

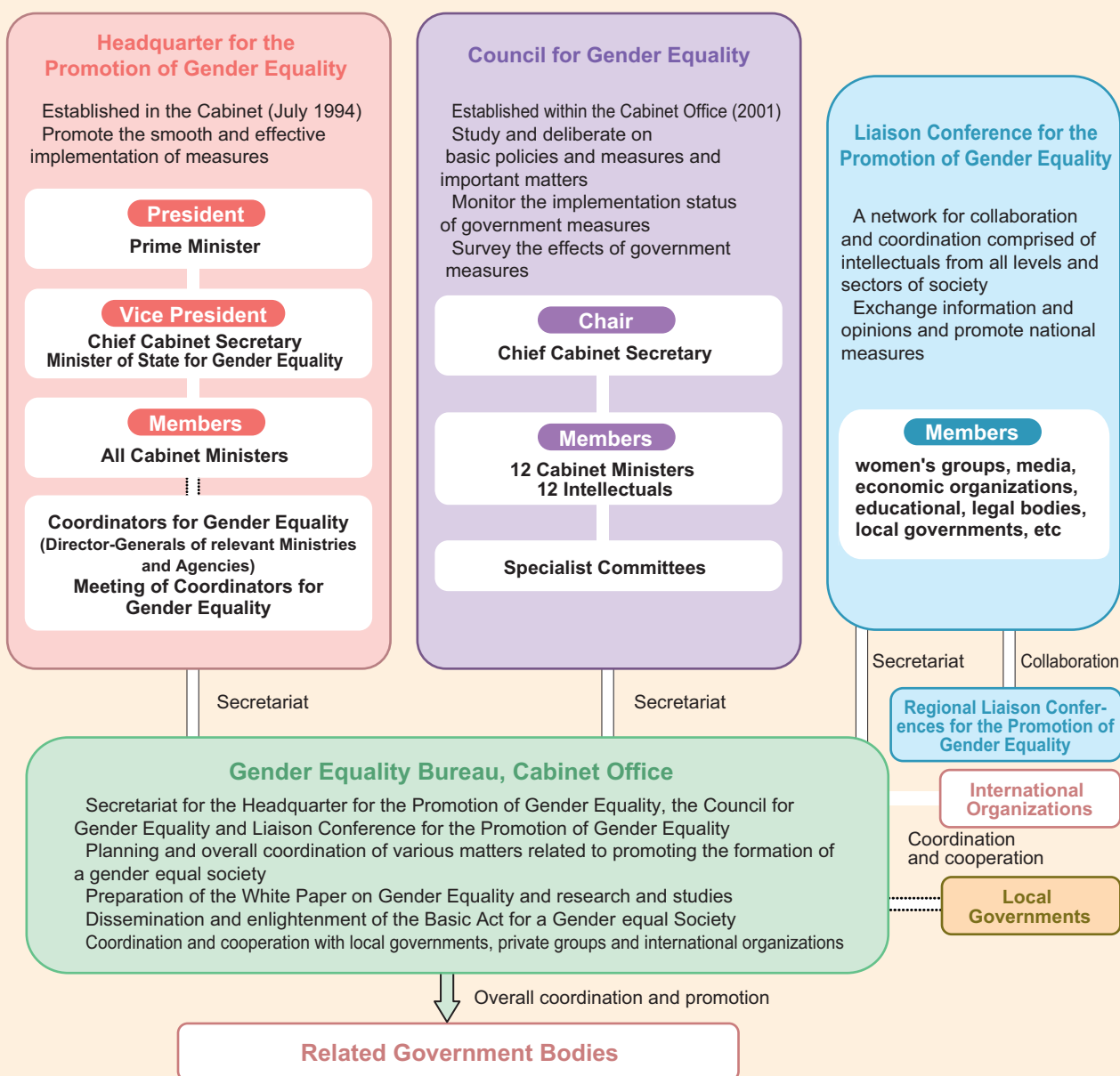
## II Measures for Gender Equality

### 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.

#### Structure for the Promotion of the Formation of a Gender-equal Society



## 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]

"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)  
 "Basic Vision for Formulating the Third Basic Plan for Gender Equality" (July 2010)

### 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 Actual Situation of Men and Women Facing Living Difficulties in the context of New Trends in the Economy and Society(November 2009)

### Specialist Committee on Work-Life Balance

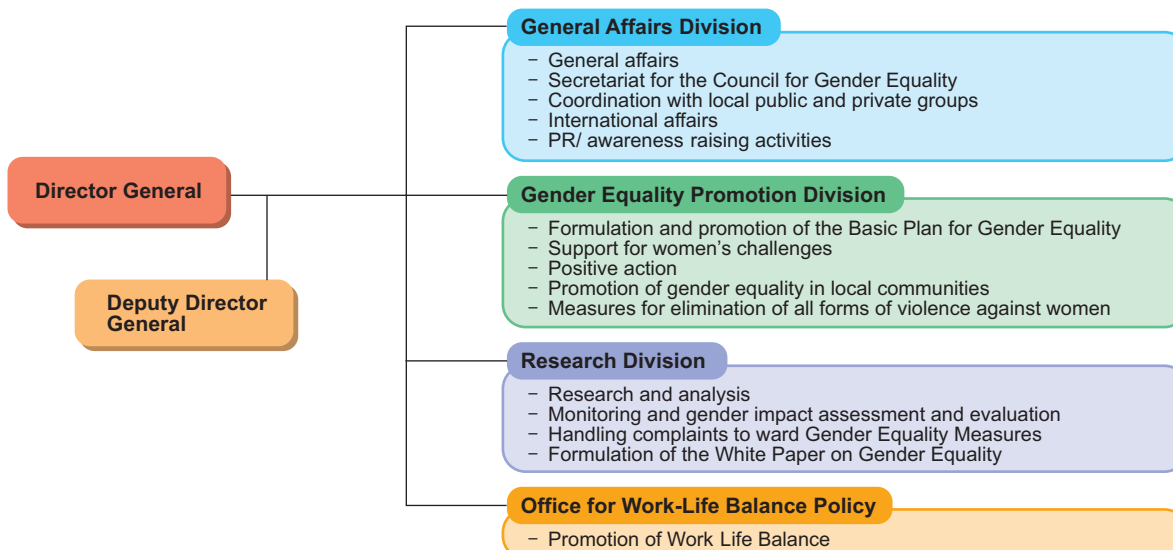
#### [Purpose]

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)  
 "How Promotion of Work Life Balance can Help a Wide Variety of People Realize Their Full Abilities"(July 2009)

## Structure of the Gender Equality Bureau, Cabinet Office



## Headquarter for the Promotion of Gender Equality

The Headquarter for the Promotion of Gender Equality (hereinafter referred to as “Headquarter”) 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 Headquarter, and the chief cabinet secretary and the minister of state responsible for gender equality serve as deputies for the prime minister. The Headquarter 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, 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.

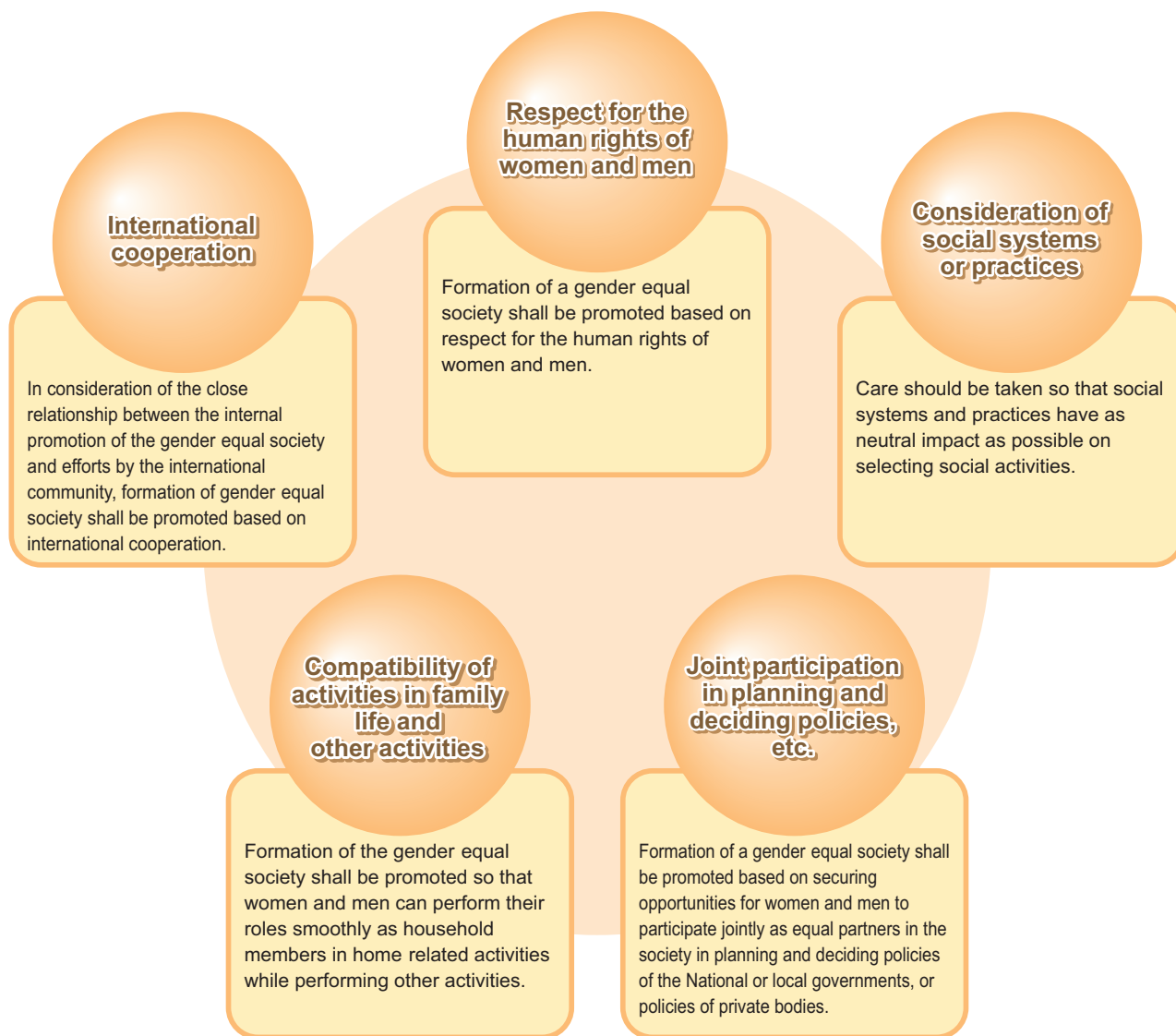
Furthermore, there are 356 centers, comprehensive facilities to implement projects for the promotion of gender equality (PR / education campaign, consultation services, inter-exchange programs, etc.), in 45 prefectural governments and 281 municipalities.

Note: All data are as of April 1, 2009

## 2. The Basic Act for a Gender-equal Society (Promulgated and Enacted on 23 June, 1999)

The Basic Act lays out the five (5) pillars (basic principles) relating to the formation of a gender-equal society. It also clarifies the roles of the public administration (the state and local governments) and citizens, i.e., the responsibilities and basic policies.

### Basic Principles: Five (5) Pillars in Regard to the Creation of a Gender-equal Society



### Roles of the State, Local Governments and Citizens

#### Responsibilities of the state

formulation of the Basic Plan for Gender Equality pursuant to the basic principles  
comprehensive formulation and implementation of policies related to promoting the formation of a gender equal society, including Positive Action/Temporary Special Measures

#### Responsibilities of local governments

implementation of policies related to promoting the formation of a gender equal society pursuant to the basic principles  
implementation of other policies in accordance with the nature of the areas of local governments

#### Responsibilities of citizens

expected to contribute to the formation of a gender equal society

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

In December 2010, the Cabinet approved the Third Basic Plan for Gender Equality, as a basic plan based on the Basic Act for Gender-Equal Society.

#### Framework of the Third Basic Plan for Gender Equality

##### Part 1 Basic Philosophy

Basic philosophy of the Basic Plan for Gender Equality, newly emphasized viewpoints, urgent issues that should be dealt with hereafter, framework.

##### Part 2 Basic Policy Direction and Specific Measures

15 priority fields are established, with basic philosophies, “basic policy directions” up to the year 2020 as well as “specific Measures” to be implemented by the end of FY 2015 for each of the stipulated priority fields.

In addition, in order to make the plan an effective action plan, “performance objectives” are given for each of the priority fields.

##### Part 3 Implementation of the Plan

Maintenance and strengthening of the system necessary to comprehensively and systematically promote measures to facilitate the formation of a gender-equal society.

#### Highlights of the Third Basic Plan for Gender Equality

##### (1) Creation of priority fields in response to changes in the socioeconomic situation

- Gender equality for men and children
- Support for men and women facing living difficulties such as poverty
- Creation of an environment in which people such as the elderly, the disabled, and non-Japanese people can live comfortably
- Gender equality in science and technology and academic fields
- Promotion of gender equality in fields of regional development, disaster prevention, environment, and others

##### (2) Setting “performance objectives” for each of the priority fields in order to make it an effective action plan

- Setting 82 “performance objectives,” which is well over the 42 objectives of the Second Basic Plan for Gender Equality (\* “Performance objectives” refer to standards that the government as a whole aims to achieve by comprehensively implementing the specific measures stated for each of the priority fields.)

##### (3) Promotion of efforts aimed at increasing the share of women in leadership positions to at least 30% by 2020 in all fields of society

- Setting interim objectives and promoting various kinds of positive action
- Promote by the government on the fields that have thus far not been focused on or have not necessarily taken measures actively such as political, judicial, and economic fields

#### (4) Emphasizing rejuvenation of the economy and society and elimination of the “M-shaped curve problem” by having women play an active role

- Implementing measures to support women’s continued employment and re-employment

### 15 Priority Fields and Performance Objectives of the Third Basic Plan for Gender Equality

\*Overlapping objectives among fields are described in the first appearance. Also, the “present situation → target value(deadline)”are noted in the end of each objective.

