

Nonetheless, there are many issues which need to be resolved. Among the issues in relation to company rules, focus should be placed on the seniority and family wage, retirement pensions of standard workers versus market wage and short work term contract of non-standard workers. Examination into tax and social security system is also needed - work adjustment is prevalent among married part-time workers, who are eager to avoid tax and social security fee payment while enjoying the marriage benefit of being a dependent. As well, the marriage benefit is given generously to those with annual income of less than 100 million yen.

I also propose the government to increase subsidized places for children under 3 to be about 30 percent of children in those age groups especially in the urban area. The percentage is much lower in the metropolitan areas of Tokyo and Osaka. At the same time I propose that the government, employer organization and labor unions to co-ordinate short hours work with better working condition.

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Table 1 Average Tenure of Male and Female Workers

	1980	1985	1990	1994	1998
Male	10.8	11.9	12.5	12.8	13.1
Female	6.1	6.8	7.3	7.6	8.2
Female Part-time workers	3.3	3.9	4.5	4.9	4.8

(Soruce) Ministry of Labor Wage Census

Table2 Average Wage Difference between Sexes For Regular Workers

	wage difference				
	1980	1985	1990	1995	1998
Female/male	59%	60%	60%	62%	64%

(Soruce) Ministry of Labor Wage Census

Table 3 Increase in Non-standard Job

	1994	1999
Percentage of non-standard jobs (Average of Both Male and Female)	22.8	27.5%

Table 4 Diversification in the Type of Employed Workers(1999)

	Standard Workers	Workers On Contract	Temporary Workers	Part-time	Shukko	Dispatched Workers	Others
Male	85.1	2.1	1.8	20.3	1.3	1.1	0.7
Female	53.0	2.6	2.0	39.6	0.4	1.8	0.6

(Soruce) Ministry of Labor *Shugyo Keitai no Tayouka ni Kanusuru Chosa*
(Survey on the Diversification of Status of Workers)

Table 5 Shortage of Governmentally Subsidized Day Care Centers at Selected Large Cities

(2001)

	Percent of Children in Non-Approved Day Care Places	Percent of Children on Waiting Lists to Places in Approved Day Care
Sapporo	26%	0.9%
Sendai	34%	6.8%
Chiba	14%	1.6%
Yokohama	27%	7.9%
Kawasaki	28%	11.4%
Nagoya	4%	1.8%
Kyoto	5%	2.3%
Osaka	7%	5.7%
Kobe	13%	8.9%
Hiroshima	7%	1.4%
Kitakyushu	8%	0.9%
Fukuoka	8%	2.2%

(Source) Ministry of Health, Labor and Welfare

Table 6 Firms and Enterprises with Child Care Leave Provision

(%)

Year	1971	1973	1974	1976	1978	1981	1985	1988	1990	1993	1996	1999
Firms with more than 30 employees	2.3	4.3	5.7	6.3	6.6	14.3	14.6	19.2	21.9	50.8	61.0	77.0

(Source) Ministry of Labor *Joshi Koyo Kanri Chosa*

Table 7 Workers Who had Babies and Used Child Care Leave

(%)

		1993	1996	1999
Firm size 5 -, total		n.a	49.1	56.4
Firm size 30-, total		48.1	44.5	57.9
Firm size more than 500		47.4	64.5	76.3
Firm size 100-499		44.7	29.2	71.4
30-99		52.1	68.9	47.2
5-29		n.a	60.9	55.0
Male Ratio	Firm S 5-	n.a	0.12	0.42
	Firm S 30	-0.02	0.16	0.55

Percentage of workers who had babies from April one year before to March this year and had Child Care Leave by October this year.

