The Japan’s Plan for Dynamic Engagement of All Citizens
(Summary)

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

Cabinet Decision on
June 2, 2016
1. The Doctrine of a Mechanism of a Virtuous Cycle of Growth and Distribution

- On the second stage of Abenomics, we will tackle the issue of the declining birthrate and aging population, which is at the root of the obstacles in economic growth, head on. In order to try to build a new system of our economic society where we enhance childcare supports and social security as a broader economic policy, which will lead to a more robust economy.
- We will realize a society where diversity is accepted and all citizens are included, which will lead to more certain prospects for the future, a boost in consumption and the expansion of investment. We will encourage all citizens to fully show their own various talents, which will lead to improvement in the labor participation rate and creation of innovation, in order to further accelerate the economic growth.
- We cannot continue "distribution" without the fruits of "growth". We will enhance the foundation of childcare and social security, utilizing achievements of Abenomics. People can be engaged in growth when they are provided supports for childcare and nursing care. On the other hand, we cannot provide supports without the fruits of growth. A set of the new three arrows combined altogether itself can be called as the ultimate growth strategy.

(Achievements of Abenomics)
- GNI: Has increased by nearly 40 trillion yen
- National tax income: Has increased by 15 trillion yen
- Corporate earnings: At their highest levels
- The number of employees: Has increased by more than 1 million people
- The number of unemployed people: Has decreased by 0.6 million people
- The unemployment rate: 3.2% (the lowest level in 18 years)
- Jobs to applicant ratio: The highest level in 24 years
- Wages: A large number of companies conducted across-the-board pay increases for the third consecutive year.
- Price trends: Have reversed and there has been a trend towards rising prices the last two years
- GDP deflator: Has been positive for the ninth consecutive quarter
- GDP gap: Has continued to decrease in size although it is still negative

(The Declining Birthrate and Aging Population at the Root of the Obstacles in Economic Growth)
- The Birthrate: Has significantly decreased in 30 years (decreased from 1.81 in 1984 to 1.26 in 2005 - and has hovered around 1.3-1.4 up to now)
- The population aging rate: Has steadily risen (from 9.9% in 1984 to 26.0% in 2014)
- The total population: Entered a decreasing phase in 2008.
- The annual decline rate of the population: Will be accelerated (from approximately 0.6 million in early 2020s to approximately 1.0 million in 2040s)

(The Desirable Birthrate)
We will enable each individual to make their hopes of marriage or childbirth come true. It never means that a nation will recommend that people get married or give births even when they do not want to do so.

(No One Forced to Leave Their Jobs for Nursing Care)
The situation is such that both the elderly and the working generation fall together after people leave their jobs.
2. Working Style Reforms

- **Improvement in working conditions of non-regular workers** (account for approximately 40% of the whole workers in Japan) including realization of “equal pay for equal work” should be conducted urgently. Through formulation of guidelines, we will indicate what kind of treatment gaps are unreasonable and should be corrected and in order to let them smoothly be corrected, we will submit the related bills.

- **Practices of long working hours** make it difficult to balance work and family life including childcare, which leads to the declining birthrate and prevention of career formation of women. We will enhance enforcement of legal regulations and as for the Labor Standards Act, we will once again consider the state of regulations contained in Article 36.

- As for **promotion of employment of the elderly**, it is necessary to prepare the environment for raising the retirement age and extending employment beyond the age of retirement. We will provide supports for businesses raising the retirement age to 65 and extending employment beyond the age of 65 while encouraging other businesses to do so.

