

Reference Indices and Updated Figures of the Third Basic Plan for Gender Equality

Target Items			Figures as of planning	Updated figures
1. Expansion of women's participation in policy decision-making processes				
Members of National Diet	Members of the House of Representatives		10.9 % (Dec, 2010)	8.1 % (May, 2014)
	Members of the House of Councillors		18.2 % (Dec, 2010)	16.1 % (May, 2014)
Ministers of State etc.	Prime Minister/Ministers of State		11.8 % (Dec, 2010)	10.5 % (Feb, 2013)
	Deputy Chief Cabinet Secretaries/Senior Vice Ministers		4.0 % (Dec, 2010)	14.3 % (Sep, 2013)
	Parliamentary Secretaries		11.5 % (Dec, 2010)	7.4 % (Sep, 2013)
Party officers	The Democratic Party of Japan		3.2 % (2010)	13.1 % (2013)
	Liberal Democratic Party of Japan		11.6 % (2010)	9.8 % (2013)
	New Komeito		10.5 % (2010)	14.3 % (2013)
	Your Party		0 % (2010)	7.1 % (Oct, 2013)
	Japanese Communist Party		20.2 % (2010)	20.2 % (2013)
	Social Democratic Party		16.7 % (2010)	14.3 % (2013)
	The People's New Party		16.7 % (2010)	—
	The Sunrise Party of Japan		16.7 % (2010)	—
	New Renaissance Party		—	0 % (2012)
	New Party Nippon		—	—
Local Assembly Members	Prefectural Assembly members		8.1 % (2009)	8.7 % (2012)
	City and Ward Assembly members		12.9 % (2009)	13.4 % (2012)
	Town and Village Assmby members		8.1 % (2009)	8.6 % (2012)
Local Government Leaders	Prefectural Governors		6.4 % (2010)	6.4 % (2013)
	City and Ward Mayors		2.3 % (2010)	1.8 % (2013)
	Town and Village Mayors		0.6 % (2010)	0.5 % (2013)
Judiciary	Judges		16.5 % (2010)	18.2 % (2013)
	Lawyers		16.3 % (2010)	17.7 % (2013)

Local Government Officers	Proportion of women in positions equivalent to or higher than director of City, Ward, Town and Village Government Offices	9.8 % (2010)	12.2 % (2013)
Independent Administrative Institutions	Proportion of women in positions equivalent to or higher than director of Independent Administrative Institutions etc.	10.4 % (2009)	11.5 % (2013)
Economic Organizations	Board members of Japan Association of Corporate Executives	7.5 % (2010)	6.9 % (2013)
	Board members of Japan Business Federation (Nippon Keidanren)	0.5 % (2010)	3.8 % (2013)
	Board members of Economic Organizations by Industry	—	—
	Board members of Japan Chamber of Commerce and Industry	0 % (2009)	0 % (2013)
	Board members of Central Federation of Societies of Commerce and Industry	4.0 % (2010)	4.0 % (2013)
	Board members of Prefectural Federations of Societies of Commerce and Industry	5.7 % (2010)	5.3 % (2013)
	Board members of National Federation of Small Business Association	1.6 % (2010)	1.7 % (2013)
	Board members of Prefectural Federations of Small Business Association	1.1 % (2010)	1.3 % (2013)
	Board members of Japanese Trade Union Confederation	24.5 % (2010)	26.4 % (2013)
	Central Executive Committee members of the Trade Unions affiliated with the Japanese Trade Union Confederation	7.4 % (2008)	8.7 % (2012)
Professional Work	Certified Public Accountants	13.7 % (2010)	14.3 % (2013)
	Veterinarians	23.3 % (2008)	27.1 % (2012)
Professional Organizations	Board members of Japan Federation of Bar Associations	5.6 % (2010)	8.9 % (2013)
	Board members of Bar Association	7.7 % (2010)	7.9 % (2013)
	Board members of Japanese Institute of Certified Public Accountants	5.6 % (2010)	8.0 % (2013)
	Board members of Regional Chapters of the Japanese Institute of Certified Public Accountants	4.6 % (2010)	5.8 % (2013)
	Board members of Japan Veterinary Medical Association	0 % (2010)	0 % (2013)
	Board members of Local Veterinary Medical Associations	2.8 % (2010)	4.1 % (2013)
2. Reconsideration of social systems and practices and raise awareness from a gender equal perspective			
Proportion of the people who are against the idea of "husbands should work outside while wives keep home"		55.1 % (2009)	45.1 % (2012)
Number of local governments that enacted the Ordinance for the Purpose of Implementing Gender Equality		496 Local Governments (1 April, 2009)	542 Local Governments (1 April, 2011)

