

Chapter 2 Efforts to Deal with the Declining Birthrate

Section 1 Past Efforts

<December, 1994>

Angel Plan (FY 1995 to FY 1999)

By taking the “1.57 Shock” of 1990 as a turning point, the government started to consider measures for creating a friendly environment for childbirth and childrearing, including supports for a work-childcare balance, and formulated in December 1994 “The basic policy toward childcare support measures” (called an Angel Plan) (agreed upon by Ministers of Education, Health and Welfare, Labor, and Construction), which stipulated a basic direction and strategic policies to be enforced in the decade ahead.

<December, 1999>

New Angel Plan (FY 2000 to FY 2004)

After reviewing the former Angel Plan, the government formulated in December 1999 “the basic plan for measures against falling birthrate” (decided in the cabinet meeting for promoting measures against declining birthrate), and, based on the above plan, “the concrete enforcement plan to be strategically promoted against declining birthrate” (New Angel Plan) (agreed upon by Ministers of Education, Health and Welfare, Labor, Construction, Finance, and Home Affairs).

<July, 2003>

The Act on Advancement of Measures to Support Raising Next-Generation Children (since July, 2003)

In light of the decline in the capacity to rear children both at home and in communities, and in terms of supporting homes that bring up the children of the next generation in all communities, the “Act on Advancement of Measures to Support Raising Next-Generation Children” (Act No. 120 of 2003) was enacted in July, 2003, in order to help local governments and business operators promote the implementation of concerned and systematic initiatives for a ten-year period. The law aims to help local governments and business operators formulate and implement action plans to promote efforts to support the child-rearing of the next generation. The expiration date of this law was extended by further 10 years by the 2014-amendment, and the contents have been enriched by introducing a new qualification system.

<September, 2003>

Basic Act for Measures to Cope with Society with Declining Birthrate (since September, 2003)

Outline of Measures to Cope with Society with Declining Birthrate
(June, 2004 to January, 2010)

In July, 2003, the “Basic Act for Measures to Cope with Society with Declining Birthrate” (Act No. 133 of 2003) was enacted, sponsored by lawmakers, and brought into effect in September of the same year. Based on the Act, the “Outline of Measures to Cope with Society with Declining Birthrate” (hereinafter, the “Outline”) was decided by the cabinet in June, 2004.

<December, 2004>

Child-rearing Support Plan (FY 2005 to FY 2009)

In December 2004, the government decided “the detailed enforcement plan based on The Outline of Measures for Society with Declining Birthrate” (a plan for children and childrearing support), in order to effectively promote the measures incorporated in the Outline, and set concrete targets and goals to be strategically enforced from 2005 to 2009 by the government, municipalities and corporations.

<June, 2006>

“New Measures to Deal with the Declining Birthrate” (June, 2006 to FY 2007)

In 2005 the total fertility rate recorded 1.26, the lowest-ever level. To deal with this even more decline than expected, the government decided in June 2006 “The New Measures for Declining Birthrate” and expanded, strengthened and changed the measures against declining birthrate.

In addition to the promotion of a national movement designed to reconstruct family and community bonding and change overall social awareness by establishing “Family Day” and “Family Week,” the “New measures to Deal with the Declining Birthrate” list a range of support measures by age progression, from pregnancy and childbirth to the high school and university periods, and it focuses attention on the fact that the needs for childcare support vary according to the child’s growth.

<December, 2007>

Key Strategies: “Japan Supports Children and Families” (since December, 2007)

In December, 2007, the Key Strategies for “Japan Supports Children and Families” (hereinafter referred to as the “Key Strategies”) were wrapped up at the Council on Measures to Cope with Society with Declining Birthrate.

The Key Strategies stress the importance of addressing the respective issues of the realization of “balancing work and life by changing work culture (realization of work-life balance),” “building a framework (social infrastructure) to comprehensively help parents balance work and child rearing and support families’ childcare” (compatibility of parents’ employment and child-rearing) and building a “system to comprehensively support “child-rearing at home” in a simultaneous and parallel manner.

With respect to the realization of the “Balancing of work and life by changing the work style” act, the “Charter for Work-Life Balance” and the “Action Policy for Promoting Work-Life Balance” were decided at a Council of Executives of Public and Private Sectors to Promote Work-Life Balance consisting of representatives from related ministries, economic circles, labour circles, and local governments in December, 2007.

<January, 2010>

Formulation of Outline of Measures for Society with Declining Birthrate (visions for children and childrearing)

(January, 2010 to March, 2015)

Following the “Principles for the Preparation of the New measures to Deal with the Declining Birthrate” (decided at the Council on Measures to Cope with Society with Declining Birthrate in December, 2008), the Cabinet Office established the “Project Team to Deal with the Declining Birthrate from Scratch” in January, 2009 and wrapped up its recommendation (Countermeasures against the Declining Birthrate of “Everybody”) in June, 2009.

Thereafter, in October 2009, the “Childcare and child-rearing Vision (provisional name) Review Working Team” made up of the ministerial members (Minister, vice-minister and ministerial aid) in charge of measures to deal with the declining birthrate of the Cabinet Office was set up in October, 2009 to discuss, and the “Childcare and child-rearing Vision” was formulated via the Council on Measures to Cope with Society with Declining Birthrate on January, 2010. A new outline based on the Basic Act on Measures for Society with Declining Birthrate (visions for children and childrearing) was decided in the cabinet meeting.