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

- Efforts aimed at “30% by 2020” for all fields, including politics and the judiciary
- Review of positive action through a wide variety of approaches, such as quota systems

- *Proportion of female candidates to be members of the House of Representatives: 16.7% (2009) → 30% (2020)*
- *Proportion of female candidates to be members of the House of Councilors: 22.9% (2010) → 30% (2020)*
- *Proportion of female public prosecutors: 18.2% (2009) → 23% (end of fiscal 2015)*
- *Proportion of female national public employees through the recruitment examination: 26.1% (fiscal 2010) → approx. 30% (end of fiscal 2015)*
- *Proportion of female national public employees through the Level I recruitment examination (University graduate level) for national civil service: 25.7% (fiscal 2010) → approx. 30%*
- *Proportion of women in government positions equivalent to or higher than director of central government regional organizations or assistant director of central government ministries and agencies: 5.1% (fiscal 2008) → approx. 10% (end of fiscal 2015)*
- *Proportion of women in government positions equivalent to or higher than the director of the central government ministries and agencies: 2.2% (fiscal 2008) → approx. 5% (end of fiscal 2015)*
- *Proportion of women in positions equivalent to designated central government positions: 1.7% (fiscal 2008) → approx. 3% (end of fiscal 2015)*
- *Percentage of male national public employees who take child care leave: 0.7% (fiscal 2008) → 13% (2020)*
- *Proportion of female members in national advisory councils and committees: 33.2% (2009) → between 40% and 60% (2020)*
- *Proportion of female expert members in national advisory councils and committees: 16.5% (2009) → 30% (2020)*
- *Proportion of female local public employees through the recruitment examination: 21.3% (2008) → approx. 30% (end of fiscal 2015)*
- *Proportion of women in positions equivalent to or higher than director of prefectural or city government office: 5.7% (2009) → approx. 10% (end of fiscal 2015)*
- *Percentage of male local public employees who take child care leave: 0.6% (fiscal 2008) → 13% (2020)*
- *Proportion of female members of prefectural or city government advisory councils and committees: 28.4% (2009) → 30% (2015)*
- *Proportion of female members of city, town, or village government advisory councils and committees: 23.3% (2009) → 30% (2015)*
- *Proportion of women in positions equivalent to or higher than section manager level in private corporations: 6.5% (2009) → approx. 10% (2015)*

#### 2. Reconsideration of social systems and practices and raise awareness from a gender equal perspective

- Review of laws related to the tax system, the social security system, and families
- Improving information by gender for surveys and statistics



- Awareness of the term “gender-equal society” : 64.6% (2009) → 100% (2015)
- Awareness of the term “Convention on the Elimination of All Forms of Discrimination against Women” : 35.1% (2009) → no less than 50% (2015)
- Awareness of the term “work-life balance” : 37.0% (2009) → no less than 50% (2015)
- Time spent on housework and child care by husbands with a child or children less than six years old: 60 min. a day (2006) → 2 hr. 30 min. a day (2020)

### 3. Gender equality for men and children

- Promotion of understanding of the significance of gender equality for men
- Promotion of understanding of gender equality from childhood

- Proportion of employees working 60 hours or more per week: 10.0% (2008) → 50% reduction (2020)
- Percentage of employees taking annual paid leave: 47.4% (2008) → 70% (2020)
- Percentage of men who take child care leave: 1.72% (2009) → 13% (2020)
- Number of corporations that have obtained the Next-Generation Accreditation mark (“Kurumin”): 920 (2010) → 2,000 (2014)
- Proportion of businesses that allow selection of reduced working hours (ex: system for reduced-hours regular employees): less than 8.6% (2005) → 29% (2020)
- Number of people teleworking at home: 3,300,000 (2008) → 7,000,000 (2015)
- Number of people who commit suicide per population of 100,000: 24.2 (2005) → 20% reduction (by 2016)
- Number of pediatric emergency medical zones that ensure uninterrupted medical treatment systems: 342 districts (fiscal 2008) → all pediatric emergency medical zones (fiscal 2014)
- Percentage of public junior high schools that provide opportunities for students to experience the workplace: 94.5% (2009) → 96% (2015)
- Percentage of public high schools (full-time) that offer internships: 72.6% (2009) → 75% (2015)

### 4. Securing equal opportunities and treatment between men and women in employment

- Promotion of efforts aimed at eliminating the M-shaped curve problem
- Promotion of equal and balanced treatment aimed at equal wage for work of equal value
- Rejuvenation of the economy and society by having women play an active role

- Proportion of corporations taking on positive action: 30.2% (2009) → more than 40% (2014)
- Proportion of workers conducting self-development activities: Regular employees: 58.1%; Non-permanent employees: 37.3% (2007) → Regular employees: 70%; Non-permanent employees: 50% (2020)
- Employment rate for women between the ages of 25 and 44: 66.0% (2009) → 73% (2020)
- Rate of continued employment for women before and after delivering their first child: 38% (2005) → 55% (2020)

### 5. Men’s and women’s work-life balance

- Control of long working hours, popularization of a variety of working styles, promotion of men’s participation in housework and child care, maintaining work environments

- Proportion providing opportunities for discussions by labour and management on issues such as working hours: 52.1% (2009) → 100% (2020)
- Proportion providing child care services for children younger than 3 years old: 22.8% (fiscal 2010) → 44% (2017)

- Proportion providing after-school children's clubs for elementary school students in first through third grades: 21.2% (fiscal 2010) → 40% (2017)
- Offering of after-school classes for children: 9,280 places (2010) → Encouragement so that all elementary school districts nationwide will implement things such as the "After-School Plan for Children" (fiscal 2012)
- Regional child raising support center: 7,100 places (estimated for fiscal 2009) (including independent programs in cities, towns, and villages) → 10,000 places (2014)
- Family support center programs: 599 places (fiscal 2009) → 950 cities, towns, and villages (2014)
- Proportion of workplaces where measures related to mental health care can be taken: 33.6% (2007) → 100% (2020)
- Employment rate for people between the ages of 20 and 34: 73.6% (2009) → 77% (2020)

## 6. Promotion of gender equality aimed at bringing about vibrant agricultural, forestry, and fisheries communities

- Promotion of women's participation in operation of agriculture, forestry, and fisheries businesses and regional communities
- Support of efforts for collaborating primary, secondary and tertiary industries for agriculture such as starting businesses for processing, sales, etc.

- Number of agricultural committees and agricultural cooperatives that have no women employees: Agricultural committees: 890 (fiscal 2008) → 0 (fiscal 2013); Agricultural cooperatives: 535 (fiscal 2007) → 0 (fiscal 2013)
- Number of family management agreements concluded: 40,000 (fiscal 2007) → 70,000 (fiscal 2020)

## 7. Support of men and women facing living difficulties such as poverty

- Strengthening of safety net functions
- Detailed support that corresponds to the actual situations of households and children

- Employment rate for people who undergo public vocational training: On-site: 73.9%; Dispatched: 62.4% (2009) → On-site: 80%; Dispatched: 65% (2020)
- Number of people who have obtained job cards: 291,000 (April 2008 – July 2010) → 3,000,000 (2020)
- Programs providing benefits for independent support, education, and training: 90.0% (fiscal 2009) → Implementation by all prefectural and city governments, and town and villages that have social welfare offices (fiscal 2014)
- Programs promoting advanced technical training: 81.8% (fiscal 2009) → Implementation by all prefectural and city governments, and town and villages that have social welfare offices (fiscal 2014)
- Number of young people not previously in employment, education or training who found employment or otherwise determined a course for their future through a regional young people's support station program: 100,000 (2020)
- Number of casual employees: 1,780,000 (2009) → 1,240,000 (2020)

## 8. Creation of an environment in which people such as the elderly, the disabled, and non-Japanese people can live comfortably

- Support of people who face multiple difficulties because they are female in addition to being disabled, non-Japanese

- Awareness of barrier-free facilities: 93.8% (fiscal 2005) → 100% (fiscal 2012)
- Awareness of universal design: 64.3% (fiscal 2005) → 80% (fiscal 2012)
- Employment rate for people between the ages of 60 and 64: 57.0% (2009) → 63.0% (2020)
- Number of cities, towns, and villages that have regional councils for supporting the persons with disabilities: approx. 1,426 (April 2009) → all cities, towns, and villages (2012)
- Actual employment rate for people with disabilities (private corporations): 1.68% (June 2010) → 1.8% (2020)



## 9. Elimination of all forms of violence against women

- Promotion of prevention of spousal violence and protection for victims
- Promotion of measures against sexual crimes

- *Proportion of people who are aware that slapping or threatening by pretending to punch between a husband and wife is violence: 58.4% (slapping), 52.5% (threatening by pretending to punch) (2009) → 100% (2015)*
- *Awareness of the Act on the prevention of spousal violence and the protection of victims: 76.1% (2009) → 100% (2015)*
- *Awareness of points of contact for consultation about spousal violence: 29% (2009) → 67% (2015)*
- *Number of spousal violence counseling and support centers in municipalities: 21 (2010) → 100 (2015)*
- *Number of gender-equality centers that offer counseling with explicit announcement that they accept consultations about sexual crimes: 22 prefectures (2010) → at least one in each prefecture (2015)*

## 10. Support for women's lifelong health

- Comprehensive policy development for women's lifelong health
- Health support that corresponds to gender difference

- *Proportion of Japanese people who are interested in dietary education: 71.7% (2009) → no less than 90% (fiscal 2015)*
- *Proportion of women satisfied with pregnancy and delivery: 92.6% (fiscal 2009) → 100% (2014)*
- *Ratio of notifications of pregnancy during or before the eleventh week of pregnancy: 78.1% (fiscal 2010) → 100% (2014)*
- *Proportion of pregnant women who know about the "Maternity Health Care Guidance Contact Card": 41.2% (fiscal 2009) → 100% (2014)*
- *Number of NICU beds per 10,000 births: 21.2 (fiscal 2008) → 25 – 30 (fiscal 2014)*
- *Proportion of patients who can receive counseling from a specialist when they undergo treatment for infertility: Full-time infertility counselor: 15.3%; Infertility counselor who also holds other positions: 47.4%; Full-time infertility coordinator: 11.8%; Infertility coordinator who also holds other positions: 47.5% (fiscal 2009) → 100% (2014)*
- *Counseling centers specializing in infertility: 61 prefectures and cities (fiscal 2010) → all prefectures, designated cities, and core cities (fiscal 2014)*
- *Smoking and drinking alcohol during pregnancy: Smoking percentages: 5.5%, 4.4%, 4.9% (results from time of 3-4 month, 18-month, and 3-year-old medical examinations) (fiscal 2009) → 0% (2014)  
Alcohol percentages: 7.6%, 7.5%, 8.1% (same as above) (fiscal 2009) → 0% (2014)*
- *Percentages of women who get medical examinations for uterus cancer and breast cancer:  
Uterus cancer: 21.3% (2007) → no less than 50% (end of fiscal 2011)  
Breast cancer: 20.3% (2007) → no less than 50% (end of fiscal 2011)*
- *Percentage of adults who play sports at least once a week: 45.3% (2009) → approx. 65% (as soon as possible)*

## 11. Enhancement of education and learning to promote gender equality and facilitate diversity of choice

- Enhancement of education and learning to promote gender equality
- Enhancement of opportunities for education, skill development, and learning to facilitate diversity of choice

- *Gender disparities in all levels of education of the Millennium Development Goals: elimination by 2015*
- *Proportion of prefectural and municipal boards of education that have at least one female member: 93.2% (2009) → 100% (2015)*
- *Proportion of female vice principals or higher in elementary and secondary educational organizations: 14.7% (2010) → 30% (2020)*
- *Proportion of female university presidents, vice presidents, professors, associate professors and lecturers: 16.7% (2009) → 30% (2020)*

## 12. Gender equality in science and technology and academic fields

- Support for efforts aimed at creating environments that are easy to work in
- Promotion of recruiting and hiring female researchers

- *Target employment numbers for female researchers (natural sciences): 23.1% (2008) → the numbers in the 4th Phase of the Science & Technology Basic Plan (for fiscal 2011 through 2015), which takes into consideration the following objectives: “25% for natural sciences (at an early date), and then aim for 30%. In particular, early achievement of 20% for science, 15% for engineering, and 30% for agriculture, and aiming to achieve 30% for medicine, dentistry, and pharmacology combined.” (Council for Science and Technology Policy Report on Expert Investigation of Basic Policies)*
- *Proportion of female council members of the Science Council of Japan: 20.5% (2008) → 22% (2015)*
- *Proportion of female members of the Science Council of Japan: 12.5% (2008) → 14% (2015)*

## 13. Promotion of gender equality in the media

- Support of media efforts to promote expressions that show respect for women’s human rights

## 14. Promotion of gender equality in the area of regional development, disaster prevention, environment, and others

- Promotion of building bases for gender equality in regions
- Promotion of gender equality in disaster prevention
- Promotion of efforts to solve environmental problems from the perspective of gender equality

- *Proportion of female heads of community associations: 4.1% (2010) → 10% (2015)*
- *Number of prefectural or city disaster councils that do not have any female members: 13 (2009) → 0 (2015)*
- *Number of female firefighters nationwide: 19,103 (2010) → 100,000*

## 15. Respect for international regulations and contributions to the “Equality, Development, and Peace” of the global community

- Proactive compliance with treaties, strengthening implementation and oversight systems for Japanese measures, spreading knowledge in Japan
- Effective implementation of ODA by gender mainstreaming

- *Millennium Development Goals, which set 2015 as a limit: Work in collaboration with each nation, international organization, and NGO in order to achieve the Millennium Development Goals*

## 4. Expansion of Women's Participation in Policy and Decision-making Processes in All Fields in 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 in society” (“the target of 30% by 2020”), 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.

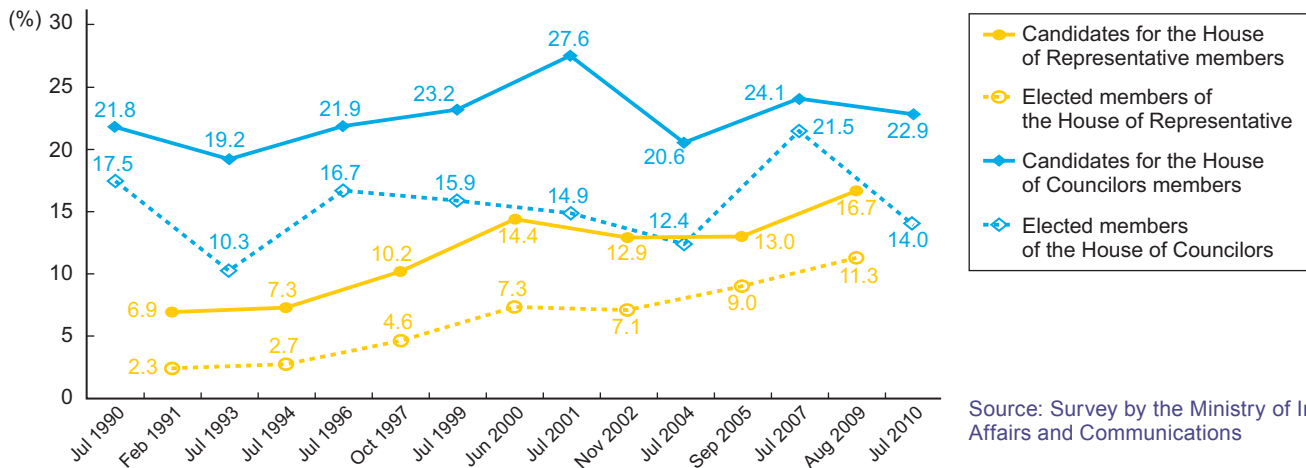
### List of Numerical Targets

Proportion of Women for Each Item		Currently	Target (Deadline)
Politics	Election candidates of members of the House of Representative	16.7% (2009)	30% (2020)
	Election candidates of members of the House of Councilors	22.9% (2010)	30% (2020)
National Government	National public employees through the recruitment examination	26.1% (fiscal 2010)	Approx. 30% (end of fiscal 2015)
	Managers (positions equivalent to or higher than the director of the division and the office in central government ministries)	2.2% (fiscal 2008) (*as of January 2009)	Approx. 5% (end of fiscal 2015)
	Members of national advisory councils and committees	33.8% (2010)	40% - 60% (2020)
Local Government	Local public employees through recruitment examinations (advanced level examination) for prefectural governments	21.3% (2008)	Approx. 30% (end of fiscal 2015)
	Managers in prefectural governments(positions equivalent to or higher than the director of the division in local governments)	5.7% (2010)	Approx. 10% (end of fiscal 2015)
	Members of prefectural advisory councils and committees	28.4% (2009)	30% (2015)
Private Sector	Section manager or higher in private companies	6.5% (2009)	Approx. 10% (2015)
Education and Research	Managerial positions in primary and secondary educational organizations (assistant principal or higher)	19.9% (2009)	30% (2020)
	University professors(presidents, vice presidents, professors, associate professors, and lecturers)	16.7% (2009)	30% (2020)

## (2) Expansion of Women's Participation as 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, and the government request of political parties to make efforts in order to achieve the objective of raising the proportion of female election candidates for the House of Representative and the House of Councilors to 30% by 2020.

