

1. Introduction

Japanese employment environment has drastically changed due to declining labor force associated with progress in declining birthrate and rapid aging, diversification of values and lifestyles among workers, etc. In order to deal with such changes and build a vibrant society, it is an important issue to improve the environment in which both men and women are able to have fulfilling work lives harmonized with family lives. JILPT has conducted research studies aimed at the reality check of harmony and balance between work and life and the presentation of ways to support. Since the harmony and balance between work and life are issues in work lives at all stages and related to social systems in many areas such as families, enterprises and local societies, it is important to comprehensively approach to such issues through courses of people's lives from diversified standpoints of many areas.

During three-and-a-half-year study duration, we have conducted research studies from various angles such as holding of workshops, study of existing data and documents, collection and analysis of survey data and actual condition survey based on those activities (see Appendix A). We have also announced findings to the public through reports, data series and discussion papers (see Appendix B). Based on such findings, we analyzed the actual situations of balancing work and life and its support and clarified the reason why the balance between work and life is difficult, what support is needed for balancing work and life and what measures are required for effective support and realization of the balance between work and life in the final report.

The balance between work and life and issues clarified by the analysis are summarized as follows:

A. People face various balancing issues through courses of their lives. Childbirth and childcare right after the delivery are major focal points of the balancing issues but there are more to them. People are facing balancing issues in various

events such as childcare, family-care, career change and reemployment.

- B. Heartless (or bad) chains have been created. A failure of balancing work and life at some stage influences the subsequent balancing work and life and makes it more difficult; for instance, unmarried person's turnover makes the balance between work and marriage or childbirth difficult and also influences the balance between work and life at reemployment or family-care stage.
- C. Changes in society make the balance between work and life more difficult. With changes in household, occupation and industry such as changes in living with or without parents and changes in working or employment patterns of both men and women, the balance between work and life becomes more difficult.
- D. Individual support systems do not work well for balancing work and life. Support systems for balancing work and life such as childcare leave and family-care leave, support systems such as sharing of housework and childcare services were central to supports for balancing work and life in three living areas, enterprises, families and local societies, respectively and improved and expanded the support measures. In order to make the support for balancing work and life more effective, it is important to build systematic support measures in which enterprises, families and local societies can collaborate.

In short, people face many balancing issues through courses of their lives, the balance between work and life is becoming more important and they raise expectations for the support measures. On the contrary, social changes which prevent the balance between work and life are steadily progressing and it is becoming more and more difficult to realize the balance between work and life. As a result, effective and appropriate support measures have been hardly provided to the people who need such support. For this reason, stronger support measures, especially

systematic support measures in which enterprises, families and local societies can collaborate are required.

In order to systematize the support, a framework which relates support systems is important. Therefore, a systematic support system which consists of the following four measures was proposed after reviewing the analysis results: (1) Change in way of working, (2) Strengthening of collaboration support systems, (3) Development of operating software, and (4) Reform of social security and tax systems. This system is a framework in which each measure individually improves the balancing environment and promotes entire improvement of the balancing environment with an interrelationship among measures to promote the balance between work and life. It is an urgent issue to build a systematic support system to realize people's working lives that achieve the balance between work and life by spreading the reform of compatible (and harmonized) way of working supported by social systems, accumulating ideas on operating support measures to be able to flexibly respond to needs of workers and complementing measures each other.

2. Work and Life

A. Balance between work and life

Harmony and balance¹ between work and life had been traditionally discussed as women's labor issues. Recently, however, this issue has attracted attention from the viewpoint of various social issues beyond traditional women's labor issues. The importance of the balance between work and life related to diversified social and labor issues such as aging, career constitution, overwork, work sharing and declining birthrate has been pointed out.

With the progress in aging, the way of working suitable for elderly persons has been questioned and the easy way of working in harmony with hobbies and life, not placing disproportionate weight on working has been sought. As for young people's

career constitution, there has been more interest in the transfer process to occupations coordinated with purpose in life and living from the viewpoint of job search. In addition, overwork and stress associated with it have grown into serious problems and it has been pointed out that it is essential to balance work and life for stress release. While work sharing has been drawing attention as an employment measures, the need to add the viewpoint of life to work has been emphasized. Moreover, the birthrate has rapidly been declining showing no sign of touching bottom and Japan is now facing depopulating society which it has never experienced before. In order to respond to such circumstances and build a vibrant society, it is an urgent issue to improve the environment where both men and women can have a fulfilling working life in harmony.

As above, the need for balancing work and life in relation with diversified society and labor issues has been discussed and it is commonly confirmed that the realization of balance between work and life is a key to a problem. In other words, balance between work and life is expected to play a role in responding and solving arising various issues.

B. Life, the origin

Life is to live and act and is fundamental for human being as well as a comprehensive concept which contains any acts. Generally, life is related to various social areas such as public/private life, family life, working life, regional life, urban life and rural life and has many faces. Therefore, work is included in broad life and the expression "balance between work and life" seems to be something weird. However, the reason why such expression has been used is because work has become too big and occupied other areas even though it is a part of life and one of people's life areas along with family, region, blood relation and territorial connection. Employment and labor issues will be solved by putting work in its proper position as a part of life, namely establishing a favorable relationship with

¹ Harmony and balance are often used synonymously. The difference is that harmony is mostly used when controlling overall balance of multiple items and balance is mostly used when controlling the balance between the two. Both harmony and balance mean that each item uniquely exists with autonomy, not one-sided. In this report, balance is mainly used because this theme is dichotomy between work and life, but harmony may also be used by the context.

other areas, correcting the distortions of life and rebuilding.

In other words, the concept of life has played a role of the origin where people go back and question the social system. In Japan's postwar history, there was a distinctive tendency: the concept of life appeared at some intervals and attracted public attention. After the war, Japan experienced postwar confusion, achieved economic recovery and high economic growth and faced an era of low growth caused by dollar shock followed by oil shock. Then the bubble economy emerged with a core of domestic demand and Japan had been stuck in a long economic slump following the burst of the bubble economy. During this time, Japan has drastically changed both socially and economically and each era's situation was quite different. However, the importance of viewpoint from life has been pointed out on a number of occasions and attracted public attention during this time even though economic environment and problems in each era were different. Livelihood problems have attracted social attention and become a political point of issue and an object of studies. The interest in life has suddenly surfaced in a different form in each era and life has been positioned as a major issue of the reform.²

During the period of postwar confusion, the focus of national life was poverty. People's first concern was to escape from poverty and poverty eradication measures were expected. During the era of high economy growth, the elimination of poverty propped up the economy, people's target became affluent life and people drew attention to inequality in the distribution of wealth. The interest of the people was to realize affluent life and eliminate inequality. Then downside of the growth gradually became more radical and life-threatening problems such as environmental pollution were actualized. This led life contents to be a major matter of concern. Then dollar shock and oil shock led to the era of low growth, people's interest was shifted from economic affluence to spiritual richness and it was proposed to

become a lifestyle superpower. During the period of bubble economy, difficult issues in people's life such as women's participation in society, excessive concentration of business in urban area, overwork, death from overwork, declining birthrate, elderly care and global environmental issues became clear in diverse ways. However, the bubble economy burst without any solution for these issues and many issues have been carried over to date as issues of restructuring work and life.

