

Template for the IAP (2021)

Economy: Japan

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>)

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 the goals of "increasing the proportion of women in leadership positions to at around 30 % by 2020" under the Fourth Basic Plan for Gender Equality, decided by the Cabinet in December 2015.

- Proportion of female candidates to be members of the House of Representatives: 17.8% (2017)
- Proportion of female candidates to be members of the House of Councilors: 28.1% (2019)
- Proportion of female public prosecutors : 25.4% (2020)
- Proportion of female central government employees through the recruitment examination: 36.8% (fiscal 2020)
- Proportion of female central government employees through recruitment examination for comprehensive service : 35.4% (fiscal 2020)
- Proportion of women in government positions equivalent to director of central government ministries and agencies : 5.8% (July 2020)
- Proportion of women in positions equivalent to designated central government positions : 4.4% (July 2020)
- Proportion of female members in central government advisory councils and committees: 40.7% (2020)
- Proportion of female expert members in central government advisory councils and committees: 30.3% (2020)

- Proportion of female local public employees through the recruitment examination for prefectural governments : 36.6% (fiscal 2019)
- Proportion of female local public employees through the recruitment examination (University graduate level) for prefectural civil service : 33.6% (fiscal 2019)
- Proportion of women in positions equivalent to director of prefectural government office: 12.2%(2020)
- Proportion of women in positions equivalent to director general or deputy director of prefectural government office: 7.0% (2020)
- Proportion of women in positions equivalent to director of municipalities office : city, town, or village government 17.8% [designated city 16.9%] (2020)
- Proportion of women in positions equivalent to director general or deputy director of municipalities office : city, town, or village government 10.1%[designated city 10.8%](2019)
- Proportion of female members of prefectural government advisory councils and committees : 33.3% (2020)
- Proportion of female members of city, town, or village government advisory councils and committees : 27.1% (2020)
- Proportion of women positions equivalent to department director level or section manager level in independent administrative institution : 15.4% (2020)
- Proportion of women executives of independent administrative institution: 14.4% (2020)

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| | <ul style="list-style-type: none">▪ Proportion of women in positions equivalent to section manager level in private corporations: 11.4% (2019)▪ Proportion of women in positions equivalent to department manager level in private corporations: 6.3% (2019)▪ Proportion of women executives in listed company : 6.2% (2020) |
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