

[7] Equal Employment and Child Welfare

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

Overview

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 Labor Measures Comprehensive Promotion Act set out the specific measures against power harassment to be taken in the workplace. 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.

The Act on Promotion of Women's Participation and Advancement in the Workplace established an obligation for employers with 101 or more regular workers to formulate/implement the action plans and publicize information.

Points of the Equal Employment Opportunity Act

Prohibition of Discrimination on the Basis of Sex

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

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

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

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

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

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

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

Measures for maternal health management (Articles 12, 13)

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

Support for positive action by the government (Article 14)

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

Relief measures for the cases of disputes between workers and employers

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

Guidance necessary for law enforcement

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

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

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

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

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

Remedies for a dispute between a worker and an employer

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

Guidance when necessary for the law enforcement

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

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

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

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

1. Basic policies, etc.

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

2. Plan of Action for Employers, etc.

*Employers with 101 or more regular workers must comply (1) and (2) below: obligation.

Employers with 100 or less regular workers are obliged to make efforts: obligation to make efforts.

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

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

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

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

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

- ☞ Publication of information (specified by the Ministerial Ordinance)
The following information (exhaustive list) specified by the Ministerial Ordinance shall be published in order to contribute to career opportunities for women
 - ▶Employers with 301 or more regular workers (obligation)
At least one case (2 or more cases in total) from each ① and ② shall be published (from June 1, 2020):
 - ① providing work opportunities for female workers and
 - ② establishing a work environment that allows for a proper balance between work and family
 - ▶Employers with 300 or less regular workers (Obligation to make efforts (Employers hiring 101 to 300 regular workers are obliged to publish information while employers hiring 100 or fewer regular workers are obliged to make efforts to publish information.))
At least one case of ① or ② shall be published (from June 1, 2020):
 - ① providing work opportunities for female workers or
 - ② establishing a work environment that allows for a proper balance between work and family



(3) Granting incentives through the certification system

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

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

(4) Measures to ensure performance

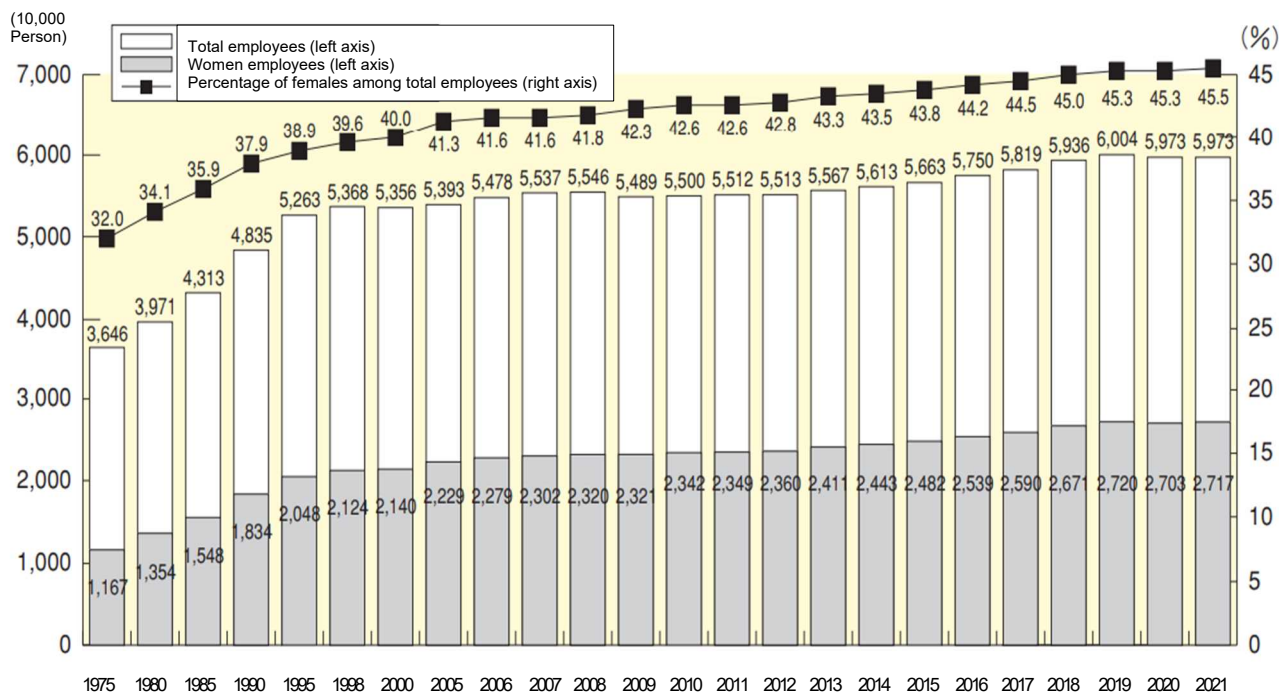
- Collection of reports and issuance of advice, guidance, and recommendations by the Minister of Health, Labor and Welfare (or the director of the prefectural labor office)
In the event that employers have failed to follow recommendations on information disclosure, their names can be published. (From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

3. Others (enforcement date, etc.)

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

Detailed Data 1

Changes in Number of Employees (all industries)

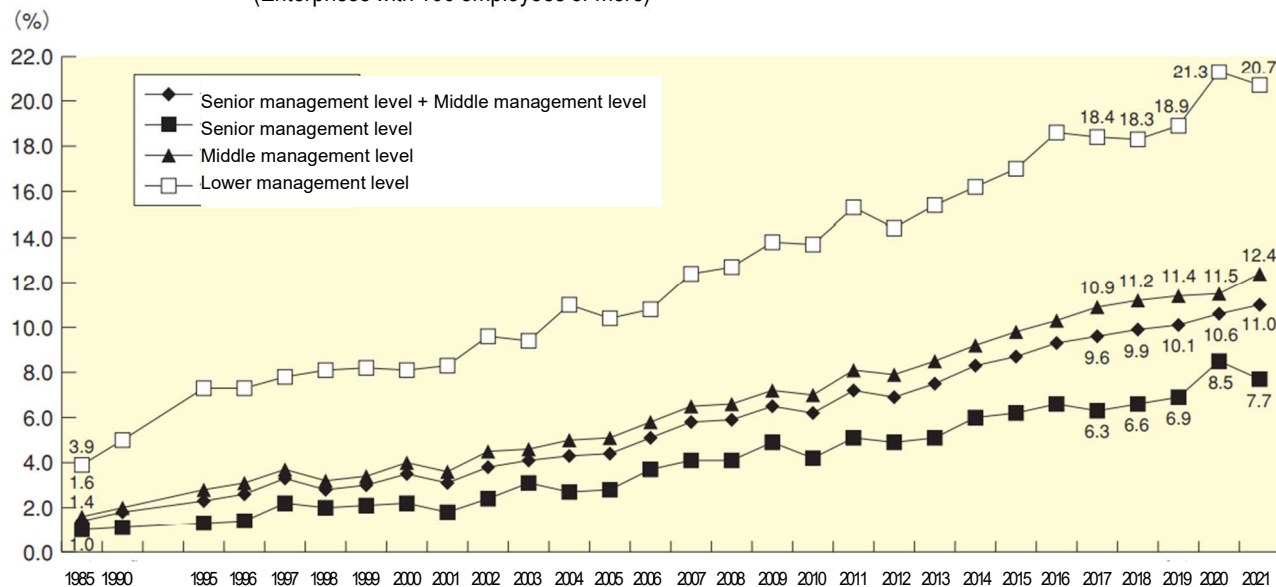


Source: "Labour Force Survey", Statistics Bureau, MIC

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

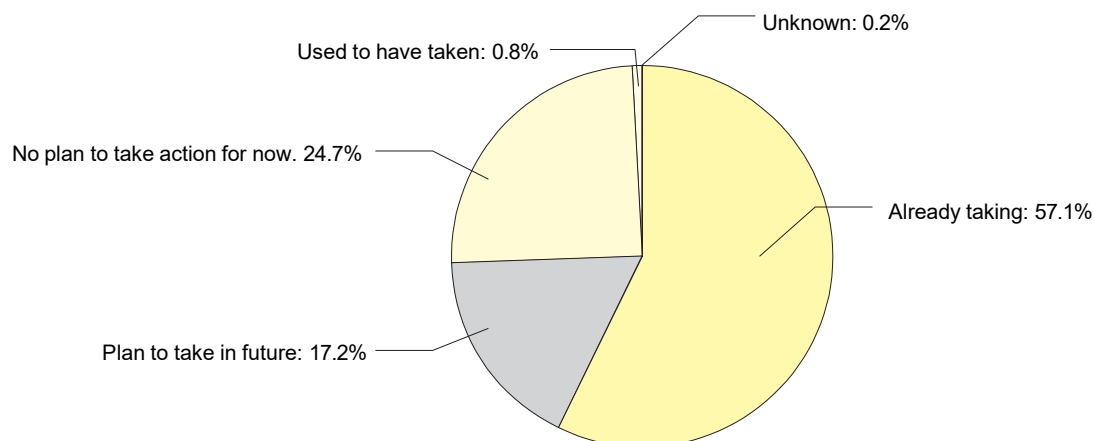
Detailed Data 2

Trends of female share in managerial positions by the class of position (Enterprises with 100 employees or more)



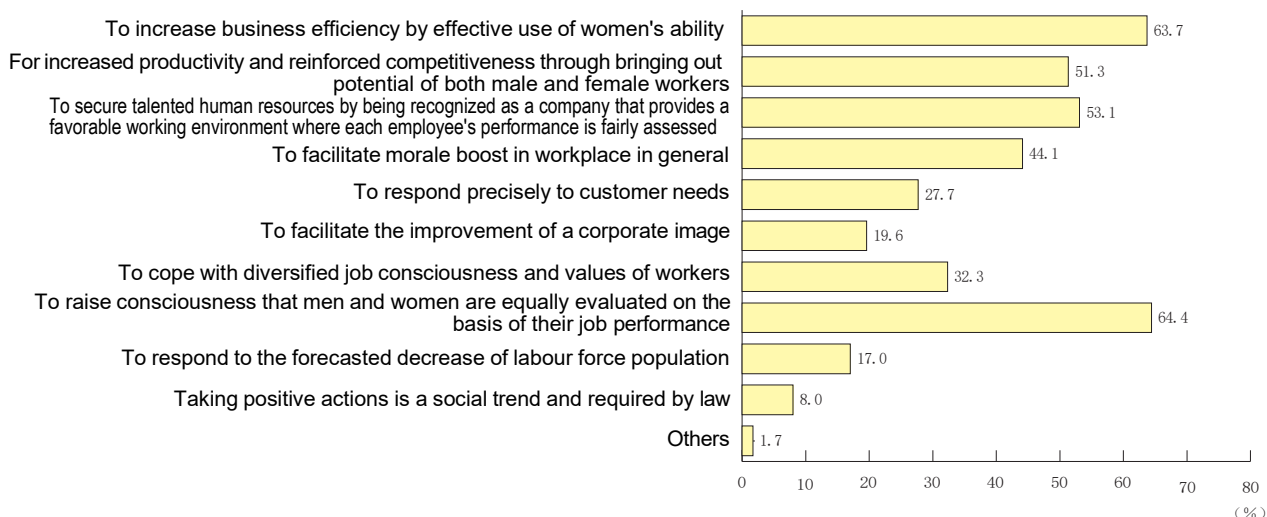
Source: Created by Employment Environment and Equal Employment Bureau with reference to the "Basic Survey on Wage Structure", Director-General for Statistics, Information System Management and Industrial Relations, MHLW

Detailed Data 3 Companies that Take Positive Actions



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

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



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

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

Overview

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

Outline of the Child Care and Family Care Leave Act

Childcare leave

- Guarantee the right to take childcare leave until the child reaches one year old (up to 2 years old under certain conditions, such as being unable to enroll the child in nursery school) (One year before the child reaches 1 year and 2 months in case both parents take childcare leave) [Papa/Mama *Ikukyu Purasu* "Mother and Father Childcare Leave Plus"]
- Workers may split childcare leave in principle into up to two

Parental leave (Childcare Leave at Birth for Fathers)
(enforced on October 1, 2022)

- Taking parental leave (childcare leave at birth for fathers) for up to four weeks within eight weeks after the childbirth is a guaranteed right ※ Leave can be split into two periods and taken separately from as non-childcare leave

Child nursing leave

- Allowed to take up to 5 days a year in case of raising a preschool child (per day or on an hourly basis) (10 days a year for 2 children or more)

Nursing care leave

- Guarantee the right to take nursing care leave up to 3 times within a total of 93 days for one family member

* Fixed term contract workers may take childcare leave if they are not sure whether the labor contract (or the renewed contract in case the contract is renewed) expires before their child turns one year and six months old. (The same requirement is applied to those who take nursing care leave or paternity leave soon after childbirth.)

