

IV Measures Toward the Realization of a

男女共同参画社会の実現に向けた取組

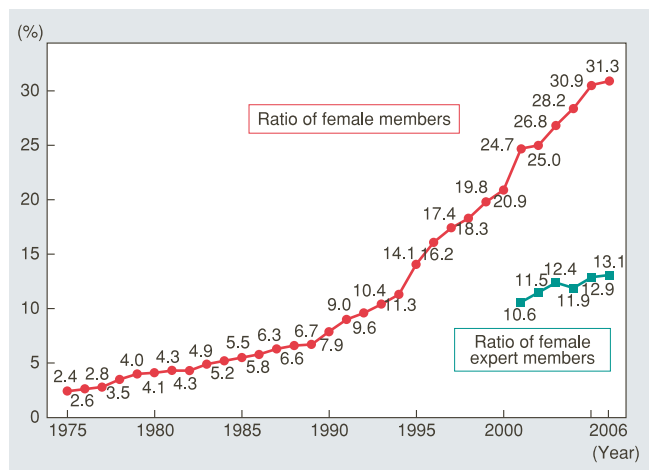
1. Expanding Women's Participation in Policy Decision-Making Processes

(1) Promoting Women's Participation in National Advisory Councils and Committees

To increase the number of female members in national advisory councils and committees, the Headquarters for the Promotion of Gender Equality has taken various measures aiming to achieve the target of "achieving a situation by 2020 where the number of either male or female members is not below 40 percent of the total." This target was set according to the Headquarters' decision in April 2006 of "promoting participation of female members in national advisory councils and committees."

As of September 30, 2006, the proportion of female members serving on national advisory councils and committees had risen to 31.3 percent, increased by 0.4 point from last year (30.9 percent). And the proportion of female expert members is 13.1 percent.

Trends in the Proportion of Female Members in National Advisory Councils and Committees



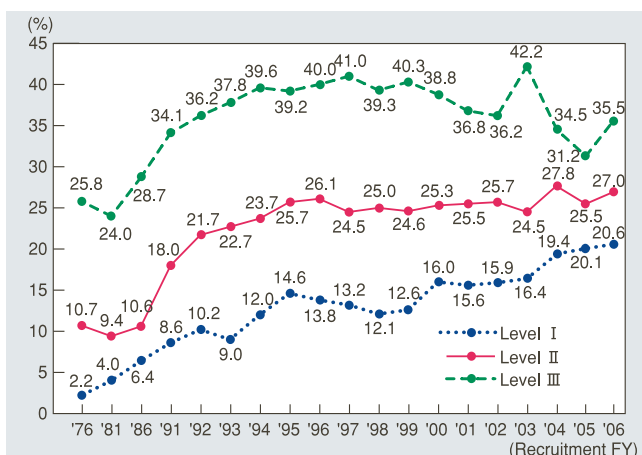
(2) Recruitment and Promotion of Female National Public Officers

The National Personnel Authority formulated its Guidelines Concerning the Enlargement of the Recruitment and the Promotion of Female National Public Officers in May 2001 (the Guidelines were revised in December 2005). In June 2001, in response to these Guidelines, the Headquarters for the Promotion of Gender Equality decided on measures for the Enlargement of the Recruitment and the Promotion of Female National Public Officers. Following this decision, each ministry formulated its own plan to enlarge the recruitment and promotion of female national public officers that stipulated targets to be achieved by the end of FY2005. Despite such efforts, however, the percentage of women in management positions remains low.

Given these circumstances, in 2004, the government has set a target percentage for female officers to be recruited (about 30 percent around the year 2010) as national government officers who have passed the Level I civil service exam.

