

[7] Equal Employment and Child Welfare

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

Overview

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

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

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

Points of the Equal Employment Opportunity Act

Prohibition of Discrimination on the Basis of Sex

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

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

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

Measures concerning sexual harassment (Article 11)

- Obligating 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)

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

Support for positive action by the government (Article 14)

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

Relief measures for the cases of disputes between workers and employers

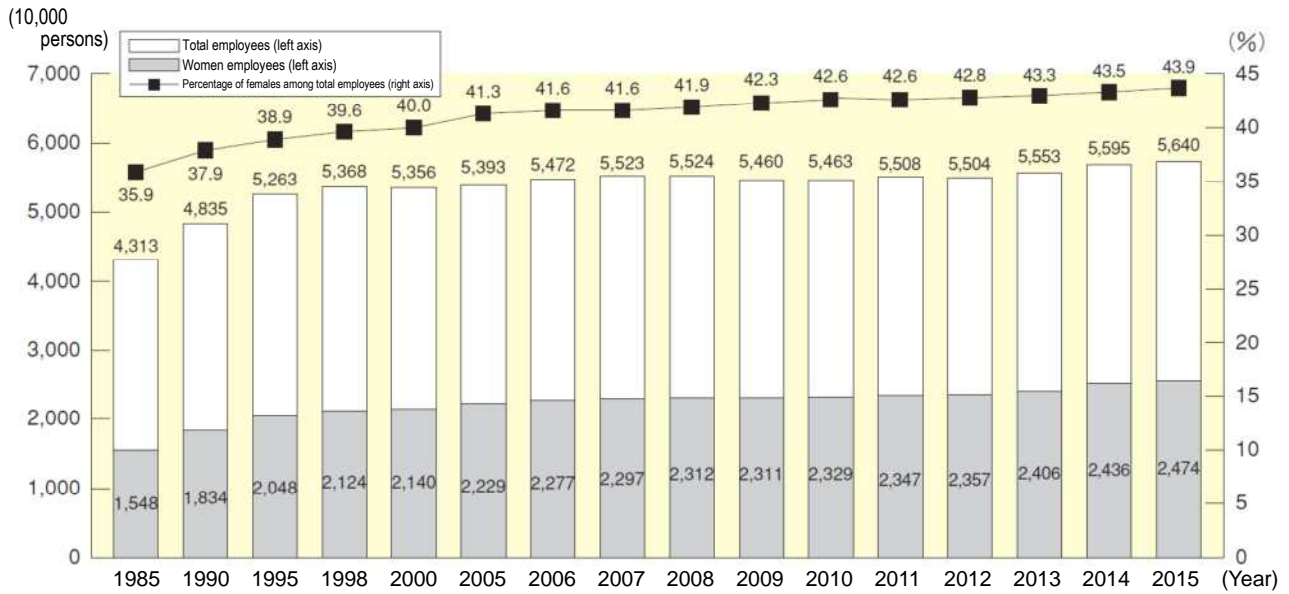
- Voluntary resolution of complaints from the workers of the workplace (Article 15)
- Assistance in the resolution of disputes by the director – general of Prefectural Labour Offices (Article 17)
- Conciliation at the Equal Opportunity Conciliation Conference (Articles 19 through 27)
 - Conciliation 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 director – general of Prefectural Labour Offices (Article 29)
- Disclosure of names of enterprises that do not comply with the recommendations of the Minister of Health, Labour and Welfare (Article 30)
- Civil fine of not more than ¥200,000 yen in case of not making a required report or making a false report (Article 33)

- * 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)
- * The Act for Partial Revision of the Employment Insurance Act, etc. (Act No.17 of 2016) including the partial revision of the Equal Employment Opportunity Act regarding measures for prevention of harassment due to pregnancy or childbirth was enacted in March 2016 and this Act will come into force on January 1, 2017 (See 2 in References II for major laws enacted in FY2015).

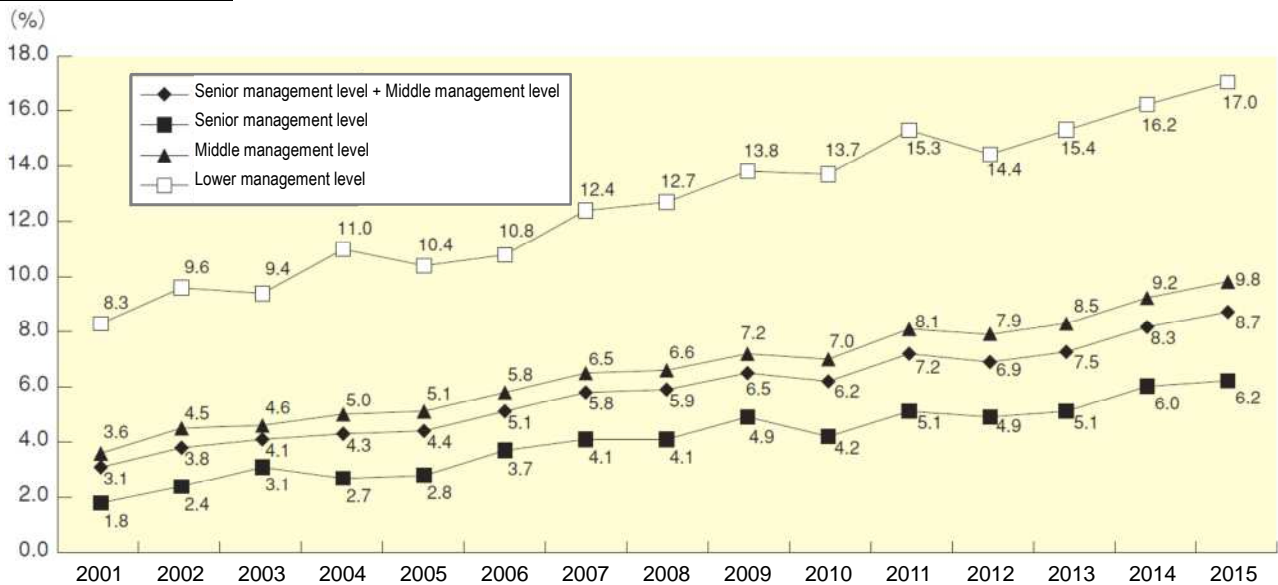
Detailed Data 1 Changes in Number of Employees (all industries)



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

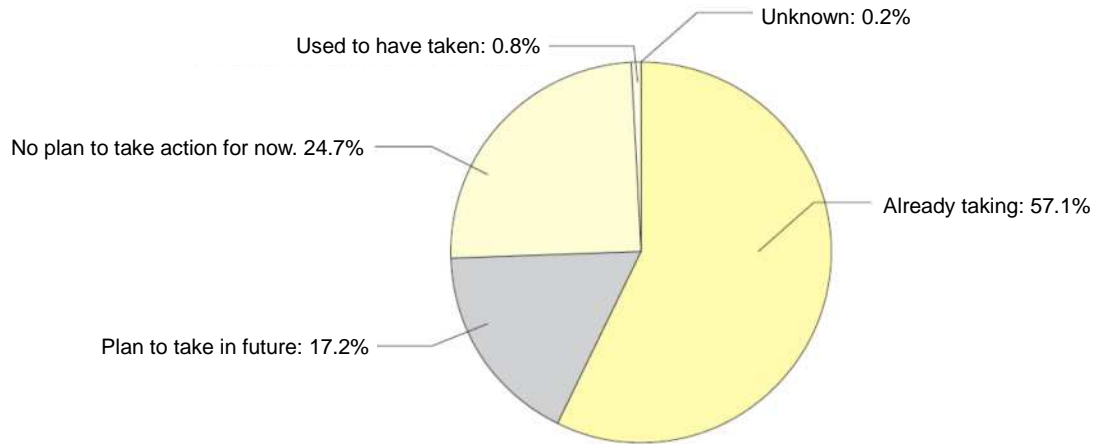
(Note) The figures for 2011 are supplementary estimates by the Ministry of Internal Affairs and Communications due to the impact of the Great East Japan Earthquake. In addition, the benchmark population used to calculate the results was changed from that of the 2005 Population Census (prior reference) 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 Women in Managerial Posts



