

Low Fertility and Reconciliation of Work and Family Life in Japan

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Historical Background of two policies

~Low Fertility and Reconciliation of Work and Family Life ~

1989

“TFR 1.57 SHOCK”

1995 First Angel Plan

2003 Law for Basic Measures to Cope with Declining Fertility Society

Organized in a cabinet;
Committee for tackling
with Declining Fertility
Society

2007 Charter of Balancing between Work and Life

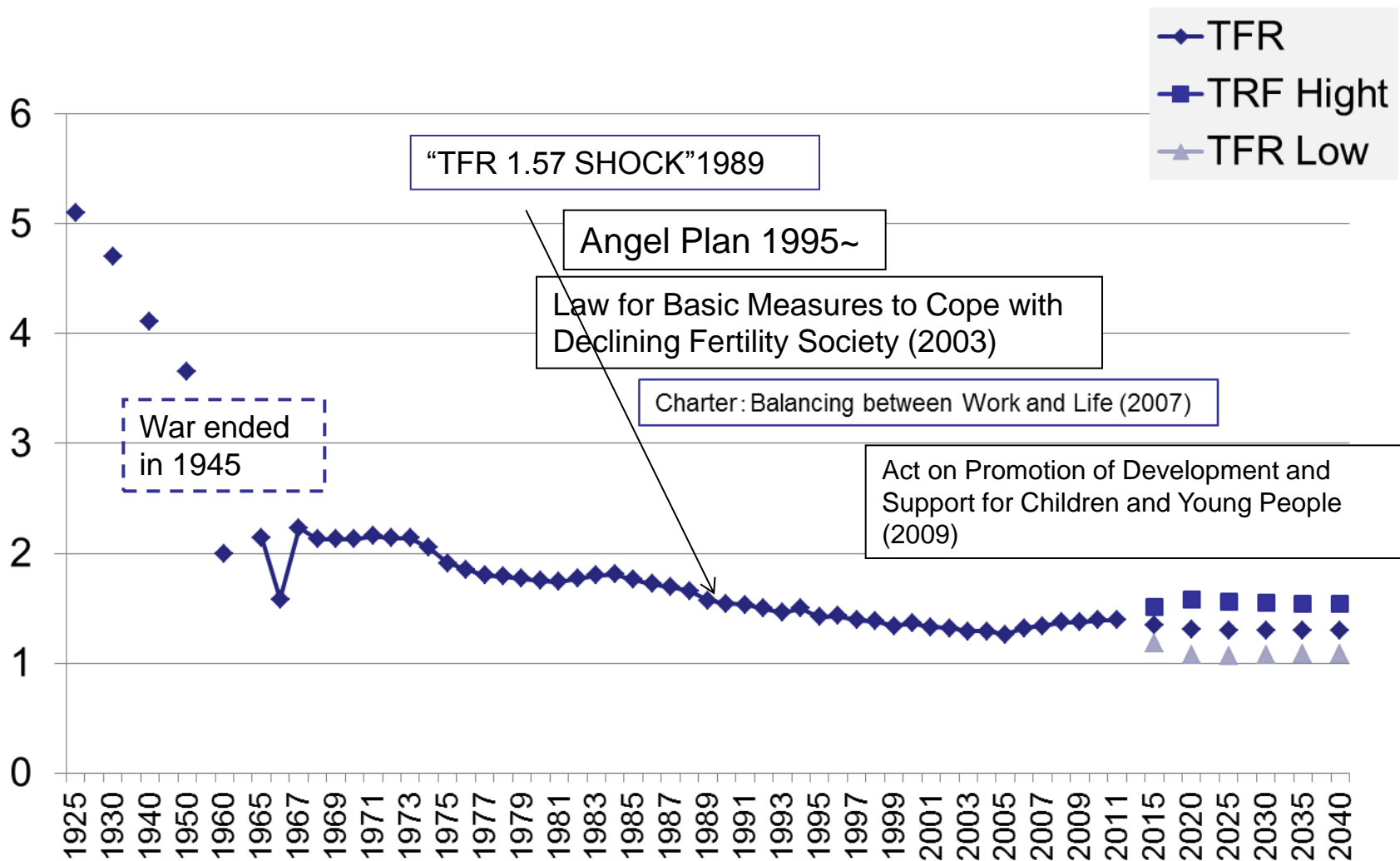
2012 New Measure by three Acts of supporting youth and childrearing

