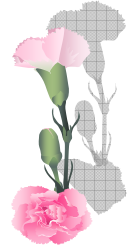
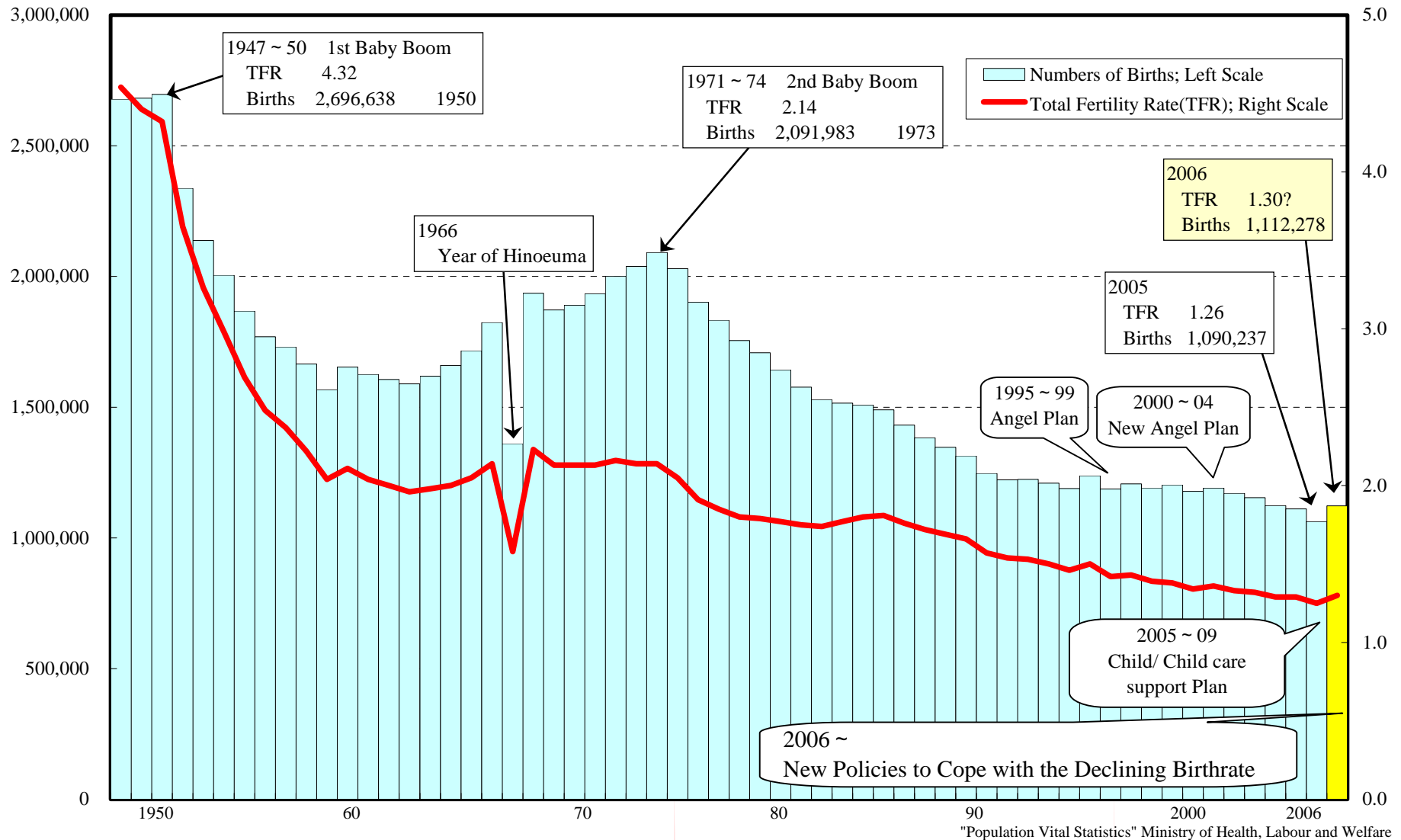


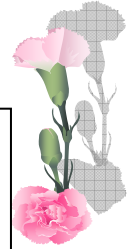
# Total Fertility Rate, Number of Births



