

# 2017 Work and Family Balance Indicators

## Enterprises' implementation of a work and family balance system and individuals' awareness of a work and family balance system recorded an increase.

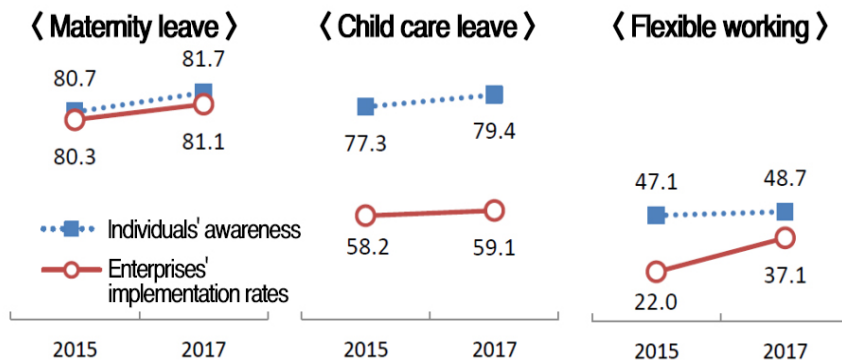
- Enterprises' implementation of a work and family balance system and individuals' awareness of a work and family balance system showed a continuously increasing trend.

< Implementation and awareness rates of a work and family balance system (2015 → 2017) >

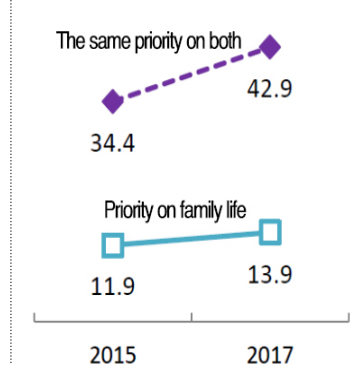
	Maternity leave	Child care leave	Flexible working
· Implementation rates of a work and family balance system (enterprises, %) :	80.3 → 81.1	58.2 → 59.1	22.0 → 37.1
· Awareness rates of a work and family balance system (individuals, %) :	80.7 → 81.7	77.3 → 79.4	47.1 → 48.7

- Wage and salary workers placing importance similarly to work and family, or placing more priority to family showed an increase.

【 Implementation rates of a work and family balance system (%) 】



【 Priorities on work and family life (%) 】



## Enterprises and agencies accredited for family friendliness amounted to 1,828, up 34.1 percent from 2015.

- As of the end of 2016, enterprises and agencies accredited for family friendliness totaled 1,828, rising by 34.1 percent from 1,363 in 2015. 285 large enterprises, 983 small and medium-sized enterprises and 560 public agencies were accredited for family friendliness.
- In 2017, establishments implementing "Flexible working" stood at 37.1 percent, up 15.2%p from 2016.

【 Enterprises and agencies accredited for family friendliness 】

(Unit: each, %)

	Enterprises (agencies) accredited for family friendliness				
	2014	2015	2016	2016	
				Share	Change
Total	956	1,363	1,828	100.0	34.1
Large enterprises	223	258	285	15.6	10.5
Small and medium-sized enterprises	428	702	983	53.8	40.0
Public agencies	305	403	560	30.6	39.0

【 Implementation rates of flexible working 】

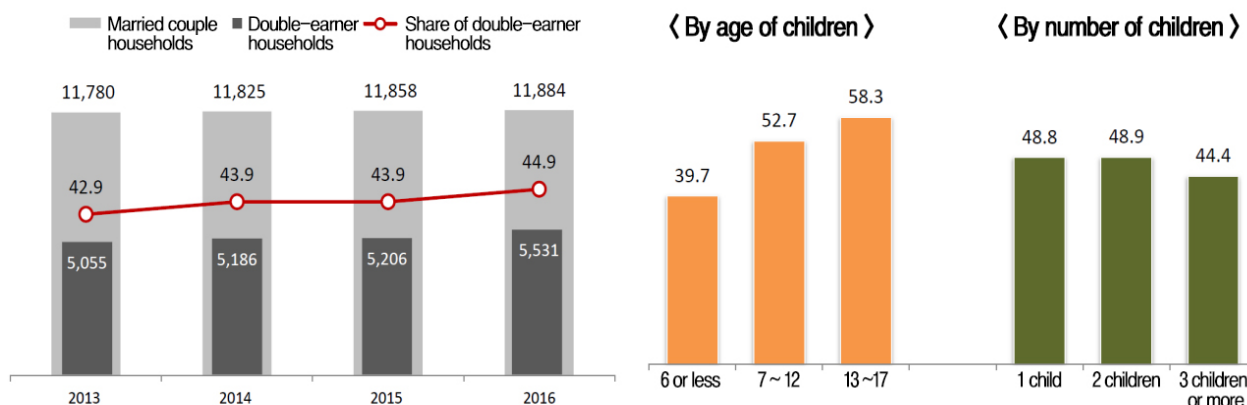
(Unit: %)

