Japanese practice: role of statistics for realizing a gender-equal society

Shizuka TAKAMURA
Cabinet Office
Government of Japan
Part 1: Basic structure to formulate a gender-equal society in Japan

Part 2: Basic statistical system and gender statistics in Japan

Part 3: Recent Japanese situation relevant to “Minimum Set of Gender Indicators”

Part 4: Examples of gender impact assessment and evaluation in Japan

Shizuka TAKAMURA
Counsellor for Gender Equality Analysis
sizuka.takamura@cao.go.jp
Part1: Basic structure to formulate a gender-equal society in Japan
1. The Basic Act for a Gender-equal Society

2. Main actions taken towards gender equality in Japan and the United Nations

3. Framework for the promotion of Gender Equality

4. The Third Basic Plan for Gender Equality
Foregoing remark

Considering respect for individuals and equality under the law expressly stipulated under the Constitution, steady progress has been made in Japan through a number of efforts toward the realization of genuine equality between women and men together with efforts taken by the international community. However, even greater effort is required.

At the same time, to respond to the rapid changes occurring in Japan's socioeconomic situation, such as the trend toward fewer children, the aging of the population, and the maturation of domestic economic activities, it has become a matter of urgent importance to realize a Gender-equal Society in which men and women respect the other's human rights and share their responsibilities, and every citizen is able to fully exercise their individuality and abilities regardless of gender.

In light of this situation, it is vital to position the realization of a Gender-equal Society as a top-priority task in determining the framework of 21st-century Japan, and implement policies related to promotion of formation of a Gender-equal Society in all fields.

This law is hereby established in order to clarify the basic principles with regard to formation of a Gender-equal Society, to set a course to this end, and to promote efforts by the State and local governments and citizens with regard to formation of a Gender-equal Society comprehensively and systematically.
5 Pillars (principles) Regarding the Creation of a Gender-equal Society

- Respect for the human rights of women and men
- Consideration of social systems or practices
- Joint participation in planning and deciding policies, etc.
- Compatibility of activities in family life and other activities
- International cooperation

Roles of the State, Local Governments and Citizens

The state
- formulation of the Basic Plan
- comprehensive formulation and implementation of policies

Local governments
- implementation of policies pursuant to the basic policies
- implementation of other policies in accordance with the nature of the areas of local governments

Citizens:
- expected to contribute to the formation of a gender-equal society
2. Main actions taken towards gender equality in Japan and the United Nations (UN)  

(P67, Women and Men in Japan 2012)

<table>
<thead>
<tr>
<th>Year</th>
<th>Action</th>
</tr>
</thead>
</table>
| 1975 | The World Conference of the International Women’s Year  
(UN) |
| 1979 | Adoption of the Convention on the Elimination of All Form of Discrimination against Women  (CEDAW)  
(UN) |
| 1985 | Promulgation of Law on Securing, Etc. of Equal Opportunity and Termination between Men and Women in Employment |
| 1985 | Ratification of the Convention on the Elimination of All Form of Discrimination against Women  (CEDAW) |
| 1991 | Promulgation of the Child Care Leave Law |
| 1995 | The Four World Conference on Women  
(UN) |
| 1999 | Promulgation and enforcement of the Basic Act for a Gender-equal Society |
| 2000 | Formation of the Basic Plan for Gender Equality |
| 2001 | Establishment of the Gender Equality Bureau |
| 2005 | Formation of the Second Basic Plan for Gender Equality |
| 2010 | Formation of the Third Basic Plan for Gender Equality |
3. Framework for the promotion of Gender Equality

National Machinery for the Formation of a Gender Equality

**Structure for the Promotion of the Formation of a Gender-equal Society**

- **Headquarters for the Promotion of Gender Equality**
  - Established in the Cabinet (July 1994)
  - Promote the smooth and effective implementation of measures
  - President: Prime Minister
  - Vice President: Chief Cabinet Secretary
  - Members: All Cabinet Ministers
  - Coordinators for Gender Equality (Director-Generals of relevant Ministries and Agencies)
  - Meeting of Coordinators for Gender Equality

- **Council for Gender Equality**
  - Established within the Cabinet
  - Study and deliberate on basic policies and measures and important matters
  - Monitor the implementation status of government measures
  - Survey the effects of government measures
  - Chair: Chief Cabinet Secretary
  - Members: 12 Cabinet Ministers, 12 Intellectuals
  - Specialist Committees

- **Liaison Conference for the Promotion of Gender Equality**
  - A network of collaboration and coordination comprised of intellectuals from all levels and sectors of society
  - Exchange information and opinions and promote national measures
  - Members: women’s groups, media, economic organizations, educational bodies, local governments, intellectuals, etc.

