

# [7] Equal Employment and Child Welfare

## Measures to Ensure Equal Opportunity and Treatment between Males and Females in Employment

### Overview

### Outline of Measures to Ensure Equal Opportunity and Treatment between Males and Females in Employment

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

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

### Points of the Equal Employment Opportunity Act

#### Prohibition of Discrimination on the Basis of Sex

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

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

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

#### Measures concerning sexual harassment (Article 11)

- Obliging employers to take necessary measures in terms of employment management to prevent sexual harassment in the workplaces

#### Measures for maternal health management (Articles 12, 13)

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

#### **Support for positive action by the government (Article 14)**

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

#### **Relief measures for the cases of disputes between workers and employers**

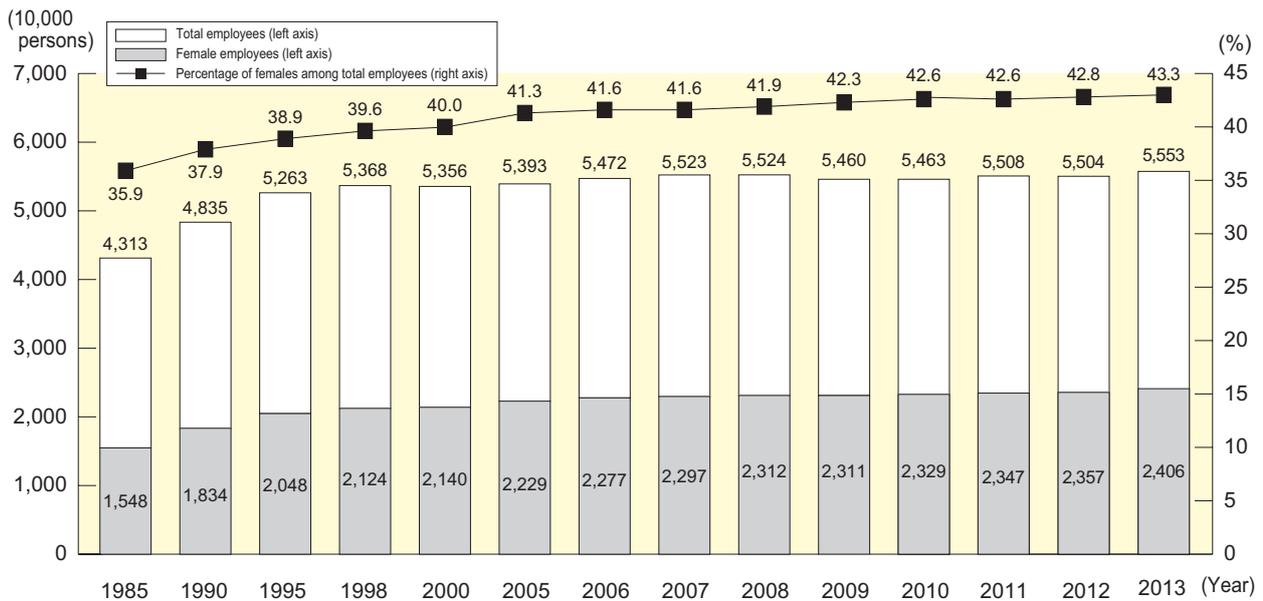
- Voluntary resolution of complaints from the workers of the workplace (Article 15)
- Assistance in the resolution of disputes by the directors of Prefectural Labour Offices (Article 17)
- Conciliation at the Equal Opportunity Conciliation Conference (Articles 19 through 27)
  - Conciliation shall be commenced upon application from either party or both parties involved in the dispute.
  - Prohibition on disadvantage treatment by reasons of making requests to the Head of Bureau of labour or conciliation application, etc.

#### **Guidance necessary for law enforcement**

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

\* Prohibition on disadvantage treatment for the reasons of pregnancy or child, etc., and obligation on sexual harassment prevention and maternal health management also apply to enterprises to which workers are dispatched (Article 47-2 of the Worker Dispatching Act)

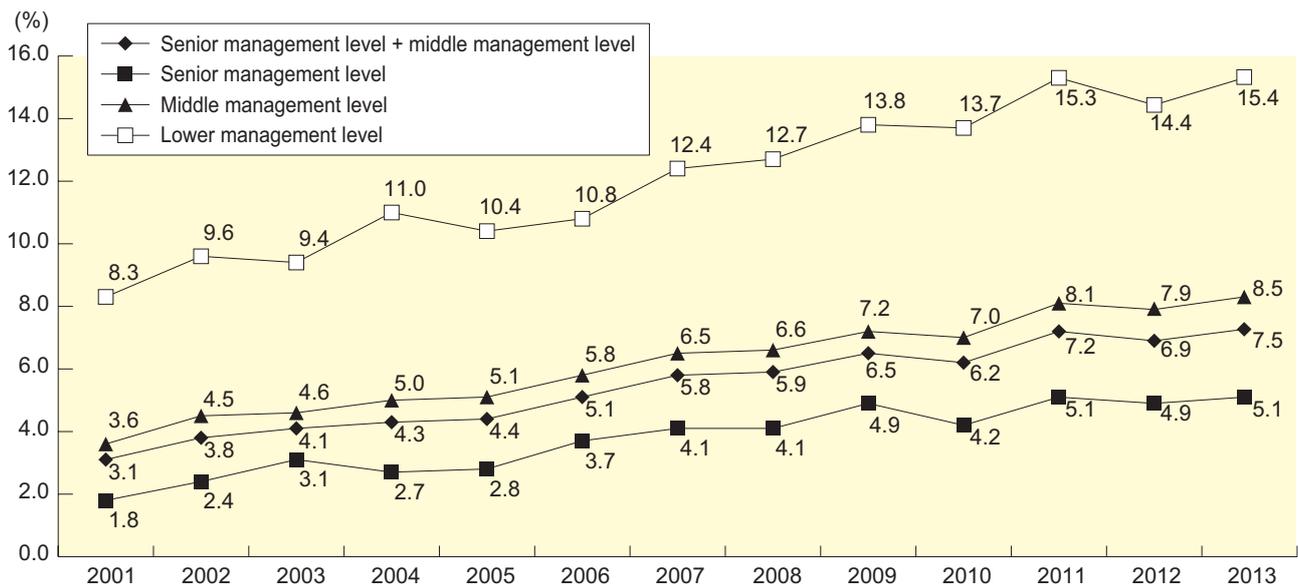
### Detailed Data 1 Changes in Number of Employees (all industries)



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

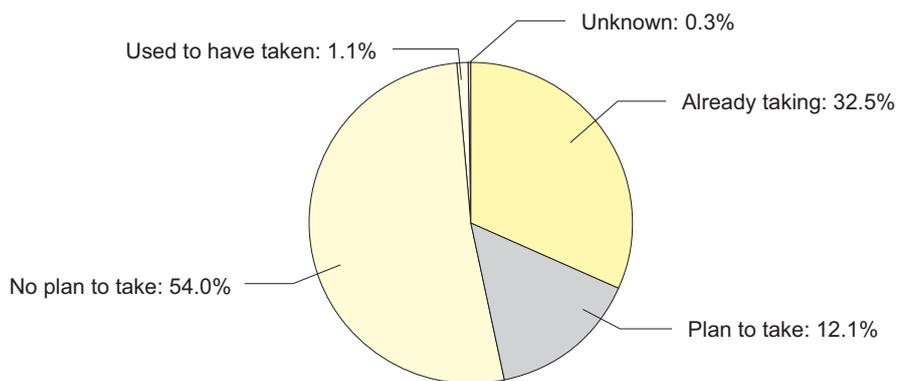
(Note) The figures for 2011 are supplementary estimates by the Ministry of Internal Affairs and Communications due to the impact of the Great East Japan Earthquake. In addition, the benchmark population used to calculate the results was changed from that of the 2005 Population Census (prior reference) to that of the 2010 Population Census (new reference), and the figures used for 2011 were calculated by retroactively applying the new reference to the said supplementary estimates.

### Detailed Data 2 Changes in Percentage of Females in Managerial Posts



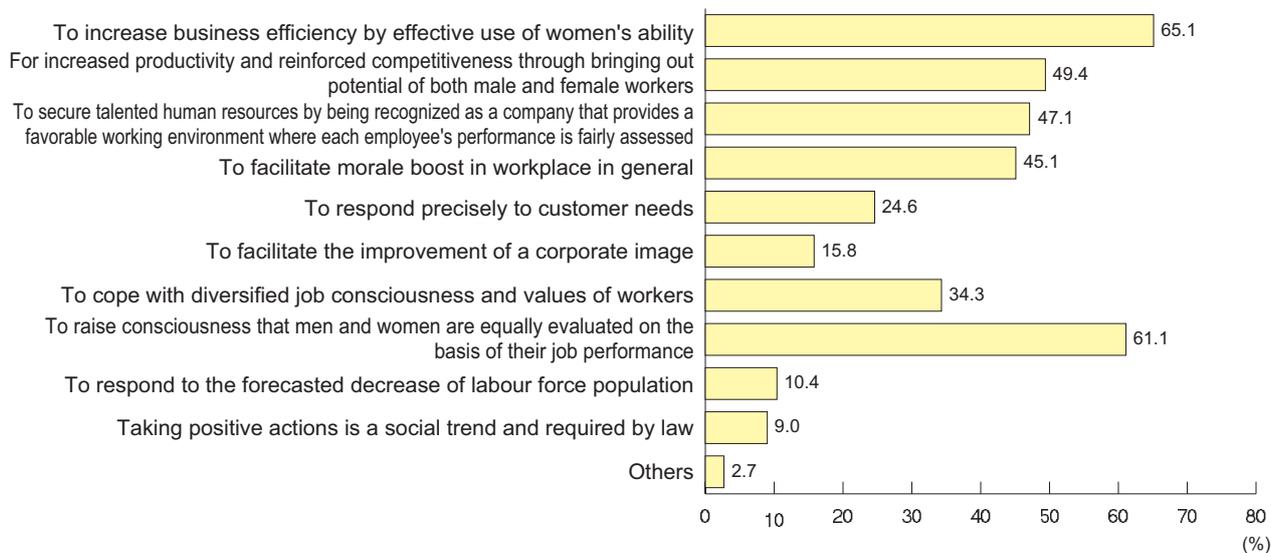
Source: "Basic Survey on Wage Structure", MHLW

**Detailed Data 3** Companies that Take Positive Actions



Source: "FY2012 Basic Survey of Gender Equality in Employment Management", Equal Employment, Children and Families Bureau, MHLW

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



Source: "FY2011 Basic Survey of Gender Equality in Employment Management", Equal Employment, Children and Families Bureau, MHLW  
 (Note) Excluding Iwate, Miyagi, and Fukushima Prefectures.

