shall be set even when labor and management agree due to extraordinary reasons, for which limitless overtime work has conventionally been permitted.

Upper limit regulation on overtime work

- As a principle, the limit on the overtime work exceeding the standard 40 hours/week shall be 4 hours/month and 360 hours/year.
- As an exception, if there are extraordinary reasons, the limit on overtime work shall be 720 hours/year, which cannot be exceeded even if labor and management conclude an agreement.
- And, if the amount of work is temporarily accumulated within 720 hours, the upper limit shall be:
 - ① Within 80 hours including holiday-work per month on 2 to 6 month average
 - ② Within 100 hours including holiday-work per single month, and
 - ③ The exceptional cases beyond the above shall be permitted up to six times per year
- Based on the labor-management consent to avoid overtime work, new guidelines shall be included in Labor Standard Act to reduce working hours, and government authorities shall give advice and guidance to labor and management.

Measures against power harassment and for mental health

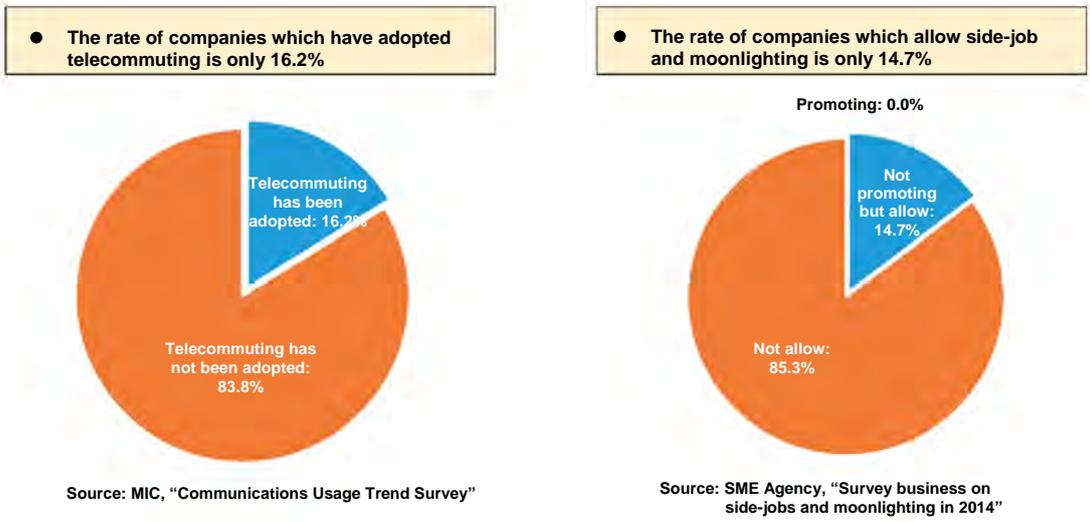
- What is required to companies is not only strict work-hour management but also improvement of the relationship between workers and bosses/coworkers.
 - ✓ The government should review the measures to prevent power-harassments along with the labor-management concerned.
 - ✓ The government should consider workers' mental health and set a new goal, based on the Act to Accelerate Moves for the Prevention of Karoshi.

Interval system

- The government should revise the Act on Special Measures for Improvement of Working Hours Arrangements, and impose obligations on companies to give employees a sufficient amount of rest between the closing time of the day before and the starting time of the day after.
- Establishment of an expert meeting including the labor-management concerned to promote the system
- Provision of subsidies to small and medium-sized companies which introduce the system, and publication of such good examples

Source: Cabinet Secretariat

Fig. 1-2-20 Promotion of flexible work styles



<Outline of the action plan>

- **Telecommuting is free from location or time constraints, enables the compatibility of work and childrearing/caregiving**, and makes various human resources exhibit their abilities. **Side-job and moonlighting** are effective for development of new techniques, open innovation, means for **venture business**, and **preparation for a career after retirement**.
- In contrast, the prevalence of these work-styles might **invite long working hours**, for which **it is needed to manage working hours**. The government should take effective policy means, such as establishing guidelines to expand flexible work-style.

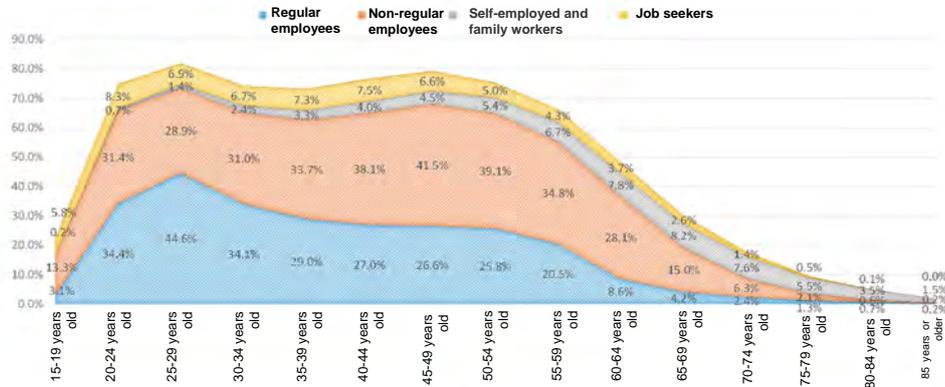
Reform of guidelines and support for adoption of employment-type telecommuting	Reform of guidelines on non-employment-type telecommuting and support for workers	Formulation of guidelines toward promoting side-job and moonlighting
<ul style="list-style-type: none"> • The guidelines on the employment-type telecommuting limited to homeworking should be revised to correct and manage long working hours. <ul style="list-style-type: none"> ✓ Not only homeworking but also satellite office and mobile working should be added. ✓ In order for companies not to hesitate introducing telecommuting, the guidelines should describe about a flextime system, and conditions of the resting interval/travel time and the deemed working hours outside workplace, etc. ✓ To prevent long working hours, measures for a limitation on late-night work and mail-dispatch at night and holiday should be advised. • The guidelines on security should also be revised. 	<ul style="list-style-type: none"> • Crowdsourcing and the way of working without employment contracts have been increasing. • It is needed to grasp the situations of such ways of working and to hold an expert meeting to discuss the need of legal protection for workers as long-medium-term measures. • The ongoing guidelines on non-employment-type telecommuting outsourcing through a direct contract between workers and outsourcers, not through a mediator, should be revised. <ul style="list-style-type: none"> ✓ Guidelines should show rules about a mediator's re-outsourcing of a job to a worker. ✓ Guidelines should set rules on mediators to prevent increasing troubles with crowdsourcing, such as outsourcing without a contract or a tentative delivery of a creative work. • Safety net and support for educational training for such workers should be considered. 	<ul style="list-style-type: none"> • Persons who want to have side-job/moonlighting are recently increasing, although a few companies allow such work. Such work-styles should be permitted and promoted while bearing worker's health in mind. • Guidelines on side-job and moonlighting should be formulated. <ul style="list-style-type: none"> ✓ Guidelines should state that companies cannot restrict side-job/moonlighting so far as a worker's primary job is not neglected and company's trust or credibility is not lost. ✓ Guidelines should include work modes and patterns chosen by workers and how a company manages such workers' working hours and health. • MHLW's Model of Employment Rules should be revised to allow side-job/moonlighting.

Source: Cabinet Secretariat

Fig. 1-2-21

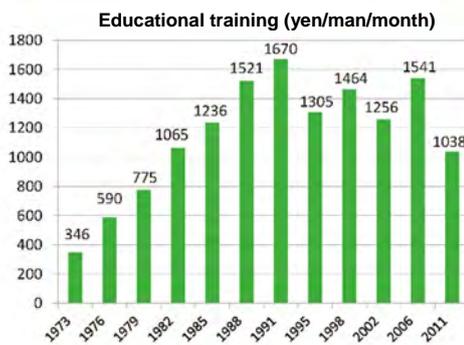
Creation of an Environment Where it is Easy for Women and Young People to Play Active Roles such as Human Resource Cultivation

- The M-shaped curve shows the improvement of women's reemployment after the childbirth. Once a fulltime female worker leaves the job, she is often compelled to choose non-regular or part-time employment.
- It is essential to improve the environment in which women can return to the same job by providing recurrent education and expanding a reemployment system.



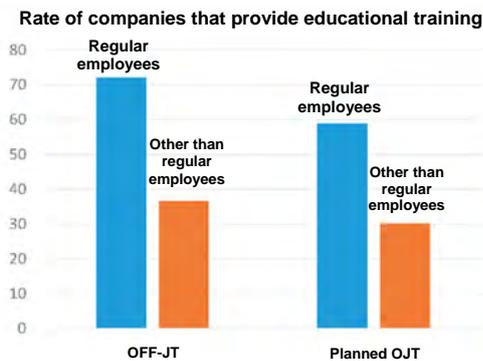
Source: MIC, "National employment status survey, 2012"

- Companies' educational training expenses are gradually decreasing



Source: Ministry of Labor, "Survey of Social Welfare Institution System for Workers," "General Survey on Wages and Working Hours System," and MHLW, "General Survey on Working Conditions" (extraction survey)

- Opportunities of skill development are fewer for non-regular workers than for regular workers.



Source: MHLW, "Basic Survey of Human Resources Development in FY 2015"

- It is needed to provide recurrent education in universities, etc. and to support reemployment so that a person can develop skills to perform a duty and easily choose a job matching his/her life stage. Because 'the fourth industrial revolution' with artificial intelligence (AI) urgently requires new skills, it is important to develop workers' skills satisfying the needs of industry and technological innovation.
- Also it is needed to promote women's activities, support the young generation who undergoes the employment ice age, and improve the environment for their activities, particularly for people who face a difficulty of balancing work and family life, or who worry about employment adjustment.

