

## 2. Basic Implementation Status for Children and Child Care Measures in 2009

### Chapter 1 Supporting growth of children and realizing the society that the youth can grow at ease

#### Section 1 Supporting children by overall society and ensuring opportunities of education

##### 1. Supporting Childcare by The Society as a whole

###### 1) Establishing Child Allowance

In 2010 (H22), the child allowance of 13000 Yen for every month will be supplied to the father or mother for every child who has completed the intermediate school. The 'bill for child allowance payment of 2010' is submitted in regular session of 2010 and established in March of that year.

##### 2. Supporting Child Learning

###### 1) Free tuition for public high schools and tuition fund for private high schools, etc.

"Act on free tuition fee at public high schools and high school enrollment support fund" was submitted in an ordinary session of the Diet of 2010 (H22) and passed on March 31, 2010. The Act makes tuition free at public high schools and establishes the High school enrollment support fund system for tuition payment for private high school students etc.

###### 2) Enhancement of Scholarships etc.

In the scholarship project of the Independent Administrative Agency Japan Student Services Organization, the enhancement for each year is measured. In 2009 (H21), the project cost of the entire project combining the interest free scholarships and lucrative scholarships was recorded for allotting the tuition fees of 115 million students, which is increase of 60000 from that of last year. In addition, alleviation of education expenses is addressed by supporting the tuition fees exemption implemented by each university.

###### 3) Improving the Educational Environment of the School

The guidelines for the preschool education and the Courses of Study for the primary and intermediate school education were revised in March 2008 (H20), whereas the Courses of Study for the high school and school for special needs education were revised in March 2009 (H21). In the new Courses of Study, the increase in the number of school hours or the details of the guidance is addressed in order to target the nurturing of 'zest for living' derived from balanced knowledge, morals and physical health based on the amended Basic Act on education and the report of the Central Council for Education etc.

Further, for the placement of teachers, enhancements of the number of teachers in order to reduce class size (40 students per class) and introduce small group guidance has been gradually implemented. In 2010 (H22), 4200 teachers and staffs has been placed to enhance small group guidance for mathematics and to improve special needs education. This increase in the number of teachers and staffs would serve to secure meeting time of children with teachers and to address smooth implementation of the new education Courses of Study.

## 1 Addressing the Support for Independent Life Style and Employment of Youths

### 1) Implementation of Non-regular Employment Measures

The counselling for livelihood support for employment and house securing, direct employment support for temporary labour is provided at one-stop by establishing 'non-regular workers employment support centre' in the urban area concentrated with the non-regular workers, and 'non-regular workers employment support corner' in the job placement office of the prefecture where no such centre is established.

A new system was established for the small business employers in which the terminable contract employees are changed to the permanent employees according to the employment regulations and the small business employment stability incentive is paid if more than one employee is changed to permanent employee, owing to the aspirations of the terminable contract employees. In April 2009 (H21), the common treatment system and education, training system is newly established for the full-time terminable contract employees and the permanent employees, and the amount was paid even if the persons more than the fixed number are applicable for it.

Further, the amendment for the worker dispatch law incorporating the forbiddance of the registration type dispatch, manufacturing operation type dispatch, is submitted for addressing the stability of employment for the temporary workers. The amended part-time employment act which consists of securing the balanced treatment for the permanent employees and implementation of changing to the permanent employees was enforced from 1<sup>st</sup> April 2008 (H20). Based on the amended part-time workers act, the administrative guidance etc. is implemented and the counselling support, subsidies are carried out for the entrepreneurs to secure the balanced treatment of the part-time workers.

### 2) Employment support for Youths

#### (1) Comprehensive and Continuous Career Forming and Employment Support Measures from the School Level to the Work Settlement Measures

##### A Implementation of Career Training in The Primary and Secondary School

In 2009 (H21), the 'Career education project corresponding to the development stages' which carries out research study for organized and systematic career training program development corresponding to development stages of primary and secondary school is implemented, the guidance material for career training of primary school teachers is prepared, and distributed in the board of education and primary schools all across the country. Further, 'the research study on the career training in high schools' for carrying out the implementation of the career training in the 'high school (particularly infantry school), is implemented.

##### B Implementation of Career Training for Offering Opportunity of The Work Experience in The Higher Education Level

The internship is included in all the high school training institutions. The government prepares and distributes 'Procedures for introduction and practical use of internship' which indicate the procedures for the significance and implementation of the internship, from the viewpoint of implementing the internship, and implements the measures for each type.

##### C Review of Future vision on career education and vocational education at school

The Central Council for Education is consulted in December 2008 for Future vision on career education and vocational education at school, and the council progress report was published in July 2009. Then, further discussions were carried out by listening to wide range of opinions from each layer of the society

#### (2) Development of Diverse Employment Systems Corresponding to the Multi Stream Career Path

##### A Implementation of Employment Support to Freeters

###### (a) Implementation of Secured Employment for the Senior Freeters Using Subsidies of Regular Employment for Youth

The security of employment opportunity of the senior freeters is addressed by allocating the subsidies for regular employment of the youth when the job frame is set, for the entrepreneurs who positively give regular employment to the senior freeters for whom employment becomes difficult due to less work experience as the permanent employee.

###### (b) Regular Employment Support to Freeters in The Job Placement Office

The job placement office offers support for the regular employment by pairing with job hunting related individual counselling, help and advice, job securing, learning job hunting method according to group work method, mock interview, career advice, job placement, support menu consisting of work commitment etc. with the emphasis on the senior freeters who did not become permanent employees in the employment ice age.

###### (c) Using Trial Employment for Youth

The mutual understanding between the job applicant and the employer is promoted by ascertaining the competence and capability for the business conduct and 'youth trial business employment' (1 person 40000 Yen, maximum 3 months) addressing the regular employment, is implemented for the youths for whom the employment is difficult due to inadequate work experience, skill and knowledge, by hiring them on trial basis for a definite period (as a rule 3 months).

###### (d) Implementation of Job Card System

Job card system offers practical training combined with precision career consulting, corporate training and classroom lectures for the freeters who do not have the regular employment experience, and is a system which guides the employment as the permanent employee by summarizing the evaluation results from the company and the occupational career on the job card. According to the total calculation so far, the number of persons obtaining the job card is 20.9 million persons (value at the end of February 2010) and the number of persons in the vocational course is 8.1 million persons (preliminary value at the end of March 2010).

