

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

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Government of Japan

Part1 : Basic structure to formulate a gender-equal society in Japan

Part2 : Basic statistical system and gender statistics in Japan

Part3 : Resent Japanese situation relevant to “Minimum Set of Gender Indicators”

Part4 : Examples of gender impact assessment and evaluation in Japan

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Part1 : Basic structure to formulate a gender-equal society in Japan

Contents of Part1

- 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**

1. The Basic Act for a Gender-equal Society (Enacted in 1999)

Foregoing remark

(P30, Women and Men in Japan 2012)

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)

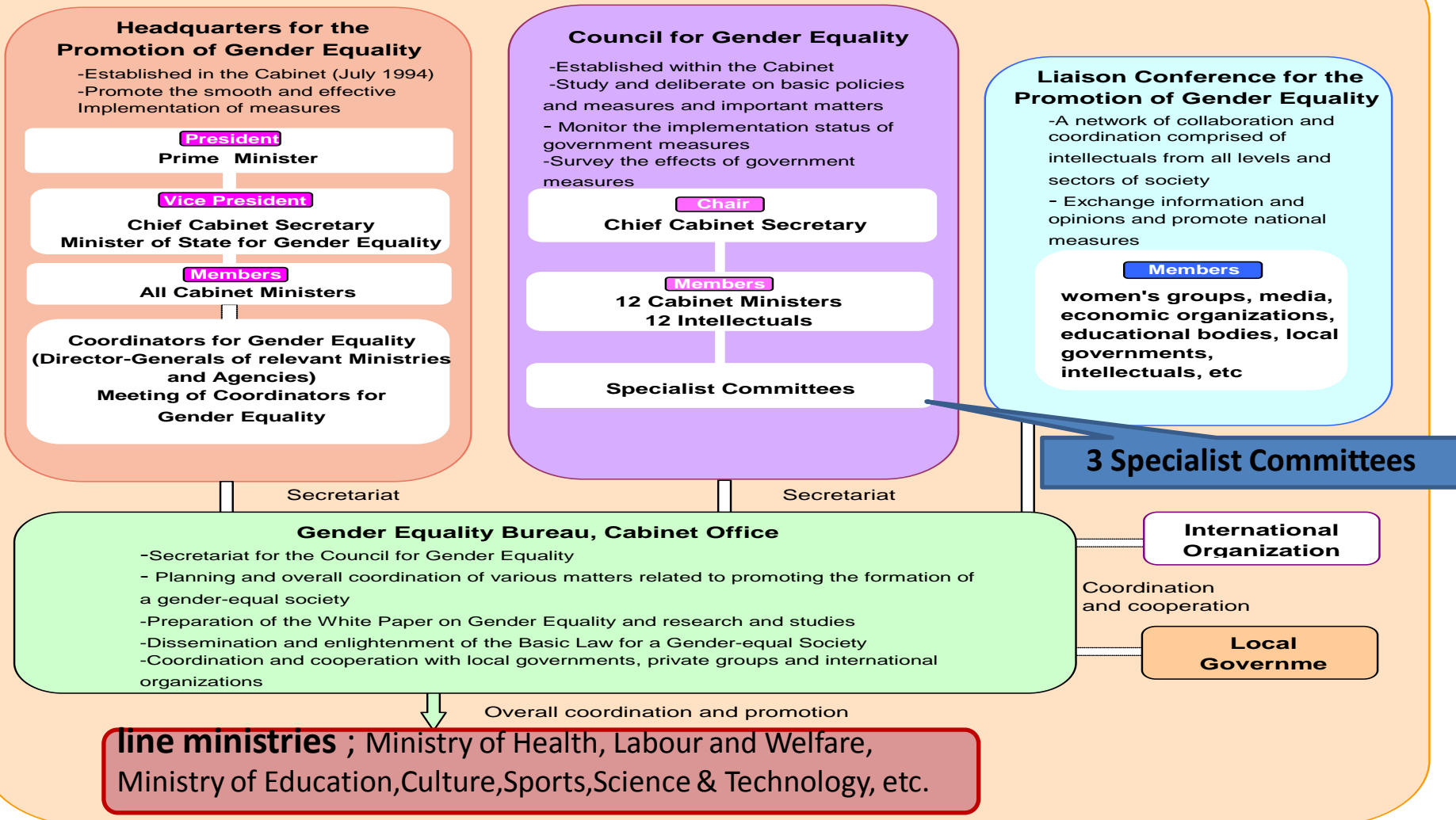
(P67, Women and Men in Japan 2012)

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



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)

4. The Third Basic Plan for Gender Equality

(1) Highlights of the Plan

(P31～P36 Women and Men in Japan 2012)

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

(2) 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 Part2

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; . . .

“Global Gender Statistics Programme”

- *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 hold
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



Programme review: gender statistics; at Statistical Commission Forty-second session 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)
 - the 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



minimum set of gender indicators

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 .

2. Statistical system in Japan

The statistical system of the Japan

The statistical system of the Japanese government is **decentralized**

Ministries

responsible for collecting, publishing
and analyzing sex-disaggregated data
in each field.

**Gender Equality Bureau,
Cabinet Office**

**Director-General for
Policy Planning
on Statistical Standards,
Ministry of Internal Affairs
and Communications**

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

Statistics	Ministry	Sex-segregated data
<ul style="list-style-type: none"> ■ Population Census ■ Labour Force Survey ■ Family Income and Expenditure Survey 	Ministry of Internal Affairs and Communications	○
<ul style="list-style-type: none"> ■ Comprehensive Survey of Living Conditions ■ Longitudinal Survey of Adults in 21st Century 	Ministry of Health, Labour and Welfare	○
<ul style="list-style-type: none"> ■ Japan's Education at a Glance ■ Survey on Full Time Equivalent (FTE) data for Research Staff members in Higher Education Organization 	Ministry of Education, Culture, Sports, Science and Technology	○
<ul style="list-style-type: none"> ■ Survey on Violence Between Men and Women 	Cabinet Office	○

Part3 : Resent Japanese situation relevant to “Minimum Set of Gender Indicators”

Contents of Part3

- 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

(1,000 persons)

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

hit
the peak

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)

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

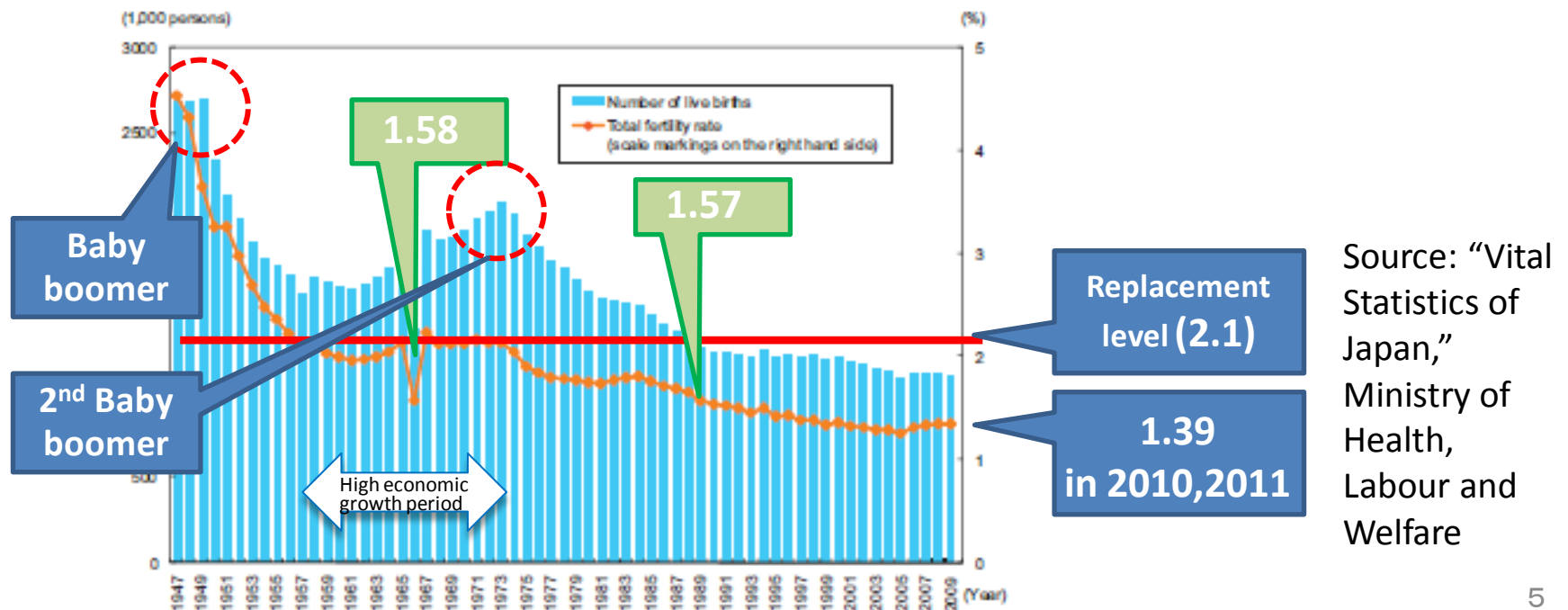
Source: “Population
Statistics of Japan
2010,” National
Institute of
Population and
Social Security
Research

Average Age of First Marriage

	Wife	Husband	Age difference (husband – wife)
1970	24.2	26.9	2.7
1990	25.9	28.4	2.5
2000	27.0	28.8	1.8
2010	28.8	30.5	1.7

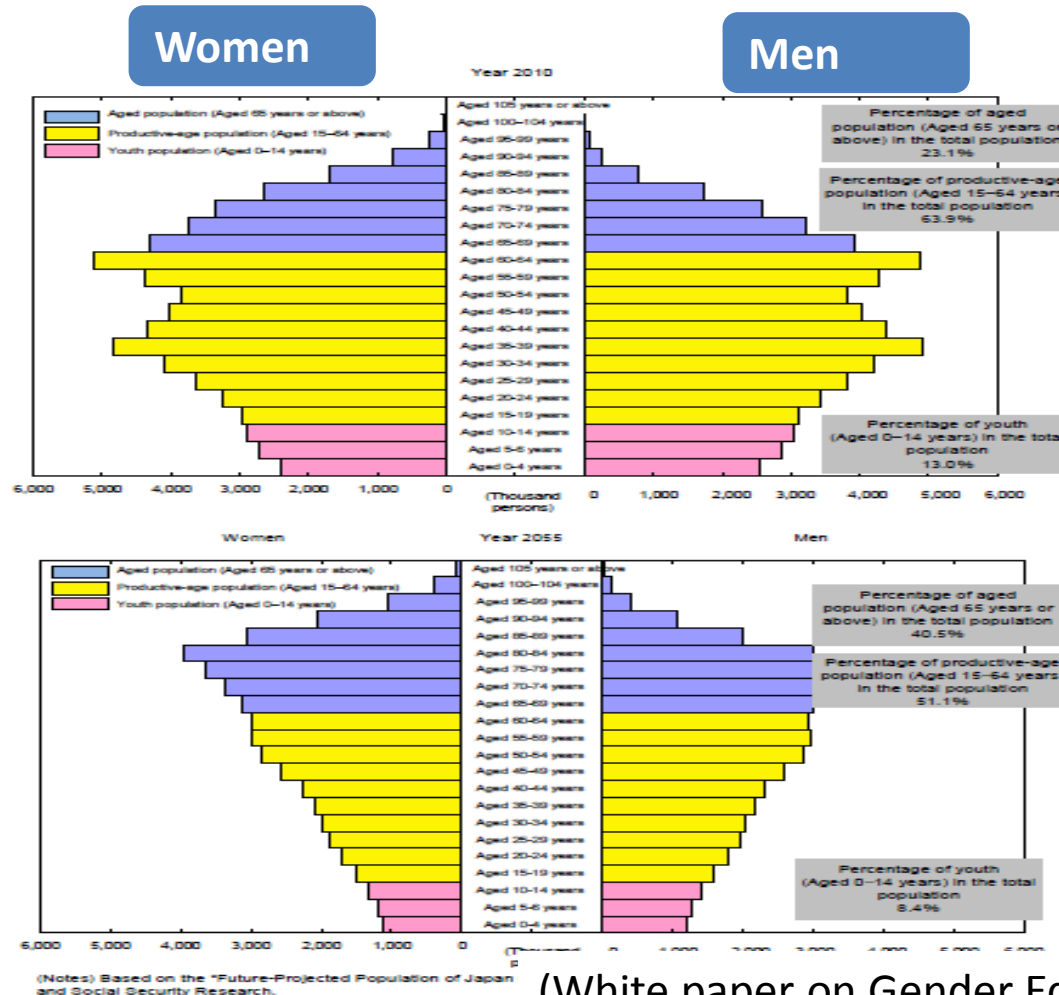
Source: “Population Statistics of Japan 2010,” National Institute of Population and Social Security Research

Changes in Live Births and Total Fertility Rate



Demographic pyramid in the future

Japan is one of the most rapidly aging society, 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.



