

Positioning, outline, etc. of the Sixth Basic Plan

- The Sixth Basic Plan has been formulated as a basic plan to encourage **the formation of a gender equal society, with the aim of comprehensively and systematically promoting measures** based on the Basic Act for Gender Equal Society (Act No.78 of 1999)

- The Sixth Basic Plan comprises the following:

Section 1 Basic Policy

Section 2 Policies

- For each of the 12 fields and “Establish and strengthen the structure for promotion aimed at realizing a gender equal society”, the following are stipulated:
 - Basic Standpoint** up to the end of FY2035
 - Basic Direction of Measures and Specific initiatives** (measures) with projections up to the end of FY2030
- Numerical Targets** for the government as a whole to aim for by carrying out specific initiatives stipulated for each field and other Targets are set

Points of the Sixth Basic Plan

Participation by women

- Continue to aim to “**increase the percentage of women in leadership positions to approximately 30% as early as possible during the 2020s**” and strengthen initiatives
 - With this level as a passing point, aim to **create a society where there is no gender imbalance in leadership positions** by the 2030s

- Against a background in which women bear the brunt of the burden of housework, childcare, etc., due to perceptions of gender role stereotypes, and considering the difficulties women face to achieve life-work balance and particularly for them to develop solid careers, the following initiatives will be undertaken:

well-being

- Promote initiatives related to gender equality and women’s empowerment, such as enabling women to participate in decision-making in every field
 - Will lead to improvements in the work environment for all people, including men, and furthermore, contribute to realizing a more comfortable life and **diverse forms of well-being** for women and men

Health

- With the **Integrated Center for Women’s Health** serving as a control tower, promote the formation and strengthening of health consultation support systems for women and promote **Femtech** to improve quality of life

Technology

- Reflect gender equality perspective in **technology initiatives** and **support utilization** so everyone can benefit from technology

Regions

- Promote gender equality in regions**, invigorating local communities
 - Collaboration with the Japan Gender Equality Promotion Agency, local governments, including the centers for gender equality, economic organizations, and NPOs, etc.

Outline of Section 1 and Section 2

Section 1 Basic Policy

1 A society that Basic Plan for Gender Equality aims to achieve

※ Presented based on the Basic Act for Gender Equal Society

- A vital, sustainable society that is fair and rich in diversity, in which men and woman can fully demonstrate their individualities and abilities based on their own will
- A society where the human rights of men and women are respected, and each individual can live their lives with dignity
- A society where a work-life balance can be maintained, and both men and women can enjoy a fulfilling professional life, as well as a social life and family life
- A society where gender equality and women’s empowerment are incorporated in every field, and in collaboration with the international community

2 Current state of social situation, expected environmental changes

- The Sixth Basic Plan takes into consideration the recognition of the current state of the social situation such as those described below.

Trends and changes in the social structure	• Decrease in population, changes in the make-up of a household, increase in the employment rate for women, increase in working caregivers, enhancement of information disclosure related to women’s empowerment, acceleration of the trend of young people and women leaving rural areas
Trends and changes in awareness and values	• Deeply rooted perceptions of gender role stereotypes, unconscious biases, etc.
Rapid advances and progress in technology	• Benefits and risks due to expansion in utilization of AI, gendered innovations, etc.
Factors affecting safety and security	• New forms of violence due to advances in technology, etc., damage caused by disasters, such as earthquakes, etc.
International trends	• Transition to green economy and digital economy, etc.

Section 2 Policies

I Realizing diverse forms of well-being through promotion of gender equality

- Field 1 Realize a society where everyone can choose a desired work style that is suited to their life stage
- Field 2 Expand participation of women in policy decision-making processes in all fields
- Field 3 Realize increased women’s income and establish their economic empowerment
- Field 4 Support lifelong health for men and women
- Field 5 Promote gender equality taking into consideration advances in technology and the expansion of its use
- Field 6 Create a social foundation that does not tolerate any form of gender-based violence and enhance support for victims
- Field 7 Support for poverty and other livelihood difficulties and establish an environment that respects diversity from a gender equality perspective
- Field 8 Promote gender equality in disaster prevention and reconstruction

II Establish and strengthen a foundation aimed at realizing a gender equal society

- Field 9 Promote initiatives that respond to the state of gender equality in regions
- Field 10 Establish various types of systems from a gender equality perspective
- Field 11 Raise awareness and facilitate understanding of both men and women through education and media, etc.
- Field 12 Collaborate and contribute internationally to gender equality

