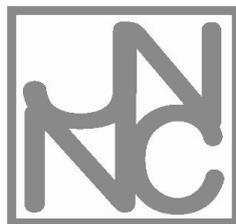


**Follow-up Report of Japan NGO Network for CEDAW  
(JNNC)**

**Japan's Progress in Implementing the Two Specific Recommendations  
in the Concluding Observations of the  
Committee on the Elimination of Discrimination against Women  
Issued at Its Forty-four Session**



**Japan NGO Network for CEDAW  
(JNNC)**

**30 June, 2011**

Att. United Nations Committee on the Elimination of Discrimination against Women

1. JNNC is a network of 46 NGOs keenly concerned about the implementation of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in Japan. It was formed in 2002. In 2003, 57 JNNC members flew to New York to attend as observers the CEDAW Committee session that considered Japan's periodic report for the third time. It worked for the implementation of the Concluding Observations afterwards. In 2009, 84 members travelled to New York to observe the consideration of Japan's periodic report by the Committee. JNNC members are now working energetically, holding a monthly meeting, to get the Concluding Observations implemented.
2. We, in JNNC, are particularly interested in the follow-up to the Concluding Observations. In summer 2010, JNNC invited Ms. Dubravka Simonovic, the Committee's Rapporteur on follow-up, to Japan. She made a speaking tour in different places and rang an alarm bell to the Japanese government and its agencies. Ms. Simonovic called helped to raise awareness of women all over the country about the CEDAW Convention and communicated the importance of the follow-up to government officials.
3. During the past two years, there were some developments favorable for the implementation of the follow-up to the Concluding Observations for Japan. In September 2009, the new government took office, and in December 2010, the Third Basic Plan for Gender Equality was decided. We thought that the new government was then prepared to implement the follow-up. However, there is no woman member in the current Cabinet, which had only one before the reshuffle on June 27, 2011. The Reconstruction Design Council established following the Great East Japan Earthquake on March 11, 2011, has only one woman among its 15 members. The present government clearly lacks the understanding about gender equality.
4. Twenty-six years have passed since Japan ratified the CEDAW Convention. We believe that the two recommendations in the Concluding Observations identified for follow-up are very appropriate for Japan to take up now and their implementation is feasible. In addition, for us to be able to benefit from the rights guaranteed by the CEDAW Convention, the ratification of the Optional Protocol is indispensable. However, we still have to press for any of these to happen. The major reason is the lack of political will.
5. The Third Basic Plan for Gender Equality gave us hope since it proposes to strengthen the monitoring mechanism on the implementation of the "Concluding Observations" of the CEDAW Committee, and the Specialist Committee on Monitoring was set up to look into the follow-up items. However, since April, 2011, the Specialist Committee has only met twice to work on the follow-up issues, which is not enough at all to discuss the question in depth. There was almost no exchange of opinion with NGOs in view of the preparation of the follow-up report.
6. The Japan NGO Network for CEDAW hereby sends to the CEDAW Committee its analysis of the current situation and some proposals regarding the two follow-up recommendations, along with the overall list of progress in the implementation of the Concluding Observations, based on the networks activities of these two years.
7. It is our hope that our report will be of help to Ms. Simonovic, who serves as rapporteur on follow-up with full knowledge of the situation in Japan, and all other CEDAW Committee members in considering Japan's report, and that we receive further valuable suggestions from the Committee

## **Paragraph 18 of the Concluding Observations “Discriminatory legal provisions”**

### **1. Developments since the Concluding Observations**

In the House of Representatives election in August 2009, the Democratic Party of Japan (DPJ) that had introduced a house members' bill for the amendment of the Civil Code, marked a record-high score and won 308 seats to become the majority. Keiko Chiba, who had been the head of the group of DPJ Diet members presenting the amendment bill, was appointed to the Minister of Justice. At her inaugural press conference as Justice Minister, she made clear her will to introduce the amendment bill in the 2010 ordinary Diet session. However, shortly after that, Shizuka Kamei, head of the People's New Party (PNP, DPJ coalition partner), voiced his opposition to introducing a system allowing for the choice of surnames for married couples. Some MPs of the DPJ, even though their party had made the amendment of the Civil Code one of its election promises, openly spoke against the amendment.

At the opening of the 2010 ordinary session of the Diet, the government announced that it intended to introduce around mid-March a bill for partially amending both the Civil Code and the Family Registration Law. However, the DPJ could not obtain the consensus within the ruling coalition and the government had to postpone the decision by the Cabinet meeting. The opposition parties that had awaited the government to introduce the bill did not propose any private members' bill either. As a result of this, ironically, the DPJ, which had presented the amendment bill to the ordinary Diet Session every year from 1997 to 2009, failed to do so when it took the power.

The Ministry of Justice, through a notice issued by the Director of the Civil Affairs Bureau First Section dated March 24, 2010, announced that it would accept birth registration application without any mention about whether the child was born out of marriage or not, provided that the application carries an “additional remark” stating that the child enters in mother's family register or any other remark of the same nature.

In the House of Councilors election of July 2010, due to the opposition from within the party, the DPJ had to remove the amendment of the Civil Code from the list of election promises. The Liberal Democratic Party (LDP), the People's New Party (PNP) and the Sunrise Party of Japan (SPJ) included in their campaign pledges the “opposition to allowing separate surnames for married couples”.

In the process of deciding the Third Basic Plan for Gender Equality, there were moves within the ruling coalition that attempted to include some negative descriptions about the Civil Code amendment. The Third Basic Plan, at the stage where it was proposed in the form of a draft in July 2010 by Yuji Sengoku, Chair of the Council for Gender Equality, to Prime Minister Naoto Kan, it explicitly stated that the “amendment of the Civil Code is necessary”. However, the Third Basic Plan as it was approved by the Cabinet Meeting on December 17, did not make any direct reference to the need for amendment. It stated instead: “taking into account diverse forms of couples and families as well as the Concluding

Observations of the CEDAW Committee, examinations shall be continued about setting a same age for marriage for both men and women, the introduction of choice of surnames for married couples and other amendments in the Civil Code”.

At the 2011 ordinary session of the Diet, the Civil Code amendment bill was not found even on the list of draft bills to be introduced.

Many NGOs and people who had held expectations that the change of government would lead to the amendment of the Civil Code were not only disappointed by the attitude of the DPJ government, but have increased mistrust in politics (the Diet). On February 13, 2011, the first collective lawsuits for State compensation were filed to denounce the provision on the single surname for married couples as unconstitutional and as noncompliance with the CEDAW Convention.

In the lawsuit on the unconstitutionality of the discriminatory provision against children born out of marriage, the Supreme Court has transferred the case to the Grand Bench. This was seen as a sign that the Supreme Court would revise its decision of 1995 that had judged that the provision was constitutional. However, as a result of amicable settlement agreed by the two parties, the Supreme Court dropped the case on March 9, 2011. In another lawsuit on the succession between a child born out of marriage and an adopted child, the Tokyo High Court ruled the application of the legal provision unconstitutional and the case is now pending in the Supreme Court.

