

"FY2004 Annual Report on the State of Formation  
of a Gender-Equal Society"

and

"Policies to be Implemented in FY 2005 to Promote  
the Formation of a Gender-Equal Society"

## Outline

The Cabinet Office

May 2005

The Cabinet Office has prepared this paper to outline  
the "White Paper on Gender Equality."  
Please see the White Paper for more detailed information.

"FY2004 Annual Report on the State of Formation of a Gender-Equal Society"  
and  
"Policies to be Implemented in FY 2005 to Promote the Formation of a Gender-Equal Society"

## Outline

### Table of contents

May 2005 1

**"FY2004 Annual Report on the State of Formation of a Gender-Equal Society" .....- 1 -**

**Part 1: The State of Formation of a Gender-Equal Society .....- 1 -**

Preface. S&T Development and gender equality.....	- 1 -
Section 1. Changes in lifestyle and working patterns .....	- 1 -
Section 2. Current conditions and future opportunities for women's participation in S&T fields..	- 6 -
Section 3. S&T and gender equality in the future.....	- 18 -
Chapter 1. Women's participation in policy decision-making processes.....	- 20 -
Chapter 2. Gender equality in the workplace .....	- 22 -
Chapter 3. Balancing work and childcare.....	- 26 -
Chapter 4. Living of senior citizens .....	- 28 -
Chapter 5. Violence against women .....	- 29 -
Chapter 6. Women's health throughout their lives.....	- 30 -
Chapter 7. Women's rights in the media.....	- 31 -
Chapter 8. Gender equality in education .....	- 32 -

**Part 2: Policies Implemented in FY 2004 to Promote the Formation of a Gender-Equal Society .....- 34 -**

Chapter 1. Comprehensive promotion of policies towards a gender-equal society.....	- 34 -
Chapter 2. Expanding women's participation in policy decision-making processes .....	- 34 -
Chapter 3. Reexamining social systems and practices and reforming awareness from a gender-equal perspective .....	- 34 -
Chapter 4. Providing equal employment opportunities and working conditions .....	- 35 -
Chapter 5. Achieving gender equality in agricultural, forestry and fishing villages .....	- 35 -
Chapter 6. Supporting women's and men's efforts to balance work, family life and community activities.....	- 35 -
Chapter 7. Providing better living conditions for elderly people .....	- 36 -
Chapter 8. Eliminating all forms of violence against women .....	- 36 -
Chapter 9. Supporting lifelong health for women .....	- 36 -
Chapter 10. Respecting women's rights in the media.....	- 37 -
Chapter 11. Expanding education/learning opportunities to encourage gender equality	

and diverse lifestyle choices .....	37 -
Chapter 12. Contributing to "equality, development and peace" in the global community.....	37 -
<b>Policies to be Implemented in FY 2005 to Promote the Formation of a Gender-Equal Society .....</b>	<b>38 -</b>
Chapter 1. Comprehensive promotion of policies towards a gender-equal society.....	38 -
Chapter 2. Expanding women's participation in policy decision-making processes .....	38 -
Chapter 3. Reexamining social systems and practices and reforming awareness from a gender-equal perspective.....	38 -
Chapter 4. Providing equal employment opportunities and working conditions .....	38 -
Chapter 5. Achieving gender equality in agricultural, forestry and fishing villages .....	39 -
Chapter 6. Supporting women's and men's efforts to balance work, family life and community activities.....	39 -
Chapter 7. Providing better living conditions for elderly people .....	40 -
Chapter 8. Eliminating all forms of violence against women .....	40 -
Chapter 9. Supporting lifelong health for women .....	40 -
Chapter 10. Respecting women's rights in the media .....	40 -
Chapter 11. Expanding education/learning opportunities to encourage gender equality and diverse choices .....	41 -
Chapter 12. Contributing to "equality, development and peace" in the global community .....	41 -

# "FY2004 Annual Report on the State of Formation of a Gender-Equal Society"

## Part 1: The State of Formation of a Gender-Equal Society

Preface. S&T Development and gender equality

### Section 1. Changes in lifestyle and working patterns

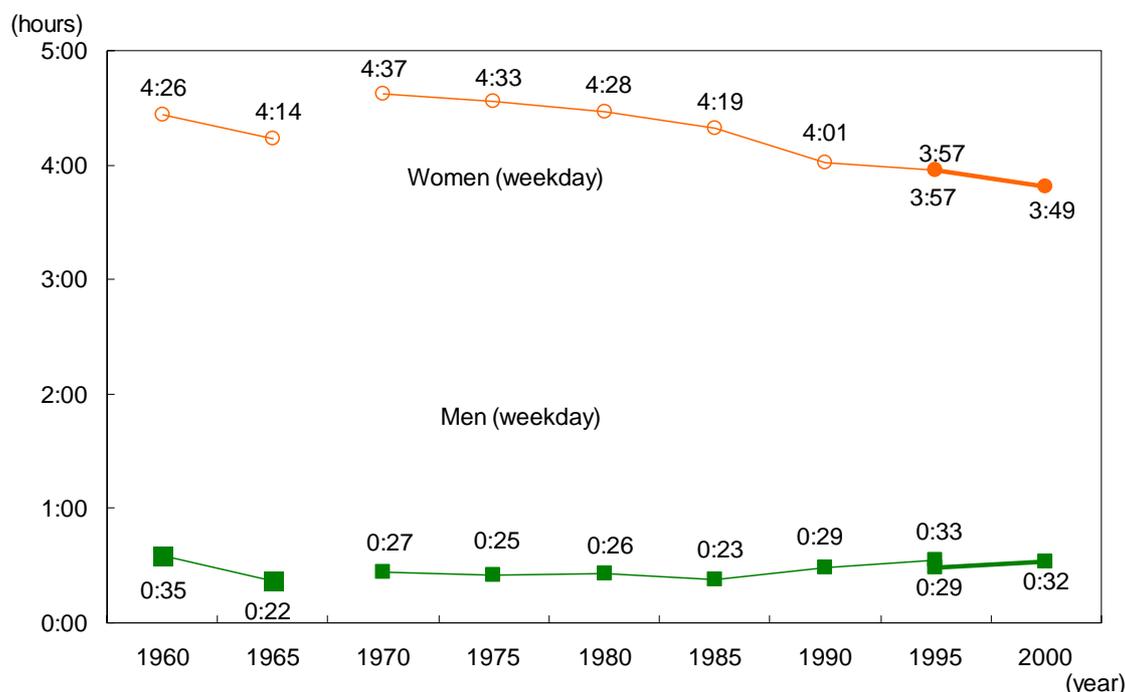
#### 1. Permeation of consumer electronics and other technological achievements has reduced the housework load

Japanese women take charge of household duties in most cases, but they have been spending less time on household duties since 1960 (Chart 1). This is because refrigerators, washing machines and vacuum cleaners became popular around 1960 (Chart 2) and successfully replaced human-intensive household chores. The pervasion of consumer electronics (e.g., microwave ovens and refrigerator-freezers), the growth of the food-service industry and the permeation of ready-to-eat meals and frozen foods further reduced time spent on household duties after 1979.

Science and technology (S&T) significantly contributed to developing these products and services. These technological innovations have alleviated women's housework load, contributing to their active participation in the workplace.

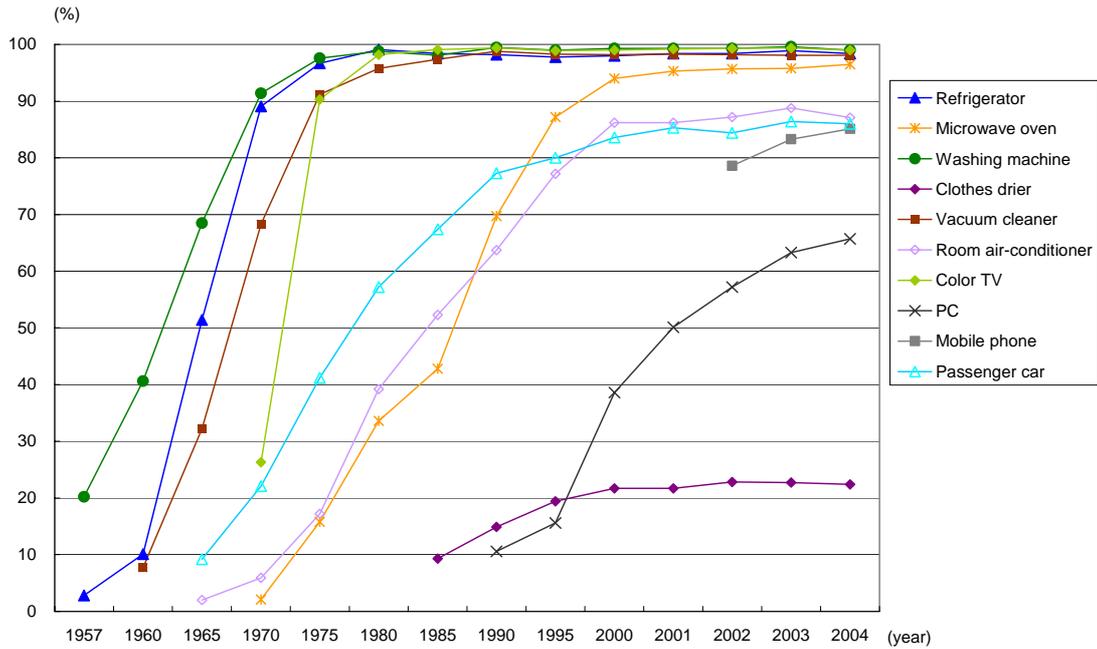
On the other hand, Japanese men do not spend more time on household duties on weekdays. In this sense, S&T innovation has reduced the housework/childcare load for women, while the traditional gender role-sharing concept still lingers in Japanese society.

Chart 1. How many hours do Japanese men and women spend on household tasks on average?



(Note) The data are collected from the Japan Broadcasting Corporation, "People's Time-Budget Survey."

Chart 2. Diffusion rate for main durable consumer goods



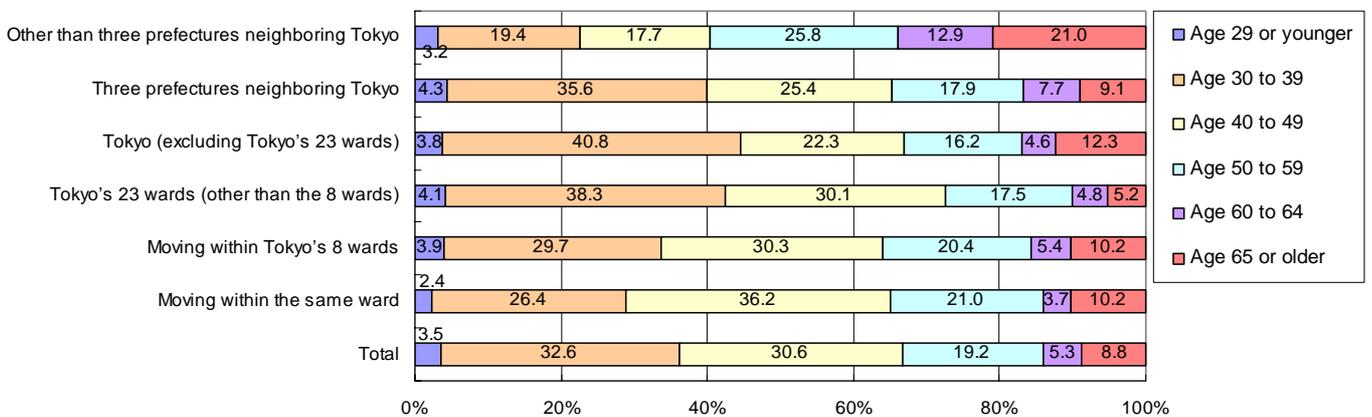
- (Notes) 1. The data are cited from the Cabinet Office, "Consumer Confidence Survey."  
 2. The 1957-1960 data for refrigerators and washing machines as well as the 1960 data on vacuum cleaners only cover non-agricultural households in urban areas.  
 3. The 1965 data for passenger cars only cover non-agricultural households.

2. Improvements in transportation/construction technologies and changes in living environments

Improvements in transportation/construction technologies have had a significant impact on family life in Japan. The apartment complex construction boom in suburban areas from 1955 to 1965 brought about many nuclear families. This led to the separation of home and workplace, further entrenching the gender role-sharing concept: Father works outside, while mother stays home.

Around 1985, high-rise building construction technology gained further popularity among housing developers. As high-rise condominiums successfully increased the number of available housing in the post-bubble era, an increasing number of residents are returning to the inner-city districts of Tokyo. In addition to married couples with or without children, elderly people are also moving to condominiums in inner-city districts (Chart 3). As a result, people are living closer to their workplace, which has resulted in a new lifestyle.

Chart 3. Where did condominium purchasers live before moving to Tokyo's 8 wards? (by age bracket)



- (Notes) 1. The data come from the Ministry of Land, Infrastructure and Transport, "Survey on the 'returning to inner-city district' phenomenon. (2001)"  
 2. Tokyo's 8 wards are Chiyoda, Chuo, Minato, Shinjuku, Bunkyo, Taito, Shibuya and Toshima wards.

In addition, housing developers are making efforts to provide better housing plans in line with the "universal design" concept, which means "designing user-friendly cities, houses, facilities and furniture as much as possible so that no-one has problems using them regardless of age, physical condition or ability." With the rapid aging of the population, barrier-free housing plans will surely increase stronger market demand because they provide safe and user-friendly living environments and facilitate self-reliance and nursing care for elderly people.

### 3. Office automation, ICT equipment, and diversified career options for female workers

Information and communication technologies (ICT) equipment facilitates the automatic processing of routine office jobs. This encourages women's active participation in various workplaces, expanding women's job opportunities and raising their labor force participation rate.

Recent progress in ICT has resulted in the rapid spread of Personal Computers (PCs), mobile phones, the Internet and ubiquitous networking technologies, significantly influencing people's lifestyles. Telework and SOHO (small office/home office) are gaining popularity. Workers are able to check out childcare or nursing-care information via mobile phones. In this sense, ICT equipment is becoming an effective tool to balance work and family life. On the other hand, ICT equipment poses some problems because some people feel stressed or suffer vision problems when using VDT (visual display terminal). In addition, a digital divide might occur because some people or enterprises may not catch up with the rapid progress in ICT equipment.

### 4. Effectively using intellectual assets: the knowledge-intensive industry

Recent S&T developments play an important role in creating and expanding knowledge-intensive industries, such as ICT industry and high-tech industry. It is pointed that corporate managements are required to use effectively tangible assets (e.g., production plants) as well as various intellectual assets, such as patent and other intellectual property rights, human resources, organizational business flow and relationships with customers. Since the effective utilization of ICT requires high-level human resources, employers will surely need workers with high-level expertise in the future.

In this sense, researchers play an important role in the knowledge-intensive industry, but Japan does not currently have many female researchers. In addition, female students are less interested in S&T fields than male students.

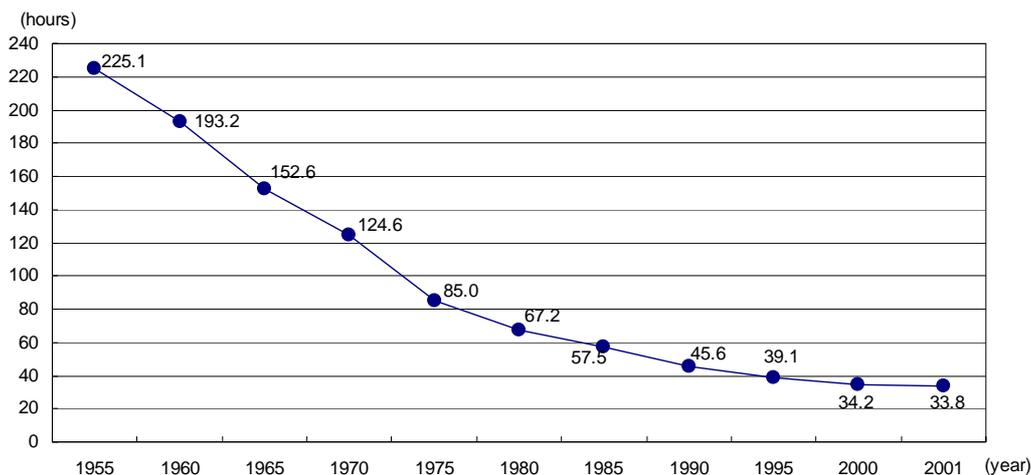
Since the knowledge-intensive industry requires much less physical labor than the manufacturing industry, women will see fewer obstacles in the knowledge-intensive industry. Female workers will be recognized important intellectual assets in their corporate management, female workers would play a more important role in revitalizing the Japanese economy.

### 5. Agricultural technologies

#### (1) Progress in agricultural technologies and women's labor

With the diffusion of power tiller, combine harvester and thresher and rice transplanter as well as progress in agricultural technologies (e.g., pesticides), agricultural tasks now require much less manual labor. Working hours per 10-acre rice paddy field has decreased from 225 hours in 1955 to 65 hours in 1980, and further, to less than 40 hours these recent years (Chart 4).

Chart 4. Working hours required for 10-are rice field



- (Notes) 1. The data come from the Ministry of Agriculture, Forestry and Fisheries, “Statistical Research of Farm Economy.”  
 2. The data for 1955 and 1960 represent labor hours per 1-tan rice field. (Tan is a Japanese traditional dimension-measuring unit equal to approximately 992 m<sup>2</sup>.)

The spread of farm machinery has produced significant laborsaving effects. Because male farmers usually operate machinery, laborsaving in agricultural work has mainly reduced the workload for male farmers. Even after the deployment of farm machines, many women are still expected to provide labor-intensive services that are difficult to replace with farm machines. For example, women are in charge of supplementary rice planting if it is difficult to deploy rice transplanter in some rice paddy fields. In this sense, farm machinery has not reduced women's workload as much as men's workload, but improvements in agricultural technologies has a positive impact on women's working environments as well.

(2) Heavier workload on female farmers

Women currently account for approximately 60% of the agricultural population. According to some experts, female farmers face longer working hours and heavier workloads than male farmers. Female workers in general see almost the same working hours as male workers, but an average woman in the agricultural/fisheries industry works for 1 hour 26 minutes longer than a man in the same industry (Chart 5).

