

Source: "Employment Status Survey" (2007), Statistics Bureau, Ministry of Internal Affairs and Communications

(Differences in family formation status by forms of work)

The percentage of married people in atypical employment is low, such as in men 30-34 years of age, the percentage of married people in atypical employment is about half of those who are working full-time, possibly suggesting that the ratio of having a family varies due to the differences in the types of work.

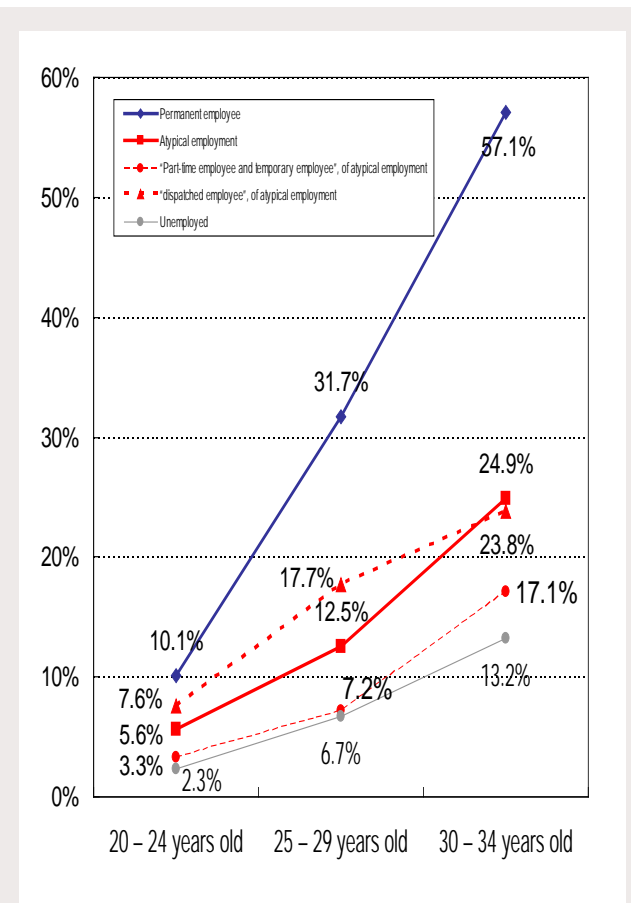
(Women employment after having a baby remains severe)

A look at the employment environment for women shows that 54.1% of women who worked one year before giving birth left employment, a decrease of 13.3% compared to 67.4% in 2001. In the meantime, 86.0% of women show the will to work in one way or another, irrespective of the mode of employment, such as part-timer, full-timer and others.

(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 40 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 is 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.