Support for re-education

- Revision of Unemployment Insurance Act and increase of benefit for professional education
 - ✓ Rate of benefit: max. 60%→70%
 - ✓ Upper limit: 480,000 yen/year→560,000 yen/year
 - ✓ Period of benefit receiving: four years after leaving a job for childrearing→up to 20 years* (Removal of the application procedures for extending benefit period, which were required within one month in the previous rule)
- Increase of opportunities for acquisition of various skills
 - ✓ Expansion of educational training, which workers can receive while leaving their child at a day-care center: universities' recurrent education courses of Saturday/Sunday, nights, e-learning, and short-hours for women should be set up and spread around Japan
 - ✓ Development and support for skill acquisition courses, such as high-level IT fields, for which demand is expected in the future.
 - ✓ Expansion of IT, childcare, caregiving training for persons who retired a long time ago
 - ✓ Development of human resources through professional skill education at school

Promotion of women's various activities

- Enhancement of an information disclosure system up to FY 2018 under the Act on Promotion of Women's Participation and Advancement in the Workplace, so that corporate information about women's participation is made public, such as working hours, acquisition of men's childcare leave, and a ratio of female managers.
- Improvement of the environment in which a person who wants to work can work without worrying about employment adjustment
 - ✓ Increase of the spousal tax deduction from 1.03 million yen to 1.50 million yen.
 - ✓ Review and expansion of the application of Employment Insurance to short-hour workers
 - ✓ Encourage companies to work on the issue of spouse allowance positively through serious discussion between labor and management
- Promotion of information disclosure by companies which have a reemployment system
 - ✓ Such a system should be mentioned in Hello Work's job offer slip
 - ✓ Such a system should be mentioned in the information disclosure column under Act on Promotion of Women's Participation and Advancement in the Workplace
 - ✓ Support for companies which are positively promoting reemployment

Activities of the employment ice age generation and youths

- Encouraging part-timers aged 35 or over, who frequently change jobs to turn into regular employees
 - ✓ Providing such workers with fair and equitable education opportunities under the same-pay for same-work system
 - ✓ Providing intensive support for such workers depending on their job history and vocational ability
- Providing high-school dropouts with learning consultations toward acquisition of a high-school-graduate qualification
- Revising the guidelines based on the Act for Employment Promotion etc. of Youth and providing youths with various recruitment selection opportunities, so that they can work in their desirable district
- Revising Employment Security Law to not accept job offer slips from the companies which frequently violate labor laws

(note) When action plan was decided, "Period of benefit receiving" was "up to 10 years," however, it changed to "up to 20 years."

Source: Cabinet Secretariat

Fig. 1-2-22

Facilitation of a Balance between Childcare, Nursing Care and Work, Employment of People with Disabilities

<Outline of the action plan>

- In addition to the efforts under “The Acceleration Plan for Elimination of Wait-listed Children,” and in light of the improvement efforts by local governments this April and after, **new plans for FY 2018 onward will be formulated.** According to the increase of childcare facilities, comprehensive measures will be taken to **secure necessary human resources. If a nursery school is not available for a child, the qualifying period of the childcare benefit will be prolonged until when the child becomes at least two years old** to ensure women’s continuous work after childbirth.
- Also, **to expand childcare facilities, comprehensive efforts will be made** to accept more than 0.5 million children up to the early 2020s. Care staff’s working conditions will be improved by securing human resources.
- **To promote men’s participation in childrearing and care,** every policy will be mobilized.
- **Employment support for people with disabilities will be promoted** so that they can be active in workplaces according to their wish and characteristics, and that society where working together with such persons is taken it for granted.

Improvement of childcare staff’s working conditions

- A career-up system will be established for childcare staff to build up their career according to skills and experience and the working conditions will be improved. All staff’s wage will be raised by 2% with FY 2017 budget, through which 10% improvement in total would be achieved after the administration change. Also, 5,000 yen/month will be added to the wage of staff with more than 3-year experience and 40,000 yen will be added to the wage of those with more than 7-year experience.
- To secure care staff, a base-up system based on experience will be established using FY 2017 budget for improvement equivalent to 10,000 yen/month. This program will realize a wage-up of 47,000 yen/month in total under the coalition of Liberal Democratic Party and Komeito.

Promotion of men’s participation in childrearing/care

- The childcare leave system will completely be reviewed and improved about an acquisition time and period in order to change the environment in which men can take a leave easily.
- The childrearing/care system will include a scheme under which an employer encourages a male worker to take a childcare leave/childrearing holidays.
- As for Act on Advancement of Measures to Support Raising Next-Generation Children, the criteria of “Kurumin” Certification for Childcare Support Company system will be upgraded. The act will be reviewed in FY 2017 to visualize the situation of male workers’ acquisition of childcare leaves, and further measures will be discussed to promote the acquisition by FY 2020.

Support for people with disabilities according to their wish and ability

- The employment quota for people with disabilities will be expanded.
- Assistance will be provided for people with disabilities to attend job exercises and to receive training to get know-how, for which knowledgeable company OBs will be dispatched.
- A system for employment of persons with developmental disorder or persons with such possibility will be constructed in cooperation with educational institutes, government agencies and companies so that they can receive training and support according to the characteristics of disorders.
- Home-working for people with disabilities will be promoted: outsourcing models and excellent outsourcers will be made public.
- Up-to-date prosthesis developed for people with disabilities will be disseminated to improve their professional life.

Source: Cabinet Secretariat

Fig. 1-2-23

Improvement of environment to provide everybody with equal educational opportunities

<Outline of the action plan>

- We will build a society where every child can have own **hopes for the future** and try hard toward own dreams, **regardless of economic status.** We must improve the quality of public education and improve an environment where **everyone can attend a high school, a specialized training college and a university, if one hopes to.**
- **Japan has ratified the International Covenants on Human Rights, which prescribes evolutionary realization of free higher education, and we will promote measures to ease economic burdens to encourage children to attend higher education while ensuring financial resources.** We will also enhance an educational environment to ensure children’s academic skills from the period of compulsory education.

- Establishment of a scholarship system: children in financial trouble who were grown up in an orphanage or foster home are prioritize Interest-free scholarship: the academic achievement criteria applied to children in low-income households will be abolished from this spring, and the scholarship will be provided all remaining eligible children.
- As for student loans, an income-linked-repayment system will be introduced, reducing the burden on students substantially. For persons who have started to repay, a repayment reduced system will be applied.

- As for preschool education, free education will be promoted with FY 2017 budget: for a low-income family, free education will be provided for the second child, in addition to the third and subsequent children. Thus, preschool education will be made gradually free by securing financial resources.
- The burden of education expenses will be reduced: support for compulsory education in national, prefectural and other public schools; provision of scholarship for high school students; and exemption of tuitions for university students.

Source: Cabinet Secretariat

Section 4

Promotion of Men's Participation in Housework and Childrearing based on Childcare Leave (Special Edition)

1 Introduction

Necessity of Men's Participation in Housework and Childrearing

There are various factors that hinder the realization of hopes for childbirth and childrearing. We think that the fact that men's participation in housework and childcare is small due to long hours work, etc., poses the problem for the declining birthrate.

As seen in Chapter 1, there is a gap between the desired number of children by married couples and the number they actually have, and their hopes are not realized (Fig. 1-1-11).

In addition, if we look at the relationship between hours spent by husbands on housework and childcare on their holidays and the birthrate after the second child, there is a positive relationship between them (Fig. 1-1-14). However, the time husbands in Japan dedicate to housework and childcare is 67 minutes per day on an average. This contrasts considerably with that of their wives and is the lowest among developed countries (Fig. 1-1-15).

It is primarily positive for men themselves that they participate in housework and childcare with a sense of ownership. They can watch the daily growth of their children through childrearing and feel that their happiness improves. In addition, men can become to acquire viewpoint of living people and economic sense and see the world from various perspectives. They can expect that their ties with the families will be deepened through their involvement in housework and childcare in a cooperative manner¹.

In addition, the number of dual income households is 1.7 times the number of fulltime homemaker

households² (Fig. 1-2-47), the employment rate of women with small children exceeds 70%³, and the percentage of women who continue working after the first child exceeds 50% (Fig. 1-1-13). More than 80% of childrearing families are nuclear families⁴, and we think that the number of families where the burden of housework and childcare is carried only by women is increasing. If men share their responsibilities at home with women, the hurdles for women to participate in society will be lowered accordingly. Therefore, it is important for men to participate in housework and childcare from the perspective of women's active role in society as well¹.

In order to help men and women to balance work and childcare, childcare leave and time off for child nursing care is institutionalized in Japan (Article 5 and Article 16-2 of the Act on the Welfare of Workers Who Take Care of Children or Other Family Members Including Child Care and Family Care Leave (Act No. 76 of 1991, hereinafter referred to as "Child Care and Family Care Leave Act"). However, as we see later, the rate of use by men remains at low levels.

Under such circumstances, to start with, under the idea of providing an opportunity for men to get actively involved in housework and childcare by taking leave even for a short period of time immediately after the child's birth and increasing time to spend with children and families, the Outline of Measures against the Declining Birthrate (decided by the Cabinet on March 20, 2015) sets the numerical target of the rate of taking leave by men immediately after spouse giving birth of 80%⁵ with a view to encouraging men to take leave immediately after spouse giving birth⁶.

1 Refer to "Issues and policies for change in men's lifestyle and attitude – Men's participation in housework and childcare for a new future" (Gender Equality Planning and Coordination Council in March 2017 / Expert examination committee on Change in men's lifestyle and attitude).

2 A household consisting of a male employee and an unemployed wife

3 The employment rate of women aged 25 to 44 in 2016 was 72.7% (Ministry of Internal Affairs and Communications' Labour Force Survey (Basic Total)).

4 Of the households with children in 2015, the proportion of nuclear family households is 80.9% (Ministry of Health, Labour and Welfare "Summary Report of Comprehensive Survey of Living Conditions 2015").

5 It is aimed to increase the percentage of men who acquires half a day or more than one day off (annual paid leave, special leave related to spousal birth, childcare leave, etc.) within 2 months after spouse giving birth to 80% a year in 2020.

6 Incidentally, according to "The Action Plan for Realization of Work Style Reform" (decided on March 28, 2017 by the Council for the Realization of Work Style Reform), "such work environment where all national government male employees take "men's maternity leave" as a matter of factly before and after their wife giving birth. In addition, private companies are encouraged to promote their male employees to take "men's maternity leave."

In this section, after discussing the situation of men taking leave for childcare leave and time off for child nursing care as well as the situation of men taking leave immediately after spouse giving birth, we will delve into the factors in workplace and households that boost men to take childcare leave and participate in housework and childcare based on an analysis of the results of “Research and Survey Services for Understanding Actual Condition of Men Taking Leave Immediately after Spouse Giving Birth” conducted mainly in 2016 on commission of the Cabinet Office (hereinafter referred to as “Commissioned Survey 2016,” Fig. 1-2-24).

We will describe the composition of this section in order of sequence below.

In 2 Current Situation of Taking Leave for Childrearing, we will take an overview of the rate of use of men taking leave for childrearing by looking at childcare leave, time off for child nursing

care, and leave immediately after spouse giving birth.

In 3 Workplace Friendly to Childcare Leave, we will discuss workplace conditions that allow men to take leave easily by clarifying the characteristics of the workplaces of leave takers and non-leave takers.

In 4 Relationship between Households and Childcare Leave, we will discuss factors that are required for encouraging men to take leave and participate in housework and childcare, not only by clarifying the characteristics of the households of leave takers and non-leave takers, but also by delving into the attitude of men and women behind the motives for men taking leave.

Finally, **in 5 Summary**, we will summarize the whole context to discuss important points for encouraging men to take leave for childrearing. In addition, we will describe the influence of the workplace and households on childcare leave and introduce ways of taking leave more effectively.

