

Part 2 Current Status and Future Prospects of the Work-Life Balance

1 The Current Status and the Needs of Work-Life Balance

(1) Consciousness of Difficulties in Achieving Compatibility between Work and Family Life (employed)

<Survey design>

With regard to work-life balance, those in paid employment were asked about three aspects, namely the interference of work with family life, the interference of family life with work, and achieving compatibility between work and family life, as outlined below.

[Question] The next question is about balancing housework, childcare, and nursing care with work. At present, do you feel any of the following?

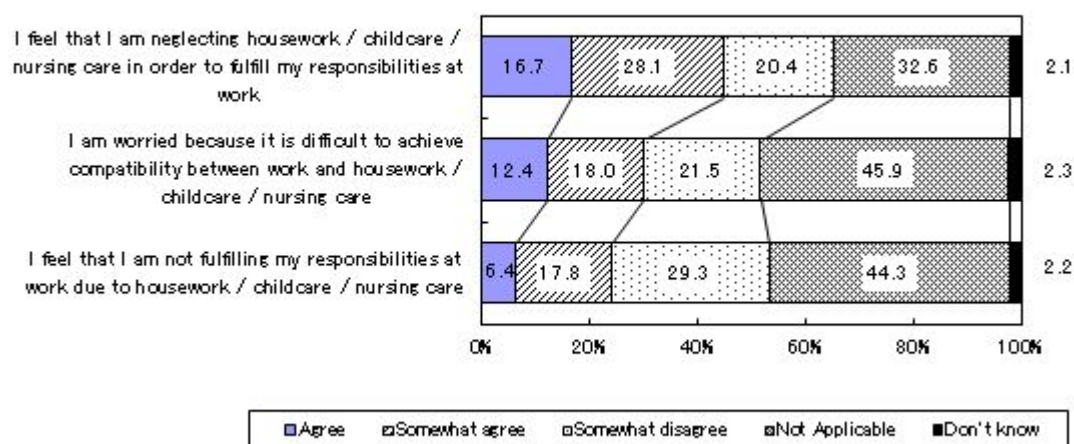
- (1) I feel that I am neglecting housework / childcare / nursing care in order to fulfill my responsibilities at work
- (2) I feel that I am not fulfilling my responsibilities at work due to housework / childcare / nursing care
- (3) I am worried because it is difficult to achieve compatibility between work and housework / childcare / nursing care

[Response] 1 Agree 2 Somewhat agree 3 Somewhat disagree 4 Not applicable 5 Don't know

<Overall trend>

The proportion of those in agreement (total for those answering either “Agree” or “Somewhat agree”; the same applies hereinafter) was just over 40% (44.9%) in the case of the response “I feel that I am neglecting housework / childcare / nursing care in order to fulfill my responsibilities at work”, about 30% (30.4%) in the case of the response “I am worried because it is difficult to achieve compatibility between work and housework / childcare / nursing care”, and just over 20% in the case of the response “I feel that I am not fulfilling my responsibilities at work due to housework / childcare / nursing care”. (Figure 38)

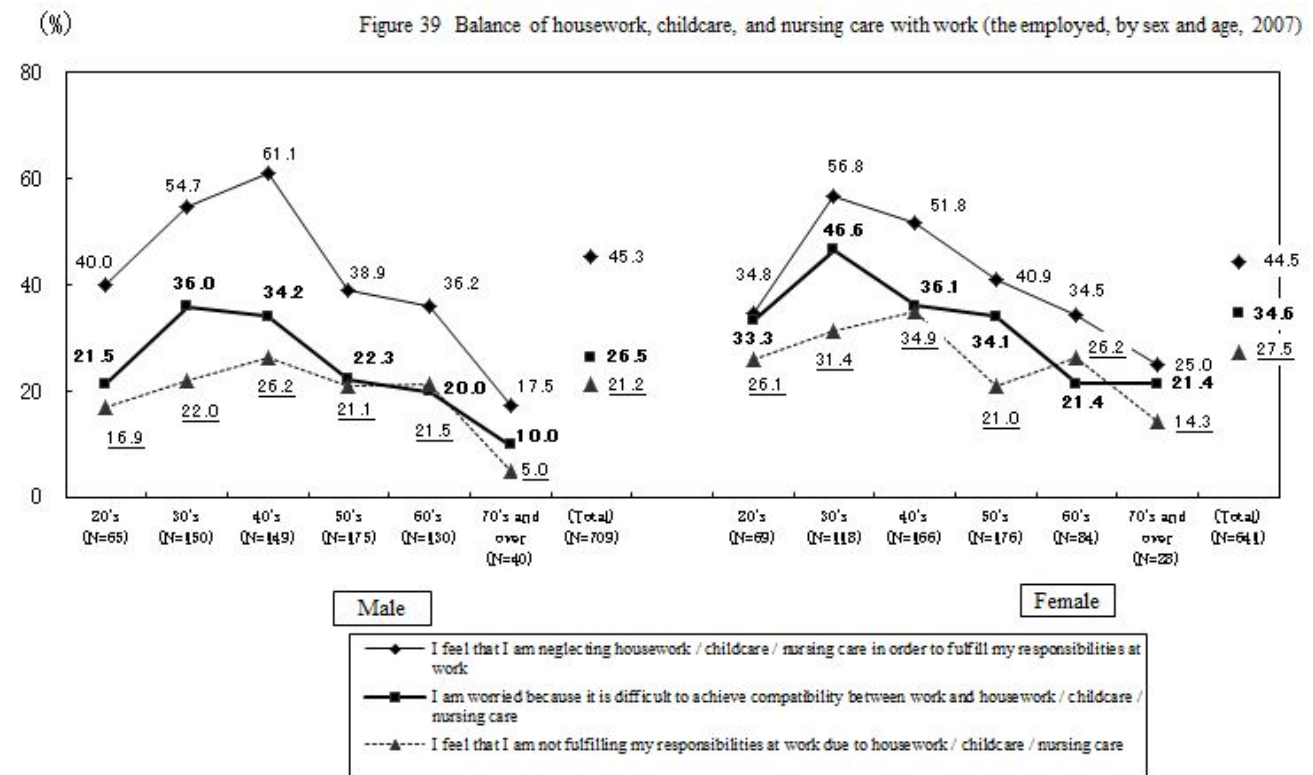
Figure 38 Balance of housework, childcare, and nursing care with work (employed, N=1,350)



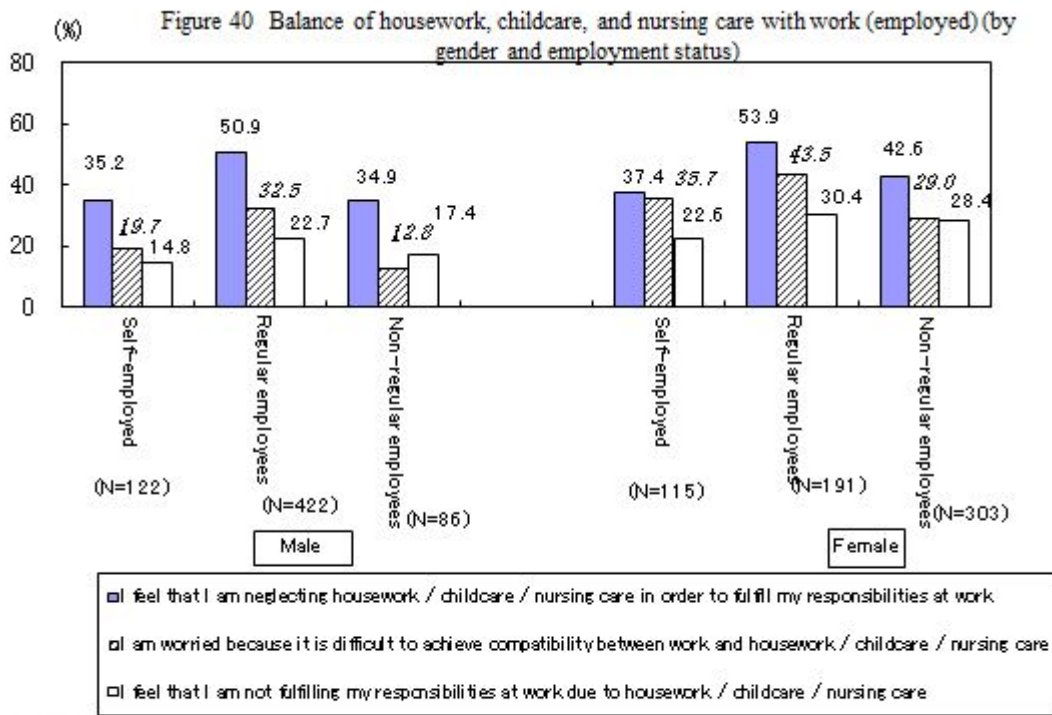
<By attribute>

Looking at the proportion of those in agreement by gender and age, in the case of women, the largest share of those responding “I feel that I am neglecting housework / childcare / nursing care in order to fulfill my responsibilities at work” was accounted for by those in their 30s, at just under 60% (56.8%), while among men this response was most common among those in their 40s, at about 60% (61.1%). Moreover, among both men and women, the proportion of respondents stating “I am worried because it is difficult to achieve compatibility between work and housework / childcare / nursing care” peaked among those in their 30s (36.0% among men and 46.6% among women). (Figure 39)

In addition, compared with women in all age brackets, the proportion of men in all age brackets who stated “I am worried because it is difficult to achieve compatibility between work and housework / childcare / nursing care” was low (26.5% among men and 34.6% among women), but higher than this was the proportion stating “I feel that I am neglecting housework / childcare / nursing care in order to fulfill my responsibilities at work”, which was almost the same among both men and women (45.3% among men and 44.5% among women). Among men, the proportion actually worried about achieving compatibility between work and housework / childcare / nursing care was not as high as among women, but one can still see that a considerable proportion feel that they are not achieving compatibility between them.



In addition, looking at this issue by gender and employment status, the proportions of both men and women expressing concern about all three matters were highest among regular employees. (Figure 40)



Total of "Agree" and "Somewhat agree"

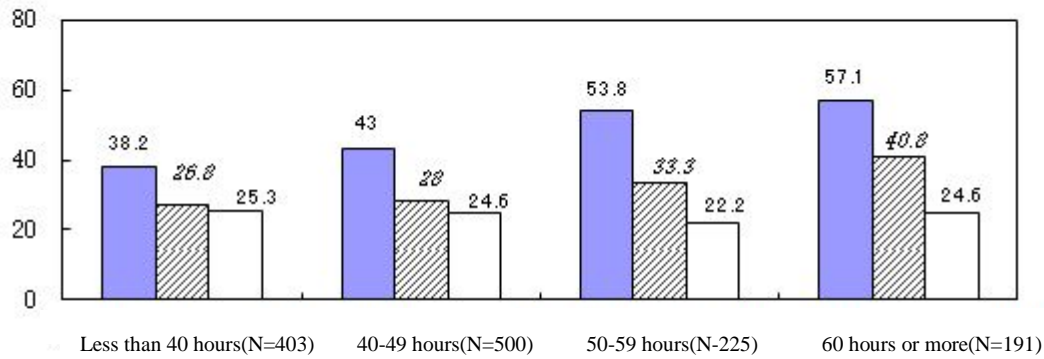
Self-employed: "self-employed" + "family employee" + "freelance professional" + "piecework done from home"

Regular employee: regular employee

Non-regular employee: "non-regular employee" (part-timer and *arubaito*) + "dispatched worker"

Looking at the issue by weekly working hours, there was a tendency for the proportion stating "I feel that I am neglecting housework / childcare / nursing care in order to fulfill my responsibilities at work" and "I am worried because it is difficult to achieve compatibility between work and housework / childcare / nursing care" to increase as working hours increased. (Figure 41)

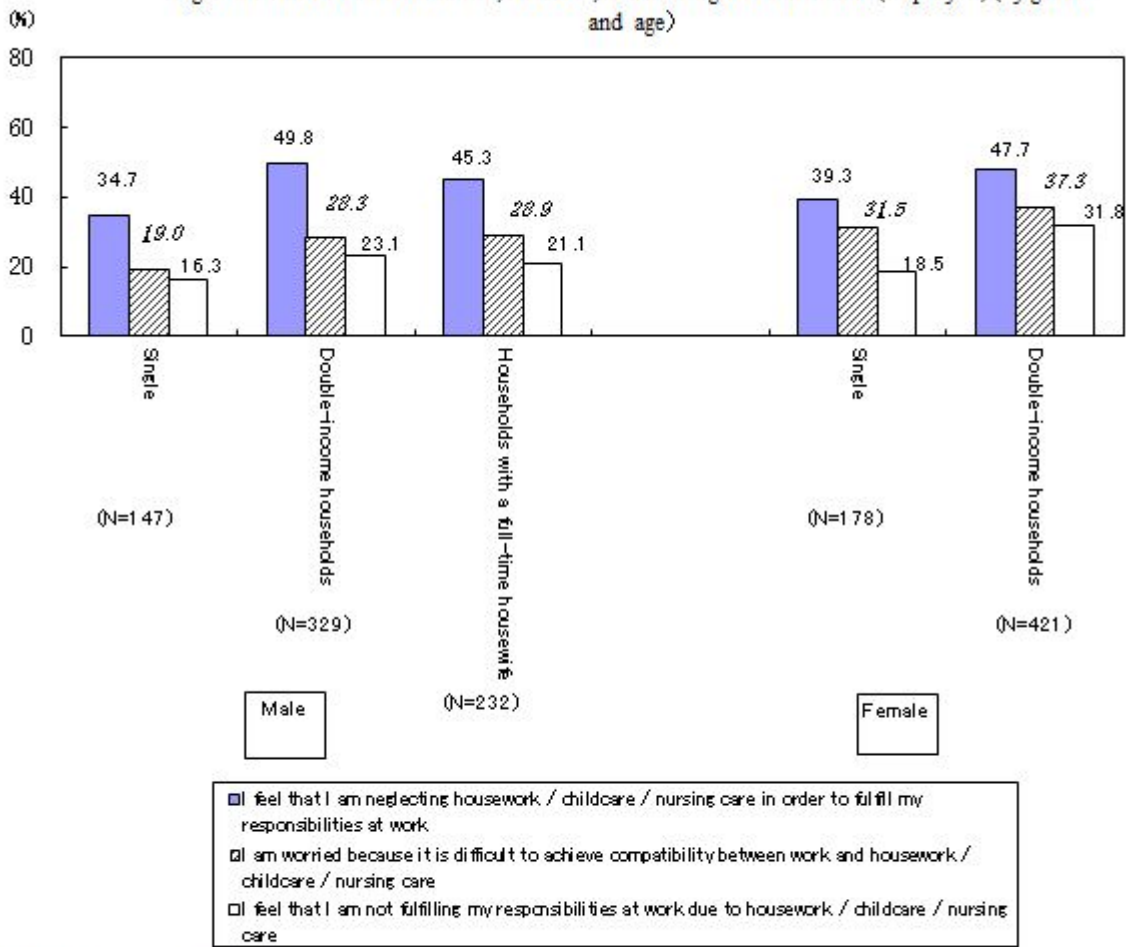
(%) Figure 41 Balance of housework, childcare, and nursing care with work (employed) (by weekly working hours)



- ▣ I feel that I am neglecting housework / childcare / nursing care in order to fulfill my responsibilities at work
 - ▣ I am worried because it is difficult to achieve compatibility between work and housework / childcare / nursing care
 - ▣ I feel that I am not fulfilling my responsibilities at work due to housework / childcare / nursing care
- Total of "Agree" and "Somewhat agree"

Looking at the situation by gender and household, the largest proportion of those stating "I feel that I am neglecting housework / childcare / nursing care in order to fulfill my responsibilities at work" was accounted for by men in double-income households, while the largest proportion of those stating "I am worried because it is difficult to achieve compatibility between work and housework / childcare / nursing care" or "I feel that I am not fulfilling my responsibilities at work due to housework / childcare / nursing care" was accounted for by women in double-income households. (Figure 42)

Figure 42 Balance of housework, childcare, and nursing care with work (employed) (by gender and age)



Total of "Agree" and "Somewhat agree"

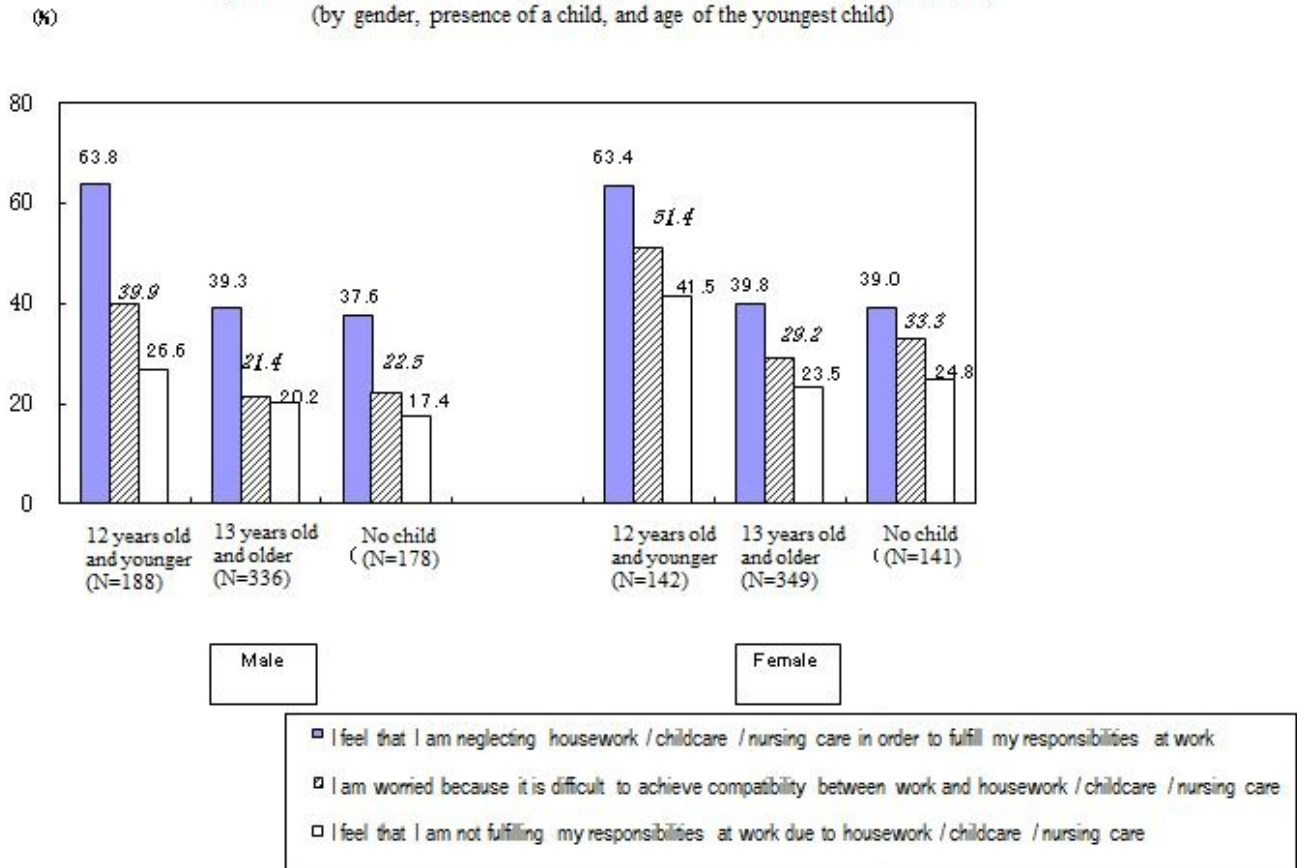
Unmarried: "divorced/widowed" + "unmarried"

Double-income household: those who are employed and married to a spouse who has a job

Household with full-time housewife (male): those who are employed and married to a spouse who does not have a job

Looking at the situation by gender, whether or not the respondent had children, and the age of the youngest child, in the case of both men and women the largest proportion of those stating "I feel that I am neglecting housework / childcare / nursing care in order to fulfill my responsibilities at work", "I am worried because it is difficult to achieve compatibility between work and housework / childcare / nursing care", and "I feel that I am not fulfilling my responsibilities at work due to housework / childcare / nursing care" was accounted for by those with a child aged 12 or under. (Figure 43)

Figure 43 Balance of housework, childcare, and nursing care with work (employed)
(by gender, presence of a child, and age of the youngest child)



Total of "Agree" and "Somewhat agree"

12 years old or younger: respondents with the youngest child who is 12 years old or younger

13 years old or older: respondents with the youngest child who is 13 years old or older

No child: respondents with no child.

(2) Needs Relating to the Work-Life Balance

<Survey design>

What needs do people have when looking at the work-life balance from the perspective of the allocation of time in daily life? The survey asked about respondents' preferences in terms of whether they would increase or decrease the time spent on five areas of activity, namely time spent on activities in their free time, time spent on family life, time spent on learning activities, time spent participating in social activities, and time spent at work. [Question] If you could change the way in which you spend your time, would you like to increase or decrease the time you spend on the following activities, or leave it as it is?

