

**Gender
Equality
Bureau**
Cabinet Office

The White Paper on Gender Equality 2021

June 2021

Gender Equality Bureau, Cabinet Office, Government of Japan

White Paper on Gender Equality

- An annual report that must be submitted to the Diet each year based on the Basic Act for Gender Equal Society (statutory report) .
- Cabinet decision is made every year during Gender Equality Week (June 23-29 each year). **Cabinet decision and report to the Diet were made on June 11 for the 2021 edition.**

[Composition of the White Paper]

I FY2020, Status of the Formation of a Gender Equal Society

Special Feature: Challenges Exposed by COVID-19 and the Future of Gender Equality

Each Section: Women's Participation in Policy Decision-making Processes, etc.

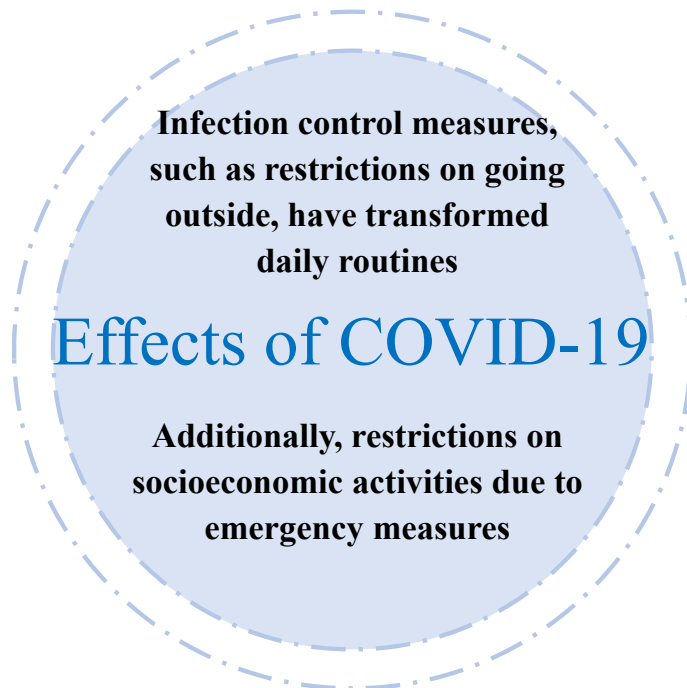
II Policies Related to Promotion of the Formation of a Gender Equal Society

【Part 1】 Policies Implemented in FY2020 to Promote the Formation of a Gender Equal Society

【Part 2】 Policies to be Taken in FY2021 to Promote the Formation of a Gender Equal Society

<Special Feature> Challenges exposed by COVID-19 and the future of gender equality

- COVID-19 has exposed each countries' weakness. In Japan, it has revealed the slow progress of gender equality.
- Japan declared its first state of emergency on April 7, 2020. The service industry, especially the accommodations, eating and drinking services, was impacted by related effects such as staying at home, working from home, school closures, etc. This led to a rapid deterioration in employment, especially for non-regular employees.
- Simultaneously, various problems that had been overlooked or had not surfaced, including economic and emotional domestic violence (spousal violence), difficulties facing single-parent households, women's poverty, etc., have been made visible by COVID-19. This arose questions regarding the progress of gender equality.
- The growing interest in Japan's structural problems and heightened awareness of gender inequality should be taken as an opportunity to promote further gender equality and realize a society with diversity and inclusion where no one is left behind.



Section 1. Challenges of Gender Equality exposed by COVID-19: Employment

- Deterioration in employment situation (particularly for women)
- Difficulty facing single-parent households
- Increased workplace stress caused by COVID-19
- Impacts of school closures

etc.

Section 2. Challenges of Gender Equality exposed by COVID-19 : Daily Life

- Increase in the number of spousal violence consultations (about 1.6 times larger than the previous fiscal year)
- Increase in the number of female suicides (935 more suicides than the previous year)
- Division of household labours under COVID-19 (female > male)
- Mental health and life satisfaction under COVID-19 (increased anxiety among women)

etc.

Section 3: The Future of Gender Equality in the Post-COVID-19 Era

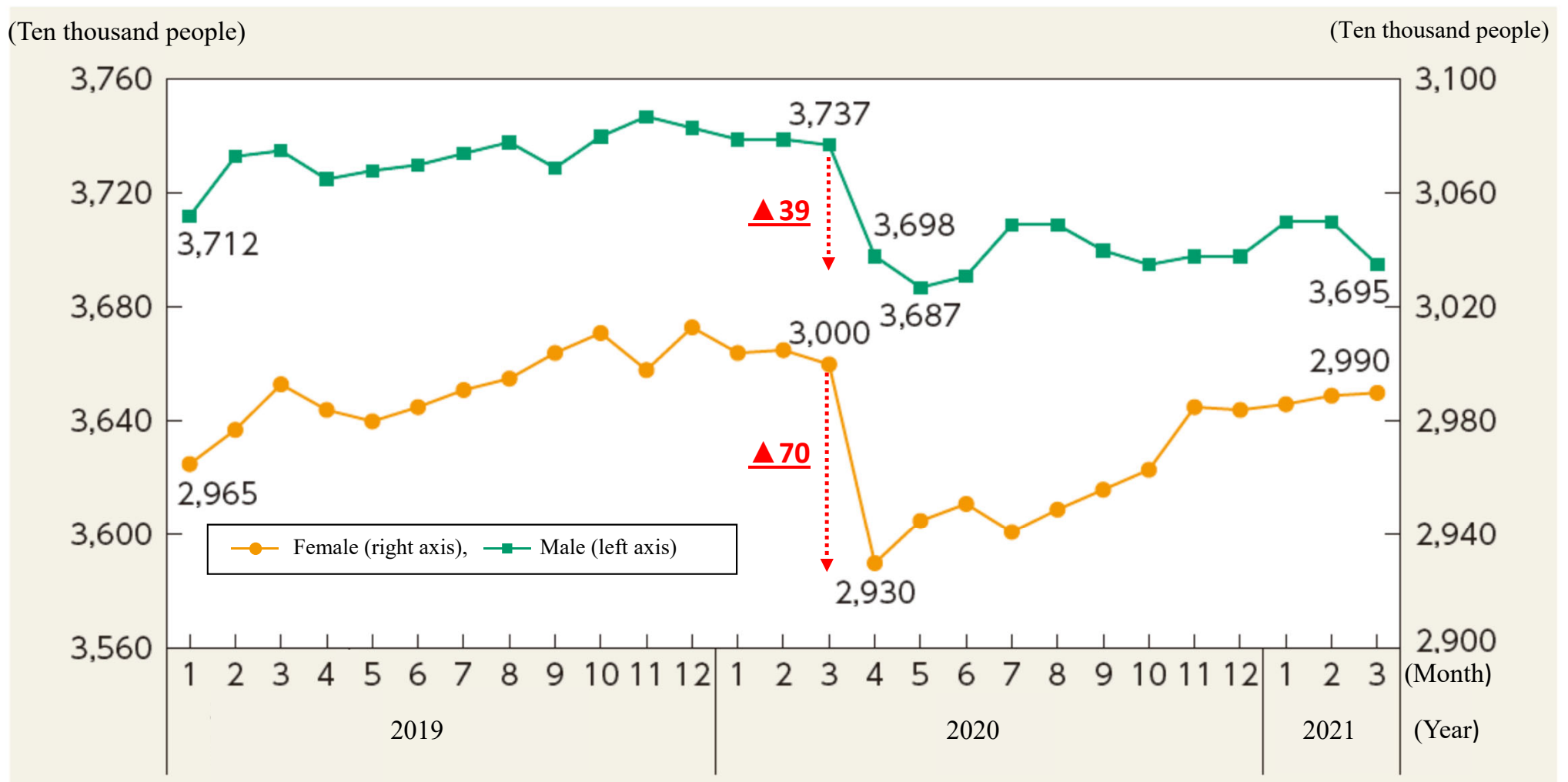
- Promoting teleworking to enable flexible work styles
- Housework, childcare, and long-term care that fit new ways of life
- Employment support in accord with change in industrial structures
- Interest in marriage, family

etc.

