

ASEAN Committee on Women + 3
Bogor, Indonesia
October 5 2011

Promotion of Gender Equality in Japan

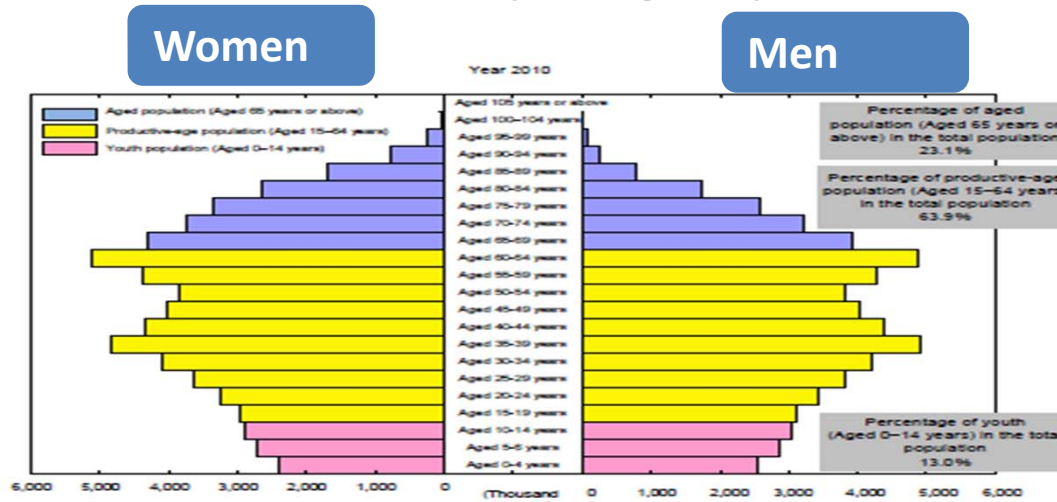
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Gender Condition in Japan

Demographic pyramid in the future

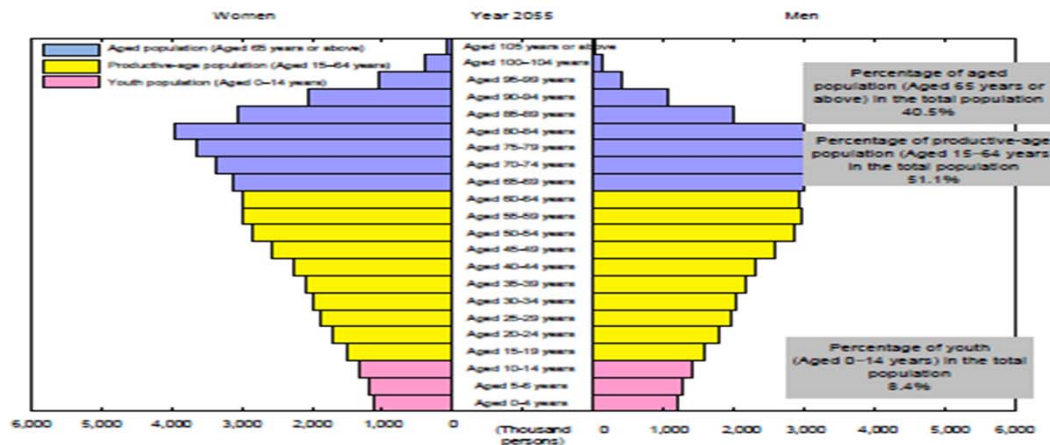
Japan is one of the most rapidly aging societies in the world; its people will have to cope with this demographic onus. That is exactly why more active participation of women in society is urgently needed.



