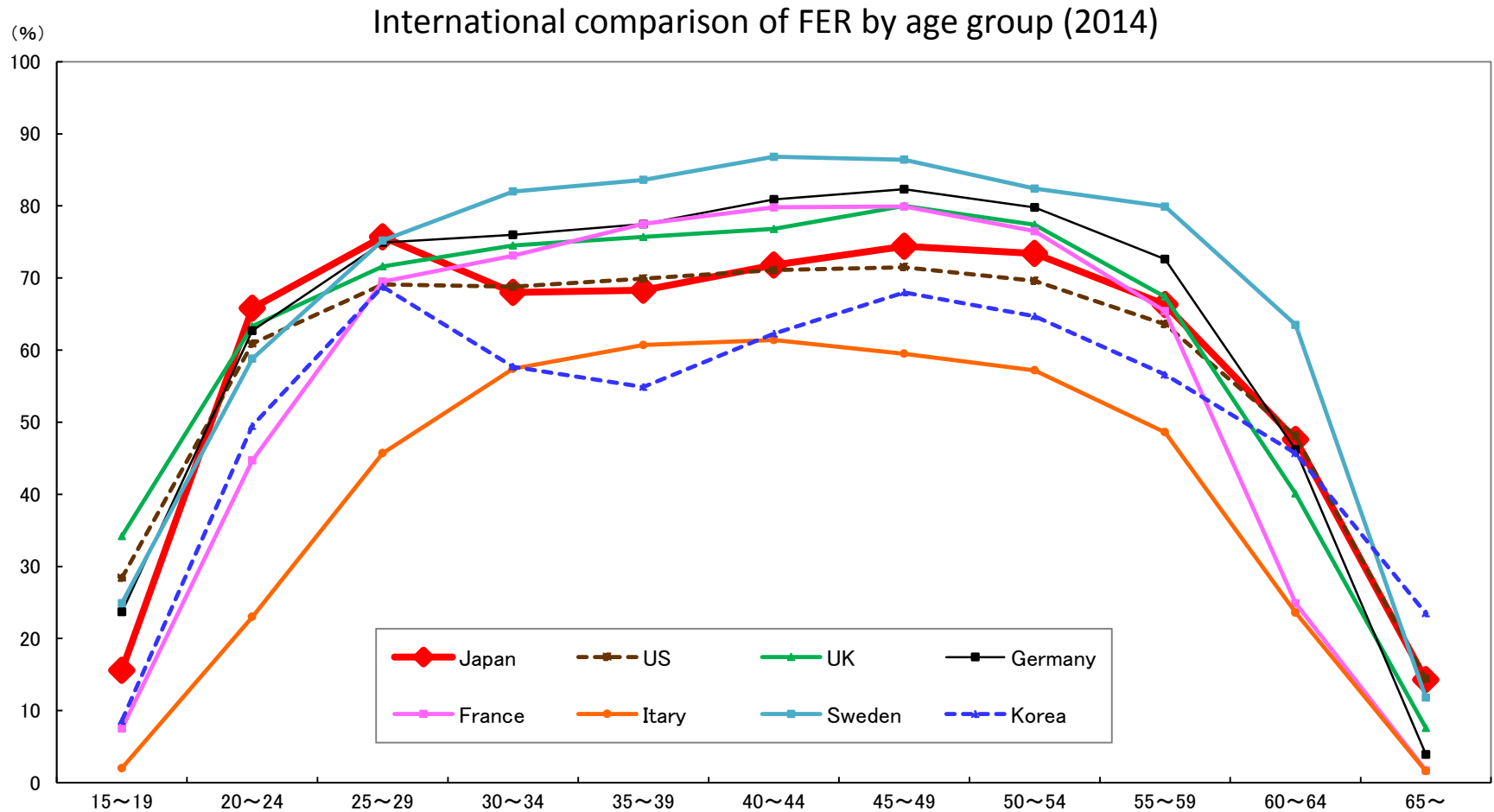


# Female Employment Rate (FER) by Age Group

- Female employment rate in Japan has a pronounced tendency to show M-shaped curve compared to that of other advanced countries.



