

April 6, 2016

IndustriALL Global Union

Steering Committee Meeting on
ICT, Electrical & Electronics



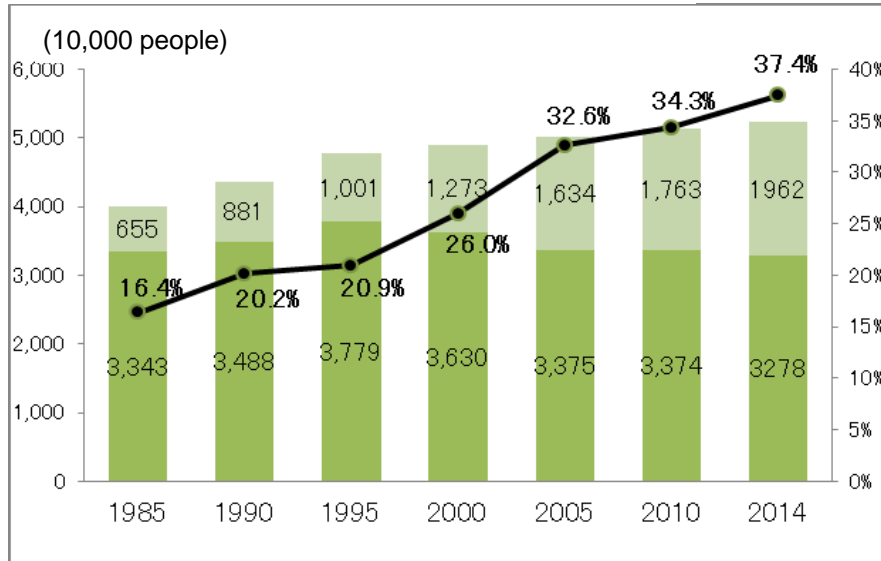
Labor Law Trends



Miyuki Hanzawa
Central Executive Committee Member
Japanese Electrical Electronic & Information Union

Current Situation of Non-Regular Labor

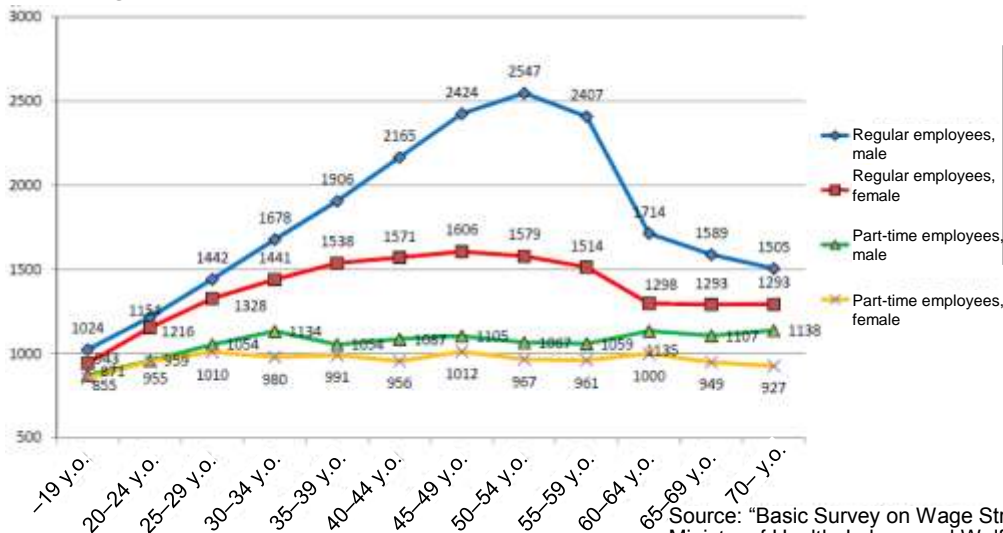
Percentage of Non-Regular Workers



- Of employed persons, 37.4% are non-regular workers, the highest proportion ever. The number of non-regular workers has doubled over the last 20 years.

- Of non-regular workers, workers with fixed-term employment (part-time workers, contract employees, etc.) number approximately 18.40 million. Temporary (dispatched) workers number approximately 1.19 million.

