

White Paper on
Gender Equality 2020
-Summary-

July 2020

Gender Equality Bureau, Cabinet Office, Government of Japan

Provisional translation

White Paper on Gender Equality

Outline

- 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 **Friday, July 31** for the 2020 edition.

Basic Act for Gender Equal Society (excerpt)

Article 12 The Government shall submit an annual report to the Diet on the status of the Formation of Gender Equal Society and the policies implemented by the Government on promotion of the Formation of Gender Equal Society.

2 The Government shall annually prepare and submit a document to the Diet explaining the policies the Government intends to implement to promote the Formation of Gender Equal Society, considering the status of the Formation of Gender Equal Society described in the report in the preceding paragraph.

2020 edition composition

I FY2019, Status of the Formation of a Gender Equal Society

<Special Feature>

Balancing "Work" and "Housework/Childcare/Caregiving"

- How do individuals, households, and society face the issue?-

<Current edition>

*Organize the current status while referencing the trends of the "target figures" set in the Fourth Basic Plan for Gender Equality.

Chapter 1. Women's Participation in Policy Decision-making Processes

Chapter 2. Gender Equality in the Workplace

Chapter 3. Gender Equality in Regions, Rural Districts, Disaster Prevention, and Reconstruction

Chapter 4. Gender Equality in Education and Research

Chapter 5. Status of Women and Men's Lifelong Health and Elderly People, and Single-parents

Chapter 6. Violence Against Women

II Policies related to promotion of formation of a gender equal society

【Part 1】 Policies implemented in FY2019 to promote formation of a gender-equal society

Organized according to the composition (12 separate fields, promotion systems) of the Fourth Basic Plan for Gender Equality regarding the policies implemented by the Government in 2019.

【Part 2】 Policies related to promotion of formation of a gender-equal society to be taken in FY2020

Organized according to the composition of the Fourth Basic Plan for Gender Equality regarding the policies to be implemented by the Government in 2020.


(Materials)

- Basic Act for Gender Equal Society, Convention on the Elimination of All Forms of Discrimination Against Women
- Budget-related
 - Fourth Basic Plan for Gender Equality-related budget (FY2020 budget amount)
 - Fourth Basic Plan for Gender Equality-related budget use results (FY2018 accounted amount)
- Trends of target figures in the Fourth Basic Plan for Gender Equality (Target amounts, numbers at the time of the Plan formulation, updated figures)

<Special Feature>

Balancing "Work" and "Housework/Childcare/Caregiving" - How do Individuals, Households, and Society Face the Issue? -

- Until now, "work-life balance" has focused on preventing overwork, harmonizing work and life, and balancing work and family.
- On the other hand, in Japan, where women are currently responsible for most of the "housework/childcare/caregiving," it is necessary to consider not just overwork from "work," but also the effects of overwork from "housework/childcare/caregiving." Additionally, in tandem with the changes in the ideal form of family, such as the number of increase in dual-income households, it is becoming more and more important for men to play a proactive role in "housework/childcare/caregiving."
- Therefore, this special feature focuses on the situation surrounding balance for people spending a significant amount of time on housework/childcare/caregiving, and on the division of housework/childcare/caregiving within households. By doing so, it organizes and summarizes changes in balance, current status, and issues for all of men and women .

 In addition to showing the significance and importance of considering and reviewing a better balance between "work" and "housework/childcare/caregiving," this special feature will provide materials to consider optimal division and allocation of labour, not just for each individual but also for each household and for society.

Section 1 Changes in the Balance of "Work" and "Housework/Childcare/Caregiving"

1. "Work-related time" and "housework/childcare/caregiving time"
2. Work-life balance (WLB) situation
3. Family/household situation
4. Relationship between WLB and family/household situation and changes in "work-related time" and "housework/childcare/caregiving time"

Analyze changes over decades in "working time" and "housework/childcare/ caregiving time" by gender and age, etc.

Section 2 Current State of "Work" and "Housework/Childcare/Caregiving" According to Family Type

1. "Working time" and "housework/childcare/caregiving time" by family type
2. Division of labour for housework and household management
3. Couples with small children
4. Families with a member needing caregiving
5. Use of external services

For each diversified family type, understand the time and frequency of conducting "housework," "childcare," "caregiving," and "work" by age of children.

Also analyzes the division of **invisible housework** (housework/ household management) between husband and wife.

Section 3 Towards Better Balance and Division of Labour

1. Issues related to balance and division of labour
2. Perspectives towards better balance and division of labour

Understand the relationship between the length of "childcare" and "caregiving" time, and **life satisfaction and distress** (depression/anxiety), and then analyze impacts on quality of life.

Special Feature Points

Section 1 Changes in Balancing "Work" and "Housework/Childcare/Caregiving"

- "Housework/childcare/caregiving time" among women is decreasing for younger generation due to the late marriage and non-marriage trend. Either no change or increase for married women. 4
- For "couples with a child less than 6," the wife's "housework/childcare/caregiving time" increased in the number of both, dual-income households and in full-time housewife households. The wife's "work-related time" in dual-income households is about 50% of the husband's "work-related time." 5
- Most of the increase in the number of "dual-income households" is due to increases in the number of "dual-income households" where the wife works part-time (shorter work hours). 6
- About 60% of respondents opposed the idea that "Husbands should work outside the home and wives should take care of their home," and both husband and wife are now "working outside the home". However, the wife still has the role of taking care of the house and the husband still has the role of earning money. 7

Section 2 Current State of "Work" and "Housework/Childcare/Caregiving" According to Family Type

- For men and women in single households, there is no difference in "housework time", but for married couples, women have over twice as much "housework time" as men. For "work-related time", men spend 1.3 times more hours than women (workdays for "couple and child households"), while regarding "childcare time" employed women spend 2.1-2.7 times more hours than men (on workdays). The longer a husband's working hours, the shorter his childcare time. 8・9
- For men, there is no difference in "work-related time" based on whether or not they are responsible for "childcare", but when "caregiving" is added, "work-related time" shorten when compared to no "caregiving." 8
- A high proportion of wives are responsible for "housework/household management" such as "keeping track of inventory for food/daily necessities" and "planning meal menus". 8
- The proportion of male caregivers under the age of 30 who have a job has significantly dropped in a short period of time. 10
- The usage rate of external services (housework/childcare/caregiving support services) is low, with potential usage intentions higher than usage rates (caregiving: 62.9%, childcare: 33.5%, housework: 26.3%). 11

Section 3 Towards Better Balance and Division of Labour

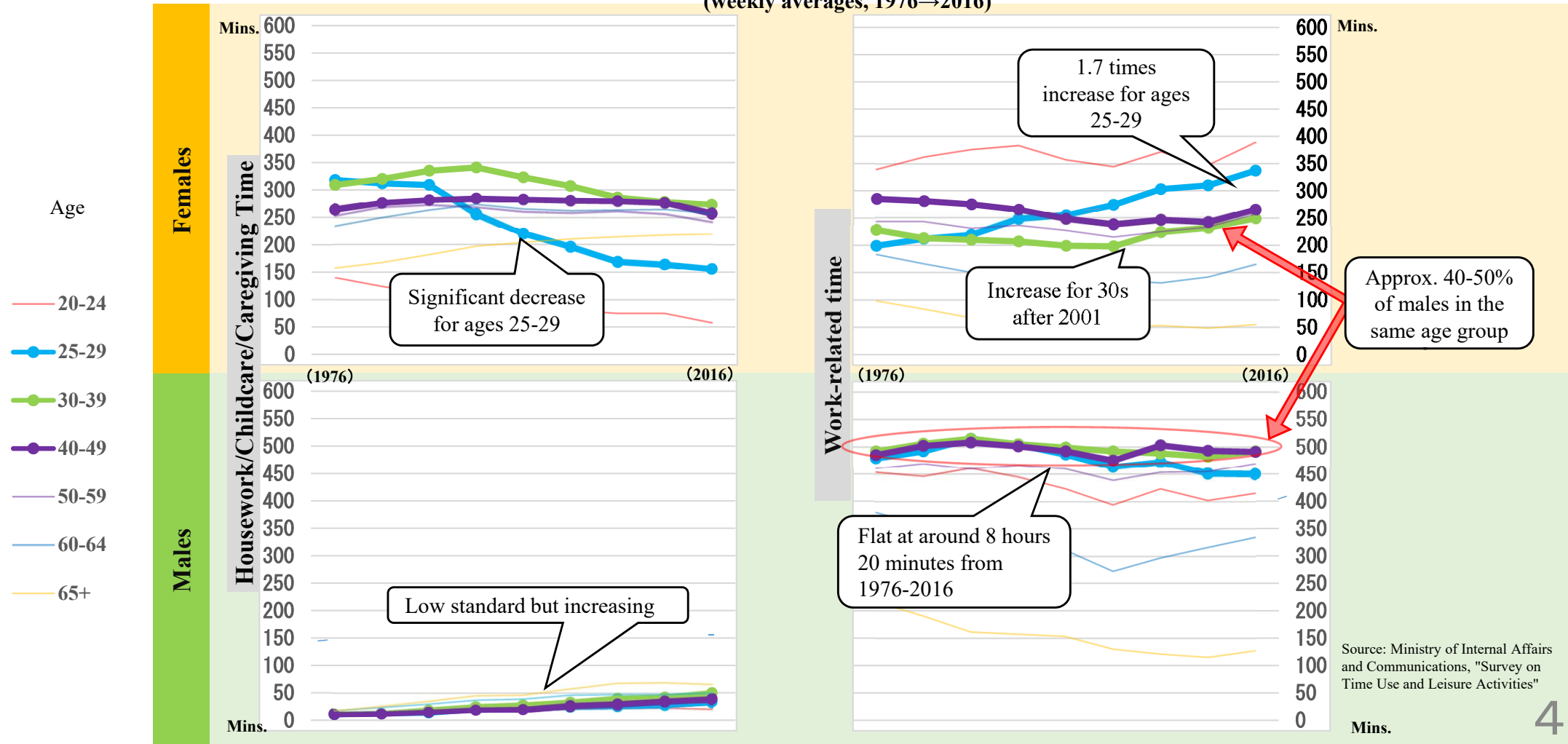
- The length of "childcare time" and "caregiving time" on workdays for employed individuals tends to lead to a decrease in life satisfaction and stronger distress (depression/anxiety). 12
- 40-50% of women say that "full-time work as a regular employee" is their preferred working style after their youngest child becomes older than junior high school age, but only about 20% of women actually work as a "full-time regular employee" even after their youngest child becomes older than middle school age. 12
- ◆ It is necessary to promote men's participation in "housework/childcare/caregiving" along with changes in the way that men are expected to "work" and how they themselves approach "work." 13
- ◆ Ensuring women's earning role and preparing the situation in which men can take care of their families is a risk hedge for each household. As well as the division of labour within the household, the utilization of external services is important. 13

Section 1 Changes in Balancing "Work" and "Housework/Childcare/Caregiving"

1. Changes in "Work-related Time" and "Housework/Childcare/Caregiving Time"

Housework/Childcare/Caregiving Time
Caregiving Time For women, the values and increasing/decreasing differ greatly depending on age. For men, differences in values and changes depending on age are small.
Women **Ages 25-29:** Significant decrease **30s** (since 1981) Consistently the longest, decreasing since 1991 **40s:** Flat. Increasing trend for age 65 and above.
Men Low standard in most age groups but increasing. In 2016, approx. 20% of women's time. (208 min. in total for women in all ages; 44 min. in total for men in all ages)
Work-related Time For women, long in their 20s and short in their 30s to 50s. For men, long in their 30s to 50s and shorter in their 20s (2016)
Women **Ages 25-29:** Increased by 1.7 times. Since 2001, also increasing for their **30s**. Decreased for "Wives in dual-income households". (1986: 5 hours 49 mins. → 2016: 4 hours 56 mins.)
Men Compared to men in the same age group, increased for women in the **Ages 25 – 29** age group from 41.5% (1976) to 74.9% (2016), but unchanged at around 40-50% in **30s** and **40s**. Although decreasing overall, flat at around 8 hours 20 mins. for males in **30s** and **40s**.

Figure I-SF-1 Changes in "Work-related Time" and "Housework/Childcare/Caregiving Time" by Gender
 (weekly averages, 1976→2016)



Source: Ministry of Internal Affairs and Communications, "Survey on Time Use and Leisure Activities"

Couples with children younger than 6

Wives Increase in the number of "housework/childcare/caregiving time" for both dual-income households and full-time housewife households.

"Work-related time" for wives in dual-income households is 4 hours - 4 hours 20 mins, approximately 50% of husbands.

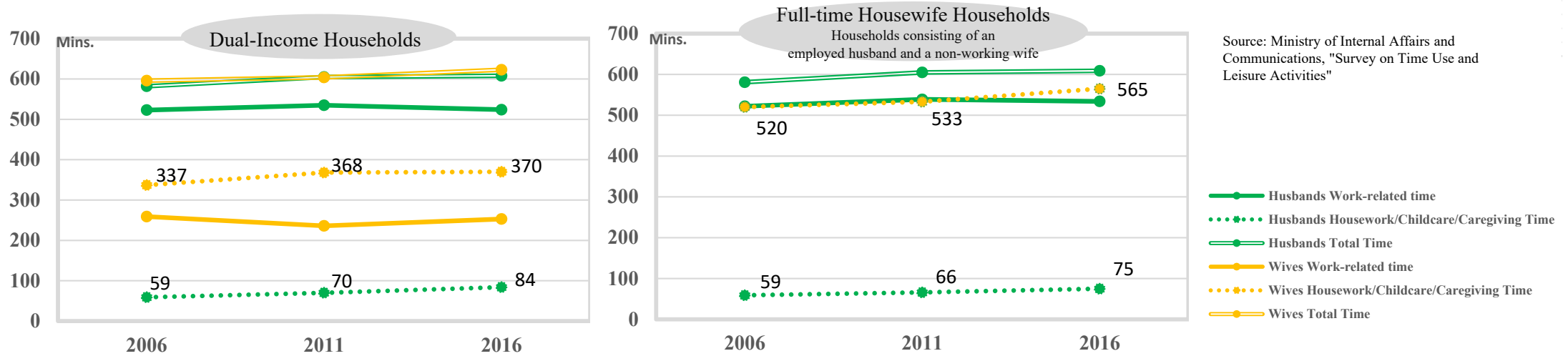
Husbands "Housework/childcare/caregiving time" does not differ depending on wife's employment situation, and slight increase from less than 60 mins. to around 80 mins.

