

Numerical Targets and Updated Figures of the 4th Basic Plan for Gender Equality

Target Items	Target Figures (Deadline)	Figures as of Planning	Updated Figures
1. Reformation of "men-oriented working styles" for women's empowerment			
Proportion of employees working 60 hours or more per week	5.0% (2020)	Total M/F: 8.5% Male : 12.9% Female: 2.8% (2014)	Total M/F: 7.7% Male : 11.7% Female : 2.6% (2016)
Percentage of male workers who take child care leave			
National civil service	13% (2020)	3.1% (FY2014)	5.5% (FY2015)
Local civil service(Note 1)	13% (2020)	1.5% (FY2013)	2.9% (FY2015)
Private corporations	13% (2020)	2.3% (FY2014)	2.65% (2015)
Percentage of male spouses who take time off immediately after the birth of a child (Note 2)	80% (2020)	—	55.9% (2015)
Time spent on child rearing or housework by husbands with children less than six years of age (Note 3)	2hrs. 30mins. per day (2020)	67 mins. per day (2011)	67 mins. per day (2011)
2. Expansion of women's participation in policy decision-making processes			
Proportion of female public prosecutors	30% (End of FY2020)	22.4% (2015)	22.9% (2016)
Proportion of female national public employees through the recruitment examination	30% or greater (each year)	31.5% (2015.4.1)	33.4% (2017.4.1)
Proportion of female national public employees through the Examination for Comprehensive Service	30% or greater (each year)	34.3% (2015.4.1)	34.5% (2017.4.1)
Proportion of women at each rank in national government positions			
Section chief at HQ or equivalent	30% (End of FY2020)	22.2% (2015.7)	23.9% (2016.7)
Director at Regional institution, assistant director at HQ or equivalent	12% (End of FY2020)	8.6% (2015.7)	9.4% (2016.7)
Director at HQ or equivalent	7% (End of FY2020)	3.5% (2015.7)	4.1% (2016.7)
Designated service or equivalent	5% (End of FY2020)	3.0% (2015.11)	3.5% (2016.7)

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Proportion of female members in national advisory councils and committees			
Members in national advisory councils and committees	between 40% and 60% (2020)	36.7% (2015)	37.1% (2016)
Expert members in national advisory councils and committees	30% (2020)	24.8% (2015)	27.7% (2016)
Proportion of female local public employees through recruitment examinations (overall)	40% (FY2020)	31.9% (FY2014)	34.4% (FY2015)
Proportion of female local public employees through recruitment examinations for university graduate	40% (FY2020)	26.7% (FY2014)	28.9% (FY2015)
Proportion of women at each rank in prefectural government positions			
Section chief or equivalent	30% (End of FY2020)	20.5% (2015)	21.7% (2016)
Assistant director or equivalent	25% (End of FY2020)	16.4% (2015)	17.5% (2016)
Director or equivalent	15% (End of FY2020)	8.5% (2015)	9.3% (2016)
Department/bureau chief, deputy chief or equivalent	Approx. 10% (End of FY2020)	4.9% (2015)	5.5% (2016)
Proportion of women at each rank in municipalities			
Section chief or equivalent	35% (End of FY2020)	City, town and village 31.6% (Ordinance-Designated City 23.5%) (2015)	City, town and village 32.9% (Ordinance-Designated City 24.0%) (2016)
Assistant director or equivalent	30% (End of FY2020)	City, town and village 26.2% (Ordinance-Designated City 19.4%) (2015)	City, town and village 27.3% (Ordinance-Designated City 19.7%) (2016)
Director or equivalent	20% (End of FY2020)	City, town and village 14.5% (Ordinance-Designated City 13.4%) (2015)	City, town and village 15.6% (Ordinance-Designated City 14.2%) (2016)
Department/bureau chief, deputy chief or equivalent	Approx. 10% (End of FY2020)	City, town and village 6.9% (Ordinance-Designated City 7.9%) (2015)	City, town and village 7.5% (Ordinance-Designated City 8.5%) (2016)
Proportion of female local police officers	Approx. 10% (2023)	8.1% (FY2015)	8.5% (FY2016)
Proportion of female firefighters (Note 4)	5% (as of FY2026)	2.4% (FY2015)	2.5% (FY2016)

