

Evaluation of Achievement towards Numerical Targets of the Fourth Basic Plan for Gender Equality

*This annex was among the materials discussed at the Council for Gender Equality on November, 2020 for formulating the Fifth Basic Plan.

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|--|--|---------------------------|---------------------------------|---------------------------|--|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 1. Expansion of Women’s Participation in Policy Decision-making Processes | | | | | | | |
| Political Field | | | | | | | |
| 1 | <p>Proportion of female candidates for the House of Representatives</p> <p>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.</p> | 30% (2020) | 16.6% (2014) | 17.8% (2017) | Survey on the Results of the General Election of the House of Representatives and the National Review of Supreme Court Judges, Ministry of Internal Affairs and Communications | C | <p>Efforts to date</p> <p>Based on the Act on Promotion of Gender Equality in the Political Field, the GOJ has conducted the following:</p> <ul style="list-style-type: none"> •requested that political parties implement voluntary measures such as positive actions, •“visualized” the participation of women, •conducted surveys and provided information on measures taken in other countries. <p>Reasons for not achieving numerical targets , etc.</p> <p>The following are considered reasons for the delay in women's participation in the political field:</p> <ul style="list-style-type: none"> •difficulty in maintaining balance between work (candidacy and parliamentary activities) and family life, •lack of opportunities for human resource development, •harassment against candidates and politicians. <p>(Source: <i>Research and study report on local assembly members for the promotion of gender equality in the political field</i>, Cabinet Office Gender Equality Bureau, March 2018)</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|---|---------------------------|---------------------------------|---------------------------|---|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 2 | Proportion of female candidates for the House of Councilors Note: The government keeps these targets in mind when requesting political parties to take action. 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. | 30% (2020) | 24.2% (2013) | 28.1% (2019) | Survey on the Results of the Ordinary Election for the House of Councillors, Ministry of Internal Affairs | C | Same as above |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----------------------|--|---------------------------|---------------------------------|---------------------------|---|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| Judicial Field | | | | | | | |
| 3 | Proportion of female public prosecutors | 30% (End of FY2020) | 22.4% (2015) | 25.4% (March 31, 2020) | Survey on Women's Participation in Policy/Decision-making Processes, Cabinet Office | C | <p>Efforts to date Efforts have been made to improve the work environment for continued employment.</p> <p>Reasons for not achieving numerical targets, etc. The percentage of female public prosecutors who have left the profession has remained below the percentage of female public prosecutors who are on duty. However, since there are a certain number of female public prosecutors who pursued their own career choice and changed their career to become, for example lawyers, there are difficulties in reducing the number of female public prosecutors who leave the profession.</p> <p>In order to recruit more female public prosecutors, the GOJ is taking measures such as familiarizing its efforts to improve the environment for continued employment at various briefing sessions. As a result, while the percentage of women who have completed legal training lies around the 20-25% range, the percentage of female public prosecutors recruitment has remained above 30% (43.1% in FY2019), and the number of female prosecutors has been steadily increasing.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----------------------------|---|----------------------------|---------------------------------|---------------------------|---|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| Administrative Field | | | | | | | |
| 4 | Proportion of female national public officials hired through recruitment examinations | 30% or greater (each year) | 31.5% (April 1, 2015) | 36.8% (April 1, 2020) | Follow-up on the status of recruitment of female national public officials Cabinet Bureau of Personnel Affairs | A | — |
| 5 | Proportion of female national public officials hired through recruitment examinations for comprehensive service | 30% or greater (each year) | 34.3% (April 1, 2015) | 35.4% (April 1, 2020) | Follow-up on the status of recruitment of female national public officials , Cabinet Bureau of Personnel Affairs | A | — |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|---|---------------------------|---------------------------------|---------------------------|--|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 6 | Section chief at HQ or equivalent in national government positions | 30% (End of FY2020) | 22.2% (July 2015) | 26.5% (July 2020) | Follow-up on the appointment of female national public employees and the status of national public officials taking childcare leave, etc., Cabinet Bureau of Personnel Affairs | C | <p>Efforts to date</p> <p>As of July 2020, the proportion of female national public officials reached the highest figure in all levels of positions since the survey started in 2005, indicating the promotion of female employees has been steadily progressing.</p> <p>In addition to actively promoting the hiring of female national public officials, the following measures have been taken in order to maximize the abilities of each hired female national public officials:</p> <ul style="list-style-type: none"> • establishment of comfortable working environment for all male and female national public officials and raising managers' awareness to achieve this, • promotion of initiatives to enable employees to play an active role while balancing childcare and nursing care with work, • support for career development, systematic training for national public servants, etc. <p>Reasons for not achieving numerical targets, etc.</p> <p>Long-lasting efforts for the systematic development of female employees are required, such as correcting long working hours, balancing work and family life, raising awareness among managers, and supporting career development.</p> |
| 7 | Director at regional institution, assistant director at HQ or equivalent in national government positions | 12% (End of FY2020) | 8.6% (July 2015) | 12.3% (July 2020) | Follow-up on the appointment of female national public employees and the status of national public officials taking childcare leave, etc., Cabinet Bureau of Personnel Affairs | A | — |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|---|---------------------------|---------------------------------|---------------------------|--|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 8 | Director at HQ or equivalent in national government positions | 7% (End of FY2020) | 3.5% (July 2015) | 5.9% (July 2020) | Follow-up on the appointment of female national public officials and the status of national public employees taking childcare leave, etc., Cabinet Bureau of Personnel Affairs | C | Same as above |
| 9 | Designated service or equivalent in national government positions | 5% (End of FY2020) | 3.0% (November 2015) | 4.4% (July 2020) | Follow-up on the appointment of female national public officials and the status of national public employees taking childcare leave, etc., Cabinet Bureau of Personnel Affairs | C | Same as above |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|---|----------------------------|---------------------------------|---------------------------|--|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 10 | Percentage of male national public officials who take childcare leave | 13% (FY2020) | 3.1% (FY2014) | 12.4% (2018) | Follow-up on the appointment of female national public employees and the status of national public officials taking childcare leave, etc., Cabinet Bureau of Personnel Affairs | C | Efforts to date Prior to the initiatives which started in FY2020 to encourage all male national public officials who have had a child to take at least one month of leave for childcare, push-type promotion by managers has been conducted since FY2018. Reasons for not achieving numerical targets , etc. The numerical target is to reach 13% by FY2020, and the FY2018 result is 12.4%. The GOJ has been recording the highest every year. The GOJ is also expecting to achieve the numerical target in FY2019 (to be announced this fiscal year). |
| 11 | Members of national advisory councils and committees | Between 40% and 60% (2020) | 36.7% (2015) | 40.7% (2020) | Survey on the participation of female members in national advisory councils and committees, Cabinet Office | A | — |
| 12 | Expert members of national advisory councils and committees | 30% (2020) | 24.8% (2015) | 30.3% (2020) | Survey on the participation of female members in national advisory councils and committees, Cabinet Office | A | — |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|---------------------------|---------------------------------|---------------------------|---|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 13 | Proportion of female prefectural public officials hired through local public official recruitment examinations (overall) | 40% (FY2020) | 31.9% (FY2014) | 36.6% (FY2019) | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | C | Efforts to date The GOJ has provided information on details of efforts by local governments such as: <ul style="list-style-type: none"> • proactive publicity targeting female students • training of recruitment interviewers Reasons for not achieving numerical targets, etc. The following are considered as challenges in recruiting women by local governments: <ul style="list-style-type: none"> • the percentage of female candidates is low among the total number of candidates • the percentage of female candidates and hired candidates for non-clerical positions (e.g., technical positions) is low As a result of efforts to address these issues, the percentage of women hired is on a steady upward trend, but more efforts are needed to achieve the numerical targets, and further efforts are needed to hire more female employees. |
| 14 | Proportion of female prefectural public officials hired through local public official recruitment examinations (university graduate or equivalent) | 40% (FY2020) | 26.7% (FY2014) | 33.6% (FY2019) | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | C | Same as above |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|---------------------------|---------------------------------|---------------------------|---|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 15 | Position equivalent to section chief of the prefectural government main office | 30% (End of FY2020) | 20.5% (2015) | 22.6% (2020) | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | C | <p>Efforts to date</p> <ul style="list-style-type: none"> • Introduction of examples of advanced approaches to women's empowerment and work style reforms • Creation of networks and promotion of opportunities for opinion exchanges among organizations • Research and study on practical efforts to women's empowerment and work style reforms • Supported the efforts of local governments by providing training for women in senior management positions at the Local Autonomy College and lectures on "women's empowerment and work style reform" in various training courses. <p>Reasons for not achieving numerical targets, etc.</p> <p>The following are some of the issues to be addressed in order to promote women's empowerment in local governments:</p> <ul style="list-style-type: none"> • the small number of female local public officials who are willing to take on management positions, • the lack of progress in male employees taking childcare leave or participating in childcare, • the lack of work experience among many women due to time constraints. <p>In light of these issues, a two-way approach is necessary as follows;</p> <ul style="list-style-type: none"> • create a new human resource management system and promotion model that enables women to be active in management positions while raising children, • reform working styles so that men can fulfill their family responsibilities such as childcare. <p>As a result of the efforts made so far, the percentage of women in each management position has been steadily increasing. However, in order to promote women to each management position, it is necessary to continue to make efforts from a medium- to long-term perspective, and it is necessary to proactively expand efforts by each local government.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|-----------------------------------|---------------------------------|---------------------------|---|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 16 | Position equivalent to assistant director of the prefectural government main office | 25% (End of FY2020) | 16.4% (2015) | 20.4% (2020) | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | C | Same as above |
| 17 | Position equivalent to director of the prefectural government main office | 15% (End of FY2020) | 8.5% (2015) | 12.2% (2020) | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | C | Same as above |
| 18 | Position equivalent to department/bureau chief, deputy chief of the prefectural government main office | Approximately 10% (End of FY2020) | 4.9% (2015) | 7.0% (2020) | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | C | Same as above |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|---|---------------------------|--|--|---|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 19 | Position equivalent to section chief of the municipal government main office | 35% (End of FY2020) | City, town and village: 31.6% Ordinance-Designated City: 23.5% (2015) | City, town and village: 35.0% Ordinance-Designated City: 26.5% (2020) | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | A | — |
| 20 | Position equivalent to assistant director of the municipal government main office | 30% (End of FY2020) | City, town and village: 26.2% Ordinance-Designated City: 19.4% (2015) | City, town and village: 29.2% Ordinance-Designated City: 22.6% (2020) | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | C | Same as above |
| 21 | Position equivalent to director of the municipal government main office | 20% (End of FY2020) | City, town and village: 14.5% [Ordinance-Designated City: 13.4%] (2015) | City, town and village: 17.8% [Ordinance-Designated City: 16.9%] (2020) | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | C | Same as above |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|-----------------------------------|---|--|---|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 22 | Position equivalent to department/bureau chief, deputy chief of the municipal government main office | Approximately 10% (End of FY2020) | City, town and village: 6.9% [Ordinance-Designated City: 7.9%] (2015) | City, town and village: 10.1% [Ordinance-Designated City: 10.8%] (2020) | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | A | — |
| 23 | Proportion of female local police officers | Approximately 10% (2023) | 8.1% (FY2015) | 10.2% (April 2020) | Survey on Women's Participation in Policy and Decision-making Processes, Cabinet Office | A | — |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|-----------------------------|---------------------------------|---------------------------|---|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 24 | Proportion of female firefighters | 5% (Beginning of FY2021) | 2.4% (FY2015) | 2.9% (FY2019) | Survey on Women's Participation in Policy and Decision-making Processes, Cabinet Office | C | <p>Efforts to date</p> <p>The GOJ is mainly implementing the following efforts to increase female employment, appointment, and the proportion of female firefighters:</p> <ul style="list-style-type: none"> • Briefing session (one-day internship) for women • Renewal of the operation of a portal site that provides comprehensive information on the active roles of female firefighters • Support for projects related to the promotion of women's participation and advancement • Lectures by advisors on the promotion of women's participation and advancement • Development of women-only facilities (bathrooms, napping rooms, etc.) with special allocation tax • "The Course on promotion of women's participation and advancement" at the Fire and Disaster Management College • Creation of guidebook to raise awareness for women's participation and advancement <p>As a result of these efforts, the number of fire departments with no female firefighters decreased by 110 to 178 between FY2015 and FY2019, and the number of female firefighters nationwide increased by 886.</p> <p>Reasons for not achieving numerical targets, etc.</p> <p>In organizations where men are overwhelmingly in the majority, a male-centered organizational culture is likely to be formed, creating a situation in which it is difficult for female firefighters to play an active role. The numerical targets have not been achieved yet, and it is necessary to continue to promote these efforts.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|---------------------------|---------------------------------|---------------------------|---|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 25 | Percentage of male local public officials who take childcare leave | 13% (2020) | 1.5% (FY2013) | 5.6% (2018) | Results of survey on working conditions in local governments, Ministry of Internal Affairs and Communications | C | <p>Efforts to date</p> <ul style="list-style-type: none"> • Issued a letter from the GOJ to all prefectural governors and mayors of municipalities across Japan, requesting that they take initiatives to create an environment in which male local public officials can easily take childcare leave • Provided information on good practices of organizations with high acquisition rates of childcare leave and efforts by national public officials • encouraged to take childcare leave at various meetings, conducting interviews to see the status of efforts and to provide advice <p>In addition, since there is a difference in the rate at which childcare leave is taken among departments (head bureaus, police departments, fire departments, and boards of education), the acquisition rate by department was ascertained and released, and related ministries and agencies worked together to promote it.</p> <p>Reasons for not achieving numerical targets, etc.</p> <p>Factors that stop male employees from taking childcare leave are as follows:</p> <ul style="list-style-type: none"> • significant impact on work, and boss, and colleagues • fear of loss of income during the leave period • fear of impact on career development <p>Although there has been a gradual increase in the number of local public officials who take childcare leave, further efforts are needed to achieve the numerical targets, and it is necessary to further promote efforts for the creation of a workplace culture in which they feel comfortable about taking childcare leave.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|---|---------------------------------|---------------------------|---|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 26 | Members of prefectural government advisory councils and committees | Aiming for 33.3% (initially), up to 40% or greater (2020) | 30.6% (2015) | 33.3% (2020) | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | B | <p>Efforts to date</p> <p>The percentage of women who are members of local advisory councils and committees in each prefecture is “visualized” and published on the website. In addition, the GOJ has requested that each prefecture take measures to expand women's participation in advisory councils and committees.</p> <p>Reasons for not achieving numerical targets, etc</p> <p>Among advisory councils and committees, the percentage of women is low particularly in the Disaster Prevention Council, the Traffic Safety Counter-measurement Council, and the Civil Protection Council.</p> <p>Among the advisory councils and committees that must be established in local governments under law or ordinance-designated cities, 19 out of 48 (which is 39.6% of the total) have less than 33.3% female members.</p> |
| 27 | Members of municipal government advisory councils and committees | 30% or greater (2020) | 25.6% (2015) | 27.1% (2020) | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | C | <p>Efforts to date</p> <p>The percentage of women who are members of local advisory councils and committees in each municipality and the percentage of advisory councils and committees with no female members are “visualized” and published on the website. In addition, the GOJ has requested each municipality to take measures to expand women's participation in advisory councils and committees.</p> <p>Reasons for not achieving numerical targets, etc.</p> <p>Among advisory councils and committees, the percentage of women is low particularly in the Disaster Prevention Council, at 8.7%.</p> <p>The percentage shows 28.5% for city and ward, and 22.2% for town and village. There are some advisory councils and committees of town and village with no female members.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|---------------------------|---------------------------------|---------------------------|--|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 28 | Department chief, director or equivalent in incorporated administrative agencies | 15% (End of FY2020) | 13.5% (2015) | 15.4% (2020) | Survey on the status of female participation in incorporated administrative agencies, etc., Cabinet Office | A | — |
| 29 | Executives in incorporated administrative agencies | 13% (End of FY2020) | 10.5% (2015) | 14.4% (2020) | Survey on the status of female participation in incorporated administrative agencies, etc., Cabinet Office | A | — |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----------------------|--|---------------------------|---------------------------------|---------------------------|--|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| Economic Field | | | | | | | |
| 30 | Section chief level in private corporations | 25% (2020) | 16.2% (2014) | 18.9% (2019) | Basic Survey on Wage Structure, Ministry of Health, Labour and Welfare | C | <p>Efforts to date</p> <ul style="list-style-type: none"> • The GOJ has taken efforts such as enforcement of the Act on Promotion of Women's Participation and Advancement in the Workplace, and the promotion of "visualization" of information on the status of women's empowerment. • The GOJ selects and announces the members (called "stocks") of "Nadeshiko Brands," which are listed companies that are selected as a member of a group of companies that are actively promoting the employment and advancement of women, as attractive stocks for investors. In order for companies to be selected as a "Nadeshiko Brand," they are asked to answer questions about the number of female employees and their willingness to disclose information in the "Women's participation and advancement survey." <p>Reasons for not achieving numerical targets, etc</p> <ul style="list-style-type: none"> • Although the numerical targets have not yet been achieved, progress has been steadily made, and it is necessary to continue to implement measures • We will continue to review the criteria for "Nadeshiko Brand" so that companies that are actively working on women's participation and advancement will receive a fair evaluation |
| 31 | Director level in private corporations | 15% (2020) | 9.2% (2014) | 11.4% (2019) | Basic Survey on Wage Structure, Ministry of Health, Labour and Welfare | C | Same as above |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|---------------------------|---------------------------------|---------------------------|--|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 32 | Department manager level in private corporations | Approximately 10% (2020) | 6.0% (2014) | 6.9% (2019) | Basic Survey on Wage Structure, Ministry of Health, Labour and Welfare | C | Same as above |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|---|---------------------------------|---------------------------|--|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 33 | Proportion of female executives of listed companies | Aiming for 5% (initially), up to 10% (2020) | 2.8% (2015) | 6.2% (2020) | Quarterly executive report, Toyo Keizai Inc. Yakuin Shikiho(Executive Officers Handbook),Toyo Keizai Inc. | B | <p>Efforts to date</p> <ul style="list-style-type: none"> • In April 2013, a request was made to economic organizations that listed companies appoint at least one woman as an executive. Since then, efforts have accelerated, and the proportion of female executives has increased from 1.6% in 2012 (,which is before the request,) to 6.2% in 2020, which is an increase of about 4.0 times in the number of female executives. • The Corporate Governance Code was revised in June 2018, which now positions diversity among the Board of Directors including gender and nationality aspects as the key element • The GOJ selects and announces the members (called "stocks") of "Nadeshiko Brand," which are listed companies that is selected as a member of actively promoting the employment of women, as attractive stocks for investors. • Since FY2018, "having at least one female board member" is a selection requirement, and since FY2019 the requirement of "multiple female board members and a composition of at least 10% female board members" has been added. <p>In addition, a system was established to award companies that practice the "Diversity 2.0 Action Guidelines" as "Diversity Management Selection 100," with having at least one female board member as an application requirement.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | | | | | | | | | | | | | | | | | | | | | | | | |
|------------------------------------|--|---|--|---------------------------|---------|---|---|--|---|--|-------------------------------------|--|--|--|------|-------------|-------------|-------------|-----|-------------|-------------|-------------|---------------|-------------|-----------|----------|-------|-------|-----|-----|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) | | | | | | | | | | | | | | | | | | | | | | | |
| | | | | | | <p>(Continued)</p> <p>Reasons for not achieving numerical targets, etc.</p> <p>• One reason for the lack of progress in appointing female executives may be related to a pipeline: Companies are still in the process of building a pipeline of women's career paths from recruitment to management and executive positions.</p> <p>(Reference) Number of companies by number of female executives in each market segment</p> <table border="1"> <thead> <tr> <th rowspan="2">Classification of listed companies</th> <th>First Section of the Tokyo Stock Exchange (Number: Companies)</th> <th>Second Section of the Tokyo Stock Exchange/Nagoya Stock Exchange (Number: Companies)</th> <th>Others (non-subalized works/JASDAQ, etc.) (Number: Companies)</th> </tr> </thead> <tbody> <tr> <td>Number of female executive officers</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Zero</td> <td>918 (42.3%)</td> <td>562 (63.9%)</td> <td>504 (68.9%)</td> </tr> <tr> <td>One</td> <td>826 (38.1%)</td> <td>234 (26.6%)</td> <td>177 (24.2%)</td> </tr> <tr> <td>More than two</td> <td>426 (19.6%)</td> <td>83 (9.4%)</td> <td>50(6.8%)</td> </tr> <tr> <td>Total</td> <td>2,170</td> <td>879</td> <td>731</td> </tr> </tbody> </table> <p>Source: Quarterly executive report, Toyo Keizai Inc.(as of July 2020)</p> <p>• In preparation for the revision of the Corporate Governance Code scheduled for 2021, the code will be reviewed by taking into account the perspective of gender diversity.</p> <p>• The criteria for a "Nadeshiko Brand" will be reviewed so that companies which are actively working on women's empowerment will be recognized.</p> | Classification of listed companies | First Section of the Tokyo Stock Exchange (Number: Companies) | Second Section of the Tokyo Stock Exchange/Nagoya Stock Exchange (Number: Companies) | Others (non-subalized works/JASDAQ, etc.) (Number: Companies) | Number of female executive officers | | | | Zero | 918 (42.3%) | 562 (63.9%) | 504 (68.9%) | One | 826 (38.1%) | 234 (26.6%) | 177 (24.2%) | More than two | 426 (19.6%) | 83 (9.4%) | 50(6.8%) | Total | 2,170 | 879 | 731 |
| Classification of listed companies | First Section of the Tokyo Stock Exchange (Number: Companies) | Second Section of the Tokyo Stock Exchange/Nagoya Stock Exchange (Number: Companies) | Others (non-subalized works/JASDAQ, etc.) (Number: Companies) | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Number of female executive officers | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Zero | 918 (42.3%) | 562 (63.9%) | 504 (68.9%) | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| One | 826 (38.1%) | 234 (26.6%) | 177 (24.2%) | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| More than two | 426 (19.6%) | 83 (9.4%) | 50(6.8%) | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total | 2,170 | 879 | 731 | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|-----------------------------------|---------------------------------|---------------------------|---|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 34 | Proportion of female entrepreneurs | Maintain at 30% or greater (2020) | 30.3% (2012) | 34.2% (2017) | Employment Status Survey, Small and Medium Enterprise Agency, Ministry of Internal Affairs and Communications | A | — |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|---------------------------|---------------------------------|---------------------------|---------|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |

2. Securing Equal Opportunities and Treatment between Men and Women and Work-Life Balance

Achievement of Work-Life Balance

| | | | | | | | |
|----|---|-------------|--|---|---|---|--|
| 35 | Proportion of employees working 60 hours or more per week | 5.0% (2020) | Total of all genders: 8.5% Male: 12.9% Female: 2.8% (2014) | Total of all genders: 6.4% Male: 9.8% Female: 2.3% (2019) | Labor Force Survey, Ministry of Internal Affairs and Communications | C | <p>Efforts to date</p> <ul style="list-style-type: none"> • The Act on the Arrangement of Related Acts to Promote Work Style Reform, including the amendment of the Labor Standards Act, was enacted (promulgated on July 6, 2018). It includes an upper limit of overtime work with penalties (enforced on April 1, 2019, for large companies and on April 1, 2020, for small and medium-sized companies). • In order to respond to various challenges that small and medium-sized enterprises and small businesses face, the "Work Style Reform Promotion and Assistance Centers" provides one-stop consultation services, and conduct individual visits, on-site consultations, and seminars in cooperation with related organizations. • Subsidies for the improvement of overtime work (subsidies to support the promotion of work style reforms since 2020) are designed to strengthen incentives for companies to reduce working hours while increasing productivity. • Initiatives based on the "Outline for Measures to Prevent Death and Injury from Overwork (approved on July 24, 2018)" has been taken. <p>Reasons for not achieving numerical targets, etc.</p> <p>One of the reasons for not achieving the numerical targets is as follows: Before the revision of the Labor Standards Act according to the Act on the Arrangement of Related Acts to Promote Work Style Reform, there was an</p> |
|----|---|-------------|--|---|---|---|--|