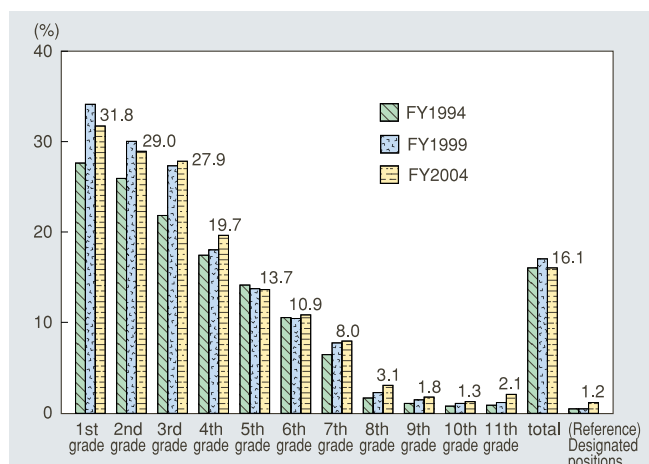
This target was included in the Second Basic Plan for Gender Equality that was approved by the Cabinet in December 2005.

Trends in the Proportion of Female National Public Officers



(Note) Data collected from National Personnel Authority
 * Level I recruitment examination (university graduate level)
 Level II recruitment examination (same as above)
 Level III recruitment examination (highschool graduate level)

Proportion of Female National Public Officers by Salary Grade (Administrative services(I))



(Source) "Survey on Recruitment of National Government Employees of General Class," National Personnel Authority

Gender-equal Society

2. Measures to Support Women's Challenges

The Second Basic Plan for Gender Equality was approved by the Cabinet on December 27, 2005, and calls for systematic efforts to achieve the following objective: "Women are expected to take at least 30 percent of the leadership positions in all fields of society by 2020." In a meeting of the Committee for Deliberation on Supportive Measures for Women's Renewed Challenges (chaired by the chief cabinet secretary and comprising relevant cabinet ministers) held on December 26, 2005, members formulated The Plan of Support for Women's Renewed Challenges. This plan provides comprehensive support measures relating to reemployment for women and entrepreneurial opportunities. It is being promoted in a concerted effort by the Cabinet ministries and agencies.

(1) Temporary Special Measures for Encouraging Women's Activities

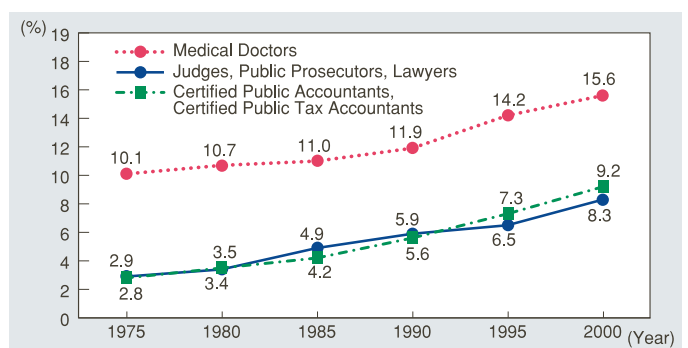
Efforts will be made to raise the percentage of women holding leadership positions to at least 30 percent by 2020. Toward this goal, "Positive Action"/"Temporary Special Measures" and other approaches will be promoted. The Cabinet Office promotes the hiring of women in corporations, labor organizations, management groups, education and research institutions and others, requesting that each such company, group or organization formulate their own independent plan to promote the hiring of women. At the same time, annual surveys are conducted on policies promoting female participation in decision-making processes and other activities.

Percentage of Women's Participation in Policy Decision-Making Processes

Women in National Parliaments	The House of Representatives	9.4%(Sep.2006)
	House of Councillors	14.0%(Sep.2006)
Women in Local Assemblies	Prefectures	7.2%(Dec.2005)
	Government-designated Cities	16.3%(Dec.2005)
Female National Public Officers (Managerial Positions)		1.7%(Jan.2005)

(Source) Ministry of Internal Affairs and Communications, The House of Representatives, House of Councillors, and National Personnel Authority

Trends in the Proportion of Women's Specialists



(Source) "National Census," Ministry of Internal Affairs and Communications

(2) One-stop Information and Network Services for Supporting Women's Challenges

Efforts are being made to ensure that information can be obtained easily through the establishment of help desks and other advice facilities nationwide, and at women's centers, gender-equality centers and other locations.