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**Wage Levels of Part-time Workers in Relation to Full-time Workers**

(Full-time workers = 100%)

- Japan: 56.6%
- USA: 30.3%
- UK: 71.4%
- Germany: 79.3%
- France: 89.1%
- Italy: 70.8%
- Netherlands: 78.8%
- Denmark: 70.0%
- Sweden: 83.1%

**The Percentage of Workers Working Long Hours**

(Ratio of Workers Working More than 49 Hours a Week)

- Japan: 21.3%
- USA: 16.6%
- UK: 12.5%
- Germany: 10.1%
- France: 10.4%

**Hopes of employment of the elderly and the actual employment rate**

- Ratio of people wishing to continue working beyond the age of 65 among those aged over 60: 65.9%
- Ratio of people actually working among those aged over 65: 21.7%

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*Enable all the elderly wishing to work to do so*
3. Improvement in the Environment for Childcare and Nursing Care

(1) Improvement in the Environment for Childcare

- We raised the target for additional childcare arrangements from 400,000 children to 500,000 children, which is to be accomplished by the end of FY2017.
- As for working conditions of childcare providers, we will newly implement a pay rise equivalent to 2% (about 6,000 yen per month). We will additionally improve working conditions for childcare providers with skills and experiences in order to eliminate a wage gap between childcare providers and female workers across all industries, which is currently around 40,000 yen, making budgetary steps be reflected in actual wages appropriately in execution processes. We will also reduce a wage gap between male workers and female workers across industries as a whole, promoting efforts based on the Act of Promotion of Women’s Participation and Advancement in the Workplace and toward “equal pay for equal work”. We will further improve working conditions of childcare providers as needed.
- In order to ensure and develop various childcare providers, we will make comprehensive efforts including enhancement of a scheme of a forgivable loan and improvement in productivity by utilizing ICT.
- We will prepare additional arrangements of “After-school Kids’ Clubs” for 300,000 children by the end of FY2019. While promoting improvement in working conditions of childcare providers and reduction in labor burdens shouldered by them, we will discuss the way to bring forward preparation of additional arrangements and complete it by the end of FY2018. As for improvement in working conditions, we will make sure that related budget actions will be appropriately reflected to wages in budget-implementing processes.

We will prepare additional childcare arrangements for 500,000 children by the end of FY2017 (compared with FY2013)
(From FY2018 onward, we will keep on ensuring childcare arrangements.)

We will eliminate a wage gap between childcare providers with skills and experiences and female workers across all industries.
(We will also reduce a wage gap between male workers and female workers across industries as a whole.)

We will prepare additional arrangements of “After-school Kids’ Clubs” for 300,000 children by the end of FY2019 (compared with FY2014)
(We will discuss the way to bring forward preparation of additional arrangements and complete it by the end of FY2018.)
3. Improvement in the Environment for Childcare and Nursing Care
(2) Improvement in the Environment for Nursing Care

- We will accelerate preparation of additional nursing care arrangements for more than 380,000 people (expected increase in arrangements in FY2015-FY2020). Furthermore, we raised this target to for more than 500,000 people, which is to be accomplished by early 2020s.

- As for working conditions of nursing care providers, in order to eliminate a wage gap between nursing care providers and workers in other competing industries, we will build a career development scheme from FY2017 and improve their wages by 10,000 yen per month on average.

- In order to ensure and develop various nursing care providers, we will make comprehensive efforts including enhancement of a scheme of a forgivable loan, utilization of senior human resources and improvement in productivity by utilizing nursing care robots and ICT related technologies.

**Users’ Needs for Nursing Care**

The number of people certified as nursing-care level 3 and above:

- 2.13 million people (in 2015, 2.2 times of that of 2000)
- projected to increase to 4.21 million people in 2060 (2.0 times of that of 2000)

The number of people leaving their jobs to provide nursing care:

- Approximately 100 thousand people (in 2012, annual figure)

The percentage of people stating “unavailability of nursing care services” as a reason for leaving their jobs to provide nursing care:

- approximately 15%

The number of people certified as nursing-care level 3 and above an waiting to enter intensive care homes for the elderly:

- Approximately 150 thousand people (2013)

We will prepare additional nursing care arrangements for more than 500,000 people (including increase in elderly housings with supportive services for approximately 20,000 people)

**Working Conditions of Nursing Care Providers**

One of the reasons of difficulties in ensuring human resources for nursing care is that their wages are lower than other interpersonal service sectors. They have shorter duration of service as well.

