

## 6. Expansion of Women's Participation in Policy and Decision-making Processes in All Fields of 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 of society" ("the target of 30%"), 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.

The Fourth Basic Plan shows the highly ambitious targets that could be achieved if all-out efforts are made in each field such as politics, administration, economy, regional, science and technology for the expansion of women's social participation across those fields. The plan also includes a target regarding the pool of human resources who will assume leadership positions in the future.

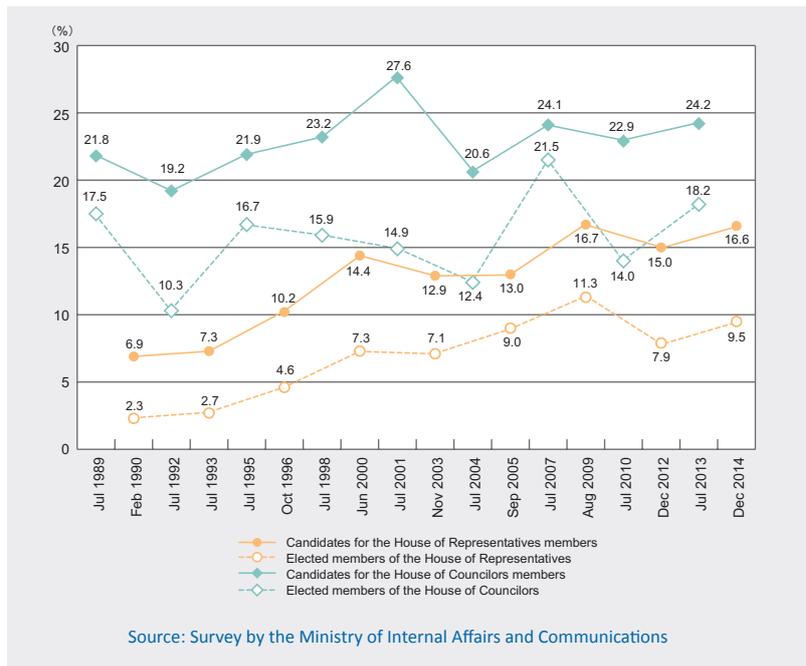
### ■ List of Numerical Targets in the Fourth Basic Plan for Gender Equality

Proportion of Women for Each Item		Currently	Target (Deadline)
National Government	Proportion of women in government positions equivalent to director of central government ministries and agencies	3.5% (July 2015)	7% (end of fiscal 2020)
	Proportion of women in government positions equivalent to the chief staff levels of central government ministries and agencies	22.2% (July 2015)	30% (end of fiscal 2020)
Local Government	Proportion of women in positions equivalent to director of prefectural government (municipalities) office	8.5% (14.5%) (2015)	15% (20%) (end of fiscal 2020)
	Proportion of women in positions equivalent to the chief staff levels of prefectural government (municipalities) office	20.5% (31.6%) (2015)	30% (35%) (end of fiscal 2020)
Private Sector	Proportion of women in positions equivalent to the section manager level	9.2% (2014)	15% (2020)
	Proportion of women in positions equivalent to the subsection leader level	16.2% (2014)	25% (2020)

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

## Female Candidates and Elected Member of the House of Representatives in General Election and the House of Councilors in Regular Election