Nursing leave

- Allowed to take up to 5 days a year for nursing care (10 days for 2 or more children) (per day or on an hourly basis)

Restriction on non-regular work, overtime work and late-night work

- Non-regular work is restricted when a worker taking care of a child under 3 years of age or a family member
- Overtime work exceeding 24 hours per month and 150 hours per year is restricted when a worker taking care of a child prior to the commencement of elementary school or a family member
- Late-night work (from 10 p.m. to 5 a.m.) is restricted when a worker taking care of a child prior to the commencement of elementary school or a family member

Measures for short-time work, etc.

- Obligate measures for short-time work (6 hours a day as a rule) for a worker raising a child aged 3 years or under
- Obligate an employer to take any measure that a worker providing nursing care can utilize twice or more in 3 years, as follows:
(1) Short-time work system (2) Flextime system (3) Advance/delay of starting/ending time (4) Support measures for nursing care expenses

Take measures to individually post the information, confirm intentions, and improve the employment environment to make it easier for workers take child care leave.

- Obligate employers to individually post information on systems, such as the childcare leave system, and confirm intentions on taking leave when workers notify employers of their or spouses' pregnancy or childbirth.
- Obligate employers to improve their employment environments, such as training and consulting service counters, to smoothly process requests for childcare and parental leave (childcare leave at birth for fathers).

Publication of data on childcare leave acquisition (enforcement on April 1, 2023)

- Oblige companies with more than 1,000 regular workers to release data on childcare leave acquisition among men once a year

Prohibition of disadvantageous management, etc.

- Prohibit employers from conducting disadvantageous management such as dismissal due to taking a childcare leave, etc.
- Obligate employers to take measures for preventing bosses/colleagues from harassing due to childcare leave, etc.

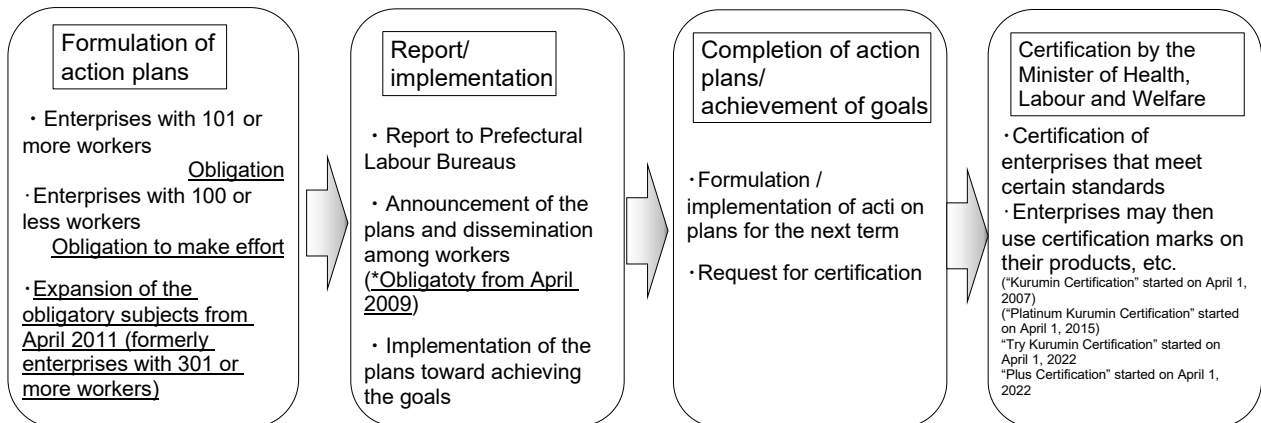
Ensuring effectiveness

- Support/mediation for complaint-handling/dispute resolution
- Public release of the establishments that do not comply with the recommendations

※Provisions in the Child Care and Family Care Leave Law are the minimum possible requirements employers must comply with. Therefore, employers may include their original measures in addition to the provision in law.

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

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



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 or more

<Measures>

dd/mm/yyyy Discuss how to cover for the person taking leave in the workplace (assigning replacements and work sharing) and move into action

dd/mm/yyyy Hold seminars on returning to work places for regular employees on childcare 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 December 2020)

98.1% of enterprises with 101 or more workers

98.8% of enterprises with 301 or more workers

97.7% of enterprises of 101-300 workers Number of enterprises of all sizes

97,993

Certification status (as of the end of December 2021)

Certified enterprises (by Kurumin)

3,755

Of which enterprises certified of Platinum Kurumin

475

Kurumin



Platinum Kurumin



Certification standards

• The period of the action plans to be 2-5 years.
• Action plans are implemented and the goals set in the action plans are achieved.

• Must satisfy either (1) or (2) in the following requirements.

(1) Within the planned period, the percentage of male workers taking childcare leave, etc. was 10 % or more for Kurumin certification, 30% or more for Platinum Kurumin certification and 7% or more for Try Kurumin certification.

(2) Within the planned period, the percentages of male workers taking childcare leave, etc. and those using a similar leave system offered by their company were 20% or more for Kurumin certification, 50% or more for Platinum Kurumin certification and 15% or more for Try Kurumin certification. In addition, one or more workers took childcare leave.

• The percentage of female workers taking childcare leave, etc. was 75% or more, etc.

• The public release of the percentage of male and female workers taking childcare leave etc. on the MHLW's website "Work-Family Life Balance Support Square." (only for the Kurumin certification)

• Measures equivalent to either a childcare leave system or measures to reduce work hours, etc. for workers who have children from three years old to before entering primary school were taken

• The average of overtime exceeding legal working hours and legal holidays for full-time workers shall be less than 45 hours each month.

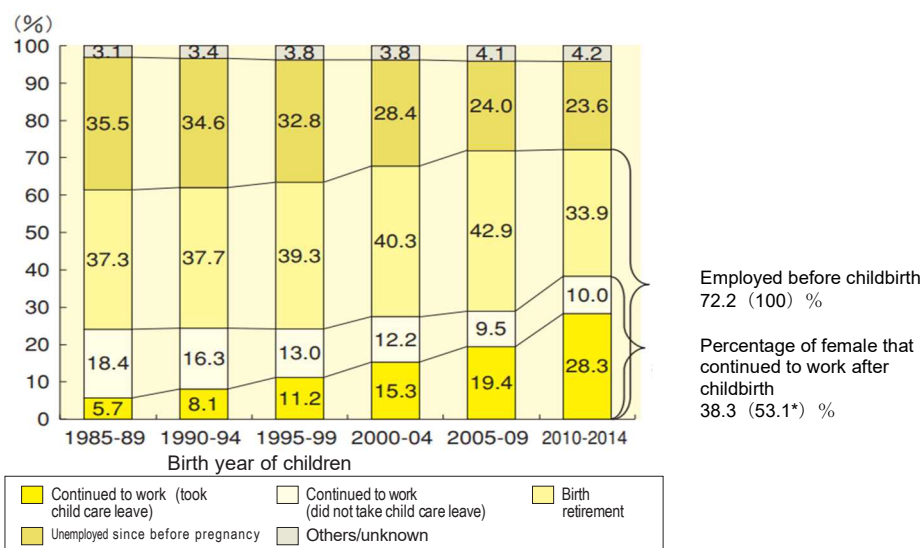
• There shall not be workers who work 60 hours or more on average monthly overtime exceeding the legal working hours.

• Other

Companies that satisfy standards required for Kurumin certification, etc. can receive Plus certification if they set up a leave system for fertility treatment and a support system to help workers balance treatment with work and meet other criteria.

Detailed Data 1

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



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

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

Detailed Data 2

Percentage of Workers Taking Child Care Leave by Gender

(Unit: %)

	Percentage of female workers who took child care leave among all female workers who had child birth	Percentage of male workers who took child care leave among all male workers whose spouses had child birth
FY2007	89.7	1.56
FY2008	90.6	1.23
FY2009	85.6	1.72
FY2010	83.7 [84.3]	1.38 [1.34]
FY2011	[87.8]	[2.63]
FY2012	83.6	1.89
FY2013	83.0	2.03
FY2014	86.6	2.30
FY2015	81.5	2.65
FY2016	81.8	3.16
FY2017	83.2	5.14
FY2018	82.2	6.16
FY2019	83.0	7.48
FY2020	81.6	12.65

Source: "Basic Survey of Employment Management of Women", Employment Environment and Equal Employment Bureau, MHLW

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

Detailed Data 3

Percentage of Workers Taking Family Care Leave by Gender

(Unit: %)

	Total	Male	Female
FY2017	1.2	1.1	1.2

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

Source: "Employment Status Survey" (2017), Ministry of Internal Affairs

Measures for non-regular employees

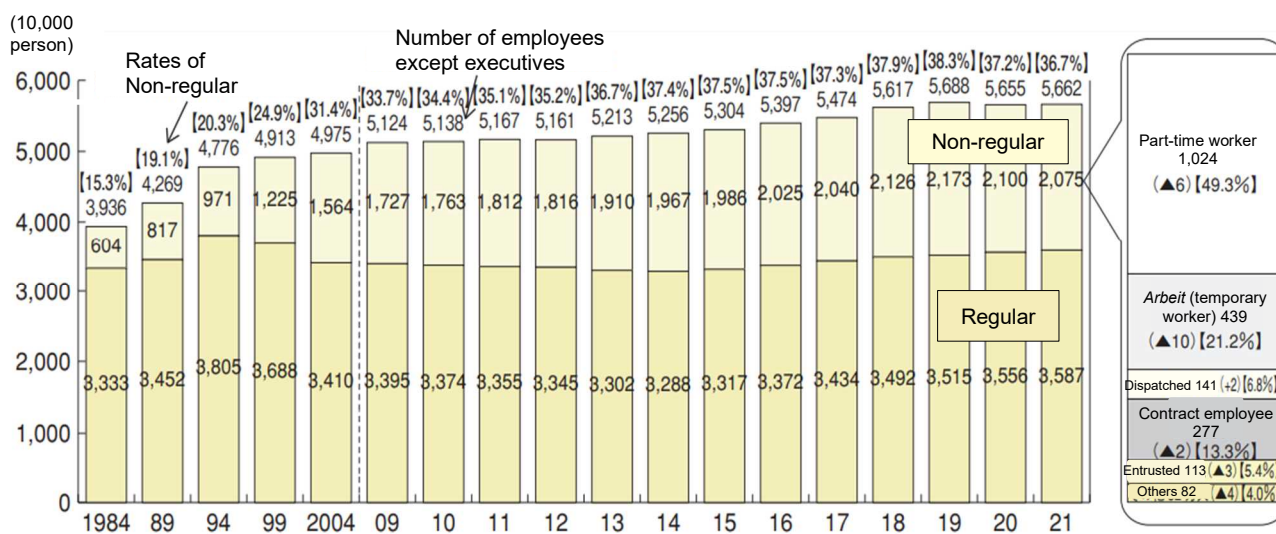
Overview

Changes in Numbers of non-regular employees

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

Detailed Data Changes in Numbers of non-regular employees

- The number of regular employees was 35.87million (average in 2021; hereinafter the same). The number increased for the seventh successive year as compared with the previous year (+310,000 people).
- The number of non-regular employees was 20.75million in 2021. It continued to increase year on year since 2010, but started decreasing in 2020 (-250,000 people).
- The ratio of the non-regular employees to employees except company executives was 36.7%. It has decreased 0.5 points compared with the previous year.