	Implementation rate	Working time selection	Flex time work hours	Flexible work hours	Discretionary working	Teleworking
2015	22.0	11.3	12.7	9.2	5.3	3.4
2016	21.9	11.6	12.5	11.6	3.3	4.1
2017	37.1	24.6	22.7	18.6	9.5	8.5

**In 2016, the share of double-earner households stood at 44.9 percent, up 1.0%p from 2015. The younger children, the lower share of double-earner households. The more children, the lower share of double-earner households.**

- Among married couple households, the share of double-earner households recorded 44.9 percent in 2016, up 1.0%p from 2015.
- The share of double-earner households with children aged 6 or less (39.7%) was lower than that of double-earner households with elementary or middle school students. The share of double-earner households with 3 children or more (44.4%) was lower than that of double-earner households with 1 or 2 children (49% or so).

【 Share of double-earner households (%) 】

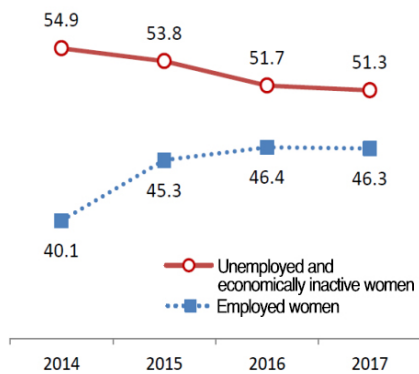


**The share of career interrupted married women aged 15 to 54 fell from 22.4 percent in 2014 to 20.0 percent in 2017.**

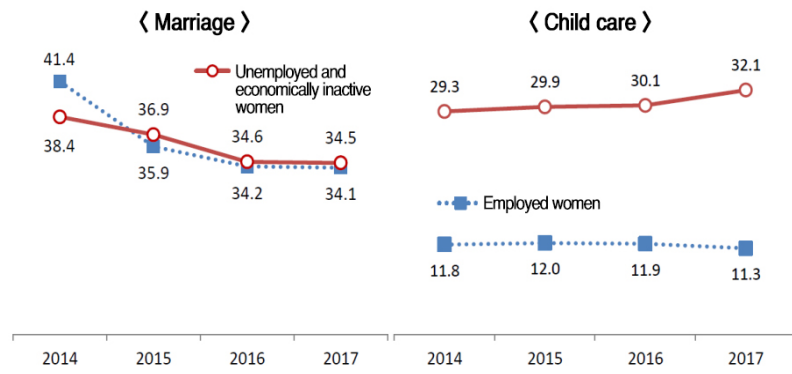
- Among married women aged 15 to 54, the share of employed women with career interruption experience dropped by 0.1%p compared to 2016. The share of unemployed women and economically inactive women with career interruption dropped by 0.4%p compared to 2016.

- Career interruption due to marriage showed a decreasing trend for employed women as well as unemployed women and economically inactive women. Career interruption due to child care for employed women declined from 11.9 percent in 2016 to 11.3 percent in 2017. In the meantime, career interruption due to child care for unemployed women and economically inactive women grew from 30.1 percent in 2016 to 32.1 percent in 2017.