Even at dual-income households, it is about 20% of wives' engagement. "Work-related time" is around 8 hours 40 mins. - 9 hours, regardless of wife's employment situation.

→No change in the situation wherein a great deal of time is spent by wives on "housework/childcare/caregiving time" and by husbands on "work-related time."

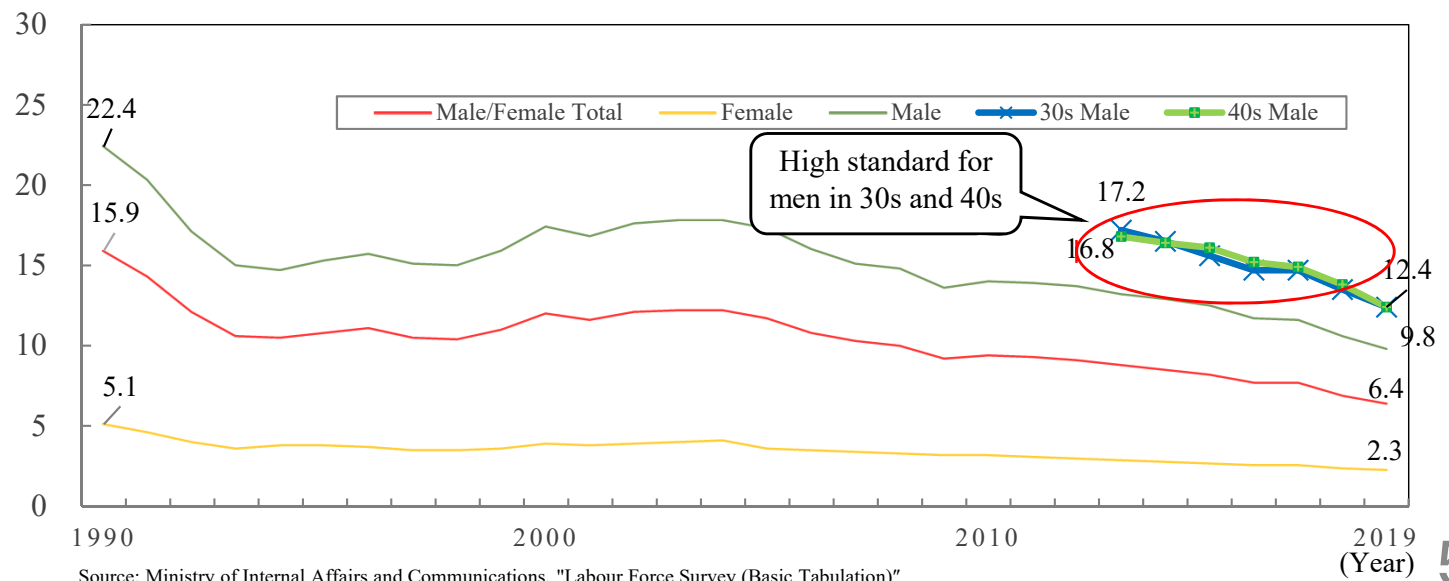
Figure I-SF-2 Changes in Couple's "Work-related Time" and "Housework/Childcare/Caregiving Time"

(Reference) Of couples with a child younger than 6 (weekly averages) (separated by dual-income household or not, 2006→2016)



Source: Ministry of Internal Affairs and Communications, "Survey on Time Use and Leisure Activities"

Figure I-SF-3 Changes in Percentage of Employees Working 60 Hours/Week or More



Source: Ministry of Internal Affairs and Communications, "Labour Force Survey (Basic Tabulation)"

2. Work-Life Balance (WLB) Situation

Percentage of Employees Working 60 Hours/Week or More

High standard for men in their 30s and 40s who are raising children.

Continued Women's Employment

Increase in proportion of women who continue to work before and after giving birth to their first child.

1985-2009: Approx. 40%

→2010-2014: Approx. 50%

3. Family/Household Situation

Proportion of Households
by Family Type

Proportion of "couple and children" and "3 generations, etc." households decreased, and proportions of "single" and "couple-only" households increased. In 2015, "single parent" households exceeded "3 generations, etc." households. For individuals in their 30s-50s, the proportion of "couple and children" households decreased and the proportion of "single" households has markedly increased. "Single" households have also noticeably increased amongst the elderly, with a particular increase in "single" households for females in their 70s and 80s.

Figure I-SF-10a Changes in Proportion of Household by Family Type

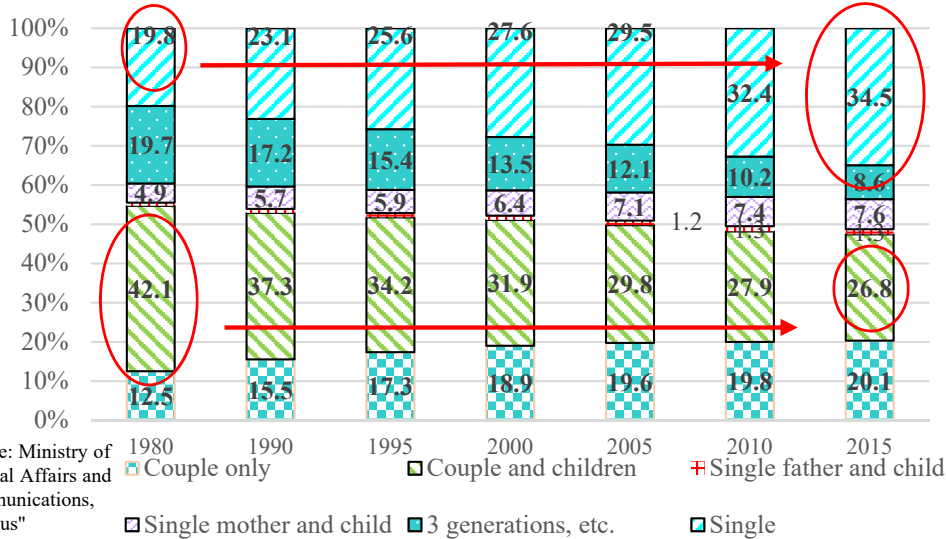
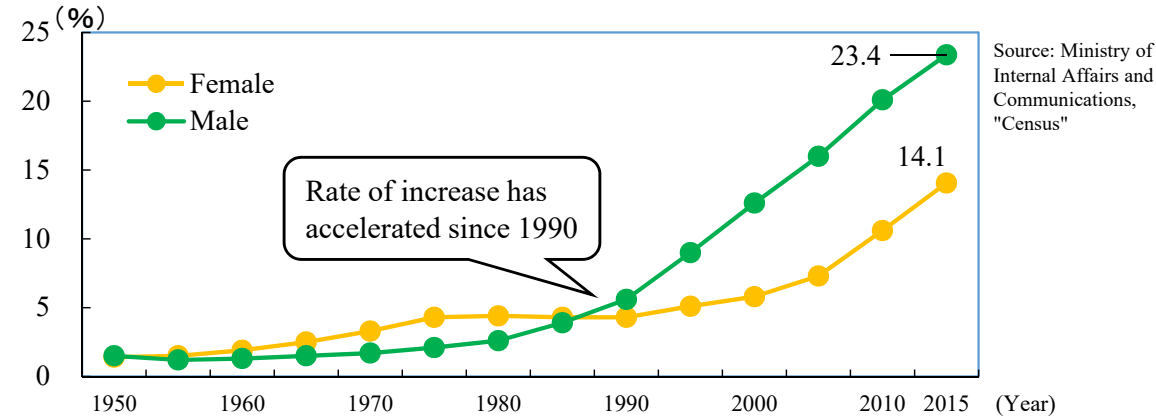


Figure I-SF-10b Changes in Unmarried Rate at Age 50



Source: Ministry of Internal Affairs and Communications, "Census"

Background Increasing elderly population, rise in unmarried rate

Number of Dual-Income Households

Number has increased year by year, and, after surpassing the number of full-time housewife households in 1997, the difference has rapidly accelerated since around 2012. Most of the increase in the number of dual-income households is due to increases in the number of dual-income households where the wife works part-time. The peak for the number of dual-income households with the wife working full-time was 1993.

Figure I-SF-11 Changes in Number of Dual-Income Households, etc.

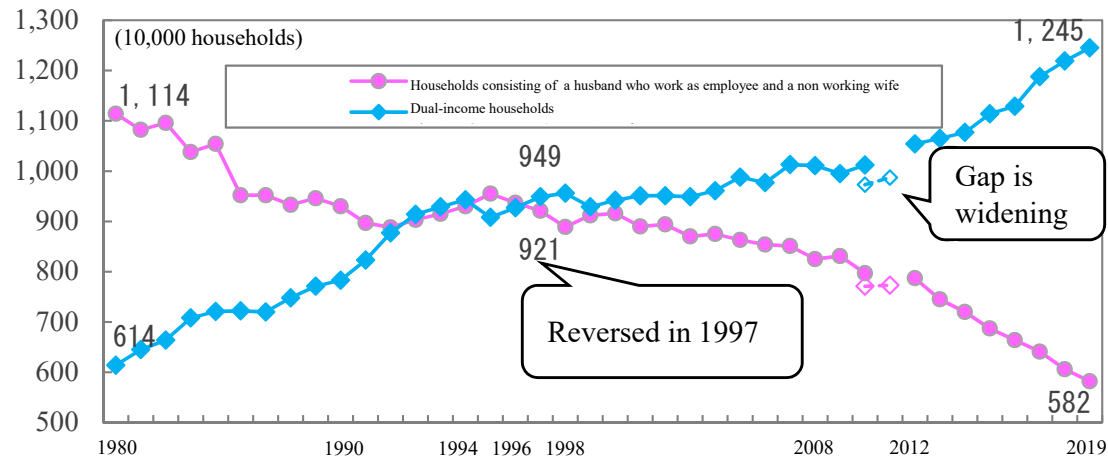


Figure I-SF-12 Changes in Number of Dual-Income Households by Wife's Working Hours

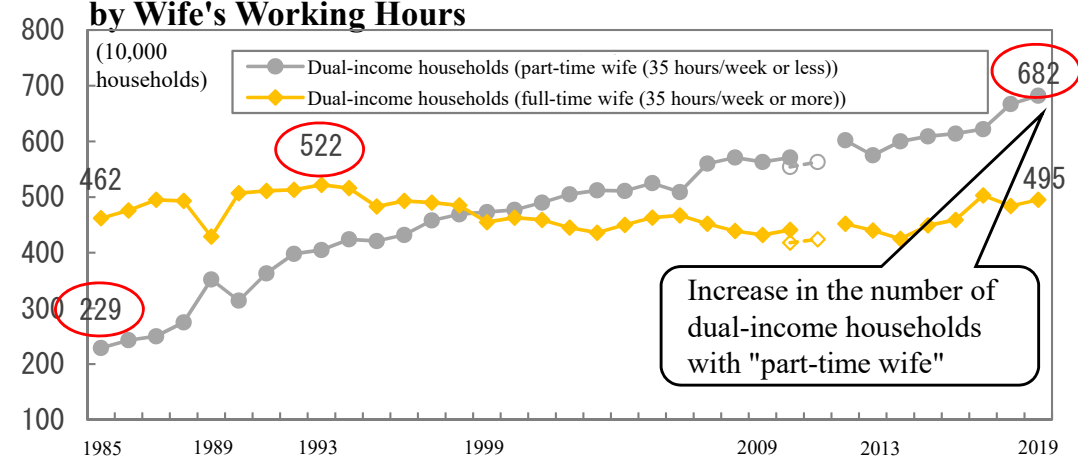
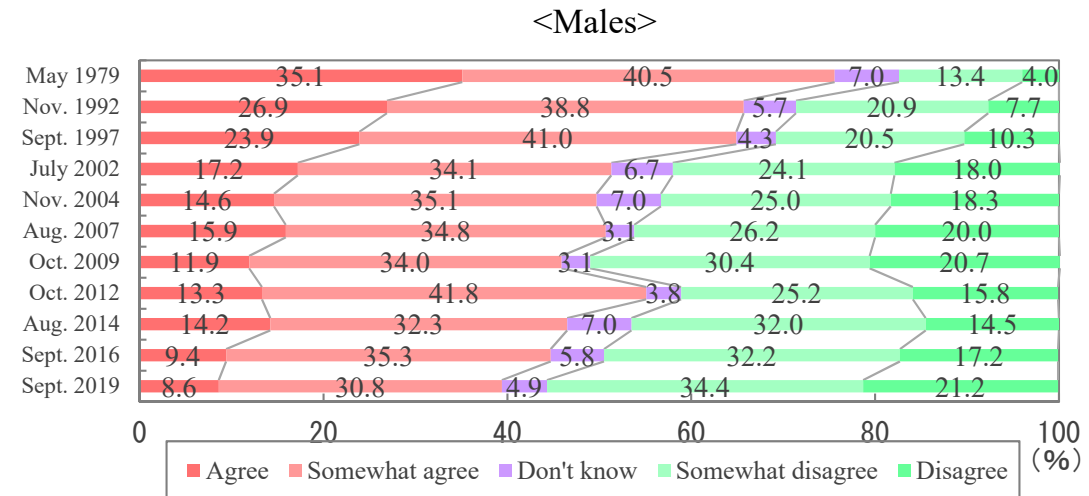
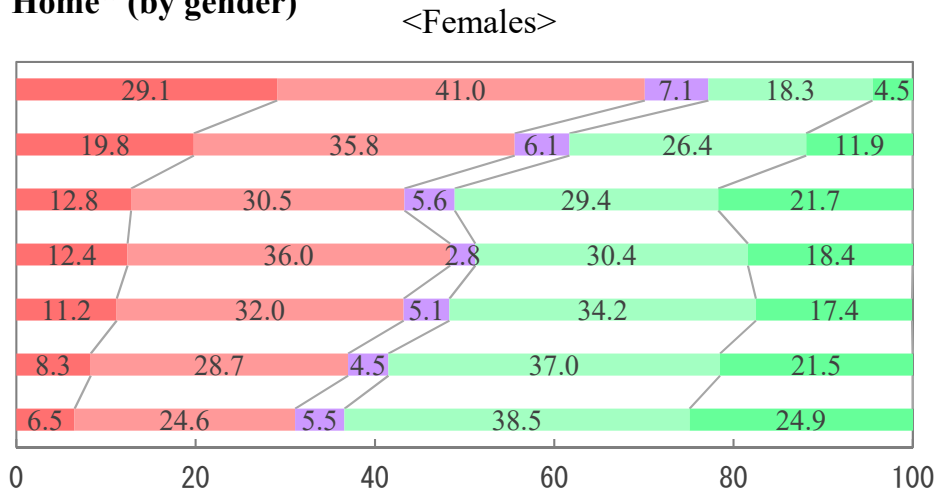


Figure I-SF-14 Changes in Awareness Regarding the Idea that "Husbands Should Work Outside and Wives Should Take Care of Their Home" (by gender)



Sources: Prime Minister's Office, "Public Opinion Survey on Women" and "Public Opinion Survey on Gender Equality" and Cabinet Office, "Public Opinion Poll on a Gender-Equal Society" and "Public Opinion Survey on Promoting Women's Activities"

4. Relationship Between WLB and Family/Household Situation and Changes in "Work-related Time" and "Housework/Childcare/Caregiving Time"

Decrease in "housework/childcare/caregiving time" for women

- Decrease for women 25-29 and in 30s, increase or no change for married women.

