

## I. Promoting initiatives to realize a virtuous cycle of women's empowerment and economic growth (cf. p.2 for details)

Creating society-wide momentum towards women's empowerment and ensuring diversity are indispensable for the realization of a society in which both men and women can fully demonstrate their individuality and abilities. At the same time, these endeavors will not only contribute to the sustainable growth of businesses by generating innovations and promoting business transformation, but eventually to the development of the Japanese economy. Considering above, the following measures should be taken to drive active women's participation:

### (1) Setting numerical targets for the ratio of female executives at companies listed on the Prime Market, etc.

- Promote initiatives to include the following provisions in exchanges' regulations by the end of 2023:
  - Each company listed on the Prime Market shall strive to appoint at least one female executive by 2025; (ii) Each company listed on the Prime Market shall aim to raise the ratio of female executives to 30% or more by 2030; and (iii) Each company listed on the Prime Market is recommended to formulate its action plan to achieve the aforementioned goals.
- At the same time, support the initiatives to develop a women's promotion pipeline from managers to executives, by steadily advancing the development and appointment of female talent by, for example, enhancing training for future female leaders responsible for corporate management, supporting efforts to improve capabilities through upskilling and reskilling, and sharing good practices in a horizontal manner, etc.

### (2) Developing/supporting female entrepreneurs

- Strive to increase the ratio of female entrepreneurs to 20% or more in the program (J-Startup) in which government agencies and the private sector provide intensive support to create and develop female entrepreneurs who can serve as role models.
- At the same time, enhance networks for female entrepreneurs and provide support to female entrepreneurs who need to raise funds.

## II. Strengthening initiatives to increase women's income and achieve their economic empowerment (cf. p.3 for details)

For the creation of an environment in which both men and women can balance their life events and career development by sharing housework, childcare, etc., and, in view of the current situation of non-regular workers, most of them are women, and single-parent households facing economic difficulties, etc., the below-mentioned measures should be taken to promote initiatives from every perspective to improve women's income and achieve their economic empowerment. At the same time, women's continuous employment should be encouraged by assisting them to balance their work and health.

### (1) Promotion of diverse and flexible work styles during normal and child-caring periods

- Undertake initiatives to correct the long working-hour practices, accelerate efforts to support work-life balance based on investor evaluations, promote the dissemination of the "diversified regular employment" system, etc.
- Fundamentally promote measures from both institutional and payment mechanisms to realize a society in which it is quite common for male employees to take a childcare leave.

### (2) Promotion of reskilling including the development of digital human resources for women

- Develop an environment for reskilling by promoting the use of digital skill standards and the IT Passport Examination, and implementing the "Digital Human Resources Development Plan for Women."

### (3) Promotion of initiatives that respond to local needs

- To strengthen: 1) functions of local gender equality centers that support women's active participation according to local needs; and 2) back-up support to each center by the National Women's Education Center (NWEC), submit bills to transfer the administrative control over the NWEC to Cabinet Office and strengthen the functions of the NWEC and local centers.

⇒ Through these initiatives, aim to solve structural issues\* lying behind the generation of so-called *L-shaped curve* (see the diagram on the right).

\*Examples include labor practices centered on long working hours, uneven burden of unpaid services (e.g. housework and childcare) on women, and stereotyped perceptions of gender roles.

## III. Realization of a Society in Which Women Can Live with Dignity and Pride (cf. p. 4 for details)

In order to realize a society in which women can live with dignity and pride, the below-mentioned measures will be taken. At the same time, so as to promote measures to reflect a gender perspective as well as in the field of peace and security, develop anti-harassment measures, and ensure women's participation in all stages of the policy-making process.

### (1) Reinforce measures against spousal violence

- Develop an environment for the smooth enforcement (in Apr. 2024) of the Revised Act on the Prevention of Spousal Violence and the Protection of Victims.

### (2) Strengthen measures against sexual crimes and sexual violence

- Thoroughly disseminate information on the consultation contacts so that diversified victims, including children, who are likely to suffer covert and serious damages, can seek consultation without hesitation.
- Steadily implement measures based on the "Policy for Further Strengthening Measures against Sexual Crimes and Sexual Violence" and the "Policy Package for the Eradication of Groping."

