

October, 2016



Japan.
Different ideas,
brighter tomorrow.

Gender Equality Policy in Japan

Gender Equality Bureau
Cabinet Office
Government of Japan

Women's Empowerment is critical to ABENOMICS

Necessity

Active Participation of Women

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

Economic Growth

Impact of raising Women's Labour Participation Rate

OECD, April 2015

If female labour force participation rates were to converge with male rate by 2030, the labour supply would decline by **only 5%**, increasing **GDP** by almost **20%** compared with unchanged participation rate.

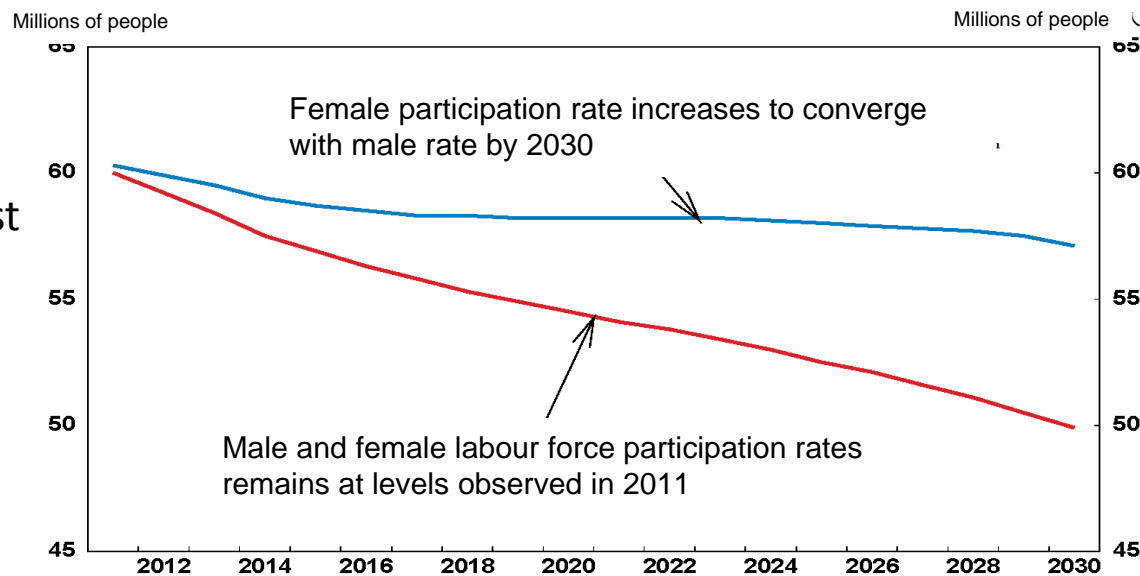
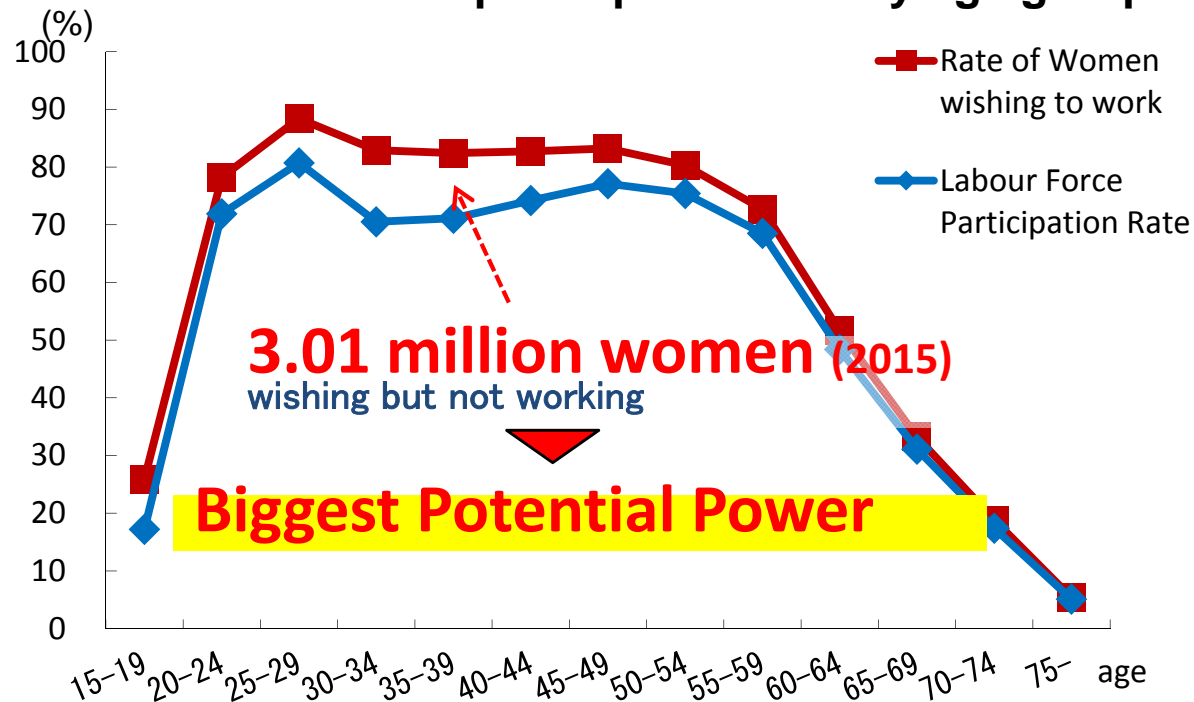
Goldman Sachs, April 2014

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

IMF, October 2012

G7 (excluding Italy and Japan) level ⇒ **GDP per capita** will be permanently approx. **4 % higher**.

