

The Act on Promotion of Women's Participation and Advancement in the Workplace

Purpose

This act aims to promote the participation and advancement of women in labor force based on principles below;

- Provide actively and exploit opportunities to hire and to promote women.
- Improve an environment where women and men can balance work and family life.
- Respect woman's choice with regard to her balance between work and family life.

Key Point of the Act : To Devise Action Plans

- Government agencies, local government and private sector corporations with more than 300 employees will be imposed the following on, with the guidelines by the national government.
 - Collect and analyze the data on issues of gender and employment.
 - 【examples】
 - ① rates of female employees newly hired
 - ② gender gap about years of continuous employment
 - ③ working hours
 - ④ rates of female managers
 - Devise and disclose action plans to improve gender equality with concrete objectives and measures based on these analyses.
 - Announce the data regarding women's participation and advancement.
- The national government will certify the private sector which makes a good practice.

Others

- The rule of devising action plans will be put into effect on April 1, 2016.
- This act will be enacted as temporary legislation with a ten-year term limit.