(Tax reform discussion)
Dec. 2012, Liberal
Democratic Party took
power over the
Democratic Party

2013 ABEnomix: “Japan Revitalization Strategy”

2014 <Consumption Tax 5% to 8% in April >

Figure 1 : Trends and Projections of Total Fertility Rate (TFR) in Japan



What was the meaning of “TFR 1.57 SHOCK” in 1989 ?

- Refers to the fact that the total fertility rate (TFR) in 1989 dropped below the previous low of 1.58 in 1966, after the War.
- Japanese government promoted the policy in connections with birth control and reduction of infant mortality rate after the War.
- Pro-Natal Policies is unpopular in Japan due to war time experience.



It was the turning point for the change in policy with declining fertility in Japan.

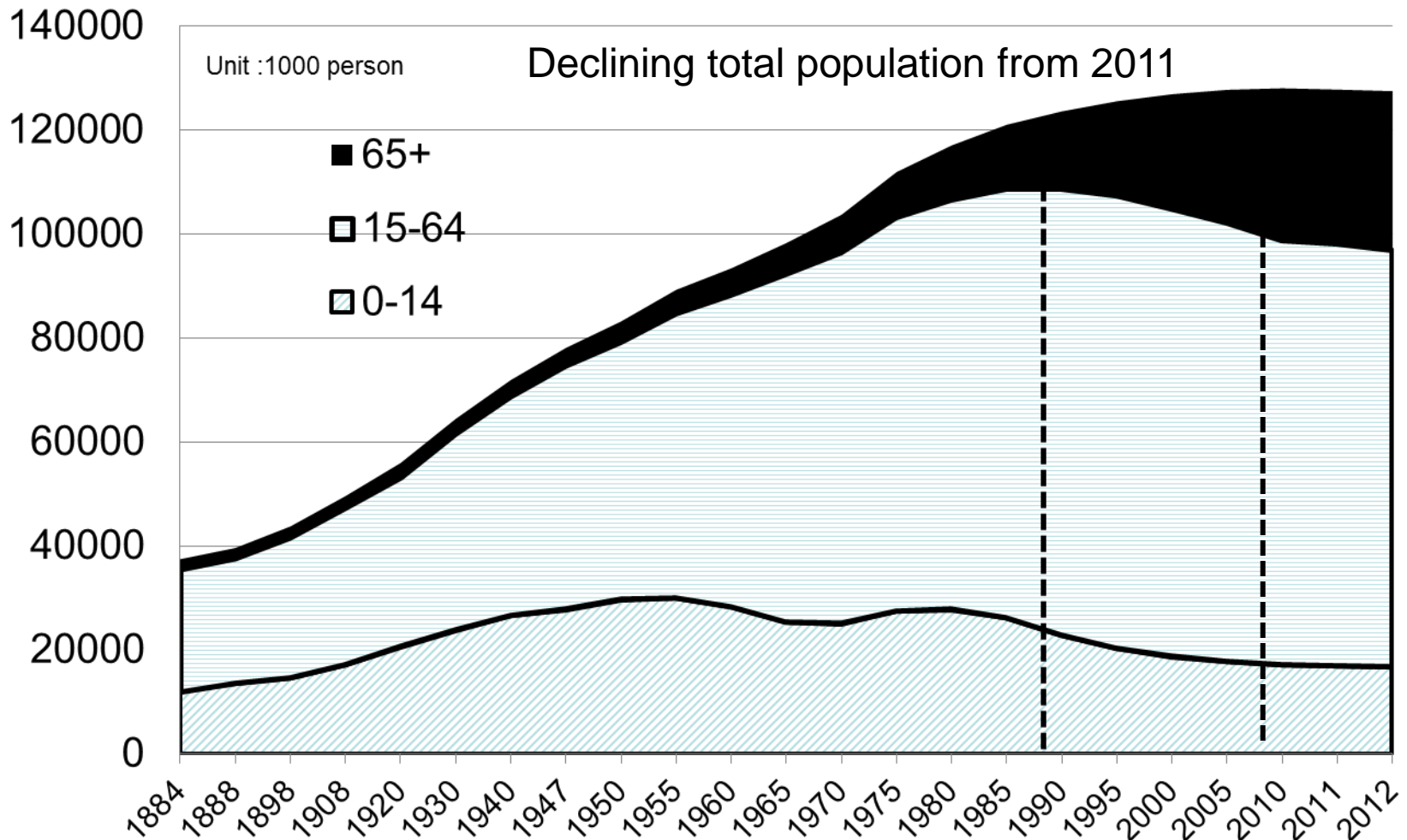
Low Fertility, Aging population, Population declining