2010



2055



Percentage of aged population 23.1%

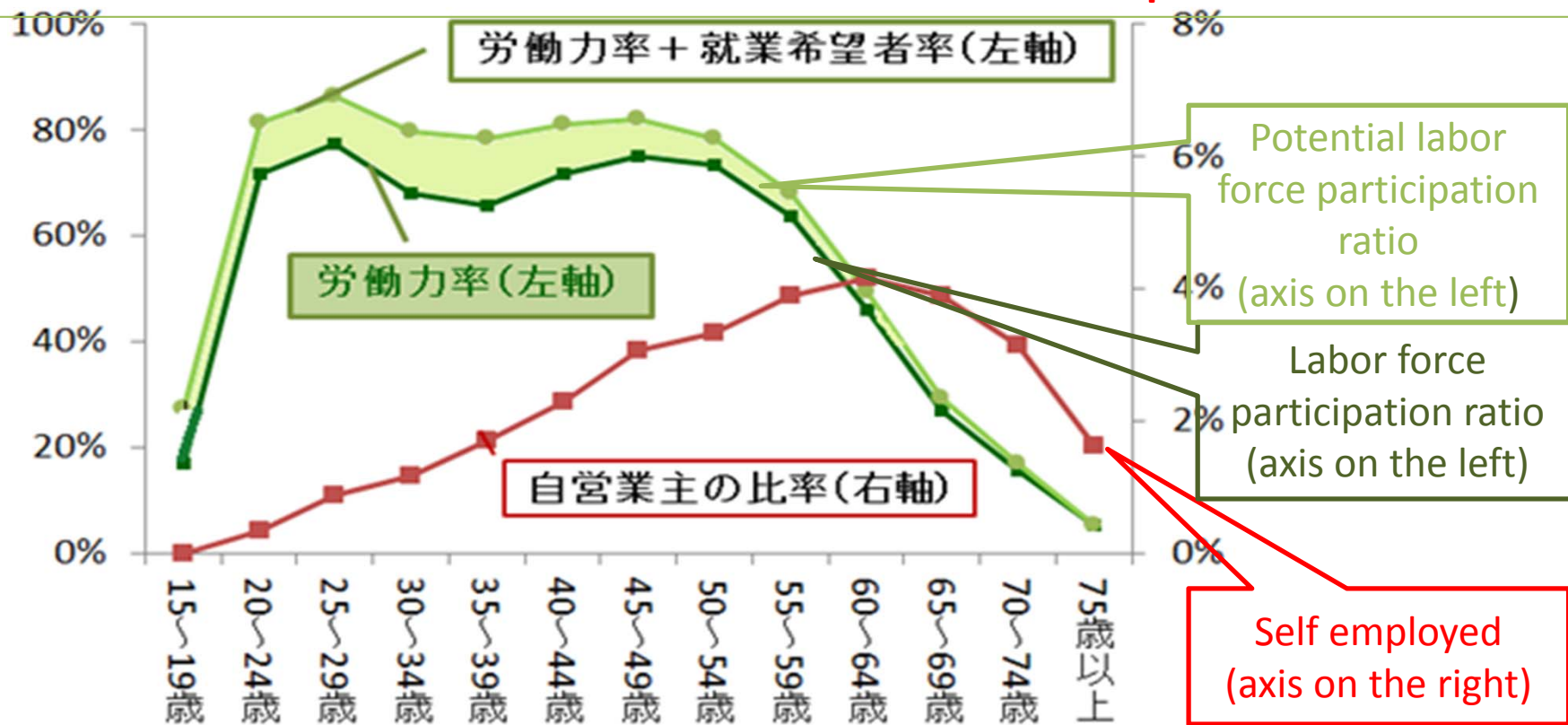


Percentage of aged population 40.5%

(Notes) Based on the "Future-Projected Population of Japan (Projected in December 2006)" by the National Institute of Population and Social Security Research.

