

II Appendix

1. Policy System of Ministry of Health, Labour and Welfare (Fundamental Goals, Grand Measure Goals, and Intermediate Measure Goals) – Subject to Policy Evaluation –

- (1) The fundamental goals are basic goals that need to be achieved and apply to the entire health, labour, and welfare administration.
- (2) The grand measure goals are concrete goals concerning measures implemented to achieve the fundamental goals.
- (3) The intermediate measure goals are concrete goals concerning measures implemented to achieve the grand measure goals.

Mission and Fundamental Goals of the Ministry of Health, Labour and Welfare

Mission of the Ministry of Health, Labour and Welfare

Due to the understanding that social security is the foundation of the State and the health, labour, and welfare administration therefore the main pillar of policy that ensures the “security of the people” the Mission of the Ministry of Health, Labour and Welfare involves the realization of “a society (the Japanese model having a global leading aging society with a declining birthrate) with no disparities and in which people, both males and females, with the motivation to work can work regardless of their age, have children and raise up without any undue anxiety, and lead healthy long lives in local communities”.

Fundamental Goals

| <Realization of a Japanese model for an aged society with a declining birthrate> | |
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| I | Putting effort into reducing disparity |
| II | Realizing a society in which anyone with the will to do so can find decent work (work worth doing that fulfills human dignity) |
| III | Realization of a society in which people can have children and raise them without any undue worries |
| IV | Realization of a society in which people have healthy long lives in local community without any undue anxiety |
| V | Making the effort to secure social security financial resources and presenting new ideas on social security financial resources |
| <Development of policies in response to the needs of the times> | |
| VI | Responding to the needs of the times, including realization of “New Public Commons” and the development of social security as a core growth strategy (investment in the future), etc. |
| <Changing the bureaucratic culture in making the MHLW more trustworthy> | |
| VII | Total elimination of “arrogant attitudes” within the Ministry and more honest responses to the public |
| VIII | Thorough implementation of cost reductions/elimination of waste |
| IX | Establishment of a new personnel system to use in improving the abilities of officers |

Grand Measure Goals

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| I 1 | Reducing disparities | Hold discussions toward the establishment of national minimum standards (in ensuring healthy cultural lives) |
| I 2 | | Prevention of poverty through establishing a secondary safety net and reinforcing the functions of local safety nets |
| I 3 | | Promotion of positive welfare (active welfare measures, including employment support, etc.) Work |
| II 1 | Work | Increasing employment “quantitatively” in thereby improving the employment rate |
| II 2 | | Improving employment in terms of “quality” in thereby establishing environments in which people can comfortably work without any undue worry |
| II 3 | | Promotion of measures to use in securing equal opportunity and treatment for both male and female workers, work-life balance support, and equal and balanced treatment between part-time workers and regular-employees |
| III 1 | Child rearing | Promotion of the creation of a new system for supporting children and child rearing in thereby enhancing children and child rearing measures |
| IV 1 | Healthy long lives in local | Stable provision of medical services |
| IV 2 | | Establishment of sustainable/stable health care insurance systems, including reformation of the medical care system for the elderly |
| IV 3 | | Support for public health through responding to cancer, strokes, and heart disease, etc., promoting vaccinations with consent, and promoting health promotion, etc. |
| IV 4 | | Securing healthy, safe, and comfortable living environments |
| IV 5 | | Paving the way for medical/long-term care system unification reform, appropriately operation of Long-Term Care Insurance, and creation of a society in which the elderly can live actively without any undue worry |
| IV 6 | | Establishment of a pension system that people can trust without any undue worry through focusing efforts on responding to the issue of the “missing pension records” in thereby recovering people’s trust in the pension system and paving the way for pension system reform, etc. |
| IV 7 | | Paving the way for reformation of the system for persons with disabilities in thereby realizing a society in which persons with disabilities can live with those without disabilities in local communities and engage in life activities |
| IV 8 | | Help for wounded/sick retired soldiers and war bereaved, etc., support for the Japanese remaining in China after the war, etc., and finishing the remaining businesses of the former Japanese Army-Navy |
| IV 9 | | Putting the effort into providing high quality welfare services from the users’ points of view, etc. |
| V 1 | Financial resources | Making the effort to secure social security financial resources and presenting ideas on social security financial resources |
| V 2 | | Appropriate and efficient implementation of the application/collection work involved in social insurance |
| VI 1 | Responding to the needs of the times | Promotion of regulatory and decentralization reformation with the aim of the realization of a “New Public Commons” |
| VI 2 | | Development of social security as the core of growth strategy and as an “investment in the future” |
| VI 3 | | Responses to internationalization, advances made in science and technology, and IT utilization Change in bureaucratic culture |
| VII 1 | Change in bureaucratic culture | Honestly listen and respond to the “voice of the public” and provision of information in an easy to understand manner toward dialogues with the public |
| VIII 1 | | Thorough implementation of cost reductions/elimination of waste through budget screening within the Ministry, etc. |
| IX 1 | | Establishment of a new personnel system, promotion of the use of numerical targets in goals for all the bureaus/divisions, and improvement of the abilities of officials |