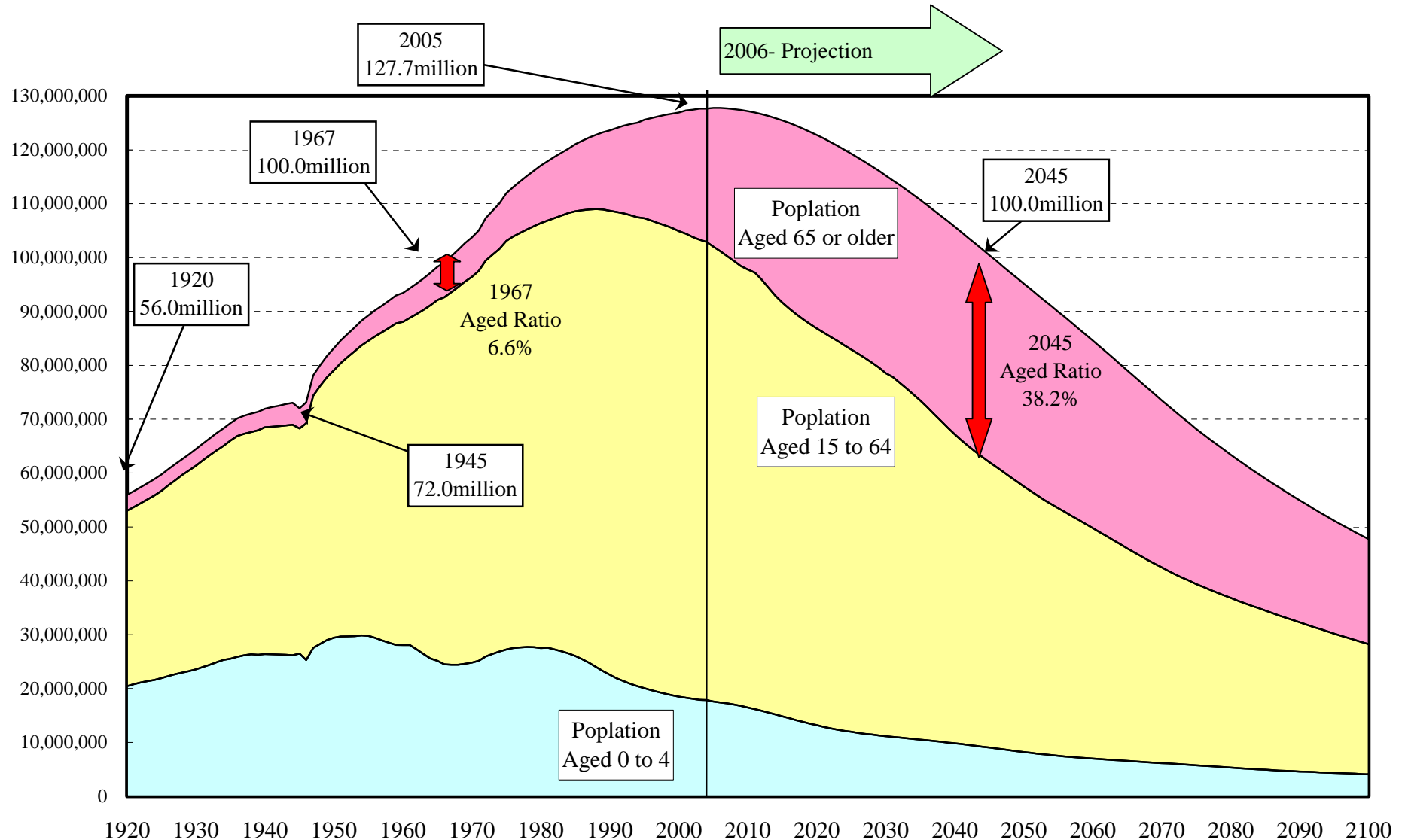
Both the Total Fertility Rate and the number of births have been on a downward trend since the Second Baby Boom between 1971 and 1974. The trend reversed in 2006 when the number of births reached 1,112,278, which was an increase by 32,041 from the previous year. This is the first increase in 12 years since 1994 when the number of births increased by 51,672.



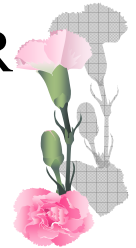
# Trends of Population by Age Structure



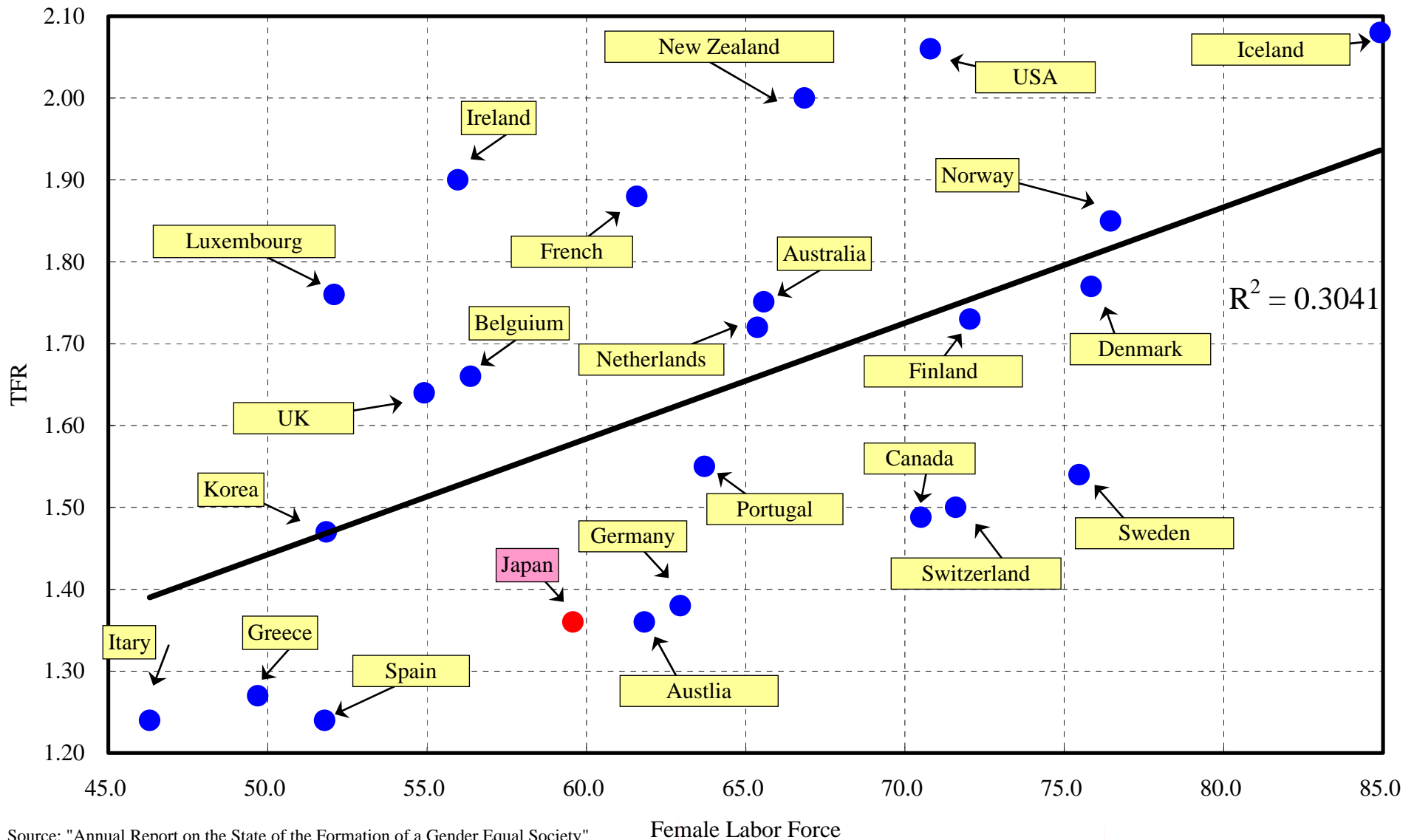
If the declining birth rate continues, the total population of Japan will be 100 million by 2045. In 1967 when the population reached 100 billion, the aged ratio (% of population aged over 65) was only 6.6 % where as in 2045 it is estimated to reach 38.2%.



