

# The White Paper on Gender Equality 2023



June 2023

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 and report to the Diet were made on June 16 for the 2023 edition.

[Composition of the White Paper]

## 1. FY2022, Status of the Formation of a Gender Equal Society

**Special Feature: Linking New Lifestyles and Work Styles to the Empowerment of All People:  
“Towards the Realization of the ‘Reiwa Model’ amid Dramatically Changing Views on Work and Family”**

Each Sector : Women’s Participation in Policy Decision-making Processes, etc.

## 2. Policies Related to Promotion of the Formation of a Gender Equal Society

- |        |   |
|--------|---|
| Part 1 | Policies Implemented in FY2022 to Promote the Formation of a Gender Equal Society |
| Part 2 | Policies to be Taken in FY2023 to Promote the Formation of a Gender Equal Society |

# <Special Feature> Linking New Lifestyles and Work Styles to the Empowerment of All People: “Towards the Realization of the ‘Reiwa Model’ amid Dramatically Changing Views on Work and Family”

- Entering the era of 100-year life, **family structures are changing** and **people’s lives are becoming more diverse**. However, **fixed attitudes towards gender roles still remain** in Japan, with paid working hours heavily skewed toward men and unpaid working hours heavily skewed toward women.
- **In recent years, the ideal way of life, particularly for the younger generation, has been changing**. In promoting the formation of a gender equal society, it is crucial to grasp these changes and to **create a society in which the younger generation, those bearing the future of our country, can realize their ideal way of life and way of working**. This will also **lead to the empowerment of all people as family structures change and people’s lives become more diverse**.
- Now is the time to review practices that are premised on the fixed attitudes towards gender roles, such as working long hours, and switch from the “Showa model” of men working and women staying at home to the **“Reiwa Model”-a society where all people can be actively involved both at home and at work, according to their wishes**.

## Section 1. Change in attitudes towards work, Current status and challenges of housework, childcare, etc. and work styles

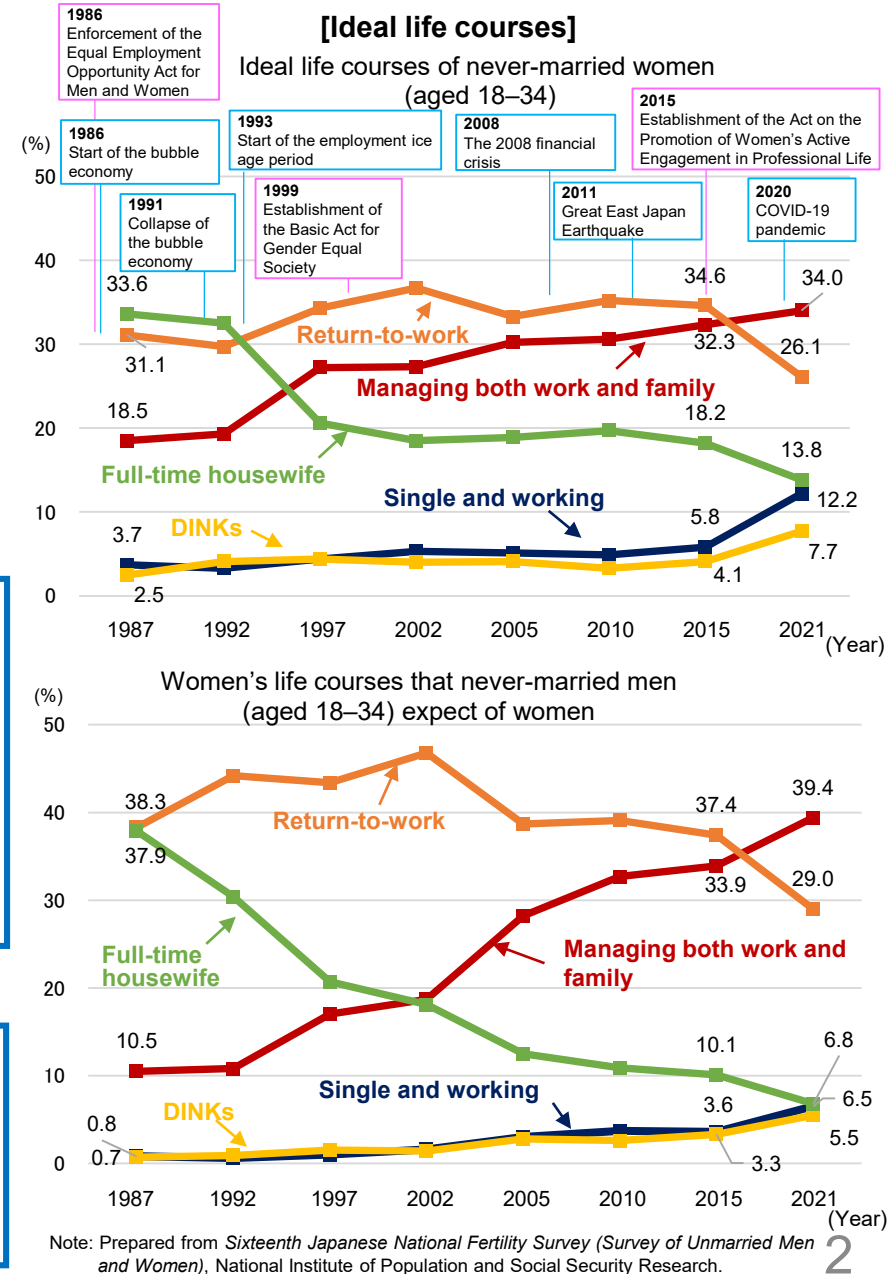
- Changing attitudes towards work
- How people spend their time in daily life, and current status of housework, childcare, etc. and work styles
- Issues facing current housework, childcare, etc. and work styles

## Section 2. New Lifestyles and Work Styles That Are Taking Root

- Views of the younger generation on lifestyles and work styles
- Circumstances surrounding women’s work styles
- Circumstances surrounding telework
- Circumstances surrounding childcare leave
- Circumstances surrounding housework, childcare, etc.

## Section 3. Towards the Realization of the “Reiwa Model”

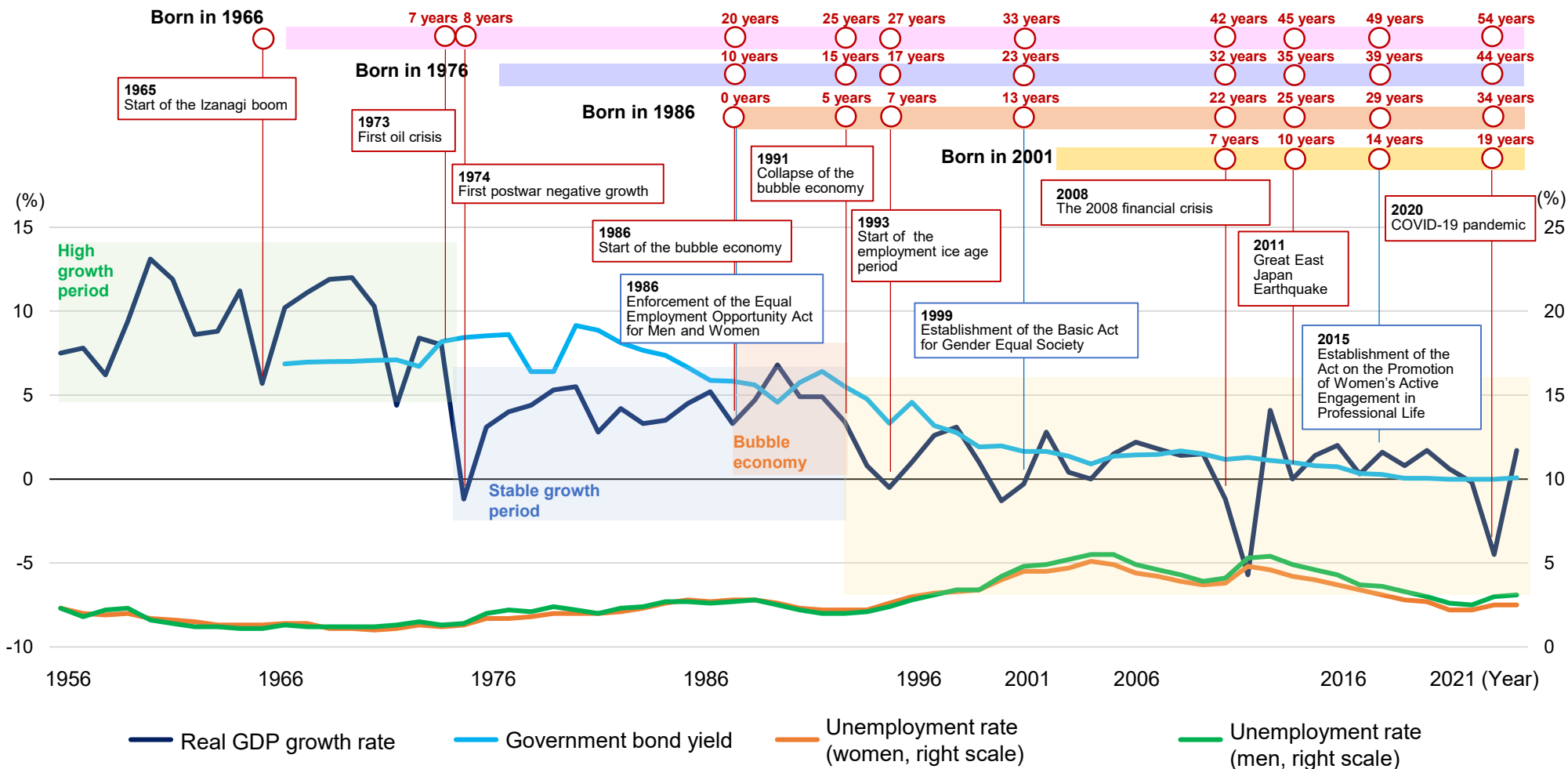
- Creating a society in which the younger generation, those bearing the future of our country, can realize their ideal way of life and work is crucial in promoting the formation of a gender equal society.
- Switching to the “Reiwa Model,” a society in which all people can be actively involved, by grasping new trends, changing systems and practices to suit the current times, and incorporating new ideas and new wisdom, is the key to Japan’s future growth.



# Section 1. Change in attitudes toward work, Current status and challenges of housework, childcare, etc. and work styles

- Different generations have **grown up in vastly different social and economic conditions**, and this has likely **affected their work styles and attitudes**.

Figure SF-1: Changes in social and economic conditions



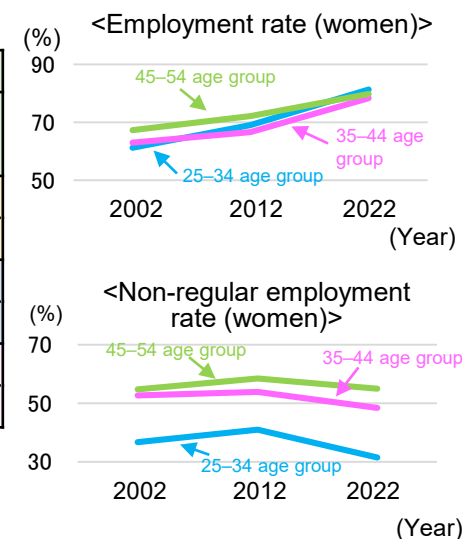
Notes: 1. Real GDP growth rate is based on *National Accounts of Japan*, Cabinet Office, government bond yield is based on *Financial and Economic Statistics Monthly*, Bank of Japan and *TSE Monthly Statistics Report*, Tokyo Stock Exchange, and the unemployment rate is based on *Labour Force Survey*, Ministry of Internal Affairs and Communications.  
 2. Government bond yields are based on the closing value of the longest yield on 10-year government bonds listed on TSE for 1997 and earlier, and on the closing value of the distribution yield on newly issued 10-year government bonds for 1998 and later.  
 3. Figures for the 2011 Labour Force Survey are supplemental estimates.  
 4. 1986, when the Equal Employment Opportunity Act for Men and Women was enforced, is the starting year for looking at earlier and later generations.

# Section 1. Change in attitudes toward work, Current status and challenges of housework, childcare, etc. and work styles

- Employment rate among women has been increasing in all age groups, but **non-regular employment rate continues to trend upwards among those aged 35–44 and older compared to the younger generation (25–34)**.
- Women in older age groups tend to think that women should continue to work even after having child(ren). In addition, **women of the same generation are more likely to think this way as they get older**.

**Figure SF-2: Change in work styles, by age group**

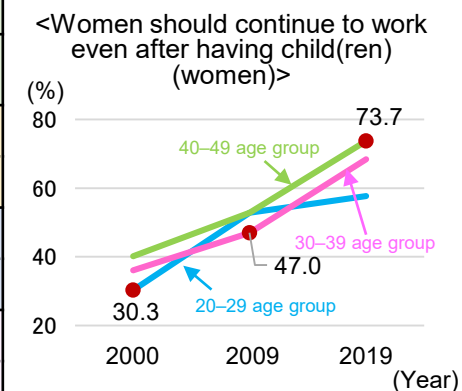
Age group		Women			Men		
		2002	2012	2022	2002	2012	2022
25–34	Employment rate (%)	61.2	69.1	81.4	90.1	89.4	91.3
	Non-regular employment rate (%)	36.7	40.9	31.4	9.4	15.3	14.3
35–44	Employment rate (%)	63.0	66.7	78.4	93.6	92.6	93.8
	Non-regular employment rate (%)	52.6	53.8	48.4	5.6	8.2	9.3
45–54	Employment rate (%)	67.3	72.2	79.8	92.5	92.3	93.2
	Non-regular employment rate (%)	54.7	58.4	54.9	7.4	8.6	8.6



Notes: 1. Employment rate is based on *Labour Force Survey (Basic Tabulation)*, Ministry of Internal Affairs and Communications, and non-regular employment rate is based on *Labour Force Survey (Detailed Tabulation)*.  
 2. Non-regular employment rate is the ratio to the total of “regular employees” and “non-regular employees.”

