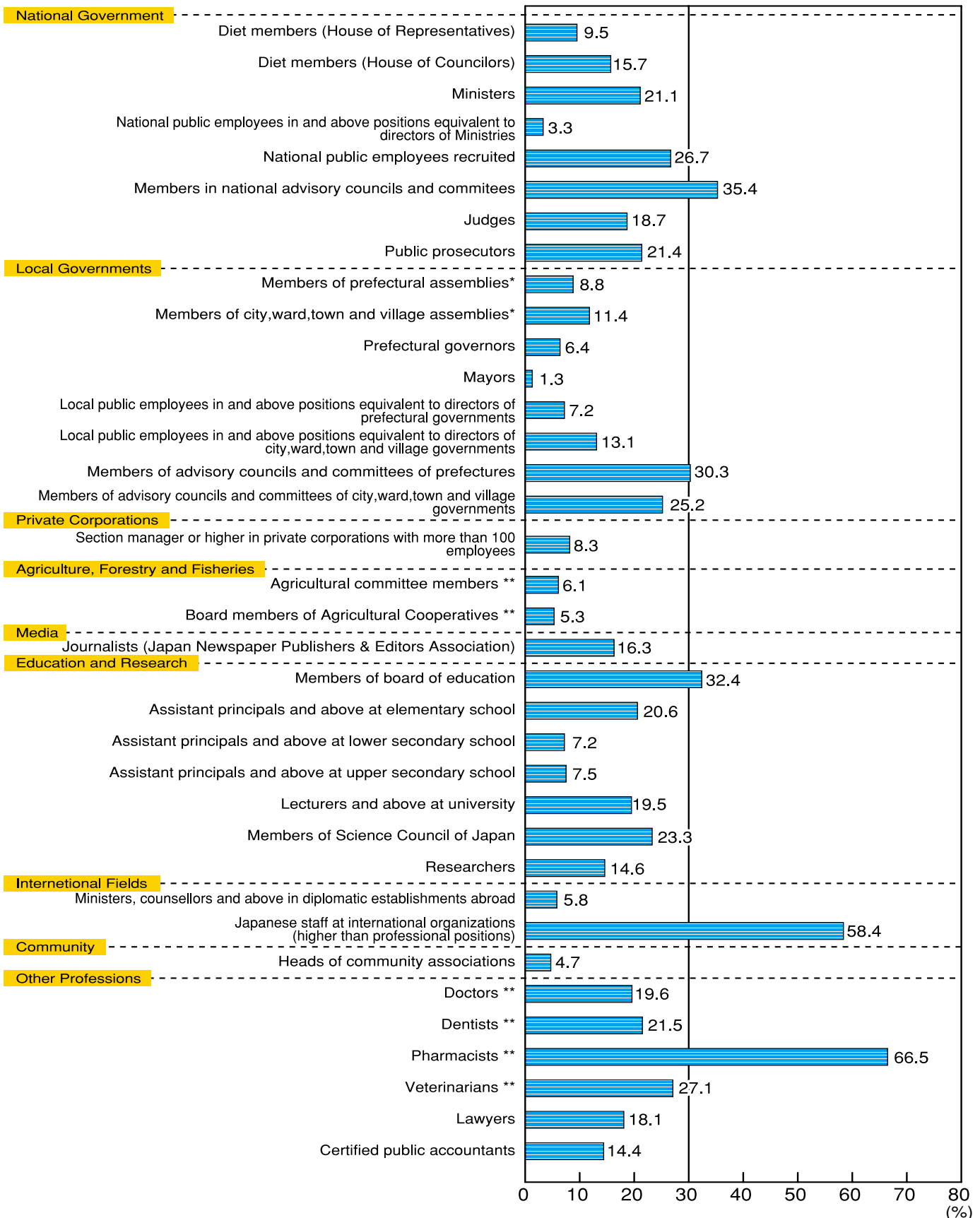


## 2. Policy and Decision-making

### Share of Women in Leadership Positions in Various Fields “Target of increasing the share of women in leadership positions to at least 30% by 2020”