# Relationship between Female Labor Force Participation Rate and TFR

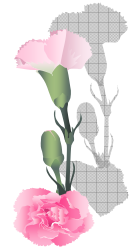


Female labor force participation rate and total fertility rate in 24 OECD countries indicate that, as of 2000, countries with more women in the labor force achieve higher total fertility rate.



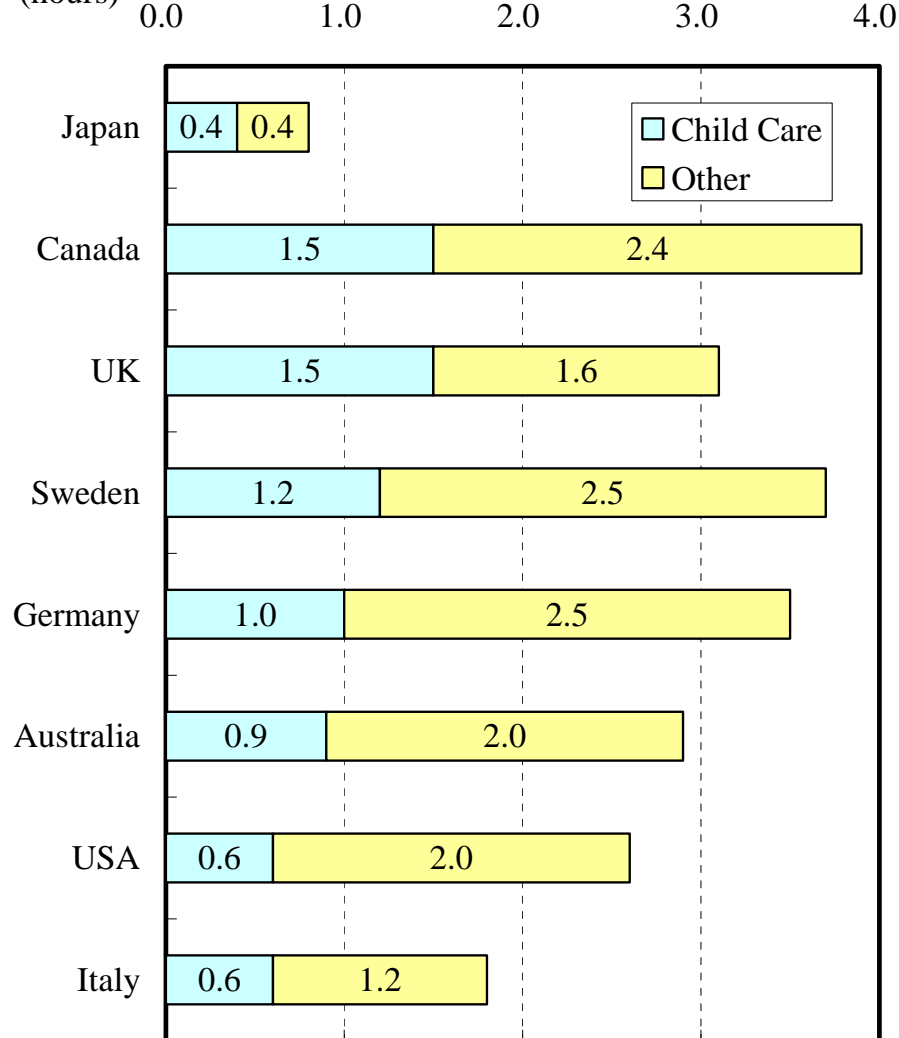
Source: "Annual Report on the State of the Formation of a Gender Equal Society"  
Cabinet Office, 2005