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

## Overview

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

### Outline of the Child Care and Family Care Leave Act

#### Child care/family care leave system

- Securing the right of a worker to take child care leave until the child reaches the age of one (one year and six months in certain cases such as being unable to enter a day-care center) (both parents can take child care leave for one year until the child reaches the age of one year and two months if they take it together (Father and Mother Child Care Leave Plus))
- Enabling fathers to take Child Care Leave again even if already taken within eight weeks of a child being born
- Child Care Leave can be taken even if one's spouse is a full-time housewife/househusband
- Securing the right of workers to take family care leave once for each family member that is in need of constant care for up to a total of 93 days  
\* Fixed term workers that meet certain conditions can also take that type of leave

#### Measures to reduce work hours, etc.

- Obligating business operators to adopt the measure of reducing the work hours (six hours a day in principle) of workers raising children aged 3 or younger
- Obligating business operators to take one of the following measures for workers taking care of any family members that require constant care
  - [1] Reduced work hour system
  - [2] Flexible work hour system
  - [3] Advancing or delaying start or finish hours
  - [4] Support measures for care expenses

#### Sick/injured child care leave system

- Obligating business operators to grant sick/injured child care leave for 5 days per year with one child before the time of commencement of elementary school or 10 days a year with two or more children

#### Family care leave system

- Obligating business operators to grant family care leave for 5 days per year with one family member requiring care or 10 days a year with two or more family members

#### Limitation on overtime

- A limit on overtime work to 24 hours a month and 150 hours a year if requested by workers raising children before the time of commencement of elementary school or they are taking care of family members

#### Consideration with transfers

- Obligation for business operators to take into consideration a workers' situation with regard to child/family care when wishing to transfer them

#### Exemption on overtime work

- Exemption on any overtime work if requested by workers raising children aged 3 or younger

#### Prohibition on disadvantageous treatment

- Prohibition on dismissal and other disadvantageous treatment for the reason of taking child care leave, etc.

#### Limited late-night work

- Limited late-night work if requested by workers raising children before the time of commencement of elementary school or they are taking care of family members

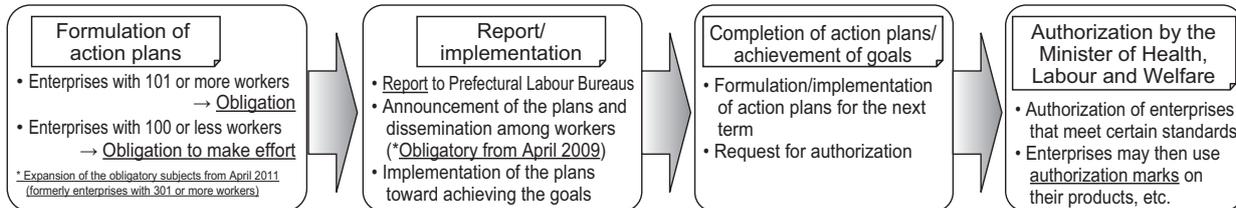
#### Securing Effectiveness

- Creation of a system for supporting and conciliation for complaint handling/dispute resolution
- Creation of a system for disclosing names of those that do not comply with the recommendations and a civil fine for not reporting or making a false report

\* The underlined parts indicate those revised by the revised Act of June 2009. Effective date of the revised Act: June 30, 2010 in principle (July 1, 2012 for part of the provisions for business operators that consistently employ no more than 100 workers)

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

(Temporary legislation with a 10-year term limit from April 2005)



#### Formulation of action plans

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

\* Expansion of the obligatory subjects from April 2011 (formerly enterprises with 301 or more workers)

#### Report/implementation

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

#### Completion of action plans/achievement of goals

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

#### Authorization by the Minister of Health, Labour and Welfare

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

#### Action plans (general business operator action plans)

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

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

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

#### Report status (as of the end of March 2014)

98.5% of enterprises with 101 or more workers  
98.5% of enterprises with 301 or more workers  
98.4% of enterprises with 101-300 workers  
Number of enterprises of all sizes: 67,640

#### Authorization status (as of the end of March 2014)

Authorized enterprises: 1,818

#### Authorization standards

- The period of the action plans to be 2-5 years.
- Action plans are implemented and the goals set in the action plans achieved.
- \*Measures equivalent to child care leave system or measures to reduce work hours\* were taken.
- During the period of the action plans one or more male workers took child care leave and the child care leave acquisition rate of females was 70% or more, etc.

#### Favorable tax treatment system for authorized enterprises

- Additional depreciation deductions of 32% of the normally allowed depreciation limit for buildings, etc. acquired, newly constructed, extended, or reconstructed during a certain period of time (\*) of the business year, including the date of authorization, will be approved.
- The period between the commencement date of the action plans subject to authorization and the end of the business year, including the date of authorization
- The system is applicable to business operators authorized under the Act on Advancement of Measures to Support Raising Next-Generation Children in a business year commencing during the period of between April 1, 2011 and March 31, 2014.

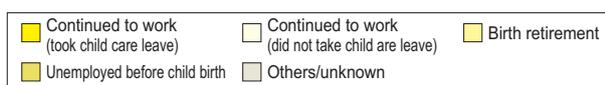
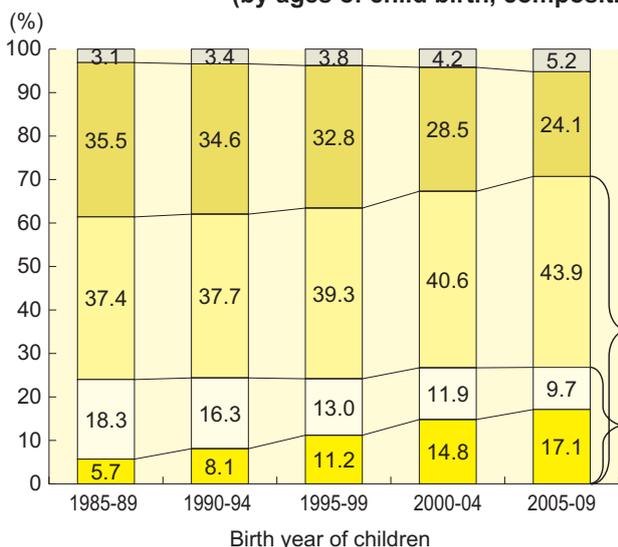


Next-generation authorization mark: "Kurumin"

\* Underlined portion is revised by the Act on Partial Revision of the Child Welfare Act, etc.

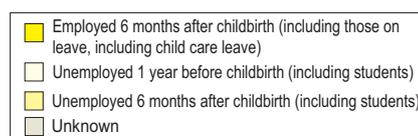
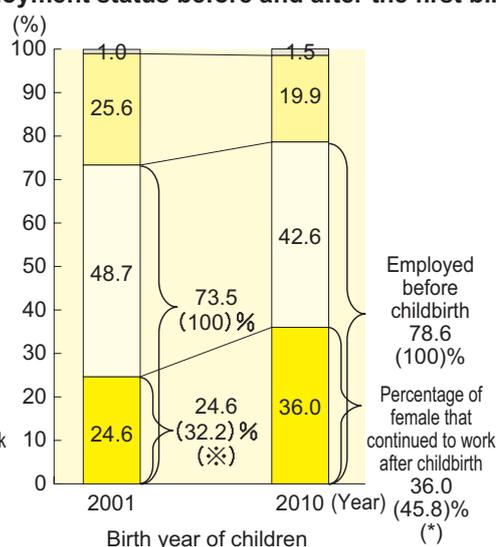
### Detailed Data 1

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



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

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



Source: The figures are calculated based on "First Longitudinal Survey of Newborns in the 21st Century (2001 Cohort)" and "First Longitudinal Survey of Newborns in the 21st Century (2010 Cohort)", MHLW

### Detailed Data 2

## Percentage of Workers Taking Child Care Leave by Gender

(Unit: %)

	Percentage of female workers who took child care leave among all female workers who had child birth	Percentage of male workers who took child care leave among all male workers whose spouses had child birth
FY2004	70.6	0.56
FY2005	72.3	0.50
FY2007	89.7	1.56
FY2008	90.6	1.23
FY2009	85.6	1.72
FY2010	83.7 [84.3]	1.38 [1.34]
FY2011	[87.8]	[2.63]
FY2012	83.6	1.89

Source: "Basic Survey of Employment Management of Women" (FY2004, FY2005), Equal Employment, Children and Families Bureau, MHLW  
"Basic Survey of Gender Equality in Employment Management" (FY2007, FY2008, FY2009, FY2010, FY2011, FY2012), Equal Employment, Children and Families Bureau, MHLW

(Note) The percentages for FY2010 and FY2011 in square brackets indicate nationwide figures excluding Iwate, Miyagi, and Fukushima Prefectures.

### Detailed Data 3

## Percentage of Workers Taking Family Care Leave by Gender

(Unit: %)

	Total of males and females	Males	Females
FY2012	3.2	3.5	2.9

\* The percentage of workers who took family care leave among all workers providing family care

Source: "Employment Status Survey" (2012), Ministry of Internal Affairs and Communications Families Bureau, MHLW

## Measures for Part-Time Working

### Overview

### Outline of Measures for Part-Time Working

In recent years, part-time workers have increased significantly and played essential roles in workplace. However, the treatment of part-time workers is not necessarily commensurate with their performance. It has been an issue to make part-time working attractive working styles so that part-time workers can exert their abilities effectively.

