Japan. Women Can Change the World.

Gender Equality Policy in Japan

Gender Equality Bureau
Cabinet Office
Government of Japan

Section 1

Basic Policy Framework for Gender Equality

Basic Policy Framework for Gender Equality

the Basic Act for a Gender-equal Society
(June 23, 1999)

The Basic Plan for Gender Equality

- Every 5 years since 2000

The 1st Basic Plan (Dec.2000)
FY2000 – FY2005

The 2nd Basic Plan (Dec.2005)
FY2006 – FY2010

The 3rd Basic Plan (Dec.2010)
FY2011 – FY2015

The 4th Basic Plan (Dec.2015)
FY2016 – FY2020

The 5th Basic Plan
FY2021 – FY2025

The Intensive Policy
to Accelerate Women's Empowerment

- Every June since 2015
- Incorporate the perspective of women's empowerment into annual **fiscal budget**

The Intensive Policy(June.2015)

The Intensive Policy(June.2016)

⋮

The Intensive Policy (June. 2019)

The Intensive Policy (2020)

National Machinery

Structure for the Promotion of the Formation of a Gender-Equal Society

Headquarters for Creating a Society in which All Women Shine

− Promote flexible coordination among related government bodies to further vitalize society through the full expression of the “power of women,” the greatest potential of the nation

President
Prime Minister

Vice President
Chief Cabinet Secretary
Minister of State for Women Empowerment

Members
All Cabinet Ministers

Council for Gender Equality

− Study and deliberate on basic policies, measures and important matters
− Monitor the implementation status of government measures
− Survey the effects of government measures

Chair
Chief Cabinet Secretary

Members
12 Cabinet Ministers
12 Intellectuals

Liaison Conference for the Promotion of Gender Equality

− A network of collaboration and coordination comprised of intellectuals from all levels and sectors of society
− Exchange information and opinions and promote national measures

Members
women's groups, media, economic organizations, educational bodies, local governments, intellectuals, etc.

Collaboration

Regional Liaison Conferences for the Promotion of Gender Equality

Prime Minister

Minister of State for Gender Equality

Gender Equality Bureau, Cabinet Office

- General Affairs Division
- Gender Equality Promotion Division
- Office On Violence Against Women
- Research Division
- Office for Work-life Balance Policy

International Organizations

Coordination and cooperation

Local Governments

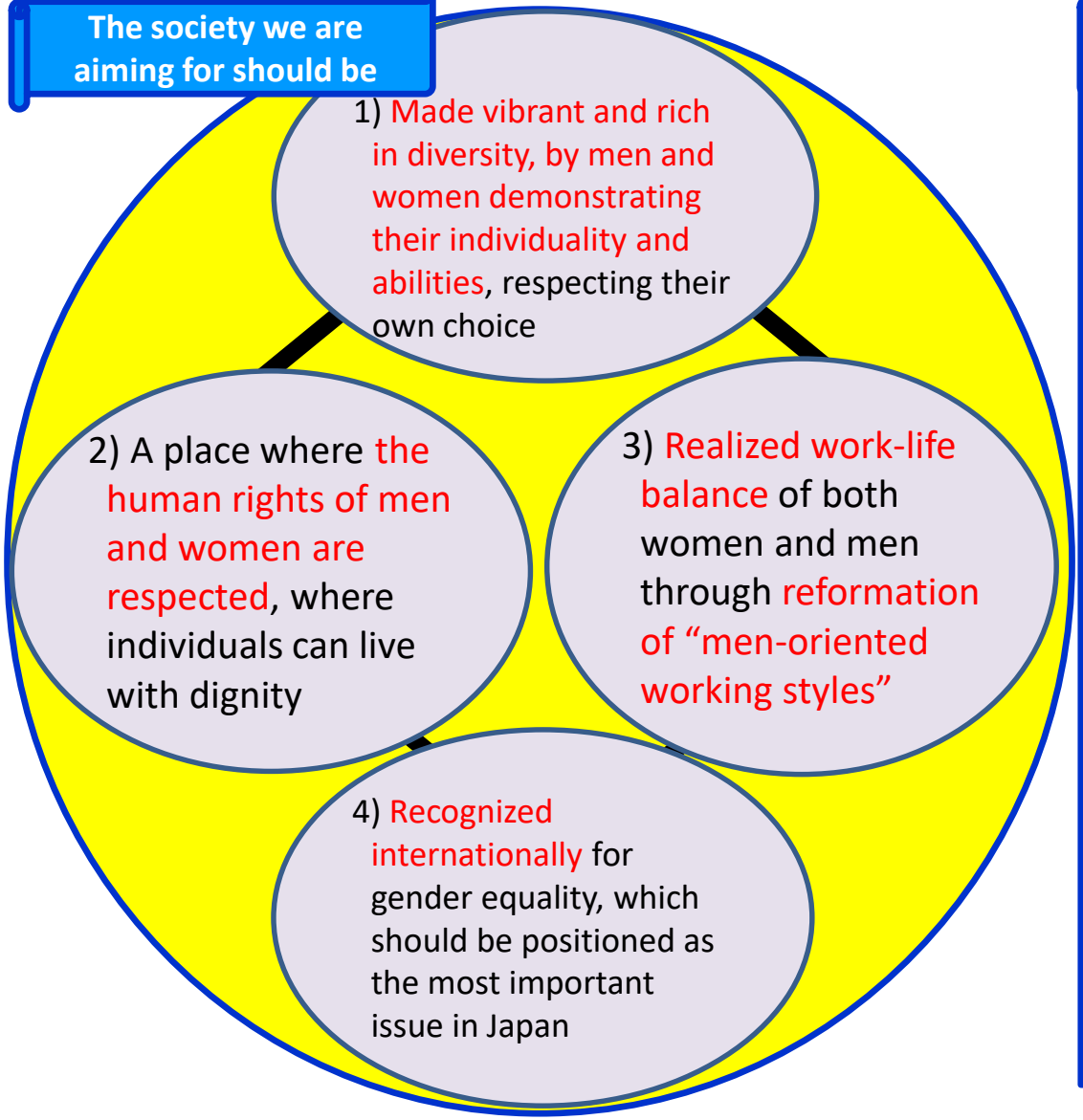
Overall coordination and promotion

Related Government Bodies

The Fourth Basic Plan for Gender Equality (Summary) [Approved by the Cabinet in December 2015]

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 the Fourth Basic Plan.