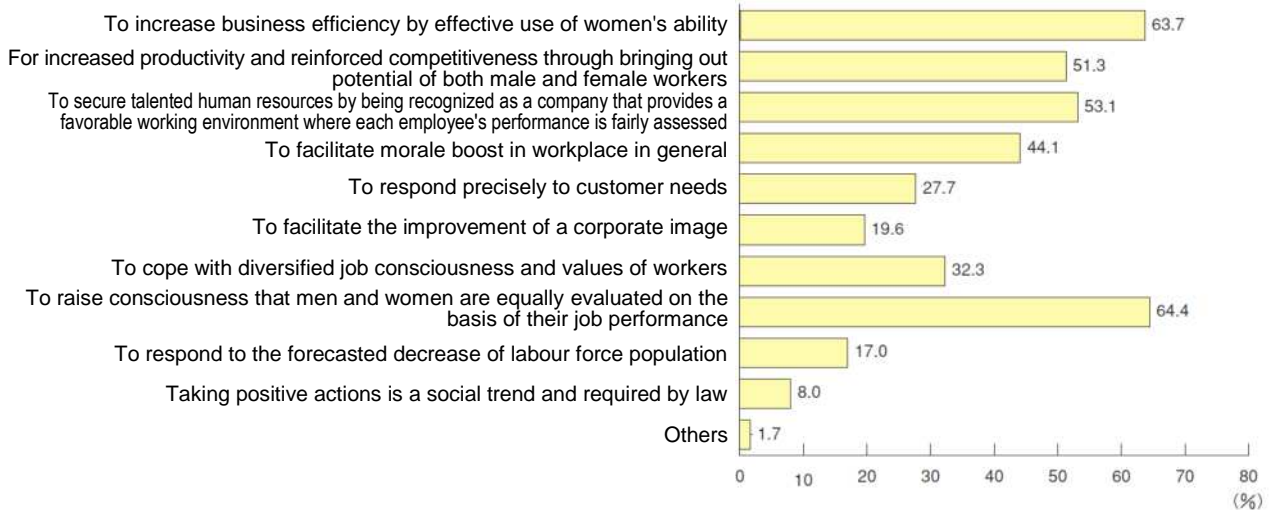
Source: "Basic Survey on Wage Structure", MHLW

Detailed Data 3 Companies that Take Positive Actions



Data: "FY2014 Basic Survey of Gender Equality in Employment Management", Ministry of Health, Labour and Welfare, Equal Employment, Children and Families Bureau, MHLW

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



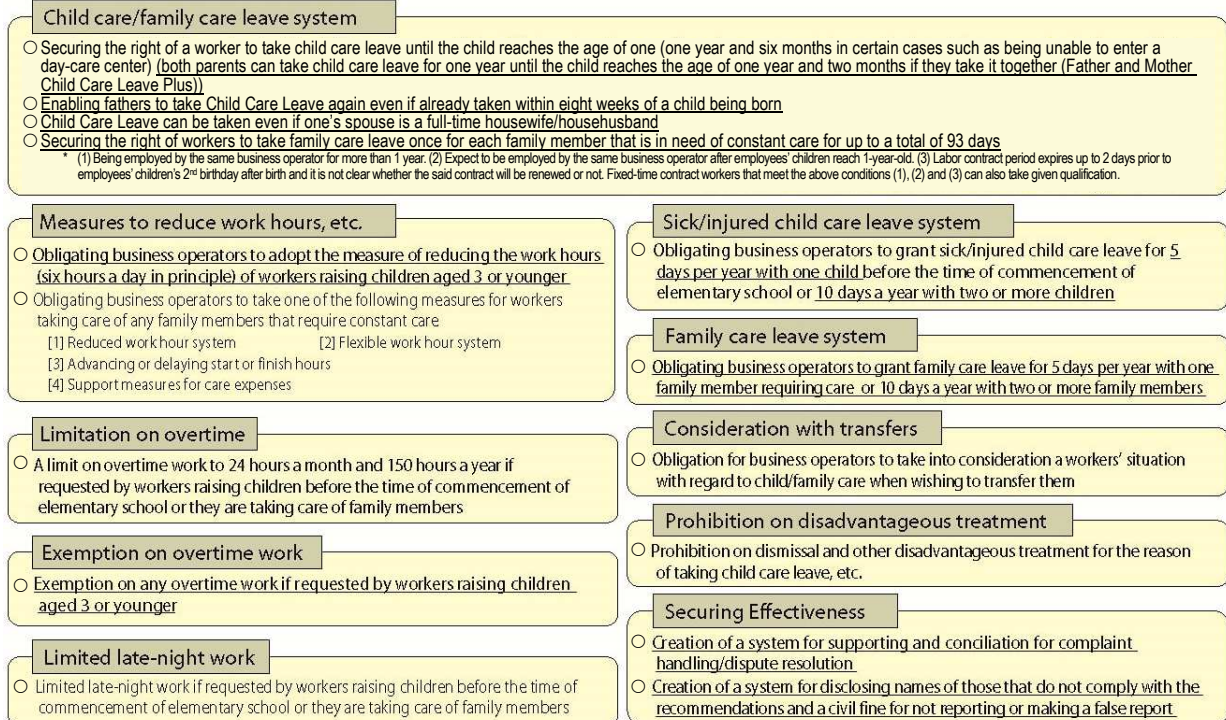
Source: "FY2013 Basic Survey of Gender Equality in Employment Management", Equal Employment, Children and Families Bureau, MHLW
 (Companies "currently dealing with positive action" and companies who "will deal with positive action in the future=100.0%)

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

Overview

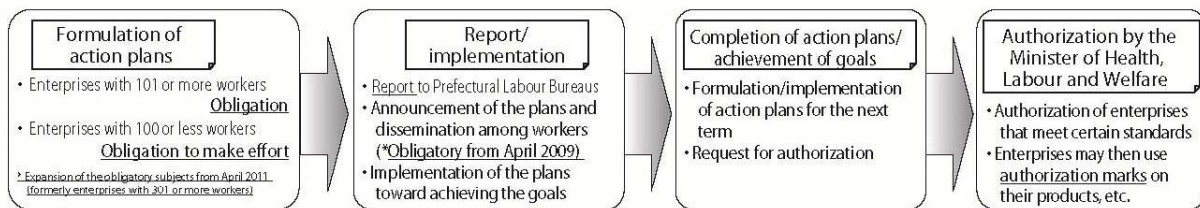
In order to realize a society in which all workers who are eager to work while raising their children or taking care of family members can do so with a sense of security efforts have been made in developing a good work-life balance support system in accordance with the Child Care and Family Care Leave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



Outline of the Child Care and Family Care Leave Act



* The Act for Partial Revision of the Employment Insurance Act, etc. (Act No.17 of 2016) including the partial revision of the Child Care and Family Care Leave Act was enacted in March 2016 and this Act will come into force on January 1, 2017 (See 2 in References II for major laws enacted in FY2015).