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|---------------------------|---------------------------------|---------------------------|---------|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| | | | | | | | upper limit on overtime set in a public notice, but labor and management were able to agree on special clauses to allow overtime without an upper limit in cases of extraordinary and special circumstances, which contributed to maintaining long working hours. |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|---|---------------------------|--|--|---|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 36 | Rate at which annual paid leave is taken | 70% (2020) | Total of all genders: 47.6% Male: 44.7% Female: 53.3% (2014 or FY2013) | Total of all genders: 56.3% Male: 53.7% Female: 60.7% (2019 or FY2018) | General Survey on Working Conditions, Ministry of Health, Labour and Welfare | C | <p>Efforts to date</p> <ul style="list-style-type: none"> • The Act on the Arrangement of Related Acts to Promote Work Style Reform, including the amendment of the Labor Standards Act, was enacted (promulgated on July 6, 2018). It requires companies to designate a time for taking five days of annual paid leave per year (enforced on April 1, 2019). • In order to promote the use of annual paid leave, the GOJ collects examples of advanced practices, disseminates information on the website, encourages company leaders, and conducts intensive publicity during summer and other seasons when it is easier to use paid leave. • Subsidies for the promotion of work style reform (subsidies to support the improvement of overtime work since 2020) are designed to strengthen incentives for companies to reduce working hours while increasing productivity. <p>Reasons for not achieving numerical targets, etc.</p> <p>Creating a work environment that facilitates the use of annual paid leave is a challenge.</p> |
| 37 | Proportion of companies providing opportunities for labor-management discussions on issues of working hours | 100% (2020) | 52.8% (2014) | 64.0% (2019) | Awareness survey on the achievement of a work-life balance and promotion of special leave system, Ministry of Health Labour and Welfare | C | <p>Efforts to date</p> <ul style="list-style-type: none"> • The Act on Special Measures for Improvement of Working Hours Arrangements and guidelines on the improvement of working hour arrangements were revised (enforced on April 1, 2019), and this fact and the details of these revisions have been disseminated. • Subsidies for the improvement of overtime work (subsidies to support the promotion of work style reforms since 2020) are designed to strengthen incentives for companies to reduce working hours while increasing productivity. <p>Reasons for not achieving numerical targets, etc.</p> <p>In order to promote voluntary efforts by workers and employers, it is necessary to further promote awareness and take measures that provide incentives to companies.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|---------------------------|---------------------------------|---------------------------|--|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 38 | Proportion of establishments with mental health policies | 100% (2020) | 60.7% (2013) | 59.2% (2018) | Survey on Industrial Safety and Health (actual condition survey), Ministry of Health, Labour and Welfare | D | <p>Efforts to date The GOJ has made efforts to promote mental health measures at workplaces by ensuring fulfillment of the stress check system, providing advice and guidance on mental health measures at workplaces, and conducting individual visits.</p> <p>Reasons for not achieving numerical targets, etc. While 90.7% of workplaces with 50 or more workers had been addressing this issue, the rate was low among small-sized companies with less than 50 workers (companies with 30–49 workers: 63.5%; companies with 10–29 workers: 51.6%).</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|---------------------------|---------------------------------|---------------------------|--|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 39 | Proportion of offices allowing shorter work hours (short-time regular employee system, etc.) | 29% (2020) | 14.8% (2014) | 16.7% (2019) | Basic Survey of Gender Equality in Employment Management, Ministry of Health, Labour and Welfare | C | <p>Efforts to date In order to promote the widespread use of the short-time regular employee system, the GOJ has been promoting the introduction and establishment of the system at workplaces by publicizing the system at symposiums and on the website, providing consulting services to support the introduction of the system, and preparing and distributing manuals to support the introduction and operation of the system.</p> <p>Reasons for not achieving numerical targets, etc. One of the factors that prevented the achievement of the numerical targets seems to be a lack of understanding about the benefits of and know-how for introducing the short-time regular employee system. The GOJ will continue to promote among companies the understanding that the short-time regular employee system allows workers to play an active role according to their individual lifestyles and life stages, and that it is an effective system for securing and retaining excellent human resources.</p> |
| | | | | | Basic Survey of Gender Equality in | | <p>Efforts to date In order to encourage men to take childcare leave, the GOJ has been working on developing the relevant systems, including individual recognition of the childcare leave system and the establishment of a new</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|---|---------------------------|---------------------------------|---------------------------|--|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 40 | Percentage of male workers who take childcare leave in private corporations | 13% (2020) | 2.3% (FY2014) | 7.48% (FY2019) | Gender Equality in Employment Management, Ministry of Health, Labour and Welfare | C | <p>obligation to make efforts to take leave for childcare, and has also raised awareness and disseminated information on men's participation in childcare by awarding companies and managers that are proactive in encouraging male workers to participate in childcare, holding seminars for companies, and operating websites.</p> <p>Reasons for not achieving numerical targets, etc. Factors such as "workplace atmosphere" are cited as reasons why men are reluctant to take childcare leave.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|---------------------------|---------------------------------|---------------------------|--|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 41 | <p>Percentage of male spouses who take time off immediately after the birth of a child*</p> <p>*Proportion of male workers who have taken at least a half-day or full-day leave (annual paid leave, special leave related to spouse giving birth, childcare leave, etc.) within two months of their spouse giving birth.</p> | 80% (2020) | — | 58.7% (2019) | Survey by the Cabinet Office Children and Child-rearing Administration | C | <p>Efforts to date</p> <ul style="list-style-type: none"> • In order to enable those who wish to take leave immediately after the birth of their child to do so, a handbook was prepared and distributed to raise awareness and build momentum among companies and organizations. • The Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members was revised (promulgated on March 31, 2017, and enforced on October 1 of the same year) to make the introduction of leave for the purpose of childcare an obligatory effort for business owners. <p>Reasons, etc., for not achieving numerical targets</p> <p>According to a survey conducted by the GOJ* in FY2020, 88.6% of men working in workplaces with the following three conditions took leave: a “maternity leave system for spouses,” “efforts by workplaces to encourage men to take childcare leave,” and “the understanding of superiors.” This shows that creating the right conditions in the workplace promotes taking leave among men.</p> <p>Based on the above, the GOJ will continue to promote fathers' use of leave and their participation in housework and childcare during their leave.</p> <p>*"the Survey of Men Taking Leave for Childcare" entrusted by the Cabinet Office (Intage Research Inc.) (September 2019)</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|---------------------------|---------------------------------|---------------------------|--|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 42 | Number of companies that have obtained the Next-Generation Accreditation Mark (<i>Kurumin</i>) | 3,000 (2020) | 2,326 (2015) | 3,312 (March 2020) | Survey by the Ministry of Health, Labour and Welfare | A | — |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|-------------------------------------|---------------------------------|---------------------------|--|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 43 | Time spent on housework and related work in households by husbands with child(ren) under age six | Two and a half hours per day (2020) | 67 minutes per day (2011) | 83 minutes per day (2016) | Survey on time use and leisure activities, Ministry of Internal Affairs and Communications | C | <p>Efforts to date</p> <ul style="list-style-type: none"> •Under the “<i>Ikumen Project</i>”, which encourage men to balance work and childcare, the GOJ distributes a brochure with updated information on various ways for men to take childcare leave, and also releases videos for companies and workers. •The "comprehensive study meeting on support for balancing work and childcare" was held to study measures to balance work and family life, focusing on promoting childcare by men, and the report was prepared and published in March 2018. •In June 2017, the GOJ launched the “Let's Start Dad's Meal” campaign with the aim of promoting the participation of men of child-rearing age in household chores. The GOJ proposed recipes and other information on its website and through social media, held events in cooperation with the private sector, and lobbied local municipalities to hold cooking classes. •In cooperation with relevant ministries and agencies, private companies and economic organizations, and in collaboration with companies that support the other companies' philosophy of promoting paid leave for the purpose of child rearing immediately after an employee's spouse has given birth, the GOJ has been conducting public relations and awareness-raising using the “<i>Sankyu Papa</i>” logo mark. <p>Reasons for not achieving numerical targets, etc.</p> <p>The most recent data is from 2016, making it difficult to assess the progress. In addition to the above-mentioned measures, as local governments and private organizations have been making various efforts to promote men's participation in housework and childcare, progress is expected in the next survey results (2021).</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-------------------------------------|--|---------------------------|---------------------------------|---------------------------|---|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| Women's Continuation of Work | | | | | | | |
| 44 | Employment rate for women between 25 and 44 years of age | 77% (2020) | 70.8% (2014) | Female: 77.7% (2019) | Labor Force Survey (Basic Tabulation: Long-term time series table), Ministry of Internal Affairs and Communications | A | — |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|---------------------------|---------------------------------|---------------------------|--|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 45 | Percentage of women who continued to work before and after giving birth to their first child | 55% (2020) | 40.3% (2010) | 53.1% (2015) | Japanese National Fertility Survey (Married Couples Survey), National Institute of Population and Social Security Research | C | <p>Efforts to date</p> <ul style="list-style-type: none"> • The GOJ provided support to companies that have been developing an employment environment that makes it easier for employees who raise a child to continue to work, by informing them of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members, by encouraging companies to formulate plans to support the return of workers after childcare leave, and by providing subsidies. • The GOJ took measures for participation and advancement of women who have recently given birth such as enforcement of the Act on Promotion of Women's Participation and Advancement in the Workplace and the promotion of "visualization" of information on the status of women's empowerment. • In order to promote women's empowerment in small and medium-sized enterprises (hereinafter "SMEs"), the GOJ strengthened efforts to secure replacements for employees so that they can take childcare leave and return to work without feeling anxiety, and also promoted efforts to match SMEs with female human resources, including housewives, as well as supported SMEs in developing systems to accept female human resources. <p>Reasons for not achieving numerical targets, etc.</p> <p>Progress has been made to reach a level close to the numerical targets, and it is necessary to continue to promote measures.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|---------------------------|--|---------------------------|---------------------------------|---------------------------|--|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| Promotion of Women | | | | | | | |
| 46 | Section chief level in private corporations (Republished) | 25% (2020) | 16.2% (2014) | 18.9% (2019) | Basic Survey on Wage Structure, Ministry of Health, Labour and Welfare | C | <p>Efforts to date</p> <ul style="list-style-type: none"> • The GOJ has steadily taken measures such as the enforcement the Act on Promotion of Women's Participation and Advancement in the Workplace and the promotion of "visualization" of information on the status of women's empowerment. • The GOJ selects and announces the stocks of "Nadeshiko Brands," which are listed companies that actively promote the employment and advancement of women, as attractive stocks for investors. In order for companies to be selected as a "Nadeshiko Brand," they are asked to answer questions about the number of female employees and their willingness to disclose information on the "Women's empowerment survey." <p>Reasons for not achieving numerical targets, etc.</p> <ul style="list-style-type: none"> • Although the numerical targets have not yet been achieved, steady progress has been made, and it is necessary to continue to implement measures. • We will continue to review the criteria for a "Nadeshiko Brand" so that companies that are actively working on women's empowerment will receive fair evaluation. |
| 47 | Director level in private corporations (Republished) | 15% (2020) | 9.2% (2014) | 11.4% (2019) | Basic Survey on Wage Structure, Ministry of Health, Labour and Welfare | C | Same as above |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|----------------------------|--|-----------------------------------|---------------------------------|---------------------------|---|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 48 | Department manager level in private corporations (Republished) | Approximately 10% (2020) | 6.0% (2014) | 6.9% (2019) | Basic Survey on Wage Structure, Ministry of Health, Labour and Welfare | C | Same as above |
| Women Entrepreneurs | | | | | | | |
| 49 | Proportion of female entrepreneurs (Republished) | Maintain at 30% or greater (2020) | 30.3% (2012) | 34.2% (2017) | Employment Status Survey, Small and Medium Enterprise Agency, Ministry of Internal Affairs and Communications | A | - |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|---|--|---|---------------------------------|--|---|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 3. Promotion of Gender Equality in Regional Area and Rural Development and Environment | | | | | | | |
| 50 | Proportion of female heads of community associations | 10% (FY2020) | 4.9% (FY2015) | 6.1% (FY2020) | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | C | <p>Efforts to date</p> <p>A survey was conducted to ascertain the actual status of women's participation in community associations across Japan. Workshops were held for those involved in community associations, and guidelines for managing community associations from the perspective of gender equality were prepared.</p> <p>The GOJ created opportunities to exchange information with female leaders of community associations from across the country and made a collection of case studies.</p> <p>Reasons for not achieving numerical targets, etc.</p> <p>Although the proportion of female leaders of community associations has been increasing year by year, the numerical targets have not been achieved due to the persistence of stereotypical attitudes toward gender roles. The GOJ will continue to provide information and conduct awareness-raising activities through local governments and promote to disseminate of good practices.</p> |
| 51 | Proportion of local governments which formulate promotion plans based on the Act on Promotion of Women's Participation and | Prefecture: 100% Cities and wards: 100% Towns and | - | Prefecture: 100% Cities and wards: 82.5% Towns and villages: 27.7% | Cabinet Office Gender Equality Bureau Survey | A C C | <p>Efforts to date</p> <p>For local governments, the GOJ has published documents that summarizes expected questions and answers regarding the formulation of promotion plans on the website and disseminated these to local governments.</p> <p>Reasons for not achieving numerical targets, etc.</p> <p>One of the reasons why municipalities have not made progress in formulating a plan is that the promotion plan based on the Act on</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|--|--|--|--|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| | Advancement in the Workplace | villages: 70% (2020) | | 57.7% (FY2019) | | | Promotion of Women's Participation and Advancement in the Workplace is allowed to be formulated together with the gender equality plan. Many local governments (80% in ordinance-designated cities) have formulated the two plans together. In the future, it is expected that some local governments will consider formulating a promotion plan when they revise the gender plan. |
| 52 | Number of family management agreements concluded | 70,000 cases (FY2020) | 54,190 cases (FY2013) | 58,799 cases (FY2019) | Actual condition survey on family management agreements, Ministry of Agriculture, Forestry and Fisheries | C | <p>Efforts to date The GOJ strengthened the dissemination system in prefectures and municipalities, and promoted information exchange among agreed farmers for follow-up after the conclusion of the agreement.</p> <p>Reasons for not achieving numerical targets, etc. The lack of growth in the number of new cases can be attributed to the fact that it is hard to see the benefits of concluding the agreement, and that there are not enough resources to promote the wider awareness of the agreement. In addition, the lack of understanding from family members and their hesitation to put in writing the division of roles and responsibilities in daily life are also considered to be issues.</p> |
| 53 | Proportion of female members in agricultural committees | <ul style="list-style-type: none"> • Number of agricultural committees with no female members: zero (FY2020) • Proportion of female members in | <ul style="list-style-type: none"> • Number of agricultural committees with no female members: 644 (FY2013) | <ul style="list-style-type: none"> • Number of agricultural committees with no female members: 273 (FY2019) | Status of female participation in agricultural committees, Ministry of Agriculture | B | <p>Efforts to date The percentage of female members in agricultural committees has been increasing year by year due to efforts such as setting the provision in the revised the Act on Agricultural Committees and Related Organizations enforced in April 2016, which stipulates that consideration must be given to avoid significant bias in the age and gender of agricultural committee members.</p> <p>Reasons for not achieving numerical targets, etc.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|--|--|---|-------------------------------------|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| | | members in agricultural committees: Aiming for 10% (initially), up to 30% (FY2020) | Proportion of female members in agricultural committees: 6.3% (FY2013) | Proportion of female members in agricultural committees: 12.1% (FY2019) | Agriculture, Forestry and Fisheries | | Due to the lack of knowledge on how women should act as agricultural committee members and the lack of understanding of women's activities in the community, women have not applied for positions of agricultural committee members. This has resulted in insufficient appointment of women in the field. |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|---|--|--|--|---|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 54 | Proportion of female executive officers in agricultural co-operatives | <ul style="list-style-type: none"> Number of agricultural co-operatives with no female executive officers: zero (FY2020) Proportion of female executive officers in agricultural co-operatives: Aiming for 10% (initially), up to 15% (FY2020) | <ul style="list-style-type: none"> Number of agricultural co-operatives with no female executive officers: 213 (FY2013) Proportion of female executive officers in agricultural co-operatives: 6.1% (FY2013) | <ul style="list-style-type: none"> Number of agricultural co-operatives with no female executive officers: 100 (July 2019) Proportion of female executive officers in agricultural co-operatives: 8.4% (July 2019) | <p>Comprehensive agricultural cooperatives statistical tables” surveyed by the</p> <p>Central Union of Agricultural Cooperatives, Ministry of Agriculture, Forestry and Fisheries</p> | C | <p>Efforts to date</p> <p>The percentage of female members in agricultural committees has been increasing year by year due to efforts such as setting the provision in the revised Agricultural Cooperative Act enforced in April 2016, which stipulates that consideration must be given to avoid significant bias in the age and gender of agricultural committee members.</p> <p>Reasons for not achieving numerical targets, etc.</p> <p>In participating in agricultural co-operatives management, it is rare for a farmer to be appointed as an executive. It is common for a farmer to become a member or a representative of the cooperative as the first step to reach a position of management.</p> <p>It is seen that the understanding of women's participation in the Board of Directors of agricultural cooperatives has not been sufficient in regions.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|---|--|--|--|---|---|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 4. Gender Equality in Science and Technology and Academic Fields | | | | | | | |
| 55 | Proportion of women hired as researchers (natural sciences) | Natural sciences: 30% Science: 20% Engineering: 15% Agriculture: 30% Medicine, Dentistry and Pharmacology: 30% Note: Figures from Fifth 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: 28.5% Science: 17.2% Engineering: 11.0% Agriculture: 18.9% Medicine, Dentistry and Pharmacology: 25.3% (2018) | Survey by Ministry of Education, Culture, Sports, Science and Technology on Status of Reform of Higher Education and Research in Universities | C | <p>Efforts to date Efforts to promote female researchers and support their activities have been implemented at universities and national research institutes, and some progress has been made.</p> <p>Reasons for not achieving numerical targets, etc. There does not seem to be enough motivation for each entity to actively promote efforts to achieve the numerical targets. To meet the needs of researchers who are raising children, the GOJ will enhance and promote childcare facilities on campus.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|---|--|---|---|---|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 56 | Proportion of female council members of the Science Council of Japan | 30% (2020) | 23.3% (October 2014) | 37.37% (October 2020) | Survey by the Science Council of Japan | A | — |
| 57 | Proportion of female associate members of the Science Council of Japan | 30% (2020) | 22.3% (October 2014) | 31.5% (October 2020) | Survey by the Science Council of Japan | A | — |
| 58 | Proportion of female undergraduate students in university science and engineering departments | Year-on-year increase (each fiscal year) | Science Department : 26.4% Engineering Department : 12.9% (2014) | Science Department: 27.9% Engineering Department: 15.4% (2019) | Basic Research on Schools, Ministry of Education, Culture, Sports, Science and Technology | A | — |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|--|--|-------------------------------------|--|--|---|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 5. Elimination of All Forms of Violence against Women | | | | | | | |
| 59 | Proportion of individuals who have availed of consultation services regarding spousal violence (by gender) | Male: 30%, Female: 70% (2020) | Male: 16.6% Female: 50.3% (2014) | Male: 26.9% Female: 57.6% (2017) | Survey on Violence between Women and Men, Cabinet Office Gender Equality Bureau | C | <p>Efforts to date</p> <p>Since FY2001, the bureau has been implementing the "Campaign for Eliminating of Violence against Women" (November 12–25 every year), creating and distributing posters and leaflets, and using various media such as Internet TV and radio programs to publicize the campaign and raise awareness. In addition, training on awareness and prevention of violence against women has been provided for those who have many opportunities to educate and enlighten young people.</p> <p>Reasons for not achieving numerical targets, etc.</p> <p>The original source of these figures is surveys of past victimization in general (Have you ever confided in or consulted with anyone about such behavior [physical assault, psychological attack, economic pressure, sexual coercion] inflicted by your spouse?). This made it difficult to see the impact of the most recent policy in the surveys. Data for the target year (2020) is scheduled to be released in March 2021.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|--|-------------------------------------|-------------------------------------|---|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 60 | Recognition of consultation service desks about violence by a spouse (by gender) | 70% in both genders (2020) | Male: 30.4% Female: 34.3% (2014) | Male: 69.2% Female: 73.7% (2017) | Survey on Violence between Women and Men, Cabinet Office Gender Equality Bureau | A | — |
| 61 | Number of Spousal Violence Counseling and Support Centers in municipalities | 150 (2020) | 88 (November 2015) | 119 (April 2020) | Periodic Survey | C | <p>Efforts to date</p> <p>Through dispatching advisors to municipalities that are considering the establishment of a spousal violence counseling and support center as well as aiming to improve the quality of their counseling services, the GOJ is working to improve the quality of counseling services provided by local governments' spousal violence counseling and support centers and to promote further cooperation among relevant organizations in supporting victims.</p> <p>Reasons for not achieving numerical targets, etc.</p> <p>① Under the Act on the Prevention of Spousal Violence and the Protection of Victims, municipalities are obliged to make efforts to establish such centers, ② Some prefectures do not necessarily understand the necessity of establishing a new center led by municipalities when there are several centers established by the prefecture.</p> |
| 62 | Number of local government-related one-stop support centers for victims of sexual crimes/sexual violence | At least one in each prefecture (2020) | 25 (November 2015) | 47 (47 prefectures) (October 2018) | Periodic Survey | A | — |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|--|--|---|---|---|--|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 6. Creation of an Environment in which People Facing Poverty, Aging, Disabilities Can Lead Secure Lives | | | | | | | |
| 63 | Healthy Life Expectancy (by gender) | 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: 72.14 yrs Female: 74.79 yrs (2016) | Plan for extending healthy life expectancy (Materials from the Second Headquarter Meeting for Social Security and Work Style Reforms for the Year 2040) / Materials from the 11th Expert Committee for the Promotion of Health Japan 21 (second stage) | A | — |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|---|--|---------------------------------|---|---|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 64 | Number of single-parents who are hired as a regular employee through public employment security offices | Year-on-year increase (each fiscal year) | 38,771 (FY2014) | Total of all genders: 28,814 Male: 1,526 Female: 27,288 (FY2019) | Survey by the Ministry of Health, Labour and Welfare Employment Security Bureau | D | <p>Efforts to date</p> <p>Through the "employment and self-support project for single-mother families," the GOJ provided consistent employment support services ranging from counseling to support seminars and the provision of information. In addition, through the "support project for single-parent families for passing the high school graduation certificate examination," the GOJ provided a portion of the expenses for parents of single-parent families who have not graduated from high school to take courses to pass the high school graduation certificate examination. In addition, for the Public Employment Security Offices, the GOJ provided detailed job counseling and job introductions to parents of single-parent families.</p> <p>Reasons for not achieving numerical targets, etc.</p> <p>Overall, the number of general job placements in FY2019 was 122,808 (-26.2% compared to FY2014, which was 166,428), while the number of new job seekers in FY2019 was 392,780 (-21.2% compared to FY2014, which was 498,643). As both are on a downward trend, the number of single-parent job placements is also on a downward trend. The number of single-parent job placements in FY2019 was 28,814 (-25.7% compared to FY2014, which was 38,771), which is considered to be a factor in not achieving the numerical targets.</p> <p>The extent of the decrease is 0.5 points compared with the number of general job placements, which indicates that the concrete measures taken based on the Fourth Basic Plan have made some contribution.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|--|---|--|---|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 65 | Child support consultations provided by attorneys to parents of single parent families | All prefectures, ordinance-designated cities, and core cities (FY2019) | 77 prefectures and cities (FY2016) Note: Surveys were conducted after the plan was formulated. | 94 prefectures and cities (Total: 101 municipalities) (FY2018) | Survey by the Family Welfare Division, Child and Family Policy Bureau, Ministry of Health, Labour and Welfare | C Note: Comparison with FY2016 figures | <p>Efforts to date</p> <p>In order to promote arrangements of child support at the time of divorce, a pamphlet on child support was prepared and has been distributed to local governments.</p> <p>In addition, due to the amendment of the Civil Execution Act in 2019, in order to make it easier for creditors who have a title of obligation to obtain information on the debtor's property in preparation for filing a petition for compulsory execution, the scope of persons who have the right to file a petition for property disclosure procedures has been expanded, penalties for non-appearance of the debtor have been strengthened, and a new procedure to obtain information on the debtor's real estate, salary claims, savings claims, etc., from third parties other than the debtor has been established (enforced on April 1, 2020). This amendment can be a contribution to securing child support.</p> <p>Reasons for not achieving numerical targets, etc.</p> <p>The following are considered as reasons for not achieving the numerical targets in local governments (as the main entity):</p> <ul style="list-style-type: none"> • failed to secure a budget, • provided support on their own without utilizing government subsidies, • provided child support counseling, but used other counseling services provided by attorneys for legal counseling due to budget and other difficulties. |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|---|--|--|---|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 66 | Employment rate for individuals between 20 and 34 years of age | Total of all genders: 79% (2020) | Total of all genders: 76.1% Male: 82.0% Female: 69.9% (2014) | Total of all genders: 81.1% Male: 84.9% Female: 76.9% (2019) | Labor Force Survey (Basic Tabulation), Ministry of Internal Affairs and Communications | A | — |
| 67 | Number of job-hopping part timers ("Freeters") | Total of all genders: 1.24 million (2020) | Total of all genders: 1.79 million Male: 0.8 million Female: 0.99 million (2014) | Total: of all genders: 1.38 million Male: 0.66 million Female: 0.72 million (2019) | Labor Force Survey (Detailed Tabulation), Ministry of Internal Affairs and Communications | C | <p>Efforts to date The GOJ has been promoting full-time employment for job-hopping part timers, mainly through public employment security offices for young people.</p> <p>Reasons for not achieving numerical targets, etc. The number of job-hopping part timers, which had hovered around 1.8 million until 2014, has decreased by about 400,000 over the five years since 2015, partly due to improvements in the employment situation. As this year (2020) is the deadline for achieving the numerical targets, the GOJ will continue to make efforts to provide support.</p> |
| 68 | Employment rate for individuals between 60 and 64 years of age | Total of all genders: 67% (2020) | Total of all genders: 60.7% Male: 74.3% Female: 47.6% (2014) | Total of all genders: 70.3% Male: 82.3% Female: 58.6% (2019) | Labor Force Survey (Basic Tabulation), Ministry of Internal Affairs and Communications | A | — |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|---|---|---|---|---|--|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 69 | Actual employment rate for people with disabilities (private companies) | 2.0% (2020) | 1.88% (June 2015) | 2.11% (June 2019) | Statistical results of employment situation of persons with disabilities, Ministry of Health, Labour and Welfare | A | — |
| 7. Support for Women's Lifelong Health | | | | | | | |
| 70 | Healthy Life Expectancy (by gender) (Republished) | 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: 72.14 yrs Female: 74.79 yrs (2016) | Plan for extending healthy life expectancy (Materials from the Second Headquarter Meeting for Social Security and Work Styles Reforms-for the Year 2040) / Materials from the 11th Eexpert Committee for the Promotion of Health Japan 21 (second stage) | A | — |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|--|--|--|--|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 71 | Cervical cancer screening rate, breast cancer screening rate | Cervical cancer: 50%, breast cancer: 50% (by FY2016) | In the past 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 two years: cervical cancer: 43.7%, breast cancer: 47.4% (2019) | Cancer screening rate "Comprehensive Survey of Living Conditions" | C | <p>Efforts to date As a measure to increase the cancer screening rate, the GOJ is implementing individual cancer screening recommendations (calls) and re-recommendations (recalls), which have been scientifically proven to be effective, as well as effective recommendations for cancer screening based on the nudge theory.</p> <p>Reasons for not achieving numerical targets About 80% of municipalities implement the individual cancer screening recommendations, and about 50% of municipalities do the individual cancer screening re-recommendations for all or some persons who have not had the cancer screening-. The GOJ will encourage municipalities to steadily make efforts to increase the screening rate. Note that the proportion means the percentage of all municipalities that implement the individual cancer screening recommendation and re-recommendation.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|--|---|--|---|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 72 | Suicide rates (per 100,000 population) | More than 20% decrease from 2005 (by 2016) | Current: 19.5 Male: 27.6 Female: 11.7 (2014) | Current: 15.7 Male: 22.7 Female: 9.1 (2019) | Situation of suicides during 2019 (Office for Policy of Suicide Prevention, Ministry of Health, Labour and Welfare/Community Safety Planning Division, Community Safety Bureau, National Police Agency) Vital Statistics, Ministry of Health, Labour and Welfare Created by the Ministry of Health, Labour and Welfare based on National Police Agency suicide statistics original data; National Census and Population Estimates, Ministry of Internal Affairs and Communications | A | — |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|----------------------------------|--|--|---|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 73 | Recognition of maternity mark (badge) | Total of all genders: 50% (2018) | Total of all genders: 45.6% Male: 31.2% Female: 57.6% (2014) | Total of all genders: 58.1% Male: 46.6% Female: 69.8% (2018) | Survey and research project report concerning the development of a mechanism for information sharing toward the promotion of FY2019 child and childrearing support survey and research project "Healthy Parents and Child 21" national campaign | A | — |
| | | | Smoking: 2.8% | Smoking: 2.7% | Survey and research project report concerning the development of a mechanism for information sharing toward the | | Efforts to date Although the smoking and drinking rates are both on a downward trend, the numerical targets have not been achieved, and the GOJ has been working to raise awareness through the Maternal and Child Health Handbook and Healthy Parents and Children 21 campaign. |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|---------------------------|--|--|--|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 74 | Rate of smoking/drinking during pregnancy | Zero (2018) | Smoking: 5.8% Drinking: 4.3% (FY2013) | Smoking: 2.7% Drinking: 1.2% (FY2017) | toward the promotion of FY2019 child and childrearing support survey and research project "Healthy Parents and Child 21" national campaign | C | Reasons for not achieving numerical targets, etc. The smoking and drinking rates during pregnancy have been decreasing year by year. The GOJ has been promoting the awareness of the effects of smoking and drinking on fetuses and infants through the Maternal and Child Health Handbook, and will continue to work towards a 0% smoking rate during pregnancy. |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|---|---|------------------------------------|------------------------------------|--|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 75 | Number of Specialized Infertility Counseling Centers | Available in all prefectures, designated cities, and core cities (FY2020) | 63 prefectures and cities (FY2015) | 81 prefectures and cities (FY2020) | List of Specialized Intertility Counseling Centers in Japan, created by the Ministry of Health, Labour and Welfare | C | <p>Efforts to date</p> <p>Although Specialized Infertility Counseling Centers have been established in all prefectures, progress has not yet been made in establishing them in designated cities and core cities. By surveying the status of infertility consultation centers across the country and identifying the status of municipalities that have not yet established centers, the GOJ is encouraging municipalities that have not yet established centers to establish them by promoting joint establishment between prefectures and cities.</p> <p>Reasons for not achieving numerical targets, etc.</p> <p>Core cities seem to have less need.</p> <p>The Centers established by prefectures are sufficiently capable of handling this issue. For this reason, the GOJ will continue to encourage the establishment of centers by promoting joint establishment between prefectures and cities.</p> |
| 76 | Proportion of female practicing physicians between 25 and 44 years of age | 31% (2020) | 30.1% (2014) | 31.8% (2018) | Survey on Women's Participation in Policy and Decision-making Processes FY2019, Cabinet Office Statistics of Physicians, Dentists and Pharmacists, Ministry of Health, Labour and Welfare, Labour and Welfare | A | — |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|------------------------------------|---|--|---|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 77 | Proportion of people between 20 and 64 years of age who regularly exercise (by gender) | Male: 33% Female: 30% (2020) | Male: 20.9% Female: 17.5% (2014) | Male: 21.6% Female: 16.6% (2018) | 2018 National Health and Nutrition Survey, Ministry of Health, Labour and Welfare | D | <p>Efforts to date</p> <p>The GOJ is promoting awareness of the "Plus Ten" program, which encourages people to increase their physical activity through the Smart Life Project. It also certifies and promotes exercise and health promotion facilities based on the health promotion facility certification system.</p> <p>Reasons for not achieving numerical targets, etc.</p> <p>In order to promote exercise habits, it is necessary to further improve the environment in which people can exercise properly in their community by promoting the use of exercise and health promotion facilities.</p> <p>It is necessary to raise awareness of the need to maintain and increase the amount of physical activity in daily life through the Smart Life Project.</p> |
| 78 | Proportion of people 65 years of age and above who regularly exercise (by gender) | Male: 56% Female: 46% (2020) | Male: 42.4%, Female: 35.7% (2014) | Male: 42.9% Female: 36.5% (2018) | 2018 National Health and Nutrition Survey, Ministry of Health, Labour and Welfare | C | <p>Efforts to date</p> <p>The GOJ is promoting awareness of the "Plus Ten" program, which encourages people to increase their physical activity through the Smart Life Project. It also certifies and promotes exercise and health promotion facilities based on the health promotion facility certification system.</p> <p>Reasons for not achieving numerical targets, etc.</p> <p>In order to promote exercise habits, it is necessary to further improve the environment in which people can exercise appropriately in their community by promoting the use of exercise and health promotion facilities.</p> <p>It is necessary to raise awareness of the need to maintain and increase the amount of physical activity in daily life through the Smart Life Project.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|--|--|--|--|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 79 | Proportion of children who regularly exercise Proportion of school children who exercise 60 minutes or more in total per week | Junior high school girls: 80% Junior high school boys: 95% Elementary school girls: 90% Elementary school boys: 95% (2020) | Junior high school girls: 79.0% Junior high school boys: 92.9% Elementary school girls: 87.0% Elementary school boys: 93.4% (2015) | Junior high school girls: 80.3% Junior high school boys: 92.5% Elementary school girls: 87.0% Elementary school boys: 92.4% (2019) | National physical strength, athletic capability, exercise habits survey, Japan Sports Agency | C | Efforts to date As for specific initiatives, all generations (especially adults) are targeted, and there are no specific measures limited to children and students. Reasons for not achieving numerical targets, etc. For the reasons stated above, a particular reason for not achieving the numerical targets has not been analyzed. |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|--|--|---------------------------|---------------------------------|---------------------------|---|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 8. Establishing Disaster Management and Reconstruction System from the Gender Perspective | | | | | | | |
| 80 | Proportion of female members of prefectural disaster prevention councils | 30% (2020) | 13.2% (2015) | 16.1% (2020) | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | C | <p>Efforts to date</p> <p>Information on cases where there is a high percentage of female members is provided at the annual conference of directors in charge of gender equality and the training for first-time directors for prefectures and ordinance-designated cities.</p> <p>In accordance with Article 34, Paragraph 2 of the Basic Act on Disaster Management, the GOJ notified each prefecture six times of the necessity to establish a disaster reduction system that responds to gender equality and other diverse viewpoints by incorporating such necessities in the basic disaster management plan. This included the appointment of women as local disaster prevention councils and the expansion of women's participation in the process of determining policies as well as policies related to disaster management.</p> <p>The GOJ announced that the newly added item 8 to paragraph 5, Article 15 of the Basic Act on Disaster Management, "persons who are members of voluntary disaster management organizations or persons with relevant knowledge and experience," are assumed to be female representatives, and encouraged the expansion of women's participation in the policy and policy making process on disaster management.</p> <p>The expansion of women's participation in local disaster prevention councils was included in the "Guidelines for Disaster Prevention and Reconstruction Efforts from the gender perspective" prepared in 2013 and disseminated to local governments. In May 2020, the guidelines were revised and "Women's Perspectives for Strengthening Disaster Response Capabilities: Guidelines for Disaster Prevention and Recovery from the Perspective of Gender Equality" was prepared. The GOJ continues to disseminate and widen the use of the revised guidelines.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|---------------------------|---------------------------------|---------------------------|---------|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| | | | | | | | (Continued) Reasons for not achieving numerical targets, etc. The proportion of female members in local disaster prevention councils has been increasing, although it has not reached the numerical targets, and both prefectures and municipalities have been promoting it. However, the status of promotion by prefecture and municipality shows that while some local governments have more than 40% female members in their disaster prevention councils, many municipalities still have none, indicating the difference in the status of efforts. Another factor is the existence of a stereotypical bias of gender roles, in which men play the main role in the field of disaster prevention. |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|--|---|--|---|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 81 | Proportion of female members of municipal disaster prevention councils | <ul style="list-style-type: none"> •Number of organizations with no female executive officers: zero (2020) •Proportion of female members in organizations : Aiming for 10% (initially), up to 2020 | <ul style="list-style-type: none"> •Number of organizations with no female members: 515 (2014) Proportion of female members: 7.7% | <ul style="list-style-type: none"> •Number of organizations with no female members: 348 (2020) •Proportion of female members : 8.8% (2020) | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | C | <p>Efforts to date</p> <p>Information on cases where there is a high percentage of female members is provided at the annual conference of directors in charge of gender equality and the training for first-time directors for prefectures and ordinance-designated cities.</p> <p>In accordance with Article 34, Paragraph 2 of the Basic Act on Disaster Management, the GOJ notified each prefecture six times of the necessity to establish a disaster reduction system that responds to gender equality and other diverse viewpoints by incorporating such necessities in the basic disaster management plan. This included the appointment of women to local disaster prevention councils and the expansion of women's participation in the process of determining policies as well as policies related to disaster management.</p> <p>The GOJ announced that the newly added item 8 to paragraph 5, Article 15 of the Basic Act on Disaster Management, "persons who are members of voluntary disaster management organizations or persons with relevant knowledge and experience," are assumed to be female representatives, and encouraged the expansion of women's participation in the policy and policy making process on disaster management.</p> <p>The expansion of women's participation in local disaster management councils was included in the "Guidelines for Disaster Prevention and Reconstruction Reduction and Recovery from the gender perspective" prepared in 2013 and disseminated to local governments. In May 2020, the guidelines were revised and "Women's Perspectives for Strengthening Disaster Response Capabilities: Guidelines for Disaster Prevention and Recovery from the Perspective of Gender Equality" was prepared. The</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|---------------------------|---------------------------------|---------------------------|---------|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| | | 30% (2020) | (2015) | | | | <p>GOJ continues to disseminate and widen the use of the revised guidelines.</p> <p>Reasons for not achieving numerical targets, etc.</p> <p>The proportion of female members in local disaster prevention councils has been increasing, although it has not reached the numerical targets, and both prefectures and municipalities have been promoting it. However, the status of promotion by prefecture and municipality shows that while some local governments have more than 40% female members in their disaster prevention councils, many municipalities still have none, indicating the difference in the status of efforts. Another factor is the existence of a stereotypical bias of gender roles, in which men play the main role in the field of disaster prevention.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|---------------------------|---------------------------------|---------------------------|--|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 82 | Proportion of female firefighters (Republished) | 5% (Beginning of FY2026) | 2.4% (FY2015) | 2.9% (FY2019) | Survey on the present situation of firefighting and disaster prevention/countermeasures, Fire and Disaster Management Agency | C | <p>Efforts to date</p> <p>The GOJ is mainly implementing the following efforts to increase female employment, appointment and the proportion of female firefighters:</p> <ul style="list-style-type: none"> • Briefing session (one-day internship) for women, • Renewal of the operation of a portal site that provides comprehensive information on the active roles of female firefighters • Support for projects related to the promotion of women's participation and advancement • Lectures by advisors on the promotion of women's participation and advancement • Development of women-only facilities (bathrooms, napping rooms, etc.) with special allocation tax • The "Course on promotion of women's participation and advancement" at the Fire and Disaster Management College • Creation of guidebook to raise awareness for women's participation and advancement <p>As a result of these efforts, the number of fire departments with no female firefighters decreased by 110 to 178 between FY2015 and FY2019, and the number of female firefighters nationwide increased by 886.</p> <p>Reasons for not achieving numerical targets, etc.</p> <p>In organizations where men are overwhelmingly in the majority, a male-centered organizational culture is likely to be formed, creating a situation in which it is difficult for female firefighters to play an active role. The numerical targets have not been achieved yet, and it is necessary to continue to promote these efforts.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|--|---------------------------------|---------------------------|--|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 83 | Proportion of female fire corps volunteers | Target of 10%, aiming for 5% in the interim (FY2026) | 2.5% (FY2014) | 3.2% (FY2019) | Survey on the present situation of firefighting and disaster prevention/countermeasures, Fire and Disaster Management Agency | C | <p>Efforts to date</p> <p>The GOJ is mainly implementing the following initiatives to promote female membership:</p> <ul style="list-style-type: none"> •The Minister of Internal Affairs and Communications sent a letter to all prefectural governors and mayors of municipalities, requesting that they take proactive measures to promote female membership •The Commissioner of the Fire and Disaster Management Agency issued a notice to prefectural governors and other officials encouraging them to accelerate women's employment in the fire department, and promote efforts by local governments by setting nationwide targets for the proportion of women in the fire department •Presented a certificate of appreciation from the Minister of Internal Affairs and Communications to the fire departments where the number of female firefighters has increased considerably •Prepared and distributed case studies that compiled support for projects implemented by local governments in cooperation with companies and universities to promote the participation of women and young people •Established a portal site to promote female membership •Prepared and distributed recruitment leaflets for female firefighters •Held the "national women's firefighting maneuvers competition" •Held the "national female firefighters revitalization meeting" <p>Reasons for not achieving numerical targets, etc.</p> <p>Female fighters are often responsible for raising awareness of fire prevention, disseminating home fire prevention measures, and providing first aid. The necessity of such activities may not be sufficiently disseminated.</p> <p>As a result of the above efforts, the number of female members and the number of firefighting departments with female members increased by about 4,000 and 180 respectively, between FY2015 and FY2019. The numerical targets, however, have not been achieved at this point, and it is necessary to continue to promote these efforts.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|---|--|---------------------------------|---------------------------------|---------------------------|---|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 9. Consolidation of the Social Systems based on the Perspective of Gender Equality | | | | | | | |
| 84 | Number of wait-listed children for childcare services | Aiming for zero (End of FY2017) | 23,167 (April 2015) | 12,439 (April 2020) | Summary of the situation related to nursery schools, etc., Ministry of Health, Labour and Welfare | C | <p>Efforts to date</p> <p>Under the accelerated plan to reduce the number of -wait-listed children for childcare services to zero, the number of childcare facilities was expanded to accommodate approximately 535,000 more children* over the five years from FY2013 to the end of FY2017 (achieving the government numerical target of 500,000 more children).</p> <p>*The number of childcare facilities expanded by municipalities can accommodate approximately 476,000 children. The number of childcare facilities expanded by company-led childcare services can accommodate approximately 60,000 children.</p> <p>Reasons for not achieving numerical targets, etc.</p> <p>Under the accelerated plan to reduce the number of wait-listed children for childcare services to zero, the number of childcare facilities was expanded to accommodate approximately 535,000 more children over the five years from FY2012 to the end of FY2017. However, the employment rate for women between 25 and 44 years of age, the utilization rate of childcare for children 1 year and 2 years of age, and the number of applicants for childcare has increased at a higher rate than when the plan was formulated.</p> <p>•Employment rate for women: 2.1 times higher compared with before the accelerated plan to reduce the number of wait-listed children for childcare services to zero.</p> <p>+0.6 points/year (2009–2012) → +1.25 points/year (2012–2016)</p> <p>•The number of applicants: 1.9 times increased compared with before the</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|---------------------------------|---------------------------------|---------------------------|---|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| | | | | | | | accelerated plan to reduce the number of wait-listed children for childcare services to zero. +48,000 people/year (2010–2013) → +90,000 people/year (2013–2016) • Childcare utilization rate for children 1 year and 2 years of age: 1.9 times increase compared with before the accelerated plan to reduce the number of wait-listed children for childcare services to zero. +1.5 points/year (2010–2013) → +2.9 points/year (2013–2016) |
| 85 | Number of children unable to use after-school children's clubs | Aiming for zero (End of FY2019) | 9,945 (May 2014) | 18,261 (May 2019) | Implementation status of the Services for Sound Upbringing of After-school Children(After-school Children's Club), Ministry of Health, Labour and Welfare | D | <p>Efforts to date</p> <p>Based on the “After-school Children Plan” formulated in July 2014, the numerical targets of securing places to accommodate approximately 1.22 million children by providing additional places for approximately 300,000 children at after-school children’s clubs was achieved, with approximately 1.3 million children registered as of May 1, 2019.</p> <p>Reasons for not achieving numerical targets, etc.</p> <p>Since April 2015, the number of applications for use of these clubs has increased due to the clarification in the law that the target children must be up to the 6th grade, and the percentage of use of after-school children's clubs has also increased in response to the expansion of childcare services and the increase in the employment rate for women of child-rearing age. As of May 1, 2019, the number of registered children in after-school children's clubs reached approximately 1.3 million and the number of after-school children's clubs reached 25,881, both of which were the highest numbers recorded , but the number of wait-listed children for childcare services has been increasing due to the reasons mentioned above.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|---------------------------|---------------------------------|---------------------------|--|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 86 | Number of community support centers for child raising | 8,000 (FY2019) | 6,538 (FY2016) | 7,578 (FY2019) | Survey by the Ministry of Health, Labour and Welfare | C | <p>Efforts to date Through the "community child-raising support center project," the GOJ provides places to promote the interaction of parents and children, consultations and assistance regarding child-raising, information related to child-raising in communities, and also conducts seminars on child-raising itself and child-raising support.</p> <p>Reasons for not achieving numerical targets, etc. Some municipalities failed to achieve the numerical targets because they were unable to secure personnel and locations as planned.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|---|---------------------------|---------------------------------|---------------------------|---|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 87 | Proportion of public rental housing (100 units or more) offering care facilities for seniors, people with disabilities, or children | 25% (FY2020) | 19% (FY2013) | 29.1% (FY2019) | Survey by the Ministry of Land, Infrastructure, Transport and Tourism | A | — |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|---|--|--|---|---|---|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 10. Awareness-Raising on Gender Equality through Education and Media | | | | | | | |
| 88 | Percentage of male and female who graduate from university | Shrinking the percentage gap of graduates between male and female by 5 points (2020) | Male: 54.9% Female: 45.1% 9.8 point difference (2013) | Male: 53.8% Female: 46.2% 7.6 point difference (2018) | OECD Education at a Glance | C | <p>Efforts to date To help high school students acquire the skills and attitudes to make independent choices about their future, the GOJ has developed educational materials related to career development and conducted research to develop teacher training programs. The GOJ held symposiums and gave on-site lectures and career counseling sessions to female students at universities and technical colleges.</p> <p>Reasons for not achieving numerical targets Although the gap between male and female graduates at the undergraduate level has been narrowing year by year, the proportion of female graduates is unevenly distributed in the fields of science and engineering, and it is necessary to continue efforts to narrow the gap.</p> |
| 89 | Number of board of education in prefectures and municipalities with no female committee members. | Zero (2020) | 121 | 64 (2019) | Educational administration survey, Ministry of Education, Culture, Sports, Science and Technology | C | <p>Efforts to date Through the prefectural boards of education, the GOJ worked on disseminating the purpose of the plan and the promotion of women's empowerment to intraregional municipal boards of education.</p> <p>Reasons for not achieving numerical targets Although the number of prefectural and municipal boards of education with no female committee members has been reduced by half, there is a possibility that the purpose of the plan has not yet sufficiently reached all boards of education nationwide.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|--|---------------------------------|---------------------------|---|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 90 | Proportion of female principals and -vice-principals in elementary and secondary educational organizations | 20% or greater More than 20% (2020) | 15.0% | 18.6% (2019) | Study of Personnel Administration of Public School Teachers, Ministry of Education, Culture, Sports, Science and Technology | C | <p>Efforts to date</p> <p>The GOJ conducted "gender equality training at schools" for teachers and staff, which includes case reports and discussions on promoting the empowerment of female teachers.</p> <p>The GOJ conducted the survey on the status of personnel administration, including the proportion of women in management positions and the status of teachers and staff members taking childcare leave, and publicized the result of the survey by each prefecture and ordinance-designated city.</p> <p>In addition to informing the public about efforts to increase the number of women in managerial positions and to create an environment in which it is easy to give birth, raise children, and care family members while working, the GOJ also informed the public about good practices from prefectures and cities with a high proportion of women in management positions at a workshop held for managers in charge of human resources affairs in each prefecture.</p> <p>Reasons for not achieving numerical targets</p> <p>Although the proportion of female teachers in the positions of principal or vice principal in elementary and secondary educational organizations is on the rise, the reasons for the low percentage of female teachers who aspire to managerial positions include:</p> <ul style="list-style-type: none"> • difficulty in balancing work and family life • feeling that they are not competent enough for managerial positions the heavy burden of housework and childcare on women • a tendency among managers not to offer management opportunities to those responsible for childcare and nursing care • long working hours for principals and vice principals, who are the models for entry into managerial positions |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|---|---|---------------------------------|---------------------------|---|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 91 | Proportion of Female University Teachers Associate professors | Aiming for 25% (initially), up to 30% 25%(early stage) then aiming to 30% (2020) | 22.6% (2014) | 25.1% (2019) | Basic Research on Schools, Ministry of Education, Culture, Sports, Science and Technology | B | <p>Efforts to date Support for universities to take initiatives to promote a work style balancing research with life events such as childbirth and childcare, and the development of leaders by improving the research capabilities of female researchers in an integrated manner.</p> <p>Reasons for not achieving numerical targets The number of female teachers in Japan is on the rise, but the proportion remains low compared to other major countries. It is difficult for teachers to balance childbirth, childcare, and nursing care with their research and educational activities. It has been pointed out that there is a lack of consideration for childcare and nursing care in the evaluation of a teacher's performance. As a result, there has been little progress in promoting female teachers to higher positions, and it is necessary to continue to enhance support-related efforts.</p> |
| 92 | Proportion of Female University Teachers Professors etc. (university presidents, vice university presidents and professors) | Aiming for 17% (initially), up to 20% 17% (early stage), then aiming to 20% (2020) | 14.4% (2014) | 17.2% (2019) | Basic Research on Schools, Ministry of Education, Culture, Sports, Science and Technology | B | <p>Efforts to date Support for universities to take initiatives to promote a work style balancing research with life events such as childbirth and childcare, and the development of leaders by improving the research capabilities of female researchers in an integrated manner.</p> <p>Reasons for not achieving numerical targets The number of female teachers in Japan is on the rise, but the proportion remains low compared to other major countries. It is difficult for teachers to balance childbirth, childcare, and nursing care with their research and educational activities. It has been pointed out that there is a lack of consideration for childcare and nursing care in the evaluation of a teacher's performance. As a result, there has been little progress in promoting female teachers to higher positions, and it is necessary to continue to enhance support-related efforts.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|--|-----------------------------|-------------------------------------|-------------------------------------|--|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 93 | Recognition of the term “gender-equal society” | 100% in both genders (2020) | Male: 66.3% Female: 61.3% (2012) | Male: 67.4% Female: 61.5% (2019) | Poll on gender equality in society, Cabinet Office | C | <p>Efforts to date The GOJ has been working to make the term "gender-equal society" more visible and familiar through public relations for measures related to "gender-equal society".</p> <p>Reasons for not achieving numerical targets The overall level of recognition of the term was over 60%, which is considered to be a sufficiently high level. (Reference: about 80% for those aged 18–29, about 70% for those aged 30–49)</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|--|--|---------------------------|---------------------------------|---------------------------|--|---|--|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 11. International Collaboration and Contribution on Gender Equality | | | | | | | |
| 94 | Recognition of the term "Convention on the Elimination of All Forms of Discrimination against Women" | 50% or greater (2020) | 34.8% (2012) | 34.7% (2019) | Poll on gender equality in society, Cabinet Office | D | <p>Efforts to date</p> <p>The GOJ has been working to make the term more visible and familiar by posting the reports of the government, the concluding observations by the Committee on the Elimination of Discrimination against Women, and the GOJ comments on the concluding observations on the website of the Gender Equality Bureau of the Cabinet Office. The GOJ has been trying to make people aware of issues by raising them as an agenda item at the meetings of the Council for Gender Equality and meetings of the expert committee on priority policies.</p> <p>Reasons for not achieving numerical targets, etc.</p> <p>Although the overall "recognition of the term of the Convention on the Elimination of All Forms of Discrimination against Women" was 34.7% in the public opinion survey conducted in 2019, recognition among the younger generation (29 years old and younger) has been approximately 40–50% for the past 10 years and the recognition of those in their 30s has increased from 32.3% 10 years ago to 39.8% in 2019.</p> |
| 95 | Number of Japanese staff in U.N.-related organizations (professionals and above) | 1,000 or more (2025) | 766 (2015) | 912 (2020) | Survey by the Ministry of Foreign Affairs | C | <p>Efforts to date</p> <p>For Japanese nationals who wish to work for international organizations such as the United Nations, the GOJ provides various kinds of support such as the JPO dispatch system (a system that dispatches young human resources to international organizations), the provision of information on vacant positions, and employment seminars.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|--------------------------------------|---|--|---|--|---|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 96 | Proportion of female diplomats in overseas establishments (ministers, counselors and above) | 10% (2020) | 5.4% (2015) | 7.4% Total of all genders: 543 Male: 503 Female: 40 (July 2020) | Survey by the Ministry of Foreign Affairs | C | <p>Efforts to date The GOJ has worked on promoting a work-life balance at overseas establishments, including providing subsidies for the use of babysitters, housing allowances for unaccompanied employees with a child (equivalent to those posted with spouse), and introducing a flextime system.</p> <p>Reasons for not achieving numerical targets, etc. The small number of female diplomats among staff members who have reached the rank of minister, counselor, or above at overseas establishments is considered to be a factor for not achieving the numerical targets. On the other hand, the proportion of women in key positions at overseas establishment has been increasing year by year, and the GOJ will continue to appoint excellent human resources based on the idea of placing the right person in the right position.</p> |
| 12.Implementation of the Plan | | | | | | | |
| 97 | 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: 98.3% Towns and villages: 69.5% (2020) | Status of promotion of the creation of a gender-equal society or measures related to women in local governments, Cabinet Office | C C | <p>Efforts to date Efforts have been made to promote the formulation of municipal plans for gender equality by providing information and dispatching advisors to local governments for the formulation of such plans.</p> <p>Reasons for not achieving numerical targets, etc. The number of municipalities that have formulated the plan has been increasing. As 80 municipalities are considering formulating a plan, it is necessary to continue promoting the efforts.</p> |