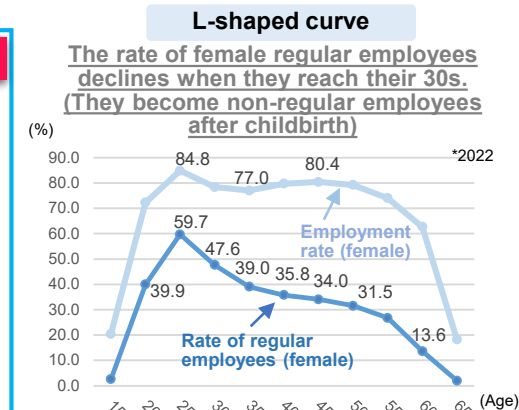
### (3) Provide support to women facing difficulties

- Develop a support system for the smooth enforcement of the Act on Support for Women Facing Difficulties (in Apr. 2024).

### (4) Provide support for lifelong health

- Establish National Center for women's health, take appropriate measures for the enhancement of employer medical checkups, active use of femtech, widespread use of the menstrual leave system, engage in solution of health issues faced by female athletes, etc.

### (5) Promote initiatives according to local needs (reposted)

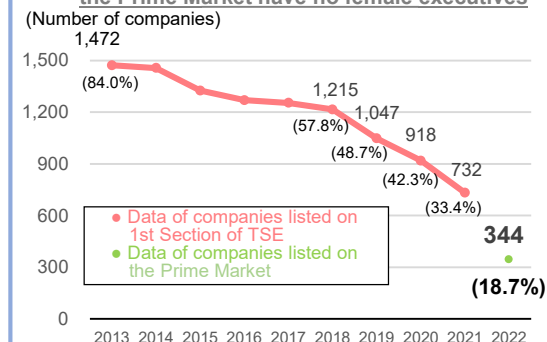


# I. Toward Realization of Virtuous Circle of Women's Empowerment and Economic Growth

## (1) Acceleration of appointment of women by companies

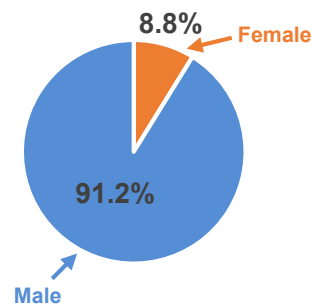
### Number and Ratio of companies without Female executives

Approximately 20% of companies listed on the Prime Market have no female executives



### Percentage of female top management at J-Startup companies<sup>Note</sup>

Ratio of female top management: 8.8%



- (i) Setting numerical targets for the ratio of female executives at companies listed on the Prime Market, etc.
  - Initiatives to include the following provisions in exchange rules by the end of 2023:
    - Each company listed on the Prime Market shall strive to appoint at least one female executive by 2025.
    - Each company listed on the Prime Market shall aim to raise the ratio of female executives to 30% or more by 2030.
    - Each company listed on the Prime Market is recommended to formulate its action plan to achieve the aforementioned goals.
  - Based on the Action Program for Substantiating Corporate Governance Reform, explore additional measures to improve the diversity of the board of directors and key personnel.
- (ii) Support for initiatives for pipeline building
  - Further enhance training programs aimed at developing female leaders who are in charge of corporate management, including the use of cross-company mentoring programs.
  - Consider increasing educational training benefits under the Employment Insurance Act to support skill improvement through upskilling and reskilling for certain areas where high wages may be earned.
  - Promote the development of an environment in which diverse human resources are appointed by horizontally disseminating good practices and providing opportunities for management to commit to initiatives.
- (iii) Substantiation of stewardship activities by institutional investors incl. asset owners
  - Promote initiatives to solve issues toward the substantiation of stewardship activities including the enhancement of systems at pension funds and other asset owners.
- (iv) Establishment of outcome goals for the ratio of female executives in the 5th Plan
  - By the end of 2023, establish outcome goals up to 2025 concerning the ratio of women in the (total) number of board members at companies listed on the Prime Market.