On February 15, 2011, the government established the Specialist Committee on Monitoring in accordance with the Third Basic Plan for Gender Equality to monitor the progress in the implementation of the follow-up to the CEDAW Concluding Observations as well as of concrete measures included in the Third Basic Plan.

The result of authorization of school textbooks by the Ministry of Education published on May 23, revealed that most textbook publishers decided not to include a mention about the choice of surnames for married couples this year. Only one publisher took up the issue, but it made a negative comment about the Civil Code revision, indicating the results of a public opinion poll, that “bearing the same surname is believed to contribute in preserving the sense of unity of the family”

Petitions calling for Civil Code amendment, since their presentation for the first time to the Diet (House of Representatives) in 1975, have continued to increase in these past 35 years, reaching 3,509 (House of Representatives, as of June 22, 2011).

The Legislative Council, an advisory panel to the Justice Minister, examined the issue for 5 years, and submitted the summary draft of the amendment of Civil Code in February 1996. Fifteen years have passed and it was found out at the House of Representatives Committee on Judicial Affairs on April 26, 2011 that the draft bill for Civil Code amendment was the only one among all the draft bills that the

Legislative Council had recommended to introduce to the Diet but remains delayed until today.

At the Diet plenary session on January 27, 2011, Prime Minister Kan replied to a representative of the opposition party that he intended to continue to seek consensus within the party on the basis of the Legislative Council's' recommendations," but almost no coordination was made until June 22. No lawmaker-initiated bill has been presented from the opposition parties either.

## **2. Evaluation and Proposals by NGOs**

The DPJ Diet members had continued to propose, together with other opposition parties, a bill for amending the Civil Code, until just before the party took power. It also included the Civil Code amendment in its campaign pledges, but has failed to execute that pledge until today. This is a failure to assume its responsibility, a betrayal of the trust of those who voted for the DPJ.

It is extremely serious that, despite of all those petitions calling strongly for the Civil Code amendment presented during the last 35 years, the Diet, the sole legislative body, has ignored them for such a long time. The Diet must be held responsible for legislative omission.

The Ministry of Justice, through the notice of Director of the Civil Affairs Bureau First Section dated March 24, 2010, announced that it would accept birth registration application without any mention whether the child was born out of marriage or not, provided that the application carries an "additional remark" stating that the child enters in mother's family register or any other remark of the same nature. This can be considered as a step forward in the present situation where there is no immediate prospect for the Civil Code amendment. However, it is not a true solution since it does not lead to the elimination of the notion of legitimacy of birth and the provision still allows for discrimination in inheritance.

Following the forwarding by the Supreme Court of the case of discrimination in succession against out-of-marriage child to the Grand Bench, it seemed more likely that a ruling would be made defining the current legal provision as unconstitutional. The government and the majority started discussion having amendment to the Civil Code in view. Nevertheless, as the Supreme Court dismissed the case as a result of amicable settlement, they have shelved the problem without taking any action until now.

The DPJ claims that the Cabinet Meeting has not decided on the Civil Code amendment, because the coalition partner PNP, whose election promise was to oppose to separate surnames for married couples, objects to the amendment. However, imposing the change of surname on those who do not wish to do so constitutes a violation of the personal rights. It is unacceptable that the DPJ, which once publicly pledged the revision of the Civil Code and presented the bill to this effect several times to the Diet, gives priority to the opinion of a party that promises something that violates human rights.

The Third Basic Plan for Gender Equality refers to the Civil Code amendment with a phrase “taking into account the CEDAW Committee’s Concluding Observations.” This is a step forward from the Second Basic Plan, which merely said that the government would “make efforts to promote in-depth discussion among the public”. But at the current stage, it is not enough to “continue considering the matter.” The Legislative Council had already spent five long years to examine it before making recommendations for amendment to the Justice Minister 15 years ago. The Cabinet Meeting should make a decision as quickly as possible.

In the textbook screening for junior high schools in 2004 under LDP government, the authorities made negative remarks about descriptions favorable for the Civil Code amendment. This led the publishers to tone down or delete such descriptions from the textbooks. In 2010, most of textbook publishers refrained from taking up the question of the Civil Code amendment. One publisher that took up the choice of separate surnames for married couples inserted a description unfavorable for the amendment using the result of an opinion poll that reads: “bearing the same surname is believed to contribute in preserving the sense of unity of the family”. This particular textbook does not mention the CEDAW Convention and ignores the CEDAW Committee’s Concluding Observations in 2009. The government should fulfill its duty as State party to the CEDAW Convention to make the Convention and the Concluding Observations widely known so that the public have correct understanding of these international documents.

The failure in realizing the amendment of the Civil Code is largely due to politics (legislation policy). The government (Justice Ministry), upon receiving the recommendations from the Legislative Council in 1996, started preparations for presenting an amendment bill to the Diet. But the Judicial Affairs Division of the ruling party at that time did not approve it and the Cabinet Meeting could not adopt it. The efforts made by the government, especially the Gender Equality Bureau, Cabinet Office, can be appreciated. Nevertheless, further efforts are necessary to convince those Diet members who oppose to the abolition of discriminatory laws and systems and set obstacle to the implementation of the Convention that Japan, as the State party to the Convention, has the obligation to align national laws in line with the provisions of the Convention. They should understand also that the Convention is a legally binding international instrument so that the lawmaking body is being held accountable for the implementation of the Convention. In addition, it is also indispensable for the government to encourage Diet members to work for eliminating gender-based discrimination.

## **Paragraph 28 of the Concluding Observations: Temporary Special Measures**

### **1. Area of Employment**

#### **1) Developments since the Concluding Observations**

In the framework of the Specialist Committee on Basic Issues and on Monitoring and Gender Impact Assessment and Evaluation set up in the Council for Gender Equality, the Positive Action Working Group (PAWG) began its work in March 2011. It has met 6 times for discussions by June 17. So far, it has not succeeded in drawing a blueprint for implementing binding measures to attain the goal of “raising the percentage of women in leadership positions in all fields to at least around 30% of the total by 2020”.

On May 20, the Ministry of Health, Labor and Welfare released an annual report “Realities of Working Women 2010.” According to the report, the wage differentials between men and women have widened by 0.5 point from the previous year, with women’s wage accounting for 69.8% of the average wage of workers in general in 2009, a drop from 69.3%. The same trend is observed for regular fulltime workers and staff: it went down from 72.6% to 72.1%. When it comes to the rest of the workers in other employment status, women earned 74.7%, 2.8 point down from the previous level of 77.5%. The Ministry comments that this is “largely due to the effect of gender difference in job classification”, but this does not explain why the wage gap widened particularly during the last year.