Section 1. Challenges of Gender Equality exposed by COVID-19: Employment

- Changes in the number of employed persons reveal a significant decrease among both men and women in April 2020 (when the state of emergency was declared) compared to the previous month.
- There is a larger fall in the number of female employed persons with a decrease of 700,000, compared to a decrease of 390,000 male employed persons at the same time (April 2020).

Figure I-SF-1: Changes in the Number of Employed Persons

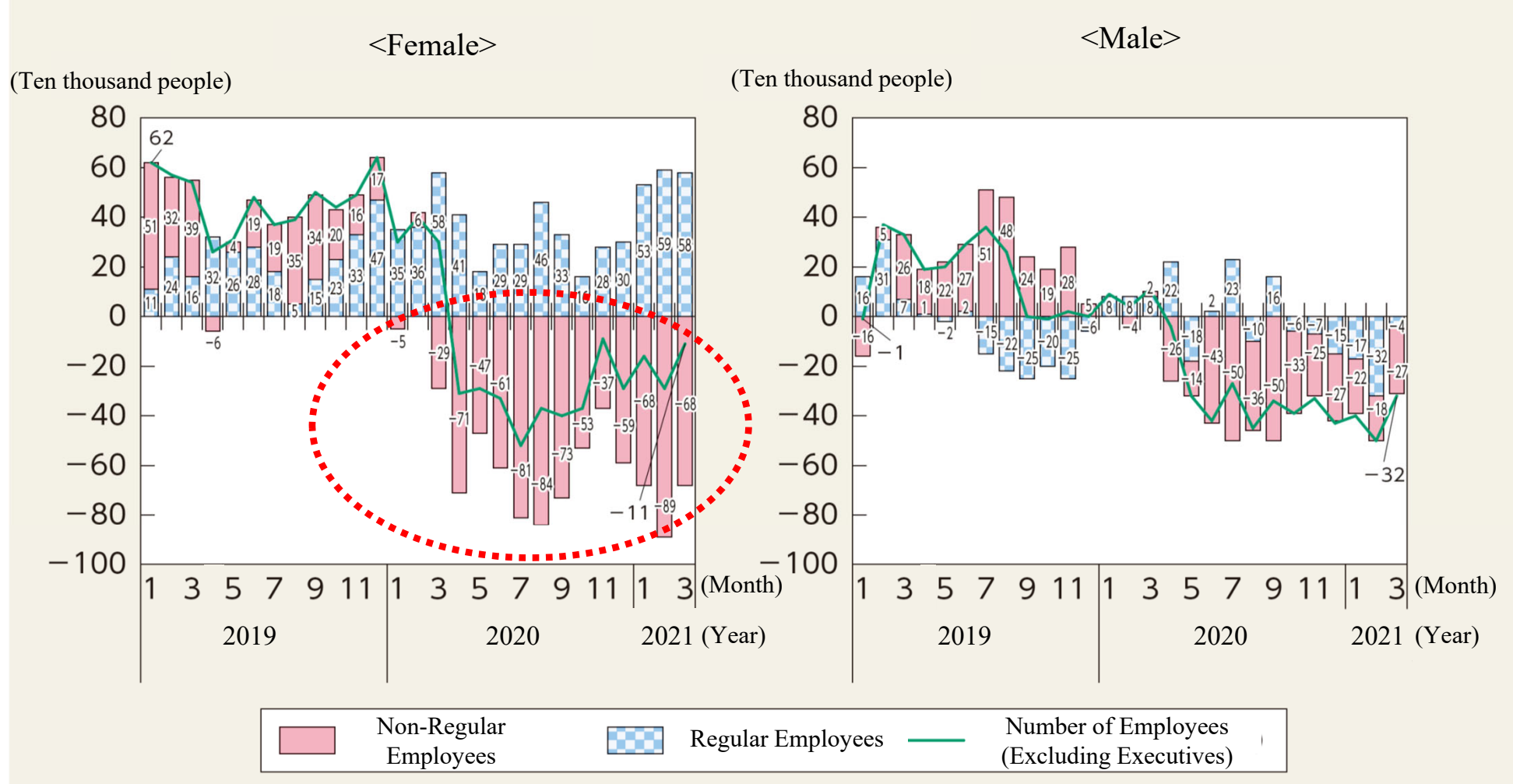


Note: Prepared from "Labour Force Survey" by Ministry of Internal Affairs and Communications. Seasonally adjusted series.

Section 1. Challenges of Gender Equality exposed by COVID-19: Employment

- The number of employees (excluding executives) by employment type compared to the same month of the previous year shows that, for women, although the number of regular employees continues to increase, the number of non-regular employees have declined for the 13 consecutive months from March 2020.

Figure I-SF-7: Year on Year Changes in the Number of the Number of Employees by Employment Type