Wage Conditions



- Wages for non-regular workers are lower than wages for regular employees for almost every age group, and show little change across age groups.

Blue: Regular employees, male
 Red: Regular employees, female
 Green: Part-time employees, male
 Yellow: Part-time employees, female

Source: "Basic Survey on Wage Structure,"
 Ministry of Health, Labour and Welfare (MHLW),
 FY 2013

Worker Dispatch Act (revision enforced Sept. 30, 2015)

- Regulations on the term of dispatch changed from industry sector to form of employment basis. The term limit was also extended from “1 year in principle” to “3 years in principle.” Requirements to be able to receive dispatched workers for more than 3 years include obtaining the opinion of a majority of the labor union and others.
- Workers employed at a dispatching company for an indefinite term are not subject to the employment term limit.
- Does not introduce the principle of equal treatment. (There are equal treatment rules, but they are not obligatory)

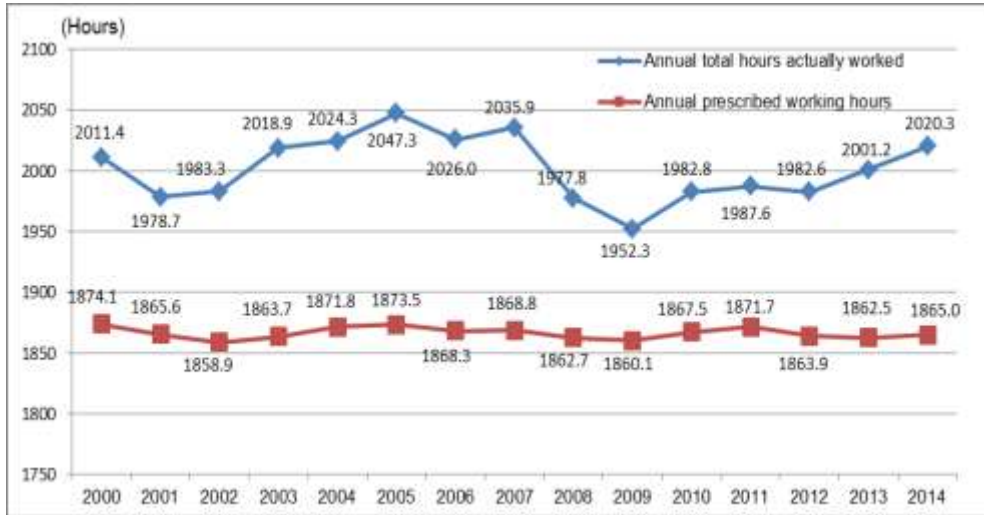
Labor Contracts Act (revision enforced in 2012)

- Rules on workers with fixed-term contracts were added, consisting of 3 main points.
- Provides that when a worker with a fixed-term contract has had the contract repeatedly renewed and the total contract term has surpassed 5 years, the contract is converted to an indefinite term at the worker’s request.
- Termination of a fixed-term contract by the employer becomes invalid and is deemed to be repeatedly renewed in the following cases.
 - In cases deemed equivalent to indefinite-term employment due to repeated renewals to date
 - In cases deemed reasonably expected for repeated renewal of the contract by the worker
- Unreasonable differences in work conditions between indefinite-term and fixed-term workers are prohibited. (Principle of equal treatment)

Labor unions confirm that the law is being followed at workplaces

Current Situation of Working Hours, Etc.