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

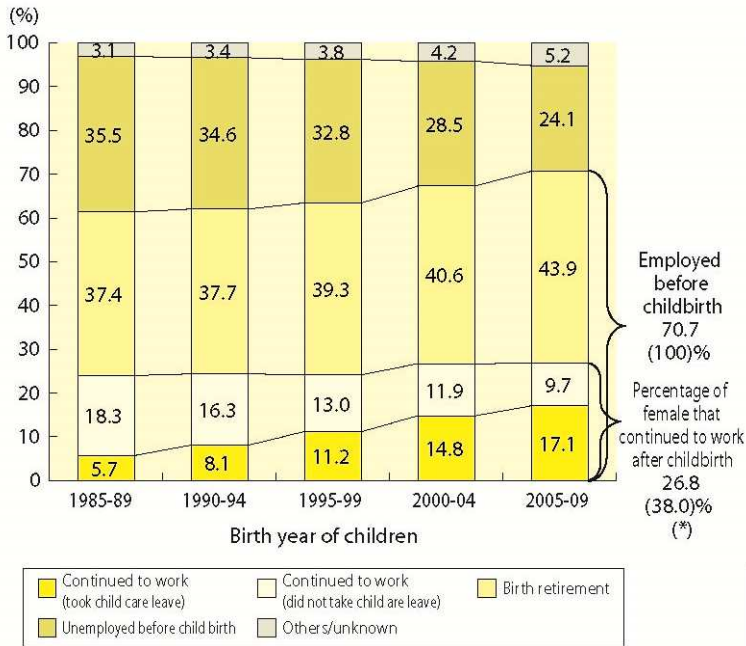


<p>Action plans (general business operator action plans)</p> <p>[Action plans]</p> <p>Plans formulated by enterprises in accordance with the Act on Advancement of Measures to Support Raising Next-Generation Children in helping to balance the work and childcare of their workers</p> <p>[Matters provided in action plans]</p> <p>[1] Period of action plans (approximately two to five years, after taking into consideration the actual situation of the respective enterprises)</p> <p>[2] Goals to be achieved</p> <p>[3] Measures used to achieve goals and implementation period</p> <p>[Matters concerning the content of action plans]</p> <p>1 Matters concerning the development of employment environments</p> <p>(1) Efforts mainly made for workers raising children</p> <p>(2) Efforts for workers including those not raising children</p> <p>2 Other measures to support the development of the next-generation</p> <p>Efforts other than employment environment and not limited to workers of enterprises</p> <p>= Example action plans =</p> <p>(Example 1) Raising the level of child care leave acquisition within the period of action plan as follows.</p> <p>Male: xx or more persons taking child care leave per year, Females: acquisition rate of xx% or more</p> <p><Measures></p> <p>dd/mm/yyyy Conduct training for managers</p> <p>dd/mm/yyyy Hold seminars on returning to workplaces for regular employees on child care leave who are willing to participate</p> <p>(Example 2) Establish a "no overtime day" each month.</p> <p><Measures></p> <p>dd/mm/yyyy Establish a discussion group in each department</p> <p>dd/mm/yyyy Implement a campaign via company newsletter, etc.</p>	<p>Report status (as of the end of March 2016)</p> <p>97.6% of enterprises with 101 or more workers</p> <p>97.4% of enterprises with 301 or more workers</p> <p>97.8% of enterprises of 101-300 workers</p> <p>Number of enterprises of all sizes 63,782</p> <p>Authorization status (as of the end of March 2016)</p> <p>Authorized enterprises (by Kurumin) 2,484</p> <p>(by Platinum Kurumin) 79</p> <p>Kurumin</p>  <p>Platinum Kurumin</p> 	<p>Authorization standards</p> <ul style="list-style-type: none"> • 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. • As of April 1, 2015, a new authorization system (a special authorization system - Platinum Kurumin System) will be implemented. <p>Favorable tax treatment system for authorized enterprises</p> <ul style="list-style-type: none"> • In case that certain assets contributing to next generation development support regulated by MHLW Notification is described in an action plan, introduced during an action plan period and authorized, additional depreciation deduction of 18% to 32% per year of such given assets during the business year including the date of authorization under Kurumin Authorization and additional depreciation deductions of 12% or 15% for 3 years from the business year (1 year) including the date of authorization under Platinum Kurumin Authorization will be approved respectively. • During the period between April 1, 2015 and March 31, 2018, only business operators authorized under Next Generation Platinum Kurumin are applicable. (*) (*) Limited to the 1st Kurumin Authorization after tax measures were resumed in FY 2011 and Platinum Kurumin Authorization.
--	--	--

* Underlined portion is revised by the Act of Partial Revision of the Act on Advancement of measures to Support Raising Next-Generation Children, etc. (2014 No. 28) which support healthy development for children which will lead a next generation's society.

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

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
FY2013	83.0	2.03
FY2014	86.6	2.30

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, FY2013, FY2014), 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

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

* The underlined part is revised by the Act on Partial Revision of the Act on Improvement, etc. of Employment Management for Part-Time Workers. (enforced as of April 1, 2015)

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

- 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)
- When employing part-time workers, business operators are obliged to explain to part-time workers the revised measures regarding employment management (Article 14, section 1).
- Upon request from part-time workers, business operators are obliged to explain to them matters considered when making decisions regarding their treatment (Article 14, section 2).
- Business operators are obliged to develop a system dealing with consultation from part-time workers (Article 16).

2 Promotion of securing equal/balanced treatment

- "The principles of treatment of part-time workers" (As widely for all part-time workers, for the treatment of part-time workers, the difference in the treatment of regular workers, taking into account the job description, the system of the utilization of human resources and others, are deemed unreasonable be those must-have.) (Article 8).
- Prohibiting discriminatory treatment regarding part-time workers who should be treated equally to regular workers (Article 9).
* "Part-time workers who should be treated equally to 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 (elimination of conditions for a labour contract without a definite period)
- With regard to other part-time workers, business operators are obliged to endeavor to ensure that 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 (Article 10-12).

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 13)

4 Complaint handling/dispute resolution assistance

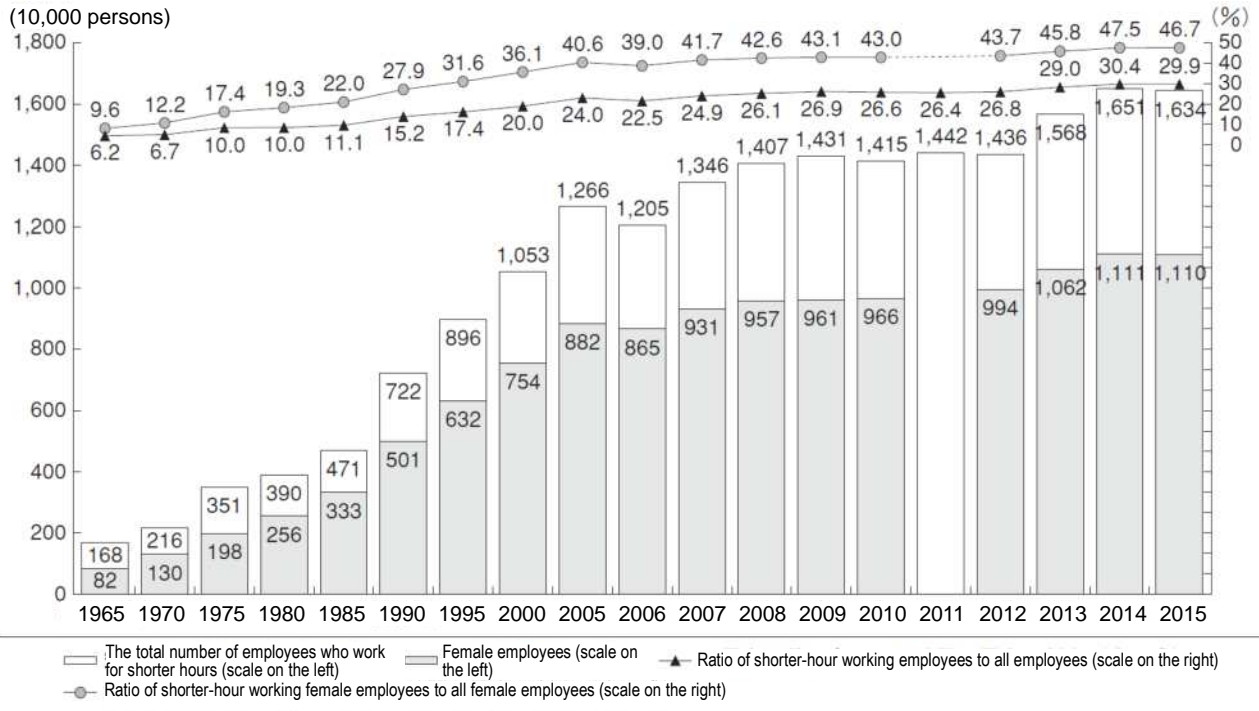
- Business operators are obliged to make efforts to achieve voluntary resolution of complaints (Article 22)
- Establishment of dispute resolution assistance and conciliation by the Director of the Prefectural Labour Bureau with regard to obligatory provisions (Article 23-26)

5 Securing Effectiveness

- Request for report and provision of advice, guidance, and recommendations by the Chief of the Prefectural Labour Bureau (delegated by the minister of MHLW) (Section 1, Article 18).
- Creation of a system for a civil fine for not reporting or making a false report (Article 30).
- Creation of a system for disclosing names of those that do not comply with advice by the minister of MHLW (Section 2, Article 18).