### Female Candidates and Election Winners for the House of Representative General Election and the House of Councilors Regular Election



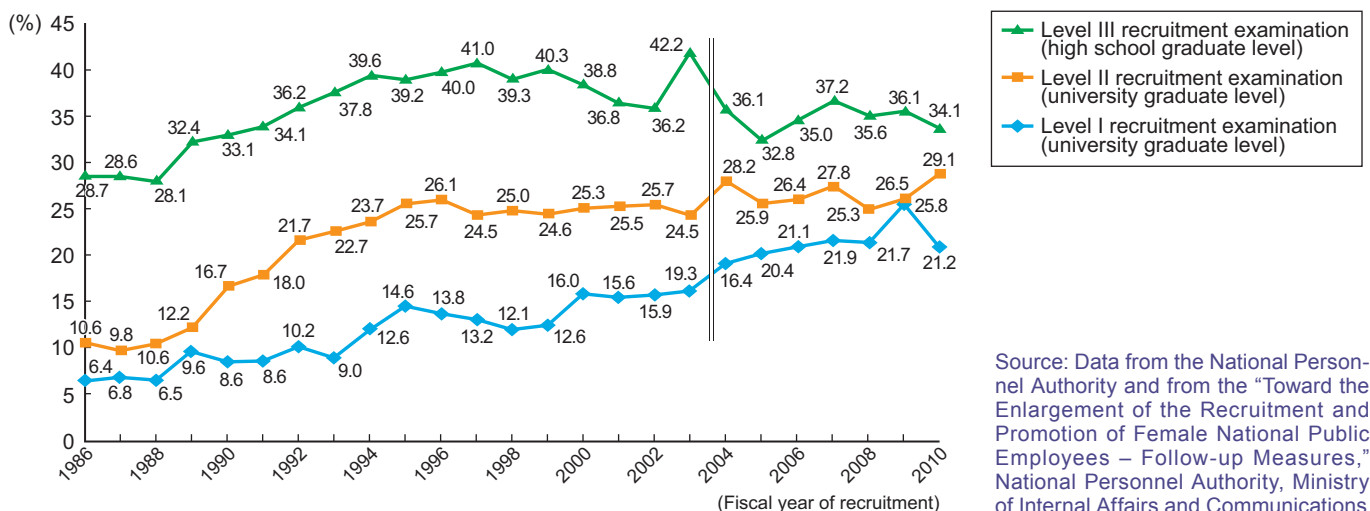
Source: Survey by the Ministry of Internal Affairs and Communications

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

### 1. National Public Employees

The government sets the target of having the proportion of female national public employees hired based on the recruitment examination reach approximately 30% by the end of fiscal 2015. It is also working to promote female employees to senior position, with a target of having the proportion of females in managerial positions (positions equivalent to or higher than the director of the division and the office in central government ministries) in the whole of government reach approximately 5% (positions equivalent to or higher than division director of a regional office or assistant director in central government ministries approximately 10%, positions equivalent to designated service approximately 3%).

### Female Recruiting by National Government through Recruitment Examinations

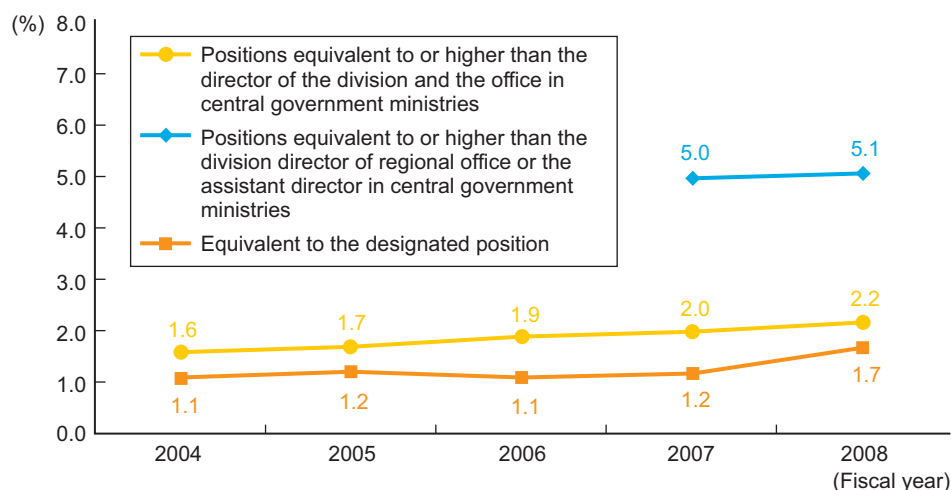


Source: Data from the National Personnel Authority and from the "Toward the Enlargement of the Recruitment and Promotion of Female National Public Employees – Follow-up Measures," National Personnel Authority, Ministry of Internal Affairs and Communications

Notes:

1. Data for fiscal 2003 and before (left hand side of the double line) represent female employees employed by level I, II and III Recruitment Examinations (including those employed by independent administrative agencies), excluding those employed by the Defense Agency or as National Diet staff.
2. Data for fiscal 2004 and after (right hand side of the double line) represent the aggregate of female employees employed by level I, II and III Recruitment Examinations (excluding those employed by independent administrative agencies or as National Diet Staff) those employed by level I, II and III Recruitment Examinations by Ministry of Defense or other similar examinations and those employed by Mid-career Recruitment Examination after fiscal 2008 (excluding imperial palace guards, correctional officers and immigration control officers).
3. Data for fiscal 2010 is as of April 30, 2010

## Female National Public Employees in Managerial Positions



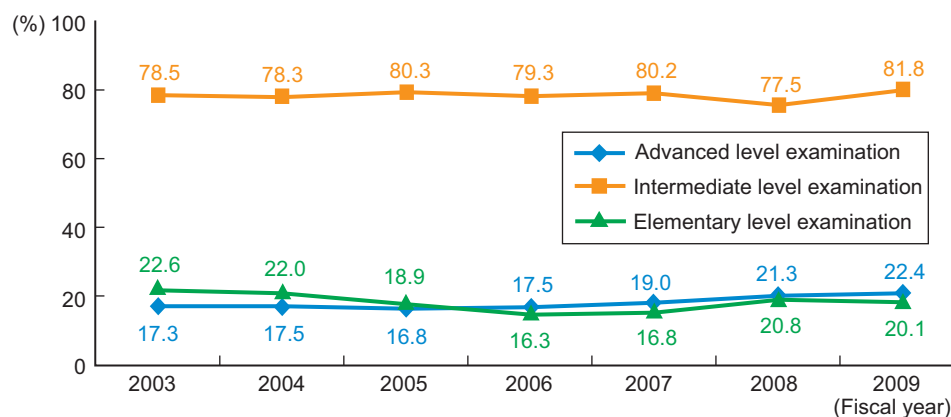
Notes:

1. Source: "Results of a Follow-up on the state of expansion of recruiting and promoting female national public employee," Ministry of Internal Affairs and Communications and the National Personnel Authority
2. The survey targeted the officials to whom Administrative Service (I) Salary Schedule under the Regular Service Remuneration Act is applied, officials to whom the Designated Service Salary Schedule is applied, and Ministry of Defense employees (people receiving remuneration of an amount stipulated in Administrative Service (I) Salary Schedule or the Designated Service Salary Schedule; until 2005 it included officials to whom the Defense Counselor Salary Schedule is applied.)

## 2. 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 examination (advanced level examination) reach approximately 30%, and of having the proportion of female public employees in managerial positions reach approximately 10%.

## Female Recruiting by Local Government through Recruitment Examinations

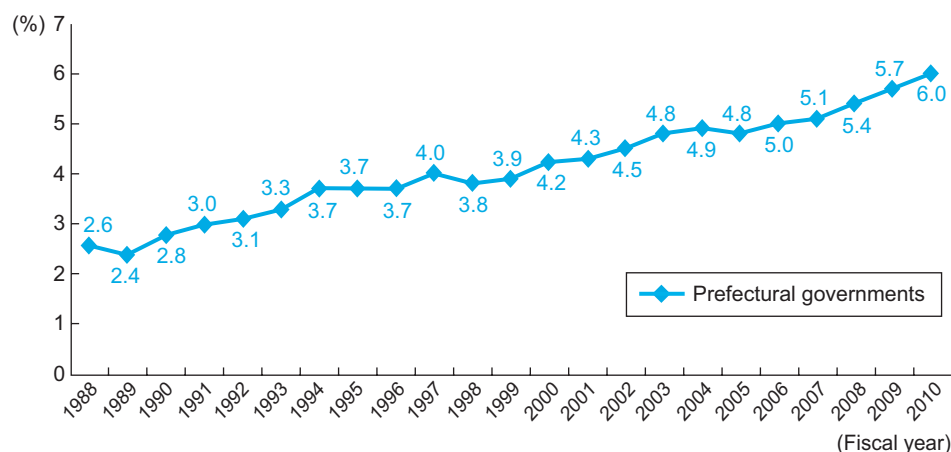


Source: Data from the Cabinet Office

Notes:

1. Proportion of women among the total number of people hired by prefectural governments
2. Approximate level correlations: advanced = university graduates, intermediate = junior college graduates, elementary = high school graduates

## Female Local Public Employee in Managerial Positions



Source: Data from the Cabinet Office

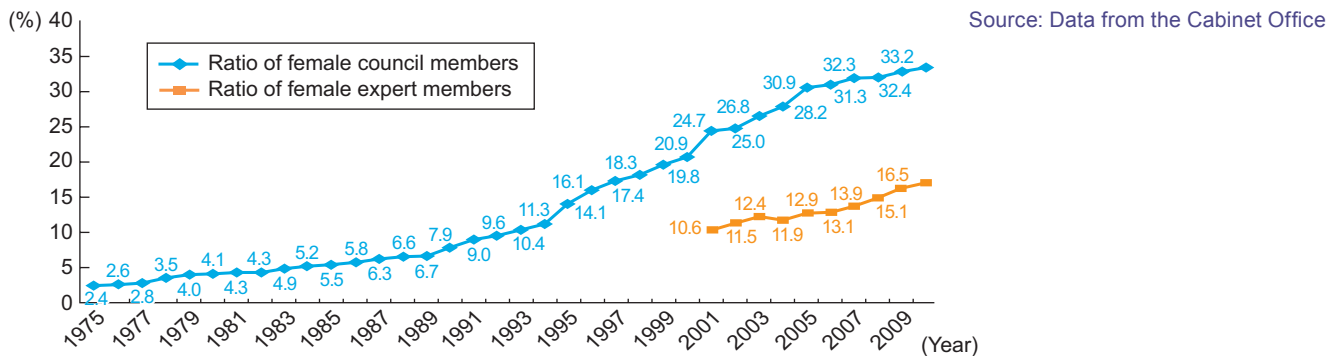
Notes:

1. Sources: Until 1993, data from the Ministry of Health, Labour and Welfare (as of June 1 of each year); from 1994 onward, data from the Cabinet Office (as of March 31 of each year until 2003, and as of April 1 of each year from 2004 onward)
2. Until 2003, some police headquarters were not included, depending on the prefectural government.
3. In this survey, managerial positions refer to positions equivalent to or higher than the director of the headquarter in local governments, and at government branches, etc., managerial positions refer to positions corresponding to positions equivalent to or higher than the director of the headquarter in local governments.

#### (4) Expansion of Women's Participation as 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 members as a whole. Based on a survey at the end of September 2010, the proportion of female members was 33.8%, and the initial target of having the proportion of female committee members reach at least 33.3% by 2010 has been achieved.

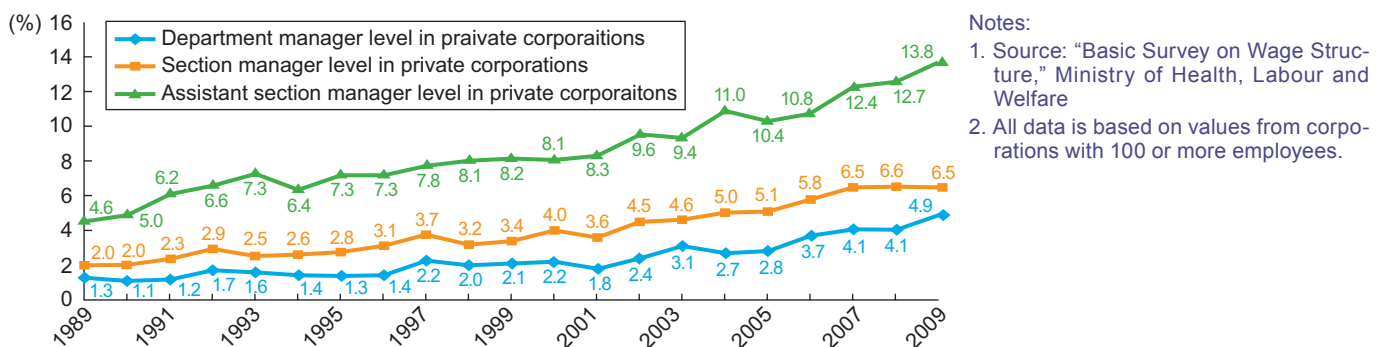
##### Female Members in National Advisory Councils and Committees



#### (5) 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 10% by 2015.

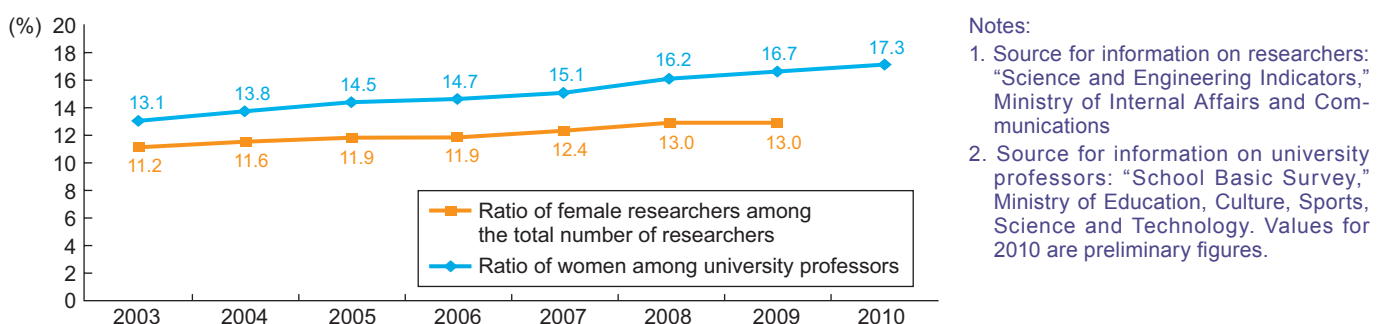
##### Women in Private Corporation Managerial staff, by Position



#### (6) Expansion of Women's Participation as Researchers

The proportion of female researchers in Japan is 13.0% (as of 2009), which is a low compared to other developed nations. Universities and research organizations are making efforts toward a target of having the proportion of female university professors (presidents, vice presidents, professors, associate professors and lecturers) reach 30% by 2020. Changes in the proportion of female researchers will be followed up under the Basic Plan for Gender Equality.

