

The Fifth Basic Plan for Gender Equality(Overview)

March, 2021
Government of Japan

National Machinery for Gender Equality

The Basic Act for Gender-Equal Society

Promulgated and Enacted on 23 June, 1999

Council for Gender Equality

Basis: the Basic Act

Established in the Cabinet Office Jan. 2001
(One of the five important councils)

Members: Chief Cabinet Secretary (Chair)
Relevant Ministers
Experts & Scholars

Mission: - Deliberate on basic policies and important matters
- Monitor the implementation and Study the impacts of all relevant measures from gender perspectives

The Fifth Basic Plan for Gender Equality

Decided by the Cabinet on Dec 25, 2020

Headquarters for the Promotion of Gender Equality

Basis: Cabinet decision (July 1994)
Established in the Cabinet Office

Members: Prime Minister (President)
Chief Cabinet Secretary (Co-Vice President)
Minister of State for Gender Equality
(Co-Vice President)
All other Ministers

Mission: Implementation of measures

Civil Society

• **Liaison Conference for the Promotion of Gender Equality** (CSOs' network conference)

Members: Experts & Scholars, Representatives from 98 CSOs

Mission: wide-ranging collaboration and coordination, promote civil society initiatives

The Basic Act for Gender-equal Society

The Fifth Basic Plan for Gender Equality

The Basic Act for Gender-equal Society (Promulgated and Enacted on 23 June,1999)

Basic Principles:

- Respect for the human rights of women and men
- Consideration of society systems or practices
- Joint participation in planning and deciding policies
- Compatibility of family life and other activities
- International cooperation

■ Responsibilities

National Government	<ul style="list-style-type: none">● Formulation of the Basic Plan for Gender Equality● Implementation of policies including Positive Action/Temporary Special Measures.
Local Governments	<ul style="list-style-type: none">● Implementation of policies in accordance with the characteristic of the local areas
Citizens	<ul style="list-style-type: none">● Contribute to the formation of gender-equal society

The Fifth Basic Plan for Gender Equality

(decided by the Cabinet on December 25, 2020)

Based on Article 13 of the Basic Act

The Fifth Basic Plan for Gender Equality (Presentation)

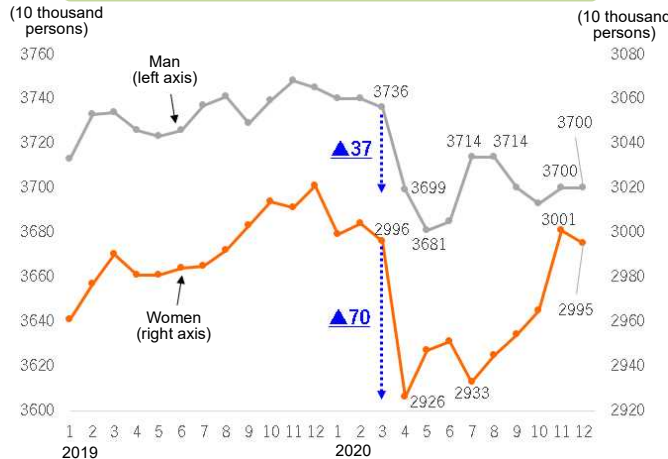
Decided by the Cabinet on December 25, 2020

Toward Reiwa society where all women and girls can thrive and achieve their full potential

Social Situations, Environmental Changes, and Challenges

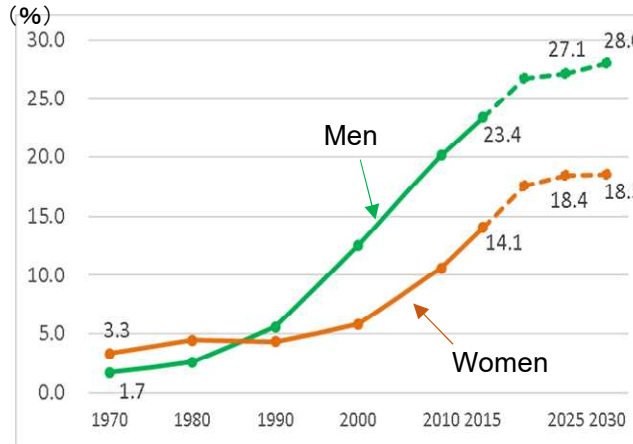
- (1) The impacts of COVID-19
- (2) Population declining society and increase in unmarried and single-person households
- (3) The age of the 100 Years of Life (51.1% of women are expected to live until 90 years old)
- (4) Development of the legal and institutional framework
- (5) Digital society (Society 5.0)
- (6) Social movements to eliminate violence against women
- (7) Frequently occurring large-scale disasters
- (8) Global trends to achieve gender equality

Number of workers



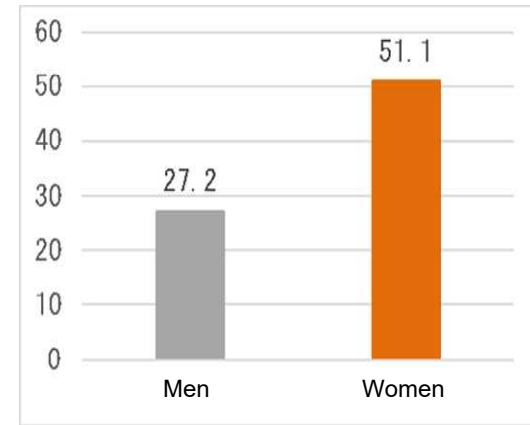
(Source) Ministry of Internal Affairs and Communications, "Labour Force Survey (Basic Tabulation)"

Proportion of the unmarried at age 50



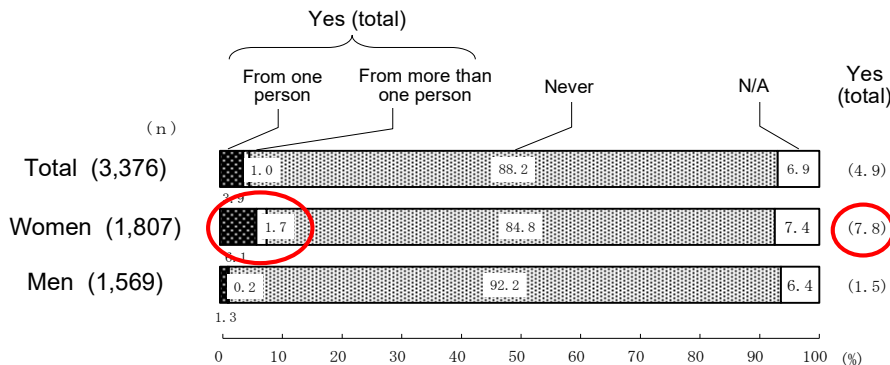
(Source) Calculated based on National Institute of Population and Social Security Research, "Population Statistics 2020" and "Household Projection for Japan 2018."

Proportion of people who live up to age 90



(Source) The proportion of babies born in 2019 who live up to the age of 90 was calculated based on the Ministry of Health, Labour and Welfare's abridged life tables.

Experience of forced sexual intercourse



(Source) Cabinet Office, "FY2017 Survey on violence between women and men"

Experience of spousal violence

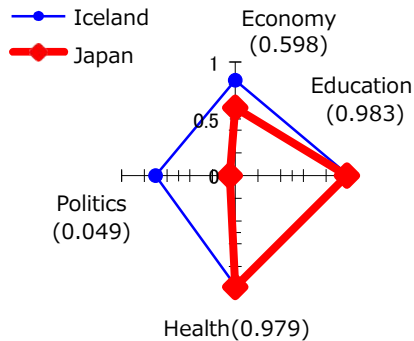


(Source) Cabinet Office, "FY2017 Survey on violence between women and men"
 *"Spouse" includes partners in a de facto marriage, married partners living apart, and ex-spouse (divorced, bereaved of, or ended de facto marriage).

Field 1 Expansion of Women's Participation in Policy Decision-making Processes

Basic Standpoint

Ranked 121st out of 153 countries in Gender Gap Index 2020



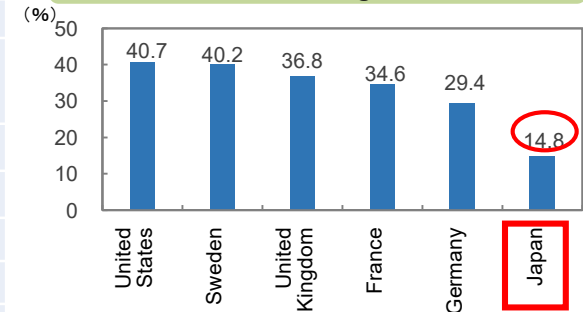
Rank	Country	Score
1	Iceland	0.877
2	Norway	0.842
3	Finland	0.832
10	Germany	0.787
15	France	0.781
21	UK	0.767
53	US	0.724
106	China	0.676
108	Korea	0.672
120	United Arab Emirates	0.655
121	Japan	0.652
122	Kuwait	0.650

Proportion of women in the House of Representatives

Country	Proportion (%)	Quota system
France	39.5	<ul style="list-style-type: none"> Statutory quota system for candidates Voluntary quota system by political parties
United Kingdom	33.9	<ul style="list-style-type: none"> Voluntary quota system by political parties
Germany	31.2	<ul style="list-style-type: none"> Voluntary quota system by political parties
United States	23.4	-
Republic of Korea	19.0	<ul style="list-style-type: none"> Statutory quota system for candidates
Japan	9.9	-

(Source) Women in Parliaments (as of October 2020)
Proportion of women in the lower house or unicameral parliament.

Proportion of women administrative/managerial workers



(Source) Figures for Japan are from Ministry of Internal Affairs and Communications, "Labour Force Survey." Figures for other countries are from ILO, "LOSTAT" (as of November 2020). Figures for all countries are for 2019.

○ Women account for 51.3% of Japan's population and 51.7% of the eligible voters. Participation of both women and men in the decision-making process leads to a sustainable society and a society comfortable for all people.

New targets :

- Create a society within the 2030s in which everyone can demonstrate their abilities regardless of sex and gender and where both women and men alike are in leadership positions; and
- Implement measures to increase the proportion of women in leadership positions to about 30% of the total as early as possible during the 2020s as a milestone.

[Challenges for progress]

Political field

- **Difficulty of balancing** candidacy/political activities and family life
- Lack of **human resource development** opportunities
- **Harassment** against candidates and politicians

Economic field

- Still in the process of **building the pipeline** of future managers and executives

Society as a whole

- **Stereotype of gender roles**

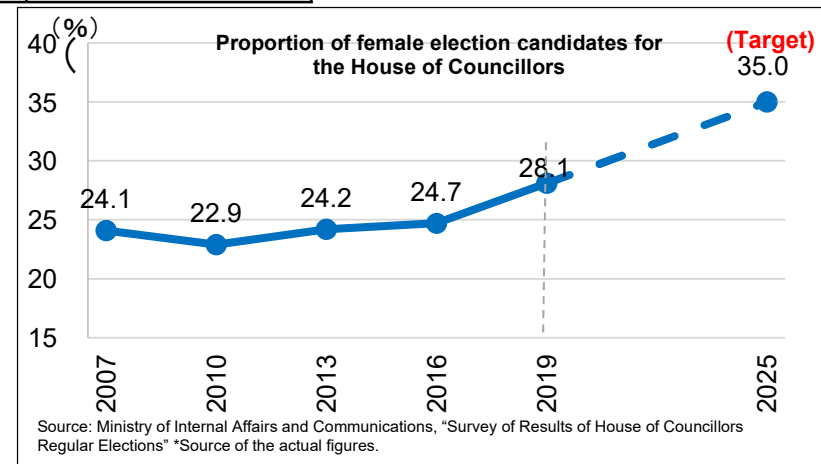
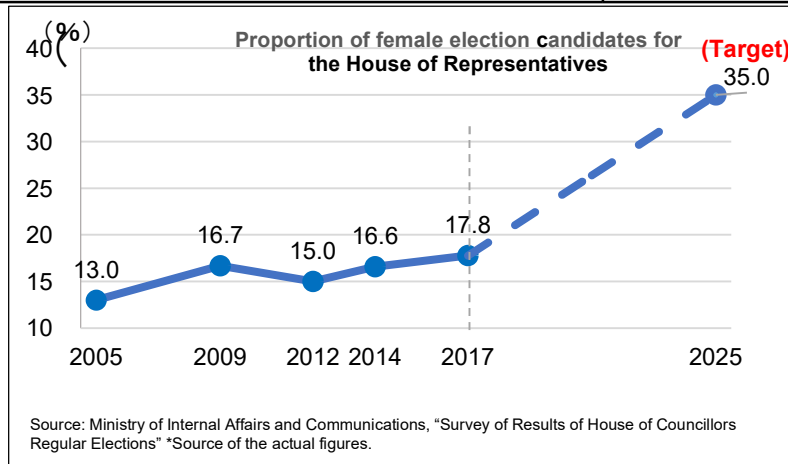
Field 1 Expansion of Women's Participation in Policy Decision-making Processes

Key Initiatives and Targets in the Political Field

- Request political parties to increase the proportion of women candidates in national elections, in accordance with the spirit of the Act on Promotion of Gender Equality in the Political Field.
- Disclose progress made by each political party.

Item	Current state	Target (Deadline)
Proportion of women candidates for the House of Representatives	17.8% (2017)	35% (2025)
Proportion of women candidates for the House of Councillors	28.1% (2019)	35% (2025)

(* The government keeps these targets in mind when requesting political parties for actions. These targets are thus goals for the government to strive for, which don't restrict the independent action of political party, nor require achievement by a political party on its own.)



- Request the national associations of local assembly chairpersons to amend the Standard Rules to facilitate the periods before and after childbirth as well as the inclusion of childcare, nursing care into reasons for absence.
- Consider providing platforms for the development of women who wish to participate in politics as well as those for their networking.