**Figure SF-6: Change in opinions about women having a job, by age group**

Age group		Women			Men		
		2000	2009	2019	2000	2009	2019
20–29	Women should continue to work even after having children (%)	30.3	52.8	57.7	26.8	38.5	43.8
	Women should return to work when child(ren) have grown (%)	46.2	35.2	20.6	37.4	30.8	28.1
30–39	Women should continue to work even after having children (%)	36.1	47.0	68.4	37.0	46.9	62.9
	Women should return to work when child(ren) have grown (%)	43.4	39.4	23.2	36.1	31.3	23.4
40–49	Women should continue to work even after having children (%)	40.2	52.8	73.7	35.5	52.0	57.0
	Women should return to work when child(ren) have grown (%)	38.1	34.0	19.2	40.8	26.5	25.8



Notes: 1. Prepared from *Public Opinion Survey on a Gender Equal Society*, Cabinet Office.

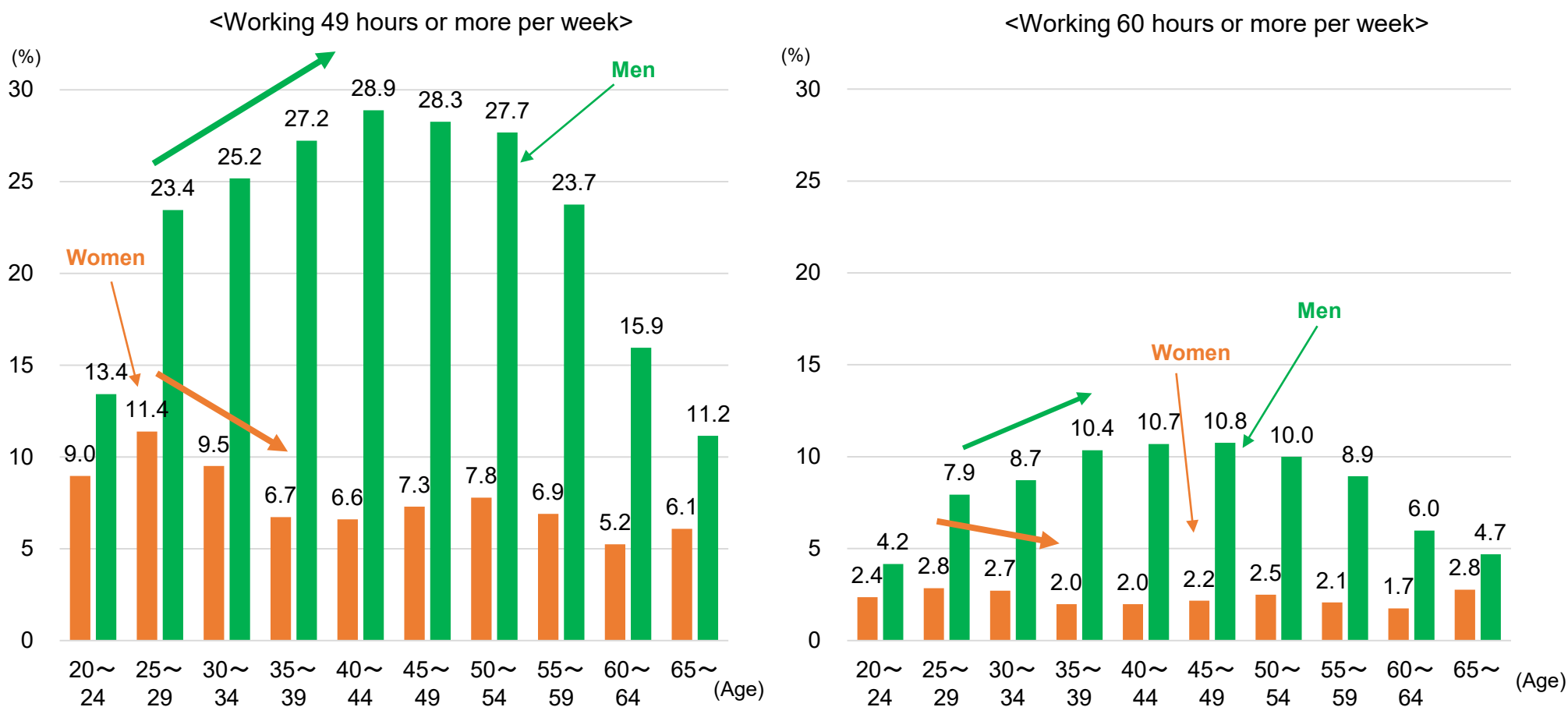
2. The question is: In general, what is your view on women having a job?

The options are: Women should not have a job; Women should have a job until they marry; Women should have a job until they have child(ren); Women should continue to work even after having child(ren); Women should stop working after having child(ren) and return to work when the child(ren) have grown; Other; and Don't know.

# Section 1. Change in attitudes toward work, Current status and challenges of housework, childcare, etc. and work styles

- Looking at the percentages of employees who work long hours (49+ hours or 60+ hours per week), **the percentages for men between their late 30s and early 50s, who are considered to be in their prime working years, are larger than those of other age groups; whereas the percentages for women are smaller than those of younger age groups, partly because of the overlap with the child-rearing period.**

**Figure SF-24: Percentage of employees working 49 hours or more or 60 hours or more per week, by age group (2022)**

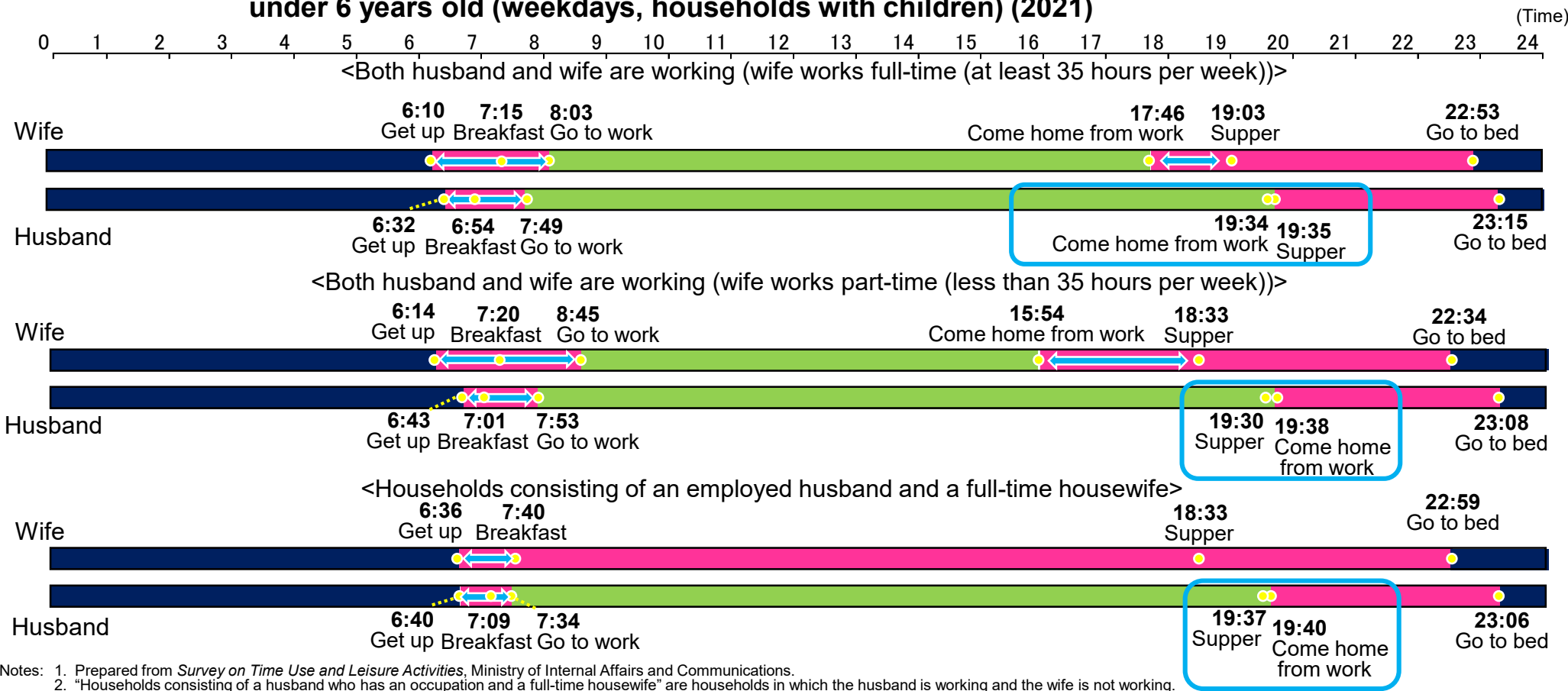


Note: Prepared from Labour Force Survey (Basic Tabulation), Ministry of Internal Affairs and Communications.

# Section 1. Change in attitudes toward work, Current status and challenges of housework, childcare, etc. and work styles

- On average, husbands come home from work home later than their wives, close to the time beginning to have supper, regardless of the wife's employment status. This suggests that **wives are predominantly responsible for housework, childcare, etc. in the evening.**

**Figure SF-26: Average times of main activities conducted by wives and husbands whose youngest child is under 6 years old (weekdays, households with children) (2021)**

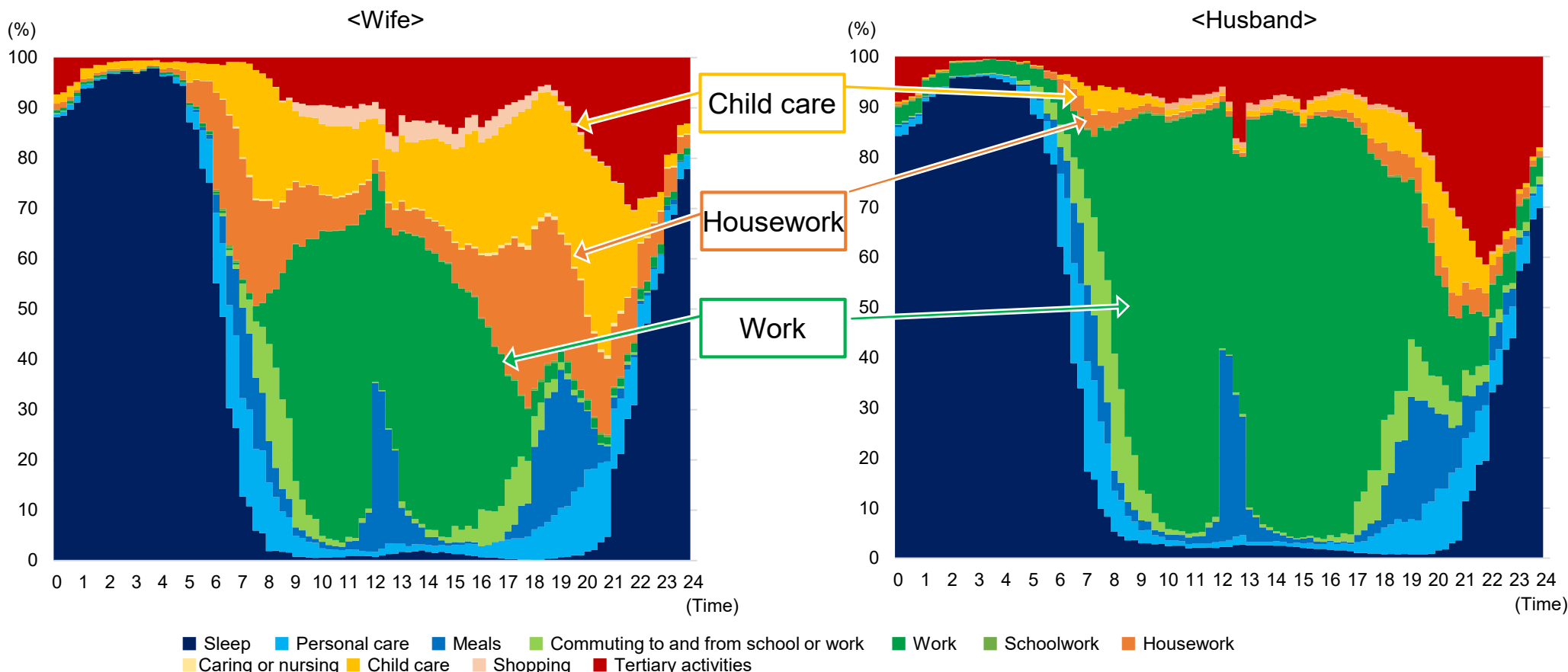


Notes: 1. Prepared from *Survey on Time Use and Leisure Activities*, Ministry of Internal Affairs and Communications.  
 2. "Households consisting of a husband who has an occupation and a full-time housewife" are households in which the husband is working and the wife is not working.  
 3. "Time of getting up" is the ending time of the first "Sleep" which starts before 12:00, continuing for more than 60 minutes. When the activity other than "Sleep" between two "Sleep" lasts 30 minutes or less, it is regarded that "Sleep" continues. "Time of beginning to have breakfast" is the starting time of the first "Meals" which starts between 04:00 and 11:00. "Time of beginning to have supper" is the starting time of the first "Meals" which starts between 16:00 and 24:00. "Time of going to bed" is the starting time of "Sleep" which starts between 17:00 and 12:00 on the following day, lasting more than 60 minutes. When two or more applicable "Sleep" activities are shown, the starting time of "Sleep" which lasts longer is adopted ("Sleep" which starts earlier is adopted when duration time is the same for each). When an activity other than "Sleep" between two "Sleep" states lasts 30 minutes or less, it is regarded that "Sleep" continues. "Time of going to work" is the starting time of "Commuting to and from school or work" preceding the first "Work" which starts between 00:15 and 24:00. When "Commuting to and from school or work" is not shown before the first "Work", but shown before other "Work", the first "Work" is regarded as that continuing from the previous day or that taken home, and the starting time of "Commuting to and from school or work" preceding the next "Work" is adopted. When "Commuting to and from school or work" is not shown before other "Work", the starting time of the first "Work" is adopted. "Time of coming home from work" is the ending time of "Commuting to and from school or work" after the last "Work" which starts between 00:15 and 24:00. When "Commuting to and from school or work" is not shown after the last "Work", but shown after "Work" recorded earlier, the last "Work" is regarded as that taken home, and the ending time of "Commuting to and from school or work" after "Work" recorded earlier is adopted. When "Commuting to and from school or work" is still not shown after other "Work", the ending time of the last "Work" is adopted. When "Commuting to and from school or work" is not shown after the last "Work", but is shown before "Work", and when "Commuting to and from school or work" is also shown after earlier "Work", it is regarded that the person is engaged in shift work or two or more jobs, with the time of coming home from work judged as "Not reported". Excludes those who replied "Business trip or training, etc." in "kind of day".