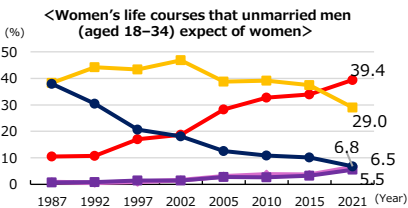
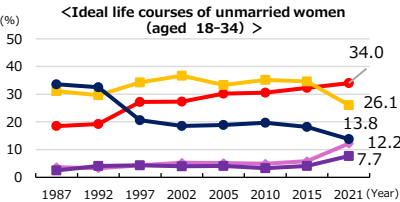
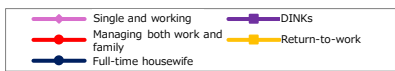
III Establish and strengthen the structure for promotion aimed at realizing a gender equal society

Field 1 Realize a society where everyone can choose a desired work style that is suited to their life stage

Main Initiatives

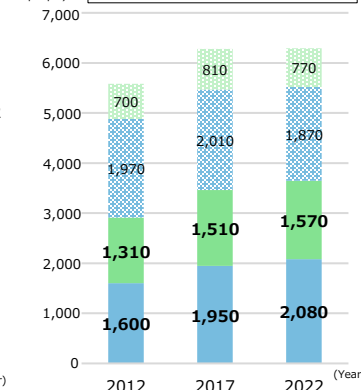
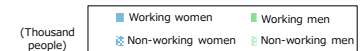
- Provide support to balance work and childcare with the aim of realizing dual-income households and co-parenting, raise awareness and facilitate understanding among both men and women
- In light of the increase of working caregivers, establish an employment environment with an easy-to-use support system for balancing work and caregiving

Changes in the ideal life course



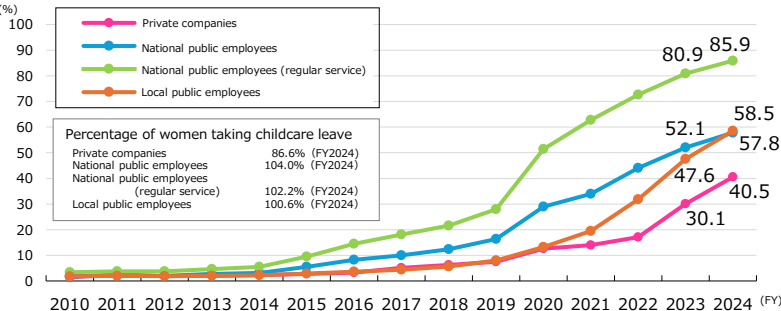
(Source) National Institute of Population and Social Security Research, "Sixteenth Japanese National Fertility Survey (Survey of Unmarried Men and Women)"

Changes in the number of the person caring for a family member (by gender and employment status)



(Source) Ministry of Internal Affairs and Communications, "Employment Status Survey"

Changes in the percentage of men employees who take childcare leave



(Source) 1. With regard to national public employees, Ministry of Internal Affairs and Communications and the National Personnel Authority, "Follow-up on the Appointment of Female National Public Employees and the Acquisition of Childcare Leave by National Public Employees," FY2010 to FY2012; Cabinet Bureau of Personnel Affairs and the National Personnel Authority, "Follow-up on the Appointment of Female National Public Employees and the Acquisition of Childcare Leave by National Public Employees," FY2013; Cabinet Bureau of Personnel Affairs, "Follow-up on the Appointment of Female National Public Employees and the Acquisition of Childcare Leave by National Public Employees," FY2014 to FY2020; and Cabinet Bureau of Personnel Affairs, "Follow-up on the Acquisition of Childcare Leave, etc., by National Public Employees and Follow-up on Encouraging Male National Public Employees to Take One Month or Longer for Leave or Holiday Associated with Childcare," from FY2021 and onward.
2. With regard to national public employees (regular service), National Personnel Authority, "Survey on the Utilization of Work-Life Balance Support System" and "the NPA Annual Report."
3. With regard to local public employees, Ministry of Internal Affairs and Communications, "Survey on Working Conditions in Local Governments"
4. With regard to private companies, Ministry of Health, Labour and Welfare, "Basic Survey of Gender Equality in Employment Management (Basic Survey of Employment Management of Women)"