Item	Current state	Target (Deadline)
Proportion of women candidates in nationwide local elections	16.0% (2019)	35% (2025)

*The target represents the figure expected to be achieved as a whole through government initiatives, including requests to political parties, etc., promotion of visualization, fact-finding surveys, sharing of good practices, and improvement of the environment, as well as collaboration with political parties, the Diet, local government bodies, the six local organizations, and other relevant actors. It neither adds constraints to autonomous action by each organization nor is a target each organization aims to achieve. The figure for the current state represents the total for prefectural, ordinance-designated city, and municipal assembly elections in the 2019 nationwide local elections..)

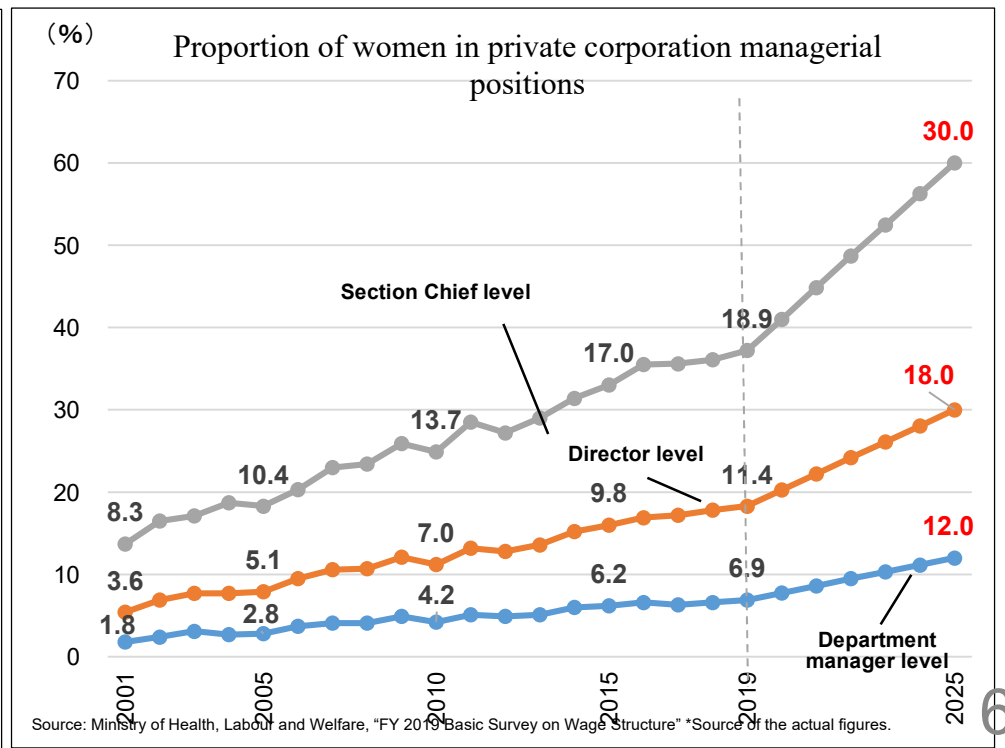
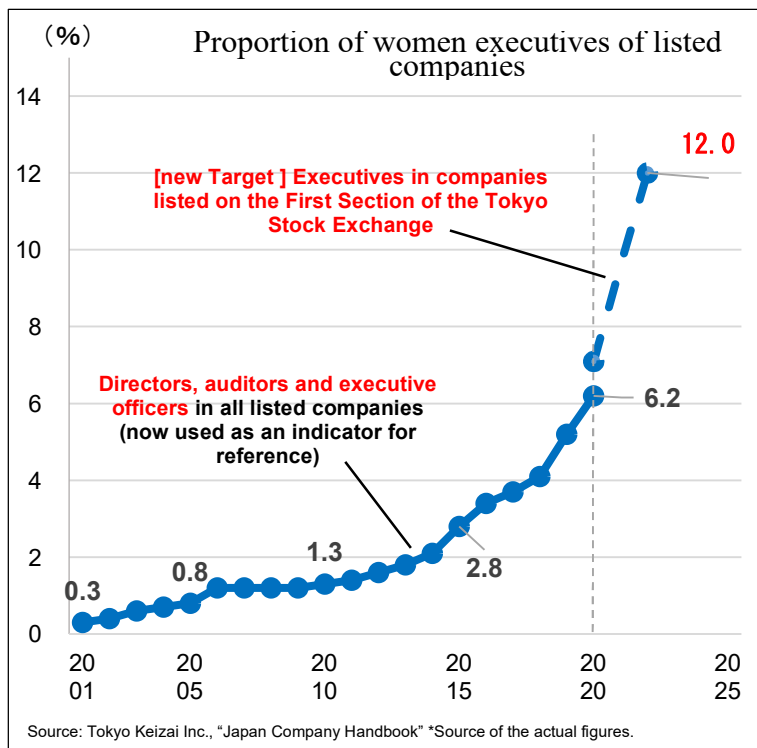
Field 1 Expansion of Women's Participation in Policy Decision-making Processes

Key Initiatives and Targets in the Economic Field

- Notify new obligations based on the amended Act on the Promotion of Female Participation and Career Advancement.
- Take into account gender perspectives in considering the improvement of corporate governance, including how information should be disclosed in annual securities reports.
- Compile information of women executives found in annual securities reports and look into disclosure efforts and factors that hinder the appointment of women executives, so that companies active in women's empowerment can be recognized and businesses can overcome challenges in appointing and developing female executives.

Item	Current state	Target (Deadline)
Proportion of women in private corporation managerial positions		
Section Chief level	18.9% (2019)	30% (2025)
Director level	11.4% (2019)	18% (2025)
Department manager level	6.9% (2019)	12% (2025)
Proportion of women executives of listed companies*1	—	12% (2022)*2

*1 Executives include directors, auditors, executive officers, executive managing officers and officers equivalent to them.
 *2 Target after the reorganization of trading sections is to be set at the time of interim follow-up for the Fifth Basic Plan.



Field 1 Expansion of Women's Participation in Policy Decision-making Processes

Key Initiatives and Targets in the Judicial Field

[Prosecutors]

- In addition to working on the advancement of female prosecutors, take measures to ensure that law schools produce women who work in the legal profession. Specific measures include education by women in the legal profession who can be role models.

Item	Current state	Target (Deadline)
Proportion of female public prosecutors	25.4% (March 31, 2020)	30% (End of FY2025)

[Judges]

- Request the courts and other relevant entities to increase the proportion of female judges, including female justices of the Supreme Court.
 - Request law schools to take measures to produce women who work in the legal profession. Specific measures include education by women in the legal profession who can be role models.

[Attorneys]

- Request law schools to take measures to produce women who work in the legal profession. Specific measures include education by women adopting diverse work styles in the legal profession who can be role models.

Key Initiatives and Targets in the Public Administration Field

[National and local public employees]

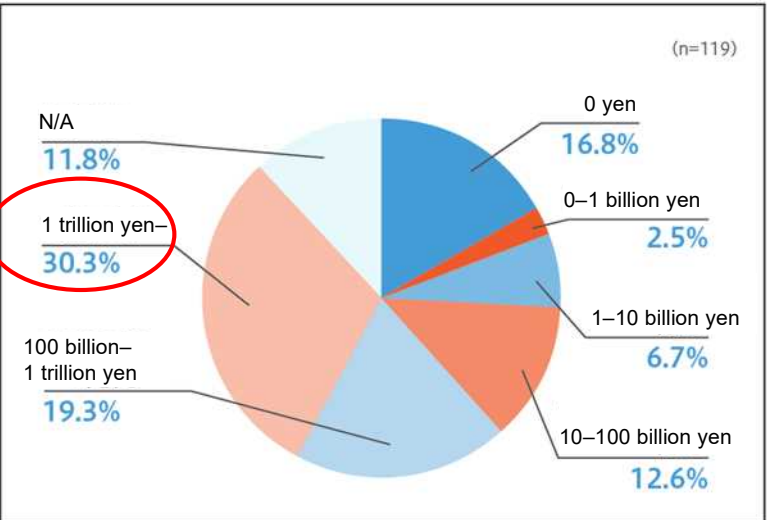
- Make personnel management flexible, such as offering opportunities for training and diverse work experience, creating systems for consultation, and offering important work experience necessary for career advancement before or after the period of childcare.
 - Encourage male employees to take leave associated with childcare.

Item	Current state	Target (Deadline)
Proportion of women at each rank in national government positions		
Section chief at HQ or equivalent	26.5% (July 2020)	30% (End of FY2025)
Newly promoted unit chief level employees (HQ)	22.8% (July 2019)	35% (End of FY2025)
Director at Regional institution, assistant director at HQ or equivalent	12.3% (July 2020)	17% (End of FY2025)
Director at HQ or equivalent	5.9% (July 2020)	10% (End of FY2025)
Designated service or equivalent	4.4% (July 2020)	8% (End of FY2025)
Percentage of male workers who take childcare leave(National civil service)	12.4% (FY2018)	30% (2025)
Percentage of male workers who take childcare leave(Local civil service)	8.0% (FY2019)	30% (2025)

Field 2 Securing Equal opportunities and Treatment between Women and Men and Work-Life Balance

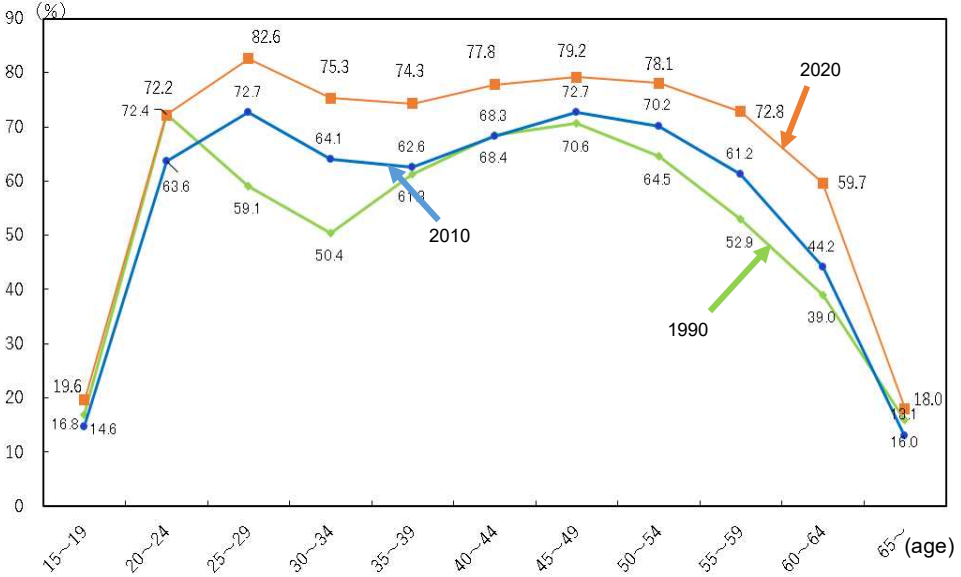
Basic Standpoint

Expansion of ESG investment



(Source) Cabinet Office, "Questionnaire for Research Project on ESG Investors' Usage of Information on Women's Advancement." (2019)

Employment rate for women by Age Group



(Source) Ministry of Internal Affairs and Communications, "Labour Force Survey (Basic Tabulation: Historical Data)"

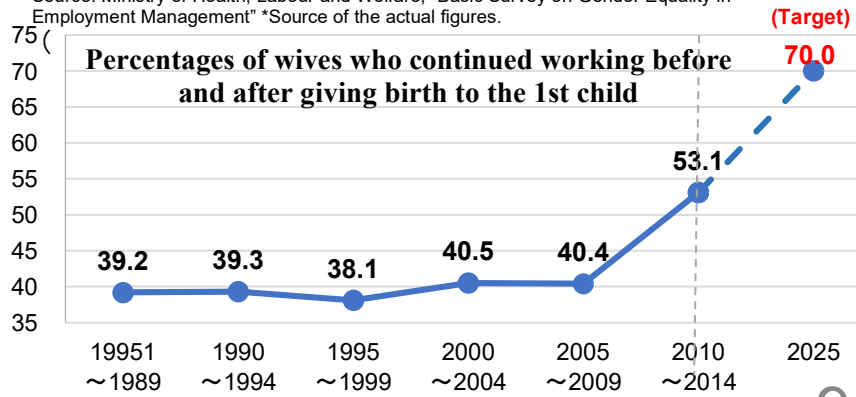
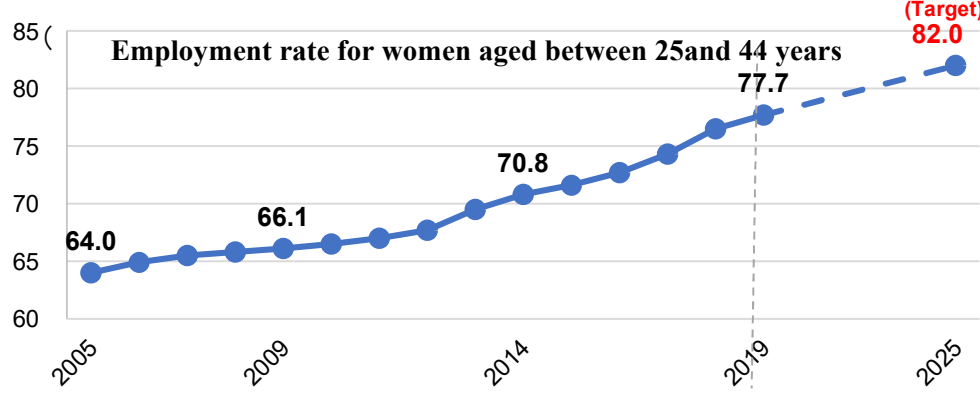
- Those who are willing to work being able to demonstrate their ability to the fullest, regardless of gender, is a basis of personal well-being. It is also extremely important in invigorating the Japanese society and economy, as well as in attracting domestic and international talent and investors to Japanese companies.
- It is important that everyone who is willing to work is able to continue working, gain opportunities to develop their ability and career, and demonstrate their ability to the fullest, without being forced to choose between work and life.
- Ensuring equal opportunity and treatment in employment, such as eliminating discriminatory practices based on gender and sexual harassment at workplace, is an essential prerequisite for a society where everyone who is willing to work is empowered. Sexual harassment in job hunting is an act that exploits students looking for a job. It is vital to take preventive measures.
- In addition to improving the treatment of workers in non-regular employment, it is necessary to step up measures to convert them to regular employees.
- The spread of COVID-19 has had a greater impact on women's employment and income. It is important to take appropriate measures as necessary. It is also important to further promote remote working across Japan.

