

## 4. Expansion of Women's Participation in Policy and Decision-making Processes in All Fields in Society

Various efforts are being undertaken through the promotion of “positive action” to expand women’s participation in policy and decision-making processes in all fields of society.

### Positive action

“Positive provision of opportunities for either women or men within necessary limits to redress gender disparities in terms of formation of a society where both women and men shall be given equal opportunities to participate voluntarily in activities in all fields as equal partners in society” (Article 2, The Basic Act for a Gender-Equal Society)

### (1) Target of “30% by 2020”

With the aim of achieving the target of “increasing the share of women in leadership positions to at least 30% by 2020 in all fields in society” (“the target of 30% by 2020”), numerical targets for women’s participation were set in the Third Basic Plan for Gender Equality for a wide range of fields, including politics, national and local civil services, private sector, education and research.

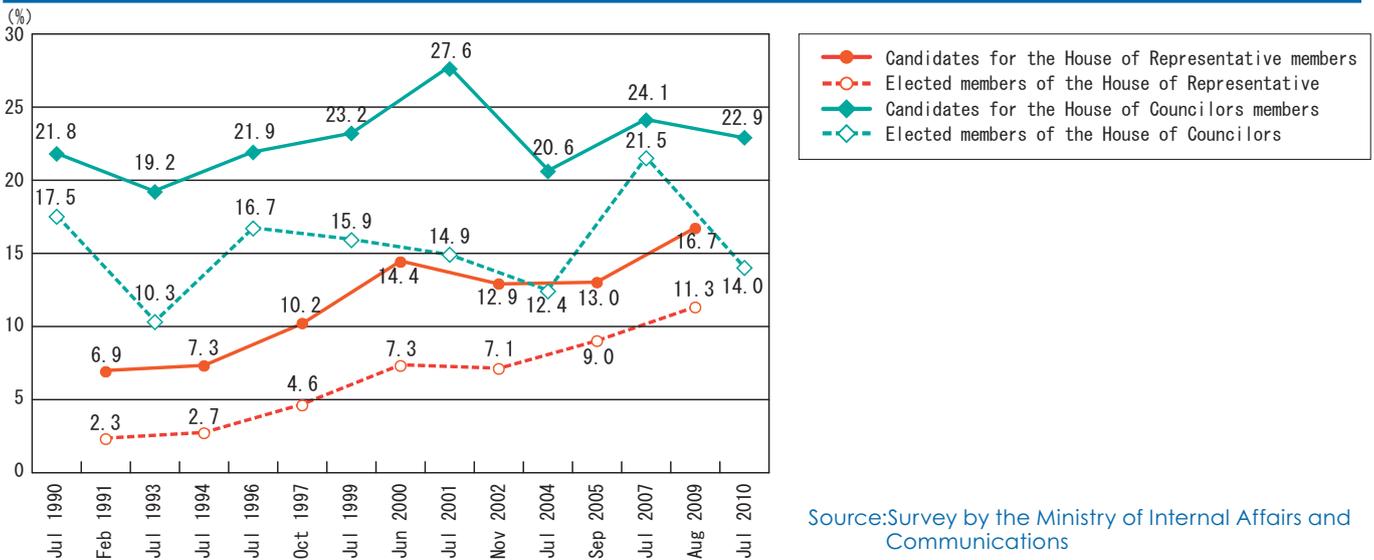
### List of Numerical Targets

Proportion of Women for Each Item		Currently	Target (Deadline)
Politics	Election candidates of members of the House of Representative	16.7% (2009)	30% (2020)
	Election candidates of members of the House of Councilors	22.9% (2010)	30% (2020)
National Government	National public employees through the recruitment examination	25.8% (fiscal 2012)	Approx. 30% (end of fiscal 2015)
	Managers (positions equivalent to or higher than the director of the division and the office in central government ministries)	2.5% (fiscal 2010) (as of January 2011)	Approx. 5% (end of fiscal 2015)
	Members of national advisory councils and committees	33.2% (2011)	40% – 60% (2020)
Local Government	Local public employees through recruitment examinations (advanced level examination) for prefectural governments	23.8% (2010)	Approx. 30% (end of fiscal 2015)