Chart 5. Time use comparison between male and female farmers/fisherpersons



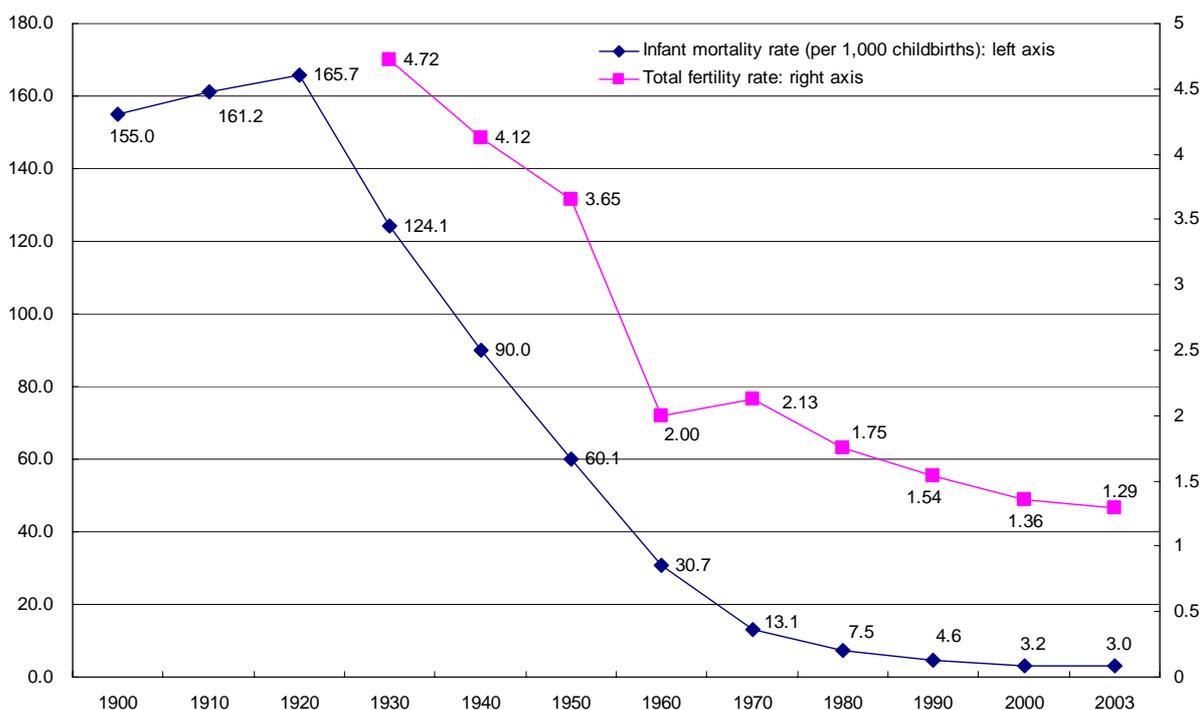
(Note) The data come from the Ministry of Internal Affairs and Communications, “Survey on Time Use and Leisure Activities (2001).”

## 6. Medical services and public health

### (1) Countermeasures against infectious diseases

Since Japan started its modernization process in the Meiji Era, Japan's mortality rate has seen a downward trend in the long term. According to some experts, the mortality rate is becoming lower because advancement in medical services, improvements in nutrient level and dissemination of personal hygiene awareness have successfully reduced the death toll due to infectious diseases. The downward trend in the death toll also curbs the birthrate (Chart 6).

Chart 6. Infant mortality rate (per 1,000 childbirths) and total fertility rate



(Notes) 1. The infant mortality rate data come from the Ministry of Health, Labour and Welfare, "Vital Statistics." The total fertility rate data are cited from National Institute of Population and Social Security Research, "Population Statistics of Japan," and the Ministry of Health, Labour and Welfare, "Vital Statistics."

2. The data from 1947 to 1972 do not include Okinawa Prefecture.

### (2) Assisted reproduction technologies (ART)

With recent advancements in assisted reproduction technologies, infertile people might now be able to have a child. Artificial insemination, in-vitro fertilization, embryo transplantation and other ART approaches are steadily gaining utilization.

Up until 2002, more than 100,000 new babies are born, aided by medical treatment including in-vitro fertilization. On the other hand, ART poses some problems from health and ethical perspectives.

### (3) Gender&sex specific medicine

Medical experts in U.S. started working on so-called gender&sex specific medicine in the 1980s because they found gender gaps in disease-causing factors and medical treatment approaches.

Women-only outpatient clinics are being established that provide gender&sex specific medical services.

## Section 2. Current conditions and future opportunities for women's participation in S&T fields

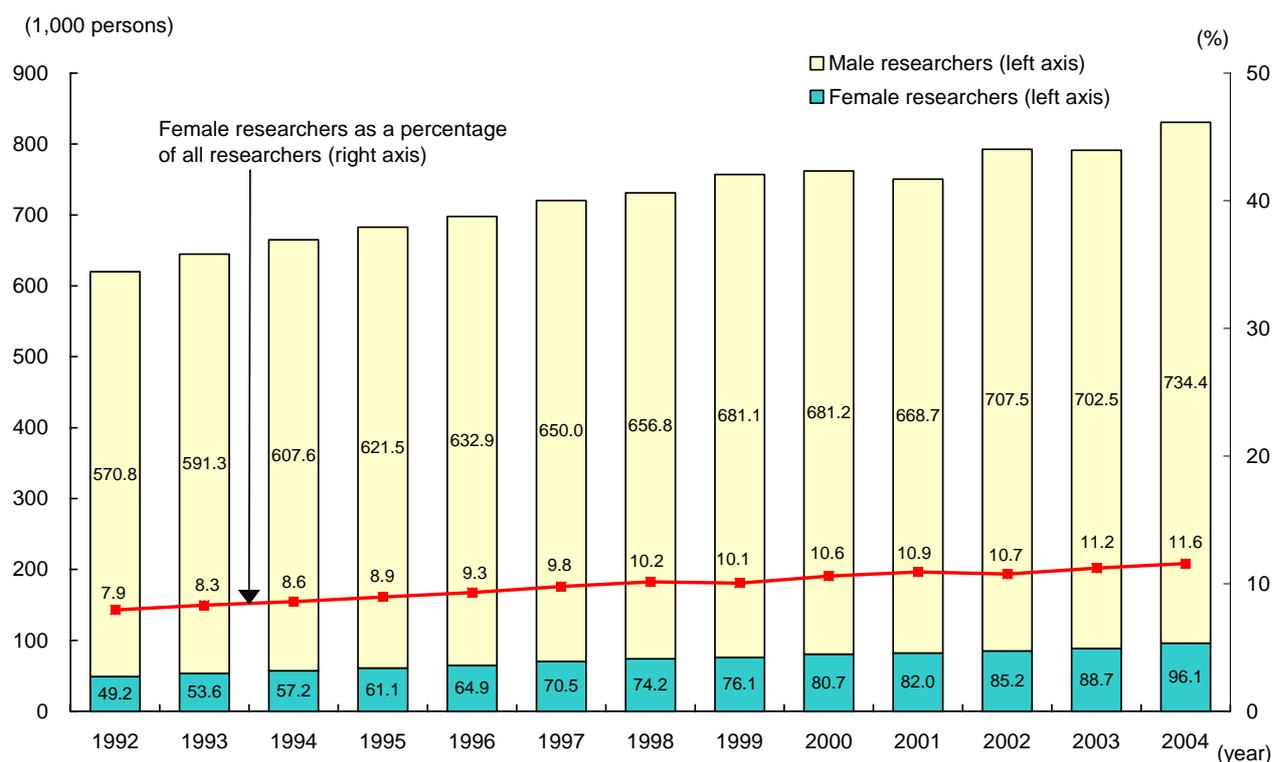
### 1. Job opportunities for female researchers

#### (1) Current conditions surrounding female researchers

##### (Number and percentage of female researchers)

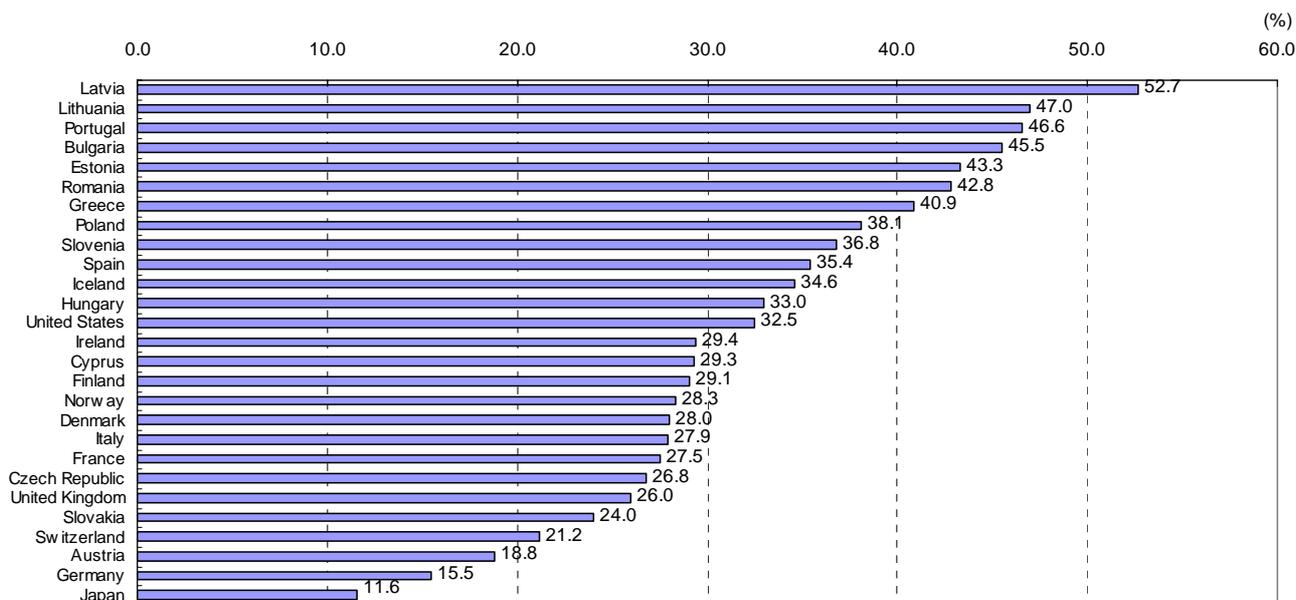
As of March 2004, Japan has 96,000 female researchers, accounting for 11.6% of the total 830,000 researchers. Female researchers have been increasing both in absolute and relative terms, but they still occupy a small percentage of overall researchers (Chart 7). Japan sees a lower percentage of female researchers than France (27.5%), UK (26.0%) and Germany (15.5%). (See Chart 8.)

Chart 7. Number and percentage of female researchers



(Note) The data come from the Ministry of Internal Affairs and Communications, "Report on the Survey of Research and Development."

Chart 8. International comparison on percentage of female researchers



- (Notes)
- The data come from NISTEP documents, but the data do not include the figures for Japan and U.S.  
The figure for Iceland represents the data as of 2002; the figures for Germany, France, Ireland, Italy, Poland, Switzerland and the United Kingdom show the data as of 2000; those for Greece and Portugal represent the data as of 1999; the figure for Austria shows the data as of 1998; and those for other nations represent the data as of 2001.
  - Japan's data come from the Ministry of Internal Affairs and Communications, "2004 Survey of Research and Development." (Japan's figure represents the data as of March 2004.)
  - The figure for the United States comes from the female scientist percentage data as of 1999 (inclusive of social science researchers and some humanities researchers) in the National Science Foundation (NSF), "Science and Engineering Indicators 2004."

A total of approximately 60% of female researchers work for universities (including junior colleges and technical colleges), while remaining the approximately 30% belong to private enterprises. On the other hand, approximately 60% of male researchers work for private enterprises, while 30% belong to universities.

Women account for 13.3% of full-time researchers at national research institutes, 8.4% at specific independent administrative institutions and 4.9% at non-specific independent administrative institutions.

A total of 58,000 female researchers belong to universities, occupying 20.4% of all researchers working for universities.

A total of 33,000 female researchers work for private enterprises, accounting for 6.6% of all researchers at private enterprises. Private enterprises have so far provided fewer job opportunities for female researchers, compared with BA or MA holders, but female researchers will see more job opportunities in the future.

In addition to researchers, engineers and research support staff also play an important role in the S&T fields. The engineers develop manufacturing products and commercialize them into markets. The researchers support staff include technicians, assistant research workers and clerical supporting personnel. Women occupy approximately 30% of assistant research workers and approximately 50% of clerical supporting personnel. In this sense, women play an important role in providing research support services.

**(Current conditions surrounding female researchers at universities)**

A total of 32,000 female faculty members are working at universities as of May 2004. Most of these female researchers are involved in education as well as in research activities.

University faculty members occupy almost 80% of all the instructors working at universities, junior colleges and technical colleges. Women account for 10.8% of faculty members at national universities, 23.2% at public universities and 18.7% at private universities.

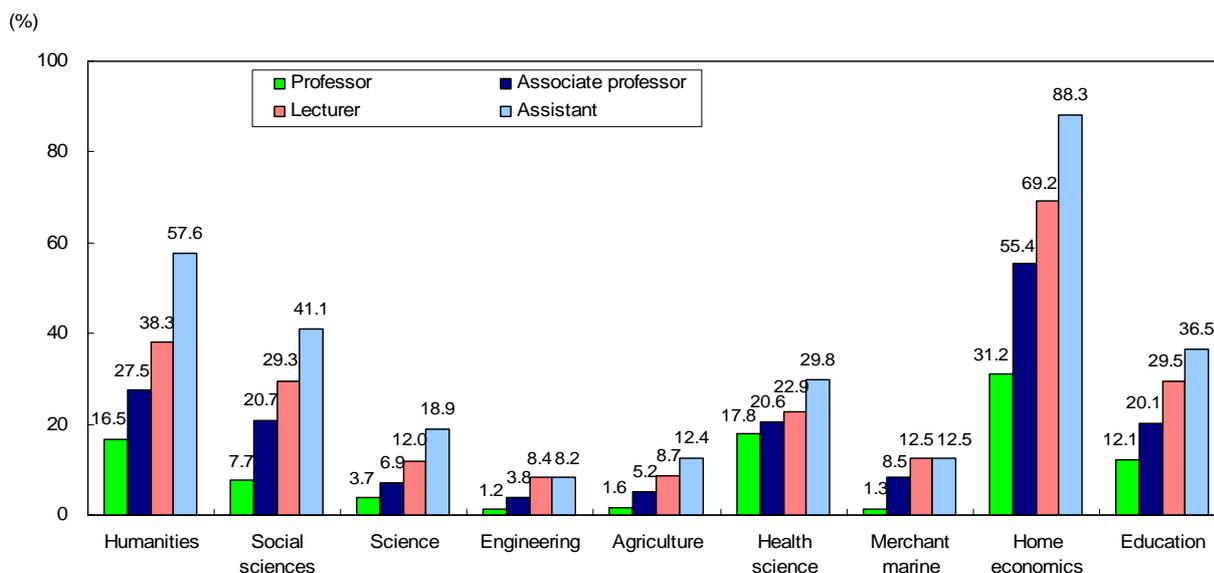
Women account for 8.0% of all university presidents. The percentage of female presidents stands at 2.3% for national universities, 16.9% for public universities and 7.6% for private universities. Women also occupy 4.2% of university vice presidents, registering 1.3% for national universities, 18.2% for public universities and 4.8% for private universities.

Women account for 9.7% of all university professors. The percentage of female professors stands at 6.1% for national universities, 14.5% for public universities and 11.3% for private universities. Women also occupy 23.3% of all university assistants, registering 15.8% for national universities, 32.5% for public universities and 28.8% for private universities.

The percentage of female staff is becoming lower at faculty positions higher than assistant, such as lecturer, associate professor and professor. This indicates that only a small number of female staff assume leading positions at universities.

Female professors account for 1.2% of professors in engineering, 1.6% in agriculture and 3.7% in science, suggesting a lower percentage in natural science majors. The percentage of female faculty members is lower in the natural science fields because faculty position rises from assistant to lecturer, associate professor or professor. This is a common trend both in natural science and in humanities/social science fields (Chart 9).

**Chart 9. Percentage of female faculty members**



(Note) The data come from the Ministry of Education, Culture, Sports, Science and Technology, "School Basic Survey (FY2004)."

**(Women's participation in government-funded research projects)**

The Japanese government provides various research projects, such as research projects financed with ¥360 billion competitive research funds. When providing competitive research funds, the government solicits research plans from researchers and asks outside experts to examine the proposed research plans.

As the S&T Basic Plan calls for expanding job opportunities for female researchers, the government makes efforts to achieve gender equality when allocating competitive research funds. As a result, many female researchers are participating in research projects in various aspects. Some data indicate the number of successful male and female applicants for competitive research fund projects, but there are limited comprehensive data that describe the current conditions and trends in female researchers' participation in research projects. It is necessary to collect, compile and provide such information as soon as possible.

## (R&D achievements)

Experts often cite statistical data on scientific papers, citation frequency of papers or patents as an indicator that reflects R&D achievements. Since there are little available data that distinguish scientific paper authors or patent holders based on gender, it is difficult to identify the gender gap in R&D outputs.