##### Female Researchers and University Professors





## 5. Securing Equal Opportunity and Treatment between Men and Women in Employment

### Focus of the Law on Securing, Etc. Equal Opportunity and Treatment between Men and Women in Employment (Equal Employment Opportunity Law)

#### Prohibition of gender discrimination

- Prohibition of gender discrimination during all stages of employment and management (Articles 5 and 6)
  - Prohibition of gender discrimination in terms of recruitment and hiring, assignment (including allocation of work and authority), promotion/demotion, education and training, provision of certain social benefits, change in the types of work and employment styles, encouraging resignation, retirement age/dismissal, renewal of a labour contract
  - Prohibition of indirect discrimination (Article 7)
  - Among non-gender-based requirements, those that may lead to gender discrimination as provided by the ordinance of the Ministry of Health, Labour and Welfare are prohibited, unless there are reasonable grounds to apply such requirements
- [Examples of indirect discrimination included in the ordinance of the Ministry of Health, Labour and Welfare]
- Requiring certain physical height or weight in recruitment and hiring
  - Requiring nationwide mobility in recruitment and hiring for main career track
  - Requiring past experience of transfers involving changes of residence for promotion
  - \* Requirements not included in the Ministerial ordinance are not in breach of the Equal Employment Opportunity Law, but may be judged as “indirect discrimination” and declared “illegal” by the court.
  - Exception relating to measures associated with female workers (Article 8)
  - While discriminatory treatment on the basis of gender is prohibited in principle, Article 8 provides that measures solely for female workers to eliminate gaps which in fact exist at the workplace between male and female workers as well as preferential measures for female workers are not against the law.

#### Prohibition of disadvantageous treatment by reason of pregnancy or childbirth (Article 9)

- Provisions for marriage, pregnancy or childbirth as a reason for retirement are prohibited
- Dismissal of a female worker by reason of marriage is prohibited
- Dismissal or disadvantageous treatment by reason of taking a maternity leave by other reasons provided by ordinance of the Ministry of Health, Labour and Welfare is prohibited
- Dismissal within a year of pregnancy or childbirth will be null and void, unless business owners can prove that dismissal is not by reason of pregnancy, etc.

#### Measures against sexual harassment (Article 11)

- Place obligations on business owners to take necessary measures to prevent sexual harassment at work

#### Measures for maternity protection (Articles 12 and 13)

- Place obligations on business owners to take necessary measures, to secure time for female workers to receive health guidance and have medical check-up during pregnancy and postnatal period, and to put a structure in place to allow these workers to observe instructions based on such guidance and check-up

#### Assistance from the national government for implementation of positive action measures (Article 14)

- Consultation and other assistance will be provided by the national government for business owners taking positive action measures for eliminating the gap which in fact exists between male and female workers

#### Remedial measures for settlement of disputes between workers and business owners

- Voluntary settlement of complaints with in a corporation on a voluntary basis (Article 15)
- Assistance by the Director of the prefectural Labour Bureau for dispute settlement (Article 17)
- Mediation by the Disputes Adjustment Commission (Articles 19 - 27)
- Mediation procedures will be invoked by application from either one or both of the parties to said dispute.
- Disadvantageous treatment by reason of requesting the assistance and/or application for mediation to the Director of the prefectural Labour Bureau is prohibited

#### Guidance if necessary for enforcement of this Act

- Collection of reports and issuing advice, guidance and recommendations by the Minister of Health, Labour and Welfare or by the Director of the prefectural Labour Bureau (Article 29)
- Public announcement of those corporations that have not complied with a recommendation by the Minister of Health, Labour and Welfare (Article 30)
- Fine of up to JPY 200,000.00 to be imposed on business owners refusing to respond to a request for a report or making a false report (Article 33)

## Focus of the Labour Standards Law (related to issues for female workers)

### Principle of equal wages for men and women (Article 4)

- Discriminatory treatment of a woman as compared with a man with respect to wages by reason of the worker being a woman is prohibited

### Perinatal leave and other measures for maternity protection

- o Limitation on dangerous and injurious work for pregnant women, etc. (Article 64.3)
- Limitation on the employment of a pregnant woman for certain types of work which may have harmful effects on pregnancy, childbirth and child-rearing; limitation on the employment of a woman who is not pregnant for certain types of duties which may have harmful effects on her reproductive function
- o Perinatal leave (Article 65)
- Limitation in principle on the employment of a pregnant woman within six weeks (or within 14 weeks in the case of multiple births) when requested by such person, or within eight weeks after childbirth; necessity of transferring a pregnant woman to other light duties if she so requests
- o Application of flexible working hours for a pregnant woman and limitation of overtime work, work on a day-off and night work (Article 66)
- Application of flexible working hours and limitation on overtime work, work on a day-off and night work, if requested by a pregnant woman
- o Time for childcare (Article 67)
- A woman raising an infant under the age of one full year may request 30 minutes for infant care twice each day.

### Ban on underground labor and other measures for female workers

- o Ban on underground labor (Article 64.2)
- Limitation on the employment of a woman, with regard to duties to be carried out by a pregnant woman and a parturient woman (limited only to those declaring themselves as such) as well as work specified by ordinance of the Ministry of Health, Labour and Welfare
- o Measures for women if work during menstrual periods would be especially difficult (Article 68)
- Limitation on employment during her menstrual periods, if a woman for whom work during such periods would be especially difficult has requested leave

## Promotion of Measures to Secure Equal Opportunities and Treatment between Men and Women in Employment

According to the Equal Employment Opportunity Law, guidance is given so that men and women will be treated equally and thorough measures will be taken against sexual harassment in the workplace, and supports are provided so that any disputes that arise between employers and workers can be resolved smoothly and quickly.

In addition, in order to secure truly equal treatment between men and women in corporations, corporations' voluntary and proactive efforts (positive action) to eliminate de facto disparities that arise between male and female workers will be promoted.

## Creating an Employment Environment for Irregular Employment

### Comprehensive Promotion of Measures for Part-Time Work

In order to create an employment environment in which part-time workers can more effectively utilize their abilities, efforts are being made to secure equality between part-time workers and regular workers. Such efforts, based on the Act on Improvement etc. of Employment Management for Part-Time Workers (Law No. 76 of 1993; hereinafter referred to as the "Part-Time Workers Law"), include consultations with and support of business owners, government guidance, as well as provision of financial grants to business owners that work to secure equal treatment of part-time workers.

In addition, there is a "short-time regular employee system" that is expected to bring about working styles that match individuals' lifestyles and life stages, such as caring for children or people who need nursing care, or conducting activities in the community. Financial grants are being provided to business owners that have introduced this system, and efforts are being made to promote the system and get it widely used, by developing models of how to introduce the system and making such models well-known.

"Part banks" are being established to provide employment referral services for part-time employment, and supply and demand for part-time work is being smoothly adjusted.

### Promotion of Measures for Worker Dispatching Undertakings

Based on the Act for Securing the Proper Operation of Worker Dispatching Undertakings and Improved Working Conditions for Dispatched Workers (Law No. 88 of 1985; hereinafter referred to as the "Workers Dispatch Law"), efforts are being made to spread knowledge of and obtain thorough introduction of the system among companies who dispatch workers or receive dispatched workers, in order to secure proper business operation, and responses are being made to consultations from dispatched workers and others.

As for the Workers Dispatch Law, in order to improve measures to protect dispatched workers and stabilize their employment, an amendment bill consisting of things such as fundamental prohibitions of registered dispatch and dispatch for manufacturing, and improvement of the treatment of dispatched workers was submitted to the 174th session of the National Diet and is currently under deliberation.

### Review of the Direction of Measures for Fixed-Term Employment Contracts (Labor Contracts Concluded based on a Fixed Term)

Fixed-term workers increased from 4.47 million in 1985 to 7.51 million in 2009 (13.8% of the total number of workers).

In order to improve management of employment of such fixed-term workers, things that business owners that employ such workers need to do and efforts that they should consider were summarized as guidelines. In addition to efforts to inform and enlighten business owners about those guidelines, financial grants and support are provided to small and medium-sized business owners that introduce systems to turn fixed-term workers into regular employees, or systems in which full-time fixed-term workers are treated the same as regular employees or systems in which they receive education and training.

As for fixed-term employment contracts, it has been pointed out that compared with the situation of regular employees such contracts pose problems including unstable employment, disparities in treatment, and insufficient development of occupational skills. Since October 2010 the Labour Policy Council's Working Condition Subcommittee has been discussing whether or not such contracts should be changed.

## Support for Promoting Realization of Women's Abilities

Measures such as awareness promotion, information provision, and ability development are being actively taken in order to bring about appropriate career choices by women. In particular, for women raising children and who would like to go back to work, consistent employment support through a system with individual guidance has been conducted since fiscal 2009 through things such as Mothers' Hello Work

Public vocational training for displaced workers, employed people, and graduates is conducted at public vocational ability development facilities established and operated by national, prefectural, and city governments. In addition, the Project to Support Emergency Personnel Training continues to be carried out. This project began at the end of July 2009 and is intended to provide vocational training and life security during that training for people who cannot receive employment insurance benefits.

In order to support education and training conducted by business owners, things such as aid through financial grants to promote career creation, training for employed people at public vocational ability development facilities, loaning such facilities to business owners, and dispatching trainers to such facilities to conduct vocational training are also carried out, in addition to things such as information provision and consultation assistance.

Further, in order to promote workers' voluntary vocational ability development, aid, information provision, and consultation assistance are provided for business owners that support workers' voluntary efforts in addition to use of an education and training benefits system.

## Rejuvenation of the Economy and Society by Having Women Play an Active Role

As the labour force population continues to decrease due to a declining birthrate and an aging population, ways to encourage people who have latent abilities to enter the labour market are being sought. At the same time, it is necessary to push forward creation of new demand that could become a source of future economic growth.

Meanwhile, Japanese women's participation in the labour market is not increasing compared to other developed nations. However, if this situation is considered in reverse, it means that the more that Japanese women participate in the labour market and become active, the greater the possibilities for that latent power to be exerted.

In order to link women's active participation to rejuvenation of Japan's economy and society, we will support promotion of bringing out women's abilities, while working to eliminate the idea of fixed gender roles and tasks. We will also actively promote efforts to utilize women's latent abilities, through things such as support for women's continued employment and re-employment aimed to eliminate the "M-shaped curve problem" and support for women starting businesses.

- A. Support for promotion of bringing out women's abilities
- B. Support for women's continued employment and re-employment
- C. Support for female entrepreneurs
- D. Creating work environments for employees with families, etc.

## 6. Work-life Balance for Men and Women

On December 18, 2007, a Council of Executives of Public and Private Sectors to Promote Work-Life Balance consisting of representatives from related ministries, economic circles, labour circles, and local authorities formulated a “Charter for Work-Life Balance” and an “Action Policy for Promoting Work-Life Balance” (revised in June 2010), and efforts are now being made by the public and private sectors working together.

### Society in which a work-life balance has been achieved

A society in which an individual citizen can work with motivation and a sense of fulfillment and discharge his/her responsibilities at work, while at the same time can choose and lead a variety of living styles in his/her family and community life, in accordance with each stage in life, such as raising children and middle and older stages of life.

#### Society where people can provide themselves with jobs for **economic independence**

\*Examples of numerical targets  
Currently ➡ 2020  
Number of casual employees  
1.78 million ➡ 1.24 million  
Employment rate of women (age 25-44)  
66.0% ➡ 73%  
Employment rate of the elderly (age 60-64)  
57.0% ➡ 63%

#### Society where people **have time** to lead healthy, affluent lives

\*Examples of numerical targets  
Currently ➡ 2020  
Proportion of employees who work 60 or more hours a week  
10.0% ➡ reduce by half  
Rate of paid annual leave consumption  
47.4% ➡ 70%

#### Society where people **can choose** from a variety of working and life styles

\*Examples of numerical targets  
Currently ➡ 2020  
Ratio of men who take child care leave  
1.72% ➡ 13%  
Hours spent by men with children less than six years old for child rearing and household chores  
60 minutes/day ➡ 2.5 hours/day

All individuals, irrespective of age or gender, will be able to participate in a variety of activities, such as work, child rearing, nursing, self development, and community activities, to the degree of their own choice. This in turn will create a positive cycle by enriching life both at work and outside of work.

### Roles that should be carried out by relevant parties

The Action Policy sets forth policies for effective efforts by corporations, workers, and citizens, and measures by the national government and local public bodies, in order to realize “a society where a work-life balance has been achieved.”