**Gender Equality Bureau, Cabinet Office**

- Secretariat for the Cabinet for Gender Equality
- Planning and overall coordination of various matters related to promoting the formation of a gender-equal society
- Preparation of the White Paper on Gender Equality and research and studies
- Dissemination and enlightenment of the Basic Law for a Gender-equal Society
- Coordination and cooperation with local governments, private groups and international organizations

**Related Government Bodies**

- Overall coordination and promotion

**3 Specialist Committees**
3 Special Committees in the Council for Gender Equality

- Specialist Committees on Basic Issues and Gender Impact Assessment and Evaluation
  - Study and deliberate on issues of great concern for people and closely related to the basic perception
  - Study and deliberate on government measures and other matters affecting the formation of a gender equal society

- Specialist Committees on Violence against Women
  - Study and deliberate on measures for the future in consideration of each relevant fields, such as violence from husbands or partners, sexual crimes, prostitution, trafficking in persons, sexual harassment and stalking behavior

- Specialist Committees on Monitoring
  - Study and deliberate on whether or not the Basic Plan for Gender Equality is being steadily implemented in each ministry and agency

↑ Monitoring

← Gender Impact Assessment and Evaluation

Working Group on “Women and Economy” (2011.3～2012.2)
Working Group on “Positive Action” (2011.3～2012.2)
Working Group on “Promotion of Women” (2012.9～2012.12)
In December 2010, the Cabinet approved the Third Basic Plan for Gender Equality, as a basic plan based on the Basic Act for Gender-Equal Society.

1) Creation of new priority fields in response to change in the socioeconomic situation

- For example, “gender equality for men and children” “support for men and women facing living difficulties such as poverty” are the newly introduced fields.

2) Setting “performance objectives” for each of 15 priority fields (Totally 82)

- Specialist Committee on Monitoring continue to monitor the performance regard to each performance objective.

3) Promotion of efforts aimed at increasing the share of women in leadership positions to at least 30% by 2020 in all fields of society.
15 Priority Fields and Performance Objectives of the Third Basic Plan for Gender Equality

Newly introduced priority fields are shown in red letters.

1. Expansion of women’s participation in policy decision-making processes
2. Reconsideration of social systems and practices and raise awareness from a gender equal perspective
3. Gender equality for men and children
4. Securing equal opportunities and treatment between men and women in employment
5. Men’s and women’s work-life balance
6. Promotion of gender equality aimed at bringing about vibrant agricultural, forestry, and fisheries communities
7. Support of men and women facing living difficulties such as poverty
8. Creation of an environment in which people such as the elderly, the disabled, and non-Japanese people can live comfortably.

9. Elimination of all forms of violence against women.

10. Support for women’s lifelong health.

11. Enhancement of education and learning to promote gender equality and facilitate diversity of choice.

12. Gender equality in science and technology and academic fields.

13. Promotion of gender equality in the media.

14. Promotion of gender equality in the area of regional development, disaster prevention, environment, and others.

15. Respect for international regulations and contributions to the “Equality, Development, and Peace” of the global economy.
Part2: Basic statistical system and gender statistics in Japan
Contents of Part 2

1. Gender statistics

2. Statistical system in Japan
1. Gender statistics

“Gender statistics” refers to

an area of statistics and statistical work
which cuts across all statistical areas of work
to identify, produce and disseminate statistics
that reflect the realities of the lives of women and men
and policy issues relating to gender equality
and women’s empowerment.
"Beijing Platform for Action" (1995)

**Strategic objective H.3. 】 § 206～§ 209】**

Generate and disseminate gender-disaggregated data and information for planning and evaluation

§ 206. By national, regional and international statistical services and relevant government and United Nations agencies, in cooperation with research and documentation organizations, in their respective areas of responsibility:

(a) Ensure that statistics related to individuals are **collected, compiled, analysed and presented by sex and age** and reflect problems, issues and questions related to **women and men** in society;

