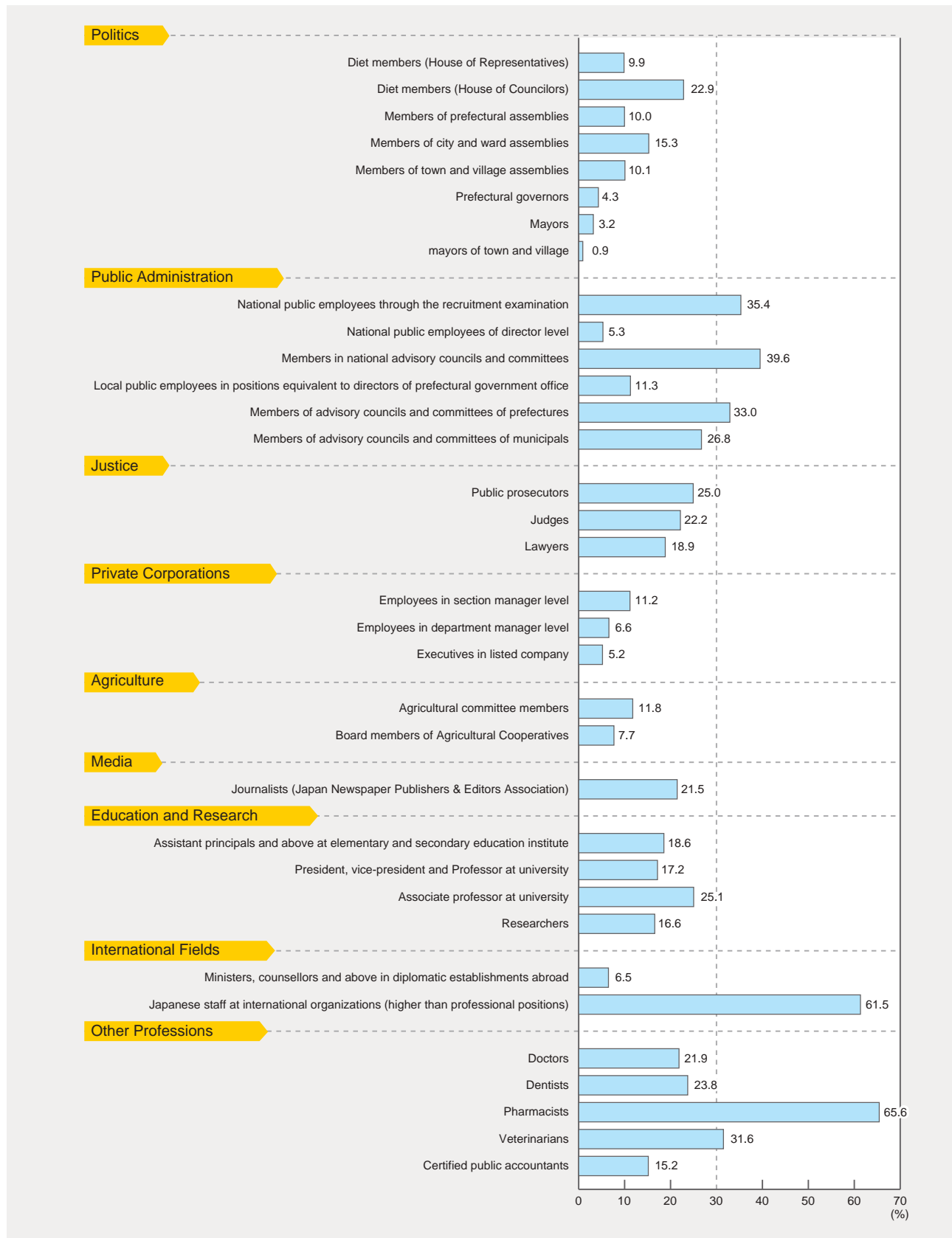


2. Policy and Decision-making

■ 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; in most fields has yet to be achieved the level of “the target of 30% by 2020” (referred to page 24-25) set by the government in 2003.