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

- (Note) 1. The figures for 2009 were calculated retroactively by switching the estimated population based on the confirmed population of the 2010 census (excluding the rates).
2. The figures for 2010 - 2014 were calculated retroactively by switching the estimated population based on the confirmed population of the 2015 census-(excluding the rates).
3. The figures for 2015-2021 were calculated retroactively by switching the estimated population based on the confirmed population of the 2020 census (new standard) (excluding the rates).
4. The figures and ratios for 2011 are calculated with using the supplementary estimated figures of the three affected prefectures (2015 census standard)
5. The classification of employment form is based on the "naming" at the place of employment.
6. Regular employee: A person whose naming at the place of employment is "regular employee / staff".
7. Non-regular employee: A person whose naming at the place of employment is "Part-time worker", "Arbeit (temporary worker)", "Dispatched worker from temporary labour agency", "Contract employee", "Entrusted employee", or "Other".
8. Rates are to the totals of "Regular employee" and "Non-regular employee".

**Reduce irrational gaps in the treatment between regular employees and non-regular workers
in the same company
(The Part-time Employment Act, Labor Contract Act and the Worker Dispatching Act)**

Purpose of revision

In order to achieve work-style reform, the revision aims to reduce irrational gaps in the treatment between regular employees and non-regular workers in the same company, allow people to “choose” a preferred work style that suits their circumstances and make sure that they continue to work with satisfaction in their treatment regardless of employment status they choose.

Key points

Regarding fixed-term workers, part-time and dispatched workers*¹, the government integrate and implement policies 1 through 3 below

**1 Prohibiting irrational gaps in the treatment between regular workers and fixed-term/part-time workers
(Article 8 and 9 of the Act on Improvement of Personnel Management and Conversion of Employment Status for Part-Time Workers and Fixed-Term Workers)**

Prohibit the irrational disparities in treatment such as base pay, bonus, between part-time or fixed-term workers and regular-employees in the same company. The guidelines provide examples of irrational gaps in the treatment to make unequivocal.

(*) Article 20 of the old Labor Contract Act prohibited unreasonable treatment of fixed-term workers on the ground that they are employed for a fixed duration. (The article was removed from the Labor Contract Act due to the revision of Article 8 of the Act on Improvement of Personnel Management and Conversion of Employment Status for Part-Time Workers and Fixed-Term Workers.)

**2 Oblige Employers to Fulfill Accountability about Working Conditions
(Article 14 of the Act on Improvement of Personnel Management and Conversion of Employment Status for Part-Time Workers and Fixed-Term Workers)**

Employers owe the obligation to explain working conditions and matters taken into account when they are decided to fixed-term workers, as well as part-time and dispatched workers.

Oblige employers to explain how and on what grounds the treatment is different from that of regular workers when worker requesting explain.

**3 Introduce Alternative Dispute Resolution (ADR)*² by the Government
(Article 24-26 of the Act on Improvement of Personnel Management and Conversion of Employment Status for Part-Time Workers and Fixed-Term Workers)**

National labour bureaus that exist in each prefecture provide free and undisclosed ADR mechanisms.

ADR by the government address conflicts over balanced treatment and accountability about how and on what grounds the treatment is different.

*1 Provisions 1-3 above apply to dispatched workers as well based on the revised Act on Securing the Proper Operation of Worker Dispatching Businesses and Protecting Dispatched Workers.

*2 Out-of-court settlement procedures to resolve a dispute between a worker and the employer

Enforcement dates

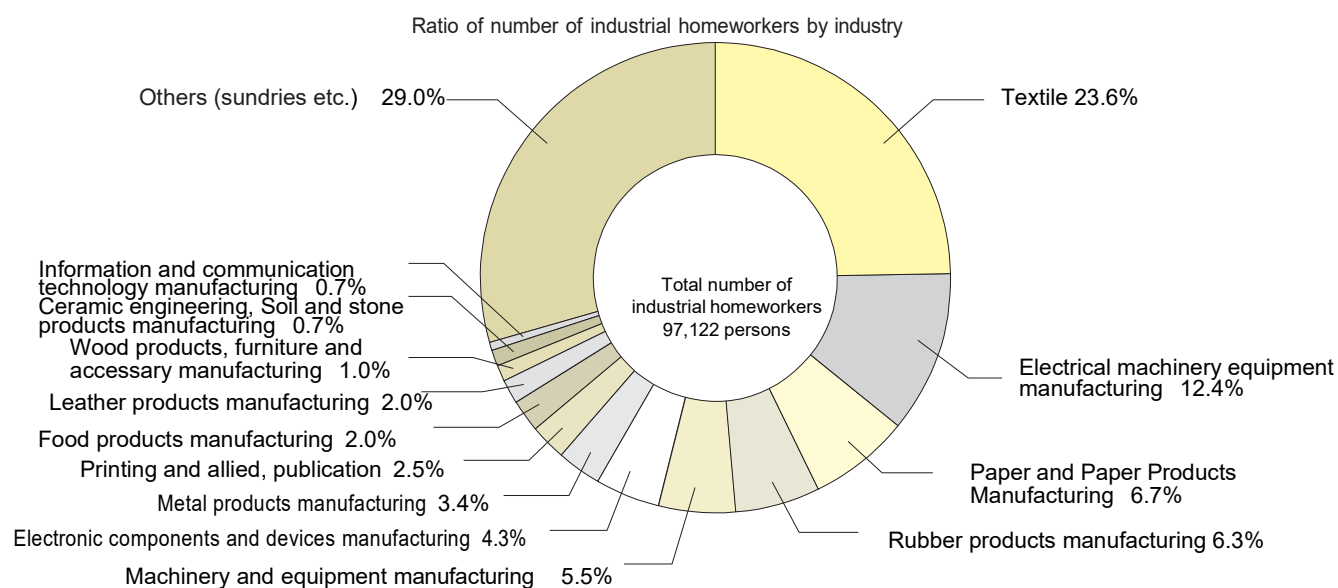
April 1, 2020 * The Act on Improvement of Personnel Management and Conversion of Employment Status for Part-Time Workers and Fixed-Term Workers began to apply to small and medium-sized enterprises on April 1, 2021.

Industrial Homework and employed or self-employed type telework measures

Overview

Outline of Measures for Industrial Homework

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



Source: "Survey of Industrial Homework" (October 2020), Employment Environment and Equal Employment Bureau, MHLW

Telework Guideline Summary

Points to note when introducing teleworking

- To promote teleworking, it is effective to consider promotion of Work Style Reform. Employers are required to provide appropriate labor management and qualified telework so that workers can work free of anxiety.
- For promoting teleworking, the review on current labor management enables improved productivity. It is a benefit not only for telework workers, but also for companies.
- It is important for labor and management to fully discuss in advance and set up rules to introduce and implement teleworking smoothly and properly.

Target tasks of telework

- Businesses or occupations in which it is generally difficult to introduce telework may be conducted only in part by telework. It is desirable to try to change the mind of the management or review how to implement tasks.
- It is important to not only focus on tasks for workers working in offices.

Target group of telework

- When choosing target groups for telework, it is necessary not to eliminate groups because of their employment style such as regular workers versus non-regular workers.
- As it is difficult to separate life from work when working at home, working at the satellite office or mobile commuting can be considered.
- It is desirable to smoothen communication, particularly for new workers, experienced workers and workers immediately after their transfer.

Desirable strategies for its introduction

- It is effective to forbid the unnecessary stamping or signing of documents, promote paperless documentation and computerize approval procedures. It is desirable to review work procedures including awareness-raising in the workplace.
- It is desirable to take measures to promote appropriate communication based on the situation of workers and companies while the work style is changing.
- It is necessary in the management of companies to understand the necessities of telework and provide guidelines to take measures for the whole company.

Points to note for the management of labor

Performance appraisal system for telework

- It is standard for companies to develop measures for performance appraisals from the point of view of what work they expect from workers and how it will reflect in their treatment.
- Training, etc. for the evaluators of performance appraisals can be considered to be held.
- It is not an appropriate performance appraisal if workers are evaluated negatively on the grounds that they could not respond to mails, etc. outside working hours.
- It is desirable to develop measures for performance appraisals for telework that differentiate from the measures for performance appraisals for office work so as to not limit everyone conducting telework.
- It is not an appropriate performance appraisal if workers are evaluated positively on the grounds that they commute to the office because it can discourage telework.

Costs of telework

- It is not desirable for telework to be a burden for workers.
- As for how to deal with costs, etc. for each company, it is desirable for labor and management to fully discuss in advance who will bear the costs of teleworking and to set up rules for each company and specify them in the work regulations, etc.
- The expenses for telework can be paid for provided they are calculated rationally and objectively.

Human resource development in teleworking situations/human resource development for effective implementation of telework

- Building online capacity is useful due to its own benefit.
- It is effective to do training, etc. at the first stage of telework introduction or when introducing new machines.
- Proper management is important so that workers are able to work independently and it is desirable for management to improve their management capacity.

Drawing up the rules for telework and public awareness

- Even when teleworking, the Labor Standards Act, the Minimum Wage Act, the Industrial Safety and Health Act, the Industrial Accident Compensation Insurance Act, and other labor standard related laws and regulations also apply for workers under the Labor Standards Act.
- To implement teleworking smoothly, it's desirable for employers to draw up work regulations after discussions between labor and management and inform workers.

Utilize various working time systems

Utilize various work time systems

- Telework can be conducted for any working time under the Labor Standard Act. Therefore, telework can be conducted maintaining a working hours' system before introducing telework. On the other hand, it is possible to change the working hours' system based on the introduction conditions of each system for conducting telework smoothly.
- While under a normal working hours system and a modified working hours system, it is necessary to set up start and finish working hours, it is possible to be flexible for each telework worker if there is no need to work at the designated time.

