

The White Paper on Gender Equality 2025



June 2025

Gender Equality Bureau, Cabinet Office, Government of Japan

White Paper on Gender Equality

- An annual report that must be submitted to the Diet each year based on the Basic Act for Gender Equal Society (statutory report).
- Cabinet decision and report to the Diet were made on June 13 for the 2025 edition.

[Composition of the White Paper 2025]

1. FY2024, Status of the Formation of a Gender Equal Society

Special Feature: Developing Attractive Communities from the Perspective of Gender Equality

Section 1 Population Movement and Current Situations and Issues in the Region

Section 2 Sense of Community from the Perspective of the Younger Generation

Section 3 Toward Creating Attractive Communities

Each Sector: Women's Participation in Policy, Decision-making Processes, etc.

2. Policies Related to the Promotion of the Formation of a Gender Equal Society

Part 1 Policies Implemented in FY2024 to Promote the Formation of a Gender Equal Society

Part 2 Policies to be Implemented in FY2025 to Promote the Formation of a Gender Equal Society

White Paper on Gender Equality

Special Feature: Developing Attractive Communities from the Perspective of Gender Equality

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Section 1 Population Movement and Current Situations and Issues in the Region

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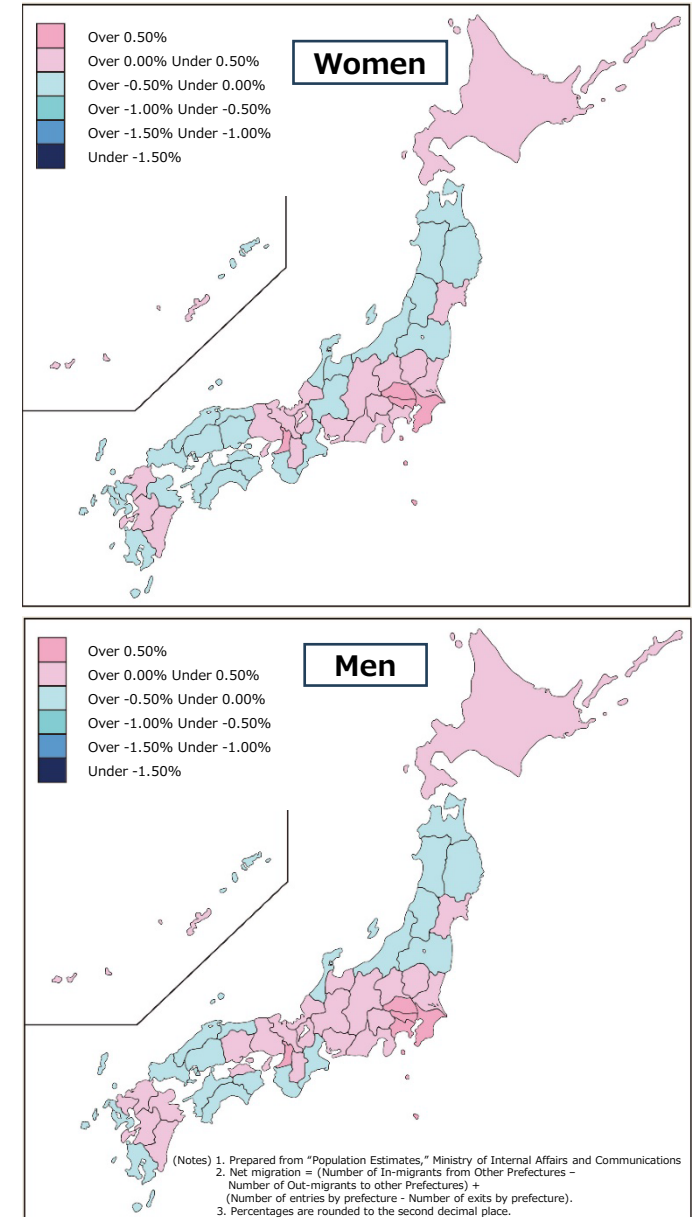
Section 3 Toward Creating Attractive Communities (15)

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Outline Developing Attractive Communities from the Perspective of Gender Equality

- Amid rapidly advancing aging and shrinking population, the active participation of women and young people is becoming increasingly important for maintaining and improving regional vitality.
- In recent years, there has been a significant trend for young people, particularly among women, to remain in urban areas and not return to rural areas after moving out for higher education, employment, marriage, etc.
- The most frequently cited reason for leaving the region of origin was "because there were few preferred options for further education," followed by "because there were few desired jobs or employment opportunities." Additionally, women cited reasons such as "because I wanted to leave my hometown" or "because I wanted to escape interference from parents and people around me."
- People who are from outside the Tokyo metropolitan area but currently living in the Tokyo metropolitan area maintain a stronger sense of attachment to their region of origin than to their current residential areas. Women in particular show a higher sense of attachment, suggesting that a certain number of women are considering returning to their region of origin.
- To promote women's active participation and gender equality in all regions, it is necessary to eliminate the deep-rooted gender role stereotypes and unconscious bias that particularly persist in rural areas, and to realize a society where all people can thrive according to their aspirations.
- Additionally, to create environments where people can demonstrate their individuality and abilities regardless of gender and to build attractive communities, it is important to promote support for women's entrepreneurship, improve employment environments and working conditions that encourage social environments where women can thrive more easily, increase women leaders in communities, and secure better learning opportunities that leverage regional resources.
- The advancement of gender equality in communities and the resulting increase in regional vitality will likely lead to improved vitality and well-being for Japan as a whole.

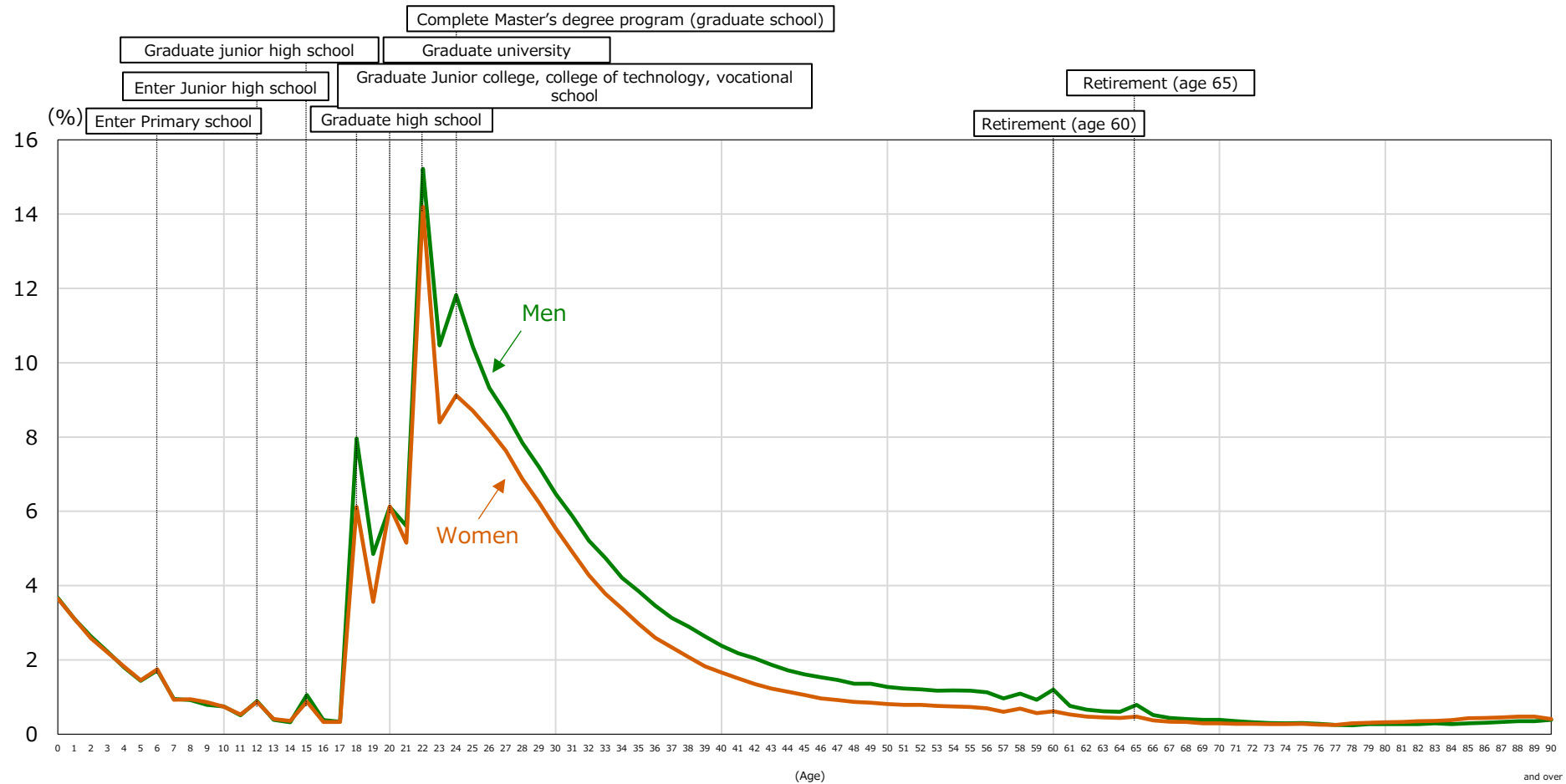
Figure SF-2 Net migration rate (by sex and prefecture, 2024)



Section 1 Population Movement and Current Situations and Issues in the Region (Timing of population movement)

- Looking at the inter-prefectural migrants rate (the proportion of people who moved across prefectural borders relative to the population of each prefecture), both men and women show high rates from age 18 through their 20s, peaking at age 22. Thereafter, the rate gradually declines as age increases. It appears that many people are relocating for the purpose of going to college or other higher education institutions, getting a job, getting married, or raising children.

