

# 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,<sup>2</sup> 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

**David Blake Willis, Stephen Murphy-Shigematsu**



## **Pariah Persistence In Changing Japan A Case Study:**

*Pariah Persistence in Changing Japan* John D. Donoghue, Anna Acitelli-Donoghue, 1977      *Pariah Persistence in Changing Japan* John D. Donoghue, Anna Acitelli-Donoghue, 1977      *Marriage in Changing Japan* Joy Hendry, 2010-10-18 This book approaches its subject from two angles First there is a detailed and descriptive analysis of the social organisation of and place of marriage in one community in Kyushu To this extent the study is a regional one and provides valuable ethnographic information The second angle however is to analyse this material in the light of other historical ethnographical writings on Japan which puts the regional material in a national context and brings together a great deal of information about Japanese marriage hitherto unpublished in English      Street Performers and Society in Urban Japan, 1600-1900 Gerald Groemer, 2016-01-13 This book presents a thoroughly researched and meticulously documented study of the emergence development and demise of music theatre recitation and dance witnessed by the populace on thoroughfares plazas and makeshift outdoor performance spaces in Edo Tokyo For some three hundred years this city was the centre of such arts both sacred and secular This study outlines the nature of the performances explores the social relations which lay behind them and reveals vast complexity an obligation of gift giving on the part of observers performers who were often economic migrants fallen on hard times relations of performance to social class a class system much more finely gradated than the official four caste system and institutions of professional organization and registration enforced by government with penalties for unregistered performers The book discusses how performing witnessing and rewarding performance were closely bound up with economy society and government how the interaction between various groups related to socio economic advancement how the system of street performance reinforced social control and how the balance between different groups shifted over time      **Handbook of Japanese Music in the Modern Era** Henry Johnson, 2023-11-20 Exploring an array of captivating topics from hybridized Buddhist music to AI singers this book introduces Japanese music in the modern era The twenty five chapters show how cultural change from the late nineteenth century to the present day has had a profound impact on the Japanese musical landscape including the recontextualization and transformation of traditional genres and the widespread adoption of Western musical practices ranging from classical music to hip hop The contributors offer representative case studies within the themes of Foundations Heritage Institutions and Hybridities examining both musical styles that originated in earlier times and distinctly localized or Japanized musical forms      *Boundaries of Clan and Color* William Darity, Ashwini Deshpande, 2003-05-22 A cross national comparative investigation of patterns and dynamics of inter group economic inequality Experts discuss groups from Japan to India attempts to remedy inter group inequality and race and labor market outcomes in Brazil      **Deaf in Japan** Karen Nakamura, 2006 A groundbreaking study of deaf identity minority politics and sign language traces the history of the deaf community in Japan      *Race, Ethnicity and Migration in Modern Japan: Race, ethnicity and culture in modern Japan* Michael Weiner, 2004      **RLE: Japan Mini-Set E: Sociology**

**and Anthropology** Various,2021-07-14 Mini set E Sociology Anthropology re issues 10 volumes originally published between 1931 and 1995 and covers topics such as Japanese whaling marriage in Japan and the Japanese health care system For institutional purchases for e book sets please contact online sales tandf.co.uk customers in the UK Europe and Rest of World

ibss: Anthropology: 1978 International Committee for Social Science Information and Documentation,1990-12-31 First published in 1981 Routledge is an imprint of Taylor Francis an informa company From Paddy Field to Ski Slope Okpyo Moon,1989

**Socio-economic Mobility and Low-status Minorities** Jacob Meerman,2009-06-02 The book concentrates on socially excluded minorities looking at why such groups remain among the poorest of the poor and focusing on US African Americans Japan's Burakumin Afro Cubans the Dalits of India and the Quechua and Aymara of Bolivia **Transcultural**

**Japan** David Blake Willis,Stephen Murphy-Shigematsu,2007-11-27 Transcultural Japan provides a critical examination of being Other in Japan Portraying the multiple intersections of race ethnicity class and gender the book suggests ways in which the transcultural borderlands of Japan reflect globalization in this island nation The authors show the diversity of Japan from the inside revealing an extraordinarily complex new society in sharp contrast to the persistent stereotypical images held of a regimented homogeneous Japan Unsettling as it may be there are powerful arguments here for looking at the meanings of globalization in Japan through these diverse communities and individuals These are not harmonious utopian communities by any means as they are formed in contexts both global and local of unequal power relations Yet it is also clear that the multiple processes associated with globalization lead to larger hybridizations a global mélange of socio cultural political and economic forces and the emergence of what could be called trans local Creolized cultures Transcultural Japan reports regional national and cosmopolitan movements Characterized by global flows hybridity and networks this book documents Japan's new lived experiences and rapid metamorphosis Accessible and engaging this broad based volume is an attractive and useful resource for students of Japanese culture and society as well as being a timely and revealing contribution to research scholars and for those interested in race ethnicity cultural identities and transformations **Taiko Boom** Shawn

Bender,2012-08-07 Based on ethnographic fieldwork conducted among taiko groups in Japan Taiko Boom explores the origins of taiko in the early postwar period and its popularization over the following decades of rapid economic growth in Japan's cities and countryside Social Cohesion and Conflict Prevention in Asia Nat J. Colletta,Teck Ghee Lim,Anita

Kelles-Viitanen,2001-01-01 This book is based on discussions from the Asian Regional Consultation on Social Cohesion and Conflict Management that was sponsored by the World Bank and the Asian Development Bank Participants speaking in their personal capacity included representatives from government civil society and donor organisations The papers included in this volume cite a multiplicity of traditional obstacles to social cohesion and integration in the region ranging from xenophobic nationalism to poverty socioeconomic disparities gender inequality and ethnic religious and cultural discrimination

Minority Rights Group Report , **What Is In A Rim?** Arif Dirlik,2021-11-28 In this volume scholars question the

current euphoria over the rapid growth of the Pacific rim as an economic region and as a political ideal They suggest that much of the discourse on the region is highly ideological focusing on its potential for capitalist development while ignoring the limitations of such development its human costs and consequences This critique of the idea of a Pacific rim also seeks to redress the balance by focusing on the region in terms of human interactions      **The Journal of Asian Studies** ,1982 An essential resource for those interested in Asia Recognized as the leading publication in its field It features articles on the history arts social sciences and contemporary issues of East South and Southeast Asia as well as a large book review section

**Japan** Frank Joseph Shulman,1989      Japanese Culture and Society Josef Kreiner,Hans-Dieter Ölschleger,1996

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