

Individual Action Plan

Economy: Japan

<p>Ratio of women's representation in leadership* in both the public and private sectors (* based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN; see https://careers.un.org/lbw/home.aspx?viewtype=SC)</p>	<p>The followings are the details of the fields and figures of ratio of women's representation in leadership. These fields were designated by the government of Japan, as targets of "increasing the share of women in leadership positions to at least 30 % by 2020 under the Third Basic Plan for Gender Equality, decided by the Cabinet in December 2010.</p> <ul style="list-style-type: none">▪ Proportion of women in positions equivalent to or higher than section manager level in private corporations: 8.3%(2014)▪ Proportion of female candidates to be members of the House of Representatives: 9.5% (2014)▪ Proportion of female candidates to be members of the House of Councilors: 15.7% (2014)▪ Proportion of female public prosecutors : 21.4% (2014)▪ Proportion of female central government's public employees through the recruitment examination : 31.5% (fiscal 2015)▪ Proportion of female central government staff hired through the career-track recruitment examination (postgraduate level) : 34.3% (fiscal 2015)▪ Proportion of women in government positions equivalent to or higher than director of central government regional organizations or assistant director of central government ministries and agencies : 5.6% (fiscal 2014)▪ Proportion of women in government positions equivalent to or higher than the director of the central government ministries and agencies
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	<p>: 3.3% (fiscal 2014)</p> <ul style="list-style-type: none"> ▪ Proportion of women in positions equivalent to designated central government positions <p>: 2.8% (fiscal 2014)</p> <ul style="list-style-type: none"> ▪ Proportion of female members in central government advisory councils and committees: 35.4% (2014) ▪ Proportion of female expert members in central government advisory councils and committees: 22.4% (2014) ▪ Proportion of female local public employees through the recruitment examination: 26.1% (2014) ▪ Proportion of women in positions equivalent to or higher than director of prefectural or city government office: 7.2%(2014) ▪ Proportion of female members of prefectural government advisory councils and committees <p>: 30.3% (2014)</p> <ul style="list-style-type: none"> ▪ Proportion of female members of city, town, or village government advisory councils and committees <p>: 25.2% (2014)</p>
<p>Voluntary goals of women's representation in leadership in public and private sectors toward by the end of 2020</p> <p>(%; total target of increasing the share of women in leadership positions which are based on each economy's indicators and definitions, or equivalent to P-5 and above of the UN)</p>	<p>The government of Japan set the following specific numerical targets under the Third Basic Plan for Gender Equality, decided by the Cabinet in December 2010. (The Third Basic Plan for Gender Equality including goals and target years is under the review of the government of Japan, and it will be revised in 2015.)</p> <ul style="list-style-type: none"> ▪ Proportion of women in positions equivalent to or higher than section manager level in private corporations: approx. 10% (2015) ▪ Proportion of female candidates to be members of the House of Representatives: 30% (2020) ▪ Proportion of female candidates to be members of the House of Councilors: 30% (2020)

- Proportion of female public prosecutors
: 23% (end of fiscal 2015)
- Proportion of female central government employees through the recruitment examination
: approx.30% (end of fiscal 2015)
- Proportion of female central government staff hired through the career-track recruitment examination (postgraduate level): approx. 30%
- Proportion of women in government positions equivalent to or higher than director of central government regional organizations or assistant director of central government ministries and agencies
: approx. 10%(end of fiscal 2015)
- Proportion of women in government positions equivalent to or higher than the director of the central government ministries and agencies
: approx. 5% (end of fiscal 2015)
- Proportion of women in positions equivalent to designated central government positions
: approx.3% (end of fiscal 2015)
- Proportion of female members in central government advisory councils and committees:
between 40& and 60%(2020)
- Proportion of female expert members in central government advisory councils and committees: 30% (2020)
- Proportion of female local public employees through the recruitment examination
: approx. 30%(end of fiscal 2015)
- Proportion of women in positions equivalent to or higher than director of prefectural or city government office: approx. 10% (end of fiscal 2015)
- Proportion of female members of prefectural government advisory councils and committees
: 30% (2015)

	<ul style="list-style-type: none"> ▪ Proportion of female members of city, town, or village government advisory councils and committees : 30% (2015)
<p>Include a brief plan of action of how your economy plans to achieve your voluntary goals.</p>	<p>The government of Japan has been reviewing measures to expand women’s participation in policy-making and planning across all areas of government in order to reach the target of “increasing the share of women in leadership positions to at least 30 % by 2020 in all fields in society,” including through considering and implementing a diverse range of positive action measures, dispelling stereotyped perception for gender roles, reforming women’s’ own beliefs and actions</p> <p>including through education and offering women role models, and promoting work-life balance.</p> <p>Furthermore, the government has been approaching political and economic circles to seek understanding of the promotion of effective positive action measures and to encourage positive initiatives.</p> <p>The Abe Cabinet positioned “Women’s Active Participation” at the core of “the Economic Growth Strategy”, decided by the Cabinet in June 2013 (revised in June 2014), and has been expanding various efforts to reach the target.</p>

- ✓ *The voluntary goals will be reviewed by each economy in the process of developing Interim report.*