

[7] Equal Employment and Child Welfare

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

Prohibition of Discrimination on the Basis of Sex
<ul style="list-style-type: none"> ○ Prohibition of discrimination on the basis of sex at each stage of employment management (Articles 5 and 6) <ul style="list-style-type: none"> • 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
<ul style="list-style-type: none"> ○ Prohibition on indirect discrimination (Article 7) <ul style="list-style-type: none"> • 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] <ul style="list-style-type: none"> ○ To require workers' height, weight, and physically strength when recruiting and employing workers ○ To require changing residences as a condition for recruitment or acceptance of "managerial posts" under occupation-based employment management ○ 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.
<ul style="list-style-type: none"> ○ Special provisions of measures pertaining to female workers (Article 8) <ul style="list-style-type: none"> • 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)
<ul style="list-style-type: none"> • 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)
<ul style="list-style-type: none"> • Obligating employers to take necessary measures in terms of employment management to prevent sexual harassment in the workplaces

Measures for maternal health management (Articles 12, 13)
<ul style="list-style-type: none"> • 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.

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

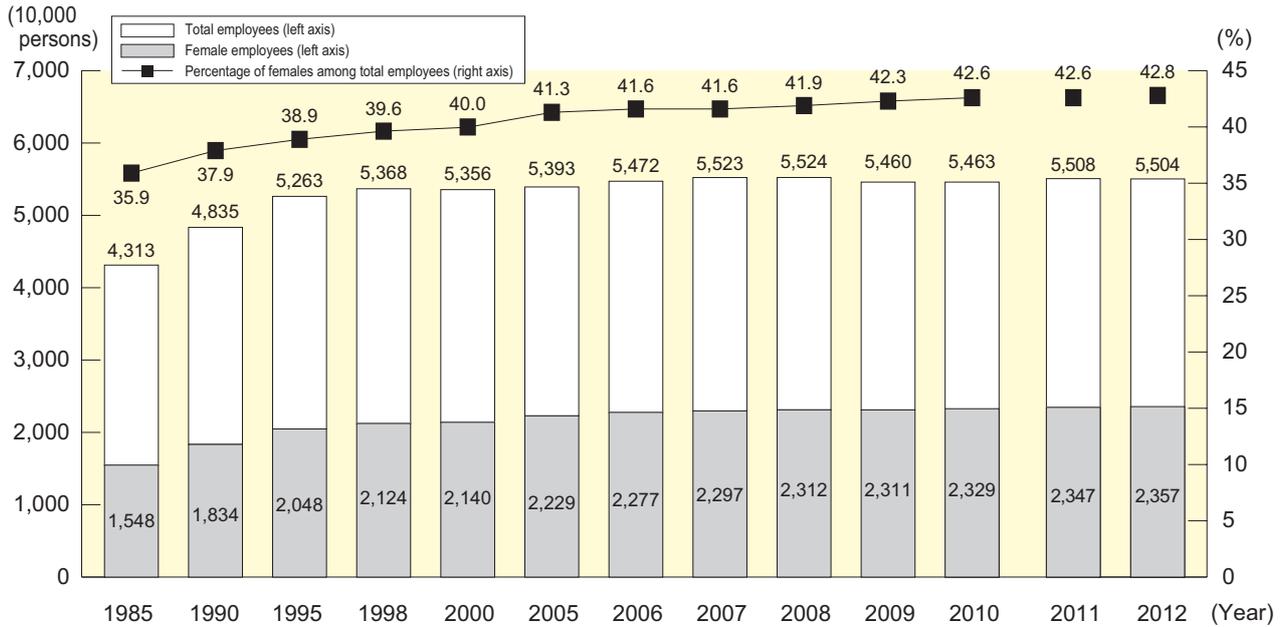
- Voluntary resolution of complaints from the workers of the workplace (Article 15)
- Assistance in the resolution of disputes by the directors of Prefectural Labour Offices (Article 17)
- Conciliation at the Equal Opportunity Conciliation Conference (Articles 19 through 27)
 - Conciliation shall be 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)

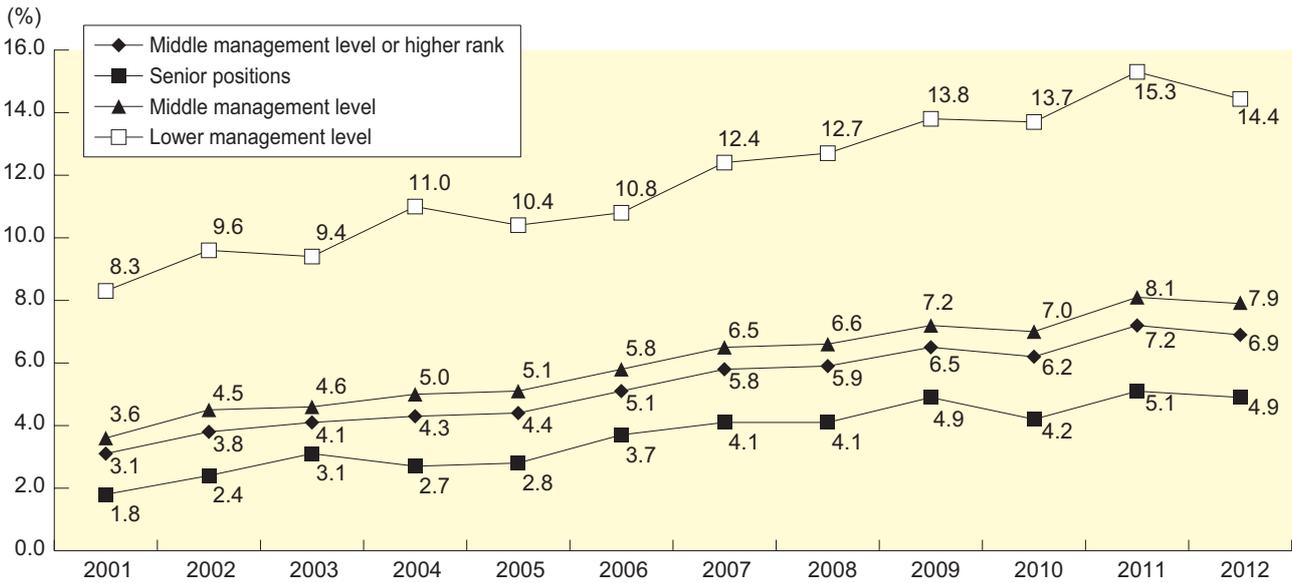
Detailed Data 1 Changes in Number of Employees (all industries)



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

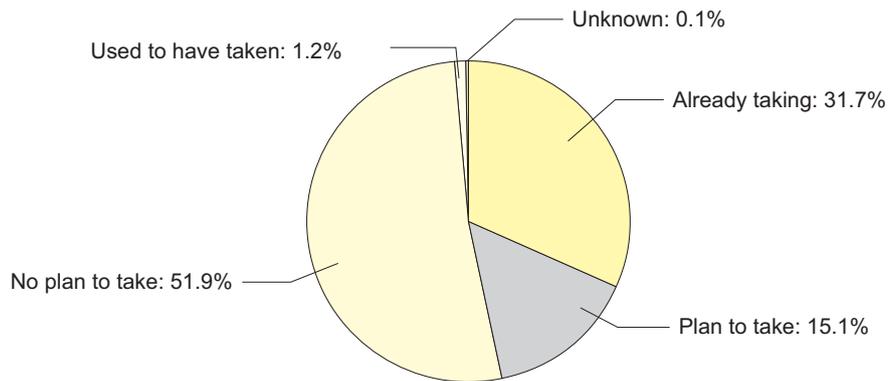
(Note) The benchmark population used to calculate the results of the "Labour Force Survey" was changed from that of the 2005 Population Census (prior reference) to that of the 2010 Population Census (new reference). The figures for 2011 were retroactively supplemented by the Statistics Bureau of the Ministry of Internal Affairs and Communications.