- Not be “lowest-low fertility”* country [*Less than TFR1.30]

TFR (2011) 1.39  (2012) 1.41

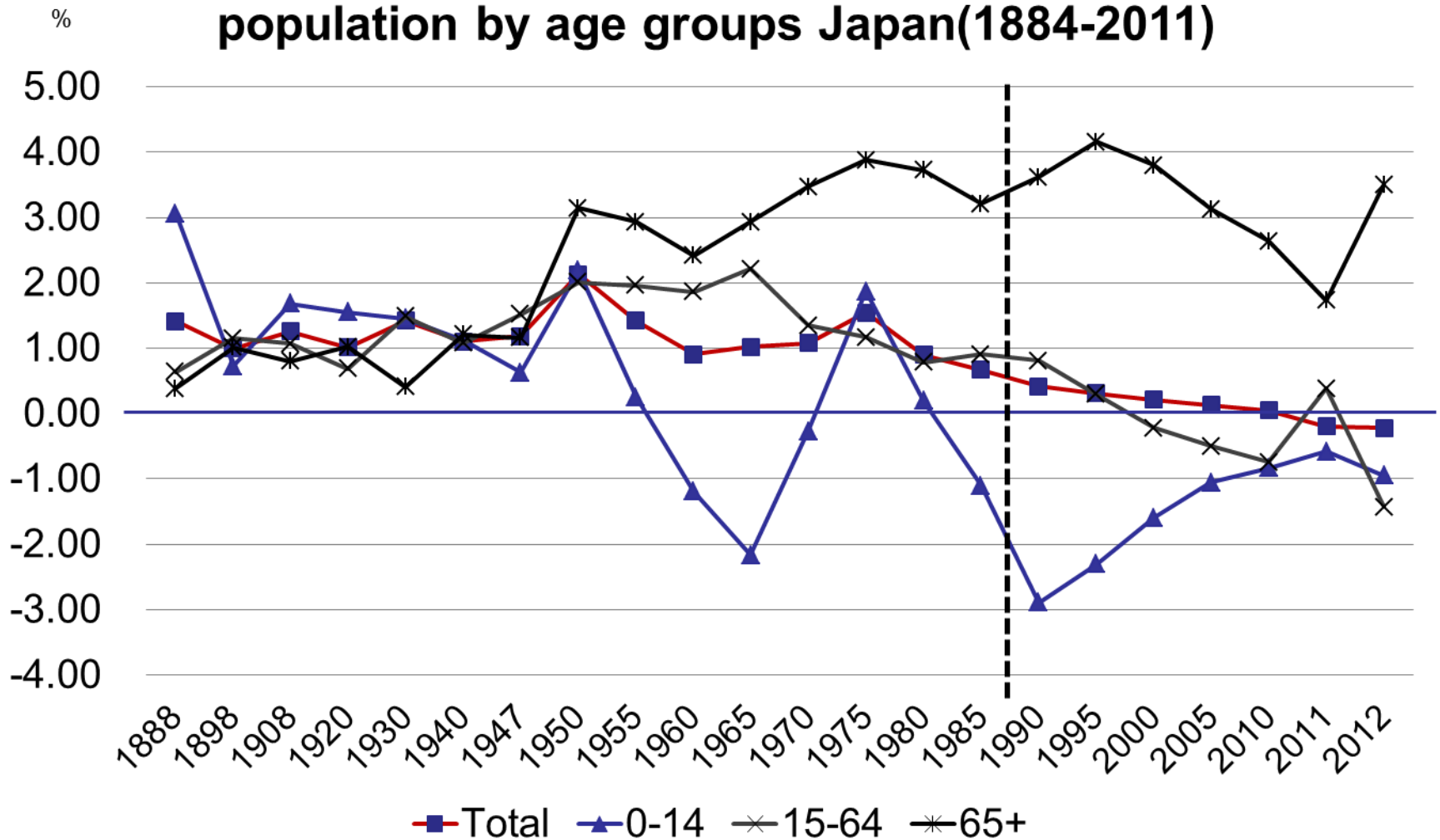
- Total Population in Japan started declining in 2008
- Need to keep Sufficient number of Labour Force (For the sake of Financing Ageing Society, Sustainable Economic Growth)
- Need to consider the Oldest-Old (75+) Population to support by society