<January, 2010>

Progress until “The Comprehensive Support System for Children and Child-rearing” was enforced (January 2010 to March 2015)

Pursuant to the Outline of Measures to Cope with Society with Declining Birthrate (“the Vision for Children and Childrearing” decided by the Cabinet meeting in January 2010), “The Comprehensive Support System for Children and Child-rearing Reviewing Meeting” has been initiated under the Measures to Cope with Society with Declining Birthrate Meeting to discuss a new childrearing support system. In March 2012, “The New Basic Support System for Children and Childrearing” was decided in the Measures to Cope with

Society with Declining Birthrate Meeting. Based on this decision, the government submitted 3 bills, including the Children and Childrearing Support Law, to the ordinary session of the Diet in 2012 (the 180th Session of the National Diet) as an integrated reform of the social security and tax systems bill.

In the integrated reform of the tax and social security, a consumption tax (government share), which is a major revenue source for social security, was expanded from conventional three expenditures for the elderly (basic pension, geriatric medicine, and nursing care) to four social security expenditures (pension, medicine, care, and measures against declining birthrate).

Under the Children and Childrearing Support Law enacted in the Diet through revisions, the government proceeded with preparation toward full-scale enforcement of Comprehensive Support System for Children and Child-rearing; in 2014, the “program for emergent securement of childcare services” was carried out in municipalities, where there were many wait-listed children, by utilizing the financial resources from the consumption tax raised from 5% to 8%; and the new system has been enacted since April 1, 2015.

<April, 2013>

Efforts for Reducing Wait-listed Children (since April, 2013)

To promptly solve a problem of wait-listed children, a serious urban problem, the government newly formulated in April 2013 “The acceleration plan for reducing wait-listed children,” and set a goal to secure daycare facilities for about 0.4 million children from 2013 to the end of 2017. The government has been supporting municipalities, which are willingly addressing this problem without waiting the enforcement of The Support System for Children and Childrearing. As a result, during “an urgent and intensive effort period (from 2013 to 2014)” toward the solution of this problem, facilities for about 0.22 million children were secured (the initial goal was 0.2 million).

With a further progress in women employment in mind, the government aims to increase more facilities by 2017 to accommodate 0.4 to 0.5 million wait-listed children.

[\(See Column “Efforts to eliminate wait-listed children” in Part II Chapter 1 Section 1\)](#)

<June, 2013>

Urgent Countermeasures to Break through the Fertility Crisis (since June, 2013)

In March 2013, “the declining birth rate crisis relief taskforce” was established under the Minister of State for Special Missions (countermeasures to the falling birthrate), and in May 28, 2013, “proposal for ‘the declining birth rate crisis relief’” was summarized. In June 2013, based on the proposal, “Urgent measures for the declining birth rate crisis relief” (hereinafter referred to as “Urgent measures”) were decided in the Measures to Cope with Society with Declining Birthrate Meeting.

To steadily implement the urgent measures, “a declining birthrate crisis relief taskforce (the second term)” (hereinafter referred to as “The taskforce (the second term)”) has been launched since August 2013 under the Minister of State for Special Missions (countermeasures to the falling birthrate). In the urgent measures and “the proposal for the declining birthrate crisis relief” (November 2013) by the policy promotion team of the taskforce (the second term), the importance of seamless supports for marriage, pregnancy, childbirth and childrearing according to the local situations was emphasized.

In addition, based on the strong requests from the Association of Prefectural Governors, “reinforce of regional measures against declining birthrate” was incorporated in “the economic measures for realizing positive cycles” (the cabinet meeting decision of December 2013), and “the grant for strengthening regional measures against declining birthrate” (3.01 billion yen) was established in the 2013 supplementary budget.

<January, 2014>

“Committee for Japan’s Future” (January to November, 2014)

Because the declining population and the declining birthrate and aging population have a great effect on the entire economic society, “A committee for Japan’s future” was established in January 2014 under the Council on Economic and Fiscal Policy. The Council energetically discussed integrated efforts for the issues of population, economy and local society, and reported an interim summary in May and published a final report in November 2014.

<July, 2014>

Formulation of Comprehensive After-School Plan for Children (since July, 2014)

Parents, who leave their children with a day-care center in order to work, will face a problem of securing an after-school facility for children to stay safely, when they enter a primary school. To break “the barrier against primary-school first-grade children,” it is necessary to improve places where children stay safely after school. Also, in terms of human resources who will bear the next generation, not only children of the households in which both partners work but also every child should be given safe places after school so that they can do various activities and experiences there. Hence it is important to take comprehensive measures for an after-school facility for all children.

Therefore, MEXT and MHLW collaborated to discuss the issues and formulated “Comprehensive After-School Plan for Children” in July 2014. Based on the plan, after-school children’s club holding about 300,000 children will be newly improved by the end of 2019, and all primary school districts will operate the after-school children’s club and After-school Classes for children collectively or coordinately, and such clubs and classes will be provided in more than 10,000 places.

<September, 2014>

Efforts for Regional Revitalization (since September, 2014)

To address Japan’s major issue of declining population and super-aging, it is necessary to make local regions attractive on the basis of three basic visions: 1) correcting “overconcentration in Tokyo”, 2) realizing youth hopes for employment, marriage, and childrearing, and 3) solving regional issues in accordance with regional characteristics. For these purposes, the reorganized second Abe cabinet started on September 3, 2014 newly appointed the Minister in Charge of Regional Revitalization, and established “Headquarter for Overcoming Population Decline and Vitalizing Local Economy.” In November 2014, “Act for Overcoming Population Decline and Vitalizing Local Economy” was enacted, and on December 27, two decisions were made in the cabinet meeting: “Long-Term Vision for Overcoming Population Decline and Vitalizing Local Economy,” which shows Japan’s mid- and long-term perspective of population and economy, and “Comprehensive Strategy for Overcoming Population Decline and Vitalizing Local Economy,” which summarizes future 5-year objectives, basic direction of policies, and specific policies. In light of these formulations, local governments are supposed to establish Regional comprehensive strategies. On December 24, 2015, “the comprehensive strategy for towns, people and work revitalization” was reviewed and revised according to the situational changes in policies.

