

Outline of the Act on the Partial Amendment to the Act on Promotion of Women's Participation and Advancement in the Workplace etc.

Point of revision

To arrange work environments where various workers including women can give full play to their talent and skills, the government will take the following measures: require more companies to formulate action plans aimed at promoting women's participation and advancement in the workplace, enhance information disclosure, introduce a new regulation requiring employers to establish measures for employment management to prevent power harassment, and strengthen measures against sexual harassment and maternity and paternity harassment, etc.

Outline of revision

1. Promotion of women's advancement 【the Act on Promotion of Women's Participation and Advancement in the Workplace】

- (1) General employers are required to draw up action plans.
The obligation, which currently applies only to employers with more than 300 regular employees, will also apply to employers with more than 100 regular employees.
- (2) Strengthening of employers' information disclosure about their promotion of women and status of the progress and securing of the implementation.
The obligation, which currently applies only to employers with more than 300 employees, will also apply to employers with more than 100 employees. Employers with more than 300 employees are required to disclose one item or more from the following individual divisions: ① Actual achievement regarding provision of opportunities in the workplace and ② Actual achievement regarding establishment of employment environment for work and family life balance.
- (3) Establishment of certification for employers making outstanding efforts to promote women's participation and advancement in the workplace : platinum "Eruboshi" certification.

2. Strengthening measures against harassment

- (1) Stipulation of government initiatives to promote solutions of problems caused by remarks harming work environments of employers in the workplace. 【the Act on Comprehensive Promotion of Labor Measures and Stabilization of Employment of Employees and Enrichment of Their Working Lives, Etc.】
- (2) Measures against power harassment will be stipulated in law. 【the Act on Comprehensive Promotion of Labor Measures and Stabilization of Employment of Employees and Enrichment of Their Working Lives, Etc.】
 - ① Employers are newly required to establish employment management measures to prevent power harassment , for instance , by providing counselling services to employees. Also, base regulations for guidelines to implement the measures appropriately and effectively are organized.
 - ② Employers or an employee involved in labor-management disputes regarding power harassment may seek necessary advice or guidance or recommendation from the director of prefectural labor offices or seek mediation by the Dispute adjustment commission. Also, regulations to secure the implementation of obligation on measures are organized. .
- (3) Strengthening preventive measures against sexual harassment and maternity and paternity harassment. 【the Act on Ensuring Equal Opportunities for and Treatment of Men and Women in Employment; Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members; Act on Comprehensive Promotion of Labor Measures and Stabilization of Employment of Employees and Enrichment of Their Working Lives, Etc.】

The amendments:

- ① clarify the responsibility of the central government, employers and employees for incidents of sexual harassment.
- ② prohibit disadvantageous treatment by an employer against employees who report that they are sexually harassed in the workplace.
※ The same will apply to employees who report they suffer power harassment or maternity harassment.

Date of enforcement

The day specified by a government ordinance within a year of its promulgation. (However: the paragraphs 1 (1) and (2) take effect on the day specified by a government ordinance within three years of the promulgation, and the paragraph 2 (1) take effect on the day of the promulgation, or June 5, 2019, whereas small and medium-sized employers are required to make efforts to perform their obligations stated in the paragraph 2 (2) ① until the day specified by a government ordinance within three years of the law's promulgation.)