# Men's Involvement in Household Chores and Child Care

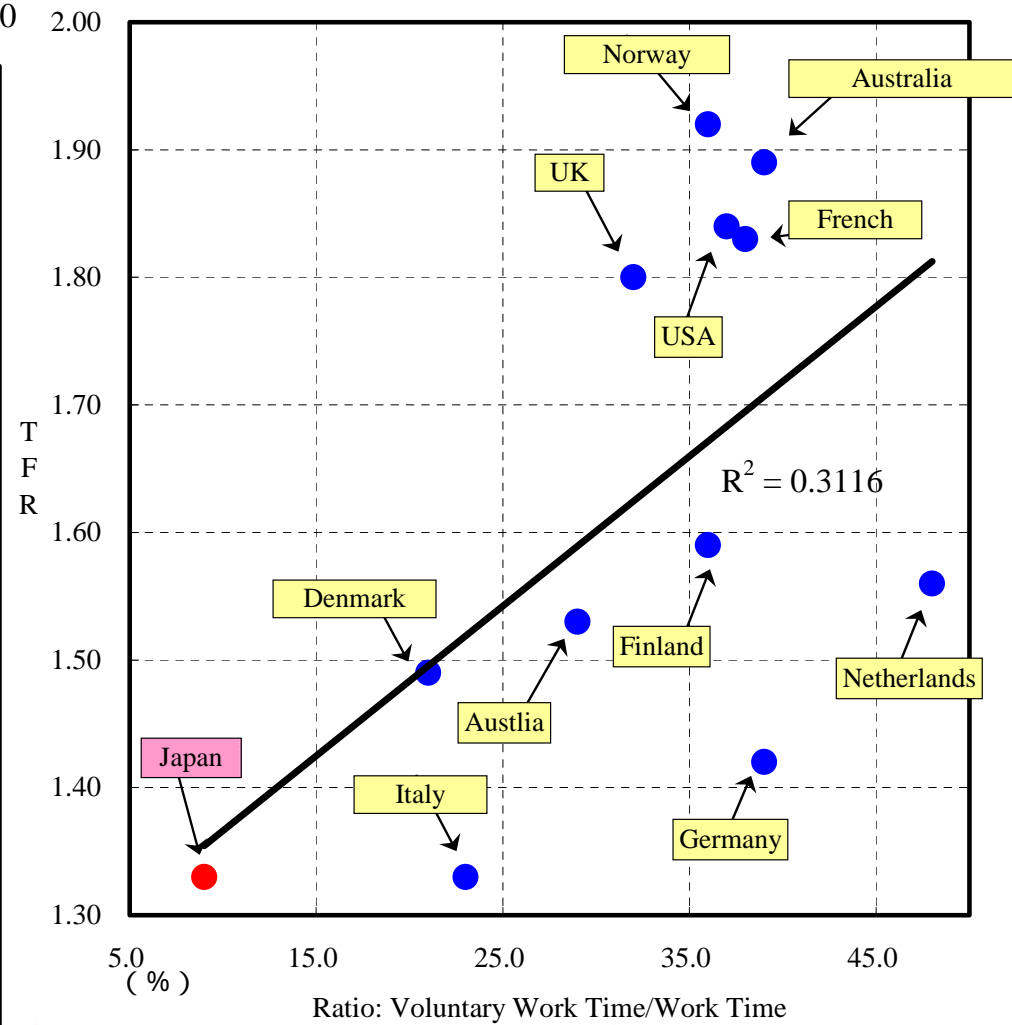


Men in Japan spend least time on household chores and child care compared to men in other countries. Less time spent by men on household tasks and child care is associated with lower fertility rate.

Hours spent by men on household chores and child care in the household with child under age 5 (hours)

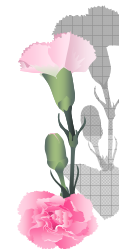


Hours spent by men in household chores/child care and fertility rate

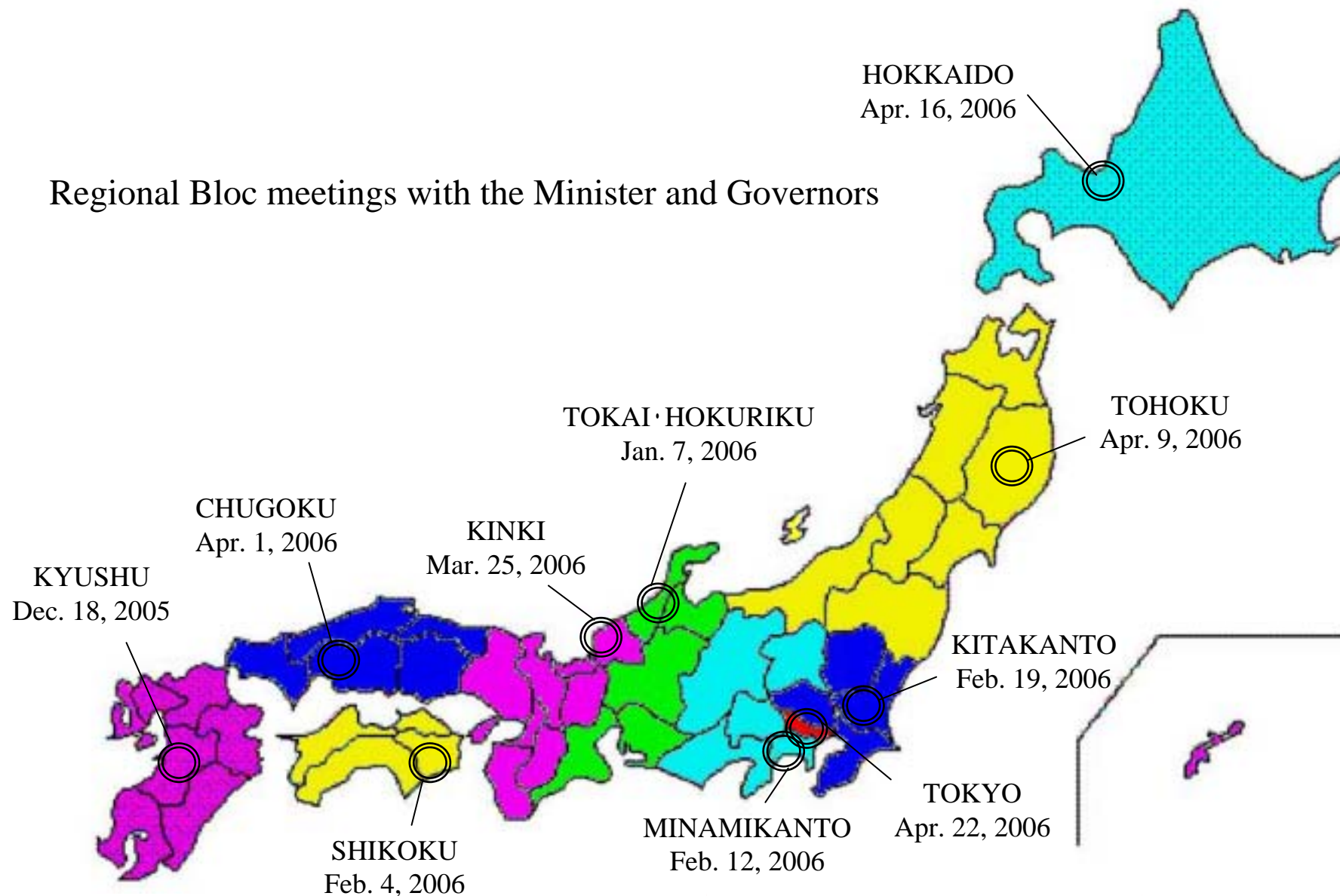


Source: "Annual Report on the State of the Formation of a Gender Equal Society" Cabinet Office, 2005

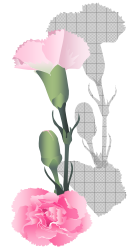
# New Political processes to Cope With the Declining Birthrate



Regional Bloc meetings with the Minister and Governors



# New Policies to Cope With the Declining Birthrate



## Child-raising support measures

### Newborn and infant stage (from pregnancy and birth through to the nursing of infants)

- Improvement of procedures for the lump-sum allowance for childbirth and nursing
- Reduction of the cost burden for medical expenses during pregnancy
- Expansion of public financial support for fertility treatment
- Ensuring thorough usage of and improvement in conditions for paid leave during initial stages of pregnancy
- Enhancement of obstetric medical services through the employment of more obstetricians, etc.
- Establishment of an extra allowance for infants within the child-support allowance system
- Creation of childcare support network, including home visits to families engaged in the early stages of raising a family

