

## 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 are 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
- Promotion 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 revitalization 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 for prefectural governments (advanced level examination): 21.3% (2008) → approx. 30% (end of fiscal 2015)*
- *Proportion of women in positions equivalent to or higher than the director of a prefectural 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 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 under 6 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
- Revitalization 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 under 3 years old: 22.8% (fiscal 2010) → 44% (2017)

- Proportion of 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 towns 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 sex offences

- *Proportion of people who are aware that slapping and threatening by pretending to punch between a husband and wife are 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 sex offences: 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 food 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 assistant principals or higher in primary 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 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*