(3) Providing Information on Role Models near at hand

On the "Challenge Site" (<http://www.gender.go.jp/e-challenge/>) or through the Women Challenge Grand Prize, we provide information on role models of women's challenges near at hand. This aims to help individual women form images of the challenges that are realistic for them, from which they can make appropriate selections.

- Challenge campaign: Encouraging female high school students and college students to enter the science and technology fields

Science and technology are two of the fields where women's participation remains low, despite rising expectations for greater female roles. To promote understanding of job opportunities in the science and technology fields, several activities have been implemented since FY2005, including the holding of symposiums and information supplied through the website (Challenge Site).

- Support for community-based activities

Amid growing expectations for measures to revitalize community-based activities, the Cabinet Office provides expert support to women active in their communities while publicizing successful case studies.



(4) Support Plan for Women's Renewed Challenges (<http://www.gender.go.jp/saisien/index-sa.html>)

The creation of an environment in which women can make renewed challenges while raising their children in peace of mind is important in the formation of a gender-equal society and also for measures to tackle the nation's declining birthrate. It was with this understanding that the Plan to Support Women's Renewed Challenges was reviewed and amended in December 2006 and the measures it contains were enhanced. The Plan is designed to provide comprehensive assistance to women who have temporarily stopped working for child-rearing and other reasons to find jobs again, or to start their own businesses. (The plan was approved during a meeting of the Committee for Deliberation on Support Measures for Women's Renewed Challenges.*) The plan will be implemented in close cooperation with concerned government offices.

* The Committee, which was set up under the auspices of the Headquarters for the Promotion of Gender Equality in July 2005, is headed by the chief cabinet secretary and comprises cabinet ministers concerned.

Outline of Support Measures for Women's Renewed Challenges

Current Status Concerning Renewed Challenges

- Number of women seeking jobs (age 25-54): about 2.45 million (2005)
- About 70 percent of women leave their jobs at the birth of a first child
- Difficulty in finding jobs again that match their hopes and expectations
 - Difficulty in improving marketable skills, gathering information and other job-related activities while raising children
 - Difficulty in matching corporate employment needs and job seekers' occupational skills

Main contents of the Plan to Support Women's Renewed Challenges

1. Creation of local environment that facilitate renewed challenges
Promote the establishment of support networks to provide community-based locations where women raising children can stop by to receive job-related information and other services in a way that reflects their needs and level of activity.
2. Support for learning and skill development
Provide more opportunities to learn and develop skills useful when seeking a job.
3. Support for search to find reemployment
Enhance support to women engaged in child-raising as they initiate activities to find reemployment. This can be achieved by making consultation and employment introduction services more accessible to women with children. Businesses are also encouraged to open their doors wider to these women. Support is also to be provided for women who work from home. Women researchers or medical practitioners are also to be supported in their return to work. Support is to be provided for victims of spousal violence and single-parent families, to enable them to become independent.
4. Support for entrepreneurship and promotion of social participation
Help women learn management know-how and implement financial support measures, etc.
5. Comprehensive information provision, survey implementation by government
Provide support that enables women raising children to obtain information that will be effective in formulating long-term life plans.

Realization of a society where women can make renewed challenges while raising children with peace of mind