### Outline of the Act on Improvement, etc. of Employment Management for Part-Time Workers

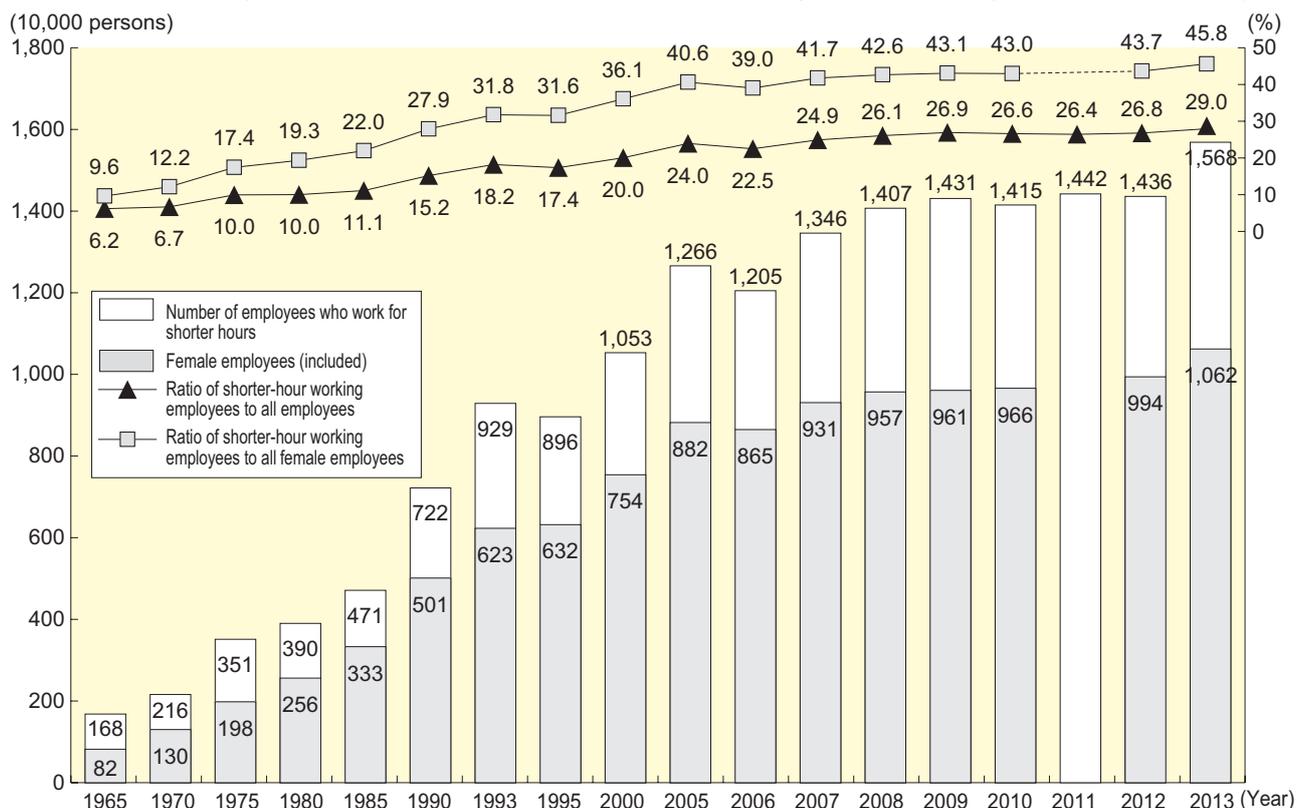
Improving part-time workers' satisfaction, securing equal/balanced treatment comparing with that of regular workers, and promoting transformation to regular workers, etc. in order to create an employment environment for part-time workers to be able to effectively perform with their full abilities

1. Delivery of documents of working conditions and explanation obligation
  - (1) In addition to the obligation to deliver documents under the Labour Standards Act, business operators are also obliged to indicate clearly document on any increases in wages, retirement allowances, and bonuses (otherwise punishable by a civil fine) (Article 6)
  - (2) Upon request from part-time workers, business operators are obliged to explain to them for matters considered when making decisions concerning their treatment
2. Promotion of securing equal/balanced treatment (maintenance of the rule in which fair treatment is formulated according to achievements and contributions)
  - (1) With regard to all part-time workers, the business operator shall endeavor to ensure that the part-time workers' treatment is balanced with that of regular workers in terms of the decision of wages, the implementation of education and training, and the utilization of welfare facilities according to their various working conditions (Articles 9-11)
  - (2) With regard to part-time workers who should be treated equally with regular workers, the business operator shall not engage in discriminatory treatment (Article 8)
    - \* "Part-time workers who should be treated equally with regular workers": Part-time workers whose job description and the system of the utilization of human resources are the equivalent to those of regular workers and who has concluded a labour contract without a definite period (including a fixed-term labour contract that is repeatedly renewed and is therefore reasonably deemed to be a labour contract without a definite period)
3. Promotion of transformation to regular workers

Business operators are obliged to take measures to promote their transformation to regular workers, including (i) when recruiting a regular worker making the position known to part-time workers, (ii) when newly assigning a regular worker providing part-time workers with the opportunity to applying for the position, and (iii) establishing examination systems for transformation to regular workers, etc. (Article 12)
4. Complaint handling/dispute resolution assistance
  - (1) Business operators are obliged to make efforts to achieve voluntary resolution of complaints (Article 19)
  - (2) Establishment of dispute resolution assistance and conciliation by the Director of the Prefectural Labour Bureau with regard to obligatory provisions (Article 20-24)

**Detailed Data**

**Changes in Numbers and Ratio of Employees Who Work for Shorter Hours  
(those who work for less than 35 hours a week) – Other than agriculture and forestry –**



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

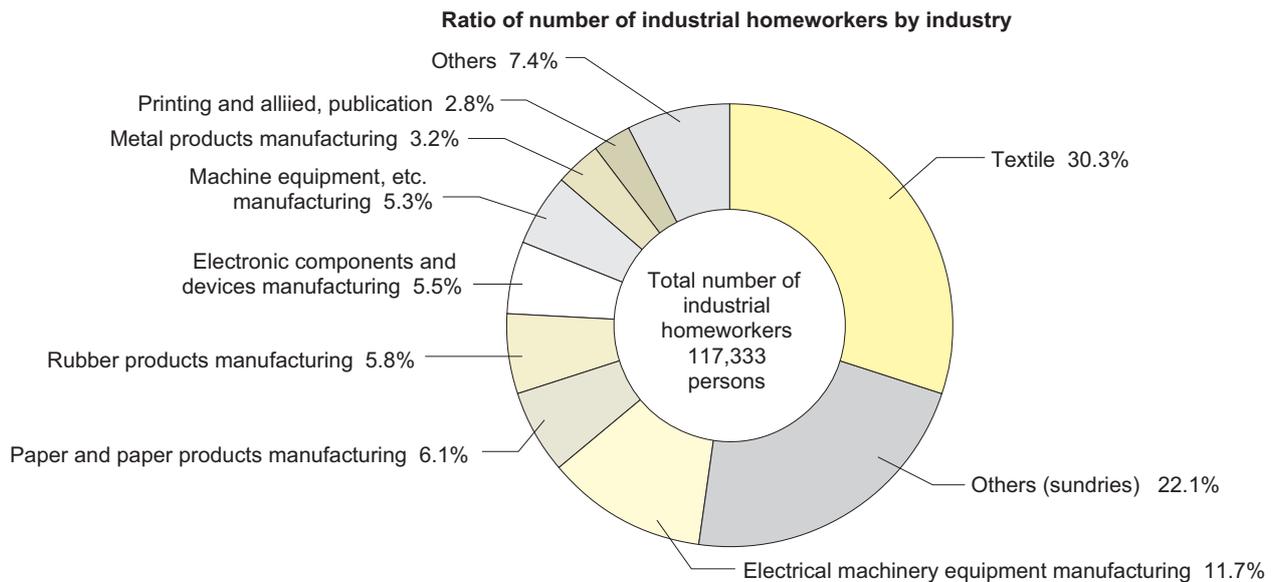
- (Note) 1. "Employees who work for shorter hours" indicate those not engaged in agriculture or forestry (excluding those on leave) that work less than 35 hours a week.
2. "Number of employees who work for shorter hours" for 2011 are complementary estimates retroactively estimated and "ratio of shorter-hour working employees to all employees" indicates reference figures calculated using the same estimates. Complementary estimates for all employees (females) and employees who work for short hours (females) are not available, and thus "number of employees who work for shorter hours (females)" and "ratio of shorter-hour working female employees to all female employees" are not provided.

# Measures for Industrial Homework and Telework at Home

## Overview

### Outline of Measures for Industrial Homework

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



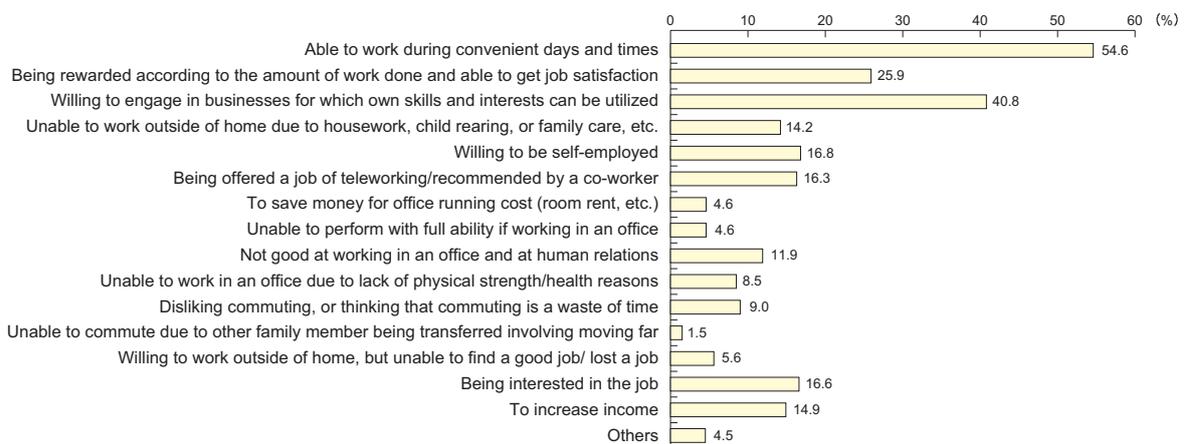
Source: "Briefing Survey on Industrial Homework" (October 2013), Equal Employment, Children and Families Bureau, MHLW

### Outline of Measures for Telework at Home

Telework at home, a style of working at home utilizing information and communications technology to provide services based on service contracts, is becoming popular as a flexible work style to allow workers who raise children or take care of family members to balance working life and family life and is drawing public attention and interest.

In order to make telework at home a favorable working style, the MHLW is promoting publicity and enlightenment activities on guidelines and implementing support programs for teleworkers at home and orderers.