### Stage up to school entry

- Enhancement of centers for child-raising support in the community, targeting all families
- Further promotion of Zero Waiting List Campaign
- Enhancement of childcare for sick and recuperating children, and children with disabilities, etc.
- Enhancement of the pediatric healthcare system
- Look into revising the Law for Promotion of Measures to Support the Development of the Next Generation, including the announcement of an Action Plan
- Enhancement and Dissemination of system of child-care leave and reduced working hours
- Promotion of childcare service provision to employees, including childcare facilities established within offices
- Promotion of measures to prevent child accidents
- Enhancement of efforts to reduce the burden on parents or guardians for pre-school education

### Primary school stage

- Promotion of the After School Children's Plan in elementary schools nationwide
- Implementation of further safety measures for children while at school or on their commute to or from school, including the introduction of school buses

### Junior high, high school, and university stage

- improvement of scholarships, etc.
- Recommendation of student babysitters, etc.

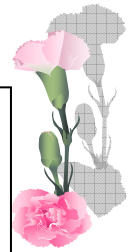
## Reform of working practices

- Employment assistance measures for young people
- Strengthening career development education to prevent youth from becoming 'permanent part-timer' and 'NEET' (Not in Education, Employment or Training)
- Support to 'older' permanent part-timers to become formal employee
- Promotion of equal treatment for part-timers
- Strengthened measures including in setting enabling legal frameworks
- Assistance measures for continuing employment or reemployment for women
- Measures to encourage women to take maternity/child care leave and to help them balance work and child rearing, including shorter working hours
- Vocational and skills training for women who seek reemployment
- Promotion of corporate efforts for child-raising support
- Funding support to companies that deploy child-rearing support system
- Review of working practices, including revision of long working hours
- Strengthened measures including in setting enabling legal frameworks
- Promotion of a joint public-private movement to jointly promote child-raising assistance, including reviews of working practices
- Promotion of good "Work-Life balance"

## Other important areas

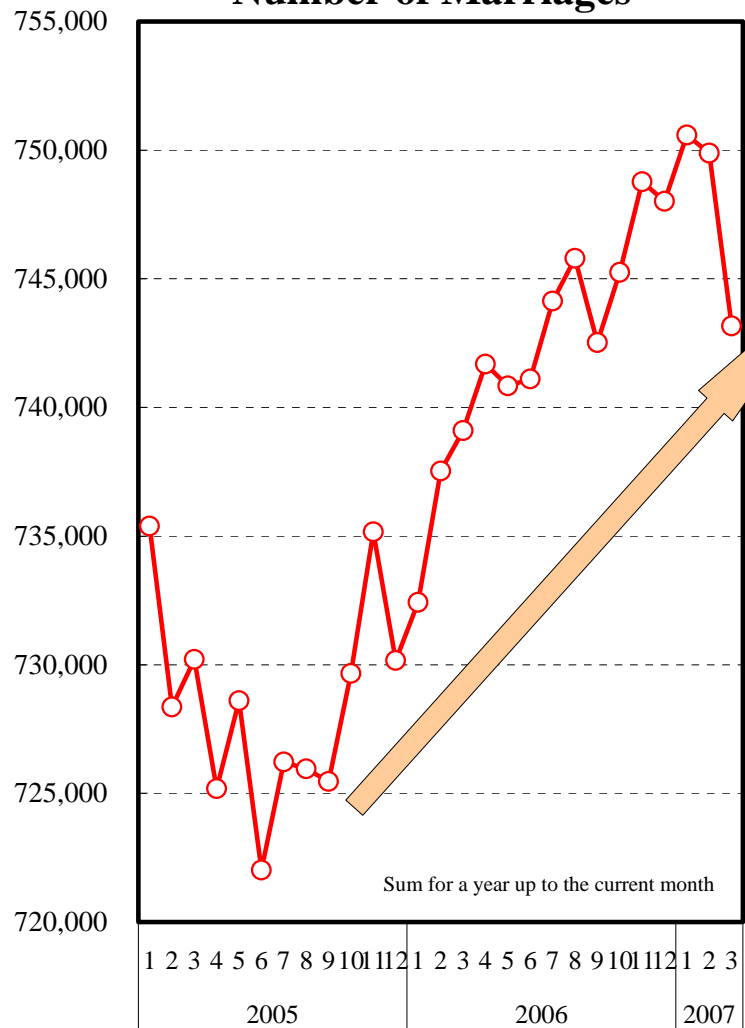
- Consideration of a taxation system designed to assist those engaged in child-raising, etc.
- Promotion of foster parent and adoption system, including publicity activities to raise awareness
- Strengthening of measures to prevent child abuse and measures to support children in care
- Promotion of food education
- Assistance for family homes, and for situations in which three generations of one family live together or in close proximity, etc.