As above, over the past half century, life has appeared as an awareness of issue over and over again. Though questions such as poverty, affluence and inequality, spiritual richness, overwork and death from overwork have varied across the ages, the common point was that life attracted attention and became a point of issue. Another common point was that such ages were social major turning points. In short, existing systems and frameworks were exhausted and did not function adequately, the momentum of transformation was strengthened, and the viewpoint from life was expected toward the reform and was actualized in people's awareness. Social systems have been reviewed over and over again returning to life.

C. Key concept for reform

The viewpoint from life was always the origin to return when there was something wrong with society and systems or frameworks were reviewed. The Ministry of Health, Labour and Welfare "Conference Report on Harmony between Work and Life" (hereinafter referred to as "Conference Report") 2004 was also one of such reviewing works. It started from the concept of reviewing systems in order to solve employment and labor issues and presented the transformation of way of working and issues of institutional reforms to achieve the key concept, "harmony between work and life".

The Conference Report criticized the actual labor conditions; "Even though our nation is based on human resources, there are few selective ways of

² Refer to Series "Labor in Japan vol. 8 Workers' Lives" (JIL). He surveyed postwar labor studies and organized social economic situations, social interests and policy issues in chorological order with his explanations. He clarified that concept of life is the key.

working and they are mostly fixed for individual workers so this constrains the exertion of their ability and creation of added values in companies.” and presented a blueprint of wide-ranging reforms from working hours and ways of employment management to social security and tax system to achieve “harmony between work and life” so that each worker can combine “work” and “activities other than work” in various ways at each stage in work and select a balanced way of working at ease convincingly.

Note that the harmony between work and life was positioned as a core concept of the reform proposal. It systematically sorted out and discussed issues of employment systems which enable to strike a balance between work and life and the paradigms of society based on the reviewing of Japanese ways of working. In conventional discussions on the balance between work and life, various issues were picked up as points of issues and tended to be something-for-everyone. It is significant that the Conference Report showed a systematic overall view of discussions on the balance between work and life. In addition, it is obvious that this gave a boost to the discussion on the balance between work and life.

The report also proposed other wide-ranging issues such as equilibrium issue, social security and tax systems as well as changes in core labor administrations such as labor standards and safety and health. This highlighted the fact that the achievement of harmony between work and life is an ambitious project and the solutions of various issues are required.

No one would deny a society proposed by the report, namely a society where individual workers can chase their dreams and carry out their original intentions with “harmony between work and life” and where it is natural that individual workers learn for many occasions in their entire lives to make continuous efforts to enhance their abilities. However, as proposed by the report, it is necessary for the achievement of such society to change various social systems. In workplaces, it is essential to reform working hours, places to work, wage system, balanced treatment and career constitution for diversified and balanced ways of working. In families and regions, it is important to achieve self-help,

cooperation and assistance systems. To that end, reforms such as redesign and asset formation at stages of life plan are necessary.

The claims of the Conference Report are persuasive and there is no reason to deny. Many people would agree that the environment becomes easy to balance work and life if rules proposed by the report become established. But why such rules have not become established? There must be some factor which prevents the establishment. There must be some structure where people cannot freely or voluntarily select their ways of working. It is important to clarify the mechanism how/why we cannot achieve such society.

It is very significant that the Conference Report presented a grand design for the reform of employment and labor systems. It presented a preferable shape and showed a lot of menus of institutional reforms required for the achievement of it. This was the starting point of reforms. It is expected that discussed issues will gradually become widespread and established as basic frames of various legal changes. It will be important to clarify individual mechanisms which prevent the harmony and balance between work and life in order not to let the debate on reforms agree in general but disagree on details.

D. Viewpoint of course of life

The Balance between work and life has been discussed in many ways and its interest and studies were something-for-everyone. The Conference Report systematically sorted out issues of employment rules which enable to strike a balance between work and life and the paradigms of society and presented a blueprint of reforms based on the reviewing of Japanese ways of working against such something-for-everyone debates on the balance between work and life. It is significant that it aroused people’s interest and gave an enormous momentum toward the solution of issues. However, since wide-ranging issues have been discussed, it is hard to see a concrete road map for reform.

If there is a structure where people cannot freely or voluntarily select their ways of working as pointed out in the Conference Report, it is important to clarify the mechanism why such structure has been

maintained. Many of working women quit work in the event of marriage and childbirth. Even if they want to keep working while raising children, many of them are forced to quit. Why can't they balance work and childcare? What prevents the independent choice, the balance between work and life? It is essential to find out the mechanism which prevents the choice.

In order to find out the mechanism, people's life analysis would be useful. Life contains diverse aspects and issues change in accordance with the track of life. Human beings are born and experience life with families as a starting point, and then experience various living environments such as schools, regions, friends, workplaces and families. In short, human beings face various issues in the courses of their lives and live out their lives coordinating many issues in the processes.

Therefore, we should keep in mind that harmony or balance between work and life is an issue related to people's work life at all stages and many areas of social systems such as families, enterprises and local societies at each stage and such issues change with age when approaching. The balance between work and life and solution of its issue should be understood as dynamic processes consisting of a time-series vertical axis meaning that life is related to people's work life at all stages and a life space horizontal axis meaning that people live in diverse areas.

This study keeps in mind such characteristics of the balance between work and life, focuses on the clarification of balanced mechanism and focuses attention on people's courses of lives. The reason why the balance between work and life is related to various social issues is because the issue of harmony or balance between work and life is related to people's work life at all stages and many areas of social systems such as families, enterprises and local societies. Therefore, as measures against the issue of balance between work and life, we will aim to clarify the mechanism based on the comprehensive approaches through people's courses of lives from several points of view.

E. Declining birthrate and support for balancing work and life

Recently, public concern over the support for

balancing work and life is rapidly increasing. The declining birthrate which is growing into a serious problem affects it. The birthrate is rapidly declining and shows no sign of ending. As a result, Japan is facing depopulating society which it has never experienced before.

The Next Generation Education and Support Promotion Act has been enacted as a measure against the declining birthrate and enterprises are expected the active involvement of measures against the declining birthrate. In the Next Generation Education and Support Promotion Act, the support for balancing work and life (family) is positioned as a main pillar. It is extremely important for childcare with ease to balance with work. Support measures for balancing work and life are expected to stem the declining birthrate as effective measures against it, i.e., have an effect on increasing birthrate.

It is an indisputable fact that there has been a lot of interests in the support for balancing work and life in response to this gain of momentum, i.e., under the encouragement of increased interests in the support for childcare. The support measure which supports for balancing work and childbirth or childcare is also a measure against the declining birthrate. The promotion of men's participation in childcare is both a support measure for balancing work and life and a measure against the declining birthrate. Therefore, there are a lot of measures for balancing work and life which are also measures against the declining birthrate and are expected to be effective in both reversing the declining birthrate and the support for balancing work and life.

