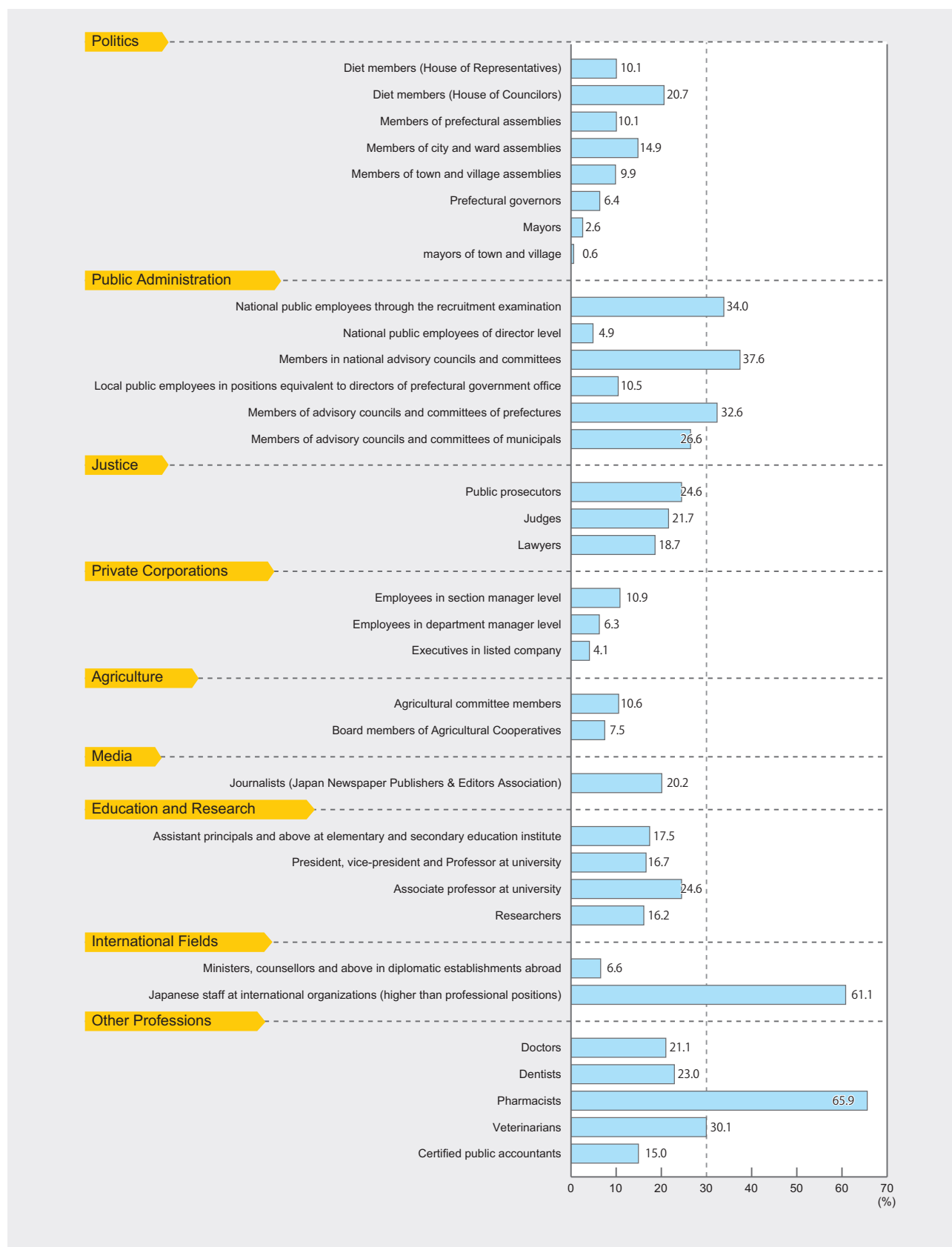


2. Policy and Decision-making

■ Proportion of 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 24-25) set by the Government in year of 2003, has yet to be achieved.