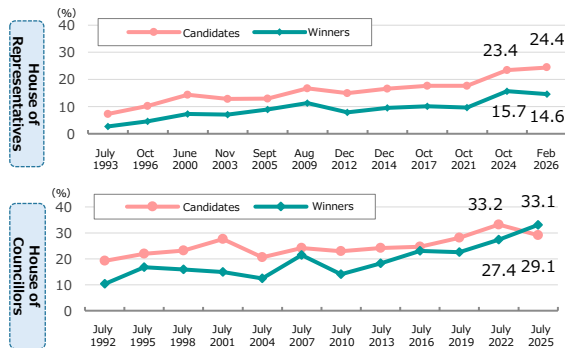
Field 2 Expand participation of women in policy decision-making processes in all fields

Main Initiatives

- Continue to aim to "increase the percentage of women in leadership positions to approximately 30% as early as possible during the 2020s" and strengthen initiatives. With this level as a passing point, aim to create a society where there is no gender imbalance in leadership positions by the 2030s
- Promote the expansion of participation by women in policy decision-making processes in all fields, including politics, judicial, administration, economics, academics, education, sports, media, etc.

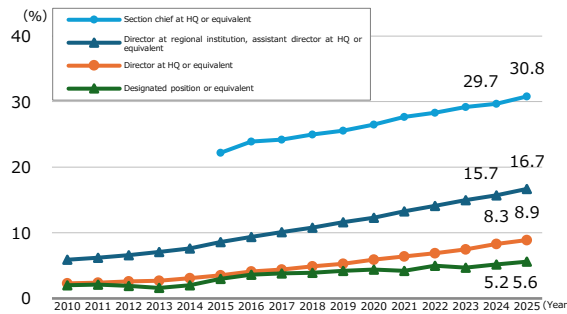
Politics	Make requests to political parties to increase the proportion of women candidates, in line with the purpose of the Act on Promotion of Gender Equality in the Political Field, etc.
Economics	Make corporate information visible based on the Act on the Promotion of Female Participation and Career Advancement, promote initiatives aimed at accelerating the promotion of women to executive positions, support women entrepreneurs, etc.

Changes in proportion of women in election candidates and elected winners in the House of Representatives and the House of Councillors



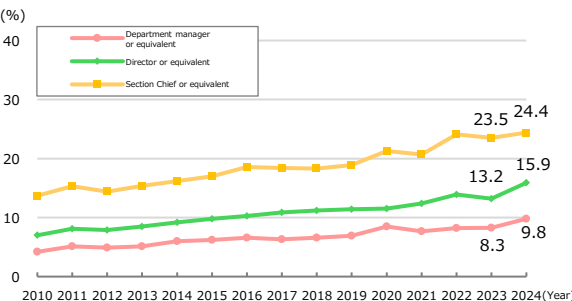
(Source) Ministry of Internal Affairs and Communications, "Report on the Results of General Election of the House of Representatives and the National Review of Supreme Court Justices" "Report on the Results of the Ordinary Election of the House of Councillors"

Changes in proportion of women in national public employees at each position



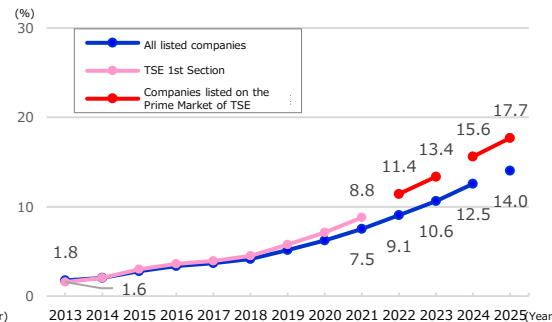
(Source) Cabinet Bureau of Personnel Affairs, "Follow-up on the Appointment of Female National Public Employees"

Changes in proportion of women in private companies employees at each position



(Source) Ministry of Health, Labour and Welfare, "Basic Survey on Wage Structure"

Changes in proportion of women in executives



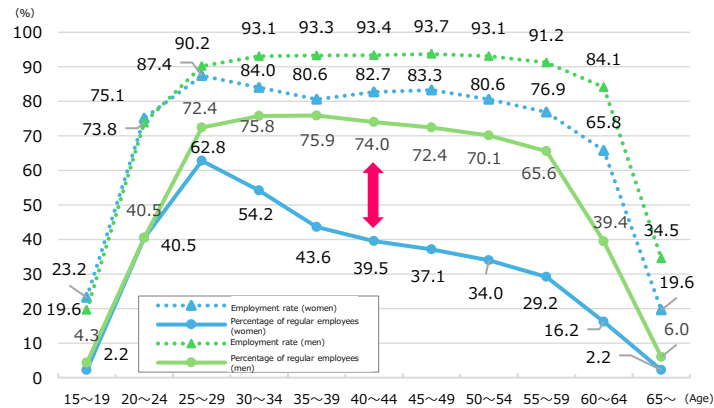
(Source) Toyo Keizai Inc., "Yakuin shikho" and Cabinet Office survey

