

## 7. Expansion of Women's Participation in Policy and Decision-making Processes in All Fields of 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 of society” (“the target of 30%”), 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.

The Fourth Basic Plan shows the highly ambitious targets that could be achieved if all-out efforts are made in each field such as politics, administration, economy, regional, science and technology for the expansion of women’s social participation across those fields. The plan also includes a target regarding the layer of women in previous stage who will assume leadership positions in the future.

### ■ List of Numerical Targets in the Fourth Basic Plan for Gender Equality

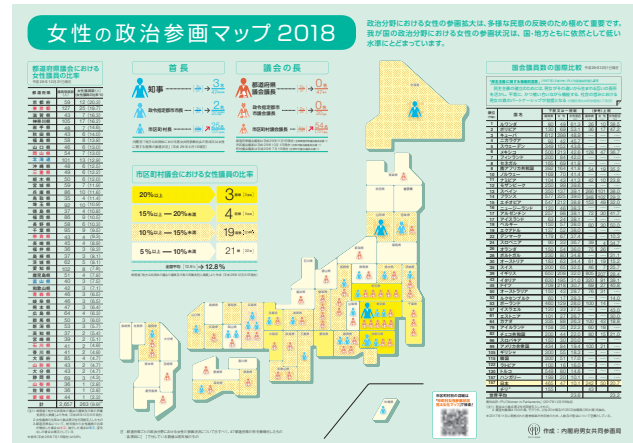
Proportion of Women for Each Item		Currently	Target (Deadline)
National Government	Proportion of women in government positions equivalent to director of central government ministries and agencies	4.4% (July 2017)	7% (end of fiscal 2020)
	Proportion of women in government positions equivalent to the chief staff levels of central government ministries and agencies	24.2% (July 2017)	30% (end of fiscal 2020)
Local Government	Proportion of women in positions equivalent to director of prefectural government (municipalities) office	9.8% (16.9%) (2017)	15% (20%) (end of fiscal 2020)
	Proportion of women in positions equivalent to the chief staff levels of prefectural government (municipalities) office	22.4% (33.5%) (2017)	30% (35%) (end of fiscal 2020)
Private Sector	Proportion of women in positions equivalent to the section manager level	10.3% (2016)	15% (2020)
	Proportion of women in positions equivalent to the subsection leader level	18.6% (2016)	25% (2020)

## (2) Expansion of Women's Participation in 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 to make efforts in order to achieve the objective of raising the proportion of female election candidates for the House of Representatives and the House of Councilors to 30% by 2020. Therefore, in accordance with the Fourth Basic Plan for Gender Equality, the government has requested political parties to consider introducing positive actions to increase the proportion of women candidates in national and other elections. In addition, the government has been providing information, including a map it created that vividly shows the situation of women's participation in politics.

