試験委員の指示があるまで、下の事項を読みなさい。

【書式設定】
1. A4縦長用紙
2. 1行の文字数を半角76字（全角38字）、1ページの行数を29行に設定しなさい。
3. ヘッダーに試験実施校名、受験番号を入力しなさい。
4. ページ番号を答案用紙の下に入れること。
5. フォントの種類は明朝体、フォントのサイズは12ポイントに設定すること。（問題のフォントはCourier Newで作成している。）
6. プロポーショナルフォントは使用しないこと。

【注意事項】
1. 問題のとおり、すべて半角英数文字で入力しなさい。
2. 入力したものの訂正などの操作は制限時間内に行いなさい。

試験終了後
1. 答案用紙が2枚以上になった場合、左端上をステープラ（ホチキス）でとめなさい。
2. 答案用紙、試験問題を提出しなさい。
Shinzo Abe may be a political hawk who believes Japan can once again become a macho state that can hold its own against regional threats. But as he looks for money and muscle he is turning to an unlikely source, women.

Abe appears to have overturned classic thinking with his radical push to increase the hiring and promotion of women to enforce Japanese economy. The move has surprised some experts in the field of gender equality and work-life balance, who are having strong doubts while welcoming it.

Using a pet catchphrase "a nation where all women can shine," new administration has made female empowerment a pillar in his growth strategy, the third arrow of his Abenomics program. The first two arrows were fiscal spending and radical monetary easing, which are indeed making progress.

At the end of the month, the government will announce a policy package aiming at getting more women into the rapidly shrinking working population, including measures which help them continue to work after childbirth. A survey shows that 60 percent of women in Japan leave the workforce after giving birth due to the difficulty of balancing work and family.

Experts have long cited a mixture of factors, ranging from Japanese companies' long-standing culture of extended working hours and their still pervasive "men at work, women at home" mentality, to the shortage of safe and affordable day care for preschool and school-age children. As a result, about 3.15 million women in Japan remain unemployed, despite a desire to work, according to 2013 figures from the internal affairs ministry.

To relieve the day care shortage, in particular, the government has pledged to create 200,000 new spots for children by March 2015 and
200,000 more by March 2018.

There is an expression, the first-grade wall, that refers to a lack of places where first-grade students can spend time after school. It is a major reason why mothers give up their careers. To solve this problem, the government plans to create after-school programs for 300,000 children by March 2020.

Meanwhile, Abe has requested that all listed companies appoint at least one female board director in an effort to have women comprise 30 percent of all leadership positions in every business field by 2020. He also proposed bringing in greater numbers of foreign maids to help free women who want to work, and is mulling ways to reward women-friendly companies with government procurement contracts. Abe might even decide to scrap the nation’s decades-old spousal tax breaks, which experts say discourage many wives from working full time.

Some people criticize that new policies are far from enough, because they fail to address the fundamental question of why there are so few women in the workplace.

Loopholes in the 1986 Equal Employment Opportunities Law, which bans discrimination against women in the workplace, have pushed many women to opt for second-tier careers, by making it legal for companies to set up two-track career systems. One is the elite track called "sogoshoku," and the other is the clerical, support-type jobs called "ippannshoku."

While these categories in theory are not gender-specific, in reality only 11.6 percent of new sogoshoku hires in 2011 were women, meaning that many women's career prospects are limited from the outset, a labor ministry survey of 129 companies said.

In addition, new package could do little to change the behavior of small and midsize companies, which employ the bulk of Japan's workforce,
said Yukari Horie, managing director of Arrow Arrow, a nonprofit organization that offers work-life balance consulting both to employers and employees. The family-friendly policies of smaller companies pale in comparison to larger firms, and many workers find it unrealistic in practice to take full advantage of any maternity or child care leave offered, she said.

Is there any hope? Horie said, of all the policies being considered by Abe, tax reform, especially the proposal to terminate tax breaks for main income earners’ spouses who make less than ¥1.03 million a year, could be most promising. Many women, especially those in their late 30s to 40s, voluntarily turn their backs on their careers without thinking hard about their and their families' financial future.

She said, "Many women have not thought deep and hard about the possibility of their working husbands falling ill, or the prospect of their children getting into expensive schools. They have often chosen to become tax-free dependents just because many others have. And they are staying so because they have this unfounded fear about losing their tax benefits. I hope the tax reform will give them a chance to think of other options for themselves."

Osawa of Japan Women's University, however, urged the government to come up with measures that help low-income households instead of just scrapping spousal tax breaks. Because reducing tax benefits alone could further widen the gap between rich and poor, sharpening a divide between elite career women and the rest, and end up leaving the majority in limbo with no skills and low pay.

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