On March 17, 2011, the Hiroshima District Court handed down a ruling rejecting the claim made by the plaintiffs in the trial of gender-based wage discrimination in Chugoku Electric Power Company (CEPCO). One of the reasons for the rejection given by the court was the result of a questionnaire survey conducted in 1997 on women employees of the CEPCO (one-time survey in which 75% of the surveyed responded that they would not try to be in managerial positions because they found it “difficult to reconcile family and work life”, or “it would give them more responsibilities” or they would have “transfers to distant places”). Even today the Japanese judiciary justifies the gender-based wage gap, which illustrates the fact that they does not understand that the CEDAW Convention is a legally binding international instrument. The plaintiffs of the case appealed to the Hiroshima High Court and the case is pending there.

In December 2010, a group of researchers published “A System to Apply the Equal Pay for Work of Equal Value Principle – For Realization of Pay Equity” (compiled by Masumi Mori and Mutsuko Asakura). The book showed the results of job evaluation of workers working fulltime or on contingent basis, in health and nursing care services, sales in supermarkets and manufacturing industries conducted from 2007 to 2008. It revealed the substantial discrepancy existing between the value of performed work and the pay.

The former plaintiffs of Kyoto Gas Company Gender Discrimination Lawsuit (Pay Equity Consulting Office or PECO) and Equality Action 21 jointly produced a DVD<sup>1</sup> for diffusing good practices for job evaluation.

## **2) Proposals from JNNC**

The Third Basic Plan for Gender Equality has set forth the following two numerical goals:

- Performance Objectives  
Proportion of women in positions equivalent to or higher than section manager level in private corporations: 6.5% (2009) → approx. 10% (2015)
- Positive Action as concrete measures to be implemented in private companies:  
Proportions of corporations taking on positive action: 30.2% (2009) → more than 40% (2014).

These numerical goals are still behind the goal of “women accounting for 30% in decision-making positions by 2020”, but the JNNC wishes to make the following concrete proposals for attaining them.

### **i) For increasing women in managerial positions**

As a premise for the implementation of Positive Actions, to make it mandatory for private corporations to include in their financial reports, as it had been done until 1999, the gender-segregated data of personnel (their number, average age, length of service, average pay) and the number of men and women in managerial posts (heads of department and section). Today, there are 4,925 companies listed on the stock exchange (part of them are double-listed). This improvement in the content of the financial report would help to grasp the situation in each corporation more precisely and the additional data can be used as gender statistics.

To achieve the “30% by 2020” target, it is necessary that not only public bodies but also private enterprises make improvements in their personnel management. The women’s ratio in positions equivalent to or higher than section head in companies employing 1,000 people or more is only 3.1% (2009 Basic Survey on Equal Opportunity in Employment, issued in July 2009, conducted on 5,932 enterprises of which 4,217 responded).

### **ii) Strong Incentives for the Promotion of Positive Actions by both the Management and Labor at Corporate Level**

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<sup>1</sup> “Let us do it for a gender-equal society! Job Evaluation” July, 2011

In addition to commendation of corporations implementing Positive Action and the corporate evaluation for public procurements included in the Basic Plan,

- Setting up by both the management and workers of a Positive Action Promotion Committee within each enterprise;
- Making more explicit the support in taxation for enterprises that have achieved good results;
- Introducing everywhere mechanisms of evaluation for promotion that do not take into account if the employee in question has taken childcare leave or benefitted from short-time work scheme.

In 2009, the corporations implementing Positive Action accounted for 30.2% of the total. This is the average figure for enterprises of 30 employees or more. However, the same ratio for enterprises with 1000 employees or more is 62.8% and 76.2% for those with 5000 employees or more. In spite of this, the proportion of women in positions equivalent to or higher than section head accounts for 3.1% for these two categories of enterprises. Women in department head positions are even more rare: they represent 1.1% in enterprises of 1000 employees or more, and 1.2% for enterprises of 5,000 employees or more (2009 Basic Survey on Equal Opportunity in Employment).

This is the reality we face 10 years after gender-based discrimination was banned by the amendment of the Equal Opportunity Law. It is necessary to analyze and determine whether the content of the Positive Action is appropriate and what the obstacles are. To increase women in managerial positions, stronger incentives should be developed in addition to the measures indicated in the section i)

According to the hearing survey conducted by the Working Women's Network (WWN), career development being hindered by childcare leave, known as "career reset," is a major concern for working women in their thirties. In companies where women succeeded in climbing up to top decision-making positions, childcare leave and length of service are not reflected on the personnel evaluation.

### **iii) Improvement of women ratio in hiring**

**To hire more women (equality at the start of work life)**

The percentage of women in workforce in corporations is lower in corporations with more employees. In enterprises of 300 or more employees, women account for only 36.3% (2006 Statistics on Establishments and Enterprises, Ministry of Internal Affairs).

43.7% of enterprises hire both men and women college graduates for clerical and sales posts, but only 31.5% of enterprises hire both men and women for technical posts, while as much as 56.9% of enterprises hire only male college graduates for these posts.

In contrast, concerning technical and junior college graduates, 70.8% of enterprises hire only women for clerical and sales positions while 65.8% hire only men for technical posts. The trend is similar for

high school graduates (2009 Basic Study on Equal Opportunity in Employment).

#### **iv) Improvement and extension of a system allowing continued working**

For increasing women representation in decision-making positions, it is necessary to take concrete and quick actions. Some of effective means for this are:

- To eliminate long hours of work to allow men to participate in child rearing on daily basis (strengthening of regulation on overtime work- limitation on daily hours of work and 120 hours of overtime work per year ;
- To enhance the promotion of short-time work during child rearing period (introduction of short-time work schemes and extension of the child rearing period in small- and medium-sized enterprises where women workers are concentrated);
- To make it explicit the principle that transfer to distant places should not be a requirement for promotion (the High Court decision on the case of indirect discrimination against women workers in Kanematsu Corporation does not recognize transfer to a distant place as rational reason for justifying the difference in treatment)
- To install a mechanism that allows the past experience before interruption of work to be taken into account for career development;
- To create conditions to enable definite-term employment workers to take childcare leave.

In the Third Basic Plan, it is set as objective the overall lifting of M-shaped employment curve for women: to raise the employment rate of women between the ages 25 and 44 (from 66% in 2009 to 73% in 2020), and to improve the continued employment for women before and after the birth of their first child (from 38% in 2009 to 55% in 2020).

According to the “2010 Realities of Working Women, the employment rate has improved for women between the ages 25 and 34 during the last 10 years, but the thing is that precarious employment has considerably increased among women. This will not lead either to an increase of women representation in managerial positions or to the reduction of pay gap. It is important to make sure that when women quit the job or change jobs for certain periods of time, their past career is taken account so that they are treated equally with their male counterparts.

The short-time work schemes for childcare has been introduced by 47.6% of establishments so far, but their duration is variable: the scheme is available for employers until their child turns 3 years old in 28.7% of these establishments, until the entry in primary school in 11.9%, until the third grade of primary school (9 years old) in 2.9%, and until the graduation from primary school in 1.3% (2009 Basic Survey on Equal Opportunity in Employment). The continued employment rates will improve when these schemes are extended, which in turn will contribute to having more women appointed to managerial posts as well as to redressing gender-based pay discrepancy.