Figure SF-5: Inter-prefectural migrants rate (by sex and age, 2024)

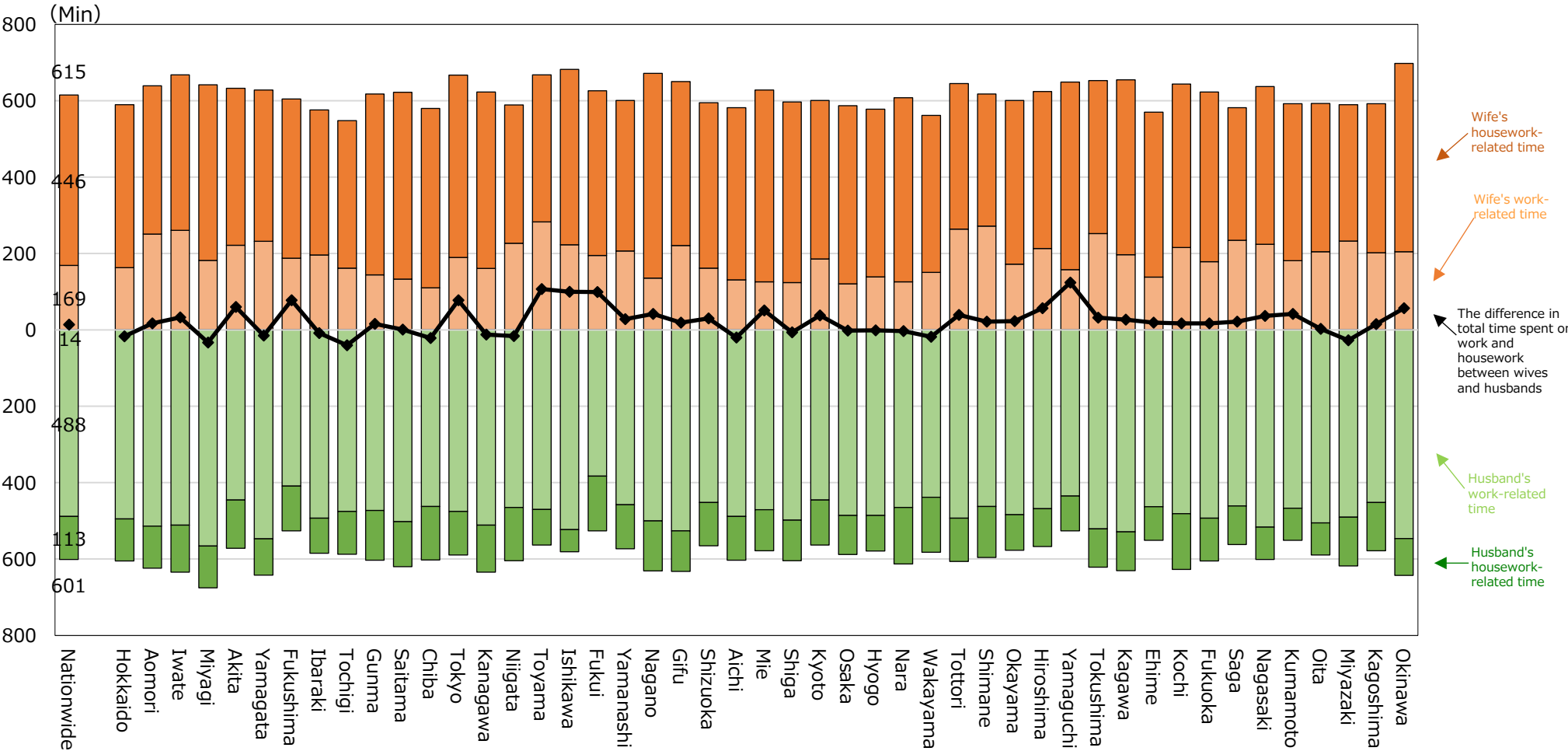


(Notes) 1. Prepared from the "Annual report on internal migration in Japan derived from the basic resident registers," the Ministry of Internal Affairs and Communications.
2. Inter-prefectural migrants rate = Number of people who moved across prefectural boundaries / Population as of October 1 (Ministry of Internal Affairs and Communications "Population Estimates") × 100.
3. This is a compilation of information on domestic movements of people who moved in and were reported to municipalities. It does not include people moving in from overseas or moving out to overseas.
4. Regarding graduation/completion ages for various schools: "high school" assumes graduation 3 years after enrollment at age 15, "college of technology" assumes completion 5 years after enrollment at age 15, "junior college" and "vocational school" assume completion 2 years after enrollment at age 18, "university" assumes graduation 4 years after enrollment at age 18, and "graduate school (master's program)" assumes completion 2 years after enrollment at age 22. However, please note that not all people necessarily graduate/complete at these ages.

Section 1 Population Movement and Current Situations and Issues in the Region
(Time spent on work and housework)

- In all prefectures, wives spend over 210 minutes more on housework-related activities, while husbands spend over 180 minutes more on work-related activities, suggesting that the gender-based role stereotypes of "men go to work, and women take care of the housework" still persist.

Figure SF-19: The time spent on work and work related activity as well as housework and related works by wives and husbands with children under the age of six (weekly total) (by prefecture (2021))