Labor participation ratio of women in each age rank

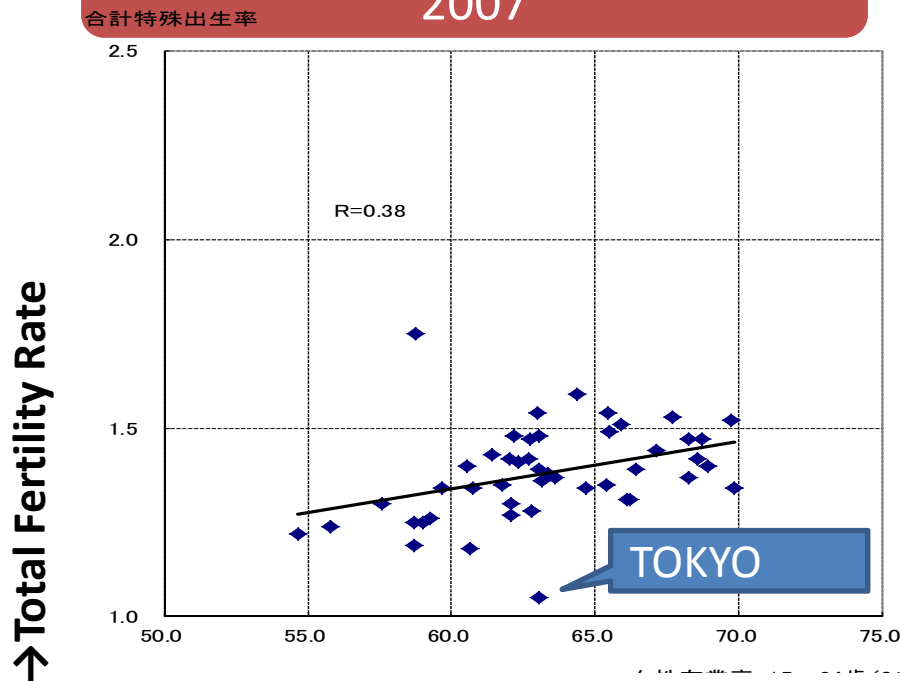
Though the graph of the labor participation ratio of women according to age group is a typical M shape, among non-labor-force people, **3.4 million women** (colored in green) are willing to work. The number corresponds to 5% of the total labor force. ⇒ **There is room for women to fulfill their potential.**



Birthrates and Women's Labor Participation Rate

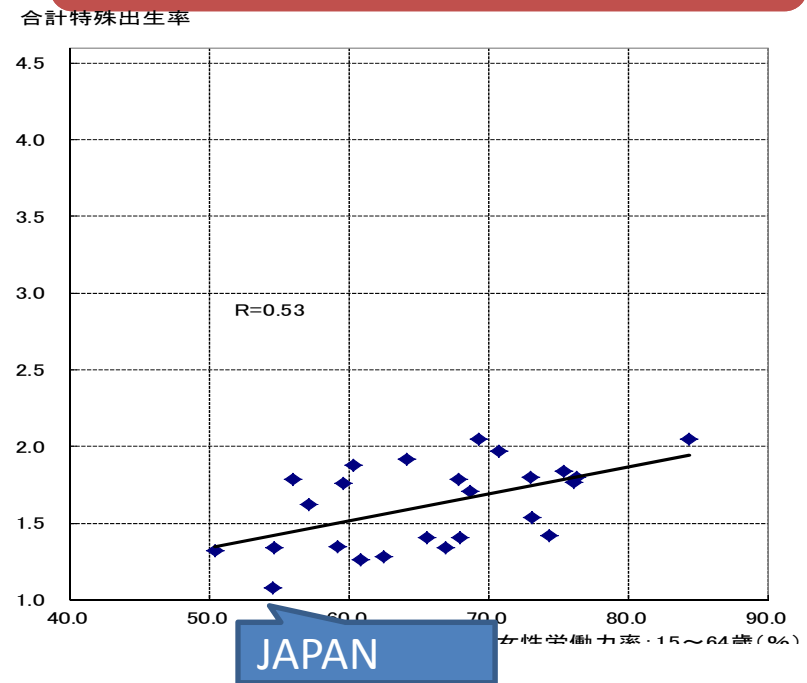
There is a positive correlation between birthrates and women's labor participation rates.

47 prefectures in Japan
2007



内分析報告書」(平成18年9月「少子化と男女共同参画に関する専門調査会」を参考に作成。

24 countries in OECD
2005



比較報告書」(平成17年9月「少子化と男女共同参画に関する専門調査会」を参考に作成。

⇒ Promoting active participation of women is a key to recovering Japanese economy and activating the society.

Third Basic Plan for Gender Equality

(P29～ Women and Men in Japan 2011)

In December 2010, the Cabinet approved the Third Basic Plan for Gender Equality, as a basic plan based on the Basic Act for Gender-Equal Society (enacted 1999).