Fig. 1-2-24 Outline of “Commissioned Survey 2016”

Project name:	“Research and Survey Services for Understanding Actual Condition of Men Taking Leave Immediately after Spouse Giving Birth,” a survey research conducted on commission of the Cabinet Office
Purpose of the survey:	To clarify the actual situation of men who took leave within 2 months after spouse giving birth in 2015 and matters required for encouraging men to take leave.
Survey method:	The survey was entrusted to INTAGE RESEARCH Inc. and the internet monitors registered with the company were asked to reply to the survey.
Survey period:	September 8 to 12, 2016
Survey range:	Across Japan
Number of responses:	1,118 samples (on the basis of the understanding of the ratio of married men to whom a child was born in 2015 by type of industry and employment size from the monitors registered with the commissioned company adjusted to the composition ratio of census results (prefectures, gender and age), a population of “married male employees to whom a child was born in 2015” was prepared in accordance with the composition ratio of industry and employment size of the Employment Structure Basic Survey (Statics Bureau of MIC). Of men who live with the child born in 2015, who were extracted randomly according to the proportion of this population composition, men who provided reply.)

* In this survey, we divided the periods of time within two months after spouse giving birth into three periods consisting of ①“day of giving birth,” ②“the next day after giving birth to the discharge day from hospital” and ③“the discharge day from hospital to 2 months after giving birth,” in order to check the situation of men taking leave by each period.

2 Current Situation of Taking Leave for Childrearing

Leave or holidays taken by Japanese men for childrearing purposes include childcare leave, time off for child nursing care and annual paid leave as well as special leave related to spouse giving birth (hereinafter referred to as “spouse maternity leave¹”). To begin with, we will look at the actual situation of men taking leave for the occasion

(1) Childcare Leave

A. 3.16 % of men took childcare leave

3.16 percent of men took childcare leave² in FY 2016 (81.8 % of women)³.

“Less than 5 days” is the largest, as the number of days taken (this number accounts for 56.9% of the leave-takers in FY 2015), and 80% of childcare leave takers take leave for less than 1 month⁴.

Incidentally, 5.5% of national government male employees (permanent staff of Ministry of Defense staff in special service and regular government staff excluding agencies engaged in administrative

execution) took childcare leave in FY 2015. The average leave period was 2.6 months and 59.6% of leave takers took leave for “less than one month.”⁵ Half or more of the leave takers (54.8 % of respondents) took the leave in the month when the spouse gave birth (analysis⁶ of the Cabinet Office Economic and Social Research Institute published in March 2017) (hereinafter referred to as “2017 Cabinet Office Economic and Social Research Institute Analysis”)

B. 30% of men wish to take childcare leave

According to the “Global Attitude Survey Report⁷ on Society with Declining Birthrate in FY 2015” conducted by the Cabinet Office in FY 2015 (hereinafter referred to as “FY 2015 Global Attitude Survey”), 30% of men with children responded that “they wished to take childcare leave for a month or longer when their spouse or partner gave birth.” However, only around 3% of men take childcare leave and we think that there is a gap between their intention and the actual situation.

1 A special leave other than the annual paid leave that is given to male workers to accompany their spouse for her hospitalization or discharge from hospital when giving birth, which is stipulated in employment rules of the workplace. There are cases in which such leave is not available.

2 Childcare leave is a leave which allows a worker who raises a child of less than 1 year old to take leave for raising the child for a continued period until the child reaches 1 year old in principle by putting forward a request to the business operator. The operator is not allowed to refuse the request on the ground of business. (Articles 5 and 6 of the Child Care and Family Care Leave Act)

3 Basic Survey of Gender Equality in Employment Management of FY 2016 (Ministry of Health, Labour and Welfare)

4 Basic Survey of Gender Equality in Employment Management of FY 2015 (Ministry of Health, Labour and Welfare)

5 “Follow-up on the status of promotion of national government female employees and taking status of childcare leave etc. of national government employees” Cabinet Secretariat/Cabinet Personnel Bureau (2016)

6 Economic and Social Research Institute of the Cabinet Office “Influence of men taking childcare leave on their work style, participation in housework and childcare, marital relations, etc.” (March 2017) http://www.esri.go.jp/jp/archive/new_wp/new_wp040/new_wp039.pdf

7 “Global Attitude Survey Report on Society with Declining Birthrate” conducted in FY 2015 (The Children and Childrearing Administration, Cabinet Office)

Declining birthrates are common problems in developed countries and in order to compare and analyze the factors behind the phenomenon and measures and understand the characteristics of the phenomenon in Japan, the Cabinet Office conducts global attitude survey every 5 years. In FY 2015, the survey was conducted to men and women from 20 to 49 years old of Japan, France, Sweden and the UK on “mating,” “marriage,” “childbirth,” “childrearing,” “work-life balance” and others.
<http://www8.cao.go.jp/shoushi/shoushika/research/h27/zentai-pdf/index.html>

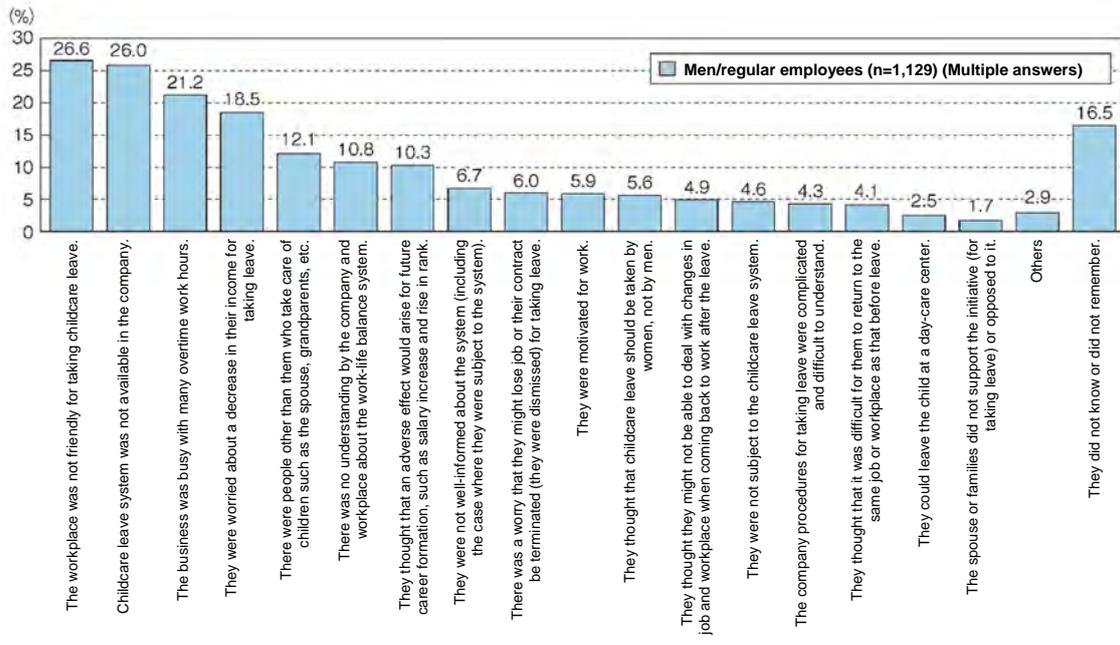
C. Why childcare leave was not taken?

As the reasons why men/regular workers did not take childcare leave, they cited “the workplace was not friendly for their taking childcare leave” (26.6%), “childcare leave system was not available

in the company” (26.0%) and “the business was busy with many overtime work hours” (21.2%). Many reasons were related to work environment. (Fig. 1-2-25)

Fig. 1-2-25

Reasons why childcare leave was not taken (Multiple answers) Men/regular workers



Source: Prepared by the Cabinet Office by extracting from “Report on survey research for understanding the actual situation of work-life balance for FY 2015 – Results of Questionnaire survey to workers,” a survey commissioned by the Ministry of Health, Labour and Welfare

* Survey targeted at men/regular employees (1,500 regular employees whose youngest child is 3 years old or younger)

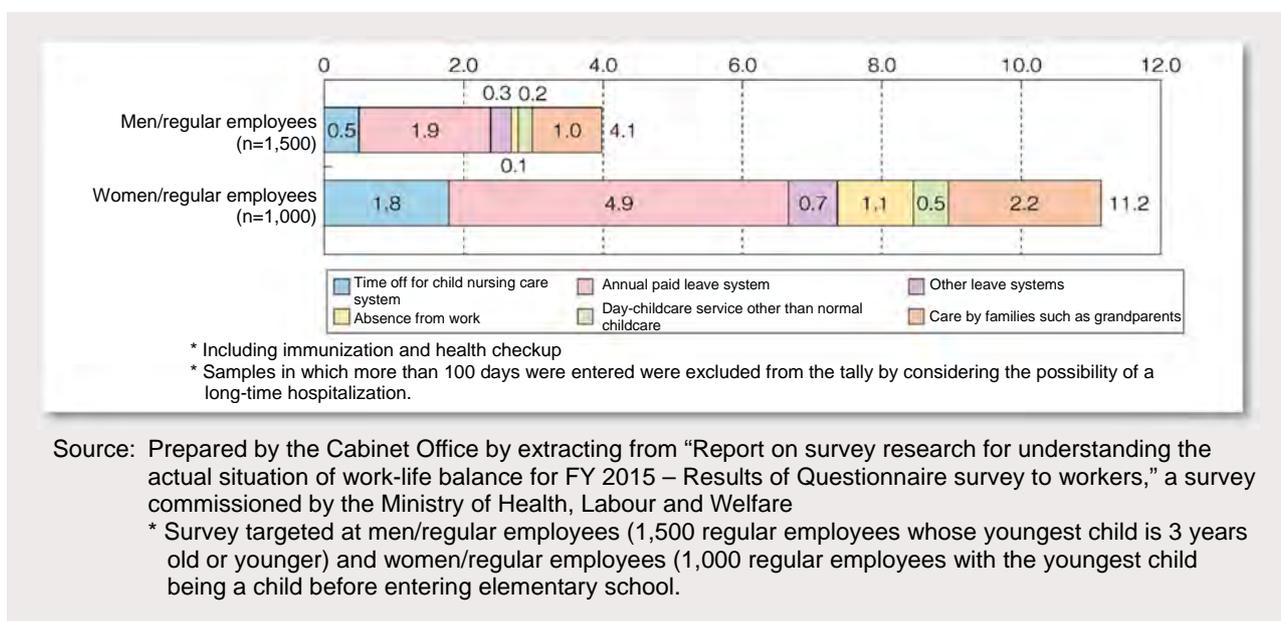
(2) Time off for child nursing care

A. 5.2 % of men took time off for child nursing care

We asked men/regular workers with a child of 3 years old or younger about the number of days that they took leave or left the child at a day-care center in the past one year due to his/her sickness or injury (not limited to the use of the off for child nursing care¹ and the average number of days was 4.1 days (11.2 days in the case of women Fig. 1-2-26). Although both men and women spare time for

dealing with sick child, there is a clear difference between men and women in time they spare. Only 5.2% of men (not limited to regular workers) took time off for child nursing care in FY 2014 (25.3% in the case of women, not limited to regular workers)². Whereas both men and women spare time for dealing with sick child, we can see that the time off for child nursing care is not frequently used.