Field 2 Securing Equal opportunities and Treatment between Women and Men and Work-Life Balance

Key Initiatives and Targets

- To encourage men to take childcare leave, consider introducing a new framework to encourage them to take a leave immediately after childbirth and disseminate information on the leave system to individual workers, among other measures, with a view to submitting relevant bills to the current ordinary session of the Diet.
- To prevent sexual harassment in job hunting, investigate the actual state of the issue. In addition, collaborate with relevant ministries for appropriate response, such as offering consultations at Comprehensive Labour Advisory Counters in Prefectural Labour Bureaus. Furthermore, share cases dealt with by universities at meetings of those who engage in student support and on other occasions.
- Ensure smooth enforcement of the Part-Time and Fixed-Term Workers Act and the Worker Dispatching Act to eliminate the unreasonable gap between the treatment of regular and non-regular employees within the same company/organization.
- To facilitate conversion of non-regular employees to regular employees, formulate a plan for conversion to regular employees and treatment improvement, and offer subsidies and other forms of assistance to businesses.
- For increased opportunities to brush up one's knowledge and skills, promote recurrent education to equip adults, including those who wish to re-enter the labor market, with the practical knowledge and skills necessary for employment, skill improvement, or career change.

Item	Current state	Target (Deadline)
Percentage of male workers at private corporation who take child care leave	7.48% (FY2019)	30% (2025)
Employment rate for women aged between 25 and 44 years	77.7% (2019)	82% (2025)
Percentages of wives who continued working before and after giving birth to the 1st child	53.1% (2015)	70% (2025)

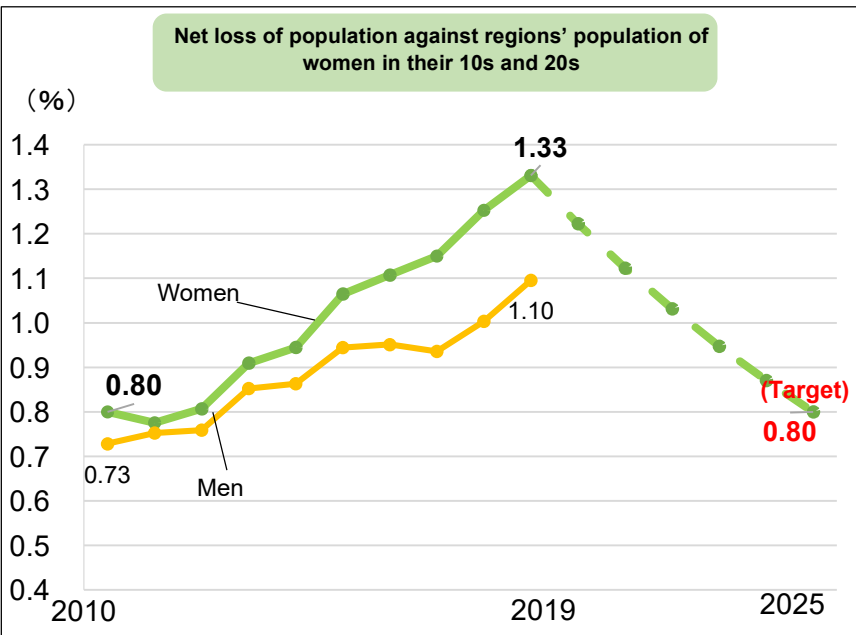


Source: Ministry of Internal Affairs and Communications, "Labour Force Survey (Basic Tabulation)"
 *Source of the actual figures.

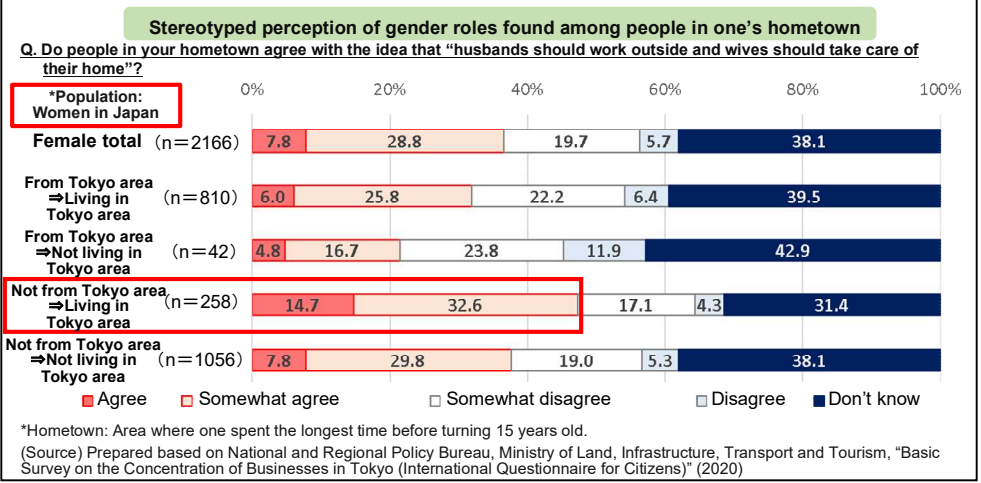
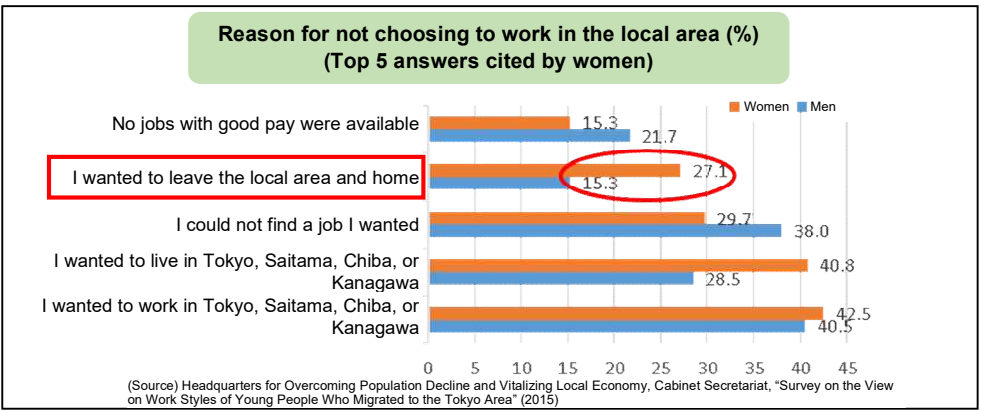
Source: National Institute of Population and Social Security Research, "The 15th National Fertility Survey (Married Couples)"
 *Source of the actual figures.

Field 3 Promotion of Gender Equality in the Area of Regional

Basic Standpoint



(Source) Calculated by Cabinet Office based on Ministry of Internal Affairs and Communications, "Report on Internal Migration in Japan" and "Survey on Population, Demographics, and Number of Households Based on the Basic Resident Registration."
 *Net loss of regions' population was divided by regions' population to calculate the proportion. (Net loss of regions' population/Regions' population)
 Regions: 36 prefectures excluding the three metropolitan (Tokyo, Nagoya, and Osaka) areas
 Tokyo area: Saitama, Chiba, Tokyo, and Kanagawa
 Nagoya area: Gifu, Aichi, and Mie
 Osaka area: Kyoto, Osaka, Hyogo, and Nara



- Rural areas are facing **serious population outflow**, as well as **declining birthrate and aging**. In addition, **net migration of young women to metropolitan areas** has been increasing in recent years. A higher proportion of women cited "I wanted to leave the local area and home" as a reason for not choosing to work in the local area. A factor behind this could be a **deep-rooted stereotyped perception of gender roles in the area**, which deprives women of opportunities and places they belong. **Sustainable development of local communities is not possible unless regions become attractive for women**. Promoting **gender equality** and women's empowerment in regions will lead to the securing and retaining of talent and is essential for the sustainable development of the regional economy.
- Meanwhile, some people are returning to rural areas, and **more women in urban areas engage with such areas**. In addition to the rising interest in moving from the Tokyo area to rural areas due to COVID-19, remote working and online platforms are **tapping into the potential of women in rural areas in terms of their work styles**.
- In light of the shrinking agricultural workforce, it is essential to support women's empowerment to **ensure the sustainability of agriculture, forestry, and fisheries**. In addition, community activities (PTAs, residents'/neighborhood associations, etc.) need **diverse actors** to resolve increasingly diversifying issues. It is thus important to be **free from stereotyped gender roles**.

Field 3 Promotion of Gender Equality in the Area of Regional

Key Initiatives and Targets

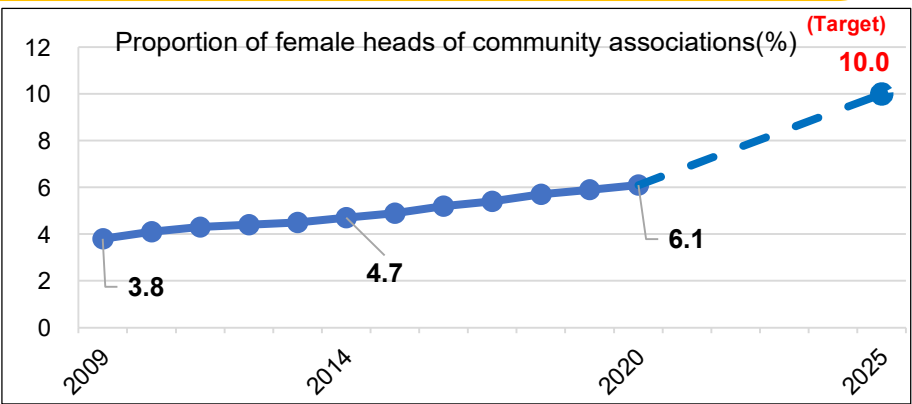
- Through **subsidies for women's empowerment in regions and by other means**, offer support to measures taken by local government bodies in collaboration with various actors and in accordance with regional circumstances. Specific initiatives may include **development of highly skilled female IT professionals, establishment of diverse and flexible work styles for the "new normal", and support for women facing different types of challenges/difficulties.**
- **Facilitate participation of women in the policy decision-making process** in agriculture, forestry, and fisheries by increasing the proportion of female **members of the Agriculture Committee** and female directors of agricultural co-operatives, as well as by working to depart from zero female appointment. In addition, **create an environment for women to be able to demonstrate their ability in agriculture, forestry, and fisheries**, by encouraging certified farmers to jointly apply for business improvement plans and utilizing subsidized projects.
- To **increase female leaders** who head locally rooted organizations, including residents' associations, take measures to foster momentum and develop human resources. In addition, **present ideal approaches to the activities, which allow diverse male and female residents to participate, and expand good practices horizontally.**

Jobs-to-applicants ratio (December 2020)

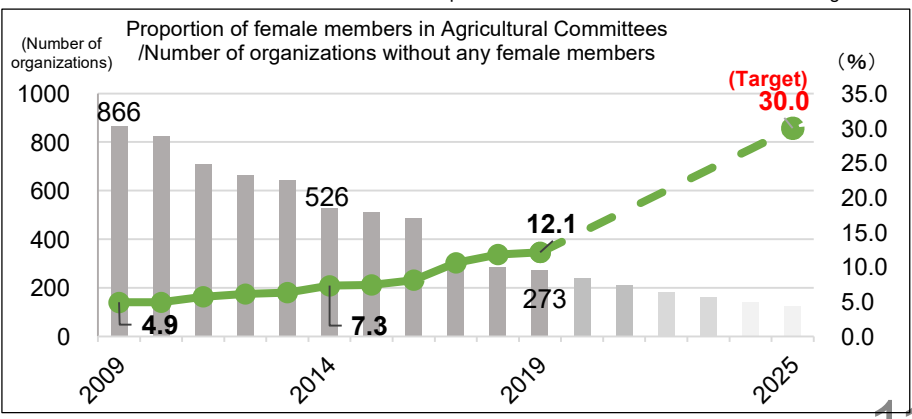
Total	1.03
Information processing/ Communications engineers	1.23
Clerical staff	0.27

(Source) Ministry of Health, Labour and Welfare, "General Job Placement Status"

Item	Current state	Target (Deadline)
Net loss of population against regions' population of women in their 10s and 20s	1.33% (2019)	0.80% (2025)
Proportion of female heads of community associations	6.1% (FY2020)	10% (FY2025)
Proportion of female members in Agricultural Committees		
Number of organizations without any female members	273/1,703 (FY2019)	0 (FY2025)
Proportion of female members in agricultural committees	12.1% (FY2019)	20% (at an early stage), then aim for 30% (FY2025)



Source: Gender Equality Bureau, Cabinet Office, "Status of Formation of Gender-Equal Society by Local Government Bodies and Promotion of Women's Empowerment Measures" *Source of the actual figures.

