

FY2016 INITIATIVES FOR WORKING STYLE REFORM

June 21, 2016

KEIDANREN

FY2016 declared

THE YEAR OF WORKING STYLE REFORM

and a variety of initiatives implemented

- ① Announcement of “joint declaration”
- ② Campaign to encourage workers to take annual leave
- ③ Relay seminars
- ④ Information campaign

① Announcement of Joint Declaration

Objective

To build momentum for society as a whole to strive towards working style reform, by indicating the business community's strong will to achieve reform

Overview

- ① Clear statement of intent and display of leadership from top corporate executives
- ② Thorough management of reform and change in own way of thinking by senior managers
- ③ Examples of specific initiatives

Method

Seminar on Working Style Reform (scheduled for July 27) to be announced after endorsement by the four major business organizations (Keidanren, JCCI, Keizai Doyukai, and National Federation of Small Business Associations) and individual industry associations.

② Campaign to Encourage Workers to Take Annual Leave (1)

Drafting and publication by industry associations of voluntary policies for encouraging workers to take annual leave

- ① Industry associations to survey member companies
on state of annual leave consumption, etc.
- ② To encourage higher annual leave consumption,
industry associations to draft voluntary action plans
- ③ Active use to be made of Keidanren website, etc. to
publicize action plans

② Campaign to Encourage Workers to Take Annual Leave (2)

Annual Leave 3! 4! 5! Campaign Led by Top Executives

– Establishment of autumn priority campaign period –

- ① Encourage workers to take **3** more days' annual leave a year
- ② In autumn (around Sep-Nov), create **4**-day weekends by combining weekends and public holidays with annual leave
- ③ Work to ensure that no employee takes less than **5** days' annual leave a year

③ Relay Seminars

(1) Seminar on Working Style Reform hosted by four top business organizations

Committee on Labor Legislation (scheduled for Jul 27)

(2) Seminar on Revised Act on Childcare and Caregiver Leave

Committee on Labor Legislation (scheduled for Aug 2)

(3) Seminar on Encouraging Male Workers to Take Childcare Leave

Committee on Population Issues

(4) Diversity Management Seminar

Committee on Gender Diversity

etc.



FY2015 Seminar on Working Style Reform

④ Information Campaign

- (1) Special Feature in July issue of *Gekkan Keidanren*
- (2) Publication of work-life balance case studies
- (3) Active use of Keidanren website
- (4) Dissemination through 2017 Report of the Committee on Management and Labor Policy, etc.



Keidanren Vice Chair, Hiroo Unoura, meets with Minister for Labor, Health and Welfare, Yasuhisa Shiozaki (scheduled for publication in *Gekkan Keidanren* July 2016 edition)