【 Share of career interrupted women (%) 】



【 Reasons for career interruption (%) 】



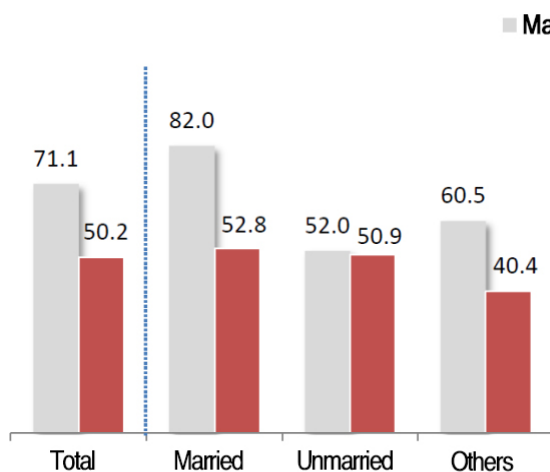
**In 2016, the gap in employment-population ratios in unmarried males and females stood at 1.1%p. Whereas, the gap in employment-population ratios in married males (82.0%) and females (52.8%) stood at 29.2%p.**

- In 2016, the gap in employment-population ratios in males (71.1%) and females (50.2%) recorded 20.9%p. This gender gap continuously narrowed down.

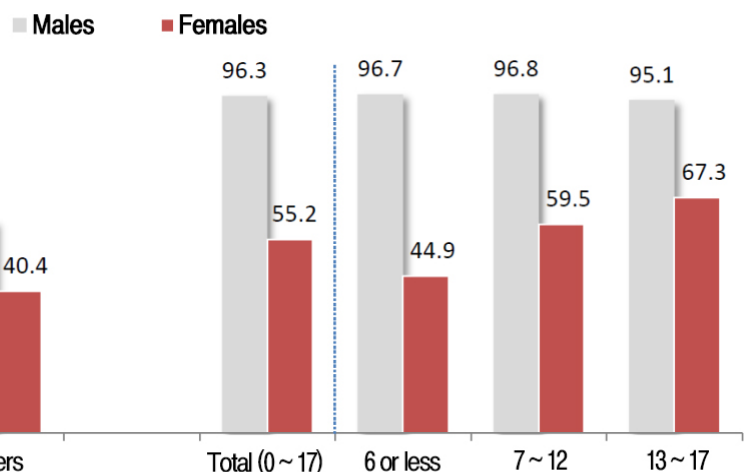
\* Gap in employment-population ratios between males and females: 22.0%p (2013) → 21.9%p (2014) → 21.2%p (2015) → 20.9%p (2016)

- As for couples with children aged 17 or less, the employment-population ratio of males was not affected by the age of children. In the meantime, the younger children, the lower employment-population ratio of females.

【 Employment-population ratio by marital status (%) 】

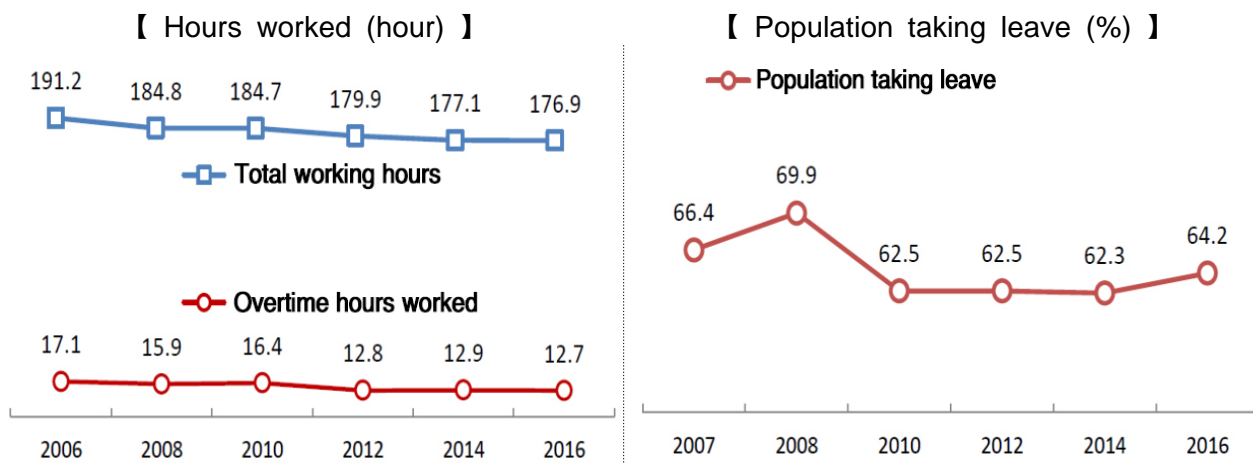


【 Employment-population ratio by age of children (%) 】



**Compared to a decade ago, the total hours worked decreased by 14.3 hours and overtime hours worked dropped by 4.4 hours. The population taking leave grew by 1.9%p from 2014.**

