

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

Item	Numerical Targets (Deadline)	Figures as of Planning	Current figures
Field 1. Realize a society where everyone can choose a desired work style that is suited to their life stage			
Proportion of employees working 60 or more hours per week among those working 40 or more hours per week	less than 5% (2028)	Total of all genders: 7.7% Male: 9.4% Female: 4.1% (2025)	Total of all genders: 7.7% Male: 9.4% Female: 4.1% (2025)
Rate at which annual paid leave is taken	70% (2028)	Total of all genders: 66.9% Male: 64.2% Female: 72.2% (2024 or FY2023)	Total of all genders: 66.9% Male: 64.2% Female: 72.2% (2024 or FY2023)
Proportion of companies providing opportunities for labor-management discussions on issues of working hours	All companies (2030)	61.1% (2024)	64.4% (2025)
Proportion of companies that have introduced telework	Year-on-year increase (Every fiscal year)	Regions excluding South Kanto, Kinki, Tokai: 37.4% South Kanto, Kinki, Tokai: 52.5% Nationwide: 47.3% (FY2024)	Regions excluding South Kanto, Kinki, Tokai: 37.4% South Kanto, Kinki, Tokai: 52.5% Nationwide: 47.3% (FY2024)
Percentage of male workers who take childcare leave in private companies	85% (2030)	40.5% (FY2024)	40.5% (FY2024)
Percentage of women who continued working after the birth of their first child	80% (2030)	69.5% (2021)	69.5% (2021)
Field 2. Expand participation of women in policy decision-making processes in all fields			
(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% (2030)	24.4% (2026)	24.4% (2026)
Proportion of female candidates for the House of Councilors	35% (2030)	29.1% (2025)	29.1% (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 constraints to autonomous action by each organization nor is a target each organization aims to achieve. 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% (2030)	19.2% (2023)	19.2% (2023)
(Note: The government keeps these targets in mind when requesting bar associations for actions. These targets are thus goals for the government to strive for, which don't restrict the independent action of bar association, nor require achievement by a bar association on its own.)			
Proportion of women in newly registered attorneys	30% (FY2030)	28.0% (FY2024)	28.0% (FY2024)
Proportion of local assemblies conducting harassment training (proportion that conducted training in the past four years)	Prefectures: 100% Municipalities: 80% (End of FY2030)	-	-
Proportion of female public prosecutors	30% (End of FY2030)	28.3% (March 31, 2025)	28.3% (March 31, 2025)

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Proportion of female judges and assistant judges	30% (End of FY2030)	29.7% (Dec.1, 2024)	30.3% (Dec.1, 2025)
Proportion of women in examinees of the bar exam	40% (FY2030)	34.7% (FY2025)	34.7% (FY2025)
Proportion of female national public employees hired through recruitment examinations	40% or higher (Every fiscal year)	40.4% (April 1, 2025)	40.4% (April 1, 2025)
Proportion of female national public employees hired through the Examination for Comprehensive Service	40% (As early as possible in 2030s)	36.8% (April 1, 2025)	36.8% (April 1, 2025)
Proportion of female national public employees hired through recruitment examination (Technical category)	30% (FY2030)	26.6% (April 1, 2025)	26.6% (April 1, 2025)
Proportion of women at each rank in national government positions			
Section chief at HQ or equivalent	35% (End of FY2030)	30.8% (July 2025)	30.8% (July 2025)
Director at Regional institution, assistant director at HQ or equivalent	23% (End of FY2030)	16.7% (July 2025)	16.7% (July 2025)
Director at HQ or equivalent	17% (End of FY2030)	8.9% (July 2025)	8.9% (July 2025)
Designated service or equivalent	8% (End of FY2030)	5.6% (July 2025)	5.6% (July 2025)
Percentage of male national public employees who take childcare leave	85% (more than two weeks) (Regular service) (FY2030)	79.4% (more than two weeks) (Regular service) (FY2024)	79.4% (more than two weeks) (Regular service) (FY2024)
Percentage of male national public employees who take childcare leave and/or leave of absence for childcare-related reasons	Approximately 100% with aiming to cover all those concerned (At least one month within one year of the child's birth) (FY2030)	76.6% (FY2023)	76.6% (FY2023)
Rate of participation in training programs to prevent sexual harassment among national public employees (Rate of participation among national public employees at the level of Director at HQ or equivalent of each ministry, agency, and other government bodies)	100% (Every fiscal year)	100% (March 2025)	100% (March 2025)
Proportion of female members in national advisory councils and committees			
Members of advisory councils and committees	Between 40% and 60% (Every fiscal year)	42.0% (2024)	42.9% (2025)
Expert members of advisory councils and committees	Between 40% and 60% (2030)	37.6% (2024)	39.9% (2025)
Proportion of female prefectural public employees hired through recruitment examinations for local public employees (overall)	40% or higher (Every fiscal year)	40.9% (FY2023)	40.5% (FY2024)

