

Chapter 4 Improving the Environment for the Healthy Development of Children and Young People to Be supported by Society as a Whole

Section 1 Reconstruction of relationship between families, schools and the community

1 Efforts to “Open Families” to provide support for guardians

- MEXT (The Ministry of Education, Culture, Sports, Science and Technology) is promoting the activities of “Support Team for Education at Home,” which consist of childcare supporter leaders, social workers and child welfare workers, and provide support for families and guardians in familiar places such as schools and community centers.⁸⁹ In FY 2013, MEXT established a “Review Committee for Support Team for Education at Home,” gained an understanding of the current situation, analyzed it and discussed the knowledge and know-how needed to systemize and conduct effective activities. In FY 2014, it will improve home education by involving various parties, through the development and dissemination of learning programs according to the children’s developmental stages, investigation and analysis of outreach activities, holding research conferences and cooperation with companies.

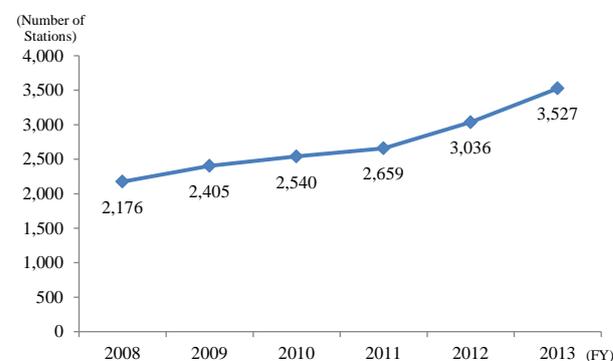
2 Creating an “Open School” with the help of outsiders

(1) Homes and the community working together to invigorate schools

(Strengthening educational support by involving various people in the community)

- MEXT is promoting the establishment of “School Support Regional Headquarters”⁹⁰ (Figure 20). Members of a School Support Regional Headquarters (volunteer community residents) provide a school with various kinds of support such as financial support, reading to children, improvement of the educational environment and patrols when children go to and from school. It also gives awards presented by the Minister of MEXT for outstanding activities to promote school support activities by the community. In FY 2014, in cooperation with local people and companies with various experiences and skills, it will provide support for the planning and implementation of systematic and continuous educational programs on Saturday.

Figure 20 School Support Stations



Source: “The Future of Learning Created by Schools and the Community,” MEXT (<http://manabi-mirai.mext.go.jp/>)

(Participation of guardians and community residents in school management)

- In order to further disseminate and publicize the idea of community schools, MEXT is promoting research projects and encouraging the formation of promotion councils.

(Promoting school evaluations and information services)

- MEXT is promoting school evaluations and collaboration between the community and schools by formulating guidelines for school evaluations that will help schools and the people working on

89 <http://katei.mext.go.jp/index.html>

90 <http://manabi-mirai.mext.go.jp/headquarters.html>

the guidelines.⁹¹

(2) Improving the systems and functions of education and counseling

(Improving teachers' quality and abilities)

- MEXT is improving training and seminars to foster teachers who have the capacity for practical leadership to appropriately tackle increasingly complicated and diversified issues at school.⁹²
- The National Center for Teachers' Development⁹³ has been commissioned by the government to provide school management training to develop leaders in local communities and training regarding urgent issues.

(Teacher evaluation)

- MEXT has urged school boards to improve and enhance the teacher evaluation system. Today, all school boards (including those that have partly implemented evaluations) evaluate teachers' abilities and performance.

(Organization of classes and allocation of teachers)

