

[7] Equal Employment and Child Welfare

Promotion, etc. of measures to secure equal opportunities and treatment for men and women at employment

Overview

Outline of Measures to Ensure Equal Opportunity and Treatment between Men and Women in Employment

The Equal Employment Opportunity Act prohibits discrimination against workers on the basis of gender in terms of recruitment, employment, assignment, promotion, demotion, training, specified welfare program, change in job type and employment status, encouragement of retirement, mandatory retirement age, dismissal, and renewal of the labor contract. The Act also prohibits indirect discrimination and disadvantageous treatment on the basis of pregnancy or childbirth, etc.

The Employment Environment and Equal Employment Department of the Prefectural Labour Bureau provide administrative guidance to enterprises in order to ensure full compliance with the Equal Employment Opportunity Act. The Offices also respond to consultations from workers, etc. by providing advice, guidance, and recommendations in the name of the director-general of the office and by helping them settle conflicts individually through conciliation at the Equal Opportunity Conciliation Conference.

Points of the Equal Employment Opportunity Act

Prohibition of Discrimination on the Basis of Sex

- Prohibition of discrimination on the basis of sex at each stage of employment management (Articles 5 and 6)
 - Gender discrimination shall be prohibited in recruitment, employment, assignment (including allocation of duties and grant of authority), promotion, demotion, training, specified welfare program, change in job type and employment status, encouragement of retirement, mandatory retirement age, dismissal, and renewal of the labour contract
- Prohibition on indirect discrimination (Article 7)
 - Taking measures which apply a criterion concerning a person's condition other than the person's sex, and which is specified by Ordinance of the Ministry of Health, Labour and Welfare as measures that may cause a virtual discrimination by reason of a person's sex is prohibited except in a case where there is a legitimate reason to take such measures.
[Measures specified by Ordinance of MHLW]
 - To require workers' height, weight, and physically strength when recruiting and employing workers
 - Requiring changing residences as a condition for recruitment, employment, promotion, or change in job type of workers
 - To require experience of transfer when promoting workers
 - * Although acts other than those specified by ministerial ordinances do not constitute violation of the Equal Employment Opportunity Act, they may possibly judged as indirect discrimination in trial.
- Special provisions of measures pertaining to female workers (Article 8)
 - While prohibiting discriminatory treatment in principle due to sex, employers are not precluded from taking measures toward females only with the purpose of removing difference actually existing between males and females in employment.

Prohibition, etc. of Disadvantageous Treatment by Reason of Marriage, Pregnancy, Childbirth, etc. (Article 9)

- Prohibition on stipulating marriage, pregnancy, or childbirth as a reason for retirement of women workers
- Prohibition on dismissal due to marriage
- Prohibition on dismissal or give disadvantageous treatment by the reasons of pregnancy, childbirth, acquisition of maternity leave, or other reasons provided by ministerial ordinance of MHLW.
- Dismissal of women workers who are pregnant or in the first year after childbirth shall be void unless the employers prove that dismissals are not by reasons of pregnancy, etc.

Measures concerning sexual harassment (Article 11, 11-2)

- Obliging employers to take necessary measures in terms of employment management to prevent sexual harassment in the workplaces
- Prohibition of disadvantageous treatment of workers who have consulted their employer about harassment consultation, etc. with the employer
- The Act stipulates the responsibility of the government, employers and workers for sexual harassment in the workplace

Measures concerning pregnancy/ childbirth, etc. harassment (Article 11-3, 11-4)

- Obliging employers to take necessary measures in terms of employment management to prevent sexual harassment in the workplaces
- Prohibition of disadvantageous treatment of workers who have consulted their employer about harassment consultation, etc. with the employer
- The Act stipulates the responsibility of the government, employers and workers for the harassments related to pregnancy and childbirth, etc. in the workplace

Measures for maternal health management (Articles 12, 13)

- Obliging employers to secure the necessary time off so that pregnant or female workers, during pregnancy or after childbirth, may receive the health guidance and medical examinations and necessary measures to enable the female workers to comply with the directions they receive based on the health guidance and medical examinations.

Support for positive action by the government (Article 14)

- Consultation and other supports may be provided by the government for employers that take active efforts (positive action) so as to remove difference actually existing between men and women in employment

Relief measures for the cases of disputes between workers and employers

- Voluntary resolution of complaints from the workers of the workplace (Article 15)
- Assistance in the resolution of disputes by the director – general of Prefectural Labour Offices (Article 17)
- Conciliation at the Equal Opportunity Conciliation Conference (Articles 18 through 27)
 - Conciliation shall be commenced upon application from either party or both parties involved in the dispute.
 - Prohibition on disadvantage treatment by reasons of making requests to the Head of Bureau of labour or conciliation application, etc.

Guidance necessary for law enforcement

- Request for reports and provision of advice, guidance, and recommendations by the Minister of Health, Labour and Welfare or the director – general of Prefectural Labour Offices (Article 29)
- Disclosure of names of enterprises that do not comply with the recommendations of the Minister of Health, Labour and Welfare (Article 30)
- Civil fine of not more than ¥200,000 yen in case of not making a required report or making a false report (Article 33)

*The followings are applied also to the dispatch destination; the prohibition of disadvantageous treatment to the person due to her pregnancy and childbirth, the obligation to take measures preventing the sexual harassment and harassment related to pregnancy and childbirth, the prohibition of disadvantageous treatment to the person who has performed consultation with the business owner, the national, employer and worker responsibilities as well as the obligation to take measures for maternity health care. (Articles 47-2 of the Worker Dispatching Act)

Key Points of the Act on Comprehensive Promotion of Labor Policies (power harassment prevention measures, etc.)

Measures against power harassment (Article 30-2, 30-3)

- Employers shall be obliged to take necessary measures for employment management to prevent power harassment in the workplace
- Prohibition of disadvantageous treatment of workers who have consulted their employer about harassment consultation, etc. with the employer
- The Act stipulates the responsibility of the government, employers and workers for power harassment in the workplace

Remedies for a dispute between a worker and an employer

- Support for dispute resolution by the director of the Prefectural Labor Office (Article 30-5)
- Conciliation in a conciliation conference aimed at settling disputes over power harassment (Article 30-6 to 30-8)
 - Conciliation begins when one or two parties involved in a dispute file an application
 - Prohibition of disadvantageous treatment to a worker who has made a complaint about harassment to the director of the prefectural labor office, filed an application for conciliation or taken other actions

Guidance when necessary for the law enforcement

- The Minister of Health, Labor and Welfare or the director of the Prefectural Labor Office may request reports from employers and give them advice, guidance, and recommendations. (Article 33-1, 36-1)
- In the event that companies have not complied with recommendations, the Minister of Health, Labor and Welfare may publicize their names. (Article 33-2)
- Any person who has failed to file a report requested or made a false report shall be liable to a fine not exceeding ¥200,000. (Article 41)

*The following rules also apply to employers hiring workers on temporary contract who are dispatched from staffing agencies; obligations to take measures to prevent power harassment, prohibition of disadvantageous treatment to a worker who has made a complaint about harassment to the director of the prefectural labor office, filed an application for conciliation or taken other actions, as well as the responsibility of the government, employers and workers for power harassment in the workplace. (Articles 47-4 of the Worker Dispatching Act)

Overview on the Act on the Promotion of Female Participation and Career Advancement in the Workplace (the section concerning private employers)

Enforced on September 4, 2015 (The section concerning Plan of Action for Employers, etc. came into force on April 1, 2016)

1. Basic policies, etc.

- ▶The national government must establish basic policies for promoting the active participation of women in the workplace and their career advancement. (Cabinet decision).
- ▶Taking into consideration the basic policies above, local governments (prefectures, municipalities) must formulate promotion plans within their relevant areas (obligation to make efforts).

2. Plan of Action for Employers, etc.

*Employers with 301 or more regular workers (with 101 workers or more after April 1, 2022) must comply (1) and (2) below: obligation. Employers with 300 or less regular workers (with 100 workers or less after April 1, 2022) are obliged to make efforts: obligation to make efforts.

(1) Encouraging PDCA in corporations to promote efforts for women's advancement in the workplace

- Assessing the situation and analyzing issues to formulate action plans, notifying the Minister of Health, Labour and Welfare of the plans and publicizing them
(Formulating and publishing action plans in line with the guidelines (including disclosing information to workers))

- ✎ Required items to be described in the action plan
 - ▶Goals (quantitative targets related to the items specified by the Ministerial Ordinance)
 - ▶Details of efforts ▶Implementation period ▶Planning period

(2) Encourage employers to publicize information about women's advancement in the workplace to contribute to women's career choices

- Publication of information on women's advancement in the workplace

- ✎ Publication of information (specified by the Ministerial Ordinance)
The following information (exhaustive list) specified by the Ministerial Ordinance shall be published in order to contribute to career opportunities for women
 - ▶Employers with 301 or more regular workers (obligation)
At least one case (2 or more cases in total) from each ① and ② shall be published (from June 1, 2020):
 - ① providing work opportunities for female workers and
 - ② establishing a work environment that allows for a proper balance between work and family
 - ▶Employers with 300 or less regular workers (Obligation to make efforts (employers with 101 or more regular workers are obliged to publish information after April 1, 2022))
At least one case of ① or ② shall be published (from June 1, 2020) :
 - ① providing work opportunities for female workers or
 - ② establishing a work environment that allows for a proper balance between work and family



(3) Granting incentives through the certification system

- Excellent corporations are certified and allowed to use the certification seals "Eruboshi" and "Platinum Eruboshi (from June 1, 2020)"

- ✎ Certification criteria are specified by the Ministerial Ordinance with consideration of the characteristics of each industry and corporate scale.

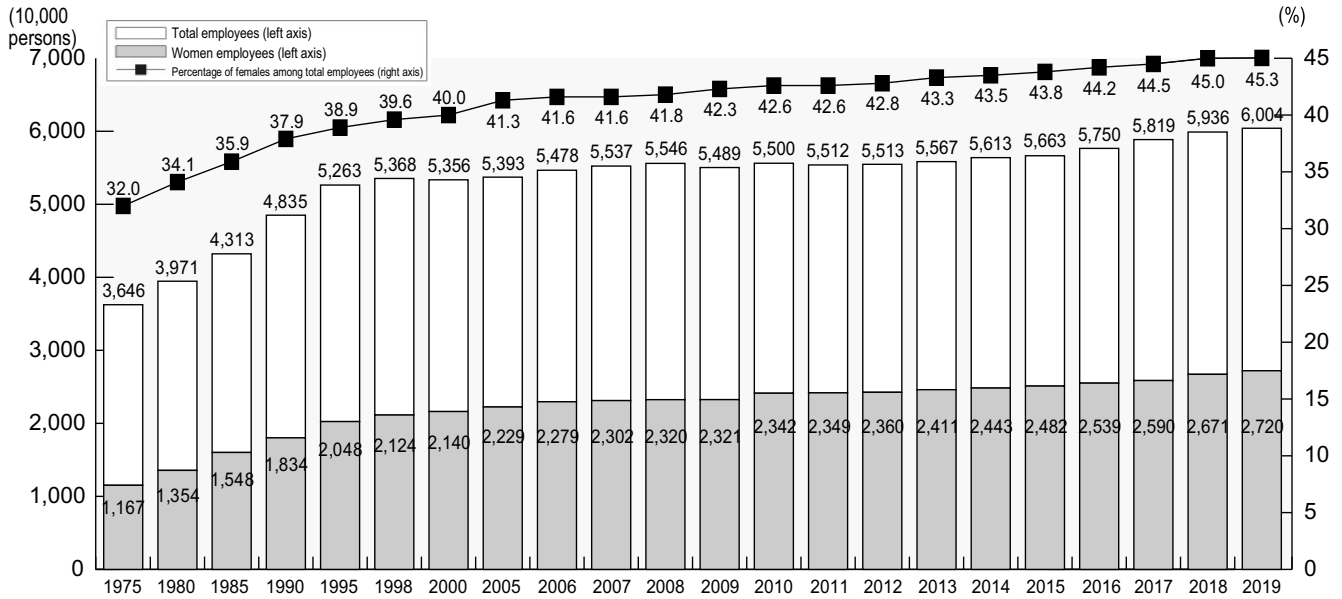
(4) Measures to ensure performance

- Collection of reports and issuance of advice, guidance, and recommendations by the Minister of Health, Labor and Welfare (or the director of the prefectural labor office)
In the event that employers have failed to follow recommendations on information disclosure, their names can be published. (From June 1, 2020)

3. Others (enforcement date, etc.)

- ▶The revised act was promulgated on June 5, 2019.
- ▶Reviews take place 5 years after the enforcement of the revised act (June 1, 2020).
- ▶Temporary legislation with a 10-year limit (until FY 2025)

