MENTAL HEALTH SUPPORT AND THE WORK LIFE BALANCE OF WORKERS

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The number of suicide in Japan

30% of Suicides are in Labor:
The No.1 Cause of Death of people in their 30’s and 40’s is Suicide

Currently the suicide rate stands at 30,000, the highest over the last ten years.

The ratio of suicides caused by depression is approximately 40% among those in their 30’s and 40’s.
Number of companies in which there are workers who are suspended from their jobs for 1 month or more, or who retired from their jobs because of mental health disorders.

<table>
<thead>
<tr>
<th>Company Size</th>
<th>Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>10-29 people</td>
<td>3.2</td>
</tr>
<tr>
<td>30-49 people</td>
<td>10.1</td>
</tr>
<tr>
<td>50-99 people</td>
<td>17.6</td>
</tr>
<tr>
<td>100-299 people</td>
<td>39.2</td>
</tr>
<tr>
<td>300-499 people</td>
<td>65.2</td>
</tr>
<tr>
<td>500-999 people</td>
<td>77</td>
</tr>
<tr>
<td>1000-4999 people</td>
<td>92.2</td>
</tr>
<tr>
<td>5000 people or above</td>
<td>92.3</td>
</tr>
</tbody>
</table>
Survey on Measures for Mental Healthcare in the workplace.

In 30% of the companies on the survey, the number of employees who have mental health disorders has increased.
Trends of annual working hours of 7 countries
A Commercial that symbolize long work hours

Can you keep working for 24 hours?
Can we keep working for 24 hours?

The colors of black and yellow are the proof of our bravery!
Can we keep working for 24 hours?
Regain, Regain! Our Regain!
Keep the power of our bravery in our cases!
Can we keep working all over the world?
Mental health and Prolonged work

- Bipolarization of Working Hours

<table>
<thead>
<tr>
<th>Year</th>
<th>Regular employee</th>
<th>Part-time employee</th>
<th>Ratio of Part-time employee</th>
</tr>
</thead>
<tbody>
<tr>
<td>2003</td>
<td>2,004 hrs.</td>
<td>1,180 hrs.</td>
<td>19.13%</td>
</tr>
<tr>
<td>2004</td>
<td>2,021 hrs.</td>
<td>1,176 hrs.</td>
<td>21.38%</td>
</tr>
<tr>
<td>2005</td>
<td>2,009 hrs.</td>
<td>1,170 hrs.</td>
<td>21.43%</td>
</tr>
<tr>
<td>2006</td>
<td>2,023 hrs.</td>
<td>1,178 hrs.</td>
<td>21.42%</td>
</tr>
<tr>
<td>2007</td>
<td>2,047 hrs.</td>
<td>1,128 hrs.</td>
<td>26.11%</td>
</tr>
<tr>
<td>2008</td>
<td>2,032 hrs.</td>
<td>1,111 hrs.</td>
<td>26.11%</td>
</tr>
<tr>
<td>2009</td>
<td>1,976 hrs.</td>
<td>1,082 hrs.</td>
<td>27.32%</td>
</tr>
<tr>
<td>2010</td>
<td>2,009 hrs.</td>
<td>1,096 hrs.</td>
<td>27.83%</td>
</tr>
<tr>
<td>2011</td>
<td>2,006 hrs.</td>
<td>1,090 hrs.</td>
<td>28.19%</td>
</tr>
<tr>
<td>2012</td>
<td>2,030 hrs.</td>
<td>1,105 hrs.</td>
<td>28.77%</td>
</tr>
<tr>
<td>2013</td>
<td>2,018 hrs.</td>
<td>1,093 hrs.</td>
<td>29.44%</td>
</tr>
<tr>
<td>2014</td>
<td>2,021 hrs.</td>
<td>1,084 hrs.</td>
<td>29.82%</td>
</tr>
</tbody>
</table>
Measures for the Current Situation

• As a measure for workers with long hours such as doctors counseling became mandatory. (Since 2006)
• Stress checks for employees at least once a year became mandatory. (Since December 2015)
• Improving long work periods, preserve mental health, support workers’ career development.

Necessity of “Work-Life Balance”
Ratio of continuation in employment of women before and after the first childbirth

Over 60% of women retire from their job after childbirth.
Employment rate of Japanese women - M-sharped curve

1990
Employment rate of Japanese women-M-sharped curve

15-19 years old: 67.3%
20-24 years old: 65%
25-29 years old: 53.7%
30-34 years old: 58.9%
35-39 years old: 67.3%
40-44 years old: 69.8%
45-49 years old: 66.1%
50-54 years old: 56.7%
55-59 years old: 37.8%
60-64 years old: 16%
65 years or older: 15%
Employment rate of Japanese women-M-sharped curve

- 15-19 years old: 14.6%
- 20-24 years old: 63.6%
- 25-29 years old: 72.7%
- 30-34 years old: 64.1%
- 35-39 years old: 61.3%
- 40-44 years old: 68.4%
- 45-49 years old: 72.7%
- 50-54 years old: 70.2%
- 55-59 years old: 61.2%
- 60-64 years old: 44.2%
- 65 years or older: 13.1%

Note: The data is from 2010.
Employment rate of Japanese women-M-sharped curve
Women = “Sleeping Labor”

- 30 years have passed since the Equal Employment Opportunity Law was enacted.
- 60% of Women who work retire after their first childbirth. Poor support for childbirth and childcare.
- There are many women who cannot work while they want to work.
- The issues of pregnancy discrimination has increased.
  - A director of a clinic said to an employee “pregnant, do not need to come from tomorrow.” → the woman wanted to work but was dismissed.
  - The labor authority and the Minister of Health, Labor and Welfare requested for rectification, however the director did not respond, and the clinic’s real name was published. (However, there is no penalty.)
Trends in number of births in Japan

Number of births (10K)


117.1 115.4 112.4 111.1 106.3 109.3 109 107 109.1 107 107.1 105.1 103.1 103 100.4


Number of births
Trends in total fertility rates in Japan

Total Fertility Rate
Mental health care introduction examples

Confectionery Maker H

• It has suffered from an increase in retirement rate and decrease in sales.

• When an employee committed suicide, the company decided to introduce EAP as one of the work-life balance measures.

• Example of the problem
  – Few model cases for women, they worry whether they can continue to work after marriage and childbirth
  – Lots of overtime, few holidays

• Examples of measures
  – Regular counseling for new employees
  – Career development training for each age group

• Effects
  – Number of retirements decreased by 20% in two years
  – Improvement of productivity (profit increased by 30%)
Summary

• Improve the performance of workers, and prevent mental health disorders caused by long work hours before something happens.

• Flexible work style for each life stage by adopting work-life balance measures positively.

• Meet the request “I want to work” from women, “the sleeping labor,” to combat the trend of decreasing birthrate and aging population.
Please tell me the trends of your countries and workplaces.

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Thank you for your listening