

Para.	CEDAW Committee Recommendations	Initiatives by JNNC and other NGOs	Actions taken by the Government and other bodies	Remaining Issues	Competent Governmental Agencies
18	<p>Amendment of the Civil Code to repeal discriminatory legal provisions (setting the minimum age for marriage at 18 for both women and men, abolishing the waiting period required for women before remarriage, adopting a system to allow for the choice of surnames for married couples. Repeal of the discriminatory provisions in the Civil Code and in the Family Registration Law against children born out of marriage and their mothers).</p>	<p>Information Network for Amending the Civil Code (mNet) -Representations to Minister for Gender Equality Fukushima Mizuho (Oct. 19, 2009) -Meeting in the Diet Members' Office Building "Amend Civil Code during the ordinary Diet session!" (Nov.11); -Publication of the booklet "Easy Guide for Civil Code Amendment" (written by the Association for Civil Code Amendment, Choyokai Publishing) (Feb.2010); -March 3 Rally "Amend the Civil Code!" (March 3); -Questionnaire Survey to 52 bar associations nationwide on whether they have issued any statement about the amendment of Civil Code (Family Act) (April); -Meeting in the Diet Members' Office Building "Cabinet Decision be Made on Civil Code Amendment during the Current Diet Session!" (Jun. 1); -Protest statement against the failure of presenting a bill on Civil Code amendment to the Diet (Jun. 16); -Questionnaire to political parties prior to the House of Councillors' Election on their positions on Civil Code amendment including the introducing of a system to allow for choice of surnames for married couples; -Meeting with representatives of different political parties to petition for Civil Code amendment: Edano Yukio, DPJ Deputy General Secretary on Oct.21, with Fukushima Mizuho, Chair of Social Democratic Party of Japan on Oct. 27 and Ichida Tadayoshi, JCP Head of Secretariat on Nov. 10; -Hearing on Civil Code amendment at a joint meeting of the Legal Affairs Section and Women's Committee of Komei Party (Dec.8); -Taking the case of surname choice for married couples to Tokyo District Court, press conference and report meeting at the Diet Members' Office Building (Feb.14 2011); -First oral proceedings, report and exchange meeting at the Diet Members' Office Building (May 25)</p> <p>Association for the Support of Children out of Wedlock -Rally at the Diet Members' Office Building: "Abolish discrimination in inheritance against children born out of wedlock now!!" (Mar. 10, 2010); -Attendance as observer the Review of the Third Periodic Report of Japan by the UN Committee on the Rights of the Child (May 27, 28); -Publication of "Japanese Children in Light of the Convention on the Rights of the Child UN Committee on the Rights of the Child Review of the Japan's Third Periodic Report and its Concluding Observations," compiled by Liaison Conference for NGO Report on the Convention on the Rights of the Child (May 3, 2011)</p> <p>FUDANREN -Series of actions for Civil Code amendment: launch of a campaign for supporting the Appeal (Mar. to Jun. 2010), relay-talk event before the Prime Minister's Official residence (March 29), representations to all individual members of the House of Representatives (April to May), submission of 16,423 petitions (May 26) and of a letter of request to Minister for Gender Equality Fukushima Mizuho and to Gender Equality Bureau Director-General Okajima Atsuko (May 26).</p> <p>Women's Council I -Representation to Minister for Gender Equality Fukushima Mizuho (Nov.25 2009) and to Komiyama Yoko, Chair of the DPJ Commission for Gender Equality (Mar. 4, 2010)</p> <p>Beijing-JAC -Submission of the "Request on tax reform" to Noda Yoshihiko, Finance Minister and Chair of the Tax Commission, and to the Commission's three vice chairs (Dec.3, 2010), and the written request include abolition of married person's tax deduction, lifting of the amount of basic deduction from taxable income, and amendment of Article 56 of Income Tax Law.</p>	<p>-Immediately after the coming to office of Prime Minister Hatoyama Yukio and his Cabinet in September 2009, Justice Minister Chiba Keiko and Minister for Gender Equality Fukushima Mizuho manifested their will to amend the Civil Code; -The Ministry of Justice planned to introduce to the 174th Diet Session (2010) a bill partially amending the Civil Code and Family Registration Law but failed to do so; -By the notice issued by the Director of the Civil Affairs First Division, Civil Affairs Bureau on March 4, 2010, any birth report not specifying that the child was born out of marriage or not should be accepted if it mentioned that the child should enter the mother's family registration; -Tokyo High Court on March 10, 2010, ruled that it is unconstitutional to apply the additional provision of Article 900-4 of the Civil Code to the cases in which the successor is either born out-of marriage or adopted child (cases still pending in the Supreme Court); -Supreme Court on July 7, 2010, sent to the Grand Bench the case of inheritance by a child born out of marriage (upon the amicable settlement between the two parties on March 9, 2011, the court decided to turn down the case without ruling about the constitutionality); -In the Third Basic Plan for Gender Equality, it was mentioned that "taking into account the diversity of married couples and families and on the basis of CEDAW Committee's concluding observations, the government continues to consider the amendment of the Civil Code, including the application of the same marriageable age to both men and women and the introduction of the system to give married couples choice of surnames; -At the House of Representative Plenary Meeting in January 2011, Prime Minister Kan said that taking into account the Legislative Council's report in 1999, he would continue his effort to build consensus on the issue among the ruling party members. -In the Ordinary Diet Session in 2011, neither Cabinet bill nor Diet members was submitted.</p> <p>-The Tax Commission postponed the decision about the spousal deduction from income tax. The discussion is focused on the special budget for reconstruction after March 11 earthquake.</p>	<p>-Introduction of a bill to amend the Civil Code;</p> <p>-There is a need for discussion within the government about achieving an equitable tax system whatever the choices of way of living one makes as well as how to elaborate a budget taking into account gender perspective.</p>	<p>Justice Ministry</p> <p>Cabinet Office, Finance Ministry, Justice Ministry</p>