| No. | Numerical Targets of the Fourth Basic Plan for Gender Equality | Target Figures (Deadline) | Figures at the time of planning | Updated Figures (current) | Sources | Achievement level evaluation | |
|-----|---|--|---------------------------------|---|---|---|---|
| | | | | | | Evaluation A: Achieved numerical targets B: Achieved early targets C: Progress since the formulation of plan D: No progress since the formulation of plan | Factors in the case of not achieving numerical targets (B to D) |
| 98 | 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 (Republished) | Prefecture: 100% Cities and wards: 100% Towns and villages: 70% (2020) | - | Prefecture: 100% Cities and wards: 82.5% Towns and villages: 37.7% (FY2019) | Cabinet Office Gender Equality Bureau Survey | A C C | <p>Efforts to date For local governments, the GOJ has published documents that summarize expected questions and answers regarding the formulation of promotion plans on the website and disseminated to local governments.</p> <p>Reasons for not achieving numerical targets, etc. One of the reasons why municipalities have not made progress in formulating a plan is that the promotion plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace is allowed to be formulated together with the gender equality plan. Many local governments (80% in government-designated cities) have formulated the two plans together. In the future, it is expected that some local governments will consider formulating a promotion plan when they revise the gender plan.</p> |

**The Fifth Basic Plan for Gender Equality Numerical Targets Extract
(58 targets on the improvement of the situation for women's appointment
and recruitment)**

| Item | Current status | Numerical Targets (Deadline) |
|---|---------------------------|--------------------------------------|
| Field 1. Expansion of Women's Participation in Policy Decision-making Processes | | |
| Proportion of female national public officials hired through recruitment examinations | 36.8% (April 1, 2020) | 35% or higher (Every fiscal year) |
| Proportion of female national public officials hired through the examination for comprehensive service | 35.4% (April 1, 2020) | 35% or higher (Every fiscal year) |
| Proportion of female national public officials hired through the recruitment examination (Technical category) | — | 30% (FY2025) |
| Proportion of women at each rank in national government positions | | |
| Section chief at HQ or equivalent | 26.5% (July 2020) | 30% (End of FY2025) |
| Newly promoted section chief level officials (HQ) | 22.8% (July 2019) | 35% (End of FY2025) |
| Director at regional institution, assistant director at HQ or equivalent | 12.3% (July 2020) | 17% (End of FY2025) |
| Director at HQ or equivalent | 5.9% (July 2020) | 10% (End of FY2025) |
| Designated service or equivalent | 4.4% (July 2020) | 8% (End of FY2025) |
| Proportion of female public prosecutors | 25.4% (March 31, 2020) | 30% (End of FY2025) |
| Proportion of female members in national advisory councils and committees | | |
| Members of advisory councils and committees | 40.7% (2020) | Between 40% and 60% (2025) |
| Expert members of advisory councils and committees | 30.3% (2020) | Between 40% and 60% (2025) |
| Proportion of female prefectural public officials hired through recruitment examinations for local public officials (overall) | 36.6% (FY2019) | 40% (FY2025) |
| Proportion of female prefectural public officials hired through recruitment examinations for local public officials (for university graduate or equivalent) | 33.6% (FY2019) | 40% (FY2025) |
| Proportion of female prefectural public officials at each level | | |
| Position equivalent to section chief of the prefectural government main office | 22.6% (2020) | 30% (End of FY2025) |

| Item | Current status | Numerical Targets (Deadline) |
|---|---|---|
| Position equivalent to assistant director of the prefectural government main office | 20.4% (2020) | 25% (End of FY2025) |
| Position equivalent to director of the prefectural government main office | 12.2% (2020) | 16% (End of FY2025) |
| Position equivalent to department/bureau chief/deputy chief of the prefectural government main office | 7.0% (2020) | 10% (End of FY2025) |
| Proportion of female municipal public officials at each level | | |
| Position equivalent to section chief of the municipal government main office | City, town and village: 35.0% [Ordinance-Designated City: 26.5%] (2020) | 40% (End of FY2025) |
| Position equivalent to assistant director of the municipal government main office | City, town and village: 29.2% [Ordinance-Designated City: 22.6%] (2020) | 33% (End of FY2025) |
| Position equivalent to director of the municipal government main office | City, town and village: 17.8% [Ordinance-Designated City: 16.9%] (2020) | 22% (End of FY2025) |
| Position equivalent to department/bureau chief/deputy chief of the municipal government main office | City, town and village: 10.1% [Ordinance-Designated City: 10.8%] (2020) | 14% (End of FY2025) |
| Proportion of female local police officers | 10.2% (April 2020) | Approximately 12% (Beginning of FY2026) |
| Proportion of female firefighters (Note 1) | 2.9% (FY2019) | 5% (Beginning of FY2026) |
| Proportion of female members of local government councils and committees | | |
| Members of prefectural government advisory councils and committees | 33.3% (2020) | Between 40% and 60% (2025) |
| Members of municipal government advisory councils and committees | 27.1% (2020) | Between 40% and 60% (2025) |
| Proportion of female executive officers and employees at each level in incorporated administrative agencies, etc. | | |
| Department chief, director or equivalent | 15.4% (2020) | 18% (End of FY2025) |
| Executives | 14.4% (2020) | 20% (End of FY2025) |

| Item | Current status | Numerical Targets (Deadline) |
|--|-----------------------|---|
| Proportion of female employees at each level in private companies | | |
| Section Chief level | 18.9% (2019) | 30% (2025) |
| Director level | 11.4% (2019) | 18% (2025) |
| Department manager level | 6.9% (2019) | 12% (2025) |
| Proportion of women executives of listed companies (Note 2) | — | 12% (2022) (Note 3) |
| Proportion of women entrepreneurs (Note 4) | 27.7% (2017) | 30% or higher (2025) |
| (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 | 17.8% (2017) | 35% (2025) |
| Proportion of female candidates for the House of Councilors | 28.1% (2019) | 35% (2025) |
| (Note: The following is the target represents the figure 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 figure for the current state represents the total for prefectural, ordinance-designated city, and municipal assembly elections in the 2019 nationwide local elections.) | | |
| Proportion of female candidates for the nationwide local elections | 16.0% (2019) | 35% (2025) |
| Field 3. Promotion of Gender Equality in Regional Areas | | |
| Proportion of female members in agricultural committees | | |
| Number of agricultural committees without any female members | 273/1,703 (FY2019) | 0 (FY2025) |
| Proportion of female members in agricultural committees | 12.1% (FY2019) | 20% (at an early stage), then aim for 30% (FY2025) |
| Proportion of female officers in agricultural co-operatives | | |
| Number of agricultural co-operatives without any female executive officers | 107/639 (FY2018) | 0 (FY2025) |
| Proportion of female executive officers | 8.0% (FY2018) | 10% (at an early stage), then aim for 15% (FY2025) |
| Proportion of female directors in the Land Improvement Districts (including League of Improvement Districts) | | |

| Item | Current status | Numerical Targets (Deadline) |
|--|---|---|
| Number of organizations without any female directors | 3,737/3,900 (FY2016) | 0 (FY2025) |
| Proportion of female directors | 0.6% (FY2016) | 10% (FY2025) |
| Proportion of certified female farmers | 4.8% (March 2019) | 5.5% (FY2025) |
| Proportion of female heads of community associations | 6.1% (FY2020) | 10% (FY2025) |
| 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: 8.0% Engineering: 4.9% (2016) | Science: 12.0% Engineering: 9.0% (2025) |
| Proportion of women hired as researchers at universities | Science: 17.2% Engineering: 11.0% Agriculture: 18.9% Medicine, Dentistry and Pharmacology: 25.3% Humanities: 37.7% Social Sciences: 25.8% (2018) | Science: 20% Engineering: 15% Agriculture: 30% Medicine, Dentistry and Pharmacology: 30% Humanities: 45% Social Sciences: 30% (2025) |
| Field 7. Support for Lifelong Health | | |
| Proportion of female practicing physicians between 25 and 44 years of age | 31.8% (2018) | 33.6% (As early as possible in 2020s) |
| Proportion of female directors in sport organizations | 15.7% (As of March 2019) | 40% (As early as possible in 2020s) |
| Field 8. Disaster Prevention and Reconstruction, and Environmental Issues from Gender Perspectives | | |
| Proportion of female members of prefectural disaster prevention councils | 16.1% (2020) | 30% (2025) |
| Proportion of female members of municipal disaster prevention councils | | |
| Number of organizations with no female members | 348/1,741 (2020) | 0 (2025) |
| Proportion of female members | 8.8% (2020) | Aiming for 15% (initially), up to 30% (2025) |
| Proportion of female fire corps volunteers (Note 5) | 3.2% (FY2019) | Target of 10%, aiming for 5% in the meantime (FY2026) |
| Field 10. Raising Awareness and Facilitating Understanding through Education and Media for both Women and Men | | |
| Proportion of female principals and vice principals in elementary and secondary educational organizations | | |
| Vice principals | 20.5% (2019) | 25% (2025) |
| Principals | 15.4% (2019) | 20% (2025) |

| Item | Current status | Numerical Targets (Deadline) |
|--|--------------------|---|
| Proportion of female university faculty members | | |
| Associate professors | 25.1% (2019) | Aiming for 27.5% (initially) and 30% (2025) |
| Professors, etc. (university president, vice president, professor) | 17.2% (2019) | Aiming for 20% (initially) and 23% (2025) |
| Number of prefecture or municipal boards of education with no female members | 64/1,856 (2019) | 0 (2025) |

Field 11. International Collaboration and Contribution on Gender Equality

| | | |
|---|---------------------|---------------|
| Proportion of women in each position level at overseas establishments | | |
| Minister, Counselor and above | 7.4% (July 2020) | 10% (2025) |
| Ambassador Extraordinary and Plenipotentiary, Consul-General | 5.3% (July 2020) | 8% (2025) |

(Note 1) A firefighter is an employee of fire defense headquarters or a fire station who has a rank and uniform and is engaged in fire fighting affairs.

(Note 2) Executives include directors, auditors, executive officers, executive managing officers and officers equivalent to them.

(Note 3) Target after the reorganization of trading sections is to be set at the time of interim follow-up for the Fifth Basic Plan.

(Note 4) 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 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.

1. Status of Police Response to Cases of Spousal Violence (2014-2020)

| | | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
|---|---|--------|--------|--------|--------|--------|--------|--------|
| No. of consultations, etc., on cases of spousal violence | | 59,072 | 63,141 | 69,908 | 72,455 | 77,482 | 82,207 | 82,643 |
| No. of guidance and warning to perpetrators | | 25,598 | 31,752 | 39,851 | 44,361 | 51,172 | 55,519 | 57,147 |
| Response based on Act on the Prevention of Spousal Violence and the Protection of Victims | No. of assistance by the chief of the prefectural police headquarters, etc. | 20,741 | 21,642 | 21,271 | 21,904 | 21,846 | 25,539 | 23,112 |
| | No. of arrests for violation of protective orders | 120 | 106 | 104 | 80 | 71 | 71 | 76 |
| | No. of notice of protective order from the courts | 2,576 | 2,415 | 2,143 | 1,859 | 1,726 | 1,663 | 1,460 |
| No. of arrests for criminal offenses and other special law offenses | | 6,875 | 7,914 | 8,291 | 8,342 | 9,017 | 9,090 | 8,702 |

Source : National Police Agency

2. Status of Police Response to Stalking Cases (2014-2020)

| | | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | |
|---|---|---|--------|--------|--------|--------|--------|--------|-----|
| No. of recognized stalking cases | | 22,823 | 21,968 | 22,737 | 23,079 | 21,556 | 20,912 | 20,189 | |
| No. of guidance and warning to perpetrators | | 9,426 | 9,858 | 11,598 | 12,264 | 11,210 | 11,643 | 11,347 | |
| Application of the Anti-Stalking Act | No. of warning | 3,171 | 3,375 | 3,562 | 3,265 | 2,451 | 2,052 | 2,146 | |
| | No. of prohibition order, etc. | 149 | 145 | 173 | 662 | 1,157 | 1,375 | 1,543 | |
| | No. of assistance by the chief of the prefectural police headquarters, etc. | 7,649 | 8,139 | 8,252 | 9,007 | 7,647 | 8,069 | 8,151 | |
| | Arrests | No. of stalking crime | 598 | 647 | 735 | 884 | 762 | 748 | 868 |
| | | No. of violation of prohibition order, etc. | 15 | 30 | 34 | 42 | 108 | 116 | 117 |
| No. of arrests for criminal offenses and other special law offenses | | 1,917 | 1,872 | 1,919 | 1,699 | 1,594 | 1,491 | 1,518 | |

Source : National Police Agency

[

| | 2020 | Homicide | | Forcible sexual intercourse | | Assault | | Injury | | Forcible indecency | | |
|----------------|--------|----------|--------|-----------------------------|--------|---------|--------|--------|--------|--------------------|--------|-------|
| | | Female | Female | Female | Female | Female | Female | Female | Female | Female | Female | |
| National total | 53,015 | 25,426 | 929 | 416 | 1,332 | 1,260 | 27,637 | 12,472 | 18,963 | 7,283 | 4,154 | 3,995 |
| Hokkaido | 2,489 | 1,360 | 36 | 20 | 44 | 44 | 1,556 | 854 | 699 | 306 | 154 | 136 |
| Aomori | 328 | 163 | 4 | 3 | 12 | 12 | 184 | 86 | 104 | 38 | 24 | 24 |
| Iwate | 212 | 102 | 5 | 3 | 12 | 12 | 96 | 40 | 81 | 29 | 18 | 18 |
| Miyagi | 877 | 457 | 19 | 10 | 18 | 16 | 487 | 258 | 284 | 104 | 69 | 69 |
| Akita | 157 | 57 | 2 | 2 | 2 | 2 | 70 | 22 | 70 | 18 | 13 | 13 |
| Yamagata | 510 | 289 | 4 | 3 | 13 | 13 | 354 | 203 | 119 | 51 | 20 | 19 |
| Fukushima | 530 | 284 | 8 | 4 | 5 | 5 | 303 | 172 | 182 | 71 | 32 | 32 |
| Tokyo | 6,663 | 2,801 | 105 | 45 | 231 | 211 | 3,571 | 1,195 | 2,209 | 821 | 547 | 529 |
| Ibaraki | 1,084 | 564 | 22 | 10 | 33 | 32 | 535 | 298 | 401 | 132 | 93 | 92 |
| Tochigi | 479 | 242 | 11 | 5 | 16 | 16 | 193 | 92 | 229 | 99 | 30 | 30 |
| Gunma | 1,072 | 620 | 12 | 4 | 20 | 17 | 650 | 419 | 352 | 144 | 38 | 36 |
| Saitama | 3,491 | 1,704 | 76 | 36 | 75 | 74 | 1,805 | 842 | 1,260 | 487 | 275 | 265 |
| Chiba | 2,175 | 944 | 53 | 21 | 71 | 67 | 819 | 290 | 1,025 | 377 | 207 | 189 |
| Kanagawa | 2,808 | 1,119 | 58 | 25 | 80 | 76 | 1,272 | 360 | 1,076 | 346 | 322 | 312 |
| Niigata | 804 | 449 | 14 | 7 | 21 | 20 | 558 | 311 | 171 | 72 | 40 | 39 |
| Yamanashi | 199 | 89 | 7 | 7 | 6 | 6 | 71 | 25 | 100 | 38 | 15 | 13 |
| Nagano | 462 | 225 | 9 | 3 | 8 | 7 | 206 | 100 | 193 | 70 | 46 | 45 |
| Shizuoka | 1,826 | 942 | 26 | 12 | 39 | 37 | 1,095 | 563 | 568 | 234 | 98 | 96 |
| Toyama | 589 | 299 | 8 | 3 | 2 | 2 | 407 | 205 | 152 | 70 | 20 | 19 |
| Ishikawa | 339 | 196 | 7 | 5 | 10 | 9 | 179 | 99 | 113 | 53 | 30 | 30 |
| Fukui | 411 | 241 | 1 | 1 | 8 | 7 | 264 | 155 | 116 | 60 | 22 | 18 |
| Gifu | 983 | 540 | 11 | 5 | 5 | 5 | 707 | 404 | 214 | 81 | 46 | 45 |
| Aichi | 3,274 | 1,587 | 76 | 27 | 78 | 78 | 1,633 | 702 | 1,234 | 532 | 253 | 248 |
| Mie | 440 | 233 | 12 | 5 | 15 | 15 | 197 | 112 | 189 | 75 | 27 | 26 |
| Shiga | 369 | 163 | 3 | 3 | 15 | 14 | 164 | 51 | 143 | 53 | 44 | 42 |
| Kyoto | 917 | 413 | 13 | 5 | 29 | 29 | 416 | 132 | 338 | 128 | 121 | 119 |
| Osaka | 4,562 | 1,980 | 104 | 38 | 152 | 138 | 1,560 | 539 | 2,225 | 762 | 521 | 503 |
| Hyogo | 3,705 | 1,737 | 47 | 22 | 63 | 62 | 2,059 | 855 | 1,252 | 525 | 284 | 273 |
| Nara | 482 | 248 | 13 | 7 | 20 | 20 | 216 | 89 | 176 | 75 | 57 | 57 |
| Wakayama | 457 | 239 | 11 | 5 | 3 | 3 | 299 | 163 | 121 | 46 | 23 | 22 |
| Tottori | 203 | 79 | 4 | 2 | 5 | 5 | 100 | 34 | 80 | 24 | 14 | 14 |
| Shimane | 126 | 63 | 1 | 1 | 2 | 2 | 52 | 20 | 55 | 24 | 16 | 16 |
| Okayama | 753 | 363 | 20 | 8 | 16 | 15 | 390 | 188 | 283 | 110 | 44 | 42 |
| Hiroshima | 1,107 | 507 | 17 | 10 | 28 | 23 | 534 | 224 | 441 | 171 | 87 | 79 |
| Yamaguchi | 337 | 162 | 4 | 2 | 10 | 10 | 165 | 63 | 129 | 60 | 29 | 27 |
| Tokushima | 132 | 63 | 2 | 0 | 8 | 7 | 41 | 15 | 71 | 31 | 10 | 10 |
| Kagawa | 375 | 196 | 4 | 1 | 15 | 14 | 112 | 48 | 208 | 97 | 36 | 36 |
| Ehime | 473 | 218 | 8 | 3 | 8 | 8 | 251 | 119 | 177 | 61 | 29 | 27 |
| Kochi | 202 | 82 | 5 | 2 | 3 | 2 | 91 | 35 | 80 | 22 | 23 | 21 |
| Fukuoka | 3,500 | 1,945 | 35 | 15 | 55 | 53 | 2,499 | 1,426 | 738 | 283 | 173 | 168 |
| Saga | 284 | 137 | 5 | 2 | 5 | 5 | 144 | 73 | 113 | 40 | 17 | 17 |
| Nagasaki | 350 | 151 | 7 | 5 | 7 | 7 | 186 | 60 | 121 | 53 | 29 | 26 |
| Kumamoto | 605 | 313 | 11 | 4 | 18 | 16 | 317 | 162 | 215 | 87 | 44 | 44 |
| Oita | 301 | 126 | 5 | 2 | 10 | 9 | 125 | 53 | 144 | 49 | 17 | 13 |
| Miyazaki | 380 | 197 | 9 | 4 | 8 | 7 | 186 | 96 | 149 | 62 | 28 | 28 |
| Kagoshima | 436 | 190 | 5 | 2 | 11 | 11 | 241 | 98 | 149 | 49 | 30 | 30 |
| Okinawa | 757 | 347 | 10 | 7 | 17 | 17 | 277 | 122 | 414 | 163 | 39 | 38 |

Source:National Police Agency

**5. Number of Arrests on Female Victims, by Relationship between Suspect and Victim
(spouse and non-spouse)**

| | | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
|-----------------------------|------------|--------|--------|--------|--------|--------|--------|--------|
| Total | Total | 21,942 | 22,661 | 22,813 | 23,323 | 24,263 | 24,158 | 22,737 |
| | Spouse | 5,383 | 6,057 | 6,284 | 6,429 | 6,966 | 6,999 | 5,221 |
| | non-spouse | 16,559 | 16,604 | 16,529 | 16,894 | 17,297 | 17,159 | 17,516 |
| Homicide | Total | 365 | 344 | 329 | 341 | 316 | 353 | 349 |
| | Spouse | 90 | 82 | 87 | 87 | 84 | 85 | 75 |
| | non-spouse | 275 | 262 | 242 | 254 | 232 | 268 | 274 |
| Forcible sexual intercourse | Total | 1,029 | 1,059 | 926 | 966 | 1,117 | 1,229 | 1,211 |
| | Spouse | 3 | 3 | 3 | 4 | 5 | 13 | 7 |
| | non-spouse | 1,026 | 1,056 | 923 | 962 | 1,112 | 1,216 | 1,204 |
| Assault | Total | 9,150 | 10,032 | 10,330 | 10,662 | 11,470 | 11,603 | 10,994 |
| | Spouse | 2,750 | 3,467 | 3,705 | 3,855 | 4,386 | 4,481 | 3,459 |
| | non-spouse | 6,400 | 6,565 | 6,625 | 6,807 | 7,084 | 7,122 | 7,535 |
| Criminal injury | Total | 7,431 | 7,360 | 7,334 | 7,324 | 7,298 | 7,161 | 6,615 |
| | Spouse | 2,538 | 2,504 | 2,486 | 2,482 | 2,490 | 2,420 | 1,679 |
| | non-spouse | 4,893 | 4,856 | 4,848 | 4,842 | 4,808 | 4,741 | 4,936 |
| Forcible indecency | Total | 3,967 | 3,866 | 3,894 | 4,030 | 4,062 | 3,812 | 3,568 |
| | Spouse | 2 | 1 | 3 | 1 | 1 | 0 | 1 |
| | non-spouse | 3,965 | 3,865 | 3,891 | 4,029 | 4,061 | 3,812 | 3,567 |

Source: National Police Agency

Note: Excluding resolved cases

Notes

Forcible sexual intercourse means: rape in Article 177 of the Penal Code prior to the amendment; quasi-rape in Article 178, paragraph (2) of the same Code; gang rape and gang quasi-rape in Article 178-2 of the same Code; rape resulting in death or injury in Article 181, paragraph (2) of the same Code; and gang rape resulting in death or injury in Article 181, paragraph (3) of the same Code; and Article 177 of the Penal Code as amended by the Penal Code amendment; constructive forcible sexual intercourse in Article 178, paragraph (2) of the same Code; sexual intercourse by a person having custody of a person under 18 in Article 179, paragraph (2) of the same Code; and forcible sexual intercourse causing death or injury in Article 181, paragraph (2) of the same Code.