	Corporations and Workers	National Government and Local Public Bodies
	The fundamental matter is for labour and management to discuss effective ways to move forward, in accordance with the situation of the individual corporation, and then make voluntary efforts.	The national government and local public bodies will actively support the efforts of corporations, workers, and other citizens, and will actively build a social base for things such as child-rearing support and nursing care, in correspondence with a variety of working styles.
General	<ul style="list-style-type: none"> <li>-Reform of perceptions, realization of flexible working styles, etc. in order to change the workplace atmosphere through use of management leadership</li> <li>-Setting objectives, systematic efforts, mechanism for checking, steady implementation</li> <li>-Improvement of hourly productivity by reconsideration of working styles by labour and management, reconsidering of duties, etc.</li> </ul>	<ul style="list-style-type: none"> <li>-Building a framework for realization</li> <li>-Agreement among the government, labour, and management – building momentum that matches the local situation</li> <li>-Creation of a systematic framework (review of how to make tax and social security systems that are neutral to working styles)</li> <li>-Improvement of productivity of society as a whole, measures for small- and mid-sized corporations</li> <li>-Evaluation of efforts corresponding to contract content for public purchases</li> <li>-Securing the health of workers, promoting mental health measures</li> <li>-Leadership activities taken by government organizations</li> </ul>
Economic independence through employment	<ul style="list-style-type: none"> <li>-Promotion of hiring based on fair evaluation of people's characters</li> <li>-Fair and equal treatment irrespective of form of employment</li> </ul>	<ul style="list-style-type: none"> <li>-Support of economic independence by young people, etc.</li> <li>-Systematic improvement of career education and vocational education at the school stage</li> <li>-Development of the vocational abilities of society as a whole and creation of an evaluation system</li> <li>-Establishment of a second safety net, resembling a trampoline</li> </ul>
Securing time to lead healthy, affluent lives	<ul style="list-style-type: none"> <li>-Strict compliance with laws and ordinances related to working hours</li> <li>-Promotion of labour and management reconsideration of duties and securing the necessary number of employees, in order to revise set working hours, etc. to control long working hours</li> </ul>	<ul style="list-style-type: none"> <li>-Support of efforts by labour and management to improve set working hours, etc.</li> <li>-Control of long working hours and promotion of the paid annual leave consumption, through responses to revised Labour Standards Laws, etc.</li> </ul>
Choosing from a variety of working and life styles	<ul style="list-style-type: none"> <li>-Creation of systems in place to support flexible working styles that correspond to individuals' situations, such as child care or nursing leave, reduced-hours work, reduced-hours regular employee system, tele-work, and work from home, and promotion of creation of workplace atmospheres in which it is easy to use such systems</li> <li>-Creation of an environment to promote child care leave by men, in order to support and promote men's involvement in child care</li> <li>-Provision of opportunities for re-employment and continued employment of women and the elderly.</li> </ul>	<ul style="list-style-type: none"> <li>-Promotion of child-rearing support that corresponds to a variety of working styles, such as improvement of child care services; formation of regional social bases to support families raising children or providing nursing care</li> <li>-Support of women's continued employment, creation of an environment in which it is easy to take child care leave, improving the employment rate</li> <li>-Support and promotion of men's involvement in child care (promotion of utilization of “Papa &amp; Mama Child Care Leave Plus,” provision of learning opportunities, etc.)</li> </ul>

## Examples of National Government Initiatives

- **Promotion of the accreditation (Kurumin Mark) based on the Act for Measures to Support the Development of the Next Generation**

In accordance with the Act for Measures to Support the Development of the Next Generation, the general business owner action plan is to be drawn up and submitted, and companies that have met certain criteria such as achieving the objectives of the action plan are to be accredited by the Minister of Health, Labour and Welfare. With the revision of the Act (which is to come into force in April 2011), the scope of the obligation to draw up and submit the general business owner action plan is expanded from companies with 301 or more employees to include companies with 101 or more employees.



- **Support for introduction of the permanent employment with reduced working hours scheme**

The permanent employment with reduced working hours scheme is designed to allow people who were unable to stay at jobs due to various constraints such as child care and family care the flexibility to choose from among various working styles. For companies, it should serve as a personnel system effective in reducing employee turnover and invigorating the organization. It is expected that the scheme will be widely introduced and adopted. A website has also been set up to provide information about the scheme, examples of its application, and procedures for its introduction.

- **Support for turning casual employees into regular employees**

Regular employment of casual employees, particularly older ones (age 25-39) who were unable to become regular employees during difficult times for job-seekers, will be promoted through utilization of consistent support and assistance systems. When necessary, the same staff member will provide assistance to a job-seeker from the stage of employment consultation and referrals until the person finds and gets settled in a job.

- **Support for combining both work and family under the Child Care and Family Care Leave Law**

The Child Care and Family Care Leave Law stipulates that a parent can take child care leave during the time until a child reaches the age of one (until 1 year and 6 months in certain cases when it is acknowledged that leave is necessary even after the child turns one). It also stipulates leave for family care (family care leave can be taken once for each time a family member receiving care becomes in need of constant care, for a total of 93 days of leave) and leave for caring for a sick / injured child. These and other systems are set up in order to support people's ability to balance various forms of work and family life

In light of Japan's rapidly declining birth rate, portions of the Child Care and Family Care Leave Law were revised in order to further promote the balancing of work, child care and Family Care by workers who are raising children or providing nursing care. The revisions introduced "Mom & Dad Child Care Leave Plus" (if both the father and the mother take child care leave, it is possible to take one year of child care leave during the period until the child reaches the age of 1 year and 2 months) so that fathers can participate in child care, and expanded leave for caring for a sick / injured child (leave for caring for a sick child can be taken up to five days per year in the case of one child under primary school age, and up to ten days per year in the case of two or more children). They also created an obligation for a reduced working-hour system and exemption from overtime for people raising a child under the age of three.

- **Promotion of an After-School Plan for Children**

Empty classrooms in primary schools will be made use of, in order to provide appropriate places for children's after-school/ weekend activities, such as playing, spending time, studying, doing various experiments, and interacting with others, thereby promoting sound growth for children.

- **Promotion of wide introduction of balanced working styles**

Examples of corporate initiatives to "make work more efficient" were investigated by conducting hearings with corporations. A report was made public that summarized knowhow for "making work more efficient" to realize a work-life balance (realize a balanced working style). The following three cycles were deemed necessary in order to realize a balanced working style: (1) make work more efficient, (2) motivation and changing perceptions, and (3) system reform.

- **"Change! JPN" Campaign**

In December 2007, following an agreement between representatives of government, labour, and management, the "Charter for Work-Life Balance" and the "Action Policy for Promoting Work-Life Balance" were formulated (revised in June 2010), based on which a public-participation-type campaign under the slogan "Change! JPN" is being promoted in order to make the public movement for realization of a work-life balance more effective.



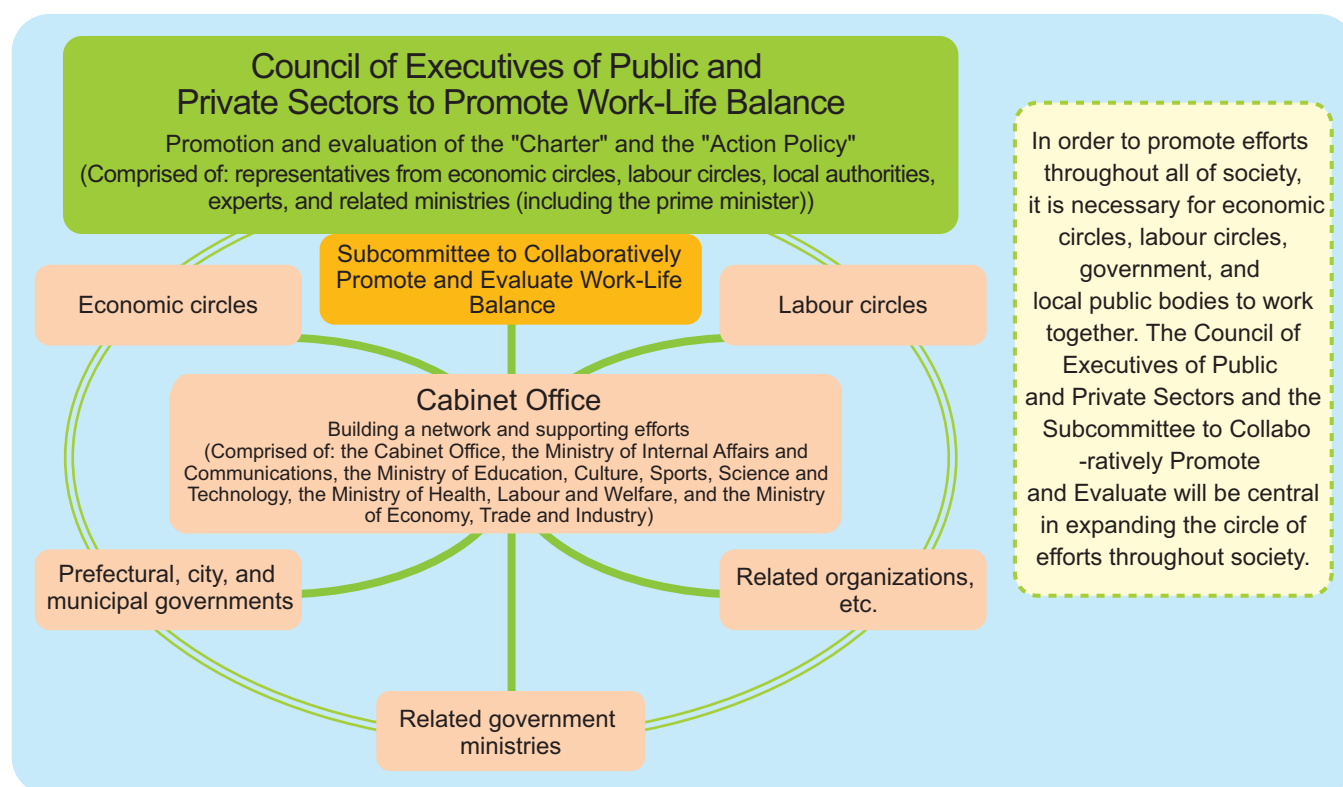


## Review and Evaluation of the Progress of Efforts

Under the Charter and the Action Policy, promotion of a work-life balance requires close collaboration of the national government, labour, management, and local government working as partners. The “Office for Work-Life Balance” was set up as part of the Cabinet Office in order to serve as a core organization supporting that collaborative network.

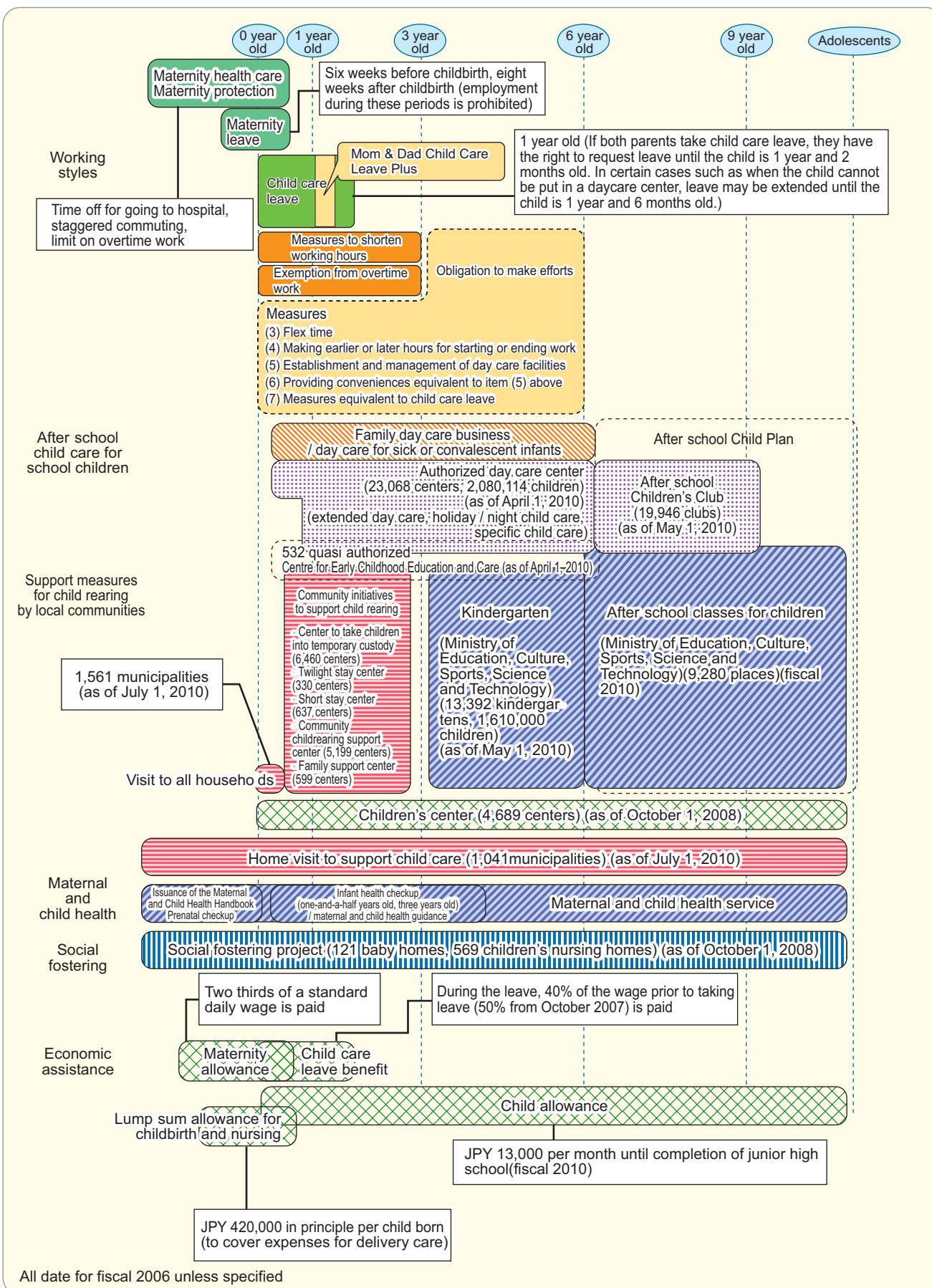
A “Subcommittee to Collaboratively Promote and Evaluate Work-Life Balance” was also set up under the “Council of Executives of Public and Private Sectors to Promote Work-Life Balance” in order to review and evaluate the promotion of realization of work-life balance and reflect the evaluations onto the efforts of related parties. Although some people have voiced concerns that efforts aimed at achieving a work-life balance have stagnated amid the worsening economic situation that has continued since 2008, in April 2009 this subcommittee publicized an “Emergency Announcement – Now is the Time to Promote Work-Life Balance.” This announcement confirmed that the promotion of work-life balance is an “investment in the future” that will lead to mid- and long-term sustained development, and that it should be steadily promoted as a national movement, irrespective of the state of the economy.

For review and evaluation, a “work-life balance” realization index that measures the degree of realization of work-life balance through numerical targets and an individual’s overall lifestyle is used. The June 2010 revisions of the Charter and the Action Policy included revision of numerical targets and set target values for the year 2020.