Fig. 1-1- 10 Percentage of married men by mode of employment



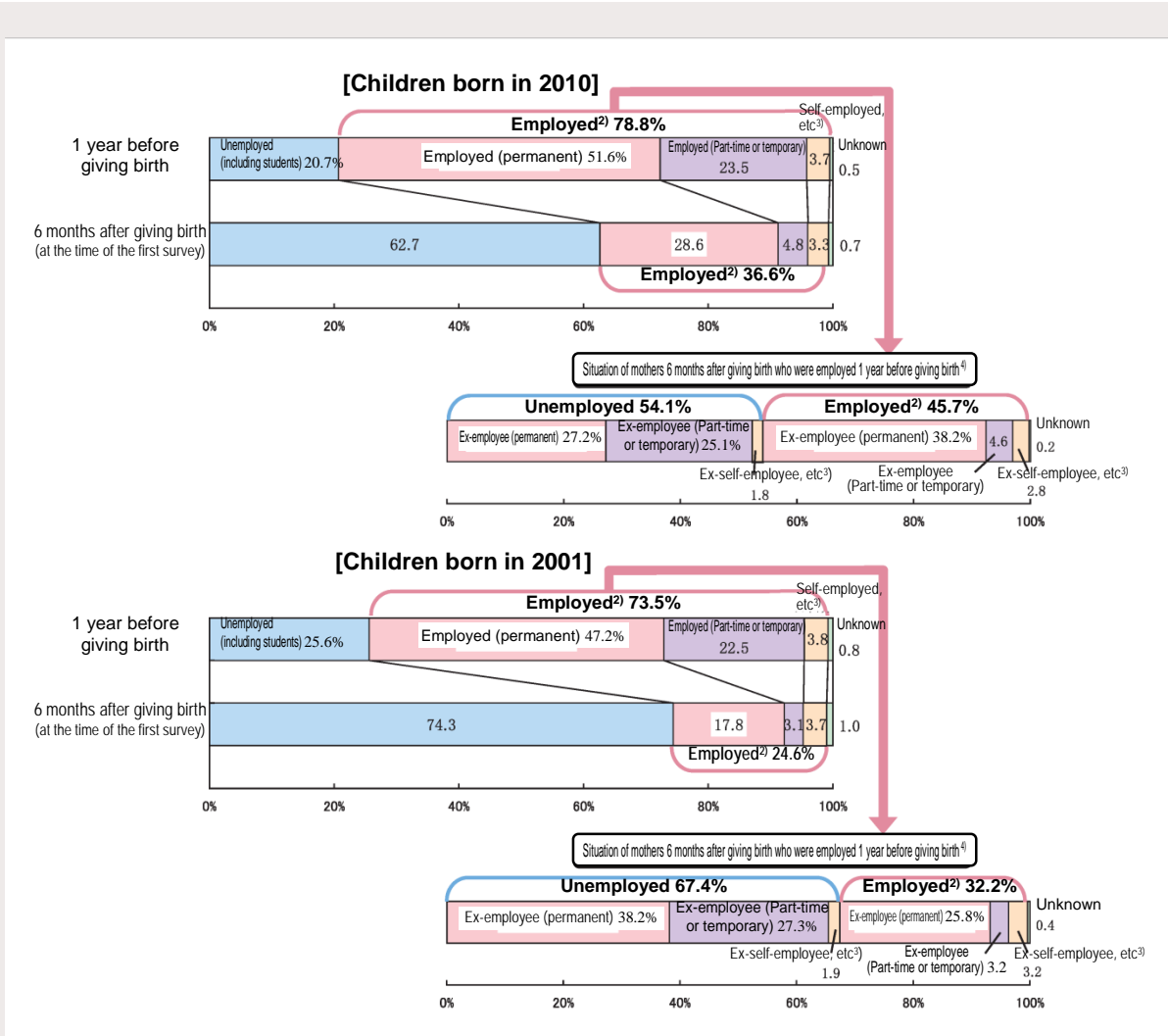
Source: "Employment status of young people, and the current status of career and vocational skills development" (2009), Japan Institute for Labour Policy and Training

Note: The classification of the employment status is based on the definition of the "Employment status of young people, and the current status of career and vocational skills development" below:

- Atypical employment: Employees working under other permanent employee, such as part-time employee, occasional staff, dispatched employee of worker dispatching companies, contract employee, temporary employee and others.

Fig. 1-1-11

Employment status of mothers at 6 months after giving birth to a child by employment status at one year before giving birth

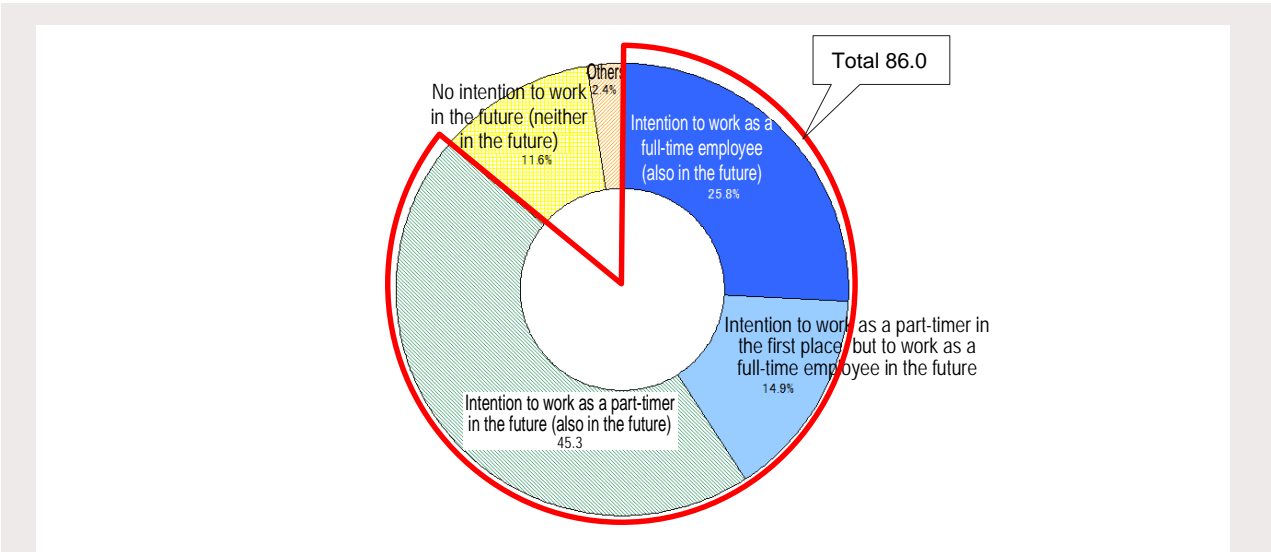


Source: "First Longitudinal Survey of Babies Born in the 21st Century (Children born in 2010)", Ministry of Health, Labour and Welfare