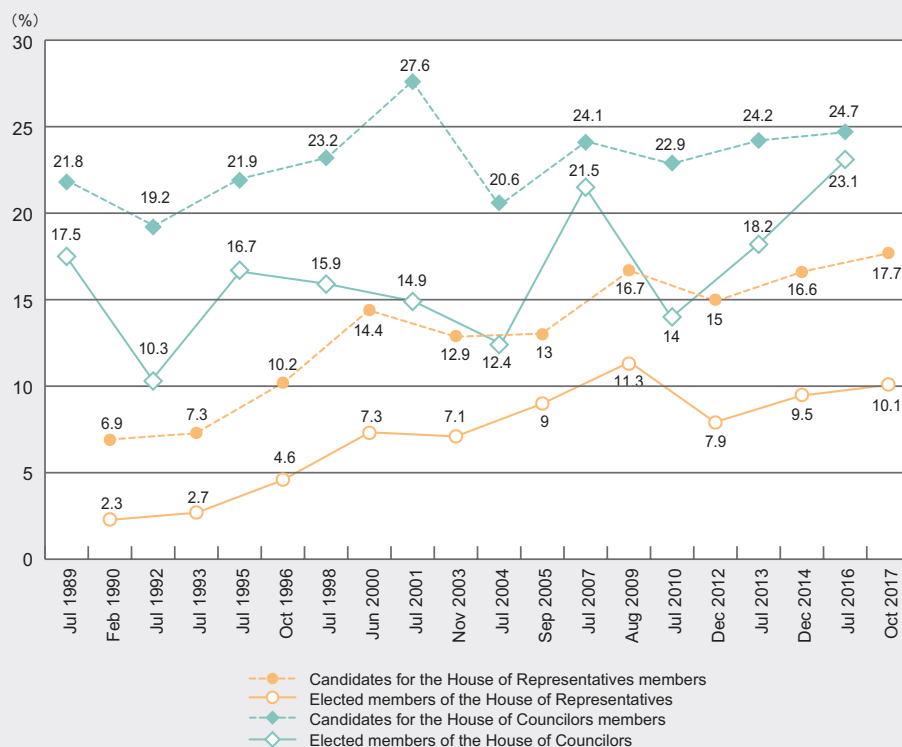


Requested political parties  
to increase the proportion of women candidates



Map of women's participation in politics

## Female Candidates and Elected Member of the House of Representatives in General Election and the House of Councilors in Regular Election

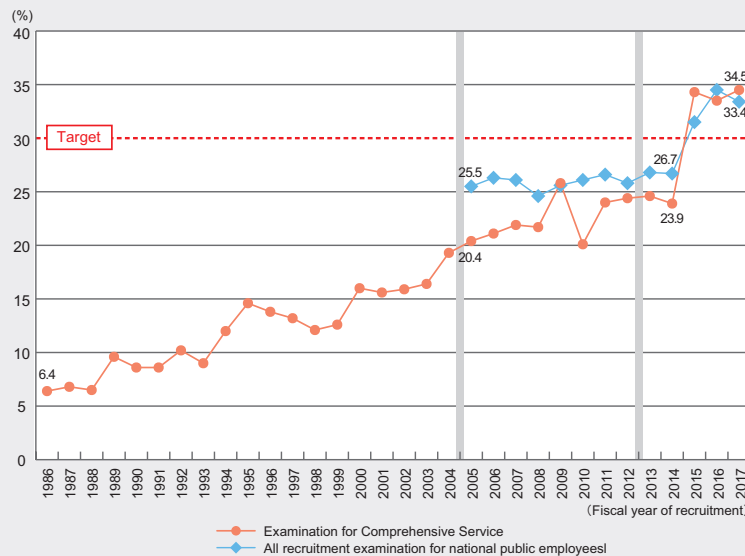


Source: Survey by the Ministry of Internal Affairs and Communications

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

In the Fourth Basic Plan for Gender Equality, the government sets the target of having the proportion of female national public employees hired based on the recruitment examination reach 30% or more and to achieve this goal in the adoption of fiscal 2017. It is also, working to promote female employees with a target of having the proportion of females in managerial positions equivalent to designated service 5%, positions equivalent to director of the central government ministries 7%, positions equivalent to director of central government regional organizations or assistant director of central government ministries and agencies 12% and the subsection leader level 30%.

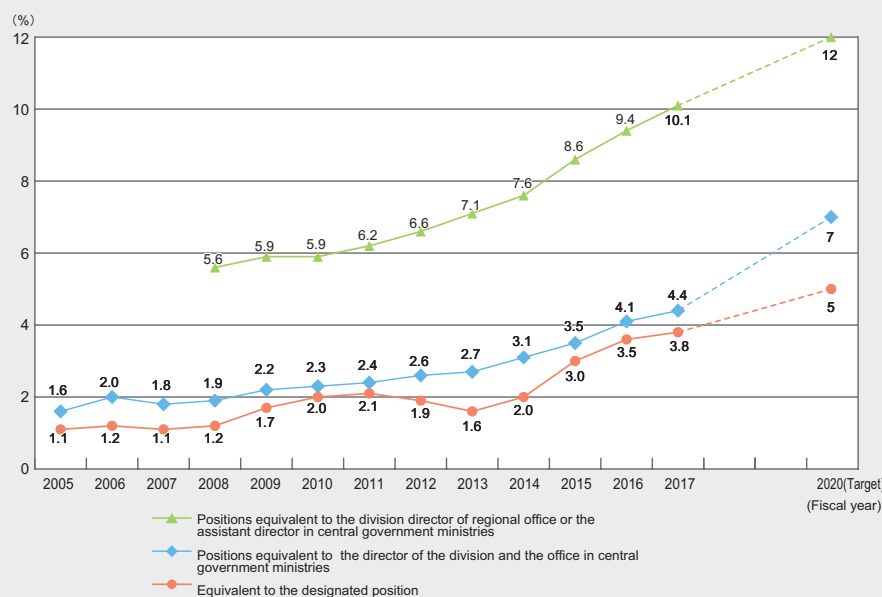
#### ■ Proportion of Female National Public Employees through Recruitment Examinations



