

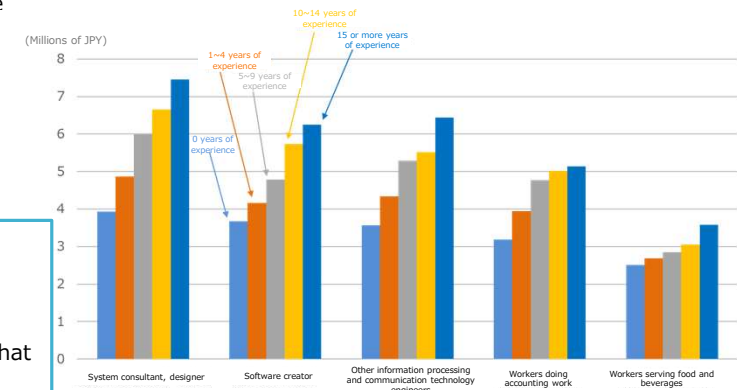
## Key Features of New Digital Human Resources Development Plan for Women

- In April of 2022, the Digital Human Resources Development Plan for Women (the previous plan) was drawn up, given the substantial impact the spread of COVID-19 infection was having, particularly in the aspects of employment and work of women, with the aim of accelerating the development of female human resources with digital skills that would directly lead to finding jobs. A certain degree of progress has been made in various regions with initiatives for supporting women who have constraints on the time and location they can work because of childcare, long-term care, etc., enabling them to acquire digital skills and put those skills to use to earn income.
- The New Digital Human Resources Development Plan for Women, which will be formulated at this time, will provide a general overview of the advances made in digital technologies over the past three years, and reaffirm the significance<sup>(※)</sup> of women acquiring digital skills. Based on this, the Plan will **present concrete images of empowered women who are putting digital skills to use and categorize them into patterns, and introduce support menus for each pattern, such as support for improving digital skills and for employment in digital fields**, while broadening the gateway to digital fields by providing support for acquiring basic digital literacy.

### (※) Digital field is a growth field for women empowerment ~ Significance of women acquiring digital skills ~

- ① **Steady increase of income according to years of experience:** Getting a job as a digitally skilled talent and making great strides. **Active participation across a wide range of fields and high income** can be expected.
  - ② **Realize economic independence that balances raising children and long-term care, etc. with work:** Expand options that will make it possible to earn **income even with time and location constraints**.
  - ③ **Career advancement and other benefits in a company, etc.:** Advance or change careers by acquiring digital skills to achieve further empowerment and income.
  - ④ **Encourage starting up a business:** Create “**work I want to do and work that is fulfilling**” for yourself by making use of digital technologies. Realize your full potential in the local community.”
- In addition, **measures necessary for developing social infrastructure and environment essential for the empowerment of women as digital human resources**, such as creating demand for female digital human resources and reviewing working styles in the region, **will also be included, with the aim of realizing a society where female digital human resources will be developed in diverse forms and able to put forth their abilities to the fullest.**

Annual income of human resources (women) in the digital field (2023)



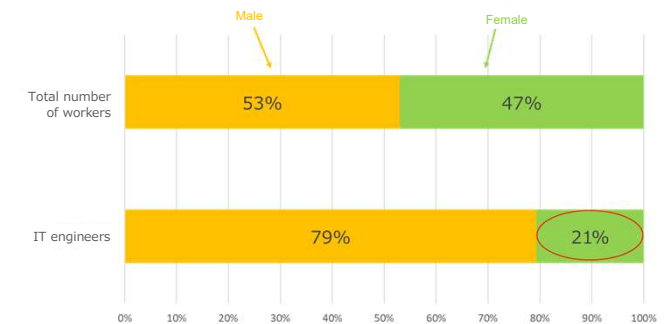
(Notes) Created based on 2023 Basic Survey on Wage Structure by the Ministry of Health, Labour and Welfare

## Support by pattern of empowerment of women that puts their digital skills to use

### ① Find a job and actively participate as a digital human resource - Provide junior high and high school female students with opportunities for receiving more advanced and specialized education and leverage their familiarity with digital technology and native digital skills to widen job choices -

