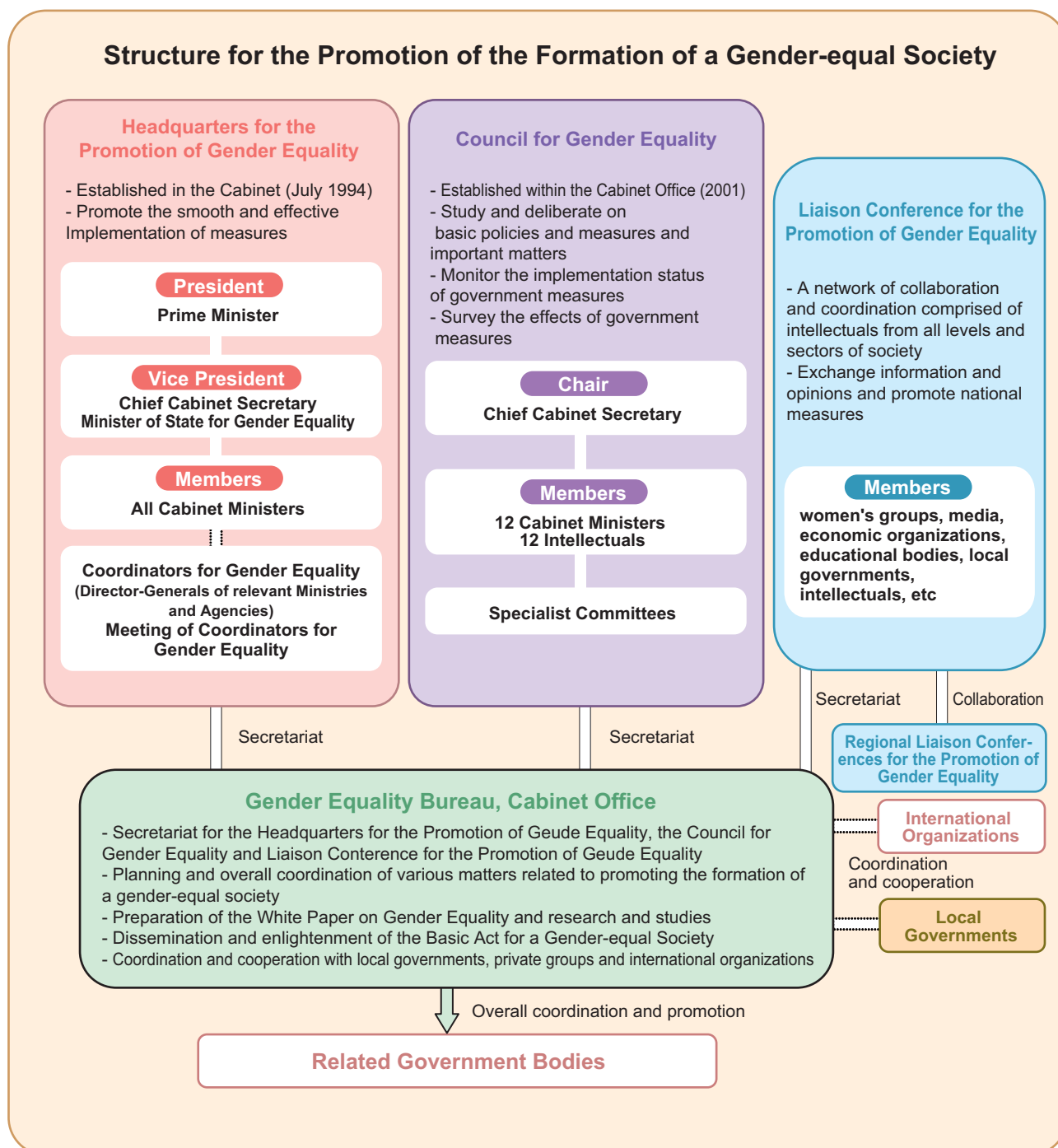


II Gender Equality Policy

1. Framework for Promotion of Gender Equality

National Machinery for the Promotion of the Formation of a Gender-equal Society

As part of the reform of the Central Government implemented in January 2001, the Council for Gender Equality and the Gender Equality Bureau were established, whereby the national machinery for the promotion of gender equality in Japan has been significantly strengthened.



