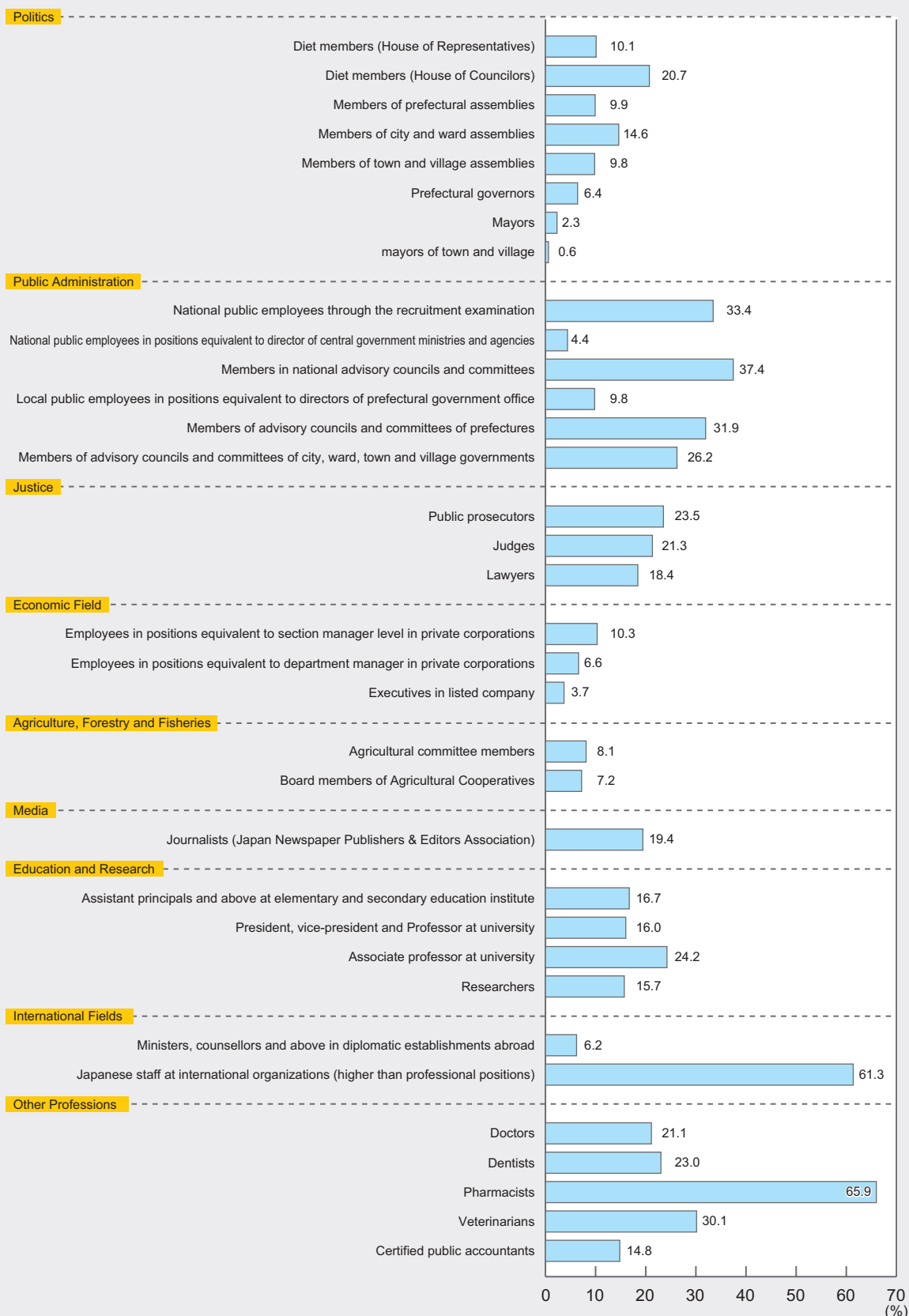


2. Policy and Decision-making

■ 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”