- Flextime systems in which workers can decide start and finish times are suitable for telework.
- Off-site deemed working hours systems are applied when it is difficult to calculate working hours because of working off-site. It enables teleworking workers who work flexibly to conduct telework flexibly.
(*Specify other conditions for off-site deemed working hours' systems.)

Tips for working hours management when teleworking

Monitoring working hours when teleworking

- Monitoring working hours when teleworking is necessary, and utilizing information and communication technology enables companies to do labor management smoothly.
- For monitoring working hours, the following methods based on the guidelines for measures to be taken by employers for monitoring working hours properly can be applied:
 - Confirm start and finish times based on objective records such as records of the usage times of computers (monitoring working hours by recording the usage times of information and communication equipment or recording entry and exit times at satellite offices).
 - Monitoring based on reports from workers (*For the reporting of working hours by workers, describe the notes to be taken, explain fully the proper management of the self-reporting system and do not take measure to inhibit proper reporting of working times by workers.)

Working hours specifically for telework

- Temporary leaving times (*Workers may be able to report the end of the working day. If the worker is temporarily stopping work to have their own free time, then it can be treated as a break and the finishing time delayed or treated as an hourly annual paid leave. It is also possible to count the working hours excluding break times as from the start time to finish time.
- Measures against long working hours
 - The following measures may prevent long working hours teleworking:
 - Restrain the sending of emails and restrict access to the system
 - Have procedures for overtime, holidays, and midnight work when teleworking
 - : Employers establish times and hours for when workers can conduct overtime, etc. after reaching an agreement between labor and management.

Ensuring health and safety when teleworking

- When teleworking, workers cannot communicate with supervisors easily and supervisors cannot easily notice the change of the physical and mental health of workers. Therefore, it is desirable to take measures to establish a health consultation system or encourage communication by utilizing a checklist for employers to ensure their workers' health and safety.
- Homes, etc. are not subject to office sanitation regulations, etc. To ensure the health and safety of telework, it is important to use a checklist for employers to confirm the work environment when teleworking at home, etc. and to ask for reports on the work environment status. And when necessary, consider improving the status or utilize the satellite office.

Compensation for occupational accidents when teleworking

- Accidents that occur when teleworking while being supervised by employers under a labor contract are covered by compensation and are treated as occupational accidents.
- It is desirable for employers to keep records of recorded working hours submitted by workers and also inform workers that they have to record their situation as much as possible for employers and medical institutes to grasp working conditions when workers are injured.

Responses to harassment when teleworking

- Employers are obligated to take measures to prevent power harassment and sexual harassment (hereinafter referred to as "harassment"). Even during telework, as well as work in an office, employers have to take measures fully against harassment, such as raising the awareness of workers of harassment, based on the related laws and guidelines.

Security responses when teleworking

- It is not desirable to judge all tasks that cannot be conducted through telework from the viewpoint of information security but instead to consider solutions or judge each job separately based on the progress of the related technology.

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

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

1 Definition

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

* *Italic part: Matters required to only brokers*

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

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

(1) Collecting

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

b. Specific explanation on the content of the deliverable

c. Payment of remuneration

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

d. Change in the contract conditions

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

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

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

f. Termination of the contract

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

g. Advance notice for the termination of the continuous order

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

(4) Others

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

(2) Indication of contract conditions by the document

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

(3) Adjustment of contract conditions

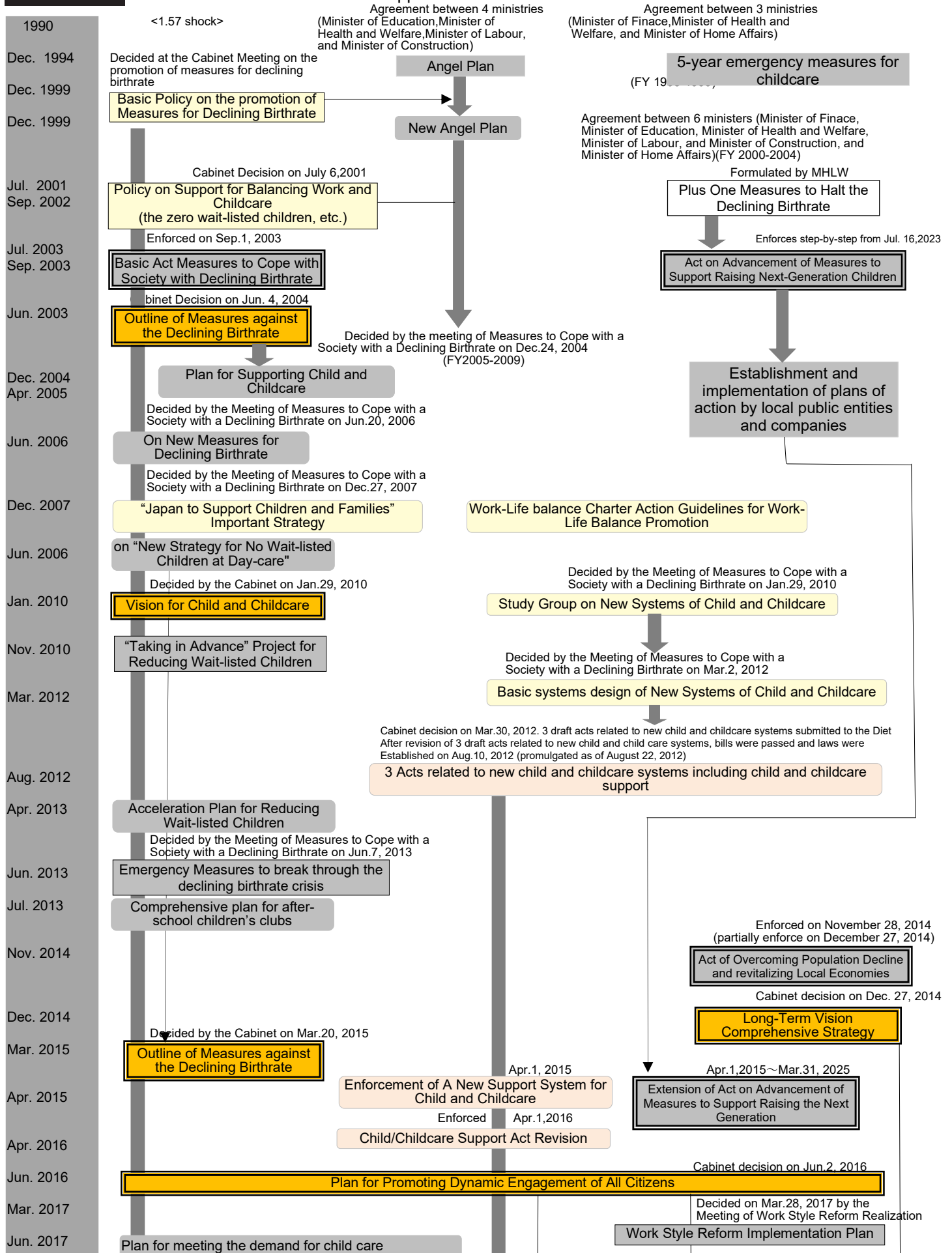
a. Matters to note at indicating the contract conditions

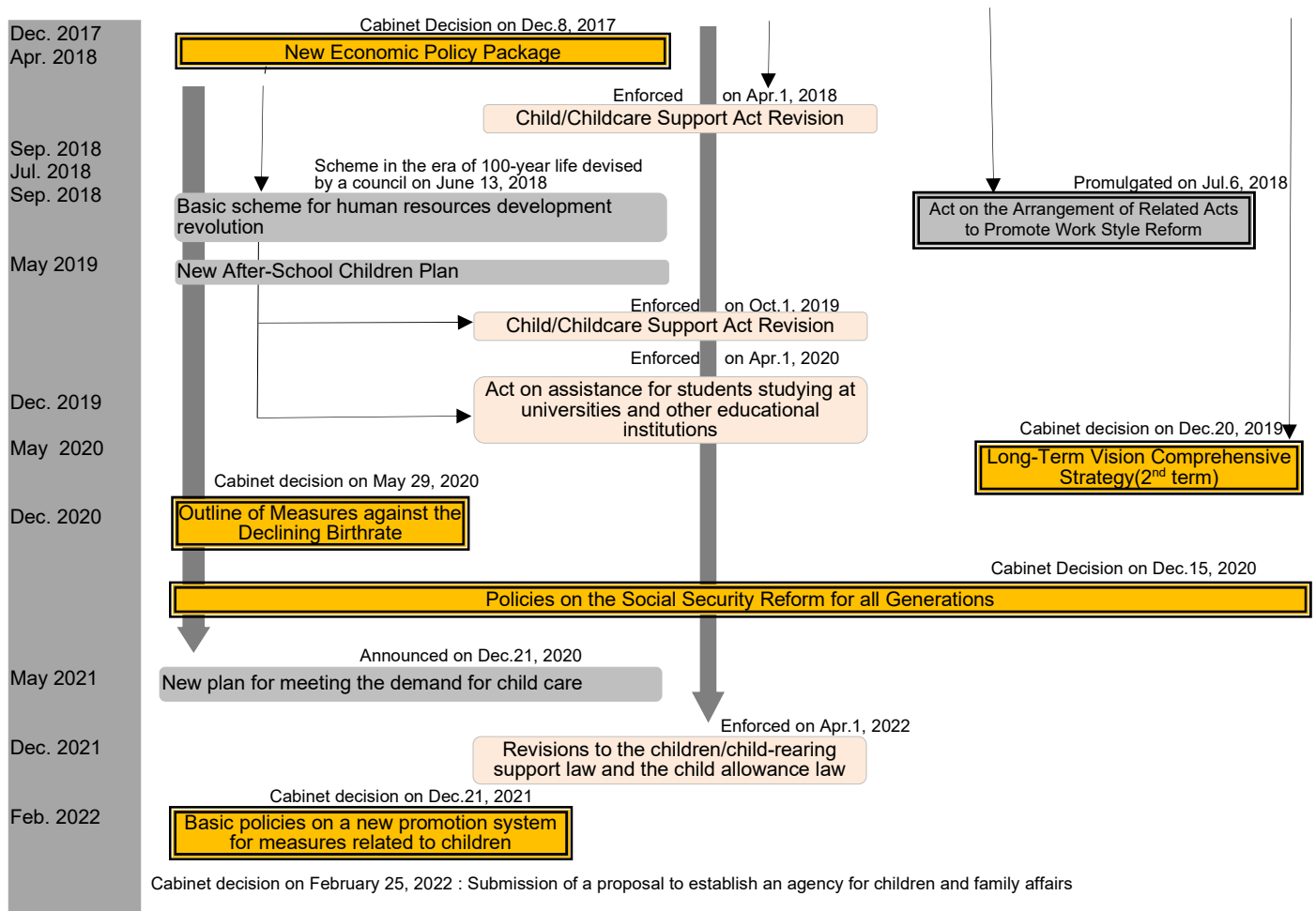
Name etc. of the orderer	The orderer can be specified and surely contacted
Work content	Its description shall be clear to make the work smooth without leading misunderstanding.
Remuneration amount	By considering the remuneration for self-employed type teleworkers who perform the same or similar work,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