Source : "Labour Force Survey (Detailed data)" (2014) Ministry of Internal Affairs and Communications, Japan

Others: OECD Database "LFS by sex and age"

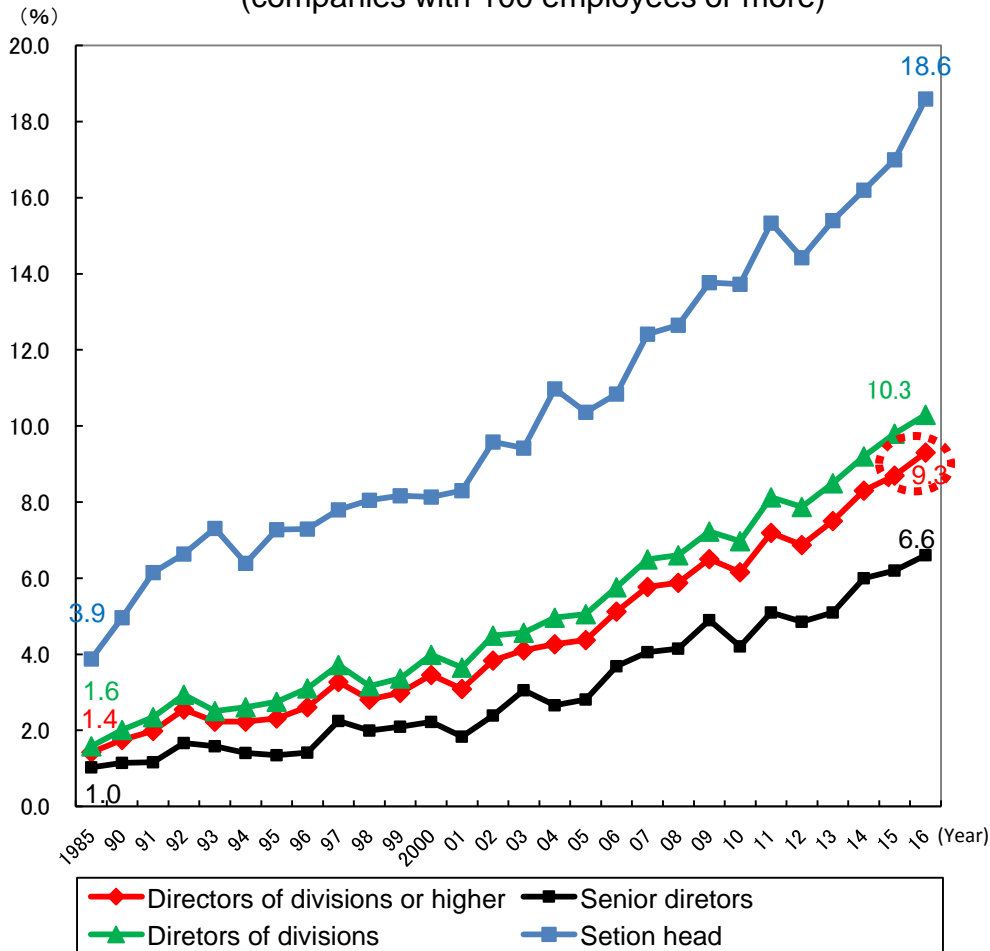
\* Data is for ages 16-19 in the cases of the United States, Great Britain and Sweden.

\*\* Data is for ages 65-74 in the case of Sweden.

# The proportion of women in managerial positions

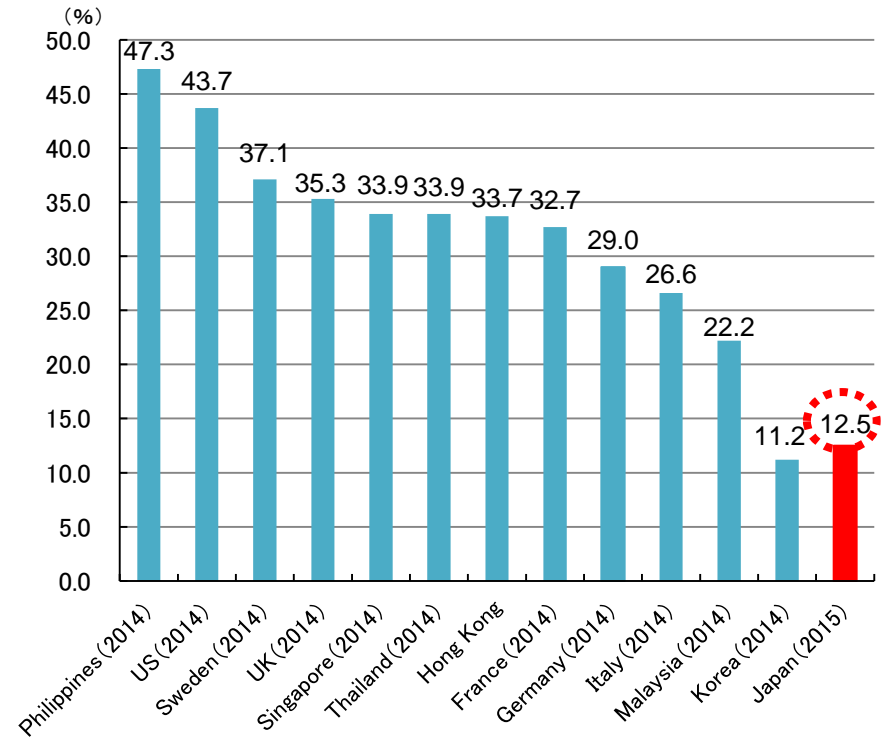
○ The proportion of women in managerial positions tends to be increasing in the long term, but it is still considered to be small by international standards