The Plan has 15 priority fields shown in the next slide. Among them, there are priority fields newly introduced in response to changes in the socioeconomic situation.

Also, the Plan has 82 performance objectives to ensure the effectiveness of the Plan, almost double the 42 objectives of the Second Plan.

15 priority fields of the Basic Plan

Newly determined priority fields are shown in red letters.

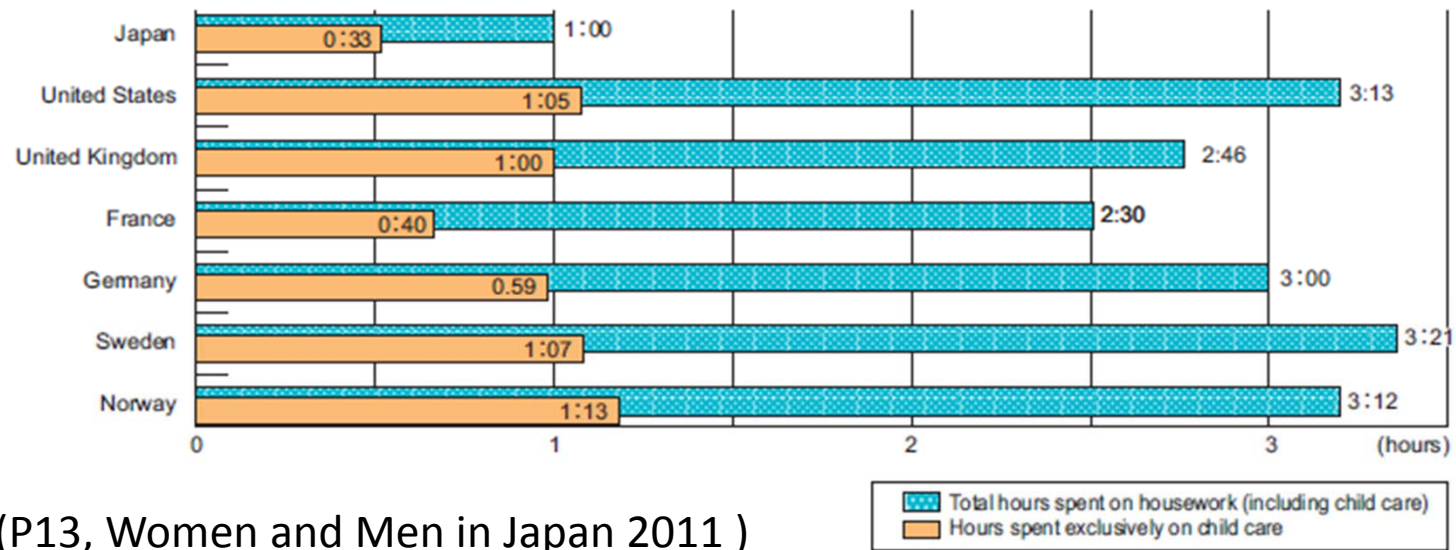
1. Expansion of women's participation in policy decision-making processes
2. Reconsideration of social systems and practices and raising awareness from a gender equal perspective
3. **Gender equality for men and children**
4. Securing equal opportunities and treatment between men and women in employment
5. Men's and women's work-life balance
6. Promotion of gender equality aimed at bringing about vibrant agricultural, forestry, and fisheries communities
7. **Support of men and women facing living difficulties such as poverty**
8. Creation of an environment in which people such as the elderly, **the disabled, and non-Japanese people can live comfortably**
9. Elimination of all forms of violence against women
10. Support for women's lifelong health
11. Enhancement of education and learning to promote gender equality and facilitate diversity of choice
12. **Gender equality in science and technology and academic fields**
13. Promotion of gender equality in the media
14. Promotion of gender equality in the area of regional development, disaster prevention, environment, and others
15. **Respect for international regulations and contributions to the "Equality, Development, and Peace" of the global economy**

Gender responsive budgeting and gender statistics are stated here.

Examples of performance objectives in the Third Plan

Example 1 (for priority fields 3. and 5.)