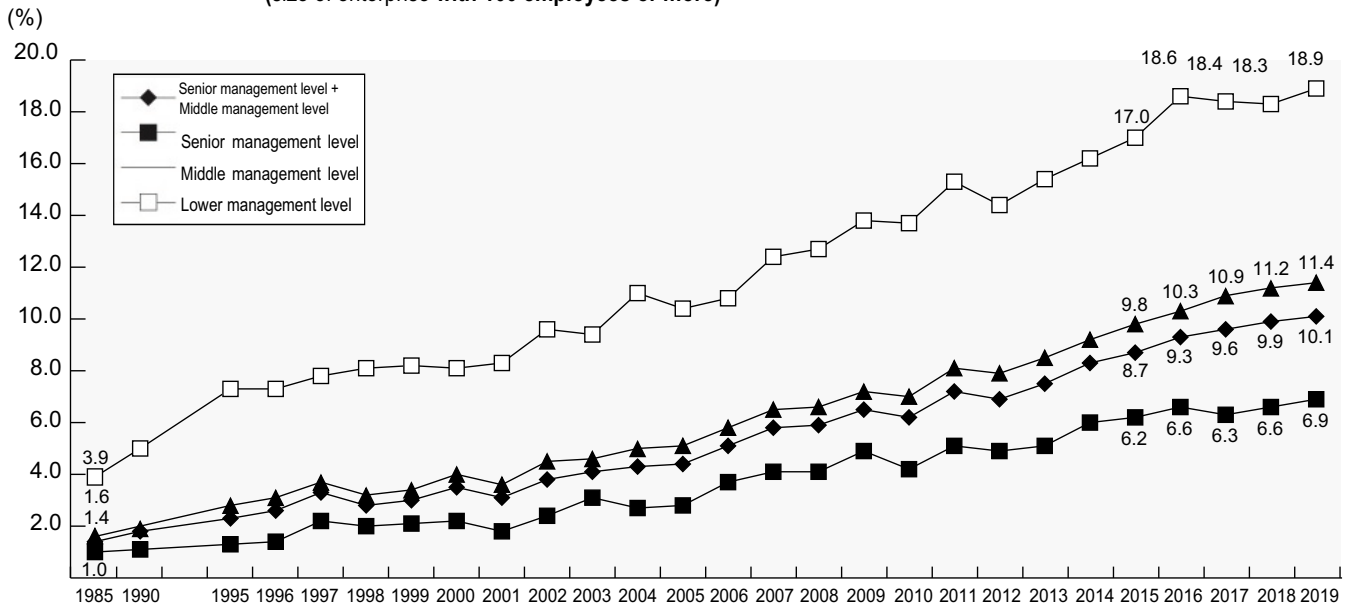
Detailed Data 1 Changes in Number of Employees (all industries)



Source: "Labour Force Survey", Statistics Bureau, MIC

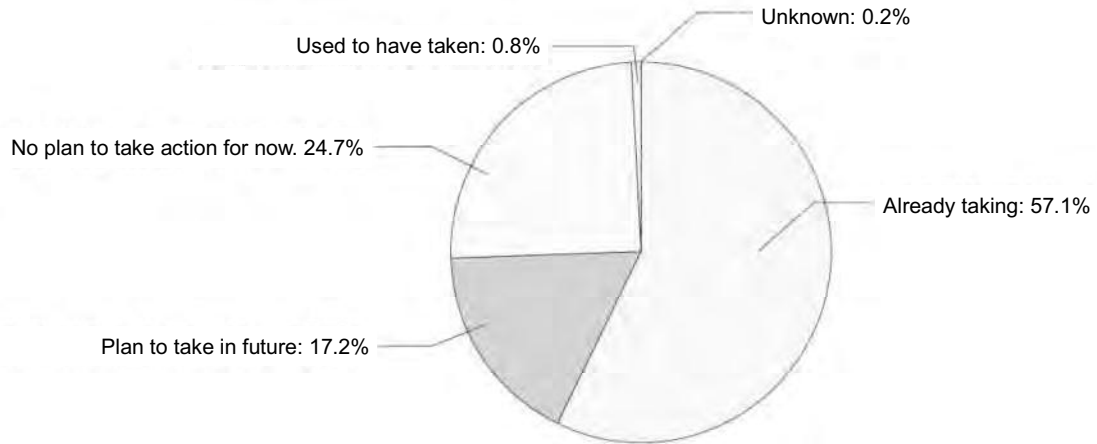
1. The figures from 2010 to 2016 are replaced with the figures for time-series connection retroactively or corrected based on the benchmark population of the 2015 census standard. In addition, the figures from 2005 to 2009 are the figures for time-series connection based on the benchmark population of the 2010 census standard.
2. The figures for 2011 are complementary estimates using related statistics, etc. due to the impact of the Great East Japan Earthquake.

Detailed Data 2 Trends of female share in managerial positions by the class of position (size of enterprise with 100 employees or more)



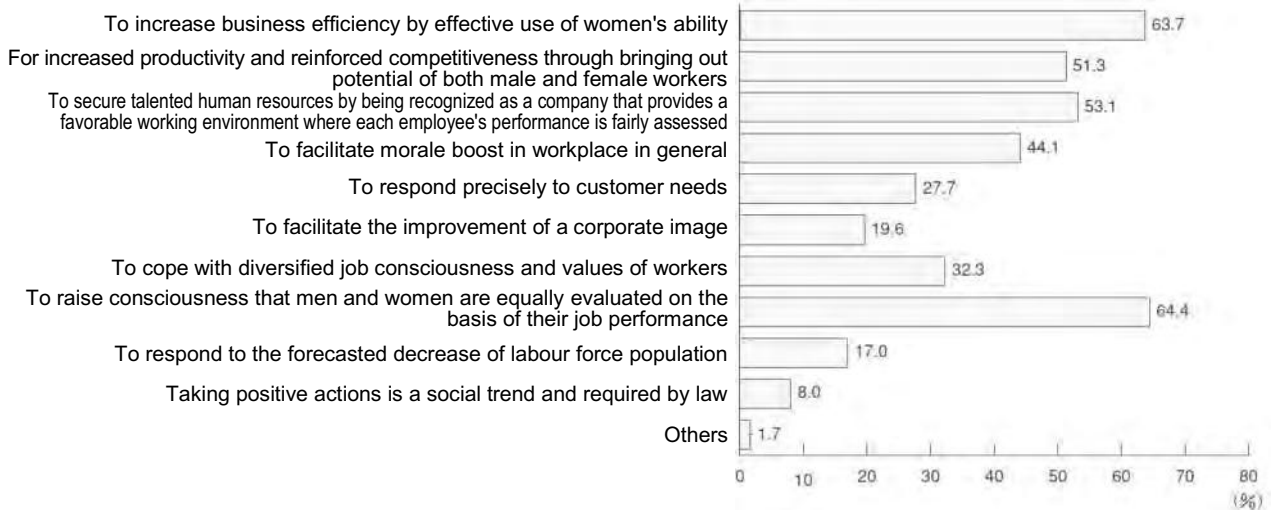
Source: "Basic Survey on Wage Structure", Employment Environment and Equal Employment Bureau, MHLW

Detailed Data 3 Companies that Take Positive Actions



Data: "FY2014 Basic Survey of Gender Equality in Employment Management", Employment Environment and Equal Employment Bureau, MHLW

Detailed Data 4 Percentage of Enterprises by Reason Why Promotion of Positive Actions is Required



Source: "FY2014 Basic Survey of Gender Equality in Employment Management", Employment Environment and Equal Employment Bureau, MHLW
 (Companies "currently dealing with positive action" and companies who "will deal with positive action in the future=100.0%")

Promotion of Measures to Support Balancing Work and Child Rearing/Family Care

Overview

In order to realize a society in which all workers who are eager to work while raising their children or taking care of family members can do so with a sense of security efforts have been made in developing a good work-life balance support system in accordance with the Child Care and Family Care Leave Act and creating workplace environment in which workers can easily utilize the system, etc. and with the aim of improving the percentage of females who continue to work after giving birth and the percentage of males taking child care leave, etc.

Outline of the Child Care and Family Care Leave Act

- Childcare leave**
 - Guarantee the right to take childcare leave until the child reaches one year old (one year and six months old under certain conditions, such as being unable to enroll the child in nursery school)
 - One year before the child reaches 1 year and 2 months in case both parents take childcare leave, [Papa/Mama Childcare Leave Plus]
 - In case a father takes childcare leave within 8 weeks after the childbirth, he can take another childcare leave
- Nursing care leave**
 - Guarantee the right to take nursing care leave up to 3 times within a total of 93 days for one family member
 - * Fixed-term contract workers could take childcare leave under the following requirements (the same about nursing care)
 - (1) Continued employment by the same employer for one year or more
 - (2) Whether the labour contract (contract after renewal if renewed) expires by the day before the child becomes one year and six months (2 years old in case the childcare leave is until 2 years old) is not clearly known.
- Child nursing leave**
 - Allowed to take up to 5 days a year in case of raising a preschool child (in a day or a half day unit) (10 days a year for 2 children or more)
- Nursing care leave**
 - Allowed to take up to 5 days a year for nursing care (10 days for 2 or more children) (a day or a half day unit)
- Restriction on non-regular work, overtime work and late night work**
 - Non-regular work is restricted when a worker taking care of a child under 3 years of age or a family member
 - Overtime work exceeding 24 hours per month and 150 hours per year is restricted when a worker taking care of a child prior to the commencement of elementary school or a family member
 - Late night work (from 10 p.m. to 5 a.m.) is restricted when a worker taking care of a child prior to the commencement of elementary school or a family member
- Measures for short-time work, etc**
 - Obligate measures for short-time work (6 hours a day as a rule) for a worker raising a child aged 3 years or under
 - Obligate an employer to take any measure that a worker providing nursing care can utilize twice or more in 3 years, as follows:
 - (1) Short-time work system (2) Flextime system (3) Advance/delay of starting/ending time (4) Support measures for nursing care expenses
- Prohibition of disadvantageous management, etc.**
 - Prohibit an employer from conducting disadvantageous management such as dismissal due to taking a childcare leave, etc.
 - Obligate an employer to take measures of preventing bosses / colleagues from harassing due to childcare leave, etc. Prohibition of disadvantageous treatment to the person who has performed consultation, etc. with the employers on the harassment against the childcare leave.
- Ensuring effectiveness**
 - Support / mediation for complaint-handling / dispute resolution
 - Public release of the establishments that do not comply with the recommendations

Formulation/Implementation of Action Plans for Enterprises in Accordance with the Act on Advancement of Measures to Support Raising Next-Generation Children

(Temporary legislation up to the end of March 2025 (legislation valid for 10 years from April 2005 to March 2015 being extended for another 10 years))

Formulation of action plans

- * Enterprises with 101 or more workers
Obligation
- * Enterprises with 100 or less workers
Obligation to make effort

² Expansion of the obligation subjects from April 2011 (formerly enterprises with 301 or more workers)

Report/implementation

- * Report to Prefectural Labour Bureaus
- * Announcement of the plans and dissemination among workers (*Obligatory from April 2009)
- * Implementation of the plans toward achieving the goals

Completion of action plans/achievement of goals

- * Formulation/implementation of action plans for the next term
- * Request for authorization

Authorization by the Minister of Health, Labour and Welfare

- * Authorization of enterprises that meet certain standards
- * Enterprises may then use authorization marks on their products, etc.

(From April 1, 2015, a new authorization (special authorization system (platinum Kurumin authorization system), will be implemented)

Action plans (general business operator action plans)

[Action plans]
Plans formulated by enterprises in accordance with the Act on Advancement of Measures to Support Raising Next-Generation Children in helping to balance the work and childcare of their workers.

[Matters provided in action plans]
(1) Period of action plans (approximately two to five years, after taking into consideration the actual situation of the respective enterprises)
(2) Goals to be achieved
(3) Measures used to achieve goals and implementation period

[Matters concerning the content of action plans]
1. Matters concerning the development of employment environment:
(1) Efforts mainly made for workers raising children
(2) Efforts for workers including those not raising children
2. Other measures to support the development of the next-generation
Efforts other than employment environment and not limited to workers of enterprises
= Example action plans =
(Example 1) Raising the level of child care leave acquisition within the period of action plan as follows:
Male: xx or more persons taking child care leave per year
Females: acquisition rate of xx% or more
<Measures>
dd/mm/yyyy Conduct training for managers
dd/mm/yyyy Hold seminars on returning to workplaces for regular employees on child care leave who are willing to participate
(Example 2) Establish a "no overtime day" each month.
<Measures>
dd/mm/yyyy Establish a discussion group in each department
dd/mm/yyyy Implement a campaign via company newsletter, etc.

