

The Intensive Policy for Gender Equality and the Empowerment of Women 2021: Briefing Materials

- Gender equality is an important and unwavering Japanese government policy and an internationally accepted norm.
 - In Japan, the protracted COVID-19 pandemic has impacted heavily, particularly on women
 - While COVID-19 countermeasures will give maximum consideration to women, structural issues must also be addressed
- To faithfully carry out the Fifth Basic Plan for Gender Equality, adopted by Cabinet decision in December 2020:
- Steadily implement the specific initiatives already raised in the Fifth Plan
 - Work across government to further actualize initiatives included in the Fifth Plan and introduce new initiatives to identify items requiring focused attention in fiscal year 2021 and 2022

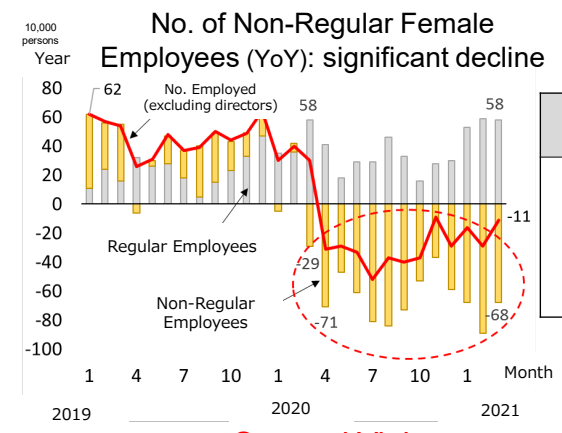
I. Focus COVID Countermeasures on Women

(1) Employment and labor: Female digital human resources, employment support for single parents

- Promote the training of women in digital human resources
- Assist women to relearn digital skills, provide support for education and training, returning to the workforce, and changing jobs, etc., using subsidies for women's empowerment in regions
- Employment support for single parents
- Comprehensively consider expanding support eligibility for the advanced vocational training promotion allowance as well as current training expenses to enhance support measures that lead to medium to long-term independence.

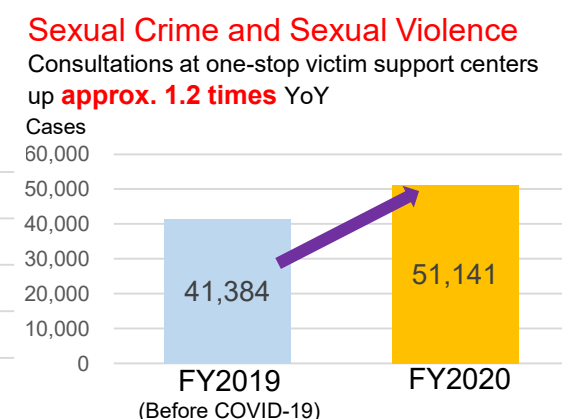
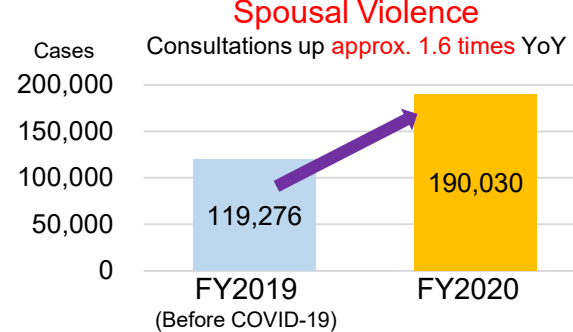
(2) Assistance for women experiencing difficulties and uncertainty

- Promote outreach-style counselling support for women
- Strengthen support structure for young women (late teens to early 20s) through public-private partnership
- Support for pregnant women



No. of Suicides: significant increase in female suicides

Year	Total	Men	Women
2019 Total	20,169 people	14,078	6,091
2020 Total	21,081 people (+912)	14,055 (-23)	7,026 (+935)



(3) Support for "period poverty"

- The problem of women unable to purchase sanitary goods for economic reasons is becoming apparent
- Use subsidies for women's empowerment in regions to distribute sanitary goods as part of the counselling support provided by local government bodies. Ensure that the staff providing the counselling support are sensitive to the backgrounds and circumstances of women struggling with "period poverty"
- Active cooperation and partnership among relevant departments in supplying sanitary goods to schools, job placement offices, and welfare offices, etc.
- Launch information sharing regarding initiatives by local government bodies to encourage other local government bodies to take the same initiatives.

(4) Other

- The Council for Gender Equality will discuss the factor analysis of economic disparities, including the gender pay gap which underlies the impacts of COVID-19, and consider countermeasures.