**v) Swift establishment of a study group for research and development of job evaluation methods to ensure the efficiency of the principle of equal pay for work of equal value (ILO Convention 100).**

It is necessary to improve the current situation where women are excluded from promotion, by ensuring a just evaluation of jobs where women are highly concentrated. For this, a study group on job evaluation methods should be quickly put in place.

-The study group should include experienced researchers of job evaluation and workers' representatives who practiced job evaluation through court battles and union activities and promptly develop programs easily implemented on workplaces.

-Efficient job evaluation leads not only to redress of gender-based discriminations but also to the improvement of pay and treatment of non-regular workers (part-time and temporary workers).

It is imperative to inform the judiciary of all the requirements of the Convention so that the tribunals will base their decisions on the ILO Convention 100 as well as on the CEDAW Convention, and give a ruling that will concretely lead to the reduction of pay gap between men and women. Three trade unions have so far filed complaints with ILO against Kanematsu and Showa Shell corporations on three cases, one involving Kanematsu and the other two involving Showa Shell (individual case of Mitsue Nozaki and another of collective suit) for violation of ILO Convention 100. These complaints are pending before the ILO. In the lawsuit of the case of gender-based discrimination in CEPCO now being examined by a tribunal of second instance, a fair judgment should be made in accordance with the ILO Convention 100 and the CEDAW Convention.

The "2006 Basic Survey on Employment Management of Female Workers" (Ministry of Health, Labor and Welfare) showed that of 5,937 private enterprises with 30 fulltime employees or more that responded to the survey, 11.1% have adopted the career-track based personnel system. It was 2.9% in 1998. Unfortunately, there is no official survey conducted after 2007. It is a problem that the government has not surveyed the track-based personnel management, which is considered as a form of indirect gender-based discrimination.

According to the hearing survey on 123 enterprises practicing career-track based personnel management, 99 of which employing 300 or more employees, women account only for 6% of the total employees on managerial track. In 84.7% of the surveyed enterprises, women on managerial track represent less than 10%.

The hearing survey conducted by WWN clearly showed that the career-track system is the very obstacle to the appointment of women in managerial positions. In fact, women are better represented and seem more performing in higher positions in enterprises that do not practice the career-track system, as well as in foreign companies where such system does not exist. The "employment management category" in the Administrative Guidelines under the Equal Opportunity Law should be abolished.

Non-regular employment today concerns 34% of the total working population and as much as 70% of them are women. In other words, more than a half of working women are in precarious employment. It is therefore necessary to combat gender-based discrimination right from the start of work life. The realization of equal pay for work of equal value will definitely contribute to correcting the unfair method employed for cost reduction by replacing regular status workers with precarious workers, and this in turn will help redress the discriminatory situation where women account for 70% of precarious workforce.

#### **vi) Correction of three requirements for banning the discrimination provided by Article 8 of Part-Time Labor Law**

The “Survey on Short-Time Workers” (Japan Institute for Labor Policy and Training, 2010) revealed that the workers, who fall under the three requirements<sup>2</sup> and therefore must not be discriminated against by virtue of Article 8 of the Part-Time Work Law, account only for 0.1% of the total. The three requirements actually function to consolidate gender-based discrimination. Two of the three requirements, one about “mechanism for the use of human resources (whose job assignment is likely to be changed within the same range of those of ordinary workers)” and the other about “labor contract without a definite period” should be abolished and the ban be placed on any discrimination against part-time workers with “equal job description.”

The “Manual for Analyzing and Evaluating Work Performed by Part-Time Employees” published in March 2010 by the Ministry of Health, Labor and Welfare, only covers those “with equal work and equal level of responsibilities”. It arbitrary undervalues the work part-time employees and allows the employers to rationalize the gap between regular and non-regular employees. The Manual should be reviewed on the basis of gender-neutral criteria so that it will meet the international standards (four major factors: skill, effort, responsibility and working conditions) that aim at equal treatment for men and women, and for part-time and full-time workers.

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<sup>2</sup> Article 8 of the Part-Time Work Law prohibits discrimination against fulltime regular employees and workers who meet the three requirements and whose 1) job description, 2) mechanism and its application for human resource use, such as possibilities and range of transfer and change of assignments, and 3) contract period are equal to those of regular workers.

## **2. Participation of Women in Decision-Making in Political and Public Life, including in Academia**

### **1) Developments since the Concluding Observations**

The Japanese government, since 1977, the second year of the UN Decade for Women, has been conscious of the need to introduce positive actions for realizing a gender-equal society. It was the decision of the Headquarters for the Planning and Promoting of Policies Relating to Women of that time to take such action. Beginning with the “General Plan for the Promotion of Special Activities to Promote Women’s Participation in Policy Decision-Making Processes”, the government and the Cabinet Office manifested almost every year, especially during the 1990s, their commitment to promoting positive actions. However, most of the plans they developed concerned national service personnel or advisory councils, which are more or less directly linked with the State, and their reference to women’s participation in politics and other areas were limited to general ideas. Except for the State advisory councils, the participation of women in decision-making bodies including the Diet is dragging far behind the proposed goals. Solidarity with the NGOs as called for by the UN has been no more than “hearing” from and “informing” the NGOs.

Set out below is what the NGOs think should be done in such a context. JNNC, in view of the simultaneous local elections in 2011, conducted a simple survey of 10 political parties about the participation of women in political life. Only 5 parties responded to the questionnaire, but all of these parties supported the introduction of positive actions (See Annex 1).

### **2) Proposals from JNNC**

(1) As stated above, the government has been acknowledging the importance of women’s participation in decision-making and policy-making processes in every area for the realization of a gender-equal society, but without much success. This calls for a thorough questioning and review of the States bodies responsible for promoting gender equality. The current Headquarters for the Promotion of Gender Equality, made up by Prime Minister, Chief Cabinet Secretary, State Minister for Gender Equality and all other State Ministers, is the supreme organ of the government for achieving a gender-equal society. The Headquarters in 2003 decided on positive action and proposed to increase the participation of women in decision-making positions to 30% by the year 2020. This goal was inscribed in the Second Basic Plan for Gender Equality (2005), but again, the progress has been much too slow. It is not enough to reflect on or regret this huge delay. Serious and honest verification to identify the reasons of this delay and development of concrete actions to catch it up are indispensable.

In addition, the present government includes very few women. Upon its inauguration, it had at least

one female Minister and one Vice Minister. However, with the Cabinet reshuffle made on June 27, 2011, the only female Minister was reassigned to serve as assistant to Prime Minister, leaving the current Cabinet without woman member at all. It is hard to say that the present government is acting in good faith to fulfill its obligation as State Party to the CEDAW Convention to advance gender equality and to implement the Concluding Observations. An unprecedented disaster hit Japan on March 11. Women are greatly underrepresented in various bodies to develop policies and plans to cope with the tremendous damage and rebuild life in the disaster-struck areas. In such a time of crisis, women's participation in policy making and decision making is essential. The government should immediately reaffirm in concrete terms its will to act for the realization of a gender-equal society.