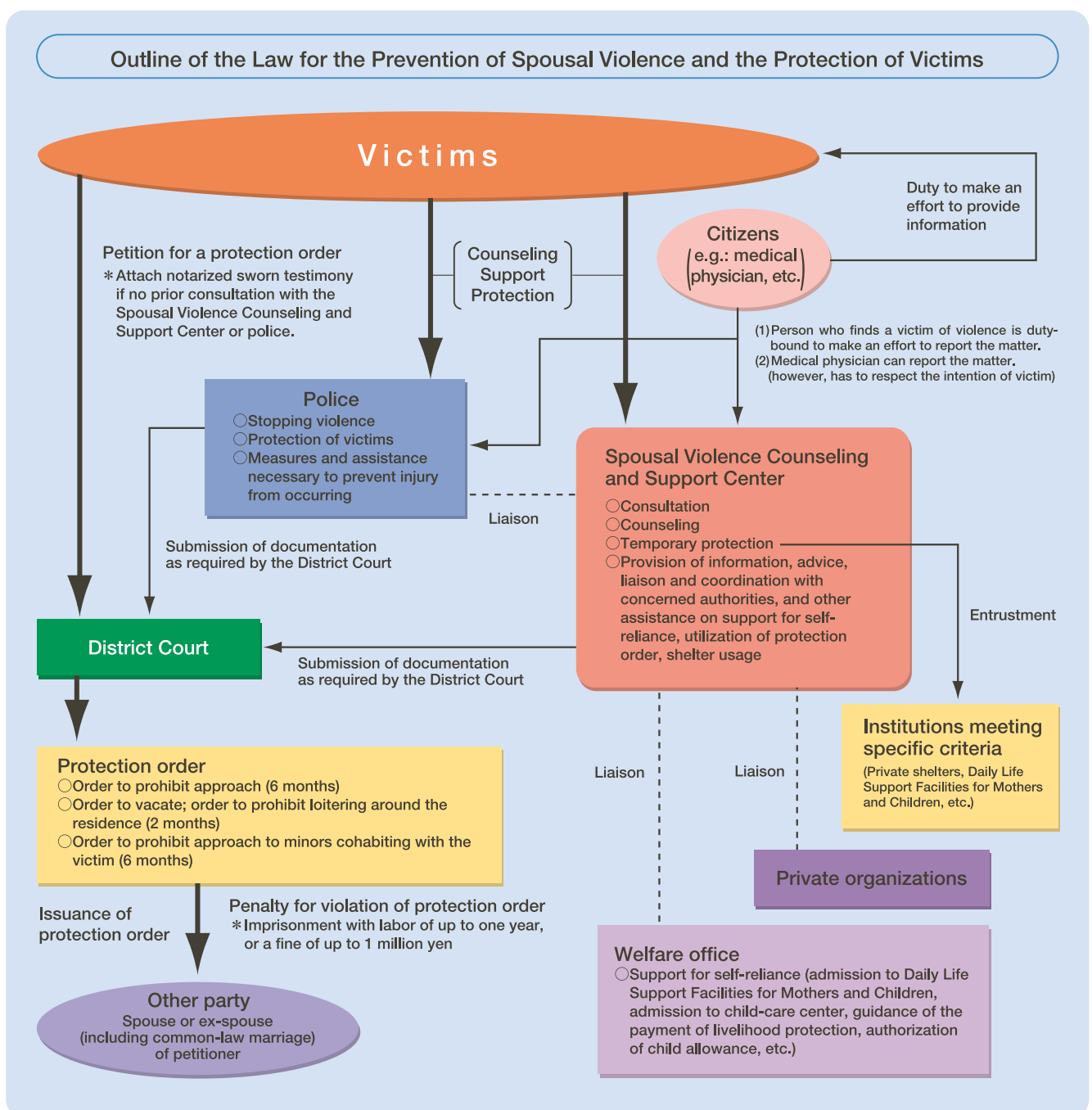
- Promote the formation of a gender-equal society.
- Contribute to measures to cope with the declining birthrate and develop the next generations.

3. Measures Aimed at Eliminating All Forms of Violence against Women

Violence against women, in the form of spousal violence, sexual crimes, prostitution, trafficking in persons, sexual harassment, and stalking behavior, is a severe violation of women's human rights, and represents a serious problem that has to be overcome as part of the process of achieving a gender-equal society. This problem is a serious one that affects Japan and the rest of the world. In 1999 the United Nations established an International Day for the Elimination of Violence against Women.

