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

Overview

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

The Equal Employment Opportunity Act prohibits discrimination against female workers in terms of recruitment, hiring, assignment, promotion, training, fringe benefits, mandatory retirement age, retirement, resignation and dismissal. The Equal Employment Office of the Prefectural Labour Bureau offers administrative guidance to businesses in order to ensure full compliance with the Equal Employment opportunity Act, and provides consultation to female workers. The office gives assistance to female workers who have disputes with their employers by providing advice, guidance, and recommendation in the name of the director-general of the office and by helping them settle the conflicts individually through the Equal Opportunity Mediation Conference, an intermediary organization. The table below shows the numbers of cases the Equal Employment Office of the Prefectural Labour Bureaus provided consultation and guidance to correct employment management systems.

Points of the Equal Employment Opportunity Act

<table>
<thead>
<tr>
<th>Prohibition of Discrimination on the Basis of Sex</th>
</tr>
</thead>
<tbody>
<tr>
<td>✗ Prohibition of discrimination on the basis of sex at each stage of employment management (Articles 5 and 6)</td>
</tr>
<tr>
<td>✗ If gender discrimination is 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</td>
</tr>
<tr>
<td>✗ Prohibition on indirect discrimination (Article 7)</td>
</tr>
<tr>
<td>✗ 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]</td>
</tr>
<tr>
<td>✗ To require workers’ height, weight, and physically strength when recruiting and employing workers</td>
</tr>
<tr>
<td>✗ To require changing residences as a condition for recruitment or acceptance of “managerial posts” under occupation-based employment management</td>
</tr>
<tr>
<td>✗ To require experience of transfer when promoting workers</td>
</tr>
<tr>
<td>✗ 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.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Prohibition, etc. of Disadvantageous Treatment by Reason of Marriage, Pregnancy, Childbirth, etc. (Article 9)</th>
</tr>
</thead>
<tbody>
<tr>
<td>✗ Prohibition on stipulating marriage, pregnancy, or childbirth as a reason for retirement of women workers</td>
</tr>
<tr>
<td>✗ Prohibition on dismissal due to marriage</td>
</tr>
<tr>
<td>✗ 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.</td>
</tr>
<tr>
<td>✗ 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.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Measures concerning sexual harassment (Article 11)</th>
</tr>
</thead>
<tbody>
<tr>
<td>✗ Obligating employers to take necessary measures in terms of employment management to prevent sexual harassment in the workplaces</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Measures for maternal health management (Articles 12, 13)</th>
</tr>
</thead>
<tbody>
<tr>
<td>✗ Obligating employers to secure the necessary time off so that pregnant or female workers, during pregnancy or after childbirth, may receive the health guidance and medical examinations and necessary measures to enable the female workers to comply with the directions they receive based on the health guidance and medical examinations.</td>
</tr>
</tbody>
</table>
Support for positive action by the government (Article 14)

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

Relief measures for the cases of disputes between workers and employers

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

Guidance necessary for law enforcement

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

* Prohibition on disadvantage treatment for the reasons of pregnancy or child, etc., and obligation on sexual harassment prevention and maternal health management also apply to enterprises to which workers are dispatched (Article 47-2 of the Worker Dispatching Act)
**Detailed Data 1**

**Changes in Number of Employees (all industries)**

![Chart showing changes in number of employees over time with specific data points for years 1985 to 2011.](chart)

Source: “Labour Force Survey”, Statistics Bureau, MIC

(Note) The actual numbers and percentages for 2010 and 2011 in square brackets indicate nationwide figures excluding Iwate, Miyagi, and Fukushima Prefectures.

**Detailed Data 2**

**Changes in Percentage of Females in Managerial Posts**

![Chart showing changes in percentage of females in managerial posts over time with specific data points for years 2000 to 2011.](chart)

Source: “Basic Survey on Wage Structure”, MHLW
**Detailed Data 3**

**Companies that Take Positive Actions**

- Already taking: 31.7%
- Used to have taken: 1.2%
- No plan to take: 51.9%
- Plan to take: 15.1%
- Unknown: 0.1%

(Note) Excluding Iwate, Miyagi, and Fukushima Prefectures.

**Detailed Data 4**

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

- To increase business efficiency by effective use of women’s ability: 65.1%
- For increased productivity and reinforced competitiveness through bringing out potential of both male and female workers: 49.4%
- To secure talented human resources by being recognized as a company that provides a favorable working environment where each employee’s performance is fairly assessed: 47.1%
- To facilitate morale boost in workplace in general: 45.1%
- To facilitate the improvement of a corporate image: 24.6%
- To cope with diversified job consciousness and values of workers: 15.8%
- To respond precisely to customer needs: 15.8%
- To raise consciousness that men and women are equally evaluated on the basis of their job performance: 34.3%
- To respond to the forecasted decrease of labour force population: 10.4%
- Taking positive actions is a social trend and required by law: 9.0%
- Others: 2.7%

(Note) Excluding Iwate, Miyagi, and Fukushima Prefectures.
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**

**Measures to reduce work hours, etc.**
- Obligating business operators to adopt the measure of reducing the work hours (six hours a day in principle) of workers raising children aged 3 or younger
- Obligating business operators to adopt one of the following measures for raising children aged 3 or younger
- [1] Reduced work hour system
- [2] Flexible work hour system
- [3] Advancing or delaying start or finish hours
- [4] Support measures for care expenses

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

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

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

**Consideration with transfers**
- Obligation of business operators to take into consideration a workers’ situation with regard to child/family care when wishing to transfer them

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

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

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

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

<table>
<thead>
<tr>
<th>Measures</th>
<th>Obligation</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Securing the right of a worker to take care leave until the child turns one year old (one year and six months old in certain cases) (both parents can take child care leave for one year until the child turns one year and two months old if they take it together (Father and Mother Child Leave Plus))</td>
<td></td>
</tr>
<tr>
<td>- Securing the right of workers to take family care leave once for each family member that is in need of constant care for up to a total of 93 days</td>
<td></td>
</tr>
<tr>
<td>- Safety measures to provide for the child/family care leave system are applicable to business operators authorized to take care of their employees for up to two years</td>
<td></td>
</tr>
<tr>
<td>- Authorization status: the action plan was achieved in April 2012</td>
<td></td>
</tr>
</tbody>
</table>

**Example Action Plan**

1. Period of action plan: From dd/mm/yyyy to dd/mm/yyyy
2. Goal
   - Goal 1: Raising the level of child care leave acquisition within the period of the action plan to be as follows.
     - Female: Acquisition rate: 5% or more
     - Measures: Provide training for managers and workers, establish a group for talking to child care leave and setting aside a place for employees to receive guidance and support on child care leave
   - Goal 2: Establish a "no overtime day" each month
     - Measures: Establish a discussion group within each department, implement a campaign via company newsletters, etc.

