

MINISTRY OF  
HEALTH, LABOUR  
AND WELFARE

For people, for life,  
for the future

Ministry of Health, Labour and Welfare

**Service Guide**  
2022



**Ministry of Health, Labour and Welfare**  
Chuo Godo Chosha 5 go-kan, 1-2-2  
Kasumigaseki, Chiyoda-ku, Tokyo 100-8916  
Tel: 03-5253-1111 (Main switchboard) <https://www.mhlw.go.jp/>



Ministry of Health, Labour and Welfare

# MESSAGE

## Message from the Vice-Minister

As the COVID-19 pandemic continues, the “Ministry of Health, Labour and Welfare (MHLW)” is mentioned and heard on a daily basis.

What does the “Ministry of Health, Labour and Welfare” bring to mind?

We aim to support the lives of people who live in the present and those who will lead the next generation, by managing social security systems like pensions, long-term care, medical care and child-rearing support in an aging society with a declining birthrate.

We are also responsible for promoting innovation in medical and health services and ensuring the safety of food, water and pharmaceuticals.

The initial focus of our job is to set out the rules and systems relating to labor (or work) and create a society where everyone can work with peace of mind and give their best.

Our work scope extends to a range of fields. Through all of them, we aim to enrich the “lives” of diverse people, regardless of age, gender, illness or disability, or work style.

Our workplace goes beyond Kasumigaseki.

We have set up labor bureaus, labor standards inspection offices and Hello Work offices in every prefecture and deal with labor issues in their respective regions.

Quarantine stations are the front line to prevent any influx of COVID-19 from overseas.

Drug control officers are also active nationwide. Meanwhile, many other issues also need to be tackled from a global perspective, in international organizations such as the ILO and WHO, Japanese embassies in various countries, and in collaboration with each other.

To achieve the MHLW’s mission, as well as promoting administrative work in cooperation with local governments, it is crucial to support and improve society by eliciting the understanding, empathy, cooperation and coproduction of companies, related organizations, NPOs and practitioners who support people working and living on the front lines of society.

“For People, Life and Future”

In this booklet, I would like to introduce the details of the efforts being made by individual MHLW bureaus. I would also like to convey the thoughts of the officers spearheading such efforts.

I hope that those reading will gain a deeper understanding of the society we are targeting and what the government is doing to achieve it.



Vice-Minister of Health,  
Labour and Welfare  
YOSHIDA Manabu

吉田 学

For people, for life, for the future

Contents

Page	
03	Work that supports people’s entire lives
05	Health Policy Bureau
07	Health Service Bureau
09	Pharmaceutical Safety and Environmental Health Bureau
11	Labor Standards Bureau
13	Employment Security Bureau
15	Employment Environment and Equal Employment Bureau
17	Child and Family Policy Bureau
19	Social Welfare and War Victims’ Relief Bureau
21	Health and Welfare Bureau for the Elderly
23	Health Insurance Bureau
25	Pension Bureau
27	Director-General for Human Resources Development
29	Director-General for General Policy and Evaluation
31	Director-General for Statistics, Information Policy and Industrial Relations
32	Minister’s Secretariat
35	Organization Chart
37	Japan as seen with a population of 100 & A day in Japan

# Work that supports people's entire lives

For the people, for life, for the future

Every stage of life with the Ministry of Health, Labour and Welfare  
 Coming into this world, growing up healthy and living your life with loved ones until the very last moment -- creating a society where everyone can enjoy a life like this as a given. That is the mission of the MHLW.  
 The Bureau is proceeding with various initiatives to underpin socioeconomic development going forward while closely keeping track of the lives of each and every citizen through social security and labor policies.

## Medical care

Delivering the safe medical care

Health Policy Bureau P5

Bequeathing a world-class system of universal health insurance for the next century

Health Insurance Bureau P23

## Pharmaceutical and food safety

Supporting public safety and health based on scientific evidence

Pharmaceutical Safety and Environmental Health Bureau P9

## Ensuring working conditions

Protecting working conditions, safety, and security of workplaces. Realizing diverse work styles

Labor Standards Bureau P11

## Employment policies

Supporting everyone who is willing to work

Employment Security Passing the Bureau P13

## Health promotion/disease control

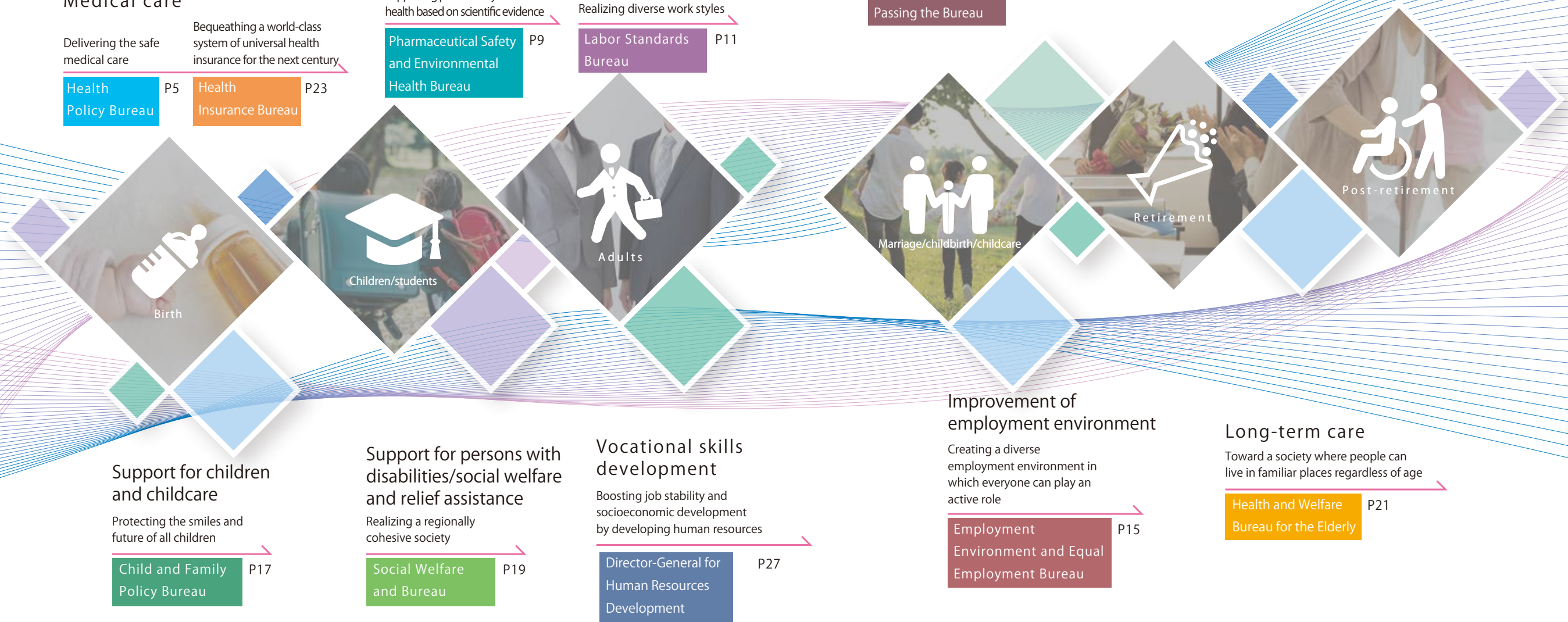
Protecting and supporting irreplaceable life and health

Health Service Bureau P7

## Pension

Realizing "intergenerational support" that will continue for the next 100 years

Pension Bureau P25





## Delivering the safe medical care

### Our Mission

How does one feel when they or their loved ones become ill? While feeling sad and anxious, many people may have the desire to be cured of their illness to continue working and live with their families until their final days. That is why there are always great expectations are always placed on medical care. The Health Policy Bureau targets ideal medical care to reassure individuals and help them contribute to the world by applying all necessary measures, including optimizing a functional balance between doctors and hospitals, implementing effective medical care using the latest technologies and developing the pharmaceutical industry, etc. while monitoring future social and demographic changes.

### Policy

#### Supporting community life

While many people wish to “continue to live in their familiar hometown with their families and friends even after becoming ill”, their wishes may not be fulfilled due to issues such as having no medical institutions that they can consult with when they have concerns and having no doctors who will come to their home to provide medical care, etc. As the country’s population ages rapidly, more people are expected to face such issues. To confront that reality, the Ministry needs to take steps to provide better health care services that help people lead satisfying lives. The Bureau undertakes a number of issues such as developing medical care to respond to varied circumstances, including acute period and rehabilitation, establishing medical institutions available for home care, implementing online medical care safely and ensuring the right concentration of doctors in specific areas.

#### Work-style reform for doctors

While work-style reform for the entire society is advancing, it is important to reduce the burden of doctors as long working hours has become the norm. Thus, the Bureau is discussing the balance between reducing working hours of doctors and securing regional medical care by reviewing the division of roles between doctors and other medical workers (task shifting or task sharing), and supporting hospital management reform, etc. This work-style reform will bring significant impact not only to doctors all over Japan but also to the future of regional medical care. The Bureau will work on these medium- to long-term measures from both systemic and budgetary aspects.

### Scope of affairs under the jurisdiction

#### Ensuring to deliver necessary medical care

The Bureau is working to develop communities in which people can receive medical care without undue worries by promoting cooperation between hospitals and clinics, eliminating the shortage of doctors, and establishing disaster medical care systems, etc.

#### Development of world top level human resources

The Bureau always pays attention to issues surrounding medical care and reviews curriculums, etc. in a speedy manner that leads to a quality improvement of doctors and nurses, who are supporting our high-level medical care.

#### Promoting next-generation medical care

While promoting the utilization of medical information, the Bureau supports R&D to realize cutting-edge pharmaceuticals and medical devices and regenerative/genomic medicine.

#### Strengthening medical industry

The Bureau strongly supports the pharmaceutical and medical device industry that is expected to lead the economic growth in Japan by utilizing all possible tools, including systemic, budgetary, and taxation tools.

#### Creating a better world with Japanese medical care

The Bureau is contributing to help people globally to live a better life in good health by disseminating medical technologies and medical care systems, which Japan is so rightfully proud of, through active exchange with government officials and experts from other countries.

#### Promotion of innovations in the pharmaceutical and medical device industries

As Japan is one of the few countries developing new drugs and has cutting-edge manufacturing technologies, the pharmaceutical and medical device industry is expected to bear economic growth in the future. In recent years, aiming to support venture companies that play an important role in leading advanced scientific technologies to create innovative pharmaceuticals, etc., the Bureau is supporting medical ventures by providing consultation on issues in each development stage and formulating business strategies, etc.

In addition, the Bureau continues challenge to develop the pharmaceutical and medical device industry by promoting safe use or utilization of the so-called “real world data” such as medical record data, etc. and making focused efforts to develop a development environment for innovative products.



Matching event between venture companies and major companies, etc.

### Hot Topics

#### Maintaining and securing medical care systems in the COVID-19 era

While COVID-19 remains rampant, the Bureau supports the front-line medical facilities and workers.

As well as assisting in the task of securing beds and providing equipment that helps prevent infection spreading, the Bureau is going all out to maintain and secure local medical care systems, including support for securing medical staff to treat COVID patients.



“Key-Net for medical job opportunities” launched by the MHLW to maintain and secure the medical care system

#### Disaster medical care system

The Bureau is striving to establish “disaster base hospitals” as centers for medical care in the event of a disaster and train disaster medical assistance teams (DMATs) that can be seconded to disaster areas and provide emergency medical care.

In the event of a disaster, the Bureau collaborates closely with related organizations and prefectures to coordinate the dispatch of DMAT, confirm any damage to medical facilities and secure the distribution of medicines.



Activities of disaster medical assistance team (DMAT) at disaster site

## Protecting and supporting irreplaceable health

### Our Mission

Amid the declining birthrate and aging population, the Bureau promotes prevention and health promotion, cancer and cardiovascular disease control and intractable disease measures, etc. to support everyone to live longer and healthier and secure the bearers of social security in anticipation of the advent of the centenarian era.