II. To Achieve Targets for Women in Leadership Positions: Steady Implementation of the Fifth Basic Plan for Gender Equality

(1) Politics and Public Administration Field

- Promote the appointment of women to leadership positions in incorporated administrative agencies under ministry jurisdiction, etc.
- Conduct an annual survey to visualize the proportion of women executives and managers in the various organizations

(2) Economy Field: Companies, Chambers of Commerce and Industry, Public Procurement

Item	Current status	Target
Proportion of women in private corporation managerial position	Section Chief level 21.3%	Section Chief level 30%
	Director level 11.5%	Director level 18%
	Department manager level 8.5%	Department manager level 12%
	(All 2020)	(All 2025)
Proportion of women executives of listed companies	—	12% (2022)
Proportion of women entrepreneurs	27.7% (2017)	≥30% (2025)

○ More appointment/recruitment of women for corporate leadership positions

- Under the amended The Act on the Promotion of Female Participation and Career Advancement, companies with 101 or more full-time employees will be required to create general employer action plans as of 2022. Therefore, conduct training, etc. for experts to respond to SME inquiries, and provide advice and support on plan formulation
- Release a revised Corporate Governance Code that includes approaches, targets, and information disclosure to ensure diversity in the appointment of women to management positions and conduct follow-ups from 2021 onward

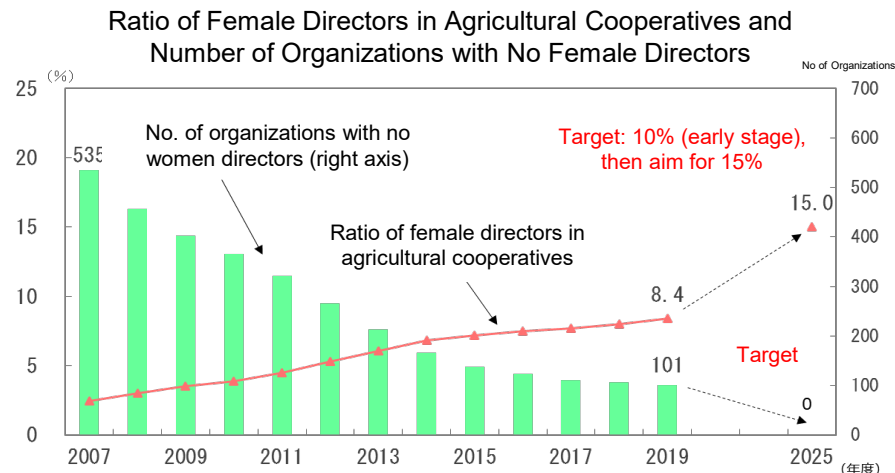
○ Initiatives by nationwide chambers and associations of commerce and industry

- Visualize the proportion of women in each type of executive position.

○ Use public procurement to promote women's participation

- Conduct a new survey on the status of guideline formulation as it relates to the allocation of additional evaluation points for public procurement, standard additional point allocation ratios included, by incorporated administrative agencies, etc. Based on the results, have these agencies and national institutions, etc., increase that allocation
- Revise the "Guidelines for Utilization of Public Procurement and Subsidies Toward the Promotion of Women's Advancement" so that companies promoting women's participation have a greater chance of being selected for procurement contracts.

(3) Expand Women's Participation at the Regional Level: agricultural committee members, agricultural cooperative executives, etc.



Item	Current status	Target
Agricultural committees with no women members	254/1,702 (FY2020)	0 (FY2025)
Ratio of women agricultural committee members	12.3% (FY2020)	20% (early stage), then aim for 30% (FY2025)
Ratio of women heads of community associations	6.1% (FY2020)	10% (FY2025)

○ Promote the appointment of female agricultural committee members and agricultural cooperative directors

- Lobby the 101 agricultural cooperatives with no women directors
- Survey the status of each agricultural cooperatives' creation of goals, specific initiatives, and appointment of women directors and publish the results

○ Promote women's participation in the farming, fishing, and forestry industries

- Eliminate stereotypical perceptions of gender roles in agricultural communities

○ Accelerate efforts to boost the ratio of women as heads of community associations

* The table shows goals set in the Fifth Basic Plan for Gender Equality.