Detailed Data 2 Changes in Percentage of Females in Managerial Posts



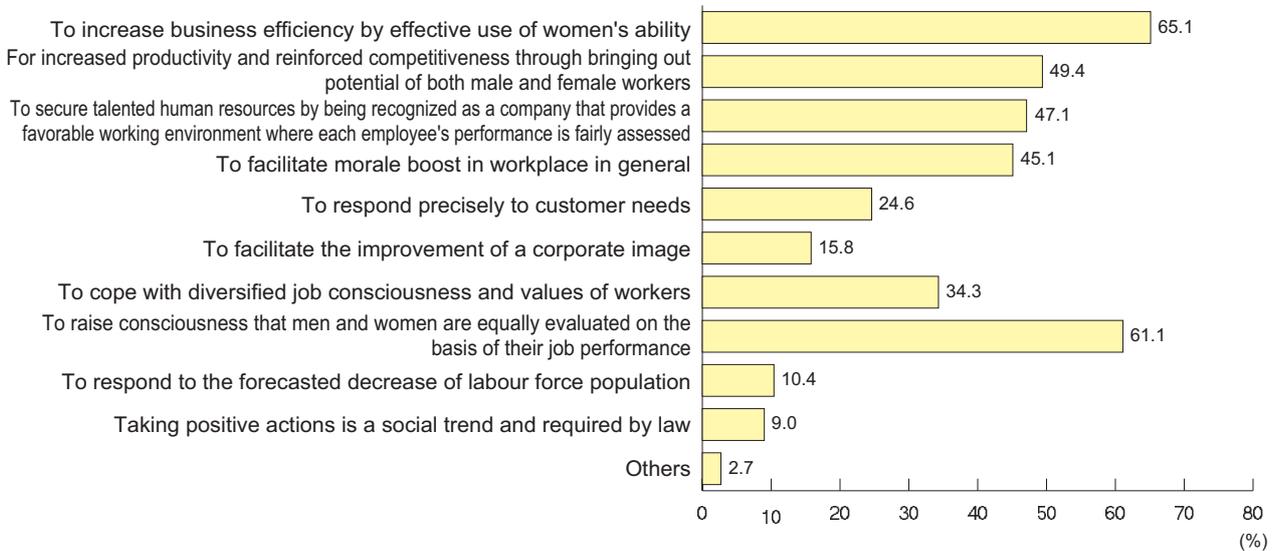
Source: "Basic Survey on Wage Structure", MHLW

Detailed Data 3 Companies that Take Positive Actions



Source: "FY2011 Basic Survey of Gender Equality in Employment Management", Equal Employment, Children and Families Bureau, MHLW
 (Note) Excluding Iwate, Miyagi, and Fukushima Prefectures.

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



Source: "FY2011 Basic Survey of Gender Equality in Employment Management", Equal Employment, Children and Families Bureau, MHLW
 (Note) Excluding Iwate, Miyagi, and Fukushima Prefectures.

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

Child care/family care leave system

- Securing the right of a worker to take child 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 Care Leave Plus))
- 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
* Fixed term workers that meet certain conditions can also take that type of leave

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 take one of the following measures for workers taking care of any family members that require constant care
 - [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

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

Consideration with transfers

- Obligation for 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

Prohibition on disadvantageous treatment

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

Limited late-night work

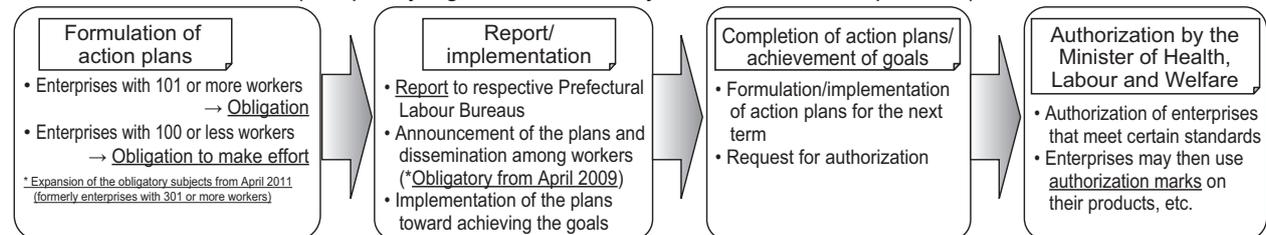
- Limited late-night work if requested by workers raising children before the time of commencement of elementary school or they are taking care of family members

* The underlined parts indicate those revised by the revised Act of June 2009.

Full enforcement at all workplaces from July 1, 2012.

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)



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 xx% or more
<Measures>
dd/mm/yyyy Conduct training for managers
dd/mm/yyyy Hold seminars on returning to workplaces for regular employees on child care 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 June 2013)
95.0% of enterprises with 101 or more workers
95.4% of enterprises with 301 or more workers
94.9% of enterprises with 101-300 workers
Number of enterprises of all sizes: 67,177

○ Authorization status (as of the end of June 2013)
Authorized enterprises: 1,588



Authorization standards

- The period of the action plans to be 2-5 years.
- Action plans are implemented and the goals set in the action plans achieved.
- "Measures equivalent to child care leave system or measures to reduce work hours" were taken.
- During the period of 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.

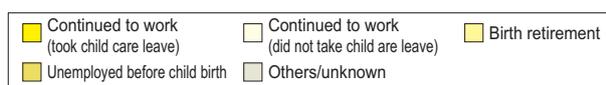
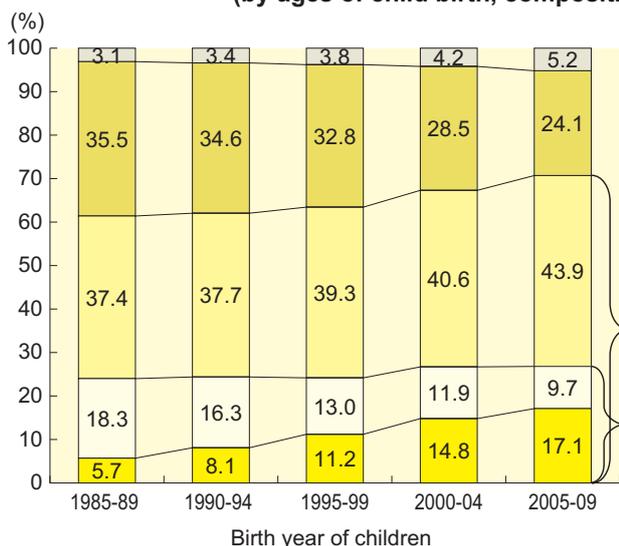
Favorable tax treatment system for authorized enterprises

- 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 (*) 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 year, 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.

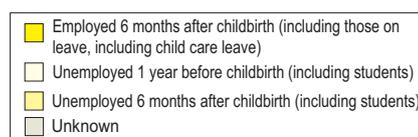
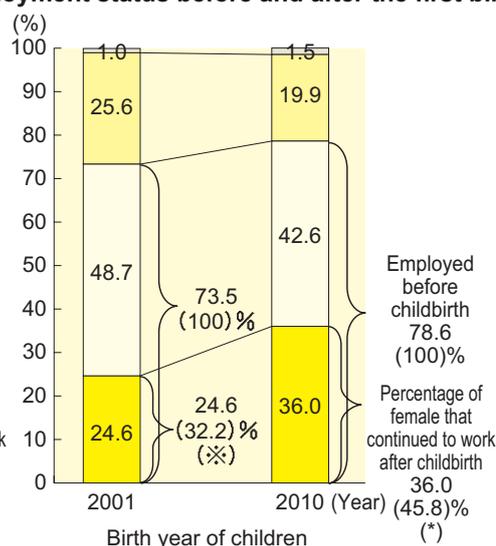
* Underlined portion is revised by the Act on Partial Revision of the Child Welfare Act, etc.