Percentage of aged population 24.2%

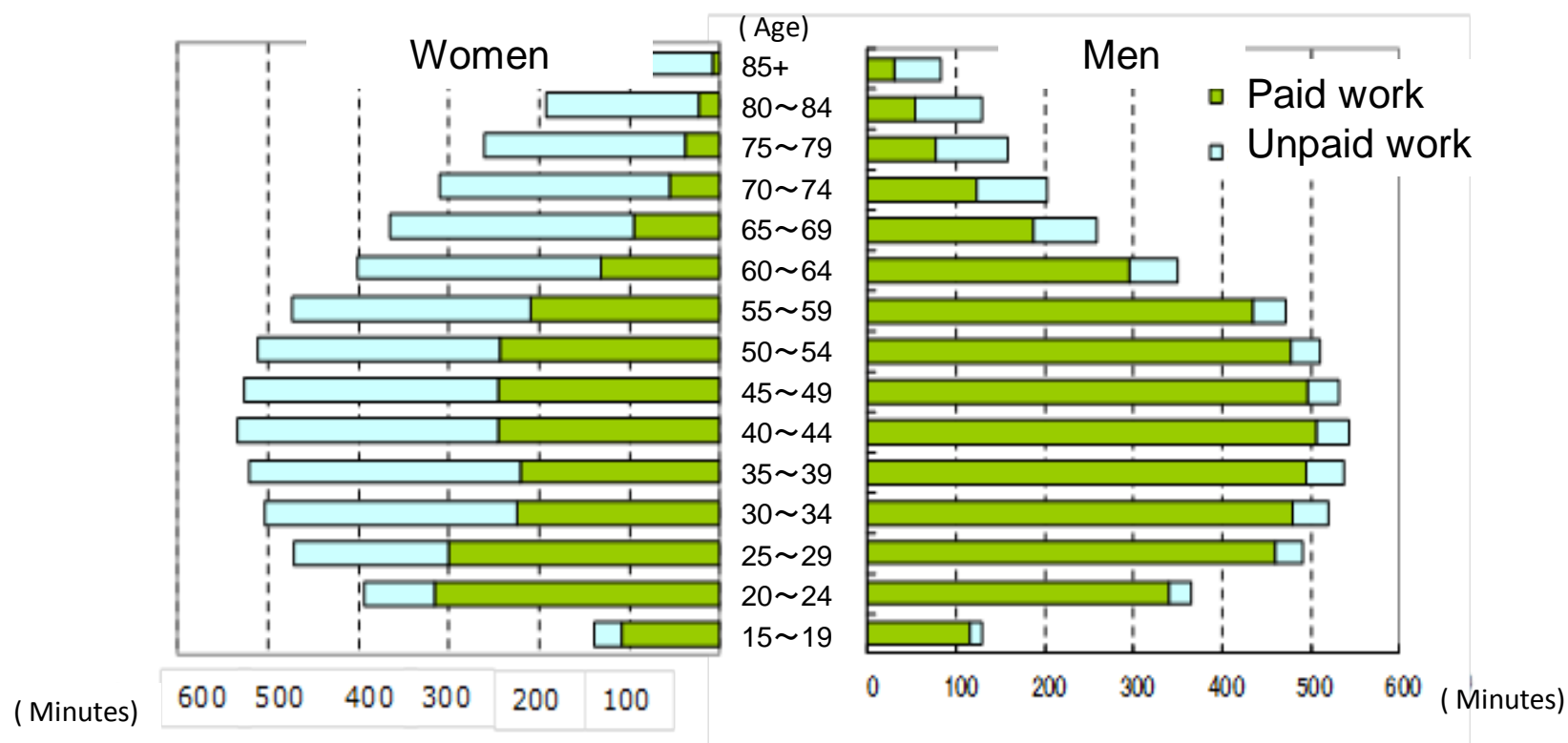
Percentage of aged population 39.4%

(White paper on Gender Equality 2012)

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

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

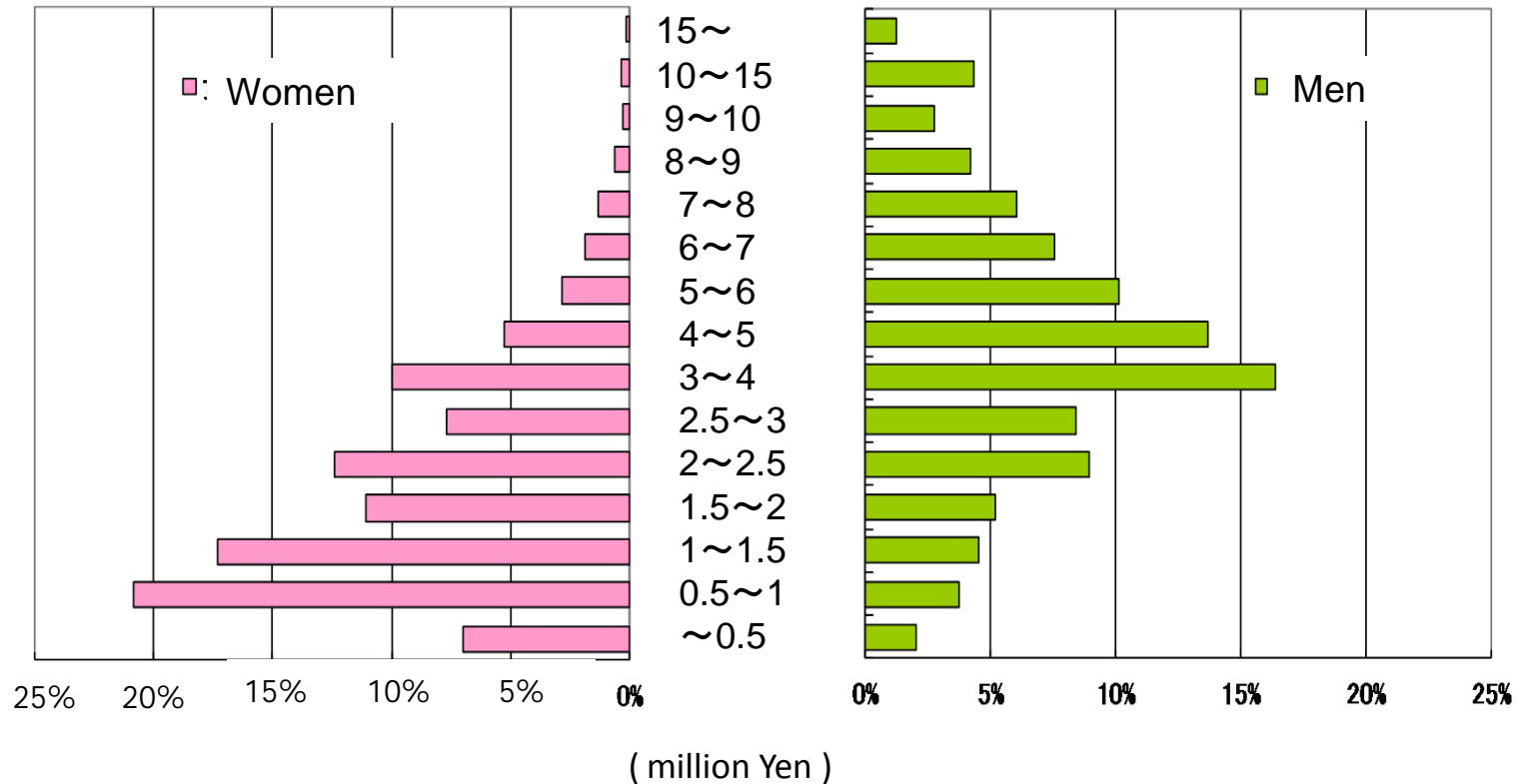
Time spent for paid and unpaid work according to sex and age



Source: **“Survey on Time Use and Leisure Activities 2006”**
Ministry of Internal Affairs and Communications.

Reference

Employed worker annual income according to sex

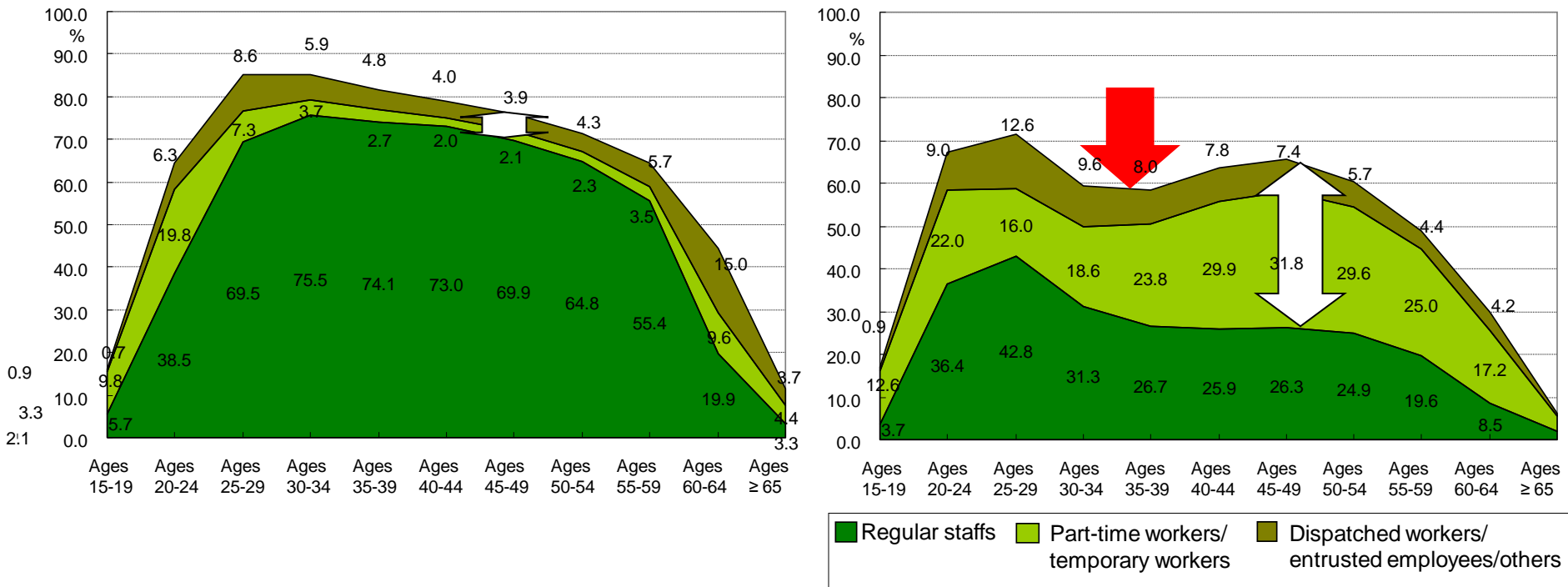


Source: “**Employment Status Survey** ,”
Ministry of Internal Affairs and Communications.

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



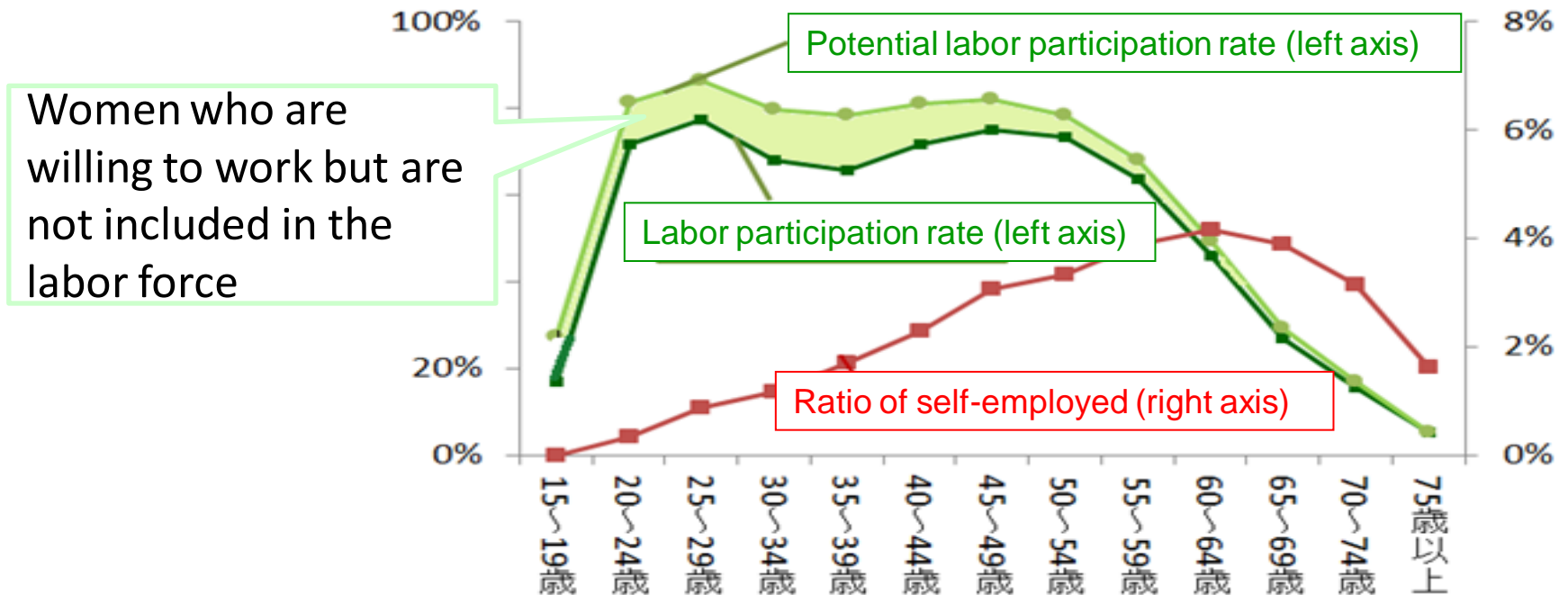
Source: “**Employment Status Survey**” (2007) Ministry of Internal Affairs and Communications.