Trends in Japan  
(companies with 100 employees or more)



Source: Made by Equal Employment, Child and Family Policy Bureau, on the basis of "Basic Survey on Wage Structure" (MHLW)

International comparison



Source: "Labour Force Survey" Statistics Bureau, Ministry of Internal Affairs and Communications

Others: "Databook of International Labour Statistics 2016" by The Japan Institute for Labour Policy and Training

- Note 1) Please note that simple comparison is not possible due to the difference between classification criteria in Japan and the U.S. (ISCO-08) and other countries (ISCO-88).  
 2) "Managers" in this section refers to management and administration-related workers (Executive directors, directors of divisions and those who are equivalent to or higher or are administrative public employees, etc.)  
 3) Percentages indicate the proportion of women that occupy positions in management and administration-related work.

# Promoting the active participation of women and supporting work-family balance

- Ensuring that women can fully demonstrate their abilities and participate actively by balancing work and child-care has relevance from the standpoint of economic growth.
- Getting women to participate actively requires support for the development of workplace environments that make balancing work and family easier, as such environments allow women to continue working even through pregnancy, childbirth, and child-care.
- At the same time, initiatives for the active participation of women in enterprises must be promoted so that women can utilize their career skills in various job fields and ranks. Such initiatives will prevent job separation by women due to pregnancy, childbirth, and child-care.

## Promoting the active participation of women

- Ensuring common knowledge of and compliance with the Equal Employment Opportunity Act for Men and Women
- Promotion of business owner action plans based on the Act on Promotion of Women's Participation and Advancement in the Workplace, as well as certification of plans that meet certain standards. (from April 2016)
- Assisting employers through Women's Participation and Advancement Subsidies
- Support program for small-and-medium sized enterprises (seminars, outreach and counseling services) (from April 2016)
- Women's Participation and Advancement Database (encouraging disclosure of information by employers regarding women's participation and advancement based on the above Act)
- Commendation of leading enterprises in the promotion of positive action

## Supporting work-family balance

- Ensuring common knowledge of and compliance with the Child Care and Family Care Leave Act
- Further promotion of the formulation of business owner action plans based on the Act on Advancement of Measures to Support Raising Next-Generation Children, as well as certification of plans that meet certain standards.
- Commendation of leading enterprises with workplace environment that allows work-family balance
- Assisting employers through Work-Family Balance Subsidies
- Support program for smooth comeback from child-care leave
- Promoting male involvement in child-care by encouraging men to take child-care leave ("Ikumen Project")
- Assisting re-employment that enables balancing work and child-care
- Promoting telework



**Increase the number of enterprises in which women can apply their career skills in various job fields and ranks, even if they have children and take child-care leave.**

# Overview of the “The Act on Promotion of Women’s Participation and Advancement in the Workplace” (parts related to private employers)

## 1. The Basic Policy, etc.

- ▶ The State formulates the Basic Policy on the promotion of the active participation of women in their occupational lives (decided by the Cabinet).
- ▶ The local governments (prefectures and municipalities) formulate plans for the promotion of the active participation of women within relevant districts by taking into consideration the above basic guidelines and others (non-binding obligation).

## 2. Employers’ Action Plans, etc.

※① ~ ③: **Obligation for large enterprises (more than 300 employees) / non-binding obligation for small and medium-sized enterprises (300 employees or less)**

① **Assessment and analysis** regarding women’s participation in companies

☞ The basic items to be assessed (stipulated in the ministerial order) ① **The ratio of women hired** ② **Gender differences in the length of service** ③ **The situation of working hours** ④ **The ratio of women in managerial posts**  
※ Other optional items can also be considered ( ex. The status of conversion from non-regular to regular employment)

② **Formulation/notification/and publication of an action plan** based on the assessment and analysis (The formulation of the action plan based on the guidelines and its publication (including informing workers) )

☞ Items which must be stated in the action plans ▶ **Goals ( quantitative goals )** ▶ Content of measures to be implemented ▶ The implementation period ▶ The duration of the plan

※ After the amendment of the House of Councilors, **non-binding obligations to implement these measures/achieve goals** were added.