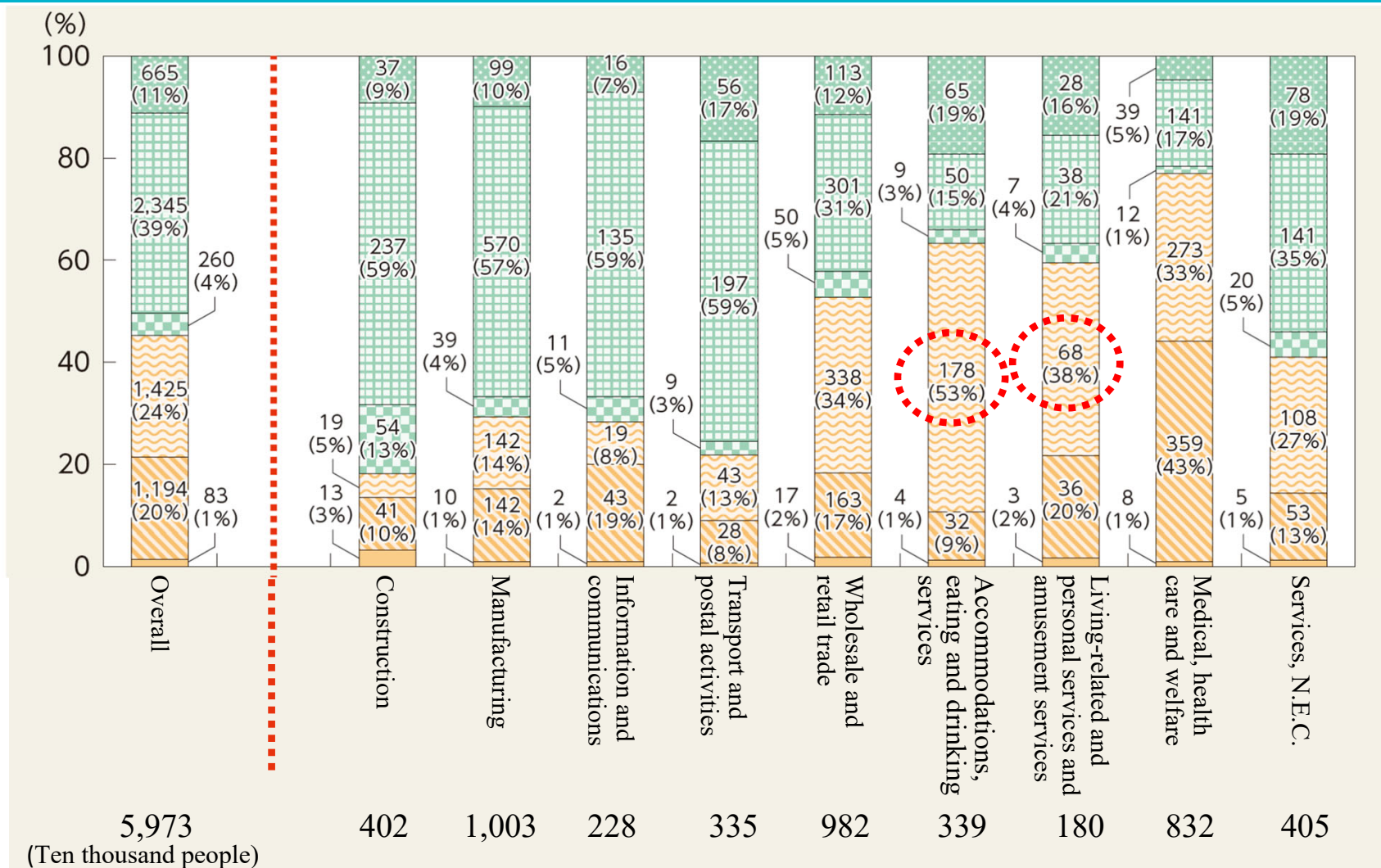


Note: Prepared from "Labour Force Survey" by Ministry of Internal Affairs and Communications. Original series.

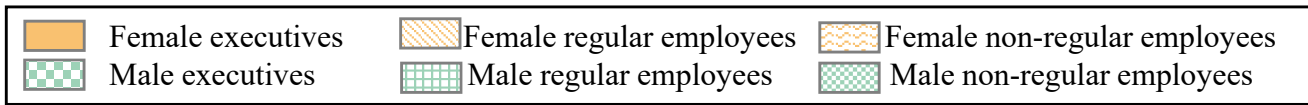
Section 1. Challenges of Gender Equality exposed by COVID-19: Employment

- A large proportion of all female employees is occupied by non-regular employees, especially in the “Accommodations, eating and drinking services” and “Living-related and personal services and amusement services”.
- About 80% of male employees (excluding executives) are regular employees.

Figure I-SF-8: Employees by Employment Type by Industry (2020)



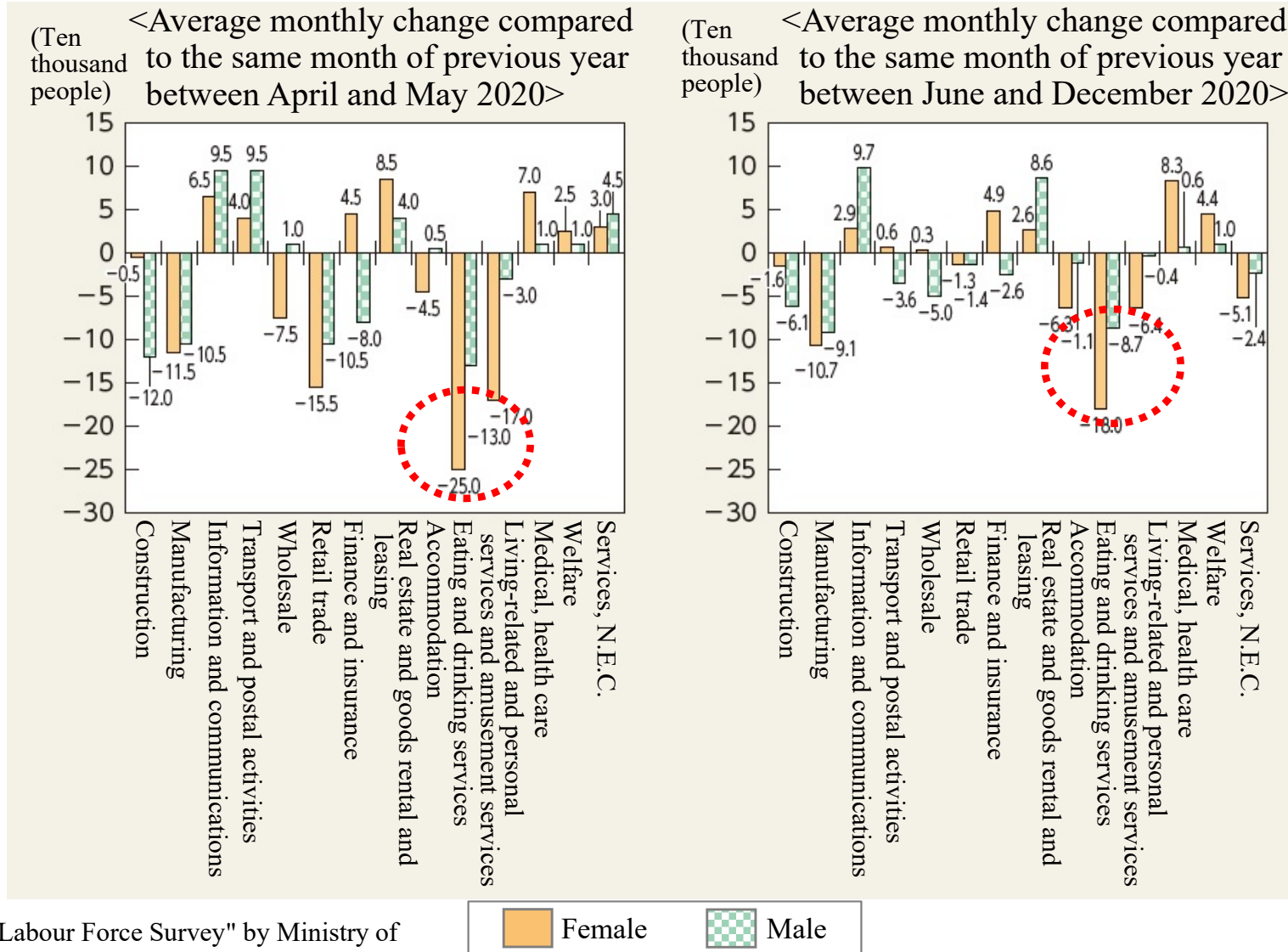
Note: 1. Prepared from "Labour Force Survey" by Ministry of Internal Affairs and Communications. Original series.
 2. Numbers in the bar graph are in units of ten thousand people.



