



**Gender
Equality
Bureau**
Cabinet Office

Current Status and Challenges of Gender Equality in Japan

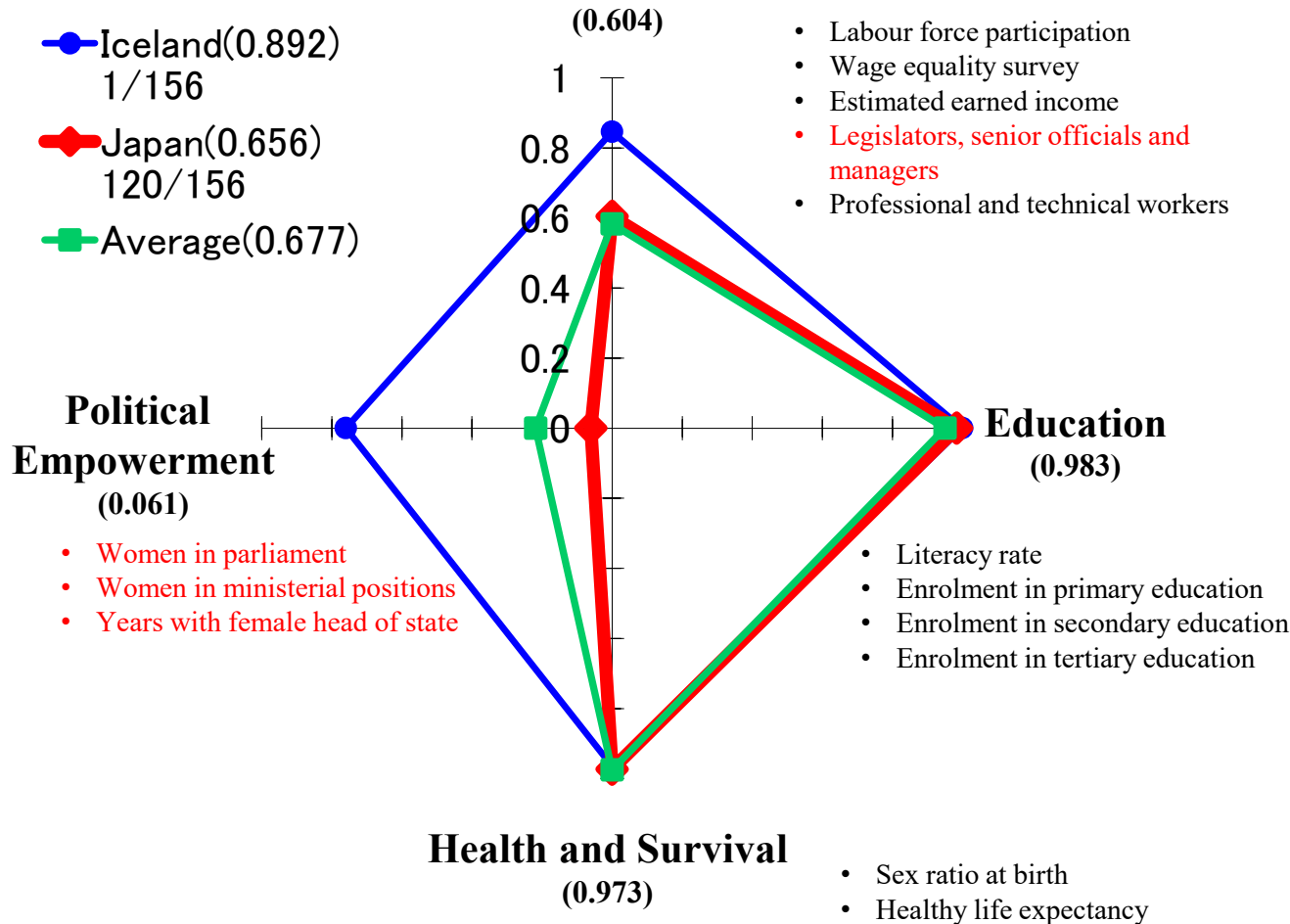
May, 2022

**Gender Equality Bureau, Cabinet Office,
Government of Japan**

Gender Gap Index (GGI) 2021

As for Gender Gap Index of World Economic Forum, Japan ranks 120th out of 156 countries.

Economic Participation and Opportunity



Rank	Country	Score
1	Iceland	0.892
2	Finland	0.861
3	Norway	0.849
4	New Zealand	0.840
5	Sweden	0.823
11	Germany	0.796
16	France	0.784
23	United Kingdom	0.775
24	Canada	0.772
30	United States	0.763
63	Italy	0.721
79	Thailand	0.710
81	Russian Federation	0.708
87	Viet Nam	0.701
101	Indonesia	0.688
102	Korea, Rep.	0.687
107	China	0.682
119	Angola	0.657
120	Japan	0.656
121	Sierra Leone	0.655

1. Source: World Economic Forum “Global Gender Gap Report 2021”

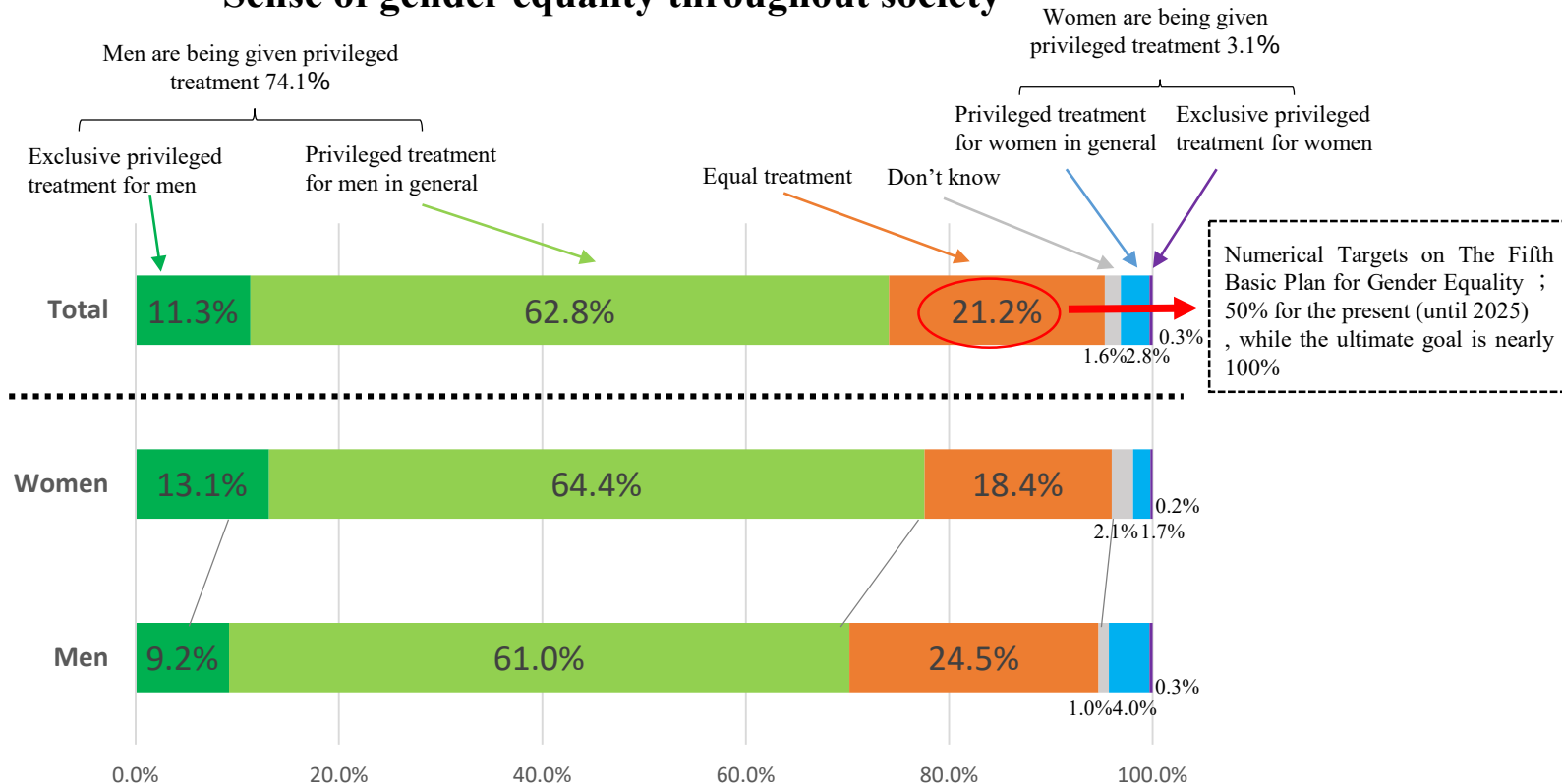
2. Indicators with low scores are listed in red.

3. Results by Subindex : Economic Participation and Opportunity(117th), Education Attainment(92nd), Health and Survival(65th), Political Empowerment(147th)

“How Do You Feel about Gender Equality?”

- Asked about how they feel about gender equality throughout society, **21.2% of respondents felt that women and men received equal treatment, while 74.1% felt that men are being given privileged treatment** (exclusive privileged treatment for men 11.3% + privileged treatment for men in general 62.8%).
- By sector, 61.2% of respondents felt that there was gender equality in schools and education, 46.5% in community activities including PTA, 45.5% at home, 39.7% in law and institutions, 30.7% in the workplace, 22.6% in social conventions and customs, and 14.4% in politics.

Sense of gender equality throughout society



Source: Cabinet Office, *Public Opinion Poll on a Gender Equal Society* (Sept. 2019)

Women in Politics

1. Diet

	Percentage of female members	Number of members	Number of female members
House of Representatives	9.9%	465	46
House of Councillors	23.0%	243	56
Total	14.4%	708	102

2. Local assemblies

	Percentage of female members	Number of members	Number of female members
Prefectural assemblies	11.8%	2,598	306
Municipal assemblies	15.4%	29,425	4,520
Total	15.1%	32,023	4,826

- Notes
1. As of April 28, 2021 for the House of Representatives, and May 23, 2022 for the House of Councillors (from the House of Representatives and House of Councillors websites).
 2. As of December 31, 2021 for prefectural assemblies (survey by the Ministry of Internal Affairs and Communications).
 3. As of December 31, 2021 for municipalities (survey by the Ministry of Internal Affairs and Communications).
 4. Percentage of female voters: 51.7% (based on the preliminary results of the ordinary election for the House of Councillors, *Results of the Ordinary Election for the House of Councillors*, executed on October 31, 2021).

Women in Parliament in G7 Countries

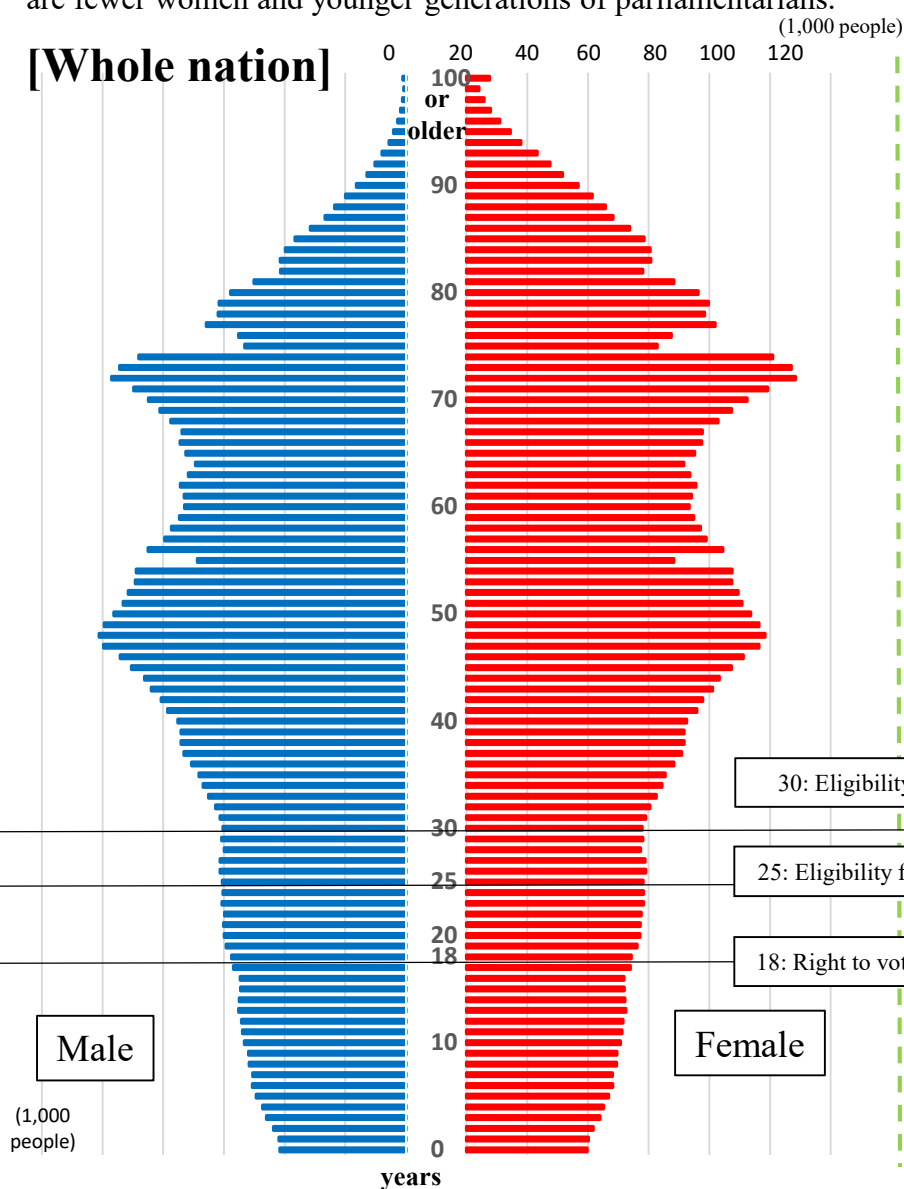
Rank	Country	Lower or single house	
		% Women	Women/Seats
27	France	39.5	228/577
35	Italy	35.7	225/630
39	United Kingdom	33.9	220/650
49	Germany	31.5	223/709
52	Canada	29.6	100/338
67	United States of America	27.3	118/433
:			
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166	Japan	9.9	46/465