(1) Time spent on family life

(2) Time spent participating in social activities, such as volunteer activities and activities as part of your neighborhood association

(3) Time spent on activities in your free time, such as hobbies and leisure pursuits

(4) Time spent on learning activities focused on personal development

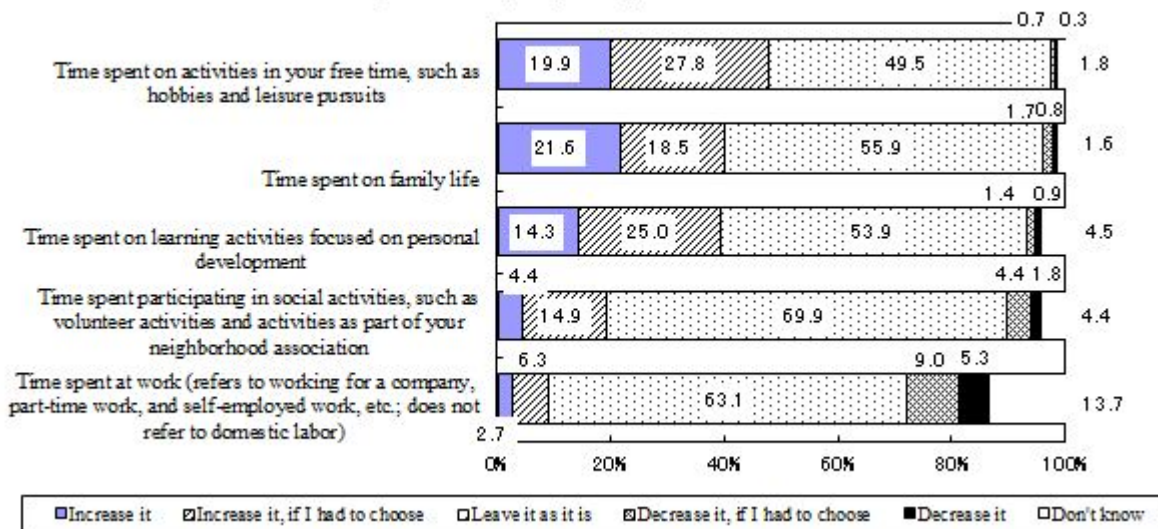
(5) Time spent at work (refers to working for a company, part-time work, and self-employed work, etc.; does not refer to domestic labor)

[Response] 1 Increase it 2 Increase it, if I had to choose 3 Leave it as it is
4 Decrease it, if I had to choose 5 Decrease it 6 Don't know

<Overall trend>

The proportion of those stating that they wished to increase (total for those answering either “Increase it” or “Increase it, if I had to choose”; the same applies hereinafter) time spent on the activity in question was about 50% (47.7%) in the case of the response “Time spent on activities in your free time, such as hobbies and leisure pursuits”, 40% (40.0%) in the case of “Time spent on family life”, about 40% (39.4%) in the case of “Time spent on learning activities focused on personal development”, about 20% (19.4%) in the case of “Time spent participating in social activities, such as volunteer activities and activities as part of your neighborhood association”, and about 10% (9.0%) in the case of “Time spent at work”. (Figure 44)

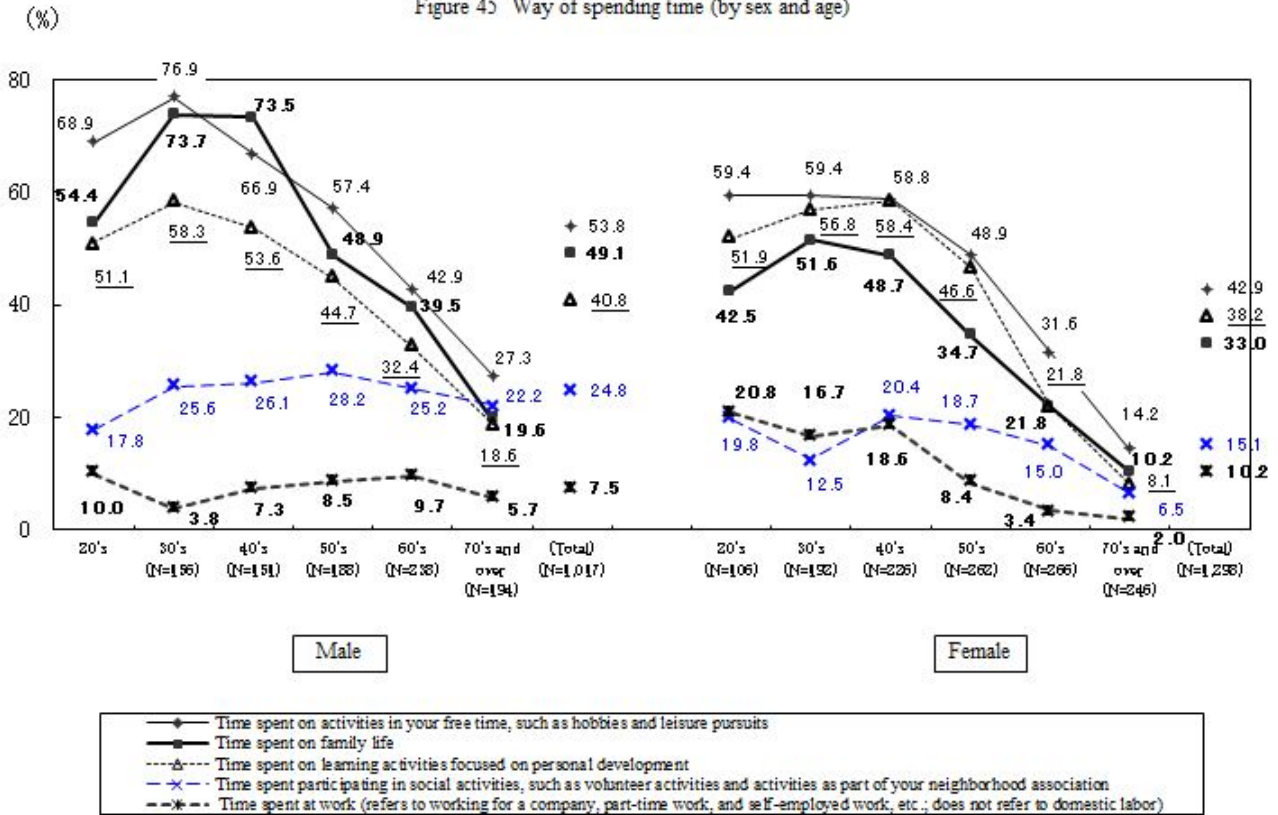
Figure 44 Way of spending time (N=2,315)



<By attribute>

Looking at the proportions of those wishing to increase time spent on activities by gender and age, the highest figures for “Time spent on activities in your free time, such as hobbies and leisure pursuits” were seen among both men and women in their 20s and 30s (76.9% among men in their 30s and 68.9% among men in their 20s, and 59.4% among women, among both those in their 20s and those in their 30s). In the case of “Time spent on family life”, the figures were highest among both men and women in their 30s and 40s. In particular, this response was selected by more than 70% of men in their 30s and 40s (73.7% of those in their 30s and 73.5% of those in their 40s). The proportion of women in the 20s to 40s age brackets citing “Time spent at work” was comparatively high (20.8% of those in their 20s, 16.7% in their 30s, and 18.6% in their 40s). (Figure 45)

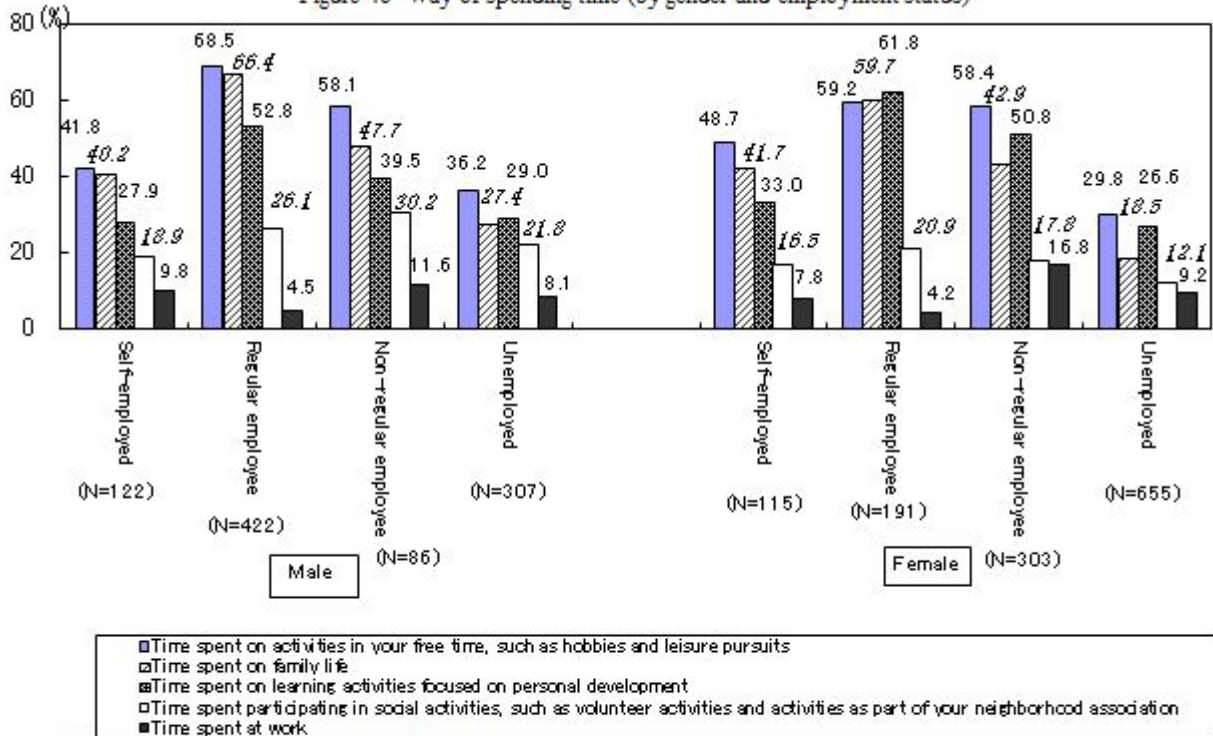
Figure 45 Way of spending time (by sex and age)



Total of "Increase it" and "Increase it, if I had to choose"

Among both men and women, the highest proportions of those wishing to increase “Time spent on activities in your free time, such as hobbies and leisure pursuits”, “Time spent on family life”, and “Time spent on learning activities focused on personal development” were seen among regular employees. (Figure 46)

Figure 46 Way of spending time (by gender and employment status)



Total of "Increase it" and "Increase it, if I had to choose"

Self-employed: "self-employed" + "family employee" + "freelance professional" + "piecework done from home"

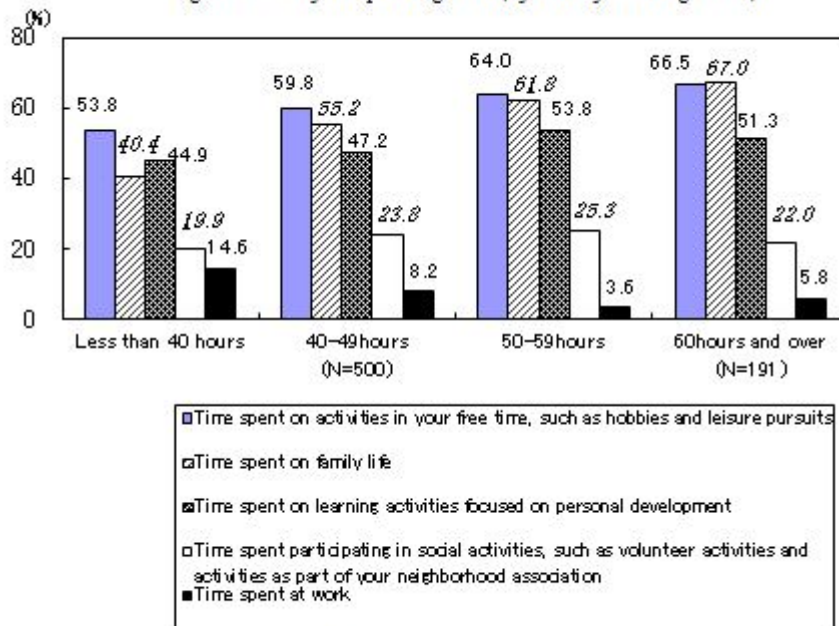
Regular employee: "regular employee"

Non-regular employee: "non-regular employee" (part-timer and *arubaito*) + "dispatched worker"

Unemployed: "student" + "unemployed"

Looking at the situation by weekly working hours, the proportion wishing to increase "Time spent on activities in your free time, such as hobbies and leisure pursuits" and "Time spent on family life" tended to increase as working hours increased. (Figure 47)

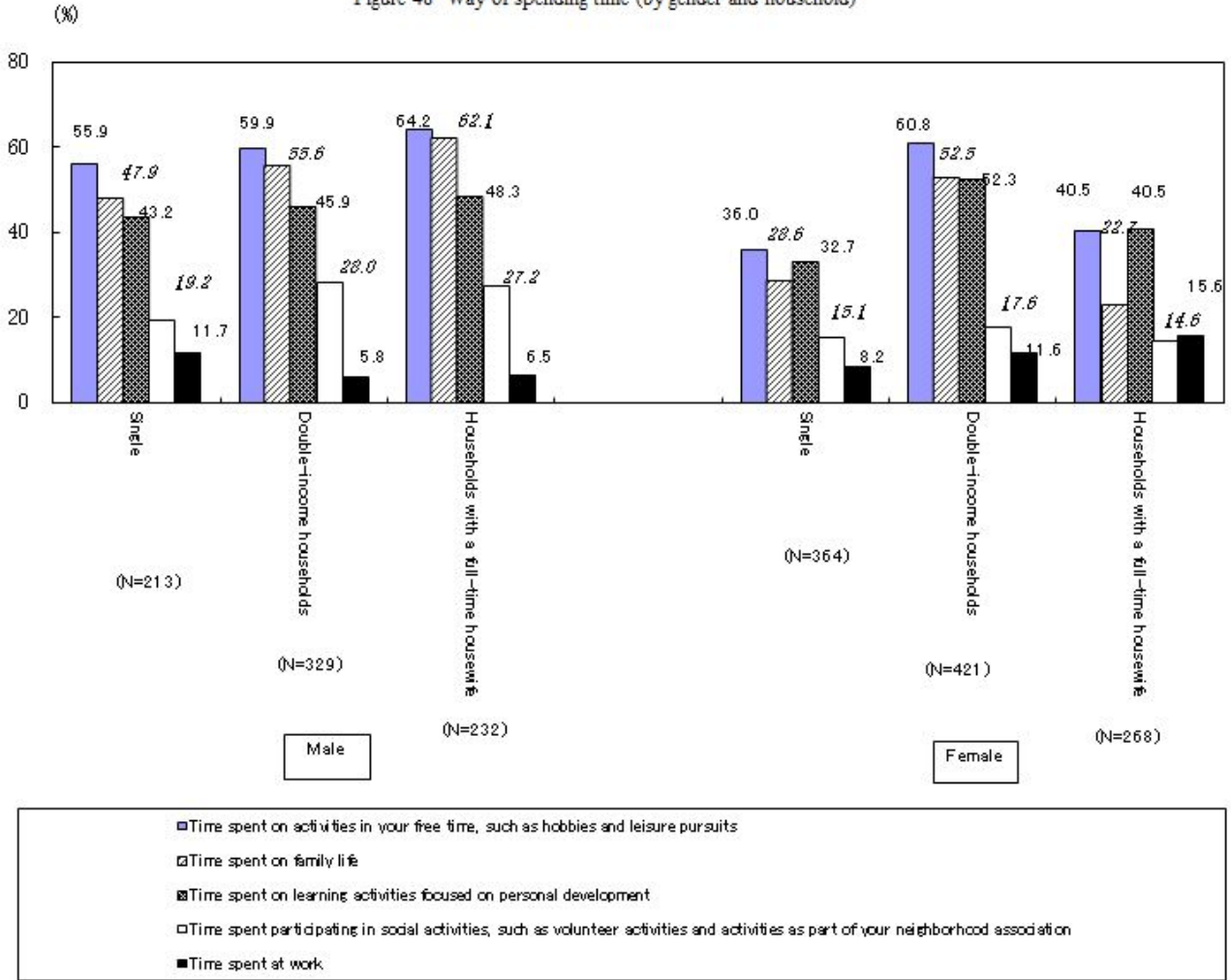
Figure 47 Way of spending time (by weekly working hours)



Total of "Increase it" and "Increase it, if I had to choose"

Looking at the situation by gender and household, the proportion wishing to increase "Time spent on activities in your free time, such as hobbies and leisure pursuits" and "Time spent on family life" was highest among men in households with a full-time housewife, at about 60% (64.2% and 62.1%, respectively). The proportion wishing to increase "Time spent on learning activities focused on personal development" was highest among women in double-income households (52.3%), while women in households with a full-time housewife were the most likely to wish to increase "Time spent at work" (14.6%). (Figure 48)

Figure 48 Way of spending time (by gender and household)



Total of "Increase it" and "Increase it, if I had to choose"

Unmarried: "divorced/widowed" + "unmarried"

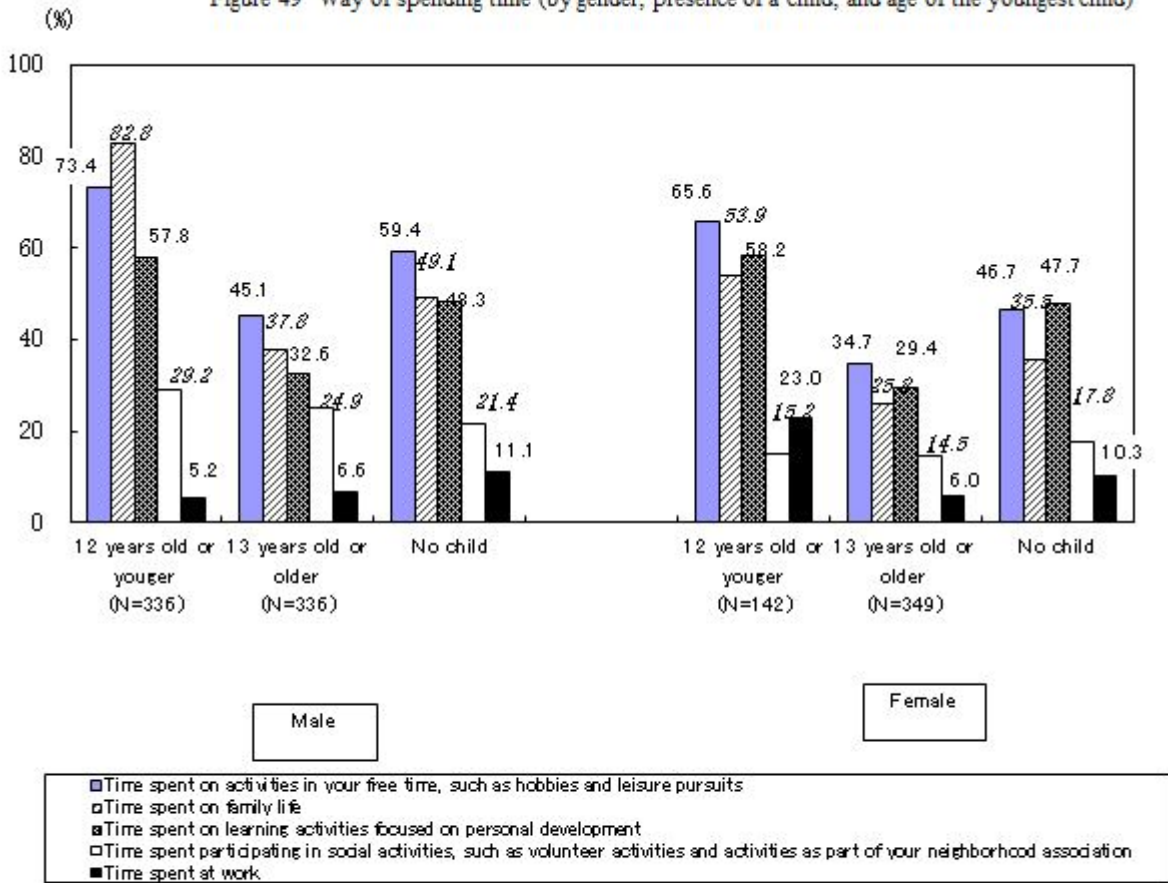
Double-income household: those who are employed and married to a spouse who has a job

Household with full-time housewife (male): those who are employed and married to a spouse who does not have a job

Household with full-time housewife (female): those who are not employed or student and married to a spouse who has a job

Looking at the situation by gender, whether or not the respondent had children, and age of the youngest child, the highest proportion of respondents stating that they wished to increase "Time spent on activities in your free time, such as hobbies and leisure pursuits" and "Time spent on family life" was among men with a child aged 12 or under, at just over 70% (73.4%) and just over 80% (82.8%), respectively; in the case of those wishing to increase "Time spent on learning activities focused on personal development" and "Time spent at work", women with a child aged 12 or under accounted for the largest shares, at just under 60% (58.2%) and just over 20% (23.0%), respectively. (Figure 49)

Figure 49 Way of spending time (by gender, presence of a child, and age of the youngest child)



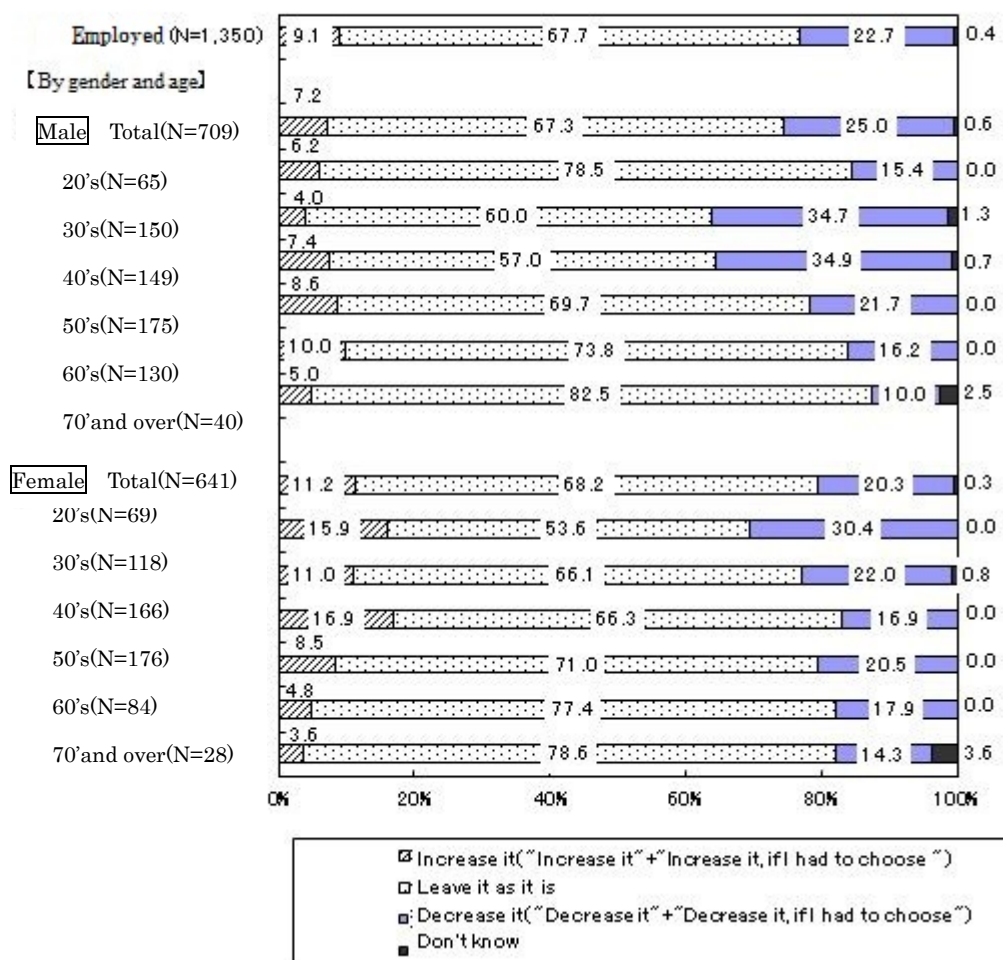
Total of "Increase it" and "Increase it, if I had to choose"
 12 years old or younger: respondents with the youngest child who is 12 years old or younger
 13 years old or older: respondents with the youngest child who is 13 years old or older
 No child: Respondents with no child.