(1) Law for the Prevention of Spousal Violence and the Protection of Victims

Active efforts are made to provide training for persons concerned, raise public awareness, and conduct relevant studies pursuant to the Law for the Prevention of Spousal Violence and the Protection of Victims and the Basic Policies Concerning Measures for the Prevention of Spousal Violence and Protection of Victims. Based on the second Basic Plan for Gender Equality approved by the Cabinet in December 2005, further efforts are being made to prevent spousal violence and protect victims.



(2) Campaign for Eliminating of Violence against Women

The Headquarters for the Promotion of Gender Equality conducts a campaign for eliminating violence against women to enlighten people and to strengthen activities to eliminate violence against women, in collaboration with local governments, women's organizations, and other related organizations. The campaign runs for two weeks, from November 12 through November 25 (International Day for the Elimination of Violence against Women). The Cabinet Office holds a Symposium on Violence against Women every year during this period in conjunction with this campaign.

The Cabinet Office adopted a symbol for elimination of violence against women. The symbol has been widely used at publicity and enlightenment activities.



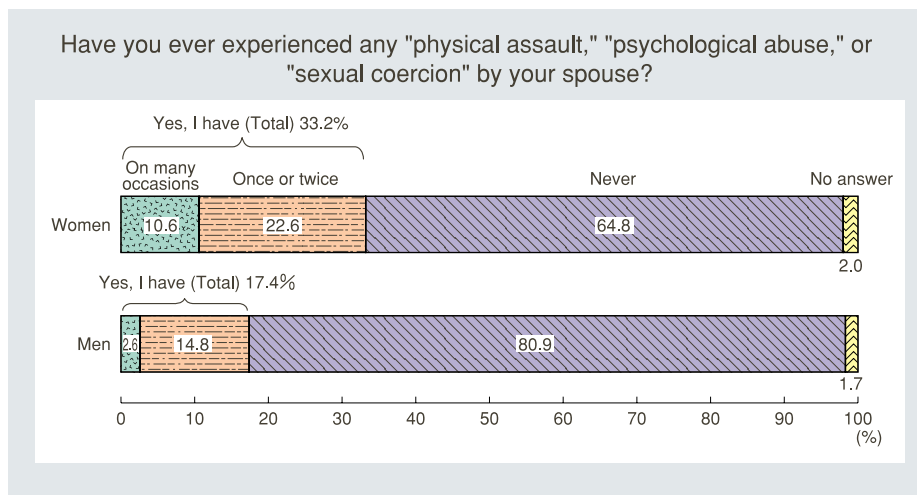
Symbol for Elimination of Violence against Women

(3) Surveys and Research Regarding Violence against Women

According to the "Survey on Violence between Men and Women," which was implemented by the Cabinet Office in 2005, of the people who had experience of marriage 26.7 percent of women and 13.8 percent of men responded that they had suffered physical assault from their spouse (including those living in a state of common law marriage and a spouse living separately or ex-spouse). In addition, 16.1 percent of women and 8.1 percent of men had suffered psychological abuse or frightening threats; and 15.2 percent of women and 3.4 percent of men had been coerced into unwanted sexual activity. In response to the question as to whether they had experienced physical assault, psychological aggression and/or sexual coercion, 10.6 percent of women and 2.6 percent of men responded that they had suffered from the above on numerous occasions.

Research and surveys are being conducted on the rehabilitation of batterers, and surveys are also conducted on awareness programs designed to prevent violence.

Violence by spouse



(Note) 1. Data from the Cabinet Office, "Survey on Violence between Men and Women (2005)"

2. Physical assault: Bodily assault, such as punching, kicking, pelting, and knocking over.

3. Psychological aggression: Mental harassment, such as using verbal abuse that would deny personal integrity or closely checking up on personal contacts; or frightening threats that would harm the respondents or any of their family members.

4. Sexual coercion: Coerced sexual affairs against the respondent's will.

(4) Information on Assistance in Incidents of Spousal Violence (<http://www.gender.go.jp/e-vaw/index.htm>)

The Cabinet Office provides on its website information on laws, schemes, and facilities that can provide help and support for victims of spousal violence.