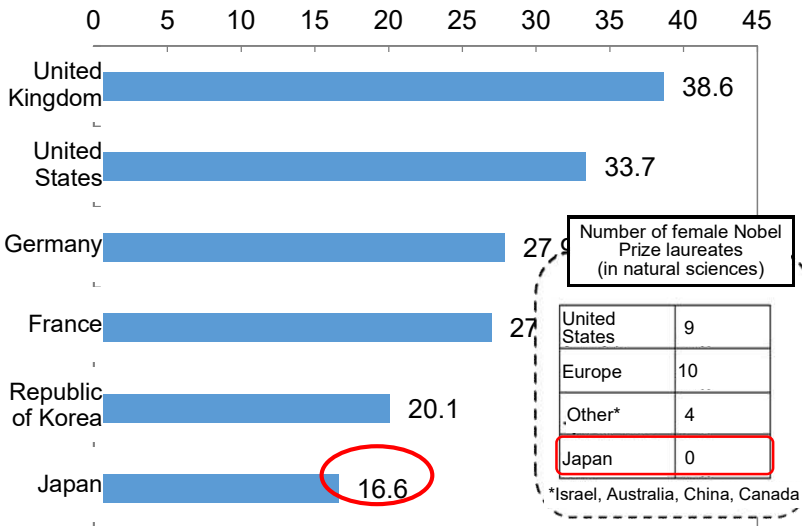


Source: Research by the Ministry of Agriculture, Forestry and Fisheries, "Participation of women as members of the Agriculture Committee" *Source of the actual figures.

Field 4 Gender Equality in Science and Technology and Academic Fields

Basic Standpoint

Proportion of Women Researchers and University Professor



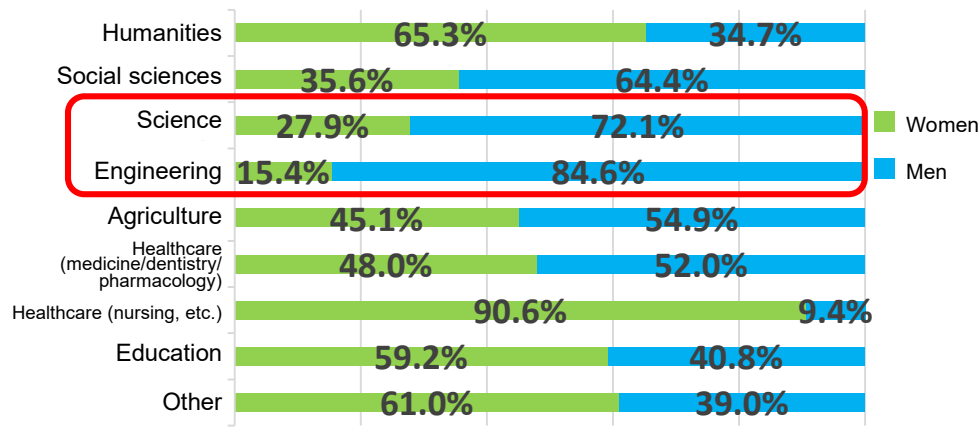
Number of female Nobel Prize laureates (in natural sciences)

United States	9
Europe	10
Other*	4
Japan	0

*Israel, Australia, China, Canada

(Source) Ministry of Internal Affairs and Communications, Survey on Research and Development (2020); OECD, "Main Science and Technology Indicators"; National Science Foundation (NSF), "Science and Engineering Indicators"

Proportion of Undergraduate Students in University



(Source) Ministry of Education, Culture, Sports, Science and Technology, "FY2019 School Basic Survey"

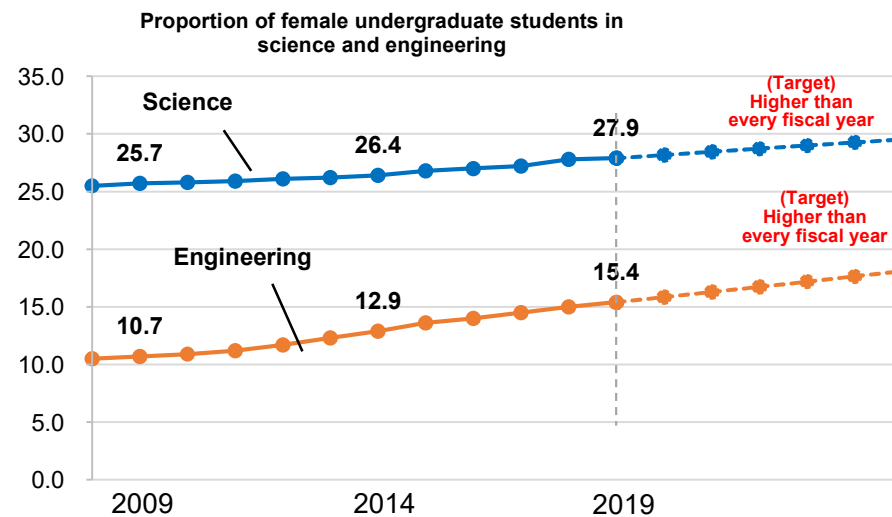
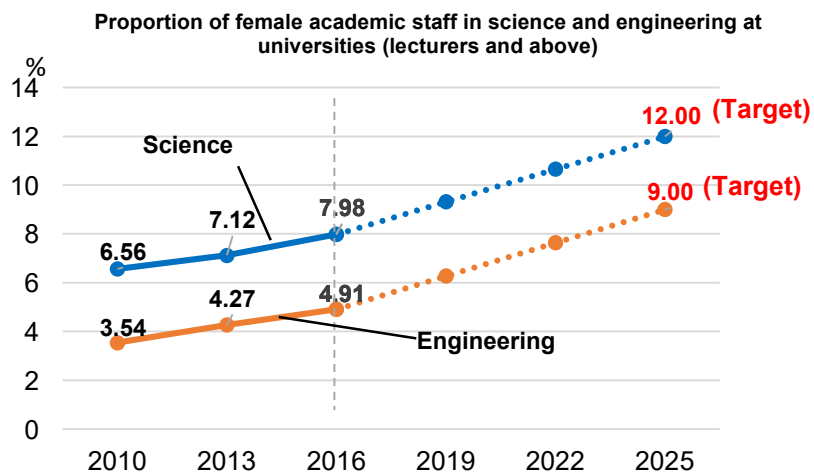
- It is important that **both women and men participate in and benefit from** cutting-edge technology development, as well as the provision of products and services that take advantage of such technology.
- **Gender differences**, such as differences in physical build, structure, and function and changes associated with aging, **need to be taken into account in research and technology development.**
As it is necessary to embrace **diverse perspectives and ideas**, an environment where **female researchers and engineers can demonstrate their abilities to the maximum extent, without being subject to discriminatory treatment**, needs to be created.
It is necessary to support universities, research institutes, academic organizations, and businesses in **taking positive action to facilitate the appointment of women to the management board, frontline leaders, and senior positions.**
- **Support to balance research and unpaid care work is essential for both women and men** to allow researchers and engineers to continue with their activities.
- It is also important to **foster female human resources in science and technology who will lead the next generation.**

Field 4 Gender Equality in Science and Technology and Academic Fields

Key Initiatives and Targets

- Keep track of and share the proportion of female presidents, chancellors, and research institute directors at science and technology organizations and academic institutions.
- Add the gender equality perspective and taking relevant measures, as well as recognizing initiatives to give consideration to unpaid care work to conditions for receiving government-related competitive research funds.
- Give consideration to those who have been temporarily away from research due to caring for children and the elderly in the eligibility for measures to increase the number of positions available for young researchers, as well as for research funds for young researchers.
- Take thorough measures to prevent various forms of harassment, such as providing necessary information to universities and research institutes to ensure that they can drive forward initiatives to prevent academic harassment and other forms of harassment. In addition, ensure thorough implementation of preventive measures by all stakeholders, including students.
- In cooperation with universities, research institutes, academic organizations, and businesses, encourage female students to choose a career in science and engineering, by facilitating female pupils'/students', parents', and teachers' understanding of the advantages of choosing such a career and working on the elimination of unconscious bias.

Item	Current state	Target (Deadline)
Proportion of female academic staff in science and engineering at universities (lecturers and above)	Science: 8.0%, Engineering: 4.9% (2016)	Science: 12.0%, Engineering: 9.0% (2025)
Proportion of female undergraduate students in university science and engineering departments	Science: 27.9%, Engineering: 15.4% (2019)	Higher than the previous fiscal year (Every fiscal year)



Source: Ministry of Education, Culture, Sports, Science and Technology, "Statistical Survey on Teachers"
*Source of the actual figures

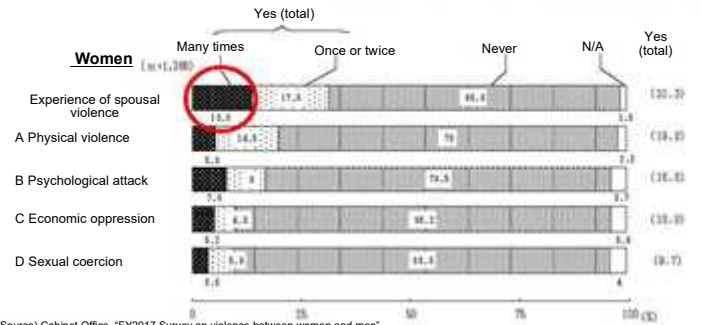
Source: Ministry of Education, Culture, Sports, Science and Technology, "School Basic Survey" (As of May 1 each year)
*Source of the actual figures

Field 5 Elimination of All Forms of Violence Against Women (VAW)

Basic Standpoint

Experience of spousal violence

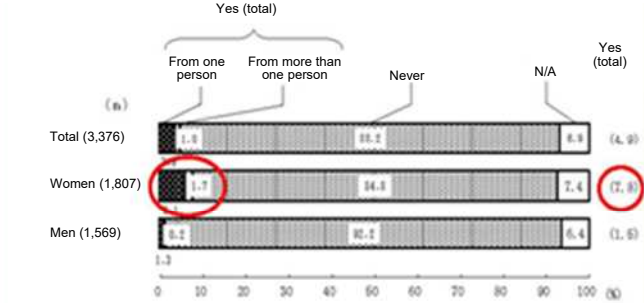
Approx. one woman in 7 has experienced spousal violence multiple times.



(Source) Cabinet Office, "FY2017 Survey on violence between women and men"
 Spouse includes couples that do not have formally registered marriages, married partners living apart, and ex-spouse (divorced, bereaved of, or ended couples that do not have formally registered marriages).

Experience of forced sexual intercourse

Approx. one woman in 13 has experienced forcible sexual intercourse.



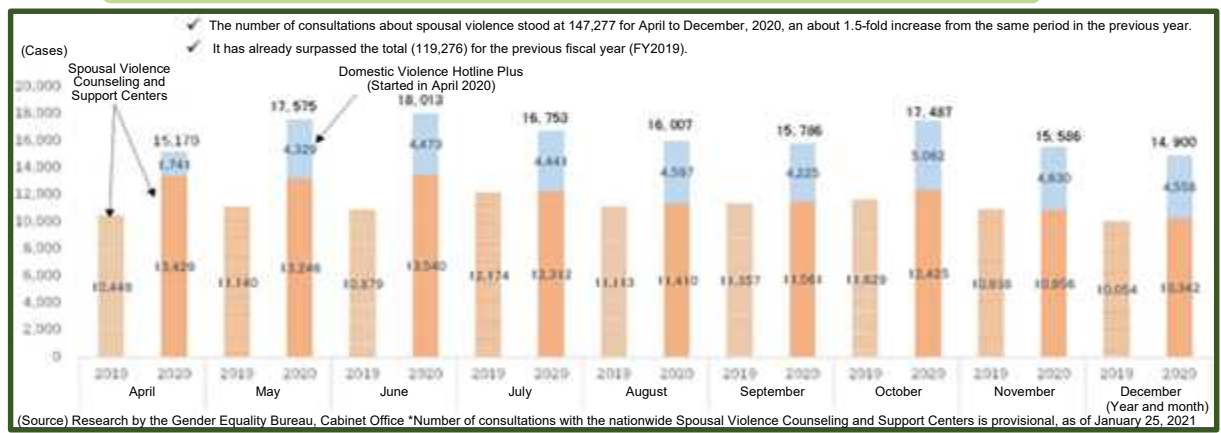
(Source) Cabinet Office, "FY2017 Survey on violence between women and men"

Number of counselling at one-stop support centers for victims of sexual crimes and sexual violence (Apr-Sep,2020)



(Source) Research by the Gender Equality Bureau, Cabinet Office

Number of consultations about spousal violence (April to December, 2020)



(Source) Research by the Gender Equality Bureau, Cabinet Office *Number of consultations with the nationwide Spousal Violence Counseling and Support Centers is provisional, as of January 25, 2021

- VAW is a serious violation of human rights that includes acts constituting a criminal offense.
- To eliminate VAW, it is essential to close gender gaps in society, as well as to raise awareness. Support needs be tailored to each victim in accordance with the form of violence, attributes of the victim, and other factors.
- To eliminate VAW, it is necessary to create a social environment intolerant of violence and to work to strengthen the foundation for the elimination of violence. Seamless, comprehensive, and professional support needs to be offered to victims from an early stage.
- In response to the spread of COVID-19, it is important to develop consultation systems and create safe places for victims who cannot stay at home.

Field 5 Elimination of All Forms of Violence Against Women (VAW)

Key Initiatives and Targets (Sexual Crimes and Assaults)

- In FY2020, aim to discuss matters on penalties and criminal proceedings against sex crimes pointed out as issues by the Commission on Criminal Laws Against Sex Crimes. From FY2021 onward, take necessary measures based on the results of the discussion.
- In addition to stabilizing the administration and improving the quality of the one-stop support center for victims of sexual crimes and sexual violence, develop systems to lower the hurdle for consultation by increasing victim support centers in accordance with the state of affairs in each prefecture.
- Enhance education that teaches to respect toward life, as well as education suitable for children's developmental stages to prevent them from becoming perpetrators, victims, or bystanders.
- In addition to ensuring that strict disciplinary measures are taken against teachers, childcare workers who engaged in sexual misconduct against pupils or students, discuss stricter management of teaching licenses, including relationships with other systems and legal issues.
- To prevent sexual misconduct against children from taking place at educational/childcare facilities and other facilities for children, work to create the necessary environment, such as to consider asking prospective employees for a certification of no sexual conviction.
- Effectively roll out awareness-raising campaigns utilizing social media and other forms of media that can reach out to the young generation.

