Promotion of Gender Equality in Japan

Yoko NAKAGAKI
Director
Research Division
Gender Equality Bureau
Cabinet Office
Government of 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.

(White paper on Gender Equality 2010)
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.**

Based on the “Labor force survey,” the Ministry of Internal Affairs and Communications
There is a positive correlation between birthrates and women’s labor participation rates.

→ Women’s Labor Participation Rate

⇒ Promoting active participation of women is a key to recovering Japanese economy and activating the society.
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.
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
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) → 2 hr. 30 min. a day (2020)

(P13, Women and Men in Japan 2011)

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

- Studying and deliberating basic policies and measures and important matters
- Surveying the effects of government measures
- Monitoring the implementation status of government measures

These steps contribute toward ensuring the promotion of gender equality.

※ 82 performance objectives are expected to serve these steps.
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.
Main caregivers in households are females.

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

Average time spent on caring or nursing activities

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


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

<table>
<thead>
<tr>
<th></th>
<th>N</th>
<th>Regular employment</th>
<th>Non-regular employment</th>
<th>Unknown</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>23,330</td>
<td>60.7%</td>
<td>39.2%</td>
<td>0.1%</td>
</tr>
<tr>
<td>Male</td>
<td>5,681</td>
<td>86.9%</td>
<td>12.9%</td>
<td>0.1%</td>
</tr>
<tr>
<td>Both sexes</td>
<td>29,124</td>
<td>65.8%</td>
<td>34.1%</td>
<td>0.1%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>Ave. age</th>
<th>Ave. service years</th>
<th>Contractual cash earnings</th>
<th>Other allowance ('000yen)</th>
<th>Estimate of annual earnings ('000yen)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Without overtime allowance</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>All</td>
<td>Male workers</td>
<td>41.9</td>
<td>13.3</td>
<td>372.4</td>
<td>336.7</td>
</tr>
<tr>
<td></td>
<td>Female workers</td>
<td>39.2</td>
<td>8.7</td>
<td>241.7</td>
<td>225.2</td>
</tr>
</tbody>
</table>

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

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


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

**At age 65**
- **Male**
  - Active life expectancy (14.7 years) 91.3%
  - Total life expectancy 16.1 years
- **Female**
  - Active life expectancy (17.7 years) 86.8%
  - Total life expectancy 20.4 years

**At age 75**
- **Male**
  - Active life expectancy (7.9 years) 87.8%
  - Total life expectancy 12.5 years
- **Female**
  - Active life expectancy (9.8 years) 78.4%
  - Total life expectancy 9.0 years

**At age 85**
- **Male**
  - Active life expectancy (3.3 years) 70.2%
  - Total life expectancy 4.7 years
- **Female**
  - Active life expectancy (4.1 years old) 66.1%
  - Total life expectancy 6.2 years


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

**Major reasons for need of assistance or care by sex**

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.