### Reasons to start telework at home (multiple answers)

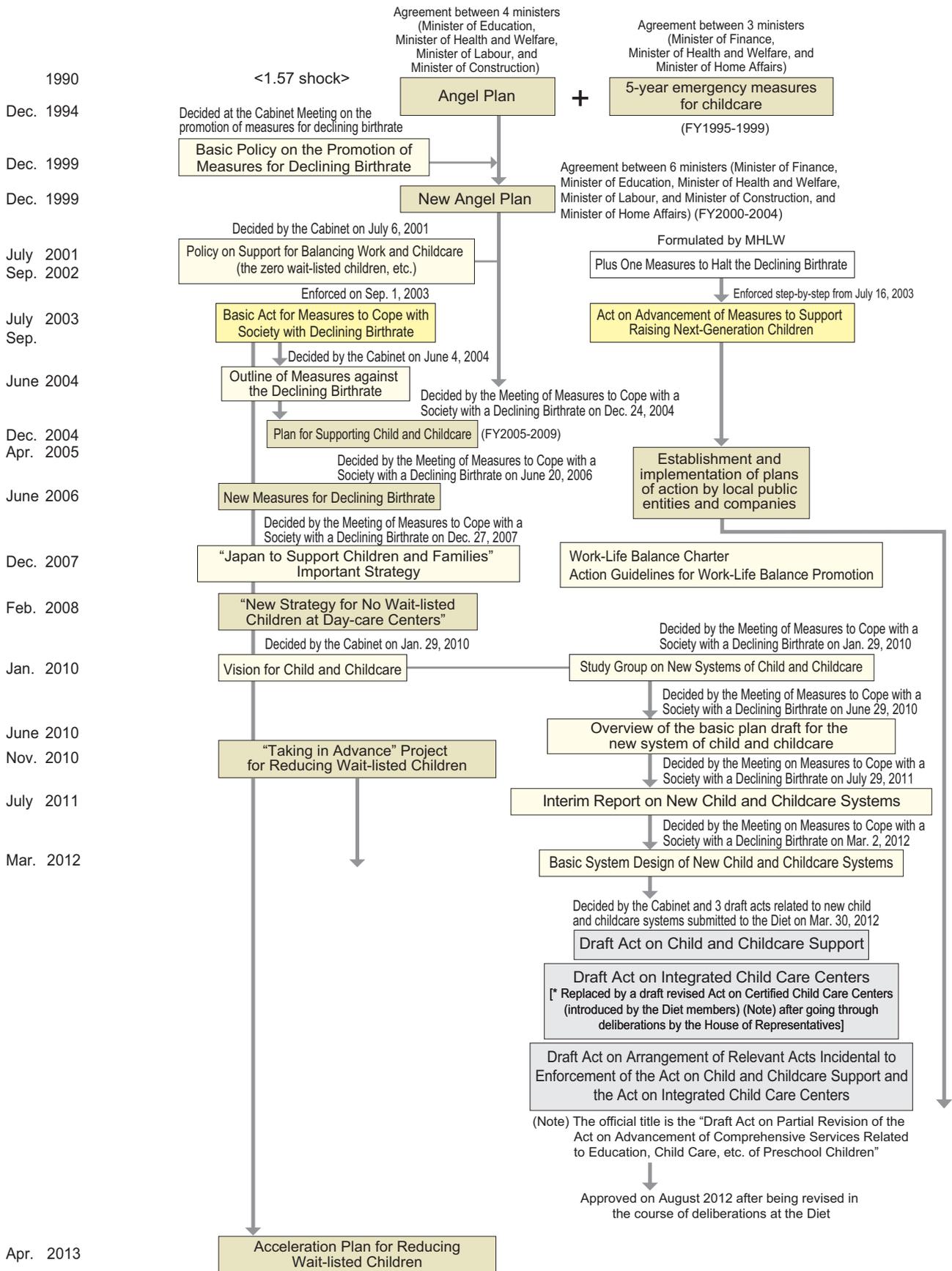


Source: "Survey Report on Telework at Home" (2012), Mitsubishi UFJ Research and Consulting

# Birthrate Decline Measures

## Overview

### Circumstances of childcare support measures



### Current Status of Various Childcare Support Projects

Project name		Contents	Actual status	
Home-visit support	Visit to all families with infants	Visiting all families with infants within 4 months after childbirth to provide information on childcare support and identify childcare environment, etc.	1,639 municipalities (General Affairs Division, Equal Employment, Children and Families Bureau (as of July 1, 2012))	
	Home-visiting childcare support services	Visiting families with children requiring childcare support to provide assistance and technical guidance, etc. on childcare/homework	1,172 municipalities (General Affairs Division, Equal Employment, Children and Families Bureau (as of July 1, 2012))	
Gathering places for parents and children	Community child care support centers	Promotion of community-based exchange of parents and children and provision of consultation/assistance, etc. on childcare, etc.	6,233 centers (FY2013 state subsidy portion)	
	Child center services	Providing group/individual guidance for children via playing, upbringing/guidance for after-school children, development of community-based activities such as Mothers' Clubs, etc., upbringing/guidance for older children, consultation for childcare families, etc.	4,617 centers (2,869 public centers and 1,748 private centers) (as of October 2012)	
Day-care services	Temporary childcare (temporary day-care) services	Providing urgent/temporary day-care services in case of parent's sickness or for relieving physical and mental burden of childcare, etc.	7,903 facilities (FY2013 grant decision base)	
	Short-term childcare support services	Short-term admission for daily life assistance (short-stay) services	Providing day-care/protection services at facilities capable of providing appropriate protection, including foster homes, etc., in case of parents being unable to engage in childcare due to physical/mental/environmental reasons, including sickness and exhaustion, etc. (up to 7 days in principle)	672 facilities (FY2012 grant decision base)
		Night-time nursing, etc. (twilight) services	Providing day-care services at facilities capable of providing appropriate protection, including foster homes, etc., in case of parents having difficulty taking care of their children for being absent on weekday evenings or on holidays due to occupational reasons, etc. Overnight stay is available.	363 facilities (FY2012 grant decision base)
Mutual-aid	Family support center services	Communication/adjustment services on mutual-aid activities between those willing to receive assistance such as day-care services (user members) and those willing to provide assistance (provider members)	699 centers (FY2012 grant decision base)	

### Current Status of Diverse Day-Care Measures

Project name	Contents	Actual status	Establishments in regions
Certified day-care centers	Facilities to provide day-care services for infants not receiving sufficient nursing care in place of parents working day time, etc. (open 11 hours, 8 day-care services hours, approx. 300 days, in principle)	Day-care centers: 24,038 Infant users: 2.22 million (as of April 1, 2013)	• 1.15 centers per elementary school district
Extention childcare businesses	Providing day-care services of over 11 open hours	17,546 centers (FY2012 actual)	• 73.0% of licensed day-care centers
Childcare businesses in holidays	Providing day-care services on Sundays and holidays, etc. (* implemented by day-care centers that are open throughout the year)	1,163 centers (FY2013 grant decision base)	• 4.8% of licensed day-care centers • 0.67 centers per municipality
Night time childcare businesses	Providing night time day-care services up to around 22:00 (* open hours of approx. 11 hours)	80 centers (as of April 1, 2013)	• 0.33% of licensed day-care centers • 0.05 centers per municipality
Specific childcare business	Providing day-care services for 2-3 days a week when guardians are unable to take care of their children due to part-time work, etc.	1,474 centers (FY2013 grant decision base)	• 6.1% of licensed day-care centers • 0.85 centers per municipality
Childcare businesses for children with disease and children after disease	Sick children in regions are temporarily taken care of by nurses, etc. in special rooms attached to hospitals/day-care centers, etc.	1,708 centers (FY2013 grant decision base)	• 1 center per 1,300 children using licensed day-care centers • 0.98 centers per municipality
Family-style day-care services	Providing day-care services for a small number of children mainly younger than 3 at residences, etc. of nursery teachers or family-style caregivers authorized by the mayors of municipalities via training in cooperation with day-care centers	Family-style caregivers: 1,249 Child users: 4,672 (FY2012 grant decision base)	• 0.72 family-style caregivers per municipality

(Note) Total number of municipalities is 1,742 (as of April 1, 2013). The number of public elementary schools, as used for determining elementary school district, is 20,910 ("FY2013 School Basic Survey", MEXT).

## - Current Status and Issues concerning Childcare -

- Rapid progress in declining birthrate (Total fertility rate in 2013: 1.43)
- The current situation that disrupts people's desire to be married, have children, and raise them
  - Approximately 90% of single males/females intend to get married, with the number of children they wish to have being 2 or more.
  - Environment surrounding children and childcare, including families, communities, and employment, etc. has been changing.
- Support for child and childcare is inadequate in terms of both quality and quantity
  - The percentage of family-related social expenditure of GDP is low  
Japan: 1.23%, France: 3.20%, U.K.: 3.83%, and Sweden: 3.76% (2009)
- Increased sense of isolation and burden of childcare
- Serious issue of wait-listed children
- Shortage of after school children's clubs or "barriers to the first grade of elementary school"
- M-shaped curve (percentage of females in their 30s in the labour force)
- Importance of promotion of high quality school education at infancy
- Vertically segmented systems/financial resources for childcare support
- Insufficient measures in providing support according to the actual situation of a region



Provision of high quality school education/day-care services at infancy in a comprehensive manner

Quantitative expansion/security of day-care services, quality improvement of education/day-care services

- Elimination of wait-listed children
- Support for community-based day-care services
- Quality improvement of education/day-care services

Enhancement of community-based child and childcare support

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

## Purpose and Main Points of the 3 Acts related to Child and Childcare (approved in August 2012)

### ■ Purpose of the 3 Acts

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

### ■ Main points

- **Creation of common benefits across certified child care centers, kindergartens, and day-care centers** ("facility type benefits") and benefits for small-scale day-care services, etc. ("community-based day-care benefits")
  - \* Community-based day-care benefits are used for eliminating waitlisted children and securing day-care functions in regions where the number of children is decreasing
- **Improvement of the certified child care center system** (improvement of kindergarten and day-care center cooperation type certified child care centers, etc.)
  - Kindergarten and day-care center cooperation type certified child care centers will involve unification of their certification and guidance/supervision and legal establishment as a school and child welfare facility
  - Transition from existing kindergartens and day-care centers is not an obligation but will be politically promoted
  - Establishing entities of kindergarten and day-care center cooperation type certified child care centers shall be limited to the government, local governments, educational institutions, and social welfare juridical persons (entry of joint-stock corporations, etc. disallowed)
  - Financial measures for certified child care centers are unified into "facility type benefits"
- **Enhancement of child and childcare support according to the actual situation in the individual regions** ("community-based child and childcare support projects", including user support, community child care support centers, and after school children's clubs)