Number of municipalities that adopted Gender Equality City Declarations	132 Municipalities (1 April, 2009)	143 Municipalities (1 April, 2011)
Number of cases handled by the Women's Rights Hotline	23,426 (2009)	21,119 (2013)
Number of claims handled by the national and local governments (On policies regarding promotion of formation of gender equality society)	National : 1,662 Local Governments : 33 (fiscal 2009)	National : 485 Local Governments : 58 (fiscal 2012)
3. Gender equality for men and children		
Suicide rate by sex (per 100,000 population)	Male : 36.2 Female : 13.2 (2009)	Male : 30.1 Female : 12.3 (2012)
Number of male suicides between the age of 40s and 60s	12,677 people (2009)	9,892 people (2012)
Number of cleared child pornography cases	935 (2009)	1,644 (2013)
Number of cleared sexual child abuse cases	91 (2009)	103 (2013)
4. Securing equal opportunities and treatment between men and women in employment		
Number of consultations regarding the Equal Employment Opportunity Law received by the Equal Employment Offices of the Prefectural Labour Bureau	23,301 (fiscal 2009)	21,418 (fiscal 2013)
Proportion of rectification after guidance based on the Equal Employment Opportunity Law enforced by the Equal Employment Office of the Prefectural Labour Bureau (within a fiscal year)	94.3% (fiscal 2009)	97.1 % (fiscal 2013)
Wage gap between men and women ¹	69.8 (2009)	71.3 (2013)
Wage gap between non-regular and regular workers (1) ²	Male : 73.1 Female : 68.3 (2009)	Male : 64.5 Female : 68.4 (2013)
Wage gap between non-regular and regular workers (2) ³	Male : 65.8 Female : 70.3 (2009)	Male : 63.7 Female : 69.1 (2013)
Rate of movement from non-regular to regular workers ⁴	Male : 39.5% Female : 18.8% (2009)	Male : 33.1% Female : 17.6% (2013)
Proportion of non-regular workers in women workers	53.3%* (2009)	55.8 % (2013)
Number of prefectures that provide incentives in public procurement	30 Prefectures (2009)	31 Prefectures (2012)
5. Men's and women's work-life balance		
Proportion of prefectures that provide incentives in public procurement	30 Prefectures (2009)	31 Prefectures (2012)
Proportion of workers conducting self-development activities	Regular : 58.1 % Non-regular : 37.3 % (2008)*	Regular : 44.3 % Non-regular : 17.3 % (2013) ¹¹