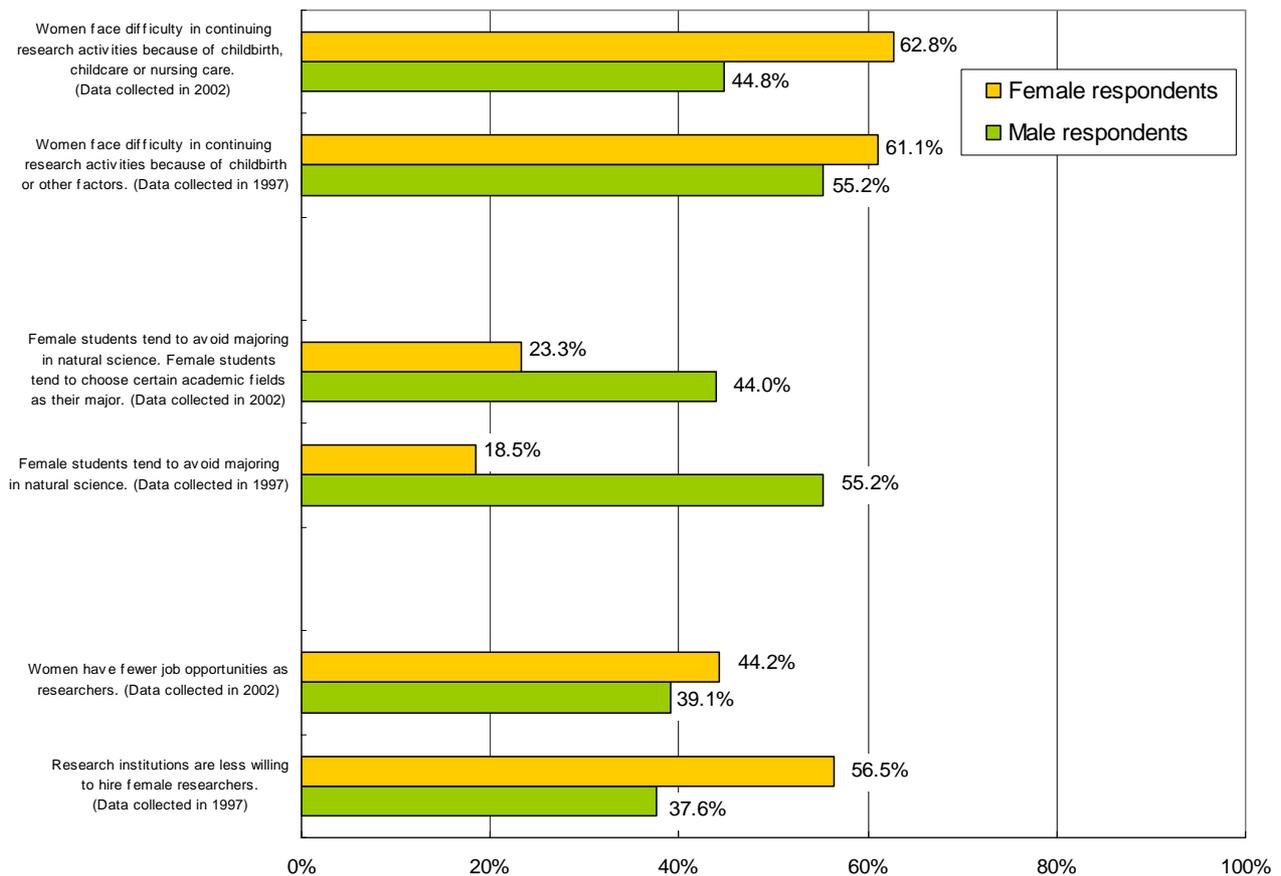
According to the survey on researchers, male researchers write more papers than female researchers on average. As for highly important scientific papers, male researchers are more likely to be the first author in co-authored scientific papers than female researchers.

The government should continue such survey activities to collect further information on the gender gap in scientific achievements.

## (Why does Japan have relatively few female researchers?)

Japan has relatively few female researchers. It is pointed out three factors: 1) Female researchers face difficulty in continuing their research activities due to childbirth, childcare or nursing care; 2) They have fewer job opportunities as a researcher; and 3) Female students tend to avoid majoring in S&T (Chart 10). However, few researchers argue an ability gap between men and women. Female researchers have a stronger sense of unfairness in their job opportunities, promotion opportunities and miscellaneous task workload than male researchers do.

Chart 10. Why does Japan have relatively few female researchers?



(Note) The data come from the Ministry of Education, Culture, Sports, Science and Technology, "Survey on R&D Activities in Japan."

### (Researchers' spouse and childcare burdens)

According to MIC "Labour Force Survey," 56.9% of workingwomen (except for the agriculture and forestry industries) are married as of 2004. A total of 68.5% of the households of workingwomen (except for the agriculture and forestry industries) have a child or children.

Some surveys indicate approximately 50% of female researchers are married, showing almost no gap with workingwomen in general. However, the percentage of married female researchers stands at 30% lower than that of married male researchers. Male researchers usually have a non-working wife, but in the case of female researchers, most of their husbands have a job. Looking at the occupations of female researchers' husbands, university faculty staff or researchers register a very large percentage. In this sense, many female researchers have a similar job to their husbands.

According to a survey on the number of children, more than 60% of male researchers have a child, while less than 40% of female researchers have a child. This means more than 60% of female researchers have no children, suggesting female researchers face difficulties in raising their children.

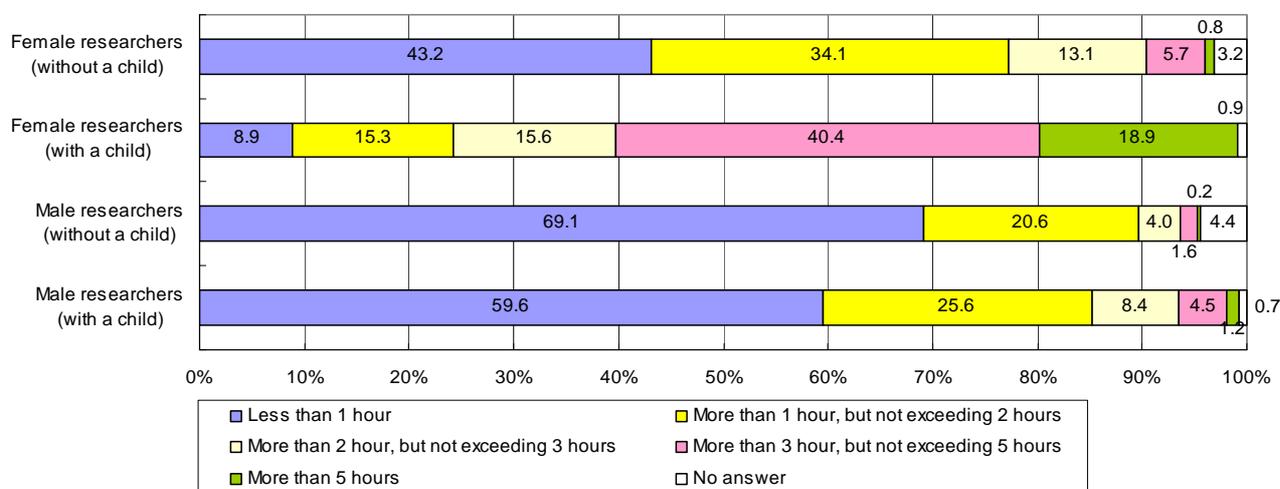
### (Why do female researchers face difficulties in having a child?)

Female researchers suffer difficulties in raising a child because they have to work as long hours as male researchers, while they are also expected to assume heavier childcare responsibility than male researchers, influenced by the traditional gender role-sharing concept in Japan.

Researchers normally face long working hours a week (50-70 hours). Some researchers work on their research activities at home as well, according to some surveys. On the other hand, average male workers (except for the agriculture and forestry industries ) work for 47.0 hours a week, while female workers have actual working hours of 35.5 hours (source: MIC, "2004 Labour Force Survey"). A total of 40.3% of male workers and 15.8% of female workers work for more than 49 hours a week (source: MIC, "FY2002 Employment Status Survey"). This suggests female researchers face much longer working hours than female workers in general (except for the agriculture and forestry industries).

When comparing researchers who are parents and those without children, the former spend more time on household, childcare or nursing care duties than the latter. A total of 40% of researchers who are mothers spend 3-5 hours in household, childcare or nursing care duties, while almost 20% spend more than 5 hours on these duties. On the other hand, nearly 60% of male researchers spend less than 1 hour on household, childcare or nursing care duties, as pointed out in some survey data (Chart 11).

Chart 11. How many hours do researchers spend on household, childcare or nursing care duties?



(Note) The data are cited from the Ministry of Education, Culture, Sports, Science and Technology, "Survey by S&T Policy Recommendation Program for FY2001/2002 S&T Promotion Special Coordination Funds."

Most male researchers depend on their wife for childcare, but many female researchers have to take on childcare themselves.

Some male researchers take childcare leave, but male researchers are generally much more reluctant to take childcare leave than female researchers. This trend is also seen in other job categories. When a researcher takes childcare leave, only approximately 10% of research institutes hire an additional researcher or internally redeploy their researchers to fill the vacancy.

After taking childcare leave, some female researchers feel that they take a delayed salary hike or delayed promotion to a higher job rank.

#### (Impact of fixed-term employment schemes)

The R&D community also faces severe global competition. Japan is working on R&D system reform to enhance its competitiveness and researcher's mobility. As a result, young researchers are being provided more opportunities to work as fixed-term researchers or participate in research projects financed with competitive research funds. On the other hand, if a female researcher gives birth or raises a child, she needs to yield certain research outcomes for a very short period (3-5 years) and find a new job immediately before her fixed-term employment contract expires. This means female researchers face more severe difficulties in balancing their childcare tasks and research work than male researchers belonging to the same age bracket.

Many female researchers are willing to continue their research activities while raising their children. From this viewpoint, the government should provide competitive research environments in a researcher-friendly manner so that female researchers can continue their research activities while raising children.

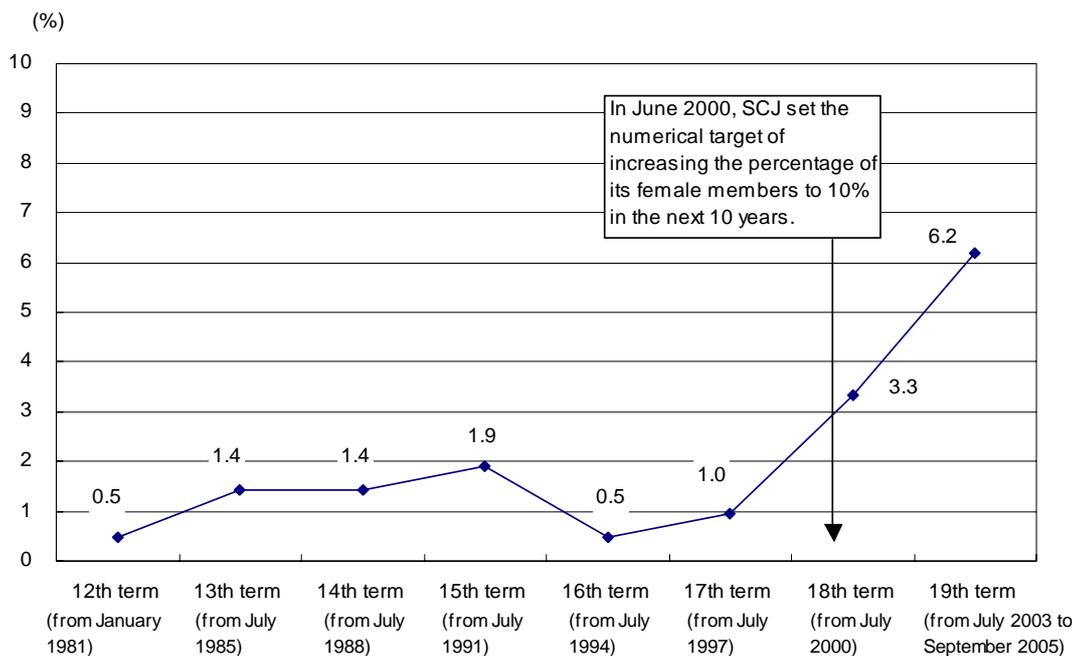
#### (2) Efforts by government organizations or government-affiliated organizations

##### (Positive action)

"The Basic Law for a Gender-equal Society" (effective in June 1999) requires the central and local governments to take the necessary positive action. "Positive action" in this context means providing better opportunities in order to eliminate the gender gap. In December 2000, the cabinet approved the Gender Equality Basic Plan, which calls for enhancing women's participation in policy decision-making processes at central government level and encouraging private enterprises, educational/research institutions and other organizations to voluntarily take gender-equality action.

Positive action has many approaches. For example, the "goal-and-timetable" approach is taken. In June 2000, SCJ (Science Council of Japan) used the approach and set the numerical target of increasing the percentage of female members to 10% in the next 10 years (Chart 12).

Chart 12. Percentage of SCJ female members



(Note) The data come from the documents of Science Council of Japan (SCJ).

In May 2000, the Japan Association of National Universities also set the target of raising the percentage of female faculty staff etc(except assistants and part-time lecturers) to 20% by 2010. The association is also planning to take support measures to balance work and family life.

These efforts are steadily yielding positive results, almost achieving the initial target.

National universities are also making efforts for gender equality. Iwate University and Naruto University of Education set the numerical target of 20% to raise the percentage of female faculty staff. The University of Tokyo has also prepared a gender-equality plan. Tohoku University and Nagoya University are working on their gender equality efforts by formulating reports and setting up new offices in charge of gender equality matters.

Independent administrative institutions are making similar moves. After starting efforts to increase the number of female staff in September 2000, the National Institute of Radiological Sciences has been actively employing female researchers and female clerical staff as well as providing better working environments.

In March 2001, the Japanese government launched the 2nd S&T Basic Plan, which emphasizes utilizing effective human resources and diversifying career paths. The basic plan states as follows: "From the viewpoint of gender equality, it is necessary to provide better job opportunities and working environments for female researchers. In particular, the government should support female researchers' activities at home so that they can maintain their research abilities before going back to work. In addition, the government should also provide fixed-term researcher positions or certain subsidies to encourage their return to R&D activities after childbirth."

In April 2003, the Council for Gender Equality (CGE) prepared the "Opinion paper on measures to support women's challenges." In line with this opinion paper as well as the numerical targets of the First Review and Appraisal of the Implementation of the Nairobi Forward-looking Strategies for the Advancement of Women by the UN Economic and Social Council (ECOSOC), the Headquarters for the Promotion of Gender Equality (HPGE) decided to take positive action in June 2003 so that "Women will account for at least 30% of all leading positions by 2020. To this end, the government should actively employ female government officials, one step ahead of the private sector, and also encourage the private sector to take voluntary action in line with their numerical targets and timetables."

It is necessary to regularly evaluate the activities of female researchers and female faculty staff based on proper numerical targets and timetables. In this sense, it is important to collect, compile and provide proper statistical data.

(Participation in policy decision-making processes)

Women's membership of government's advisory councils indicates how much Japanese women are participating in policy decision-making processes. The government is making efforts to achieve the goal of 30%-participation-rate as soon as possible before the end of 2005 in line with the decision "Promotion of the appointment of women to national advisory councils and committees" adopted by the Headquarters for the Promotion of Gender Equality in August 2000.

As of September 2004, women occupy 28.2% of the government's advisory council members, nearly attaining the initial target. Female members control more than 30% of the seats in 55 advisory councils (i.e., 53.4% of the total 103).

It is difficult to clearly distinguish S&T-related advisory councils from non-S&T advisory councils, because S&T has close connections with society in general. On the other hand, women account for 30.1% of the seats at the six advisory councils that have closest relationships with S&T (i.e., Atomic Energy Commission, Nuclear Safety Commission, Council for Science and Technology, Radiation Council, Space Activities Commission and Health Sciences Council). In addition, female members occupy more than 20% of the seats at each of these six advisory councils. Looking at the memberships of specialist subcommittees under these six councils, women account for 10.8% of subcommittee members on average.

Government ministries and agencies are making efforts to increase the number of female members at their advisory councils and the subcommittees. However, since Japan does not have very many female researchers in S&T fields, female members register a very small percentage in some subcommittees on practical matters.

### (Childcare support measures for female researchers)

To provide childcare support measures for its researchers, the Japan Society for the Promotion of Science (JSPS) started a new project in FY2003 to allow recruiting suspension or extension for female scientists on account of childbirth or childcare. In FY2003, the Scientific Research Subsidy started to cover female researchers as long as they resume their research activities after a one-year childcare leave.

RIKEN, Ochanomizu University, Nagoya University, Tohoku University and other research institutes have set up or prepare a day-care center.

In line with the opinion papers adopted by CGE in June 2001, the government approved the policy initiative "Policies on support measures to balance work and child-raising" in July 2001. This policy initiative calls for reducing working hours to properly balance work and family life, utilizing childcare leave in more effective manner, expanding day-care center capacity, providing high-quality childcare services and providing child-raising support measures at local community level. In December 2004, the Declining Fertility Society Policy Council adopted the "Child Care Support Plan," which articulates specific policy measures and policy targets.

As the revised Child- and Family-Care Leave Law became effective in April 2005, fixed-term researchers are also able to take childcare leave if they meet the two following conditions: 1) They have worked for the same employer for 1 year or longer; and 2) They will work for the same employer until a day before their child reaches 1 year old.

It is necessary to provide childcare support measures for female researchers, including fixed-term researchers or female researchers participating in competitive research fund projects. For this purpose, it is desirable to correctly identify their needs.

### (Forming networks among female researchers)

CGE adopted the opinion paper "Measures to support women's challenges" in April 2003. According to this opinion paper, national, public and private research institutes should actively form female researchers' network and provide proper support measures when setting up their specific goals or voluntary plans from the viewpoint of gender equality.

Currently, female researchers are forming grass-root networks to mutually exchange information and identify problems. They are also working with male researchers, researchers in other academic fields and foreign researchers to solve problems in a more effective manner.

## 2. Academic performance, interests and career options in S&T fields

### (1) S&T-related academic performance at junior high school and high school level

In December 2004, OECD announced the results of its 2003 Program for International Student Achievement (PISA2003) on 15-year-old students in 41 nations. On the OECD average, the performance of female students exceeded that of male students by 34 points in reading comprehension, while male students showed better performance than female students by 11 points in math literacy and 6 points in science literacy. These three question categories have statistically significant gaps in academic performance between male and female students. On the other hand, a statistically significant gender gap does not exist in problem-solving questions.

As for Japan, female students showed better performance than male students by 22 points in reading comprehension, suggesting a statistically significant gender gap. However, the performance of male students exceeded that of female students by 8 points in math literacy and 4 points in science literacy, while female students gained 2 more points on average in problem-solving questions than male students, suggesting no statistically significant gender gap among these three question categories (Chart 13). In the preceding results (PISA2000), female students showed better performance by 7 points in science literacy than male students, and PISA2003 shows an opposite trend on the score of science literacy. PISA2000 and PISA2003 have revealed that math literacy and science literacy do not show any statistically significant gender gap.

Chart 13. Results of OECD academic achievement test (PISA) in 2003

Category		Reading comprehension	Math literacy	Science literacy	Problem-solving ability
Japan	Male students	487	539	550	546
	Female students	509	530	546	548
	Score gap between male and female students	+22 (Statistically significant)	-8 (Statistically not significant)	-4 (Statistically not significant)	+2 (Statistically not significant)
	Total	498 (Ranked 14th)	534 (Ranked 6th)	548 (Ranked 2nd)	547 (Ranked 4th)
OECD	OECD average	494	500	500	500
	Male students	477	506	503	499
	Female students	511	494	497	501
	Score gap between male and female students	+34 (Statistically significant)	-11 (Statistically significant)	-6 (Statistically significant)	+2 (Statistically not significant)

(2) Students' interests in S&T and their career options

(Do elementary school children and junior high school students like or dislike math and science?)

