

# Exploring Employee Well-being and Parent–Child Dynamics: Perceptions and Realities

– *Insights into How Interactions with Children Aged 10–18 Shape Parental Perspectives on Work and Life* –

**May 27, 2026**

This document is an English translation of a Japanese report originally published in November 20<sup>th</sup> 2025.

**The Japan Research Institute, Limited  
Kodomo Commission Initiative**



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KODOMO COMMISSION INITIATIVE

# Background and Objectives

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- Companies influence not only employees but also their children through policies and practices related to compensation, working hours, and benefits. In recent years, Japanese organizations have expanded flexible working arrangements to better support employees in balancing work and family responsibilities.
- However, most initiatives for employees with children remain focused on early childhood, such as “up to age three” or “through the lower grades of elementary school.” As a result, employees with older children aged 10–18 have received limited attention.
- Children in this age group are increasingly forming their own perspectives on their parents’ work and working styles as they approach educational and career decisions and build greater forms of agency. This study examines the attitudes and lives realities of employees with children aged 10–18, with a particular focus on how parents perceive the values and perspectives on work and life that are shaped through interactions with their children. The findings aim to provide a foundation for organizations to design and implement more effective initiatives to enhance employee well-being.

# Survey overview

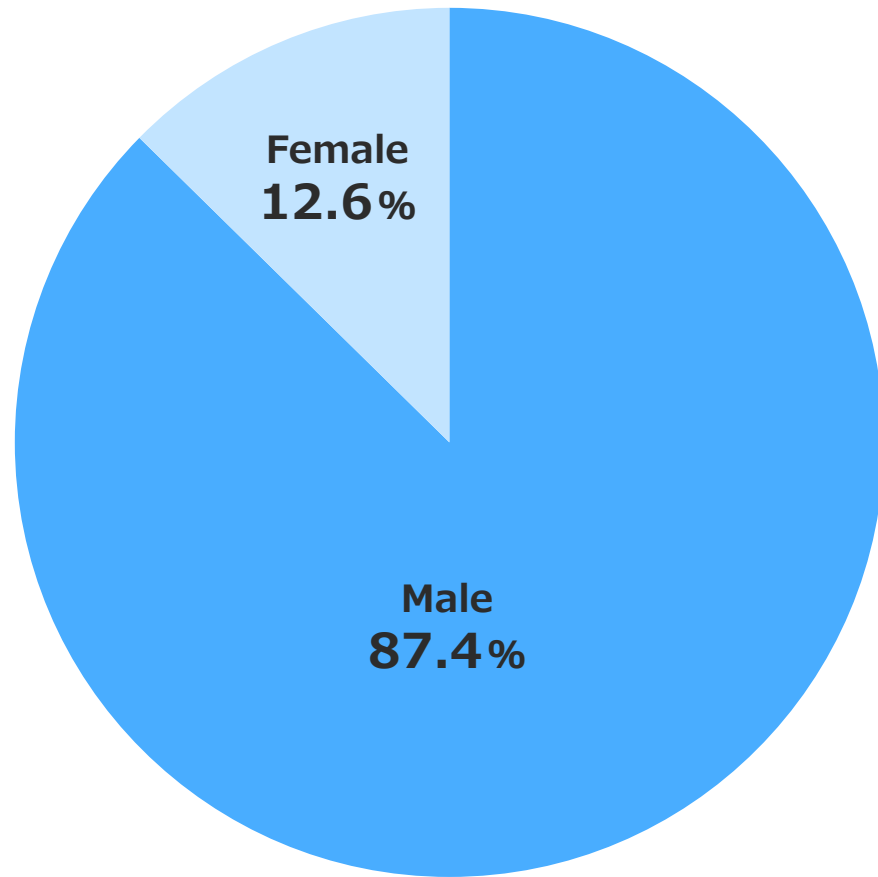
<b>Fieldwork period</b>	August 19–22, 2025
<b>Methodology</b>	Online survey (administered to a registered research panel maintained by Intage Inc.)
<b>Target Population</b>	Employed individuals in Japan working an average of 20 hours or more per week
<b>Sample size and respondent profile:</b>	<p>The survey was designed across 15 occupational categories, with two cohorts in each category—those with children aged 10–18 and those without—targeting 300 respondents per cohort (9,000 in total). The final dataset comprised 9,404 valid responses (*). For the purposes of this analysis, results are based on the 4,691 respondents who reported having children aged 10–18 (**).</p> <p><b>Occupational categories:</b></p> <ol style="list-style-type: none"><li>1. Strategy and planning (e.g., corporate management, corporate planning, marketing)</li><li>2. Corporate functions (e.g., general affairs, legal, HR, accounting, procurement, communications)</li><li>3. Sales</li><li>4. General administration</li><li>5. Retail and customer service</li><li>6. IT and software development</li><li>7. Manufacturing, production management, and quality control</li><li>8. Logistics and delivery</li><li>9. Healthcare and welfare professionals</li><li>10. Education and childcare</li><li>11. Driving and transportation</li><li>12. Construction, architecture, and skilled trades</li><li>13. Research and development</li><li>14. Other professionals (such as licensed professionals, designers etc.)</li><li>15. Other occupations not listed above</li></ol> <p>* For Category 14, “Other professionals (such as licensed professionals, designers etc.)”, the target of 300 respondents with children aged 10–18 was not achieved at the time of the survey. No weighting adjustments were applied; the 147 responses collected were included in the analysis as-is.</p> <p>** Where respondents had multiple children aged 10–18, they were asked to respond with the youngest child in mind.</p>

## Respondents profile

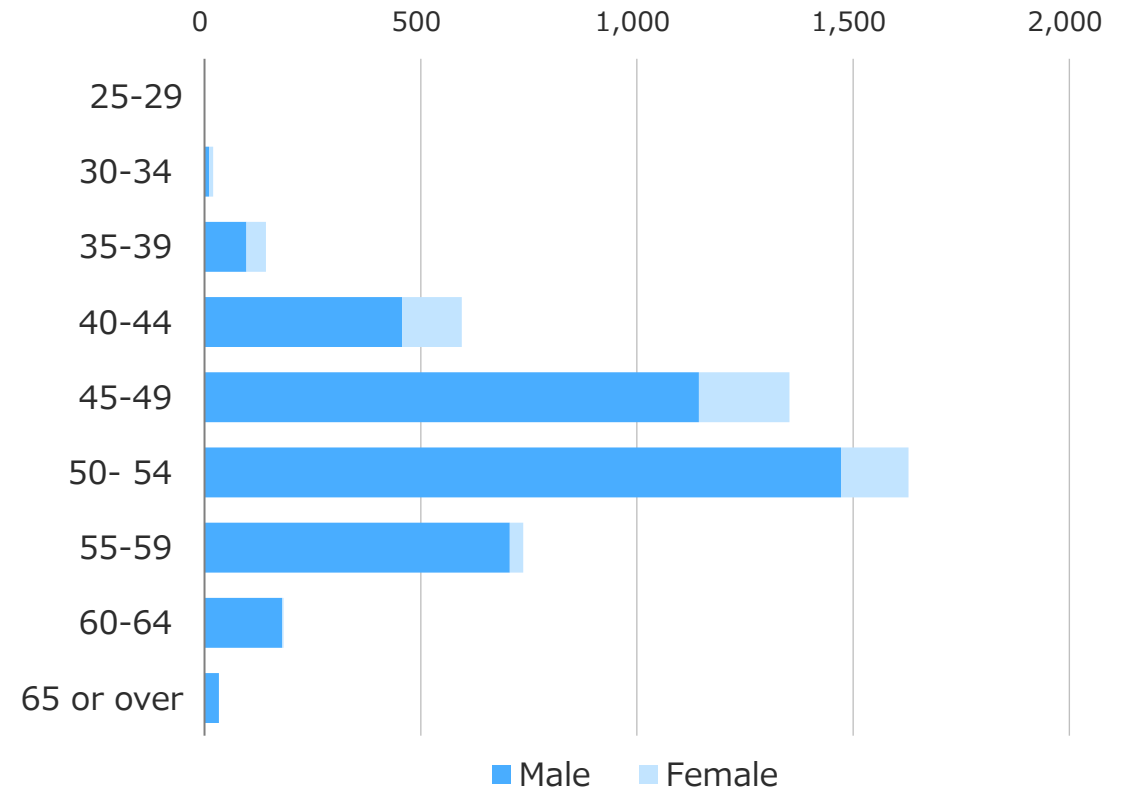
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# Gender and age group (respondents with children aged 10-18 n=4691)

F1. Please indicate your gender. [Single response]