Forcible indecency means: Forcible indecency causing death or injury; quasi-forcible indecency; and indecency by a person having custody of a person under 18 in Article 179, paragraph (1) of the Penal Code after the amendment.

Homicide: homicide, attempted homicide, and preparation for homicide

Injury: Criminal injury and injury causing death

Status of Handling of Protection Order Cases Related to Spousal Violence, etc.

1 Number of Cases

| | Number of closed cases | |
|-------|------------------------|--|
| | Total number | Upheld (issuance of protection orders) |
| 2010 | 3,114 | 2,434 |
| 2011 | 2,739 | 2,137 |
| 2012 | 3,152 | 2,482 |
| 2013 | 2,984 | 2,312 |
| 2014 | 3,125 | 2,528 |
| 2015 | 2,970 | 2,400 |
| 2016 | 2,632 | 2,082 |
| 2017 | 2,293 | 1,826 |
| 2018 | 2,177 | 1,700 |
| 2019 | 1,998 | 1,591 |
| Total | 27,184 | 21,492 |

2 Average trial period

| | |
|--|-----------|
| Average trial period for upheld protection order cases (January 2010 to December 2019) | 12.7 days |
|--|-----------|

Note: "Upheld" includes partially upheld cases.

Source: Civil Bureau, General Secretariat, Supreme Court

Name, Results of Trial, and Other Information on Persons Who are Prosecuted (32 persons)

(as of December 31, 2020)

| | Charged offense | Trial result |
|----|---|--|
| 1 | Attempted extortion | Imprisonment for two years, five-year suspension, placed under probation |
| 2 | Violation of the Child Welfare Act, violation of the Anti-Prostitution Act | Imprisonment for two years, three-year suspension, fine of 300,000 yen |
| 3 | Violation of the Child Welfare Act, violation of the Anti-Prostitution Act | Imprisonment for two years, three-year suspension, fine of 300,000 yen |
| 4 | Violation of Immigration Control and Refugee Recognition Act | Fine of 500,000 yen |
| 5 | Violation of the Anti-Prostitution Act | Imprisonment for one year, three-year suspension, fine of 200,000 yen |
| 6 | Extortion, attempted extortion, violation of the Employment Security Act | Imprisonment for three years, five-year suspension |
| 7 | Violation of the Child Welfare Act | Imprisonment for one year, three-year suspension |
| 8 | Indecent kidnapping by force, forcible sexual intercourse, unlawful capture and confinement causing injury | Imprisonment for seven years |
| 9 | Violation of the Employment Security Act, violation of the Act on Punishment of Organized Crimes and Control of Crime Proceeds | Imprisonment for two years, four-year suspension |
| 10 | Violation of the Employment Security Act, violation of the Act on Punishment of Organized Crimes and Control of Crime Proceeds | Imprisonment for two years and six months, four-year suspension |
| 11 | False Entries in the Original of Electromagnetic Notarized Deeds, offering such for use thereof, violation of the Immigration Control and Refugee Recognition Act | Imprisonment for two years, three-year suspension |
| 12 | False Entries in the Original of Electromagnetic Notarized Deeds, offering such for use thereof, violation of the Immigration Control and | Imprisonment for two years and six months, four-year suspension |

| | | |
|----|--|--|
| | Refugee Recognition Act | |
| 13 | Aiding fraud, aiding theft, violation of the Act on Regulation and Punishment of Acts Relating to Child Prostitution and Child Pornography, and the Protection of Children, violation of the Child Welfare Act, aiding computer fraud | Imprisonment for two years and six months |
| 14 | Violation of the Employment Security Act, violation of the Chiba Prefectural Ordinance for the Protection and Development of Youths | Imprisonment for one year and six months, three-year suspension |
| 15 | Violation of the Child Welfare Act | Imprisonment for one year and six months, fine of 800,000 yen |
| 16 | Violation of the Employment Security Act | Imprisonment for one year |
| 17 | Indecent kidnapping by enticement, forcible sexual intercourse, constructive forcible sexual intercourse, attempted constructive forcible sexual intercourse, violation of the Act on Regulation and Punishment of Acts Relating to Child Prostitution and Child Pornography, and the Protection of Children | Trial pending |
| 18 | Violation of the Child Welfare Act, violation of the Anti-Prostitution Act, violation of the Act on Regulation and Punishment of Acts Relating to Child Prostitution and Child Pornography, and the Protection of Children | Imprisonment for two years, four-year suspension, fine of 300,000 yen |
| 19 | Violation of the Child Welfare Act, violation of the Anti-Prostitution Act | Imprisonment for one year, three-year suspension, fine of 100,000 yen |
| 20 | Violation of the Child Welfare Act, violation of the Act on Control and Improvement of Amusement Business, etc. | Imprisonment for one year and six months, three-year suspension, fine of 500,000 yen |
| 21 | Violation of the Child Welfare Act, violation of the Anti-Prostitution Act, breaking into a building, theft | Imprisonment for three years, five-year suspension, fine of 500,000 yen |
| 22 | Forcible sexual intercourse causing injury, indecent kidnapping by force, unlawful capture and confinement causing injury | Imprisonment for 10 years |

| | | |
|----|---|--|
| 23 | Violation of the Act on Control and Improvement of Amusement Business, etc., violation of the Child Welfare Act | Imprisonment for two years, four-year suspension, fine of 1,000,000 yen |
| 24 | Violation of the Child Welfare Act, violation of the Anti-Prostitution Act | Imprisonment for two years, four-year suspension, fine of 300,000 yen |
| 25 | Violation of the Anti-Prostitution Act, violation of the Employment Security Act | Imprisonment for 10 months |
| 26 | Violation of the Child Welfare Act, violation of the Anti-Prostitution Act | Imprisonment for one year and six months, three-year suspension, fine of 200,000 yen |
| 27 | Violation of the Child Welfare Act, violation of the Anti-Prostitution Act | Imprisonment for one year and six months, three-year suspension, fine of 200,000 yen |
| 28 | Indecent kidnapping by enticement, indecent kidnapping by force, unlawful confinement | Imprisonment for two years |
| 29 | Indecent kidnapping by force, unlawful confinement causing injury, forcible sexual intercourse causing injury, theft | Imprisonment for eight years |
| 30 | Intimidation, violation of the Employment Security Act, violation of the Child Welfare Act | Imprisonment for two years and four months, fine of 300,000 yen |
| 31 | Violation of the Aichi Prefectural Ordinance for the Protection and Development of Youths, fraud, criminal injury, indecent kidnapping by enticement | Imprisonment for five years |
| 32 | Indecent kidnapping by force, kidnapping for ransom, ransom demand by an abductor, unlawful capture and confinement, forcible indecency, violation of the Act on Regulation and Punishment of Acts Relating to Child Prostitution and Child Pornography, and the Protection of Children | Trial pending |

Source: Ministry of Justice

Changes in the Status of Women's Participation (proportion of women) in Policy and Decision-making Processes (2016-2020)

| I. National and Local Governments | 2016 | 2017 | 2018 | 2019 | 2020 | Notes |
|--|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|--|
| | Difference from the previous year | Difference from the previous year | Difference from the previous year | Difference from the previous year | Difference from the previous year | |
| (1) National Legislation, Judiciary, and Administration | | | | | | |
| (Legislation) | | | | | | |
| Members of the National Diet (House of Representatives) | 9.3 -0.2 | 10.1 0.8 | 10.1 0.0 | 9.9 -0.2 | 9.9 0.0 | Confirmed by Cabinet Office from House of Representatives website As of December of each year FY2020 is as of February 2021 |
| Members of the National Diet (House of Councillors) | 20.7 5.0 | 20.7 0.0 | 20.7 0.0 | 22.9 2.2 | 22.6 -0.3 | Confirmed by the Cabinet Office from the House of Councillors website. As of December of each year FY2020 is as of February 2021 |
| Candidates for the House of Representatives | - - | 17.8 1.2 | - - | - - | - - | Survey of Results of House of Representatives Regular Elections / National Review for Judges of Supreme Court, Ministry of Internal Affairs and Communications As of October 2017 |
| Candidates for the House of Councillors | 24.7 0.5 | - - | - - | 28.1 3.4 | - - | Survey of Results of House of Councillors Regular Elections, Ministry of Internal Affairs and Communications As of July 2016 and July 2019 (preliminary figures for 2019) |
| (Administration) | | | | | | |
| Prime Minister and Ministers of State | 15.0 0.0 | 10.0 -5.0 | 5.0 -5.0 | 15.0 10.0 | 9.5 -5.5 | Survey by the Cabinet Office As of September 1, 2016; November 1, 2017; October 2, 2018; October 31, 2019; and January 19, 2021. |
| Deputy Chief Cabinet Secretary and State Ministers | 3.6 0.0 | 7.1 3.5 | 17.9 10.8 | 7.1 -10.8 | 10.7 3.6 | Survey by the Cabinet Office As of August 5, 2016; January 29, 2018; October 4, 2018; October 31, 2019; and January 19, 2021. |
| Parliamentary Vice-Ministers | 11.1 -3.7 | 7.4 -3.7 | 3.7 -3.7 | 22.2 18.5 | 11.1 -11.1 | Survey by the Cabinet Office As of August 5, 2016; November 2, 2017; October 4, 2018; October 31, 2019; and September 18, 2020. |
| National public officials in or above positions equivalent to HQ Directors | 4.3 - | 4.5 0.2 | 5.0 0.5 | 5.2 0.2 | 5.8 0.6 | Calculated by the Cabinet Office based on Follow-up on the Appointment of Female National Public Officials and the Status of National Public Officials Taking Childcare Leave, etc. (as of July 1) for 2005 by the Cabinet Bureau of Personnel Affairs, and based on The Statistical Table of National Public Officials in the Regular Service Tenure of Office Conditions for 2016 and Thereafter (as of July 1 of each year) by Cabinet Personnel Bureau, Cabinet Office |
| National public officials equivalent to designated service | 3.6 0.6 | 3.8 0.2 | 3.9 0.1 | 4.2 0.3 | 4.4 0.2 | Follow-up on the Appointment of Female National Public Officials and the Status of National Public Officials Taking Childcare Leave, etc. (As of November 1, 2015; as of July 31, 2016 and thereafter), Cabinet Bureau of Personnel Affairs, Cabinet Office |
| National public officials in a position equivalent to HQ director | 4.1 0.6 | 4.4 0.3 | 4.9 0.5 | 5.3 0.4 | 5.9 0.6 | Follow-up on the Appointment of Female National Public Officials and the Status of National Public Officials Taking Childcare Leave, etc., Cabinet Bureau of Personnel Affairs, Cabinet Office As of July 1 |
| National public officials in a position equivalent to director at regional institution, assistant director at HQ | 9.4 0.8 | 10.1 0.7 | 10.8 0.7 | 11.6 0.8 | 12.3 0.7 | Follow-up on the Appointment of Female National Public Officials and the Status of National Public Officials Taking Childcare Leave, etc., Cabinet Bureau of Personnel Affairs, Cabinet Office As of July 1 |
| National public officials in a position equivalent to section chiefs at HQ | 23.9 1.7 | 24.2 0.3 | 25.0 0.8 | 25.6 0.6 | 26.5 0.9 | 2015: survey by the Cabinet Bureau of Personnel Affairs; from 2016: Follow-up on the Appointment of Female National Public Officials and the Status of National Public Officials Taking Childcare Leave, etc., Cabinet Bureau of Personnel Affairs, Cabinet Office As of July 1 |
| National public officials hired through recruitment examinations | 34.5 3.0 | 33.4 -1.1 | 34.0 0.6 | 35.4 1.4 | 36.8 1.4 | Follow-up on the Status of Recruitment of Female National Public Officials, Cabinet Bureau of Personnel Affairs, Cabinet Office As of April 1 of each year |
| National public officials hired through the Examination for Comprehensive Service, etc. | 33.5 -0.8 | 34.5 1.0 | 32.5 -2.0 | 34.5 2.0 | 35.4 0.9 | Follow-up on the Status of Recruitment of Female National Public Officials, Cabinet Bureau of Personnel Affairs, Cabinet Office As of April 1 of each year |
| (Advisory councils and committees) | | | | | | |
| Members of national advisory councils and committees | 37.1 0.4 | 37.4 0.3 | 37.6 0.2 | 39.6 2.0 | 40.7 1.1 | Survey on the Participation of Female Members in National Advisory Councils and Committees, Cabinet Office As of September 30 of each year |
| Expert members of national advisory councils and committees | 27.7 2.9 | 26.8 -0.9 | 26.5 -0.3 | 28.3 1.8 | 30.3 2.0 | Survey on the Participation of Female Members in National Advisory Councils and Committees, Cabinet Office As of September 30 of each year |
| (Judiciary) | | | | | | |
| Judges | 20.7 0.7 | 21.3 0.6 | 21.7 0.4 | 22.2 0.5 | 22.6 0.4 | Survey by the Supreme Court As of December of the previous year |
| Judges in or above a position equivalent to designated service | 21.5 1.0 | 22.2 0.7 | 22.7 0.5 | 23.6 0.9 | 24.2 0.6 | Survey by the Supreme Court As of December of the previous year |
| Chief Justice of the Supreme Court, Justices of the Supreme Court, and presidents of high courts | 13.0 -4.4 | 17.4 4.4 | 13.0 -4.4 | 17.4 4.4 | 13.0 -4.4 | Survey by the Supreme Court As of December of the previous year |
| Public prosecutors, including Deputy Prosecutors | 17.1 0.5 | 17.7 0.6 | 18.8 1.1 | 19.2 0.4 | 19.7 0.5 | Survey by the Ministry of Justice As of March 31 of each year |
| Public prosecutors | 22.9 0.5 | 23.5 0.6 | 24.6 1.1 | 25.0 0.4 | 25.4 0.4 | Survey by the Ministry of Justice As of March 31 of each year |
| Public prosecutors in or above positions equivalent to designated service | 16.0 1.2 | 17.1 1.1 | 18.3 1.2 | 19.4 1.1 | 20.8 1.4 | Survey by the Ministry of Justice As of July 1 of each year |

| | | | | | | |
|---|-----|-----|-----|-----|-----|--|
| Prosecutor General, Deputy Prosecutor General, and Superintending Prosecutor | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | Survey by the Ministry of Justice As of July 1 of each year |
| | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | |

| 1. National and Local Governments (Continued from the previous page) | 2016 | 2017 | 2018 | 2019 | 2020 | Notes |
|--|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|--|
| | Difference from the previous year | Difference from the previous year | Difference from the previous year | Difference from the previous year | Difference from the previous year | |
| (Officials of political parties) | | | | | | |
| Liberal Democratic Party | 13.8 3.3 | 13.4 -0.4 | 14.1 0.7 | 12.0 -2.1 | 11.3 -0.7 | Survey by the Liberal Democratic Party Secretariat As of September 2015, November 2017, November 2018, and other as of October of each year. |
| The Constitutional Democratic Party | | 16.7 - | 33.3 16.6 | 22.2 -11.1 | 20.0 -2.2 | Survey by the Constitutional Democratic Party Secretariat As of October 2017, November 2018, October 2019 |
| Komeito | 20.0 3.8 | 20.0 0.0 | 24.2 4.2 | 24.2 0.0 | 21.6 -2.6 | Survey by the Komeito Secretariat As of September for 2020, and as of October for each year. |
| Nippon Ishin no Kai | 3.6 - | 4.2 0.6 | 4.3 0.1 | 4.5 0.2 | 4.3 -0.2 | Survey by the Nippon Ishin no Kai Secretariat As of December 2017, September 2020, and as of October of each year. |
| Japanese Communist Party | 21.3 0.1 | 22.4 1.1 | 22.4 0.0 | 22.4 0.0 | 27.6 5.2 | Survey by the Japanese Communist Party Secretariat As of January 2020, and as of October of each year |
| Democratic Party For the People | | | 16.2 - | 19.2 3.0 | 31.3 12.1 | Survey by the Democratic Party For the People Secretariat As of November 2018, and as of October of each year. |
| Social Democratic Party | 10.0 0.0 | 11.1 1.1 | 12.5 1.4 | 12.5 0.0 | 28.6 16.1 | Survey by the Social Democratic Party Secretariat As of October of each year |
| The Party to Protect the People from NHK | | | | 0.0 - | 0.0 0.0 | Survey by the Party to Protect the People from NHK Secretariat As of October of each year |
| Reiwa Shinsengumi | | | | 0.0 - | 33.3 33.3 | Survey by the Reiwa Shinsengumi Secretariat As of October of each year |
| (2) Local Government Bodeis | | | | | | |
| (Assemblies) | | | | | | |
| Members of the prefectural assemblies | 9.9 0.1 | 10.1 0.2 | 10.0 -0.1 | 11.4 1.4 | | Survey on Number of Members and Heads of Diet of Local Public Entities by Political Party Affiliation, Ministry of Internal Affairs and Communications As of December 31 of each year |
| Members of the ward and city assemblies | 14.6 0.1 | 14.9 0.3 | 15.3 0.4 | 16.6 1.3 | | Survey on Number of Members and Heads of Diet of Local Public Entities by Political Party Affiliation, Ministry of Internal Affairs and Communications As of December 31 of each year |
| Members of the town and village assemblies | 9.8 0.3 | 9.9 0.1 | 10.1 0.2 | 11.1 1.0 | | Survey on Number of Members and Heads of Diet of Local Public Entities by Political Party Affiliation, Ministry of Internal Affairs and Communications As of December 31 of each year |
| (Administration) | | | | | | |
| Prefectural Governors | 4.3 0.0 | 6.4 2.1 | 6.4 0.0 | 4.3 -2.1 | 4.3 0.0 | Status of Formation of Gender-Equality Society by Local Government Bodies of Women's Empowerment Measures, Cabinet Office As of April of each year |
| Prefectural Vice Governors | 7.5 1.0 | 8.2 0.7 | 7.3 -0.9 | 5.3 -2.0 | 6.5 1.2 | Status of Formation of Gender-Equality Society by Local Government Bodies of Women's Empowerment Measures, Cabinet Office As of April of each year |
| City mayors or ward mayors | 2.2 0.1 | 2.3 0.1 | 2.6 0.3 | 3.2 0.6 | 3.2 0.0 | Status of Formation of Gender-Equality Society by Local Government Bodies of Women's Empowerment Measures, Cabinet Office As of April of each year |
| Vice mayors of municipalities | 1.1 0.3 | 1.3 0.2 | 1.6 0.3 | 1.8 0.2 | 2.0 0.2 | Status of Formation of Gender-Equality Society by Local Government Bodies of Women's Empowerment Measures, Cabinet Office As of April of each year |
| Mayors of towns and villages | 0.5 0.0 | 0.6 0.1 | 0.6 0.0 | 0.9 0.3 | 0.9 0.0 | Status of Formation of Gender-Equality Society by Local Government Bodies of Women's Empowerment Measures, Cabinet Office As of April of each year |
| Prefectural officials in or above positions equivalent to director of the prefectural government main office | 8.5 0.8 | 9.0 0.5 | 9.7 0.7 | 10.3 0.6 | 11.1 0.8 | Status of Formation of Gender-Equality Society by Local Government Bodies and Promotion of Women's Empowerment Measures, Cabinet Office As of April 1 of each year |
| Prefectural officials in a position equivalent to department/bureau chief/deputy chief of the prefectural government main office | 5.5 0.6 | 5.9 0.4 | 6.4 0.5 | 6.4 0.0 | 7.0 0.6 | Status of Formation of Gender-Equality Society by Local Government Bodies and Promotion of Women's Empowerment Measures, Cabinet Office As of April 1 of each year |
| Prefectural officials in a position equivalent to director of the prefectural government main office | 9.3 0.8 | 9.8 0.5 | 10.5 0.7 | 11.3 0.8 | 12.2 0.9 | Status of Formation of Gender-Equality Society by Local Government Bodies and Promotion of Women's Empowerment Measures, Cabinet Office As of April 1 of each year |
| Prefectural officials in a position equivalent to assistant director of the prefectural government main office | 17.5 1.1 | 18.4 0.9 | 19.0 0.6 | 19.6 0.6 | 20.4 0.8 | Status of Formation of Gender-Equality Society by Local Government Bodies and Promotion of Women's Empowerment Measures, Cabinet Office As of April 1 of each year |
| Prefectural officials in a position equivalent to section chief of the prefectural government main office | 21.7 1.2 | 22.2 0.5 | 22.6 0.4 | 22.2 -0.4 | 22.6 0.4 | Status of Formation of Gender-Equality Society by Local Government Bodies and Promotion of Women's Empowerment Measures, Cabinet Office As of April 1 of each year |
| Prefectural officials hired through recruitment examinations for local public officials (overall) | 34.4 2.5 | 35.3 0.9 | 35.1 -0.2 | 35.3 0.2 | 36.6 1.3 | Status of Formation of Gender-Equality Society by Local Government Bodies and Promotion of Women's Empowerment Measures, Cabinet Office Number of employees hired in the previous fiscal year for each year |
| Prefectural officials hired through recruitment examinations for local public officials (for university graduate or equivalent) | 28.9 2.2 | 30.6 1.7 | 31.7 1.1 | 32.7 1.0 | 33.6 0.9 | Status of Formation of Gender-Equality Society by Local Government Bodies and Promotion of Women's Empowerment Measures, Cabinet Office Number of employees hired in the previous fiscal year for each year |
| Municipal officials in or above positions equivalent to director of the municipal government main office | 13.5 0.9 | 14.1 0.6 | 14.7 0.6 | 15.3 0.6 | 15.8 0.5 | Status of Formation of Gender-Equality Society by Local Government Bodies and Promotion of Women's Empowerment Measures, Cabinet Office As of April 1 of each year |

| I. National and Local Governments (Continued from the previous page) | 2016 | 2017 | 2018 | 2019 | 2020 | Notes |
|--|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|--|
| | Difference from the previous year | Difference from the previous year | Difference from the previous year | Difference from the previous year | Difference from the previous year | |
| Municipal officials in a position equivalent to department/bureau chief/deputy chief of the municipal government main office | 7.5 0.6 | 8.0 0.5 | 8.8 0.8 | 9.5 0.7 | 10.1 0.6 | Status of Formation of Gender-Equality Society by Local Government Bodies and Promotion of Women's Empowerment Measures, Cabinet Office As of April 1 of each year |
| Municipal officials in a position equivalent to director of the municipal government main office | 15.6 1.1 | 16.2 1.3 | 16.7 0.5 | 17.2 0.5 | 17.8 0.6 | Status of Formation of Gender-Equality Society by Local Government Bodies and Promotion of Women's Empowerment Measures, Cabinet Office As of April 1 of each year |
| Municipal officials in a position equivalent to assistant director of the municipal government main office | 27.3 1.1 | 28.1 0.8 | 28.5 0.4 | 28.8 0.3 | 29.2 0.4 | Status of Formation of Gender-Equality Society by Local Government Bodies and Promotion of Women's Empowerment Measures, Cabinet Office As of April 1 of each year |
| Municipal officials in position equivalent to section chief of the municipal government main office | 32.9 1.3 | 33.5 0.6 | 34.0 0.5 | 34.6 0.6 | 35.0 0.4 | Status of Formation of Gender-Equality Society by Local Government Bodies and Promotion of Women's Empowerment Measures, Cabinet Office As of April 1 of each year |
| Local public officials of ordinance-designated cities hired through recruitment examinations for local public officials | 44.2 2.8 | 43.9 -0.3 | 45.7 1.8 | 45.3 -0.4 | 44.2 -1.1 | Status of Formation of Gender-Equality Society by Local Government Bodies and Promotion of Women's Empowerment Measures, Cabinet Office Number of employees hired in the previous fiscal year for each year |
| Proportion of female local police officers | 8.5 0.4 | 8.9 0.4 | 9.4 0.5 | 9.8 0.4 | 10.2 0.4 | Survey by the Personnel Division of the National Police Agency As of April 1 of each year |
| Firefighters | 2.5 0.1 | 2.6 0.1 | 2.7 0.1 | 2.9 0.2 | 3.0 0.1 | Present state survey on firefighting and disaster prevention/countermeasures against disasters, Fire and Disaster Management Agency As of April 1 of each year |
| Number of fire defense headquarters without any female fighters | 264 -24 | 245 -19 | 209 -36 | 178 -31 | 154 -24 | Present state survey on firefighting and disaster prevention/countermeasures against disasters, Fire and Disaster Management Agency As of April 1 of each year |
| (Advisory councils and committees) | | | | | | |
| Members of prefectural government advisory councils and committees | 31.2 0.6 | 31.9 0.7 | 32.6 0.7 | 33.0 0.4 | 33.3 0.3 | Status of Formation of Gender-Equality Society by Local Government Bodies and Promotion of Women's Empowerment Measures, Cabinet Office As of April 1 of each year |
| Members of municipal government advisory councils and committees | 26.0 0.4 | 26.2 0.2 | 26.6 0.4 | 26.8 0.2 | 27.1 0.3 | Status of Formation of Gender-Equality Society by Local Government Bodies and Promotion of Women's Empowerment Measures, Cabinet Office As of April 1 of each year |
| (3) Incorporated administrative agencies | | | | | | |
| Department chief, director or equivalent of incorporated administrative agencies, special public corporations, authorized corporations | 14.1 0.6 | 14.3 0.2 | 14.6 0.3 | 14.7 0.1 | 15.4 0.7 | Survey on the status of female participation in incorporated administrative agencies, etc., Cabinet Office As of April 1 of each year |
| Executives in incorporated administrative agencies, special public corporations, and authorized corporations | 13.1 2.6 | 13.4 0.3 | 13.7 0.3 | 14.1 0.4 | 14.4 0.3 | Survey on the status of female participation in incorporated administrative agencies, etc., Cabinet Office As of April 1 of each year |

The Fifth Basic Plan for Gender Equality(Overview)

March, 2021
Government of Japan

National Machinery for Gender Equality

The Basic Act for Gender-Equal Society

Promulgated and Enacted on 23 June, 1999

Council for Gender Equality

Basis: the Basic Act

Established in the Cabinet Office Jan. 2001
(One of the five important councils)

Members: Chief Cabinet Secretary (Chair)
Relevant Ministers
Experts & Scholars

Mission: - Deliberate on basic policies and important matters
- Monitor the implementation and Study the impacts of all relevant measures from gender perspectives

The Fifth Basic Plan for Gender Equality

Decided by the Cabinet on Dec 25, 2020

Headquarters for the Promotion of Gender Equality

Basis: Cabinet decision (July 1994)
Established in the Cabinet Office

Members: Prime Minister (President)
Chief Cabinet Secretary (Co-Vice President)
Minister of State for Gender Equality
(Co-Vice President)
All other Ministers

Mission: Implementation of measures

Civil Society

• **Liaison Conference for the Promotion of Gender Equality** (CSOs' network conference)

Members: Experts & Scholars, Representatives from 98 CSOs

Mission: wide-ranging collaboration and coordination, promote civil society initiatives

The Basic Act for Gender-equal Society

The Fifth Basic Plan for Gender Equality

The Basic Act for Gender-equal Society (Promulgated and Enacted on 23 June,1999)

Basic Principles:

- Respect for the human rights of women and men
- Consideration of society systems or practices
- Joint participation in planning and deciding policies
- Compatibility of family life and other activities
- International cooperation

■ Responsibilities

| | |
|----------------------------|---|
| National Government | <ul style="list-style-type: none">● Formulation of the Basic Plan for Gender Equality● Implementation of policies including Positive Action/Temporary Special Measures. |
| Local Governments | <ul style="list-style-type: none">● Implementation of policies in accordance with the characteristic of the local areas |
| Citizens | <ul style="list-style-type: none">● Contribute to the formation of gender-equal society |

The Fifth Basic Plan for Gender Equality

(decided by the Cabinet on December 25, 2020)

Based on Article 13 of the Basic Act

The Fifth Basic Plan for Gender Equality (Presentation)

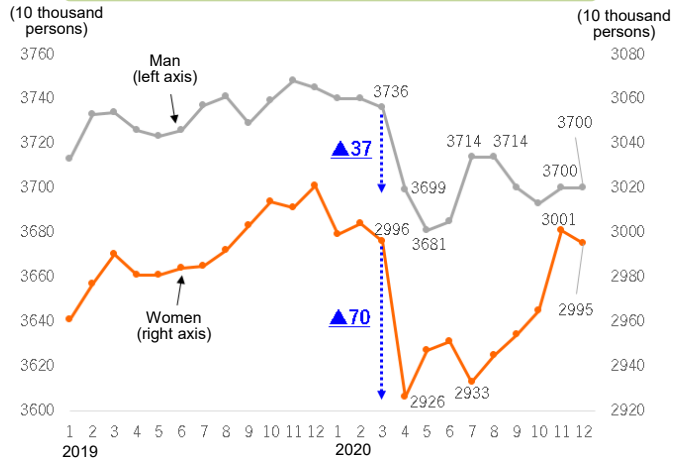
Decided by the Cabinet on December 25, 2020

Toward Reiwa society where all women and girls can thrive and achieve their full potential

Social Situations, Environmental Changes, and Challenges

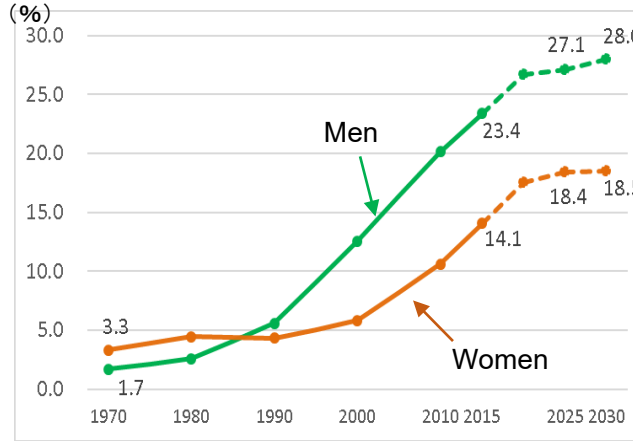
- (1) The impacts of COVID-19
- (2) Population declining society and increase in unmarried and single-person households
- (3) The age of the 100 Years of Life (51.1% of women are expected to live until 90 years old)
- (4) Development of the legal and institutional framework
- (5) Digital society (Society 5.0)
- (6) Social movements to eliminate violence against women
- (7) Frequently occurring large-scale disasters
- (8) Global trends to achieve gender equality

Number of workers



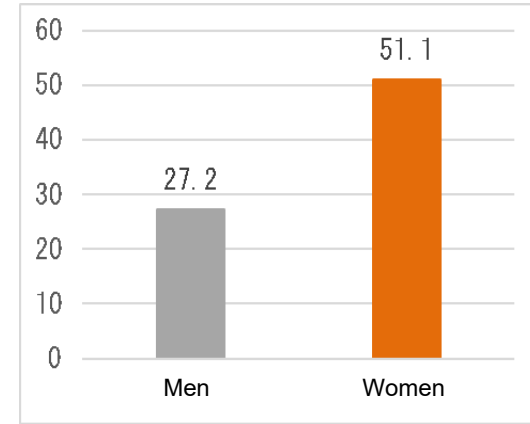
(Source) Ministry of Internal Affairs and Communications, "Labour Force Survey (Basic Tabulation)"

Proportion of the unmarried at age 50



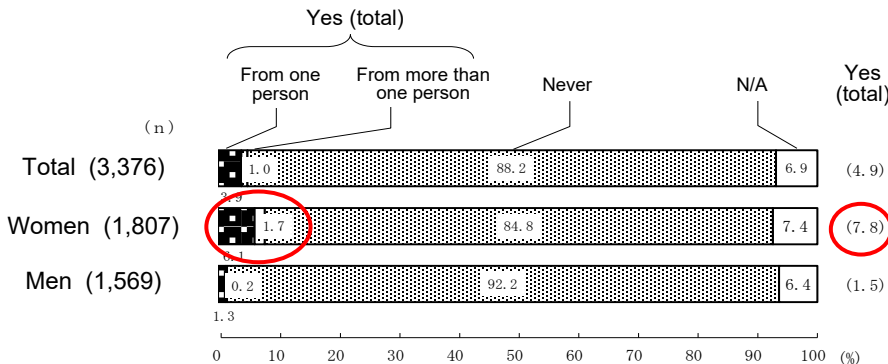
(Source) Calculated based on National Institute of Population and Social Security Research, "Population Statistics 2020" and "Household Projection for Japan 2018."

Proportion of people who live up to age 90



(Source) The proportion of babies born in 2019 who live up to the age of 90 was calculated based on the Ministry of Health, Labour and Welfare's abridged life tables.

Experience of forced sexual intercourse



(Source) Cabinet Office, "FY2017 Survey on violence between women and men"

Experience of spousal violence

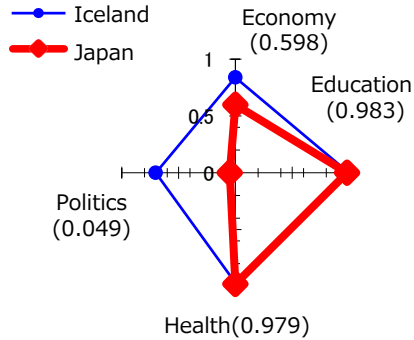


(Source) Cabinet Office, "FY2017 Survey on violence between women and men"
 *"Spouse" includes partners in a de facto marriage, married partners living apart, and ex-spouse (divorced, bereaved of, or ended de facto marriage).

