

## Evaluation of Achievement towards Numerical Targets of the Fourth Basic Plan for Gender Equality

\*This annex was among the materials discussed at the Council for Gender Equality on November, 2020 for formulating the Fifth Basic Plan.

| No.  | Numerical Targets of the Fourth Basic Plan for Gender Equality   | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources   | Achievement level evaluation  |   |
|--|--|---------------------------|---------------------------------|---------------------------|---|---|---|
|  |  |                           |                                 |                           |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)   |
| <b>1. Expansion of Women's Participation in Policy Decision-making Processes</b> |  |                           |                                 |                           |   |   |   |
| <b>Political Field</b>   |  |                           |                                 |                           |   |   |   |
| 1  | <p>Proportion of female candidates for the House of Representatives</p> <p>Note: The government keeps these targets in mind when requesting political parties for actions. These targets are thus goals for the government to strive for, which don't restrict the independent action of political party, nor require achievement by a political party on its own.</p> | 30%<br>(2020)             | 16.6%<br>(2014)                 | 17.8%<br>(2017)           | <p>Survey on the Results of the General Election of the House of Representatives and the National Review of Supreme Court Judges, Ministry of Internal Affairs and Communications</p> | C   | <p><b>Efforts to date</b></p> <p>Based on the Act on Promotion of Gender Equality in the Political Field, the GOJ has conducted the following:</p> <ul style="list-style-type: none"> <li>• requested that political parties implement voluntary measures such as positive actions,</li> <li>• “visualized” the participation of women,</li> <li>• conducted surveys and provided information on measures taken in other countries.</li> </ul> <p><b>Reasons for not achieving numerical targets , etc.</b></p> <p>The following are considered reasons for the delay in women's participation in the political field:</p> <ul style="list-style-type: none"> <li>• difficulty in maintaining balance between work (candidacy and parliamentary activities) and family life,</li> <li>• lack of opportunities for human resource development,</li> <li>• harassment against candidates and politicians.</li> </ul> <p>(Source: <i>Research and study report on local assembly members for the promotion of gender equality in the political field</i>, Cabinet Office Gender Equality Bureau, March 2018)</p> |

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|     |   |                           |                                 |                           |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 2   | Proportion of female candidates for the House of Councilors<br><br>Note: The government keeps these targets in mind when requesting political parties to take action. These targets are thus goals for the government to strive for, which don't restrict the independent action of political party, nor require achievement by a political party on its own. | 30% (2020)                | 24.2% (2013)                    | 28.1% (2019)              | Survey on the Results of the Ordinary Election for the House of Councillors, Ministry of Internal Affairs | C   | Same as above   |

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|                       |  |                           |                                 |                           |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)  |
| <b>Judicial Field</b> |  |                           |                                 |                           |   |   |  |
| 3                     | Proportion of female public prosecutors                        | 30% (End of FY2020)       | 22.4% (2015)                    | 25.4% (March 31, 2020)    | Survey on Women's Participation in Policy/Decision-making Processes, Cabinet Office | C   | <p><b>Efforts to date</b><br/>Efforts have been made to improve the work environment for continued employment.</p> <p><b>Reasons for not achieving numerical targets, etc.</b><br/>The percentage of female public prosecutors who have left the profession has remained below the percentage of female public prosecutors who are on duty. However, since there are a certain number of female public prosecutors who pursued their own career choice and changed their career to become, for example lawyers, there are difficulties in reducing the number of female public prosecutors who leave the profession.</p> <p>In order to recruit more female public prosecutors, the GOJ is taking measures such as familiarizing its efforts to improve the environment for continued employment at various briefing sessions. As a result, while the percentage of women who have completed legal training lies around the 20-25% range, the percentage of female public prosecutors recruitment has remained above 30% (43.1% in FY2019), and the number of female prosecutors has been steadily increasing.</p> |

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| <b>Administrative Field</b> |   |                            |                                 |                           |   |   |   |
| 4                           | Proportion of female national public officials hired through recruitment examinations                           | 30% or greater (each year) | 31.5% (April 1, 2015)           | 36.8% (April 1, 2020)     | Follow-up on the status of recruitment of female national public officials<br>Cabinet Bureau of Personnel Affairs   | A   | —   |
| 5                           | Proportion of female national public officials hired through recruitment examinations for comprehensive service | 30% or greater (each year) | 34.3% (April 1, 2015)           | 35.4% (April 1, 2020)     | Follow-up on the status of recruitment of female national public officials ,<br>Cabinet Bureau of Personnel Affairs | A   | —   |

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|     |   |                           |                                 |                           |  | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)   |
| 6   | Section chief at HQ or equivalent in national government positions  | 30% (End of FY2020)       | 22.2% (July 2015)               | 26.5% (July 2020)         | Follow-up on the appointment of female national public employees and the status of national public officials taking childcare leave, etc., Cabinet Bureau of Personnel Affairs | C   | <p><b>Efforts to date</b></p> <p>As of July 2020, the proportion of female national public officials reached the highest figure in all levels of positions since the survey started in 2005, indicating the promotion of female employees has been steadily progressing.</p> <p>In addition to actively promoting the hiring of female national public officials, the following measures have been taken in order to maximize the abilities of each hired female national public officials:</p> <ul style="list-style-type: none"> <li>• establishment of comfortable working environment for all male and female national public officials and raising managers' awareness to achieve this,</li> <li>• promotion of initiatives to enable employees to play an active role while balancing childcare and nursing care with work,</li> <li>• support for career development, systematic training for national public servants, etc.</li> </ul> <p><b>Reasons for not achieving numerical targets, etc.</b></p> <p>Long-lasting efforts for the systematic development of female employees are required, such as correcting long working hours, balancing work and family life, raising awareness among managers, and supporting career development.</p> |
| 7   | Director at regional institution, assistant director at HQ or equivalent in national government positions | 12% (End of FY2020)       | 8.6% (July 2015)                | 12.3% (July 2020)         | Follow-up on the appointment of female national public employees and the status of national public officials taking childcare leave, etc., Cabinet Bureau of Personnel Affairs | A   | —   |

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|     |   |                           |                                 |                           |  | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 8   | Director at HQ or equivalent in national government positions     | 7% (End of FY2020)        | 3.5% (July 2015)                | 5.9% (July 2020)          | Follow-up on the appointment of female national public officials and the status of national public employees taking childcare leave, etc., Cabinet Bureau of Personnel Affairs | C   | Same as above   |
| 9   | Designated service or equivalent in national government positions | 5% (End of FY2020)        | 3.0% (November 2015)            | 4.4% (July 2020)          | Follow-up on the appointment of female national public officials and the status of national public employees taking childcare leave, etc., Cabinet Bureau of Personnel Affairs | C   | Same as above   |

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|     |   |                            |                                 |                           |  | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)  |
| 10  | Percentage of male national public officials who take childcare leave | 13% (FY2020)               | 3.1% (FY2014)                   | 12.4% (2018)              | Follow-up on the appointment of female national public employees and the status of national public officials taking childcare leave, etc., Cabinet Bureau of Personnel Affairs | C   | <b>Efforts to date</b><br>Prior to the initiatives which started in FY2020 to encourage all male national public officials who have had a child to take at least one month of leave for childcare, push-type promotion by managers has been conducted since FY2018.<br><br><b>Reasons for not achieving numerical targets , etc.</b><br>The numerical target is to reach 13% by FY2020, and the FY2018 result is 12.4%. The GOJ has been recording the highest every year. The GOJ is also expecting to achieve the numerical target in FY2019 (to be announced this fiscal year). |
| 11  | Members of national advisory councils and committees                  | Between 40% and 60% (2020) | 36.7% (2015)                    | 40.7% (2020)              | Survey on the participation of female members in national advisory councils and committees, Cabinet Office   | A   | —  |
| 12  | Expert members of national advisory councils and committees           | 30% (2020)                 | 24.8% (2015)                    | 30.3% (2020)              | Survey on the participation of female members in national advisory councils and committees, Cabinet Office   | A   | —  |

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|     |  |                           |                                 |                           |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)  |
| 13  | Proportion of female prefectural public officials hired through local public official recruitment examinations (overall)                           | 40% (FY2020)              | 31.9% (FY2014)                  | 36.6% (FY2019)            | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | C   | <b>Efforts to date</b><br>The GOJ has provided information on details of efforts by local governments such as:<br>• proactive publicity targeting female students<br>• training of recruitment interviewers<br><br><b>Reasons for not achieving numerical targets, etc.</b><br>The following are considered as challenges in recruiting women by local governments:<br>• the percentage of female candidates is low among the total number of candidates<br>• the percentage of female candidates and hired candidates for non-clerical positions (e.g., technical positions) is low<br>As a result of efforts to address these issues, the percentage of women hired is on a steady upward trend, but more efforts are needed to achieve the numerical targets, and further efforts are needed to hire more female employees. |
| 14  | Proportion of female prefectural public officials hired through local public official recruitment examinations (university graduate or equivalent) | 40% (FY2020)              | 26.7% (FY2014)                  | 33.6% (FY2019)            | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | C   | Same as above  |



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|     |  |                           |                                 |                           |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)  |
| 15  | Position equivalent to section chief of the prefectural government main office | 30% (End of FY2020)       | 20.5% (2015)                    | 22.6% (2020)              | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | C   | <p><b>Efforts to date</b></p> <ul style="list-style-type: none"> <li>• Introduction of examples of advanced approaches to women's empowerment and work style reforms</li> <li>• Creation of networks and promotion of opportunities for opinion exchanges among organizations</li> <li>• Research and study on practical efforts to women's empowerment and work style reforms</li> <li>• Supported the efforts of local governments by providing training for women in senior management positions at the Local Autonomy College and lectures on "women's empowerment and work style reform" in various training courses.</li> </ul> <p><b>Reasons for not achieving numerical targets, etc.</b></p> <p>The following are some of the issues to be addressed in order to promote women's empowerment in local governments:</p> <ul style="list-style-type: none"> <li>• the small number of female local public officials who are willing to take on management positions,</li> <li>• the lack of progress in male employees taking childcare leave or participating in childcare,</li> <li>• the lack of work experience among many women due to time constraints.</li> </ul> <p>In light of these issues, a two-way approach is necessary as follows;</p> <ul style="list-style-type: none"> <li>• create a new human resource management system and promotion model that enables women to be active in management positions while raising children,</li> <li>• reform working styles so that men can fulfill their family responsibilities such as childcare.</li> </ul> <p>As a result of the efforts made so far, the percentage of women in each management position has been steadily increasing. However, in order to promote women to each management position, it is necessary to continue to make efforts from a medium- to long-term perspective, and it is necessary to proactively expand efforts by each local government.</p> |

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|     |  |                                   |                                 |                           |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 16  | Position equivalent to assistant director of the prefectural government main office                    | 25% (End of FY2020)               | 16.4% (2015)                    | 20.4% (2020)              | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | C   | Same as above   |
| 17  | Position equivalent to director of the prefectural government main office                              | 15% (End of FY2020)               | 8.5% (2015)                     | 12.2% (2020)              | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | C   | Same as above   |
| 18  | Position equivalent to department/bureau chief, deputy chief of the prefectural government main office | Approximately 10% (End of FY2020) | 4.9% (2015)                     | 7.0% (2020)               | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | C   | Same as above   |

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|     |   |                           |  |  |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 19  | Position equivalent to section chief of the municipal government main office      | 35% (End of FY2020)       | City, town and village: 31.6%<br>Ordinance-Designated City: 23.5% (2015)   | City, town and village: 35.0%<br>Ordinance-Designated City: 26.5% (2020)   | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | A   | —   |
| 20  | Position equivalent to assistant director of the municipal government main office | 30% (End of FY2020)       | City, town and village: 26.2%<br>Ordinance-Designated City: 19.4% (2015)   | City, town and village: 29.2%<br>Ordinance-Designated City: 22.6% (2020)   | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | C   | Same as above   |
| 21  | Position equivalent to director of the municipal government main office           | 20% (End of FY2020)       | City, town and village: 14.5%<br>[Ordinance-Designated City: 13.4%] (2015) | City, town and village: 17.8%<br>[Ordinance-Designated City: 16.9%] (2020) | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | C   | Same as above   |

