

**The Fifth Basic Plan for Gender Equality Numerical Targets Extract  
(58 targets on the improvement of the situation for women's appointment  
and recruitment)**

Item	Current status	Numerical Targets (Deadline)
<b>Field 1. Expansion of Women's Participation in Policy Decision-making Processes</b>		
Proportion of female national public officials hired through recruitment examinations	36.8% (April 1, 2020)	35% or higher (Every fiscal year)
Proportion of female national public officials hired through the examination for comprehensive service	35.4% (April 1, 2020)	35% or higher (Every fiscal year)
Proportion of female national public officials hired through the recruitment examination (Technical category)	—	30% (FY2025)
Proportion of women at each rank in national government positions		
Section chief at HQ or equivalent	26.5% (July 2020)	30% (End of FY2025)
Newly promoted section chief level officials (HQ)	22.8% (July 2019)	35% (End of FY2025)
Director at regional institution, assistant director at HQ or equivalent	12.3% (July 2020)	17% (End of FY2025)
Director at HQ or equivalent	5.9% (July 2020)	10% (End of FY2025)
Designated service or equivalent	4.4% (July 2020)	8% (End of FY2025)
Proportion of female public prosecutors	25.4% (March 31, 2020)	30% (End of FY2025)
Proportion of female members in national advisory councils and committees		
Members of advisory councils and committees	40.7% (2020)	Between 40% and 60% (2025)
Expert members of advisory councils and committees	30.3% (2020)	Between 40% and 60% (2025)
Proportion of female prefectural public officials hired through recruitment examinations for local public officials (overall)	36.6% (FY2019)	40% (FY2025)
Proportion of female prefectural public officials hired through recruitment examinations for local public officials (for university graduate or equivalent)	33.6% (FY2019)	40% (FY2025)
Proportion of female prefectural public officials at each level		
Position equivalent to section chief of the prefectural government main office	22.6% (2020)	30% (End of FY2025)

Item	Current status	Numerical Targets (Deadline)
Position equivalent to assistant director of the prefectural government main office	20.4% (2020)	25% (End of FY2025)
Position equivalent to director of the prefectural government main office	12.2% (2020)	16% (End of FY2025)
Position equivalent to department/bureau chief/deputy chief of the prefectural government main office	7.0% (2020)	10% (End of FY2025)
Proportion of female municipal public officials at each level		
Position equivalent to section chief of the municipal government main office	City, town and village: 35.0% [Ordinance-Designated City: 26.5%] (2020)	40% (End of FY2025)
Position equivalent to assistant director of the municipal government main office	City, town and village: 29.2% [Ordinance-Designated City: 22.6%] (2020)	33% (End of FY2025)
Position equivalent to director of the municipal government main office	City, town and village: 17.8% [Ordinance-Designated City: 16.9%] (2020)	22% (End of FY2025)
Position equivalent to department/bureau chief/deputy chief of the municipal government main office	City, town and village: 10.1% [Ordinance-Designated City: 10.8%] (2020)	14% (End of FY2025)
Proportion of female local police officers	10.2% (April 2020)	Approximately 12% (Beginning of FY2026)
Proportion of female firefighters (Note 1)	2.9% (FY2019)	5% (Beginning of FY2026)
Proportion of female members of local government councils and committees		
Members of prefectural government advisory councils and committees	33.3% (2020)	Between 40% and 60% (2025)
Members of municipal government advisory councils and committees	27.1% (2020)	Between 40% and 60% (2025)
Proportion of female executive officers and employees at each level in incorporated administrative agencies, etc.		
Department chief, director or equivalent	15.4% (2020)	18% (End of FY2025)
Executives	14.4% (2020)	20% (End of FY2025)

