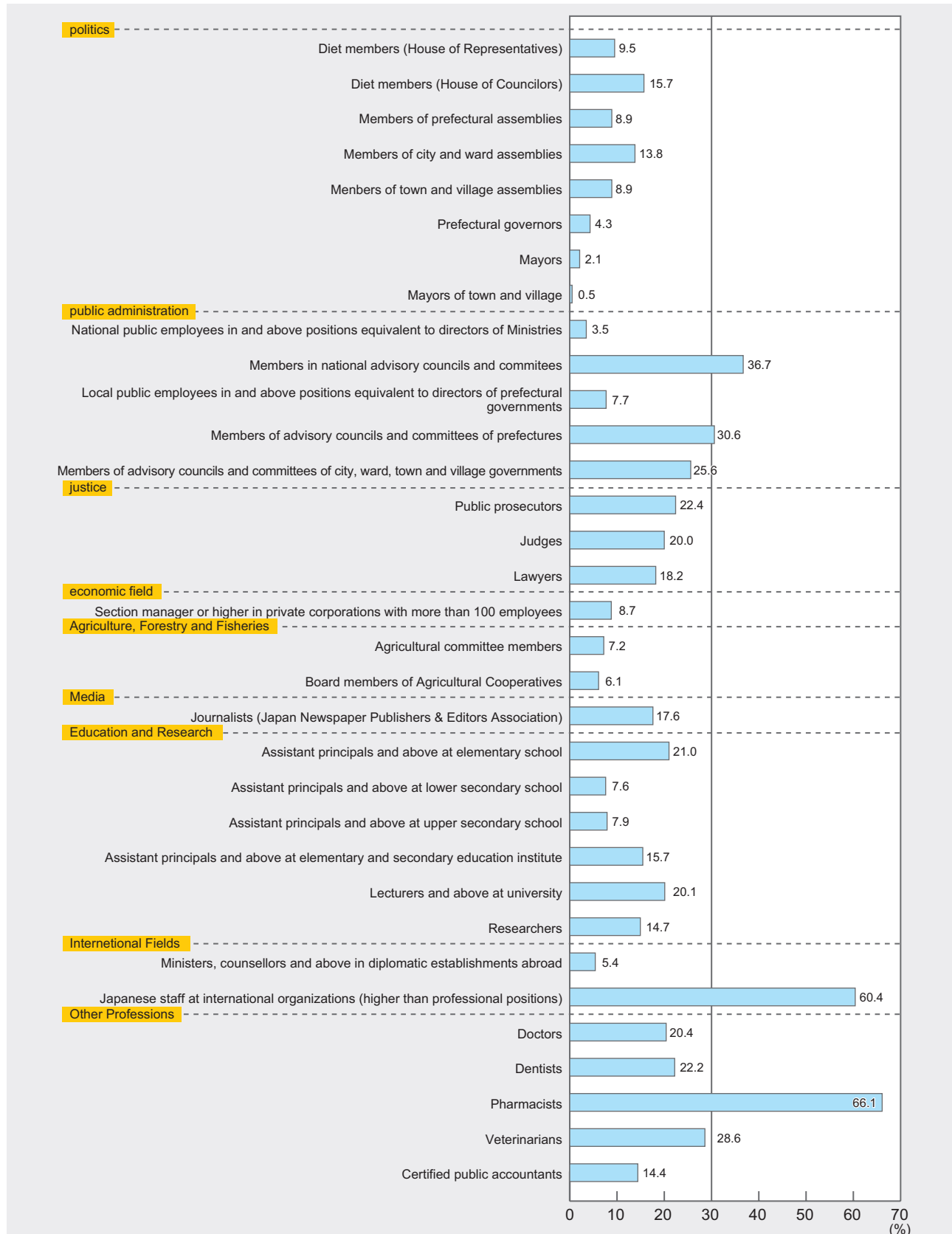


2. Policy and Decision-making

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

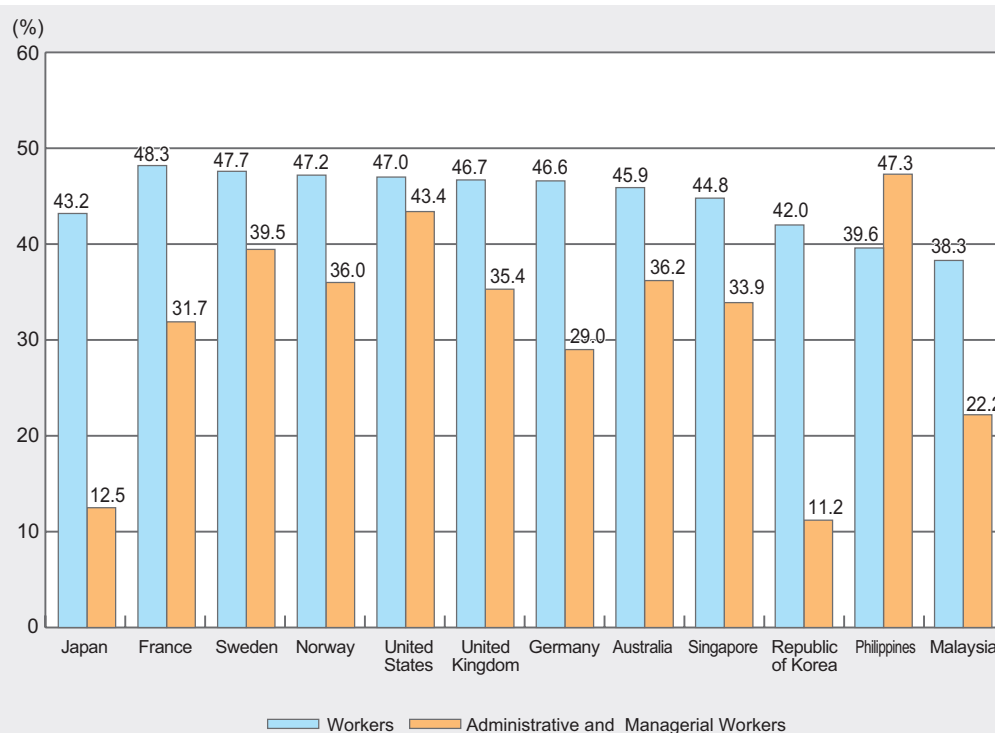
Although there has been a moderate increase, the proportion of women in decision-making processes still remains low and in most fields “the target of 30% by 2020” (referred to page 32) set by the Government, has yet to be achieved.



Source: http://www.gender.go.jp/research/kenkyu/sankakujokyo/2015/pdf/2015_ir_pr.pdf

■ Proportion of Female Workers and Female Administrative/ Managerial Workers

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



Note:

1. Created from "Labour Force Survey (Basic Tabulation), 2015" by the Ministry of Internal Affairs and Communications and "ILO STAT."

2. Data of Japan, France, Sweden, Norway and UK are as of 2015; data of US is as of 2013; data of other countries are as of 2014.

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.

■ Indices for Measurement of Gender Equality (HDI, GII, and GGI)

HDI (188 countries) (Human Development Index)			GII (155 Countries) (Gender Inequality Index)			GGI (145 Countries) (Gender Gap Index)		
	Country	Score		Country	Score		Country	Score
1	Norway	0.944	1	Slovenia	0.016	1	Iceland	0.881
2	Australia	0.935	2	Switzerland	0.028	2	Norway	0.850
3	Switzerland	0.930	3	Germany	0.041	3	Finland	0.850
4	Denmark	0.923	4	Denmark	0.048	4	Sweden	0.823
5	Netherlands	0.922	5	Austria	0.053	5	Ireland	0.807
6	Germany	0.916	6	Australia	0.056	6	Rwanda	0.794
6	Ireland	0.916	7	Netherlands	0.062	7	Philippines	0.790