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)



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



Source: "First Longitudinal Survey of Newborns in the 21st Century (2010 Cohort)", MHLW

(*) 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
FY2004	70.6	0.56
FY2005	72.3	0.50
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

Source: "Basic Survey of Employment Management of Women" (FY2004, FY2005), Equal Employment, Children and Families Bureau, MHLW
 "Basic Survey of Gender Equality in Employment Management" (FY2007, FY2008, FY2009, FY2010, FY2011, FY2012), Equal Employment, Children and Families 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: %)

	Percentage of female workers who took family care leave among all female regular workers	Percentage of male workers who took family care leave among all male regular workers
FY2002	0.08	0.03
FY2005	0.08	0.02
FY2008	0.11	0.03
FY2012	0.12	0.02

Source: "Basic Survey of Employment Management of Women" (FY2002, FY2005), Equal Employment, Children and Families Bureau, MHLW
 "Basic Survey of Gender Equality in Employment Management" (FY2008, FY2012), Equal Employment, Children and Families Bureau, MHLW

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

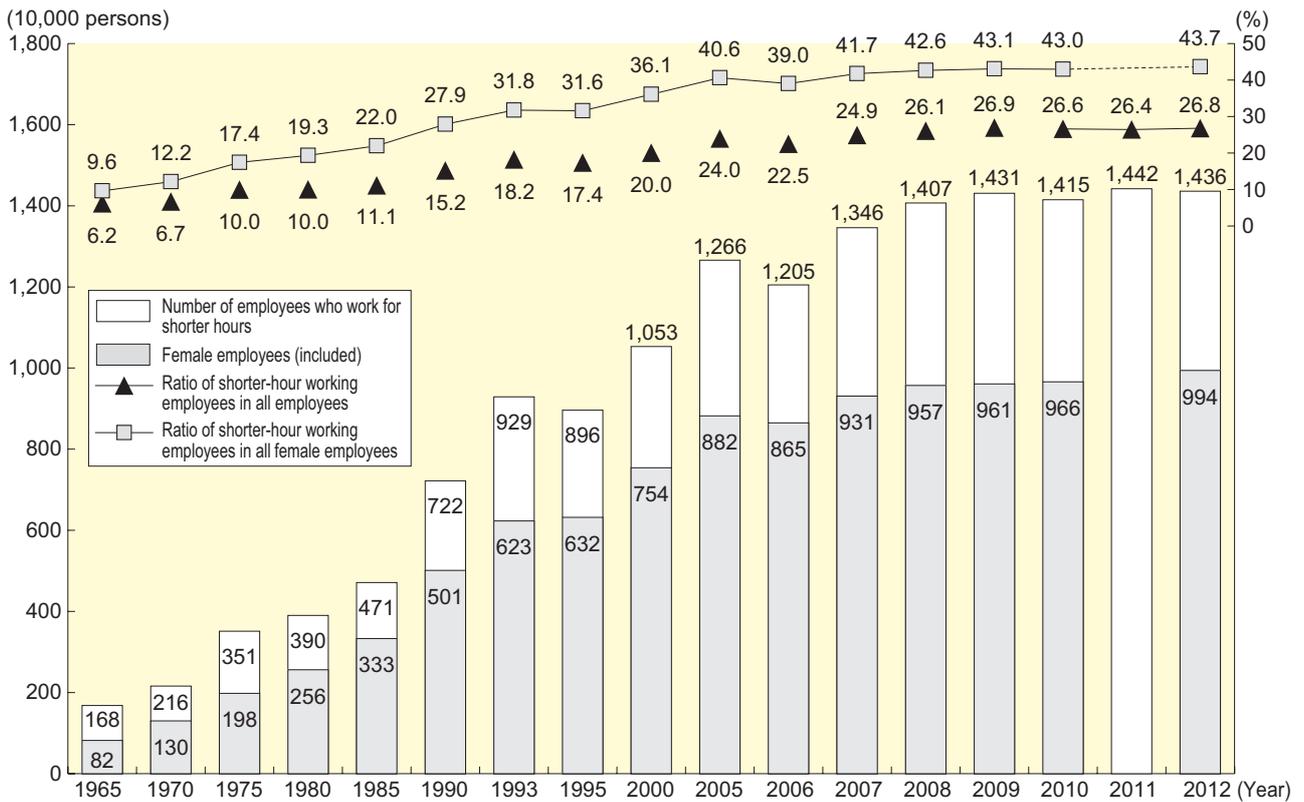
Improving part-time workers' satisfaction, securing equal/balanced treatment comparing with that of ordinary workers, and promoting consideration to ordinary workers, etc. in order to create an employment environment for part-time workers to be able to effectively perform with their full abilities

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 document 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 for matters considered when making decisions concerning their treatment
2. Promotion of securing equal/balanced treatment (maintenance of the rule in which fair treatment is formulated according to achievements and contributions)
 - (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 applying 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", Statistics Bureau, MIC

(Note) 1. "Employees who work for shorter hours" indicate those not engaged in agriculture or forestry (excluding those on leave) that work less than 35 hours a week.

2. "Number of employees who work for shorter hours" for 2011 are complementary estimates retroactively estimated and "ratio of shorter-hour working employees to all employees" indicates reference figures calculated using the same estimates.

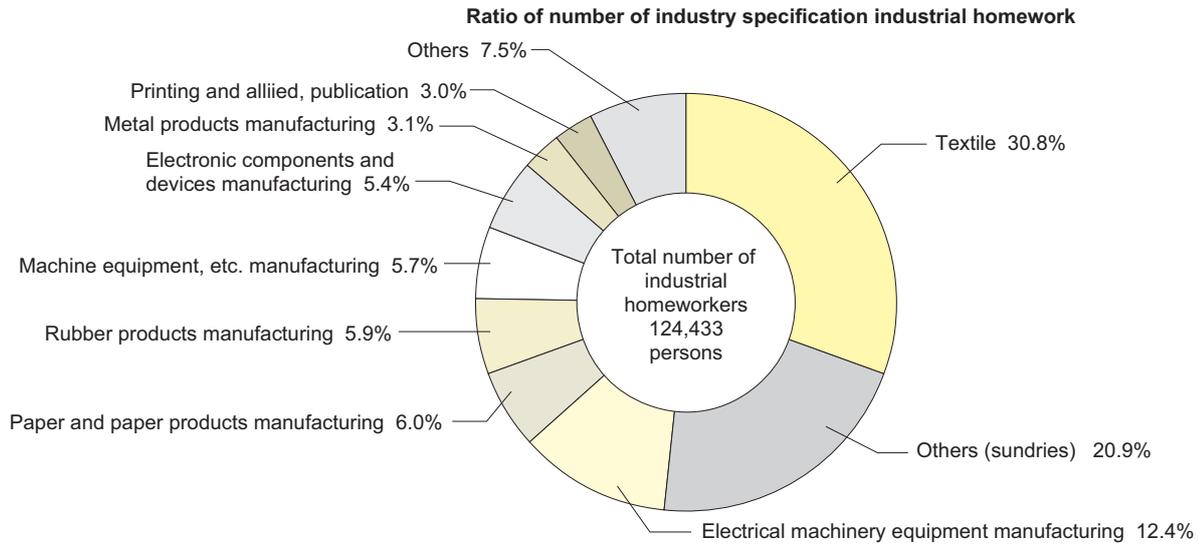
Complementary estimates for all employees (females) and employees who work for short hours (females) are not available, and thus "employees who work for short hours (females)" and "ratio of shorter-hour working female employees to all female employees" are not provided.

Measures for Industrial Homework and Telework at Home

Overview

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.



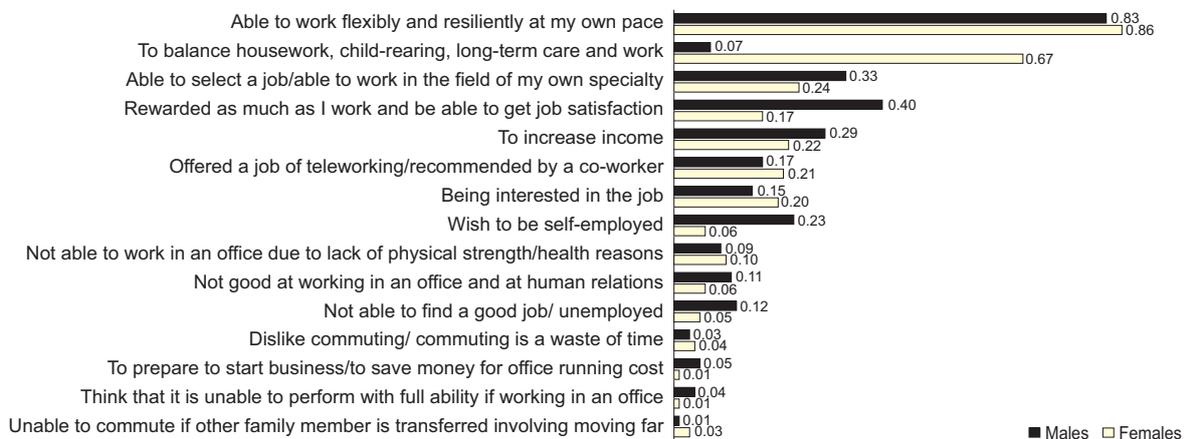
Source: "Briefing Survey on Industrial Homework" (October 2012), Equal Employment, Children and Families Bureau, MHLW

Outline of Measures for Telework at Home

Telework at home that people use information and tele-communications 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)