The society we are aiming for should be



New Emphases in the Fourth Basic Plan

1) To reform the labor practices that are based on working styles, including the tendency to take long working hours and relocations for granted, which is defined as "men-oriented working styles"

2) To foster measures to increase the recruitment and promotion of women and develop human resources who can become leaders in the future with an eye to expanding women's participation in all fields of society

3) To establish an environment in which women can live with peace of mind by giving careful consideration and support to women faced with difficult situations

4) To utilize disaster risk management and reconstruction measures from the perspective of gender equality for the whole disaster risk management policies in light of the experiences and lessons learned from Great East Japan Earthquake

5) To response diversifying violence against women and enhance measures to eliminate violence against women

6) To promote proactive compliance with international standards and international contributions based on the perspective of gender equality

7) Enhancing systems for promoting gender equality in local areas on the basis of the situation in each area

The Fourth Basic Plan for Gender Equality (Summary)

Part2 Basic Policy Directions and Specific Measures

Policy Region 1 **Women's participation and advancement in all fields of society**	1) Reformation of "men-oriented working styles" for women's empowerment	- Reform of the labor practice (long working-hour reduction, utilization of ICT etc.) - Promoting understanding of gender equality of men and positive action for women's empowerment - Reviewing social systems and traditions (tax and social security)
	2) Expansion of women's participation in policy decision-making processes	- Further promotion of positive action to achieve "30%" objective - Expansion of women's participation in the area od politics, judiciary, administration, economy and the others such as local, agriculture, S&T, medical, education, media, disaster prevention and international
	3) Securing equal opportunities and treatment between men and women and work-life balance	- Realizing work-life balance, promoting efforts to solve the M-shaped curve issue - Securing equal employment opportunity and treatment for men and women, promoting positive action - Elimination of all forms of harassment - Fine-tuning the non-regular employment job environment
	4) Promotion of gender equality in the area of regional, rural and environment	- Building a foundation for promotion of gender equality in local communities - Creating environments for women's participation and advancement in agricultural, forestry and fisheries
	5) Gender equality in science and technology and academic fields	- Creating environments to promote participation of women researchers - Encouraging women's colleges' students and high school graduates to enter scientific fields.
Policy Region 2 **Safety and security of life**	6) Support for women's lifelong health	- Maintaining and improving lifelong health for men and women - Supporting health in pregnancy and childbirth - Expansion of women's participation in medical fields
	7) Elimination of all forms of violence against women	- Creating a foundation for preventing and eliminating violence against women, promoting the prevention of domestic violence, stalker issues, sexual crime, sexual violence against children, prostitution, human trafficking and sexual・violet expressions used by the media
	8) Creation of an environment in which people facing poverty, aging, disabilities can lead secure lives	- Support of men and women facing living difficulties such as poverty - Creating an environment where older people, people with disabilities, non-Japanese etc. can lead secure lives.
Policy Region 3 **Infrastructure improvement on the realization of gender equal society**	9) Consolidation of the social systems based on the perspective of gender equality	- Making the tax & social security systems, and legal systems to be more idealistic for people to be able to make choices of the way to work and have family - Building a foundation of support for child-rearing and family care
	10) Awareness-raising on gender equality through education and media	- Developing widespread popular publicity and education campaigns - Enhancement of education and study to promote gender equality
	11) Establishing disaster risk management and reconstruction system from the perspective of gender equality	- Adopting the perspective of gender equality into disaster risk reduction policies and policies regarding reconstruction from Great East Japan Earthquake - International corporation for disaster risk reduction
	12) International collaboration and contribution on gender equality	- Proactive compliance with international standards, enhanced domestic implementation - International contribution with strong leadership in the field of gender equality
Implementation of the plan		- Strengthening the role of national machinery for the promotion of gender equality - Reflecting the perspective of gender equality (eg. to incorporate the viewpoint of gender equality in the budgeting process) - Support foe initiatives by local governments, private groups and other bodies

The Fourth Basic Plan for Gender Equality (Summary)

Part1 Core Concepts

Objectives on Policy Regions

1 Women's participation and advancement in all fields of society

Item		As of Dec.2015	Latest values	Goal
National civil service	Proportion of women in director	3.5% (2015.7)	4.9% (2018.7)	7% (End of FY2020)
	Proportion of women in section chief	22.2% (2015.7)	25.0% (2018.7)	30% (End of FY2020)
Prefectu-ral (city) civil service	Proportion of women in director	8.5% (14.5%) (2015)	10.5% (16.7%) (2018)	15% (20%) (End of FY2020)
	Proportion of women in section chief	20.5% (31.6%) (2015)	22.6% (34.0%) (2018)	30% (35%) (End of FY2020)
Private corporat-ions	Proportion of women in director	9.2% (2014)	11.2% (2018)	15% (2020)
	Proportion of women in section chief	16.2% (2014)	18.3% (2018)	25% (2020)
Employment rate for women aged between 25 and 44 years		70.8% (2014)	76.5% (2018)	77% (2020)
Proportion of employees working 60 hours or more per week		Men: 12.9% Women: 2.8% (2014)	Men: 10.5% Women: 2.4% (2018)	5.0% (2020)
Percent-age of male workers who take child care leave	National civil service	3.1% (FY2014)	10.0% (FY2017)	13% (2020)
	Local civil service	1.5% (FY2013)	4.4% (FY2017)	13% (2020)
	Private corporations	2.3% (FY2014)	6.16% (FY2018)	13% (2020)

2 Safety and security of life

Item	As of Dec.2015	Latest values	Goal
Healthy Life Expectancy	Men: 71.19yrs Women: 74.21yrs (2013)	Men: 72.14yrs Women: 74.79yrs (2016)	One-year extension of healthy life expectancy Men: 70.42→71.42yrs Women: 73.62→74.62yrs (2010→2020)
# of one-stop support centers for victims of sexual crime / sexual violence which local government is concerned with	25 (2015.11)	47 (47 Prefectures) (Oct. 2018)	At least 1 in each pref. (2020)
# of single-parents who take reg-ular employment through public employment security offices	38,771 (FY2014)	34,906 (FY2017)	Year-on-year increase (every fiscal year)

3 Infrastructure improvement on the realization of gender equal society

Item	As of Dec.2015	Latest values	Goal
Awareness of the term "gender-equal society"	Men: 66.3% Women: 61.3% (2012)	Men: 70.4% Women: 63.3% (2016)	100% in both sexes (2020)
# of children on waiting lists for childcare facilities	23,167 (2015.4)	19,895 (Apr. 2018)	Aiming for zero (End of FY 2017)*
Proportion of people with bachelor by sex	Men: 54.9% Women: 45.1% (2013)	Men: 54.2% Women: 45.8% (2015)	5 points reduction of the gap (2020)
Proportion of female members of prefectural disaster councils	13.2% (2015)	15.7% (2018)	30% (2020)

4 Implementation of the plan

Item	As of Dec.2015	Latest values	Goal
Proportion of municipalities with established plans for gender equality	City: 97.0% Town & Village: 52.6% (2015)	City: 97.2% Town & Village: 58.7% (2018)	City: 100% Town & Village: 70% (2020)

*"Plan to rear children with peace of mind" released in June 2017, renewed the target date to "end of FY 2020 at the latest".