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

Indices for Measurement of Gender Equality

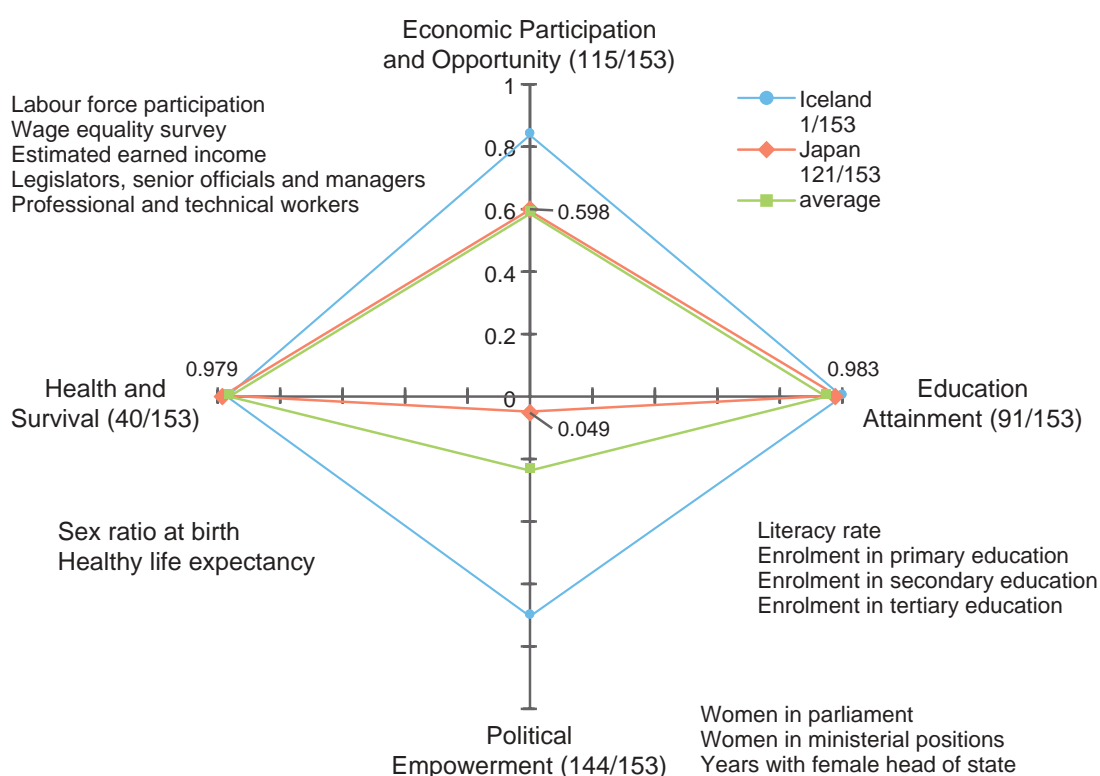
HDI, GII, and GGI

HDI (189 countries) (Human Development Index)			GII (162 Countries) (Gender Inequality Index)			GGI (153 Countries) (Gender Gap Index)		
“Human Development Report 2019”			“Human Development Report 2019”			“Global Gender Gap Report 2020”		
United Nations Development Programme (UNDP)			United Nations Development Programme (UNDP)			World Economic Forum		
Rank	Country	Score	Rank	Country	Score	Rank	Country	Score
1	Norway	0.954	1	Switzerland	0.037	1	Iceland	0.877
2	Switzerland	0.946	2	Sweden	0.040	2	Norway	0.842
3	Ireland	0.942	2	Denmark	0.040	3	Finland	0.832
4	Germany	0.939	4	Netherland	0.041	4	Sweden	0.820
4	Hong Kong,China	0.939	5	Norway	0.044	5	Nicaragua	0.804
:	:	:	:	:	:	:	:	:
:	:	:	:	:	:	:	:	:
18	Liechtenstein	0.917	22	Ireland	0.093	120	United Arab Emirates	0.655
19	Japan	0.915	23	Japan	0.099	121	Japan	0.652
20	Austria	0.914	24	Israel	0.100	122	Kuwait	0.650

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.