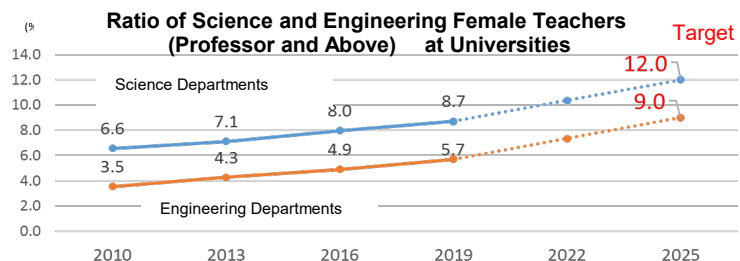
II. To Achieve Targets for Women in Leadership Positions: Steady Implementation of the Fifth Basic Plan for Gender Equality

(4) Disaster management: Local disaster management councils, etc.

Item	Current status	Target
Ratio of female members of prefectural disaster management councils	16.1% (2020)	30% (2025)
Ratio of female members of municipal disaster management councils		
No. of organizations with no female members	348/1,741 (2020)	0 (2025)
Ratio of female members	8.8% (2020)	15% (early stage), then aim for 30% (2025)

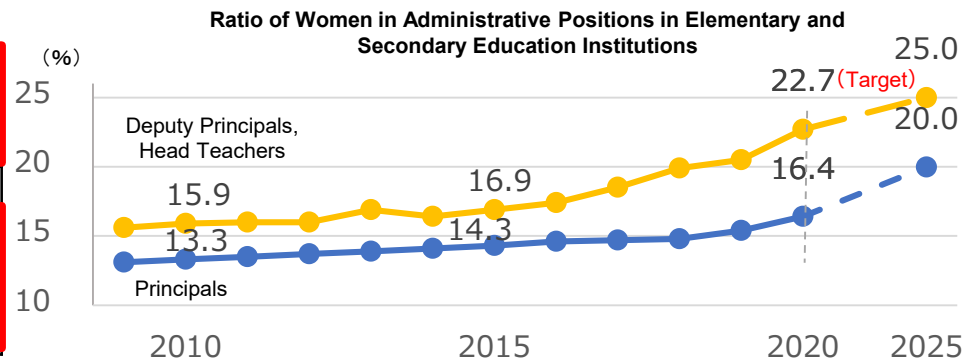
- Accelerate appointment of women to local disaster management councils
 - In FY2021, gather examples of advanced initiatives by women leaders engaged in local disaster management activities
 - Create a national network of female firefighters
- Expand women's participation in disaster and crisis management departments, fire departments, and fire brigades
 - Have each fire department set numerical targets for female firefighters to systematically boost numbers, as well as improving both "hard" and "soft" conditions

(5) Science, Technology and Academia: University Professors, etc.



- Accelerate appointment of female professors, etc.
 - Request universities, national R&D agencies and other research institutes to establish specific initiatives and targets for the appointment of female presidents, vice-presidents, directors, and professors, etc.
 - Consider providing incentives for appointing women as presidents, vice-presidents, and professors when allocating resources to universities, including subsidies for the current expenditures at private universities, etc.

(6) Education: Principals, Education Boards, etc.



- Accelerate the appointment of women as school principals, etc.
 - Encourage education boards and incorporated schools to promptly set targets for the ratio of female school principals, deputy principals, and head teachers, and design specific initiatives for their appointment in their general employer action plans. Ensure its contents can be visualized and is easily understood by the public
 - Revisit the requirements for taking the school manager selection exam and establish conditions conducive to participating in promotion training
- Promote the appointment of women to education boards, etc.
 - Study the factors behind why there are no female members on the 64 education boards and promote the appointment of women based on the purposes of the Act on the Organization and Operation of Local Educational Administration

(7) International Field: Ambassadors, etc.

Item	Current status	Target
Proportion of women at each position level in embassies, consulates, and permanent missions	Minister, Counsellor, and above 7.7%	Minister, Counsellor, and above 10%
	Ambassador Extraordinary and Plenipotentiary, Consul-General (All April 2021) 5.4%	Ambassador Extraordinary and Plenipotentiary, Consul-General 8% (All 2025)

- Promote advertising of positions within ministries, private-sector appointments and mid-career hires for management positions and management candidates.

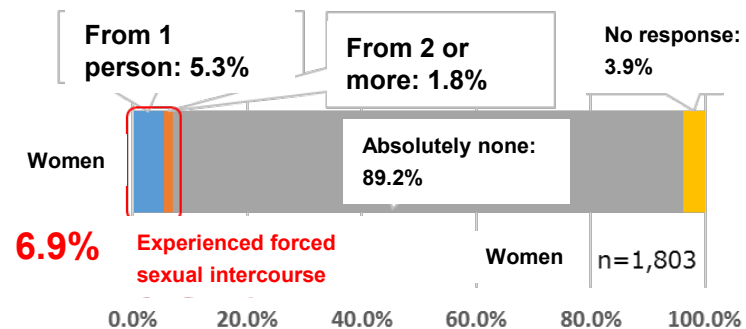
(8) Other

- Consider taking positive action such as a quota system application in a wide range of areas in the Council for Gender Equality.