(5) Training on providing support to victims of spousal violence

Staff of the Spousal Violence Counseling and Support Centers nationwide attend seminars on providing support to victims of spousal violence. In addition, the Cabinet Office dispatches experts on spousal violence to give advice and instructions in an "advisor dispatch operation program." Through these measures the Cabinet Office enhances consultation services for victims.

4. Cooperation with Local Governments and NGOs

To bring about a gender-equal society, it is important that local governments, working closely with citizens, promote measures based on each region's particular characteristics. Promotion of a wide range of activities related to gender equality in all sectors of society is also vital. The Cabinet Office is conducting various activities in collaboration with local governments and NGOs.

(1) Liaison Conference for the Promotion of Gender Equality (Egalit  Network)

The Liaison Conference for the Promotion of Gender Equality, also known as the Egalit  Network, has, since its inauguration in September 1996, undertaken a variety of activities. These include the hosting of twice-yearly general assemblies and the organization of forums for exchange and formulation of opinions, etc.

(2) Programs Encouraging Gender Equality Declaration Cities, Summit Meeting of Gender Equality Declaration Cities

The Cabinet Office and local governments have jointly held the “Programs Encouraging Gender-Equality Declaration Cities” since 1994. Ninety-two municipalities have declared themselves to be “Gender-Equality Declaration Cities” as of March 2007, via pronouncements by mayors and city council resolutions, resulting in programs to increase the appointment of women in advisory councils, as well as those to engage in publicity and promotional campaigns to inform the public, and many other activities. In addition, from 1996, the “Summit Meeting of Gender Equality Declaration Cities” has been held to further increase cooperation among Gender-Equality Declaration Cities.



(3) Gender Equality Forum

Since 2000, the Cabinet Office and local governments have jointly held the “Gender Equality Forum.” Citizens from all sectors of society, along with representatives of private and public organizations and agencies, meet together in one place to work toward realizing a gender-equal society, by taking advantage of the characteristics of each region. In FY2006 four forums were held across the country.



(4) Training on Gender Equality

Local government officials are the personnel most closely involved with residents and communities, and it is for this reason that the Cabinet Office provides such staff with “basic training” and “policy training” sessions on gender equality to deepen their understanding of related national government policies. “Counseling training” sessions for staff of comprehensive facilities for gender equality are also provided.

In order to provide better complaint processing services concerning gender equality matters, the Cabinet Office has prepared the “Complaints Handling Guidebook” and has distributed it to complaint handling sections at local governments, in addition to sending it to administrative counselors and human rights protection officers as well as using it as a teaching material during the training sessions for complaint handling officers at the local government level.

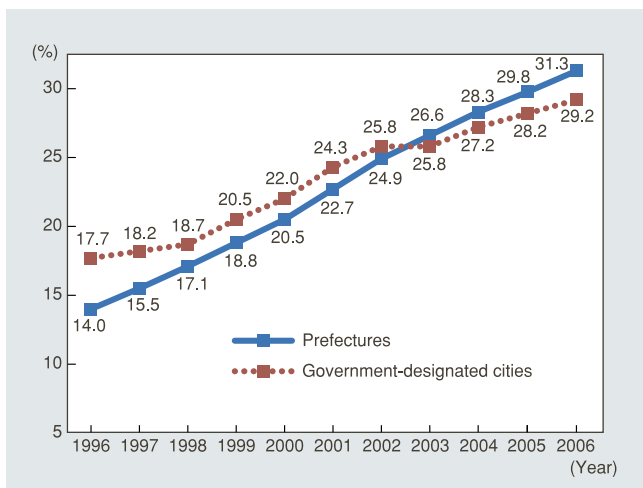
In addition, the Cabinet Office holds the “Gender Equality Young Leader Conference” every year, inviting younger people who are expected to play a leading role in local communities in the near future.