However, it is necessary to note that support measures for balancing work and life can be measures against the declining birthrate but not the same. The balance between work and life acts as fixing the declining birthrate and measure against the declining birthrate supports the balance between work and life, but some measures are conflicting and struggling. Therefore, we should think that the support for harmony between work and life can be measures against the declining birthrate but not the same. It is necessary to note that if not clarifying that, we would go wrong. There are following two reasons why we are concerned about correlation of harmony

between work and life with measures against the declining birthrate:

The first is that we should not put the significance of support for balancing work and life aside. In other words, given that supports for balancing work and life are considered as measures against the declining birthrate, if the interest and need in measures against the declining birthrate declines, the interest in the support for balancing work and life may also decline. If the worst happens, people may think that if there is no need for measures against the declining birthrate, there is also no need for the support for balancing work and life.

The second is that some measures are effective in both reversing of the declining birthrate and the balance between work and life, but some may be effective in either one but stem the other one; for instance, economic aid issues which have been popular recently. Economic aid may have a positive effect on the balance between work and life for dual-income family, but if household budgets become in good circumstances due to the economic aid and the wife retires from work to concentrate on childcare, it is not a support for balancing work and life.

It is obvious that today's declining birthrate is caused by a variety of factors as the Next Generation Education and Support Promotion Act contains diversified measures. Based on Japan's past experiences and trends in foreign countries, we should think that there is no miracle drug for the declining birthrate. In short, measures against the declining birthrate should lean on comprehensive healing method like herbal medicine. Then we should think that the support for balancing work and life plays an important role in it. As clarified in this report, the relationships between measures and between support measures are important to ensure that various measures become more effective and the issue is the way of collaboration.

F. Framework

This study started in October 2003 as one of three-and-half-year project studies until 2006 to coincide with the inauguration of the Japan Institute for Labour Policy and Training. The purpose was to comprehensively and systematically consider the role

of social systems which enable the harmony between work and life and clarify the support measures. As mentioned above, the issue of harmony between work and life is related to people's work life at all stages and many areas of social systems such as families, enterprises and local societies. Therefore, it is important that measures for balancing work and life should be based on comprehensive approaches through people's courses of lives from all angles. To that end, the study was promoted with the following frameworks:

Various social areas are related to building of social systems which enable the harmony between work and life, especially the following three life areas and activities and systems there are important: (1) Family environment: Support for family life and/or employment situations of husband and wife, (2) Workplace environment: Enterprise's employment management, support system for balancing work and life and/or working hours management, and (3) Regional environment: Childcare supports such as nursery schools and local societies. People experience various issues such as employment, marriage, childbirth, childcare, independence of children, family-care and retirement and face various balancing issues through courses of their lives based on data of balancing environment in these life areas (see Figure 7-1).

Therefore, based on the setting that it is essential to approach from both three environments which support the balance between work and life and courses of lives as chains of various issues in order to find the role of support measures and the issues, we will clarify the balance between work and life and the issues with comprehensive and systematic approaches with a vertical axis of course of life and a horizontal axis of life areas.

3. Summary of Analysis Results

A. Balancing issues of work and life at life stage

This shows the summary of harmony between work and life at each stage such as graduation, employment, marriage, childbirth, childcare and family-care using career data from "Survey on Work

and Life” and expresses concerns for the following discussions.

a. Course of life and working career

Issues of harmony between work and life for men and women are organized by cohort analysis to know how the course of life changes and what is unchanged. The cohort analysis was done during the period of graduation, first employment, marriage and childbirth to know changes in the course of life and working career. The result can be summarized as follows:

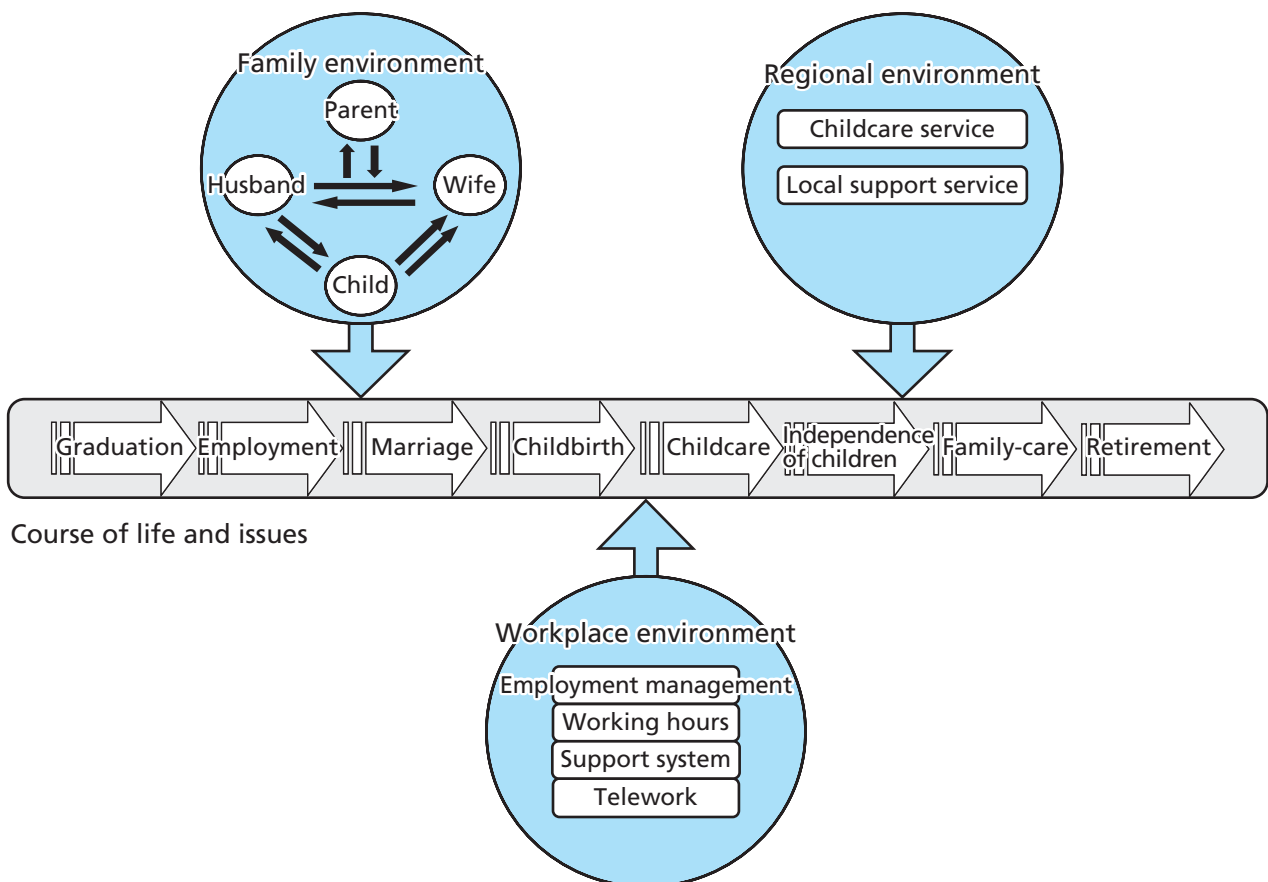
- i. For both men and women, the younger the cohort is, the more the number of persons employed just after the graduation becomes. The number of persons employed increases for both men and women, especially the younger the cohort is, the more the number of regular employees becomes for women. Based on such changes, the younger the cohort is, the smaller the differences between

- men and women at the first employment becomes.
- ii. During the period of first employment and marriage, about half of men continue the first employment but about 80% of women left the first employment and change to other companies at each cohort. The number of regular employees increases for men but the number of non-regular employees increases for women.

