

Improvement of the working time arrangements

- To improve arrangements of matters on working hours, such as opening times and closing times, the number of day off, the number of paid leave and seasonal working time, to correspond with various ways of working together with consideration to labour's health and life
- Enterprisers must strive to ponder necessary measures to improve arrangements of working times
- Japanese government must strive to promote necessary policies synthetically and effectively for enterprisers together with its assistances

Formulation of the guidelines of the law for improvement of working time

To list reference matters to improve concrete effort so that enterprisers and others can deal with obligation of effort properly, such as improvement of working time arrangements.

The committee for improvement of working time arrangements

- Establishment of the committee for improvement of working time arrangements to maintain chances to negotiate between labour and management
- Exceptions of application of Labour Standards Law, such as substitution effects of labour and management agreement and notification exemption to committees fulfilling specific conditions

The implementation plan for improvement of the working time arrangements

In case enterprisers more than two draw up plans together and they have received ministerial approval, relational ministers together with the Fair Trade Commission adjust whether or not there is Violation of Antimonopoly Law in the plans

"The guidelines of the review of working hour"

The point of the guidelines for improvement of working time arrangements

1. The basic idea

(1) Efforts toward the realization of work life balance including the review of work time arrangements

- is necessary efforts to enable the society of our country to be connective and to be stabilized, to change the trend in falling birthrate, and to enable various people to find a work under declining population.
- Increases chances of securing talent, training and stabilization, which are sources of companies' vigor and competitive edge.

(2) It is important that executive officers take the lead in carrying out, and strive for rethinking for working environments' reform

(3) It is necessary to wrestle deliberately with realization of work life balance according to a track record of each company on the basis of contents of a whole societies' goal formulated in "the active guidelines for the promotion of work life balance"

Targeted value of a whole society

- "To halve the ratio of employees who work for over 60 hours a week"
- Complete acquisition of annual paid leave in 10 years

2. Important effort to realize work life balance

(1) Maintenance of chances of negotiation between labour and management

○ Maintenance of chances of negotiation between labour and management such as the committee for improvement of working time arrangements, etc

(2) Maintenance of an environment where paid leave is easy to be offered

- Environment setting where paid leave is easy to be offered by addressing acquisition
- Deliberative acquisition of annual paid leave, etc
- Introduction of a system to confirm acquisition of annual paid leave

• Discussion on target setting for leave obtaining rate

(3) Diminution of work outside prescribed

• Innovation and expansion of the so-called "no overtime work day", "no overwork week"

• Control of long working time (so that long working time doesn't become constant), etc

(4) Consideration to each labour's health and life

- Especially to labour who need an effort to maintain their own health
- To labour who rear their children and nurse their family
- To business bachelors
- Consideration to labour who develop their own talent voluntarily

(Hours)

Year	Japan	U.S.A	U.K.	Canada	Germany	France
2004	1816	1803	1652	1744	1364	1466
2005	1802	1801	1658	1735	1354	1459
2006	1811	1802	1652	1734	1351	1465
2007	1808	1799	1660	1731	1354	1457
2008	1792	1797	1638	1725	1352	1461

Origin of source: OECD Employment Outlook (2009)

- (Note)
1. Including part-time workers, excluding self-employed people.
 2. For Japan, workers in offices where there are more than 5 workers.
 3. Data of France in 2008 is estimated value.
 4. Note that statistical methods obtaining this data are different in each country.