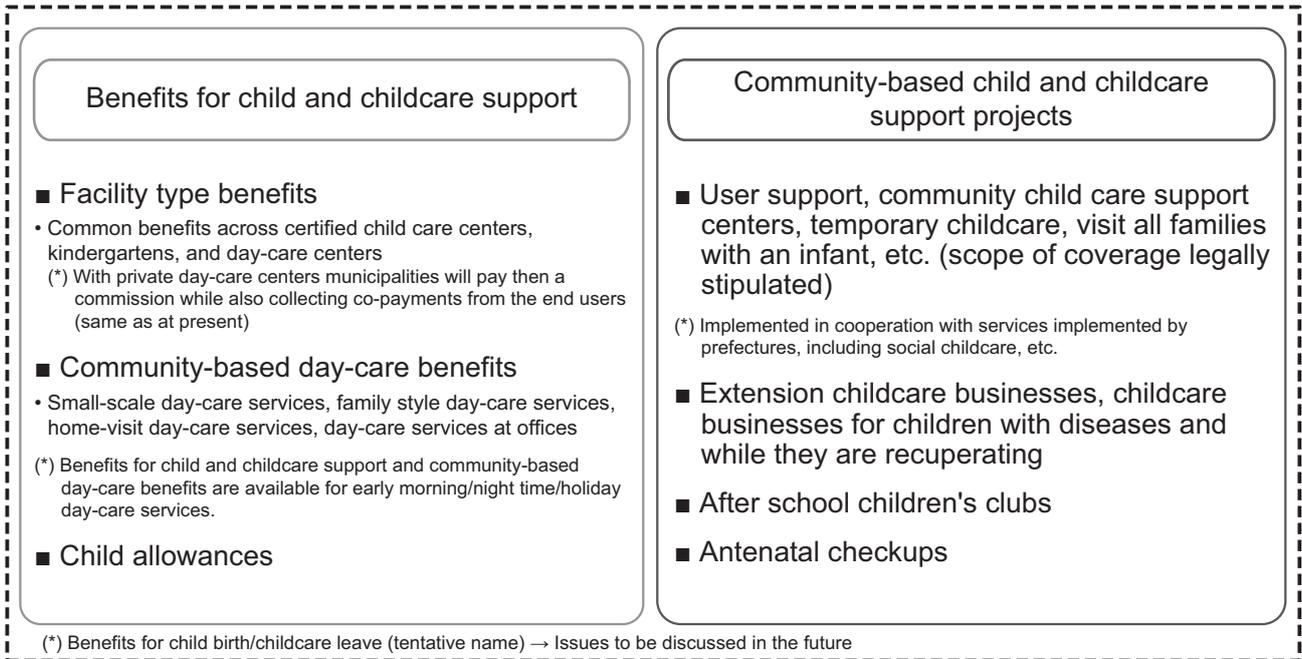


## Common mechanisms for school education/day-care services at infancy and community-based child and childcare support

- **Basic local government units (municipalities) shall be the primary implementers**
  - Municipalities formulate implementation plans according to local needs and provide benefits/services
  - The government and prefectures shall provide multi-layered support to the primary implementers of municipalities
- **Financial support from all of society**
  - Assumes that permanent financial resources will be secured by the government and local governments through the increase in consumption tax  
(Quantitative expansion/quality improvement of early childhood education/day-care services/childcare support will require additional financial resources of approximately ¥1 trillion, including approximately ¥0.7 trillion secured by raising the consumption tax rate)
- **Promotion system of the government**
  - Unification of promotion systems of the government that differ across different systems (establish child/childcare headquarters within the Cabinet Office)
- **Establishment of Child and Childcare Conferences**
  - Establishment of Child and Childcare Conferences as a system in which experts, local governments, representatives of business operators, representatives of workers, those actually engaged in childcare and childcare support, etc. (those engaged in child and childcare support related businesses) can participate in the government process of making childcare support policies, etc.
  - Obligating municipalities, etc. to make the effort to establish a council system (local version of Child and Childcare Conference)

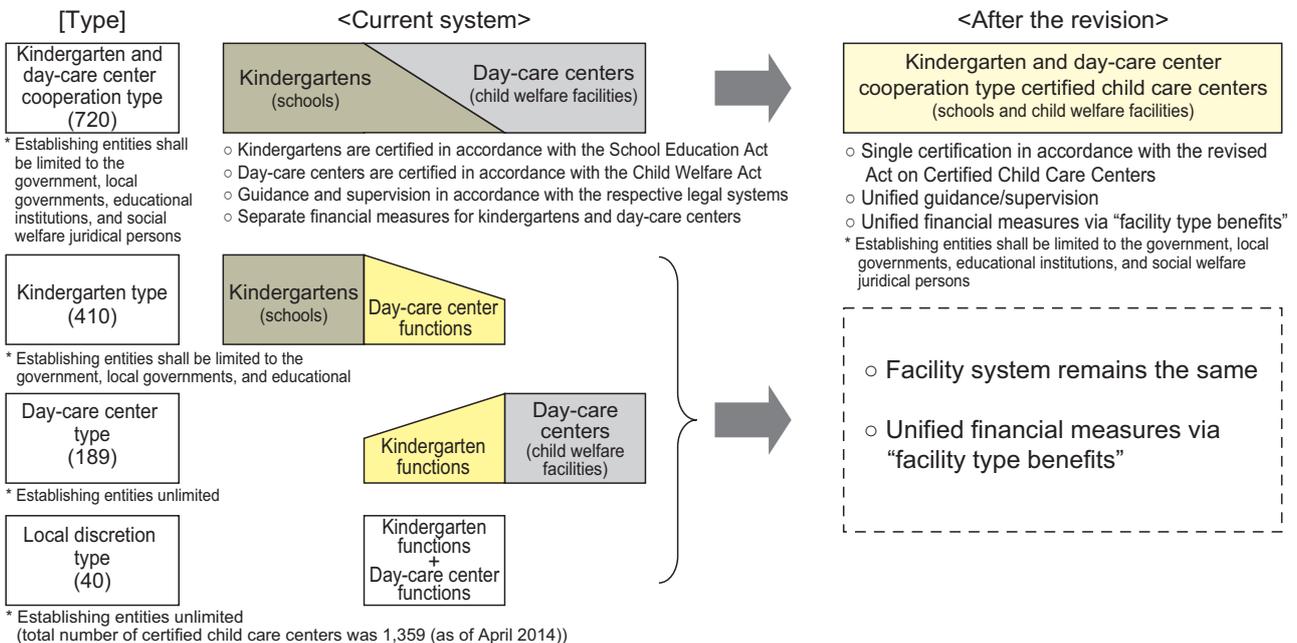


## Outline of Benefits/Projects in Accordance with the Act on Child and Childcare Support

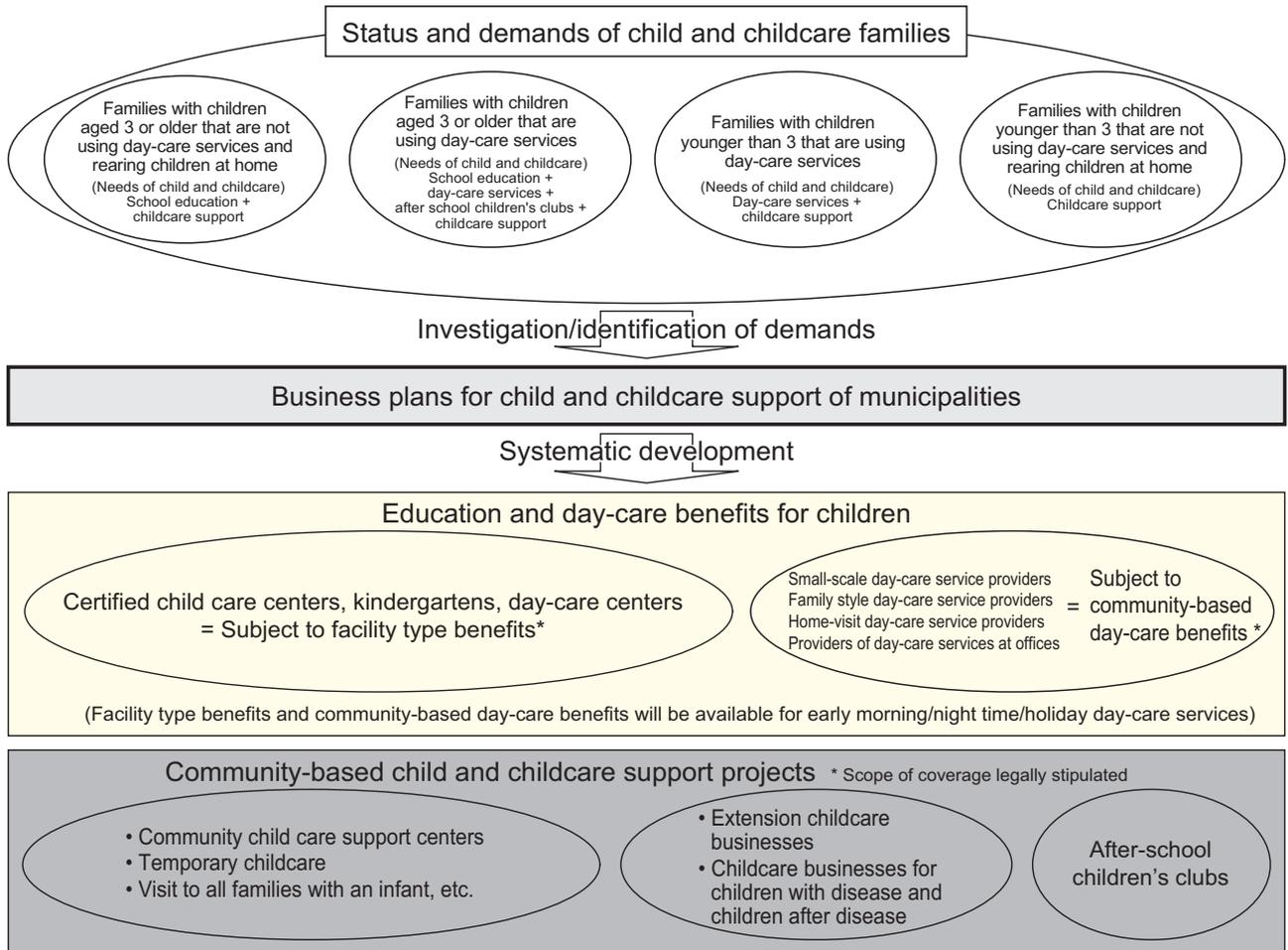


### Revision of the Act on Certified Child Care Centers

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



**Provision of child and childcare support according to the status of child and childcare families (image)**



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

## Day-Care Centers, etc.

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

(As of April 1 of each year)

