

Option 1: Discrimination against women in education: Are there any problems in Japan? If so, how should Japan cope with them?

Criticism: “The Committee also notes with concern that women continue to be concentrated in traditional fields of study and are underrepresented in academia as students and as faculty members, particularly at the professorial level.”

- Committee on the Elimination of Discrimination against Women, [Concluding observations of the Committee on the Elimination of Discrimination against Women: Japan](#), U.N. Doc. CEDAW/C/JPN/CO/6, 7 August 2009, para. 43.

Response: [Response by the Government of Japan on the Concluding Observations of the Committee on the Elimination of Discrimination against Women \(CEDAW/C/JPN/CO/6\)](#), August, 2011, paras. 25-27.

Laws:

- Art. 14, Constitution of Japan
All of the people are equal under the law and there shall be no discrimination in political, economic or social relations because of race, creed, sex, social status or family origin.
- [Basic Act for Gender-Equal Society](#) (Act No. 78 of 1999)

Government:

- [Gender Equality Bureau, Cabinet Office](#)

Facts:

Undergraduate students admitted to the Faculty of Law, Kyoto Univ.

year	men	women	total	% of female students
1970	323	15	338	4.4%
1980	314	16	330	4.8%
1990	321	84	405	20.7%
2000	270	98	368	26.6%
2008	261	75	336	22.3%

2009	237	100	337	29.7%
2010	240	96	336	28.6%
2011	258	80	338	23.7%
2012	260	77	337	22.8%

source: Faculty of Law, Kyoto University

Undergraduate students admitted to Kyoto University as a whole

year	men	women	total	% of female students
1970	2,485	150	2,635	5.7%
1980	2,304	206	2,510	8.2%
1989	2,589	396	2,985	13.3%
1998	2,445	606	3,051	19.9%
2008	2,332	686	3,018	23.1%
2009	2,314	692	3,006	23.0%
2010	2,296	717	3,013	23.8%
2011	2,325	706	3,031	23.3%
2012	2,355	672	3,027	22.2%

source: Kyoto University

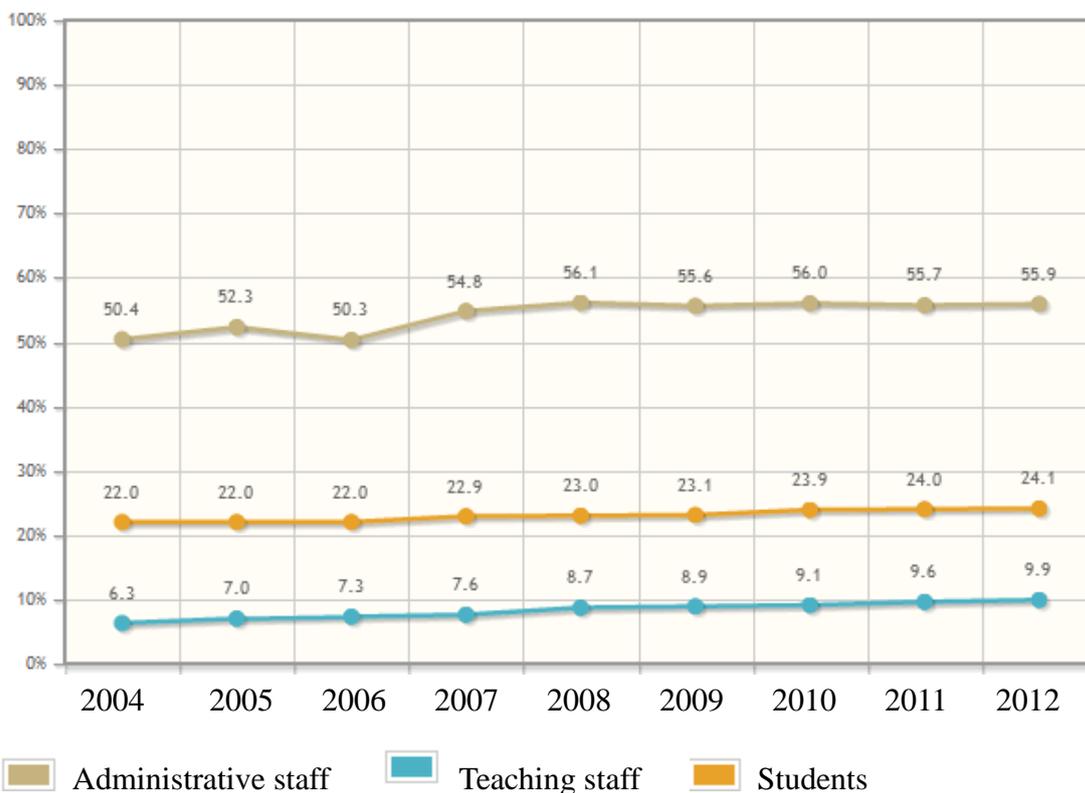
Undergraduate students admitted to Kyoto University in 2012

	men	women	total	% of female students
Integrated Human Studies	88	39	127	30.7%
Letters	113	115	228	50.4%
Education	41	20	61	32.8%
Law	260	77	337	22.8%
Economics	204	49	253	19.4%
Science	283	31	314	9.9%
Medicine (Medical Science, 6 yrs)	98	13	111	11.7%
Medicine (Human Health Science, 4 yrs)	36	116	152	76.3%
Pharmaceutical Sciences (Pharmacy, 6 yrs)	17	14	31	45.2%
Pharmaceutical Sciences (Pharmaceutical	40	12	52	23.1%