Intermediate Measure Goals

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| I | 1 | 1 | Putting effort into reducing disparities | Public assistance | Hold discussions toward the establishment of national minimum standards (in ensuring healthy cultural lives) | |
| I | 1 | 2 | | | Appropriate provision of welfare services for the indigent | |
| I | 2 | 1 | | Prevention of poverty | Establishment of a secondary safety net (creation of a job-seeker support system, etc.) | |
| I | 2 | 2 | | | Securing easier job-seeking activities through stable and appropriate operation of the employment insurance system | |
| I | 2 | 3 | | | Provision of independence support in communities for homeless people and anyone requiring special assistance in their daily life | |
| I | 3 | 1 | | From welfare to employment | Provision of independence support for households receiving public assistance → Refer to I-1-2 (Appropriate implementation of public assistance) | |
| I | 3 | 2 | | | Provision of independence support for mothers with families but no husband, etc. → Refer to III-1-6 (Provision of independence support for single parent families) | |
| II | 1 | 1 | Motivated people can work regardless of their gender/age | "Quantitative" employment | Elimination of any mismatches in labour force supply and demand through reinforcing the demand adjustment functions of Hello Works and securing appropriate operation of work dispatch businesses | |
| II | 1 | 2 | | | Putting the effort into creating employment and preventing unemployment according to the characteristics of regions, small- and medium-size enterprises, and industries | |
| II | 1 | 3 | | | Putting the effort into providing employment support and preventing unemployment according to the characteristics of elderly workers, workers with disabilities, and young workers | |
| II | 1 | 4 | | | Securing various vocational development opportunities | |
| II | 1 | 5 | | | Provision of career development support for young people | |
| II | 1 | 6 | | | Provision of career development support for persons with disabilities and mothers with families but no husband | |
| II | 1 | 7 | | | Promotion of the succession/promotion of skills | |
| II | 2 | 1 | | "Quality" employment | Securing/improving work conditions | |
| II | 2 | 2 | | | Securing workplaces where workers can work safely and healthily | |
| II | 2 | 3 | | | Rapid appropriate provision to workers who have suffered industrial accidents, etc. of Industrial Compensation Insurance benefits | |
| II | 2 | 4 | | | Provision of workers who have suffered industrial accidents, etc. with rehabilitation support, etc. toward their social rehabilitation | |
| II | 2 | 5 | | | Promotion of work-life balance measures through facilitating improved work hour setting, etc. | |
| II | 2 | 6 | | | Promotion of stable labour-management relations | |
| II | 2 | 7 | | | Promotion of the resolution of individual labour-relations disputes | |
| II | 2 | 8 | | | Putting the effort into realizing affluent and stable work lives | |
| II | 3 | 1 | | Equality | Promotion of measures to secure equal opportunity and treatment of both male and female workers, work-life balance support, and equal and balanced treatment between part-time workers and regular-employees, etc. | |
| III | 1 | 1 | | Having children and raising them without any undue worries | Child rearing | Putting the effort into enhancing maternal and child health measures, including health guidance and health checkups for pregnant women, infants, and toddlers |
| III | 1 | 2 | | | | Promotion of children and child rearing support measures in communities |
| III | 1 | 3 | | | | Securing day-care services according to the day-care needs of preschool children |
| III | 1 | 4 | Provision of the necessary services for healthy development and bring out the best in children | | | |
| III | 1 | 5 | Enhancement of support for child abuse prevention and victims of spousal violence, etc. | | | |
| III | 1 | 6 | Provision of independence support for single parent families | | | |
| III | 1 | 7 | Provision of support for the development of individual children through the provision of a new child allowance | | | |
| III | 1 | 8 | Provision of work-life balance support (repeat) → Refer to II-3-1 (Promotion of measures to secure equal opportunity and treatment for both male and female workers, work-life balance support, and equal and balanced treatment between part-time workers and regular-employees, etc.) | | | |