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

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

<table>
<thead>
<tr>
<th>Formulation of action plans</th>
<th>Report/ implementation</th>
<th>Completion of action plans/ achievement of goals</th>
<th>Authorization by the Minister of Health, Labour and Welfare</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Enterprises with 101 or more workers</td>
<td>- Report to respective Prefectural Labour Bureaus</td>
<td>- Formulation/implementation of action plans for the next term</td>
<td>- Authorization of enterprises that meet certain standards</td>
</tr>
<tr>
<td>- Enterprises with 100 or less workers</td>
<td>- Announcement of the plans and dissemination among workers</td>
<td>- Request for authorization</td>
<td>- Enterprises may then use authorization marks on their products, etc.</td>
</tr>
</tbody>
</table>

**Authorization standards**

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

**Favorable tax treatment system**

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

**Females: Acquisition rate: n% or more**

- Number of those taking child care leave per year
- Number of enterprises of all sizes: 69,337
- Authorized enterprises: 1,276

**Males:**

- Number of enterprises with 101 or more workers
- Number of enterprises with 101 or more workers
- Number of enterprises with 301 or more workers
- Number of enterprises with 100 or more workers
- Number of enterprises with 100 or more workers
- Number of enterprises with 301 or more workers

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

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


![Chart showing the percentage of females who continued to work after child birth](chart)

### Detailed Data 2

**Percentage of Workers Taking Child Care Leave by Gender**

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage of female workers who took child care leave (%)</th>
<th>Percentage of male workers who took child care leave (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2004</td>
<td>70.6</td>
<td>0.56</td>
</tr>
<tr>
<td>FY 2005</td>
<td>72.3</td>
<td>0.50</td>
</tr>
<tr>
<td>FY 2007</td>
<td>89.7</td>
<td>1.56</td>
</tr>
<tr>
<td>FY 2008</td>
<td>90.6</td>
<td>1.23</td>
</tr>
<tr>
<td>FY 2009</td>
<td>85.6</td>
<td>1.72</td>
</tr>
<tr>
<td>FY 2010</td>
<td>83.7</td>
<td>1.38</td>
</tr>
<tr>
<td>FY 2011</td>
<td>87.8</td>
<td>2.63</td>
</tr>
</tbody>
</table>


### Detailed Data 3

**Percentage of Workers Taking Family Care Leave by Gender**

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage of female workers who took family care leave (%)</th>
<th>Percentage of male workers who took family care leave (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY 2002</td>
<td>0.08</td>
<td>0.03</td>
</tr>
<tr>
<td>FY 2005</td>
<td>0.08</td>
<td>0.02</td>
</tr>
<tr>
<td>FY 2008</td>
<td>0.11</td>
<td>0.03</td>
</tr>
</tbody>
</table>


(Note) The figures for FY2011 exclude Iwate, Miyagi, and Fukushima Prefectures.
# Measures for Part-Time Working

## Overview

Outline of Measures for Part-Time Working

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

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

<table>
<thead>
<tr>
<th>Measures</th>
<th>Description</th>
</tr>
</thead>
</table>
| **1. Delivery of documents of working conditions and explanation obligation** | (1) In addition to the obligation to deliver documents under the Labour Standards Act, business operators are also obliged to indicate clearly any increases in wages, retirement allowances, and bonuses (punishable by a civil fine) (Article 6)  
(2) Upon request from part-time workers, business operators are obliged to explain to them the matters considered when making decisions concerning their treatment |
| **2. Promotion of securing equal/balanced treatment** | (1) With regard to all part-time workers, the business operator shall endeavor to ensure that the part-time workers’ treatment is balanced with that of ordinary workers in terms of the decision of wages, the implementation of education and training, and the utilization of welfare facilities according to their various working conditions (Articles 9-11)  
(2) With regard to Part-time Workers with Equal Job Description, the business operator shall not engage in discriminatory treatment (Article 8)  
* "Part-time Worker with Equal Job Description": Part-time workers whose job description and the system of the utilization of human resources are the equivalent to those of ordinary workers and who has concluded a labour contract without a definite period (including a fixed-term labour contract that is repeatedly renewed and is therefore reasonably deemed to be a labour contract without a definite period) |
| **3. Promotion of transformation to ordinary workers** | Business operators are obliged to take measures to promote their transformation to ordinary workers, including (i) when recruiting an ordinary worker making the position known to part-time workers, (ii) when newly assigning an ordinary worker providing part-time workers with the opportunity to apply for the position, and (iii) establishing examination systems for transformation to ordinary workers, etc. (Article 12) |
| **4. Complaint handling/dispute resolution assistance** | (1) Business operators are obliged to make the effort to achieve voluntary resolution of complaints (Article 19)  
(2) Establishment of dispute resolution assistance and conciliation by the Director of the Prefectural Labour Bureau with regard to obligatory provisions (Article 20-24) |
Detailed Data

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

Source: "Labour Force Survey," M/C

(Note) 1. The figures for 2011 exclude the 3 disaster-stricken prefectures (Iwate, Miyagi, and Fukushima Prefectures).
2. Number of employees excludes those on leave.
   • Ratio of female employees in all shorter-hour working employees: 68.8%
   • Ratio of shorter-hour working employees in all female employees: 44.1%
   • Ratio of shorter-hour working employees in all employees: 27.1%
Measures for Industrial Homework and Telework at Home

Outline of Measures for Industrial Homework

The decision of thoroughness in the delivery of the industrial homeworker record and the lowest pay, well-known, the payment of pay, and measures such as securing the health and safety are promoted.