Note:

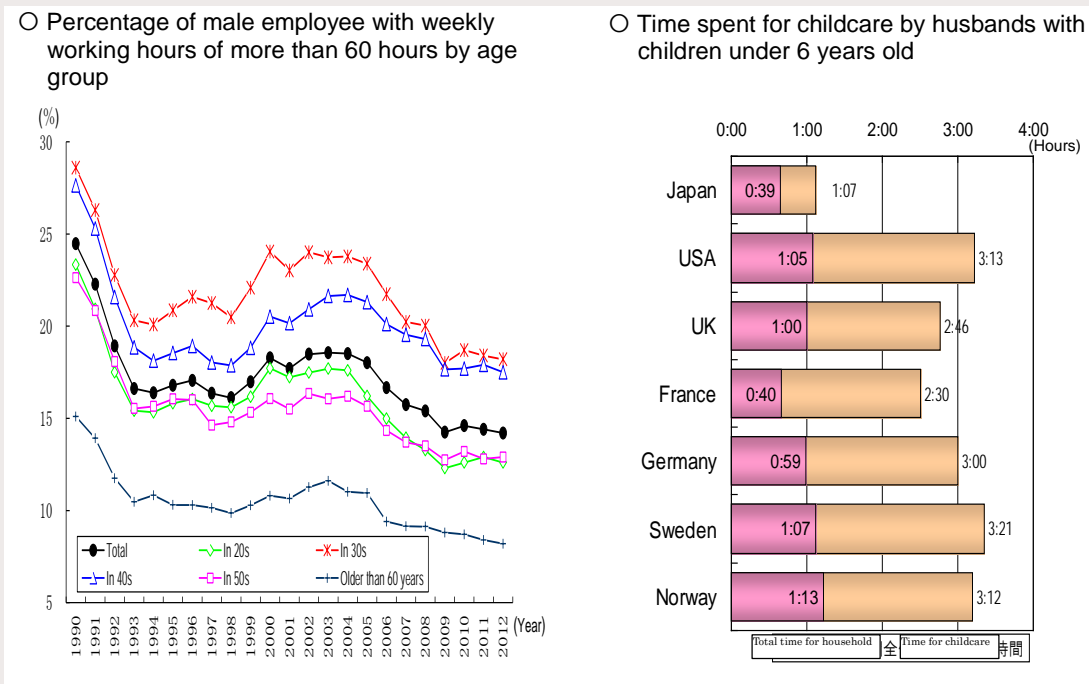
- 1) Of the respondents of the first survey (a total of 38,554 in the survey of the "Children born in 2010" and 47,010 in the survey of the "Children born in 2011"), only those who live with their mothers and one son/daughter (only him/herself) are calculated (a total of 18,100 in the survey of the "Children born in 2010" and 22,914 in the survey of the "Children born in 2011")
- 2) The "employed" includes those who are on childcare leave and others.
- 3) The "self-employee, etc." includes "self-employed business, family business," "sideline work" and "others."
- 4) The "Situation of mothers 6 months after giving birth who were employed 1 year before giving birth" is calculated with the number of those "employed" 1 year before giving birth (a total of 14,261 in the survey of the "Children born in 2010" and 16,852 in the survey of the "Children born in 2011").

Fig. 1-1-12 Intentions of wives to get to work



Source: "Research report on child-rearing environment in rural and urban communities" (2010), Cabinet Office

Fig. 1-1-13 Long working hours of men in child rearing years



Source: "Labor Force Survey", Ministry of Internal Affairs and Communications

- ※1 The figures represent the percentage over the total of non-agriculture and forestry employee (except those on leave).
- ※2 The figures of 2011 are the results of all the prefectures except Iwate, Miyagi and Fukushima prefectures.