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.

Reference

Women's Huge potential



3.4million women, non-labor-force but willing to work,
could boost the Japanese GDP by 1.5%.

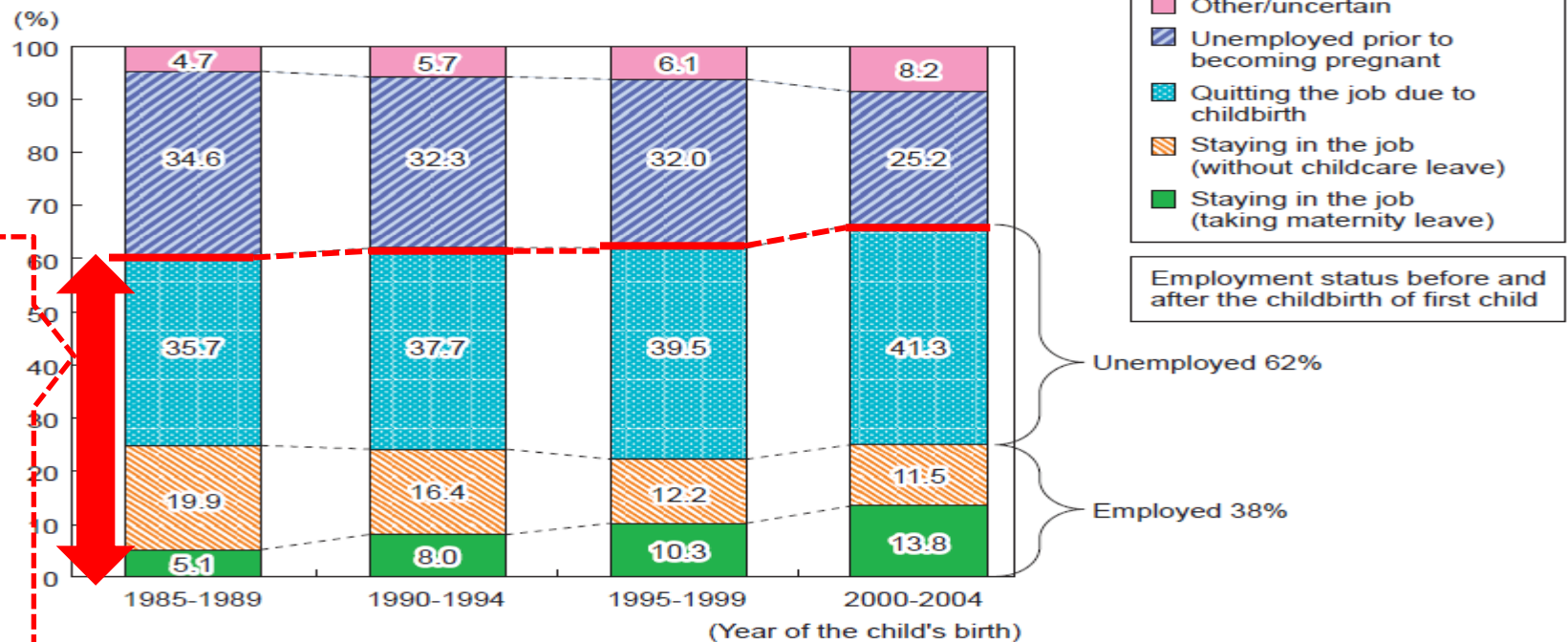
Source: “**Labour Force Survey**” Ministry of Internal Affairs and Communications

Reference

(Examples of performance objectives)

-Rate of continued employment for women before and after delivering their first child
38%(2005)→55%(2020)

Employed worker annual income according to sex



(P8, Women and Men in Japan 2012)

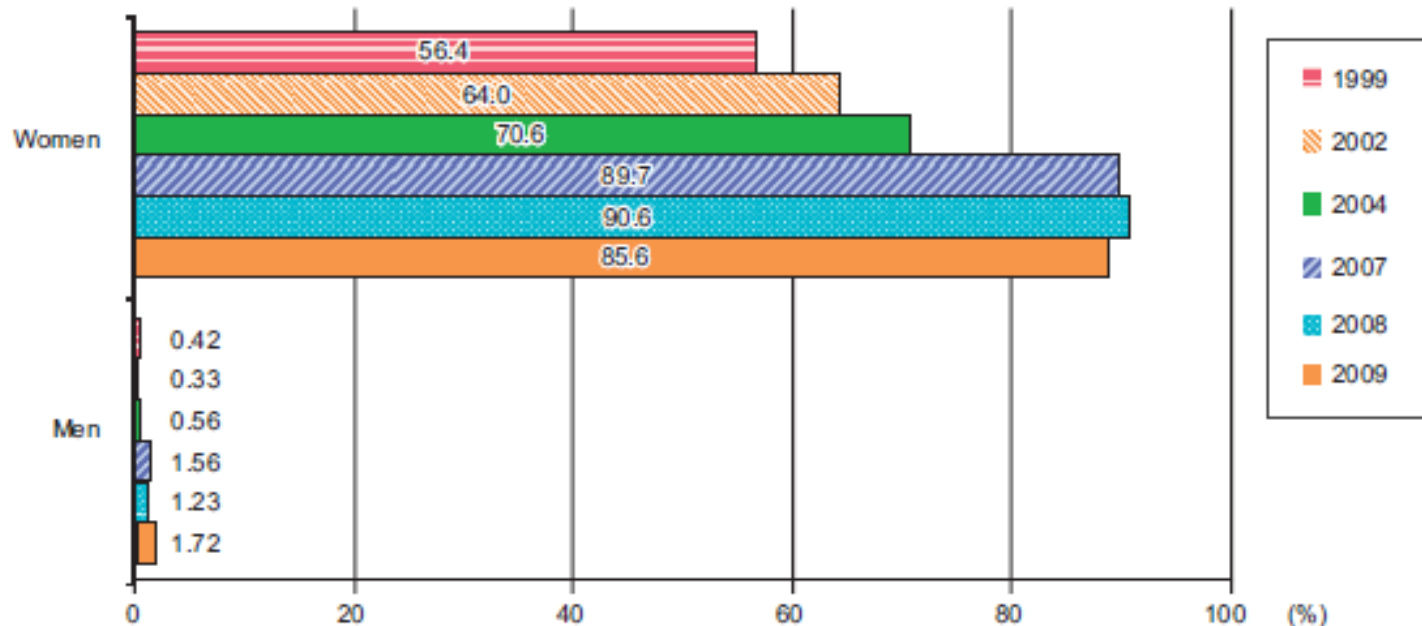
Source: **“The 13th National Fertility Survey “** (Survey of Married Couples)
The National Institute of Population and Social Security Research

Reference

(Examples of performance objectives)

-Percentage of men who take child care leave: 1.72%(2009)→13% (2020)

Time spent on housework and child care by husbands with a child or children less than six years old (per day)



Source: “**Basic Survey on Equal Employment**, 2009,”

Ministry of Health, Labour and Welfare

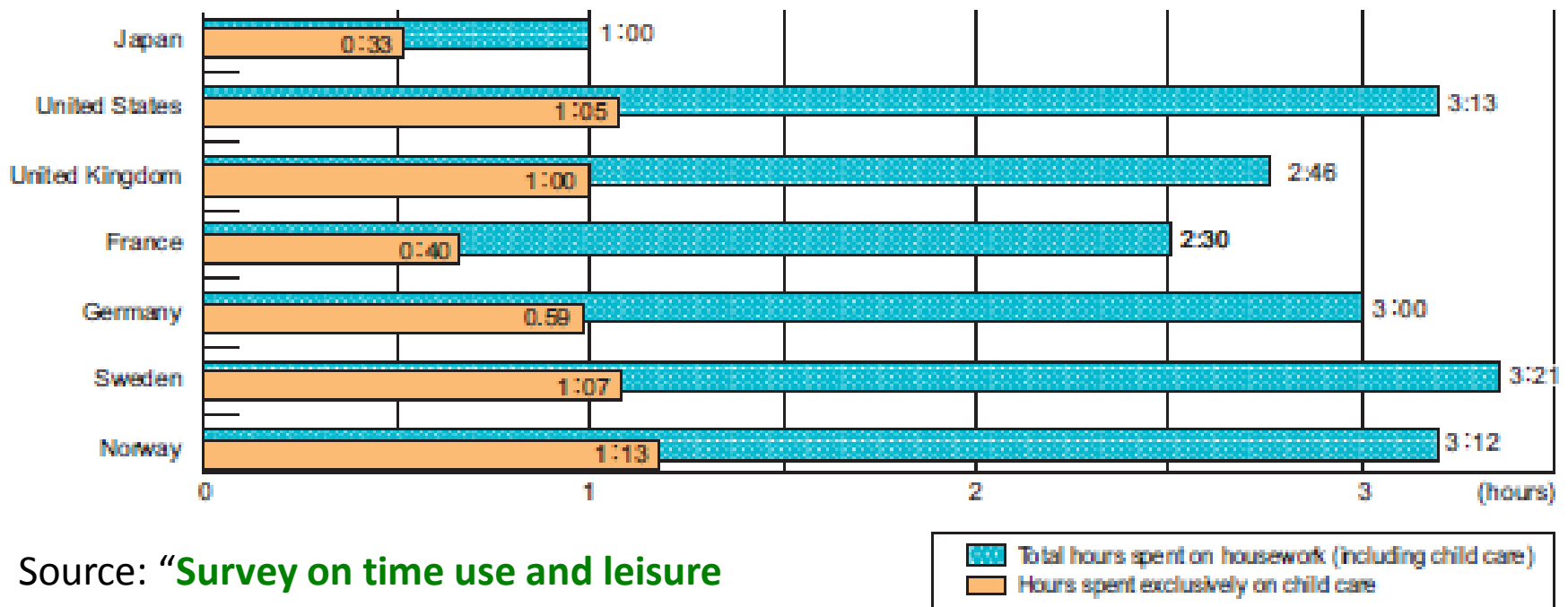
(refer to P11, Women and Men in Japan 2012) 24

Reference

(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)

Time spent on housework and child care by husbands with a child or children less than six years old (per day)

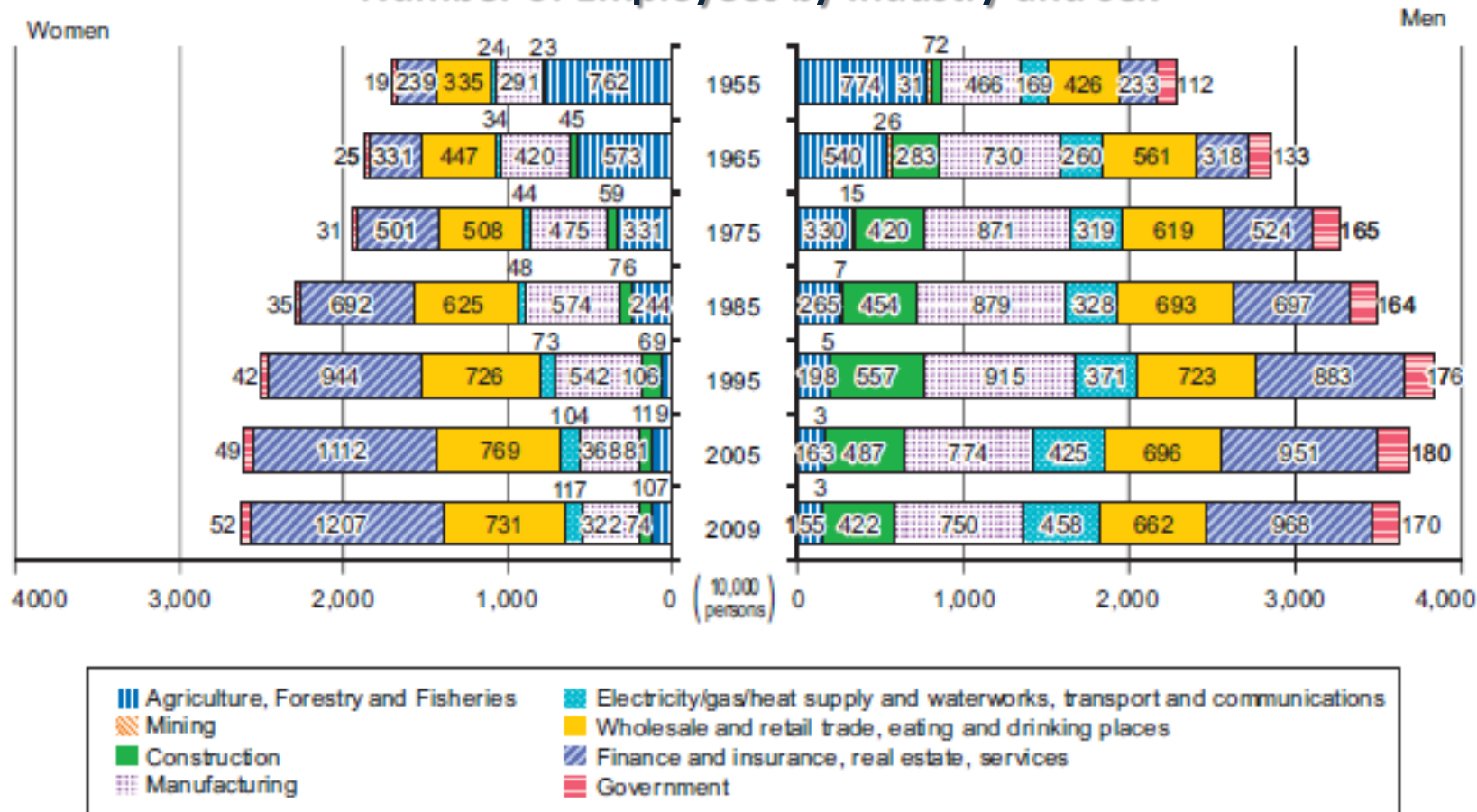


Source: “**Survey on time use and leisure activities**” (2006) Ministry of Internal Affairs and Communications