### Policy

#### Scope of affairs under the jurisdiction

#### Disease prevention/health promotion

The Bureau promotes lifestyle disease prevention, etc. with the aim of creating a society in which people's healthy life expectancies are extended and everyone can play an active role longer and healthily. Together with companies and local communities, the Bureau promotes the efforts for prevention and health promotion to encourage the people to keep healthy diet, exercise, and regular health checkups and examinations in mind.

#### Measures against second-hand smoke

Being exposed to smoke generated from tobacco smoked by someone else is referred to as "second-hand smoke." The Bureau promotes measures that prevent undesirable second-hand smoke and help keep people healthier.

#### Cancer control measures

Cancer is the leading cause of death in Japan and is said to affect one in two during lifetime. It is a serious disease for the life and health of the people. The Bureau therefore promotes efforts to overcome cancer, aiming to prevent avoidable cancer by ensuring correct knowledge of cancer, offering safe, tried and tested cancer treatment anytime, anywhere and enabling patients to live with dignity.

#### Intractable/rare disease measures, etc.

The Bureau aims to realize a symbiotic society where everyone can find hope through efforts to overcome rare diseases for which there is no established cure, promote transplantation medicine, and eliminate prejudice and discrimination against Hansen's disease.

#### Infectious disease measures

In order to protect people from infectious diseases that threaten mankind across national boundaries, the Bureau is working to strengthen quarantine systems, thoroughly provide vaccinations, promote research and development of therapeutic drugs, and ensure appropriate use of antibiotics, etc.

#### Toward the realization of a society where everyone can remain healthy all one's life.

The Bureau is working to promote health as part of efforts to create a society in which all citizens and all ages can support each other, have hopes and purposes and live healthy and enriched lives.

With the goal of extending the healthy life expectancy of both sexes to 75 years or more by 2040, multi-faceted efforts include health checkups, food environment to naturally promote health and measures against passive smoking.

The Bureau is also promoting the "Smart Life Project," which involves not only national and local governments but also various companies and organizations to promote health across society.



▲ The "Smart Life Project" logo mark.

#### Toward a society in which intractable diseases can be overcome and everyone can live with peace of mind.

Inevitably, intractable diseases will develop at a certain rate and may affect anyone.

The government is promoting measures to combat such diseases and support affected patients and their families.

The Bureau subsidizes medical expenses incurred to treat intractable diseases, improve the medical service system, research and investigate intractable diseases and



▲ System to subsidize expenses of treating intractable disease.

disseminate accurate knowledge so that patients fighting intractable diseases can have peace of mind while undergoing long-term recuperation.

#### Covid-19 Vaccination

The Bureau is taking the lead in crisis management to protect lives against sudden outbreaks of infectious diseases. COVID-19 forces everyone to live inconveniently and threatens our health every day. In response, the Bureau is engaged in consolidating the work flow from prevention and detection to early treatment through the promotion of vaccination, testing and prescription of therapeutic drugs. Specifically, the Bureau strives to support efforts to store and develop vaccines and therapeutic drugs for COVID-19, facilitate vaccinations, expand test systems, strengthen public health centers and maintain medical care systems; together with related organizations, including local governments and companies.



▲ COVID-19 vaccination



▲ Efforts to prevent infection

## Hot Topics

### Promotion of PHR

The PHR (Personal Health Record) system lets you view information like your own health checkups throughout your life from birth to schools and workplaces via cell phones, etc. The expectation is that individuals will proactively strive to prevent diseases and remain healthy by gaining insights into their own health via PHR. The Bureau is also working to improve the environment in which effective health and medical services can be implemented commensurate with individual needs in collaboration with private-sector PHR business operators.

### Cancer prevention via nudge

Nudge theory is a concept in behavioral economics that guides people in a better direction while leaving room for choice by providing "opportunities leading to action." Leveraging nudge theory, the Bureau strives to disseminate cancer screening more effectively to encourage as many people as possible to get screened.



▲ "Kenshin-kun," the image character for improving the cancer screening rate to 50%



▲ Handbook for Improving Screening Rates (2nd Edition)



## Supporting public safety and health based on scientific evidence

### Our Mission

To create a society where people can live safely, rules based on scientific evidence must be formulated and complied with. The Bureau will refine pharmaceutical jurisprudence commensurate with the current era, e.g. reflecting the latest science and technology while protecting the quality, efficacy and safety of pharmaceuticals and medical devices. The Bureau will also strive to protect public lives and health by spearheading the response to unknown international infectious diseases and ensure people to live more safely and comfortably by ensuring food safety in a new era in response to the internationalized distribution and technological innovation and building a safe and resilient water supply system.

### Policy

#### Scope of affairs under the jurisdiction

##### Ensuring safety of pharmaceuticals/medical devices, etc.

To provide safe and effective pharmaceuticals and medical devices, the Bureau undertakes comprehensive measures, from clinical trials, manufacturing and marketing to post-marketing safety measures, based on the Act on Pharmaceuticals and Medical Devices.

##### Blood donation and regulations for drug, etc.

The Bureau is working on various issues directly related to people's lives and safety, such as blood business typified by blood donation, drug abuse countermeasures and chemical substances control.

##### Ensuring food safety

Food safety in Japan is ensured by flexibly responding to progress in food-related science and technology, globalization of food distribution, and diversification of dietary habits, etc.

##### Ensuring safe tap water

The Bureau operates water supply-related systems such as business licenses for water supply services and formulation of water quality standards, provides financial support for making earthquake-resistant water pipes, and handles damages from water supply disruption in times of disaster.

##### Development of environmental health industries, etc.

In addition to sanitation regulations and promotion of industries closely related to people's lives, such as barbers, beauty salons, laundries and hotels, efforts are being made to ensure a hygienic environment in buildings to improve and promote public health.

#### Pharmacist/pharmacy system meeting the needs of the times

Pharmacists and pharmacies will shift their work from product operation to interpersonal relations to play key roles in the comprehensive community care system. Accordingly, the Bureau focuses on pharmacists who provide follow-up after dispensing medicines in collaboration with multiple professions by leveraging expertise and fulfilling their role.

In the COVID-19 era, the Bureau is promoting digital pharmacy management such as "online consultation with pharmacists," "electronic prescription," and "e-medical notebook" to make life easier for patients and facilitate the work of pharmacists and pharmacies.



☒ Medicine and Health Week

#### Barcoding of pharmaceuticals

The revision of the Pharmaceuticals and Medical Devices Act in FY2019 abolished the attachment of paper package inserts to pharmaceuticals and makes electronic information on package inserts accessible from barcodes printed on the pharmaceutical packaging.

In December 2022, barcoding on pharmaceutical packaging has been made obligatory to improve traceability. The information recorded in barcodes helps electronically manage information on pharmaceuticals. Barcoding is expected to improve post-marketing safety measures,



☒ Barcoding

like tracking pharmaceutical usage records, identifying recalled lots and preventing product mix-ups throughout the processes from manufacturing and distribution to medical sites.

#### At the forefront of border measures to protect Japan

Quarantine stations at seaports and airports nationwide are tasked with preventing the influx of infectious diseases that are not endemic in Japan.

Now that COVID-19 is prevalent worldwide, the role of quarantine stations is increasing. Quarantine stations at the forefront of border measures inspect inbound people, identify those from countries where mutations are endemic and have them wait at relevant facilities.

Furthermore, quarantine stations work to facilitate swift entry through digital quarantine procedures from the perspective of increasing international human traffic.

Quarantine stations also play a role to ensure the safety of Japanese food imports by screening and inspecting these foods.



☒ Quarantine station staff collecting immigrant specimens

## Hot Topics

### Ensuring the efficacy and safety of therapeutic drugs and vaccines, etc.

COVID-19 has had a significant global impact. The MHLW has expedited and issued prompt approval of therapeutic drugs and vaccines for COVID-19, as well as medical devices and in-vitro diagnostics, based on clinical trial data and the latest scientific knowledge in collaboration with the Pharmaceuticals and Medical Devices Agency (PMDA). The ministry also continues post-marketing investigations and discussions to ensure safety. In 2021, it revised the description of vaccine package inserts when adverse reactions were reported.

To protect the public and keep them safe in an emergency, e.g. in a pandemic, the Bureau studies a pharmaceutical approval system so that the required therapeutic drugs and vaccines can be deployed from an early stage.

### Genome-edited foods

Many of the crops and livestock that support our diet have been breed-improved by humans.

One of these methods having emerged is genome editing, a new biotechnology. This technology is revolutionizing the world of food, as we see tomatoes rich in GABA, musclier sea bream and faster-growing puffer fish.

The Bureau has been addressing risks from the food safety perspective regarding new innovations with advanced technology in the food market.



Tomatoes rich in GABA, which is expected to lower blood pressure.



Musclier sea bream

☒ Example of genome-edited foods

## Keeping workers safe and secure and realizing diverse ways of working

### Our Mission

There are about 60 million workers in Japan. The mission of the Labor Standards Bureau is to support the development of workplace environments where people can work satisfactorily in a safe and secure manner from the viewpoints of workers. As the environment surrounding labor has changed drastically, such as declining labor force due to declining birthrate and aging population, and technological innovations, and the need of workers for their work styles has become increasingly diversified, the Bureau is working on the correction of long working hours and promotion of diverse and flexible work styles so that everyone can choose an appropriate work style from various options to maximize his or her motivation and abilities.

### Policy

#### Scope of affairs under the jurisdiction

#### Ensuring proper working conditions

The Bureau is working to ensure the minimum standards of working conditions, including working hours and wages stipulated by the Labor Standards Act and the Minimum Wage Act, etc.

#### Labor contract rules

The basic rules regarding labor contracts are set forth by law to protect workers against unjustified dismissal, suspension of employment and deterioration of working conditions.

#### Support for wage increase

To develop an environment in which small and medium-sized enterprises can easily increase wages, the Bureau provides consultation support and subsidies for business owners who are planned to improve productivity and operation.

#### Safe and secure workplace environment

For creating a safe and secure working environment, the Bureau undertakes efforts to prevent accidents and death from overwork at workplaces, ensure mental health, and support balancing medical treatment and work.

#### Workers' accident compensation insurance system

Workers' accident compensation insurance provides necessary compensation when workers are involved in an industrial accident during work or while commuting or when workers suffer mental disorders due to stress from work, etc.

#### Protecting working conditions for workers at workplace

The working conditions, including minimum wages and working hours, etc., are stipulated in the Labor Standards Act, etc. Prefectural labor departments, Labor Standards Inspection Offices and labor standard inspectors who work there play the important role of instructing enterprises to comply with these laws and regulations at their workplace.

Labor standards inspectors visit enterprises and carefully explain the purpose and content of these laws and regulations to ensure that they understand and observe them. If any violation is found, the inspectors instruct the enterprise concerned to correct it immediately. Furthermore, in case of serious/vicious violations, the inspectors conduct investigations as criminal cases and send each case to the Public Prosecutors Office.

The Bureau instructs labor standard inspectors to ensure these efforts are properly carried out in the field and clarifies rules according to issues to realize a society where appropriate working conditions are assured and workers can proceed without concern.



Supervision and Guidance by Labor Standards Inspection Office

#### Aiming at a society with zero accidents (zero industrial accidents)

More than 130,000 are incapacitated from work every year due to workplace injuries, and despite declining occupational fatalities in recent years, the number still exceeds 800 annually.

There are as countless many safety and health-related issues at work sites as there are work sites, including "death from overwork" and "mental disorders" due to long working hours, etc. and "occupational cancer" from harmful substances, etc.

Recent years have seen new issues emerge, such as an increased number of falling accidents and back pains, mainly at retail stores and social welfare facilities in line with the aging population.

In order to prevent such industrial accidents and protect safety and health of workers, the Bureau is working on measures that respond to the changes in work environments, including the aging of society, advancement of science and technology, and the shift to services industries.

In the event of an occupational accident, the



Inspection of a machine at a work site

Bureau provides the necessary industrial accident insurance benefits to protect workers promptly and fairly.

#### Wage increase

Rising wages not only enrich the lives of workers, but from a macro perspective, also bring about benefits of a virtuous economic cycle in which increased consumptions increase corporate profits, which in turn raise wages.

