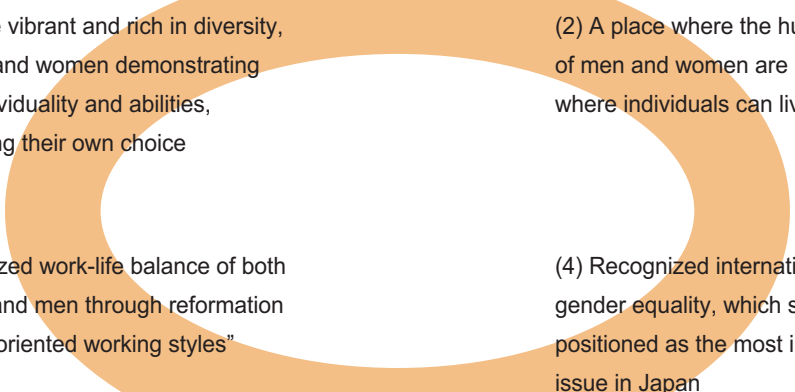


### 3. The Fourth Basic Plan for Gender Equality

To foster gender equality-related measures in a comprehensive and planned manner based on the Basic Act for Gender Equal society, basic approach through 2025, long-term governmental policy directions and specific measures implemented by 2020 are set in this plan.

#### ■ Targets for Gender-equal Society

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- (1) Made vibrant and rich in diversity, by men and women demonstrating their individuality and abilities, respecting their own choice
  - (2) A place where the human rights of men and women are respected, where individuals can live with dignity
  - (3) Realized work-life balance of both women and men through reformation of “men-oriented working styles”
  - (4) Recognized internationally for gender equality, which should be positioned as the most important issue in Japan

#### ■ Performance Objectives for 2020

##### I Women’s participation and advancement in all fields of society

- ① Reformation of “men-oriented working styles” for women’s empowerment
- ② Expansion of women’s participation in policy decision-making processes
- ③ Securing equal opportunities and treatment between men and women and work-life balance
- ④ Promotion of gender equality in the area of regional and rural development and environment
- ⑤ Gender equality in science and technology and academic fields

Proportion of Women for Each Item		Currently	Target(Deadline)
National civil service	Proportion of women in director	4.4% (July 2017)	7% (end of FY2020)
	Proportion of women in section chief	22.2% (July 2017)	30% (end of FY2020)
Prefectural (city) civil service	Proportion of women in director	9.8% (16.9%) (2017)	15% (20%)
	Proportion of women in section chief	22.4% (33.5%) (2017)	(end of FY2020)
Private corporations	Proportion of women in director	10.3% (2016)	30% (35%) (end of FY2020)
	Proportion of women in section chief	18.6% (2016)	15% (2020)
Employment rate for women between the ages of 25 - 44		72.7% (2016)	25% (2020)
Proportion of workers whose average of weekly working hours is upper 60		male: 11.7% female: 2.6% (2016)	5.0% (2020)
Percentage of male workers who take child care leave	National civil service	8.2% (FY 2016)	13% (2020)
	Local civil service	3.6% (FY 2016)	13% (2020)
	Private corporations	3.16% (FY 2016)	13% (2020)

## II Safety and security of life

- ⑥ Support for women's lifelong health
- ⑦ Elimination of all forms of violence against women
- ⑧ Creation of an environment in which people facing poverty, aging, disabilities can lead secure lives

Proportion of Women for Each Item	Currently	Target(Deadline)
Healthy life expectancy (by sex)	male: 71.19 years old female: 74.21 years old (2013)	extends for more than one-year-old healthy life expectancy male: 70.42 years old → 71.42 years old female: 73.62 years old → 74.62 years old (2010→2020)
Number of one-stop support center for victims of sexual crime and violence which local government is concerned with	41places(41 prefectures) (Nov. 2017)	At least 1 in each prefecture (2020)
Number of single-parent who take regular employment through employment security office	36,620cases (FY 2016)	overtaking the number of previous year (every year)

## III Infrastructure improvement on the realization of gender equal society

- ⑨ Consolidation of the social systems based on the perspective of gender equality
- ⑩ Awareness-raising on gender equality through education and media
- ⑪ Establishing disaster risk management and reconstruction system from the perspective of gender equality
- ⑫ International collaboration and contribution on gender equality

Proportion of Women for Each Item	Currently	Target(Deadline)
Awareness of the term "gender-equal society"	male: 70.4% female: 63.3% (2016)	100% in both sex (2020)
Number of wait-listed children on childcare services	26,081people (Apr. 2017)	toward zero (End of FY 2017)
Proportion of graduate students at the undergraduate level by sex	male: 54.6% female: 45.4% (2014)	5 points reduction of the gap (2020)
Proportion of female members of prefectural disaster councils	14.0% (2016)	30% (2020)

## IV Implementation of the plan

Proportion of Women for Each Item	Currently	Target(Deadline)
Proportion of municipalities which establish basic plan	city: 96.4% town and village: 56.5% (2017)	city: 100% town and village: 70% (2020)