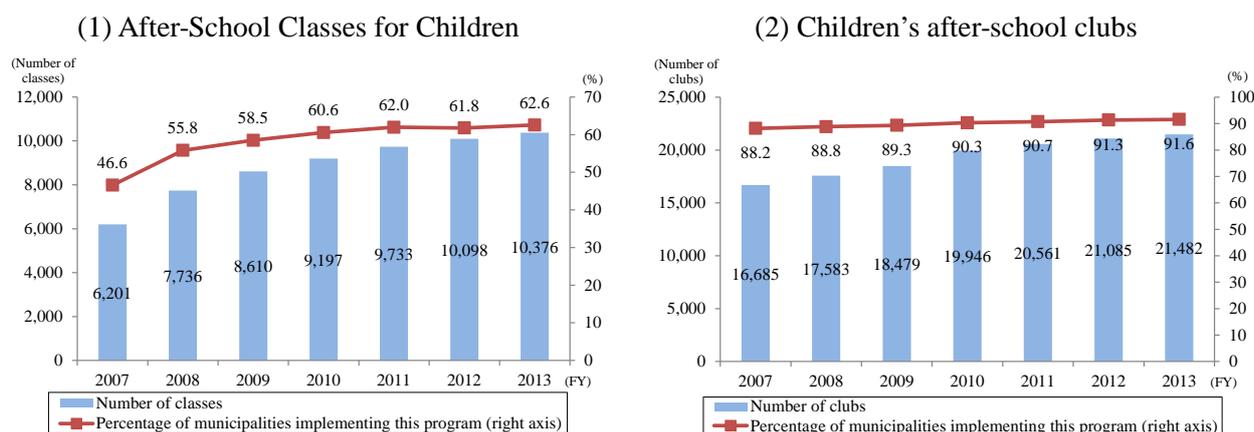
- In FY 2013, MEXT increased the number of teachers by 800 to address various educational issues as a foundation to support the rebuilding of education. In FY 2014, MEXT will increase the number of teachers by 703 to address high priority educational issues such as the introduction of English in elementary schools as a compulsory subject and responses to bullying and moral education.

3 Creating places for children to stay after school and to do various activities

(1) Promoting the After-School Plan for Children

- MEXT and MHLW (The Ministry of Health, Labour and Welfare) are jointly promoting the "After-School Plan for Children" (children's after-school clubs and after-school classes for children)⁹⁴ as one of the comprehensive measures to create safe and sound places for children to stay in their community after school (Figure 21).

Figure 21 Implementation of After-School Plan for Children



Sources: "The Future of Learning Created by Schools and the Community," MEXT (<http://manabi-mirai.mext.go.jp/>) and "The State of Implementation of the Program for the Healthy Development of Children after School (Children's After-School Clubs)," MHLW

91 http://www.mext.go.jp/a_menu/shotou/gakko-hyoka/index.htm

92 http://www.mext.go.jp/a_menu/01_h.htm

93 <http://www.nctd.go.jp/>

94 <http://manabi-mirai.mext.go.jp/>

(2) Creating places for junior high school students and high school students to stay after school

- MEXT is promoting various efforts to create places for children and young people.
- MHLW is promoting the establishment of children's centers.

(3) Creating places for hands-on experiences and exchange activities

(National youth education facilities)

- The National Institution for Youth Education provides opportunities for holistic and systematic hands-on activities in national youth education facilities.

(Urban parks)

- MLIT (The Ministry of Land, Infrastructure, Transport and Tourism) is promoting the development of urban parks where people can enjoy contact with nature and do a wide variety of activities such as sports and recreational activities as well as cultural and artistic activities.⁹⁵

(Places for sports activities)

- MEXT is providing support for the development of the environment for sports in the community such as by supporting comprehensive community sports clubs.⁹⁶

(Natural parks)

- MOE (The Ministry of the Environment) is promoting the development of safe and comfortable facilities in national parks and quasi-national parks.

(Development of waterfront areas)

- MLIT, MEXT and MOE are conducting the “‘Children’s Waterside’ Rediscovery Project” in order to promote environmental education and for children to experience nature in waterfront areas (“children’s waterside”), such as by a river running through the community.

(Development of Recreational Forests)

- The Forestry Agency is promoting the use of “Recreational Forests” such as natural recreation forests⁹⁷.

(Creating places for learning and exchange activities in affected areas)

- MEXT provides support for creating safe and secure places for disaster-affected children to stay after school and on weekends and for learning and exchange activities by using schools and citizens’ public halls.