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Proportion of female prefectural public employees hired through recruitment examinations for local public employees (for university graduate or equivalent)	40% or higher (Every fiscal year)	38.5% (FY2023)	38.9% (FY2024)
Proportion of female prefectural public employees at each level			
Position equivalent to section chief of the prefectural government main office	30% (End of FY2030)	23.3% (2024)	23.7% (2025)
Position equivalent to assistant director of the prefectural government main office	28% (End of FY2030)	23.4% (2024)	23.9% (2025)
Position equivalent to director of the prefectural government main office	20% (End of FY2030)	15.4% (2024)	16.5 % (2025)
Position equivalent to department / bureau chief / deputy chief of the prefectural government main office	13% (End of FY2030)	9.4% (2024)	10.3% (2025)
Proportion of female municipal public employees at each level			
Position equivalent to section chief of the municipal government main office	40% (End of FY2030)	City, town and village: 36.0% [Ordinance-Designated City: 29.7%] (2024)	City, town and village: 36.3% [Ordinance-Designated City: 30.1%] (2025)
Position equivalent to assistant director of the municipal government main office	34% (End of FY2030)	City, town and village: 30.5% [Ordinance-Designated City: 23.2%] (2024)	City, town and village: 30.7% [Ordinance-Designated City: 22.6%] (2025)
Position equivalent to director of the municipal government main office	24% (End of FY2030)	City, town and village: 20.4% [Ordinance-Designated City: 19.9%] (2024)	City, town and village: 21.0% [Ordinance-Designated City: 20.7%] (2025)
Position equivalent to department / bureau chief / deputy chief of the municipal government main office	16% (End of FY2030)	City, town and village: 12.6% [Ordinance-Designated City: 14.5%] (2024)	City, town and village: 13.3% [Ordinance-Designated City: 14.6%] (2025)
Proportion of female local police officers	14% (Beginning of FY2031)	12.0% (April 2025)	12.0% (April 2025)
Proportion of female firefighters (Note 1)	10% (FY2031)	7.0% (FY2024)	7.0% (FY2024)
Percentage of male local public employees who take childcare leave	85% (more than two weeks) (Regular service) (FY2030)	70.1% (more than two weeks) (Regular service) (FY2024)	70.1% (more than two weeks) (Regular service) (FY2024)
Proportion of local governments working to encourage male local public employees to take childcare leave or take a leave of absence for childcare purposes	100% (Proportion of local governments that have informed their employees that male employees are eligible to take at least one month of leave for childcare within one year of the birth of a child) (Every fiscal year)	-	-