Fig. 1-2-26 Use of leave and day-care center when a child is sick - Average number of days used per year (answers in number) (days)



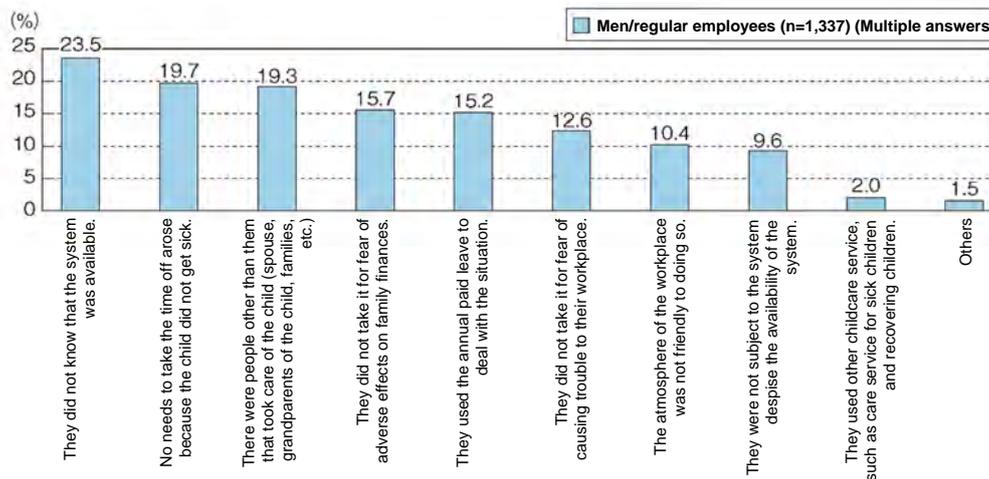
1 Time Off for child nursing care is a leave that allows a worker with a child before entering elementary school to take leave to take care of the sick or injured child for up to 5 days per year by submitting a petition. A worker with 2 children before entering elementary school can take a maximum of 10 days per year. The business operator is not allowed to refuse the petition for time off for sick/injured childcare on the grounds of business (Article 16-2 and -3 of the Child Care and Family Care Leave Act)
 2 Basic Survey of Gender Equality in Employment Management of FY 2014 (Ministry of Health, Labour and Welfare)

B. Why the time off for child nursing care was not taken?

The biggest reason why men/regular workers did not use the system was that “they did not know that the system was available” (23.5%). (Fig. 1-2-27)

Fig. 1-2-27

Reasons why the time off for child nursing care was not taken - (Multiple answers) Men/regular workers



Source: Prepared by the Cabinet Office by extracting from “Report on survey research for understanding the actual situation of work-life balance for FY 2015 – Results of Questionnaire survey to workers,” a survey commissioned by the Ministry of Health, Labour and Welfare
 *Survey targeted at men/regular employees (1,500 regular employees whose youngest child is 3 years old or younger)

As described in (1) and (2) above, the percentage of men taking childcare leave and time off for child nursing care is lower than women. In addition, despite the fact that both systems are legally available and the business operator to whom a petition is submitted is not allowed to refuse it, we find that “childcare leave system was not available in the company” (childcare leave) and “they did not know that the system was available” (time off for child nursing care) are in high rank as reasons for not taking leave, we think that one of the reasons why the percentage is not high is that the system is not well known.

In the circumstances, the Cabinet Office promotes the “Sankyu Papa Project” whereby men take a half day leave or a leave for a day or longer (annual paid leave, leave for spouse giving birth, childcare leave, etc.) within 2 months after the spouse giving birth in order to urge men to take childcare leave even for a short period of time and get actively involved in housework and childcare to increase time spent with a new-born baby and the family.

Hereinafter, we will take a look at the current situation of men taking leave immediately after spouse giving birth.

(3) Men taking leave immediately after spouse giving birth.

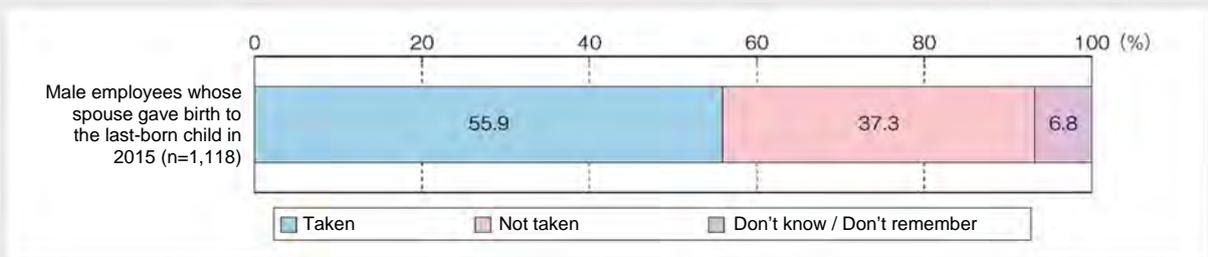
A. 55.9% of men take leave.

According to the commissioned survey in 2016, 55.9% of men who became fathers in 2015 took

leave immediately after spouse giving birth. (Fig. 1-2-28)

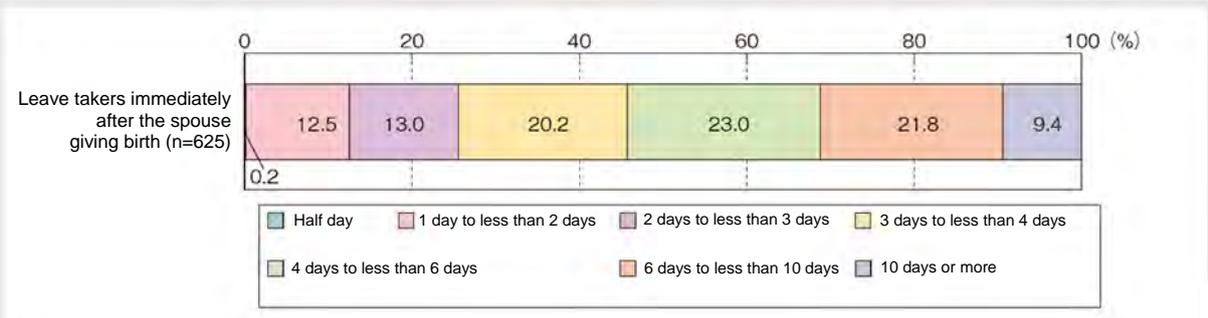
A total of 4 days to less than 6 days is the largest as the total number of days of leave taken. (Fig. 1-2-29)

Fig. 1-2-28 Percentage of leave taken



Source: “Survey research for understanding the actual situation of men taking leave immediately after the spouse giving birth,” commissioned survey by the Cabinet Office (2016)

Fig. 1-2-29 Total number of days of leave taken



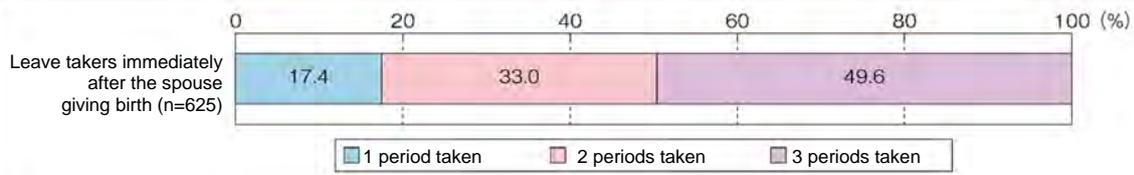
Source: “Survey research for understanding the actual situation of men taking leave immediately after the spouse giving birth,” commissioned survey by the Cabinet Office (2016)

In terms of when leave was taken, leave was taken in the largest number on the “day of birth” (taken by 84.8 % of leave takers) of the three periods of “the day of giving birth,” “the next day after giving birth to the discharge day from hospital” and “the discharge day from hospital to 2 months after giving birth,” followed by the next day after birth to the discharge day from hospital (taken by 77.6 % of leave takers) and the discharge day from hospital to 2 months after giving birth (taken by 69.8 % of leave takers)¹.

The number of men who took leave in all the periods above is the largest with 49.6% followed by men who took leave in two periods (33.0%), while the percentage of men who took leave in two periods was 82.6 %. (Fig. 1-2-30) In addition, 1 day to less than 2 days is the largest of the days of leave taken in each period (Fig. 1-2-31). When considering the fact that the total number of days taken by about 70 % of leave-takers is less than 6 days. (Fig. 1-2-29), it is highly probable that they took leave in more than 2 periods despite that the days were not successive.

1 Commissioned Survey 2016

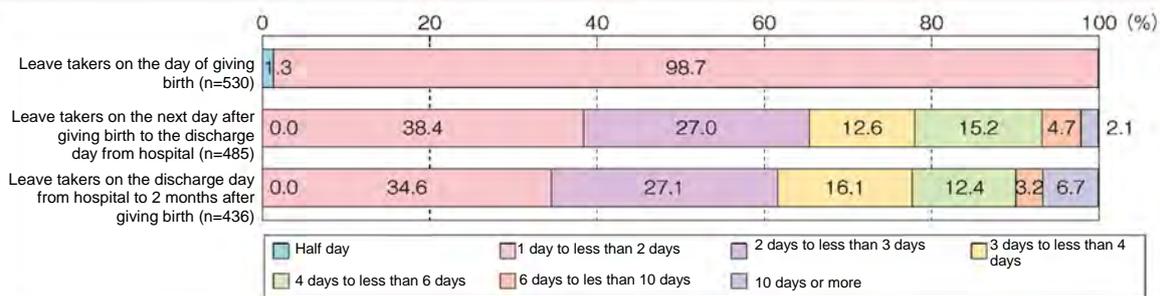
Fig. 1-2-30 Number of periods of leave taken



*The largest period of leave taken after the spouse giving birth was three (the day of giving birth, the next day after giving birth to the discharge day from hospital and the discharge day from hospital to 2 months after giving birth).