- iii. During the period of marriage, first childbirth and childcare, most of men did not change companies at each cohort. On the contrary, women left the first employment during the period of first childbirth and childcare and the number of job leavers does not decrease even at younger cohort.

In short, even today, women are hard to take root in companies, especially it is suggested that it is still difficult to continue working with marriage and childbirth. On the other hand, men’s working careers become stable after the marriage or childbirth, but, as shown in the latter chapter, the involvement in

Figure 7-1 Balance between Work and Life



housework and childcare is still difficult. Their working careers seem to be stabilized by tying themselves to companies.

b. Women's marriage/childbirth and M-shape curve employment structure

We take up the relationship between women's marriage/childbirth and employment, a traditional theme of the balance between work and life. We clarify how women's courses of lives have changed with times with cohort analysis focusing on expanded supports for balancing work and life such as Equal Employment Act, Childcare Leave Act and measures against the declining birthrate as social backgrounds which provide women's courses of lives.

The analysis results are summarized as follows:

- i. Each cohort forms an M-shape curve of employment rate and age and the bottom of the M-shape is higher with younger cohorts.
- ii. However, the bottom of the M-shape of women after childbirth is not higher than older cohort even in the case that the first employment was after the enforcement of the Equal Employment Act. The reason why the bottom of the M-shape of entire generation is higher than that of older generation is because the ratio of women without childbirth remaining the labor market became higher.
- iii. Employment rate before and after the first childbirth shows a rapid decline during one year before childbirth to childbirth. Even among generations after the enforcement of the Equal Employment Act, many of women left the labor market before the childbirth.

The results show that while the number of women who are unmarried and have no baby increases, the continuous employment during the period of childbirth/childcare is still difficult. Even generations whose first employment was after the enforcement of the Equal Employment Act are still forced to choose either a career or childbirth. In order to overcome this situation, it is important to further enhance support measures for balancing work and life.

c. Family-care experience and working career

We take up the relationship between family-care

and employment which is becoming an important theme of the support for balancing work and life as well as the progress of the aging society. The balance between care and work is a theme with many issues to be revealed. Especially, the usage of family-care leave system was largely unexplored, but according to the analysis results, it was cleared that the family-care leave system was not used.

According to the analysis results, realities of family-care experience, realities of turnover/career change due to family-care and usage of family-care leave system can be summarized as follows:

- i. 10.6% among workers experienced family-care. The experience rate becomes higher with age and it becomes sharply higher from 40s. The experience rate for women between ages 40 and 44 was more than 10% and those between ages 50 and 54 was about 30%.
- ii. The average age for start of family-care was 38 and average family-care period was about three years. However, since the standard deviations of both ages for start and end of family-care are large, the realities are diversified depending on individual cases.
- iii. 75.2% among employees continue working at the same companies since the start of family-care and remaining 24.8% among those experienced turnover or career change. Employees who faced difficulties of balancing work and family-care when starting family-care often left the companies.
- iv. Most of employees did not use the family-care leave system.

Though the number of employees who took family-care leave is small, but some layers of employees need to take it. A great burden of family-care affects employees' continued employment. It is an issue to build accessible family-care leave systems.

B. Enterprises' employment management and support for balancing work and life

Issues of the support for balancing work and life, childbirth, childcare and family-care are clarified focusing on working conditions.

a. Unmarried employment environment and women's marriage, childbirth - focusing on first employment

We compared “Pre Equal Employment Opportunity Act Generation” who started working before the enforcement of the Equal Employment Opportunity Act (born in 1950 to 1960) with “Post Equal Employment Opportunity Act Generation” who started working after the enforcement of the Equal Employment Opportunity Act (born in 1961 to 1975) and clarified effects of unmarried employment environment on the choice of women's marriage and childbirth focusing on the first employment. The summary of analysis results is as follows:

- i. The younger the cohort is, the higher the unmarried rate becomes and the lower the birthrate becomes regardless of education or the attribute of the first employment. However, married birthrate did not become lower even among young cohorts. The increase in the number of women who have no baby is due largely to the increase in the number of unmarried women.
- ii. Factors for the choice of marriage/childbirth depend on cohort. Among “Pre Equal Employment Opportunity Act Generation,” the lower the education is, the more they had babies, but there is no difference of birthrate between high and low educations among “Post Equal Employment Opportunity Act Generation.” Among younger generations, persons who experienced one year or more of unemployed period during the period from graduation to the first employment were often unmarried. Regular employees at the first employment were often married and had babies as well as persons whose first companies had the childcare leave system.

It is suggested that it is important to secure employment opportunities for unmarried first working career, stabilize the career and support the career constitution in which women can be married and have babies through the establishment of work environments where women can continue their work even after the marriage/childbirth.

b. Women's marriage/childbirth and continued employment - centered on the effect of childcare leave system -

By comparing “Pre Equal Employment Opportunity Act Generation” (born in 1950 to 1960) with “Post Equal Employment Opportunity Act Generation” (born in 1961 to 1975), workers who retired from work due to marriage or childbirth even after the Equal Employment Opportunity Act were clarified. Analysis results can be summarized as follows:

- i. Though the number of women who continue working after the marriage increased, many of young cohorts retired from work due to pregnancy/childbirth of the first child and the number of women who continue the employment until the childbirth did not increase. The number of women who were early reemployed after the childbirth among “generations after the Equal Employment Opportunity Act” increased, but the number of reemployed female regular employees was rather smaller than before.
- ii. While “Post Equal Employment Opportunity Act Generation” can continue the employment during the period of marriage, pregnancy and childbirth through the spread of childcare leave system, continued employment becomes difficult associated with expansion of women's job categories and increased non-regular employment patterns.

In order to expand women's continued employment after the marriage/childbirth, the issue is to promote the spread and taking up of childcare leave system and enhance the support for balancing work and life which complements the system.

c. Current situations of support system for balancing work and childcare for men in workplaces and analysis on desire of taking up childcare leave

A survey on current situations of support system for balancing work and childcare was conducted among male employees who are in the period of

childcare, and an analysis on desire of taking up childcare leave system was conducted among male employees who have potential needs for taking up childcare leave (assumed to have a child in the future). As a result of the analysis, the following points were found:

- i. The introduction of support systems for balancing work and childcare into workplaces was not enough nor recognized. It is extremely rare that men are involved in childcare by taking time off from work or adjusting work, but approximately 40% among male workers took time off from work when their children were sick in bed or when watched over them.
- ii. Approximately 30% among male workers desired to take up the childcare leave. Especially, more than one-third of those who are “unmarried” or “married but no child” desired to do it.