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Proportion of female members of local government advisory councils and committees			
Members of prefectural government advisory councils and committees	Between 40% and 60% (2030)	34.9% (2024)	35.4% (2025)
Members of municipal government advisory councils and committees	Between 40% and 60% (2030)	29.0% (2024)	29.6% (2025)
Proportion of female executive officers and employees at each level in incorporated administrative agencies, etc.			
Department chief, director or equivalent	20% (End of FY2030)	17.0% (2024)	17.6% (2025)
Executives	30% (End of FY2030)	20.9% (2024)	21.5% (2025)
Proportion of female employees at each level in private companies			
Section Chief level	33% (2030)	24.4% (2024)	25.2% (2025)
Director level	24% (2030)	15.9% (2024)	16.1% (2025)
Department manager level	15% (2030)	9.8% (2024)	9.3% (2025)
Proportion of female executives among companies listed on the Prime Market of the Tokyo Stock Exchange (Note 2)	30% (2030)	17.7% (2025)	17.7% (2025)
Proportion of female executives among all listed companies (Note 2)	20% (2030)	14.0% (2025)	14.0% (2025)
Proportion of all listed companies that have set targets for appointing women to executive positions and have drawn up action plans aimed at achieving the targets	30% (2030)	5.9% (2025)	5.9% (2025)
Proportion of female university faculty members			
Assistant professors and above (by Field)	Engineering: 10% Science: 15% Social Sciences: 25% Humanities: 40% Agriculture: 20% Medicine, Dentistry and Pharmacology: 35% (2030)	Engineering: 8% Science: 11% Social Sciences: 23% Humanities: 36% Agriculture: 15% Medicine, Dentistry and Pharmacology: 32% (2022)	Engineering: 8% Science: 11% Social Sciences: 23% Humanities: 36% Agriculture: 15% Medicine, Dentistry and Pharmacology: 32% (2022)
Assistant professors	37% (2030)	34.1% (2025)	34.1% (2025)
Lecturers	37% (2030)	35.5% (2025)	35.5% (2025)
Associate professors	30% (2030)	28.0% (2025)	28.0% (2025)
Professor, etc. (university president, vice president, professor)	23% (2030)	20.1% (2025)	20.1% (2025)
Proportion of female principals and vice principals in elementary and secondary educational organizations			

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	Vice principals	31% (2030)	27.0% (2025)	27.0% (2025)
	Principals	27% (2030)	22.9% (2025)	22.9% (2025)
Number of prefectural or municipal boards of education with no female members		0 (2030)	50/1,852 (2023)	50/1,852 (2023)
Proportion of female directors in sports organizations		40% (As early as possible in 2020s)	32.7% (October 2024)	33.9% (October 2025)

Field 3. Realize increased women’s income and establish their economic empowerment				
Employment rate for women between 25 and 44 years of age		86% (2030)	83.6% (2025)	83.6% (2025)
Proportion of female employees at each level in private companies (Recited)				
	Section Chief level	33% (2030)	24.4% (2024)	25.2% (2025)
	Director level	24% (2030)	15.9% (2024)	16.1% (2025)
	Department manager level	15% (2030)	9.8% (2024)	9.3% (2025)
Companies that have obtained certification based on the Act on the Promotion of Women's Active Engagement in Professional Life ("Eruboshi" Certification) (Note 3)		6,000 companies (2030)	3,858 companies (End of September 2025)	4,313 companies (2026)

Field 4. Support lifelong health for men and women				
Cervical cancer screening rate, breast cancer screening rate (Note 4)		Cervical cancer: 60% Breast cancer: 60% (FY2028)	Screening rate in the past two years Cervical cancer: 43.6% Breast cancer: 47.4% (2022)	Screening rate in the past two years Cervical cancer: 43.6% Breast cancer: 47.4% (2022)
Suicide rates (per 100,000 population)		less than 13.0 (2026)	Total of all gernders: 16.3 Male: 22.8 Female: 10.1 (2024)	Total of all gernders: 16.3 Male: 22.8 Female: 10.1 (2024)
Number of local governments implementing Counseling center services for sexual and reproductive health		Available in all prefectures, ordinance-designated cities, and core cities (FY2030)	96 prefectures and cities (FY2024)	96 prefectures and cities (FY2024)
Rate of participation in osteoporosis screenings		15% (FY2032)	5.7% (2023)	5.9% (2024)
Number of Certified Outstanding Organizations of KENKO Investment for Health Program		Large corporations category: 5,000 companies SME category: 37,000 companies (FY 2030)	Large corporations category: 3,400 companies SME category: 19,796 companies (FY2025)	Large corporations category: 3,765 companies SME category: 23,085 companies (April 2026)
Proportion of female practicing physicians between 25 and 44 years of age		33.9% (2030)	32.9% (2024)	32.9% (2024)