According to the opinion poll, male respondents generally prefer math and science at elementary school or junior high school level, registering 20-30% more than female respondents.

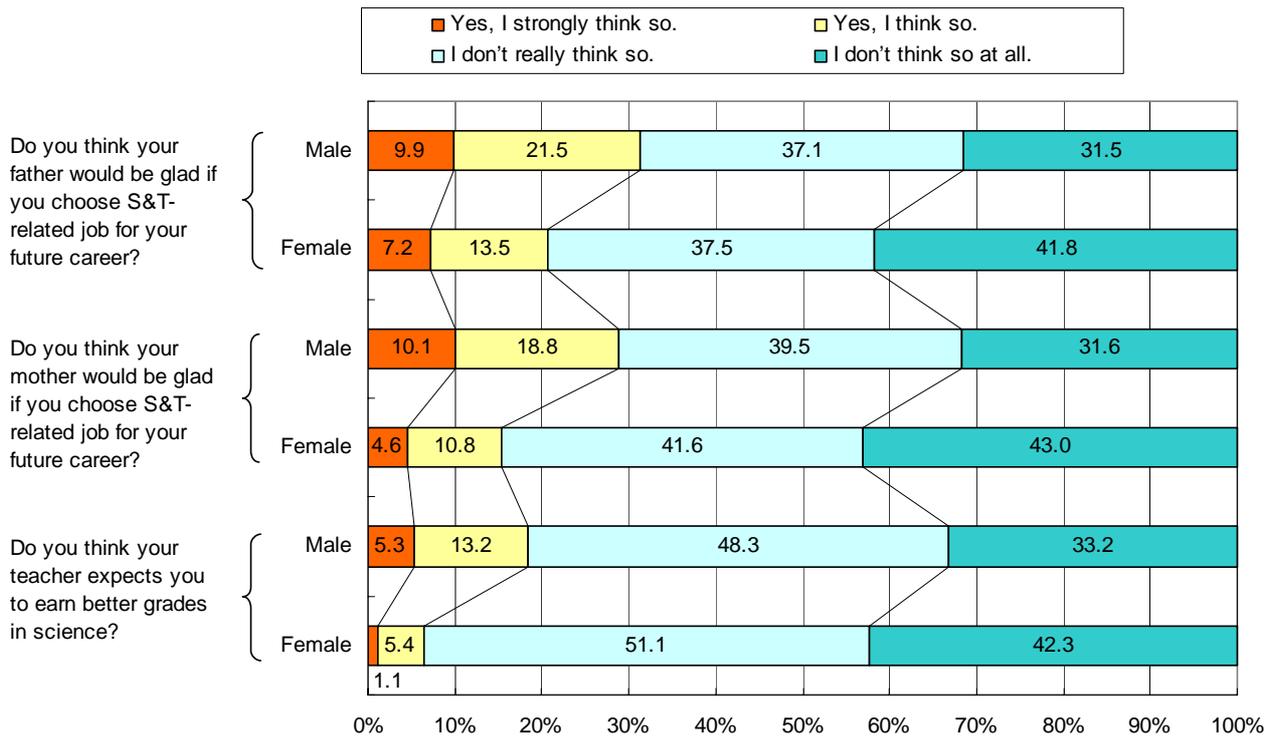
From the opinion survey at elementary schools and junior high schools, there is little gender gap in the recognition of the importance or necessity of science and math education. However, when it comes to career options, there is a significant gender gap, suggesting female students tend to be reluctant in selecting math and science as their majors.

A gender awareness gap is also apparent in the question about teachers/parent's expectations on science literacy or career options (Chart 14). Female students tend to be reluctant in majoring natural science mainly because they feel their parents or teachers expect them to study areas other than natural science.

(High school students' awareness of their future career options)

According to an opinion survey on seniors (12<sup>th</sup> grade) in high schools, many male students are willing to choose S&T-related jobs as future career options, such as university professor, researcher, scholar or system engineer. On the other hand, female students tend to select child minder, kindergarten teacher, nurse or beautician. This suggests the traditional occupational image is still having an impact on male and female students' job selection process.

Chart 14. 8<sup>th</sup> grade students' awareness in terms of their parents' or teachers' expectations of their studying science

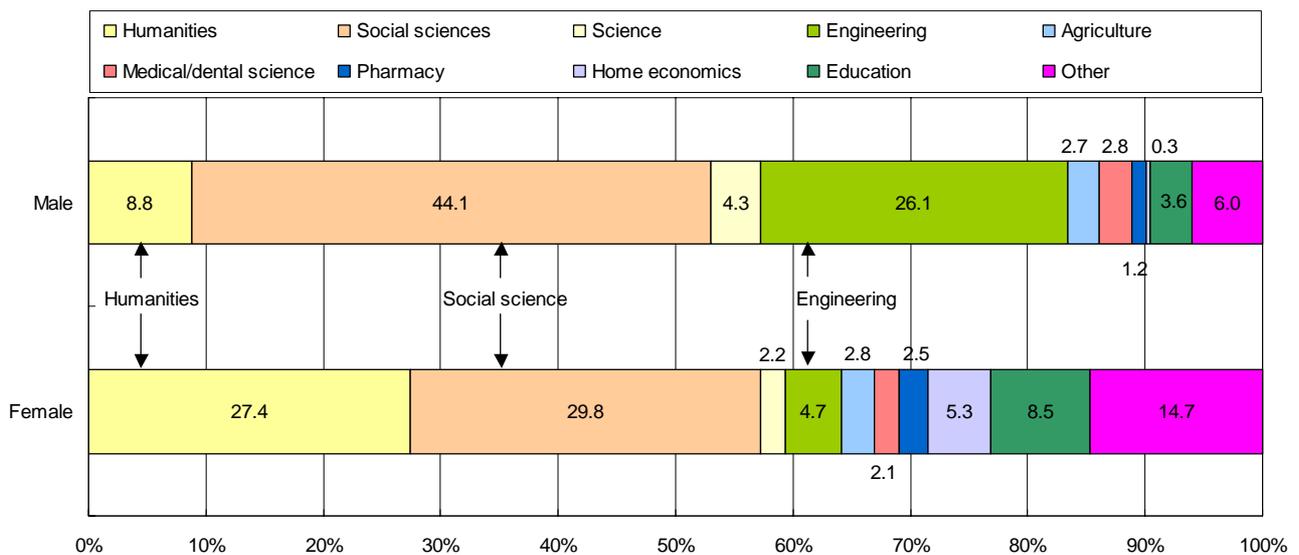


(Note) The data come from the Ministry of Education, Culture, Sports, Science and Technology, "Research on gender bias in school education (FY2000-FY2002)."

(What do undergraduate and graduate students major in?)

At undergraduate level, many female students major in humanities (approximately 30%) and social science (another 30%) as of May 2004, while only a small percentage of female students major in science (2.2%) and engineering (4.7%). On the other hand, many male students major in social science (44.1%) and engineering (26.1%), exceeding the female students' level by 10 to 20 points. Less than 10% of male students major in the humanities, registering a much smaller percentage than female students (Chart 15).

Chart 15. Percentage of undergraduate majors

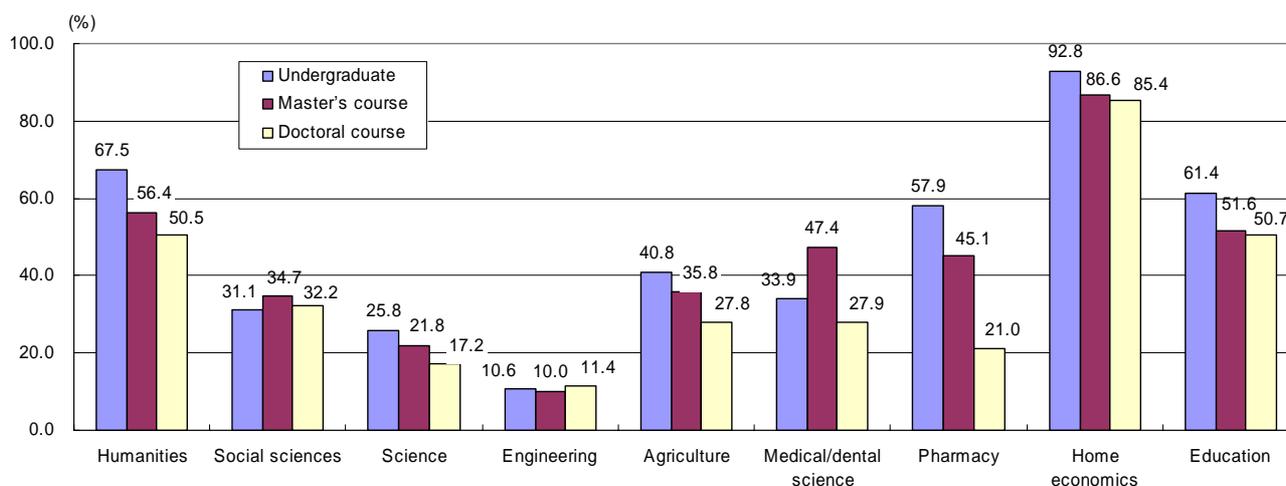


(Note) The data are cited from the Ministry of Education, Culture, Sports, Science and Technology, "School Basic Survey (FY2004)."

Science majors only account for 4.3% of male students, standing at a similar percentage to female students, but male students occupy 74.2% of all students majoring in science, registering three times as much as female students (25.8%).

Female students tend to decrease as a percentage of all enrollments as they move to the next stage of education from undergraduate level (40.1%) to master's courses (29.4%) and doctoral courses (29.2%). This downward trend is particularly obvious among female students majoring in pharmaceutical science, standing at 57.9% for undergraduate courses, 45.1% for master's courses and 21.0% for doctoral courses. This means a 37-point gap between undergraduate courses and doctoral courses. Science and agriculture are seeing a similar gap (about 10 points) between undergraduate courses and doctoral courses. Engineering majors indicate a relatively stable female student percentage at each of these educational levels, but female students control only a small percentage in engineering (about 10%) compared to other major fields (Chart 16).

Chart 16. Percentage of female students at undergraduate and graduate level



(Note) The data come from the Ministry of Education, Culture, Sports, Science and Technology, "School Basic Survey (FY2004)."

In Japan, women occupy a small percentage of B.A. holders (39%), M.A. holders (26%) and PhD holders (23%), standing at the lowest percentage among OECD member nations. As the OECD average registers 55% for B.A. holders, 51% for M.A. holders and 40% for Ph.D holders, Japan sees almost a 20-point gap with the OECD average. In life science, natural science, agriculture, engineering, manufacturing and architecture, Japan suffers a low percentage of female graduates, standing at 39% for university-type higher education programs (i.e., B.A. courses and M.A. courses) and 10% for doctoral courses. This means Japan has a 10-point gap with the OECD average (i.e., 49% for university-type higher education programs and 23% for doctoral courses). In engineering, manufacturing and architecture, Japan sees the lowest percentage of female graduates among all OECD member nations.

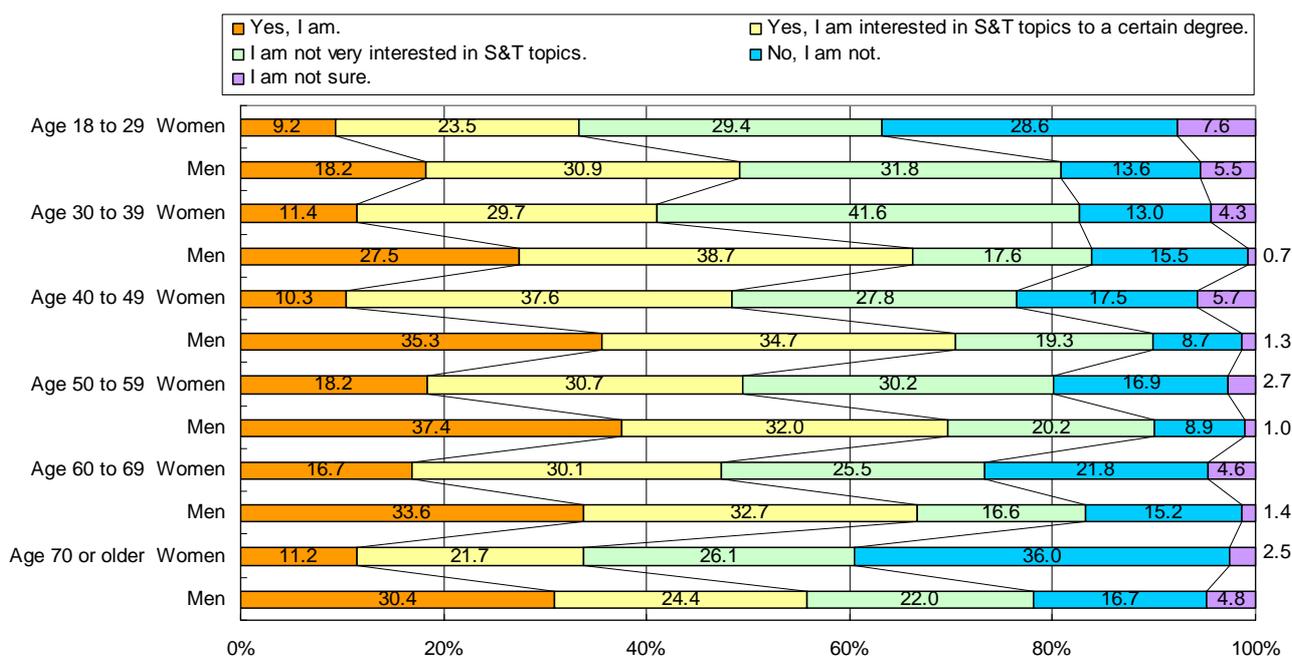
From the viewpoints stated above, male and female students do not have a significant gender performance gap in science and math when they enter high school, but female students tend to avoid choosing S&T-related jobs as their future career option, compared with male students.

#### (Male and female students' interests in S&T, and resultant impacts)

According to an opinion poll on Japanese citizens of age 18 or older, approximately 60% of male respondents are interested in S&T-related news or topics, while approximately 40% of female respondents show interest in S&T topics. In this sense, Japanese women are less interested in S&T than men. Among the younger generation, male and female students are recently showing weaker interests in S&T than in the past (Chart 17).

As an increasing number of male and female students are shifting away from studying S&T, the S&T community might suffer a serious shortage of S&T human resources in the future. If female students keep avoiding S&T as a future career option, Japan will see a very limited number of female scientists and female math/science teachers, affected by fewer children in the future. Diversity is absolutely necessary to make a more creative and balanced society in Japan. For this purpose, the government should provide more information on successful female researchers and provide support measures so that female students will be more interested in S&T fields as a future career option.

Chart 17. Are you interested in S&T-related news and topics?



(Note) The data come from the Cabinet Office, "Public Opinion Poll on S&T and Society" in February 2004.

### Section 3. S&T and gender equality in the future

As mentioned earlier, S&T development

has had a big effect on people's lifestyle and working patterns because it reduces the housework load expands job opportunities and enlarge the fields of people's activities. Changes in lifestyle and working patterns will bring about new market demand, which serves as a driving force for further S&T development. In this sense, there is a kind of "mutual" relationship between society and S&T level. By making good use of this "mutual" impact in an effective manner, we can achieve better living environments and improve our working patterns.

In addition to its impacts on lifestyle and working patterns, S&T is also helpful in preventing natural disasters, overcoming diseases, achieving a stable food/energy supply and eliminating many other problems we are now facing. S&T also contributes to enhancing international economic competitiveness by creating new products, enhancing productivity, or cultivating new market demand.

Of course, S&T has negative aspects. S&T has energized human activities, bringing about new social problems such as global environment problems, bioethics problems and the digital divide. If people do not have minimum S&T literacy, they might not be able to make proper decisions such as their daily health management or choice of proper medical treatment. In this sense, both men and women should have at least basic S&T literacy.

According to the above-mentioned OECD achievement test, Japanese male and female students do not have a gender gap in their science or math literacy when they are at first grade in high school. Few researchers point out an ability gap between male and female researchers conducting cutting-edge research. However, when looking at people's interests in S&T topics or researchers activity levels from gender equality perspectives, Japanese men and women seems to have some gender gaps.

Women are less active in S&T fields because only a small number of female students choose S&T as their future career. Compared with male students, female students tend to think that their parents or teachers do not expect them to take up an S&T-related job for future career. As female students do not have female researchers or female engineers as their acquaintances, it is difficult to imagine their future career as a researcher. In this context, the government should provide more information on successful female researchers/engineers and should encourage female students to actively seek a career in the S&T fields.

On the other hand, even if women successfully find a job as a researcher, they often have to face long working hours and difficulties in continuing their research activities due to childbirth or childcare. It is pointed out that many experts, Japanese female researchers suffer poorer working conditions.

Since “the Basic Law for a Gender Equal Society” became effective in June 1999, the various positive actions have been taken voluntarily by researchers, such as setting up numerical goals and timetables, establishing special offices for gender equality and expanding day-care center capacity as a childcare support measure.

The 2nd S&T Basic Plan (FY2001-FY2005) also aims to provide better job opportunities and working environments for female researchers to achieve gender equality in the S&T fields. As for competitive research fund projects, the government has launched efforts to properly balance work and family life for female researchers. The upcoming 3rd S&T Basic Plan is required to encourage further efforts to achieve gender equality.

When taking gender equality action, it is important to regularly follow up plans and evaluate gender equality trends based on objective criteria. In July 2003, CGE decided the opinion on its efforts to improve statistical survey data on women's activities and to provide more user-friendly information. In the S&T fields, the government needs to take action to collect, improve and provide gender-based statistical data that would indicate job opportunities for female researchers and how many female researchers are taking childcare leave, and so on.

The S&T community is actually making gender equality efforts, but further efforts are necessary in the S&T fields. As Japan sees a declining birthrate and aging population, gender equality in the S&T fields is necessary to address the growing demand for S&T human resources in the future.

It is important for women to actively participate in R&D activities, properly balance their work and family life and provide a good role model. By doing so, future children will find hopes and dreams in S&T. If gender equality efforts successfully encourage diversity in the S&T fields, it will contribute to creating a safer and securer society in the future, which is a strong desire among Japanese citizens these days.