(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

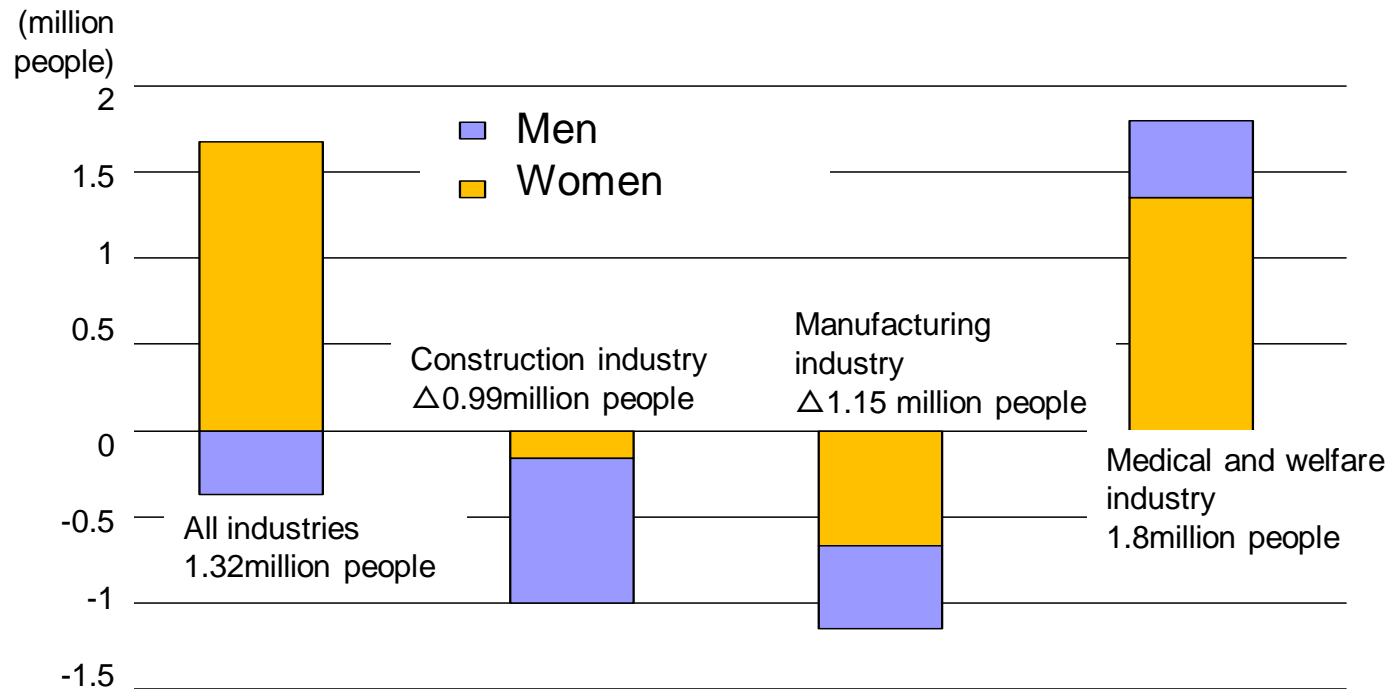


Source: “**Labour Force Survey**,” Ministry of Internal Affairs and Communications

(refer to P6, Women and Men in Japan 2012)

Reference

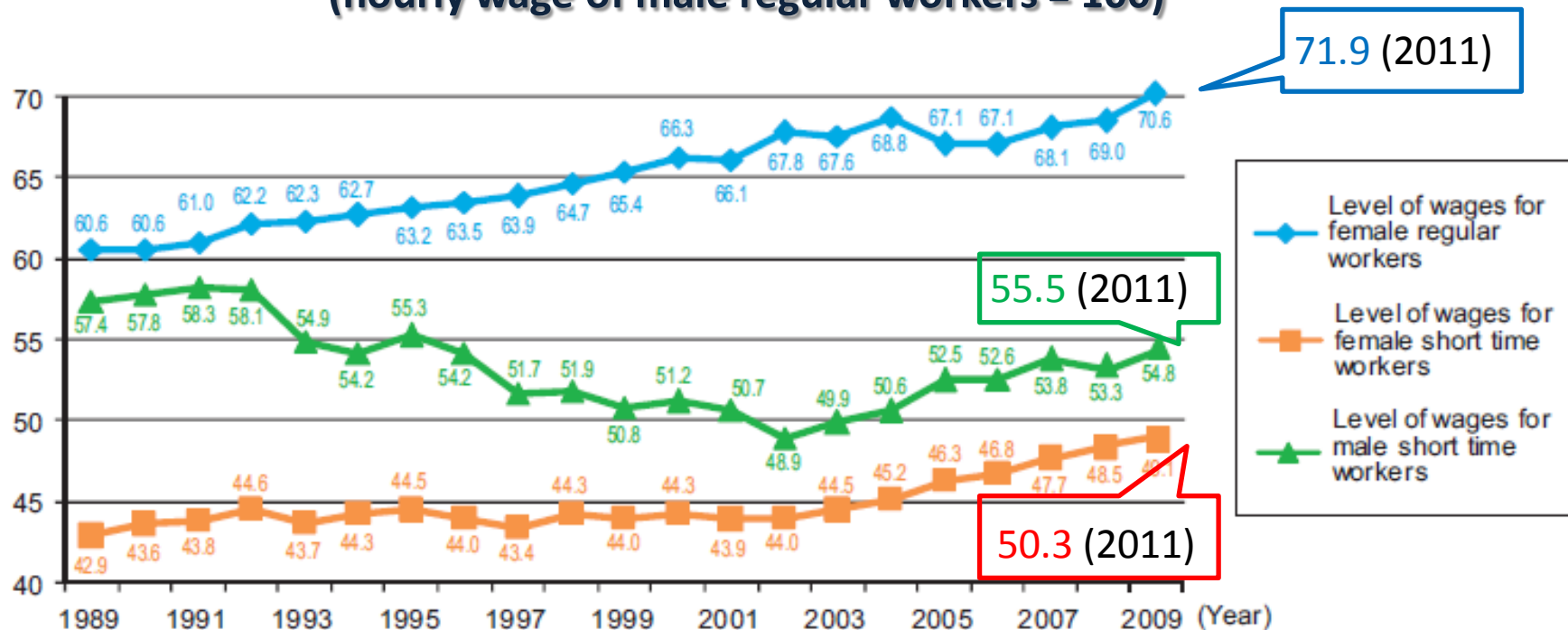
Increase and decrease in the number of male and female employees in each industry (Year 2002⇒Year 2012)



Source: “**Labour Force Survey**” Ministry of Internal Affairs and Communications

13. Gender gap in wages

Change in Average Hourly Wage for Workers
(hourly wage of male regular workers = 100)



(refer to P9, Women and Men in Japan 2012)

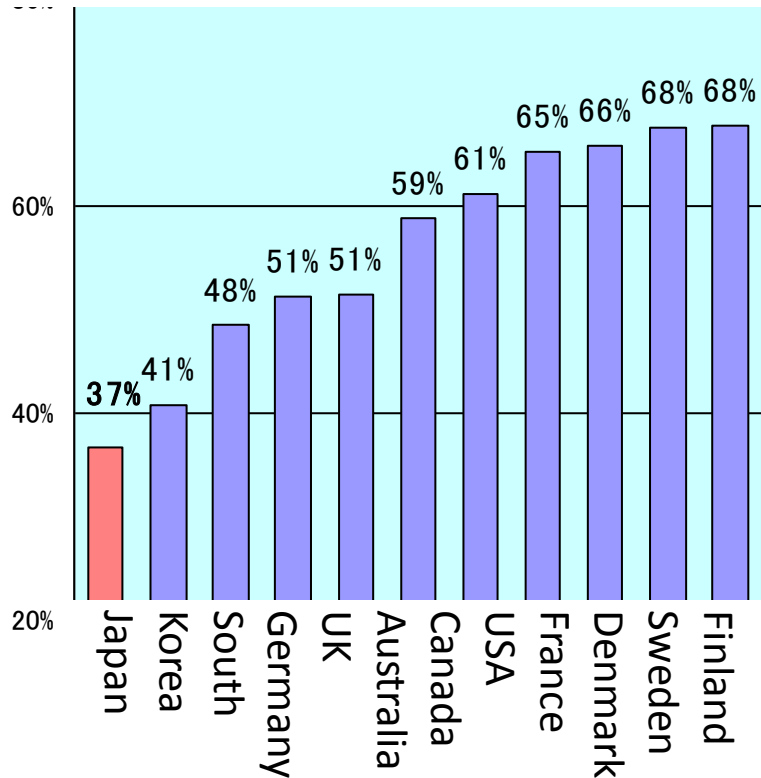
Source: “**Basic Survey of the Wage Structure**”
Ministry of Health, Labour and Welfare

Reference

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



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)

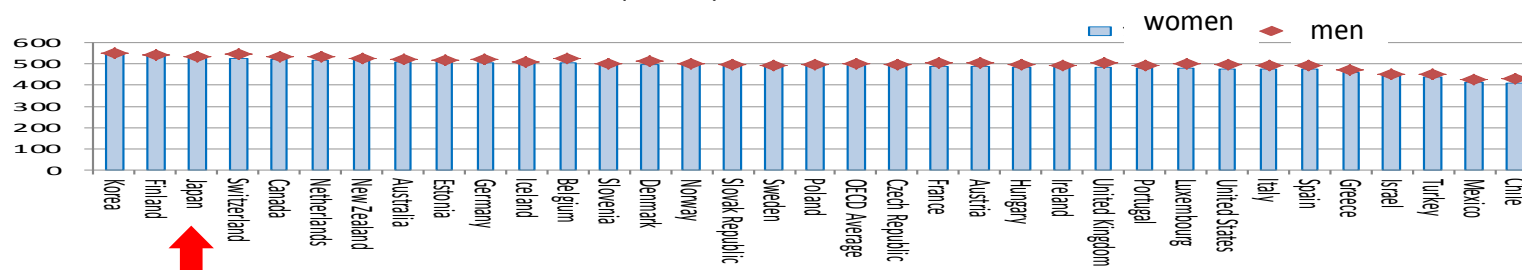
II . Education

25. Share of graduates in science, and engeeniring, manufacturing and construction tertiary level, who are women

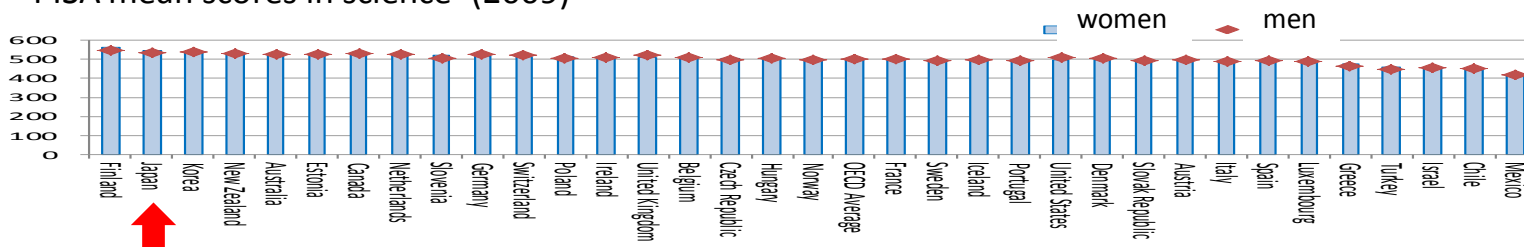
OECD Program for International Student Assessment (PISA) & Proportion of females awarded tertiary degrees