<March, 2015>

Formulation and promotion of New Outline of Measures for Society with Declining Birthrate (since March, 2015)

Toward the formulation of New Outline of Measures for Society with Declining Birthrate, the Minister of State for Special Missions (countermeasures to the falling birthrate) held a review meeting in November 2014, and summarized “a proposal” in March 2015. The government discussed the proposal and decided a New Outline of Measures for Society with Declining Birthrate in the cabinet meeting on March 20 of the same year.

The New Outline provides five priority plans, in addition to a new support for marriage: more supports for childrearing; realizing hopes for marriage and childbirth at young age; consideration to households with multiple children; reform of the way of men’s and women’s working; and strengthening efforts according to local situations. In addition to the priority plans, the New Outline also requires comprehensive promotion of meticulous measures from a long-term perspective.

To put the priority plans into practice promptly, “the review meeting on the priority issues of supports for marriage and childrearing toward realization of the New Outline of Measures for Society with Declining Birthrate” was held by experts in June 2015 under the Minister of State for Special Missions (countermeasures to the falling birthrate). The review meeting summarized a proposal in August 2015, and based on the proposal, established a concrete policy for regional supports for marriage, in order to heighten momentum toward the measures against falling birthrate throughout the society. (Fig. 1-2-1)

Fig. 1-2-1

Outline of Measures to Cope with Society with Declining Birthrate (summary)

- Aiming to build a friendly society for marriage, pregnancy, children, and childrearing -

Basic concept - New phase of measures against the falling birthrate -

- (1) Review of entire society and further improvement of measures to make marriage and childrearing easy
- (2) Setting of basic targets toward society where individuals fulfill their hope for marriage and having children
*Keep in mind that specific values and pressure should not be forced against individuals' decisions
- (3) Refined response by combining "seamless support for each stage of marriage, pregnancy, childbirth and childrearing" and "efforts of regions and companies as a whole society"
- (4) Designates the future 5-years as "an intensive effort period," defines important tasks, and inputs policies effectively and intensively
- (5) Distributes large resources to children and promotes continuous and comprehensive measures from the long-term perspective

Important tasks

1. Further improvement of childrearing support measures

- **Smooth implementation of "the Comprehensive Support System for Children and Child-rearing"**
 - "Quantitative and qualitative improvement" by securing financial resources
 - Planned improvement of childrearing support facilities and programs according to the situations of urban and regional areas
 - ⇒ Enforced from April 2015: "quantitative expansion" by securing childcare facilities, and "qualitative enhancement" by improving nursery staff treatment
 - ⇒ Improves user support services, regional childrearing bases, temporary childcare-giving, and various childcares according to regional situations
 - ⇒ Further effort for "qualitative improvement"
- **Reducing Wait-listed children**
 - "Plan for accelerated Reducing Wait-listed children" and "securing nursing teachers"
 - ⇒ Improves certified children centers, nurseries and kindergartens to accept more children. Secures nursery staff treatment and develops human resources.
 - ⇒ Aims at complete Reducing Wait-listed children by FY 2017
- **Breakthrough of "the barrier on the 1st grade school children"**
 - "Comprehensive after-school plan for children"
 - ⇒ Increases the capacity of after-school children's clubs to accept 300,000 children by FY 2019, the rule of which has been changed to accept up to 6th graders from up to the 3rd graders

2. Realization of young people's hope for marriage and childbirth

- **Stabilization of economic base**
 - Stabilization of young people's employment
 - ⇒ Development of legislation to promote young people's employment measures
 - Promotion of economic assistance for young generations by older generations
 - ⇒ Establishment of free tax systems for lump-sum gifts for education, marriage, and childrearing
 - Mitigation of economic burdens of the young and low-income earners
- **Support for marriage**
 - Support for marriage by municipalities and chambers of commerce and industry
 - ⇒ Support for municipalities and chambers of commerce and industry, which create and promote opportunities for young people's encounter, etc.

3. Consideration to multiple child families

- **Mitigation of burdens of childrearing, nursing, education and housing**
 - ⇒ Expands free and preferential use of kindergartens and nurseries
- **Promotion of preferential treatment for multiple child families by municipalities, companies, public transportation, etc.**
 - ⇒ Promotes support for multiple child families under "a childcare support passport program," which supplies advantageous service for those taking their children

4. Change in the way of working of men and women

- **Change in men's awareness and behavior**
 - Correction of long work hours
 - ⇒ Development of legislation to reduce long work hours
 - Management's awareness change in conducting personnel evaluation, etc.
 - ⇒ Considers an evaluation method for supervisors who support childrearing subordinates
 - Holidays for men to raise a child just after childbirth
 - ⇒ Promotes introduction of companies' holiday systems to encourage childrearing
- **"Work-life balance" and "Women's success"**
 - Improves work environment and promotes various ways of working
 - ⇒ Promotes flex-time and telework
 - Supports women's continuous employment and career-up
 - ⇒ "Law to Promote Women in Workplace"

5. Reinforcement of measures according to regional situations

- **Measures taking advantage of regional "strong points"**
 - Supports regional measures by "the grant for regional effort reinforcement against falling birthrate"
 - Nationwide publication of advanced examples
- **Measures linked with "regional revitalization"**
 - Measures through cooperation between the country and districts

Fig. 1-2-1

Outline of Measures to Cope with Society with Declining Birthrate (Summary)

- Creation of a friendly society for marriage, pregnancy, children, and childrearing – (continued)

Promotion of refined measures against declining birthrate

1. Support for each stage

○ Marriage

- Information provision for a life plan
⇒ Provides information and counseling on marriage, childcare, life plans, education and career development, etc.