- (monthly wage including bonus)
  - Nursing care providers: 262.3 thousand yen
  - Other interpersonal services: 273.6 thousand yen

- (duration of service)
  - Nursing care providers: 6.1 years
  - Other interpersonal services: 7.9 years

Nursing care providers are more likely to leave their jobs.

- Nursing care providers: quite rate 16.5%
- Workers across all industries: quit rate 15.5%

(※ : quit rate=the annual number of workers leaving their jobs/the total number of workers)

**Improvement in Productivity of Nursing Care**

As for nursing care services and paperwork regarding nursing insurance, e will promote improvement in productivity of nursing care service sectors by utilizing the next-generation nursing-care technologies (※) such as robots and ICT.

※The next-generation nursing-care technologies: nursing care robots, ICT, AI, sensors, in-com, IoT, no-lifting etc.

- We will promote relaxation of standards, which will contribute to efficient service offering, as well as efficient and effective personnel placement without lowering quality of services.

We will enable nursing care providers to increase time spent in offering nursing care services as their primary task.
4. Improvement in the Environment Where All Children can Receive Desirable Education

- We will implement **enhancement of educational consulting functions** including placing school counselors and school social workers and provide supports for children studying at places outside schools such as **free schools**. We will increase the number of “Chiiki-Mirai-Juku” where study supports are offered free of charge in principle, along with cooperation of local residents including university students and former teachers as well as utilization of ICT, to a half of all the junior high school districts, which is approximately 5,000 districts across the nation, by FY2019.

- As for **interest-free scholarships**, we will enable students who are qualified to receive interest-free scholarships but remain not awarded yet to receive without omission. Furthermore, by significantly relaxing scholastic requirements imposed on children from low-income families, we will enable all the children who need to receive interest-free scholarships to do so.

- As for **interest-bearing scholarships**, we will spread the present benefits of low-interest rates to fixed interest rate method and variable interest method. Especially, we will build a scheme where interests of scholarships become almost zero based on the present interest-rate level if one chooses the variable interest rate method.

- As for the **scholarship system under which students are exempted from having to repay the scholarship amount**, we will discuss founding the scholarship system based on viewpoints including fairness within a generation and revenue resources, and enhance supports for children who are in truly severe situations.

- As for **refunding of scholarships**, we will introduce a new type of scholarship with its amount of monthly payment linked to an applicant’s income after graduation for students newly entering higher education in FY2017 in order to significantly reduce their burdens.

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### Inequality Caused by Children’s Refusal to Go to School, Dropout, Abandoned Dream of Proceeding to Higher Education

Occupations of people who dropped out (2012)
- Job-hoppers 41.6%
- Regular workers 7.7%

People who have refused to go to schools tend to have difficulties in education and employment
- The high school enrollment rate of people who refused to go to schools when they were in the 9th grade is 85.1% (general 98.5%), the high school dropout rate is 14.0% (general 1.5%), the college enrollment rate is 22.8% (general 54.6%), the percentage of people not in education and employment is 18.1% (general 7.3%)

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### The College Enrollment Rates

(separated by types of situations of households)

- **All Types**: 73.2%
- **Single Parents**: 41.6%
- **Assistance**: 31.7%
- **Children in Nursing Homes**: 22.6%
- **Children in Homes**: 14.0%
- **Children in Children’s Home**: 6% (general 0.9%)

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### Economic Situations of Households and Burdens of Educational Costs

- The most critical reason for not being able to have the number of children desired (2010)
  - **Financial burden of childcare and education 60.4%**
- The largest economic burden regarding childcare (2012)
  - **School education costs (universities, junior colleges, professional schools) 55.6%**
- The percentage of high school students proceeded to four-year colleges (2012)
  - **household income**
    - more than 10,500,000 yen: 62.9%
    - less than 4,000,000 yen: 27.8%

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**Enhancement of educational consulting functions**

We will enhance scholarship systems in order to enable everyone, who hopes to enter a university or a specialized training college, to do so, regardless of the economic situation of household.
5. Other Efforts toward the “Desirable Birthrate of 1.8”

