

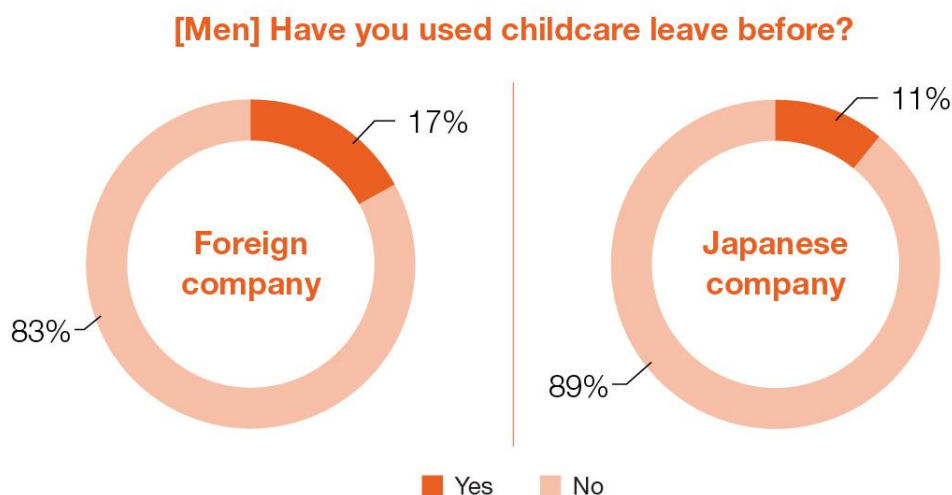
7 March 2022

## **Paternity leave usage rate: 17% in foreign companies, 11% in Japanese companies** Survey findings on childcare leave among male company employees in Japan

On 7 March specialist professional recruitment firm Robert Walters Japan announced the results of a survey regarding childcare leave conducted among male company employees working in Japanese and foreign-affiliated companies in Japan.

### **Childcare leave usage among male employees: 17% in foreign companies, 11% in Japanese companies**

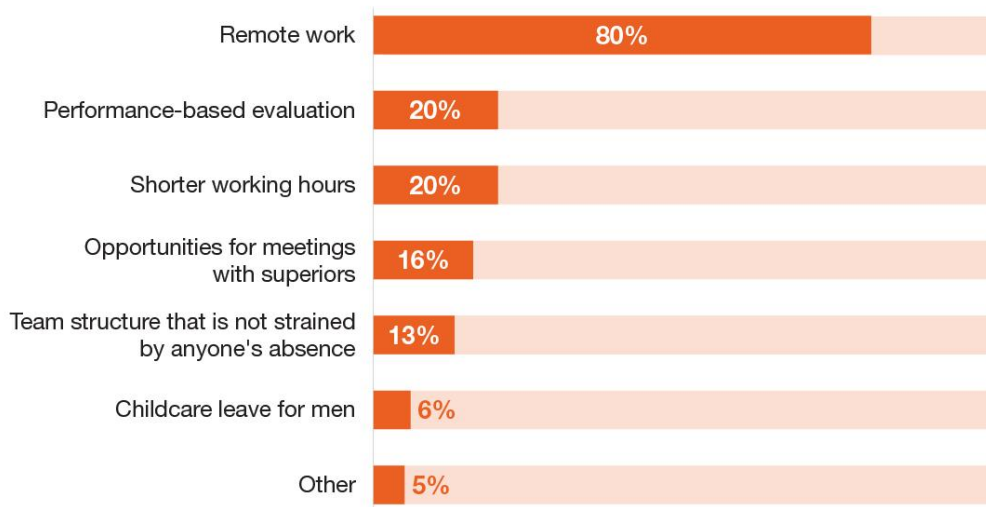
Among male professionals with children that we surveyed, 17% of those working for foreign-affiliated companies and 11% of those working for Japanese companies said they have taken childcare leave. Conversely, when male employees who did not take childcare leave were asked why they did not, the majority answered that “no childcare leave system is offered” (41%), followed by “my partner raised our child” (36%). Other cited reasons include “my workplace environment made it difficult to take leave” and “I didn’t want to reduce my income” (both 15%).



### **Support for balancing work and childcare: remote work, performance-based evaluation, shorter working hours**

When asked about effective support systems and structures in the workplace for balancing work and childcare, the top answer among male professionals was “remote work” (80%), followed by “performance-based evaluation” and “shorter working hours” (both 20%). A sizeable proportion of respondents answered “a team structure that is not strained by anyone’s absence” which suggests that new flexible working styles are becoming more widespread.

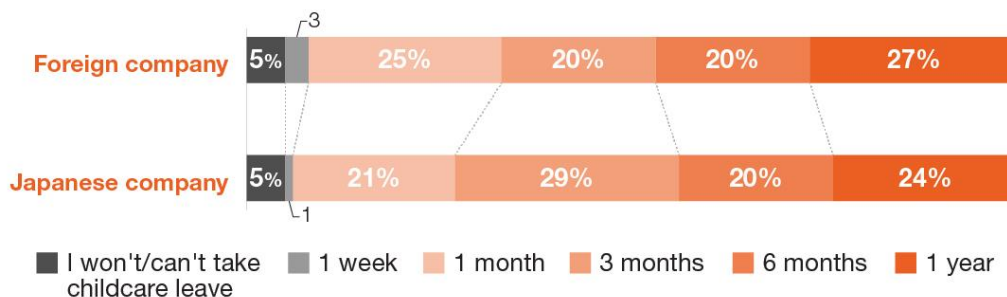
**[Men] What are the most effective support systems and structures in your workplace? (Multiple answers allowed)**



**Ideal length of childcare leave among men: 1 year (foreign companies) and 3 months (Japanese companies)**

In terms of the length of time they would like to take childcare leave, the most common response among male employees working in foreign companies was “1 year” (27%), followed by “1 month” (25%). The top response among male employees working in Japanese companies was “3 months” (29%), followed by “1 year” (24%) and “1 month” (21%). When asked for the basis behind choosing the specific duration, the most common reason given was the desire or necessity to participate in childcare responsibilities (50%). Respondents also cited wanting to utilise the childcare support system available to them (20%) and wanting to support their partner in focusing on work (17%).

**[Men] For how long would you like to take childcare leave in the future?**



Based on the survey results, although childcare leave for men is a relatively new system, demand among male professionals for childcare leave is gaining traction. It is important that companies not only have a support system in place that enables every employee to play an active role, but also monitor the effective execution and operation of such initiatives.

(Survey period: 21-27 January 2022, Target: Male company employees registered with Robert Walters Japan and living in Japan n=317)

**About Robert Walters Japan:**

Established in London, United Kingdom, in 1985, Robert Walters is a specialist recruitment consultancy with operations in 31 countries around the world. Robert Walters Japan established its Tokyo office in 2000 and Osaka office in 2007. For over 20 years, we've been a driving force in the Japanese bilingual recruitment market, providing high quality candidates for our clients and access to the best jobs. Our consultants are experts in their respective industries and work in teams to provide recruitment consultation services across a wide range of industries and job categories.

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