Source: “Survey on women participation in policy and decision-making position” by Cabinet Office

Indices for Measurement of Gender Equality

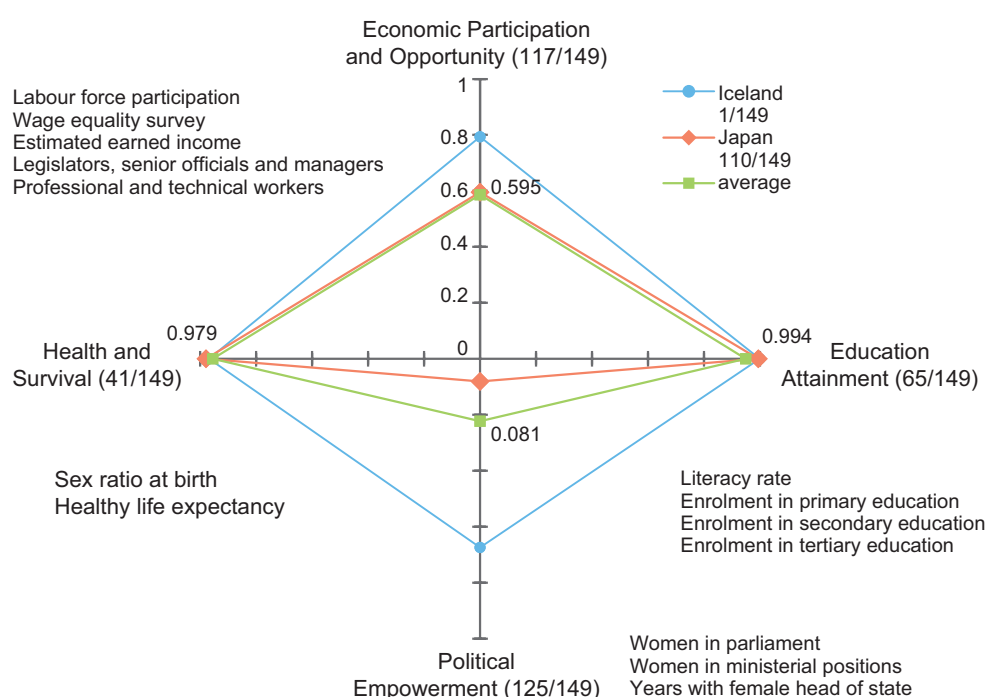
HDI, GII, and GGI

HDI (189 countries) (Human Development Index)			GII (160 Countries) (Gender Inequality Index)			GGI (149 Countries) (Gender Gap Index)		
Human Development Indices and Indicators : 2018 Statistical Update			Human Development Indices and Indicators : 2018 Statistical Update			"Global Gender Gap Report 2018"		
United Nations Development Programme (UNDP)			United Nations Development Programme (UNDP)			World Economic Forum		
Rank	Country	Score	Rank	Country	Score	Rank	Country	Score
1	Norway	0.953	1	Switzerland	0.039	1	Iceland	0.858
2	Switzerland	0.944	2	Denmark	0.040	2	Norway	0.835
2	Australia	0.939	3	Sweden	0.044	3	Sweden	0.822
4	Ireland	0.938	3	Netherlands	0.044	4	Finland	0.821
5	Germany	0.936	5	Norway	0.048	5	Nicaragua	0.809
:	:	:	5	Belgium	0.048	:	:	:
17	Belgium	0.916	:	:	:	:	:	:
17	Liechtenstein	0.916	21	Israel	0.098	109	Mauritius	0.663
19	Japan	0.909	22	Japan	0.103	110	Japan	0.662
20	Austria	0.908	23	Australia	0.109	111	Belize	0.662

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.

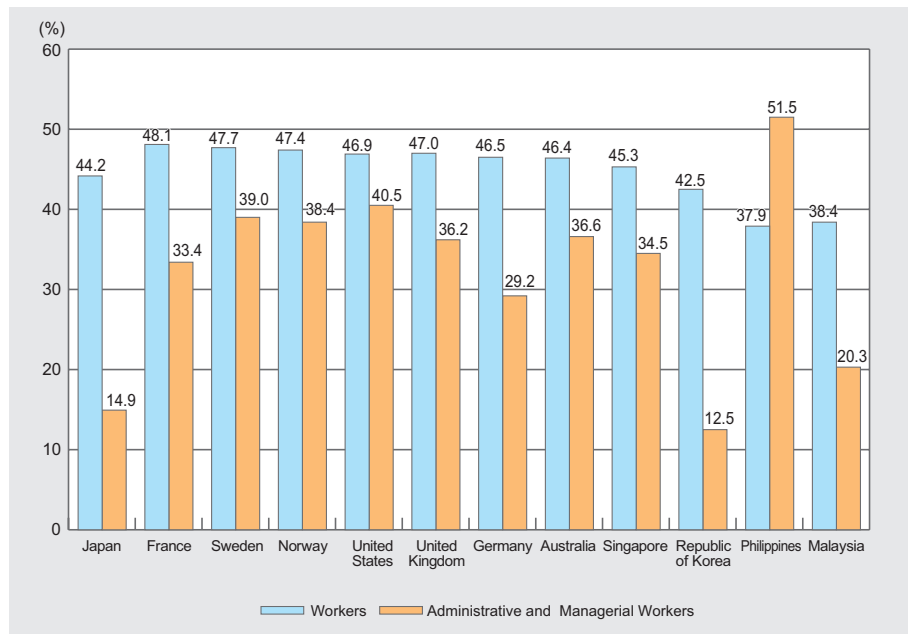
Gender Gap Index (GGI)