Year	Number of day-care centers			Capacity of day-care centers			Number of children enrolled in day-care centers		
	Total (centers)	Publicly managed (Public, from 2004)	Privately managed (Private, from 2004)	Total (centers)	Publicly managed (Public, from 2004)	Privately managed (Private, from 2004)	Total (centers)	Publicly managed (Public, from 2004)	Privately managed (Private, from 2004)
1999	22,270	12,875	9,395	1,917,536	1,099,603	817,933	1,736,390	925,412	810,978
2000	22,195	12,723	9,472	1,923,157	1,092,911	830,246	1,788,425	945,784	842,641
2001	22,214	12,589	9,625	1,936,881	1,086,452	850,429	1,828,225	954,781	873,444
2002	22,268	12,426	9,842	1,957,504	1,080,335	877,169	1,879,568	967,901	911,667
2003	22,354	12,246	10,108	1,991,145	1,074,521	916,624	1,920,599	970,405	950,194
2004	22,490	12,358	10,132	2,028,110	1,100,268	927,842	1,966,958	1,002,001	964,957
2005	22,570	12,090	10,480	2,052,635	1,087,834	964,801	1,993,796	987,854	1,005,942
2006	22,699	11,848	10,851	2,079,317	1,076,548	1,002,769	2,004,238	967,503	1,036,735
2007	22,848	11,602	11,246	2,105,254	1,063,369	1,041,885	2,015,337	944,566	1,070,771
2008	22,909	11,327	11,582	2,120,934	1,046,694	1,074,240	2,022,227	919,559	1,102,668
2009	22,925	11,009	11,916	2,131,929	1,025,838	1,106,091	2,040,934	901,119	1,139,815
2010	23,069	10,760	12,309	2,158,045	1,010,317	1,147,728	2,080,072	890,477	1,189,595
2011	22,959	10,242	12,717	2,170,898	973,004	1,197,894	2,094,552	856,687	1,237,865
2012	23,685	10,280	13,405	2,240,424	978,870	1,261,554	2,177,158	865,557	1,311,601
2013	24,043	10,038	14,005	2,289,303	965,705	1,323,598	2,219,634	849,680	1,369,954

Source: "Report on Social Welfare Administration and Services", Statistics and Information Department, Minister's Secretariat, MHLW  
(Note) 1. Categories of "Publicly managed" and "Privately managed" were changed to "Public" and "Private" in 2004.

2. The figures for 2011 exclude Miyagi Prefecture (but do not exclude Sendai City) and Fukushima Prefecture (but do not exclude Koriyama City and Iwaki City) and the figures for 2012 exclude some parts of Fukushima Prefecture (but do not exclude Koriyama City and Iwaki City) due to the impact of the Great East Japan Earthquake.

3. The figures for 2013 are approximates.

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

Year	Child centers			Child play space		
	Total	Public managed	Private managed	Total	Public managed	Private managed
1965	544	412	132	...	...	...
1970	1,417	1,295	122	2,141	2,049	92
1975	2,117	1,769	348	3,234	3,097	137
1980	2,815	2,376	439	4,237	4,092	145
1985	3,517	2,943	574	4,173	4,025	148
1990	3,840	3,137	703	4,103	3,958	145
1995	4,154	3,275	879	4,150	3,975	175
1997	4,267	3,312	955	4,181	4,007	174
1998	4,323	3,287	1,036	4,152	3,984	168
1999	4,368	3,295	1,073	4,143	3,995	148
2000	4,420	3,259	1,161	4,107	3,933	174
2001	4,577	3,255	1,322	4,025	3,840	185
2002	4,611	3,244	1,367	3,985	3,799	186
2003	4,673	3,210	1,463	3,926	3,741	185
2004	4,693	3,187	1,506	3,827	3,646	181
2005	4,716	3,200	1,516	3,802	3,643	159
2006	4,718	3,125	1,593	3,649	3,477	172
2007	4,700	3,051	1,649	3,600	3,430	170
2008	4,689	3,022	1,667	3,455	3,292	163
2009	4,360	2,757	1,603	3,407	3,298	109
2010	4,345	2,732	1,613	3,283	3,193	90
2011	4,318	2,673	1,645	3,164	3,096	68
2012	4,617	2,869	1,748	3,065	2,997	68

Source: "Survey of Social Welfare Institutions", Statistics and Information Department, Minister's Secretariat, MHLW

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

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

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

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

**Detailed Data 3**
**Current Status of Child Welfare Facilities, etc.**

Foster parents <sup>1)</sup>		Number of foster parents registered (households)	Number of entrusted foster parents (households)	Number of entrusted children (persons)	Family homes <sup>2)</sup>	
Foster parents entrusted to take care of children at home					Taking care of children at guardians' residences (capacity of 5-6 persons)	
		9,392	3,487	4,578		
Classification (foster parents may involve multiple registrations)	Childcare foster parents	7,505	2,763	3,498	Number of homes	218
	Specialized foster parents	632	162	197		
	Adopting foster parents	2,445	218	213	Number of entrusted children	829
	Relative foster parents	471	465	670		

Facilities	Infant homes <sup>2)</sup>	Foster homes <sup>2)</sup>	Short-term therapeutic institutions for emotionally disturbed children <sup>2)</sup>	Children's self-reliance support facilities <sup>2)</sup>	Maternal and child living support facilities <sup>2)</sup>	Self-reliant assistance homes <sup>2)</sup>
Subjected children	Infants (including toddlers in the case of particular necessity)	Children with no guardian, abused children, and other children in need of foster care in terms of their environment (infants are also included in the case of particular necessity)	Children with mild emotional disturbance	Children who have already committed or are likely to commit delinquencies and other children in need of daily life guidance, etc. due to their family environment or other environmental reasons	Females without a spouse or females in equivalent circumstances and any children who must be removed from their custody	Children that had completed their compulsory education and left their foster homes, etc.
Number of facilities	131	595	38	58	258	113
Capacity	3,857 persons	34,044 persons	1,779 persons	3,815 persons	5,121 households	749 persons
Present number	3,069 persons	28,831 persons	1,310 persons	1,544 persons	3,654 households	430 persons

Small-scale group care <sup>2)</sup>	943 facilities
Community-based small-scale foster homes <sup>2)</sup>	269 facilities

Source: 1) "FY2012 Report on Social Welfare Administration and Services", Statistics and Information Department, Minister's Secretariat, MHLW (as of the end of March 2013)

2) Equal Employment, Children and Families Bureau, MHLW (as of October 1, 2013)

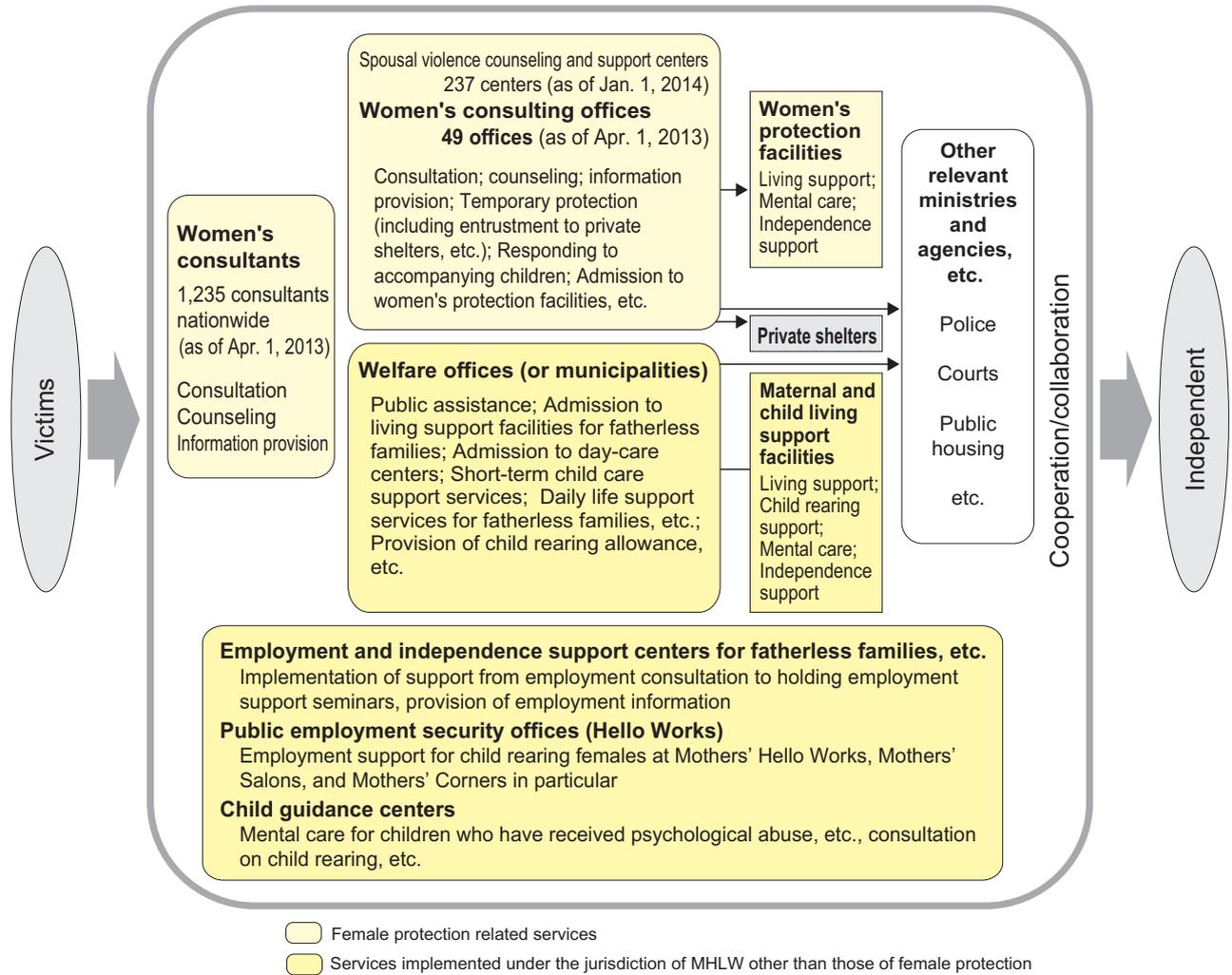
(Note) Children's self-reliance support facilities include 2 national facilities