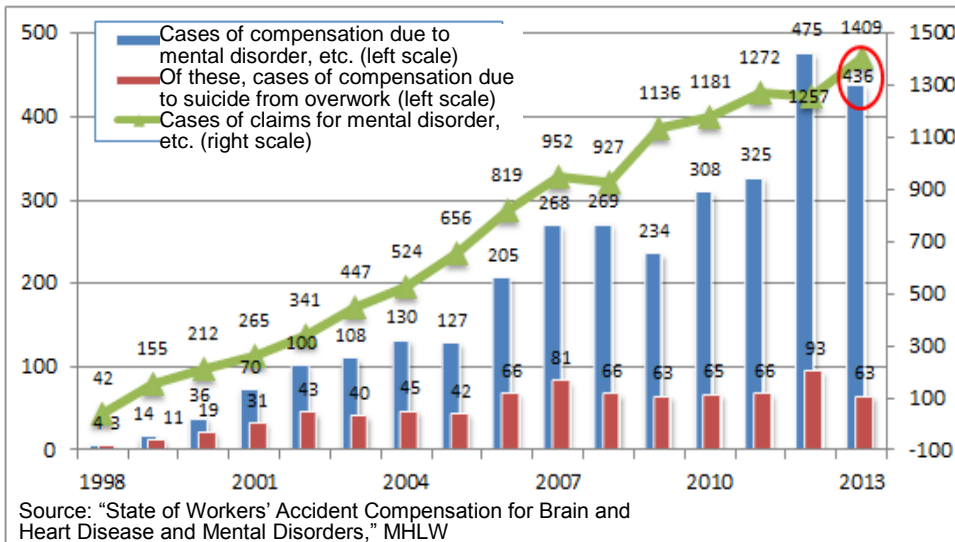
Total Actual Hours Worked at JEIU



- Annual prescribed working hours (lower line) are generally between 1,860 and 1,880 hours.
- Annual total hours actually worked came to 2,020.3 hours, an additional 68 hours compared with the low seen in 2009. Total hours worked continues to rise.

Blue: Annual total hours actually worked
Red: Annual prescribed working hours

Situation of Workers' Compensation for Mental Disorders, Etc.



- Number of claims recognized as mental disorder, etc. caused by work came to 1,409, the highest level ever

Death from overwork, etc.:
Death caused by stroke or heart attack due to excessive workload, or suicide caused by mental distress due to work stress, or stroke, heart attack, or mental disorder resulting from the same

Source: "State of Workers' Accident Compensation for Brain and Heart Disease and Mental Disorders," MHLW

Industrial Safety and Health Act (revision enforced in phases from 2014)

- **Enhanced measures to prevent industrial accidents. Its main contents are as follows.**
- **Expanded scope of chemical substances subject to obligatory risk and hazard assessment**
- **Efforts to prevent mental disorders by measuring workers' stress and taking appropriate steps in the case of high stress (stress check system)**
- **Companies repeatedly involved in serious industrial accidents are required to draft an improvement plan and establish improvement mechanisms.**

Revision to the Labor Standards Act

- **Submitted to the Diet in 2015, but still under deliberation. Its main contents are as follows.**
- **Seek improvements through a labor-management committee to reduce long working hours**
- **Companies must have workers take a minimum of 5 days of annual leave.**
- **Workers in highly specialized professions earning above a certain amount are exempt from the working hours regulation.**

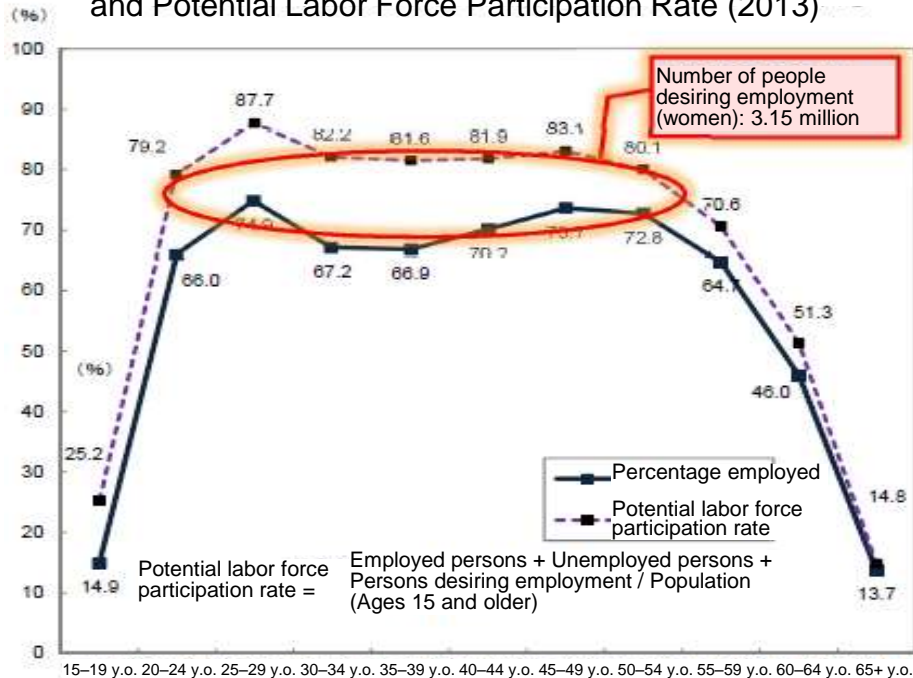
Act Related to Prevention of Death from Overwork, Etc. (enforced in November 2014)