Field 3 Realize increased women's income and establish their economic empowerment

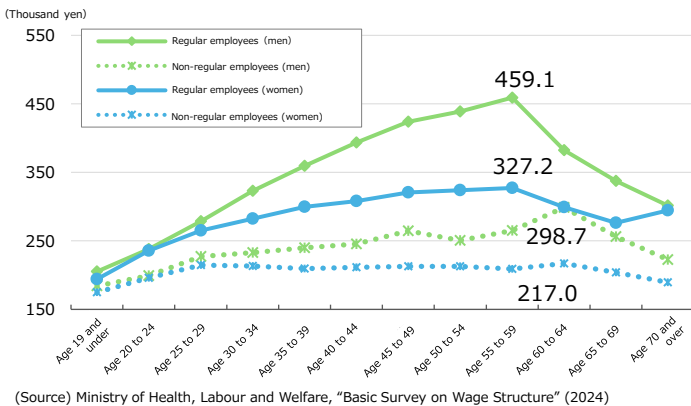
Main Initiatives

- Steadily implement the revised Act on the Promotion of Women's Active Engagement in Professional Life, including expanding the scope of publication of the pay differences between men and women, making the publication of the ratio of women in managerial positions mandatory, etc.
- Promote improvement in working conditions for non-regular employees and their switch to regular employees by supporting re-skilling and job hunting, etc.
- Carry out support for re-employment, such as updating skills, etc., for women who are raising children, etc.
- Raise awareness of and strictly implement preventive measures related to harassment

Percentage of regular employees by age group (2025)



Scheduled cash earnings (by employment type and age group (2024))

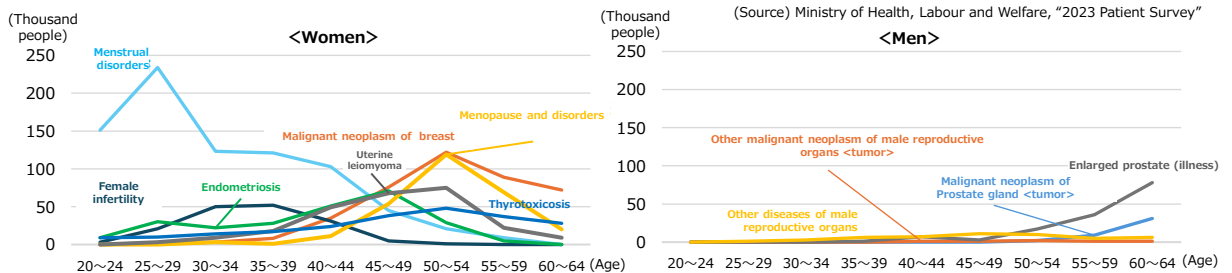


Field 4 Support lifelong health for men and women

Main Initiatives

- With the Integrated Center for Women's Health serving as a control tower, strive to establish medical facilities and carry out research, etc., for illnesses particular to women, promote the formation and strengthening of health consultation support systems for women, and spread the results of such efforts
- Disseminate information about preconception care, which is for health management while taking into consideration life planning and future health
- Promote Femtech to improve quality of life to enable women to live with more fulfillment
- Promote initiatives, including raising awareness and treatment of women's health issues in each age bracket, such as menopausal disorders, etc.
- Support a balance between work and health issues, including facilitating initiatives at the workplace, such as in health checkups and consultations, and promotion of health management

Total no. of people with illnesses specific to women or to men (by age group 2023)

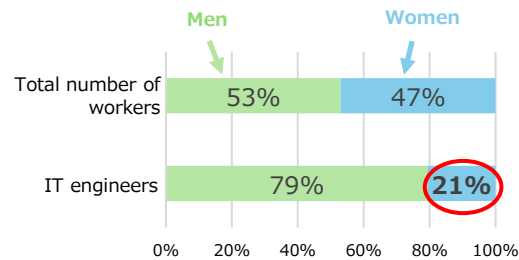


Field 5 Promote gender equality taking into consideration advances in technology and the expansion of its use