Women's labour force participation rate by age group



Assuming that the labour force participation rate for men remains constant from 2011 to 2030.

WOMENOMICS---CORE of ABENOMICS

For Women's empowerment, Prime Minister Abe addressed the General Assembly of the United Nations, *the World Assembly for Women* and elsewhere.



“GLOBAL LEADERS MEETING ON GENDER EQUALITY AND WOMEN’S EMPOWERMENT” at the General Assembly of the United Nations (September, 2015)

- ❑ Last month Japan enacted a new law to promote the active engagement of women in society. With this, Japan aims to create a society where it is commonplace for both men and women to share responsibility for work, household chores, and child rearing. We will address the challenges associated with an aging society and low birthrate before the rest of the world while still realizing economic growth.

The World Assembly for Women in Tokyo (August, 2015)

- ❑ “Abenomics is “womenomics”. Over the last two and a half years, I have consistently promoted the dynamic engagement of women.
- ❑ From April 2016, companies will be required draw up and announce voluntary action plans incorporating numerical targets for promoting the hiring of women and the appointment of women to executive positions.

General Assembly of the United Nations (September, 2014)

- ❑ We must foster environments in which it is possible to balance child care and nursing care on the one hand and work on the other. In addition, eliminating biases about the roles of women that still exist in society will be basic, more so than anything else.

The World Assembly for Women in Tokyo (September, 2014)

- ❑ We will work to bring about by 2020 a society in which all women can try to achieve their dreams at any life stage.



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 since the inauguration of the second Abe Cabinet

- **“The Forth Basic Plan for Gender Equality”** was approved by the Cabinet.(Dec. 2015)
- **“The Intensive Policy to Accelerate the Empowerment of Women”** was formulated. (2015-)
- **“The Act on Promotion of Women's Participation and Advancement in the Workplace”** fully entered into force.(Apr. 2016)
- The **“Japan Revitalization Strategy – JAPAN is Back,”** and **“Japan Revitalization Strategy Revised in 2014 – Japan's challenge for the future –,”** both specify the empowerment of women as being at the center of growth strategy. (2013-June 2015)
- The **Guideline to additional evaluate companies that promote work-life balance for their employees among bidders for public procurement contracts** was determined.(Mar. 2016)
- **“The Guideline for Promotion of Women's Empowerment and Work-life Balance of Female National Government Employee”** was formulated.
- As a revamping of the work style during summer, we developed a national campaign for **“Yu-katsu” (a transformation towards a summer lifestyle utilizing evening time)**
- **"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 twice in Tokyo. (Sep. 2014 and Aug. 2015)

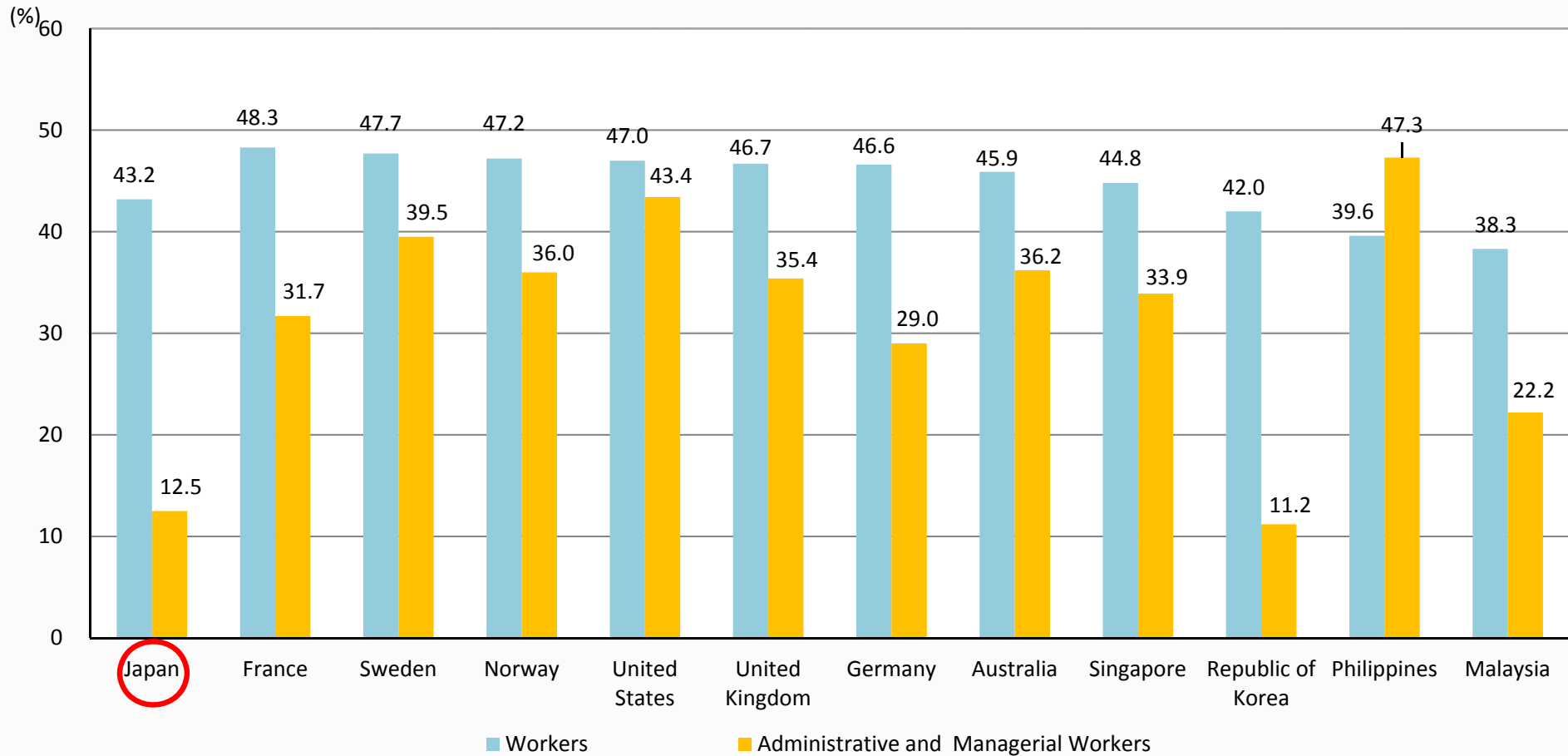
Since the second Abe Cabinet, activities for women's participation have rapidly expanded, gathering momentum, broadening linkages and resonating both domestically and overseas.