(b) Collect, compile, analyse and present on a regular basis data disaggregated by age, sex, socio-economic and other relevant indicators, including number of dependants, for utilization in policy and programme planning and implementation and to reflect problems and questions related to men and women in society;

(c) Involve centres for women's studies and research organizations in developing and testing appropriate indicators and research methodologies to strengthen gender analysis, as well as in monitoring and evaluating the implementation of the goals of the Platform for Action; . . .
United nation Statistics Division established it in 2006

The objective is

- enhancing the capacity of countries to collect, disseminate and use quality gender statistics through effective use of networking
- building strong and supportive partnerships
- establishing collaborative arrangement among governmental, intergovernmental, as well as individual experts
- fostering effective management and sharing of information among stakeholders

Under the program

- the Global Forum on Gender Statistics was held
  Rome in 2007; Accra in 2009; Manila in 2010; Dead Sea in 2012
- an Inter-Agency and Expert Group on Gender Statistics was set up
to promote collaboration among the key stakeholders
the Global Forum on Gender Statistics

Manila in 2010
the Global Forum on Gender Statistics

Dead Sea in 2012
an Inter-Agency and Expert Group on Gender Statistics

New York in 2011
the commission requested

● the UN Statistics Division
  — to assume a leadership role in charting the path for the development of gender statistics globally

● the Inter-agency and Expert Group on Gender Statistics (IAEG-GS)
  — to expand the scope of its work to include:

a) reviewing gender statistics with the aim of establishing a minimum set of gender indicators;

b) guiding the development of manuals and methodological guidelines for the production and use of gender statistics;

c) serving as the coordination mechanism for the global programme on gender statistics;
Statistical Commission Forty-second session in 2011

New York in 2011
A subgroup of technical experts of IAEG-GS developed the list of indicators, should address key policy concerns as identified in the Beijing Platform of Action and other more recent international concerns.
The statistical system of the Japanese government is decentralized.

**2. Statistical system in Japan**

The statistical system of the Japan...
The gender statistics in Japan

- Enhancing data collection segregated by sex among Japanese ministries
  - “Basic Plan Concerning the Development of Official Statistics” and “the Third Basic Plan for Gender Equality” state the current objectives and strategies for gender statistics
  - Especially “the Third Basic Plan for Gender Equality” requires the government to publish the situation regarding performance objectives segregated by sex as much as possible

- Such data make it possible
  - to analyze the differences in situations between men & women
  - to measure the distribution of resources and benefit between men & women
  - to assist policy making to improve gender equality
Major Statistical Surveys in Japan

<table>
<thead>
<tr>
<th>Statistics</th>
<th>Ministry</th>
<th>Sex-segregated data</th>
</tr>
</thead>
<tbody>
<tr>
<td>Population Census</td>
<td>Ministry of Internal Affairs and Communications</td>
<td>○</td>
</tr>
<tr>
<td>Labour Force Survey</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Family Income and Expenditure Survey</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Comprehensive Survey of Living Conditions</td>
<td>Ministry of Health, Labour and Welfare</td>
<td>○</td>
</tr>
<tr>
<td>Longitudinal Survey of Adults in 21st Century</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Japan's Education at a Glance</td>
<td>Ministry of Education, Culture, Sports, Science and Technology</td>
<td>○</td>
</tr>
<tr>
<td>Survey on Full Time Equivalent (FTE) data for Research Staff members in Higher Education Organization</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Survey on Violence Between Men and Women</td>
<td>Cabinet Office</td>
<td>○</td>
</tr>
</tbody>
</table>


Part3: Recent Japanese situation relevant to "Minimum Set of Gender Indicators"
1. Overview

2. Economic structures, participation in productive activities and access to resources

3. Education

4. Health and related services

5. Public life and decision-making

6. Human rights of women and girl children
1. Overview

(P1, Women and Men in Japan 2012)