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20	Consider the ratification of the Optional Protocol and raise awareness about the Convention	<p>FUDANREN -Submission of 16,825 petitions calling for the ratification of the Optional Protocol (May 22), submission of a letter of request to Minister for Gender Equality Fukushima Mizuho and to Gender Equality Bureau Director-General Okajima Atsuko (May 26)</p> <p>Working Women's Network (WWN) -Submission of an urgent request letter for the ratification of the Optional Protocol (Feb. 3, 2010) to Justice Minister Chiba Keiko, Minister for Gender Equality Fukushima Mizuho, Parliamentary Vice Minister for Foreign Affairs Nishimura Chinami, Director of Foreign Ministry Human Rights and Humanitarian Affairs Division Shino Mitsuko, and five other MPs.</p> <p>Women's Council I -Submission of 84,187 petitions to the House of Representative 82,514 petitions to the House of Councilors calling for the ratification of the Optional Protocol (Sept. 11, 2009), representations to Minister for Gender Equality Fukushima Mizuho and to DPJ Commission on Gender Equality Chair Komiya Yoko (Mar. 4, 2010).</p> <p>JNNC -Meeting with Director of Human Rights and Humanitarian Affairs Division and Director of Division for Implementation of Human Rights Treaties, Foreign Policy Bureau, Ministry of Foreign Affairs (Jun. 21 2011); -Planned meeting with International Affairs Division, Ministry of Justice (Jul. 28 2011)</p> <p>Space Allies -Distribution of leaflets about the Concluding Observations, lecture meetings on the CEDAW Convention.</p>	<p>-Setting up of a Division for Implementation of Human Rights Treaties in the Human Rights and Humanitarian Affairs Division, Foreign Ministry (May 12, 2010);</p> <p>-Yokota Yoza, Professor at Law School, Chuo University, was appointed as special advisor to Justice Ministry for examining the ratification of the Optional protocol and other issues (May 2010); -The Third Basic Plan for Gender Equality included the reference that "an early conclusion of the Optional Protocol ratification shall be studied seriously";</p> <p>-Gender Equality Bureau, Cabinet Office set out in the Third Basic Plan for Gender Equality a modest target of raising the awareness rate of the "Convention on the Elimination of Discrimination against Women" among the public from the current level of 35.1 percent to more than 50 percent. However low the target is, there is almost no concrete measures to attain it. Cabinet Office produced a DVD brochure of the CEDAW Convention in April 2011 (http://www.cao.go.jp/lib_008/teppai/jyosisabetsu_300k.html) and also a poster carrying only the text of the Convention, but the speed and scale of their dissemination short of the level needed to accomplish the goal. No other publicity measures have been announced.</p>	-Introduction of the bills to be approved by the Diet.	Foreign Ministry, Justice Ministry
22	Definition of Discrimination	<p>WWN -At an opinion exchange meeting in the Diet, WWN requested the inclusion of "definition of discrimination" in the Equal Employment Opportunity Law and the Basic Law for a Gender-equal Society. (Feb. 3, 2010, Minister Fukushima and others)</p>			Health, Labor and Welfare Ministry, Cabinet Office
26	Monitoring mechanisms be put in place to regularly assess progress on implementation of the Concluding Observations	<p>Initiatives by JNNC -Continuing to observe the Specialist Committee on Monitoring and Gender Impact Assessment</p>	<p>-Establishment of a private advisory body for Minister for Gender Equality Fukushima Mizuho called "CEDAW Convention Promotion Team," which had 5 meetings between December 2009 and May 2010; -Establishment of the Specialist Committee on Monitoring in the Council for Gender Equality in Feb. 2011, in line with the reference included in the Third Basic Plan for Gender Equality to the enhancement of monitoring mechanisms on the state of implementation of the CEDAW Committee's Concluding Observation. The Committee met twice to examine the Follow-up items (the first meeting on April 15 considered the proceedings of discussion, and the second meeting on May 23 was devoted to hearings.</p>	-Setting up of a "specialist committee on the CEDAW Convention" in the Council for Gender Equality to monitor on a constant basis the implementation of the Concluding Observations	Cabinet Office
28	Temporary special measures	<p>WWN -Petition for the implementation of temporary special measures in the field of employment (Oct. 2, 2010, Minister Fukushima Mizuho and others); -Visit to and interview of (130) working women and 13 companies supporting the Global Compact about "placing women in decision-making process" (from Jan. to Jun. 2011). -Meeting for opinion exchange with MPs and the governmental agencies regarding the report on the real situation by interviewing with working women and companies (Jun 22)</p>			Health, Labor and Welfare Ministry

