

Annexes

Annex 1

Monitoring by the Specialist Committee on Monitoring of the Council for Gender Equality with regard to the Status of Efforts Made in Response to the Observations of the Committee on the Elimination of Discrimination against Women

The Specialist Committee on Monitoring of the Council for Gender Equality has held discussions on seven occasions since May 2013 with regard to the status of the efforts made by the Government in response to the Concluding Observations of the Sixth Report while hearing relevant information from the related ministries and agencies as well as NGOs, and in November 2013, the committee compiled a report entitled “Efforts Made in Response to the Observations of the Committee on the Elimination of Discrimination against Women and Matters to Note When Preparing the Next Periodic Report to Said Committee.” The summary of this report is as follows.

1. Opinions concerning the status of efforts made in response to the concluding observations of the Committee on the Elimination of Discrimination against Women

(1) Overview

- The Third Basic Plan for Gender Equality (approved by the Cabinet in December 2010; hereinafter referred to as the “Third Basic Plan”) was drawn up while examining the issues pointed out in the concluding observations. It is necessary for Japan to sincerely respond to what was pointed out in the concluding observations, as a State Party to the Convention on the Elimination of Discrimination against Women, from the perspective of proactively implementing the Convention. Through this process, the Government should further promote the specific measures advocated in the Third Basic Plan, while ensuring the viewpoint of gender equality is reflected in the PCDA cycle at all stages from policy development to evaluation, and taking into account the progress in achieving the numerical targets set in this plan.
- With a view to promoting gender equality, various unique measures have been carried out by local governments and other local entities on the basis of the basic principles provided in the Basic Act for a Gender-Equal Society (Act No. 78 of 1999), including respect for human rights of both genders, in light of the differing circumstances surrounding the respective local communities. Meanwhile, some people suggest that it is difficult for local governments to secure personnel with the expertise to be in charge of gender equality measures while at the same time increasing efficiency in their administrative organizations and procedures. Accordingly, it is necessary to collect and share information on best practices among the local entities and establish a network for this purpose, while taking into account the results of the ongoing study in the Specialist Committee on Basic Issues and Gender Impact Assessment and Evaluation of the Council for Gender Equality.
- It is necessary to provide information and carry out publicity activities to raise public awareness of gender equality in cooperation with the local governments so that measures implemented in the respective local communities will be supported by local residents of all age groups, with a particular focus on encouraging young people to view gender equality as an issue affecting them.

(2) Discussion by item

A. Regarding the revision to the Civil Code, etc.

- On September 4, 2013, the Supreme Court of Japan issued a ruling to declare the unconstitutionality of the provision of the Civil Code (Act No. 89 of 1896) which designates the share of inheritance of a child born out of wedlock as being one half of the share of inheritance of a child born in wedlock. The bill for the partial revision to the Civil Code recently submitted to the Diet following this Supreme Court ruling contains a revision to said provision that was declared unconstitutional. In view of the fact that Japan received an assessment by the Committee on the Elimination of Discrimination against Women in September 2013 that Japan had not implemented the recommendation regarding the revision of the Civil Code, including the abovementioned provision, it is necessary to continue efforts, in addition to efforts made thus far, to draft and submit a bill to revise the provisions of the Civil Code with a view to the unification of the marriageable age between men and women, introducing allowing a husband and wife to adopt separate surnames of their own accord and shortening of the period of prohibition of remarriage, and to revise the Family Register Act (Act No. 224 of 1947) with regard to the matters to be stated in the notification of birth. Through this revision process, it is necessary to pay attention to the concerns expressed in the concluding observations regarding Japan's explanation on the measures taken in this field over the fact that Japan depends on public opinion surveys when determining the measures.
- With regard to allowing a husband and wife to adopt separate surnames of their own accord, it is necessary to provide the public with a wide range of information regarding the meaning and prospective details of this system as well as the current conditions in connection with the choice of surnames, thereby enabling all levels of Japanese society to have a deeper understanding of this issue and encouraging more people to participate in the debate.