8	United States	0.915	8	Belgium	0.063	8	Switzerland	0.785
:	:		:	:		:	:	
20	Japan	0.891	26	Japan	0.133	101	Japan	0.670

Source: HDI and GII from "Human Development Report 2015," United Nations Development Programme (UNDP), GGI from "Global Gender Gap Report 2015," World Economic Forum

Note:

1. 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.

2. 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.

3. 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.

■ Proportion 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	Bolivia	130	69	53.1%	36	17	47.2%
3	Cuba	612	299	48.9%	-	-	-
4	Seychelles	32	14	43.8%	-	-	-
5	Sweden	349	152	43.6%	-	-	-
6	Senegal	150	64	42.7%	-	-	-
7	Mexico	498	211	42.4%	128	43	33.6%
8	South Africa	400	168	42.0%	54	19	35.2%
9	Ecuador	137	57	41.6%	-	-	-
10	Finland	200	83	41.5%	-	-	-
26	Germany	631	230	36.5%	69	28	40.6%
28	Argentina	257	92	35.8%	72	30	41.7%
42	Italy	630	195	31.0%	321	91	28.3%
48	United Kingdom	650	191	29.4%	782	192	24.6%
54	Australia	150	40	26.7%	76	29	38.2%
58	France	577	151	26.2%	348	87	25.0%
60	Canada	338	88	26.0%	83	31	37.3%
70	China	2959	699	23.6%	-	-	-
91	Saudi Arabia	151	30	19.9%	-	-	-
95	United States	434	84	19.4%	100	20	20.0%
104	Indonesia	555	95	17.1%	-	-	-
111	Korea	300	49	16.3%	-	-	-
123	Turkey	550	82	14.9%	-	-	-
131	Russia	450	61	13.6%	170	29	17.1%
144	India	543	65	12.0%	243	31	12.8%
154	Brazil	513	51	9.9%	81	13	16.0%
156	Japan	475	45	9.5%	242	38	15.7%

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

Note:

1. Data as of 1st February 2016.

2. Countries Surveyed: 189 countries. Top 10 countries and G20 countries are extracted.