(3) Hopes Concerning Reductions in Working Hours {those who being employed}

<Proportion wishing to reduce time spent at work>

The proportion of those in paid employment stating that they wished to decrease (total for those answering either "Decrease it" or "Decrease it, if I had to choose"; the same applies hereinafter) time spent at work was just over 20% (22.7%). Looking at this by gender and age, the proportion endorsing this view among men in their 30s and 40s was high, with figures in excess of 30% (34.7% among men in their 30s and 34.9% among men in their 40s). On the other hand, the largest share among women was accounted for by those in their 20s, at about 30% (30.4%). (Figure 50)

Figure 50 About working hours (employed) (by gender and age)

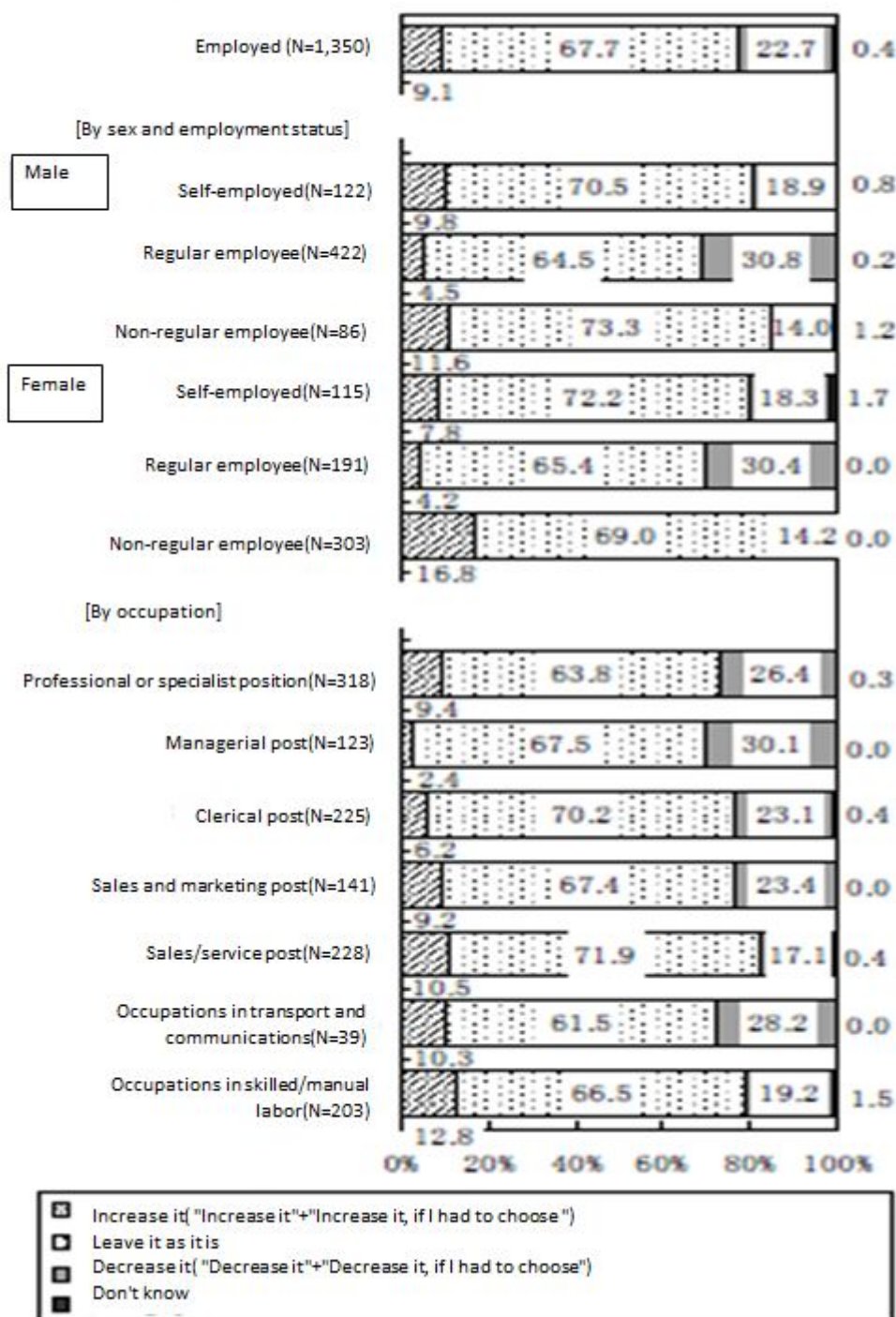


Reference table Weekly working hours (by gender and age) (hours)

| | 20's | 30's | 40's | 50's | 60's | 70's and over |
|--------|------|------|------|------|------|---------------|
| Male | 49.3 | 51.5 | 51.0 | 48.1 | 41.4 | 41.3 |
| Female | 42.6 | 36.3 | 34.7 | 35.8 | 32.5 | 34.4 |

Looking at the situation by gender and employment status, the largest proportion wishing to decrease time spent at work was seen among regular employees in the case of both men and women, at about 30% (30.8% of male regular employees and 30.4% of female regular employees); by occupation, the highest figures were seen among those in managerial posts, at about 30% (30.1%). (Figure 51) Moreover, looking at the situation by weekly working hours, there was a tendency for the proportion to increase as working hours increased, while when viewed by gender, whether or not the respondent had a child, and the age of the youngest child, the highest share was among men with a child aged 12 or under, at just over 30% (34.6%). (Figure 52)

Figure 51 About working hours
(employed, by sex, employment status, and occupation)



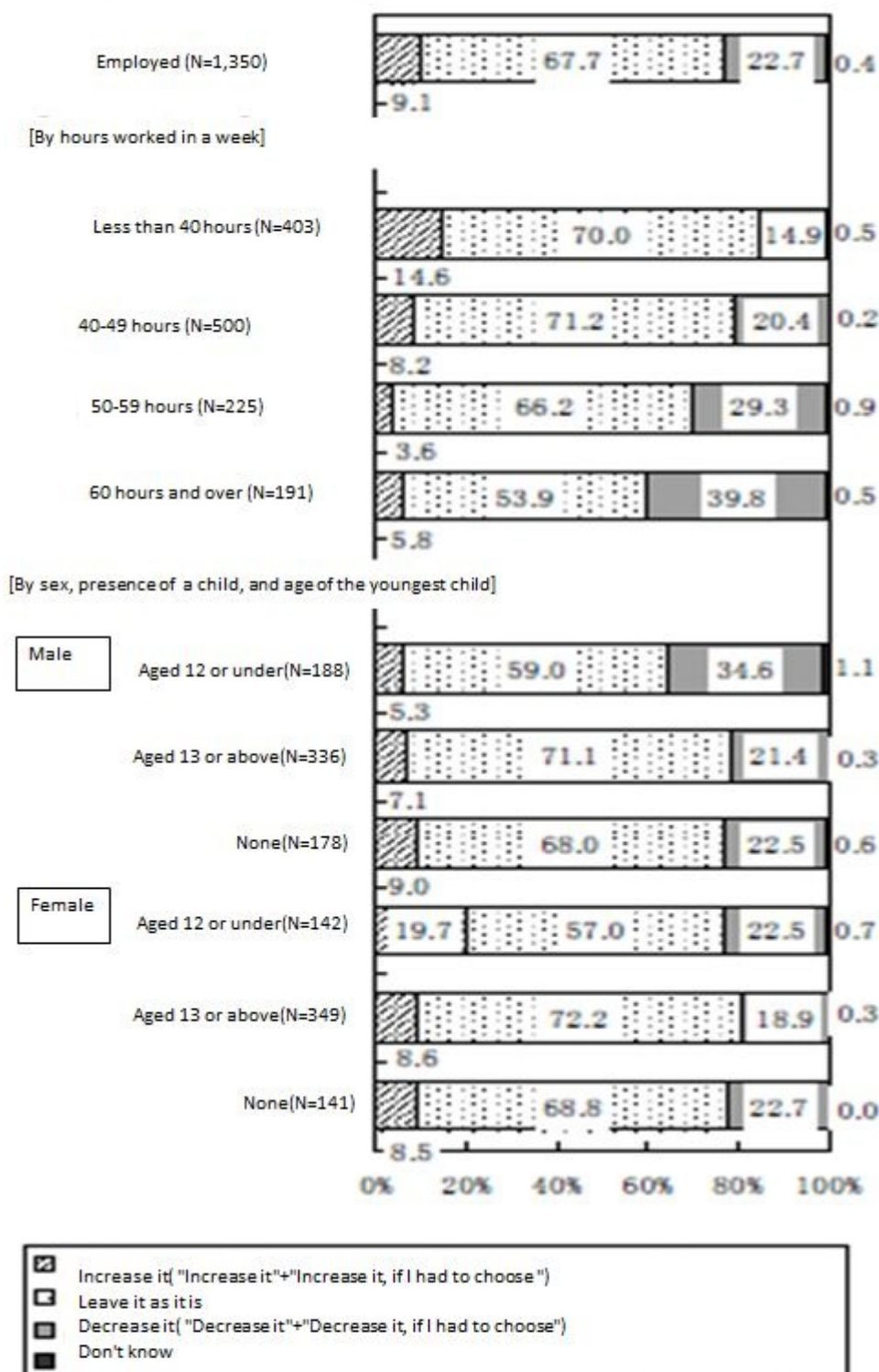
Occupations of N=15 or less (maintenance occupations) are omitted.

Self-employed: "Self-employed"+"family employee"+"freelance professional"+"piecework done from home"

Regular employment: "Regular employee"

Non-regular employee: "Non-regular employee"(including part time and *arubaito*) + "dispatched worker"

Figure 52 About working hours (employed, by hours worked in a week, sex, presence of a child, and age of the youngest child)



Aged 13 or above: Those who responded that they had children and that their youngest child was aged 13 or above
 Aged 12 or under: Those who responded that they had children and that their youngest child was aged 12 or under
 None: Those who responded that they had no children

Reference table Average weekly working hours (by sex and employment status) (by sex, presence of a child, and age of the youngest child (hours))

| | Self-employed | Regular employee | Non-regular employee |
|--------|---------------|------------------|----------------------|
| Male | 47.5 | 49.8 | 37.7 |
| Female | 39.9 | 45.4 | 28.8 |

| | 12 years old and younger | 13 years old and older | No child |
|--------|--------------------------|------------------------|----------|
| Male | 52.7 | 45.4 | 47.9 |
| Female | 32.5 | 34.3 | 42.4 |

Reference table Average weekly working hours (by content of job) (Hours)

| Professional or specialist position | Managerial post | Clerical post | Sales and marketing post | Sales/service post | Occupations in transport and communications | Occupations in skilled/manual labor |
|-------------------------------------|-----------------|---------------|--------------------------|--------------------|---|-------------------------------------|
| 44.4 | 49.4 | 38.8 | 44.6 | 36.4 | 51.4 | 41.6 |

<Survey design>

Those in paid employment who stated that they wished to decrease their time spent at work were also asked specifically how they would like to decrease their time spent at work, as outlined below.

[Question] How would you like to decrease it? Please select the option that is closest to your opinion in regard to the statements (1) and (2) below.

- (1) I would like to reduce the number of hours I work in a day
- (2) I would like to increase the number of days off and holidays

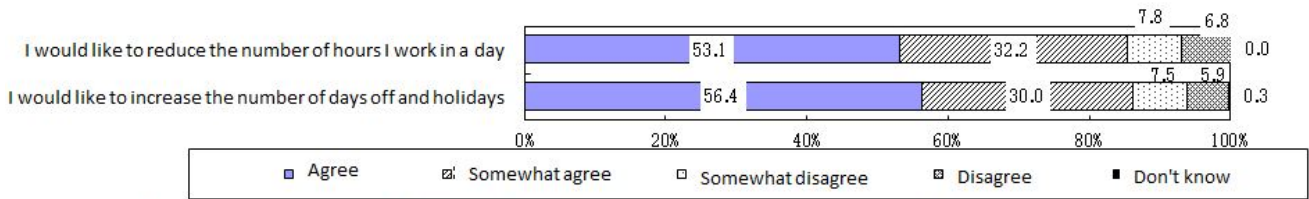
[Response] 1 Agree 2 Somewhat agree 3 Somewhat disagree 4 Disagree 5 Don't know

<Overall trend>

The proportion of those in agreement (total for those answering either "Agree" or "Somewhat agree"; the same applies hereinafter) was just under 90% in the case of both the statement "I would like to reduce the number of hours I work in a day" and the statement "I would like to increase the number of days off and holidays" (85.3% and 86.3%, respectively). (Figure 53)

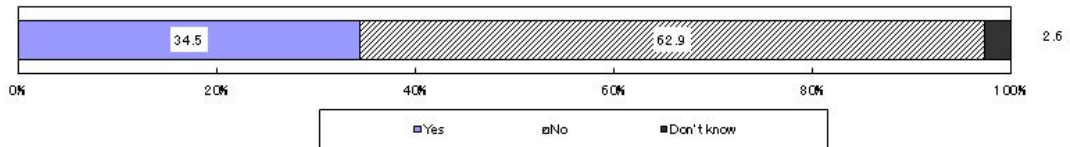
Moreover, when asked whether they would be happy for their income to be reduced as a result of their working hours being reduced, more than 30% (34.5%) of respondents answered in the affirmative, while more than 60% (62.9%) of respondents answered in the negative. (Figure 54)

Figure 53 Way of reducing working hours (employed, N=307)



Total of the employed who responded "Decrease it" and "Decrease it, if I had to choose" regarding working hours.

Figure 54 Would you be happy for your income to be reduced as a result of reducing your working hours? (Employed, N=307)

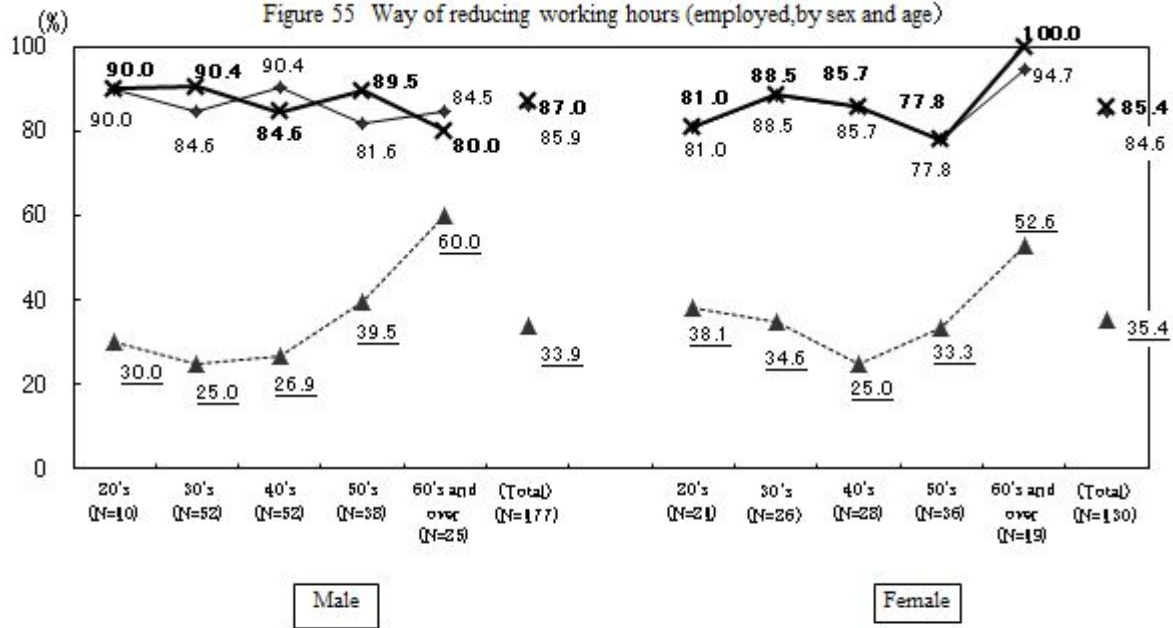


Total of the employed who responded "Decrease it" and "Decrease it, if I had to choose" regarding working hours.

<By attribute>

When looking at the proportions of respondents who were in agreement with the statements “I would like to reduce the number of hours I work in a day” and “I would like to increase the number of days off and holidays” by gender and age, the figures were high among both genders and all age brackets, at more than 80%. On the other hand, in terms of the proportion who answered the question “Would you be happy for your income to be reduced as a result of reducing your working hours?” in the affirmative, looking at the figures by gender and age, the curve is shaped like a valley, with the lowest figures being recorded among men in their 30s (25.0%) and women in their 40s (25.0%). (Figure 55)

Figure 55 Way of reducing working hours (employed, by sex and age)

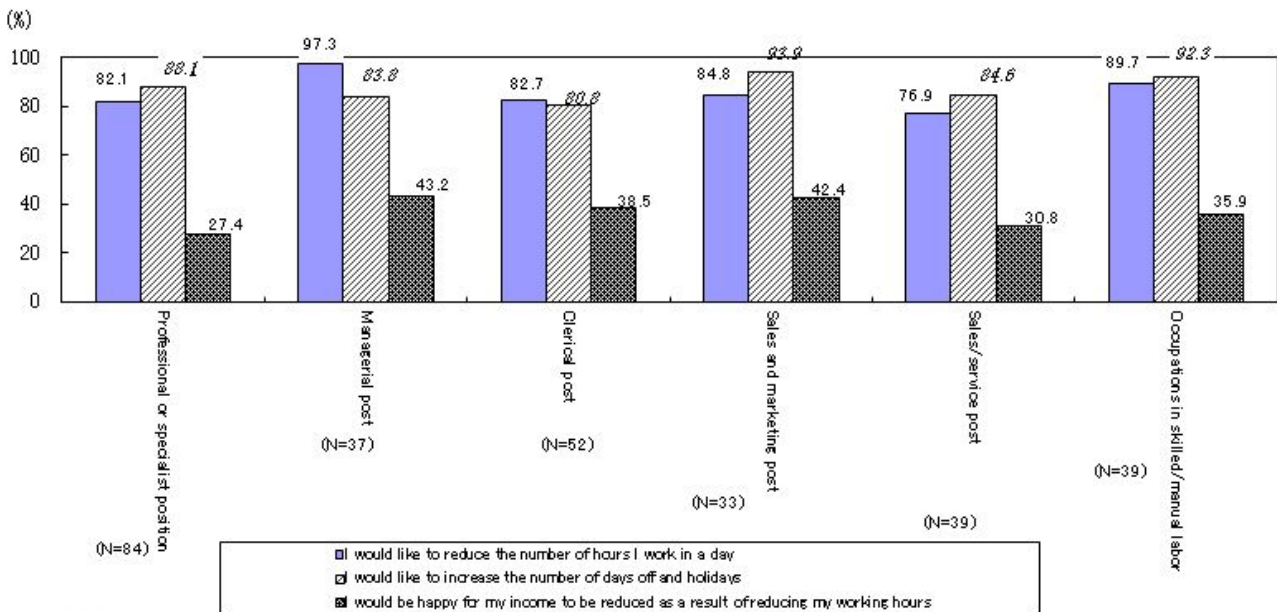


◆ I would like to reduce the number of hours I work in a day
 ✕ I would like to increase the number of days off and holidays
 ▲ I would be happy for my income to be reduced as a result of reducing my working hours

I would like to reduce the number of hours I work in a day: Total of "Agree" and "Somewhat agree"
 I would like to increase the number of days off and holidays: Total of "Agree" and "Somewhat agree"
 I would be happy for my income to be reduced as a result of reducing my working hours: Ratio of "yes"
 Counted among the employed who responded "Decrease it" and "Decrease it, if I had to choose" regarding working hours.

Looking at the proportions of those in agreement with the statements “I would like to reduce the number of hours I work in a day” and “I would like to increase the number of days off and holidays” by occupation, those in managerial posts accounted for the greatest share among those agreeing with the former (97.3%), while those in sales and marketing posts accounted for the greatest share among those agreeing with the latter (93.9%). (Figure 56)

Figure 56 Way of reducing working hours (employed, by occupations)



I would like to reduce the number of hours I work in a day: Total of "agree" and "more or less agree"
 I would like to increase the number of days off and holidays: Total of "agree" and "more or less agree"
 I would be happy for my income to be reduced as a result of reducing my working hours: Ratio of "yes"
 Counted among the employed who responded "decrease it" and "decrease it, if I had to choose" regarding working hours.
 Occupations of N=15 or less (conservative occupations and occupations in transport and communications) are omitted.

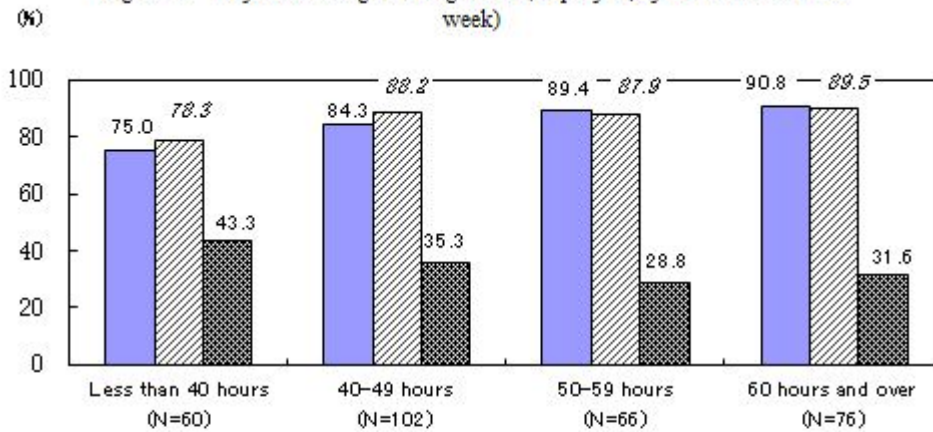
Reference: The average weekly working hours (by occupation) (hour)

| Professional or specialist position | Managerial post | Clerical post | Sales and marketing post | Sales/service post | Occupations in skilled/manual labor |
|-------------------------------------|-----------------|---------------|--------------------------|--------------------|-------------------------------------|
| 48.8 | 52.6 | 44.0 | 54.1 | 42.3 | 44.2 |

Counted among the employed who responded "decrease it" and "decrease it, if I had to choose" regarding

With regard to the statement "I would like to reduce the number of hours I work in a day", looking at the proportion answering in the affirmative by weekly working hours, there was a tendency for the proportion to increase as working hours increased. (Figure 57)

Figure 57 Way of reducing working hours (employed, by hours worked in a week)



would like to reduce the number of hours I work in a day
 would like to increase the number of days off and holidays
 would be happy for my income to be reduced as a result of reducing my working hours

I would like to reduce the number of hours I work in a day: Total of "Agree" and "Somewhat agree"
 I would like to increase the number of days off and holidays: Total of "Agree" and "Somewhat agree"
 I would be happy for my income to be reduced as a result of reducing my working hours: Ratio of "yes"
 Counted among the employed who responded "decrease it" and "Decrease it, if I had to choose" regarding working hours.

(4) Elements to Which Importance is Attached When Choosing a Workplace

<Survey design>

Wages and working hours are among the diverse range of elements cited as being conditions to which people attach importance when choosing a workplace, but to what degree is importance attached to the presence or absence of a system that supports achieving compatibility between work and family? This survey asked about the following.

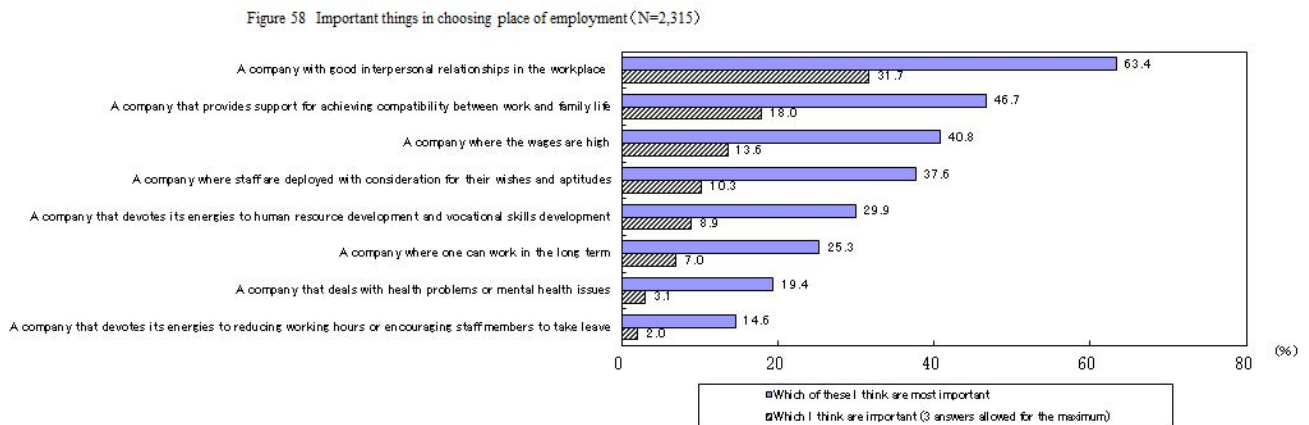
[Question] If you could choose your place of employment freely, what kind of a company would you like to work at? From the following, please choose up to three things that you think are important. Of these, which is the most important?

