

## 5. The Intensive Policy to Accelerate the Empowerment of Women 2015 (Decided by the Headquarters for Creating a Society in which All Women Shine on 26 June 2015)

### ■ The empowerment of women change the society of Japan, not only women themselves

To further accelerate moves toward empowerment of women, the “intensive policy” has been newly determined in 2015, to be reflected in annual request for budgetary appropriations of government ministries and agencies.

#### 1. Initiatives toward expanding women’s participation

- National government employees “Intensive items for accelerating the recruitment of female employees” (recruitment to each position in line with the male/female ratio of the number of staff, through the catching-up of mid-career female employees and a revamping of working practices - including those of male employees - through the radical reduction of excess working hours.)
- Promoting of initiatives by the national government, local governments and private sectors based on the Act of Promotion of Women’s Participation and Advancement in the Workplace. (“visualization” etc.)
- Expanding recruitment/employment limited to women for managerial positions in private sectors, to an extent that can be considered positive action of the Equal Employment Opportunity Act, and spreading of information, etc.

#### 2. Nurturing of women who can take a leading role in resolving social issues

- Formulation of “Riko-Chare Support Network” (provisional name) designed to nurture female key employees in science and engineering, through industry-academic-government cooperation (providing role models for young students, providing information for entering a higher-level school/going to University and finding employment.
- “Strategy for Increasing Japanese Staff in International Organizations” (i.e. 1,000 Japanese staff in UN Organizations by 2025)

#### 3. Arranging an environment conducive to empowerment of women

- Prompt reassessment to ensure a neutral tax/social security system (personal income tax etc.)
- Adapting a framework that makes higher appraisal through public purchase of corporations promoting work-life balance.
- During the next period ordinary session of the Diet, achieving a society with no harassment through strengthening initiatives including legal responses toward preventing “maternity harassment”.
- Making society a safer place to be and ensuring an environment where people can live in peace of mind, through measures including revamping statutory penalties for sexual offences, and considering a shift to a system where a formal complaint from the victim is not required in order to prosecute sexual offences.

#### 4. Initiatives for improvement of quality of life

- Providing comfortable and secure spaces for women (improving public restrooms, etc.)
- Providing information for women with issues and problems, mutual support for pregnancy, childbirth, child rearing, care giving etc. (providing dedicated to provide information including telephone numbers for consultation services).

#### 5. Promotion of overall coordination in budgetary process from the perspective of empowerment of women.