B. Regarding employment

- With regard to the temporary special measures, the Committee on the Elimination of Discrimination against Women expressed its view in November 2011 that it welcomed Japan's implementation of the recommendation made in the committee's concluding observations in relation to the formulation of the Third Basic Plan and enhancement of the efforts on the temporary special measures. Subsequently, considerable progress and active efforts have been made in this field, such as the encouragement by the Minister of State for Gender Equality to the political parties and Cabinet members as well as the request by the Prime Minister to the economic associations to appoint more women to corporate boards or managerial positions in listed companies. At the same time, although the ratio of companies taking positive actions has been increasing, the ratio of women holding managerial positions in private companies has been extremely low as compared to other countries and the rate of increase has been slow. Thus, further efforts are being required.

With a view to achieving the goal of increasing the percentage of women in leadership positions to "30% in 2020," it is necessary to continue to take planned efforts in the public sector, including the fields of politics and school education, and promote measures to support companies taking positive actions so that they can receive a higher evaluation in society.

- The efforts made by the Ministry of Health, Labour and Welfare to achieve equal pay for equal work can be appreciated to a certain degree. These efforts include formulating and publishing operational guidelines for the job evaluation of part-time workers and guidelines for supporting the efforts of management and labor toward reducing the pay gap between men and women. In the future, it will be necessary to promote the introduction of the job evaluation approach proposed in these guidelines

and also carry out measures in both the public and private sectors to reduce the gender pay gap and achieve equal pay for equal work.

- The Government's actions to incorporate measures relating to the reconciliation of family life and work in the Japan Revitalization Strategy (decided by the Cabinet in June 2013) and to promote these measures through the concerted efforts of the Cabinet deserve great commendation. In the process of increasing visibility of information on women's career success, it is necessary to consider including information on the situation of overtime work in the scope of information to be disclosed, so that students seeking employment can assess whether the company they intend to join will support them in achieving work-life balance. In addition, it is necessary to consider measures to encourage companies to improve the work environment and enhance financial assistance to workers during childcare leave, so that both men and women can take childcare leave as they wish, and in particular, from the perspective of urging men to take childcare leave, it is necessary to collect and compile information on men who have actually taken childcare leave so that they may serve as role models and encourage more men to become *ikumens*, that is, take a larger part in childcare.

C. Regarding violence against women and trafficking of women

- A certain degree of progress has been seen in respect to the efforts to support female victims of violence, in manners such as providing more training opportunities for public officials who frequently come in contact with these victims (e.g. police officials, judges and women's consultants). It is necessary to continue efforts to enhance training in relation to gender equality including elimination of violence against women.

In addition, in order to further the development of women's consultants who provide consultation on problems of violence against women as well as consultants assigned at the Gender Equality Centers, the Spousal Violence Consulting and Support Centers and other similar entities, it is necessary to take support measures, such as providing these consultants with more opportunities to improve their expertise and securing their employment, so that they can make use of their experience and skills continuously.

- In order to further enhance support for sex crime victims, it is necessary to provide medical institutions with more opportunities to participate in training in measures to prevent victims from suffering secondary damage, with a view to increasing medical institutions which are capable of treating victims appropriately. It is also necessary to consider a support system for medical institutions and an appropriate method for storing evidential documents collected from victims and to inform medical institutions of such a document storage method.
- With regard to the Campaign for Eliminating Violence against Women (held on November 12 to 25 every year), it is necessary to improve publicity activities to be carried out during the campaign period, with a view to bringing about a synergy effect with other awareness-raising campaigns which are carried out concurrently or closely before and after said campaign period in relation to the themes partially covered by said campaign, while aiming at differentiating this campaign from others.
- As fundamental measures to eliminate violence against women, it is necessary to promote education of young people and consider measures to treat perpetrators appropriately, including proper punishment and rehabilitation.
- It is necessary to comprehensively analyze the survey results and data collected by the relevant ministries and agencies with regard to violence against women, and elaborate more effective measures based on such analysis.

