

Fukui Prefecture

Improving support for child-rearing



Situation

- More than 70% of couples that wanted 3 children but were only planning on having 2 cited high child-rearing costs as the reason.
- Women's employment rate and the double income rate in Fukui Prefecture were the highest of all prefectures in the country, at 50.9% and 56.8%, respectively.
- Only 1.7% of male employees took child care leave.

Intervention

Support for child-rearing at home in consideration of various working styles

- For companies with up to 100 employees: providing 200,000 yen in incentive to each employee taking child care leave until the child turns 1 year old
- For all companies: payment of 100,000 yen per person to employees taking 10-day leave to rear children as fathers and grandparents
- Adding up to 300,000 yen to benefits for those who work shorter hours for 6 or more months and take child care leave until their children turn 1 year old

Publicising companies' measures to support employees in rearing children while working,

- Certifying companies that boast high birth rates among employees and measures to help employees raise children
- Registration of companies making efforts to create a work environment in which fathers are encouraged to participate in child-rearing

Encouraging 3 generations to live together or close-by

- Providing financial assistance for housing refurbishment to allow three generations to live under one roof or housing acquisition to allow 3 generations to live close-by.

Impact

- The total fertility rate rose from the pre-New Fukui 3-Kid-Family Promotion Project level of 1.50 in 2005 to 1.60 in 2013.
- The birthrate for the third-born or subsequent children rose from 15.4% in 2005 to 18.0% in 2013.