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Proportion of female members of local advisory councils and committees			
Members of prefectural government advisory councils and committees	Aiming for 33.3% (initially), up to 40% or greater (2020)	30.6% (2015)	31.2% (2016)
Members of city, town or village government advisory councils and committees	30% or greater (2020)	25.6% (2015)	26.0% (2016)
Proportion of female officers at each rank in incorporated administrative agencies			
Department chief, director or equivalent	15% (End of FY2020)	13.5% (2015)	14.1% (2016)
Executives	13% (End of FY2020)	10.5% (2015)	13.1% (2016)
Proportion of women employed at each rank in private companies			
Section chief or equivalent	25% (2020)	16.2% (2014)	18.6% (2016)
Director or equivalent	15% (2020)	9.2% (2014)	10.3% (2016)
Department manager or equivalent	Approx. 10% (2020)	6.0% (2014)	6.6% (2016)
Proportion of female officers of listed companies	Aiming for 5% (initially), up to 10% (2020)	2.8% (2015)	3.4% (2016)
Proportion of women entrepreneurs (Note 5)	Maintain at 30% or greater (2020)	30.3% (2012)	30.3% (2012)
(* Two figures below are objectives, rather than target figures per se. These objectives are something that a government asks political parties for achievement. These objectives don't restrict the independent action of a political party, nor require achievement by a political party on its own.)			
Proportion of female candidates for the House of Representatives	30% (2020)	16.6% (2014)	16.6% (2014)
Proportion of female candidates for the House of Councilors	30% (2020)	24.2% (2013)	24.7% (2016)
3. Securing equal opportunities and treatment between men and women and work-life balance			
Proportion of companies providing opportunities for labor-management discussions on issues of working hours	100% (2020)	52.8% (2014)	67.2% (2016)
Proportion of employees working 60 hours or more per week	5.0% (2020)	Total M/F: 8.5% Male: 12.9% Female: 2.8% (2014)	Total M/F: 7.7% Male: 11.7% Female: 2.6% (2016)

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Target Items	Target Figures (Deadline)	Figures as of Planning	Updated Figures
Acquisition rate of annual paid leave	70% (2020)	Total M/F: 47.6% Male : 44.7% Female : 53.3% (2014)	Total M/F: 48.7% Male : 45.8% Female : 54.1% (2015)
Time spent on child rearing or housework by husbands with children less than six years of age (Note 3)	2hrs. 30mins. per day (2020)	67 mins. per day (2011)	67 mins. per day (2011)
Percentage of male workers at private companies who take child care leave	13% (2020)	2.3% (FY2014)	2.65% (FY2015)
Proportion of offices allowing shorter work hours (short-time regular employee system, etc.)	29% (2020)	14.8% (2014)	15.0% (2015)
Proportion of offices with mental health care policies	100% (2020)	60.7% (2013)	59.7% (2015)
Employment rate for women aged between 25 and 44 years	77% (2020)	70.8% (2014)	Total M/F: 82.6% Male: 92.2% Female: 72.7% (2016)
Percentages of wives who continued working before and after giving birth to the 1st child	55% (2020)	40.4% * (2010)	53.1% (2015)
Proportion of women entrepreneurs (Note 5)	Maintain at 30% or greater (2020)	30.3% (2012)	30.3% (2012)
Number of companies that have obtained the Next-Generation Accreditation Mark (Kurumin) (Note 6)	3,000 (2020)	2,326 (2015)	2,695 (2017.3)
4. Promotion of gender equality in the area of regional, rural and environment			
Proportion of female heads of community associations	10% (2020)	4.9% (2015)	5.2% (2016)
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	Prefectures: 100% Cities and Wards: 100% Towns and Villages: 70% (2020)	—	Prefectures: 95.7% Cities and Wards: 38.5% Towns and Villages: 14.3% (2016)
Number of family management agreements concluded	70,000 (FY2020)	54,190 (FY2013)	56,397 (FY2015)
Proportion of female members in agricultural committees	<ul style="list-style-type: none"> ▪ Number of agricultural committees with no female members: 0 (FY2020) ▪ Proportion of female members in agricultural committees: Aiming for 10% (initially), up to 30% (FY2020) 	<ul style="list-style-type: none"> ▪ Number of agricultural committees with no female members: 644 (FY2013) ▪ Proportion of female members in agricultural committees: 6.3% (FY2013) 	<ul style="list-style-type: none"> - Number of agricultural committees with no female members: 488 (2016.10) - Proportion of female members in agricultural committees: 8.1% (2016.10)