Piecing together above 1) and 2), it is suggested that support measures for balancing work and life including current childcare leave system should be reviewed and made more flexible and suitable for users’ needs.

d. Realities and issues of telework as a support measure for balancing work and life in childcare period

Telework is examined from the viewpoint of support measures for balancing work and life in childcare period. According to results of the interview survey, follows were found:

- i. Self-employed telework such as contracting business with outsourcers can be an effective tool for female workers who retired from work due to marriage or childbirth to continue the employment with no absence (or even with an absence of a couple of years).
- ii. Corporate-employed telework patterns based on the employment contract with employers in childcare period are diversified.
- iii. As for a combination of corporate-employed telework and short-time working system, problems on operating short-time working system for childcare were strongly pointed out. The combination of flextime working and corporate-employed telework makes both working places

and time zone flexible and enables the flextime working even in childcare period.

- iv. Even if working through telework, it is a basic premise to create an environment which can outsource childcare as well as normal work.

Working in life space shows not only an advantage in easy balancing of work and life (childcare/housework) but also an issue of difficult distinction between work and life.

e. Situation of balancing family-care and work and needs for taking up family-care leave

Realities of balancing work and family-care and issues of support for balancing work and life were clarified focusing on employees who carry out family-care.

- i. Many of caregivers did not take a long vacation such as family-care leave system but used paid holidays which were given from companies as much as possible to deal with a difficult situation.
- ii. Even though there was a need for taking up family-care leave, they felt great concern about putting coworkers troubles or reduction in income. The result showed that persons who needed to take up family-care leave felt more concerns and could not take up it.

Family-care situations differ greatly in individuals, different from childcare, a standard model for it is hard to be assumed. Therefore, it is important to be a flexible system which meets users’ needs.

C. Family life and work-life balance

Current situation and issues of harmony between work and life were clarified centered on family roles.

a. Men’s sharing of housework/childcare in childcare period

We examined situation of men’s housework/childcare in childcare period and the regulated factors, mainly working condition factors such as working hours, from men’s viewpoint through the analysis of men’s answers. Follows were found as incentives/disincentives for men’s housework/childcare:

- i. Husband's sharing rate of housework/childcare tends to become lower when living with parent and becomes higher when his wife is working.
- ii. Husband's sharing rate of housework/childcare tends to become lower when his working hour is 55 hours or longer a week (in case of employee). Husband's sharing rate becomes higher when he has a sense of balancing work and life like "both men and women balance work and life" or "men balance work and life and women are in charge of housework" rather than when he has a sense of traditional gender roles like "men and women are in charge of work and housework respectively".
- iii. Husband's sharing rate of housework/childcare becomes lower when his commute time is one hour or longer (in case of employee). Husband's sharing rate tends to become higher when he desires to take up childcare leave.

It is important to review social practices based on a sense of traditional gender roles and build labor and working conditions in which men can be involved in housework and childcare.

b. Relationship between work and life - Characteristics of working hours for each employment pattern and the relationship with role behavior

We clarified relationship between marital employment patterns and roles from the viewpoint of marital time allocation in work and family life. As a result of analysis, follows were found:

- i. When wife has no employment, she is in charge of most of housework alone. However, wife wants to increase working time but husband wants to increase time spent with his family. Especially, husband often feels conflict between work and family, and his traditional role causes distortion in family life.
- ii. When both husband and wife are working as non-regular employees, marital working hours are the longest compared with other double-income couples, wife is in charge of most of housework, childcare and family-care and husband's sharing rate of housework is low. However, wife rarely feels conflict between work and family. Husband spends time working longer than wife and his

- income is substantially higher than hers but he wants to spend time on family life.
- iii. When husband is regular-employee and wife is non-regular employee, both his working hours and income are substantially higher than hers. Both husband and wife affirm traditional gender roles and actually wife is in charge of most of housework. However, since wife wants to increase working time but husband often wants to keep his working time, the working time difference between husband and wife is decreasing. While husband often feels conflict between work and family, wife rarely feels such conflict.
- iv. When both husband and wife are regular-employees, both differences of working hours and income between husband and wife are smaller compared with other double-income couples. Both husband and wife affirm fair gender roles. Wife's sharing rate of housework is higher than husband's but lower than other couples. Both husband and wife often want to reduce time spent on work and increase time spent on family life. This shows that their working hours have invaded time to be spent on family life.

Such conflicts between work and family life have had an impact on family life in the form of husband wife who are employees with no child. Persons who will care for family in the future are generally wives rather than husbands, regular employees rather than non-regular employees among husbands and occupied wives rather than unoccupied ones. It will be more important how to support family-care as well as childbirth and childcare amid the advance in the employment and increased double-income couples.

c. Analysis on harmony between work and life for men

We analyzed impacts of men's participation in housework/childcare in childbirth/childcare period and women's participation in working on family income and marital occupational attainment for a long working career. We compared husbands with unoccupied wives, wives who retired from work in childbirth/childcare period and were reemployed and wives who continued the employment in childbirth/childcare period, and follows were found:

- i. Husbands with unoccupied wives have higher income than others and older cohort has higher average income. Younger cohort produced managers slightly more than older one and the possibility of becoming managers is significantly higher with age. Persons who work for companies with 30 to 299 employees become managers more than persons who work for companies with 29 or fewer employees.
- ii. Husbands with wives who were reemployed prefer to choose work as same as husbands with unoccupied wives. The rate of producing managers is high. The possibility of becoming managers for persons who work for companies with 30 to 299 employees is high, but salary rise after middle age stagnates. Family budgets are supplemented by the non-regular employment of wives. This is remarkable tendency of wives with husbands who are white-collar employees.
- iii. Husbands with wives who continued the employment account for about a quarter in each generation, but their income and the rate of becoming managers are low. However, wives' financial contribution is the greatest and marital average income is also the highest.

Husbands with unoccupied wives have higher income than others but husbands with wives who continued the employment have the highest marital income. However, the participation of husbands with wives who continued the employment in childcare is low.

D. Local society and work-life balance

We analyzed local environment factors which have an impact on harmony between work and life.

a. Women's employment and local resources

We clarified the effect of local childcare services on the employment of women with preschoolers. Analysis results are as follows:

- i. Targeted women with preschoolers who use (are using/will use) nursery schools are not the majority force. However, according to birth year, the usage rate of nursery schools slightly rose compared with children born in around 2000.
- ii. The use of nursery schools has a significant effect

on the employment of women with preschoolers. The situation of building local nursery schools (concretely, the number of nursery schools in the prefecture divided by the population of the prefecture) has no direct effect on the employment of women with preschoolers, but has an effect on the use of nursery schools and this has an indirect effect on the employment of such women.