Item	Current state	Target (Deadline)
Number of one-stop support centers for victims of sexual crime/sexual violence in local governments	47 (April 2020)	60 (2025)
Number of prefectures where emergency services are available 365 days a year at one-stop support centers, etc. for sex crimes and sexual violence	20 (April 2020)	47 (2025)

What is the one-stop support center for victims of sexual crimes and sexual violence?

OPurpose

- Starting immediately after the incident, offer comprehensive support, as one-stop service whenever possible
- Alleviate physical and psychological burden on victims and aim to restore their health
- Encourage victims to notify the police, and prevent incidents from going unreported.

QExpected core functions

- Coordination and consultation concerning support
- Gynecotological care (emergency care, ongoing medical care, evidence collection, etc.)

QAdministrator (Prefectures, public interest incorporated associations, private sector organizations, etc.)

One-stop support centers for victims of sexual crimes and sexual violence

Nationwide Speed dial

「#8891」

性犯罪・性暴力被害者のためのワンストップ支援センター
8 8 9 1
はやくワンストップ
全国共通
相談番号

都道府県の性犯罪・性暴力被害者のためのワンストップ支援センター
全国共通相談番号が10月1日からはじまります。
東京都から福岡県のワンストップ支援センターはつづがります。
8 8 9 1 「はやくワンストップ」と見えてください

性別別・性暴力被害者のためのワンストップ支援センターは、犯罪・性暴力に
関する相談だけでなく、医療、法律などの相談も受け付けます。
① 全国共通相談番号：一部は11月1日開始。詳細はこちらをご覧ください。

Campaign for Eliminating of Violence Against Women (FY2020)
Focus topic, "Eliminate Sexual Assaults"

**勝手にYESと
思い込むのはNO!**

相手の同意のない性的な行為は、**性暴力**です。

11月12日～25日は「女性に対する暴力をなくす運動」期間

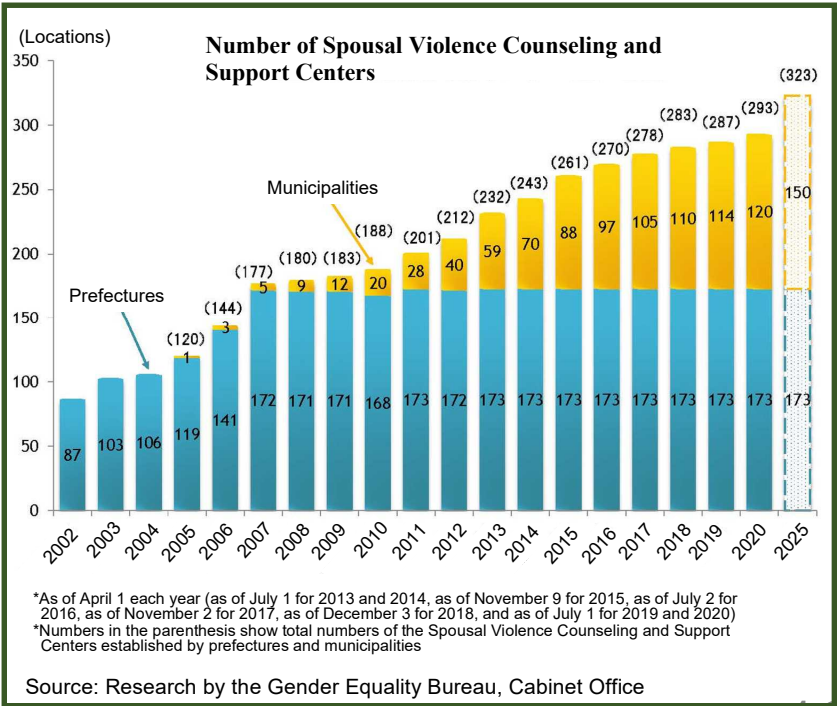
性犯罪・性暴力で悩んでいる方へ、一人で悩まず、全国共通番号から相談を！
性別別・性暴力被害者のためのワンストップ支援センターは、犯罪・性暴力に関する相談だけでなく、医療、法律などの相談も受け付けます。
全国共通相談番号 # 8 8 9 1
東京都 # 1 1 1 1 1 1 1
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東京都 # 8 1 0 3

Field 5 Elimination of All Forms of Violence Against Women (VAW)

Key Initiatives and Targets (Spousal Violence)

- Discuss issues relevant to the prevention of spousal violence, such as **expanding the scope of the form of spousal violence subject to reporting and victims of spousal violence who can file for protection orders, as well as how the perpetrators should be rehabilitated in the local community, and take necessary measures.**
- Enhance victims support, such as to **promote progressive measures taken by private sector shelters.**
- Inform the public of the nationwide speed dial **#8008**, and promote **consultations that utilize social media, etc.**
- Proceed with trial **community programs to deter perpetrators' violence**, and discuss necessary issues for full-fledged implementation, such as the formulation of guidelines for the implementation of collaborative programs between local government bodies and private sector organizations.
- Promote **cooperation between institutions that handle spousal violence and child abuse.**

Item	Current state	Target (Deadline)
Number of Spousal Violence Counseling and Support Centers in municipalities	119 (April 2020)	150 (2025)
Number of Spousal Violence Counseling and Support Centers participating in a regional council of countermeasures for children requiring aid	190 (April 2018)	323 (2025)



DV Consultation Navi (nationwide speed dial)

DV相談ナビ #8008
ひとりで悩んでいませんか？

被害者や関係人等からの暴力 (DV) に悩んでいませんか。相談してみることで、ひとりでは気づけなかった解決方法が見つかるかもしれません。ひとりで悩まず、ご相談ください。お近くの相談窓口におつなぎします。

Domestic Violence Hotline Plus

Started on April 20, 2020

DV相談+

Consultation via social media
Consultation via email

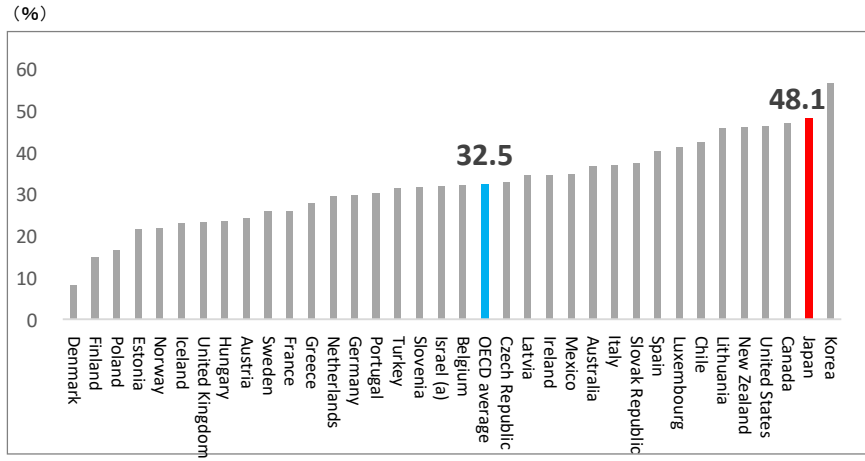
24-hour helpline
0120-279-889

Accompanying, protection, etc.

Field 6 Offering Support to Tackle Poverty and Other Livelihood Difficulties from Gender Perspective

Basic Standpoint

Relative poverty rate for single-parent households (34th out of 35 OECD countries)



(Source) - Relative poverty rate for Japan is based on Ministry of Health, Labour and Welfare, "2019 Comprehensive Survey of Living Conditions"
 - Ranking was made by applying Japan's data for 2018 to the latest data for OECD Family Database member countries

Employment of single-parent households

2016	Single-mother households	Single-father households	General households
Employment rate	<u>81.8%</u>	85.4%	Women 66.0% Men 82.5%
Of employees: Regular	47.7%	89.7%	Women 45.9% Men 82.1%
Of employees: Non-regular	<u>52.3%</u>	10.3%	Women 54.1% Men 17.9%
Average annual work income	<u>2 million yen</u> Regular employees: 3.05 million yen Part-time, etc.: 1.33 million yen	3.98 million yen Regular : 4.28 million yen Part-time, etc.: 1.90 million yen	Average earnings Women 2.80 million yen Men 5.21 million yen
Child support agreement rate Child support receipt rate	<u>24.3%</u>	3.2%	—

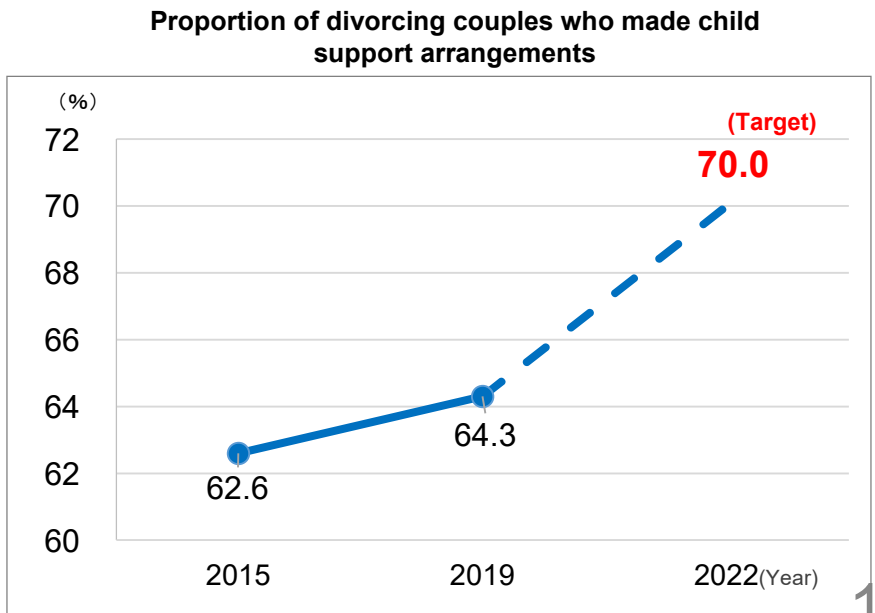
(Source) - Ministry of Health, Labour and Welfare, "Nationwide Survey on Single Parent Household (FY2016)" for single-mother and single-father households
 - Ministry of Internal Affairs and Communications, "Labour Force Survey (2016) 15-64 years old" and National Tax Agency, "Statistical Survey of Actual Status for Salary in the Private Sector (2016)" for general households

- **Women are more likely to face poverty and other livelihood difficulties.**
 The relative poverty rate for single-parent households in Japan is 48.1% (2018), which is 34th out of 35 OECD countries.
- It is necessary to **offer a range of support services as a safety net to tackle poverty and other livelihood difficulties**, as well as to strive for improvement to ensure that the services are readily accessible.
- The spread of COVID-19 has had a more serious impact on people in socially vulnerable positions.
Gender issues caused by stereotyped perception of gender roles have become all the more apparent.
- Minority groups may face intersectional difficulties. It is necessary to spread a correct understanding of people who have different attributes and **to create, as society as a whole, an environment where diversity is respected.**

Key Initiatives and Targets

- Roll out comprehensive support to single-parent households and provide information on the support.
- Effectively make information available and raise awareness via videos and brochures to promote child support arrangements. Proceed with research and discussion to ensure the payment of child support. In addition, consider law amendment to review the child support system.
- Facilitate the labor force participation of elderly women and men, by steadily and smoothly implementing measures to secure employment up to 65 years of age and a place in the labor force up to 70 years of age.
- Offer support to job seekers based on the Act on Employment Promotion of Persons with Disabilities, Basic Policy on Employment Measures for Persons with Disabilities.
- With regard to the cases where women are faced with more complexed and difficult situations because of their gender, strive to understand the actual state of the issue where possible, promote human rights education and awareness-raising activities, and investigate and take relief measures when detecting a case where human rights violation is suspected.

Item	Current state	Target (Deadline)
Proportion of divorcing couples who made child support arrangements	64.3% (FY2019)	70% (FY2022)
Employment rate for individuals aged between 65 and 69 years	—	Total (women and men): 51.6% (2025)
Actual employment rate for people with disabilities (private companies)	2.11% (June 2019)	2.3% (2022)

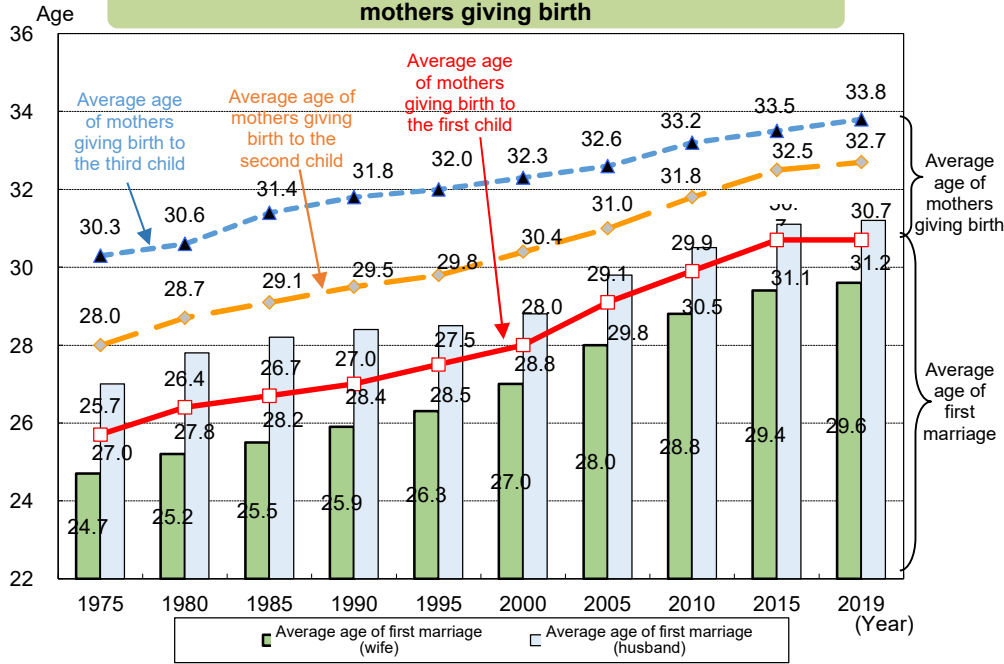


(Source) Research by the Civil Affairs Bureau, Ministry of Justice *Source of the actual figures.