Field 1 Expansion of Women's Participation in Policy Decision-making Processes

Basic Standpoint

Ranked 121st out of 153 countries in Gender Gap Index 2020



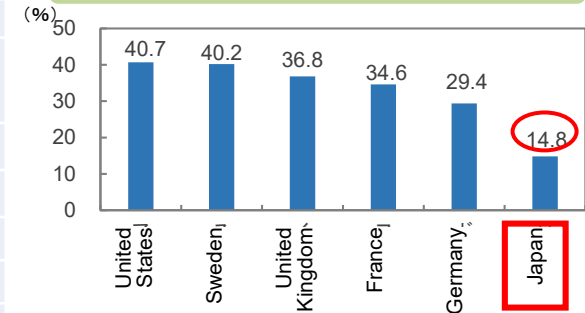
| Rank | Country | Score |
|------|----------------------|-------|
| 1 | Iceland | 0.877 |
| 2 | Norway | 0.842 |
| 3 | Finland | 0.832 |
| 10 | Germany | 0.787 |
| 15 | France | 0.781 |
| 21 | UK | 0.767 |
| 53 | US | 0.724 |
| 106 | China | 0.676 |
| 108 | Korea | 0.672 |
| 120 | United Arab Emirates | 0.655 |
| 121 | Japan | 0.652 |
| 122 | Kuwait | 0.650 |

Proportion of women in the House of Representatives

| Country | Proportion (%) | Quota system |
|-------------------|----------------|--|
| France | 39.5 | • Statutory quota system for candidates • Voluntary quota system by political parties |
| United Kingdom | 33.9 | • Voluntary quota system by political parties |
| Germany | 31.2 | • Voluntary quota system by political parties |
| United States | 23.4 | - |
| Republic of Korea | 19.0 | • Statutory quota system for candidates |
| Japan | 9.9 | - |

(Source) Women in Parliaments (as of October 2020)
Proportion of women in the lower house or unicameral parliament.

Proportion of women administrative/managerial workers



(Source) Figures for Japan are from Ministry of Internal Affairs and Communications, "Labour Force Survey." Figures for other countries are from ILO, "ILOSTAT" (as of November 2020). Figures for all countries are for 2019.

○ Women account for 51.3% of Japan's population and 51.7% of the eligible voters. Participation of both women and men in the decision-making process leads to a sustainable society and a society comfortable for all people.

New targets :

- Create a society within the 2030s in which everyone can demonstrate their abilities regardless of sex and gender and where both women and men alike are in leadership positions; and
- Implement measures to increase the proportion of women in leadership positions to about 30% of the total as early as possible during the 2020s as a milestone.

[Challenges for progress]

Political field

- **Difficulty of balancing** candidacy/political activities and family life
- Lack of **human resource development** opportunities
- **Harassment** against candidates and politicians

Economic field

- Still in the process of **building the pipeline** of future managers and executives

Society as a whole

- **Stereotype of gender roles**

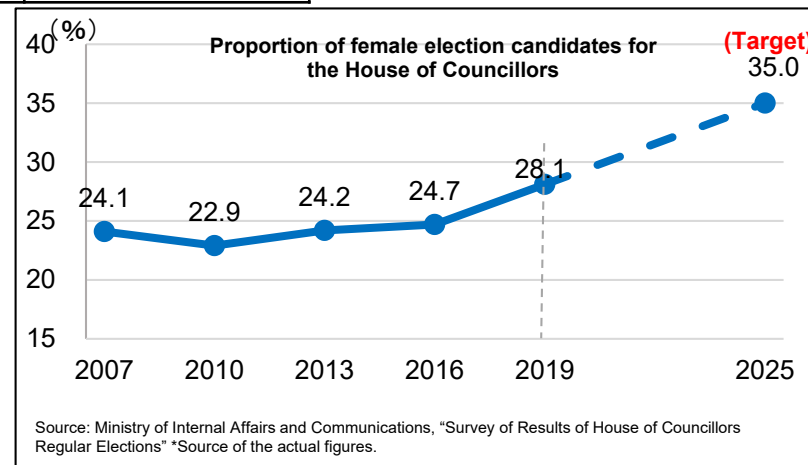
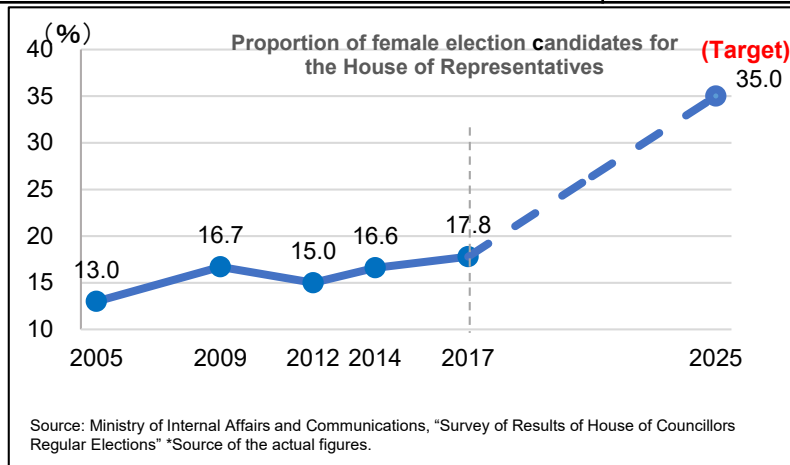
Field 1 Expansion of Women's Participation in Policy Decision-making Processes

Key Initiatives and Targets in the Political Field

- Request political parties to increase the proportion of women candidates in national elections, in accordance with the spirit of the Act on Promotion of Gender Equality in the Political Field.
- Disclose progress made by each political party.

| Item | Current state | Target (Deadline) |
|---|---------------|-------------------|
| Proportion of women candidates for the House of Representatives | 17.8% (2017) | 35% (2025) |
| Proportion of women candidates for the House of Councillors | 28.1% (2019) | 35% (2025) |

(* 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.)



- Request the national associations of local assembly chairpersons to amend the Standard Rules to facilitate the periods before and after childbirth as well as the inclusion of childcare, nursing care into reasons for absence.
- Consider providing platforms for the development of women who wish to participate in politics as well as those for their networking.

| Item | Current state | Target (Deadline) |
|--|---------------|-------------------|
| Proportion of women candidates in nationwide local elections | 16.0% (2019) | 35% (2025) |

*The target represents the figure 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 figure for the current state represents the total for prefectural, ordinance-designated city, and municipal assembly elections in the 2019 nationwide local elections..)

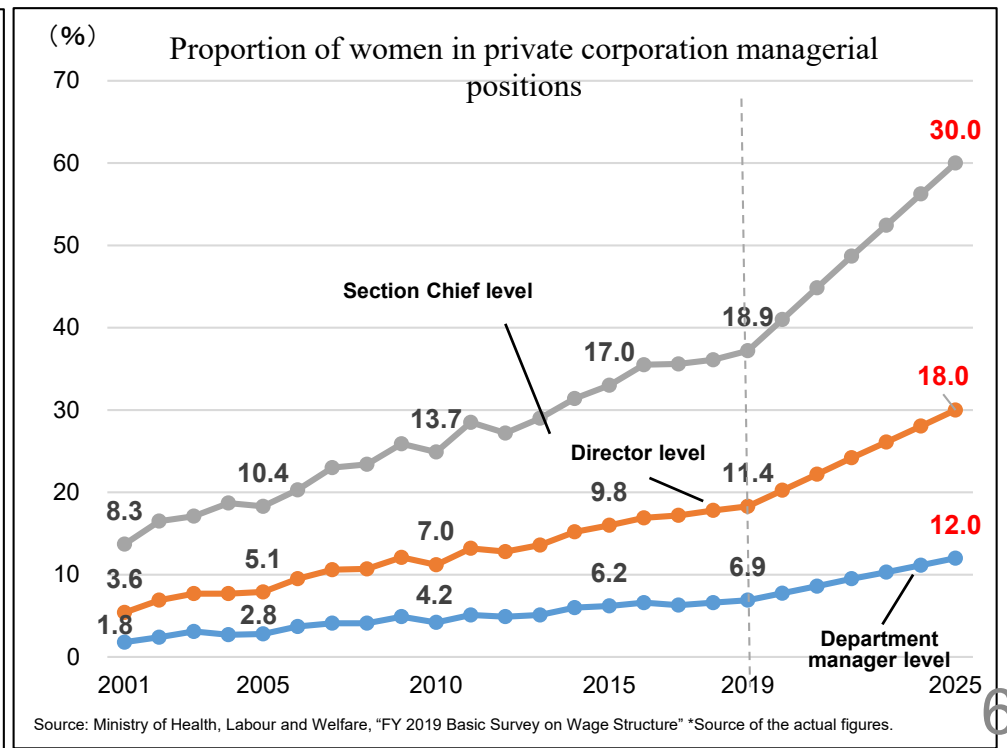
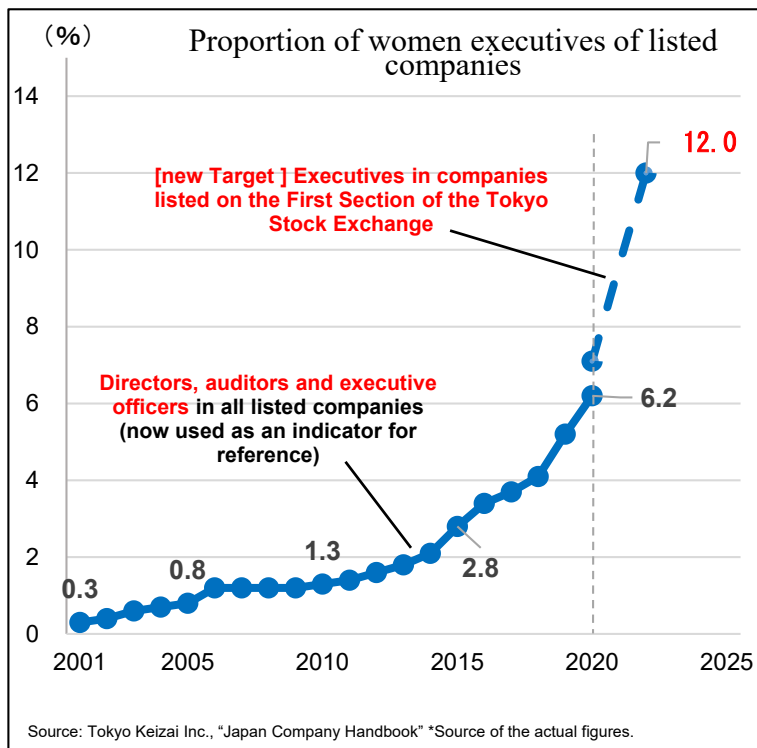
Field 1 Expansion of Women's Participation in Policy Decision-making Processes

Key Initiatives and Targets in the Economic Field

- Notify new obligations based on the amended Act on the Promotion of Female Participation and Career Advancement.
- Take into account gender perspectives in considering the improvement of corporate governance, including how information should be disclosed in annual securities reports.
- Compile information of women executives found in annual securities reports and look into disclosure efforts and factors that hinder the appointment of women executives, so that companies active in women's empowerment can be recognized and businesses can overcome challenges in appointing and developing female executives.

| Item | Current state | Target (Deadline) |
|--|---------------|-------------------|
| Proportion of women in private corporation managerial positions | | |
| Section Chief level | 18.9% (2019) | 30% (2025) |
| Director level | 11.4% (2019) | 18% (2025) |
| Department manager level | 6.9% (2019) | 12% (2025) |
| Proportion of women executives of listed companies*1 | — | 12% (2022)*2 |

*1 Executives include directors, auditors, executive officers, executive managing officers and officers equivalent to them.
 *2 Target after the reorganization of trading sections is to be set at the time of interim follow-up for the Fifth Basic Plan.



Field 1 Expansion of Women's Participation in Policy Decision-making Processes

Key Initiatives and Targets in the Judicial Field

[Prosecutors]

- In addition to working on the advancement of female prosecutors, take measures to ensure that law schools produce women who work in the legal profession. Specific measures include education by women in the legal profession who can be role models.

| Item | Current state | Target (Deadline) |
|---|------------------------|---------------------|
| Proportion of female public prosecutors | 25.4% (March 31, 2020) | 30% (End of FY2025) |

[Judges]

- Request the courts and other relevant entities to increase the proportion of female judges, including female justices of the Supreme Court.
 - Request law schools to take measures to produce women who work in the legal profession. Specific measures include education by women in the legal profession who can be role models.

[Attorneys]

- Request law schools to take measures to produce women who work in the legal profession. Specific measures include education by women adopting diverse work styles in the legal profession who can be role models.

Key Initiatives and Targets in the Public Administration Field

[National and local public employees]

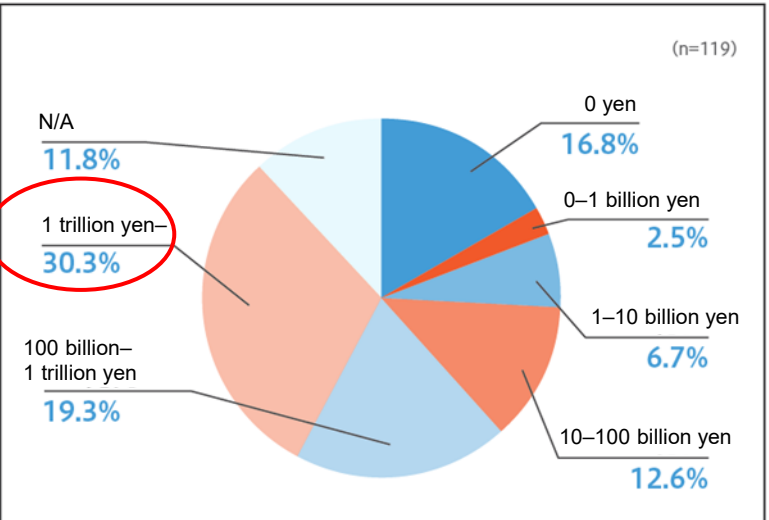
- Make personnel management flexible, such as offering opportunities for training and diverse work experience, creating systems for consultation, and offering important work experience necessary for career advancement before or after the period of childcare.
 - Encourage male employees to take leave associated with childcare.

| Item | Current state | Target (Deadline) |
|---|-------------------|---------------------|
| Proportion of women at each rank in national government positions | | |
| Section chief at HQ or equivalent | 26.5% (July 2020) | 30% (End of FY2025) |
| Newly promoted unit chief level employees (HQ) | 22.8% (July 2019) | 35% (End of FY2025) |
| Director at Regional institution, assistant director at HQ or equivalent | 12.3% (July 2020) | 17% (End of FY2025) |
| Director at HQ or equivalent | 5.9% (July 2020) | 10% (End of FY2025) |
| Designated service or equivalent | 4.4% (July 2020) | 8% (End of FY2025) |
| Percentage of male workers who take childcare leave(National civil service) | 12.4% (FY2018) | 30% (2025) |
| Percentage of male workers who take childcare leave(Local civil service) | 8.0% (FY2019) | 30% (2025) |

Field 2 Securing Equal opportunities and Treatment between Women and Men and Work-Life Balance

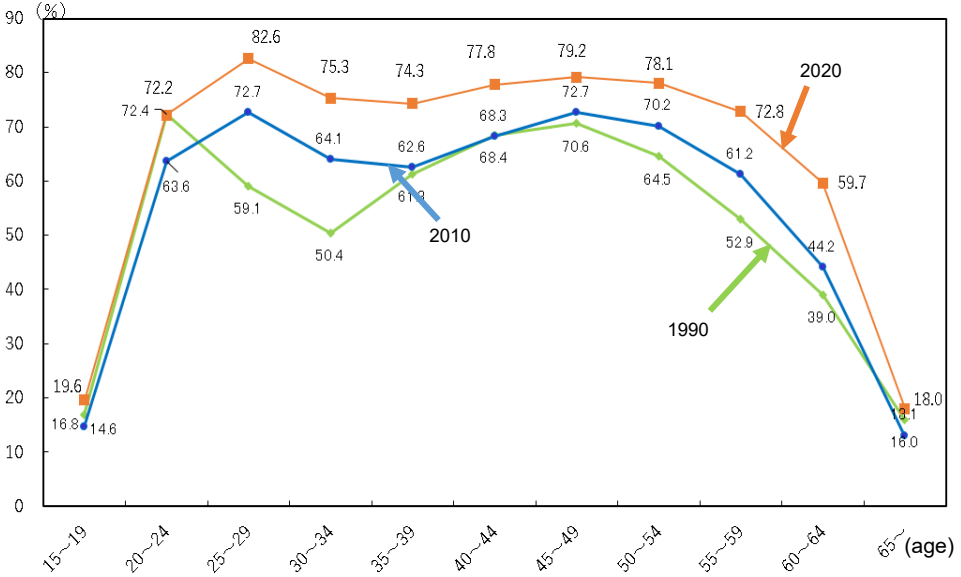
Basic Standpoint

Expansion of ESG investment



(Source) Cabinet Office, "Questionnaire for Research Project on ESG Investors' Usage of Information on Women's Advancement." (2019)

Employment rate for women by Age Group



(Source) Ministry of Internal Affairs and Communications, "Labour Force Survey (Basic Tabulation: Historical Data)"

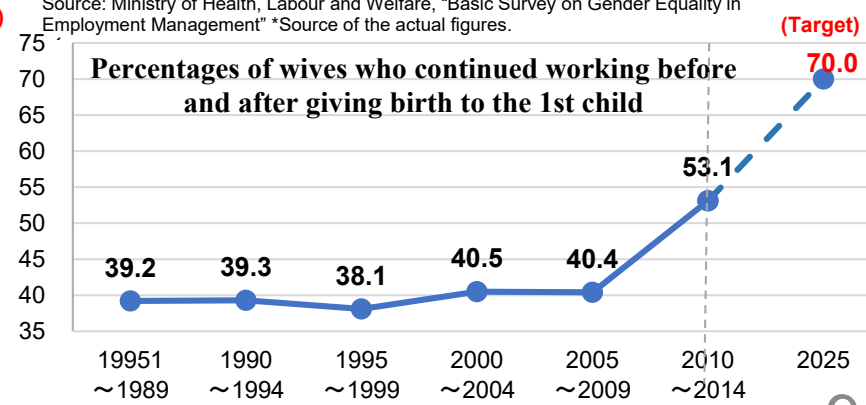
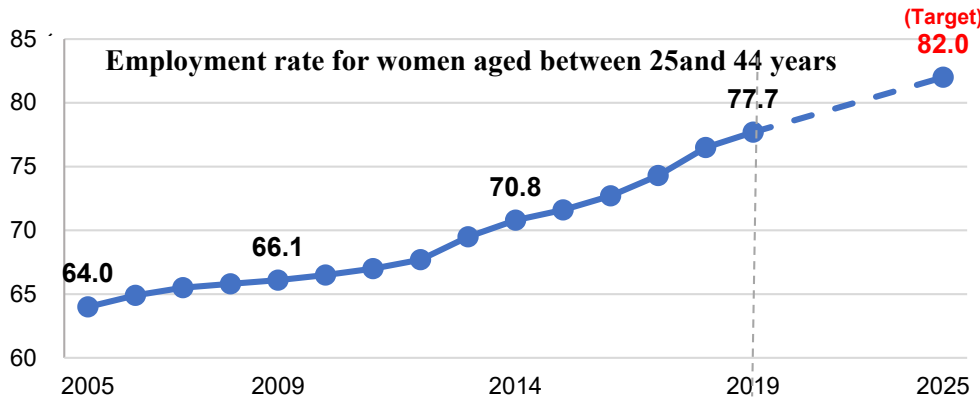
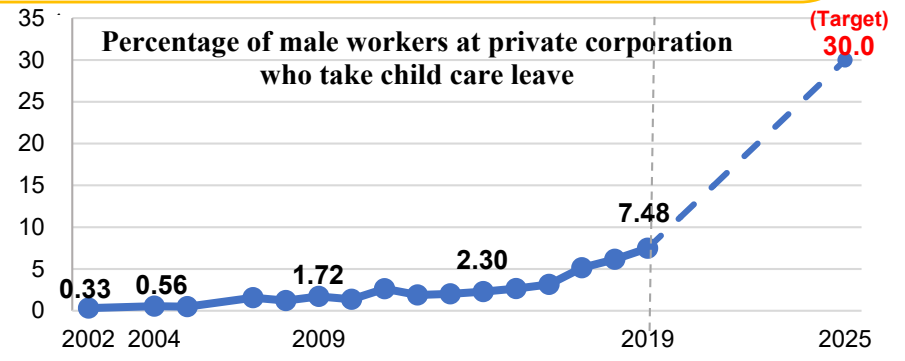
- Those who are willing to work being able to demonstrate their ability to the fullest, regardless of gender, is a basis of personal well-being. It is also extremely important in invigorating the Japanese society and economy, as well as in attracting domestic and international talent and investors to Japanese companies.
- It is important that everyone who is willing to work is able to continue working, gain opportunities to develop their ability and career, and demonstrate their ability to the fullest, without being forced to choose between work and life.
- Ensuring equal opportunity and treatment in employment, such as eliminating discriminatory practices based on gender and sexual harassment at workplace, is an essential prerequisite for a society where everyone who is willing to work is empowered. Sexual harassment in job hunting is an act that exploits students looking for a job. It is vital to take preventive measures.
- In addition to improving the treatment of workers in non-regular employment, it is necessary to step up measures to convert them to regular employees.
- The spread of COVID-19 has had a greater impact on women's employment and income. It is important to take appropriate measures as necessary. It is also important to further promote remote working across Japan.

Field 2 Securing Equal opportunities and Treatment between Women and Men and Work-Life Balance

Key Initiatives and Targets

- To encourage men to take childcare leave, consider introducing a new framework to encourage them to take a leave immediately after childbirth and disseminate information on the leave system to individual workers, among other measures, with a view to submitting relevant bills to the current ordinary session of the Diet.
- To prevent sexual harassment in job hunting, investigate the actual state of the issue. In addition, collaborate with relevant ministries for appropriate response, such as offering consultations at Comprehensive Labour Advisory Counters in Prefectural Labour Bureaus. Furthermore, share cases dealt with by universities at meetings of those who engage in student support and on other occasions.
- Ensure smooth enforcement of the Part-Time and Fixed-Term Workers Act and the Worker Dispatching Act to eliminate the unreasonable gap between the treatment of regular and non-regular employees within the same company/organization.
- To facilitate conversion of non-regular employees to regular employees, formulate a plan for conversion to regular employees and treatment improvement, and offer subsidies and other forms of assistance to businesses.
- For increased opportunities to brush up one's knowledge and skills, promote recurrent education to equip adults, including those who wish to re-enter the labor market, with the practical knowledge and skills necessary for employment, skill improvement, or career change.

| Item | Current state | Target (Deadline) |
|---|----------------|-------------------|
| Percentage of male workers at private corporation who take child care leave | 7.48% (FY2019) | 30% (2025) |
| Employment rate for women aged between 25 and 44 years | 77.7% (2019) | 82% (2025) |
| Percentages of wives who continued working before and after giving birth to the 1st child | 53.1% (2015) | 70% (2025) |

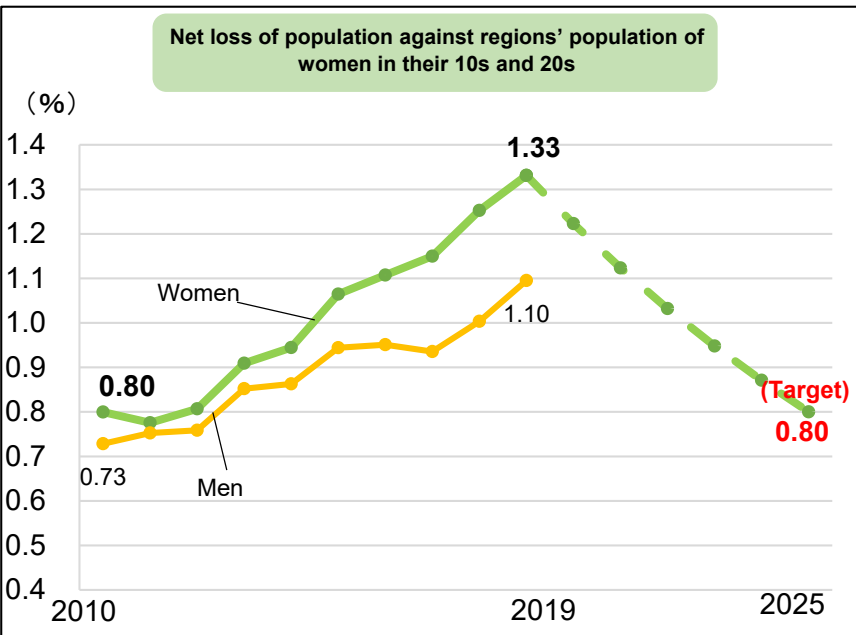


Source: Ministry of Internal Affairs and Communications, "Labour Force Survey (Basic Tabulation)"
 *Source of the actual figures.

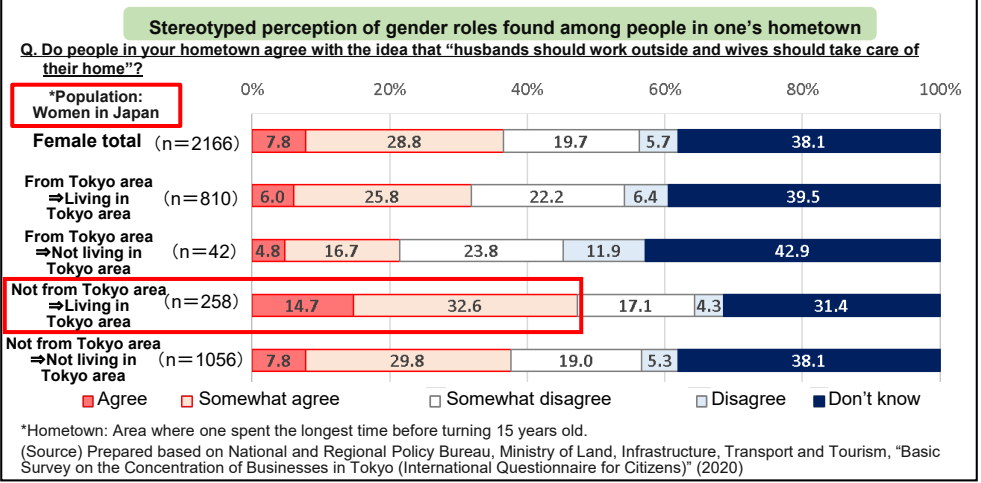
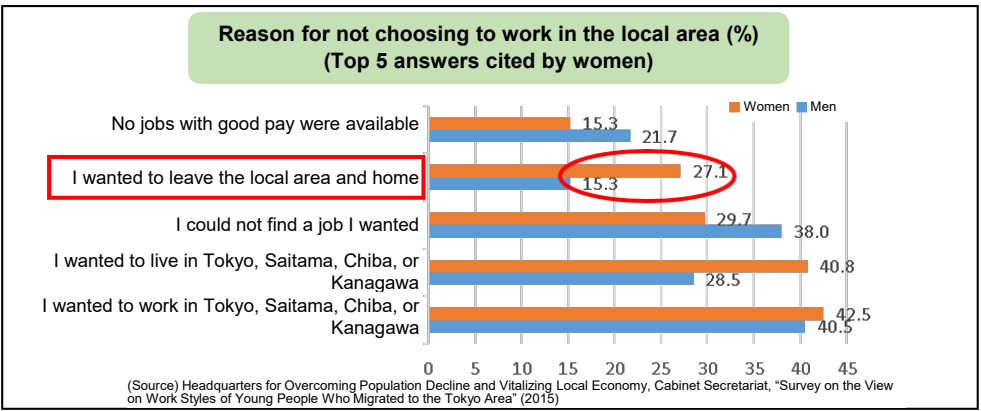
Source: National Institute of Population and Social Security Research, "The 15th National Fertility Survey (Married Couples)"
 *Source of the actual figures.

Field 3 Promotion of Gender Equality in the Area of Regional

Basic Standpoint



(Source) Calculated by Cabinet Office based on Ministry of Internal Affairs and Communications, "Report on Internal Migration in Japan" and "Survey on Population, Demographics, and Number of Households Based on the Basic Resident Registration."
 *Net loss of regions' population was divided by regions' population to calculate the proportion. (Net loss of regions' population/Regions' population)
 Regions: 36 prefectures excluding the three metropolitan (Tokyo, Nagoya, and Osaka) areas
 Tokyo area: Saitama, Chiba, Tokyo, and Kanagawa
 Nagoya area: Gifu, Aichi, and Mie
 Osaka area: Kyoto, Osaka, Hyogo, and Nara



- Rural areas are facing **serious population outflow, as well as declining birthrate and aging**. In addition, **net migration of young women to metropolitan areas** has been increasing in recent years. A higher proportion of women cited "I wanted to leave the local area and home" as a reason for not choosing to work in the local area. A factor behind this could be a **deep-rooted stereotyped perception of gender roles in the area**, which deprives women of opportunities and places they belong. **Sustainable development of local communities is not possible unless regions become attractive for women**. Promoting **gender equality** and women's empowerment in regions will lead to the securing and retaining of talent and is essential for the sustainable development of the regional economy.
- Meanwhile, some people are returning to rural areas, and **more women in urban areas engage with such areas**. In addition to the rising interest in moving from the Tokyo area to rural areas due to COVID-19, remote working and online platforms are **tapping into the potential of women in rural areas in terms of their work styles**.
- In light of the shrinking agricultural workforce, it is essential to support women's empowerment to **ensure the sustainability of agriculture, forestry, and fisheries**. In addition, community activities (PTAs, residents'/neighborhood associations, etc.) need **diverse actors** to resolve increasingly diversifying issues. It is thus important to be **free from stereotyped gender roles**.

Field 3 Promotion of Gender Equality in the Area of Regional

Key Initiatives and Targets

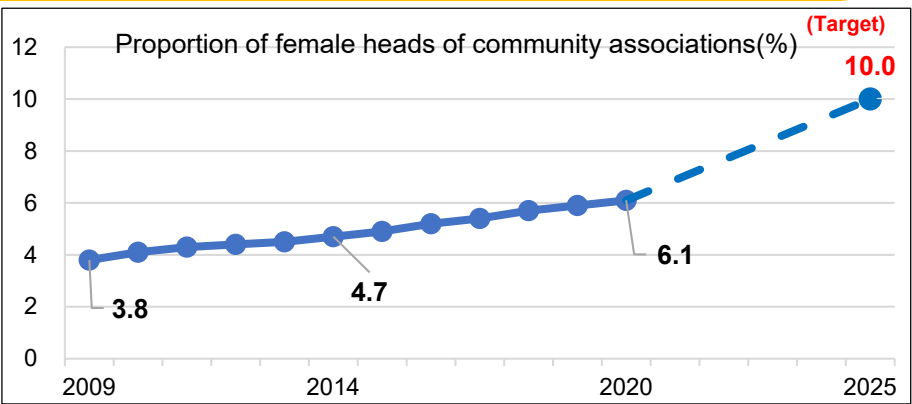
- Through **subsidies for women's empowerment in regions and by other means**, offer support to measures taken by local government bodies in collaboration with various actors and in accordance with regional circumstances. Specific initiatives may include **development of highly skilled female IT professionals, establishment of diverse and flexible work styles for the "new normal", and support for women facing different types of challenges/difficulties.**
- **Facilitate participation of women in the policy decision-making process** in agriculture, forestry, and fisheries by increasing the proportion of female **members of the Agriculture Committee** and female directors of agricultural co-operatives, as well as by working to depart from zero female appointment. In addition, **create an environment for women to be able to demonstrate their ability in agriculture, forestry, and fisheries**, by encouraging certified farmers to jointly apply for business improvement plans and utilizing subsidized projects.
- To **increase female leaders** who head locally rooted organizations, including residents' associations, take measures to foster momentum and develop human resources. In addition, **present ideal approaches to the activities, which allow diverse male and female residents to participate, and expand good practices horizontally.**

Jobs-to-applicants ratio (December 2020)

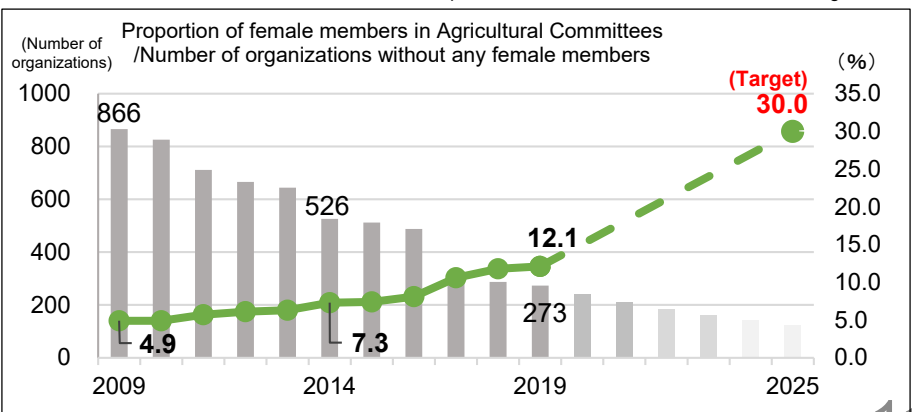
| | |
|--|------|
| Total | 1.03 |
| Information processing/ Communications engineers | 1.23 |
| Clerical staff | 0.27 |

(Source) Ministry of Health, Labour and Welfare, "General Job Placement Status"

| Item | Current state | Target (Deadline) |
|--|--------------------|--|
| Net loss of population against regions' population of women in their 10s and 20s | 1.33% (2019) | 0.80% (2025) |
| Proportion of female heads of community associations | 6.1% (FY2020) | 10% (FY2025) |
| Proportion of female members in Agricultural Committees | | |
| Number of organizations without any female members | 273/1,703 (FY2019) | 0 (FY2025) |
| Proportion of female members in agricultural committees | 12.1% (FY2019) | 20% (at an early stage), then aim for 30% (FY2025) |



Source: Gender Equality Bureau, Cabinet Office, "Status of Formation of Gender-Equal Society by Local Government Bodies and Promotion of Women's Empowerment Measures" *Source of the actual figures.