(1) The empowerment of women, (2) Enhancement of supports of marriage, (3) Supports for youths and families with small children, (4) Improvement in the environment enabling three generations of a family to live under one roof or nearby each other for mutual assistance in childcare, (5) Supports for activities of children and youths having difficulties in smoothly leading social lives

- The empowerment of women is at the core of dynamic engagement of all citizens. We will encourage businesses so that a regular worker who has once quit one’s job for childcare can come back to work. In order to enable single parents to acquire qualifications, which give them advantage in finding their jobs, such as a qualification of a nurse for example, we will promote a project to lend or pay necessary funds to them. We will promote advanced efforts including leadership training programs for women who are candidates for executive positions.

- As for comprehensive support centers for childcare generation, now, municipal governments are obliged to make efforts to establish these centers. This time, we will enshrine this obligation in law and make these centers operate nationwide by the end of FY2020. We will keep on enhancing supports for infertility treatments by placing infertility counseling centers in all the prefectures, all the designated cities and core cities by FY2019.

- We will improve the environment enabling three generations of a family to live under one roof or nearby each other in order to make a lifestyle of mutual assistance among generations within a large family available to those who want to.

- We will provide accompanying supports for children and youths having difficulties in smoothly leading social lives (due to developmental disorders etc.) with a collaboration of agencies concerned.

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**Percentages of Women in Leading Positions**

- **Present Situations and Goals**

<table>
<thead>
<tr>
<th>Category</th>
<th>Present</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Private companies</td>
<td>15%</td>
<td>14.5%</td>
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<tr>
<td>Ministries</td>
<td>9.8%</td>
<td>7%</td>
</tr>
<tr>
<td>Governments</td>
<td>3.5%</td>
<td>8.5%</td>
</tr>
<tr>
<td>Prefectural governs</td>
<td>15%</td>
<td>14.5%</td>
</tr>
<tr>
<td>Municipal governs</td>
<td>20%</td>
<td>15%</td>
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**Hopes of mutual assistance within a large family or across generations**

- 52.4% of people state the ideal style of a family life is to live with grandparents or to live nearby each other.

  (live nearby each other 31.8%, live together 20.6%) (2013)

- 78.7% of people state it is desirable that grandparents provide supports for childcare and household tasks until children enter elementary schools. (2013)

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**Children and Youths Having Difficulties in Smoothly Leading Social Lives**

The number of students attending special schools: approximately 102,000 students (2005) → approximately 138,000 students (2015, +36%)

The number of students attending special classes: approximately 97,000 students (2005) → approximately 201,000 students (2015, +108%)

The number of students with autism disorders and emotional disorders among these: approximately 29,000 students (2005) → approximately 90,000 students (2015, +212%)

The number of students receiving supports while attending normal classes: approximately 39,000 students (2005) → approximately 90,000 students (2015, +133%)

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**Improvement in the environment where three generations of a family live under one roof or nearby each other**

**Ceaseless supports responding to the situation of each individual**
6. Other Efforts toward the “No One Forced to Leave Their Jobs for Nursing Care”

(1) Extension of healthy life expectancy and reduction in burdens of nursing care, (2) Supports for activities of people with disabilities, people fighting an intractable disease and cancer, (3) Realization of regional cohesive societies

- Toward extension of healthy life expectancy, we will encourage efforts of disease prevention and health promotion not only during post-retirement years but also during active careers.
- In order to improve the environment where people with disabilities, people fighting an intractable disease and cancer can fully play active roles according to their wishes and abilities as well as characteristics of disorders and diseases, we will provide supports for finding jobs and job retention, balancing medical treatments with occupational lives. We will also promote sporting activities and cultural and artistic activities of people with disabilities in order to enable children with disabilities to study together with children without disabilities.
- We will realize “regional cohesive societies” where all the people, including children, the elderly and people with disabilities, can generate their local communities, their way of lives and their motivations together, mutually enhancing each other. Toward this goal, we will develop local communities where all the local residents have their own roles and play active roles like themselves, mutually supporting each other.