Internal and external effects

- The number of female workers increased **more than 1,000,000** in approximately three years.
- Employment rate of women in child raising (aged 25 to 44) increased. [67.8% (2012) ⇒ **71.6%** (2015)]
- Rate of women who continue working after their first child birth increased. [38.0% (2011) ⇒ **53.1%** (2016)]
- **The number of women executive officers at public-listed companies has doubled.**
[630 ⇒ **1,388** (Jul. 2016)]
- Proportion of women in managerial positions increased (private companies with over 100 employees) .
[6.9% (2012) ⇒ **8.7%** (Jun. 2015)]
- Related articles increased in 9 years after setting **“target of 30% by 2020”** (2003-2014), and last 3 years (2012-2015). (annual average)
 - Articles that described **“female empowerment”**. [approx. 100 ⇒ approx. 3,000 (approx. 30 times)]
 - Articles that described **“work-life balance”**. [approx. 1,300 ⇒ approx. 2,100 (approx. 1.6 times)]
- **“Male Leaders who will Create a Society in which Women Shine”** announced “the Declaration on Action.” (Jun. 2014) **Advocates also increased.** [9 (Jun. 2014) ⇒ **over 130** (July. 2016)]
- Announced voluntary action plans by 452 companies of the members of Japan Federation of Economic Organizations. (35% of the member companies as of Dec. 2015)
- **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.

Proportion of Female Workers and Female Administrative/ Managerial Workers

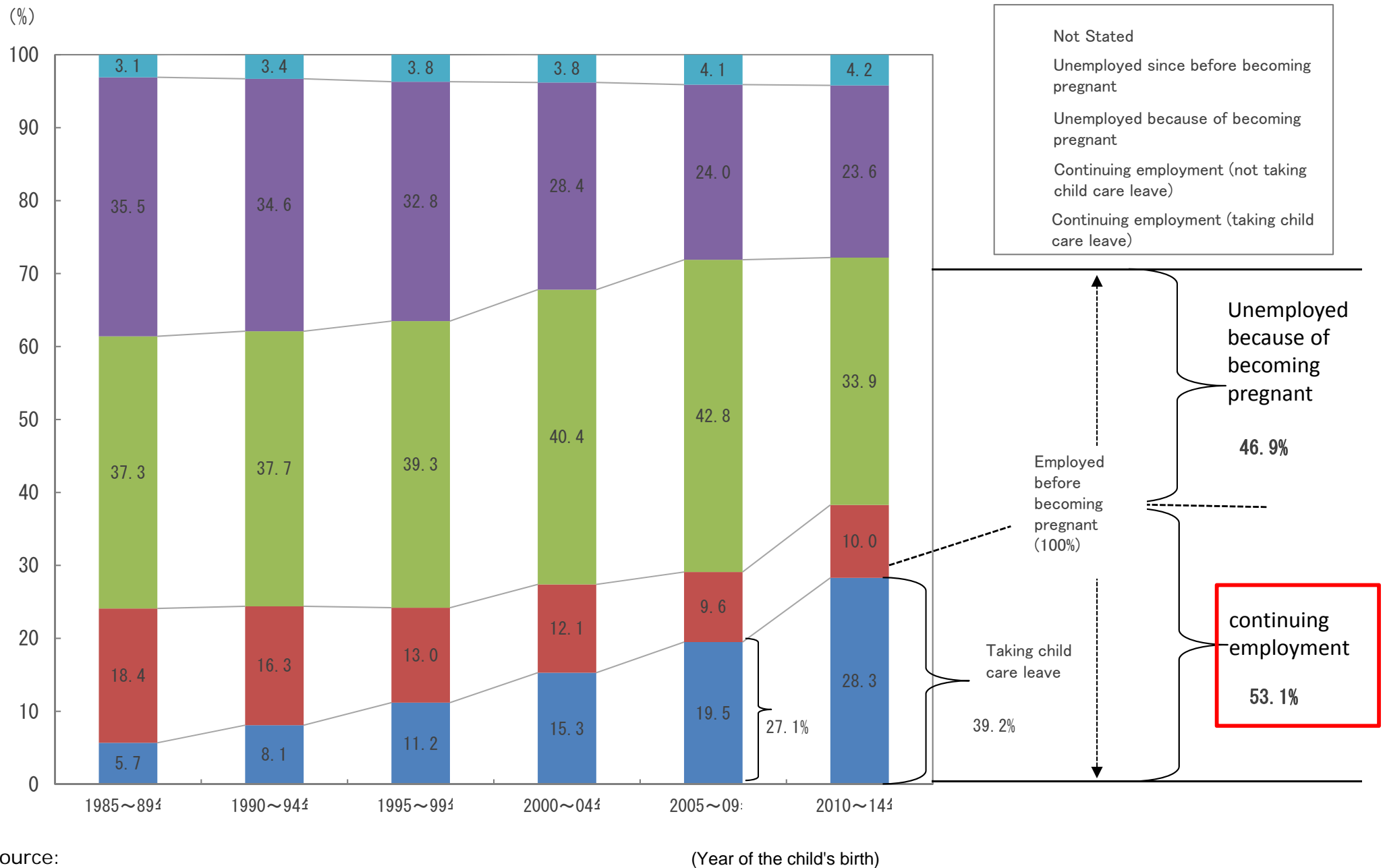
The proportion of female administrative and managerial workers in Japan is lower than other countries.