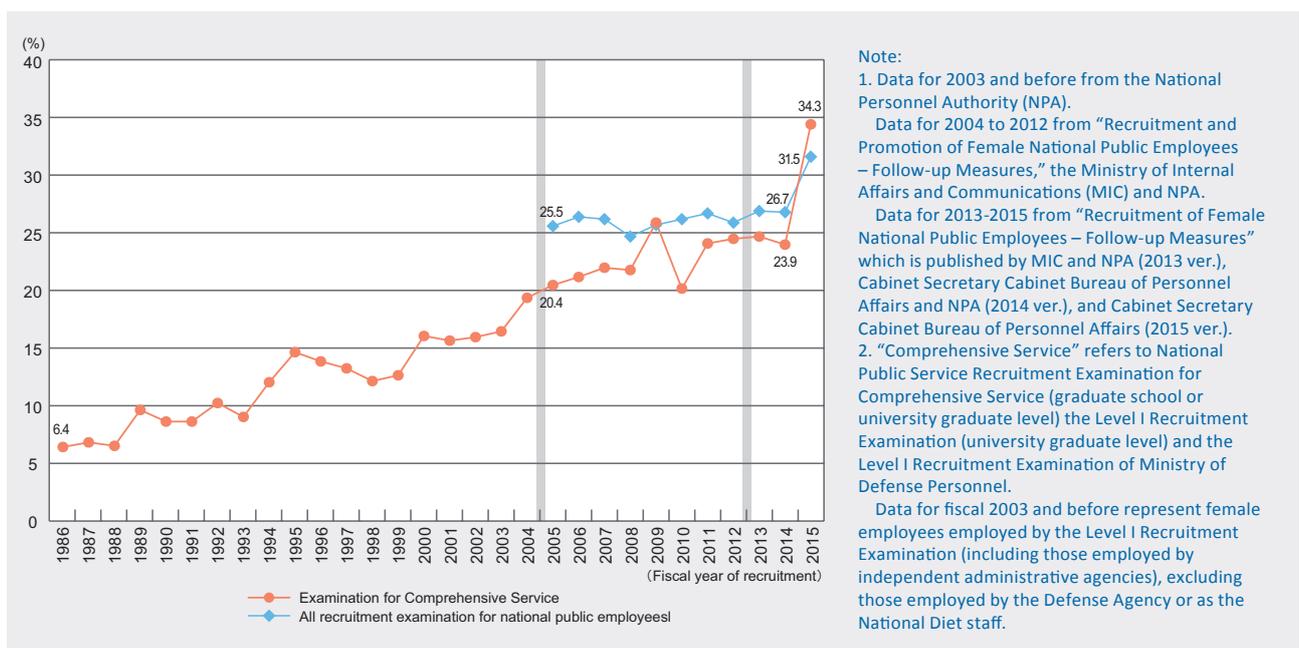


### (3) Recruitment and Promotion of Female National Public Employees

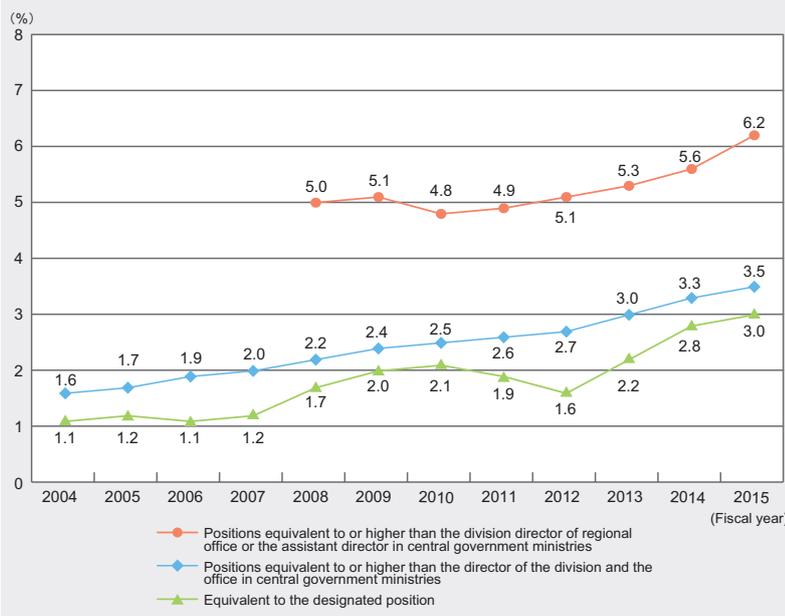
The government sets the target of having the proportion of female national public employees hired based on the recruitment examination reach approximately 30% by the end of fiscal 2015 and to achieve this goal in the adoption of fiscal 2015.

It is also, in the Fourth Basic Plan for Gender Equality, working to promote female employees with a target of having the proportion of females in managerial positions equivalent to designated service 5%, positions equivalent to director of the central government ministries 7%, positions equivalent to director of central government regional organizations or assistant director of central government ministries and agencies 12% and the subsection leader level 30%.