# Section 1. Change in attitudes toward work, Current status and challenges of housework, childcare, etc. and work styles

- Looking at the time spent in daily activities on weekdays by households in which both husband and wife are working where the youngest child is under 6 years old, **time spent on housework is skewed toward wives and time spent at work is skewed toward husbands.**

**Figure SF-28: Participation rate in the activity by time of day (weekday, 2021) (households in which both husband and wife are working whose youngest child is under 6 years old)**



Notes: 1. Prepared from *Survey on Time Use and Leisure Activities*, Ministry of Internal Affairs and Communications.

2. "Participation rate in the activity" is the number of participants in the activity / population x 100 (%).

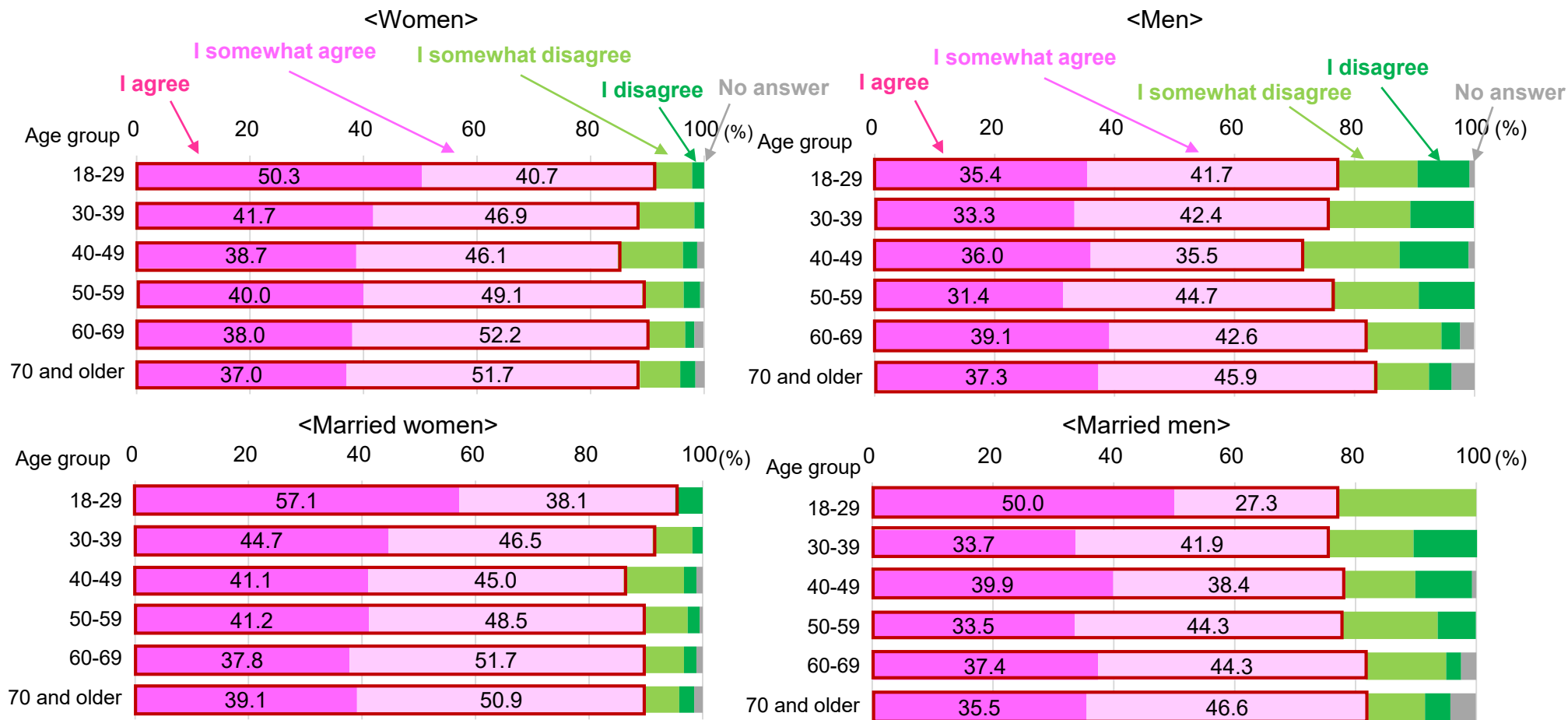
3. "Tertiary activities" refers to activities other than sleep, meals and other activities that are physiologically necessary (primary activities) and work, housework, and other activities that comprise those which each person is committed to perform as a member of the family or of the society (secondary activities), which are conducted during each person's free time. They include: "Moving(excluding commuting)", "Watching TV, listening to the radio, reading a newspaper or magazines", "Rest and relaxation", "Learning, self-education and training(except for schoolwork)", "Hobbies and amusements", "Sports", "Volunteer and social activities", "Social life", "Medical examination or treatment", and "Other activities".



# Section 1. Change in attitudes toward work, Current status and challenges of housework, childcare, etc. and work styles

- More than 80% of women and 70–80% of men think that **the concentration of housework, childcare, etc. on women is a factor preventing them from being more empowered in their professional lives.**

**Figure SF-29: Factors preventing women from being more empowered in their professional lives**  
(the fact that women spend more time on childcare, caring for family members, housework, etc.)



Notes: 1. Prepared from *Public Opinion Survey on a Gender Equal Society (November 2022, Cabinet Office)*.

2. The question is as follows:

Question 9: There is an opinion that women spending more time on childcare, caring for family members, housework, etc. is one of the factors preventing them from being more empowered in their professional lives. What do you think of this opinion? (Select 1)

## Section 2. New Lifestyles and Work Styles That Are Taking Root: Circumstances surrounding time spent in daily activities

- In households with children, women tend to want to reduce the amount of time they spend on housework/childcare, while men tend to want to reduce the amount of time they spend at work and increase the amount of time they spend on housework/childcare. This tendency is stronger among the younger generation.

**Table SF-45: Preferred changes to time spent in daily activities**

Aged 20-39, with child(ren)		Want to spend less time, total (%)	Want to spend more time, total (%)	Aged 40-69, with child(ren)		Want to spend less time, total (%)	Want to spend more time, total (%)
Time spent at work	Women	23.2	28.6	Time spent at work	Women	12.7	22.5
	Men	34.1	16.6		Men	25.7	10.2
Time spent on housework/childcare	Women	33.5	14.4	Time spent on housework/childcare	Women	20.2	6.0
	Men	14.1	27.7		Men	7.6	14.3
Time spent playing and relaxing with family	Women	5.0	44.1	Time spent playing and relaxing with family	Women	2.1	25.2
	Men	6.0	42.2		Men	3.4	30.7
Time spent on oneself	Women	4.2	51.3	Time spent on oneself	Women	2.6	34.1
	Men	7.3	44.4		Men	3.8	35.0

Notes: 1. Prepared from FY2022 Survey on the Promotion of Gender Equality in the Context of New Lifestyles and New Work Styles (survey commissioned by the Cabinet Office in FY2022).

2. "Not applicable" is excluded from the tabulation.

3. "Want to spend less time, total" is the cumulative total of "want to spend a lot less time" and "want to spend a little less time."

"Want to spend more time, total" is the cumulative total of "want to spend a lot more time" and "want to spend a little more time."

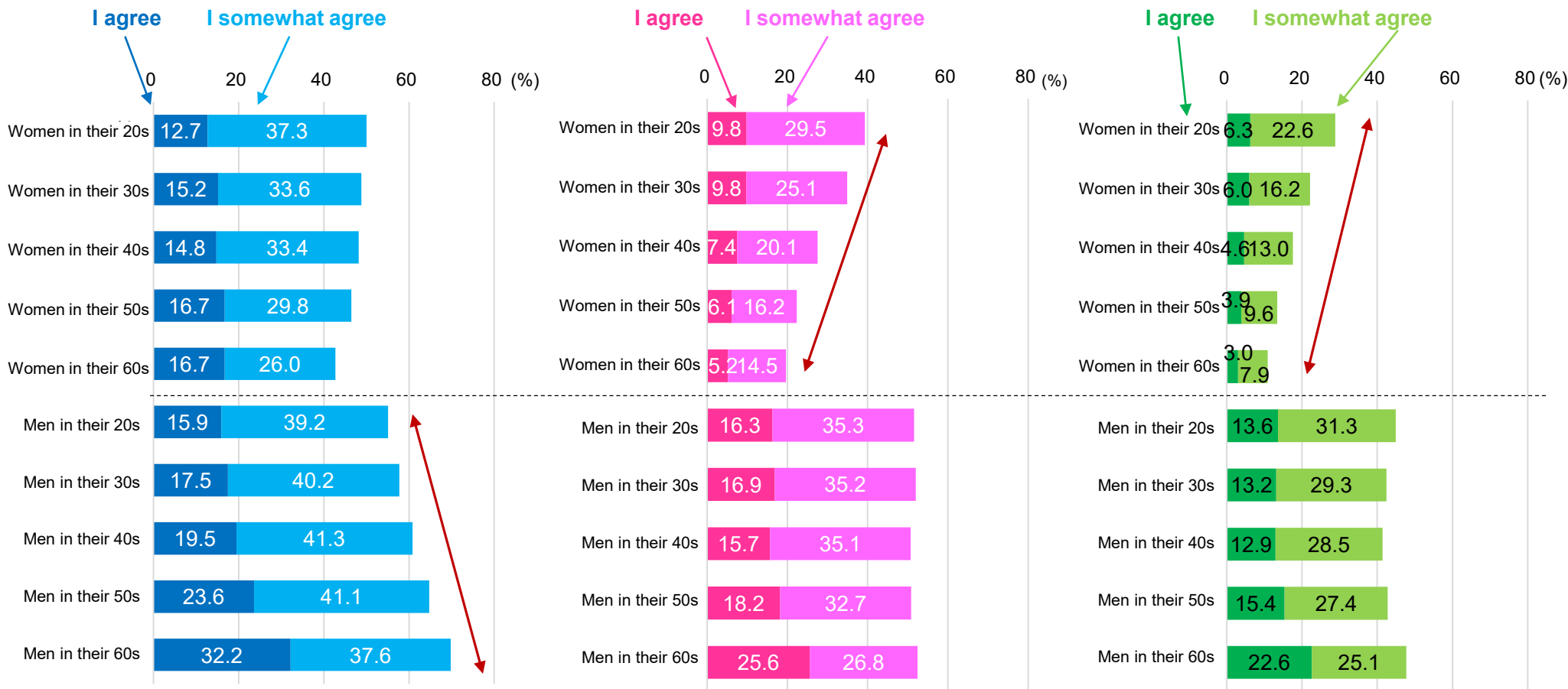
4. "With child(ren)" is people who have child(ren) or who have had child(ren).

# Section 2. New Lifestyles and Work Styles That Are Taking Root: Circumstances surrounding women's work styles

- Younger women are more likely to think, “I want to keep doing this work for a long time,” “I think I can be promoted,” and “I want to be in a managerial position one day.” **There is a gap of more than 10% points between women in their 20s and women in their 40s to 60s in “I think I can be promoted” and “I want to be in a managerial position one day.”**
- Younger men are less likely to think, “I want to keep doing this work for a long time.”

**Figure SF-52: Ambition to keep working, be promoted (mindset during 20s)**

<I want/wanted to keep doing this work for a long time>   <I think/thought I can/could be promoted>   <I want/wanted to be in a managerial position one day>



Notes: 1. Prepared from FY2022 Survey on the Promotion of Gender Equality in the Context of New Lifestyles and New Work Styles (survey commissioned by the Cabinet Office in FY2022).

2. People in their 20s answered what they think now, and people in their 30s to 60s answered what they thought when they were in their 20s.