[Response]

- 1 A company where the wages are high
- 2 A company that devotes its energies to human resource development and vocational skills development
- 3 A company that provides support for achieving compatibility between work and family life
- 4 A company where staff are deployed with consideration for their wishes and aptitudes
- 5 A company with good interpersonal relationships in the workplace
- 6 A company where one can work in the long term
- 7 A company that devotes its energies to reducing working hours or encouraging staff members to take leave
- 8 A company that deals with health problems or mental health issues
- 9 Other
- 10 Don't know

<Overall trend>

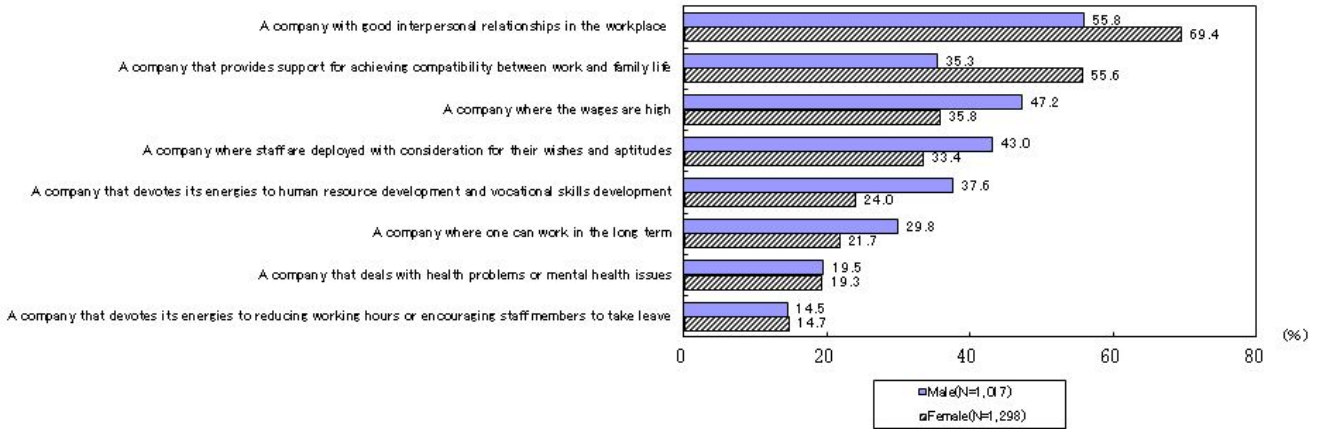
When asked about the kind of company they would like to work at if they could choose their place of employment freely ((1) permitted multiple responses, up to a maximum of three, while (2) asked respondents to choose what they thought was most important), those choosing a company with good interpersonal relationships in the workplace accounted for the largest share ((1) 63.4%, (2) 31.7%), followed by a company that provides support for achieving compatibility between work and family life ((1) 46.7%, (2) 18.0%), and a company where the wages are high ((1) 40.8%, (2) 13.6%). (Figure 58)



<By attribute>

Looking at what respondents thought was important by gender (multiple responses permitted, up to a maximum of three), a company with good interpersonal relationships in the workplace was top among both men and women (cited by 69.4% of men and 69.4% of women), but while a company that provides support for achieving compatibility between work and family life was in second place among women (55.6%), it was in fifth place (35.3%) among men, behind a company where the wages are high (47.2%), a company where staff are deployed with consideration for their wishes and aptitudes (43.0%), and a company that devotes its energies to human resource development and vocational skills development (37.6%). (Figure 59)

Figure 59 Important things in choosing place of employment (3 answers allowed for the maximum, by sex)



Looking at the proportion of respondents who cited a company that provides support for achieving compatibility between work and family life by gender and life age, greater importance was attached to this by women than by men among all age brackets, but in the case of both men and women, the peak was accounted for by those in their 30s (70.8% among women and 46.8% among men). (Figure 60)

Figure 60 Elements to which importance is attached when choosing a workplace (1) (by sex and age) (up to 3 answers can be chosen)

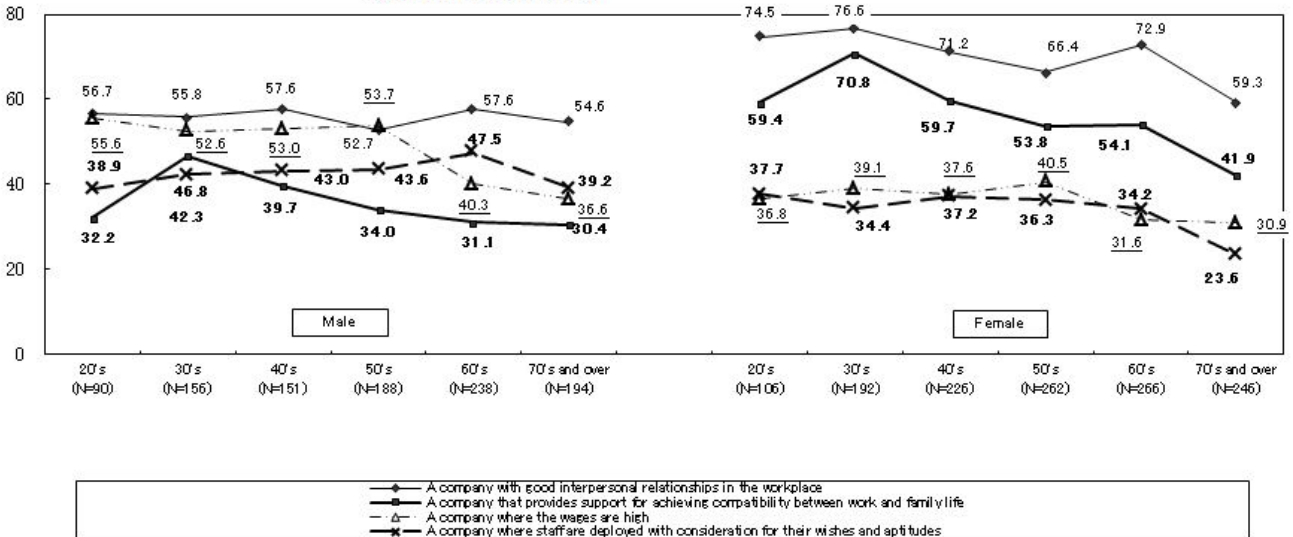
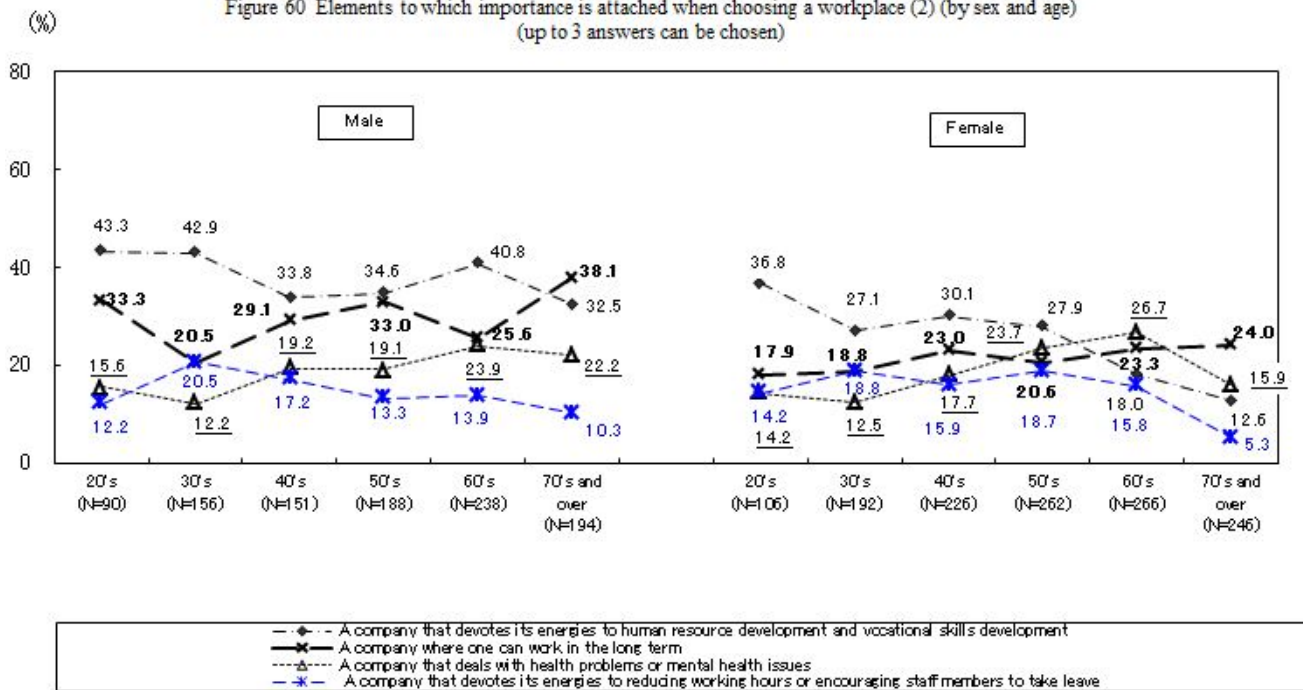


Figure 60 Elements to which importance is attached when choosing a workplace (2) (by sex and age)
(up to 3 answers can be chosen)



In addition, looking at the situation by gender and employment status, in the case of men, the largest proportion was accounted for by regular employees (42.2%), while among women the highest share was accounted for by those who were self-employed (59.1%), followed by non-regular employees (58.1%). (Table 10) Looking at the situation by weekly working hours, the largest proportion was among those working fewer than 40 hours, at just under 60% (56.8%) (Table 11), while when viewed by gender, whether or not the respondent had a child, and the age of the youngest child, the highest share was among women with a child aged 12 or under, at just under 80% (75.8%). (Table 12)

Table 10 Elements to which importance is attached when choosing a workplace (up to 3 answers can be chosen) (by sex and employment status) (%)

| | | N | Total | A company with good interpersonal relationships in the workplace | A company that provides support for achieving compatibility between work and family life | A company where the wages are high | A company where staff are deployed with consideration for their wishes and aptitudes | A company that devotes its energies to human resource development and vocational skills development | A company where one can work in the long term | A company that deals with health problems or mental health issues | A company that devotes its energies to reducing working hours or encouraging staff members to take leave | Other | Don't know |
|--------|----------------------|-----|-------|--|--|------------------------------------|--|---|---|---|--|-------|------------|
| Male | Self-employed | 122 | 100.0 | 63.9 | 25.4 | 46.7 | 44.3 | 40.2 | 27.9 | 16.4 | 12.3 | 0.8 | 4.1 |
| | Regular employee | 422 | 100.0 | 57.6 | 42.2 | 55.2 | 41.2 | 34.4 | 29.6 | 15.6 | 16.6 | 0.7 | 0.2 |
| | Non-regular employee | 86 | 100.0 | 54.7 | 29.1 | 46.5 | 58.1 | 38.4 | 29.1 | 22.1 | 12.8 | 2.3 | 1.2 |
| | Unemployed | 307 | 100.0 | 52.1 | 31.3 | 37.1 | 41.4 | 39.1 | 30.3 | 25.4 | 12.1 | 0.3 | 5.9 |
| Female | Self-employed | 115 | 100.0 | 67.0 | 59.1 | 41.7 | 40.9 | 22.6 | 19.1 | 21.7 | 14.8 | 0.9 | 2.6 |
| | Regular employee | 191 | 100.0 | 70.7 | 51.8 | 38.7 | 35.1 | 39.3 | 24.6 | 14.7 | 19.4 | — | 0.5 |
| | Non-regular employee | 303 | 100.0 | 70.3 | 58.1 | 42.9 | 38.6 | 23.4 | 22.4 | 20.5 | 15.2 | 1.0 | 0.3 |
| | Unemployed | 655 | 100.0 | 69.3 | 54.8 | 29.6 | 29.3 | 19.5 | 21.4 | 19.8 | 13.4 | 0.3 | 9.8 |

Self-employed: "self-employed" + "family employee" + "freelance professional" + "piecework done from home"
 Regular employee: regular employee
 Non-regular employee: "non-regular employee" (part-timer and arubaito) + "dispatched worker"
 Unemployed: "unemployed" + "student"

Table 11 Elements to which importance is attached when choosing a workplace (up to 3 answers can be chosen) (by weekly working hours) (%)

| | N | Total | A company with good interpersonal relationships in the workplace | A company that provides support for achieving compatibility between work and family life | A company where the wages are high | A company where staff are deployed with consideration for their wishes and aptitudes | A company that devotes its energies to human resource development and vocational skills development | A company where one can work in the long term | A company that deals with health problems or mental health issues | A company that devotes its energies to reducing working hours or encouraging staff members to take leave | Other | Don't know |
|--------------------|-----|-------|--|--|------------------------------------|--|---|---|---|--|-------|------------|
| Less than 40 hours | 403 | 100.0 | 68.7 | 56.8 | 41.2 | 39.0 | 29.8 | 22.6 | 19.4 | 14.4 | 0.7 | 0.5 |
| 40 - 49 hours | 500 | 100.0 | 63.0 | 43.4 | 49.4 | 43.0 | 30.2 | 29.0 | 18.0 | 14.6 | 1.0 | 1.0 |
| 50 - 59 hours | 225 | 100.0 | 57.3 | 44.0 | 48.4 | 42.7 | 39.1 | 23.1 | 18.7 | 17.8 | 0.4 | 1.3 |
| 60 hours and over | 191 | 100.0 | 57.6 | 35.1 | 52.9 | 37.2 | 39.8 | 27.7 | 12.0 | 20.9 | 1.6 | 2.6 |

Reference table: Male to female ratio (by weekly working hours) (%)

| | Less than 40 hours | 40 - 49 hours | 50 - 59 hours | 60 hours and over |
|--------|--------------------|---------------|---------------|-------------------|
| Male | 23.1 | 58.2 | 72.9 | 78.5 |
| Female | 76.9 | 41.8 | 27.1 | 21.5 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 |

Table 12 Elements to which importance is attached when choosing a workplace (up to 3 answers can be chosen) (by sex, presence of a child, and age of the youngest child) (%)

| | | N | Total | A company with good interpersonal relationships in the workplace | A company that provides support for achieving compatibility between work and family life | A company where the wages are high | A company where staff are deployed with consideration for their wishes and aptitudes | A company that devotes its energies to human resource development and vocational skills development | A company where one can work in the long term | A company that deals with health problems or mental health issues | A company that devotes its energies to reducing working hours or encouraging staff members to take leave | Other | Don't know |
|--------|--------------------------|-----|-------|--|--|------------------------------------|--|---|---|---|--|-------|------------|
| Male | 12 years old and younger | 192 | 100.0 | 56.3 | 46.9 | 56.8 | 34.9 | 37.5 | 30.2 | 13.5 | 16.7 | 0.5 | 0.5 |
| | 13 years old and older | 579 | 100.0 | 56.3 | 33.3 | 44.0 | 43.0 | 36.6 | 29.4 | 21.2 | 13.3 | 0.7 | 4.0 |
| | None | 234 | 100.0 | 54.7 | 30.3 | 48.3 | 48.3 | 40.6 | 31.2 | 19.7 | 15.0 | 1.3 | 1.3 |
| Female | 12 years old and younger | 256 | 100.0 | 72.3 | 75.8 | 39.8 | 30.5 | 28.1 | 18.4 | 12.1 | 18.4 | 1.2 | — |
| | 13 years old and older | 815 | 100.0 | 67.5 | 51.5 | 35.0 | 32.6 | 20.2 | 22.8 | 22.2 | 13.7 | 0.4 | 7.4 |
| | None | 214 | 100.0 | 73.4 | 48.6 | 33.2 | 41.1 | 33.6 | 21.5 | 17.8 | 14.5 | — | 3.3 |

12 years old or younger: respondents with the youngest child who is 12 years old or younger

13 years old or older: respondents with the youngest child who is 13 years old or older

No child: Respondents with no child.

2 Consciousness Regarding the Preferred Ways of Life for Men and Women

<Survey design>

When compatibility between work and life is looked at in terms of individual consciousness, can one see a change in the traditional understanding of the division of labor by gender role, based on men working and women doing the housework? This survey asked about the following.

[Question] What do you think is the most desirable way of life for men and women in relation to work and family life, including housework, child rearing, and nursing care? Please select the option that best matches your opinion in regard to each of the statements (1)-(4) below, regarding men and women, respectively.

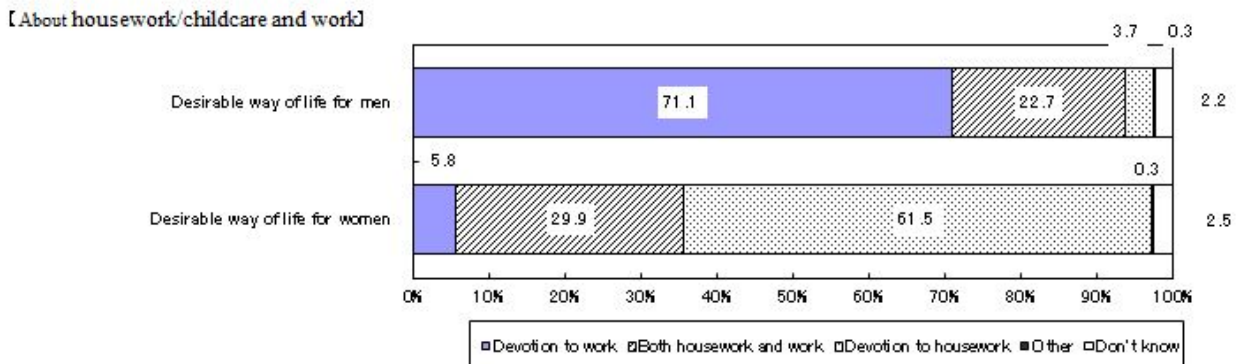
[Response]

- 1 Devoting themselves to work, without doing any housework or childcare, etc.
- 2 Doing housework and childcare, etc., but making work the absolute priority
- 3 Doing roughly the same amount of housework and childcare, etc. as work
- 4 Working, but making housework and childcare, etc. the absolute priority
- 5 Devoting themselves to housework or childcare, etc., without doing any work
- 6 Other
- 7 Don't know

<Overall trend>

When asked about the most desirable way of life for men in relation to work and family life, including housework, child rearing, and nursing care, the largest share was accounted for by those endorsing the approach classed as "Prioritizing work" (total for those responding either "Devoting themselves to work, without doing any housework or childcare, etc." or "Doing housework and childcare, etc., but making work the absolute priority"; the same applies hereinafter), at about 70% (71.1%), followed by those endorsing the approach classed as "Focusing on both work and home" (i.e. those who selected "Doing roughly the same amount of housework and childcare, etc. as work"; the same applies hereinafter), who accounted for more than 20% (22.7%) of respondents. When asked about the most desirable way of life for women in relation to work and family life, including housework, child rearing, and nursing care, the largest share was accounted for by those endorsing the approach classed as "Prioritizing the home" (total for those responding either "Devoting themselves to housework or childcare, etc., without doing any work" or "Working, but making housework and childcare, etc. the absolute priority"; the same applies hereinafter), at about 60% (61.5%), followed by those endorsing the approach classed as "Focusing on both work and home", who accounted for about 30% (29.9%) of respondents. (Figure 61)

Figure 61 Preferred way of life for men and women (N=2,315)



Devotion to work: "Devoting themselves to work, without doing any housework or childcare, etc." + "Doing housework and childcare, etc., but making work the absolute priority"

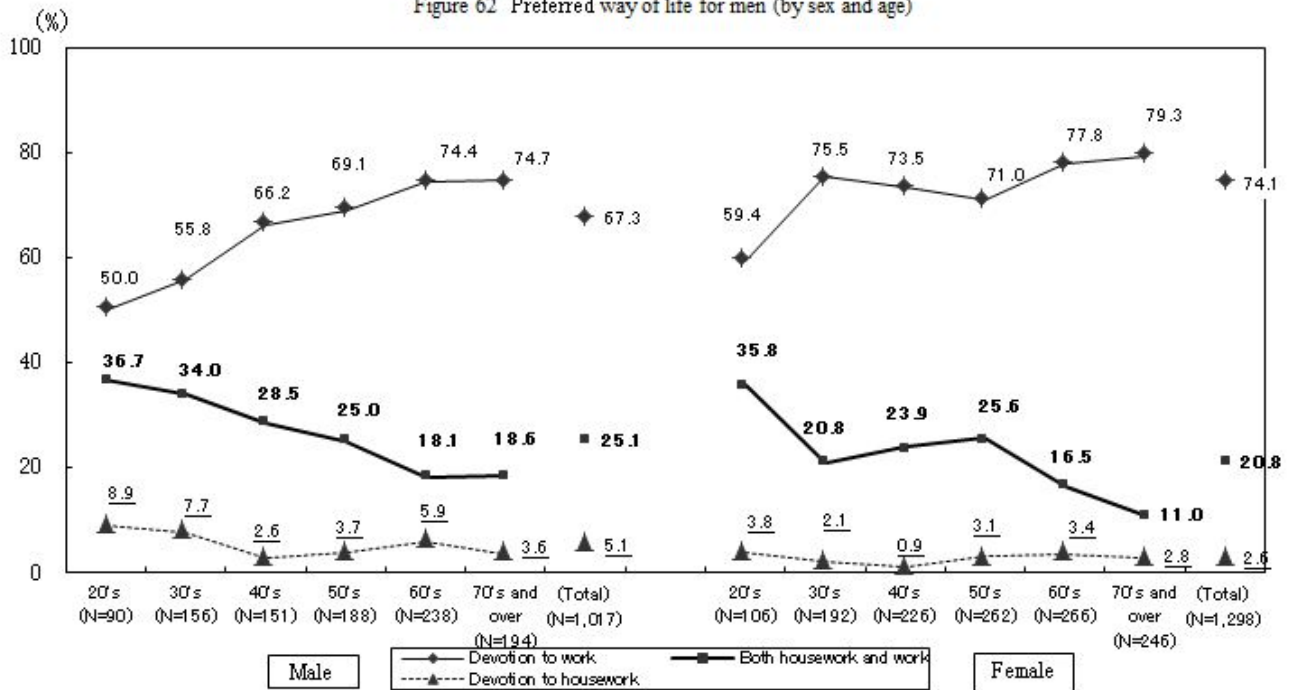
Both housework and work: "Doing roughly the same amount of housework and childcare, etc. as work"

Devotion to housework: "Devoting themselves to housework or childcare, etc., without doing any work" + "working, but making housework and childcare, etc. the absolute priority "

<By attribute>

Looking at the most desirable way of life for men by gender and age, the proportion endorsing the approach classed as "Prioritizing work" was highest in the 70s and above age bracket, among both men and women (74.7% of men aged in their 70s and above, and 79.3% of women aged in their 70s and above), with a tendency for support for this view to increase with age among men. On the other hand, the proportion endorsing the approach classed as "Focusing on both work and home" was highest among both men and women in their 20s (36.7% of men in their 20s and 35.8% of women in their 20s), with a tendency for support for this view to decrease with age among men. (Figure 62)

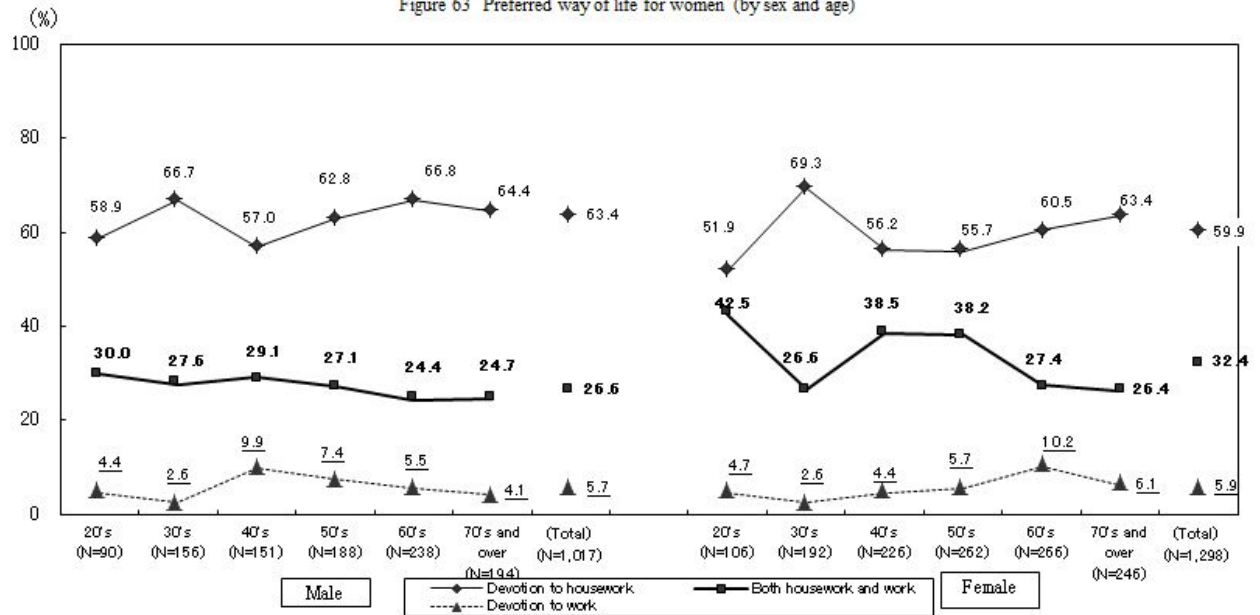
Figure 62 Preferred way of life for men (by sex and age)



Devotion to work: "Devoting themselves to work, without doing any housework or childcare, etc." + "Doing housework and childcare, etc., but making work the absolute priority"
 Devotion to housework: "Devoting themselves to housework or childcare, etc., without doing any work" + "Working, but making housework and childcare, etc. the absolute priority"
 Both housework and work: Doing roughly the same amount of housework and childcare, etc. as work

Looking at the way of life thought most desirable for women by gender and age, the proportion endorsing the approach classed as "Prioritizing the home" was highest among women in their 30s (69.3%), while in the case of men, it was highest among those in their 30s and those in their 60s (66.7% of those in their 30s and 66.8% of those in their 60s). The proportion endorsing the approach classed as "Focusing on both work and home" was highest among both men and women in their 20s (30.0% of men in their 20s and 42.5% of women in their 20s). (Figure 63)

Figure 63 Preferred way of life for women (by sex and age)