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 –



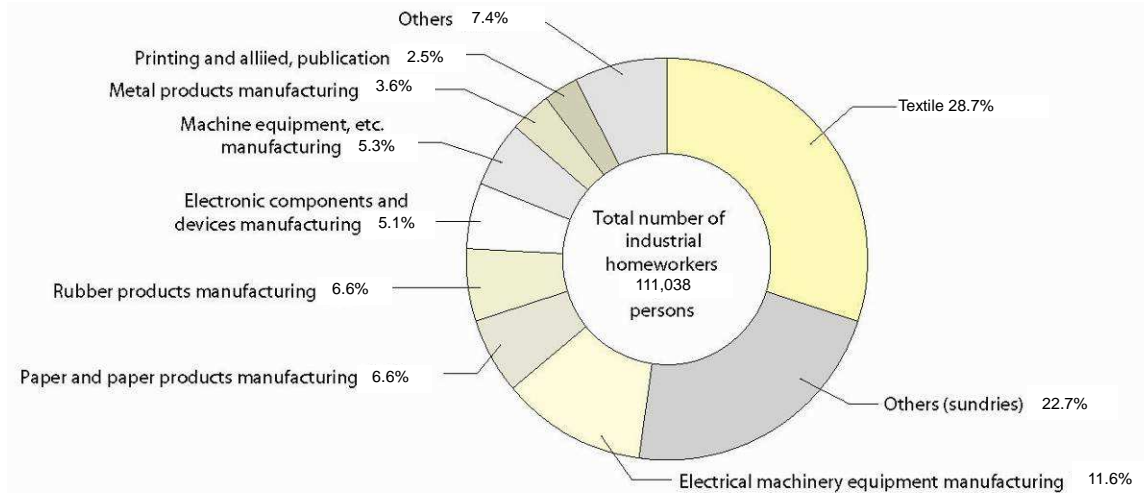
(Note) 1. "Employees who work for shorter hours" indicate those not engaged in agriculture or forestry (excluding those on leave) that work less than 35 hours a week.
 2. "Total number of employees who work for shorter hours" for 2011 are complementary estimates and "ratio of shorter-hour working employees to all employees" indicates reference figures calculated based on complementary estimates.
 (Resource) "Labour Force Survey", Statistics Bureau, MIC

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.

Ratio of number of industrial homeworkers by industry



Source: "Briefing Survey on Industrial Homework" (October 2015), Equal Employment, Children and Families Bureau, MHLW

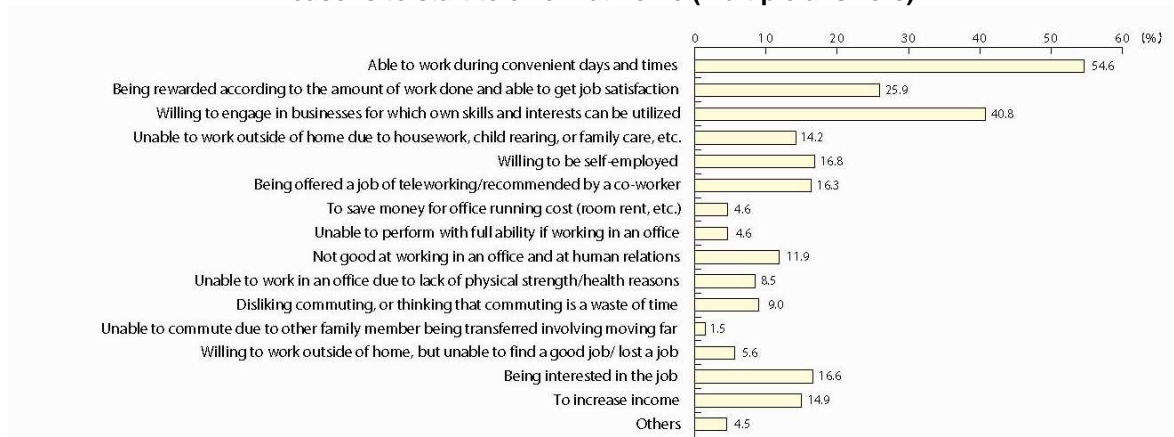
Outline of Measures for Telework at Home

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.

Besides, the number of telework at home as of 2013 is estimated at 1.264 million people.

Reasons to start telework at home (multiple answers)