95 http://www.mlit.go.jp/crd/park/shisaku/p_toshi/index.html

96 http://www.mext.go.jp/a_menu/a004.htm

97 Depending on the characteristics and purposes of each forest, Recreational Forests are classified into six types: natural recreation forests, nature observation forests, scenic forests, forests for sports, outdoor sports areas, and forests for sightseeing.

http://www.rinya.maff.go.jp/j/kokuyu_rinya/kokumin_mori/katuyo/reku/rekumori/rekumori.html

4 Creating a community where children and young people will not be victims of crime

(1) Creating a community where children and young people will not be victims of crime

(Support for activities to ensure children's safety on and around roads near schools)

- The police are stepping up patrols while taking into account the roads near schools and commuting hours and providing support for the activities of “Children's #110 Emergency Houses.”⁹⁸

(Promoting the installation of security equipment for public facilities such as roads and parks and for apartment houses)

- The police are further promoting the development of and maintenance of public facilities that are intended to deter crime, based on the “Guidelines to Create a Safe and Secure Community.”
- The “Public-Private Partnership concerning Development and Promotion of High-Performance Crime Prevention Building Parts,” which consists of the NPA, MLIT, METI and private organizations related to building parts, is working to develop and popularize “crime prevention building parts.”
- MLIT makes it a rule that the performance indication system for houses should indicate the measures to prevent intrusion through the openings by displaying performance information under the heading of “About Security” and is thus promoting the diffusion of crime prevention building parts.

(Promoting disaster responses in child welfare facilities and kindergartens)

- For the purpose of the smooth evacuation of small or disabled children in kindergartens or other child welfare facilities from sediment-related disasters at the time of heavy rainfall, MLIT is promoting various efforts based on the “Sediment Disasters Prevention Act,” such as the clarification of dangerous areas by designating sediment-related disaster hazard areas.

(2) Development of an environment where people can go and enjoy the outdoors without anxiety

(Promoting barrier-free measures with universal design in mind)

- MLIT has stipulated the obligation to comply with the “standards for smooth transportation” and the obligation to make efforts to make existing facilities conform to the standards in the Act on Promotion of Smooth Transportation, etc. of Elderly Persons, Disabled Persons, etc. (hereinafter referred to as the “Barrier-Free Law”). It has also set out goals to be achieved by the end of FY 2020 in the “Basic Policy on the Promotion of Smooth Transportation” in order to promote barrier-free design.
- By FY 2020, MLIT and NPA will make the traffic signals installed on all of the major daily service roads inside the priority district barrier-free in accordance with the implementation of the Barrier-Free Law.

(Traffic safety measures for roads near schools)

- Based on the results of emergency joint inspections of roads near schools with guardians conducted in 2012, MEXT, MLIT and the NPA are promoting efforts to secure traffic safety on roads near schools, which includes support for traffic safety measures conducted in collaboration with schools, boards of education, road administrators and the police.
- The police are promoting the installation of traffic signals and pedestrian crossings in collaboration with the relevant institutions according to the actual state of road traffic.
- MEXT dispatches advisors on safety measures for roads near schools to the municipalities that are in particular need of measures. Under their professional guidance and advice, the relevant institutions jointly conduct inspections of roads near schools and work on safety measures. In 2014, in cooperation with these advisors, MEXT will provide support for the implementation of

98 Safety manual for children that should be observed at “Children's #110 Emergency Houses” (<http://www.npa.go.jp/safetylife/seianki62/pdf/kodomo110-1.pdf>)

traffic safety education.

- In collaboration with relevant institutions, such as schools, school boards and the police, MLIT is promoting implementation of measures, such as sidewalk development, installation of guard fences and coloring the shoulders.

(Safety inspection of playground equipment)

- MLIT is working on the dissemination of the “Guidelines for Ensuring Playground Equipment Safety in Urban Parks” to ensure the safety of playground equipment and promote the creation of a safe and pleasant playground.⁹⁹

(Child Injury Prevention)

- Based on the current situation where “accidents” are the leading cause of death in children, the Consumer Affairs Agency (CAA) has been carrying out “The Project for Child Injury Prevention.”¹⁰⁰

Section 2 Promoting Activities of Various Parties

1 Strengthening the counseling system

(1) Comprehensive Counseling Centers for Children and Young People

- The Cabinet Office provides training for the staff of public counseling institutions including Youth Centers that will be able to function as Comprehensive Counseling Centers for Children and Young People.

