

## Numerical Targets of the Third Basic Plan for Gender Equality

**[political field]**

Target Items	Figures as of planning	Target figures (Deadline)
Proportion of female candidates to be members of the House of Representatives <sup>(1)</sup>	16.7% (2009)	30% (2020)
Proportion of female candidates to be members of the House of Councilors <sup>(1)</sup>	22.9% (2010)	30% (2020)

**[public employment]**

Target Items	Figures as of planning	Target figures (Deadline)
Proportion of female national public employees through the recruitment examination	26.1% (fiscal 2010)	Approx. 30% (end of fiscal 2015)
Proportion of female national public employees through the Level I recruitment examination (University graduate level) for national civil service	25.7% (fiscal 2010)	Approx. 30%
Proportion of women in government positions equivalent to or higher than director of central government regional organizations or assistant director of central government ministries and agencies	5.1% (fiscal 2008) *as of Jan, 2009	Approx. 10% (end of fiscal 2015)
Proportion of women in government positions equivalent to or higher than director of central government ministries and agencies	2.2% (fiscal 2008) *as of Jan 2009	Approx. 5% (end of fiscal 2015)
Proportion of women in positions equivalent to designated central government positions	1.7% (fiscal 2008) *as of Jan 2009	Approx. 3% (end of fiscal 2015)
Proportion of female members on national advisory councils and committees	33.2% (2009)	Between 40% and 60% (2020)
Proportion of female expert members on national advisory councils and committees	16.5% (2009)	30% (2020)
Proportion of female local public employees hired through the advanced level recruitment examination	21.3% (2008)	Approx. 30% (end of fiscal 2015)
Proportion of women in positions equivalent to or higher than director of prefectural or city government office	5.7% (2009)	Approx. 10% (end of fiscal 2015)
Proportion of female members of prefectural or city government advisory councils and committees	28.4% (2009)	30% (2015)
Proportion of female members of city, town, or village government advisory councils and committees	23.3% (2009)	30% (2015)

**[employment]**

Target Items	Figures as of planning	Target figures (Deadline)
Proportion of women in positions equivalent to or higher than section manager level in private corporations	6.5% (2009)	Approx. 10% (2015)
Proportion of corporations taking on positive action	30.2% (2009)	More than 40% (2014)

**[academic field]**

Target Items	Figures as of planning	Target figures (Deadline)
Proportion of female university presidents, vice presidents, professors, associate professors and lecturers	16.7% (2009)	30% (2020)
Target employment numbers for female researchers (natural sciences)	(natural sciences) 23.1% (2008)	The numbers in the 4th Phase of the Science & Technology Basic Plan (for fiscal 2011 through 2015), which take into consideration the following objectives: "25% for natural sciences (at an early date), and then aiming for 30%. In particular, early achievement of 20% for science, 15% for engineering, and 30% for agriculture, and aiming to achieve 30% for medicine, dentistry, and pharmacology combined." (Council for Science and Technology Policy Report)
Proportion of female council members of the Science Council of Japan	20.5% (2008)	22% (2015)
Proportion of female members of the Science Council of Japan	12.5% (2008)	14% (2015)

(1) This is a desired target, not one to regulate the autonomous activities of political parties.