

List of Numerical Targets of the Fifth 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

Item	Current status	Numerical Targets (Deadline)
Field 1. Expansion of Women's Participation in Policy Decision-making Processes		
(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.)		
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)
(Note: The followings are the targets that represent the figures 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 status represents the total for prefectural, ordinance-designated city, and municipal assembly elections in the 2019 nationwide local elections.)		
Proportion of female candidates for the nationwide local elections	16.0% (2019)	35% (2025)
Proportion of female public prosecutors	25.4% (March 31, 2020)	30% (End of FY2025)
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 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)

Item	Current status	Numerical Targets (Deadline)
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)
Percentage of male national public officials who take childcare leave	12.4% (FY2018)	30% (2025)
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)
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)

Item	Current status	Numerical Targets (Deadline)
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)
Percentage of male workers who take childcare leave (Local public officials)	8.0% (FY2019)	30% (2025)
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)
Proportion of female employees at each level in private companies		
Section Chief level	18.9% (2019)	30% (2025)

Item	Current status	Numerical Targets (Deadline)
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)

Item	Current status	Numerical Targets (Deadline)
Field 2. Securing Equal Opportunities and Treatment between Women and Men and Work-Life Balance		
Proportion of employees working 60 hours or more per week	Total of all genders: 6.4% Male: 9.8% Female: 2.3% (2019)	5.0% (2025)
Rate at which annual paid leave is taken	Total of all genders: 56.3% Male: 53.7% Female: 60.7% (2019 or FY2018)	70% (2025)
Proportion of companies providing opportunities for labor-management discussions on issues of working hours	64.0% (2019)	All companies (2025)
Remote Working (Note 5)	-	(Note 5)
Percentage of male workers who take childcare leave in private corporations	7.48% (FY2019)	30% (2025)
Number of companies that have obtained the Next-Generation Accreditation Mark ("Kurumin")(Note 6)	3,448 companies (End of September 2020)	4,300 companies (2025)
Employment rate for women between 25 and 44 years of age	77.7% (2019)	82% (2025)
Percentages of women who continued working before and after giving birth to their first child	53.1% (2015)	70% (2025)
Proportion of female employees at each level in private companies		
Section Chief level (Republished)	18.9% (2019)	30% (2025)
Director level (Republished)	11.4% (2019)	18% (2025)
Department manager level (Republished)	6.9% (2019)	12% (2025)
Companies that have obtained certification based on the Act on Promotion of Women's Participation and Advancement in the Workplace ("Eruboshi" Certification)	1,134 companies (End of September 2020)	2,500 companies (2025)
Proportion of women entrepreneurs (Note 4) (Republished)	27.7% (2017)	30% or higher (2025)

Item	Current status	Numerical Targets (Deadline)
Field 3. Promotion of Gender Equality in Regional Areas		
Net loss of population against region's population of women in their 10s and 20s	1.33% (2019)	0.80% (2025)
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 executive 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)		
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)
Number of family management agreements concluded	58,799 cases (FY2019)	70,000 cases (FY2025)
Proportion of female heads of community associations	6.1% (FY2020)	10% (FY2025)

Item	Current status	Numerical Targets (Deadline)
Field 4. Gender Equality in Science and Technology and Academic Fields		
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 females 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)
Proportion of female undergraduate students in university science and engineering departments	Science Department: 27.9% Engineering Department: 15.4% (2019)	Year-on-year increase (Every fiscal year)

Item	Current status	Numerical Targets (Deadline)
Field 5. Elimination of All Forms of Violence Against Women (VAW)		
Number of one-stop support centers for victims of sexual crimes/sexual violence in local governments	47 (April 2020)	60 places (2025)
Number of prefectures where emergency services are available 365 days a year at one-stop support centers, etc. for sexual crimes and sexual violence	20 prefectures (April 2020)	47 prefectures (2025)
Number of Spousal Violence Counseling and Support Centers in municipalities	119 (April 2020)	150 places (2025)
Number of Spousal Violence Counseling and Support Centers participating in regional council of countermeasures for children requiring aid	190 places (April 2018)	323 places (2025)

