

Support for positive action by the government (Article 14)

- Implementation of consultation and other supports by the government for entrepreneurs who take positive efforts (positive action) so as to remove difference actual occurring between men and women workers

Relief measure for the case that disputes happened between workers and entrepreneurs

- Independent settlement to complaints in companies (Article 15)
- Supports for dispute settlement by the Head of Bureau of Labour (Article 17)
- Conciliation in the Equal Opportunity Conciliation Conference (Article 19 ~ Article 27)
 - Conciliation shall begin by an application from one of parties or both of them involved in a dispute.
 - Disadvantage treatment for the reasons of statements to the Head of Bureau of labour, conciliation application and others shall be prohibited.

Guidance for law enforcement

- Information collection, advice, guidance and counsel by the Minister of Health, Labour and Welfare or the Head of Bureau of Labour
- Publication of companies' names which are not obeyed by counsel of the Minister of Health, Labour and Welfare
- Nonpenal fine of 200,000 yen and less in case that they don't accept information collection and reported false information

※Prohibition on disadvantage treatment for the reasons of conception, birth and others, and obligation on Sexual Harassment Prevention and maternal health management shall apply to companies to which workers are dispatched (Paragraph 2 of Article 47 in the Worker Dispatching Law)

Detailed Data 1

Number of Consultations and Guidance to Correct Employment Management Systems Related to Equal Employment Opportunity Law (handled at the Equal Employment office of the Prefectural Labour Bureau)

1. Consultation

(Cases)

Content of consultation		FY 2009
Contents of consultation	Article 5 (recruitment, hiring)	1,287
	Article 6 (assignment, promotion, demotion, education and training)	567
	Article 7 (passive discrimination)	73
	Article 9 (disadvantageous treatment by reason of marriage, pregnancy, childbirth, etc)	3,654
	Article 11 (sexual harassment)	11,898
	Article 12,13 (maternity health care)	3,312
	Article 14 (positive action)	273
	Others	2,237
Those who consulted	Female worker	12,167
	Male worker	849
	Employer	5,611
	Others	4,674
Total		23,301

2. Guidance to correct employment management systems (Guidance to correct violation of Articles 5 to 7, 9 and 11 to 13 of the Equal Employment Opportunity Law)

(Cases)

FY 2009
13,300