### Ratio of number of industry specification industrial homework

- **Textile** 30.2%
- **Total number of industrial homeworkers** 128,709 persons
- **Electrical machinery equipment manufacturing** 12.4%
- **Metal products manufacturing** 3.2%
- **Machine equipment, etc. manufacturing** 5.8%
- **Paper and paper products manufacturing** 5.9%
- **Rubber products manufacturing** 5.9%
- **Electronic components and devices manufacturing** 5.3%
- **Other (sundries)** 20.7%
- **Printing and allied, publication** 3.0%

Source: “Briefing Survey on Industrial Homework” (October 2011), Equal Employment, Children and Families Bureau, MHLW

Outline of Measures for Telework at Home

Telework at home that people use information and telecommunications technology, working at home, mostly self-employed, providing various services, has increasingly become popular as a work style to allow workers who raise children or take care of family members to balance working life and family life, which draw public expectation and interest.

To realize sound development of teleworking at home the Ministry is promoting publicity and enlightenment activities on the guidelines and implementing support programs for home workers and orderers, including intermediaries, etc.

### Reasons why to start telework at home (weighted average value, multiple answers up to 2nd)

- Able to work flexibly and resiliently at my own pace
- To balance housework, child-rearing, long-term care and work
- Able to select a job/able to work in the field of my own specialty
- Rewarded as much as I work and be able to get job satisfaction
- To increase income
- Offered a job of teleworking/recommended by a co-worker
- Being interested in the job
- Wish to be self-employed
- Not able to work in an office due to lack of physical strength/health reasons
- Not good at working in an office and at human relations
- Not able to find a good job/ unemployed
- Dislike commuting/ commuting is a waste of time
- To prepare to start business/to save money for office running cost
- Think that it is unable to perform with full ability if working in an office
- Unable to commute if other family member is transferred involving moving far

Source: “Survey Report on Telework at Home” (March 2009), Japan Productivity Center
Birthrate Decline Measures

Overview

Circumstances of Childcare Support Measures

1990

Dec. 1994

Decided at the Cabinet Meeting on the promotion of measures for declining birthrate

Dec. 1999

New Angel Plan

Dec. 1999

Policy on Support for Balancing Work and Childcare

July 2001

Policy on Support for Balancing Work and Childcare

Sep. 2002

Basic Act for Measures to Cope with Society with Declining Birthrate

Dec. 2004

Plan for Supporting Child and Childcare

Apr. 2005

New Measures for Declining Birthrate

June 2004

Outline of Measures against the Declining Birthrate

Dec. 2004

New Angel Plan

Apr. 2005

Accord between 4 ministers (Minister of Education, Minister of Health and Welfare, Minister of Labour, and Minister of Construction)

Dec. 2004

Decided by the Cabinet Meeting on Measures to Cope with a Society with Declining Birthrate on December 27, 2007

Feb. 2008

"New Strategy for No Wait-listed Children at Day-care Centers"

Dec. 2007

"Japan to Support Children and Families" Important Strategy

Jan. 2010

Vision for Child and Childcare

June 2010

"Taking in Advance" Project for Reducing Wait-listed Children

Nov. 2010

Interim Report on New Child and Childcare Systems

July 2011

Basic System Design of New Child and Childcare Systems

Mar. 2012

Draft Act on Child and Childcare Support

Dec. 2004

Agreement between 6 ministers (Minister of Finance, Minister of Education, Minister of Health and Welfare, Minister of Labour, and Minister of Construction, and Minister of Home Affairs) (From FY2000 to FY2004)

Formulated by MHLW

Enforced step-by-step from July 16, 2003


(Note) The official title is the "Draft Act on Partial Revision of the Act on Advancement of Comprehensive Services Related to Education, Child Care, etc. of Preschool Children"
Current Status of Various Childcare Support Projects

Various childcare support services are considered not having been all available at neighborhoods.

<table>
<thead>
<tr>
<th>Project name</th>
<th>Contents</th>
<th>Actual status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Visit to all families with infants</td>
<td>Visiting all families with infants within 4 months after childbirth to provide information on childcare support and identify childcare environment, etc.</td>
<td>1,496 municipalities (General Affairs Division, Equal Employment, Children and Families Bureau (as of July 1, 2011))</td>
</tr>
<tr>
<td>Home-visiting childcare support services</td>
<td>Visiting families with children requiring childcare support to provide assistance and technical guidance, etc. on childcare/homework</td>
<td>1,005 municipalities (General Affairs Division, Equal Employment, Children and Families Bureau (as of July 1, 2011))</td>
</tr>
<tr>
<td>Regional centers for childcare support</td>
<td>Promotion of community-based exchange of parents and children and provision of consultation/assistance, etc. on childcare, etc.</td>
<td>5,722 centers (FY2011 grant decision base)</td>
</tr>
<tr>
<td>Child center services</td>
<td>Providing group/individual guidance for children via playing, education/guidance for after-school children, development of community-based activities such as Mothers’ Clubs, etc., education/guidance for older children, consultation for childcare families, etc.</td>
<td>4,345 centers (2,732 public centers and 1,613 private centers) (as of October 2001)</td>
</tr>
<tr>
<td>Family support center services</td>
<td>Communication/adjustment services on mutual-aid activities between those willing to provide assistance such as day-care services (user members) and those willing to provide assistance (provider members)</td>
<td>669 centers (FY2011 grant decision base)</td>
</tr>
</tbody>
</table>

(Note) The figures for “Visit all families with a baby” and “Home-visit childcare support services” exclude the disaster-stricken areas of the Great East Japan Earthquake (Iwate, Miyagi, and Fukushima Prefectures).