- In order to further promote measures against trafficking of women, it is necessary to consider appropriate public assistance for victims, including financial assistance. It is also necessary to analyze the causes of regional disparities in terms of the number of detected trafficking incidents and urge the local governments to take measures according to the circumstances in the respective local communities.
- As part of efforts toward eliminating violence against women, it is necessary to further the analysis of the measures against trafficking of women taken in other countries, through discussions in the specialist committee set up under the Council for Gender Equality.

D. Regarding health

- In order to promote the health of both men and women throughout their lives, it is necessary to take proactive measures to provide information and enhance consultation services for young people, in particular, with regard to how to maintain physical and mental health in their lives, including the periods of pregnancy and childbirth.
- It is necessary to consider issues concerning consent for abortion that may be sought by women who become pregnant due to sexual violence by their spouse or sex crime offenders.

E. Regarding vulnerable people in society

- It is necessary to enhance information available in various languages so that non-Japanese women can understand information concerning support for victims of violence by spouses, etc. and the support offered for single-mother families.
- In order to promote the use of conciliation proceedings and other proceedings at family courts in the course of determining the payment of childcare expenses upon divorce so that single mothers can acquire sufficient childcare expenses from their ex-husbands, it is necessary to promote measures such as increasing awareness of these proceedings and improving their user-friendliness.
- When considering a policy for measures mainly for so-called minority groups, it is necessary to pay attention to achieving balance between men and women in selecting representatives as well as making efforts to ensure that parties concerned can participate in discussions at conferences and other opportunities.

F. Regarding international harmonization

- Keeping in mind the fact that the Committee on the Elimination of Discrimination against Women in its concluding observations encouraged Japan to consider ratifying the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, it is necessary to launch a specific study on this issue, while identifying problems that may occur as a result of the ratification of this convention.
- In response to observations expected to be expressed in the future by the Committee on the Elimination of Discrimination against Women in relation to Japan's periodic reports, etc, it is necessary to further strengthen the monitoring function of the national machinery for gender equality in a manner such that the expert committee and other monitoring organs under the Council for Gender Equality hear opinions from the related ministries and agencies at an early stage with regard to the division of roles among them and the policy for responding to the issues pointed out by the Committee, and encourage these entities to take the necessary measures toward the proactive implementation of the Convention on the Elimination of Discrimination against Women.

2. Matters to Note When Preparing the Next Periodic Report

(1) Overview

- When drafting the next periodic report, in addition to explaining the completed or ongoing measures, describe the analysis of the current situation, measures for improvement and status of progress to the greatest possible extent, in accordance with the Guidelines on the Form and Content of Reports to Be Submitted by States Parties to the International Human Rights Treaties (submitted to the Secretary-General of the United Nations as of June 3, 2009), and address issues which are difficult to deal with at the present stage, along with the reasons for such difficulty and future prospects.

Describe the status of the formulation of a national action plan under Security Council Resolution 1325 on Women, Peace and Security, in accordance with said guidelines.

- If results regarding the attainment of the numerical targets set under the Third Basic Plan are to be contained in the next periodic report, describe the status of progress regarding the issues pointed out in the concluding observations which were incorporated in the Third Basic Plan, to the greatest possible extent, using data or other references.
- When drafting the next periodic report, compose the report in line with the composition of the Convention on the Elimination of Discrimination against Women, and in a manner such that the correspondence between the measures taken by the Government and the issues pointed out in the concluding observations are clearly understood. Include a statement of fact that the Special Committee requested the Government to take measures regarding the issues addressed in its opinions expressed in this report.
- When drafting the next periodic report, make reference to the opinions expressed and materials submitted by NGOs in interviews with the Special Committee, and promote constructive dialogue with NGOs, such as taking opportunities to exchange opinions.
- Describe the recent measures wherein women's active participation is regarded as the core of Japan's growth strategy, while associating these measures with the matters addressed in the Convention on the Elimination of Discrimination against Women and the issues pointed out in the concluding observations, and specify the positive meaning and contents of these measures.
- Include a statement of the facts that the "Guidelines for Disaster Planning, Response and Reconstruction from a Gender-Equal Perspective" have been formulated as a measure to address issues in disaster prevention and reconstruction that had surfaced in the wake of the Great East Japan Earthquake, and that the ratio of female members has been increasing among the members of regional disaster management councils. This statement should be accompanied by numerical data that demonstrate the achievements made after the earthquake, to the greatest possible extent.
- The drafting process should be carried out so that the report will be submitted by the deadline designated by the Committee on the Elimination of Discrimination against Women (July 2014).