## (2) Developing/Supporting Female Entrepreneurs

- (i) Organic support for female entrepreneurs for issues at each stage
  - Increase the percentage of female entrepreneurs to 20% or more in the J-Startup program, in which government agencies and the private sector provide intensive support to companies selected based on recommendations from external experts.
  - Visualize the skills of support organizations participating in the nationwide network, the “My Cheerleaders for Starting a Business”, and expand regional support including cooperation with regional financial institutions.
  - Promote investment by Japan Investment Corporation in private funds that recruit and develop female capitalists as well as those that actively invest in female entrepreneurs.
- (ii) Development of ecosystem for developing/supporting female entrepreneurs
  - To address the current lack of quantitative data that captures the reality, conduct a pilot questionnaire survey to identify the reality and publicly disseminate the results.

## (3) Promotion of Active Participation of Women in Rural Areas and SMEs

- (i) Efforts to support work-life balance by offering preferential subsidies to SMEs
  - Expand the scope of the preferential treatment that is intended to give additional points to companies with women's active participation/child-rearing support in the screening of SME subsidy recipients.
- (ii) Development and dissemination of content that promotes the elimination of unconscious bias and behavior change of corporate managers, including those in SMEs.
  - Eliminate unconscious bias and promote behavior change using contents designed for the training of corporate executives.
- (iii) Promotion of support for the matching of female managers through regional financial institutions
  - Disseminate information to female management personnel about the “Project for Promoting Matching of Business Administration Professionals to Regional Enterprises,” which is intended to create a new flow of people from large companies to regional mid-tier companies/SMEs and support the securing of managerial talents by regional entities through diverse forms such as career change, side jobs, secondary work, and secondment.
- (iv) Horizontal dissemination of good practices at SMEs that are working to promote active participation by women, etc.
  - Disseminate and expand initiatives intended to promote active participation by women across society as a whole including SMEs, by, for example, selecting business partners that place importance on factors for the active participation by women.
  - Hold regional symposiums of the “Male Leaders' Coalition for Empowerment of Women” on a nationwide scale to form local networks and horizontally disseminate good practices.

## II. Strengthening Initiatives to Increase Women's Income and Achieve Their Economic Empowerment

### (1) Solve issues faced by men and women when trying to balance life events and career development together

- Review of corporate labor practices
- (i) Promote diverse and flexible work styles even in normal times
  - Provide appropriate supervision and guidance to correct long working-hour practices, ensure to disseminate information on the legal system and offer necessary support to prepare for the full-scale enforcement of the Labor Standards Act in 2024.
  - In line with the enforcement of new rules in April 2024, companies will be required to explicitly indicate the scope of changes in work locations and duties to their workers.
  - In order to accelerate initiatives designed to support the work-life balance using investor evaluations, select listed companies that are active to support the work-life balance, using the Nadeshiko Brand that encourages women's empowerment in the workplace.
  - Disseminate information on good practices to promote a wider use of the "diversified regular employment" system; provide experts' support for the adoption of the system; encourage the adoption of optional 3-day work week system.
  - Identify the impact of the use of outreach-type consulting for the improvement of the work interval system adoption rate; explore an effective method to disseminate the results.
- (ii) Promote taking a leave during childcare period and flexible working style
  - Fundamentally strengthen both institutional and payment mechanisms to realize a society where it is quite common for male employees to take a childcare leave.
  - Establish a benefit system to encourage the use of shortened working hours when an employee has a child under the age of two.
  - Consider creating an environment in which employees do not need to hesitate to take a leave when their children are sick.
  - Consider enhancing the system for the disclosure of childcare leave acquisition rate under the Child Care and Family Care Leave Act.
- (iii) Initiatives to address issues related to the balancing work and long-term care
  - In order to encourage workers to acquire "mental readiness" and "basic knowledge" regarding the balancing work and long-term care, consider providing information on support system for the balancing work and long-term care support system and further disseminating information about the long-term care insurance system.
- Reduction of housework/childcare burden thru wider use of external services
  - Ensuring/improving the quality of childcare provided by babysitters.
  - To improve the reliability in using housework support services, consider the way of certifying service providers as well as measures to provide services as a corporate welfare.
- Resolution of issues related to women's career perception
  - Discuss social security and tax systems from women's perspectives. Expand the coverage of employees' insurance to part-time workers; raise the minimum wage; determine and implement immediate measures by the year-end to prevent a decrease of take-home payments when an employee earns the 1.06 million yen and more a year and becomes covered by employees' insurance; and undertake a review of the system.