(2) We can appreciate that the Third Basic Plan for Gender Equality has set numerical goals and timetables, but no concrete initiative has been taken since then. The set numerical goals are merely the "lowest objectives" to reach. It is necessary to implement effective measures and ensure that reaching these goals will not become itself the ultimate objective. At the same time, it is important to ascertain whether these numerical goals actually contribute to the realization of a gender-equal society, and to reconsider the goals if necessary.

(3) In the Third Basic Plan, which is supposed to set out a concrete program for future, the goal of increasing women's representation in State advisory councils to 30% was revised to "more than 40% and less than 60%". However, the new goals set for women's representation in decision-making positions in other areas are extremely low. Reasons and background for this should be studied area by area, along with conditions to be created for improvements, so as to open a path for achieving de facto equality. In particular, close scrutiny should be made in those areas where there is no women participation, or where the progress is considerably slow, or where, despite of high ratio of women in the membership, their representation in decision-making positions remains less than 10%.

(4) In accordance with the CEDAW Committee's statement on the relationship of the Committee with parliamentarians, the role of Diet members, along with their responsibilities, should be placed more emphasis, and it should also be understood by the members of the Diet themselves. Taking into account the serious delay in revising the laws containing discriminatory provisions against women and in establishing a legal system for eliminating such discrimination, it is necessary to educate Diet members about the elimination of discrimination against women and women's participation in decision making.

(5) The government set up in the Council for Gender Equality the Specialist Committee on Monitoring and the Positive Action Working Group in the Specialist Committee on Basic Issues and Gender Impact Assessment and Evaluation, both bodies composed of new members. They have have met several time since March 2011 to accelerate the discussion. The aim of setting-up of this working group was not to consider how to prepare for the Follow-up report but to examine how to concretize the "Third Basic Plan for Gender Equality" adopted in December 2010 by the Cabinet Meeting. The

Working Group therefore should have started meeting long before, in 2009, when the CEDAW Committee issued its Concluding Observation. And it is regrettable to note that some Working Group members, who are mandated to put the spirit of the CEDAW Convention into practice, evidently lack knowledge and understanding about the Convention.

Regarding special temporary measures, the Study Group on Positive Action of the Gender Equality Bureau already conducted a research from 2003 to 2005 looking into their implications for Japan and their compatibility with national laws. With the new Working Group, whose time of discussion is relatively short, we fear that personal opinion of individual members might have strong influence on the opinion of the government.

(6) It is necessary to hasten the revision or enactment of laws and regulations concerning temporary special measures. It is important also to establish a mechanism to ensure a continuous monitoring of the follow-up recommendations based on the CEDAW Convention. We urge the government to integrate gender perspectives into public purchase system, including establishing requirements for enterprises to participate in bidding to have gender-sensitive policies or positive actions, which is an efficient means for making the purport of the Convention anchored everywhere.

(7) At the present stage, it cannot be said that the cooperation between the government and NGOs is working.

On June 17, 2011, a "Hearing on the Follow-up Recommendations of the CEDAW Committee's Concluding Observations" was held. It was sponsored by the Liaison Conference for the Promotion of Gender Equality, which forms, together with the Headquarters for the Promotion of Gender Equality and Council for Gender Equality, integral part of the national machinery driving forward measures to realize a gender-equal society. The Liaison Conference consists of 17 intellectuals from the private sector and 89 members nominated by different organizations. Its aim is to provide information, exchange opinions and facilitate various initiatives at popular level. It operates in cooperation with the conferences of the same name established in each prefecture. It organizes planning committee meetings, gatherings for opinion and information exchange, sub-committee meetings, but its main activity is to be briefed by the Gender Equality Bureau about its policies and measures and help to make them widely known among the public. It is questionable that the meetings and gatherings organized by the Liaison Conference provide real opportunities for NGOs to presenting their own opinions. This year, a new sub-committee on the follow-up recommendations was set up, but again, its work, scheduled to be completed within a year, will be no more than information sharing among its member organizations. Whether it is appropriate for the Gender Equality Bureau to assume the role of the secretariat of the Liaison Conference needs to be verified. At the same time, improvements should be made in the management of the Conference, including making it more visible how the opinions of NGOs, working hard as Conference members for human rights of women and for the realization of gender equality, are taken into account. The government effort for building relationship with NGOs

have just begun, and things remain unclear such as whether the government recognizes the Liaison Conference as a group of NGOs as its true partners, and in what way the government cooperates with those NGOs outside the Liaison Conference. Regarding cooperation between NGOs and the government, there are problems yet to be solved about how the government should work with NGOs, taking into account the roles of NGOs indicated in statement the CEDAW Committee adopted in 2010, or about how the government should take up inputs and intentions of citizens in general and NGOs.

(8) Remake the Election System to be Gender Neutral

i) The Public Office Election Law should be amended immediately. The results of the past elections show that the current single-seat constituency system is disadvantageous to women's participation in public life. The present House of Representatives election is based on the combination of small constituency system and the proportional representation system and is also a single-entry ballot system, which is considerably advantageous for incumbent candidates whose majority are men, because political parties tend to nominate men rather than women as their official candidates. The current system that makes it highly probable that the votes cast for women candidates become wasted should be revised introducing multiple-entry ballot system and medium-seat constituency system.

In addition, in the House of Councillors election based on the multiple-choice ballot system, the proportional representation constituencies are practically nationwide constituencies, which makes it particularly disadvantageous for women to make up the race, while it works overwhelmingly advantageous to those who are backed by large groups, or who are celebrities and TV personalities. Moreover, the list of candidates for the proportional representation constituencies is an open list, meaning the voter may vote either for an individual candidate or for a party, and therefore does not communicate to voters what the party expects from its candidates; how they should act and to which they should commit themselves once they get elected. Such an election system is unfavorable for minor candidates, especially for women. The proposed reduction of seats to be allotted to proportional representation is most inappropriate. Some view the introduction of the fixed list of candidates for proportional representation constituencies would give room for some powerful members in the party to exercise their influence in making the list and therefore affect the autonomy of each candidate, but such an influence is not limited to women candidates and it is wrong to use that argument for maintaining the current ballot system.

In a country like Japan where the stereotyped perception of gender roles is persistent, it is necessary to support women's participation by setting up a specific institutional framework. Among the 15 top countries in terms of the ratio of women MPs, except for Cuba that has majority representation system, 14 countries have adopted the proportional representation system. Of these 15 countries, 6 have set a quota for women by law while in 6 others, political parties have fixed a quota, and the remaining 3 countries do not have any. The presence or absence of quota system is attributed to the will of the State and political parties.