Report status (as of the end of March 2020)


98.7% of enterprises with 101 or more workers
98.9% of enterprises with 301 or more workers
98.6% of enterprises of 101-300 workers

Number of enterprises of all sizes 91,151


Authorization status (as of the end of March 2020)

Authorized enterprises(by Kurumin) 3,312
Of which corporations certified of Platinum Kurumin 367

Kurumin



Platinum Kurumin



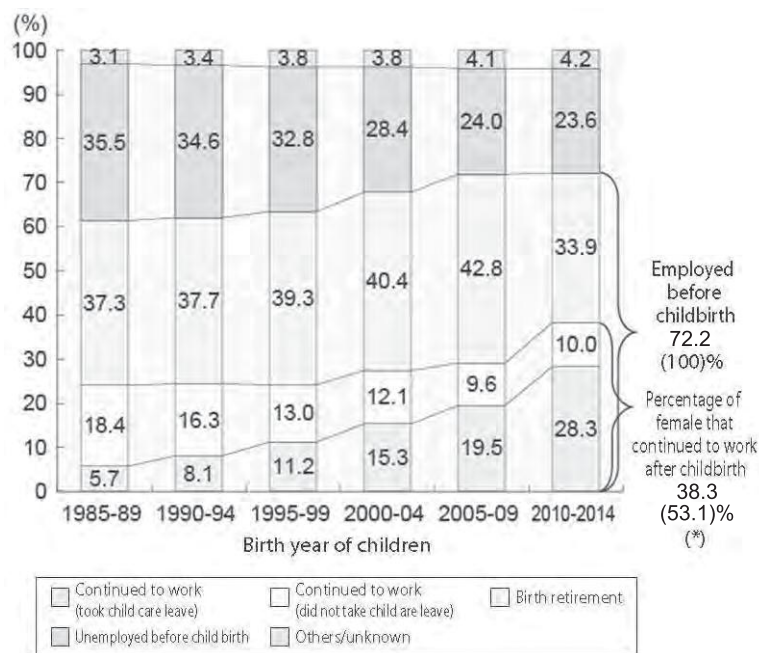
Authorization standards

- * The period of the action plans to be 2-5 years.
- * Action plans are implemented and the goals set in the action plans achieved.
- * "Measures equivalent to child care leave system or measures to reduce work hours" for workers who have children between 3 years and elementary school age were taken.
- * Within the planned period, the percentage of male workers taking childcare leave, etc. was 7% (Platinum Kurumin is 13% or more) or more, and from among the male workers whose spouse gave birth, the percentage taking childcare leave or utilizing a company's similar leave system was 15% (Platinum Kurumin is 30% or more) or more, one or more workers took childcare leave.
- * The percentage of female workers taking childcare leave, etc. was 75% or more, etc.
- * The average of overtime exceeding legal working hours and legal holidays for full-time workers shall be less than 45 hours each month.
- * There shall not be workers who work 60 hours or more on average monthly overtime exceeding the legal working hours.

* Favorable tax treatment system for authorized enterprises will be abolished on March 31, 2018.

Detailed Data 1

Percentage of Females who Continued to Work after Child Birth (by ages of child birth, composition of employment status before and after the first birth)



Source: "Fifteen Japanese National Fertility Survey (Survey on Married Couples)", National Institute of Population and Social Security Research

(*) The figures in parentheses indicate the percentage of females that continued to work after childbirth calculated by setting those employed before childbirth to be 100.

Detailed Data 2

Percentage of Workers Taking Child Care Leave by Gender

(Unit: %)

	Percentage of female workers who took child care leave among all female workers who had child birth	Percentage of male workers who took child care leave among all male workers whose spouses had child birth
FY2005	72.3	0.50
FY2007	89.7	1.56
FY2008	90.6	1.23
FY2009	85.6	1.72
FY2010	83.7 [84.3]	1.38 [1.34]
FY2011	[87.8]	[2.63]
FY2012	83.6	1.89
FY2013	83.0	2.03
FY2014	86.6	2.30
FY2015	81.5	2.65
FY2016	81.8	3.16
FY2017	83.2	5.14
FY2018	82.2	6.16

Source: "Basic Survey of Employment Management of Women", Employment Environment and Equal Employment Bureau, MHLW
 (Note) The percentages for FY2010 and FY2011 in square brackets indicate nationwide figures excluding Iwate, Miyagi, and Fukushima Prefectures.

Detailed Data 3

Percentage of Workers Taking Family Care Leave by Gender

(Unit: %)

	Total of males and females	Males	Females
FY2017	1.2	1.1	1.2

* The percentage of workers who took family care leave among all workers providing family care
 Source: "Employment Status Survey" (2017), Ministry of Internal Affairs

Measures for non-regular employees

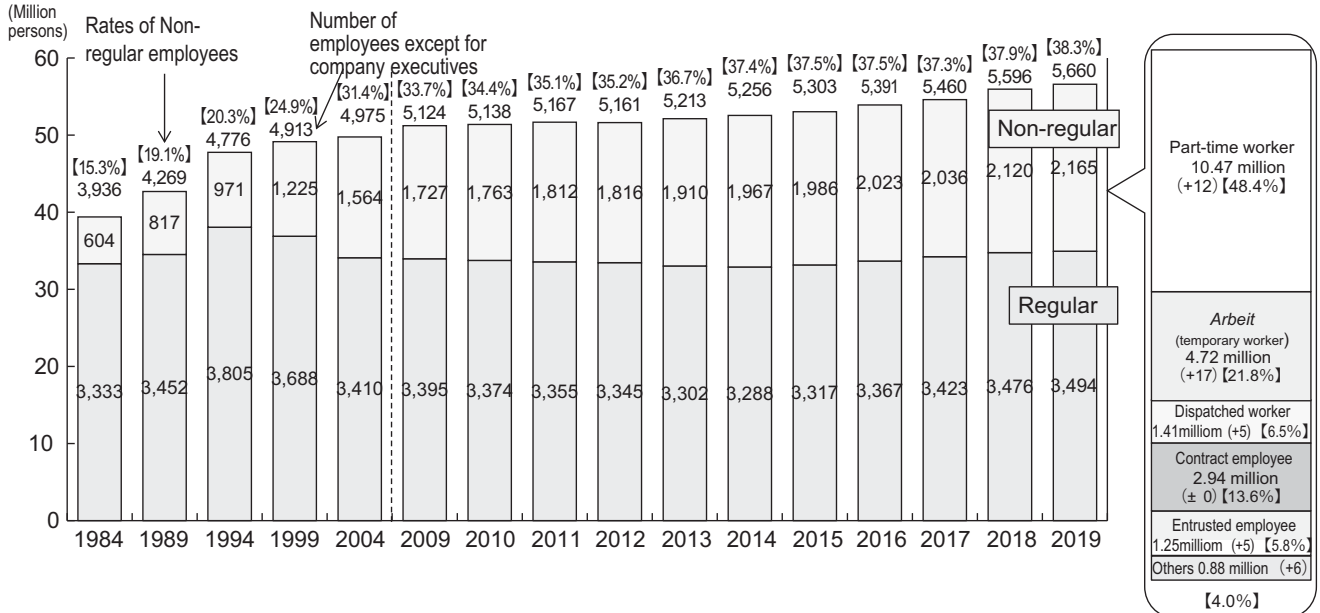
Overview

Changes in Numbers of non-regular employees

In recent years, the number of non-regular employees such as part-time workers, contract employees, and dispatched workers has been increasing as a whole, but there are issues such as unstable employment, low wages, and few opportunities for ability development.

Detailed Data

Changes in Numbers of non-regular employees



Source: Until 1999, Ministry of Internal Affairs and Communications (MIC) "Labour Force Survey (Special Survey)" (February Survey) Historical data 9, and after 2004, MIC "Labour Force Survey (Detailed Tabulation)" (Annual Average) Historical data10

- (Note) 1. The figures for 2009 were calculated retroactively by switching the estimated population based on the confirmed population of the 2010 census (excluding the rates).
 2. The figures for 2010 - 2016 were calculated retroactively by switching the estimated population based on the confirmed population of the 2015 census (new standard) (excluding the rates).
 3. The figures and ratios for 2011 are calculated with using the supplementary estimated figures of the three affected prefectures (2015 census standard).
 4. The classification of employment form is based on the "naming" at the place of employment.
 5. Regular employee: A person whose naming at the place of employment is "regular employee / staff".
 6. Non-regular employee: A person whose naming at the place of employment is "Part-time worker", "Arbeit (temporary worker)", "Dispatched worker from temporary labour agency", "Contract employee", "Entrusted employee", or "Other".
 7. Rates are to the totals of "Regular employee" and "Non-regular employee".

Outline of the Act on the Arrangement of Related Acts to Promote Work Style Reform (abstract)
Ensuring Fair Treatment of Workers Irrespective of their Employment Types
(Revision of the Part-Time Workers Act, Labor Contracts Act and the Worker Dispatching Act)

Effectively reduce irrational gaps in the treatment between regular employees and non-regular workers in the same company through making following legislative revisions based on “the Action Plan for the Realization of Work Style Reform”.

1 Establish rules and regulations to facilitate eradication of irrational gaps

- Regarding prohibiting irrational gaps in the treatment between regular workers and fixed-term/part-time workers, it should be clearly prescribed that appropriateness of each working condition shall be determined in accordance with the nature and purpose of the treatment in question. (note: the “Act on Improvement, etc. of Employment Management for Part-Time Workers” will be renamed “Act on Improvement, etc. of Employment Management for Part-Time Workers and Fixed-Term Workers”, following expanding the scope of workers covered by this act.)
- Regarding fixed-term workers, obligate employers to provide fixed-term workers equal treatment with regular employees if i) job description and ii) the scope of changed in job descriptions and assignment is equal to that of regular employees.
- Regarding dispatched workers, obligate dispatching business operators to provide workers with either i) equal and/or balanced treatment with employees in dispatch destinations or ii) treatment based on a labor-management agreement that fulfills certain requirements such as ensuring a wage equal to or greater than the average pay for comparable jobs.
- The legal basis for guidelines on these matters shall be put in place.

2 Oblige employers to fulfill accountability about working conditions

- Regarding part-time/ fixed term/ dispatched workers, oblige employers to explain, if there are gaps in the treatment, how and on what grounds working conditions are different from those for regular workers.

3 Introduce administrative measures to ensure enforcement and Alternative Dispute Resolution (ADR) by the government

- In order to ensure enforcement of obligations stated above, the government will put in place administrative measures and ADR.

Enforcement date: April 1, 2020 (the revised provisions of the Part-time workers Act and the Labor Contracts Act are set to be applied to SMEs on April 1, 2021)

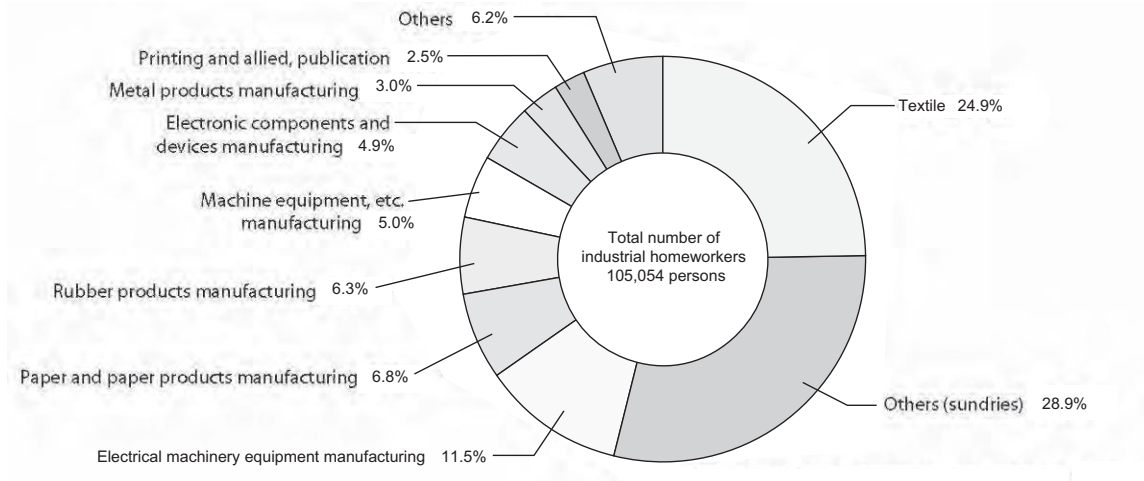
Work in home and employed or self-employed type telework measures

Overview

Outline of Measures for Industrial Homework

The delivery of the industrial homework record book, the decision and announcement of the minimum industrial homework wages, and measures such as securing the health and safety are promoted.

Ratio of number of industrial homeworkers by industry



Source: "Survey of Industrial Homework" (October 2019), Employment Environment and Equal Employment Bureau, MHLW

Guidelines for the appropriate introduction and implementation of off-site work using information and communication technology <Overview>

- In response to the "Work Style Reform Implementation Plan" (decided by the Work Style Reform Realization Conference on March 28, 2017), "Guidelines for the appropriate introduction and implementation of off-site work using information and communication technology" was formulated in February 2018. ("Guidelines for the appropriate introduction and implementation of teleworking using information and communication equipment" was revised)
- Regarding employment type telework, it has been organized how to manage working hours so as not to lead to the long time working and forms other than teleworking (mobile and satellite) has been responded.

○ Application of the laws related to the labor standards

Even when teleworking, the Labor Standards Act, Minimum Wage Act, Industrial Safety and Health Act, Industrial Accident Compensation Insurance Act, and other labor standard related laws and regulations are also applied.

