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## RESEARCH ARTICLE

### UNMASKING JAPANS WORK CULTURE

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#### Abstract

While Japan's work culture is often idealized in Western countries, I have discovered certain troubling realities about the pressures and expectations placed upon Japanese workers. One prominent issue is "karoshi," or death by overwork. This has led to numerous fatalities and suicides due to the obligation to work extended hours and prioritize work over personal life. Recognizing and addressing these issues is critical to establishing Japan's healthier and more productive work culture. Companies must prioritize employee well-being and establish a more inclusive and transparent work environment.

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#### Introduction:-

Japan has the third-largest economy in the world, after the United States and China.

One of the crucial factors that contribute to the success of Japan's economy is its work culture. Japanese companies are known for their strong work ethic, punctuality, and attention to detail. Workers in Japan frequently work long hours.

In addition to this, Japan has a unique system of lifetime employment, where workers are frequently hired straight out of the academy and remain with the same company for their entire careers.

However, there are also some downsides to Japan's work culture. The long hours and violent pressure can lead to high situations of stress and exhaustion, which can have negative effects on mental and physical health. In recent times, there has been a growing movement to reform Japan's work culture to address these issues.

Just by working long hours, people have died from it. Karoshi: is a term for death by overwork.

Extra work in Japan is considered a norm.

According to a survey, 25 companies in Japan ask their employees to do 80 hours of extra time and most of that is unpaid.

Officially there are around 200 deaths because of karoshi and unofficially it is around 10k per year.

Japan is the most sleep-deprived country in the world According to a 2021 survey by the Organization for Economic Cooperation and Development (OECD), Japanese sleep an average of seven hours and 22 minutes. This is the shortest duration among the member countries and almost an hour less than the OECD average of 8 hours and 24 minutes.

**Time-related rules:**

As an employee in a corporate office in Japan, it is mandatory to arrive at work an hour before your shift begins and to remain at least an hour after it ends. In some cases, these hours may extend to two hours, and non-compliance with this rule is not an option, as it could lead to termination of employment. Additionally, leaving before your colleagues requires an apology.

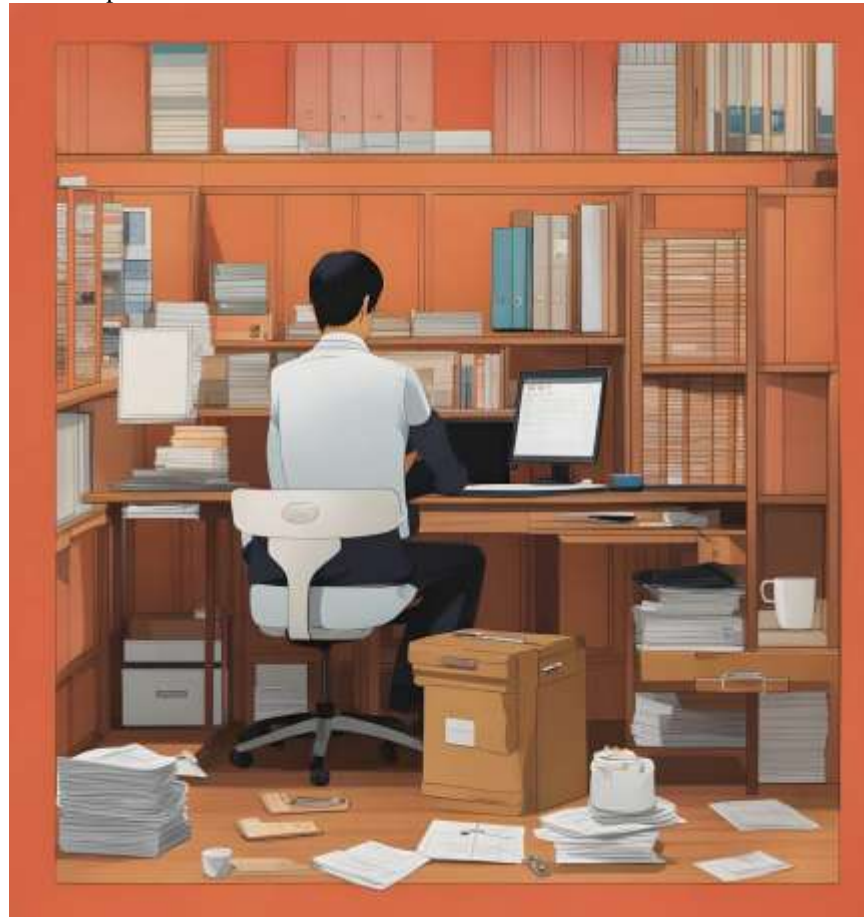
**Can never be free:**

Moreover, it is worth noting that in Japan, not having work is considered impossible. Once your designated tasks are completed, you are expected to seek out additional work, which may include cleaning windows, tables, and even bathrooms with diligence.

**Unique Tradition:**

Finally, there is a unique cultural tradition in Japan, where employees are required to line up before their boss, at the start and end of the workday. In the morning, you must state your planned tasks for the day, and which ones you intend to complete. At the end of the day, you must report on all completed tasks, as well as those left unfinished. This tradition is highly regarded in Japanese culture and is taken seriously in the workplace.

In conclusion, Japan's work culture is a complex aspect of the country's identity. While it has undoubtedly contributed to Japan's economic progress, it also presents significant challenges, including excessive overtime, stress, and a detrimental impact on health

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