Source: "Survey research for understanding the actual situation of men taking leave immediately after the spouse giving birth," commissioned survey by the Cabinet Office (2016)

Fig. 1-2-31 Days of leave taken in each period

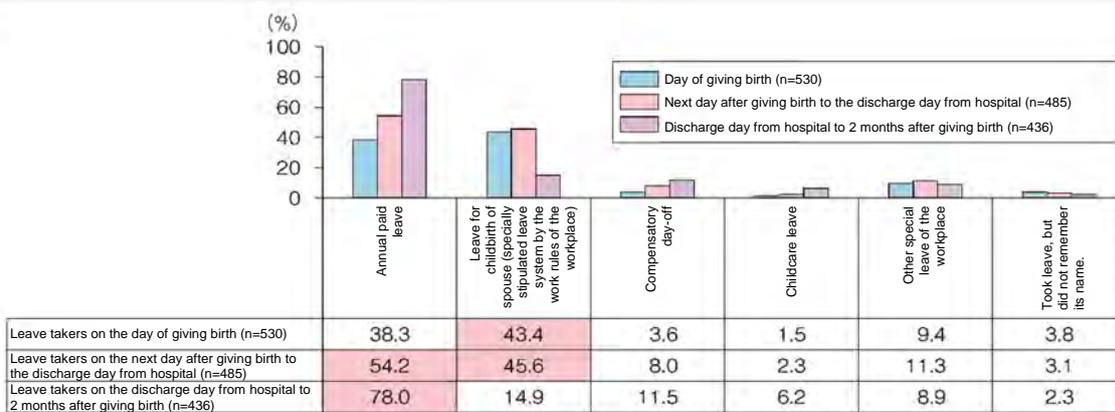


Source: "Survey research for understanding the actual situation of men taking leave immediately after the spouse giving birth," commissioned survey by the Cabinet Office (2016)

The percentage of men who were satisfied with taking leave was high (the total percentage between "very good" + "rather good" being 95.0 %) and the degree of satisfaction of men who took leave in more than 2 periods was higher (the total percentage between "very good" + "rather good" being 91.1% in leave takers in one period, 93.4% in leave takers in two periods and 97.3% in leave takers in three periods) ¹.

If we look at the systems used for taking leave, the "leave for childbirth of spouse" (this was used by 43.4 % of leave takers on the day of giving birth and 45.6 % on the next day after giving birth to the discharge day from hospital) and the "annual paid leave" (this was used by 54.2 % of leave takers on the next day after giving birth to the discharge day from hospital and 78.0 % on the discharge day from hospital to 2 months after giving birth. (Fig.1-2-32)

Fig. 1-2-32 Types of leave used in each period



Source: "Survey research for understanding the actual situation of men taking leave immediately after the spouse giving birth," commissioned survey by the Cabinet Office (2016)

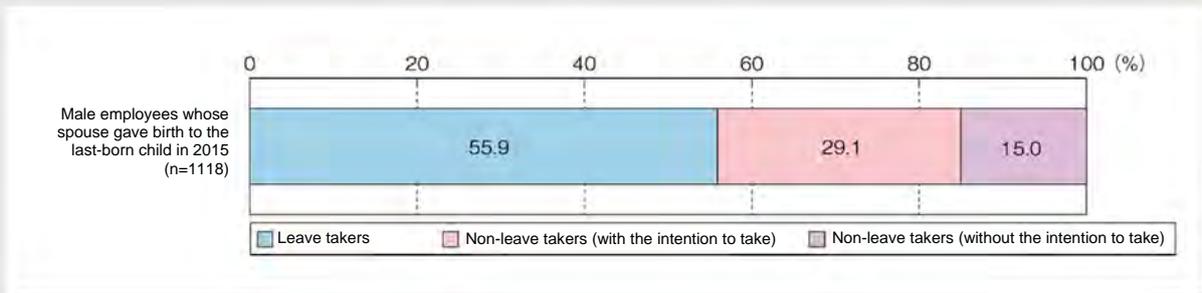
B. 29.1% of men did not take leave despite wishing to do so.

29.1% of men who became father in 2015 did not take leave despite wishing to do so. There is a gap

between the ratio of intention to take leave and the realized ratio. Incidentally, 15% of men did not have the intention to take leave and actually did not take it. (Fig. 1-2-33)

Fig. 1-2-33

Percentage of leave takers and non-leave takers (presence or absence of intention to take leave)



Source: "Survey research for understanding the actual situation of men taking leave immediately after the spouse giving birth," commissioned survey by the Cabinet Office (2016)

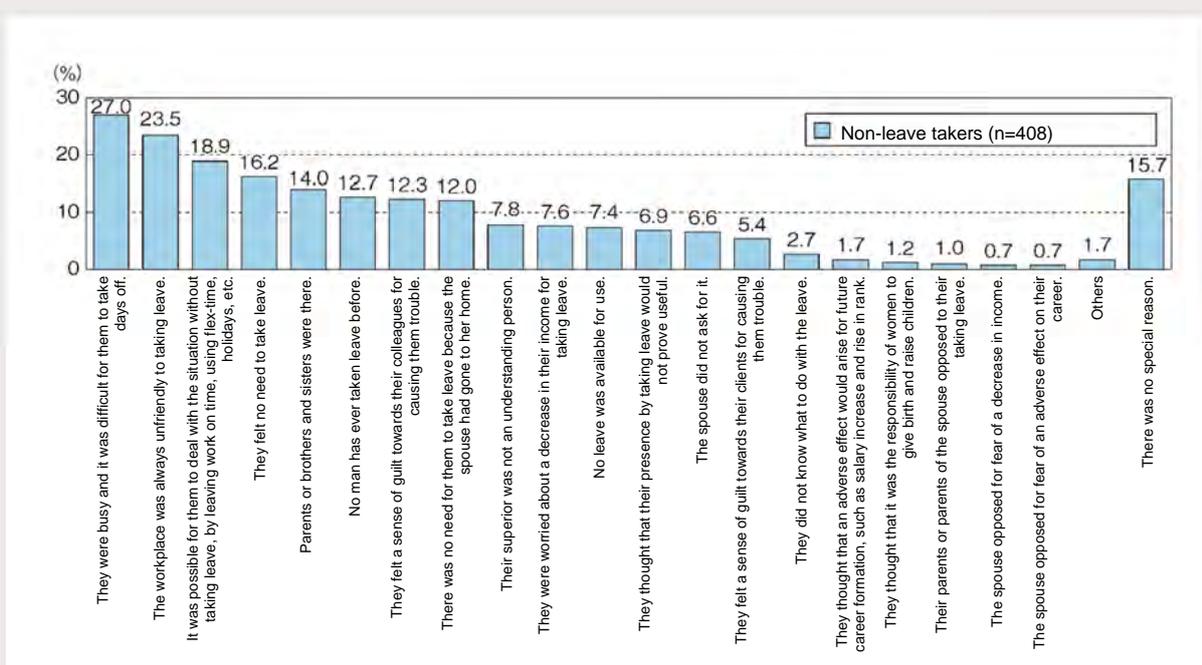
C. Reasons why leave was not taken

When asked why leave was not taken, reasons such as "they were busy and it was difficult for them to take days off" (27.0%) and "the workplace was

always unfriendly to taking leave" (23.5%) were given. Reasons related to work environment were ranked in high positions. (Fig. 1-2-34)

Fig. 1-2-34

Reasons why leave was not taken (Multiple answers)



Source: "Survey research for understanding the actual situation of men taking leave immediately after the spouse giving birth," commissioned survey by the Cabinet Office (2016)

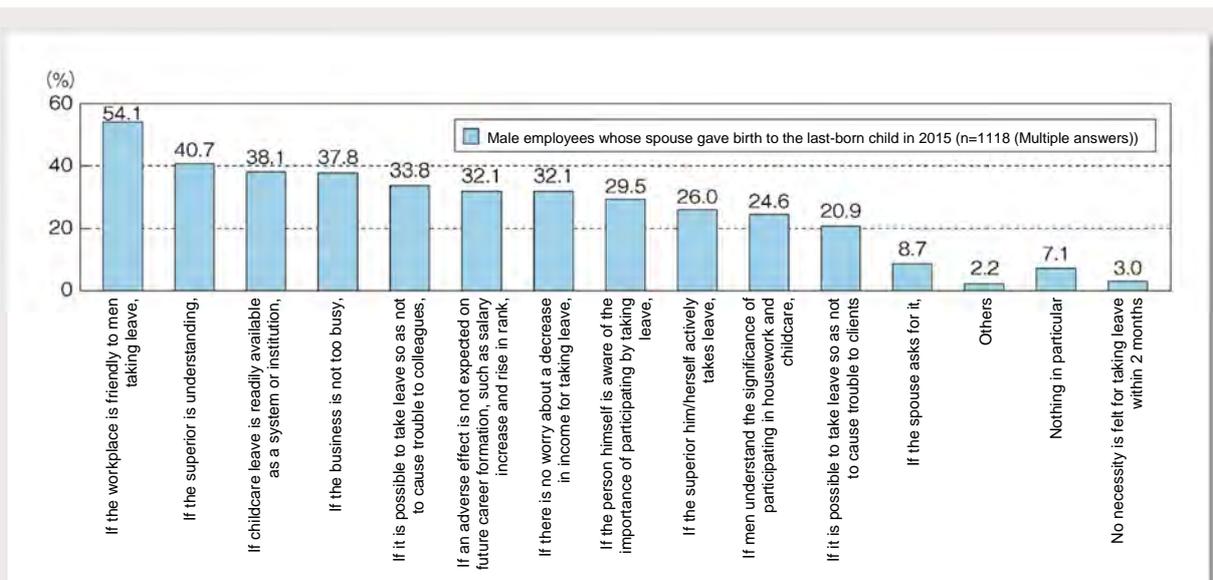
3 Workplace which is friendly to employees in taking childcare leave

From here onwards, we will discuss workplace which is friendly to employees for taking leave based on the characteristics of the workplaces of leave takers and non-leave takers immediately after spouse giving birth elucidated in the “Commissioned Survey 2016.”

(1) What is required for encouraging men to take leave immediately after spouse giving birth?