# Current Structure for Next Generation Nurturing Support Measures in Japan



Source: "Annual Report on Health and Welfare (2008)"

## 7. Elimination of All Forms of Violence against Women

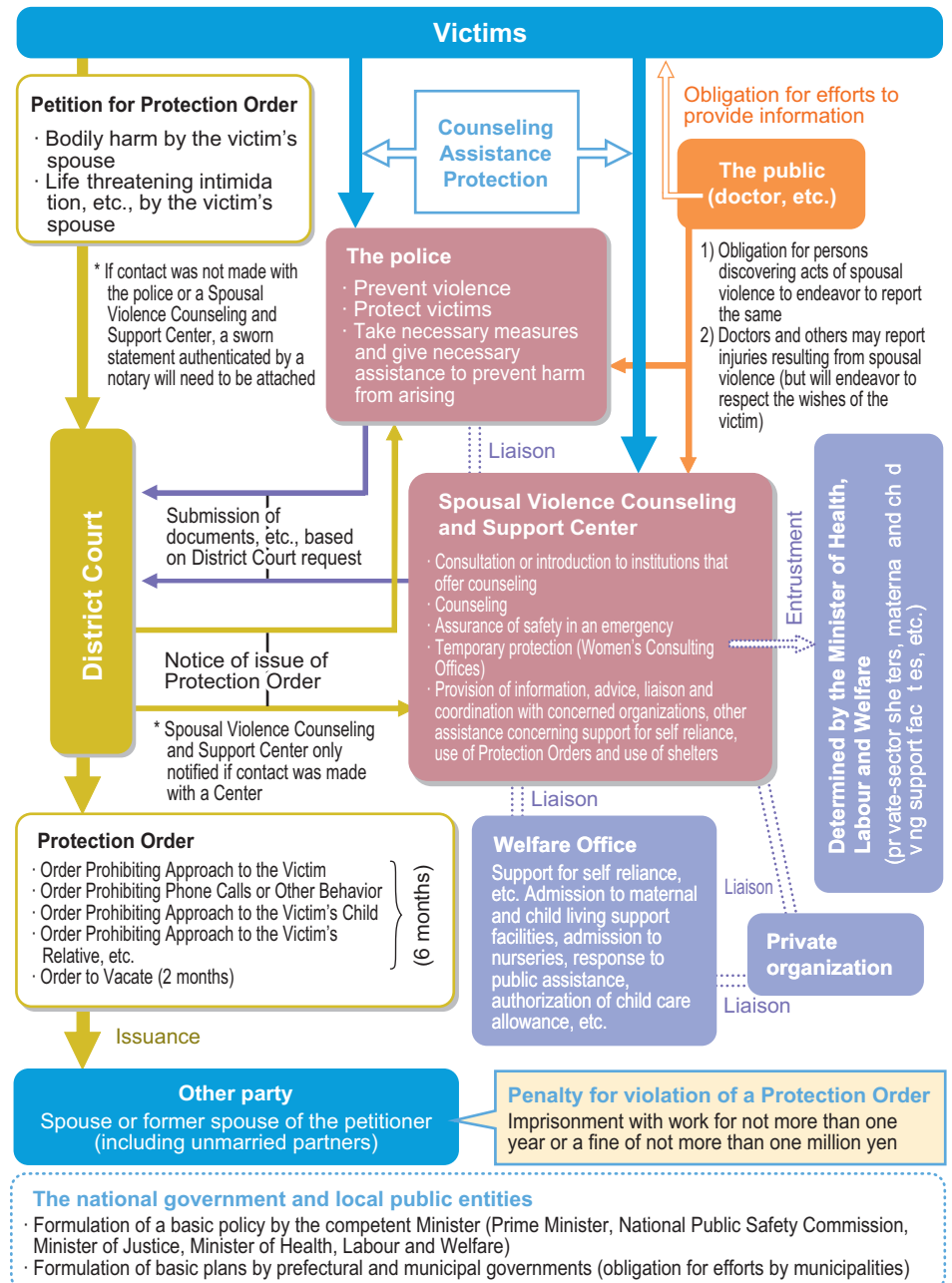
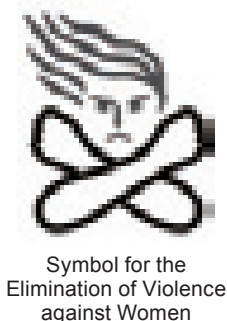
Violence against women, including spousal violence, sexual crimes, prostitution, trafficking in persons, sexual harassment and stalking behavior, constitutes a serious violation of the human rights of women. This is an issue to be resolved in the process of formation of a gender-equal society. The international community also attaches great importance to this issue, as is seen in the 1999 inauguration of the International Day for the Elimination of Violence against Women by the United Nations, which will be held each year on November 25.

### Act on the Prevention of Spousal Violence and the Protection of Victims

In accordance with the "Act on the Prevention of Spousal Violence and the Protection of Victims" and the "Basic Policy Concerning Measures for the Prevention of Spousal Violence and the Protection of Victims" (hereinafter the "Basic Policy"), which has been based on the "Spousal Violence Prevention Act," and the "Third Basic Plan for Gender Equality" approved by the Cabinet in December 2010, efforts are being made to further improve measures to prevent spousal violence and to protect and support the independence of victims.

In 2007 the Act was revised to expand the scope of protection orders, making not only bodily harm but also cases of life-threatening intimidation subject to protection orders. The revisions also newly created orders prohibiting phone calls or other behavior and orders prohibiting approach to the victim's relatives, etc.

The revisions also stipulated obligations for municipalities to make efforts to adopt the basic plan and establish spousal violence counseling and support centers.



## Campaign for elimination of violence against women

- **Campaign for Eliminating Violence against Women**  
(from November 12 through November 25 every year)

The Headquarters for the Promotion of Gender Equality Conducts a campaign for Eliminating of Violence against Women and, in collaboration with local public authorities, women's groups and other organizations, further strengthen efforts for elimination of violence against women, including a program to enhance social awareness.

- **Preventive Education**

In order to prevent people becoming perpetrators or victims of violence against women, preventive educational materials targeting young people are being produced and distributed, and training is conducted for instructors.



## Information for Victims of Spousal Violence

- **Website (<http://www.gender.go.jp/e-vaw/index.html>)**

Information about laws and organizations to assist victims of spousal violence is provided on the website of the Gender Equality Bureau of the Cabinet Office, which is regularly updated.

Examples of measures by local public authorities and initiatives by corporations to assist victims are also introduced.

- **“DV Consultation Navi”**  
(“Telephone Guidance Service on Organizations Offering Consultation to Spousal Violence Victims”)

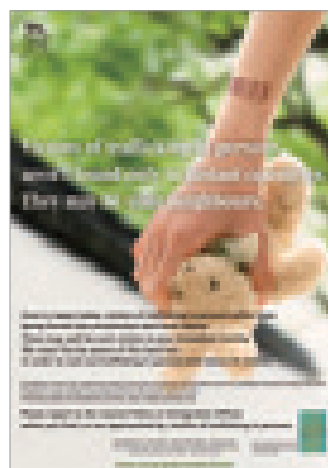
The nationally common telephone number uses an interactive voice response system to direct victims of spousal violence with contact details of closest consultation centers and their opening times.



## Measures against trafficking in persons

In response to the recent situation in Japan concerning trafficking in persons (TIP), the Government adopted Japan's 2009 Action Plan to Combat Trafficking in Persons (December 2009) to appropriately deal with various concerns and to continue unified measures against TIP.

In order to prevent and eliminate TIP and protect victims, based on the action plan, the Government is working to proactively apply criminal laws, to thoroughly crack down and stringently punish and penalize perpetrators. The Government is also collaborating with concerned countries and NGOs to further improve protection of victims and to promote integral and comprehensive countermeasures.



## Research and Study, etc.

Various research works and studies are being undertaken to implement correct measures to respond to violence against women. In order to improve support for victims, efforts are also being made to improve consultation services and strengthen collaboration between the private and public sectors, by providing training and information to the relevant people working at spousal violence counseling and support centers.

## 8. Support for Women's Health throughout Their Lifetimes

### Support for Women's Maternity Health

- **Provision of comprehensive maternal and child health services from pregnancy to delivery**

The Ministry of Health, Labour and Welfare further promotes measures to provide medical services, including medical check-ups and health counseling and guidance services, from pregnancy to delivery, for daily life.

The Ministry also systematically implements “Healthy Parents and Children 21” – a national campaign for maternal and child health in the 21st Century – to improve maternal and child health services.

- **Infertility counseling services**

The Ministry of Health, Labour and Welfare promoted a plan to set up counseling centers specializing in infertility, under the Child and Child Rearing Support Plan, to provide multidimensional information / counseling services to infertile couples, so they could make their own decisions based on accurate and appropriate information as to how they should address the issue. The Ministry also promotes research and studies on fertility treatments. The Government Subsidized Project is also being implemented to subsidize part of the expenses for fertility treatment for infertile couples, which can be expensive.

- **Increased perinatal care**

The Ministry of Health, Labour and Welfare is setting up comprehensive perinatal maternal medical centers that will serve as the core of perinatal medical services, and regional perinatal maternal medical centers to support those core centers, so that high-risk pregnant women and newborns are properly provided with advanced treatment. It is also working to ensure collaborative systems with regional childbirth facilities. Also, Pregnancy and Medicine Information Center set up in 2005 in the National Center for Child Health and Development collects domestic and international information about the safety of drug therapy on pregnant women.

- **Disseminate information about voluntary contraception by women**

The Ministry of Health, Labour and Welfare implements measures to disseminate information about the physical and psychological effects of abortion on women and about safe abortions, to prevent ill-considered abortions. The Ministry also supports efforts to disseminate information about contraception to allow women to voluntarily use contraceptives.

### Measures Against HIV/AIDS

- **Implementation of comprehensive measures against HIV/AIDS from prevention to treatment**

The Ministry of Health, Labour and Welfare systematically implements comprehensive measures against HIV/AIDS to prevent HIV infection and provide medical treatment appropriate patients with diseases, while giving consideration to the human rights of AIDS patients and HIV infected persons as well as social backgrounds, under the “National Guidelines for HIV/AIDS Prevention and Care” (Guidelines for HIV prevention - No. 89 announcement by the Ministry of Health, Labour and Welfare in 2006) which was established by the Law Concerning the Prevention of Infectious Diseases and Medical Care for Patients with Infections (the Infectious Diseases Control Law – Law No.114 of 1998), and conducts annual assessment on the implementation of the measures.

- **Promotion of education at school about HIV/AIDS and sexually transmitted diseases**

The Ministry of Education, Culture, Sports, Science and Technology continues its efforts to expand HIV education in school education in activities, such as the production and distribution of health information materials to lower- and upper - secondary school students that provide thorough explanations about sexually transmitted diseases, production/distribution of reference materials for teachers, and organizing training and education seminars for teachers.

# The Major Services on Maternal and Child Health

(as of April 2010)

Classification	Adolescence	Marriage	Pregnancy	Childbirth	1 year old	2 year old	3 year old
Physical examination			<ul style="list-style-type: none"> <li>● Maternal physical examination</li> </ul>	<ul style="list-style-type: none"> <li>● Infant physical examination</li> <li>● Examination of newborns for hearing impairment</li> <li>● Examination for congenital metabolic abnormalities and cretinism</li> </ul>	<ul style="list-style-type: none"> <li>● Physical examination for 18-month-old infants</li> </ul>		<ul style="list-style-type: none"> <li>● Physical examination for 3-year-old infants</li> </ul>
Health guidance			<ul style="list-style-type: none"> <li>● Notification of pregnancy and issuance of the Maternal and Child Health Handbook</li> <li>● Distribution of maternity marks</li> <li>● Home-visit guidance by public health nurses, etc.</li> <li>○ Project to visit all homes with infants (Hello Baby Project) (※2)</li> </ul>				
	<ul style="list-style-type: none"> <li>● Maternal and child health counseling and guidance projects (premarital class) (newly-wed class)</li> <li>(Parenting class) (Child care class)</li> </ul>						
			<ul style="list-style-type: none"> <li>○ Maternal care center management services (※1)</li> </ul>				
	<ul style="list-style-type: none"> <li>○ Projects to provide women with lifelong health care support (※1) (general health care counseling, counseling for couples experiencing infertility)</li> </ul>						
			<ul style="list-style-type: none"> <li>○ Project to strengthen prevention of children's accidents (※2)</li> </ul>				
	<ul style="list-style-type: none"> <li>○ Projects related to maternal and child health using the subsidy for Support for Raising the Next Generation in Japan (※2)</li> </ul>						
	<ul style="list-style-type: none"> <li>○ Project to promote food/dietary education (※2)</li> </ul>						
Medical support			<ul style="list-style-type: none"> <li>○ Project for subsidization of medical expenses for specific infertility treatments (※1)</li> <li>● Support for women with toxemia of pregnancy</li> </ul>	<ul style="list-style-type: none"> <li>○ Medical care for premature babies</li> </ul>			
				<ul style="list-style-type: none"> <li>○ Project for research on treatment for specific chronic infantile diseases</li> <li>○ Distribution of livingware for infants who have specified chronic infantile diseases</li> <li>○ Medical benefits for children with tuberculosis</li> <li>○ Project for guidance on medical treatment (※1)</li> </ul>			
			<ul style="list-style-type: none"> <li>○ Project for basic research on raising the next generation, including overcoming developmental disorders (Health and Labour Science Research Grants)</li> </ul>				
Medical measures			<ul style="list-style-type: none"> <li>○ Project to support healthy pregnancy (※1)</li> </ul>		<ul style="list-style-type: none"> <li>○ Promotion program of the development of a base hospital organization for child mental health (※1)</li> </ul>		

○ State-aid projects ● Projects covered by general finances ※1 Comprehensive support measures for maternal and child health care services  
 ※2 Projects covered by the subsidy for Support for Raising the Next Generation in Japan



## 9. Improvement of Education and Learning that Promote Gender Equality and Facilitates a Variety of Choices

### Education and Learning that Promotes Gender Equality

Appropriate guidance is provided in schools about gender equality and mutual understanding / cooperation between both sexes, in accordance with students' stage of development. Also, Improvements are also being made in career guidance for higher education and employment, so that both male and female students can acquire the abilities and attitude to voluntarily choose their own career paths in accordance with their own life plan, abilities, and aptitudes, without being restricted to fixed gender roles.

In social education, the aim is to improve learning opportunities for male and female students to participate in all fields of society by making the most of their personal qualities and abilities.

### Improvement of Women's Education and Learning Activities to Achieve Women's Empowerment

In terms of lifelong learning activities for women, learning opportunities are being provided in order to support women in thinking about life events, making long-term life plans, and proactively choosing work and life styles while making the most of their abilities.

The National Women's Education Center (NVEC) – Japan's only national center for women's education – was established to “promote women's education on gender equality and women's empowerment and thereby contribute to realizing a gender-equal society.” Pursuant to these objectives, NVEC is actively implementing projects to train core leaders, provide positive research outcomes and studies on issues of urgency, to liaise with facilities and organizations for women's education, and to make international contributions for the issue.

In fiscal 2008 the Women's Archives Center was opened to collect, organize, and preserve historical materials on women's activities. The “Women's Digital Archive System” went public on the Internet to provide access to some of the materials owned by the Women's Archives Center. NVEC continues to build up its various databases and improve its information services.