- **Established as a new law in the context of a rising number of cases deemed industrial accidents due to death from overwork, etc.**
- **The national government defines its policy to prevent death from overwork, etc., and conducts research and raising awareness related to the policy.**

Labor unions oppose the revision to the Labor Standards Act over concern that it encourages longer working hours

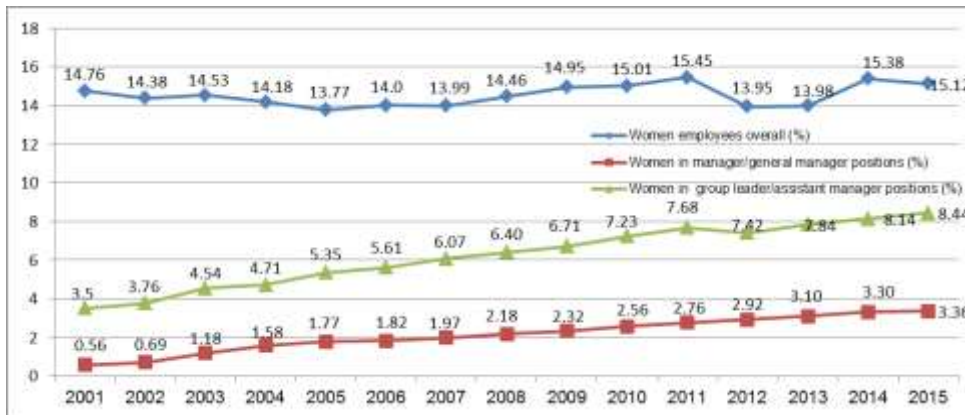
Current Situation of Women's Participation

Percentage of Women in the Workforce by Age Group and Potential Labor Force Participation Rate (2013)



- The labor force participation rate of Japanese women by age group traces an M-shaped curve. Basically, women who give birth and are raising children quit working and then return to work, often at part-time jobs, after their children are older.
- Of women of child-raising age, 3.15 million would like to work but are unable to.