## Section 2. New Lifestyles and Work Styles That Are Taking Root: Circumstances surrounding housework, childcare, etc.

- Looking at how men and women evaluate their own housework/childcare skills, as well as how satisfied they are with the housework/childcare performed by their spouses, **younger men tend to rate their own housework/childcare skills higher, and the satisfaction levels of their spouses tend to be also higher.**

**Table SF-73: Evaluation of own housework/childcare skills and satisfaction of housework/childcare performed by spouse**

<Housework>

<Childcare>

People living with a spouse		[Own housework skills] Total of sufficiently skilled + kind of skilled (%)	[Satisfaction of spouse's housework] Total of very satisfied + somewhat satisfied (%)
20s	Women	60.4	<b>70.4</b>
	Men	<b>65.0</b>	79.8
30s	Women	62.1	<b>59.1</b>
	Men	<b>60.6</b>	80.9
40s	Women	58.8	<b>52.3</b>
	Men	<b>51.8</b>	81.2
50s	Women	64.7	<b>49.3</b>
	Men	<b>49.3</b>	85.0
60s	Women	75.0	55.0
	Men	52.5	88.0

People living with children of elementary school age or younger		[Own childcare skills] Total of sufficiently skilled + kind of skilled (%)	[Satisfaction of spouse's childcare] Total of very satisfied + somewhat satisfied (%)
20s	Women	60.6	<b>64.3</b>
	Men	<b>63.5</b>	88.1
30s	Women	60.5	<b>60.5</b>
	Men	<b>55.2</b>	85.0
40s	Women	57.1	<b>54.6</b>
	Men	<b>51.4</b>	84.9
50s	Women	58.6	50.0
	Men	46.7	87.6

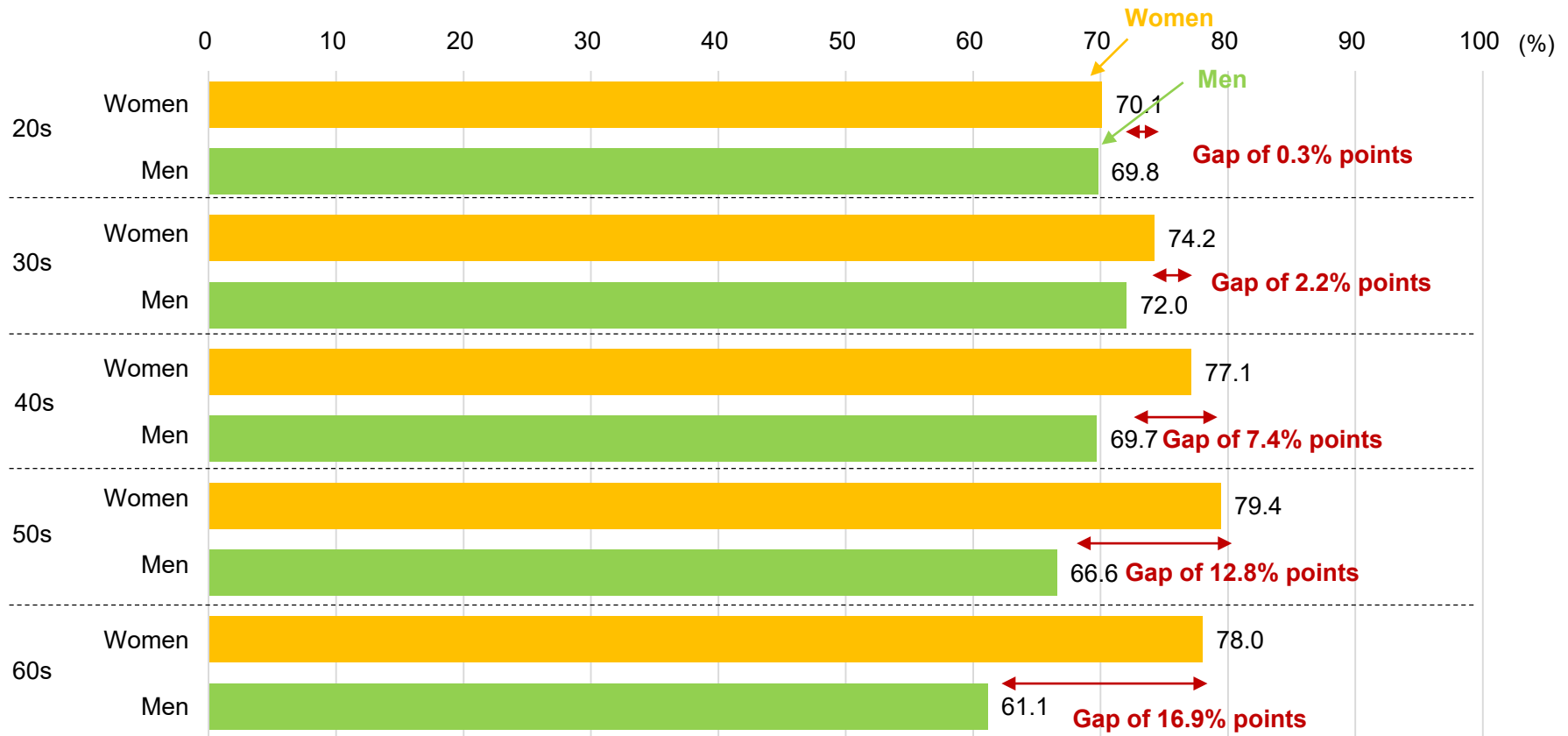
Notes: 1. Prepared from FY2022 Survey on the Promotion of Gender Equality in the Context of New Lifestyles and New Work Styles (survey commissioned by the Cabinet Office in FY2022).

2. Spouse includes de facto and common-law relationships.

## Section 2. New Lifestyles and Work Styles That Are Taking Root: Circumstances surrounding housework, childcare, etc.

- Regarding housework, childcare, etc., **the percentage of people responding “I should take the initiative” tends to be higher for women in older age groups and for men in younger age groups.**
- Comparing men and women of the same age group, there is a difference of more than 10% points between men and women in their 50s and 60s, but the difference decreases the younger the age group. **There is almost no difference among men and women in their 20s**(women: 70.1%, men: 69.8%).

**Figure SF-67: Attitudes toward housework, childcare, etc. (I should take the initiative)**



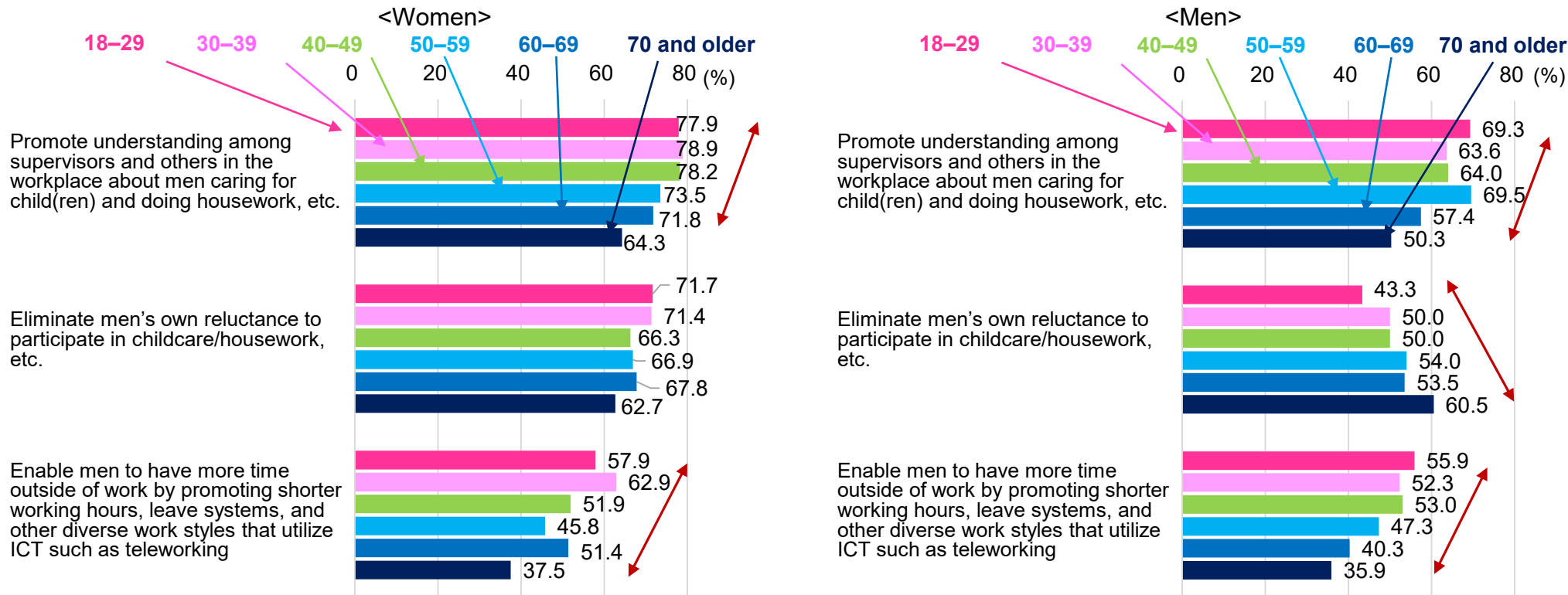
Notes: 1. Prepared from FY2022 Survey on the Promotion of Gender Equality in the Context of New Lifestyles and New Work Styles (survey commissioned by the Cabinet Office in FY2022).

2. Cumulative total of “I agree” and “I somewhat agree.”

## Section 2. New Lifestyles and Work Styles That Are Taking Root: Circumstances surrounding housework, childcare, etc.

- In terms of what is needed for men to actively participate in housework, childcare, etc., a greater percentage of women than men selected “**eliminate men’s own reluctance to participate in childcare/housework, etc.**” The percentage is smaller for younger men, suggesting that they have less reluctance to housework, childcare, etc.
- The percentage of people who selected “**promote understanding among supervisors and others in the workplace about men caring for child(ren) and doing housework, etc.**” and “**enable men to have more time outside of work by promoting shorter working hours, leave systems, and other diverse work styles that utilize ICT such as teleworking**” tended to be larger for the younger age group for both men and women.
- Younger men are more likely to feel less resistance to participating in housework and childcare and tend to think that there is more need for changes in their workplaces and other surrounding environments.**

Figure SF-75: What is needed for men to actively participate in housework, childcare, etc.



Notes: 1. Prepared from *Public Opinion Survey on a Gender Equal Society (November 2022)*, Cabinet Office.

2. The question is as follows, and there are nine available options:

Question 7: What do you think is needed for men to actively participate in caring for child(ren), caring for family members, housework, and community activities in the future?  
(Select as many as you like)

## Section 3. Toward the Realization of the “Reiwa Model”

- **Creating a society in which the younger generation, those bearing the future of our country, can realize their ideal way of life and work** is crucial in promoting the formation of a gender equal society.
- **Amid dramatically changing views on work and family, now is the time to switch from the “Showa Model” to the “Reiwa Model.”**

### “Showa Model”

- A system premised on households consisting of a so-called “salaryman” husband and a full-time housewife
- Employment practices based on a fixed attitudes towards gender roles, where long working hours and job transfers are expected



### New lifestyles and work styles

- Attitudes toward lifestyles and work styles are changing and diversifying, especially among the younger generation
- Family structures are changing, and people’s lives are becoming more diverse  
Increase in single person households, single-parent households, and dual income households

### Reform

## “Reiwa Model”

Realization of a society where all people can be actively involved both at home and at work, according to their wishes, amid dramatically changing views on work and family.

1 Create an environment where aspirations can be fulfilled, and people can achieve their full potential at work

2 Enable to lead a balanced life between work and housework, childcare, etc.

3 Women’s economic empowerment

- Promote flexible work styles and create an environment in which work performance is evaluated and promotion can be pursued regardless of hours worked
- Accelerate efforts for increasing the percentage of women in leadership roles
- Provide reskilling and other opportunities so that employees can improve their abilities and skills when reentering the workforce or looking to enhance their career
- Rectify long working hours
- Encourage men to take childcare leave  
Review workplace operations and allocate work more efficiently
- Close the wage gap between men and women
- Mobilization of female labor to growth industries  
Support upskilling, develop human resources with digital skills, etc.
- Review systems and practices that are barriers to the employment of women
- Instill awareness that paying for child support is only natural

# Appendix





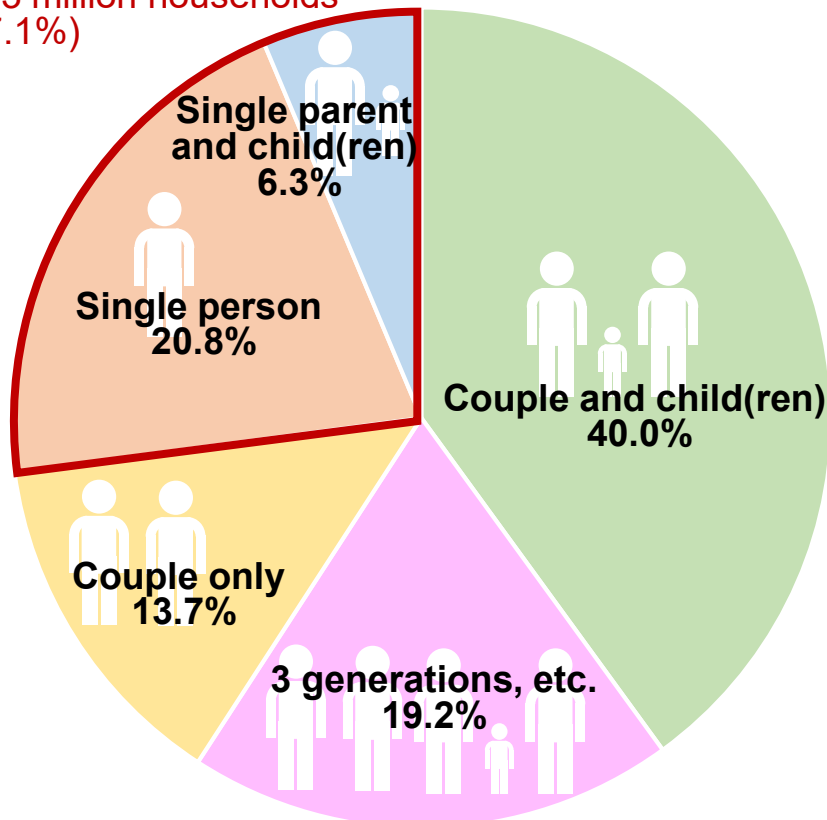
# [Opening] Linking New Lifestyles and Work Styles to the Empowerment of All People: “Toward the Realization of the ‘Reiwa Model’ amid Dramatically Changing Views on Work and Family”

- Entering the era of 100-year life, **family structures in Japan are changing** and **people’s lives are becoming more diverse**.
- “Couple and child(ren)” households accounted for 40% of all households in 1985. As of 2020, they accounted for only 25%, and the total of single person households and single-parent households accounted for nearly half of all households.