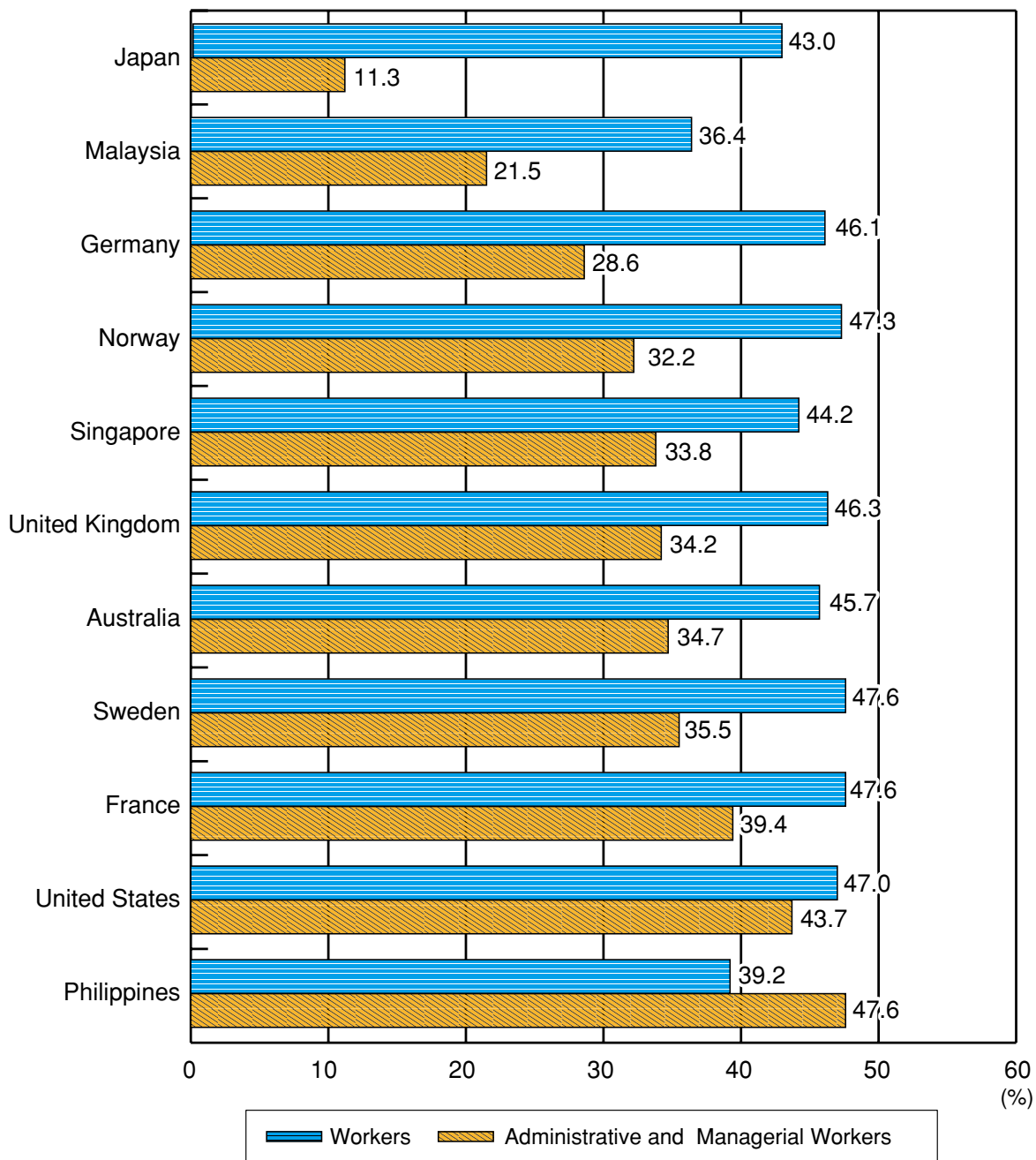


Source: "Investigation on women's participation in policy and decision-making"

Note: Data with \* are for 2013, and \*\* are for 2012. All other data are for 2014.

Although there has been a moderate increase, the proportion of women in decision-making processes still remains low and in most fields “the target of 30% by 2020” (referred to in page 40) set by the Government, has yet to be achieved.

## ■ Proportion of Female Workers and Female Administrative/Managerial Workers



The proportion of female administrative and managerial workers in Japan is lower than that of female workers in comparison to other countries.

**Note:**

1. Created from "Labour Force Survey (Basic Tabulation), 2014" by the Ministry of Internal Affairs and Communications and "Databook of International Labour Statistics, 2014" by the Japan Institute for Labour Policy and Training.

2. Data of Japan are as of 2014; data of other countries are as of 2012.

3. Administrative and Managerial Workers" include company officers, company management staff, and management government officials among workers. Definition of administrative and managerial workers varies across countries.