The Intensive Policy to Accelerate the Empowerment of Women 2019

Fundamental Approach

- Considering factors such as longer healthy lifespans and women's desire to work, it is vital for women to participate actively in society throughout their lives.
- Issues including difficulties faced by women and violence against women have not yet been resolved
- Efforts tailored to local circumstances play an important role in empowering women.

- Aim for **social structures enabling diverse choices in an era of 100-year lifespans**.
- Engage in head-on efforts to **resolve difficulties and enable safe and secure lives to support the empowerment of women**.
- Promote women's active participation across all sectors as a **powerful lever for productivity improvement, economic growth, and regional revitalization**.

Section 2

Progress and Achievements, and Related Statistics

Women's Empowerment is critical to ABENOMICS

Necessity of Women's Empowerment

Active Participation of Women

- Increasing workforce population
- Talented human resources
- New products/services

Economic Growth

Impact of raising Women's Labour Participation Rate

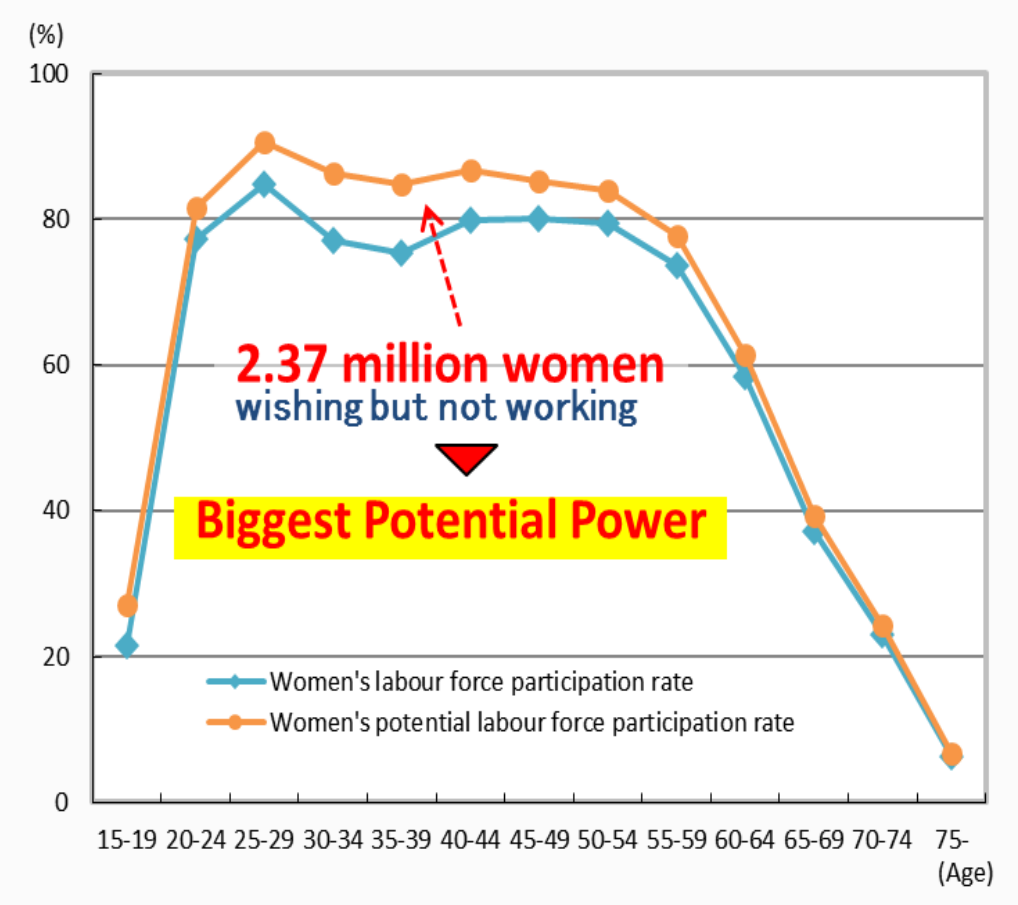
Goldman Sachs, April 2014

Boosting **Japanese GDP** by as much as **13%**, if closing the gap between male and female.

McKinsey Global Institute, September 2015

$12 trillion could be added to global GDP by 2025 by advancing women's equality.

Women potential labour force participation rate by age group



Progress of Women's Empowerment (1)

Since the second Abe Cabinet, activities for women's participation have rapidly expanded, gathering momentum, promoting collaboration and resonating both domestically and overseas.

Japan's efforts

- Accelerated the **establishment of childcare facilities** and expanded afterschool club. (2013-)
- "**The Intensive Policy to Accelerate the Empowerment of Women**" has been annually formulated. (2015-)
- "**The Act on Promotion of Female Participation and Career Advancement in the Workplace**" fully entered into force. (April 2016)
- **"The Promotion of Women's Empowerment" was set in the agenda in the Ise-Shima Summit** and all relevant ministerial meetings. (May 2016)
- **World Assembly for Women (WAW!)** was held five times in Tokyo. (September 2014-)
- Partial revision of "**Penal Code**" to upgrade provisions of the punishment for sexual crime. (June2017)
- **"Act on Promotion of Gender Equality in the Political Field"** was established. (May 2018)
- Partial revision of "**the Act on the Prevention of Spousal Violence and the Protection of Victims, etc.**" to enhance cooperation with support for child abuse. (June 2019)
- Partial revision of "**the Act on Promotion of Female Participation and Career Advancement in the Workplace**" (promulgated in June 2019)

Progress of Women's Empowerment (2)

Since the second Abe Cabinet, activities for women's participation have rapidly expanded, gathering momentum, promoting collaboration and resonating both domestically and overseas.