Section 1. Challenges of Gender Equality exposed by COVID-19: Employment

- During the first state of emergency (April to May 2020), the sectors with the significant decreases in the number of employed persons were "Eating and drinking services", "Living-related and personal services and amusement services," and "Retail trade" for women, and "Eating and drinking services", "Construction", "Manufacturing", and "Retail trade" for men.

Figure I-SF-3: Year on Year Changes in the Number of Employed Persons by Sector

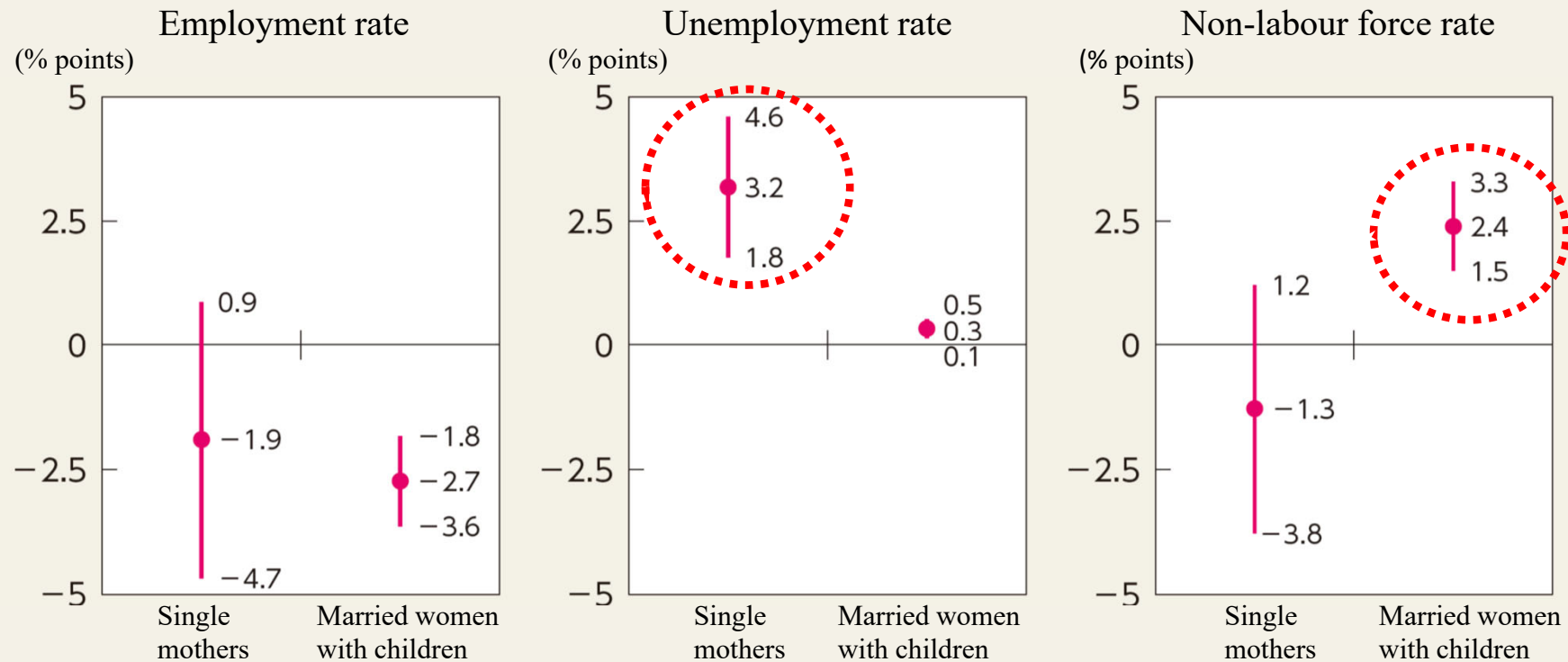


Note : Prepared from "Labour Force Survey" by Ministry of Internal Affairs and Communications. Original series.

Section 1. Challenges of Gender Equality exposed by COVID-19: Employment

- The unemployment rate of single mothers has increased by about 3% due to COVID-19 but there was no effect on married women with children.
- There was a contrast between single mothers and married women with children in terms of non-labour force rate. The effect of COVID-19 put married women with children into the non-labour force.

Figure I-SF-16: Comparison During COVID-19 - Married Women with Children and Single Mothers (Average for July to September 2020)



Note : 1. This figure was from the unique analysis using the micro data from the “Labour Force Survey” by the Statistics Bureau of the Ministry of Internal Affairs and Communications.

2. Prepared from the papers submitted by Shintaro Yamaguchi to the 11th meeting of the Task Force on the Impact and Challenges of COVID-19 on Women (April 22, 2021).

3. The dots on the graph show estimated deviations from the long-term trend, and the solid lines shows the 90% confidence interval.

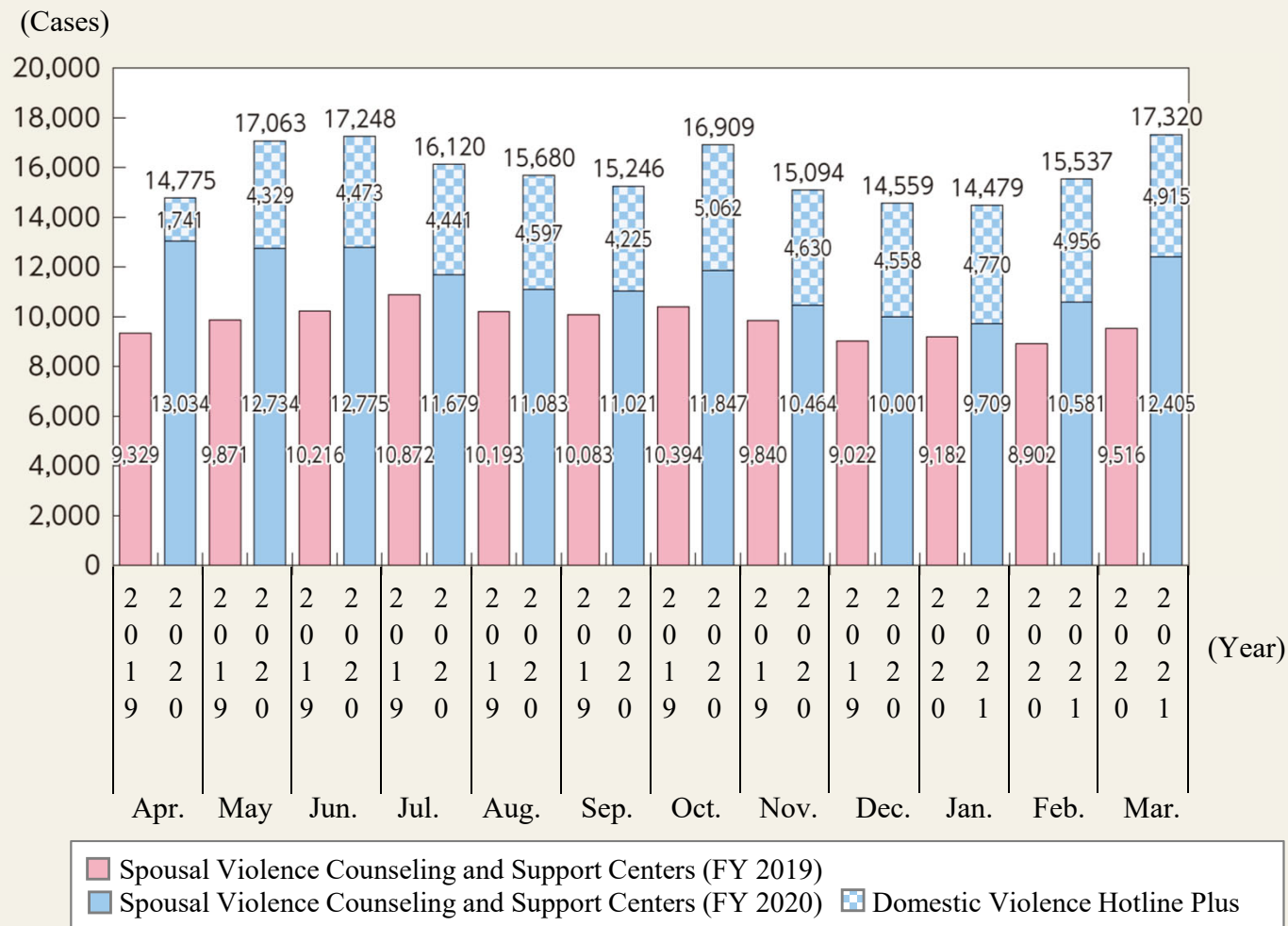
4. The non-labour force rate is the ratio of those not in the labour force to the population aged 15 and over.