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| IV 1 1 | Healthy long lives in local communities | Medical care | Establishment of local medical care cooperation systems |
| IV 1 2 | | | Securing medical professionals to meet the demand |
| IV 1 3 | | | Putting the effort into improving the quality of medical professionals |
| IV 1 4 | | | Promotion of medical safety security measures |
| IV 1 5 | | | Improvement and promotion of an even distribution of medical service policies |
| IV 1 6 | | Drugs and medical devices | Promotion of the creation of new drugs/medical devices and the development of drug/medical device industries |
| IV 1 7 | | | Rapid provision of new drugs/medical devices |
| IV 1 8 | | | Thoroughly securing the quality of drugs, etc. and implementing safety measures |
| IV 1 9 | | | Promotion of the appropriate use of drugs |
| IV 1 10 | | | Stable supply of safe and reliable blood products |
| IV 2 1 | | Health care insurance | Putting the effort into stable/efficient operation of the health care insurance system, including reformation of the medical care system for the elderly, while securing the necessary medical care for the public |
| IV 2 2 | | | Putting the effort into reducing medical fees over the medium- to long-term through implementing life style disease measures and correcting long-term hospitalization |
| IV 3 1 | | Individual diseases | Promotion of appropriate transplantation therapy |
| IV 3 2 | | | Promotion of intractable disease measures, Hansen's disease measures, and AIDS measures |
| IV 3 3 | | | Help for the atomic bomb survivors, etc. |
| IV 3 4 | | Infectious diseases | Prevention of the occurrence and spread of infectious diseases |
| IV 3 5 | | | Stable supply of vaccines, etc |
| IV 3 6 | | Health promotion | Securing local health and medical care systems |
| IV 3 7 | | | Promotion of good health |
| IV 3 8 | | Crisis | Establishment of a health crisis management system |
| IV 4 1 | | Public health | Securing the safety of food, etc. |
| IV 4 2 | | | Securing safe, high quality, and disaster resilient water supply systems |
| IV 4 3 | | | Prevention of the abuse of narcotics and stimulants |
| IV 4 4 | | | Prevention of health damage caused by chemical substances affecting people's lives |
| IV 4 5 | | | Putting the effort into improving/promoting environmental health |
| IV 5 1 | | Long-term care | Provision of support for any elderly requiring long-term care through promoting medical/long-term care system unification reform and appropriate operation of the Long-Term Care Insurance system, etc. |
| IV 5 2 | | | Promotion of long-term care prevention/health promotion of the elderly in thus promoting active lives and social participation |
| IV 6 1 | | Pensions | Paving the way for pension system reform and establishing a public pension system that people can trust |
| IV 6 2 | Putting the effort into ensuring the appropriate business operation of the public pension system in thereby securing the people's trust in it | | |
| IV 6 3 | Putting the effort into the sound development of Employees' Pensions, etc | | |
| IV 6 4 | Putting the effort into ensuring appropriate operation of Employees' Pensions, etc. | | |
| IV 7 1 | Disabilities | Development of support systems for persons with disabilities where they live, work, and in communities in thereby providing them with living support in communities, and promoting measures against suicide | |
| IV 8 1 | | Wounded/sick retired soldiers and war bereaved | Provision of wounded/sick retired soldiers and war bereaved, etc. with relief pensions and medical treatment benefits, etc. |
| IV 8 2 | Consolation for the war bereaved through recovering the remains of the war dead, etc. | | |
| IV 8 3 | Promotion of the smooth return of any Japanese remaining in China and providing returnees with permanent residences and independence support | | |
| IV 8 4 | Appropriate organization/storage of personnel documents of the former Japanese Army-Navy, and appropriate provision of invoices for Public Officers Pensions of the former Japanese Army-Navy | | |