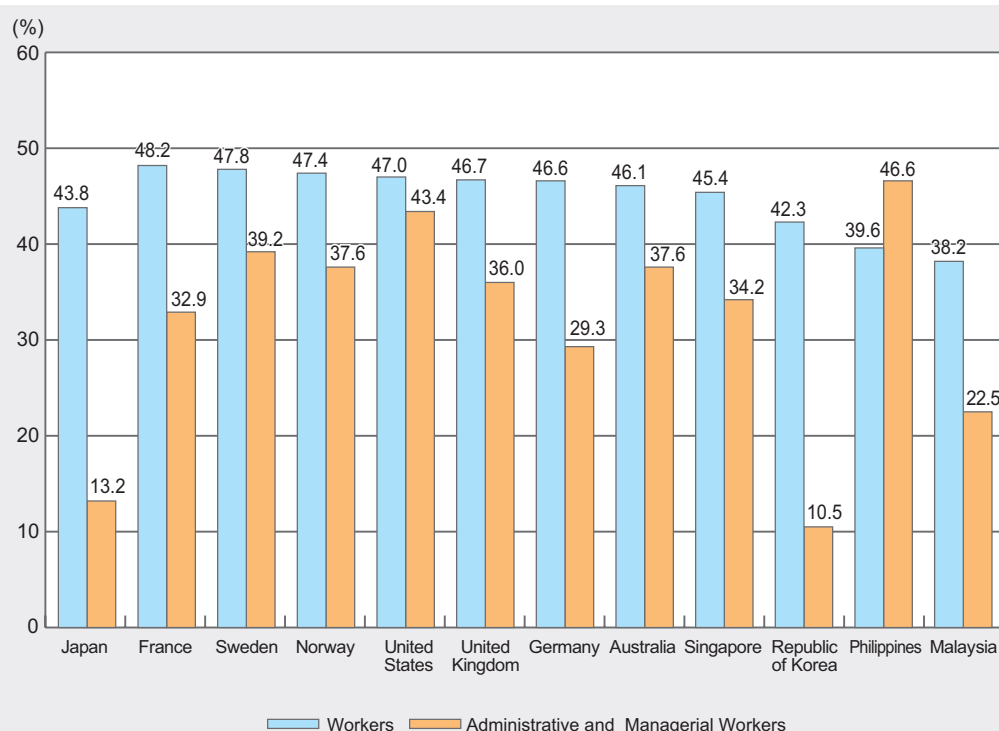
Although there has been a moderate increase, the proportion of women in decision-making processes still remains low and in most fields “the target of 30% by 2020” (referred to page 34) set by the Government, has yet to be achieved.



Source: http://www.gender.go.jp/research/kenkyu/sankakujokyo/2017/pdf/2017_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), 2017" by the Ministry of Internal Affairs and Communications and "ILO STAT."
2. Data of Japan is as of 2017; data of Australia is as of 2014; data of US is as of 2013; data of other countries are as of 2015.
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 (159 Countries) (Gender Inequality Index)			GGI (144 Countries) (Gender Gap Index)		
	Country	Score		Country	Score		Country	Score
1	Norway	0.949	1	Switzerland	0.040	1	Iceland	0.878
2	Australia	0.939	2	Denmark	0.041	2	Norway	0.830
2	Switzerland	0.939	3	Netherland	0.044	3	Finland	0.823
4	Germany	0.926	4	Sweden	0.048	4	Rwanda	0.822
5	Denmark	0.925	5	Iceland	0.051	5	Sweden	0.816
5	Singapore	0.925	6	Norway	0.053	6	Nicaragua	0.814
7	Netherlands	0.924	7	Slovenia	0.053	7	Slovenia	0.805
8	Ireland	0.923	8	Finland	0.056	8	Ireland	0.794
:	:		:	:		:	:	
17	Japan	0.903	21	Japan	0.116	114	Japan	0.657

Source: HDI and GII from "Human Development Report 2016," United Nations Development Programme (UNDP), GGI from "Global Gender Gap Report 2017," 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	49	61.3%	26	10	38.5%
2	Bolivia	130	69	53.1%	36	17	47.2%
3	Cuba	612	299	48.9%	—	—	—
4	Nicaragua	92	42	45.7%	—	—	—
5	Sweden	349	152	43.6%	—	—	—
6	Mexico	500	213	42.6%	128	47	36.7%
7	Finland	200	84	42.0%	—	—	—
8	Senegal	165	69	41.8%	—	—	—
9	South Africa	392	164	41.8%	54	19	35.2%
10	Norway	169	70	41.4%	—	—	—
14	France	577	225	39.0%	348	102	29.3%
17	Argentina	257	98	38.1%	72	30	41.7%
39	United Kingdom	650	208	32.0%	805	207	25.7%
43	Italy	630	195	31.0%	320	91	28.4%
45	Germany	709	218	30.7%	69	27	39.1%
50	Australia	150	43	28.7%	76	31	40.8%
64	Canada	335	88	26.3%	100	43	43.0%
72	China	2924	709	24.2%	—	—	—
97	Saudi Arabia	151	30	19.9%	—	—	—
98	Indonesia	560	111	19.8%	—	—	—
99	United States	434	84	19.4%	100	21	21.0%
115	Korea	300	51	17.0%	—	—	—
127	Russia	450	71	15.8%	170	29	17.1%
130	Turkey	549	80	14.6%	—	—	—
145	India	542	64	11.8%	244	27	11.1%
151	Brazil	513	55	10.7%	81	12	14.8%
157	Japan	465	47	10.1%	242	50	20.7%

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

Note:

1. Data as of 1st December 2017.

2. Countries Surveyed: 193 countries. Top 10 countries and G20 countries are extracted.