For the gender equality in the S&T fields, active participations of many stakeholders are necessary.

Chapter 1. Women's participation in policy decision-making processes  
(Percentage of female parliamentary members)

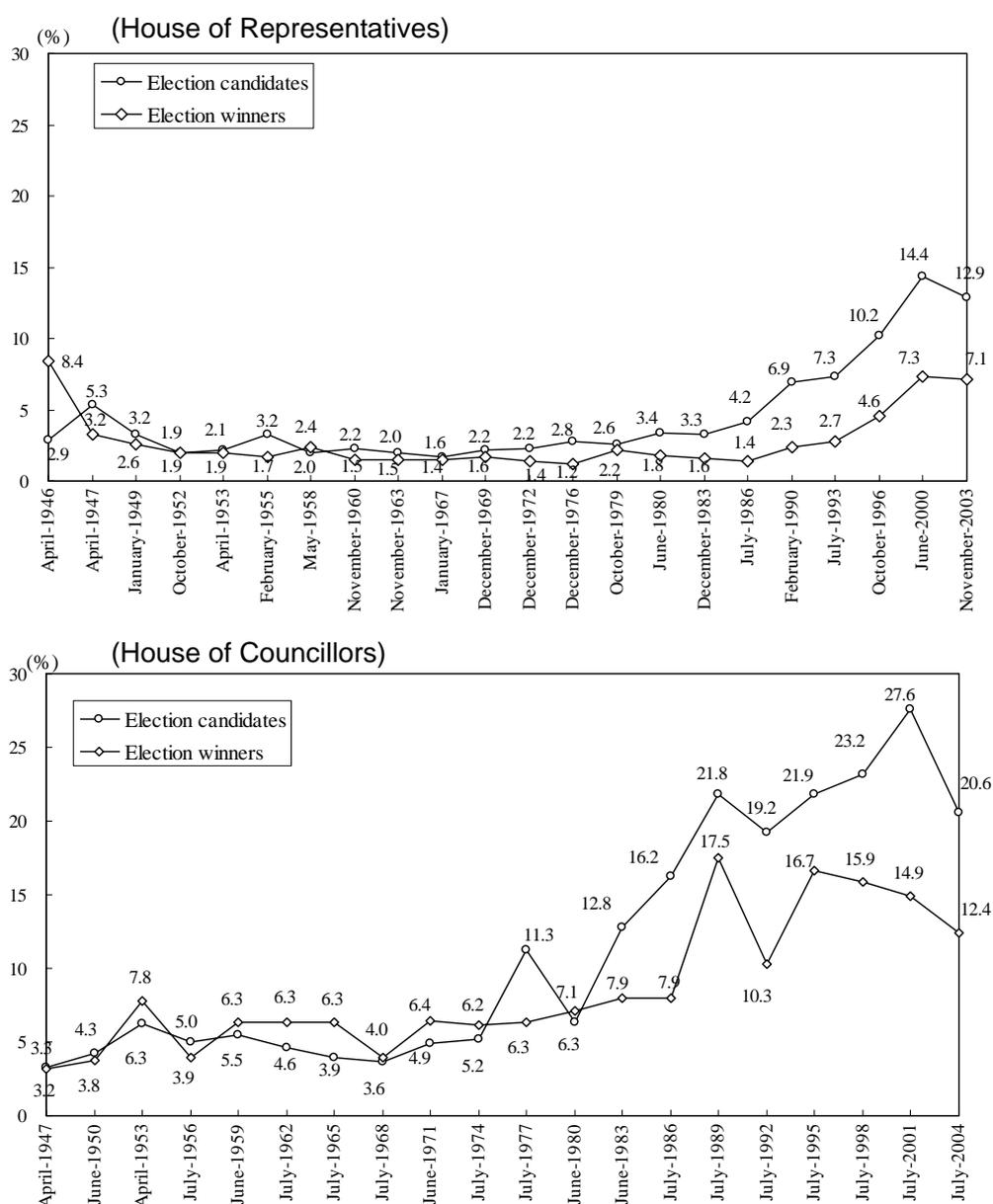
The percentage of female Diet members has recently been on a downward trend. Female Diet members currently occupy 6.9% of seats in the House of Representatives and 13.6% in the House of Councillors as of March 2005.

(Percentage of female candidates and election winners)

As for the House of Representatives, women accounted for a lower percentage both of election candidates and election winners in the November 2003 general election, standing at 12.9% and 7.1%, respectively (Chart 18).

In the House of Councillors, the percentage of female members stands at 20.6% as of the July 2004 election, falling sharply from 27.6% in the preceding election. Female election winners have been decreasing recently, accounting for 12.4% of all election winners in the July 2004 election (Chart 18).

Chart 18. Percentages of female election candidates and female election winners

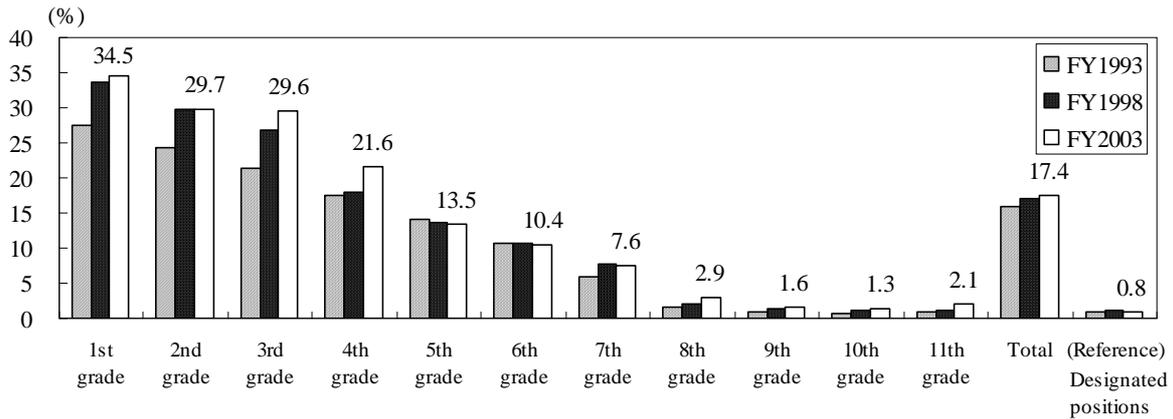


(Note) The data come from MIC data.

(Women occupy a smaller percentage of higher positions at central government level)

Female officers have been generally increasing as a percentage of all government employees covered with the "salary schedule for administrative services (I)," but the percentage of female officials remains flat for higher positions. As of FY2003, women account for 34.5% of 1<sup>st</sup>-grade public employees who are in charge of routine work, but the female rate grows smaller for higher positions. Female public employees account for only 1.5% in the 9th grade or higher (directors in ministry headquarters or chiefs of government organization in local areas). Effective policy initiative is necessary to appoint female public employees to higher positions (Chart 19).

Chart 19. Percentage of female national government public employees by salary grade (Salary schedule for administrative services (I))



(Note) The data are collected from the National Personnel Authority's "Survey Report on Recruitment of National Government Regular Service Public Employees."

(Local assemblies in large cities have more female local assembly members)

As of December 2003, the rate of female assemblypersons stands at 21.5% in Tokyo ward councils, which represents the largest percentage. Women account for 16.0% in cabinet-order-designated city councils, 11.9% in city councils, 6.9% in prefecture assemblies, and 5.6% in town/village councils. Female local assemblypersons tend to register a higher percentage in metropolitan areas.

(Rate of female managerial officials at local government level)

Women have been occupying an increased percentage of managerial officials at local government level, but the percentage of these female managers is still low, standing at 4.9% at prefectural level and 6.4% at cabinet-order-designated city level as of FY2004.

(Human development indices)

According to the "Human Development Report" published by the United Nations Development Program (UNDP) in 2004, Japan ranked 9th for HDI (Human Development Index) among 177 nations and 12th for GDI (Gender Development Index) among 144 nations. On the other hand, for GEM (Gender Empowerment Measure), Japan stood at 38th among 78 nations.

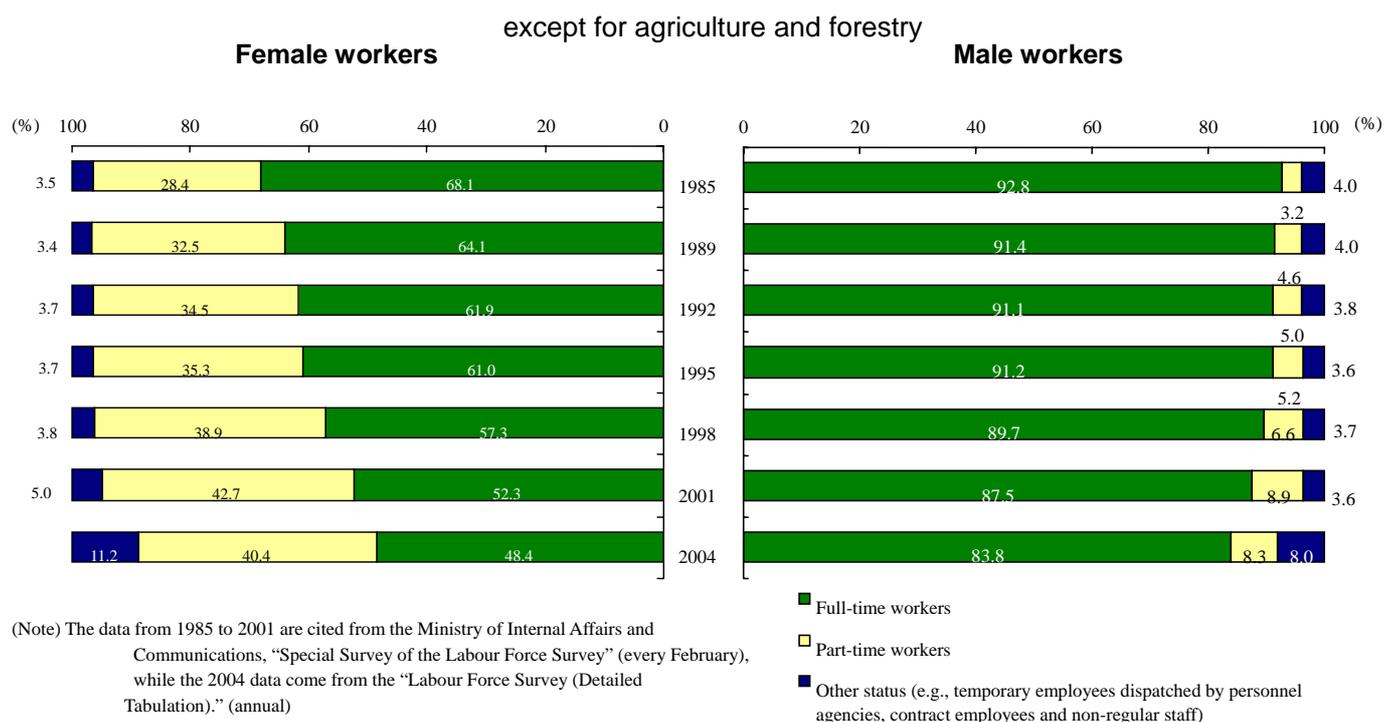
## Chapter 2. Gender equality in the workplace

(Full-time workers register a smaller percentage, while dispatched workers shows a rapid increase)

Women occupy about 30% of full-time workers, remaining almost flat since 1985.

On the other hand, part-timers and other non-regular workers make up a larger percentage both for men and women. This trend is particularly obvious for female workers, because the rate of female part-timers has increased from 31.9% in 1985 to 51.6% in 2004. Workers, especially female workers, are suffering difficulties in finding full-time positions (Chart 20).

Chart 20. Employment status of workers (excluding executives of company or corporation ) in industries

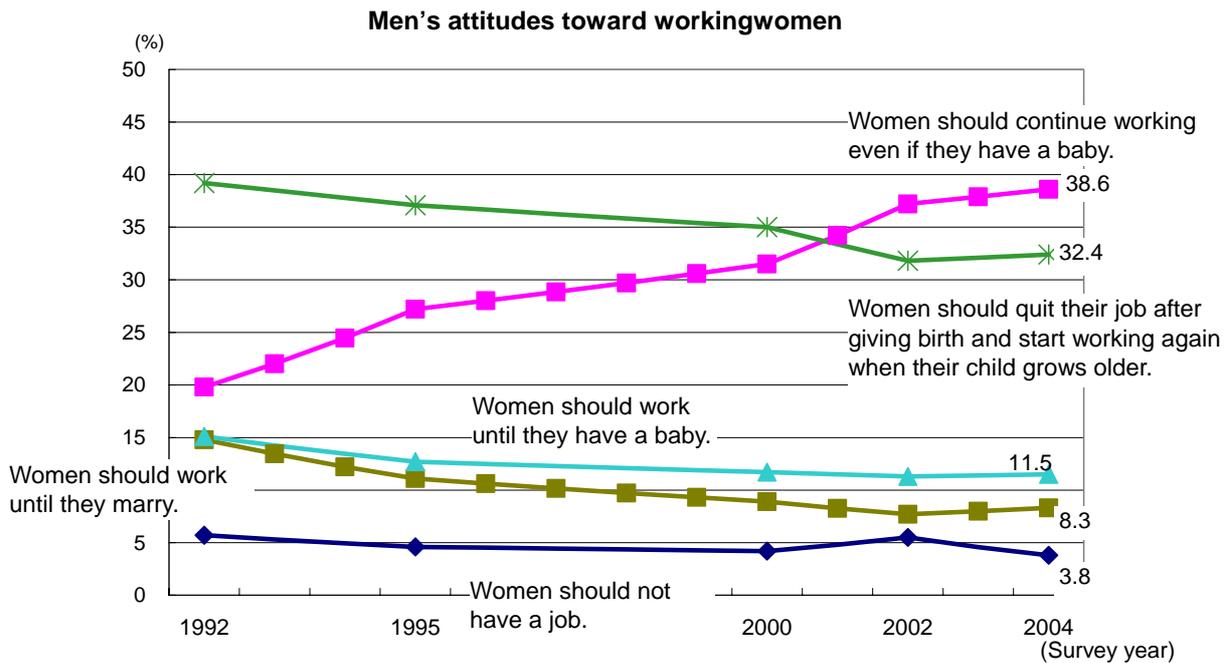
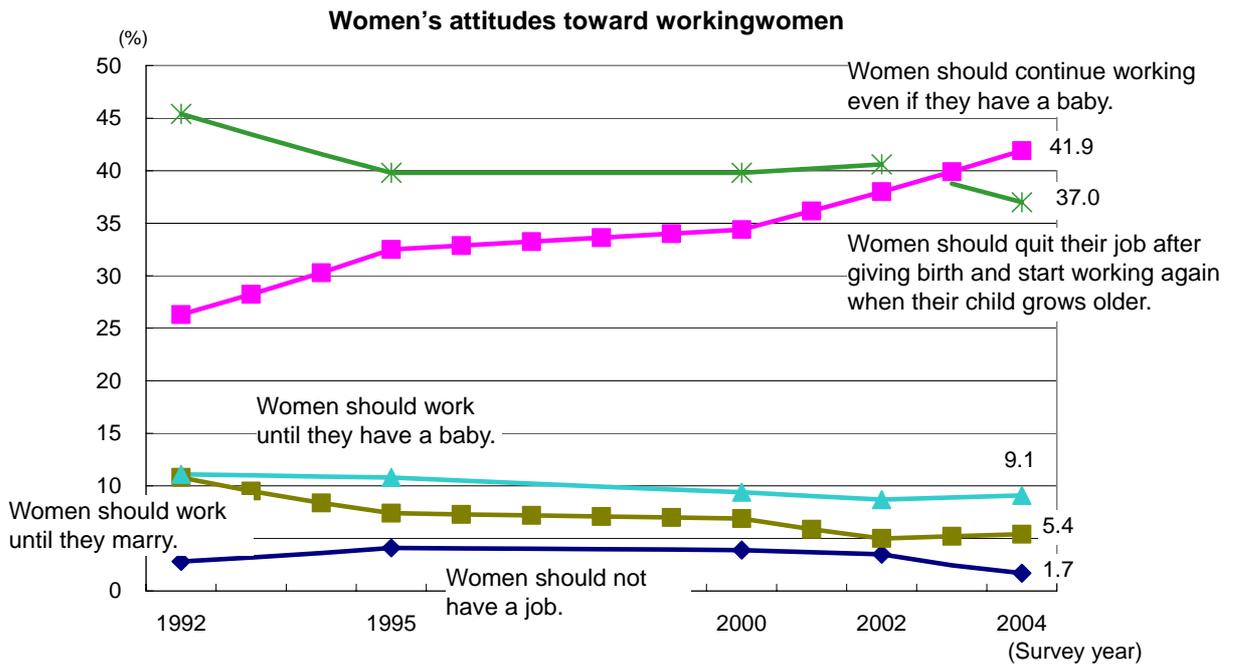


In addition to part-timers, the number of dispatched workers is also recently increasing sharply. According to the Ministry of Health, Labor and Welfare's "Manpower Dispatching Business Report," the number of dispatched workers stands at approximately 2.36 million as of 2003, increasing 10.9% on a year-on-year basis and standing at four times as many as the 1995 level.

(Japanese men and women are changing their attitudes toward workingwomen)

Japanese men and women are changing their attitudes toward workingwomen. Many male and female respondents agree with the "uninterrupted working" pattern, such as "Women should continue working even if they have a baby," registering a larger percentage than respondents who support the "temporarily suspended working" pattern, such as "women should start working again when their child grows older." (See Chart 21.)