Science, 4 yrs)				
Engineering	901	63	964	6.5%
Agriculture	216	100	316	31.6%

source: Kyoto University

Proportion of women in Kyoto University



source: Kyoto University

Proportion of Women among Attorneys (Practicing Lawyers)

France (2011)	51.9%
UK (2010)	44.9%
USA (2012)	33%
China (2005)	19%
Japan (2012)	16.9%

source: Ministère de la justice et des libertés (France) ; American Bar Association (USA) ; House of Commons (UK) ; Ethan Michelson, "Gender Inequality in the Chinese Legal Profession", in *Work and Organization in China after Thirty Years of Transition*, vol. 18, 2009, p. 337 (China).

Proportion of Women among Physicians in 2010

Finland	55.50%
Hungary	54.23%
Czech Republic	53.73%
Spain	50.95%
Austria	44.47%
UK	44.07%
Norway	42.52%
Germany	42.31%
New Zealand	40.84%
France	40.82%
Chile	38.51%
Turkey	36.68%
Belgium	35.63%
USA	31.76%
ROK	20.43%
Japan	18.84%

source: [OECD StatExtracts](#)

Proportion of Women among Researchers (in Private and Public Sectors) in 2010

Latvia	52.4%
Portugal	45.8%
Russia	41.7%
Spain	38.1%
UK	37.9%
Turkey	36.3%
Sweden	35.7%
USA	34.3%
Italy	33.8%
Switzerland	30.2%
France	26.9%
Germany	24.9%
ROK	15.6%
Japan	13.8%

source: *Gender Equality Bureau, Cabinet Office*

Proportion of Women in National Parliaments as of 1 February 2013

Country	Lower or single House			Upper House or Senate		
	seats	women	%	seats	women	%
Rwanda	80	45	56.3%	26	10	38.5%
Cuba	586	265	45.2%			
Sweden	349	265	44.7%			
Germany	620	204	32.9%	69	19	27.5%
France	577	155	26.9%	347	77	22.2%
Iraq	328	82	25.2%			
Canada	308	76	24.7%	103	39	37.9%
Philippines	284	65	22.9%	23	3	13.0%
China	2978	635	21.3%			
Indonesia	560	104	18.6%			
USA	433	77	17.8%	99	20	20.2%
UAE	40	7	17.5%			
Libya	200	33	16.5%			
ROK	300	47	15.7%			
Russia	450	61	13.6%	163	13	8.0%
India	545	60	11.0%	245	26	10.6%
Japan	480	38	7.9%	236	43	18.2%
Egypt	508	10	2.0%	270	12	4.4%

source: <<http://www.ipu.org/wmn-e/arc/classif010213.htm>>

Proportion of Women in Cabinet in 2012

Country	Total Cabinet Ministers	Women	%
France	21	11	52.4%
Sweden	25	13	52.0%
Switzerland	8	4	50.0%
Norway	21	10	47.6%
Finland	19	9	47.4%
Belgium	13	5	38.5%

Germany	16	6	37.5%
USA	22	8	36.4%
New Zealand	20	6	30.0%
Spain	14	4	28.6%
Netherlands	20	5	25.0%
Canada	38	9	23.7%
Italy	24	5	20.8%
UK	23	4	17.4%
Portugal	16	2	12.5%
Japan	19	2	10.5%
Tunisia	28	2	7.1%
Egypt	35	2	5.7%
Russia	21	1	4.8%

source : Centre for Women and Democracy

Proportion of Women in the Central Government (civil servants) in 2009

Poland	69.0%
Portugal	61.0%
New Zealand	59.0%
France	56.0%
Australia	54.9%
UK	52.4%
Spain	49.5%
Norway	46.0%
USA	43.9%
ROK	40.4%
Austria	38.0%
Switzerland	29.2%
Germany	23.0%
Japan	19.6%
Turkey	11.9%

source: OECD

Proportion of Women in Senior Management in 2013

	China (mainland)	51
	Poland	48
	Latvia	43
	Estonia	40
	Lithuania	40
	Philippines	37
	Georgia	37
	Thailand	36
	Vietnam	33
	Botswana	32
	Russia	31
	Germany	31
	Taiwan	31
	Hong Kong	30
	Turkey	30
	Greece	30
	South Africa	28
	New Zealand	28
	Belgium	28
	Peru	27
	Singapore	27
	Sweden	27
	Canada	27
	Malaysia	26
	France	26
	Global	24
	Finland	24
	Italy	24
	Denmark	23
	Brazil	23
	Mexico	23
	Armenia	23
	Australia	22
	Chile	22
	Norway	22
	Spain	21
	Ireland	21
	United States	20
	United Kingdom	19
	India	19
	Argentina	18
	Switzerland	14
	Netherlands	11
	United Arab Emirates	11
	Japan	7

source: Grant Thornton International Business Report 2013, *Women in Senior Management*, Fores Insights.