

Promotion of Measures to Support Balancing Work and Child Rearing/Family Care

Overview

Outline of the Act on Partial Revision of the Act on the Welfare of Workers Who Take Care of Children or Other Family Members Including Child Care and Family Care Leave and the Employment Insurance Act

Developing employment environment that enable both males and females can continue working while raising their children, etc. to further promote work-life balance support, etc. that has been an urgent issue from the viewpoint of measures for declining birthrate.

1. Review of work styles during the child-rearing period

- Obligating business operators to establish a reduced work hour system (six hours a day) for workers raising children aged 3 or younger and systematize overtime exemption when requested by workers.
- Expanding the Sick/Injured Child Care Leave system (five days a year for one child of below elementary school age (same as at present) or 10 days a year for two or more children).

2. Realization of work styles that allow fathers to also engage in child-rearing

- Enabling fathers and mothers to take Child Care Leave for one year until the child is one year two months old (one year old before revision) if they wish to take Child Care Leave together (Father and Mother Child Care Leave Plus).
 - Enabling fathers to take Child Care Leave again even if already taken within eight weeks of a child being born.
 - Abolishment of the system in which Child Care Leave can be disallowed if one's spouse is a full-time housewife/househusband.
- * In addition to these, required revision concerning child care leave benefits were made

3. Support for balancing work and nursing care

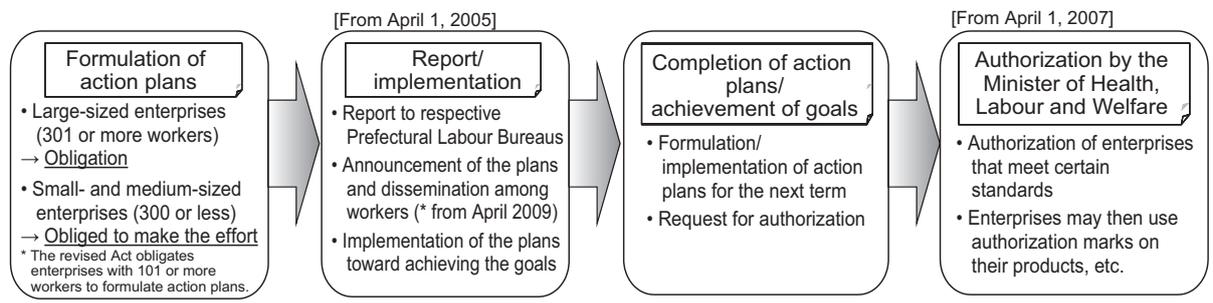
- Creation of a short-term nursing care leave system (five days a year for one family member requiring nursing care or 10 days a year for two or more family members)

4. Security of enforcement

- Creation of a system to support and mediate complaint handling/dispute settlement.
- Creation of a system to disclose those who did not comply with recommendations and correctional fines for those who fail to report or make false reports when requested.

[Effective date] June 30, 2010 (July 1, 2012 for part of provisions for business operators that consistently employ no more than 100 workers). Of 4., April 1, 2010 for provisions concerning mediation and September 30, 2009 for others.

Formulation/Implementation of Action Plans of Enterprises in Accordance with the Act on Advancement of Measures to Support Raising Next-Generation Children



Example Action Plan

1. Period of action plan: From dd/mm/yyyy to dd/mm/yyyy
2. Details
 - Goal 1: Raising the level of child care leave acquisition within the period of the action plan to be as follows.
 - Males: Number of those taking child care leave per year: n
 - Females: Acquisition rate: n% or more
 - Measures:
 - dd/mm/yyyy Provide training for managers
 - dd/mm/yyyy Hold seminars on returning to the workplace for regular employees on child care leave who are willing to participate
 - Goal 2: Establish a "no overtime day" each month
 - Measures:
 - dd/mm/yyyy Establish a discussion group within each department
 - dd/mm/yyyy Implement a campaign via company newsletters, etc.

Goal n: ...
Measures: ...