Indices of barrier-free related to child raising	Rate of barrier-free strategic roads	67 %* (fiscal 2009)	81 % (fiscal 2012)
	Rate of barrier-free signals etc. at the main roads for daily lives in the priority development areas	91.5 % (fiscal 2009)	97.8 % (fiscal 2013)
	Rate of barrier-free passenger facilities	77.9 % (fiscal 2010)*	81.9 % (fiscal 2012)
	Proportion of urban parks with barrier-free garden paths and squares.	46 %* (fiscal 2009)	48 % (fiscal 2012)
	Rate of certain barrier-free buildings used by general public etc.	47 % (fiscal 2009)	51 % (fiscal 2012)
Time spent on caring by sex (analysis of participation rate by sex and time spent on caring among "those who are usually caring " in the survey on time use and leisure activities)		(1) Participation Rate Male: 21.4 % Female: 38.6 % (2) Average Time Spent for Participants Male: 2hr 24 min. Female: 2hr 34 min. (2006)	(1) Participation Rate Male: 18.8 % Female: 35.6 % (2) Average Time Spent for Participants Male: 2hr 17 min. Female: 2hr 20 min. (2011)
Number of consultations related to dismissal and other disadvantageous treatments for the reason of pregnancy, childbirth, maternity leave, and childcare leave		Pregnancy and Delivery: 1,994 Childcare leave: 1,657 (fiscal 2009)	Pregnancy and Delivery: 2,051 Childcare Leave: 1,354 (fiscal 2013)
Number of patients with brain and heart diseases among the approved as industry injury		293 (fiscal 2009)	338 (fiscal 2012)
Number of patients with mental disorder among the approved as industry injury		234 (fiscal 2009)	475 (fiscal 2012)
6. Promotion of gender equality aimed at bringing about vibrant agricultural, forestry, and fisheries communities			
Proportion of female board members	Central Union of Agricultural Cooperatives	3.4 % (2010)	3.4 % (2013)
	National Federation of Agricultural Cooperative Associations	8.1 % (2010)	5.4 % (2013)
	National Federation of Forest Owners' Cooperative Association	0 % (2010)	0 % (2013)
	Forest Cooperatives	0.3 % (2008)	0.3 % (2011)
	National Federation of Fisheries Cooperative Associations	0 % (2010)	0 % (2013)
	Fishery Cooperatives	0.3 % (2008)	0.4% (2011)
Proportion of female Agricultural Instructors		30.2 % (2009)	34.1 % (2012)
Number of female certified farmers		7,845 (2008)	9,925 (2013)

Number of female agricultural entrepreneurs		9,533 (fiscal 2007)*	9,719 (fiscal 2012)
7. Support of men and women facing living difficulties such as poverty			
Relative poverty rate ⁵		Male: 14.36 % Female: 17.37 % (2007) ⁶	—
Wage gap between men and women ¹		69.8 (2009)	71.3 (2013)
Wage gap between non-regular and regular workers (1) ²		Male: 73.1 Female: 68.3 (2009)	Male: 64.5 Female: 68.4 (2013)
Wage gap between non-regular and regular workers (2) ³		Male: 65.8 Female: 70.3 (2009)	Male: 63.7 Female: 69.1 (2013)
Rate of movement from non-regular to regular workers ⁴		Male: 39.5 % Female: 18.8 % (2009)	Male: 33.1% Female: 17.6% (2013)
Wage of low income group (First quartile)		Male: 226.10 thousand yen* Female: 168.89 thousand yen* (2009)*	Male: 225.79 thousand yen Female: 172.11 thousand yen (2013)
Achievement of Mother's Hello Work program	Number of hubs	163 (fiscal 2010)	180 (fiscal 2014including planned hubs)
	Number of people employed	54,342 (fiscal 2009)	72,050 (fiscal 2013)
	Number of people newly applied	180,665 (fiscal 2009)	210,508 (fiscal 2013)
	Employment rate under supervisor system	80.8 % (fiscal 2009)	87.0 % (fiscal 2013)
Proportion of employment income earners with annual income of equal to or less than 2 million yen		Male: 10.00 % Female: 43.71 % (2008)*	Male: 10.78% Female: 43.51% (2012)
Proportion of single female parent household receiving financial support for a child		19.0 % (2006)	19.7% (2011)
Proportion of workers conducting self-development activities		Regular : 58.1 % Non-regular : 37.3 % (2008)*	Regular : 44.3% Non-regular: 17.3% (2013) ¹¹
8. Creation of an environment in which people such as the elderly, the disabled, and non-Japanese people can live comfortably			
Awareness of Cohesive Society		40.2 % (2007)	40.9 % (2012)
Number of starters of trial employment for middle aged and older people		6,217 People (2009)	3,507 (fiscal 2012) ⁹
Rate of movements from the trial employment of middle-aged and older people to regular employment		77.3 % (2009)	77.0 % (fiscal 2012) ⁹
Number and rate of children at least one of whose parents is a foreigner		35,651 People (3.2 %) (2006)	34,020 People (3.2 %) (2012)
Rate of international marriages		4.86 % (2009)	3.54 % (2012)