Source: **OECD**

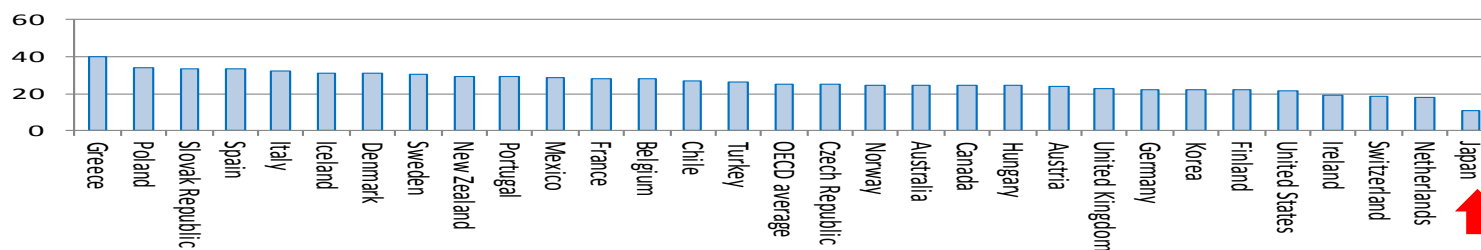
PISA mean scores in mathematics (2009)



PISA mean scores in science (2009)

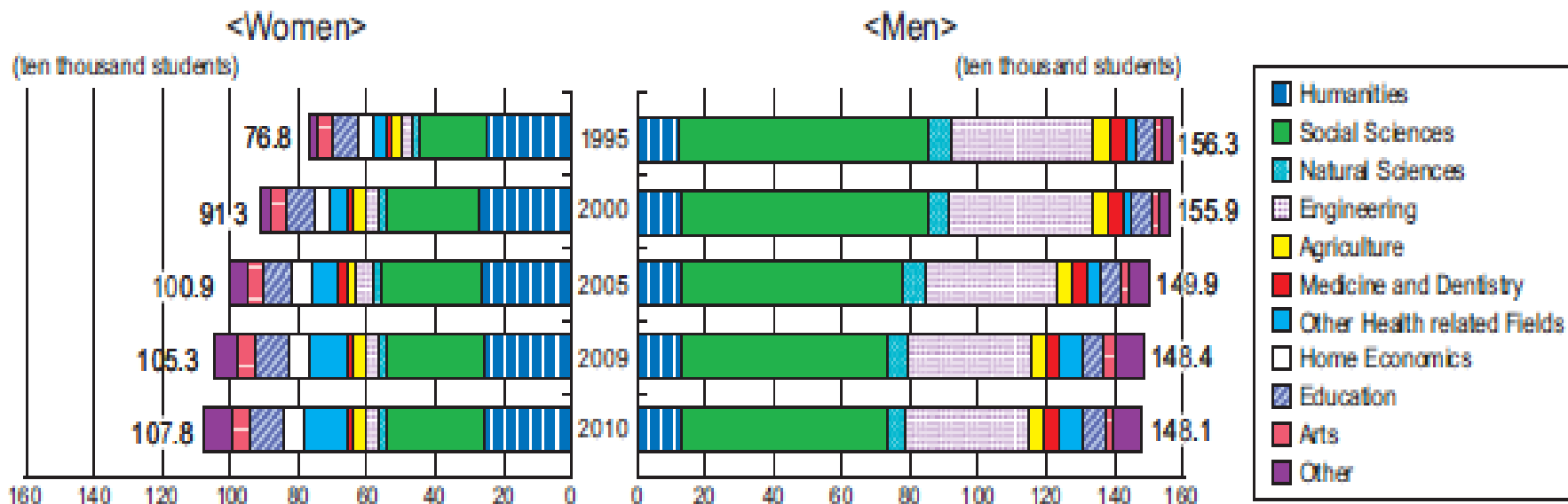


Proportion of females awarded tertiary degrees in engineering, manufacturing and construction (2008)



Reference

Number of Undergraduate Students by Specialization



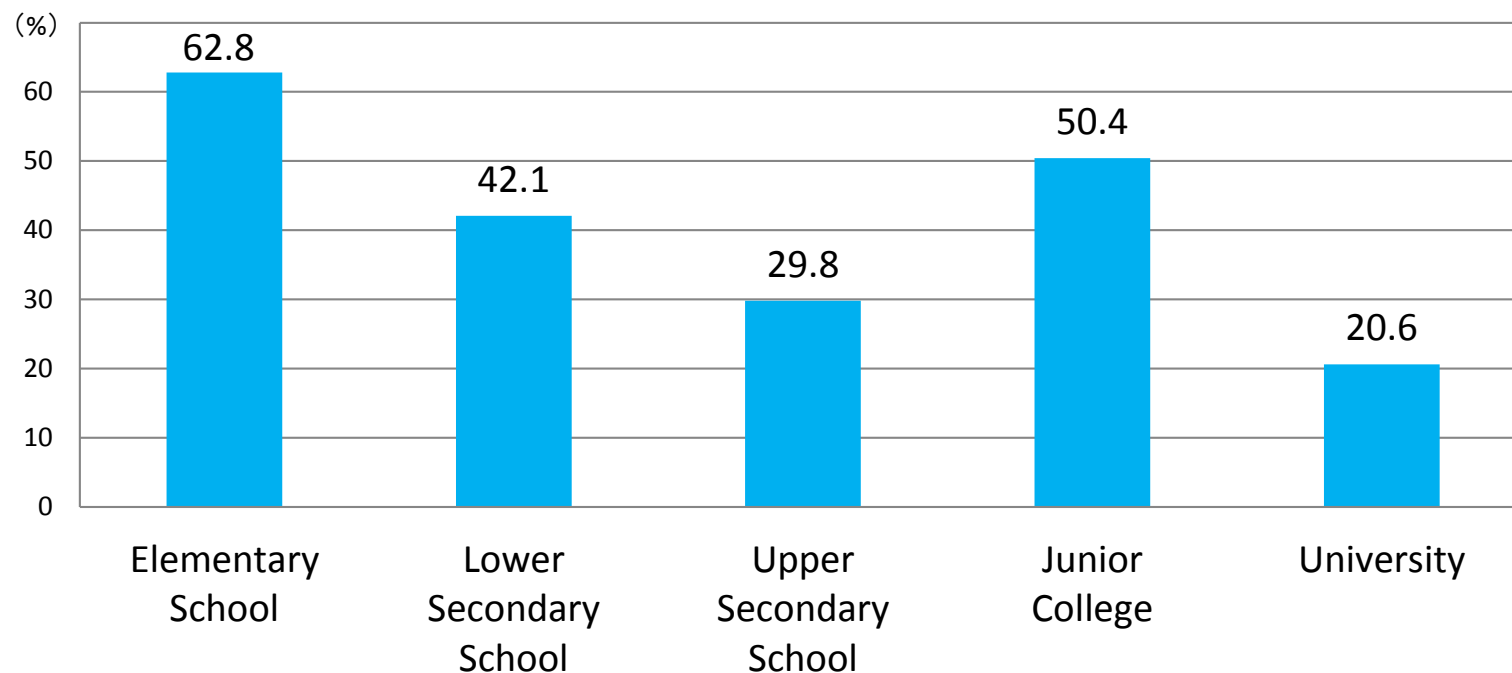
Source: **“School Basic Survey”**

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)



Source: “**School Basic Survey**,”

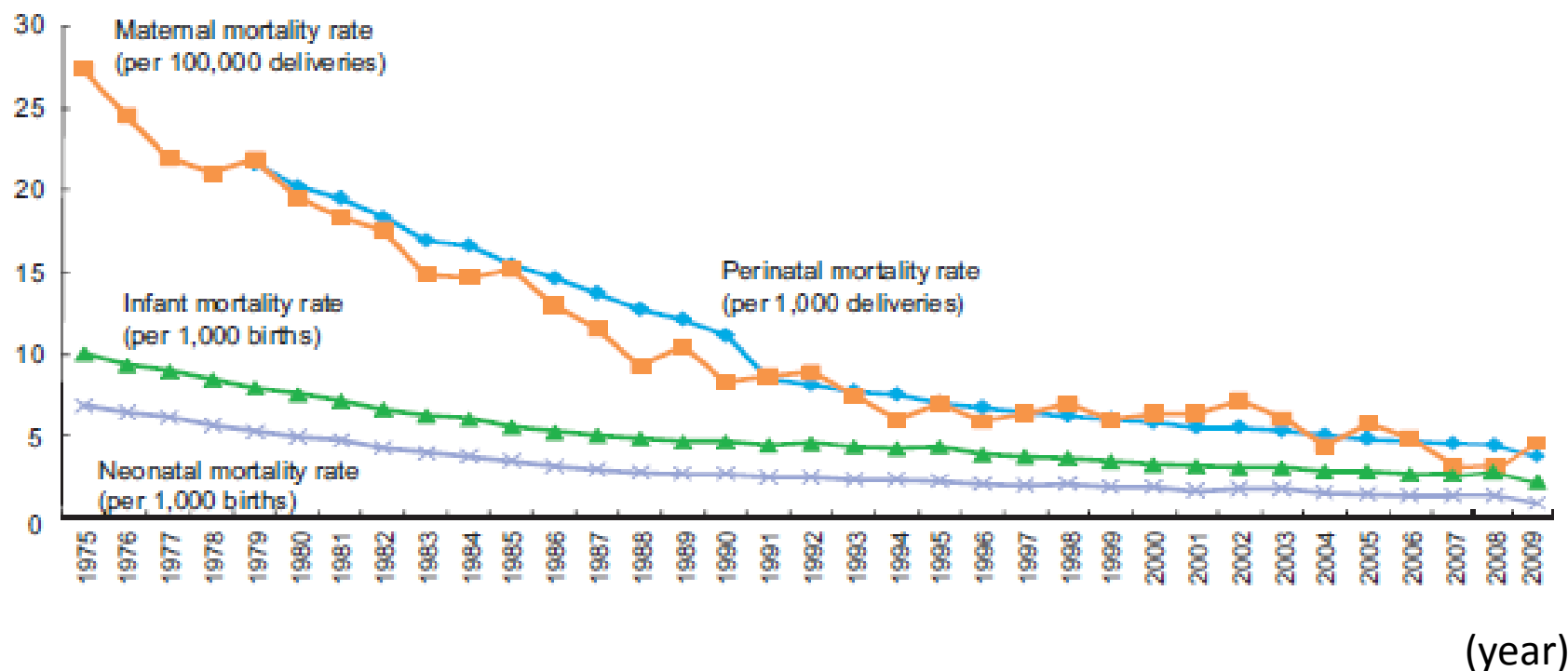
Ministry of Education, Culture, Sports, Science & Technology