③ **Publication of information** regarding the active participation of women

☞ Items of information to be published ( ※stipulated in the Ministerial Order )  
The ministerial order stipulates a list of items, from which the employer selects specific item (s) considered appropriate in order to contribute to women’s career choice

④ The certification system for good practice employers

☞ Certification criteria is prescribed by the ministerial order which take into consideration the characteristics of business categories, company sizes, etc.

⑤ Measures to ensure implementation

The Minister of Health, Labour and Welfare ( Director –Generals of the Prefectural Labour Bureaus) collect reports/provide advice and guidance/recommendations

– Guidelines on the formulation of the action plans (public notice) –

▶ The State establishes guidelines on the formulation of employers’ action plans

- ▶ The Guidelines suggest effective measures regarding the following items that address challenges that need to be solved for the active participation of women
- ▶ Based on the Guidelines, each enterprise selects measures necessary to resolve relevant issues experienced by them and formulate action plans.

- Measures on the active recruitment of women
- Measures on the assignment/development/and education and training
- Measures on the continued employment
- Measures on reforms in the way of working, including correction of long working hours
- Measures on the active hiring/evaluation of women
- Measures for switching employment forms and job categories (from part-time and others to regular employees and from noncareer-track to career-track employees, etc.)
- Measures on re-employment and mid-career recruitment of women
- Measures related to work climate reforms including rethinking the sense of gender-based division of labor

## 3. Other (enforcement date, etc.)

▶ “Consultative bodies” which deliberate on measures for the promotion of the active participation of women can be established in the regions ( optional ) .

▶ In principle, to be enforced on the promulgation date (for the formulation of the employers’ action plans, to be enforced on April 1, 2016). ▶ A temporary legislation with a 10-year term limit

# Outline of measures to support work and family balance

## Development of support system based on law

### Maternal protection/health management during pregnancy and after child-birth

(Labor Standards Act, Law for Equal Employment Opportunity of Men and Women)

- Leave before/after child-birth (6 weeks before child-birth and 8 weeks after child-birth), shift to light duty, limitation on overtime/late-night work
- Businesses are obliged to take measures such as easier commuting, break and leave under the guidance of a doctor.
- Prohibition of dismissal for pregnancy/child-birth, etc.

### Development of support system including child-care leave (Child Care and Family Care Leave Law)

- Child-care leave until the child reaches 1 year (1 year and 2 months if both parents take child-care leave (Mom & Dad Child Care Leave Plus), up to 1 year and 6 months if day care is not available)
- Short-time work and exemption from overtime working until the child reaches 3
- Prohibition of dismissal or other unfavorable treatment for taking child-care leave, etc.

### Financial support during the child-care leave period

- Child care benefits (equivalent to 67% of salary 180 days).
- Exemption from social insurance fees (health insurance, employees' pension).

## Creation of a workplace environment for taking child-care

### Promoting employers initiatives based on the Act on Advancement of Measures to Support Raising Next-Generation Children

- Formulate and announce an action plan concerning the development, etc. of an environment favorable for work-family balance, and inform employees of the plan. (Mandatory for companies with more than 100 employees, duty to make efforts for those with fewer than 100)
- Accreditation of companies that meet certain standards (*Kurumin* mark and Platinum *Kurumin* mark)
- Tax measures to accredited companies



### Support to employers through subsidy

- Various subsidies to businesses that are working on support for work-family balance, such as: hiring a temporary worker during the child-care-leave period and put a leave-taker back to the same position after leave.
- Support for the formulation and use of "Support Plan for Returning from Child-Care Leave" for employees of small and medium-sized companies to take child-care leave and return to workplace in a smooth way.
- Provision of information on the website of support for work-family balance "Support for Work-Family Balance Space"

### Raising awareness of employers through recognition scheme, etc.

- Recognition of companies that allow flexible working styles with consideration to work-family balance (program to recognize companies promoting equality and balance)
- Promotion of men's involvement in parenting such as encouragement to take child-care leave (*Ikumen* Project)



## Others

Promotion of overall work-life balance including limitation of long working hours and encouragement to take annual paid leave

Zero children on waiting lists to get in nurseries, enhancement of clubs for after-school activities of children and family support center project

Support for re-employment of child-caring mothers, etc. (Mothers' Hello Work Project, come-back support website, return & step up dissemination project)

○ Rate of women who continue their career

53.1% (2015)  
→55% (2020)

○ Rate of men's taking child-care leave

2.65% (2015)  
→13% (2020)

# Leave and Work Hour Policies during Pregnancy, Delivery, and for Dual Support Childcare (Since April, 2014)