Source: Created from "Global Gender Gap Report 2018," World Economic Forum

■ Proportion of Women Workers and Women Administrative/ Managerial Workers

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

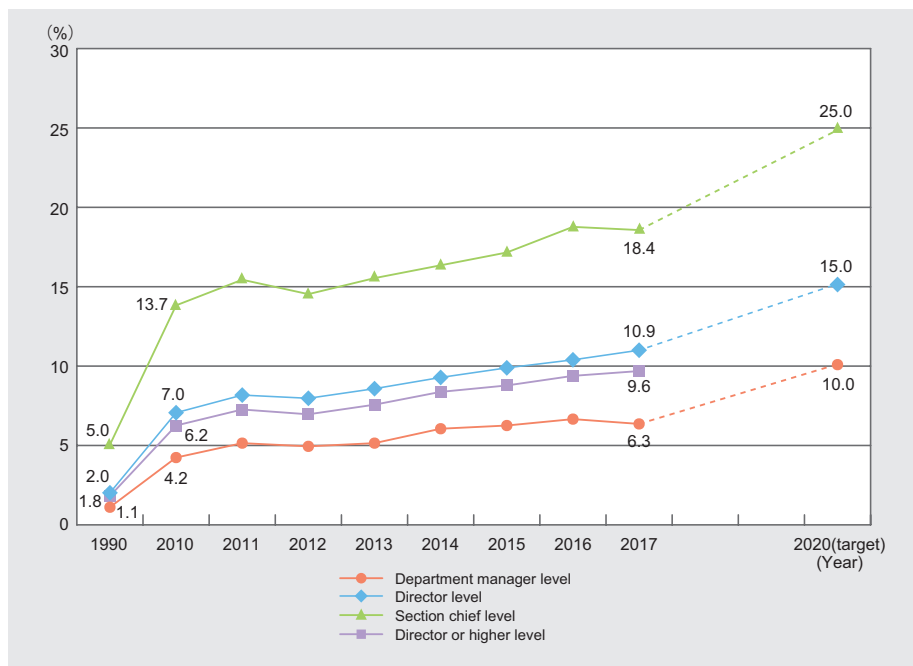


Note:

1. Created from "Labour Force Survey (Basic Tabulation), 2018" by MIC and "ILO STAT."
2. Data of Japan is as of 2018; Data of Australia and Malaysia is as of 2016; data of other countries are as of 2017.
3. Definition of administrative and managerial workers varies across countries.

■ Propotion of Women in Private Corporation Managerial Positions

The government promotes private corporations' various efforts to promote women employees to senior position toward achieving the target of increasing the share of women managerial level to approximate 15% by 2020.



Source: "Basic Survey on Wage Structure" MHLW

Note: All data is based on values from corporations with 100 or more employees.

■ Proportion of Women in Parliament

Rank (Lower or Single House)	Country	Lower or Single House			Upper House or Senate		
		Total (person)	Women (person)	Proportion of women	Total (person)	Women (person)	Proportion of women
1	Rwanda	80	49	61.3%	26	10	38.5%
2	Cuba	605	322	53.2%	—	—	—
3	Bolivia	130	69	53.1%	36	17	47.2%
4	Mexico	500	241	48.2%	128	63	49.2%
5	Grenada	15	7	46.7%	13	4	30.8%
6	Namibia	104	48	46.2%	42	10	23.8%
7	Sweden	349	161	46.1%	—	—	—
8	Nicaragua	92	42	45.7%	—	—	—
9	Costa Rica	57	26	45.6%	—	—	—
10	South Africa	393	168	42.7%	54	19	35.2%
14	France	576	228	39.6%	348	102	29.3%
17	Argentina	257	100	38.9%	72	30	41.7%
28	Italy	630	225	35.7%	320	113	35.3%
38	United Kingdom	650	209	32.2%	791	208	26.3%
47	Germany	709	218	30.7%	69	27	39.1%
51	Australia	150	43	28.7%	76	31	40.8%
59	Canada	334	90	26.9%	105	49	46.7%
69	China	2980	742	24.9%	—	—	—
75	United States	434	102	23.5%	100	24	24.0%
103	Saudi Arabia	151	30	19.9%	—	—	—
104	Indonesia	560	111	19.8%	—	—	—
118	Turkey	596	104	17.4%	—	—	—
120	South Korea	300	51	17.0%	—	—	—
129	Russia	450	71	15.8%	170	29	17.1%
132	Brazil	513	77	15.0%	81	12	14.8%
153	India	542	64	11.8%	237	27	11.4%
162	Japan	465	47	10.1%	242	50	20.7%