Birthrate Decline Measures

Overview

Circumstances of childcare support measures





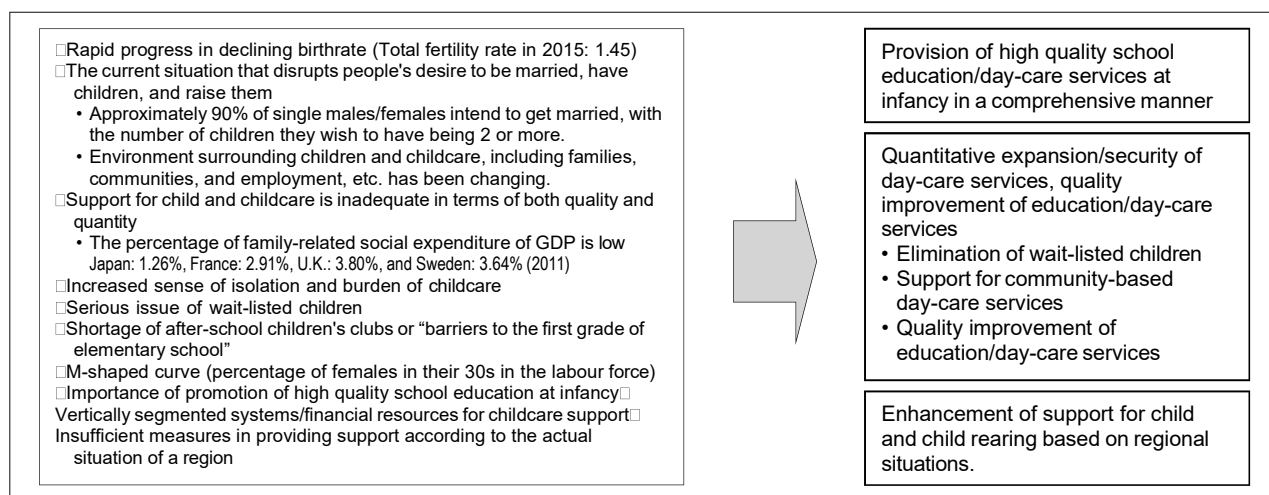
Current Status of Various Childcare Support Projects

Project name		Contents	Actual status
User support	User support projects	Provision of information on education/child care/public health and regional support projects for child rearing in the neighborhood where children and their parents live, and provision of consultation and advice if necessary, as well as contact arrangements with relevant organizations.	2,864 centers (based on FY 2020 grant decision base) *including 1,582 centers of maternal and child health type
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.	1,739 municipalities (as of April 1, 2019)
	Home-visiting childcare support services	Visiting families with children requiring childcare support to provide assistance and technical guidance, etc. on childcare/homework	1,529 municipalities (as of April 1, 2019))
Gathering places for parents and children	Community child care support centers	Opening of community-based exchange of parents and infants and provision of consultation/assistance etc. on childcare, etc.	7,735 centers (FY 2020 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.	4,398 centers (2,488 public managed and 1,910 private managed) (as of October 2020)
Day-care services	Temporary childcare (temporary day-care) services	Providing temporary day-care services for children in nursery schools, kindergartens, certified child care centers and other places in case that child care for infants becomes difficult at home.	9,882 facilities (FY 2020 grant decision base) *Sum of both general and free time utilization types
	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)	942 facilities (FY 2020 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.	486 facilities (FY 2020 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)	956 centers (FY 2020 grant decision base)

Current Status of Diverse Day-Care Measures

Project name	Contents	Actual status
Certified day-care center	Facilities to provide day-care services for infants needing nursing care in place of parents working day time, etc. (open 11 hours, 8 day-care services hours, approx. 300 days, in principle)	Day-care centers: 23,896 Infant users: 2.00 million (as of April 1, 2021)
Extension childcare businesses	Providing services exceeding the open hours.	28,425 centers (Actual results for FY2020)
Night time childcare businesses	Providing night time day-care services up to around 22:00 (* open hours of approx. 11 hours)	75 centers (as of April 1, 2021)
Sick childcare businesses	Sick children in regions are temporarily taken care of by nurses, etc. in special rooms attached to hospitals / day-care centers, etc.	3,582 centers (FY 2020 grant decision base)
Community-based childcare business	Community-based childcare projects are newly positioned in the new child / childcare support system that fulfills important roles such as small-scaled childcare projects aiming to eliminate waiting-list children of 0 to 2 years old who account for more than 80% of waiting-list children in urban areas, projects securing the child-rearing support functions in familiar areas in areas with a declining population, etc.	7,342 centers Infant users: 90,000 (as of April 1, 2021)
Enterprise-led childcare business	A subsidy for a part of the expenses related to the maintenance and operation of childcare facilities so that enterprises can provide childcare according to the diverse work styles of employees.	Grant decisions: 4,223 facilities *4,448 facilities including grant decisions for scheduled maintenance that were made based on the result of grant applications in FY 2020 *The cumulative total of grant decisions until FY2020 (as of March 31, 2021)

– Current Status and Issues concerning Childcare –



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

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


□ **Purpose of the 3 Acts related to Child and Childcare**
 With the basic understanding that parents or guardians are primarily responsibility for childcare and in consideration of the three-party agreement between Liberal Democratic Party, Komeito, and Democratic Socialist Party, promotion of school education/day-care services at infancy and community-based child and childcare support in a comprehensive manner

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

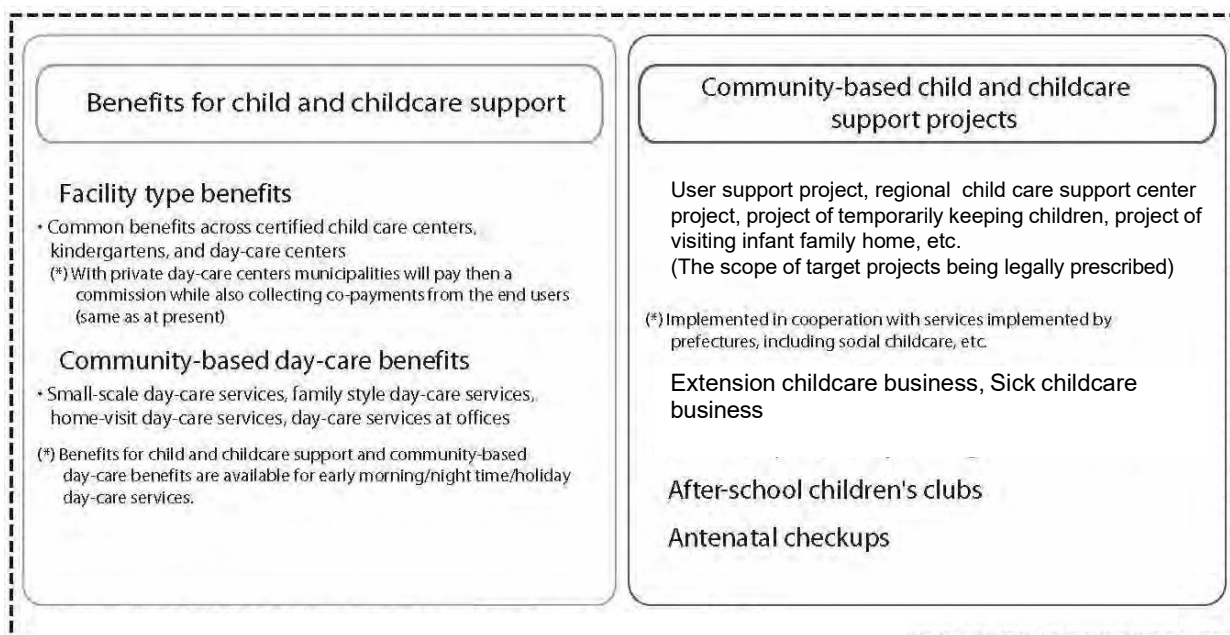
□ **Main points**

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

* Community-based day-care benefits are used for eliminating waitlisted children and securing day-care functions in regions where the number of children is decreasing
- [2] Improvement of the certified child care center system (improvement of kindergarten and day-care center cooperation type certified child care centers, etc.)
 - Kindergarten and day-care center cooperation type certified child care centers will involve unification of their certification and guidance/supervision and legal establishment as a school and child welfare facility
 - Financial measures for certified child care centers are unified into "facility type benefits"
- [3] Enhancement of child and childcare support according to the actual situation in the individual regions ("community-based child and childcare support projects", including user support, community child care support centers, and after-school children's clubs)
- [4] Municipal-led projects
 - Municipalities formulate implementation plans according to local needs and provide benefits/services
 - The government and prefectures shall provide multi-layered support to the primary implementers of municipalities
- [5] Financial support from all of society
 - Assumes that permanent financial resources will be secured by the government and local governments through the increase in consumption tax (Quantitative expansion/quality improvement of early childhood education/day-care services/childcare support will require additional financial resources of approximately ¥1 trillion, including approximately ¥0.7 trillion secured by raising the consumption tax rate)
- [6] Promotion system of the government
 - Unification of promotion systems of the government that differ across different systems (establish child/childcare headquarters within the Cabinet Office)
- [7] Establishment of Child and Childcare Conferences
 - Establishment of Child and Childcare Conferences as a system in which experts, local governments, representatives of business operators, representatives of workers, those actually engaged in childcare and childcare support, etc. (those engaged in child and childcare support related businesses) can participate in the government process of making childcare support policies, etc.
 - Obliging 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

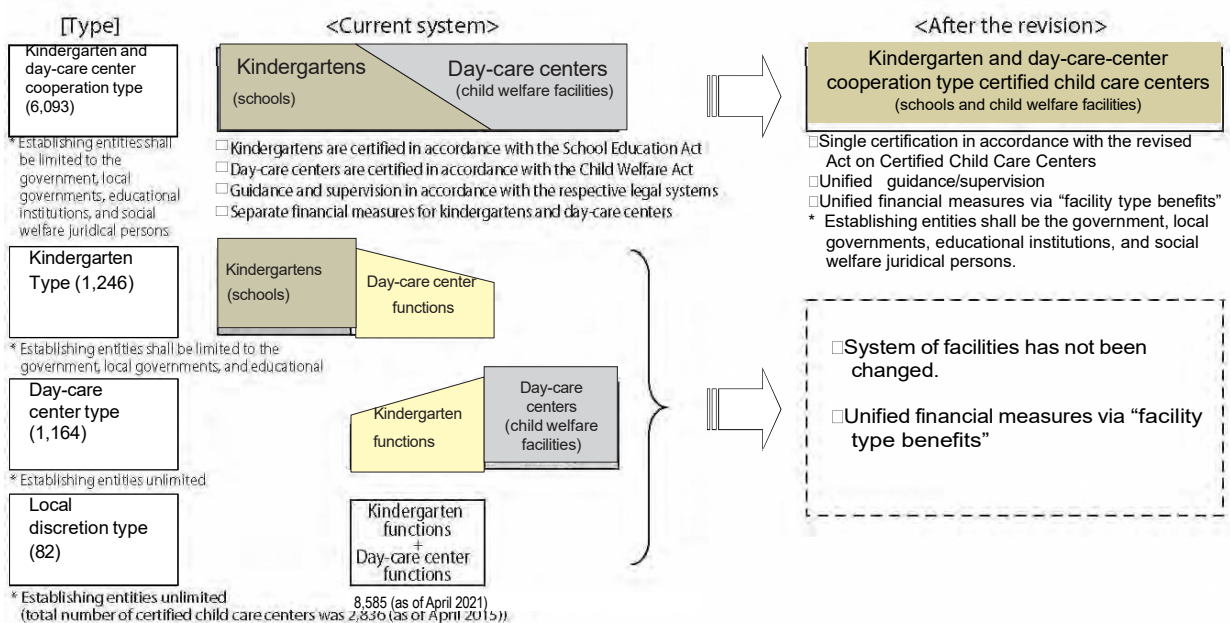
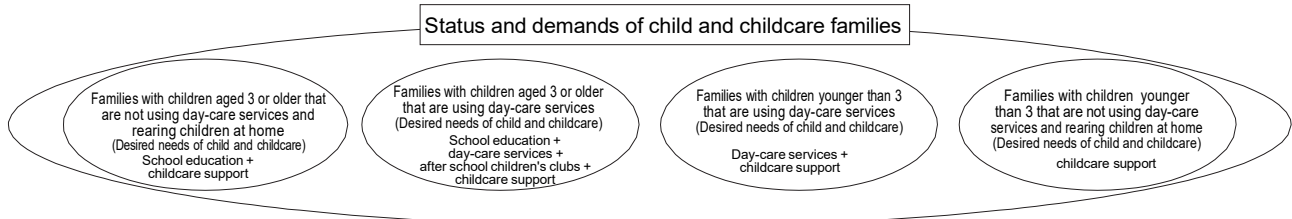


