



From New Normal to New Work?

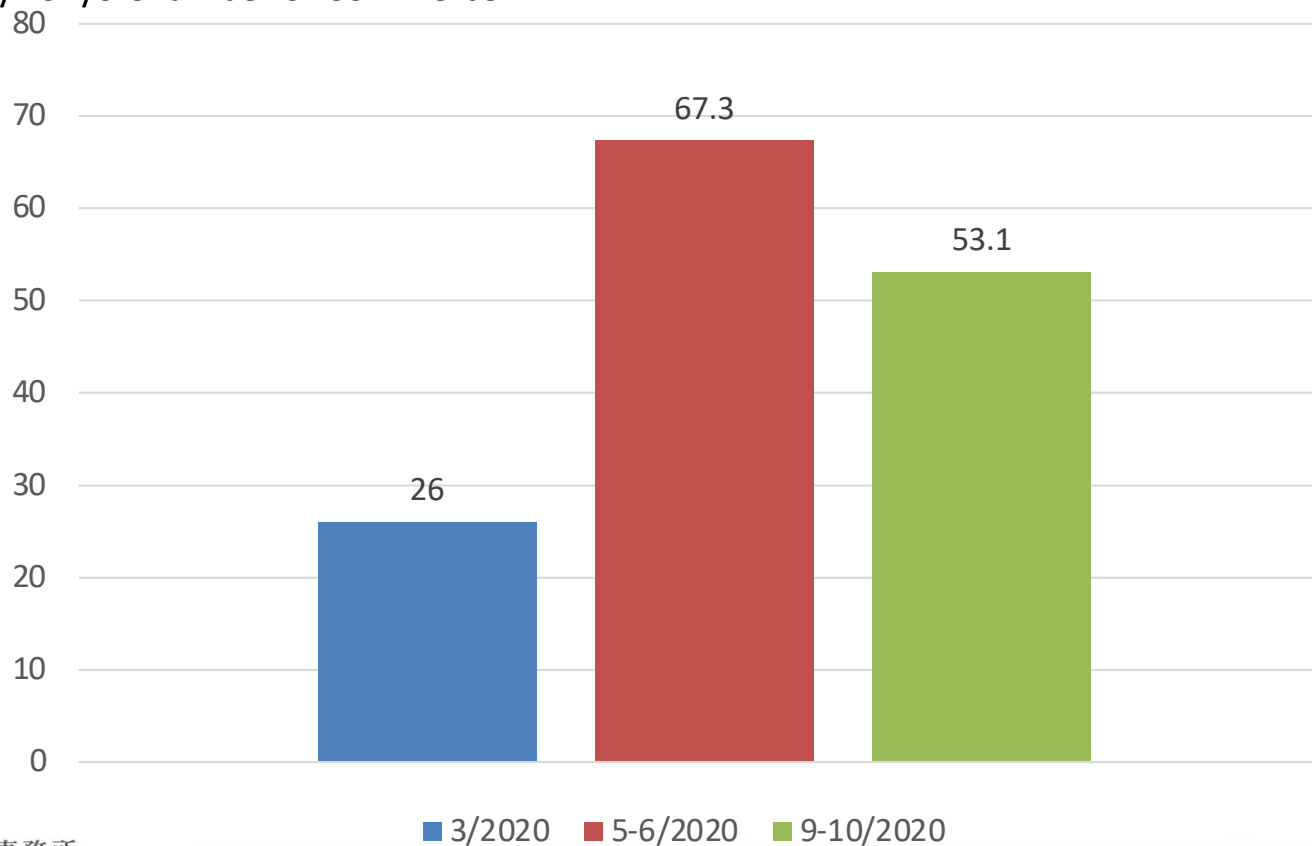
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Tele-working in Japan

Telework Implementation Rate (%)

Researched by Tokyo Chamber of Commerce



Q1: What are challenges of telework implementation?

- Communication in the company
 - ✓ Web-communication tool (zoom, teams, webex...)
- Marketing without face-to-face meeting
 - ✓ Tele-marketing
- Seal on the documents
 - ✓ E-signature
- Management of workers
 - ✓ Cloud management tools
- Paperless
 - ✓ File storage
- Facilities (PC, network connection)
 - ✓ VPN, Smart connect



➤ Security

Q2: What are main legal issues for tele-work?

- Monitoring working hours
- Setting-up good working environment
- Keeping good health
- Can live far from the office?
- Can ask to come to the office?
- Right to request work at home?

Q3: Why not implement tele-work?

➤ Lack of facility

- ✓ PC
- ✓ Internet access

➤ Drops of business productivity

- ✓ Cannot have face-to-face meeting
- ✓ No printer, large display

➤ Nature of the work

- ✓ Factories, Logistics, etc.



But, really cannot overcome?

Q4: Any available government support?

- **Telework Retention Subsidies (by Tokyo Metropolitan Government)** (テレワーク定着促進助成金)
- **IT Implementation Grants (by Government)** (IT導入補助金)
- **Small Business Sustainability Grants (by Government)** (小規模企業持続化補助金)
- **Grants to Support the Promotion of Workplace Reform (by Government)** (働き方改革推進支援助成金)
- **Subsidized projects such as the establishment of satellite offices (by Tokyo Metropolitan Government)** (サテライトオフィス設置等補助事業)



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Chisako Takaya has practiced for more than 20-years in the fields of labour & employment, cross border transactions, mergers and acquisitions and general corporate matters. She is a well-known experienced litigator, mainly representing employer in the labour disputes.

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