### B Implementation of Independent Support for The Youths for whom The Employment is Difficult

The youth independent learning project was implemented in 28 places all across the country in 2009 through the work experience in the communal life using the residential training form. Further, the network is built from the youth support organizations of the area in collaboration with the local government, the regional youth support station is established as its base (2009: 92 places) and the employment support is offered with expert advice corresponding to the situation.

#### (3) Development of Youth Labour Market Infrastructure which Enables Capability Matching

The companies have published the basic employment skills required by the youths, the YES-program for issuing the certificate corresponding to the application from the youths who have completed the course or passed the examination, is developed along with carrying out accreditation for the course or the examination to learn those basic employment skills.

#### (4) Development of One Stop Service Centre (Popularly Known As 'Job Café') for Youths

The job cafes are established in 46 prefectures (87 places) all across the country (Currently April 2009) out of which job placement offices were linked to 40 prefectures. It implements the job placements considering the youths as targets and entrusts youth regional alliance which carries out company orientation session and seminars of each type by the coordination between the concerned institutions like economic organizations.

#### 3) Support Based on the 'Act on Promotion of Development and Support for Children and Young People'

'Act on Promotion of Development and Support for Children and Young People' was established in July 2009 (H21) and enforced from 1<sup>st</sup> April 2010 (H22). It comprehensively promotes the policies for the related fields such as the education, welfare, employment etc. and implements network building for supporting the children and youth with difficulties like NEETs and social withdrawal etc. in cooperation with the regional institutions.

## Section 3 Providing an opportunity to learn the necessity in social life

### 1 Improve Understanding for The Importance of Life, The Role in The Family etc.

#### 1) Enlightenment and Training for The Roles Pregnancy and Household, Family

The guidelines in the school related to sex are targeted to make students understand the risks for the AIDS and sexually transmitted diseases and sex related health problems such as artificial abortion and take appropriate action accordingly, and strives to guide through the overall school activities such as the physical education, health education, special activities, Moral Education etc. The training to improve the understanding for the roles in the household and family, focusing on the closely related subjects is given in the primary school, secondary school, high school, based on the developmental stage.

#### 2) Providing The Opportunity to Come Face to Face with Infants

The initiatives for widening the opportunities for mainly secondary and high school students to meet and come face to face with infants using the public institutions such as the day care centres, children house and health centre.

#### 3) Implementation of The Initiatives in The School, Family and Region

The training for improving the understanding of the child care is implemented along with addressing the mutual coordination between related subjects, Moral Education the period, for Integrated Studies and special activities, at each school level of primary school, secondary school and high school.

As the initiatives in family and regions, the initiatives related to the education at home which the area proactively implements are supported, to improve the understanding of the parents for the importance of a couple to work together for child care or importance of life.

#### 4) Promotion of Understanding through ‘Family Day’, ‘Family Week’ etc.

The developmental projects are implemented focusing on the ‘family day, ‘family week’ for promoting the initiatives with understanding and spread in the society overall, and the importance and renewed recognition of the households and area supporting child care is addressed along with nurturing life for the next generation.

#### 5) Survey and Study for the Family Formation

The ‘customer opinion survey for inspection and review of the countermeasures to the declining birth rate using Internet’ and ‘basic image research for the society with declining birth rate in all the generations, using Internet’ are carried out in 2009 (H21).

## 2 Foster Rich Humanity through Learning and Experience

### 1) The Development of the Environment for Children Training by the Whole Community

#### (1) The Initiatives for Improving the Educational Strength of the Region

##### A Regional School Support Project

Residents support the education activities of the school as volunteers and implement the regional school support project in 2008 (H20) which develops a system for raising the children in the overall region.

##### B After School Children Classroom Promotion Project

Using the vacant class rooms etc. of the primary schools after the school is over or on the weekends, the activity centre (location) for the children is established, and learning activities, sports or cultural activities, providing an opportunity for exchange activities with the local residents ‘after school children classroom promotion project’ are implemented by involving the people in the region.

#### (2) The Initiatives for Improving the Strength of Education at home

The learning opportunities for the education at home such as the child care course are supported in the region using the opportunities in which the parents can participate such as the infants’ check-up and examination at school. Further, the local manpower training chiefly responsible for the education at home support activity of the region, or the family education support team consisting of the professionals such as the social workers, health nurse, former school teachers etc. is organized and the initiative of the region carrying out consultation, providing information, coordination with learning opportunities is supported by coordinating with the schools depending on the situation.

#### 2) Implementation of Consumer Education

The consumer education initiatives are implemented by coordinating with the Consumer Affairs Agency (Cabinet Office until the August 2009 (H21)), Ministry of Education and relevant ministries and agencies, the course material for the consumer education is provided by the consumer education site portal and the consumer education course is conducted for the teachers of the primary schools, secondary schools, high schools, specialised vocational high schools and special needs schools by the independent administrative agency National Consumer Affairs Information Center of Japan. Further, the Courses of Study for primary and secondary school are revised in March 2008 (H20) whereas the school Course of Study for the high school is revised in the March 2009. The enhancement of the details related to the consumer education such as the guidelines for the basic rights and responsibilities of the consumer, is addressed.

### 3) Hands-on Activities in the Region and School

#### (1) Implementation of Hands-on Activities in the Region

The ‘youth activity general plan’ is implemented from 2008 (H20). The youth experience activity required to be supported independently, the hands-on-activities corresponding to the youth developmental stages and the hands-on activities of regional network type are implemented by the cooperation of the relevant ministries and agencies, along with incorporating the support required for the leadership training of the long term natural experience activity.

#### (2) Implementation of Hands-on Activities in The School

The ‘prosperous hands-on activity promotion project’ is implemented in the primary, secondary and high schools etc. The hands-on-activity acting as the model for other schools is carried out and its result is widely distributed to schools all across the country. The development of diverse hands-on-activities is promoted in the primary, secondary and high schools all across the country.

### 4) Cultural and Art Activities

#### (1) Securing The Opportunity to Feel The Authentic Stage Arts

The children attend the superior stage arts in the school, participate in the demonstration, workshop and performance of the group, and thus get the opportunity to feel the stage arts closely.

#### (2) Implementation of Cultural Activities of The School

The initiative to increase the interest of children in the culture and arts is implemented through lectures and simple practical demonstrations of the narratives related to the culture and arts by dispatching the artists and keepers of traditional arts who carry out superior activities, to the schools.