Note:

- 1.Created from “Labour Force Survey (Basic Tabulation), 2015” by the Ministry of Internal Affairs and Communications and “ILO STAT.”
- 2.Data of Japan, France, Sweden, Norway and UK are as of 2015; data of US is as of 2013; data of other countries are as of 2014.
- 3.“Administrative and Managerial Workers” include company officers, company management staff, and management government officials among workers.
Definition of administrative and managerial workers varies across countries.

Work History of Wives before and after Giving Birth to Their First Child, by Year of Child's Birth



•Source:

•Data from the "The 14th National Fertility Survey (Survey of Married Couples)," the National Institute of Population and Social Security Research

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 this plan.

The society we should be aiming for

- 1) Made vibrant and rich in diversity, by men and women demonstrating their individuality and abilities, respecting their own choice
- 2) A place where the human rights of men and women are respected, where individuals can live with dignity
- 3) Realized work-life balance of both women and men through reformation of “men-oriented working styles”
- 4) Recognized internationally for gender equality, which should be positioned as the most important issue in Japan

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)

Objectives on Policy Regions

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

Item		Current status	Goal
National civil service	Proportion of women in director	3.5% (2015.7)	7% (End of FY2020)
	Proportion of women in section chief	22.2% (2015.7)	30% (End of FY2020)
Prefectural (city) civil service	Proportion of women in director	8.5% (14.5%) (2015)	15% (20%) (End of FY2020)
	Proportion of women in section chief	20.5% (31.6%) (2015)	30% (35%) (End of FY2020)
Private corporations	Proportion of women in director	9.2% (2014)	15% (2020)
	Proportion of women in section chief	16.2% (2014)	25% (2020)
Employment rate for women between the ages of 25 – 44		70.8% (2014)	77% (2020)
Proportion of workers whose average of weekly working hours is upper 60		Male: 12.9% Female: 2.8% (2014)	5.0% (2020)
Percentage of male workers who take childcare leave	National civil service	3.1% (FY2014)	13% (2020)
	Local civil service	1.5% (FY2013)	13% (2020)
	Private corporations	2.3% (FY2014)	13% (2020)

2 Safety and security of life

Item	Current status	Goal
Healthy life expectancy (by sex)	Male: 71.19 Female: 74.21 (2013)	Male: 70.42→71.42 Female: 73.62→74.62 (2010→2020)
# of one-stop support centers for victims of sexual crime / sexual violence which local government is concerned with	25 (2015.11)	At least 1 in each pref. (2020)
# of single-parents who take regular employment through employment security office	38,774 (FY2014)	Year-on-year increase (every fiscal year)

3 Infrastructure improvement on the realization of gender equal society

Item	Current status	Goal
Awareness of the term "gender-equal society"	Male: 66.3% Female: 61.3% (2012)	100% in both sex (2020)
# of wait-listed children on childcare services	23,167 (2015.4)	toward zero (End of FY 2017)
Proportion of graduate students at the undergraduate level by sex	Male: 54.9% Female: 45.1% (2013)	5 points reduction of the gap (2020)
Proportion of female members of prefectural disaster councils	13.2% (2015)	30% (2020)

4 Implementation of the plan

Item	Current status	Goal
Proportion of municipalities which establish basic plan	City: 97.0% Town & Village: 52.6% (2015)	City: 100% Town & Village: 70% (2020)

The Fourth Basic Plan for Gender Equality (Summary)

Policy Region 1 Women's participation and advancement in all fields of society	1) Reformation of "men-oriented working styles" for women's empowerment	<ul style="list-style-type: none"> - 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	<ul style="list-style-type: none"> - Further promotion of positive action to achieve "30%" objective - Expansion of women's participation in the area of 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	<ul style="list-style-type: none"> - 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	<ul style="list-style-type: none"> - 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	<ul style="list-style-type: none"> - Creating environments to promote participation of women researchers - Promoting entry to scientific fields by women university students and high school graduates
Policy Region 2 Safety and security of life	6) Support for women's lifelong health	<ul style="list-style-type: none"> - 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	<ul style="list-style-type: none"> - 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 violence expressions used by the media
	8) Creation of an environment in which people facing poverty, aging, disabilities can lead secure lives	<ul style="list-style-type: none"> - 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	<ul style="list-style-type: none"> - The tax and social security systems and practices to realize choices of the way to work, family, legal systems. - Building a foundation of support for child-rearing and family care
	10) Awareness-raising on gender equality through education and media	<ul style="list-style-type: none"> - Developing widespread popular publicity and education campaigns - Enhancement of education and learning to promote gender equality
	11) Establishing disaster risk management and reconstruction system from the perspective of gender equality	<ul style="list-style-type: none"> - 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	<ul style="list-style-type: none"> - Proactive compliance with international standards, enhanced domestic implementation - International contribution with strong leadership in the field of gender equality
Implementation of the plan	<ul style="list-style-type: none"> - 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 for initiatives by local governments, private groups and other bodies 	

The Act on Promotion of Women's Participation and Advancement in the Workplace

(Fully enforced on Apr. 1, 2016 It is a temporary legislation for 10 years.)