# Number of Marriages and Births

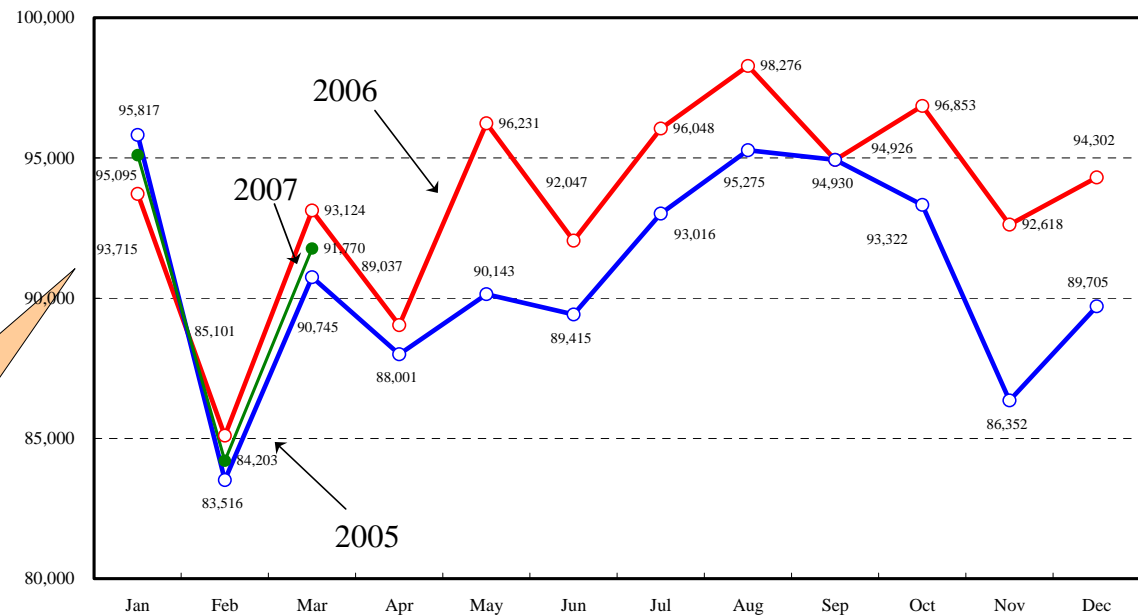


Since Dr. Kuniko Inoguchi, MP, was appointed as the first full-fledged Minister of State to cope with the declining birthrate in October 2005, the number of marriages has been increasing. In 2006, there were 1,122,278 births, increased from the previous year by 32,041. The downward trend was reversed. The number increased for the first time in 12 years since 1994 when the number of births had increased by 51,672.

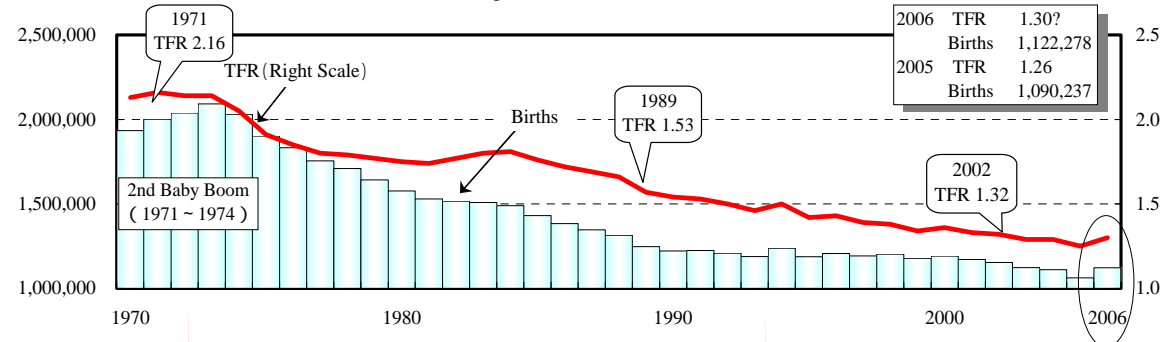
### Number of Marriages



### Number of Births

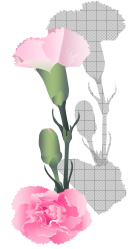


### Total Fertility Rate, Number of Births



Source: "Population Vital Statistics" Ministry of Health, Labour and Welfare

# Framework for Gender Equality in Japan



## **1946 The Constitution of Japan**

Article 14: All of the people are equal under the law and there shall be no discrimination in political, economic or social relations because of race, creed, sex, ...

## **1986 Law for Equal Employment Opportunity of Men and Women**

**1999 Basic Law for a Gender-Equal Society** enacted with unanimous approval of Diet.

## **2000 Basic Plan for Gender Equality**

First comprehensive and cross-cutting policy planning to enhance gender equality.

## **2005 Second Basic Plan for Gender Equality**

Promotion of comprehensive and systematic measures.

/Expand women's participation in policy decision-making process.

(For women, fill 30% of the leadership positions in all spheres of society by the year 2020.)

/Secure equal work opportunities and treatment for men and women.

· Revision of the Equal Employment Opportunity Law.

/Eliminate all forms of violence against women.



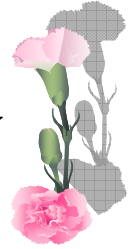
**Council for Gender Equality**

## **2006 Revision of the Equal Employment Opportunity Law**

/Introduction of the concept of and measures to eliminate indirect discrimination.



# The Basic Law for a Gender-Equal Society



## Five Basic principles

### **(Article 3) Respect for the 1946 The Constitution of Japan**

Formation of a gender-equal society shall be promoted based on respect for the human rights of women and men.

### **(Article 4) Consideration of social systems or practices**

Care should be taken so that social systems and practices have as neutral an impact as possible on selecting social activities.

### **(Article 5) Joint participation in planning and deciding policies, etc.**

Formation of a gender-equal society shall be promoted based on securing opportunities for women and men to participate jointly as equal partners in the society in planning and deciding policies of the State or local governments, or policies of private bodies.

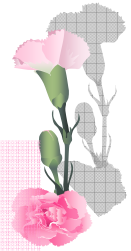
### **(Article 6) Compatibility of activities in family life and other activities**

Formation of a gender-equal society shall be promoted so that women and men can perform their roles smoothly as household members in home-related activities.

### **(Article 7) International cooperation**

In consideration of the close relationship between the internal promotion of the formation of a gender-equal society and efforts by the international community, formation of a gender-equal society shall be promoted based on international cooperation.

# Basic Plan for Gender Equality (Dec 27, 2005)



## **Expand women's participation in decision-making processes**

- Promote efforts to expand women's participation in every field, so that women will take at least 30% of the leadership positions in all fields of society by 2020.
- Encourage voluntary positive action to expand women's participation in every field of society.

## **Challenge support for female workers**

- Promote challenge support measures and create a one-stop information service.
- Enhance support measures to assist unemployed women to return to work (e.g., to be re-employed or start a business).
- Encourage companies to openly offer full-time and other positions to female workers who had left their prior jobs for child rearing or other reasons.

## **Secure equal opportunities and treatment between men and women in the field of employment**

- Examine measures to ensure substantial equal opportunities in the field of employment, and promote equal employment opportunities and treatment on the job.