Results Achieved

- The number of women workers increased **2.88 million** in six years (2012-2018).
- Employment rate of women in child raising (aged 25 to 44) increased. [67.7% (2012) ⇒ **76.5%** (2018)]
- Rate of women who continue working after their first child birth increased.
  [40.4% (2005～2009) ⇒ **53.1%** (2010～2014)]
- Women board members of listed companies has increased 3.4 times.
  [630 (Jul. 2012)] ⇒ **2,124** (Jul. 2019)]
- Proportion of women in managerial positions increased (private companies with over 100 employees) .
  [6.9% (2012) ⇒ **9.9%** (Jun. 2018)]
- **"Male Leaders who will Create a Society in which Women Shine"** announced "the Declaration on Action." (Jun. 2014) Advocates also increased. [9 (Jun. 2014) ⇒ 206 (Dec. 2018)]
- **Action plans for business owners** based on "the Act on the Promotion of Female Participation and Career Advancement in the Workplace" was formulated.
  - ・Formulation rates of **private-sector corporations with more than 300 employees** was **98.6%**. (Sep.2019)
  - ・Formulation rates of **government agencies, local government** was **100%**. (Sep.2019)
- **Prime Minister Abe was selected as one of the 10 national leaders** and Nagoya University was selected as one of the 10 Universities that encourage the promotion of gender equality by the UN Women.

Changes in the Number of Women Employee

From 2012 to 2018, the number of women employees increased 2.88 million.
The number of women employee has been increasing for six consecutive years, while women working-age population has declined.

Changes in the number of employee from 2012 to 2018

(10,000 people)

	Working-age population (from Age 15 to 64)	**Number of employee**		
		from Age 15 to 64	Aged 65 over	Total
Men	-235	-52	147	95
Women	-267	170	119	288
Total	-503	118	266	384

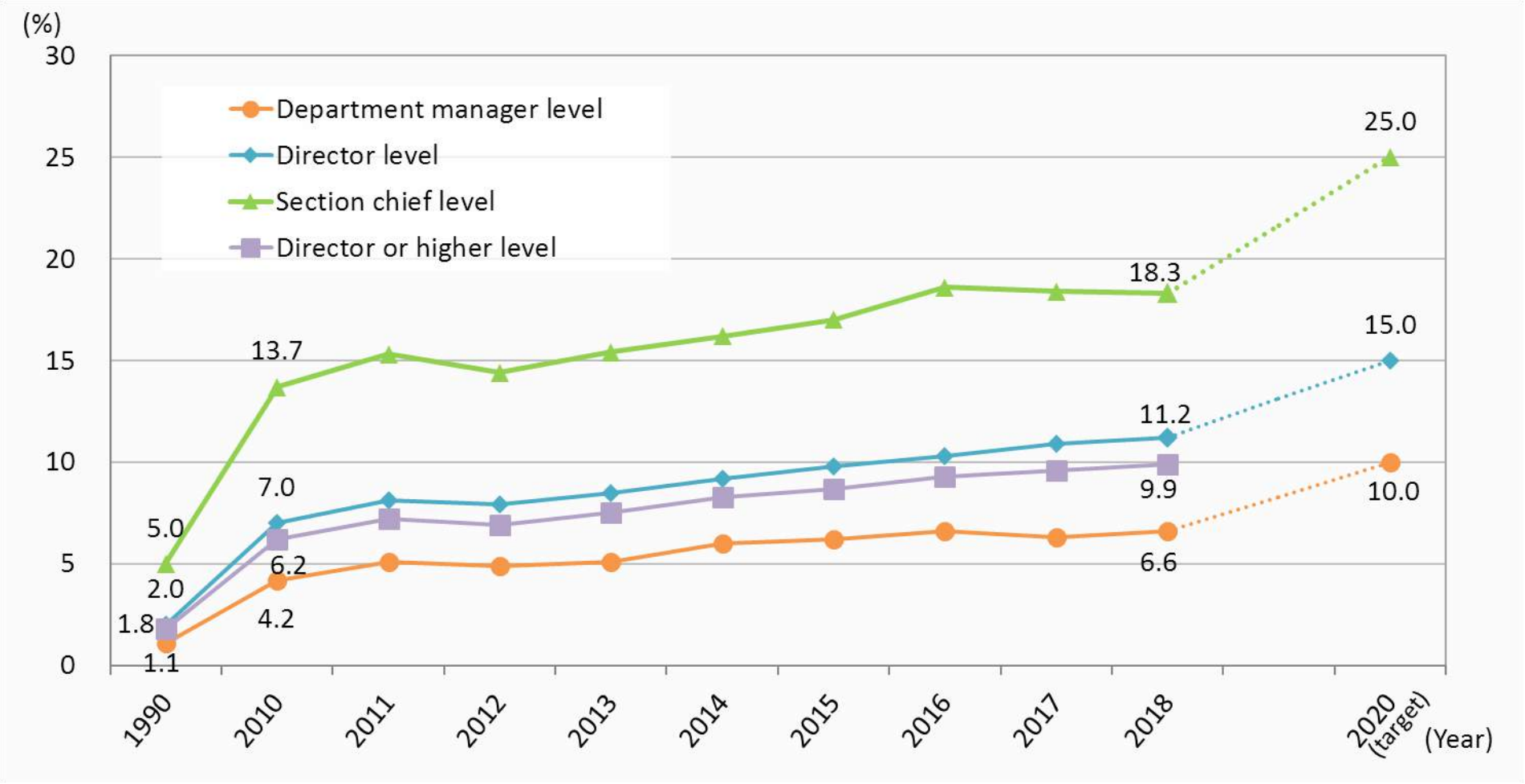
* As numbers less than the unit are rounded off, there are cases where the totals and breakdowns do not match.

Reference: The number of women working-age population
2012: 24.26 million people, 2013: 24.59 million people, 2014: 24.69 million people,
2015: 24.74 million people, 2016 25.02 million people, 2017: 25.35 million people,
2018: 25.96 million people

Source:
Created from “Labour Force Survey (Basic Tabulation),” the Ministry of Internal Affairs and Communications

