

17 March 2022

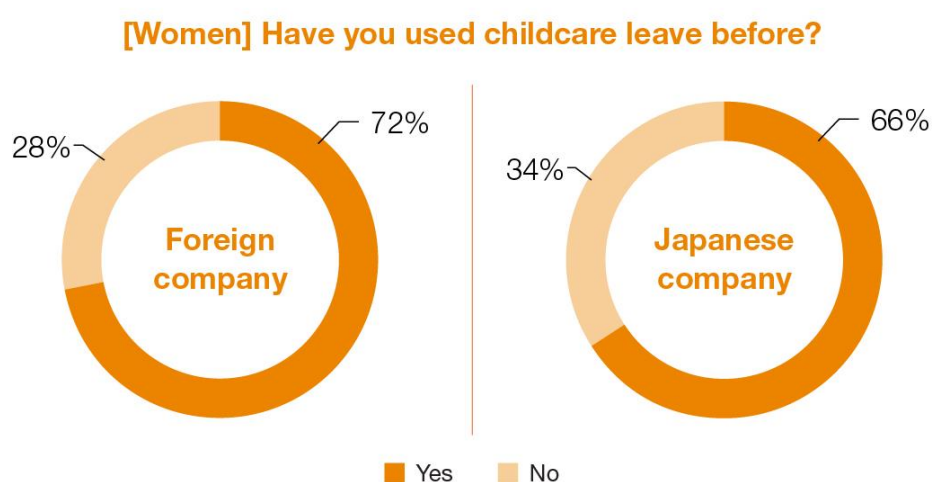
Female employees who continued to work after pregnancy and took maternity leave: 72% in foreign companies, 66% in Japanese companies

Survey findings on childcare leave among female company employees in Japan

On 17 March, specialist professional recruitment firm Robert Walters Japan announced the results of a survey regarding childcare leave conducted among female company employees working in Japanese and foreign-affiliated companies in Japan.

Childcare leave usage among female employees: 72% in foreign companies, 66% in Japanese companies

Among female professionals with children that we surveyed, 72% of those working for foreign-affiliated companies and 66% of those working for Japanese companies said they have continued to work after pregnancy and have taken childcare leave. Conversely, when female employees who did not take childcare leave were asked why they did not, the most common response was “I resigned from my job” (41%), followed by “I did not qualify since I recently changed jobs” (36%). The results indicate that many women have resigned for various reasons due to pregnancy or childbirth.

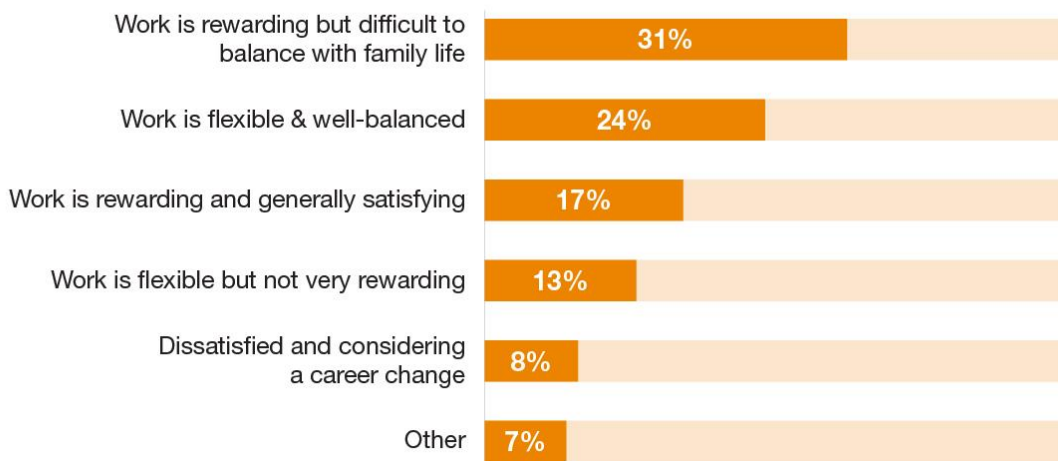


Returning from maternity leave: 15% experienced change in responsibilities, 40% “satisfied”

Regarding changes in responsibilities and workload after returning from maternity leave, 60% reported experiencing no changes while 21% said they changed jobs. Fifteen percent of female employees said their responsibilities and workload changed unintentionally after returning to work. In terms of satisfaction with job duties and workload after returning from maternity leave, 41% answered that their work was “flexible and well-balanced” or “rewarding and generally satisfying.” Thirty-one percent responded that they found their work rewarding but the heavy workload made it difficult to

balance work and family, while 13% said they were able to use their time flexibly but found their work not very rewarding.

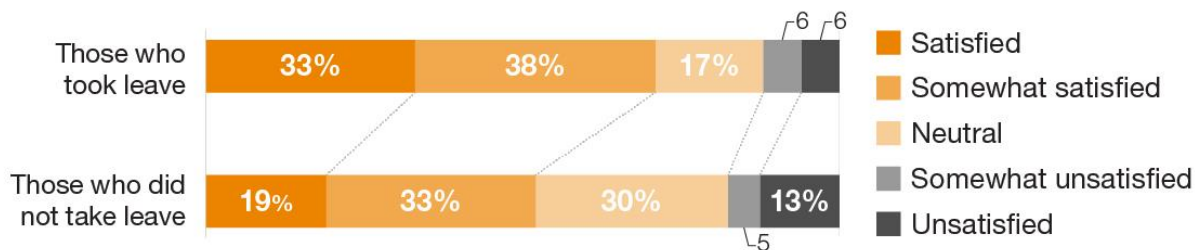
[Women] How satisfied are you with your responsibilities and workload after returning from childcare leave?



Balancing work & childcare: female employees generally satisfied with support system

When asked about the level of satisfaction with their employer’s support system for balancing work and childcare, around 70% of those who took childcare leave answered that they were “satisfied” or “somewhat satisfied.” On the other hand, only 50% of female employees who did not take childcare leave but are currently working answered that they were “satisfied” or “somewhat satisfied.” This suggests that, among female employees, whether maternity leave is offered by an employer impacts satisfaction of the support system.

[Women] How satisfied are you with your employer’s support system for balancing work and childcare?



Based on the survey findings, there is room for improvement for companies to create a workplace environment where all employees can play an active role and have equal opportunities for success even while raising children.

(Survey period: 21-27 January & 17-24 February 2022, Target: Female company employees registered with Robert Walters Japan and living in Japan n=855)

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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