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|     |  |                                   |   |  |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 22  | Position equivalent to department/bureau chief, deputy chief of the municipal government main office | Approximately 10% (End of FY2020) | City, town and village: 6.9% [Ordinance-Designated City: 7.9%] (2015) | City, town and village: 10.1% [Ordinance-Designated City: 10.8% ] (2020) | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | A   | —   |
| 23  | Proportion of female local police officers   | Approximately 10% (2023)          | 8.1% (FY2015)   | 10.2% (April 2020)   | Survey on Women's Participation in Policy and Decision-making Processes, Cabinet Office   | A   | —   |

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|     |  |                             |                                 |                           |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)  |
| 24  | Proportion of female firefighters                              | 5%<br>(Beginning of FY2021) | 2.4%<br>(FY2015)                | 2.9%<br>(FY2019)          | Survey on Women's Participation in Policy and Decision-making Processes, Cabinet Office | C   | <p><b>Efforts to date</b></p> <p>The GOJ is mainly implementing the following efforts to increase female employment, appointment, and the proportion of female firefighters:</p> <ul style="list-style-type: none"> <li>• Briefing session (one-day internship) for women</li> <li>• Renewal of the operation of a portal site that provides comprehensive information on the active roles of female firefighters</li> <li>• Support for projects related to the promotion of women's participation and advancement</li> <li>• Lectures by advisors on the promotion of women's participation and advancement</li> <li>• Development of women-only facilities (bathrooms, napping rooms, etc.) with special allocation tax</li> <li>• "The Course on promotion of women's participation and advancement" at the Fire and Disaster Management College</li> <li>• Creation of guidebook to raise awareness for women's participation and advancement</li> </ul> <p>As a result of these efforts, the number of fire departments with no female firefighters decreased by 110 to 178 between FY2015 and FY2019, and the number of female firefighters nationwide increased by 886.</p> <p><b>Reasons for not achieving numerical targets, etc.</b></p> <p>In organizations where men are overwhelmingly in the majority, a male-centered organizational culture is likely to be formed, creating a situation in which it is difficult for female firefighters to play an active role. The numerical targets have not been achieved yet, and it is necessary to continue to promote these efforts.</p> |

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|     |  |                           |                                 |                           |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)  |
| 25  | Percentage of male local public officials who take childcare leave | 13% (2020)                | 1.5% (FY2013)                   | 5.6% (2018)               | Results of survey on working conditions in local governments, Ministry of Internal Affairs and Communications | C   | <p><b>Efforts to date</b></p> <ul style="list-style-type: none"> <li>• Issued a letter from the GOJ to all prefectural governors and mayors of municipalities across Japan, requesting that they take initiatives to create an environment in which male local public officials can easily take childcare leave</li> <li>• Provided information on good practices of organizations with high acquisition rates of childcare leave and efforts by national public officials</li> <li>• encouraged to take childcare leave at various meetings, conducting interviews to see the status of efforts and to provide advice</li> </ul> <p>In addition, since there is a difference in the rate at which childcare leave is taken among departments (head bureaus, police departments, fire departments, and boards of education), the acquisition rate by department was ascertained and released, and related ministries and agencies worked together to promote it.</p> <p><b>Reasons for not achieving numerical targets, etc.</b></p> <p>Factors that stop male employees from taking childcare leave are as follows:</p> <ul style="list-style-type: none"> <li>• significant impact on work, and boss, and colleagues</li> <li>• fear of loss of income during the leave period</li> <li>• fear of impact on career development</li> </ul> <p>Although there has been a gradual increase in the number of local public officials who take childcare leave, further efforts are needed to achieve the numerical targets, and it is necessary to further promote efforts for the creation of a workplace culture in which they feel comfortable about taking childcare leave.</p> |

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| 26  | Members of prefectural government advisory councils and committees | Aiming for 33.3% (initially), up to 40% or greater (2020) | 30.6% (2015)                    | 33.3% (2020)              | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | B   | <p><b>Efforts to date</b><br/>The percentage of women who are members of local advisory councils and committees in each prefecture is “visualized” and published on the website. In addition, the GOJ has requested that each prefecture take measures to expand women's participation in advisory councils and committees.</p> <p><b>Reasons for not achieving numerical targets, etc</b><br/>Among advisory councils and committees, the percentage of women is low particularly in the Disaster Prevention Council, the Traffic Safety Counter-measurement Council, and the Civil Protection Council.<br/>Among the advisory councils and committees that must be established in local governments under law or ordinance-designated cities, 19 out of 48 (which is 39.6% of the total) have less than 33.3% female members.</p> |
| 27  | Members of municipal government advisory councils and committees   | 30% or greater (2020)                                     | 25.6% (2015)                    | 27.1% (2020)              | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | C   | <p><b>Efforts to date</b><br/>The percentage of women who are members of local advisory councils and committees in each municipality and the percentage of advisory councils and committees with no female members are “visualized” and published on the website. In addition, the GOJ has requested each municipality to take measures to expand women's participation in advisory councils and committees.</p> <p><b>Reasons for not achieving numerical targets, etc.</b><br/>Among advisory councils and committees, the percentage of women is low particularly in the Disaster Prevention Council, at 8.7%.<br/>The percentage shows 28.5% for city and ward, and 22.2% for town and village. There are some advisory councils and committees of town and village with no female members.</p>                                 |

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| 28  | Department chief, director or equivalent in incorporated administrative agencies | 15% (End of FY2020)       | 13.5% (2015)                    | 15.4% (2020)              | Survey on the status of female participation in incorporated administrative agencies, etc., Cabinet Office | A   | —   |
| 29  | Executives in incorporated administrative agencies                               | 13% (End of FY2020)       | 10.5% (2015)                    | 14.4% (2020)              | Survey on the status of female participation in incorporated administrative agencies, etc., Cabinet Office | A   | —   |



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| <b>Economic Field</b> |  |                           |                                 |                           |  |   |   |
| 30                    | Section chief level in private corporations                    | 25% (2020)                | 16.2% (2014)                    | 18.9% (2019)              | Basic Survey on Wage Structure, Ministry of Health, Labour and Welfare | C   | <p><b>Efforts to date</b></p> <ul style="list-style-type: none"> <li>• The GOJ has taken efforts such as enforcement of the Act on Promotion of Women's Participation and Advancement in the Workplace, and the promotion of "visualization" of information on the status of women's empowerment.</li> <li>• The GOJ selects and announces the members (called "stocks") of "Nadeshiko Brands," which are listed companies that are selected as a member of a group of companies that are actively promoting the employment and advancement of women, as attractive stocks for investors. In order for companies to be selected as a "Nadeshiko Brand," they are asked to answer questions about the number of female employees and their willingness to disclose information in the "Women's participation and advancement survey."</li> </ul> <p><b>Reasons for not achieving numerical targets, etc</b></p> <ul style="list-style-type: none"> <li>• Although the numerical targets have not yet been achieved, progress has been steadily made, and it is necessary to continue to implement measures</li> <li>• We will continue to review the criteria for "Nadeshiko Brand" so that companies that are actively working on women's participation and advancement will receive a fair evaluation</li> </ul> |
| 31                    | Director level in private corporations                         | 15% (2020)                | 9.2% (2014)                     | 11.4% (2019)              | Basic Survey on Wage Structure, Ministry of Health, Labour and Welfare | C   | Same as above   |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources  | Achievement level evaluation  |   |
|-----|--|---------------------------|---------------------------------|---------------------------|--|---|---|
|     |  |                           |                                 |                           |  | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 32  | Department manager level in private corporations               | Approximately 10% (2020)  | 6.0% (2014)                     | 6.9% (2019)               | Basic Survey on Wage Structure, Ministry of Health, Labour and Welfare | C   | Same as above   |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline)                   | Figures at the time of planning | Updated Figures (current) | Sources  | Achievement level evaluation  |  |
|-----|--|---|---------------------------------|---------------------------|--|---|--|
|     |  |   |                                 |                           |  | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)  |
| 33  | Proportion of female executives of listed companies            | Aiming for 5% (initially), up to 10% (2020) | 2.8% (2015)                     | 6.2% (2020)               | Quarterly executive report, Toyo Keizai Inc.<br>Yakuin Shikiho(Executive Officers Handbook),Toyo Keizai Inc. | B   | <b>Efforts to date</b> <ul style="list-style-type: none"> <li>▪ In April 2013, a request was made to economic organizations that listed companies appoint at least one woman as an executive. Since then, efforts have accelerated, and the proportion of female executives has increased from 1.6% in 2012 (,which is before the request,) to 6.2% in 2020, which is an increase of about 4.0 times in the number of female executives.</li> <li>▪ The Corporate Governance Code was revised in June 2018, which now positions diversity among the Board of Directors including gender and nationality aspects as the key element</li> <li>▪ The GOJ selects and announces the members (called "stocks") of "Nadeshiko Brand," which are listed companies that is selected as a member of actively promoting the employment of women, as attractive stocks for investors.</li> <li>▪ Since FY2018, "having at least one female board member" is a selection requirement, and since FY2019 the requirement of "multiple female board members and a composition of at least 10% female board members" has been added.</li> </ul> <p>In addition, a system was established to award companies that practice the "Diversity 2.0 Action Guidelines" as "Diversity Management Selection 100," with having at least one female board member as an application requirement.</p> |