Increase of Women of Managers in Private Corporations

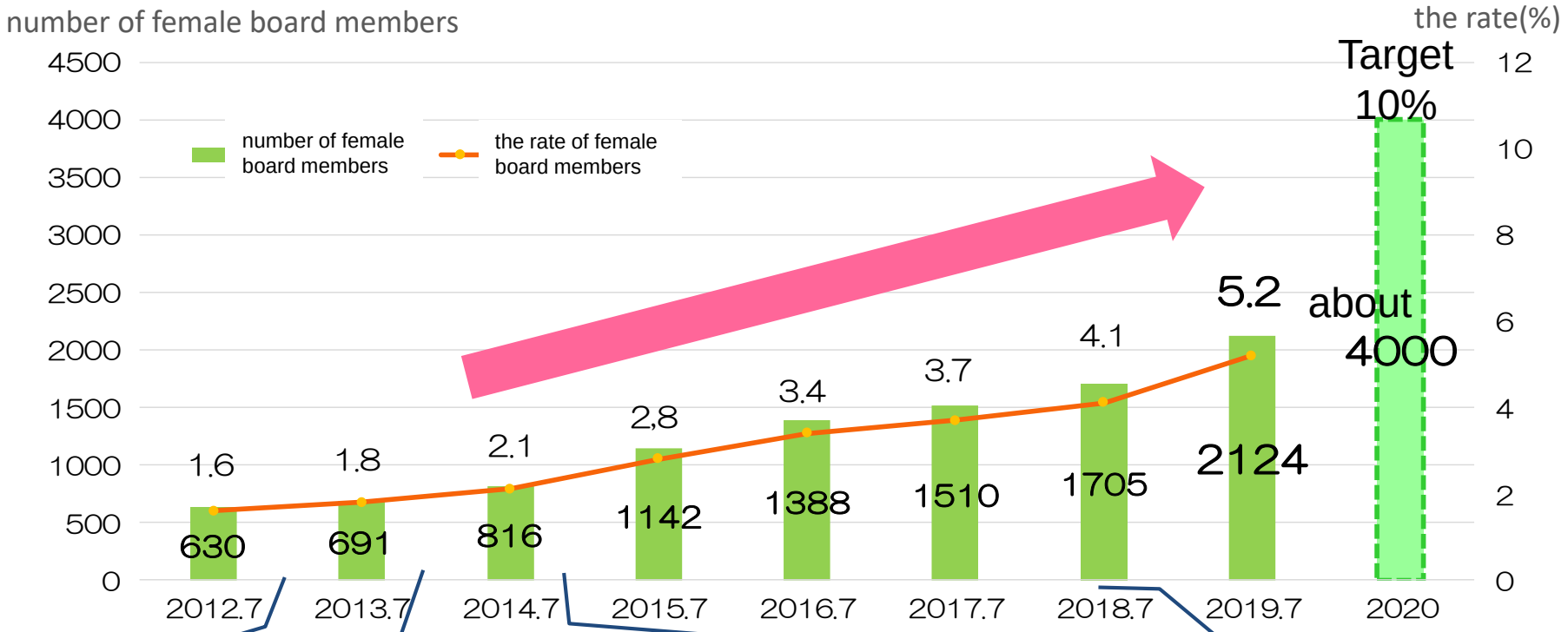
The government promotes private corporations' various efforts to promote women employees to senior position toward achieving the target of increasing the share of women managerial level to approximate 15% by 2020.



Source: "Basic Survey on Wage Structure" the Ministry of Health, Labour and Welfare
Note: All data is based on values from corporations with 100 or more employees.

Increase of Female Board Members in Listed Companies

○ The Government has set a target to increase the proportion of female board members of listed companies to 10% by 2020.
○ Female board members of listed companies have increased 3.4 times in the last seven years.



Prime Minister Abe demanded the Three Economic Associations' achievements

- Promotion of disclosing the information regarding the appointment of women.
- Appointment of at least one female as a board member.
- Setting targets for appointment of women and developing an action plan for attaining the targets voluntarily by each company. Etc.

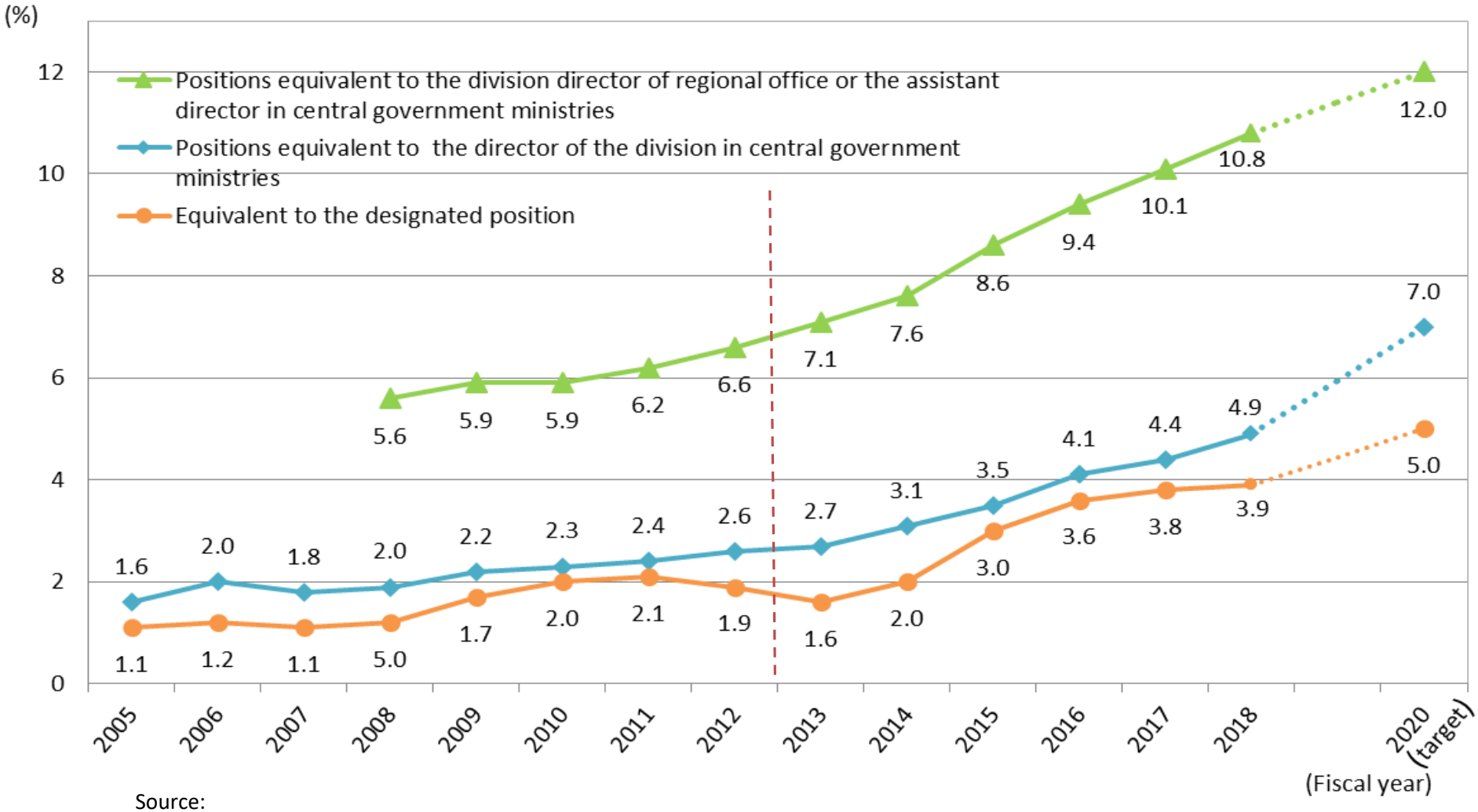
Compulsory recording the ratio of female board member in financial statement.