Figure 2: Population Trends by three age groups (1884 to 2012)



Source: IPSS Population Statistic 2013

Figure3 :Average Annual rate of change in population by age groups Japan(1884-2011)



Source: IPSS Population Statistic 2013

Policy should have dealt with Demographic change earlier, maybe at the 1960's

- In a developed nation, Population Projection for the next 25 years are more likely to be so.
- We do not wish to return Pro-Natal Policies
- We encourage people to marry and have children
- Reducing negative conditions which make people not to marry and not to have children



Reconciliation of Work and Family Life

Key Performance Indicators of Reconciliation of Work and Family Life

1. Rate of labour force participation
2. Rate of increase in labour productivity per hour
3. Temporary employees ('Freeter' in Japanese)
4. The share of companies where employees and employers have negotiated working hours
5. The ratio of employees working more than 60 hours per week
6. The ratio of employees who use paid holidays
7. The ratio of firms which provide a mental guidance to own employees
8. The number of employee who can work at home ('Tele workers')
9. The ratio of firm where employees can work shorter time as regular employees
10. The ratio of Labour force population who access to self trainings
11. The ratio of women who continue to work after the first child birth
12. The ratio of child care service
13. Male access to parental leave
14. Average hours of house keeping and childrearing spent by male who have children younger than 6

KPI for Reconciliation of Work and Family Life (1)

KPI(1) Rate of Female labour force participation

Under the Charter of Balancing between Work and Life , Set Key Performance Indicators (KPI)

14 KPI set up to today

	Starting point		Current		Goal (2020)
Age 20-64	74.7%	2010	74.8%	2011	80%
Over 15	56.6%	2010	56.6%	2011	57%
20-34	73.7%	2010	74.2%	2011	77%
25-44	64.9%	2006	66.8%	2011	73%
60-64	52.6%	2006	57.1%	2011	63%

KPI(11) The ratio of women who continue to work after the first child birth

Starting point		Current		Goal (2020)
38.0%	Average (2000 - 2004)	38.0%	Average (2005 - 2009)	55%

KPI for Reconciliation of Work and Family Life (2)