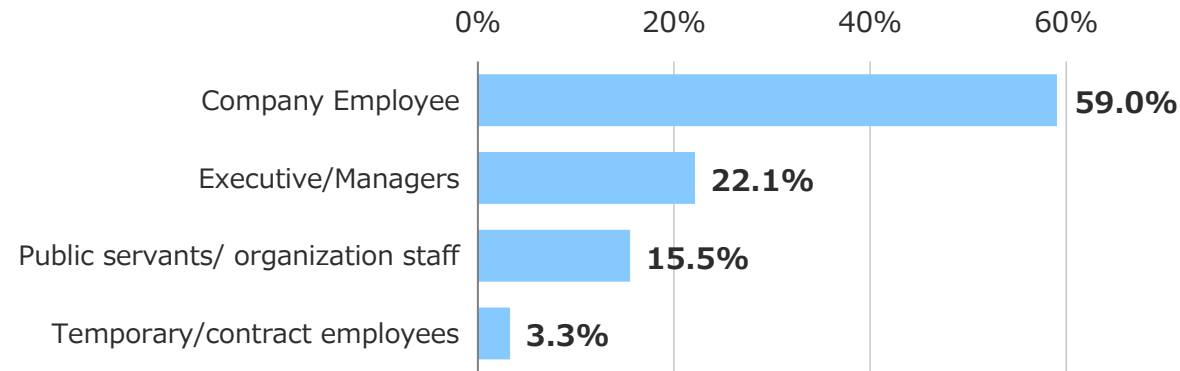
F2. Please indicate your age. [Single response]



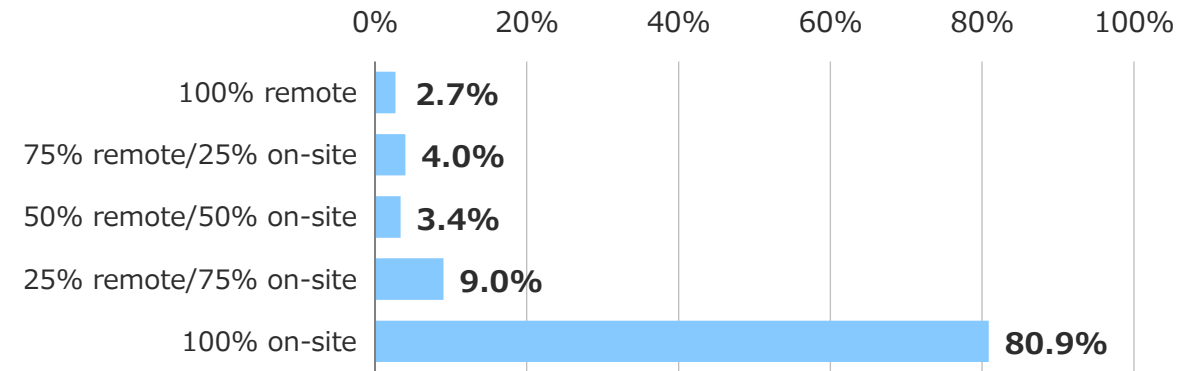
Average 51.9 Median 52  
Of which male: Average 50.5 Median 51  
Of which female: Average 46.7 median 47

# Status, working hours, work locations and commute time (respondents with children aged 10-18 n=4691)

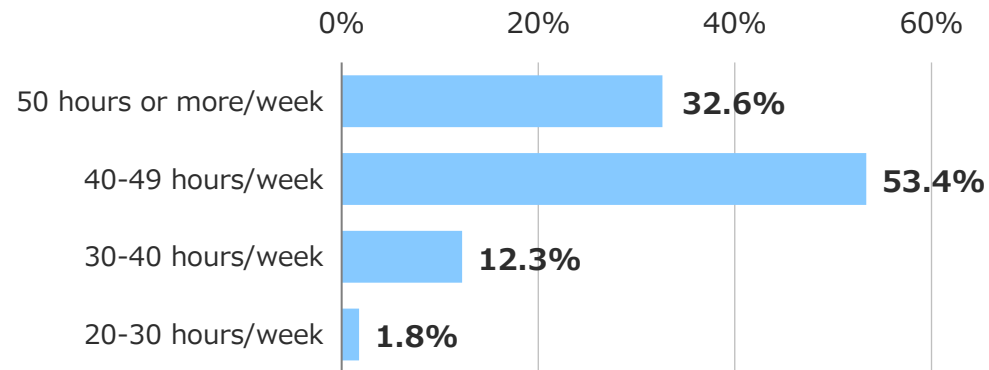
Q1. Please indicate your current employment status. [Single response]



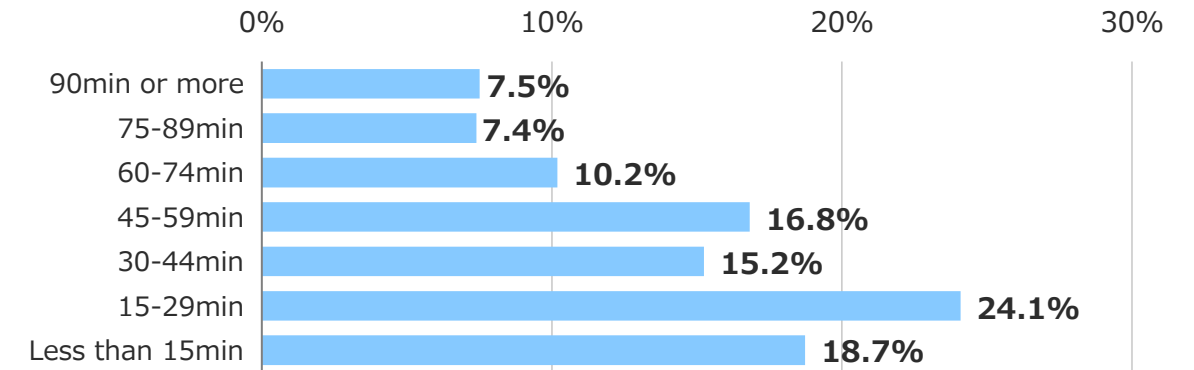
Q2. Please indicate your work location split over the past six months. [Single response]



Q2. Please indicate your average working hours over the past six months. [Single response]