Note 1. The source for Japan: the websites of the House of Representatives as of April 2022
 2. The source for other countries: "Women in Politics:2021", the IPU's website

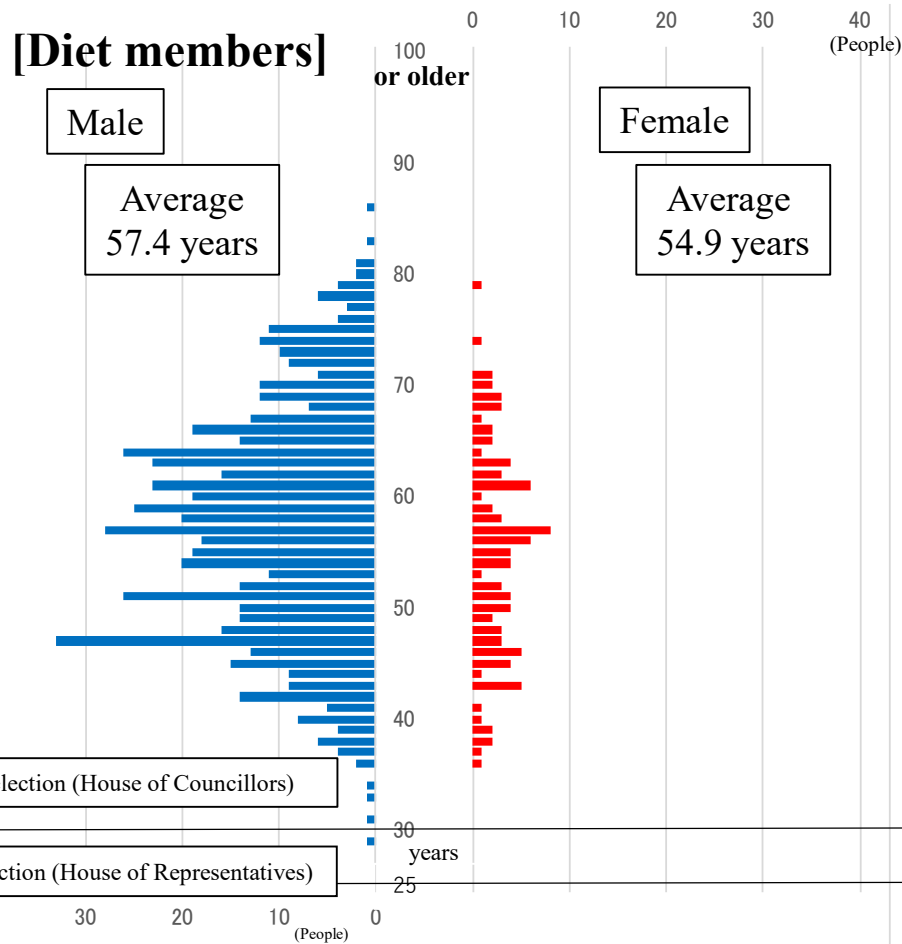
Gender and age structure of people and Diet members in Japan

Women comprise approximately 51.7% of our nation's electorate. Compared to the gender and age structure of the population as a whole, there are fewer women and younger generations of parliamentarians.

[Whole nation]



[Diet members]



30: Eligibility for election (House of Councillors)

25: Eligibility for election (House of Representatives)

18: Right to vote

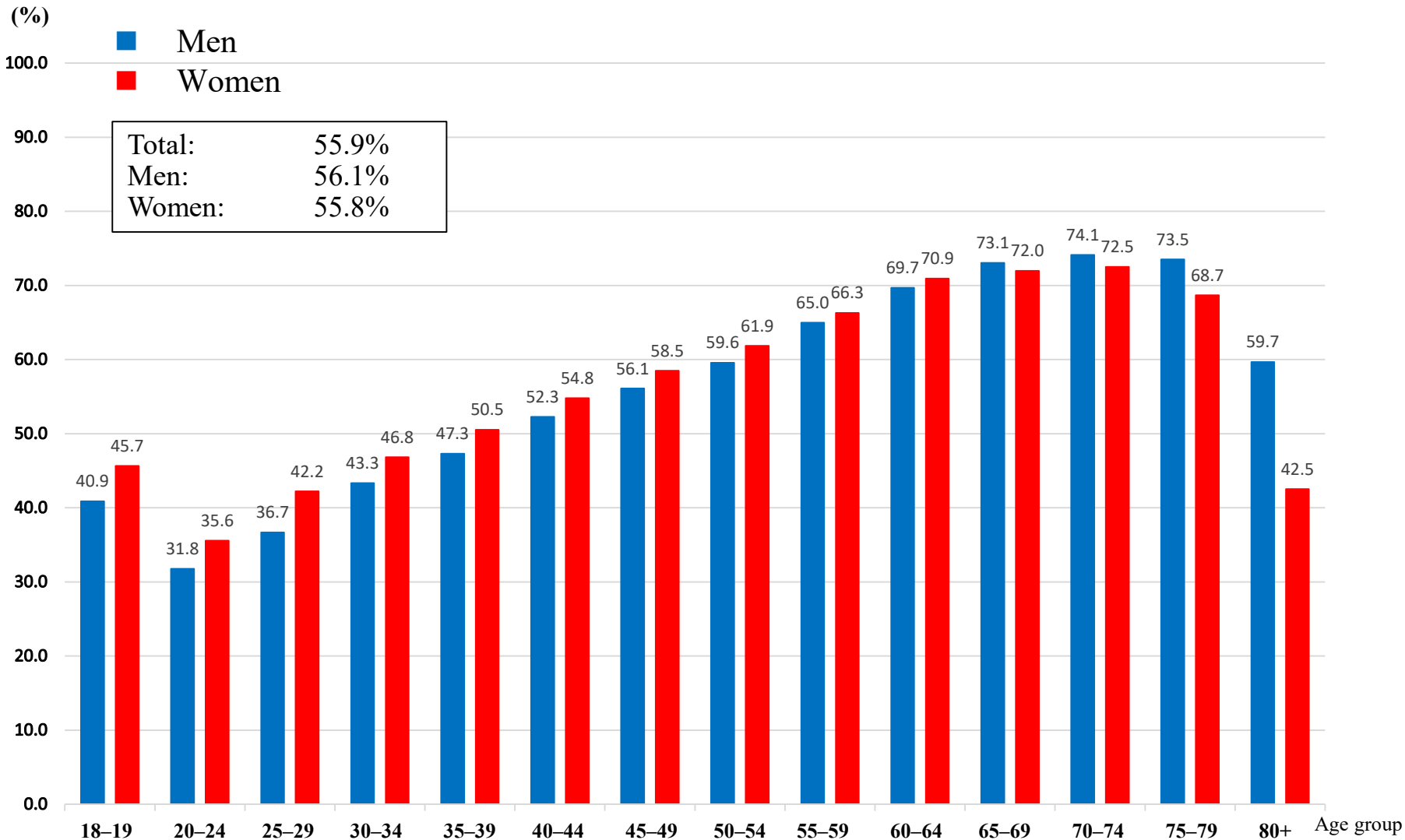
Note: Produced by the Gender Equality Bureau, Cabinet Office based on the House of Representatives website (as of April 28, 2022) and the House of Councillors website (May 23, 2022) (the number of members and their ages are as of April 28, 2022).

Note: Produced by the Gender Equality Bureau, Cabinet Office based on *Population Estimates*, Statistics Bureau of Japan, Ministry of Internal Affairs and Communications.

Voter Turnout by Gender and Age

(49th General Election for the Members of the House of Representatives [executed Oct. 31, 2021])

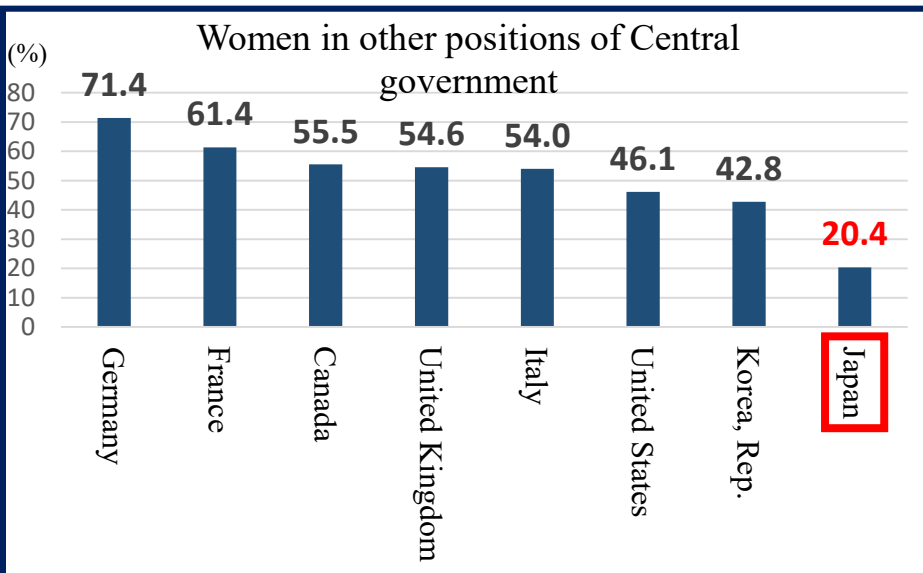
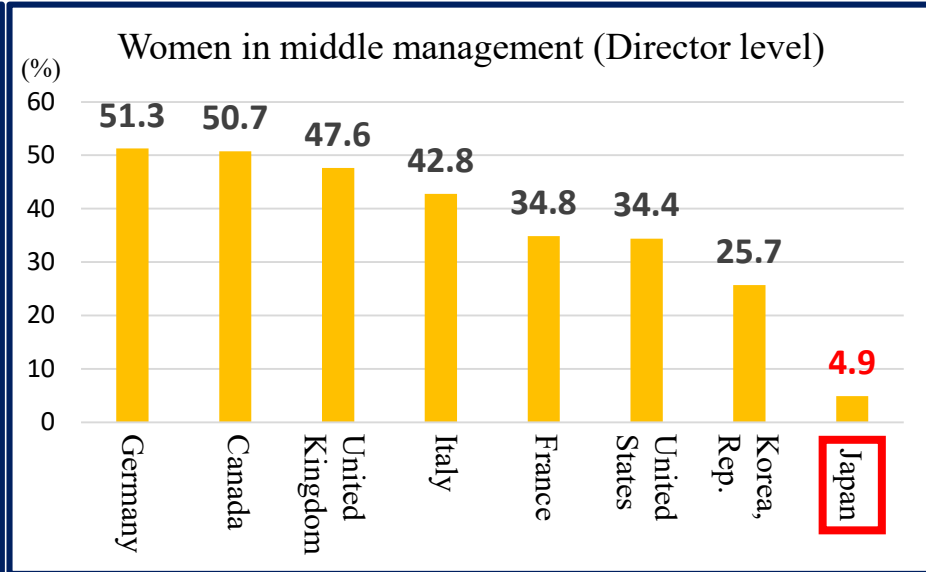
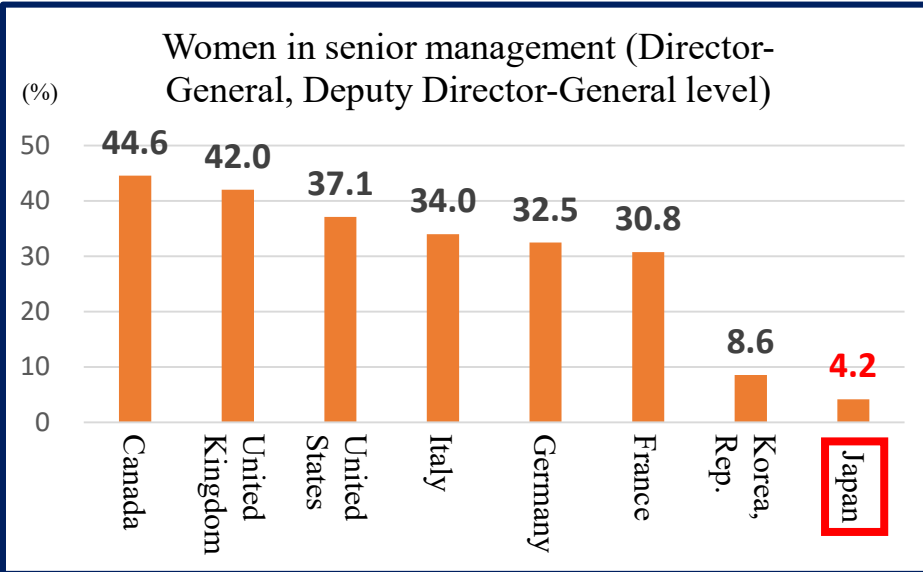
Voter turnout is higher among the 18–19 age group than the 20–29 age group, both for men and women. Also, it is higher among women between the 18–19 and 60–64 age groups, and higher among men in the 65–69 and older age groups.