## Percentage of Women in Parliament

Rank (Lower or single house)	Country	Lower or single house			Upper House or Senate		
		Total	Women	Percentage of Women	Total	Women	Percentage of Women
1	Rwanda	80	51	63.8%	26	10	38.5%
2	Andorra	28	14	50.0%	—	—	—
3	Cuba	612	299	48.9%	—	—	—
4	Seychelles	32	14	43.8%	—	—	—
5	Sweden	349	152	43.6%	—	—	—
6	Senegal	150	65	43.3%	—	—	—
7	Finland	200	85	42.5%	—	—	—
8	Nicaragua	92	39	42.4%	—	—	—
9	Ecuador	137	57	41.6%	—	—	—
10	South Africa	400	163	40.8%	54	19	35.2%
19	Mexico	500	187	37.4%	128	44	34.4%
21	Argentina	257	94	36.6%	72	28	38.9%
22	Germany	631	230	36.5%	69	19	27.5%
33	Italy	630	198	31.4%	317	92	29.0%
52	France	577	151	26.2%	348	87	25.0%
53	Australia	150	39	26.0%	76	29	38.2%
61	Canada	307	77	25.1%	96	38	39.6%
71	China	2987	699	23.4%	—	—	—
73	United Kingdom	650	147	22.6%	779	182	23.4%
90	Saudi Arabia	151	30	19.9%	—	—	—
101	United States	431	79	18.3%	100	20	20.0%
107	Indonesia	560	94	16.8%	—	—	—
116	Korea	300	47	15.7%	—	—	—
123	Turkey	548	79	14.4%	—	—	—
127	Russia	450	61	13.6%	163	13	7.4%
143	India	543	62	11.4%	243	29	11.9%
159	Brazil	513	44	8.6%	81	13	16.0%
162	Japan	480 (475)	39 (45)	8.1% (9.5%)	242 (242)	39 (38)	16.1% (15.7%)

Source: Created from "Women in Parliaments," International Parliamentary Union.

Notes:

1. Data as of 1st October 2014.
2. Countries Surveyed: 189 countries. Top 10 countries and G20 countries are extracted.
3. Data in parenthesis ( ) of Japan are as of 1st December 2014.

## Indices of Gender Equality (HDI, GDI, GII, and GGI)

HDI (185 countries) (Human Development Index)		GDI (148 countries) (Gender Development Index)		GII (152 Countries) (Gender Inequality Index)		GGI (142 Countries) (Gender Gap Index)	
Country	Score	Country	Score	Country	Score	Country	Score
1 Norway	0.944	1 Slovakia	1.000	1 Slovenia	0.221	1 Iceland	0.860
2 Australia	0.933	2 Argentina	1.001	2 Switzerland	0.030	2 Finland	0.845
3 Switzerland	0.917	3 Venezuela	0.999	3 Germany	0.046	3 Norway	0.837
4 Netherland	0.915	4 Hungary	0.998	4 Sweden	0.054	4 Sweden	0.817
5 United States	0.914	5 Norway	0.997	5 Denmark	0.056	5 Denmark	0.803
6 Germany	0.911	6 Sweden	1.004	6 Australia	0.056	6 Nicaragua	0.789
7 New Zealand	0.910	7 United States	0.995	7 Netherland	0.057	7 Rwanda	0.785
8 Canada	0.902	:	:	8 Italy	0.067	8 Ireland	0.785
:	:	:	:	:	:	:	:
17 Japan	0.890	79 Japan	0.951	25 Japan	0.138	104 Japan	0.658

Source: HDI, GDI, and GII from "Human Development Report 2014," United Nations Development Programme (UNDP); GGI from "Global Gender Gap Report 2014," World Economic Forum

Notes:

The Human Development Index (HDI) is a summary measure of achievements in key dimensions of human development: a long and healthy life, access to knowledge and a decent standard of living. The HDI is the geometric mean of normalized indices for each of the three dimensions.

The Gender Development Index (GDI) measures gender gap in human development achievements in three basic dimensions of human development: health, measured by female and male life expectancy at birth; education, measured by female and male expected years of schooling for children and female and male mean years of schooling for adults ages 25 and older; and command over economic resources, measured by female and male estimated earned income.

The Gender Inequality Index (GII) reflects gender-based disadvantage in three dimensions—reproductive health, empowerment and the labour market. It shows the loss in potential human development due to inequality between female and male achievements in these dimensions.

The Gender Gap Index (GGI) measures the gap between men and women in four fundamental categories (sub indexes): Economic Participation and Opportunity, Educational Attainment, Health and Survival and Political Empowerment.