

4. The Intensive Policy to Accelerate the Empowerment of Women 2016 (Decided by the Headquarters for Creating a Society in which All Women Shine on 20 May 2016)

■ 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.

I. Women’s full participation in economic life across all sectors

1. Promoting various forms of work style and changing men’s awareness and lifestyles

- Pursue initiatives for **achieving equal pay for equal work** in order to improve the pay of women working as non-regular employees and promote conversion to full-time regular employees.
- Reconsider how to regulate overtime work in order to **retrench long working hours** and expand and strengthen supervisory systems for ensuring compliance with statutory working conditions.
- Accelerate the implementation of work-life balance policies through **public procurement incentives** (entire implementation of initiatives at independent administrative agencies and others from fiscal 2017 in general and promotion of the incentives by local governments, Tokyo Olympics and Paralympics related organizations, and private-sector entities).
- Encourage workers to utilize **child and family care leaves** and **collaborate with business firms and economic organizations to promote men’s participation in housework and child care.**

2. Expanding women’s active engagement in every sector and helping develop women’s talent

- **Expand nation-widely the women’s empowerment movement by leaders by themselves, and promote collaboration with regional associations of male leaders.**
- Draft and disseminate **a model program for female leaders training and promote advanced initiatives such as leadership training** for women working as executive candidates.
- **Provide data on female executives in a uniform and consistent manner so that business firms that support women’s engagement can be more widely evaluated in capital market.**
- **Strengthen support of entrepreneurship, as a new career choice for women,** by creating a national support network for female entrepreneurs.

II. Realization of safe and secure life to support women’s empowerment

- **Encourage every local government to set up one-stop support center** for victims of sexual crime and sexual violence **at least one.**
- **Develop collaborative framework of relevant organizations which promotes multiagency approach to spousal violence, including a case-based assessment.**
- Implement initiatives on **the rehabilitation of perpetrators, as part of the victim support scheme.**
- Conduct research on a **new kinds of sex industries specially dealing with children, such as so-called ‘JK business’** and **implement measures to tackle with the sexual exploitation of children.**
- Provide comprehensive support based on the project to help single-parent and multiple-child families achieve economic independence, including **the foundation of one-stop information desks for single parents.**
- **Provide disaster relief assistance to the area affected by the Kumamoto earthquakes, from the perspective of gender equality.**
- **Provide comprehensive support** for lifetime **health care as the foundation for women’s empowerment.**

III. Improvement of basis for women's empowerment

- Steadily implement the quantitative expansion and qualitative improvement of early childhood education, child care, and support services as called for under **the Comprehensive Support System for Children and Child-rearing.**
- Improvement of labor conditions for nursery staffs and nursing care workers **to eliminate childcare waiting lists and people forced to leave their jobs for family member nursing care.**
- Draft and set up a one-stop website for filing applications for child care assistance.
- Initiatives for reviewing **the taxation, social security, and other.**
 - Promote public debate on personal income tax deductions.
 - Provide employee insurance coverage to non-regular workers (partly utilizing career development promotion subsidies).
 - Promote labor-management review of the spouse allowance.
- **Expand the use of maiden name:** Quickly make necessary preparations to enable the addition of maiden names on My Number Cards if so desired by the cardholder.