The Gender Equality Bureau has conducted a survey on advanced examples of 8 developed countries regarding gender equality and promotion of women's participation. These countries differ in system and mechanism, but they are all promoting gender equality and trying to meet the challenges of the new era by having women in policy and decision making. We urge the government, the Diet, political parties and other bodies and organizations of Japan to share a common coherent vision with determination to advance gender equality, and to actually embark on the creation of concrete legal system and mechanism to this end.

(9) About the decision making of local governments

Merger of municipalities resulting in wider-area local administrative units and leveling of local characteristics have had a negative impact on the contributions of women in local communities. In addition to this, the remnants of the patriarchal period are still persistent in local communities formed mostly by men. In these communities, their closedness has prevented women from being directly involved in political life or from taking active part in decision-making process. As part of policies for rural areas, participation of women has been encouraged mostly as agricultural commissioner or officer of agricultural cooperatives. However, women currently account for only 4.9% of agricultural commissioners, 3% of agricultural coop officers and 3.6% of certified farmers. This situation illustrates the fact that decisions are made without taking into account the opinions and conditions of women who make up the half of players in agriculture in Japan. Following the Great Earthquake of March 11, many shelters have been established but decisions are taken mostly by men in each shelter and women's opinions and needs are hardly reflected in these decisions.

Decision-making system in local communities should be changed from the traditional type in which local magnates have the biggest say into a democratic type with the participation of all inhabitants, so as to facilitate women's advancement and participation. The Local Autonomy Law as well as municipal policies should be redesigned to change all mechanisms penalizing women. The State should make proposals in line with the ideal of gender equality.

The structure favorable for men seen in the simultaneous local election is most apparent in the high rate of absence of competition in local assembly elections, the overwhelming superiority of incumbent mayor in mayoral election, and the scarcity of women prefectural governors and council members at town and village level (less than 10%). No woman was elected to town or village mayors. One exception was as the result of the 2011 elections, there is no prefectural assembly without female members.

Although women now account for 21.3% of the employees hired among those who passed the high-level civil service examination, women civil employees holding positions equivalent to or higher than section manager level represent less than 10% in all prefectures, ordinance-designated cities and

all other municipalities. Obstacles to women going up the hierarchical ladder should be analyzed so as to create conditions favorable to the promotion of women.

The number of local advisory councils without any woman member tends to be decreasing, but there are still a few. The gender imbalance in the selection of advisory council members in terms of areas of expertise, designated jobs and nomination by organization should be examined closely to redress the male dominance in decision-making.

(10) As of January 14, 2011, the Council for Science and Technology Policy, Cabinet Office, has 8 expert members but only 2 of them are women. The Science Council of Japan, which represents Japan's academic community, has more and more women members; only one in 1975 and 43 in 2008 of a total membership of 240 (20.5%). Women associate members account for 12.5% of the total. The number of women researchers has increased by 2.85 times during the last decade and their ratio has steadily risen from 7.3% to 13%. However, there is no woman among Council officers, such as President, Vice-President, as well as Section Chair and Vice-Chair. Only a few women are found among the secretaries, who are Executive Board members next to Section Vice-Chairs.

Regarding academic societies, women are still underrepresented in decision-making positions, accounting for 7.9% of their presidents and for 11.5% of their officers.

(11) Decision-making in educational circles

i) Women represent around 30% of education board members at prefecture and designated city levels. Many boards of education do not have any woman member at all. Considering the high percentage of women in teaching personnel and PTA activities, the need for women members in education boards to ensure the realities of educational institutions are reflected in the boards' work will not decrease but continue to grow. As each education board is made up of small number of people, the gender balance has a considerable impact on decision-making and therefore should not be understated.

ii) Women representation in school management is far smaller than their representation in the total teaching personnel. Their percentage has risen to 18.4% for primary school principals whereas women account for 62.8 % of all primary teachers. Improvements should be made in the conditions of women teachers to facilitate their promotion. Women's percentage remains under 10% for junior high and high school principals and university presidents. For example, women account for 41.9% of junior high teachers, but they represent only 5.3% of principals. The present situation should be studied closely having in mind the need for improving the environment.

(12) Need for changing the mindset and education

i) One of the reasons why the progress is so slow in increasing the participation of women in decision-making positions is the gender-role perception deeply rooted in the Japanese society. The way to eliminate such a perception should be identified, implemented quickly and strengthened if necessary. At the same time, emphasis should be placed to the effort to change mentalities of those in the political and judicial circles, as well as persons in positions to exert their influence in making the best use of women or who are in charge of personnel affairs. The realities that run counter to the ideas of the Japanese Constitution, the CEDAW Convention and the Basic Law for a Gender-equal Society should not be overlooked.

ii) In order to build people's awareness about the promotion of gender equality, the CEDAW Convention, the Basic Law for a Gender-equal Society and the Basic Plan for Gender Equality and other laws should be incorporated in education programs at all levels.

iii) Age-appropriate political education should be included in compulsory education programs. Political education means learning how to think independently on one's initiative about, and how to participate in making the mechanisms and rules for human society, establishing relations between individuals and the society, and constructing and preserving a society where humans mutually respect human rights.

End

## **Annex** Statistics & Information

Most of figures are statistics published by Cabinet Office January 2011, with some updated information

### **1. Results of JNNC Questionnaire Survey**

JNNC conducted a survey in March 2011, receiving responses from Democratic Party of Japan (DPJ), Liberal Democratic Party (LDP), Komei Party, Japanese Communist Party (JCP) and Social Democratic Party of Japan (SDP)

Question 1. Your party's position on introducing positive actions to increase women's participation in politics.

All the surveyed parties supported the positive improvement measures

Question 2. Your party's methods to increase women's participation: 1) introduce quota system, 2) gender balance in appointing candidates, 3) appoint more women in proportional representation list, or 4) daily effort to train women to be candidates.

Only JCP chose 2), 3) and 4) adding that it increases women's percentage in the party officials. The rest of the four parties chose 4). SDP added its comment A.

Question3: Deadline for achieving gender equality in the party.

LDP answered "As soon as possible", and SDP, "as quickly as possible." Additional comments from JCP-B, Komei-C, and DPJ-D.

Additional comments:

A (SDP): The party has introduced quota at leadership level and urges the State to adopt similar system. Improve the election system;

B (JCP): Present women candidates proportional to women membership. Increase women ratio in the leadership, currently 20%. Promote training and learning.

C (Komei): Increase the current women ratio of 29% among assembly members. Provide support to women candidates. Largely increase women in every assembly;

D (DPJ): The Party provides support for women candidates. It seizes every election opportunity to increase women in every assembly.

### **2. The international rankings do not always correctly reflect the reality in Japan**

Japan ranks higher according to the indexes in terms of health and hygiene or education, but when it comes to employment, environment and political participation, its rank go down.