Note: Compiled by the Cabinet Office based on preliminary results from the General Election for the Members of the House of Representatives executed Oct. 31, 2021, as published in “Number of Voters by Age” by MIC

Women in Central Government

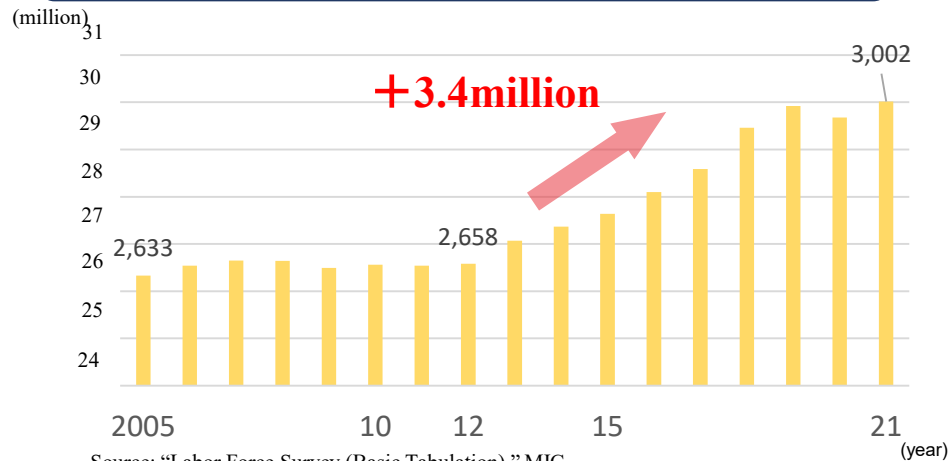
The percentage of women in the national civil service by position level is significantly lower in Japan than that of other countries at all position levels.



Source: *Government at a Glance 2021*, OECD

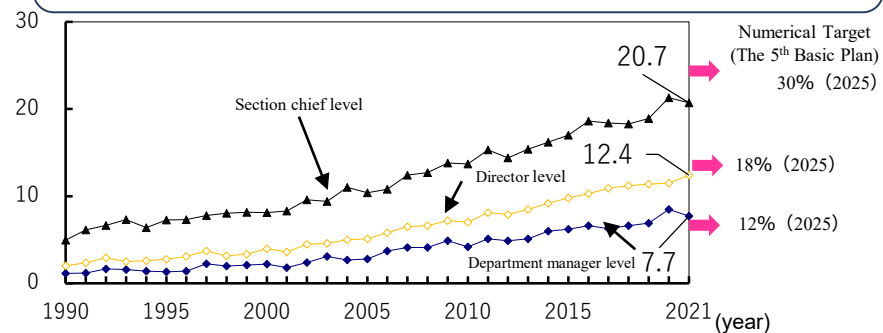
Number of Employed Women

The number of employed women has increased by approximately 3.4 million in 9 years (2012-2021)



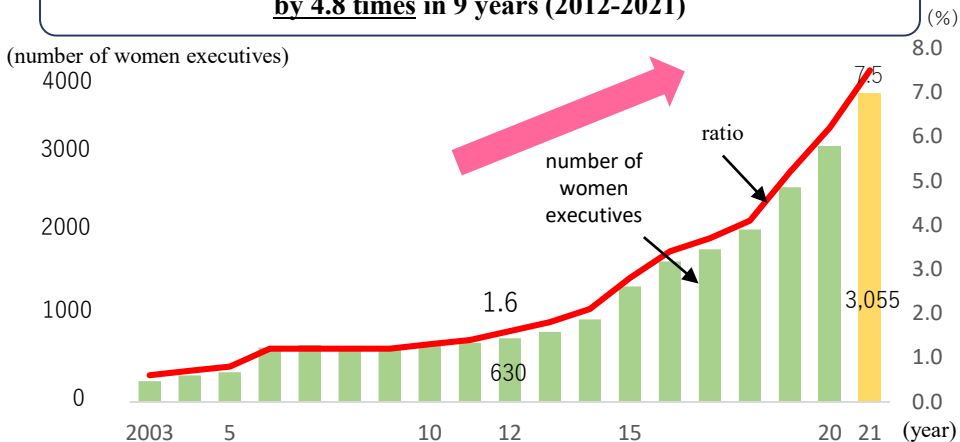
Proportion of women in managerial positions of private corporation

The proportion of women in department manager level, director level, and section chief level is steadily growing. However, the higher the position, the lower the percentage.

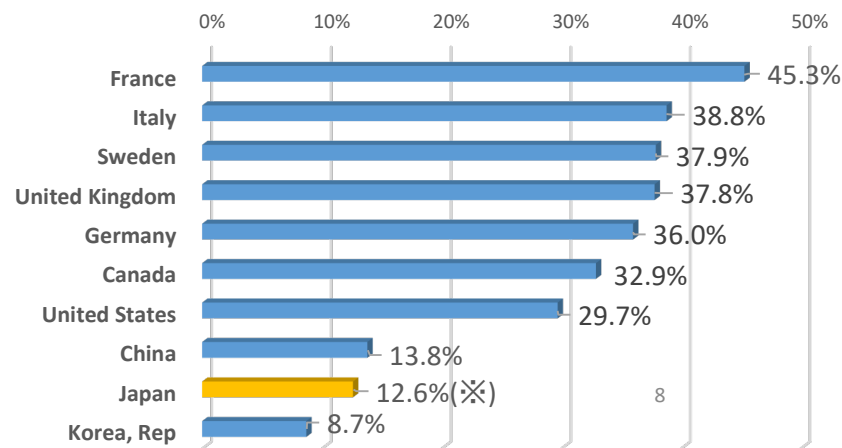


Number of Women Executives in Listed Companies

The number of women executives in listed companies has increased by 4.8 times in 9 years (2012-2021)



Ratios of Women Executives Overseas



Source: Values from OECD, *Social and Welfare Statistics 2021*
 For EU countries, data refer to the largest 50 members of the primary blue-chip index in each country; for other countries, companies covered by the MSCI ACWI index (an index of approx.2,900 large- and mid-cap firms).

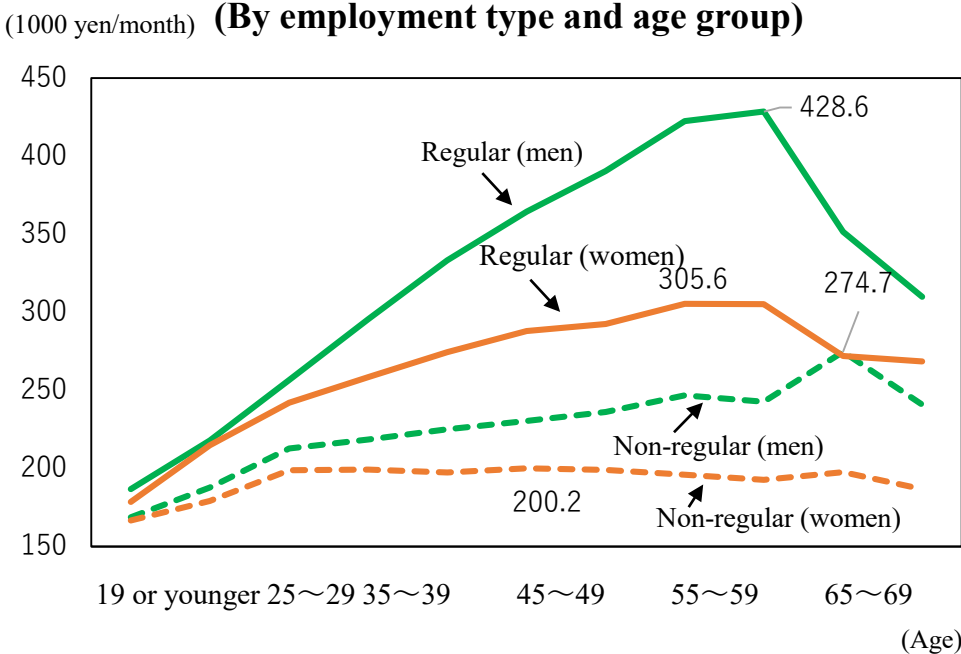
Note: The target ratio for women board members at listed companies in the Fourth Basic Plan for Gender Equality was calculated from Tōyō Keizai Shinpōsha, *Executive Quarterly*. (The ratio of women board members at all listed companies as at July 2021 was 7.5%).

Gender Pay Gap

Dual labor market

Scheduled cash earnings

(By employment type and age group)

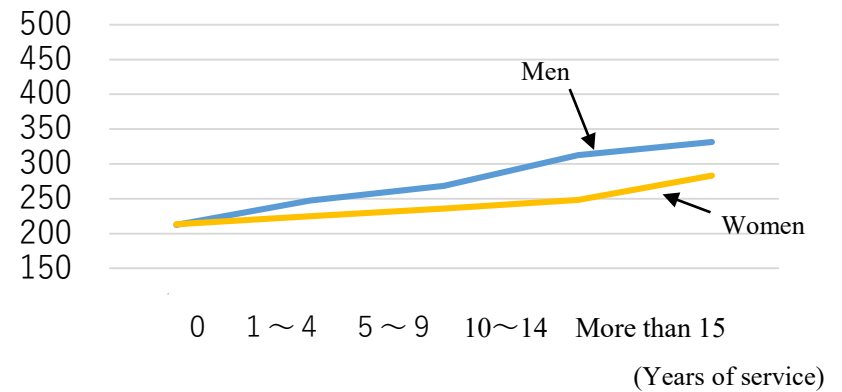


(Basic Survey on Wage Structure 2021, Ministry of Health, Labor and Welfare)

Same occupation and length of service

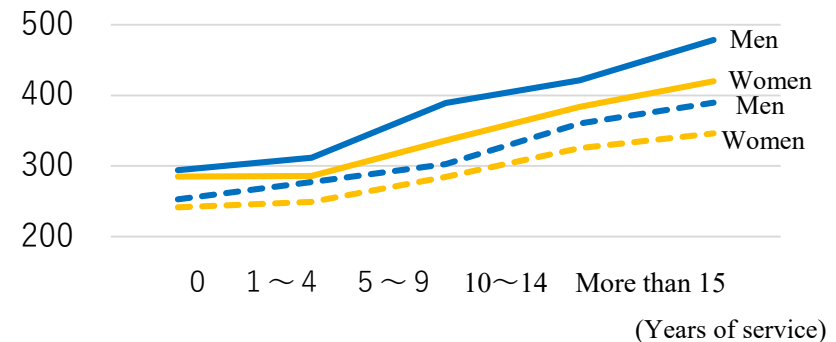
Childcare workers

(1000 yen/month)



System consultants, designers and software authors

(1000 yen/month)



Gender Equality in Science, Technology and Academic Fields

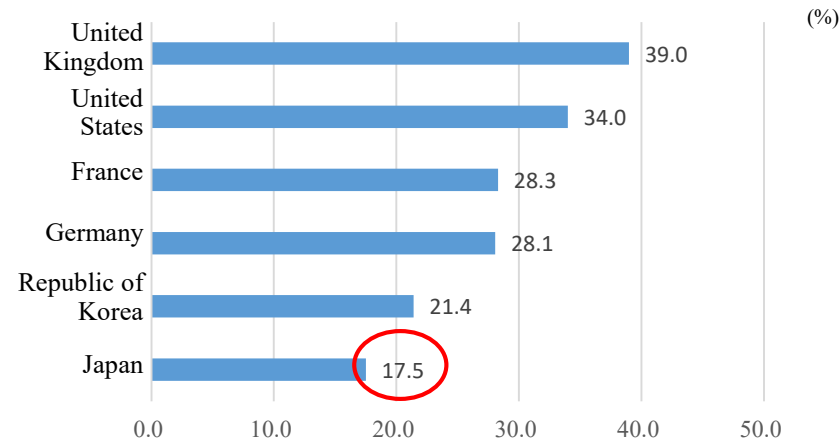
Number of women Nobel Prize laureates (in natural science)

	Physiology, medicine	Physics	Chemistry	Total
United States	5	2	2	9
Europe	5	1	4	10
Japan	0	0	0	0
Other	2	1	1	4
Total	12	4	7	23

* Total laureates through to 2021.

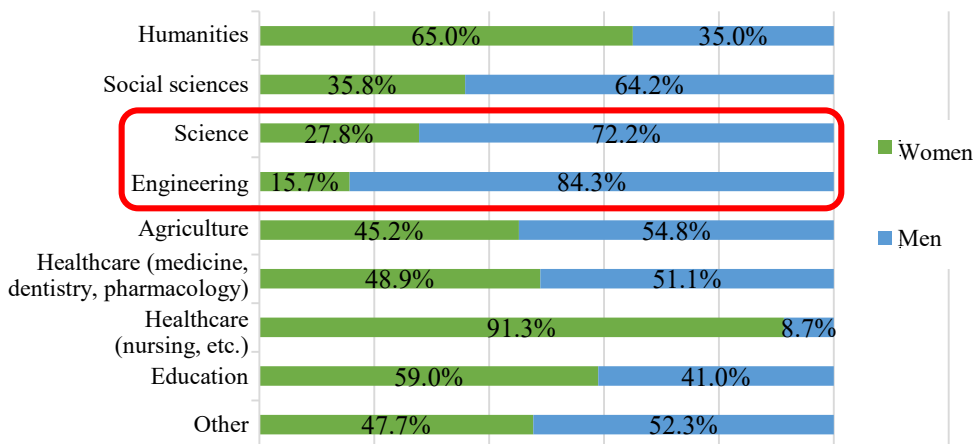
* "Other" comprises Israel, Australia, China and Canada.