Current Status of Diverse Day-Care Measures

<table>
<thead>
<tr>
<th>Project name</th>
<th>Contents</th>
<th>Actual status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Certified day-care centers</td>
<td>Facilities to provide day-care services for infants not receiving sufficient nursing care in place of parents working day time, etc. (open 11 hours, 8 day-care services hours, approx. 300 days, in principle)</td>
<td>Day-care centers: 22,666 Infant users: 2.07 million (as of April 1, 2011)</td>
</tr>
<tr>
<td>Extension childcare businesses</td>
<td>Providing day-care services of over 11 open hours (*) implemented by day-care centers that are open throughout the year)</td>
<td>16,245 centers (FY2010 actual)</td>
</tr>
<tr>
<td>Childcare businesses in holidays</td>
<td>Providing day-care services on Sundays and holidays, etc. (*) implemented by day-care centers that are open throughout the year)</td>
<td>1,067 centers (FY2011 grant decision base)</td>
</tr>
<tr>
<td>Night time childcare businesses</td>
<td>Providing night time day-care services up to around 22:00 (open hours of approx. 11 hours)</td>
<td>77 centers (as of April 1, 2011)</td>
</tr>
<tr>
<td>Specific childcare business</td>
<td>Providing day-care services for 2-3 days a week when guardians are unable to take care of their children due to part-time work, etc.</td>
<td>1,304 centers (FY2011 grant decision base)</td>
</tr>
<tr>
<td>Childcare businesses for children with disease and children after disease</td>
<td>Sick children in regions are temporarily taken care of by nurses, etc. in special rooms attached to hospitals/day-care centers, etc.</td>
<td>1,483 centers (FY2011 grant decision base)</td>
</tr>
<tr>
<td>Family-style day-care services</td>
<td>Providing day-care services for a small number of children mainly younger than 3 at residences, etc. of nursery teachers or family-style caregivers authorized by the mayors of municipalities via training in cooperation with day-care centers</td>
<td>Family-style caregivers: 963 Child users: 3,285 (FY2011 grant decision base)</td>
</tr>
</tbody>
</table>

* 0.55 family-style caregivers per municipality

Note: Total number of municipalities is 1,747 (as of April 1, 2011). The number of public elementary schools, as used for determining elementary school district, is 22,048 (“FY2009 School Basic Survey”, MEXT).
- Current Status and Issues concerning Childcare -

- Rapid progress in declining birthrate
  - The current situation that disrupts people's desire to be married, have children, and raise them
    - Approximately 90% of single males/females intend to get married, with the number of children they wish to have being 2 or more.
    - Environment surrounding children and childcare, including families, communities, and employment, etc. has been changing.
- Support for child and childcare is inadequate in terms of both quality and quantity
  - The percentage of family-related social expenditure of GDP is low (Japan: 1.04%, France: 3.00%, U.K.: 3.27%, and Sweden: 3.35%)
  - Increased sense of isolation and burden of childcare
  - Serious issue of wait-listed children
  - M-shaped curve (percentage of females in their 30s in the labour force)
  - Vertically segmented systems/financial resources for childcare support
- Insufficient measures in providing support according to the actual situation of a region

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

Quantitative expansion and security of day-care services
  - Elimination of wait-listed children
  - Support for community-based day-care services

Enhancement of community-based child and childcare support

Purpose and Main Points of the 3 Draft Acts related to Child and Childcare

### Purpose of the 3 draft Acts
Promotion of school education/day-care services at infancy and community-based child and childcare support in an comprehensive manner in consideration of the three-party agreement (*)

* Confirmation on Comprehensive Social Security and Tax Reform (Social Security Part) (June 15, 2012 by the Democratic Party of Japan, the Liberal Democratic Party of Japan, and the New Komeito at a meeting of the three party leaders regarding comprehensive social security and tax reform (social Security part))

### Main points
- Improvement of the certified child care center system (improvement of kindergarten and day-care center cooperation type certified child care centers)
  - 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
- 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”)
- Enhancement of community-based child and childcare support (user support, regional centers for childcare support, etc.)

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

- Basic local government units (municipalities) shall be the primary implementers
  - Municipalities formulate implementation plans according to local needs and provide benefits/services
  - The government and prefectures shall provide multi-layered support to the primary implementers of municipalities
- Financial support from all of society
  - Assumes that permanent financial resources will be secured by the government and local governments through the increase in consumption tax
- Promotion system of the government
  - Unification of promotion systems of the government that differ across different systems
- Establishment of Child and Childcare Conferences
  - Establishment of Child and Childcare Conferences as a system in which experts, local governments, representatives of business operators, representatives of workers, those actually engaged in childcare and childcare support, etc. (those engaged in child and childcare support related businesses) can participate in the government process of making childcare support policies, etc.
  - Obligating municipalities, etc. to make the effort to establish a council system

---

*“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.*
Outline of Benefits/Projects

Benefits for child and childcare support

- Facility type benefits
  - Common benefits across certified child care centers, kindergartens, and day-care centers
    * With private day-care centers municipalities will pay then a commission while also collecting co-payments from the end users (same as at present)
- Community-based day-care benefits
  - Small-scale day-care services, family style day-care services, home-visit day-care services, day-care services at offices
    * Benefits for child and childcare support and community-based day-care benefits are available for early morning/night time/holiday day-care services.
- Child allowances

* Benefits for child birth/childcare leave (tentative name) — Issues to be discussed in the future

Community-based child and childcare support projects

- User support, regional centers for childcare support, temporary childcare, visit all families with a baby, etc. (Scope of coverage legally stipulated)
  (*) Implemented in cooperation with services implemented by prefectures, including social childcare, etc.
- Extension childcare businesses, childcare businesses for children with diseases and while they are recuperating
- After school children's clubs
- Antenatal checkups

Revision of the Act on Certified Child Care Centers

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

1. **Investigation/identification of demands**

   **Status and demands of child and childcare families**

   - Families with children aged 3 or older that are not using day-care services and rearing children at home
     - Needs of child and childcare
     - School education + childcare support
   - Families with children aged 3 or older that are using day-care services
     - Needs of child and childcare
     - School education + day-care services + after school children's clubs + childcare support
   - Families with children younger than 3 that are using day-care services
     - Needs of child and childcare
     - Day-care services + childcare support
   - Families with children younger than 3 that are not using day-care services and rearing children at home
     - Needs of child and childcare
     - Childcare support