(Source) Ministry of Labor *Joshi Koyo Kanri Chosa*

Table 8 Companies that Temporarily Hired Employees to Fill in Place During the Leave

Did your firm temporary hire workers to replace workers at Child Care Leave?	Who did you employ?(M.A.)			
	Part-time Or Arubaito	Dispatched Workers	Re-employment of former employees	Others
Total	48.4	35.3	9.4	0.3
	(100)	(72.9)	(19.4)	(0.6)(12.4)

(Source) Ministry of Labor *Joshi Koyo Kanri Chosa*

Table 9 Children who were born in the Following Period and was cared through Child Care Leave

Children born	Before 1992	After 1992	After 1995
	1.9 %	6.6%	8.3%

(Source) Nagase(1999) using *Eleventh Japanese National Fertility Survey*

20000021

以降第5章-第6章(P.57-146)は下記の論文となりますが、非公開とします。

記

第5章 Work-Life Balance In Canada:Making the Case for Change**

Dr.Linda Duxbury : リンダ・デックスベリー
(研究協力者*)

Dr.Chris Higgins : クリス・ヒギンス
(研究協力者*)

第6章 Canadian Social Policy and Aging**

Neena L.Chappell, Ph.D. : ニーナ・チャペル
(研究協力者*)

* 本研究会が協力した日本カナダ社会保障政策研究円卓会議に参加して論文提供の機会を得たカナダ側の研究協力者。

** 本研究会が協力した日本カナダ社会保障政策研究円卓会議を通じて論文提供の機会を得たものであり、本研究会並びに著者の許可なく本論文を転載することを禁ず。

付録1 カナダ日本社会保障政策研究円卓会議の経緯について

国立社会保障・人口問題研究所
社会保障応用分析研究部第3室室長
金子 能宏

1. カナダ日本社会保障政策研究円卓会議の契機

1999年9月 カナダのクレチエン首相と故小渕首相が、社会保障政策研究の分野で両国が協力することが望ましい旨のコミュニケを発表。

2. カナダ日本社会保障政策研究円卓会議の経緯

1999年12月～2000年3月

在日カナダ大使館 クリスチーナ・中村一等書記官を中心とした作業グループが、外務省北米1課、厚生省大臣官房国際課と協力して、日本側の協力機関の選定準備を進める。

2000年3月

日本側の社会保障研究機関として、国立社会保障・人口問題研究所が決まり、その中の社会保障応用分析研究部（尾形裕也部長と金子能宏室長）が円卓会議に資する研究に従事することとなった。

2000年3月29日～4月5日

カナダの首都オタワのカナダ外交貿易省の日本課（フォックス日本課課長が議事進行）において、加日社会保障政策研究円卓会議の研究分野について、意見交換。

他に、トロント大学に訪問して、社会学、政治学など多分野の教授、研究者と会い、学際的な意見交換を実施。

2000年4月～5月

カナダ外交貿易省が希望した研究分野、年金、医療、子育て支援と女性就業、移民と社会保障、のうち、厚生労働省及び国立社会保障・人口問題研究所としては、年金、医療、子育て支援と女性就業の分野で、円卓会議に資することを決定。

2000年6月～11月 研究発表の準備

2000年8月 加日社会保障政策研究円卓会議における子育て支援の日本側研究チームとして、国立社会保障・人口問題研究所の金子能宏が分担研究者をしている厚生科学研究費補助金調査研究事業「社会保障政策が育児コストを通じて出生行動と消費・貯蓄行動に及ぼす影響に関する研究」（主査 一橋大学経済研究所教授 高山憲之先生）に協力を依頼。了承を得る。

2000年12月1日 カナダのオタワ市で開かれたカナダ政策研究全国会議において、「日本とカナダの高齢化に対応する社会保障」セッションを開き、尾形裕也部長と金子能宏室長が、それぞれ医療、年金について発表。