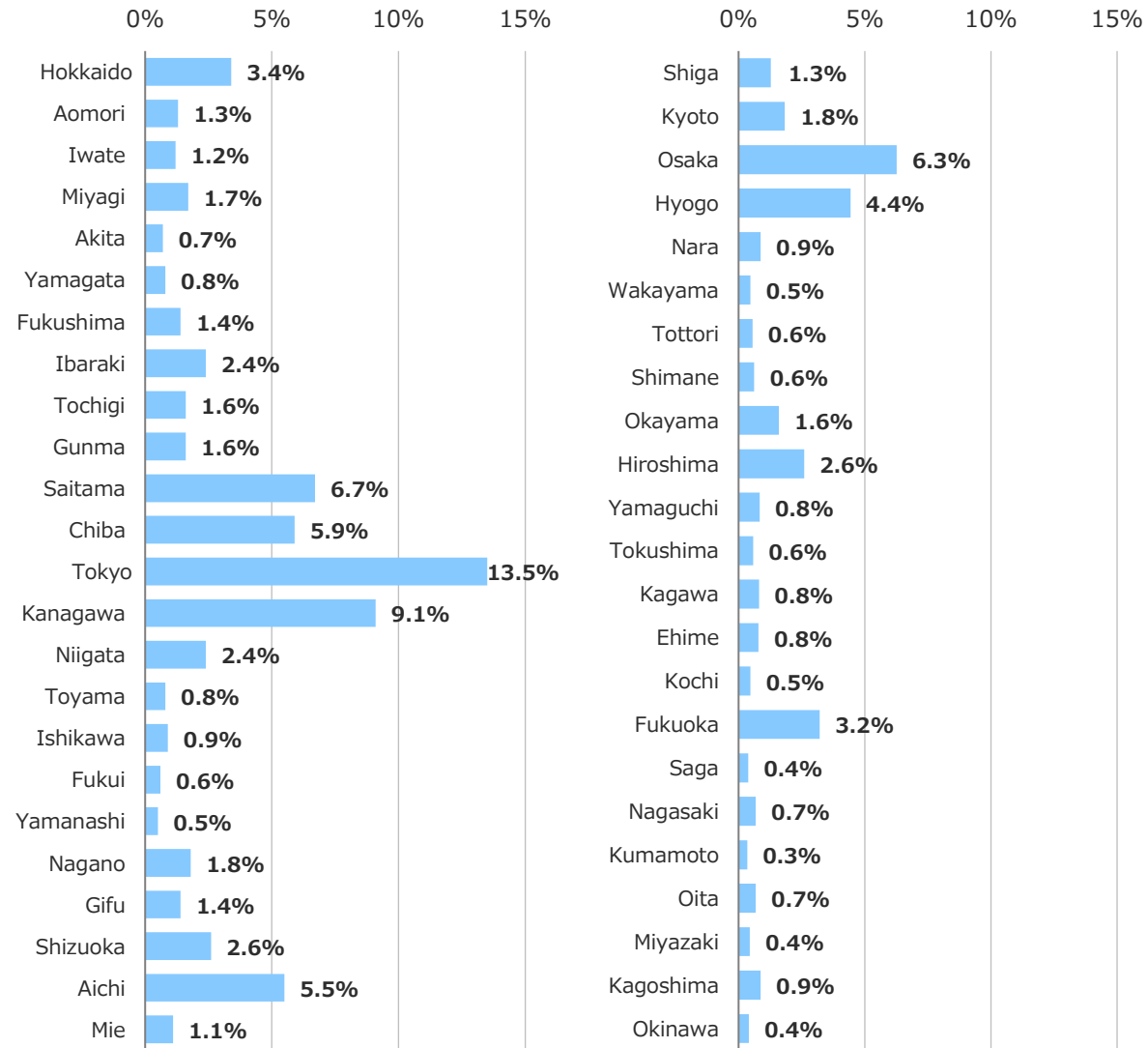


Q3. Please indicate your one-way commute time. [Single response]

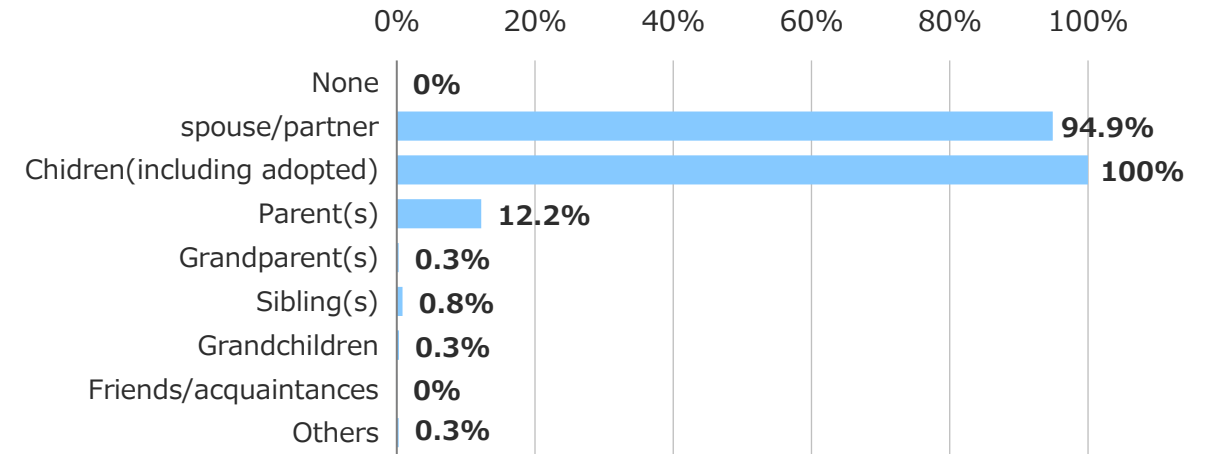


# Residence, household composition and number of children (Respondents with children aged 10-18 n=4691)

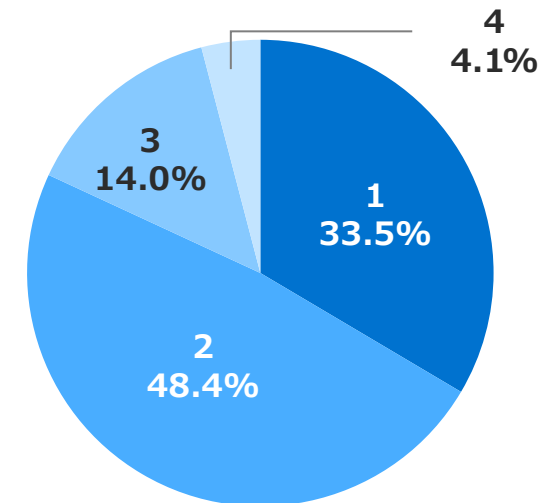
QS3. Please indicate your prefecture of residence. [Single response]



QS5. Please indicate your household composition. [Select all that apply]

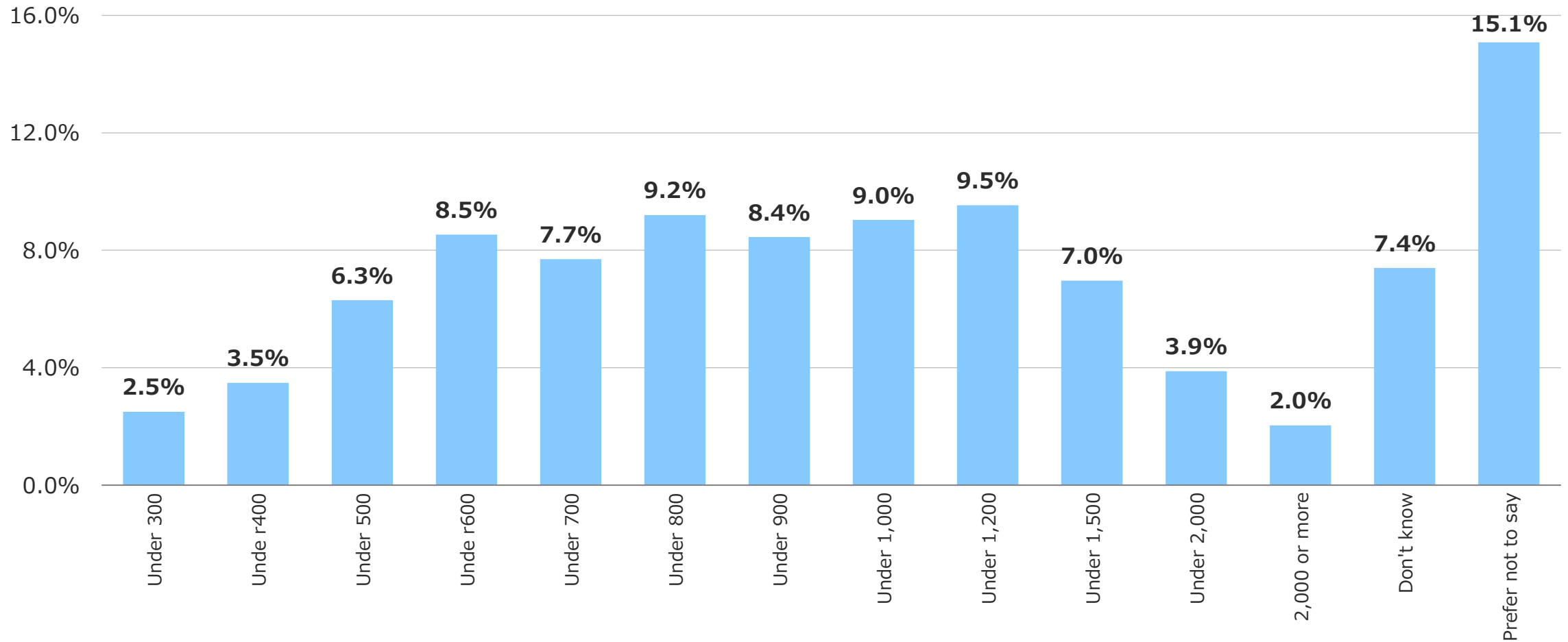


QS6. Please indicate the number of children in your household (including adopted). [Single response]



# Gross annual household income (respondents with children aged 10-18 n=4691)

QW15 Please indicate your annual household income. [Single response]