2. **Business plans for child and childcare support of municipalities**

   **Systematic development**

   **Education and day-care benefits for children**

   - Certified child care centers, kindergartens, day-care centers
     - Subject to facility type benefits*
   - Small-scale day-care service providers
     - Family style day-care service providers
     - Home-visit day-care service providers
     - etc.
     - 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)

3. **Community-based child and childcare support projects**

   - Regional centers for childcare support, temporary childcare
     - Visit to all families with a baby, etc.
     - * Scope of coverage is legally stipulated
   - * Extension childcare businesses
   - Childcare businesses for children with disease and children after disease
   - After-school children’s clubs

* Certified facilities and business operators shall be subject to facility type benefits and community-based day-care benefits
### Detailed Data 1

**Changes in Number of Day-Care Centers, etc.**

(As of April 1 of each year)

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of day-care centers</th>
<th>Capacity of day-care centers</th>
<th>Number of children enrolled in day-care centers</th>
</tr>
</thead>
<tbody>
<tr>
<td>1997</td>
<td>22,398</td>
<td>13,064</td>
<td>9,334</td>
</tr>
<tr>
<td>1998</td>
<td>22,332</td>
<td>12,960</td>
<td>9,372</td>
</tr>
<tr>
<td>1999</td>
<td>22,270</td>
<td>12,875</td>
<td>9,395</td>
</tr>
<tr>
<td>2000</td>
<td>22,195</td>
<td>12,723</td>
<td>9,472</td>
</tr>
<tr>
<td>2001</td>
<td>22,214</td>
<td>12,589</td>
<td>9,625</td>
</tr>
<tr>
<td>2002</td>
<td>22,268</td>
<td>12,426</td>
<td>9,842</td>
</tr>
<tr>
<td>2003</td>
<td>22,354</td>
<td>12,246</td>
<td>10,108</td>
</tr>
<tr>
<td>2004</td>
<td>22,490</td>
<td>12,358</td>
<td>10,132</td>
</tr>
<tr>
<td>2005</td>
<td>22,570</td>
<td>12,090</td>
<td>10,480</td>
</tr>
<tr>
<td>2006</td>
<td>22,699</td>
<td>11,848</td>
<td>10,851</td>
</tr>
<tr>
<td>2007</td>
<td>22,848</td>
<td>11,602</td>
<td>11,246</td>
</tr>
<tr>
<td>2008</td>
<td>22,909</td>
<td>11,327</td>
<td>11,582</td>
</tr>
<tr>
<td>2009</td>
<td>22,925</td>
<td>11,009</td>
<td>11,916</td>
</tr>
<tr>
<td>2010</td>
<td>23,069</td>
<td>10,760</td>
<td>12,309</td>
</tr>
<tr>
<td>2011</td>
<td>22,666</td>
<td>10,106</td>
<td>12,560</td>
</tr>
</tbody>
</table>

Source: “Report on Social Welfare Administration and Services”, Statistics and Information Department, Minister’s Secretariat, MHLW (Note) 1. The figures for 2011 are approximate figures. 2. The number of children enrolled in day-care centers up to 1997 denotes the number of children received day-care services. 3. Categories of “Public managed” and “Private managed” have been changed to “Public” and “Private” in 2004.

### Detailed Data 2

**Changes in Number of Child Welfare Facilities Established**

<table>
<thead>
<tr>
<th>Year</th>
<th>Child centers</th>
<th>Child play space</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total</td>
<td>Public managed</td>
</tr>
<tr>
<td>1965</td>
<td>544</td>
<td>412</td>
</tr>
<tr>
<td>1970</td>
<td>1,417</td>
<td>1,295</td>
</tr>
<tr>
<td>1975</td>
<td>2,117</td>
<td>1,769</td>
</tr>
<tr>
<td>1980</td>
<td>2,815</td>
<td>2,376</td>
</tr>
<tr>
<td>1985</td>
<td>3,517</td>
<td>2,943</td>
</tr>
<tr>
<td>1990</td>
<td>3,840</td>
<td>3,137</td>
</tr>
<tr>
<td>1995</td>
<td>4,154</td>
<td>3,275</td>
</tr>
<tr>
<td>1997</td>
<td>4,267</td>
<td>3,312</td>
</tr>
<tr>
<td>1998</td>
<td>4,323</td>
<td>3,287</td>
</tr>
<tr>
<td>1999</td>
<td>4,368</td>
<td>3,295</td>
</tr>
<tr>
<td>2000</td>
<td>4,420</td>
<td>3,259</td>
</tr>
<tr>
<td>2001</td>
<td>4,577</td>
<td>3,255</td>
</tr>
<tr>
<td>2002</td>
<td>4,611</td>
<td>3,244</td>
</tr>
<tr>
<td>2003</td>
<td>4,673</td>
<td>3,210</td>
</tr>
<tr>
<td>2004</td>
<td>4,693</td>
<td>3,187</td>
</tr>
<tr>
<td>2005</td>
<td>4,716</td>
<td>3,200</td>
</tr>
<tr>
<td>2006</td>
<td>4,718</td>
<td>3,125</td>
</tr>
<tr>
<td>2007</td>
<td>4,700</td>
<td>3,051</td>
</tr>
<tr>
<td>2008</td>
<td>4,689</td>
<td>3,022</td>
</tr>
<tr>
<td>2009</td>
<td>4,360</td>
<td>2,757</td>
</tr>
<tr>
<td>2010</td>
<td>4,345</td>
<td>2,732</td>
</tr>
</tbody>
</table>

Source: "Survey of Social Welfare Institutions", Statistics and Information Department, Minister’s Secretariat, MHLW (Note) The figures up to 1970 are compiled as of the end of December and the figures from 1975 onward are compiled as of October 1 of each year.