○ Pregnancy and childbirth

- Improves “childrearing generation support centers”
⇒ Improves one-stop centers which provide comprehensive counseling and seamless support from pregnancy to childrearing
- Mitigation of burdens during maternity leave
⇒ Income compensation with maternity allowances and exemption of social insurance premiums
- Improves postpartum care
⇒ Formulation of postpartum care guidelines
- Prevention against maternity and paternity harassments
⇒ Dissemination and reinforcement of guidance to companies
- Improves perinatal care

○ Childrearing

- Mitigation of economic burden ⇒ Incremental Efforts toward Free Access to Early Childhood Education
- Promotes 3-generations co-residence, neighborhood residence and pediatric care
- Improves regional safety ⇒ Protects children from accidents and victimization by crime
- Supports children with disorders or in poverty and families with a child with disability
⇒ Support for children with disorders and single parent families, anti-poverty programs, child abuse prevention, etc.

○ Education

- Provides medical and scientific knowledge of pregnancy and childbirth ⇒ describes in textbooks and trains school teachers

○ Work

- Promotion of regular employment and improvement of labor conditions
- Presentation of role models
⇒ Presentation of role models, such as working/not working while childrearing or playing an active role in regions
- Job creation linked with “regional revitalization”

2. Promotion of measures against falling birthrate by society as a whole

○ Creation of warmhearted society for marriage, pregnancy, children and childrearing

- Dissemination of maternity marks and stroller sign
- Nationwide development of a childrearing support passport program

○ Measures of companies

- “Visualization” of companies’ measures against falling birthrate and support for work-life balance, and information sharing of advanced examples
⇒ Formulation of action plans based on The Act on Advancement of Measures to Support Raising Next-Generation Children
- Incentives through commendation and “Kurumin” mark

Basic goal

Creating a friendly environment/society where people can realize hopes to marry when they want to and the difference between the numbers of children they want to have and actually bear can be reduced.

Numerical targets of measures (for the year 2020)

Childrearing support

<input type="checkbox"/> Admission capacity of certified nurseries:	2.67 million children (for FY 2017)	(2.34 million in April 2014)
⇒Wait-listed children	Aims to eliminate (for the end of FY 2017)	(21,371 children in April 2014)
<input type="checkbox"/> After-school children's clubs:	1.22 million children	(0.94 million in May 2015)
⇒Wait-listed children	Aims to eliminate (for the end of FY 2019)	(9,945 in May 2014)
<input type="checkbox"/> Regional childrearing support base services:	8,000 places	(6,233 places in FY 2013)
<input type="checkbox"/> User support services:	1,800 places	(291 places in FY 2014)
<input type="checkbox"/> Temporary childcare-giving services:	11.34 million persons in total	(4.06 million in total in FY 2013)
<input type="checkbox"/> Sick and convalescent children:	1.5 million in total	(0.52 million in total in FY 2013)
<input type="checkbox"/> Home visit childcare support services:	All municipalities	(1,225 municipalities in April 2013)
<input type="checkbox"/> Childrearing generation general support centers:	Nationwide development	Percentage of support for expectant or nursing mothers: 100%

Change in the way of working of men and women (work-life balance)

- Percentage of holiday acquisition by husbands just after childbirth: **80%** (-)
- Percentage of childcare leave acquisition by husbands: 13% (2.03% in FY 2013)
- Percentage of women's continued working before and after the first childbirth: **55%** (38.0% in 2010)

Education

- Percentage of people who have medical and scientific knowledge of pregnancy and childbirth: **70%** (34% in 2009). Note: Average in developed countries: about 64%

Marriage and regions

- The number of municipalities which are carrying out comprehensive measures against falling birthrate corresponding to each stage of marriage, pregnancy, childbirth and childrearing: **more than 70%** (243 municipalities) (about 14% at the end of 2014)

Measures of companies

- The number of shops participating in a childrearing support passport program: **0.44 million** (0.22 million in 2011)

Warmhearted society for marriage, pregnancy, children and childrearing

- Percentage of people who think we are heading toward a comfortable society for marriage, pregnancy, children and childrearing: **50%** (19.4% in FY 2013)

■ represents new targets

Source: Cabinet Office

<April, 2015>

Enforcement of Comprehensive Support System for Children and Child-rearing (since April, 2015)

Based on Three Children- and Childrearing-Related Acts enacted in 2012, the Comprehensive Support System for Children and Child-rearing has been enforced in earnest since April 1, 2015.

<April, 2015>

Installation of Children and Child-rearing Administration (since April, 2015)

Along with the enactment of Comprehensive Support System for Children and Child-rearing on April 2015, a new organization called Children and Child-rearing Administration has been installed in the Cabinet Office, by appointing the Minister of State for Special Missions (in charge of measures against the declining birth rate) as Director-General, in order to make general plans and coordination for the measures against the falling birthrate; children and childrearing support; promotion of the New Outline of Measures to Cope with Society with Declining Birthrate; and implementation of Comprehensive Support System for Children and Child-rearing.

<October, 2015>

Efforts for realization of Society with Dynamic Engagement of All Citizens (since October, 2015)

To assist a deliberation toward planning of “Society with Dynamic Engagement of All Citizens”, which is aimed to realize “New three pillars of stability (Abenomics)” (including “supports for dream-weaving childrearing”), “a national assembly on the dynamic engagement of all citizens” was to be held in October 2015.

In the national assembly held in November 2015, “Urgent measures to be carried out for realization of Society with Dynamic Engagement of All Citizens – Toward formation of positive cycles of growth and distribution” were summarized, which include a goal for realization of “a desired birthrate 1.8.”