NVEC promotes international exchange with the Korean Women's Development Institute (KWDI), the Korean Institute for Gender Equality Promotion and Education (KIGEPE) and other organizations outside Japan. In 2010, NVEC finalized a new agreement with the Ministry of Women's Affairs of the Kingdom of Cambodia. NVEC also organizes various activities as a hub for women's education in Asia, including training seminars for administrative officials from developing nations in charge of women's education commissioned by the Japan International Cooperation Agency (JICA).

## 10. Gender Equality in Science and Technology, and Academic Fields

### Creation of an Environment to Expand Women's Participation in Research

Although the percentage of women among all researchers in Japan has been slowly increasing, it still stood at only 13.0% in 2009 and still remains low compared with advanced Western countries.

To improve this situation, the Ministry of Education, Culture, Sports, Science and Technology is taking measures such as providing support to universities that make it possible for female researchers to continue their research after giving birth and while raising children and providing research grants to individual female researchers so that they can easily return to their research after giving birth or raising children.

### Promotion of Girl Students' Selection of Science Courses

In order to raise interest in science and technical fields, the government supports junior/senior high school girls to select science courses, by providing opportunities for them to interact with female researchers, providing information on female researcher role models, and conducting lessons involving laboratory experiments.



## 11. Gender Equality for Men, Children, People Facing Living Difficulties, and the Elderly

### Gender Equality for Men

One of the major impediments to realizing gender equality is the perception of fixed gender roles that has been formed in individuals' consciousness over many years. Although this way of thinking is changing along with the times, it still remains deep-rooted, and is particularly strong among men. The government aims to create a society that is easy for men to live in as well as women, and is conducting researches and studies on elimination of the perception of fixed gender roles that men have about themselves. It is also working to broaden the base of gender equality by increasing assistance with education about perceptions, consultation activities, and other activities to gain men's understanding.

With the aim of creating a society in which both men and women can have a work-life balance, the government is promoting reconsideration of working styles and creation of an environment in which men can participate in child care, family care, and community activities.

Support is also being given so that retired men can actively participate in community and other activities.

- A. Promotion of understanding of significance of gender equality for men
- B. Education for corporations about perceptions about male managerial positions
- C. Improvement of the workplace environment to enable men's participation in the home and in the community
- D. Support for regional efforts to enable men's participation in the home and in the community
- E. Improvement of education on preventing violence between men and women
- F. Promotion of dietary education
- G. Establishment of consultation systems for men and maintenance of their physical and mental health
- H. Other undertakings

### Promotion of Understanding Gender Equality from Childhood, and Developing Far-Sighted Self-Awareness

The government is promoting understanding of gender equality from childhood, and making efforts to have children develop far-sighted self-awareness, so that the children who will be the leaders of the next generation can grow up making the most of their individuality and abilities and the base of gender equality will expand. It is also implementing health and sex education so that boys and girls can appropriately take care of themselves according to their health conditions and gender differences, and promoting measures against issues that have enormous influences on health.

- A. Promotion of understanding of gender equality through education
- B. Promotion of children's health management, maintenance, and improvement
- C. Other undertakings

### Realization of Children's Healthy Growth and a Safe and Secure Environment

The government is creating an environment that aims to eradicate violence and medical system so that children can grow up healthily. It is also promoting undertakings in which society as a whole supports children, such as breaking the cycle of children's poverty.

- A. Comprehensive measures against violence against and abuse of children
- B. Improvement of media literacy
- C. Measures against child pornography
- D. Measures against child prostitution
- E. Active promotion of the "Japan's 2009 Action Plan to Combat Trafficking in Persons"
- F. Creation of an environment in which parents and children can live with peace of mind
- G. Undertakings for society as a whole to support children
- H. Other undertakings

## Promotion of Support for Single-Parent Households

Under the 2003 Revised Act on Welfare of Mothers with Dependents and Widows (Law No. 129 of 1964), independence assistance measures for mothers raising children alone are being comprehensively developed. Such measures include preferential enrollment in day-care centers, support measures for child-care and daily life such as projects to assist with daily life, projects for centers that support employment and independence for single mothers, employment assistance measures such as support stipends to assist the independence of single-mother households, measures to ensure expenses for raising children such as establishing child-raising expense consultation centers, provision of child-care allowances, and economic support measures using loans for the welfare of mothers with dependents and widows.

In fiscal 2009, due to expansion of “Anshin Kodomo Kikin funds” that were established by prefectural governments in fiscal 2008, assistance was further developed by providing day-care services when single parents undergo vocational training and assisting local governments that actively promote at-home employment of single parents.

Since June 2009, for advanced skills training promotion benefits that reduce the burden of daily living costs during the period people study at an educational organization for the purpose of obtaining qualifications such as those to become a nurse, the amount of benefits provided has been increased and for people who began their studies before the end of fiscal 2011 the period of benefit provision has been extended. Other improvements of measures to support the independence of single-mother households are also being made, such as decreasing the interest rate for loans for the welfare of mothers with dependents and widows and making it possible to receive such loans even without a guarantor.

In addition, in August 2010 child-care allowances were expanded to include single-father households and since then improvements are being made in measures to support the independence of single-parent households.

Further, the single-mother computation for welfare that was abolished in April 2009 was restored in order to eliminate child poverty, and payments (JPY 23,260 per month (when there is one child living at home (Area 1))) began again in December 2009.

## The Elderly

In June 2008, the Cabinet Office Council for Gender Equality considered the state of measures for the elderly in accordance with detailed differences between men and women, and determined opinions concerning tasks and undertakings by fields related to support for the independence of the elderly from the perspective of gender equality ((1) undertakings aimed at employment promotion and social participation for the elderly, (2) creation of systems and an environment conducive to economic independence later in life, (3) undertakings aimed at life independence based on the mutual support of households and communities, (4) undertakings to prevent the need for medical treatment and nursing care, giving consideration to gender differences, and (5) building a high-quality medical treatment and nursing care base). These opinions were considered in light of the final report “Observation and Study of Impact Concerning Support for Independent Lives of the Elderly” by the Specialist Committee on Monitoring and Gender Impact Assessment and Evaluation.

## 12. Promotion of Gender Equality in Regions and Agricultural Communities

### Support for Promotion of Gender Equality in Regions

To promote gender equality in regions, efforts thus far have focused on acquisition of knowledge and conducting education about perceptions through activities such as workshops and training programs. In order to further those efforts, from now on it will be important for various constituents such as the government, corporations, regional bodies, and residents to collaborate and form partnerships in their respective regions and develop specific activities in order to solve the tasks of their own regions.

In order to more effectively promote such specific activities in regions, the government will support proactive undertakings aimed at solving the problems of the respective regions.

#### Problem areas

Insufficient awareness of the importance of gender equality in measures and policies for regional problem-solving

Gender and age biases concerning participation in regional activities

Lack of opportunities for women's activities, due to deep-rooted perceptions of fixed gender roles, etc.

#### Necessary undertakings

Building a gender equality base in regions = improving and strengthening the functions of gender-equality centers, etc.

→ promoting gender equality by training employees and staff, forming networks among centers, NPOs, and corporations, etc.

Expansion of participation of a wide variety of people in regions

→ creating female leaders of regional organizations, etc.

Promotion of gender equality in the fields of community-building and tourism, disaster prevention, and the environment

Specifically, the following five projects will be carried out:

#### (1) Collection and provision of information

Information on examples of forward-thinking undertakings related to promotion of gender equality in regions will be collected and provided on a homepage.

#### (2) Practical research and study

With the aim of solving problems in regions, forward-thinking examples of practical activities that incorporate the perspective of gender equality will be collected, analyzed, and provided.

#### (3) Development and provision of staff training programs

Training programs will be developed for employees of regional public bodies and gender equality centers, with the aim of improving specialized knowledge and various coordination abilities.

#### (4) Dispatch of advisers

In response to requests from regional public bodies and women's organizations, etc., "advisors" capable of providing appropriate guidance and advice will be dispatched to regions in order to improve activities for solving problems and support the creation of new networks.

#### (5) Collaborative support projects

Collaborative organizations made up of various constituents that carry out regional activities will be formed. With the aim of solving regional problems, the organizations will specifically implement practical activities that incorporate the perspective of gender equality, and widely spread the positive results of those activities.

#### Examples of undertakings

Development of community, planning and running tourism events, etc. by the liaison council of a regional women's organization through collaboration with the chamber of commerce

Promotion of WLB carried out collaboratively by the government, NPOs, and corporations

Child-care support carried out collaboratively by schools, social welfare departments, PTAs, and NPOs

Environmental conservation undertakings carried out collaboratively by the government, universities, and NPOs

Disaster-prevention activities carried out collaboratively by the government, regional firefighting brigades, etc.

## 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 exchanging information and ideas widely liaising with 106 people in various fields of society and promoting national measures to promote the creation of a gender-equal society.

The Conference holds twice-yearly general assemblies and also organizes forums to exchange information and ideas between the general public in various fields of society to actively pursue initiatives for the creation of a gender-equal society.

## Gender Equality Forum, Programs Encouraging Gender Equality Declaration Cities

Since FY 2000, the Cabinet Office and local governments have jointly held the “Gender Equality Forum.” Individuals representing various fields in society have attended the forums to raise awareness about gender equality through lectures and sub-sessions.

Also, since FY 1994, municipalities other than government-designated cities have become “Gender Equality Declaration Cities” and implemented “Programs Encouraging Gender Equality Declaration Cities” to encourage various initiatives for gender equality.

## Promotion of Gender Equality Aimed at Realization of Vibrant Agricultural, Forestry, and Fisheries Communities

### (1) Changing perceptions and expanding women's participation in policy decision-making processes

The government is promoting correction of behavior patterns that result from perceptions of fixed gender roles and old conventions that remain deep-rooted in agricultural, forestry, and fisheries communities, and transformation of attitudes and behaviors in all areas. It is also investigating the situations in such areas and conducting research in order to expand women's participation in policy decision-making processes, and urging the setting of specific objectives by local public bodies and organizations related to the agricultural, forestry, and fisheries industries.

- A. Transformation of attitudes and behaviors
- B. Expansion of women's participation in policy decision-making processes

### (2) Improvement of women's economic status and creation of conditions and an environment for their employment

Women's positioning in operations will be clarified, with the aim of improving the economic position of women in the agricultural, forestry, and fisheries industries and in agricultural, forestry, and fisheries communities. Preparations are also being made to support women's employment in farming and creation of a woman-friendly work environment.

- A. Improvement of women's economic status
- B. Support for women's employment in farming and creation of a woman-friendly work environment

### (3) Creation of an environment in which it is easy for women to live and be active

The government is promoting a variety of undertakings so that women are not excessively burdened in either industry or their daily lives. In order to deal with the declining birth rate and aging of populations in agricultural, forestry, and fisheries communities, daily life support is being provided, such as developing various services that take into consideration the support of elderly women and creation of necessary facilities, and efforts are being made to utilize the pension system effectively.

- A. Creation conditions so women can work comfortably
- B. Dealing with aging populations

## 13. Public Information, Enlightenment, Research and Study

### Promotion of PR/Awareness-raising Activities through a Variety of Media, Various Training Sessions

To promote understanding by the general public about the purpose and basic principles of the Basic Act for a Gender-equal Society and to facilitate various initiatives for the creation of a gender-equal society, a campaign entitled “Gender Equality Week” was inaugurated in 2001 to be held each year from June 23 to 29. During the week, various events are organized in collaboration with local governments, women’s groups and other relevant organizations.

#### Main events

- ① “National Conference for the Formation of a Gender-equal Society”
- ② “Chief Cabinet Secretary’s Commendation for Efforts Toward the Formation of a Gender-equal Society”
- ③ “Women’s Challenge Grand Prize”, “Women’s Challenge Support Grand Prize” and special prize
- ④ Contest for a slogan of the week, production and distribution of a poster

In addition, with a view to promoting understanding by the general public about measures for the creation of a gender-equal society and ensuring cooperation from the general public for such measures, various information brochures, publications, video/DVDs have been produced. A dedicated website (<http://www.gender.go.jp/>) has also been set up to implement PR/awareness-raising activities.

Training sessions and meetings are also organized for officials in local governments in charge of administration closely related to residents and for those engaged in community activities to increase their understanding about governmental measures.

### White Paper on Gender Equality

Pursuant to Article 12 of the Basic Act for a Gender-Equal Society, a white paper on gender equality is submitted by the government to the National Diet each year. The white paper indicates the state of formation of a gender-equal society in Japan and explains the government’s policies for promoting formation of a Gender-equal Society.

The 2010 white paper focused on the special topic of “The Active Participation of Women and Revitalization of Economy and Society” and explained how increased active participation by women is effective for producing economic growth.

### Conduct Studies, and Collect, Organize, and Provide Information about Gender Equality

In November 2009, Specialist Committee on Monitoring and Gender Impact Assessment and Evaluation under the Council for Gender Equality issued a Report on Monitoring and Gender Impact Assessment and Evaluation regarding “Actual Situation of Men and Women Facing Living Difficulties in the Context of New Trends in the Economy and Society.” Based on this report, the Council for Gender Equality decided to request that the government take actions to support people facing living difficulties.

The Council for Gender Equality will continue to 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.

The government will also review specific measures based on the opinion of the Council for Gender Equality requesting strengthening of abilities for monitoring and assessment (March 4, 2008).

## 14. International Cooperation

Promotion of the formation of a gender-equal society is closely linked to efforts by the international community. The Basic Act for a Gender-Equal Society upholds “international cooperation” as one of the basic principles for the formation of a gender-equal society.

Under this principle and the Third Basic Plan for Gender Equality, various treaties such as the Convention on the Elimination of All Forms of Discrimination against Women and discussions at international conferences are being made widely known, and gender equality is moving forward in tandem with international movements to improve the status of women. In addition, efforts are being made to conduct ODA effectively by promoting gender mainstreaming.

### Collaboration with the United Nations and other international organizations

#### The United Nations

Efforts are being made to actively introduce international regulations designed to improve the status of women, such as the Convention on the Elimination of All Forms of Discrimination against Women and the “Beijing Declaration and Platform for Action,” and discussions by the UN Commission on the Status of Women.

In 2009, the Committee on the Elimination of Discrimination against Women reviewed the 6th Periodic Report on Japan's State of Implementation of the Convention on the Elimination of All Forms of Discrimination against Women, which Japan submitted in 2008.

In March 2011, a special meeting for the 54th Session of the UN Commission on the Status of Women “Beijing + 15” was held at the United Nations headquarters, and a statement was issued by Ms. Nishimura, Parliamentary Vice-Minister for Foreign Affairs of Japan and senior representative at the meeting.

Japan is also actively working to make other contributions such as through collaboration with UN Women, which was inaugurated in January 2011 and of which Japan is one of its initial Executive Board Members.

