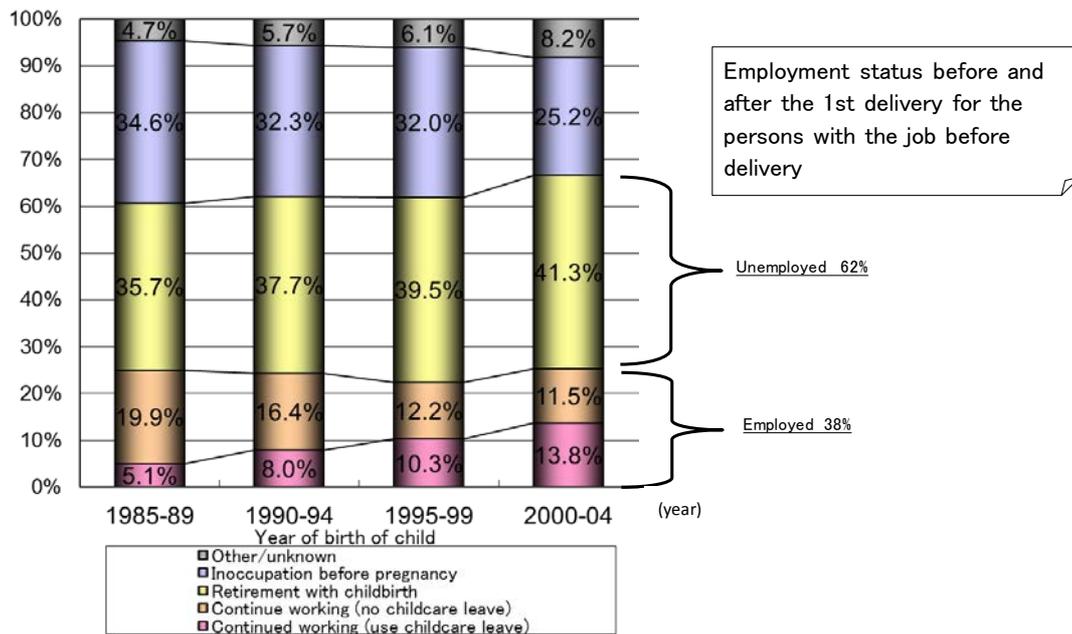


(Women employment after having a baby remains severe)

When an employment surrounding the employment of the women is reviewed, approximately 60% of the women who were working before delivery have left their work after delivery. Further, the percentage of the women taking a maternity leave has shown a tendency of steady increase (in 2009, it was 85.6%). However, when the percentage of women who continue to work without taking the leave is taken into consideration, the percentage of women who continue to work after delivery hasn't changed much in these 20 years. Continuing working for a woman having a baby is still severe.

Figure 1-2-18: Wife's employment history before and after the birth of the first child, by year of childbirth

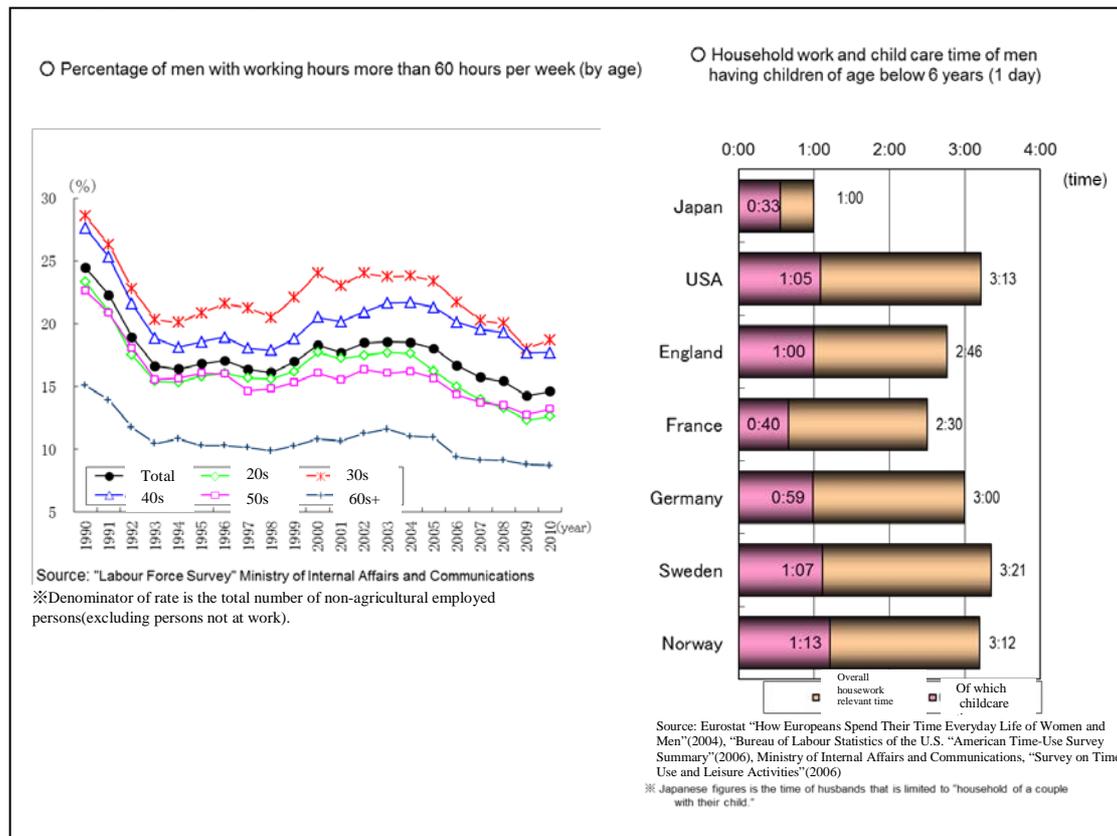


Data: "The 13th basic research trends in birth (Survey Husband and Wife)" by National Institute of Population and Social Security Research.

(Long working hours for men of the childcare generation)

At any age, there is a downward trend since 2005 for people with long working hours of more than 60 hours per week for men. However, in the parenting period for 30's males, it has become the highest level compared to other age groups, with 1 person out of 5 people working more than 60 hours per week. In addition, if the childcare time is compared with other countries field, it is found that the childcare time for the men having a child below 6 years of age is only 30 minutes in a day on an average, which is half when compared to European countries. Even after adding the time of household work, it is found that the time consumed for the household work and child care by the men of the child caring generation of Japan is only 1 hour in a day on an average. When this was compared to the European countries, it is only 1/3rd of that of the European countries; it shows that the participation of the men in the childcare is not making a progress.

Figure 1-2-19: Long working hours of men in child-rearing generation



5. International Comparison of Family Related Social Expenses

It has been pointed out that Japan, as compared to the European countries, has the low financial support of the entire family policy through the cash benefit, and benefit in kind. When the family related social expenditure of GDP is compared, Japan is at 0.79% (2007), which is about 1/4th when compared to European countries such as France or Sweden.

Figure 1-2-20: Comparison of the ratio of family related social expenditures to GDP in each country (2007)