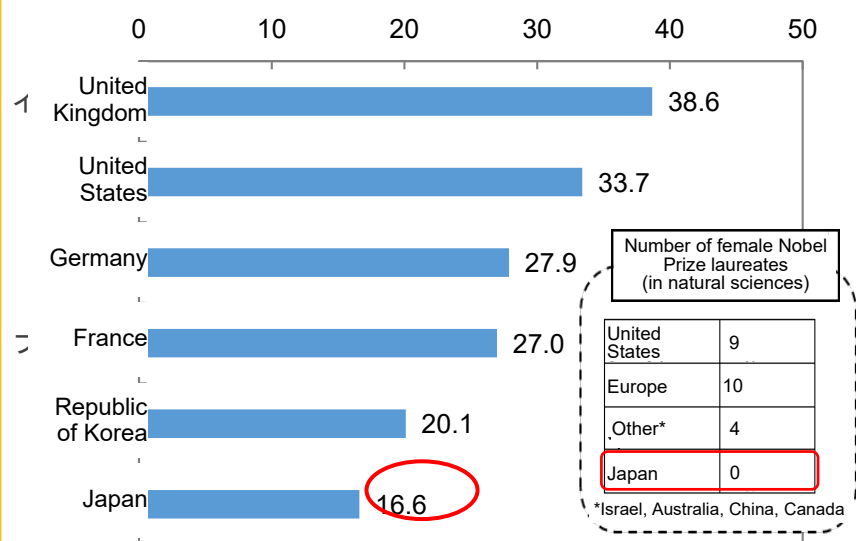


Source: Research by the Ministry of Agriculture, Forestry and Fisheries, "Participation of women as members of the Agriculture Committee" *Source of the actual figures.

Field 4 Gender Equality in Science and Technology and Academic Fields

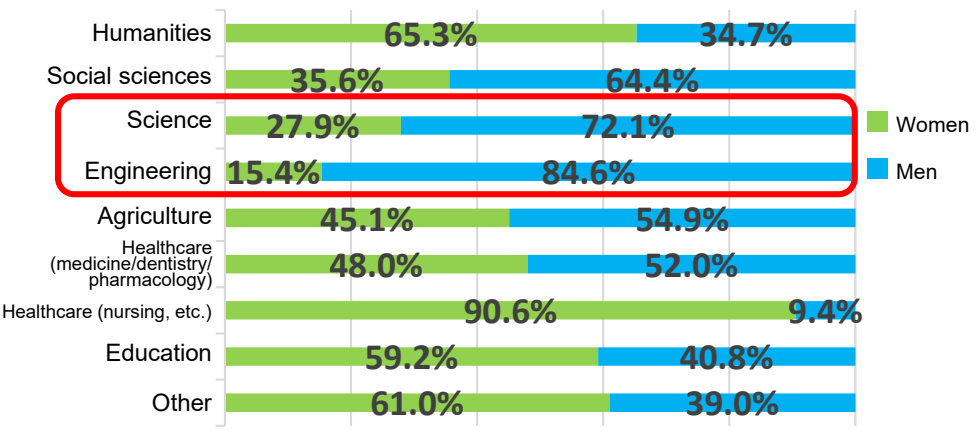
Basic Standpoint

Proportion of Women Researchers and University Professor



(Source) Ministry of Internal Affairs and Communications, Survey on Research and Development (2020); OECD, "Main Science and Technology Indicators"; National Science Foundation (NSF), "Science and Engineering Indicators"

Proportion of Undergraduate Students in University



(Source) Ministry of Education, Culture, Sports, Science and Technology, "FY2019 School Basic Survey"

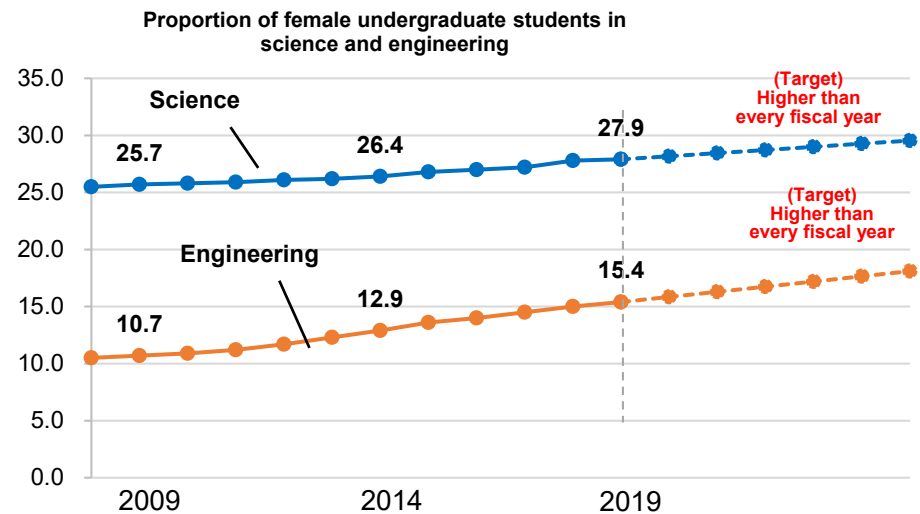
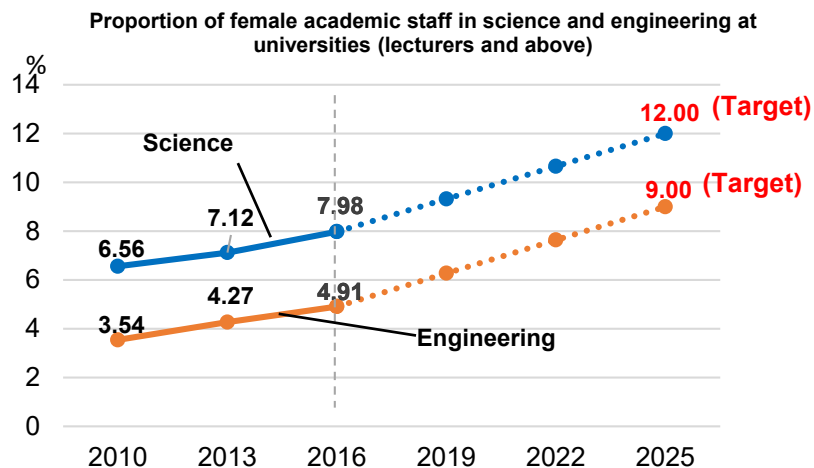
- It is important that **both women and men participate in and benefit from** cutting-edge technology development, as well as the provision of products and services that take advantage of such technology.
- **Gender differences**, such as differences in physical build, structure, and function and changes associated with aging, need **to be taken into account in research and technology development**.
As it is necessary to embrace **diverse perspectives and ideas**, an environment where **female researchers and engineers can demonstrate their abilities to the maximum extent, without being subject to discriminatory treatment**, needs to be created.
It is necessary to support universities, research institutes, academic organizations, and businesses in **taking positive action to facilitate the appointment of women to the management board, frontline leaders, and senior positions**.
- **Support to balance research and unpaid care work is essential for both women and men** to allow researchers and engineers to continue with their activities.
- It is also important to **foster female human resources in science and technology who will lead the next generation**.

Field 4 Gender Equality in Science and Technology and Academic Fields

Key Initiatives and Targets

- Keep track of and share the proportion of female presidents, chancellors, and research institute directors at science and technology organizations and academic institutions.
- Add the gender equality perspective and taking relevant measures, as well as recognizing initiatives to give consideration to unpaid care work to conditions for receiving government-related competitive research funds.
- Give consideration to those who have been temporarily away from research due to caring for children and the elderly in the eligibility for measures to increase the number of positions available for young researchers, as well as for research funds for young researchers.
- Take thorough measures to prevent various forms of harassment, such as providing necessary information to universities and research institutes to ensure that they can drive forward initiatives to prevent academic harassment and other forms of harassment. In addition, ensure thorough implementation of preventive measures by all stakeholders, including students.
- In cooperation with universities, research institutes, academic organizations, and businesses, encourage female students to choose a career in science and engineering, by facilitating female pupils'/students', parents', and teachers' understanding of the advantages of choosing such a career and working on the elimination of unconscious bias.

| Item | Current state | Target (Deadline) |
|--|---|--|
| Proportion of female academic staff in science and engineering at universities (lecturers and above) | Science: 8.0%, Engineering: 4.9% (2016) | Science: 12.0%, Engineering: 9.0% (2025) |
| Proportion of female undergraduate students in university science and engineering departments | Science: 27.9%, Engineering: 15.4% (2019) | Higher than the previous fiscal year (Every fiscal year) |



Source: Ministry of Education, Culture, Sports, Science and Technology, "Statistical Survey on Teachers"
*Source of the actual figures

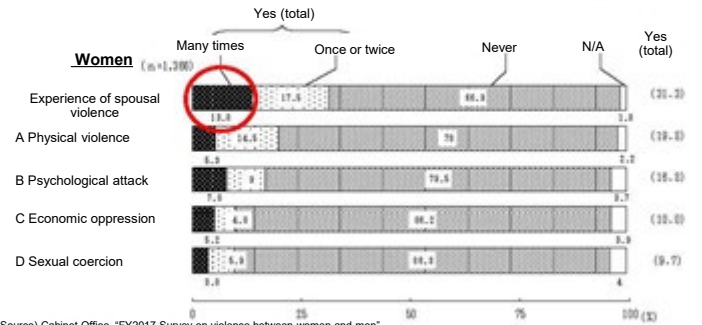
Source: Ministry of Education, Culture, Sports, Science and Technology, "School Basic Survey" (As of May 1 each year)
*Source of the actual figures

Field 5 Elimination of All Forms of Violence Against Women (VAW)

Basic Standpoint

Experience of spousal violence

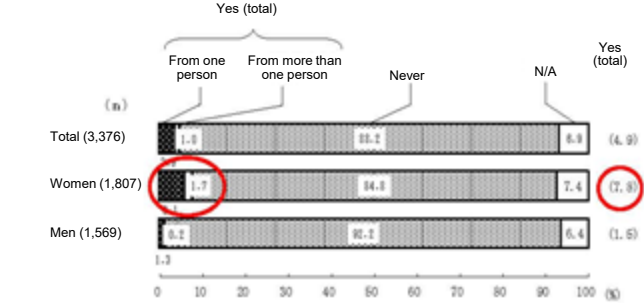
Approx. one woman in 7 has experienced spousal violence multiple times.



(Source) Cabinet Office, "FY2017 Survey on violence between women and men"
 **Spouse* includes couples that do not have formally registered marriages, married partners living apart, and ex-spouse (divorced, bereaved of, or ended couples that do not have formally registered marriages).

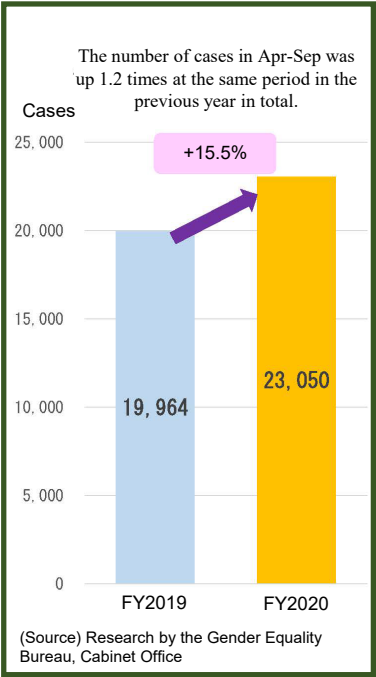
Experience of forced sexual intercourse

Approx. one woman in 13 has experienced forcible sexual intercourse.



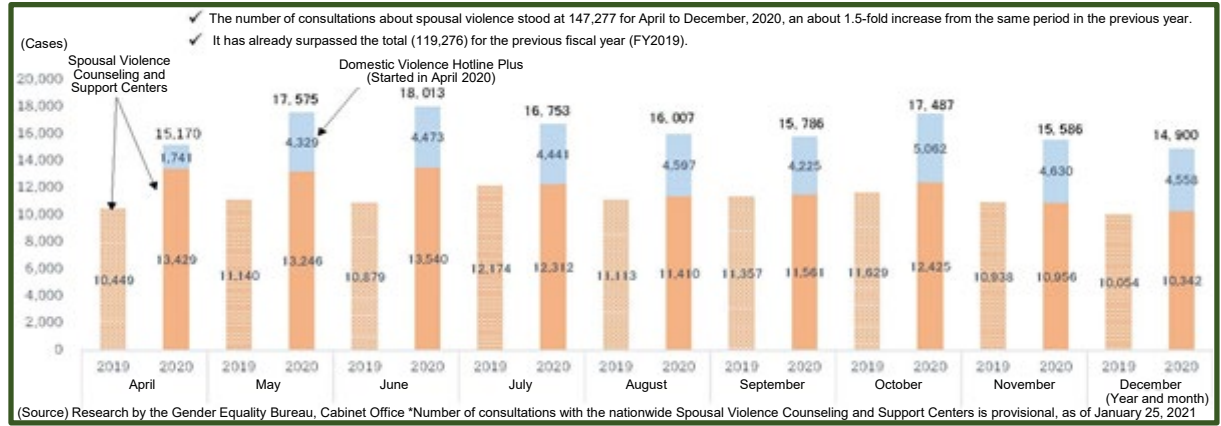
(Source) Cabinet Office, "FY2017 Survey on violence between women and men"

Number of counselling at one-stop support centers for victims of sexual crimes and sexual violence (Apr-Sep,2020)



(Source) Research by the Gender Equality Bureau, Cabinet Office

Number of consultations about spousal violence (April to December, 2020)



(Source) Research by the Gender Equality Bureau, Cabinet Office *Number of consultations with the nationwide Spousal Violence Counseling and Support Centers is provisional, as of January 25, 2021

- VAW is a serious violation of human rights that includes acts constituting a criminal offense.
- To eliminate VAW, it is essential to close gender gaps in society, as well as to raise awareness. Support needs be tailored to each victim in accordance with the form of violence, attributes of the victim, and other factors.
- To eliminate VAW, it is necessary to create a social environment intolerant of violence and to work to strengthen the foundation for the elimination of violence. Seamless, comprehensive, and professional support needs to be offered to victims from an early stage.
- In response to the spread of COVID-19, it is important to develop consultation systems and create safe places for victims who cannot stay at home.

Field 5 Elimination of All Forms of Violence Against Women (VAW)

Key Initiatives and Targets (Sexual Crimes and Assaults)

- In FY2020, aim to discuss matters on penalties and criminal proceedings against sex crimes pointed out as issues by the Commission on Criminal Laws Against Sex Crimes. From FY2021 onward, take necessary measures based on the results of the discussion.
- In addition to stabilizing the administration and improving the quality of the one-stop support center for victims of sexual crimes and sexual violence, develop systems to lower the hurdle for consultation by increasing victim support centers in accordance with the state of affairs in each prefecture.
- Enhance education that teaches to respect toward life, as well as education suitable for children's developmental stages to prevent them from becoming perpetrators, victims, or bystanders.
- In addition to ensuring that strict disciplinary measures are taken against teachers, childcare workers who engaged in sexual misconduct against pupils or students, discuss stricter management of teaching licenses, including relationships with other systems and legal issues.
- To prevent sexual misconduct against children from taking place at educational/childcare facilities and other facilities for children, work to create the necessary environment, such as to consider asking prospective employees for a certification of no sexual conviction.
- Effectively roll out awareness-raising campaigns utilizing social media and other forms of media that can reach out to the young generation.

| Item | Current state | Target (Deadline) |
|---|--------------------|-------------------|
| Number of one-stop support centers for victims of sexual crime/sexual violence in local governments | 47 (April 2020) | 60 (2025) |
| Number of prefectures where emergency services are available 365 days a year at one-stop support centers, etc. for sex crimes and sexual violence | 20 (April 2020) | 47 (2025) |

Campaign for Eliminating of Violence Against Women (FY2020)
Focus topic, "Eliminate Sexual Assaults"

**勝手にYESと
思い込むのはNO!**

家に居ても、ほっとき置いとくだけでも、どんな服装でも、
お喋りやナンパされても、絡まれている、恋人同士でも、二人きりで食事しても、
相手の同意のない性的な行為は、**性暴力**です。

11月12日～25日は「女性に対する暴力をなくす運動」期間

性暴力・性暴力で悩んでいる方へ、一人で悩まず、全国共通番号から相談を！
 全国共通番号 **#8891** (性暴力相談ダイヤル) / 都道府県共通番号 **#119** (警察) / 都道府県共通番号 **#1120** (保健福祉センター) / 都道府県共通番号 **#1125** (児童相談所) / 都道府県共通番号 **#1126** (子育て支援センター) / 都道府県共通番号 **#1127** (障害者支援センター) / 都道府県共通番号 **#1128** (高齢者支援センター) / 都道府県共通番号 **#1129** (障害者虐待防止センター) / 都道府県共通番号 **#1130** (障害者権利保障センター) / 都道府県共通番号 **#1131** (障害者生活支援センター) / 都道府県共通番号 **#1132** (障害者就業・生活支援センター) / 都道府県共通番号 **#1133** (障害者相談センター) / 都道府県共通番号 **#1134** (障害者相談センター) / 都道府県共通番号 **#1135** (障害者相談センター) / 都道府県共通番号 **#1136** (障害者相談センター) / 都道府県共通番号 **#1137** (障害者相談センター) / 都道府県共通番号 **#1138** (障害者相談センター) / 都道府県共通番号 **#1139** (障害者相談センター) / 都道府県共通番号 **#1140** (障害者相談センター)

What is the one-stop support center for victims of sexual crimes and sexual violence?

OPurpose

- Starting immediately after the incident, offer comprehensive support, as one-stop service whenever possible
- Alleviate physical and psychological burden on victims and aim to restore their health
- Encourage victims to notify the police, and prevent incidents from going unreported.

OExpected core functions

- Coordination and consultation concerning support
- Gynecotological care (emergency care, ongoing medical care, evidence collection, etc.)

OAdministrator (Prefectures, public interest incorporated associations, private sector organizations, etc.)

One-stop support centers for victims of sexual crimes and sexual violence

Nationwide Speed dial

「#8891」

性犯罪・性暴力被害者のためのワンストップ支援センター
8891
 はやくワンストップ

都道府県の性犯罪・性暴力被害者のためのワンストップ支援センター
 全国共通電話番号が10月1日からはじまります。
 緊急時からは被害者のワンストップ支援センターへつながります。
※※※※※「はやくワンストップ」をご覧ください

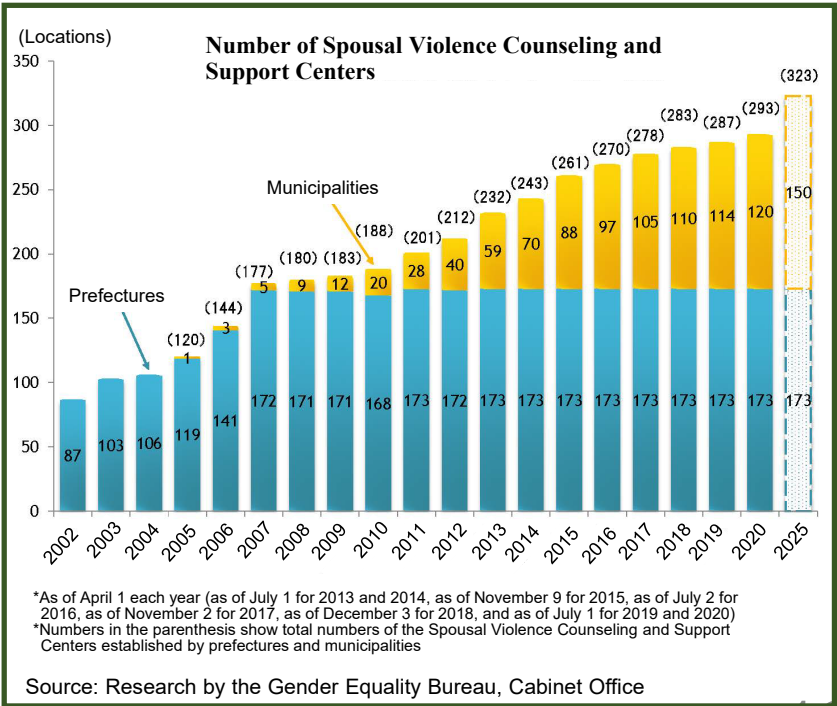
① 性犯罪・性暴力被害者のためのワンストップ支援センターは、有償で、被害者に
 関する相談は24時間、24時間受け付けます。
 ② 全国共通電話番号は、一部に料金が掛りますが、無料ではありません。

Field 5 Elimination of All Forms of Violence Against Women (VAW)

Key Initiatives and Targets (Spousal Violence)

- Discuss issues relevant to the prevention of spousal violence, such as **expanding the scope of the form of spousal violence subject to reporting and victims of spousal violence who can file for protection orders, as well as how the perpetrators should be rehabilitated in the local community, and take necessary measures.**
- Enhance victims support, such as to **promote progressive measures taken by private sector shelters.**
- Inform the public of the nationwide speed dial **#8008**, and promote **consultations that utilize social media, etc.**
- Proceed with trial **community programs to deter perpetrators' violence**, and discuss necessary issues for full-fledged implementation, such as the formulation of guidelines for the implementation of collaborative programs between local government bodies and private sector organizations.
- Promote **cooperation between institutions that handle spousal violence and child abuse.**

| Item | Current state | Target (Deadline) |
|--|----------------------------|----------------------|
| Number of Spousal Violence Counseling and Support Centers in municipalities | 119 (April 2020) | 150 (2025) |
| Number of Spousal Violence Counseling and Support Centers participating in a regional council of countermeasures for children requiring aid | 190 (April 2018) | 323 (2025) |



DV Consultation Navi (nationwide speed dial)

DV相談ナビ はれれば #8008
 ひとりで悩んでいませんか？

配偶者や恋人等からの暴力 (DV) に悩んでいませんか。相談してみることが、ひとりでは気づかなかった解決方法が見つかるかもしれません。ひとりで悩まず、ご相談ください。お近くの相談窓口におつなぎします。

Domestic Violence Hotline Plus

DV相談+ Started on April 20, 2020

Consultation via social media
 Consultation via email

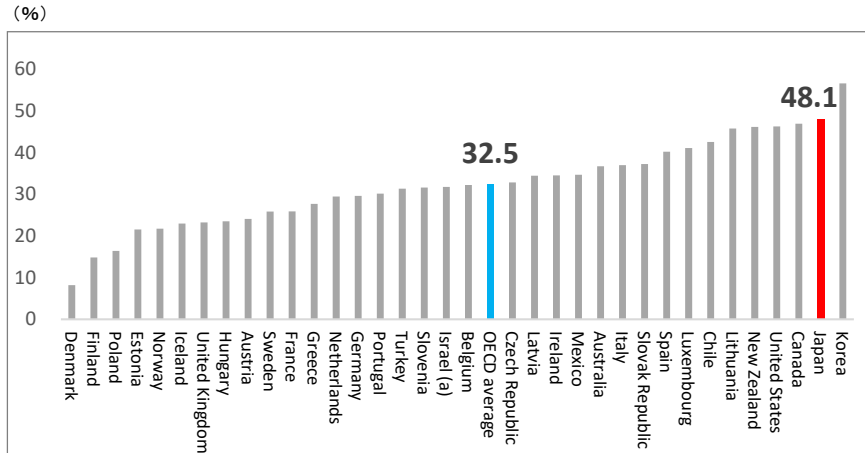
24-hour helpline
0120-279-889

Accompanying, protection, etc.

Field 6 Offering Support to Tackle Poverty and Other Livelihood Difficulties from Gender Perspective

Basic Standpoint

Relative poverty rate for single-parent households (34th out of 35 OECD countries)



(Source) - Relative poverty rate for Japan is based on Ministry of Health, Labour and Welfare, "2019 Comprehensive Survey of Living Conditions"
 - Ranking was made by applying Japan's data for 2018 to the latest data for OECD Family Database member countries

Employment of single-parent households

| 2016 | Single-mother households | Single-father households | General households |
|--|--|---|---|
| Employment rate | 81.8% | 85.4% | Women 66.0% Men 82.5% |
| Of employees: Regular | 47.7% | 89.7% | Women 45.9% Men 82.1% |
| Of employees: Non-regular | 52.3% | 10.3% | Women 54.1% Men 17.9% |
| Average annual work income | 2 million yen Regular employees: 3.05 million yen Part-time, etc.: 1.33 million yen | 3.98 million yen Regular : 4.28 million yen Part-time, etc.: 1.90 million yen | Average earnings Women 2.80 million yen Men 5.21 million yen |
| Child support agreement rate Child support receipt rate | 24.3% | 3.2% | — |

(Source) - Ministry of Health, Labour and Welfare, "Nationwide Survey on Single Parent Household (FY2016)" for single-mother and single-father households
 - Ministry of Internal Affairs and Communications, "Labour Force Survey (2016) 15-64 years old" and National Tax Agency, "Statistical Survey of Actual Status for Salary in the Private Sector (2016)" for general households

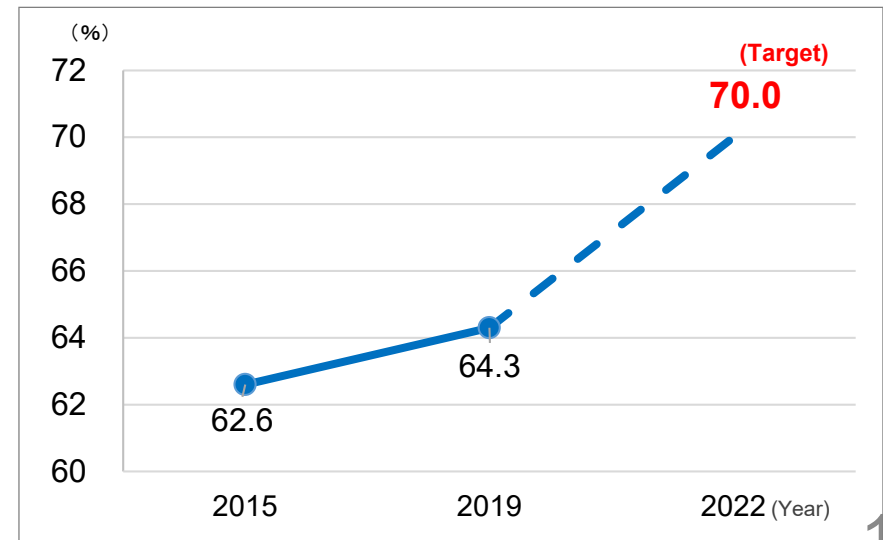
- **Women are more likely to face poverty and other livelihood difficulties.**
 The relative poverty rate for single-parent households in Japan is 48.1% (2018), which is 34th out of 35 OECD countries.
- It is necessary to **offer a range of support services as a safety net to tackle poverty and other livelihood difficulties**, as well as to strive for improvement to ensure that the services are readily accessible.
- The spread of COVID-19 has had a more serious impact on people in socially vulnerable positions.
Gender issues caused by stereotyped perception of gender roles have become all the more apparent.
- Minority groups may face intersectional difficulties. It is necessary to spread a correct understanding of people who have different attributes and **to create, as society as a whole, an environment where diversity is respected.**

Key Initiatives and Targets

- Roll out comprehensive support to single-parent households and provide information on the support.
- Effectively make information available and raise awareness via videos and brochures to promote child support arrangements. Proceed with research and discussion to ensure the payment of child support. In addition, consider law amendment to review the child support system.
- Facilitate the labor force participation of elderly women and men, by steadily and smoothly implementing measures to secure employment up to 65 years of age and a place in the labor force up to 70 years of age.
- Offer support to job seekers based on the Act on Employment Promotion of Persons with Disabilities, Basic Policy on Employment Measures for Persons with Disabilities.
- With regard to the cases where women are faced with more complex and difficult situations because of their gender, strive to understand the actual state of the issue where possible, promote human rights education and awareness-raising activities, and investigate and take relief measures when detecting a case where human rights violation is suspected.

| Item | Current state | Target (Deadline) |
|---|-------------------|-------------------------------------|
| Proportion of divorcing couples who made child support arrangements | 64.3% (FY2019) | 70% (FY2022) |
| Employment rate for individuals aged between 65 and 69 years | — | Total (women and men): 51.6% (2025) |
| Actual employment rate for people with disabilities (private companies) | 2.11% (June 2019) | 2.3% (2022) |

Proportion of divorcing couples who made child support arrangements

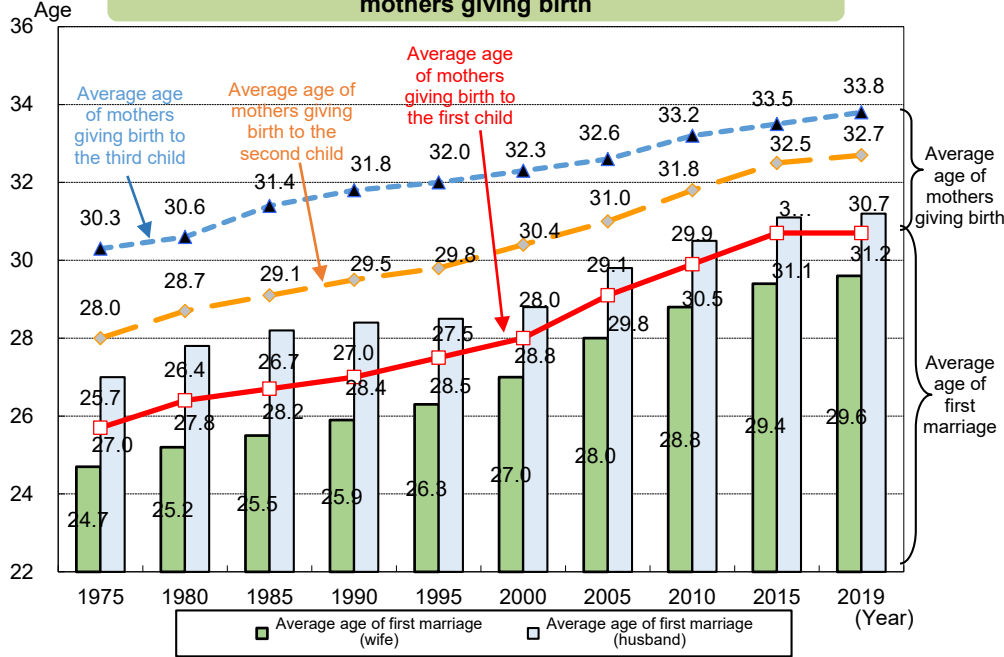


(Source) Research by the Civil Affairs Bureau, Ministry of Justice *Source of the actual figures.