Securing diversity including the gender and international nature of the Board of Directors was included as an important factor in Revised Corporate Governance Code.

Source: Toyo Keizai "YAKUIN SHIKIHO"
(Note) Data: as of 31st July each year. Surveyed all listed companies including the JASDAQ listed companies.
"Board" means directors, auditors, representative executive officer and executive officers of the companied with nomination committee, etc.

Proportion of Women National Public Employees in Managerial Positions

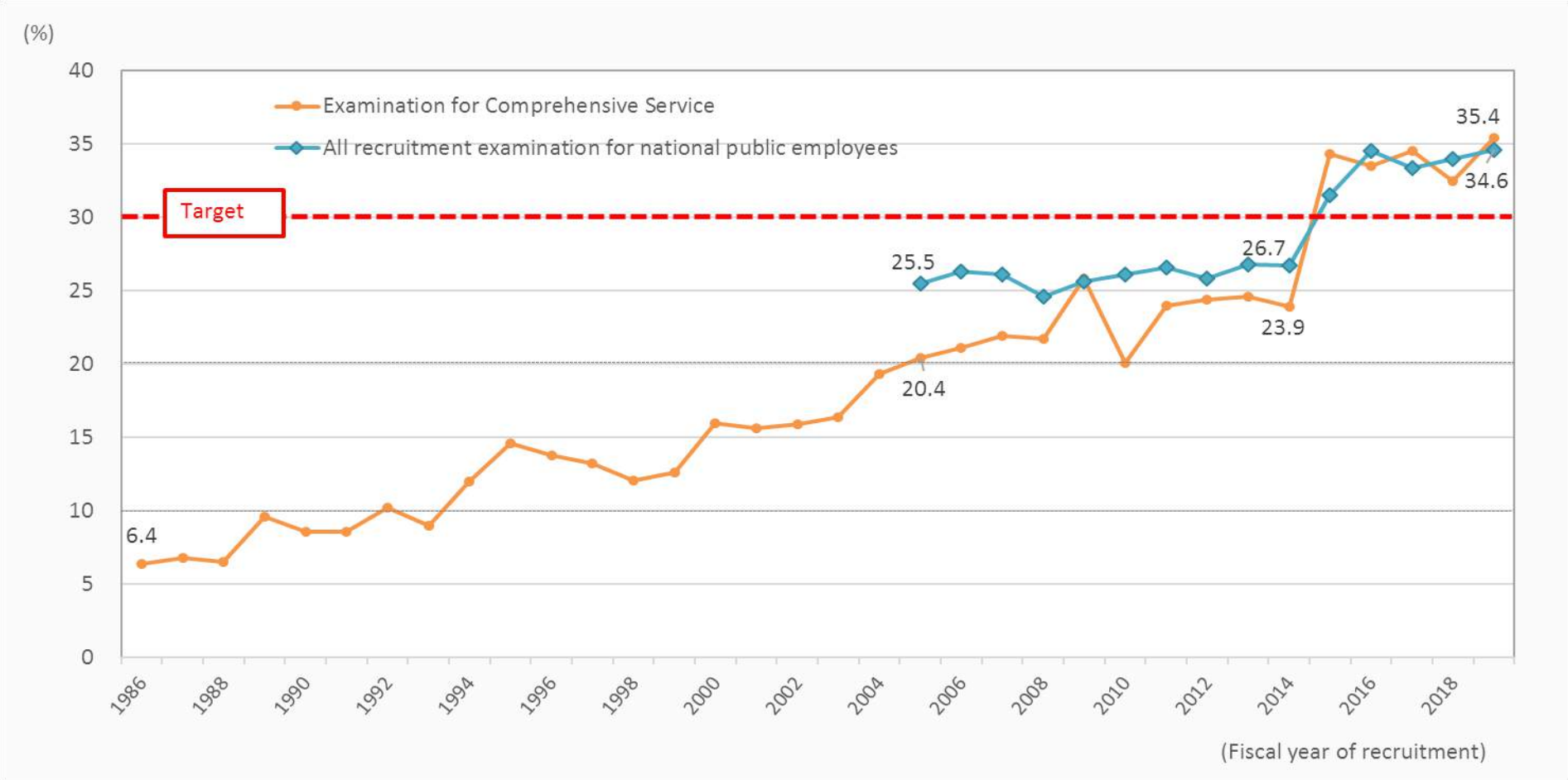
The proportion of women national public employees in managerial positions, such as positions equivalent to directors of the central government ministries, has been gradually increasing lately.



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

Proportion of Women National Public Employees through Recruitment Examinations

The proportion of women national public employees through recruitment examinations has been reached 30% or more and achieved the target in the Fourth Basic Plan for gender equality.