	Managers in prefectural governments (positions equivalent to or higher than the director of a prefectural government office)	6.4% (2011)	Approx. 10% (end of fiscal 2015)
	Members of prefectural government advisory councils and committees	28.8% (2011)	30% (2015)
Private Sector	Section manager or higher in private companies	6.2% (2010)	Approx. 10% (2015)
Education and Research	Managerial positions in primary and secondary educational organizations (assistant principal or higher)	14.8% (2011)	30% (2020)
	University professors (presidents, vice presidents, professors, associate professors, and lecturers)	17.8% (2011)	30% (2020)

### (2) Expansion of Women's Participation as National Diet Members

The proportion of women occupying positions as National Diet members in Japan is at a low level compared with other countries around the world. Women’s participation in the field of politics is an important task, and the government requests political parties to make efforts in order to achieve the objective of raising the proportion of female election candidates for the House of Representative and the House of Councilors to 30% by 2020.

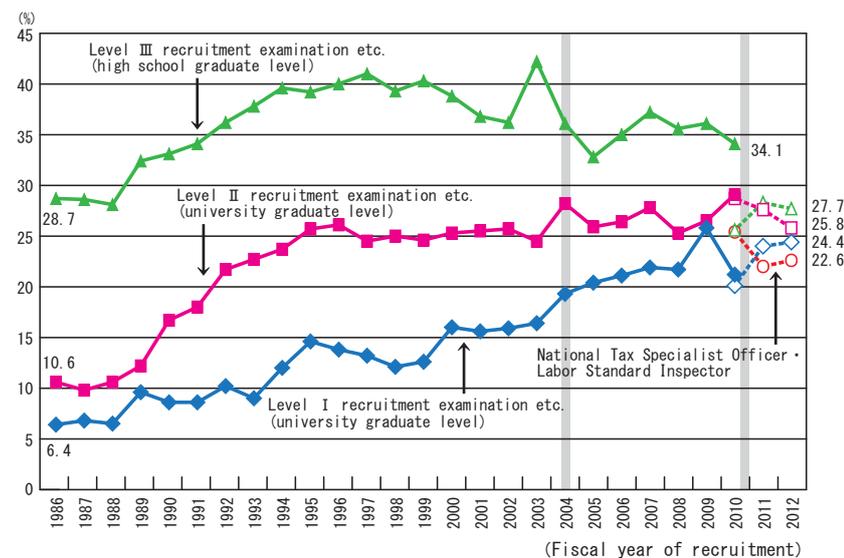
## Female Candidates and Election Winners for the House of Representative General Election and the House of Councilors Regular Election



### (3) Recruitment and Promotion of Female National Public Employees

The government sets the target of having the proportion of female national public employees hired based on the recruitment examination reach approximately 30% by the end of fiscal 2015. It is also working to promote female employees to senior position, with a target of having the proportion of females in managerial positions (positions equivalent to or higher than the director of the division and the office in central government ministries) in the whole of government reach approximately 5% (positions equivalent to or higher than division director of a regional office or assistant director in central government ministries approximately 10%, positions equivalent to designated service approximately 3%).