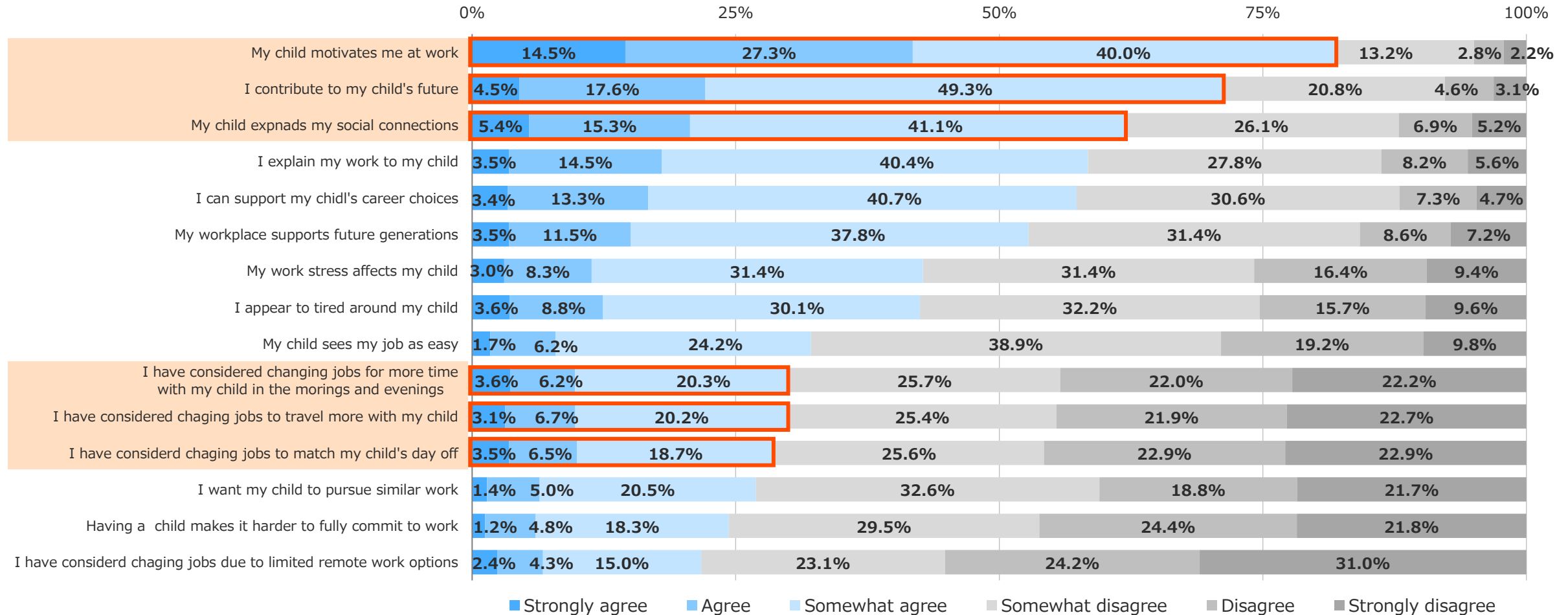
## Survey findings: Relation with children

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# Work perceptions through relationships with children (respondents with children aged 10-18 n=4691)

The top experiences over the past six months were, in order: "My child motivates me at work," "I contribute to my child's future," and "My child expands my social connections." In addition, approximately 30% of respondents indicated that they had considered changing jobs in order to secure more time with their child.

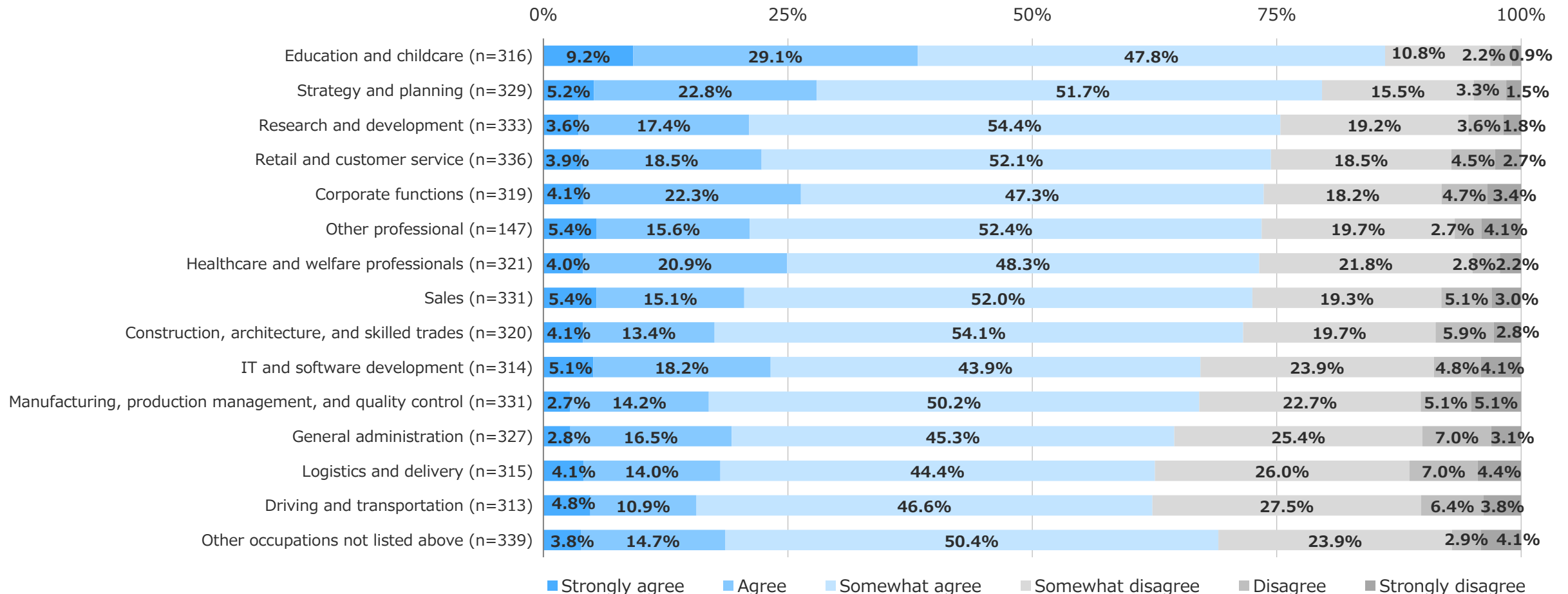
## Q19. Have you experienced any of the following over the past six months? [Single response]



# Work perceptions through relationships with children (respondents with children aged 10-18 n=4691)

Across occupations, more than 60% of respondents felt they contribute to their child's future, indicating a broadly shared sense of value in engaging with their child. At the same time, responses varied from approximately 62% to 86%, suggesting differences by job characteristics and work context.

**Q19. Have you experienced any of the following over the past six months? [Single response]**  
**(6) I contribute to my child's future.**

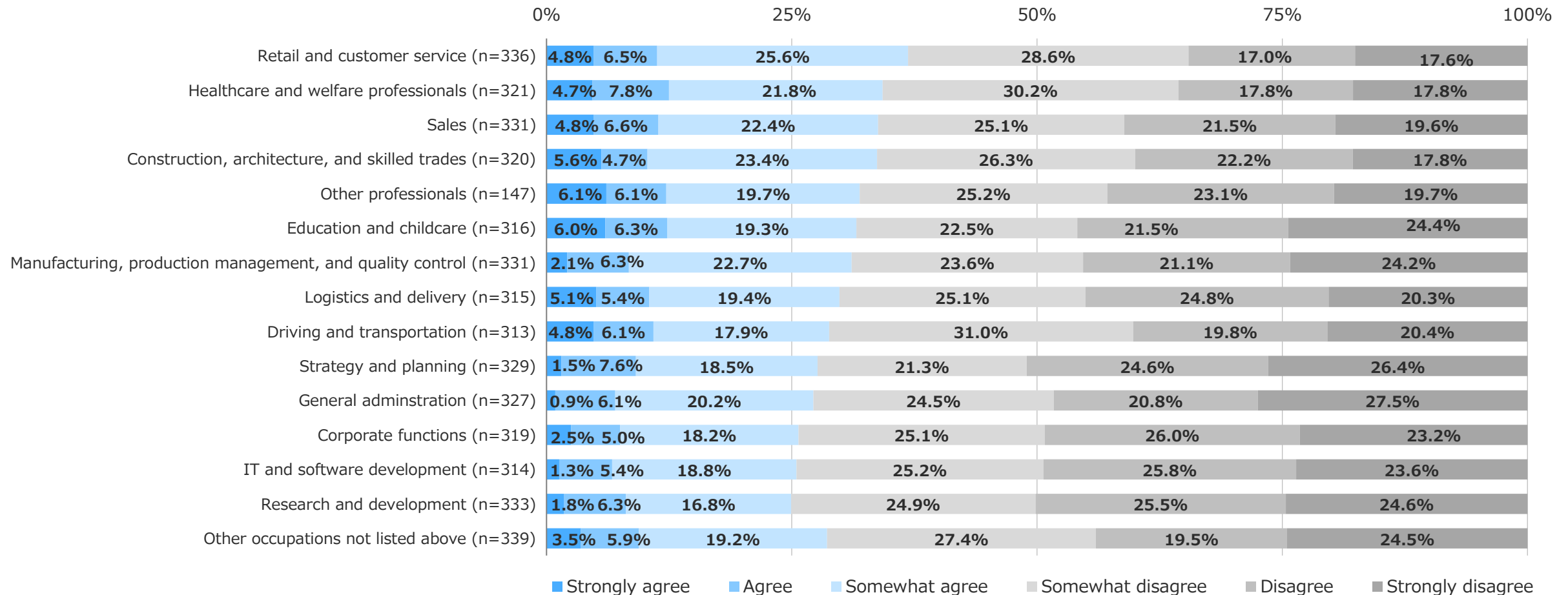


## Work perceptions through relationships with children (respondents with children aged 10-18 n=4691)

Across occupations, 25%–37% of respondents had considered changing jobs to spend more time with their child in the mornings and evenings. This represents one in three to one in four parents across all occupational groups, suggesting a shared value orientation among parents of children aged 10–18.