Note:

1. Data for 2003 and before from the National Personnel Authority (NPA). Data for 2004 to 2012 from "Recruitment and Promotion of Female National Public Employees – Follow-up Measures," the Ministry of Internal Affairs and Communications (MIC) and NPA. Data for 2013-2016 from "Recruitment of Female National Public Employees – Follow-up Measures" which is published by MIC and NPA (2013 ver.), Cabinet Secretary Cabinet Bureau of Personnel Affairs and NPA (2014 ver.), and Cabinet Secretary Cabinet Bureau of Personnel Affairs (since 2015 ver.).
  2. "Comprehensive Service" refers to National Public Service Recruitment Examination for Comprehensive Service (graduate school or university graduate level) the Level I Recruitment Examination (university graduate level) and the Level I Recruitment Examination of Ministry of Defense Personnel.
- Data for fiscal 2003 and before represent female employees employed by the Level I Recruitment Examination (including those employed by independent administrative agencies), excluding those employed by the Defense Agency or as the National Diet staff.

#### ■ Proportion of Female National Public Employees in Managerial Positions



Source:

Created from "Follow-up on the state of promoting female national public employee and acquisition of child care leave of national public employee," October 2017

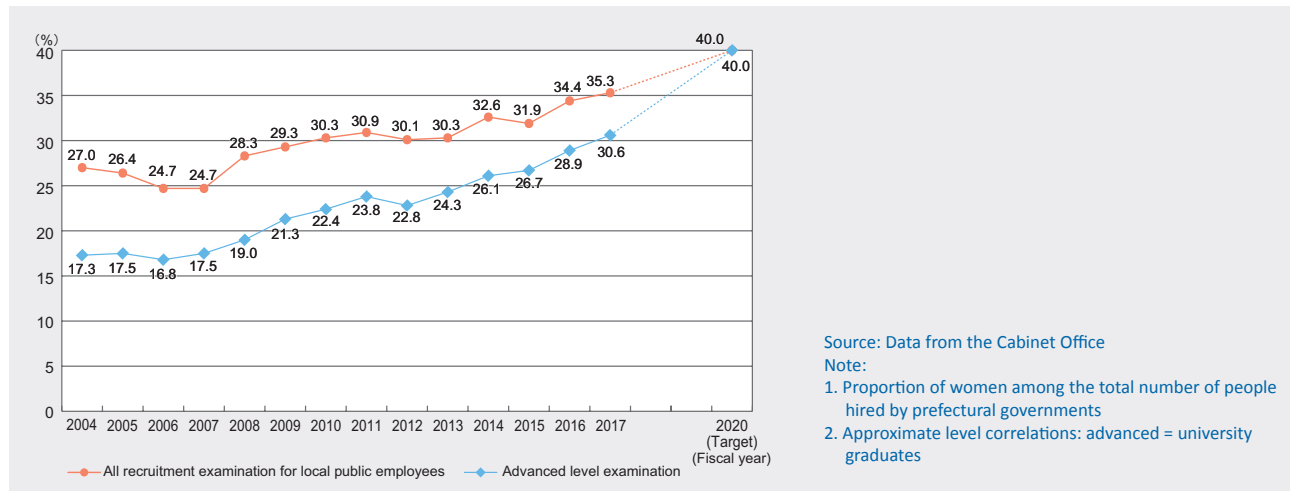
Note:

The survey targeted the officials who are applied Salary Schedule for administrative service (1), Salary Schedule for professional administrative service, Salary Schedule for taxation service, Salary Schedule for public peace service (1), Salary Schedule for public peace service (2), Salary Schedule for designated service under the Act on Remuneration for National Public Employees (Act No. 95 of 1950, hereinafter referred to as "the Regular Service Remuneration Act"), and the Ministry of Defense employees who are receiving remuneration of an amount stipulated in the Administrative Service (I) Salary Schedule, the Designated Service Salary Schedule of the Regular Service Remuneration Act under the Act on Remuneration of Officials in the Ministry of Defense (Act No. 266 of 1952.); until 2005 it included officials to whom the Defense Counselor Salary Schedule is applied.

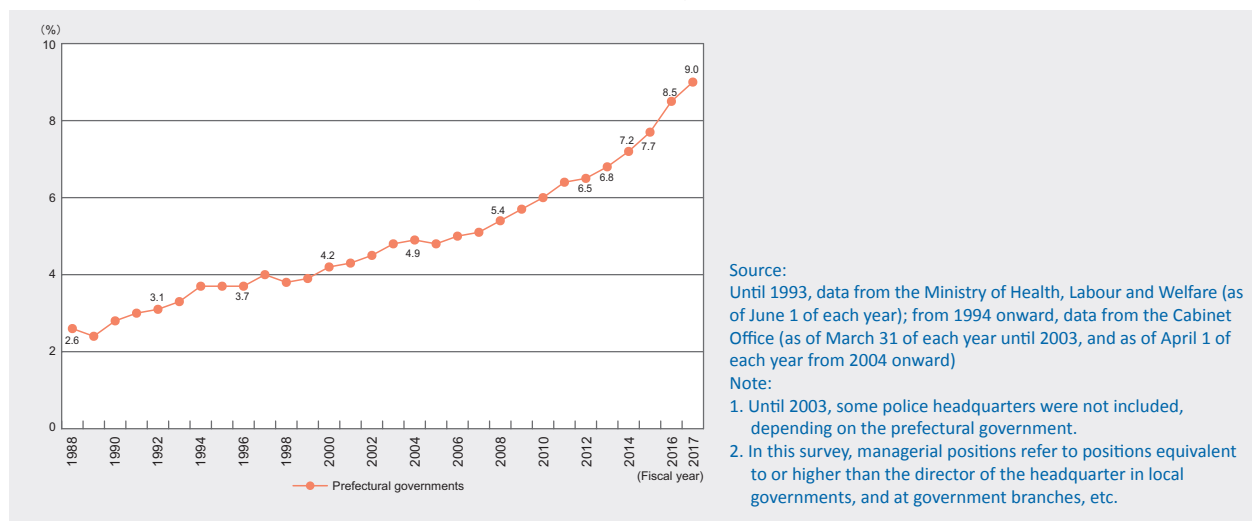
#### (4) Recruitment and Promotion of Female Local Public Employees

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

##### ■ Proportion of Female Local Public Employees through Recruitment Examinations



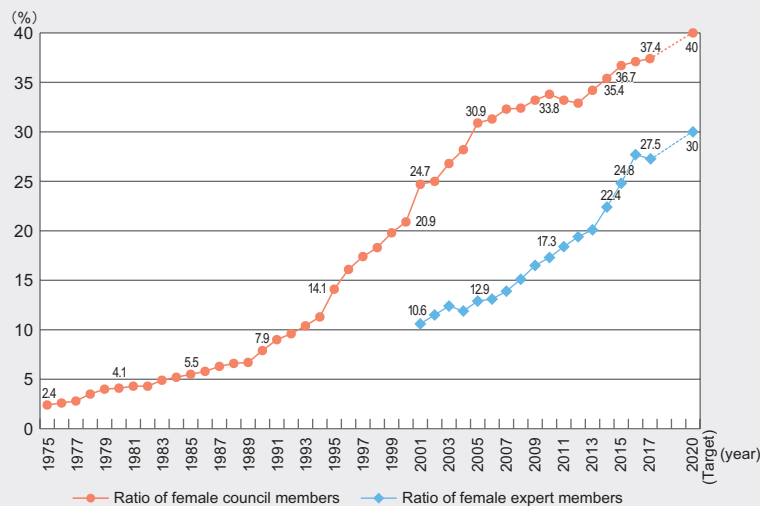
##### ■ Female Local Public Employees in Managerial Positions