## Change in family structure

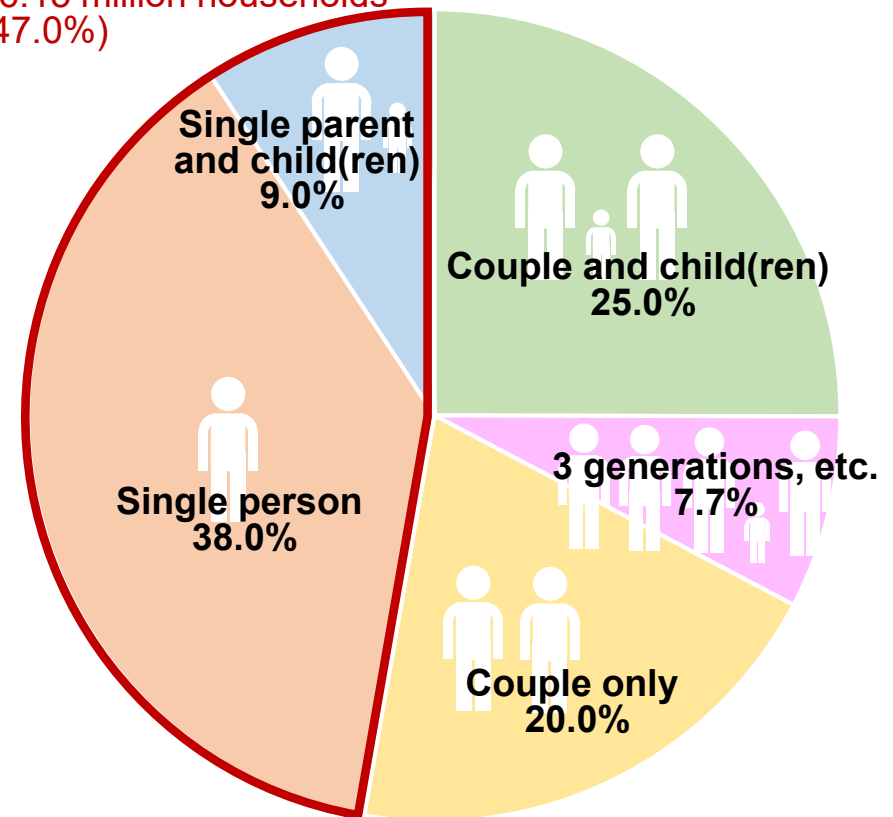
<1985>

Single person households + Single-parent households  
10.3 million households  
(27.1%)



<2020>

Single person households + Single-parent households  
26.15 million households  
(47.0%)



Notes: 1. Prepared from *Population Census*, Ministry of Internal Affairs and Communications.

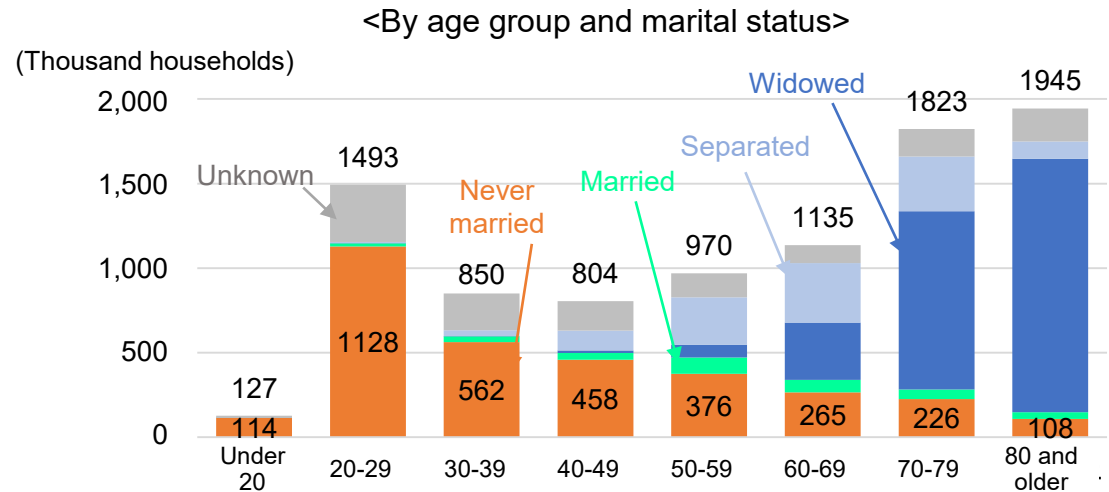
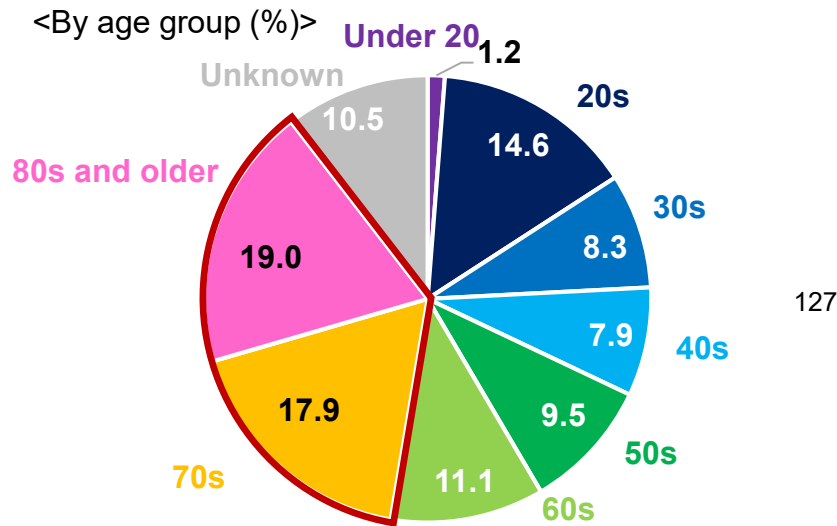
2. Percentage of private households. Does not include persons in institutions, etc. “3 generations, etc.” is the sum of households consisting only of relatives, excluding nuclear families, and households that include non-relatives.

3. “Child” refers to a member of the household who is a “child” of the youngest “married couple” among the relatives in the household, and includes adults.

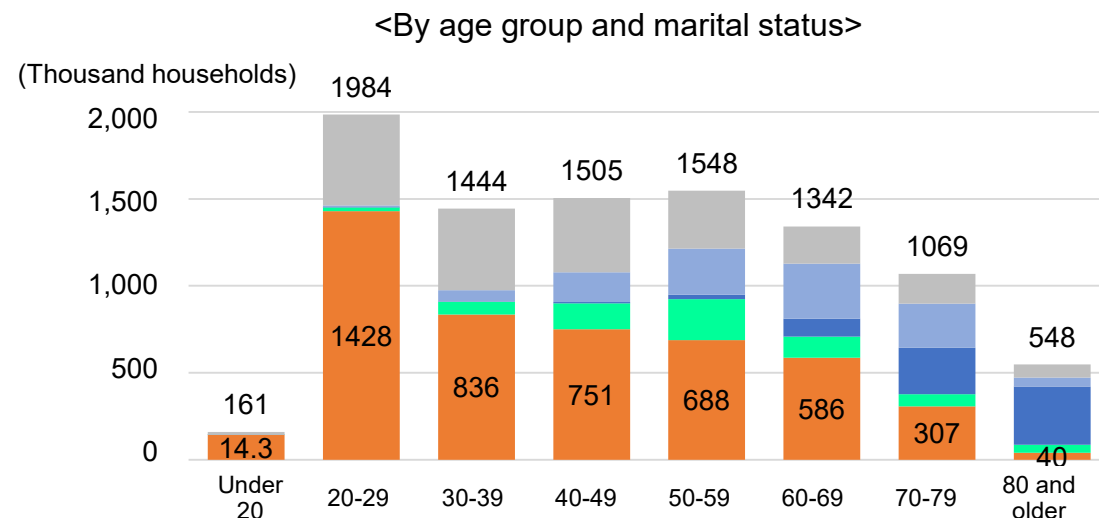
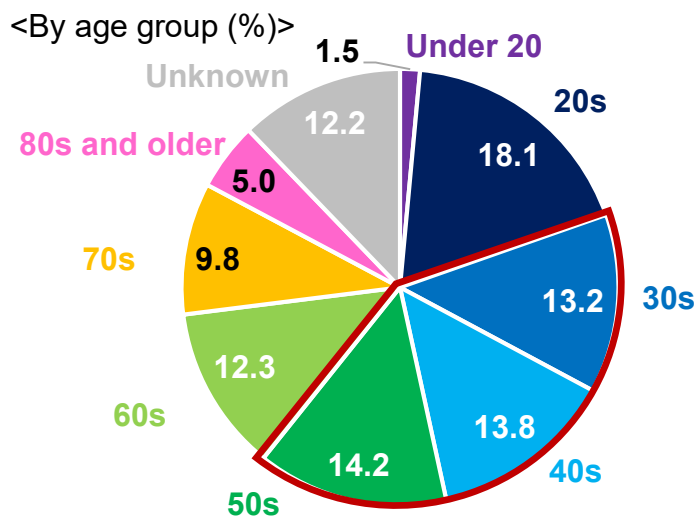
# Breakdown of single person households (2020)

- A large percentage of both men and women in their 20s are in single person households due to having never married. Furthermore, **a large percentage of women in their 70s and older is in single person households due to losing their spouse, and a large percentage of men in their 30s to 50s due to having never married.**

## Women (10.21 million households)



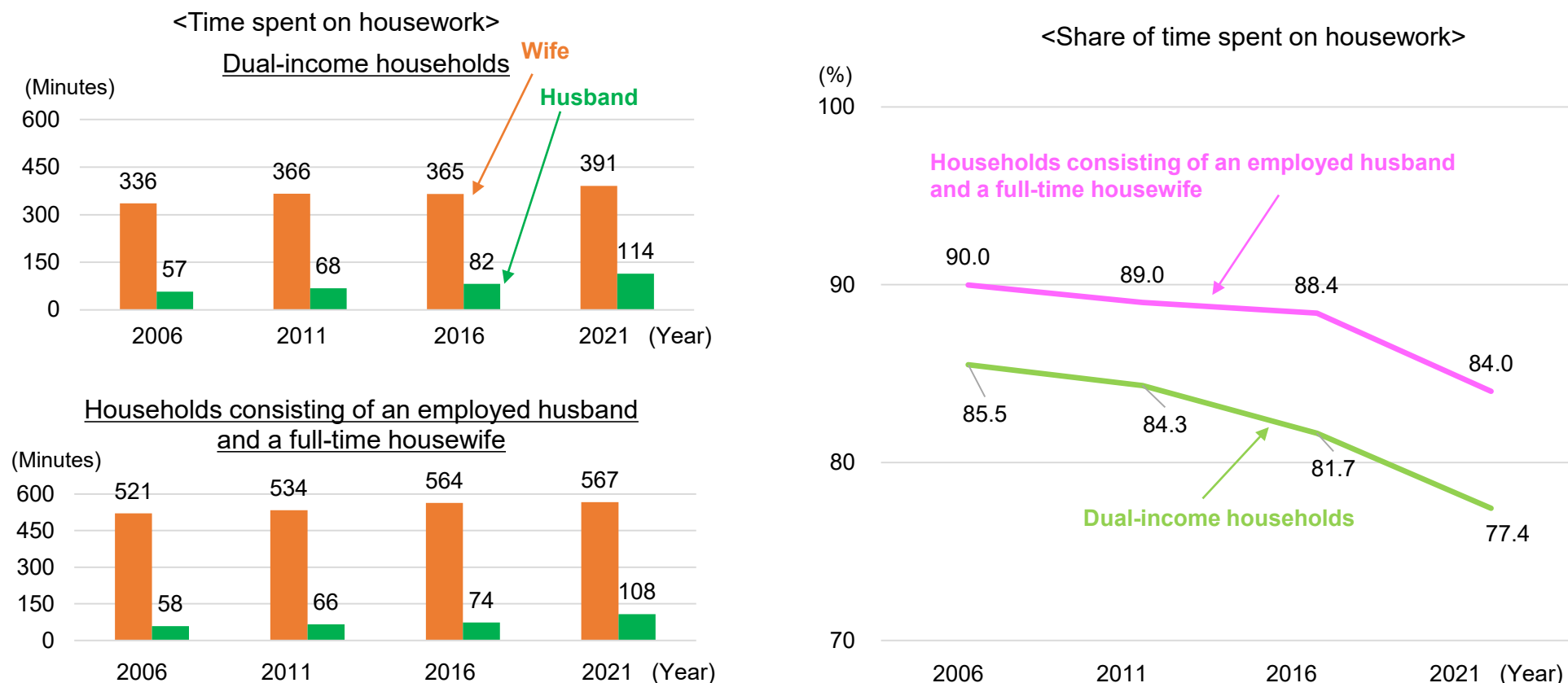
## Men (10.94 million households)



# Section 1. Change in attitudes toward work, Current status and challenges of housework, childcare, etc. and work styles

- Wives' share of time spent on housework has been decreasing over the long term. However, looking at wives and husbands with child(ren) under 6 years old, as of 2021, **wives account for 84.0% of the time spent on housework in households where the wife does not have any occupation (full-time housewife), and 77.4% even where the wife has an occupation (dual income).**

**Figure SF-8: Time spent on housework by wives and husbands with child(ren) under 6 years old, and wives' share of time spent on housework (weekly average)**



Notes: 1. Prepared from *Survey on Time Use and Leisure Activities*, Ministry of Internal Affairs and Communications.

2. "Households consisting of a husbands who has an occupation and a full-time housewife" are households in which the husband is working, and the wife is not working. "Dual-income households" are households in which both the husband and wife are working.