#### APEC

In 2010 Japan served as chair of APEC, and as a result three meetings related to women were held in Japan. The three meetings, held one after another, were the 15th Women Leaders Network (WLN) meeting held in Tokyo in September, the 8th Gender Focal Point Network (GFPN) meeting held in Ranzan-machi, Saitama in September, and the Women's Entrepreneurship Summit (WES) meeting held in the City of Gifu in October. At the WLN meeting, proposals to be made to the APEC leaders and Cabinet members were adopted, and the importance of women's activeness in society in light of the proposals was reflected in reports of the results of high-level meetings, such as the declaration by the APEC leaders.



The 15th Women Leaders Network Meeting

#### ASEAN + 3

ASEAN + 3 is ASEAN plus China, Japan, and South Korea. ASEAN + 3 committee meetings about women have been held, with the first meeting in Brunei in November 2009 and the second meeting in Cambodia in November 2010. Japan actively participates in these meetings.



### Conducting ODA effectively through promotion of gender mainstreaming

Under the Initiative on Gender and Development (GAD) formulated in 2005, Japan has been providing support in the form of official development assistance (ODA) that focuses mainly on participating in the three fields of education, health, and economic and social activities. In addition, Japan is strengthening support for efforts intended to improve the status of women, such as gender equality in developing nations, while at the same time respecting such countries' ownership.

### The East Asia Gender Equality Ministerial Meeting

On the initiative of Japan, the first East Asia Gender Equality Ministerial Meeting was convened in Tokyo in 2006. The second meeting was held in New Delhi (India) in 2007, followed by a third meeting in Seoul (South Korea) in 2009. The fourth meeting is scheduled to be held in Cambodia in 2011.

### International cooperation projects

Through collaboration with Japan International Cooperation Agency (JICA), international support is being promoted for main organizations in developing countries, through activities such as inviting trainees from other countries to Japan and sending experts to other countries.

### Collaboration with NGOs

In order to promote international exchanges and cooperation from the perspective of gender equality, effective exchanges, collaboration, and cooperation are being carried out with the governments of other countries, international organizations, local public bodies, and NGOs in Japan and other countries.

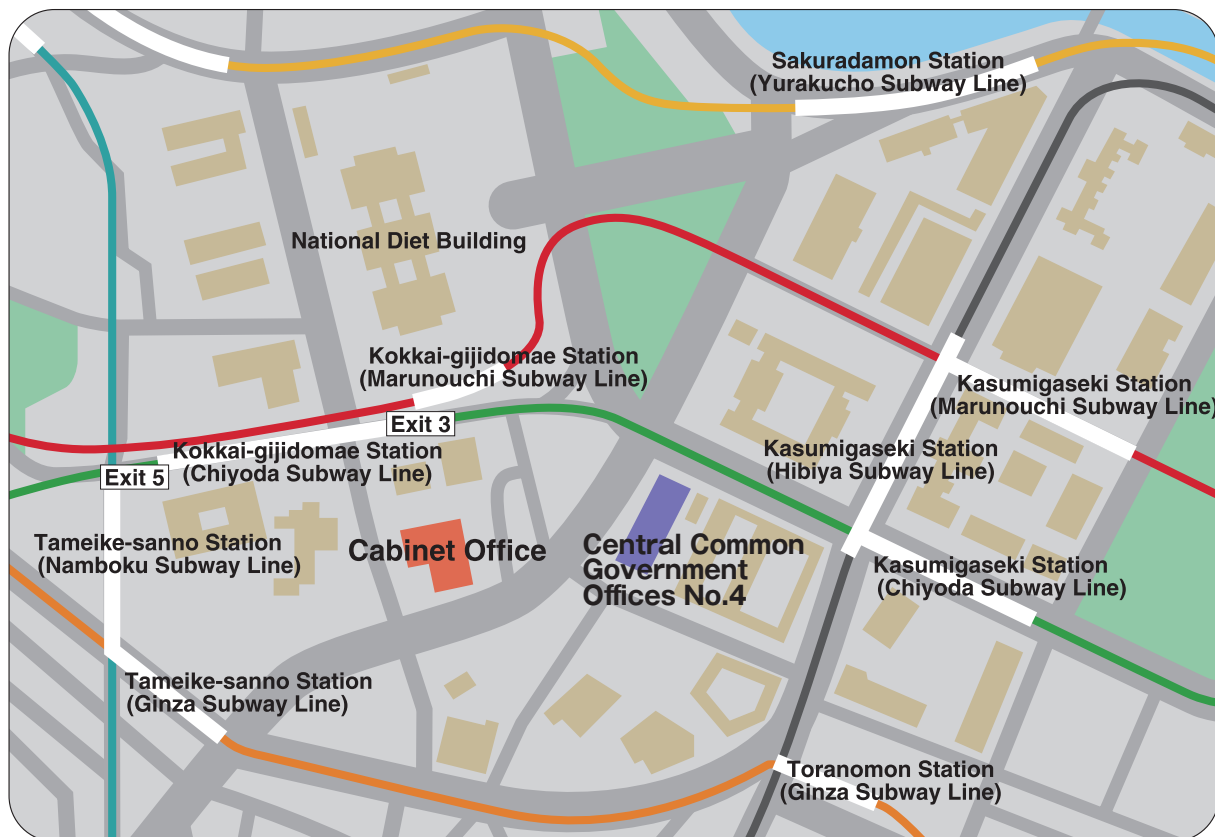
### PR activity

To introduce initiatives being undertaken in Japan for gender equality, the Cabinet Office produces information brochures in English for distribution to the governments of other countries and to international organizations.

# Actions Taken in Japan and the United Nations Since International Women's Year

Year		United Nations	Japan
Proclamation of the United Nations Decade for Women (1976-1985) by the General Assembly	1975	<ul style="list-style-type: none"> <li>- Establishment of International Women's Year by the General Assembly (Goals: Equality, Development and Peace)</li> <li>- <b>The World Conference of the International Women's Year (Mexico City)</b></li> <li>- Adoption of the World Plan of Action</li> </ul>	<ul style="list-style-type: none"> <li>- Establishment of the Headquarters for the Planning and Promoting of Policies Relating to Women</li> <li>- Convening of the Council on Women's Issues</li> </ul>
	1977		<ul style="list-style-type: none"> <li>- Formulation of the National Plan of Action</li> <li>- Establishment of the National Women's Education Center</li> </ul>
	1979	<ul style="list-style-type: none"> <li>- The 34th Session of the General Assembly of the United Nations</li> <li>- Adoption of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)</li> </ul>	
	1980	<ul style="list-style-type: none"> <li>- <b>World Conference of the United Nations Decade for Women (Goals Equality, Development and Peace) (Copenhagen)</b></li> <li>- Adoption of the Program of Action for the second half of the United Nations Decade for Women</li> </ul>	
	1981		<ul style="list-style-type: none"> <li>- Formulation of the Priority Targets for the Second Half of the Period Covered by the National Plan of Action</li> </ul>
	1984	<ul style="list-style-type: none"> <li>- ESCAP Regional Preparatory Meeting for the 1985 World Conference (Tokyo)</li> </ul>	
	1985	<ul style="list-style-type: none"> <li>- <b>World Conference to Review and Appraise the Achievements of the UN Decade for Women (Goals Equality, Development and Peace)(Nairobi)</b></li> <li>- Adoption of the Nairobi Forward-looking Strategies for the Advancement of Women</li> </ul>	<ul style="list-style-type: none"> <li>- Amendment of the Nationality Law (employing a bilinear system)</li> <li>- Promulgation of Law on Securing, Etc. of Equal Opportunity and Treatment between Men and Women in Employment</li> <li>- Ratification of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)</li> </ul>
	1986		<ul style="list-style-type: none"> <li>- Expansion of the Headquarters for the Planning and Promoting of Policies Relating to Women (the organization was expanded to all ministries and agencies; mandate was also expanded)</li> <li>- Convening of the Advisory Council to the President of the Headquarters for the Planning and Promoting of Policies Relating to Women</li> </ul>
	1987		<ul style="list-style-type: none"> <li>- Formulation of the New National Plan of Action towards the Year 2000</li> </ul>
	1988	<ul style="list-style-type: none"> <li>- CEDAW* 7th Session: Consideration of Japan's first periodic report on implementation of the Convention (New York)</li> </ul>	
	1990	<ul style="list-style-type: none"> <li>- <b>The 34th Session of the UN Commission on the Status of Women</b></li> <li>- Adoption of the First Review and Appraisal of the Implementation of the Nairobi Forward-looking Strategies for the Advancement of Women by the UN Economic and Social Council (ECOSOC)</li> </ul>	
	1991		<ul style="list-style-type: none"> <li>- Promulgation of the Child Care Leave Law</li> </ul>
	1994	<ul style="list-style-type: none"> <li>- ESCAP Regional Preparatory Meeting for the Fourth World Conference on Women (Jakarta)</li> <li>- The International Conference on Population and Development (ICPD) (Cairo)</li> <li>- Adoption of the Cairo Declaration and Programme of Action</li> <li>- CEDAW 13th Session: Consideration of Japan's second and third periodic reports on implementation of the Convention (New York)</li> </ul>	<ul style="list-style-type: none"> <li>- Establishment of the Office for Gender Equality, the Council for Gender Equality and the Headquarters for the Promotion of Gender Equality</li> </ul>
	1995	<ul style="list-style-type: none"> <li>- <b>The Fourth World Conference on Women (Beijing)</b></li> <li>- <b>Adoption of the Beijing Declaration and Platform for Action</b></li> </ul>	<ul style="list-style-type: none"> <li>- Revision of the Child Care Leave Law (legal establishment of the Family Care Leave System)</li> </ul>
	1996		<ul style="list-style-type: none"> <li>- Establishment of the Liaison Conference for the Promotion of Gender Equality (Egalite Network)</li> <li>- Formulation of the Plan for Gender Equality 2000 - The National Plan of Action for Promoting a Gender - equal Society by the Year 2000</li> </ul>
	1997		<ul style="list-style-type: none"> <li>- Establishment of the Council for Gender Equality by Law</li> <li>- Revision of the Equal Employment opportunity Law and related laws</li> <li>- Promulgation of the Law concerning Long-term Care Insurance System</li> </ul>
	1999	<ul style="list-style-type: none"> <li>- ESCAP High-level Intergovernmental Meeting (Asia-Pacific Regional Preparatory Meeting for Women 2000 General Assembly) (Bangkok)</li> </ul>	<ul style="list-style-type: none"> <li>- Promulgation and enforcement of the Basic Act for a Gender-equal Society</li> <li>- Promulgation and enforcement of the Basic Law on Food, Agriculture and Rural Areas</li> </ul>
	2000	<ul style="list-style-type: none"> <li>- <b>The 23rd Special Session of the United Nations General Assembly "Women 2000" (New York)</b></li> </ul>	<ul style="list-style-type: none"> <li>- Formulation of the Basic Plan for Gender Equality</li> </ul>
	2001		<ul style="list-style-type: none"> <li>- Establishment of the newly formed Council for Gender Equality and the Gender Equality Bureau</li> <li>- Enforcement of the Law for the Prevention of Spousal Violence and the Protection of victims</li> <li>- The first Gender Equality Week</li> <li>- Cabinet Decision on the Policy on Support Measures for the Balancing of Work and Child Raising</li> <li>- Campaign for Eliminating Violence against Women decided by the Headquarters for the Promotion of Gender Equality</li> </ul>
	2002		<ul style="list-style-type: none"> <li>- Convening of the Advisory Council on Assistance to Women in Afghanistan</li> </ul>
	2003	<ul style="list-style-type: none"> <li>- CEDAW 29th Session: Consideration of Japan's fourth and fifth periodic reports on implementation of the Convention (New York)</li> </ul>	<ul style="list-style-type: none"> <li>- The Promotion of Measures to Support Women's Challenges</li> <li>- Promulgation and enforcement of Next Generation Nurturing Support Measures Promotion Law</li> </ul>
	2004	<ul style="list-style-type: none"> <li>- ESCAP High-level Intergovernmental Meeting (Asia-Pacific Regional Preparatory Meeting for "Beijing+10") (Bangkok)</li> </ul>	<ul style="list-style-type: none"> <li>- The Enlargement of the Recruitment and the Promotion of Female National Public Officers decided by the Headquarters for the Promotion of Gender Equality</li> <li>- Enforcement of the amended Law for the Prevention of Spousal Violence and Protection of Victims</li> </ul>
	2005	<ul style="list-style-type: none"> <li>- <b>The 49th session of the Commission on the Status of Women (Beijing+10) (New York)</b></li> </ul>	<ul style="list-style-type: none"> <li>- Formulation of the Plan of Support for Women's Renewed Challenges</li> <li>- Formulation of the Second Basic Plan for Gender Equality</li> </ul>
	2006		<ul style="list-style-type: none"> <li>- Promoting Participation of Female Members in National Advisory Councils and Committees decided by the Headquarters for the Promotion of Gender Equality</li> <li>- Revision of Law on Securing, Etc. of Equal Opportunity and Treatment between Men and Women in Employment</li> <li>- Convening of the East Asia Gender Equality Ministerial Meeting</li> </ul>
	2007		<ul style="list-style-type: none"> <li>- Revision of the Law for the Prevention of Spousal Violence and the Protection of Victims</li> <li>- Revision of Act on Improvement etc. of Employment Management for part-time workers</li> <li>- Formulation of the strategic outline of Key Strategy for "Japan Supporting Children and Families"</li> <li>- Formulation of the "Work-Life Balance Charter" and the "Action Guidelines for the Promotion of Work-Life Balance"</li> </ul>
	2008		<ul style="list-style-type: none"> <li>- Formulation of the "Program for Accelerating Women's Social Participation"</li> <li>- Submission of the Sixth Periodic Report on the Implementation of the Convention on the Elimination of All Forms of Discrimination against Women</li> <li>- Revision of Next Generation Nurturing Support Measures Promotion Law</li> </ul>
	2009	<ul style="list-style-type: none"> <li>- CEDAW 44th Session: Consideration of Japan's 6th periodic report on implementation of the Convention (New York)</li> <li>- ESCAP High-level Intergovernmental Meeting (Asia-Pacific Regional Preparatory Meeting for "Beijing + 15")(Bangkok)</li> </ul>	<ul style="list-style-type: none"> <li>- Gender equality emblem decided</li> <li>- Revision of the Act on the Welfare of Workers Who Take Care of Children or Other Family Members Including Child Care and Family Care Leave</li> </ul>
	2010	<ul style="list-style-type: none"> <li>- <b>The 54th Session of the Commission on the Status of Women(Beijing+15)(New York)</b></li> </ul>	<ul style="list-style-type: none"> <li>- Convening of the 15th APEC Woman Leaders Network (WLN) meeting</li> <li>- Convening of the 8th APEC Gender Focal Point Network (GFPN) meeting</li> <li>- Formulation of the Third Basic Plan for Gender Equality</li> </ul>

\* The United Nations Committee on the Elimination of Discriminations against Women



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