## Female Recruiting by National Government through Recruitment Examinations

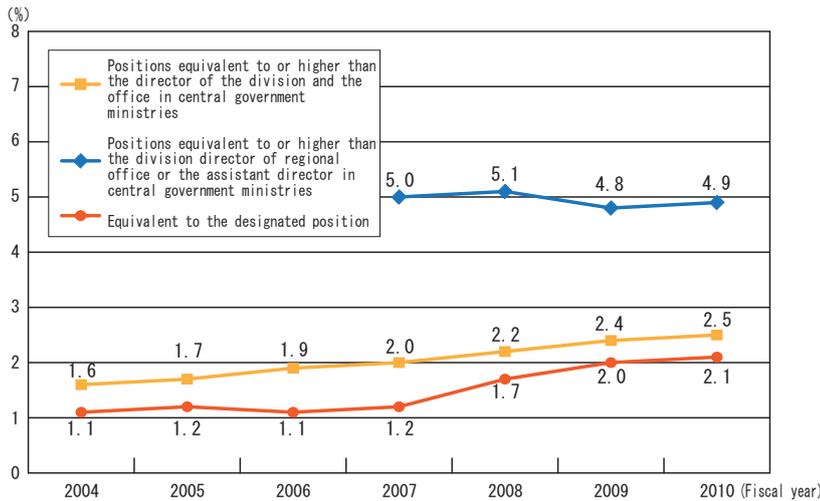


Notes:

1. Data from the National Personnel Authority and from the "Toward the Enlargement of the Recruitment and Promotion of Female National Public Employees – Follow-up Measures," National Personnel Authority, Ministry of Internal Affairs and Communications
2. Data for fiscal 2003 and before represent female employees employed by level I, II and III Recruitment Examinations (including those employed by independent administrative agencies), excluding those employed by the Defense Agency or as the National Diet staff.
3. Data from fiscal 2004 until fiscal 2010 represents the aggregate of female employees employed by level I, II and III Recruitment Examinations (excluding those employed by independent administrative agencies or as the National Diet Staff), those employed by level I, II and III Recruitment Examinations by the Ministry of Defense or other similar examinations and those employed by Mid-career Recruitment Examination after fiscal 2008 (excluding imperial palace guards, correctional officers and immigration control officers).

4. In fiscal 2011 the scope of examinations was changed from those up to fiscal 2010, based on the Third Basic Plan for Gender Equality. Specifically, ratios are as follows: "Level I examinations" include National Civil Servant level I Recruitment Examination and level I Recruitment Examination by the Ministry of Defense, "Level II examinations" include National Civil Servant level II Recruitment Examination, Legal Instructor Employment Examination, the Ministry of Foreign Affairs Specialist Employment Examination, Air Traffic Controller Employment Examination, and level II Recruitment Examination by the Ministry of Defense, "Level III examinations" include National Civil Servant level III Recruitment Examination, Imperial Palace Guard Employment Examination, Correctional Officer Employment Examination, Immigration Control Officer Employment Examination, Examination to Enter the Aeronautical Safety College, Examination to Enter the Japan Coast Guard Academy, Japan Coast Guard School Employment Examination (including special cases), Examination to Enter the Meteorological College, and level III Recruitment Examination by the Ministry of Defense, and "National Tax Specialist Officer and Labor Standard Inspector" includes the National Tax Specialist Officer Employment Examination and Labor Standard Inspector Employment Examination. For comparison, ratios according to the same examination scope (marks without color) are indicated for fiscal 2010 as well.
5. Ratios of employment from fiscal 2005 and after are ratios as of April 30 of the relevant year.

## Female National Public Employees in Managerial Positions



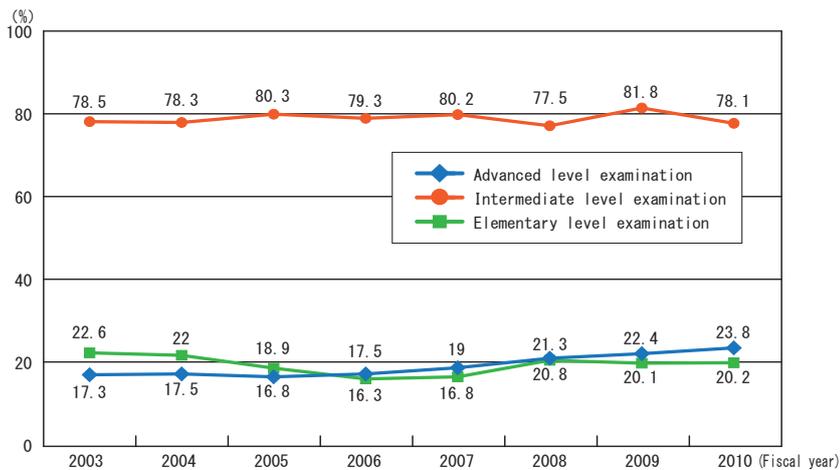
Source: "Results of a Follow-up on the state of expansion of recruiting and promoting female national public employee," the Ministry of Internal Affairs and Communications, and the National Personnel Authority

