

次世代育成支援・女性活躍推進のための 在日米軍従業員に対する行動計画

日本の急速な少子化の進行や家庭・地域を取り巻く環境の変化を受けて、次世代育成支援を迅速かつ重点的に推進するため制定された次世代育成支援対策推進法に基づき、平成26年8月、「次世代育成支援のための在日米軍従業員に対する行動計画」を策定し、子育てをしやすい職場環境づくりや、仕事と生活の調和の実現に向けた取組みを進めてきたところである。

また、平成27年9月には、女性が職業生活において希望に応じて十分に能力を発揮し、活躍できる環境を整備するため、女性の職業生活における活躍の推進に関する法律（以下「女性活躍推進法」という。）が制定されたところである。

令和3年4月、現在の計画である次世代育成支援対策推進法及び女性活躍推進法に基づいた行動計画を策定したところ、その計画が令和8年3月末に期間が満了することから、今般、「次世代育成支援・女性活躍推進のための在日米軍従業員に対する行動計画」を次のように策定するものである。

防 衛 省
在 日 米 軍

1 計画期間

令和8年4月1日から令和13年3月31日までの間

2 内 容

目標1 結婚、妊娠、出産、育児及び介護等の事由により、女性従業員が退職することなく、継続して就労することを定着させるとともに、男性従業員に対して育児参加等を促進する。

〈主な対策〉・仕事と家庭の両立を支援するため、各種制度を分かりやすくまとめた冊子を更新の上配布するなど、引き続き仕事と家庭の両立支援制度への理解促進を図る。併せて、各年の取得率等のデータを継続的に把握・分析し、その結果を踏まえて必要な改善点を整理し、翌年度以降の取得率向上につなげる。

目標2 配偶者出産休暇の取得を促進する。

〈主な対策〉・配偶者出産休暇制度について、目標1に掲げる仕事と家庭の両立を支援するための冊子も活用するなど、引き続き仕事と家庭の両立支援制度への理解促進を図る。

目標3 育児休業取得率を男性従業員50%以上、女性従業員100%をそれぞれ維持とする。

〈主な対策〉・男性、女性ともに育児休業を取得できることについて、目標1に掲げる仕事と家庭の両立を支援するための冊子を活用するなど、引き続き仕事と家庭の両立支援制度への理解促進を図る。

目標4 子を出産した女性従業員の子の1歳誕生日までの継続就業率を100%とする。

〈主な対策〉・目標1に掲げる仕事と家庭の両立を支援するための冊子を活用するなど、引き続き仕事と家庭の両立支援制度への理解促進を図る。また、育児休業後の職場復帰に係る制度等の周知を積極的に行う。

目標 5 勤務時間短縮制度を円滑に実施する。

〈主な対策〉・勤務時間短縮制度について、目標 1 に掲げる仕事と家庭の両立を支援するための冊子を活用するなど、引き続き仕事と家庭の両立支援制度への理解促進を図る。

目標 6 子育て支援のための情報提供を実施する。

〈主な対策〉・駐留軍等労働者労務管理機構（エルモ）と密接に連携し、エルモのホームページに掲載されている子育て支援情報の充実を図り、周知する。

目標 7 子の看護等休暇及び介護休暇について、制度を周知徹底するとともに制度内容の改善に努める。

〈主な対策〉・子の看護等休暇及び介護休暇について、目標 1 に掲げる仕事と家庭の両立を支援するための冊子を活用するなど、引き続き仕事と家庭の両立支援制度への理解促進を図るとともに、計画期間内に制度内容の改善に努める。

目標 8 採用者に占める女性従業員の割合を 40%以上とする。

〈主な対策〉・エルモホームページ及び従業員募集案内パンフレットにおいて様々な職種や年代で活躍する女性従業員を積極的に紹介する。また、企業説明会等の場において、仕事と家庭の両立支援制度等を詳しく説明するなどの取り組みを検討し、実施する。

目標 9 年次休暇のさらなる取得促進のための措置を講じる。

〈主な対策〉・年次休暇の取得促進に関する周知を行う。

(問い合わせ先)

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Action Plans for USFJ Employees to Support Raising Next-Generation Children/Promotion of Female Participation and Career Advancement in the Workplace

In response to the fast progress of birthrate declining and the changes in the circumstances surrounding families/communities in Japan, based on the Act on Advancement of Measures to Support Raising Next-Generation Children, which was established on August 2014 for quick and predominant promotion of the support for raising next-generation children, and accordingly we have worked on preparation for the work environment which makes child raising easy and the measures for harmonization of work with personal life.