**Q19. Have you experienced any of the following over the past six months? [Single response]**

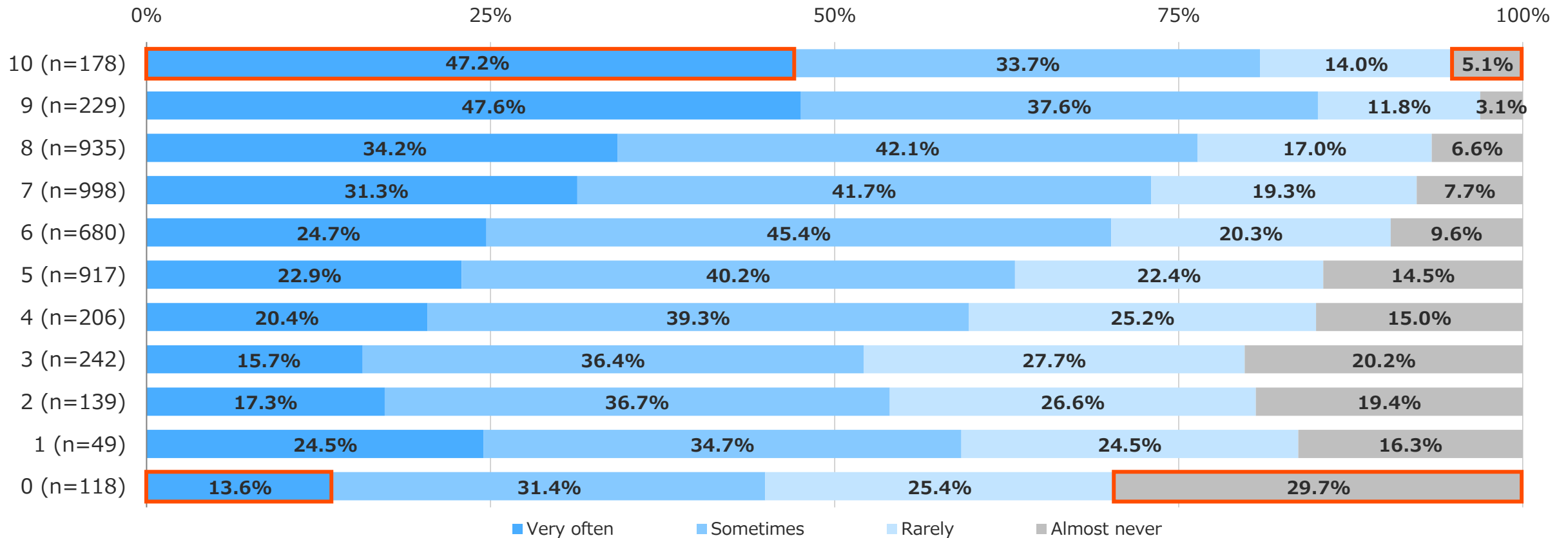
**(1) I have considered changing jobs to spend more time with my child in the mornings and evenings.**



# Life perceptions through relationships with children (respondents with children aged 10-18 n=4691)

Among respondents with a life satisfaction score of 10, 47.2% “very often” spent 30 minutes or more with their child on working days, compared to just 13.6% of those with a score of 0. Conversely, “almost never” spending such time was 5.1% for score 10 versus 29.7% for score 0, indicating a positive correlation between parent-child time and life satisfaction.

**Q5. How often do you spend more than 30 minutes on the following activities on an average day of work? [Single answer]\*\***  
**(4) Quality time with my child**



\*\* The average life satisfaction (out of 10) of respondents with children aged 10-18 years was 6.2.

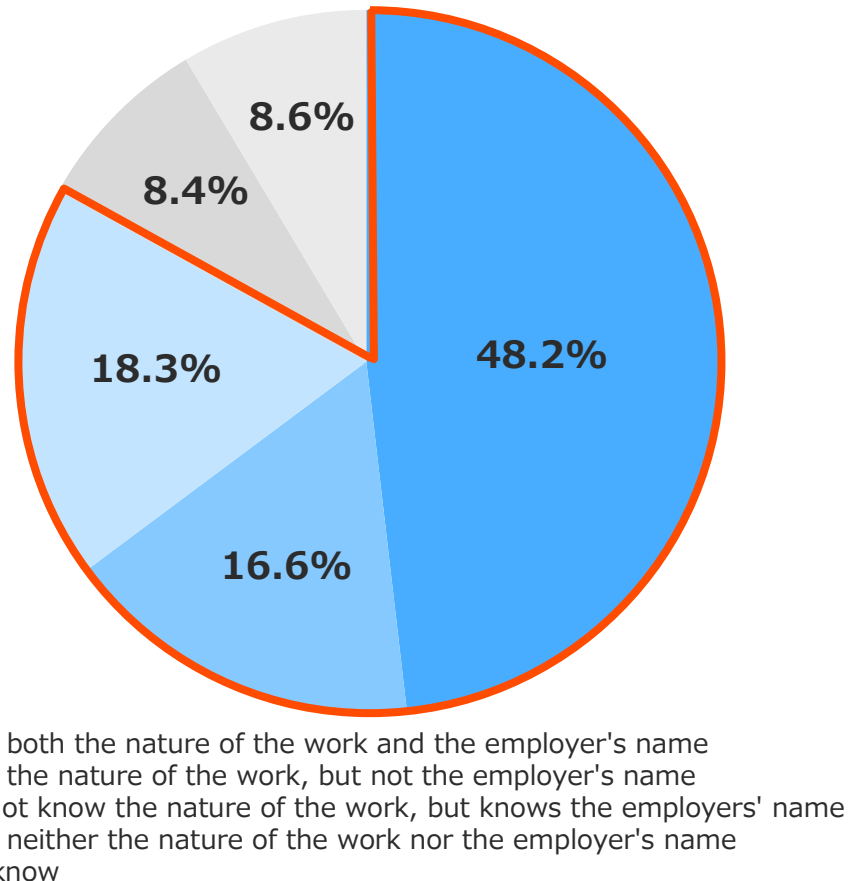
## **Survey findings: Percived evaluations one's work by children**