-Time spent on housework and child care by husbands with a child or children less than six years old: 60 min. a day (2006) → 2hr. 30min. a day (2020)



Example 2 (for priority field 15.)

The Millennium Development Goals: 8 goals to be achieved by 2015, through working in collaboration with each nation, international organization, and NGO

UN MDGs Summit (2010)

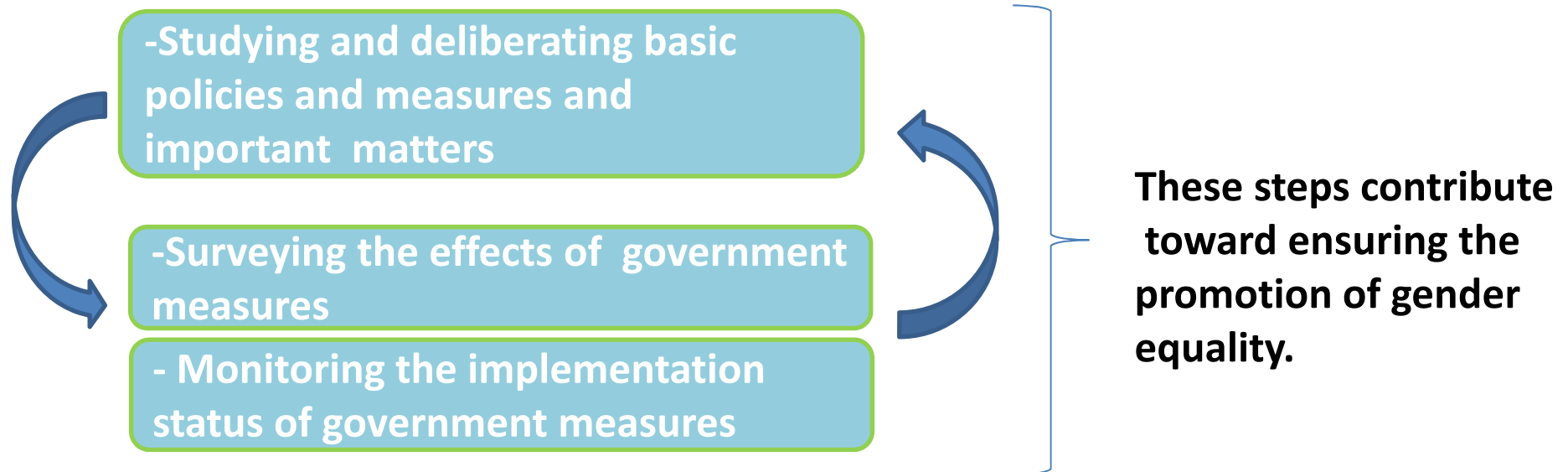
-“Japan’s Global Health Policy” and “Japan’s Education Cooperation Policy” were announced.

- “EMBRACE (Ensure Mother and Babies Regular Access to Care)” was launched.

Council for Gender Equality

- Established within the Cabinet Office in 2001
- Chair: Chief Cabinet Secretary
- Members:12 Cabinet Ministers 12 Specialists

Missions



※82 performance objectives are expected to serve these steps.

“Support of the Elderly for Living Independently (2008)”

-Example of the PDCA Cycle of the Promotion of Gender Equality by the Council for Gender Equality

Addressing rapid aging problems of the population, the Long-Term Care Insurance System was introduced in 2000.

- System to support the nursing care of elderly people across all levels of society
- Premiums are decided according to financial condition and projected service cost

It is crucial for Japan to ensure the sustainability of a social system such as the Long-Term Care Insurance System.

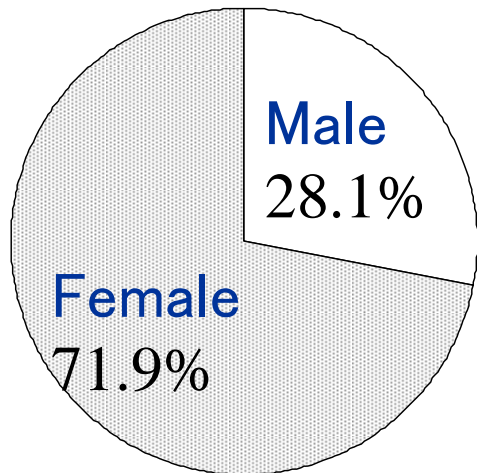
⇒Monitoring and Gender Impact Assessment and Evaluation of elderly people is conducted for this purpose.