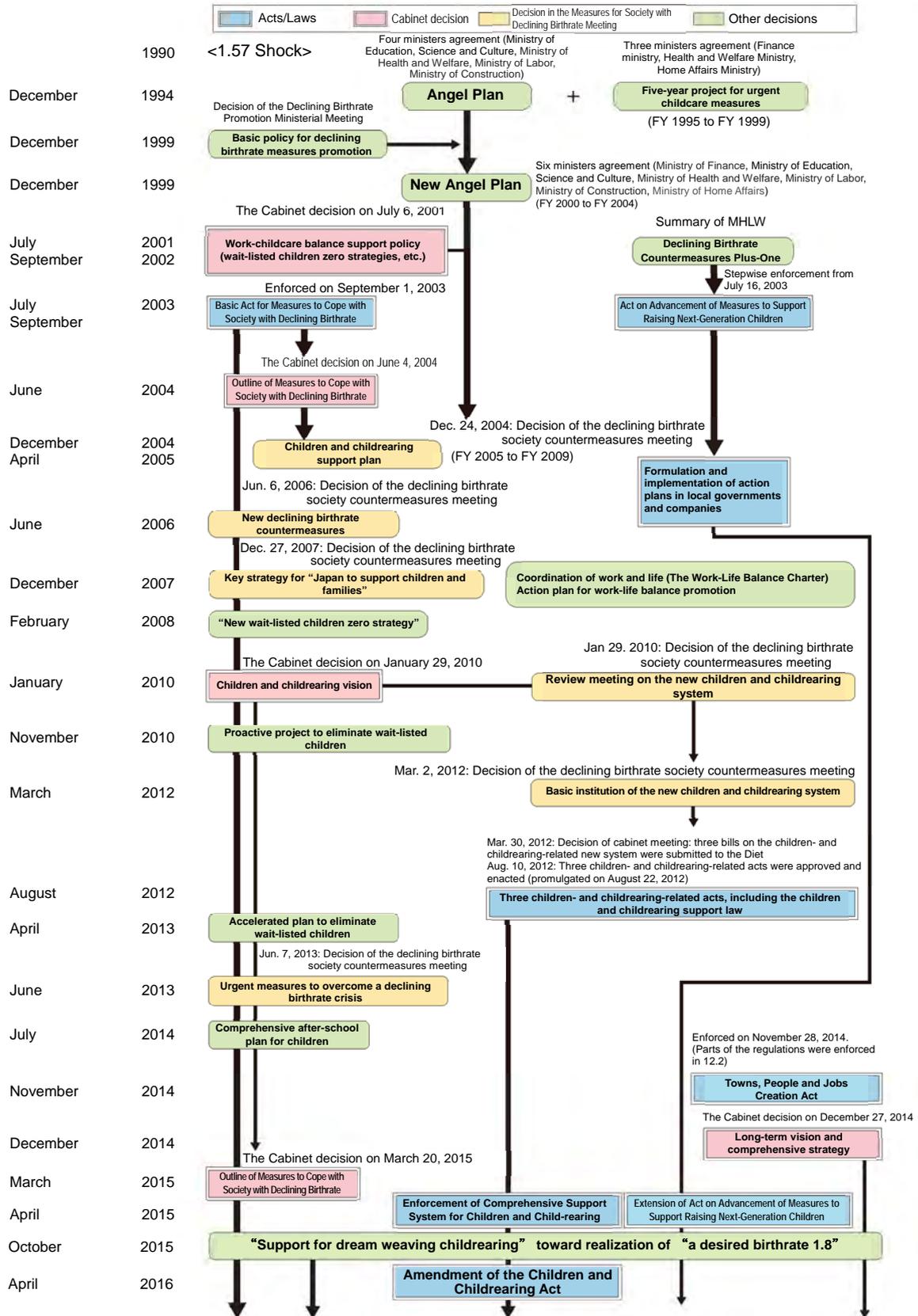
(See [Section 2: Efforts toward Realization of Society with Dynamic Engagement of All Citizens](#) [Special Edition])

<April, 2016>

Amendment of the Children and Childrearing Support Act (since April, 2016)

To improve the support system for children and childrearing, it was decided in the 2016 ordinary session of the Diet that some projects should be created to help and support owners of company-site daycare facilities, and accordingly the Children and Childrearing Support Act was amended and enforced from April 2016, which includes an increased upper limit of contributions collected from general employers.

Fig. 1-2-2 Chronological history of activities



Source: Cabinet Office

Section 2 Efforts toward Realization of Society with Dynamic Engagement of All Citizens [Special Edition]

Toward realization of Society with Dynamic Engagement of All Citizens

During these 30 years, Japan's total fertility rate is dramatically declining and the aging rate is steadily increasing, with the peak of 2008 when the population started to decline. According to the projection of medium-fertility and medium-mortality by the National Institute of Population and Social Security Research, it was estimated that Japan's population would reach about 8.7 million in 2060 and drop to less than 5.0 million in 2100.