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28 & 42	Temporary special measures (participation of women in decision-making positions)	Beijing –JAC –Submission of petition to Prime Minister Kan on the “appointment of women ministers and nomination of the Cabinet Minister for Gender Equality” (Sept. 15). In response to the government call for “concrete policy proposals” for the Third Basic Plan for Gender Equality, WWN presented four items including the revision of election system with regard to the Priority field 1 put forward in the report of the Council for Gender Equality, “Expansion of women’s participation in policy decision-making processes”. Women’s Council I –Petition to Minister for Gender Equality Fukushima Mizuho and to DPJ Commission on Gender Equality Chair Komiyama Yoko (Mar. 4, 2010)	–Only one woman Minister appointed to the reshuffled Cabinet under PM Kan. no change in the Cabinet Minister for Gender Equality assigned with other posts. in this regard, the DPJ government is weaker than the previous governments under the Liberal Democratic Party.	–Realization of positive action including quota system by political parties. The Government is in the best position to affirm at home and internationally the country’s commitment to achieve gender equality both symbolically and substantially, but it lacks political will; –Along with the temporary special measures, it is necessary to revise the current election system to transform it into one that centers on the proportional representation system so as to ensure women’s participation in politics and the reflection of diverse will and needs of the public.	Cabinet Office
30	Measures for criminalizing disparaging remarks by Government officials	Women against Sexist–Ageist Remarks by Governor Ishihara –Lobbying and submission of petition to the Minister for Gender Equality (Jan. 12, 2010); –Lobbying and submission of petition to DPJ Commission on Gender Equality Chair (Jan. 15) –Report on “the concept of verbal violence and its damage” at the rally organized by the Japan Federation of Bar Associations (Jan. 15); –Hearing at the DPJ Commission on Gender Equality meeting (Feb. 22); –Requests to the government on the Third Basic Plan (submission of public comments and oral statement at the public hearing) (May); –Statements and appeals at human rights rallies and other opportunities	In spite of all the efforts by NGO through repeated petitions to the MPs and Ministers, hearings in the ruling party, public comments to the government and oral statements at public hearings, no mention is made in the Third Basic Plan about the measures to deal with the problem of discriminatory statements against women, pointed out by the CEDAW Committee. Neither the judiciary nor politicians pay attention to the existence of verbal violence, its problems and its damage. There is no prospect of improvement in future.	–Unless the government explicitly recognizes verbal violation of women’s human rights as violence, there will be no progress towards taking “measure to prevent and punish verbal violence against women” as the Concluding Observations called for. In order not to leave unsolved the Committee’s concerns and requests expressed in the paragraphs 29 and 30 of the Concluding Observations, “measures, including criminalization of verbal violence” by governmental officials and politicians must be considered immediately in view of implementing efficient measures.	Cabinet Office, Justice Ministry
30 & 48	Enhance efforts to eliminate stereotypical attitudes about the roles and responsibilities of women and men Assist women and men to strike a balance between family and employment responsibilities Encourage more men to avail themselves of parental leave	Beijing –JAC In response to the government call for “concrete policy proposals” for the Third Basic Plan for Gender Equality, Beijing–JAC presented 9 items regarding the Priority field 2 of report of the Council for Gender Equality about “Reconsideration of social systems and practices and raise awareness from a gender equal perspective”, including tax reform with reduction or abolition of spousal deduction from the taxable income, individual resident registration system, gender statistics, gender budget, Civil Code amendment, and reflection of unpaid work in policies. Women’s Council I –Holding of the Rally “The Work–Life Balance We Want” (Apr. 25, 2009); –Petition to Minister for Gender Equality Fukushima (Nov. 25, 2009) and DPJ Commission on Gender Equality Chair Komiyama (Mar. 4, 2010).	–These 9 items were included in the Third Basic Plan for Gender Equality.	–No concrete policy on unpaid work.	Cabinet Office, Ministry of Economy, Trade and Industry, Ministry of Internal Affairs and Communications
34	Amendment of legal provisions regarding sexual violence	Space Allies –Holding of Rallis in the Diet Members’ Office Building (in May and Oct. 2010), translation and publication of IRAW publications on sexual violence in Japanese and editing of a booklet about the “Concluding Observations”; –Petition to the Justice Minister, presenting of public comments on the Basic Plan for Crime Victims and on urgent contraception, cooperation with the Cabinet Office about the call for supporters for sexual violence victims. Survivors’ Justice –Reporting in the meeting in the Diet Members’ Office Building (May 25 2011) on the need for improving support for victims of sexual violence and for amending the penal provisions, and on the recommendations by the UN human rights treaty bodies. At the initiative of Kyofukai Step House (with Survivors’ Justice cooperating), UN Handbook on Legislation on Violence against Women was translated into Japanese and published with commentaries. (Nashinokisha, 2011) Network for a Law Banning Sexual Violence , in which JNNC members participate –Study and policy proposals one year after the introduction of the jury system about the trials of cases of sexual violence (May 2010), nationwide caravan calling for the enactment of a law banning sexual violence (continued since May 2010), submission of the opinion regarding the Basic Plan for Crime Victims (Oct. 2010), discussions about the legislation and application of laws with Cabinet Office, Justice Ministry, Public Prosecutors’ Office and the courts.	