

Individual Action Plan(2016)

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 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 2010.</p> <ul style="list-style-type: none">▪ Proportion of female candidates to be members of the House of Representatives: 16.6% (2014)▪ Proportion of female candidates to be members of the House of Councilors: 24.2% (2013)▪ Proportion of female public prosecutors : 22.4% (2015)▪ Proportion of female central government employees through the recruitment examination: 31.5% (fiscal 2015)▪ Proportion of female central government employees through recruitment examination for comprehensive service: 34.3% (fiscal 2015)▪ Proportion of women in government positions equivalent to director of central government ministries and agencies : 3.5% (July 2015)▪ Proportion of women in positions equivalent to designated central government positions : 3.0% (July 2015)▪ Proportion of female members in central government advisory councils and committees: 36.7% (2015)▪ Proportion of female expert members in central government advisory councils and committees: 24.8% (2015)▪ Proportion of female local public employees
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	<p>through the recruitment examination for prefectural governments. : 31.9% (fiscal 2014)</p> <ul style="list-style-type: none"> ▪ Proportion of female local public employees through the recruitment examination (University graduate level) for prefectural civil service : 26.7% (fiscal 2014) ▪ Proportion of women in positions equivalent to director of prefectural government office : 8.5%(2015) ▪ Proportion of women in positions equivalent to director general or deputy director of prefectural government office: 4.9% (2015) ▪ Proportion of women in positions equivalent to director of municipalities office : city, town, or village government 14.5% [designated city 13.4%] (2015) ▪ Proportion of women in positions equivalent to director general or deputy director of municipalities office : city, town, or village government 6.9% [designated city 7.9%] (2015) ▪ Proportion of female members of prefectural government advisory councils and committees : 30.6% (2015) ▪ Proportion of female members of city, town, or village government advisory councils and committees : 25.6% (2015) ▪ Proportion of women positions equivalent to department director level or section manager level in independent administrative institution : 13.5% (2015) ▪ Proportion of women executives of independent administrative institution: 10.5% (2015) ▪ Proportion of women in positions equivalent to section manager level in private corporations: 9.2% (2014)
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	<ul style="list-style-type: none"> ▪ Proportion of women in positions equivalent to department manager level in private corporations: 6.0% (2014) ▪ Proportion of women executives in listed company : 2.8% (2015)
<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 Fourth Basic Plan for Gender Equality, decided by the Cabinet in December 2015. (The Fourth Basic Plan for Gender Equality including goals and target years is under the review of the government of Japan</p> <ul style="list-style-type: none"> ▪ 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 : 30% (end of fiscal 2020) ▪ Proportion of female central government employees through the recruitment examination : more than 30% (every fiscal year) ▪ Proportion of female central government public employees through recruitment examination for comprehensive service: more than 30% (every fiscal year) ▪ Proportion of women in government positions equivalent to the director of the central government ministries and agencies : 7% (end of fiscal 2020) ▪ Proportion of women in positions equivalent to designated central government positions : 5% (end of fiscal 2020) ▪ 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 for prefectural governments. : 40%(fiscal 2020)
- Proportion of female local public employees through the recruitment examination (University graduate level) for prefectural civil service : 40% (fiscal 2020)
- Proportion of women in positions equivalent to director of prefectural government office : 15% (end of fiscal 2020)
- Proportion of women in positions equivalent to director general or deputy director of prefectural government office : approx. 10% (end of fiscal 2020)
- Proportion of women in positions equivalent to director of municipalities office : 20% (end of fiscal 2020)
- Proportion of women in positions equivalent to director general or deputy director of municipalities office : approx.10% (end of fiscal 2020)
- Proportion of female members of prefectural government advisory councils and committees : 33.3% (Short term) , more than 40% (by 2020) ·
Proportion of female members of city, town, or village government advisory councils and committees : more than 30% (2020)
- Proportion of women positions equivalent to department director level or section manager level in independent administrative institution : 15% (end of fiscal 2020)
- Proportion of women executives of independent

	<p>administrative institution: 13% (end of fiscal 2020)</p> <ul style="list-style-type: none"> ▪ Proportion of women in positions equivalent to section manager level in private corporations: 15% (2020) ▪ Proportion of women in positions equivalent to department manager level in private corporations: approx. 10% (2020) ▪ Proportion of women executives in listed company : 5% (Short term)、 10% (by 2020)
<p>Include a brief plan of action of how your economy plans to achieve your voluntary goals.</p>	<p>Based on the fourth Basic Plan for Gender Equality, which was approved by the Cabinet in December 2015, we make further efforts toward the goal of “increasing the proportion of women in leadership positions in all areas of society to at around 30% by 2020”</p> <p>In the field of female participation has been delayed, first, in order to increase women candidates of human resources who will take leadership positions in the future, we boldly implement wide range of assistance measures including not only the environmental improvement such as continued employment and work-life balance but also the training and cultivation.</p> <p>Regarding tangible targets, the plan includes the highly expectant ones that could be achieved if all-out efforts are made. It also includes a target regarding candidates of human resources who will take leadership positions in the future.</p>

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