The third Abe Administration starting on October 7, 2015 is tackling structural issues of the declining birthrate and aging population, as well as realization of “Society with Dynamic Engagement of All Citizens,” in order to create society in which everybody, including the youth and elderly, men and women, those with physical disability or incurable disease, and those who experienced failure once, can become active. The administration proposes new three pillars of stability (Abenomics): 1) the first is “a strong economy for people to have dreams” by targeting realization of “the largest-ever postwar GDP 600 trillion yen,” 2) the second is “supports for dream weaving childrearing” by targeting “a desired birthrate of 1.8,” and 3) the third is “social security under which people can live in peace” by targeting “zero retirement of healthcare workers.” (Fig.1-2-3)

The Society with Dynamic Engagement of All Citizens is a proposal to build a new economic and social system toward “positive cycles of growth and distribution.” The concept is that people are able to live in peace and have hope for future, which in turn, leads to higher consumption and expansion of investment. If individuals exhibit a variety of their abilities and a diversified society is recognized, it is expected that production will be raised through individuals' new and innovative ideas, and that the economy will be accelerated. The second stage of Abenomics is to strengthen the infrastructure of childrearing and social security, through which economy can be strengthened and “positive cycles of growth and distribution” can be realized. (Fig. 1-2-4)

Appointment of Minister in Charge of Promoting Dynamic Engagement of All Citizens and holding of national assembly

Toward realization of Society with Dynamic Engagement of All Citizens, the Minister in Charge of Promoting Dynamic Engagement of All Citizens has been appointed, and “a national assembly on Dynamic Engagement of All Citizens” is to be held. The assembly consists of the prime minister as chairman, the minister in charge of Promoting Dynamic Engagement of All Citizens as deputy chairman, cabinet ministers concerned, and experts.

Toward the realization of the Society with Dynamic Engagement of All Citizens, discussions were carried out in the “national assembly on Dynamic Engagement of All Citizens,” and in order to reflect the current status to the discussions, the Minister in Charge of Promoting Dynamic Engagement of All Citizens and the panel of experts carried out public hearings concurrently.

Dynamic Engagement of All Citizens

- Toward a society participated by all citizens, whether they are women or men, the elderly or youths, people who have experienced a failure, people with disabilities and people fighting an illness, can play active roles in their respective homes, workplaces and local communities or any other places

New three arrows

Realize a robust economy by strengthening the existing three arrows and tackling squarely with Japan's structural issues of the declining birthrate and aging population.

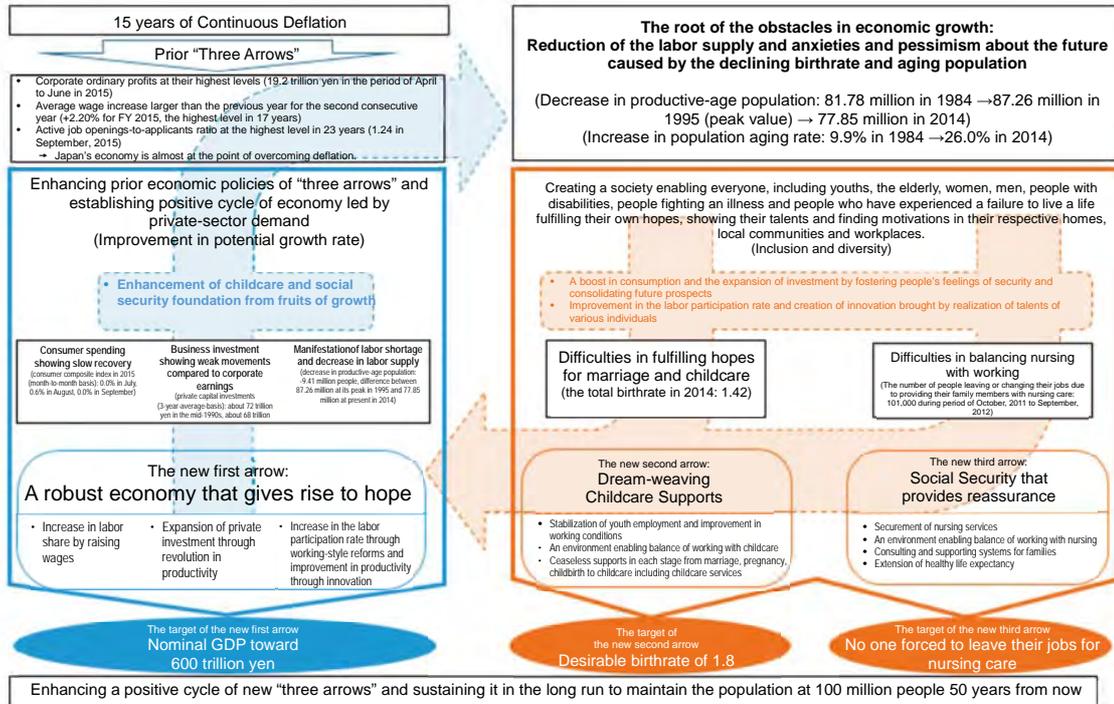
- The new first arrow:**
[A robust economy that gives rise to hope] → Largest Nominal GDP in Post - war History of 600 Trillion Yen
- The new second arrow:**
[Dream-weaving Childcare Supports] → Desirable birthrate of 1.8
- The new third arrow:**
[Social Security that provides reassurance] → No one forced to leave their jobs for nursing care

→ November 2015, identify urgent measures to carry out
May 2016, formulate The Japan's Plan for Dynamic Engagement of All Citizens

Source: Prepared by Cabinet Office

Fig. 1-2-4

A Society in Which All Citizens are Dynamically Engaged will Vitalize Japan's Economy Facing the Declining Birthrate and Aging Population -A Positive Cycle of distribution and sustainable growth driven by inclusion and diversity-