–the government claims that it has considered reviewing the Penal Code but no progress has been made in the revision of the substantive law. the Ministry of Justice sees no need for revising the Penal Code. However, some progress has been made in the protection of sexual violence victims. in the Third Basic Plan for Gender Equality and the Second Basic Plan for Crime Victims, more detailed reference will be made regarding how to deal with sexual violence victims. special budget has been allocated to deal with sexual violence victims. the National Police Agency has already started its model project for one–stop centers, facilities to provide Crime Victims with safety and rehabilitation services. some private healthcare institutions have also began specialized services for sexual violence victims. the Health Ministry has Only given it A tacit approval.	Introduction of bills to amend the Penal and Criminal Codes; budget allocation for implementing measures against sexual violence; deployment of integrated services benefitting from private sector activities (the current services in principle are provide within the framework of measures for crime victims by the police).	Justice Ministry, Cabinet Office, Health, Labor and Welfare Ministry, National Police Agency

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38	Lasting solution to be given immediately for to “comfort women” problem	<p>Women’s Active Museum on War and Peace (WAM) –Submission of a letter of request to Minister for Gender Equality regarding the Third Basic Plan for Gender Equality (Jan. 31, 2010); submission of a letter of request to the DPJ Commission on Gender Equality Chair regarding the Third Basic Plan (public comments, May); participation in the NGO Forum organized upon the visit to Japan of the UN High Commissioner for Human Rights, providing information on the issue of “comfort women” (May 13).</p> <p>Japan Network against Wartime Sexual Violence –Distribution of CEDAW Committee’s Concluding Observations (para. 37 and 38) to all Diet members (Sept. 29, 2009), forwarding a letter of request to the Prime Minister calling for the resolution of the “comfort “ issue co-signed by support groups in South Korea, Taiwan, the Philippines and Japan (Oct. 28, 2009); organizing of five rallies in the Diet Members’ Office Building demanding a legislation for resolving the “comfort women” issue from 2009 to 2010, submission of public comments to the government on the Third Basic Plan for Gender Equality (Feb.5, 2011); –Lobbying to the DPJ and the government so that the Prime Minister refers to the “comfort women” issue” in his remark (Aug.6, 2010); presentation of about 610,000 signatures collected on the international petition (launched by 5 Japanese and South Korean groups) and holding of a rally in the Diet Members’ Office Building with the participation of South Korean survivors and MPs (Nov.25 2010); –Distribution to the Diet members of an extra edition of newsletter reporting that following the March 11 earthquake, solidarity messages and donations had been sent from ROK, the Philippines and other victim countries and that the safety of Ms. So Shinto, former “comfort woman” who lived in the disaster-hit area was confirmed (Mar. 28, 2011).</p> <p>Japan All Solidarity Network for the Settlement of the “Comfort Women” Issue –Forwarding to Prime Minister Hatoyama Yukio, SDP Head Fukushima Mizuho and Kameyama Shizuka (ruling party representative) the petition for the solution of the “comfort women” issue (informing about the CEDAW recommendations); –Rally for increasing the number of local assemblies adopting a resolution calling on the government to solve the “comfort women” issue (March 24, 2010) and production of a leaflet; –Petition to the government regarding the Third Basic Plan for Gender Equality (public comments) (May 12, 2010); –Lobbying to the DPJ and the government so that the Prime Minister refers to the “comfort women” issue in his remark (Aug.7, 2010); –Rally in the Diet Members’ Office Building to put an end to failure to act by the government and parliament (with testimonies of former civilian personnel and latest footage of survivors (Oct. 28, 2010); –Editing a collection of documents on fact-finding about the perpetrators and victims in the judgments made on the “comfort women” trials and information distribution to MPs and the public (Oct. 2010); –Survey on the survivors in different countries (their number, demands, living conditions and the attitude of each government) and informing the concerned MPs of the results (Jun. 2011)</p> <p>FUDANREN –Submission of 6,496 petitions calling for a lasting solution of the “comfort women” issue (May 26, 2010); submission of a letter of request to Minister for Gender Equality Mizuho Fukushima and Gender Equality Bureau Director-General Okajima Atsuko (May 26)</p>	<p>–No mention is included in the Third Basic Plan for Gender Equality about measures for resolving the “comfort women” issue. The Prime Minister’s remark on the annexation of South Korea issued on August 19, 2010, does not refer to the relief of the military sexual slavery victims either.</p> <p>36 local assemblies have adopted resolutions or written opinions calling for the solution of the “comfort women” issue (as of June 2011).</p>	Legislative and administrative measures for ensuring a lasting resolution of the “comfort women” issue, including official apology, compensation, thorough fact-finding, punishment of the perpetrators, and education of the public.	Cabinet Office, Foreign Ministry
40		<p>Space Allies –Invitation to Japan of Secretary General of the Coalition against Trafficking in Women –Asia Pacific (CATW-AP) and organizing of her meeting with NGOs in Japan; developing the basis for programs of support and education of the persons concerned in the recipient countries.</p>		It is impossible to repair all the damage once it is done. The most important is to prevent such damage from happening, which is not realistic at the moment. A first step therefore is to act immediately for redressing the damage and protection the victims. Japan, together with its Asian neighbors should quickly enact necessary laws for the prevention of human trafficking and the protection and support of the victims.	