Proportion of women researchers in foreign countries



Sources: Survey on Research and Development, MIC (2021); Main Science and Technology Indicators, OECD; and Science and Engineering Indicators, National Science Foundation (NSF)

Proportion of women undergraduate students in universities



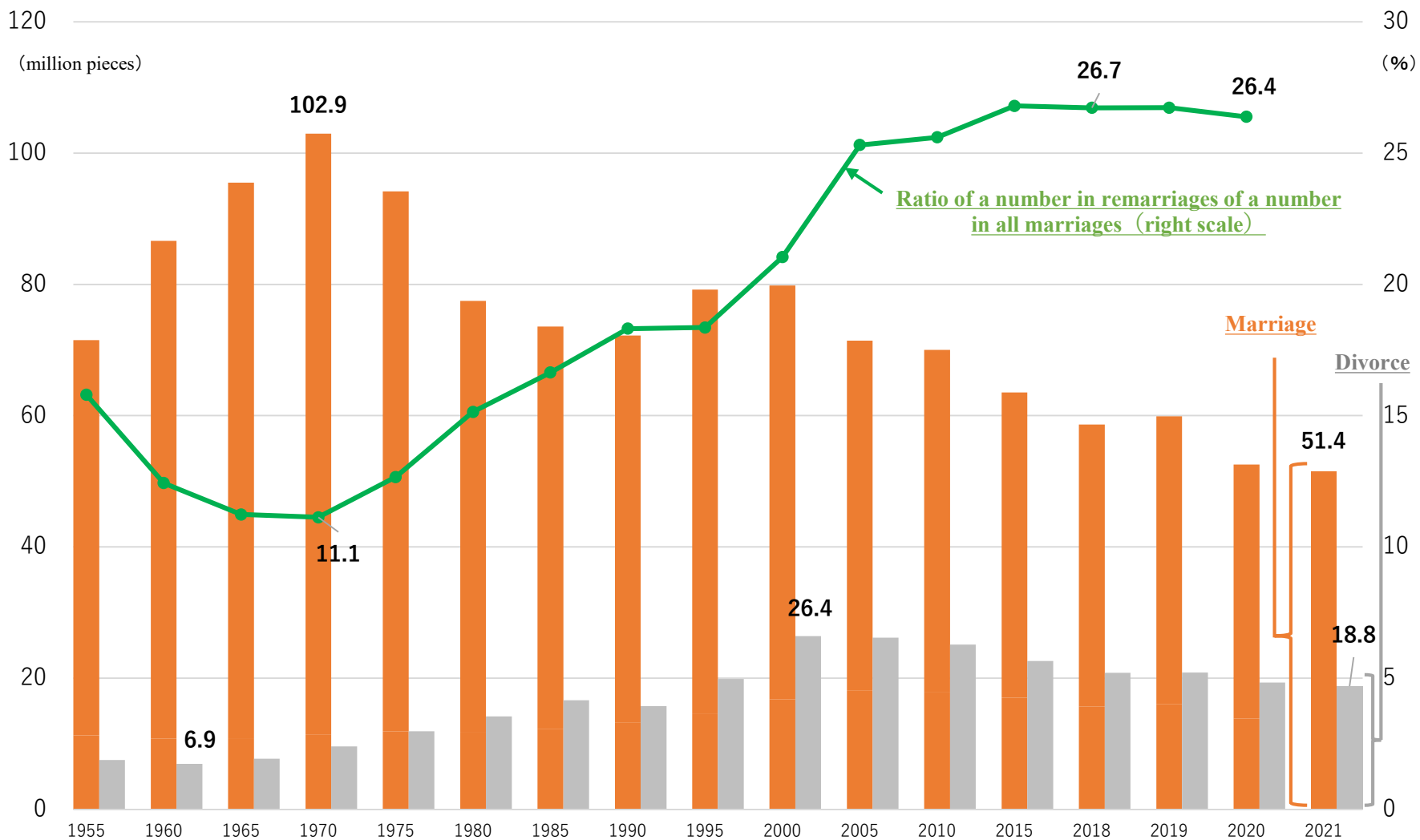
Source: FY2021 School Basic Survey, MEXT

OECD survey on learning achievement (15-year-olds)

	Japan			OECD average		
	Total	Boys	Girls	Total	Boys	Girls
Mean score in scientific literacy	529 points 2nd	531 points 1st	528 points 3rd	489 points	488 points	490 points
Mean score in mathematical literacy	527 points 1st	532 points 1st	522 points 2nd	489 points	492 points	487 points
Mean score in reading performance	504 points 10th	493 points 9th	514 points 14th	487 points	472 points	502 points

* Compiled based on the Programme for International Student Assessment (PISA) 2018, OECD Ranked out of 37 OECD member countries. Students attending school who are aged between 15 years and 3 months and 16 years and 2 months at the time of the survey (in the case of Japan: first year senior high school students).

Marriage and Divorce



※Number of remarriages: Both spouses remarried or one of them remarried

Figures for 2021 are preliminary figures including foreigners in Japan. The number of marriages in 2021 is the total of remarriages and first marriages.

Source: Demographic Surveys, Ministry of Health, Labour and Welfare

Life Expectancy of Men and Women

	Men	Women
Survival rate at the age of 90 years	28.1%	52.6%
Survival rate at the age of 95 years	10.5%	27.9%
Average life expectancy	81.56 years	87.71 years
The mode age of death (※)	88 years	93 years
Population over the age of 100 years	9,766	69,757
Population over the age of 105 years	715	5,800

(※) "The mode age of death" is the age with the highest number of deaths.

"Population over the age of 100 years" and "Population over the age 105 years" are based on the 2020 National Census by Ministry of Internal Affairs and Communications, and the others are based on the 2020 Summary of Simplified Life Tables by the Ministry of Health, Labour and Welfare.

Changes in the Family Figure

1980

2015

2020

Couple and Child(Children)

15,081 thousand households 42.1%



Single person

18,418 thousand households 34.5%



Single person

21,151 thousand households 38.0%



3 generations, etc.

7,124 thousand households 19.9%



Couple and Child(Children)

14,288 thousand households 26.8%



Couple and Child(Children)

13,949 thousand households 25.0%



Single person

7,105 thousand households 19.8%



Couple only

10,718 thousand households 20.1%



Couple only

11,159 thousand households 20.0%



Couple only

4,460 thousand households 12.5%



3 generations, etc.

5,024 thousand households 9.4%



Single-parent and Child(Children)

5,003 thousand households 9.0%



Single-parent and Child(Children)

2,053 thousand households 5.7%



Single-parent and Child(Children)

4,748 thousand households 8.9%



3 generations, etc.

4,283 thousand households 7.7%



※Based on the National Census by Ministry of Internal Affairs and Communications. Percentage of general households. 3 generations, etc. is the sum of households with only relatives other than nuclear family members and households that include non-relatives.

Changing Lifestyles of Men

13% of men take childcare leave. One in four 50-year-old men are unmarried (which means they never married). There are 10.94 million of male single-person households (which makes 19.6% of ordinary households). More engagement of men at home and in the community is necessary.

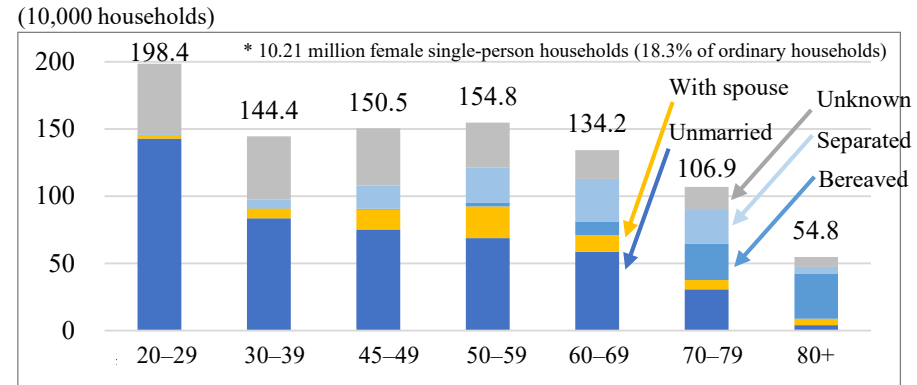
Proportion of employees who take childcare leave in the private sector

	FY2018	FY2019	FY2020
Women	82%	83%	82%
Men	6%	7%	13%

Note: Compiled by the Gender Equality Bureau, Cabinet Office, based on the *Basic Survey of Gender Equality in Employment Management*, MHLW

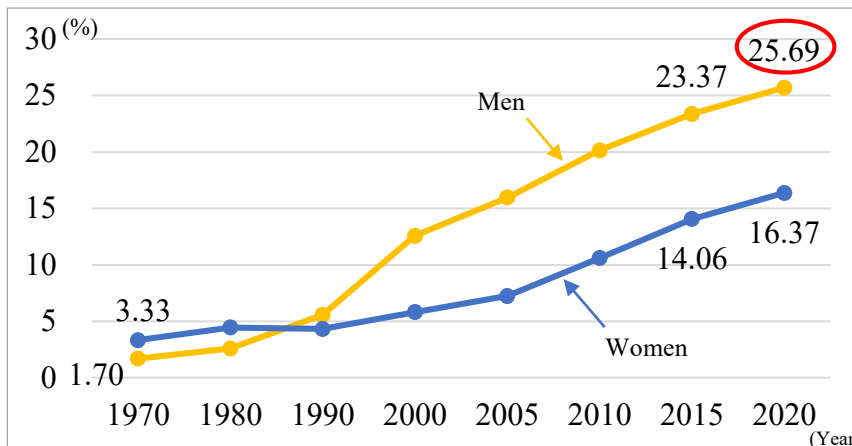
- Percentage of male national public employees (general) who took childcare leave (survey by National Personnel Authority)
 - 51.4% (FY2020)
- Percentage male local public employees who took childcare leave (survey by MIC)
 - 13.2% (FY2020)

Number of male single-person households (by age group): 10.94 million



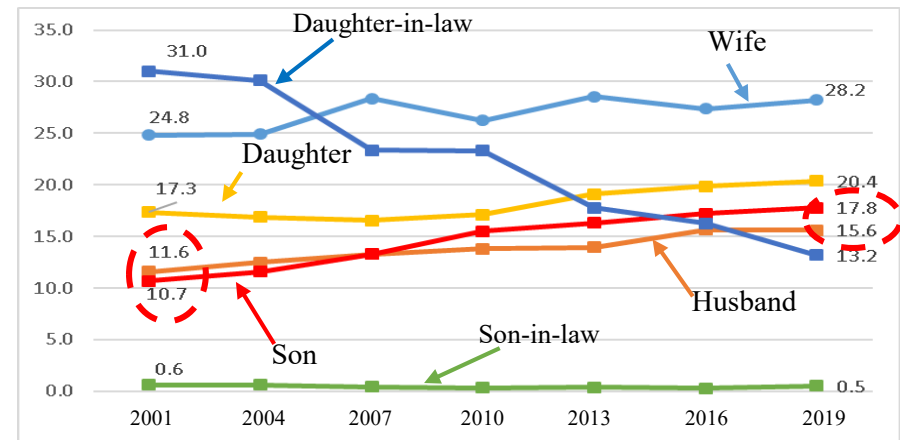
Source: Compiled by the Gender Equality Bureau, Cabinet Office, based on the 2020 Population Census, MIC.

Proportion of the unmarried at age 50



Sources: Compiled by the Gender Equality Bureau, Cabinet Office, based on the *Annual Population and Social Security Surveys (2021)*, National Institute of Population and Social Security Research, for 1970-2015, and the *2020 Population Census*, MIC, for 2020.

Primary caregiver for a family member who live together with

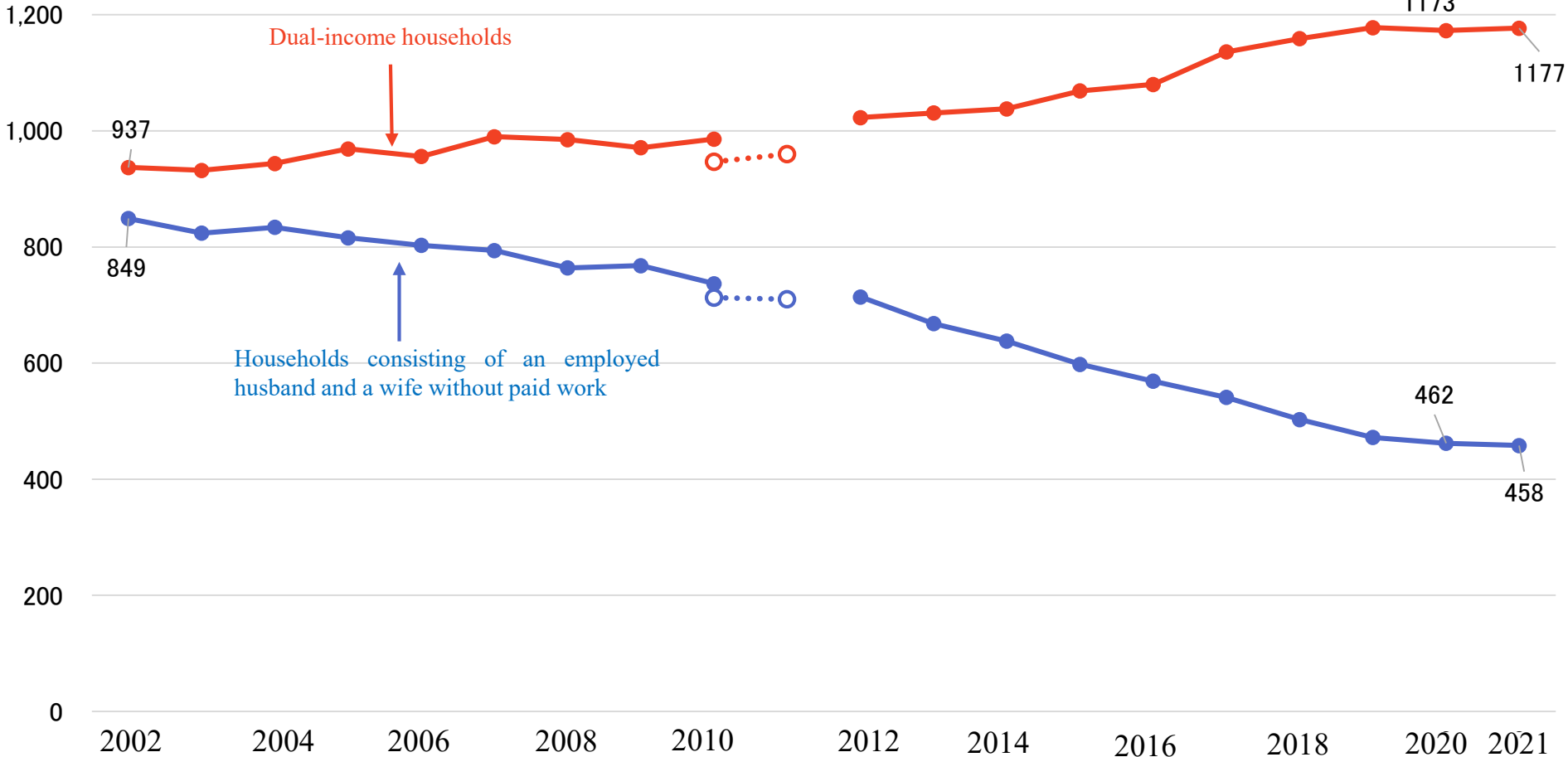


Compiled by the Gender Equality Bureau, Cabinet Office, based on the *Comprehensive Survey of Living Conditions*, MHLW.

