

List of Numerical Targets of the Fifth Basic Plan for Gender Equality

Item	Numerical Targets (Deadline)	Figures as of Planning	Current status
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	35% (2025)	17.8% (2017)	17.7% (2021)
Proportion of female candidates for the House of Councilors	35% (2025)	28.1% (2019)	33.2% (2022)
(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 figures as of Planning represents for 2019, and the figures of current status represents the total for the prefectural, ordinance-designated city, and municipal assembly elections in the 2023 nationwide local elections.)			
Proportion of female candidates for the nationwide local elections	35% (2025)	16.0% (2019)	19.2% (2023) *preliminary report
Proportion of female public prosecutors	30% (End of FY2025)	25.4% (March 31, 2020)	26.4% (May 31, 2022)
Proportion of female national public officials hired through recruitment examinations	35% or higher (Every fiscal year)	36.8% (April 1, 2020)	37.2% (April 1, 2022)
Proportion of female national public officials hired through the Examination for Comprehensive Service	35% or higher (Every fiscal year)	35.4% (April 1, 2020)	34.5% (April 1, 2022)
Proportion of female national public officials hired through recruitment examination (Technical category)	30% (FY2025)	-	24.1% (April 1, 2022)
Proportion of women at each rank in national government positions			
Section chief at HQ or equivalent	30% (End of FY2025)	26.5% (July 2020)	28.3% (July 2022)
Newly promoted unit chief level employees (HQ)	35% (End of FY2025)	22.8% (July 2019)	26.3% (July 2022)
Director at Regional institution, assistant director at HQ or equivalent	17% (End of FY2025)	12.3% (July 2020)	14.1% (July 2022)
Director at HQ or equivalent	10% (End of FY2025)	5.9% (July 2020)	6.9% (July 2022)
Designated service or equivalent	8% (End of FY2025)	4.4% (July 2020)	5.0% (July 2022)
Percentage of male workers who take childcare leave (National civil service)	30% (2025)	12.4% (FY2018)	34.0% (FY2021)
Proportion of female members in national advisory councils and committees			
Members of advisory councils and committees	Between 40% and 60% (2025)	40.7% (2020)	43.0% (2022)
Expert members of advisory councils and committees	Between 40% and 60% (2025)	30.3% (2020)	33.8% (2022)

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Proportion of female prefectural public officials hired through recruitment examinations for local public officials (overall)	40% (FY2025)	36.6% (FY2019)	39.3% (FY2021)
Proportion of female prefectural public officials hired through recruitment examinations for local public officials (for university graduate or equivalent)	40% (FY2025)	33.6% (FY2019)	37.7% (FY2021)
Proportion of female prefectural public officials at each level			
Position equivalent to section chief of the prefectural government main office	30% (End of FY2025)	22.6% (2020)	22.4% (2022)
Position equivalent to assistant director of the prefectural government main office	25% (End of FY2025)	20.4% (2020)	22.3% (2022)
Position equivalent to director of the prefectural government main office	16% (End of FY2025)	12.2% (2020)	13.9% (2022)
Position equivalent to department / bureau chief / deputy chief of the prefectural government main office	10% (End of FY2025)	7.0% (2020)	8.1% (2022)
Proportion of female municipal public officials at each level			
Position equivalent to section chief of the municipal government main office	40% (End of FY2025)	City, town and village: 35.0% [Ordinance-Designated City: 26.5%] (2020)	City, town and village: 35.7% [Ordinance-Designated City: 28.2%] (2022)
Position equivalent to assistant director of the municipal government main office	33% (End of FY2025)	City, town and village: 29.2% [Ordinance-Designated City: 22.6%] (2020)	City, town and village: 29.6% [Ordinance-Designated City: 23.7%] (2022)
Position equivalent to director of the municipal government main office	22% (End of FY2025)	City, town and village: 17.8% [Ordinance-Designated City: 16.9%] (2020)	City, town and village: 19.0% [Ordinance-Designated City: 18.2%] (2022)
Position equivalent to department / bureau chief / deputy chief of the municipal government main office	14% (End of FY2025)	City, town and village: 10.1% [Ordinance-Designated City: 10.8%] (2020)	City, town and village: 11.5% [Ordinance-Designated City: 12.8%] (2022)
Proportion of female local police officers	Approximately 12% (Beginning of FY2026)	10.2% (April 2020)	10.9% (April 2022)
Proportion of female firefighters (Note 1)	5% (Beginning of FY2026)	2.9% (FY2019)	3.4% (FY2022)
Percentage of male workers who take childcare leave (Local public officials)	30% (2025)	8.0% (FY2019)	19.5% (FY2021)
Proportion of female members of local government councils and committees			
Members of prefectural government advisory councils and committees	Between 40% and 60% (2025)	33.3% (2020)	34.0% (2022)
Members of municipal government advisory councils and committees	Between 40% and 60% (2025)	27.1% (2020)	28.0% (2022)