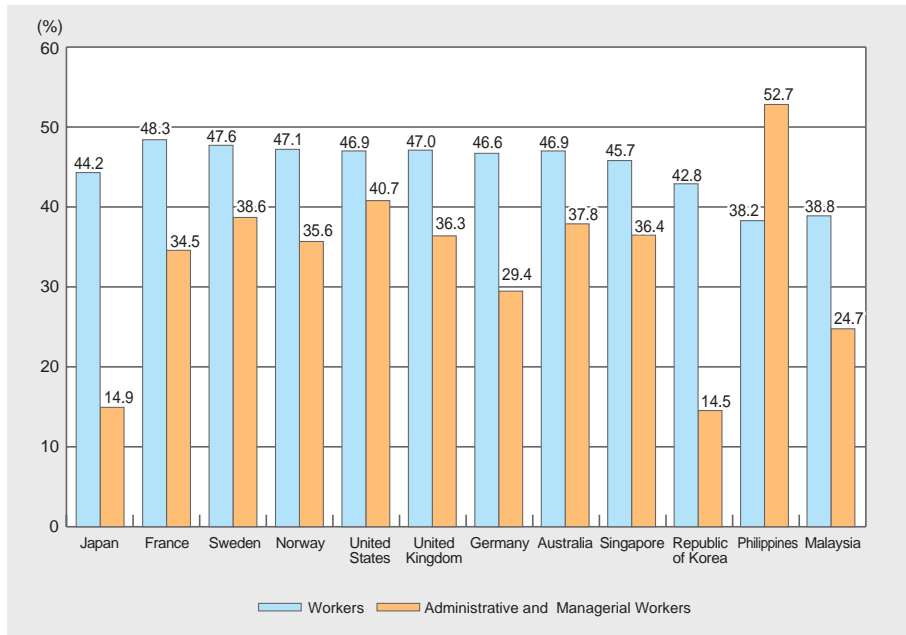
Gender Gap Index (GGI)



Source: Created from “Global Gender Gap Report 2020,” 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.

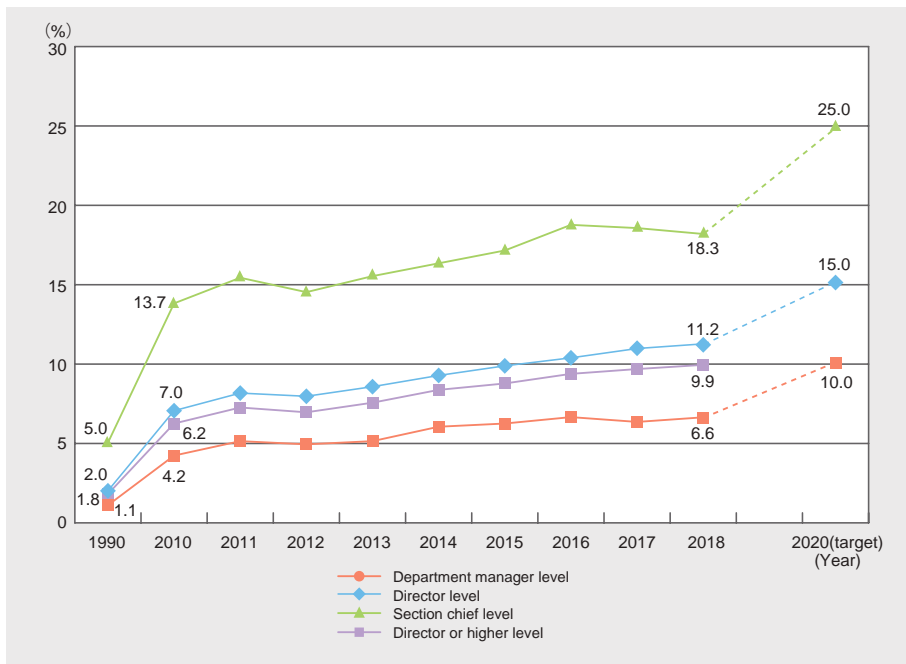


Note:

1. Created from "Labour Force Survey (Basic Tabulation), 2018" by MIC and "ILO STAT."
2. Data is as of 2018.
3. Definition of administrative and managerial workers varies across countries.