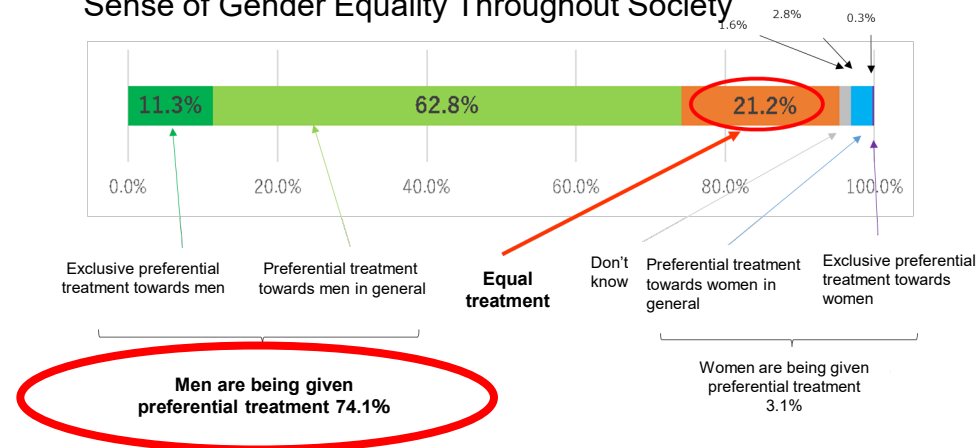
III. Realizing a Society in which Women can Live with Dignity and Pride

Experience of Forced Sexual Intercourse

- Approximately one in 14 women have experienced forced sexual intercourse



Sense of Gender Equality Throughout Society



(1) Eliminate All Forms of Violence Against Women

As we approach 2022, the final year of the intensive and focused period for the Policy on Enhancement of Measures Against Sexual Crimes and Sexual Assault, the following initiatives will be reinforced

- Strengthen measures against sexual crimes and sexual violence
 - Improve the treatment of counselling staff at one-stop victim support centers
 - Take steps toward nationwide deployment beginning in FY2023 of the "Life safety education initiative"
 - Aggregate information held by administrative institutions and utilize it in education and childcare facilities and other places where children are present to create the conditions to protect children from indecent acts
 - Work with private-sector Internet patrols to seek immediate elimination of Internet-based sexual violence and eliminate child pornography, etc.

*Education to learn the importance of lives, not to become a perpetrator of sexual crimes and assault, not to become a victim, and not to become a spectator.
- Reinforce measures against spousal violence
 - Consider a review of the Act on the Prevention of Spousal Violence and the Protection of Victims
 - Formulate basic guidelines for offender programs in 2021

(2) Women's Health in relation to Menstruation and Pregnancy

- Extend insurance coverage to include infertility treatments from the beginning in FY2022
- Promptly create an "Infertility Prevention Support Package" (provisional title)
- Create an environment that enables all individuals, including children and students, to consult gynaecologists and other medical experts without hesitation regarding menstruation and other physical concerns
- As of 2021, support the creation of a mechanism encouraging the use of FemTech products and services

- Within 2021, begin discussions at the Evaluation Committee which assesses prescription to PIRM/OTC reclassification to enable emergency contraception to be available appropriately at pharmacies without a prescription and make progress by considering the situation in Japan and overseas

(3) Gender Equality in Sports

- Encourage no disparities in treatment across the board based on gender, etc., for university admissions based on sports referrals, unless there are reasonable grounds
- Prevent sexual harassment and sexual crimes against female athletes by male coaches, etc.
- Prevent harassment in the form of taking and distributing photos and videos for sexual purposes

(4) Establish Conditions Enabling Both Men and Women to Balance Work and Child-raising

- Ensure that both parents can attend parents' classes, etc., so that men do not take childcare leave without actually engaging in childcare
- Deal with familiar practices that interfere with balancing work and child-raising
- Create conditions that facilitate the introduction of optional four-day work weeks

(5) Build Momentum toward Gender Equality throughout Society

- Continue the 2020 Tokyo Olympics gender equality movement and reinforce efforts to eliminate stereotypical perceptions of gender roles and unconscious bias

(6) Respond to the Difficulties Facing Women and Develop Various Types of Systems, etc.