#### (3) Program to Support ‘Creative Towns through Culture and Arts’

The initiative for addressing the rejuvenation of the culture and arts activity in the region, and creating an environment, is supported through the promotion of cultural leaders (leader) and cultural art groups in the region, transmission, intercommunication, and cultural exchange and cooperation between universities and regions, for cultural and artistic activities.

#### (4) Children’s Traditional Culture Classes Program

It provides the opportunity for children to experience and acquire the traditional culture activities in a planned and consistent way such as performing art, industrial arts, Japanese music, classical Japanese dance, martial arts, tea ceremony, flower arrangement etc. considering the school and cultural facilities as the base for Saturdays and Sundays.

### 5) The Places to Meet The Nature

It provides the opportunities for the children to learn the manners in the nature, and carry out the restoration maintenance activities of the natural environment based on the guidance and cooperation of the natural conservation officer (ranger) and park volunteer in the National park.

Further, it implements ‘children echo club project’ to support the children to carry out environmental conservation activities and environmental education in coordination with the local public entities and businesses etc. and provides the opportunity to participate in the environmental education such as the nature observation and water quality survey and the environmental conservation activities such as the recycling activity.

### 6) Agriculture and Forestry Experience, Exchange of Experiences in the Urban and Rural Communities

In 2008 (H20), The Ministry of Internal Affairs and Communications, Ministry of Education, Culture, Sports, Science and Technology, Ministry of Agriculture, Forestry and Fisheries in collaboration implement the ‘children rural interaction project’ for children which carries out the lodging in the agriculture, forestry and fisheries, lodging experience activity for agriculture, forestry and fisheries.

### 7) Securing Playing Areas for Children (Parks, Waterfronts, Forests)

For the city parks seeking a role as an accessible playground for the children, development of a park within walking distance, development of a comprehensive part including sport facility and play facility of all kinds is implemented.

It develops a system of initiatives by combining the citizen groups, educator, river administrators for implementing environmental education and nature experience activity in the accessible waterfronts, builds a mechanism for supporting the waterfront activities such as lending of the material (life jacket etc.) necessary for the waterfront activities, introduction of the learning program etc. and implements ‘“children’s waterfront” rediscovery project’ (End 2008 282 places registration) starting with easily accessible riverside development (music school project on the waterfront : End 2008 (H20) 277 places registration) whenever necessary.

## Chapter 2 Society which can realize hopes of pregnancy, birth and childcare

### Section 1 For pregnancy and birth at ease

#### 1 Securing Support System for Pregnancy and Childbirth, and Perinatal System

##### 1) Alleviation of Economic Burdens Owing to the Gynaecological Check-up and Childbirth

In the 2008 (H20) annual second supplementary budget, the enhancement of support is addressed until 2010 (H22) so that gynaecological check-up can be received for number of occasions required (14 times). Further, a system was introduced in which the lump-sum birth allowance is directly paid to the hospital from the medical insurer corresponding to the wish of the pregnant woman.

##### 2) Development of Perinatal Care System, Securing Ambulance Receiving System

###### (1) Enhancement of Perinatal Care System

It establishes the general obstetrics medical centre and regional obstetrics medical centre supporting the same for providing appropriate medical care for high risk pregnant women and new-borns etc. and addresses the enhancement of the perinatal care system by securing cooperation with the regional farrowing facility.

###### (2) Securing Perinatal Ambulance Receiving System

As the function of general obstetrics medical centre, it deals with the mother and baby having complications other than the obstetric complication by coordinating with the related diagnosis and treatment department of its own facilities or other facilities and for the neonatal intensive care unit (NICU), it is trying to develop 25-30 beds for every 10000 births as target up to 2014 (H26).

##### 3) Obstetrics Compensation System

From January 2009 (H21), it compensates the economic burden for the child, detected with cerebral palsy due to medical mishaps during the delivery, and its family, analyzes the cause of the accident, provide information that contributes for the prevention of accidents, and establishes a practice of 'obstetrics compensation system' for addressing the improvement in the quality of conflict prevention, early settlement and the obstetrics.

##### 4) Raising Awareness for Maternity Mark

Maternity mark was issued in 2006 (H18) by recruiting in the 'healthy parent and child 21' promotion study group by arousing the interest of wide range of citizens for creating a superior environment for expectant and nursing mothers. For raising awareness, it was informed widely through the opportunities such as homepage and sends request of cooperation for the initiatives such as the transportation facilities, workplace and restaurant.

##### 5) Development of Counselling and Support System (Pregnant Women, Childbirth Artificial Abortion etc.)

It offers counselling and support using the maternal and child health project such as the home guidance for the headaches like pregnancy and child birth, artificial abortion etc. and assists the consultation in the 'Women health centre'.

#### 2 Support to Tackle Fertility Treatment

##### 1) Specialized Fertility Counselling Centre

The medical specialists implement the 'specialised fertility counselling centre' for carrying out 1) medical consultation for infertility and 2) psychological consultation for infertility for the health facilities playing core roles in the region.

##### 2) Alleviation of Economic Burden Due to Fertility Treatment

It aids the partial amount of the expenses for the infertility treatment between spouses and addresses the alleviation of the economic burden for the in vitro fertilization and micro insemination for which the economic burden is high.

### Section 2 Childhood education and nursery care service to whoever wants

#### 1 Elimination of The Number of Waiting Children and Improvement in The Quality of Child Education, Childcare

##### 1) Elimination of Child Day Care Centre Waiting

The 'child relief fund' established by the state in 2008 (H20) annual second supplementary budget is increased in the 2009 (H21) annual first and second supplementary budget. The training for development of a day care centre and improvement in the quality of child care, is implemented and substantial expansion of child care services is carried out. Further, regarding the basic and specific institutional issues and problems for development of the vacant spaces in the region to the park, the information is collected from each municipality and the notification to the effect of establishing a contact window (contact window) in the cabinet office for addressing the coordination between the related persons, is sent on 31<sup>st</sup> March 2010 (H22).

##### 2) Providing Diverse Childcare Services

It continues to promote extended day care, night child care, and child care during and after sickness project, and assists in the expenses necessary to change a non-registered day care facility to a registered day care facility as the child resources of the region, for corresponding with diverse child care services.

##### 3) Promoting Family Day Care (Childcare Mother)

It assists the expenses for the family child care business (Nursing mother. Taking care of a few preschool children in the home of a child care person by coordinating with a day care centre or the implementation of an integrated child care centre ) for the city.