*By conducting the analysis of the micro data of the Labour Force Survey, predicted values for an imagined 2020 in which COVID-19 had not occurred were produced using a predictive model created from data between 2015 and 2019. Examining the discrepancy between the predicted values and the actual measured values under COVID-19 allowed for an estimate of change in employment caused by COVID-19 (the effect of COVID-19) to be produced.


Section 2. Challenges of Gender Equality exposed by COVID-19 : Daily Life

- The total number of spousal violence consultations received at Spousal Violence Counseling and Support Centers and Domestic Violence Hotline Plus nationwide was 190,030 in FY 2020, larger than about 1.6 times larger than the previous year.

Figure I-SF-28: Changes in the Number of Spousal Violence Consultations



<Domestic Violence Hotline Plus>
A program implemented in response to increasing reports and worsening of violence due to staying at home and business closures, during the COVID-19 outbreak.




DV相談+

Started on April 20, 2020

24-hour telephone consultation
0120-279-889

Social network consultations
* 12:00 - 22:00 daily
Email consultations

Accompanying support
Protection
Provision of emergency accommodation



soudanplus.jp

Foreign language consultations are also available
English, Chinese, Korean, Spanish, Portuguese, Tagalog, Thai, Vietnamese, Indonesian, Nepalese
Online consultations are also available.

Note: 1. According to a survey by Gender Equality Bureau, Cabinet Office.

2. Provisional number of consultations at Spousal Violence Counseling and Support Centers nationwide as of March 31, 2021.

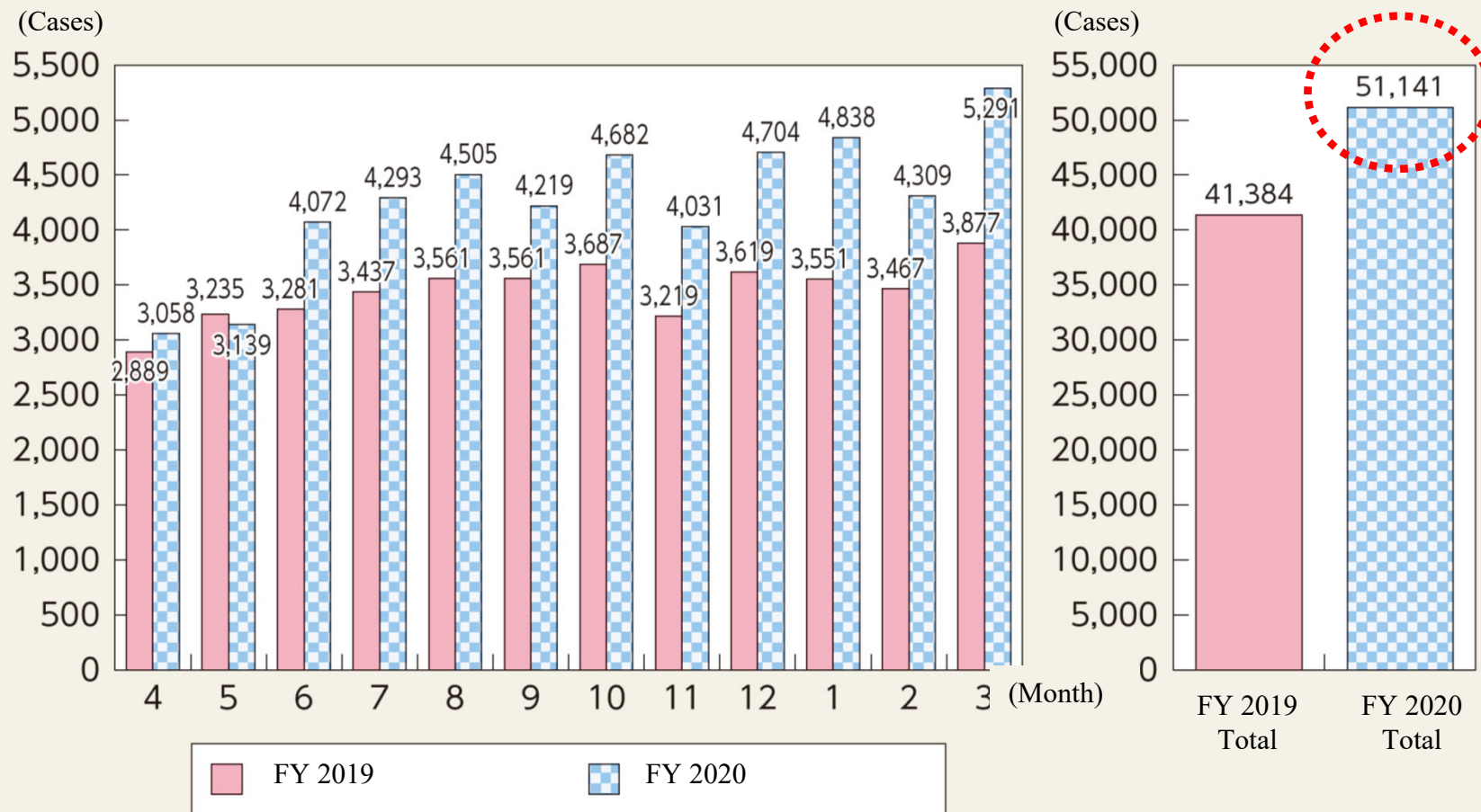
3. In FY 2019, there were some centers that did not count the number of consultations per month, so the monthly totals and the total for FY 2019 (119,276) do not add up.

Section 2. Challenges of Gender Equality exposed by COVID-19 : Daily Life

- The number of consultations to One-Stop Centers for Victims of Sexual Crimes and Violence* in FY 2020 was 51,141, about 1.2 times larger than the previous year.

* To alleviate the mental and physical burden of victims of sexual crimes and sexual violence, these regional centers provide consultations immediately after crimes are committed, offering medical support such as prescription of emergency contraceptives and collection of evidence, as well as psychological support in a single location if possible. They are located in all 47 prefectures.