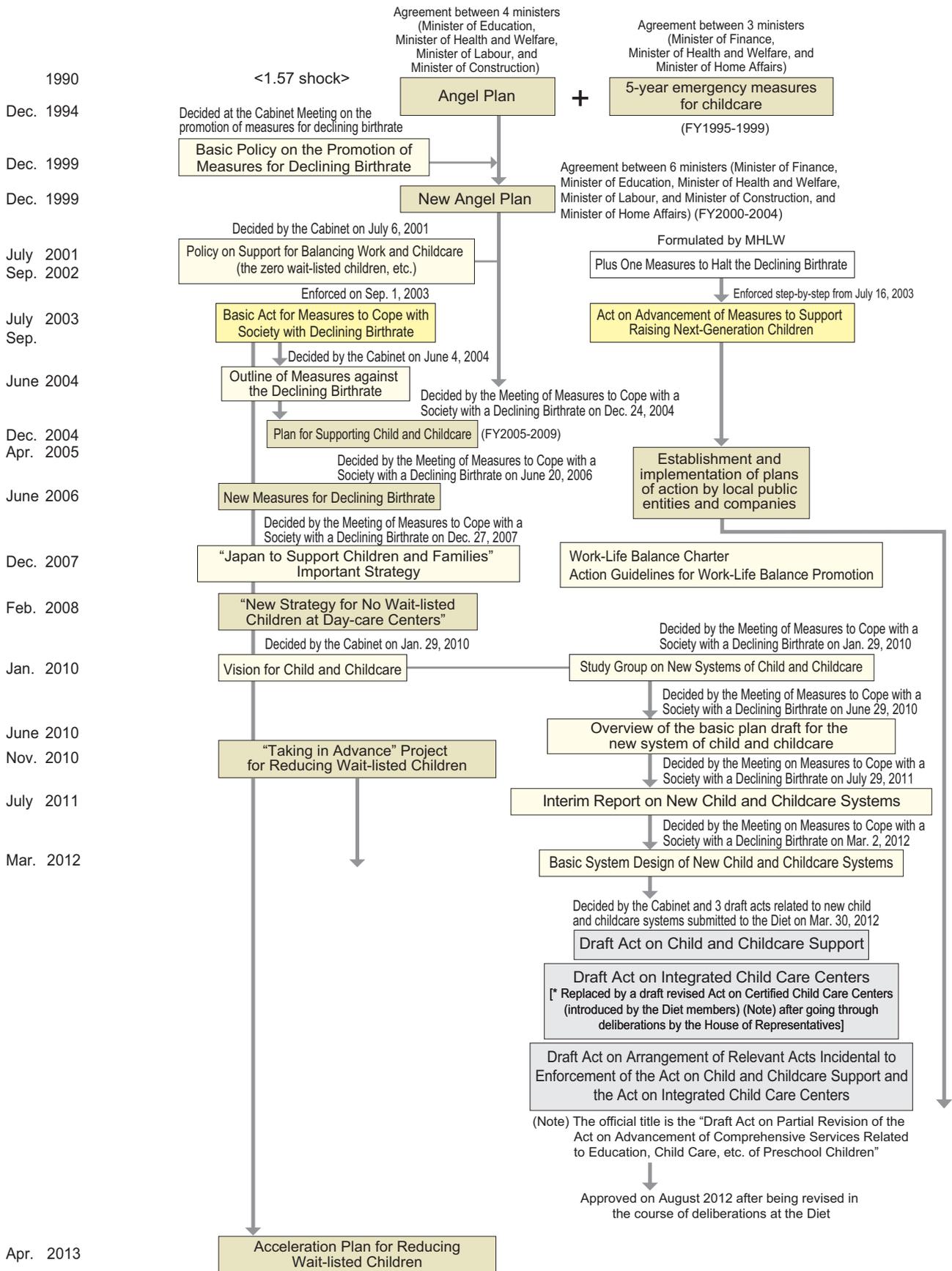


Source: "Survey Report on Telework at Home" (March 2009), Japan Productivity Center

Birthrate Decline Measures

Overview

Circumstances of childcare support measures



Current Status of Various Childcare Support Projects

Project name		Contents	Actual status
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.	1,496 municipalities (General Affairs Division, Equal Employment, Children and Families Bureau (as of July 1, 2011))
	Home-visiting childcare support services	Visiting families with children requiring childcare support to provide assistance and technical guidance, etc. on childcare/homework	1,005 municipalities (General Affairs Division, Equal Employment, Children and Families Bureau (as of July 1, 2011))
Gathering places for parents and children	Community child care support centers	Promotion of community-based exchange of parents and children and provision of consultation/assistance, etc. on childcare, etc.	5,968 centers (FY2012 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.	4,318 centers (2,673 public centers and 1,645 private centers) (as of October 2011)
Day-care services	Temporary childcare (temporary day-care) services	Providing urgent/temporary day-care services in case of parent's sickness or for relieving physical and mental burden of childcare, etc.	7,656 facilities (FY2012 grant decision base)
	Short-term childcare support services	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)
		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.
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)	699 centers (FY2012 grant decision base)

(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

Project name	Contents	Actual status	Establishments in regions
Certified day-care centers	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)	Day-care centers: 23,711 Infant users: 2.18 million (as of April 1, 2012)	• 1.12 centers per elementary school district
Extention childcare businesses	Providing day-care services of over 11 open hours	16,946 centers (FY2011 actual)	• 71.5% of licensed day-care centers
Childcare businesses in holidays	Providing day-care services on Sundays and holidays, etc. (* implemented by day-care centers that are open throughout the year)	1,129 centers (FY2012 grant decision base)	• 4.8% of licensed day-care centers • 0.65 centers per municipality
Night time childcare businesses	Providing night time day-care services up to around 22:00 (* open hours of approx. 11 hours)	78 centers (as of April 1, 2012)	• 0.33% of licensed day-care centers • 0.04 centers per municipality
Specific childcare business	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.	1,404 centers (FY2012 grant decision base)	• 5.9% of licensed day-care centers • 0.81 centers per municipality
Childcare businesses for children with disease and children after disease	Sick children in regions are temporarily taken care of by nurses, etc. in special rooms attached to hospitals/day-care centers, etc.	1,610 centers (FY2012 grant decision base)	• 1 center per 1,354 children using licensed day-care centers • 0.92 centers per municipality
Family-style day-care services	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	Family-style caregivers: 1,249 Child users: 4,672 (FY2012 grant decision base)	• 0.72 family-style caregivers per municipality

(Note) Total number of municipalities is 1,742 (as of April 1, 2012). The number of public elementary schools, as used for determining elementary school district, is 21,240 ("FY2012 School Basic Survey", MEXT).

- Current Status and Issues concerning Childcare -

- Rapid progress in declining birthrate (Total fertility rate in 2011: 1.39)
- 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
- Shortage of after school children's clubs or "barriers to the first grade of elementary school"
- M-shaped curve (percentage of females in their 30s in the labour force)
- Importance of promotion of high quality school education at infancy
- 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/security of day-care services, quality improvement of education/day-care services

- Elimination of wait-listed children
- Support for community-based day-care services
- Quality improvement of education/day-care services

Enhancement of community-based child and childcare support

* "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 3 Acts related to Child and Childcare (approved in August 2012)

■ Purpose of the 3 Acts

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 an comprehensive manner

■ Main points

- **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
- **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
 - Transition from existing kindergartens and day-care centers is not an obligation but will be politically promoted
 - Establishing entities of kindergarten and day-care center cooperation type certified child care centers shall be limited to the government, local governments, educational institutions, and social welfare juridical persons (entry of joint-stock corporations, etc. disallowed)
 - Financial measures for certified child care centers are unified into "facility type benefits"
- **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)