When asked about what is required for encouraging men to take leave immediately after spouse giving birth in the “Commissioned Survey 2016,” the largest number of men replied “if the workplace is friendly to men taking leave” (54.1 % of respondents), followed by answers related to the workplace. (Fig. 1-2-35)

Fig. 1-2-35 What is required for taking leave? (Multiple answers)



Source: “Survey research for understanding the actual situation of men taking leave immediately after the spouse giving birth,” commissioned survey by the Cabinet Office (2016)

(2) Characteristics of the workplace environment of leave takers

A. System or Institution (Spouse Maternity Leave System)

As described in (2 · (3) A, Fig. 1-2-32) above, according to the “Commissioned Survey 2016,” leave takers who took advantage of a spouse maternity leave system¹ in order to take leave

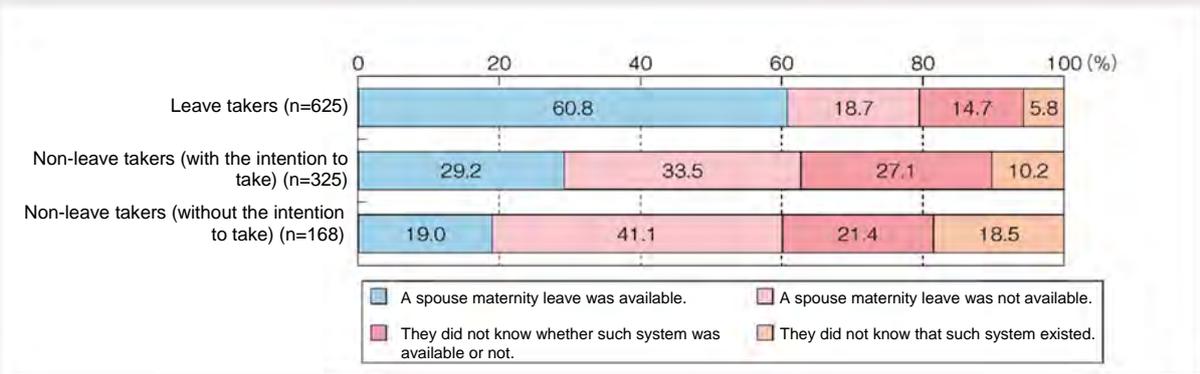
immediately after spouse giving birth responded that “a spouse maternity leave system was available” in the workplace in a higher proportion than non-leave takers. (Fig. 1-2-36)

In light of this result, we can see that it is easier to take leave when a system to encourage spouse maternity leave is available in the workplace².

1 A special leave other than the annual paid system that is given to male workers to allow them to accompany the spouse for her hospitalization and discharge as well as other matters when the spouse gives birth. This is stipulated in employment rules etc. However, there are business establishments in which such system is not provided. (reproduced)

2 The Act on Partial Amendment of the Employment Insurance Act (Act No. 14 of 2017) enacted on March 31, 2017 obligates business operators as from October 1, 2017 to make best efforts to newly establish childcare leave. This “childcare leave” specifically means a spouse maternity leave.

Fig. 1-2-36 Development status of spouse maternity leave system at the workplace when the youngest child was born



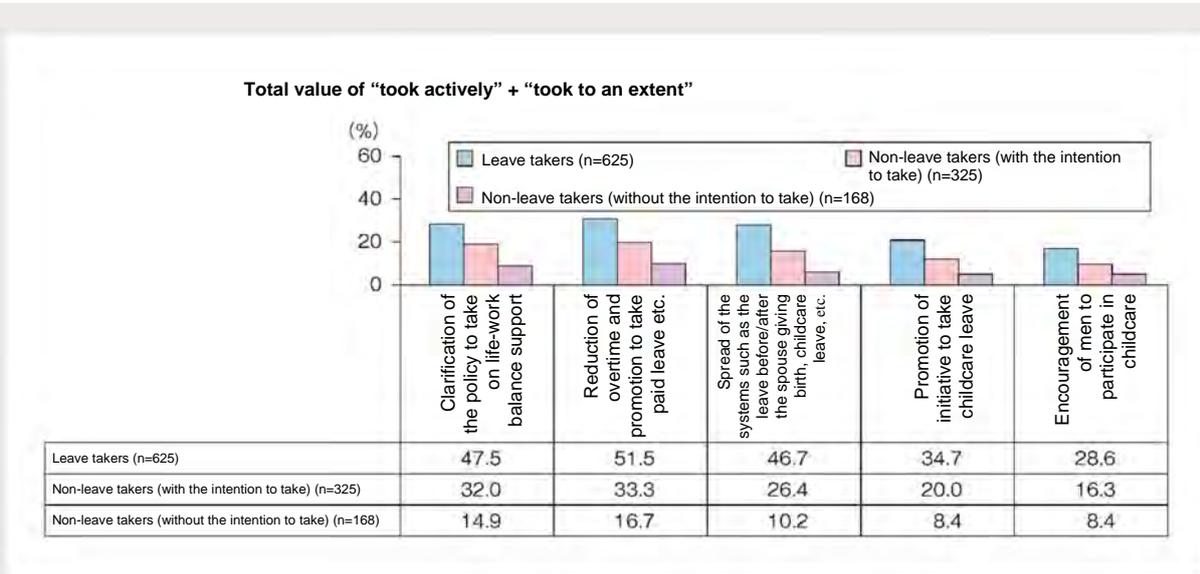
Source: "Survey research for understanding the actual situation of men taking leave immediately after the spouse giving birth," commissioned survey by the Cabinet Office (2016)

B. Work-Life Balance

In terms of work-life balance initiatives, leave takers responded in a higher proportion than non-leave takers that they "took initiatives" ("actively took" + "took initiatives to an extent"), including

"reduction of overtime and promotion to take paid leave," "spread of the systems such as the leave before/after the spouse giving birth, childcare leave, etc." in their workplace. (Fig. 1-2-37)

Fig. 1-2-37 Promotion status of work-life balance initiatives in the workplace



Source: "Survey research for understanding the actual situation of men taking leave immediately after the spouse giving birth," commissioned survey by the Cabinet Office (2016)

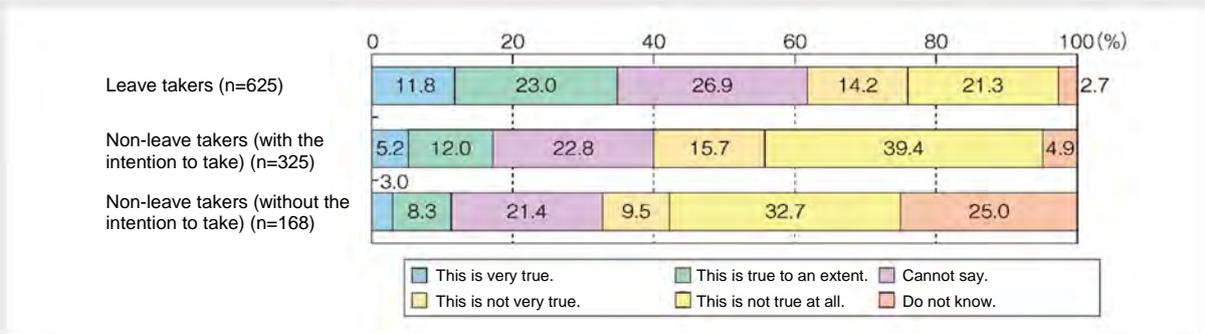
C. Characteristics of the Boss

In addition, if we look at the characteristics of the boss, leave takers responded in a higher proportion than non-leave takers that their boss “takes the

initiative to take paid leave” and “is understanding towards men participating in childcare.” (Figs. 1-2-38 and 1-2-39)

Fig. 1-2-38

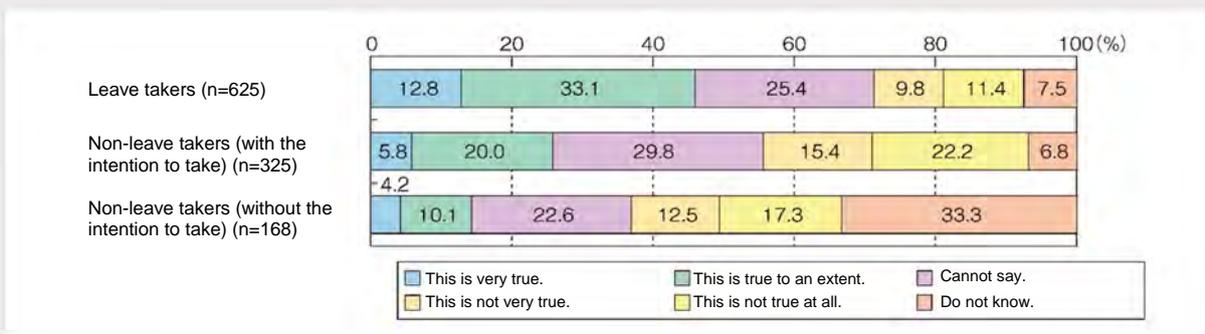
<Characteristics of the Boss> The boss takes the initiative to take paid leave.



Source: “Survey research for understanding the actual situation of men taking leave immediately after the spouse giving birth,” commissioned survey by the Cabinet Office (2016)

Fig. 1-2-39

<Characteristics of the Boss> The boss is understanding towards men participating in childcare.



Source: “Survey research for understanding the actual situation of men taking leave immediately after the spouse giving birth,” commissioned survey by the Cabinet Office (2016)

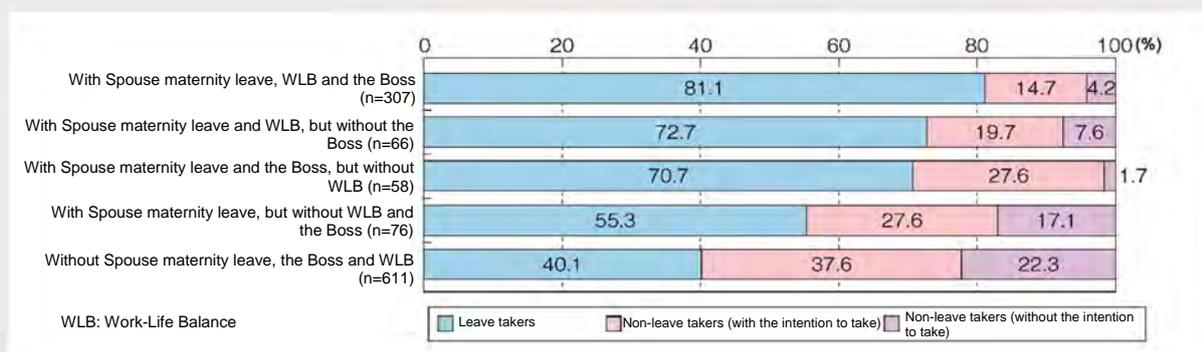
D. More than 80% of men take leave when both the <system> (work-life balance initiatives) and <understanding of the boss> are in place.

When compared the rate of leave-taking in terms of the combination of ① the availability of a spouse maternity leave, ② the promotion status of work-life balance initiatives and ③ the understanding of the boss with respect to the characteristics of the

workplace environment of leave takers and non-leave takers, the higher is the rate of leave takers where the items ① to ③ are in place and it falls whenever each element lacks (Fig. 1-2-40). We can see that the rate of leave-taking is higher where the conditions in the workplace (the system, work-life balance initiatives and understanding of the boss) are in place.