Figure I-SF-29: Changes in the Number of Consultations to One-Stop Centers for Victims of Sexual Crimes and Violence.



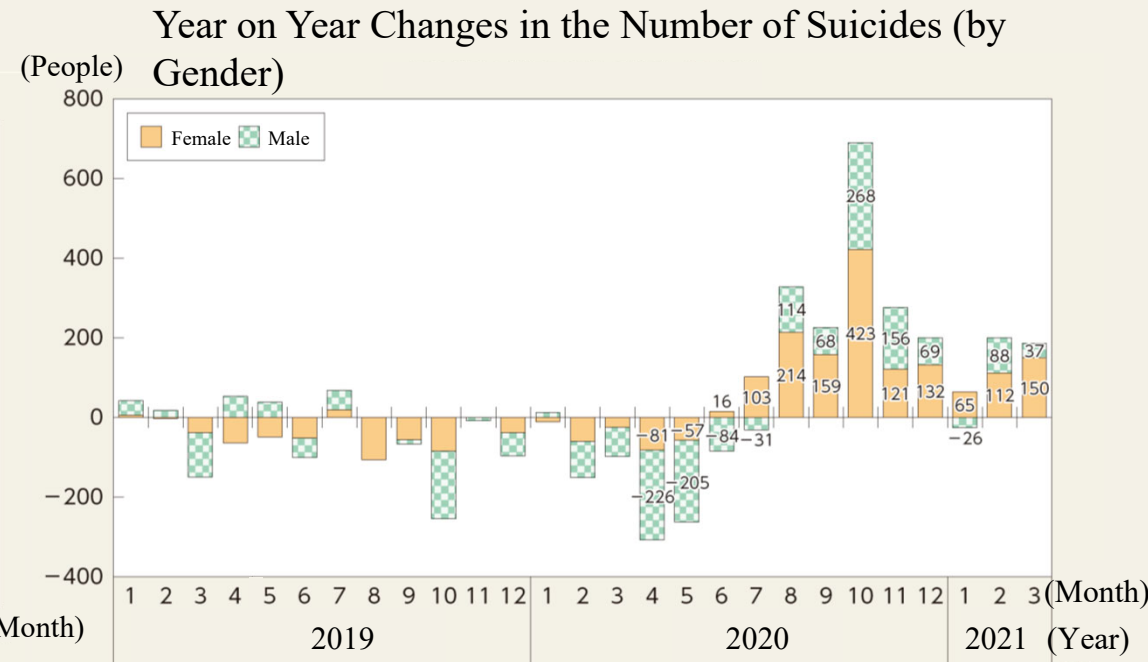
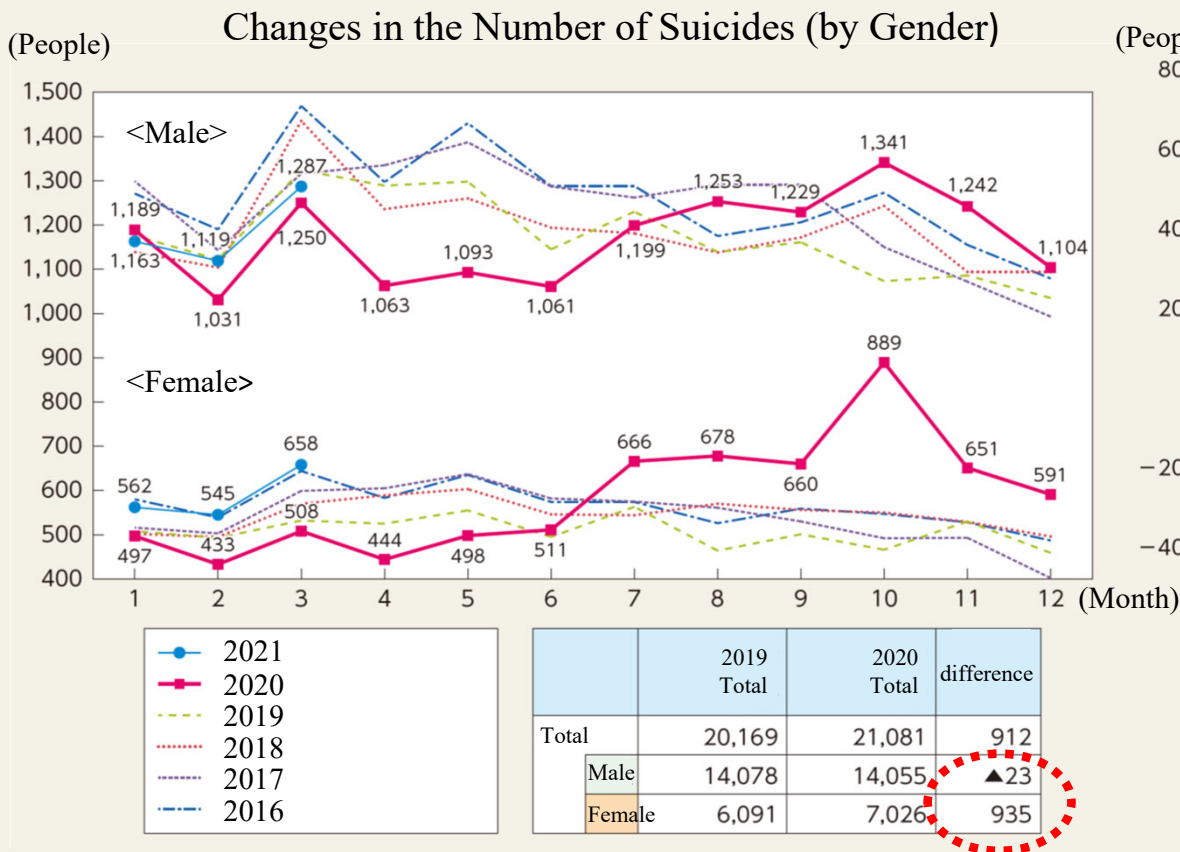
Note: 1. According to a survey by Gender Equality Bureau, Cabinet Office.

2. Consultation numbers include phone, in person, e-mail, and social network-based consultations.

Section 2. Challenges of Gender Equality exposed by COVID-19 : Daily Life

- In 2020, male suicides have decreased by 23 compared to the previous year, while female suicides have increased by 935.