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Proportion of female officers in agricultural cooperatives	<ul style="list-style-type: none"> ▪ Number of agricultural cooperatives with no female officers: 0 (FY2020) ▪ Proportion of female officers in agricultural cooperatives: Aiming for 10% (initially), up to 15% (FY2020) 	<ul style="list-style-type: none"> ▪ Number of agricultural cooperatives with no female officers : 213 (FY2013) ▪ Proportion of female officers in agricultural cooperatives: 6.1% (FY2013) 	<ul style="list-style-type: none"> ▪ Number of agricultural cooperatives with no female officers: 122 (2016.7) ▪ Proportion of female officers in agricultural cooperatives: 7.5% (2016.7)
5. Gender equality in science and technology and academic fields			
Proportion of women hired as researchers (natural sciences)	Natural sciences 30% overall, Science 20%, Engineering 15%, Agriculture 30%, Medicine, dentistry and pharmacology 30% (combined) (Figures from 5th Science and Technology Basic Plan (FY2016 to FY2020) based on the Report of the Science and Technology Basic Plan)	Natural sciences: 25.4% Science: 11.2% Engineering: 8.0% Agriculture: 13.8% Medicine, dentistry and pharmacology: 24.3% (2012)	Natural sciences: 28.1% Science: 15.2% Engineering: 11.6% Agriculture: 20.3% Health science(includes medicine, dentistry and pharmacology): 34.2% (2014) (Note 7)
Proportion of female council members of the Science Council of Japan	30% (2020)	23.3% (2014.10) *	23.3% (2014.10)
Proportion of female associate members of the Science Council of Japan	30% (2020)	22.3% (2014.10) *	22.3% (2014.10)
Proportion of female undergraduate students in university science and engineering departments	Year-on-year increase (each fiscal year)	Science*: 26.4% Engineering*:12.9% (2014)	Science: 27.0% Engineering: 14.0% (2016)
6. Support for women's lifelong health			
Healthy Life Expectancy (M/F) (Note 8)	One-year extension of healthy life expectancy Male: 70.42→71.42 yrs Female: 73.62→74.62 yrs (2010→2020)	Male: 71.19 yrs Female: 74.21 yrs (2013)	Male: 71.19 yrs Female: 74.21 yrs (2013)
Cervical cancer screening rate, breast cancer screening rate (Note 9)	Cervical Cancer: 50% Breast Cancer: 50% (by FY2016)	In the past one year, Cervical Cancer: 32.7% Breast Cancer: 34.2% In the past two years, Cervical Cancer: 42.1% Breast Cancer: 43.4% (2013)	In the past one year, Cervical Cancer: 32.7% Breast Cancer: 34.2% In the past two years, Cervical Cancer: 42.1% Breast Cancer: 43.4% (2013)
Suicide death rates (per 100,000 population) (Note 10)	More than 20% decrease from 2005 (by 2016)	Total M/F: 19.5 Male: 27.6 Female: 11.7 (2014)	Total M/F: 18.5 Male: 26.6 Female: 10.8 (2015)