**Trend in Healthy Life Expectancy**

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<tr>
<th>Year</th>
<th>Male</th>
<th>Female</th>
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<tbody>
<tr>
<td>2010</td>
<td>70.42</td>
<td>73.62</td>
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<tr>
<td>2013</td>
<td>71.19</td>
<td>74.21</td>
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</tbody>
</table>

- **Male**
  - Average Life Expectancy: 79.55 years
  - Healthy Life Expectancy: 9.13 years
- **Female**
  - Average Life Expectancy: 80.21 years
  - Healthy Life Expectancy: 9.02 years

**Trend in Employment of People with Disabilities**

- **We will increase the actual employment rate of people with disabilities to 2.0% by 2020.**
7. Directions of Efforts toward “the Largest Nominal GDP in Post-war History of 600 Trillion Yen”

- We will not be able to give rise to hope for tomorrow without a robust economy.
- The 4th Industrial Revolution is sweeping across the globe and countries must not lose a moment in responding to this. We will capitalize on this timing to undertake future-oriented investment, achieve further increases in wages and disposable incomes, and expand consumption.
- We will create new industries and services that enable us to resolve social issues and capture added values in global markets.

(1) The 4th Industrial Revolution
- Establishing the Fourth Industrial Revolution Public-Private Council as a control tower of the whole government
- Promotion of R&D and industrialization of artificial intelligence (AI)
- Promotion of projects of data utilization including realizing automated driving on expressways in 2020 and parcel delivery by Unmanned Aerial Vehicles (UAVs) within 3 years as well as regulatory and institutional reforms
- Making programming education compulsory and offering opportunities of studying at classes separated by learning levels by utilizing IT

(2) Toward a World leading Health Care Country
- Promotion of services not covered by insurance for promoting health and preventing diseases.
- Medical supports, creation of innovative new drugs and development of medical instruments by utilizing Big Data
- Offering tailor-made healthcare services by utilizing IoT
- International development of Japanese-style medical services

(3) Overcoming Environmental and Energy Constraints and Expanding Investments
- Spreading the Energy Efficiency Benchmark Program to 70% of all industries within 3 years.
- Revising the feed-in-tariff scheme to introduce renewable energy to the maximum extent while reducing the burden on citizens at the same time
- Enhancement of resource security
- Creating a negawatt trading market where the amount of electricity saved can be traded in 2017

(4) Changing Sports into Growth Industry
- Improvement in the attractiveness and profitability of sports facilities
- Development and utilization of human resources in sports business management and formulation of platforms
- Fusion of sports with IT, healthcare, tourism, fashion, cultures and arts and expansion of it

(5) Visualization Projects for 2020 Tokyo Olympic and Paralympic Games
- Showcasing Japan’s reform and innovation results to the world, setting 2020 as the goal
- Ensuring the results will be passed on to later generations as a legacy in and after 2020
- Promotion of projects pioneering a new future including utilization of automated driving, distributed energy and advanced robots

(6) Revitalizing Markets for Transaction of Existing Houses and Reform
- Establishing a transaction and financial system for appropriately evaluating the asset values of existing houses
- Creating a system for registering premium existing houses (tentative name) having high quality and product appeal

(7) Improving Productivity in the Service Industry
- Creation of companies leading improvement in productivity in the service industry
- Formulation of guidelines specific to each of 7 sectors which are targets of the “Service Industries Challenge Program”, based on the Bill on the Strengthening of the Management of SMEs, etc.
- Promotion on improvement in productivity according to the situation of each local community through utilization of supportive institutions

(8) Facilitating Innovation of Leading Medium-sized Companies, SMEs, and Small Businesses
- Supports for improvement in productivity including utilization of IT
- Promotion of supply of growth capital to businesses without relying on securities and personal securities, utilizing local benchmarks
### 7. Directions of Efforts toward “the Largest Nominal GDP in Post-war History of 600 Trillion Yen”