# DV (Domestic Spousal Violence) Prevention Measures

## Overview

### Institutions of Female Protection Related Services in Health, Labour and Welfare Administration (Outline)

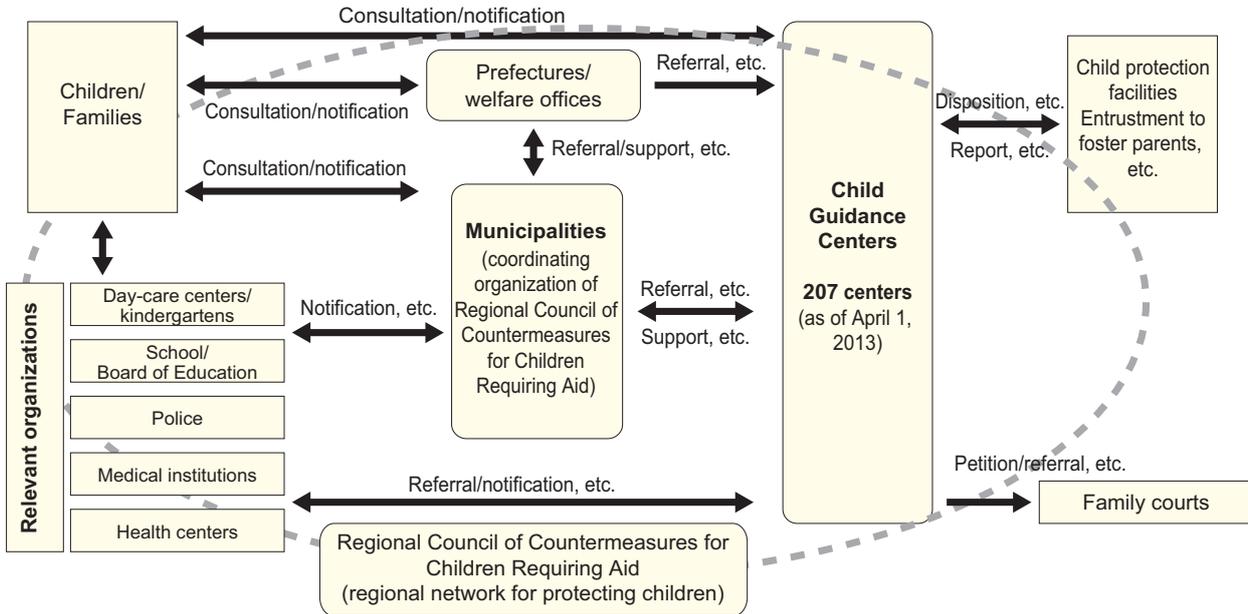


# Child Abuse Prevention Measures

## Overview

### Child Abuse Prevention System in Regions

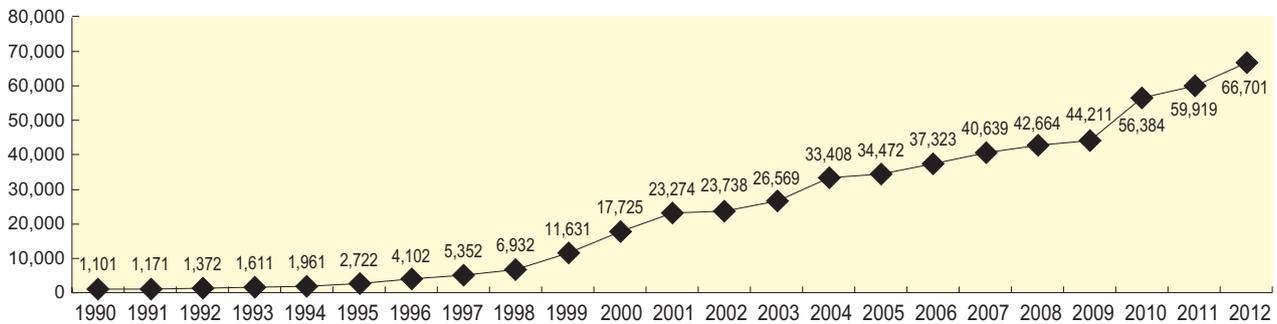
- The conventional child abuse prevention measures had child guidance centers as the only entity that handled child abuse cases. The 2004 revision of the Child Abuse Prevention Act, etc., however, added “municipalities” to the entities that are notified of any child abuse in thereby establishing a dual-layer structure system consisting of “municipalities” and “child guidance centers”.
- Number of child abuse consultations handled by municipalities: 40,222 cases in FY2005 → 73,200 cases in FY2012
- The establishment of Regional Council of Countermeasures for Children Requiring Aid (regional network for protecting children) has been making progress in respective municipalities (established in 98.4% of municipalities (99.7% with voluntarily established child abuse prevention networks included) as of April 1, 2012) (municipalities exclude Iwate, Miyagi, and Fukushima Prefectures (disaster-stricken areas of the Great East Japan Earthquake))
- The 2008 revision of Child Welfare Act enabled any children requiring child care support identified via home visit services for all families with an infant, etc. and pregnant women in particular need of support before childbirth, in addition to children requiring protection, to be included as subjects for support provided by the Council from April 2009 on.



## Detailed Data

### Changes in Number of Child Abuse Consultations and Cases of Deaths from Child Abuse

- The number of child abuse consultations handled at child guidance centers nationwide had increased by 570% in FY2012 from FY1999 (before the Child Abuse Prevention Act).



\* The figures for FY2010 were calculated with Fukushima Prefecture excluded due to the impact of the Great East Japan Earthquake

- The number of cases of deaths due to child abuse remains at a high level.

	First Report (July 1, 2003 - Dec. 31, 2003)			Second Report (Jan. 1, 2004 - Dec. 31, 2004)			Third Report (Jan. 1, 2005 - Dec. 31, 2005)			Fourth Report (Jan. 1, 2006 - Dec. 31, 2006)			Fifth Report (Jan. 1, 2007 - Mar. 31, 2008)			Sixth Report (Apr. 1, 2008 - Mar. 31, 2009)			Seventh Report (Apr. 1, 2009 - Mar. 31, 2010)			Eighth Report (Apr. 1, 2010 - Mar. 31, 2011)			Ninth Report (Apr. 1, 2011 - Mar. 31, 2012)		
	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total			
Cases	24	—	24	48	5	53	51	19	70	52	48	100	73	42	115	64	43	107	47	30	77	45	37	82	56	29	85
Persons	25	—	25	50	8	58	56	30	86	61	65	126	78	64	142	67	61	128	49	39	88	51	47	98	58	41	99

\* The figures were taken from the results of verifying any cases of death due to child abuse in the First through to the Ninth Report

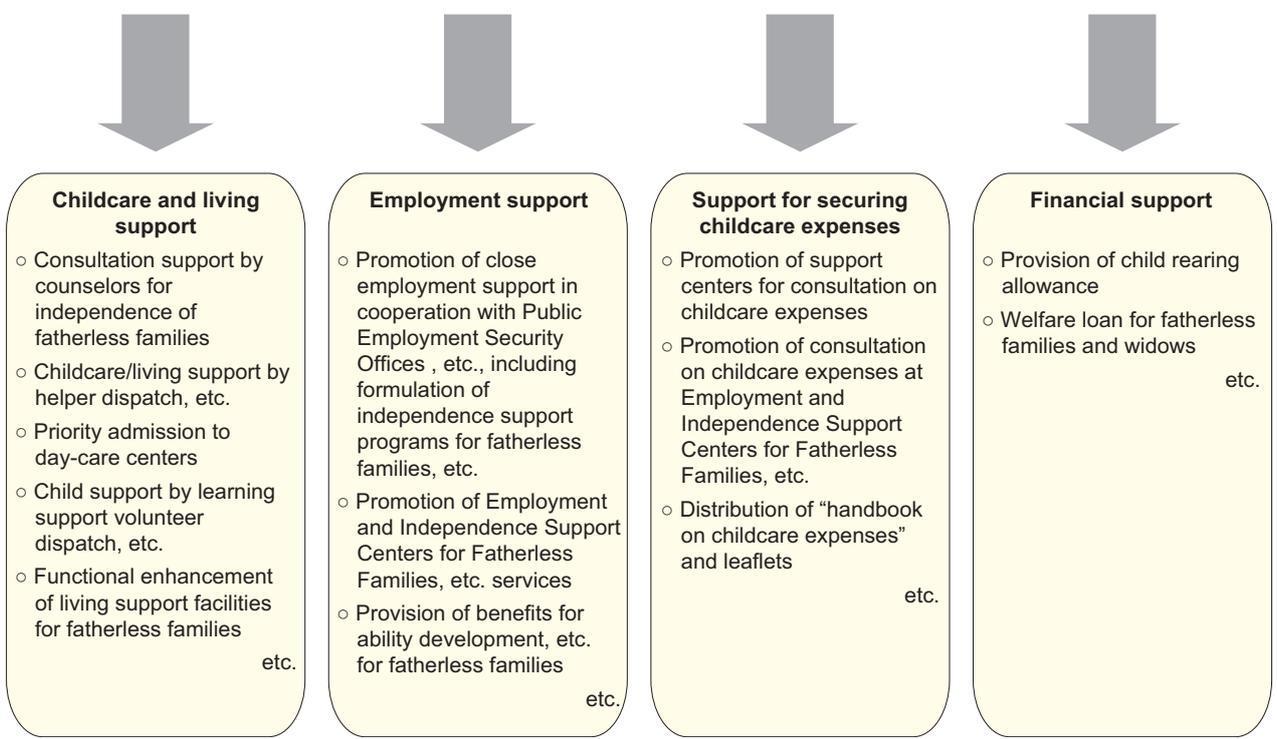
# Independence Support Measures for Fatherless Families

## Overview

### Outline of Independence Support Measures for Fatherless Families

- The revision of the Act on Welfare for Mothers with Dependents and Widows and Child Rearing Allowance Act, etc. that took place in 2002 reinforced measures to use to provide “comprehensive support toward employment/independence”.
- More concretely, four measures have been promoted, namely “childcare and living support measures”, “employment support measures”, “measures for support for securing childcare expenses”, and “financial support measures”.

