

Japan case study:

Changing policies on the work-life balance in response to demographic challenges

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1. Introduction

This case study is implemented within the project 'Fostering policy support for child and family wellbeing - Learning from international experience'. Using a thematic and analytic framework for the project that draws on Kingdon's multi-streams theory,² we are gathering and sharing evidence and learning on what has led to increased policy recognition of and policy change in family and child health and wellbeing (FCHW). In specific countries that have demonstrated policy recognition and change in FCHW post 2000, we are exploring within their context how different policy actors have come together to raise policy attention, develop policy options and promote their political adoption as processes for policy change, taking advantage of windows of opportunity for that change. The case studies were implemented with a local focal person with direct knowledge or experience of the policy process and include evidence from published and grey literature and interview of key informants involved in the policy processes.

This case study explores the policy and legal changes post 2000 in supporting the work-life balance (WLB) of families with children in a context of the social and economic challenges posed by declining fertility and an ageing population.

A demographic 'shock' of an ageing population with low fertility opened an opportunity to address long-term workplace practices and gender norms and WLB demands that discourage female employment and family size. With a weak civil society and strong business influence, a significant body of research shared also in the media brought evidence on and gave voice to the concerns of working women and families on workplace and domestic cultures and norms, and showed their link to declining fertility, drawing policy attention to addressing workplace cultures and the WLB.

Policy development took place within an organised and incremental process that was led by collectives of competent Japanese state actors, with technical committees and other forums to consult and communicate with key stakeholders. This was backed by investment in university training to support state capacities. Notwithstanding the relatively stable political system, the accumulating evidence and pressure from opposition parties generated attention from the conservative Liberal Democratic Party. Prime Minister, Shinzō Abe provided strong political leadership for the adoption of WLB and workplace reforms, positioning the changes as an economic strategy, 'Abenomics' and 'Womanomics', and as a vital investment to address the labour demands and future of the economy. These signals and incentives for uptake of workplace reforms drew support from previously opposed business interests, with voluntary measures becoming mandatory as norms shifted and systems introduced to monitor policy uptake and performance. While social attitudes are changing, changing gender norms has been more difficult to achieve. Campaigns have been implemented to challenge male stereotypes on child care and to give visible support to male 'pathbreaker' roles in family and child care, to shift norms.

Further changes are seen as necessary to promote women as managers, to close wage gaps between permanent and temporary workers and to further improve the WLB. Such policy and normative change is acknowledged to take time, with a need to convince key actors on the pathway.

Pariah Persistence In Changing Japan A Case Study

Gerald Groemer



Pariah Persistence In Changing Japan A Case Study:

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