While developing an environment that make it easy to raise wages by granting work improvement subsidies to small- and medium-sized enterprises for boosting productivity, the Bureau sets the minimum wage every year by repeating dialogues with employers and employees.

#### Support for balancing medical treatment and work

About 1 in 3 in the labor force continues to work while receiving medical treatment. With the progress of aging, workers who work while receiving medical treatment are expected to increase in future. Under such circumstances, the Bureau is working to develop and disseminate work-life balance support systems, including the reform of corporate awareness and promotion of collaboration between companies and medical institutions to achieve a society where people can continue to work while receiving medical treatment.



Support for balancing medical treatment and work

## Hot Topics

### Correcting long working hours through "work-style reform"

The work-style reform laws were enacted in 2018, realizing a large-scale revision of the Labor Standards Act for the first time in 70 years.

Work-style reforms not only help achieve a work-life balance, they also boost corporate productivity, secure future human resources and eventually help establish economic growth in Japan.

The provisions concerning working hours such as the upper limit of overtime work were enforced in April 2019 for large enterprises and in April 2020 for small and medium-sized enterprises. The Bureau continues to promote work-style reforms by supporting at the consultation contact point, holding briefing sessions and offering supportive subsidy systems.



Work-style reform special site

### Preventing infection in workplaces and promoting work styles with post-COVID-19 in mind

The Bureau has created "Five Points in Action" and "Checklist," etc. to promote efforts to prevent the spread of COVID-19 in workplaces.

Maintaining the labor force by reviewing work styles has become a key issue for Japan where working-age population declines and healthy life expectancy increases. Additionally, with the COVID-19 era in mind, diverse and flexible work styles such as side jobs, freelance and telework need to be promoted and established.

However, various issues remain, including management of working hours and workers' health assurance, before non-traditional work styles can be rolled out, which leaves many companies and workers hesitant.

Accordingly, the Bureau is working to develop an environment in which both companies and workers can adopt new work styles with peace of mind, by formulating guidelines that clearly show the requisite rules.



"Five Points in Action" leaflet



## Supporting everyone who is willing to work

### Our Mission

As a safety net for employment, the Bureau aims to realize a society in which each worker can create his/her own future and in which diverse opportunities are provided to people with motivation by implementing (1) job placement services utilizing nationwide network, (2) employment insurance system to provide workers with income compensation when they become unemployed, and (3) employment measures toward the realization of “work-style reform” in an integrated manner through over 500 Hello Work offices nationwide.

#### Scope of affairs under the jurisdiction

### Nationwide job placement services

The Bureau is working to match job seekers with recruiting companies by providing close employment consultations and job place services, etc. to both of them at Hello Work offices.

### Operating employment insurance systems

In order to stabilize people’s lives and employment and promote employment, unemployment benefits are provided to those who are unemployed or who took child/family care leave or are receiving education/training, etc.

### Planning for employment measures

The Bureau plans and implements employment measures effectively and flexibly by analyzing employment trends such as the unemployment rate and the ratio of active job openings to applicants.

### Promoting active roles of diverse human resources

The Bureau promotes active roles of diverse human resources by supporting people having some difficulty in being employed, including elderly people and persons with disabilities, etc., and by developing an environment for accepting foreign human resources.

### Establishing labor market rules

In order to promote matching between job seekers and job posters appropriately and smoothly, while utilizing the power of private companies, the Bureau is establishing the rules for worker dispatching and employment placement services.

### Policy

### Connecting workers and workplaces smoothly

The employment situation remains severe in the COVID-19 pandemic. While it is important to support prompt reemployment for those having lost their jobs, in the long run, the nation is facing a labor shortage due to the declining population. Fine-tuned matching is important to make a good association between companies and job seekers and promote actions of diverse human resources.

The Bureau provides meticulous employment support, including career consultation for jobseekers and advice and guidance to enterprises seeking candidates at Hello Work offices.

In addition, to support companies’ efforts to promote their workers’ adaptation to the workplace, the Bureau provides them with support such as providing subsidies when they implement measures to improve employment management and productivity, etc.



▲ vocational counseling

### Realizing an “ageless society”

While the population is declining, it is important to realize a society in which elderly people can utilize their experience and knowledge gained over their years of work, regardless of their age, according to their motivation.

Therefore, companies are obliged to take employment security measures for elderly people wishing to work until age 65 and take security measures for working opportunities until age 70 as an obligation to make effort from April 2021. The Bureau also grants subsidies to companies that have introduced a continued employment system for employees of 65 and over or extend the mandatory retirement age, etc., supports elderly jobseekers through the lifelong activities supporting counter at Hello Work, and work to secure diverse employment opportunities at Silver Human Resource Centers.



▲ Minister's Commendation at the "Contest for Companies Providing Successful Employment to the Elderly" (October 2021)

### Toward acceptance and settlement of foreign human resources

More foreign workers have come to work in Japan in recent years, due partly to the introduction of a new status of residence in 2019, namely, the Specified-Skilled Worker System. As globalization progresses, it is expected that these foreign human resources will play active roles in various fields in future.

The Bureau supports the employment and settlement of foreign students and long-term resident foreigners, as well as the businesses that employ foreign workers to create an environment where foreign workers can work with peace of mind.

There is a noticeable tendency for foreign workers to leave their jobs and struggle to find new employment, given the impact of COVID-19. Accordingly, the Bureau publishes information on Hello Work and life support in multiple languages and strengthens cooperation with related organizations such as NPOs.



▲ Multilingual leaflet for disseminating information

## Hot Topics

### Strengthening the safety net amid the COVID-19 pandemic

The Bureau operates a jobseeker support system to provide free vocational training and a monthly benefit of 100,000 yen to non-regular workers who cannot receive employment insurance as the second safety net that connects employment insurance and social welfare.

While the impact on employment of the resignation of non-regular workers and reduction in employment shifts has intensified due to the COVID-19 pandemic, our support includes special measures to make using the system easier.



▲ Job Seeker Support System banner

### Facilitating the employment of persons with disabilities

The Bureau creates workplaces where persons with disabilities can play more active roles. This will lead to the realization of workplaces where not only persons with disabilities, but all people can work comfortably.

The Bureau provides consistent support; for persons with disabilities wishing to be employed; and for companies intending to employ persons with disabilities. This support conducts throughout a process from the preparation stage for employment to workplace adaptation.

The Bureau also facilitates employment for persons with disabilities by establishing a system that certifies excellent companies implementing employment measures for persons with disabilities.



▲ Poster for the Support Month for Employment of Persons with Disabilities



## Creating a diverse employment environment in which everyone can play an active role

Our Mission

Both workers and work styles are becoming more and more diverse. The Bureau promotes the development of a work environment in which everyone can play an active role, improvement of an employment environment for part-timer and non-regular fixed-term workers, achievement of good balance of between work and child or family care, promotion of diverse and flexible work styles such as telework and freelance and measures for realizing an affluent and stable work life, etc.

policy

### Scope of affairs under the jurisdiction

#### Developing a workplace environment in which everyone can play an active role

The Bureau promotes a workplace environment in which everyone can utilize his/her abilities through the promotion of more active roles of women, harassment prevention measures at workplaces, etc.

#### Improving an employment environment for diverse work styles

The Bureau is working to improve treatment of non-regular workers, including part-time workers and fixed-term workers, etc.

#### Work-life balance support

The Bureau is working to create an environment in which work and life can easily be balanced by encouraging workers to take various leaves, including child care leave and family care leave, etc.

#### Promoting diverse and flexible work styles

The Bureau is promoting telework for effective use of time and place, and the environment where freelancers can work without troubles.

#### Realizing an affluent and stable work life

The Bureau is working to realize an affluent and stable work life by enhancing retirement allowance of small and medium-sized enterprises and improving welfare benefits for workers such as systems for worker's property accumulation, etc.

### Promoting more active roles of women

Although the number of female workers has increased significantly in Japan, the percentage of female managers, etc. remains lower than that of other countries.

Accordingly, the Revised Act on the Promotion of Female Participation and Career Advancement in the Workplace was enforced in 2020, spawning the launch of the Platinum Eruboshi Certification System and expanded disclosure of information on companies with over 300 regularly employed workers. The obligation to formulate action plans and disclose information on women's advancement was extended to companies with over 100 regularly employed workers from April 1, 2022. Accordingly, the Bureau is promoting the more active participation of women in the workplace.



### Realizing "equal pay for equal work"

Realizing "equal pay for equal work" is regarded as one of the main pillars in the "work style reforms" promoted by the government. Based on the Part-Time/Fixed-Term Workers Act and the Worker Dispatching Act, the Bureau prohibits the irrational differences in treatment between regular and non-regular workers and aims to improve treatment of non-regular workers which account for approximately 40% of all workers.

Through these efforts, the Bureau will ensure that workers can continue to work with consent to their treatment no matter what kind of work style they choose, thereby allowing them to choose diverse and flexible work styles.



### Supporting work-life balance

To develop an environment in which both men and women can have a good balance between work and child or family care and continue to work without difficulty, the Bureau encourages the workers to use a child and family care leave system and promotes the dissemination, awareness-raising and support of the system for companies. In FY2021, the Amendments to the Child and Family Care Leave Act, which includes the establishment of "Postpartum Papa Childcare Leave," was enacted and the Bureau is further striving to encourage men to take childcare leave.

The Bureau is also striving to disseminate "Kurumin Certification," "Platinum Kurumin Certification" and newly added "Try Kurumin Certification" based on the Next Generation Education and Support Promotion Act as measures to cope with declining birth rate.

Furthermore, the Bureau promotes the development of an environment in which employees can easily take annual paid leave, etc. by providing examples of improving ways to work and take leave.



## Hot Topics

### Toward a society where diverse and flexible work styles are possible

Diverse and flexible work styles such as telework and freelance are now spreading.

Under these circumstances, the MHLW is working to establish and promote quality telework in which employers manage labor properly and employees work with peace of mind. This is done by disseminating telework guidelines for companies that clarify pointers when implementing telework, and by commending companies that have put telework to practical use.

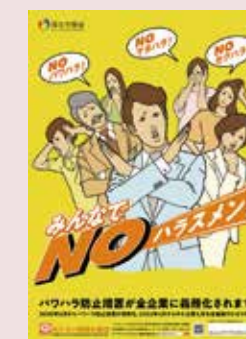
The ministry is also developing an environment where freelancers can work without troubles in cooperation with relevant ministries and agencies. This is done by disseminating freelance guidelines that summarize the laws governing transactions between freelancers and orders and offering consultation support when disputes arise between them.



### Strengthening measures against workplace harassment

The number of consultations about "workplace bullying and harassment" received by prefectural labor bureaus exceeded about 79,000 in FY2020, the highest among all consultations for nine consecutive years, underlining that anti-harassment measures at work still remain crucial.

Under such circumstances, employment management measures to prevent harassment at work became mandatory for large companies in 2020, and extended to small- and medium-sized companies from April 2022. In addition, measures to prevent sexual harassment and harassment related to pregnancy, childbirth, child care leave, family care leave, etc. are strengthened to promote integrated measures against workplace harassment.



## Protecting the smiles and future of all children

Our Mission

The progress in the declining birthrate is a significant issue that can shake the very foundation of Japanese society and economy. In order to overcome the declining birthrate, we must realize a society in which everyone wishing to have children and raise them can do so without undue worries. In addition, it must be ensured that all children can grow to be healthy both physically and mentally, regardless of the environment in which they are born and raised. For children who bear the future of Japan, the Bureau is promoting various initiatives to support child-rearing generations and present various options for them and their children.

### Policy

#### Scope of affairs under the jurisdiction

#### Countermeasures to declining birthrate

Toward the realization of the “desired birthrate of 1.8”, the Bureau is working to analyze the factors of declining birthrate and plan/design new declining birthrate measures with an eye to the future.

#### Childcare support services (Daycare and after-school children's clubs)

The Bureau is working to develop day care centers, after-school children's clubs, and community childcare support bases, etc., and secure/train nursery teachers, etc. and improve their quality.

#### Child abuse prevention and social upbringing

The Bureau promotes child abuse prevention and support for social upbringing by foster parents or at children's institutions when it is difficult to raise children at home.