Image of support project plan for municipal child and child rearing

□ 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/childcare/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)	Public (centers)	Private (centers)	Total (persons)	Public (persons)	Private (persons)	Total (persons)	Public (persons)	Private (persons)
2004	22,490	12,358	10,132	2,028,110	1,100,268	927,842	1,966,958	1,002,001	964,957
2005	22,570	12,090	10,480	2,052,635	1,087,834	964,801	1,993,796	987,854	1,005,942
2006	22,699	11,848	10,851	2,079,317	1,076,548	1,002,769	2,004,238	967,503	1,036,735
2007	22,848	11,602	11,246	2,105,254	1,063,369	1,041,885	2,015,337	944,566	1,070,771
2008	22,909	11,327	11,582	2,120,934	1,046,694	1,074,240	2,022,227	919,559	1,102,668
2009	22,925	11,009	11,916	2,131,929	1,025,838	1,106,091	2,040,934	901,119	1,139,815
2010	23,069	10,760	12,309	2,158,045	1,010,317	1,147,728	2,080,072	890,477	1,189,595
2011	22,959	10,242	12,717	2,170,898	973,004	1,197,894	2,094,552	856,687	1,237,865
2012	23,685	10,280	13,405	2,240,424	978,870	1,261,554	2,177,158	865,557	1,311,601
2013	24,036	10,031	14,005	2,288,805	965,139	1,323,666	2,219,603	849,642	1,369,961
2014	24,424	9,791	14,633	2,335,328	949,541	1,385,787	2,266,794	834,845	1,431,949
2015	25,465	9,568	15,897	2,449,168	929,337	1,519,831	2,336,244	818,513	1,517,731
2016	26,225	9,368	16,857	2,518,135	917,246	1,600,889	2,395,889	804,790	1,591,099
2017	27,030	9,188	17,842	2,593,484	908,681	1,684,803	2,455,111	791,895	1,663,216
2018	27,906	8,990	18,916	2,670,799	897,058	1,773,741	2,504,934	772,929	1,732,005
2019	28,681	8,766	19,915	2,737,614	881,320	1,856,294	2,551,791	751,853	1,799,938
2020	29,400	8,571	20,829	2,798,888	867,410	1,931,478	2,589,394	730,218	1,859,176

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

- (Note) 1. The figures for 2011 exclude Miyagi Prefecture (but do not exclude Sendai City) and Fukushima Prefecture (but do not exclude Koriyama City and Iwaki City) and the figures for 2012 exclude some parts of Fukushima Prefecture (but do not exclude Koriyama City and Iwaki City) due to the impact of the Great East Japan Earthquake.
2. The figures for 2015 and after are the sum of "nursery centers" and "child centers in coordination between kindergarten and nursery center".
3. For 2015 and after, "Capacity of day-care centers" refers to the capacity available pursuant to the Act on Child and Childcare Support.

Detailed Data 2

Changes in Number of Children's Recreational Facilities Established

Year	Child centers			Child play space		
	Total	Public managed	Private managed	Total	Public managed	Private managed
1965	544	412	132
1970	1,417	1,295	122	2,141	2,049	92
1975	2,117	1,769	348	3,234	3,097	137
1980	2,815	2,376	439	4,237	4,092	145
1985	3,517	2,943	574	4,173	4,025	148
1990	3,840	3,137	703	4,103	3,958	145
1995	4,154	3,275	879	4,150	3,975	175
2000	4,420	3,259	1,161	4,107	3,933	174
2001	4,577	3,255	1,322	4,025	3,840	185
2002	4,611	3,244	1,367	3,985	3,799	186
2003	4,673	3,210	1,463	3,926	3,741	185
2004	4,693	3,187	1,506	3,827	3,646	181
2005	4,716	3,200	1,516	3,802	3,643	159
2006	4,718	3,125	1,593	3,649	3,477	172
2007	4,700	3,051	1,649	3,600	3,430	170
2008	4,689	3,022	1,667	3,455	3,292	163
2009	4,360	2,757	1,603	3,407	3,298	109
2010	4,345	2,732	1,613	3,283	3,193	90
2011	4,318	2,673	1,645	3,164	3,096	68
2012	4,617	2,869	1,748	3,065	2,997	68
2013	4,598	2,804	1,794	2,785	2,702	83
2014	4,598	2,794	1,804	2,742	2,676	66
2015	4,613	2,770	1,843	2,781	2,718	63
2016	4,637	2,681	1,956	2,725	2,667	58
2017	4,541	2,632	1,909	2,380	2,328	52
2018	4,477	2,595	1,882	2,293	2,243	50
2019	4,453	2,553	1,900	2,221	2,166	55
2020	4,398	2,488	1,910	2,173	2,121	52

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

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

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

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

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

Detailed Data 3

Current Status of Child Welfare Facilities, etc.

Foster parents			Number of foster parents registered (households)	Number of entrusted foster parents (households)	Number of entrusted children (persons)	Family homes		
Entrusted to take care of children at home			14,401	4,759	6,019	Taking care of children at guardians' residences (capacity of 5-6 persons)		
	Classification (foster parents may involve multiple registrations)	Foster parents for child welfare	11,853	3,774	4,621		Number of homes	427
		Specialized foster parents	715	171	206		Number of entrusted children	1,688
		Adoptive foster parents	5,619	353	384			
		Relative foster parents	610	565	808			

Facilities	Infant homes	Foster homes	Psychological treatment facilities for children	Children's self-reliance support facilities	Maternal and child living support facilities	Self-reliant assistance homes
Subjected children	Infants (including toddlers in the case of particular necessity)	Children with no guardian, abused children, and other children in need of foster care in terms of their environment (infants are also included in the case of particular necessity)	Children with difficulty in social life due to family environment, friend relation at school, or other environmental reasons	Children who have already committed or are likely to commit delinquencies and other children in need of daily life guidance, etc. due to their family environment or other environmental reasons	Females without a spouse or females in equivalent circumstances and the children whose custody must be taken by those females	Children that had completed their compulsory education and left their foster homes, etc.
facilities (Public/Private)	145	612	53	58	217	217
Capacity	3,853 persons	30,782 persons	2,018 persons	3,445 persons	4,533 households	1,409 persons
Present number	2,472 persons	23,631 persons	1,321 persons	1,145 persons	3,266 households 8,706 persons (including mothers)	718 persons
Total number of staffs	5,453 persons	20,001 persons	1,560 persons	1,818 persons	2,102 persons	885 persons

Small-scale group care	2,073 facilities
Community-based small-scale foster homes	494 facilities

* Number of foster parents, family homes and entrusted children; number of facilities, capacity and present numbers of infant homes, foster homes, psychological treatment facilities for children, maternal and child living support facilities are from "Report on Social Welfare Administration and Services" (as of the end of March 2021).

* Number of child independence support facilities, independence support homes, capacity, current staffs, small group care, and local small-scale orphanages are surveyed by the Family Welfare Division (as of October 1, 2020).

* Total number of staffs (excluding the independence support homes) is from Survey of Social Welfare Institutions (as of October 1, 2020).

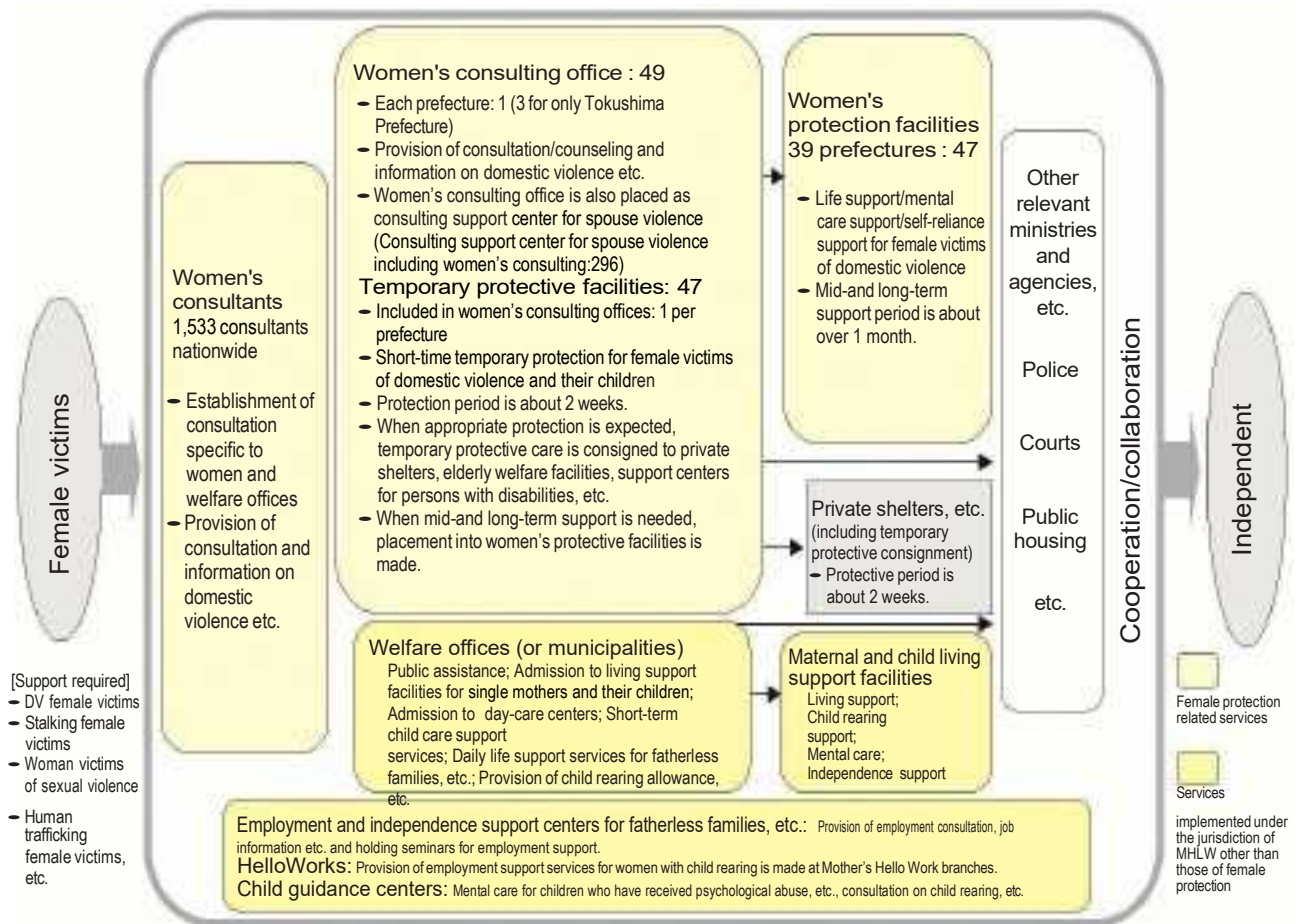
* Total number of staffs at the independence support home is surveyed by the Family Welfare Division (as of March 1, 2020).