- Urge each board of education to use teacher training programs designed to eliminate stereotyped gender role perceptions and unconscious biases. Develop an educational environment for infants and older children so that children can freely dream about all future options, including careers in science and technology.

### (2) Further measures associated with the disclosure of gender pay gaps

- Provide supports for accurate understanding and analysis of issues faced by each disclosing company and encourage its initiatives designed to correct the gap. Consider expanding the scope of business owners who are subject to the disclosure obligation to those who employ 101 to 300 regular workers.
- Ensure further "visualization" of the information disclosed by the national and local governments.

### (3) Conversion of non-regular workers to regular workers and improvement of their treatment, etc.

- Enhance subsidies for employers who promote the conversion of non-regular workers to regular workers. Support companies' efforts to provide training to all personnel irrespective of their form of employment and enhance supports to individual workers.
- Further encourage businesses to ensure compliance with the equal pay for equal work.
- Offer necessary advice to prepare for the enforcement of the Act Partially Amending the Local Autonomy Act in April 2024, which allows for the payment of bonuses to fiscal year-appointed employees of local governments.

### (4) Development of digital human resources for women, etc.

- Promote the use of digital skill standards and the IT Passport Examination.
- Provide support to seminars and other initiatives by local governments aimed at improving knowledge about diversifying work styles using Grant for the Promotion of Local Women's Participation and Advancement.
- Implement the "Digital Human Resources Development Plan for Women."

### (5) Promotion of initiatives that respond to local needs

- Implement in a planned manner the functional enhancement measures and initiatives stated in the "Working Group Report on the Functional Enhancement of the National Women's Education Center (NVEC) and the Center for Gender Equality," starting from those ready to be implemented from FY2023. Aim to submit the bills necessary to strengthen the functions to the 2024 ordinary Diet session.
- Using Grant for the Promotion of Local Women's Participation and Advancement and other supportive measures by the government, provide support to effective initiatives implemented by local governments to eliminate gender gaps.

### (6) Support for single-parent families

- For the achievement of the targeted rate of child support receiving,<sup>Note</sup> implement initiatives to raise awareness through information dissemination and public relations activities, develop a consultation system, provide push-type support, and promote the use of model projects for parent support before and after divorce.
- Revise the targeted rate of child support receiving as necessary, based on the progress of the review of the provisions regarding divorce and related systems.
- Further promote the use of advanced vocational training promotion allowance.

# III. Realization of a Society in Which Women Can Live with Dignity and Pride

## (1) Reinforcement of measures against spousal violence

### Outline of the Act Partially Amending the Act on the Prevention of Spousal Violence and the Protection of Victims (Act No. 30 of 2023)

1. Expansion of the protection order system and stricter penalties for protection order violations
  - Expansion of the scope of victims and circumstances entitled to a petition for a restraining order, etc.
  - Extension of the term of stay-away orders and other orders.
  - Addition of acts covered by orders prohibiting indirect contact...etc.
2. Expansion of particulars to be included in the Basic Policy and the prefectures' basic plans
  - (1) Measures to support victims in becoming self-reliant
  - (2) Coordination and cooperation among the national government, local governments, and private organizations
3. Positioning of the council system as a matter of law
  - In order to ensure the smooth enforcement of the Revised Act on the Prevention of Spousal Violence in April 2024, revise the Basic Policy established by the government; develop subordinate laws and regulations; disseminate information on the Revised Act; and hold training sessions for counselors and other related parties.
  - In order to realize a society that does not tolerate spousal violence, disseminate further information and publicize more details about the Spousal Violence Counseling and Support Centers and other consultation channels.
  - With regard to measures against spousal violence and child abuse, promote close cooperation on the site of victim support by establishing multi-agency cooperation and statutory councils according to the revised Act.
  - Promote the implementation of the perpetrator program in each region taking into account the points to be noted, which were compiled based on the knowledge obtained through the trials carried out up to 2022.
  - Promote education, publicity, and awareness raising among young people about violence among partners who do not cohabitate (so-called dating violence).
  - As a means against stalking, enhance the consultation system and develop a cooperative system necessary to secure a temporary evacuation site.