Abuse Dial at child guidance centers

#### Support for single-parent families

The Bureau is making comprehensive efforts in providing independence support for single parent families, including financial support such as support for the single parent to obtain qualifications needed for a job and child rearing allowance, child education support, and child and childcare support, etc.

#### Promotion of maternal and child health

The Bureau promotes efforts to ensure the physical and mental health of mothers and children throughout pregnancy, childbirth, and child-rearing including the promotion of maternal and child health such as health checkups for expectant and nursing mothers and infants and postnatal care.

### Child abuse prevention and social upbringing

#### Child abuse prevention

There is no end to tragic incidents in which children are abused and die before their first birthday. Child counseling centers which focus around the clock on children and their quality of life implement necessary measures while establishing a system to boost the number and quality of office staff (about 5,700 in FY2022, more than double the number in FY2011).

The Bureau is working to provide an integrated institution that accepts various family consultations from pregnancy to child-rearing so that late-stage pregnant women and parents with small children need not go back and forth between multiple service counters.

#### Promoting social upbringing

Around 42,000 children are unable to live with their families for various reasons, such as having no parents or being abused in Japan. Internationally, there is also demand for children to grow up in a warm home-like environment. Accordingly, the Bureau is promoting “foster parents” and “special adoption,” and working to help children live in more compact homes that feel more homely.

### Measures for reducing the number of waitlisted children

The number of children on waiting lists has been steadily declining, reaching a minimum of 5,634 for consecutive three years as of April 1, 2021 since the survey started. Based on the “New Plan for Raising Children in a Peaceful Environment,” the Bureau is developing childcare acceptance capacity for 140,000 children from April 2021 for four years to the end of FY2024 in anticipation of an increase in the employment rate of women, and tries to get rid of waitlisted children in the end.

The Bureau also aims to eliminate the issue of wait-listed children for after-school children's clubs known as the “barriers to the first grade of elementary school”, based on the “New After-School Children Plan”, by working to secure capacity for a total of 300,000 children by the end of FY2023.

Furthermore, the Bureau is working to help develop and secure human resources responsible for childcare.

The Bureau is working to realize a society in which anyone

can raise his/her children without undue worries while working by implementing these measures in an integrated manner.

### Promoting seamless support for pregnancy and childbirth in the community

In recent years, as the declining birthrate and aging population both continue, one priority emerging has been to create an environment in which anyone can have and raise children with peace of mind.

Under these circumstances, it is important to avoid isolating expectant and nursing mothers and promote seamless support from the period of pregnancy to child-rearing in the community.

Accordingly, the Bureau plans a nationwide deployment of the “postnatal care project” legislated in FY2019 for providing mental and physical care and childcare support for those mothers and children after childbirth in FY2024 and is currently promoting the “prenatal and postnatal support project” to provide consultation support and help eliminate feelings of isolation at home and in the community.



“Healthy Parents and Children 21” Website poster

## Hot Topics

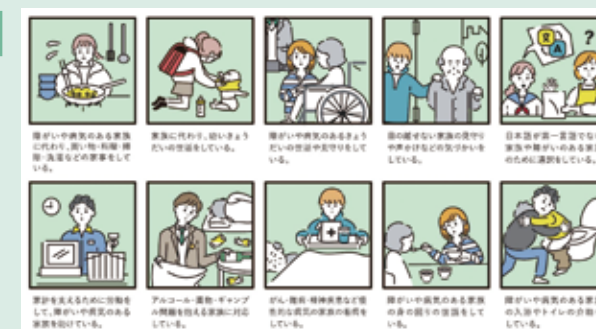
### Achieving a child-centered society by establishing the Children and Family Affairs Agency

The government is working to establish the Children and Family Affairs Agency as part of efforts to achieve a society where all children can grow up healthy without being left behind. The Bureau will expand and strengthen its efforts to achieve a child-centered society in cooperation with related ministries and agencies to help establish the Children and Family Affairs Agency.

### Support for young carers

There are cases where children who routinely do household chores or take care of family members that should be done by adults, so-called “young carers,” struggle with their own lives and studies, which became increasingly prominent.

The Bureau is promoting efforts to allocate coordinators who will support children so that they can live childlike lives, such as learning, playing and being spoiled. First of all, as a three-year intensive period of effort from FY2022 onward, relevant organizations such as welfare, long-term care, medical care and education will collaborate to provide appropriate support.



These children are so-called young carers.



# Social Welfare and War Victims' Relief Bureau

## Our Mission

The Social Welfare and War Victims' Relief Bureau is promoting broad social welfare efforts, including the establishment of community welfare, support for people having difficulties making a living and persons with disabilities, development of a social welfare juridical person system and foundation of welfare by securing human resources to be engaged in welfare and implementation of measures against suicide, etc., as well as the consolation of the war dead and relief for bereaved families.

## Realizing a regional inclusive society

### Policy

#### Scope of affairs under the jurisdiction

##### Promotion of community welfare

Toward resolving various life issues, the Bureau promotes the development of a comprehensive support system in regions for realizing a "Regional Inclusive Society" in which community members support each other to create individual lives, purposes of life, and a community.



Implementation of the Red Feather Community Chest

##### Support for people having difficulties making a living

The public assistance system guarantees the minimum standards of wholesome and cultured living. With the independence support system for people in need, comprehensive support that takes into consideration the entire life, including work, livelihood, and housing, etc., is provided to people having difficulties making a living at a stage before receiving public assistance. The Bureau will continue to provide various support through this multi-tiered support Net so that all people can live independent lives.

##### Developing social welfare foundations

The Bureau ensures systems for providing welfare services that will play important roles in an aging society in the future through the strengthening of governance of management organizations and promotion of mutual business cooperation of social welfare corporations that are responsible for providing welfare services and securing/developing welfare/ long-term care human resources, including foreigners.

##### Promotion of suicide countermeasures

Approximately 20,000 people end their own lives every year in Japan. Based on the belief that suicide is the death to which have been driven, and suicide is a preventable social problem, the Bureau is working to prevent suicides with the public and private sectors.

##### Enhancement of measures for persons with disabilities

The Bureau aims to realize a society in which persons with disabilities can live active lives in their communities, and is working to enhance welfare services for persons with disabilities such as daily life long-term care, etc. and develop mental health and medical welfare systems, etc.

##### Consolation of the war dead and relief for their bereaved families

The Bureau is working to conduct the consolation project for the souls of the war dead including recovering the remains of the war dead and pilgrimages, etc., provide relief pension benefits to the victims' bereaved family and wounded/sick retired soldiers, and provide support for the Japanese who were left behind in China, etc.

#### Support for efforts across different systems and fields

Due to the decreasing population and changes in family structures and local communities, the issues faced by local residents, such as the 8050 problem and "duplicated" childcare and long-term care, are becoming increasingly complex. The "Multi-layered Support System Development Project" was launched in April 2021 to deal with these issues by implementing integrated support for consultation, participation and community development, regardless of the attributes in a municipality. This is expected to consolidate the linkage of individual systems for the elderly, persons with disabilities, children and the poor and accelerate efforts to establish a comprehensive support system for the entire municipality.

Through these efforts, the Bureau is aiming to realize a "regional inclusive society" to anchor individual livelihoods and collective purpose of life and community by crossing the vertical segmentation among systems and the relationship between "supporters" and "receivers."



The National Summit for Promoting regional inclusive Society in Kamakura (November 2021)

#### Realizing a community life desired by persons with disabilities

The Bureau is working to enhance measures to support people with disabilities so that they can live as they choose, regardless of whether they have a disability or not. Discussions are underway to provide housing support to realize the community life desired by persons with disabilities, consultation to support the lives of persons with disabilities and effective employment support to meet their diverse employment needs.

Support of for cultural and artistic activities of persons with disabilities and communication to capture opportunities for them to participate in society.

The Bureau also promotes measures to combat addiction to alcohol, drugs and gambling and establishes the "community-based integrated care system focusing on mental health care" so that people can live as they choose in the community, even if they have a mental illness.



Kinokuni Wakayama Cultural Festival 2021 Grand finale of the closing ceremony (November 2021)

#### Holding Memorial Ceremony for the War Dead and the Recovering the remains

Approximately 3.1 million people died in the World Wars. Among them, approximately 2.4 million people died overseas (including Okinawa and Ioto Island).

We must not forget that the peace and prosperity we enjoy today are founded on the ultimate sacrifices of the war dead.

The government holds the Memorial Ceremony for the War Dead annually on August 15 at the Nippon Budokan, which is attended by the Emperor and Empress to console the souls of the war dead and wish for peace.

It is national responsibility to recover the remains of the war dead and the Bureau does its best to recover many of them and return to their hometowns as soon as possible. It is working to enhance the structure of DNA analysis for early return of the remains to the bereaved families.



Memorial Ceremony for the War Dead (August 2021)

## Hot Topics

### Promoting the use of the adult guardianship system

As the number of elderly people with dementia is expected to increase in future, the adult guardianship system will play an increasingly important role in supporting their decision-making, helping them to continue life as they choose with dignity and participate in the local community.

In FY2021, the Basic Plan for Promoting the Use of the Adult Guardianship System (hereinafter referred to as the "Basic Plan"), which is the basic pillar of the government's measures to promote the use of the adult guardianship system, was reviewed for the first time in five years and the Second Basic Plan was approved by the Cabinet.



Kouken-chan, a character produced to mark the establishment of a portal to promote the use of the adult guardianship system

### Promoting the development of equipment to help persons with disabilities be independent

The market for the equipment that assists efforts to ensure the independence and social participation of people with disabilities is small and commercialization and development of practical products have stalled. In the Project for Promoting the Development of Equipment to Support Independence for Persons with Disabilities, exchange meetings are held to match corporate technology and user demand and corporate efforts to develop equipment in collaboration with persons with disabilities and promote the commercialization of user-friendly and affordable equipment for people with disabilities are subsidized.



A powered prosthesis that assists persons with a lower limb amputation to move their legs, developed in the Project for Promoting the Development of Equipment to Support Independence for Persons with Disabilities

## Toward a society where people can live in familiar areas regardless of age

### Our Mission

Japan's aging society is unprecedented. As the number of elderly people increases, the need for long-term care is expected to rise accordingly. Aiming to create a society where support for the elderly who need long-term care and their families is provided and people can live in areas familiar to them with peace of mind at any age, the Bureau promotes welfare and long-term care measures for the elderly, including the long-term care insurance system, in coordination with community development.

### Policy

#### Scope of affairs under the jurisdiction

#### Operating long-term care insurance systems

The Bureau operates public insurance systems to provide various long-term care services for the elderly, including facility service and in-home service, according to the necessity of the elderly who need long-term care.

#### Determination of long-term care fees

The Bureau determines the "prices" of long-term care fees to be received as remuneration for providing long-term care services to promote stable service provision and the establishment of high quality service provision systems.

#### Promoting a comprehensive community care system

The Bureau is promoting community development which ensures medical care, long-term care, preventive care, housing and livelihood support comprehensively so that the elderly can live with peace of mind in areas familiar to them, even if they need long-term care.

#### Innovation in long-term care services

The Bureau is improving the productivity of long-term care service sites using technology, etc. after ensuring the quality of long-term care services.



Efforts to share information among staff members using ICT devices

#### Achieving a long-term care service site where people can work energetically

There will be more than 20 million elderly people aged 75 and over by 2025 and the need for long-term care is expected to continue growing. Under these circumstances, key issues for enhancing nursing care services in future include recruiting and retaining human resources who support long-term care services by improving the working condition of long-term care sites.

The MHLW is making various efforts to create a comfortable working environment for people engaging in long-term care, such as increasing wages and improving productivity in long-term care service sites using technology. Regarding efforts to improve productivity, the Bureau supports the introduction and utilization of care robots and CT to reduce labor and boost work efficiency after ensuring the quality of long-term care services.



An example of improving productivity (confirmation of sleeping state using CT, bathing support robot)

#### Supporting care prevention and health promotion

Even if the working-age population is declining rapidly, the vitality of society must be maintained and improved.

In the long-term care insurance system, the Bureau provides care prevention and support for daily lives in addition to long-term care services, to ensure the elderly can continue their daily lives unaided by others for longer.

