

(Improving the social infrastructure for success of women)

In the next fiscal year, we will formulate indicators regarding women's participation. By 2017, we will double male housekeepers and men's childcare participation time and aim to double the *rikejo* (science girls) as enrolled students. Also, concerning automotive fields (such as buses, taxis or trucks) where women's activities have been low, we aim to double the number of employed women who wish to actively get involved by improving workplace environments for women to feel more comfortable and increase the attractiveness of these working fields for women.

Regarding the construction industry with only low engagement of women, we work on improving the workplace environment and the appeal of the industry for women to actively support motivated female workers. Within five years, we will promote these efforts based on the "Action Plan on Doubling the Number of Employed Women" and we aim to submit the bill to the Diet.

101. Improving women's employment rationale

By resubmitting a bill to promote women's succession to the Diet and endeavoring to establish it as early as possible, we will create a society where working woman will be able to fully demonstrate their individual abilities. As support for women, especially for mothers during child rearing, we will establish a support system for companies to actively engage in reemployment and expand the Mothers Hello Work project. By also promoting the provision of learning programs for later life stages, we aim for a society in which women can continue working.

Based on the new family image and vision, we will promote an awareness reform and improve the imbalance of couples by enabling couples work together and share household chores (collaborate and share) and by enhancing workplaces for an improved work-life-balance.

Page 28

In addition, by implementing the "*taikijidou*¹ Relief Acceleration Act" and steadily implementing the "New Childcare Support System", we will establish licensed nursery schools, childcare centers and further quantitatively expand after school clubs for children. By promoting various measures, we will support local governments on improving the working environment of women.

We will accelerate efforts to promote the spread of teleworking as a means for ensuring women's desired style of employment.

We will establish the "Women's Challenge Support Act" to support reemployment by making full use of their experiences such as household chores or child rearing. Additionally, we formulate a "Treatment Improvement for Working Women Act" to improve the treatment of non-regular employees and support full-time employees. We furthermore aim to establish the "Law on Comprehensive Support for Women's Health".

102. Supporting the employment of young people

While the number of young workers declines, the raised job recruitment ratio due to economic recovery and declining unemployment rates offer an opportunity to improve the employment of

¹ Translator's note: *taikijidou* are children on waiting lists for example for kindergarten or day care.