Figure I-SF-30: Changes in the Number of Suicides (by Gender) and Year on Year Changes in the Number of Suicide (by Gender)

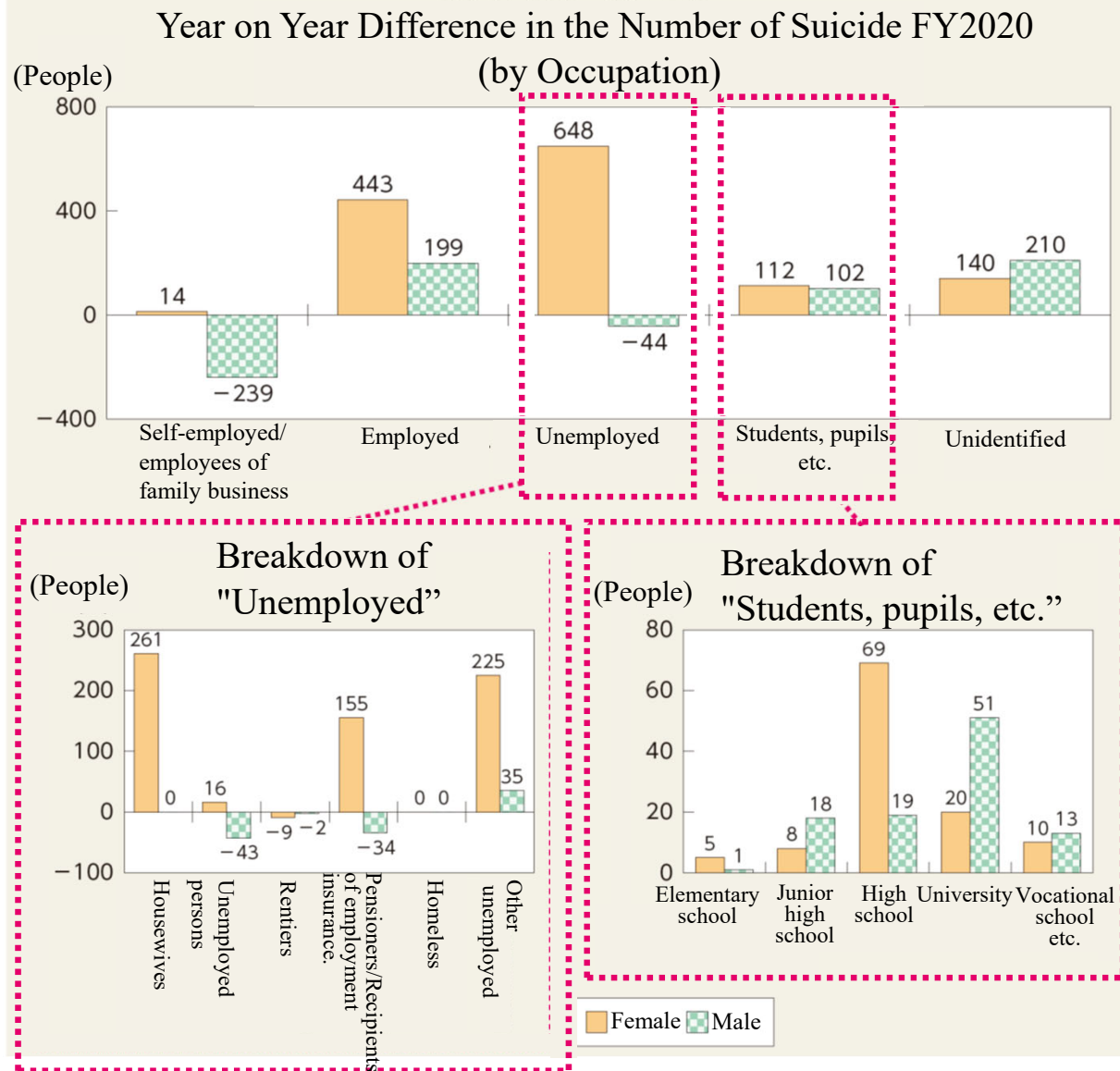


Note : 1. Prepared from "Number of Suicides," on the National Police Agency's website. Original series.
 2. Figures by 2020 are definite. Figures for 2021 are provisional as of April 2021.

Section 2. Challenges of Gender Equality exposed by COVID-19 : Daily Life

- Among female suicides, the number of “Unemployed” and “Employed” increased by 648 and 443, respectively.
(In terms of the breakdown of female “Unemployed” and “Students, pupils, etc.” respectively, "Housewives" and "HighSchool" increased the most.)
- Among male suicides, the number of “Employed” increased by 199.

Figure I-SF-35: Increases in the Number of Suicides (1)

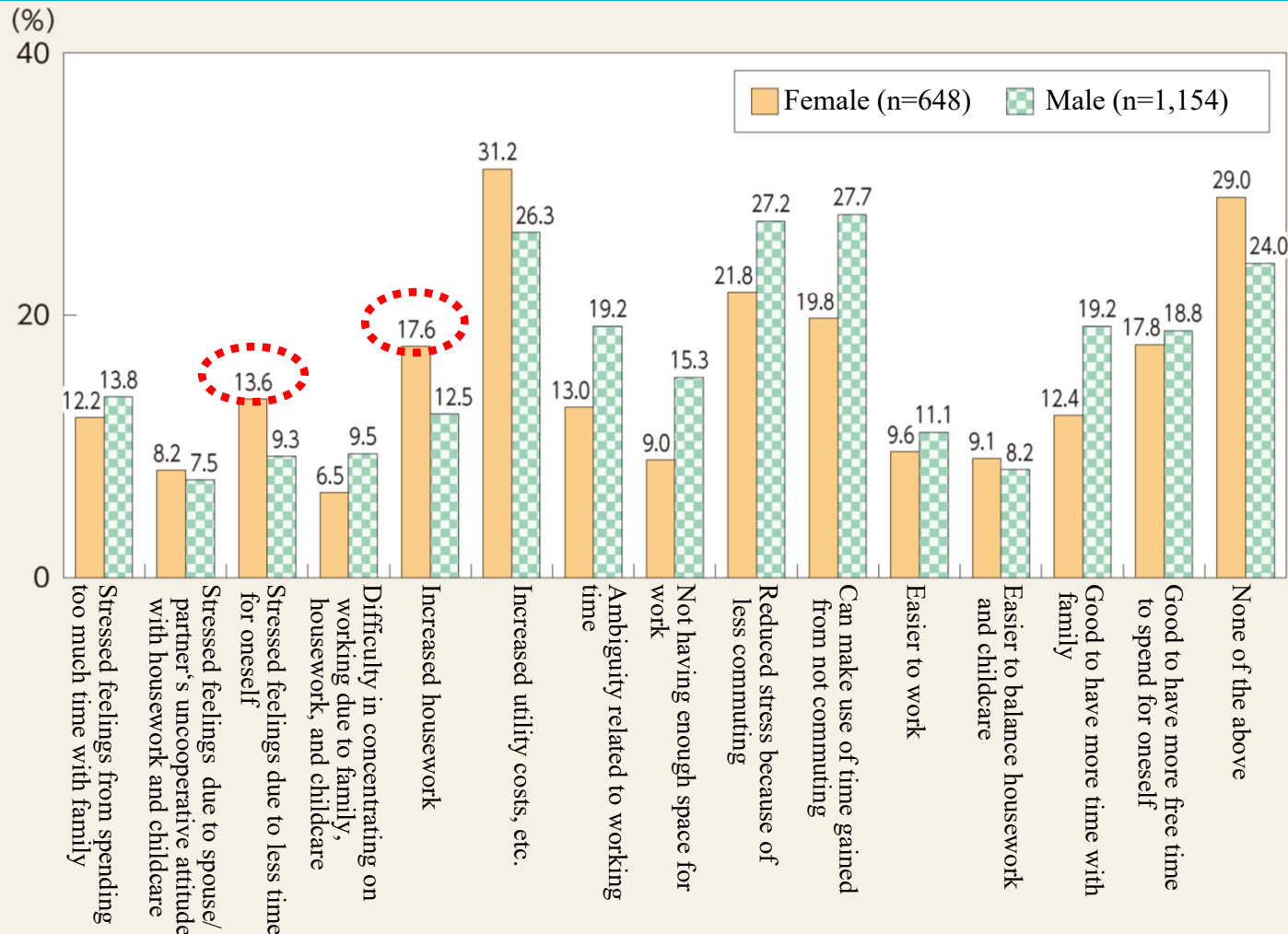


- Note :
1. Prepared from “Suicide Statistics,” Ministry of Health, Labour and Welfare's website.
 2. Figures by 2020 are definite. Figures by 2021 are provisional values from "Basic data on regional suicides" as of April 22, 2021.
 3. Among the provisional values, there were more "unidentified" cases in terms of age, occupation, cause and motive than in the definite values.