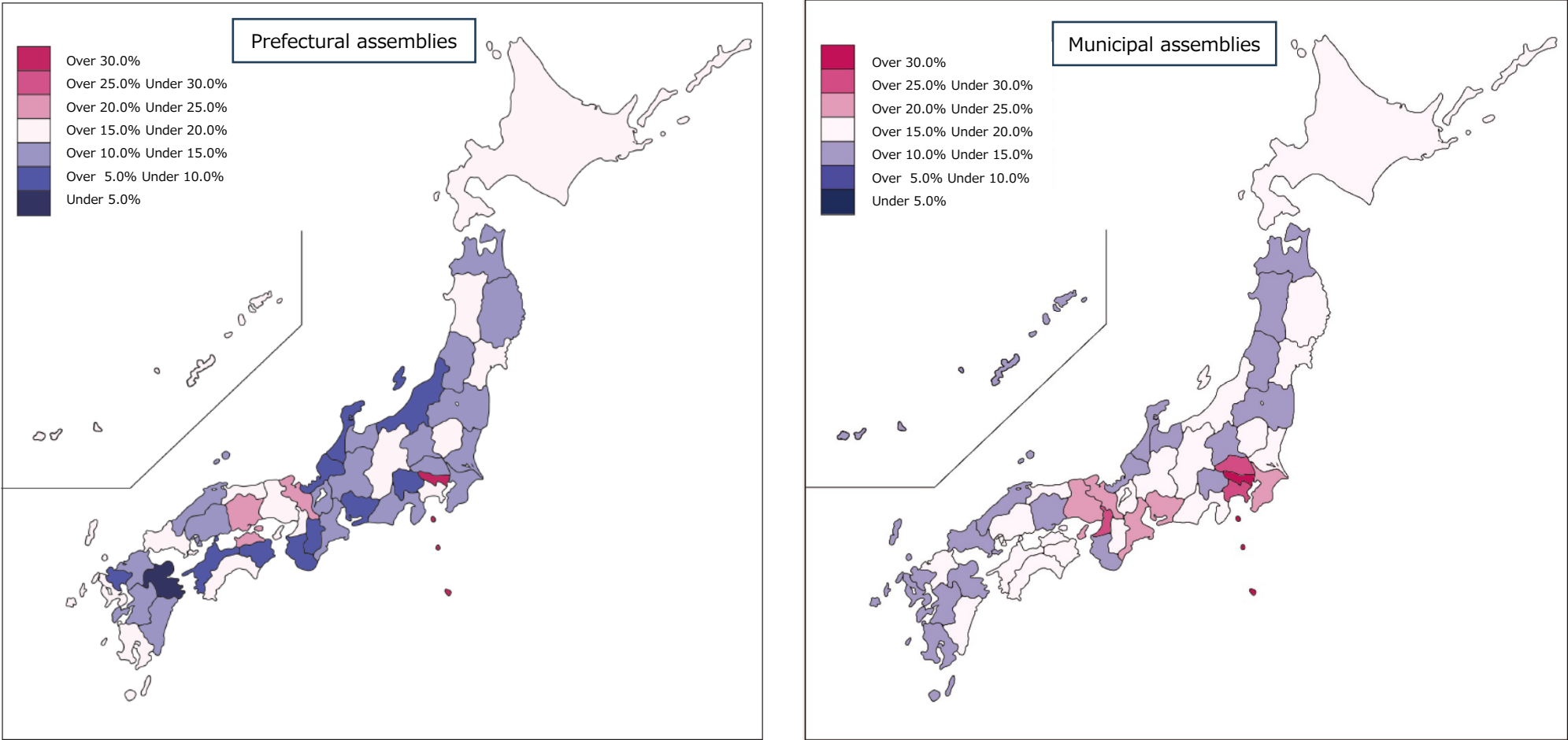


(Notes) 1. Prepared from "2021 Survey on Time Use and Leisure Activities," the Ministry of Internal Affairs and Communications.
2. "Work-related time" is the total of "commuting to and from school or work", "work (for pay or profit)", "schoolwork". "Housework-related time" is the total of "housework", "caring or nursing", "childcare" and "shopping".
The "difference in total work-related and housework-related time between wives and husbands" is the difference between wives' total time (orange) and husbands' total time (green).
Note that due to rounding, the total value of "work-related time" and "housework-related time" may not equal to the sum of each.
3. Average hours for the entire week are calculated as the average of the results for each day of the week ((Monday average time + ... + Sunday average time) / 7).
4. Households with children include grandparents and others, and are not limited to households consisting only of couples and children.

Section 1 Population Movement and Current Situations and Issues in the Region
(Status of women’s participation in politics)

- The percentage of women among prefectural governors is 4.3% (2 out of 47), and the percentage of women among mayors of cities, wards, towns, and villages is 3.7% (64 out of 1,740, with 1 vacancy).
- Among prefectural assemblies, Tokyo has the highest share of female assembly members at 33.1%, followed by Kagawa Prefecture and Kyoto Prefecture.
- Among municipal assemblies (cities, wards, towns, and villages), Tokyo has the highest percentage of female assembly members at 33.5%, followed by Saitama Prefecture and Osaka Prefecture.

Figure SF-21: Percentage of female council members in local councils (by prefecture, 2024)

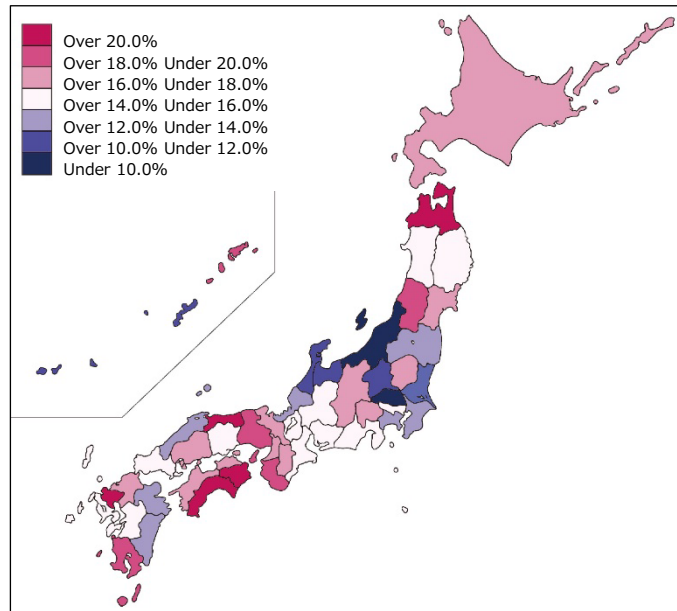


(Notes) 1. Prepared from the “Survey on the Number of Assembly Members and Heads of Local Public Bodies by Political Party Affiliation (as of December 31, 2024),” Ministry of Internal Affairs and Communications.
2. Percentages are rounded to the first decimal place.

Section 1 Population Movement and Current Situations and Issues in the Region
(Women's participation in administrative and managerial workers, starting business, and as individual regular members of agricultural cooperatives)

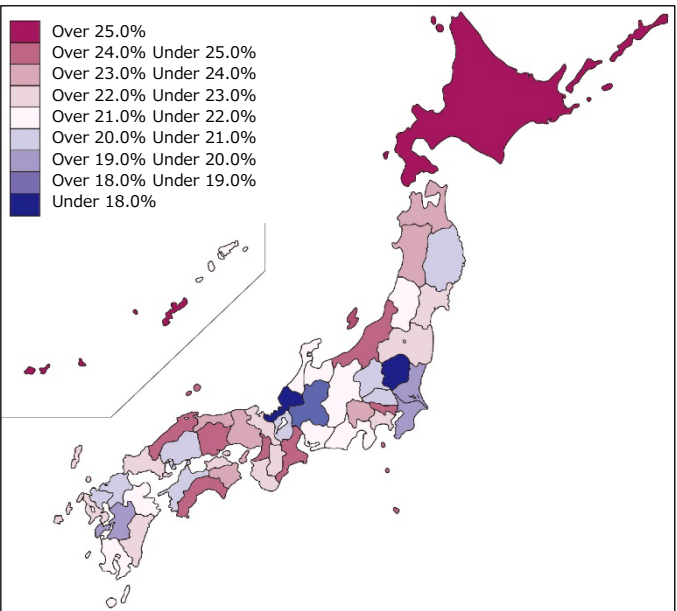
- The participation of both men and women in policy and policy-making processes in all areas, including politics, economics, and society, and the advancement of women's active participation, will ensure a variety of perspectives, thereby creating a enriched, vibrant, and sustainable society that can respond to changes in socioeconomic conditions, while also leading to the realization of a society where all people can live comfortably.

Figure SF-22: Percentage of women in administrative and managerial workers
(by prefecture, 2022)



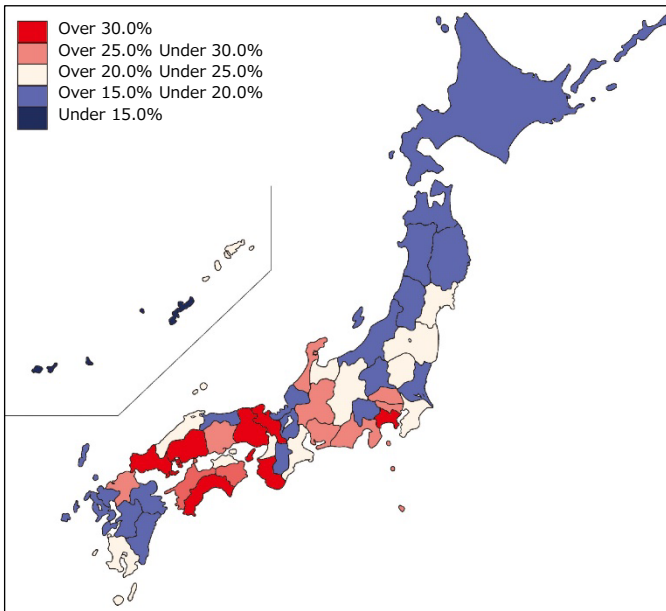
(Notes) 1. Prepared from "2022 Employment Status Survey," Ministry of Internal Affairs and Communications.
2. "Administrative and managerial workers" refers to employed persons" who are company executives, employees at the section chief level or above in companies, management government officials, etc.
3. Percentages are rounded to the first decimal place.

Figure SF-23: Percentage of starting business by women
(by prefecture, 2022)



(Notes) 1. Prepared from "2022 Employment Status Survey," Ministry of Internal Affairs and Communications.
2. "Starting business" refers to those among "self-employed workers" and "executive of company or corporation" who started their current business themselves.
3. Percentages are rounded to the first decimal place.

Figure SF-24: Percentage of women who are individual regular members of agricultural cooperatives
(by prefecture, FY2023)