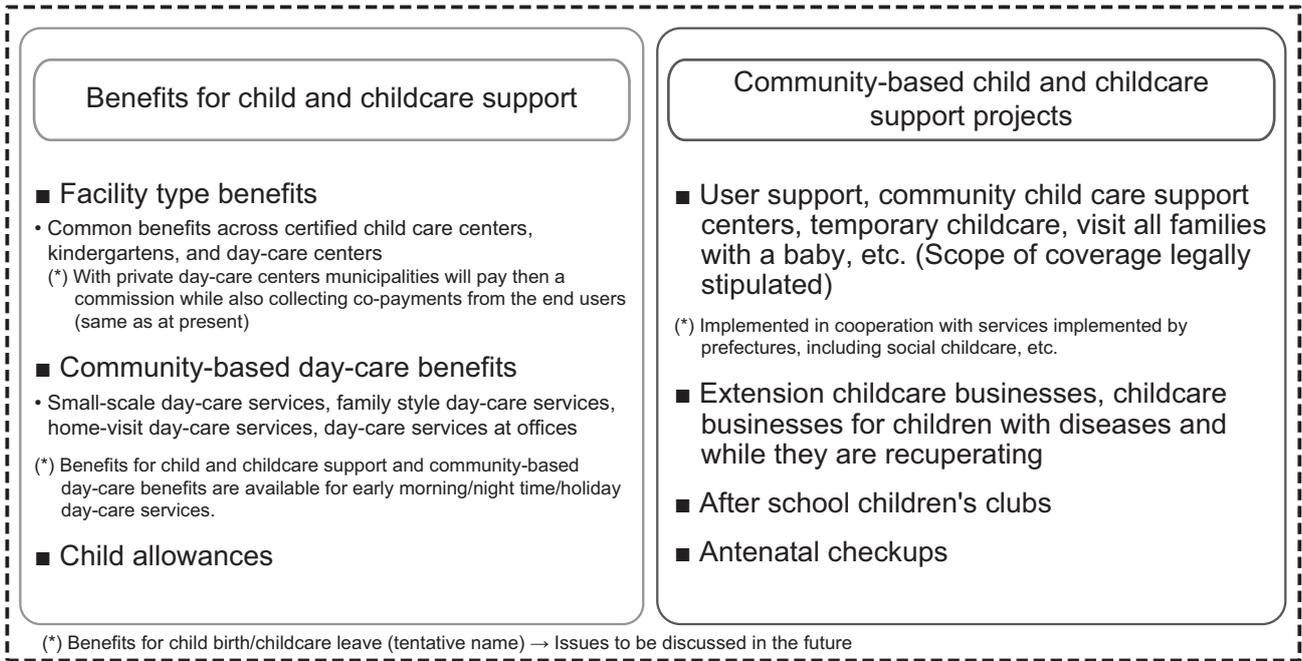


Common mechanisms for school education/day-care services at infancy and community-based child and childcare support

- **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 (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)
- **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)
- **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 (local version of Child and Childcare Conference)

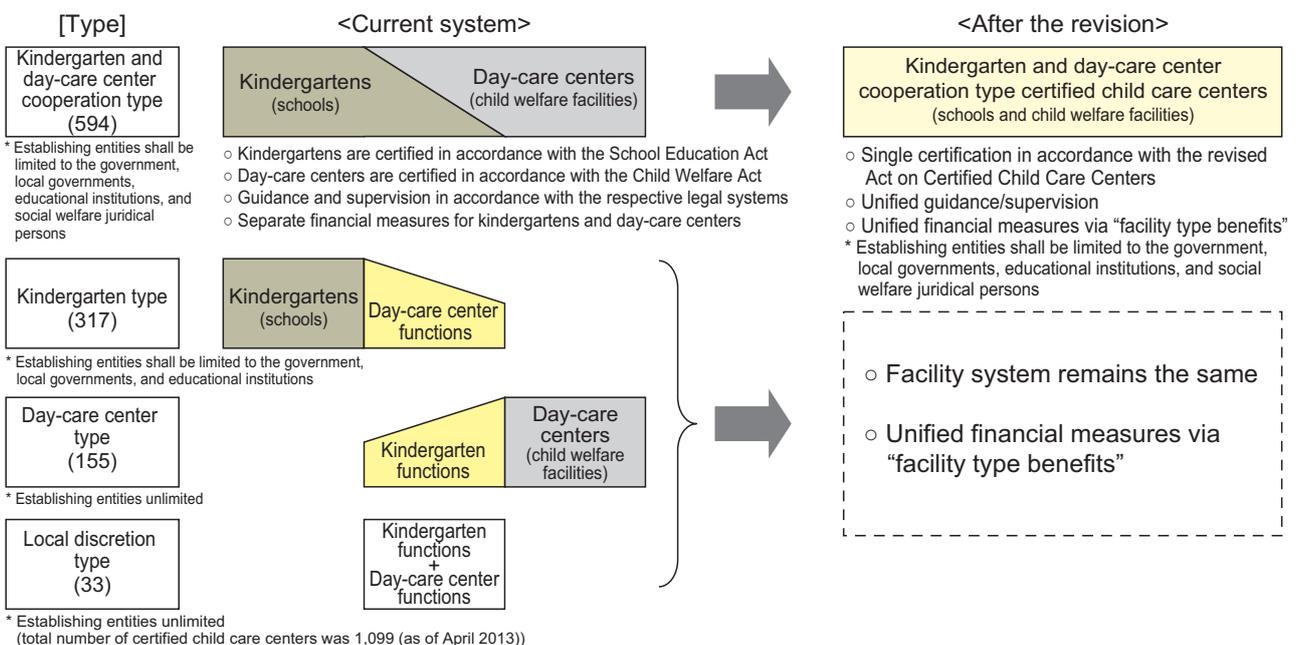


Outline of Benefits/Projects in Accordance with the Act on Child and Childcare Support

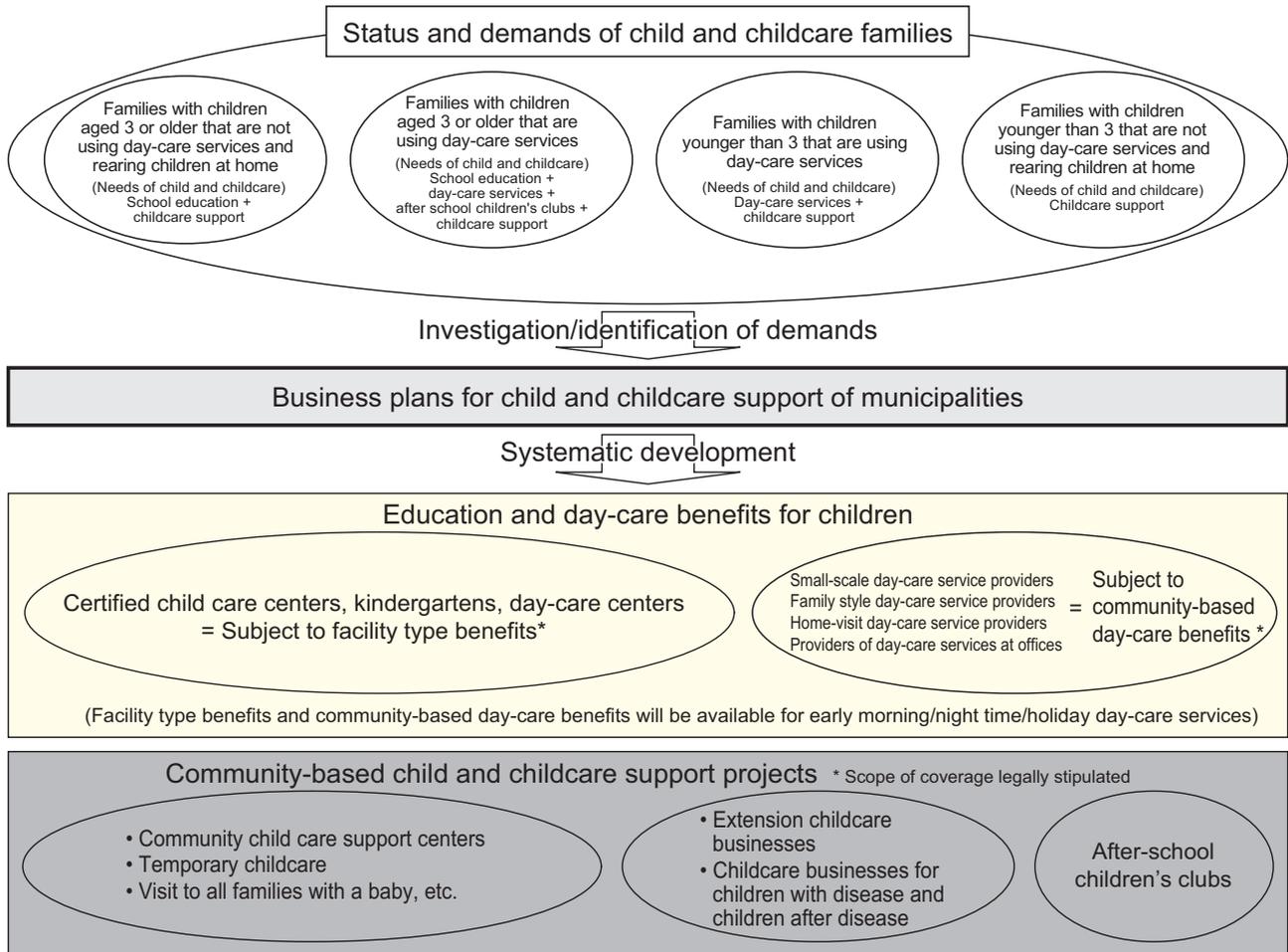


Revision of the Act on Certified Child Care Centers

- 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. 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)