#### (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 2017, the proportion of female members was 37.4%.

## Proportion of Female Members in National Advisory Councils and Committees

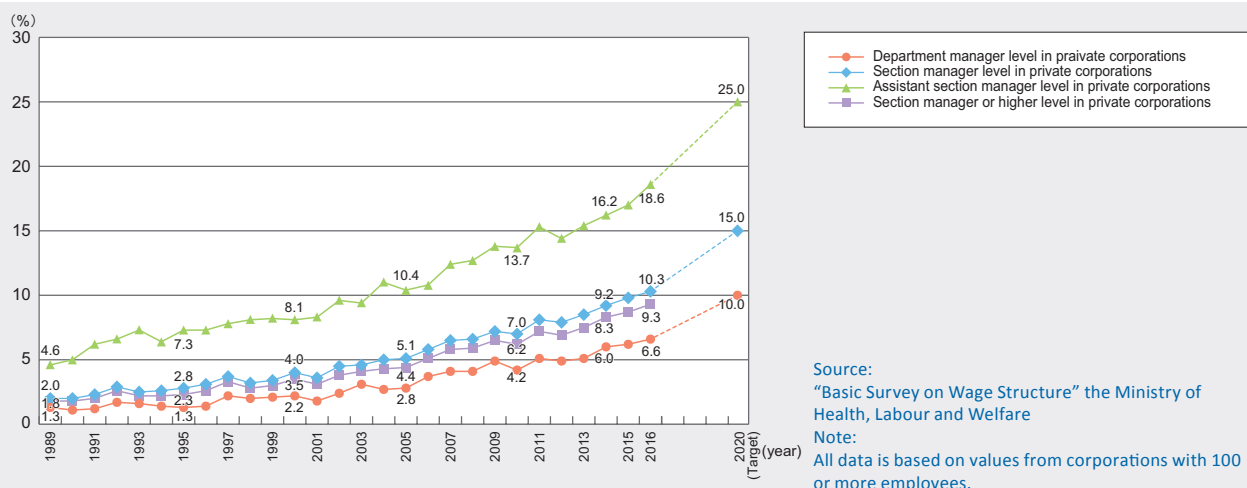


Source: Data from the Cabinet Office

## (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 15% by 2020.

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



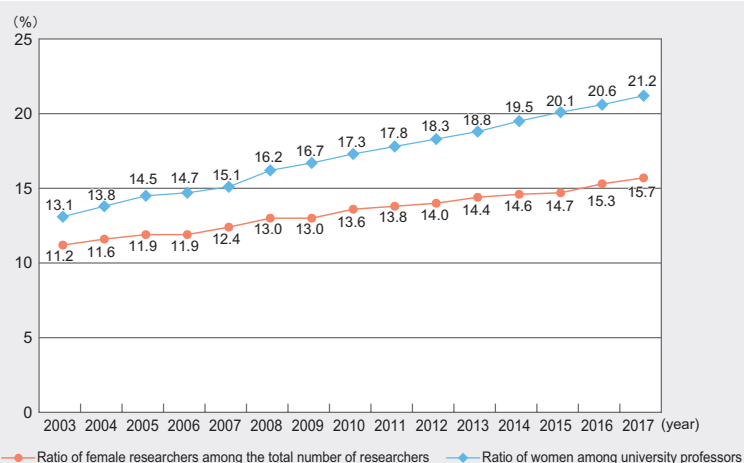
Source:  
"Basic Survey on Wage Structure" the Ministry of Health, Labour and Welfare

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

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

### Proportion of Female Researchers and University Professors

The proportion of female researchers in Japan is 15.7% (as of 2017), which is low compared to other developed nations. Changes in the proportion of female researchers will be followed up under the Basic Plan for Gender Equality.



Note:

- Source for information on researchers: "Report on the Survey of Research and Development," 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.