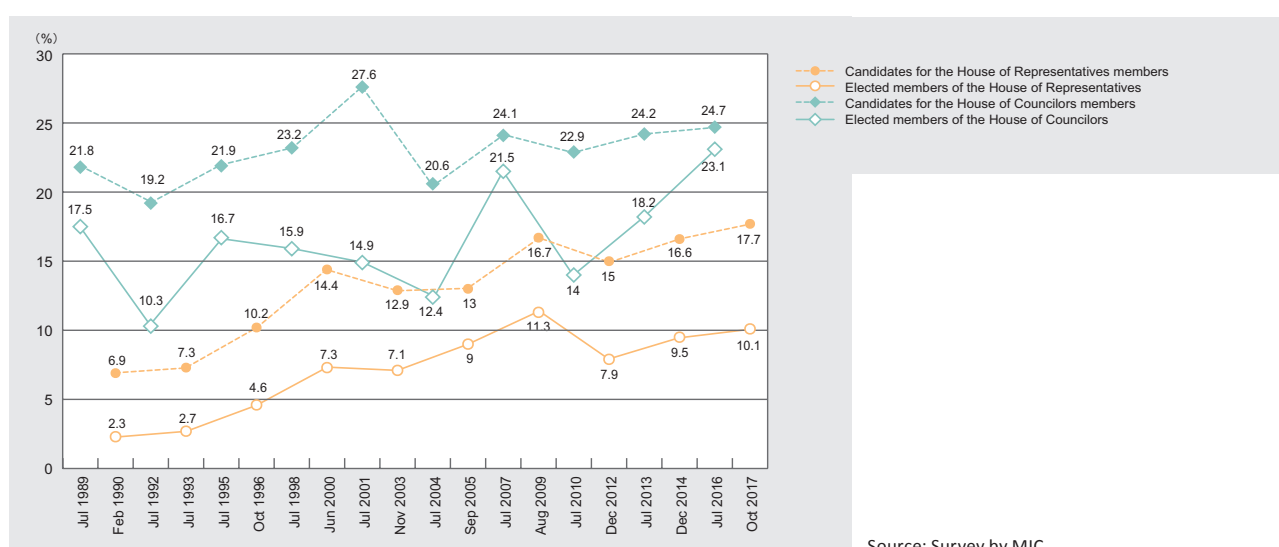
Source: "Women in Parliaments," International Parliamentary Union.

Note:

1. Data as of 1st December 2018.

2. 193 countries are surveyed. Top 10 countries and G20 countries are extracted.

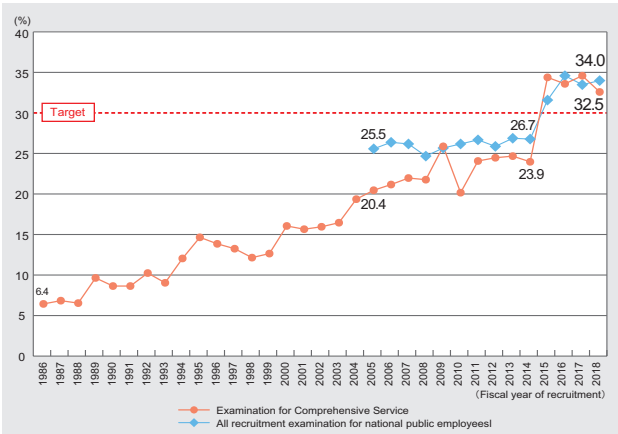
■ Proportion of Women Candidates and Elected Members