Fig. 1-2-40

Rate of leave-taking according to the combination of <Spouse Maternity Leave System> <Work-Life Balance Initiatives> and <Understanding of the Boss>



Source: “Survey research for understanding the actual situation of men taking leave immediately after the spouse giving birth,” commissioned survey by the Cabinet Office (2016)

(3) Summary

From the above, we can say that it is important to put in place three conditions consisting of “spouse maternity leave system,” “work-life balance initiatives” and “understanding of the boss.”¹

Incidentally, with respect to childcare leave, “2017 Economic and Social Research Institute of the Cabinet Office Analysis” indicates that men are

encouraged to take childcare leave when a short-hour working system, initiative to encourage men to participate in childcare and understanding of the immediate boss and the workplace towards men taking childcare leave are in place. Therefore, we can see that it is important to develop the “system,” “initiatives” and “understanding of the boss” in order to promote the taking of childcare leave.

1 In terms of the development of the leave system and spread thereof, the amendment of the Child Care and Family Care Leave Act through the Act on Partial Amendment of Employment Insurance Act (Act No. 14 of 2017) enacted on March 31, 2017 obligates business operators as from October 1, 2017 to make best efforts with respect to the following matters.

- ① To let each worker be aware of the availability of childcare leave
Obligation to make best efforts when the business operator is informed that a worker or its spouse is pregnant or has given birth, the business operation should inform the person individually of the system related to childcare leave etc. (treatment and working conditions, etc. during childcare leave and after leave)
- ② Establishment of childcare leave
Obligation to make best efforts to establish newly a leave system for childcare purposes so as to allow workers to work comfortably while raising preschool children, including spouse maternity leave, a leave to participate in events of children, etc.

4

Relationship between the household and leave-taking for childcare

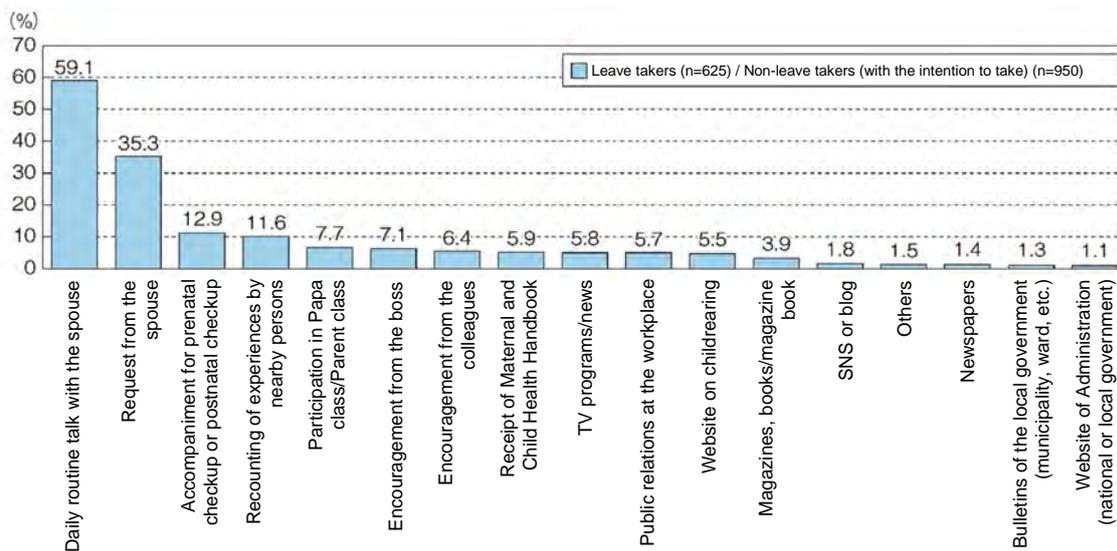
Hereinafter, we will not only clarify the characteristics of the household of leave takers and non-leave takers immediately after the spouse giving birth, but also delve into the attitude of men and women in the background.

(1) What did trigger men to take leave?

If we look at the relationship among the situation of leave-taking, work style of men and work conditions of the spouse and degree of intention of the spouse returning to work or getting to work

according to the “Commissioned Survey 2016,” there is no significant difference in the rate of leave-taking^{1,2}. In addition, no considerable difference was found in the rate of leave-taking whether the spouse gives birth in her town or in her parent’s town³, or whether the couple lives with families or lives near their families. We can see that the situation of the household does not necessarily affect the judgment on leave-taking strongly. In the meantime, when asked why they wanted to take leave, “daily routine talk with the spouse” (59.1%) was the highest response, followed by “request from the spouse” (35.3%). (Fig. 1-2-41)

Fig. 1-2-41 What did trigger them to take leave? (Multiple answers)



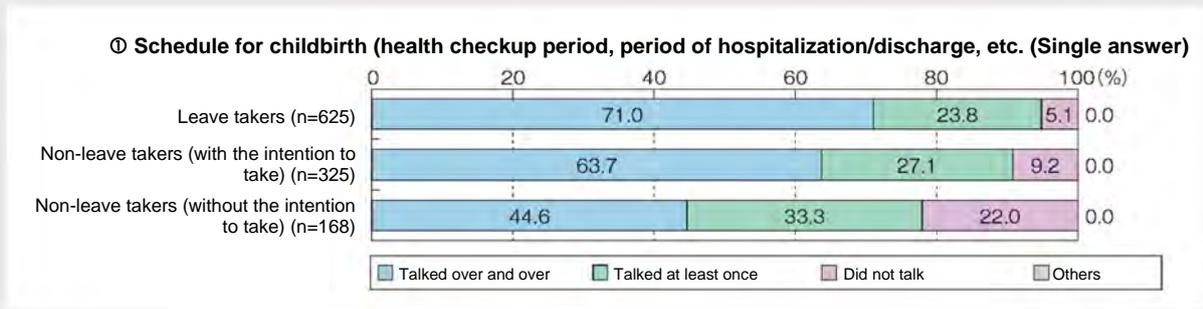
Source: “Survey research for understanding the actual situation of men taking leave immediately after the spouse giving birth,” commissioned survey by the Cabinet Office (2016)

In addition, leave takers responded in a higher proportion than non-leave takers that “they talked over and over” about the “schedule for childbirth,” “how to work as husband and wife after the child is

born (career plan),” etc. It became evident that the higher is the communication with the spouse, the higher is the rate of leave-taking. (Figs. 1-2-42, 1-2-43 and 1-2-44)

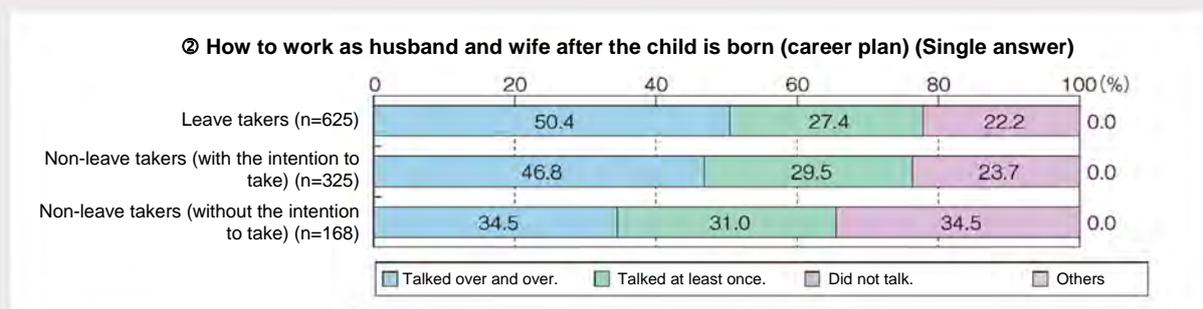
- 1 There was no significant difference in the rate of leave-taking in the combination whether men themselves are regular employees or non-regular employees with the combination whether the spouse is a regular employee, a non-regular employee or unemployed person.
- 2 There was no difference either in the presence or absence of intention of the spouse returning to work or getting to work when giving birth to the youngest child between leave takers and non-leave takers.
- 3 Giving birth in her town means that she gives birth around where she lives and giving birth in her parent’s town means that she gives birth around the parent’s house of the spouse or the men.

Fig. 1-2-42 Communication with the spouse ①



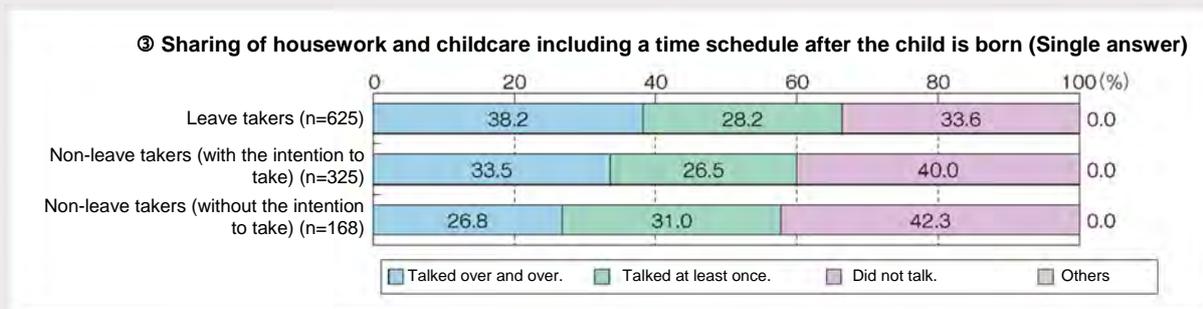
Source: "Survey research for understanding the actual situation of men taking leave immediately after the spouse giving birth," commissioned survey by the Cabinet Office (2016)

Fig. 1-2-43 Communication with the spouse ②



Source: "Survey research for understanding the actual situation of men taking leave immediately after the spouse giving birth," commissioned survey by the Cabinet Office (2016)

Fig. 1-2-44 Communication with the spouse ③



Source: "Survey research for understanding the actual situation of men taking leave immediately after the spouse giving birth," commissioned survey by the Cabinet Office (2016)

However, if we look at the contents of their talk, the percentage of talk on the "sharing of housework and childcare including a time schedule after the child" (Fig. 1-2-44) is smaller than that on the "schedule for childbirth" and "how to work as husband and wife after the child is born (career plan)" (Figs. 1-2-42 and 1-2-43). And thus, we can see that even leave takers do not talk about housework and childcare after the childbirth with their spouse.

While leave takers talk with their spouse many times over the schedule for childbirth and how to work as husband and wife after the child is born, they talk significantly less about routine matters such as housework and childcare after the child is born. From this, we can see that there is no sufficient consciousness between husband and wife in the sharing of routine housework and childcare after the childbirth.

(2) Consciousness of part sharing for childcare between husband and wife

When asked about the role of husband and wife in the “FY 2015 Global Attitude Survey,” more than half of men and women of all countries except Japan responded that “By the wife and husband equally” (over 90% in Sweden), while only about 30% of Japanese men and women responded so.