(2) Discussion by item

Matters to note when preparing the next periodic report in relation to each item addressed in the concluding observations are as follows (according to the item name used in the concluding observations):

A. Discriminatory legislation

- Describe the content of the Supreme Court ruling mentioned in 1(2)A and the measures for legal revision taken following this court ruling.

- Describe the status of discussions and future policy with regard to the revision of the provisions of the Civil Code and the Family Register Act recommended in the concluding observations. As for the period of prohibition of remarriage, explain the reasons why the Government cannot at the present stage comply with the recommendation to abolish this period and is therefore considering the reduction of this period.

B. Legal status and visibility of the Convention

- Describe the challenges against Japan's ratification of the Optional Protocol, the necessary measures to overcome these challenges, and the current status of discussions on this issue within the Government.

C. Definition of discrimination

- Describe the discussions at the Subcommittee for Equal Employment under the Labor Policy Council with regard to the definition of indirect discrimination as referred to in the Act on Securing, Etc. of Equal Opportunity and Treatment between Men and Women in Employment (Act No. 113 of 1972), and the status of measures taken based on these discussions.

D. Temporary special measures

- Describe the achievements made thus far in relation to promoting women's active participation in companies taking positive actions, using numerical data.
- Include a statement of the facts that in December 2012, the Specialist Committee on Basic Issues and Gender Impact Assessment and Evaluation, Council for Gender Equality compiled a report on the discussions toward promoting positive actions in terms of administration, employment, subsidies, and public procurement, and that in April 2013, the Council for Gender Equality requested that the Government take measures including promotion of women's active participation through public procurement and various other subsidies.

E. Violence against women

- Include the content of the recommendations made in the report compiled by the Specialist Committee on Violence against Women, which covers measures such as the proper punishment for sex crimes by examining the crime of rape, etc. and the services available to sex crime victims ranging from the telephone counseling (*Purple Dial*) to the one-stop consultation support center .
- Describe the future prospects, to the extent possible, regarding the consideration of the ideal of penal provisions for sex crimes, which is one of the specific measures included in the Third Basic Plan.
- Describe various measures taken by the Government against child pornography, based on the Second Comprehensive Measures to Eliminate Child Pornography (adopted by the Ministerial Meeting Concerning Measures Against Crime in May 2013).
- In relation to the trafficking of women, describe various measures taken to prevent sexual exploitation by reducing demand.

F. Education

- Describe measures taken by the Government to support female researchers and encourage female students to study science and engineering.

G. Health

- With regard to legislation criminalizing abortion which the Committee on the Elimination of Discrimination against Women in its concluding observations recommended amending where possible, explain the view underlying the provisions on the crime of abortion in the Penal Code as well as the provisions of the Maternal Protection Act (Act No. 156 of 1948), while taking into account various opinions as to the consent for abortion that may be sought by women who become pregnant due to sexual violence by their spouse or sex crime offenders.

H. Vulnerable group of women

- Describe the matters regarding the consideration given to women with disabilities, which were incorporated in the Third Basic Program for Persons with Disabilities (adopted by the Cabinet on September 27, 2013).

I. Ratification of other treaties

- Describe the status of discussions and challenges with regard to the ratification of the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.