Field 7 Support for Lifelong Health

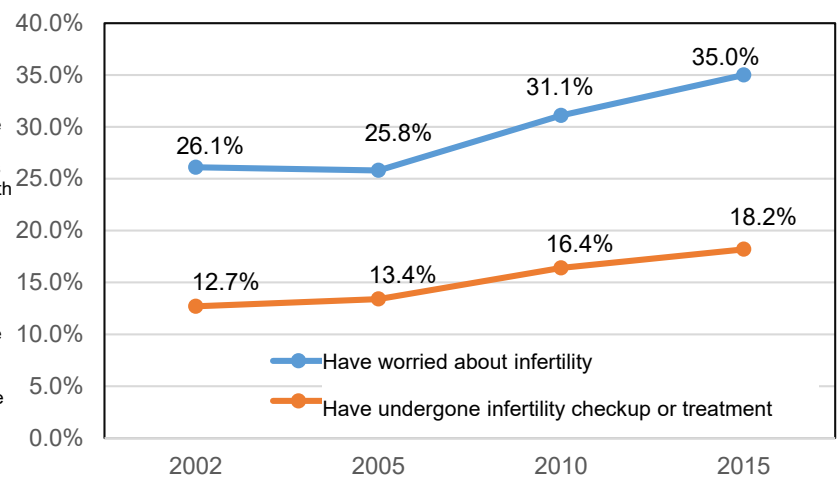
Basic Standpoint

Transition of average age of first marriage and mothers giving birth



Source: Ministry of Health, Labour and Welfare, "Vital Statistics"

Proportion of married couples who have undergone infertility checkup or treatment



Source: National Institute of Population and Social Security Research, "Annual Population and Social Security Surveys" (data for each year)
 (Note) Surveyed married couples, on condition that it was the first marriage for both the husband and the wife and that the wife (respondent) is younger than 50 years of age

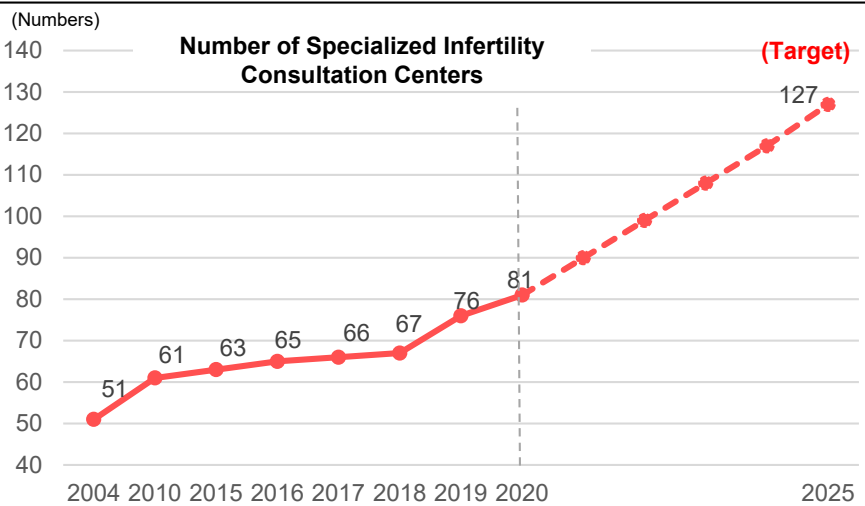
- In forming a gender-equal society, it is a major prerequisite that women and men fully understand physical differences between them, respect human rights, and are considerate to each other.
- The physical and psychological states of women are characterized by significant changes depending on age, and the perspective of reproductive health/rights is especially important.
- Social determinants of health and their impact differ between women and men. Receiving appropriate healthcare, in accordance with gender differences, is thus necessary.
- In recent years, women's disease pattern has changed due to various factors, including increase in the number of menstrual periods resulting from decrease in lifetime fertility, increase in the age of first childbirth resulting from increased tendency to marry later, and increase in average life expectancy.
- As an increasing number of women and men wish to undergo infertility treatment, measures to alleviate the financial burden and to balance treatment and work are needed.
- In light of a 100-year life society, health support starting around menopause is important to further empower women and increase healthy life expectancy.
- Attentive support by midwives, public health nurses, etc. is important to let expectant and nursing mothers, who are concerned about COVID-19, give birth and take care of their children without worries.
- The government will drive forward work style reform for doctors, and urge increased participation of women in the policy decision-making process.
- It is necessary to create an environment where female athletes can flourish in good health and to support them to be able to stay active after retirement.

Field 7 Support for Lifelong Health

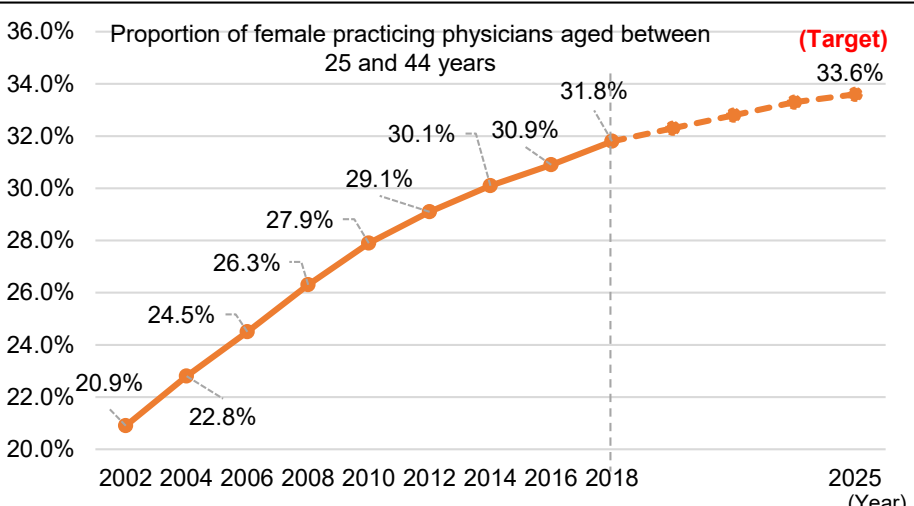
Key Initiatives and Targets

- Take measures to further increase the proportion of women who undergo **cervical screening tests and breast cancer screenings**.
- **Consider allowing access to emergency contraception, without a prescription**, for women who have the possibility of unintended pregnancy.
- Drive forward **alleviation of the financial burden of infertility treatment** and **creation of a workplace environment that allows workers to balance infertility treatment and work**.
- Engage in **comprehensive education and awareness raising concerning health** for the young generation, including **providing knowledge on pregnancy and childbirth from an early stage** and raising awareness toward the health of their own body, and create systems for consultation.
- **Promote workplace training and awareness-raising activities concerning menopausal health**, as well as **establishment of systems for consultation**.
- For further empowerment of female doctors, drive forward **work style reform for doctors** and measures to **increase the proportion of women in leadership positions**.
- Support the formulation of **specific plans to achieve the proportion of female directors (40%)** set out in the Governance Code for Sports Organizations.
- Drive forward measures to **prevent harassment against athletes, which includes taking and disseminating photos and videos with sexual intent**. In addition, drive forward **compliance education** by each sports organization to **eradicate various forms of harassment** against athletes, etc.

| Item | Current state | Target (Deadline) |
|---|------------------------------------|--|
| Number of Specialized Infertility Consultation Centers | 81 prefectures and cities (FY2020) | All prefectures, ordinance-designated cities, and core cities (FY2025) |
| Proportion of female practicing physicians aged between 25 and 44 years | 31.8% (2018) | 33.6% (As early as possible in the 2020s) |



Source: Materials provided by the Maternal and Child Health Division, Child and Family Policy Bureau, Ministry of Health, Labour and Welfare (as of October 2020), Ministry of Internal Affairs and Communications, Local Autonomy System, Classification of Local Government Bodies (as of April 2020)



Source: Ministry of Health, Labour and Welfare, "Statistics of Physicians, Dentists and Pharmacists" (practicing in hospitals and clinics)

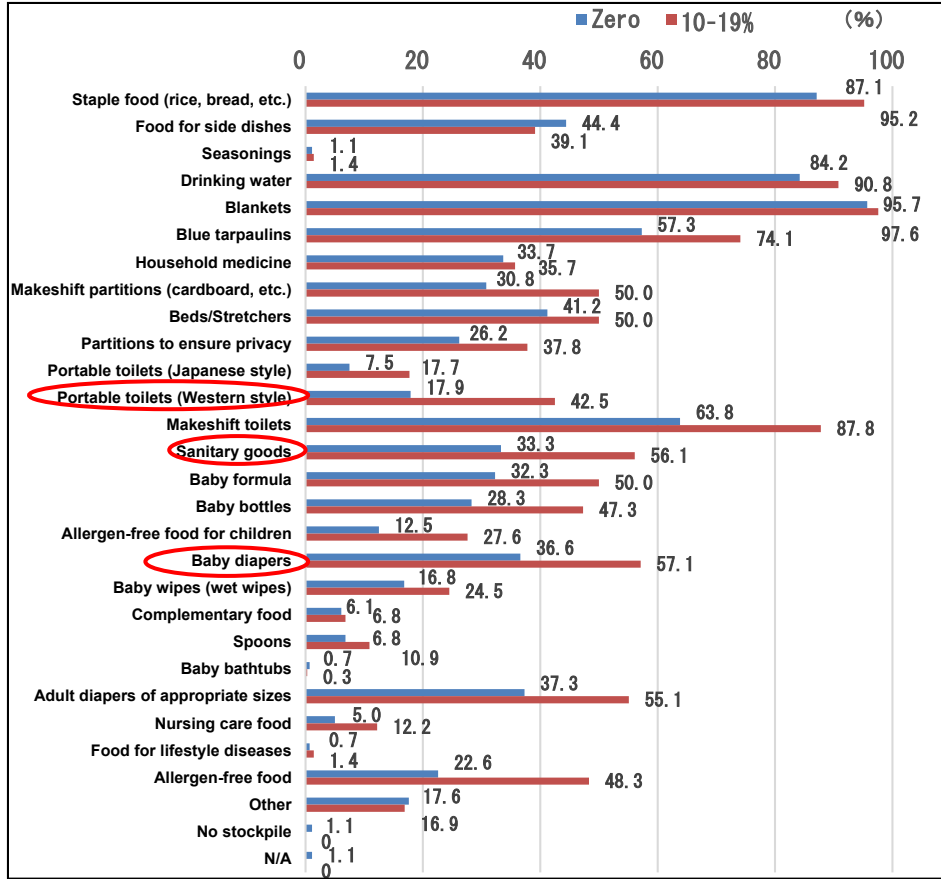
Field 8 Disaster Prevention and Reconstruction, and Environmental Issues from Gender Perspectives

Basic Standpoint

- Women account for 51.3% of the population. It is essential to fully take into account different types of impact of disasters on women and men in disaster prevention, disaster mitigation, and realization of a disaster-resilient society.
- In the event of a disaster, gender issues (e.g. concentration of unpaid care work on women; gender-based violence (DV and sexual violence)) are amplified and reinforced, reflecting a stereotyped perception of gender roles in normal times. It is therefore important to include gender perspectives in all policies related to disaster prevention and reconstruction in normal times.
- Various natural disasters have occurred since the Great East Japan Earthquake, and large-scale disasters such as Nankai Trough earthquake and Tokyo inland earthquake are anticipated. However, efforts for disaster prevention and reconstruction from gender perspective has not been fully put in place.
- The national government will therefore work on the integration of gender perspectives into disaster responses. The national government will also share the recognition with local governments that women are major actors at each stage of preparation, initial response, evacuation, and recovery/reconstruction, and provide support to promote their initiatives that incorporate gender perspectives .

Proportion of female disaster management council members and status of constant stockpile

Comparing the constant stockpile prepared by disaster councils with zero and 10–19% female members, both based on regional disaster management plans, the latter are more likely to have various kinds of daily essentials including feminine and baby products.



- Sanitary goods (zero female member: 33.3%, 10–19% female members: 56.1%)
- Baby diapers (zero female member: 36.6%, 10–19% female members: 57.1%)
- Western style portable toilets (zero female member: 17.9%, 10–19% female members: 42.5%)

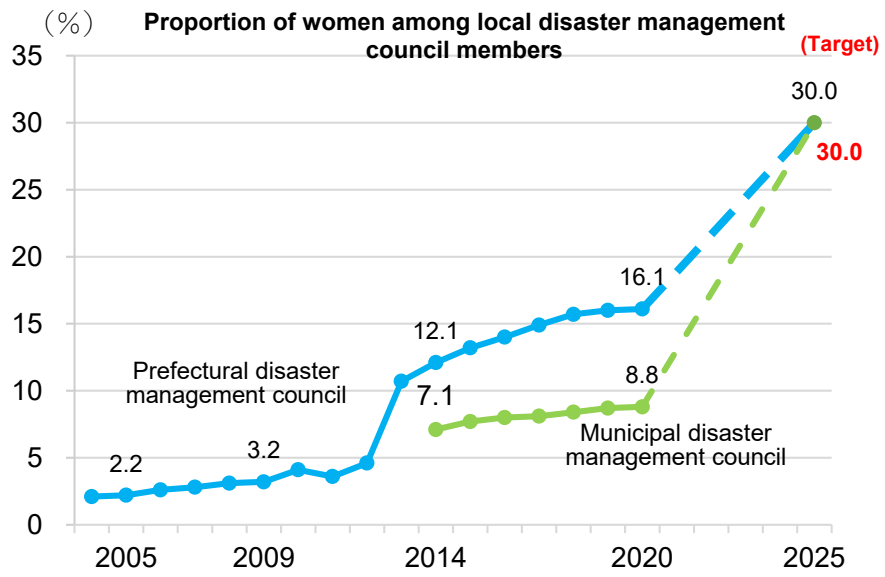
Cabinet Office, "First meeting of the Commission on Disaster Management and Reconstruction from the gender perspectives," Reference 3
 Reorganized "FY2017 Survey on Disaster Management and Disaster Risk Reduction Measures from the Perspective of Women and Local Residents" by Mari Osawa

Field 8 Disaster Prevention and Reconstruction and Environmental Issues from Gender Perspectives

Key Initiatives and Targets

- Request the local governments to increase the proportion of female members in prefectural disaster management councils. In addition, ensure at an early stage that all municipal disaster management councils have at least one female member, and drive forward initiatives to increase the proportion of female members.
- Assign female employees and employees in charge of gender equality to disaster response headquarters and to ensure that male members of the headquarters understand disaster response from gender perspectives. Strengthen support in the event of a disaster, including dispatching national government employees and asking for cooperation from gender equality centers that have experience of being affected by a disaster or offering support.
- Share good practices to make gender equality centers hubs for promoting local disaster management from gender perspectives. In addition, encourage gender equality centers to support each other to be able to play an effective role in the event of a disaster.
- Make sure that heads of local governments and staff of disaster /crisis management and gender equality departments are familiar with “Guidelines for Disaster Prevention and Reconstruction from gender perspectives” and enhance training programs for them. The national government plans to monitor and evaluate the efforts of local governments based on the Guidelines.
- Disaster /crisis management and gender equality departments collaborate and work together more closely in normal times and drive forward disaster prevention and reconstruction initiatives from gender perspectives.

| Item | Current state | Target (Deadline) |
|---|---------------|--|
| Proportion of female members of prefectural disaster councils | 16.1% (2020) | 30% (2025) |
| Proportion of female members of municipal disaster councils | | |
| Number of organizations with no female members | 348 (2020) | 0 (2025) |
| Proportion of female members | 8.8% (2020) | Aiming 15% (initially), up to 30% (2025) |



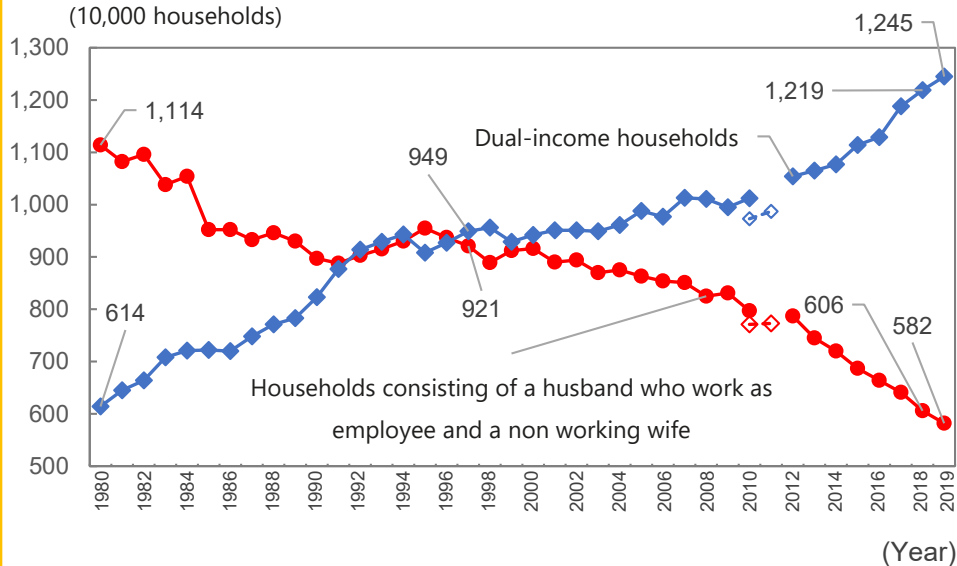
Source: Gender Equality Bureau, Cabinet Office, “Status of Formation of Gender-Equal Society by Local Government Bodies and Promotion of Women’s Empowerment Measures”
 *Source of the actual figures.

- ### Key points of the Guidelines
- Assign both women and men to be in charge of managing evacuation shelters
 - Use partitions that fully ensure privacy
 - Create separate changing rooms for women and men, as well as nursing rooms
 - Ensure that feminine products (sanitary goods, underwear, etc.) are distributed by women
 - Install toilets for women and men at different places
 - Put up posters calling for prevention of DV and sexual violence, at readily visible places in evacuation shelters
 - Make sure to assign staff member of a gender equality department to a subordinate body of local governments’ disaster response headquarters

Field 9 Consolidation of the Social Systems

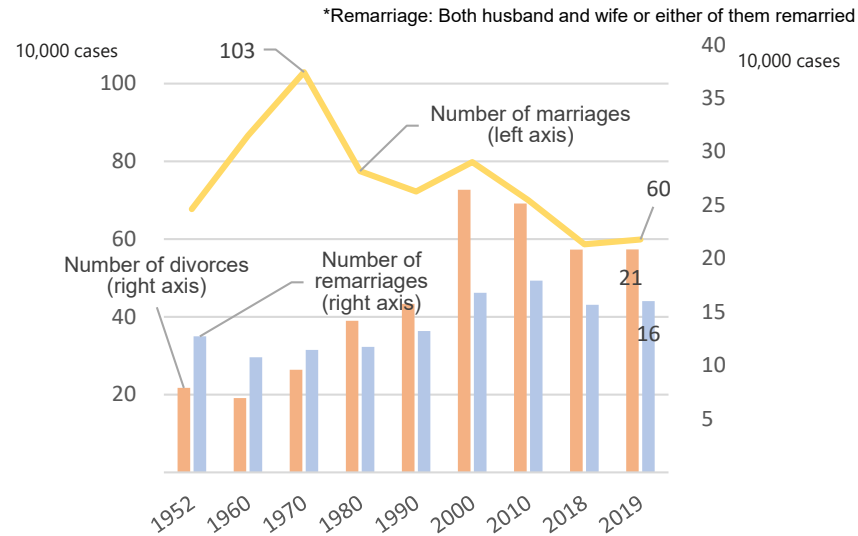
Basic Standpoint

Changes in number of dual-income households, etc.



(Source) Calculated based on Management and Coordination Agency, "Special Survey of the Labour Force Survey" (February each year, but March each year from 1980 to 1982) from 1980 to 2001 and Ministry of Internal Affairs and Communications, "Labour Force Survey (Detailed Tabulation)" from 2002 onward.

Transition of the number of marriages, divorces, and remarriages



(Source) Calculated based on Ministry of Health, Labour and Welfare, "2019 Vital Statistics (Final data)"

- **Social systems and practices** may reflect a stereotyped perception of gender roles and gender-based bias and, **as a result, may not function in a gender-neutral manner.**
- Essential to establish gender-neutral systems and practices, in terms of the impact on the selection of social activities, to secure opportunities for women and men to participate in activities in all fields of society at their own will. To this end, **it is necessary to constantly review overall social systems, including tax and social security systems, based on social and economic situations.**
- The government will carry out research on the impact of its policies on the formation of a gender-equal society.
- Taking into account the issues that have become apparent under the COVID-19 pandemic, review of relevant systems will be strongly promoted **to ensure the delivery of effects of various policies, including various kinds of benefits, to individuals who need them.** In particular, a review will be considered, utilizing My Numbers, **to shift the unit for calculation of benefits and burdens in relevant systems from households to individuals.**

Field 9 Consolidation of the Social Systems

Key Initiatives and Targets

[Consideration of systems that do not hinder the willingness to work]

- Proceed with further review of deductions to realize a tax system neutral toward individual choices.
- With regard to the social security system, further expand the scope of people covered by employee insurance. Consider scaling down the scope of Category 3 insured persons.

[Establishment of legislation concerning family]

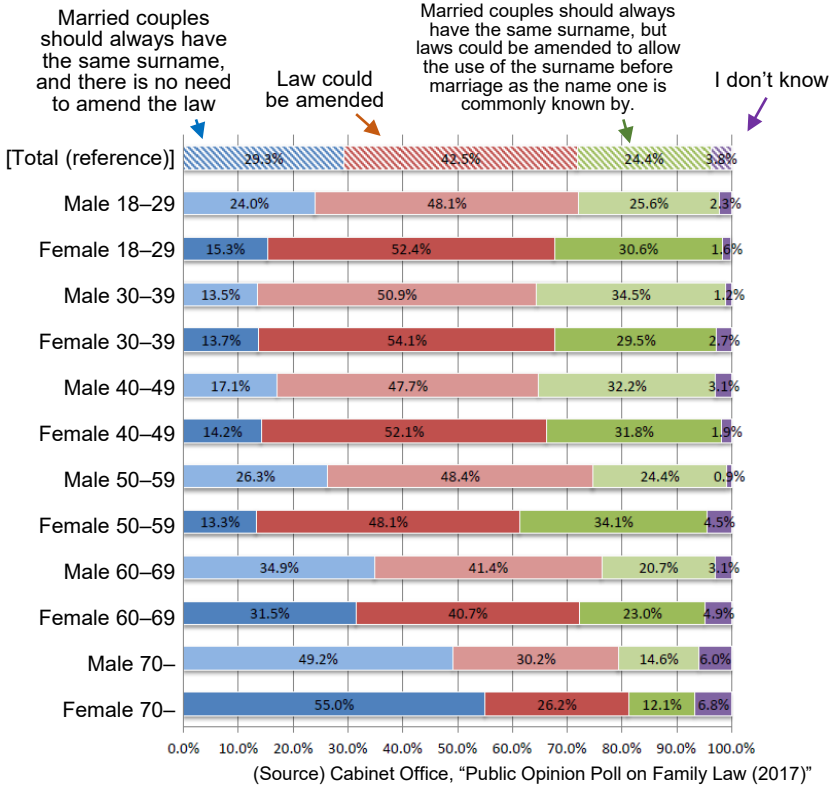
*System of allowing married couples to use separate surname

- Continue expanding the use of former surname and making relevant information available to eliminate inconvenience and disadvantage felt by people who have changed their surnames due to marriage.
- Proceed with the discussion on specific systems concerning the surname of married couples, with a close eye on the opinions of various layers of citizens and discussions in the Diet, and based on the judicial ruling.

[Establishment of a basis for childcare and nursing care support that enables diverse decisions for women and men]

- Further enhance childcare support in accordance with local needs, by creating more childcare facilities based on the New Plan for Raising Children in a Peaceful Environment and increasing the number of children accepted by after school children's clubs based on the New Comprehensive Plan for Children's After School Activities.
- Promote the establishment of childcare facilities and facilities for the elderly and disabled persons in housing complexes.

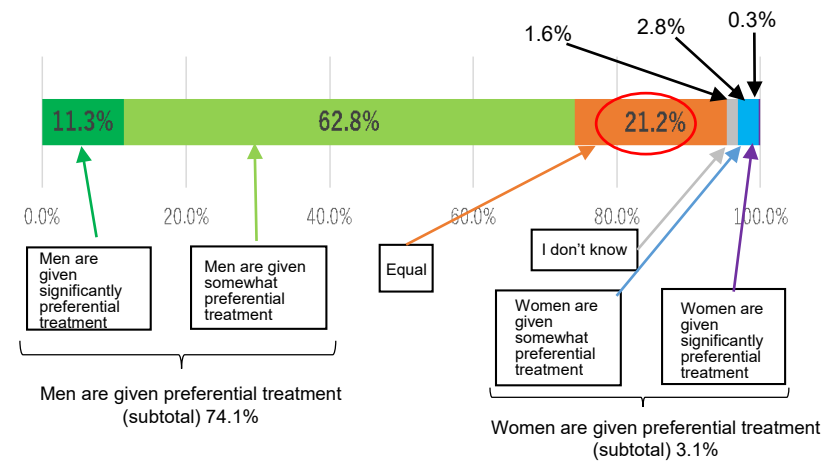
Survey results on system of allowing married couples to use separate surname



| Item | Current state | Target (Deadline) |
|--|--------------------------------|--|
| Number of wait-listed children on childcare services | 12,439 (April 2020) | To be set based on the New Plan for Raising Children in a Peaceful Environment |
| Number of children registered with after school children's clubs | Approx. 1.3 million (May 2019) | 1.52 million (End of FY2023) |

Basic Standpoint

Sense of gender equality in society as a whole



(Source) Cabinet Office, "2019 Public Opinion Poll on a Gender-Equal Society"

Women's participation in decision-making process in school education and media

[Proportion of female middle school principals]

| | Proportion of female teachers | Proportion of female principals |
|--|-------------------------------|---------------------------------|
| Japan | 42.2% | 7.0% |
| Average for 48 participating countries | 69.2% | 48.9% |

(Source) The OECD Teaching and Learning International Survey (2018)

[Proportion of female executives in media organizations]

| | Proportion of managers |
|---|------------------------|
| The Japan Publishers & Editors Association | 0% |
| The Japan Commercial Broadcasters Association | 0% |
| Japan Broadcasting Corporation | 8% |

(Source) Cabinet Office, Research on Women's Participation in the Policy Decision-Making Process (2020)

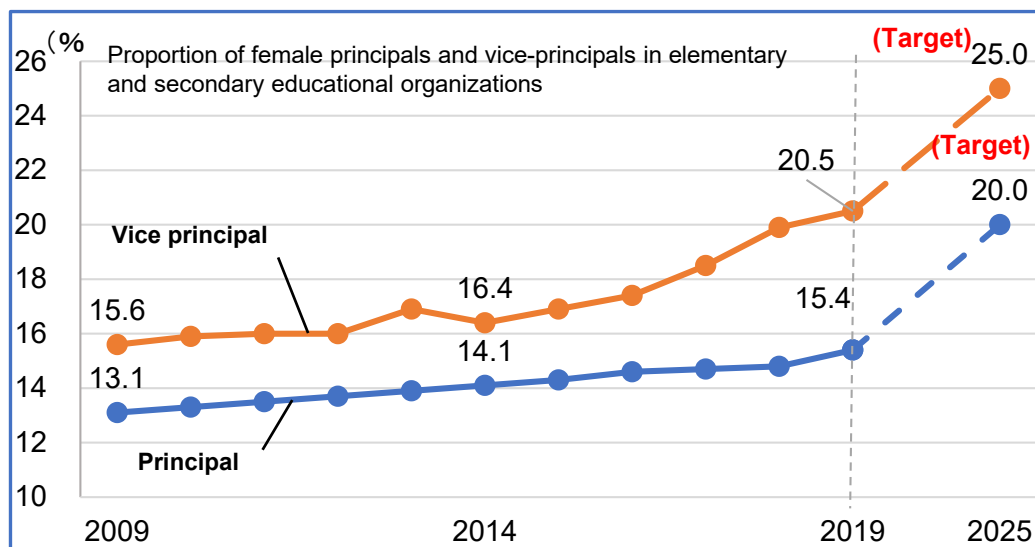
- According to the 2019 Public Opinion Poll on a Gender-Equal Society, 21.2% of the respondents felt that in society as a whole, women and men are "equal," while 74.1% of them answered, "Men are given preferential treatment." The factors behind these answers are a stereotyped perception of gender roles, gender-based bias and stereotypes, and unconscious bias rooted in our work styles and lifestyles, which have developed over time in people's minds.
- Such perception and stereotypes are likely to develop over time from childhood and exist in both women and men. It is extremely important to avoid, for all generations including children, instilling and forcing to adopt a stereotyped perception of gender roles, as well as to change the mindset of both women and men. It is important to make gender equality a familiar issue easy to understand for a wide range of generations, from young children to the elderly.
- The government will collaborate with local government bodies and other relevant institutions and organizations, respect human rights, and overcome stereotyped perception of gender roles. In addition, the government will prevent the negative impact of unconscious bias by reaching out to both women and men to raise awareness and facilitate understanding. Participation of women in the policy decision-making process will also be promoted in the fields of school education and media, in light of its significant impact on the development of people's mindset.

Key Initiatives and Targets

[Education field]

- To foster the values of respect for equality between women and men, which is stipulated as an objective of education in the Basic Act on Education, adopt the gender perspectives at each stage of teacher training, recruitment, and development, as well as **promote understanding of gender equality among teaching staff, including principals, and boards of education**. In addition, **further promote the philosophy of equality between women and men in school education and social education**.
- **Drive forward the appointment of women to decision-making positions, such as superintendents and members of the boards of education, principals, and vice principals**. In particular, **further drive forward the appointment of female principals at schools**. Develop female teachers through positive action and other initiatives.

| Item | Current state | Target (Deadline) |
|---|---------------|-------------------|
| Proportion of female principals and vice-principals in elementary and secondary educational organizations | | |
| Vice principal | 20.5% (2019) | 25% (2025) |
| Principal | 15.4% (2019) | 20% (2025) |



[Media field]

| Item | Current state | Target (Deadline) |
|--|---------------|--|
| Proportion of respondents who answered "equal" when asked about the sense of gender equality in society as a whole | 21.2% (2019) | 50% for the present, while the ultimate goal is nearly 100% (2025) |

- Instill an awareness toward gender equality through the **Forced Appearance in Pornographic Materials and JK Business Prevention Month (April)**, the **Gender Equality Week (June 23–29)**, the **National Conference for the Formation of a Gender-Equal Society (June)**, and the **Campaign for Eliminating Violence against Women (November 12–25)**.
- Work on the **expansion of women's participation in the policy decision-making process in the media field**. In response to the sexual harassment case involving media and the government, **take preventive measures and remedial action against and prevent recurrence of such cases as a government-wide initiative**.

Field 11 International Collaboration and Contribution on Gender Equality

Basic Standpoint

- The 2030 Agenda for Sustainable Development states, “Realizing gender equality and the empowerment of women and girls will make a crucial contribution to progress across all the Goals and targets.” The government will fully recognize the significance of the issue, aims to enhance and strengthen the functions of the systems to strongly promote the policies (national machinery), and ensure that gender equality and gender perspectives are integrated into all government initiatives and reflected in policies (gender mainstreaming).
- The government will proactively adhere to the Convention on the Elimination of All Forms of Discrimination Against Women and take measures in accordance with the Beijing Declaration and Platform for Action.
- Japan will ensure the implementation of summit-level and ministerial-level international agreements reached at G7, G20, APEC, OECD, and other meetings and proactively contribute to international discussions and initiatives.
- Japan will contribute to securing the peace, stability, and prosperity of the international community from the perspectives of women and girls’ empowerment and gender, by promoting gender mainstreaming in Official Development Assistance (ODA) and taking measures based on the UN Security Council Resolution 1325.
- Information will be provided to deepen citizens’ understanding of international discussions and relevant government initiatives. In addition, the government will collaborate, cooperate, and engage in dialogues with not only government agencies but also all stakeholders, including the United Nations and other international organizations, local government bodies, the private sector, and civil society.



United Nations General Assembly High-Level Meeting on the 25th Anniversary of the 4th World Conference on Women



Minister Hashimoto making a statement

2020 APEC Women and the Economy Forum



The meeting (Minister Hashimoto participating in the meeting)

Field 11 International Collaboration and Contribution on Gender Equality

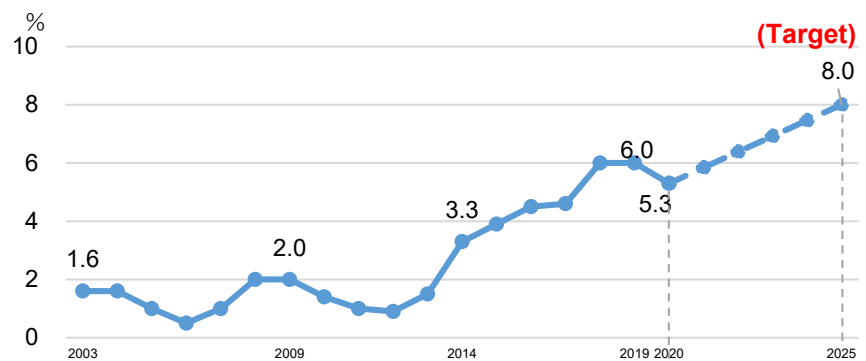
Key Initiatives and Targets

- Promote and implement measures to achieve the SDGs. Keep accurate track of the achievement level of gender equality and gender mainstreaming in the SDGs based on global indicators.
- The Council for Gender Equality will ask for reports on the response to the concluding observations of the CEDAW and request the government to take necessary measures. Proactively provide information on Japan's initiatives at international conferences, including meetings of the Committee on the Status of Women. Seek collaboration with UN Women and other organizations.
- Ensure that summit-level and ministerial-level international agreements and discussions on gender equality at G7, G20, APEC, OECD, and other meetings are reflected in domestic policies, implemented, and used to improve the policies. Contribute to policy decision making by providing and sharing information based on Japan's experience and initiatives.
- Based on the UN Security Council Resolution 1325, implement the National Action Plan on Women, Peace and Security.
- Promote the appointment of women to key positions in embassies, consulates, and permanent missions.

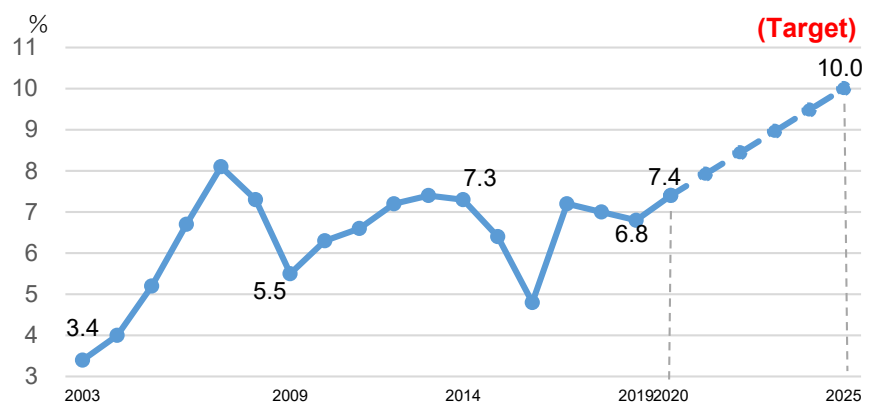
| Item | Current state | Target (Deadline) |
|---|--------------------------|-------------------|
| Proportion of women at each position level in embassies, consulates, and permanent missions | | |
| Minister, Counsellor, and above | 7.4% (*) (July 2020) | 10% (2025) |
| Ambassador Extraordinary and Plenipotentiary, Consul-General | 5.3% (**) (July 2020) | 8% (2025) |

* 40 out of 543
 ** 12 out of 226

Proportion of female ambassadors extraordinary and plenipotentiary and consul-generals



Proportion of ministers and counsellors



Source: Gender Equality Bureau, Cabinet Office, "Research on Women's Participation in the Policy Decision-Making Process" (2020); Ministry of Foreign Affairs *Source of the actual figures.