Many care prevention initiatives, such as care prevention classes and home health consultations, are resident-led.

To continue these efforts, despite the challenge of holding on-site events due to the effects of COVID-19, the Bureau brings health promotion for the elderly into operation by opening venues in which the elderly can commute and



Opening the "commuting venues (utilization of apps)" in response to the spread of COVID-19

supporting health promotion using ICT in cooperation with local governments after implementing infection prevention measures.

#### Allowing people with dementia to continue to live with hope

With the progress in the aging of society, people with dementia are expected to further increase. The number of people with dementia will reach about 7 million in 2025.

Since anyone can develop dementia as described, it has become an immediate problem for many people including those having a family member with dementia.

Under these circumstances, aiming to delay the onset of dementia and create a society allowing sufferers to live their daily lives in hope, the Bureau promotes measures with two equally important goals of "coexistence" and "prevention" while focusing on the perspectives of people with dementia and their families.



Promoting the support for disseminating and raising awareness for dementia by the people with dementia appointed as "ambassadors of hope"

### Hot Topics

#### Utilizing care robots

The MHLW promotes efforts to introduce and utilize care robots from the perspective of improving the productivity of long-term care service sites.

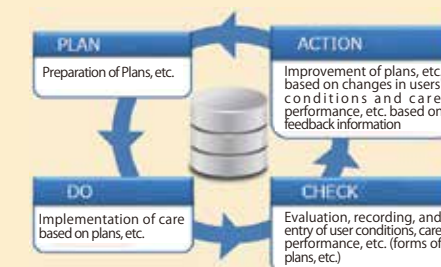
Specifically, this includes subsidies for introducing nursing care robots and CT, centralized consultation services for nursing care facilities and development companies, advice on the development and demonstration of nursing care robots and large-scale field demonstrations of long-term care service sites.



Supporting caregivers with wearable power assist

#### Promoting evidence-based long-term care

The Bureau promotes efforts to collect information on the condition of the elderly from business operators and feed analytical results back to them from April 2021 to effectively support the independence of the elderly and prevent aggravation. This is expected to help deliver evidence-based care that is tailored to the condition of individual users and improve long-term care services.



Promoting high-quality nursing care services based on the PDCA cycle



## Bringing the world-leading universal health insurance to the next century

### Our Mission

In Japan, everyone can receive necessary medical care anytime and anywhere under the universal health insurance system. The year 2022 is the 100th anniversary of the enactment of the Health Insurance Act. The universal health insurance system exists as natural as water and air, but is facing various challenges, including the medical need and cost burden balance, in the rapidly declining birth rate and aging population. The mission of the Bureau is to continuously consider the best way to firmly maintain the world-acclaimed universal health insurance system and ensure its sustainability now and in future.

### Policy

#### Scope of affairs under the jurisdiction

##### Operating health insurance systems

The Bureau is responsible for planning and designing health insurance systems that contribute to stabilizing people's lives and improving welfare by providing necessary compensation for sickness and injuries, etc. of private employees and their families.

##### Operating the national health insurance system

The Bureau is responsible for planning and designing a national health insurance that contributes to the improvement of people's health by providing necessary compensation for sickness and injuries, etc. of people not subscribing to health insurance such as self-employed persons and those engaged in agriculture.

##### Operating the medical care system for the elderly

The Bureau is responsible for planning and designing the medical care system for the elderly aged 75 and over to promote their welfare by providing appropriate medical benefits for the illness and injuries, etc. of people aged 75 and over.

##### Revising medical fees and drug prices, etc.

The Bureau revises medical fees which are compensation for medical services provided by medical institutions and pharmacies, and official prices of pharmaceuticals (drug prices, etc.) based on discussions at the Central Social Insurance Medical Council.

##### Promoting medical care and long-term care collaboration for care prevention/health promotion

The Bureau is responsible for promoting policies for medical care and long-term care collaboration, as well as planning initiative for care prevention and health promotion using medical big data, etc.

##### Statistical survey and analysis of health insurance systems

For contributing to the examination of medical insurance systems according to the progress of aging society and changes in disease structure, etc., the Bureau uses the NDB that stores digital data of health insurance claims (statements of medical expenses) to grasp and analyze medical fee trends and estimate financial requirement for reforms.

#### Establishing sustainable health insurance systems

Japan has achieved the world's highest level of average life expectancy and health and medical standards through the universal health insurance system which allows all citizens to receive necessary medical care equally in case of sickness or injury. The Bureau promotes EBPM (evidence-based policy making) initiatives through statistical analysis using the NDB, a database storing anonymous information on insurance claims and specific health checkups. In recent years, however, the situation surrounding the universal health insurance system has been significantly transformed due to the rapid declining birthrate and aging population. To maintain the universal health insurance system, reforms of medical insurance systems are required in anticipation of the year 2025 when baby boomers will reach 75 and older, and 2040 when Generation Y will reach old age and the working generation plummet.

The Bureau continues to push forward with reforms to a "social security system oriented to all generations" in which all generations support each other in a fair manner, and makes efforts to equalize the burden within generations and to prioritize and streamline medical care. The Bureau is also striving to create a system that encourages insurers to prevent illness and promote health so that everyone can be active and live longer and healthier.

#### Disease prevention and health promotion for extending a healthy life

In anticipation of the advent of the centenarian era, the Bureau is taking measures to shift medical care from the conventional "treatment-oriented" approach to a "prevention-oriented" approach to extend a healthy life expectancy.

In addition, the Bureau launched the "Nippon Kenko Kaigi (Japan Health Conference)" to promote prevention and health promotion through industry-government-academia collaboration for the "visualization" of preventive and health-promoting efforts by insurers, such as specific health checkups (metabolism checkups) focusing on the accumulation of visceral fat, "horizontal deployment" of advanced cases, and efforts to build a new lifelong disease prevention and health promotion system using digital technology. The Bureau also conducts



demonstration projects to confirm and accumulate evidence on the effects of prevention and health promotion policies to promote the implementation of effective prevention and health promotion projects by insurers. The Bureau promotes EBPM (evidence-based policy making) initiatives through statistical analysis using the NDB, a database storing anonymous information on insurance claims and specific health checkups.

#### Promoting Data Health Reform

Everyone wants efficient and high-quality medical care services by promoting computerization in the medical field. To fulfill this mission, the Bureau started full-scale operation of a system allowing online confirmation of qualifications of insured persons using the My Number Card at the medical institution and pharmacy counters in October 2021.

This streamlined the work at medical institutions and pharmacies and allows individuals to confirm their medication and specific health information anytime at Mynportal.

The Bureau also promotes the utilization of big data in the fields of health and medical care, such as coordinated analysis of data on health insurance claims, etc. in medical insurance and long-term care insurance, and publication of open data.



## Hot Topics

### Reviewing copayment for the late-stage elderly

To curb the increase in late-stage elderly support payments that are borne by the working generation and have as many people as possible play active roles in the "support side," the Bureau revised the medical care system to reduce copayments from 10 to 20% for late-stage elderly with income above a certain level, except for those with an income equivalent to that of active workers from October 1, 2022.

At the same time, for those who are classified as liable for a 20% copayment, measures to limit the increase in payment to a certain extent for three years after enforcement were taken.

Through these reforms, the Bureau is striving to build a "social security system oriented to all generations."

### FY2022 medical fee revision

Medical fees are revised once every two years. The set medical fee points will help improve medical services as is currently required and significantly shape how future medical care is delivered.

In the FY2022 revision, the Bureau responded to various issues, including building a medical care system capable of coping with emerging infectious diseases, improving the treatment of nursing staff, promoting work-style reforms for doctors, etc. and covering infertility treatment in insurance.



## Our Mission

Pensions support people in their post-retirement life. With the diversifying work styles and extended life expectancy, the Bureau is working on reviewing systems to establish a pension system that is in line with social and economic changes and situations so that people can have a sense of security. We hope to ensure an appropriate operation of the pension system in cooperation with the Japan Pension Service.

## Realizing “intergenerational support” that will continue for the next 100 years

### Policy

#### Scope of affairs under the jurisdiction

#### Public pension

Public pension is a system for “intergenerational support” to appropriate insurance contributions paid by working generations to the payment of pension benefits to the elderly at the time. In addition, pension benefits are also provided when a person is disabled by a traffic accident, etc., or family members die, pension benefits are paid to the person concerned or the bereaved family.

#### Private pension

Private pension is a system to meet the needs of people’s post-retirement lives and support income in their senior years in combination with the public pension. Typical private pension includes defined-benefit pension plan and defined contribution pension plan.

#### Operation of pension reserves

The pension reserve of approximately 201 trillion yen (as of the end of December 2021) is an important financial resource for future pension benefits. The operation of the pension reserve is safely and efficiently carried out by the Government Pension Investment Fund (GPIF).

#### Social security agreements

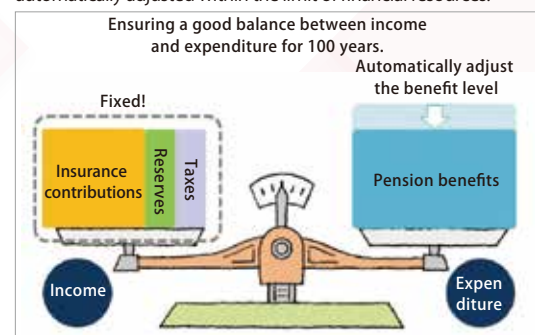
With the progress of globalization, the number of Japanese working overseas, and foreign nationals visiting Japan from overseas to work, is increasing. In order to prevent them from paying pension contributions in both Japan and their respective foreign countries, the Bureau is promoting the conclusion of social security agreements.

#### Operation of public pension

In order to operate the public pension system that is trusted by the people, the Bureau carries out the actual management work such as providing pensions, maintaining records, and collecting contributions, etc. in cooperation with the Japan Pension Service.

### Balancing “sustainability” and “sufficiency of benefits”

Public pension is a system to support the basis of people’s post-retirement life. The Pension Bureau has been addressing the difficult issue of securing the “sufficiency of benefits” and at the same time improving the sustainability of the system while declining birthrate and aging are rapidly progressing. In 2004, as the insurance contribution burden of the working generation was expected to be excessive in the future, a drastic reform was carried out to introduce a new framework in which the upper limit for increasing insurance contributions is fixed and the benefit level is automatically adjusted within the limit of financial resources.



▲ Pension finance mechanism (balance)

### Operation of the public pension system that is trusted by the people

The Bureau promotes measures to expand the application of employees’ pension insurance and collect premiums for the national pension in cooperation with the Japan Pension Service to ensure the stable operation of pension systems and the fairness of contributions. The Bureau is also promoting efforts to ensure that operations such as pension record management, application, insurance premium collection, pension benefits, and various consultations are performed accurately, reliably, and promptly. In addition, the Bureau is engaged in operating public pension systems trusted by the public by checking pension records for public pension enrollment and payment of insurance premiums, implementing various procedures online, and promoting the dissemination of “Nenkin Net,” which allows the trial calculation of expected future pension amounts online at any time.

### Supporting individual life plans

Private pensions (corporate pensions/personal pensions), which are provided in addition to the public pension, support lives in old age. For example, iDeCo (individual-type defined contribution pension plan) is one of those in which individuals can voluntarily participate and select the contribution amount and investment method. Since iDeCo has tax incentives for contributions and investment profits, not only the old age but also the working age can enjoy benefits, and since January 2017, basically anyone can join iDeCo, resulting in the number of subscribers exceeding 2.3 million at the end of January 2022. Taking into consideration the expansion of employment in old age, the Bureau supports individuals for their retirement saving plans by raising maximum age for start of receiving DC (Defined Contribution)pension benefit, and raising the maximum age for DC participation eligibility age, etc. in FY2022.



▲ Our pension portal character “Pilot Guide”

### Hot Topics

#### Expanding coverage of employees’ insurance

Following the revision of the pension system in 2020, the requirements for the size of company in which part-time workers should be covered by employees’ insurance will be changed from the current level of 501 employees or more to 101 employees or more in October 2022 and to 51 employees or more in October 2024.