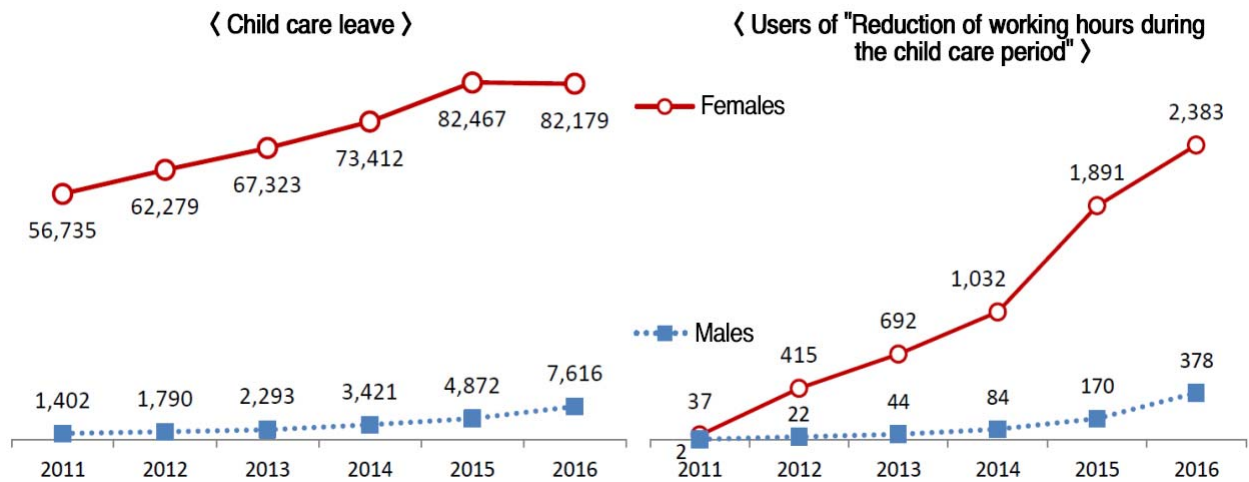
- As for establishments with 5 regular workers or more, the total monthly average hours worked marked 176.9 hours in 2016, dropping by 14.3 hours from 191.2 hours in 2006.
  - In 2016, overtime hours worked recorded 12.7 hours, decreasing 4.4 hours compared to 17.1 hours in 2006.
- The population taking leave for the past 1 year occupied 64.2 percent in 2016, up 1.9%p from 2014.



**In 2016, males taking child care leave showed a year-on-year rise, while females taking child care leave showed a year-on-year drop.**

- In 2016, people taking child care leave totaled 89,795 persons, which showed a continuously increasing trend. In particular, males taking child care leave increased by 56.3 percent to 7,616 persons.
  - Females taking child care leave decreased by 288 persons from 82,467 persons in 2015 to 82,179 persons in 2016.
- People using "Reduction of working hours during the child care period" increased by 34.0 percent to 2,761 persons. People using this system showed an increase for both men and women.

【 Users of a child care support system 】



**The share of mothers taking child care leave with 12-month-old or less children showed an ever-increasing trend.**

- During the 2010-2015 period, wage and salary workers taking child care leave with children aged 0 ~ 5 stood at 42.9 percent for mothers, which was higher than fathers (1.0%).
- The share of mothers taking child care leave with 12-month-old or less children showed a continuous increase after 2010 from 26.6 percent in 2010 to 43.1 percent in 2015.

【 Share of parents taking child care leave 】

(Unit: %)

Share of parents taking child care leave with children aged 0 to 5		Share of mothers taking child care leave with 12-month-old or less children					
Mothers(母)	Fathers(父)	2010	2011	2012	2013	2014	2015
<b>42.9</b>	<b>1.0</b>	26.6	31.8	34.2	37.6	40.1	43.1