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Maternity Mark awareness (Note 11)	Total M/F: 50% (2018)	Total M/F: 45.6% Male: 31.2% Female: 57.6% (2014)	Total M/F: 45.6% Male: 31.2% Female: 57.6% (2014)
Rate of smoking/drinking during pregnancy (Note 11)	Zero (2018)	Smoking: 3.8% Drinking: 4.3% (FY2013)	Smoking: 3.8% Drinking: 4.3% (FY2013)
Number of counseling centers specializing in infertility	Available in all prefectures, designated cities, and core cities (FY2020)	63 prefectures and cities (FY2015)	65 prefectures and cities (2016.7.1)
Proportion of women working doctors aged between 25 and 44 years	31% (2020)	30.1% (2014)	30.1% (2014)
Proportion of regular exercisers			
Aged 20 and 64 years (M/F)	Male : 33% Female : 30% (2020)	Male : 20.9% Female : 17.5% (2014)	Male : 24.6% Female : 19.8% (2015)
Aged 65 years and older (M/F)	Male : 56% Female : 46% (2020)	Male : 42.4% Female : 35.7% (2014)	Male : 52.5% Female : 38.0% (2015)
Proportion of school children who exercise at least 60 minutes in total per week (Note 12)	Middle School Girls: 80% Middle School Boys: 95% Elementary School Girls: 90% Elementary School Boys: 95% (2020)	Middle School Girls: 79.0% Middle School Boys: 92.9% Elementary School Girls: 87.0% Elementary School Boys: 93.4% (2015)	Middle School Girls: 79.1% Middle School Boys: 93.2% Elementary School Girls: 88.4% Elementary School Boys: 93.4% (2016)
7. Elimination of all forms of violence against women			
Proportion of individuals who have consulted regarding spousal violence (M/F)	Male : 30% Female : 70% (2020)	Male : 16.6% Female : 50.3% (2014)	Total M/F: 37.2% Male : 16.6% Female : 50.3% (2014)
Awareness of points of contact for consultation about spousal violence (M/F)	70% in both sexes (2020)	Male : 30.4% Female : 34.3% (2014)	Total M/F: 32.4% Male: 30.4% Female : 34.3% (2014)
Number of Spousal Violence Counseling and Support Centers in municipalities	150 (2020)	88 (2015.11)	99 (2017.3)
Number of one-stop support centers for victims of sexual crime / sexual violence which local government is concerned with	At least 1 in each prefecture (2020)	25 (2015.11)	35 (34 prefectures) (2016.12)
8. Creation of an environment in which people facing poverty, aging, disabilities can lead secure lives			
Healthy Life Expectancy (M/F) (Note 8)	One-year extension of healthy life expectancy Male : 70.42→71.42 yrs Female : 73.62→74.62 yrs (2010→2020)	Male : 71.19 yrs Female : 74.21 yrs (2013)	Male : 71.19 yrs Female : 74.21 yrs (2013)

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Number of single-parents who take regular employment through public employment security offices	Year-on-year increase (each fiscal year)	38,771* (FY2014)	Total M/F: 38,220 Male: 2,292 Female: 35,928 (FY2015)
Child-support consultation provided by attorneys to single-parents	All prefectures, ordinance-designated cities, and core cities (FY2019)	—	— (future survey planned)
Employment rate for individuals aged between 20 and 34 years	Total M/F: 79% (2020)	Total M/F: 76.1% Male: 82.0% Female: 69.9% (2014)	Total M/F: 77.7% Male: 82.9% Female: 72.2% (2016)
Number of job-hopping part timers ("Freeters")	Total M/F: 1.24 million (2020)	Total M/F: 1.79 million Male: 0.8 million Female: 0.99 million (2014)	Total M/F: 1.55 million Male: 0.73million Female: 0.82 million (2016)
Employment rate for individuals aged between 60 and 64 years	Total M/F: 67% (2020)	Total M/F: 60.7% Male: 74.3% Female: 47.6% (2014)	Total M/F: 63.6% Male: 76.8% Female: 50.8% (2016)
Actual employment rate for people with disabilities (private companies)	2.0% (2020)	1.88% (2015.6)	1.92% (2016.6)
9. Consolidation of the social systems based on the perspective of gender equality			
Number of wait-listed children on childcare services	Aiming for zero (End of FY 2017)	23,167 (2015.4)	23,553 (2016.4)
Number of children unable to make use of after-school children's clubs	Aiming for zero (End of FY 2019)	9,945 (2014.5)	17,203 (2016.5)
Number of Regional child raising support centers	8,000 (FY2019)	6,538 (FY2014)	6,818 (FY2015)
Proportion of public rental housing (100 units or more) also offering senior care, disabled care, or child care facilities	25% (FY2020)	19% (FY2013)	20% (FY2015)
10. Awareness-rising on gender equality through education and media			
Awareness of the term "gender-equal society"	100% in both sexes (2020)	Male: 66.3% Female: 61.3% (2012)	Male: 70.4% Female: 63.3% (2016)
Proportion of graduate students at the undergraduate level by sex	5 points reduction of the gap (2020)	Male: 54.9% Female: 45.1% (2013)	Male: 54.6% Female: 45.4% (2014)
Number of prefecture or municipal boards of education with no female members	0 (2020)	121 (2013)	99 (2015)