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44	Education (Reintegrating the promotion of gender equality in the Fundamental Law of Education; providing education favoring the promotion of gender equality; increasing the quota set in the Third Basic Plan for Gender Equality for the ratio of female faculty in university and colleges from 20 per cent to ultimately achieve gender parity.	<p>Japan Network on Education for the Advancement of Gender Equality</p> <ul style="list-style-type: none"> -Submission of petition to Ministry for Gender Equality Fukushima, Education Minister Kawabata and to the Director-General of the Gender Equality Bureau. (Mar. 2010); -Meeting with Education Ministry (Apr. 2010); -Letter of request to the Specialist Committee on Basic Issues and Planning; -Sending of two letters of request to the Kan government (Jul. 15 and Oct.14, on the need for increasing in the education budget for education and training and improvements of conditions in the fields where the stereotyped gender roles still impede women's participation); -Meetings with Education Ministry of Education to call for the promotion of gender equal and sex education as well as for more credits for family budget classes (Apr. 23 2010, Jan. 26 and May 12, 2011) <p>FUDANREN</p> <ul style="list-style-type: none"> -Submission of a letter of request to Minister Fukushima and Gender Equality Bureau Director-General Okajima Atsuko calling for the promoting of education for gender-equality and improvement in education and learning to ensure varied choices through free education on gender-equality and creation of scholarship allowance for high school and university students; petition to the Education Ministry (May 26, 2010). 	-The Third Basic Plan for Gender Equality stipulates that efforts should be made to ensure improvement in education and learning for promoting gender equality in all areas of the society including schools, families, local communities and workplaces. Such education and learning should also be integrated in school education. Next step would be putting into shape education and learning that promote gender equality in each area, particularly in school education.	-The Fundamental Law of Education has no reference to the promotion of gender equality; -Promotion of gender equality must be included in the Third Basic Plan for Gender Equality. Temporary special measures in the area of education should be introduced with numerical targets to increase women in decision making levels, such as in managerial posts in schools, officials of organizations of teachers and staffers, and university professors. Numerical targets posts, with numerical targets of women who are managers, officers of employees organizations and university teachers in decision making positions. Education and training should be encouraged in the areas with small participation of women.	Education and Science Ministry, Justice Ministry, Cabinet Office
46 & 54	Elimination of gender-based wage gap between men and women. To adopt gender-specific policies and programmes that would cater to the specific needs of vulnerable groups of women.	<p>Beijing-JAC</p> <ul style="list-style-type: none"> -In response to the government call for "concrete policy proposals" for the Third Basic Plan for Gender Equality, Beijing-JAC proposed seven items regarding the Priority field 7 of report of the Council for Gender Equality about support of men and women facing living difficulties such as poverty, such as raising the minimum wage, setting an absolute ceiling for daily hours of work, making preschooling free, reducing poverty ratio for children in single parent households, and providing assistance for obtaining educational background. <p>Space Allies</p> <ul style="list-style-type: none"> -Proposal on poverty of women at the Japan Federation of Bar Associations taskforce for poverty, in order to reduce the wage gap between men and women and among women as well as to achieve economic justice; -In parallel with APEC 2010, co-sponsored a symposium with other NGOs to analyze negative effects of free trade on women and increase in burden on women. 	- The points raised by Beijing-JAC were reflected in the Third Basic Plan for Gender Equality; which includes the reference to the calculation of "child poverty rate" as well as "poverty rate of single-parent household". It also refers to the need to deal with wage, reconciliation of family and work life and equal opportunity for education as parts of the government's effort to ensure that "poverty and other hardships are not passed on to the next generation."	-The government lacks the basic understanding about poverty elimination and gender equality. Its policy for employment and social security net is inadequate. It should radically revise the Worker Dispatch Law and achieve equal treatment. It should also implement measures better adapted to the needs of women, being minority in terms of their ethnic belonging, origin and sexuality.	Cabinet Office, Health, Labor and Welfare Ministry