* Child independence support facilities include 2 national facilities.

DV (Domestic Spousal Violence) Prevention Measures

Overview

Outline of projects for rehabilitation protective care for women

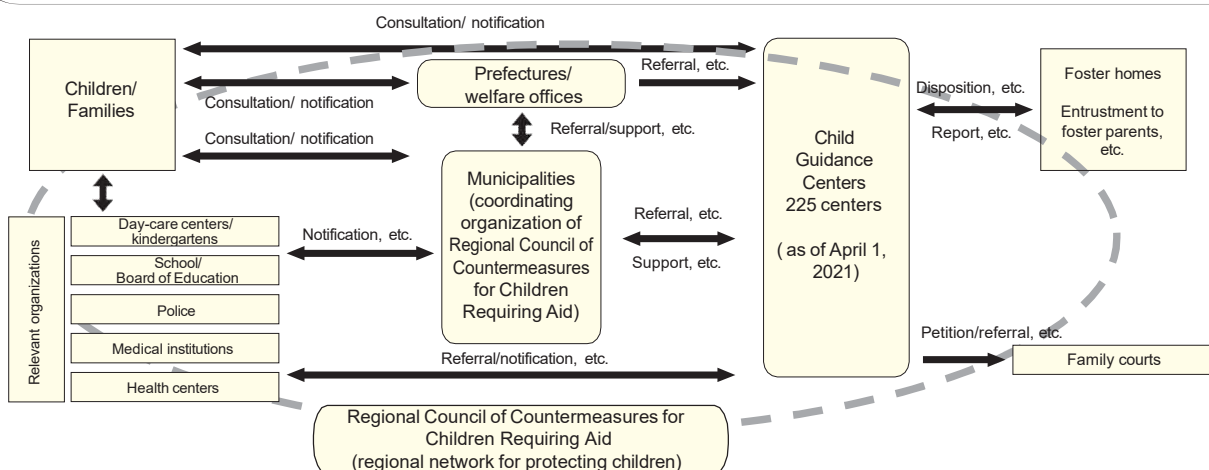


(Note) No. of female consulting staff and No. of women's consulting offices and women's protective facilities are as of April 1, 2020.
No. of consulting support centers for spouse's violence is as of November 1, 2020.

Child Abuse Prevention Measures

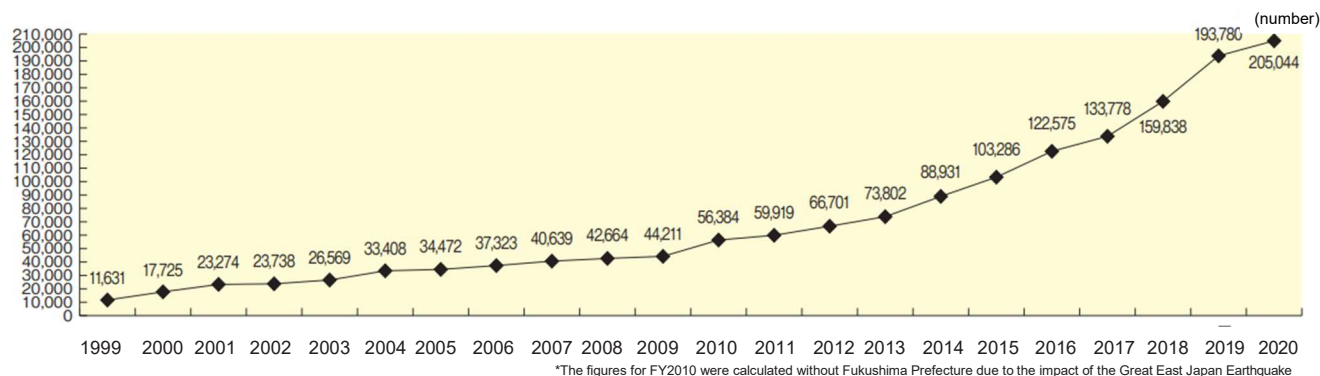
Overview Child Abuse Prevention System in Regions

- 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, 155,598 cases in FY2020
- Regional Councils of Countermeasures for Children Requiring Aid (networks of relevant organizations of medical care, health, welfare and education) were established in respective municipalities (established in 99.7 % of municipalities as of April 1, 2017)
- The 2008 revision of Child Welfare Act enabled any children requiring child care support identified via home visit services for all families with an infant, etc. and pregnant women in particular need of support before childbirth, in addition to children requiring protection, to be included as subjects for support provided by the Council from April 2009 on.
- Regional Council of Countermeasures for Children Requiring Aid and a coordinating organization of Regional Council of Countermeasures for Children Requiring Aid shall play a central role in supervising administrative affairs, managing the progress of support for children requiring aid and communicating and coordinating with child guidance centers, entities that carry out programs to visit children requiring child care support and other relevant organizations.



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

- The number of consultations on child abuse accepted by child guidance centers nationwide increased 18 times in FY2020 as compared with FY1999 prior to the enforcement of Child Abuse Prevention Act.



- A number of deaths due to child abuse → Numerous cases of death occurred (51 cases and 54 children other than suicide in FY2018)

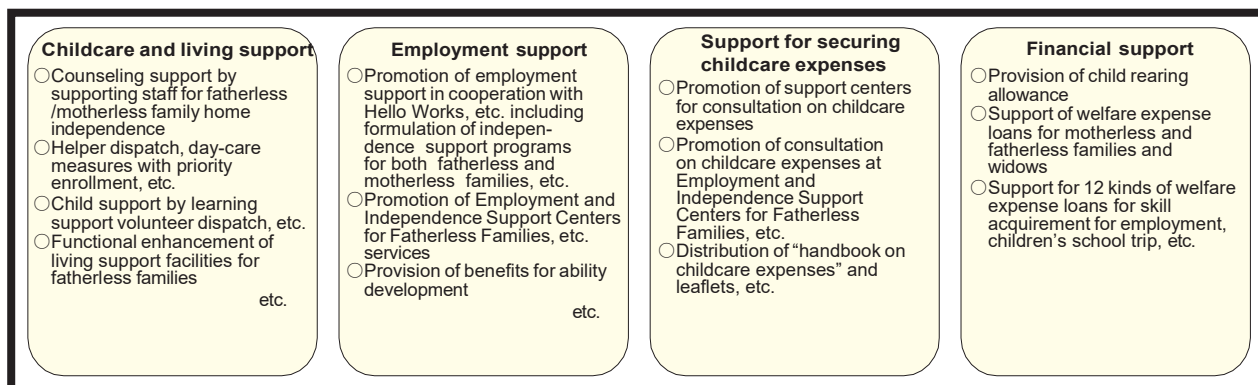
	1st Report (Apr 2005)			2nd Report (Mar 2006)			3rd Report (June 2007)			4th Report (Mar 2008)			5th Report (July 2009)			6th Report (July 2010)			7th Report (July 2011)			8th Report (July 2012)			9th Report (July 2013)			10th Report (Sept 2014)		
	(July 1, 2003 - Dec. 31, 2003) (6 months)			(Jan. 1, 2004 - Dec. 31, 2004) (1 year)			(Jan. 1, 2005 - Dec. 31, 2005) (1 year)			(Jan. 1, 2006 - Dec. 31, 2006) (1 year)			(Jan. 1, 2007 - Mar. 31, 2008) (1 year 3months)			(Apr. 1, 2008 - Mar. 31, 2009) (1 year)			(Apr. 1, 2009 - Mar. 31, 2010) (1 year)			(Apr. 1, 2010 - Mar. 31, 2011) (1 year)			(Apr. 1, 2011 - Mar. 31, 2012) (1 year)			(Apr. 1, 2012 - Mar. 31, 2013) (1 year)		
	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total
Cases	24	—	24	48	5	53	51	19	70	52	48	100	73	42	115	64	43	107	47	30	77	45	37	82	56	29	85	49	29	78
Persons	25	—	25	50	8	58	56	30	86	61	65	126	78	64	142	67	61	128	49	39	88	51	47	98	58	41	99	51	39	90
	11th Report (Oct 2015)			12th Report (Sept 2016)			13th Report (Aug 2017)			14th Report (Aug 2018)			15th Report (Aug 2019)			16th Report (Sept 2020)			17th Report (Aug 2021)											
	(Apr. 1, 2013 - Mar. 31, 2014) (1 year)			(Apr. 1, 2014 - Mar. 31, 2015) (1 year)			(Apr. 1, 2015 - Mar. 31, 2016) (1 year)			(Apr. 1, 2016 - Mar. 31, 2017) (1 year)			(Apr. 1, 2017 - Mar. 31, 2018) (1 year)			(Apr. 1, 2018 - Mar. 31, 2019) (1 year)			(Apr. 1, 2019 - Mar. 31, 2020) (1 year)											
	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total	Non-suicide	Suicide	Total									
Cases	36	27	63	43	21	64	48	24	72	49	18	67	50	8	58	51	13	64	56	16	72									
Persons	36	33	69	44	27	71	52	32	84	49	28	77	52	13	65	54	19	73	57	21	78									

Independence Support Measures for Fatherless Families

Overview

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

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



- Based on the “Mother, Father and Widows Welfare Act”,
 - ① National government sets the basic policy,
 - ② Prefectures, etc. formulate the independence promotion plan that stipulates trends in single-parent families in each area, policies for basic measures, and specific measures in line with the basic policy.

【Transition of single-parent family support measures】

- Enforcement of measures for “support toward employment/self-reliance” since 2002. Promotion has been made focused on 4 pillars including “measures for child rearing/life support”, “measures for employment support”, “measures to secure child care expenses” and “economic support measures”
- Approval of the “Act on Special Measures for employment support for both ‘mothers for ‘fatherless families’ and ‘fathers for motherless families’”, 2012
- In accordance with the revised Act of 2014 (*), implemented measures are: enforcement of support system, enforcement of employment support measures and life support measures for child and child rearing, enforcement of dissemination or those measures, expansion of support for motherless families, review of limited provision of both child assistance expenses and public pensions. (*the Mother, Father and Widows Welfare Act and Child Assistance Expense Act)
- Due to the revision of the Child Rearing Allowance Act in 2016, the additional amount for later than the second and third children will be doubled in maximum.
- Due to the revision of the Child Rearing Allowance Act in 2018, the number of payment times has been revised from 3 times a year to 6 times a year.
- Due to the revision of the Child Rearing Allowance Act in 2020, the limited provision of both child assistance expenses and public pensions was reviewed.

