

Revision of the Act on Advancement of Measures to Support Raising Next-Generation Children

<Current>

<After Revision>

Validity of the Act

Temporary statute for 10 years from April 1, 2005 to March 31, 2015

Extension of the Act

Extended by 10 years from April 1, 2015 to March 31, 2025

Act

Guideline for Action Plan Development

The action plan will be developed according to the Guideline for Action Plan Development

■Basic viewpoints (non-exhaustive)

- (1) Harmonizing work and life
- (2) Balancing work and childrearing
- (3) Efforts of the entire company
- (4) Efforts based on situations of a company
- (5) Support by the entire society

■Matters for the content of the common employers' action plan (non-exhaustive)

- Development of employment environment to support balancing work and family life
- Arrangement of work conditions to help reconsider the working style

Addition to the Guideline

Items (1) and (2) are added to the Guideline for Action Plan Development.

- (1) Clear notification that the efforts are made for non-regular workers
- (2) Statement that the ongoing efforts to help reconsider the working style are important <Efforts to help reconsider the working style (non-exhaustive)>
 - Efforts to encourage male workers to take childcare leave
 - Efforts to reduce overtime work
 - Efforts to encourage workers to take annual paid leave

Guideline

Common employers' action plan

Common employers are obligated to develop and file the action plan

Addition of a framework to announce actual efforts instead of development and filing of a plan

Instead of development and filing of a common employer's action plan, a framework is added to announce actual supportive efforts of a company to be certified under a new special certification system that is making high-level efforts while keeping a framework to obligate the development and filing of the current common employers' action plan.

Act

Certification System (Certification Standards)

Certified and identified by Minister of Health, Labour and Welfare

- (1) A suitable action plan has been developed.
- (2) The period of the action plan is between two and five years.
- (3) Objectives set forth in the action plan have been achieved.
- (4) The plan is properly announced and informed to workers.
- (5) One or more male workers took the childcare leave.
- (6) 70% or more female workers take the childcare leave.
- (7) Childcare leave and other measures are taken for workers who have a child between 3 years old and school age.
- (8) Measures are taken to reduce overtime work and encourage workers to take annual paid leave.
- (9) There is no material violation of the Act, orders under the Act or any other applicable laws.

Kurumin mark, a symbol of a company supporting childcare



Enhancement of the current certification system

Current certification standards will be reviewed to:

- (1) expand exceptions for SMEs for standards for male workers to take childcare leave;
- (2) consider to revise the standards for female workers to take childcare leave; and
- (3) reconsider the standards for measures to arrange diversified work conditions to help reconsider the working style.

Ordinance (standard)

Establishment of a new special certification system

A new special certification system is established to have higher certification standards than the current ones (after review) regarding (1) to (4) below and to add new certification standards.

- (1) Higher standards will be created for male workers to take childcare leave.
- (2) Measures to arrange diversified work conditions to help reconsider the working style will be taken and achieved under certain conditions with numerical targets.
- (3) New standards will be created to enable women to be employed continuously. [Addition]
- (4) New standards will be created for efforts to increase the number of women working actively while raising children. [Addition]

Act (scheme)

Ordinance (standard)

* To effectively promote the Act, the certification system will be more recognized and the preferred measures will be positively considered as an economic incentive.

Subsidy to Support Balancing Work and Family Life (Draft) in 2015

Proposed budget for 2015:
6.19 billion yen (employment account)
 Budget for 2014:
 7.63 billion yen (employment account)

Subsidy to build a nursery facility within the place of business and support operations:
 5.14(5.19) billion

The subsidy will be granted to employers and employer associations to cover a part of expenses to build and operate a nursery facility for workers within the place of business (including a commuting route of workers or its adjacent area).

	Rate of Subsidy
(1) Building cost	- Large company Rate of subsidy: 1/3 Up to 15,000,000 yen - SME Rate of subsidy: 2/3 Up to 23,000,000 yen
(2) Expansion cost	○ Expansion - Large company Rate of subsidy: 1/3 Up to 7,500,000 yen - SME Rate of subsidy: 1/2 Up to 11,500,000 yen
	○ Rebuilding - Large company Rate of subsidy: 1/3 Up to 15,000,000 yen - SME Rate of subsidy: 1/2 Up to 23,000,000 yen
(3) Operating cost	Granted for five years - Large company 340,000 yen per capita per annum Up to 13,600,000 yen - SME 450,000 yen per capita per annum Up to 18,000,000 yen

* (1) & (2) will be divided into two payments (in the first and third years)
 * (3) will be paid in a fixed sum.

Subsidy to SMEs to support balancing work and family life

Replacement Staff Recruitment Course 3.1 (1.3) hundred million

The subsidy will be granted to SME whose office rule provides that a worker taking childcare leave can return to a previous or other job after the leave ends if such SME recruited a person replacing such worker and allowed such worker to return to a previous or other job.

Per applicable worker	300,000 yen
If a temporary worker takes childcare leave	100,000 yen added

* Up to a total of 10 workers per company per year for five years (For a Kurumin-accredited company, up to 50 workers during statutory validity)

Subsidy for a plan to support returning to work after childcare leave 3.0 (1.5) hundred million

The subsidy will be granted to SME that developed and employed a "Support Plan for returning from childcare leave" with support of a "childcare leave return planner," if an applicable worker took childcare leave and returned to the job.

One payment to applicable employer	300,000 yen
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* Up to twice for one company
 First time: When a plan is developed and the leave is taken.
 Second time: When the worker returns to work.