Percentage of Women Executives at JEIU

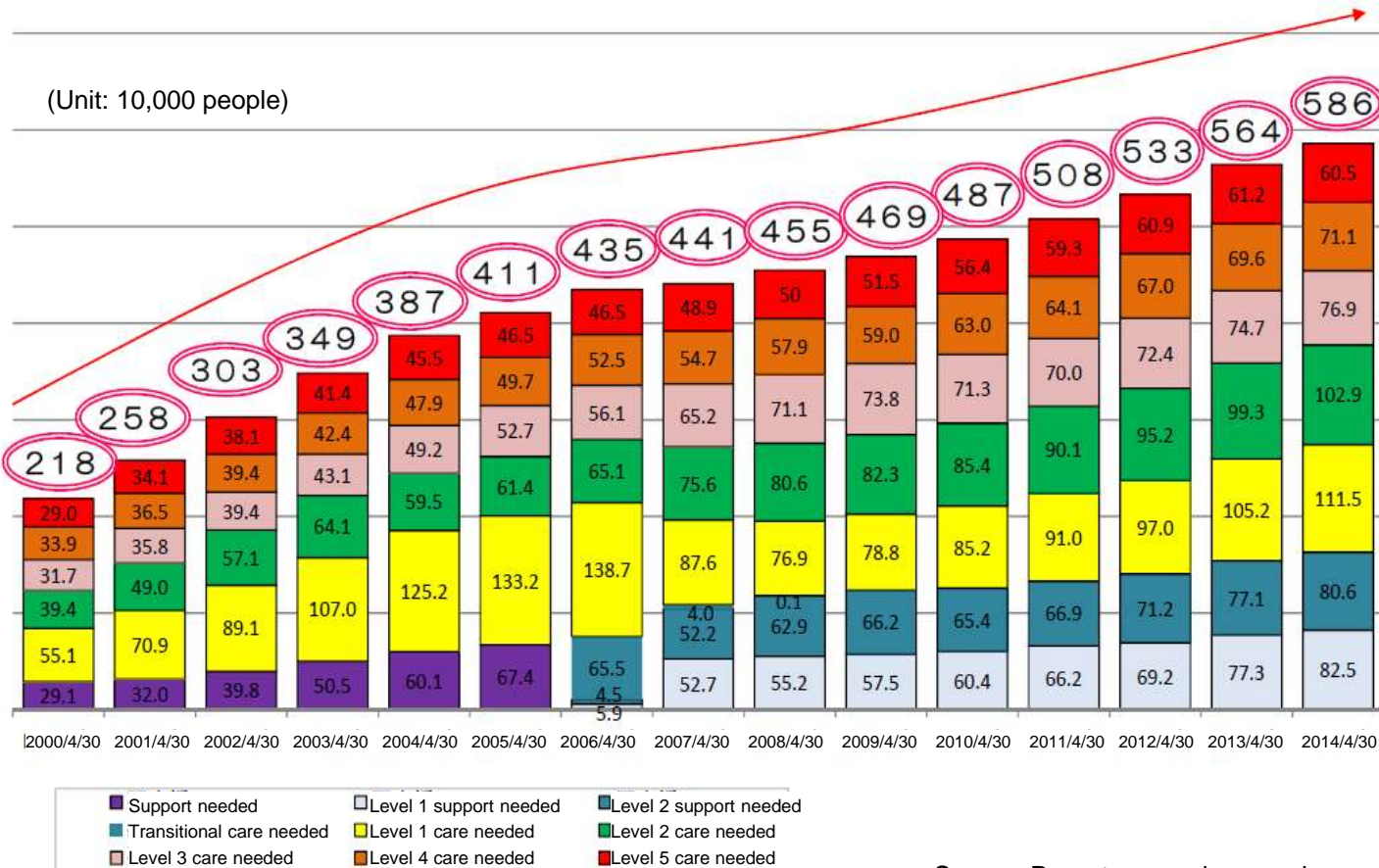


- Women employees in FY 2015: Approx. 15%
- Managers/general managers: 3.36%
- Positions equivalent to group leader/assistant manager: 8.44%
- These numbers are rising, but only slowly

Current Situation of Caregiving

- Along with the growing elderly population, the number of people requiring care (nursing care, etc.) is rising sharply.
- People requiring nursing care, etc.: Approx. 5.80 million (1 in 6 people ages 65 and older, 1 in 4 people ages 75 and older)
- The number of elderly with dementia is also rising. (4.62 million in 2012, 5.17 million in 2015, estimated 8.50 million in 2060)

Number of Persons Requiring Care, Etc.