Changes in awareness of stereotyped perceptions of gender roles

- Approximately 60% disagree with the idea that "husbands should work outside and wives should take care of their home."
- "Housework/childcare/caregiving time" is long for wives, short for husbands.

Dual-income households with children younger than 6 in which WLB is assumed to become a major issue due to childcare

- Wives' "housework/childcare/caregiving time" significantly increases while "work-related time" decreases.
- Husbands' "work-related time" has not changed, but "housework/childcare/caregiving time" has increased slightly.

Increase in "work-related time" for women, decrease for men

- For women, "work-related time" has increased over the past 20 years from 50% to about 70% of men's "work-related time." However, it has stayed unchanged at about 40-50% of men's time except for women in their 20s, and decreased for "dual-income" wives.
- For men, overall "work-related time" has decreased, but for men in their 30s and 40s it has remained at the same level, and about twice that of wives for dual-income households with a child younger than 6.

- • Due to late marriage and staying unmarried.
- • Awareness is changing, but in reality most couples have the wife playing the role of "taking care of the family and home."
- • Wives change their work/life balance significantly when they start engaging in childcare.
- • Husbands, instead of reviewing work/life balance, are trying to increase their involvement in household chores as much as possible in the situation where they are unable to reduce the amount of work.
- • Due to late marriage and staying unmarried. The number of dual-income households has increased, but wives work shorter hours.
- • Husbands and wives now both "work outside the home," but husbands overwhelmingly work longer hours, especially for men in their child-rearing period.
- • No change in husbands' role of being the primary earner.

Section 2 Current State of "Work" and "Housework/Childcare/Caregiving" According to Family Type

1. "Work-related time" and "housework/childcare/caregiving time" by family type

Housework Time

Women Differs greatly depending on family type ⇒ Almost no difference for single households, but for couples, more than twice the time of men.

Men Does not differ depending on family type.

Childcare Time

Women 2.1 - 2.7 times longer than men on "workdays." For unemployed individuals, about 2 hours longer than employed individuals on "non-workdays." (until children become a junior high school student)

Men Longest in households with "preschool" children.

Work-related Time

Women Single > Couple only / Couple with children (preschool) > Couple with children (elementary/junior high school)

Men Single/Couple only < Couple with children (elementary/junior high school) < Couple with children (preschool)

Total Time Long for males and females with preschool age children

Situation for Caregivers

Little male/female difference in "total housework/childcare/caregiving time" and "caregiving time" for working couples with children.

Women In situations where caregiving duties are added to childcare, WLB does not significantly change as the caregiving portion is handled as part of overall family care and not a net increase in burden.

Men In situations where both childcare and caregiving are required, "work-related time" is shortened and used for housework/childcare/caregiving.

2. Division of labour for housework and household management

- In addition to the time and actual burden of work, conducting housework/childcare/caregiving also involves the responsibility of managing daily chores and being able to run daily family life smoothly.
- The total of "Wife" and "Tend to be wife" accounts for about 50% or higher (more than 80% for "Keeping track of inventory for food/daily necessities" and "Planning meal menus")

Figure I-SF-16a Housework-related Time and Work-related Time Per Day (Employed individuals: workdays)

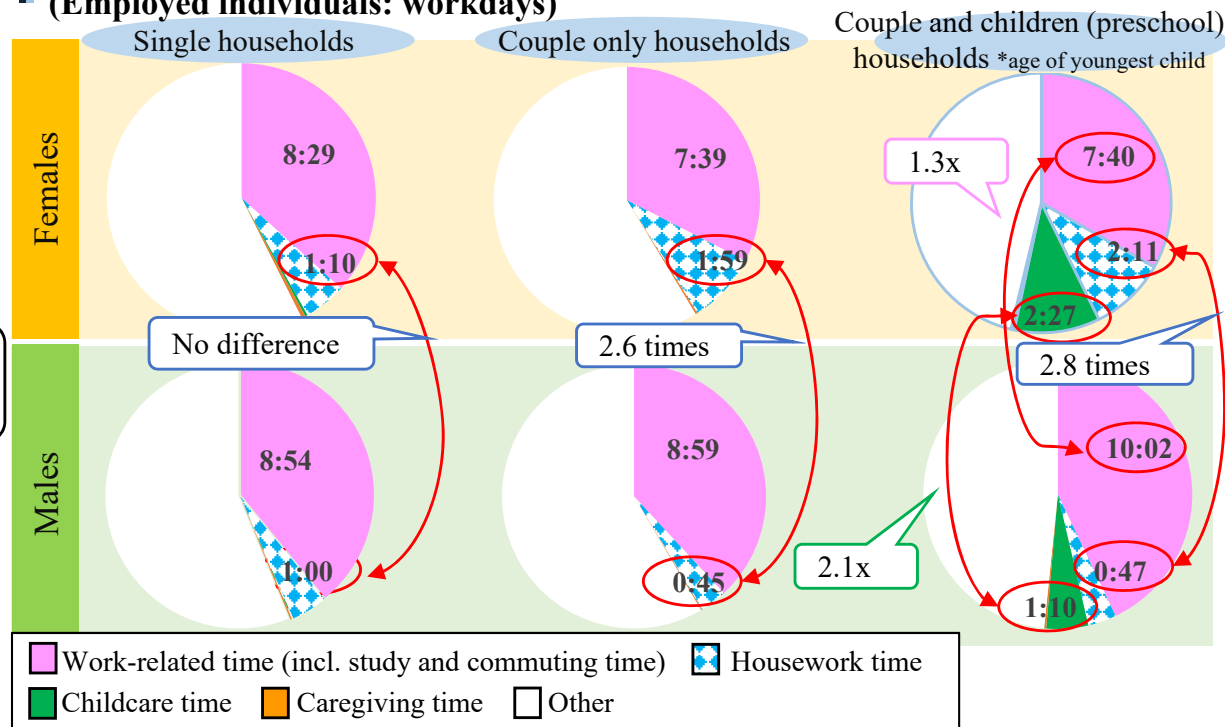
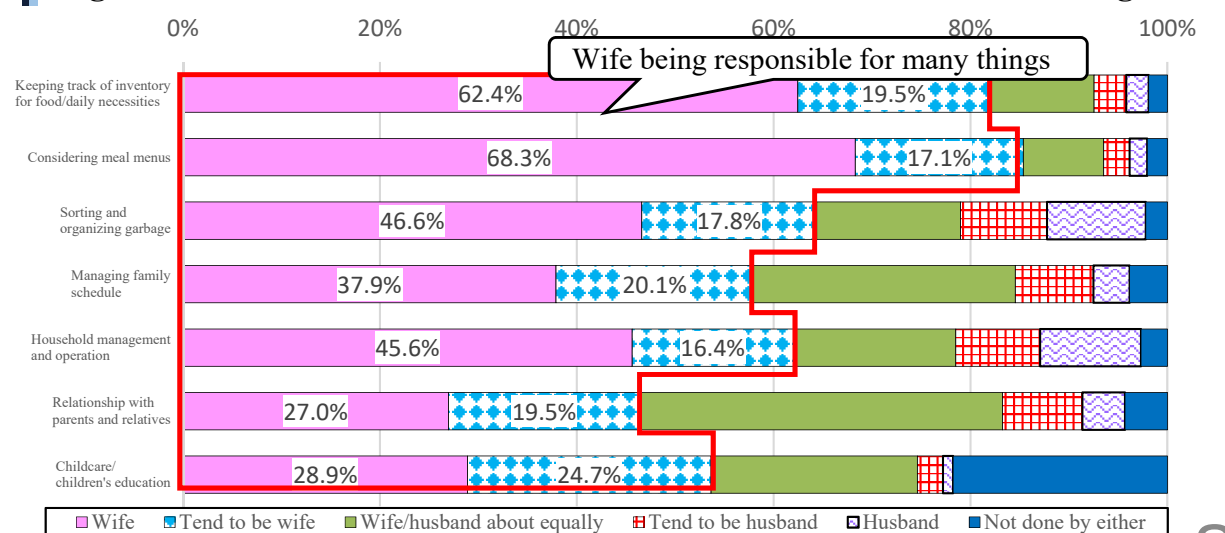


Figure I-SF-18 Division of Labour for Housework and Household Management



3. Couples with small children

Sharing of Childcare

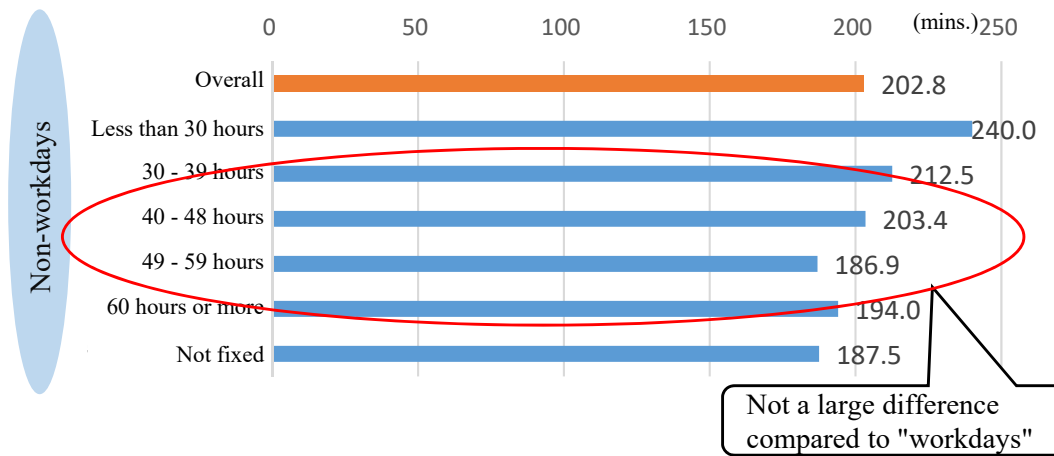
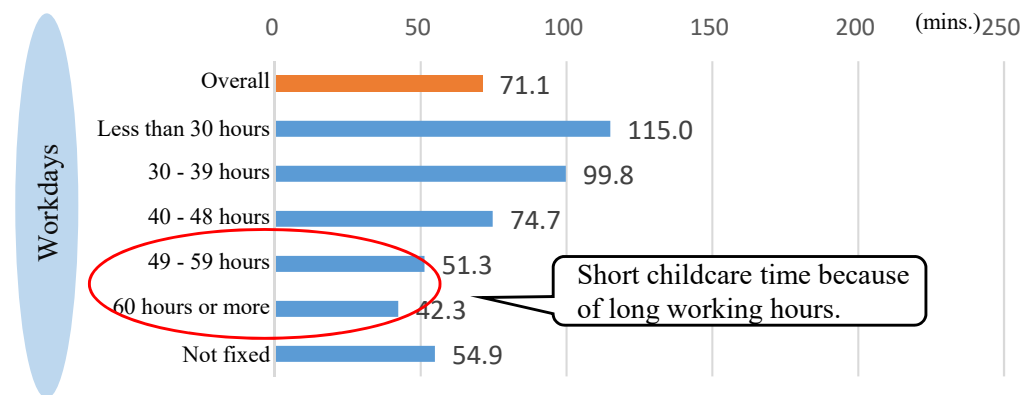
- Approximately, wives conduct 70% and husbands conduct 30% (husband's share rises slightly the younger the child. Burden of childcare for wives cannot be said to lighten as the child grows) Wives are responsible for daily childcare (every day, every time), and husbands tend to be involved in limited situations (1-2 times a week, 1-2 times a month, etc.).
- Husbands whose wives work "full-time" are more likely to be involved in childcare than husbands whose wives work "part-time" or who are "unemployed," but "childcare related scheduling and management," "collecting childcare related information," and "PTA activities," etc. see little involvement from husbands, regardless of the wife's employment

Relationship with husband's long working hours

The longer the husband's weekly working hours, the shorter his childcare time and the lower his ratio of childcare responsibility.

Figure I-SF-20 Childcare Time for Husbands with Preschoolers (by weekly working hours)

Source: "Survey on the Balance between Work and Housework" (Survey commissioned in FY2019 by the Cabinet Office to Libertas Consulting Co., Ltd.)