■ Proportion of Women in Private Corporation Managerial Positions

The government promotes private corporations' various efforts to promote women employees to senior positions toward achieving the target of increasing the share of women managerial level to approximately 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	United Arab Emirates	40	20	50.0%	—	—	—
5	Mexico	500	241	48.2%	128	63	49.2%
6	Sweden	349	165	47.3%	—	—	—
7	Finland	200	94	47.0%	—	—	—
8	Grenada	15	7	46.7%	13	4	30.8%
9	Andorra	28	13	46.4%	—	—	—
10	South Africa	397	184	46.3%	53	20	37.7%
21	Argentina	254	102	40.2%	72	28	38.9%
23	France	577	229	39.7%	348	112	32.2%
35	Italy	630	225	35.7%	320	110	34.4%
39	United Kingdom	650	208	32.0%	789	208	26.4%
47	Germany	709	219	30.9%	69	27	39.1%
48	Australia	151	46	30.5%	76	37	48.7%
54	Canada	338	98	29.0%	105	49	46.7%
74	China	2975	742	24.9%	—	—	—
78	United States	431	101	23.4%	100	25	25.0%
109	Saudi Arabia	151	30	19.9%	—	—	—
121	Turkey	596	104	17.4%	—	—	—
122	Indonesia	575	100	17.4%	—	—	—
126	South Korea	300	50	16.7%	—	—	—
133	Russia	450	71	15.8%	170	31	18.2%
135	Brazil	513	77	15.0%	81	12	14.8%
145	India	542	78	14.4%	244	28	11.5%
165	Japan	465	47	10.1%	245	56	22.9%

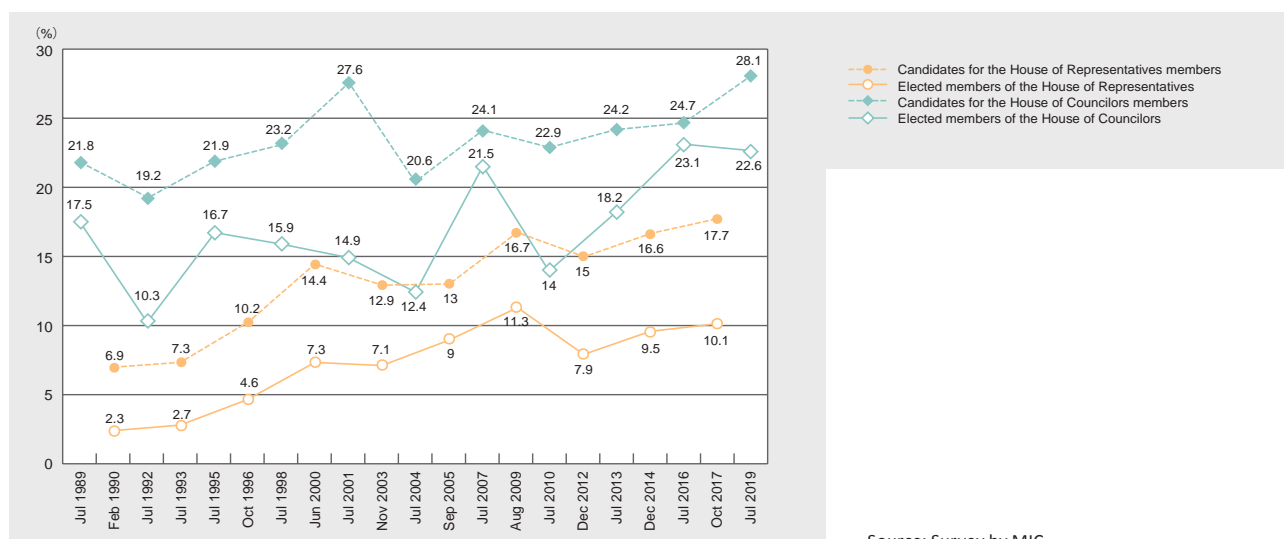
Source: "Women in Parliaments," International Parliamentary Union.

Note:

1. Data as of 1st December 2019.

2. 192 countries are surveyed. Top 10 countries and G20 countries are extracted.

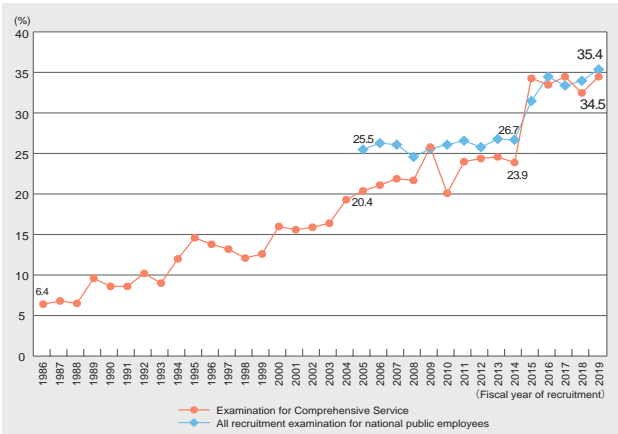
■ Proportion of Women Candidates and Elected Members