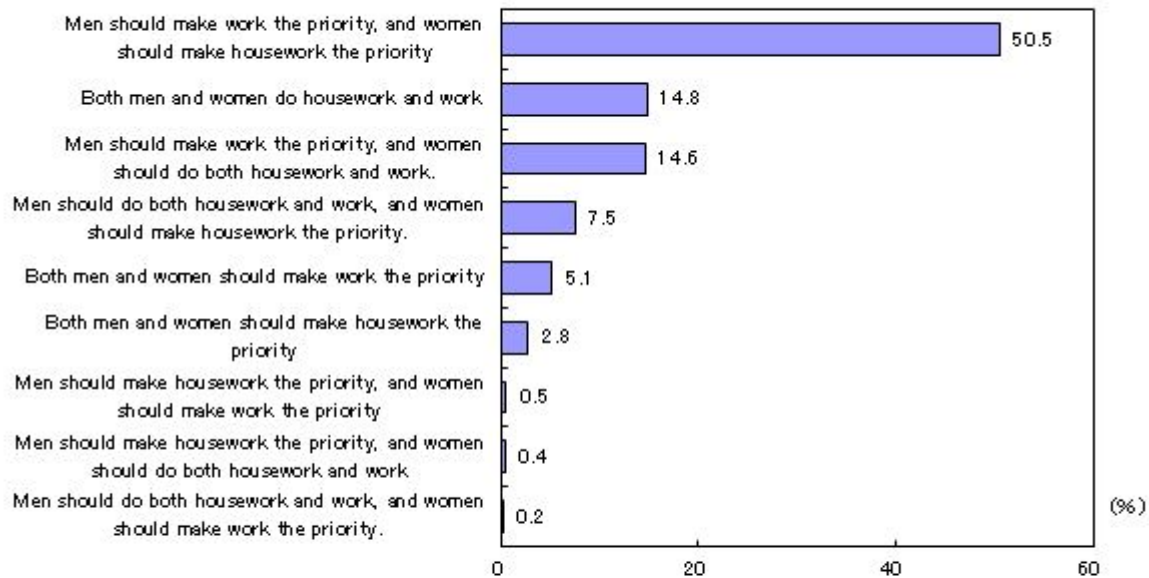


Devotion to work: "Devoting themselves to work, without doing any housework or childcare, etc." + "Doing housework and childcare, etc., but making work the absolute priority"
 Devotion to housework: "Devoting themselves to housework or childcare, etc., without doing any work" + "Working, but making housework and childcare, etc. the absolute priority"
 Both housework and work: Doing roughly the same amount of housework and childcare, etc. as work

<Desirable combination of men's way of life and women's way of life>

If looks at the situation in terms of the desirable combination of ways of life of men and women, the highest proportion was accounted for by those with the view that "Men should prioritize work and women should prioritize the home", at about 50% (50.5%), followed by the views that "Both men and women should focus on both work and the home" and "Men should prioritize work and women should focus on both work and the home", which both accounted for just over 10% of responses (14.8% and 14.6%, respectively). (Figure 64)

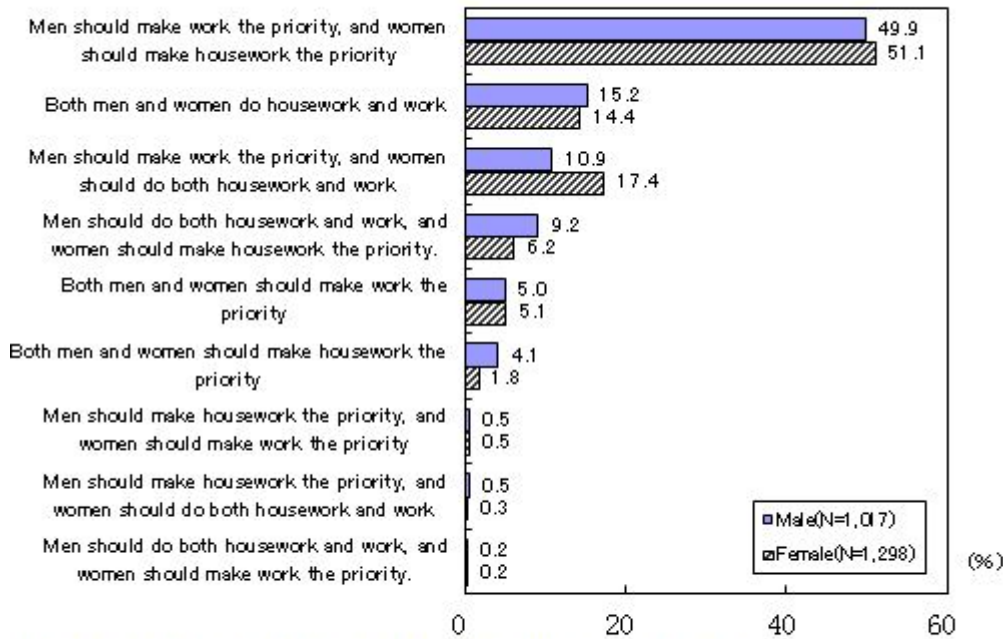
Figure 64 Preferred way of life for men and women (N=2,315)



Devotion to work: " Devoting themselves to work, without doing any housework or childcare, etc." + " Doing housework and childcare, etc., but making work the absolute priority"
 Devotion to housework: " Devoting themselves to housework or childcare, etc., without doing any work" + " Working, but making housework and childcare, etc. the absolute priority"
 Both housework and work: Doing roughly the same amount of housework and childcare, etc. as work

Looking at this by gender, among men, the view that “Men should prioritize work and women should prioritize the home” was endorsed by the highest proportion of respondents (49.9%), followed by the view that “Both men and women should focus on both work and the home” (15.2%); among women, the view that “Men should prioritize work and women should prioritize the home” was endorsed by the highest proportion of respondents (51.1%), followed by the view that “Men should prioritize work and women should focus on both work and the home” (17.4%). (Figure 65)

Figure 65 Preferred way of life for men and women (by gender)



Devotion to work: "Devoting themselves to work, without doing any housework or childcare, etc."

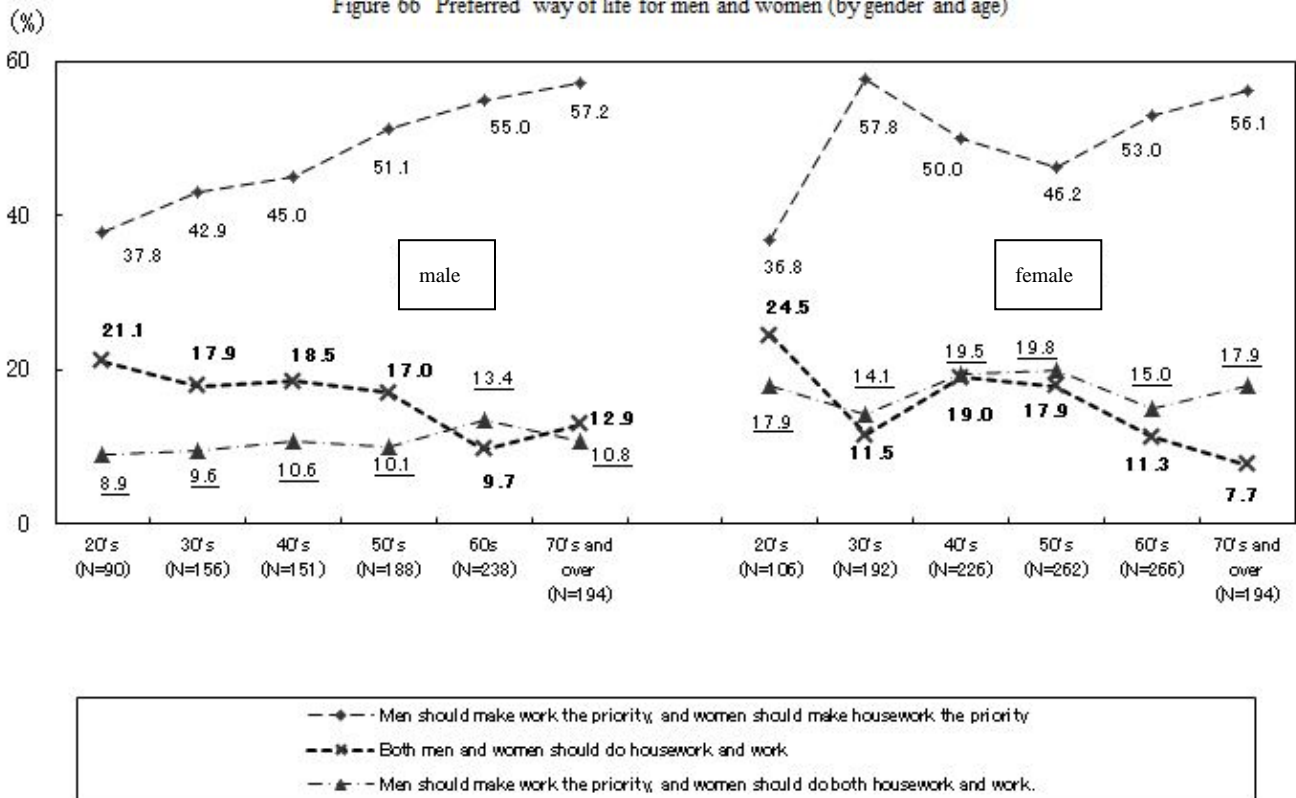
"+"doing housework and childcare, etc., but making work the absolute priority"

Devotion to housework: "Devoting themselves to housework or childcare, etc., without doing any work" + "working, but making housework and childcare, etc. the absolute priority"

Both housework and work: "Doing roughly the same amount of housework and childcare, etc. as work"

Looking at the situation by gender and age, the proportion endorsing the view that "Men should prioritize work and women should prioritize the home" has a tendency to increase with age among men, peaking at just under 60% (57.2%) among men aged in their 70s or above. Support for this view among women was highest among those in their 30s (57.8%). The proportion endorsing the approach classed as "Focusing on both work and home" was highest among both men and women in their 20s (30.0% of men in their 20s and 42.5% of women in their 20s). (Figure 66)

Figure 66 Preferred way of life for men and women (by gender and age)



Looking at the proportion endorsing the view that “Both men and women should focus on both work and the home” by gender and employment status, the highest share was seen among regular employees in the case of both men and women (18.7% among male regular employees and 25.1 of female regular employees); by occupation, support for this view was highest among those in managerial posts (20.3%), followed by those in professional or specialist positions (18.9%) and those in clerical posts (18.2%). (Table 13) (Table 14) Looking at the situation by gender and household, support for this view among men was highest among those in double-income households (18.5%), while among women it was highest among those who were single (17.0%). (Table 15)

Table 13 Preferred way of life for men and women (by sex and employment status)

| | N | Total | Men should make work the priority, and women should make housework the priority | Both men and women do housework and work | Men should make work the priority, and women should do both housework and work | Men should do both housework and work, and women should make housework the priority | Both men and women should make work the priority | Both men and women should make housework the priority | Men should make housework the priority, and women should make work the priority | Men should make housework the priority, and women should do both housework and work | Men should do both housework and work, and women should make work the priority | Other/no response |
|----------------------|-----|-------|---|--|--|---|--|---|---|---|--|-------------------|
| Male | | | | | | | | | | | | |
| Self-employed | 122 | 100.0 | 47.5 | 13.1 | 11.5 | 10.7 | 5.7 | 4.9 | — | 0.8 | — | 5.7 |
| Regular employee | 422 | 100.0 | 46.7 | 18.7 | 9.7 | 11.1 | 5.0 | 5.0 | 0.5 | — | 0.5 | 2.8 |
| Non-regular employee | 86 | 100.0 | 55.8 | 10.5 | 11.6 | 5.8 | 2.3 | 4.7 | 2.3 | — | — | 7.0 |
| Unemployed | 307 | 100.0 | 53.1 | 13.7 | 11.7 | 8.1 | 4.2 | 2.9 | 0.3 | 1.0 | — | 4.9 |
| Female | | | | | | | | | | | | |
| Self-employed | 115 | 100.0 | 51.3 | 13.9 | 20.9 | 3.5 | 7.8 | 1.7 | — | — | — | 0.9 |
| Regular employee | 191 | 100.0 | 37.2 | 25.1 | 21.5 | 7.9 | 5.2 | 1.6 | — | — | — | 1.6 |
| Non-regular employee | 303 | 100.0 | 51.2 | 15.8 | 18.8 | 6.9 | 3.6 | 1.0 | — | 0.7 | 0.3 | 1.7 |
| Unemployed | 655 | 100.0 | 54.5 | 11.0 | 15.6 | 5.8 | 5.2 | 2.3 | 0.6 | 0.3 | 0.3 | 4.4 |

Making work priority: "Devoting themselves to work, without doing any housework or childcare, etc." + "Doing housework and childcare, etc., but making work the absolute priority"
 Making housework priority: "Devoting themselves to housework or childcare, etc., without doing any work" + "Working, but making housework and childcare, etc. the absolute priority"
 Both housework and work: "Doing roughly the same amount of housework and childcare, etc. as work"
 Self-employed: "self-employed" + "family employee" + "freelance professional" + "piecework done from home"
 Regular employee: regular employee
 Non-regular employee: "non-regular employee" (part-timer and arhaiis) + "dispatched worker"

Reference table: Average age (by sex and employment status)

(years old)

| | Self-employed | Regular employee | Non-regular employee | Unemployed | |
|--------|---------------|------------------|----------------------|------------|------|
| Male | 57.5 | | 43.6 | 51.9 | 66.0 |
| Female | 56.7 | | 40.5 | 47.1 | 60.0 |

Table 14 Preferred way of life for men and women (by occupation)

| | N | Total | Men should make work the priority, and women should make housework the priority | Both men and women do housework and work | Men should make work the priority, and women should do both housework and work | Men should do both housework and work, and women should make housework the priority. | Both men and women should make work the priority | Both men and women should make housework the priority | Men should make housework the priority, and women should make work the priority | Men should make housework the priority, and women should do both housework and work | Men should do both housework and work, and women should make work the priority. | Other/no response |
|---|-----|-------|---|--|--|--|--|---|---|---|---|-------------------|
| Professional or specialist position | 318 | 100.0 | 44.7 | 18.9 | 14.2 | 10.7 | 4.7 | 4.4 | 0.3 | — | — | 2.2 |
| Managerial post | 123 | 100.0 | 43.1 | 20.3 | 17.1 | 6.5 | 8.1 | 2.4 | — | — | — | 2.4 |
| Clerical post | 225 | 100.0 | 49.8 | 18.2 | 13.8 | 8.4 | 3.6 | 2.2 | 0.4 | 0.4 | — | 3.1 |
| Sales and marketing post | 141 | 100.0 | 44.7 | 17.7 | 15.6 | 7.8 | 6.4 | 2.8 | — | 0.7 | 1.4 | 2.8 |
| Sales/service post | 228 | 100.0 | 48.7 | 16.2 | 16.2 | 7.0 | 4.8 | 2.2 | 1.3 | — | — | 3.5 |
| Maintenance occupations | 11 | 100.0 | 36.4 | 9.1 | 18.2 | 27.3 | — | 9.1 | — | — | — | — |
| Occupations in transport and communications | 39 | 100.0 | 66.7 | 2.6 | 15.4 | 7.7 | 2.6 | 5.1 | — | — | — | — |
| Occupations in skilled/manual labor | 203 | 100.0 | 51.2 | 14.3 | 12.8 | 6.4 | 6.4 | 3.4 | 0.5 | 0.5 | 0.5 | 3.9 |

Making work priority: "Devoting themselves to work, without doing any housework or childcare, etc." + "doing housework and childcare, etc., but making work the absolute priority"
 Making housework priority: "Devoting themselves to housework or childcare, etc., without doing any work" + "working, but making housework and childcare, etc. the absolute priority"
 Both housework and work: "Doing roughly the same amount of housework and childcare, etc. as work"

Table 15 Preferred way of life for men and women (by sex and household)

| | N | Total | Men should make work the priority, and women should make housework the priority | Both men and women do housework and work | Men should make work the priority, and women should do both housework and work | Men should do both housework and work, and women should make housework the priority. | Both men and women should make work the priority | Both men and women should make housework the priority | Men should make housework the priority, and women should make work the priority | Men should make housework the priority, and women should do both housework and work | Men should do both housework and work, and women should make work the priority. | Other/no response |
|---|-----|-------|---|--|--|--|--|---|---|---|---|-------------------|
| Male | | | | | | | | | | | | |
| Unmarried | 213 | 100.0 | 3.3 | 9.9 | 42.3 | 0.5 | 18.8 | 13.1 | 0.9 | 0.5 | 4.2 | 6.6 |
| Double-income household | 329 | 100.0 | 45.0 | 18.5 | 12.5 | 8.5 | 6.7 | 4.3 | 0.6 | 0.3 | 0.3 | 3.3 |
| Household with full-time housewife (male) | 232 | 100.0 | 56.9 | 11.2 | 9.1 | 8.2 | 5.2 | 5.2 | — | 0.4 | — | 3.9 |
| Female | | | | | | | | | | | | |
| Unmarried | 364 | 100.0 | 2.2 | 17.0 | 48.1 | — | 6.9 | 6.9 | 0.5 | 0.5 | 1.9 | 4.7 |
| Double-income household | 421 | 100.0 | 48.5 | 15.2 | 20.9 | 6.7 | 5.9 | 1.2 | 0.2 | — | 0.2 | 1.2 |
| Household with full-time housewife (female) | 269 | 100.0 | 58.4 | 10.4 | 13.8 | 5.2 | 5.6 | 2.6 | 0.4 | 0.4 | — | 3.3 |

Making work priority: "Devoting themselves to work, without doing any housework or childcare, etc." + "doing housework and childcare, etc., but making work the absolute priority"
 Making housework priority: "Devoting themselves to housework or childcare, etc., without doing any work" + "working, but making housework and childcare, etc. the absolute priority"
 Both housework and work: "Doing roughly the same amount of housework and childcare, etc. as work"
 Unmarried: "divorced/widowed" + "unmarried"
 Double-income household: those who are employed and married to a spouse who has a job
 Household with full-time housewife (male): those who are employed and married to a spouse who does not have a job
 Household with full-time housewife (female): those who are student or unemployed and married to a spouse who has a job

3 Issues Concerning Achieving Compatibility between Work and Family Life and Responses to These

(1) Preferred Way of Working

<Survey design>

In striving to achieve a work-life balance, it is important to respond to the needs of each individual in relation to ways of working. This survey asked about ways of working to which respondents attached importance, as follows.

[Question] What is your preferred way of working? How important do you think the matters in (1)-(5) below are? Please select the option for each that best matches your opinion.

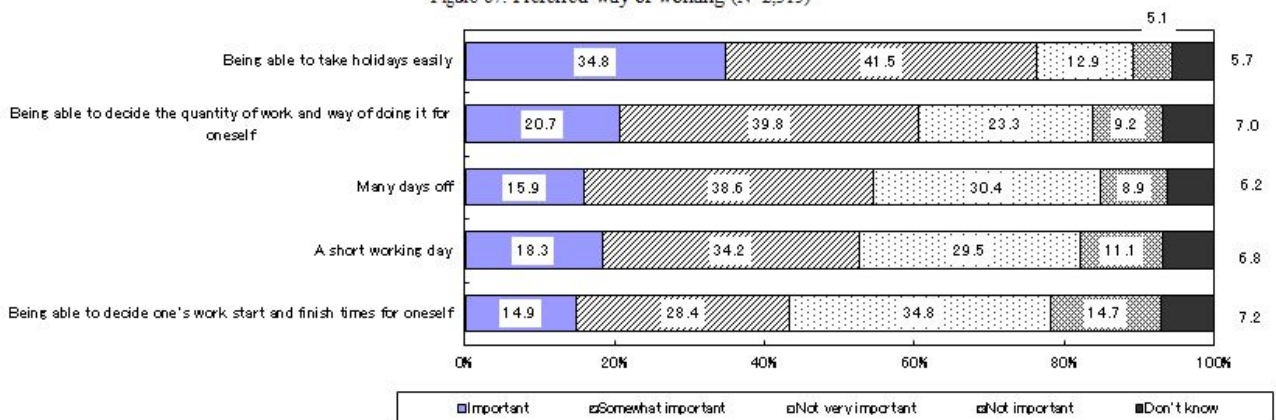
- (1) A short working day
- (2) Being able to take holidays easily
- (3) Many days off
- (4) Being able to decide one’s work start and finish times for oneself
- (5) Being able to decide the quantity of work and way of doing it for oneself

[Response] 1 Important 2 Somewhat important 3 Not very important 4 Not important 5 Don’t know

<Overall trend>

The proportion deeming each item to be important (total for those answering either “Important” or “Somewhat important”; the same applies hereinafter) was just under 80% in the case of “Being able to take holidays easily” (76.3%), about 60% in the case of “Being able to decide the quantity of work and way of doing it for oneself” (60.5%), and just over 50% in the case of “Many days off” and “A short working day” (54.5% and 52.5%, respectively). (Figure 67)

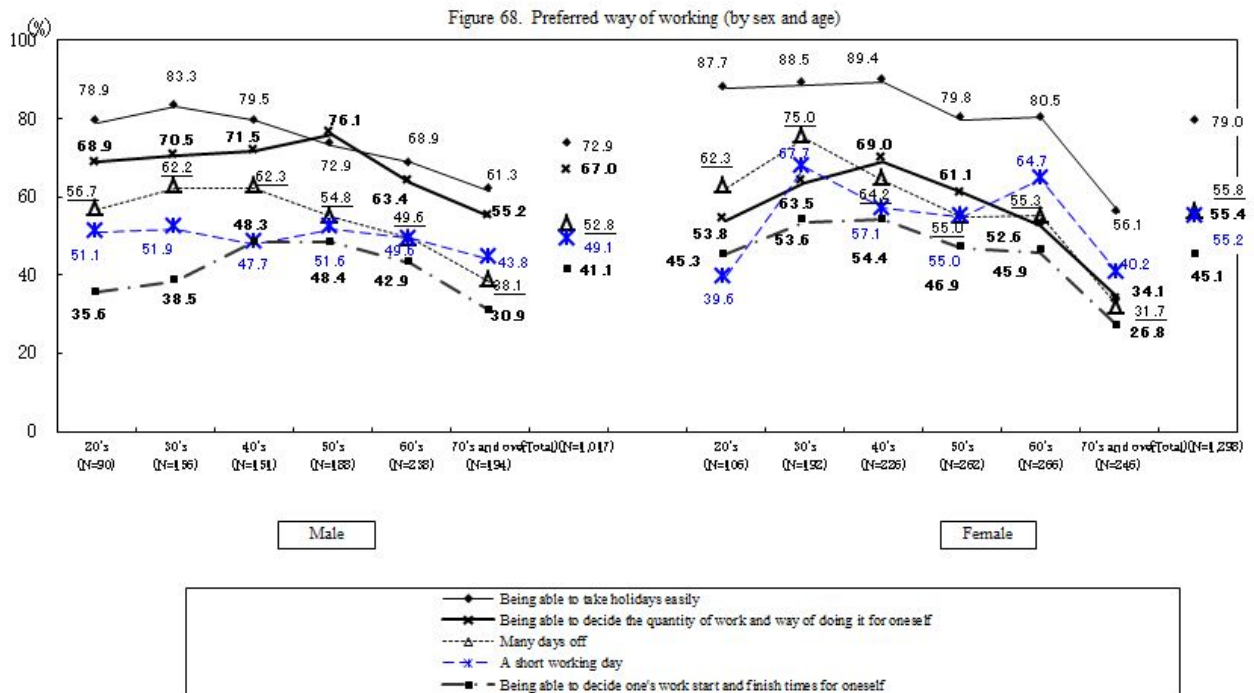
Figure 67. Preferred way of working (N=2,315)



<By attribute>

Looking at the proportion by gender and age of those who deemed these matters to be important, the proportion of men citing “Being able to take holidays easily” and “Many days off” was highest among those in their 30s and 40s, with a tendency for the share to decline with increasing age thereafter. The curves showing the distribution of those who deemed “Being able to decide the quantity of work and way of doing it for oneself”