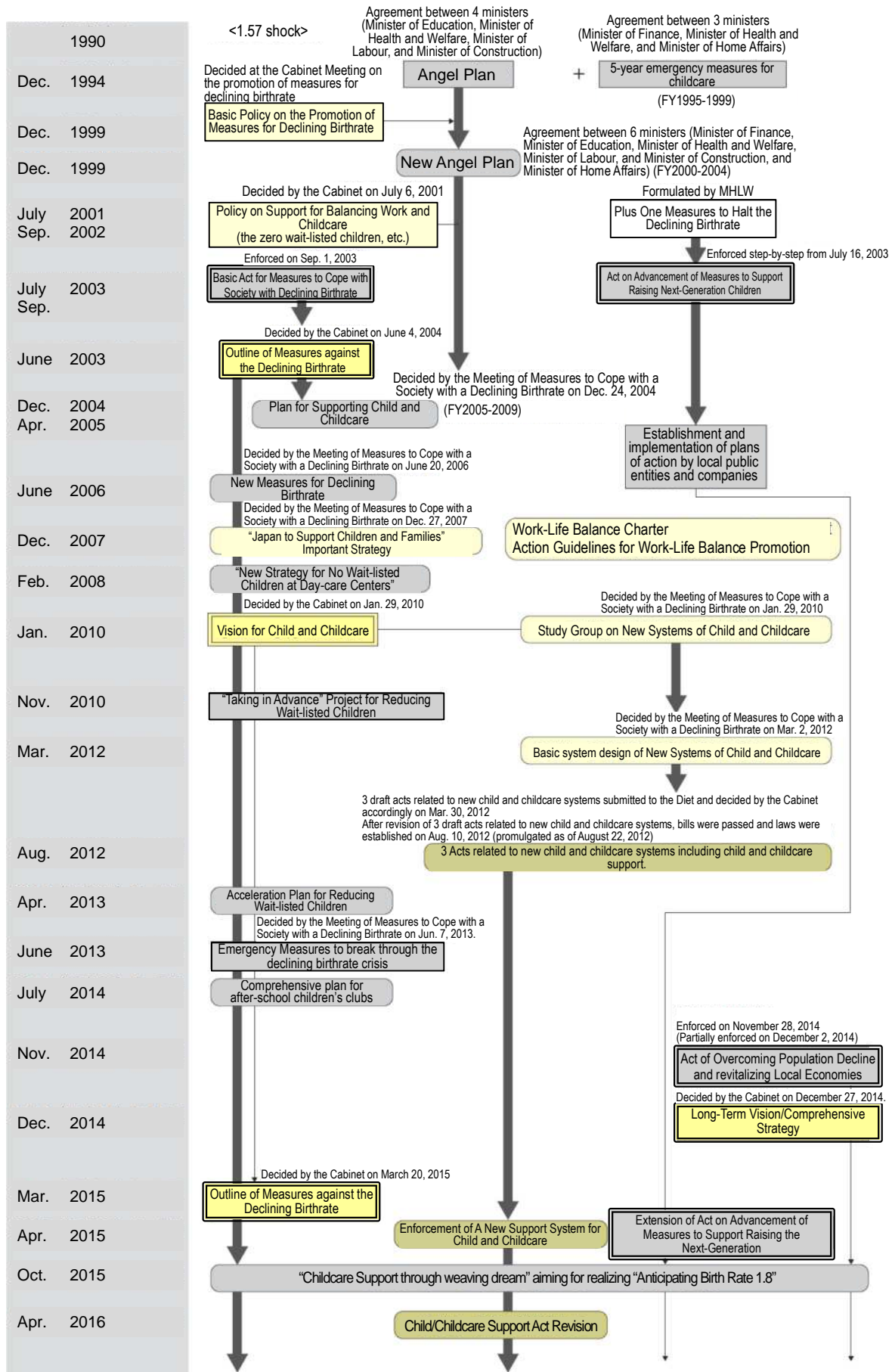


Source: "Survey Report on Telework at Home" (2012), Mitsubishi UFJ Research and Consulting

Birthrate Decline Measures

Overview

Circumstances of childcare support measures



Current Status of Various Childcare Support Projects

Project name		Contents	Actual status	
User support	User support projects	Provision of information on education/child care/public health and regional support projects for child rearing in the neighborhood where children and their parents live, and provision of consultation and advice if necessary, as well as contact arrangements with relevant organizations.	930 centers (based on FY 2015 grant decision base) *including 295 centers of maternal and child health type	
	Home-visit support			
Gathering places for parents and children	Visit to all families with infants	Visiting all families with infants within 4 months after childbirth to provide information on childcare support and identify childcare environment, etc.	1,730 municipalities (General Affairs Division, Equal Employment, Children and Families Bureau (as of April 1, 2015))	
	Home-visiting childcare support services	Visiting families with children requiring childcare support to provide assistance and technical guidance, etc. on childcare/homework	1,447 municipalities (General Affairs Division, Equal Employment, Children and Families Bureau (as of April 1, 2015))	
	Community child care support centers	Opening of community-based exchange of parents and infants and provision of consultation/assistance etc. on childcare, etc.	6,818 centers (FY 2015 grant decision base)	
	Child center services	Providing group/individual guidance for children via playing, upbringing/guidance for after-school children, development of community based activities such as Mothers' Clubs, etc., upbringing/guidance for older children, consultation for childcare families, etc.	4,598 centers (2,804 public centers and 1,794 private centers) (as of October 2013)	
	Temporary childcare (temporary day-care) services	Providing temporary day-care services for children in nursery schools, kindergartens, certified child care centers and other places in case that child care for infants becomes difficult at home.	8,773 facilities (FY 2014 grant decision base)	
Day-care services	Short-term childcare support services	Short-term admission for daily life assistance (short-stay) services	Providing day-care/protection services at facilities capable of providing appropriate protection, including foster homes, etc., in case of parents being unable to engage in childcare due to physical/mental/environmental reasons, including sickness and exhaustion, etc. (up to 7 days in principle)	711 facilities (FY 2014 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.	370 facilities (FY 2014 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)	809 centers (FY 2015 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 needing nursing care in place of parents working day time, etc. (open 11 hours, 8 day-care services hours, approx. 300 days, in principle)	Day-care centers: 25,464 Infant users: 2.33 million (as of April 1, 2015)	• 1.25 centers per elementary school district
Extension childcare businesses	Providing services of over 11 open hours	18,885 centers (FY2013 actual)	• 74.2% of licensed day-care centers
Night time childcare businesses	Providing night time day-care services up to around 22:00 (* open hours of approx. 11 hours)	82 centers (as of April 1, 2015)	• 0.32% of licensed day-care centers • 0.05 centers per municipality
Sick childcare businesses	Sick children in regions are temporarily taken care of by nurses, etc. in special rooms attached to hospitals/day-care centers, etc.	1,839 centers (FY 2014 grant decision base)	• 1 center per 1,233 children using licensed day-care centers • 1.06 centers per municipality
Family-style day-care services	Nursery teachers that have received training or family-style caregivers authorized by the mayors of municipalities via training providing day-care services at their residences in cooperation with day-care centers for a small number of children mainly younger than 3 who received authorization of the need of nursing care	Family-style caregivers: 1,874 Child users: 7,309 (FY 2014 grant decision base)	• 1.08 family-style caregivers per municipality

(Note) Total number of municipalities is 1,741 (as of April 5, 2015). The number of public elementary schools, as used for determining elementary school district, is 20,374 ("FY 2015 School Basic Survey", MEXT).

- Current Status and Issues concerning Childcare -

- Rapid progress in declining birthrate (Total fertility rate in 2015: 1.46)
- 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: 1.36%, France: 2.85%, U.K.: 3.78%, and Sweden: 3.46% (2011)
- 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 support for child and child rearing based on regional situations.

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

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

◆ Purpose of the 3 Acts related to Child and Childcare

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

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

◆ Main points

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

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



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

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

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

[4] Municipal-led projects

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

[5] Financial support from all of society

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

[6] Promotion system of the government

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

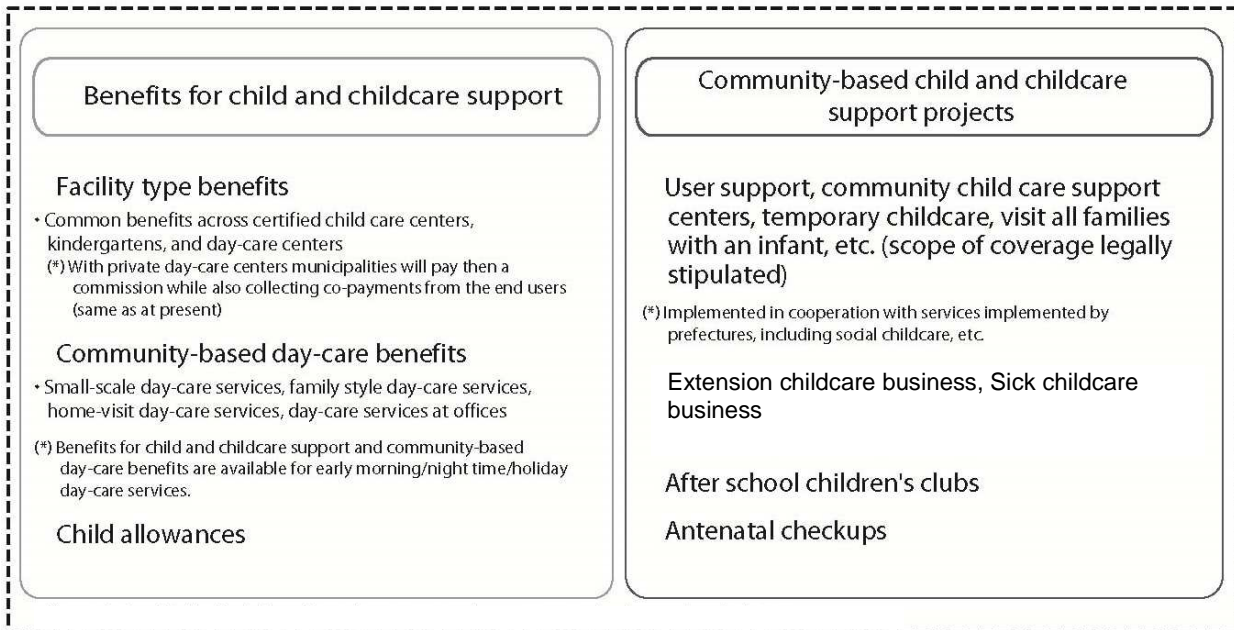
[7] Establishment of Child and Childcare Conferences

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

[8] Enforcement time

- Officially enforced in April, 2015.