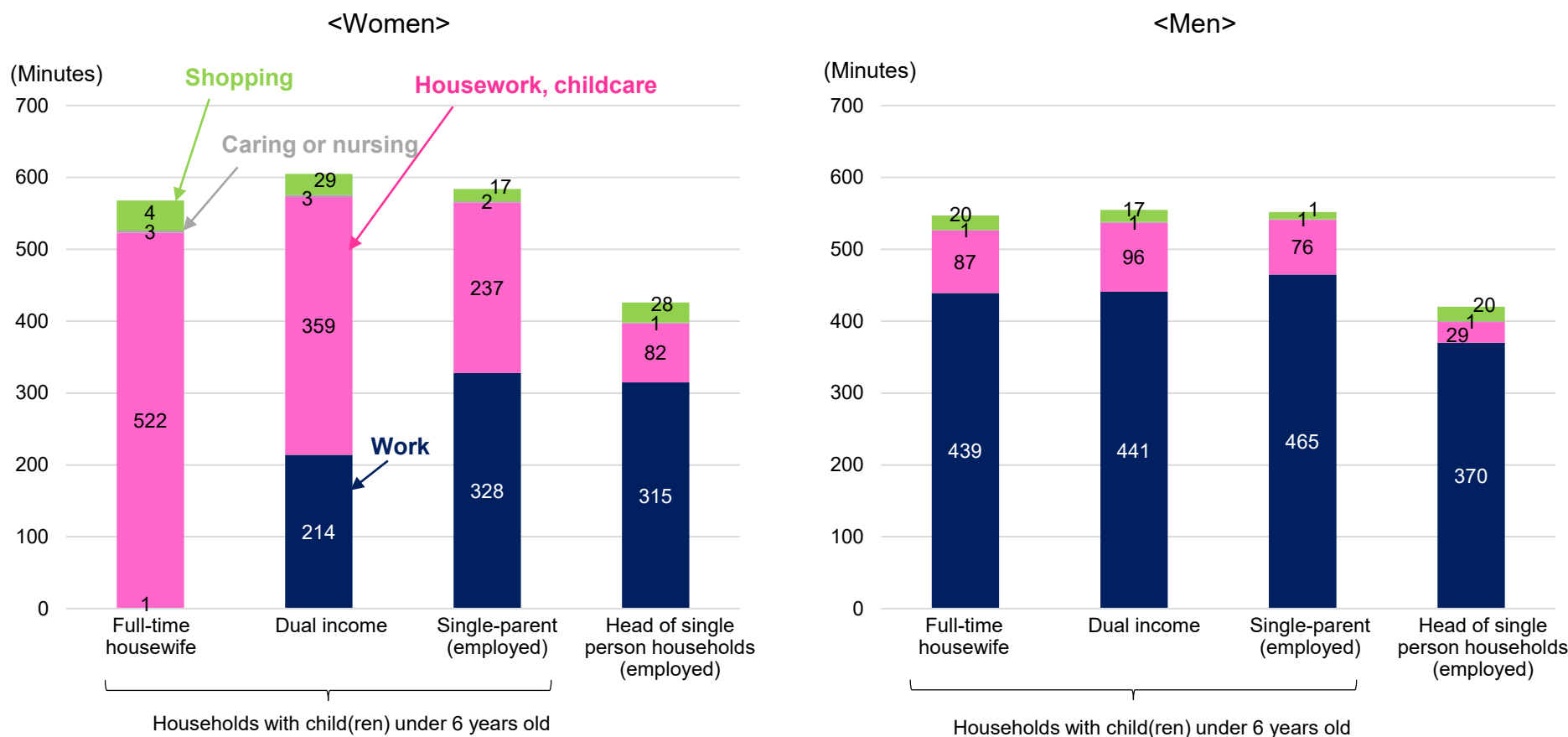
3. "Time spent on housework" is the total of "housework", "Caring or nursing", "Child care", and "Shopping".

4. Share of time spent on housework is  $(\text{Time that wife spends on housework}) / (\text{total time that wife and husband spend on housework}) \times 100$ .

# Section 1. Change in attitudes toward work, Current status and challenges of housework, childcare, etc. and work styles

- Single-parent women spend more time at work than married women. In terms of time spent on housework and childcare by women with child(ren) under 6 years, **single-parent women spend only about 50% of the time spent by full-time housewives and about 70% of the time spent by women in dual-income households.**

**Figure SF-35: Time spent in daily activities by men and women, by marital status, employment status, and status of having child(ren) under 6 years old (weekly average, 2021)**



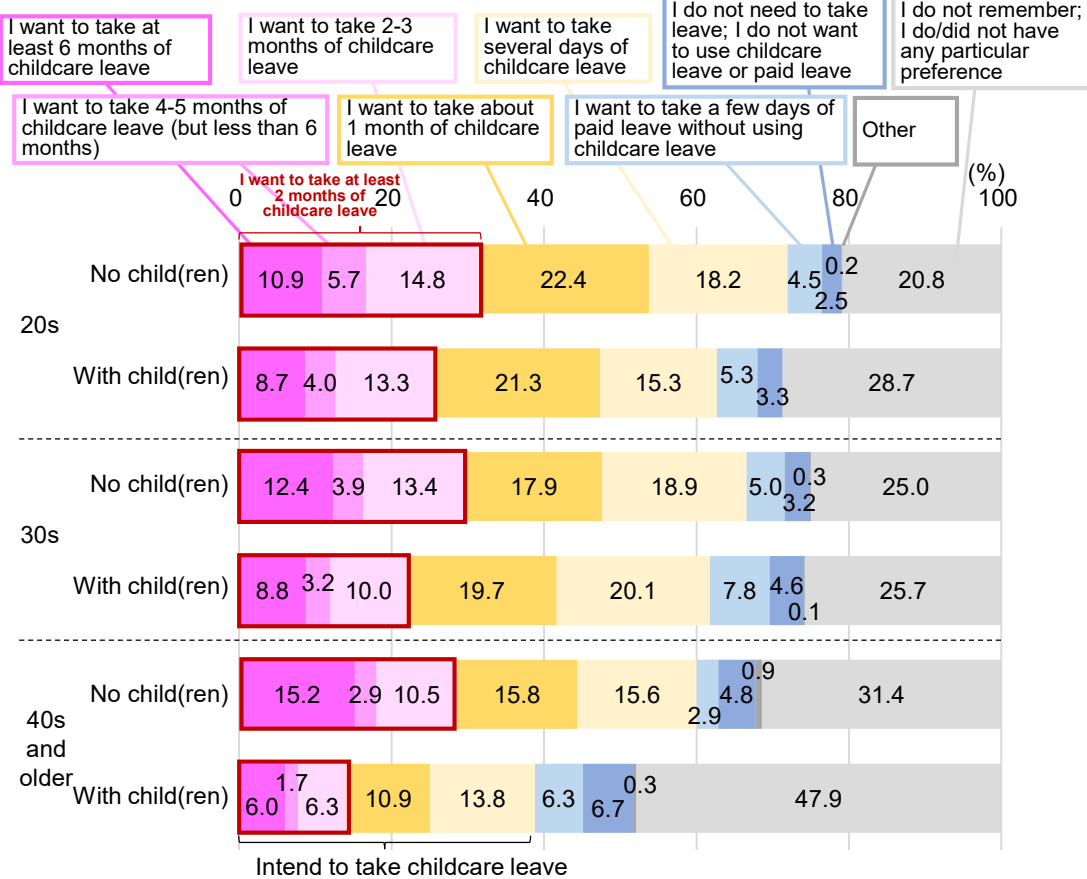
Notes: 1. Prepared from *Survey on Time Use and Leisure Activities*, Ministry of Internal Affairs and Communications.

2. "Households consisting of a husband who has an occupation and a full-time housewife" are households in which the husband is working and the wife is not working. "Dual-income households" are households in which both the husband and wife are working.

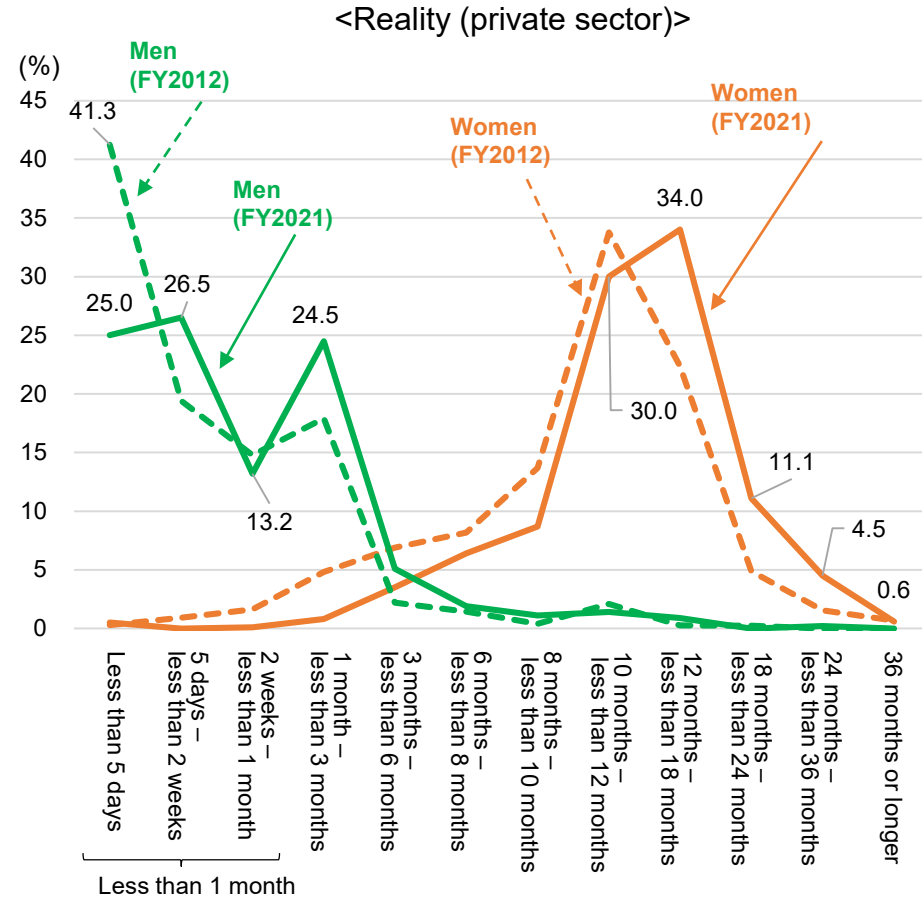
# Section 2. New Lifestyles and Work Styles That Are Taking Root: Circumstances surrounding childcare leave

- Looking at preferences for taking childcare leave, about 30% of men in their 20s responded “I want to take at least 2 months of childcare leave.”
- However, looking at the actual length of childcare leave taken by men, about 60% of men in the private sector take less than 1 month, suggesting **a gap between preferences and reality when it comes to men taking childcare leave.**

**Figure SF-60: Preference for taking childcare leave (by age group and status of having child(ren))**  
 <Preference (men)>



**Figure SF-19: Length of childcare leave taken**  
 <Reality (private sector)>



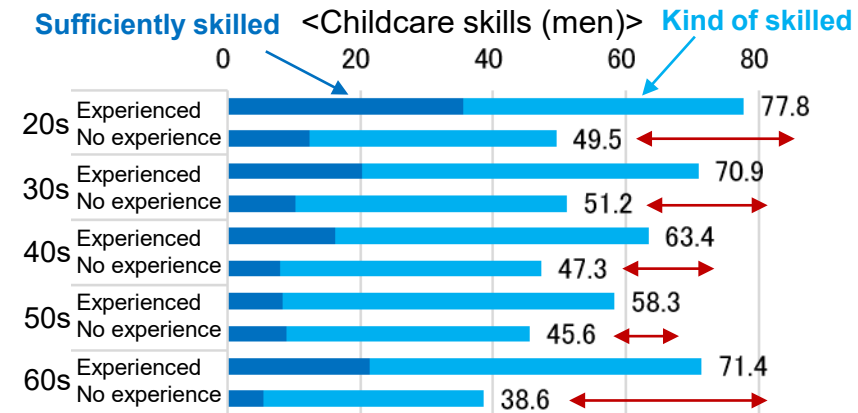
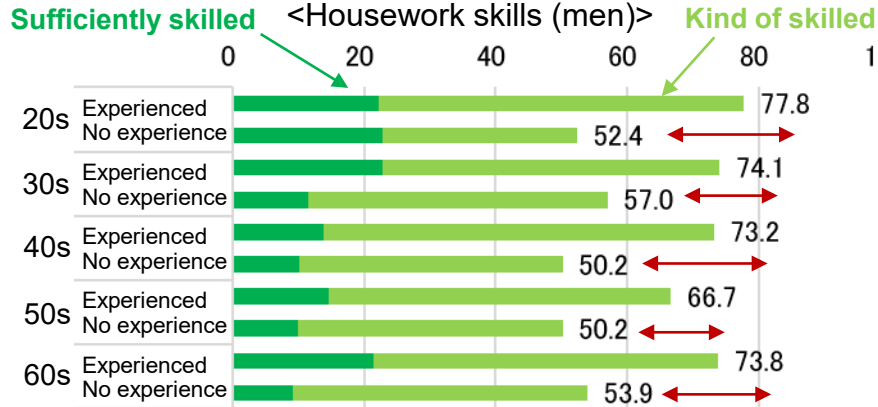
Notes: 1. Prepared from FY2022 Survey on the Promotion of Gender Equality in the Context of New Lifestyles and New Work Styles (survey commissioned by the Cabinet Office in FY2022).  
 2. Assumes a time after the first child is born and reaches 0-3 years of age.  
 3. “No child(ren)” refers to people who have never had child(ren) but want to in the future (including women who are currently pregnant); “with child(ren)” refers to people who have or have had child(ren). Rather than actual leave taken, respondents answered how much leave they wanted to take.

Notes: 1. Prepared from Basic Survey of Gender Equality in Employment Management, Ministry of Health, Labour and Welfare.  
 2. The survey asked about the period of childcare leave taken by those who completed their childcare leave and returned to work during the one-year period (April 1 - March 31) preceding the survey.

