



Progress in Implementing Keidanren's Work Style Reform 2017

October 17, 2017

Japan Business Federation (Keidanren)

What Does Keidanren's Work Style Reform 2017 Involve?

1. Work Style Reform Action Plans
→ Formulation of Key Performance Indicators (KPIs) and action plans to be addressed from FY2018
2. Joint Declaration on Rectifying Business Practices that Lead to Long Working Hours
3. Campaign on encouraging workers to take annual leave
4. Information sharing (series of seminars, compilation and dissemination of good practices)

Joint Declaration on Rectifying Business Practices That Lead to Long Working Hours

- ◆ To make further progress in reducing long working hours and thereby reforming work styles, we need to drive forward efforts to overhaul business practices that are difficult for individual companies to address on their own.
- ◆ Keidanren collaborated with the Japan Chamber of Commerce and Industry (JCCI), Keizai Doyukai, the National Federation of Small Business Associations (NFSBA), and regional and industrial associations to draw up a joint declaration (released on September 22, 2017). The declaration states the business community's strong will to rectify such business practices and is intended to promote initiatives to that end among each association's member companies.
- ◆ The declaration is currently endorsed by 112 associations, comprising the 4 major business associations, 60 industrial business associations, and 47 regional economic associations.

Joint Declaration on Rectifying Business Practices That Lead to Long Working Hours

◆ Summary of the Joint Declaration

1. To comply with relevant laws, regulations, and rules.
2. To avoid ambiguous contract terms.
3. To appropriately change delivery dates when making additional orders or specification changes.
4. To refrain from unnecessarily specifying date and time of delivery which may result in working at night or on holidays.
5. To avoid meetings and phone calls outside the business hours.
6. To conduct business at fair prices that commensurate with the value of services provided.

Information Sharing (Series of Seminars)

◆ Employer-Worker Symposium on Work Style Reform

– Enhancing work-life synergy through the ingenuity of employers and Workers

- Date/time: Sept. 22, 2017 (Fri.); 10:00–12:00
- Venue: Keidanren Hall
- Hosted by: Keidanren, JCCI, Keizai Doyukai, NFSBA & Rengo (JTUC)
- Attendees: Approx. 550
- Program
 - (1) *Opening address* Rikio Kozu, President, Rengo (JTUC)
Hiroo Unoura, Vice Chair, Keidanren,
Chair of Committee on Labor Legislation
 - (2) *Keynote speech* Noriyuki Yanagawa, Professor, University of Tokyo
“Technological Innovation and Future Work Styles”
 - (3) *Case studies* Daiwa House Industry, Sompo Japan Nipponkoa,
Tokyu Corporation, Japanese Electrical Electronic &
Information Union



Hiroo Unoura, Vice Chair, Keidanren



Information Sharing (Series of Seminars)

Future seminars scheduled:

- ◆ Work Style Reform Seminar in Hiroshima
- ◆ Seminar on Prevention of Overwork (Tokyo)
- ◆ Work Style Reform Seminar hosted jointly by Kansai Economic Federation and Keidanren (Osaka)
- ◆ Diversity Management Seminars (Tokyo & Osaka)

4. Information Sharing (Compilation of Good Practices on Work Style Reform)

- ◆ Published a booklet “Compilation of Good Practices on Work Style Reform”
 1. Describes 15 examples of progressive initiatives facilitating flexible work styles, such as reducing working hours, encouraging workers to take paid leave, achieving compatibility of work and child/elderly care, enabling employees to balance work and health, and offering teleworking, etc.
 2. The booklet could serve as a reference when formulating the Work Style Reform Action Plans.

Work Style Reform Action Plans

- (1) Each company to formulate its own voluntary action plan for reducing long working hours, encouraging workers to take annual leave, and facilitating flexible working styles.
- (2) Action plans are scheduled to be made public on the Keidanren website in April 2018.