## Proportion of Female National Public Employees through Recruitment Examinations



## Proportion of Female National Public Employees in Managerial Positions

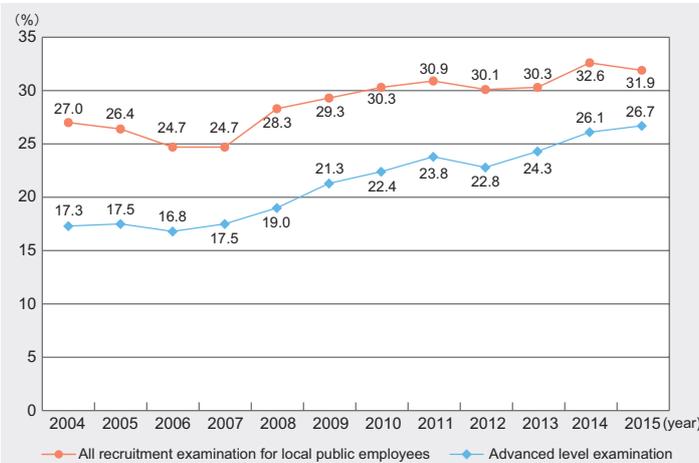


Source: Created from "Follow-up on the state of promoting female national public employee and acquisition of child care leave of national public employee," December 2015  
 Note: The survey targeted the officials to whom Administrative Service (I) Salary Schedule under the Act on Remuneration of Officials in Regular Service is applied, officials to whom the Designated Service Salary Schedule is applied, and the 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.)

## (4) Recruitment and Promotion of Female Local Public Employees

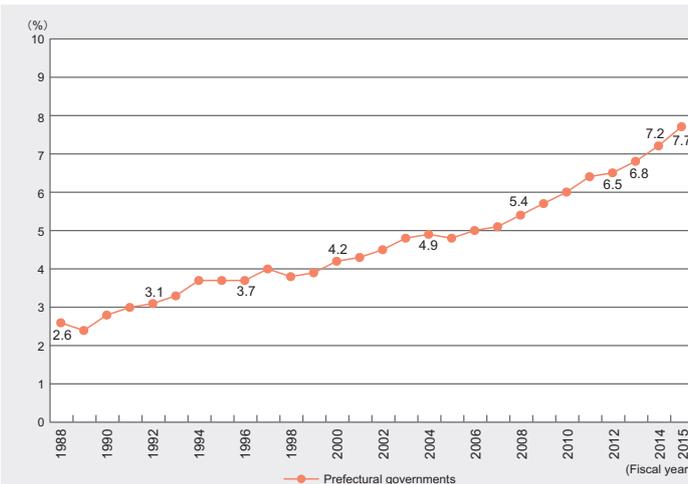
The government is aiming to achieve a target of having the proportion of female local public employees hired based on the university graduate level examinations (advanced level examination) reach approximately 30%, and of having the proportion of female public employees in managerial positions reach approximately 10%.

## Proportion of Female Local Public Employees through Recruitment Examinations



Source: Data from the Cabinet Office  
 Note:  
 1. Proportion of women among the total number of people hired by prefectural governments  
 2. Approximate level correlations: advanced = university graduates