##### 4) Improving the Quality of Early Education and Childcare

In March 2008(H20), the kindergarten curriculum was improved by revising the guidelines for preschool education. The 'school review guidelines in kindergarten' were prepared for the school reviews in the kindergarten. The third party review is implemented by aiming at the improvement of the day care centre from children's perspective. The new efforts were established and 'self-review guidelines for the day care centre' were prepared in March 2009 (H21) for self-review of day care centres and child care person in the day care centre child care guidelines.

##### 5) Building a Comprehensive Unified System for Supporting the Development of The New Generation Including The integration of the function of kindergartens and childcare centres

The 'children and child care system checking council' was established for building a comprehensive and unified system for supporting the development of the next generation including the integration of the function of kindergartens and childcare centres and discussions were made regarding the basic direction.

#### 2 Initiatives for After School Measures

##### 1) Implementation of 'After School Children Plan (After School Children Club, After School Children Education)'

In 2007 (H19), the Ministry of Education in collaboration and coordination with Ministry of Health, Labour and Welfare established a safe and healthy place for the children during long summer vacations and after school in the local community and set up 'after school children plan' as a comprehensive after school child measure.

##### 2) Enhancement of After School Children Clubs

It is expected that the percentage of the children using after school children club, amongst the target children (Primary school students 1-3 years), if matched with the potential demand, will reach 40% by 2017 (H29), and the aim is to get service delivery percentage as 32% by 2014 (H26). Further, it also strives to improve the quality of the after school children club based on the 'after school children club guidelines' to address sound health development of the children for whom the place to live after the school is the 'after school children club'

### Section 3 To save children's health and safety, to secure access to medical care

#### 1 Securing Children Medical System

##### 1) Enhancement of Paediatric Care

For the emergency medical care of children, the early child care centre management is implemented for the initial emergency (2009 (H21)) whereas the paediatric emergency care support project which secures the hospital in which the dealing with paediatric emergency is possible using the number system in the secondary medical care unit for the emergency requiring the hospitalization (secondary emergency) and the hospital based paediatric emergency medical project which secures the hospital in which the paediatric emergency patients can be received for multiple secondary medical care units, are implemented and enhanced.

##### 2) Medical Treatment Research Project for Chronic Specified Diseases in Children

For the paediatric chronic diseases such as a particular disorder like childhood cancer, the establishment and dissemination of treatment is addressed due to extended duration of the medical treatment and burden due to expensive treatment and the

paediatric chronic disease treatment research project which assists a part of the burden of medical treatment expenses, is implemented for contributing to the alleviation of the burden due to medical treatment expenses of the home patients.

## 2 Protecting Health and Safety of The Children

### 1) Vaccination

The elimination of measles within the country was targeted by 2012 (H24), the 'specific guidelines for prevention of infection of measles' were formulated, and vaccination of measles was implemented from 2008 (H20) to 2012 considering the students of 1<sup>st</sup> grade of secondary school and 3<sup>rd</sup> grade of high school as targets during vaccination.

### 2) Psychological Health

From 2008 (H20), the highly experienced retired nursing teachers are dispatched to the schools where nursing teachers are not yet established and training is given to the faculty members and the school health leaders are promoted for developing an environment in which the children and students can cope up with the contemporary health problems. Further, the training for psychological care professionals is carried out for the period when the children reach adolescence stage, as a psychological health measure for the children reaching adolescence period and professional consultation is implemented for the children reaching adolescence period by the Mental Health and Welfare Centre, and Children counselling centre etc.

### 3) Distributing Scientific Knowledge Related to Sex and Appropriate Education for The Developmental Stages

The knowledge for the physical and psychological effects of artificial abortion and safe birth control is distributed. In addition, the consultation and providing the information for the sex, contraception and artificial abortion is implemented for the boys and girls reaching adolescence, through Municipality.

The guidelines in the school related to sex are targeted to make students understand the risks for the AIDS and sexually transmitted diseases and sex related health problems such as artificial abortion and take the appropriate action accordingly, and strives to guide through the overall school activities such as the physical education, health education, special activities, morals etc.

### 4) Promotion of 'dietary education

#### (1) Promotion of dietary education as a national campaign

According to the basic plan for dietary education, the dietary education promotion campaign is clearly and effectively implemented and June is determined as 'dietary month' every year for measuring the infiltration of dietary education to residents.

#### (2) Implementation of Dietary Education in The Families

'The workshop on breast feeding and weaning support guide development' is held for promoting the dietary education of the households with infants, and the 'support guide for breast feeding and weaning' is summarized in March 2007 (H19). Further, the 'dietary reader for the parents' is prepared and displayed in March 2010 (H22) considering the parents in child care as main targets.

#### (3) Implementation of Dietary Education in The Schools

The amended School Lunch Act was enforced in April 2009 (H21) by which the diet and nutrition teacher will regulate the guidelines related to the food service for the use of food. The 'guide for providing the food in the child welfare facility' is summarized after checking with the specialists, for the techniques of nutritional management such as the preparation and review of the specific diet plan in the child welfare facility. The new day care centre guidelines for the child care are positioned for the promotion of dietary education in the day care centre.

#### (4) Implementation of The Initiatives for Improving Dietary Lifestyles in The Region

For achieving the rich dietary lifestyle with healthy mind and body, the awareness is raised for 'Japanese Food Guide Spinning Top' which indicates 'what' and 'how much' should be eaten, for binding the 'dietary guidelines for Japanese' formulated in 2000 (H12) to the basic actions.

### 5) Preventing Children Mishaps

#### (1) The Initiatives for Preventing The Children Mishaps

The 'Protecting children from mishaps ! Project' which promotes the initiatives of households, schools, circles, consumer organizations, business persons, municipality along with accelerating and focusing on the country's own initiatives, is developed in December 2009 (H21) for preventing the mishaps of the children.

#### (2) Implementing Safety Measures of The Play Ground

The 'countermeasures and comprehensive emergency assistance for safety and security of the city parks' is established in 2009 which implements the support for improvement of the facility which acts as the countermeasure for safety and security of the city parks.

### (3) Promoting Safety Measures of Buildings

Appropriate maintenance and necessary repair of special buildings used by many people are promoted through preparation of maintenance plans and periodical investigation by owner of those buildings.