KPI(5) The ratio of employees working more than 60 hours per week

Starting point		Current		Goal(2020)
10.8%	2006	9.1%	2012	5%

KPI(6) The ratio of employees who use paid holidays

Starting point		Current		Goal(2020)
48.1%	2010	49.3%	2011	70%

KPI(9) The ratio of firm where employees can work shorter time as regular employees

Starting point		Current		Goal(2020)
13.8%	2010	20.5%	2011	29%

KPI for Reconciliation of Work and Family Life (3)

KPI(12) The ratio of children who use child care service

	Starting point		Current		Goal(2020)
Nursing care (younger than 3 years old)*	20.3%	2007	25.3%	2012	44% (2017)
After school day care service for lower grade pupils in elementary schools **	19.0%	2007	22.9%	2012	40% (2017)

*Compared to the population age 0 to 2

** Compared to the population of 1st to 3rd grade in a elementary school

KPI(13) Male access to parental leave

Starting point		Current		Goal(2020)
0.5%	2005	2.63%	2011	13.0%

KPI(14) Average hours per day of house keeping and childrearing spent by male who have children younger than 6

Starting point		Current		Goal(2020)
60 minutes	2006	67 minutes	2011	150 minutes

“M-shaped carve problem”

Target: Boost the employment rate of women (aged 25-44) to 73% by 2020 (currently 66%)

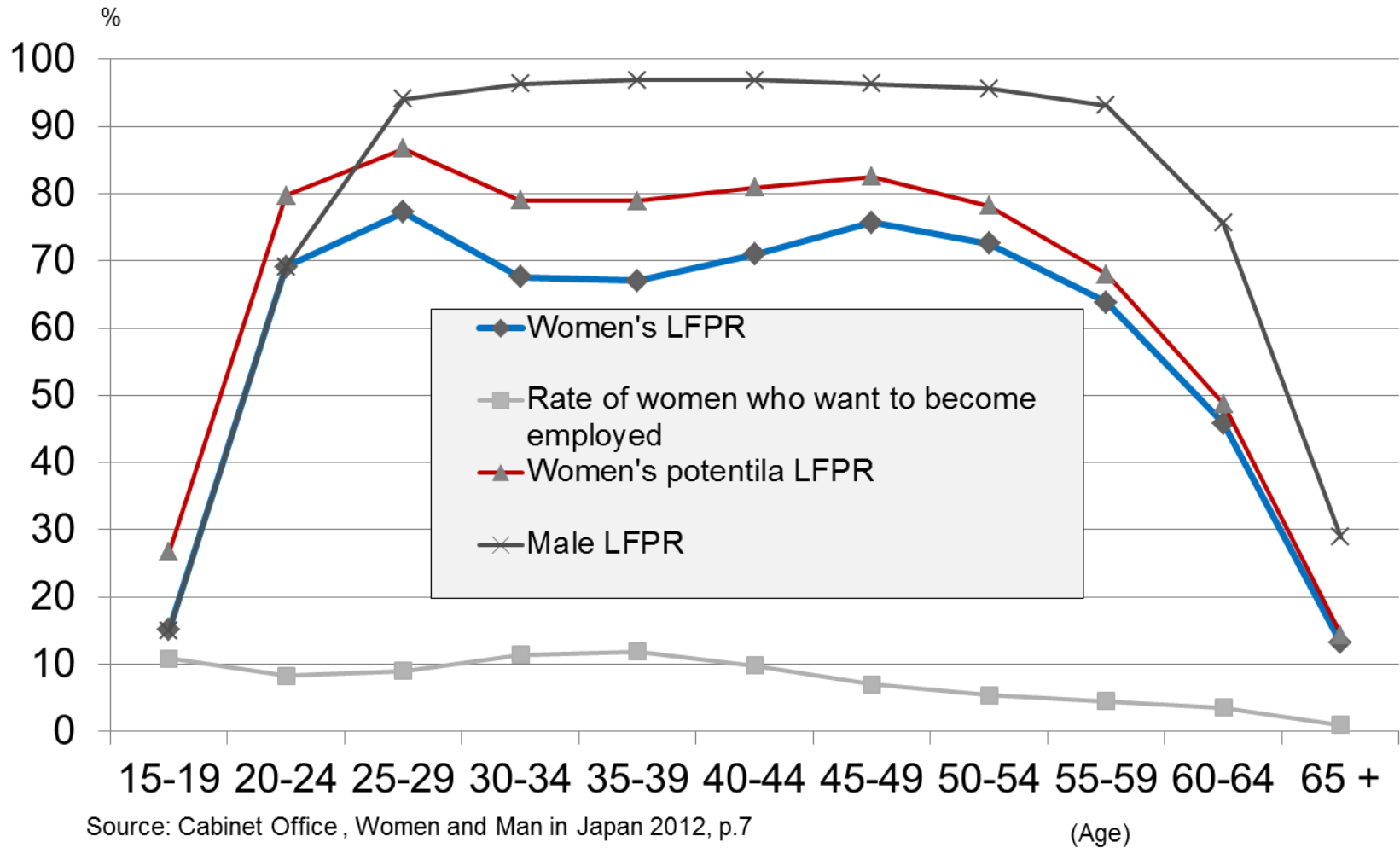
“Plan to Accelerate the Elimination of Childcare waiting lists”