## **Support the efforts of men and women to harmonize work with their family and community life, and review the types of employment**

- Conduct a significant and specific review of the types of employment for women and men to assist them in balancing work and family and/or community life.

## **Promote gender equality through the enrichment of education and learning**

## **Efforts to promote gender equality in new fields**

- Promote gender equality in new fields (e.g., science and technology, disaster prevention, disaster recovery, regional development, community renovation, tourism, and environment) that require new approaches to achieve gender equality.
- Expand employment opportunities for female researchers, and provide support measures to balance work and family.
- Formulate disaster prevention measures to address the different needs of women and men.
- Highlight successful examples of regional development in which women have participated.
- Expand women's participation in the field of environmental conservation.

## **Promote appropriate medicines that address the specific needs of women and men**

- Disseminate knowledge about appropriate medicines that addresses the specific needs of women and men among medical professionals, as well as citizens.

## **Gender-equal society for men**

### **Eliminate all forms of violence against women**

- Promote measures to protect and support victims of violence.
- Promote measures to prevent violence against women.

**Related measures will be formulated and implemented from a gender-equal perspective to promote gender equality in all fields**

# Gender Empowerment Measure and Human Development Index



Japan ranks 42nd out of 75 countries, the lowest among developed countries, in the GEM (Gender Empowerment Measure) that measures women's participation in political and economic life as well as in the decision-making processes. On the other hand, Japan ranks 7th out of 177 countries in the HDI (Human Development Index) that looks at important dimensions of people's well-being and human development.

## GEM (Gender Empowerment Measure)

GEM measures to what degree women take part in political and economic life and participate in decision-making. It tracks the share of seats in parliament held by women; of female legislators, senior officials and managers; and of female professional and technical workers; and the gender disparity in earned income.

1	Norway	0.932
2	Sweden	0.883
3	Iceland	0.866
4	Denmark	0.861
5	Belgium	0.855
6	Finland	0.853
7	Netherlands	0.844
8	Australia	0.833
9	Germany	0.816
10	Austria	0.815
11	Canada	0.810
12	USA	0.808
16	UK	0.755
24	Italy	0.653
42	Japan	0.557

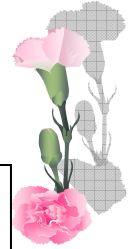
18 Singapore  
19 Argentina  
21 Costa Rica  
25 Lithuania  
33 Croatia  
35 Tanzania  
39 Peru ...

## HDI (Human Development Index)

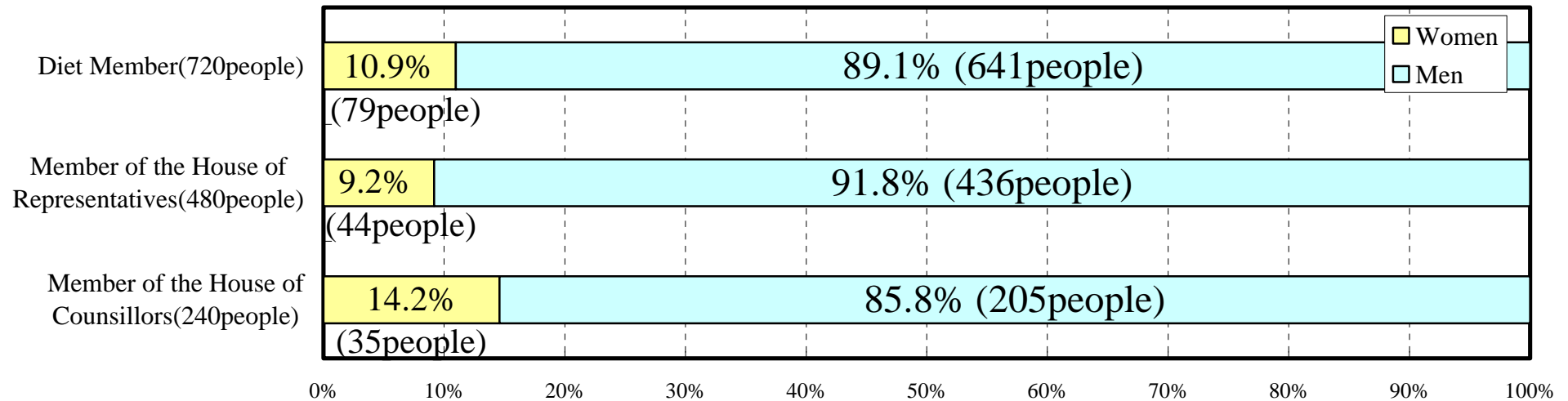
Measures well-being of people and the level of human development in a country by looking at life expectancy, education (adult literacy and gross enrolment rate) and a standard of living (measured by purchasing power parity).

1	Norway	0.965
2	Iceland	0.960
3	Australia	0.957
4	Ireland	0.956
5	Sweden	0.951
6	Canada	0.950
7	Japan	0.949
8	USA	0.948
9	Switzerland	0.947
10	Netherlands	0.947
16	French	0.942
17	Italy	0.940
18	UK	0.940
21	Germany	0.932

# Women's Participation in Politics



Women hold 10.9% of seats in the National Diet (79 out of 720 seats). In the House of Representatives, the share is 9.2% (44 out of 480) and in the House of Councilors the share is 14.2% (35 out of 240). Among political parties, the Liberal Democratic Party holds the largest number of women MPs in both Houses.