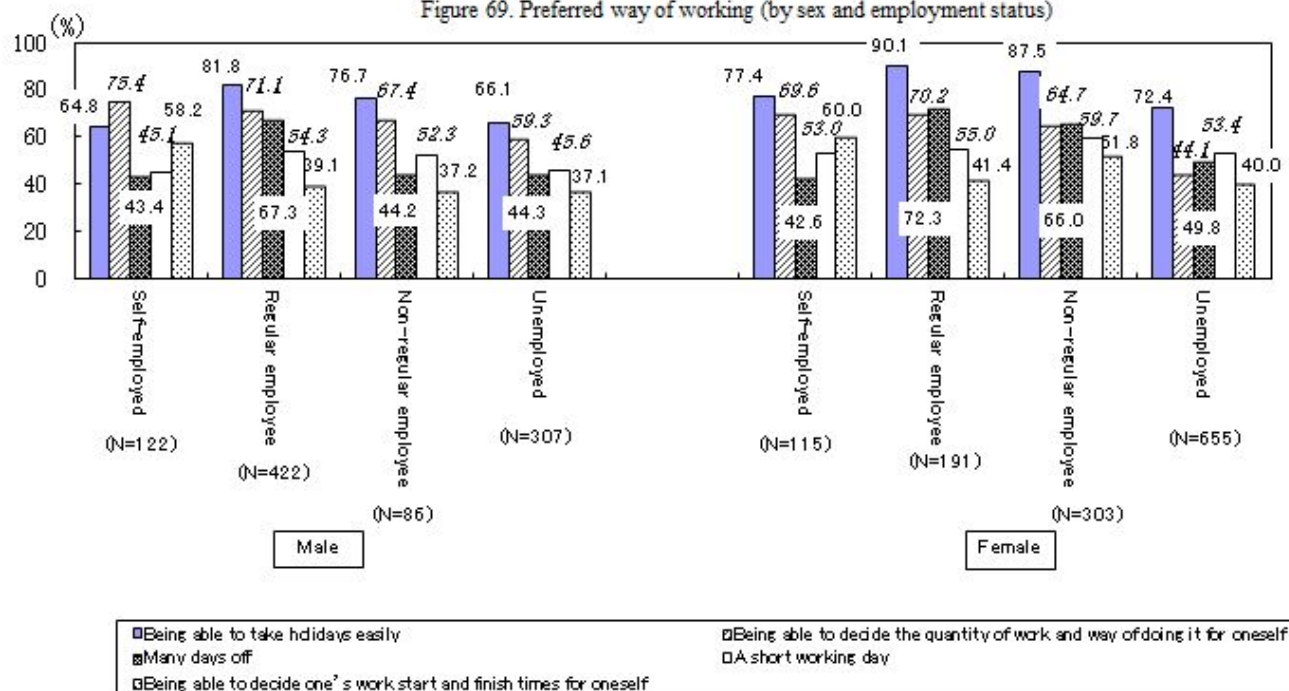
and “Being able to decide one’s work start and finish times for oneself” form a shape similar to that of a mountain, peaking in the 50s age bracket. Among women, the proportion attaching importance to “Being able to take holidays easily” is highest in all age brackets, but the proportion of women emphasizing “Being able to decide the quantity of work and way of doing it for oneself” and “Being able to decide one’s work start and finish times for oneself” peaked among respondents in their 40s, while the share of women emphasizing “Being able to take holidays easily” and “A short working day” peaked among respondents in their 30s. (Figure 68)



Total of "Important" and "Somewhat important"

Looking at the situation by gender and employment status, in the case of men, greatest importance was attached to “Being able to take holidays easily”, “Many days off”, and “A short working day” by regular employees (81.8%, 67.3%, and 54.3%, respectively), while among the self-employed, greatest importance was attached to “Being able to decide the quantity of work and way of doing it for oneself” and “Being able to decide one’s work start and finish times for oneself” (75.4% and 58.2%, respectively). In the case of women, greatest importance was attached to “Being able to take holidays easily”, “Being able to decide the quantity of work and way of doing it for oneself”, and “Many days off” among regular employees (90.1%, 70.2%, and 72.3%, respectively), while non-regular employees placed the greatest emphasis on “A short working day” (59.7%) and the self-employed stressed “Being able to decide one’s work start and finish times for oneself” (60.0%). (Figure 69)

Figure 69. Preferred way of working (by sex and employment status)



Total of "Important" and "Somewhat important"

Self-employed: "self-employed" + "family employee" + "freelance professional" + "piecework done from home"

Regular employee: "regular employee"

Non-regular employee: "non-regular employee" (part-time work) + "dispatched worker"

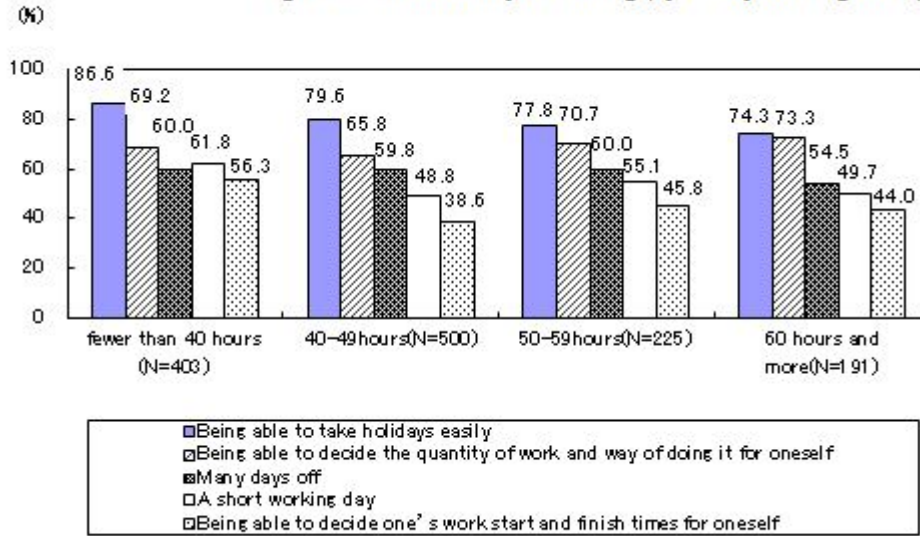
Unemployed: "student" + "unemployed"

Reference table: Average weekly working hours (by gender and employment status) (hours)

| | Self-employed | Regular employee | Non-regular employee |
|--------|---------------|------------------|----------------------|
| Male | 47.5 | 49.8 | 37.7 |
| Female | 39.9 | 45.4 | 28.8 |

Looking at the situation by weekly working hours, there was a tendency for those with shorter working hours to place greater emphasis on "Being able to take holidays easily". (Figure 70)

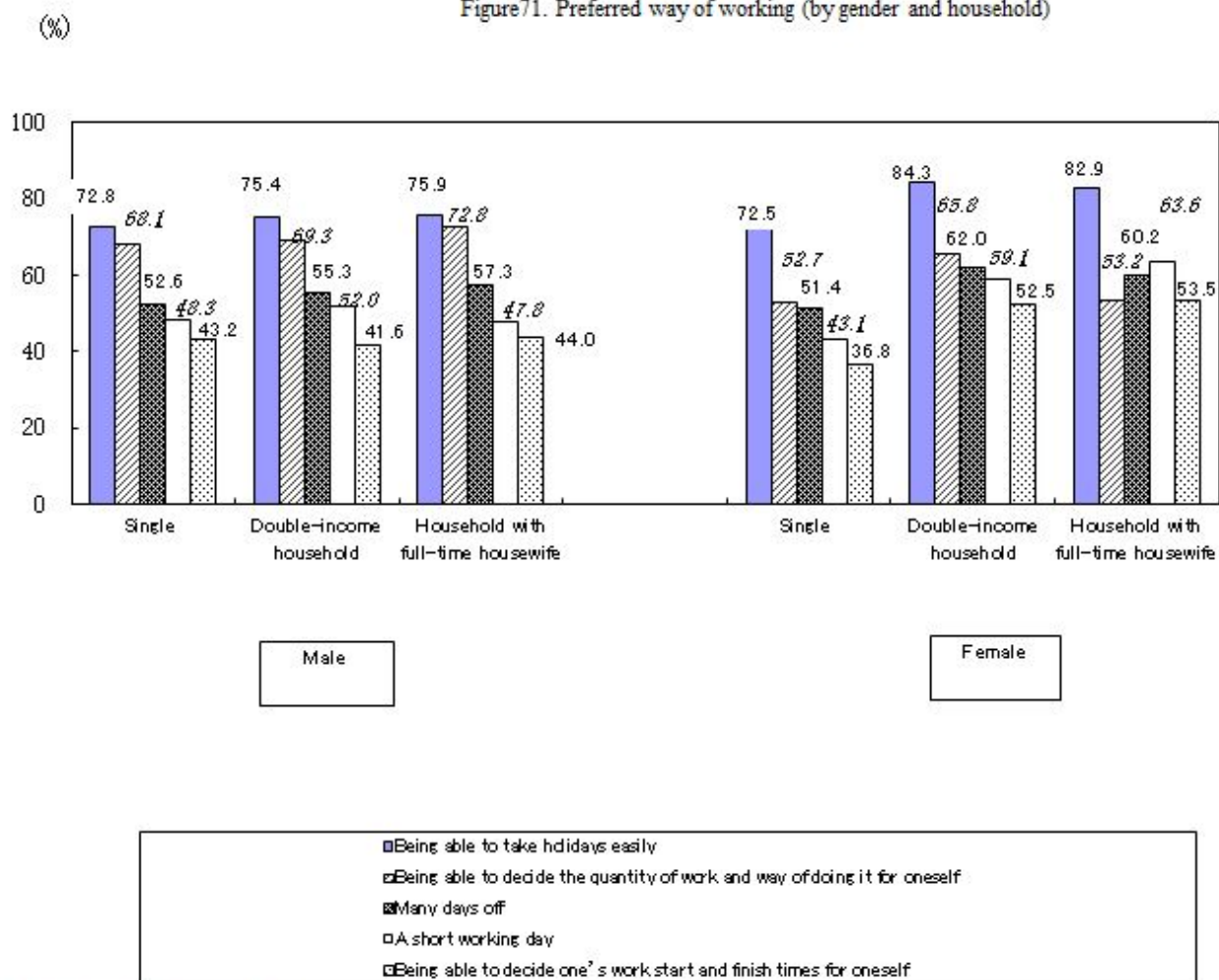
Figure 70. Preferred way of working (by weekly working hours)



total for those answering either "Important" or "Somewhat important"

Looking at the situation by gender and household, the greatest emphasis was placed on "Being able to take holidays easily" and "Many days off" by women in double-income households, while women in households with a full-time housewife attached greatest importance to "A short working day" and "Being able to decide one's work start and finish times for oneself". (Figure 71)

Figure 71. Preferred way of working (by gender and household)



Total of "Important" and "Somewhat important"

Single: "divorced/widowed" + "unmarried"

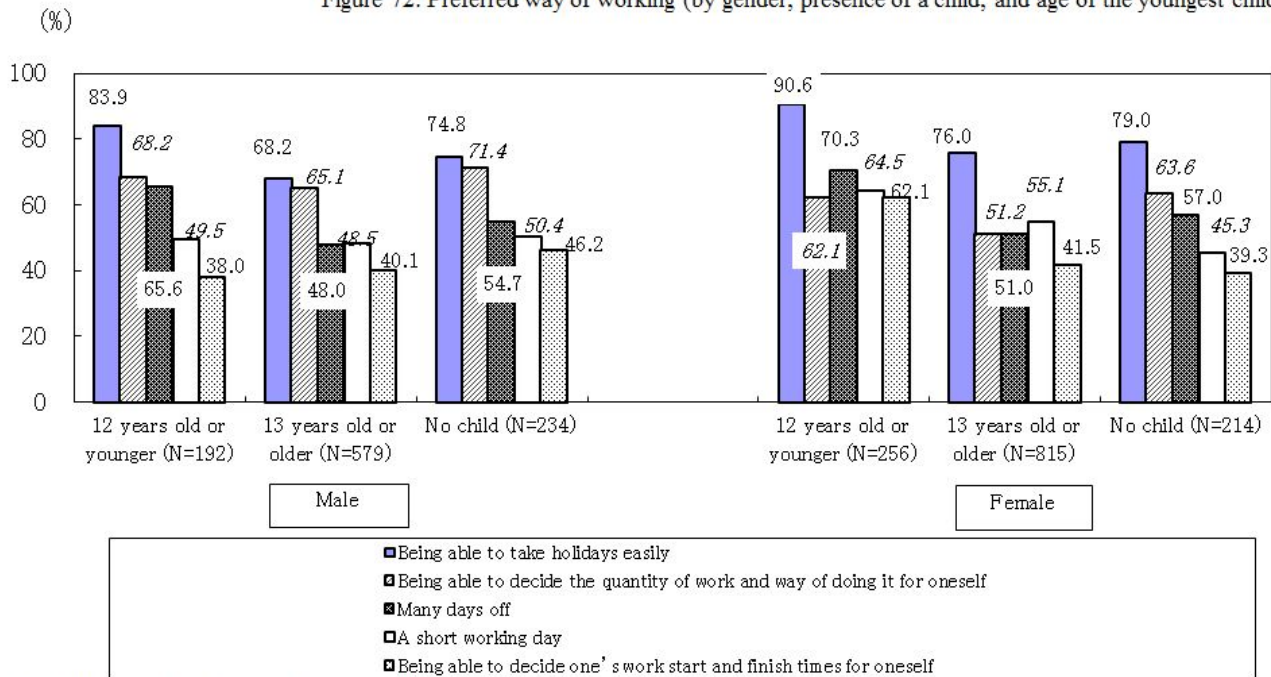
Double-income household: those who are employed and married to a spouse who has a job

Household with full-time housewife (male): those who are employed and married to a spouse who does not have a job

Household with full-time housewife (female): those who are married and student or unemployed, and spouse works

Looking at the situation by gender, whether or not the respondent had children, and the age of the youngest child, greatest importance was attached to "Being able to take holidays easily" by both men and women with a child aged 12 or under. (Figure 72)

Figure 72. Preferred way of working (by gender, presence of a child, and age of the youngest child)



Total of "Important" or "Somewhat important"

12 years old or younger: respondents with the youngest child who is 12 years old or younger

13 years old or older: respondents with the youngest child who is 13 years old or older

No child: Respondents with no child.

(2) Things Expected When Taking Leave {Persons in employment}

<Survey design>

As seen in (1) above, many people attach importance to being able to take holidays easily, when thinking about ways of working. This section asked about respondents' expectations in terms of factors that impede their taking leave, as follows.

[Question] If you take leave, such as annual paid leave, at your current place of employment, what do you expect will happen? Please select the option that best matches your feelings in regard to each of the statements (1)-(7) below.

- (1) If I take leave, people in my workplace will have a lower opinion of me
- (2) If I take leave, my work won't progress according to plan
- (3) If I take leave, it will cause inconvenience for my colleagues
- (4) My boss won't allow me to take leave
- (5) Even if I were to take leave, I'd have nothing to do, so it's better to work
- (6) It's better to keep my leave in case I need it in the event of illness or injury to myself or a family member
- (7) If all of the employees took all of their leave, the company where we work would cease to be competitive

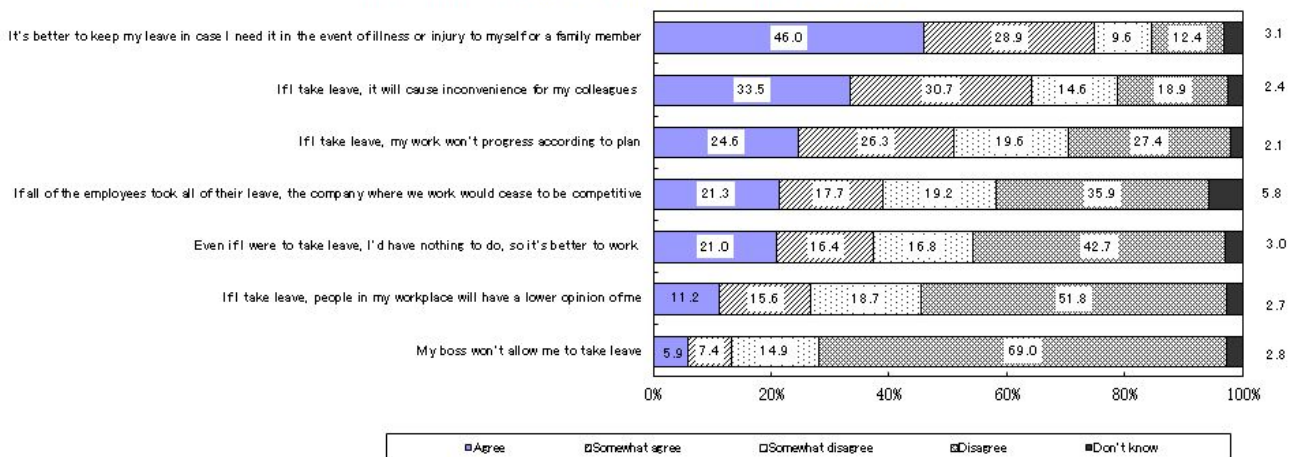
[Response] 1 Agree 2 Somewhat agree 3 Somewhat disagree 4 Disagree 5 Don't know

<Overall trend>

In regard to each statement, the proportion of those in agreement (total for those answering either "Agree" or

“Somewhat agree”; the same applies hereinafter) was just over 70% (74.9%) in the case of “It’s better to keep my leave in case I need it in the event of illness or injury to myself or a family member”, just over 60% (64.2%) in the case of “If I take leave, it will cause inconvenience for my colleagues”, and about 50% (50.9%) in the case of “If I take leave, my work won’t progress according to plan”. On the other hand, the proportion of those disagreeing (total for those answering either “Disagree” or “Somewhat disagree”; the same applies hereinafter) was just over 80% (83.9%) in the case of “My boss won’t allow me to take leave”, about 70% (70.5%) in the case of “If I take leave, people in my workplace will have a lower opinion of me”, about 60% (59.5%) in the case of “Even if I were to take leave, I’d have nothing to do, so it’s better to work”, and under 60% (55.1%) in the case of “If all of the employees took all of their leave, the company where we work would cease to be competitive”. (Figure 73)

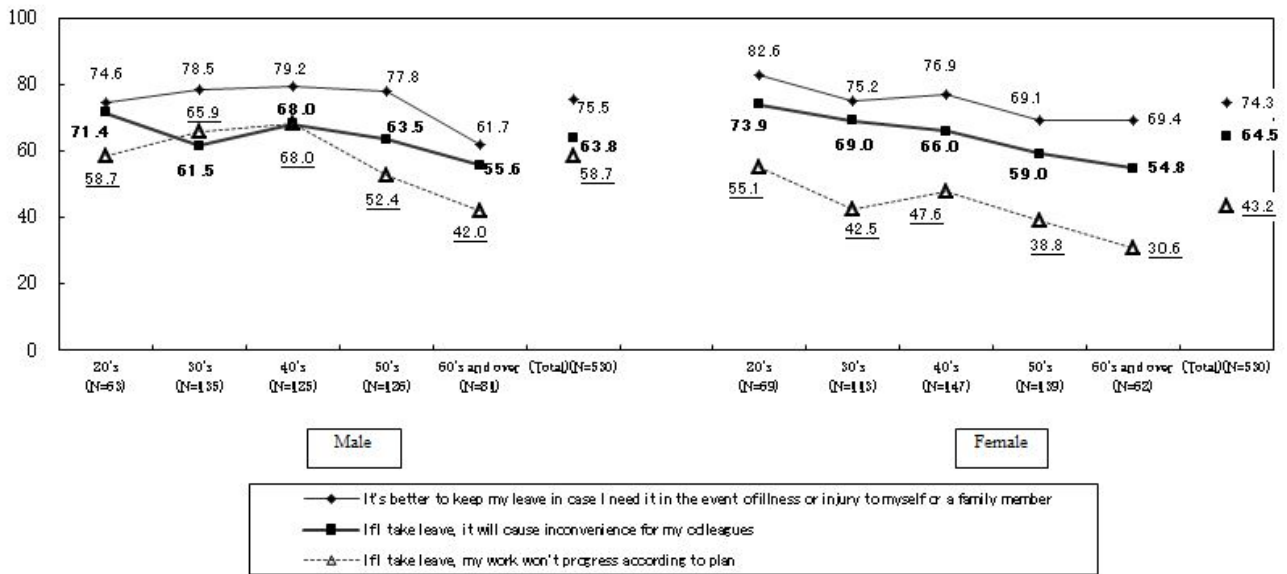
Figure 73. Things to be expected to happen when taking leave (Employed, N=1,06)



<By attribute>

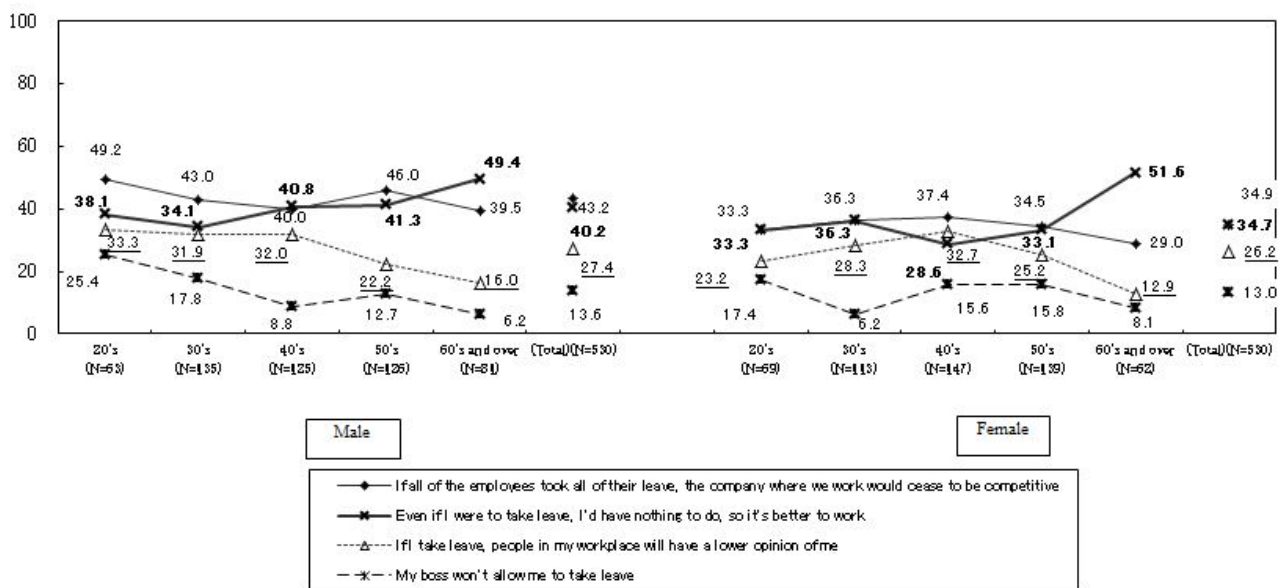
Looking at the proportion by gender and age of those in agreement, in the case of women, the proportion stating “It’s better to keep my leave in case I need it in the event of illness or injury to myself or a family member”, “If I take leave, it will cause inconvenience for my colleagues”, and “If I take leave, my work won’t progress according to plan” was highest among those in their 20s (82.6%, 73.9%, and 55.1%, respectively), with a general tendency for the figures for these three statements to decline with increasing age. On the other hand, in the case of men, the proportion stating “It’s better to keep my leave in case I need it in the event of illness or injury to myself or a family member” and “If I take leave, my work won’t progress according to plan” was highest among those in their 40s (79.2% and 68.0%, respectively), with “If I take leave, it will cause inconvenience for my colleagues” accounting for the largest share of responses among those in their 20s (71.4%). Moreover, the response “Even if I were to take leave, I’d have nothing to do, so it’s better to work” was most common among both men and women in the 60s and above age bracket (49.4% of men and 51.6% of women). (Figure 74)

Figure 74. Things to be expected to happen when taking leave (1)(Employed,by sex and age)



Total of "Agree" and "Somewhat agree"

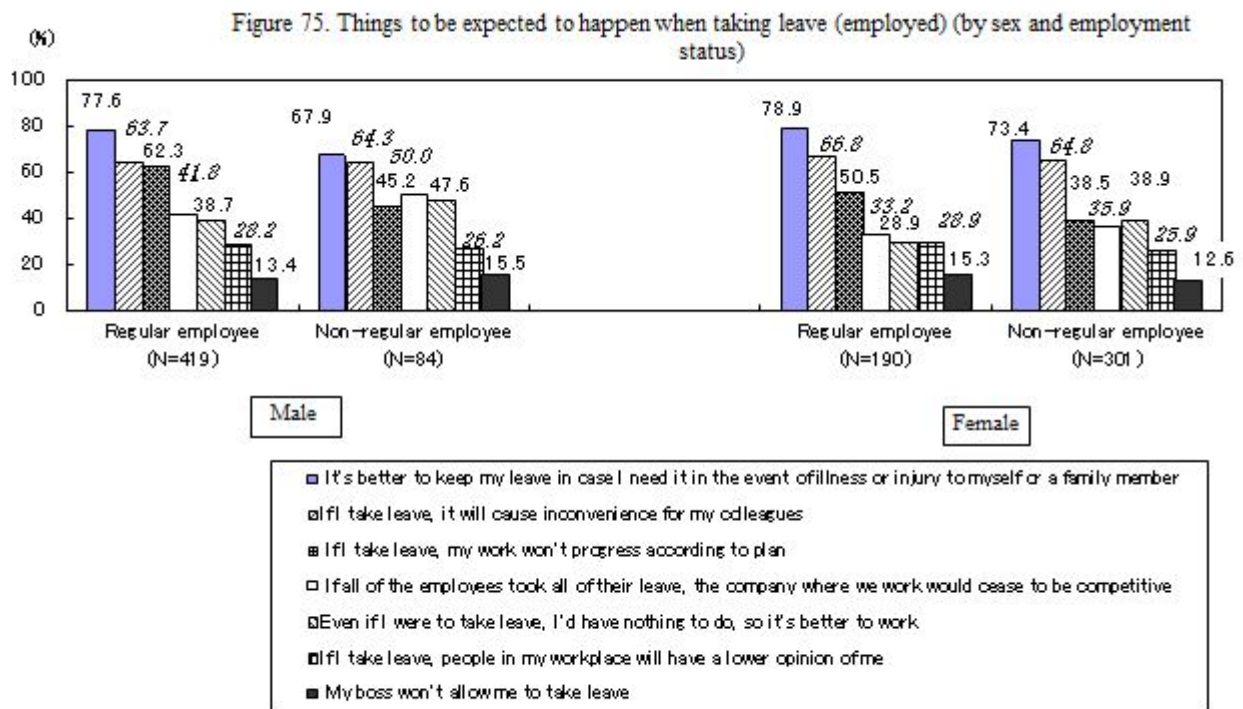
Figure 74. Things to be expected to happen when taking leave (2)(Employed,by sex and age)