(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

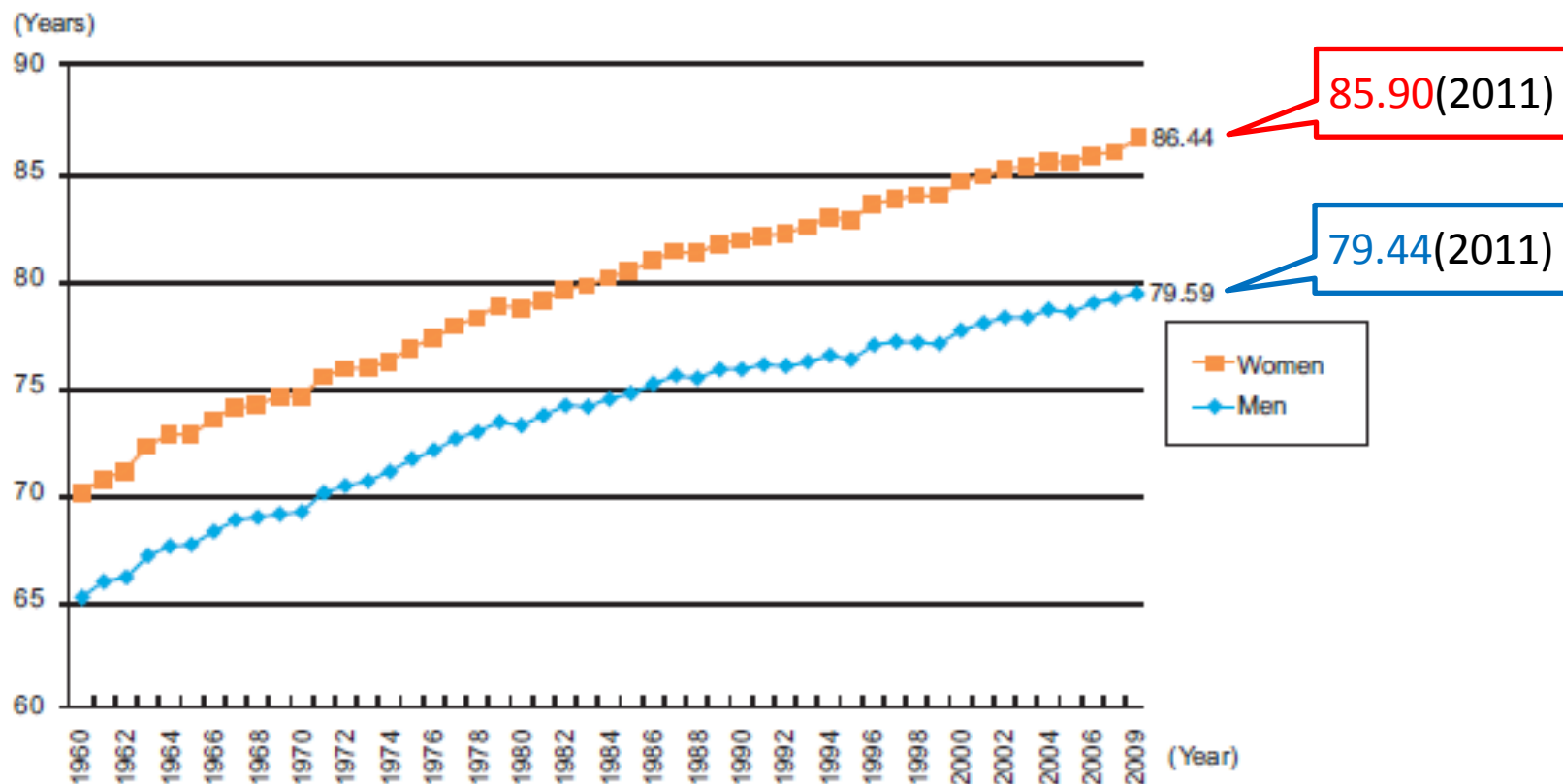


Source: “Vital Statistics of Japan,” Ministry of Health, Labour and Welfare

41. Life expectancy at age 60, by sex

Reference

Life Expectancy at Birth



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

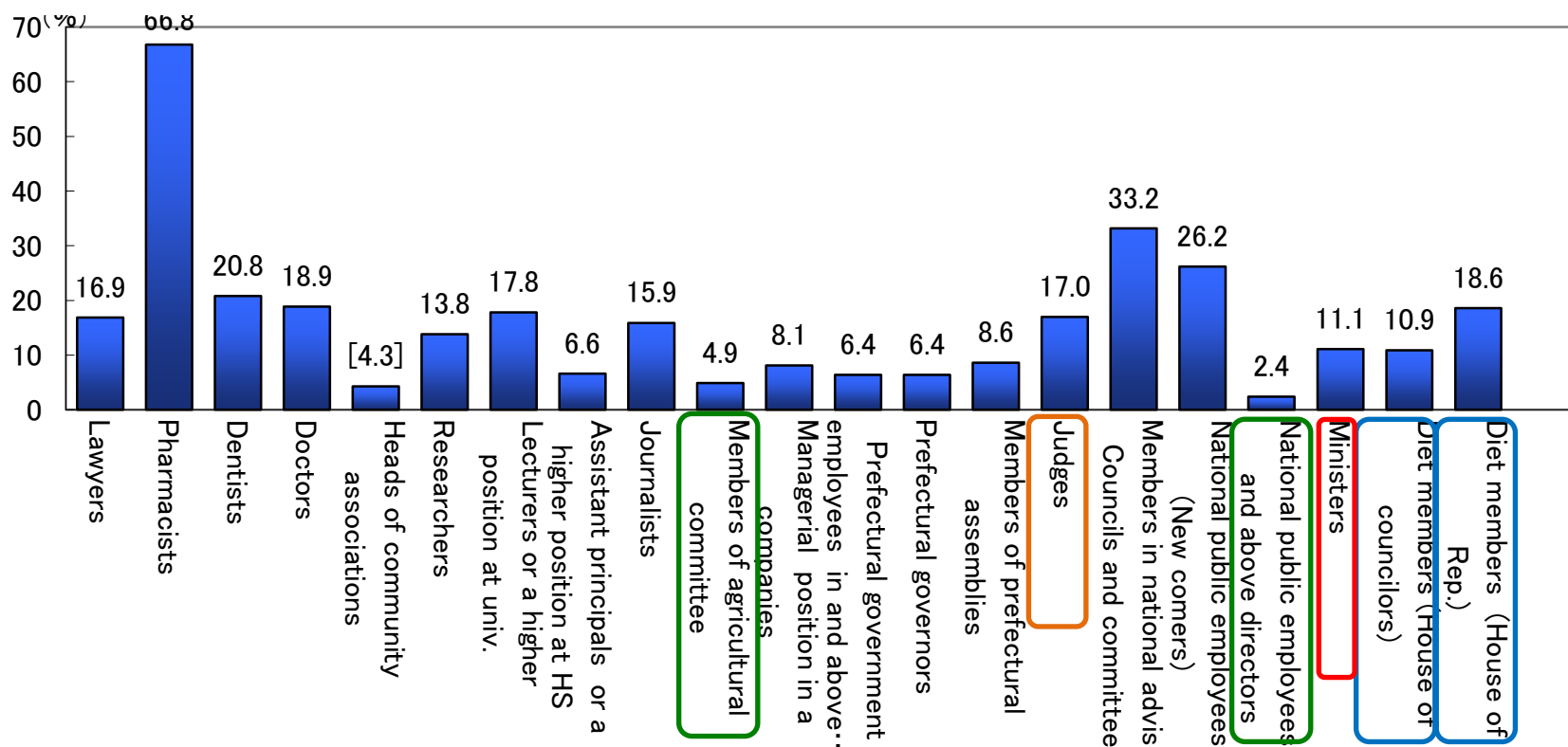
43. Proportion of seats held by women in national parliament

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”

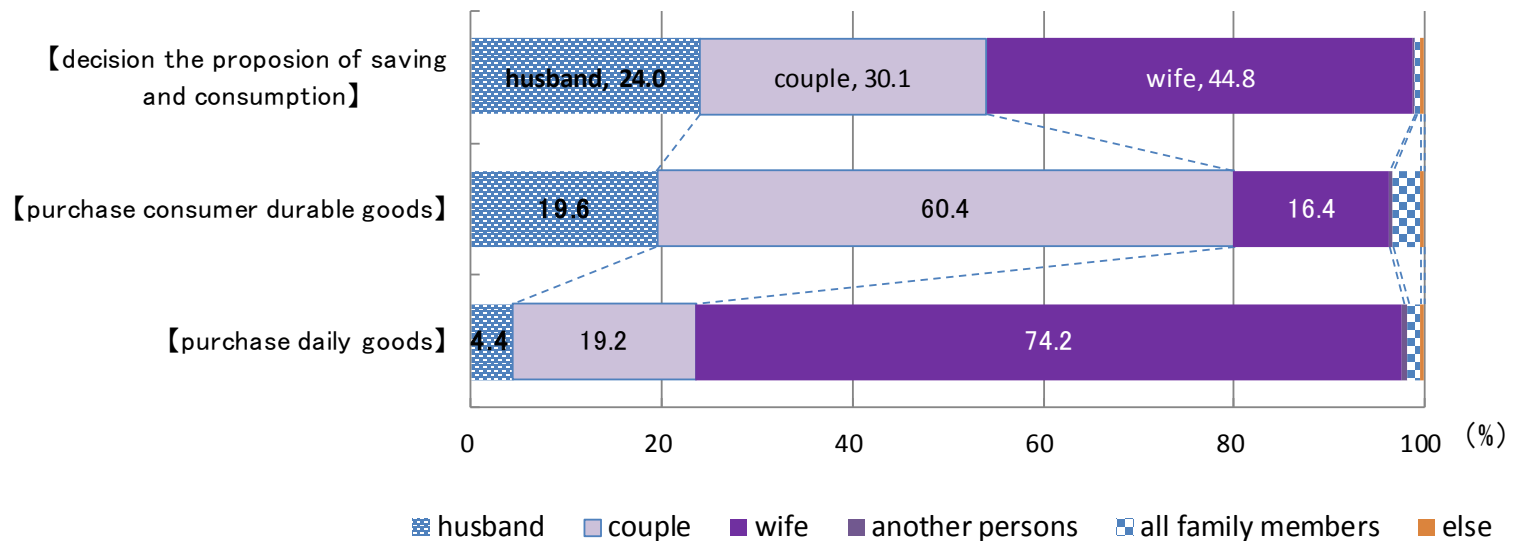


(P4, Women and Men in Japan 2012)

Reference

Women are decision makers in their households

Q:Who is the decision maker in the household?



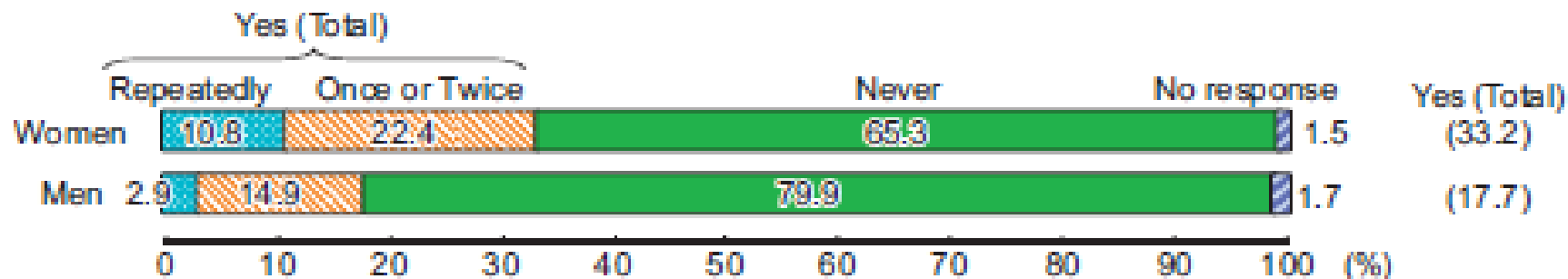
N=6,432 (married males=3,023 married females=3,409)

Source: **“A survey on concerns bout the saving and consumption”**
Cabinet office, Japan (2010)

V. Human rights of women and girl children

47. Damage Caused by Violence from Spouse

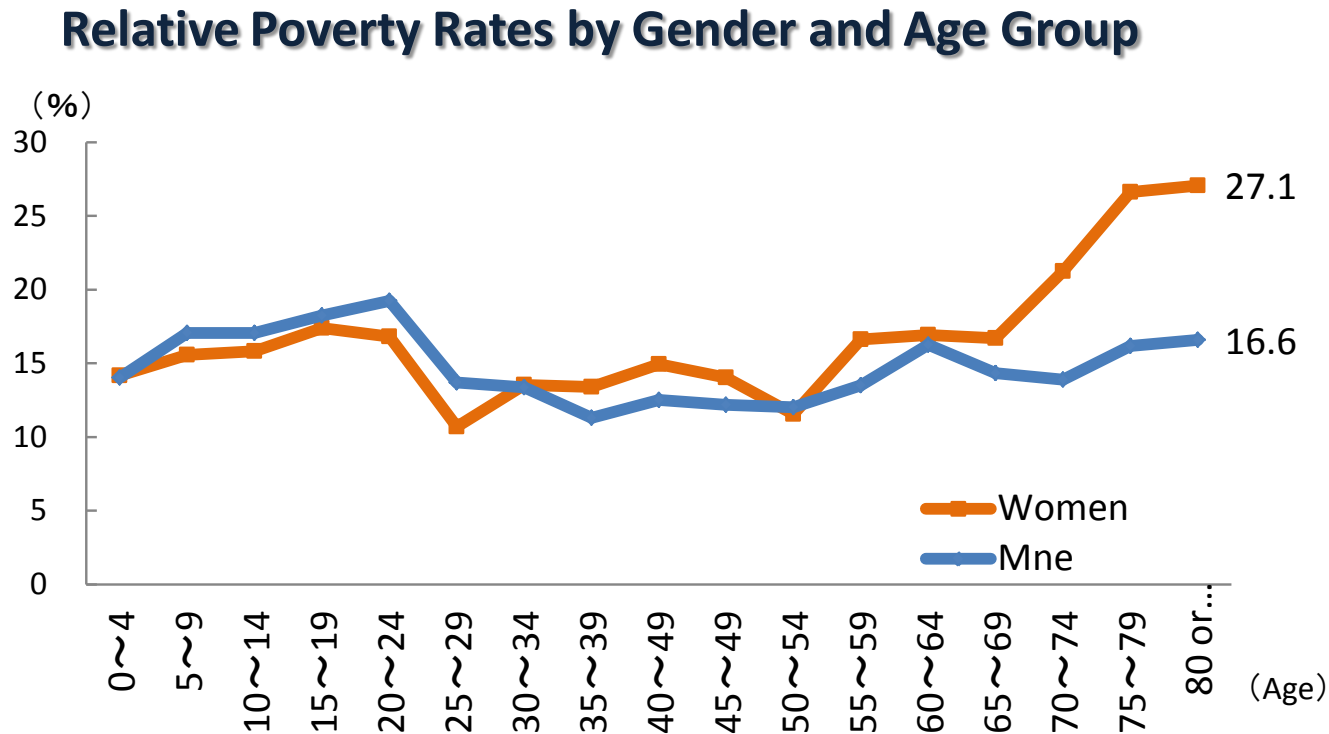
Damage Caused by Violence from Spouse



Source: “**Survey on Violence between Men and Women (2008)**”
Data from the Cabinet Office,

VI. Poverty

Relative Poverty Rates by Gender and Age Group



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.”

