4. The Intensive Policy to Accelerate the Empowerment of Women 2019  
(Decided by the Headquarters for Creating a Society in which All Women Shine in June 2019)

To further accelerate women’s empowerment, in June 2015 the Intensive Policy to Accelerate the Empowerment of Women was formulated for the first time for the purpose of incorporating the perspective of women’s empowerment into the annual requests for budgetary appropriations of government ministries and agencies. Since then, the Intensive Policy has been decided every June.

### Overview of the Intensive Policy to Accelerate the Empowerment of Women 2019

#### I Enabling Safe and Secure Lives
- Eliminate all forms of violence against women
- Support for women in difficulty

#### II Women’s Full Participation in Economic Life across All Sectors
- Promote active participation of women in regional revitalization
- Promote work style reforms to help women thrive and efforts to enhance productivity and enrich working lives

#### III Improvement of Basis for Women’s Empowerment
- Enhance gender-based statistics
- Enhance infrastructure for childcare and long-term care
- Develop education and training programs to enable diverse choices regardless of gender
- Improve systems and structures that embody the vision of active participation by women

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Results of Policies to Accelerate the Empowerment of Women

Systems and Structures

- Establishment of the Act on the Promotion of Female Participation and Career Advancement in the Workplace (fully effective April 2016)
- Revisions to expand range of employers required to draw up action plans and reinforce information disclosure (enacted May 2019)
- Start of efforts to give additional points in public procurement to those promoting measures such as work-life balance, pursuant to Guidelines for Utilization of Public Procurement and Subsidies Toward the Promotion of Women’s Advancement (from 2016)
  → FY2017 results for national agencies and independent administrative agencies: approximately 13,600 transactions worth around 1.34 trillion yen
- Establishment of grants for promoting active participation by women in regional communities (FY2017)
- Revision of Act on Securing, Etc. of Equal Opportunity and Treatment between Men and Women in Employment and other relevant regulations (revisions to prevent maternity harassment effective 2017, and measures to reinforce sexual harassment prevention measures enacted May 2019)
- Act on the Arrangement of Related Acts to Promote Work Style Reform (enacted June 2018)
- Revision of the Child Care and Family Care Leave Act to incorporate provisions for extension of childcare leave if children cannot enter childcare centers, etc. (effective October 2017)
- Formulation of Guidelines for Initiatives to Promote Women’s Activity and Work-life Balance of National Public Employees (October 2014) and promotion of measures based on action plan devised from these guidelines
- Introduction of equal opportunity grants (equal opportunities at time of childbirth category to support male workers) (FY2016)
- Enactment of the Act on Promotion of Gender Equality in the Political Field (effective May 2018)

Projects

- Promotion of greater visibility in the political and economic fields
- Creation of support network for women working in science and engineering (membership of 194 organizations as of May 2019)
  → Summer science and engineering challenge events for female students (123 organizations held 165 events in FY2018, attracting around 24,000 participants)
- Training for female leaders to become corporate director candidates (from 2017)
- Measures to enable issuing of non-degree certificates for courses of 60 hours or more to encourage returning to study (from April 2019)
- Creation of the network for support female entrepreneurs (from FY2016; 10 locations throughout Japan)
- Encouragement for men to undertake housework and childcare through the Ikumen project, Sankyu Papa project, Otouhan campaign, etc.
- Convening of World Assembly for Women (WAW!) (held five times since 2014)