

Key topic

A Record 12.65% of Fathers in Japan Took Childcare Leave in 2020

MHLW's Basic Survey of Gender Equality in Employment Management

The Ministry of Health, Labour and Welfare (MHLW) announced the results of the FY2020 Basic Survey of Gender Equality in Employment Management on July 30, 2021. Its findings revealed that the rate of men taking childcare leave rose by 5.17 percentage points from the previous survey (7.48% in FY2019) to 12.65%, which is a new record high. The survey is conducted annually with the aim of grasping the actual circumstances of employment management regarding the equal treatment of men and women and balancing work and family life, asking companies and business establishments in all parts of Japan about their percentage of women in managerial positions, usage situation of the childcare leave system, and other matters as of October 1, 2020.

Company survey

Of the 6,000 companies (with 10 or more regular employees) targeted by the survey, number of valid responses were 3,326 companies (valid response rate, 55.4%).

Women account for 27.2% of regular employees

Looking at regular employees by career path, the percentage of women among regular employees was 27.2%, which was up 1.5 percentage points from the previous survey (25.7% in FY2019). Looking at these women by career path, 20.2% were *sōgō-shoku* (employees on the career track), 32.6% were *gentei sōgō-shoku* (employees on the career track with limited transfers, job changes, etc.), 35.4% *ippan-shoku* (employees on the clerical track), and 29.5% were in other career paths. The percentage of companies that hired new graduates in the spring of

2020 was 20.6%, down 0.6 percentage points from the previous survey (21.2%). Of them, 40.6% responded “hired both men and women,” which was the highest percentage among the responses. By hiring categories, 46.5% of companies responded “hired both men and women” for employees on the career track with limited transfers, job duties, etc., the highest percentage, followed by 40.0% that responded “hired only men” and 13.4% that responded “hired only women.” For employees on the career track with limited transfers, job duties, etc., the percentage of companies that responded “hired only men” was the highest at 53.5%, followed by 24.1% that responded “hired only women” and 22.4% that responded “hired both men and women.” And for employees on the clerical track, the percentage of companies that responded “hired only men” was the highest at 39.2%, followed by 33.2% that responded “hired only women” and 27.6% that responded “hired both men and women.”

The percentage of females at the department head level or higher is 12.4%

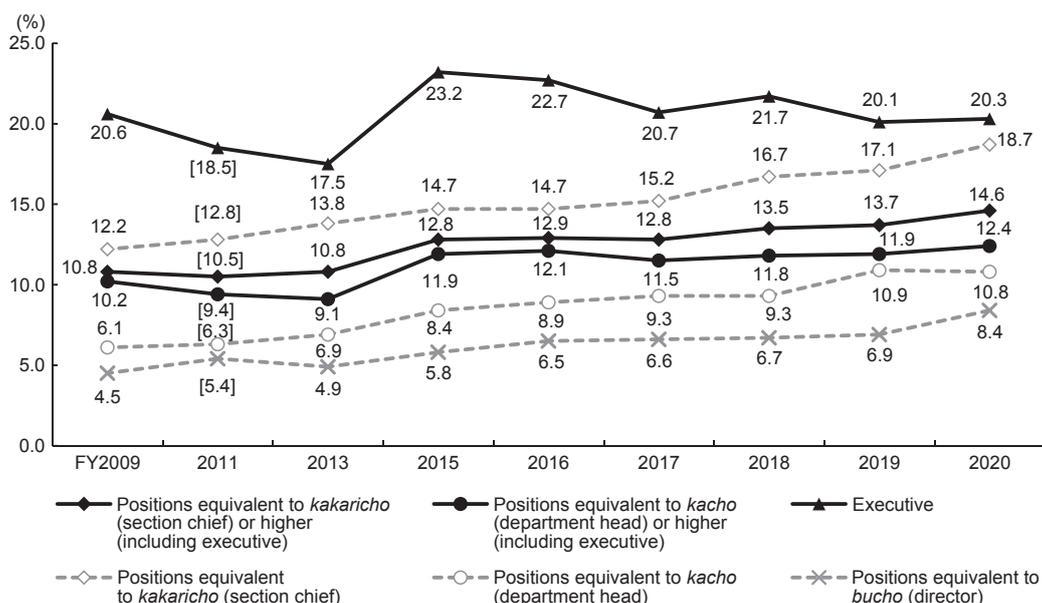
Looking at the percentage of female managers, that of females equivalent to *kacho* (department head) (including executives; hereinafter the same) or higher was 12.4%, up 0.5 percentage points from the previous survey (11.9%), and that of females equivalent to *kakaricho* (section chief) (including executives; hereinafter the same) or higher was 14.6%, up 0.9 percentage points from the previous survey (13.7%) (Figure 1). Breaking this down by position, the percentage of females in executive positions was 20.3% (20.1% in the previous survey;

hereinafter the same), in positions equivalent to *bucho* (director) was 8.4% (6.9%), in positions equivalent to department head was 10.8% (10.9%), and in positions equivalent to section chief was 18.7% (17.1%).