| No.                                 | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline)  | Figures at the time of planning           | Updated Figures (current) | Sources | Achievement level evaluation  |   |                                    |   |  |   |                     |                     |                     |                                     |  |  |  |      |             |             |             |     |             |             |             |               |             |           |           |       |       |     |     |
|-------------------------------------|--|--|---|---------------------------|---------|---|---|------------------------------------|---|--|---|---------------------|---------------------|---------------------|-------------------------------------|--|--|--|------|-------------|-------------|-------------|-----|-------------|-------------|-------------|---------------|-------------|-----------|-----------|-------|-------|-----|-----|
|                                     |  |  |   |                           |         | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)   |                                    |   |  |   |                     |                     |                     |                                     |  |  |  |      |             |             |             |     |             |             |             |               |             |           |           |       |       |     |     |
|                                     |  |  |   |                           |         |   | <p>(Continued)</p> <p><b>Reasons for not achieving numerical targets, etc.</b></p> <ul style="list-style-type: none"> <li>One reason for the lack of progress in appointing female executives may be related to a pipeline: Companies are still in the process of building a pipeline of women's carrier paths from recruitment to management and executive positions.</li> </ul> <p>(Reference) Number of companies by number of female executives in each market segment</p> <table border="1"> <thead> <tr> <th rowspan="2">Classification of listed companies</th> <th>First Section of the Tokyo Stock Exchange</th> <th>Second Section of the Tokyo Stock Exchange/Nagoya Stock Exchange</th> <th>Others (non-subsidized works/ASDAQ, etc.)</th> </tr> <tr> <th>(Number: Companies)</th> <th>(Number: Companies)</th> <th>(Number: Companies)</th> </tr> </thead> <tbody> <tr> <td>Number of female executive officers</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Zero</td> <td>918 (42.3%)</td> <td>562 (63.9%)</td> <td>504 (68.9%)</td> </tr> <tr> <td>One</td> <td>826 (38.1%)</td> <td>234 (26.6%)</td> <td>177 (24.2%)</td> </tr> <tr> <td>More than two</td> <td>426 (19.6%)</td> <td>83 (9.4%)</td> <td>50 (6.8%)</td> </tr> <tr> <td>Total</td> <td>2,170</td> <td>879</td> <td>731</td> </tr> </tbody> </table> <p>Source: Quarterly executive report, Toyo Keizai Inc.(as of July 2020)</p> <ul style="list-style-type: none"> <li>In preparation for the revision of the Corporate Governance Code scheduled for 2021, the code will be reviewed by taking into account the perspective of gender diversity.</li> <li>The criteria for a "Nadeshiko Brand" will be reviewed so that companies which are actively working on women's empowerment will be recognized.</li> </ul> | Classification of listed companies | First Section of the Tokyo Stock Exchange | Second Section of the Tokyo Stock Exchange/Nagoya Stock Exchange | Others (non-subsidized works/ASDAQ, etc.) | (Number: Companies) | (Number: Companies) | (Number: Companies) | Number of female executive officers |  |  |  | Zero | 918 (42.3%) | 562 (63.9%) | 504 (68.9%) | One | 826 (38.1%) | 234 (26.6%) | 177 (24.2%) | More than two | 426 (19.6%) | 83 (9.4%) | 50 (6.8%) | Total | 2,170 | 879 | 731 |
| Classification of listed companies  | First Section of the Tokyo Stock Exchange                      | Second Section of the Tokyo Stock Exchange/Nagoya Stock Exchange | Others (non-subsidized works/ASDAQ, etc.) |                           |         |   |   |                                    |   |  |   |                     |                     |                     |                                     |  |  |  |      |             |             |             |     |             |             |             |               |             |           |           |       |       |     |     |
|                                     | (Number: Companies)  | (Number: Companies)  | (Number: Companies)                       |                           |         |   |   |                                    |   |  |   |                     |                     |                     |                                     |  |  |  |      |             |             |             |     |             |             |             |               |             |           |           |       |       |     |     |
| Number of female executive officers |  |  |   |                           |         |   |   |                                    |   |  |   |                     |                     |                     |                                     |  |  |  |      |             |             |             |     |             |             |             |               |             |           |           |       |       |     |     |
| Zero                                | 918 (42.3%)  | 562 (63.9%)  | 504 (68.9%)                               |                           |         |   |   |                                    |   |  |   |                     |                     |                     |                                     |  |  |  |      |             |             |             |     |             |             |             |               |             |           |           |       |       |     |     |
| One                                 | 826 (38.1%)  | 234 (26.6%)  | 177 (24.2%)                               |                           |         |   |   |                                    |   |  |   |                     |                     |                     |                                     |  |  |  |      |             |             |             |     |             |             |             |               |             |           |           |       |       |     |     |
| More than two                       | 426 (19.6%)  | 83 (9.4%)  | 50 (6.8%)                                 |                           |         |   |   |                                    |   |  |   |                     |                     |                     |                                     |  |  |  |      |             |             |             |     |             |             |             |               |             |           |           |       |       |     |     |
| Total                               | 2,170  | 879  | 731                                       |                           |         |   |   |                                    |   |  |   |                     |                     |                     |                                     |  |  |  |      |             |             |             |     |             |             |             |               |             |           |           |       |       |     |     |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline)         | Figures at the time of planning | Updated Figures (current) | Sources   | Achievement level evaluation  |   |
|-----|--|-----------------------------------|---------------------------------|---------------------------|---|---|---|
|     |  |                                   |                                 |                           |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 34  | Proportion of female entrepreneurs                             | Maintain at 30% or greater (2020) | 30.3% (2012)                    | 34.2% (2017)              | Employment Status Survey, Small and Medium Enterprise Agency, Ministry of Internal Affairs and Communications | A   | —   |

| No.  | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning                                  | Updated Figures (current)                                       | Sources   | Achievement level evaluation  |  |
|--|--|---------------------------|--|---|---|---|--|
|  |  |                           |  |   |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)  |
| <b>2. Securing Equal Opportunities and Treatment between Men and Women and Work-Life Balance</b> |  |                           |  |   |   |   |  |
| <b>Achievement of Work-Life Balance</b>  |  |                           |  |   |   |   |  |
| 35   | Proportion of employees working 60 hours or more per week      | 5.0% (2020)               | Total of all genders: 8.5%<br>Male: 12.9%<br>Female: 2.8% (2014) | Total of all genders: 6.4%<br>Male: 9.8%<br>Female: 2.3% (2019) | Labor Force Survey, Ministry of Internal Affairs and Communications | C   | <p><b>Efforts to date</b></p> <ul style="list-style-type: none"> <li>• The Act on the Arrangement of Related Acts to Promote Work Style Reform, including the amendment of the Labor Standards Act, was enacted (promulgated on July 6, 2018). It includes an upper limit of overtime work with penalties (enforced on April 1, 2019, for large companies and on April 1, 2020, for small and medium-sized companies).</li> <li>• In order to respond to various challenges that small and medium-sized enterprises and small businesses face, the "Work Style Reform Promotion and Assistance Centers" provides one-stop consultation services, and conduct individual visits, on-site consultations, and seminars in cooperation with related organizations.</li> <li>• Subsidies for the improvement of overtime work (subsidies to support the promotion of work style reforms since 2020) are designed to strengthen incentives for companies to reduce working hours while increasing productivity.</li> <li>• Initiatives based on the "Outline for Measures to Prevent Death and Injury from Overwork (approved on July 24, 2018)" has been taken.</li> </ul> <p><b>Reasons for not achieving numerical targets, etc.</b></p> <p>One of the reasons for not achieving the numerical targets is as follows: Before the revision of the Labor Standards Act according to the Act on the Arrangement of Related Acts to Promote Work Style Reform, there was an</p> |

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|-----|--|---------------------------|---------------------------------|---------------------------|---------|---|---|
|     |  |                           |                                 |                           |         | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)   |
|     |  |                           |                                 |                           |         |   | upper limit on overtime set in a public notice, but labor and management were able to agree on special clauses to allow overtime without an upper limit in cases of extraordinary and special circumstances, which contributed to maintaining long working hours. |

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|-----|---|---------------------------|--|--|---|---|---|
|     |   |                           |  |  |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)   |
| 36  | Rate at which annual paid leave is taken  | 70% (2020)                | Total of all genders: 47.6%<br>Male: 44.7%<br>Female: 53.3% (2014 or FY2013) | Total of all genders: 56.3%<br>Male: 53.7%<br>Female: 60.7% (2019 or FY2018) | General Survey on Working Conditions, Ministry of Health, Labour and Welfare  | C   | <p><b>Efforts to date</b></p> <ul style="list-style-type: none"> <li>• The Act on the Arrangement of Related Acts to Promote Work Style Reform, including the amendment of the Labor Standards Act, was enacted (promulgated on July 6, 2018). It requires companies to designate a time for taking five days of annual paid leave per year (enforced on April 1, 2019).</li> <li>• In order to promote the use of annual paid leave, the GOJ collects examples of advanced practices, disseminates information on the website, encourages company leaders, and conducts intensive publicity during summer and other seasons when it is easier to use paid leave.</li> <li>• Subsidies for the promotion of work style reform (subsidies to support the improvement of overtime work since 2020) are designed to strengthen incentives for companies to reduce working hours while increasing productivity.</li> </ul> <p><b>Reasons for not achieving numerical targets, etc.</b></p> <p>Creating a work environment that facilitates the use of annual paid leave is a challenge.</p> |
| 37  | Proportion of companies providing opportunities for labor-management discussions on issues of working hours | 100% (2020)               | 52.8% (2014)   | 64.0% (2019)   | Awareness survey on the achievement of a work-life balance and promotion of special leave system, Ministry of Health Labour and Welfare | C   | <p><b>Efforts to date</b></p> <ul style="list-style-type: none"> <li>• The Act on Special Measures for Improvement of Working Hours Arrangements and guidelines on the improvement of working hour arrangements were revised (enforced on April 1, 2019), and this fact and the details of these revisions have been disseminated.</li> <li>• Subsidies for the improvement of overtime work (subsidies to support the promotion of work style reforms since 2020) are designed to strengthen incentives for companies to reduce working hours while increasing productivity.</li> </ul> <p><b>Reasons for not achieving numerical targets, etc.</b></p> <p>In order to promote voluntary efforts by workers and employers, it is necessary to further promote awareness and take measures that provide incentives to companies.</p>  |



| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources  | Achievement level evaluation  |  |
|-----|--|---------------------------|---------------------------------|---------------------------|--|---|--|
|     |  |                           |                                 |                           |  | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)  |
| 38  | Proportion of establishments with mental health policies       | 100% (2020)               | 60.7% (2013)                    | 59.2% (2018)              | Survey on Industrial Safety and Health (actual condition survey), Ministry of Health, Labour and Welfare | D   | <p><b>Efforts to date</b><br/>The GOJ has made efforts to promote mental health measures at workplaces by ensuring fulfillment of the stress check system, providing advice and guidance on mental health measures at workplaces, and conducting individual visits.</p> <p><b>Reasons for not achieving numerical targets, etc.</b><br/>While 90.7% of workplaces with 50 or more workers had been addressing this issue, the rate was low among small-sized companies with less than 50 workers (companies with 30–49 workers: 63.5%; companies with 10–29 workers: 51.6%).</p> |

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|-----|--|---------------------------|---------------------------------|---------------------------|--|---|--|
|     |  |                           |                                 |                           |  | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)  |
| 39  | Proportion of offices allowing shorter work hours (short-time regular employee system, etc.) | 29% (2020)                | 14.8% (2014)                    | 16.7% (2019)              | Basic Survey of Gender Equality in Employment Management, Ministry of Health, Labour and Welfare | C   | <p><b>Efforts to date</b><br/>In order to promote the widespread use of the short-time regular employee system, the GOJ has been promoting the introduction and establishment of the system at workplaces by publicizing the system at symposiums and on the website, providing consulting services to support the introduction of the system, and preparing and distributing manuals to support the introduction and operation of the system.</p> <p><b>Reasons for not achieving numerical targets, etc.</b><br/>One of the factors that prevented the achievement of the numerical targets seems to be a lack of understanding about the benefits of and know-how for introducing the short-time regular employee system.<br/>The GOJ will continue to promote among companies the understanding that the short-time regular employee system allows workers to play an active role according to their individual lifestyles and life stages, and that it is an effective system for securing and retaining excellent human resources.</p> |
|     |  |                           |                                 |                           | Basic Survey of Gender Equality in   |   | <p><b>Efforts to date</b><br/>In order to encourage men to take childcare leave, the GOJ has been working on developing the relevant systems, including individual recognition of the childcare leave system and the establishment of a new</p>  |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality              | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources  | Achievement level evaluation  |   |
|-----|---|---------------------------|---------------------------------|---------------------------|--|---|---|
|     |   |                           |                                 |                           |  | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)   |
| 40  | Percentage of male workers who take childcare leave in private corporations | 13% (2020)                | 2.3% (FY2014)                   | 7.48% (FY2019)            | Gender Equality in Employment Management, Ministry of Health, Labour and Welfare | C   | obligation to make efforts to take leave for childcare, and has also raised awareness and disseminated information on men's participation in childcare by awarding companies and managers that are proactive in encouraging male workers to participate in childcare, holding seminars for companies, and operating websites.<br><br><b>Reasons for not achieving numerical targets, etc.</b><br>Factors such as "workplace atmosphere" are cited as reasons why men are reluctant to take childcare leave. |

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|-----|--|---------------------------|---------------------------------|---------------------------|--|---|--|
|     |  |                           |                                 |                           |  | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)  |
| 41  | <p>Percentage of male spouses who take time off immediately after the birth of a child*</p> <p>*Proportion of male workers who have taken at least a half-day or full-day leave (annual paid leave, special leave related to spouse giving birth, childcare leave, etc.) within two months of their spouse giving birth.</p> | 80% (2020)                | —                               | 58.7% (2019)              | Survey by the Cabinet Office Children and Child-rearing Administration | C   | <p><b>Efforts to date</b></p> <ul style="list-style-type: none"> <li>• In order to enable those who wish to take leave immediately after the birth of their child to do so, a handbook was prepared and distributed to raise awareness and build momentum among companies and organizations.</li> <li>• The Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members was revised (promulgated on March 31, 2017, and enforced on October 1 of the same year) to make the introduction of leave for the purpose of childcare an obligatory effort for business owners.</li> </ul> <p><b>Reasons, etc., for not achieving numerical targets</b></p> <p>According to a survey conducted by the GOJ* in FY2020, 88.6% of men working in workplaces with the following three conditions took leave: a “maternity leave system for spouses,” “efforts by workplaces to encourage men to take childcare leave,” and “the understanding of superiors.” This shows that creating the right conditions in the workplace promotes taking leave among men.</p> <p>Based on the above, the GOJ will continue to promote fathers' use of leave and their participation in housework and childcare during their leave.</p> <p>*"the Survey of Men Taking Leave for Childcare" entrusted by the Cabinet Office (Intage Research Inc.) (September 2019)</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality                                   | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources  | Achievement level evaluation  |   |
|-----|--|---------------------------|---------------------------------|---------------------------|--|---|---|
|     |  |                           |                                 |                           |  | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 42  | Number of companies that have obtained the Next-Generation Accreditation Mark ( <i>Kurumin</i> ) | 3,000 (2020)              | 2,326 (2015)                    | 3,312 (March 2020)        | Survey by the Ministry of Health, Labour and Welfare | A   | —   |