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

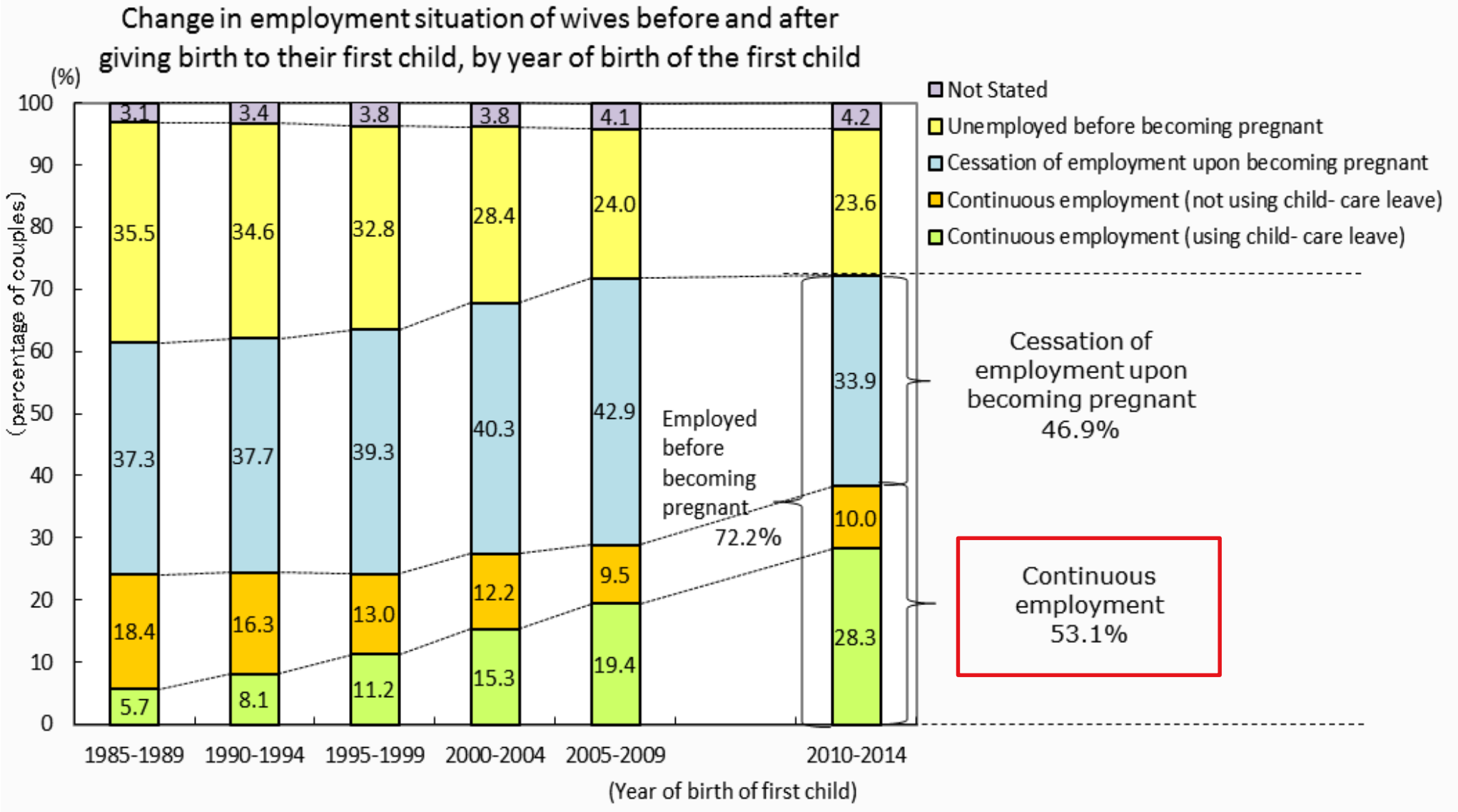
Proportion of Women Workers and Women Administrative/ Managerial Workers

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 the Ministry of Internal Affairs and Communications and "ILO STAT."
2. Data of Japan, France, Sweden, Norway, United States, United Kingdom, Germany is as of 2018, Data of Australia, Singapore, Republic of Korea, Philippines is as of 2017 .Malaysia is as of 2016.
3. Definition of administrative and managerial workers varies across countries.

Work History of Wives before and after Giving Birth to Their First Child

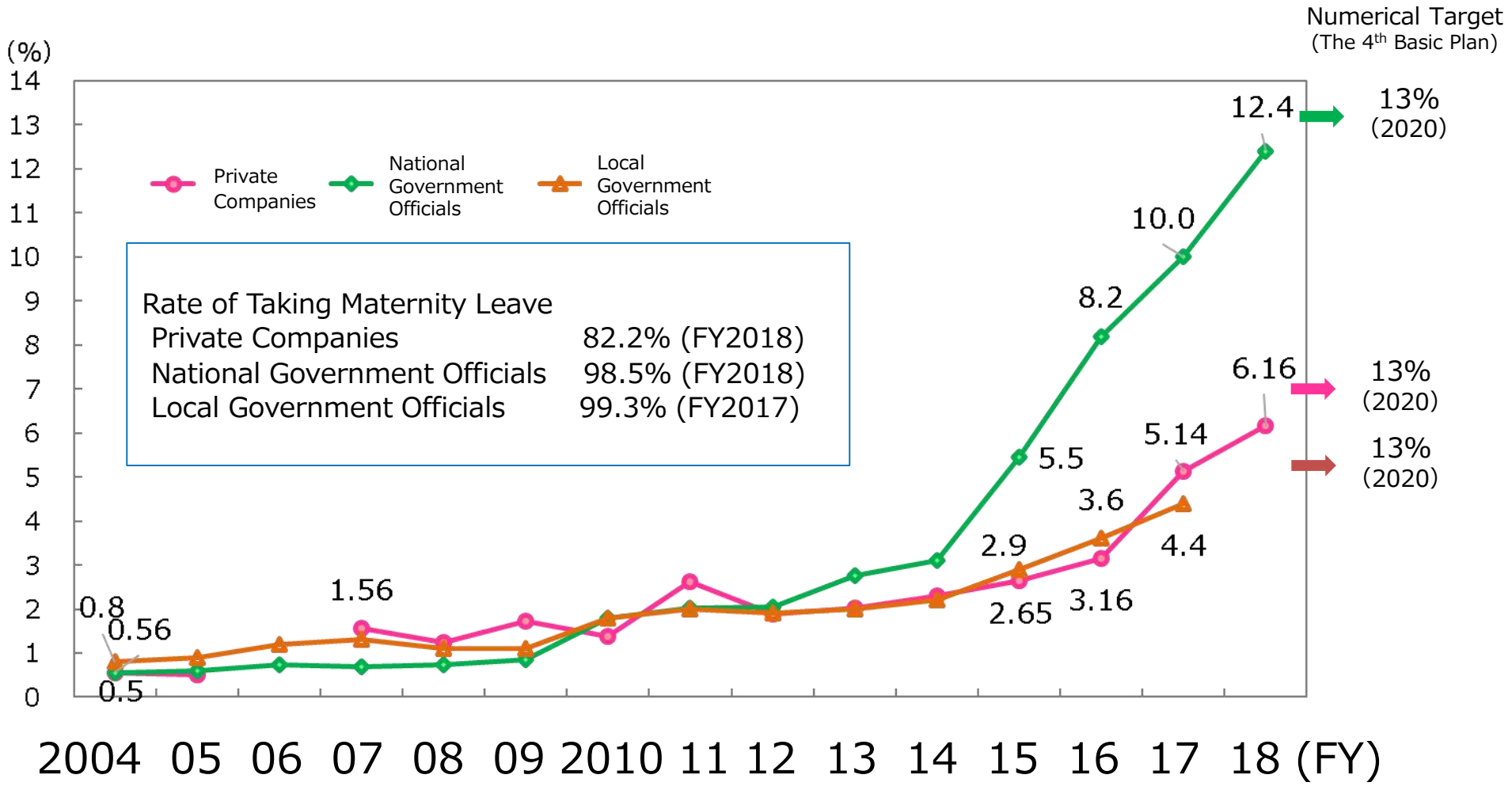


Source:

Data from the "The 15th National Fertility Survey (Survey of Married Couples)," the National Institute of Population and Social Security Research

Rate of Taking Paternity Leave

The rate of taking paternity leave remained 6.16%, though the rate of taking maternity leave is 82.2% in private companies (FY2018).