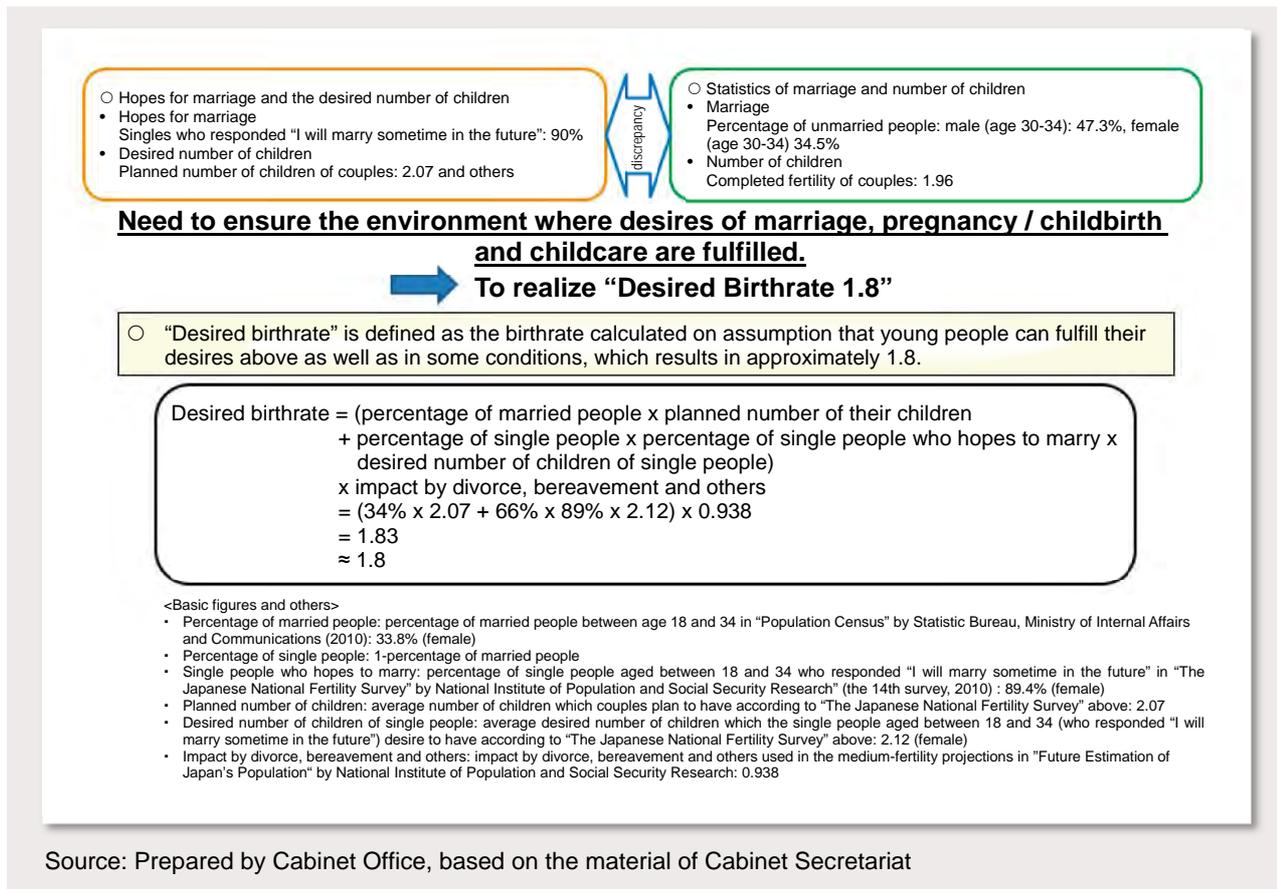


Source: Cabinet Secretariat

Realization of “a desired birthrate 1.8”

Among the measures for realization of Society with Dynamic Engagement of All Citizens, “a desired birthrate 1.8” is the most focused measure against declining birthrate. The “desired birthrate 1.8” represents an estimated figure when young people’s hopes for marriage and the desired number of children are fulfilled. The measure is aimed to improve situations in which the youth cannot marry or cannot have the desired number of children. (Fig. 1-2-5)

Fig. 1-2-5 About “a Desired Birthrate 1.8”



Urgent measures to be implemented toward Society with Dynamic Engagement of All Citizens

On November 26, 2015, “urgent measures for realization of Society with Dynamic Engagement of All Citizens - toward formation of positive cycles of growth and distribution -” was summarized in the national assembly on Dynamic Engagement of All Citizens. The urgent measures consist of “a basic concept for ‘Nippon Dynamic Engagement of All Citizens Plan’” and “urgent measures to be implemented.” Based on the “urgent measures to be implemented,” necessary budgets were included in the FY 2015 supplementary budget and the FY 2016 budget. (Figs.1-2-6, 1-2-7)

In May 2016, the national assembly required that “Nippon Dynamic Engagement of All Citizens” should be planned, based on the direction shown in the urgent measures. (Fig. 1-2-8)

Fig. 1-2-6

The second new pillar for supports for dream weaving childrearing
Urgent measures directly connected to “a desired birthrate 1.8”



Dream-weaving childcare support (1)

Urgent measures leading directly to “desired birthrate 1.8”

- **Secure employment and improve working conditions of youths as a foundation to fulfill their desires on marriage and childrearing**
 - Help youths smoothly find employment; facilitate non-regular employees to be promoted to regular staff; and improve their working conditions
 - Consider revising systems to facilitate non-regular employees to have childcare leave to help them continue working
 - Consider addressing by laws and regulations to prevent unfair treatment due to pregnancy, childbirth, childcare leave and so on
 - Consider exempting the national pension’s insurers from their premium to alleviate the economic burden before and after childbirth
 - Improve a system to ensure small and medium-sized companies apply employment insurance to more of their workers
- **Promote ceaseless support to reduce burdens, solve problems and feel easy in all stages from marriage, pregnancy, childbirth to childcare.**
 - Enhance support for infertility treatment (to be conducted most urgently)
 - Support singles in finding their marriage partner
 - Improve a system to ceaselessly support people in stages from pregnancy to childcare by using the Comprehensive Support Center for Childrearing Generation as a main function
- **Promote to renovate work styles so that they match the community, where children are born and reared**
 - Promote to renovate work styles by establishing councils in each community participated by local government, employees, employers and so forth



Dream-weaving childcare support (2)

Urgent measures leading directly to “desired birthrate 1.8”