(2) Ensuring collaboration among counseling institutions

- With the attendance of people involved in school education and staff members of counseling institutions that have been established by the national government or a local government, the Cabinet Office holds liaison conferences for youth counseling institutions. Participants exchange opinions and information on what the collaboration among the relevant institutions and organizations should be like and how to improve and enhance counseling in order to strengthen the counseling institutions’ activities.

2 Promoting activities such as national campaigns

- The Cabinet Office is promoting national campaigns for “Juvenile Delinquency and Harm Prevention Month” every July and “Children and Young People’s Development Support Month” every November¹⁰¹.

Section 3 Strengthening the Functions of Relevant Institutions, Fostering a Variety of Responsible People in Communities

1 Training and securing experts

(1) Medical and health experts

- MHLW makes it a rule that clinical training (provided by clinical training hospitals and university hospitals where the number of interns to be accepted is 20 or more) must include a training program for interns who want to be pediatricians or obstetricians. In addition, training courses for nursing staff, including public health nurses and midwives, shall include training on school health, community health for mothers and children, and nursing children.

(2) Child welfare experts

- MHLW is working to improve the training provided for child welfare commissioners, child psychologists, and the staff in charge of counseling families with children.

99 http://www.mlit.go.jp/crd/park/shisaku/ko_shisaku/kobetsu/uuugu.html

100 <http://www.caa.go.jp/kodomo/>

101 <http://www8.cao.go.jp/youth/ikusei.htm>

(3) Experts in adolescent psychology

- MHLW is providing training for doctors, public health nurses, nurses, psychiatric social workers and clinical psychologists to gain a greater understanding of the mental health of adolescents.
- MOJ is improving the training system for technical official working at juvenile classification homes.

(4) Experts in juvenile guidance and treatment of delinquents

(Juvenile officers)

- Juvenile officers are striving to obtain necessary knowledge by receiving training.

(Instructors at juvenile training schools)

- MOJ is improving the training system for instructors at juvenile training schools

(Probation officers)

- MOJ is working to further enhance the training for probation officers at probation offices and the Secretariats of the Regional Parole Boards to improve their handling of juvenile delinquents.

2 Fostering a Variety of Responsible People in Communities

(1) Fostering youth leaders

- The Cabinet Office is hosting workshops for leaders in youth development who are playing leading roles in the community, juvenile officers, and leaders of organizations related to the healthy development of youth.
- The National Institution for Youth Education and other youth education institutions are providing training for leaders of youth organizations.

(2) Securing private collaborators

(Volunteer probation officers)

- MOJ is making efforts to secure qualified volunteer probation officers from various generations and fields. It is also working to improve training for volunteer probation officers.

(Facilities and organizations related to rehabilitation)

- MOJ is promoting the activities of offenders rehabilitation facilities, Women's Rehabilitation Associations, BBS Associations and cooperative employers, while respecting their initiative and autonomy.

(Civil Rights Commissioners)

- MOJ commissions people of various generations and fields as Civil Rights Commissioners. It provides many kinds of training for all Civil Rights Commissioners to become informed about the human rights of children and young people.

(Child welfare workers)

- Child welfare workers are chosen from among social workers and commissioned by the Minister of Health, Labour and Welfare. Chief child welfare workers, who are selected from among the child welfare workers, arrange for communication and coordination between the relevant institutions and child welfare workers. Child welfare workers and chief child welfare workers are making efforts to enrich their knowledge through training.

(Maternal and child health promoters)

- Maternal and child health promoters are performing various activities, including making home visits to inform families of maternal and child health programs, maintaining communication with them, helping them with health examinations and all sorts of classes, providing appropriate support for child rearing based on the situation in each community, and conducting educational activities to help them improve their health.

(Volunteers for juvenile police activities)

- In order to prevent juvenile delinquency and to promote the healthy development of juveniles, the police have appointed volunteers for juvenile police activities (as of April 1, 2013). University students, women and PTA members are appointed with the aim of diversifying the volunteers and their activities. The police are also working to provide information necessary to carry out activities for the prevention of delinquency and healthy development of youth by using the opportunities provided by the various workshops offered by the National Association of Volunteers for Juvenile Police Activities.

