

3. Basic Plan for Gender Equality

On December 27, 2005, the Cabinet approved the Second Basic Plan for Gender Equality, as a plan based on the Basic Act for a Gender-equal Society.

Framework of the Second Basic Plan for Gender Equality

Part 1 Basic Philosophy

Basic philosophy, structure and 10 highlights of the Basic Plan for Gender Equality

Part 2 Basic Policy Directions and Specific Efforts

12 priority fields are established, together with goals, “basic policy directions” up to the year 2020 as well as “specific efforts” to be implemented by the end of FY 2010 for each of the priority fields being stipulated. A sample is shown on the next page.

Part 3 Implementation of the Plan

Measures necessary to comprehensively and systematically promote policies to facilitate the formation of a gender-equal society

Highlights of the Second Basic Plan for Gender Equality

① Expansion of women’s participation in policy decision-making processes

– Promote efforts to expand women’s participation in every field so that women will have at least 30% of the leadership positions in all fields of society by 2020

② Support to women’s challenges

– Create an environment offering one-stop service through unifying relevant information and setting up a network of relevant agencies
– Enhance the support measures to encourage renewed efforts for women who, having taken up homemaking, wish to reinstate their status in society by, for example, reentering the job market or starting new businesses

③ Measures to promote equal employment opportunities and treatment on the job

④ Measures to support efforts to harmonize work with family and community life and review of working styles

– Review working styles, including those of men, in a thorough and specific manner

⑤ Initiatives in new areas

– Promote gender equality in the area of science and technology, disaster prevention (including disaster reconstruction), regional development, community renovation, tourism, and environment

⑥ Promotion of appropriate medical treatments that address the specific needs of men and women

⑦ A gender-equal society for men

– Promote PR activities, by emphasizing implications and responsibilities of men in the formation of a gender-equal society as well as focusing on men’s participation in community and family life

⑧ Enhancement of education and learning to promote gender equality

⑨ Elimination of all forms of violence against women

– Promote measures to protect and support victims
– Promote measures to prevent violence against women

⑩ Formulation and implementation of relevant measures from a gender-equal perspective in every field in order to create a gender-equal society.

12 Priority Fields in the Second Basic Plan for Gender Equality

1. Expand women’s participation in policy decision-making processes
2. Review social systems and practices and raise awareness from a gender-equal perspective
3. Secure equal opportunities and treatment between women and men in the field of employment
4. Establish gender equality for realizing dynamic rural areas
5. Support the efforts of men and women to harmonize work with their family and community life
6. Develop conditions that allow the elderly to live with peace of mind
7. Eliminate all forms of violence against women
8. Support lifelong health for women
9. Promote gender equality in the media
10. Enrich education and learning that promote gender equality and facilitate diversity of choice
11. Contribute to the “Equality, Development and Peace” of the global community
12. Promote gender equality in fields requiring new initiatives

A Sample of the Plan

7. Eliminate all forms of violence against women (excerpt from the Second Basic Plan for Gender Equality)

Goal	Basic policy directions	Specific efforts	Ministries/Agencies responsible for implementation
In order to eliminate all forms of violence against women, create a foundation to eliminate violence against women (for example, by building social awareness), and comprehensively promote a wide range of measures corresponding to the type of violence.	(1) Create a foundation to prevent and eliminate violence against women Promote publicity and awareness activities to create a society that prevents and does not tolerate violence against women. Improve and strengthen correctional and social treatments for offenders to prevent them from recommitting crimes.	A. Ensure thorough social awareness of violence against women (a) Conduct broad awareness activities to raise nationwide awareness through programs such as “Campaign to eliminate violence against women,” and “Gender Equality Week.” (b) Develop preventive and awareness programs, and implement measures based on such programs from the perspective of prevention, to prevent people from becoming offenders and victims of violence against women. (The rest is omitted.)	(a) Cabinet Office, Ministry of Justice, Related Ministries (b) Cabinet Office, Ministry of Justice, Ministry of Education, Culture, Sports, Science and Technology (The rest is omitted.)
		B. Improvement of the system (The rest is omitted.)	
		C. Build an environment to prevent violence against women (The rest is omitted.)	
		D. Conduct surveys and research related to violence against women (The rest is omitted.)	

Towards the formulation of the Third Basic Plan for Gender Equality

The Second Basic Plan for Gender Equality will undergo a thorough review in 2010. Following consultations with the Prime Minister on March 26, 2009, preparation has started for the formulation of the Third Basic Plan for Gender Equality.

In order to formulate the Plan, the basic concepts are being discussed at the Specialist Committee on Basic Issues and Basic Plan established under the Council for Gender Equality.

Hearing sessions are also being organized to have input from relevant ministries and agencies as well as from intellectuals on the progress in the implementation of the current Plan and on future challenges. Emphasis will be placed on the process of formulating the Plan through increased dialogue with various stakeholders, such as the exchange of opinions across regions and relevant organizations and asking the general public for their opinions.

Preparation will continue to make the next Plan appropriate for a new era in that it responds to the current socioeconomic situations and challenges. It will be submitted to the Cabinet in 2010 for approval.