Findings through the Gender Impact Analysis by the Council for Gender Equality

Main caregivers in households are females.

There are differences in **time spent on caring activities** between women and men.

Main caregiver in the household by sex



Data: "Comprehensive Survey of Living Conditions," Ministry of Health, Labor and Welfare (2007)

Average time spent on caring or nursing activities

	The number of caregivers (thousand)	Participation rate (%)	Average time spent by all caregivers (hours:minutes)	Total time (10,000)	
				Composition ratio (%)	
Female	3,329	38.6%	1:00	333	76.4%
Male	2,008	21.4%	0:31	104	23.8%
Both sexes	5,336	32.2%	0:49	436	100.0%

Data: Survey of working conditions of care workers, Care Work Foundation (2006)

Most care workers are female. About 40% of female care workers are non-regular employees.

Care workers by sex and employment situation

	N	Regular employment	Non-regular employment	Unknown
Female	23,330	60.7%	39.2%	0.1%
Male	5,681	86.9%	12.9%	0.1%
Both sexes	29,124	65.8%	34.1%	0.1%

Data: Survey of working conditions of care workers, Care Work Foundation (2006)

Earnings of care workers tend to be lower than average earnings

Contractual cash earnings by sex

		Ave. age	Ave. service years	Contractual cash earnings	Other allowance ('000yen)	Estimate of annual earnings ('000yen)	
				Without overtime allowance			
All	Male workers	41.9	13.3	372.4	336.7	1078.4	5118.8
	Female workers	39.2	8.7	241.7	225.2	568.4	3270.8

Data: "Basic Survey on Wage Structure," Ministry of Health, Labour and Welfare (2007)

Most users of Long-term Care Insurance aged 65+ are also females.

Number of users of Long-term Care Insurance System

Females ⇒ about 2.8 million > Males ⇒ about 1.1 million

	N	Support Level 1	Support Level 2	Care Level 1	Care Level 2	Care Level 3	Care Level 4	Care Level 5
Female	2,821.0 (100.0%)	280.4 (9.9%)	353.4 (12.5%)	494.9 (17.5%)	507.5 (18.0%)	435.6 (15.4%)	400.5 (14.2%)	348.7 (12.4%)
Male	1,103.5 (100.0%)	87.8 (8.0%)	106.6 (9.7%)	195.3 (17.7%)	238.1 (21.6%)	201.9 (18.3%)	159.8 (14.5%)	114.6 (10.4%)
Both sexes	3,924.5 (100.0%)	368.2 (9.4%)	460 (11.7%)	690.2 (17.6%)	745.6 (19.0%)	637.5 (16.2%)	560.3 (14.3%)	463.3 (11.8%)