Prepare childcare arrangements for additional about 200,000 children over the next two years. Aim for the elimination of childcare waiting lists, without ignoring the quality, by securing childcare arrangements for another about 400,000 children by the end of 2017, in which year childcare demand is projected to hit its peak.

To support company initiatives that promote women’s active participation and enhance companies’ workplace environment, urge companies to employ more women in managerial positions and as officers and promote disclosure of information. Support companies that promote women’s active participation, **balancing of work and childcare**, and skill enhancement during childcare leaves and after resuming work.

June 2013, Cabinet Office of Japan, “Japan Revitalization Strategy”
ABEnomix

Figure 4 : Women's Potential Labour Force Participation Rate (LFPR) by Age Group (2011)



The Basic Concept of the Growth Strategy and Low Fertility and Reconciliation of Work and Family Life

The new strategy known as ‘ABEnomix’ set a goal for the society of participation by all.

The Basic Concept of the Growth Strategy was announced in June 2013 as “Japan Revitalization Strategy”. There are three plans and “Industry Revitalization Plan” is one of them. Among the Plan, Promoting active participation by women is stated as underneath.

(Creating women-friendly work environments and restoring vitality to society) In particular, it is essential for the “power of women” – Japan’s greatest potential which had not been leveraged fully to date – to be fully utilized. This is critical from the standpoint of securing human resources who will support the new growth sectors amid concerns over the decreasing workforce population due to the declining birthrate and aging population.