**Total Population**

<table>
<thead>
<tr>
<th>Year</th>
<th>Total (1,000)</th>
<th>Women (1,000)</th>
<th>Men (1,000)</th>
<th>Sex-ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>1970</td>
<td>103,720</td>
<td>52,802</td>
<td>50,918</td>
<td>96.4%</td>
</tr>
<tr>
<td>1980</td>
<td>117,061</td>
<td>59,467</td>
<td>57,594</td>
<td>96.9%</td>
</tr>
<tr>
<td>1990</td>
<td>123,611</td>
<td>62,914</td>
<td>60,697</td>
<td>96.5%</td>
</tr>
<tr>
<td>2000</td>
<td>126,926</td>
<td>64,815</td>
<td>62,111</td>
<td>95.8%</td>
</tr>
<tr>
<td>2005</td>
<td>127,768</td>
<td>65,419</td>
<td>62,349</td>
<td>95.3%</td>
</tr>
<tr>
<td>2008</td>
<td>128,084</td>
<td>65,662</td>
<td>62,422</td>
<td>95.1%</td>
</tr>
<tr>
<td>2011</td>
<td>127,799</td>
<td>65,615</td>
<td>62,184</td>
<td>94.8%</td>
</tr>
</tbody>
</table>

Source: Population Estimates by the Statistics Bureau, Ministry of Internal Affairs and Communications

Note: Data as of October 1 every

**Proportion of Children and the Elderly to the Total Population (2011)**

<table>
<thead>
<tr>
<th></th>
<th>Total Population (1,000)</th>
<th>Proportion of 0 – 14 years of age to the total population (%)</th>
<th>Proportion of 65 years of age and over to the total population (%)</th>
<th>Proportion of 75 years of age and over (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>127,779</td>
<td>13.1</td>
<td>23.3</td>
<td>11.5</td>
</tr>
<tr>
<td>Women</td>
<td>65,615</td>
<td>12.4</td>
<td>26.0</td>
<td>13.9</td>
</tr>
<tr>
<td>Men</td>
<td>62,184</td>
<td>13.8</td>
<td>20.4</td>
<td>9.0</td>
</tr>
</tbody>
</table>

Average Age of First Marriage

<table>
<thead>
<tr>
<th>Year</th>
<th>Wife</th>
<th>Husband</th>
<th>Age difference (husband – wife)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1970</td>
<td>24.2</td>
<td>26.9</td>
<td>2.7</td>
</tr>
<tr>
<td>1990</td>
<td>25.9</td>
<td>28.4</td>
<td>2.5</td>
</tr>
<tr>
<td>2000</td>
<td>27.0</td>
<td>28.8</td>
<td>1.8</td>
</tr>
<tr>
<td>2010</td>
<td>28.8</td>
<td>30.5</td>
<td>1.7</td>
</tr>
</tbody>
</table>


Changes in Live Births and Total Fertility Rate


- Baby boomer
- 2nd Baby boomer
- High economic growth period
- Replacement level (2.1)
- 1.39 in 2010, 2011
Demographic pyramid in the future

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

(White paper on Gender Equality 2012)
1. Average number of hours spent on unpaid domestic work by sex.

2. Average number of hours spent on paid and unpaid work combined (total work burden), by sex

Time spent for paid and unpaid work according to sex and age

Source: “Survey on Time Use and Leisure Activities 2006” Ministry of Internal Affairs and Communications.
Employed worker annual income according to sex

Source: “Employment Status Survey,”
Ministry of Internal Affairs and Communications.
3. Labour force participation rates for 15-24 and 15+, by sex

14. Proportion of employed persons working part-time, by sex

![Labor force participation rates by sex](image)


Note 1: Employees excluding executives of companies or corporations

Note 2: “Regular staffs” are officers and employees; and “dispatched workers/entrusted employees/others” are dispatched workers from temporary labor agencies, contract employees, entrusted employees, and others.
Women who are willing to work but are not included in the labor force could boost the Japanese GDP by 1.5%.

Source: “Labour Force Survey” Ministry of Internal Affairs and Communications
Rate of continued employment for women before and after delivering their first child:

38% (2005) → 55% (2020)

Reference:

The 13th National Fertility Survey (Survey of Married Couples)  
The National Institute of Population and Social Security Research
Examples of performance objectives:
- Percentage of men who take child care leave: 1.72% (2009) → 13% (2020)

(refer to P11, Women and Men in Japan 2012)
Examples of performance objectives

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

Reference

“Survey on time use and leisure activities” (2006) Ministry of Internal Affairs and Communications

(P10, Women and Men in Japan 2012)
8. Percentage distribution of the employed population by sector, each sex

Number of Employees by Industry and sex

Source: “Labour Force Survey,” Ministry of Internal Affairs and Communications
(refer to P6, Women and Men in Japan 2012)
Increase and decrease in the number of male and female employees in each industry (Year 2002⇒Year 2012)

- Construction industry: 0.99 million people
- Manufacturing industry: 1.15 million people
- Medical and welfare industry: 1.8 million people

Source: “Labour Force Survey” Ministry of Internal Affairs and Communications
Change in Average Hourly Wage for Workers
(hourly wage of male regular workers = 100)

13. Gender gap in wages

Source: “Basic Survey of the Wage Structure”
Ministry of Health, Labour and Welfare
In Japan, the total wages for female is less than 40% of males'. That is because, female/male ratio of 1) employed workers, 2) working hours and 3) wages are around 70%.