Number of human rights counselings for female victims		17,209* (2009)	13,090 (2013)
Actual employment rate for people with disabilities	National Organizations (legal employment rate 2.1%) ¹²	2.29 % (June, 2010)	2.44 % (June, 2013)
	Prefectural Organizations (legal employment rate 2.1%) ¹²	2.50 % (June, 2010)	2.52 % (June, 2013)
	Municipal Organizations (legal employment rate 2.1%) ¹²	2.40 % (June, 2010)	2.34 % (June, 2013)
	Prefectural Boards of Education (legal employment rate 2.0%) ¹²	1.78 % (June, 2010)	2.01 % (June, 2013)
	Independent Administrative Institutions etc. (legal employment rate 2.1%) ¹²	2.24 % (June, 2010)	2.27 % (June, 2013)
Turnover rate of visiting home care workers and care staffs (in total)		17.0 % (fiscal 2009)	17.0 % (fiscal 2012)
9. Elimination of all forms of violence against women			
Number of consultations at the Spousal Violence Counseling and Support Centers		72,792 (fiscal 2009)	89,490 (fiscal 2012)
Number of cases huddled with consultation about spousal violence		28,158 (2009)	49,533 (2013)
Amount of financial support to private shelters by local governments		142,135,215 yen ⁷ (fiscal 2009)	176,069,887 yen ⁸ (fiscal 2013)
Number of municipalities that formulated the Spousal Violence Prevention Basic Plan		103 Cities, Towns and Villages (Dec, 2010)	563 Cities, Towns and Villages (Sep, 2013)
Number of the temporarily protected based on the Act on the Prevention of Spousal Violence and the Protection of Victims		4,681 (2009)	4,373 (fiscal 2012)
Number of cleared protection order cases based on the Act on the Prevention of Spousal Violence and the Protection of Victims		3,087 (2009)	2,739 (2011)
Number of confirmed-rape		1,402 (2009)	1,410 (2013)
Number of confirmed indecent assault cases		6,688 (2009)	7,672 (2013)
Number of female police officers and staffs designated as Sex Crime Investigators etc.		6,280 (2010)	7,022 (2014)
Number of cleared sexual child abuse cases		91 (2009)*	103 (2013)
Number of cleared child pornography cases		935 (2009)	1,644 (2013)
Number of consultations related to sexual abuses in the Child Guidance Offices		1,350 (fiscal 2009)	1,449 (fiscal 2012)
Number of cleared Anti-Prostitution Act violation cases		1,562 (2009)	1,030 (2013)
Number of places staffing female consultants		1,042 (fiscal 2009)	1,235 (fiscal 2013)
Number of cleared human trafficking cases		28 (2009)	25 (2013)
Number of consultations about sexual harrasment received by the Equal Employment Offices of the Prefectural Labour Bureau		11,898 (fiscal 2009)	9,230 (fiscal 2013)
Proportion of universities that implement measures for preventing sexual harassment on campus targeted at teaching staffs of all the faculties ¹⁶		91.2 % (2008)	98.6 % (2011)