Regarding the percentages of females by business size, a trend is seen whereby smaller business sizes have higher percentages of female managers (Figure 2). By industry, the percentage of female managers is conspicuously high in “medical, health care and welfare” (49.0%), followed by “living-

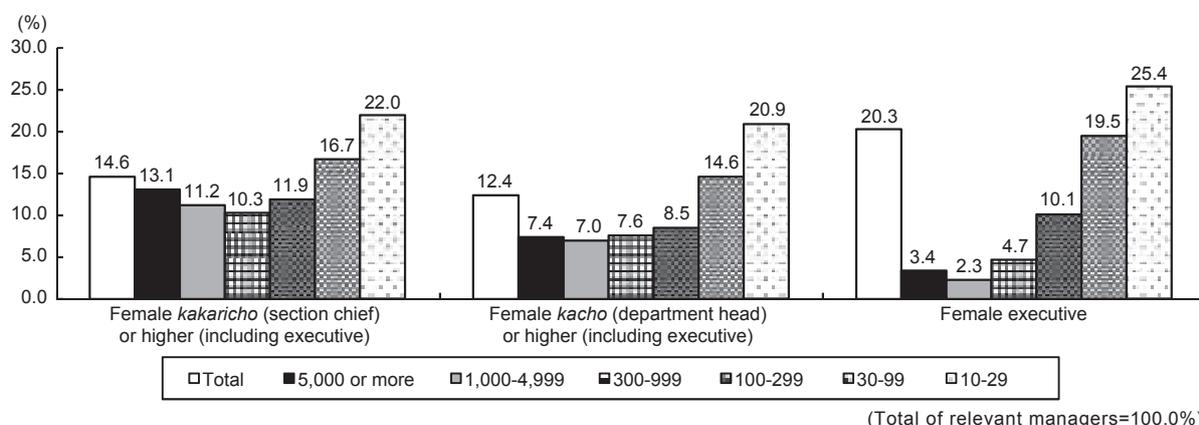
related and personal services and amusement services” (23.5%), “education, learning support” (22.5%), and “accommodations, eating and drinking services” (19.0%).

As for the percentage of companies with females in managerial positions, 52.8% (51.9% in FY2019) of the companies have female managers equivalent to department head or higher. The percentage of companies with female managers equivalent to section chief or higher is 61.1% (59.4% in FY2019).



Source: Ministry of Health, Labour and Welfare, “Basic Survey of Gender Equality in Employment Management.”
 Note: The figures in the brackets ([]) for FY2011 are percentages of all prefectures excluding Iwate, Miyagi, and Fukushima Prefectures.

Figure 1. Changes in the share of female managers by position (companies with 10 or more regular employees)



Source: Same as Figure 1.

Figure 2. Share of female managers by position (companies with 10 or more regular employees)

Roughly 80% of companies are working to prevent mobbing and workplace bullying

After the implementation of preventative measures became mandatory on June 1, 2020, with the enforcement of the Revised Comprehensive Promotion of Labor Measures Act, 79.5% of companies are “taking actions” with measures to avoid workplace bullying (known as “power harassment” in Japan). This figure was up 41.6 percentage points from the previous survey (37.9%). By business size, the percentages of companies taking actions to prevent workplace bullying were higher with larger business sizes, with the percentage being 100.0% in companies with 5,000 or more employees, 99.8% in those with 1,000 to 4,999 employees, 97.4% in those with 300 to 999 employees, 94.7% in those with 100 to 299 employees, 84.3% in those with 30 to 99 employees, and 74.7% in those with 10 to 29 employees. Looking at the content of prevention measures (multiple responses), the highest percentage (62.7%) was “clearly stating policy in writing (such as in work rules and collective agreements) and making it known.” This response was followed by “establishing a consultation or complaints office” with 49.4% and “taking necessary measures to protect the privacy of persons concerned and making those measures known” with 49.1%.

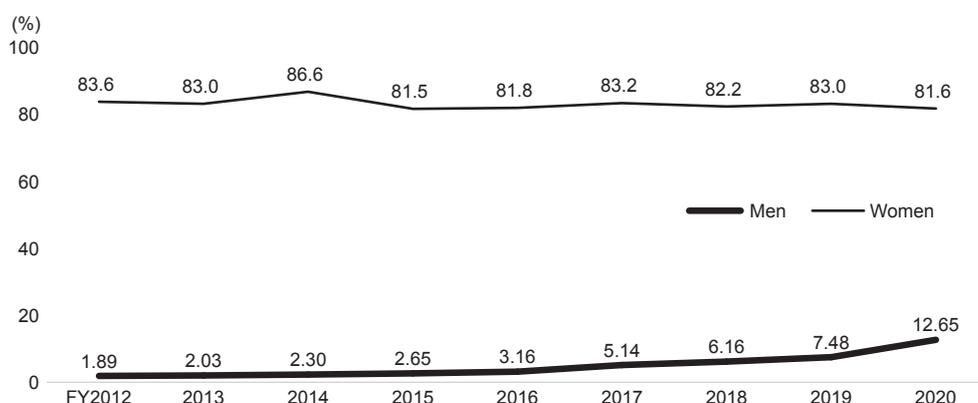
Business establishment survey

Of the 6,291 business establishments (with 5 or

more regular employees) targeted, number of valid responses were 3,591 establishments (valid response rate, 57.1%).