### 6) Preventing from Harmful Criminals

#### (1) Implementing the Efforts for Protecting Children from Crime

The Police implement crackdown on crimes targeting children and promote the security of children commute routes by strengthening the patrols during commute times for routes to and from schools. The Police are also promoting to support patrols by voluntary crime prevention groups and the activities of Home of Children Emergency Call 110'. In 2009 (H21), the reference data for safety training of the teachers 'safety training in the school which nurtures "zest for living"' (prepared in November 2001 (H13)) is revised and circulated to all the schools all across the country.

#### (2) Promotion of Planning a Safe and Secure Town '

The maintenance and management of public facilities developed with crime prevention mind, is promoted by steady implementation of the 'Guidelines for the Maintenance and Management of Public Facilities for the Planning Town for Crime Prevention' (July 2003 (H15)). Planning a safe and secure town by which crimes hardly occur in urban areas, is promoted for example, by environmental planning that takes crime prevention into account for residences. Further, efforts have been made to understand and improve the dangerous areas such as school areas, children commute routes parks, subways, and vacant houses where children related crimes can occur.

### 7) Resolution of Environmental Factors which Impact The Health of The Children

The environment ministry have started 'nation wide survey related to the health of the children and the environment' from 2010 (H22) to resolve the impact of the chemical agents in the environment on the health of the children.

## Section 4 For single parent child

### 1 Implementing Support to The Single Parent Families

#### 1) Childcare and Livelihood Support

When a problem arises in nursing care, child care or day-to-day life temporarily for the commuting to the school on account of the illness of the single parent or job training, the household support worker (helper) is dispatched to the single mother household to support in the day to day life.

#### 2) Employment Support

The support such as the employment counselling, providing employment information, formulation of self-support programs based on the individual circumstances, alleviation of the burden of the living expenses during learning in the training institutes to obtain the qualification of nurse, is extended as a measure of employment support for addressing the economic independence of the mother of the single mother household.

#### 3) Enhancement of Economic Support

In addition to the supply of child care allowance, the lending of mother and child widow welfare loan is carried out and from 2009; the loan can be given with the reduction the loan interest and absence of joint guarantor. Further, for the single father households which were not supplied with child care allowance so far, the necessary bills which target supplying child care allowance given the status of the living conditions status, is submitted in 2010 (H22) regular session (plan to enforce the supply to single father family in August of that year). The supply for welfare of mother and child together which was abolished in April 2009 was started in December of that year.

#### 4) Securing educational expenses of the child

The professional counsellor for educational expenses of children is assigned at the working mother family independent support centre in 2007 (H19). The counselling and support centre for educational expenses of children is promoted in the country along with consultation and development related to the implementation and forcible execution of agreement and compensation of the educational expenses of the children, and providing information.

## Section 5 Raising children healthily who require special support

## 1 Initiatives for Supporting Children with Disabilities

### 1) Initiatives in The System Reformation Head Office for Disabled Persons

The ‘system reformation head office for the persons with disabilities’ is set up in the cabinet and ‘system reformation conference for the persons with disabilities’ targeting the persons with disabilities was held under the headquarters and basic direction of the system reformation for the persons with disabilities is summarized by the summer of 2010 (H22).

### 2) Strengthening of The Consistent Support Corresponding to The Life Stages

The disabilities are detected as early as possible using the health examination for the children with disabilities and the intervention system is developed by addressing the development and functional enhancement of the child welfare facility which implements medical treatment and professional intervention for the children with disabilities, based on the child welfare act.

### 3) Childcare for The Children with Disabilities

For securing the training and location for the children with disabilities, children day care carrying out training for actions of the body in day to day life and daytime temporary support for temporarily taking care and watching over of the children with disabilities are implemented.

In Kindergarten, projects aimed at supporting children with disabilities, such as appointing ‘Special Needs Education Coordinators’ have been implemented. Also, in public kindergarten, projects for the purpose of promoting the systems to accept the children with disabilities have been implemented, such as posting ‘Special Needs Education Support Assistants’ through financial measures towards local governments.

### 4) Enhancement of the Support for the Children Having Developmental Disorders

Based on the developmental disabilities support act enforced in April 2005 (H17), the early detection of the developmental disorder through infant health examination, counselling and support in the support centre for the children with developmental disabilities, development of regional support system by the developmental disability support system development are promoted for implementing consistent support for each life stage of the individual with developmental disabilities.

### 5) Promotion of Special Support Education

The school education act was amended in June 2006 (H18) (enforced from April 2007 (H19)) which requires primary and secondary schools to develop special needs education for children with disabilities based on the principle that the appropriate training and necessary support should be extended in consideration of their individual educational needs.

In March 2009 (H21), the Course of Study for Schools for Special Needs Education was revised for comprehensively enhancing the training for each and every individual corresponding to the severity, duplication and diversification of the children with disabilities. Further, for the Courses of Study for the primary and secondary school revised in March 2008 (H20) and 2009, the description for special needs education is enhanced such as the teaching content and methods corresponding to the status of the disability.

## 2 Preventing Child Abuse and Enhancing Social Care

### 1) Public Awareness to Prevent Child Abuse (Orange Ribbon Campaign)

The November is positioned as the ‘month for promoting the prevention of child abuse’ from 2004 (H16) in which the public awareness activities such as ‘orange ribbon campaign’ are implemented by the private organizations in coordination with related ministries, local public entities and affiliates for measuring the arousal of social concerns related to the child abuse problems.

### 2) Early Detection and Support for the Child Abuse

#### (1) Status of the Initiatives of the Countermeasures to Prevent Child Abuse

For the prevention of child abuse, the initiatives for addressing the development and enhancement of unbroken comprehensive support system for 1) ‘Preventing the occurrence of child abuse, 2) ‘early detection and support for the child abuse, 3) ‘security and independent support’ for the child who has undergone abuse, are promoted.

#### (2) Improvement in The Techniques to Cope Up with Child Abuse

For addressing the enhancement of the early detection, early support system of child abuse in the school, the training program model for the faculty members is investigated. The training material for addressing the improvement of the skills of the faculty members for supporting the child, who has received abuse, is prepared and distributed in January 2009 (H21).

#### 3) Promotion of Family Care

According to the child welfare act amended in 2009 (H21), the ‘foster parents’ are differentiated as the parents with adoption as the prerequisite and foster parent training and foster care expansion is implemented. Further, ‘small residential type child custody project (family home)’ is positioned as the receptacle of new social care taking up the adoption contract, facility admission etc.