## Female Local Public Employees in Managerial Positions

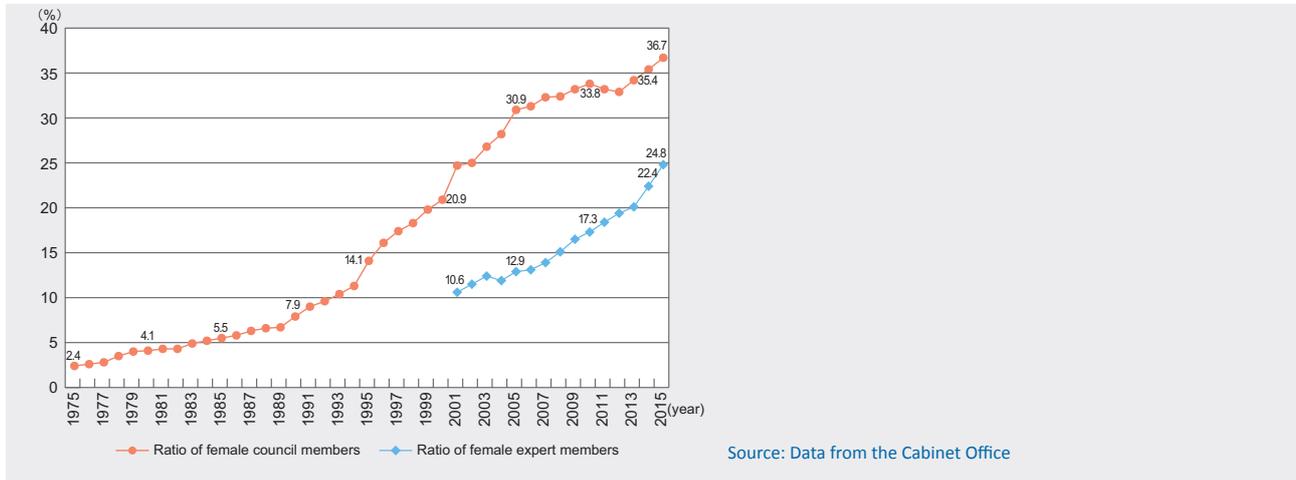


Source: Until 1993, data from the Ministry of Health, Labour and Welfare (as of June 1 of each year); from 1994 onward, data from the Cabinet Office (as of March 31 of each year until 2003, and as of April 1 of each year from 2004 onward)  
 Note:  
 1. Until 2003, some police headquarters were not included, depending on the prefectural government.  
 2. 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.

### (5) Expansion of Women's Participation in 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 as a whole. Based on a survey at the end of September 2015, the proportion of female members was 36.7%.

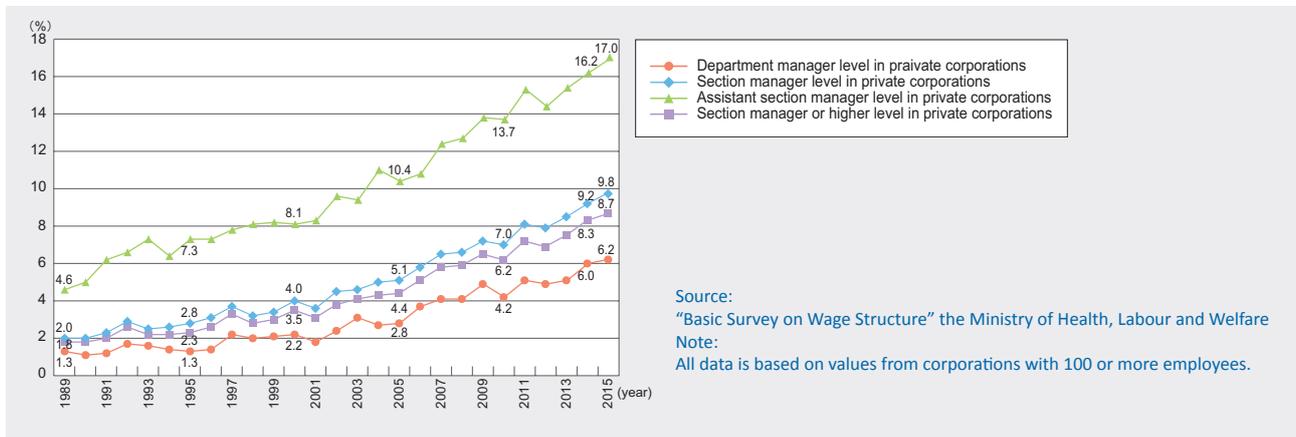
#### ■ Proportion of Female Members in National Advisory Councils and Committees



### (6) 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 15% by 2020.

#### ■ Proportion of Women in Private Corporation Managerial Staff, by Position

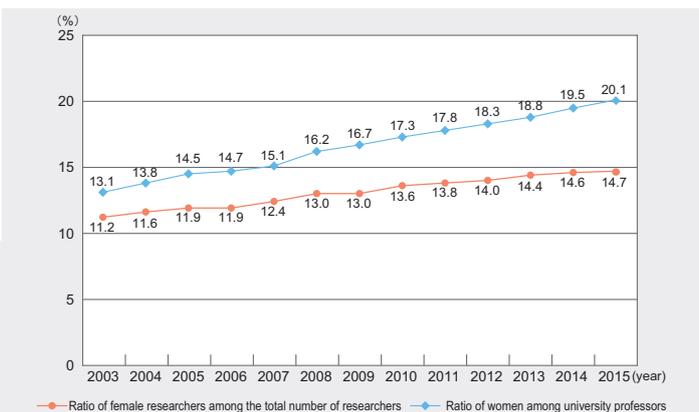


### (7) Expansion of Women's Participation in Researchers

The proportion of female researchers in Japan is 14.7% (as of 2015), which is a low compared to other developed nations.

Changes in the proportion of female researchers will be followed up under the Basic Plan for Gender Equality.

#### ■ Proportion of Female Researchers and University Professors



Note:

- Source for information on researchers: "Report on the Survey of Research and Development," the Ministry of Internal Affairs and Communications
- Source for information on university professors: "School Basic Survey," the Ministry of Education, Culture, Sports, Science and Technology.