**Promotion Plans for Independence of Fatherless families and widows**  
(formulated by local governments but with the basic policies of the government taken into consideration)



## Outline of Welfare Measures for Fatherless Families, etc.

Income security	Provision of child rearing allowance	Fatherless families with parents being divorced (refer to Detailed Data 1)	Recipients: 1,083,317 persons *2 Eligible children: 1,639,523 persons *1	Measures for independence	Housing measures		
		Pension for fatherless families *4 Survivor's basic pension *4	Recipients: 112,707 cases *1 Recipients: 4,987,013 cases *1		Livelihood guidance, etc.	[1] Living support facilities for fatherless families [2] Welfare centers for fatherless families [3] Recreation homes for fatherless families [4] Placement of counselors for independence of fatherless families [5] Daily living support services for fatherless families [6] Day-care measures (priority enrollment)	Facilities: 256 *2 Facilities: 57 *3 Facilities: 4 *3 Counselors: 1,622 *1 Cases: 4,455 *1
	Loans of welfare funds for mothers with dependent children	Low or no-interest loans to fatherless (widow) households	Loans: 45,118 cases *1	Taxation	Tax measures		
	Loans of welfare funds for widows		Loans: 1,135 cases *1				

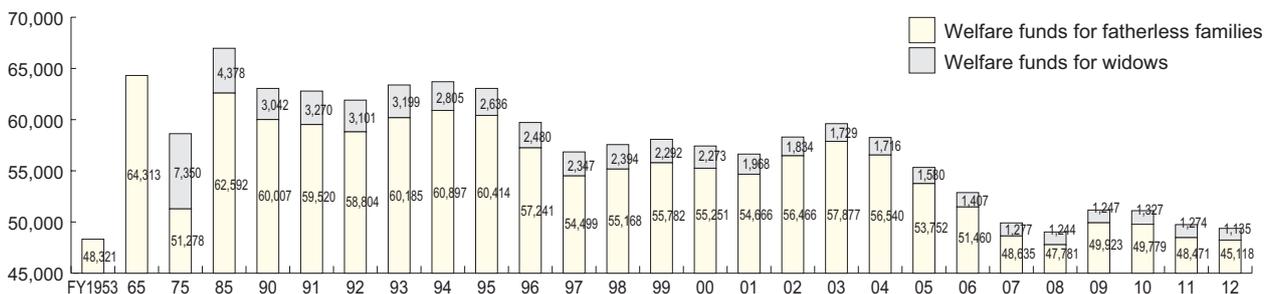
(Note) The figures indicated with \*1 are as of the end of FY2012,  
 \*2 from "FY2012 Report on Social Welfare Administration and Services", Statistics and Information Department, Minister's Secretariat, MHLW (as of the end of March 2013),  
 \*3 from FY2012 "Survey of Social Welfare Institutions", and  
 \*4 from "FY2012 Annual Report of Employees' pension and National Pension". The figures include all recipients regardless of the relationship, including those under the former Act.

### Detailed Data 1 Child Rearing Allowance

Purpose	The promotion of child welfare by contributing to the stable lives of fatherless families resulting from divorce, etc. and their independence (allowance also provided to motherless families from August 2010)	
Recipients	<ul style="list-style-type: none"> <li>Mothers with custody of, or other guardians (grandparents, etc.), who are caring for their children (* prior to the first March 31 after their 18th birthday or with specific disabilities younger than 20; hereinafter the same) but who receive no living expenses from the fathers due to divorce of their parents, etc.</li> <li>Fathers with custody of and sharing living expenses with children that do not receive living expenses with the mothers due to the divorce of their parents, etc.</li> </ul>	
Monthly amount of allowance	One child: ¥41,020 Two children: ¥5,000 Additional amount per child for the third child on: ¥3,000	
Income limit	The annual income of recipients of the previous year must be less than ¥1.30 million (2-person households) An annual income of ¥1.30 million or more but less than ¥3.65 million results in the amount of the allowance being reduced by ¥10 up to ¥31,430 in units of ¥10 and according to the income. With guardians rearing orphans, etc. the annual income of the previous year must be less than ¥6.10 million (6-person households).	
Methods of provision	Anyone qualified to receive the allowance applies for it and then the prefectural governor or the mayor or head of a town/villages with a welfare office authorizes it and the allowance is then provided via financial institutions 3 times a year (in April, August, and December).	
Provision status (as of the end of FY2012)	Number of recipients: 1,083,317 (fatherless households: 986,670, motherless households: 64,784, others: 31,863) Breakdown of fatherless households by reason { Separated { Divorced: 877,162 Others: 1,513 Widowed: 7,863 Unmarried mother: 92,270 Disabled father: 4,767 Deserted: 3,095	Breakdown of motherless households by reason { Separated { Divorced: 56,451 Others: 38 Widowed: 6,083 Unmarried father: 592 Disabled mother: 1,384 Deserted: 236

Source: Equal Employment, Children and Families Bureau, MHLW

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



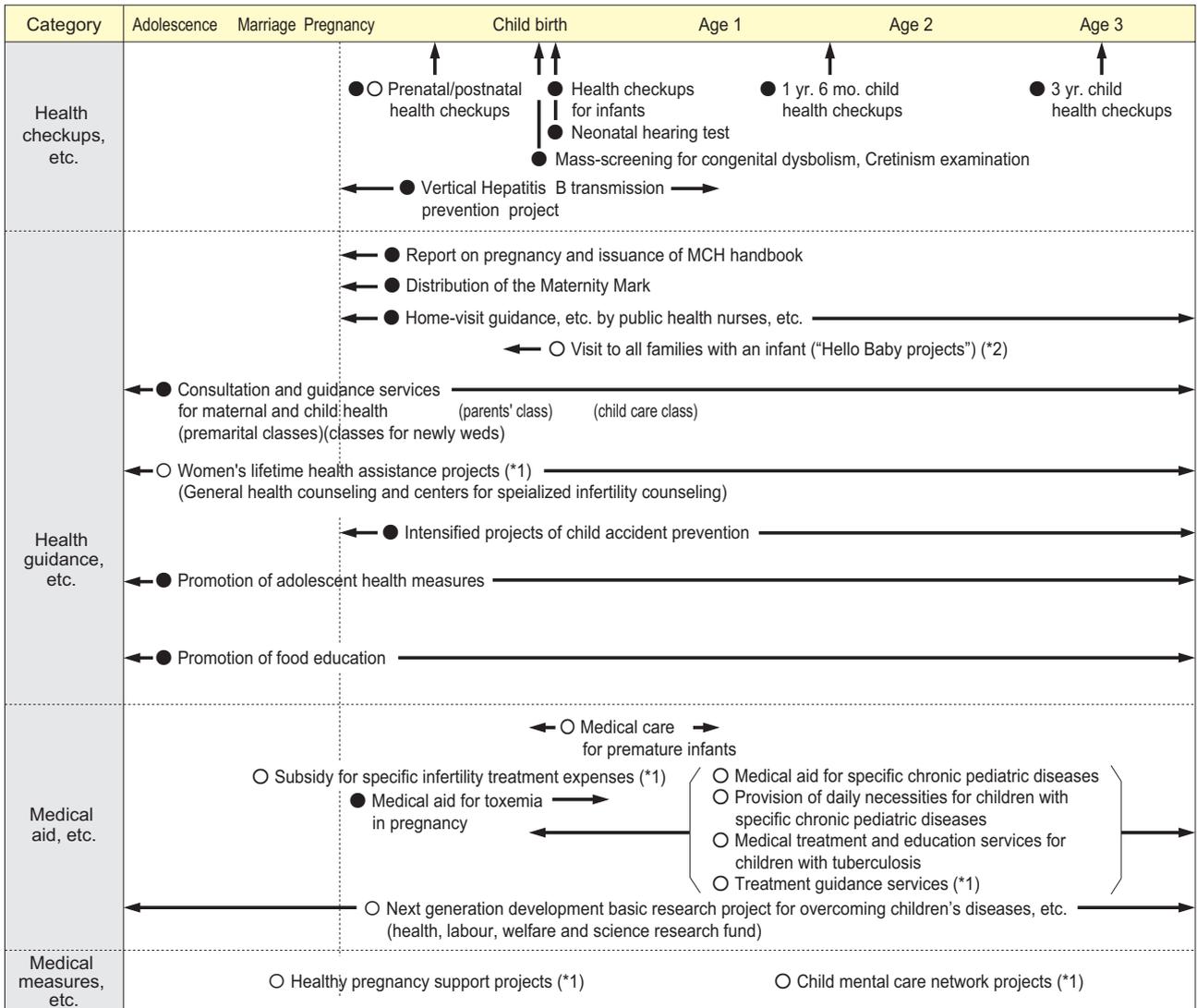
Source: Equal Employment, Children and Families Bureau, MHLW

# Maternal and Child Health Measures

## Overview

### Primary Measures for Maternal and Child Health

(As of April 2012)



○ State-subsidized projects ● Projects on general finance

\*1 General support projects for maternal and child health measures \*2 Projects using subsidy for child rearing support

(Note) Of required number of health checkups for pregnant women (approx. 14 times), 5 are funded by local governments and 9 by state subsidy (1/2) and local government (1/2) through support fund for health checkups for pregnant women (until FY2012).

## Promotion System of Maternal and Child Health Services

	Municipalities (Health centers)	Prefectures (Health centers)
	○ Basic maternal and child health services	○ Specialized maternal and child health services
Health checkups, etc.	• Health checkups for expectant or nursing mothers, infants and toddlers (those aged 1 year and 6 months, those aged 3)	• Screening for congenital dysbolism, etc
Health care guidance, etc.	• Issuance of the Maternal and Child Health (MCH) handbook • Pre-marital class, mothers' class, child-rearing class, etc.	• Infertility counseling, health care education for women, etc.
Home-visit guidance	• Home-visit guidance for expectant or nursing mothers and neonates	• Home-visit guidance for premature infants
Medical aid, etc.		• Medical care for premature babies, medical aid projects for specific chronic pediatric diseases, etc.

← Technical assistance

### Detailed Data 1 Changes in Maternal and Child Health Indices

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

Source: "Vital Statistics", Statistics and Information Department, Minister's Secretariat, MHLW

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

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

3. The figures for 2013 are preliminary numbers.

### Detailed Data 2 Status of Screening for Inborn Error of Metabolism, etc. (FY2012)

Number of births (A) (person)	Screening for inborn error of metabolism		Screening for cretinism	
	Screened (B) (person)	Screening rate (B/A) (%)	Screened (B) (person)	Screening rate (B/A) (%)
1,026,068	1,095,232	106.7	1,091,724	106.4

Source: Equal Employment, Children and Families Bureau, MHLW

(Note) The screening rates may exceed 100% because rescreened low-weight children with 2,000 g or less are included in the number of those screened.

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

Home-visit guidance		Number of cases where provision of benefits for medical aid for premature infants was decided
Actual number of persons received guidance	Cumulative number of persons received guidance	
59,953	75,942	29,386

Source: "Report on Regional Public Health Services and Health Promotion Services" (FY2012), Statistics and Information Department, Minister's Secretariat, MHLW

"FY2012 Report on Social Welfare Administration and Services", Statistics and Information Department, Minister's Secretariat, MHLW for the number of cases where provision of benefits for medical aid for premature infants was decided.