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



Revision of the Act on Certified Child Care Centers

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

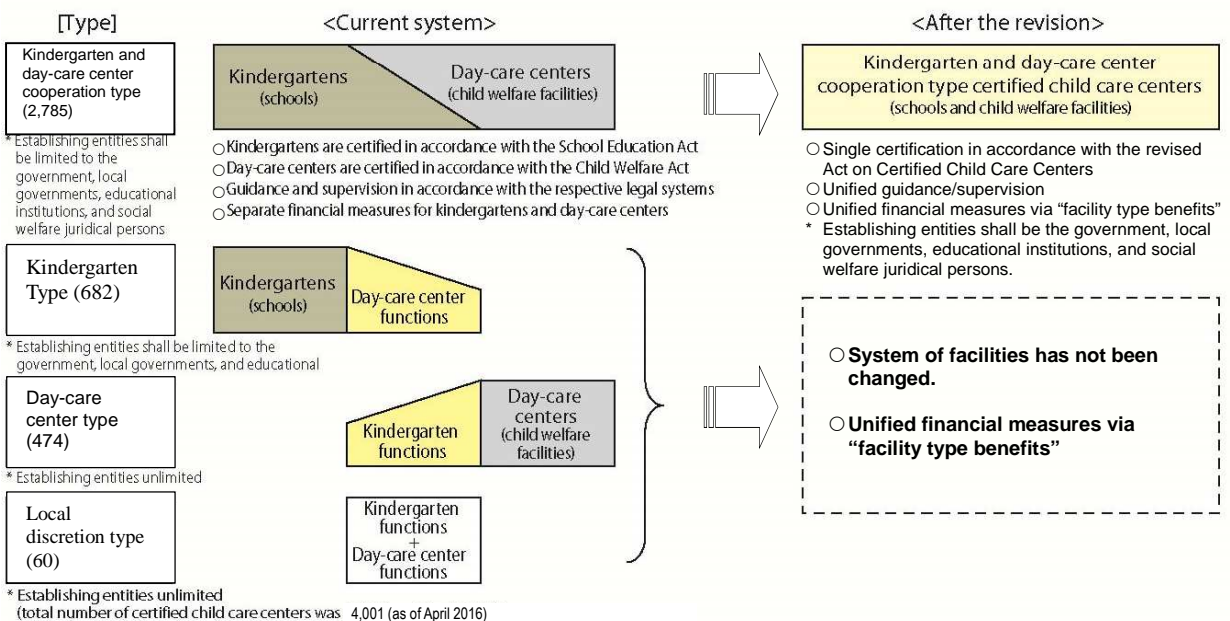
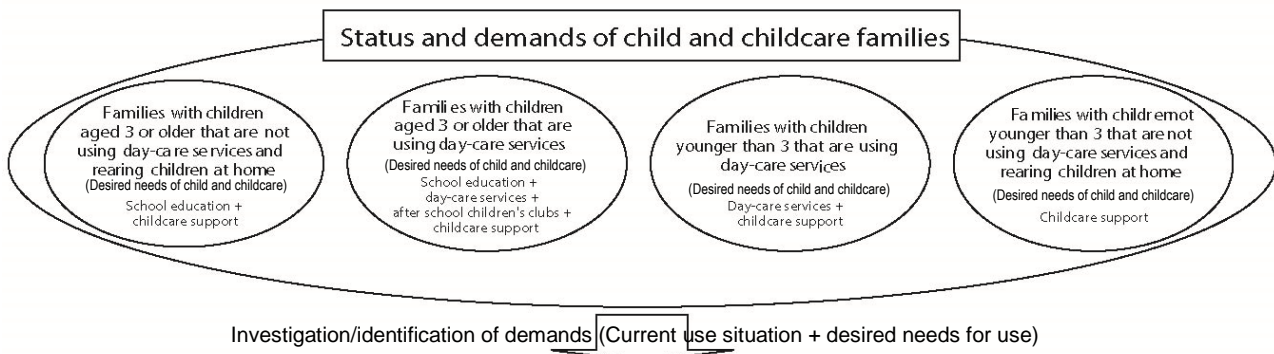


Image of support project plan for municipal child and child rearing

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



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

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

Systematic development

Education and day-care benefits for children

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

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

Subject to
= community-based
day-care benefits*

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

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

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

- Extension childcare businesses
- Sick Childcare Business

After-school children's clubs

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

Day-Care Centers, etc.

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

(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)
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	24,036	10,031	14,005	2,288,805	965,139	1,323,666	2,219,603	849,642	1,369,961
2014	24,424	9,791	14,633	2,335,328	949,541	1,385,787	2,266,794	834,845	1,431,949

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

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
2013	4,598	2,804	1,794	2,785	2,702	83
2014	4,598	2,794	1,804	2,742	2,676	66

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

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

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

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

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

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

Foster parents ¹⁾		Number of foster parents registered (households)	Number of entrusted foster parents (households)	Number of entrusted children (persons)	Family homes ²⁾	
Foster parents entrusted to take care of children at home					Taking care of children at guardians' residences (capacity of 5-6 persons)	
		9,949	3,644	4,731		
Classification (foster parents may involve multiple registrations)	Childcare foster parents	7,893	2,905	3,599	Number of homes	257
	Specialized foster parents	676	174	206		
	Adopting foster parents	3,072	222	224	Number of entrusted children	1,172
	Relative foster parents	485	471	702		

Facilities	Infant homes ²⁾	Foster homes ²⁾	Short-term therapeutic institutions for emotionally disturbed children ²⁾	Children's self-reliance support facilities ²⁾	Maternal and child living support facilities ²⁾	Self-reliant assistance homes ²⁾
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	134	602	43	58	243	123
Capacity	3,865 persons	33,017 persons	1,962 persons	3,753 persons	4,869 households	826 persons
Present number	2,939 persons	27,828 persons	1,358 persons	1,397 persons	3,465 households	486 persons

Small-scale group care ²⁾	1,218 facilities
Community-based small-scale foster homes ²⁾	329 facilities

Source: 1) "FY2014 Report on Social Welfare Administration and Services", Administrative Report Statistics Office to the Director-General for Statistics and Information Policy, MHLW (as of the end of March 2015)

2) Equal Employment, Children and Families Bureau, MHLW (as of October 1, 2015)