Item	Current status	Numerical Targets (Deadline)
Field 6. Offering Support to Tackle Poverty and Other Livelihood Difficulties from Gender Perspective		
Child support consultation provided by attorneys to single parents	94 prefectures and cities (Total: 101 municipalities) (FY2018)	All prefectures and ordinance-designated cities ▪ Core cities (FY2024)
Proportion of divorcing couples who made child support arrangements	64.3% (FY2019)	70% (FY2022)
Number of job-hopping part timers (" <i>Freeters</i> ")	Total of all genders: 1.38 million Male: 0.66 million Female: 0.72 million (2019)	Total of all genders: 1.14 million (2025)
Employment rate for individuals between 65 and 69 years of age	—	Total of all genders: 51.6% (2025)
Actual employment rate for people with disabilities (private companies)	2.11% (June 2019)	2.3% (2022)

Item	Current status	Numerical Targets (Deadline)
Field 7. Support for Lifelong Health		
Cervical cancer screening rate, breast cancer screening rate (Note 7)	Screening rate in the past two years Cervical cancer: 43.7% Breast cancer: 47.4% (2019)	Cervical cancer: 50% Breast cancer: 50% (by FY2022)
Suicide rates (per 100,000 population)	Total of all genders: 15.7 Male: 22.7 Female: 9.1 (2019)	More than 30% decrease from 2015 (by 2026)
Number of Specialized Infertility Consultation Centers	81 prefectures and cities (FY2020)	Available in all prefectures, ordinance-designated cities, and core cities (FY2025)
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 sports organizations	15.7% (As of March 2019)	40% (As early as possible in 2020s)

Item	Current status	Numerical Targets (Deadline)
Field 8. Disaster Prevention and Reconstruction, and Environmental Issues from Gender Perspectives		
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 firefighters (Note 1) (Republished)	2.9% (FY2019)	5% (Beginning of FY2026)
Proportion of female fire corps volunteers (Note 8)	3.2% (FY2019)	Target of 10%, aiming for 5% in the meantime (FY2026)

Item	Current status	Numerical Targets (Deadline)
Field 9. Consolidation of the Social Systems		
Number of wait-listed children for childcare services	12,439 people (April 2020)	To be set based on the "New Plan for Raising Children in a Peaceful Environment"
Number of children registered in after-school children's clubs	Approximately 1.3 million people (May 2019)	1.52 million (End of FY2023)
Proportion of public rental housing (100 units or more) also offering care facilities for seniors, disabled people, or children	29.1% (FY2019)	Approximately 90% of housing complexes to be reconstructed (FY2025)

Item	Current status	Numerical Targets (Deadline)
Field 10. Raising Awareness and Facilitating Understanding through Education and Media for Both Women and Men		
Proportion of respondents who answered "equal" when asked about the sense of gender equality in society as a whole	21.2% (2019)	50% for the present, while the ultimate goal is nearly 100% (2025)
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)
Proportion of female university faculty members		
Associate professors	25.1% (2019)	Aiming for 27.5% (initially), up to 30% (2025)
Professor, etc. (university president, vice president, professor)	17.2% (2019)	Aiming for 20% (initially), up to 23% (2025)
Number of prefecture or municipal boards of education with no female members	64/1,856 (2019)	0 (2025)

Item	Current status	Numerical Targets (Deadline)
Field 11. International Collaboration and Contribution on Gender Equality		
Proportion of women at each 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)

Item	Current status	Numerical Targets (Deadline)
Implementation of the Plan		
Proportion of municipalities with established Plans for Gender Equality	Cities and wards: 98.3% Towns and villages: 69.4% (2020)	Cities and wards: 100% Towns and villages: 85% (2025)

(Note 1) A firefighter is an employee of fire defense headquarters and 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) Targets after the reorganization of trading sections is to be set at the time of interim follow-up for the Fifth Bisc 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) Specific items and numerical targets will be set based on the status of the response to COVID-19 and subsequent changes in the social situation.

(Note 6) A company that has obtained the Next-Generation Accreditation Mark ("*Kurumin*") is a company that has been certified for supporting child rearing based on the Act on Advancement of Measures to Support Raising Next-Generation Children.

(Note 7) The consultation rate for cervical cancer screening is calculated for people 20–69 years of age, and that for breast cancer screening is calculated for people 40–69 years of age. Targets for FY2022 and beyond are planned to be formulated in the next Basic Plan to Promote Cancer Control Programs.

(Note 8) 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.