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46	<p>Employment (To realize women's de facto equality with men in the labor market, To take concrete measures, including temporary special measures 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. 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)</p>	<p>Equality Action 21 -Submission of a letter of request to the new government (Oct.2, 2009: to the heads of DPJ, SDP, and People's New Party from Equality Action 21 Secretariat); -Representations to Minister for Gender Equality Fukushima (Jan.14); -Attendance with Beijing-JAC to the hearing at the DPJ Commission on Gender Equality on the elaboration of the Third Basic Plan for Gender Equality (Mar. 11); -Voicing opinions at the public (May 8) and through public comments for the Third Basic Plan for Gender Equality (May 10); -Co-sponsoring the Rally "Pay Equity Solves Everything" (May 5, with Zen Sekiyu Showa Shell Labours' Union, National Union of Showa Shell Employees, Women's Union for Workers in Trading, and Union Pay Equity (UPE); - Rally "Pay Equity Solves Everything Part II from Workplaces to Policy-making" (Oct.9, co-sponsored by the above 4 organizations) -Production of a DVD on how to practice job performance evaluation (completed in June 2011)</p> <p>WWN -Submission of a letter of request containing the following three items for achieving de facto gender equality (Feb. 3, 2010) 1) Deletion of the term "employment management category" from the Administrative Guidelines under the Equal Opportunity Law to give no room for employers to introduce a track-based system, which indirectly discriminates against women; 2) Enactment of a law on equal pay for work of equal value; 3) Implementation of temporary special measures in the field of employment (appointment of women to decision-making positions). The letter of request was presented to Justice Minister Chiba Keiko, Gender Equality Minister Fukushima Mizuho, Parliamentary Vice Minister for Foreign Affairs Nishimura Chinami, and Kawano Kyoko, Assistant Chief of the Equal Employment Policy Division, Equal Employment, Children and Family Bureau of Health, Labor and Welfare Ministry, and 5 other MPs.</p> <p>NJWA -Petition drives and representations to parliamentarians (in the capital and in other parts of the country) for a drastic review of the Worker Dispatch Law; -Petition drives demanding the withdrawal of dismissals of workers' by JAL management (2010 to 2011).</p> <p>FUDANREN -Submission of letter of request calling for investigation, analysis and improvements in the situation where gender-based wage gap remains uncorrected with more and more women employed as non-regular workers (May 26, 2010: to Minister for Gender Equality Fukushima and Gender Equality Bureau Director-General Okajima); -Representations to Ministry of Health and Labor (May 26)</p> <p>Women's Council I -Petition to Minister for Gender Equality Fukushima and DPJ Commission for Gender Equality Chair Komiyama (Nov. 25, 2009) for measures for equal pay for work of equal value, revision of the Law on temporary labor and elimination of poverty of women.</p>	<p>-Ministry of Health and Labor: "Study Group Report on the Issue of Wage Disparity between Men and Women in the Context of Changing Wage and Employment Systems" (April, 2010) -Ministry of Health and Labor: "Manual for Job Analysis and Job Evaluation -to Ensure that Part-time Employees can Display Their Abilities More Efficiently" (March 2010); -Ministry of Health and Labor: "Guideline on Supporting the Efforts of Employers and workers to Eliminate Wage Disparity between Men and Women" (Aug. 2010) -The Third Basic Plan for Gender Equality stipulates, "To ensure the efficiency of the ILO Convention100, research and development shall be continued on job evaluation methods". Regarding non-regular employment, it states, "To promote equal and balanced treatment aimed at equal pay for work of equal value, concrete initiatives including legislation shall be examined." The Plan also provides for the promotion of positive actions (Dec.2010). -The Cabinet Office inaugurated a working group for positive actions to begin the examination.</p> <p>-A draft bill amending the Worker Dispatch Law has been introduced in the Diet, but its content is inadequate, such as 80% of temporary works will not be covered by the amended law. The amendment will not lead to improvement in the situation of women workers who account for 70% of the precarious labor.</p>	<p>1) To grasp the real wage situation for both men and women including part-time workers and other precarious workers, not just the standard wage situation of regular workers. 2) To revise the manual developed by the Health and Labor Ministry; to amend the Part-Time Work Law in line with the purport of international conventions, and to establish a job evaluation system according to the international standards. 3) To revise the Guidelines developed by Health and Labor Ministry to make them more efficient, more adapted to the realities of workplaces including the situation of precarious workers. 4) To elaborate effective positive actions.</p> <p>-Drastic amendment of law so as to basically prohibit temporary labor.</p>	<p>Health, Labor and Welfare Ministry, Cabinet Office</p> <p>Health, Labor and Welfare Ministry</p>
48	<p>Reconciliation of family and work life (to assist women and men to strike a balance between family and employment responsibilities, 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)</p>	<p>Equality Action 21 -Representations on a "new system on children and child rearing" to Cabinet Office Parliamentary Secretary Izumi Kenta, (jointly with Beijing-JAC, Apr. 26, 2010)</p> <p>FUDANREN -Submission of a letter of request for increasing and improving public childcare facilities and schoolchildren centers to ensure that no child has to wait for admission into these facilities, instead of cramming children into the existing ones above the official requirements (May 26, 2010, to Minister for Gender Equality Fukushima and Gender Equality Bureau Director-General Okajima) and petition to the Ministry of Health and Labor (May 26); -Representations to the Health and Labor Ministry</p>		<p>-Extension and improvement of public childcare system (more public facilities, urgent support measures to ensure that no children left on the waiting list, priorities given to admission of children in single parent families and to children with parents on leave, raising the national minimum for childcare facilities, reduction of childcare fees, increase in full-time nursery staff, and no deregulation).</p>	<p>Health, Labor and Welfare Ministry</p>