- In order to enhance education at junior high and high school related to programming, promote enhancement of the instruction system for technology and home economics (the field of technology) at junior high school as well as Informatics at high schools and implement training sessions for teaching staff related to programming education.
- With the aim of increasing the ratio of female students in universities and colleges of technology (KOSEN), and teachers, etc., in the field of science and engineering including the field of IT, promote initiatives through collaboration among industry, academia, government and local communities to stimulate interest among female junior high and high school students and cultivate their motivation and capabilities.
- In order to encourage universities, etc., to engage in education in mathematics, data science and AI, the Minister of Education, Culture, Sports, Science and Technology will accredit and select outstanding education programs that satisfy certain requirements from among regular education programs in these fields offered at universities, colleges of technology (KOSEN), etc.
- Establish minor and double major degree programs in the fields of data science and computer science to develop, in the fields of humanities and social sciences, human resources who have knowledge of data science or computer science.
- Train young ICT human resources aged 25 years old or younger to become experts in cutting edge cyber security (security innovators) who can create new cyber security technologies.
- Make efforts to broaden the base of data science skill at companies and enhance understanding of the government's statistics data, encourage improvement of statistics literacy, and promote effective use of statistics data by companies.
- As an initiative aimed at improving statistics literacy, implement online courses for working adults and university students to develop human resources with a high level of “data science” capability.
- Support advances in agricultural education, such as smart agriculture, at agricultural colleges, agricultural high schools, etc. Set up an environment where students and teachers of agricultural colleges and agricultural high schools and farmers can systematically learn smart agriculture.
- In order to enhance curriculum related to smart forestry at forestry high schools and forestry colleges, provide support for implementation of education programs by collaboration between forestry management bodies and local communities, creating teaching materials for online studies, and holding summits for educators.

Ratio of male and female IT engineers (2023)



(Notes) 1. The total number refers to the sum of the total number of general workers and part-time workers respectively in the Basic Survey on Wage Structure 2023 by the Ministry of Health, Labour and Welfare.  
2. The number of IT engineers comprises the three occupations of “system consultants and designers,” “software creators” and “other information processing and communication technology engineers.”

## ② Work by making use of digital technologies while balancing with childcare and long-term care - Women with constraints in time and location aim at increasing income by acquiring digital skills and getting jobs that make use of those skills -

- Provide support for truly effective initiatives such as seminars for developing female digital human resources and consultation aimed at job placement and matching carried out by local governments in collaboration or cooperation with the bureau in charge of economy, the local Chamber of Commerce, etc.
- Develop digital human resources by promoting the establishment of training courses in the digital field offered through public vocational training.
- Expand the digital skills-related courses, including AI skills, of the educational training courses designated by the Minister of Health, Labour and Welfare as eligible for the Educational Training Benefits provided to cover a portion of the tuition fees when persons covered by employment insurance, etc., have voluntarily attended and completed the course.
- If a single parent has attended and completed a course, etc. that qualifies for employment insurance's Educational Training Benefits, a portion of the expense will be subsidized.
- If a single parent participates in training at a training institution in order to acquire qualifications that will be advantageous for getting a job, including private certifications in the digital fields, such as Cisco Systems certifications, LPI certifications, etc., support will be provided for living expenses for the duration of the training period.



Scene of a class at a local government (Toyooka, Hyogo)

## ③ Acquire digital skills to advance one's career - Provide support for acquisition of digital skills in various scenarios by working women to contribute to career advancement or change of careers at companies, etc. -