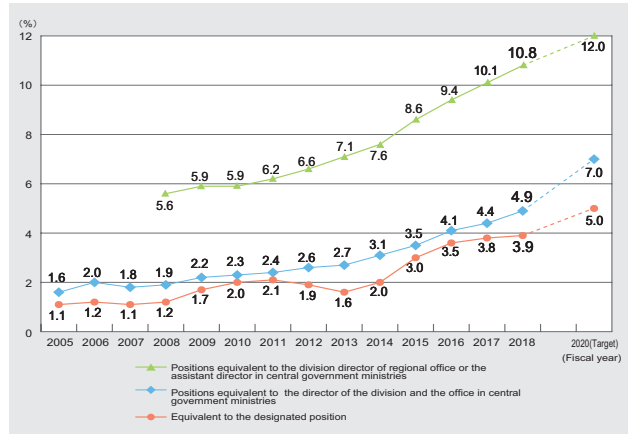
Source: Survey by MIC

Recruitment and Promotion of Women National Public Employees

Proportion of Women National Public Employees through Recruitment Examinations



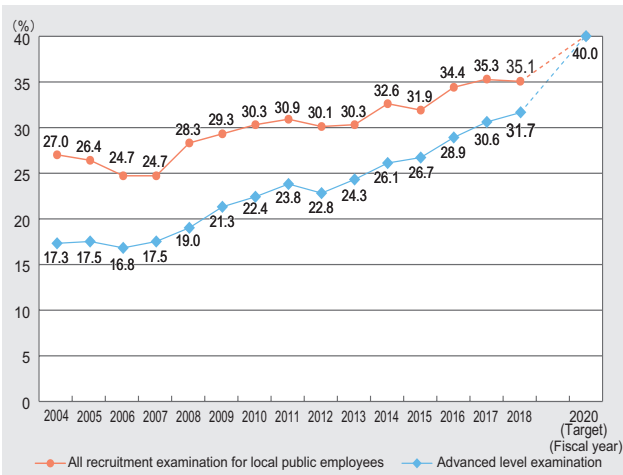
Proportion of Women National Public Employees in Managerial Positions



Source: Created from "Follow-up on the state of promoting female national public employee and acquisition of child care leave of national public employee," November 2018

Recruitment and Promotion of Women Local Public Employees

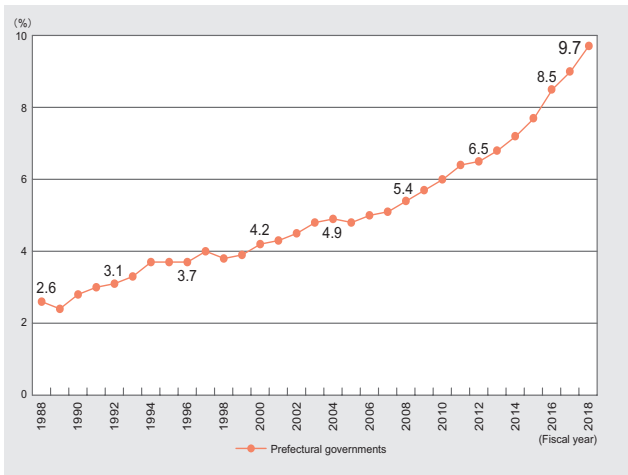
Proportion of Women Local Public Employees of Prefectural Governments through Recruitment Examinations



Source: Data from the Cabinet Office

Note: Approximate level correlations: advanced level = university graduates

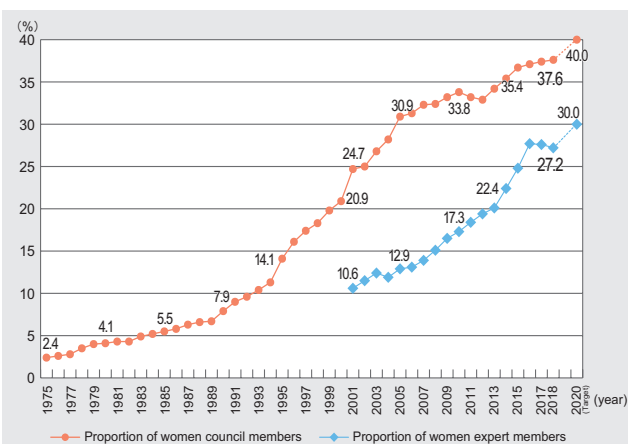
Proportion of Women Local Public Employees of Prefectural Governments in Managerial Position



Source: Until 1993, data from MHLW; from 1994 onward, data from the Cabinet Office

Note: 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.

Proportion of Women Members in National Advisory Councils and Committees



Source: Data from the Cabinet Office