Changes in Number of Dual-Income Households, etc.

(households where the wife is 64 years old or younger)

[10,000 households]

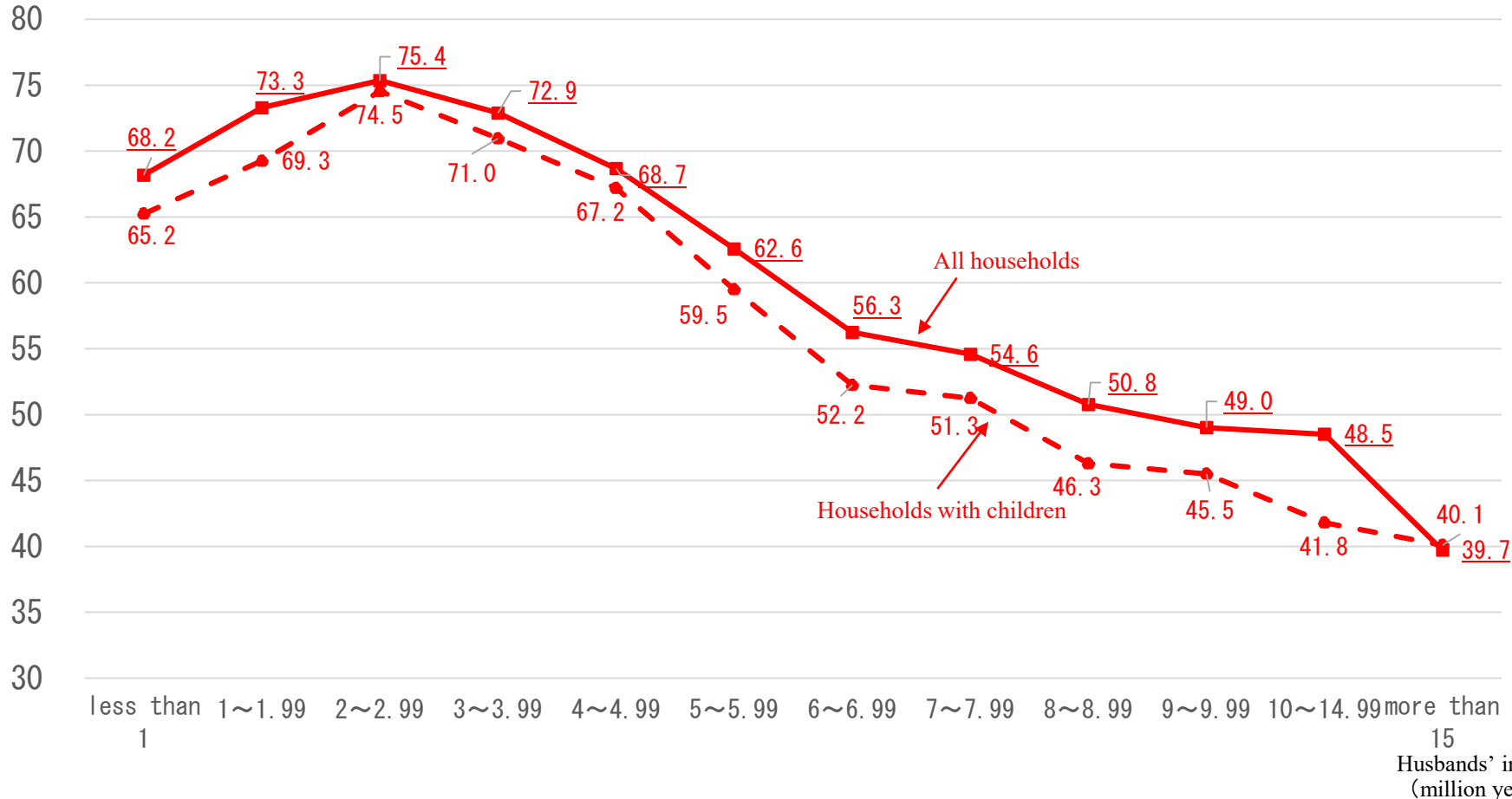


※ Produced by the Gender Equality Bureau, Cabinet Office based on the Labour Force Survey (Detailed tabulation) by Ministry of Internal Affairs and Communications.

※ "Dual-income households" refers to households in which both spouses are employed in the non-agricultural and forestry sectors (including non-regular staff and employees) and are 64 years of age or younger. "Households consisting of a husband who work as employee and a non working wife" refers to households in which the husband is a non-agricultural or forestry employee and the wife is a non-working person (non-working population or unemployed) and 64 years old or younger. Values for 2010 and 2011 are for the entire country except for Iwate, Miyagi, and Fukushima prefectures.

Employment Rates of Married Women by Their Husbands' Income (aged 30-39)

Employment rates
of wives (%)



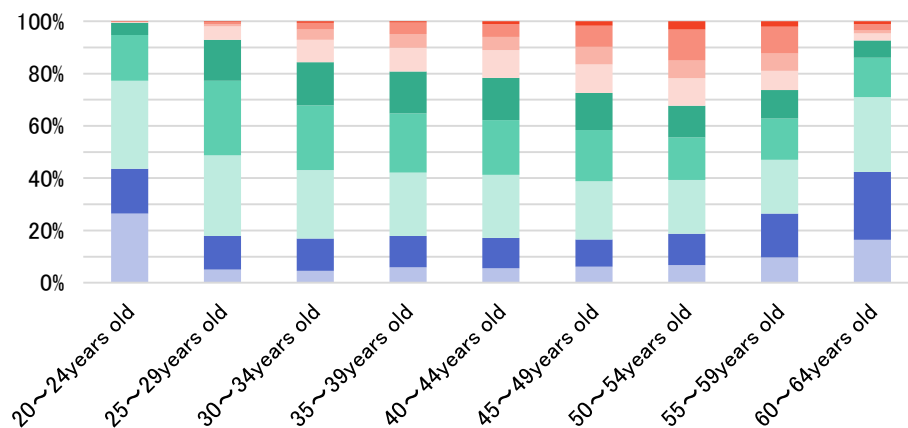
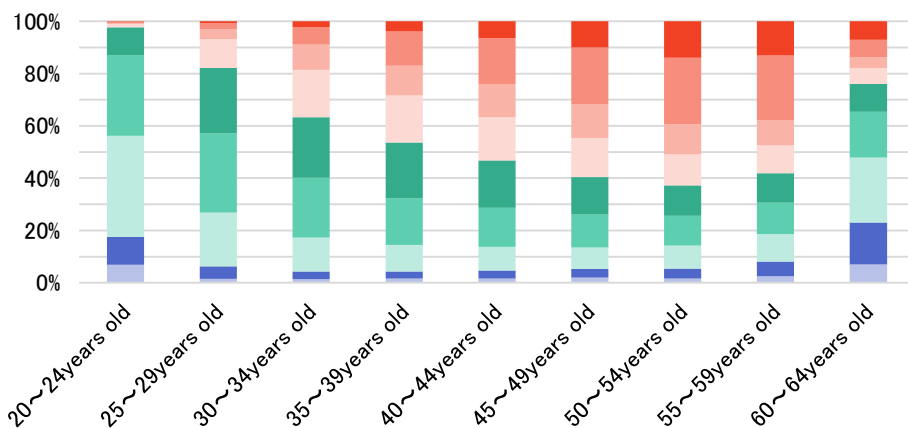
Source: Prepared by the Gender Equality Bureau, Cabinet Office, based on the Employment Status Survey (2017), by Ministry of Internal Affairs and Communications.

Percentages of Employed Persons by Income

(by sex, marital status, and age)

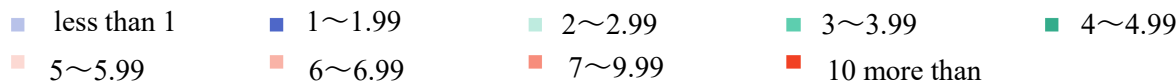
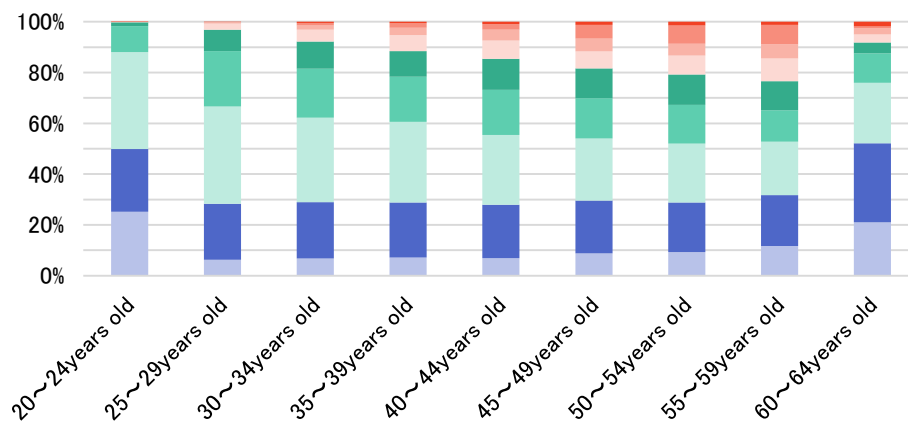
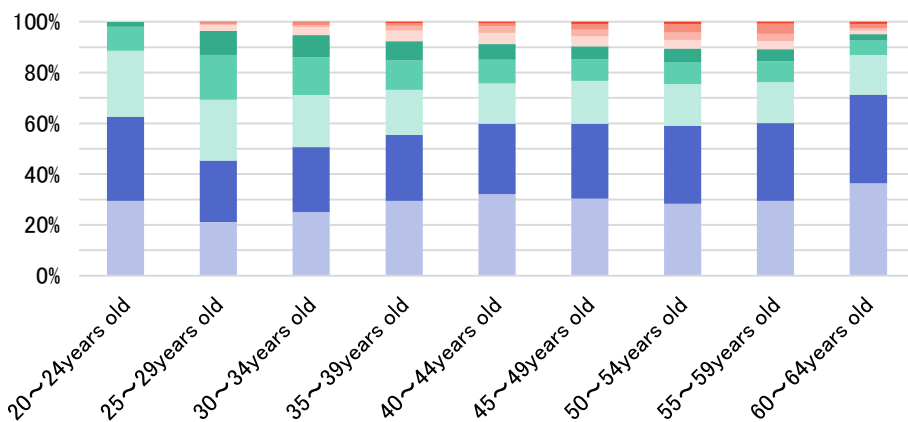
Men (married)

Men (unmarried)



Women (married)