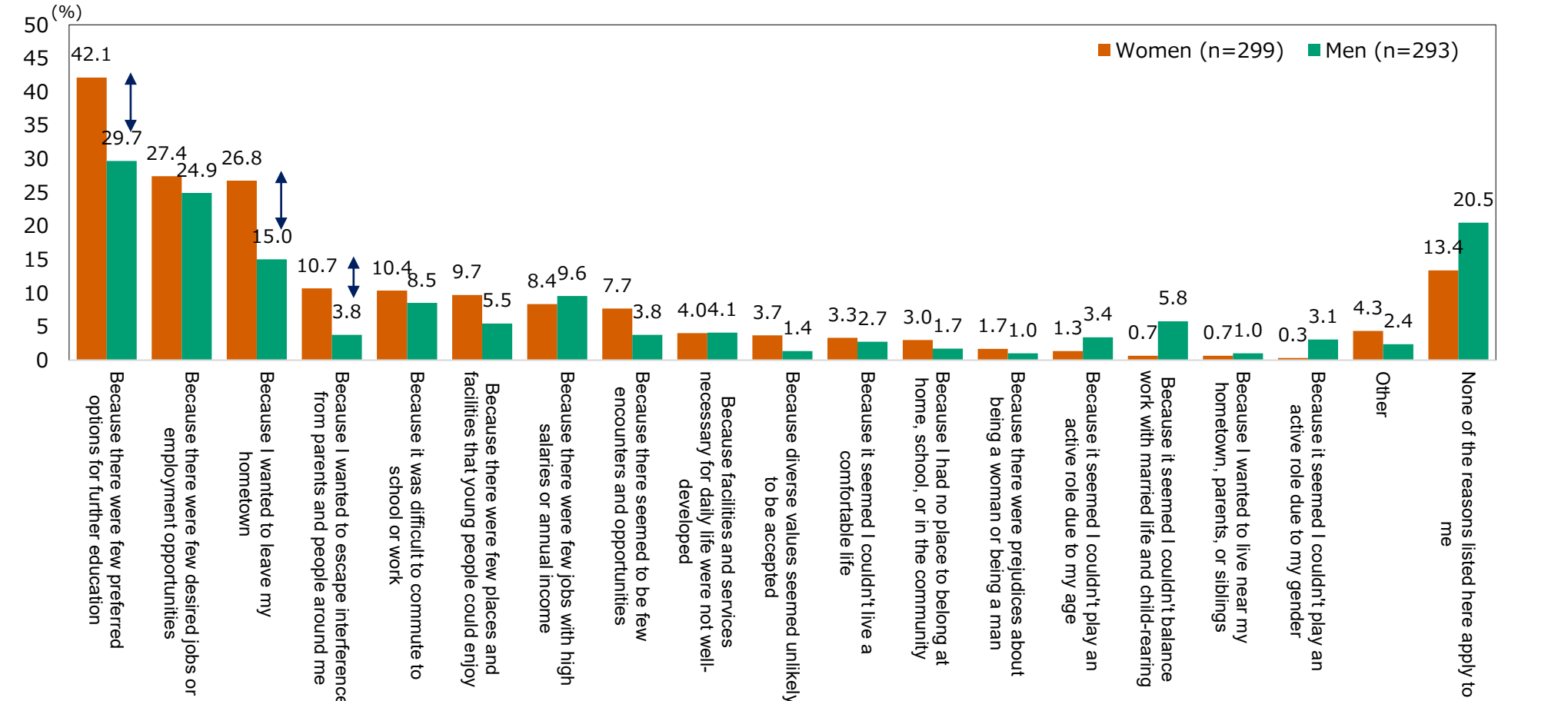


(Notes) 1. Prepared from "Results of the Collective Survey on Agricultural Cooperatives and Their Federations for FY2023," the Ministry of Agriculture, Forestry and Fisheries.
2. Percentages are rounded to the first decimal place.

Section 2 Sense of Community from the Perspective of the Younger Generation
(Reasons for leaving the region of origin)

- Looking at the reasons for leaving their region of origin among those who are from outside the Tokyo metropolitan area but currently live there, both men and women commonly cite “there were few preferred options for further education,” “there were few desired jobs or employment opportunities,” and “wanted to leave my hometown.”
- Compared to men, women show higher proportions for “there were few preferred options for further education,” “wanted to leave my hometown,” and “wanted to escape interference from parents and people around me.”

Figure SF-27: Reasons for leaving the region of origin (by sex) (among those from outside the Tokyo metropolitan area who currently live in the Tokyo metropolitan area, limited to those who left their region of origin for personal reasons)

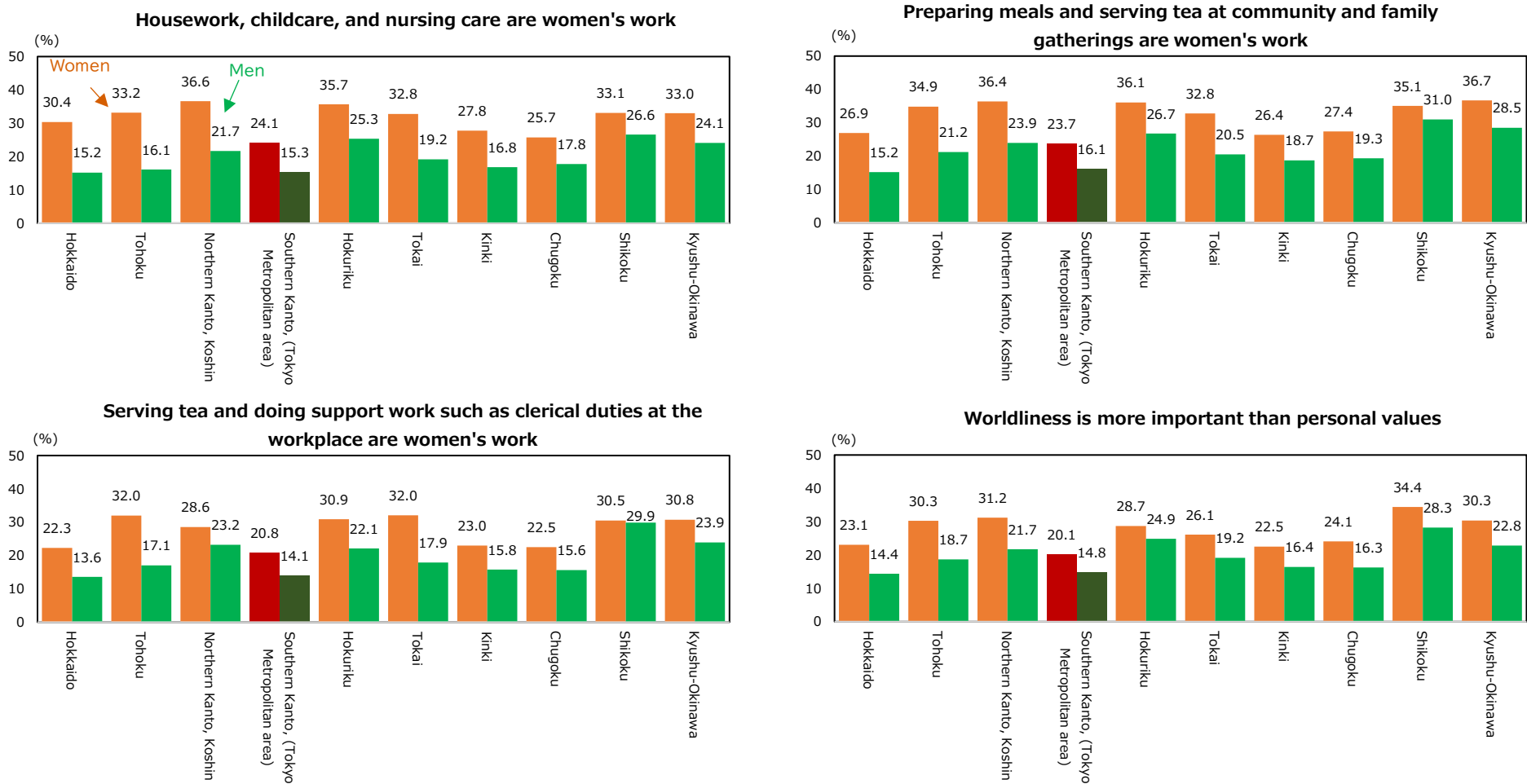


(Notes) 1. Prepared from the “Survey on Gender Equality and Empowerment of Women in Regional Areas FY2024” (survey commissioned by the Cabinet Office in 2024). Respondents were men and women aged 18-39.
2. The question asked for those who answered that they had moved away from the area where they lived at the time of junior high school graduation for personal reasons: “Please tell us the reasons why you moved away from the area where you lived at the time of junior high school graduation.” (Multiple answers allowed).
3. The Tokyo metropolitan area consists of Tokyo, Kanagawa Prefecture, Saitama Prefecture, and Chiba Prefecture.
Those from outside the Tokyo metropolitan area who currently live in the Tokyo metropolitan area: People who lived outside the Tokyo metropolitan area when they graduated from junior high school but currently live in the Tokyo metropolitan area.

Section 2 Sense of Community from the Perspective of the Younger Generation (Rigid gender roles and stereotypes in the region of origin, etc.)