○ Points to note regarding the application of the Labor Standards Act

Specifying the working conditions	Even if the worker plans to telework, it is desirable to specify the work location where telework is possible.
Application of working hours system and points to note	<ul style="list-style-type: none"> • Appropriate grasp of working hours The employer is also responsible for appropriately grasping the working hours of teleworking workers. • So-called the temporarily leaving time If the worker is temporarily leaving from work and free use of time is guaranteed, it can be treated as a break or an hourly annual paid leave. • Teleworking during commuting time or traveling time of a business trip Activity which is done under the explicit or implied command of the employer corresponds to working hours. • Travel time, etc. when teleworking part of working hours If the employer does not instruct the worker to move, but the worker simply moves between work places for his own convenience and free use of time is guaranteed, it does not correspond to working hours. • Flextime system Teleworking can also utilize the flextime system. It is necessary to grasp the working hours because it is a system that entrusts the start and end times to the workers.
Normal working hours system	
Off-site deemed working hours system	<p>When it is difficult to calculate working hours due to the lack of specific command and supervision of the employer, the off-site deemed working hours system is applied.</p> <p>Specifically, it is necessary that ① the information and communication equipment is not in a state where it can always communicate due to the instructions of the user, and ② the operation is not based on the specific instructions of the user at any time.</p> <p>From the viewpoint of ensuring the health of workers, it is responsible for grasping the working conditions and managing working hours appropriately. In addition, it is appropriate to confirm that the deemed time is suitable for the actual situation and review the labor-management agreement according to the actual situation.</p>
Discretionary labor system	<p>Teleworking can also be used by workers who meet the requirements of the discretionary labor system and are subject to the system.</p> <p>From the viewpoint of ensuring the health of workers, it is responsible for grasping the working conditions and managing working hours appropriately. In addition, it is appropriate for labor and management to confirm whether the discretion of the worker has been lost, and to review the amount of work, etc. according to the result.</p>
Break periods	The principle of simultaneous grant of breaks can be exempted by the labor-management agreement.

Working hours management on the overtime and holiday work	If the legal working hours are exceeded, it will be necessary to pay extra wages, etc., therefore, it is desirable to make efforts to properly grasp the situation of working hours and review the working hours and work contents as necessary.
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○ Measures against the long time working

- ① Restraint of sending emails, ② Restrict access to the system, ③ Prohibition of overtime, holidays, and mid-night work in principle when teleworking, ④ Alerting to those who work for long hours, etc. are recommendable as the methods to prevent the long time working.

○ Application of the Industrial Safety and Health Act and points to note

Application of safety and health related laws and regulations	It is important to ensure the health of teleworking workers by taking measures against the overwork, mental health, etc.
Work environment preparation	If the workplace where teleworking is performed is at home, etc., it is desirable to prepare a work environment equivalent to hygiene standards such as information equipment guidelines.

○ Points to note regarding compensation for occupational accidents

Accidents during teleworking are covered by workers' accident compensation insurance benefits.

○ Other points to note when appropriately introducing and implementing the teleworking, etc.

Common recognition of both labor and management	It is desirable for labor and management to fully discuss the purpose of introduction, target work, range of workers, teleworking method, etc. in advance. It should be up to workers whether they telework or not.
Smooth execution	It is desirable to clarify the content of work and the method of its execution in advance.
Performance evaluation, etc.	It is desirable to clarify the evaluation system and wage system so that evaluators and workers do not have doubt in the performance evaluation, etc.
Costs burden	It is desirable for labor and management to fully discuss in advance which of labor and management will bear the costs of teleworking, and to specify them in the work regulations
In-house education	It is desirable to enrich the in-house education so that workers do not feel uneasy in their capacity development, etc.
Worker autonomy	Workers are also required to carry out their duties autonomously.

Guidelines for the appropriate implementation of self-employed type teleworking <Overview>

- Self-employed type telework is an outsourced work, and basically no labor-related laws and regulations are applied.
- It shows the matters necessary to prevent disputes related to the contract of self-employed type telework and to make self-employed type telework a good employment form.

1 Definition

Self-employed type teleworking	Work that is entrusted by the orderer and uses information and communication equipment to create deliverables or provide services mainly at home or at a place of workers' choice like their home (In case of corporate form, except for the case using another person, etc.)
Self-employed type teleworker	Worker performs the self-employed type teleworking
Orderer	Those who directly order or intend to order the self-employed teleworking.
Broker	<ul style="list-style-type: none"> ① A person who is entrusted with work by another person and perform ordering act of such work to the self-employed type teleworker as a business. ② A person who mediates the work of self-employed type teleworking between the self-employed teleworker and the orderer. ③ A person who operates a service (so-called "crowdsourcing") that allows the orderer and the contractor to directly order and provide work via the Internet.

* Italic part: Matters required to only brokers

Delivery date	Set as that the working hours are not long and do not harm workers' health. The upper limit of the prescribed working hours per day (8 hours) for normal workers should also be used as a guideline to set the upper limit of working hours.
Delivery destination	Since the payment date of the remuneration is often specified as within a certain number of days from the delivery date, the delivery destination should be clarified in advance for reliable delivery.
Change in the contract conditions	It is necessary to clarify the handling of contract changes in advance. When making changes, make it to indicate and agree in writing.
Repair	It shall be clear in advance, including the responsibilities of self-employed type teleworkers.
Intellectual property rights	If the intellectual property rights will be transferred, etc. to the orderer, their price etc. shall be specified in advance. If the broker requests to transfer such rights, etc. to the orderer, it shall be specified as well.
Personal information, etc.	The matters related to the security management of personal information and matters related to the handling of confidential information shall be clarified in advance.

2 Matters to be observed by related parties (main items)

(1) Collecting

Indication of collecting details	<p>The orderer or the broker of above ② shall clearly indicate the following items in documents, e-mails, websites, etc.</p> <ul style="list-style-type: none"> ① Contents of work ② Scheduled delivery date of deliverables (scheduled date or period for services to be provided) ③ Expected remuneration amount, payment date, payment method ④ Handling of expenses ⑤ Handling of intellectual property rights related to proposals, etc. ⑥ Contact information
Handling of the proposals, etc. acquired between the collecting and contract	<ul style="list-style-type: none"> • The proposal shall not use for other than the selection purpose without permission by applicants • If it will be requested to transfer the intellectual property right at the contract, such fact shall be clearly indicated at the collecting.

(2) Indication of contract conditions by the document

Indication of contract conditions by the document	<p>The orderer shall, in consultation with the self-employed type teleworker, deliver a document indicating the followings (it is acceptable to indicate by e-mail or website).</p> <ul style="list-style-type: none"> ① Name or business name, location, contact information of the orderer ② Order date ③ Work content ④ Remuneration amount, payment date, payment method ⑤ Handling of expenses ⑥ Delivery date of deliverables (date or period when services are provided) ⑦ Delivery destination and delivery method of deliverables ⑧ If inspection is required, the deadline for completing the inspection (acceptance date) ⑨ Handling when changing contract conditions ⑩ Handling when the deliverable is incomplete, such as a defect, or when the delivery, etc. is delayed (handling when compensation is required, etc.) ⑪ Handling of intellectual property rights ⑫ Handling of personal information, information about orderers, etc. which self-employed type teleworkers obtained in their work
Storage	The indicated document or e-mail shall be stored for 3 years.

(3) Adjustment of contract conditions

a. Matters to note at indicating the contract conditions

Name etc. of the orderer	The orderer can be specified and surely contacted
Work content	Its description shall be clear to make the work smooth without leading misunderstanding.
Remuneration amount	By considering the remuneration for self-employed type teleworkers who perform the same or similar work, the difficulty of work, the urgency of delivery, the ability of self-employed type teleworkers, etc., it is possible to decide the remuneration to secure the appropriate profits for self-employed type teleworkers.
Payment date	Regardless whether the orderer inspects the deliverable, it shall be within 30 days from the date of receiving the deliverable or the date of receiving the service, and within 60 days at the longest.
Payment method	If a person other than the orderer, such as a broker, acts as a payment agent, it is necessary to specify at the indication of the contract conditions.
Expenses	If there are expenses related to work such as communication costs and shipping costs which the orderer bears, it is necessary to indicate the range of such expenses in advance.

b. Specific explanation on the content of the deliverable

c. Payment of remuneration

- If the defect is repaired, the remuneration shall be paid.
- Even if the orderer does not pay to the broker, the broker shall pay the remuneration when the self-employed type teleworker has delivered the defect-free deliverable and provided the service.

d. Change in the contract conditions

- Necessary documents, etc. should be delivered after enough consultation.
- Changes that would be disadvantages for self-employed type teleworkers shall not to be forced.
- The broker shall be required to consult with the orderer so that the self-employed type teleworker will not be disadvantaged when the orderer changes the contract conditions.

e. Handling when the deliverable has been incomplete, such as a defect, or when the delivery etc. has been delayed

- Handling to request for repairs and claim for damages, including the responsibilities of self-employed type teleworkers, shall be clarified in advance.

f. Termination of the contract

- In the case of termination under the agreement, the remuneration should be decided after thorough discussion.
- If the self-employed type teleworker has not violated the contract, the damages for such teleworkers caused by the termination of the contract shall be compensated.
- It is desirable to fully discuss the burden incurred when the contract is terminated due to the reasons other than those attributable to the orderer (disaster, etc.).

g. Advance notice for the termination of the continuous order

- If the order in the case of an ongoing business relationship will be terminated, it is necessary to promptly notice such fact and its reasons.

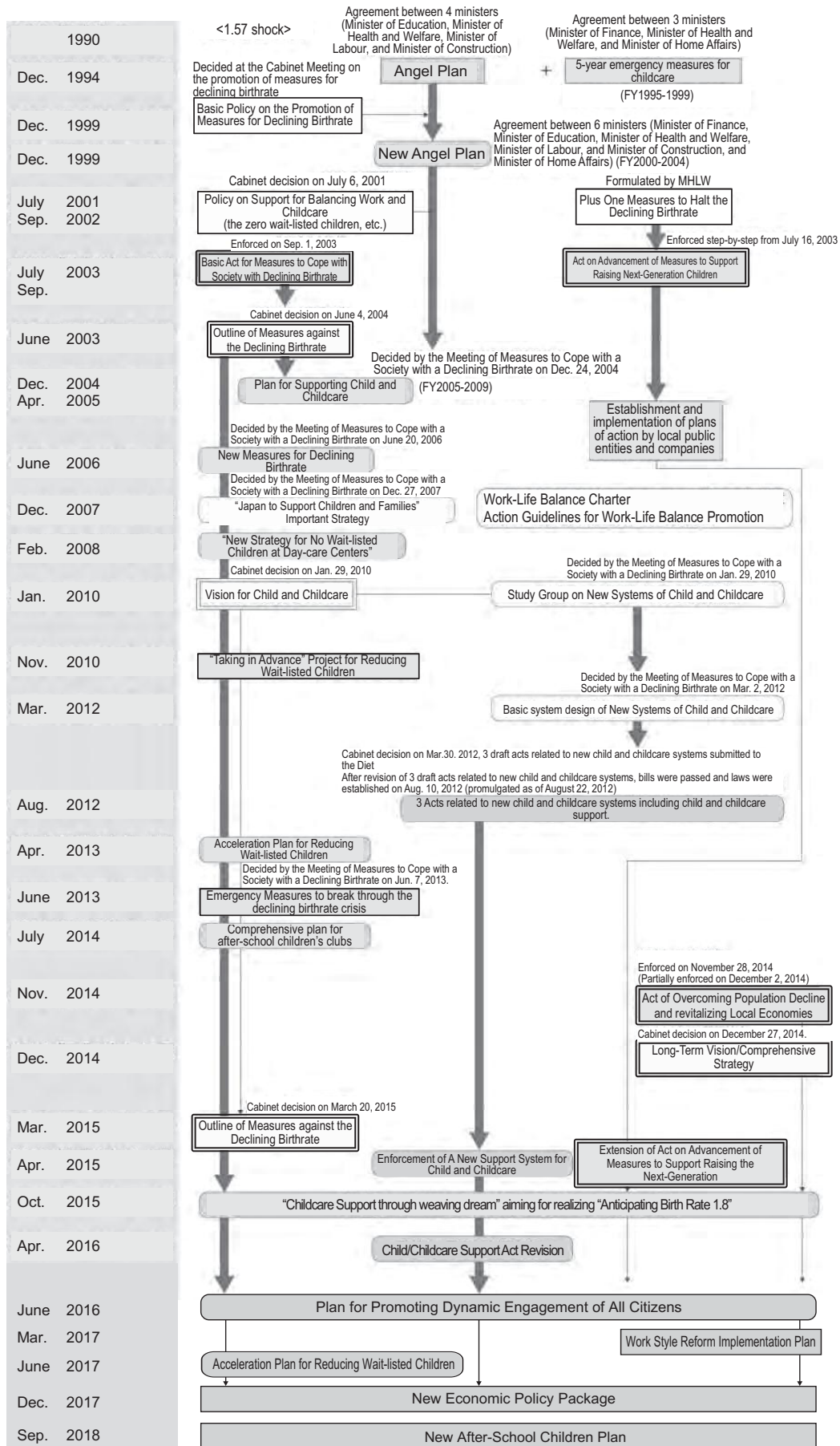
(4) Others

Fee	The broker shall clearly indicate the amount of the fee, the conditions of occurrence, the time of collection, etc. before collecting the fee.
Forced sell etc. of products	Do not specify and force to purchase items or to use services without a justifiable reason.
Cooperation by the orderer	It is desirable to provide necessary cooperation, such as responding to meetings necessary for work.
Personal information, etc.	Specify the purpose of use as much as possible and avoid handling it beyond the necessary range without obtaining consent (the same applies to brokers). When entrusting the handling of personal information, perform the necessary supervision for self-employed type teleworkers.
Health securing measures	It is desirable to provide information on methods for ensuring health. With considering the protection of privacy, it is requested to respond consulting and make the necessary consideration according to the progress of the work.
Support for the ability development	It is desirable to support the ability development for the self-employment type teleworkers.
Specifying the responsible personnel	It is desirable to specify the responsible personnel to respond the queries or complaints by the self-employment type teleworkers in advance.
Voluntary resolution of the complaints	Efforts to resolve voluntarily, such as by fully discussing with self-employed teleworkers, shall be made. It is desirable for the brokers to improve the complaint handling system, such as clarifying the consultation desk.
Others	If the "Act against Delay in Payment of Subcontract Proceeds, Etc. to Subcontractors" is applicable, it shall be complied.