Total of "Agree" and "Somewhat agree"

Looking at the situation by gender and employment status, the responses “It’s better to keep my leave in case I need it in the event of illness or injury to myself or a family member” and “If I take leave, it will cause inconvenience for my colleagues” were most common among female regular employees (78.9% and 66.8%, respectively), while the response “If I take leave, my work won’t progress according to plan” was most

common among male regular employees (62.3%). Moreover, the responses “If all of the employees took all of their leave, the company where we work would cease to be competitive” and “Even if I were to take leave, I’d have nothing to do, so it’s better to work” were most common among male non-regular employees (50.0% and 47.6%, respectively). (Figure 75)



Total of "Agree" and "Somewhat agree"

Regular employment: "regular employee"

Non-regular employee: "non-regular employee" (part-timer and *arubaito*) + "dispatched worker"

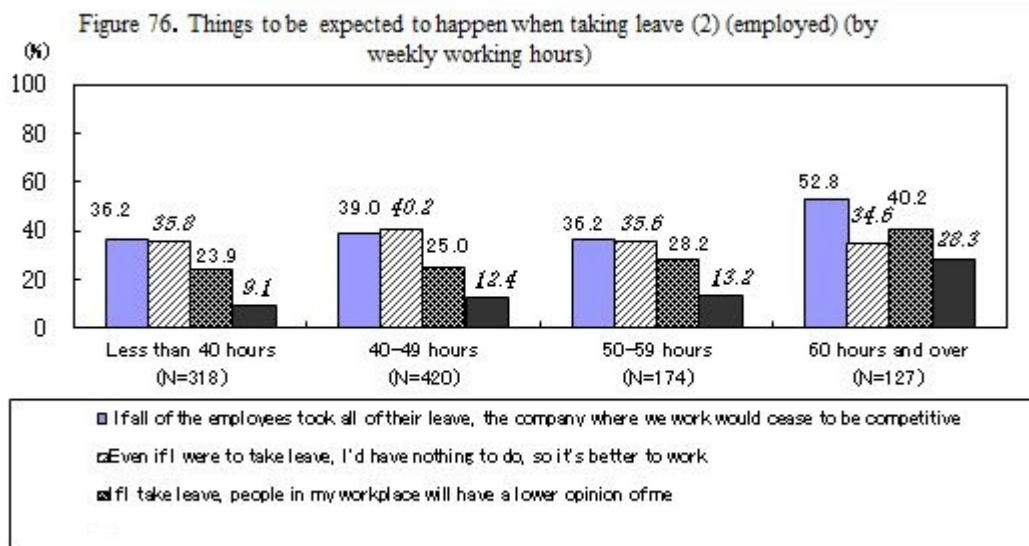
Reference table: The average age (employed) (by sex and employment status) (years old)

| | Regular employee | Non-regular employee |
|--------|------------------|----------------------|
| Male | 43.6 | 51.9 |
| Female | 40.5 | 47.1 |

Looking at the situation by weekly working hours, the proportion of respondents in agreement with the statements “It’s better to keep my leave in case I need it in the event of illness or injury to myself or a family member”, “If I take leave, it will cause inconvenience for my colleagues”, “If I take leave, my work won’t progress according to plan”, and “If I take leave, people in my workplace will have a lower opinion of me” had a tendency to increase as working hours increased. (Figure 76)



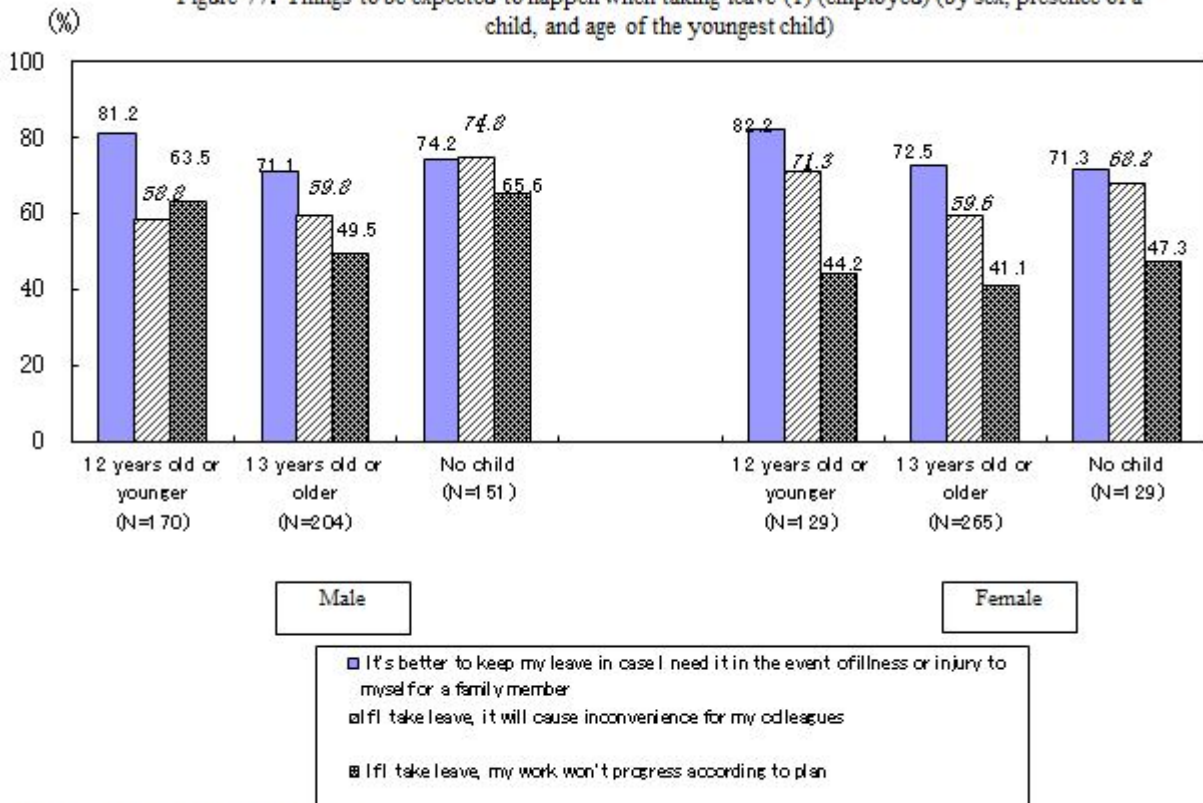
Total of "Agree" and "Somewhat agree"



Total of "Agree" and "Somewhat agree"

Looking at the situation by gender, whether or not the respondent had children, and the age of the youngest child, the response "It's better to keep my leave in case I need it in the event of illness or injury to myself or a family member" was most common among respondents with a child aged 12 or under, in the case of both men and women. (Figure 77)

Figure 77. Things to be expected to happen when taking leave (1) (employed) (by sex, presence of a child, and age of the youngest child)



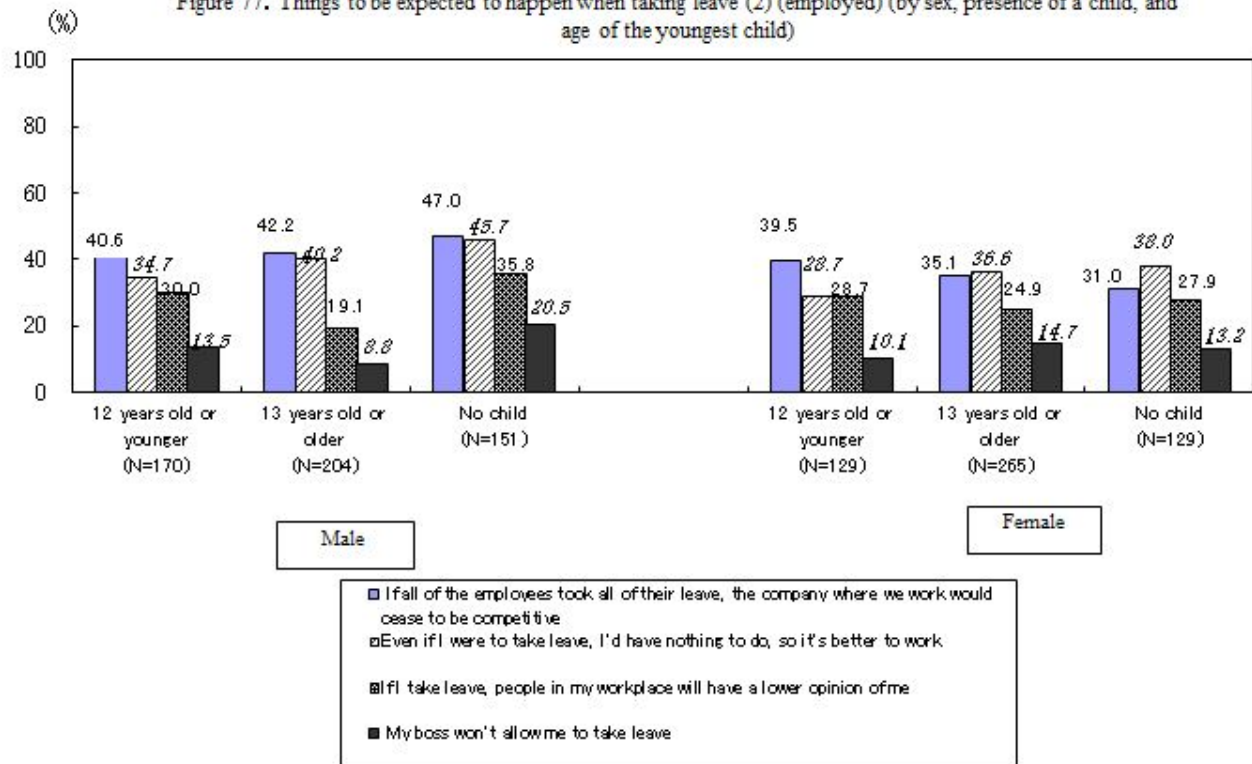
Total of "Agree" and "Somewhat agree"

12 years old or younger: respondents with the youngest child who is 12 years old or younger

13 years old or older: respondents with the youngest child who is 13 years old or older

No child: Respondents with no child.

Figure 77. Things to be expected to happen when taking leave (2) (employed) (by sex, presence of a child, and age of the youngest child)



Total of "Agree" and "Somewhat agree"
 12 years old or younger: respondents with the youngest child who is 12 years old or younger
 13 years old or older: respondents with the youngest child who is 13 years old or older
 No child: Respondents with no child.

(3) Cases in Which an Exemption from Overtime Work Should be Granted

<Survey design>

The "life" part of "work-life balance" includes not only family life, but also a variety of activities, including social activities, personal development, and hobbies. The survey asked about what specific activities should be included in the focus of systems aimed at promoting a good work-life balance, as follows.

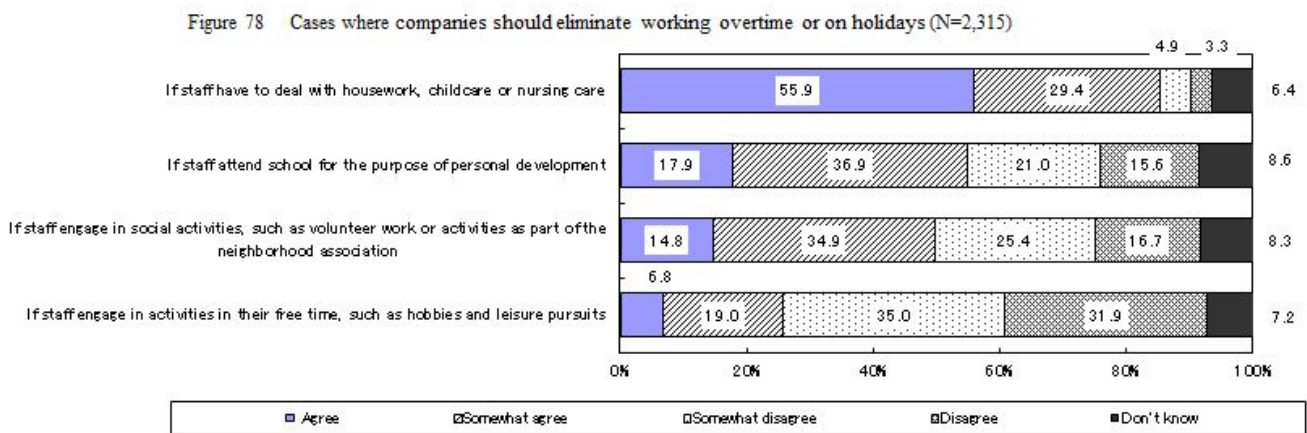
[Question] In the following cases, do you think companies should accommodate staff members to ensure that they do not have to work overtime or on holidays? Please select the option that best matches your opinion in regard to the statements (1)-(4) below.

- (1) If staff have to deal with housework, childcare or nursing care
- (2) If staff engage in social activities, such as volunteer work or activities as part of the neighborhood association
- (3) If staff engage in activities in their free time, such as hobbies and leisure pursuits
- (4) If staff attend school for the purpose of personal development

[Response] 1 Agree 2 Somewhat agree 3 Somewhat disagree 4 Disagree 5 Don't know

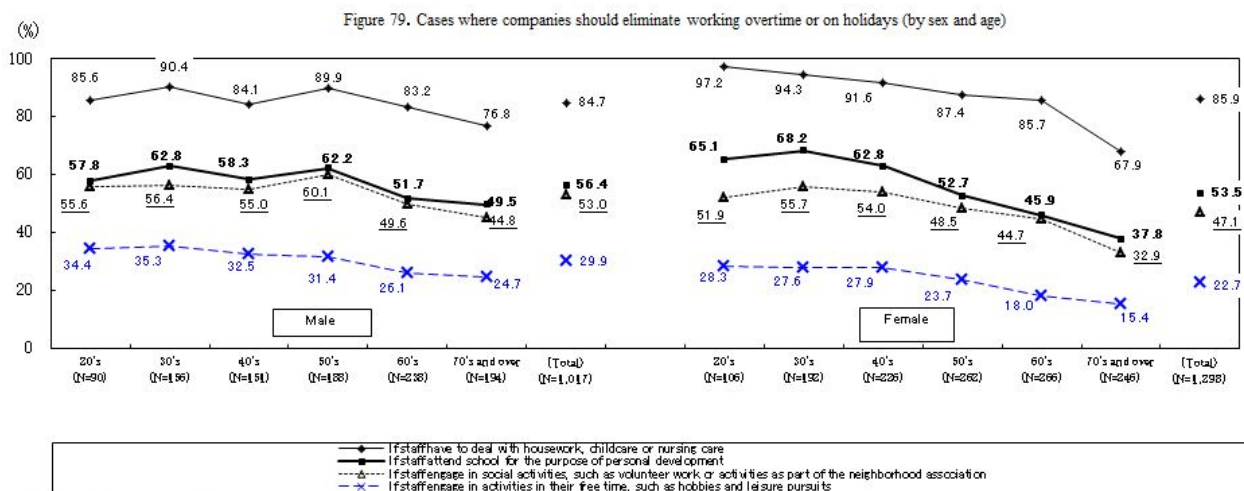
<Overall trend>

In regard to each item, the proportion of those in agreement (total for those answering either “Agree” or “Somewhat agree”; the same applies hereinafter) was just under 90% (85.4%) in relation to “If staff have to deal with housework, childcare or nursing care”, just over 50% (54.8%) in relation to “If staff attend school for the purpose of personal development”, and about 50% (49.7%) in relation to “If staff engage in social activities, such as volunteer work or activities as part of the neighborhood association”. On the other hand, just under 70% (67.0%) were not in agreement (total for those answering either “Disagree” or “Somewhat disagree”) with accommodations being made “If staff engage in activities in their free time, such as hobbies and leisure pursuits”. (Figure 78)



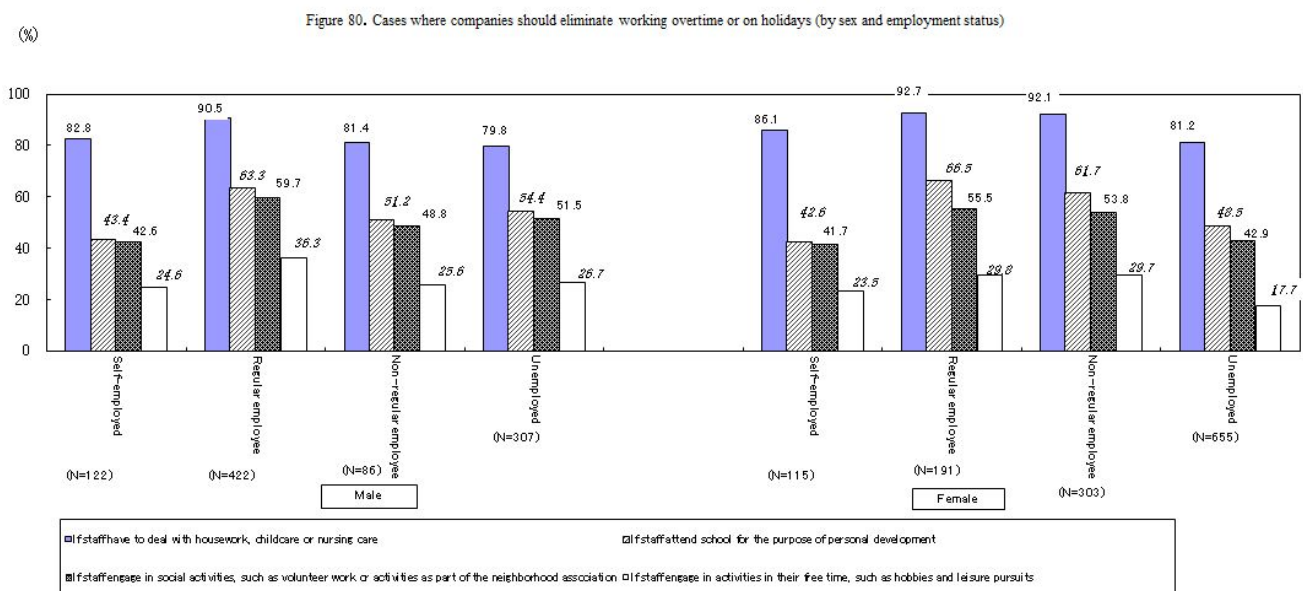
<By attribute>

Looking at the proportion by gender and age who expressed agreement, in the case of men, the proportion in agreement with accommodations being made “If staff have to deal with housework, childcare or nursing care” and “If staff attend school for the purpose of personal development” was highest among those in their 30s (90.4% and 62.8%, respectively), followed by those in their 50s (89.9% and 62.2%, respectively). In the case of women, agreement was highest in relation to accommodations “If staff have to deal with housework, childcare or nursing care” among those in their 20s (97.2%), and for situations “If staff attend school for the purpose of personal development” and “If staff engage in social activities, such as volunteer work or activities as part of the neighborhood association” among those in their 30s (68.2% and 55.7%, respectively), with a tendency for support for this to decline as the age of respondents increased. (Figure 79)



Total of "Agree" and "Somewhat agree"

Looking at the situation by gender and employment status, support for accommodations being made “If staff have to deal with housework, childcare or nursing care”, “If staff attend school for the purpose of personal development”, “If staff engage in social activities, such as volunteer work or activities as part of the neighborhood association”, and “If staff engage in activities in their free time, such as hobbies and leisure pursuits” was highest among regular employees, in the case of both men and women. (Figure 80)



Total of "agree" and "more or less agree"

Self-employed: "Self-employed"+"family employee"+"freelance professional"+"piecework done from home"

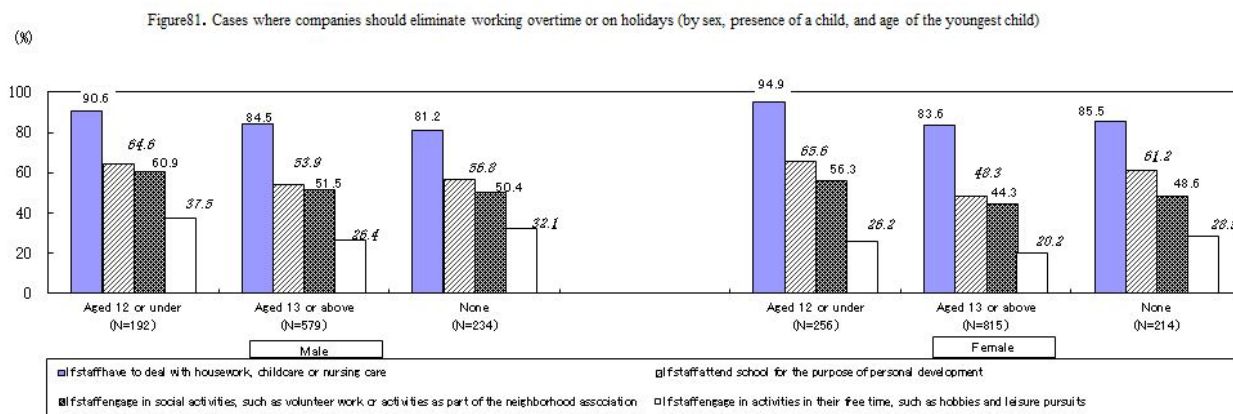
Regular employment: "Regular employee"

Non-regular employee: "Non-regular employee" (part time and *arubaito*) + "dispatched worker"

Unemployed: "unemployed"+"student"

Looking at the situation by gender, whether or not the respondent had children, and the age of the youngest child, support for accommodations being made “If staff have to deal with housework, childcare or nursing care”,

“If staff attend school for the purpose of personal development”, and “If staff engage in social activities, such as volunteer work or activities as part of the neighborhood association” was highest among both men and women with a child aged 12 or under. (Figure 81)



Total of "Agree" and "Somewhat agree"

Aged 12 or under: Those who responded that they had children and that their youngest child was aged 12 or under

Aged 13 or above: Those who responded that they had children and that their youngest child was aged 13 or above

None: Those who responded that they had no children.

(4) The Burden of Childcare and Nursing Care and Support for People Doing These While Working

(a) Cooperation with people engaging in childcare or nursing care while working

<Survey design>

Amid the recent debate about ways of working, the promotion of a good work-life balance has become an important topic, but to what degree has an awareness been cultivated among people of themselves as the leaders of such initiatives? The survey asked the following question about this matter.

[Question] Do you want to help people who are bringing up children or providing nursing care while working? Please select the option that best matches your opinion in regard to the statements (1)-(4) below.

