

# WORK STYLE REFORM

- WHAT'S THAT ALL ABOUT?

Cooperante, Inc.



**Severe Labor Shortage**

*What can we do?*

**Enhance productivity**

**Increase workforce**

**Work Style Reform**

**BACKGROUND**



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## Issues that Japan currently faces:

- ▶ Long working hours and the associated failures in mental health, such as death by overwork

United Nations showed concerns and issued corrective recommendation for death by overwork in 2013.

- ▶ Rigid and unfair working conditions

# ISSUES



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- ▶ Corrective and preventive actions for long working hours
- ▶ Less rigid and fair working conditions for all workers including non-regular workers and senior workers

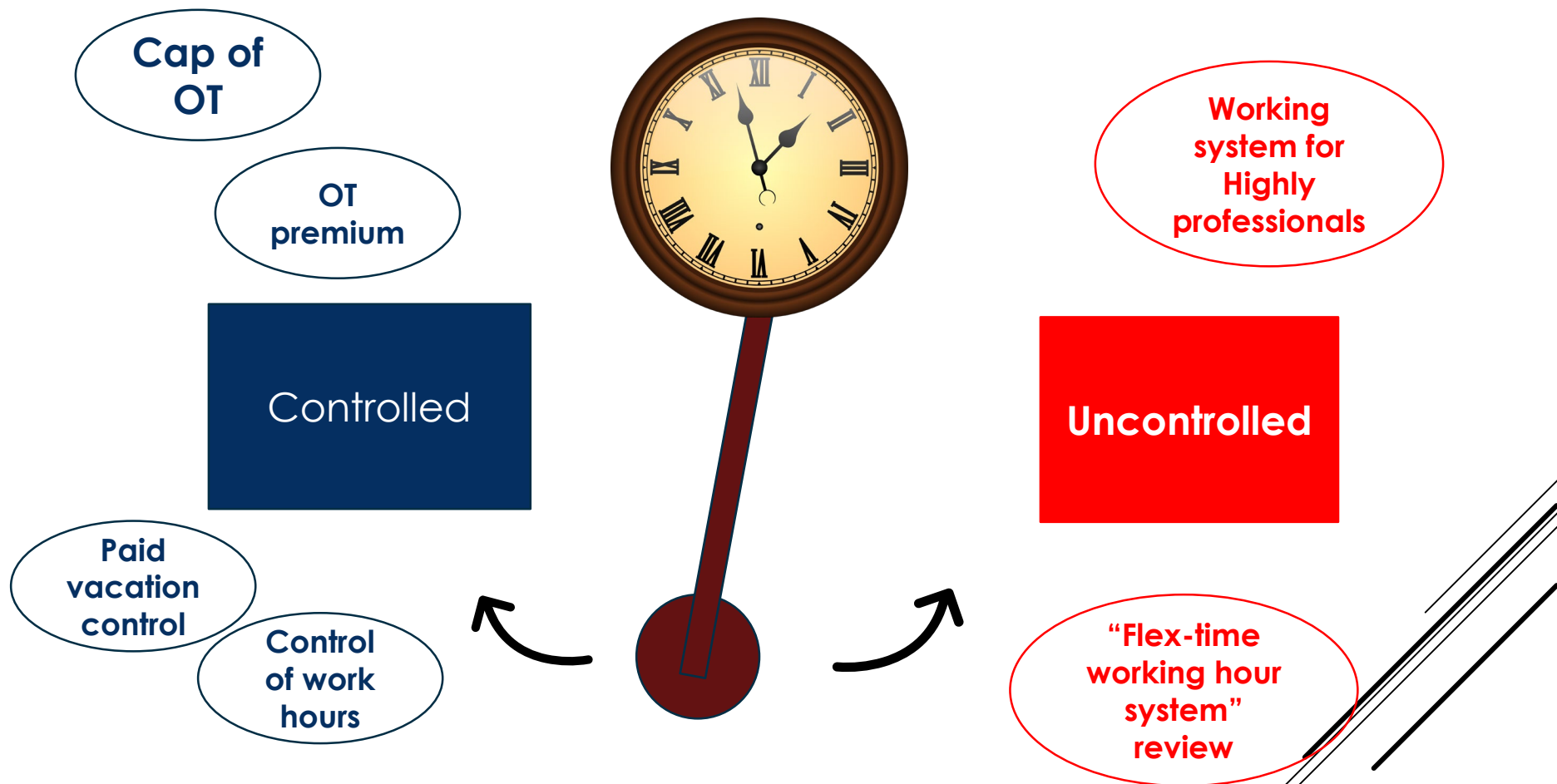
## OBJECTIVES OF WORKSTYLE REFORM



- ▶ Cap for overtime work
- ▶ Paid leave control for full utilization
- ▶ Review of “Flex-time working hours system”
- ▶ Management of working hours
- ▶ Interval between work system
- ▶ Overtime work premium for more than 60 hours per month, expanded to small to mid-size companies
- ▶ Collaboration with Company doctor (Industrial Physician)
- ▶ Fair conditions for workers with limited term
- ▶ Introduction of working system for high-professionals

## MAJOR ITEMS FOR WORKSTYLE REFORM





# OVERVIEW AND DIRECTION