Purpose

This Act aims to promote the participation and advancement of women in the labour force based on the principles below;

- Actively provide and exploit opportunities to hire and to promote women.
- Improve an environment where women and men can balance work and family life.
- Respect woman's choice with regard to her balance between work and family life.

Key Points of the Act : To Devise Action Plans

- Government agencies, local government and private-sector corporations with more than 300 employees must provide the following under the guidelines of the national government.

- Collect and analyze the data on issues of gender and employment.

[examples]

- ① rates of newly hired female employees
- ② gender gap in years of continuous employment
- ③ working hours
- ④ proportion of female managers
- Devise and disclose action plans to improve gender equality with concrete objectives and measures based on these analyses.
- Announce the data regarding women's participation and advancement.

- The national government will certify the private sector companies that excel in the above areas.

Others

- The rule of devising action plans was put into effect on April 1, 2016.
- This Act was enacted as a temporary legislation with a ten-year term limit.

Public procurement for evaluating corporations that promote measures such as work-life balance to encourage the advancement of women(1)

➤ Based on

- Article 20 of the Act on Promotion of Women's Participation and Advancement in the Workplace (Act No. 64 of 2015, hereinafter referred to as "the Act on Promotion of Women's Participation") and
- Guidelines for Utilization of Public Procurement and Subsidies Toward the Promotion of Women's Advancement (decided by the Headquarters for Creating a Society in which All Women Shine on March 22, 2016),
- Certain corporations are **to receive additional evaluation points as those promoting measures such as work-life balance in the government procurements conducted under the overall-greatest-value evaluation method and the competitive proposal evaluation method,**

➤ Provided that those corporations are certified under the

- Act on Promotion of Women's Participation ("Eruboshi"certified)
- Act on Advancement of Measures to Support Raising Next-Generation Children (Act No. 120 of 2003) ("Kurumin" and "Platinum Kurumin" certified)
- Youth Labor Welfare Act (Law No. 98 of 1970) ("Youth Yell" certified)
- Small- and medium-sized companies that have formulated action plans for business owners based on the Act on Promotion of Women's Participation .



Public procurement for evaluating corporations that promote measures such as work-life balance to encourage the advancement of women(2)

- **The initiative will commence within FY2016 in principle at respective ministries and agencies.**
 - In the event that full implementation within the fiscal year is deemed difficult due to reasons such as company circumstances, respective ministries and agencies are to publish a schedule and implement the initiative in stages.
 - All organizations have already published their schedules for full implementation on their websites.
 - Based on the schedules, the total expenditures for the initiative are expected to be approximately ¥5 trillion yen in future.
-
- The work for the verification of appropriateness for certifications, etc. for foreign juridical persons that promote measures such as work-life balance shall commence on October 1, 2016.

The Intensive Policy to Accelerate the Empowerment of Women 2016 (1)

(Decided by the Headquarters for Creating a Society in which All Women Shine on 20 May, 2016)

•Implement all-Japan efforts to create a society that enables women to realize their hopes and dreams. Accelerate state-level initiatives and roll them out to local governments (from prefecture level to municipality level) and private organizations (from big companies to SMEs) nationwide.

Accelerate the implementation of policies and expand target organizations for initiatives based on the Act on Promotion of Women's Participation and Advancement in the Workplace, the Fourth Basic Plan for Gender Equality, guidelines on public procurement, etc.

I. Women's full participation in economic life across all sectors

1. Promoting various forms of work style and changing men's awareness and lifestyles

- Pursue initiatives for **achieving equal pay for equal work** in order to improve the pay of women working as non-regular employees and promote conversion to full-time regular employees.
- Reconsider how to regulate overtime work in order to **retrench long working hours** and expand and strengthen supervisory systems for ensuring compliance with statutory working conditions.
- Accelerate the implementation of work-life balance policies through **public procurement incentives** (entire implementation of initiatives at independent administrative agencies and others from fiscal 2017 in general and promotion of the incentives by local governments, Tokyo Olympics and Paralympics related organizations, and private-sector entities).
- Encourage workers to utilize **child and family care leaves** and **collaborate with business firms and economic organizations to promote men's participation in housework and child care.**

The Intensive Policy to Accelerate the Empowerment of Women 2016 (2)

(Decided by the Headquarters for Creating a Society in which All Women Shine on 20 May, 2016)

I. Women's full participation in economic life across all sectors (continued)

2. Expanding women's active engagement in every sector and helping develop women's talent

- Expand nation-widely the women's empowerment movement by leaders by themselves, and promote collaboration with regional associations of male leaders.
- Draft and disseminate a model program for female leaders training and promote advanced initiatives such as leadership training for women working as executive candidates.
- Provide data on female executives in a uniform and consistent manner so that business firms that support women's engagement can be more widely evaluated in capital market.
- Strengthen support of entrepreneurship, as a new career choice for women, by creating a national support network for female entrepreneurs.