Section 3

Examples of Measures

The Act on Promotion of Female Participation and Career Advancement in the Workplace

1. Purpose

Valid for 10 years (to Mar. 31, 2026)

To promote female advancement in the workplace and make our society rich and vibrant

2. Overview

○ Employers (private business owners and national government and local governments) are to:

1) Grasp conditions related to female participation and advancement in the workplace (required items specified in ministerial ordinance) and analyze issues;

2) **Establish and disclose a plan of action for employers** based on the conditions grasped and issues analyzed;

[Items required in the plan of action for employers (specified in the law)]

・Goals (to be set numerically) ・Initiatives ・Implementation period for initiatives ・Plan period

3) **Disclose information related to women's participation and advancement** in order to contribute to career opportunities for women

*Private business owners employing 100 or fewer regularly workers are obligated to make efforts

○ The national government conducts measures such as **certifying general employers who are recognized as having favorable conditions ("Eruboshi" certification)** and **increasing opportunities for public procurement contracts**, etc. for such employers. Local governments conduct measures such as increasing contract opportunities, etc. in line with national government policy (obligated to make efforts).

○Local governments establish and disclose a promotion plan (plan related to promotion of female participation and career advancement in their areas of jurisdiction) (obligated to make efforts).

3. Progress Status of Measures

1. Development rates of prefectural promotion plans: 100% (as of the end of June 2019)
2. Development rates of the plan of action for employer : National, prefectural and municipal governments 100%, Private business owners employing more than 300 regular workers 98.6% (as of the end of Sep 2019)
3. Eruboshi certification acquisition: 920companies (Level 3: 590 companies, Level 2: 324 companies, Level 1: 6 companies, as of the end of Sep 2019)
4. In the evaluation for public procurement (Comprehensive Evaluation Bidding Method, etc.), additional points are given to companies promoting work-life balance (such as Eruboshi certified companies)

Status of Initiatives of government (as of 2017) : About 940 billion yen , and about 8800 Contracts

Male leaders who will create 'A Society in which Women Shine'

In June 2014, male leaders who have already been involved in promoting an active role of women announced "the Declaration on Action".

In the declaration, members stated that they commit themselves to empowering women.

- **Taking actions and sending messages themselves**
- **Disrupting the status quo**
- **Developing networking**

In the general meeting, male leaders exchanged their views and opinions, and shared good practices on women's empowerment.

Overview of Act on Promotion of Gender Equality in the Political Field (Act No. 28 of May 23, 2018)

1 Purpose

To effectively and positively promote gender equality in the political field, and thereby to contribute to the development of democratic politics in which both men and women jointly participate.

2 Fundamental Principles

1. To be undertaken with the aim of making the number of male and female candidates be as even as possible in elections of the members of House of Representatives, the House of Councillors, and the assemblies of local governments while securing the freedom of political activities by political parties, etc.
2. To ensure men and women are able to fully display their individuality and abilities.
3. To make it possible to realize the smooth and continuous balance of political activity and family lives.

Following from these fundamental principles

3 Responsibilities

Responsibilities of State and Local Governments

Endeavor to formulate and implement necessary policies while securing the freedom of political activities by political parties, etc., and the fairness of elections.

Efforts of Political Parties and Other Political Organizations

Endeavor to voluntarily work on the promotion, including setting targets for the number of male and female candidates for public office affiliated with that political party, etc.

4 Basic Policies

Research on the actual situation and collection of information, etc., Enlightenment activities, Development of environment, Development of human resources, etc.

5 Legislative Measures, etc.

Based on the results of the research on the actual situation and collection of information,etc.,the State, when deeming it necessary, is to take the legislative or financial and other measures necessary for the promotion of gender equality in the political field.

Expansion of Women's Participation in Political Areas

House of Representatives 10.1% [1)] House of Councillors 22.9% [2)]

1)July 11, 2019
2)July 30, 2019

[Government's Initiatives]

Encouragement to political parties

The Minister of State (for Gender Equality) has encouraged political parties 7 times in total to promote effective positive actions in political areas based on the Third and Fourth Basic Plans for Gender Equality.

Encouragement by the Minister, HASHIMOTO Seiko.(December 2019)

Women's Political Participation Map 2019

Creation of "Women's Political Participation Map"

Created "Women's Political Participation Map", which visualizes women's participation in politics (as governors, mayors, chiefs and members of prefectural and municipal assemblies) on a map by prefecture to promote women's political participation in Japan.

Elimination of Violence Against Women

Violence against women is a serious violation of human rights. Promoting initiatives for its prevention and redress to eradicate violence is a very important issue in creating a gender-equal society.

Current Measures

■ **Promote countermeasures for spousal violence and support for victims based on the Act on the Prevention of Spousal Violence and the Protection of Victims, etc. which is amended in June, 2019**

＊Enhanced measures to prevent child abuse and protect victims of spousal violence and cooperation to protect victims.

＊Establish comprehensive supporting system for victims including correction and rehabilitative program for perpetrators.

■ **Promote countermeasures for sex crime and sexual violence, and eliminate sexual violence against young women**

＊Stabilize operation and improve quality of one-stop centers.

＊Promote measures based on "Actions for proceeding measures on the Issues of so-called Forced Appearances in pornographic materials and 'JK Business (kind of sexual exploitation of high-school girls)' ". (formulated on May 19, 2017)

■ **Promote measures for elimination of sexual harassment**

Promote measures based on "Strengthening Sexual Harassment Measures: Emergency Measures Based on a Case Occurring between the Media and Government". (decided on June 12, 2018)

■ **Promote support for women who face multiple difficulties**

＊Formulated Policy package by " Liaison meeting of relevant ministries regarding support for women who face multiple difficulties".

■ **Create a foundation for preventing and eradicating violence against women**

"Campaign to Eliminate Violence Against Women". (November 12-25, every year)

WAW! (World Assembly for Women)

6th WAW! (World Assembly for Women) will be held in April 3-4, 2020, in Tokyo.

In March 2019, Japan held the 5th World Assembly for Women(WAW!). The 6th WAW! will be held in April 3-4, 2020, in Tokyo under the overarching theme “WAW! with Men” to discuss on various issues related women.

6th WAW!
World Assembly for Women

WAW! Tokyo 2014 September 12 to 14, 2014
WAW! 2015 August 28 to 29, 2015
WAW! 2016 December 13 and 14, 2016
WAW! 2017 November 1,2 and 3, 2017
5th **WAW!** March 23 to 24, 2019