Birthrate Decline Measures

Overview

Circumstances of childcare support measures



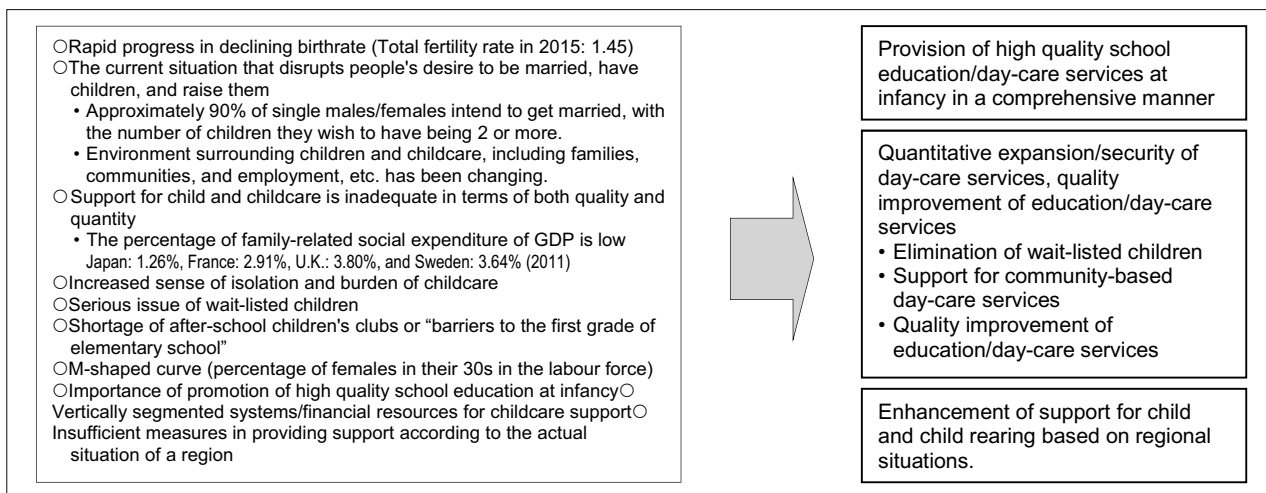
Current Status of Various Childcare Support Projects

Project name		Contents	Actual status	
User support	User support projects	Provision of information on education/child care/public health and regional support projects for child rearing in the neighborhood where children and their parents live, and provision of consultation and advice if necessary, as well as contact arrangements with relevant organizations.	2,278 centers (based on FY 2018 grant decision base) *including 1,183 centers of maternal and child health type	
	Home-visit support			
Gathering places for parents and children	Visit to all families with infants	Visiting all families with infants within 4 months after childbirth to provide information on childcare support and identify childcare environment, etc.	1,734 municipalities (as of April 1, 2017)	
	Home-visiting childcare support services	Visiting families with children requiring childcare support to provide assistance and technical guidance, etc. on childcare/homework	1,476 municipalities (as of April 1, 2017))	
	Community child care support centers	Opening of community-based exchange of parents and infants and provision of consultation/assistance etc. on childcare, etc.	7,431 centers (FY 2018 grant decision base)	
	Child center services	Providing group/individual guidance for children via playing, upbringing/guidance for after-school children, development of community based activities such as Mothers' Clubs, etc., upbringing/guidance for older children, consultation for childcare families, etc.	4,477 centers (2,595 public managed and 1,882 private managed) (as of October 2018)	
	Temporary childcare (temporary day-care) services	Providing temporary day-care services for children in nursery schools, kindergartens, certified child care centers and other places in case that child care for infants becomes difficult at home.	9,967 facilities (FY 2018 grant decision base) *Sum of both general and free time utilization types	
Day-care services	Short-term childcare support services	Short-term admission for daily life assistance (short-stay) services	Providing day-care/protection services at facilities capable of providing appropriate protection, including foster homes, etc., in case of parents being unable to engage in childcare due to physical/mental/environmental reasons, including sickness and exhaustion, etc. (up to 7 days in principle)	862 facilities (FY 2018 grant decision base)
		Night-time nursing, etc. (twilight) services	Providing day-care services at facilities capable of providing appropriate protection, including foster homes, etc., in case of parents having difficulty taking care of their children for being absent on weekday evenings or on holidays due to occupational reasons, etc. Overnight stay is available.	439 facilities (FY 2018 grant decision base)
Mutual-aid	Family support center services	Communication/adjustment services on mutual-aid activities between those willing to receive assistance such as day-care services (user members) and those willing to provide assistance (provider members)	890 centers (FY 2018 grant decision base)	

Current Status of Diverse Day-Care Measures

Project name	Contents	Actual status
Certified day-care center	Facilities to provide day-care services for infants needing nursing care in place of parents working day time, etc. (open 11 hours, 8 day-care services hours, approx. 300 days, in principle)	Day-care centers: 23,573 Infant users: 2.06 million (as of April 1, 2019)
Extension childcare businesses	Providing services exceeding the open hours.	28,476 centers (Actual results for FY2018)
Night time childcare businesses	Providing night time day-care services up to around 22:00 (* open hours of approx. 11 hours)	79 centers (as of April 1, 2019)
Sick childcare businesses	Sick children in regions are temporarily taken care of by nurses, etc. in special rooms attached to hospitals / day-care centers, etc.	3,130 centers (FY 2018 grant decision base)
Community-based childcare business	Community-based childcare projects are newly positioned in the new child / childcare support system that fulfills important roles such as small-scaled childcare projects aiming to eliminate waiting-list children of 0 to 2 years old who account for more than 80% of waiting-list children in urban areas, projects securing the child-rearing support functions in familiar areas in areas with a declining population, etc.	6,457 centers Infant users: 82,000 (as of April 1, 2019)
Enterprise-led childcare business	A subsidy for a part of the expenses related to the maintenance and operation of childcare facilities so that enterprises can provide childcare according to the diverse work styles of employees.	Grant decisions: 3,817 facilities (as of March 31, 2019) ※Including the continuation from 2017

- Current Status and Issues concerning Childcare -




* "School education" denotes education for children before entering elementary school, as stipulated in the School Education Act (school education at infancy), whereas "day-care services" denotes day-care for infants, as stipulated in the Child Welfare Act. Hereinafter the same.

Purpose and Main Points of the Child and Childcare Support System (implemented from April 2015)

◆ Purpose of the 3 Acts related to Child and Childcare

With the basic understanding that parents or guardians are primarily responsibility for childcare and in consideration of the three-party agreement between Liberal Democratic Party, Komeito, and Democratic Socialist Party, promotion of school education/day-care services at infancy and community-based child and childcare support in a comprehensive manner

* 3 acts related to child and childcare systems are (1) support for child and child rearing (2) partially revised act on certified child care centers and (3) act on development of relevant acts including partially revised act on child welfare.



◆ Main points

[1] Creation of common benefits across certified child care centers, kindergartens, and day-care centers ("facility type benefits") and benefits for small-scale day-care services, etc. ("community-based day-care benefits")

* Community-based day-care benefits are used for eliminating waitlisted children and securing day-care functions in regions where the number of children is decreasing

[2] Improvement of the certified child care center system (improvement of kindergarten and day-care center cooperation type certified child care centers, etc.)

- Kindergarten and day-care center cooperation type certified child care centers will involve unification of their certification and guidance/supervision and legal establishment as a school and child welfare facility
- Financial measures for certified child care centers are unified into "facility type benefits"

[3] Enhancement of child and childcare support according to the actual situation in the individual regions ("community-based child and childcare support projects", including user support, community child care support centers, and after-school children's clubs)

[4] Municipal-led projects

- Municipalities formulate implementation plans according to local needs and provide benefits/services
- The government and prefectures shall provide multi-layered support to the primary implementers of municipalities

[5] Financial support from all of society

- Assumes that permanent financial resources will be secured by the government and local governments through the increase in consumption tax (Quantitative expansion/quality improvement of early childhood education/day-care services/childcare support will require additional financial resources of approximately ¥1 trillion, including approximately ¥0.7 trillion secured by raising the consumption tax rate)

[6] Promotion system of the government

- Unification of promotion systems of the government that differ across different systems (establish child/childcare headquarters within the Cabinet Office)

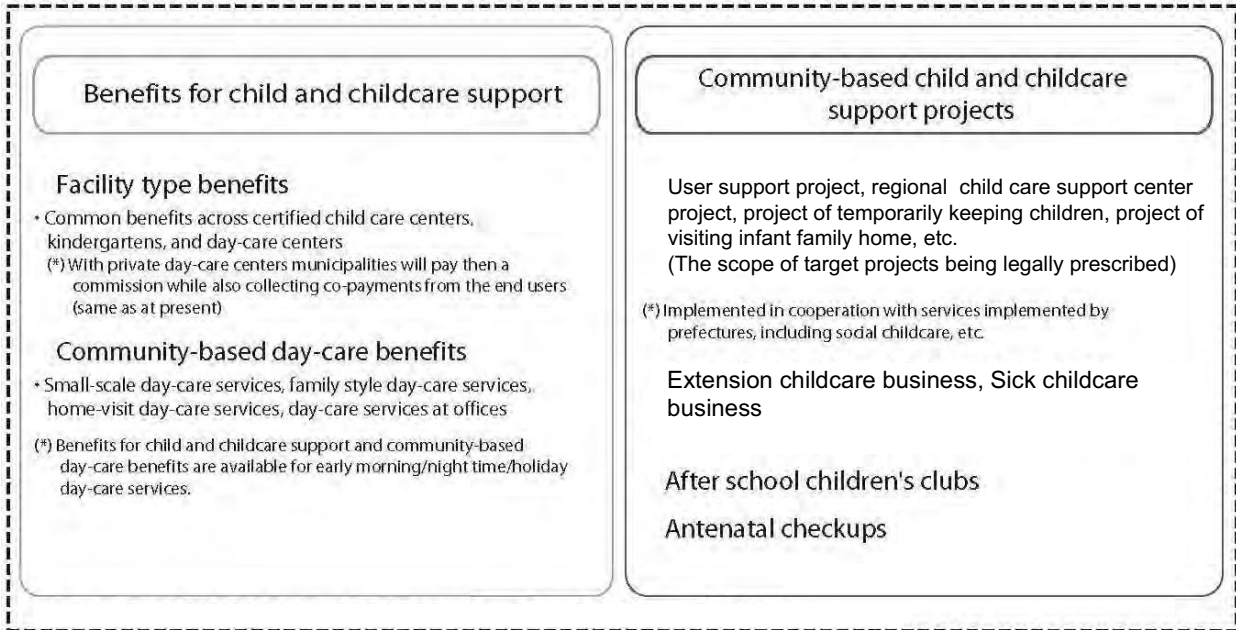
[7] Establishment of Child and Childcare Conferences

- Establishment of Child and Childcare Conferences as a system in which experts, local governments, representatives of business operators, representatives of workers, those actually engaged in childcare and childcare support, etc. (those engaged in child and childcare support related businesses) can participate in the government process of making childcare support policies, etc.
- Obligating municipalities, etc. to make the effort to establish a council system (local version of Child and Childcare Conference)

[8] Enforcement time

- Officially enforced in April, 2015.