Female/male ratio of total wages: Around 40%

- Female/male ratio of employed workers: Around 70%
- Female/male ratio of working hours: Around 70%
- Female/male ratio of wages: Around 70%

(White paper on Gender Equality 2010)
25. Share of graduates in science, and engineering, manufacturing and construction tertiary level, who are women

OECD Program for International Student Assessment (PISA) & Proportion of females awarded tertiary degrees

Source: OECD

PISA mean scores in mathematics (2009)

PISA mean scores in science (2009)

Proportion of females awarded tertiary degrees in engineering, manufacturing and construction (2008)
Number of Undergraduate Students by Specialization

Source: “School Basic Survey” Ministry of Education, Culture, Sports, Science & Technology
(refer to P22, Women and Men in Japan 2012)
25. Proportion female among third-level teachers or professors

Proportion of Female Full-time Teachers to the Total of Full-time Teachers (2009)

(P23, Women and Men in Japan 2012)
Ⅲ. Health and related services

33. Under-five mortality rate by sex

Maternal / Perinatal / Neonatal / Infant Mortality Rate

(year)

41. Life expectancy at age 60, by sex

Source: “Abridged Life Tables for Japan 2009”
Ministry of Health, Labour and Welfare

Refer to P19, Women and Men in Japan 2012
IV. Public life and decision-making

42. Women's share of Government ministerial positions

43. Proportion of seats held by women in national parliament

44. Women's share of managerial positions

46. Percentage female among judges

Share of Women in Leadership Positions in Various Fields

"Target of increasing the share of women in leadership positions to at least 30% by 2020"

(P4, Women and Men in Japan 2012)
Q: Who is the decision maker in the household?

Women are decision makers in their households

Source: “A survey on concerns bout the saving and consumption” Cabinet office, Japan (2010)
Damage Caused by Violence from Spouse

Source: “Survey on Violence between Men and Women (2008)”
Data from the Cabinet Office,
Note: Created from a special calculation by a working group on women and the economy (member Aya ABE) from the Specialist Committee on Basic Issues and Gender Impact Assessment and Evaluation under the Council for Gender Equality, based on *Comprehensive Survey of Living Conditions* (Ministry of Health, Labour and Welfare) (P12, Women and Men in Japan 2012)
An evidence of disparity between Men and Women in economic activities

“There is no country that significantly underperforms the others in all outcome areas, except for Japan.”

<table>
<thead>
<tr>
<th>Category</th>
<th>OECD Average</th>
<th>Japan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Labor participation rate (male−female)/male</td>
<td>+18</td>
<td>+26</td>
</tr>
<tr>
<td>Employment to population ratio (male−female)/male</td>
<td>+18</td>
<td>+25</td>
</tr>
<tr>
<td>Employment to population ratio-fulltime equivalent (※1) (male−female)/male</td>
<td>+32</td>
<td>—</td>
</tr>
<tr>
<td>Temporary employment as a proportion of dependent employment (female−male)/female</td>
<td>+15</td>
<td>+78</td>
</tr>
<tr>
<td>Average minutes of unpaid work per day (female−male)/female</td>
<td>+15</td>
<td>+78</td>
</tr>
<tr>
<td>Median earnings (male−female)/male</td>
<td>+16</td>
<td>+31</td>
</tr>
</tbody>
</table>

（※1）Full-time equivalent employment rates are calculated by multiplying the employment to population ration by the average weekly hours worked by all employees and dividing by 40.

Japan invested in “Health” and “Education” enough, but haven’t removed the barriers of women’s “economic participation” and women’s “political empowerment”. Japan are not reaping the rewards of those initial investment.