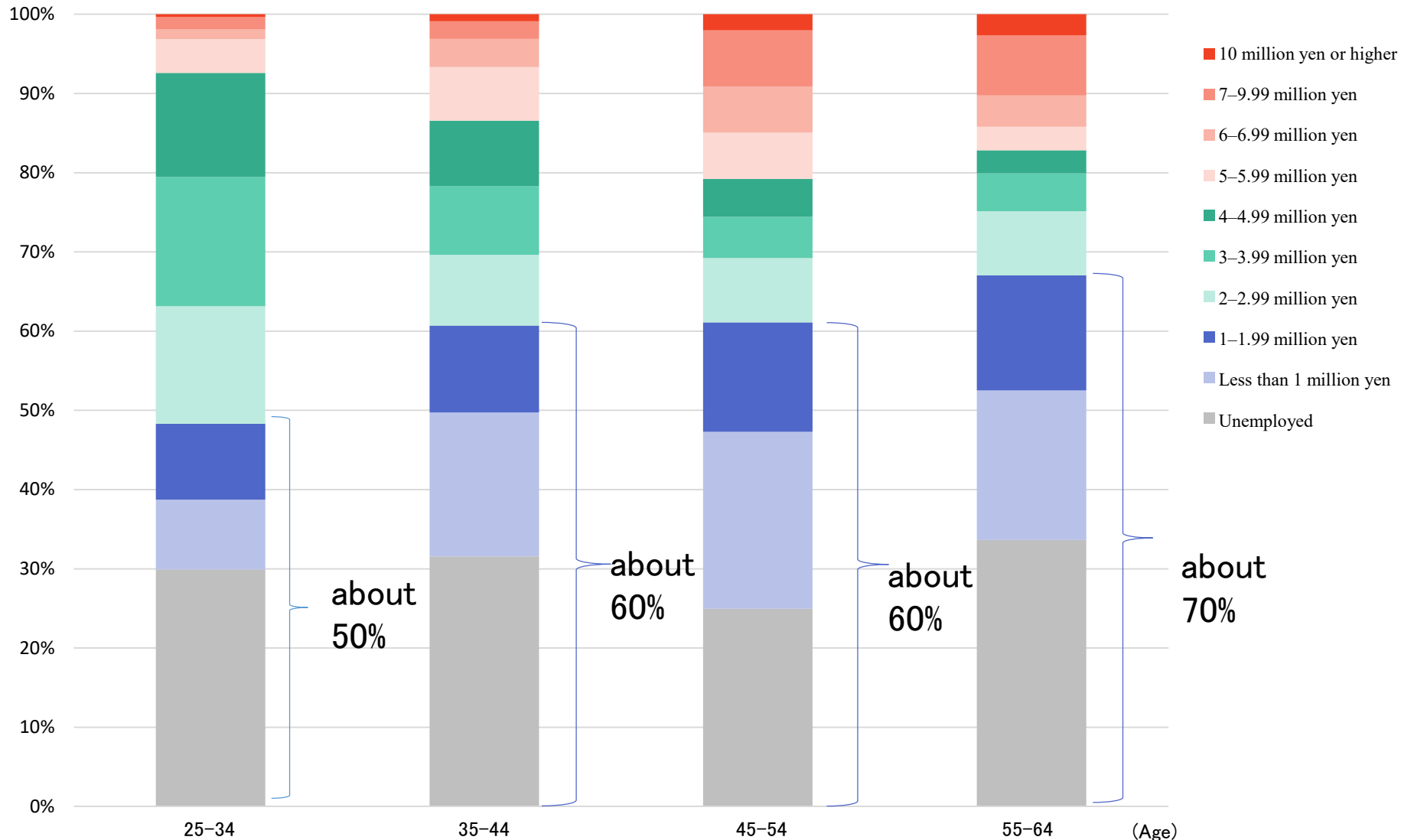
Women (unmarried)



(million yen)

Source: Prepared by the Gender Equality Bureau, Cabinet Office, based on the Employment Status Survey (2017), by Ministry of Internal Affairs and Communications.

Income of Married Women with a Bachelor Degree or Higher



Notes: 1. Produced by the Gender Equality Bureau, Cabinet Office, based on the *Employment Status Survey (2017)*, Ministry of Internal Affairs and Communications.
 2. Unemployed does not include those people who resigned from their previous job in 1987 or earlier and are still unemployed. Therefore, the number of unemployed persons aged 50 or over as of 2017 may in fact be more.

Single-Parent Households

Over the last 30 years, **single-mother households have increased by 1.5 times, single-father households by 1.1 times.**

Single-mother households* 0.849million households (FY1988) → 1.232 million households (approx. 86.8% of single-parent households) (FY2016)
 Single-father households* 0.173million households (FY1988) → 0.187million households (approx. 13.2% of single-parent households) (FY2016)

* Total single-mother and single-father households, including households with a co-habitant other than the parent

Reference: In 2019, there were 11.22 million households with children (*Comprehensive Survey of Living Conditions*).

	Single-mother households	Single-father households	General households (ref.)
Employment rate	<u>81.8%</u>	85.4%	Women 71.3% Men 83.9%
Of employees: Regular	47.7% (※)	89.7% (※)	Women 49.2% Men 83.3%
Of employees: Non-regular	<u>52.3%</u> (※)	10.3% (※)	Women 50.8% Men 16.7%
Average annual work income	<u>2 million yen</u> Regular: 3.05 million yen Part-time, etc.: 1.33 million yen	3.98 million yen Regular: 4.28million yen Part-time, etc.: 1.90 million yen	Average earnings Women 2.93 million yen Men 5.32 million yen
Rate of single-parents who receive child support	<u>24.3%</u>	3.2%	-

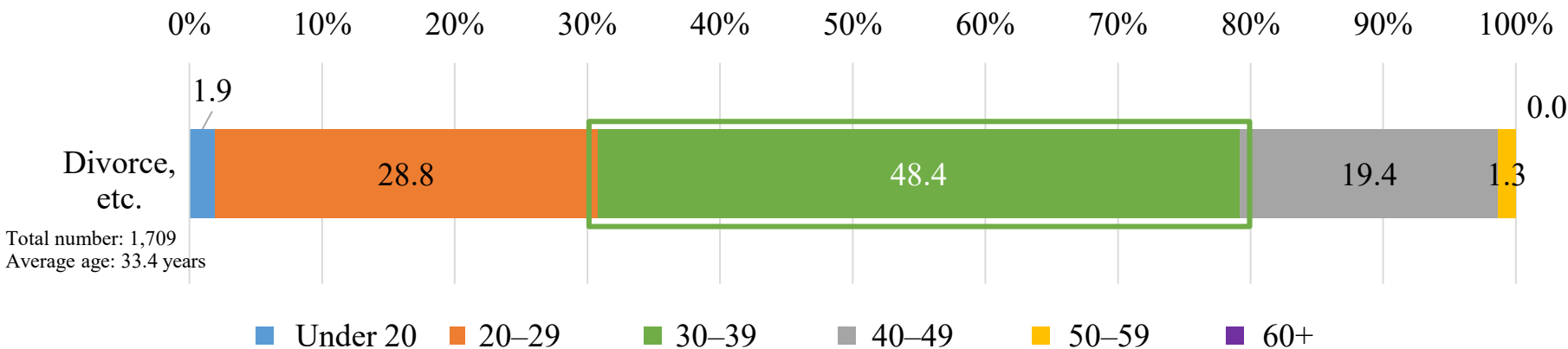
Source: Single-mother and single-father household figures were drawn from Ministry of Health, Labour and Welfare, *FY2016 National Survey on Single-Parent Households*, general households from Ministry of Internal Affairs and Communications, *FY2021 Labour Force Survey (aged 15 to 64)* and National Tax Agency, *FY2020 Statistical Survey of Actual Status for Salary in the Private Sector*.

* The composition ratios of regular and non-regular workers in single-mother and single-father households were calculated from the totals of “regular staff” and “non-regular staff” (total of “Part-time, etc. workers” and “dispatch workers”).

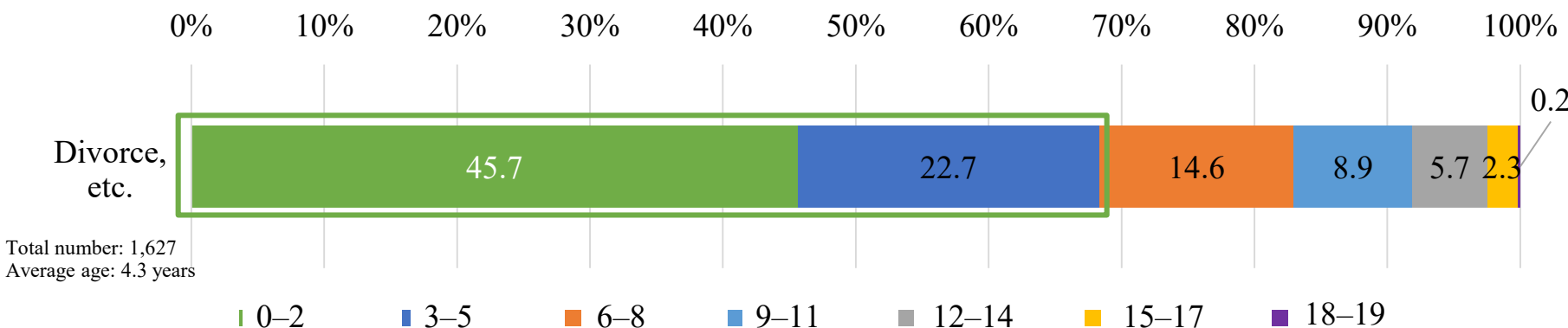
Ages of Mother and Youngest Child in Single-mother Households at Time of Divorce, etc.

- Approximately half (48.4%) of mothers were in their 30s when they became a single-mother household, followed by 20s (28.8%) and 40s (19.4%).
- In nearly 70% of cases, the youngest child was aged five years or younger when the family became a single-mother household.

○ Single-mother households, by mother's age



○ Single-mother households, by age of youngest child

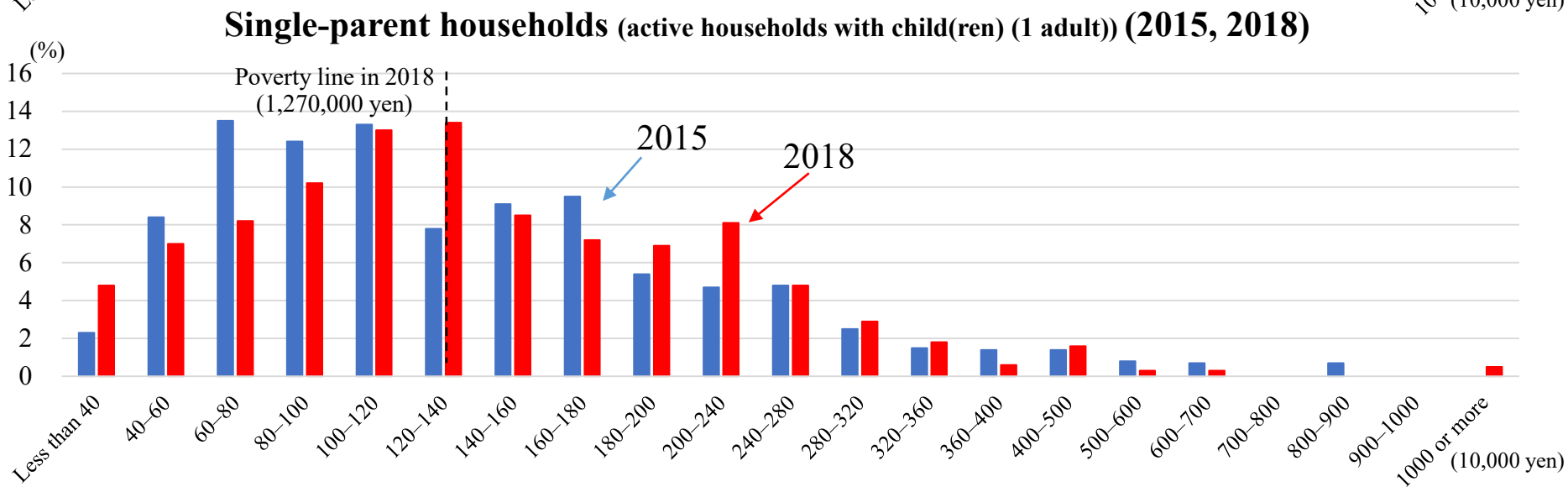
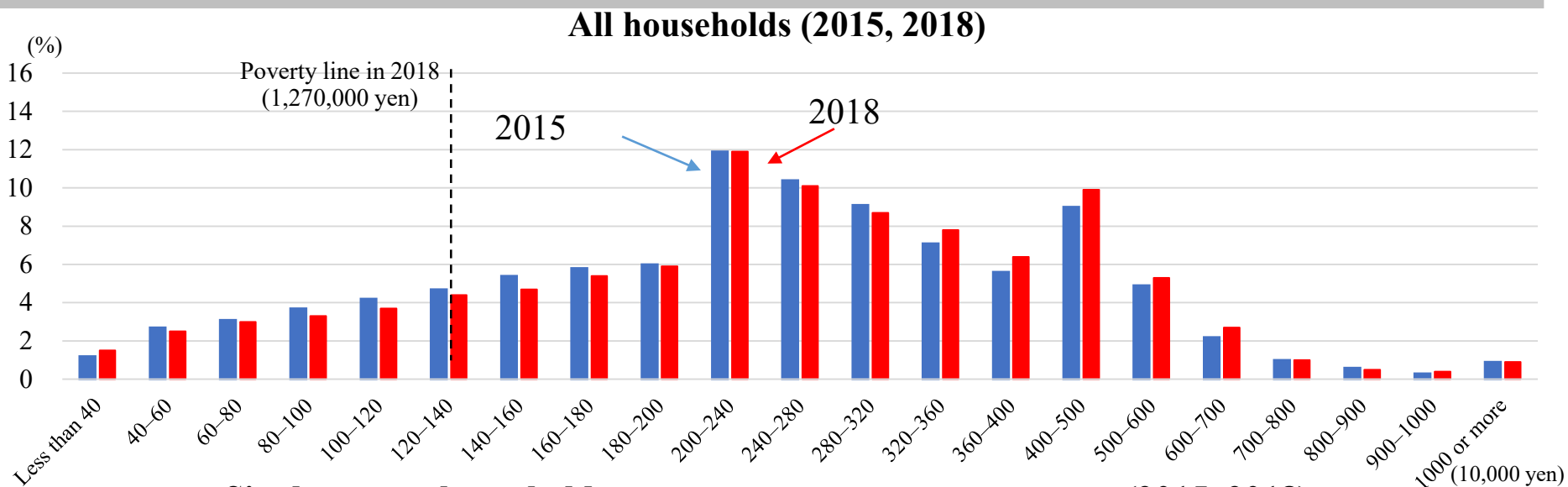


- Notes:
1. Compiled by the Gender Equality Bureau, Cabinet Office, based on the *FY2016 Nationwide Survey on Single Parent Household*, MHLW.
 2. A single-mother household is a household in which a fatherless child (aged under 20 years, unmarried) is raised by their mother. A single-father household is a household in which a motherless child is raised by their father.
 3. "Divorce, etc." is defined as living separately in the *FY2016 Nationwide Survey on Single Parent Household*, and is the sum of divorced, unmarried mothers, deserted, missing and other.
 4. The percentage of single-mother households, by mother's age group, is calculated as a fraction of all households excluding those in which the mother's age at the time the family became a single-mother household was unknown.
 5. The percentage of single-mother households, by age of youngest child, is calculated as a fraction of all households excluding those in which the youngest child's age at the time the family became a single-mother household was unknown.