<table>
<thead>
<tr>
<th>(9) Promoting Proactive Agriculture, Forestry and Fishery, as well as Reinforcing Export</th>
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<tbody>
<tr>
<td>• Enhancement of functions of farmland intermediary management institutions</td>
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<td>• Reduction in costs of production materials, structural reforms for distribution of products</td>
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<tr>
<td>• Smart agriculture (realization of unmanned automated driving under remote monitoring by 2020)</td>
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<tr>
<td>• Establishment of collaboration between industry and agriculture</td>
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<tr>
<th>(10) Realizing Japan as a Tourism-oriented Advanced Country</th>
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<tr>
<td>• Increasing the number of foreign visitors to Japan to 40 million people and the consumption by them to 8 trillion yen by 2020</td>
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<td>• Promotion of regional tourism management, development of related human resources</td>
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<td>• Improvement in extensive sightseeing routes to raise them to the international level</td>
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<td>• Branding of national parks, promotion of utilization of cultural assets</td>
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<th>(11) Facilitating Regional Reinvigoration</th>
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<td>• Establishment of local brands through Japanese versions of DMOs and local trading firms</td>
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<td>• Activation of local universities as hubs of knowledge, promotion of relocation to and settlement in local communities by suppressing population concentration of students in metropolitan areas.</td>
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<tr>
<td>• Supports in terms of information, human resource and finance for local governments enhancing their efforts responding to the characteristic of each region</td>
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<td>• Supports for activities of strategic hubs for professional human resources</td>
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<tr>
<th>(12) Building National Resilience and Developing Social Infrastructure with Large Stock Effects</th>
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<tr>
<td>• Prioritizing the fields that will enhance Japan’s growth power based on the Priority Plan for Social Infrastructure Development while making the most of existing facilities</td>
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<td>• Steady promotion of the Action Plan for National Resilience and other efforts of disaster prevention and mitigation</td>
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<td>• Promotion of efforts for making cities more compact</td>
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<td>• Steady promotion of the Action Plan for Promoting PPP/PFI</td>
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<tr>
<th>(13) Vitalization of Consumption and Investments by taking advantage of the low interest rates</th>
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<tr>
<td>• Discussing means regarding facilitation of necessary investments by taking advantage of the current super-low interest rates</td>
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<td>• Continuously increasing wages, improving business conditions for subcontractors including SMEs</td>
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<tr>
<td>• Making efforts of raising the level of consumption to eliminate domestic supply-demand gaps and making drastic changes in consumer behavior and stimulate consumer confidence that may lead to new consumption under public-private collaboration</td>
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<th>(14) Regulatory and Institutional Reforms to Achieve Productivity Revolution</th>
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<tr>
<td>• Backcasting from medium-term targets, which are set based on a vision for the future of industrial innovation, to implement concrete reforms</td>
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<tr>
<td>• Undertaking an integrated program encompassing regulatory reforms, streamlining of administrative procedures and greater use of IT to radically reduce business costs and improve productivity from the perspective of business operators</td>
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<tr>
<th>(15) Creating Innovation and Human Resources Willing to Take on a Challenge</th>
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<tr>
<td>• Aiming to triple corporate investment in universities and R&amp;D agencies in 2025</td>
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<td>• Creating five global centers for research that attract top-quality human resources from both within Japan and overseas</td>
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<td>• Private-sector-led preparation of a platform as a bridge between Japanese regions and the world</td>
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<tr>
<td>• Enhancement of math and IT education in higher education to develop top-level human resources</td>
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<tr>
<td>• Introducing the Japanese Green Card for Highly Skilled Foreign Professionals, to be the world’s fastest system</td>
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<tr>
<th>(16) Taking in Overseas Growing Markets</th>
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<tr>
<td>• Providing SMEs with supports for their overseas business expansion to take advantage of TPP</td>
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<td>• Implementing the provision of funds of 200 billion dollars in 5 years</td>
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<tr>
<td>• Strategic development of human resources, international standardization of “high-quality investments in infrastructure”, further acceleration of yen loans and overseas loans and investments</td>
</tr>
<tr>
<td>• Providing local governments with supports for their efforts of attracting foreign investments</td>
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<tr>
<td>• Promotion of prompt negotiations on the Japan-EU EPA, RCEP, and the Japan-China-Republic Korea FTA</td>
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8. Roadmap toward the Future of 10 years from now

- We draw a “tree diagram”, which consists of three elements of (1) Challenges in People's Daily Lives, (2) Directions to be Examined and (3) Measures, for each of the three goals.