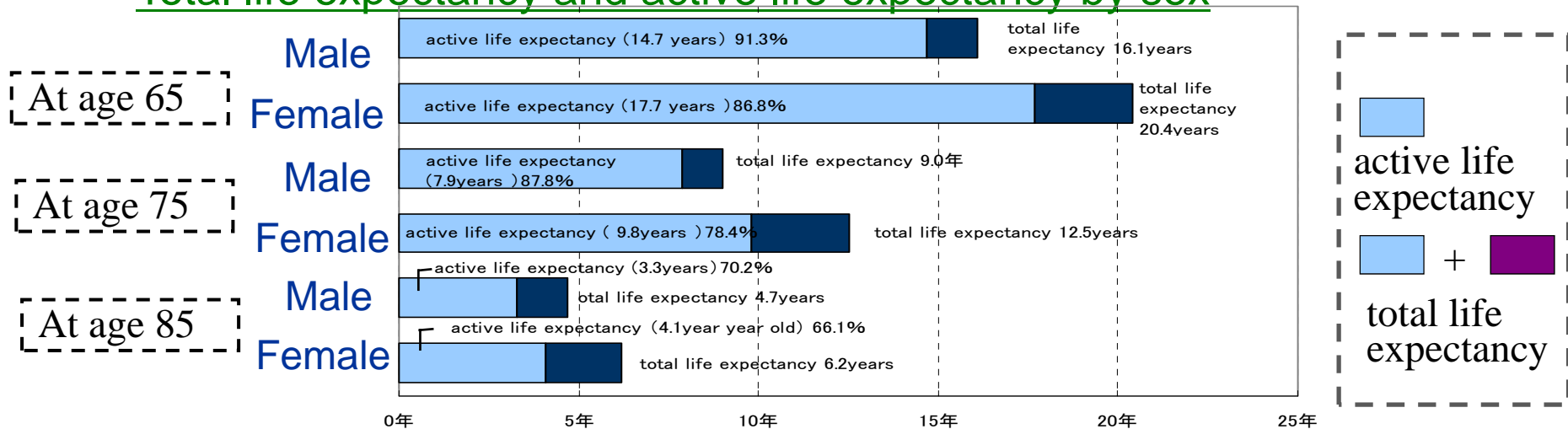
Data: "Survey of Long-term Care Benefit Expenditure, " Ministry of Health, Labour and Welfare (July 2010)

Level of long-term care need	Benefit limit standard amounts
Support level 1	4970 units/ month
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Long-term care 5	35830 units/month

1 unit: ¥10 to ¥11.05 (subject to regions and service types)

Females tend to need care for longer periods than males.

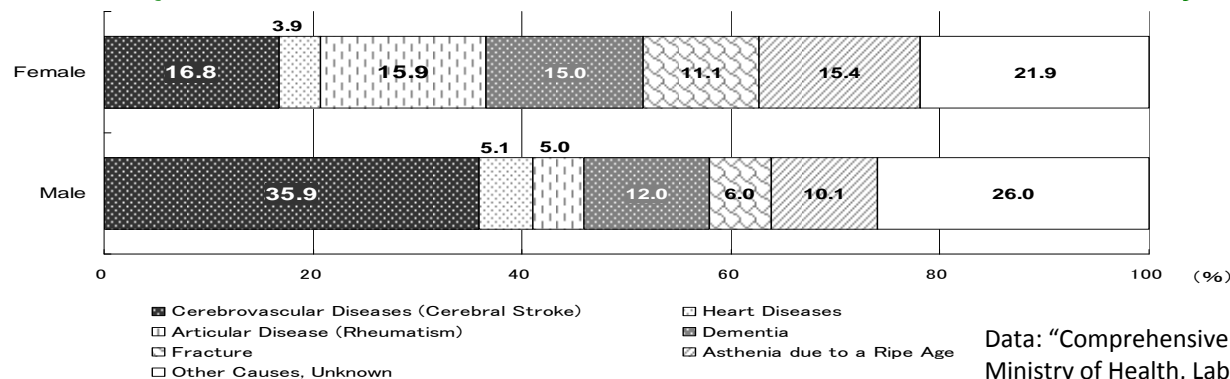
Total life expectancy and active life expectancy by sex



Data: Tsuji, I., Minami, Y., Fukao, A., et al. Active life expectancy among the elderly Japanese. Journal of Gerontology, 1995; 50A: M173-M176

The cause of care needs is different for women and men.

Major reasons for need of assistance or care by sex



Data: "Comprehensive Survey of Living Conditions," Ministry of Health, Labour and Welfare (2007)

Proposals by the Council for Gender Equality (2008)

- Promotion of employment and social participation of elderly people of both sexes
- Improvement of systems and environment that increase the economic independence of elderly people
- **Support for the independent living of elderly people** within families and communities
- Ensuring initiatives in **medical services and preventive care taking into account differences between women and men**
- Constructing foundations for quality healthcare services

⇒ Those proposals were carefully taken into account at the formulation of the Third Basic Plan for Gender Equality.

⇒ The implementation of policy measures determined in the Third Plan is monitored by the Special Committee under the Council for Gender Equality.