Ms. Saadia Zahidi,
Senior Director, Head of Constituents at the World Economic Forum
Japan ranks at 101st among 135 countries of the Global Gender Gap Index (GGI). Japan performs relatively well especially concerning health. However, Japanese performance in the area of economic participation and opportunity and political empowerment isn’t so good, which is the main reason that Japan is generally regarded lagging left behind other developed countries.
The Strategy for Rebirth of Japan (Thursday, December 22, 2011)

- Overcoming crises and embarking on new frontiers

Women will be in the front line as "the greatest potential to move Japan forwards"

Raising female participation could provide an important boost to growth, but women face two hurdles in participating in the workforce in Japan. First, few working women start out in career-track positions, and second, many women drop out of the workforce following childbirth. To increase women’s attachment to work Japan should consider policies to reduce the gender gap in career positions and to provide better support for working mothers.

“Can Women Save Japan?”
Part 4: Examples of gender impact assessment and evaluation in Japan
Contents of Part 4

1. Gender impact assessment and evaluation

2. Measurement of Caring Responsibilities of Women and Men in Japan
1. Gender impact assessment

The Basic Act for Gender-Equal Society (Article 22) stipulate the gender impact assessment (impact survey) and statement of opinion to the Prime Minister or relevant Ministers is a task of the Council for gender equality.

The Council shall be in charge of the following tasks:

- In addition to the task referred to in the preceding item, **to study and deliberate on basic and comprehensive policies and important matters with regard to promotion of formation of a Gender-Equal Society in response to the consultation by the Prime Minister or other respective Ministers concerned.**

- **The Council may submit its opinions to the Prime Minister or other respective Ministers concerned** with regard to the matters stipulated in the preceding paragraph.

- Monitoring of the state of implementation of government policies for promoting the establishment of a gender equal society, **conduction of impact surveys to determine the effect of these government policies on the establishment of a gender equal society and when deemed necessary, statement of opinions to the Prime Minister or relevant Ministers.**
2. Measurement of Caring Responsibilities of Women and Men in Japan

Main Surveys regarding Caring

“Comprehensive Survey of Living Conditions”

(every 3 years)

“Survey of Long-term Care Benefit Expenditures”

(monthly)

Ministry of Health, Labour and Welfare

“Survey on Time Use and Leisure Activities”

(every 5 years)

Ministry of Internal Affairs and Communications

“Survey on Independent Life of Elderly”

(2008, ad hoc)

Cabinet Office
2. Measurement of Caring Responsibilities of Women and Men in Japan

Main Surveys regarding Caring

“Comprehensive Survey of Living Conditions”
(every 3 years)

“Survey of Long-term Care Benefit Expenditures”
(monthly)
➢ Ministry of Health, Labour and Welfare

“Survey on Time Use and Leisure Activities”
(every 5 years)
➢ Ministry of Internal Affairs and Communications

“Survey on Independent Life of Elderly”
(2008, ad hoc)
➢ Cabinet Office
• Issues of rapid aging and falling birthrates

- The rate of senior citizens aged $\geq 65$
  - about 23% (2010)
  - about 40% (2055)
  *estimated under certain assumptions*

- The number of seniors requiring nursing care
  - about 2.2 million (2000)
  - about 4.7 million (2009)
  *number of users of Long-term Care Insurance system*

- The Change of family structure
  - The number of ...
    - Children
    - Nuclear families
    - Elderly single-person households

✓ Established

“Long-term Care Insurance System” (2000)
Increase in the Number of Elderly People Aged 75 or over

Although the ratio of population over 75 years of age in Japan is now one to ten, it is estimated the ratio will be one to five in 2030 and one to four in 2055.
Needed and constructed Statistical system to collect national data on insured and users segregated by sex

- System to support the nursing care of elderly people across society
- Premiums are decided based on financial condition and projected service cost so that financial conditions can be balanced
The Long-term Care Insurance Scheme is operated in three-year cycles.

- Municipal governments formulate a long-term care insurance service plan where three years are regarded as one phase (however, one phase is five years until FY2005) and review it every three years.
- Insurance premiums are set every three years based on projected service costs specified in a service plan so that financial conditions can be balanced throughout the next three years. (Insurance premiums are not changed during such three years.)