In addition to that, the Act on the Promotion of Female Participation and Career Advancement in the Workplace (hereinafter referred to as “Act on the Promotion of Female Participation”) was established in September 2015 in order to prepare the environment where every female worker is able to perform what she can do as much as she wants in her work life.

In April 2021, the current Action Plans were formulated in accordance with the Act on Advancement of Measures to Support Raising Next-Generation Children and the Act on Promotion of Female Participation. Since the Action Plans will expire at the end of March 2026, we formulate “Action Plans for USFJ Employees to Support Raising Next-Generation Children/Promotion of Female Participation and Career Advancement in the Workplace” as follows:

Ministry of Defense
US Forces, Japan

1 Planning Period

1 April 2026 through 31 March 2031

2 Content

Objective 1: As well as preventing female employees from leaving their job for marriage, pregnancy, childbirth, parenting, or nursing care, etc. and establishing retention of the employees, promote male employees to take part in parenting, and so on.

〈**Main Measure**〉 Continue to make efforts to promote a broad understanding of the system to support employees in balancing work and family life including by updating and distributing a booklet that clearly summarizes the key points of each system. Continuously collect and analyze the relevant data such as annual leave usage rates and identify necessary points for improvement based on the results to increase the rates in subsequent years.

Objective 2: Encourage the usage of spouse's childbirth leave.

〈**Main Measure**〉 Continue to promote understanding of the system to support employees in balancing work and family life by utilizing the booklet presented in Objective 1 and through other related efforts to ensure that the spouse's childbirth leave is available and through other related efforts.

Objective 3: Maintain a childcare leave usage rate of 50% or more for male employees and 100% for female employees.

〈**Main Measure**〉 Continue to promote understanding of the system to support employees in balancing work and family life by utilizing the booklet presented in Objective 1 and through other related efforts to ensure that the childcare leave is available to both male and female employees.

Objective 4: Set the continuous employment rate at 100% for female employees who have given birth through their child's first birthday.

〈**Main Measure**〉 Continue to promote understanding of the system to support employees in balancing work and family life by utilizing the booklet presented in Objective 1 and through other related efforts. Additionally, actively disseminate information on relevant employment systems to support employees in returning to work after childcare leave.

Objective 5: Smoothly implement the system of reduced working hours.

〈**Main Measure**〉 Continue to promote understanding of the system to support employees in balancing work and family life by utilizing the booklet presented in Objective 1 and through other related efforts to ensure that the reduced working hours is available.

Objective 6: Provide information on child-raising support.

〈**Main Measure**〉 Closely cooperate with Labor Management Organization for USFJ Employees, Incorporated Administrative Agency (LMO/IAA) to provide more information on child raising support on LMO's website and disseminate the information.

Objective 7: Thoroughly disseminate the contents of the program of Child Medical Care Leave and Family Medical Care Leave, and make efforts to improve the contents of the program.

〈**Main Measure**〉 Continue to promote understanding of the system to support employees in balancing work and family life by utilizing the booklet presented in Objective 1 and through other related efforts to ensure that the Child Medical Care Leave and Family Medical Care Leave are available, and make an effort to improve the contents of the system.

Objective 8: Ensure that women account for 40% or more of new hires.

〈**Main Measure**〉 Feature active participation of female employees across various job categories and age groups on the LMO's website and a recruitment brochure. Additionally, consider and implement the measures such as giving the detailed explanation of the balancing support program at the job fair and other occasions.

Objective 9: Implement the measure for encouraging further annual leave usage.

〈**Main Measure**〉 Thoroughly disseminate to promote the annual leave usage.

(For inquiries)

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