Field 7 Support for Lifelong Health

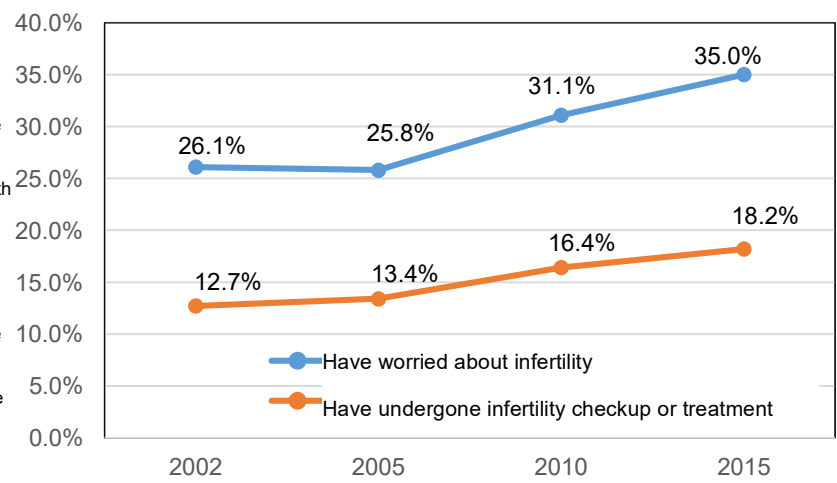
Basic Standpoint

Transition of average age of first marriage and mothers giving birth



Source: Ministry of Health, Labour and Welfare, "Vital Statistics"

Proportion of married couples who have undergone infertility checkup or treatment



Source: National Institute of Population and Social Security Research, "Annual Population and Social Security Surveys" (data for each year)
 (Note) Surveyed married couples, on condition that it was the first marriage for both the husband and the wife and that the wife (respondent) is younger than 50 years of age

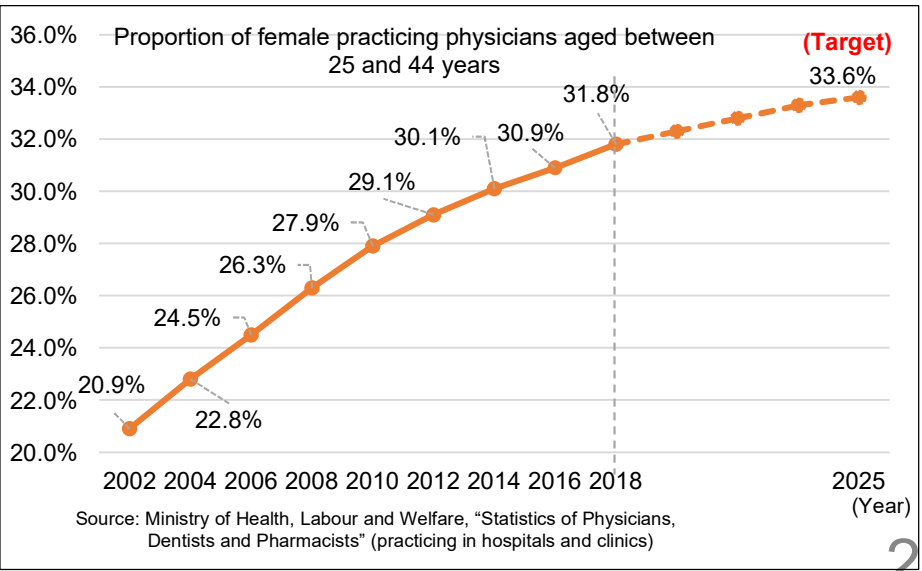
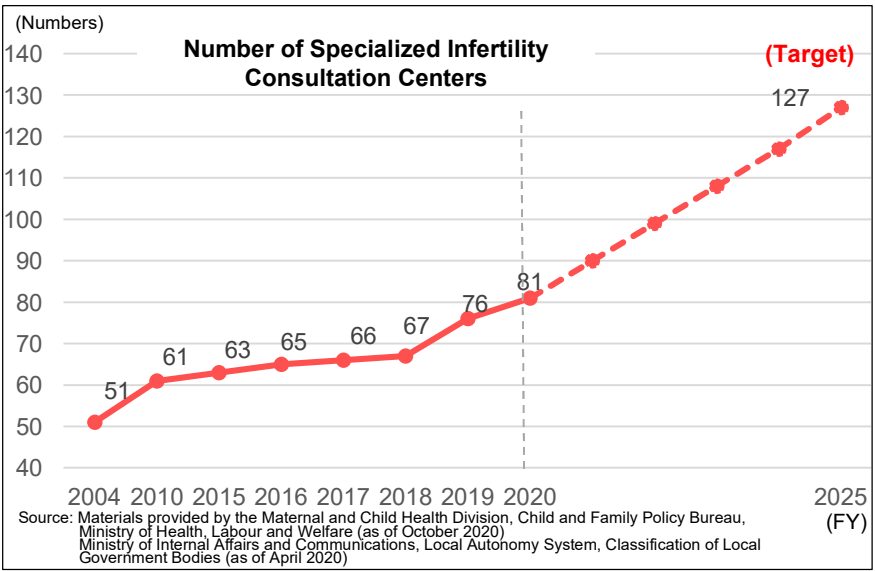
- In forming a gender-equal society, it is a major prerequisite that women and men **fully understand physical differences** between them, respect human rights, and are considerate to each other.
- The physical and psychological states of women are characterized by significant changes depending on age, and **the perspective of reproductive health/rights** is especially important.
- Social determinants of health and their impact differ between women and men. Receiving **appropriate healthcare, in accordance with gender differences**, is thus necessary.
- In recent years, women's disease pattern has changed due to various factors, including increase in the number of menstrual periods resulting from **decrease in lifetime fertility, increase in the age of first childbirth** resulting from **increased tendency to marry later**, and **increase in average life expectancy**.
- As an increasing number of women and men wish to undergo **infertility treatment**, measures to **alleviate the financial burden** and to **balance treatment and work** are needed.
- In light of a **100-year life society**, **health support starting around menopause** is important to further empower women and increase healthy life expectancy.
- Attentive support by midwives, public health nurses, etc. is important to let **expectant and nursing mothers**, who are concerned about COVID-19, **give birth and take care of their children without worries**.
- The government will drive forward **work style reform for doctors**, and urge **increased participation of women** in the policy decision-making process.
- It is necessary to **create an environment where female athletes can flourish in good health** and to **support them to be able to stay active after retirement**.

Field 7 Support for Lifelong Health

Key Initiatives and Targets

- Take measures to further increase the proportion of women who undergo **cervical screening tests and breast cancer screenings**.
- **Consider allowing access to emergency contraception, without a prescription**, for women who have the possibility of unintended pregnancy.
- Drive forward **alleviation of the financial burden of infertility treatment and creation of a workplace environment that allows workers to balance infertility treatment and work**.
- Engage in **comprehensive education and awareness raising concerning health** for the young generation, including **providing knowledge on pregnancy and childbirth from an early stage** and raising awareness toward the health of their own body, and create systems for consultation.
- **Promote workplace training and awareness-raising activities concerning menopausal health**, as well as **establishment of systems for consultation**.
- For further empowerment of female doctors, drive forward **work style reform for doctors** and measures to **increase the proportion of women in leadership positions**.
- Support the formulation of **specific plans to achieve the proportion of female directors (40%)** set out in the Governance Code for Sports Organizations.
- Drive forward measures to **prevent harassment against athletes, which includes taking and disseminating photos and videos with sexual intent**. In addition, drive forward **compliance education** by each sports organization to **eradicate various forms of harassment against athletes, etc.**

Item	Current state	Target (Deadline)
Number of Specialized Infertility Consultation Centers	81 prefectures and cities (FY2020)	All prefectures, ordinance-designated cities, and core cities (FY2025)
Proportion of female practicing physicians aged between 25 and 44 years	31.8% (2018)	33.6% (As early as possible in the 2020s)



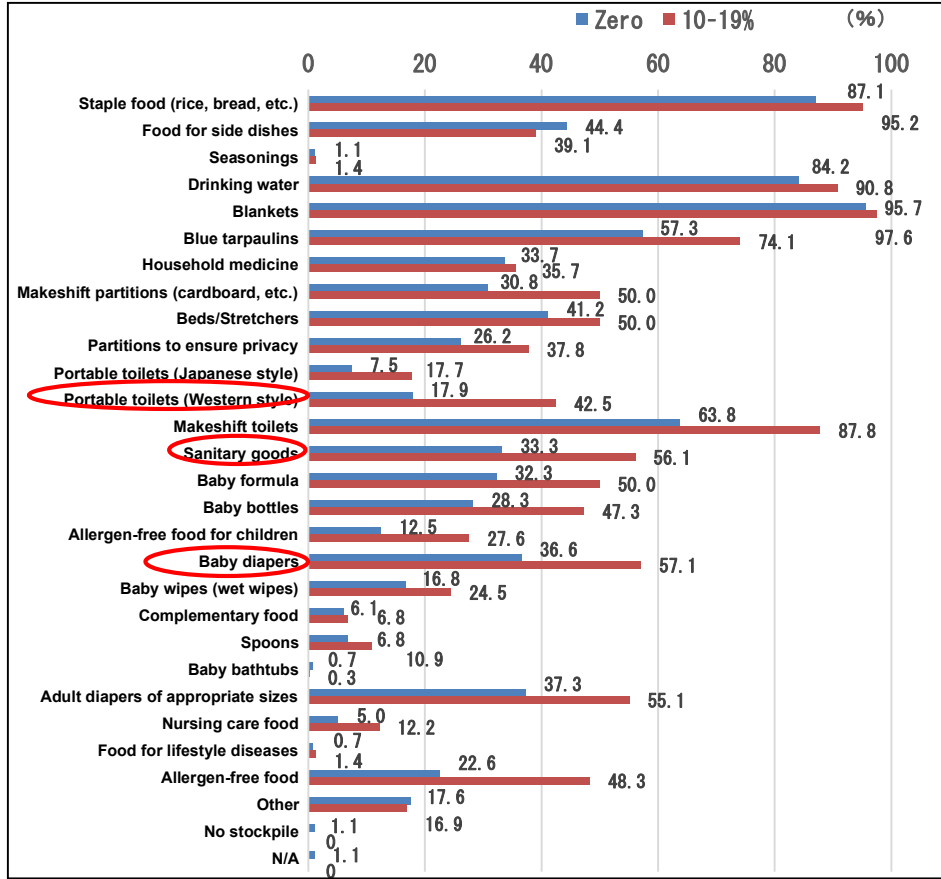
Field 8 Disaster Prevention and Reconstruction, and Environmental Issues from Gender Perspectives

Basic Standpoint

- Women account for 51.3% of the population. It is essential to fully take into account **different types of impact of disasters on women and men** in disaster prevention, disaster mitigation, and realization of a disaster-resilient society.
- In the event of a disaster, **gender issues** (e.g. concentration of unpaid care work on women; gender-based violence (DV and sexual violence)) **are amplified** and reinforced, **reflecting a stereotyped perception of gender roles in normal times**. It is therefore important to include **gender perspectives in all policies related to disaster prevention and reconstruction in normal times**.
- Various natural disasters have occurred since the Great East Japan Earthquake, and large-scale disasters such as Nankai Trough earthquake and Tokyo inland earthquake are anticipated. However, efforts for disaster prevention and reconstruction from gender perspective has not been fully put in place.
- The national government will therefore work on the integration of gender perspectives into disaster responses. **The national government will also** share the recognition with local governments that women are major actors at each stage of preparation, initial response, evacuation, and recovery/reconstruction, and provide support to promote their initiatives **that incorporate gender perspectives**.

Proportion of female disaster management council members and status of constant stockpile

Comparing the constant stockpile prepared by disaster councils with zero and 10–19% female members, both based on regional disaster management plans, the latter are more likely to have various kinds of daily essentials including feminine and baby products.