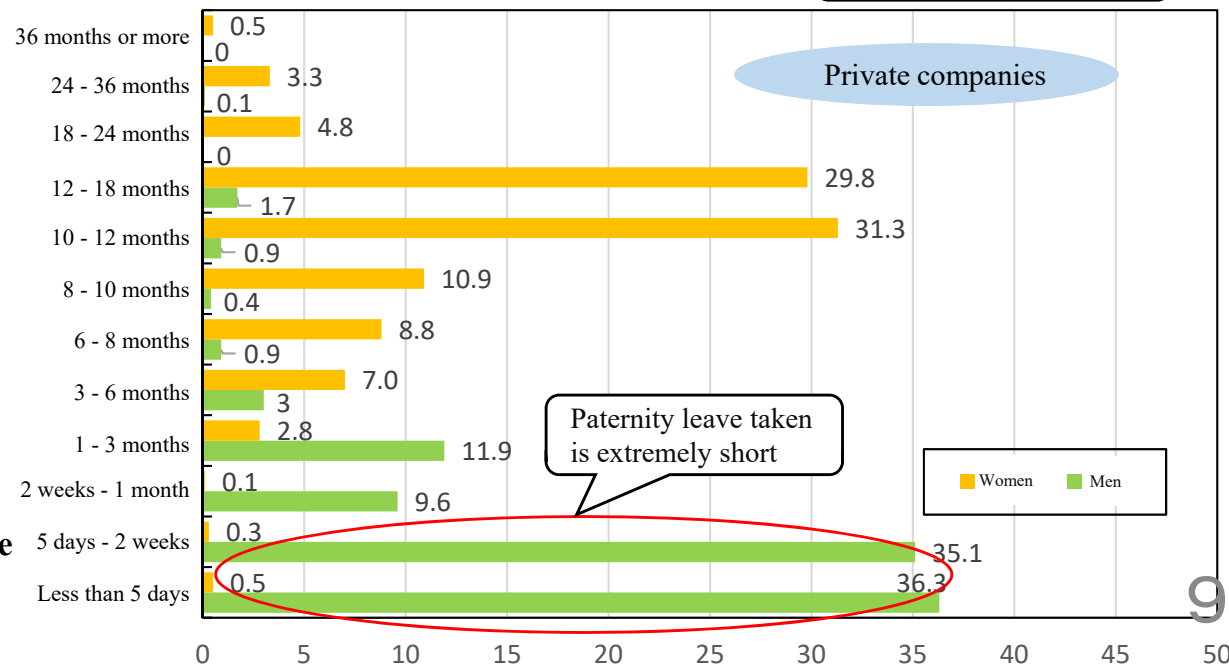


Childcare leave, etc. by male workers

- Although the rate of taking childcare leave, etc. by male workers is rising, it is still at a low level (FY2018: 6.16% at private companies, 12.4% for national public servants, 5.6% for local public servants).
- Paternity leave taken is also extremely short, while women take about a year or more.
- Recently, "Less than 5 days" has significantly decreased, and "5 days - 2 weeks" has significantly increased.

	FY2015	FY2018
Less than 5 days	56.9%	⇒ 36.3%
5 days ~ 2 weeks	17.8%	⇒ 35.1%

Figure I-SF-22 Proportion of Individuals Taking Childcare Leave by Male Workers (private companies, FY2018)



4. Families with a member needing caregiving

Increasing proportion of male caregivers

- In recent years, the number of male and female caregivers has increased (2016: 4,211,000 female caregivers, 2,776,000 male caregivers. Male proportion is 39.7%)
- Looking at primary caregivers who are living together, by relationship, "Child's spouse (female)" has decreased significantly (1998: 27.4%⇒2016: 16.3%) "Son" (6.4%⇒17.2%) and "Husband" (11.3%⇒15.6%) are increasing.

Proportion, etc. of individuals who engage in caregiving while working

- A high proportion of the majority group of caregivers (in their 50s-60s) have jobs. The proportion of full-time workers also increased, especially for individuals in their 50s.
- The percentage of male caregivers under 30 who have a job or who work full-time has significantly dropped in the last 5 years. It is possible that the way male caregivers of this age group work and care might have changed significantly in a short period of time (the proportion of female caregivers under 30 increased and male caregivers under 30 decreased, reversing the percentage between genders. The percentage has been either rising or remaining flat in most of other age groups).

Details of caregiving performed by families

- When compared to childcare, there is a significantly smaller gender gap in content and frequency of caregiving provided by families.
- People of various familiar relationships perform caregiving, and a variety of forms are assumed, such as performing alone or conducting by sharing amongst multiple individuals.

Figure I-SF-24 Changes in Main Caregivers Living Together

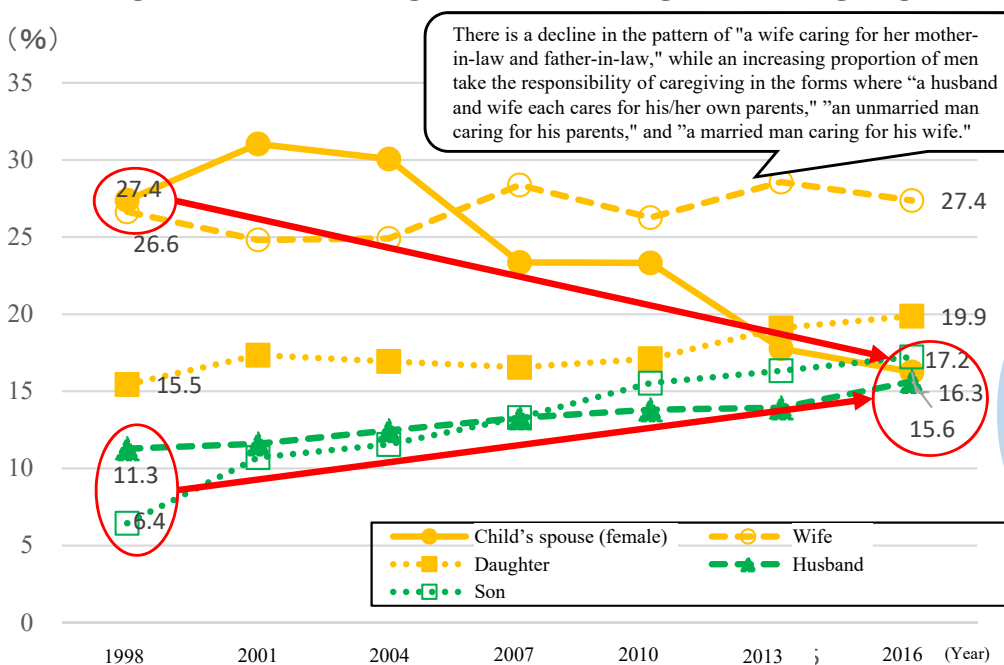


Chart I-SF-25 Proportion of Caregivers with Jobs / Caregivers Working Full-Time (2011/2016)

For the majority group of caregivers, who are in their 50s and 60s, and especially for those in their 50s, there is an increase in the proportion who are working full-time.

Gender	Age	2011			2016		
		Caregivers Population ratio (%)	Caregivers with a job Proportion of caregivers (%)	Full-time caregivers Proportion of caregivers (%)	Caregivers Population ratio (%)	Caregivers with a job Proportion of caregivers (%)	Full-time caregivers Proportion of caregivers (%)
Females	Under 30	2.5	52.3	39.2	1.3	73.5	55.6
	30s	3.8	58.9	35.1	3.7	63.4	40.5
	40s	6.7	59.5	27.7	6.6	72.7	39.0
	50s	16.1	61.8	28.4	15.6	68.5	35.2
	60s	11.1	40.8	11.1	13.3	40.1	12.7
	70 and older	6.0	14.5	1.7	6.2	14.8	2.2
	Males	Under 30	1.6	73.5	51.9	1.5	51.1
30s	1.7	92.2	71.4	1.6	85.5	70.2	
40s	4.1	91.3	74.4	3.8	90.1	74.4	
50s	9.1	90.8	61.4	9.4	90.8	70.7	
60s	8.9	65.4	29.0	9.5	65.3	30.0	
70 and older	6.2	23.8	1.5	6.4	21.8	4.0	

Rapid changes in gender differences among young caregivers (under 30 years old): Figures for males and females reversed between 2011 and 2016 for both "Caregivers with a job" and "Full-time caregivers."

5. Use of external services

Housework support services

1.8% are "Currently using" and 4.7% "Have used in the past" (2018)

Childcare support

(Babysitters, family support centers, etc.) 3.6% are "Currently using" (2020)

Long-Term Care Service, etc.

At 27.3%. "Bathing care" was the most common in "Long-term care services and external support such as volunteers" (2020)

Intention to use

"I want to perform it while using external services" 【Caregiving】 62.9%, 【Childcare】 33.5%, 【Housework】 26.3%

Housework and childcare in particular are far from general utilization.

Caregiving often does not rely on external support.

■ Column ■ International Comparison of Living Time: From OECD (Organisation for Economic Co-operation and Development) International Comparison Data

Characteristics of Japan as seen from international comparison data (2020) for all males and females aged 15 to 64

- ◆ Women's previously short paid working hours increased, and paid working hours for both men and women are extremely long, and for men especially are the longest.

•Paid working time for Japanese women:

2014: 206 mins. (OECD avg.: 215 mins.)→2020: 272 mins. (OECD avg.: 274 mins.)

•For long paid working time (men), Japanese (452 mins.), S. Korean (419 mins.), Canadian (341 mins.)

- ◆ Extremely strong tendency for unpaid work to be biased towards women.

•Three countries with shortest unpaid working time (men) are Japan (41 mins.), S. Korea (49 mins.), and Italy (131 mins.)

- ◆ Long total working hours combining paid and unpaid labour for both men and women.

As for total working hours, Japanese women are the longest (496 mins.), followed by Swedish women (495 mins.) and Japanese men (493 mins.)

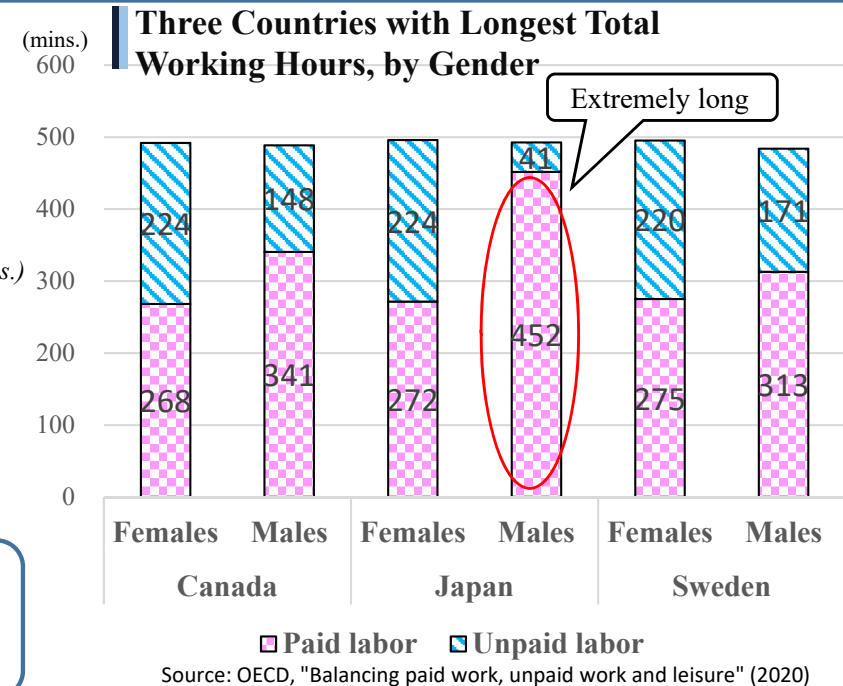
- ◆ Similar to Japan, Sweden and Canada have long total working hours for both men and women.

Trend for Japanese women is similar to those 2 countries, but Japanese men have extremely long paid working hours.

•Paid working hours account for 92% of total working hours. It is approximately 65-70% in Sweden and Canada

Even if Japanese men are told, "Let's share more housework/childcare/caregiving!" it is difficult with their paid working hours being unchanged.

- ⇒ • "Review time spent on work and use that portion for housework/childcare/caregiving"
- Both husband and wife need increased hourly income



■ Column ■ Background of Housework/Childcare in East Asian Cities (Sasakawa Peace Foundation, July 2019, "Men's New Roles in a Gender Equal Society")

- ◆ Characteristics of housework in East Asian cities. (Survey targets outside of Japan: Taipei, Shanghai, Hong Kong, Seoul)

【Taipei】 Development of eating out culture, including food stalls=Externalization of cooking → Reduce burden of housework.

【Shanghai】 It is common that men participate in housework, hire domestic workers, and couple's parents actively cooperate in housework and childcare.

【Hong Kong】 Foreign domestic workers are often hired.

- ◆ Tokyo's Characteristics

• Men in Tokyo are most oriented towards gender equality in terms of "awareness," but are lowest in terms of "behavior" such as frequency of conducting housework/childcare/caregiving.

- Largest annual income gap between spouses.

⇒Proportion of spouse's annual income when husband's annual income is 100%: Tokyo 40%, Seoul 61.3%, Shanghai 65.8%, Hong Kong 74.6%, Taipei 92.8%

Section 3 Towards Better Balance and Division of Labour

1. Issues related to balance and division of labour

"Housework/childcare/ caregiving" overwork: Relationship with life satisfaction

Discussion The length of "childcare time" and "caregiving time" may lead to a decrease in quality of life.

Length of childcare time

- Trend that the longer a working woman spends on childcare during "workdays," the lower her life satisfaction level and the stronger her distress (depression/anxiety).
- Distress tends to be strong for men and women with particularly long childcare times.

Length of caregiving time

- For both men and women, the longer they spend on caregiving on workdays, the lower their life satisfaction level and the stronger their distress.