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

(※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.

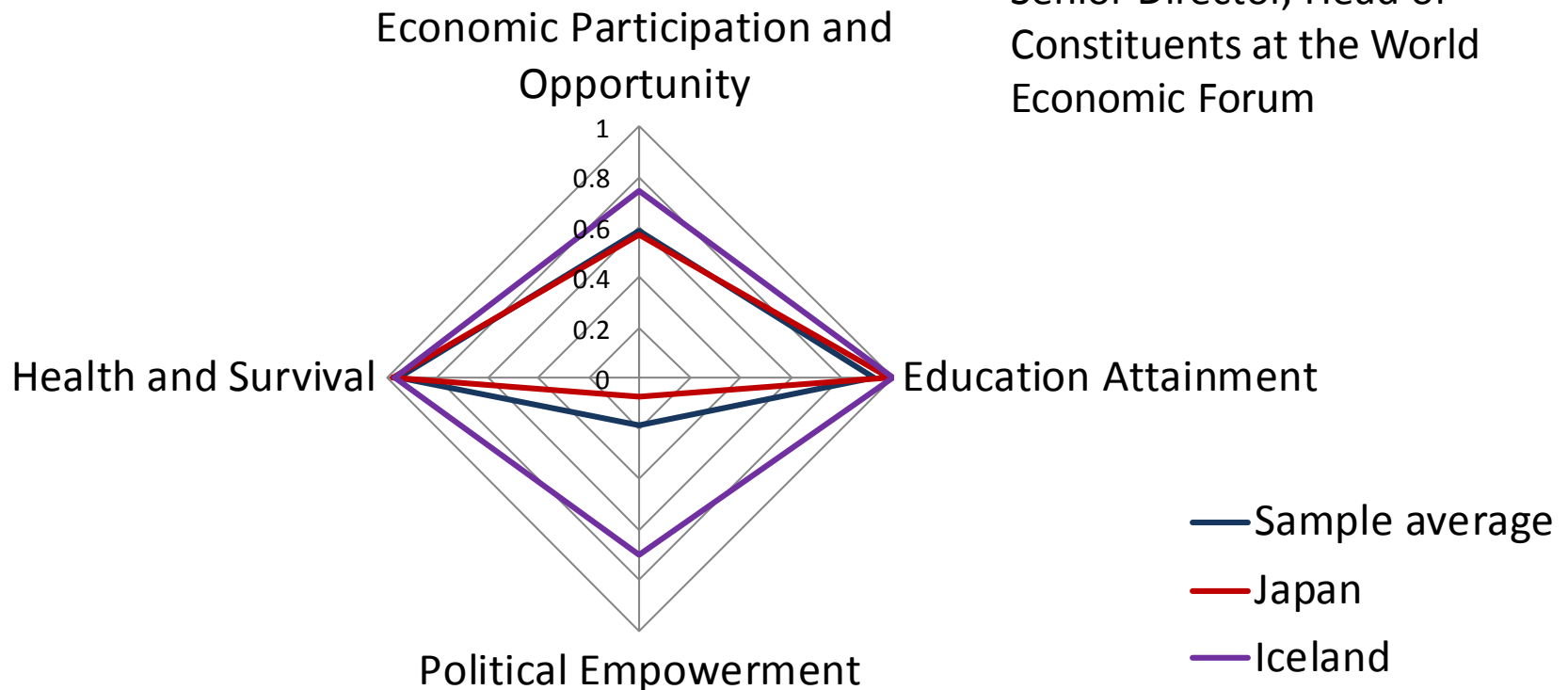
**Source; Report on the Gender Initiative: Gender Equality in Education,
Employment and Entrepreneurship Meeting of the OECD Council at Ministerial Level
Paris, 25-26 May 2011**

Global Gender Gap Index (GGI)

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



Global Gender Gap Index (GGI)

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.

Gender Gap Index						
			Economic participation and opportunity	Educational attainment	Health and Survival	Political Empowerment
rank	country name	score	rank	rank	rank	rank
1	Iceland	0.8640	27	1	98	1
2	Finland	0.8451	14	1	1	2
3	Norway	0.8403	4	1	94	3
8	Philippines	0.7757	17	1	1	14
39	Sri Lanka	0.7122	105	48	1	33
44	Mongolia	0.7111	1	50	1	127
65	Thailand	0.6893	49	78	1	93
69	China	0.6853	59	85	132	58
101	Japan	0.6530	102	81	34	110
105	India	0.6442	123	121	134	17
123	Nepal	0.6026	120	126	111	37
127	Iran, Islamic Rep.	0.5927	130	101	87	126
134	Pakistan	0.5478	134	129	123	52

- 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?"

Working Paper of IMF, October 15, 2012

Part4 : Examples of gender impact assessment and evaluation in Japan

Contents of Part4

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

1. Gender impact assessment

foundation

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

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Situation and estimation of our society

- Issues of rapid aging and falling birthrates

The rate of senior citizens aged ≥ 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 ...

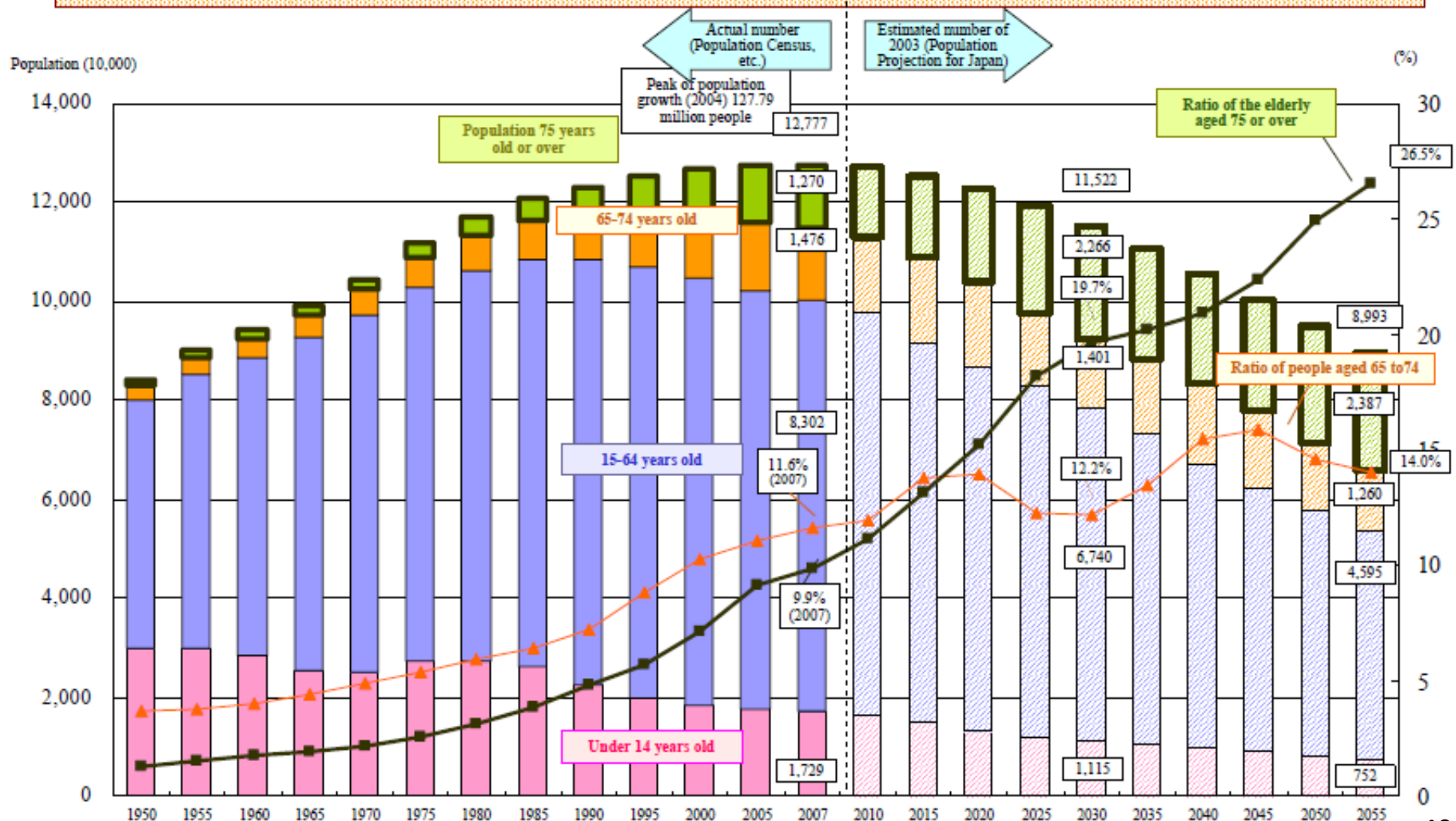
- Children
- Nuclear families
- Elderly single-person households

✓ 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.



Source: Up to 2005: Population Census, Statistics Bureau, Ministry of Internal Affairs and Communications; In 2007: Population Estimates (annual report), Statistics Bureau, Ministry of Internal Affairs and Communications; In and after 2010: Population Projection for Japan (estimated in December, 2006) (Moderate projection), National Institute of Population and Social Security Research

Outline of the Long-Term Care Insurance System

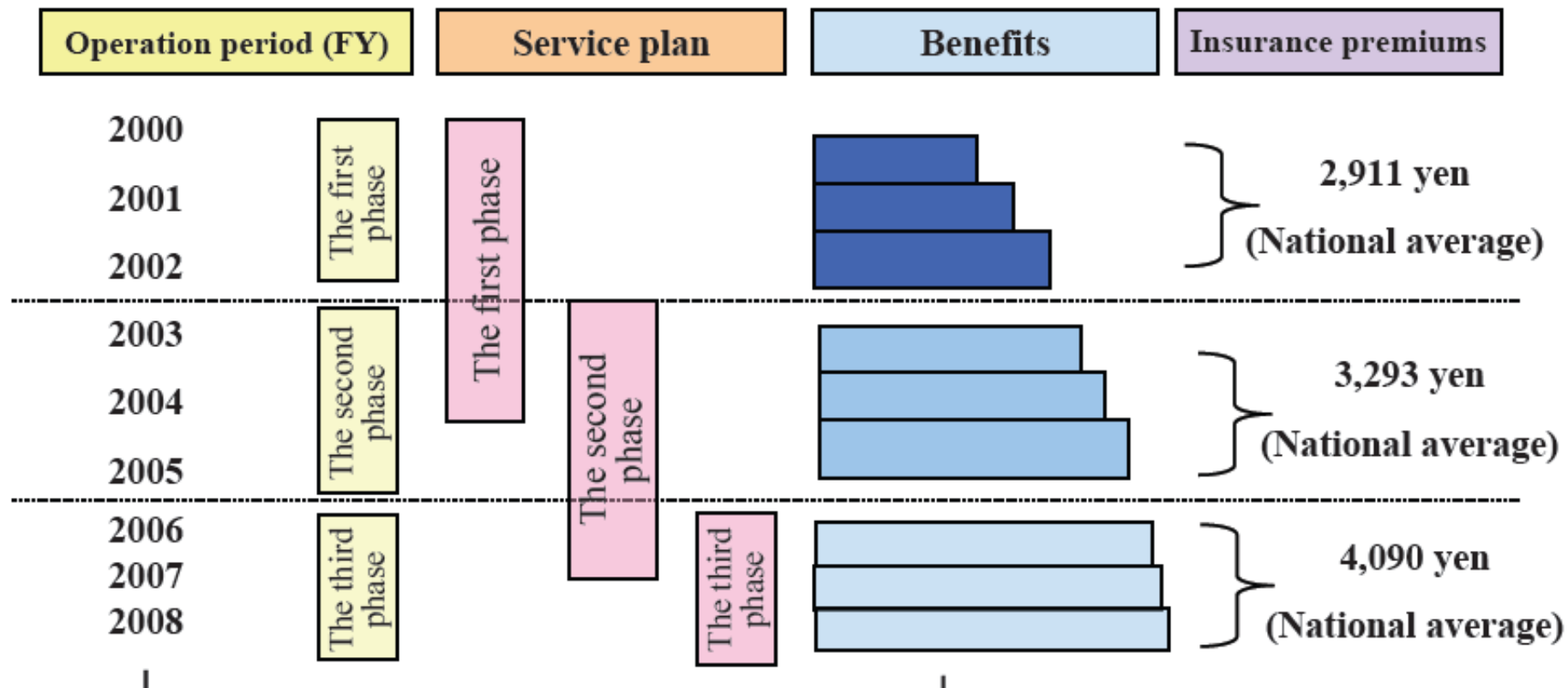
- System to **support** the nursing care of elderly people **across society**

- **Premiums** are decided based on financial condition and projected service cost so that financial conditions can be balanced

✓ Needed and constructed *Statistical system*
to **collect national data on**
insured and users segregated by sex

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.)