Subsidy to support short-time work for childcare (Transitional measures) 1.2 (8.6) hundred million

The subsidy will be granted to an employer whose office rule provides for a short-time work scheme usable by a worker raising a child (till the school age, as a rule), if a worker used the scheme and started the short-time work for childcare by March 31, 2015.

Corporate size	First worker	Second and onward *
SME	400,000 yen	150,000 yen
Other employers	300,000 yen	100,000 yen

* Up to total of 10 workers per company for five years (Up to 5 workers for SMEs)

Course to Support Temporary Workers to Continue Work 0.8 (9.2) hundred million

The subsidy will be granted to SME whose office rule provides for childcare leave scheme and a childcare short-time work scheme equally usable by temporary and regular workers, if a temporary worker taking childcare leave returned to a previous or other job and was employed for six or more months consecutively.

(*Applicable to an employer where a temporary worker finishes childcare leave between April 1 2013 and March 31, 2016.)

	Amount payable
First worker	400,000 yen
Second to fifth workers	150,000 yen
If a temporary worker taking childcare leave returns as a regular employee:	100,000 yen added for the first worker 50,000 yen added for second to fifth workers

*Expense only in 2014: 0 (2.6) hundred million Continuous Work Support Course During-Leave Brush-up Course

Subsidy to accelerate positive actions 2.4 (1.2) hundred million

The subsidy will be granted to a company that committed to women's active work with a target and achieved the target. (Only once per company)

Corporate size	Amount payable	
	Effort target achieved	Numerical target achieved
SME	300,000 yen	300,000 yen
Large company	—	300,000 yen

Program to encourage temporary workers to take childcare leave

In order to encourage temporary workers to take childcare leave, the following efforts will be made as the “program to encourage temporary workers to take childcare leave.”

- 1 Programs to support returning from childcare leave
 - (1) Will develop and promote utilization of a model plan to support temporary workers returning from childcare leave.
 - (2) A childcare leave return planner will create a plan by visiting business places and support the arrangement of the rules for childcare and family-care leave.
 - (3) Subsidy will be granted to an employer who creates and introduces “Support Plan for returning from childcare leave” when a relevant worker takes childcare leave and when such worker returns to work.
- 2 Subsidy will be paid additionally to an employer that recruited a person replacing a temporary worker who took childcare leave.
- 3 The requirements will be eased to pay a subsidy when a temporary worker who took childcare leave returns to a previous or other job.

For SMEs

Support by a childcare leave return planner Subsidy for Support Plan for returning from childcare leave

- 1 Will train and develop a “planner” to support companies to create a plan according to their situations.
- 2 The planner will create a plan by visiting business places or otherwise and support an arrangement of rules.
- 3 Subsidy will be granted to a company that created and employed a plan to support returning from childcare leave with support by a childcare leave return planner, when a relevant worker takes childcare leave and returns to work.

Amount payable 300,000 yen per once Total 600,000 yen

Replacement Staff Recruitment Course

OA subsidy will be granted to a company that recruited a person replacing a worker who took childcare leave and permitted such worker to return to a previous or other job.

[Addition if a temporary worker took childcare leave]

Amount payable (150,000 yen→300,000 yen) + Addition of 100,000 yen

Total 400,000 yen

Development of a model plan to support temporary workers returning from childcare leave; business to promote utilization

- 1 Will develop a model plan for temporary workers to return from childcare leave.
- 2 Will promote a utilization of model plan.

**Payable up to
1,000,000 yen**

Course to Support Temporary Workers to Continue Work

OA subsidy will be granted if a temporary worker who took childcare leave returns to a previous or other job: 400,000 yen for the first worker and 150,000 yen for the second to fifth workers

[Easing of grant requirement]

Provision of training is deleted from the grant requirements.

Re-employment Support Seminar with Nursery

Budget for 2015:
33,010,000 yen (employment account)
Budget for 2014:
28,461,000 yen (employment account)

Summary

The **Re-employment Support Seminar** (with nursery) is an entrusted project to serve as the first step for re-employment of workers who left a job for a certain period due to childrearing or any other reason, in which women thinking of re-employment can participate lightheartedly. It will be held about 18 times in six locations nationwide where the participants who succeeded in re-employment will tell their stories.

Re-employment
Support Seminar

Free

Subject (non-exhaustive):

- People who think of re-employment but have no idea how to find a job
- People who are hesitant to be reemployed

Lecture for readiness for re-employment

Basic knowledge for applicants (e.g. recent work situations), how to collect information, introduction of consulting centers, measures to support balancing work and family life and how to motivate yourself

Workshop

- (1) Self-analysis, inventory of skills obtained during childrearing, etc.
- (2) Explanation and advice from a lecturer

Social meeting

- (1) Advices of reemployees based on their experiences
- (2) Information shared between applicants

To help women with a child participate,
a nursery room is available.

Free



From the lecture and by exchanging opinions with participants, you can fix your intention for re-employment with a desired working style in your mind and go to a next step.

- Participation in Mothers Hello Work seminars, etc. to meet your needs
- Starting specific job seeking activities, etc.

Plan for Expansion in FY2015

- Production and posting on a website of video messages of reemployees by job category (about 5 persons for 3 minutes each)
- Reprint and distribution of stories to Mothers Hello Work (5,000 copies in FY2014⇒7,000 copies in FY2015)
- Provision of information through this seminar, Mothers Hello Work and website supporting work and returning to work after childcare leave; production and distribution of leaflets to seminar participant, etc. (new in FY2015: 7,000 copies)