

# Empirical Evaluation of Japan's 2003 Law Regarding Childcare Support: Effects on Fulltime Female Employment<sup>1</sup>

Tomoki Kitamura<sup>2</sup>, Tamie Matsuura<sup>3</sup>, Kunio Nakashima<sup>4</sup>

## Abstract

We empirically investigate the effectiveness of Japan's 2003 Act on Advancement of Measures to Support Raising Next-Generation Children. It aims to improve the work-life balance of employees. In particular, we examine the working behavior of fulltime female employees who have a child less than 3 years old. We find limited evidence on the effectiveness of the Act. The work-life balance of working mothers did not differ significantly whether the Act is mandatory. The Act has a marginal impact in the case of smaller companies as regards increase in taking childcare leave. Therefore, further improvements of policies are required.

---

<sup>1</sup> We would like to thank Toru Kobayashi, Toshiyuki Uemura, participants at the 2013 meeting of Japan society of human resource management, and the 2013 fall meeting of Japanese economic association. We appreciate the financial support from the Health Labour Sciences Research Grant of the Ministry of Health Labour and Welfare of Japan.

<sup>2</sup> Financial Research Group, NLI-Research Institute, E-mail: kitamura@nli-research.co.jp

<sup>3</sup> Social Improvement and Life Design Research Group, NLI-Research Institute, E-mail: matsuura@nli-research.co.jp

<sup>4</sup> Insurance Research Group, NLI-Research Institute, E-mail: nakasima@nli-research.co.jp