Outline of Benefits/Projects in Accordance with the Act on Child and Childcare Support



Revision of the Act on Certified Child Care Centers

- Creation of "unified institutions legally established as both a school and child welfare facility" (new "kindergarten and day-care center cooperation type certified child care center") via revision of the Act on Certified Child Care Centers
 - Transition from existing kindergartens and day-care centers is not an obligation but will be politically promoted
 - Establishing entities shall be limited to the government, local governments, educational institutions and social welfare juridical persons (entry of joint-stock corporations etc. is not allowed)
- Financial measures will be unified as "facility type benefits" that are common to all certified child care centers, kindergartens, and day-care centers, including the existing 3 types
 - Securing stable financial resources, including through consumption tax

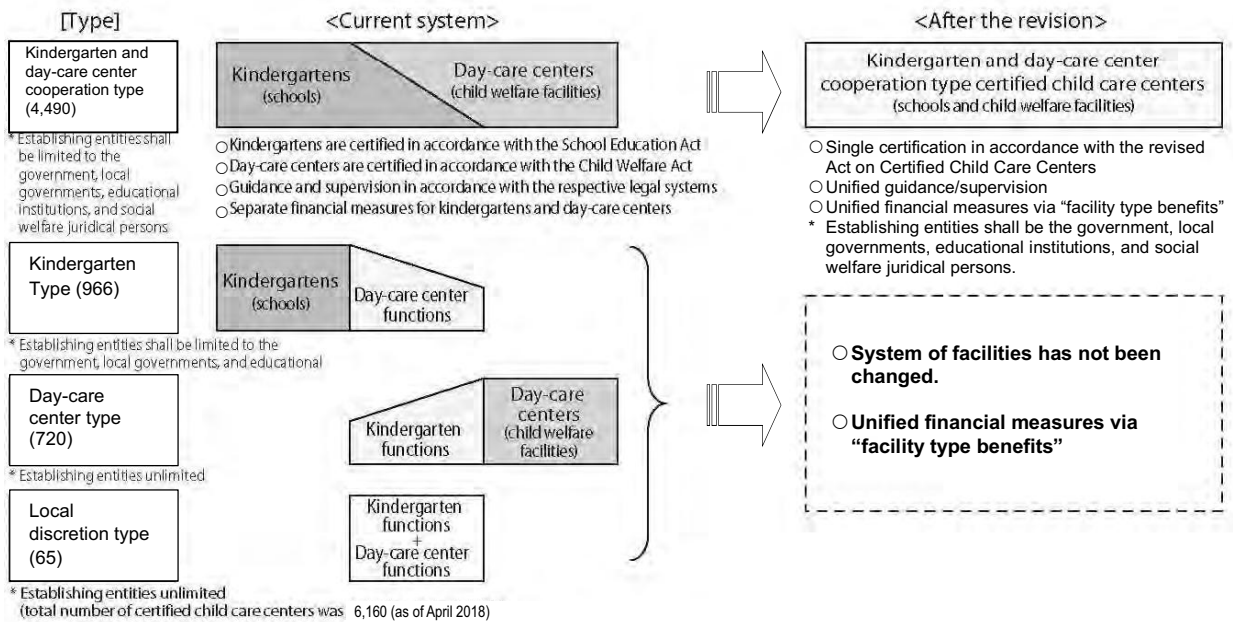
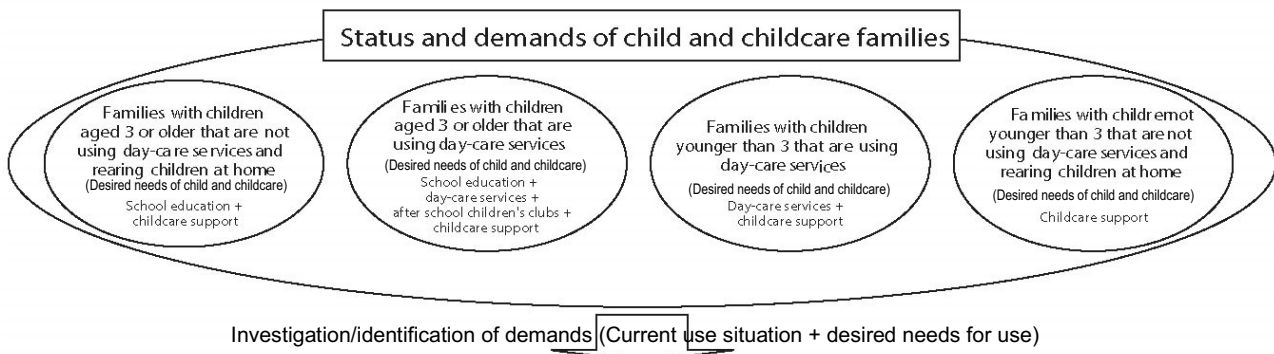


Image of support project plan for municipal child and child rearing

○ Support project plan for municipal child and child rearing is a supply and demand plan about support for infant school education /childcare/regional child rearing support during a period of 5 years. (Municipality-led new system)



Business plans for child and childcare support of municipalities (5-year plan)

Regarding school education/child care/regional child rearing support during preschool age, "estimated number of use" (current use situation + desired needs for use) and "securing measures" (items to be secured + implementing time) should be described.

Systematic development

Education and day-care benefits for children

Certified child care centers, kindergartens, day-care centers*
* Consignment fee for private nursery schools is paid.

Small-scale day-care service providers
Family style day-care service providers
Home-visit day-care service providers
Providers of day-care services at offices

Subject to
= community-based
day-care benefits*

(Facility type benefits and community-based day-care benefits will be available for early morning/night time/holiday day-care services)

Community-based child and childcare support projects * Scope of coverage legally stipulated

- Community child care support centers
- Temporary childcare
- Visit to all families with an infant, etc.

- Extension childcare businesses
- Sick Childcare Business

After-school children's clubs

* Certified facilities and business operators that are confirmed by municipalities shall be subject to facility type benefits and community-based day-care benefits

Day-Care Centers, etc.

Detailed Data 1 Changes in Number of Day-Care Centers, etc.

Year	Number of day-care centers			Capacity of day-care centers			Number of children enrolled in day-care centers		
	Total (centers)	Public (centers)	Private (centers)	Total (persons)	Public (persons)	Private (persons)	Total (persons)	Public (persons)	Private (persons)
2004	22,490	12,358	10,132	2,028,110	1,100,268	927,842	1,966,958	1,002,001	964,957
2005	22,570	12,090	10,480	2,052,635	1,087,834	964,801	1,993,796	987,854	1,005,942
2006	22,699	11,848	10,851	2,079,317	1,076,548	1,002,769	2,004,238	967,503	1,036,735
2007	22,848	11,602	11,246	2,105,254	1,063,369	1,041,885	2,015,337	944,566	1,070,771
2008	22,909	11,327	11,582	2,120,934	1,046,694	1,074,240	2,022,227	919,559	1,102,668
2009	22,925	11,009	11,916	2,131,929	1,025,838	1,106,091	2,040,934	901,119	1,139,815
2010	23,069	10,760	12,309	2,158,045	1,010,317	1,147,728	2,080,072	890,477	1,189,595
2011	22,959	10,242	12,717	2,170,898	973,004	1,197,894	2,094,552	856,687	1,237,865
2012	23,685	10,280	13,405	2,240,424	978,870	1,261,554	2,177,158	865,557	1,311,601
2013	24,036	10,031	14,005	2,288,805	965,139	1,323,666	2,219,603	849,642	1,369,961
2014	24,424	9,791	14,633	2,335,328	949,541	1,385,787	2,266,794	834,845	1,431,949
2015	25,465	9,568	15,897	2,449,168	929,337	1,519,831	2,336,244	818,513	1,517,731
2016	26,225	9,368	16,857	2,518,135	917,246	1,600,889	2,395,889	804,790	1,591,099
2017	27,030	9,188	17,842	2,593,484	908,681	1,684,803	2,455,111	791,895	1,663,216
2018	27,906	8,990	18,916	2,670,799	897,058	1,773,741	2,504,934	772,929	1,732,005

Source: "Report on Social Welfare Administration and Services", Administrative Report Statistics Office to the Director-General for Statistics and Information Policy, MHLW

- (Note)
1. The figures for 2011 exclude Miyagi Prefecture (but do not exclude Sendai City) and Fukushima Prefecture (but do not exclude Koriyama City and Iwaki City) and the figures for 2012 exclude some parts of Fukushima Prefecture (but do not exclude Koriyama City and Iwaki City) due to the impact of the Great East Japan Earthquake.
 2. For 2015, a sum of "nursery schools" and "certified kindergartens with both childcare and nursery services available".
 3. For 2015, "Capacity of day-care centers" refers to the capacity available pursuant to the Act on Child and Childcare Support.

Detailed Data 2 Changes in Number of Children's Recreational Facilities Established

Year	Child centers			Child play space		
	Total	Public managed	Private managed	Total	Public managed	Private managed
1965	544	412	132
1970	1,417	1,295	122	2,141	2,049	92
1975	2,117	1,769	348	3,234	3,097	137
1980	2,815	2,376	439	4,237	4,092	145
1985	3,517	2,943	574	4,173	4,025	148
1990	3,840	3,137	703	4,103	3,958	145
1995	4,154	3,275	879	4,150	3,975	175
2000	4,420	3,259	1,161	4,107	3,933	174
2001	4,577	3,255	1,322	4,025	3,840	185
2002	4,611	3,244	1,367	3,985	3,799	186
2003	4,673	3,210	1,463	3,926	3,741	185
2004	4,693	3,187	1,506	3,827	3,646	181
2005	4,716	3,200	1,516	3,802	3,643	159
2006	4,718	3,125	1,593	3,649	3,477	172
2007	4,700	3,051	1,649	3,600	3,430	170
2008	4,689	3,022	1,667	3,455	3,292	163
2009	4,360	2,757	1,603	3,407	3,298	109
2010	4,345	2,732	1,613	3,283	3,193	90
2011	4,318	2,673	1,645	3,164	3,096	68
2012	4,617	2,869	1,748	3,065	2,997	68
2013	4,598	2,804	1,794	2,785	2,702	83
2014	4,598	2,794	1,804	2,742	2,676	66
2015	4,613	2,770	1,843	2,781	2,718	63
2016	4,637	2,681	1,956	2,725	2,667	58
2017	4,541	2,632	1,909	2,380	2,328	52
2018	4,477	2,595	1,882	2,293	2,243	50

Source: "Survey of Social Welfare Institutions", Social Statistics Office to the Director-General for Statistics and Information Policy, MHLW

- (Note) The figures up to 1970 are compiled as of the end of December and the figures from 1975 onward are compiled as of October 1 of each year.

There has been a change in the response rate for 2009-2011 due to the different survey methods, etc.

Some parts of Miyagi and Fukushima Prefectures were not surveyed in 2011 due to the impact of the Great East Japan Earthquake.

The figures for 2012 and after are of facilities in operation among those recognized by prefectures, designated cities, and core cities.

Detailed Data 3

Current Status of Child Welfare Facilities, etc.

Foster parents		Number of foster parents registered (households)	Number of entrusted foster parents (households)	Number of entrusted children (persons)	Family home	
Foster parents entrusted to take care of children at home					Taking care of children at guardians' residences (capacity of 5-6 persons)	
		12,315	4,379	5,556		
Classification (foster parents may involve multiple registrations)	Childcare foster parents	10,136	3,441	4,235	Number of homes	372
	Specialized foster parents	702	193	223		
	Adopting foster parents	4,238	317	321	Number of entrusted children	1,548
	Relative foster parents	588	558	777		

Facilities	Infant homes	Foster homes	Short-term therapeutic institutions for emotionally disturbed children	Children's self-reliance support facilities	Maternal and child living support facilities	Self-reliant assistance homes
Subjected children	Infants (including toddlers in the case of particular necessity)	Children with no guardian, abused children, and other children in need of foster care in terms of their environment (infants are also included in the case of particular necessity)	Children with difficulty in social life due to family environment, friend relation at school, or other environmental reasons	Children who have already committed or are likely to commit delinquencies and other children in need of daily life guidance, etc. due to their family environment or other environmental reasons	Females without a spouse or females in equivalent circumstances and any children who must be removed from their custody	Children that had completed their compulsory education and left their foster homes, etc.
facilities (Publicly managed/ Privately managed)	140	605	50	58	226	176
Capacity	3,857 persons	31,826 persons	1,985 persons	3,609 persons	4,672 households	1,148 persons
Present number	2,678 persons	24,908 persons	1,366 persons	1,226 persons	3,735 households 10,068 persons (Including mothers)	643 persons
Total number of staffs	5,048 persons	18,869 persons	1,384 persons	1,815 persons	2,084 persons	858 persons

Small-scale group care	1,790 facilities
Community-based small-scale foster homes	423 facilities

* Number of foster parents, FH homes, entrusted children, Infant homes, Foster homes, Short-term therapeutic institutions for emotionally disturbed children, Maternal and child living support facilities, facilities, capacity, current occupants are from "Report on Social Welfare Administration and Services" (as of the end of March 2019).

* Number of child independence support facilities, independence support homes, capacity, current staffs, small group care, and local small-scale orphanages are surveyed by the Family Welfare Division (as of October 1, 2018).

* Total number of staffs (excluding the independence support homes) is from Survey of Social Welfare Institutions (as of October 1, 2018).