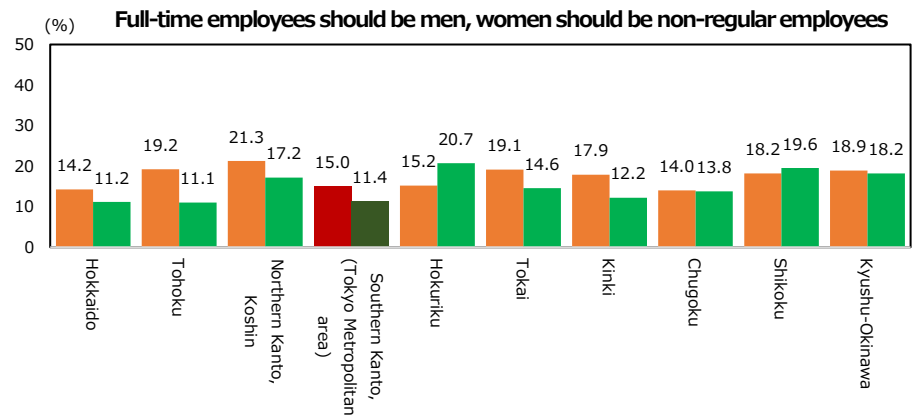
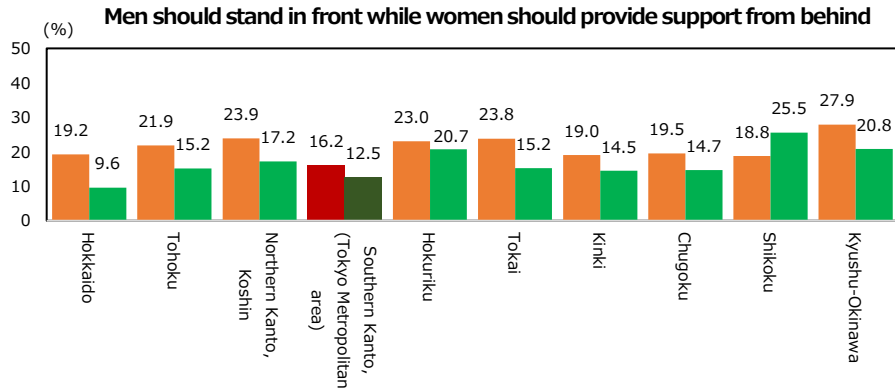
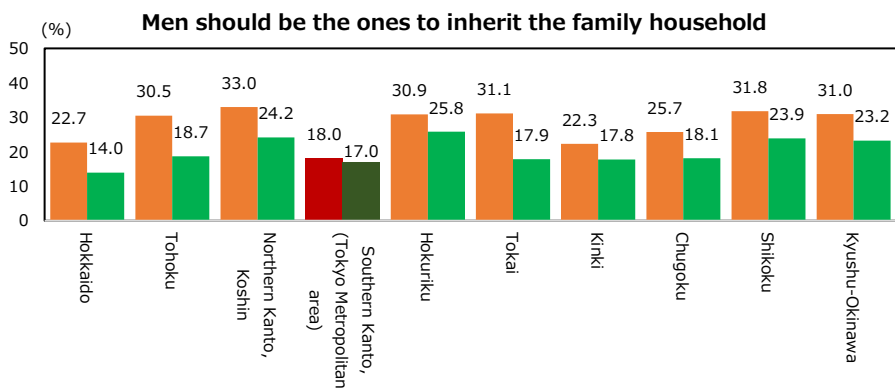
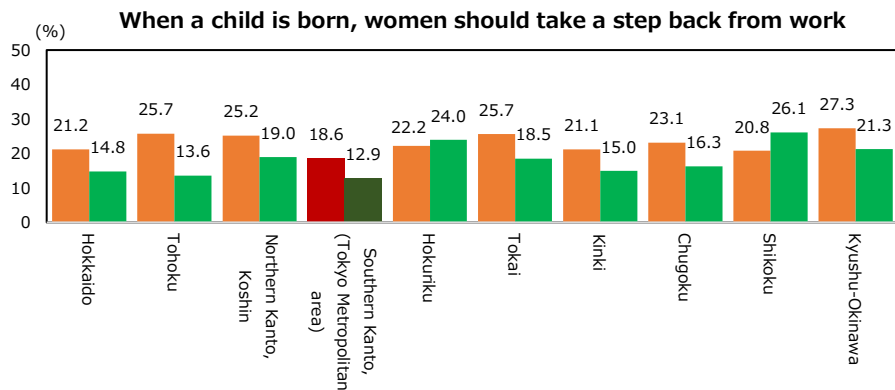
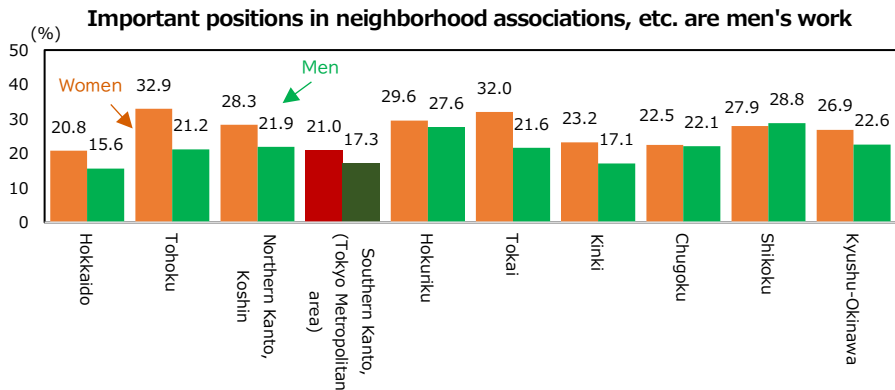
• Looking at the proportion of people who “were aware of” a rigid gender roles and stereotypes, etc., in the region of origin, both men and women from the Tokyo metropolitan area show lower proportions for almost all items. Additionally, in many regions and items, women show higher proportions than men.
(*Survey conducted among men and women aged 18-39, asking about the awareness of rigid gender roles and stereotypes in the region of origin, etc., in the region where they lived at the time of junior high school graduation.)

**Figure SF-36: Awareness of rigid gender roles and stereotypes, etc. in the region of origin
(by sex and regional block of origin)**



(Notes) 1. Prepared from the “Survey on Gender Equality and Empowerment of Women in Regional Areas FY2024” (survey commissioned by the Cabinet Office in 2024). Respondents were men and women aged 18-39.
2. The question asked was, “In the area where you lived at the time of junior high school graduation, did you feel people had following fixed beliefs? Please select the most applicable option. (One for each item).” Answer choices were “Often” “Sometimes” “Rarely” “Never” “Don’t know.” The figures shown represent the total of “Often” and “Sometimes.”
3. The (n) for each region is as follows: Hokkaido... Women 260, Men 250; Tohoku... Women 416, Men 434; Northern Kanto/Koshin... Women 385, Men 401; Southern Kanto (Tokyo metropolitan area)... Women 1,132, Men 1,344; Hokuriku... Women 230, Men 217; Tokai... Women 643, Men 610; Kinki... Women 861, Men 876; Chugoku... Women 307, Men 326; Shikoku... Women 154, Men 184; Kyushu-Okinawa... Women 491, Men 456.

Section 2 Sense of Community from the Perspective of the Younger Generation (Rigid gender roles and stereotypes in the region of origin, etc.)