Human Development Index      11th of 169 countries surveyed

Global Gender Gap Index	94th of 134
Gender Inequality Index	57th of 109 → 12th of 138
Inter-Parliamentary Union	118th of 186

### 3. Current State

#### Participation in Political Life

It remains to be seen in what form temporary special measures will be introduced. Women's percentage in national politics is still low: 8.0% among House of Representatives members elected in small constituencies and 15.8% among House of Councillors members. The government set the target of increasing the percentage to 30% by 2020, but it is unclear what kind of temporary special measures will be taken in the political world. Political parties on their part basically support these measures, but have no concrete steps. The government says it will "encourage" and "ask for" their effort.

- Women in House of Representative: Proportional Rep., 16.7%; constituency, 8.0% (Aug. 2010)
- Women in House of Councillors: Proportional Rep., 21.9%; constituency, 15.8% (Jul. 2010)
- Parliamentary groups in the House of Representatives with no women: 5 out of 10 (excluding the five parties mentioned)
- Parliamentary groups in the House of Councillors with no women: 1 out of 9 (Minnano-to, Your Party)
- Officers in the Diet:
  - Speakers and assistant speakers of the two Houses: none for the present term
  - Standing Committee Chairs: HOR 1/16, HOC 1/17 (very few even under DPJ government)
  - Special committee president: HOR 1/7, HOC 0/6

#### - Ministers

- LDP Cabinet of Prime Minister Taro Aso, 2/22 (9%)
- DPJ Cabinet of Prime Minister Yukio Hatoyama, 1/17 (5.8%)
- DPJ Cabinet of Prime Minister Naoto Kan, 2/18 (11%) →2/17 (11.7%) → 1/18 (5.5%)

Evidently women are underrepresented even in DPJ government.

#### - Political Parties

	Women : Men	Female Officers	Female HOR members	Female HOC members
DPJ	32.3 : 67.7%	1/31	12.7% 39/307	18.9% 20/106
LDP	36.8: 63.2%	23/198	6.9 8/116	18.3 15/83
Komei	52.5 : 47.5%	4/38	14.3 3/21	15.8 3/19
Your Party	21.9 : 78.0%	0/8	0 0/5	0 0/11
JCP	46.2 : 53.8%	40/198	11.1 1/9	33.3 2/611
SDP	14.1 : 85.9%	2/12	16.7 1/6	25.0 1/4
PNP	————	1/6	0 0/4	33.3 1/3
Sunrise	28.0 : 72.0%	1/6	0 0/3	20.0 1/5
Indep.			0 0/6	20.0 1/5

- Government Officials:

Higher in the hierarchy, less women. In designated posts (equivalent to or higher than division and section heads in each Ministry), women accounted for 0.2% in 1985. In 2009, the percentage increased to 2.1%.

Of 20 Ministries and agencies, 10 remain without women in posts equivalent to specially designated high-level posts.

The percentage of men and women in general national civil service: Men 75.2%, Women 24.8% (FY2009)

#### Members of Advisory Councils

The number of Advisory Councils without women, 92/206 (1985)→3/105 (Finance Agency, Ministry of Internal Affairs and Ministry of Justice, 2010)

The percentage of women and men in Council members: Women 33.8%, Men 66.2%

Less women among temporary members, special members or expert members:

Women 17.3%, Men 82.7%

Big gender gap in duty-designated duty members: women's ratio to men is 3:49 (5.8%)

Women's ratio to men raised by organizational nomination: 23:68 (25.3%)

#### Judges

The percentages of women and men in total are: Women 16.5%, Men 83.5%, but the gap widens according to job categories

Women judges 11.2%, women assistant judges: 30.4%

Women judges in designated work posts or higher: 14.8%

Women judge in Supreme Court or High Court Director-General: 8.7%

Women's ratio is high among court staff: about 60%.

#### Prosecutors

The percentages of women and men in total are: Women 13.6%, Men 86.4%, but the tendency is different from that of judges, with women prosecutors accounting for 19%, and women assistant prosecutors, 1.7%.

Women prosecutors in positions equivalent to of higher than designated work posts account for 11.4%. Why are women assistant prosecutors so few?

No woman among Prosecutors General, Chef Prosecutors and Assistant Prosecutors General

#### Lawyers

Women account for 16.3% of the total.

More than 80% of those who graduated from Judicial Research and Training Institute become lawyers. It is interesting that women's representation is higher among those who chose to be judges or prosecutors.

## Members of Local Assemblies and Mayors

Simultaneous local elections do not take place in all municipalities in the country. Some municipalities hold elections for assembly members or municipal heads different dates according to their specific history.

The 17th simultaneous local elections of April 2011 included elections of governors of 12 prefectures (out of 47), elections of mayors of 5 special designated cities (out of 19), elections of 41 prefectural assemblies (out of 47), elections of 15 assemblies of special designated cities (out of 19), mayoral elections of 88 cities (out of 786), elections of 293 municipal assemblies (out of 786), elections of 13 ward mayors (out of 23), elections of 21 ward assemblies (out of 23), and mayoral election of 121 towns and villages (out of 941). These elections resulted in no prefectural assemblies without women members. Indicated below is the percentage of women in local politics after the 2011 simultaneous elections.

\*represents the total of women's percentage including the municipalities without elections this time

- Governors: 6.4% (number of women, 3) →6.4% (3)\* (2011)
- Prefectural Assemblies: 1.3% : 98.7% (1985) →8.1% (2009) →7.7% (2001)
- City mayors: 2.3% →3.4% →2.6%\*
- Ward mayors: 8.6% (2) (2011)
- City assemblies: 3.0% : 97.0% (1985) →12.4% : 87.6% (2009) →14.6% (2011)
- Special designated city assemblies:  
10.5% : 89.5% (1955) →17.4% : 82.6% (2009) →16.5% (2011)
- Tokyo special ward assemblies:  
7.1% : 92.9% (1985) →24.8% : 75.2% (2009) →26.8% (2011)
- Town and village assemblies: 0.9% : 99.1% (1985) →8.1% : 91.9% (2009) →9.3% (2011)

## Managers in local public organizations (municipalities)

Women represent 21.3% of those hired through high-level civil service examinations (2010).

Women in positions equivalent to or higher than section managers

Prefecture: 4.9% (2004) → 6.0% (2010)

Special designated cities: 6.4% (2004) →9.1% (2010)

Cities, wards, towns and villages: 7.6% (2004) →9.8% (2010)

## Local Government Advisory Councils

Prefecture: no woman in 69 of 1574 advisory councils.

Women: Men 22.5% : 77.5% (2004) →28.3% : 71.7% (2010)

Special designated cities: no women in 6 of 307 advisory councils.

Women :Men 26.5% : 73.5% (2004) →29.4% : 70.6% (2010)

City, ward, town and village: no woman in 7,858 of 37,971 advisory councils.