The sum of “Only by the wife” and “Mainly by the wife, with help from the husband” account for about 60% in men and about 70% in women in Japan (less than 10% in Sweden in both men and women). Thus, we can see that there is a different consciousness about role-sharing between men and women. (Figs.1-2-45 and 1-2-46)

Fig. 1-2-45

Roles of the husband and the wife in looking after preschool children (Men)

	(Single answer) Men (%)						
	Only by the wife	Mainly by the wife, with help from the husband	By the wife and husband equally	Mainly by the husband, with help from the wife	Only by the husband	Don't know	Total
Japan	6.8	52.4	36.6	1.2	—	3.0	336
France	9.9	35.4	51.2	1.2	0.3	2.0	342
Sweden	—	5.3	93.9	0.0	—	0.8	358
UK	3.4	27.1	67.5	0.6	0.3	1.1	351

Source: “Global Attitude Survey Report on Society with Declining Birthrate” conducted in FY 2015 (The Children and Childrearing Administration, Cabinet Office)

Fig. 1-2-46

Roles of the husband and the wife in looking after preschool children (Women)

	(Single answer) Women (%)						
	Only by the wife	Mainly by the wife, with help from the husband	By the wife and husband equally	Mainly by the husband, with help from the wife	Only by the husband	Don't know	Total
Japan	9.8	57.2	30.4	0.7	—	1.9	418
France	17.7	31.4	50.1	0.0	—	0.8	373
Sweden	0.6	4.7	93.9	0.3	—	0.6	342
UK	1.9	35.4	61.9	0.0	—	0.8	378

Source: “Global Attitude Survey Report on Society with Declining Birthrate” conducted in FY 2015 (The Children and Childrearing Administration, Cabinet Office)

In addition, 30% of Japanese men and 19.8% of Japanese women responded in the same survey that “Yes, I wanted (him) to take” one-month or more paternity leave. It has been pointed out that there is a possibility that Japanese women think that men’s career may be damaged if they dedicate themselves

to childcare behind the fact that they do not wish so much men to take childcare leave. Moreover, more than 40% of Japanese men and women responded that “I did not think about it” and thus, it has been pointed out it is necessary to raise awareness and enlighten people about the system¹.

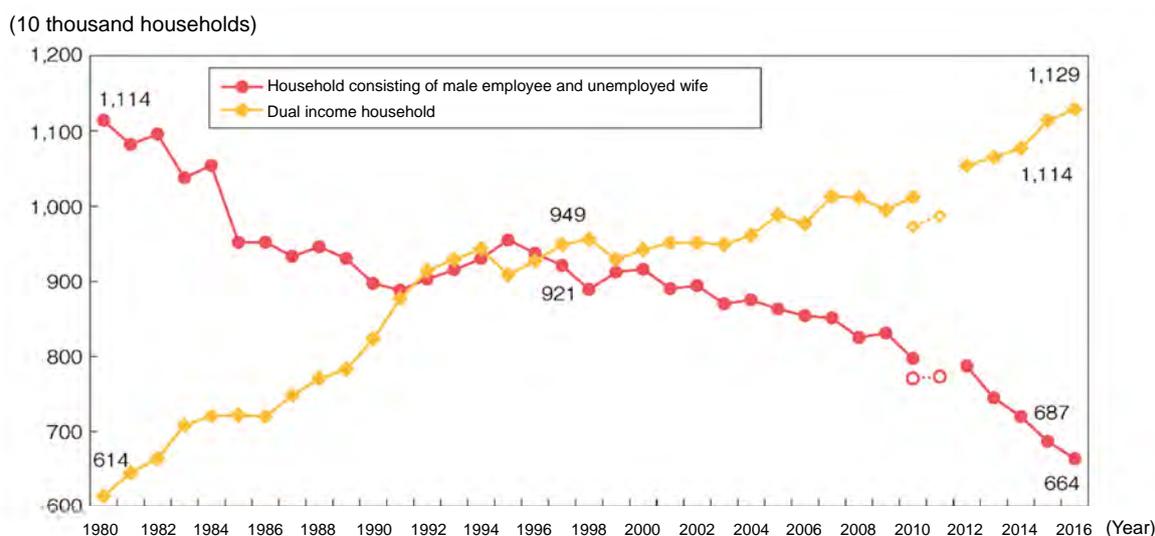
¹ FY 2015 Global Attitude Survey

Since the number of fulltime homemaker households was larger than that of dual income households in the past in Japan (Fig. 1-2-47), we may think that role-sharing between men and women consisting of “husband goes out to work and wife engages in housework and childcare” was rooted in the society behind the results.

However, the number of dual income households which overtook the number of fulltime homemaker

households in the 1990s is 1.7 times higher than that of fulltime homemaker households in 2016 (Fig. 1-2-47). In addition, with women's social advancement, a majority of women continue to work even after the first child is born (Fig. 1-1-13), while the number of households with grandparents is decreasing.

Fig. 1-2-47 Changes in the number of dual income households



- (Remarks)
1. “Special Survey/Labour Force Survey” of Management and Coordination Agency between 1980 and 2001 (Conducted in February every year, except between 1980 and 1982 in which the survey was conducted in March). Since 2002 the data is prepared from “Labour Force Survey (aggregate results).” Since there are some differences between the “Special Survey/Labour Force Survey” and “Labour Force Survey (aggregate results),” careful attention is required for time series comparison.
 2. “Household consisting of male employee and unemployed wife” is a household where husband is a non-agricultural employee and wife is an unemployed person (a non-workforce population and a complete unemployed person).
 3. “Dual income household” is a household where both husband and wife are non-agricultural employees (including non-regular staff/employee).
 4. Values in 2010 and 2011 (outline numbers) show results of all prefectures except Iwate, Miyagi and Fukushima prefectures.

Source: Cabinet Office

In light of such changes in the social structure, it is necessary for both men and women to take care of housework and childcare in a collaborative manner. In order to promote the participation of men in housework and childcare, we think that initiatives designed to change attitude for understanding the significance of men participating in housework and childcare and to promote enlightenment activities.

(3) Summary

From the above, we found that talk with the spouse and request from her affect the formation of consciousness towards men taking leave more

profoundly than employment status of husband and wife and external circumstances such as whether the spouse gives birth at her parent's town immediately after the spouse giving birth. However, since even leave takers do not talk about housework and childcare after the childbirth with their spouse, we can see that there is no sufficient consciousness between husband and wife in the sharing of routine housework and childcare. Along with the advance of women into society, and change in family structure, we may think there still exists a fixed consciousness in both men and women about their roles in childcare behind the results.

Hereinafter, we do not only summarize what we clarified in this section, but also show those points considered important for the promotion of men taking childcare leave and participating in housework and childcare. To start with, it is up to each person whether he takes leave or not. However, in view of the current situation where many men who wish to take leave do not take it actually, it is important to promote leave-taking in a continued manner.

Mind (intention) is made up at home and leave (action) is taken at the workplace

- There are many reasons related to work environment, including the fact that the system of leave is not in place and the system is not known, why leave is not taken.
- When we look at the characteristics of the workplace of leave takers, we found that the rate of leave-taking is high where conditions such as ① a spouse maternity leave, ② work-life balance initiatives and ③ understanding of the boss are in place, and in the workplace which is provided with these three points, the rate of leave takers exceeded 80%.

From these facts, we think that the provision of these three points in the workplace, including the development of leave system such as a spouse maternity leave and time off for child nursing care as well as provision of sufficient information, will promote leave-taking. For this reason, we think that it is important for the government to promote work style innovation including correction of long-hour working practice and to urge companies to develop work environment, including the development and provision of information on leave system, work-life balance initiatives, and awareness-raising towards the boss.

- When leave takers were asked why they wanted to take leave, daily routine talk with the spouse and request from her were ranked in the top position.
- Leave takers talk many times over the schedule for childbirth and the way of work of husband and wife (career plan) etc., and there was sufficient communication with the spouse.

From these facts, we think that since the mind to wish to take leave is made up at home at least for taking leave immediately after the spouse giving birth, it is important to be fully aware of matters to be discussed beforehand at home for giving enlightenment and providing information on leave-taking.

- There was a certain number in the response that “there was no need to take leave” as a reason why leave was not taken immediately after the spouse giving birth.
- We cannot say that even leave takers did not talk sufficiently about the sharing of housework and childcare between husband and wife after the child is born.
- With respect to the role of husband and wife for childcare, “Only by the wife” and “Mainly by the wife, with help from the husband” account for about 60% in men and about 70% in women in Japan. We think that the number of fulltime homemaker households was more numerous than that of dual income households in the past. However, the situation has changed significantly with the social advancement of women.

From these facts, we consider that it is important, not only to transmit the importance that men and women perform housework and childcare in cooperation and participate in society together as well as family values through education and enlightenment from young age, but also to provide knowledge and skills for clothing, food and housing required for as well as childcare in education, in order to promote the participation of men in housework and childcare including their leave-taking.

~ Positive effect of taking of childcare leave on the workplace and household ~

According to “2017 Economic and Social Research Institute of the Cabinet Office Analysis” as seen below, men taking childcare leave produces a positive effect both on company and household. Although it is up to each person whether he takes leave or not, we think that it is important to encourage men to take some kind of leave including childcare leave in a continued manner while giving information on its effect and how to while away the time during the leave.

Positive effects in the workplace

Men taking childcare leave are favorably viewed by the company

According to the same analysis, it is understood that it favorably affects the career formation consciousness of men to take childcare leave. Specifically, while childcare leave takers not only have improved their sense of belonging to the company, but also are more favorably viewed by the company than non-leave takers, their interest in job change has not been strengthened. It has been pointed out that men who take childcare leave produce positive effects on the workplace as well.

Men who took childcare leave have remarkably improved their attitude towards work

In addition, it has also been pointed out in the same analysis that working hours are shortened and quitting time is brought forward by the fact that men take childcare leave. Especially, men who took childcare leave voluntarily produce larger effects through improvements in working hours and attitude to work.

We think that it is also important to develop enlightenment activities and urge the company while providing information on the effects of leave-taking.

Positive effects on the household

What triggers men to take leave, when it is taken and how time is spent during the leave are important.

According to the same analysis, when men take childcare leave voluntarily or by request of their spouse:

- ① (trigger for the taking), take it immediately after childbirth or in accordance with the physical conditions of the spouse
- ② (timing for the taking) and take care of many kinds of housework and childcare for many hours
- ③ (how time is spend during the leave), men will continue participating in daily housework and childcare in the future.

In addition, the analysis sums up that active initiatives displayed by towards housework and childcare during childcare leave will play an important role for improving their satisfaction in marital relationship and willingness to have more children.

We also think that it is important to provide easy-to-understand information by preparing a handbook on how to take leave and how to spend time during the leave, so that they can better understand it.