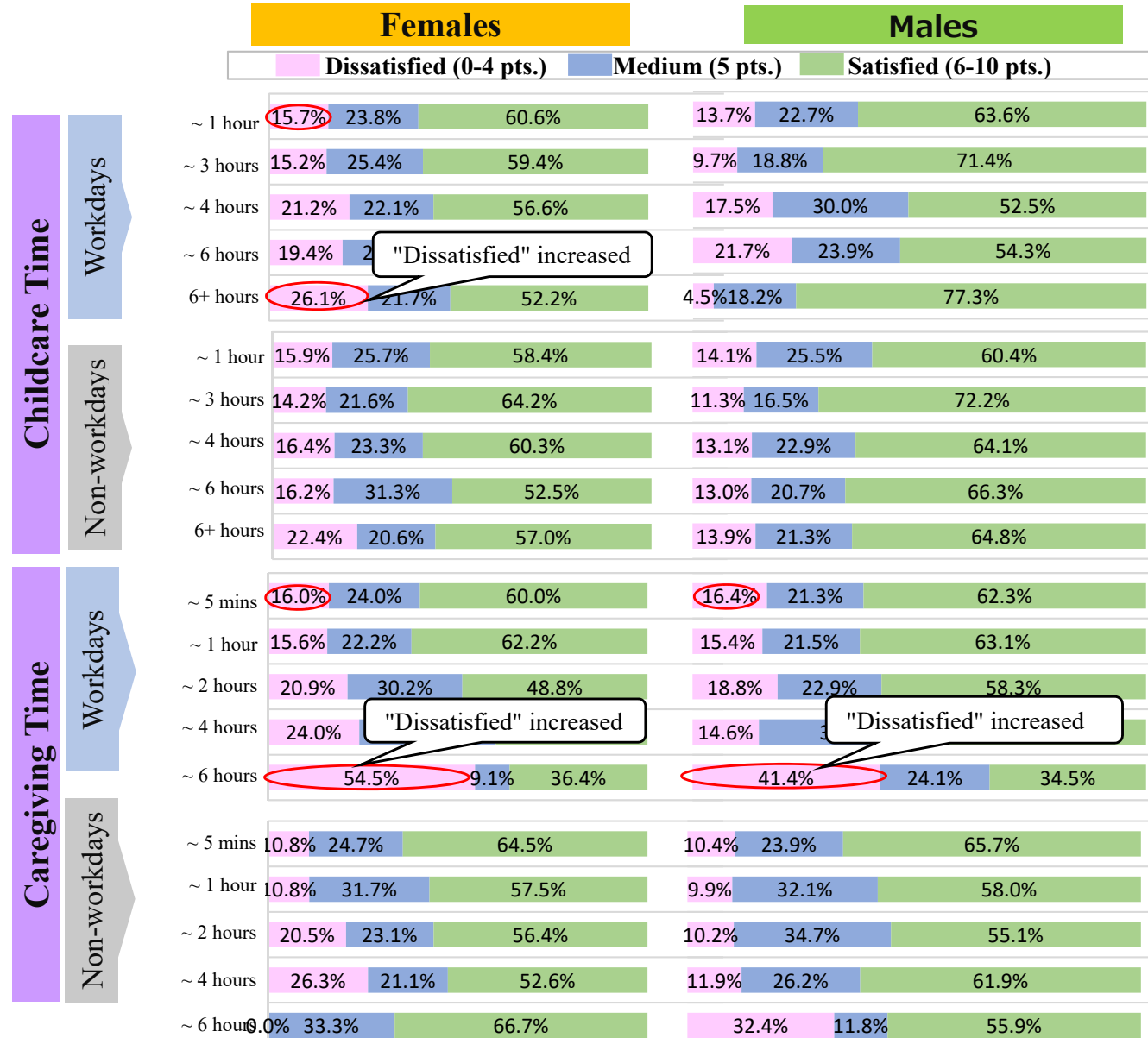
Difficulty in continuing to work: When raising a child

- The most common reason for quitting work due to pregnancy and childbirth for a first child was "Because it was difficult to continue working while raising children." Following this, more than 40% said that "I wanted to concentrate on raising my child" and "I decided to take good care of my body and unborn baby."

Hopes /reality for "full-time work as a regular employee"

- Approximately 10% of women want to work as a full-time regular employee when their youngest child is a preschooler, but the rate increases to 40-50% when their child is older than junior high school age. In reality, however, barely 20% work as a full-time regular employee even after their child is older than junior high school age.
- Desire to work temporarily rises when child is in nursery school/kindergarten, then it falls to same level as preschool stage when the child is at elementary school stage, and "shorter work hours as a non-regular employee" increases.

Figure I-SF-32/34 Relationship Between Length of "Childcare Time" and "Caregiving Time" and Life Satisfaction



Source: "Survey on the Balance between Work and Housework" (Survey commissioned in FY2019 by the Cabinet Office to Libertas Consulting Co., Ltd.)

Discussion

For women with preschoolers, the results are related to the longest total of their "work-related time" and "childcare/housework time." Also, the burden of childcare and housework do not lighten as children grow up, and it may be the case that they are unable to work as desired.

Turnover in Caregiving

- Turnover rate for caregivers is approximately 10-20%. 99,000 employees (75,000 females, 24,000 males) left their jobs with "caregiving" as the reason. (2017)

Difficulty/anxiety over coexisting with caregiving

- More than 70% of both men and women feel anxious (workers in their 40s and 50s) regardless of whether or not they have parents who actually need caregiving.

Details of Anxiety

"There is no one but me to do my job," "My income will decrease if I use a work-life balance system such as a caregiving leave system," etc. Workers without parents needing caregiving say, "I do not know how to use long-term care services and facilities."

- It is also pointed out that a low turnover rate does not necessarily mean that it is easy to achieve both work and caregiving, and that men in particular are likely to be unable to take time off from work even if the burden of caregiving is high, leading to negligence at work, etc.

■ Column ■ Supporting Male Caregivers: "Man nursing and support person's nationwide networks"

- A characteristic of male caregivers is that they provide caregiving like "work." Some individuals become absorbed in caregiving. The work-centered life affects the way they provide caregiving as well. That is the result of their own actions because of the believed standard "housework = female".
- While some people who quit their job for caregiving say, "I'm glad I quit my job" (due to the difficulty of balancing work), others view that choosing to balance work and caregiving enabled them not to be immersed in caregiving all the time.
- Balancing work and caregiving also improves the quality of life for home caregivers. There is a need for long-term care services based on the premise that the caregivers are working. It would also be beneficial to have long-term care services that respond to situations such as calls when the elders are wondering occasionally.
- The point is that "empathy networks" deepen through fellow male caregivers. Male caregivers tend to be isolated even when attending gatherings with many female caregivers. It is said that you should not put up but cry for help; however, a man noted that, "I can't cry right away even if I became a caregiver." What is meaningful is that husbands and sons have experiences with male caregiver network self-help "place," which will also be effective for gender equality, despite looking like a detour.
- Middle-aged and older men have not looked after their family by touching them physically, so they may feel hesitant to help them going to the bathroom or changing clothes, etc. If men also become actively involved in looking after their children, then in the future they may be immune to the feeling of hesitation when providing care.



■ Column ■ Example of Companies Actively Participating in Childcare by Male Employees (1) (COCO-LO Co., Ltd.)

■ Column ■ Example of Companies Actively Participating in Childcare by Male Employees (2) (Awashimado Co., Ltd.)

■ Column ■ "Housework Support Service Utilizing the Sharing Economy" (Sharing Economy Association, Japan)

2. Perspectives towards better balance and division of labour

Men's participation in "housework/childcare/caregiving" and improving individual and familial responsiveness

- In order to improve the situation where the burden of "housework/childcare/caregiving" is biased towards females, which affects their quality of life and leads to difficulty in them continuing employment and balancing work, it is necessary to promote men's participation in "housework/childcare/caregiving" along with changes in the way men are expected to "work" and how they themselves approach "work".
- Ensuring women's earning role and preparing the situation in which men can take care of their families is also an aspect of risk hedging when viewed on a household basis.

Viewpoints to prevent "overwork" in "housework/childcare/caregiving"

- In households with small children and in single-parent households, both working hours and housework/childcare hours are long regardless of gender. Additionally, the burden of caregiving time and the difficulty of balancing work no longer concerns persons' gender.
- It is important not only to share the "housework/childcare/caregiving" responsibility within households, but also to diversify the bearers of these duties and to utilize various external services, etc.

Chapter 1. Women's Participation in Policy Decision-making Processes

Section 1 Women's Participation in National Policy and Decision-making Processes

[Proportion of women Diet members] House of Representatives: 9.9%, House of Councillors: 22.9% (as of June 2020)

[Proportion of women national public employees] Designated service or equivalent: 4.2%, Director at Headquarter or equivalent: 5.3%, Director at Regional institution, assistant director at Headquarter or equivalent: 11.6%

Section 2 Women's Participation in Local Policy and Decision-making Processes

◆ All prefectural assemblies have women members. Meanwhile, 3.8% of city assemblies and 30.2% of town/village assemblies have zero women members (as of December 2019).

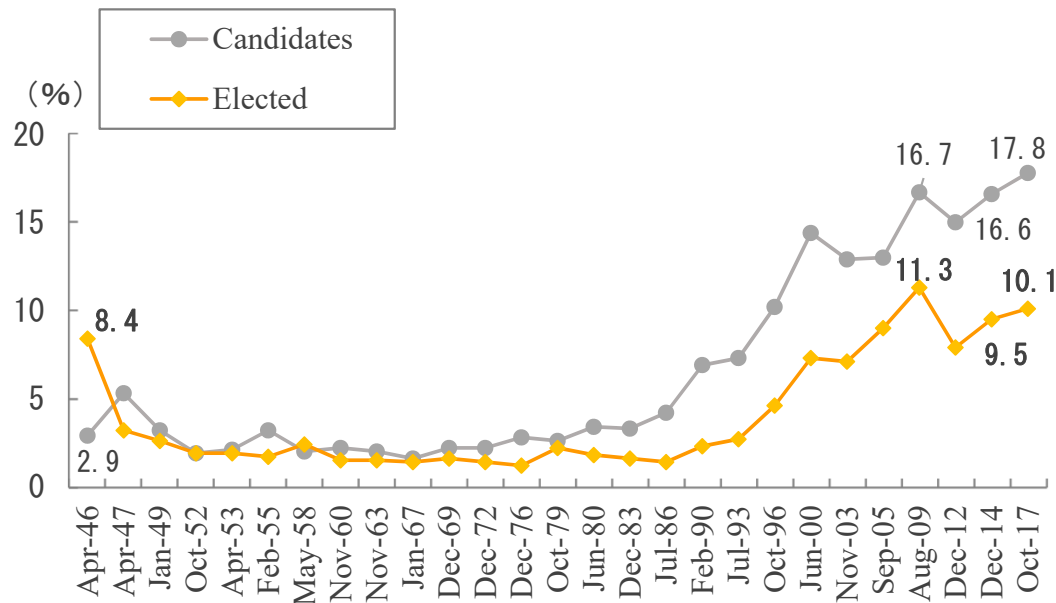
◆ The proportion of women in division director level of local public service or higher is upward trend (Prefectures: 10.3%, Ordinance designated city: 14.8%, Cities/Towns/Villages: 15.3%).

Section 3 Women's Participation in Various Sectors

◆ The proportion of women in the judicial sector has increased steadily.

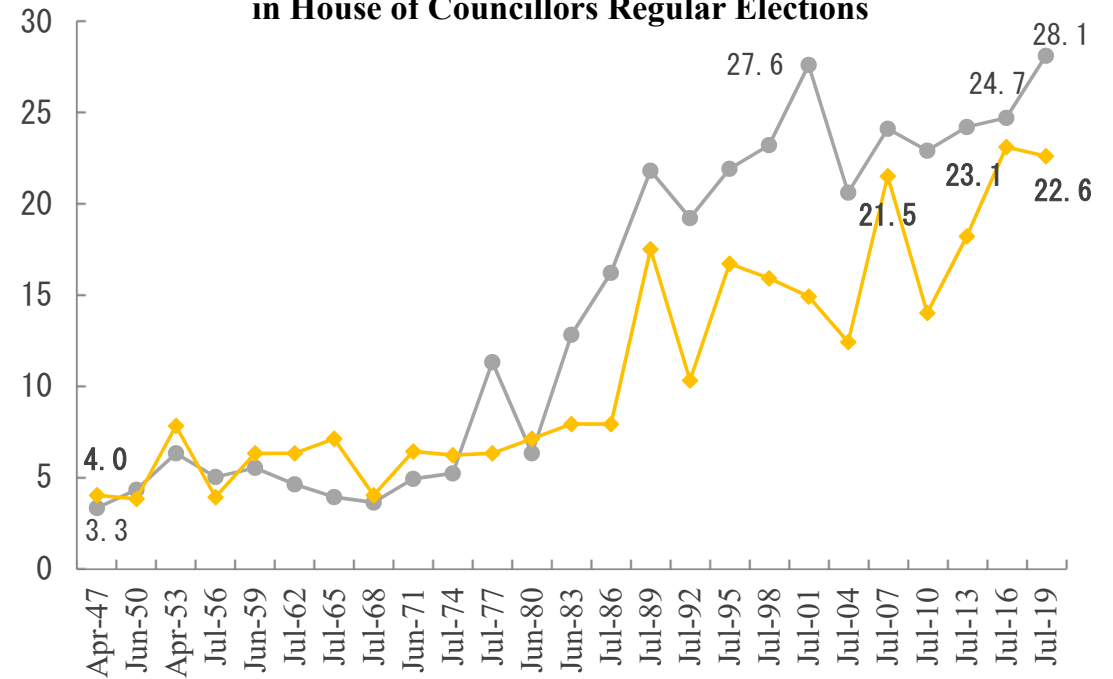
◆ Japan ranks 121st out of 153 countries in the Gender Gap Index (GGI).

Figure I-1-1 Proportion of Women Candidates and Elected Members in House of Representatives General Elections



Source: Ministry of Internal Affairs and Communications, "Survey of Results of House of Representatives General Elections and People's Examination of Supreme Court Judges"

Figure I-1-2 Proportion of Women Candidates and Elected Members in House of Councillors Regular Elections



Source: Ministry of Internal Affairs and Communications, "Survey of Results of House of Councillors Regular Elections"

Chapter 2. Gender Equality in Employment

Section 1 Employment Situation

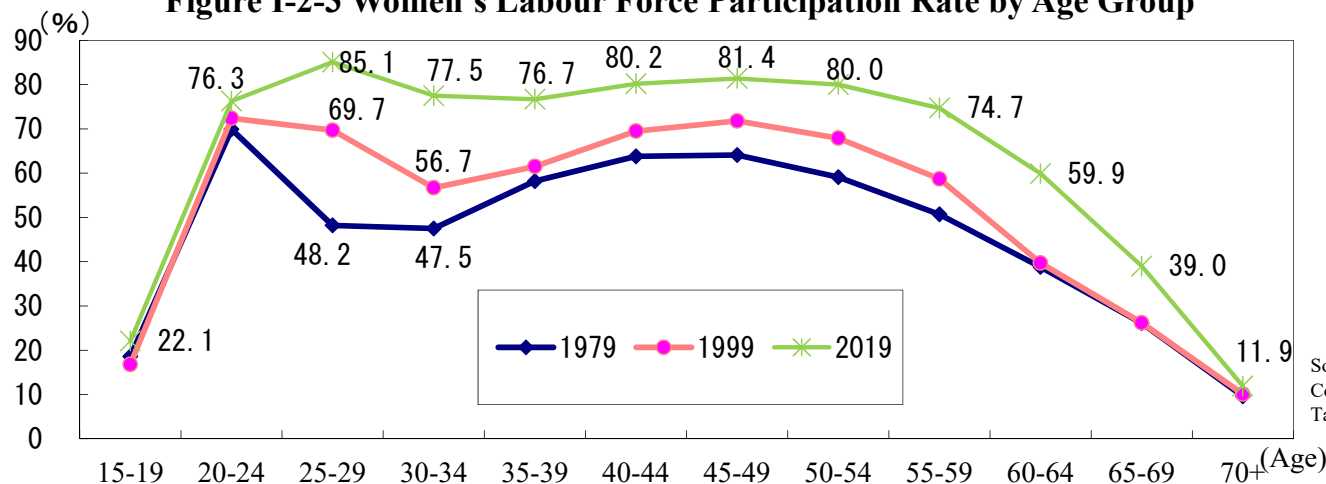
[Number of employed and employment rate] Number of employed: 29.92 million women and 37.33 million men. The employment rate among the working-age population (ages 15–64): 70.9% of women and 84.2% of men.