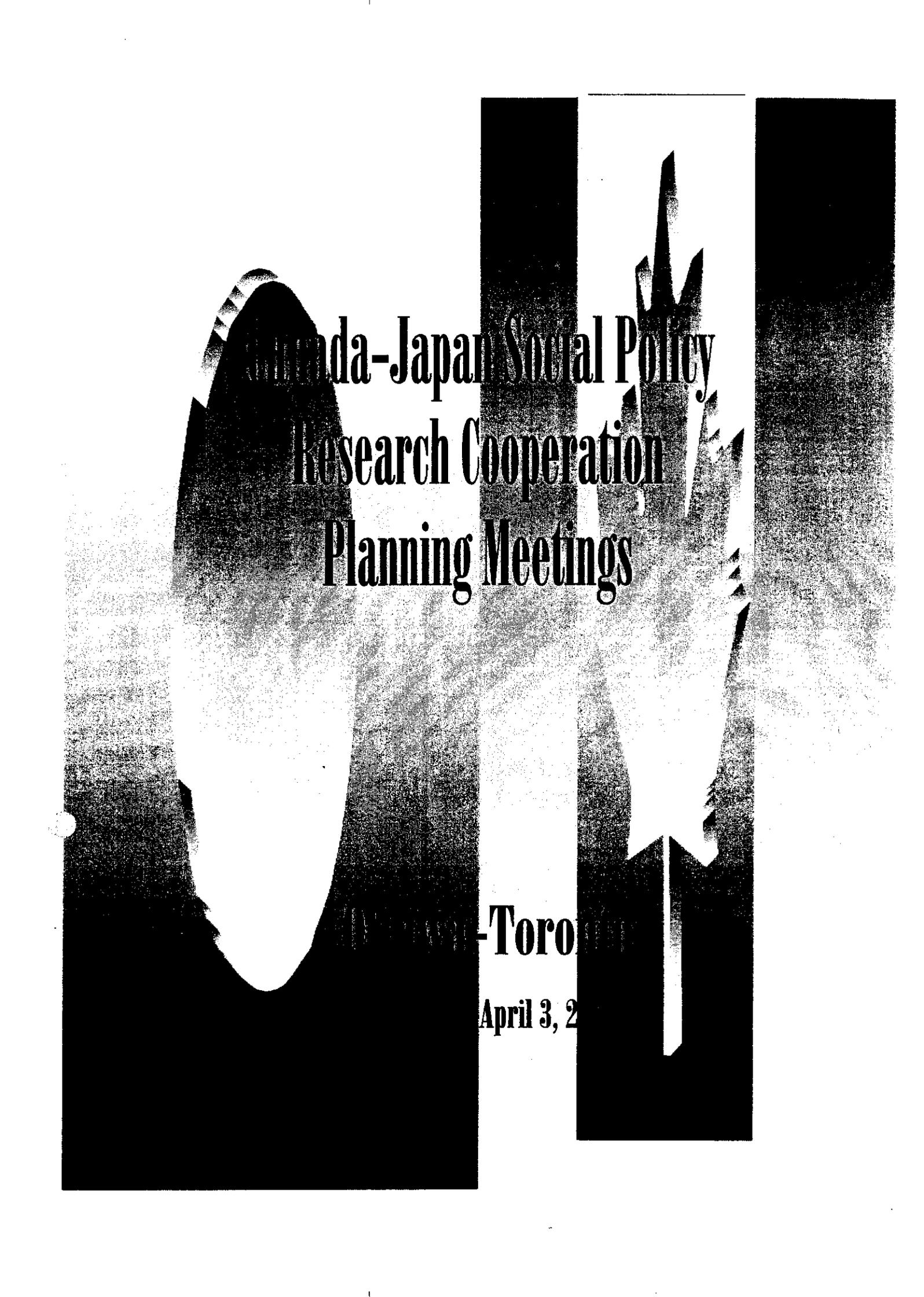
2000年12月19日 加日社会保障政策研究円卓会議のフォローアップ会議（於いてカナダ大使館会議室）

2001年1月12日 国立社会保障・人口問題研究所に、在日カナダ大使館 Bernadette St-Jean 一等書記官とカナダ政府・アジア太平洋財団副理事長 Yuen Pau Woo 博士が来所し、社会保障応用分析研究部にて会合を持ち、2001年6月23日、24日に開かれる、加日社会保障政策研究円卓会議の大阪会議（関西学院大学で開催予定）の準備を開始した。

具体的には、加日社会保障政策研究円卓会議の大阪会議において、カナダ・日本の共通テーマの一つに育児コスト研究と関連する Work and Family を取り上げることとし、日本側の論文報告者は、永瀬伸子氏（お茶の水女子大学）、カナダ側の論文報告者は、Dr.Linda Duxbury：リンダ・デュックスベリー氏（カールトン大学）と Dr.Chris Higgins：クリス・ヒギンス氏（ウェスタン・オンタリオ大学）とすることとした。

2000年1月～3月

育児コスト研究と関連する Work and Family をテーマとする論文の作成に努めるとともに、研究会を開催して、論文内容の検討を行った。



**Canada-Japan Social Policy
Research Cooperation
Planning Meetings**

Toronto

April 3, 2

Department of Foreign Affairs
and International Trade



Ministère des Affaires étrangères
et du Commerce international

March 29, 2000

Welcome to Ottawa! I hope that you had a pleasant trip and that you are well rested for what I hope will be very interesting and productive discussions.