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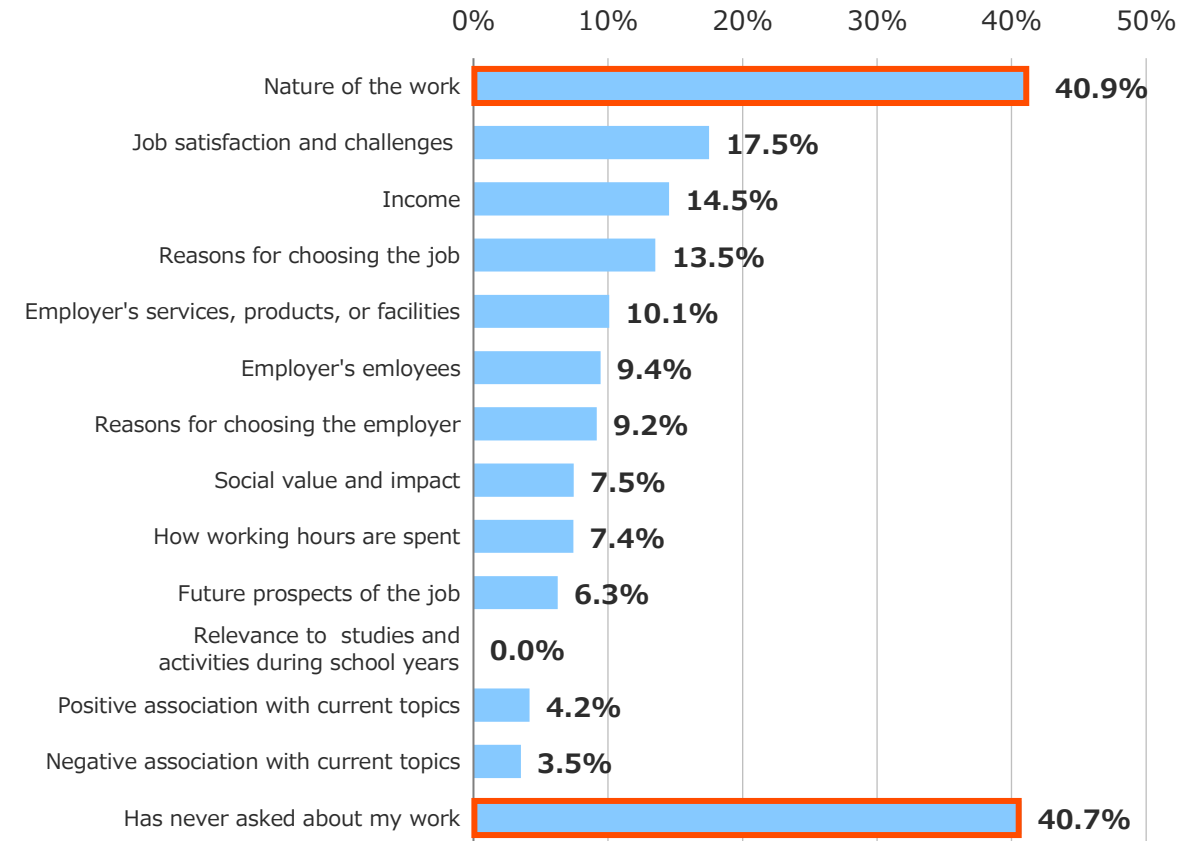
## Children's awareness of their parents' work (respondents with children aged 10-18 n=4691)

Approximately 83% of children have some awareness of their parents' work, with 48.2% knowing both the job nature and employer name. Regarding work-related conversations, about 40% of respondents reported being asked about their work, while a similar proportion indicated their child had never asked.

Q13. Is your child\* aware of your work? [Single response]



Q14. Has your child ever asked you about any of the following regarding your work? [Multiple response]

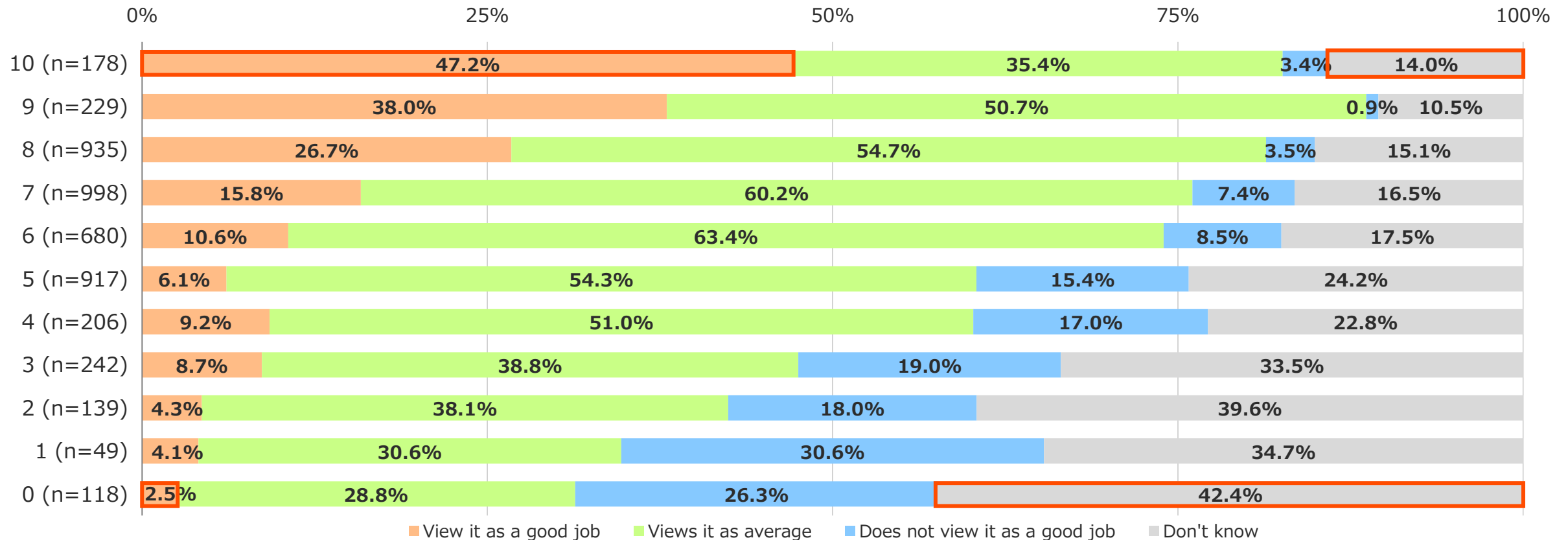


\*Refers to a child aged 10-18 years with the respondent. Where applicable, respondents answered with their youngest child in mind.

## Perceived evaluations of work by children (respondents with children aged 10-18 n=4691)

Among respondents with a life satisfaction score of 10, 47.2% reported that their child views their work positively, compared with 2.5% among those with a score of 0. Conversely, only 14.0% answered "Don't know," versus 42.4% among those with a score of 0. This suggests that respondents who perceive more positive evaluations of their work from their child also tend to report higher life satisfaction.

Q15. How does the child\* view of your work? [Single response]\*\*



\*Refers to a child aged 10-18 years with the respondent. Where applicable, respondents answered with their youngest child in mind.

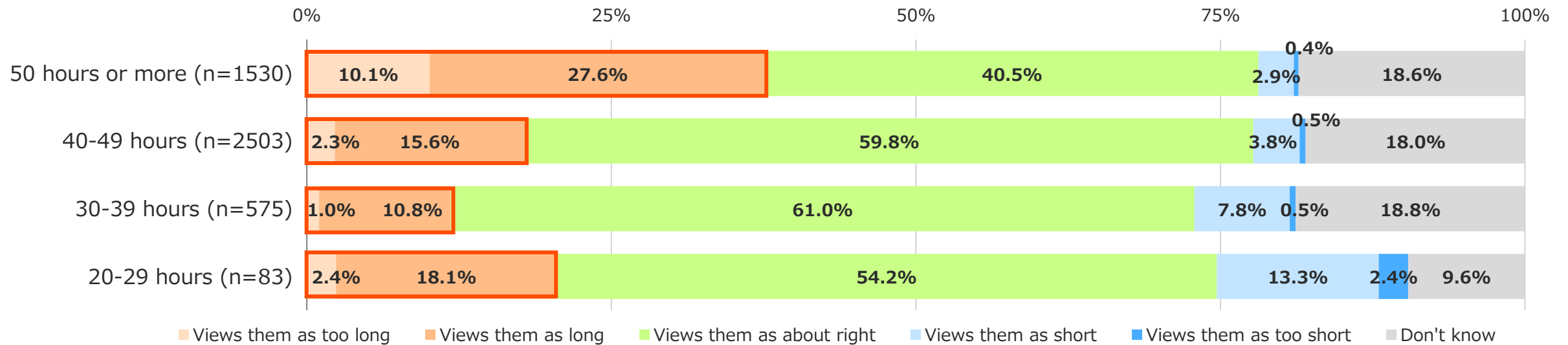
\*\*Among respondents with children aged 10-18, the average life satisfaction score (10-point scale) was 6.2 points.

## Perceived evaluations of working hours by children (respondents with children aged 10-18 n=4691)

The share of respondents indicating that their child views their working hours as “too long” or “long” was highest among those working 50 hours or more per week, at 37.7%. At the same time, the share reporting that their child views their working hours as “long” was higher among those working under 30 hours than those working 30 hours or more, suggesting that perceptions may also reflect differences in individual expectations regarding working hours.