Available nursery schools are important resources for women who want to balance childcare and work. If the number of nursery schools increases, the number of working women with preschoolers may increase through the use of them.

b. Regional differences in work-life balance

We clarified the current situation and issues of harmony between work and life from the viewpoint of relationship between working hours and regional unemployment situation. Analysis results are as follows:

- i. As for regional differences in actual working hours, actual working hours in Hokkaido and Tohoku are longer than that in Kanto and those in Shikoku are short. Overtime hours in Tohoku, Kita-Kanto, Hokuriku, Tokai, Chugoku and Kyushu are longer than that in Minami-Kanto.
- ii. The unemployment rate which is a proxy variable of supply-demand situation in labor market had a negative impact on working hours, but was not statistically significant. As for working days, it was expected that the implementation of the five-day work week was different depending on region, industry and company size, but there was no clear tendency according to the statistical results.
- iii. We analyzed factors related to harmony between work and family life from three viewpoints: paid working time, time spent in family life and balance between work and family life. As a result, many of respondents in Tohoku, Kinki, Shikoku and Kyushu want to increase working hours and change tie time spent in family life. On the other hand, many of respondents in Hokkaido, Kanto, Hokuriku and Chugoku want to increase the time spent in family life.

In order to harmonize work and life, it may be efficient to work on making regional employment

systems rather than uniform response throughout the nation. It is necessary to improve regional employment environment which can flexibly respond to factors that influence individual decision making.

E. Toward collaboration between enterprises, families and local societies

Based on issues of harmony between work and life indicated from various angles, we analyzed the balance between childcare/family-care and work from the viewpoint of interrelations between enterprises, families and local societies.

a. Continued employment in childbirth/childcare period and support for balancing work and life - centered on interrelations between enterprises, families and local societies -

We analyzed reasons why many women retired from work in pregnancy/childbirth period in spite of the spread of childcare leave system and clarified issues of expansion of continued employment in childbirth/childcare period. Analysis results are summarized as follows:

- i. The number of women who work for companies until one year before childbirth increases in younger cohort, but younger cohort often retired from work one year before the first childbirth and the number of women who continue the employment until the childbirth did not increase.
- ii. The childcare leave system has no effect of enhancing continued employment alone but it has an effect of it when combined with childcare support from family/relatives or use of nursery schools. It is important to combine the childcare leave system and nursery schools for younger cohort.
- iii. Continued employment is difficult in younger cohort due to decreasing effect of continued support from family/relatives, non-regular employment and expansion of women's job categories.

In order to expand the continued employment in childbirth/childcare period, it is necessary to enhance the support for continued employment in pregnancy period as well as support for childcare after the

childbirth. In order to enhance the support, it is important to expand support measures systematically so that supports from enterprises, families and local societies can function synergistically.

b. Family-care leave system and long-term care insurance system - Issues of support for balancing work and family-care -

We analyzed the situation in which employees need to take day-off for family-care and a specific method of taking day-off while the use of long-term care insurance services is expanding. Analysis results are summarized as follows:

- i. Employees who were involved in preparations for start of family-care took day-off as paid holiday, absence, tardiness and early dismissal.
- ii. Even though there is a family-care leave system in companies, most of employees did not take up the family-care leave but paid day-off for family-care.
- iii. Employees who applied for the long-term care insurance service at the onset of the service took day-off as absence, tardiness or early dismissal for family-care.

Most of employees who need to take day-off for family-care try to balance work and family-care without family-care leave even though the use of long-term care insurance services is expanding. It is important to establish a leave system which meets the need of family-care such as flexible period of taking up family-care leave, flexible number of taking up and response to the need of day-off which is not suitable as leave so that the support for balancing work and family-care can function effectively.

4. Toward the Establishment of Systematic Support Measures

A. Situation where support measures are hardly provided to people who need support

We analyzed the realities of balancing work and life and the effect of support which enable the balance between work and life focusing on enterprises, families and local societies that are many life areas related to the balance between work and life.

We found that: (1) People face various balancing issues through courses of their lives. Childbirth and childcare right after the delivery are major focal points of the balancing issues but there are more to them. People are facing balancing issues in various events such as childcare, family-care, career change and reemployment. (2) Heartless chains have been created. A failure of balancing work and life at some stage influences the subsequent balancing work and life and makes it more difficult; for instance, unmarried person's turnover makes the balance between work and marriage or childbirth difficult and also influences the balance between work and life at reemployment or family-care stage. (3) Changes in society make the balance between work and life more difficult. With changes in household, occupation and industry such as changes in living with or without parents and changes in working or employment patterns of both men and women, the balance between work and life becomes more difficult. (4) individual support systems do not work well for balancing work and life. Support systems for balancing work and life such as childcare leave and family-care leave, support systems such as sharing of housework and childcare services were central to supports for balancing work and life in three living areas, enterprises, families and local societies, respectively and improved and expanded the support measures. In order to make the support for balancing work and life more effective, it is important to build a systematic support measures in which enterprises, families and local societies can collaborate.

In short, it is becoming more and more difficult to realize the balance (harmony) between work and life even though the balance between work and life is becoming more important. People face many balancing issues through courses of their lives and they raise expectations for the support measures. On the contrary, changes which prevent the balance between work and life are steadily progressing. As a result, effective and appropriate support measures have been hardly provided to the people who need such support. For this reason, stronger support systems, especially systematic support measures in which enterprises, families and local societies can collaborate are expected.

B. Support system for balancing work and life

Then, how should the support system and support measure to realize the balance between work and life be established?

Certainly the expansion and improvement of support systems for balancing work and life would improve the balancing environment. However, it is not realistic to expect unlimited building of additional nursery schools and expansion of childcare leave nor rational in terms of the cost performance. Unlimited expanding measures which place a heavy burden on enterprises and use large amount of public funds would not be able to meet with public approbation.

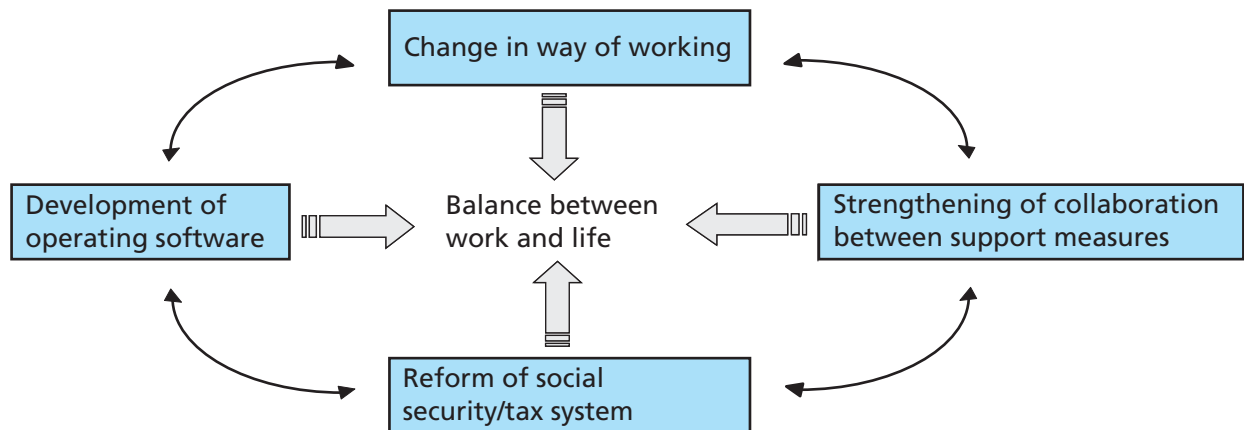
Therefore, it is important to form a systematic framework to improve the balancing environment and realize the balance between work and life. We should seek a framework of the support for balancing work and life which promotes the improvement of environment that enable the balance between work and life, leads to improved and expanded support system and flexible operation and provides such system to persons who need the support.

