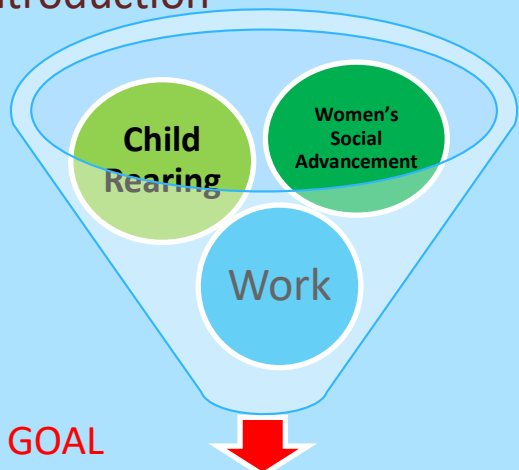




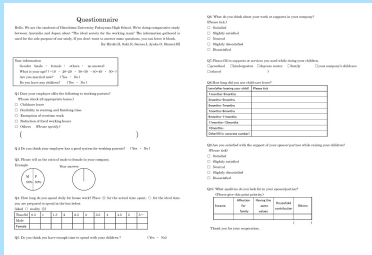
Introduction



GOAL

Adjustment of working hours can realize the society with various options.

Methods



Listening to lecture in SSC and UNSW

Collecting data through questionnaire in Australia and Japan

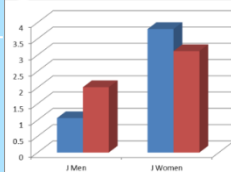
Analyzing the data



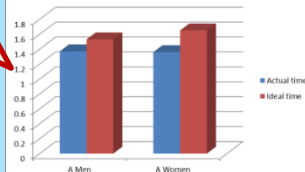
Our questionnaire results show some differences between Japan and AUS.



① How long do you spend for housework?

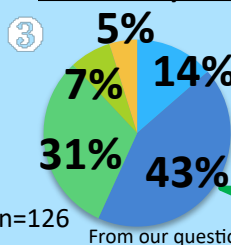


No difference between men and women.

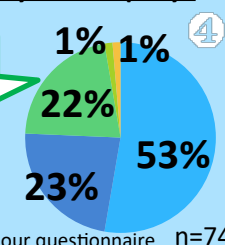


Men: ideal time is longer
Women: actual time is longer

② What do you think about your work or supports in your company?



3/4 is satisfied



Only 1/2 is satisfied

Preceding study

A Japanese business scholar, Tomoko Sawaki said the fact that Australian employees are increasingly returning to the workplace. Having a system that limits working hours making flexibility possible can be attributed to the type of employment.

- Shift of the employment form
- Flexible way of working

Working women can be compatible with Childrearing.

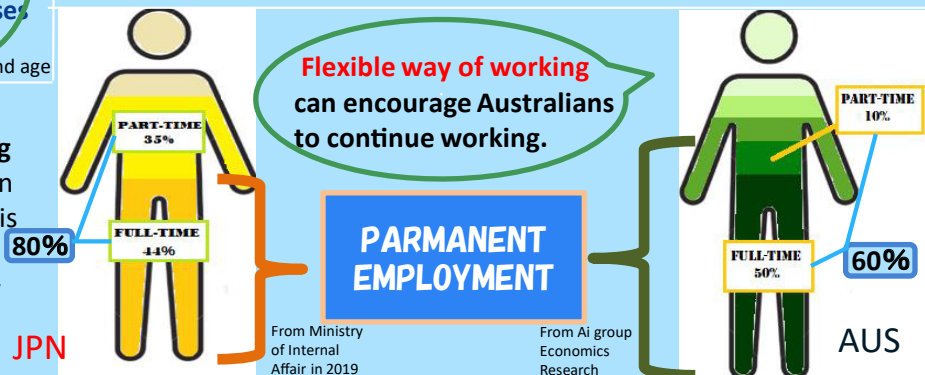
Labor force participation rate	Normal	Childcare
Australia	72.4	77
Japan	69.4	53.1

Australia increases
Japan decreases

From ILO Labor force participation rate by sex and age

Consideration

We thought that a flexible way of working can fulfill women's social advancement. In Japan, the rate of Full-time and Part-time is much higher than that of Australia. Therefore, we could make more effect by introducing the same system.



Suggestion

What Japanese company need to do is ...

Our future prospect

As Japan make working hours more flexible, the number of those leaving the job will decrease, and it may become a workable society for women in childrearing. However, the increase in the number of employees working for a short time may impose more burden on men or single women. We think our future prospect is to solve these problems.

• Introduce Part-time to permanent employment

More Flexible Short-Time Work



Reference: A Study on Work Family Balance for Australian women — Focusing on short working hours — By Tomoko Sawaki, Our questionnaire in Australia and Japan