### 4) Enhancement of Self Support of Older Children

According to the child welfare act amended in 2009 (H21), the implementation of ‘children independent living support project’ (self-support team) supporting the independence of the children grown under the social security is mandated to the state. Further, the regional living and independence is supported by carrying out counselling and support 2008 with the placement of staff who have the knowledge of child welfare and employment support, from 2008 (H20). The ‘regional living, independence support project’ which provides a place for the people who have left to come together and exchange opinions, is implemented.

### 5) Enhancement of Facility Related to the Social Security

In the Child welfare facility, for the children who have received abuse, the implementation of small scale group care considering the orphanage as the target and setup of regional small scale orphanage considering the orphanage as the target, are promoted to address small scale of the care seeking the meticulous care putting the emphasis on the individual relationship with the staff, in the family environment as far as possible.

### 6) Prevention of Child Abuse in the Facility

In the child welfare act amended in 2009 (H21), the structure for appropriate actions was developed for incorporating the items related to the abuse of children under measures and addressing the advocacy of the children under measures.

## 3 Implementing support to the children who must be specially considered like children of foreign residents

### 1) School Support for The Children of The Foreign Residents

In case of foreigners, if the parents would like to enrol the child in a public school, the child can be admitted without any fees and measures for school support are carried out.

Further, a program is being implemented so as to establish places of instruction to teach the Japanese language etc. to foreign children who have ceased attending school, in order to facilitate their smooth transfer into public schools.

### 2) Support to Child Orphaned on Account of Suicide

In the ‘Suicide survivor support training project’ 2009 (H21), a ‘gathering for supporting suicide survivors’ is held in the Miyazaki prefecture with the presence of government officials and official private bodies involved in the suicide survivor support, starting with the cabinet office.

## 4 Carry out Initiative for Poverty of The Children

### 1) Regarding The Poverty of The Children

According to the 2007 (H19) survey of Japan, the relative poverty rate of the active families having children is 12.2% out of which the relative poverty rate of the household having 1 adult is 54.3% whereas the relative poverty rate of the household having 2 adults is 10.2%. Based on this, a bill is submitted in 2010 (H22) which supplies the child care allowance also to the single father family (plan to enforce from August 2010) and the supply for welfare of mother and child together which was abolished in April 2009 (H21) was started in December of that year.

## Chapter 3 Strengthening community with multiple networks which performs childcare

### Section 1 Improvement of childcare supporting offices or networks

## 1 Addressing Development and Functional Enhancement of the Bases of Childcare Support in the Region

### 1) Visiting Every Family with Infants (Hello Baby Project)

The ‘visit all houses of infant’ project which supports the provision of information related to the child care by visiting all the houses with infants, and the ‘parenting support visit’ project which carries out consultation, guidance, advice as per the visits for the households where parenting support is necessary, are promoted.

### 2) Promoting Establishment of Regional Childcare Support Base

The ‘regional child care support base project (centre type)’ which promotes the meeting activities in the region, the ‘regional child care support base project (plaza type)’ which opens a permanently installed plaza using public facilities and vacant stores and the ‘regional child care support base project (children centre type)’ which promotes the use of private children centres in the time before visit of school age children, are promoted as the day care centres, owing to the consultation of child care of full time housewives.

### 3) Promotion of Family Support Centre

The establishment of the family support centre carrying out mutual support activities such as the transportation and after school custody is promoted by considering the workers and housewives in child care of infants or primary school children.

#### 4) Temporary Custody, Kindergarten Custody Care

##### (1) Implementation of Temporary Custody Project

The temporary custody project is implemented for coping up with the demands of temporary custody service for the child care during emergency in the family of full time housewife and temporary child care corresponding to the diversification of the work arrangement.

##### (2) Custody Care in the Kindergarten

The support is extended to the kindergarten which deals in 'custody care' for the desired persons according to the situation in the region or demand of the parents, before and after the normal training time for Kindergarten (standard 4 hours) or the during the long holiday.

#### 5) Using Vacant Shops in the Mall, Vacant Classrooms in the School, Kindergarten

##### (1) Using Vacant Shops in the Mall

The rejuvenation of malls by the dissolution of the vacant stores and coping up with the aging society with a declining birth rate is addressed by establishing community facilities bearing the child care support and parent interaction base function, by using the vacant stores of the mall.

##### (2) Using Vacant Classrooms of Primary Schools, Junior High Schools, and the Kindergartens

The vacant classrooms can be effectively used due to high flexibility of property disposal procedures for public school establishments receiving government subsidy and the preparation of pamphlets introducing the case studies for using the vacant classrooms of the primary schools, junior high schools, and kindergartens as the places for child care support and parent interaction.

#### 6) General Support Coordinator for Childcare

The training is given to 'child care supporter leader' for improving the quality of 'child care supporter' to be deployed all across the country for the child care consultation and the consultation system is enhanced. In addition, the initiatives for supporting the next generation child support is understood and the training is implemented for the persons satisfying the role as the coordinator who supports the child care of the parents and the persons who lend their hands for the regional child care support project for obtaining necessary understanding and knowledge.

## 2 Promoting use of residents power, support of private organizations, intergenerational exchange

### 1) Supporting Regional Childcare Activity like NPO Activity

The training of 'child care supporter leader' who measures the improvement in the quality for 'child care supporter' distributed all across the country corresponding to the child care consultation, is carried out and consulting system related to child care is enhanced. In addition, the initiative for supporting the next generation child care is understood and the training is implemented for the persons who satisfy the role of coordinator supporting the child care and the persons who lend hand for the child care support project in the region for obtaining necessary understanding and knowledge.

### 2) Using Manpower and Intergenerational Exchange of Retired and Elderly People in the Area

The Silver human resources centre implements the 'project of the child care using the elderly people' for supporting the infants care and transportation to the child care facility, and learning and daily life guidance for the after school and weekends for the school children.

### 3) Supporting Childcare by the Company Participation

Local public entities promotes the initiatives for the passport project which provides various discounted services for the child care households with the cooperation of the companies as the 'child care support project using corporate participation'.

### 4) Public-private Cooperated Childcare Manpower Development

The nationwide movement for raising awareness of the society as a whole including the business entrepreneurs and workers with the cooperation of the government for promoting revision of styles of working and balanced work, family and child care and implementing the further promotion of the child care support in the company or region.