- Sanitary goods (zero female member: 33.3%, 10–19% female members: 56.1%)
- Baby diapers (zero female member: 36.6%, 10–19% female members: 57.1%)
- Western style portable toilets (zero female member: 17.9%, 10–19% female members: 42.5%)

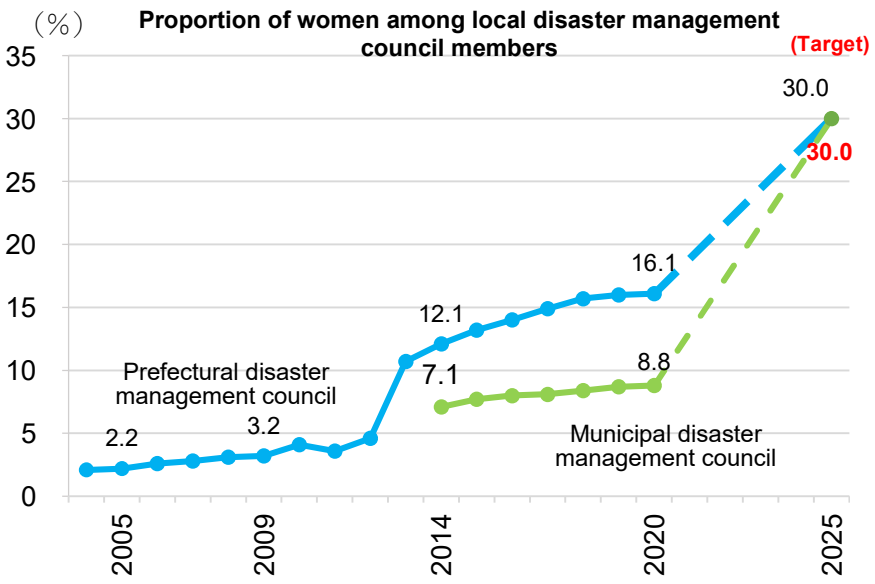
Cabinet Office, "First meeting of the Commission on Disaster Management and Reconstruction from the gender perspectives," Reference 3
 Reorganized "FY2017 Survey on Disaster Management and Disaster Risk Reduction Measures from the Perspective of Women and Local Residents" by Mari Osawa

Field 8 Disaster Prevention and Reconstruction and Environmental Issues from Gender Perspectives

Key Initiatives and Targets

- Request the local governments to increase the proportion of female members in prefectural disaster management councils. In addition, ensure at an early stage that all municipal disaster management councils have at least one female member, and drive forward initiatives to increase the proportion of female members.
- Assign female employees and employees in charge of gender equality to disaster response headquarters and to ensure that male members of the headquarters understand disaster response from gender perspectives. Strengthen support in the event of a disaster, including dispatching national government employees and asking for cooperation from gender equality centers that have experience of being affected by a disaster or offering support.
- Share good practices to make gender equality centers hubs for promoting local disaster management from gender perspectives. In addition, encourage gender equality centers to support each other to be able to play an effective role in the event of a disaster.
- Make sure that heads of local governments and staff of disaster /crisis management and gender equality departments are familiar with “Guidelines for Disaster Prevention and Reconstruction from gender perspectives” and enhance training programs for them. The national government plans to monitor and evaluate the efforts of local governments based on the Guidelines.
- Disaster /crisis management and gender equality departments collaborate and work together more closely in normal times and drive forward disaster prevention and reconstruction initiatives from gender perspectives.

Item	Current state	Target (Deadline)
Proportion of female members of prefectural disaster councils	16.1% (2020)	30% (2025)
Proportion of female members of municipal disaster councils		
Number of organizations with no female members	348 (2020)	0 (2025)
Proportion of female members	8.8% (2020)	Aiming 15% (initially), up to 30% (2025)



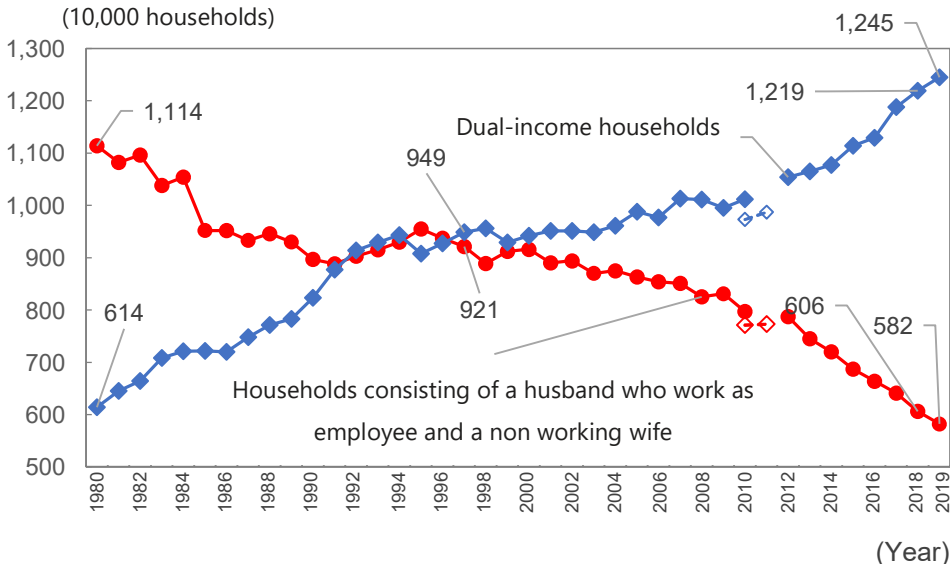
- ### Key points of the Guidelines
- Assign both women and men to be in charge of managing evacuation shelters
 - Use partitions that fully ensure privacy
 - Create separate changing rooms for women and men, as well as nursing rooms
 - Ensure that feminine products (sanitary goods, underwear, etc.) are distributed by women
 - Install toilets for women and men at different places
 - Put up posters calling for prevention of DV and sexual violence, at readily visible places in evacuation shelters
 - Make sure to assign staff member of a gender equality department to a subordinate body of local governments' disaster response headquarters

Source: Gender Equality Bureau, Cabinet Office, “Status of Formation of Gender-Equal Society by Local Government Bodies and Promotion of Women’s Empowerment Measures”
 *Source of the actual figures.

Field 9 Consolidation of the Social Systems

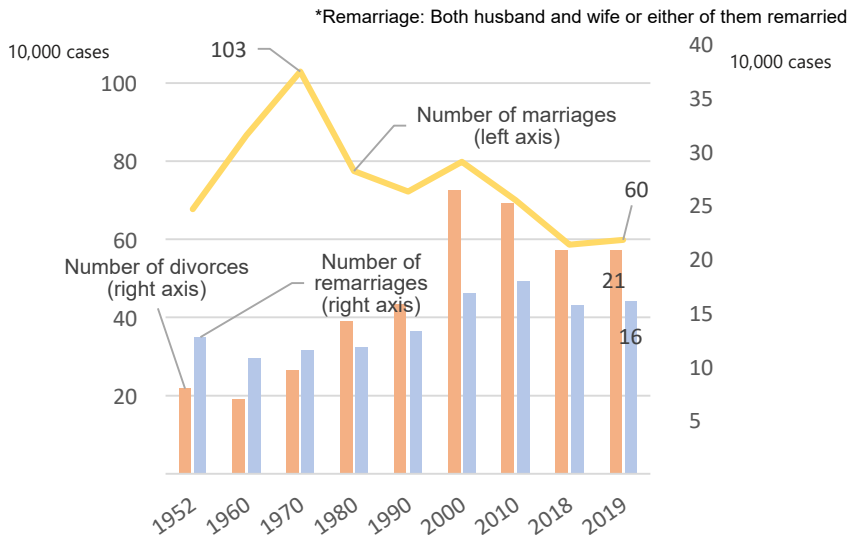
Basic Standpoint

Changes in number of dual-income households, etc.



(Source) Calculated based on Management and Coordination Agency, "Special Survey of the Labour Force Survey" (February each year, but March each year from 1980 to 1982) from 1980 to 2001 and Ministry of Internal Affairs and Communications, "Labour Force Survey (Detailed Tabulation)" from 2002 onward.

Transition of the number of marriages, divorces, and remarriages



(Source) Calculated based on Ministry of Health, Labour and Welfare, "2019 Vital Statistics (Final data)"

- **Social systems and practices** may reflect a stereotyped perception of gender roles and gender-based bias and, **as a result, may not function in a gender-neutral manner.**
- Essential to establish gender-neutral systems and practices, in terms of the impact on the selection of social activities, to secure opportunities for women and men to participate in activities in all fields of society at their own will. To this end, **it is necessary to constantly review overall social systems, including tax and social security systems, based on social and economic situations.**
- The government will carry out research on the impact of its policies on the formation of a gender-equal society.
- Taking into account the issues that have become apparent under the COVID-19 pandemic, review of relevant systems will be strongly promoted **to ensure the delivery of effects of various policies, including various kinds of benefits, to individuals who need them.** In particular, a review will be considered, utilizing My Numbers, **to shift the unit for calculation of benefits and burdens in relevant systems from households to individuals.**

Field 9 Consolidation of the Social Systems

Key Initiatives and Targets

[Consideration of systems that do not hinder the willingness to work]

- Proceed with further review of deductions to **realize a tax system neutral toward individual choices**.
- With regard to the social security system, **further expand the scope of people covered by employee insurance. Consider scaling down the scope of Category 3 insured persons.**

[Establishment of legislation concerning family]

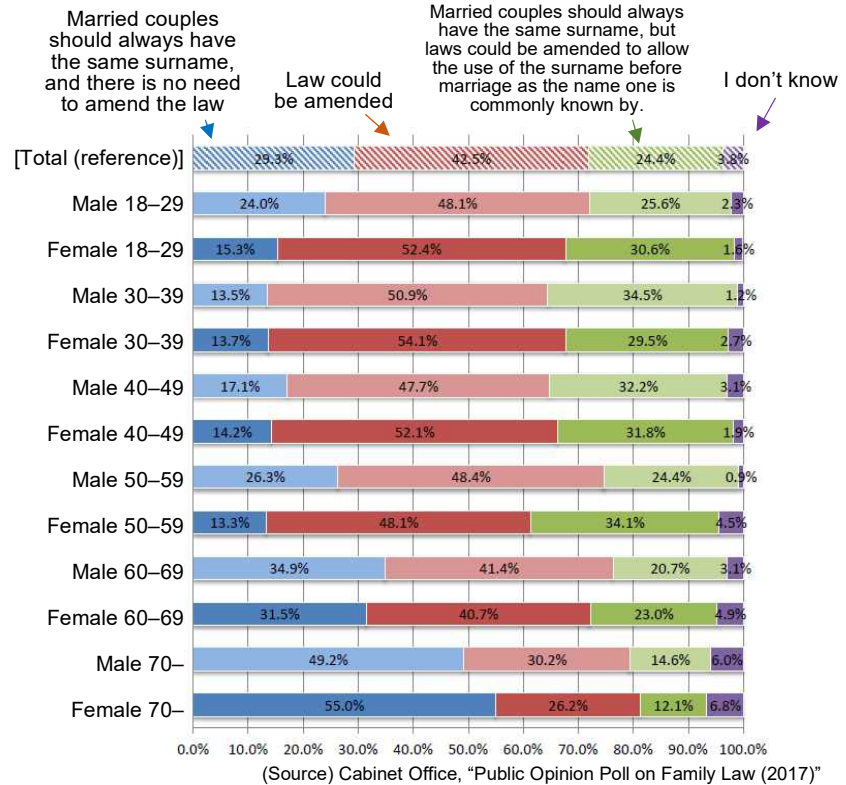
*System of allowing married couples to use separate surname

- Continue expanding the use of former surname and making relevant information available to eliminate inconvenience and disadvantage felt by people who have changed their surnames due to marriage.
- **Proceed with the discussion on specific systems concerning the surname of married couples, with a close eye on the opinions of various layers of citizens and discussions in the Diet, and based on the judicial ruling.**

[Establishment of a basis for childcare and nursing care support that enables diverse decisions for women and men]

- Further enhance childcare support in accordance with local needs, by **creating more childcare facilities** based on the New Plan for Raising Children in a Peaceful Environment and **increasing the number of children accepted by after school children's clubs** based on the New Comprehensive Plan for Children's After School Activities.
- Promote the establishment of childcare facilities and facilities for the elderly and disabled persons in housing complexes.

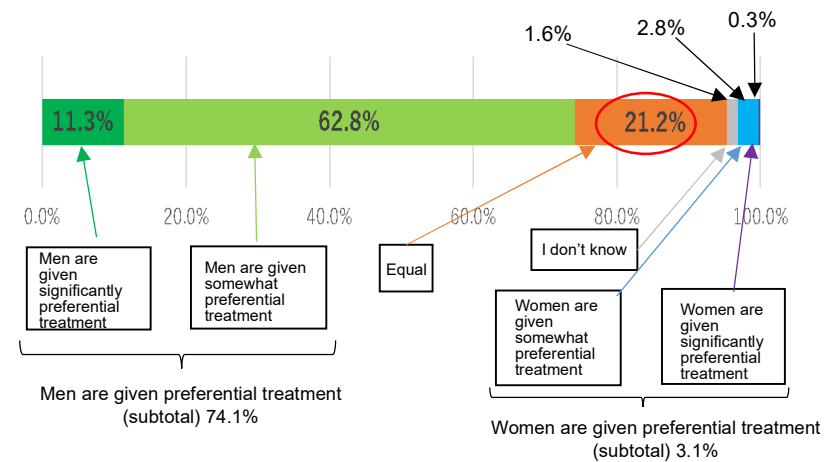
Survey results on system of allowing married couples to use separate surname



Item	Current state	Target (Deadline)
Number of wait-listed children on childcare services	12,439 (April 2020)	To be set based on the New Plan for Raising Children in a Peaceful Environment
Number of children registered with after school children's clubs	Approx. 1.3 million (May 2019)	1.52 million (End of FY2023)

Basic Standpoint

Sense of gender equality in society as a whole



(Source) Cabinet Office, "2019 Public Opinion Poll on a Gender-Equal Society"

Women's participation in decision-making process in school education and media

[Proportion of female middle school principals]

	Proportion of female teachers	Proportion of female principals
Japan	42.2%	7.0%
Average for 48 participating countries	69.2%	48.9%

(Source) The OECD Teaching and Learning International Survey (2018)

[Proportion of female executives in media organizations]

	Proportion of managers
The Japan Publishers & Editors Association	0%
The Japan Commercial Broadcasters Association	0%
Japan Broadcasting Corporation	8%