10. Support for women's lifelong health			
Healthy Life Expectancy		Male : 73 years old Female : 78 years old (2007)	—
Proportion of deaths of lifestyle-related diseases (Malignant neoplasms, heart diseases and cerebrovascular diseases) among all deaths		Male : 58 % Female : 56 % (2009)	Male : 56 % Female : 52 % (2012)
Rate of breast-feeding in infancy during the first one month after delivery		48.3 % (fiscal 2009)	47.5 % (fiscal 2013)
Number of legal abortions		212,694 ¹⁰ (fiscal 2010) *	196,639 (fiscal 2012)
	10's	20,357 ¹⁰ (fiscal 2010) *	20,659 (fiscal 2012)
	20's	92,813 ¹⁰ (fiscal 2010) *	84,169 (fiscal 2012)
	30's	82,170 ¹⁰ (fiscal 2010) *	74,474 (fiscal 2012)
Prevalence rates of sexually-transmitted disease (number of reports at fixed point)	genital chlamydial infection	27.09 (2009)	25.26 (2012)
	genital herpes	8.07 (2009)	8.89 (2012)
	condyloma acuminatum	5.50 (2009)	5.63 (2012)
	gonococcal infection	9.65 (2009)	9.52 (2012)
Number of practising female physicians		49,113 (2008)	56,689 (2012)
Number of practicing midwives ¹³		27,789 (2008)	31,835 (2012)
Number of in-house birth centers and midwife clinics		464 (2010)	1,054 ¹⁵ (2011)
Professional Work	Physicians	18.1 % (2008)	19.6 % (2012)
	Dentists	19.9 % (2008)	21.5 % (2012)
	Pharmacists	67.0 % (2008)	66.5 % (2012)
	Japan Medical Association	3.3 % (2010)	3.3 % (2013)
	Prefectural Medical Associations	4.6 % (2010)	4.9 % (2013)
	Japan Dental Association	0 % (2010)	3.7 % (2013)
	Prefectural Dental Associations	2.6 % (2010)	2.6 % (2013)
	Japan Pharmaceutical Association	7.3 % (2010)	5.7 % (2013)

	Prefectural Pharmaceutical Associations	15.3 % (2010)	16.8 % (2013)
Sports Organizations	Japanese Olympic Committee	3.7 % (2009)	13.3 % (2013)
	Japan Sports Association	7.1 % (2009)	13.8 % (2013)
11. Enhancement of education and learning to promote gender equality and facilitate diversity of choice			
	Rate of advancement to universities (faculty) (including high school graduates in the past)	Male: 55.9 % Female: 44.2 % (2009)	Male: 54.0 % Female: 45.6 % (2013)
	Rate of advancement to graduate schools	Male: 15.5 % Female: 6.8 % (2009)	Male: 15.0 % Female: 6.0 % (2013)
	Proportion of Board of Educations in prefectures, government-decreed cities and core cities holding training courses related to gender equality at the new teacher's training.	Elementary School: 45.3 % Junior High School: 46.2 % High School: 46.9 %* (2009)	Elementary School: 88.6 % Junior High School: 87.6 % High School: 84.4 % (2012)
	Proportion of women in adult students in graduate schools	36.1 % (2009)	36.5 % (2013)
	Proportion of women in positions equivalent to or higher than directors of national universities	10.4 % (2009)	12.3 % (2012)
12. Gender equality in science and technology and academic fields			
Researchers		13.0 % (2009)	14.4 % (2013)
	Companies etc./Non-profit Organizations ¹⁴	7.2 % (2009)	8.1 % (2013)
	Public Organizations ¹⁴	14.0 % (2009)	15.9 % (2013)
	Universities etc.	23.3 % (2009)	25.0 % (2013)
	Students who major in science and technology	Science: 25.7 % Engineering: 10.7 % Agriculture: 40.1 % Medicine/Dentistry: 33.2 % (2009)	Science: 26.2 % Engineering: 12.3 % Agriculture: 43.6 % Medicine/Dentistry: 33.7 % (2013)
13. Promotion of gender equality in the media			
	Reporters (the Japan Newspaper Publishers and Editors Association)	15.6 % (2010)	16.7 % (2013)
	Board members of the Japan Newspaper Publishers and Editors Association	0 % (2010)	0 % (2013)
	Board members of the Japan Newspaper Publishers and Editors Association member companies	2.0 %* (2009)	2.5 % (2012)
	Board members of National Association of Commercial Broadcasters in Japan	0 % (2010)	0 % (2013)
	Board members of National Association of Commercial Broadcasters in Japan member companies	1.1 % (2008)	—
	Board members of Japan Broadcasting Corporation	0 % (2010)	0 % (2013)