Council for Gender Equality and Specialist Committees

Specialist Committee on Basic Issues

[Purpose]

Study and deliberate on issues of basic perceptions of gender equality, and individual, important issues of great concern to people and closely related to the basic perceptions

[Reports]

“Measures to Support Women’s Challenges” (April 2003)
 “Enlargement of Women’s Participation in the Membership of National Advisory Councils” (March 2006)
 “Opinions on Follow-up the Numerical Target for the Enlargement of Women’s Participation in Decision-making Processes (30% by 2020)” (December 2006)
 “Future Direction for the Promotion of Gender Equality in Local Communities” (October 2008)

Specialist Committee on Violence against Women

[Purpose]

Study and deliberate on measures for the future in consideration of each relevant fields, such as violence from husbands or partners, sexual crimes, prostitution, trafficking in persons, sexual harassment and stalking behavior

[Reports]

“Tasks to be Tackled on Violence against Women and Measures to it” (March 2004)
 “Basic Concept of Measures for Violence against Women” (July 2005)
 “Execution Status of the Act on the Prevention of Spousal Violence and the Protection of Victims” (March 2007)

Council for Gender Equality

Chair Chief Cabinet Secretary

Members 12 cabinet ministers (designated by the Prime Minister)
 12 intellectuals (appointed by the Prime Minister)

Specialist Committee on Monitoring and Gender Impact Assessment and Evaluation

[Purpose]

Study and deliberate on whether or not the Basic Plan for Gender Equality is being steadily implemented in each ministry and agency, as well as on government measures and other matters affecting the formation of a gender-equal society

[Reports]

“Report on Monitoring and Gender Impact Assessment and Evaluation of Measures for Capacity-building and Lifelong Learning to Facilitate Diversity of Choice” (March 2007)
 “Report on Monitoring and Gender Impact Assessment and Evaluation of Support to the Elderly for Living Independently” (June 2008)
 “Report on Monitoring and Gender Impact Assessment and Evaluation of issues arising from new trends in economy and society that cause difficulty for both men and women”(November 2009)

Specialist Committee on Work-Life Balance

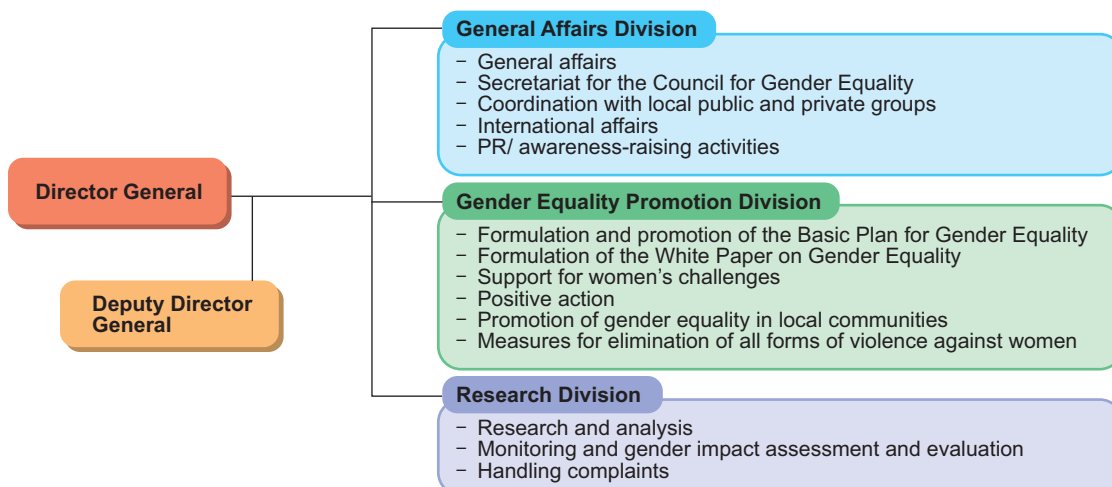
[Purpose]