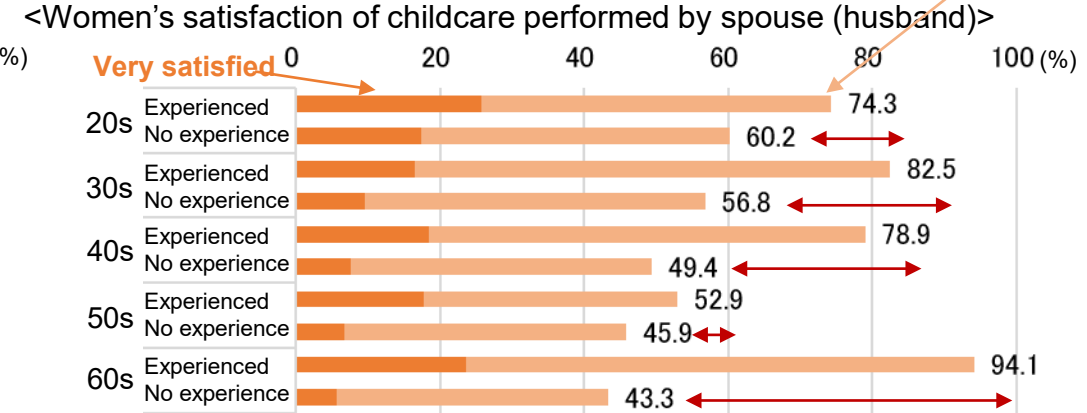
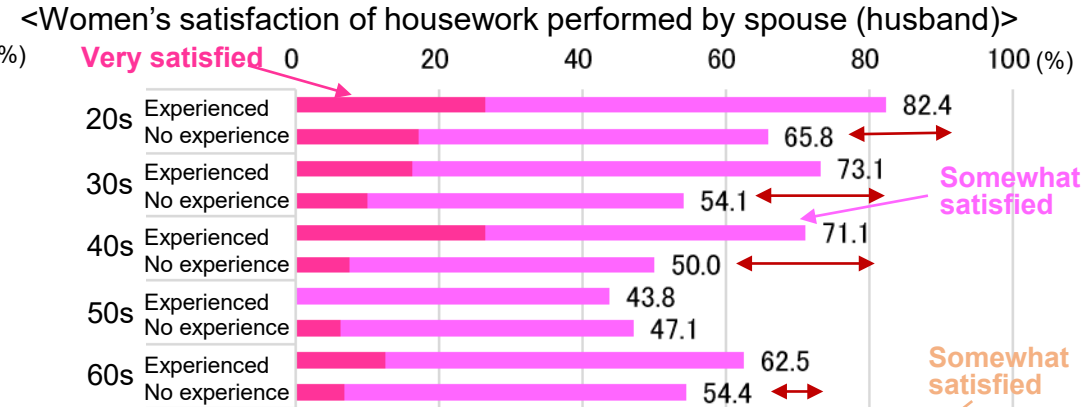
# Section 2. New Lifestyles and Work Styles That Are Taking Root: Circumstances surrounding childcare leave

**Men who have children and who have taken childcare leave before evaluated their own housework and childcare skills higher than those men who have children but who have never taken childcare leave. Women's satisfaction with the housework and childcare performed by their spouse (husband) tends to be higher among women whose spouse (husband) has taken childcare leave before.**

**Figure SF-64: Evaluation of own housework and childcare skills, by status of having taken childcare leave**



**Figure SF-65: Satisfaction with housework and childcare performed by spouse, by status of spouse having taken childcare leave**



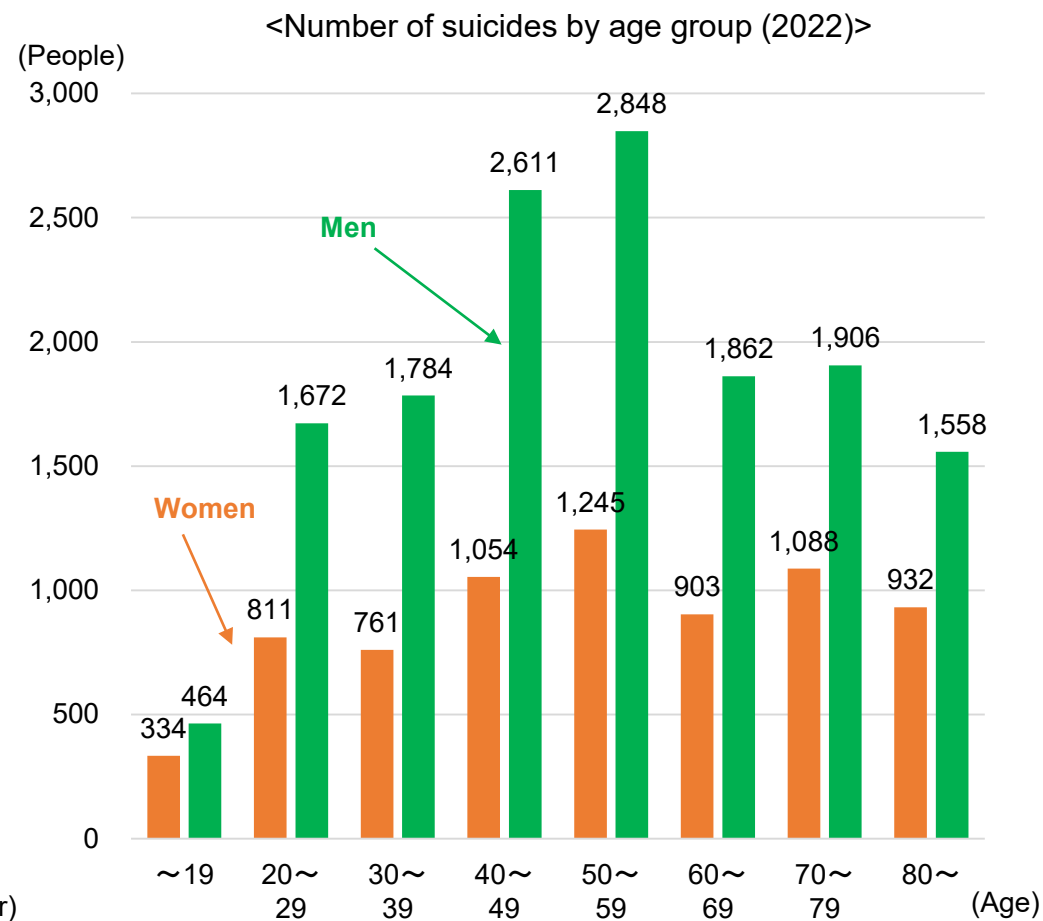
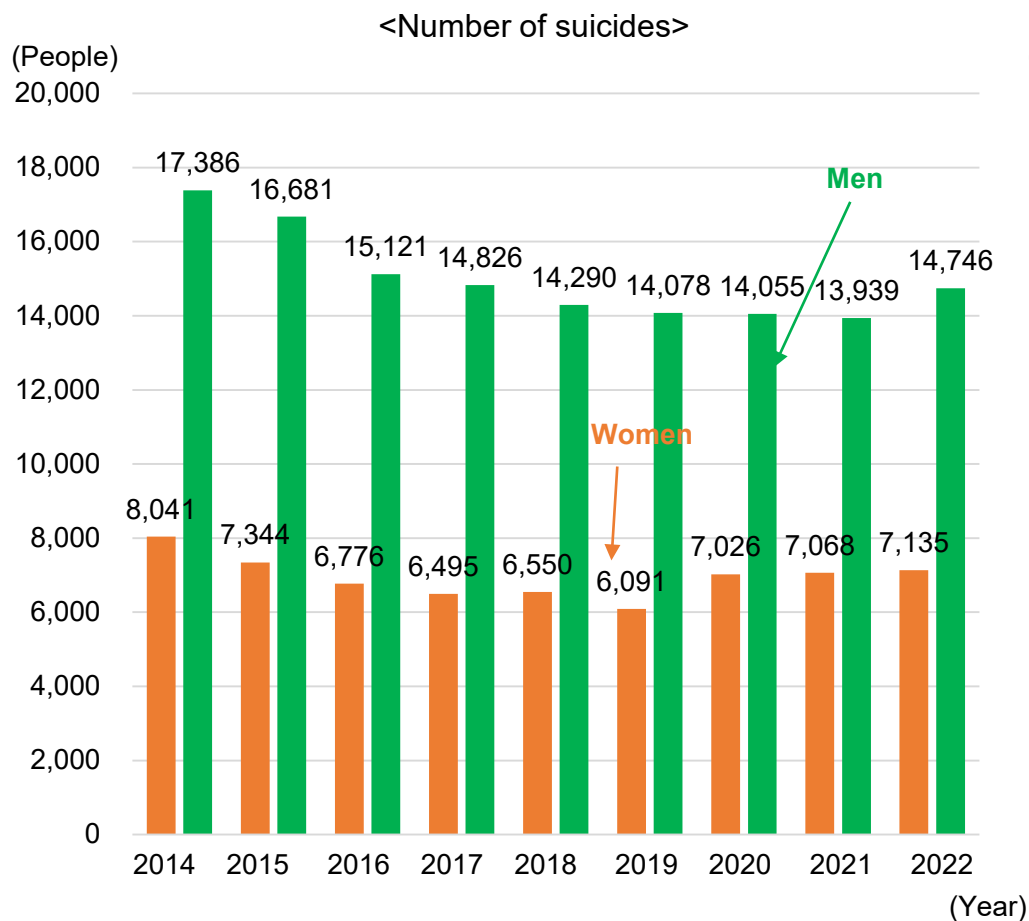
Notes: 1. Prepared from FY2022 Survey on the Promotion of Gender Equality in the Context of New Lifestyles and New Work Styles (survey commissioned by the Cabinet Office in FY2022).  
 2. The question targets people who have child(ren) or who have had child(ren).  
 3. "Experienced" refers to those who have taken, or who are currently taking, childcare leave. "No experience" refers to those who have never taken childcare leave.

Notes: 1. Prepared from FY2022 Survey on the Promotion of Gender Equality in the Context of New Lifestyles and New Work Styles (survey commissioned by the Cabinet Office in FY2022).  
 2. The question targets people who have child(ren) or who have had child(ren). The question on satisfaction with housework is for those who live with their spouse.  
 3. "Experienced" refers to those whose spouse has taken, or who is currently taking, childcare leave. "No experience" refers to those whose spouse has never taken childcare leave.  
 4. Spouse includes de facto and common-law relationships.

# Section 1. Change in attitudes toward work, Current status and challenges of housework, childcare, etc. and work styles

- Long working hours and other practices may be impacting men’s lives and health.
- The number of male suicides is trending downward over the long term, but it is still higher than that of females. **By age group, suicides are highest among men in their 40s and 50s, who are considered to be in their prime working years.**

**Figure SF-42: Number of suicides by age group**

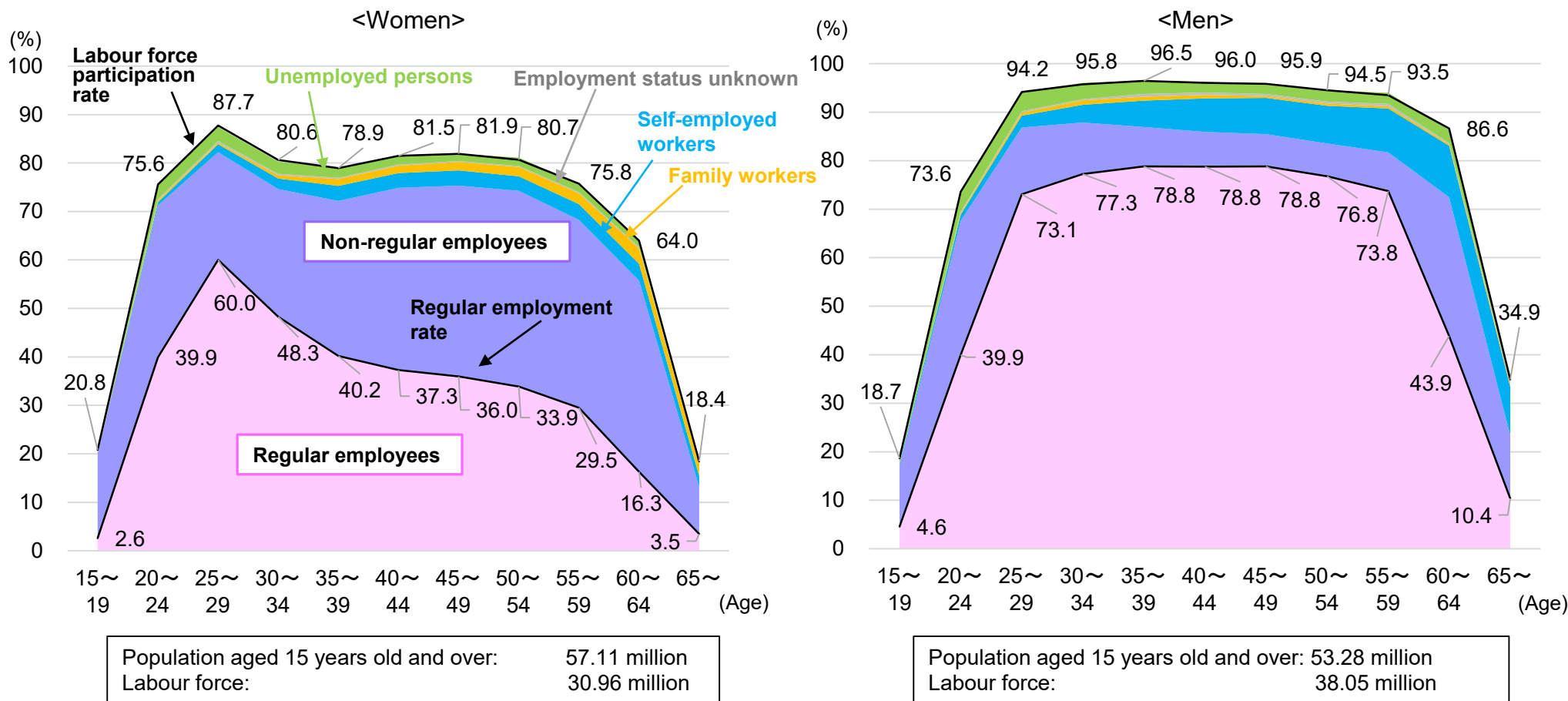


Note: Prepared from *Statistics on Suicide*, Ministry of Health, Labour and Welfare website

# Section 1. Change in attitudes toward work, Current status and challenges of housework, childcare, etc. and work styles

- Looking at the regular employment rate by age group, while the percentage for men exceeds 70% for those in their late 20s until 50s, **for women, it peaks at 60.0% for those aged 25–29 and continues to fall with age, forming an L-shaped curve.**

Figure SF-14: Breakdown of labor force participation rate by age group, by employment status (2022)



Notes: 1. Prepared from *Labour Force Survey (Basic Tabulation)*, Ministry of Internal Affairs and Communications.