Note: The survey targeted the officials to whom Administrative Service (I) Salary Schedule under the Act on Remuneration of officials in Regular Service is applied, officials to whom the Designated Service Salary Schedule is applied, and the Ministry of Defense employees (people receiving remuneration of an amount stipulated in Administrative Service (I) Salary Schedule or the Designated Service Salary Schedule; until 2005 it included officials to whom the Defense Counselor Salary Schedule is applied.)

### (4) Recruitment and Promotion of Female Local Public Employees

The government is aiming to achieve a target of having the proportion of female local public employees hired based on the university graduate level examination (advanced level examination) reach approximately 30%, and of having the proportion of female public employees in managerial positions reach approximately 10%.

## Female Recruiting by Local Governments through Recruitment Examinations

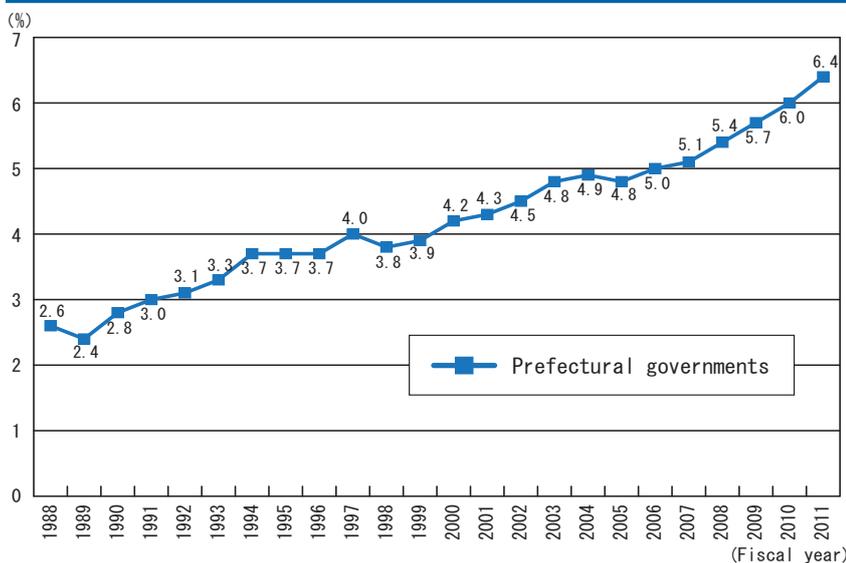


Source: Data from the Cabinet Office

Notes:

1. Proportion of women among the total number of people hired by prefectural governments
2. Approximate level correlations: advanced = university graduates, intermediate = junior college graduates, elementary = high school graduates

## Female Local Public Employee in Managerial Positions



Source: Until 1993, data from the Ministry of Health, Labour and Welfare (as of June 1 of each year); from 1994 onward, data from the Cabinet Office (as of March 31 of each year until 2003, and as of April 1 of each year from 2004 onward)

