

4. The Intensive Policy to Accelerate the Empowerment of Women 2017 (Decided by the Headquarters for Creating a Society in which All Women Shine on 6 June 2017)

■ The Empowerment of Women Change the Society of Japan, not only Women themselves

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 2016, the government's priority measures have also been compiled each year and finalized by the Headquarters for Creating a Society in which All Women Shine.

■ Overview of the Intensive Policy to Accelerate the Empowerment of Women 2017

I. Women's Full Participation in Economic Life across All Sectors

- Promoting work style reforms to help women thrive
 - Promote the following initiatives in accordance with the "Action Plan for the Realization of Work Style Reform," etc.
 - Address long working hours**
 - Encourage companies to convert non-regular workers to regular employees and improve measures to ensure **equal pay for equal work, etc.**
 - Promote telecommuting and other arrangements that encourage diverse, flexible work styles
 - Help women reach a fruitful work-life balance by leveraging public-sector procurement
- Encouraging men to adopt more supportive lifestyles and help men develop a fuller awareness of the issues
 - Work to improve the visibility of information on **men taking childcare leave**, encourage **men to take paternity leave**, and use private-public initiatives to build nationwide momentum toward establishing a society where men take more active roles in housework, childcare, and other activities
- Expanding women's presence in all types of fields and implementing training for female human resources
 - **Thoroughly improve the visibility** of data on active participation by women and facilitate the utilization of that data in accordance with the Act
 - Cultivate active participation by women in science and engineering, other sectors of science and technology, and academic fields
 - Bolster support for entrepreneurial activities
 - Encourage the **effective utilization of grants for promoting active participation by women in regional communities**, promote efforts by community-rooted groups and organizations, and collect and publicize information on progressive initiatives
 - Promote the **advancement of female athletes** in the run-up to the Tokyo 2020 Olympic and Paralympic Games

II. Realization of Safe and Secure Life to Support Women's Empowerment

- Eliminating of all forms of violence against women
 - Promote the establishment of **One-Stop Support Centers** for victims of sexual offenses and sexual violence
 - Enhance the public expenditure system that covers counseling costs for victims of sexual offenses, and introduce a nationwide abbreviated phone number (four-digit number) for victims of sexual offenses to get help via telephone (local or toll-free numbers)
 - Promote **efforts to eliminate sexual violence against young women** in line with “Measures Going Forward to Address the Issues of Forced Appearances in So-called Adult Videos, ‘JK Business,’ and Other Matters,” encourage the establishment of Spousal Violence Counseling and Support Centers at the municipal level, and explore approaches to programs for protecting women
- Providing support for safe, secure living to help women thrive
 - Promote the National Movement to Support Children's Futures, explore ways of ensuring child-support payments, and expand other initiatives to **support single-parent households**, etc.
- Bolstering efforts to support lifelong health for women
 - Pursue initiatives to **improve women's health**

III. Improvement of Basis for Women's Empowerment

- Enhancing the infrastructure for childcare and family care
 - Improve the treatment of childcare workers and nursing-care professionals in hopes of increasing the quantity and quality of early education and childcare places, **eliminating the issue of children wait-listed for admission to childcare centers, and bringing the number of people leaving their jobs due to family care responsibilities to zero**
 - **Expand the range of childcare options** through the use of corporate-sponsored childcare programs, etc., and **promote efforts to eliminate the issue of children wait-listed for admission to childcare centers, etc.**, in line with **the Plan for Raising Children with Peace of Mind**
- Improving systems and structures that embody the vision of active participation by women
 - Pursue efforts to expand employees' insurance coverage to short-hour workers and revise spousal allowances
 - Take expanded measures to allow women to **use their pre-marriage surnames alongside their married surnames** on their Individual Number cards, passports, etc., and **use their pre-marriage surnames** as the names on their bank accounts, etc.