▲ Guidebook

#### “Visualization” of pensions

The “visualization” website (public pension simulator) has been tentatively launched in April 2022, with the aim of (1) publicizing the revision of the pension system in 2020 in a user-friendly manner and (2) “visualizing” changes in pension amounts associated with changing work approaches and lifestyles. The website helps users easily estimate how much pension they will receive in future mainly by reading the two-dimensional code printed on the pension notices regularly sent to them.



▲ Image of the “visualized” website



## Contributing to occupational stability and economic and social progress through human resource development

### Our Mission

The Director-General promotes a stable job placement and employment by providing various support for workers who sustain economic activities in this country, the young who intend to start working and those looking to change their jobs or reemployment to acquire and improve know-how and work skills and for companies committed to increasing workers' skills. With these supportive measures, the Director-General aims to realize a society and develop economy, in which all people can fully utilize their abilities through work and play more active roles.

### Policy

#### Scope of affairs under the jurisdiction

##### Implementation of public vocational training

The Director-General implements vocational training courses throughout Japan for people seeking re-employment or a career change. We also offer know-how and work skills to the young and persons with disabilities, who intend to work.

##### Career development support

The Director-General supports workers' voluntary career development by promoting career consultations and provides grants for training and education that subsidizes part of their course tuitions, etc.

##### Support for human resource development by companies

The Director-General supports human resource development in companies by subsidizing training costs provided by the company for their employees. We also subsidize company training costs certified by prefectural governors.

##### Evaluation and promotion of vocational skills

The Director-General implements the National Trade Skills Tests to measure the know-how and work skills necessary for work in 130 job categories, and also holds skill competitions in which the selected workers gather from all over the country and compete for their skills.

##### Human resource development in developing countries

The Director-General cooperates in the Technical Intern Training Program, which provides on-the-job-training to transfer knowledge and skills to men and women from developing countries, who will be supporting their country's economic growth.



Technical intern trainee learning electroplating work

### Supporting re-employment and skills development through public vocational training

The Director-General implements various vocational training (in the manufacturing field such as manufacture and construction, etc. and services fields such as IT, long-term care, and others) through nationwide vocational training institutions for those seeking re-employment or a career change and for the young and persons with disabilities, who are interested in acquiring know-how and work skills to fulfill their aspirations. In recent years, the Director-General is promoting improvement of training courses to support non-regular workers looking for regular employment and reemployment of women raising children and also strengthening vocational training in line with contemporary needs, such as developing IT human resources. These public vocational training courses for displaced workers are free\*.

The Director-General also aims to upskill workers and make them more productive by providing training for people with certain skills to acquire more advanced specialized knowledge and upskill accordingly and further support voluntary efforts to develop human resources by companies and workers.

\* A text book fee is charged.



Robotic production system course

### Promoting "visualization" of vocational abilities and skills promotion

The National Trade Skills Test is an important evaluation system to measure the abilities of workers, who have acquired and improved their knowledge and working skills. Tests are conducted in 130 job categories that support economic activities in Japan and students and workers can improve their abilities with goals. Companies also use these tests for human resource development.

In addition, efforts are being made to improve skill levels and promoting skills through the National Skills Competition in which young people compete their skills to become the



The 59th National Skills Competition (Machine assembly)

national champion and the "Outstandingly Skilled Workers (Great Craftsmen in the present world)", a program which grants awards to workers who are regarded as the leading experts in their fields.

### Supporting the young and employment 'ice age' generation for stable employment

The Director-General provides detailed employment support through "New Graduates Support Hello Work", etc. to enable the young to gain stable employment and utilize their abilities.

In particular, the Director-General initiated a system to provide workplace information, based on the Youth Employment Promotion Act, to enable the young to make appropriate job choices after graduating from school or university and to certify small and medium-sized companies that are actively employing and training the young.



Award for outstandingly skilled workers

In addition, the Director-General provides specialized consultation support through "Regional Youth Support Stations" for vocational independence of the unemployed People, who are not in education, employment, or training (the so-called NEETs), and enhances support for People.

Moreover, the Director-General is working to develop momentum of support across society to help the employment 'ice age' generation work and participate in society.



Government certification mark endorsing small and medium-sized companies that are actively employing and training young people



Support at a local youth support station

## Hot Topics

### Developing digital human resources

There is an urgent need to develop digital human resources to respond to rapid and wide-ranging technological innovations such as digitalization and labor shortages.

Accordingly, the MHLW is focusing on the digital field in its vocational and educational training benefit system and corporate subsidy system and working to develop human resources who will support growth fields.



Vocational training for information technology

### Radically enhanced investment in people

To drastically enhance investment in people, support relearning and vocational training and promote re-employment, full-time employment and career improvement, the Director-General decided to create a new package of measures worth 400 billion yen over three years.

Based on wide-ranging ideas proposed by private companies and workers, the focus is placed on efforts to enhance education and training and create an environment in which learning is facilitated.

# Director-General for General Policy and Evaluation

## Playing a central role in national strategy in the centenarian era

### Our Mission

As the control tower for the MHLW's social security and labor policies, the Director-General draws the grand design of policies based on socioeconomic conditions such as the declining birthrate and aging population and changes in the employment structure. And it is our mission to make it happen.

### Policy

#### As the control tower for national strategy in the centenarian era

##### ● Realizing new capitalism

The Kishida Cabinet advocated the "realization of new capitalism" as a political slogan. The government has set up a vision based on concepts of a "virtuous cycle of growth and distribution" and "developing a new post-COVID-19 society" in the Council of New Form of Capitalism Realization.

The MHLW plays a key role in realizing a virtuous cycle of growth and distribution. Improving labor productivity and labor share through labor policies will lead to continuous wage increase. Social security policies foster stability in people's lives and a sense of security for the future, support the shift from increasing wages to expanding consumption and help realize economic growth.

As the MHLW headquarters, the Director-General is responsible for steering important government policy decisions by planning and managing social security and labor policies.



▲ At the Council of New Form of Capitalism Realization (From the Prime Minister's Office website)

##### ● Building a social security system oriented to all generations

Social security has supported the health and livelihoods of the Japanese people, centering on the universal health insurance realized in 1961. Japan is now entering the centenarian era.

Meanwhile, various issues have also arisen, such as an imbalance on contributions among generations due to an increase in social security benefits and a shortage of workers to support medical and long-term care due to the aging and declining population.

The coming lifelong active society will need a social security system oriented to all generations to ensure peace of mind; not only for the elderly but also children and child-raising and working generations.

The government launched the "Advisory Council for Building a Social Security System Oriented to All Generations" in 2021. The MHLW will spearhead discussions on social security reforms oriented to all generations as it heads efforts to build sustainable social security for the next generation.

#### Understanding the socioeconomic reality and public relations

##### ● White Paper on Health, Labour and Welfare

The first White Paper on Health and Welfare, published in 1956, states the following:

"It was intended to boost public understanding by reporting the actual state of administration, which covers all aspects of people's lives, from the cradle to the grave."

After being renamed as the White Paper on Health, Labour and Welfare in 2001, it has covered wide-ranging fields closely related to people's lives, such as medical care, welfare, health and employment.

Since its inception, the purpose and role of the white paper have remained unchanged, but policy analysis focuses on contemporary cutting-edge themes.



▲ Japan as seen with a population of 100

##### ● Analysis of the Labour Economy

The history of Analysis of the Labour Economy (White Paper on Labour Economy) predates the White Paper on Health, Labour and Welfare and began in 1949 as the "Analysis of Postwar Labour Economy," which is a historic government report along with the Cabinet Office's Annual Report on the Japanese Economy and Public Finance (White Paper).

Initially, it analyzed the labour economy under the postwar stability plan. From the 1960s onwards, however, it has included analysis focusing on the topic of each year.

As well as sorting labour economy trends and the situation regarding employment and work styles, it also conducts analysis using advanced econometric techniques.



▲ FY2021 video version "White Paper on the Labour Economy"

#### Promotional activities for the next generation

##### ● Education on labor laws~ For first-time workers ~

To help students gain employment and prevent troubles and unfavorable treatment at the time of employment, the Director-General created a handbook that summarizes labor-related laws and regulations in an easy-to-understand way, e.g. via cartoons and distributed it to high schools and universities nationwide. The Director-General is also promoting the education on labor laws for the younger generation, by dispatching instructors to classes, etc.



▲ Cartoon labor laws

##### ● Education on social security

##### ~For children who will spearhead the next generation ~

It is also an important responsibility of the MHLW to have children who spearhead the next generation understand the meaning and mechanism of social security as "personal matters" and utilize necessary systems as they go through life.

Accordingly, the Director-General is working to disseminate social security by distributing educational materials to high schools nationwide and holding training courses for teachers.



## Hot Topics

### Loneliness and isolation measures

The COVID-19 pandemic has exacerbated issues of loneliness and isolation. Venues for interaction, watching over and supporting each other, as well as opportunities for counseling and support, which were provided by administrative agencies and NPOs in various regions, have been lost.

In response, government-wide efforts have been made to address loneliness and isolation.

Loneliness and isolation can occur for various reasons, regardless of generation or attribute and the problems faced by the person concerned also vary. It is important for the health, labor and welfare administration, which is closely related to people's lives, to make specific efforts with loneliness and isolation measures in mind.

In cooperation with related ministries and agencies, the Director-General comprehensively coordinates loneliness and isolation measures and related MHLW measures from a cross-ministerial perspective.

### Wage hikes for people working in nursing care, long-term care and childcare services, etc.

Amid the spread of COVID-19, the lives and livelihoods of many were saved thanks to the strenuous efforts of those working in nursing care, long-term care and childcare services, etc. Meanwhile, the need to secure human resources in these fields and their treatment were once again recognized as critical issues.

The Public Price Evaluation and Review Committee was launched in 2021 under the Advisory Council for Building a Social Security System Oriented to All Generations. Discussions are being promoted toward improving the treatment of staff working in nursing care, long-term care and childcare services according to the issues and requests proposed by related organization regarding the actual conditions of the workplace and treatment of workers.



▲ Prime Minister Kishida receiving the interim summary (from the Prime Minister's official residence website)



# Director-General for Statistics, Information Policy and Industrial Relations

## Scope of affairs under the jurisdiction

### Statistical survey

The Director-General is engaged in refining and investigating statistics deeply related to people's lives such as birth, marriage, employment and medical care, etc., all of which are required for policymaking in welfare and labor sectors.

### Information policies

The Director-General designs, plans, and promotes comprehensive information policies, including promotion of informatization in health, labor, and welfare administration, ensuring of information security, and development of information systems, etc.

## Hot Topics

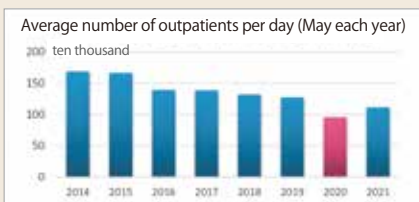
### State of emergency declaration and number of outpatients extracted from statistics

Hospital reports have revealed the monthly number of patients being admitted to and discharged from hospital and the number of outpatients at about 180,000 hospitals and clinics nationwide.

This chart shows how the number of outpatients who visited hospitals and clinics changed in May of each year.

May 2020 is the first time a state of emergency was declared in response to the COVID-19 pandemic and the data shows a significant decrease in the number of outpatients.

Analyzing "now" by compiling the "past" and determining policies for the "future" based on the data. Statistics are basis for the policies.



## Supporting people, life, and the future based on data and digital technologies

### Our Mission

As informatization has progressed in recent years, it is becoming more important to operate government administration "based on data" and "by digitizing." Accordingly, the Director-General conducts various statistical surveys, which underpin policies and promote information policies such as promotion of digital transformation (DX) in the overall health, labor and the welfare administration, etc.

### Policy

#### Improvement of statistics to support the administration of health, labor and welfare

In order to promote evidence-based policy making (EBPM), statistical data, etc. is essential to analyze the current condition. Therefore, the MHLW conducts large-scale statistical surveys on demographics, households, medical care, social welfare, employment of workers, wages, and working hours.

The results play a major role in policy planning, and are also used in GDP estimates and private-sector economic assessments.