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Proportion of female executive officers and employees at each level in incorporated administrative agencies, etc.			
Department chief, director or equivalent	18% (End of FY2025)	15.4% (2020)	16.1% (2022)
Executives	20% (End of FY2025)	14.4% (2020)	16.5% (2022)
Proportion of female employees at each level in private companies (Note 2)			
Section Chief level	30% (2025)	18.9% (2019)	24.1% (2022)
Director level	18% (2025)	11.4% (2019)	13.9% (2022)
Department manager level	12% (2025)	6.9% (2019)	8.2% (2022)
Proportion of women executives of companies listed on 1st Section of the Tokyo Stock Exchange (Note 3)	12% (2022) (Note 4)	—	11.4% (End of July 2022) * Proportion of women among directors, auditors ("Kansayaku"), and executive officers ("Shikkoyaku") at companies listed on the Prime Market
Proportion of women entrepreneurs (Note 5)	30% or higher (2025)	27.7% (2017)	27.7% (2017)

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	5.0% (2025)	Total of all genders: 6.4% Male: 9.8% Female: 2.3% (2019)	Total of all genders : 5.1% Male : 7.7% Female : 2.0% (2022)
Rate at which annual paid leave is taken	70% (2025)	Total of all genders: 56.3% Male: 53.7% Female: 60.7% (2019 or FY2018)	Total of all genders: 58.3% Male: 56.5% Female: 62.1% (2021 or FY2020)
Proportion of companies providing opportunities for labor-management discussions on issues of working hours	All companies (2025)	64.0% (2019)	62.8% (2022)
Teleworking (Note 6)	(Note 6)	-	-
Percentage of male workers who take childcare leave in private corporations	30% (2025)	7.48% (FY2019)	13.97% (FY2021)
Number of companies that have obtained the Next-Generation Accreditation Mark ("Kurumin") (Note 7)	4,300 companies (2025)	3,448 companies (End of September 2020)	4,062 companies (End of December 2022)
Employment rate for women between 25 and 44 years of age	82% (2025)	77.7% (2019)	79.8% (2022)
Percentages of women who continued working before and after giving birth to their first child	70% (2025)	53.1% (2015)	69.5% (2021)

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Proportion of female employees at each level in private companies (Republished)			
Section Chief level	30% (2025)	18.9% (2019)	24.1% (2022)
Director level	18% (2025)	11.4% (2019)	13.9% (2022)
Department manager level	12% (2025)	6.9% (2019)	8.2% (2022)
Companies that have obtained certification based on the Act on Promotion of Women's Participation and Advancement in the Workplace (" <i>Eruboshi</i> " Certification) (Note 8)	2,500 companies (2025)	1,134 companies (End of September 2020)	2,176 companies (End of March 2023)
Proportion of women entrepreneurs (Note 5) (Republished)	30% or higher (2025)	27.7% (2017)	27.7% (2017)
Field 3. Promotion of Gender Equality in Regional Areas			
Net loss of population against region's population of women in their 10s and 20s	0.80% (2025)	1.33% (2019)	1.15% (2022)
Proportion of female members in agricultural committees			
Number of agricultural committees without any female members	0 (FY2025)	273/1,703 (FY2019)	243/1,697 (October 2022)
Proportion of female members in agricultural committees	20% (at an early stage), then aim for 30% (FY2025)	12.1% (FY2019)	12.6% (October 2022)
Proportion of female executive officers in agricultural co-operatives			
Number of agricultural co-operatives without any female executive officers	0 (FY2025)	107/639 (FY2018)	93/569 (FY2021)
Proportion of female executive officers	10% (at an early stage), then aim for 15% (FY2025)	8.0% (FY2018)	9.3% (FY2021)
Proportion of female directors in the Land Improvement Districts (including League of Improvement Districts)			
Number of organizations without any female directors	0 (FY2025)	3,737/3,900 (FY2016)	4,060/4,276 (FY2021)
Proportion of female directors	10% (FY2025)	0.6% (FY2016)	0.6% (FY2021)
Proportion of certified female farmers	5.5% (FY2025)	4.8% (March 2019)	5.1% (March 2022)
Number of family management agreements concluded	70,000 cases (FY2025)	58,799 cases (FY2019)	59,515 cases (FY2021)
Proportion of female heads of community associations	10% (FY2025)	6.1% (FY2020)	6.8% (FY2022)