Annex 2

Response by the Government of Japan on the Concluding Observations on the Sixth Report of the Committee on the Elimination of Discrimination against Women

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13. The Committee recalls the State party's obligation to implement, systematically and continuously, all the provisions of the Convention, and views the concerns and recommendations identified in the present concluding observations as requiring the State party's priority attention between now and the submission of its next periodic report. Consequently, the Committee urges the State party to focus on those areas in its implementation activities and to report on actions taken and results achieved in its next periodic report. It calls upon the State party to submit the present concluding observations to all relevant ministries, to the Parliament and to the judiciary, so as to ensure their full implementation.	See Article 2.1. (Measures Taken to Overcome Remaining Obstacles for Women's Equal Participation in Political, Social, Economic and Cultural Activities) and Article 2.6. (Measures to Disseminate the Convention on the Elimination of All Forms of Discrimination against Women, Periodic Reports on Implementation of the Convention, and Concluding Comments of the Committee). Additionally, the Government has taken measures under respective policies.
14. The Committee invites the State party to encourage its national parliament, in line with its procedures, where appropriate, to take the necessary steps with regard to the implementation of these concluding observations and the Government's next reporting process under the Convention.	See Article 2.6. (Measures to Disseminate the Convention on the Elimination of All Forms of Discrimination against Women, Periodic Reports on Implementation of the Convention, and Concluding Comments of the Committee).
16. The Committee urges the State party to make every effort to address the previous recommendations that have not yet been implemented, as well as the concerns contained in the present concluding observations, and report on their implementation in its next periodic report.	The Government has taken measures under respective policies.
18. The Committee urges the State party to take immediate action to amend the Civil Code with a view to setting the minimum age for marriage at 18 for both women and men, abolishing the six-month waiting period required for women but not men before remarriage and adopting a system to allow for the choice of surnames for married couples. It further urges the State party to repeal the discriminatory provisions in the Civil Code and in the Family Registration Law that discriminate against children born out of marriage and their mothers. The Committee points out that the obligations undertaken under the Convention by the State party upon ratification should not be solely dependent on the results of public opinion surveys, but on its obligations to align national laws in line with the provisions of the Convention as it is a part of its national legal system.	See Article 16.1. (Provision of Laws Concerning the Family).
20. The Committee urges the State party to recognize the Convention as the most pertinent, broad and legally binding international instrument in the sphere of the elimination of discrimination against women. The Committee urges the State party to take immediate measures to ensure that the Convention becomes fully applicable in the domestic legal system, and that its	See Article 2.2. (Availability and Effectiveness of Legal Assistance against Discrimination), Article 2.3. (Information on Violence against Women), and Article 2.7. (Optional Protocol to the Convention on the

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<p>provisions are fully incorporated into national legislation, including through the introduction of sanctions, where appropriate. It also recommends that the State party increase its efforts to raise awareness about the Convention and the Committee's general recommendations among judges, prosecutors and lawyers so as to ensure that the spirit, objectives and provisions of the Convention are well known and used in judicial processes. It furthermore recommends the State party to take measures to further increase awareness and provide capacity-building programmes for civil servants about the Convention and gender equality. It reiterates its recommendation that the State party continue to consider the ratification of the Optional Protocol and its strong belief that the mechanisms available under the Optional Protocol would strengthen the direct application of the Convention by the judiciary and assist it in understanding discrimination against women.</p>	<p>Elimination of All Forms of Discrimination against Women).</p>
<p>22. The Committee calls on the State party to take urgent steps to incorporate the Convention and the definition of discrimination against women, as contained in Article 1 of the Convention, fully into domestic legislation and to report on progress made in this regard in its next periodic report.</p>	<p>See Article 2.1. (Measures Taken to Overcome Remaining Obstacles for Women's Equal Participation in Political, Social, Economic and Cultural Activities) and Article 11.1. (Promotion of Measures to Secure Equal Employment Opportunities).</p>
<p>24. The Committee recommends, taking account of Japan's response at the Human Rights Council at the end of the universal periodic review process (see A/HRC/8/44/Add.1, para. 1 (a)), that the State party establish within a clear time frame an independent national human rights institution in accordance with the Principles, whose competencies should include issues related to the equality of women and men.</p>	<p>See Article 2.2. (Availability and Effectiveness of Legal Assistance against Discrimination).</p>
<p>26. The Committee recommends that the State party further strengthen its national machinery for the advancement of women, including by clearly defining the mandate and responsibilities of its various components, in particular between the Minister of State for Gender Equality and Social Affairs and the Gender Equality Bureau, and enhancing coordination among them, as well as through the provision of financial and human resources. It further recommends that the Convention be used as legal framework for the design of the Third Basic Plan for Gender Equality and that monitoring mechanisms be put in place to regularly assess progress towards achievement of established goals.</p>	<p>See Article 2.1. (Measures Taken to Overcome Remaining Obstacles for Women's Equal Participation in Political, Social, Economic and Cultural Activities).</p>
<p>28. The Committee urges the State party to adopt, in accordance with Article 4, paragraph 1, of the Convention and the Committee's general recommendation No. 25, temporary special measures, with an emphasis on the areas of employment of women and participation of women in political and public life, including women in academia, and with numerical goals and timetables to increase representation of women in decision-making positions at all levels.</p>	<p>See Article 4, Article 7, Article 8.1. (Participation of Women in the Policy Decision Making in International Field), and Article 11.</p>
<p>30. The Committee calls upon the State party to further enhance its efforts and to take proactive and sustained measures to eliminate stereotypical attitudes about the roles and responsibilities of women and men, through awareness-raising and</p>	<p>See Article 5.</p>