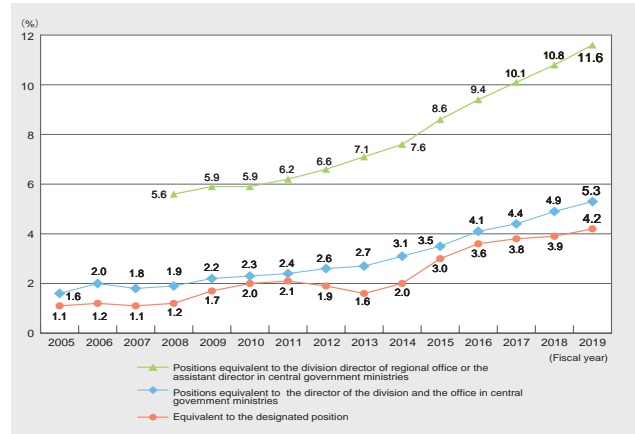
Source: Survey by MIC

Recruitment and Promotion of Women National Public Employees

Proportion of Women National Public Employees Through Recruitment Examinations



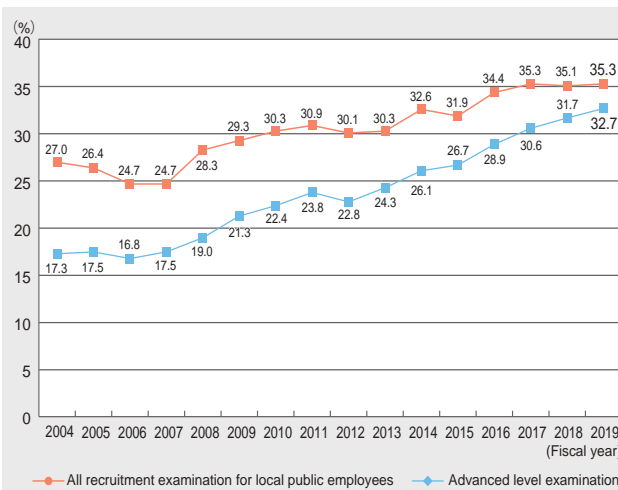
Proportion of Women National Public Employees in Managerial Positions



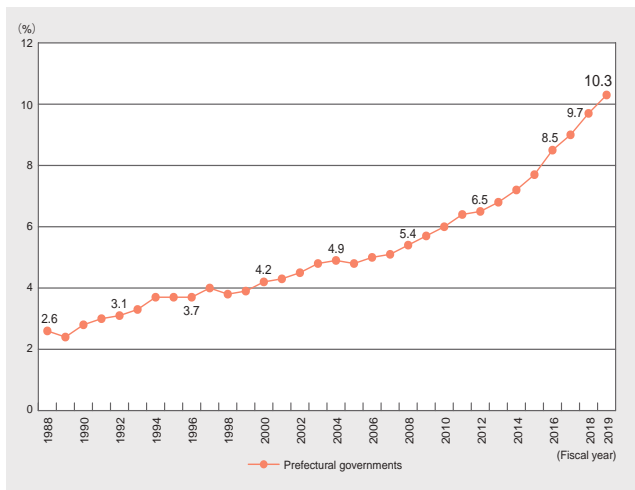
Source: Created from "Follow-up on the state of promoting female national public employee and acquisition of child care leave of national public employee," November 2019.

Recruitment and Promotion of Women Local Public Employees

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



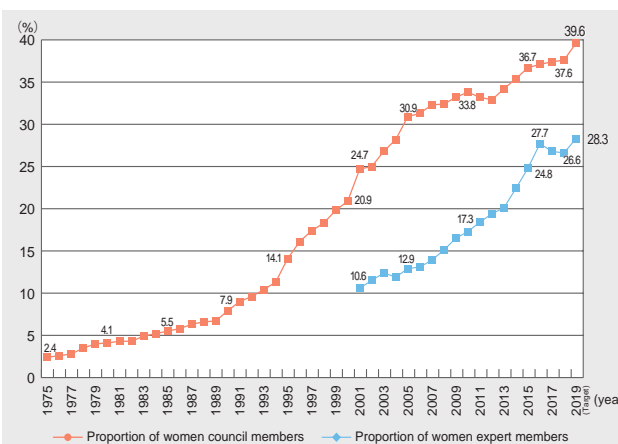
Proportion of Women Local Public Employees of Prefectural Governments in Managerial Position



Source: Data from the Cabinet Office
Note: Approximate level correlations: advanced level = university graduates.

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.