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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: 12.0% Engineering: 9.0% (2025)	Science: 8.0% Engineering: 4.9% (2016)	Science: 8.7% Engineering: 5.7% (2019)
Proportion of females hired as researchers at universities	Science: 20% Engineering: 15% Agriculture: 30% Medicine, Dentistry and Pharmacology: 30% Humanities: 45% Social sciences: 30% (2025)	Science: 17.2% Engineering: 11.0% Agriculture: 18.9% Medicine, Dentistry and Pharmacology: 25.3% Humanities: 37.7% Social sciences: 25.8% (2018)	Science: 14.5% Engineering: 16.3% Agriculture: 20.6% Medicine, Dentistry and Pharmacology: 25.3% Humanities: 42.5% Social sciences: 28.8% (2020)
Proportion of female undergraduate students in university science and engineering departments	Year-on-year increase (Every fiscal year)	Science Department: 27.9% Engineering Department: 15.4% (2019)	Science Department: 27.8% Engineering Department: 15.8% (2022)
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	60 places (2025)	47 places (April 2020)	55 places* (April 2023)
Number of prefectures where emergency support services for victims of sexual crimes and sexual violence are available 365 days a year at One-stop Support Centers or other locations	47 prefectures (2025)	20 prefectures (April 2020)	21 prefectures (April 2021)
Number of Spousal Violence Counseling and Support Centers in municipalities	150 places (2025)	119 places (April 2020)	138 places (April 2023)
Number of Spousal Violence Counseling and Support Centers participating in regional council of countermeasures for children requiring aid	323 places (2025)	190 places (April 2018)	333 places (April 2020)
Field 6. Offering Support to Tackle Poverty and Other Livelihood Difficulties from Gender Perspective			
Child support consultation provided by attorneys to single parents	All prefectures, ordinance-designated cities and core cities (FY2024)	94 prefectures and cities (Total: 101 municipalities) (FY2018)	107 prefectures and cities (FY2021)
Proportion of divorcing couples who checked the box of child support arrangements on divorce notification form	70% (FY2022)	64.3% (FY2019)	63.1% (FY2021)
Number of job-hopping part timers ("Freeters")	Total of all genders: 1.14 million (2025)	Total of all genders: 1.38 million Male: 0.66 million Female: 0.72 million (2019)	Total of all genders: 1.32 million Male: 0.61 million Female: 0.71 million (2022)
Employment rate for individuals between 65 and 69 years of age	Total of all genders: 51.6% (2025)	—	Total of all genders: 50.8% (2022)
Actual employment rate for people with disabilities (private companies)	2.3% (2022)	2.11% (June 2019)	2.25% (June 2022)