* 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 managed (Public, from 2004)	Private managed (Private, from 2004)	Total (centers)	Public managed (Public, from 2004)	Private managed (Private, from 2004)	Total (centers)	Public managed (Public, from 2004)	Private managed (Private, from 2004)
1998	22,332	12,960	9,372	1,913,951	1,103,838	810,113	1,691,270	910,699	780,571
1999	22,270	12,875	9,395	1,917,536	1,099,603	817,933	1,736,390	925,412	810,978
2000	22,195	12,723	9,472	1,923,157	1,092,911	830,246	1,788,425	945,784	842,641
2001	22,214	12,589	9,625	1,936,881	1,086,452	850,429	1,828,225	954,781	873,444
2002	22,268	12,426	9,842	1,957,504	1,080,335	877,169	1,879,568	967,901	911,667
2003	22,354	12,246	10,108	1,991,145	1,074,521	916,624	1,920,599	970,405	950,194
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	23,470	10,156	13,314	2,223,002	969,030	1,253,972	2,161,205	857,380	1,030,825

Source: "Report on Social Welfare Administration and Services", Statistics and Information Department, Minister's Secretariat, MHLW
 (Note) 1. The figures for 2011 exclude Miyagi Prefecture (apart from Sendai City) and Fukushima Prefecture (apart from Koriyama City and Iwaki City) and the figures for 2012 exclude Fukushima Prefecture (apart from Koriyama City and Iwaki City) due to the impact of the Great East Japan Earthquake.

2. Categories of "Public managed" and "Private managed" have been changed to "Public" and "Private" in 2004.

Detailed Data 2 Changes in Number of Children's Recreation 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
1997	4,267	3,312	955	4,181	4,007	174
1998	4,323	3,287	1,036	4,152	3,984	168
1999	4,368	3,295	1,073	4,143	3,995	148
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

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.

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

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 ¹⁾	
Foster parents entrusted to take care of children at home		8,726	3,292	4,295	Taking care of children at guardians' residences (capacity of 5-6 persons)	
Classification (foster parents may involve multiple registrations)	Childcare foster parents	7,001	2,617	3,283	Number of homes	157
	Specialized foster parents	602	152	184		
	Adopting foster parents	2,124	183	179	Number of entrusted children	671
	Relative foster parents	445	434	649		

Facilities	Infant homes ¹⁾	Foster homes ¹⁾	Short-term therapeutic institutions for emotionally disturbed children ¹⁾	Children's self-reliance support facilities ¹⁾	Maternal and child living support facilities ¹⁾	Self-reliant assistance homes ²⁾
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 mild emotional disturbance	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 any children who must be removed from their custody	Children that had completed their compulsory education and left their foster homes, etc.
Number of facilities	128	584	37	56	269	99
Capacity	3,805 persons	34,314 persons	1,619 persons	3,749 persons	5,477 households	656 persons
Present number	2,894 persons	28,807 persons	1,205 persons	1,322 persons	4,226 households	390 persons

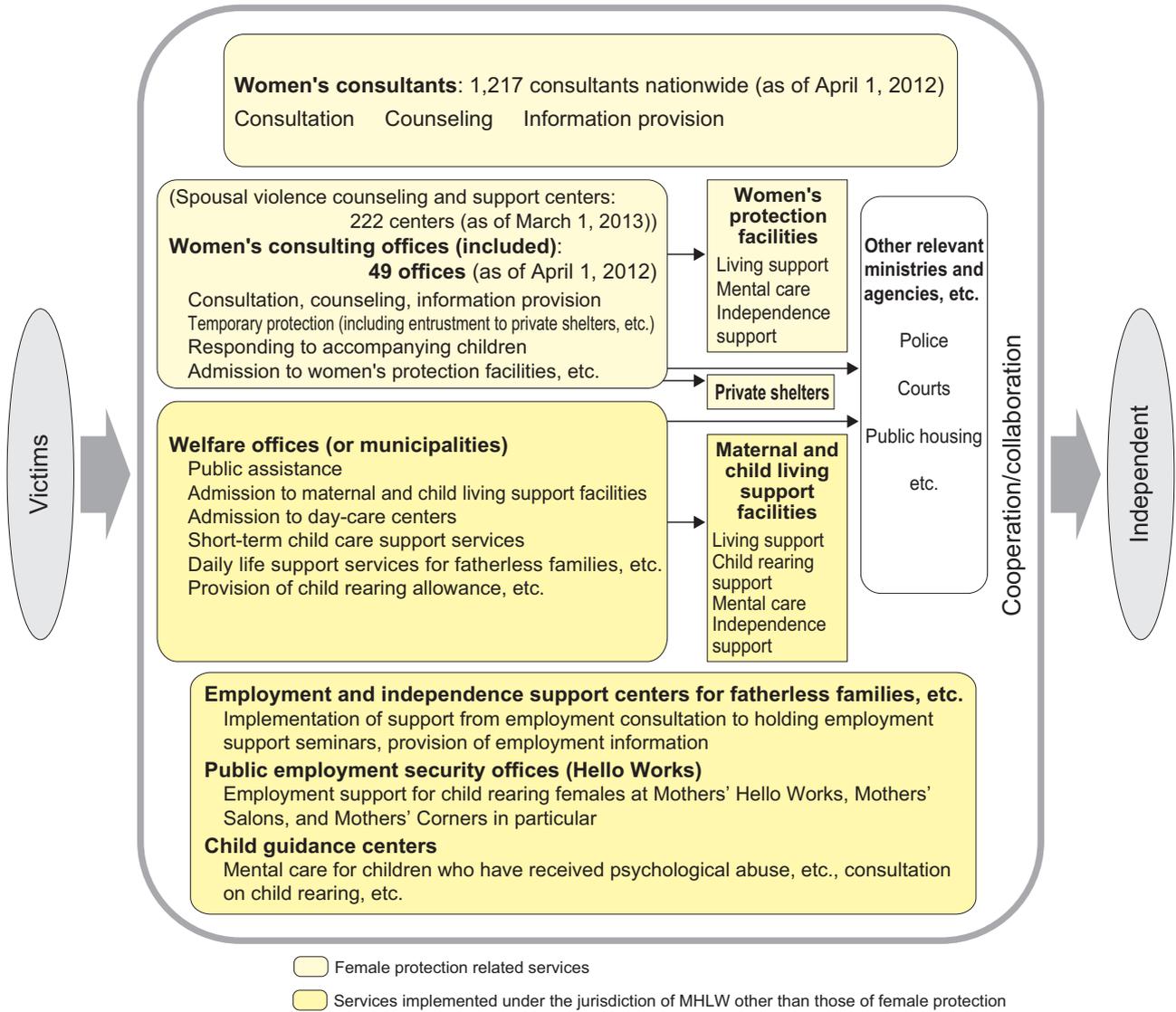
Small-scale group care ³⁾	809 facilities
Community-based small-scale foster homes ³⁾	243 facilities

- (Note) 1. The number of facilities, capacity, present number, number of foster parents, number of entrusted children, and figures for family homes are based on the Report on Social Welfare Administration and Services (as of the end of March 2012)
2. The figures for self-reliant assistance homes are from the Family's Welfare Division (as of October 1, 2012)
3. The number of facilities of small-scale group care, etc. is from the Family Welfare Division (as of October 1, 2012)
4. Children's self-reliance support facilities include 2 national facilities