(Juvenile officers)

- In order to improve the skills and knowledge of juvenile officers, commissioned by local governments, and the staff at youth centers, the Cabinet Office is providing training programs regarding the effective use of counseling and advice.

Section 4 Strengthening Support for Childcare

1 Measures to create a society that supports children and childcare

(1) Comprehensive promotion of measures to counter the declining number of children

- The government is promoting measures to counter the declining number of children in a comprehensive way based on the guidelines based on the Basic Act for Measures to Cope with Society with Declining Birthrate. Three laws related to children and childcare were promulgated in August 2012¹⁰². A new system for children and childcare based on these laws¹⁰³ will be designed at a conference on children and childcare and will be fully implemented as early as FY 2015.

(2) Improving childcare services

- MHLW is increasing the number of children accepted at childcare centers and strongly promotes the implementation of the “Plan for Accelerated Elimination of Children from Waiting Lists” through efforts being made ahead of the implementation of the new system for children and childcare, such as small-scale childcare and extended-hours childcare at kindergartens, support for non-registered childcare facilities which aim to become registered and measures to procure nursery teachers who support childcare.
- The Cabinet Office is promoting the “Plan for Accelerated Elimination of Children from Waiting Lists” and strives to make a smooth transition to a new system for children and childcare by implementing projects to urgently secure childcare in municipalities which have a high number of children on childcare waiting lists in FY 2014.

(3) Support for childcare in the community

- MEXT provides support for education at home, such as providing courses on raising children and educational opportunities for guardians.
- MHLW is developing “Community Centers for Childcare Support” and “Family Support Centers.”

(4) Support for childcare at kindergartens

- MEXT is taking fiscal measures to promote daycare services that are provided by kindergartens before or after their normal hours based on the actual situation of the community or guardians’ requests.

(5) Promotion and dissemination of the “Center for Early Childhood Education and Care” system

- MEXT and MHLW are working to further disseminate the “Center for Early Childhood Education

102 (1) the “Child and Child Care Support Act,” (2) the “Act for an Amendment Concerning the Establishment of Relevant Laws and Regulations with the Implementation of the Child and Child Care Support Act, and the Comprehensive Pre-school Act,” and (3) the “Act Concerning the Enhancement of Relevant Laws and Regulations According to the Enforcement of the Child and Child Care Support Act, and the Act for an Amendment Concerning the Establishment of Relevant Laws and Regulations with the Implementation of the Child and Child Care Support Act and the Comprehensive Pre-school Act.”

103 <http://www8.cao.go.jp/shoushi/shinseido/index.html>

and Care” system.

Section 5 Dealing with Harmful Environments Surrounding Children and Young People

1 Proper enforcement of the Act on Development of an Environment that Provides Safe and Secure Internet Use for Young People