### Cross-tabulation results

- QS2. On average, how many hours have you worked per week over the past six months? [Single response]
- Q16. How does your child\* view your working hours? [Single response]

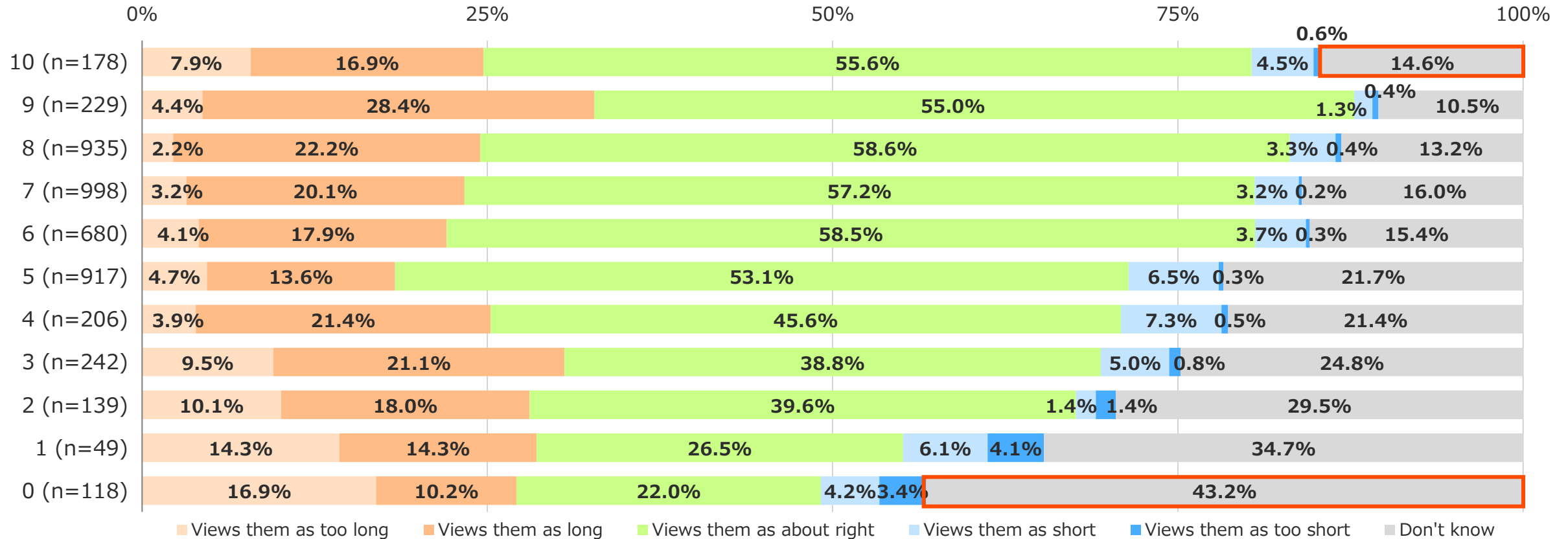


\*Refers to a child aged 10-18 years with the respondent. Where applicable, respondents answered with their youngest child in mind.

## Perceived evaluations of working hours by children (respondents with children aged 10-18 n=4691)

Among respondents with a life satisfaction score of 10, 14.6% answered “Don’t know” regarding their child’s evaluation of their working hours, compared with 43.2% among those with a score of 0, a difference of approximately 29 percentage points. At the same time, no notable relationship was observed between children’s evaluations of working hours and respondents’ life satisfaction.

### Q16. How does your child\* view your working hours? [Single response]\*\*



\*Refers to a child aged 10-18 years with the respondent. Where applicable, respondents answered with their youngest child in mind.

\*\*Among respondents with children aged 10-18, the average life satisfaction score (10-point scale) was 6.2 points.

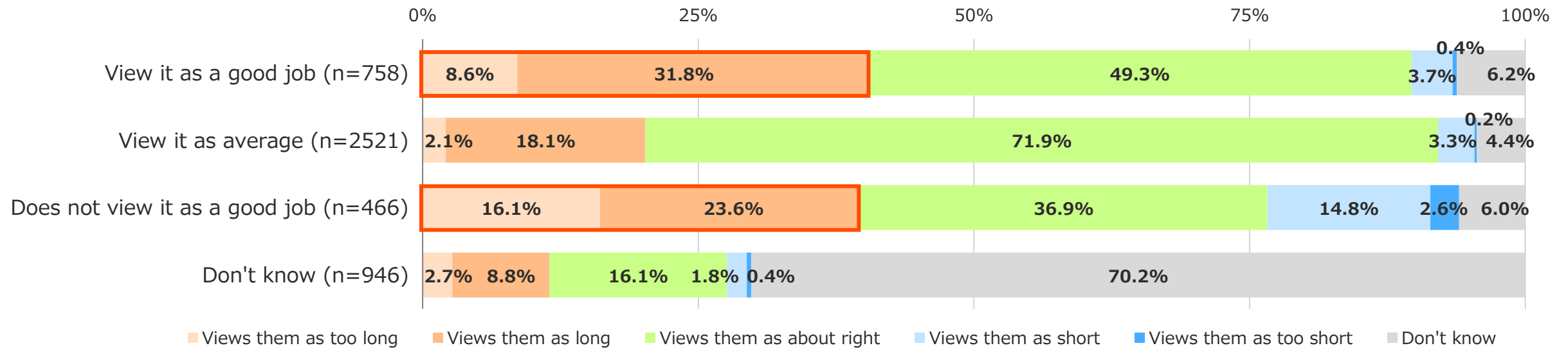
## Perceived evaluations of working hours by children (respondents with children aged 10-18 n=4691)

Around 40% of respondents who believed their child perceived their working hours as "long" or "too long" reported that their child viewed their work positively, with a similar share reporting a non-positive view. This suggests that a child's evaluation of their parent's work is not determined solely by the length of working hours.

### Cross-tabulation results

•Q15. How does the child\* view of your work? [Single response]\*\*

•Q16. How does your child\* view your working hours? [Single response]\*\*



\*Refers to a child aged 10-18 years with the respondent. Where applicable, respondents answered with their youngest child in mind.

\*\*Among respondents with children aged 10-18, the average life satisfaction score (10-point scale) was 6.2 points.

# Implications

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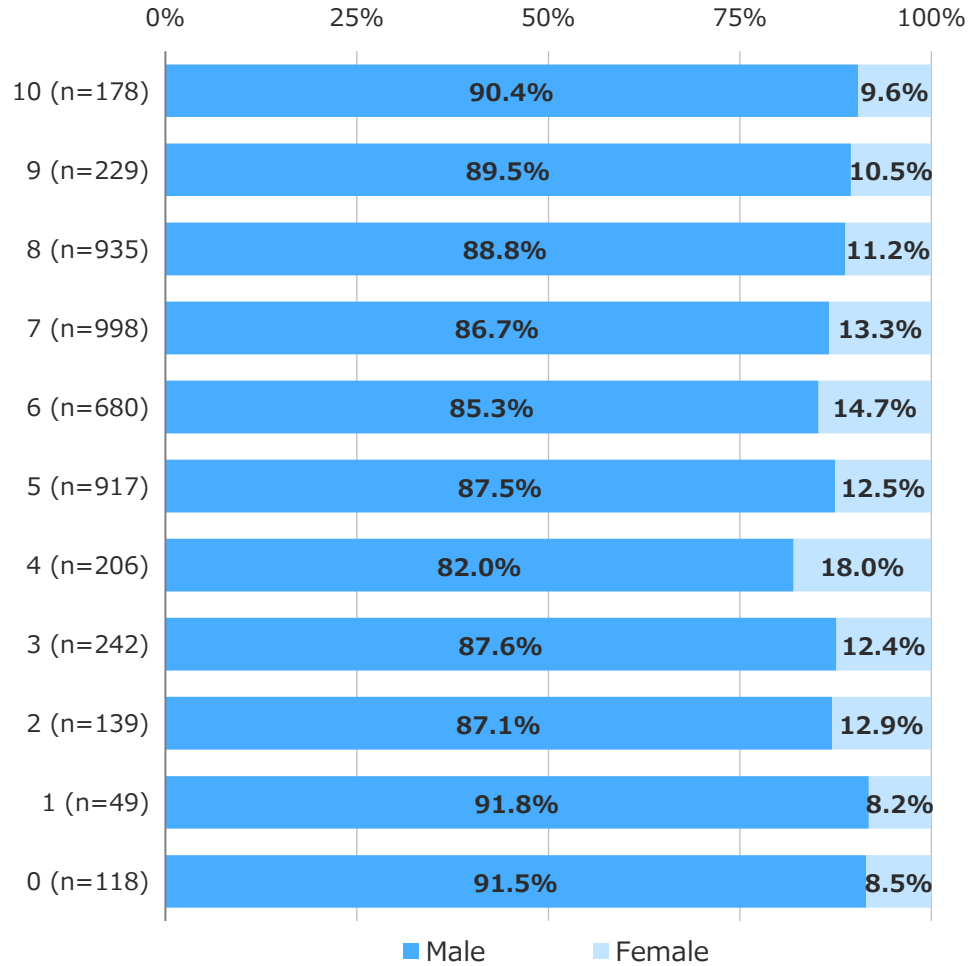
- The findings indicate that employees with children aged 10–18 derive a strong sense of contributing to their children’s future. In addition, regardless of occupation, approximately one in three to one in four respondents reported having considered changing their job or work style to secure more time with their children. Together, these results underscore the importance of parent–child engagement in shaping both life choices and work styles among working parents. For companies, these insights highlight the need to recognize the values and priorities of employees with children in this age group when designing initiatives to enhance employee well-being.
- The results also point to a positive relationship between time spent with children, as well as perceived positive evaluations by children of their parents’ work, and overall life satisfaction. At the same time, the findings suggest that the length of working hours alone is not the sole determinant of these outcomes. Considering this, one potential direction for organizations is to move beyond a sole focus on reducing working hours and instead create environments in which employees who are parents can engage meaningfully with their children while maintaining a sense of fulfillment and alignment with their own perspectives on work. This will require a broader approach that goes beyond measures targeting specific groups, such as parents of very young children, and instead consider more inclusive and flexible frameworks.