We therefore would like to present a framework of the support for balancing work and life as a trial balloon based on findings in this study. Figure 2 shows a support system for balancing work and life. There are four pillars in the support system for balancing work and life: (1) Change in way of working, (2) Strengthening of collaboration between support measures, (3) Development of operating software, and (4) Reform of social security/tax system. These pillars in the framework will improve the balancing environment and promote the realization of balancing with synergy of them.

a. Change in way of working

The analysis in this report clarified that the most common cause of difficult balance between work and life is the way of working from all angles. Many of women are forced to retire from work due to childbirth or childcare. Husbands who are jointly in charge of housework/childcare cannot spend time for childcare or housework. The main reason why they cannot balance work and life is their way of working. Workers in childcare period are not only ones who

Figure 7-2 Support System for Balancing



cannot balance work and life. As clarified in the analysis of family-care, quite a lot of people retired from work due to the difficulty of balancing work and family-care.

Note that the way of working has changed for the past decade and non-regular employment and Seikashugi have penetrated. Part-time working and dispatched working are central to the non-regular employment and are regarded as ways of working which make coordination with life easier than regular employment. However, as clarified in the analysis, since non-regular employees are hard to enjoy support measures for balancing work and life compared with regular ones, they are forced to retire from work due to difficult balance between work and childbirth or childcare. On the other hand, the penetration of Seikashugi is basically evaluated by not time but achievement, but as a result of relaxed control of working hours, working hours are not shortened but rather lengthened more and more.

In short, Japanese employment practice is heading for collapse and new employment patterns are being sought but the viewpoint of harmony/balance between work and life has not been practically considered and today's way of working has been fixed. During this time, childcare leave and family-care leave have been improved and expanded as supports for balancing work and life. However, as clarified in the analysis, the rate of women who continue working even after the childbirth did not rise. The childcare leave has taken root and

functioned as a support measure for women who continue working, but has not produced an effect on stemming the tendency of retirement. The rate of men who desire childcare leave is not exactly low, but actually they cannot take up it. The rate of taking up family-care leave is low. The family care leave does not function as a support measure for workers who need to balance work and family-care.

We should judge that support measures cannot respond to changes in the way of working. The important thing is to review the way of working and improve the support measures from the viewpoint of harmony/balance between work and life.

The reviewing points of the way of working are flexible working hours and strengthening of selectivity/self-determination. It would be unavoidable that the labor time management changes as services become economization and computerized. If Seikashugi which evaluates by not time but achievement is the basic rule, flexible working hours, strengthening of selectivity and expansion of autonomy should be realized.

The important thing for support systems is the issue of support for balancing work and life for all workers. There is a limit to a system to support issues such as childcare and family-care alone. Such isolated system does not mean anything to persons who are not interested in such issues and is rather regarded as an impediment to the duty and it is difficult to gain public acceptance. As clarified in the analysis, total life support measures should be aimed

based on the premise that all workers face issues of balancing.

b. Reinforcement of the collaboration between support measures

Support systems for balancing work and life such as childcare leave and family-care leave in enterprises, supports such as sharing of housework in families and nursery services in local societies are central to supports for balancing work and life and those have been improved and expanded. As clarified in the analysis, a support for balancing work and life alone does not produce an effect well. In order to produce an effect more, it is important to expand systematic support measures so that they can support balancing synergistically. That is, the collaboration between support systems is important issue.

After the enforcement of the Next Generation Education and Support Promotion Act which clearly describes the roles of the nation, local governments and enterprises, local governments started to seek the collaboration between enterprises and local nursery services by their own initiatives. In addition, livelihood support and childcare support centers have been established in each region. It is expected that under the leadership of centers, families, enterprises and local societies organically collaborate and support measures for balancing work and life mutually complement and synergize to enhance the power of support.

As for enterprises, the collaboration with regions and families will be an issue to be pursued. The building of more effective support measures can be expected by collaborating with regions and families rather than aiming at the improvement of support systems for balancing work and life such as childcare leave system and on-site day-care centers by enterprises alone.

As for mutual collaboration between support measures, this report verified that there is a synergy effect based on survey data of the analysis, but did not clarify the realities and possibilities of the collaboration yet. This is an issue in the future and we would like to study how to enhance the power of support by organically collaborating families, enterprises and local societies and mutually complementing and synergizing

each support system for balancing work and life and what way of collaboration will be possible.

c. Development of operating software

In order to enhance the effectiveness of support measures, it is important to develop operating software. It is most obvious that family-care leave system has been introduced but not used so much. The need of family-care leave is high and enterprises are active to introduce it, but it is not used so much. As clarified in the analysis on family-care leave, the main reason is that the support needed for workers who implement family-care is not consistent with the leave systems.

The childcare leave is also faced with similar problems. It is true that the childcare leave system has been highly introduced and the rate of taking up it is also high. It is verified that it is effective in women's continued employment. However, it is also true that many of women retired from work due to childbirth. The childcare leave functions effectively as a support system for women who continued working after the childbirth, but many of women retired from work without taking it.

After the enforcement of the Act on the Welfare of Workers Who Take Care of Children or Other Family Members Including Child Care and Family Care Leave, enterprises are obligated to introduce both childcare leave and family-care leave systems and these systems have been introduced. However, there are still many challenges for entrenching them as support systems for balancing work and life which are appropriate to the realities of enterprises and fit with workers' needs.

It is important how to operate support systems, in other words, to develop operating software so that the systems can promote the balance between work and life and become effective. This issue is not included in this report but was analyzed in the JILPT Research Report No. 50. There is a big gap between employees' needs for balancing work and life understood by enterprises and actual employees' needs for balancing work and life. It is pointed out that communications in enterprises and workplaces are important to bridge the gap.

Enterprises are forced to introduce childcare leave and family-care leave systems by law, but those

systems should not be rigid and are required to be institutionalized as effective tools for enterprises' employment management and beneficial systems to support the balance between work and life for employees. To that end, it is necessary to accumulate and develop software which can flexibly operate the systems to respond to the realities of enterprises and employees' needs and it is important to improve the environment in which we can systematically deal with such issues. Above all, it is important to establish a mechanism in which enterprises become active in developing such software.

Currently revolutionary changes in labor legislation are starting. Conventional rigid regulations are being transferred to self-regulations through negotiations between labor and management. For instance, the Act on Special Measures for Improvement of Working Time Arrangements which shows a framework in which labor and management voluntarily negotiate and the Acts concerning of labor contracts which clarifies rules of working conditions based on labor contracts signed between labor and management are examples of changes to enhance the self-regulations. It is expected that such changes encourage enterprises to actively deal with the support for balancing work and life.

d. Reform of social security and tax systems

The last one is the reform of social security and tax systems. As mentioned above, the most common cause of difficult balance between work and life is the way of working. Such way of working is provided by tax and social security systems. Even though the number of double-income households is much more than that of single-income ones, tax and social security systems are modeled on single-income households. It is often pointed out that there is a difference in requirements for social insurance depending on employment patterns and working hours, full-time housewives receive preferential treatment in the pension system and the tax-free limit is set for married women. These are all designed for single-income households. These factors synergistically induce wages of part-time workers lower, generate wage gap between men and women,

entrench roles of husband and wife as a worker and a housekeeper respectively and specialize issues of balancing work and life as women's issues.