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Field 5. Promote gender equality taking into consideration advances in technology and the expansion of its use			
Proportion of female academic staff in science and engineering at universities (lecturers and above)	Science: 12.0% Engineering: 9.0% (2030)	Science: 9.3% Engineering: 6.7% (2022)	Science: 9.3% Engineering: 6.7% (2022)
Proportion of female undergraduate students in university science and engineering departments	Year-on-year increase (Every fiscal year)	Science Department: 29.4% Engineering Department: 17.9% (2025)	Science Department:29.4% Engineering Department: 17.9% (2025)
Field 6. Create a social foundation that does not tolerate any form of gender-based violence and enhance support for victims			
Number of prefectures that are laying foundation for a system of cooperation with relevant organizations at One-Stop Support Centers for victims of sexual crimes and sexual violence	47 prefectures (April 2030)	30 prefectures (April 2025)	32 prefectures (April 2026)
Number of prefectures engaged in initiatives for supporting a diverse range of victims, including children, young people, and men at One-Stop Support Centers for victims of sexual crimes and sexual violence	47 prefectures (April 2030)	23 prefectures (April 2025)	31 prefectures (April 2026)
Number of prefectures engaged in implementing spousal violence perpetrator programs	47 prefectures (April 2030)	-	9 prefectures (January 2026)
Prefectures and designated cities giving financial support to private sector organizations, such as private sector shelters	67 local governments (April 2030)	45 local governments (November 2025)	45 local governments (November 2025)
Number of prefectures that have established councils under the Act on the Prevention of Spousal Violence and the Protection of Victims	47 prefectures (April 2030)	29 prefectures (January 2025)	42 prefectures (January 2026)
Field 7. Support for poverty and other livelihood difficulties and establish an environment that respects diversity from a gender equality perspective			
Implementation of Pre- and Post-Divorce Family Support Programs	Year-on-year increase (Every fiscal year)	249 local governments (FY2023)	289 local governments (FY2024)
Proportion of divorcing couples who checked the box of child support arrangements on divorce notification form	70% (FY2030)	55.4% (FY2024)	55.4% (FY2024)
Employment rate for individuals between 65 and 69 years of age	57.0% (2029)	Total of all genders: 54.5% (2025)	Total of all genders: 54.5% (2025)
Actual employment rate for people with disabilities (private companies)	2.7% (2027)	2.41% (June 2025)	2.41% (June 2025)
Field 8. Promote gender equality in disaster prevention and reconstruction			
Proportion of female members of prefectural disaster management councils	30% (2030)	23.3% (2024)	26.1% (April 2025)
Proportion of female members of municipal disaster management councils			
Number of organizations with no female members	0 (2030)	265/1,741 (2024)	257/1,741 (April 2025)
Proportion of female members	Aiming for 15%(initially), up to 30% (2030)	11.3% (2024)	12.0% (April 2025)

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Proportion of female firefighters (Note 1) (Recited)	10% (FY2031)	7.0% (FY2024)	7.0% (FY2024)
Proportion of female fire corps volunteers (Note 5)	Target of 10% aiming for 5% in the meantime (FY2030)	4.0% (FY2025)	4.0% (FY2025)
Proportion of women in Disaster Response Headquarters members(prefectures)	13.0% (FY2030)	-	-
Proportion of women in Disaster Response Headquarters members(municipalities)	16.0% (FY2030)	-	-
Proportion of women in Reconstruction Planning and Promotion Committees members (Iwate, Miyagi, and Fukushima Prefectures)	30% or higher (Every fiscal year)	35.3% (2020)	42.2% (2025)
Proportion of women in Reconstruction Planning and Promotion Committees members (Municipalities in Iwate, Miyagi, and Fukushima Prefectures)	Aiming for 15%(initially), up to 30% (2030)	13.8% (2020)	16.2% (2025)