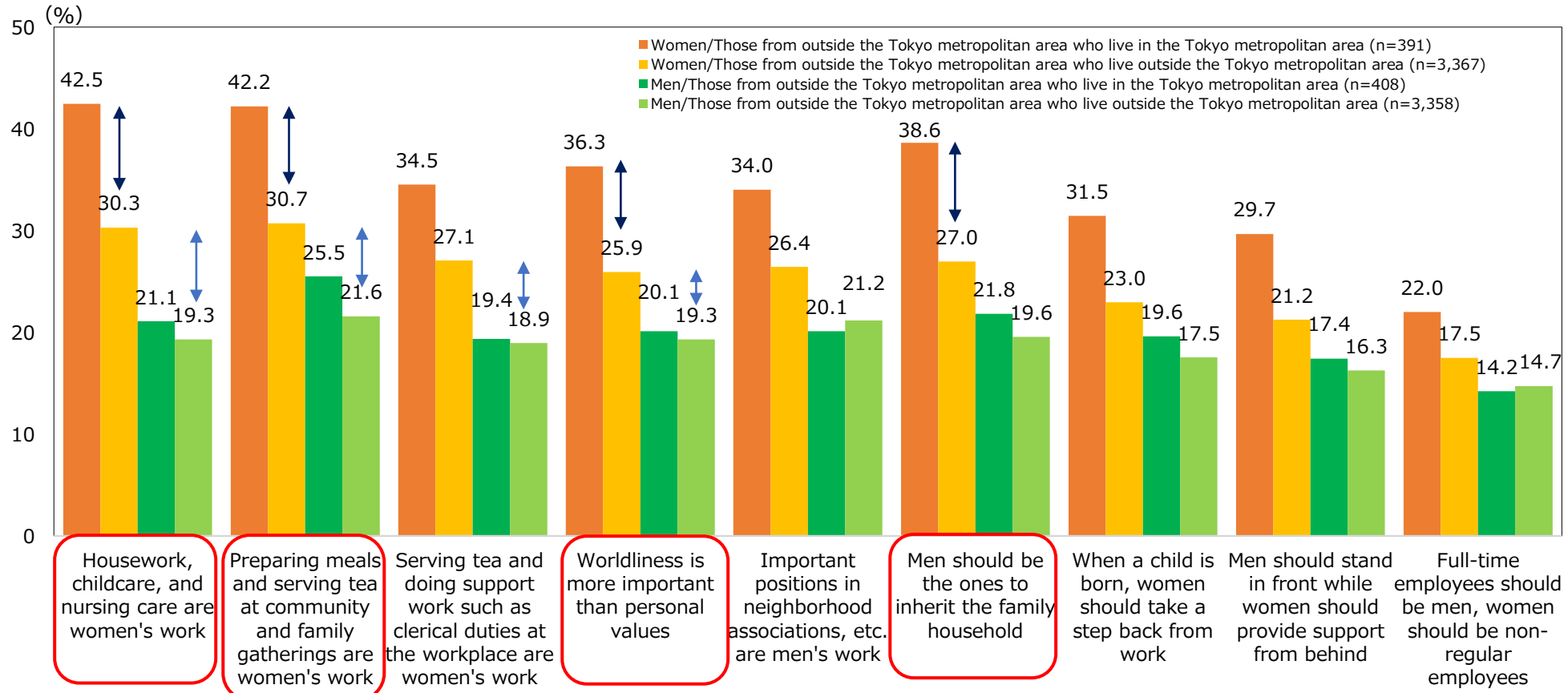


(Notes) 1. Prepared from the "Survey on Gender Equality and Empowerment of Women in Regional Areas FY2024" (survey commissioned by the Cabinet Office in 2024). Respondents were men and women aged 18-39.
2. The question asked was, "In the area where you lived at the time of junior high school graduation, did you feel people had following fixed beliefs? Please select the most applicable option. (One for each item)." Answer choices were "Often" "Sometimes" "Rarely" "Never" "Don't know."
The figures shown represent the total of "Often" and "Sometimes."
3. The (n) for each region is as follows: Hokkaido... Women 260, Men 250; Tohoku... Women 416, Men 434; North Kanto/Koshin... Women 385, Men 401; South Kanto (Tokyo metropolitan area)... Women 1,132, Men 1,344; Hokuriku... Women 230, Men 217; Tokai... Women 643, Men 610; Kinki... Women 861, Men 876; Chugoku... Women 307, Men 326; Shikoku... Women 154, Men 184; Kyushu/Okinawa... Women 491, Men 456.

Section 2 Sense of Community from the Perspective of the Younger Generation
(Rigid gender roles and stereotypes in the region of origin, etc.)

- Among women from outside the Tokyo metropolitan area, those currently living in the Tokyo metropolitan area express that they “were aware of” a rigid gender roles and stereotypes in their region of origin—such as "housework, childcare, and nursing care are women's work" and "meal preparation and serving tea are women's work"—compared to those who are still living outside the Tokyo metropolitan area.
- Additionally, among those from outside the Tokyo metropolitan area who live outside the Tokyo metropolitan area, the gap between men and women becomes larger regarding issues like “housework, childcare, and nursing care are women's work.”

**Figure SF-37: Rigid gender roles and stereotypes in the region of origin, etc.
(by sex and current living area) (people from outside the Tokyo metropolitan area)**



(Notes) 1. Prepared from the “Survey on Gender Equality and Empowerment of Women in Regional Areas FY2024” (survey commissioned by the Cabinet Office in 2024). Respondents were men and women aged 18-39.
2. The question asked was, “In the area where you lived at the time of junior high school graduation, did you feel people had following fixed beliefs? Please select the most applicable option. (One for each item).” Answer choices were “Often” “Sometimes” “Rarely” “Never” “Don't know.” The figures shown represent the total of “Often” and “Sometimes.”
3. The Tokyo metropolitan area consists of Tokyo, Kanagawa Prefecture, Saitama Prefecture, and Chiba Prefecture.
Those from outside the Tokyo metropolitan area who live in the Tokyo metropolitan area: People who lived outside the Tokyo metropolitan area when they graduated from junior high school but currently live in the Tokyo metropolitan area.
Those from outside the Tokyo metropolitan area who live outside the Tokyo metropolitan area: People who lived outside the Tokyo metropolitan area when they graduated from junior high school and still live outside the Tokyo metropolitan area.

Section 2 Sense of Community from the Perspective of the Younger Generation (Whether people are satisfied with their current living area)

- Both men and women from outside the Tokyo metropolitan area who live outside the Tokyo metropolitan area show a high level of satisfaction with the “richness of the natural environment.”
- Comparing those living in the Tokyo metropolitan area with those living outside it, there are large differences for both men and women in areas such as “abundance of job options,” “convenience of public transportation,” “convenience of shopping and entertainment facilities,” “appropriateness of work income,” and “vitality and liveliness of the community”.
- For women, those living in the Tokyo metropolitan area show a higher level of satisfaction in areas such as “respect for diverse lifestyles and values,” “new encounters, connections, and expansion of social relationships,” and “environments where people can thrive regardless of gender or age.”

Figure SF-41: Proportion of individuals satisfied with their current living area (by sex and current living area) (people from outside the Tokyo metropolitan area)

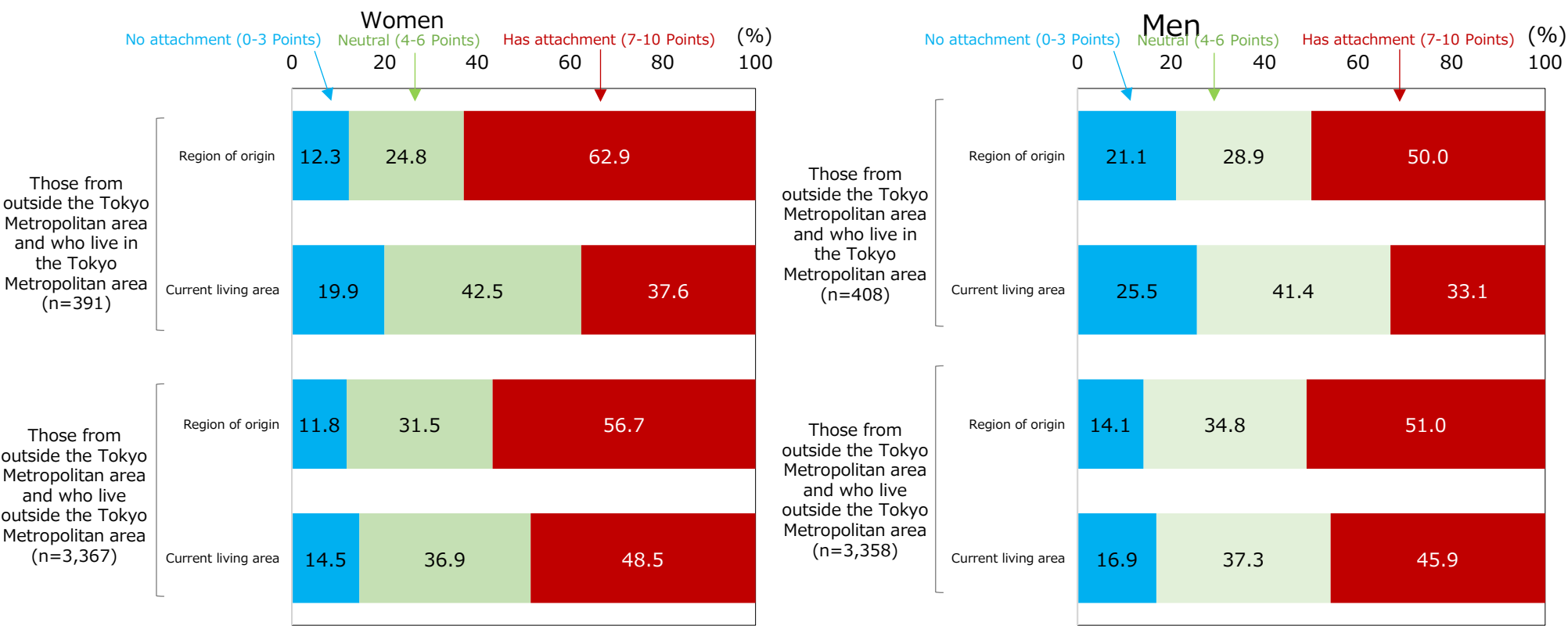


(Notes) 1. Prepared from the “Survey on Gender Equality and Empowerment of Women in Regional Areas FY2024” (survey commissioned by the Cabinet Office in 2024). Respondents were men and women aged 18-39.
2. The question asked was: “Are you satisfied with your current living area regarding the following items? Please select the applicable option. (One for each item).” The options were: “Satisfied,” “Somewhat satisfied,” “Somewhat dissatisfied,” “Dissatisfied,” and “Don’t know.” The figures shown represent the total of “Satisfied” and “Somewhat satisfied.”
Note that for each item, percentages are calculated after excluding those who responded “Don’t know” from the denominator, so the n varies by item (n is omitted).
3. The Tokyo metropolitan area consists of Tokyo, Kanagawa Prefecture, Saitama Prefecture, and Chiba Prefecture.
Those from outside the Tokyo metropolitan area who live in the Tokyo metropolitan area: People who lived outside the Tokyo metropolitan area when they graduated from junior high school but currently live in the Tokyo metropolitan area.
Those from outside the Tokyo metropolitan area who live outside the Tokyo metropolitan area: People who lived outside the Tokyo metropolitan area when they graduated from junior high school and still live outside the Tokyo metropolitan area.

Section 2 Sense of Community from the Perspective of the Younger Generation
(Attachment to the region of origin and current living area)

- Regarding attachment to the region of origin and current living area among those from outside the Tokyo metropolitan area, for those currently living in the Tokyo metropolitan area, the percentage showing “has attachment (7-10 points)” is higher for their region of origin than for their current living area.
- Particularly among women, while 37.6% show “has attachment (7-10 points)” to their current living area, 62.9% show “has attachment (7-10 points)” to their region of origin.