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<p>educational campaigns. The Committee recommends that the State party encourage the mass media to promote cultural change with regard to the roles and tasks considered suitable for women and men, as required by Article 5 of the Convention. The Committee requests the State party to enhance the education and in-service training of the teaching and counselling staff of all educational establishments and at all levels with regard to gender equality issues, and to speedily complete a revision of all educational textbooks and materials to eliminate gender stereotypes. The Committee urges the State party to take measures, including the criminalization of verbal violence, to ensure that Government officials do not make disparaging remarks that demean women and contribute to the patriarchal system which discriminates against women. It also urges the State party to strengthen its strategies to combat pornography and sexualization in the media and advertising and to report the results of the implementation in its next periodic report. It calls on the State party to take proactive steps including through encouraging the adoption and implementation of self-regulatory measures to ensure that media production and coverage are non-discriminatory and promote positive images of girls and women, as well as increase awareness of these issues among media proprietors and other relevant actors in the industry.</p>	
<p>32. The Committee calls upon the State party to address violence against women as a violation of women's human rights and to make full use of the Committee's general recommendation No. 19 in its efforts to address all forms of violence against women. It urges the State party to intensify its awareness-raising efforts with regard to the unacceptability of all such violence, including domestic violence. It recommends that the State party strengthen its work on violence against women and speed up the issuance of protection orders and open a 24-hour free hot-line for counselling women victims of violence against women. It also recommends that the State party ensure that high-quality support services are provided to women, including immigrant women and women of vulnerable groups, in order for them to bring complaints, seek protection and redress, thus ensuring that they do not have to stay in violent or abusive relationships. In this respect, the State party should take the necessary measures to facilitate the reporting of domestic and sexual violence. The Committee recommends that the State party implement comprehensive awareness-raising programmes throughout the country directed at these groups of vulnerable women. It calls upon the State party to ensure that public officials, especially law enforcement personnel, the judiciary, health-care providers and social workers, are fully familiar with relevant legal provisions and are sensitized to all forms of violence against women, and that they are capable of providing adequate support to victims. It urges the State party to collect data and to conduct research on the prevalence, causes and consequences of all forms of violence against women, including domestic violence, and to use such data as the basis for further comprehensive measures and targeted intervention. It invites the State party to include statistical data and the results of measures</p>	<p>See Article 2.3. (Information on Violence against Women).</p>