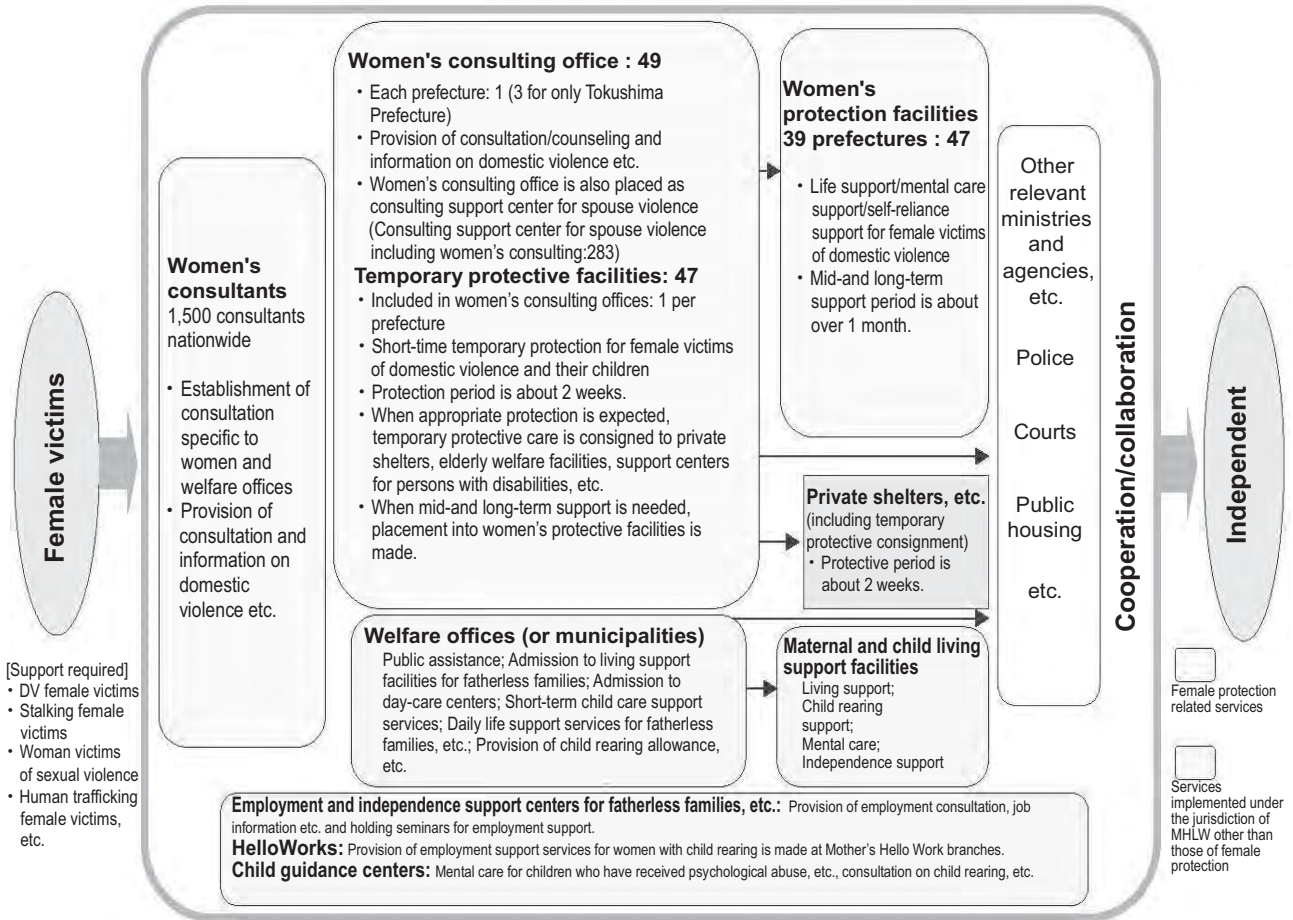
* Total number of staffs at the independence support home is surveyed by the Family Welfare Division (as of March 1, 2019).

* Child independence support facilities include 2 national facilities.

DV (Domestic Spousal Violence) Prevention Measures

Overview

Outline of projects for rehabilitation protective care for women

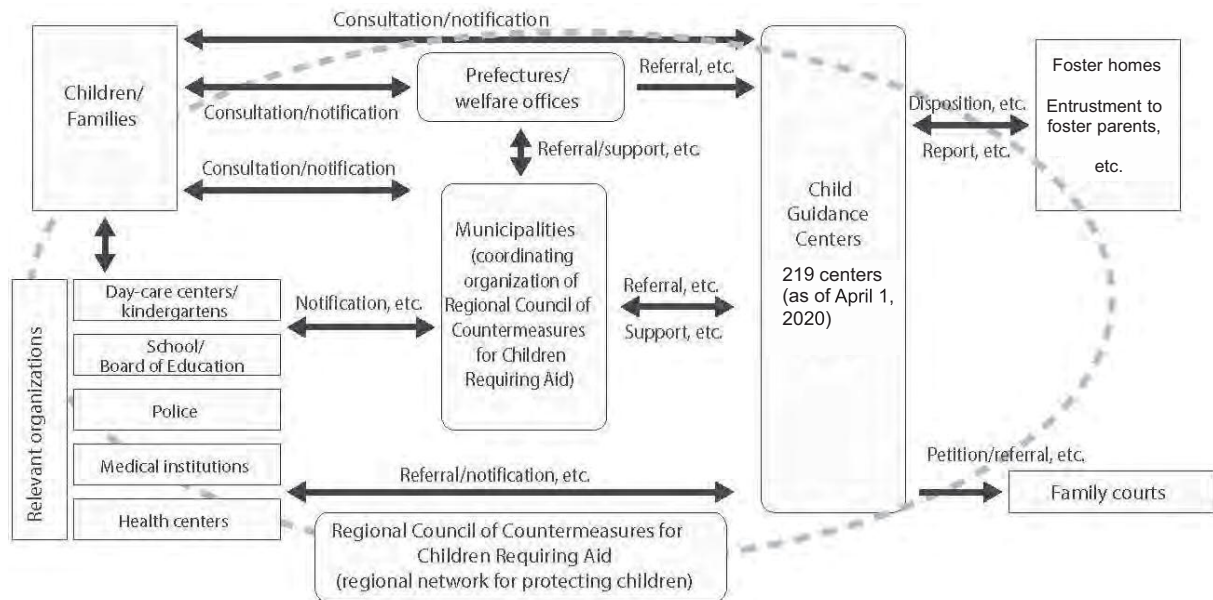


(Note) No. of female consulting staff and No. of women's consulting offices and women's protective facilities are as of April 1, 2018. No. of consulting support centers for spouse's violence is as of January 17, 2019.

Child Abuse Prevention Measures

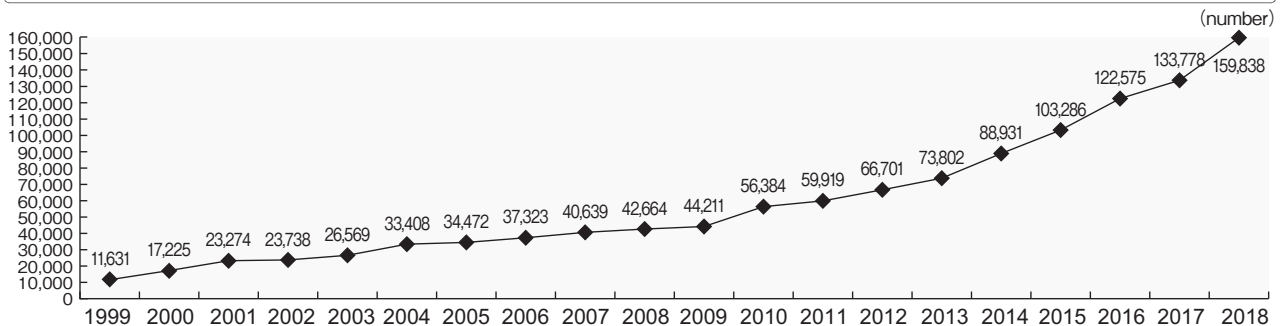
Overview Child Abuse Prevention System in Regions

- The conventional child abuse prevention measures had child guidance centers as the only entity that handled child abuse cases. The 2004 revision of the Child Abuse Prevention Act, etc., however, added "municipalities" to the entities that are notified of any child abuse in thereby establishing a dual-layer structure system consisting of "municipalities" and "child guidance centers".
* The child guidance centers are established in prefectures, designated cities and cities where child guidance centers are established (Yokosuka City and Kanazawa City).
- Number of child abuse consultations handled by municipalities has been increasing every year: 40,222 cases in FY2005, 126,246 cases in FY2018
- Regional Councils of Countermeasures for Children Requiring Aid (networks of relevant organizations of medical care, health, welfare and education) were established in respective municipalities (established in 99.7% of municipalities as of April 1, 201.)
- The 2008 revision of Child Welfare Act enabled any children requiring child care support identified via home visit services for all families with an infant, etc. and pregnant women in particular need of support before childbirth, in addition to children requiring protection, to be included as subjects for support provided by the Council from April 2009 on.
- Regional Council of Countermeasures for Children Requiring Aid and a coordinating organization of Regional Council of Countermeasures for Children Requiring Aid shall play a central role in supervising administrative affairs, managing the progress of support for children requiring aid and communicating and coordinating with child guidance centers, entities that carry out programs to visit children requiring child care support and other relevant organizations.



Detailed Data Trends in number of consultations on child abuse and deaths from child abuse

- The number of consultations on child abuse accepted by child consultation centers nationwide increased 14 times in FY2018 as compared with FY1999 prior to the enforcement of Child Abuse Prevention Act.



* The figures for FY2010 were calculated without Fukushima Prefecture due to the impact of the Great East Japan Earthquake

○ A number of deaths due to child abuse → Numerous cases of death occurred (50 cases and 52 children other than suicide in FY2017)

	1st Report (Apr 2005)			2nd Report (Mar 2006)			3rd Report (June 2007)			4th Report (Mar 2008)			5th Report (July 2009)			6th Report (July 2010)			7th Report (July 2011)			8th Report (July 2012)			9th Report (July 2013)			10th Report (Sept 2014)			11th Report (Oct 2015)			12th Report (Sept 2016)			13th Report (Aug 2017)			14th Report (Aug 2018)			15th Report (Aug 2019)		
	(July 1, 2003 - Dec. 31, 2003) (6 months)			(Jan. 1, 2004 - Dec. 31, 2004) (1 year)			(Jan. 1, 2005 - Dec. 31, 2005) (1 year)			(Jan. 1, 2006 - Dec. 31, 2006) (1 year)			(Jan. 1, 2007 - Mar. 31, 2008) (1 year 3 months)			(Apr. 1, 2008 - Mar. 31, 2009) (1 year)			(Apr. 1, 2009 - Mar. 31, 2010) (1 year)			(Apr. 1, 2010 - Mar. 31, 2011) (1 year)			(Apr. 1, 2011 - Mar. 31, 2012) (1 year)			(Apr. 1, 2012 - Mar. 31, 2013) (1 year)			(Apr. 1, 2013 - Mar. 31, 2014) (1 year)			(Apr. 1, 2014 - Mar. 31, 2015) (1 year)			(Apr. 1, 2015 - Mar. 31, 2016) (1 year)			(Apr. 1, 2016 - Mar. 31, 2017) (1 year)			(Apr. 1, 2017 - Mar. 31, 2018) (1 year)		
	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total			
Cases	24	-	24	48	5	53	51	19	70	52	48	100	73	42	115	64	43	107	47	30	77	45	37	82	56	29	85	49	29	78	36	27	63	43	21	64	48	24	72	49	18	67	50	23	73
Persons	25	-	25	50	8	58	56	30	86	61	65	126	78	64	142	67	61	128	49	39	88	51	47	98	58	41	99	51	39	90	36	33	69	44	27	71	52	32	84	49	28	77	52	23	75

Independence Support Measures for Fatherless Families

Overview

Outline of self-reliance support for single parent families etc.

- As the support for single-parent families, the promotion has been made focused on 4 pillars including “measures for child rearing/life support”, “measures for employment support”, “measures to secure child care expenses” and “economic support measures”

<p>Childcare and living support</p> <ul style="list-style-type: none"> ○ Counseling support by supporting staff for fatherless / motherless family home independence ○ Helper dispatch, day-care measures with priority enrollment, etc. ○ Child support by learning support volunteer dispatch, etc. ○ Functional enhancement of living support facilities for fatherless families <p style="text-align: right;">etc.</p>	<p>Employment support</p> <ul style="list-style-type: none"> ○ Promotion of employment support in cooperation with Hello Works, etc. including formulation of independence support programs for both fatherless and motherless families, etc. ○ Promotion of Employment and Independence Support Centers for Fatherless Families, etc. services ○ Provision of benefits for ability development <p style="text-align: right;">etc.</p>	<p>Support for securing childcare expenses</p> <ul style="list-style-type: none"> ○ Promotion of support centers for consultation on childcare expenses ○ Promotion of consultation on childcare expenses at Employment and Independence Support Centers for Fatherless Families, etc. ○ Distribution of “handbook on childcare expenses” and leaflets <p style="text-align: right;">etc.</p>	<p>Financial support</p> <ul style="list-style-type: none"> ○ Provision of child rearing allowance ○ Support of welfare expense loans for motherless and fatherless families and widows ○ Support for 12 kinds of welfare expense loans for skill acquirement for employment, children’s school trip, etc.
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- Based on the “Mother, Father and Widows Welfare Act”,
 - ① National government sets the basic policy,
 - ② Prefectures, etc. formulate the independence promotion plan that stipulates trends in single-parent families in each area, policies for basic measures, and specific measures in line with the basic policy.