There has been a change in the response rate for 2009 due to the different survey methods, etc. Thus yearly comparisons with the figures before 2009 should not be made."
### Foster Parents

<table>
<thead>
<tr>
<th>Classification</th>
<th>Childcare foster parents</th>
<th>Specialized foster parents</th>
<th>Adopting foster parents</th>
<th>Relative foster parents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of foster parents registered (households)</td>
<td>7,669</td>
<td>6,121</td>
<td>572</td>
<td>367</td>
</tr>
<tr>
<td>Number of entrusted foster parents (households)</td>
<td>2,971</td>
<td>2,368</td>
<td>155</td>
<td>359</td>
</tr>
<tr>
<td>Number of entrusted children (persons)</td>
<td>3,876</td>
<td>2,993</td>
<td>172</td>
<td>532</td>
</tr>
</tbody>
</table>

#### Family homes

<table>
<thead>
<tr>
<th>Taking care of children at guardians' residences (capacity of 5-6 persons)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of homes</td>
</tr>
<tr>
<td>Number of entrusted children</td>
</tr>
</tbody>
</table>

### Facilities

#### Subjected children

<table>
<thead>
<tr>
<th>Subjects</th>
<th>Infant homes</th>
<th>Foster homes</th>
<th>Short-term therapeutic institutions for emotionally disturbed children</th>
<th>Children's self-reliance support facilities</th>
<th>Maternal and child living support facilities</th>
<th>Self-reliant assistance homes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Infants (including toddlers in the case of particular necessity)</td>
<td>129</td>
<td>585</td>
<td>37</td>
<td>58</td>
<td>261</td>
<td>82</td>
</tr>
<tr>
<td>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)</td>
<td>3,778 persons</td>
<td>34,522 persons</td>
<td>1,664 persons</td>
<td>4,024 persons</td>
<td>5,404 households</td>
<td>504 persons</td>
</tr>
<tr>
<td>Children with mild emotional disturbance</td>
<td>2,963 persons</td>
<td>29,114 persons</td>
<td>1,178 persons</td>
<td>1,548 persons</td>
<td>3,850 households</td>
<td>310 persons</td>
</tr>
<tr>
<td>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</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Females without a spouse or females in equivalent circumstances and any children who must be removed from their custody</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Children that had completed their compulsory education and left their foster homes, etc.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Number of facilities, capacity, present number

<table>
<thead>
<tr>
<th>Facilities</th>
<th>Number of facilities</th>
<th>Capacity</th>
<th>Present number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Infant homes</td>
<td>129</td>
<td>3,778 persons</td>
<td>2,963 persons</td>
</tr>
<tr>
<td>Foster homes</td>
<td>585</td>
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</tr>
<tr>
<td>Children's self-reliance support facilities</td>
<td>58</td>
<td>4,024 persons</td>
<td>1,548 persons</td>
</tr>
<tr>
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<td>261</td>
<td>5,404 households</td>
<td>3,850 households</td>
</tr>
<tr>
<td>Self-reliant assistance homes</td>
<td>82</td>
<td>504 persons</td>
<td>310 persons</td>
</tr>
</tbody>
</table>

### Small-scale group care

- **650 facilities**

### Community-based small-scale foster homes

- **221 facilities**

---

* The capacity, present number, number of foster parents, and number of entrusted children are based on the Report on Social Welfare Administration and Services (as of the end of March 2011) (those for Fukushima Prefecture from the Family Welfare Division)

* The number of facilities, number of homes, and number of facilities of small-scale group care, etc. from the Family Welfare Division (as of October 1, 2011)

* The capacity, etc. of self-reliant assistance homes from the Family’s Welfare Division (as of March 1, 2011)

* Children’s self-reliance support facilities include 2 national facilities.
## Child Allowance System

### Overview

<table>
<thead>
<tr>
<th>Objective</th>
<th>With the basic understanding that parents or guardians are primarily responsible for childcare child allowances are provided to anyone raising children in thereby contributing to the stable family lives, etc. and growth of children who will be the future generation.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Subjected children</td>
<td>From newborn through to the age of junior high school graduation (until the first March 31 after their 15th birthday)</td>
</tr>
<tr>
<td>Income limit</td>
<td>Exists (For example: An annual income of ¥9.6 million for a household of husband and wife, and 2 children)</td>
</tr>
</tbody>
</table>
| Benefit amount | [1] Income less than the limit
- Younger than 3  ¥15,000/month
- Age 3 or older but before elementary school graduation (first/second child)  ¥10,000/month
- Age 3 or older but before elementary school graduation (third or later child)  ¥15,000/month
- Junior high school student  ¥10,000/month
[2] No less than the income limit (special benefits for the time being)  ¥5,000/month |
| Share of expenses | (Younger than 3)  (Age 3 or older but before junior high school graduation)
- Employees
  - Business operators 7/15
  - National government 16/45
  - Local governments 8/45
- Non-employees
  - National government 2/3
  - Local governments 1/3
- Special benefits
  - National government 2/3
  - Local governments 1/3
- Public employees
  - Attached agencies 10/10 |
| Benefit expenses | FY2012 budget
- Total benefit amount  ¥2,285.7 billion
- National government  ¥1,328.3 billion
- Local governments  ¥783.1 billion
- Business operators  ¥174.2 billion |
**DV (Domestic Spousal Violence) Prevention Measures**

### Independence Support for DV Victims by MHLW

**Women's consultants:** 1,140 consultants nationwide (as of April 1, 2011)
- Consultation
- Counseling
- Information provision

**(Spousal violence counseling and support centers:**
- 212 centers (as of April 1, 2012)

**Women's consulting offices (included):**
- 49 offices (as of April 1, 2011)
- Consultation, counseling, information provision
- Temporary protection (including entrustment to private shelters, etc.)
- Responding to accompanying children
- Admission to women's protection facilities, etc.

**Welfare offices (or municipalities):**
- Public assistance
- Admission to maternal and child living support facilities
- Admission to day-care centers
- Short-term child care support services
- Daily life support services for fatherless families, etc.
- Provision of child rearing allowance, etc.

**Maternal and child living support facilities**
- Living support
- Mental care
- Independence support

**Private shelters**

**Employment and independence support centers for fatherless families, etc.:**
- Implementation of support from employment consultation to holding employment support seminars, provision of employment information
- Public employment security offices (Hello Works)
  - Employment support for child rearing females at Mothers’ Hello Works, Mothers’ Salons, and Mothers’ Corners in particular
- Child guidance centers
  - Mental care for children who have received psychological abuse, etc., consultation on child rearing, etc.