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taken in its next periodic report.	
34. The Committee urges the State party to eliminate in its Penal Code the requirement of the victim's complaint in order to prosecute crimes of sexual violence and to define sexual crimes as crimes involving violations of women's rights to bodily security and integrity, to increase the penalty for rape and to include incest as a specific crime.	See Article 2.3. (Information on Violence against Women).
36. The Committee strongly urges the State party to ban the sale of video games or cartoons involving rape and sexual violence against women which normalize and promote sexual violence against women and girls. The Committee also recommends that, as indicated in the delegation's oral assurance during the constructive dialogue, the State party include this issue in its revision of the Act Banning Child Prostitution and Child Pornography.	See Article 2.3. (Information on Violence against Women).
38. The Committee reiterates its recommendation that the State party urgently endeavour to find a lasting solution for the situation of "comfort women" which would include the compensation of victims, the prosecution of perpetrators and the education of the public about these crimes.	See Article 2.4. Basic Position and Efforts of the Government of Japan on the "Comfort Women" Issue.
40. The Committee requests the State party to take further measures to protect and support victims of trafficking and address the root cause of trafficking by increasing its efforts to improve the economic situation of women, thereby eliminating their vulnerability to exploitation and traffickers, as well as to take measures for the rehabilitation and social integration of women and girls who are victims of exploitation of prostitution and trafficking. The Committee calls on the State party to take appropriate measures to suppress the exploitation of prostitution of women, including by discouraging the demand for prostitution. It also urges the State party to take measures to facilitate the reintegration of prostitutes into society and provide rehabilitation and economic empowerment programmes for women and girls exploited in prostitution. The Committee requests the State party to continue to monitor the issuance of visas for internship and trainee programmes closely. The Committee calls upon the State party to ratify the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime.	See Article 6.
42. The Committee urges the State party to strengthen its efforts to increase the representation of women in political and public life, through, inter alia, the implementation of special measures in accordance with Article 4, paragraph 1, of the Convention, and with the Committee's general recommendation No. 25, in order to accelerate the realization of women's de facto equality with men. It encourages the State party to ensure that the representation of women in political and public bodies reflects the full diversity of the population. The Committee requests the State party to provide data and information on the representation of women, including migrant and minority women, in political and public life, in academia and in the diplomatic service, in its next periodic report. It calls upon the State party to consider using a range of possible	See Article 7.

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measures, such as quotas, benchmarks, targets and incentives, in particular with regard to the accelerated implementation of Articles 7, 8, 10, 11, 12 and 14 of the Convention.	
44. The Committee recommends that the State party give serious consideration to reintegrating the promotion of gender equality in the Basic Act on Education so that the State party's commitment under the Convention to protect women's full rights in the field of education is integrated into domestic law. The Committee also urges the State party to ensure that education policy includes measures to encourage girls and women to pursue education and training in non-traditional fields and so broaden their opportunities for employment and careers in better paying sectors of the economy. The Committee recommends that in the Third Basic Plan for Gender Equality the quota set for the ratio of female faculty in university and colleges be increased from 20 per cent to ultimately facilitate movement towards parity in the sex ratio in these institutions.	See Article 10.
46. The Committee urges the State party to prioritize the realization of women's de facto equality with men in the labour market, so as to achieve full compliance with Article 11 of the Convention. It recommends that the State party take concrete measures, including temporary special measures in accordance with Article 4, paragraph 1, of the Convention and the Committee's general recommendation No. 25, to eliminate both vertical and horizontal occupational segregation and close the gender-based wage gap between women and men, as well as measures to prevent the practice of illegal dismissal of women in cases of pregnancy and childbirth. It encourages the State party to establish sanctions for discrimination against women in the employment field in both the public and private sectors, including sexual harassment, so as to create effective enforcement and monitoring mechanisms and to ensure that women have access to means of redress, including legal aid and timely disposal of their cases.	See Articles 4 and 11.
48. The Committee encourages the State party to step up its efforts to assist women and men to strike a balance between family and employment responsibilities, inter alia through further awareness-raising and education initiatives for both women and men on the adequate sharing of care of children and domestic tasks, as well as by ensuring that part-time employment is not taken up almost exclusively by women. The Committee urges the State party to strengthen its efforts to improve the provision and affordability of childcare facilities for children of different age groups and encourage more men to avail themselves of parental leave.	See Article 11.
50. The Committee recommends that the State party promote sexual health education targeted at adolescent girls and boys, and ensure access to sexual health information and all services, including those directed at interruption of pregnancies, for all women and girls. The Committee also requests the State party to provide, in its next report, sex-disaggregated data on health and the provision of health care and more information and data on the prevalence of, and measures taken against, sexually transmitted diseases, including HIV/AIDS, among women. The Committee	See Article 12.2. (Health Support for Pregnancy and Childbirth), Article 12.3. (Measures against Problems that Threaten Women's Health), and Article 12.4. (Psychological and Mental Health of Women).