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Proportion of female principals and vice principals in elementary and secondary educational organizations	20% or greater (2020)	15.0% (2013)	16.1% (As of April 1, 2016)
Proportion of female university faculty members			
Associate professors	Aiming for 25% (initially), up to 30% (2020)	22.6% (2014)	23.7% (2016)
Professors, etc. (university president, vice president, professor)	Aiming for 17% (initially), up to 20% (2020)	14.4% (2014)	15.4% (2016)
11. Establishing disaster risk management and reconstruction system from the perspective of gender equality			
Proportion of female members of prefectural disaster councils	30% (2020)	13.2% (2015)	14.0% (2016)
Proportion of female members of municipal disaster councils	- Number of organizations with no female members: 0 (2020) • Proportion of female members: Aiming for 10% (initially), up to 30% (2020)	- Number of organizations with no female members: 515 (2014) • Proportion of female members: 7.7% (2015)	- Number of organizations with no female members: 437 (2016) • Proportion of female members: 8.0% (2016)
Proportion of female firefighters (Note 4)	5% (as of FY2026)	2.4% (FY2015)	2.5% (FY2016)
Proportion of female Volunteer Fire Corps (Note 13)	Target of 10%, Aim for 5% in the meantime (FY2026)	2.5% (FY2014)	2.8% (FY2016)
12. International Collaboration and Contribution on gender equality			
Awareness of the term "Convention on the Elimination of All Forms of Discrimination against Women"	50% or greater (2020)	34.8% (2012)	36.1 % (2016)
Number of Japanese staff in U.N.-related organizations (professionals and above)	1,000 or more (2025)	766 (2015)	793 (2016)
Proportion of female diplomats in diplomatic missions (ministers, counselors and above)	10% (2020)	5.4% (2015)	4.7% (Total M/F: 552 Male: 526 Female: 26 (2016.7))

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Implementation of the plan			
Proportion of municipalities with established plans for gender equality	Cities and Wards: 100% Towns and villages: 70% (2020)	Cities and Wards: 97.0% Towns and villages: 52.6% (2015)	Cities and Wards: 95.9% Towns and villages: 54.3% (2016)
Proportion of local governments with established promotion plans based on the Act on Promotion of Women's Participation and Advancement in the Workplace	Prefectures: 100% Cities and Wards: 100% Towns and Villages: 70% (2020)	—	Prefectures: 95.7% Cities and Wards: 38.5% Towns and Villages: 14.3% (2016)

(Note 1) The method of calculation has changed since fiscal 2015 for national government employees and private-sector companies. Therefore, these numbers cannot be directly compared with numbers obtained in fiscal 2014 and earlier.

(Note 2) Proportion of male workers who have taken at least a half-day or one-day leave (annual paid leave, special leave related to spouse's giving birth, child care leave, etc.) within two months of their spouse's giving birth.

(Note 3) Total hours (average per week) of housework, nursing care/care, child rearing, and shopping performed by husbands in households with a husband, wife, and children under six years of age.

(Note 4) "Firefighter" means uniformed and titled personnel assigned to firefighting headquarters or fire stations.

(Note 5) "Entrepreneur" means an individual who has changed or started job within past one year and who also is presently self-employed (excluding in-house work).

(Note 6) "Companies that have obtained the Next-Generation Accreditation Mark (Kurumin)" are certified companies for their support of child rearing, based on the Law for Measures to Support the Development of the Next Generation.

(Note 7) Survey conducted in 2014 included health disciplines, while surveys from 2015 and beyond were conducted as usual without inclusion of health disciplines.

(Note 8) "Healthy life expectancy" means period lived with no restrictions on everyday living activities.

(Note 9) Screening rates are calculated for people aged 20 to 69 years (cervical cancer) and people aged 40 to 69 years (breast cancer). Goals beyond 2017 are expected to be set in the next Basic Plan to Promote Cancer Control Programs.

(Note 10) Numerical targets related to suicide deaths are expected to be revised based on General Principles of Suicide Prevention Policy (Cabinet Decision, August 28, 2012).

(Note 11) Targets beyond 2019 are expected to be considered at the time numerical goals are revised for Healthy Parents and Children 21.

(Note 12) Figures for elementary school fifth graders and middle school eighth graders.

(Note 13) Volunteer Fire Corps are municipal ad-hoc fire service organizations. While having their own jobs, the Volunteer Fire Corps perform firefighting and disaster prevention activities to protect security in communities based on the loyalty slogan of "Protection of our communities by ourselves".

*Denotes items that received necessary revision since the plan was finalized