DV (Domestic Spousal Violence) Prevention Measures

Overview

Independence Support for DV Victims by MHLW

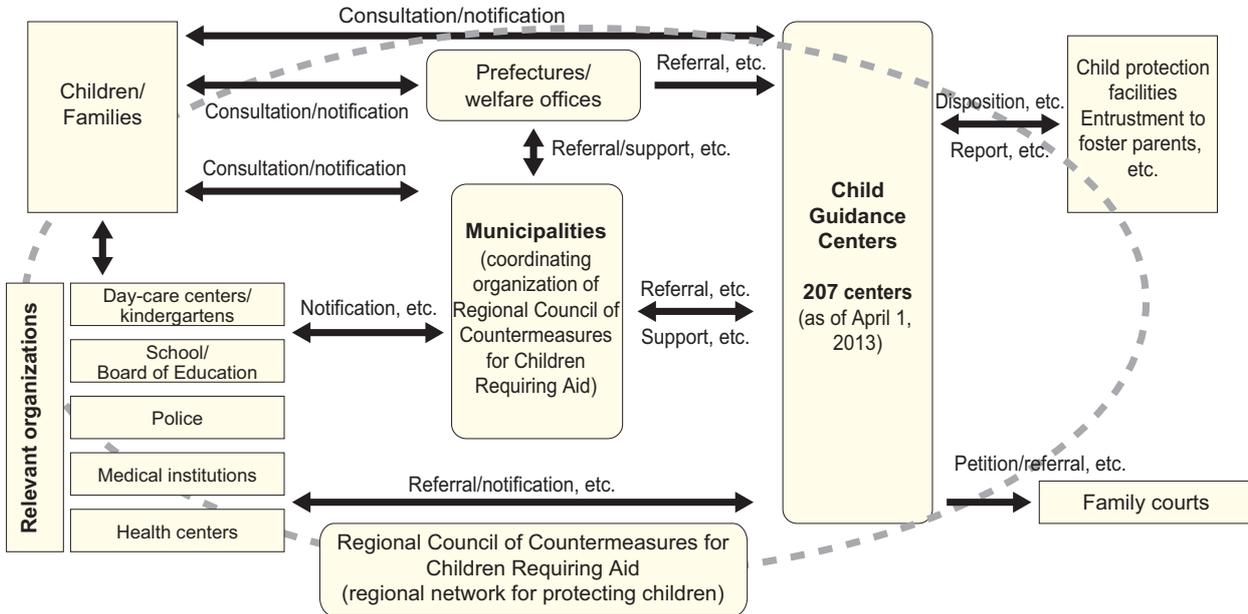


Child Abuse Prevention Measures

Overview

Child Abuse Prevention System in Regions

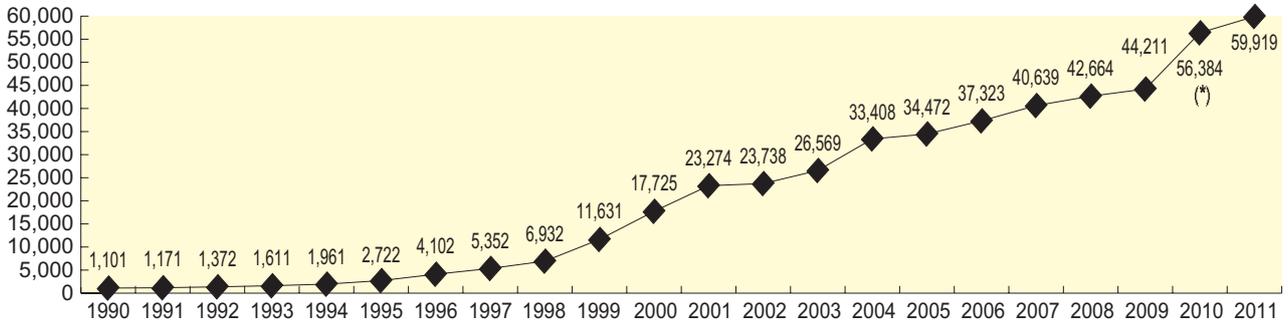
- The conventional child abuse prevention measures had child guidance centers as the only entity that handled child abuse cases. The 2004 revision of the Child Abuse Prevention Act, etc., however, added “municipalities” to the entities that are notified of any child abuse in thereby establishing a dual-layer structure system consisting of “municipalities” and “child guidance centers”.
- Number of child abuse consultations handled by municipalities: 40,222 cases in FY2005 → 70,102 cases in FY2011
- The establishment of Regional Council of Countermeasures for Children Requiring Aid (regional network for protecting children) has been making progress in respective municipalities (established in 98.0% of municipalities (99.5% with voluntarily established child abuse prevention networks included) as of April 1, 2011) (municipalities exclude Iwate, Miyagi, and Fukushima Prefectures (disaster-stricken areas of the Great East Japan Earthquake))
- 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.



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 520% in FY2011 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.

	First Report (July 1, 2003 - Dec. 31, 2003)			Second Report (Jan. 1, 2004 - Dec. 31, 2004)			Third Report (Jan. 1, 2005 - Dec. 31, 2005)			Fourth Report (Jan. 1, 2006 - Dec. 31, 2006)			Fifth Report (Jan. 1, 2007 - Mar. 31, 2008)			Sixth Report (Apr. 1, 2008 - Mar. 31, 2009)			Seventh Report (Apr. 1, 2009 - Mar. 31, 2010)			Eighth Report (Apr. 1, 2010 - Mar. 31, 2011)		
	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
Persons	25	—	25	50	8	58	56	30	86	61	65	126	78	64	142	67	61	128	49	39	88	51	47	98

* The figures were taken from the results of verifying any cases of death due to child abuse in the First through to the Eighth Report

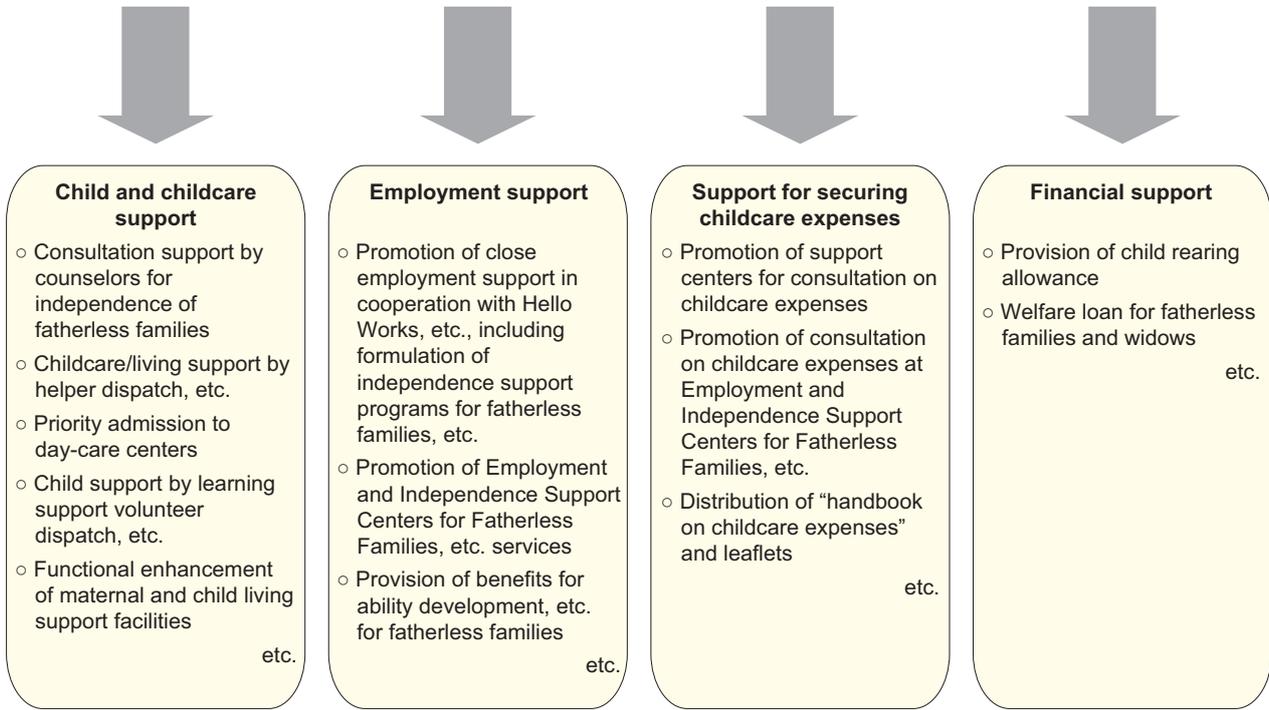
Independence Support Measures for Fatherless Families

Overview

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)



Outline of Welfare Measures for Fatherless Families, etc.