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recommends that the State party amend, when possible, its legislation criminalizing abortion in order to remove punitive provisions imposed on women who undergo abortion, in line with the Committee's general recommendation No. 24 on women and health and the Beijing Declaration and Platform for Action. The Committee requests the State party to include in its next report information on the mental and psychological health of women.	
52. The Committee urges the State party to take effective measures, including the establishment of a policy framework and the adoption of temporary special measures, to eliminate discrimination against minority women. To this end, the Committee urges the State Party to appoint minority women representatives to decision-making bodies. The Committee reiterates its previous request (A/58/38, para. 366) that the State party include information on the situation of minority women in Japan, especially with regard to education, employment, health, social welfare and exposure to violence, in its next periodic report. In this context, the Committee calls upon the State party to conduct a comprehensive study on the situation of minority women, including indigenous Ainu, Buraku and Zainichi Korean and Okinawa women.	See Article 2.5. (Minority Women).
54. The Committee requests the State party to provide, in its next report, a comprehensive picture of the de facto situation of vulnerable groups of women in all areas covered by the Convention, and information on specific programmes and achievements. The Committee calls upon the State party to adopt gender-specific policies and programmes that would cater to the specific needs of vulnerable groups of women.	See Article 2.5. (Minority Women), Article 3.2. (Measures for Women with Disabilities), Article 3.3. (Measures for Elderly Women), and Article 3.4. (Measures for Foreign Women).
55. The Committee urges the State party to continue to utilize, in implementing its obligations under the Convention, the Beijing Declaration and Platform for Action, which reinforce the provisions of the Convention, and requests the State party to include information thereon in its next periodic report.	The Government has taken measures under respective policies.
56. The Committee emphasizes that full and effective implementation of the Convention is indispensable for achieving the Millennium Development Goals. It calls for the integration of a gender perspective and explicit reflection of the provisions of the Convention in all efforts aimed at the achievement of the Goals, and requests the State party to include information thereon in its next periodic report.	See Article 8.1. (Participation of Women in the Policy Decision Making in International Field).
57. The Committee notes that States' adherence to the nine major international human rights instruments would enhance the enjoyment by women of their human rights and fundamental freedoms in all aspects of life. The Committee therefore encourages the Government of Japan to consider ratifying the instruments to which it is not yet a party, namely, the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families and the Convention on the Rights of Persons with Disabilities.	See Article 3.2. (Measures for Women with Disabilities) and Article 3.4. (Measures for Foreign Women).
58. The Committee requests the wide dissemination in Japan of the present concluding observations in order to make the people, including Government officials, politicians, parliamentarians and women's and human rights organizations, aware of the steps that	See Article 2.6. (Measures to Disseminate the Convention on the Elimination of All Forms of Discrimination against Women,

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<p>have been taken to ensure de jure and de facto equality of women and the further steps that are required in that regard. The Committee requests the State party to strengthen the dissemination, in particular to women's and human rights organizations, of the Convention, its Optional Protocol, the Committee's general recommendations, the Beijing Declaration and Platform for Action and the outcome of the twenty-third special session of the General Assembly, entitled "Women 2000: gender equality, development and peace for the twenty-first century".</p>	<p>Periodic Reports on Implementation of the Convention, and Concluding Comments of the Committee) and Article 8.2. (Implementation of the UN Conference Documents).</p>
<p>59. The Committee requests the State party to provide, within two years, detailed written information on the implementation of the recommendations contained in paragraphs 18 and 28 above.</p>	<p>The Government submitted the "Response by the Government of Japan on the Concluding Observations of the Committee on the Elimination of Discrimination against Women" in August 2011 and the "Additional Information regarding the Response by the Government of Japan on the Concluding Observations of the Committee on the Elimination of Discrimination against Women" in November 2012.</p>