In addition, the Director-General is working on the international comparison of statistical data and development of international classification of statistics in cooperation with international organizations such as WHO (World Health Organization) and OECD (Organization for Economic Cooperation and Development).

Additionally, the Director-General examines analytical methods and analyzes the effects of policy introduction using actual data to promote the utilization of statistics through the practice of EBPM.

#### Promoting digitization in the fields of health, labor and welfare

As the number of medical and long-term care service providers declines, reflecting the shrinking population, declining birthrate and aging society, it is becoming increasingly crucial to preserve and improve medical and long-term care services. Under such circumstances, the MHLW promotes data-based health management initiatives across departments to advance ICT utilization in the fields of health, medical care and long-term care in accordance with the roadmap up to FY2025 for improving efficiency and productivity of medical and long-term care services. Also promoted is the online application of about 3,800 procedures in the fields of welfare and labor, which affect the lives of many people.

Efforts are also made to enhance information security measures to provide services that can be used without worries as ICT is increasingly used in these services.

In addition, as part of restructuring the work in the MHLW, the full-scale introduction of Robotics Process Automation (RPA) in document making and aggregation work is underway. Its aim is to allow officials to focus on value creation for the people by handing over routine work to robots, etc.

## Minister's Secretariat Health Science Division

### Fields under its jurisdiction

#### Promotion of scientific research

In order to make policies based on scientific evidence, the Division promotes research in a number of areas under the jurisdiction of the Ministry of Health, Labour and Welfare, which include health and medical care, welfare, pharmaceutical affairs/food sanitation, and industrial safety and health.

#### Control center for innovation strategies in the areas of health, medical care, science and technology

With the aim of creating innovative drugs and medical devices that have originated in Japan and realizing global leading medical care, including regenerative medicine and genomic medicine, as well as promoting science, technology and innovation measures to achieve Society 5.0, the Division plays the role of a control center within the Ministry.

#### Health risk management, and measures against disasters

In order to respond to the occurrence of natural disasters such as earthquakes/heavy rains, etc. and serious infectious diseases, the Division regularly promotes disaster prevention/mitigation measures and coordinates initial responses within the Ministry when disasters occur.

#### Operation of the Pharmaceutical Administrative Evaluation and Monitoring Committee

The Division oversees the secretarial function of this committee that evaluates and monitors pharmaceutical administration to prevent health damage caused by pharmaceuticals, etc. from occurring and spreading.

## Hot Topics

### Promoting research contributing to countermeasures for COVID-19

As a control center for research conducted by the MHLW, the Division prioritizes research that contributes to countermeasures for COVID-19.

The Health and Labour Sciences Research Grants Program covers research that helps promote administrative measures, including research and case analysis related to COVID-19 at home and abroad, while the Japan Agency for Medical Research and Development (AMED) promotes R&D for full disclosure of this disease, therapeutic drugs and vaccines, etc.



## Steering promotion of science and technology and risk management

### Our Mission

Various innovative developments, not on the conventional extension line, such as the development of science and technology, are in progress at present. In order to establish science and technologies in the areas of health and medical care ahead of any other country, the Division supervises the promotion of research and formulation of strategies. In addition, natural disasters have been occurring one after another in recent years. In order to protect people's lives and health, the Division coordinates initial responses after the occurrence of natural disasters and implements risk management when infectious diseases or food poisoning occur. The Division also operates the Pharmaceutical Administrative Evaluation and Monitoring Committee for evaluating and monitoring the appropriateness of drug administration.

### Policy

#### Response to emerging and re-emerging infectious diseases

The Division promotes measures against infectious diseases by establishing and strengthening the systems of national research institutes that are responsible for measures against emerging and re-emerging infectious diseases. For example, the Division has enhanced the functions and systems of the National Institute of Infectious Diseases to ensure prompt and accurate tests and epidemiological surveys of COVID-19 and other diseases and information dissemination and promoting the R&D of therapeutic drugs and vaccines.

At the National Institute of Health Sciences, the development of new evaluation methods is underway for rapid development and review of therapeutic drugs and vaccines for COVID-19.

#### Disaster response of the MHLW

Disasters have caused enormous damage nationwide in recent years. The MHLW promotes seismic retrofitting of medical facilities and social welfare facilities, etc. and the installation of emergency generators, etc. in preparation for such disasters.

In the event of a disaster, the MHLW dispatches disaster medical assistance teams (DMATs) to the affected areas, determines the damage to medical and social welfare facilities, and requests the dispatch of emergency water tanks and power supply vehicles to related organizations. The officers tour the evacuation centers to check the health of evacuees and provide necessary support for preventing infectious diseases like COVID-19 and heat stroke.

During the recovery/reconstruction period, the ministry carries out projects related to the restoration of medical facilities, social welfare facilities, and water supply facilities, as well as mental care, monitoring and consultation support for affected people.

# Minister's Secretariat International Affairs Division

## Play the role as a bridge connecting Japan and the world

### Our Mission

The Division promotes international exchange and the country's contributions in the fields of healthcare, employment and social security while actively getting involved in meetings hosted by the WHO, ILO and OECD as well as negotiations for economic partnership agreements under the frameworks of G7, G20, APEC, ASEAN+3, Japan-China- South Korea, Japan-US, Japan-UK and Japan-Germany. The Division is also looking to strengthen cooperation with the international community, including the WHO and other countries in order to bring the worldwide infection under control as it participates in various international frameworks and conferences.

### Policy

### Coping with the health crisis together with the international community

Japan is playing a leading role in the international community in tackling global health issues such as (1) responses to health crises including the current COVID-19 epidemic, (2) achievement of universal health coverage (UHC) to ensure access to basic health services for all and (3) countermeasures against antimicrobial resistance (AMR) that renders antibiotics ineffective while sharing its knowledge, offering financial assistance and supporting human resources development.

To combat the COVID-19 pandemic, the Division promotes vaccine research and development through international organizations and collects information on public health issues including the infection situation abroad and responses to COVID-19 in other countries.



▲ Minister of Health, Labour and Welfare Goto listening to the opinions of participating countries in the G7 Emergency Health Ministers' Meeting held on November 29, 2021

### Contributing discussions focusing on labor issues in international organizations

Representatives of member countries hold discussions on efforts and support measures to resolve international labor issues within international frameworks such as the ILO, G7 and G20.

The MHLW also actively participates in discussions, brings up issues facing the international community, seeks to build consensus and disseminates Japan's efforts worldwide. In recent years, for example, the ministry has been promoting decent work (productive work based on the principle of respect for human dignity) for workers all across the world by participating in discussions that cover a range of topics such as the ILO's response to the impact of COVID-19, inequality in the world of work, skills development and lifelong learning, and international labor standards on occupational safety and health. As awareness of human rights increases in the economic field, improving the working environment around the world can also benefit Japanese companies looking to expand overseas.



▲ ILO Headquarters (Geneva, Switzerland)

### Scope of affairs under the jurisdiction

#### Control tower for international policies

The Division is responsible for coordinating between departments and other divisions in the MHLW and international organizations to help them incorporate global standards into policies that require international cooperation and disseminate information about Japan's approach to the policies.

#### Enhancing international labor policies

The Division is working to improve the work environment around the world by participating in meetings hosted by international organizations such as the International Labor Organization (ILO) and offering development assistance to developing countries.

#### Collecting information from overseas

The Division collects information on social security systems and labor-policy related programs in other countries and provides it inside and outside the ministry to support policy planning.

#### International PR

The Division introduces details about measures and policies implemented in Japan and disseminate other information by updating the ministry's English websites and social networking sites and collaborating with the embassies of other countries in Tokyo.

## Hot Topics

### Holding the WHO meeting in Japan

In October 2021, the World Health Organization (WHO) Western Pacific Regional Committee took place in Himeji City, Hyogo Prefecture. The meeting was held in a hybrid format that combined face-to-face and virtual participation while a bubble isolation system was applied and appropriate infection control measures were in place throughout the meeting period. Four health ministers from overseas attended the conference. The meeting proved fruitful, and ministers from member countries and regions confirmed that they will be collaborating to make the Western Pacific region a healthier and safer place.



▲ Minister Goto taking a commemorative photo with representatives of member countries at the 72nd WHO Western Pacific Committee

### The changing world of work

At the G20 Labor and Employment Ministers' Meeting 2021, participants discussed gender equality, social protection and work styles in the age of digitalization, such as remote and platform work, under the theme of "Fostering an Inclusive, Sustainable and Resilient Recovery of Labour Markets and Societies." Japan also actively joined the discussion, expressing its views on efforts to promote flexible work styles with the post-COVID-19 society in mind.



▲ Participants of the 12th Labor and Employment Ministers' Meeting (held via a video conference system)

### General Coordination Division



As a control center for the Ministry of Health, Labour and Welfare, the General Coordination Division overlooks the overall affairs of the Ministry and is responsible for appropriately reviewing the situations of the departments and bureaus and carrying out general coordination of all cases.

Moreover, the Division is responsible for contact and coordination with the Diet and respective ministries and agencies in Kasumigaseki, and examines whether laws and regulations on which administrative activities are based are consistent with measures taken by the Ministry of Health, Labour and Welfare and whether the rules for creating laws and regulations are followed, etc.

### Personnel Division

The Personnel Division appropriately conducts personnel management, taking requests for future career and family environments of individual officials into consideration, and develops an environment in which officials can work comfortably, including improved work-life balance, by promoting efforts to make work more efficient within the MHLW. In addition, the Division also places emphasis on the improvement of officials' abilities by conducting training at the sites of health centers, welfare offices, and Labor Bureaus, etc. for those at a younger age.



▲ MHLW 50-kan nursery room

### Accounts Division

The Accounts Division is responsible for the coordination of budgets for the entire MHLW exceeding 30 trillion yen in budget requests made during the summer and budget compilations at the end of the year. In addition, the Division is also responsible for settlement of accounts, audits, public procurements, management of administrative properties and government buildings, and welfare benefits of government employees, etc.

### Regional Bureau Administration Division

As the front-line organizations for the health, labor, and welfare administration in regions, the Regional Bureau Administration Division provides comprehensive supervision and personnel and budgetary support to enable Regional Offices of Health and Welfare and Prefectural Labor Bureaus to fully display their abilities.



▲ Hello Work Fujinomiya (Shizuoka)