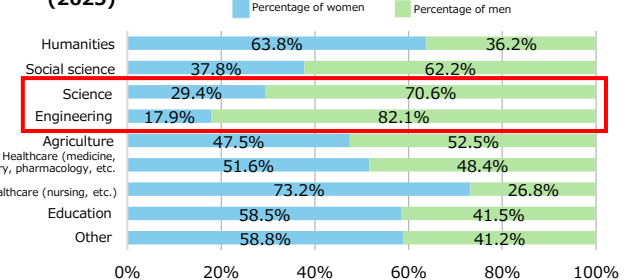
Main Initiatives

- Reflect gender equality perspective in technology initiatives
- Develop female digital professionals through women acquiring digital skills and subsequently gaining employment in digital fields, etc.
- Promote appointment of women to senior positions to lead research facilities, and encourage female students to choose a career path in science and engineering by providing them with information, etc. to raise the image of pursuing higher education and work in the science and engineering fields

Percentage of men and women IT engineers (2024)



Proportion of female students in university (undergraduates) (2025)

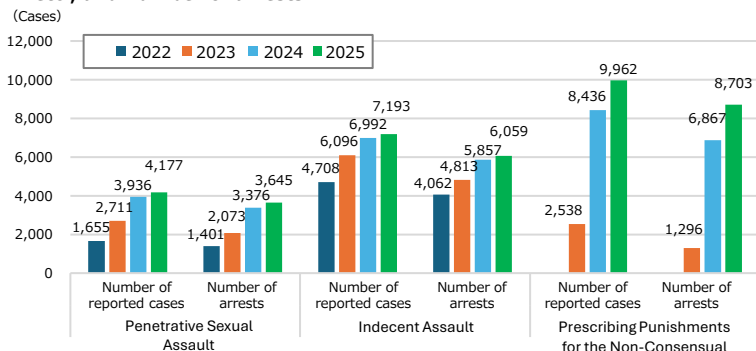


Field 6 Create a social foundation that does not tolerate any form of gender-based violence and enhance support for victims

Main Initiatives

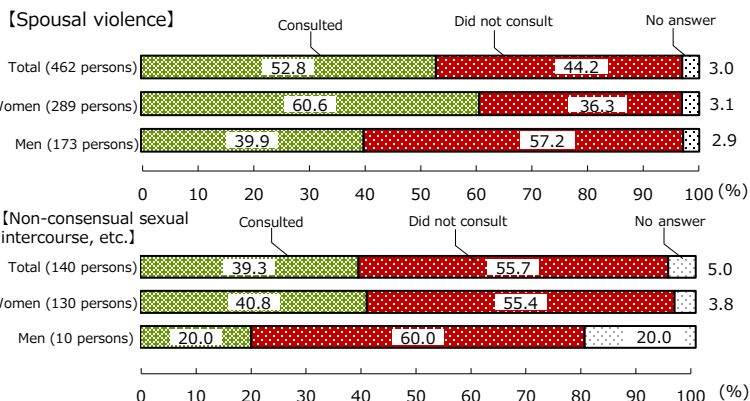
- Promote PR and activities to raise awareness, in order to create a social foundation that **does not tolerate any form of gender-based violence**
- Carry forward **the establishment of a consultation support system** that **collaborate with various related organizations** in each region, with One-stop Support Centers for victims of sexual crimes and sexual violence acting as a hub
- Promote **the Perpetrator Program** as a part of support for victims
- To prevent sexual violence through social media, etc. **promote measures to protect from harm and prevent the spread of such incidents on the Internet**

■ Changes in the number of reported cases of Penetrative Sexual Assault, etc., and number of arrests



(Source) National Police Agency, "Crime Statistics"

■ Proportion of victims who consulted (2023)



(Source) Cabinet Office, "Survey related to violence on men and women" (FY2023)

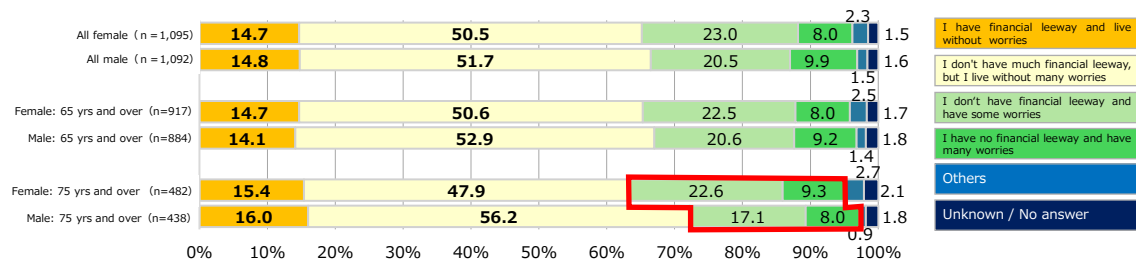
Field 7 Support for poverty and other livelihood difficulties and establish an environment that respects diversity from a gender equality perspective