- (1) **Act on Development of an Environment that Provides Safe and Secure Internet Use for Young People**
 - On 2012, the Headquarters for Promotion of Development and Support for Children and Young People formulated “The Second Basic Plan for the Development of an Environment that Provides Safe and Secure Internet Use for Young People”¹⁰⁴ under the Act on Development of an Environment that Provides Safe and Secure Internet Use for Young People¹⁰⁵.
- (2) **Investigation into the actual situation**
 - The Cabinet Office is conducting the “Fact-finding Survey on Internet Use Environment of Young People,”¹⁰⁶ which studies how people under the age of 18 and their guardians use the Internet and how widely filtering services have been disseminated.
- (3) **Dissemination of and education on filtering services**
 - The police are working to control illegal material, to promote the dissemination of filtering software and filtering services that protect children from harmful material and to encourage Internet service providers to take voluntary measures.
 - MIC (The Ministry of Internal Affairs and Communications) requests that cell-phone carriers improve their filtering services and promotes the dissemination of filtering services.
 - MEXT is asking each school’s cooperation in making filtering services known to guardians by taking advantage of convenient opportunities to explain it such as when parents enroll their children and at parent orientation meetings.
 - METI (The Ministry of Economy, Trade and Industry) has established criteria to decide how filtering services should be provided¹⁰⁷.
- (4) **Cracking down on vicious illegal acts**
 - NPA (The National Police Agency) operates Internet Hotline Center Japan, which is designed to receive reports regarding illegal or harmful material from Internet users, to inform the police of such material and to request that Internet service providers or website administrators delete it. The Hotline Center also requests that similar institutions in other countries delete child pornography stored on the web servers in those countries.
 - The police are working to find illegal and harmful material circulating on the Internet through cyber patrols or reports from private Cyber Patrol Monitors, commissioned by the prefectural police, or the reports from Internet Hotline Center. When they find such material, the police across the nation collaborate in clamping down on it.
 - When the Human Rights Organs of MOJ are consulted about material on Internet causing a human rights infringement, they give the victim advice as to how to ask an Internet service provider to disclose the identity of the originator or to delete the material. When it is difficult for victims to recover on their own from the damage due to material causing a human rights infringement, these organs request the Internet service provider to delete the material for the relief of the victims.
- (5) **Education for children and their guardians**
 - In collaboration with relevant ministries and local governments, the Cabinet Office is working on educational activities by, for example, distributing brochures. Also, starting in FY 2013, it convened the “Forum for Development of the Internet Use Environment”¹⁰⁸ for guardians,

104 <http://www8.cao.go.jp/youth/youth-harm/index.html>

105 http://www8.cao.go.jp/youth/youth-harm/suisin/index.html#dai2ji_keikaku

106 <http://www8.cao.go.jp/youth/youth-harm/chousa/index.html>

107 http://www.meti.go.jp/policy/it_policy/policy/filtering.html

108 <http://www8.cao.go.jp/youth/youth-harm/koho/forum/h25/index.html>

teachers, and instructors. In addition, relevant ministries, in cooperation with relevant businesses, carried out intensive dissemination and teaching activities through the “Spring Safety Net/Simultaneous Action for New School Term” in the spring of 2014.

- The police are promoting educational activities to protect children from crimes resulting from the use of online dating sites or community sites and from the influence of illegal and harmful material circulating on the Internet.
- In collaboration with MEXT and organizations involved in telecommunications, MIC is running activities for “e-Net Caravan,” which provides educational lectures mainly for guardians, school teachers and children across the country. It is also conducting nationwide educational activities by developing and implementing an index of Internet literacy.
- The Human Rights Organs of MOJ carry out various promotion activities under the slogan “Eliminate Human Rights Infringement on the Internet” as one of the annual priority matters of promotion activities.
- MEXT is holding the “National Forum on Promotion of Internet Safety and Security” in order to promote effective approaches that are to be taken by guardians, school officials, local governments and businesses.

(6) Promoting voluntary measures, to be taken by relevant industries

- In collaboration with the institutions concerned and residents in the community, the police have given the relevant industries stronger instructions to take voluntary measures against providing young people with harmful books. The police have also clamped down on malicious businesses.

2 Dealing with issues related to cell phones

- In order to inform the public of the importance of manners on the Internet and making rules in the family to protect children from troubles related to cellular phones and the Internet, MEXT holds educational, participatory symposiums for guardians through the “Internet Morality Caravan”¹⁰⁹ and carries out public relations and awareness-raising activities by distributing a leaflet “Wait a Moment! Cellular Phones & Smartphones” (Figure 22). In FY 2014, MEXT will implement a new program in which children who are said to be addicted to the Internet will stay at youth education facilities and experience regular group living away from the Internet.
- MIC is promoting measures based on the “Strategy for Enhancement of Safety and Security of Smartphones”¹¹⁰ announced in September 2013.

109 http://www.mext.go.jp/a_menu/seisyounen/moral/1313148.htm

110 Report of the working group under the “Workshop on Various Issues Related to IT Services Considering the User's Perspective”
http://www.soumu.go.jp/menu_news/s-news/01kiban08_02000122.html

Figure 22 “Wait a Moment! Cellular Phones & Smartphones”

For elementary school students and junior high school students

For high school students



Sources: MEXT website http://www.mext.go.jp/a_menu/sports/ikusei/taisaku/1225103.htm

3 Controlling special sex-related amusement businesses

- Under the Act on Control and Improvement of Amusement Business, etc., the police are actively exerting controls on illegal special sex-related amusement businesses in the vicinity of schools and in residential areas as well as on illegal amusement businesses that use employees under the age of 18 to entertain customers.