▲ Kanto Shinetsu Regional Bureau of Health and Welfare

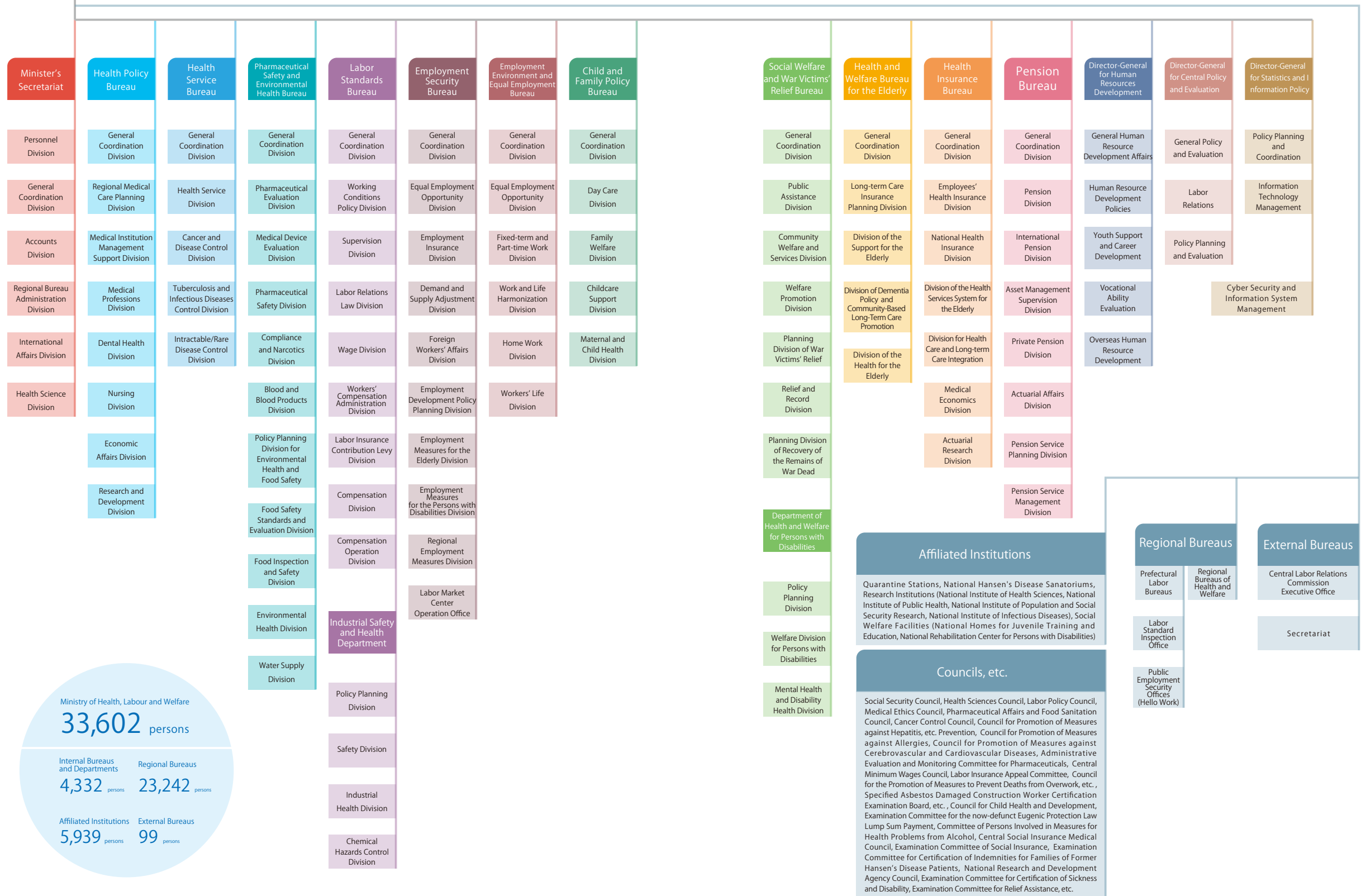


▲ Mukojima Labor Standards Inspection Office (Tokyo)



# Ministry of Health, Labour and Welfare

As of April 1, 2022

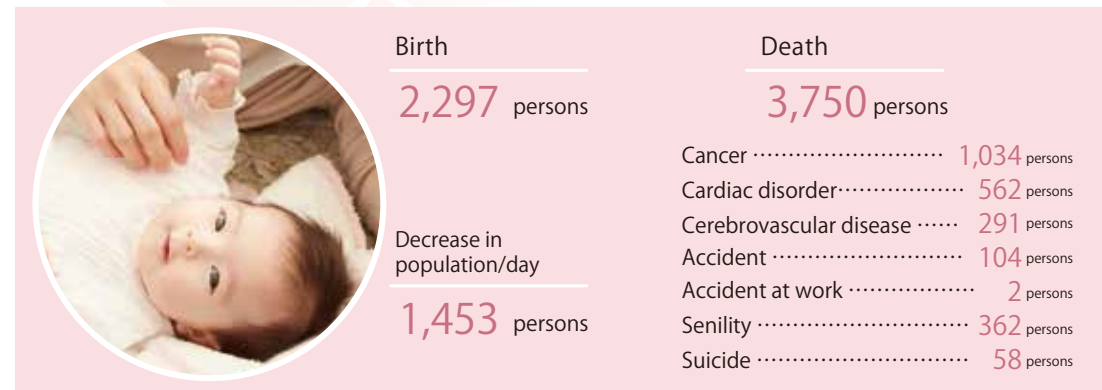


# A day in Japan & Japan

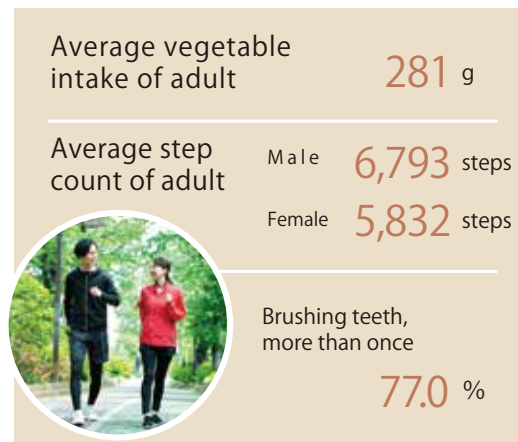
as seen with a population of **100**

**A day in Japan** Checking the number of events per day in Japan, this is how the latest figures would look: 2016~2020

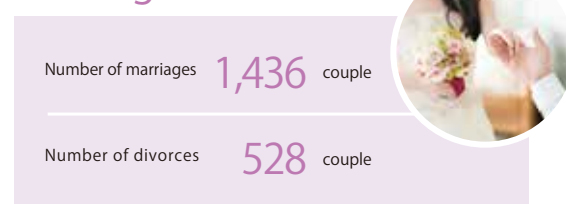
## Population



## Adult



## Marriage



## Employment

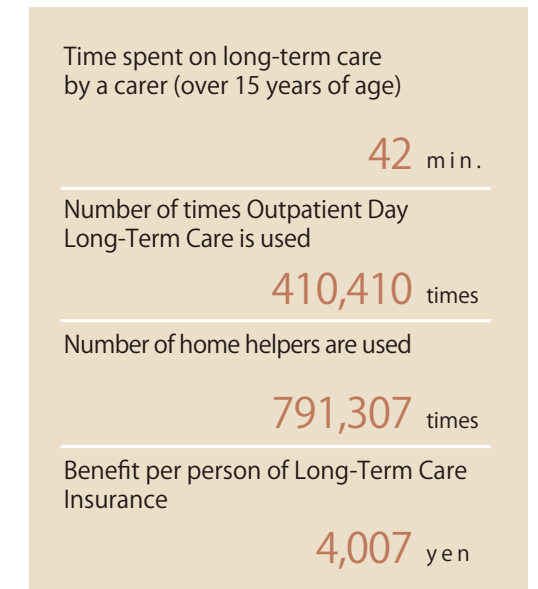


A society where each person can live with peace of mind.  
This is MHLW's mission to make it happen.  
We want you to feel what the people's life in this country through this page.

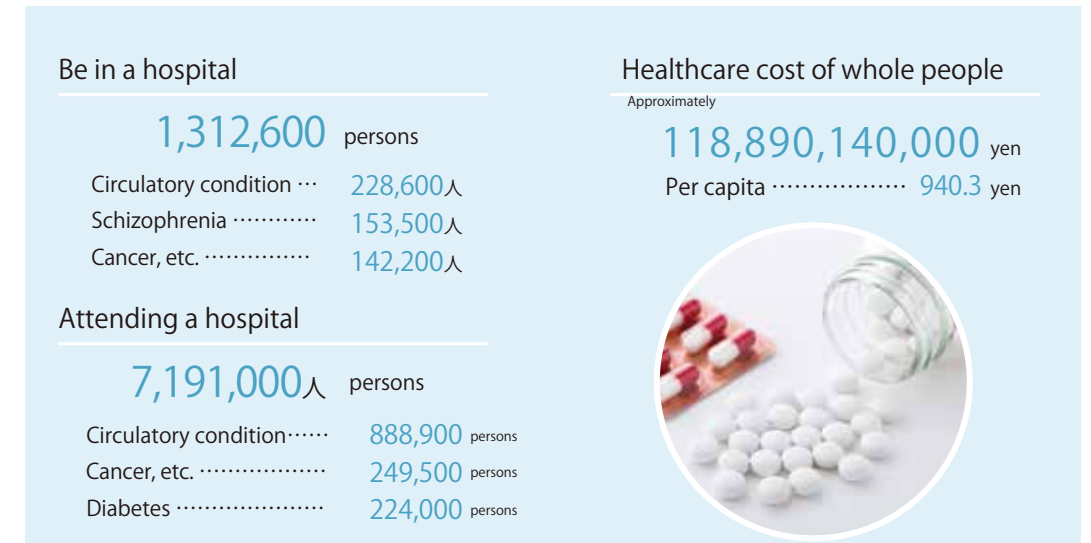
## Childcare



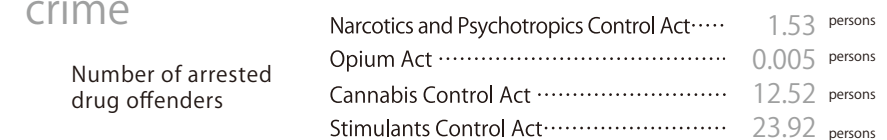
## Long-term care



## Medical care



## crime





# Japan as seen with a population of 100

If we imagine Japan were a country of 100 people, this is how the latest figures would look: 2016~2020

## Population

Gender	Male	48.6 persons
	Female	51.4 persons

Age	Under 15	12.0 persons
	Over 65	28.8 persons
	Of them, over 75	14.9 persons



Student	elementary school student	5.0 persons
	junior high school student	2.6 persons
	high school student	2.5 persons
	undergraduate and graduate students	2.3 persons



## Employment

Working		53.1 persons
	Employed	47.5 persons
	Self-employed	4.2 persons

Employed	Male	26.0 persons
	Female	21.5 persons

Type	Part-timer	8.1 persons
	Part-timer* <small>*Mainly with side job while in school</small>	3.6 persons
	Temporary employee	1.1 persons
	Contracted/ commissioned employee	3.1 persons

Part-timer* <small>*Mainly aged 15-34</small>	1.1 persons
--	-------------

Unemployed	1.5 persons
------------	-------------

### Short-time worker

Fewer than 35 hours/week	17.9 persons
--------------------------	--------------

### Long-term worker

Fewer than 60 hours/week	2.9 persons
--------------------------	-------------

Insured by employment insurance	35.0 persons
---------------------------------	--------------

Beneficiary of employment insurance	0.3 persons
-------------------------------------	-------------

"Abnormal finding" in corporate health checkup	26.1 persons
--	--------------



## Welfare and pension

Be in a nursery center	2.0 persons
------------------------	-------------

Disability	7.6 persons
------------	-------------

Welfare recipient	1.6 persons
-------------------	-------------

Receiving long-term care	4.0 persons
--------------------------	-------------

### Contributor of National Pension

Category I (self-employed, students, etc.)	11.6 persons
Salaried worker, government employee	33.6 persons
Spouse of Category II insured person	6.5 persons

Beneficiary of old-age pension	27.3 persons
--------------------------------	--------------



## Medical care

Health condition is "not good" or "not very good"	Over 6	12.6 persons
---	--------	--------------

Distressed or stressed in daily life	Over 12	47.9 persons
--------------------------------------	---------	--------------

Received a health checkup or screening	Over 20	69.6 persons
--	---------	--------------

Seeing a doctor for illness or injury		40.4 persons
---------------------------------------	--	--------------

### Suffering from lifestyle-related diseases

Cancer	1.4 persons	Cardiac disorder	1.4 persons
Diabetes	2.6 persons	Cerebrovascular disease	0.9 persons
High-blood pressure disease	7.8 persons		



Smoking	Over 20	16.7 persons
---------	---------	--------------

Getting cancer over the lifetime	Male	31.9 persons
	Female	25.8 persons

Registered donor for a bone-marrow graft		0.42 persons
--	--	--------------

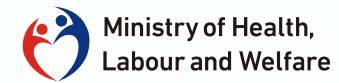
Habitually exercising	Over 20	28.7 persons
-----------------------	---------	--------------

Insured by health insurance	Union/JHIA health insurance	54.5 persons
	National Health Insurance	24.6 persons

\* Except for Kumamoto Prefecture.

# For people, for life, for the future

The catchphrase above represents the philosophy underlying duties of the Ministry of Health, Labour and Welfare (MHLW): officials unite to expand a wide variety of health, labor and welfare services while serving all citizens. The MHLW cares about all people living in Japan, working to protect their livelihoods now and in the future.



Ministry of Health, Labour and Welfare  
Chuo Godo Chosha 5 go-kan, 1-2-2  
Kasumigaseki, Chiyoda-ku, Tokyo 100-8916  
Tel:03-5253-1111 (Main switchboard)  
<https://www.mhlw.go.jp/>