Distribution of Equivalent Disposable Income for All Households and for Single-parent Households

- Approximately half of single-parent households* had an equivalent disposable income at or below the poverty line.

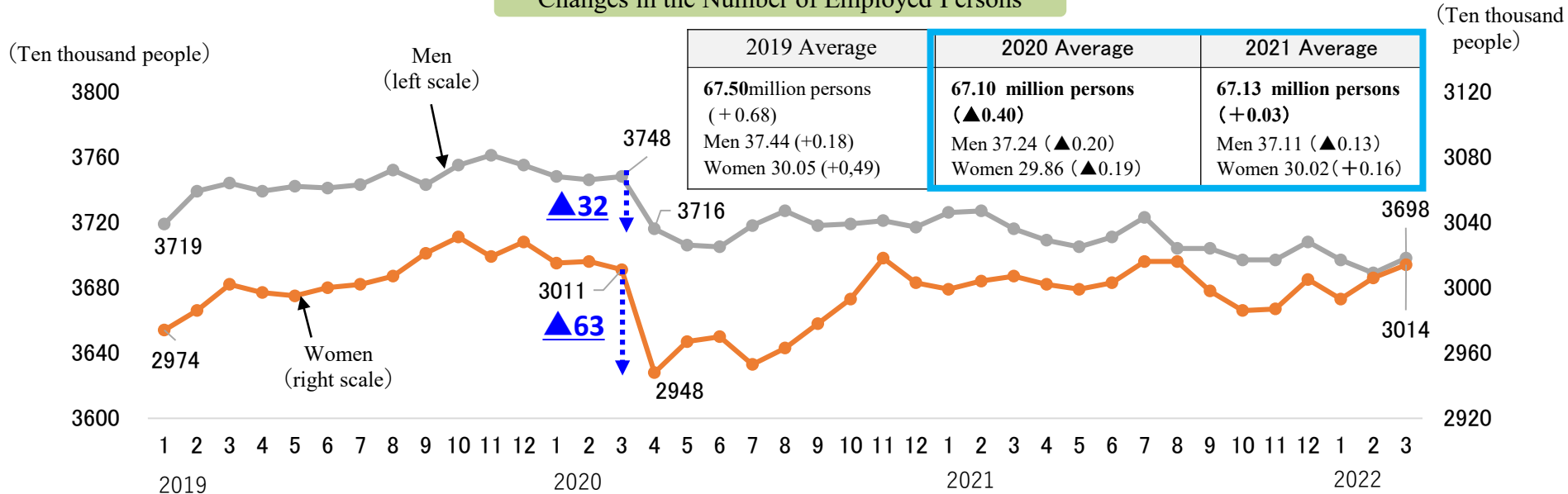
* Active households with child(ren) and one adult



Compiled by the Gender Equality Bureau, Cabinet Office, based on the *Comprehensive Survey of Living Conditions*, MHLW. Figures for 2015 exclude Kumamoto Prefecture. “Adult” refers to a person aged 18 years or older, and “child” refers to a person aged 17 years or younger. “Active household” refers to a household in which the head of the household is aged 18 or older but younger than 65. Excludes household members whose equivalent disposable income is unknown.

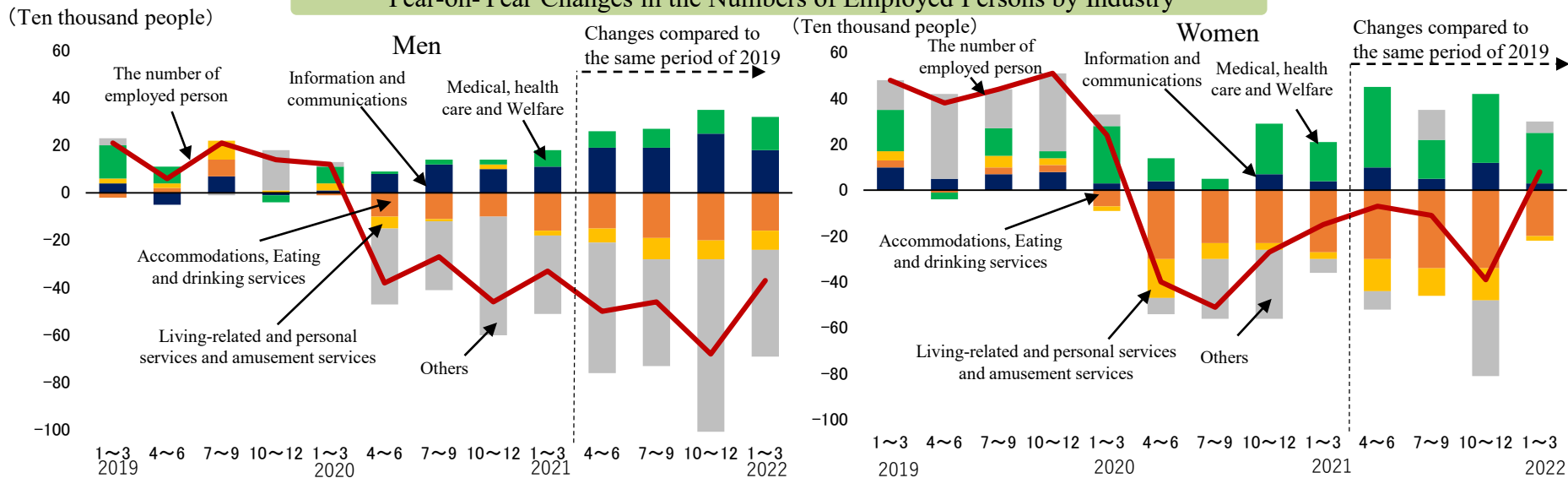
Impacts of COVID-19 on Women's Employment

Changes in the Number of Employed Persons



(Prepared from "Labour Force Survey" by Ministry of Internal Affairs and Communications. Seasonally adjusted series.)

Year-on-Year Changes in the Numbers of Employed Persons by Industry

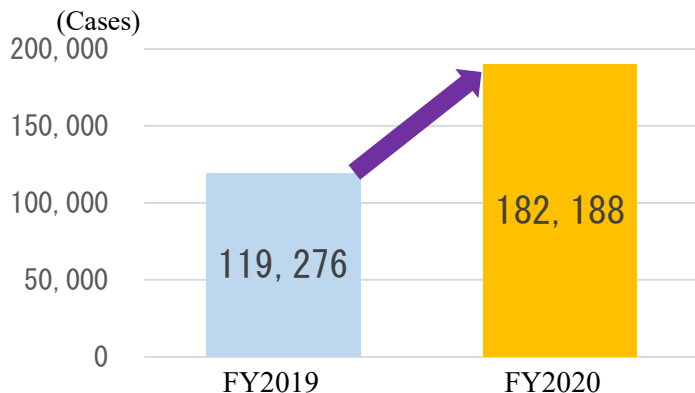


(Prepared from "Labour Force Survey" by Ministry of Internal Affairs and Communications. Original series)

Changes in the Number of DV Consultations, Ages of those who received DV Consultations, and Content of Consultations

Changes in the number of DV consultations

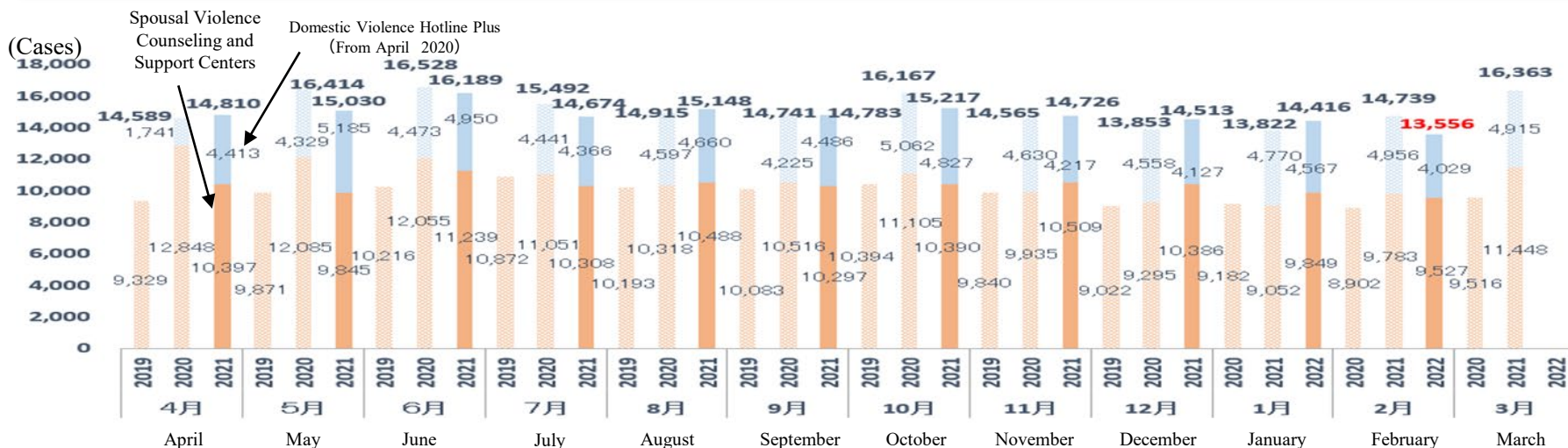
The number of DV consultations in FY2020 was about 1.5 times that of the previous year.



(Source) Gender Equality Bureau, Cabinet Office

Changes in the Number of DV Consultations (every month)

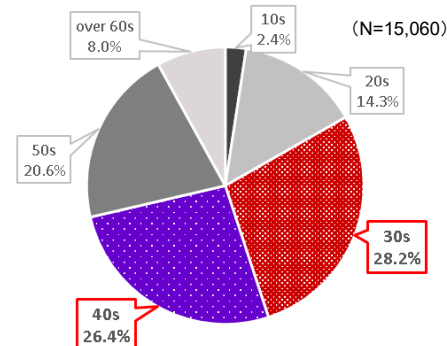
✓ The number of consultations in FY2020 is 182,188, approximately 1.5 times the number in FY 2019.



According to a survey by Gender Equality Bureau, Cabinet Office. Provisional number of consultations at Spousal Violence Counseling and Support Centers nationwide as of February 28, 2022.

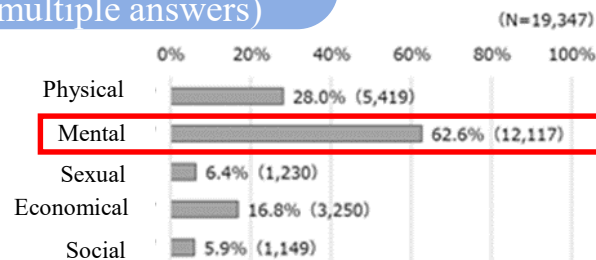
Ages of those who received DV consultations

People in their 30s and 40s account for about 50% of the total.



About 60% of the consultations involved mental domestic violence.

Contents of consultation (multiple answers)

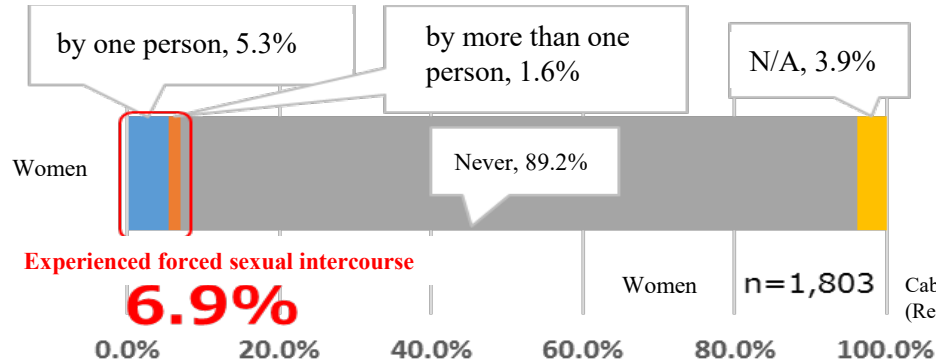


(Source): Report on "Survey and Research Project for Analysis of Consultation Support in the DV Consultation (Plus Project)" for the first half of FY 2021.

