ABSTRACT
Taiwan and Japan traditionally follow Confucian ideology, which may pose contrasting expectations on women, and it still seems persistent. Women's participation in two countries has been increasing with higher educational qualifications and their entrance into the labor market to contribute the growth of economy in past decade. In the course of childcare, more female tend to continue to work and they are not expected to break their career. But basing on Confucian ideology, gendered workplace cultures define ideal workers in diligence, hard work that the job value also is require to female to be loyal and it conflicts with ideal mother norms. Thus, working mother who wishes to balance work and family has almost seen more as a woman's struggle for career in a male-dominated world of work and sacrificing her role of family care at the same time (Chandra, 2012). Additionally, work-life balance policy is traditionally typed as a women's issue, making it easy for married women to ask for their legal right to take leave for child care with premium or not. Likewise, WLB seems to be synonymous with gender issues in Taiwan and Japan, but there is a different tendency for work life balance in the development and its policies. The purpose of this study is to compare and contrast Taiwan and Japan perspectives on work life balance policies and practices. The study is based on (1) literature review; (2) WLB policies and practices of both Taiwan and Japan; (3) secondary data on child care leave in two countries.

Keywords: WLB policies, Childcare Leave, Fertility rate.

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