IV Implementation of the plan

- It is important that the perspectives of gender equality and women's empowerment are in place and reflected in policies in all fields. The government will work to enhance and strengthen domestic systems to drive forward relevant initiatives. In particular, monitoring and impact assessment functions, among others, will be fully taken advantage of for increased effectiveness.
- Local initiatives are extremely important. Support will be enhanced to enable local government bodies to closely collaborate with gender equality centers and other relevant local institutions and organizations, as each actor fully takes advantage of its functions, and promote gender equality and women's empowerment in the area.

Key Initiatives and Targets

[The Council for Gender Equality]

- The Council for Gender Equality is a domestic headquarters under the prime minister that strongly promotes gender equality. Let the Council demonstrate its comprehensive planning functions, coordination functions, monitoring and impact assessment functions, etc. to the maximum extent for all policies, and further strengthen the functions. In addition, **conduct research and deliberate on issues that require intensive discussion** for increased effectiveness of the Fifth Plan, as well as new issues, at the Council for Gender Equality.

[Gender statistics]

- To **improve gender statistics**, look into and disclose the status of statistics of various kinds. In conducting surveys, obtain data by sex whenever possible, and strive to obtain and analyze data by age and prefecture.

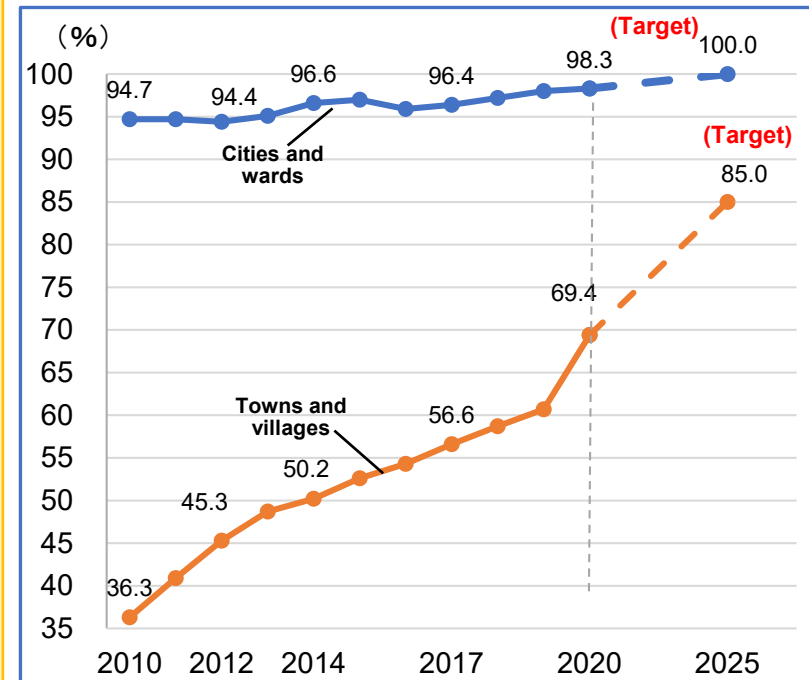
[Local initiatives]

- Focus on towns and villages that have not formulated a **municipal plan for gender equality**; collaborate with prefectures; promote understanding on gender equality by visualizing the progress and providing other information, collecting and sharing good practices, and dispatching experts; and **facilitate the formulation of a plan in all municipalities**.

- To enable **gender equality centers** to fully take advantage of their functions as a place that resolves local issues from the gender perspectives, collaborate with the National Council of Women's Centers, **share know-how and good practices, and facilitate interaction and collaboration beyond the local area**.

Make the role of gender equality centers clear to local government bodies to take full advantage of the functions and strengths in each local area. Urge them to strengthen and enhance initiatives through organic collaboration with relevant organizations.

Proportion of municipalities with established plans for gender equality



| Item | Current state | Target (Deadline) |
|---|---|--|
| Proportion of municipalities with established plans for gender equality | Cities and Wards: : 98.3% Towns and villages: 69.4% (2020) | Cities and wards: 100% Towns and villages: 85% (2025) |

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

*This annex was among the materials discussed at the Council for Gender Equality on November, 2020 for formulating the Fifth Basic Plan

| Item | Current status | Numerical Targets (Deadline) |
|---|---------------------------|--------------------------------------|
| 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 | 17.8% (2017) | 35% (2025) |
| Proportion of female candidates for the House of Councilors | 28.1% (2019) | 35% (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 figure for the current status represents the total for prefectural, ordinance-designated city, and municipal assembly elections in the 2019 nationwide local elections.) | | |
| Proportion of female candidates for the nationwide local elections | 16.0% (2019) | 35% (2025) |
| Proportion of female public prosecutors | 25.4% (March 31, 2020) | 30% (End of FY2025) |
| Proportion of female national public officials hired through recruitment examinations | 36.8% (April 1, 2020) | 35% or higher (Every fiscal year) |
| Proportion of female national public officials hired through the examination for comprehensive service | 35.4% (April 1, 2020) | 35% or higher (Every fiscal year) |
| Proportion of female national public officials hired through recruitment examination (Technical category) | — | 30% (FY2025) |
| Proportion of women at each rank in national government positions | | |
| Section chief at HQ or equivalent | 26.5% (July 2020) | 30% (End of FY2025) |
| Newly promoted section chief level officials (HQ) | 22.8% (July 2019) | 35% (End of FY2025) |
| Director at regional institution, assistant director at HQ or equivalent | 12.3% (July 2020) | 17% (End of FY2025) |

| Item | Current status | Numerical Targets (Deadline) |
|---|---|---------------------------------|
| Director at HQ or equivalent | 5.9% (July 2020) | 10% (End of FY2025) |
| Designated service or equivalent | 4.4% (July 2020) | 8% (End of FY2025) |
| Percentage of male national public officials who take childcare leave | 12.4% (FY2018) | 30% (2025) |
| Proportion of female members in national advisory councils and committees | | |
| Members of advisory councils and committees | 40.7% (2020) | Between 40% and 60% (2025) |
| Expert members of advisory councils and committees | 30.3% (2020) | Between 40% and 60% (2025) |
| Proportion of female prefectural public officials hired through recruitment examinations for local public officials (overall) | 36.6% (FY2019) | 40% (FY2025) |
| Proportion of female prefectural public officials hired through recruitment examinations for local public officials (for university graduate or equivalent) | 33.6% (FY2019) | 40% (FY2025) |
| Proportion of female prefectural public officials at each level | | |
| Position equivalent to section chief of the prefectural government main office | 22.6% (2020) | 30% (End of FY2025) |
| Position equivalent to assistant director of the prefectural government main office | 20.4% (2020) | 25% (End of FY2025) |
| Position equivalent to director of the prefectural government main office | 12.2% (2020) | 16% (End of FY2025) |
| Position equivalent to department/bureau chief/deputy chief of the prefectural government main office | 7.0% (2020) | 10% (End of FY2025) |
| Proportion of female municipal public officials at each level | | |
| Position equivalent to section chief of the municipal government main office | City, town and village: 35.0% [Ordinance-Designated City: 26.5%] (2020) | 40% (End of FY2025) |

| Item | Current status | Numerical Targets (Deadline) |
|---|---|--|
| Position equivalent to assistant director of the municipal government main office | City, town and village: 29.2% [Ordinance-Designated City: 22.6%] (2020) | 33% (End of FY2025) |
| Position equivalent to director of the municipal government main office | City, town and village: 17.8% [Ordinance-Designated City: 16.9%] (2020) | 22% (End of FY2025) |
| Position equivalent to department/bureau chief/deputy chief of the municipal government main office | City, town and village: 10.1% [Ordinance-Designated City: 10.8%] (2020) | 14% (End of FY2025) |
| Proportion of female local police officers | 10.2% (April 2020) | Approximately 12% (Beginning of FY2026) |
| Proportion of female firefighters (Note 1) | 2.9% (FY2019) | 5% (Beginning of FY2026) |
| Percentage of male workers who take childcare leave (Local public officials) | 8.0% (FY2019) | 30% (2025) |
| Proportion of female members of local government councils and committees | | |
| Members of prefectural government advisory councils and committees | 33.3% (2020) | Between 40% and 60% (2025) |
| Members of municipal government advisory councils and committees | 27.1% (2020) | Between 40% and 60% (2025) |
| Proportion of female executive officers and employees at each level in incorporated administrative agencies, etc. | | |
| Department chief, director or equivalent | 15.4% (2020) | 18% (End of FY2025) |
| Executives | 14.4% (2020) | 20% (End of FY2025) |
| Proportion of female employees at each level in private companies | | |
| Section Chief level | 18.9% (2019) | 30% (2025) |

| Item | Current status | Numerical Targets (Deadline) |
|---|-----------------|---------------------------------|
| Director level | 11.4% (2019) | 18% (2025) |
| Department manager level | 6.9% (2019) | 12% (2025) |
| Proportion of women executives of listed companies (Note 2) | — | 12% (2022) (Note 3) |
| Proportion of women entrepreneurs (Note 4) | 27.7% (2017) | 30% or higher (2025) |

| Item | Current status | Numerical Targets (Deadline) |
|--|---|---------------------------------|
| 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 | Total of all genders: 6.4% Male: 9.8% Female: 2.3% (2019) | 5.0% (2025) |
| Rate at which annual paid leave is taken | Total of all genders: 56.3% Male: 53.7% Female: 60.7% (2019 or FY2018) | 70% (2025) |
| Proportion of companies providing opportunities for labor-management discussions on issues of working hours | 64.0% (2019) | All companies (2025) |
| Remote Working (Note 5) | - | (Note 5) |
| Percentage of male workers who take childcare leave in private corporations | 7.48% (FY2019) | 30% (2025) |
| Number of companies that have obtained the Next-Generation Accreditation Mark (" <i>Kurumin</i> ") (Note 6) | 3,448 companies (End of September 2020) | 4,300 companies (2025) |
| Employment rate for women between 25 and 44 years of age | 77.7% (2019) | 82% (2025) |
| Percentages of women who continued working before and after giving birth to their first child | 53.1% (2015) | 70% (2025) |
| Proportion of female employees at each level in private companies | | |
| Section Chief level (Republished) | 18.9% (2019) | 30% (2025) |
| Director level (Republished) | 11.4% (2019) | 18% (2025) |
| Department manager level (Republished) | 6.9% (2019) | 12% (2025) |
| Companies that have obtained certification based on the Act on Promotion of Women's Participation and Advancement in the Workplace (" <i>Eruboshi</i> " Certification) | 1,134 companies (End of September 2020) | 2,500 companies (2025) |
| Proportion of women entrepreneurs (Note 4) (Republished) | 27.7% (2017) | 30% or higher (2025) |

| Item | Current status | Numerical Targets (Deadline) |
|--|--------------------------|---|
| Field 3. Promotion of Gender Equality in Regional Areas | | |
| Net loss of population against region's population of women in their 10s and 20s | 1.33% (2019) | 0.80% (2025) |
| Proportion of female members in agricultural committees | | |
| Number of agricultural committees without any female members | 273/1,703 (FY2019) | 0 (FY2025) |
| Proportion of female members in agricultural committees | 12.1% (FY2019) | 20% (at an early stage), then aim for 30% (FY2025) |
| Proportion of female executive officers in agricultural co-operatives | | |
| Number of agricultural co-operatives without any female executive officers | 107/639 (FY2018) | 0 (FY2025) |
| Proportion of female executive officers | 8.0% (FY2018) | 10% (at an early stage), then aim for 15% (FY2025) |
| Proportion of female directors in the Land Improvement Districts (including League of Improvement Districts) | | |
| Number of organizations without any female directors | 3,737/3,900 (FY2016) | 0 (FY2025) |
| Proportion of female directors | 0.6% (FY2016) | 10% (FY2025) |
| Proportion of certified female farmers | 4.8% (March 2019) | 5.5% (FY2025) |
| Number of family management agreements concluded | 58,799 cases (FY2019) | 70,000 cases (FY2025) |
| Proportion of female heads of community associations | 6.1% (FY2020) | 10% (FY2025) |

| Item | Current status | Numerical Targets (Deadline) |
|--|---|---|
| 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: 8.0% Engineering: 4.9% (2016) | Science: 12.0% Engineering: 9.0% (2025) |
| Proportion of females hired as researchers at universities | Science: 17.2% Engineering: 11.0% Agriculture: 18.9% Medicine, Dentistry and Pharmacology: 25.3% Humanities: 37.7% Social sciences: 25.8% (2018) | Science: 20% Engineering: 15% Agriculture: 30% Medicine, Dentistry and Pharmacology: 30% Humanities: 45% Social sciences: 30% (2025) |
| Proportion of female undergraduate students in university science and engineering departments | Science Department: 27.9% Engineering Department: 15.4% (2019) | Year-on-year increase (Every fiscal year) |

| Item | Current status | Numerical Targets (Deadline) |
|--|--------------------------------|---------------------------------|
| 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 | 47 (April 2020) | 60 places (2025) |
| Number of prefectures where emergency services are available 365 days a year at one-stop support centers, etc. for sexual crimes and sexual violence | 20 prefectures (April 2020) | 47 prefectures (2025) |
| Number of Spousal Violence Counseling and Support Centers in municipalities | 119 (April 2020) | 150 places (2025) |
| Number of Spousal Violence Counseling and Support Centers participating in regional council of countermeasures for children requiring aid | 190 places (April 2018) | 323 places (2025) |

| Item | Current status | Numerical Targets (Deadline) |
|--|--|--|
| Field 6. Offering Support to Tackle Poverty and Other Livelihood Difficulties from Gender Perspective | | |
| Child support consultation provided by attorneys to single parents | 94 prefectures and cities (Total: 101 municipalities) (FY2018) | All prefectures and ordinance-designated cities ▪ Core cities (FY2024) |
| Proportion of divorcing couples who made child support arrangements | 64.3% (FY2019) | 70% (FY2022) |
| Number of job-hopping part timers (" <i>Freeters</i> ") | Total of all genders: 1.38 million Male: 0.66 million Female: 0.72 million (2019) | Total of all genders: 1.14 million (2025) |
| Employment rate for individuals between 65 and 69 years of age | — | Total of all genders: 51.6% (2025) |
| Actual employment rate for people with disabilities (private companies) | 2.11% (June 2019) | 2.3% (2022) |

| Item | Current status | Numerical Targets (Deadline) |
|---|--|--|
| Field 7. Support for Lifelong Health | | |
| Cervical cancer screening rate, breast cancer screening rate (Note 7) | Screening rate in the past two years Cervical cancer: 43.7% Breast cancer: 47.4% (2019) | Cervical cancer: 50% Breast cancer: 50% (by FY2022) |
| Suicide rates (per 100,000 population) | Total of all genders: 15.7 Male: 22.7 Female: 9.1 (2019) | More than 30% decrease from 2015 (by 2026) |
| Number of Specialized Infertility Consultation Centers | 81 prefectures and cities (FY2020) | Available in all prefectures, ordinance-designated cities, and core cities (FY2025) |
| Proportion of female practicing physicians between 25 and 44 years of age | 31.8% (2018) | 33.6% (As early as possible in 2020s) |
| Proportion of female directors in sports organizations | 15.7% (As of March 2019) | 40% (As early as possible in 2020s) |

| Item | Current status | Numerical Targets (Deadline) |
|---|---------------------|--|
| Field 8. Disaster Prevention and Reconstruction, and Environmental Issues from Gender Perspectives | | |
| Proportion of female members of prefectural disaster prevention councils | 16.1% (2020) | 30% (2025) |
| Proportion of female members of municipal disaster prevention councils | | |
| Number of organizations with no female members | 348/1,741 (2020) | 0 (2025) |
| Proportion of female members | 8.8% (2020) | Aiming for 15% (initially), up to 30% (2025) |
| Proportion of female firefighters (Note 1) (Republished) | 2.9% (FY2019) | 5% (Beginning of FY2026) |
| Proportion of female fire corps volunteers (Note 8) | 3.2% (FY2019) | Target of 10%, aiming for 5% in the meantime (FY2026) |

| Item | Current status | Numerical Targets (Deadline) |
|---|--|--|
| Field 9. Consolidation of the Social Systems | | |
| Number of wait-listed children for childcare services | 12,439 people (April 2020) | To be set based on the "New Plan for Raising Children in a Peaceful Environment" |
| Number of children registered in after-school children's clubs | Approximately 1.3 million people (May 2019) | 1.52 million (End of FY2023) |
| Proportion of public rental housing (100 units or more) also offering care facilities for seniors, disabled people, or children | 29.1% (FY2019) | Approximately 90% of housing complexes to be reconstructed (FY2025) |

| Item | Current status | Numerical Targets (Deadline) |
|--|--------------------|---|
| 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 | 21.2% (2019) | 50% for the present, while the ultimate goal is nearly 100% (2025) |
| Proportion of female principals and vice principals in elementary and secondary educational organizations | | |
| Vice principals | 20.5% (2019) | 25% (2025) |
| Principals | 15.4% (2019) | 20% (2025) |
| Proportion of female university faculty members | | |
| Associate professors | 25.1% (2019) | Aiming for 27.5% (initially), up to 30% (2025) |
| Professor, etc. (university president, vice president, professor) | 17.2% (2019) | Aiming for 20% (initially), up to 23% (2025) |
| Number of prefecture or municipal boards of education with no female members | 64/1,856 (2019) | 0 (2025) |

| Item | Current status | Numerical Targets (Deadline) |
|--|---------------------|---------------------------------|
| Field 11. International Collaboration and Contribution on Gender Equality | | |
| Proportion of women at each level at overseas establishments | | |
| Minister, Counselor and above | 7.4% (July 2020) | 10% (2025) |
| Ambassador Extraordinary and Plenipotentiary, Consul-General | 5.3% (July 2020) | 8% (2025) |

| Item | Current status | Numerical Targets (Deadline) |
|---|--|---|
| Implementation of the Plan | | |
| Proportion of municipalities with established Plans for Gender Equality | Cities and wards: 98.3% Towns and villages: 69.4% (2020) | Cities and wards: 100% Towns and villages: 85% (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 directors, auditors, executive officers, executive managing officers and officers equivalent to them.

(Note 3) Targets after the reorganization of trading sections is to be set at the time of interim follow-up for the Fifth Bisc Plan.

(Note 4) 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 5) 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 6) 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 7) 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. Targets for FY2022 and beyond are planned to be formulated in the next Basic Plan to Promote Cancer Control Programs.

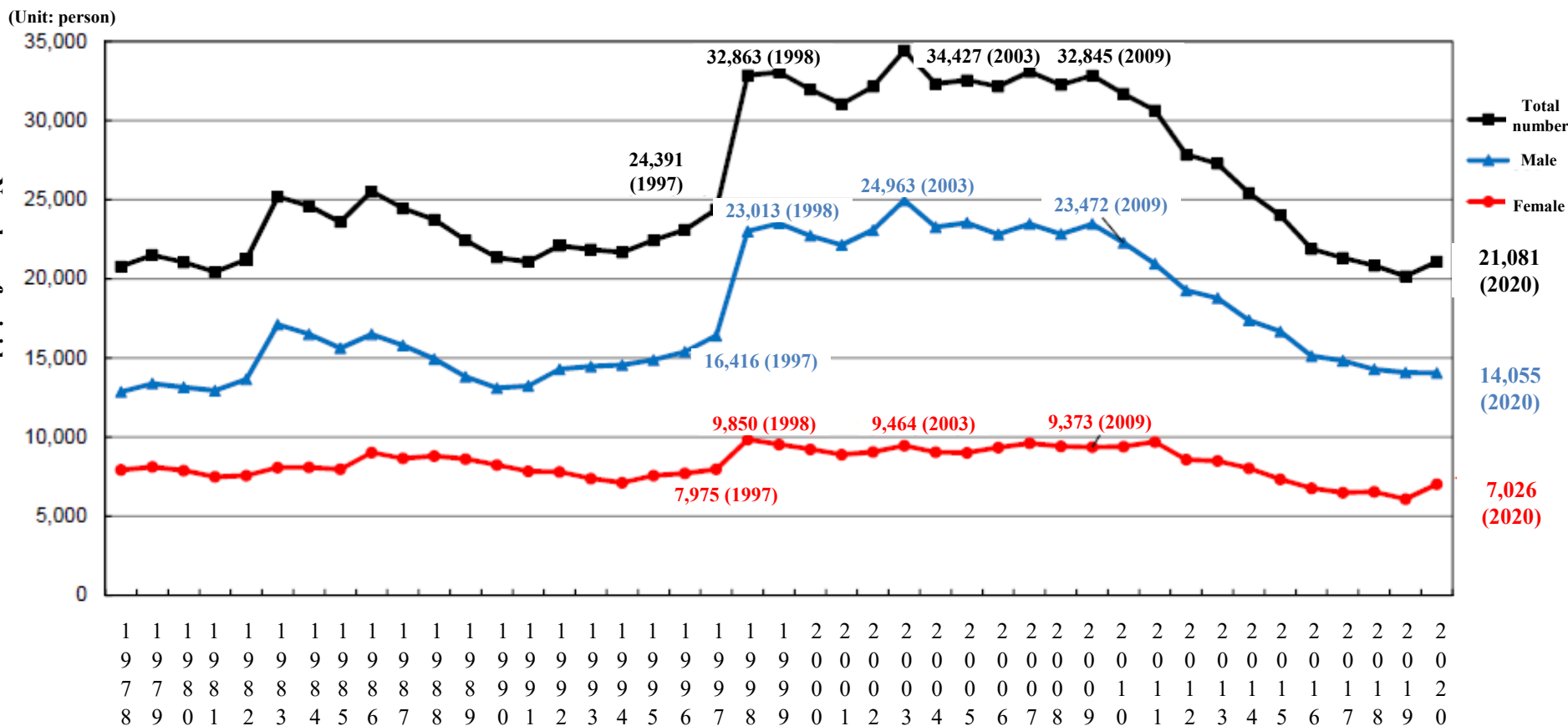
(Note 8) A fire corps volunteer is a member of a municipal fire department who engages in firefighting and disaster management activities based on the spirit of local patriotism and “protecting our own community by ourselves,” while having another main occupation.

**Numerical Targets on Education extracting
from the Fifth Basic Plan for Gender Equality**

| Item | Current status | Numerical Targets (Deadline) |
|--|--------------------|---|
| Proportion of respondents who answered "Equal" when asked about the sense of gender equality in society as a whole | 21.2% (2019) | 50% for the present, while the ultimate goal is nearly 100% (2025) |
| Proportion of female principals and vice principals in elementary and secondary educational organizations | | |
| Vice principals | 20.5% (2019) | 25% (2025) |
| Principals | 15.4% (2019) | 20% (2025) |
| Proportion of female university faculty members | | |
| Associate professors | 25.1% (2019) | Aiming for 27.5% (initially), up to 30% (2025) |
| Professors, etc. (university president, vice president, professor) | 17.2% (2019) | Aiming for 20% (initially), up to 23% (2025) |
| Number of prefecture or municipal boards of education with no female members | 64/1,856 (2019) | 0 (2025) |

Annual transition in the number of suicides

- The number of suicides in 2020 was 21,081, an increase of 912 (about 4.5%) over the previous year.
- By gender, the number of males decreased for the 11th consecutive year, while the number of females increased for the first time in two years. The number of suicides among males is about 2.0 times higher than that of females.



Materials: Created by the Ministry of Health, Labour and Welfare based on National Police Agency suicide statistics original data

Provisions Incorporating Gender Perspectives in The Basic Disaster Management Plan (excerpt)

Part 1 General Provisions

Chapter 3: Changes in Social Structure and Responses to Disaster Risk Prevention

- In order to improve regional disaster management capabilities through the implementation of disaster risk reduction measures that reflect the diverse perspectives of local residents, it is necessary to establish a disaster management system that incorporates gender equality and other diverse perspectives by active involvement of women, the elderly, the disabled, and others in the decision-making process and in the field of disaster risk reduction activities, through means such as by appointing them as members of local disaster management councils.

Part 2: Measures Common to Each Disaster

Chapter 1: Disaster Risk Reduction

Section 3: Promotion of disaster risk reduction activities by citizens

2. Disseminating disaster risk reduction knowledge and conducting drills

(3) Consideration for people requiring special care in disaster risk reduction knowledge dissemination and drills

- When disseminating disaster risk reduction knowledge and conducting drills, due consideration is given to the diverse needs of persons requiring special care, such as the elderly, disabled persons, overseas nationals, infants, and expectant and nursing mothers, every effort is made to develop a system to support persons requiring special care in the community, and every effort is also made to give due consideration to the perspectives of both men and women, such as the different needs of men and women at the time of a disaster.
- The Government of Japan [Cabinet Office] and local governments should raise awareness that there is “Zero tolerance for violence against women” in designated evacuation shelters, temporary emergency housing, and places where volunteers work, so that disaster victims and supporters will become neither victims nor perpetrators of sexual violence and DV (domestic violence).

3. Improving the environment for disaster risk reduction activities of citizens

(1) Training and Strengthening fire corps and voluntary disaster-preparedness and voluntary crime prevention organizations operated by local residents

- The Government of Japan[Fire and Disaster Management Agency] and municipalities (prefectures) shall improve the facilities, equipment, and treatment of fire corps, which play an important role as the core of fire-fighting and disaster risk reduction in local communities, enhance their training systems, and facilitate the activation of fire corps by encouraging youth, women and other members to join, and foster their development.
- The municipalities (prefectures) shall foster and strengthen voluntary disaster-preparedness organizations and enhance the disaster management system of local communities through cooperation between fire corps and these organizations. They shall also encourage these organizations to become routinely active and conduct drills by training disaster risk reduction leaders and creating an environment in which all ages can participate, etc. Residents shall endeavor to participate in voluntary disaster prevention activities such as local disaster risk reduction drills. In doing so, efforts shall be made to promote the participation of women.

Section 6: Prompt and smooth disaster response and preparation for disaster recovery and reconstruction

- In order to strengthen disaster response capabilities from a gender lens, the Government of Japan [Cabinet Office] shall inform the departments in charge of disaster management and of gender equality in each prefecture so that local governments (1) establish a mechanism of cooperation between the departments in charge of disaster management, gender equality, and the Gender Equality Center, and (2) promote the involvement of female officials and officials in charge of gender equality in the local disaster management headquarters.
- From gender-equality perspectives, local governments shall work to increase the ratio of women among the members of local disaster management councils and shall endeavor to clarify the roles of the departments in charge of gender equality and Gender Equality Centers in normal times and in times of disaster, so that the departments in charge of gender equality can liaise and coordinate disaster response within the office and at evacuation centers and the Gender Equality Center can serve as a base for promoting disaster risk reduction activities in the community.

8. Procurement and supply activities

- The Government of Japan [Ministry of Agriculture, Forestry and Fisheries, Ministry of Economy, Trade and Industry, and Ministry of Health, Labour and Welfare] shall give special consideration to the maintenance of a procurement system for the following commodities, and shall survey the amount available for procurement every year.
 - Daily necessities: Underwear, blankets, work clothes, towels, small engine generators, tabletop cassette stoves, cartridge cylinders, sandbags, blue tarpaulins, flashlights, dry batteries, toilet paper, tissue paper, portable toilets and makeshift toilets, temporary toilets, diapers for infants and children, feminine care products, masks

Chapter 2 Disaster Response

Section 2 Collecting and sharing information immediately after a disaster and establishing an emergency activities system

6. Emergency activities system in the Government of Japan

(3) Dispatch of government staff

- In order to strengthen the capacity to respond to disasters from a gender lens, the Government of Japan [Cabinet Office] shall, based on the damage situation, dispatch government staff to the disaster area as necessary, and provide necessary support and advice to ensure that the departments in charge of gender equality are incorporated into the local disaster management headquarters.

Section 6 Acceptance of evacuees and information provision activities

3. Designated evacuation shelters, etc.

(2) Management of designated evacuation shelters

- Municipalities shall promote women's active involvement in the operation of the designated evacuation shelters, and take into consideration the different needs of men and women from gender-equality perspectives. In particular, efforts shall be made to operate and manage the shelters in consideration of the needs of women and families raising children, by, for example: setting up women-only drying areas, changing rooms, and nursing rooms; having women distribute sanitary products and women's underwear; and ensuring safety in the shelters by conducting patrols in pairs comprised of one woman and one man, and distributing security buzzers.
- In order to prevent sexual violence and DV against women and children in designated evacuation shelters, etc., municipalities shall make efforts to ensure the safety of women and children by, for example: setting up women's and men's

toilets in separate locations; setting up toilets, changing rooms, and bathing facilities in places where they can be used safely day and night; installing additional lighting; and displaying posters to warn people about sexual violence and DV. In addition, in cooperation with the police, hospitals, and women's support groups, efforts should be made to provide information on counseling services to victims of sexual violence and DV.

4. Temporary emergency housing, etc.

(3) Operation and management of temporary emergency housing

- The municipalities (prefectures) are to conduct the appropriate operation and management of each temporary emergency housing. In such cases, efforts shall be made to ensure safety and security in emergency temporary housing, to provide psychological care to prevent “lonely deaths” and social withdrawal, to form and manage a community of residents, and to promote the participation of women so that the opinions of residents, including women, can be reflected. Also, consideration shall be given to the acceptance of pets in temporary housing, as necessary.

7. Measures for people having difficulty returning home

- In the event that public transportation is suspended in the Tokyo metropolitan area and other major metropolitan areas (including due to the effects of ash falling from volcanic disasters), and a large number of people have difficulty returning home on their own, the Government of Japan [Cabinet Office and the Ministry of Land, Infrastructure, Transport and Tourism] and local governments shall prevent people from returning home all at once by promoting the basic principle of not starting to move unnecessarily, and as necessary, in securing temporary accommodation facilities, make every effort to operate temporary accommodation facilities taking into consideration the differences in needs of men and women and the diverse needs of persons requiring special care.

Section 7 Procurement and supply activities

- In order to efficiently procure and ensure the daily necessities to maintain the lives of disaster victims such as food, drinking water, fuel, and blankets and to supply and distribute them according to victims' needs, the relevant organizations shall make efforts to share information and cooperate with each other for the supply of goods and materials that they have stockpiled as well as the procurement and transportation of goods by utilizing the goods procurement and transportation

coordination support system, and shall take actions in accordance with the following policies. Considering that the goods required in disaster areas will change over time, careful attention shall be paid to procuring goods in a timely manner. As well as considering the actual conditions of the disaster area, by, for example, providing fans in the summer and heating equipment and fuel in the winter, the relevant organizations take into consideration the needs of persons requiring special care and the differences in needs between men and women.

Chapter 3 Disaster Recovery and Reconstruction

Section 1 Determination of the basic direction of the recovery and reconstruction of the region

- In the recovery and reconstruction of the disaster-affected areas, the participation of women shall be promoted in every place and organization for recovery and reconstruction from the perspective of gender equality. In addition, the participation of persons with disabilities, the elderly, and other persons requiring special care shall be promoted.

Section 3 How to proceed with planned reconstruction

2. Community development for disaster risk reduction

- Local governments shall implement community development for disaster risk reduction that takes into consideration the safety of residents and environmental conservation, aiming to prevent the recurrence of disasters and create a more comfortable urban environment. In doing so, based on the principle that community development is not only for the benefit of current residents but also for future residents, local governments shall clarify the ideal form of the city at the planning stage, aim for community development that will cause no regrets in the future, and make efforts to seek the understanding of residents. At the same time, efforts shall be made to improve the environment so that the opinions of persons with disabilities, the elderly, women, and others can be reflected.
- The Government of Japan and local governments shall give due consideration to the maintenance, recovery, and reconstruction of local communities when preparing recovery plans for the disaster-affected areas, taking into account the significant role that local communities play in the material and psychological recovery of the disaster-affected areas, including the maintenance of the mental health of disaster victims. At the same time, efforts shall be made to improve the environment so that the opinions of persons with disabilities, the elderly, women, and others can be

reflected.

Part 5 Measures against storm and flood damage

Chapter 1 Disaster Risk Reduction

Section 2 Promotion of disaster risk reduction activities by citizens

3. Improve the environment for people's disaster risk reduction activities

(1) Training and strengthening fire corps, flood prevention groups, flood prevention cooperation organizations, voluntary disaster-preparedness organizations, and voluntary crime prevention organizations

- The Government of Japan [Ministry of Land, Infrastructure, Transport and Tourism] and municipalities (prefectures) shall provide training and practice for flood prevention groups and flood prevention cooperation organizations, develop facilities to serve as bases for flood prevention activities in the event of disasters, and enhance flood prevention materials and equipment. In addition, the Government of Japan and municipalities (prefectures) shall promote the revitalization of flood prevention groups by encouraging the participation of youth and women as members. It will also secure persons who will carry out flood prevention activities by designating various entities, such as NPOs, private companies, and residents' associations as cooperative organizations for flood prevention to train them and enhance their skills.