Sexual Crimes and Sexual Violence

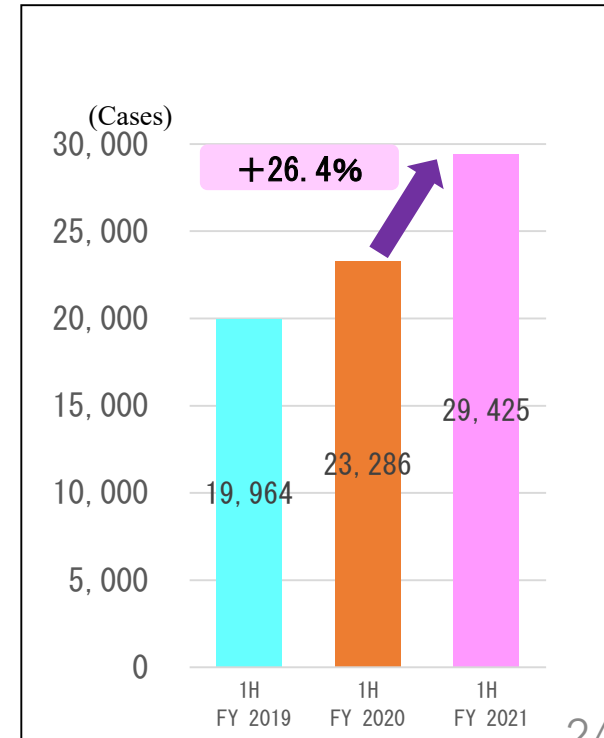
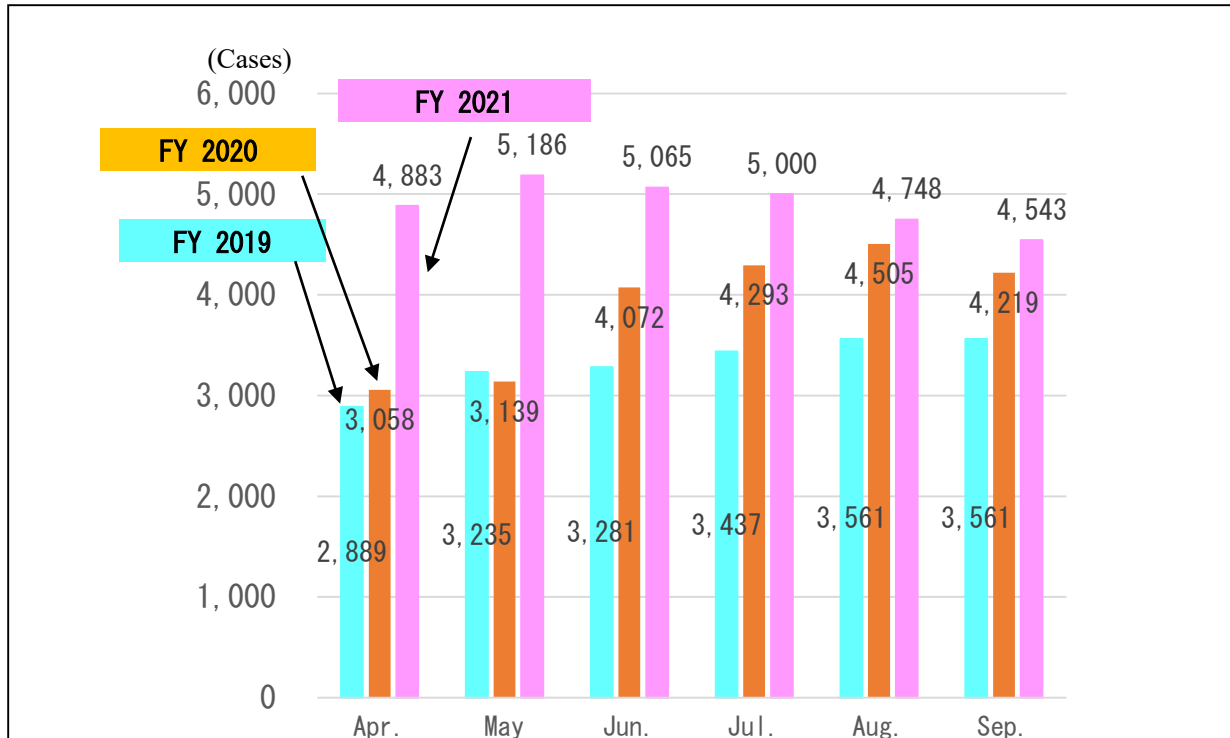
Experiences of forced sexual intercourse, etc.

About 1 in 14 women have experienced forced sexual intercourse, etc.



Cabinet Office, "Survey on Violence between Men and Women. (Released in March 2021)"

Changes in the number of consultations at 52 One-Stop Support Centers for Victims of Sexual Crimes and Sexual Violence nationwide (first half of FY2021)



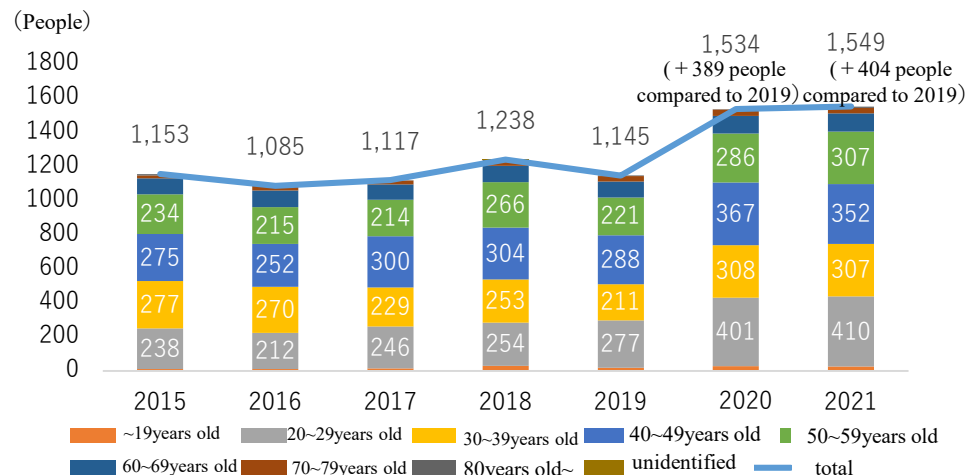
Note: The number of consultations is the total number of consultations by phone, interview, email, SNS, etc.

The Number of Suicides

Changes in the Number of Suicides

2019 total	2020 total	2021 total
20,169 people Men 14,078 Women 6,091	21,081 people (+912) Men 14,055 (▲23) Women 7,026 (+935)	21,007 people (▲74) Men 13,939 (▲116) Women 7,068 (+42)
Jan.-Apr. 2020	Jan.-Apr. 2021	Jan.-Apr. 2022
6,415 people Men 4,553 Women 1,882	7,321 people (+906) Men 4,904 (+371) Women 2,417 (+535)	6,849 people (▲472) Men 4,628 (▲276) Women 2,221 (▲196)

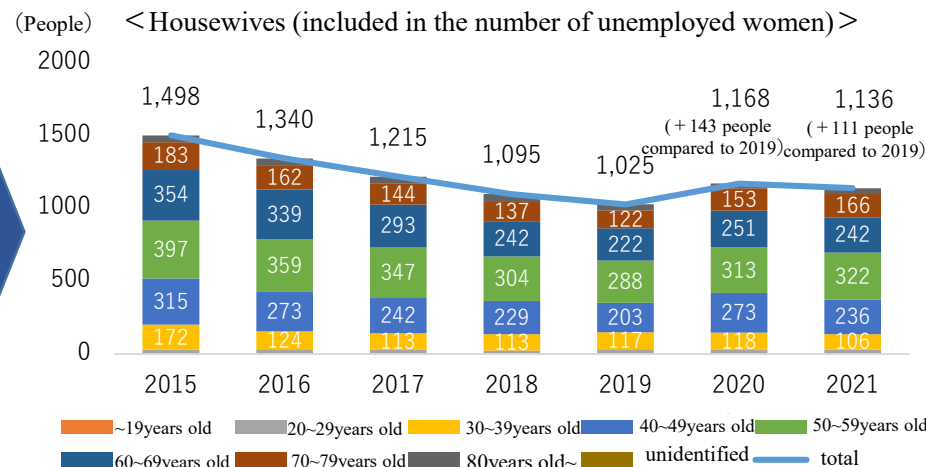
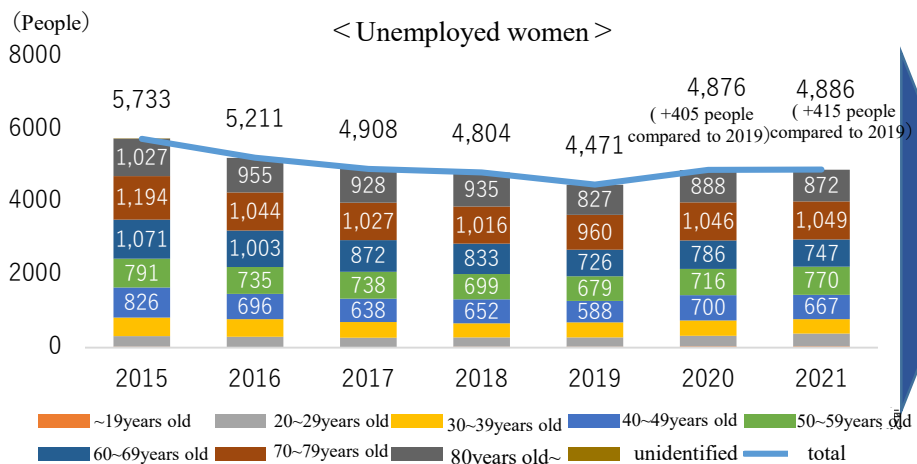
The Number of suicides among employed or working women



Note: Prepared from "Number of Suicides" on the National Police Agency's website. Original series. Figures by 2021 are definite. Figures for 2022 are provisional as of May 20, 2022.

Note: Prepared from "Suicide Statistics" Ministry of Health, Labour and Welfare's website. The number of suicides based on the date of discovery (the number of suicides discovered in the year).

Numbers of suicides among unemployed women



Note: Prepared from "Suicide Statistics" Ministry of Health, Labour and Welfare's website. The number of suicides based on the date of discovery (the number of suicides discovered in the year).

Measures Against Sexual Assault

Policy for enhancement of measures against sexual crimes and sexual assault (Overview)

(June 11, 2020 decision by related ministries and agencies meetings to enhancement of measures against sexual crimes and sexual assault)

Period of intensive enhancement of measures against sexual crimes and sexual assault (Three years from FY2020 to FY2022)

Initiatives based on the characteristics of Sex Offenses and Gender Based Violence

First

Steady implementation of policy

Consider Penal Code and take appropriate steps based on the results

Further enhance measures to prevent sex offenders from reoffending

Create conditions conducive to registering complaints and seeking advice

Establish seamless, full victim support

Educate and raise awareness to change society's mindset and prevent violence

まずは、話してみませんか？



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

Nationwide Speed dial

「#8891」

Nights and holidays call centers for victims of sexual violence (from Oct. 1, 2021)

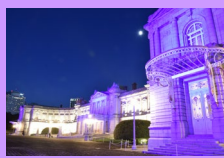
The support is provided in cooperation with One-Stop support centers. The support is available on nights and holidays to respond to victims outside of the operating hours of the closest One-Stop service centers.



Cure Time SNS consultation on sexual violence



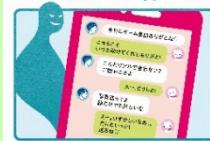
Campaign for Eliminating Violence against Women



State Guest House Akasaka Palace Purple Light Up campaign

Nov 12–25, every year

怖いくらい、やさしい人だった。会ってからは、ほんとに怖かった。



Stop Youth Sexual Violence Month

Every April

Measures Against Spousal Violence

【 DV Consultation Navi】

※closest consultation centers

#8008



Start 20.April 2020

Domestic Violence Hotline Plus
プラス
DV相談+

SNS Mail

24Hours (Japanese language only)
0120-279-889

Accompanying, protection, etc.

Policy Speech by Prime Minister KISHIDA Fumio to the 208th Session of the Diet (Excerpt)



(From the Prime Minister's Office website)

○When we consider raising household income, the gender pay gap is also a major topic. We will review the rules covering corporate disclosure to fix the gap.

○What will become the foundation supporting a new form of capitalism is a society that values diversity, in which all people can feel their purpose in life, whether old or young, male or female, or having a disability.

○People's lifestyles and family styles are becoming increasingly diverse. We will work to promote "Women's economic empowerment" and eradicate violence against women, including domestic violence, which has increased sharply since the COVID-19 pandemic started.

○At the Meeting on a Social Security System Oriented to All Generations, we will advance discussions towards creating a society in which men and women can work as they wish; towards increasing the number of people supporting the social security system through, for example, restraining increases in the financial burden borne by the young generation and providing universal workers' insurance; and towards building a sustainable social security system in which all people, in accordance with their ability, mutually assist others.

Prime Minister KISHIDA Fumio's Message on International Women's Day 2022

(From the Prime Minister's Office website)



Hello, everyone. I am KISHIDA Fumio, Prime Minister of Japan.

Today, March 8, is International Women's Day, as designated by the United Nations in 1975. I wish to express my sincere respect and appreciation for the passion and the efforts made by all those working earnestly for gender equality and women's empowerment on a day-to-day basis. I also want to celebrate this day together with all of you.

Promoting gender equality is an important and firmly-rooted policy of the Japanese Government and also a norm we share with the wider international community. Moreover, it is an indispensable element of a society that values individuality and diversity, which my Cabinet aims to achieve.

Regardless, it must be said that the current situation in Japan lags significantly behind that of other countries, as indicated by Japan's ranking of 120th place globally in the Gender Gap Index. Structural issues are considered to form the backdrop for our current circumstances, including the existence of a wage gap between men and women and fixed gender role awareness.

I believe "Economic empowerment" is the key to responding to the challenges and structural issues that Japan's women are facing. I have placed "Economic empowerment" at the very core of a "New form of capitalism," the showcase policy of the Kishida administration.

We will foster an environment in which women can be financially independent. We will achieve this by taking all manner of measures, including reviewing public prices, which will precede wage increases in the private sector, reviewing corporate disclosure rules with a view to rectifying wage discrepancies between men and women, and creating a society in which both men and women can work in the manner they choose.

As we mark International Women's Day, as prime minister I once again pledge to do my utmost to enable all women in Japan, and indeed all women around the world, to walk, full of vitality, down the paths that they themselves choose.