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|-----|--|-------------------------------------|---------------------------------|---------------------------|--|---|---|
|     |  |                                     |                                 |                           |  | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)   |
| 43  | Time spent on housework and related work in households by husbands with child(ren) under age six | Two and a half hours per day (2020) | 67 minutes per day (2011)       | 83 minutes per day (2016) | Survey on time use and leisure activities, Ministry of Internal Affairs and Communications | C   | <p><b>Efforts to date</b></p> <ul style="list-style-type: none"> <li>• Under the “<i>Ikumen Project</i>”, which encourage men to balance work and childcare, the GOJ distributes a brochure with updated information on various ways for men to take childcare leave, and also releases videos for companies and workers.</li> <li>• The "comprehensive study meeting on support for balancing work and childcare" was held to study measures to balance work and family life, focusing on promoting childcare by men, and the report was prepared and published in March 2018.</li> <li>• In June 2017, the GOJ launched the “Let's Start Dad's Meal” campaign with the aim of promoting the participation of men of child-rearing age in household chores. The GOJ proposed recipes and other information on its website and through social media, held events in cooperation with the private sector, and lobbied local municipalities to hold cooking classes.</li> <li>• In cooperation with relevant ministries and agencies, private companies and economic organizations, and in collaboration with companies that support the other companies' philosophy of promoting paid leave for the purpose of child rearing immediately after an employee's spouse has given birth, the GOJ has been conducting public relations and awareness-raising using the “<i>Sankyu Papa</i>” logo mark.</li> </ul> <p><b>Reasons for not achieving numerical targets, etc.</b></p> <p>The most recent data is from 2016, making it difficult to assess the progress. In addition to the above-mentioned measures, as local governments and private organizations have been making various efforts to promote men's participation in housework and childcare, progress is expected in the next survey results (2021).</p> |

| No.                                 | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources   | Achievement level evaluation  |   |
|-------------------------------------|--|---------------------------|---------------------------------|---------------------------|---|---|---|
|                                     |  |                           |                                 |                           |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| <b>Women's Continuation of Work</b> |  |                           |                                 |                           |   |   |   |
| 44                                  | Employment rate for women between 25 and 44 years of age       | 77% (2020)                | 70.8% (2014)                    | Female: 77.7% (2019)      | Labor Force Survey (Basic Tabulation: Long-term time series table), Ministry of Internal Affairs and Communications | A   | —   |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality                               | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources  | Achievement level evaluation  |  |
|-----|--|---------------------------|---------------------------------|---------------------------|--|---|--|
|     |  |                           |                                 |                           |  | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)  |
| 45  | Percentage of women who continued to work before and after giving birth to their first child | 55% (2020)                | 40.3% (2010)                    | 53.1% (2015)              | Japanese National Fertility Survey (Married Couples Survey), National Institute of Population and Social Security Research | C   | <p><b>Efforts to date</b></p> <ul style="list-style-type: none"> <li>• The GOJ provided support to companies that have been developing an employment environment that makes it easier for employees who raise a child to continue to work, by informing them of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members, by encouraging companies to formulate plans to support the return of workers after childcare leave, and by providing subsidies.</li> <li>• The GOJ took measures for participation and advancement of women who have recently given birth such as enforcement of the Act on Promotion of Women's Participation and Advancement in the Workplace and the promotion of "visualization" of information on the status of women's empowerment.</li> <li>• In order to promote women's empowerment in small and medium-sized enterprises (hereinafter "SMEs"), the GOJ strengthened efforts to secure replacements for employees so that they can take childcare leave and return to work without feeling anxiety, and also promoted efforts to match SMEs with female human resources, including housewives, as well as supported SMEs in developing systems to accept female human resources.</li> </ul> <p><b>Reasons for not achieving numerical targets, etc.</b></p> <p>Progress has been made to reach a level close to the numerical targets, and it is necessary to continue to promote measures.</p> |



| No.                       | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources  | Achievement level evaluation  |   |
|---------------------------|--|---------------------------|---------------------------------|---------------------------|--|---|---|
|                           |  |                           |                                 |                           |  | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)   |
| <b>Promotion of Women</b> |  |                           |                                 |                           |  |   |   |
| 46                        | Section chief level in private corporations (Republished)      | 25% (2020)                | 16.2% (2014)                    | 18.9% (2019)              | Basic Survey on Wage Structure, Ministry of Health, Labour and Welfare | C   | <p><b>Efforts to date</b></p> <ul style="list-style-type: none"> <li>• The GOJ has steadily taken measures such as the enforcement the Act on Promotion of Women's Participation and Advancement in the Workplace and the promotion of "visualization" of information on the status of women's empowerment.</li> <li>• The GOJ selects and announces the stocks of "Nadeshiko Brands," which are listed companies that actively promote the employment and advancement of women, as attractive stocks for investors. In order for companies to be selected as a "Nadeshiko Brand," they are asked to answer questions about the number of female employees and their willingness to disclose information on the "Women's empowerment survey."</li> </ul> <p><b>Reasons for not achieving numerical targets, etc.</b></p> <ul style="list-style-type: none"> <li>• Although the numerical targets have not yet been achieved, steady progress has been made, and it is necessary to continue to implement measures.</li> <li>• We will continue to review the criteria for a "Nadeshiko Brand" so that companies that are actively working on women's empowerment will receive fair evaluation.</li> </ul> |
| 47                        | Director level in private corporations (Republished)           | 15% (2020)                | 9.2% (2014)                     | 11.4% (2019)              | Basic Survey on Wage Structure, Ministry of Health, Labour and Welfare | C   | Same as above   |

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|----------------------------|--|-----------------------------------|---------------------------------|---------------------------|---|---|---|
|                            |  |                                   |                                 |                           |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 48                         | Department manager level in private corporations (Republished) | Approximately 10% (2020)          | 6.0% (2014)                     | 6.9% (2019)               | Basic Survey on Wage Structure, Ministry of Health, Labour and Welfare  | C   | Same as above   |
| <b>Women Entrepreneurs</b> |  |                                   |                                 |                           |   |   |   |
| 49                         | Proportion of female entrepreneurs (Republished)               | Maintain at 30% or greater (2020) | 30.3% (2012)                    | 34.2% (2017)              | Employment Status Survey, Small and Medium Enterprise Agency, Ministry of Internal Affairs and Communications | A   | -   |

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|---|--|---|---------------------------------|---|---|---|---|
|   |  |   |                                 |   |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)   |
| <b>3. Promotion of Gender Equality in Regional Area and Rural Development and Environment</b> |  |   |                                 |   |   |   |   |
| 50  | Proportion of female heads of community associations   | 10% (FY2020)  | 4.9% (FY2015)                   | 6.1% (FY2020)   | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | C   | <p><b>Efforts to date</b><br/>A survey was conducted to ascertain the actual status of women's participation in community associations across Japan. Workshops were held for those involved in community associations, and guidelines for managing community associations from the perspective of gender equality were prepared.<br/>The GOJ created opportunities to exchange information with female leaders of community associations from across the country and made a collection of case studies.</p> <p><b>Reasons for not achieving numerical targets, etc.</b><br/>Although the proportion of female leaders of community associations has been increasing year by year, the numerical targets have not been achieved due to the persistence of stereotypical attitudes toward gender roles. The GOJ will continue to provide information and conduct awareness-raising activities through local governments and promote to disseminate of good practices.</p> |
| 51  | Proportion of local governments which formulate promotion plans based on the Act on Promotion of Women's Participation and | Prefecture: 100%<br>Cities and wards: 100%<br>Towns and | -                               | Prefecture: 100%<br>Cities and wards: 82.5%<br>Towns and villages: 27.70% | Cabinet Office<br>Gender Equality<br>Bureau Survey  | A<br>C<br>C   | <p><b>Efforts to date</b><br/>For local governments, the GOJ has published documents that summarizes expected questions and answers regarding the formulation of promotion plans on the website and disseminated these to local governments.</p> <p><b>Reasons for not achieving numerical targets, etc.</b><br/>One of the reasons why municipalities have not made progress in formulating a plan is that the promotion plan based on the Act on</p>  |

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|-----|--|--|--|--|--|---|--|
|     |  |  |  |  |  | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)  |
|     | Advancement in the Workplace                                   | villages: 70% (2020)   |  | 57.7% (FY2019)   |  |   | Promotion of Women's Participation and Advancement in the Workplace is allowed to be formulated together with the gender equality plan. Many local governments (80% in ordinance-designated cities) have formulated the two plans together. In the future, it is expected that some local governments will consider formulating a promotion plan when they revise the gender plan.   |
| 52  | Number of family management agreements concluded               | 70,000 cases (FY2020)  | 54,190 cases (FY2013)  | 58,799 cases (FY2019)  | Actual condition survey on family management agreements, Ministry of Agriculture, Forestry and Fisheries | C   | <p><b>Efforts to date</b></p> <p>The GOJ strengthened the dissemination system in prefectures and municipalities, and promoted information exchange among agreed farmers for follow-up after the conclusion of the agreement.</p> <p><b>Reasons for not achieving numerical targets, etc.</b></p> <p>The lack of growth in the number of new cases can be attributed to the fact that it is hard to see the benefits of concluding the agreement, and that there are not enough resources to promote the wider awareness of the agreement.</p> <p>In addition, the lack of understanding from family members and their hesitation to put in writing the division of roles and responsibilities in daily life are also considered to be issues.</p> |
| 53  | Proportion of female members in agricultural committees        | <ul style="list-style-type: none"> <li>Number of agricultural committees with no female members: zero (FY2020)</li> <li>Proportion of female members in</li> </ul> | <ul style="list-style-type: none"> <li>Number of agricultural committees with no female members: 644 (FY2013)</li> <li>Proportion of female</li> </ul> | <ul style="list-style-type: none"> <li>Number of agricultural committees with no female members: 273 (FY2019)</li> <li>Proportion of female</li> </ul> | Status of female participation in agricultural committees, Ministry of Agriculture                       | B   | <p><b>Efforts to date</b></p> <p>The percentage of female members in agricultural committees has been increasing year by year due to efforts such as setting the provision in the revised the Act on Agricultural Committees and Related Organizations enforced in April 2016, which stipulates that consideration must be given to avoid significant bias in the age and gender of agricultural committee members.</p> <p><b>Reasons for not achieving numerical targets, etc.</b></p>  |

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|-----|--|---|--|---|-------------------------------------|---|---|
|     |  |   |  |   |                                     | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)   |
|     |  | members in agricultural committees:<br>Aiming for 10% (initially), up to 30% (FY2020) | Proportion of female members in agricultural committees: 6.3% (FY2013) | Proportion of female members in agricultural committees: 12.1% (FY2019) | Agriculture, Forestry and Fisheries |   | Due to the lack of knowledge on how women should act as agricultural committee members and the lack of understanding of women's activities in the community, women have not applied for positions of agricultural committee members. This has resulted in insufficient appointment of women in the field. |