II. Realization of safe and secure life to support women's empowerment

- Encourage every local government to set up one-stop support center for victims of sexual crime and sexual violence at least one.
- Develop collaborative framework of relevant organizations which promotes multiagency approach to spousal violence, including a case-based assessment .
- Implement initiatives on the rehabilitation of perpetrators, as part of the victim support scheme.
- Conduct research on a new kinds of sex industries specially dealing with children, such as so-called 'JK business' and implement measures to tackle with the sexual exploitation of children.

The Intensive Policy to Accelerate the Empowerment of Women 2016 (3)

(Decided by the Headquarters for Creating a Society in which All Women Shine 20 May, 2016)

II. Realization of safe and secure life to support women's empowerment (continued)

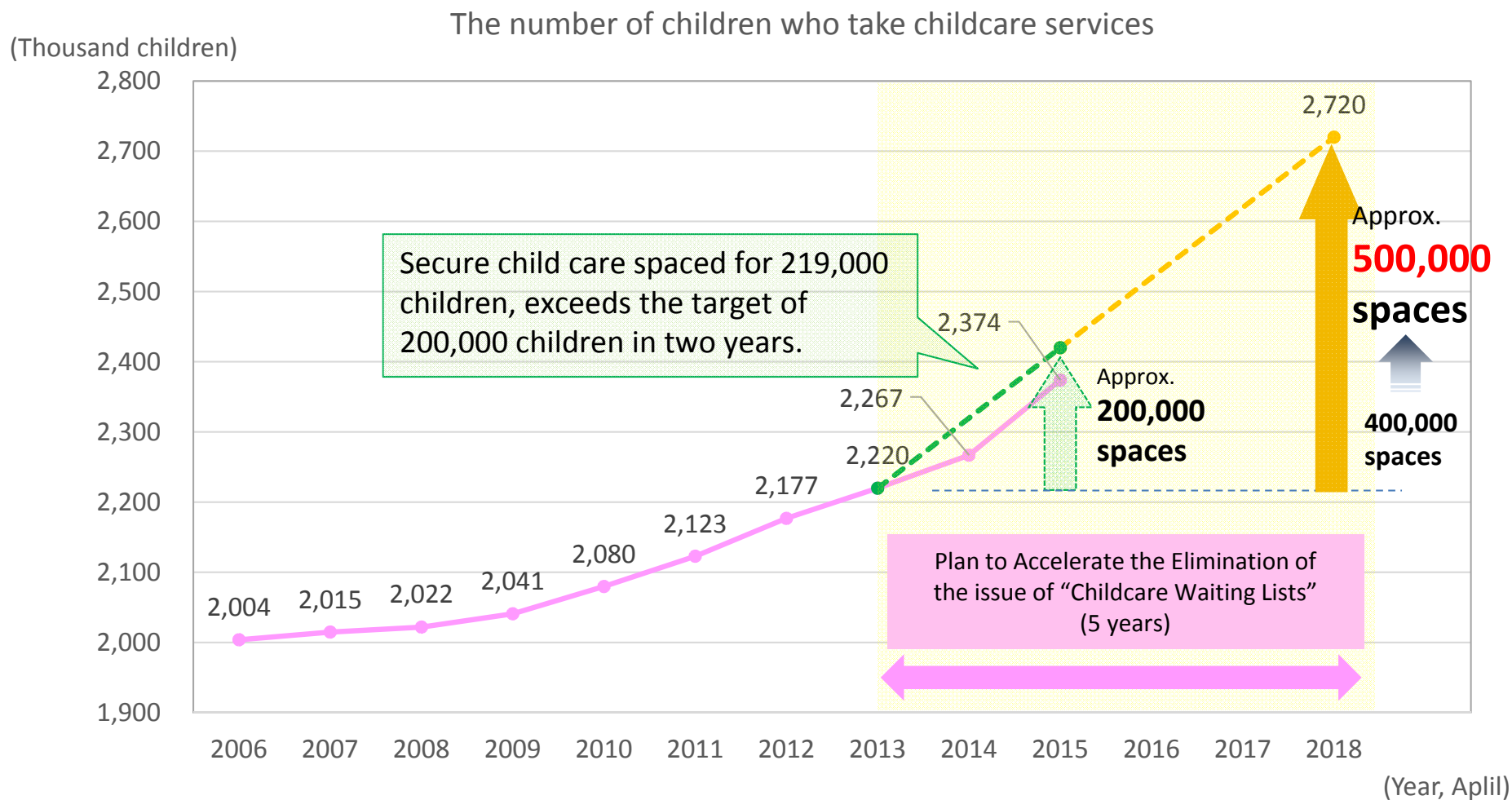
- Provide comprehensive support based on the project to help single-parent and multiple-child families achieve economic independence, including **the foundation of one-stop information desks for single parents.**
- **Provide disaster relief assistance to the area affected by the Kumamoto earthquakes, from the perspective of gender equality.**
- **Provide comprehensive support** for lifetime **health care as the foundation for women's empowerment.**

III. Improvement of basis for women's empowerment

- Steadily implement the quantitative expansion and qualitative improvement of early childhood education, child care, and support services as called for under **the Comprehensive Support System for Children and Child-rearing.**
- Improvement of labor conditions for nursery staffs and nursing care workers **to eliminate childcare waiting lists and people forced to leave their jobs for family member nursing care.**
- Draft and set up a one-stop website for filing applications for child care assistance.
- Initiatives for reviewing **the taxation, social security, and other.**
 - Promote public debate on personal income tax deductions.
 - Provide employee insurance coverage to non-regular workers (partly utilizing career development promotion subsidies).
 - Promote labor-management review of the spouse allowance.
- **Expand the use of maiden name:** Quickly make necessary preparations to enable the addition of maiden names on My Number Cards if so desired by the cardholder.