[M-shaped curve (Women's labour force participation rate by age group)] The age group corresponding to the bottom of the M-shaped curve is increasing, while the bottom-out period is becoming shorter.

[Proportion of non-regular employees] The proportion of women with non-regular employment (56.0%) decreased slightly from the previous year. For women, the proportion increases as the age group rises, starting from ages 15–24 (29.8%). On the other hand, the proportion for men decreases as the age group rises until the trend reverses at ages 55–64.

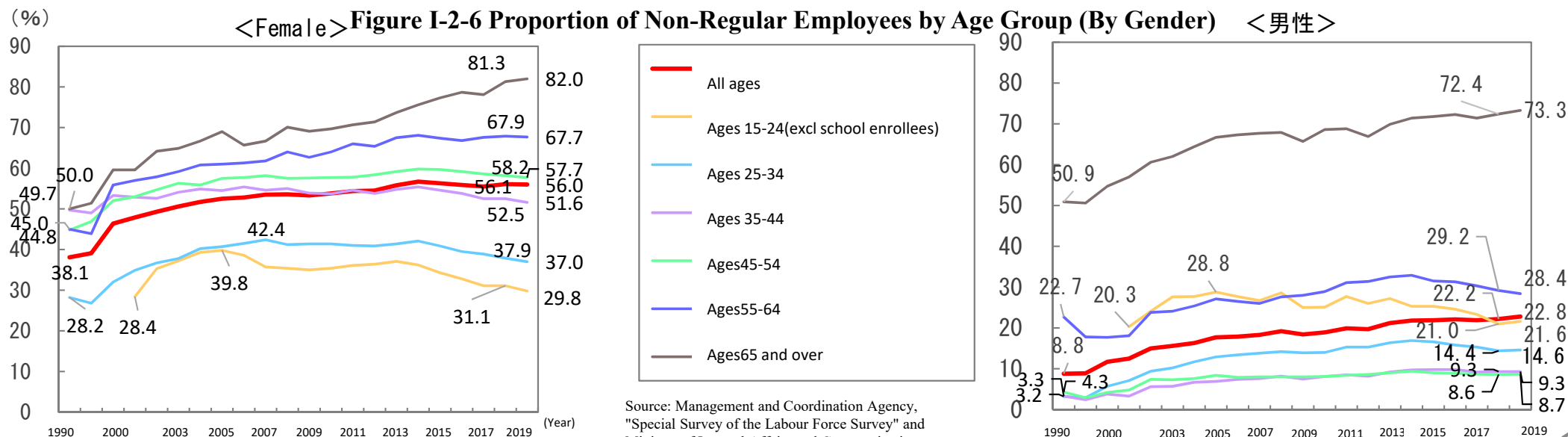
◆ Of women not in the labour force but who wish to work (2.31 million), "childbirth and childrearing" (31.1%) was the No. 1 reason for not seeking jobs.

Figure I-2-3 Women's Labour Force Participation Rate by Age Group



Source: Ministry of Internal Affairs and Communications, "Labour Force Survey (Basic Tabulation)"

Figure I-2-6 Proportion of Non-Regular Employees by Age Group (By Gender)



Source: Management and Coordination Agency, "Special Survey of the Labour Force Survey" and Ministry of Internal Affairs and Communications, "Labour Force Survey (Detailed Tabulation)"

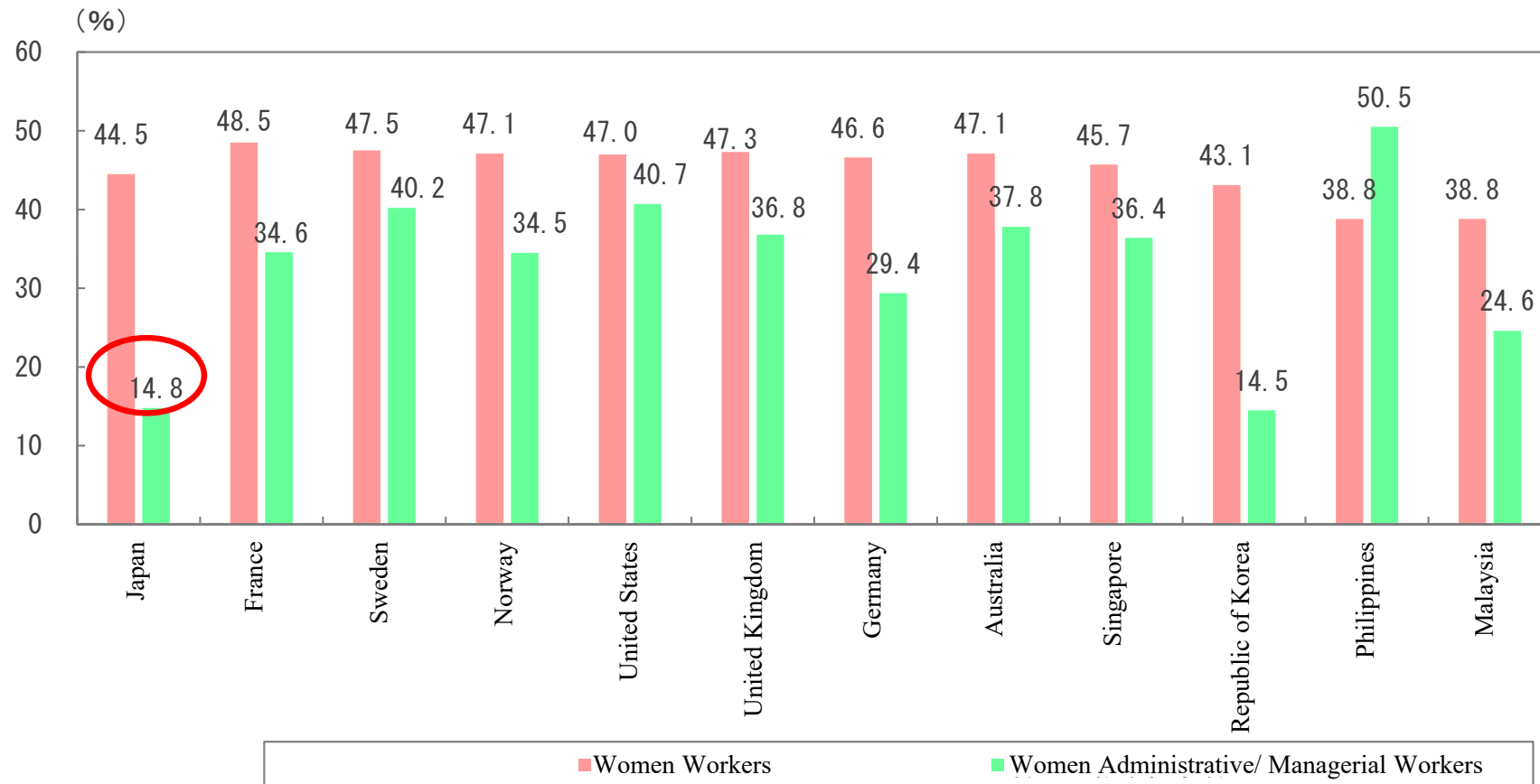
Section 2 Women's Participation in Companies

[Proportion of women in managerial positions] Section Chief: 18.9%, Director: 11.4%, Department Manager: 6.9% (2019)

[Proportion of women executives of listed companies] 5.2% (2019)

- ◆ While there isn't a large discrepancy in the proportion of women workers between Japan (44.5%) and other countries, the proportion of women administrative/managerial workers in Japan (14.8%) is lower than other countries.

Figure I-2-13 Proportion of Women Workers and Women Administrative/ Managerial Workers (International Comparison)



Source: Ministry of Internal Affairs and Communications, "Labour Force Survey (Basic Tabulation)" and ILO, "ILOSTAT"

Chapter 3. Gender Equality in Regions, Rural Districts, Disaster Prevention, and Reconstruction

Section 1 Gender Equality in Regions & Agricultural, Forestry, and Fishers communities

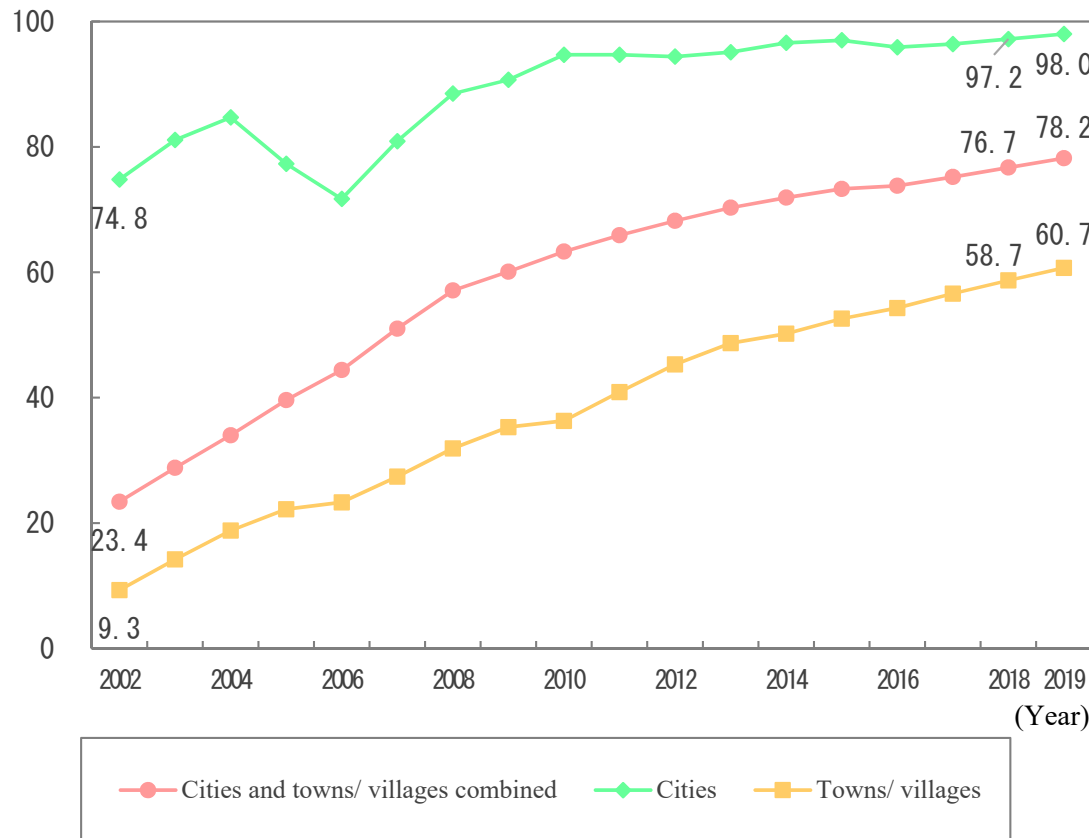
[Establishment rate of plans for gender equality] Nearly all cities have established plans for gender equality (98.0%), while approximately 60% of towns and villages have established such plans (60.7%).

- ◆ The proportion of female members of agricultural committees (12.1%) and the proportion of female regular members and female executive officers of agricultural co-operatives (22.4%, 8.4%) have been increasing annually.

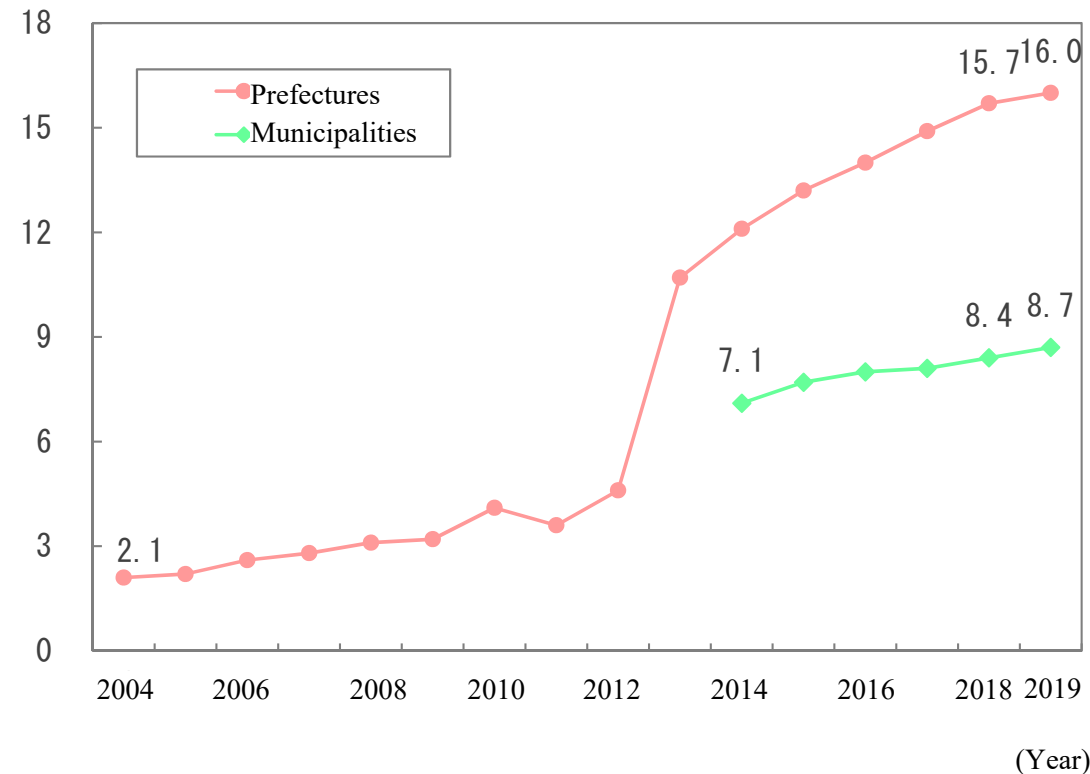
Section 2 Gender Equality in Disaster Prevention and Reconstruction

- ◆ Over 20% of disaster management councils do not have women members. Town/village disaster management councils account for around 86% of them.
- ◆ The number of fire departments with no female firefighters has been decreasing every year (27.2% of fire departments).
- ◆ 1.5% of both men and women carried out disaster-related volunteer activities. The participation rate was high among those in their 50s.