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Field 7. Support for Lifelong Health			
Cervical cancer screening rate, breast cancer screening rate (Note 9)	Cervical cancer: 50% Breast cancer: 50% (by FY2022)	Screening rate in the past two years Cervical cancer: 43.7% Breast cancer: 47.4% (2019)	Screening rate in the past two years Cervical cancer: 43.7% Breast cancer: 47.4% (2019)
Suicide rates (per 100,000 population)	More than 30% decrease from 2015 (by 2026)	Total of all genders: 15.7 Male: 22.7 Female: 9.1 (2019)	Total of all genders: 16.5 Male: 22.6 Female: 10.8 (2021)
Number of Sex and health consultation centers that offer specialized infertility advice	Available in all prefectures, ordinance-designated cities, and core cities (FY2025)	81 prefectures and cities (FY2020)	86 prefectures and cities (FY2022)
Proportion of female practicing physicians between 25 and 44 years of age	33.6% (As early as possible in 2020s)	31.8% (2018)	32.3% (2020)
Proportion of female directors in sports organizations	40% (As early as possible in 2020s)	15.7% (As of March 2019)	24.9% (As of October 2022)
Field 8. Disaster Prevention and Reconstruction, and Environmental Issues from Gender Perspectives			
Proportion of female members of prefectural disaster management council	30% (2025)	16.1% (2020)	19.2% (2022)
Proportion of female members of municipal disaster management council			
Number of organizations with no female members	0 (2025)	348/1,741 (2020)	285/1,741 (2022)
Proportion of female members	Aiming for 15% (initially), up to 30% (2025)	8.8% (2020)	10.3% (2022)
Proportion of female firefighters (Note 1) (Republished)	5% (Beginning of FY2026)	2.9% (FY2019)	3.4% (FY2022)
Proportion of female fire corps volunteers (Note 10)	Target of 10%, aiming for 5% in the meantime (FY2026)	3.2% (FY2019)	3.5% (FY2022)
Field 9. Consolidation of the Social Systems			
Number of wait-listed children for childcare services	To be set based on the "New Plan for Raising Children in a Peaceful Environment"	12,439 people (April 2020)	2,944 people (April 2022)
Number of children registered in after-school children's clubs	1.52 million (End of FY2023)	Approximately 1.3 million people (May 2019)	Approximately 1.39 million people (May 2022)
Proportion of public rental housing (100 units or more) also offering care facilities for seniors, disabled people, or children	Approximately 90% of housing complexes to be reconstructed (FY2025)	29.1% (FY2019)	91.8% (FY2021)

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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	50% for the present, while the ultimate goal is nearly 100% (2025)	21.2% (2019)	14.7% (2022)
Proportion of female principals and vice principals in elementary and secondary educational organizations			
Vice principals	25% (2025)	20.5% (2019)	24.0% (2022)
Principals	20% (2025)	15.4% (2019)	18.8% (2022)
Proportion of female university faculty members			
Associate professors	Aiming for 27.5% (initially), up to 30% (2025)	25.1% (2019)	26.5% (2022)
Professor, etc. (university president, vice president, professor)	Aiming for 20% (initially), up to 23% (2025)	17.2% (2019)	18.7% (2022)
Number of prefecture or municipal boards of education with no female members	0 (2025)	62/1,856 (2019)	52/1,853 (2021)

Field 11. International Collaboration and Contribution on Gender Equality			
Proportion of female officials in diplomatic missions			
Ministers, Counselors and above	10% (2025)	7.4% (July 2020)	8.0% Male: 495 people Female: 43 people (July 2022)
Ambassadors Extraordinary and Plenipotentiary, Consul-Generals	8% (2025)	5.3% (July 2020)	3.9% Male: 219 people Female: 9 people (July 2022)

Implementation of the Plan			
Proportion of municipalities with established Plans for Gender Equality	Cities and wards: 100% Towns and villages: 85% (2025)	Cities and wards: 98.3% Towns and villages: 69.4% (2020)	Cities and wards: 98.2% Towns and villages: 76.6% (2022)

(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) Basic Survey on Wage Structure, which is the basis for calculating proportion of female employees at each level in private companies, has partially changed its calculation method since 2020.

(Note 3) Executives include directors, auditors ("Kansayaku"), executive officers ("Shikkoyaku") and executive officers ("Shikkoyakuin") and the equivalent.

(Note 4) Targets after the reorganization of trading sections is to be set at the time of interim follow-up for the Fifth Basic Plan.

(Note 5) 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 6) 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 7) 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 8) Companies that have obtained certification based on the Act on Promotion of Women's Participation and Advancement in the Workplace ("Eruboshi" Certification) are those that have been certified for promoting the activities of women based on the Act on Promotion of Women's Participation and Advancement in the Workplace.

(Note 9) 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. Information contained in the "Numerical Targets (Deadline) column is as of when the Fifth Basic Plan for Gender Equality was initially formulated and is based on the third-term Basic Plan to Promote Cancer Control Programs (March 2018). In the fourth-term Basic Plan to Promote Cancer Control Programs, the target values are cervical cancer: 60% and breast cancer: 60% (by FY2028).

(Note 10) 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.

*Revised on November 8, 2023