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|-----|---|--|---|---|---|---|--|
|     |   |  |   |   |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)  |
| 54  | Proportion of female executive officers in agricultural co-operatives | <ul style="list-style-type: none"> <li>• Number of agricultural co-operatives with no female executive officers: zero (FY2020)</li> <li>• Proportion of female executive officers in agricultural co-operatives: Aiming for 10% (initially), up to 15% (FY2020)</li> </ul> | <ul style="list-style-type: none"> <li>• Number of agricultural co-operatives with no female executive officers: 213 (FY2013)</li> </ul> Proportion of female executive officers in agricultural co-operatives: 6.1% (FY2013) | <ul style="list-style-type: none"> <li>• Number of agricultural co-operatives with no female executive officers: 100 (July 2019)</li> </ul> Proportion of female executive officers in agricultural co-operatives: 8.4% (July 2019) | Comprehensive agricultural cooperatives statistical tables” surveyed by the Central Union of Agricultural Cooperatives, Ministry of Agriculture, Forestry and Fisheries | C   | <p><b>Efforts to date</b><br/>           The percentage of female members in agricultural committees has been increasing year by year due to efforts such as setting the provision in the revised Agricultural Cooperative Act enforced in April 2016, which stipulates that consideration must be given to avoid significant bias in the age and gender of agricultural committee members.</p> <p><b>Reasons for not achieving numerical targets, etc.</b><br/>           In participating in agricultural co-operatives management, it is rare for a farmer to be appointed as an executive. It is common for a farmer to become a member or a representative of the cooperative as the first step to reach a position of management.<br/>           It is seen that the understanding of women's participation in the Board of Directors of agricultural cooperatives has not been sufficient in regions.</p> |

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|---|--|--|--|---|---|---|---|
|   |  |  |  |   |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)   |
| <b>4. Gender Equality in Science and Technology and Academic Fields</b> |  |  |  |   |   |   |   |
| 55  | Proportion of women hired as researchers (natural sciences)    | Natural sciences: 30%<br>Science: 20%<br>Engineering: 15%<br>Agriculture: 30%<br>Medicine, Dentistry and Pharmacology: 30%<br><br>Note: Figures from Fifth Science and Technology Basic Plan (FY2016 to FY2020) based on the Report of the Science and Technology Basic Plan | Natural sciences: 25.4%<br>Science: 11.2%<br>Engineering: 8.0%<br>Agriculture: 13.8%<br>Medicine, Dentistry and Pharmacology: 24.3% (2012) | Natural sciences: 28.5%<br>Science: 17.2%<br>Engineering: 11.0%<br>Agriculture: 18.9%<br>Medicine, Dentistry and Pharmacology: 25.3% (2018) | Survey by Ministry of Education, Culture, Sports, Science and Technology on Status of Reform of Higher Education and Research in Universities | C   | <b>Efforts to date</b><br>Efforts to promote female researchers and support their activities have been implemented at universities and national research institutes, and some progress has been made.<br><br><b>Reasons for not achieving numerical targets, etc.</b><br>There does not seem to be enough motivation for each entity to actively promote efforts to achieve the numerical targets.<br>To meet the needs of researchers who are raising children, the GOJ will enhance and promote childcare facilities on campus. |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality                                | Target Figures (Deadline)                | Figures at the time of planning                                     | Updated Figures (current)   | Sources   | Achievement level evaluation  |   |
|-----|---|--|---|---|---|---|---|
|     |   |  |   |   |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 56  | Proportion of female council members of the Science Council of Japan                          | 30% (2020)                               | 23.3% (October 2014)  | 37.37% (October 2020)   | Survey by the Science Council of Japan  | A   | —   |
| 57  | Proportion of female associate members of the Science Council of Japan                        | 30% (2020)                               | 22.3% (October 2014)  | 31.5% (October 2020)  | Survey by the Science Council of Japan  | A   | —   |
| 58  | Proportion of female undergraduate students in university science and engineering departments | Year-on-year increase (each fiscal year) | Science Department : 26.4%<br>Engineering Department : 12.9% (2014) | Science Department: 27.9%<br>Engineering Department: 15.4% (2019) | Basic Research on Schools, Ministry of Education, Culture, Sports, Science and Technology | A   | —   |



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|--|--|-------------------------------------|--|--|---|---|---|
|  |  |                                     |  |  |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)   |
| <b>5. Elimination of All Forms of Violence against Women</b> |  |                                     |  |  |   |   |   |
| 59   | Proportion of individuals who have availed of consultation services regarding spousal violence (by gender) | Male: 30%,<br>Female: 70%<br>(2020) | Male: 16.6%<br>Female: 50.3%<br>(2014) | Male: 26.9%<br>Female: 57.6%<br>(2017) | Survey on Violence between Women and Men, Cabinet Office Gender Equality Bureau | C   | <p><b>Efforts to date</b></p> <p>Since FY2001, the bureau has been implementing the "Campaign for Eliminating of Violence against Women" (November 12–25 every year), creating and distributing posters and leaflets, and using various media such as Internet TV and radio programs to publicize the campaign and raise awareness. In addition, training on awareness and prevention of violence against women has been provided for those who have many opportunities to educate and enlighten young people.</p> <p><b>Reasons for not achieving numerical targets, etc.</b></p> <p>The original source of these figures is surveys of past victimization in general (Have you ever confided in or consulted with anyone about such behavior [physical assault, psychological attack, economic pressure, sexual coercion] inflicted by your spouse?). This made it difficult to see the impact of the most recent policy in the surveys. Data for the target year (2020) is scheduled to be released in March 2021.</p> |

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|-----|--|--|-------------------------------------|-------------------------------------|---|---|--|
|     |  |  |                                     |                                     |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)  |
| 60  | Recognition of consultation service desks about violence by a spouse (by gender)                         | 70% in both genders (2020)             | Male: 30.4%<br>Female: 34.3% (2014) | Male: 69.2%<br>Female: 73.7% (2017) | Survey on Violence between Women and Men, Cabinet Office Gender Equality Bureau | A   | —  |
| 61  | Number of Spousal Violence Counseling and Support Centers in municipalities                              | 150 (2020)                             | 88 (November 2015)                  | 119 (April 2020)                    | Periodic Survey   | C   | <p><b>Efforts to date</b></p> <p>Through dispatching advisors to municipalities that are considering the establishment of a spousal violence counseling and support center as well as aiming to improve the quality of their counseling services, the GOJ is working to improve the quality of counseling services provided by local governments' spousal violence counseling and support centers and to promote further cooperation among relevant organizations in supporting victims.</p> <p><b>Reasons for not achieving numerical targets, etc.</b></p> <p>① Under the Act on the Prevention of Spousal Violence and the Protection of Victims, municipalities are obliged to make efforts to establish such centers, ② Some prefectures do not necessarily understand the necessity of establishing a new center led by municipalities when there are several centers established by the prefecture.</p> |
| 62  | Number of local government-related one-stop support centers for victims of sexual crimes/sexual violence | At least one in each prefecture (2020) | 25 (November 2015)                  | 47 (47 prefectures) (October 2018)  | Periodic Survey   | A   | —  |

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|--|--|--|--|--|--|---|---|
|  |  |  |  |  |  | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| <b>6. Creation of an Environment in which People Facing Poverty, Aging, Disabilities Can Lead Secure Lives</b> |  |  |  |  |  |   |   |
| 63   | Healthy Life Expectancy (by gender)                            | One-year extension of healthy life expectancy<br>Male: 70.42→71.42 yrs<br>Female: 73.62→74.62 yrs<br>(2010→2020) | Male: 71.19 yrs<br>Female: 74.21 yrs<br>(2013) | Male: 72.14 yrs<br>Female: 74.79 yrs<br>(2016) | Plan for extending healthy life expectancy (Materials from the Second Headquarter Meeting for Social Security and Work Style Reforms for the Year 2040) / Materials from the 11th Expert Committee for the Promotion of Health Japan 21 (second stage) | A   | —   |

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|-----|---|--|---------------------------------|---|---|---|--|
|     |   |  |                                 |   |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)  |
| 64  | Number of single-parents who are hired as a regular employee through public employment security offices | Year-on-year increase (each fiscal year) | 38,771 (FY2014)                 | Total of all genders: 28,814<br>Male: 1,526<br>Female: 27,288<br>(FY2019) | Survey by the Ministry of Health, Labour and Welfare Employment Security Bureau | D   | <p><b>Efforts to date</b></p> <p>Through the "employment and self-support project for single-mother families," the GOJ provided consistent employment support services ranging from counseling to support seminars and the provision of information. In addition, through the "support project for single-parent families for passing the high school graduation certificate examination," the GOJ provided a portion of the expenses for parents of single-parent families who have not graduated from high school to take courses to pass the high school graduation certificate examination. In addition, for the Public Employment Security Offices, the GOJ provided detailed job counseling and job introductions to parents of single-parent families.</p> <p><b>Reasons for not achieving numerical targets, etc.</b></p> <p>Overall, the number of general job placements in FY2019 was 122,808 (-26.2% compared to FY2014, which was 166,428), while the number of new job seekers in FY2019 was 392,780 (-21.2% compared to FY2014, which was 498,643). As both are on a downward trend, the number of single-parent job placements is also on a downward trend. The number of single-parent job placements in FY2019 was 28,814 (-25.7% compared to FY2014, which was 38,771), which is considered to be a factor in not achieving the numerical targets.</p> <p>The extent of the decrease is 0.5 points compared with the number of general job placements, which indicates that the concrete measures taken based on the Fourth Basic Plan have made some contribution.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality                         | Target Figures (Deadline)  | Figures at the time of planning   | Updated Figures (current)                                      | Sources   | Achievement level evaluation  |  |
|-----|--|--|---|--|---|---|--|
|     |  |  |   |  |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)  |
| 65  | Child support consultations provided by attorneys to parents of single parent families | All prefectures, ordinance-designated cities, and core cities (FY2019) | 77 prefectures and cities (FY2016)<br>Note: Surveys were conducted after the plan was formulated. | 94 prefectures and cities (Total: 101 municipalities) (FY2018) | Survey by the Family Welfare Division, Child and Family Policy Bureau, Ministry of Health, Labour and Welfare | C<br>Note: Comparison with FY2016 figures   | <p><b>Efforts to date</b></p> <p>In order to promote arrangements of child support at the time of divorce, a pamphlet on child support was prepared and has been distributed to local governments.</p> <p>In addition, due to the amendment of the Civil Execution Act in 2019, in order to make it easier for creditors who have a title of obligation to obtain information on the debtor's property in preparation for filing a petition for compulsory execution, the scope of persons who have the right to file a petition for property disclosure procedures has been expanded, penalties for non-appearance of the debtor have been strengthened, and a new procedure to obtain information on the debtor's real estate, salary claims, savings claims, etc., from third parties other than the debtor has been established (enforced on April 1, 2020). This amendment can be a contribution to securing child support.</p> <p><b>Reasons for not achieving numerical targets, etc.</b></p> <p>The following are considered as reasons for not achieving the numerical targets in local governments (as the main entity):</p> <ul style="list-style-type: none"> <li>• failed to secure a budget,</li> <li>• provided support on their own without utilizing government subsidies,</li> <li>• provided child support counseling, but used other counseling services provided by attorneys for legal counseling due to budget and other difficulties.</li> </ul> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline)                 | Figures at the time of planning  | Updated Figures (current)  | Sources   | Achievement level evaluation  |  |
|-----|--|---|--|--|---|---|--|
|     |  |   |  |  |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)  |
| 66  | Employment rate for individuals between 20 and 34 years of age | Total of all genders: 79% (2020)          | Total of all genders: 76.1%<br>Male: 82.0%<br>Female: 69.9% (2014)                     | Total of all genders: 81.1%<br>Male: 84.9%<br>Female: 76.9% (2019)                       | Labor Force Survey (Basic Tabulation), Ministry of Internal Affairs and Communications    | A   | —  |
| 67  | Number of job-hopping part timers ("Freeters")                 | Total of all genders: 1.24 million (2020) | Total of all genders: 1.79 million<br>Male: 0.8 million<br>Female: 0.99 million (2014) | Total: of all genders: 1.38 million<br>Male: 0.66 million<br>Female: 0.72 million (2019) | Labor Force Survey (Detailed Tabulation), Ministry of Internal Affairs and Communications | C   | <p><b>Efforts to date</b><br/>The GOJ has been promoting full-time employment for job-hopping part timers, mainly through public employment security offices for young people.</p> <p><b>Reasons for not achieving numerical targets, etc.</b><br/>The number of job-hopping part timers, which had hovered around 1.8 million until 2014, has decreased by about 400,000 over the five years since 2015, partly due to improvements in the employment situation.<br/>As this year (2020) is the deadline for achieving the numerical targets, the GOJ will continue to make efforts to provide support.</p> |
| 68  | Employment rate for individuals between 60 and 64 years of age | Total of all genders: 67% (2020)          | Total of all genders: 60.7%<br>Male: 74.3%<br>Female: 47.6% (2014)                     | Total of all genders: 70.3%<br>Male: 82.3%<br>Female: 58.6% (2019)                       | Labor Force Survey (Basic Tabulation), Ministry of Internal Affairs and Communications    | A   | —  |