Figure I-3-1 Percentage of Cities, Towns, and Villages with Plans for Gender Equality (%)



I-3-5 Proportion of Women Among Local Disaster Management Council Members (%)



Source: Cabinet Office, "Status of Formation of Gender-Equal Society by Local Government Bodies and Promotion of Women's Empowerment Measures"

Source: Cabinet Office, "Status of Formation of Gender-Equal Society by Local Government Bodies and Promotion of Women's Empowerment Measures"

Chapter 4. Gender Equality in Education and Research

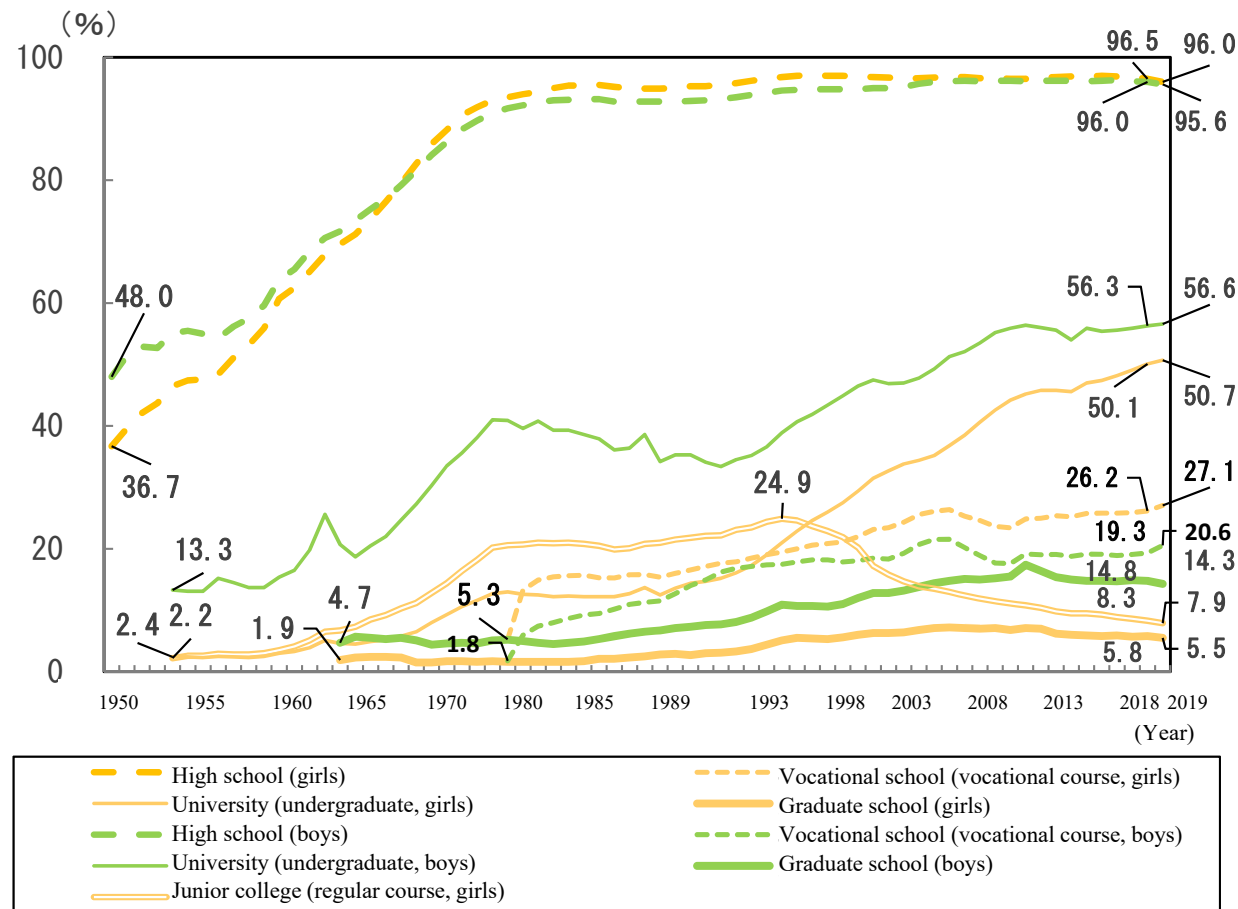
Section 1 Education Situation

- ◆ The rate of girls going to university (undergraduate) increased significantly during the period between 1989 and 2019, but is still lower than that of boys
- ◆ Learning for a job is the most common reason that men and women learn while working. More women than men learn for their household
- ◆ The percentage of instructors who are women tends to decrease as education level and seniority increase

Section 2 Gender Equality in Research Fields

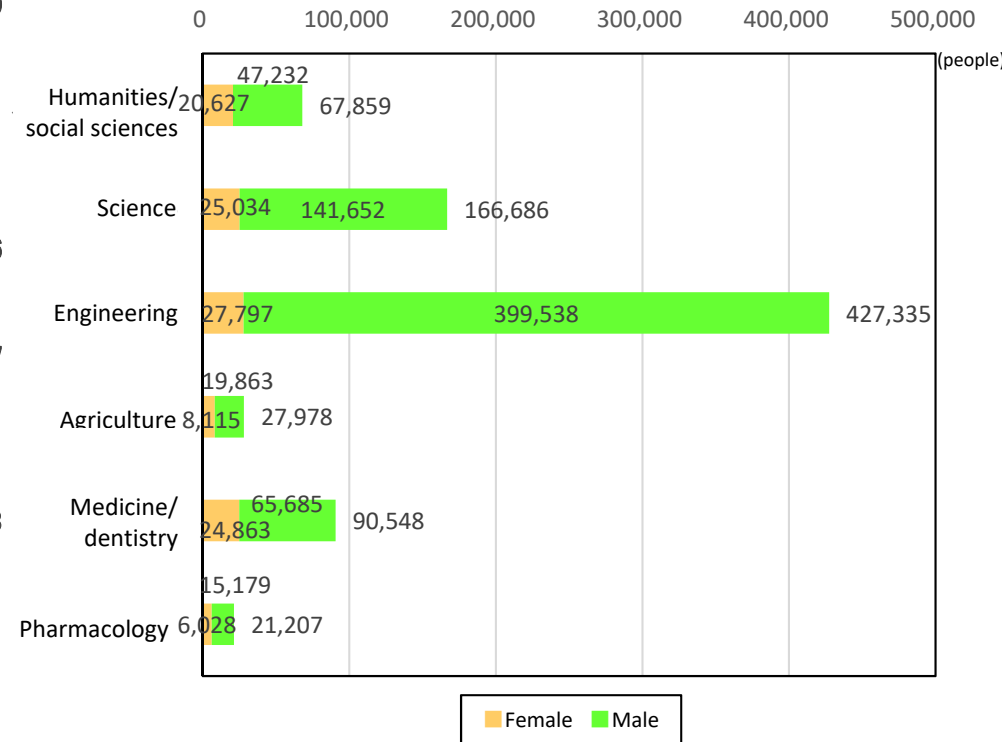
- ◆ The percentage of female researchers is on a gradually increasing trend at 16.6%, however is lower than in other countries
- ◆ The percentage of female researchers in engineering and science fields, which make up the majority of researchers, is particularly small

Figure I-4-1 Enrollment Rate by School Type



(Source) Ministry of Education, Culture, Sports, Science and Technology, "School Basic Survey"

Figure I-4-11 Number of Researchers per Specialization Field (2019)



(Source) Ministry of Internal Affairs and Communications, "Survey of Research and Development"

Chapter 5. Lifelong Health of Men and Women, the Elderly and Single-Parent Households

Section 1 Lifelong Health of Men and Women

[Healthy life expectancy] Women: 74.79 years, men: 72.14 years. Healthy life expectancy has lengthened since 2013. The gap between healthy life expectancy and life expectancy at birth is larger for women than for men.

[Women's cancer screening rate (past 2 years)] Increasing. Uterine cancer (cervical cancer) screening: 42.4%, breast cancer screening: 44.9% (2016)

Breast cancer screening rates are lower for women with non-regular employment and unemployed homemakers compared to women with regular employment.

Figure I-5-1 Life Expectancy at Birth and Healthy Life Expectancy (By Gender)

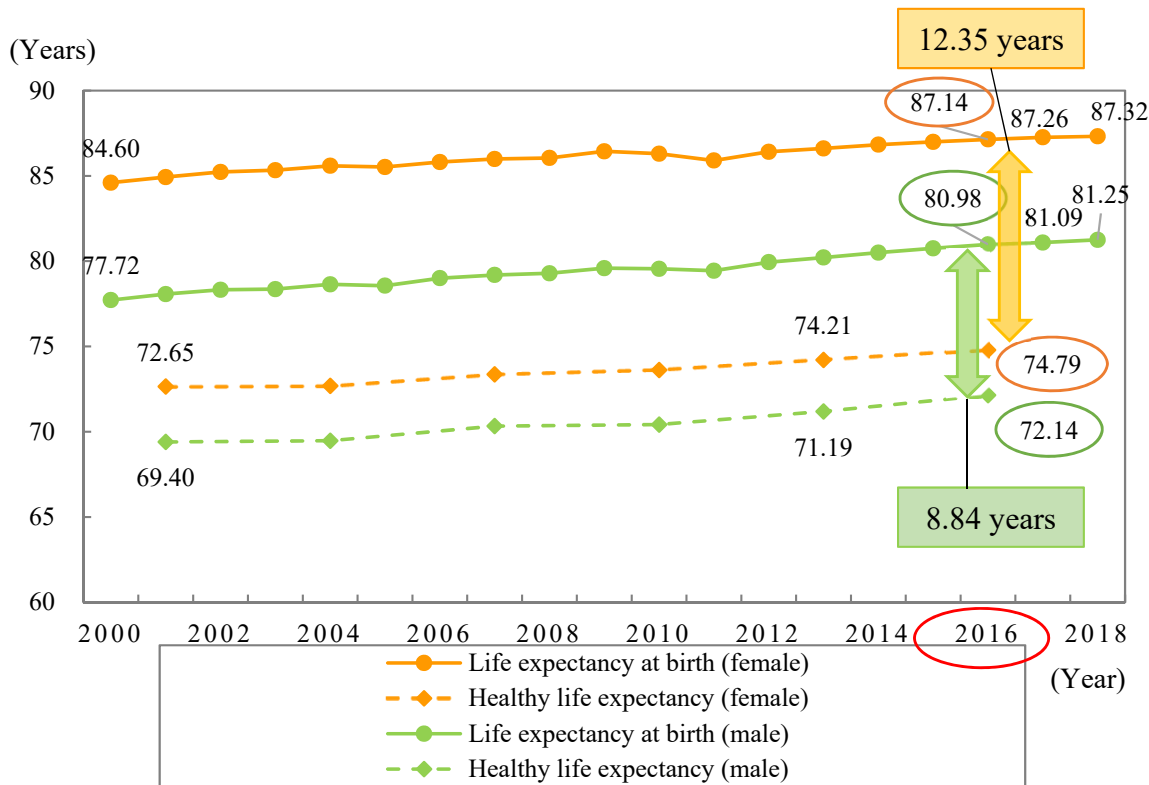
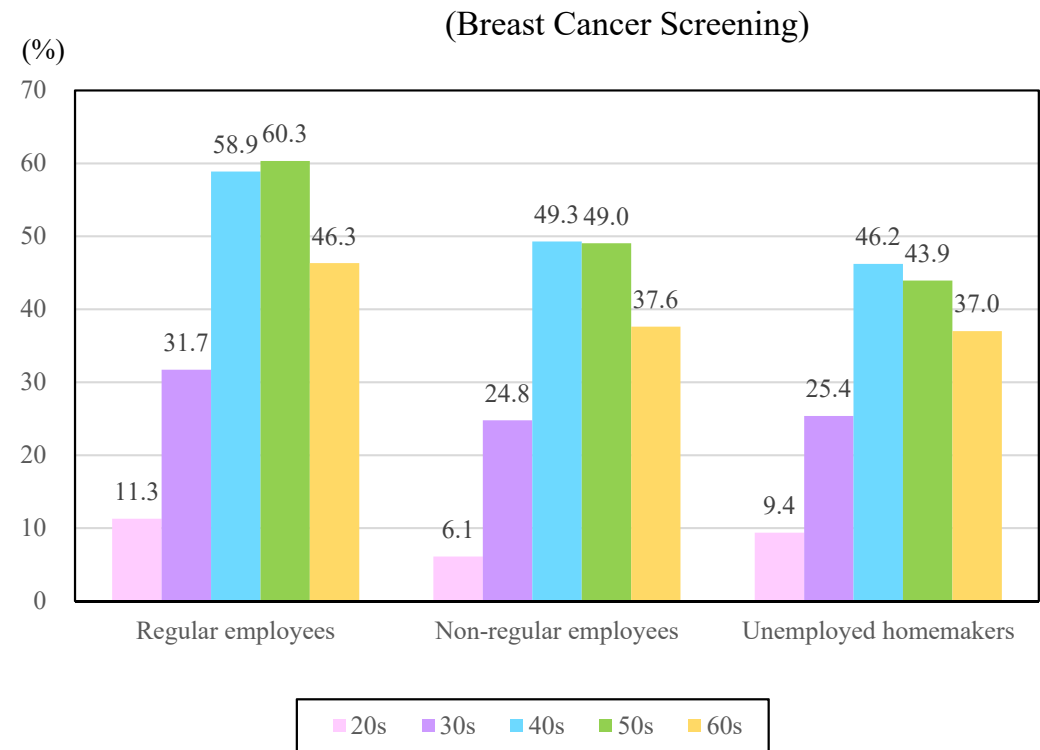


Figure I-5-4 Women's Cancer Screening Rate (Excerpt)



Source: Ministry of Health, Labour and Welfare, "Complete Life Table" and "Abridged Life Table"; Health and Labour Sciences Research Grants, "Future Projection of Healthy Life Expectancy and Study on the Cost-Effectiveness of Measures Against Lifestyle-Related Diseases" and "Factor Analysis of Healthy Life Expectancy and Regional Disparities and Study on Verification of Effects of Health Promotion Measures"

Source: Ministry of Health, Labour and Welfare, "Comprehensive Survey of Living Conditions"

Section 2 Elderly and Single-Parent Households

◆ 30% of women and over 20% of men are elderly (aged 65 and over) (as of October 1, 2015).

[Employment of the elderly] Over the past 10 years, the number of employed persons aged 65 and over increased by 1.7 times for women and 1.5 times for men. The employment rate of women aged 65–69 increased by 12.3 percentage points.