Study and deliberate on matters related to promotion of the work-life balance with a view to creating a society where both men and women can participate in various activities of their own choice, such as work, family life, community activities, self-development etc. at each stage in life

[Reports]

“Basic Direction for the Promotion of the “Work-life Balance” (July 2007)
 “Index of the Degree of Realization of the “Work-life Balance” (March 2008)
 “Advantages for Businesses in Pursuing the Work-life Balance” (April 2008)

Structure of the Gender Equality Bureau, Cabinet Office



Headquarters for the Promotion of Gender Equality

The Headquarters for the Promotion of Gender Equality (hereinafter referred to as "Headquarters") was established as the body to facilitate smooth and effective promotion of measures regarding the formation of a gender-equal society. The prime minister chairs the proceedings of the Headquarters, and the chief cabinet secretary and the minister of state responsible for gender equality serve as deputies for the prime minister. The Headquarters comprises all Cabinet ministers, and high level government officials such as director-generals from the ministries and agencies concerned are appointed by the prime minister to act as coordinators for gender equality. The coordinators for gender equality from each ministry or agency hold regular meetings as a means of enhancing inter-ministerial cooperation.

Council for Gender Equality

The Council for Gender Equality serves three major purposes. Firstly, it is required to submit its opinions with regard to the Basic Plan for Gender Equality to the prime minister.

Secondly, and supplementary to requirements of the first task, the Council is required to study and deliberate upon basic policies and measures and important matters with regard to promotion of the formation of a gender-equal society in response to consultations with the prime minister or other Cabinet ministers. The results of study and deliberation are then submitted to the Cabinet ministers or the prime minister for their consideration.

The third purpose of the Council is to monitor the implementation status of government measures for a gender-equal society and study the impact of government measures on the formation of a gender-equal society. Results and opinions are submitted to the prime minister and other Cabinet ministers.

Liaison Conference for the Promotion of Gender Equality

The Liaison Conference for the Promotion of Gender Equality was inaugurated in 1996 with a view to promoting the exchange of information and ideas as well as to facilitating necessary coordination among all sectors and levels of society, in order to promote national activities to create a gender-equal society.

This conference holds plenary meetings twice a year, in addition to which Hearing Sessions are held on a flexible basis in order to promote information and opinion exchange with the general public from all levels and sectors of society, thereby actively pursuing initiatives for the creation of a gender-equal society.

In order to step up its developmental activities throughout Japan to accelerate progress towards the achievement of gender equality, The Liaison Conference makes use of its nationwide network. Also, in cooperation with the Regional Liaison Conferences for the Promotion of Gender Equality, which have set up a "national-regional network for gender equality," The Liaison Conference is actively implementing a wider variety of more effective initiatives.

Gender Equality Bureau

The Gender Equality Bureau of the Cabinet Office serves as the secretariat for the Headquarters, the Council for Gender Equality and the Liaison Conference for the promotion of Gender Equality. It is responsible for overall planning and coordination of various matters related to the promotion of the formation of a gender-equal society. Moreover, the Bureau compiles the government white paper entitled Annual Report on the State of Formation of a Gender-equal Society. The planning and implementation of study and research is also the responsibility of the Bureau, as are publicity activities and awareness raising efforts among the public. In publicity and awareness-raising efforts the Bureau cooperates with local governments, non-governmental organizations (NGOs), and international organizations.

Local Government

Sections in the local governments (47 prefectural governments and 1,800 municipalities) in overall charge of administration and liaison conferences to promote the formation of a gender-equal society are placed in departments with various names.

47 prefectural governments and 867 municipalities have established consultative panels and councils to consider important issues related to gender equality, and 47 prefectural governments and 842 municipalities have liaison conferences to coordinate relevant departments within their offices.

47 prefectural governments and 1,082 municipalities have adopted a basic plan for gender equality, and 46 prefectural governments and 432 municipalities have enacted the ordinance for the promotion of gender equality.

Furthermore, there are 356 centers, a comprehensive facility to implement projects for the promotion of gender equality (PR / education campaign, consultation services, inter-exchange programs, etc.), in 45 prefectural governments and 281 municipalities.

Note: All data are as of April 1, 2009