【Transition of single-parent family support measures】 -----

- Enforcement of measures for “support toward employment/self-reliance” since 2002. Promotion has been made focused on 4 pillars including “measures for child rearing/life support”, “measures for employment support”, “measures to secure child care expenses” and “economic support measures”
- Approval of the “Act on Special Measures for employment support for both ‘mothers for ‘fatherless families’ and ‘fathers for motherless families’”, 2012
- In accordance with the revised Act of 2014 (*), implemented measures are: enforcement of support system, enforcement of employment support measures and life support measures for child and child rearing, enforcement of dissemination or those measures, expansion of support for motherless families, review of limited provision of both child assistance expenses and public pensions. (*the Mother, Father and Widows Welfare Act and Child Assistance Expense Act))
- Due to the revision of the Child Rearing Allowance Act in 2016, the additional amount for later than the second and third children will be doubled in maximum.
- Due to the revision of the Child Rearing Allowance Act in 2017, the number of payment times has been revised from 3 times a year to 6 times a year.

Outline of Welfare Measures for Fatherless Families, etc.

Income security	Provision of child rearing allowance	Fatherless families with parents being divorced (refer to Detailed Data 1)	Recipients: 939,262 persons *2 Eligible children: 1,423,715 persons *1	Measures for independence	Housing measures		
		Survivor's basic pension *5	Recipients: 95,932 persons *2		Livelihood guidance, etc.	[1] Living support facilities for fatherless families [2] Welfare centers for fatherless and motherless families [3] Recreation homes for fatherless and motherless families [4] Placement of counselors for independence of fatherless and motherless families [5] Daily life support projects for single parent households [6] Day-care measures (priority enrollment)	Facilities: 226 *3 Facilities: 54 *4 Facilities: 2 *4 Counselors: 1,762 *6
		Survivor's employee's pension *5	Recipients: 5,531,541 persons *2			Dispatched Cases: 2,729 *6	
	Loans of welfare funds for fatherless families	Low or no-interest loans to fatherless and motherless (widow) households	Loans: 29,729 cases *6				
	Loans of welfare funds for motherless families		Loans: 1,481 cases *6				
	Loans of welfare funds for widows		Loans: 460 cases *6				

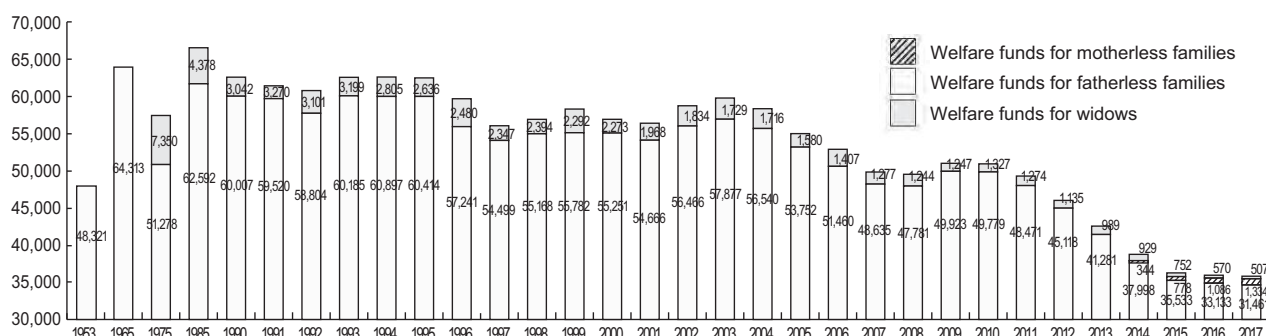
(Note) The figures indicated with *1 are as of the end of FY2018, *2 are as of the end of FY2018, *3 from "FY2018 Report on Social Welfare Administration and Services", Administrative Report Statistics Office to the Director-General for Statistics and Information Policy, MHLW (as of the end of March 2019), *4 "2018 Survey of Social Welfare Institutions", Social Statistics Office to the Director-General for Statistics and Information Policy, MHLW and *5 from "FY2018 Annual Report of Employees' pension and National Pension". The figures include all recipients regardless of the relationship, including those under the former Act. *6 Based on a survey by Children and Families Bureau, MHLW (as of the end of FY2018)

Detailed Data 1 Child Rearing Allowance

Purpose	The promotion of child welfare by contributing to the stable lives of fatherless families resulting from divorce, etc. and their independence (allowance also provided to motherless families from August 2010)
Recipients	<input type="checkbox"/> Mothers with custody of, or other guardians (grandparents, etc.), who are caring for their children (* prior to the first March 31 after their 18th birthday or with specific disabilities younger than 20; hereinafter the same) but who receive no living expenses from the fathers due to divorce of their parents, etc. <input checked="" type="checkbox"/> Fathers with custody of and sharing living expenses with children that do not receive living expenses with the mothers due to the divorce of their parents, etc.
Monthly amount of allowance	One child: ¥43,160~¥10,180 Two children: ¥10,190~¥5,100 Additional amount per child for the third child on: ¥6,110~¥3,060
Income limit	Recipient's annual income in the previous year is less than ¥1.6 million (2-person household) In case of annual income of ¥1.6 million or more but less than ¥3.65 million, the amount of allowance is suspended in a ¥10 unit according to the income. Note that annual income in the previous year is less than ¥6.1 million (6-person household) for guardians rearing orphans, etc.
Methods of provision	Anyone qualified to receive the allowance applies for it and then the prefectural governor or the mayor or head of a town/villages with a welfare office authorizes it and the allowance is then provided via financial institutions 6 times a year (in January, March, May, July, September and November).
Provision status (as of the end of FY2014)	Number of recipients: 939,262 (fatherless households:857,529, motherless households: 49,546, others: 32,187) Breakdown of fatherless households by reason Separated { Divorced: 743,872 Others: 661 Widowed: 5,699 Unmarried mother: 100,018 Disabled father: 4,665 Deserted: 1,672 Domestic Violence Protection Order 942 Breakdown of motherless households by reason Separated { Divorced: 43,853 Others: 22 Widowed: 3,366 Unmarried father: 647 Disabled mother: 1,518 Deserted: 136 Domestic Violence Protection Order 4

Source: Survey by Children and Families Bureau, MHLW

Detailed Data 2 Changes in Number of Loans from Welfare Funds for Fatherless Families, Motherless Families and Widows



Source: Equal Employment, Children and Families Bureau, MHLW

Maternal and Child Health Measures

Overview

Primary Measures for Maternal and Child Health

(As of March 2017)

Category	Adolescence	Pregnancy	Child birth	Infancy	Childhood (from 1-year-old up to entry of elementary school)	School child period
Health checkups, etc.			<ul style="list-style-type: none"> ● Prenatal/postnatal health checkups 	<ul style="list-style-type: none"> ● Health checkups for infants (1 yr. 6 mo. child health checkups) ● Screening for inborn error of metabolism, etc. ● Neonatal hearing test 	<ul style="list-style-type: none"> ● Health checkups for infants (3 yr. child health checkups) 	
Health guidance, etc.			<ul style="list-style-type: none"> ● HTLV-1 transmission prevention project ● Vertical hepatitis B transmission prevention project 	<ul style="list-style-type: none"> ● Report on pregnancy and issuance of MCH handbook ● Home-visit guidance, etc. by public health nurses, etc. (Health checkups for prenatal/postnatal, neonatal, premature infants) ● Visit to all families with an infant ("Hello Baby projects") (*2) ● Home-visit project for child rearing support center services 	<ul style="list-style-type: none"> ● Consultation and guidance services for maternal and child health (Parents' class, etc.) (child care class) ● Women health support center services ● Centers for specialized infertility counseling ● Intensified projects of child accident prevention ● Promotion of adolescent health measures ● Pregnancy/childbirth comprehensive support services (Comprehensive Support Center for families with children, pre-birth/post-birth support services, after-birth care services, etc.) ● Promotion of food education 	
Medical aid, etc.			<ul style="list-style-type: none"> ● Hospitalization/ midwives' help ● Subsidy for specific infertility treatment expenses 	<ul style="list-style-type: none"> ● Medical care for premature infants ● Services for provision of special milk for inborn error of metabolism ● Medical treatment and education services for children with tuberculosis ● Child mental care network projects ● Child abuse prevention medical network projects 		
Medical measures, etc.	<ul style="list-style-type: none"> ● Healthy parents and children 21 (2nd) 		<ul style="list-style-type: none"> ● Dissemination and utilization of maternity mark 			<ul style="list-style-type: none"> ● Healthy next generation development research project (health, labour, welfare and science research)

Promotion System of Maternal and Child Health Services

	Municipalities (Health centers)	Prefectures (Health centers)
	○ Basic maternal and child health services	○ Specialized maternal and child health services
Health checkups, etc.	<ul style="list-style-type: none"> Health checkups for expectant or nursing mothers, infants and toddlers (those aged 1 year and 6 months, those aged 3) 	<ul style="list-style-type: none"> Screening for congenital dysbolism, etc.
Health care guidance, etc.	<ul style="list-style-type: none"> Issuance of the Maternal and Child Health (MCH) handbook Supports for the pregnant and parturient women such as parents' classes, Postnatal Care, etc. 	<ul style="list-style-type: none"> Infertility counseling, health care education for women, etc.
Home-visit guidance	<ul style="list-style-type: none"> Home-visit guidance for expectant or nursing mothers and neonates Home-visit guidance for premature infants 	
Medical aid, etc.	<ul style="list-style-type: none"> Medical care for premature infants 	

← Technical assistance

Detailed Data 1 Changes in Maternal and Child Health Indices

Year	Live birth rates (per 1,000 population)	Infant mortality rate (per 1,000 live births)	Neonatal mortality rate (per 1,000 live births)	Perinatal death rate (per 1,000 total births ¹⁾)	Maternal mortality rates (per 100,000 total births ²⁾)	Foetal death rates (per 1,000 total births ²⁾)
1965	18.6	18.5	11.7	...	80.4	81.4
1975	17.1	10.0	6.8	...	27.3	50.8
1985	11.9	5.5	3.4	15.4	15.1	46.0
1995	9.6	4.3	2.2	7.0	6.9	32.1
1997	9.5	3.7	1.9	6.4	6.3	32.1
1998	9.6	3.6	2.0	6.2	6.9	31.4
1999	9.4	3.4	1.8	6.0	5.9	31.6
2000	9.5	3.2	1.8	5.8	6.3	31.2
2001	9.3	3.1	1.6	5.5	6.3	31.0
2002	9.2	3.0	1.7	5.5	7.1	31.1
2003	8.9	3.0	1.7	5.3	6.0	30.5
2004	8.8	2.8	1.5	5.0	4.3	30.0
2005	8.4	2.8	1.4	4.8	5.7	29.1
2006	8.7	2.6	1.3	4.7	4.8	27.5
2007	8.6	2.6	1.3	4.5	3.1	26.2
2008	8.7	2.6	1.2	4.3	3.5	25.2
2009	8.5	2.4	1.2	4.2	4.8	24.6
2010	8.5	2.3	1.1	4.2	4.1	24.2
2011	8.3	2.3	1.1	4.1	3.8	23.9
2012	8.2	2.2	1.0	4.0	4.0	23.4
2013	8.2	2.1	1.0	3.7	3.4	22.9
2014	8.0	2.1	0.9	3.7	2.7	22.9
2015	8.0	1.9	0.9	3.7	3.8	22.0
2016	7.8	2.0	0.9	3.6	3.4	21.0
2017	7.6	1.9	0.9	3.5	3.4	21.1
2018	7.4	1.9	0.9	3.3	3.3	20.9
2019	7.0	1.9	0.9	3.4	...	22.0

Source: "Vital Statistics", Vital, Health and Social Statistics Office to the Director-General for Statics and Information Policy, MHLW.

(Note) 1. The figures denote the sum of the number of live births and that of foetal deaths at 22 completed weeks and over of gestation.

2. The figures denote the sum of the number of live births and that of foetal deaths.

3. The figures for 2019 are preliminary data.

Detailed Data 2 Inborn error in metabolism searching (FY 2018)

Number of live births (A) (person)	Inborn error in metabolism searching	
	Number of examinees (B) (person)	Rate of examinees (B / A) (%)
898,787	925,890	103.0

Source: Survey by Children and Families Bureau, MHLW

(Note) Due to including low body weight blood redrawn children with body weight of 2,000grams or lower, the rate of examinees sometimes surpasses 100%.

Detailed Data 3**Number of Cases of Medical Care Benefits for Premature Babies, etc.**

Home-visit guidance		Number of cases where provision of benefits for medical aid for premature infants was decided
Actual number of persons received guidance	Cumulative number of persons received guidance	
47,003	56,500	30,280

Source: "Report on Regional Public Health Services and Health Promotion Services" (FY2018), Administrative Report Statistics Office to the Director-General for Statistics and Information Policy

"FY2018 Report on Social Welfare Administration and Services", Administrative Report Statistics Office to the Director-General for Statistics and Information Policy for the number of cases where provision of benefits for medical aid for premature infants was decided.