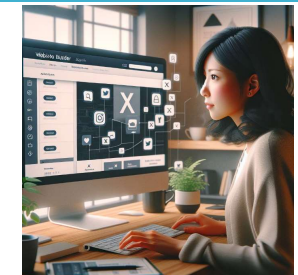
- Subsidize training expenses, etc., to support development of digital human resources through job training (including in the IT field), etc., carried out by employers.
- Provide a higher subsidy to employers who are engaged in efforts to convert non-regular workers to regular employees, if such workers have completed training specified as eligible for grants offered to human resource development in digital fields.
- Support initiatives by private employers, etc., related to the development of systems that provide current employees with comprehensive support ranging from career consultation to reskilling and changing careers, with the aim of career development support through reskilling in digital fields, etc.
- The Minister of Economy, Trade and Industry will authorize specialized and practical education and training courses that enable working adults to acquire a high degree of expertise and advance their careers in IT, data and other fields that have a strong possibility of future growth and contribute to the creation of jobs.
- Build and operate a platform for developing digital human skills necessary for accelerating the DX of regional companies and industries.
- In order to develop and secure human resources, including digital human resources necessary for carrying out projects for full-scale regional revitalization, support acceleration and deepening of initiatives by local governments, etc., by such means as widely providing practical knowledge in the form of e-learning at regional revitalization colleges.
- Support initiatives for development of female farmers who can become leaders in the local community, activities of women's groups, building an environment where women can thrive, and dissemination of examples of empowerment of female farmers.
- Promote the securing and development of new workers in forestry by carrying out training and other activities related to smart forestry, and retain such workers through career advancement, etc.
- Carry out training of veterinarians and prefectural officials (fish disease control and prevention officers), etc., for technologies that are necessary for remote diagnosis, in order to strengthen regional aquatic animal disease control systems.



Women involved in smart forestry (image)

## ④ Encourage business startup and development by making use of digital technologies - Provide support for acquisition of digital skills necessary for starting up a business, and further promote and develop startups by women that make use of digital technologies -

- Boost initiatives through financial support, including providing subsidies for women's empowerment in regions, in order to enable Centers for Gender Equality, etc., in regions throughout the country to carry out initiatives to broaden the base of women starting up their own business, etc., such as holding training sessions related to expansion of sales channels by using digital technologies, etc., while taking into consideration the actual situation in the region. Furthermore, Japan Gender Equality Promotion Agency (provisional English name) will collect and horizontally deploy positive cases from various regions.
- Strengthen projects for digital human resources at Centers for Gender Equality, etc., by having the Japan Gender Equality Promotion Agency (provisional English name) prepare a nationwide database of external professionals and conduct matching of appropriate human resources.
- Aim at increasing the ratio of female entrepreneurs in J-Startup, a program in which government agencies and the private sector provide intensive support to selected companies based on endorsements from external experts, to 20% or more by 2033. Furthermore, promote programs for female entrepreneurs in projects that call for dispatching young human resources, etc., who aspire to start up their own businesses, to innovation bases around the world, support activities of female entrepreneurs in the deep tech field, and strive to increase female applicants in the MITOU Program by disseminating information by women who have completed the program.
- Provide subsidies for training expenses, etc., for job training, etc., carried out by employers, in order to enable their employees to acquire knowledge and skills, including making use of digital technologies that will become necessary for business development, including starting up a new business.



Women who are developing business by making use of digital technology (image)

## Prepare social infrastructure and environment aimed at the development of female digital human resources

### ① Change the local community and mindset of people

- Remove hesitation about digital technology in women themselves and surrounding people, and create opportunities for acquisition of digital skills by women.
- Promote mindset reform among top management to raise awareness of the use of digital technologies and promoting empowerment of women.
- With regard to the necessity of expanding initiatives for developing female digital human resources throughout the local communities, raise awareness among people, primarily those who are in leadership positions in local government.

### ② Create digital-related work in regions

- For women to get a job that calls for making use of their digital skills in their regions, resulting in the revitalization of the local economy and the whole region, it is essential that digital-related jobs exist in the region. Therefore, provide support for initiatives that will lead to the creation of a demand for digital human resources in regions, such as promotion of DX at SMEs.

### ③ Promote work style reform that supports empowerment of female digital human resources

- Carry out initiatives that form a foundation for women with digital skills to be empowered and achieve higher incomes and economic independence, such as promoting a flexible working style that enables a balance with childcare, long-term care, etc., and rectifying long working hours, discussing the social security system, tax system, etc., from the perspective of women, and eliminating stereotyped gender role expectations.