Chart 21. Transition in attitudes to workingwomen



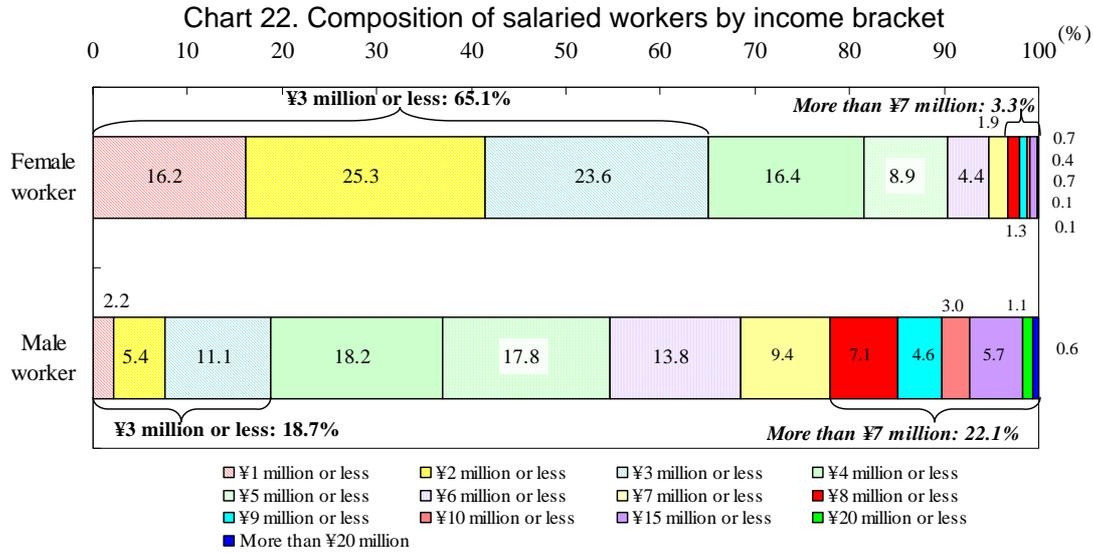
- (Notes) 1. The data were collected from the Cabinet Office's "Opinion Survey on Gender Equality" (2002).  
 2. The grand total may not be 100% because the questionnaire survey includes other answer options: "I have different views" and "I am not sure."

(Percentage of female managerial-level staff)

According to the Ministry of Health, Labor and Welfare's "Basic Survey on Wage Structure," assistant managers register the largest percentage (11%) of female managerial-level staff in 2004, hitting more than 10% for the first time. However, women still occupy a low percentage of higher positions, standing at 5.0% at section chief level and 2.7% at director level.

(More than 60% of female workers earn ¥3 million or less)

According to the National Tax Agency's "Statistical Survey on Salary in the Private Sector," 18.7% of male workers earn ¥3 million or less a year, while 65.1% of female workers are in the same income bracket (Chart 22).

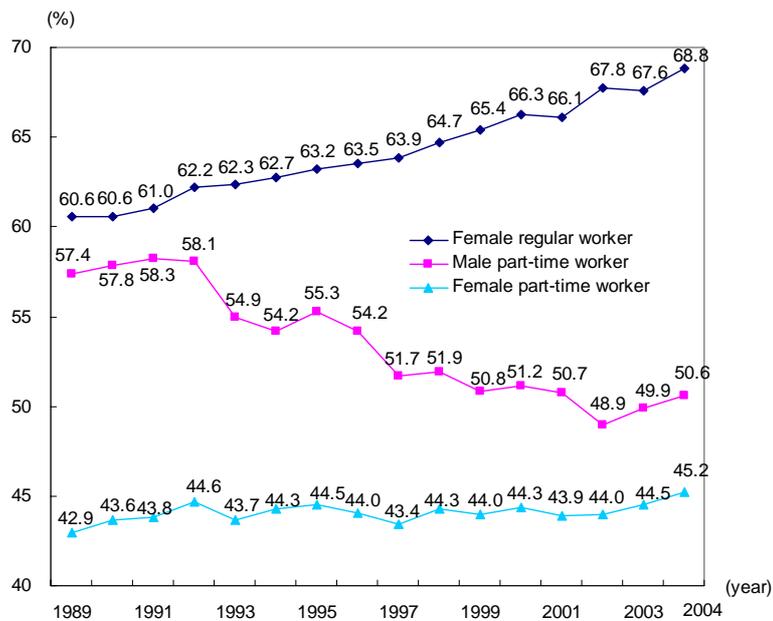


(Note) The data are collected from the National Tax Agency's "Statistical Survey on Salary in the Private Sector" (FY2003).

(The wage gap is shrinking between male and female regular workers in the long term. The wage gap also scaled down slightly between part-time and regular workers in 2003)

In the indexed figure (male regular workers' salary level: 100), female regular workers' salary level stands at 68.8. On the other hand, the salary level for female part-time workers remains almost flat at 43 to 45, registering 45.2 as of 2004. Although the wage gap gets smaller by 0.7 points on the year-on-year basis, female part-time workers still suffer a much lower salary level than male regular workers (Chart 23).

**Chart 23. Average hourly wages for workers (male regular worker = 100)**



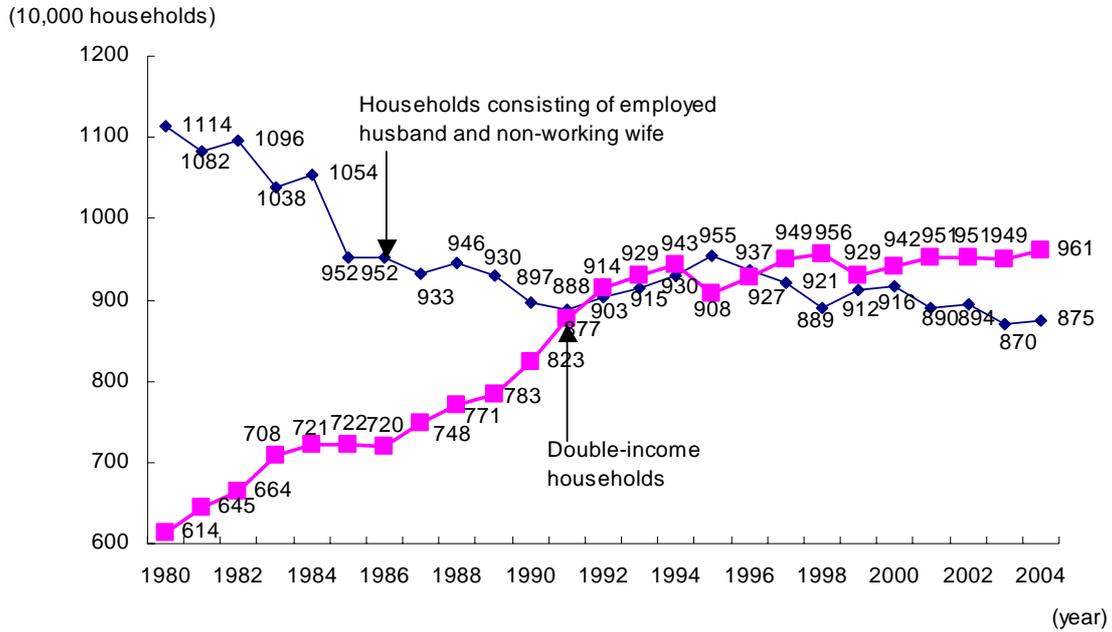
(Notes) 1. The data were collected from the Ministry of Health, Labor and Welfare's "Basic Survey on Wage Structure."

2. The figures represent each category's average hourly salary as a percentage of a male full-time worker's average hourly salary level.

(The number of double-income households is increasing)

Since 1997, the number of double-income households has been exceeding that of single-income households that consist of an income-earning husband and a non-working wife (Chart 24).

Chart 24. Number of double-income households



- (Notes) 1. The data from 1985 to 2001 were cited from the Ministry of Internal Affairs and Communications' "Special Survey of the Labour Force Survey" (every February), while the 2002, 2003 and 2004 data were collected from the "Labour Force Survey (Detailed Tabulation)." (annual)
2. "Household consisting of employed husband and non-working wife" has a working husband (in industries other than agriculture and forestry) and a non-working wife (i.e., a non-working or unemployed wife).
3. "Double-income household" has a husband and wife who are both employed in industries other than agriculture and forestry.

Chapter 3. Balancing work and childcare  
 (Male workers are reluctant to take childcare leave)

Only a small number of male workers are taking childcare leave. According to the Ministry of Health, Labor and Welfare, "FY2003 Basic Survey on Employment Management Practice on Female Workers," 73.1% of female workers take childcare leave for childbirth, but only 0.44% of male workers take childcare leave for their wife's childbirth. Female workers account for 97.1% of the workers actually taking childcare leave, but male workers only occupy 2.9%.

(Female workers are changing their working patterns after childbirth)

Many female workers quit their job for childbirth. According to the Ministry of Health, Labor and Welfare, "FY2003 Statistics on Working Pattern Changes before and after Childbirth (Special Report of Vital Statistics)," only 30% of workingwomen (i.e., women who had a job one year before childbirth) continue working after childbirth.

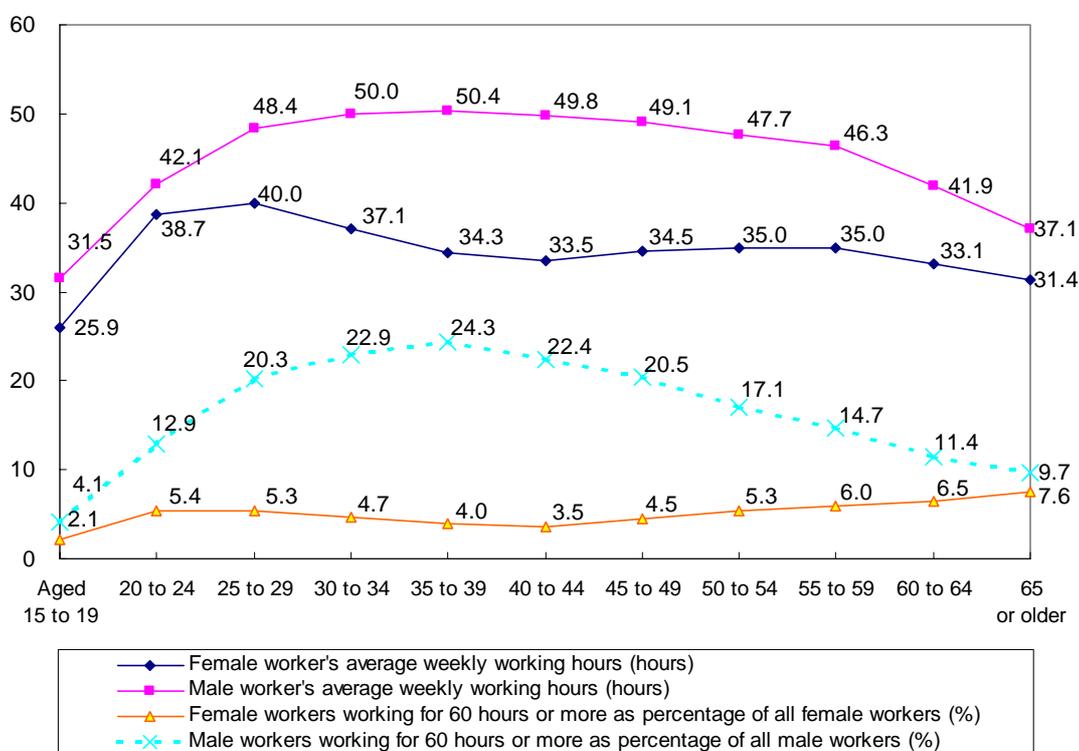
(During the child-raising period, working husbands tend to spend longer hours in the workplace, but they only spend a short time on childcare)

According to the Ministry of Internal Affairs and Communications, "Survey on Time Use and Leisure Activities (FY2001)," husbands only spend 25 minutes a week on childcare, while wives spend 3 hours during their child-raising period (with a child younger than 6 years old).

Husbands spend a very short time on childcare because they work for long hours

during the child-raising period. In terms of weekly average working hours, female workers at the age of 35-44 see relatively shorter working hours, but male workers in their 30s have very long working hours. Looking at the percentage of employees working for 60 hours or more a week, male workers in their 30s register the highest percentage in of all age brackets, standing at much larger percentage than female workers in the same age bracket (Chart 25).

Chart 25. Average weekly working hours for male and female workers by age bracket (except for agriculture and forestry)

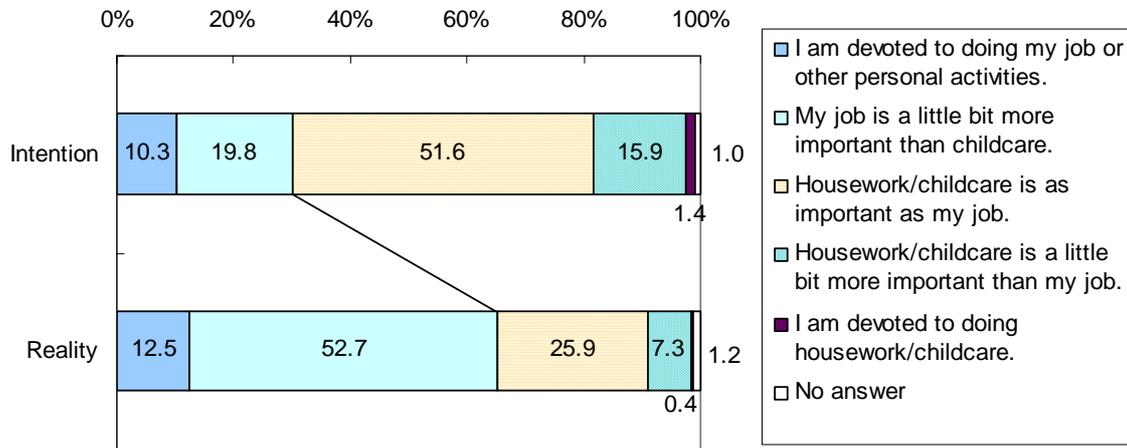


(Note) The data are collected from Ministry of Internal Affairs and Communications, "Labour Force Survey (2004)."

(Fathers' intentions and reality in childcare)

According to the Ministry of Health, Labor and Welfare, "Survey Research on Childcare Support Measures (FY2003)," almost half of fathers intend to participate in housework and childcare as much as their work. In reality, only 25.9% of fathers treat household tasks and childcare equally with their work (Chart 26).

Chart 26. How much do fathers put priority on childcare?



(Notes) 1. The data were collected from Ministry of Health, Labor and Welfare, "Survey Research on Childcare Supportive Measures (2003)."

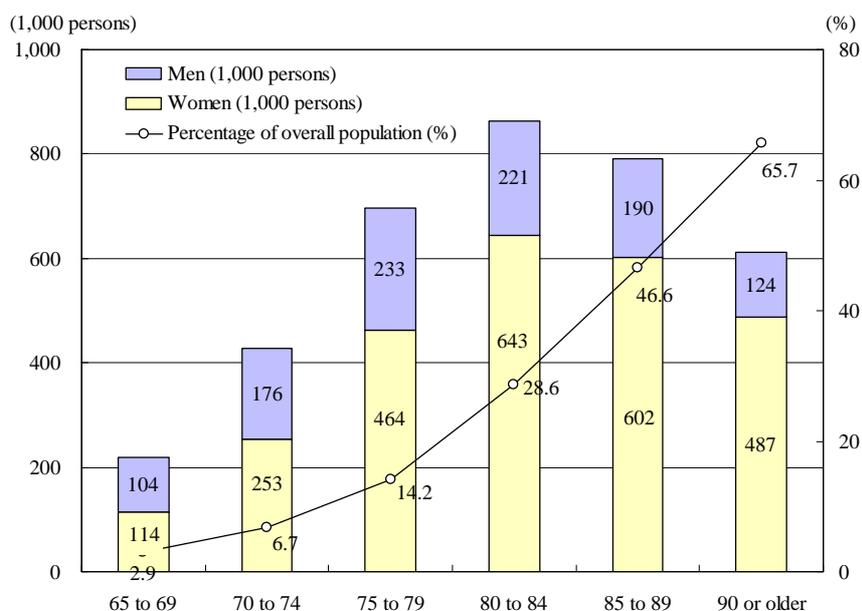
2. The survey covers fathers who have a preschool child.

The government should provide various support measures and encourage Japanese fathers to reconsider their working style so that both men and women can properly balance their work and childcare.

Chapter 4. Living of senior citizens  
(Nursing-care burdens)

Nursing-care duties are closely related to the aging population problem. The number of elderly people (aged 65 or older) requiring nursing care stands at some 3.61 million, accounting for 15% of all elderly people aged 65 or older. People requiring nursing care occupy for less than 5% of early-stage elderly people (aged 65 to 74), but this percentage gets higher as they become older, standing at 28.6% for those aged 80 to 84, and 65.7% for those aged 90 or older. In addition, women account for more than 70% of all elderly people requiring nursing care (Chart 27).

Chart 27. Number of elderly people requiring nursing care by age bracket



- (Notes) 1. The data were collected from the Ministry of Internal Affairs and Communications, "Population Estimates" (as of October 1, 2003) as well as documents of the Health, Labor and Welfare Ministry.  
2. The figures represent the number of elderly people who require nursing care and are listed on the beneficiary roster as of October 2003.

## Chapter 5. Violence against women

### (Women make up a large percentage of domestic violence victims)

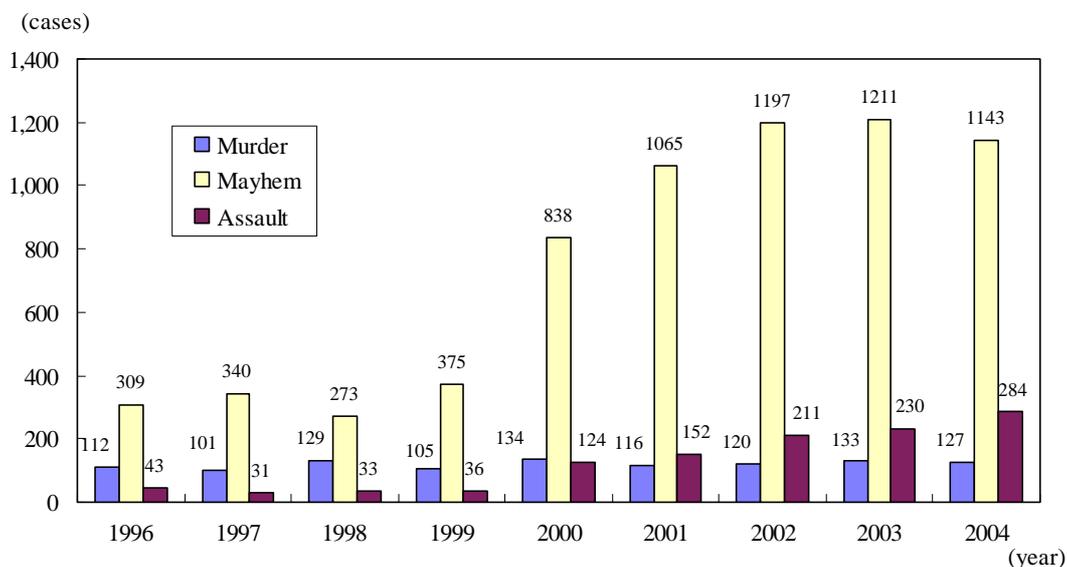
According to National Police Agency (NPA) data, the police authorities arrested 1,694 people for murder, mayhem and assault against their spouse (including common-law spouse). Out of these 1,694 cases, women are victims of 1,554 cases (91.7%).