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|---|---|---|---|---|--|---|---|
|   |   |   |   |   |  | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 69  | Actual employment rate for people with disabilities (private companies) | 2.0% (2020)   | 1.88% (June 2015)                           | 2.11% (June 2019)                           | Statistical results of employment situation of persons with disabilities, Ministry of Health, Labour and Welfare   | A   | —   |
| <b>7. Support for Women's Lifelong Health</b> |   |   |   |   |  |   |   |
| 70  | Healthy Life Expectancy (by gender) (Republished)                       | One-year extension of healthy life expectancy<br>Male: 70.42→71.42 yrs<br>Female: 73.62→74.62 yrs (2010→2020) | Male: 71.19 yrs<br>Female: 74.21 yrs (2013) | Male: 72.14 yrs<br>Female: 74.79 yrs (2016) | Plan for extending healthy life expectancy (Materials from the Second Headquarter Meeting for Social Security and Work Styles Reforms-for the Year 2040) / Materials from the 11th Eexpert Committee for the Promotion of Health Japan 21 (second stage) | A   | —   |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline)                            | Figures at the time of planning  | Updated Figures (current)   | Sources  | Achievement level evaluation  |  |
|-----|--|--|--|---|--|---|--|
|     |  |  |  |   |  | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)  |
| 71  | Cervical cancer screening rate, breast cancer screening rate   | Cervical cancer: 50%, breast cancer: 50% (by FY2016) | In the past year:<br>cervical cancer: 32.7%,<br>breast cancer: 34.2%<br><br>In the past two years:<br>cervical cancer: 42.1%,<br>breast cancer: 43.4% (2013) | In the past two years: cervical cancer: 43.7%,<br>breast cancer: 47.4% (2019) | Cancer screening rate<br>"Comprehensive Survey of Living Conditions" | C   | <p><b>Efforts to date</b><br/>As a measure to increase the cancer screening rate, the GOJ is implementing individual cancer screening recommendations (calls) and re-recommendations (recalls), which have been scientifically proven to be effective, as well as effective recommendations for cancer screening based on the nudge theory.</p> <p><b>Reasons for not achieving numerical targets</b><br/>About 80% of municipalities implement the individual cancer screening recommendations, and about 50% of municipalities do the individual cancer screening re-recommendations for all or some persons who have not had the cancer screening-. The GOJ will encourage municipalities to steadily make efforts to increase the screening rate. Note that the proportion means the percentage of all municipalities that implement the individual cancer screening recommendation and re-recommendation.</p> |



| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline)                  | Figures at the time of planning                       | Updated Figures (current)                            | Sources   | Achievement level evaluation  |   |
|-----|--|--|---|--|---|---|---|
|     |  |  |   |  |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 72  | Suicide rates (per 100,000 population)                         | More than 20% decrease from 2005 (by 2016) | Current: 19.5<br>Male: 27.6<br>Female: 11.7<br>(2014) | Current: 15.7<br>Male: 22.7<br>Female: 9.1<br>(2019) | Situation of suicides during 2019<br>(Office for Policy of Suicide Prevention, Ministry of Health, Labour and Welfare/Community Safety Planning Division, Community Safety Bureau, National Police Agency)<br><br>Vital Statistics, Ministry of Health, Labour and Welfare<br><br>Created by the Ministry of Health, Labour and Welfare based on National Police Agency suicide statistics original data; National Census and Population Estimates, Ministry of Internal Affairs and Communications | A   | —   |

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|-----|--|----------------------------------|--|--|---|---|--|
|     |  |                                  |  |  |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)  |
| 73  | Recognition of maternity mark (badge)                          | Total of all genders: 50% (2018) | Total of all genders: 45.6%<br>Male: 31.2%<br>Female: 57.6% (2014) | Total of all genders: 58.1%<br>Male: 46.6%<br>Female: 69.8% (2018) | Survey and research project report concerning the development of a mechanism for information sharing toward the promotion of FY2019 child and childrearing support survey and research project "Healthy Parents and Child 21" national campaign | A   | —  |
|     |  |                                  | Smoking: 2.9%  | Smoking: 2.7%  | Survey and research project report concerning the development of a mechanism for information sharing toward the   |   | <b>Efforts to date</b><br>Although the smoking and drinking rates are both on a downward trend, the numerical targets have not been achieved, and the GOJ has been working to raise awareness through the Maternal and Child Health Handbook and Healthy Parents and Children 21 campaign. |

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|-----|--|---------------------------|--|--|--|---|---|
|     |  |                           |  |  |  | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)   |
| 74  | Rate of smoking/drinking during pregnancy                      | Zero (2018)               | Smoking: 5.8%<br>Drinking: 4.3% (FY2013) | Smoking: 2.7%<br>Drinking: 1.2% (FY2017) | toward the promotion of FY2019 child and childrearing support survey and research project "Healthy Parents and Child 21" national campaign | C   | <b>Reasons for not achieving numerical targets, etc.</b><br>The smoking and drinking rates during pregnancy have been decreasing year by year. The GOJ has been promoting the awareness of the effects of smoking and drinking on fetuses and infants through the Maternal and Child Health Handbook, and will continue to work towards a 0% smoking rate during pregnancy. |

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|-----|---|---|------------------------------------|------------------------------------|--|---|--|
|     |   |   |                                    |                                    |  | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)  |
| 75  | Number of Specialized Infertility Counseling Centers                      | Available in all prefectures, designated cities, and core cities (FY2020) | 63 prefectures and cities (FY2015) | 81 prefectures and cities (FY2020) | List of Specialized Intertility Counseling Centers in Japan, created by the Ministry of Health, Labour and Welfare   | C   | <p><b>Efforts to date</b><br/>Although Sspecialized Infertility Ceonsultation Centers have been established in all prefectures, progress has not yet been made in establishing them in designated cities and core cities. By surveying the status of infertility consultation centers across the country and identifying the status of municipalities that have not yet established centers, the GOJ is encouraging municipalities that have not yet established Ceenters to establish them by promoting joint establishment between prefectures and cities.</p> <p><b>Reasons for not achieving numerical targets, etc.</b><br/>Core cities seem to have less need.</p> <p>The Ceenters established by prefectures are sufficiently capable of handling this issue. For this reason, the GOJ will continue to encourage the establishment of centers by promoting joint establishment between prefectures and cities.</p> |
| 76  | Proportion of female practicing physicians between 25 and 44 years of age | 31% (2020)  | 30.1% (2014)                       | 31.8% (2018)                       | Survey on Women's Participation in Policy and Decision-making Processes FY2019, Cabinet Office<br><br>Statistics of Physicians, Dentists and Pharmacists, Ministry of Health, Labour and Welfare, Labour and Welfare | A   | —  |

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|-----|--|------------------------------------|---|--|---|---|--|
|     |  |                                    |   |  |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)  |
| 77  | Proportion of people between 20 and 64 years of age who regularly exercise (by gender) | Male: 33%<br>Female: 30%<br>(2020) | Male: 20.9%<br>Female: 17.5%<br>(2014)  | Male: 21.6%<br>Female: 16.6%<br>(2018) | 2018 National Health and Nutrition Survey, Ministry of Health, Labour and Welfare | D   | <p><b>Efforts to date</b><br/>The GOJ is promoting awareness of the "Plus Ten" program, which encourages people to increase their physical activity through the Smart Life Project. It also certifies and promotes exercise and health promotion facilities based on the health promotion facility certification system.</p> <p><b>Reasons for not achieving numerical targets, etc.</b><br/>In order to promote exercise habits, it is necessary to further improve the environment in which people can exercise properly in their community by promoting the use of exercise and health promotion facilities.<br/>It is necessary to raise awareness of the need to maintain and increase the amount of physical activity in daily life through the Smart Life Project.</p>      |
| 78  | Proportion of people 65 years of age and above who regularly exercise (by gender)      | Male: 56%<br>Female: 46%<br>(2020) | Male: 42.4%,<br>Female: 35.7%<br>(2014) | Male: 42.9%<br>Female: 36.5%<br>(2018) | 2018 National Health and Nutrition Survey, Ministry of Health, Labour and Welfare | C   | <p><b>Efforts to date</b><br/>The GOJ is promoting awareness of the "Plus Ten" program, which encourages people to increase their physical activity through the Smart Life Project. It also certifies and promotes exercise and health promotion facilities based on the health promotion facility certification system.</p> <p><b>Reasons for not achieving numerical targets, etc.</b><br/>In order to promote exercise habits, it is necessary to further improve the environment in which people can exercise appropriately in their community by promoting the use of exercise and health promotion facilities.<br/>It is necessary to raise awareness of the need to maintain and increase the amount of physical activity in daily life through the Smart Life Project.</p> |

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|-----|--|--|--|--|--|---|---|
|     |  |  |  |  |  | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)   |
| 79  | Proportion of children who regularly exercise<br>Proportion of school children who exercise 60 minutes or more in total per week | Junior high school girls: 80%<br>Junior high school boys: 95%<br>Elementary school girls: 90%<br>Elementary school boys: 95%<br>(2020) | Junior high school girls: 79.0%<br>Junior high school boys: 92.9%<br>Elementary school girls: 87.0%<br>Elementary school boys: 93.4%<br>(2015) | Junior high school girls: 80.3%<br>Junior high school boys: 92.5%<br>Elementary school girls: 87.0%<br>Elementary school boys: 92.4%<br>(2019) | National physical strength, athletic capability, exercise habits survey, Japan Sports Agency | C   | <b>Efforts to date</b><br>As for specific initiatives, all generations (especially adults) are targeted, and there are no specific measures limited to children and students.<br><b>Reasons for not achieving numerical targets, etc.</b><br>For the reasons stated above, a particular reason for not achieving the numerical targets has not been analyzed. |

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|--|--|---------------------------|---------------------------------|---------------------------|---|---|---|
|  |  |                           |                                 |                           |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)   |
| <b>8. Establishing Disaster Management and Reconstruction System from the Gender Perspective</b> |  |                           |                                 |                           |   |   |   |
| 80   | Proportion of female members of prefectural disaster prevention councils | 30% (2020)                | 13.2% (2015)                    | 16.1% (2020)              | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | C   | <p><b>Efforts to date</b></p> <p>Information on cases where there is a high percentage of female members is provided at the annual conference of directors in charge of gender equality and the training for first-time directors for prefectures and ordinance-designated cities.</p> <p>In accordance with Article 34, Paragraph 2 of the Basic Act on Disaster Management, the GOJ notified each prefecture six times of the necessity to establish a disaster reduction system that responds to gender equality and other diverse viewpoints by incorporating such necessities in the basic disaster management plan. This included the appointment of women as local disaster prevention councils and the expansion of women's participation in the process of determining policies as well as policies related to disaster management.</p> <p>The GOJ announced that the newly added item 8 to paragraph 5, Article 15 of the Basic Act on Disaster Management, "persons who are members of voluntary disaster management organizations or persons with relevant knowledge and experience," are assumed to be female representatives, and encouraged the expansion of women's participation in the policy and policy making process on disaster management.</p> <p>The expansion of women's participation in local disaster prevention councils was included in the "Guidelines for Disaster Prevention and Reconstruction Efforts from the gender perspective" prepared in 2013 and disseminated to local governments. In May 2020, the guidelines were revised and "Women's Perspectives for Strengthening Disaster Response Capabilities: Guidelines for Disaster Prevention and Recovery from the Perspective of Gender Equality" was prepared. The GOJ continues to disseminate and widen the use of the revised guidelines.</p> |