For employed people aged 65 and older, more than 80% of women and more than 70% of men have non-regular employment.

[Single-parent households] The number has remained at the same level since 2003. 86.8% of single-parent households are single-mother households.

37.6% of single-mother households earn less than 2 million yen a year. 45.1% feel they face "severe" financial hardships.

The ratio of households receiving child support from former spouses is 24.3% for single-mother households and 3.2% for single-father households.

Figure I-5-8 Number of Employed Persons Aged 65 and Over (By Gender)

(Ten thousand people)

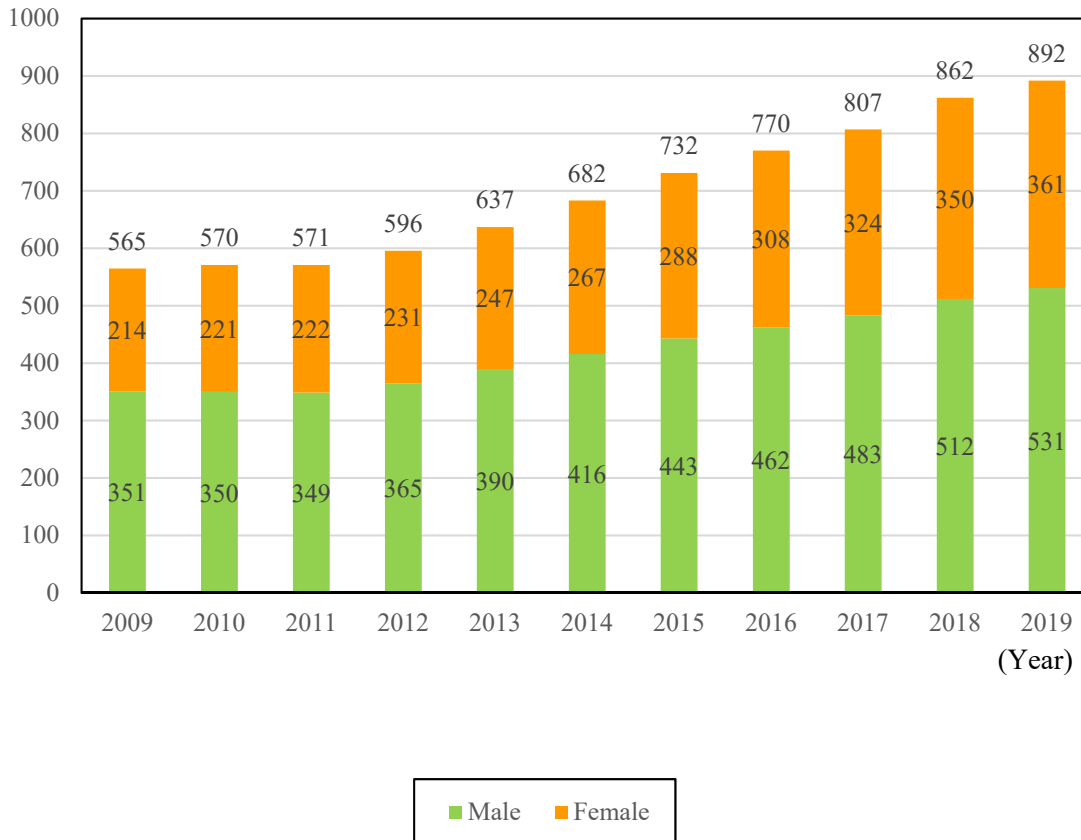
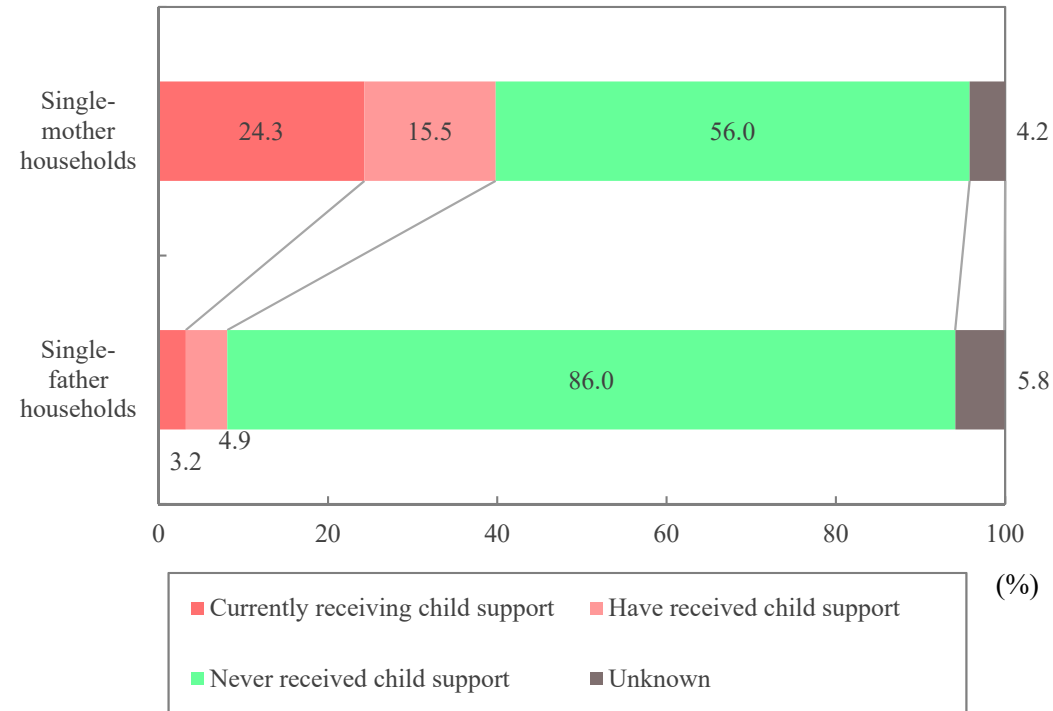


Figure I-5-11 Receipt of Child Support by Single-Mother Households and Single-Father Households (2016)



Source: Ministry of Internal Affairs and Communications, "Labour Force Survey"

Source: Ministry of Health, Labour and Welfare, "Nationwide Survey on Single-parent Household"

Chapter 6. Violence against Women

Section 1 Violence by Spouse or Others

[Violence by spouse*] 30% of women and 20% of men have experienced domestic violence. 13.8% of women and 4.8% of men were subject to domestic violence multiple times.

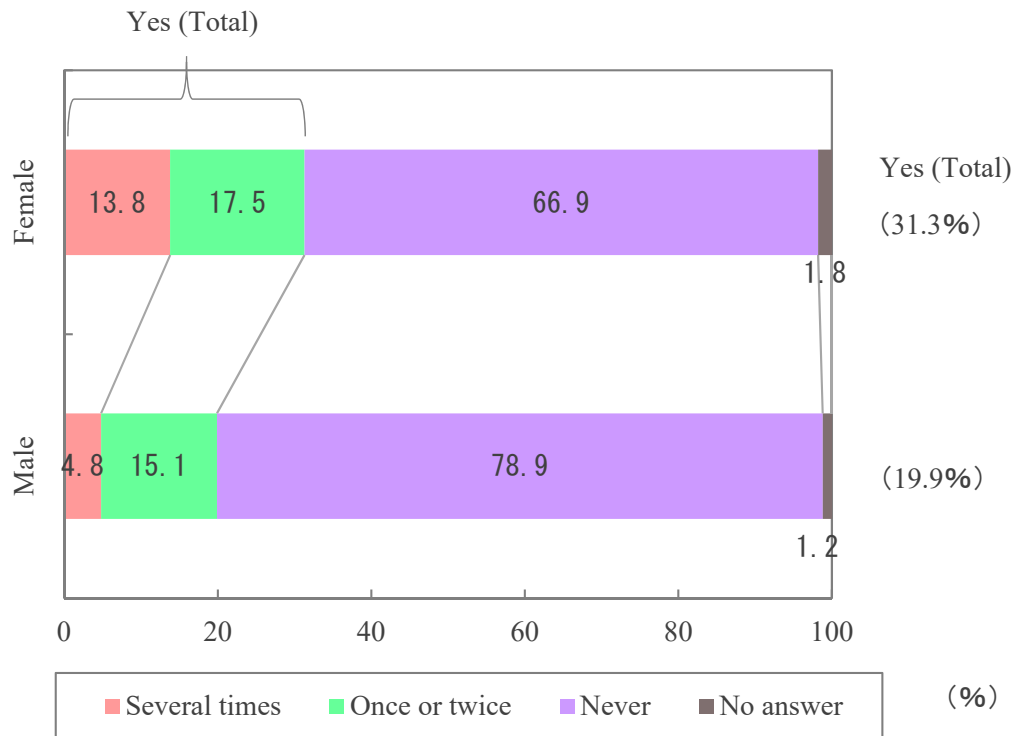
40% of women and 70% of men consulted no one. *Includes couples that do not have formally registered marriages or live separately, as well as former spouses

- ◆ There are 287 Spousal Violence Counseling and Support Centers in Japan. The number of consultations with the Centers has remained high at over 100,000 cases a year.
- ◆ 1,591 protection orders were issued under the Act on the Prevention of Spousal Violence and the Protection of Victims (2019).

Section 2 Stalking, Sex Crimes, Sexual Violence against Children, Prostitution, and Trafficking in Persons

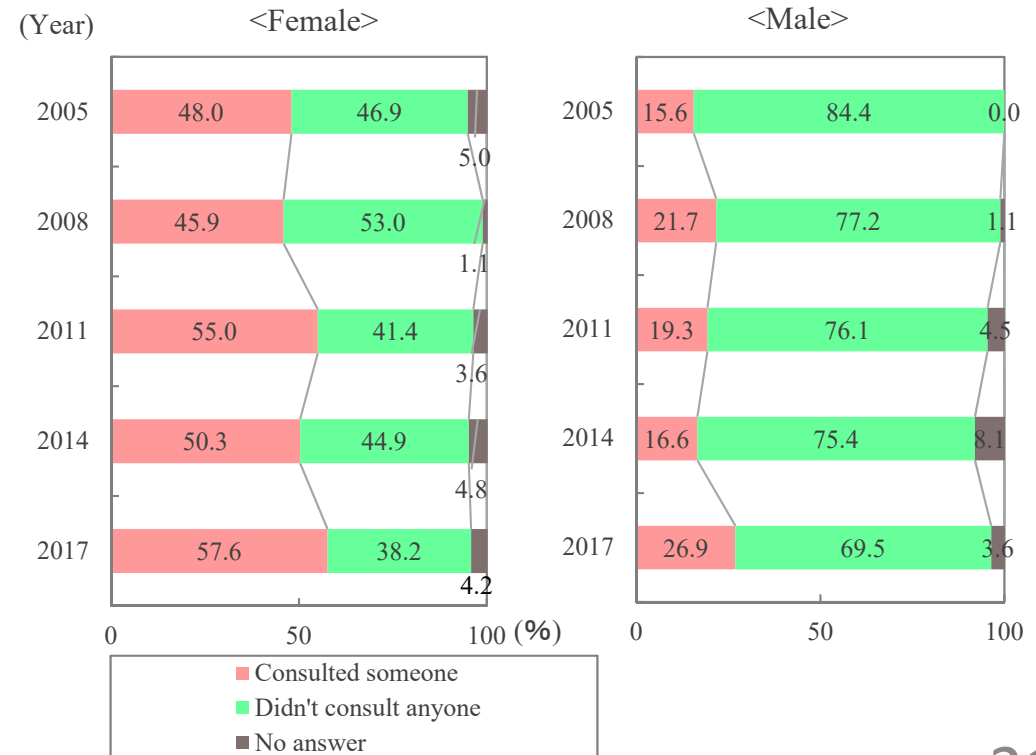
- ◆ In 2019, there were 20,912 cases of consultations on stalker incidents and 864 arrests for violation of the Anti-Stalking Act; both numbers decreased from the previous year.
- ◆ In 2019, the number of known cases of forced sexual intercourse (1,405) increased year-on-year, while the number of known cases of forcible indecency (4,900) decreased year-on-year.
- ◆ In 2019, the number of cleared cases for child prostitutions was 784, and the number of cleared cases for child pornography was 3,059, both of which decreased from the previous year.

Figure I-6-1 Subject to Spousal Violence (By Gender)



Source: Cabinet Office, "Survey on Violence Between Men and Women"

Figure I-6-4 Ratio of Victims of Spousal Violence Who Consulted Someone



Source: Cabinet Office, "Survey on Violence Between Men and Women"

Measures for Promoting the Creation of a Gender-Equal Society

The measures the Government took in FY2019 and the measures the Government seeks to take in FY2020 are outlined according to the format of the Fourth Basic Plan for Gender Equality (12 individual fields and implementation of the plan).

- Chapter 1 Comprehensive promotion of measures for gender-equal society
- Chapter 2 Reformation of "men-oriented working styles" and women's empowerment
- Chapter 3 Expansion of women's participation in policy decision-making processes
- Chapter 4 Securing equal opportunities and treatment between men and women in employment and work-life balance
- Chapter 5 Promotion of gender equality in the area of regional and agricultural, forestry and fisheries communities and environment
- Chapter 6 Gender equality in science and technology and academic fields
- Chapter 7 Support for women's lifelong health
- Chapter 8 Elimination of all forms of violence against women
- Chapter 9 Creation of an environment in which people facing poverty, aging, disabilities can lead secure lives
- Chapter 10 Consolidation of the social systems based on the perspective of gender equality
- Chapter 11 Awareness-raising on gender equality through education and media
- Chapter 12 Establishing disaster risk management and reconstruction system from the perspective of gender equality
- Chapter 13 International collaboration and contribution on gender equality

Purple Light-up



As part of the Campaign for Eliminating Violence against Women, towers in Japan, including Tokyo Skytree, Roppongi Hills, Sapporo TV Tower, Nijo Castle, and other facilities were illuminated in purple. (November 12–25, 2019)

Request to political parties to promote gender equality in the political field

The Act on Promotion of Gender Equality in the Political Field was promulgated in May 2018. In this light, Minister Hashimoto, requested that each political party voluntarily introduce positive actions and create an environment in which female members can easily play an active role. (December 2019-January 2020)



"Double Ribbon Award" to Miss International Contestant



A "W Ribbon (Purple and Orange Ribbon)" badge, which symbolizes the "eradication of violence against women" and the "prevention of child abuse" was presented to a representative at the Miss International World Congress. (October 28, 2019)