2. Labour force participation rate = Labour force (employed + unemployed) / Population aged 15 years old and over x 100.

3. "Regular employees" is the total of "Executive of company or corporation" and "Regular employee".

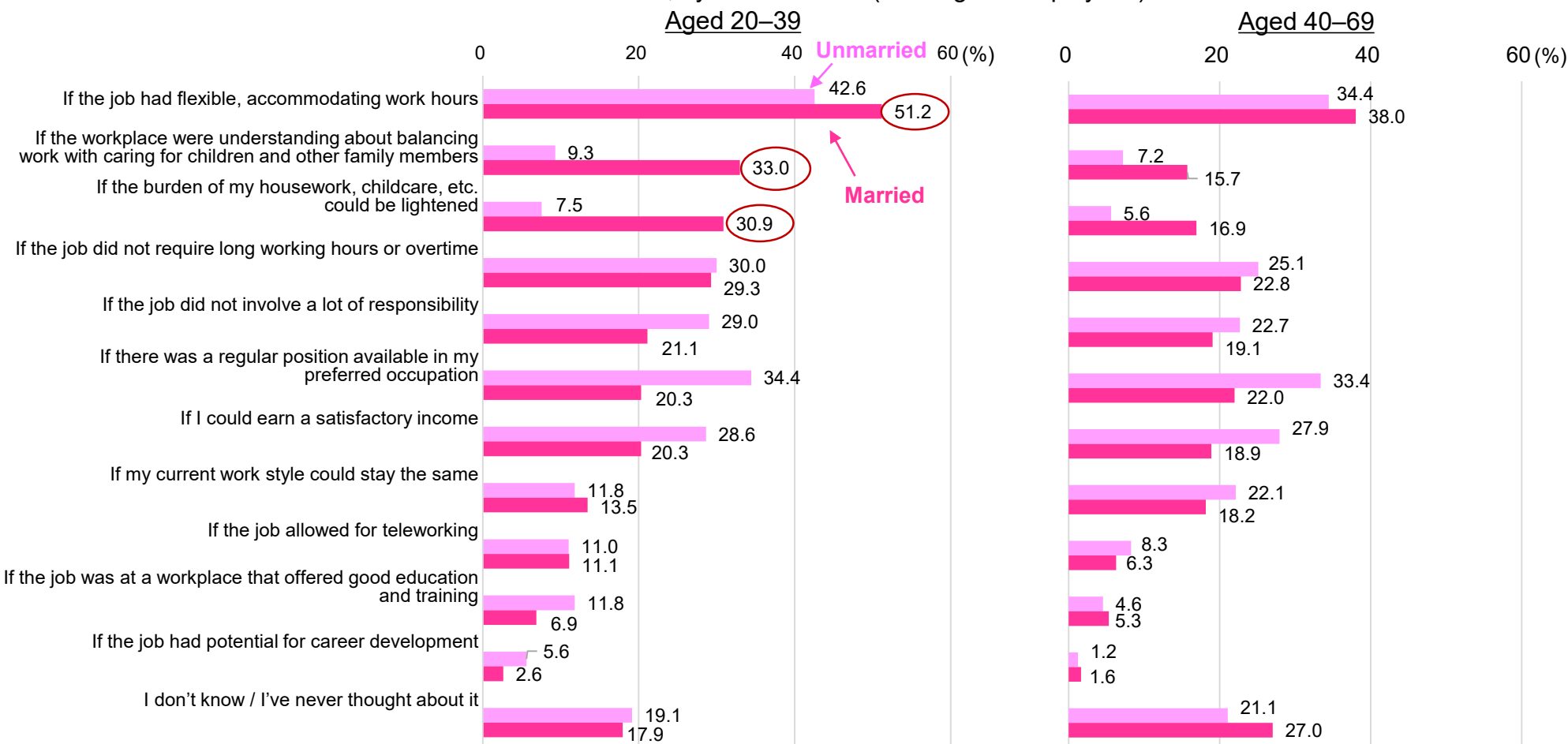


## Section 2. New Lifestyles and Work Styles That Are Taking Root: Circumstances surrounding women's work styles

- Compared to those in older age groups, a larger percentage of married women in their 20s and 30s who work as non-regular employees would prefer to work as regular employees **“if the workplace were understanding about balancing work with caring for children and other family members,” “if the burden of my housework, childcare, etc. could be lightened,” or “if the job had flexible, accommodating work hours.”**

**Figure SF-51: Under which conditions would you want to work as a “regular employee”?**

<Women, by marital status (non-regular employees)>



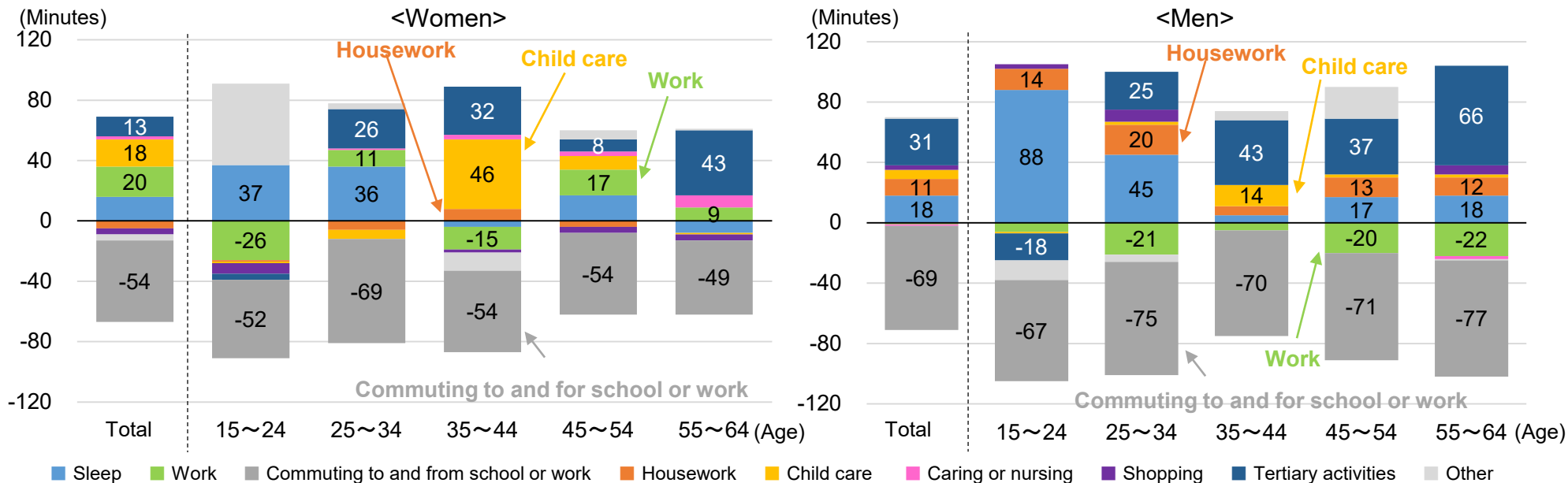
Notes: 1. Prepared from FY2022 Survey on the Promotion of Gender Equality in the Context of New Lifestyles and New Work Styles (survey commissioned by the Cabinet Office in FY2022).  
2. Married person includes those in de facto/common-law relationships.

# Section 2. New Lifestyles and Work Styles That Are Taking Root: Circumstances surrounding telework

- Looking at the difference in time spent in daily activities between employed people who teleworked on weekdays and other employed people (difference obtained by subtracting the time spent in daily activities by others from the time spent in daily activities by people who teleworked), **women aged 35-44 spent the commuting time saved by teleworking on childcare, while women aged 25-34, 45-54, and 55-64 spent the time at work.**
- Men who teleworked **spent less time at work and more time on housework and childcare in all age groups under 65.**

**Figure SF-58: Difference in time spent in daily activities between teleworkers and non-teleworkers (weekdays, 2021)**

Age group	Women		Men	
	Estimated population (1,000 persons)	Telework rate (%)	Estimated population (1,000 persons)	Telework rate (%)
Total	1,248	5.6	2,294	7.5
15-24	37	2.1	72	4.0
25-34	328	9.0	519	10.5
35-44	352	7.5	613	9.8
45-54	341	5.8	497	6.5
55-64	135	3.5	429	7.6

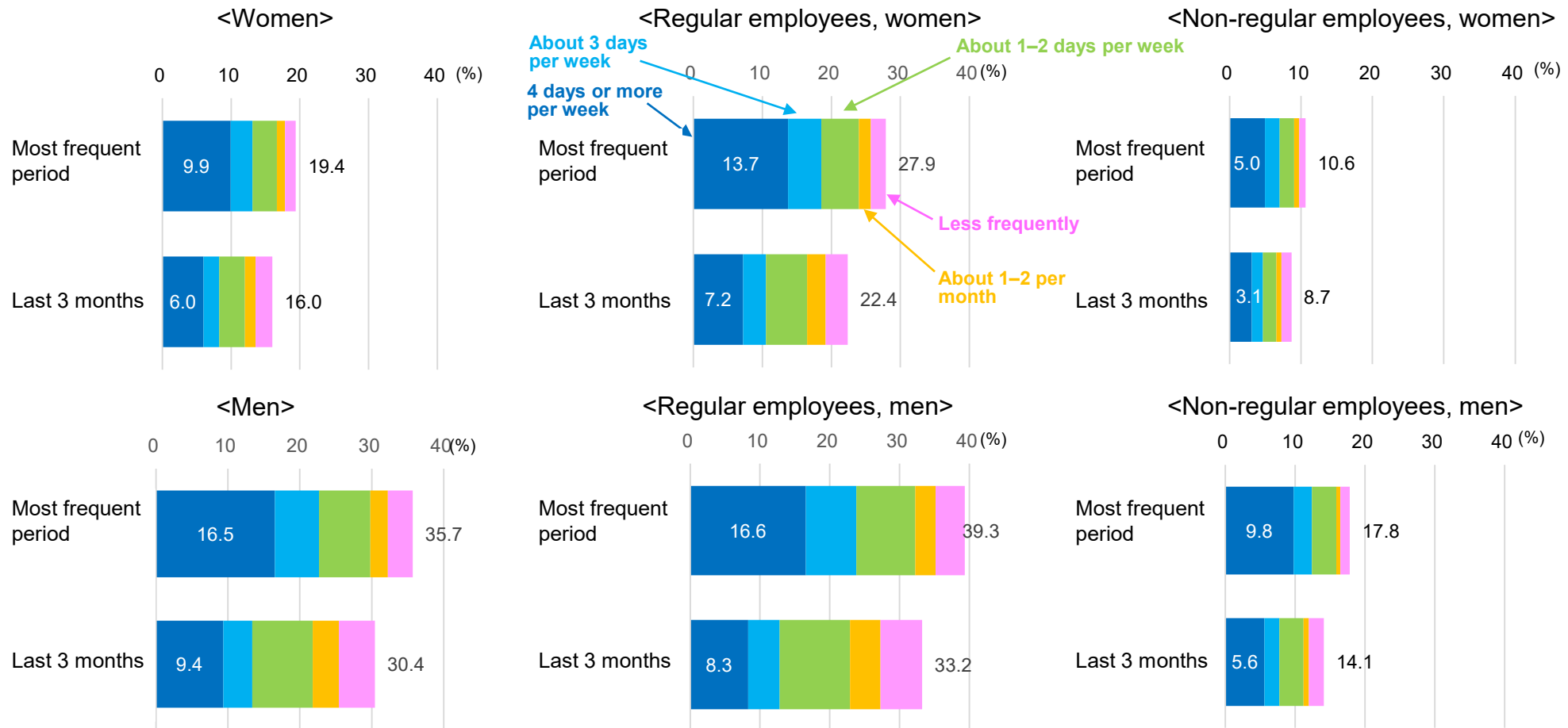


Notes: 1. Prepared from *Survey on Time Use and Leisure Activities*, Ministry of Internal Affairs and Communications.  
 2. "Other" includes: "Personal care", "Meals", and "Schoolwork".  
 3. "Tertiary activities" refers to activities other than sleep, meals and other activities that are physiologically necessary (primary activities) and work, housework, and other activities that comprise those which each person is committed to perform as a member of the family or of the society (secondary activities), which are conducted during each person's free time. They include: "Moving(excluding commuting)", "Watching TV, listening to the radio, reading a newspaper or magazines", "Rest and relaxation", "Learning, self-education and training(except for schoolwork)", "Hobbies and amusements", "Sports", "Volunteer and social activities", "Social life", "Medical examination or treatment", and "Other activities".

## Section 2. New Lifestyles and Work Styles That Are Taking Root: Circumstances surrounding telework

- The telework rate during the most frequent period in the last three years was 19.4% for women and 35.7% for men. The telework rate during the last three months was 16.0% for women and 34.0% for men. **The telework rate for women is lower than that for men.**
- When looking at the telework rate by type of employment, a gender gap exists within the same employment type. In addition, the telework rate is lower for non-regular employees than for regular employees.

**Figure SF-55: Telework Rate**



Notes: 1. Prepared from FY2022 Survey on the Promotion of Gender Equality in the Context of New Lifestyles and New Work Styles (survey commissioned by the Cabinet Office in FY2022).  
2. Responses about the “most frequent period” are based on the last three years. Responses about the “last 3 months” are based on the period October–December 2022.