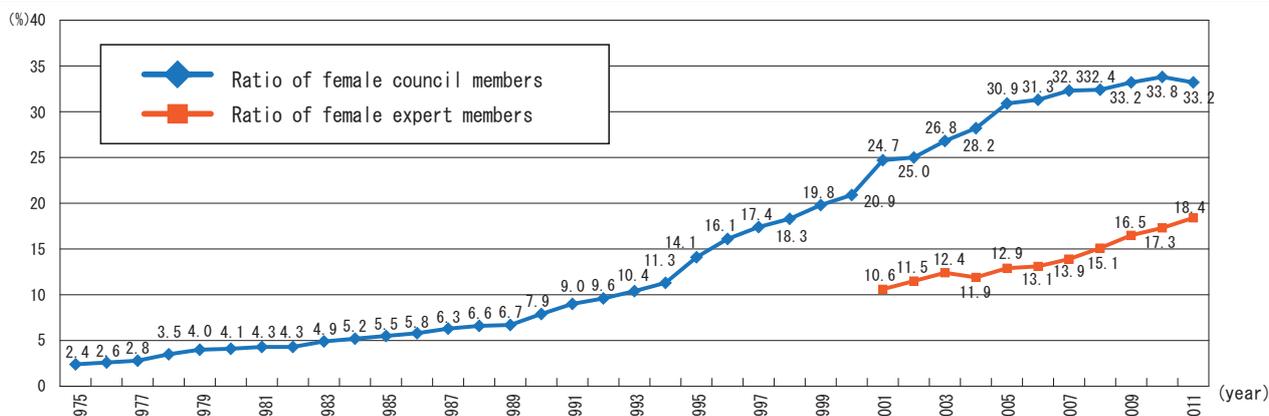
Notes:

1. Until 2003, some police headquarters were not included, depending on the prefectural government.
2. In this survey, managerial positions refer to positions equivalent to or higher than the director of the headquarter in local governments, and at government branches, etc., managerial positions refer to positions corresponding to positions equivalent to or higher than the director of the headquarter in local governments.

## (5) Expansion of Women's Participation in National Advisory Councils and Committees Members

With regard to female national advisory councils and committees, efforts to set numerical targets and achievement deadlines have proved effective. Efforts are currently being made to achieve, by 2020, a target of having neither gender make up less than 40% of the total members of the committee as a whole. Based on a survey at the end of September 2010, the proportion of female members was 33.2%.

### Female Members in National Advisory Councils and Committees

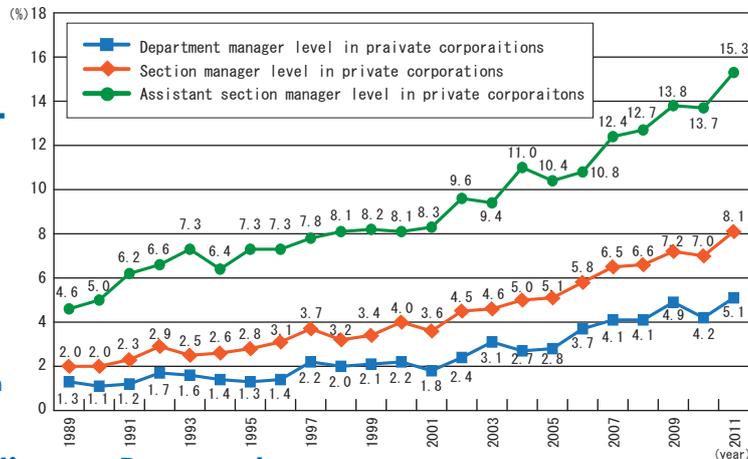


Source: Data from the Cabinet Office

## (6) Expansion of Women's Participation in Private Corporation Managerial Positions

The government promotes private corporations' various efforts to promote female employees to senior position toward achieving the target of increasing the share of female managerial level to approximate 10% by 2015.

### Women in Private Corporation Managerial Staff, by Position



Source: "Basic Survey on Wage Structure" the Ministry of Health, Labour and Welfare

Notes: All data is based on values from corporations with 100 or more employees.

## (7) Expansion of Women's Participation as Researchers

The proportion of female researchers in Japan is 13.8% (as of 2011), which is a low compared to other developed nations. Universities and research organizations are making efforts toward a target of having the proportion of female university professors (presidents, vice presidents, professors, associate professors and lecturers) reach 30% by 2020. Changes in the proportion of female researchers will be followed up under the Basic Plan for Gender Equality.

Notes:

- Source for information on researchers: "Science and Engineering Indicators", the Ministry of Internal Affairs and Communications
- Source for information on university professors: "School Basic Survey", the Ministry of Education, Culture, Sports, Science and Technology. Values for 2011 are preliminary figures.

### Female Researchers and University Professors