Figure SF-44: Attachment to the region of origin and current living area
(by sex and current living area) (people from outside the Tokyo metropolitan area)

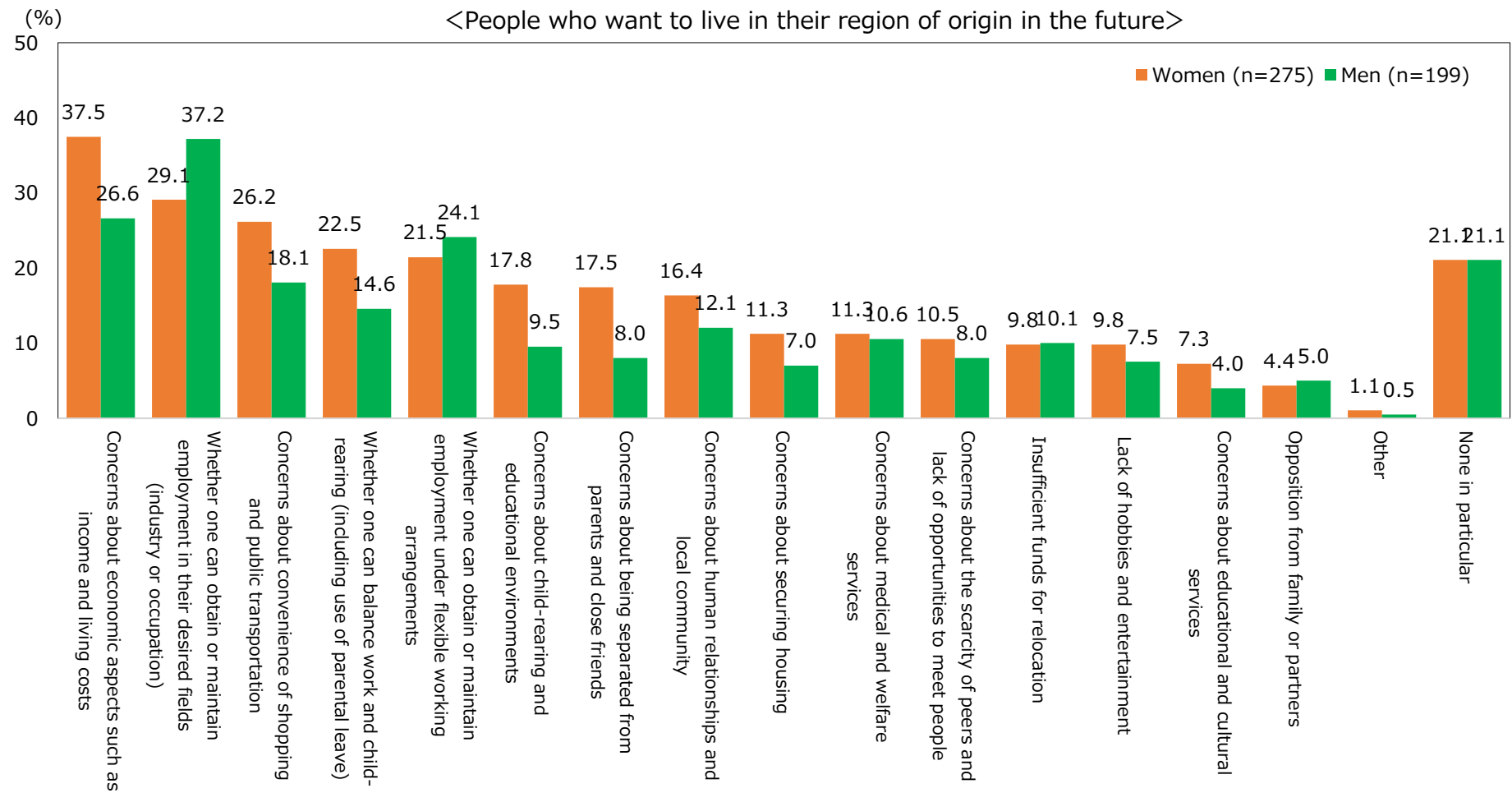


(Notes) 1. Prepared from the “Survey on Gender Equality and Empowerment of Women in Regional Areas FY2024” (survey commissioned by the Cabinet Office in 2024). Respondents were men and women aged 18-39.
2. The question asked was: “How much attachment do you feel toward the following regions? On a scale where ‘no attachment at all’ is 0 points and ‘very strong attachment’ is 10 points, what score would you give? (One selection for each)
(1) The region where you currently live, (2) The region where you lived when you graduated from junior high school.”
3. The Tokyo metropolitan area consists of Tokyo, Kanagawa Prefecture, Saitama Prefecture, and Chiba Prefecture.
Those from outside the Tokyo metropolitan area who live in the Tokyo metropolitan area: People who lived outside the Tokyo metropolitan area when they graduated from junior high school but currently live in the Tokyo metropolitan area.
Those from outside the Tokyo metropolitan area who live outside the Tokyo metropolitan area: People who lived outside the Tokyo metropolitan area when they graduated from junior high school and still live outside the Tokyo metropolitan area.

Section 2 Sense of Community from the Perspective of the Younger Generation
(Concerns about living outside the current living area)

- When asked about their concerns about living outside the current living area (region of origin) in the future, women were most concerned about “economic aspects such as income and living costs,” followed by “whether one can obtain or maintain employment in their desired fields,” and “concerns about convenience of shopping and public transportation.”
- On the other hand, the most common concern among men was “whether one can obtain or maintain employment in their desired fields,” followed by “economic aspects such as income and living costs” and “whether one can obtain or maintain employment under flexible working arrangements.”

Figure SF-50: Concerns about living outside the current living area (by sex)



(Notes) 1. Prepared from the “Survey on Gender Equality and Empowerment of Women in Regional Areas FY2024” (survey commissioned by the Cabinet Office in 2024). Respondents were men and women aged 18-39.
2. The question asked for those who answered that they would like to live in “the area where they lived when they graduated from junior high school” in the future: “Do you have any concerns about living outside the current living area?” Please select all that apply. (Choose any number of answers).
3. “Urban areas” and “Rural areas” are based on the respondents' subjective perception.

Figure SF-51: Toward the promotion of gender equality within the community

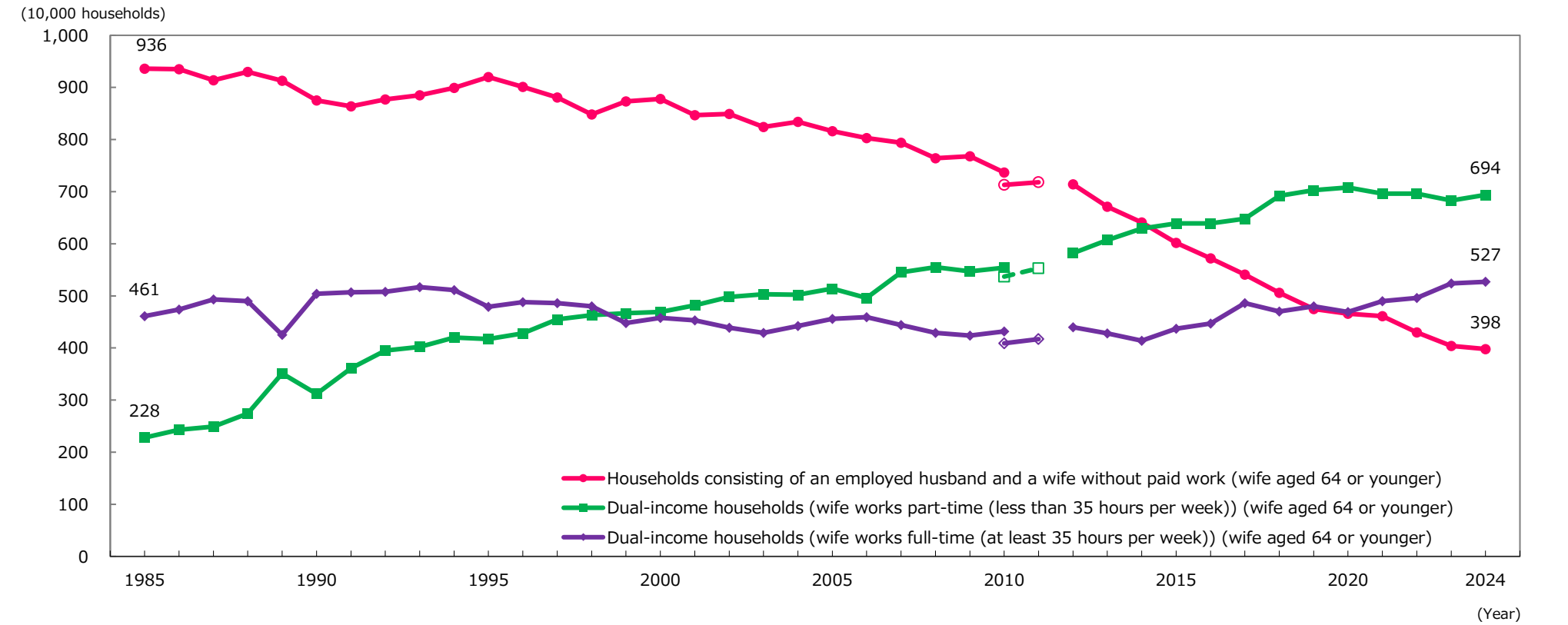
- Advancing gender equality in regional areas and enhancing regional vitality contribute to the overall vitality and well-being of Japan.
- It is crucial to promote efforts toward **creating environments where people can demonstrate their individuality and abilities** regardless of gender and toward building attractive communities.