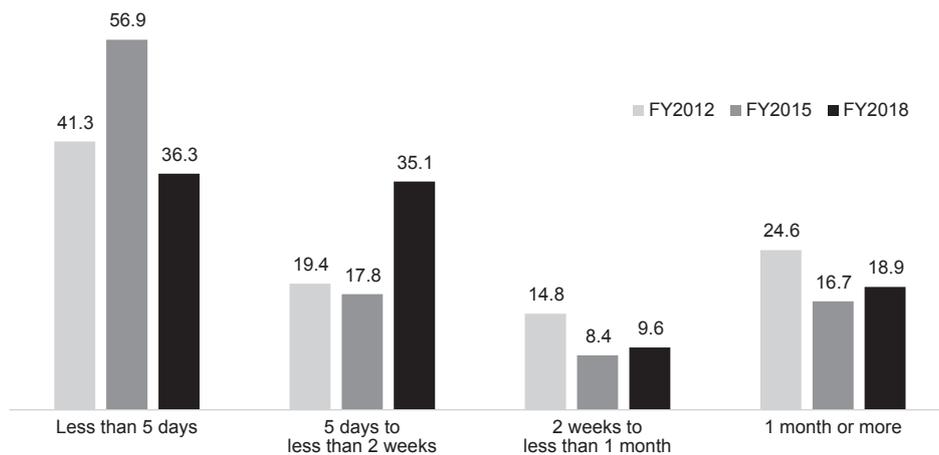
The childcare leave-taking rate is 81.6% for women and 12.65% for men

The business establishment survey reveals usage situation of childcare leave system. Among women who gave birth while still employed during the year between October 1, 2018, to September 30, 2019, the percentage of those who began taking childcare leave by October 1, 2020 (including those who applied for childcare leave) was 81.6%. This figure was down 1.4 percentage points compared to the previous survey (83.0%). On the other hand, among men whose spouses gave birth during the same period, those who began taking childcare leave by October 1, 2020 (including those who applied for childcare leave) was 12.65%, up 5.17 percentage points compared to the previous survey (7.48%) (Figure 3). A person in charge at MHLW states a view that legislation; the government’s ‘Ikumen’ Project (*ikumen* is a Japanese coined word referring to men who take an active role in childrearing), which encourages men to take childcare leave and balance their work and childcare; and subsidies may have had some effect on these results. Meanwhile, the childcare leave-taking rate among women with fixed-term contract workers was 62.5%, which was down 15 percentage points from the previous survey (77.5%). The same rate among men with fixed-term contract



Source: Same as Figure 1.

Figure 3. Changes in the childcare leave-taking rates of men and women (FY2012–2020)



Source: Same as Figure 1.

Note: Share of male employees returning to work after childcare leave by duration of leave. “Those who returned to work after childcare leave” refers to those who completed childcare leave and returned to work during the fiscal year preceding the survey.

Figure 4. Period of childcare leave taken by men (FY2012, 2015, 2018) (%)

workers was 11.81%, up 8.74 percentage points from the previous survey (3.07%). Figure 4 shows the period of childcare leave taken by men (FY 2012, 2015, and 2018).

Seventy percent of establishments have a reduced working hours system for childcare

The percentage of establishments that have a system to reduce scheduled working hours for childcare was 73.4%, which is up 1.3 percentage points from the previous survey (72.1%). Looking at establishments with reduced scheduled working hours system, 39.1% (38.4% in the previous survey; hereinafter the same) responded that the maximum available period for childcare leave is “while the child is under 3 years old.” This was followed by the responses that the system is available “until the child begins elementary school” with 21.6% (23.7%) and available “even after elementary school graduation” with 21.0% (14.7%). The total percentage of establishments indicating that the system is available “until the child begins elementary school,” after entering elementary school (including “until the third grade” and “until the graduation”), and “even after elementary school graduation” was 55.8% (54.0%). This percentage is 41.0% (39.0%) of all establishments (including establishments without the

system), up 2.0 percentage points from the previous survey. Looking at specific industries, the industries at the top in terms of percentage of establishments with systems were “finance and insurance” (96.9%) and “electricity, gas, heat supply and water” (95.7%). And a look at percentages by business size reveals that larger sizes have higher percentages of establishments with systems, with 99.2% for “500 or more employees,” 95.8% for “100 to 499 employees,” 89.4% for “30 to 99 employees,” and 69.8% for “5 to 29 employees.”

The use of flextime systems and teleworking lags within the 10% range

Looking at the introduction of measures to reduce scheduled working hours and other related systems (multiple responses), more than 60% of establishments responded “reduced working hours system” (68.0%) and “limitations on overtime work” (64.3%). Additionally, 39.3% indicated “applying earlier or later start/end times” and 24.2% indicated “measures equivalent to childcare leave.” On the other hand, the responses for “flextime system available for childcare” (15.0%) and “teleworking (working from home, etc.)” (10.0%) lagged behind in the 10% range.