(5) Survey on the Status of the Formation of Gender-equal Society in Local Governments

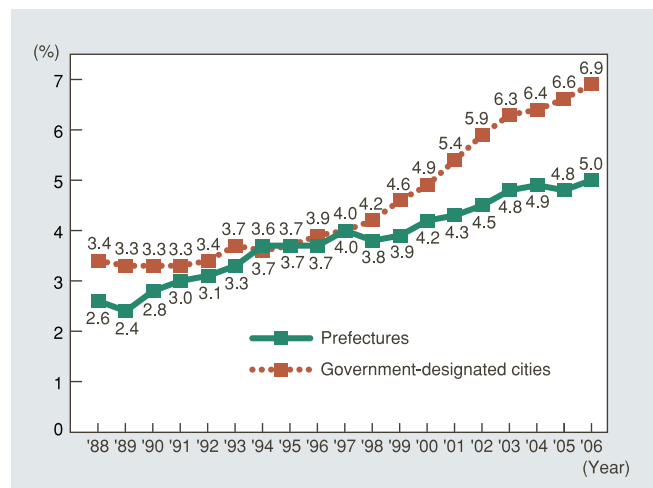
The Cabinet Office conducts an annual survey on the status of the promotion of measures on the formation of a gender-equal society or women-related issues in local governments. According to the results of the survey, 46 prefectures, 15 government-designated cities, and 293 municipalities have enacted ordinances on gender equality. Moreover, plans for gender equality have been formulated in all prefectures and government-designated cities. As for municipalities, on average it is the case that 44.4 percent of all municipalities have a gender quality promotion plan.

Proportion of Female Members in Advisory Councils and Committees of Local Governments



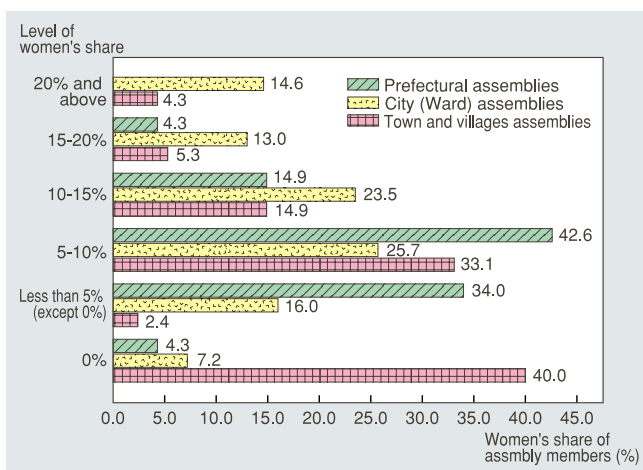
(Note) Those figures are simple averages of the proportion of female members of each prefecture or government-designated city.
(Source) Cabinet Office

Changes in the proportion of female managers of local governments



(Note)
1. Data up to 1993 were provided by the Ministry of Health, Labour and Welfare (June 1 each year). Data since 1993 have been provided by the Cabinet Office (March 31 each year up to 2004, April 1 each year afterwards).
2. Some prefectures did not include police headquarters up to 2003.

Proportion of female councillors in local assemblies



(Source) Compiled from materials provided by the Ministry of Internal Affairs and Communications (December 31, 2005).

5. International Cooperation

Efforts towards the promotion of a gender-equal society in Japan are closely related to various activities in international society. The Japanese government is currently working hard to implement international standards and guidelines and achieve internationally agreed commitments and norms for the advancement of status of women, as well as their integration into Japanese society, so that activities aimed at formulating a gender-equal society in Japan can be successfully implemented.

(1) Cooperation with UN Agencies

The Japanese government participates in international conferences such as the UN Commission on the Status of Women (CSW) and the Committee on the Elimination of Discrimination Against Women (CEDAW), and the Beijing+10 Review and Appraisal that took place in 2005. The government gathers information on international norms and standards and the global situation on gender equality, and provides information about activities underway in Japan. Through this active participation, Japan is making efforts in promoting cooperation together with UN system agencies and the national machineries of other countries.

