

IndustriALL Global Union Steering Committee  
Meeting on ICT, Electrical & Electronics  
**JEIU Initiatives for  
Gender Equality**



9 April 2014

JEIU

# JEIU 2<sup>nd</sup> Gender Equality Policy

July 2001: Gender Equality Policy is established

July 2007: **2<sup>nd</sup> Gender Equality Policy** is established, taking into account evaluations of initiatives and the challenges involved along with changes in the surrounding environment, shifting the focus from places of employment to society as a whole

## Principles of Gender Equality Policy

- Strive for a society in which men and women can participate equally in all areas
- Strive for equal opportunity in the workplace and active efforts to improve disparities
- Strive for a balance of work and family, and a healthy and motivating work environment
- Strive for a society with human kindness that makes people feel comfortable and prosperous

Discussed at JEIU Gender Equality Policy Committee

## Specific Initiatives for 2<sup>nd</sup> Gender Equality Policy

No.	Program	Initiative
1	Ensuring that the revised Equal Employment Opportunity Act (in effect April 2007) is established at workplaces	(1) Fall organizational strengthening period initiatives
2	Promotion of positive action	
3	Initiatives to support next generation training	
4	Initiatives for nursing care support	
5	Promoting health through maternal care and overall working life	
6	Initiatives to prevent sexual harassment	
7	Initiatives to achieve policy and programs	(2) Spring Labor Offensive initiatives
8	Participation of women in union activities	(3) Policy and program improvement initiatives
		(4) Women's participation promotion plan

## (1) Fall organizational strengthening period initiatives

■ Provide publicity materials, checklists, etc. for each topic, and conduct promotional activities and inspections at workplaces.

## (2) Spring Labor Offensive initiatives

■ Make demands to companies during the offensive and arrange mechanisms for various programs and labor-management discussions.

- Ex. • Establish a comprehensive support system with childcare, nursing care, maternity care, etc.
- Check company compliance with revised laws
  - Establish a system to stop harassment (consultation service, grievance procedures)
  - Hold labor-management discussions to promote positive action (proactive measures to improve gender discrepancies in the workplace)

## Programs established in the past JEIU Work-life Balance 5-year Program



Program	Details
Shorter work hours	To 1800-hour level
Enhancement of annual paid leave and multipurpose special leave	25 days of annual leave granted
Enhancement of childcare leave	Until end of March after child's first birthday
Enhancement of shorter work hours for childcare	6 work hours/day until child completes 3 <sup>rd</sup> grade
Enhancement of family care leave system	Total 1 year
Enhancement of shorter work hours for nursing care	6 work hours/day for 3 years
Enhancement of short-term leave for spouse's childbirth	Five days
Expansion of short-term leave for child/family nursing care	Five days per year for each child
Temporary leave/re-employment for reason of spouse's relocation	Hiring period determined by workers and employers
Re-employment for childcare/nursing care	Details determined by workers and employers
Support for fertility treatment	Arrangement of short-term/temporary leave
Programs to support career development	Arrangement of shorter work hours, short-term/temporary leave
Programs for social/regional contribution	Arrangement of shorter work hours, short-term/temporary leave

### (3) Policy and program improvement initiatives

- We will call for policy and program improvements through policy consultations with political parties and government ministries and agencies.
- With RENGO and JCM, we will engage in activities to demand policy and program improvements.

#### Ex. From our policy discussions

- Creation of an environment to support the success of women
- Job stability and better treatment for the many women employed as part-time or non-regular workers
- Creation of a subsidy system for employers giving economic support to workers on family care leave
- Extension of the statutory period of shorter work hours for nursing care
- Social insurance exemption for workers on family care leave
- Enhancement of economic support for fertility treatment
- Enhancement of aid to companies for in-house daycare for children

## (4) Women's participation promotion plan

### (Basic Policy)

To achieve the JEIU's basic philosophy of "Beautiful earth & Happy life," we must realize fair and equal workplaces where men and women can both realize the joy of working. For this purpose, it is important that both men and women participate equally in all areas of work. Also, increasing women's participation will lead to changes in social systems and practices, styles of working, and individual awareness and behaviors.

### Status of women's participation in labor unions (2012 survey)

- Ratio of female members in affiliated unions 14.5%
- Ratio of female officers in affiliated unions 8.8%
- 4 of the 25 officers at the JEIU head office are women (14.5%)

### Numerical Targets

- 30% female officers at head office by 2020
- Work to achieve a ratio commensurate with male-female ratio of union members by 2020
- Actively appoint female officers at head office to top three officer/Assistant General Secretary rank

## To promote Gender Equality Policy initiatives

### Specific initiatives

- 1) Set up programs to promote gender equality**  
State clearly in action policies, assign supervising officers, set up committees
- 2) Initiatives to energize action**  
Events, etc. from perspective of Gender Equality Policy
- 3) Gender Equality Policy problem-solving initiatives**  
Work toward improvements in workplace and regional issues
- 4) Promote women's participation in union activities**  
Encourage participation, train leaders, appoint women to Executive Committee



THE END

Thank you for your kind attention.