The percentage of female victims in murder is slightly falling. However, they suffer 1,143 mayhem cases (95.4% of the total 1,198 cases) and 284 assaults (97.9% of the total 290 cases) by their spouse. In this sense, it is clear that the domestic violence victims are mostly women, making up a large percentage in each case.

### (An increasing number of husbands are arrested due to violence against their wives)

The number of husbands arrested due to assault or mayhem against women was taking a sharp upward trend since 2000. In 2004, the number of assault cases stands at 284, increasing by 54 (23.5%) from the 2003 level, while that of mayhem cases registers 1,143, decreasing by 68 (5.6%) on a year-on-year basis (Chart 28).

Chart 28. Husband's criminal offenses against wife



(Note) The data come from NPA documents.

### (Sex-related crimes)

According to the National Police Agency statistics, the number of recorded rape cases stands at 2,176 in 2004, exceeding 2,000 cases for 5 consecutive years, but recorded rape cases decreased by 296 cases (12.0%) on the year-on-year basis.

The number of recorded indecent assaults has taken an upward trend since 1999, but it stands at 9,184 cases in 2004, decreasing by 845 cases (8.4%) from the 2003 level. The police authorities make efforts to provide better conditions for sex-related crime victims through female officers' interviews and setting up some call centers.

### (Prostitution)

The number of prostitution-related criminal offenses stands at 2,605 in 2004, decreasing from the 2003 level. Out of the total 1,954 women in need of protection, minors account for 36.1%, increasing 10.3 points from the 2003 level.

### (Sexual harassment)

In 2003, gender-equality offices at prefectural labor bureau level received 7,403 counseling cases for sexual harassment. The number of counseling cases has decreased by 279 (3.6%) from last year. Out of this total, 5,924 (80.0%) female workers asked for advice on sexual harassment at their workplace, keeping the same level from 2003.

### (Stalking behavior)

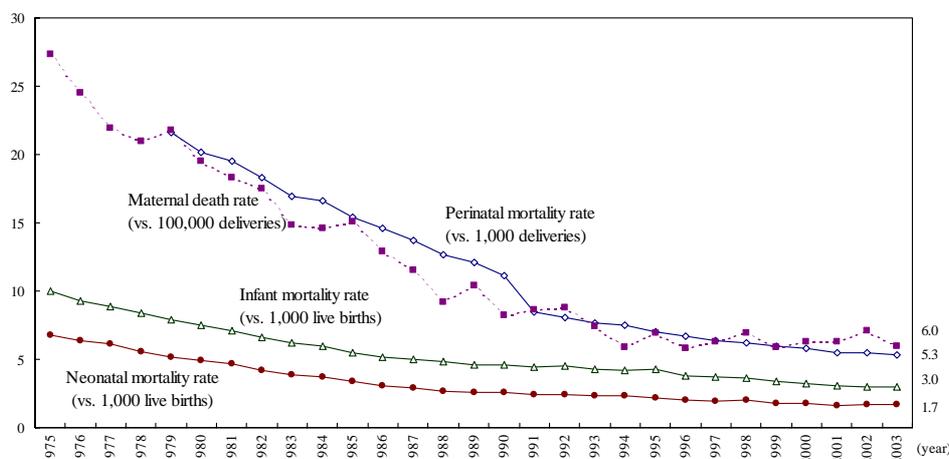
The number of stalking behavior cases reported to NPA stands at 13,403 in 2004, increasing by 1,480 cases (12.4%) from the 2003 level. Women make up 86.2% of stalking victims, while men account for 90.3% of all assailants.

## Chapter 6. Women's health throughout their lives

(The indexes for maternal and child health remain flat for these years)

The major indexes for maternal and child health conditions have been generally falling (Chart 29).

Chart 29. Indexes for maternal and child health conditions



(Notes) 1. The data come from Ministry of Health, Labor and Welfare, "Vital Statistics."

2. "Deliveries" in the context of maternal death rate represent the sum of live births and stillbirths (after the 12<sup>th</sup> week in pregnancy).
3. "Deliveries" in the context of perinatal mortality rate represent the sum of live births and stillbirths (after the 22<sup>nd</sup> week in pregnancy).

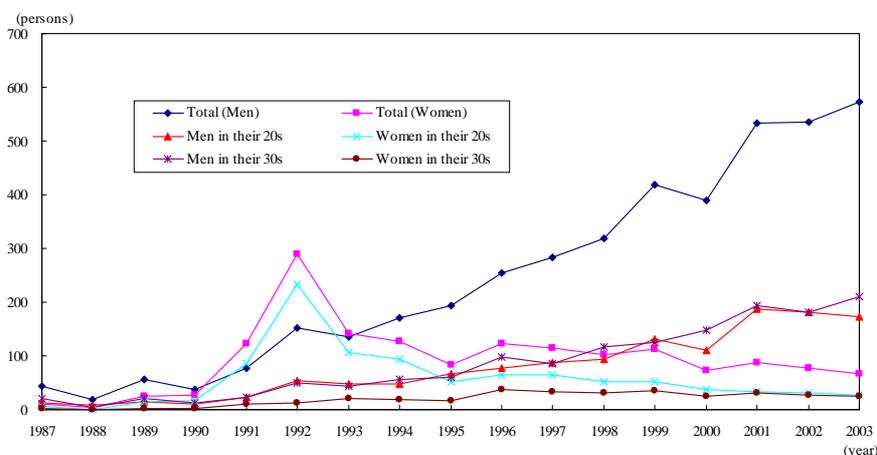
(The number of abortions is decreasing generally but is increasing in the younger generation)

In general, the number and rate of induced abortions (the proportion of induced abortions to 1,000 women aged 15 to 50) had decreased from 1975 to 2003 but have remained flat over these few years. However, the number of abortions has doubled since 1980 among women younger than 20 years old. The younger generation accounts for a larger percentage of the total number of abortions. A total of 14,600 women go through abortion at the age of 19, suggesting one out of 50 women terminates their pregnancy when they are 19 years old.

(Younger people are more vulnerable to HIV than other generations.)

In 2003, there were 640 new HIV carriers and 336 new AIDS patients, hitting new high records (Chart 30). A total of 78.0% of HIV carriers were infected within Japan. From the viewpoint of age first reported, 39.8% of HIV carriers were infected with HIV in their 20s, which represents a high infection rate among young people.

Chart 30. Number of HIV-infected men and women by age bracket



(Notes) 1. The data were collected from the Health, Labor and Welfare Ministry's documents.

2. The figures represent newly reported HIV-infected persons for the year.

Chapter 7. Women's rights in the media  
(Efforts in the media)

Mass media has significant impact on Japanese citizens because Japanese people tend to access mass media for long hours a day. In this context, Japan's mass media have prepared their own guidelines on news reports and public relations. Broadcasting media firms also have an independent agency that would contribute to correct broadcasting and broadcasting ethics and would quickly and properly address complaints, human rights matters and juvenile affairs. These guidelines include the Press Ethic Code (The Japan Newspaper Publishers and Editors Association), NHK Program Standard (for domestic programs), NAB Broadcasting Criteria (applicable to radio and TV programs).

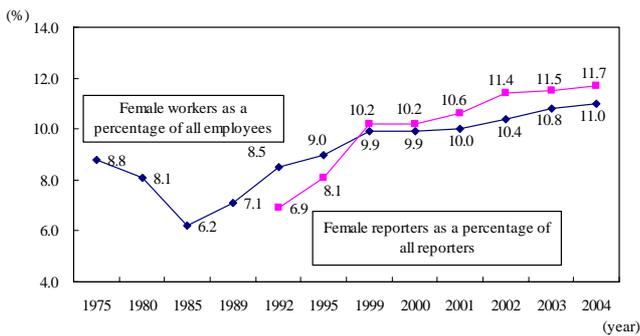
To improve ethics and program quality, Japan Broadcasting Corporation and National Association of Commercial Broadcasters in Japan jointly established the "Broadcasting Ethics & Program Improvement Organization (BPO)."

(Women's steady participation in the media)

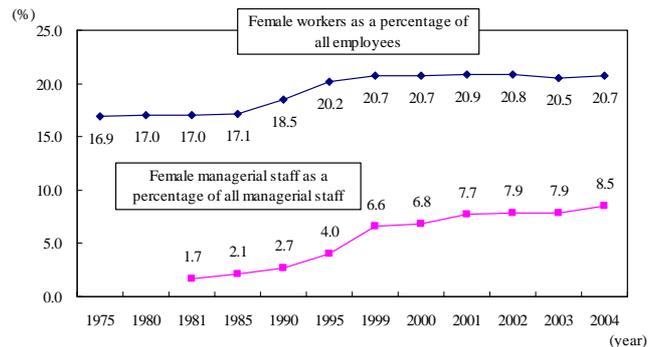
Women's active participation in the media will play an important role in preventing biased broadcasting programs, regulating sexual/violent expressions and paying due attention to women's rights. Women have been gradually accounting for a higher percentage of all employees, all reporters and all managerial officials at newspaper firms, private TV/radio stations and the Japan Broadcasting Corporation (Chart 31).

Chart 31. Percentage of female staff in media

(Newspapers)



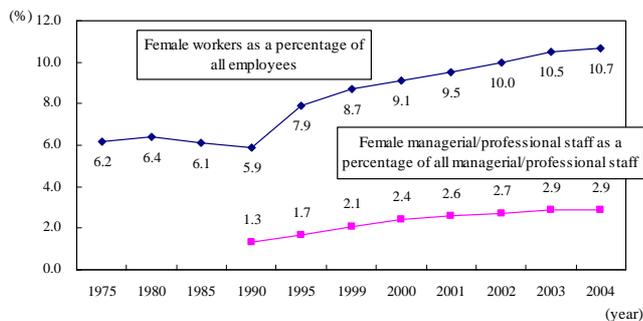
(Commercial broadcasting stations)



(Note) The data were collected from documents of the Japan Newspaper Publishers and Editors Association.

(Note) The data were collected from documents of the National Association of Commercial Broadcasters in Japan.

(Japan Broadcasting Corporation)



(Note) The data were collected from documents of Japan Broadcasting Corporation.

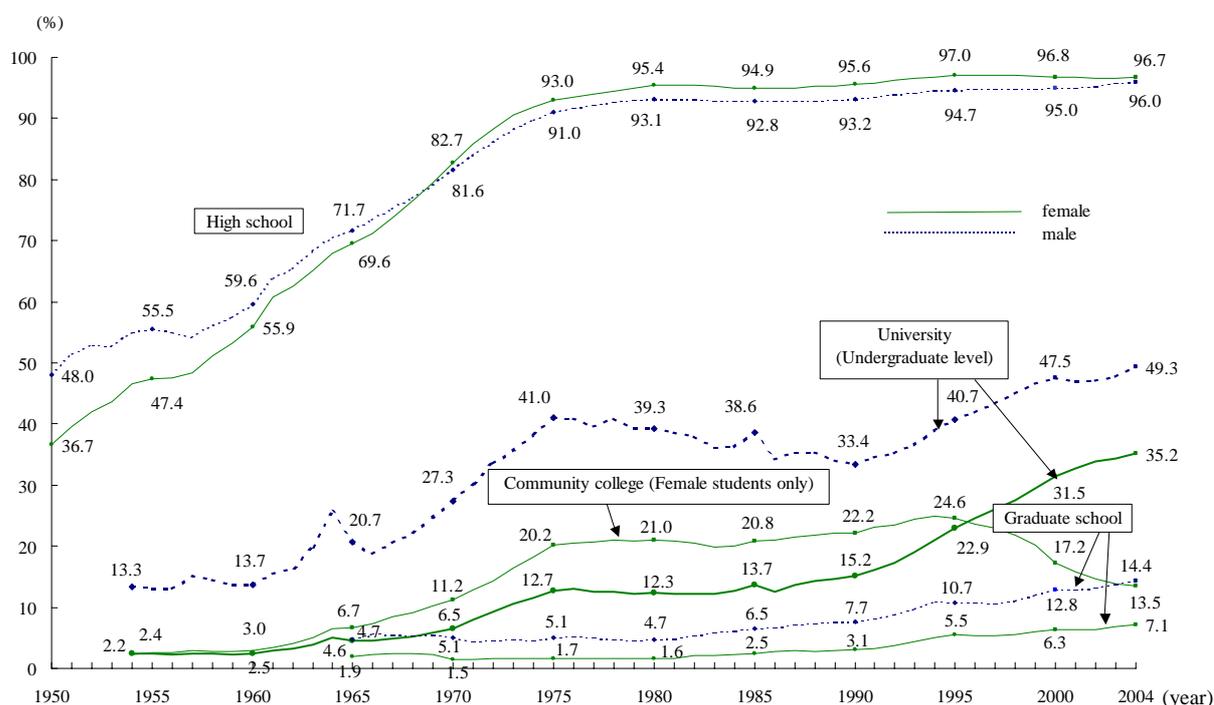
## Chapter 8. Gender equality in education

### (More Japanese women are entering university and college)

In FY2004, the high school enrollment rate was 96.7% for women and 96.0% for men, which suggests a few more female students enter high school than male students. The university (undergraduate level) enrollment rate stands at 49.3% for men and 35.2% for women in FY2004. Since 13.5% of female students enter community colleges, the women's total enrollment rate for higher education is 48.7%. While the women's university enrollment rate has been rising recently, the enrollment rate for community colleges is falling sharply over these few years after hitting a peak at 24.9% in 1994.

An increasing number of male and female students are entering graduate schools immediately after completing their undergraduate studies. The graduate school enrollment rate stands at 14.4% for male students and 7.1% for female students as of FY 2004 (Chart 32).

Chart 32. Enrollment rate for each school category



- (Notes) 1. The data were collected from the Ministry of Education, Culture, Sports, Science and Technology's "School Basic Survey."
2. "High school, etc." represents the percentage of junior high school graduates who enter high school or technical college (except for high school-level correspondence courses).
3. "University (undergraduate level)" and "community college" represent total university or community college enrollments (including students who had failed the entrance exam but were accepted at a university of their choice in the following year) divided by junior high school graduates of three years before. The figure excludes students on correspondence courses.
4. "Graduate school" represents the students who enter graduate school immediately after completing their undergraduate course as a percentage of all students completing undergraduate courses. (It also includes new Ph.D. course enrollments in the case of medical and dental schools.) The figure excludes graduate-level correspondence courses.

### (The gap in students' major fields)

At undergraduate level, female students majoring in social science make up the largest percentage for these

years. In 2004, female students account for approximately 30% in all students majoring in social science, while the percentage of female students majoring in engineering stands at 10.6%, suggesting a gender gap in students' major fields.

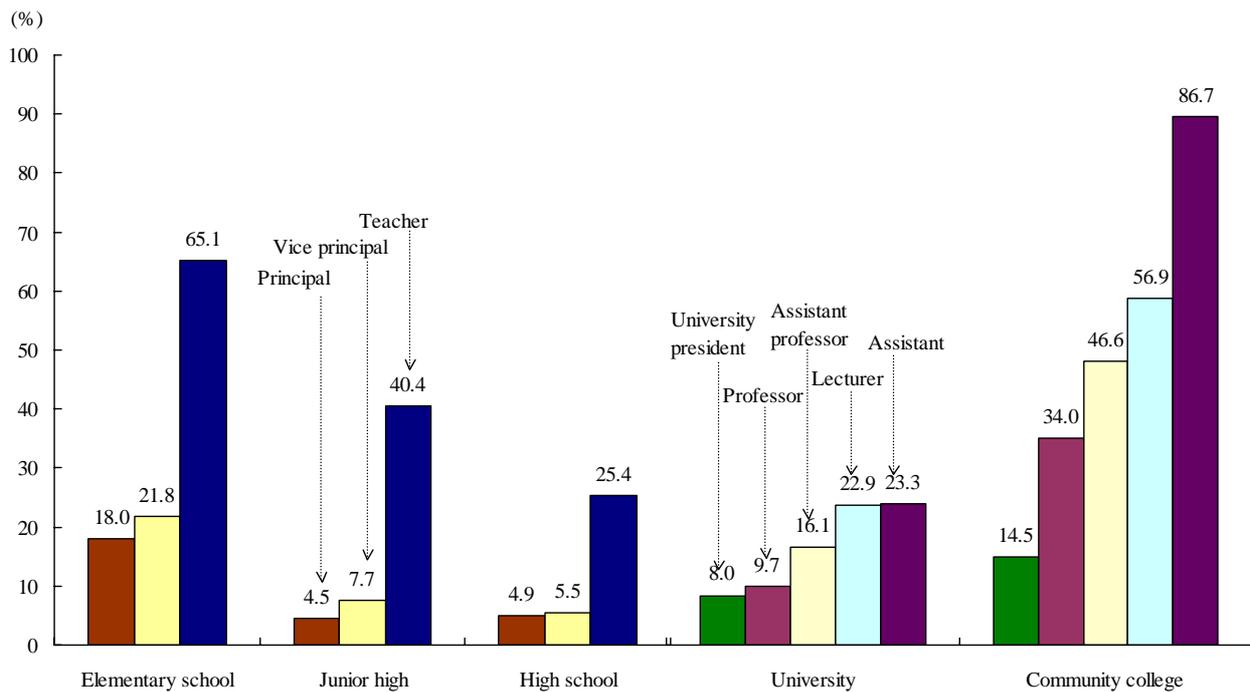
At graduate school level, the number of female students majoring in social science or humanities makes up the largest percentage for master's courses, followed by engineering and education. The number of female students is significantly increasing in major fields such as social science, engineering, natural science, and health care. Women also occupy 45.6% of all students entering from the workforce. In doctoral courses, many students major in health care and humanities. At new postgraduate law schools established since April 2004, female students account for 29.8% of all students.

**(Female teachers and female faculty members account for a smaller percentage of higher positions)**

Female teachers occupy 60% of all teachers at elementary school level, but the percentage of female teachers becomes lower at junior high school level and high school level. The percentage of female principals and vice principals is taking an upward trend in the long term, increasing from 4.1% in 1990 to 18.0% in 2004. However, female principals and vice principals still register a much lower percentage than female teachers.

