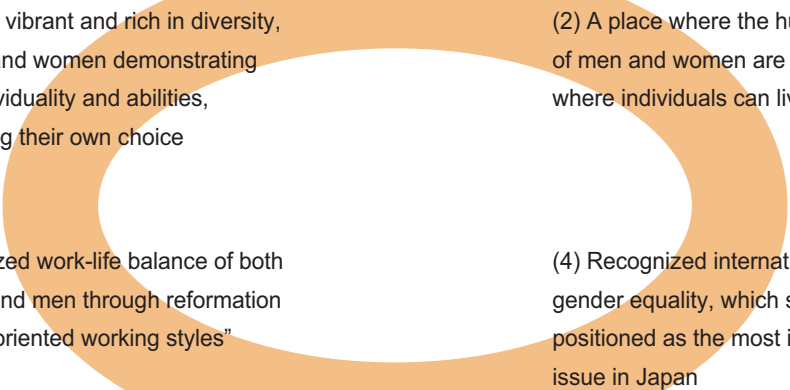


### 3. The Fourth Basic Plan for Gender Equality

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

| Item  |                                      | Currently                        | Target(Deadline)          |
|---|--------------------------------------|----------------------------------|---------------------------|
| National civil service  | Proportion of women in director      | 4.9% (July 2018)                 | 7% (end of FY2020)        |
|   | Proportion of women in section chief | 25.0% (July 2018)                | 30% (end of FY2020)       |
| Prefectural [municipality] civil service                                | Proportion of women in director      | 10.5% [16.7%] (2018)             | 15% [20%] (end of FY2020) |
|   | Proportion of women in section chief | 22.6% [34.0%] (2018)             | 30% [35%] (end of FY2020) |
| Private corporations  | Proportion of women in director      | 10.9% (2017)                     | 15% (2020)                |
|   | Proportion of women in section chief | 18.4% (2017)                     | 25% (2020)                |
| Employment rate for women between the ages of 25 - 44                   |                                      | 76.5% (2018)                     | 77% (2020)                |
| Proportion of workers whose average of weekly working hours is upper 60 |                                      | men: 10.5%<br>women: 2.4% (2018) | 5.0% (2020)               |
| Percentage of men workers who take child care leave                     | National civil service               | 10.0% (FY 2017)                  | 13% (2020)                |
|   | Local civil service                  | 3.6% (FY 2016)                   | 13% (2020)                |
|   | Private corporations                 | 5.14% (FY 2017)                  | 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)  | men: 72.14 years old<br>women: 74.79 years old<br>(2016) | extends more than one year<br>men: 70.42 years old → 71.42 years old<br>women: 73.62 years old → 74.62 years old<br>(2010→2020) |
| Number of one-stop support center for victims of sexual crime and violence which local government is concerned with | 47places(47 prefectures)<br>(Oct. 2018)                  | At least 1 in each prefecture (2020)  |
| Number of single-parent who take regular employment through Public Employment Security Office                       | 34,906cases<br>(FY 2017)                                 | 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"                      | men: 70.4% women: 63.3%<br>(2016) | 100% in both sex (2020)              |
| Number of wait-listed children on childcare services              | 19,895people (Apr. 2018)          | toward zero (End of FY 2020)         |
| Proportion of graduate students at the undergraduate level by sex | men: 54.2% women: 45.8%<br>(2015) | 5 points reduction of the gap (2020) |
| Proportion of women members of prefectural disaster councils      | 14.9% (2017)                      | 30% (2020)                           |

## IV Implementation of the plan

| Proportion of Women for Each Item                       | Currently  | Target(Deadline)                              |
|---|--|---|
| Proportion of municipalities which establish basic plan | city: 96.4%<br>town and village: 56.6%<br>(2017) | city: 100%<br>town and village: 70%<br>(2020) |