(Source) Cabinet Office, Research on Women's Participation in the Policy Decision-Making Process (2020)

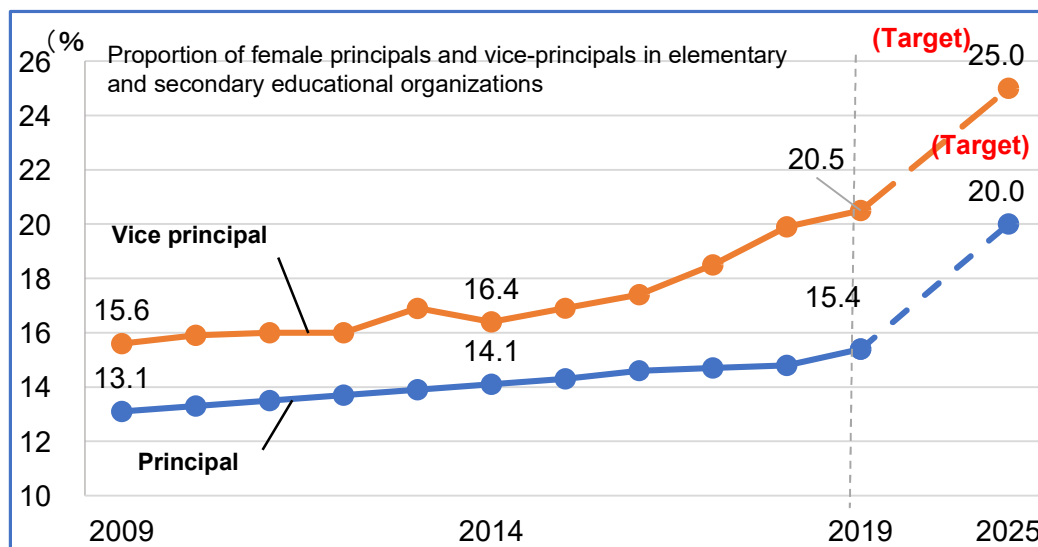
- According to the 2019 Public Opinion Poll on a Gender-Equal Society, 21.2% of the respondents felt that in society as a whole, women and men are "equal," while 74.1% of them answered, "Men are given preferential treatment." The factors behind these answers are a stereotyped perception of gender roles, gender-based bias and stereotypes, and unconscious bias rooted in our work styles and lifestyles, which have developed over time in people's minds.
- Such perception and stereotypes are likely to develop over time from childhood and exist in both women and men. It is extremely important to avoid, for all generations including children, instilling and forcing to adopt a stereotyped perception of gender roles, as well as to change the mindset of both women and men. It is important to make gender equality a familiar issue easy to understand for a wide range of generations, from young children to the elderly.
- The government will collaborate with local government bodies and other relevant institutions and organizations, respect human rights, and overcome stereotyped perception of gender roles. In addition, the government will prevent the negative impact of unconscious bias by reaching out to both women and men to raise awareness and facilitate understanding. Participation of women in the policy decision-making process will also be promoted in the fields of school education and media, in light of its significant impact on the development of people's mindset.

Key Initiatives and Targets

[Education field]

- To foster the values of respect for equality between women and men, which is stipulated as an objective of education in the Basic Act on Education, adopt the gender perspectives at each stage of teacher training, recruitment, and development, as well as **promote understanding of gender equality among teaching staff, including principals, and boards of education**. In addition, **further promote the philosophy of equality between women and men in school education and social education**.
- **Drive forward the appointment of women to decision-making positions, such as superintendents and members of the boards of education, principals, and vice principals**. In particular, **further drive forward the appointment of female principals at schools**. Develop female teachers through positive action and other initiatives.

Item	Current state	Target (Deadline)
Proportion of female principals and vice-principals in elementary and secondary educational organizations		
Vice principal	20.5% (2019)	25% (2025)
Principal	15.4% (2019)	20% (2025)



[Media field]

Item	Current state	Target (Deadline)
Proportion of respondents who answered "equal" when asked about the sense of gender equality in society as a whole	21.2% (2019)	50% for the present, while the ultimate goal is nearly 100% (2025)

- Instill an awareness toward gender equality through the **Forced Appearance in Pornographic Materials and JK Business Prevention Month (April)**, the **Gender Equality Week (June 23–29)**, the **National Conference for the Formation of a Gender-Equal Society (June)**, and the **Campaign for Eliminating Violence against Women (November 12–25)**.
- Work on the **expansion of women's participation in the policy decision-making process in the media field**. In response to the sexual harassment case involving media and the government, **take preventive measures and remedial action against and prevent recurrence of such cases as a government-wide initiative**.

Field 11 International Collaboration and Contribution on Gender Equality

Basic Standpoint

- The 2030 Agenda for Sustainable Development states, “Realizing gender equality and the empowerment of women and girls will make a crucial contribution to progress across all the Goals and targets.” The government will fully recognize the significance of the issue, aims to enhance and strengthen the functions of the systems to strongly promote the policies (national machinery), and ensure that gender equality and gender perspectives are integrated into all government initiatives and reflected in policies (gender mainstreaming).
- The government will proactively adhere to the Convention on the Elimination of All Forms of Discrimination Against Women and take measures in accordance with the Beijing Declaration and Platform for Action.
- Japan will ensure the implementation of summit-level and ministerial-level international agreements reached at G7, G20, APEC, OECD, and other meetings and proactively contribute to international discussions and initiatives.
- Japan will contribute to securing the peace, stability, and prosperity of the international community from the perspectives of women and girls’ empowerment and gender, by promoting gender mainstreaming in Official Development Assistance (ODA) and taking measures based on the UN Security Council Resolution 1325.
- Information will be provided to deepen citizens’ understanding of international discussions and relevant government initiatives. In addition, the government will collaborate, cooperate, and engage in dialogues with not only government agencies but also all stakeholders, including the United Nations and other international organizations, local government bodies, the private sector, and civil society.



United Nations General Assembly High-Level Meeting on the 25th Anniversary of the 4th World Conference on Women



Minister Hashimoto making a statement

2020 APEC Women and the Economy Forum



The meeting (Minister Hashimoto participating in the meeting)

Field 11 International Collaboration and Contribution on Gender Equality

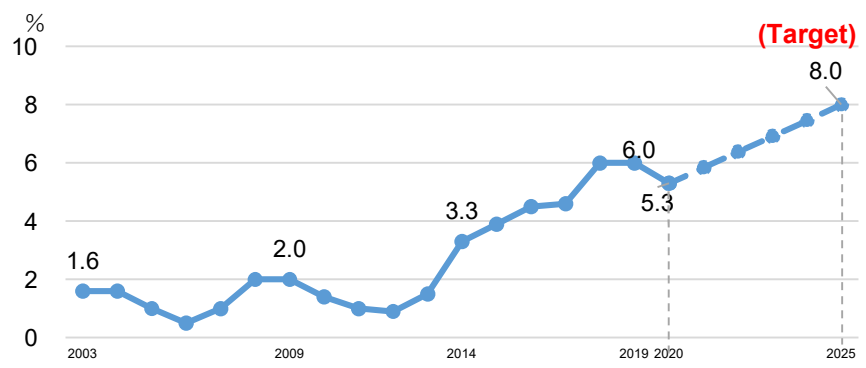
Key Initiatives and Targets

- Promote and implement measures to achieve the SDGs. Keep accurate track of the achievement level of gender equality and gender mainstreaming in the SDGs based on global indicators.
- The Council for Gender Equality will ask for reports on the response to the concluding observations of the CEDAW and request the government to take necessary measures. Proactively provide information on Japan's initiatives at international conferences, including meetings of the Committee on the Status of Women. Seek collaboration with UN Women and other organizations.
- Ensure that summit-level and ministerial-level international agreements and discussions on gender equality at G7, G20, APEC, OECD, and other meetings are reflected in domestic policies, implemented, and used to improve the policies. Contribute to policy decision making by providing and sharing information based on Japan's experience and initiatives.
- Based on the UN Security Council Resolution 1325, implement the National Action Plan on Women, Peace and Security.
- Promote the appointment of women to key positions in embassies, consulates, and permanent missions.

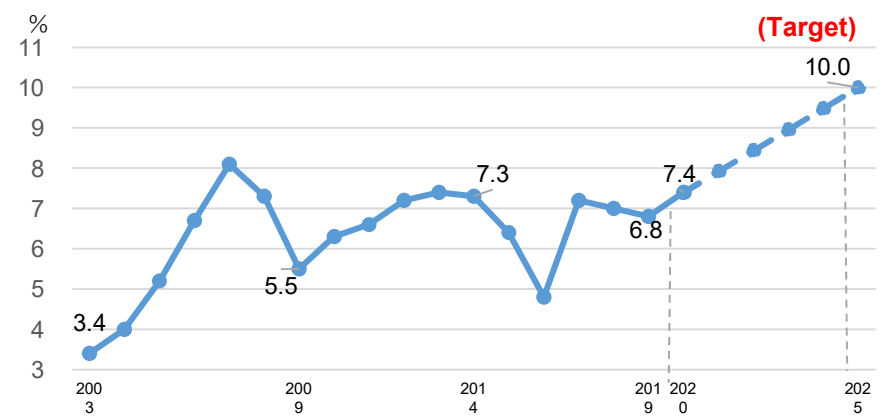
Item	Current state	Target (Deadline)
Proportion of women at each position level in embassies, consulates, and permanent missions		
Minister, Counsellor, and above	7.4% (*) (July 2020)	10% (2025)
Ambassador Extraordinary and Plenipotentiary, Consul-General	5.3% (**) (July 2020)	8% (2025)

* 40 out of 543
 ** 12 out of 226

Proportion of female ambassadors extraordinary and plenipotentiary and consul-generals



Proportion of ministers and counsellors



Source: Gender Equality Bureau, Cabinet Office, "Research on Women's Participation in the Policy Decision-Making Process" (2020); Ministry of Foreign Affairs *Source of the actual figures.

IV Implementation of the plan

- It is important that the perspectives of gender equality and women's empowerment are in place and reflected in policies in all fields. The government will work to enhance and strengthen domestic systems to drive forward relevant initiatives. In particular, monitoring and impact assessment functions, among others, will be fully taken advantage of for increased effectiveness.
- Local initiatives are extremely important. Support will be enhanced to enable local government bodies to closely collaborate with gender equality centers and other relevant local institutions and organizations, as each actor fully takes advantage of its functions, and promote gender equality and women's empowerment in the area.

Key Initiatives and Targets

[The Council for Gender Equality]

- The Council for Gender Equality is a domestic headquarters under the prime minister that strongly promotes gender equality. Let the Council demonstrate its comprehensive planning functions, coordination functions, monitoring and impact assessment functions, etc. to the maximum extent for all policies, and further strengthen the functions. In addition, **conduct research and deliberate on issues that require intensive discussion** for increased effectiveness of the Fifth Plan, as well as new issues, at the Council for Gender Equality.

[Gender statistics]

- To **improve gender statistics**, look into and disclose the status of statistics of various kinds. In conducting surveys, obtain data by sex whenever possible, and strive to obtain and analyze data by age and prefecture.

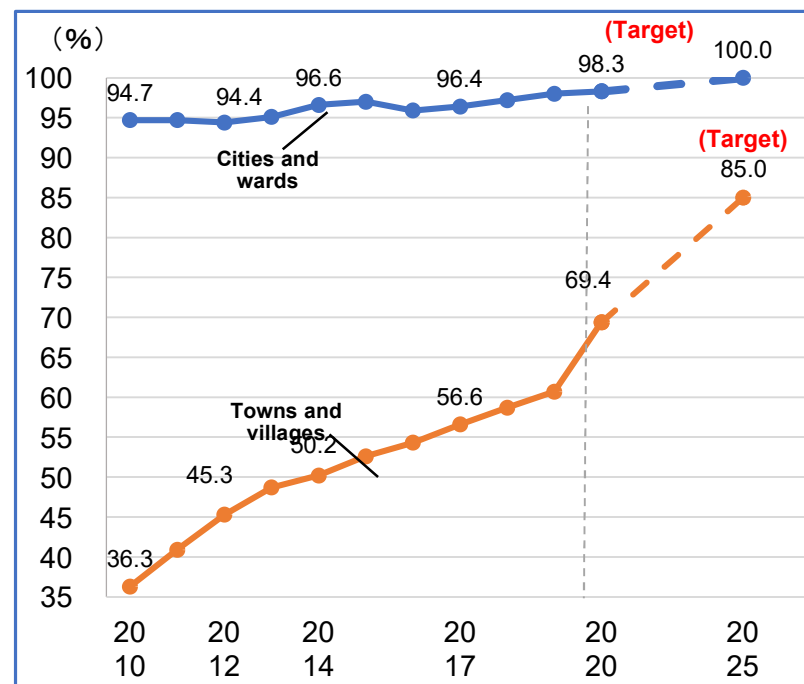
[Local initiatives]

- Focus on towns and villages that have not formulated a **municipal plan for gender equality**; collaborate with prefectures; promote understanding on gender equality by visualizing the progress and providing other information, collecting and sharing good practices, and dispatching experts; and **facilitate the formulation of a plan in all municipalities**.

- To enable **gender equality centers** to fully take advantage of their functions as a place that resolves local issues from the gender perspectives, collaborate with the National Council of Women's Centers, **share know-how and good practices, and facilitate interaction and collaboration beyond the local area**.

Make the role of gender equality centers clear to local government bodies to take full advantage of the functions and strengths in each local area. Urge them to strengthen and enhance initiatives through organic collaboration with relevant organizations.

Proportion of municipalities with established plans for gender equality



Item	Current state	Target (Deadline)
Proportion of municipalities with established plans for gender equality	Cities and Wards: : 98.3% Towns and villages: 69.4% (2020)	Cities and wards: 100% Towns and villages: 85% (2025)