Section 3: The Future of Gender Equality in the Post-COVID-19 Era

- Teleworking may make it easier for women to work. However, some women feel that there are more housework to do and more stressed feelings because they have less times for themselves.

Figure I-SF-56: Experiences of Teleworkers



Note: 1. Prepared from FY 2020 Survey Report on the Impact of the Spread of COVID-19 from the Perspective of Gender Equality (survey commissioned by the Cabinet Office in FY 2020).

2. Definition of “teleworkers” : Respondents who answered “regular company employee/staff member/employee,” “part-time worker, Arbeit (temporary worker),” “dispatched worker from temporary labour agency,” “entrusted employee,” “employed in other ways,” and “executive of a company or other organization”.

3. Those who teleworked during the first state of emergency.

Section 3: The Future of Gender Equality in the Post-COVID-19 Era

- As for men, compared to the pre-COVID-19 times, the amount of time spent on childcare has increased just as much as the amount of time spent at work decreased, indicating that there may have been improvements in men's participation in childcare.
- However, the amount of time spent by women on childcare has also increased, and there has been no change in the amount of time spent by women on housework.

The trend that women spend twice as much time on housework and childcare as men has not changed before and after COVID-19.

Figure I-SF-66: Daily Use of Time

Households consisting of a couple and children (employed) (workdays)		FY 2020 Survey	FY 2019 Survey	Increase/decrease in time
Working hours	Female	6 hours and 42 minutes	7 hours and 18 minutes	-36 minutes
	Male	9 hours and 9 minutes	9 hours and 34 minutes	-25 minutes
Housework	Female	2 hours and 29 minutes	2 hours and 31 minutes	-2 minutes
	Male	0 hours and 50 minutes	0 hours and 49 minutes	+1 minute
Childcare	Female	2 hours and 13 minutes	1 hour and 43 minutes	+30 minutes
	Male	0 hours and 55 minutes	0 hours and 31 minutes	+24 minutes
Long-term care	Female	0 hours and 49 minutes	1 hours and 2 minutes	-13 minutes
	Male	0 hours and 41 minutes	1 hours and 6 minutes	-25 minutes

Note: Prepared from FY 2020 Survey Report on the Impact of the Spread of COVID-19 from the Perspective of Gender Equality (survey commissioned by the Cabinet Office in FY 2020).

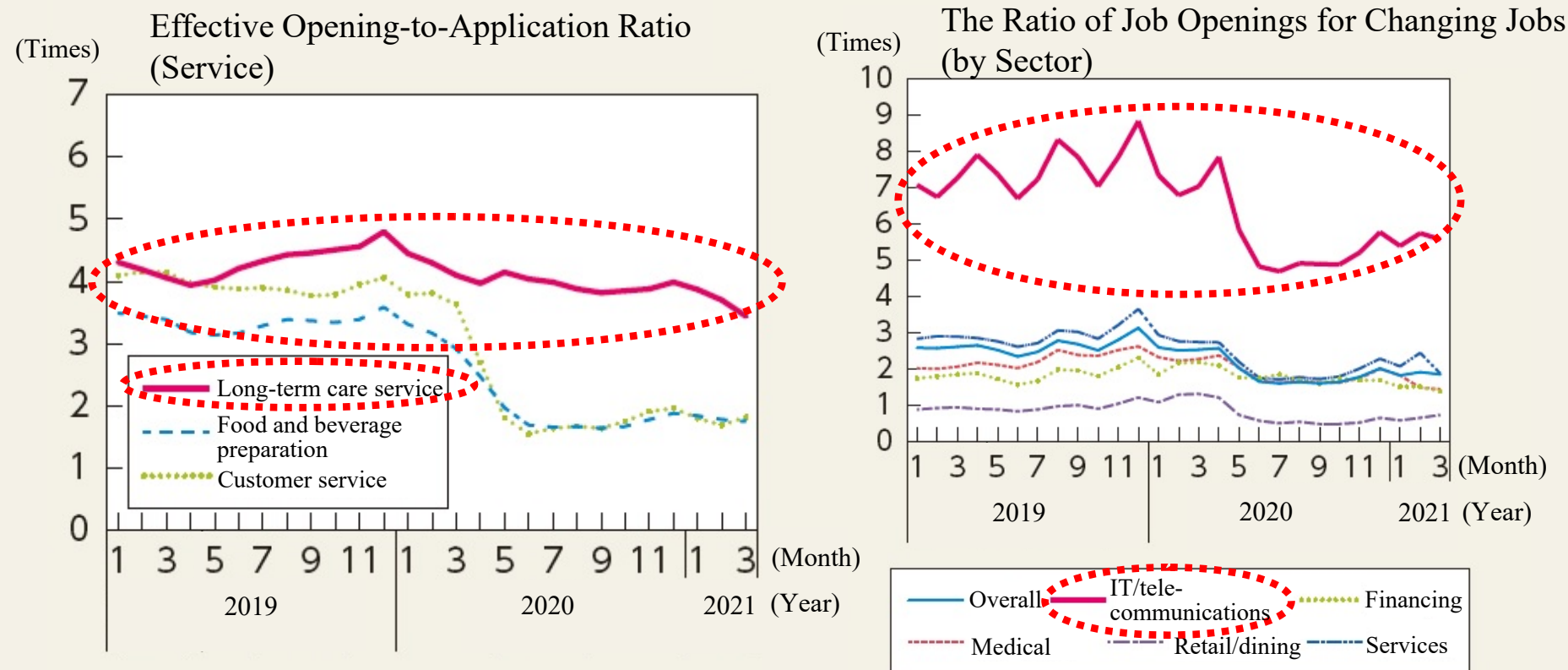
※: FY 2020 Survey : November - December 2020

FY 2019 Survey : December 2019

Section 3: The Future of Gender Equality in the Post-COVID-19 Era

- There are some industries that see increasing numbers of employed persons, such as health care, welfare, and information and communications. Moreover, even after the first state of emergency, as for long-term care service, effective opening-to-application ratio remains three to four times higher, indicating a higher demand for such jobs. The ratio of job openings for changing jobs in IT-related fields has also remained high.
- The shift to high demand and growing fields will be important in future. To promote the shift, it will be necessary to develop human resources through vocational training, to enhance human resources matching, and to improve working environments.

**Figure I-SF-63: Effective Opening-to-Application Ratio and New Job Openings (by Occupation)/
The Ratio of Job Openings for Changing Jobs (by Occupation) (by Sector)**



Note: 1. Prepared from "Statistics on Employment Security Services," Ministry of Health, Labour and Welfare. Figures are based on the 2011 revision of the Ministry of Health, Labour and Welfare's Classifications of Occupations (permanent, including part-timers/actual numbers).

2. The job change ratio is based on the "'doda' Job Change Ratio Report" by Persol Career Co., Ltd.