Women: Men=19.5% : 80.3% →23.0% : 77.0% (2010)

### Other public interest organizations as of April 1, 2009

- 99 independent administrative institutions: 635 women. 3.3% (Men 96.7%) in managerial positions with 1.2% (Men 98.8%) of them being fulltime officers
  - 31 special status corporations: 506 women. 2.4% (Men 97.6%) in managerial positions with 1.0% of them being fulltime officers
  - 6 authorized institutions: 107 women. 3.4% (Men 96.6%) in managerial positions with 3.2% (1 woman, Men 96.8%) being fulltime officers
- Ref. women fulltime managers account for 17.4% (53,314/305,915) of the total in 136 institutions.

### Media

Women accounted for 8.1% (1,636) of the total reporters in 1995 and for 15.6% (3,180) in 2010. Of 4 media-related organizations, 3 are without women officers (Japan Newspaper Editors and Publishers Association, National Association of Commercial Broadcasters in Japan and Japan Broadcasting Corporation, NHK).

In the newspapers affiliated with JNEPA, 23 women officers accounting for 2.0% of the total of 1,144 in 2010.

### Board of Education Members

Women members in boards of education, comparison between 2000 and 2010

Prefecture: 23.0% in 2000→29.2% in 2010 82 women/ in 47 prefecture

Special designated cities: 23.3% in 2000→31.5% in 2010

The total number of board members increased by 1.85 times while women members by 2.5 times during the same period.

Ref.: Women members account for 33.8% for prefectural boards of education, and for 33.2% for municipal boards of education, but there are many education boards with no women members at all. 2.1% of prefectural education boards and 2.9% of municipal education boards have a woman chair. Most of these women chairs are former local government officials, former education officials or former teachers (as of April 1, 2009).

### School Managers

Women's ratio among school managers. Women teachers in parenthesis

- Primary school principal 2.3% (56.0%) (1985) → 18.4% (62.8%) (2010)
- Junior high principal 0.35% (33.9%) (1985) → 5.3% (41.9%) (2010)
- High school principal 2.4% (18.7%) (1985) → 5.6% (29.4%) (2010)
- Technical college president 0.0% (0.8%) (1985) → 0.0% (7.0%) (2010)
- Junior college president 14.3% (38.8%) (1985) → 14.9% (50.0%) (2010)
- University president 4.0% (8.5%) (1985) → 9.0% (20.1%) (2010)

- Section heads or above in state universities 4.8% (2001) →10.4% (2009)

Women's ratio among school staff is 49.3% in 1985→57.6% in 2010

#### Science Council of Japan

Women members have increased from 1 of the total 210 in 1975 to 43 of the total 210 in 2008, accounting for 20.5%. Women associate members accounted for 12.5% (238/1,899) of the total as of October 2008. Of four officials, none is woman. No woman in section chair or assistant chair positions, but 2 of 6 secretaries are women.

#### Academic societies

Women presidents: 106 /1,341 (7.9%). Of 1,772 academic societies whose president was identified.

Women officers: 5,658 / 49,014 (11.5%)

Ref. The number of researchers has increased by 1.58 times while women researchers have increased by 2.85 times in these past 10 years (7.3% → 13.3%)

#### Others

PTA officers (National Council of Parent-Teacher Associations of Japan): only 1 women out of 23 (4.3%).

Prefecture and special designated cities PTA councils: 4 women officers /61 (6.6%)

National Federation of High School PTAs : 4 women officers / 26 (15.4%)

National Federation of Prefectural PTAs: 6 women officers / 50 (12.0%)

Primary school PTAs: 2,993 women officers / 28,477 (10.5%)

Sports organizations: Japan Olympic Committee 2 women officers / 27 (7.4%)

50 Sports organizations affiliated with the JOC: 82 women officers /1,220 (6.7%)

Japan Sports Association: 1 woman officer / 29 (3.4%)

109 organizations affiliated with the JSA: 227 women officers / 3,035 (7.5%)

#### Local Communities

Around 4% of presidents of local residents associations are women: an overwhelming majority of the presidents are men.

Prefectural Disaster Prevention Conferences: women members slightly increasing but 4.1% at present.

Members of Fire Fighting Unit: women slightly increasing but 2.2% at present.

#### Managers in overseas diplomatic missions (2004-2010)

- Ambassadors extraordinary and plenipotentiary: women account for less than 2%: (3/193, 2/193, 1/190, 2/195, 4/196, 4/200, 3/208)

- Ministers extraordinary and plenipotentiary, ministers, counselors: women ratio increased from 4.0% to 8.1%, but 6.3% at present (13/328, 16/306, 21/315, 26/320, 24/327, 19/345, 22/352).

- The total percentages of women and men staff in overseas diplomatic missions changed:  
Women 13.7% : Men 86.3% → 15.6% : 84.4%.

#### United Nations Staff

The percentages of Japanese women and men working in UN leadership positions are 32.3% : 67.7%. The percentages of women and men staff in total are: 57.3% and 42.7%

#### **4. Actions taken by the government in this particular area**

- June 14, 1977 “General Plan for the Promotion of Special Activities to Promote Women’s Participation in Policy Decision-Making Processes”  
(Headquarters for the Planning and Promoting of Policies Relating to Women)
- May 21, 1996 “Promotion of the Appointment of Women to National Advisory Councils and Committees (Headquarters for the Promotion of Gender Equality)
- June 23, 1999 Enactment of the Basic Law for a Gender-Equal Society
- August 15, 2000 “Promotion of the Appointment of Women to National Advisory Councils and Committees” (Headquarters for the Promotion of Gender Equality)
- December 12, 2000 Basic Plan for Gender Equality (Cabinet Meeting decision)
- June 5, 2001 “Promotion of the Recruitment and the Promotion of Female National Public Officers” (Headquarters for the Promotion of Gender Equality)
- June 20, 2003 “On the Initiatives for Supporting Challenges by Women”  
(Headquarters for the Promotion of Gender Equality)
- April 27, 2004 “Enlargement of the Recruitment and Promotion of Female National Public Officers (Headquarters for the Promotion of Gender Equality)
- April 28, 2004 “Enlargement of the Recruitment and Promotion of Female National Public Officers”  
(agreement of the meeting of Personnel Affairs Section Heads of each Ministry)
- October 28, 2005 “Report of the Study Group on Positive Action” (Cabinet Office)
- December 27, 2005 Second Basic Plan for Gender Equality (Cabinet meeting decision)
- April 4, 2006 “Promotion of the Appointment of Women to National Advisory Councils and Committees” (Headquarters for the Promotion of Gender Equality)
- April 8, 2008 “Program for Accelerating Women’s Participation”  
(Headquarters for the Promotion of Gender Equality)
- February 14, 2007 “Opinion on the Follow-up to Numerical Goals Regarding Extension of Women’s Participation in Policy and Decision Making Processes (“30% by 2020”)  
(Council for Gender Equality)
- December 17, 2010 Third Basic Plan for Gender Equality (Cabinet meeting decision)
- January 14, 2011 “Guidelines for Enlargement of the Recruitment and Promotion of Female National Public Officers” (National Personnel Authority)