East Asia Gender Equality Ministerial Meeting (June 30 - July 1, 2006, Tokyo)

The East Asia Gender Equality Ministerial Meeting was the first conference of its kind ever to be held in East Asia. It was organized on the initiative of the Japanese government and Japan served as the chair of the first meeting. The Ministerial meeting was attended by representatives from 16 countries and two international organizations (14 of the representatives were of ministerial rank). The "Tokyo Joint Ministerial Communiqué" was adopted during the meeting, and it was confirmed that the meeting should become an annual event.

(2) International Cooperation

1) Public Relations

The Cabinet Office features information on gender-equality-related activities in Japan through a series of English language publicity materials. These materials are distributed to the governments of other countries and to international organizations, and other institutions.

2) Bilateral Cooperation

Through cooperation with the Japan International Cooperation Agency (JICA) various supports are being provided to the national machineries for gender equality of developing countries. In addition, the Cabinet Office offers technical assistance by accepting trainees into Japan and also by dispatching its staff members to engage in such activities as gender mainstreaming seminars and workshops.

3) The Advisory Council on Assistance to Women in Afghanistan

To deliberate the best way to implement reconstruction assistance to Afghanistan with due consideration for the needs of women, the Advisory Council on Assistance to Women in Afghanistan has been held since February 2002, organized by the chief cabinet secretary.

6. PR Activities

(1) Implementation of "Gender Equality Week"

To deepen the understanding of the goals and the basic philosophy of the Basic Law among the public, and to promote various measures/efforts for realizing a gender-equal society, "Gender Equality Week" has been held regularly since 2001, based on the decision by the Headquarters for the Promotion of Gender Equality in December 2000.

Gender Equality Week (the week from June 23 to 29) was set to match the promulgation and enforcement date of the Basic Law for a Gender-equal Society. During the week, various events are held with the cooperation of local governments, women's organizations, and other related organizations.

The events sponsored by the Cabinet Office are as follows:

- "National Conference for the Formation of a Gender-equal Society"
- "Chief Cabinet Secretary's Commendation for Efforts Toward the Formation of a Gender-equal Society"
- "Women's Challenge Grand Prize" and "Women's Challenge Support Grand Prize"
- Contest for slogans of the week, making and distributing posters
- Public service announcements of the week



"Gender Equality Week" Poster

(2) Promotion of Publicity and Awareness-raising Activities through Various Media

The Gender Equality Bureau runs advertisements in newspapers and magazines to promote public understanding and cooperation toward the realization of a gender-equal society. Its public relations efforts also involve a wide range of media including various publications, video, and the Bureau's website (<http://www.gender.go.jp>).

○Publication of Public Relations Magazines

"News from the Headquarters for the Promotion of Gender Equality" and a general magazine on gender equality, "Equal Participation 21" are published to spread information about the activities of the Headquarters for the Promotion of Gender Equality, local government, women's organizations, and other related organizations. The Cabinet Office also provides information gathered at international conferences in these magazines.

○Establishment of a Website (<http://www.gender.go.jp>)

A website of the Gender Equality Bureau of the Cabinet Office has been established to facilitate national and international dissemination of information on measures related to gender equality and relevant data, including the activities of the Council for Gender Equality. The website is available in Japanese and English.

White Paper on Gender Equality

The Bureau also produces a White Paper on Gender Equality, pursuant to Article 12 of the Basic Law. The White Paper demonstrates the progress in promoting gender equality in Japan and describes the government's measures including deliberations in various committees. The 2006 white paper focuses on "Formation of a Society Supportive of Women's Renewed Challenges." The White Paper provides information on how women, who have curtailed their working lives to give birth to and raise children, have managed to find jobs again and engage in entrepreneurial activities. The White Paper enumerates actions and measures designed to support women's renewed challenges.

(Available on http://www.gender.go.jp/english_contents/white_paper_index.html)