## (2) Strengthening measures against sexual crime and sexual violence

- Based on the "Policy for Further Strengthening Measures against Sexual Crimes and Sexual Violence," take steps associated with the revision of the Criminal Code, appropriately operate criminal procedures, further enhance anti-recidivism measures, and create an environment in which victims can report crimes and make consultations without hesitation.
- Accelerate the creation of network to strengthen cooperation among related organizations in the region to enhance the victim support system centered on the One-Stop Support Center for Victims of Sexual Crimes and Sexual Violence.
- Engage in prevention of harm associated with performing in sexually explicit videos and remedies for performers based on "Act on Prevention and Remedy of Harm Associated with Performing in Porn Videos."
- Accelerate the nationwide expansion of the "Life Safety Education."
- Steadily implement measures based on the "Policy Package for the Eradication of Groping."
- Conduct publicity activities in cooperation with local governments, schools, related organizations, etc. to raise awareness of society as a whole. Ensure thorough dissemination of the information on the consultation contacts so that diversified victims, including children who are likely to be harmed in a more covert and serious manner, can seek consultation without hesitation.

## (3) Harassment prevention measures

- Dissemination of information using pamphlets and other means to prevent harassment in the workplace; publicly inform the obligation of employers to take measures, details of desirable initiatives, and external contacts for consultation.
- In order to prevent harassment to job-seeking students, further strengthen the dissemination of good practices by individual universities and the notification of consultation contacts.
- Promote initiatives to prevent sexual violence, including sexual harassment, and other forms of harassment in higher education institutions.

## (4) Provision of support to women facing difficulties

- For the smooth enforcement of the "Act on Support for Women Facing Difficulties" in April 2024, systematically develop support systems in each prefecture and promote the acquisition, training, and improved treatment of female counseling and support workers.

## (5) Providing support for lifelong health

- Investigate and publish examples of cases in which sanitary products were provided using Grant for the Promotion of Local Women's Participation and Advancement as a response to menstrual poverty, in addition to independent initiatives by local governments.
- Add items related to women's health, including dysmenorrhea and menopausal symptoms, to the questionnaire for employer medical checkups. Enhance the occupational health system.
- Utilize femtech to support demonstration projects conducted through collaboration among companies, medical institutions, local governments, etc., and measure the effectiveness of all projects.
- Explore measures to promote the dissemination of the menstrual leave system.
- Promote the system to value companies which support female health through Certification Programs for Health and Productivity Management Organizations.
- Promote health education in schools; observe the health condition (e.g. menstrual symptoms) of female students by utilizing health questionnaires for health checkups and provide health guidance, etc.
- As a national center for women's health, enable the National Center for Child Health and Development to function as a research control tower that collects the latest evidence and provides information.
- Establish a support system for health issues faced by female athletes and promote understanding of them; eradicate harassment during sports coaching. Set a target ratio of female directors in sports organizations and promote initiatives and specific measures to achieve them.

## (6) Elimination of gender bias in the committee members composing collegial bodies that assist administrative management

- Ensure that both genders are equally represented amongst external expert members in all collegial bodies that are organized by each administrative agency and include multiple external experts.

## (7) Strengthening initiatives for "Women, Peace and Security (WPS)"

- Steadily implement initiatives that are based on the "National Action Plan on Women, Peace and Security Third Edition."

## (8) Specific systems regarding married couples' surnames

# IV. Achieving Targets for Women in Leadership Positions (Steady Implementation of the Fifth Basic Plan for Gender Equality)

## (1) Mid-year follow-up of the Fifth Plan

- Identify the current level of progress in all results targets of the Fifth Plan, and then consider matters to be addressed within the remaining plan period.

## (2) Political area

- Request political parties to make voluntary efforts to set numerical targets pertaining to women's proportion of candidates and improve selection methods of candidates, etc.
- Provide advice as necessary on initiatives utilizing digital technology at assemblies and provide information on advanced cases.