## Section 2 For children's safety and security in community

### 1 Securing Residential Living Environment for Childcare

#### 1) Support for Acquiring the House through Loan and Tax System

Housing construction is supported for houses suitable for childcare by loan assuming system from parent to child; moreover, interest rate is reduced for high quality houses such as with high durability and flexibility by support scheme for acquiring high quality houses, using the framework of securitization business of Japan Housing Finance Agency.

#### 2) Promoting Supply of Quality Rental Housing for Families

Regional Quality Rental Housing Program provides financial subsidies for construction expenses and rent reduction for rental housings that meet certain quality criteria (approximately 15.8 million units managed as of 2008). UR has the program to support the private sector for their supply of rental housing. In the program, upon the development of housing land by UR, the land is provided to the private housing businesses under the fixed term lease. This helps the private businesses construct and supply quality family housing. [As of the end of FY2008, 11,000 units including those under construction are in service under this program.]

#### 3) Ensuring the Stability of Housing through the Effective Use of Public Rental Housing Stocks

Providers of public-operated housing may give priorities to child-raising households during tenant selection process, and may ease the criterion for income qualification for households with preschoolers.

The preferential treatments for child-rearing families implemented in the UR rental housing are: giving advantage in the lottery in the application for newly available housing units; and priority application period for existing housing units located close to child care facilities.

#### 4) Promotion of Integrated Development for Public Rental Housing and Childcare Support Facilities

Budget for FY2010 created a project called "Project for Promoting Housing Stability for the Elderly"—a project that includes direct governmental subsidies for constructions of childcare facilities when developed with public rental housing projects and/or funding for leading initiative project which would contribute to securing stable housing for those with children. In addition, urban redevelopment project carries out the assistance for introducing the day care centre in the building facilities and alleviation of floor space index related to the day care centre.

#### 5) Promotion of Downtown Residence

The supply of urban housing starting with the conversion of pre-existing offices to the family rental housing is promoted, for supporting the child care families rather than living near the office in the urban centre.

## 2 Promoting Measures of Barrier Free Helping Childcare to Live Safely and Securely

### 1) Promoting Measures of Barrier Free Helping Childcare

#### (1) Promotion of Measures of Barrier Free Based on the Universal Design

According to the 'The law for improving accessibility for the elderly and disabled' (2006 Act No. 91) established on the basis of universal design concepts, the target persons are considered as the 'elderly people, disabled people' and the expansion of the details such as adding the targeted facilities which comply with the accessibility standards and obligations is addressed for clarifying the fact that it includes all the disabled persons like the physically disabled persons along with all the persons with intellectual, psychological and developmental disabilities.

#### (2) Promoting Barrier-Free Buildings

Barrier-free buildings which have architectural space, equipment, etc. considering use of pregnant women, children, infants, etc. are promoted by the 'Building design standards for facilitating movements of the elderly and disabled'

#### (3) Promoting Barrier Free Public Transportation

The barrier free public transportation is addressed by all types of supports including the aid, tax system, financing etc. and the removal of steps in the traveller facilities, introduction of non-step bus in the stagecoach bus fleet are being promoted.

#### (4) Promoting Barrier Free City Parks, Nature Parks and River Spaces

The 'project for supporting the emergency and comprehensive countermeasures for safety and security of the city parks' is established in 2009 (H21) for enhancing the support for barrier free park facilities and the development of city parks with specially designated places for the healthy activity and play area, relaxation, interaction for all the people starting with pregnant women, children and the persons accompanying children, is being promoted.

### 2) Development of Road Traffic Environment

For the community roads, the development of the signals by the prefectural public safety commission, development of sidewalks, speed bump, chicane and preparing compact intersections a by the road administrator are implemented so that pregnant women, children and the persons accompanying children can pass through safely and securely. The efforts are taken for the development of pedestrian roads, and the control of entry and speed in the traffic.

### 3) Promotion of Traffic Safety Training

The traffic safety education corresponding to developmental stage of the children is promoted for the infants and primary, secondary, high school children in coordination and cooperation of households and related institutions, organizations etc. In addition, correct use of child seats, safe bike riding with two children, are also addressed.

#### 4) Promotion of Designs for Children (Promotion of Kids Design)

The development and popularization of 'kids design' which is a design prepared by targeting the generation of living conditions for the safe, secure, healthy growth development of the kids, is being promoted.

## Chapter 4 Realization of "balancing work and life"

### Section 1 Review of working styles

#### 1 Developing an Environment with Suppression of Long Working Hours, Adoption of Telework, Revision of the Styles of Work

##### 1) Promotion of Initiatives Based on 'Balance between Work & Life (Work Life Balance) Charter' & 'Action Plan for Promoting Balance between the Work and Life'

The public and private sectors together promote the initiatives for achieving the balance between work and life based on the 'balance between work and life (work life balance) charter' (hereafter referred as the 'charter') and 'action plan for promoting balance between work and life' (hereafter referred as 'action plan') formulated in December 2007(H19) as per the tripartite agreement.

In addition, the nationwide campaign is launched with 'Change! Japan (Change! JPN) as the keyword from June 2008 (H20), building the social momentum for balance between work and life.

##### 2) Promotion of Suppressing Long Working Hours and Obtaining Annual Paid Leave

In 2009 (H21), the 'guidelines for improving establishment of the working time' are revised for promoting the acquisition of the annual paid vacation (applicable from 1<sup>st</sup> April 2010 (H22), based on the 'emergency economy package for tomorrow's secure growth' (approved in cabinet on 8<sup>th</sup> December 2009). The 'the act for partially amending the Labour standards act' is established in December 2008 (H20) and from 2010, it was determined to increase to 50% from the current 25% for the overtime pay of the overtime work of 60 hours or more in a month.

##### 3) Support and Assistance for the Small to Medium Businesses for the Initiatives of Setting And Improving Working Time

Based on the 'charter' and the 'action plan', the initiatives for the businesses such as suppression of long working hours, obtaining annual paid vacation is promoted.

##### 4) Securing Choices for the Diverse Styles of Working Corresponding to the Lifestyle

Based on the revised part time employment act enforced from April 2008 (H20), the administrative directives for the business owners are implemented and the compensation package for the normal worker is secured through the subsidy supply for the business owners taking initiative for the balanced compensation package of the part-time worker.

##### 5) Promotion of telework

The government has been working in unison to promote telework, looking to increase the number of teleworkers by 2010 up to 20% of the working population, while formulating the Action Plan for Doubling Teleworkers (approved at the Liaison Conference of Related Ministries and Agencies on Promotion of Telework and approved by the IT Strategy Headquarters) in May 2007.