Eliminate rigid gender role stereotypes	Create a good working environment for all	Increase women leaders in the community	Learning in the Community
<ul style="list-style-type: none">✓ Reviewing gender roles in the workplace, school, community, and other settings✓ Eliminating the unequal burden of housework, childcare, and nursing care on women caused by rigid gender roles and stereotypes.✓ Awareness and behavior change of each individual✓ Reviewing systems that are not gender-neutral	<ul style="list-style-type: none">✓ Creating fulfilling work regardless of gender✓ Comprehensive work-life balance support that enables dual-income households and shared parenting, regardless of gender✓ Digital skills development, reskilling, employment support, and increasing work options in regional areas✓ Supporting women's entrepreneurship and creating thriving social environments for women✓ Improving women's income, economic independence, and reducing gender pay gaps.✓ Promoting diverse work styles, such as regionally-limited regular employees	<ul style="list-style-type: none">✓ Expanding women's participation in policy and decision-making processes across all fields✓ Developing and promoting women to management positions, supporting career development✓ Supporting women entrepreneurs in regional areas leads to the creation of role models who contribute to revitalization by increasing the number of women-owned businesses✓ Regional activities and community development that incorporate women's opinions✓ Promoting disaster prevention and reconstruction from the perspective of women	<ul style="list-style-type: none">✓ Creating universities that leverage regional characteristics✓ Contributing to the development of local communities through education and research✓ Human resource development and career education connected to regional industries✓ Eliminating unconscious bias in educational path selection

(Appendix) Changes in the Number of Dual-Income and Other Households

- Over the past approximately 40 years, among dual-income households in which both spouses are employed, the number of households where the wife works part-time (less than 35 hours per week) has increased significantly, from around 2 million to approximately 7 million. Although the number of households where the wife works full-time (at least 35 hours per week) has remained relatively stable at 4 to 5 million, a gradual upward trend has been observed in recent years.

Figure SF-II: Changes in the number of dual-income and other households by wife’s working hours (households with wives aged 64 or younger)



(Notes) 1. Prepared from the “Special Survey of the Labour Force Survey” (surveyed every February) for 1985 to 2001, by the Management and Coordination Agency, and the “Labour Force Survey (Detailed Tabulation)” for 2002 onwards by the Ministry of Internal Affairs and Communications. As the two surveys are different in terms of survey methods, timeframes, etc., caution is advised for a time-series comparison.

2. Until 2017, “Households consisting of an employed husband and a wife without paid work (wife aged 64 or younger)” referred to households in which the husband was an employee in non-agricultural industry and the wife was a non-working person (not in the labour force and wholly unemployed person (ILO2013)) and aged 64 or younger; since 2018, following a change in classification categories of employment status, this term has referred to households in which the husband is an employee in non-agricultural industry and the wife is a non-working person (not in the labour force and unemployed person (ILO2013)) and aged 64 or younger.

3. “Dual-income households (wife aged 64 or younger)” refers to households in which both the husband and wife are employees in non-agricultural industry (including non-regular employees) and the wife is aged 64 or younger.

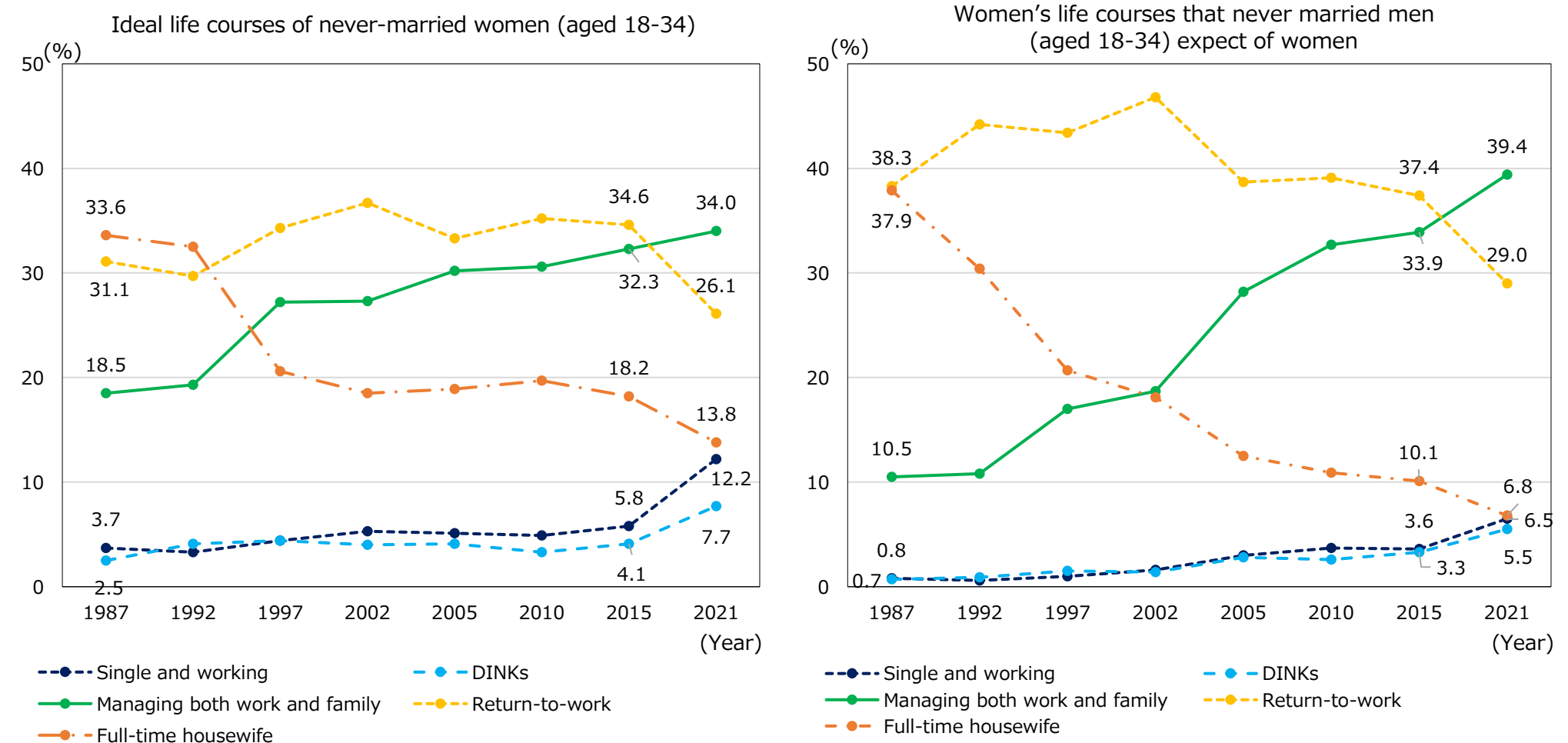
4. Figures for 2010 and 2011 (shown in white) are for the entire country excluding Iwate, Miyagi, and Fukushima Prefectures.

5. For 2011, 2013 to 2016, and 2018 to 2021, time-series connection values from the Labour Force Survey are used.

(Appendix) Ideal Life Courses

- In recent years, both the ideal of women who have never married and the expectations for their future partners of men who have never married show that the “Managing both work and family” exceeds the “Return-to-work.”

Figure SF-III: Changes in the ideal life courses



(Notes) 1. Prepared from the “Sixteenth Japanese National Fertility Survey (Survey of Unmarried Men and Women),” National Institute of Population and Social Security Research.
2. Subjects are individuals who have never married aged 18-34. Percentages for “Other” and “Unknown” are omitted.
3. Survey questions: (1) Women's ideal life course: (9th survey (1987) to 10th survey (1992)) “What type of life do you idealize, separate from real life?”; (11th survey (1997) to 16th survey (2021)) “What type of life do you idealize?” (2) Life course that men desire for their partners (women): (9th survey (1987) to 12th survey (2002)) “What type of life do you want women to lead?”; (13th survey (2005) to 16th survey (2021)) “What type of life do you want your partner (or wife) to lead?”
4. The life course options presented in the choices are as follows: “Not marry and continue working” (single and working course), “Marry but have no children and continue working” (DINKs course), “Marry, have children, and continue working” (managing both work and family course), “Marry and have children, but temporarily leave work upon marriage or childbirth and return to work after child-rearing” (return-to-work course), “Marry and have children, leave work upon marriage or childbirth, and not work thereafter” (full-time housewife course).