14. Promotion of gender equality in the area of regional development, disaster prevention, environment, and others

Board members of National Congress of Parents and Teachers Association of Japan	8.7 % (2009)	11.1 % (2013)
Board members of PTA Federations of Prefectures and Government-decreed cities	6.6 % (2010)	6.6 % (2013)
PTA Presidents (Primary and Junior high schools)	10.5 % (2010)	11.2 % (2012)

15. Respect for international regulations and contributions to the "Equality, Development, and Peace" of the global community

Diplomatic Missions Abroad	Ambassadors, Consul Generals	2.0 % (2009)	1.5 % (2013)
	Positions equivalent to and higher than Ministers, Counselors	4.2 % (2009)	5.3 % (2013)
International Organizations etc.	Japanese staffs equivalent to and higher than professional ranks	57.3 % (2009)	57.9 % (2013)

1 Index of scheduled cash earnings of female ordinary workers when those of male ordinary workers are 100.

2 Index of non-regular workers when regular workers are 100, regarding average scheduled cash earnings of ordinary workers, by sex, university and graduate school graduate, by age (age 30~49).

3 Index of non-regular workers when regular workers are 100, regarding average scheduled cash earnings of ordinary workers, by sex.

4 The proportion of current regular employees among those who worked as a non-regular employee (except executives of company or corporation) previously and quit jobs in last three years. The figures for non-regular employee in 2009 and 2010 are the sum of "part-time worker and Arbeit (temporary worker)", "dispatched worker from temporary labour agency" and "others".

5 Proportion of household members who are less than poverty line (median center) of the equalized disposable income (adjusted income that is household disposable income divided by equivalent household member).

6 Based on the special calculation by Ms. Aya Abe, Committee Member of the Review Committee regarding Men and Women facing difficulties, Gender Equality Bureau, Cabinet Office, based on the numeric data of 2007 from Comprehensive Survey of the People on Health and Welfare by Ministry of Health, Labour and Welfare.

7 Estimation as of 1 November, 2009.

8 Estimation as of 1 November, 2013.

9 The trial employment program for middle aged and older people was abolished in FY2012.

10 Due to the impact of the Great East Japan Earthquake, cities, towns and villages in the precinct of Soso public health and welfare office in Fukushima prefecture are not included.

11 Those municipalities are excluded that are designated to restricted areas, etc., due to the flood by the Great East Japan Earthquake and Tsunami and the nuclear power plant accident in Fukushima.

12 The legal employment rates of persons with disabilities based on Act for Employment Promotion etc. of Persons with disabilities were raised on 1 April, 2013. National, prefectural and municipal organizations and incorporated administrative agencies, etc.: 2.1%→2.3% Boards of education in prefectures, etc.: 2.0%→2.2%

13 The target was set for practicing midwives while the original title indicated simply 'Number of midwives'. The title of the target was changed to 'Number of practicing midwives' to make it clear and keep consistency with 'Number of practicing female physicians'.

14 Since the scope of survey was adjusted in 2012, some special corporations and incorporated administrative agencies that were included in "Companies etc" are now treated as "Public Organizations".

15 Due to the calculation method was changed in 2011, it is not appropriate simply make comparison between the value from 2011 onwards and values up to 2010.

16 The figure for FY2011 is the proportion of universities that implement measures organization-wide for preventing sexual harassment on campus, including academic and power harassment, targeted at students, faculties and workers.

17 As training on human rights is included in the figures in 2012 due to the change of counting policy, figures till 2011 and those in 2012 and onwards are not unconditionally comparable.

* Necessary revision was made after planning.