Income security	Provision of child rearing allowance	Fatherless families with parents being divorced (refer to detailed data)	Recipients: 1,070,211 persons *1 Eligible children: 1,630,454 persons *1	Measures for independence	Housing measures	Special consideration for public housing		
		Pension for fatherless families	Recipients: 117,108 cases *1		Livelihood guidance, etc.	[1] Fatherless family daily living support facilities [2] Maternal and child welfare centers [3] Rest homes for fatherless families [4] Placement of counselors for independence of fatherless families [5] Daily living support services for families [6] Day-care measures (priority enrollment)	Facilities: 265 *1 Facilities: 59 *2 Facilities: 4 *2 Counselors: 1,574 *1 Cases: 5,608 *1	
		Survivor's basic pension *3	Recipients: 5,229,219 cases *1					
	Loans of welfare funds for mothers with dependent children	Low or no-interest loans to fatherless (widow) households	Loans: 49,779 cases *1					
	Loans of welfare funds for widows		Loans: 1,327 cases *1	Taxation	Tax measures	Income deduction for fatherless families, etc. System of deducting interest from taxable income	Widow's deduction Widower's deduction Income tax Resident tax	

Source: Equal Employment, Children and Families Bureau, MHLW

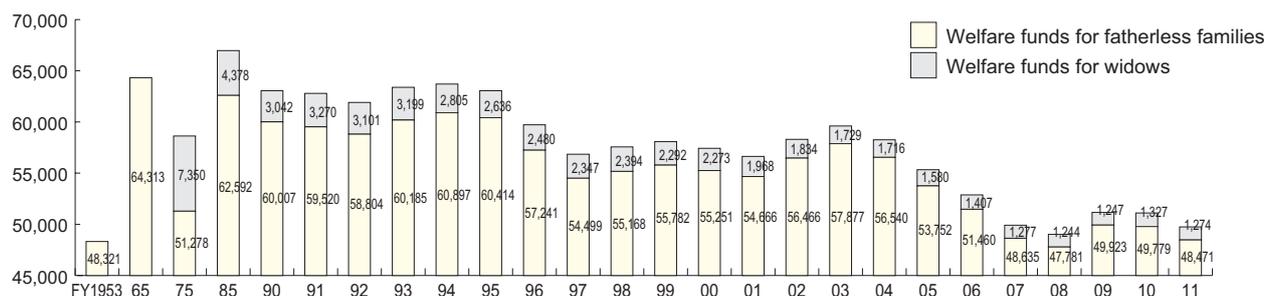
(Note) The figures indicated with *1 are as of the end of FY2011, *2 as of October 1, 2010, and *3 for all recipients regardless of the relationship, and including the former Act.

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	<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: ¥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) An annual income of ¥1.30 million or more but less than ¥3.65 million results in the amount of the allowance being reduced by ¥10 up to ¥31,650 in units of ¥10 and according to the income. With guardians rearing orphans, etc. the annual income of the previous year must be less than ¥6.10 million (6-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).	
Provision status (as of the end of FY2011)	Number of recipients: 1,070,211 (fatherless households: 977,578, motherless households: 61,594, others: 31,039) Breakdown of fatherless households by reason { Separated { Divorced: 871,781 Others: 1,423 Widowed: 8,135 Unmarried mother: 88,625 Disabled father: 4,281 Deserted: 3,333	Breakdown of motherless households by reason { Separated { Divorced: 53,829 Others: 40 Widowed: 5,788 Unmarried father: 570 Disabled mother: 1,128 Deserted: 239

Source: Equal Employment, Children and Families Bureau, MHLW

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

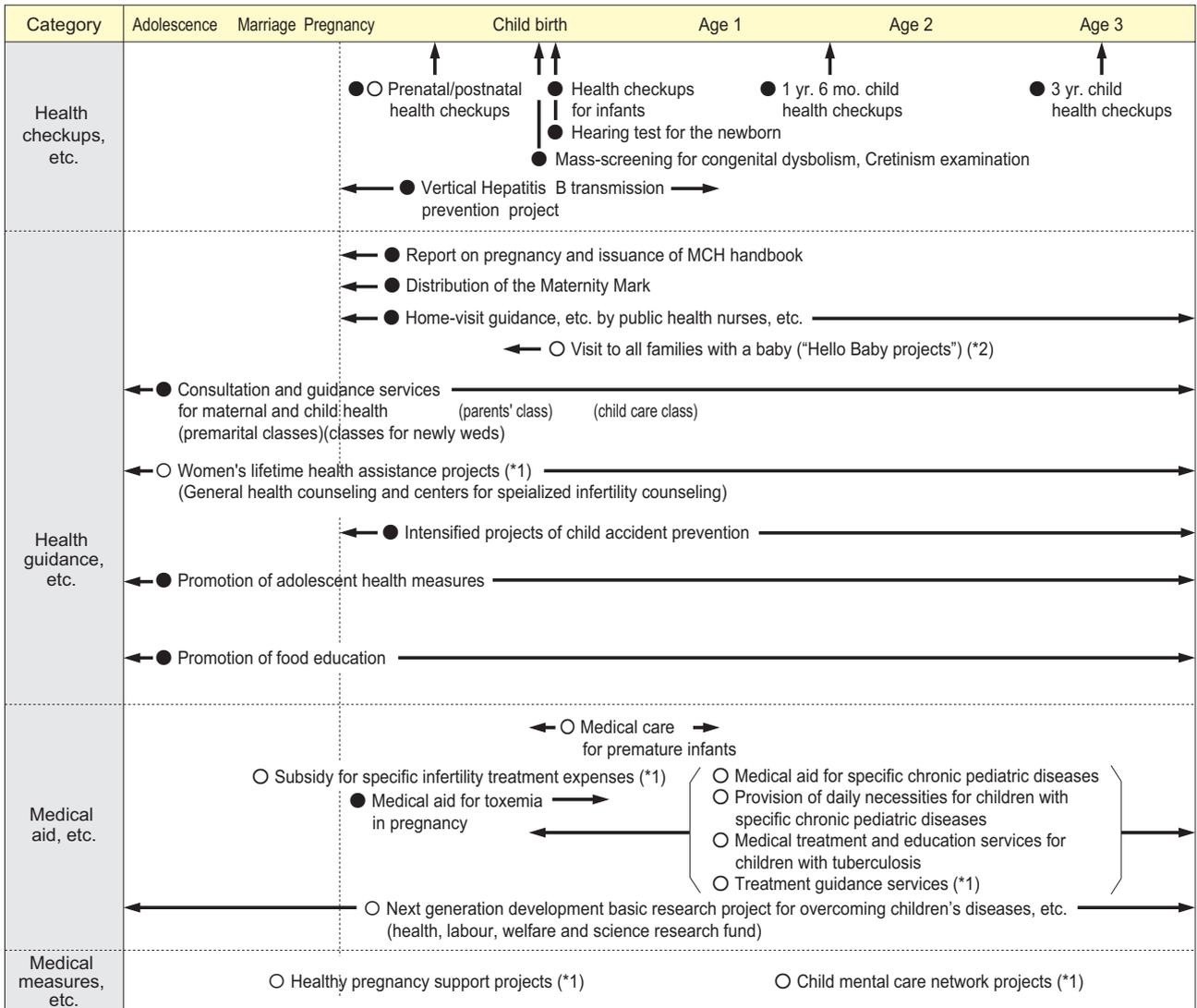


Source: Equal Employment, Children and Families Bureau, MHLW

Maternal and Child Health Measures

Overview Primary Measures for Maternal and Child Health

(As of April 2012)



○ 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).

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 • Pre-marital class, mothers' class, child-rearing class, etc.	• Infertility counseling, health care education for women, etc.
Home-visit guidance	• Home-visit guidance for expectant or nursing mothers and newborns	• Home-visit guidance for premature infants
Medical aid, etc.		• Medical care for premature babies, medical aid projects for specific chronic pediatric diseases, etc.

← Technical assistance

Detailed Data 1 Changes in Maternal and Child Health Indices

Year	Live birth rates (per 1,000 population)	Infant mortality rate (per 1,000 live births)	Neonatal mortality rate (per 1,000 live births)	Perinatal death rate (per 1,000 total births ¹⁾)	Maternal mortality rates (per 100,000 total births ²⁾)	Foetal 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	...	23.4

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 2012 are preliminary numbers.

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

Number of births (A) (person)	Screening for inborn error of metabolism		Screening for cretinism	
	Screened (B) (person)	Screening rate (B/A) (%)	Screened (B) (person)	Screening rate (B/A) (%)
1,062,077	1,139,246	107.3	1,133,310	106.7

Source: Equal Employment, Children and Families Bureau, MHLW

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

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

Home-visit guidance		Number of cases where provision of benefits for medical aid for premature infants was decided
Actual number of persons received guidance	Cumulative number of persons received guidance	
59,056	74,275	29,744

Source: "Report on Regional Public Health Services and Health Promotion Services" (FY2011), Statistics and Information Department, Minister's Secretariat, MHLW

"FY2011 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.