## Number of Woman Diet members

March 2007

	House of Representatives	House of Councilors	Total
Liberal Democratic Party	27	13	40
Democratic Party	9	11	20
Komeito	4	5	9
Communist Party	2	3	5
Social Democratic Party	2	1	3
Other	0	2	2

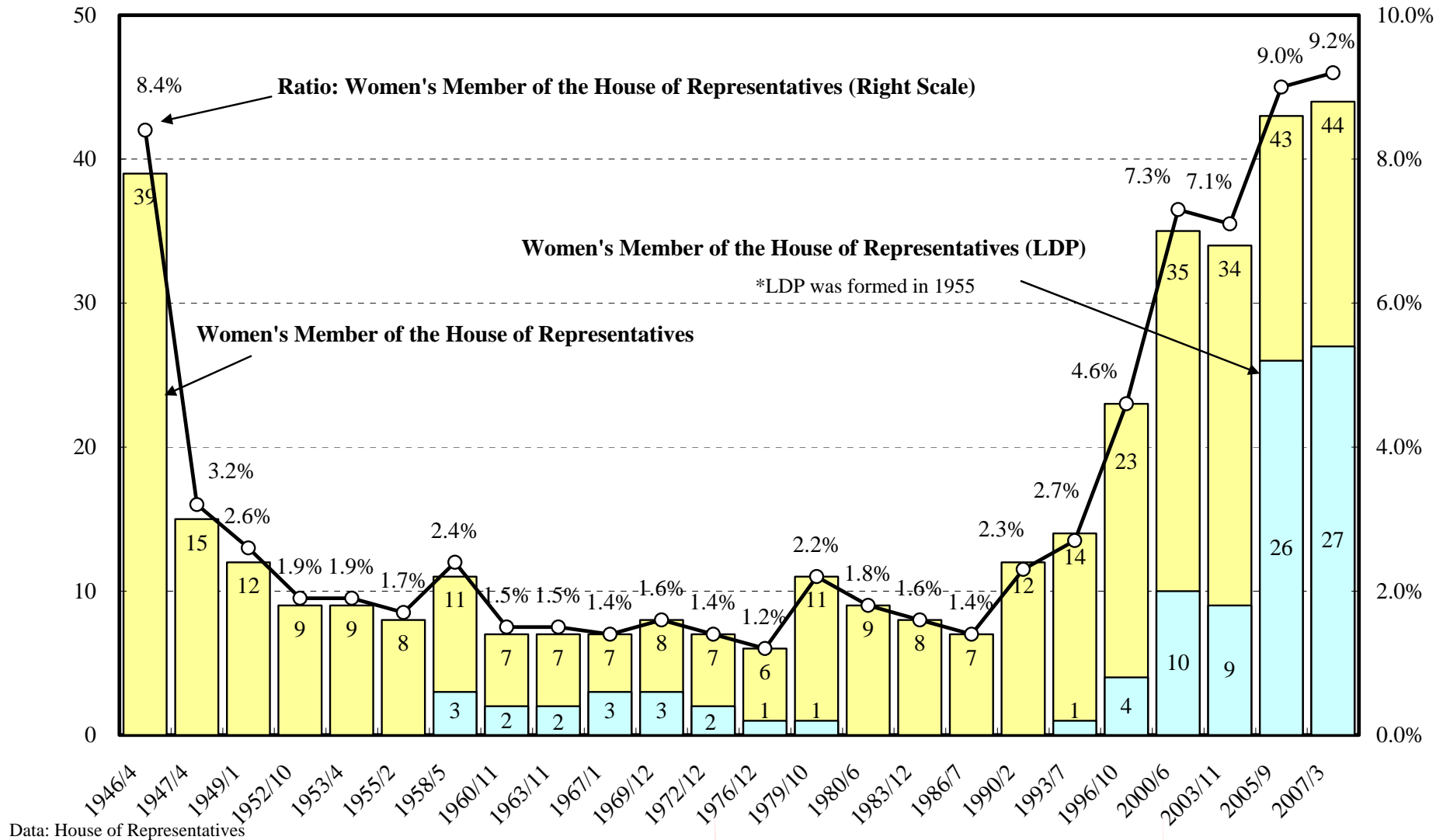
Data: House of Representatives

# Koizumi Taking Leadership in Promoting Gender Equality

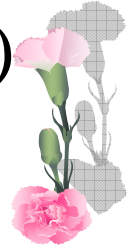


In the general election of September 2005 held under then-Prime Minister Koizumi, the share of seats in the House of Representatives held by women reached historic-high.

All of the 16 women who ran from the Liberal Democratic Party (LDP) won the election and the number of women MPs in the LDP marked the historic high at 26.



# The East Asia Gender Equality Ministerial Meeting (1)

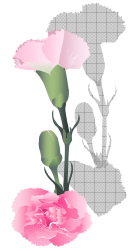


## HOD of 16 countries and 2 international organizations

Australia, Brunei, Cambodia, China, India, Indonesia, Japan, Korea, Lao, Malaysia, Myanmar, New Zealand, Philippines, Singapore, Thailand, Viet Nam, UNDP, UNESCAP

- The East Asia Gender Equality Ministerial Meeting was held on June 30 and July 1, 2006 in Tokyo, Japan.
- The Meeting was Chaired by Dr. Kuniko Inoguchi, Minister of State for Gender Equality and Social Affairs of Japan.
- This was the **first** East Asia ministerial-level meeting aimed to discuss the promotion of gender equality and the empowerment of women in this region.
- The Meeting was attended by 16 countries of East Asia and 2 international organizations.
- The Meeting unanimously adopted the **Tokyo Joint Ministerial Communiqué** which, among others, decided to continue the Ministerial Meeting process on **an annual basis**.
- Encouraged by the success of the East Asia Gender Equality Ministerial Meeting hosted by the Government of Japan, the Meeting resolved to **continue the Ministerial Meeting process on an annual basis**.
- The meeting agreed that the next meeting will be held in **India in 2007 and in Republic of Korea in 2008**.

# The East Asia Gender Equality Ministerial Meeting (2)



## Tokyo Joint Ministerial Communiqué (Main Points)

- ❶ Despite differences in economic development levels and cultural/religious and political contexts, an amazing level of consensus was achievable on points including the need to invigorate **national machineries and local focal points** for overcoming **feminization of poverty** and stereo-typical gender roles and socialization patterns, to build capacities for **gender statistics** and sex-disaggregated data, to promote **gender sensitive budgeting** to allow the consideration of gender perspectives into macro-economic and micro-economic frameworks.
- ❷ The Meeting agreed to **share best practices** for making progress towards women's empowerment and bringing about social transformation.
- ❸ The Meeting agreed that recognition of women's human rights, the promotion of their participation and **leadership in decision-making at all levels** and equal partnership between women and men are prerequisite to achieve gender equality and the advancement of women. The Meeting noted the necessity of concerted efforts, not only to benefit women but also to build a society that is equitable and sustainable.