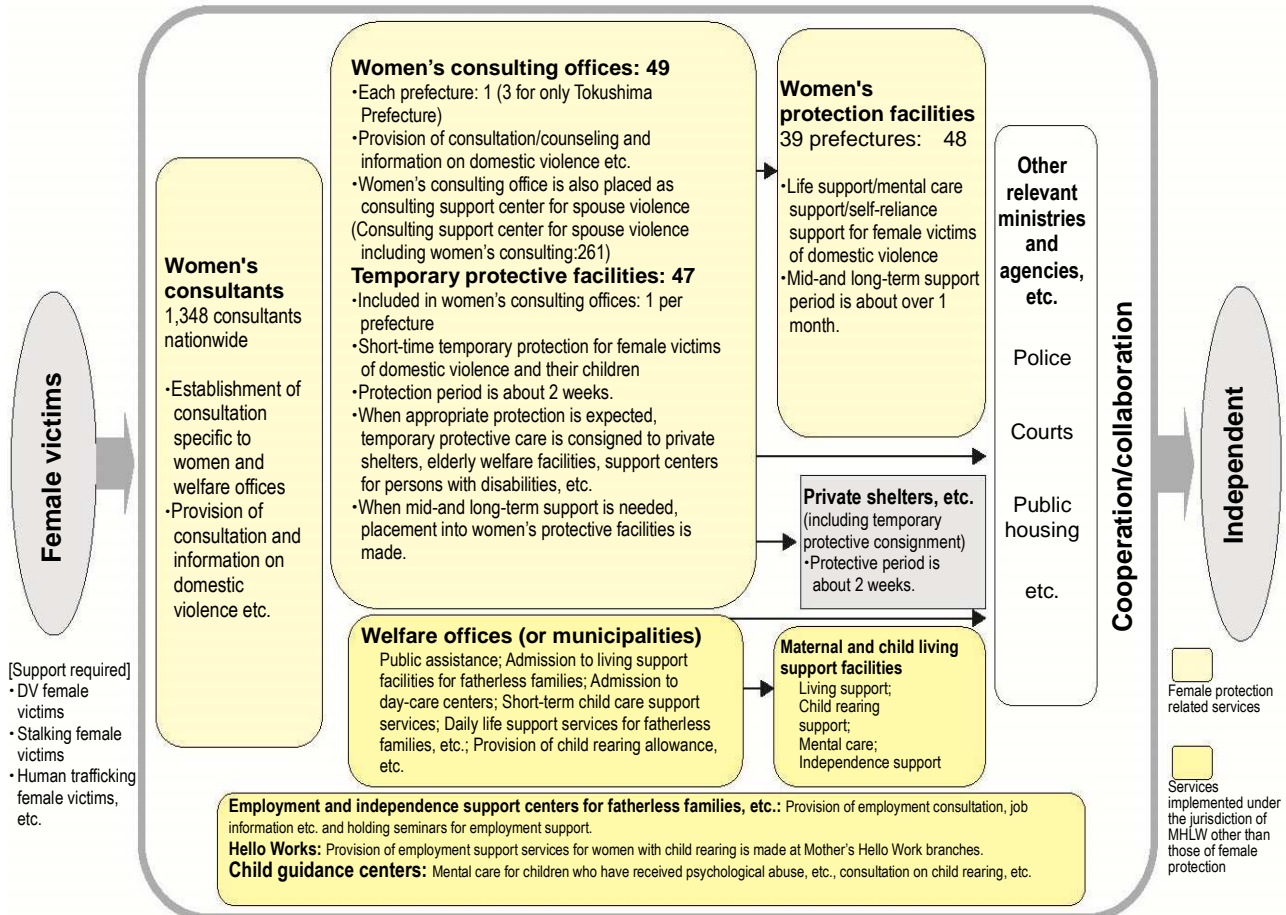
(Note) Children's self-reliance support facilities include 2 national facilities

DV (Domestic Spousal Violence) Prevention Measures

Overview

Outline of projects for rehabilitation protective care for women

○ Combined with 'relevant facilities of projects for rehabilitation protective care for women' and 'services implemented under the jurisdiction of MHLW other than those of female protection regarding support measures for single parent families', female victims' self-reliance support will be implemented. If necessary, cooperation with relevant ministries etc. will be dealt with.

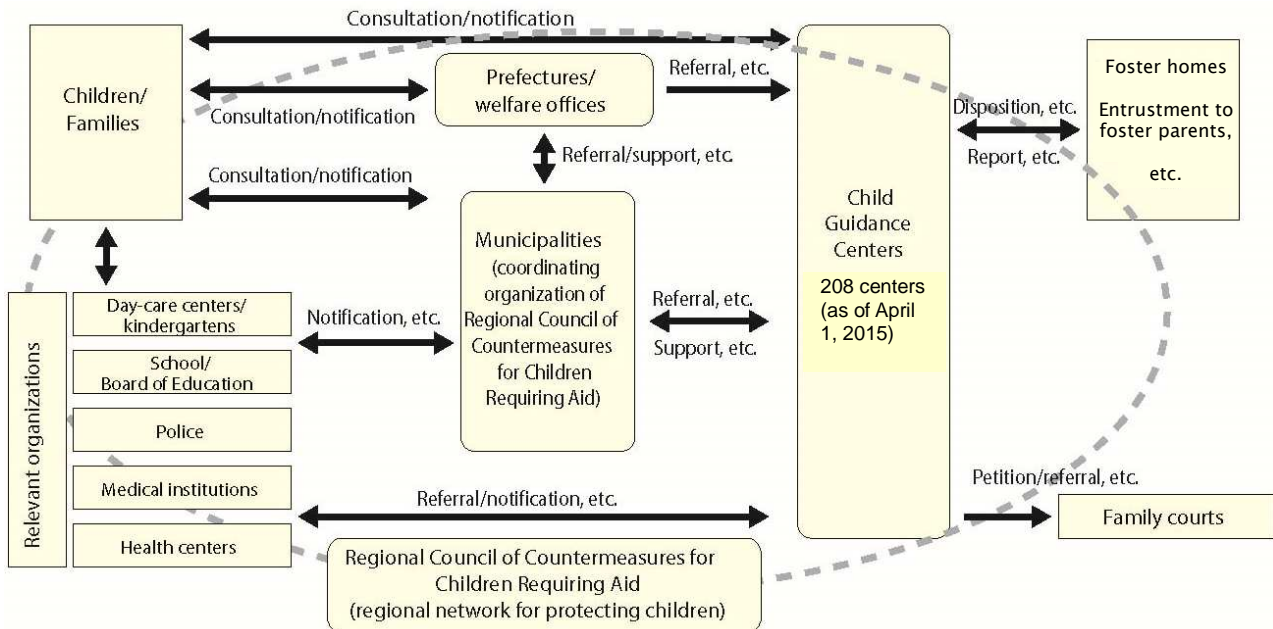


(Note) No. of female consulting staff and No. of women's consulting offices and women's protective facilities are as of April 1, 2015. No. of consulting support centers for spouse's violence is as of November 9, 2015.

Child Abuse Prevention Measures

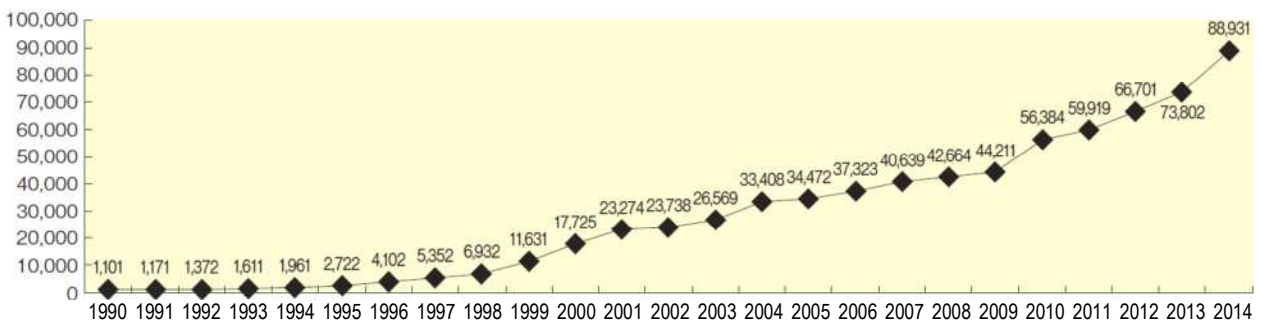
Overview Child Abuse Prevention System in Regions

- The conventional child abuse prevention measures had child guidance centers as the only entity that handled child abuse cases.
The 2004 revision of the Child Abuse Prevention Act, etc., however, added “municipalities” to the entities that are notified of any child abuse in thereby establishing a dual-layer structure system consisting of “municipalities” and “child guidance centers”.
* The child guidance centers are established in prefectures, designated cities and cities where child guidance centers are established (Yokosuka City and Kanazawa City).
- Number of child abuse consultations handled by municipalities has been increasing every year: 40,222 cases in FY2005, 87,694 cases in FY2014
- Regional Councils of Countermeasures for Children Requiring Aid (networks of relevant organizations of medical care, health, welfare and education) were established in respective municipalities (established in 99.4% of municipalities as of February 1, 2016)
- The 2008 revision of Child Welfare Act enabled any children requiring child care support identified via home visit services for all families with an infant, etc. and pregnant women in particular need of support before childbirth, in addition to children requiring protection, to be included as subjects for support provided by the Council from April 2009 on.
- Regional Council of Countermeasures for Children Requiring Aid and a coordinating organization of Regional Council of Countermeasures for Children Requiring Aid shall play a central role in supervising administrative affairs, managing the progress of support for children requiring aid and communicating and coordinating with child guidance centers, entities that carry out programs to visit children requiring child care support and other relevant organizations.