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		<p>NJWA -Urgent survey on the children on waiting list for childcare facilities and on demands for better childcare conditions (Mar. 2010), which received 217 responses from 30 prefectures. Submission of a letter of request with seven items calling for increase in public childcare facilities and urgent support measures for an early resolution of the waiting list problem (to Minister of Health and Labor, Jun. 1).</p> <p>Beijing -JAC -In response to the government call for "concrete policy proposals" for the Third Basic Plan for Gender Equality, Beijing-JAC proposed six items regarding the Priority field 5 of the Council for Gender Equality Report about men's and women's work-life balance, including equal treatment for precarious workers, regulation on long hours of work and national minimum for childcare, improvement in the working conditions of employees in nursing care and childcare facilities, and covering of sexual harassment cases by workers' compensation insurance .</p>	<p>-The government announced that kindergartens and daycare centers will be merged into "child gardens" (tentative name) in 2013 (Nov.1, 2010). -The government recognized sexual harassment as an occupational accident in November 2010, and has considered to review the criteria for occupational accident recognition since February 2011.</p>	<p>-It remains to be seen whether the new childcare plan respects the right of the child to development or instead too much emphasis is given to the positions of the parents and corporations. The draft Basic Plan has no mention about setting and enforcement of a national minimum or guarantee for workers' status necessary for maintaining the quality of childcare. Budgetary measures are also necessary for ensuring good working conditions of workers by giving them regular status.</p>	
50	Health (to 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)	<p>FUDANREN -Submission of a letter of request calling for a survey and improvement of working conditions of women doctors and nurses as well as an increase in obstetricians and pediatricians (to Minister for Gender Equality Fukushima and Gender Equality Bureau Director-General Okajima, May 26, 2010), representations to the Health and Labor Ministry (May 26); -Submission of a letter of request calling for the continuation of free medical checks up to 14 for pregnant women, increase in childbirth allowance, and mandatory payment of health and childbirth allowances by the State-run health insurance (to Minister Fukushima and Bureau Director-General Okajima and to the Health and Labor Ministry (May 26), and representations to the Health and Labor Ministry (May 26)</p> <p>Women's Council I 1) Activities for the adoption by local assemblies of resolutions calling for public support including the coverage by public health insurance of medical checks of pregnant women, and the establishment of a free pregnancy and childbirth care (6 prefecture assemblies and 23 municipal assemblies adopted such resolutions by Oct. 2010); 2) Towards the elaboration of the Third Basic Plan for Gender Equality, the Council petitioned, through statements at public hearings and public comments, for the inclusion of the right to self-determination based on the idea of reproductive health and rights and of the improvement in sexual education. 3) Lobbying to the Health and Labor Ministry about the "new system on children and child-rearing", focused on support measure for pregnancy, childbirth and childcare; 4) Representations to the members of the Health and Labor Commission of both Houses to petition for the one-time "childbirth and child rearing allowance" as well as "medical checks of pregnant women" be covered by a public insurance system as women's right to pregnancy and childbirth.</p> <p>NJWA Petition to local assemblies and the State for providing public financial assistance to vaccination for cervical cancer.</p>	<p>-Inclusion in the "Children and Child-Rearing Vision" of reduction of economic burden related to pregnancy medical checkup and childbirth, improvement of neonatal intensive care unit, and better consultation and support services. The "New System on Children and Child-Rearing" provides for pregnancy medical checkup, one-time allowance for childbirth and childcare, and for childbirth allowance. -Free vaccination for cervical cancer until 2011, the continuation of subsidies onward remains a challenge.</p>	<p>1) Establishment of legal system on public funding for expenses for pregnancy and childbirth. 2) Awareness-raising about the reproductive health and rights, especially the right to self-determination, and legislation for guaranteeing these rights.</p>	Health, Labor and Welfare Ministry, Cabinet Office
50	Health (exclusively on induced interruption of pregnancies)	<p>Space Allies -Report about the situation in Japan in various international forums, one million signature campaign and media appearances for the abolition of law criminalizing abortion, survey to political parties prior to the House of Councilors' election and publication of its results, report at international conferences on ICPD+5 and to the UN Special Rapporteur on the situation concerning reproductive rights in Japan, translation into Japanese of World Health Organization (WHO) guidelines on abortion.</p>	<p>No positive sign for concrete amendment of the law. However, the Third Basic Plan for Gender Equality refers to the amendment with an unclear definition of the reproductive health/rights. The government does not consider the legislation with punitive provisions imposed on women who undergo abortion as discriminatory against women, stating that diverse opinion among the public should be considered before abolishing the law.</p>	<p>-Introduction of a bill to abolish the law criminalizing abortion and institution of a legislation based on the concept of reproductive rights.</p>	Justice Ministry, Health, Labor and Welfare Ministry