Women account for more than 40% of faculty members at community colleges, but they account for less than 10% at universities. In particular, women still make up only a small percentage of professors or university presidents (Chart 33).

**Chart 33. Percentage of female full-time teachers (at elementary, secondary and higher education level)**



(Note) The data were cited from Ministry of Education, Culture, Sports, Science and Technology, "School Basic Survey (FY2004)."

## Part 2: Policies Implemented in FY 2004 to Promote the Formation of a Gender-Equal Society

### Chapter 1. Comprehensive promotion of policies towards a gender-equal society

In FY2004, CGE (Council for Gender Equality) monitored government action that would contribute to "equality, development and peace" in the global community. After adopting the opinion paper "Government's Gender Equality Policy Measures and Future Possible Policy Initiatives" in April and July 2004, CGE submitted the opinion paper to the prime minister and ministers concerned.

In July 2004, CGE reorganized its specialist committees and set up a "Specialist Committee on Gender Equality Basic Plan," "Specialist Committee on Monitoring and Impact Survey" and "Specialist Committee on Declining Birthrate and Gender Equality."

Due to this reorganization, CGE abolished the "Specialist Committee for Grievance and Monitoring" and "Specialist Committee on Impact Survey."

The Cabinet Office enhanced the website "Challenge Site," which comprehensively provides information on women's challenge-support measures and applicable role models. To encourage the formation of challenge networks at local community level, the Cabinet Office also launched the model project, "Project to Encourage Local-level Challenge Networks."

### Chapter 2. Expanding women's participation in policy decision-making processes

In April 2004, HPGE (Headquarters for the Promotion of Gender Equality) adopted "Enlargement of the Recruitment and the Promotion of Female National Public Officers," which stipulates the applicable guidelines for actively employing and promoting female officials at central government level. In addition, related ministries had discussions to form a consensus about specific goals and government efforts for hiring more female officers, and so forth.

In order to provide better environments for researchers, the Council for Science and Technology, MEXT (Ministry of Education, Culture, Sports, Science and Technology) adopted the opinion paper "Fostering Human Resources from the Viewpoints of S&T and Society" in July 2004 at its subcommittee meeting (Committee on Human Resources). MEXT circulated this opinion paper to universities and public research institutes to encourage their voluntary gender equality efforts.

### Chapter 3. Reexamining social systems and practices and reforming awareness from a gender-equal perspective

The Specialist Committee on Impact Survey emphasizes examining employment issues. In July 2004, the specialist committee issued its report "Lifestyle Selection and Employment Systems/Practices." By examining the current employment practices and problems in government policies for corporate workers, self-employed persons and government officials from gender-equality perspectives, the report recommended proper government policies that will not have an adverse effect on people's lifestyle selection, working patterns, or workers' mobility. The report also calls for proper educational/capacity development programs that would further develop people's abilities.

#### Chapter 4. Providing equal employment opportunities and working conditions

Since November 2002, the Ministry of Health, Labor and Welfare has convened the Panel on Equal Employment Opportunity Policies by inviting academic experts, based on the implementation situation of the Equal Employment Opportunity Law and the issues included within the additional resolution of the Diet when the Equal Employment Opportunity Law was amended in 1997. In June 2004, the panel issued its report after examining the four areas: Prohibiting discrimination against both men and women; prohibiting detrimental treatment due to pregnancy or childbirth; prohibiting indirect discrimination; and pushing ahead with positive actions in a more effective manner.

To achieve gender equality, the Ministry of Internal Affairs and Communications (MIC) prepared "Telework Security Guidelines," which would encourage the private sector to introduce highly secure, reliable telework environments. In addition, to stipulate the deployment of proper environments for teleworkers, MIC conducted a pilot program for national government teleworkers for the first time by spending the general accounting budget fund from January to February 2005.

#### Chapter 5. Achieving gender equality in agricultural, forestry and fishing villages

MAFF (Ministry of Agriculture, Forestry and Fisheries) held various research sessions and invited married couples to review sessions so that prefectural governments would be able to achieve their gender equality targets in rural areas. MAFF also encouraged municipalities to set up and achieve their own gender equality targets.

#### Chapter 6. Supporting women's and men's efforts to balance work, family life and community activities

In accordance with "Basic Law for Addressing the Lowering Birthrate" of July 2003, the Koizumi Cabinet approved "Guidelines to Address the Declining Birthrate" in June 2004. These guidelines articulate specific government efforts in the four areas: 1) Fostering self-reliant, tough children; 2) Supporting the balance between work and family life, and reexamining current working practices; 3) Deeply understanding the irreplaceable value of life and the role of the family; and 4) Finding new approaches to mutually help with childcare duties.

To effectively conduct these policy initiatives, the Declining Fertility Society Policy Council drew up the "Growth of children/childcare Support Plan" in December 2004 to replace the former "New Angel Plan."

In FY2004, the Ministry of Health, Labor and Welfare expanded day-care center capacity so that day-care centers will be able to accept an additional 50,000 children. This project aims to achieve the government target: "No children on the daycare center waiting list."

To seek a new model in child education, MEXT started its research project to examine feasibility in providing various child education support measures at local level. The research project team examined the combined facilities of kindergartens and day-care centers as well as possible efforts for building a support system of parenting in kindergartens.

In December 2004, the Diet revised the "Child- and Family-Care Leave Law" for the following purposes: 1) Expanding workers who are entitled to take childcare and family-care leave; 2) Extending childcare leave duration; 3) Easing the frequency limitation on family-care leave; and 4) setting up a new framework for taking leave to provide nursing care for workers' children. This revision aims to encourage more people to take childcare leave, and so forth.

## Chapter 7. Providing better living conditions for elderly people

To revise the pension system that would be compatible with diverse lifestyles and working patterns, the Diet passed the "Amendment to National Pension Law, etc." in June 2004. This amendment has the following purposes: 1) Expanding support measures for the next generation (i.e., workers are exempted from paying pension premium if they are taking childcare leave. And by this revision, child's age which is applied to this system is extended to 3 years old.); 2) Granting a portion of employee's pension benefits to a former spouse if they are divorced (i.e., an ex-spouse can receive a half of pension benefits at maximum if they both agree with each other or the court delivers a judgment to do so); 3) Granting a portion of employee's pension benefits to category-3 insured persons (i.e., if a married couple divorces or are in the situation which is prescribed by law, an ex-spouse can receive a half of category-2 insured person's pension benefits at maximum even if the ex-spouse has been covered as a category-3 insured person in the pension scheme).

In addition to public pension schemes, the government also examined corporate pension plans. The said amendment bill also eases the calculation formula for summing up the period covered by the defined-benefit-type corporate pension system.

## Chapter 8. Eliminating all forms of violence against women

In accordance with "Law for the Prevention of Spousal Violence and the Protection of Victims," competent ministers (i.e., the Prime Minister, Chairman of the National Public Safety Commission, Minister of Justice, and Minister of Health, Labor and Welfare) jointly prepared "the Basic Guideline on Measures to Prevent Spousal Violence and Protect Victims" in December 2004.

The statutory penalty for rape was increased. In addition, the offence of rape committed jointly by two or more persons at the scene of the crime was newly established in order to apply a more severe penalty.

Recognizing that human trafficking is an international organized crime that infringes basic human rights, in April 2004 the Japanese government set up the Inter-Ministerial Liaison Committee (Task Force), which consists of director-general-level staff of related ministries (Chairperson: Assistant Chief Cabinet Secretary). In December 2004, the Task Force adopted the Comprehensive National Action Plan of measures to combat trafficking in person, which aims at preventing/eliminating human trafficking and protecting human trafficking victims. In the same month, this action plan was reported to the Cabinet Meeting on Anti-Crime Measures. The meeting confirmed that the Japanese government would take comprehensive action to address human trafficking problems.

## Chapter 9. Supporting lifelong health for women

In Japan, breast cancer patients account for the largest percentage of all female cancer patients. In addition, the number of breast cancer patients has been increasing every year. On the other hand, uterine cancer is recently emerging among the younger generation and seems to have a connection with sexually transmissible diseases. In April 2004, the Japanese government revised its guideline on breast/uterine cancer medical checks at municipality level in order to detect these cancers as soon as possible and reduce the fatality rate. According to the revised guideline, younger women are also subject to these medical checks.

## Chapter 10. Respecting women's rights in the media

In order to protect children from sexual/violent expressions, the Ministry of Internal Affairs and Communications is working on an R&D project on a content-filtering function for mobile phones and PHS terminals. (This function is currently available for PC only.)

In order to create an environment in which users can easily judge the safety of content on the Internet, MIC examined the feasibility of the "Content Safe Mark (tentative name)" for website builders.

## Chapter 11. Expanding education/learning opportunities to encourage gender equality and diverse lifestyle choices

MEXT conducts practical surveys on support measures for diversifying women's careers. The surveys cover the following topics: conducting training programs for counselors who provide advice on proper learning approaches based on each woman's needs; systematically providing information on training sessions or learning activities; and finding a proper evaluation approach so that women will be able to use their learning outcome in their daily life. These possible policy initiatives all aim to expand women's career choices and encourage women to participate in community services based on their achievements in the learning process.

## Chapter 12. Contributing to "equality, development and peace" in the global community

In July 2004, in order to enhance the functions of "WID officials", who had been posted at Japanese embassies, the government reassigned them as "ODA Gender Officials" to 87 embassies in aid-recipient countries. The ODA Gender Officials are in charge of establishing networks with gender-related stakeholders in developing countries as well as planning ODA projects from gender perspectives even if the projects are not formulated directly for the benefit of women. They submit annual reports in this regard. In order to strengthen their efforts for gender mainstreaming, the Ministry of Foreign Affairs, JICA (Japan International Cooperation Agency), and JBIC (Japan Bank for International Cooperation) appointed officials responsible for gender issues in each division related to ODA in Tokyo and mutually exchange relevant information to enhance their efforts for gender mainstreaming in ODA.

At various international conferences, such as the "DAC (Development Assistance Committee) Network on Gender Equality" (August 2004), the "ESCAP High-Level Intergovernmental Meeting to Review Regional Implementation of the Beijing Platform for Action" (September 2004) and Commission on the Status of Women (February 2005), the Japanese government actively joined discussions concerning gender and development to share relevant information in the international community and emphasized its intention to attach importance to gender perspectives in Japan's ODA.

## Policies to be Implemented in FY 2005 to Promote the Formation of a Gender-Equal Society

### Chapter 1. Comprehensive promotion of policies towards a gender-equal society

By properly making use of its subordinated specialist committees, CGE will make efforts to coordinate gender equality policy measures as much as possible.

The Cabinet Office will continue to enhance the website "Challenge Site" so that motivated women will have access to challenge-support measures in an efficient manner. The Cabinet Office will also start the "Project to Encourage Local-level Challenge Networks" and launch training/public relation projects in order to provide information on its outcomes and expertise nationwide.

To strengthen the "Youth Self-Help/Challenge Plan" of June 2003, the government will hold gender-equality campaign programs for female students and gender-equality seminars for young women, send instructors to Job-cafe training programs and also conduct public relations projects in accordance with the "Action Plan for Youth Self-Help/Challenge" of December 2004.

### Chapter 2. Expanding women's participation in policy decision-making processes

In terms of actively employing/promoting female national public officers, each ministry and agency will make further efforts to achieve their goals in line with their "female officers recruitment/promotion expansion plan" based on National Personnel Authority's applicable guidelines.

As these ministerial plans will expire in FY2005, the National Personnel Authority will revise its applicable guidelines, paying due attention to discussions at its study groups for fostering female officers or appointing them to higher positions. In line with the revised NPA's guidelines, each ministry will reexamine its plans.

Closely working with NPA and other ministries, the Ministry of Internal Affairs and Communications will follow up how much each ministry has increased the number of its female officers and also publicly announce the follow-up results.

### Chapter 3. Reexamining social systems and practices and reforming awareness from a gender-equal perspective

The government will examine the impact of government's policy measures on gender equality.

If deemed necessary, the government will also review Japan's social systems/practices so that these social systems/practices will not have an adverse effect on people's lifestyle.

### Chapter 4. Providing equal employment opportunities and working conditions

Aiming to encourage private enterprises to treat their full-time workers and part-timers equally in accordance with the revised "Part-time Work Guideline," the government will provide support for private corporations that take innovative or best-practice action. The government will also encourage other firms and industries to adopt this innovative or best-practice action.

To further encourage gender equality, MIC, MHLW (Ministry of Health, Labor and Welfare), METI, and

MLIT (Ministry of Land, Infrastructure and Transport) set up a new industry-academic-government cooperative project, "Telework Promotion Forum," in April 2005, aiming to share telework-related best practices and identify/overcome problems in introducing telework. The government will prepare a new guideline that provides private firms with the following useful information: 1) Procedures from trial run to installation; 2) Procedures to acquire necessary IT equipment and set up security environments; and 3) Proper labor management practices in accordance with applicable labor laws.

## Chapter 5. Achieving gender equality in agricultural, forestry and fishing villages

Aiming to properly evaluate women's roles in local communities and in the agriculture, forestry and fisheries industries, and improving women's status in society as well as encouraging their active social participation, MAFF will assist municipalities in setting up their gender-equality plans and achieving their targets. MAFF will also actively provide information on positive action, and encourage women's capacity-building programs and training sessions for female leaders in local communities so that women can fully demonstrate their potential.

Clearly recognizing women as important players in agro-forestry business, the government will increase the number of accredited female farmers and family management agreements and encourage women's sophisticated farm management practices so that women will participate in farm management more actively. To encourage agricultural entrepreneurs including female business owners, the government will provide support for the equipment and facilities necessary for starting new agri-business, which covers agriculture as a core as well as food processing and distribution businesses.

In the addition, the government will provide training sessions for entrepreneurs in the forestry business and provide support for rural women's entrepreneurial efforts to produce or sell forest/fishery commodities.

## Chapter 6. Supporting women's and men's efforts to balance work, family life and community activities

To achieve "No children on the waiting list for day-care centers," MHLW is planning to actively expand day-care center capacity for three years until FY2007, mainly focusing on municipalities that have 50 or more children on the day-care center waiting list. Based on the childcare plan of FY2004, the ministry will make comprehensive efforts so that all children will be accepted in local day-care centers even if demand for childcare services is increasing in that district. In accordance with "Child Care Support Plan," the ministry will also provide childcare services that address various needs.

In line with the revised "Child- and Family-care Leave Law" (effective in April 2005), the government aims to provide better working conditions for workers who take care of their children or other family members. To this end, the government will provide more information on support measures and encourage employers to adopt more worker-friendly employment practices that would properly balance work and family life.

In accordance with the "Child/Childcare Support Plan," the government will make efforts to curb excessive overtime work so that employees suffering extremely long working hours (more than 60 hours a week) will decrease by 10% in the next 5 years.

MEXT will set up early childhood education support teams in local school committees. These teams (consisting of childcare counselors and other experts) will examine possible support measures for kindergartens, parents and families. The ministry will also provide opportunities at kindergartens so that parents can recognize the joy of child-raising and improve their ability to raise children.

#### Chapter 7. Providing better living conditions for elderly people

To establish a pension framework that addresses diverse lifestyles or diversified working patterns, the Diet amended the National Pension Law and other related legislations in June 2004, which will enhance support measures for future generations (effective in April 2005), divide employees' pension benefits at time of divorce (effective in April 2007) and grant a portion of employees' pension benefits to workers' spouses who were covered as a category-3 insured person (effective April 2008). The government will properly prepare for these new schemes.

As for the corporate pension program, the government will also make efforts to smoothly operate pension schemes as stipulated in the said laws, aiming to stabilize and strengthen current corporate pension programs.

The government will provide better opportunities and environments for elderly people so that they can participate in society more actively. Since applicable laws will extend the retirement age to 62 years old and require employers to adopt the continued employment scheme in April 2006, the government will provide necessary support measures for employers.

#### Chapter 8. Eliminating all forms of violence against women

The government will further launch public relations campaigns and actively provide related information in order to eradicate violence against women.

The government will provide violence victims with easier access to counselors as well as arrange a proper environment for the victims by precisely applying applicable penal laws and strengthening cooperation among related organizations.

In addition, the government will provide a safe environment by strengthening anti-crime measures and encouraging safe activities at regional level, and will try to grasp the current situation in order to implement proper measures.

#### Chapter 9. Supporting lifelong health for women

MHLW will work on tough countermeasures for suppressing drug abuse and preventing drug re-abuse. In FY2005, the ministry will prepare and circulate public relations materials that provide detailed information on MDMA and marijuana, aiming to address the emerging threat of abusing these drugs.

#### Chapter 10. Respecting women's rights in the media

In order to protect children from sexual/violent expressions, MIC will work on system-development tasks and demonstration experiments for the content-filtering function for mobile phones (This function is currently available for PCs only).

In order to create an environment in which users can easily judge the safety of content on the Internet, MIC will also work on R&D and a demonstration experiment on operation systems and access control systems, aiming to promote the establishment of a system tentatively named the "Content Safety Mark" as a way to protect users from

illegal or harmful information that has been proliferating with increasing frequency on the Internet. This system will enable website builders to demonstrate that their sites are free of illegal or harmful information.

#### Chapter 11. Expanding education/learning opportunities to encourage gender equality and diverse choices

MEXT will launch its model project to improve women's abilities so that they will actively participate in policy decision-making processes at local community level based on their own learning outcomes and experiences. To help younger people grow as independent human beings, the ministry will push ahead with long-term youth internship programs and other on-site training projects that will nurture sociality and a sense of independence in young people. The ministry will also encourage local-level volunteer activities and spread such activities nationwide in order to revitalize regional education capabilities. To further encourage career education, the ministry will launch 5-day (or longer) internship programs for junior high school students at prefecture level by effectively making use of local community educational capabilities.

#### Chapter 12. Contributing to "equality, development and peace" in the global community

Based on the "ODA Charter", the "Medium-term Policy on ODA" and the newly launched "Initiative on Gender and Development (GAD)", the government will support the efforts of developing countries to achieve gender equality and women's empowerment with full respect for their ownership. Through the GAD Initiative, the government will pay due attention to promoting gender mainstreaming in every area of its ODA and throughout the process of needs assessment, policy planning, project proposal, implementation, monitoring and evaluation.