## (3) Administrative area

- Promote a wider and regular adoption of remote work arrangements; take necessary measures for the flextime system in order to allow individual officials to work in a more flexible way.

## (4) Economic area

- Continue to "visualize" the ratio of women by type of officers at commerce and industry associations and chambers of commerce nationwide; identify commerce and industry associations and chambers of commerce that are working to increase the percentage of female officers and help them continue the initiatives.

## (5) Science, technology and academic areas

Item	Current status	Numerical Targets
Proportion of female academic staff in science and engineering at universities (lecturers or above)	Science: 8.7% Engineering: 5.7% (2019)	Science: 12.0% Engineering: 9.0% (2025)
Proportion of females hired as researchers at universities	Science: 14.5% Engineering: 16.3% (2020)	Science: 20% Engineering: 15% (2025)
Proportion of female undergraduate students in university science and engineering departments	Science Department: 27.8% Engineering Department: 15.8% (2022)	Year-on-year increase (Every fiscal year)

- In order to secure opportunities for female students majoring in science, technology, and agriculture to complete their studies and play active roles after graduation, promote initiatives that universities are undertaking in collaboration with private companies, etc. by providing support to the universities' efforts to develop organization structures.
- In order to encourage students to pursue their careers in the science and engineering fields, present role models from both universities and companies to female junior high and high school students, parents, and teachers; conduct on-site classes by role models.
- Review the University Governance Code to expand the appointment of women to management positions; promote the disclosure of information by faculty on the enrollment and promotion of female students and faculty members.
- Continue to offer incentives in the allocation of resources to universities to promote the appointment of women to presidents, vice presidents and professors.
- Support the initiatives by universities and other organizations to achieve diversity, including taking a balance between life events and research activities and fostering female research leaders in an integrated way.

## (6) Promotion of active participation by women in local communities

- Improve the ratio of women among agricultural committee members and officers of agricultural cooperatives.
  - In order to increase the ratio of women on the board of directors of agricultural, forestry and fisheries organizations, etc., encourage the development of systems to set specific goals, etc.; Compile a collection of case studies to promote the appointment of diverse women by the end of FY2023.
  - Develop an environment where women feel comfortable to play an active role, by promoting smart agriculture, forestry and fisheries, developing easy-to-handle agricultural machinery for women, providing supporting activities relating to the work-childcare balance, etc., creating rocker rooms and childcare spaces, and holding workshops.
- Improve the ratio of women among principals, education board members, etc.
  - Request the boards of education and incorporated educational institutions that have not yet set out any specific initiatives for the promotion of women in their employer action plans, etc., to promptly set forth such initiatives.
  - Share issues faced by regions that are slow to appoint women to school principals, etc. with the regions' educators; Offer other regions' good examples and role models to such regions.
  - Identify difficulties and issues faced by female faculty members when they take the selection examination for managerial positions and consider necessary initiatives by the end of FY2023.
  - Consider a framework to visualize the progress of each board of education in formulating and publicizing plans for the "work style reform of schools", etc. by the end of FY2023.
  - Request municipalities that do not have any female education committee members to take prompt action to appoint female board of education as soon as possible.

## (7) Disaster prevention area

- Continuously collect and share good examples of local governments that provide support to personnel who are in charge of disaster response, including environmental improvements such as securing places to leave children and people requiring special care.
- Use learning programs based on the Guidelines for disaster prevention and reconstruction and a "Collection of Know-how and Good Practices" introducing women's participation in community-based disaster prevention activities in the training sessions for local government officials and study sessions with female disaster prevention leaders.
- Actively recruit and promote female SDF officers; raise the awareness of SDF personnel; further promote support for the achievement of work-child care/work-nursing care balance. Establish new anti-harassment measures.
- Develop an environment for wider participation by women to achieve the target of the ratio of women in disaster prevention sites, including firefighters, fire brigade members, and local police officers.

## (8) International area

- In order to increase the proportion of female officials in diplomatic missions, utilize in-house recruitment, promote mid-career recruitment of managers and manager candidates and appointments from the private sector.