

Verification of Foreign Juridical Persons Pertaining to the Promotion of Work-Life Balance based on the Guidelines for Utilization of Public Procurement and Subsidies toward the Promotion of Women's Advancement

tentative translation

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Cabinet Office

1. Rationale and objective

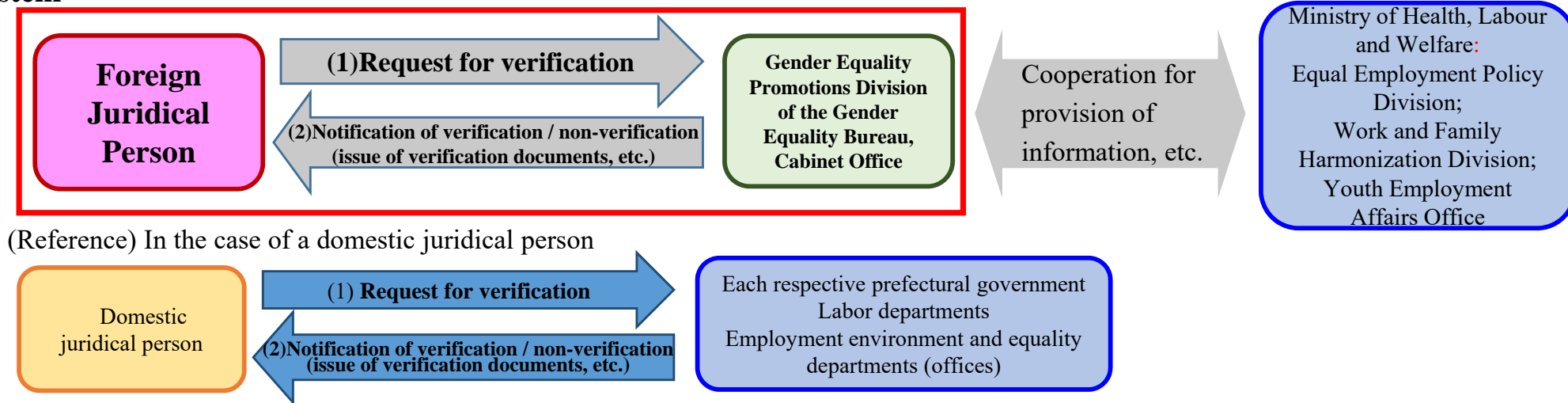
- Foreign Juridical Persons participating in procurement related to the WTO Agreement on Government Procurement (hereinafter, referred to as “the Government Procurement Agreement”) shall be handled as corporations promoting a work-life balance verified provided that they have fulfilled the standards equivalent to the requirements for certification based on the relevant laws and regulations (Implementation Guidelines for Utilization of Public Procurement and Subsidies toward the Promotion of Women's Advancement (decided on March 22, 2016, by the Minister of State for Gender Equality (excerpt))
- In accordance with the Handling Guidelines for Verifying Foreign Juridical Persons that Promote Measures Such as Work-Life Balance (decided by the Director General of the Gender Equality Bureau, Cabinet Office), verification of foreign juridical persons shall be conducted as to whether they fulfill the standards for the corresponding requirements for the certification system. In addition, when conducting the additional-points evaluation for work within the scope of the Government Procurement Agreement and other international agreements (hereinafter, referred to as “work within the scope of WTO”) based on the Guidelines for Utilization of Public Procurement and Subsidies toward the Promotion of Women's Advancement (decided by the Headquarters for Creating a Society in which All Women Shine on March 22, 2016; hereafter, referred to as “the Guidelines”), an evaluation equivalent to the above-mentioned additional-points evaluation shall be carried out for the verified foreign juridical persons.
⇒ In the work within the scope of WTO, possible initiatives based on the Guidelines.

2. Certification that is the subject of the verification, etc.

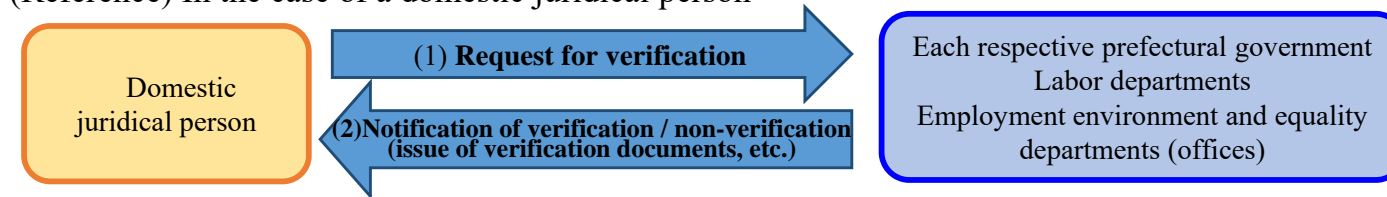
- (1) Certification based on the Act on Promotion of Female Participation and Advancement in the Workplace (“Eruboshi” certification (limited to corporations that fulfill the standards with respect to working conditions, such as working hours.) , “Platinum Eruboshi” certification
- (2) Certification based on the Act on Advancement of Measures to Support Raising Next-Generation Children (“Kurumin” certified, “Platinum Kurumin” certification)
- (3) Certification based on the Youth Labor Welfare Act (“Youth Yell” certification)
- (4) Formulation of an action plan for business owners based on the Act on Promotion of Female's Participation and Advancement in the Workplace (limited to corporations with 300 or less full-time employees.)

3. The verification system

(1) The system



(Reference) In the case of a domestic juridical person



(2) The thinking behind the handling of the verification work

- The standards for the verification of appropriateness for certifications, etc. for foreign juridical persons shall apply mutatis mutandis for the standards of each verification system.
- When conducting the verification appropriate for certification, if it is necessary to consider systems and related matters of the country in which the relevant foreign juridical person's head office is located, from the perspective of equality in relation to Japanese juridical persons and non-discrimination between domestic and foreign juridical persons, in principle the standards shall be at the same level of the requirements applied to Japanese corporations, and based on the conditions at the relevant foreign juridical person, they shall be verified as appropriate for certification if they fulfil the same standards as those that must be fulfilled by Japanese juridical persons.
(e.g. if the statutory working hours are different to Japan, the working hours shall be calculated by subtracting the statutory working hours in Japan from the total working hours, etc.)
- The relevant foreign juridical person's overseas work site that functions as its head office or principal offices, and its places of business within Japan shall be subject to the verification.

(3) Other items

- Information on the verified foreign juridical persons can be viewed on the website of the Gender Equality Bureau, Cabinet Office.

4. Start period

- The work for the verification of appropriateness for certifications, etc. for foreign juridical persons that promote measures such as work-life balance shall commence on October 1, 2016.
- The evaluation items for the work within the scope of WTO shall be set by each respective ministry and agency based in principle on a 30 day processing period and their respective schedules.