Outline of Welfare Measures for Fatherless Families, etc.

Income security	Provision of child rearing	Fatherless families with parents being	Recipients: 877,702 persons *3 Eligible children: 1,335,312 children *1	Measures for independence	Livelihood guidance, etc.	[1] Maternal and child living support facilities	Facilities: 217 *3
						[2] Welfare centers for fatherless and motherless families	Facilities: 54 *4
		Survivor's basic pension *5	Recipients: 91,366 persons *2			[3] Recreation homes for fatherless and motherless families	Facilities: 2 *4
		Survivor's employee's pension *5	Recipients: 5,651,995 persons *2			[4] Placement of counselors for independence of fatherless and motherless families	Counselors: 1,781 *6
	Loans of welfare funds for fatherless families	Low or no-interest loans to fatherless and motherless (widow) households	Loans: 22,425 cases *			[5] Daily life support projects for single parent households	Dispatched Cases: 2,466 *6
	Loans of welfare funds for motherless families		Loans: 1,368 cases *6			[6] Day-care measures (priority enrollment)	
	Loans of welfare funds for widows		Loans: 460 cases *6				

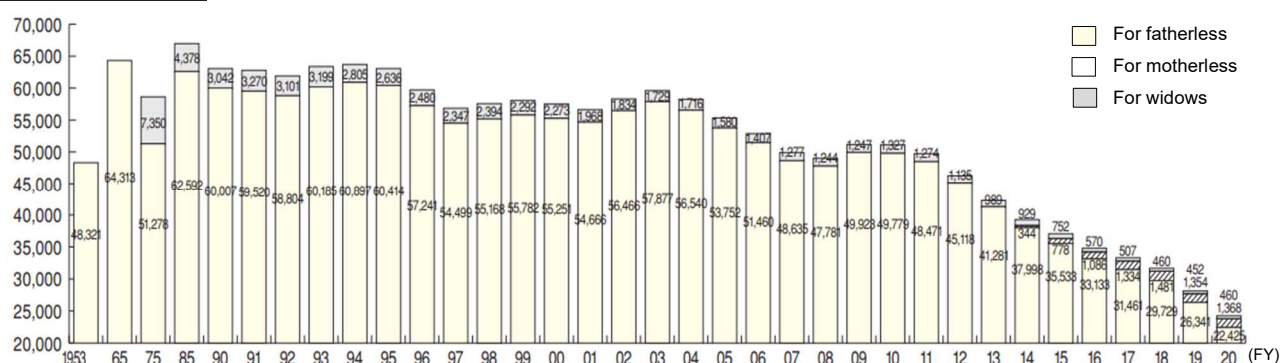
(Note) The figures indicated with *1 are as of the end of FY2020, *2 are as of the end of FY2020, *3 from "FY2020 Report on Social Welfare Administration and Services", Administrative Report Statistics Office to the Director-General for Statistics, Information System Management and Industrial Relations, MHLW (as of the end of March 2021), *4 "2020 Survey of Social Welfare Institutions", Social Statistics Office to the Director-General for Statistics, Information System Management and Industrial Relations, MHLW
*5 from "FY2020 Annual Report of Employees' pension and National Pension". The figures include all recipients regardless of the relationship, including those under the former Act.
*6 Based on a survey by Children and Families Bureau, MHLW (as of the end of FY2020)

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: ¥43,070~¥10,160 Two children: ¥10,170~ ¥5,090 Additional amount per child for the third child on: ¥6,100~ ¥3,050		
Income limit	Recipient's annual income in the previous year is less than ¥1.6 million (2-person household) In case of annual income of ¥1.6 million or more but less than ¥3.65 million, the amount of allowance is suspended in a ¥10 unit according to the income. Note that annual income in the previous year is less than ¥6.1 million (6-person household) for guardians rearing orphans, etc.		
Methods of provision	Anyone qualified to receive the allowance applies for it and then the prefectural governor or the mayor or head of a town/villages with a welfare office authorizes it and the allowance is then provided via financial institutions 6 times a year (in January, March, May, July, September and November).		
Provision status (as of the end of FY2020)	Number of recipients: 877,702 (fatherless households: 803,179, motherless households: 43,417, others: 31,106) Breakdown of fatherless households by reason Separated { Divorced: 691,276 Others: 590 Widowed: 4,938 Unmarried mother: 99,332 Disabled father: 4,561 Deserted: 1,519 Domestic Violence Protection Order 963 Breakdown of motherless households by reason Separated { Divorced: 38,617 Others: 31 Widowed: 2,485 Unmarried father: 637 Disabled mother: 1,527 Deserted: 118 Domestic Violence Protection Order 2		

Source: Survey by Children and Families Bureau, MHLW

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



Source: Equal Employment, Children and Families Bureau, MHLW

Maternal and Child Health Measures

Overview

Primary Measures for Maternal and Child Health

(As of April 2022)

Category	Adolescence	Pregnancy	Child birth	Infancy	Childhood (from 1-year-old up to entry of elementary school)	School child period
Health checkups, etc.			<input type="checkbox"/> Prenatal/postnatal health checkups	<input type="checkbox"/> Health checkups for infants (1 yr. 6 mo. child health checkups)	<input type="checkbox"/> (3 yr. child health checkups)	
			<input type="checkbox"/> Screening for inborn error of metabolism, etc. <input type="checkbox"/> Neonatal hearing test			
			<input type="checkbox"/> HTLV-1 transmission prevention project <input type="checkbox"/> Vertical hepatitis B transmission prevention project			
Health guidance, etc.		<input type="checkbox"/> Report on pregnancy and issuance of MCH handbook				
		<input type="checkbox"/> Home-visit guidance, etc. by public health nurses, etc. (Health checkups for prenatal/postnatal, neonatal, premature infants)				
		<input type="checkbox"/> Visit to all families with an infant ("Hello Baby projects") (*2)				
		<input type="checkbox"/> Home-visit project for child rearing support center services				
	<input type="checkbox"/> Consultation and guidance services for maternal and child health (Parents' class, etc.)		<input type="checkbox"/> (child care class)			
	<input type="checkbox"/> Counseling center services for sex and health					
			<input type="checkbox"/> Intensified projects of child accident prevention			
	<input type="checkbox"/> Promotion of adolescent health measures			<input type="checkbox"/> After-birth care services		
		<input type="checkbox"/> Pregnancy/childbirth comprehensive support services (Comprehensive Support Center for families with children, pre-birth/post-birth support services, etc.)				
	<input type="checkbox"/> Promotion of food education					
Medical measures, etc.		<input type="checkbox"/> Hospitalization/ midwives' help <input type="checkbox"/> Subsidy for specific infertility treatment expenses		<input type="checkbox"/> Medical care for premature infants <input type="checkbox"/> Services for provision of special milk for inborn error of metabolism <input type="checkbox"/> Medical treatment and education services for children with tuberculosis		
				<input type="checkbox"/> Child mental care network projects <input type="checkbox"/> Child abuse prevention medical network projects		
Other	<input type="checkbox"/> Healthy parents and children 21 (2nd)					
	<input type="checkbox"/> Dissemination and utilization of maternity mark					
	<input type="checkbox"/> Healthy next generation development research project (health, labour, welfare and science research)					

Promotion System of Maternal and Child Health Services

	Municipalities (Health centers)		Prefectures (Health centers)
	○ Basic maternal and child health services		○ Specialized maternal and child health services
Health checkups, etc.	• 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 • Supports for the pregnant and parturient women such as parents' classes, Postnatal Care, etc.	← Technical assistance	• 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 infants		

Detailed Data 1 Changes in Maternal and Child Health Indices

Year	Live birth rates (per 1,000 population)	Infant mortality rates (per 1,000 live births)	Neonatal mortality rates (per 1,000 live births)	Perinatal death rates (per 1,000 total births ¹⁾)	Maternal mortality rates (per 100,000 total births ²⁾)	Fetal death rates (per 1,000 total births ²⁾)
1965	18.6	18.5	11.7	...	80.4	81.4
1975	17.1	10.0	6.8	...	27.3	50.8
1985	11.9	5.5	3.4	15.4	15.1	46.0
1995	9.6	4.3	2.2	7.0	6.9	32.1
1997	9.5	3.7	1.9	6.4	6.3	32.1
1998	9.6	3.6	2.0	6.2	6.9	31.4
1999	9.4	3.4	1.8	6.0	5.9	31.6
2000	9.5	3.2	1.8	5.8	6.3	31.2
2001	9.3	3.1	1.6	5.5	6.3	31.0
2002	9.2	3.0	1.7	5.5	7.1	31.1
2003	8.9	3.0	1.7	5.3	6.0	30.5
2004	8.8	2.8	1.5	5.0	4.3	30.0
2005	8.4	2.8	1.4	4.8	5.7	29.1
2006	8.7	2.6	1.3	4.7	4.8	27.5
2007	8.6	2.6	1.3	4.5	3.1	26.2
2008	8.7	2.6	1.2	4.3	3.5	25.2
2009	8.5	2.4	1.2	4.2	4.8	24.6
2010	8.5	2.3	1.1	4.2	4.1	24.2
2011	8.3	2.3	1.1	4.1	3.8	23.9
2012	8.2	2.2	1.0	4.0	4.0	23.4
2013	8.2	2.1	1.0	3.7	3.4	22.9
2014	8.0	2.1	0.9	3.7	2.7	22.9
2015	8.0	1.9	0.9	3.7	3.8	22.0
2016	7.8	2.0	0.9	3.6	3.4	21.0
2017	7.6	1.9	0.9	3.5	3.4	21.1
2018	7.4	1.9	0.9	3.3	3.3	20.9
2019	7.0	1.9	0.9	3.4	3.3	22.0
2020	6.8	1.8	0.8	3.2	2.7	20.1
2021	6.6	1.7	0.8	3.4	...	19.7

Source: "Vital Statistics", Vital, Health and Social Statistics Office to the Director-General for Statistics, Information System Management and Industrial Relations, MHLW

- (Note) 1. The figures denote the sum of the number of live births and that of fetal deaths at 22 completed weeks and over of gestation.
2. The figures denote the sum of the number of live births and that of fetal deaths.
3. The figures for 2021 are preliminary data.

Detailed Data 2 Inborn error in metabolism searching (FY 2019)

Number of live births (A) (person)	Inborn error in metabolism searching	
	Number of examinees (B) (person)	Rate of examinees (B/A) (%)
859,283	892,701	103.9

Source: Survey by Children and Families Bureau, MHLW

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

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

Home-visit guidance		Number of decisions on medical care benefits for premature babies
Actual number of persons received guidance	Cumulative number of persons received guidance	
40,184	49,643	29,479

Source: "Report on Regional Public Health Services and Health Promotion Services" (FY2020), Administrative Report Statistics Office to the Director-General for Statistics, Information System Management and Industrial Relations, MHLW

"FY2020 Report on Social Welfare Administration and Services", Administrative Report Statistics Office to the Director-General for Statistics, Information System Management and Industrial Relations, MHLW for the number of decisions on medical care benefits for premature babies.