- (1) I want to help with childcare for neighbors and local people who are bringing up children while working
- (2) If there were colleagues in my workplace who were bringing up children, I would like to assist them with their work
- (3) I want to help with nursing care for neighbors and local people who are providing long-term nursing care for family members while working
- (4) If there were colleagues in my workplace who were providing long-term nursing care for family members, I would like to assist them with their work

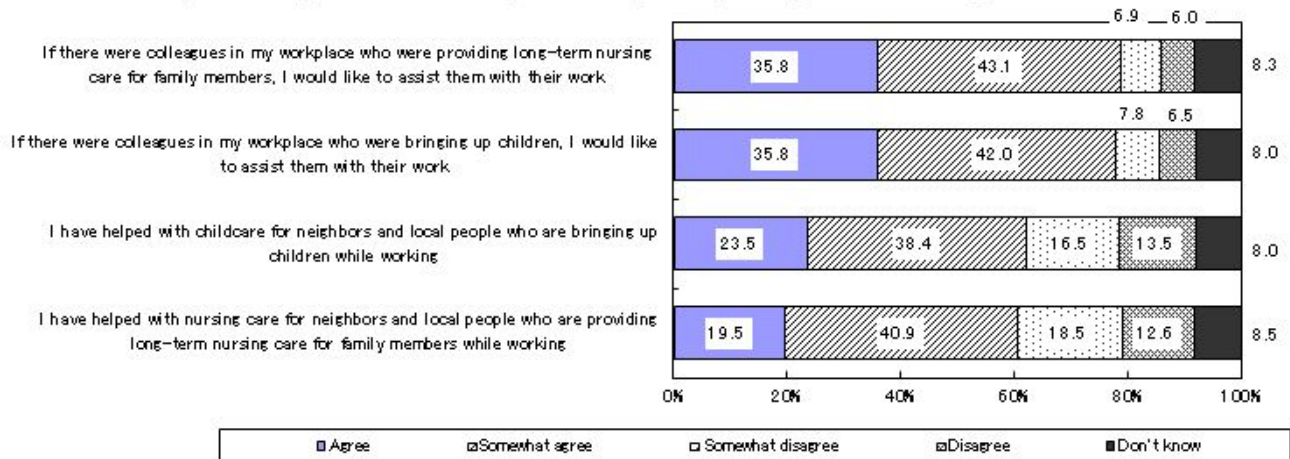
[Response] 1 Agree 2 Somewhat agree 3 Somewhat disagree 4 Disagree 5 Don't know

<Overall trend>

In regard to each item, the proportion of those in agreement (total for those answering either “Agree” or “Somewhat agree”) was just under 80% in relation to “If there were colleagues in my workplace who were providing long-term nursing care for family members, I would like to assist them with their work” and “If there

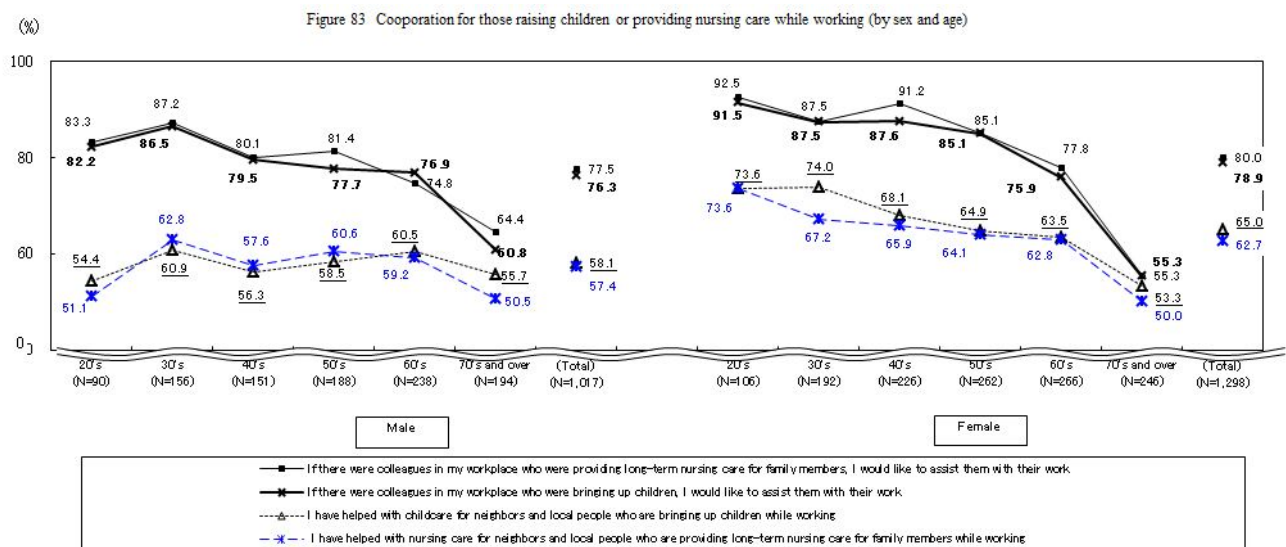
were colleagues in my workplace who were bringing up children, I would like to assist them with their work” (78.9% and 77.8%, respectively), while for “I want to help with childcare for neighbors and local people who are bringing up children while working” and “I want to help with nursing care for neighbors and local people who are providing long-term nursing care for family members while working” the figures were around 60% (62.0% and 60.4%, respectively). (Figure 82)

Figure 82 Cooperation for those raising children or providing nursing care while working (N=2,315)



<By attribute>

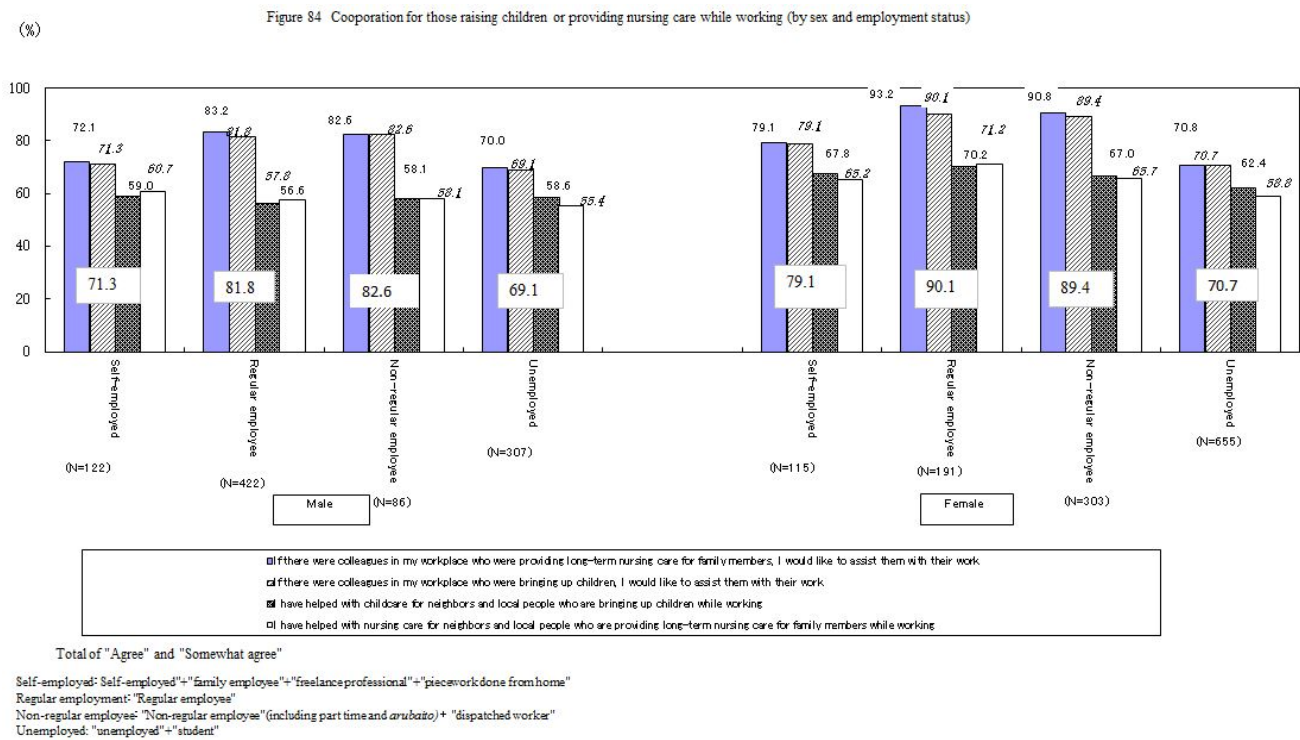
Looking at the situation by gender and age, agreement with the statements “If there were colleagues in my workplace who were providing long-term nursing care for family members, I would like to assist them with their work” and “If there were colleagues in my workplace who were bringing up children, I would like to assist them with their work” was highest among men in their 30s and women in their 20s. (Figure 83)



Total of "Agree" and "Somewhat agree"

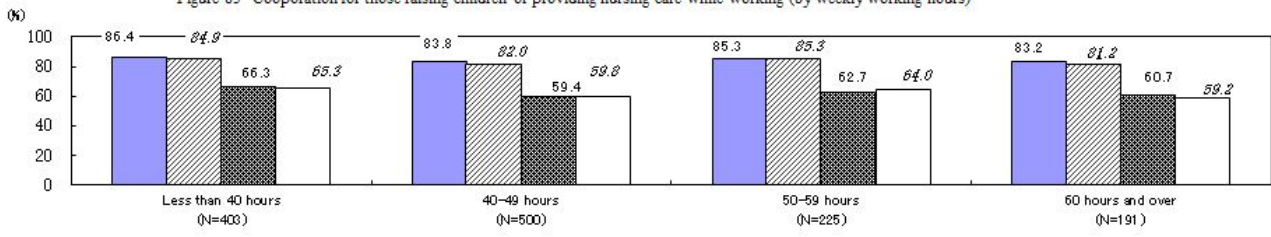
Looking at the situation by gender and employment status, agreement with the statements “If there were

colleagues in my workplace who were providing long-term nursing care for family members, I would like to assist them with their work” and “If there were colleagues in my workplace who were bringing up children, I would like to assist them with their work” was highest among regular and non-regular employees in the case of both men and women, at 80-90%. (Figure 84)



Looking at the situation by weekly working hours, agreement with the statement “If there were colleagues in my workplace who were bringing up children, I would like to assist them with their work” was highest among those working 50-59 hours per week (85.3%), while agreement with the statements “If there were colleagues in my workplace who were providing long-term nursing care for family members, I would like to assist them with their work”, “I want to help with childcare for neighbors and local people who are bringing up children while working”, and “I want to help with nursing care for neighbors and local people who are providing long-term nursing care for family members while working” was highest among those working fewer than 40 hours per week (86.4%, 66.3%, and 65.3%, respectively). (Figure 85)

Figure 85 Cooperation for those raising children or providing nursing care while working (by weekly working hours)

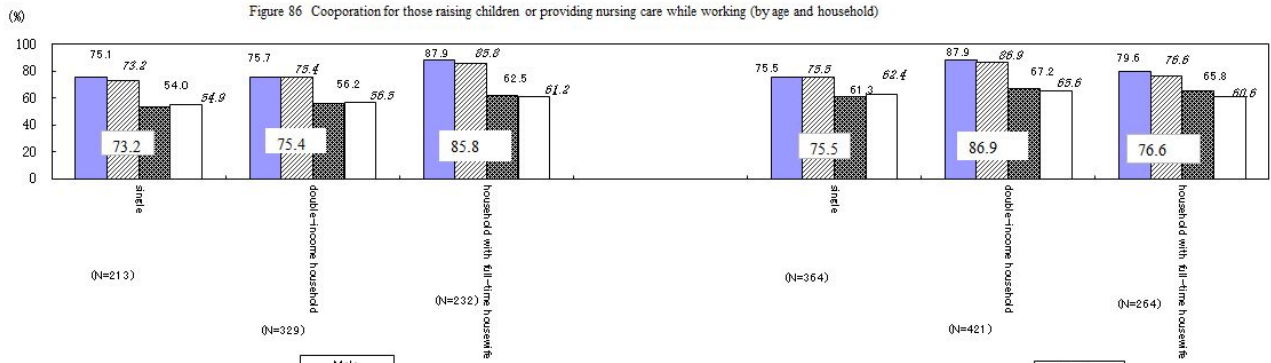


- If there were colleagues in my workplace who were providing long-term nursing care for family members, I would like to assist them with their work
- ▨ If there were colleagues in my workplace who were bringing up children, I would like to assist them with their work
- have helped with childcare for neighbors and local people who are bringing up children while working
- I have helped with nursing care for neighbors and local people who are providing long-term nursing care for family members while working

Total of "Agree" and "Somewhat agree"

Looking at the situation by gender and household, agreement with all of the statements “If there were colleagues in my workplace who were providing long-term nursing care for family members, I would like to assist them with their work”, “If there were colleagues in my workplace who were bringing up children, I would like to assist them with their work”, “I want to help with childcare for neighbors and local people who are bringing up children while working”, and “I want to help with nursing care for neighbors and local people who are providing long-term nursing care for family members while working” was highest among households with a full-time housewife in the case of men, and double-income households in the case of women. (Figure 86)

Figure 86 Cooperation for those raising children or providing nursing care while working (by age and household)



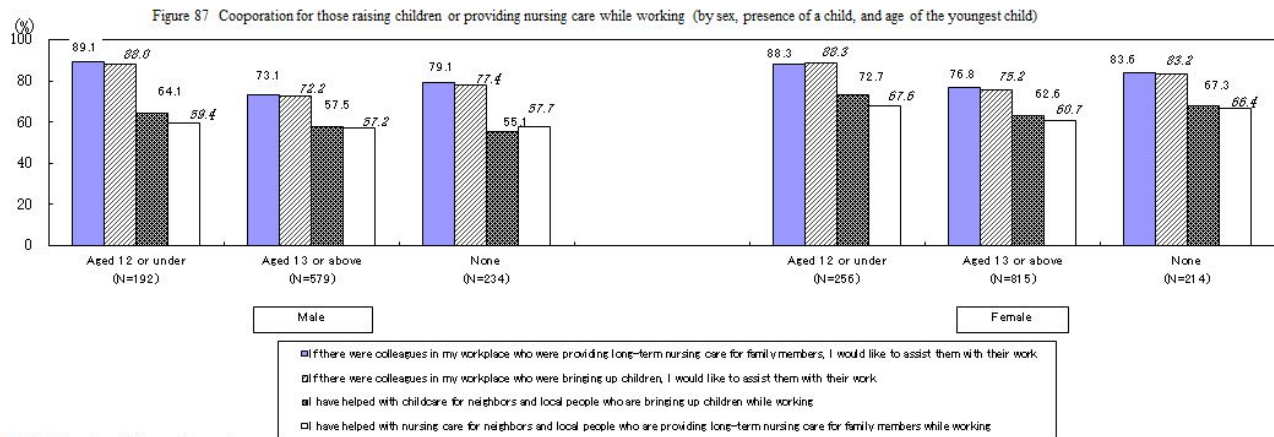
Total of "Agree" and "More or less agree"

- If there were colleagues in my workplace who were providing long-term nursing care for family members, I would like to assist them with their work
- ▨ If there were colleagues in my workplace who were bringing up children, I would like to assist them with their work
- have helped with childcare for neighbors and local people who are bringing up children while working
- I have helped with nursing care for neighbors and local people who are providing long-term nursing care for family members while working

single : Unmarried; "divorced/widowed" + "unmarried"
 double-income household: married and employed and spouse works
 household with full-time housewife(Male) : married and employed, and spouse does not work
 household with full-time housewife(Female) : married and student or unemployed, and spouse works

Looking at the situation by gender, whether or not the respondent had children, and the age of the youngest child, agreement with all of the statements “If there were colleagues in my workplace who were providing long-term nursing care for family members, I would like to assist them with their work”, “If there were colleagues in my workplace who were bringing up children, I would like to assist them with their work”, “I want to help with childcare for neighbors and local people who are bringing up children while working”, and “I want to help with nursing care for neighbors and local people who are providing long-term nursing care for

family members while working” was highest among respondents with a child aged 12 or under in the case of both men and women. (Figure 86) (Figure 87)



Total of "Agree" and "Somewhat agree"
 Aged 12 or under: Those who responded that they had children and that their youngest child was aged 12 or under
 Aged 13 or above: Those who responded that they had children and that their youngest child was aged 13 or above
 None: Those who responded that they had no children.

Reference: The average of age (by sex, presence of a child, and age of the youngest child) (years old)

| | Aged 12 or under | Aged 13 or above | None |
|--------|------------------|------------------|------|
| Male | 39.5 | 64.2 | 39.9 |
| Female | 36.9 | 62.2 | 41.1 |

(b) Hours of Operation of Childcare and Nursing Care Services and Economic Burden of Such Care

<Survey design>

What is the perception concerning the use of childcare and nursing care services from the perspective of achieving compatibility between work and family life for those bringing up children or providing nursing care? The survey asked about the following, in conjunction with matters relating to the economic burden of child rearing and nursing care.

[Question] What do you think about the hours of operation of services for people who are bringing up children or providing nursing care while working? Please select the option that best matches your opinion in regard to the statements (1) and (2) below.

- (1) I think the hours of operation of nurseries and childcare facilities for schoolchildren should be extended for people with long working hours
- (2) I think the hours of operation of nursing care services should be extended for people with long working hours

[Question] What do you think about the economic burden of child rearing and nursing care? Please select the option that best matches your opinion in regard to the statements (1) and (2) below.

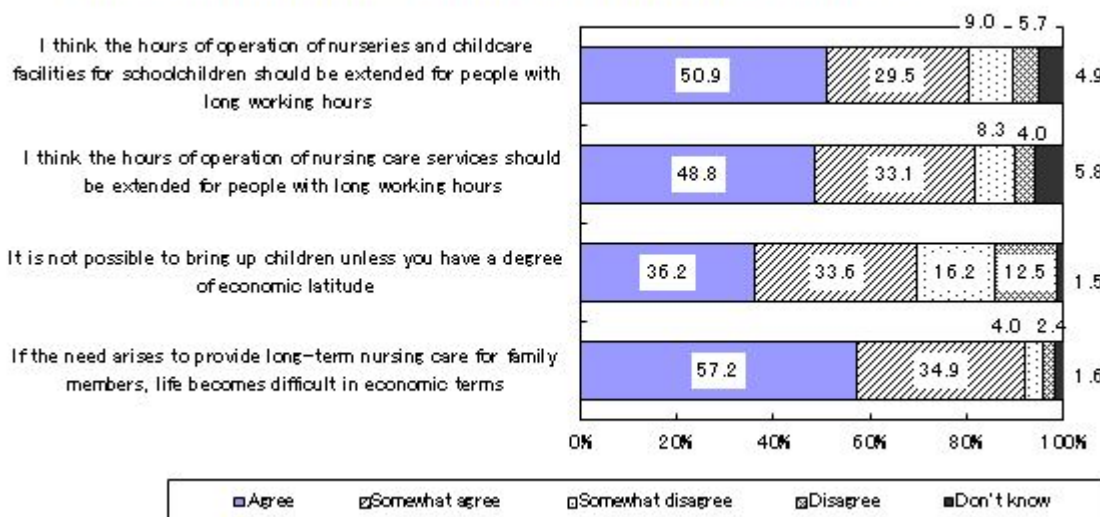
- (1) It is not possible to bring up children unless you have a degree of economic latitude
- (2) If the need arises to provide long-term nursing care for family members, life becomes difficult in economic terms

[Response] 1 Agree 2 Somewhat agree 3 Somewhat disagree 4 Disagree 5 Don't know

<Overall trend>

When asked about the hours of operation of services for people who are bringing up children or providing nursing care while working, the proportion of those in agreement (total for those answering either “Agree” or “Somewhat agree”; the same applies hereinafter) was about 80% in the case of both the statements, namely “I think the hours of operation of nurseries and childcare facilities for schoolchildren should be extended for people with long working hours” and “I think the hours of operation of nursing care services should be extended for people with long working hours” (80.4% and 81.9%, respectively). Moreover, when asked about the economic burden of child rearing and nursing care, about 70% (69.7%) agreed with the statement “It is not possible to bring up children unless you have a degree of economic latitude”, while about 90% agreed with the statement “If the need arises to provide long-term nursing care for family members, life becomes difficult in economic terms” (92.1%). (Figure 88)

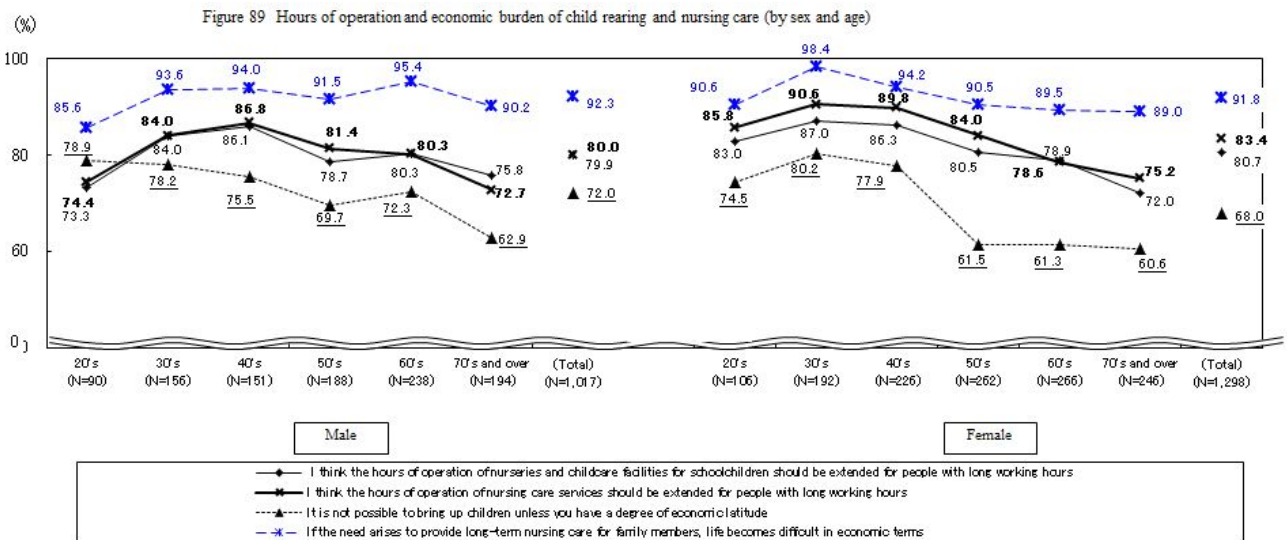
Figure 88 Hours of operation and economic burden of child rearing and nursing care(N=2,315)



<By attribute>

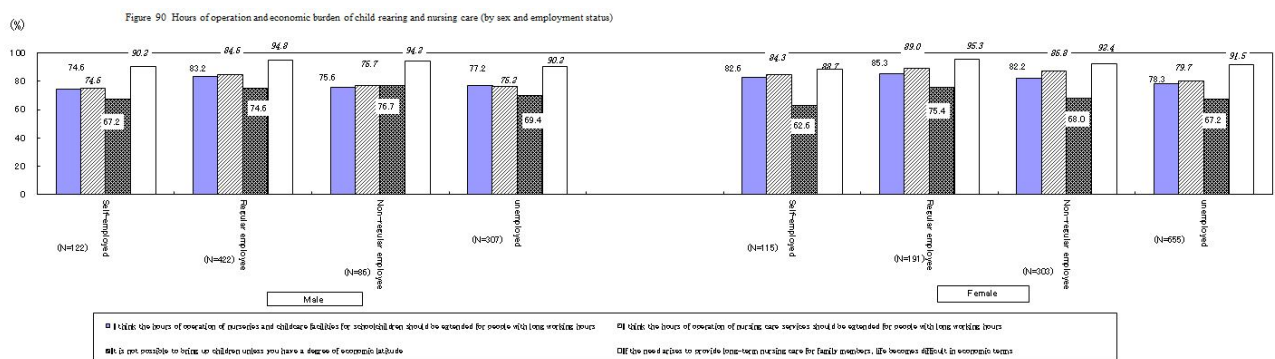
Looking at the situation by gender and age, a large proportion of men and women of all ages (about 90%) agreed that “If the need arises to provide long-term nursing care for family members, life becomes difficult in economic terms”. In relation to the statements “I think the hours of operation of nurseries and childcare facilities for schoolchildren should be extended for people with long working hours” and “I think the hours of operation of nursing care services should be extended for people with long working hours”, the highest levels of support were seen among respondents in their 40s, followed by those in their 30s, in the case of men, and among respondents in their 30s, followed by those in their 40s, in the case of women. In relation to the statement “It is not possible to bring up children unless you have a degree of economic latitude”, the highest levels of support were seen among respondents in their 20s (78.9%), followed by those in their 30s (78.2%), in

the case of men, and among respondents in their 30s (80.2%), followed by those in their 40s (77.9%) and those in their 20s (74.5%), in the case of women; thus, as one can see, support for this statement was around the 70-80% level among respondents in these age brackets. (Figure 89)



Total of "Agree" and "Somewhat agree"

Looking at the situation by gender and employment status, support for the statements “I think the hours of operation of nurseries and childcare facilities for schoolchildren should be extended for people with long working hours”, “I think the hours of operation of nursing care services should be extended for people with long working hours”, and “If the need arises to provide long-term nursing care for family members, life becomes difficult in economic terms” was highest among regular employees, in the case of both men and women. Support for the statement “It is not possible to bring up children unless you have a degree of economic latitude” was highest among non-regular employees (76.7%), in the case of men, and among regular employees (75.4%), in the case of women. (Figure 90)



Total of "Agree" and "Somewhat agree"

Self-employed: "Self-employed" + "Family employee" + "freelance professional" + "piecework done from home"
 Regular employment: "Regular employee"
 Non-regular employee: "Non-regular employee" (including part time and *arubaito*) + "dispatched worker"
 Unemployed: "unemployed" + "student"