○ Report status (as of the end of March, 2011)

- 95.4% of enterprises with 301 or more workers
- 45,071 enterprises with no more than 300 workers (60.7% of enterprises with 101-300 workers)
- Number of enterprises of all sizes: 58,774

○ Authorization status (as of the end of March, 2011)

Authorized enterprises: 1,015



Authorization standards

- The period of the action plans to be 2-5 years.
- Action plans are implemented and the goals set in the action plans achieved.
- "Measures equivalent to child care leave system or measures to reduce work hours" were taken.
- During the period of the action plans one or more male workers took child care leave and the child care leave acquisition rate of females was 70% or more.
- etc.

Detailed Data 1 Percentage of Workers Taking Child Care Leave by Gender

(Unit: %)

	Percentage of female workers who took child care leave among all female workers who had child birth	Percentage of male workers who took child care leave among all male workers whose spouses had child birth
2004	70.6	0.56
2005	72.3	0.50
2006	88.5	0.57
2007	89.7	1.56
2008	90.6	1.23
2009	85.6	1.72

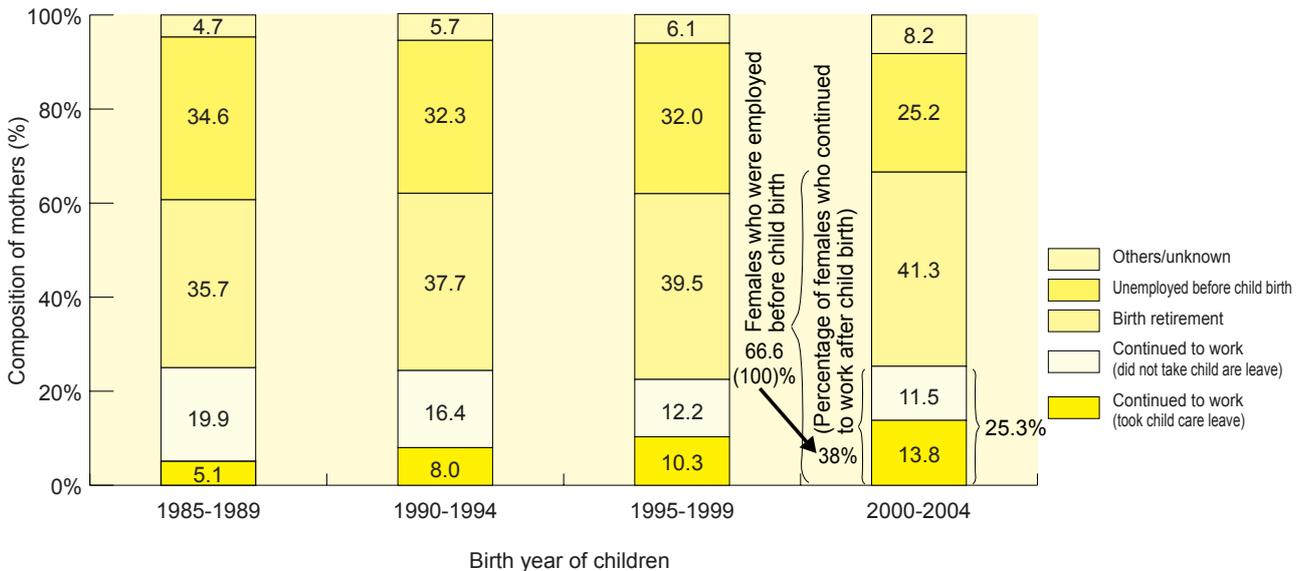
Detailed Data 2 Percentage of Workers Taking Family Care Leave by Gender

(Unit: %)

	Percentage of female workers who took family care leave among all female regular workers	Percentage of male workers who took family care leave among all male regular workers
2002	0.08	0.03
2005	0.08	0.02
2008	0.11	0.03

Source: "Basic Survey of Employment Management of Women" (FY2002, FY2004, FY2005, FY2006), Equal Employment, Children and Families Bureau, MHLW
 "Basic Survey of Gender Equality in Employment Management" (FY2007, FY2008), Equal Employment, Children and Families Bureau, MHLW

Detailed Data 3 Percentage of Females who Continued to Work after Child Birth (by ages of child birth, composition of employment status before and after the first birth)



Source: 13th Annual Population and Social Security Survey (2005)