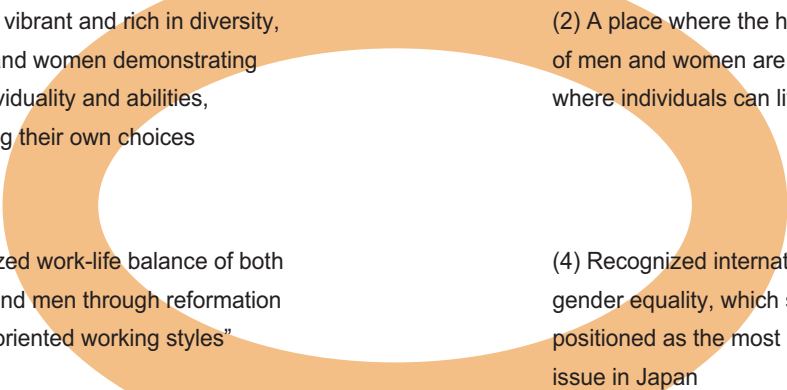


### 3. The Fourth Basic Plan for Gender Equality

To foster gender equality-related measures in a comprehensive and planned manner based on the Basic Act for Gender Equal Society, a 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) Make vibrant and rich in diversity, by men and women demonstrating their individuality and abilities, respecting their own choices
  - (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 Avancement 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

Item		Currently	Target(Deadline)
National civil service	Proportion of women in director	5.3 % (July 2019)	7 % (end of FY 2020)
	Proportion of women in section chief	25.6 % (July 2019)	30 % (end of FY 2020)
Prefectural [municipality] civil service	Proportion of women in director	11.3 % [17.2 % ] (2019)	15 % [20 % ] (end of FY 2020)
	Proportion of women in section chief	22.2 % [34.6 % ] (2019)	30 % [35 % ] (end of FY 2020)
Private corporations	Proportion of women in director	11.2 % (2018)	15 % (2020)
	Proportion of women in section chief	18.3 % (2018)	25 % (2020)
Employment rate for women between the ages of 25 - 44		76.5 % (2018)	77 % (2020)
Proportion of workers whose average of weekly working hours is upper 60		men: 10.6 % women: 2.4 % (2018)	5.0 % (2020)
Percentage of men workers who take child care leave	National civil service	12.4 % (FY 2018)	13 % (2020)
	Local civil service	5.6 % (FY 2018)	13 % (2020)
	Private corporations	6.16 % (FY 2018)	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)	men: 72.14 years old women: 74.79 years old (2016)	extends more than one year men: 70.42 years old → 71.42 years old women: 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	47places (47 prefectures) (Oct. 2018)	At least 1 in each prefecture (2020)
Number of single-parent who take regular employment through Public Employment Security Office	32,813cases (FY 2018)	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"	men: 67.4% women: 61.5% (2019)	100% in both sex (2020)
Number of wait-listed children on childcare services	16,772 people (Apr. 2019)	toward zero (End of FY 2020)
Proportion of graduate students at the undergraduate level by sex	men: 54.1% women: 45.9% (2016)	5 points reduction of the gap (2020)
Proportion of women members of prefectural disaster councils	16.0% (2019)	30% (2020)

## IV Implementation of the plan

Proportion of Women for Each Item	Currently	Target(Deadline)
Proportion of municipalities which establish basic plan	city: 98.0% town and village: 60.7% (2019)	city: 100% town and village: 70% (2020)