It is required to reform them to be neutral tax and social security systems in an impartial manner for double-income households, single-income households and single-person households. However, there are a lot of discussions what social security and tax systems should be and it is difficult to solve. If double-income households are regarded as the model, for instance, should taxable subjects be individuals or double-income couples? Which is preferable? It is important to fundamentally consider what social security and tax systems should be from the viewpoint of balancing work and life.

C. Toward practical measures to realize balancing work and life beyond philosophical support measures

It is believed that four measures individually improve the balancing environment and entirely promote the improved balance between work and life and the support for balancing work and life by building mutual relations between measures. This support system is a practical proposal to improve the balancing environment and make support measures effective so that appropriate support measures can be provided to persons who need the support. This is a proposal to realize a society in which the reform of the way of working that enable the balance (harmony) between work and life is expanded, such reform is supported by social systems, a framework in which support measures complement each other is formulated, ideas effective in operating support measures are accumulated and many people achieve balanced lives.

The proposal on support systems presented in this paper is intended to hold the line against the philosophy which discusses the preference of the balance/harmony between work and life from general viewpoint and aims to contribute to the expansion of practical supports which promote the achievement of balancing work and life. We hope this analysis and implications are useful to the balance between work and life and expansion of support.

Appendix A: Survey List

1. "Survey on work and life"

A. Purpose

To survey realities of companies' employment management, local services and family support at each life stage such as marriage, childbirth, childcare, independence of children, family-care retirement and others in order to clarify issues on building of a social system which enables to harmonize work and life.

B. Summary of survey

a. Main survey items

(1) Career, (2) Marital history, (3) Education, (4) Childcare history, (5) Family-care history, (6) Family history, (7) Current employment situation, income, etc. (8) Attitudes toward work, career, life, etc.

b. Respondents: 4,000 samples among men and women between ages 30 to 54 and their spouses.

c. Method

i. Stratified two-stage random sampling

ii. Survey method: Individual interview for respondents and writing for their spouses

iii. Period: 17 June to 18 July 2005

iv. Entrusted to: Shin Joho Center, Inc. (a research company)

v. Collected from 2,448 respondents and 1,425 spouses

(Collect rate from respondents: 57.9% [including 230 extra samples])

2. "Survey on work and family-care"

A. Purpose

To survey companies' support measures for balancing work and life, especially usage of family-care leave system, usage of local family-care support services and realities of familial/kindred shared care in order to clarify issues of support measures which enable to balance work and family-care.

B. Main survey items

a. Family-care situation (Situation of families who require nursing care, care period, respondents' degree of involvement in care, etc.)

b. Employment situation (Taking of family-care leave, working time adjustment, turnover/career change during care, etc.)

c. Family environment (Familial/kindred shared care, etc.)

d. Regional environment (Usage of long-term care insurance system, usage of care volunteers and neighboring support, etc.)

e. Future prospects and needs of support for balancing work and life

f. Attitudes toward the balance between work and family-care

C. Men and women between ages 30 to 59 with families who require nursing care

D. Survey method

a. Sampling of all applicable dedicated persons for mail-in survey by the research company³

b. Survey method: Mail-in survey

E. Survey period: 15 February to 5 March 2006

F. Entrusted to: INTAGE, Inc. (a research company)

G. Collection

The number of sampled persons: 1,468

The number of collections: 1,381 (including 357 non-respondents)

The number of sampled persons except non-respondents: 1,111

The number of collections except non-respondents: 1,024

The collect rate except non-respondents: 92.2%

3 "Interview survey on the realities of female teleworkers and SOHO workers"

A. Purpose

To clarify what telework and SOHO work (non-employment pattern) can do for female workers' continued employment during childcare period and their issues.

B. Main survey items

a. Marriage/childbirth and turnover and situation of starting home work/SOHO work

b. Situation of telework/SOHO work and family/childcare

c. Situation of career development after the start

³ When using dedicated persons, it was confirmed that there was no significant bias to respondents compared with "Survey on Work and Life". For details, refer to JILPT 2006e.

of telework/SOHO work

C. Respondents and selection method

Using the information etc. on each website, the survey was conducted on eight representatives of female teleworkers/ SOHO workers, leaders of workers groups and worker registration agencies.

D. Interview method

Questions (and additional questions) were sent by e-mail and respondents were asked to send answers by e-mail (or partly by phone) (hereinafter referred to as “E-mail method”).

E. Survey period: November to December 2003

4. “Interview survey on telework during childcare period”

A. Purpose

To clarify what telework (employment pattern) during childcare period is of significance as a support measures for balancing work and life and its issues.

B. Main survey items

<Interview of enterprises>

- a. Process of introducing telework system and the summary of the system
- b. Realities of application and operation of telework system
- c. Advantages and issues of telework system

<Interview of workers>

- a. Process of application for and application of telework system
- b. Usage of telework system
- c. Advantages and issues of telework system

C. Respondents and selection method

Based on various data and information, introduction and use of telework system for workers during childcare period were confirmed and the survey was conducted on enterprises and workers with certain prior information. Direct interviews were conducted on six enterprises (persons in charge of human resources in principle), five female workers and one male worker. Two enterprises, six female workers and three male workers whose information was indirectly obtained by the direct interviews were added to the analysis targets.

D. Interview method

E-mail method and oral interview method were adopted depending on the targets. (Additional

questions were sent by e-mail even in the case of oral interview method.)

E. Survey period

From 2004 to 2005: E-mail method was used from May to December 2004 and oral interview method or e-mail method was used from May to December 2005.

5. “Interview survey on combination of telework and other support measures for balancing work and life”

A. Purpose

To clarify what advantages the combination of telework and short-time working or flextime working has and its issues from the standpoint that the combination of support measures for balancing work and life enhances the effectiveness of support.

B. Main survey items

<Interview of enterprises>

- a. Summaries of telework system, short-time working system and flextime system
- b. Realities of combination of telework system, short-time working system and flextime system
- c. Advantages and issues of the combination of systems

<Interview of workers>

- a. Process of application for and application of the combination of systems
- b. Usage of each working system
- c. Advantages and issues of the combination of systems

C. Respondents and selection method

Among above interview survey results in 2004 and 2005, cases applicable to the combination of systems were used as necessary with additional interviews and enterprises in which the combination of systems was confirmed by various information and their workers were newly added to the survey targets. Cumulatively direct interviews were conducted on four enterprises (persons in charge of human resources in principle) and six female workers. One enterprise and one female worker whose information was indirectly obtained by the direct interviews were added to the analysis targets.

D. Interview method

E-mail method and oral interview method were

conducted depending on the targets. Additional and new interviews were conducted by e-mail method in 2006.

E. Survey period: Additional and new interview survey was conducted from April to August 2006.

Appendix B List of study results

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