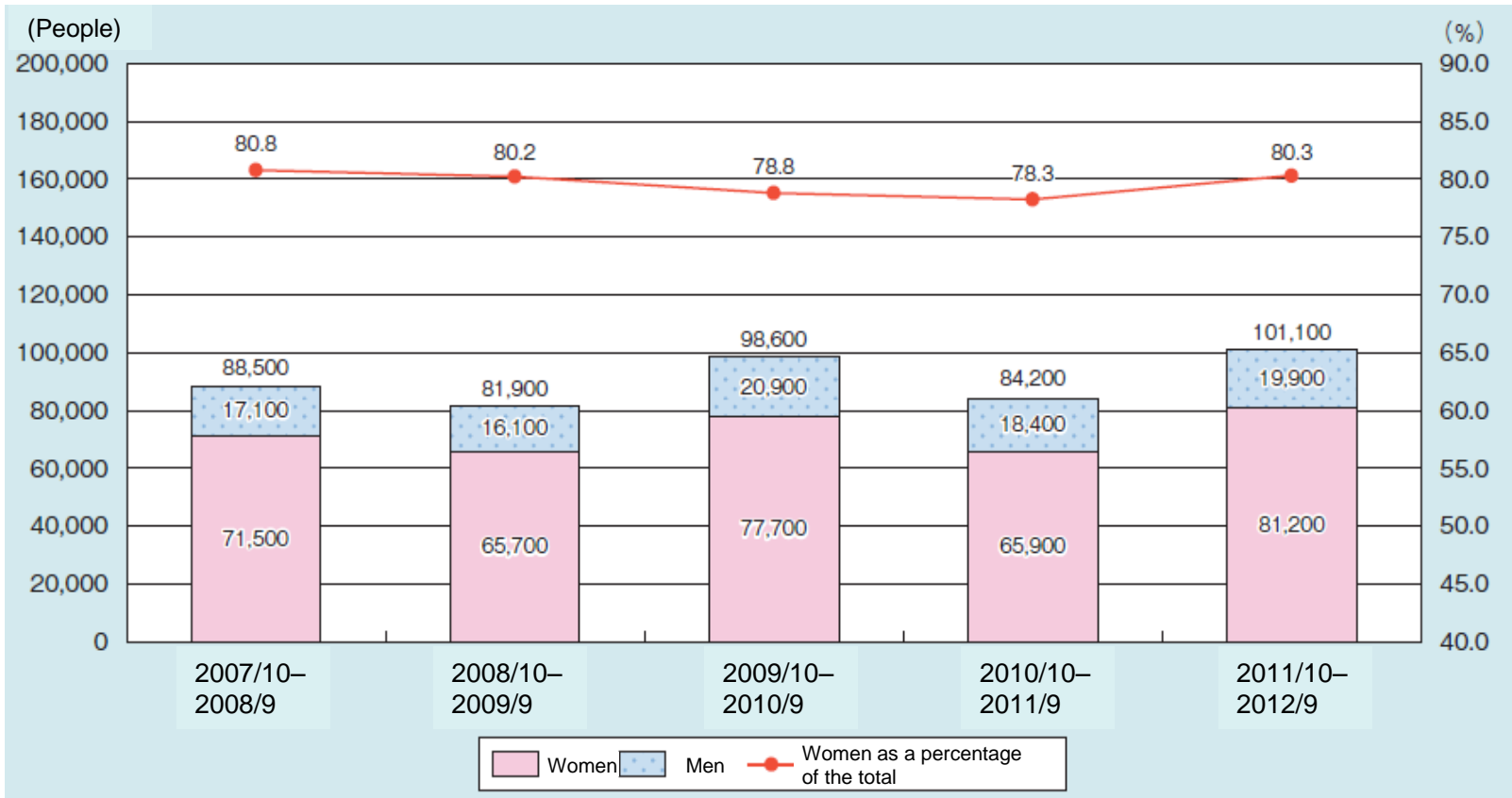


Source: Report on nursing care insurance business

Current Situation of Caregiving

- Nationally, approximately 2.90 million people are working while providing caregiving. (“Basic Survey on Employment Structure,” Ministry of Internal Affairs and Communications, FY 2012)
- People leaving or changing jobs due to caregiving/nursing care: **Approx. 100,000/year** (2011–2012)
 - Of these, 81,000 are women leaving their jobs (**80.3%**)
 - Approx. 70% leaving their jobs are men and women in their 50s and 60s (2007–2012)

Number of People Leaving/Changing Jobs Citing Caregiving/Nursing Care



Act to Advance Women's Success in Their Working Life (enforced in phases from 2015)

- To promote women's participation in work, companies draft business action plans including numerical targets, such as promoting women to managerial positions, and make improvement efforts (obligation of positive action).
- Legislation has 10-year time limit.

Demand in 2016 Spring Offensive that labor's opinions are reflected in action plans

Child Care and Family Care Leave Act (revision under deliberation in the Diet)

- Increased flexibility of using leave and vacation programs to support both working and caregiving
- Relaxed requirements for fixed-term contract workers to take child care leave
- Obligates companies to take measures to prevent disadvantageous treatment and harassment related to pregnancy, childbirth, child care, and nursing care

Demand in 2016 Spring Offensive that child care and family care leave programs be expanded

(Ref.) JEIU efforts to support both working and caregiving

- Providing information on public nursing care insurance and company nursing care support programs, creating guidelines for support efforts as the labor union
- Establishment of free telephone consultations for nursing care problems (support by professionals)



Let's take action together!



Thank you