- Among the 43 measures in total, as for the measures toward “the nominal GDP of 600 trillion yen”, we set the time span of the roadmaps as from FY2016 to FY2021. As for “the desirable birthrate of 1.8” and “no one forced to leave their jobs for nursing care”, we set the time span as from FY2016 to FY2025.
8. (Tree diagram toward the desirable birthrate of 1.8)

- **Toward the “Desirable Birthrate of 1.8”**
  - **Marriage**
  - **Pregnancy, Childbirth, Childcare**
  - **Family with Single Parent**

**Challenges in People’s Daily Lives**
- Want to get married as desired
  - Men: 35.6%, Women: 28.1%
- Want to get married at desirable age
  - Average age for first marriage Men: 31.1, Women: 29.4
  - Age of marriage desired by people aged (18 to 34 years) Men: 30.4, Women: 28.4
- Want to give birth to and raise the number of children desired
  - Facts
    - Average number of children intended by a couple 2.07
    - Average number of children desired by a single 2.12
    - Percentage of people stating financial burden of childcare and education as a reason for not being able to have the number of children desired 60.4%

**Directions to be Examined**
- Stabilization of employment of youths and improvement in their incomes
  - Unemployment rate (across all ages 3.3%)
  - Percentage of non-regular workers aged (15 to 34 years) 27.7%
  - Number of working people aged (15 to 34 years) 560,000
- Offering of meeting places
  - Percentage of people (in their 20s and 30s) stating “not having encountered an appropriate partner” as a reason for remaining unmarried Men: 53.5%, Women: 55.1%
- Improvement in anxieties about childcare
  - Percentage of people thinking society where people can get married, become pregnant, give birth and raise children feeling free from anxieties has already been realized: 19.4%
- Elimination of childcare waiting lists
  - Number of children waiting for spaces in childcare centers 23,167
  - Number of children waiting for spaces in “After-school Kids’ Clubs” 16,941
- Improvement in the environment where people can balance childcare with working
  - Wage level of part-time workers in relation to full-time workers 56.6%
  - Ratio of workers working more than 49 hours a week 21.3%
  - Number of non-labor force population of women hoping to be employed 3.01 million
  - Percentage of businesses making efforts of preventing sexual harassments 59.2%
- Reduction in burdens of educational costs and enhancement of consulting systems
  - Major economic burdens regarding childcare
    1. School education costs 55.6%
    2. Educational costs except those regarding cram schools 47.0%
    3. Costs of childcare centers 39.1%
- Improvement in incomes of families with single parents
  - Average annual income of families with single mothers
    - Earned income: 1.11 million yen
    - Total income: 2.23 million yen

**Measures**
1. Stabilization of employment of youths and improvement in their working conditions
2. Improvement in productivity of service industries (shared by “Toward the Nominal GDP of 600 Trillion Yen”)
3. Enhancement of supports of marriage
4. Elimination of anxieties about pregnancy, childbirth and childcare
5. Improvement in the environment enabling three generations of a family to live under one roof or nearby each other for mutual assistance in childcare
6. Enhancement of various childcare services
7. Ensuring of various human resources capable of providing childcare services and improvement in their productivity
8. Promotion of working-style reforms (shared by “Toward No One Forced to Leave Their Jobs for Nursing Care”)
9. Promotion of the empowerment of women
10. Supports harmonized with actual situations of local communities
11. Overcoming of various constraints preventing access to desirable education
12. Enhancement of consideration and measures for families and children having difficulties in childcare
8. (Tree diagram toward no one forced to leave their jobs for nursing care)
8. (Tree diagram toward the nominal GDP of 600 trillion yen)