Detailed Data 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 7.6 times in FY2014 from FY1999 (before the Child Abuse Prevention Act).



* The figures for FY2010 were calculated without Fukushima Prefecture 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)			Tenth Report (Apr. 1, 2012 - Mar. 31, 2013)			Eleventh Report (Apr. 1, 2013 - Mar. 31, 2014)		
	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Non-suicide	Suicide	Total	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	49	29	78	48	100	73	42	115	64	43	107	47	30	77	45	37	82	56	29	85	36	27	63
Persons	25	-	25	50	8	58	56	30	86	61	51	39	90	65	126	78	64	142	67	61	128	49	39	88	51	47	98	58	41	99	36	33	69

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

Independence Support Measures for Fatherless Families

Overview

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

- Enforcement of measures for “support toward employment/self-reliance” since 2002. Promotion has been made focused on 4 pillars including “measures for child rearing/life support”, “measures for employment support”, “measures to secure child care expenses” and “economic support measures”
- Approval of the “Act on Special Measures for employment support for both ‘mothers for ‘fatherless families’ and ‘fathers for motherless families’”, 2012
- In accordance with the revised Act of 2014 (*), implemented measures are: enforcement of support system, enforcement of employment support measures and life support measures for child and child rearing, enforcement of dissemination or those measures, expansion of support for motherless families, review of limited provision of both child assistance expenses and public pensions. (*the Mother, Father and Widows Welfare Act and Child Assistance Expense Act)

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

Childcare and living support

- Counseling support by supporting staff for fatherless/motherless family home independence
- Helper dispatch, day-care measures with priority enrollment, etc.
- Child support by learning support volunteer dispatch, etc.
- Functional enhancement of living support facilities for fatherless families

etc.

Employment support

- Promotion of employment support in cooperation with Hello Works, etc. including formulation of independence support programs for both fatherless and motherless families, etc.
- Promotion of Employment and Independence Support Centers for Fatherless Families, etc. services
- Provision of benefits for ability development

etc.

Support for securing childcare expenses

- Promotion of support centers for consultation on childcare expenses
- Promotion of consultation on childcare expenses at Employment and Independence Support Centers for Fatherless Families, etc.
- Distribution of “handbook on childcare expenses” and leaflets

etc.

Financial support

- Provision of child rearing allowance
- Support of welfare expense loans for motherless and fatherless families and widows
- Support for 12 kinds of welfare expense loans for skill acquirement for employment, children’s school trip, etc.

etc.

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: 1,058,231 persons *2 Eligible children: 1,639,523 persons *1	Measures for independence	Housing measures				
		Pension for fatherless families *4	Recipients: 104,862 cases *1		Livelihood guidance, etc.	[1] Living support facilities for fatherless families [2] Welfare Center for both fatherless and motherless families [3] Recreation homes for fatherless and motherless families [4] Placement of counselors for independence of fatherless and motherless families [5] Daily life support projects for single parent households [6] Day-care measures (priority enrollment)	Facilities: 248 *2 Facilities: 56 *3		
		Survivor's basic pension *4	Recipients: 5,196,838 cases *1				Facilities: 3 *3		
	Loans of welfare funds for mothers with dependent children	Low or no-interest loans to fatherless (widow) households	Loans: 37,998 cases *1				Taxation	Tax measures	Counselors: 1,664 *1
	Loans of welfare funds for fathers with dependent children		Loans: 344 cases *1						Dispatched Cases: 4,150 *1
	Loans of welfare funds for widows		Loans: 929 cases *1						

(Note) The figures indicated with *1 are as of the end of FY2014,

*2 from "FY2014 Report on Social Welfare Administration and Services", Administrative Report Statistics Office to the Director-General for Statistics and Information Policy, MHLW (as of the end of March 2015),

*3 "2014 Survey of Social Welfare Institutions", Social Statistics Office to the Director-General for Statistics and Information Policy, MHLW and

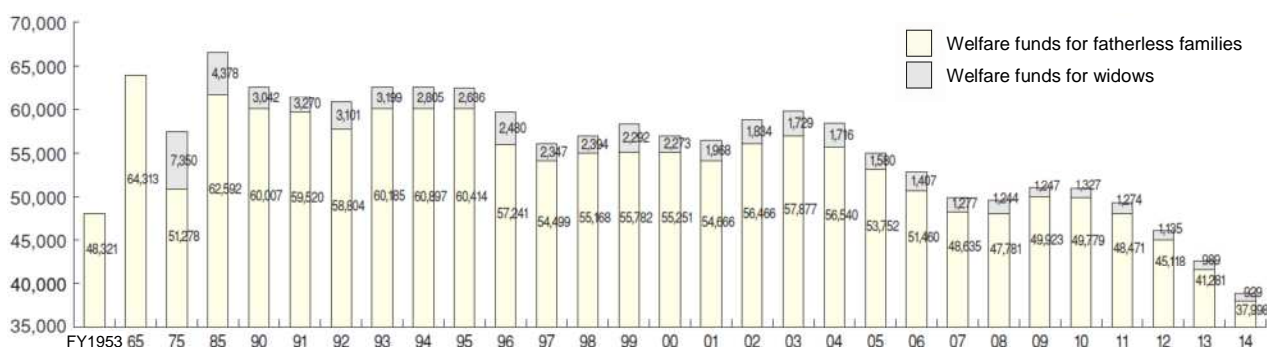
*4 from "FY2014 Annual Report of Employees' pension and National Pension". The figures include all recipients regardless of the relationship, including those under the former Act.

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"> 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. Fathers with custody of and sharing living expenses with children that do not receive living expenses with the mothers due to the divorce of their parents, etc.
Monthly amount of allowance	One child: ¥42,330 Two children: ¥5,000 (¥10,000 at maximum from August 2016) Additional amount per child for the third child on: ¥3,000 (¥6,000 at maximum from August 2016)
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 ¥32,340 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 FY2014)	Number of recipients: 1,058,231 (fatherless households: 961,909, motherless households: 63,269, others: 33,053) Breakdown of fatherless households by reason Separated { Divorced: 848,224 Others: 942 Widowed: 7,315 Unmarried mother: 96,938 Disabled father: 5,184 Deserted: 2,490 Domestic Violence Protection Order: 816 Breakdown of motherless households by reason Separated { Divorced: 54,988 Others: 36 Widowed: 5,808 Unmarried father: 640 Disabled mother: 1,611 Deserted: 186 Domestic Violence Protection Order: -

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

Promotion System of Maternal and Child Health Services

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

← Technical assistance

Detailed Data 1 Changes in Maternal and Child Health Indices

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

Source: "Vital Statistics", Vital, Health and Social Statistics Office to the Director-General for Statistics and Information Policy.
 (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 2015 are preliminary data.

Detailed Data 2 Inborn error in metabolism searching (FY 2014)

Number of live births (A) (person)	Inborn error in metabolism searching	
	Number of examinees (B) (person)	Rate of examinees (B / A) (%)
1,005,762	1,075,613	106.9

Data : Ministry of Health, Labour and Welfare Employment Equality, Children, Families Bureau's survey
 (Note) Due to including low body weight blood redrawn children with body weight of 2,000grams or lower, the rate of examinees sometimes surpasses 100%.

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

Home-visit guidance		Number of cases where provision of benefits for medical aid for premature infants was decided
Actual number of persons received guidance	Cumulative number of persons received guidance	
54,277	66,246	31,515

Source: "Report on Regional Public Health Services and Health Promotion Services" (FY2014), Administrative Report Statistics Office to the Director-General for Statistics and Information Policy

"FY2014 Report on Social Welfare Administration and Services", Administrative Report Statistics Office to the Director-General for Statistics and Information Policy for the number of cases where provision of benefits for medical aid for premature infants was decided.