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|-----|--|---------------------------|---------------------------------|---------------------------|---------|---|---|
|     |  |                           |                                 |                           |         | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)   |
|     |  |                           |                                 |                           |         |   | (Continued)<br><b>Reasons for not achieving numerical targets, etc.</b><br>The proportion of female members in local disaster prevention councils has been increasing, although it has not reached the numerical targets, and both prefectures and municipalities have been promoting it. However, the status of promotion by prefecture and municipality shows that while some local governments have more than 40% female members in their disaster prevention councils, many municipalities still have none, indicating the difference in the status of efforts. Another factor is the existence of a stereotypical bias of gender roles, in which men play the main role in the field of disaster prevention. |



| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality         | Target Figures (Deadline)   | Figures at the time of planning  | Updated Figures (current)  | Sources   | Achievement level evaluation  |  |
|-----|--|---|--|--|---|---|--|
|     |  |   |  |  |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)  |
| 81  | Proportion of female members of municipal disaster prevention councils | <ul style="list-style-type: none"> <li>•Number of organizations with no female executive officers: zero (2020)</li> <li>•Proportion of female members in organizations : Aiming for 10% (initially), up to 20%</li> </ul> | <ul style="list-style-type: none"> <li>•Number of organizations with no female members: 515 (2014)</li> <li>Proportion of female members: 7.7% (2015)</li> </ul> | <ul style="list-style-type: none"> <li>•Number of organizations with no female members: 348 (2020)</li> <li>•Proportion of female members : 8.8% (2020)</li> </ul> | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | C   | <p><b>Efforts to date</b></p> <p>Information on cases where there is a high percentage of female members is provided at the annual conference of directors in charge of gender equality and the training for first-time directors for prefectures and ordinance-designated cities.</p> <p>In accordance with Article 34, Paragraph 2 of the Basic Act on Disaster Management, the GOJ notified each prefecture six times of the necessity to establish a disaster reduction system that responds to gender equality and other diverse viewpoints by incorporating such necessities in the basic disaster management plan. This included the appointment of women to local disaster prevention councils and the expansion of women's participation in the process of determining policies as well as policies related to disaster management.</p> <p>The GOJ announced that the newly added item 8 to paragraph 5, Article 15 of the Basic Act on Disaster Management, "persons who are members of voluntary disaster management organizations or persons with relevant knowledge and experience," are assumed to be female representatives, and encouraged the expansion of women's participation in the policy and policy making process on disaster management.</p> <p>The expansion of women's participation in local disaster management councils was included in the "Guidelines for Disaster Prevention and Reconstruction Reduction and Recovery from the gender perspective" prepared in 2013 and disseminated to local governments. In May 2020, the guidelines were revised and "Women's Perspectives for Strengthening Disaster Response Capabilities: Guidelines for Disaster Prevention and Recovery from the Perspective of Gender Equality" was prepared. The</p> |

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|-----|--|---------------------------|---------------------------------|---------------------------|---------|---|---|
|     |  |                           |                                 |                           |         | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)   |
|     |  | 30% (2020)                | (2015)                          |                           |         |   | GOJ continues to disseminate and widen the use of the revised guidelines.<br><br><b>Reasons for not achieving numerical targets, etc.</b><br>The proportion of female members in local disaster prevention councils has been increasing, although it has not reached the numerical targets, and both prefectures and municipalities have been promoting it. However, the status of promotion by prefecture and municipality shows that while some local governments have more than 40% female members in their disaster prevention councils, many municipalities still have none, indicating the difference in the status of efforts. Another factor is the existence of a stereotypical bias of gender roles, in which men play the main role in the field of disaster prevention. |

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|-----|--|---------------------------|---------------------------------|---------------------------|--|---|--|
|     |  |                           |                                 |                           |  | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)  |
| 82  | Proportion of female firefighters (Republished)                | 5% (Beginning of FY2026)  | 2.4% (FY2015)                   | 2.9% (FY2019)             | Survey on the present situation of firefighting and disaster prevention/countermeasures, Fire and Disaster Management Agency | C   | <p><b>Efforts to date</b></p> <p>The GOJ is mainly implementing the following efforts to increase female employment, appointment and the proportion of female firefighters:</p> <ul style="list-style-type: none"> <li>• Briefing session (one-day internship) for women,</li> <li>• Renewal of the operation of a portal site that provides comprehensive information on the active roles of female firefighters</li> <li>• Support for projects related to the promotion of women's participation and advancement</li> <li>• Lectures by advisors on the promotion of women's participation and advancement</li> <li>• Development of women-only facilities (bathrooms, napping rooms, etc.) with special allocation tax</li> <li>• The "Course on promotion of women's participation and advancement" at the Fire and Disaster Management College</li> <li>• Creation of guidebook to raise awareness for women's participation and advancement</li> </ul> <p>As a result of these efforts, the number of fire departments with no female firefighters decreased by 110 to 178 between FY2015 and FY2019, and the number of female firefighters nationwide increased by 886.</p> <p><b>Reasons for not achieving numerical targets, etc.</b></p> <p>In organizations where men are overwhelmingly in the majority, a male-centered organizational culture is likely to be formed, creating a situation in which it is difficult for female firefighters to play an active role. The numerical targets have not been achieved yet, and it is necessary to continue to promote these efforts.</p> |

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|-----|--|--|---------------------------------|---------------------------|--|---|--|
|     |  |  |                                 |                           |  | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)  |
| 83  | Proportion of female fire corps volunteers                     | Target of 10%, aiming for 5% in the interim (FY2026) | 2.5% (FY2014)                   | 3.2% (FY2019)             | Survey on the present situation of firefighting and disaster prevention/countermeasures, Fire and Disaster Management Agency | C   | <p><b>Efforts to date</b><br/>           The GOJ is mainly implementing the following initiatives to promote female membership:</p> <ul style="list-style-type: none"> <li>• The Minister of Internal Affairs and Communications sent a letter to all prefectural governors and mayors of municipalities, requesting that they take proactive measures to promote female membership</li> <li>• The Commissioner of the Fire and Disaster Management Agency issued a notice to prefectural governors and other officials encouraging them to accelerate women's employment in the fire department, and promote efforts by local governments by setting nationwide targets for the proportion of women in the fire department</li> <li>• Presented a certificate of appreciation from the Minister of Internal Affairs and Communications to the fire departments where the number of female firefighters has increased considerably</li> <li>• Prepared and distributed case studies that compiled support for projects implemented by local governments in cooperation with companies and universities to promote the participation of women and young people</li> <li>• Established a portal site to promote female membership</li> <li>• Prepared and distributed recruitment leaflets for female firefighters</li> <li>• Held the "national women's firefighting maneuvers competition"</li> <li>• Held the "national female firefighters revitalization meeting"</li> </ul> <p><b>Reasons for not achieving numerical targets, etc.</b><br/>           Female fighters are often responsible for raising awareness of fire prevention, disseminating home fire prevention measures, and providing first aid. The necessity of such activities may not be sufficiently disseminated.<br/>           As a result of the above efforts, the number of female members and the number of firefighting departments with female members increased by about 4,000 and 180 respectively, between FY2015 and FY2019. The numerical targets, however, have not been achieved at this point, and it is necessary to continue to promote these efforts.</p> |

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|---|--|---------------------------------|---------------------------------|---------------------------|---|---|---|
|   |  |                                 |                                 |                           |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)   |
| <b>9. Consolidation of the Social Systems based on the Perspective of Gender Equality</b> |  |                                 |                                 |                           |   |   |   |
| 84  | Number of wait-listed children for childcare services          | Aiming for zero (End of FY2017) | 23,167 (April 2015)             | 12,439 (April 2020)       | Summary of the situation related to nursery schools, etc., Ministry of Health, Labour and Welfare | C   | <p><b>Efforts to date</b></p> <p>Under the accelerated plan to reduce the number of wait-listed children for childcare services to zero, the number of childcare facilities was expanded to accommodate approximately 535,000 more children* over the five years from FY2013 to the end of FY2017 (achieving the government numerical target of 500,000 more children).</p> <p>*The number of childcare facilities expanded by municipalities can accommodate approximately 476,000 children. The number of childcare facilities expanded by company-led childcare services can accommodate approximately 60,000 children.</p> <p><b>Reasons for not achieving numerical targets, etc.</b></p> <p>Under the accelerated plan to reduce the number of wait-listed children for childcare services to zero, the number of childcare facilities was expanded to accommodate approximately 535,000 more children over the five years from FY2012 to the end of FY2017. However, the employment rate for women between 25 and 44 years of age, the utilization rate of childcare for children 1 year and 2 years of age, and the number of applicants for childcare has increased at a higher rate than when the plan was formulated.</p> <ul style="list-style-type: none"> <li>• Employment rate for women: 2.1 times higher compared with before the accelerated plan to reduce the number of wait-listed children for childcare services to zero.</li> <li>+0.6 points/year (2009–2012) → +1.25 points/year (2012–2016)</li> <li>• The number of applicants: 1.9 times increased compared with before the</li> </ul> |

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|-----|--|---------------------------------|---------------------------------|---------------------------|---|---|---|
|     |  |                                 |                                 |                           |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)   |
|     |  |                                 |                                 |                           |   |   | accelerated plan to reduce the number of wait-listed children for childcare services to zero.<br>+48,000 people/year (2010–2013) → +90,000 people/year (2013–2016)<br>• Childcare utilization rate for children 1 year and 2 years of age: 1.9 times increase compared with before the accelerated plan to reduce the number of wait-listed children for childcare services to zero.<br>+1.5 points/year (2010–2013) → +2.9 points/year (2013–2016)   |
| 85  | Number of children unable to use after-school children's clubs | Aiming for zero (End of FY2019) | 9,945 (May 2014)                | 18,261 (May 2019)         | Implementation status of the Services for Sound Upbringing of After-school Children(After-school Children's Club), Ministry of Health, Labour and Welfare | D   | <p><b>Efforts to date</b><br/>Based on the "After-school Children Plan" formulated in July 2014, the numerical targets of securing places to accommodate approximately 1.22 million children by providing additional places for approximately 300,000 children at after-school children's clubs was achieved, with approximately 1.3 million children registered as of May 1, 2019.</p> <p><b>Reasons for not achieving numerical targets, etc.</b><br/>Since April 2015, the number of applications for use of these clubs has increased due to the clarification in the law that the target children must be up to the 6th grade, and the percentage of use of after-school children's clubs has also increased in response to the expansion of childcare services and the increase in the employment rate for women of child-rearing age. As of May 1, 2019, the number of registered children in after-school children's clubs reached approximately 1.3 million and the number of after-school children's clubs reached 25,881, both of which were the highest numbers recorded, but the number of wait-listed children for childcare services has been increasing due to the reasons mentioned above.</p> |

