

## Template for the IAP (2019)

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: 17.7% (2017)
- Proportion of female candidates to be members of the House of Councilors: 24.7% (2016)
- Proportion of female public prosecutors : 24.6% (2018)
- Proportion of female central government employees through the recruitment examination: 34.0% (fiscal 2018)
- Proportion of female central government employees through recruitment examination for comprehensive service : 32.5% (fiscal 2018)
- Proportion of women in government positions equivalent to director of central government ministries and agencies : 4.9% (July 2018)
- Proportion of women in positions equivalent to designated central government positions : 3.9% (July 2018)
- Proportion of female members in central government advisory councils and committees: 37.6% (2018)
- Proportion of female expert members in central government advisory councils and committees: 26.6% (2018)

- Proportion of female local public employees through the recruitment examination for prefectural governments. : 35.1% (fiscal 2017)
- Proportion of female local public employees through the recruitment examination (University graduate level) for prefectural civil service : 31.7% (fiscal 2017)
- Proportion of women in positions equivalent to director of prefectural government office: 10.5 %(2018)
- Proportion of women in positions equivalent to director general or deputy director of prefectural government office: 6.4% (2018)
- Proportion of women in positions equivalent to director of municipalities office : city, town, or village government 16.7% [ designated city 15.8%] (2018)
- Proportion of women in positions equivalent to director general or deputy director of municipalities office : city, town, or village government 8.8% [designated city 9.5%] (2018)
- Proportion of female members of prefectural government advisory councils and committees : 32.6% (2018)
- Proportion of female members of city, town, or village government advisory councils and committees : 26.6% (2018)
- Proportion of women positions equivalent to department director level or section manager level in independent administrative institution : 14.6% (2018)
- Proportion of women executives of independent administrative institution: 13.7% (2018)

	<ul style="list-style-type: none"> <li>▪ Proportion of women in positions equivalent to section manager level in private corporations: 10.9% (2017)</li> <li>▪ Proportion of women in positions equivalent to department manager level in private corporations: 6.3% (2017)</li> <li>▪ Proportion of women executives in listed company : 4.1% (2018)</li> </ul>
<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"> <li>▪ Proportion of female candidates to be members of the House of Representatives: 30% (2020)</li> <li>▪ Proportion of female candidates to be members of the House of Councilors: 30% (2020)</li> <li>▪ Proportion of female public prosecutors: 30% (end of fiscal 2020)</li> <li>▪ Proportion of female central government employees through the recruitment examination : more than 30% (every fiscal year)</li> <li>▪ Proportion of female central government employees through recruitment examination for comprehensive service: more than 30% (every fiscal year)</li> <li>▪ Proportion of women in government positions equivalent to the director of the central government ministries and agencies : 7% (end of fiscal 2020)</li> <li>▪ Proportion of women in positions equivalent to designated central government positions : 5% (end of fiscal 2020)</li> </ul>

- 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

	<p>in independent administrative institution : 15% (end of fiscal 2020)</p> <ul style="list-style-type: none"> <li>▪ Proportion of women executives of independent administrative institution: 13% (end of fiscal 2020)</li> <li>▪ Proportion of women in positions equivalent to section manager level in private corporations: 15% (2020)</li> <li>▪ Proportion of women in positions equivalent to department manager level in private corporations: approx. 10% (2020)</li> <li>▪ Proportion of women executives in listed company : 5% (Short term)、 10% (by 2020)</li> </ul>
<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, Japan will make further efforts toward the goal of “increasing the proportion of women in leadership positions in all areas of society to approximately 30% by 2020”</p> <p>In the field that female participation is lagging, Japan boldly implements not only measures preparing environment for continuous employment of women and work-life balance, but also a wide range of study and training policies, in order to increase candidate women who will take leadership positions in the future as a first step.</p> <p>Regarding specific target, the plan set high standard goals which is achieved after every possible efforts are made as well as goals on the amount of candidate women who will take leadership positions in the future.</p>