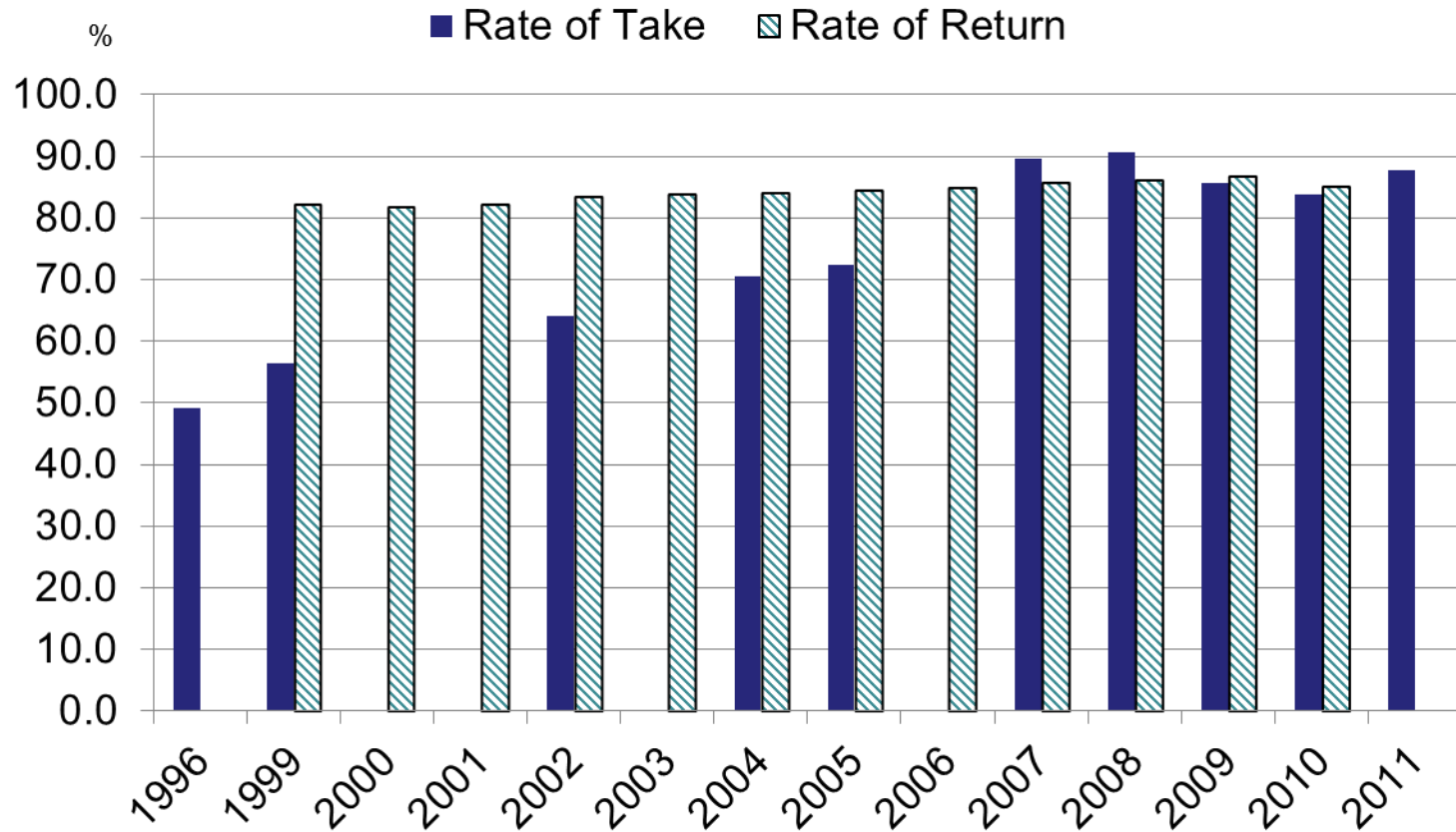
New Measures by three Acts of supporting youth and childrearing

- A part of revenue gain as a result of consumption tax rate up (5% to 8%to 10%) by 2015
- ◆ Approximate 700 billion yen + 300 billion yen from other tax = 1,000 billion yen

New measures: Starting from April 2015

1. New type of daycare center with quality assurance
2. Improving Community daycare service, After school, counseling
3. the Elimination of Childcare waiting lists

Parental Leave for women



Source: Ministry of Health, Labor and Welfare

Improvement of Parental Leave Scheme for employees

	Started in 1995	Updated in 2000	Updated in 2007	Updated in 2009
Share to Pay	25%	40%	50%	50%
	20% during leave, 5% when returned	30% during leave, 10% when returned	30% during leave, 20% when returned	50% during leave

Updated in 2009:

Additional 2 months leave are given if a father takes parental leave.

If a father takes maternity leaves within 8 weeks of child birth, he can also take parental leaves.

Male employees whose wives are not in labor force also can take parental leave.

Thank You

The mark is given to the firm or employer that was certified as good to support childrearing of own employees.

“KURUMIN”