Source: "How Europeans Spend Their Time Everyday Life of Women and Men" (2004), Eurostat, "America Time-Use Survey Summary" (2006), Bureau of Labor Statistics of the U.S. and Social Life Survey" (2011), Ministry of Internal Affairs and Communications

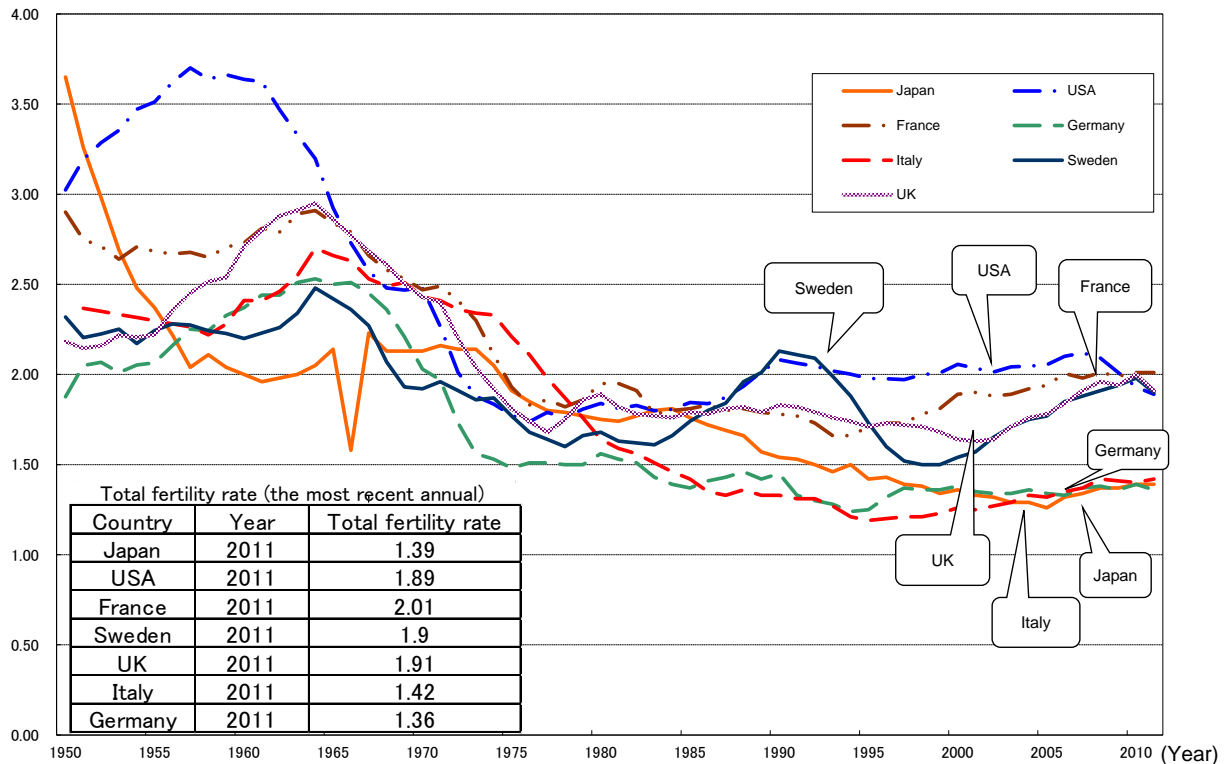
※The figures of Japan are based on "households of parents and children."

5. Comparison with Foreign Countries

(Situation in the birthrate in Foreign Countries)

A review of the total fertility rate of major countries (US, France, Sweden, England, Italy, and Germany) reveals that until the 1960's all the countries were at the level of 2.0 or above. Thereafter, there was an overall downward trend from 1970 to 1980. Since around 1990, the birth rate differed among the countries and there are also countries which show recovery in the rates.

Fig. 1-1-14 Trends in total fertility rates in major countries (USA and Europe)



Source: Data of Europe until 2008 are based on EU "Eurostat," Council of Europe "Recent demographic developments in Europe" and United Nations "Demographic Yearbook" and since 2009 are based on data from statistics institution of the respective countries. Data of USA until 2007 are based on US Department of Health and Human services "National Vital Statistics Report" and United Nations "Demographic Yearbook", US Census Bureau and in 2008 "The Social Report 2010". Since 2009, data of statistics institutions of the US government are used. Data of Japan are based on the "Vital Statistics", Ministry of Health, Labour and Welfare.

(International Comparison of Family Related Social Expenses)

It has been pointed out that expenditure (including cash benefits and benefits in kind) of GDP is compared, Japan is at 0.96% (2009, which is about 1/3th when compared to European countries such as France or Sweden.