4 Prohibiting the sales of alcohol and tobacco to minors

(1) Clampdown and punishment

- The police are providing thorough warnings and clamping down under the Act on Prohibition of Smoking by Minors and the Minor Drinking Prohibition Act. They also apply pressure on the relevant industries to take voluntary measures.
- Public Prosecutors Offices conduct necessary investigations into cases violating the Act on Prohibition of Smoking by Minors or the Minor Drinking Prohibition Act and imposes punishments suitable for each case.

(2) Prevention of drinking

- The National Tax Agency¹¹¹ checks whether the “Labeling Standards Related to the Prevention of Minors’ Drinking” are being observed and if there is a violation, it issues a warning to the offender. In addition, the National Tax Agency requests that the liquor industry keep in mind the prevention of minors’ drinking when selling and advertising liquor. It also provides support for the industry to remove conventional vending machines that cannot check the purchaser’s age.

(3) Prevention of smoking

- With the intention of preventing minors from smoking, the Ministry of Finance¹¹² has set the following conditions when it issues licenses for the sale of cigarettes: when installing vending machines, they shall be vending machines that distinguish adults from minors; when selling cigarettes on the Internet, the age of anyone who wants to buy cigarettes shall be verified through an official identification card in advance.

111 <http://www.nta.go.jp/shiraberu/senmonjoho/sake/miseinen/mokuji.htm>

112 http://www.mof.go.jp/tab_salt/topics/index.html

1 Re-examining employment and work

(1) Promoting measures based on the “Work-Life-Balance Charter”

- The Cabinet Office is promoting measures based on the “Work-Life-Balance Charter” and its “Action Agenda.”¹¹³

(2) Support for efforts to strike a balance between work and childcare

- MHLW is working to make the Act on Child Care and Family Care Leave¹¹⁴ known to the public and is providing support for the development of a work environment that allows employees to feel free to use the work-life-balance support system provided for in the Act¹¹⁵. In addition, under the Act on Advancement of Measures to Support Raising Next-Generation Children, MHLW is promoting the establishment and dissemination of the general business operator’s action plan and the acquisition of certifications (granted by the Minister of Health, Labour and Welfare) and certification marks (nickname: Kurumin).

2 Dealing with guardians who have abused their children

- MHLW is promoting measures for child consultation centers to support guardians based on the “Guidelines to Provide Support for Guardians Who Have Abused Their Children.”¹¹⁶

3 Providing guidance for the guardians of children who are detained in a reformatory

- MOJ is making efforts to facilitate changes in family relationships when guardians visit a reformatory for guardians’ association meetings, all kinds of other events or to see their child.

4 Promoting an understanding of the importance of families and the community

- In FY 2007, the Cabinet Office designated the third Sunday in November as “Family Day” and the week before and the week after that day as “Family Weeks,” and thus it is drawing people’s attention to “the importance of nurturing children and connecting one generation to another” and “the importance of families and the community in providing support for raising children.”¹¹⁷

113 <http://www.cao.go.jp/wlb/index.html>

114 In June 2009, the law was amended in order to introduce a new system to encourage fathers to take childcare leave by imposing on employers the new obligation to set up a shortened work-hour system and a system to exempt new parents from overtime work as well as by extending the leave when both a father and a mother take childcare leave (“Papa & Mama Childcare Leave Plus”). With regard to this system, employers with less than 100 workers had been exempted from providing the shortened work-hour system, exemption from overtime work, and childcare leave. However, in July 2012, the law was fully implemented.

115 http://www.mhlw.go.jp/seisakunitsuite/bunya/kodomo/shokuba_kosodate/

116 <http://www.mhlw.go.jp/bunya/kodomo/dv21/01.html>

117 <http://www8.cao.go.jp/shoushi/kazoku/index.html>