Field 9. Promote initiatives that respond to the state of gender equality in regions			
Proportion of female members in agricultural committees			
Number of agricultural committees without any female members	0 (FY2030)	178/1,696 (FY2024)	178/1,696 (FY2024)
Proportion of female members in agricultural committees	20%(at an early stage), then aim for 30% (FY2030)	14.4% (FY2024)	14.4% (FY2024)
Proportion of female executive officers in agricultural co-operatives			
Number of agricultural co-operatives without any female executive officers	0 (FY2030)	78/537 (FY2023)	76/507 (FY2024)
Proportion of female executive officers	15%(at an early stage), then aim for 20% (FY2030)	10.7% (FY2023)	11.2% (FY2024)
Proportion of female directors in Land Improvement Districts (including League of Improvement Districts)			
Number of organizations without any female directors	0 (FY2030)	3,308/4,118 (FY2024)	3,308/4,118 (FY2024)
Proportion of female directors	10% (FY2030)	2.6% (FY2024)	2.6% (FY2024)
Proportion of female certified farmers	6.0% (FY2030)	5.5% (FY2024)	5.5% (FY2024)
Percentage of Business management entities that have signed Family Management Agreements	50% (FY2030)	33.6% (FY2023)	31.4% (FY2024)
Proportion of female heads of community associations	10% (FY2030)	7.3% (FY2024)	7.8% (July 2025)
Proportion of municipalities with established Plans for Gender Equality	Cities and wards: 100% Towns and villages: 95% (2030)	Cities and wards: 99.0% Towns and villages: 81.6% (2024)	Cities and wards: 99.3% Towns and villages: 81.6% (2025)

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Field 10. Establish various types of systems from a gender equality perspective			
Number of municipalities that have 50 or more wait-listed children for childcare services	0 (FY2026)	5 (April 1, 2025)	5 (April 1, 2025)
Number of children registered in after-school children's clubs	Approximately 1.65 million people (End of FY2030)	Approximately 1.57 million people (May 1, 2025)	Approximately 1.57 million people (May 1, 2025)
Field 11. Raise awareness and facilitate understanding of both men and women through education and media, etc.			
Field 12. Collaborate and contribute internationally to gender equality			
Proportion of female employees in diplomatic missions			
Ministers, Counselors and above	13% (2030)	9.4% (July 2025)	10.1% (April 2026)
Ambassadors Extraordinary and Plenipotentiary, Consul-Generals	8% (2030)	5.7% (July 2025)	6.1% (April 2026)
Establish and strengthen the structure for promotion aimed at realizing a gender equal society			
Proportion of municipalities with established Plans for Gender Equality (Recited)	Cities and wards: 100% Towns and villages: 95% (2030)	Cities and wards: 99.0% Towns and villages: 81.6% (2024)	Cities and wards: 99.3% Towns and villages: 81.6% (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 not only directors, auditors("Kansayaku"), and executive officers ("Shikkoyaku"), but also executive officers("Shikkoyakuin") and the equivalent on the assumption of each company’s target for appointing female executives. (Basically, those selected and dismissed via decisions from the board of directors as “the appointment and dismissal of an important employee including managers” in the Companies Act, but also those to whom important authority has been delegated for work, etc)

(Note 3) Companies that have obtained certification based on the Act on the Promotion of Women's Active Engagement in Professional Life ("Eruboshi" Certification) are those that have been certified for promoting the activities of women based on the Act on the Promotion of Women's Active Engagement in Professional Life.

(Note 4) 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.

(Note 5) 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