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.

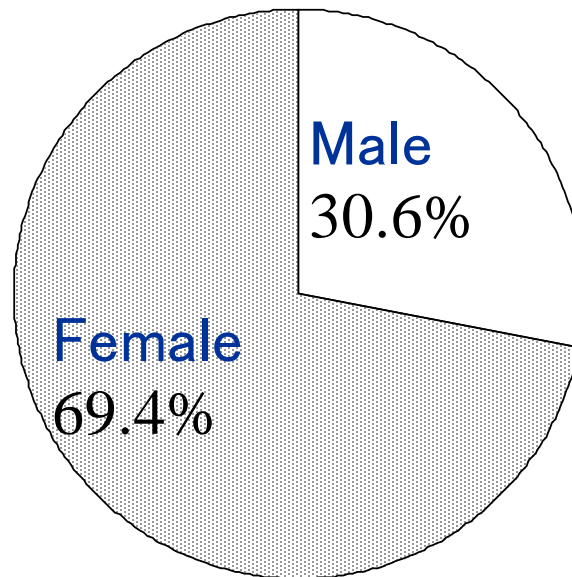
4. **Females** tend to need care for longer periods than males.

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



Data: "Comprehensive Survey of Living Conditions," Ministry of Health, Labour and Welfare (2010)

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

Care workers by sex and employment situation

	N	Regular employment	Non-regular employment	Unknown
Female	23,330	60.7%	39.2%	0.1%
Male	5,681	86.9%	12.9%	0.1%
Both sexes	29,124	65.8%	34.1%	0.1%

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

		Ave. age	Ave. service years	Contractual cash earnings (monthly)		Other allowance (‘000 yen)	Estimate of annual earnings (‘000 yen)
				(‘000 yen)	Without overtime allowance		
All	Male workers	41.9	13.3	372.4	336.7	1078.4	5118.8
	Female workers	39.2	8.7	241.7	225.2	568.4	3270.8
Care workers	Nursing home care workers (Male)	32.6	4.9	225.9	213.6	514.2	3077.4
	Nursing home care workers (Female)	37.4	5.2	204.4	193.7	446.8	2771.2
	Home-care worker (Female)	45.3	5.1	207.4	194.0	304.8	2632.8
	Certified Care Manager (Female)	45.0	7.1	261.8	253.3	636.3	3675.9

Data: “Basic Survey on Wage Structure,” Ministry of Health, Labour and Welfare (2007)

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

Number of users of Long-term Care Insurance System

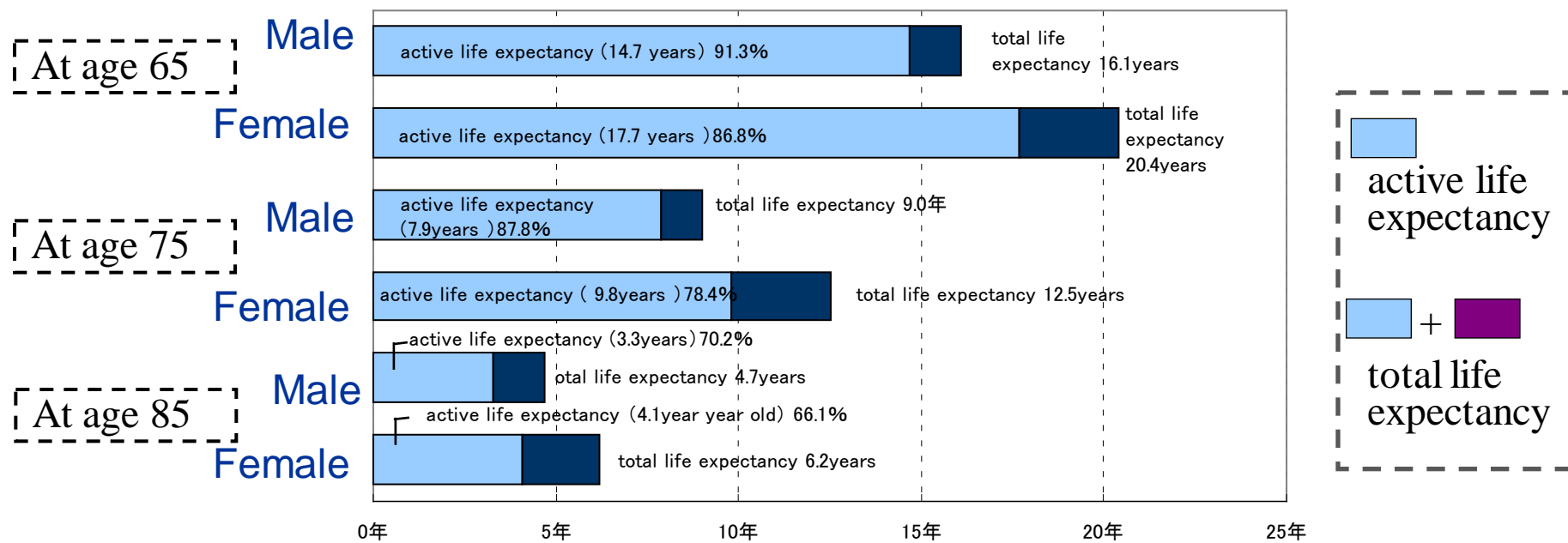
Female about 2.8 million > Male about 1.1 million

	N	Support Level 1	Support Level 2	Care Level 1	Care Level 2	Care Level 3	Care Level 4	Care Level 5
Female	2,821.0 (100.0%)	280.4 (9.9%)	353.4 (12.5%)	494.9 (17.5%)	507.5 (18.0%)	435.6 (15.4%)	400.5 (14.2%)	348.7 (12.4%)
Male	1,103.5 (100.0%)	87.8 (8.0%)	106.6 (9.7%)	195.3 (17.7%)	238.1 (21.6%)	201.9 (18.3%)	159.8 (14.5%)	114.6 (10.4%)
Both sexes	3,924.5 (100.0%)	368.2 (9.4%)	460 (11.7%)	690.2 (17.6%)	745.6 (19.0%)	637.5 (16.2%)	560.3 (14.3%)	463.3 (11.8%)

Data: "Survey of Long-term Care Benefit Expenditures," Ministry of Health, Labour and Welfare (July 2010)

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

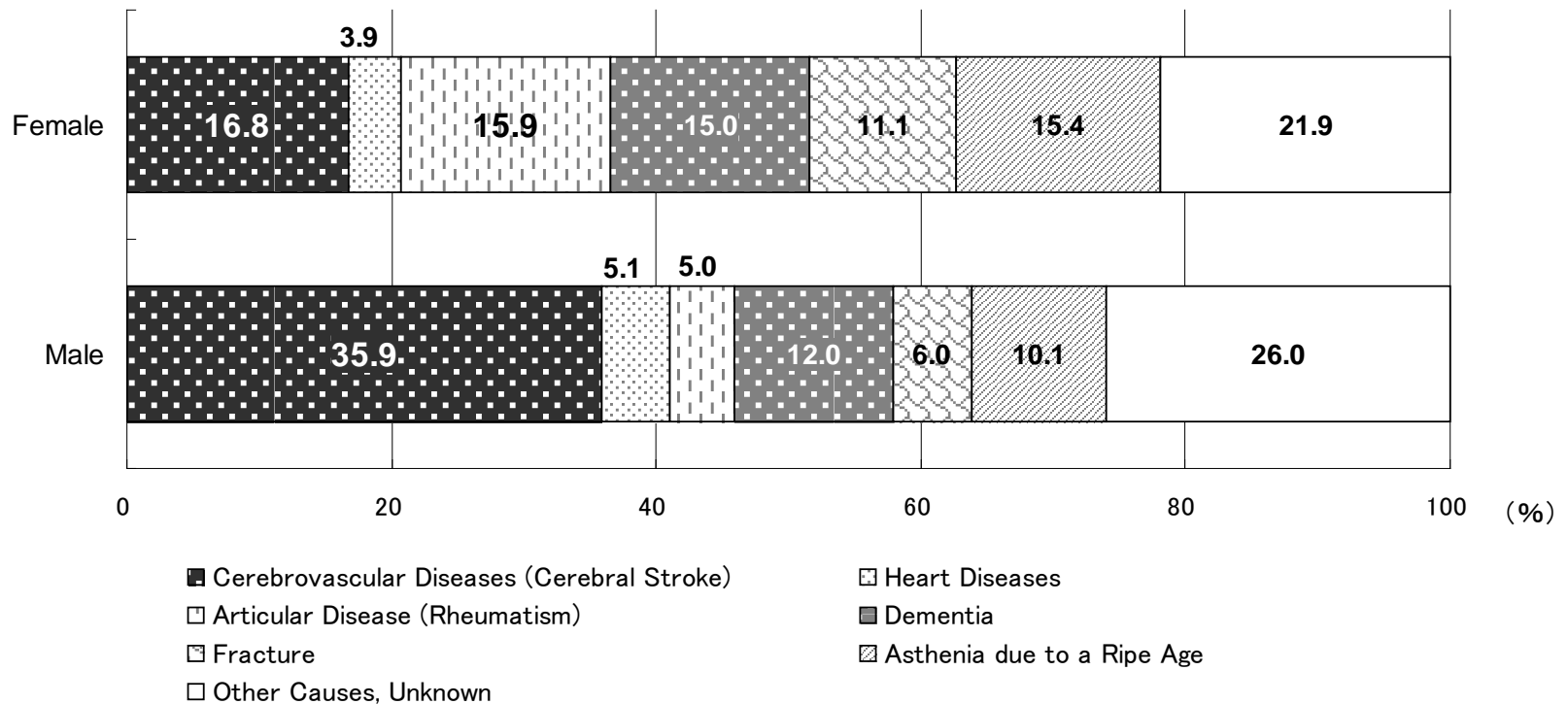
Total life expectancy and active life expectancy by sex



Data: Tsuji, I., Minami, Y., Fukao, A., et al. Active life expectancy among the elderly Japanese.
Journal of Gerontology, 1995; 50A:M173-M176.

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

Major reasons for need of assistance or care by sex



Data: "Comprehensive Survey of Living Conditions," Ministry of Health, Labour and Welfare (2007)

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

Average time spent on caring or nursing activities

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

Data: "Survey on Time Use and Leisure Activities," Ministry of Internal Affairs and Communications (2006)

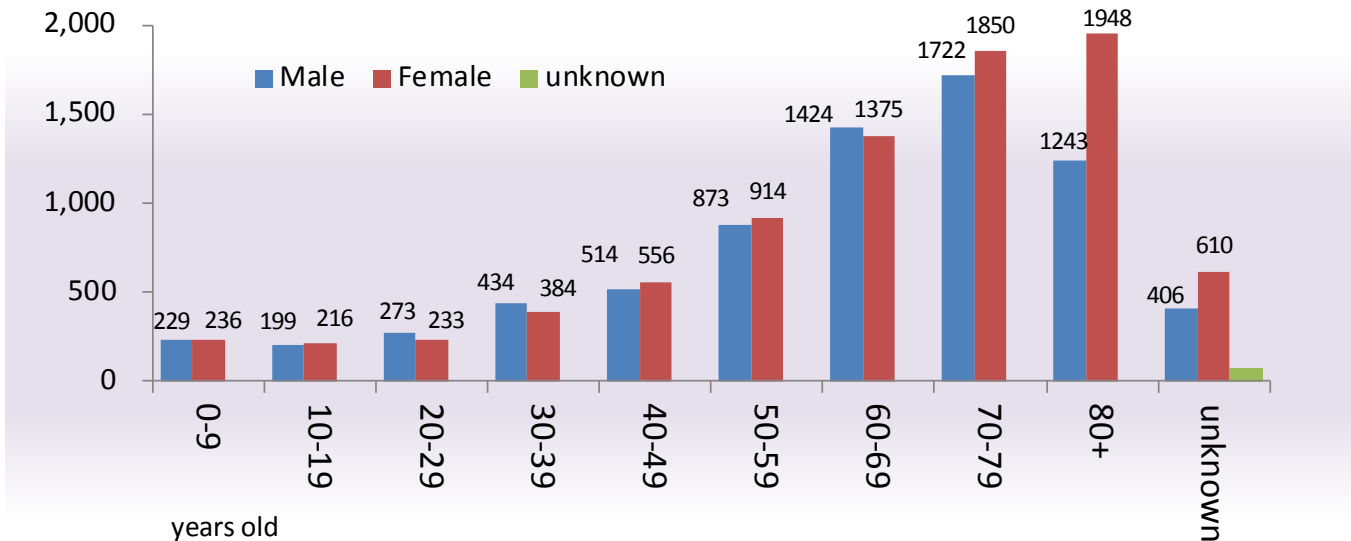
Measures proposed by the Council regarding Caring

- **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**

Unexpected disaster

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.)



(refer to P24-25, Women and Men in Japan 2012)

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