

3. The Fourth Basic Plan for Gender Equality

To foster gender equality-related measures in a comprehensive and planned manner based on the Basic Act for Gender Equal society, basic approach through 2025, long-term governmental policy directions and specific measures implemented by 2020 are set in this plan.

■ Targets for Gender-equal Society

(1) Made vibrant and rich in diversity, by men and women demonstrating their individuality and abilities, respecting their own choice

(2) A place where the human rights of men and women are respected, where individuals can live with dignity

(3) Realized work-life balance of both women and men through reformation of “men-oriented working styles”

(4) Recognized internationally for gender equality, which should be positioned as the most important issue in Japan

■ Performance Objectives for 2020

I Women’s participation and advancement in all fields of society

- ① Reformation of “men-oriented working styles” for women’s empowerment
- ② Expansion of women’s participation in policy decision-making processes
- ③ Securing equal opportunities and treatment between men and women and work-life balance
- ④ Promotion of gender equality in the area of regional and rural development and environment
- ⑤ Gender equality in science and technology and academic fields

Proportion of Women for Each Item		Currently	Target(Deadline)
National civil service	Proportion of women in director	3.5% (July 2015)	7% (end of FY2020)
	Proportion of women in section chief	22.2% (July 2015)	30% (end of FY2020)
Prefectural (city) civil service	Proportion of women in director	8.5% (14.5%) (2015)	15% (20%) (end of FY2020)
	Proportion of women in section chief	20.5% (31.6%) (2015)	30% (35%) (end of FY2020)
Private corporations	Proportion of women in director	9.2% (2014)	15% (2020)
	Proportion of women in section chief	16.2% (2014)	25% (2020)
Employment rate for women between the ages of 25 - 44		70.8% (2014)	77% (2020)
Proportion of workers whose average of weekly working hours is upper 60		male: 12.9% female: 2.8% (2014)	5.0% (2020)
Percentage of male workers who take child care leave	National civil service	3.1% (FY 2014)	13% (2020)
	Local civil service	1.5% (FY 2013)	13% (2020)
	Private corporations	2.3% (FY 2014)	13% (2020)

II Safety and security of life

- ⑥ Support for women's lifelong health
- ⑦ Elimination of all forms of violence against women
- ⑧ Creation of an environment in which people facing poverty, aging, disabilities can lead secure lives

Proportion of Women for Each Item	Currently	Target(Deadline)
Healthy life expectancy (by sex)	male: 71.19 years old female: 74.21 years old (2013)	extends for more than one-year-old healthy life expectancy male: 70.42 years old → 71.42 years old female: 73.62 years old → 74.62 years old (2012→2020)
Number of one-stop support center for victims of sexual crime and violence which local government is concerned with	25places (Nov. 2015)	At least 1 in each prefecture (2020)
Number of single-parent who take regular employment through employment security office	38,774cases (FY 2014)	overtaking the number of previous year (every year)

III Infrastructure improvement on the realization of gender equal society

- ⑨ Consolidation of the social systems based on the perspective of gender equality
- ⑩ Awareness-raising on gender equality through education and media
- ⑪ Establishing disaster risk management and reconstruction system from the perspective of gender equality
- ⑫ International collaboration and contribution on gender equality

Proportion of Women for Each Item	Currently	Target(Deadline)
Awareness of the term "gender-equal society"	male: 66.3% female: 61.3% (2012)	100% in both sex (2020)
Number of wait-listed children on childcare services	23,167people (Apr. 2015)	toward zero (End of FY 2017)
Proportion of graduate students at the undergraduate level by sex	male: 54.9% female: 45.1% (2013)	5 points reduction of the gap (2020)
Proportion of female members of prefectural disaster councils	13.2% (2015)	30% (2020)

IV Implementation of the plan

Proportion of Women for Each Item	Currently	Target(Deadline)
Proportion of municipalities which establish basic plan	city: 97.0% town and village: 52.6% (2015)	city: 100% town and village: 70% (2020)