Item	Current status	Numerical Targets (Deadline)
Proportion of female employees at each level in private companies		
Section Chief level	18.9% (2019)	30% (2025)
Director level	11.4% (2019)	18% (2025)
Department manager level	6.9% (2019)	12% (2025)
Proportion of women executives of listed companies (Note 2)	—	12% (2022) (Note 3)
Proportion of women entrepreneurs (Note 4)	27.7% (2017)	30% or higher (2025)
<b>(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.)</b>		
Proportion of female candidates for the House of Representatives	17.8% (2017)	35% (2025)
Proportion of female candidates for the House of Councilors	28.1% (2019)	35% (2025)
<b>(Note: The following is the target represents the figure expected to be achieved as a whole through government initiatives, including requests to political parties, etc., promotion of visualization, fact-finding surveys, sharing of good practices, and improvement of the environment, as well as collaboration with political parties, the Diet, local government bodies, the six local organizations, and other relevant actors. It neither adds constrains to autonomous action by each organization nor is a target each organization aims to achieve. The figure for the current state represents the total for prefectural, ordinance-designated city, and municipal assembly elections in the 2019 nationwide local elections.)</b>		
Proportion of female candidates for the nationwide local elections	16.0% (2019)	35% (2025)
<b>Field 3. Promotion of Gender Equality in Regional Areas</b>		
Proportion of female members in agricultural committees		
Number of agricultural committees without any female members	273/1,703 (FY2019)	0 (FY2025)
Proportion of female members in agricultural committees	12.1% (FY2019)	20% (at an early stage), then aim for 30% (FY2025)
Proportion of female officers in agricultural co-operatives		
Number of agricultural co-operatives without any female executive officers	107/639 (FY2018)	0 (FY2025)
Proportion of female executive officers	8.0% (FY2018)	10% (at an early stage), then aim for 15% (FY2025)
Proportion of female directors in the Land Improvement Districts (including League of Improvement Districts)		

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Number of organizations without any female directors	3,737/3,900 (FY2016)	0 (FY2025)
Proportion of female directors	0.6% (FY2016)	10% (FY2025)
Proportion of certified female farmers	4.8% (March 2019)	5.5% (FY2025)
Proportion of female heads of community associations	6.1% (FY2020)	10% (FY2025)
<b>Field 4. Gender Equality in Science and Technology and Academic Fields</b>		
Proportion of female academic staff in science and engineering at universities (lecturers and above)	Science: 8.0% Engineering: 4.9% (2016)	Science: 12.0% Engineering: 9.0% (2025)
Proportion of women hired as researchers at universities	Science: 17.2% Engineering: 11.0% Agriculture: 18.9% Medicine, Dentistry and Pharmacology: 25.3% Humanities: 37.7% Social Sciences: 25.8% (2018)	Science: 20% Engineering: 15% Agriculture: 30% Medicine, Dentistry and Pharmacology: 30% Humanities: 45% Social Sciences: 30% (2025)
<b>Field 7. Support for Lifelong Health</b>		
Proportion of female practicing physicians between 25 and 44 years of age	31.8% (2018)	33.6% (As early as possible in 2020s)
Proportion of female directors in sport organizations	15.7% (As of March 2019)	40% (As early as possible in 2020s)
<b>Field 8. Disaster Prevention and Reconstruction, and Environmental Issues from Gender Perspectives</b>		
Proportion of female members of prefectural disaster prevention councils	16.1% (2020)	30% (2025)
Proportion of female members of municipal disaster prevention councils		
Number of organizations with no female members	348/1,741 (2020)	0 (2025)
Proportion of female members	8.8% (2020)	Aiming for 15% (initially), up to 30% (2025)
Proportion of female fire corps volunteers (Note 5)	3.2% (FY2019)	Target of 10%, aiming for 5% in the meantime (FY2026)
<b>Field 10. Raising Awareness and Facilitating Understanding through Education and Media for both Women and Men</b>		
Proportion of female principals and vice principals in elementary and secondary educational organizations		
Vice principals	20.5% (2019)	25% (2025)
Principals	15.4% (2019)	20% (2025)

Item	Current status	Numerical Targets (Deadline)
Proportion of female university faculty members		
Associate professors	25.1% (2019)	Aiming for 27.5% (initially) and 30% (2025)
Professors, etc. (university president, vice president, professor)	17.2% (2019)	Aiming for 20% (initially) and 23% (2025)
Number of prefecture or municipal boards of education with no female members	64/1,856 (2019)	0 (2025)

#### Field 11. International Collaboration and Contribution on Gender Equality

Proportion of women in each position level at overseas establishments		
Minister, Counselor and above	7.4% (July 2020)	10% (2025)
Ambassador Extraordinary and Plenipotentiary, Consul-General	5.3% (July 2020)	8% (2025)

(Note 1) A firefighter is an employee of fire defense headquarters or a fire station who has a rank and uniform and is engaged in fire fighting affairs.

(Note 2) Executives include directors, auditors, executive officers, executive managing officers and officers equivalent to them.

(Note 3) Target after the reorganization of trading sections is to be set at the time of interim follow-up for the Fifth Basic Plan.

(Note 4) An entrepreneur is a person who has changed their job or taken a new job in the past year and is currently an officer of a company or a self-employed person who has started their own business.

(Note 5) A fire corps volunteer is a member of a municipal fire department who engages in firefighting and disaster management activities based on the spirit of local patriotism and "protecting our own community by ourselves," while having another main occupation.