<table>
<thead>
<tr>
<th>Operation period (FY)</th>
<th>Service plan</th>
<th>Benefits</th>
<th>Insurance premiums</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000</td>
<td>The first phase</td>
<td></td>
<td>2,911 yen (National average)</td>
</tr>
<tr>
<td>2001</td>
<td>The first phase</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2002</td>
<td>The first phase</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2003</td>
<td>The second phase</td>
<td></td>
<td>3,293 yen (National average)</td>
</tr>
<tr>
<td>2004</td>
<td>The second phase</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2005</td>
<td>The second phase</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2006</td>
<td>The third phase</td>
<td></td>
<td>4,090 yen (National average)</td>
</tr>
<tr>
<td>2007</td>
<td>The third phase</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2008</td>
<td>The third phase</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Caring Responsibilities of Women and Men

Points

1. **Main caregivers** in households are females.

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

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

4. **Females** tend to need care for longer periods than males.

5. **The cause of care needs** are different between women and men.

6. There are differences in **time spent on caring activities** between women and men.
1. Main caregivers in households are females.

Main caregiver in the household by sex

- Male: 30.6%
- Female: 69.4%

2-1. **Most care workers** are female. About 40% of females care workers are non-regular employees.

**Care workers by sex and employment situation**

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

Data: Survey of working conditions of care workers, Care Work Foundation (2006)
# 2.2. Earnings of care workers tend to be lower than average earnings

## Contractual cash earnings by job and sex

<table>
<thead>
<tr>
<th></th>
<th>Ave. age</th>
<th>Ave. service years</th>
<th>Contractual cash earnings (monthly)</th>
<th>Other allowance</th>
<th>Estimate of annual earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Without overtime allowance</td>
<td>('000 yen)</td>
<td>('000 yen)</td>
</tr>
<tr>
<td><strong>All</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male workers</td>
<td>41.9</td>
<td>13.3</td>
<td>372.4</td>
<td>336.7</td>
<td>1078.4</td>
</tr>
<tr>
<td>Female workers</td>
<td>39.2</td>
<td>8.7</td>
<td>241.7</td>
<td>225.2</td>
<td>568.4</td>
</tr>
<tr>
<td><strong>Care workers</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nursing home care workers (Male)</td>
<td>32.6</td>
<td>4.9</td>
<td>225.9</td>
<td>213.6</td>
<td>514.2</td>
</tr>
<tr>
<td>Nursing home care workers (Female)</td>
<td>37.4</td>
<td>5.2</td>
<td>204.4</td>
<td>193.7</td>
<td>446.8</td>
</tr>
<tr>
<td>Home-care worker (Female)</td>
<td>45.3</td>
<td>5.1</td>
<td>207.4</td>
<td>194.0</td>
<td>304.8</td>
</tr>
<tr>
<td>Certified Care Manager (Female)</td>
<td>45.0</td>
<td>7.1</td>
<td>261.8</td>
<td>253.3</td>
<td>636.3</td>
</tr>
</tbody>
</table>

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

**Number of users of Long-term Care Insurance System**

**Female** about 2.8 million > **Male** about 1.1 million

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

4. **Females** tend to need care for longer periods than males.

**Total life expectancy and active life expectancy by sex**

5. The cause of care needs are different between women and men.

Major reasons for need of assistance or care by sex

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cerebrovascular Diseases (Cerebral Stroke)</td>
<td>16.8</td>
<td>35.9</td>
</tr>
<tr>
<td>Articular Disease (Rheumatism)</td>
<td>15.9</td>
<td>5.1</td>
</tr>
<tr>
<td>Heart Diseases</td>
<td>15.0</td>
<td>12.0</td>
</tr>
<tr>
<td>Dementia</td>
<td>11.1</td>
<td>6.0</td>
</tr>
<tr>
<td>Fracture</td>
<td>15.4</td>
<td>10.1</td>
</tr>
<tr>
<td>Asthenia due to a Ripe Age</td>
<td>21.9</td>
<td>26.0</td>
</tr>
<tr>
<td>Other Causes, Unknown</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

### Average time spent on caring or nursing activities

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

Council for Gender Equality proposed (2008):

- Promotion of employment and social participation of elderly people of both sexes
- Improvement of systems and environments that increase the economic independence of elderly people
- Support for the independent living of elderly people within families and communities
- Ensure initiatives in medical services and preventive care take into account differences between women and men
- Construct foundations for quality healthcare services
On March 11, Japan was hit by one of the most powerful earthquakes in recorded history.

The number of the deceased people – off the Great East Japan earthquake (in devastated area, as of 11 Sep.)

I extend our heartfelt thanks for the assistance we have received from all over the world.