##### 6) Improvement of Work Environment for Women in Agricultural Management

Since, the burden on the rural women for farm work, household work and child care is great, the promotion of family management agreement holding an symposium, introduction to the best practices of child care activities in rural areas and providing information to person in charge of child care support etc. are carried out for alleviating the burden on the women in rural areas during child care and nursing period and enabling them to participate in the activities of Agriculture, Forestry and Fisheries Management community.

In the amended child care and family care leave act established in June 2009 (H21), when the father and mother want to obtain child care leave together, 'father, mother child care plus' is incorporated for promoting the obtaining of child care leave by men workers.

##### 2) Awareness and Popularization for childcare by Men

The 'fathers child care experiences diary' useful for spreading the role models for the practice of child care leave by men from obtaining the leave to returning back, is distributed to the hospitals and 'fathers child care symposium' is held to create awareness for the child care by men.

##### 3) Consciousness for the Household Work and Childcare by Men

The school education such as the special activities in the secondary school and civics, home economics in the high school provide guidance about the mutual cooperation and understanding, the equality of men and women as the members in the working life and social participation, the significance of building a home with mutual cooperation between men and women by playing the role as a member of the family etc.

For the initiatives in the family and region, the support is extended to the initiatives mainly implemented by the region such as the education at home for improving the understanding of the parents for the importance of implementing household work and child care by working together.

### Section 2 Realization of working environment where both men and women can work while raising their children

#### 1 Establishing and Popularizing Childcare Leave System and Other Balance Support System And Addressing Re-employment Support for Child Caring Women while Supporting Continued Working

##### 1) Establishing the Balance Support System of the Childcare Leave and Reduced Working Hours

The child care medical leave act was partially amended in June 2009 (H21) aiming at development of an environment in which both men and women can continue working while doing child care, and promotion of dual support for work and child care wherein it was stated that it is a duty of the business owner to set reduced working hours system for the workers having children up to 3 years.

##### 2) Development of the Work Environment with Easy to Use Dual Support System

The support is extended to the business owners who take initiatives for development of the work environment in which both work and family can be managed, using the supply of small to medium business grants for child care. The business owners who have extended unique economic support to the persons taking child care leave is given grant for promotion of obtaining child care leave.

##### 3) Prevention of Disadvantageous Treatment Serving as the Reason for Obtaining Childcare Leave

With the revised child care medical leave act of June 2009 (H21), when there is a request from a worker for the child care leave, the business owners will notify about the planned start date and planned end date of the child care leave with written notice for the concerned workers.

##### 4) Promoting Health Management during Pregnancy and After Birth

The disseminate information is addressed to the business owners, female workers, medical persons for the maternal health control measures based on the equal employment opportunity act for Men and Women and maternity protection regulations of Labour standards act (2010, Act No. 49) and use of 'maternal health control guidelines contact card' is promoted for conveying the guidelines of the doctor for the female workers, accurately to the business owners.

##### 5) Supporting Re-employment of the Child Caring Women

The relevant ministries are taking efforts working in coordination with each other to implement support measures for supporting reemployment and entrepreneurship of the women who has left her job for the child care, based on the 'Child care re-challenge support plan' (enforced in December 2006 (H18). The training courses using time zone of weekends and late evenings are set in the employment competence development facility and the detailed placement assistance in the Mothers job placement office (12 places), Mothers salon (36 places) and Mothers corner (100 places), is implemented for the persons who want early employment while carrying out the child care.

##### 6) Supporting Continuing Employment by Securing Equal Employment Opportunity for Men and Women

The guidelines are given to the business owners who are thorough in the average man and woman handling according to the equal employment opportunity act for Men and Women and smooth and rapid solution is addressed according to the conflict

#### 2 Promoting Relation of Men in the Childcare

##### 1) Promoting Acquisition of Childcare Leave for Men (Father, Mother Childcare Plus)



resolution assistance by prefectural labour bureau and conciliation by the equal opportunity conciliation conference, for the conflicts between the worker and the business owner.

In addition, the companies which implement voluntary and active 'positive action' for resolving the differences between men and women workers, promote 'corporate awards for promoting equality and balance' by public appeal, establishes a site devoted to the 'positive action' which demonstrates the status of the implementation of the positive action for each company. The basic initiatives of individual company are introduced and the business owners extend support for opening the status of implementation of the positive action.

## 2 Promoting Further Initiatives Using 'Visualization' of The Initiatives in the Company

### 1) Conscious Reformation of the Business Managers

The minister for countermeasures to the declining birth rate and gender equality has personally visited industry groups for promoting the balance between work and life, conveyed the basic concept of 'charter', 'action plan' to the senior management, and has requested them to work in coordination for the initiatives for the gender quality plan and countermeasures to the declining birth rate which are closely related to the balance between work and life.

### 2) Promotion of Formulation and Publishing of the General Action Plan (Act for Measures to Support the Development of the Next Generation)

When the 'Act for measures to support the development of the next generation' (2003 Act No. 120) was amended in December 2008 (H20) and when the companies with number of permanent workers 301 or more formulates or changes the general action plan related to the dual support of child care and work from 1<sup>st</sup> April 2009 (H21) onwards, the publishing and common knowledge to the workers of this plan was mandated. Further, from 1<sup>st</sup> April 2011 (H23), obligation to formulate and notify the action plan will be expanded to the companies with workers 101 or more, from current companies with workers 301 or more.

### 3) Promotion of the Initiative and Common Knowledge of the Next Generation Certification Mark (Kurumin)

In the act for measures to support the development of the next generation, the companies with permanent workers 301 or more, formulate the general action plan which describes the initiative related to the dual support to work and child care for the workers and it is obligatory for them to report it to the Minister of Health. The companies which satisfy the definite conditions receive certification from Minister of Health and then can use the 'Kurumin mark'.

### 4) Promotion of Social Review of the Various Efforts of the Company by the Award System

Using the compatibility index indicating 'ease of balancing work and family' in the company, the family friendly company which carries out initiatives such as systems that enabling dual support for work and child care, nursing, a system in which the worker can choose from the diverse and flexible ways of working, is being popularized and promoted.

### 5) Dealing with Tendering Procedure

In the cabinet office, from 2010 (H22), the structure to enable incorporation of the companies positively carrying out initiatives for work and life balance, is introduced for the survey related to work life balance and gender equality for carrying out tendering according to the general competitive tendering comprehensive evaluation bidding system.