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|-----|--|---------------------------|---------------------------------|---------------------------|--|---|---|
|     |  |                           |                                 |                           |  | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)   |
| 86  | Number of community support centers for child raising          | 8,000 (FY2019)            | 6,538 (FY2016)                  | 7,578 (FY2019)            | Survey by the Ministry of Health, Labour and Welfare | C   | <p><b>Efforts to date</b><br/>           Through the "community child-raising support center project," the GOJ provides places to promote the interaction of parents and children, consultations and assistance regarding child-raising, information related to child-raising in communities, and also conducts seminars on child-raising itself and child-raising support.</p> <p><b>Reasons for not achieving numerical targets, etc.</b><br/>           Some municipalities failed to achieve the numerical targets because they were unable to secure personnel and locations as planned.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality  | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources   | Achievement level evaluation  |   |
|-----|---|---------------------------|---------------------------------|---------------------------|---|---|---|
|     |   |                           |                                 |                           |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 87  | Proportion of public rental housing (100 units or more) offering care facilities for seniors, people with disabilities, or children | 25% (FY2020)              | 19% (FY2013)                    | 29.1% (FY2019)            | Survey by the Ministry of Land, Infrastructure, Transport and Tourism | A   | —   |



| No.   | Numerical Targets of the Fourth Basic Plan for Gender Equality                                   | Target Figures (Deadline)  | Figures at the time of planning                             | Updated Figures (current)                                   | Sources   | Achievement level evaluation  |   |
|---|--|--|---|---|---|---|---|
|   |  |  |   |   |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)   |
| <b>10. Awareness-Raising on Gender Equality through Education and Media</b> |  |  |   |   |   |   |   |
| 88  | Percentage of male and female who graduate from university                                       | Shrinking the percentage gap of graduates between male and female by 5 points (2020) | Male: 54.9%<br>Female: 45.1%<br>9.8 point difference (2013) | Male: 53.8%<br>Female: 46.2%<br>7.6 point difference (2018) | OECD Education at a Glance  | C   | <p><b>Efforts to date</b><br/>To help high school students acquire the skills and attitudes to make independent choices about their future, the GOJ has developed educational materials related to career development and conducted research to develop teacher training programs.<br/>The GOJ held symposiums and gave on-site lectures and career counseling sessions to female students at universities and technical colleges.</p> <p><b>Reasons for not achieving numerical targets</b><br/>Although the gap between male and female graduates at the undergraduate level has been narrowing year by year, the proportion of female graduates is unevenly distributed in the fields of science and engineering, and it is necessary to continue efforts to narrow the gap.</p> |
| 89  | Number of board of education in prefectures and municipalities with no female committee members. | Zero (2020)  | 121   | 64 (2019)   | Educational administration survey, Ministry of Education, Culture, Sports, Science and Technology | C   | <p><b>Efforts to date</b><br/>Through the prefectural boards of education, the GOJ worked on disseminating the purpose of the plan and the promotion of women's empowerment to intraregional municipal boards of education.</p> <p><b>Reasons for not achieving numerical targets</b><br/>Although the number of prefectural and municipal boards of education with no female committee members has been reduced by half, there is a possibility that the purpose of the plan has not yet sufficiently reached all boards of education nationwide.</p>  |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality   | Target Figures (Deadline)              | Figures at the time of planning | Updated Figures (current) | Sources   | Achievement level evaluation  |   |
|-----|--|--|---------------------------------|---------------------------|---|---|---|
|     |  |  |                                 |                           |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)   |
| 90  | Proportion of female principals and -vice-principals in elementary and secondary educational organizations | 20% or greater<br>More than 20% (2020) | 15.0%                           | 18.6% (2019)              | Study of Personnel Administration of Public School Teachers, Ministry of Education, Culture, Sports, Science and Technology | C   | <p><b>Efforts to date</b></p> <p>The GOJ conducted "gender equality training at schools" for teachers and staff, which includes case reports and discussions on promoting the empowerment of female teachers.</p> <p>The GOJ conducted the survey on the status of personnel administration, including the proportion of women in management positions and the status of teachers and staff members taking childcare leave, and publicized the result of the survey by each prefecture and ordinance-designated city.</p> <p>In addition to informing the public about efforts to increase the number of women in managerial positions and to create an environment in which it is easy to give birth, raise children, and care family members while working, the GOJ also informed the public about good practices from prefectures and cities with a high proportion of women in management positions at a workshop held for managers in charge of human resources affairs in each prefecture.</p> <p><b>Reasons for not achieving numerical targets</b></p> <p>Although the proportion of female teachers in the positions of principal or vice principal in elementary and secondary educational organizations is on the rise, the reasons for the low percentage of female teachers who aspire to managerial positions include:</p> <ul style="list-style-type: none"> <li>• difficulty in balancing work and family life</li> <li>• feeling that they are not competent enough for managerial positions the heavy burden of housework and childcare on women</li> <li>• a tendency among managers not to offer management opportunities to those responsible for childcare and nursing care</li> <li>• long working hours for principals and vice principals, who are the models for entry into managerial positions</li> </ul> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality  | Target Figures (Deadline)  | Figures at the time of planning | Updated Figures (current) | Sources   | Achievement level evaluation  |   |
|-----|---|--|---------------------------------|---------------------------|---|---|---|
|     |   |  |                                 |                           |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)   |
| 91  | Proportion of Female University Teachers Associate professors   | Aiming for 25% (initially), up to 30% 25%(early stage) then aiming to 30% (2020)   | 22.6% (2014)                    | 25.1% (2019)              | Basic Research on Schools, Ministry of Education, Culture, Sports, Science and Technology | B   | <p><b>Efforts to date</b><br/>Support for universities to take initiatives to promote a work style balancing research with life events such as childbirth and childcare, and the development of leaders by improving the research capabilities of female researchers in an integrated manner.</p> <p><b>Reasons for not achieving numerical targets</b><br/>The number of female teachers in Japan is on the rise, but the proportion remains low compared to other major countries. It is difficult for teachers to balance childbirth, childcare, and nursing care with their research and educational activities. It has been pointed out that there is a lack of consideration for childcare and nursing care in the evaluation of a teacher's performance. As a result, there has been little progress in promoting female teachers to higher positions, and it is necessary to continue to enhance support-related efforts.</p> |
| 92  | Proportion of Female University Teachers Professors etc. (university presidents, vice university presidents and professors) | Aiming for 17% (initially), up to 20% 17% (early stage), then aiming to 20% (2020) | 14.4% (2014)                    | 17.2% (2019)              | Basic Research on Schools, Ministry of Education, Culture, Sports, Science and Technology | B   | <p><b>Efforts to date</b><br/>Support for universities to take initiatives to promote a work style balancing research with life events such as childbirth and childcare, and the development of leaders by improving the research capabilities of female researchers in an integrated manner.</p> <p><b>Reasons for not achieving numerical targets</b><br/>The number of female teachers in Japan is on the rise, but the proportion remains low compared to other major countries. It is difficult for teachers to balance childbirth, childcare, and nursing care with their research and educational activities. It has been pointed out that there is a lack of consideration for childcare and nursing care in the evaluation of a teacher's performance. As a result, there has been little progress in promoting female teachers to higher positions, and it is necessary to continue to enhance support-related efforts.</p> |

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|-----|--|-----------------------------|-------------------------------------|-------------------------------------|--|---|--|
|     |  |                             |                                     |                                     |  | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)  |
| 93  | Recognition of the term “gender-equal society”                 | 100% in both genders (2020) | Male: 66.3%<br>Female: 61.3% (2012) | Male: 67.4%<br>Female: 61.5% (2019) | Poll on gender equality in society, Cabinet Office | C   | <p><b>Efforts to date</b><br/>           The GOJ has been working to make the term "gender-equal society" more visible and familiar through public relations for measures related to "gender-equal society".</p> <p><b>Reasons for not achieving numerical targets</b><br/>           The overall level of recognition of the term was over 60%, which is considered to be a sufficiently high level.<br/>           (Reference: about 80% for those aged 18–29, about 70% for those aged 30–49)</p> |

| No.  | Numerical Targets of the Fourth Basic Plan for Gender Equality                                       | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources  | Achievement level evaluation  |  |
|--|--|---------------------------|---------------------------------|---------------------------|--|---|--|
|  |  |                           |                                 |                           |  | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)  |
| <b>11. International Collaboration and Contribution on Gender Equality</b> |  |                           |                                 |                           |  |   |  |
| 94   | Recognition of the term "Convention on the Elimination of All Forms of Discrimination against Women" | 50% or greater (2020)     | 34.8% (2012)                    | 34.7% (2019)              | Poll on gender equality in society, Cabinet Office | D   | <p><b>Efforts to date</b><br/>The GOJ has been working to make the term more visible and familiar by posting the reports of the government, the concluding observations by the Committee on the Elimination of Discrimination against Women, and the GOJ comments on the concluding observations on the website of the Gender Equality Bureau of the Cabinet Office. The GOJ has been trying to make people aware of issues by raising them as an agenda item at the meetings of the Council for Gender Equality and meetings of the expert committee on priority policies.</p> <p><b>Reasons for not achieving numerical targets, etc.</b><br/>Although the overall "recognition of the term of the Convention on the Elimination of All Forms of Discrimination against Women" was 34.7% in the public opinion survey conducted in 2019, recognition among the younger generation (29 years old and younger) has been approximately 40–50% for the past 10 years and the recognition of those in their 30s has increased from 32.3% 10 years ago to 39.8% in 2019.</p> |
| 95   | Number of Japanese staff in U.N.-related organizations (professionals and above)                     | 1,000 or more (2025)      | 766 (2015)                      | 912 (2020)                | Survey by the Ministry of Foreign Affairs          | C   | <p><b>Efforts to date</b><br/>For Japanese nationals who wish to work for international organizations such as the United Nations, the GOJ provides various kinds of support such as the JPO dispatch system (a system that dispatches young human resources to international organizations), the provision of information on vacant positions, and employment seminars.</p>  |

| No.                                  | Numerical Targets of the Fourth Basic Plan for Gender Equality                              | Target Figures (Deadline)                                | Figures at the time of planning                             | Updated Figures (current)  | Sources   | Achievement level evaluation  |   |
|--------------------------------------|---|--|---|--|---|---|---|
|                                      |   |  |   |  |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)   |
| 96                                   | Proportion of female diplomats in overseas establishments (ministers, counselors and above) | 10% (2020)   | 5.4% (2015)   | 7.4%<br>Total of all genders: 543<br>Male: 503<br>Female: 40 (July 2020) | Survey by the Ministry of Foreign Affairs   | C   | <p><b>Efforts to date</b><br/>The GOJ has worked on promoting a work-life balance at overseas establishments, including providing subsidies for the use of babysitters, housing allowances for unaccompanied employees with a child (equivalent to those posted with spouse), and introducing a flextime system.</p> <p><b>Reasons for not achieving numerical targets, etc.</b><br/>The small number of female diplomats among staff members who have reached the rank of minister, counselor, or above at overseas establishments is considered to be a factor for not achieving the numerical targets. On the other hand, the proportion of women in key positions at overseas establishment has been increasing year by year, and the GOJ will continue to appoint excellent human resources based on the idea of placing the right person in the right position.</p> |
| <b>12.Implementation of the Plan</b> |   |  |   |  |   |   |   |
| 97                                   | Proportion of municipalities with established plans for gender equality                     | Cities and wards: 100%<br>Towns and villages: 70% (2020) | Cities and wards: 97.0%<br>Towns and villages: 52.6% (2015) | Cities and wards: 98.3%<br>Towns and villages: 69.5% (2020)              | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | C<br>C  | <p><b>Efforts to date</b><br/>Efforts have been made to promote the formulation of municipal plans for gender equality by providing information and dispatching advisors to local governments for the formulation of such plans.</p> <p><b>Reasons for not achieving numerical targets, etc.</b><br/>The number of municipalities that have formulated the plan has been increasing. As 80 municipalities are considering formulating a plan, it is necessary to continue promoting the efforts.</p>  |

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|-----|---|--|---------------------------------|---|---|---|---|
|     |   |  |                                 |   |   | Evaluation<br>A: Achieved numerical targets<br>B: Achieved early targets<br>C: Progress since the formulation of plan<br>D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D)   |
| 98  | Proportion of local governments with established promotion plans in place based on the Act on Promotion of Women's Participation and Advancement in the Workplace (Republished) | Prefecture: 100%<br>Cities and wards: 100%<br>Towns and villages: 70% (2020) | -                               | Prefecture: 100%<br>Cities and wards: 82.5%<br>Towns and villages: 37.7% (FY2019) | Cabinet Office<br>Gender Equality Bureau Survey | A<br>C<br>C   | <p><b>Efforts to date</b><br/>For local governments, the GOJ has published documents that summarize expected questions and answers regarding the formulation of promotion plans on the website and disseminated to local governments.</p> <p><b>Reasons for not achieving numerical targets, etc.</b><br/>One of the reasons why municipalities have not made progress in formulating a plan is that the promotion plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace is allowed to be formulated together with the gender equality plan. Many local governments (80% in government-designated cities) have formulated the two plans together. In the future, it is expected that some local governments will consider formulating a promotion plan when they revise the gender plan.</p> |