Improvement of childcare services

Aim to solve the problems of childcare service, by securing childcare spaces for an extra 200,000 children within two years and 500,000 within five years children (revised upward in November 2015) by the end of FY2017.



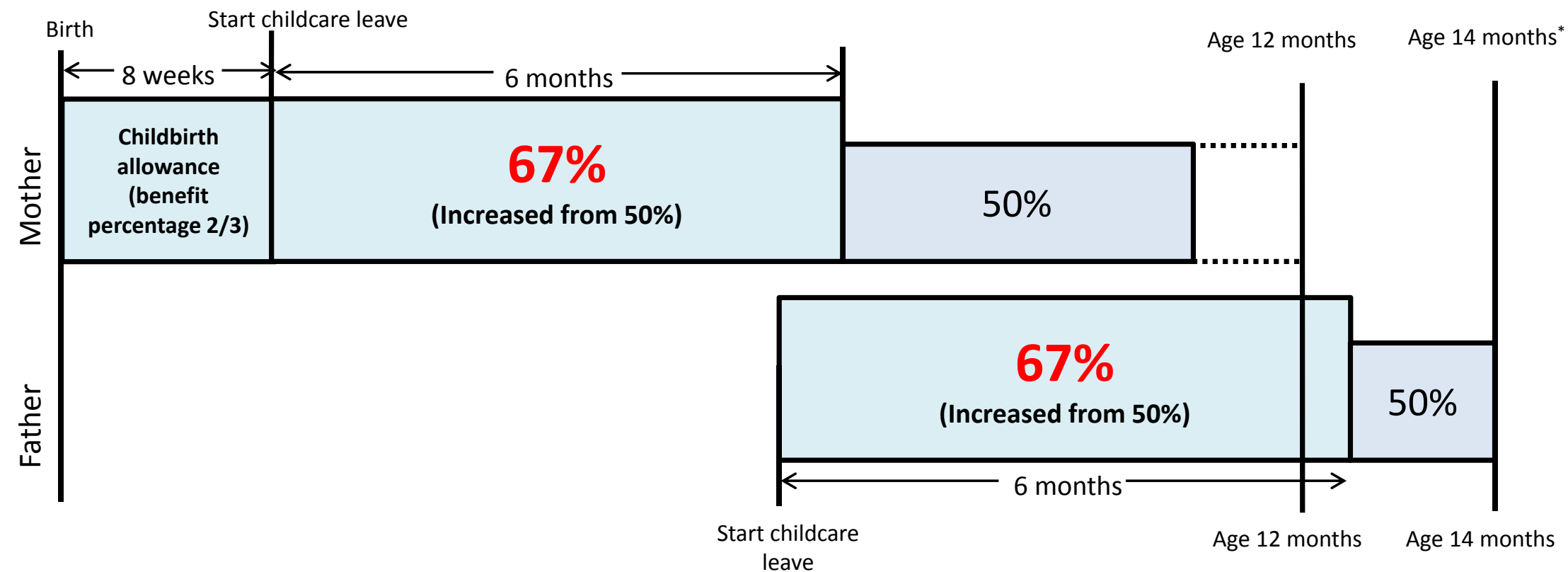
Improvement of Childcare Leave Benefits

Increase of Benefit (Effective from April 1, 2014)

Raise childcare leave benefits **50% ⇒ 67%** of wage prior to leave (for 6 months from the start of leave)

➔ Further promoting both men and women to take childcare leave.

<Illustration of benefit assuming that both parents take childcare leave : Benefit percentage>



Reference: Percentage of employees taking childcare leave (2015): Male 2.65%, Female 81.5%

* Given that childcare leave benefits are tax exempt, and that social insurance premiums are waived during the period of childcare leave,

the effective benefit percentage is about 80%. (compared to wages prior to taking leave, less tax and social insurance premiums)

Work-life Balance

Towards the promotion of work-life balance, relevant ministries implement initiatives.

High level discussions between the public and private sectors for the promotion of work-life balance (Cabinet office)

A Council consisting of representatives from relevant ministries, business circles, labour circles, and local governments formulated a **“Charter for Work-life Balance”** and an **“Action Policy for Promoting Work-life Balance”** (revised in June 2010), implementing various initiatives seminars for managers or analysis of good examples in cooperation.

Ikumen Projct

(Ministry of Health, Labor and Welfare)

“Ikumen Project” is the promotion of men’s involvement in parenting such as encouragement to take childcare leave.

育てる男が、家族を変える。社会が動く。



ひとつ「働き方」を変えてみよう!

カエル! ジャパン



Logo of “Change! JPN”; the public movement for promotion of “work-life balance”. It encourages employees to reduce overtime work by changing working habits.

In Japanese, “frog” is pronounced the same as “change”

Promotion of Various Work Styles (relevant ministries and agencies)

Relevant ministries and agencies promote various and flexible work styles through introduction of Telework and Flextime systems.



Prime Minister Abe was the first participated in the movement HeForShe among G7 heads of state

- ◆ *UN Women expands the campaigns to taking action for gender equality in order to change the world.*
- ◆ *Prime Minister Shinzo Abe is elected as one of the 10 national leaders who encourage the promotion of gender equality — its accelerate of the measures "IMPACT10 × 10 × 10" (June 2015).*



HeForShe
UN Women Solidarity Movement
for Gender Equality



- In March 2014, a kick-off meeting to create “a Society in which All Women Shine” was held under the initiative of Prime Minister Abe, since then activities for women’s participation have rapidly expanded, gathering momentum, promoting collaboration and resonating both domestically and overseas.
- Japan has been strengthening relationships with UN Women and the international communities, through the international conference, “the World Assembly for Women (WAW!)” in Tokyo since 2014.
- Aiming for further movement towards empowering women, the government supports the activities by male leaders who have already been involved in promoting an active role of women.