- **Enhance various childcare services to enable people to work after childbirth and during childrearing**
 - Advance improvement of authorized nurseries and others based on the “Acceleration plan for reducing wait-listed children”
 (The capacity will increase by the end of FY 2017: 400 thousand -> 500 thousand)
 (to be conducted most urgently)
 - Support to improve small-sized nurseries and others (to be conducted most urgently)
 - Consider promoting to improve and operate company-lead nursery business such as nurseries in company office in the budget compiling process for FY 2016
 - Support childcare workers to obtain qualification, improve working conditions by employing a childcare aid, improve work efficiency by using ICT and make conditions of positioning childcare workers in the morning and evening more flexible
- **Establish an environment to make it easier for three-generation family and families who live under one roof or nearby each other to assist each other in childcare**
 - Support parent and children to live together by constructing houses and utilizing UR rental houses (to be conducted most urgently)
- **Eliminate various restrictions including economic conditions which prevent children from receiving education as they desire**
 - Gradually promote free education of young children
 - Improve scholarship for higher education and work on the effort to introduce the “Scholarship loan scheme under income-linked repayment system”
 - Provide multi-stream educational opportunity to children who cannot settle into existing schools due to various reasons
- **Enhance considerations and measures for families who are having hard time raising their children and for the children**
 - Promote the “Project to Support Autonomy and Independence of Single Parent Families and Households with Many Children” and enhance the functions of child allowance

Source: Cabinet Secretariat

Fig. 1-2-7

**Urgent measures directly connected to “a desired birthrate 1.8”
Outline of the 2015 supplementary budget and the 2016 budget**

Supplementary budget of FY 2015

(Main measures)

- Expand support for infertility treatment: 0.7
- Provide community support for activities to get married: 3.6
- Promote to improve medical conditions for children and women before and after childbirth: 2.0
- Promote the “Acceleration plan for reducing wait-listed children”: 51.1
- Promote to secure necessary number of childcare workers: 71.4
- Revise the salary structure of childcare workers: 9.3
- Promote three-generation families and families who live nearby each other: 16.1
- Make schools earthquake-proof and improve their toilets and air-conditioning: 43.8
- Facilitate to establish a future support community network for children: 2.5
- Support single-parent families: 11.7
- Enhance measures to prevent child abuse: 9.1

(in billion yen)

Budget of FY 2016

(Main measures)

- Free education for young children#: 12.6
 - Reduce burden of education cost#: 141.7
 - Enhance the functions of child allowance: 174.6
 - Expand “Career Up” subsidy: 41.0
 - Support to ensure NEEs and casual employees find and continue their work: 7.5
 - Provide community support for activities to get married: 5
 - Expand support for infertility treatment: 0.7
 - Ceaseless support for people in pregnancy through childrearing periods: 2.8
 - Improve various childcare services (including company-lead childcare business): 83.5
 - Secure and educate the necessary number of childcare workers: 41.4
 - Promote three-generation families: 150*
 - Support single-parent families and families with many children: 343.6
- It represents the sum of budgets to improve the consultation office by introducing one-stop system and to support local governments in helping child learn and securing their places, in addition to the budgets for measures with # (free education of young children, reduce burden of education cost and enhance the functions of child allowance).
- Implement measures to prevent child abuse: 6.4

(in: billion yen)

Measures with * are conducted using applicable budgets.

Source: Prepared by Cabinet Office, based on the material of Cabinet Secretariat

Direction to be studied toward “Nippon Dynamic Engagement of All Citizens”

Direction to consider for the “Nippon Dynamic Engagement of All Citizens Plan”
 (Urgent measures for realization of Society with Dynamic Engagement of All Citizens - toward
 formation of positive cycles of growth and distribution)
 (from the national assembly on Dynamic Engagement of All Citizens, November 26, 2015)

“Dream-weaving Childcare Support”

With an eye toward achieving the “desired birthrate 1.8,” in order to completely improve the current situation, which prevents youths from getting married as they wish and having the number of children they desire, it is necessary to enhance employment and the economic foundation of youths; improve the environment enabling them to balance working with family life; and ceaselessly support them in all stages from marriage, pregnancy, childbirth to childcare. For instance, the following attempts are going to be examined.

In order to enhance employment and economic foundation of youths, the government will make efforts to stabilize employment and increase the income levels of youths by helping them smoothly find employment; promoting non-regular employees’ transformation to regular employees and improving their working conditions; and further increase employees covered by employment insurance.

In order to ensure that people balance their work with family life, the government will improve an environment where all people who hope for marriage, pregnancy, childbirth and childcare can fulfill them, and women can play active roles. In addition, the government will eliminate the practices of long working hours and promote various flexible work styles, including telework and flexible work time. In addition, the government will promote reforms in mindset and behaviors of men and improve a working environment that facilitates workers to take childcare leave. Also, an environment which enables both men and women to develop their own careers through relearning will be improved. The government will also promote ceaseless and comprehensive support to resolve various worries and challenges of youths who hope to marry and families with children, which include marriage, childbirth and childcare issues, by securing preparation and various childcare services to reduce wait-listed children; and cultivating and securing human resources for childcare.

Plus, an environment enabling three generations of a family to live under one roof or nearby each other for mutual childcare assistance will be improved. Moreover, in order to offer educational opportunities regardless of economic conditions, the government will expand the range of free early childhood education and reduce the burden of education costs while securing revenue resources at the same time. Supports for single-parent families and families with multiple children, as well as measures to support children will also be promoted. Furthermore, multi-stream education systems for children who cannot settle into existing schools due to various reasons, including bullying and developmental disabilities, will be enhanced.

Source: Prepared by Cabinet Office, based on the material of Cabinet Secretariat