

The points of the Equal Employment Opportunity Act

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)