- Female protection related services
- Services implemented under the jurisdiction of MHLW other than those of female protection
Overview

Child Abuse Prevention System in Regions

- The conventional child abuse prevention measures had child guidance centers as the only entity that handled child abuse cases. The 2004 revision of the Child Abuse Prevention Act, etc., however, added "municipalities" to the entities that are notified of any child abuse in thereby establishing a dual-layer structure system consisting of "municipalities" and "child guidance centers".
- Number of child abuse consultations handled by municipalities
  40,222 cases in FY2005 → 67,232 cases in FY2010
- The establishment of Regional Council of Countermeasures for Children Requiring Aid has been making progress in respective municipalities (established in 95.6% of municipalities (98.7% with voluntarily established child abuse prevention networks included) as of April 1, 2010)
- The 2008 revision of Child Welfare Act enabled any children requiring child care support identified via home visit services for all families with infants, 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.

Relevant organizations
- Children/ Families
- Day-care centers/ kindergartens
- School/ Board of Education
- Police
- Medical institutions
- Health centers

Consultation/notification

Prefectures/ welfare offices
- Referral, etc.
- Referral/support, etc.

Municipalities (coordinating organization of Regional Council of Countermeasures for Children Requiring Aid)
- Referral, etc.
- Support, etc.

Regional Council of Countermeasures for Children Requiring Aid
- Child Guidance Centers
  207 centers (as of April 1, 2012)
- Disposition, etc.
- Report, etc.

Petition/referral, etc.
- Family courts

Child protection facilities
- Entrustment to foster parents, etc.

Detailed Data

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

- The number of child abuse consultations handled at child guidance centers nationwide had increased by 480% in FY2010 from FY1999 (before the Child Abuse Prevention Act).
  * The figures exclude Fukushima Prefecture due to the impact of the Great East Japan Earthquake.

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

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Cases</td>
<td>24</td>
<td>24</td>
<td>48</td>
<td>53</td>
<td>51</td>
<td>19</td>
<td>70</td>
</tr>
<tr>
<td>Persons</td>
<td>25</td>
<td>25</td>
<td>50</td>
<td>8</td>
<td>56</td>
<td>30</td>
<td>86</td>
</tr>
</tbody>
</table>

* The figures were taken from the results of verifying any cases of death due to child abuse in the First through to the Seventh Report.
Independence Support Measures for Fatherless Families

Outline of Independence Support Measures for Fatherless Families

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

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

* Measures indicated with ○ also apply to motherless families. Measures indicated with ▲ partially apply also to motherless families.
### Outline of Welfare Measures for Fatherless Families, etc.

<table>
<thead>
<tr>
<th>Source: Equal Employment, Children and Families Bureau, MHLW</th>
</tr>
</thead>
</table>

(Notes) The figures indicated with *1 are as of the end of FY2010, *2 as of October 1, 2010, and *3 for all recipients regardless of the relationship, and including the former Act.

#### Detailed Data 1  Child Rearing Allowance

**Purpose**
The promotion of child welfare by contributing to the stable lives of fatherless families resulting from divorce, etc. and their independence (allowance also provided to motherless families from August 2010 on).

**Recipients**
- 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: ¥41,430
- Two children: ¥5,000
- Additional amount per child for the third child on: ¥3,000

**Income limit**
The annual income of recipients of the previous year must be less than ¥1.30 million (2-person households).

**Methods of provision**
Anyone qualified to receive the allowance applies for it and then the prefectural governor or the mayor or head of a town/villages with a welfare office authorizes it and the allowance is then provided via financial institutions 3 times a year (in April, August, and December).

<table>
<thead>
<tr>
<th>Provision status (as of the end of FY2010)</th>
<th>Number of recipients</th>
<th>Breakdown of fatherless households by reason</th>
<th>Breakdown of motherless households by reason</th>
</tr>
</thead>
<tbody>
<tr>
<td>Separated/Divorced</td>
<td>866,709</td>
<td>Separated</td>
<td>49,118</td>
</tr>
<tr>
<td>Others</td>
<td>1,514</td>
<td>Widowed</td>
<td>5,299</td>
</tr>
<tr>
<td>Widowed</td>
<td>8,362</td>
<td>Unmarried father</td>
<td>458</td>
</tr>
<tr>
<td>Unmarried mother</td>
<td>85,292</td>
<td>Disabled mother</td>
<td>214</td>
</tr>
<tr>
<td>Disabled father</td>
<td>2,550</td>
<td>Deserted</td>
<td>214</td>
</tr>
<tr>
<td>Deserted</td>
<td>3,546</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: Equal Employment, Children and Families Bureau, MHLW

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

Source: Equal Employment, Children and Families Bureau, MHLW
## Maternal and Child Health Measures

### Primary Measures for Maternal and Child Health

**Overview**

<table>
<thead>
<tr>
<th>Category</th>
<th>Adolescence</th>
<th>Marriage</th>
<th>Pregnancy</th>
<th>Child birth</th>
<th>Age 1</th>
<th>Age 2</th>
<th>Age 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health checkups, etc.</td>
<td></td>
<td></td>
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<tr>
<td>● Prenatal/postnatal health checkups</td>
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<tr>
<td>● Health checkups for infants</td>
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<tr>
<td>● Hearing test for the newborn</td>
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<tr>
<td>● Mass-screening for congenital dysbolism, Cretinism examination</td>
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<tr>
<td>● Vertical Hepatitis B transmission prevention project</td>
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<tr>
<td>Health guidance, etc.</td>
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<tr>
<td>● Report on pregnancy and issuance of MCH handbook</td>
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<tr>
<td>● Distribution of the Maternity Mark</td>
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<tr>
<td>● Home-visit guidance, etc. by public health nurses, etc.</td>
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<tr>
<td>● Home visit services for all families with infants (“Hello Baby projects”) (2)</td>
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<tr>
<td>● Consultation and guidance for maternal and child health</td>
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<tr>
<td>● Health checkups for infants</td>
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<td>● Hearing test for the newborn</td>
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<tr>
<td>● Mass-screening for congenital dysbolism, Cretinism examination</td>
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<td>● Vertical Hepatitis B transmission prevention project</td>
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<tr>
<td>● Promotion of adolescent health measures</td>
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<tr>
<td>● Promotion of food education</td>
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<tr>
<td>Medical aid, etc.</td>
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<tr>
<td>● Subsidy for specific infertility treatment expenses (*)</td>
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<tr>
<td>● Medical aid for toxemia in pregnancy</td>
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<tr>
<td>● Medical aid for specific chronic pediatric diseases</td>
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<td>● Provision of daily necessities for children with specific chronic pediatric diseases</td>
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<td>● Medical treatment and education services for children with tuberculosis</td>
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<tr>
<td>● Treatment guidance services (*)</td>
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<tr>
<td>● Next generation development basic research project for overcoming children’s diseases, etc. (health, labour, welfare and science research fund)</td>
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<tr>
<td>● Promotion of food education</td>
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<tr>
<td>Medical measures, etc.</td>
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<tr>
<td>● Healthy pregnancy support projects (*)</td>
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<tr>
<td>● Child mental care network projects (*)</td>
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</tbody>
</table>