Our meetings will begin with an Orientation Session taking place at the Department of Foreign Affairs and International Trade. Please find enclosed details on the full program in the attached information package. A number of other documents are enclosed which I hope you will find useful during the course of your stay.

I am very pleased that the Social Policy Research Project will allow experts from Canada and Japan to work together in order to strengthen our capacity to deal with the social policy challenges facing both countries. I think that our discussions here in Ottawa and Toronto are very timely given the ongoing changes taking place in Japan and Canada.

I look forward to meeting you tomorrow morning.

Sincerely


James A. Fox
Director,
Japan Division

**Canada-Japan Social Policy Research
Planning Meetings
March 30-April 3, 2000
(Ottawa-Toronto)**

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Canada-Japan Social Policy Research Project (SPRP)

March 30-31, 2000 (Ottawa)

April 3, 2000 (Toronto)

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Vasanthi Srinivasan

Jeffrey Frank / Gita Sud

ASIA PACIFIC FOUNDATION OF CANADA:

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Locations

DFAIT	125 Sussex Drive, Ottawa
HRDC	Conference Room 3-7, 3rd Floor, Phase IV, Place du Portage, 140 Promenade du Portage, Hull
HC	Room 0115C (basement level), Brooke Claxton Building, Tunney's Pasture, Ottawa
Sunnybrook Centre	2075 Bayview Avenue, Toronto
U of T	Room 231, Koffler Student Centre 214 College Street, Toronto

AGENDA

THURSDAY, MARCH 30 (OTTAWA)

TIME	ACTIVITY/TOPIC	LOCATION	OTHER PARTICIPANTS
09:00	Orientation - Introductions - Objectives - PRI overview - APFC	DFAIT	
10:15	Break		
10:30	Orientation (continued) - Health and Welfare presentation - SPRP web site demonstration		
11:45	Lunch	DFAIT	
13:30 (Aging Income Security and Disability)	HRDC	HRDC	Dave Cogliati Diane Cormier Jayne Huntley André Vinette Jean-Pierre Voyer François Weldon Allen Zeesman
15:00	Break		
15:15	Canadian Heritage (Strategic Research & Analysis)	HRDC	Dick Stanley
16:00	Adjournment		

FRIDAY, MARCH 31 (OTTAWA)

09:00	Health Canada (Applied Research & Analysis) (Canadian Institutes of Health Research)	HC	Seamus Hogan Joseph McDonald
10:15	Break		
10:30	Think Tank Presentations	HC	
	Caledon Institute of Social Policy Canadian Council on Social Development		Sherri Torjman Marcel Lauzière
11:45	Lunch		
13:00	Think Tank Presentations	HC	
	Vanier Institute of the Family Canadian Institute for Health Information		Bob Glossop Carmen Connolly
14:30	Break		
14:45	Statistics Canada (Social Issues, Data & Research)	HC	Doug Norris Karen Maser
15:15	Workplan Development I	HC	
16:30	Adjournment		

MONDAY, APRIL 3 (TORONTO)

10:00	Sunnybrook Centre for Studies in Aging		Geoff Fernie
11:45	Lunch	UofT	
13:15	Academic Round Table	UofT	Jeffrey Reitz Morton Beiser Geoff Fernie Eric Fong Ayelet Shachar Harold Troper
15:15	Break		
15:30	Summary Meeting (Workplan Development II)	UofT	
16:30	Adjournment		

Canada-Japan Social Policy Research Project (SPRP)

March 30-31, 2000 (Ottawa)

April 3, 2000 (Toronto)

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