## References

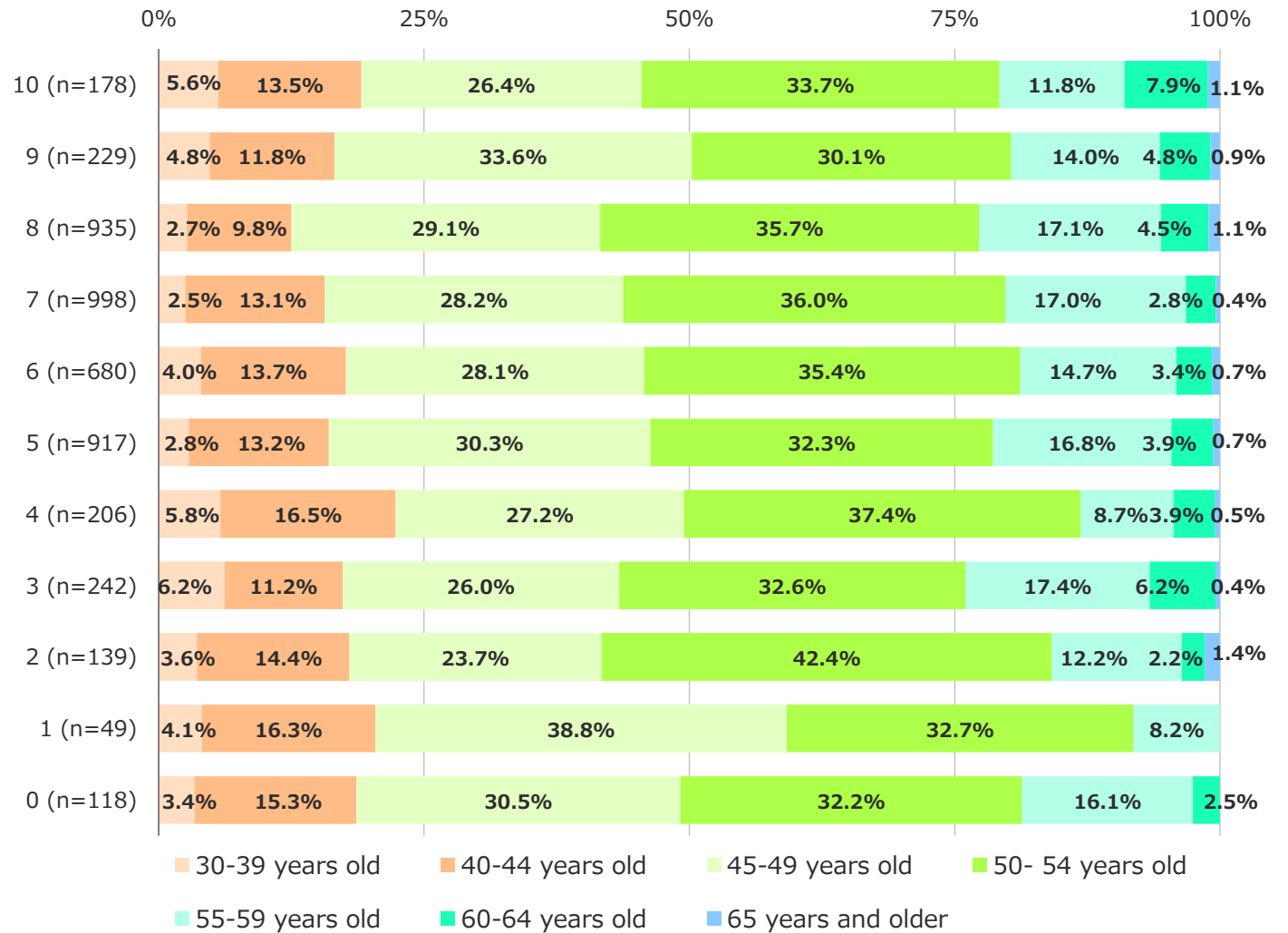
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# Respondent profile Gender, age group and life satisfaction (respondents with children aged 10-18 n=4691)

F1. Please indicate your gender. [Single response]\*\*



F2. Please indicate your age.\*\*

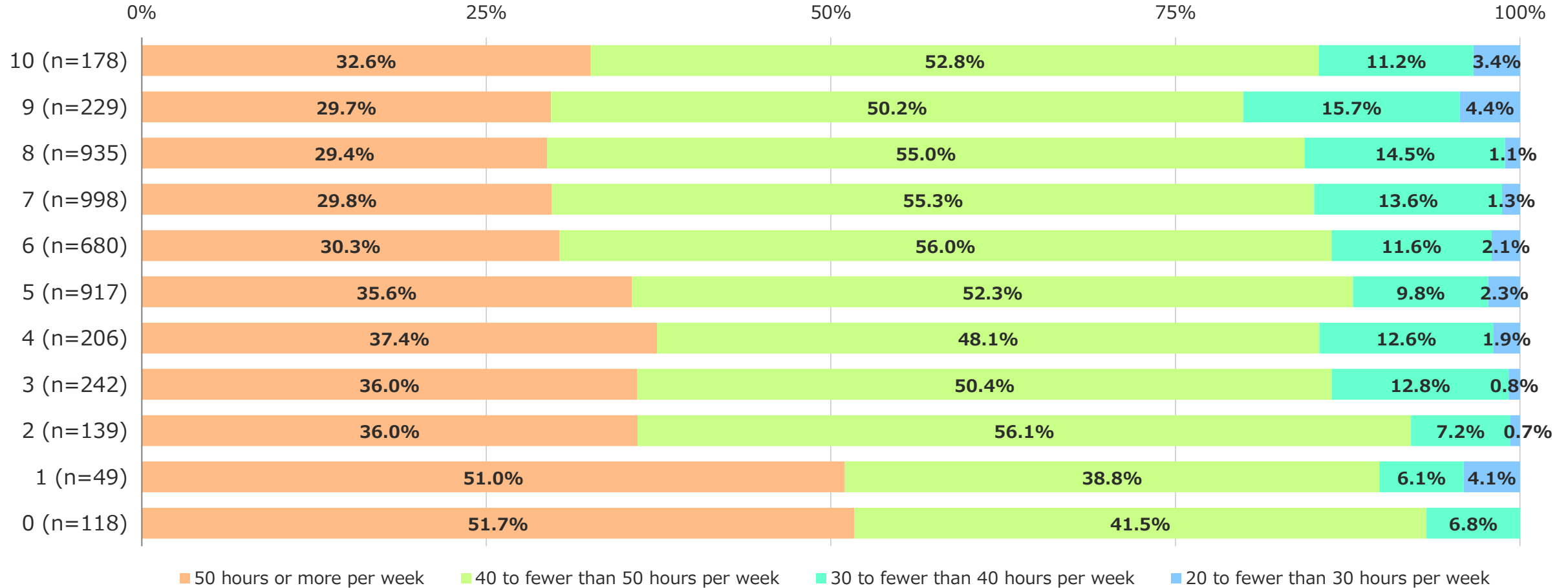


\*\*Among respondents with children aged 10-18, the average life satisfaction score (10-point scale) was 6.2 points.

## Respondent attributes\_ Working hours and life satisfaction (respondents with children aged 10-18 n=4691)

People who worked an average of 50 hours or more per week had 0 points of life satisfaction and more than half of the answers were 1 point, showing a tendency to have low life satisfaction.

QS2 On average, how many hours have you worked per week over the past six months? [Single response]\*\*



\*\*Among respondents with children aged 10-18, the average life satisfaction score (10-point scale) was 6.2 points.

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