○ State-subsidized projects  ● Projects on general finance  *1 General support projects for maternal and child health measures  *2 Projects using subsidy for child rearing support

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

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

<table>
<thead>
<tr>
<th>Year</th>
<th>Live birth rates (per 1,000 population)</th>
<th>Infant mortality rate (per 1,000 live births)</th>
<th>Neonatal mortality rate (per 1,000 live births)</th>
<th>Perinatal death rate (per 1,000 total births(^1))</th>
<th>Maternal mortality rates (per 100,000 total births(^2))</th>
<th>Foetal death rates (per 1,000 total births(^2))</th>
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</thead>
<tbody>
<tr>
<td>1965</td>
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<td>18.5</td>
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<td>1975</td>
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<td>2.2</td>
<td>7.0</td>
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<td>6.4</td>
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<td>6.2</td>
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<td>9.5</td>
<td>3.4</td>
<td>1.8</td>
<td>6.0</td>
<td>5.9</td>
<td>31.6</td>
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<td>2001</td>
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<td>31.0</td>
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<tr>
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<td>3.0</td>
<td>1.7</td>
<td>5.5</td>
<td>7.1</td>
<td>31.1</td>
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<td>2003</td>
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<td>3.0</td>
<td>1.7</td>
<td>5.3</td>
<td>6.0</td>
<td>30.5</td>
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<td>8.8</td>
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<td>1.5</td>
<td>5.0</td>
<td>4.3</td>
<td>30.0</td>
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<td>2005</td>
<td>8.4</td>
<td>2.8</td>
<td>1.4</td>
<td>4.8</td>
<td>5.7</td>
<td>29.1</td>
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<td>8.7</td>
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<td>4.7</td>
<td>4.8</td>
<td>27.5</td>
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<td>2007</td>
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<td>1.3</td>
<td>4.5</td>
<td>3.1</td>
<td>26.2</td>
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<td>2008</td>
<td>8.7</td>
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<td>4.3</td>
<td>3.9</td>
<td>25.2</td>
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<td>2009</td>
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<td>2.4</td>
<td>1.2</td>
<td>4.2</td>
<td>4.8</td>
<td>24.6</td>
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<td>2010</td>
<td>8.5</td>
<td>2.3</td>
<td>1.1</td>
<td>4.2</td>
<td>4.1</td>
<td>24.2</td>
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<tr>
<td>2011</td>
<td>8.3</td>
<td>2.3</td>
<td>1.1</td>
<td>4.1</td>
<td>...</td>
<td>23.9</td>
</tr>
</tbody>
</table>

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

(Note) 1. The figures denote the sum of the number of live births and that of foetal deaths at 22 completed weeks and over of gestation. 2. The figures denote the sum of the number of live births and that of foetal deaths. 3. The figures for 2011 are preliminary numbers.

### Detailed Data 2
#### Status of Screening for Inborn Error of Metabolism, etc. (FY2010)

<table>
<thead>
<tr>
<th>Number of births (A) (person)</th>
<th>Screening for inborn error of metabolism</th>
<th>Screening for cretinism</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,062,077</td>
<td>1,139,246</td>
<td>107.3</td>
</tr>
</tbody>
</table>

Source: Equal Employment, Children and Families Bureau, MHLW

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

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

<table>
<thead>
<tr>
<th>Actual number of persons received guidance</th>
<th>Cumulative number of persons received guidance</th>
<th>Number of cases where provision of benefits for medical aid for premature infants was decided</th>
</tr>
</thead>
<tbody>
<tr>
<td>58,901</td>
<td>74,962</td>
<td>30,264</td>
</tr>
</tbody>
</table>

Source: "Report on Regional Public Health Services and Health Promotion Services" (FY2010), Statistics and Information Department, Minister's Secretariat, MHLW

FY2010 Report on Social Welfare Administration and Services", Statistics and Information Department, Minister's Secretariat, MHLW for the number of cases where provision of benefits for medical aid for premature infants was decided.

(Note) 1. The figures do not include some municipalities in Iwate Prefecture (Kamaishi City, Otsuchi Town, Miyako City, and Rikuzentakata City), clinics and municipalities in Miyagi Prefecture apart from Sendai City, and some municipalities in Fukushima Prefecture (Minamisoma City, Naraha Town, Tomioka Town, Kawauchi Village, Futaba Town, Iitate Town, and Aizuワクマツ市) due to the impact of the Great East Japan Earthquake.

2. The figures are for the number of cases where provision of benefits for medical aid for premature infants was decided, excluding some municipalities in Iwate Prefecture (Kamaishi City, Otsuchi Town, Miyako City, and Rikuzentakata City), clinics and municipalities in Miyagi Prefecture apart from Sendai City, and some municipalities in Fukushima Prefecture (Minamisoma City, Naraha Town, Tomioka Town, Kawauchi Village, Futaba Town, Iitate Town, and Aizuワクマツ市) due to the impact of the Great East Japan Earthquake.