Para.	CEDAW Committee Recommendations	Initiatives by JNNC and other NGOs	Actions taken by the Government and other bodies	Remaining Issues	Competent Governmental Agencies
52	Minority Women (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, to appoint minority women representatives to decision-making bodies. To conduct a comprehensive study on the situation of minority women).	Ainu Association of Hokkaido, Sapporo Branch, Buraku Liberation League, Apeuro Women's Survey Project, International Movement against All Forms of Discrimination and Racism-Japan Committee (IMADR-JC) 1) NGOs' joint petition for the implementation of the CEDAW Committee recommendations: from 18 NGOs to Minister for Gender Equality and request for a meeting; petition to the Specialist Committee on Basic Issues and Monitoring and Gender Impact Assessment and Evaluation of the Council for Gender Equality; 2) Petition for the CEDAW Committee recommendations be taken up in the Third Basic Plan for Gender Equality	-Priority field 8 of the Third Basic Plan for Gender Equality includes references to women who face multiple additional challenges due to being a person with a disability, a non-Japanese living and working in Japan, Ainu and/or from Buraku communities, but no concrete measures are set forth.	The Third Basic Plan should explicitly refer to a plan for the implementation of CEDAW Committee recommendations (none at present). At least, "minority women" should be included in the entries in the heading of Priority field 8. It is necessary to appoint minority women representatives in consultative bodies in charge of the elaboration of the Basic Plan and to the Specialist Committee on Basic Issues and Planning (none at present). Each Specialist Committee meetings should hold hearings with representatives of Ainu, Buraku and resident Korean women to hear their opinions and the results of the questionnaire survey they conducted.	Cabinet Office, and other agencies concerned
54		DPI Women's Network Japan -Petition to the Council of Disability Policy Reform working on the revision of the Basic Act for Disabled Persons in preparation for Japan's ratification of the UN Convention on the Right of Persons with Disabilities to acknowledge the multiple discrimination facing women with disabilities and to create a separate provision to present basic guidelines for developing a policy with an action plan regarding these women.	The Council of Disability Policy Reform has almost decided to add a separate provision for women with disabilities. However, the Council still lacks sufficient understanding of the problems facing these women.	It is necessary to include challenges facing women with disabilities in the amending process of the Basic Act for Disabled Persons. Official statistics on the disabilities should be conducted separately for men and women to grasp the situation that women with disabilities have more difficulties than men and to provide them necessary support.	Cabinet Office, Health, Labor and Welfare Ministry
55	Beijing Declaration and Platform for Action	Space Allies -Participation in the Asia-Pacific Forum on Beijing +15; -Presenting proposals through Asia-Pacific Women Watch and with other NGOs for Beijing+15; -Proposals for the national report and participation in the Beijing+15 meeting and related events in New York.	The government lack understanding that the Beijing Declaration and Platform of Action are important documents to complement the CEDAW Convention.		Foreign Ministry, Cabinet Office
56	Millennium Development Goals	Space Allies -Space Allies continues advocacy activities on a permanent basis for G8 and G20 meetings and UN conferences on its own or as member of MOFA-NGO Meeting on GII/ID as well as of GCAP (Global Call to Action against Poverty) to press the government to make active commitment to MDGs. In the field of health, it constantly advocated for the development of a five-year plan and a new health policy was announced in Sept. 2010. With the creation of the UN Women, it will strongly urge the government to commit itself to this new women's agency. Exchange of opinion with Sherpa at the Civil G20 Dialogue. Upon the invitation of the Gender Justice Action, it made proposals as an NGO to the G20 Summit held in ROK.	In the context of economic recession, the official development aid tends to decrease, especially in the fields related with women, in particular reproductive health service.		
57	Ratification of other treaties	Space Allies -Lobbying to the UN Committee on the Rights of the Child (Space Allies only engaged in publicity in Japan, but many other organizations are actively involved at international level); -Preparation of a counter report to present it through the Japan Federation of Bar Associations on Japan's implementation of the International Covenant on Social and Cultural Rights for the consideration of the government report by the UN Committee scheduled for 2012. Survivors' Justice -Towards the examination of Japan's third periodic report on the implementation of the Convention of the Rights of the Child (May 2010), preparation and submission of the report with other members of the NGO Network for the Convention on the Rights of the Child, focused on sexual violence against children and on children in sexual minority groups. Lobbying to the UN Committee members during the session; -After the issuance of the Committee's Concluding Observations, organized seminars in the Diet Members' Office Building to outline the contents of the Concluding Observations and future tasks (Jul. 2010 and Jun. 2011). -Publication of a book: "Japanese Children in Light of the Convention on the Rights of the Child Consideration of the Third Periodic Report of Japan and Concluding Observations of the UN Committee on the Rights of the Child" (Gendai-jinbunsha, 2011).	-No noticeable change	-Strengthened monitoring on the implementation of the Convention on the Rights of the Child and ratification of the Optional Protocol.	Foreign Ministry