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| IV | 9 | 1 | | Welfare human resources | Putting the effort into developing foundations for developing human resources to support welfare services and securing users, etc. |
| IV | 9 | 2 | | Disasters | Implementation of appropriate support for disaster victims, etc. after disasters |
| V | 1 | 1 | Presentation of ideas and securing social security financial resources | Financial resources | Clarification of the economic loss arising from disparities and poverty, etc. and the presentation of ideas on social security financial resources in obtaining understanding and securing the necessary financial resources |
| V | 2 | 1 | | Collection of social insurance premiums | Putting the effort into the appropriate and smooth implementation of collection/application work involved in Labour Insurance |
| V | 2 | 2 | | | Appropriate and efficient implementation of application/collection work involved in the public pension system → Refer to IV-7-5 (Putting the effort into the appropriate business operation of the public pension system in thereby securing the people's trust in it) |
| V | 2 | 3 | | | Appropriate and efficient implementation of the application/collection work involved in health care insurance → Refer to IV-1-10 (Stable/efficient operation of the health care insurance system in securing the necessary medical care for the public) |
| V | 2 | 4 | | | Appropriate and efficient implementation of the application/collection work involved in the Long-Term Care Insurance system → Refer to IV-7-5 (Provision of support for elderly requiring long-term care through promoting medical/long-term care system unification reform and appropriate operation of the Long-Term Care Insurance system, etc.) |
| VI | 1 | 1 | Responses to the needs of the times | Review of roles | Promotion of regulatory and decentralization reform and putting in effort toward realization of a "New Public Commons" |
| VI | 2 | 1 | | Growth strategy | Planning and implementation policies that will lead to the development of industry or creation of employment in the areas of medical care, long-term care, child rearing, and new vocational training, etc. as "investments in the future" |
| VI | 3 | 1 | | Internationalization | Participation and cooperation in the activities of international organizations in thereby contributing to the international society |
| VI | 3 | 2 | | | Promotion of international cooperation such as bilateral cooperation, etc. |
| VI | 3 | 3 | | | Promotion of measures adapted for use in internationalization → Refer to IV-2-4/5 (Prevention of the occurrence and spread of infectious diseases, stable supply of vaccines, etc.) as infectious disease measures; IV-3-1 (Securing the safety of food, etc.) as food measures; IV-5-1 (Paving the way for pension system reform and establishing the public pension system that people can trust) as a bilateral agreement on pensions; and II-1-3 (Putting the effort into creating employment and preventing unemployment according to the characteristics of regions, small- and medium-size enterprises, and industries) as measures for foreign national workers |
| VI | 3 | 4 | | Science/technology | Securing the appropriate and effective operation of national research institutes |
| VI | 3 | 5 | | | Promotion of research and development of science and technology in the areas of labour, health, and welfare |
| VI | 3 | 6 | | IT utilization | Development of foundations for the realization of e-government |
| VI | 3 | 7 | | | Promotion of information utilization in social security areas, including medical care, and participation in discussions on the realization of a numbering system for use with social security and taxation |
| VII | 1 | 1 | | Change in the bureaucratic culture in MHLW being more trustworthy | Facing the public |
| VII | 1 | 2 | Appropriate attitudes | | Implementation of measures the MHLW should promote within the MHLW (promotion of a better work-life balance, reduction in overtime work, promotion of child care leave acquisition by male officers, and promotion of blood donations, etc.) |
| VIII | 1 | 1 | | Cost/waste | Thorough implementation of cost reductions/elimination of waste through implementing budget screening within the Ministry, etc |
| IX | 1 | 1 | | Personnel and improved abilities | Establishment of a new personnel system while promoting the use of numerical targets in goals for all bureaus/divisions. In addition, putting the effort into improving 7 key abilities (the ability to identify the actual situation, cost awareness, ability to eliminate waste, ability to communicate, ability to disclose information, ability to improve the system/work, policy marketing, and the ability to verify matters) that are lacking within the MHLW |