Nationwide movement of Gender Equality and Women's Empowerment

“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 ourselves
- Disrupting the status quo
- Developing networking



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

WAW! 2016 (World Assembly for Women) will be held in December 13 and 14 in Tokyo.



WAW! Tokyo 2014 September 12 to 14, 2014

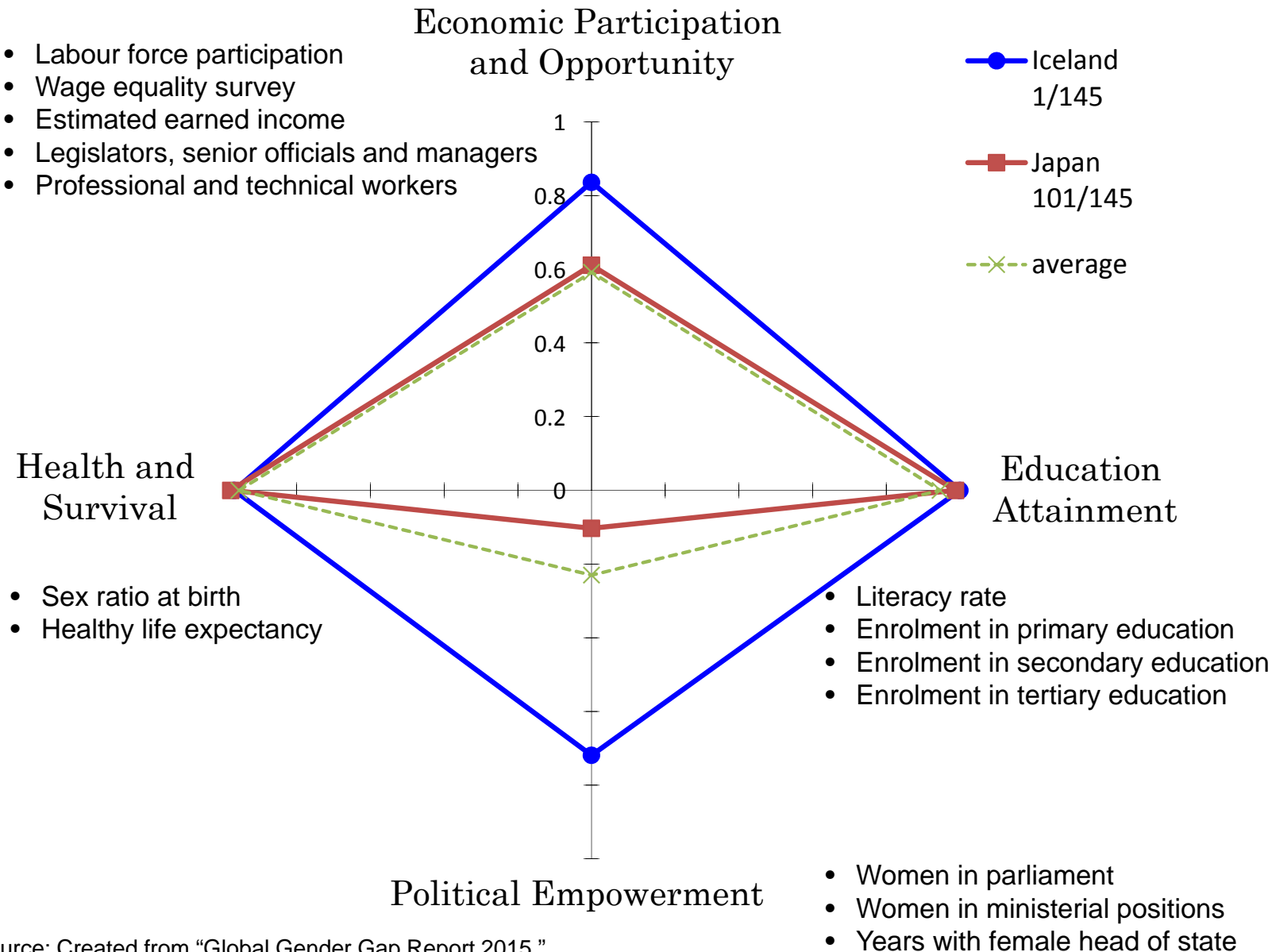
WAW! 2015 August 28 to 29, 2015

In August 2015, Japan held the second World Assembly for Women is the second year the Assembly has been held, approximately 150 leaders and others active in women-related fields from approximately 40 countries and eight international organizations participated, including H.E. Mrs. Ellen Johnson Sirleaf, President of the Republic of Liberia, the first popularly-elected female president in Africa.



Gender Gap Index 2015

As for GGI which measured the gender gap in each country, **Japan ranks 101st out of 145 countries.**



Global rankings, 2015		
Rank	Country	Score
1	Iceland	0.881
2	Norway	0.850
3	Finland	0.850
4	Sweden	0.823
5	Ireland	0.807
6	Rwanda	0.794
7	Philippines	0.790
8	Switzerland	0.785
⋮	⋮	⋮
101	Japan	0.670

The Gender Gap Index (GGI) measures the gap between men and women in four fundamental categories (sub indexes): Economic Participation and Opportunity, Educational Attainment, Health and Survival and Political Empowerment.