Main Initiatives

- Based on the **Act on Support for Women Facing Difficult Problems**, which was enacted in 2024, give comprehensive support to women facing difficulties
- Make known and raise awareness about the importance of **setting the amount of appropriate child support** based on the respective income and other aspects of each parent (statutory child support is provisional and supplementary)
- Establish an environment where the elderly and persons with disabilities, etc., can live with peace of mind

■ Current Economic Circumstances of Life(Survey on the Economic Circumstances of Life of the Elderly)

(Source) Cabinet Office, "FY2024 General Survey for Measures for Ageing Society"

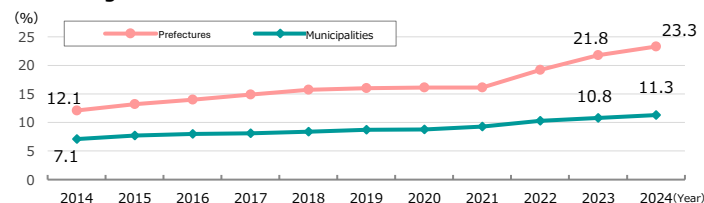


Field 8 Promote gender equality in disaster prevention and reconstruction

Main Initiatives

- Request each prefecture to take initiatives to increase the proportion of female members on local disaster management councils
- Based on the response to the **Noto Peninsula Earthquake of 2024**, advance necessary initiatives to incorporate a gender equality perspective from normal times, such as initiatives responding to women's needs in evacuation shelters, etc.
- Based on **"Women, Peace and Security (WPS) agenda"** incorporate a gender equality perspective into all policies related to disaster prevention and reconstruction

■ Changes in proportion of women among local disaster management council members



(Source) Cabinet Office, "Status of Measures for Formation of Gender-Equal Society by Local Governments and Promotion of Women's Empowerment Measures"

■ Guidelines for disaster prevention and reconstruction from the perspective of gender equality (Shelter Checklist)

Shelter Checklist

■ Date of Check: / / ■ Checking Person:

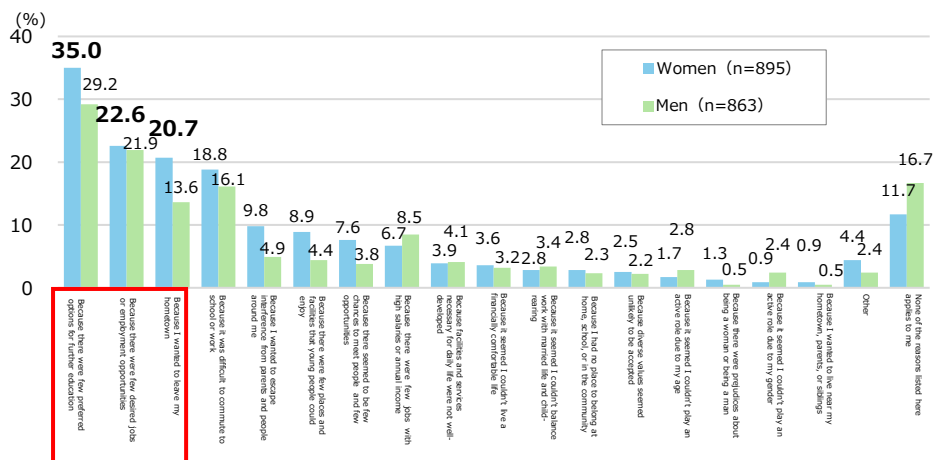
Check	Check
1 Spaces of the shelter	☐ A nursing room (with chairs, pillows or cushions for nursing, and a diaper changing space)
Privacy	☐ Separate men's and women's changing rooms and rest spaces
	☐ Separate men's and women's changing rooms and rest spaces located in separate areas
	☐ Partitions tall and large enough to protect privacy
	☐ Adequate pathways with steps being cleared
	☐ Area for families with a baby or infant
	☐ Area for people who need nursing care or assistance
Persons requiring special care	☐ Area for single women and women-only households
	☐ Women-only space (where goods and counseling for women are available)
	☐ Space for children before parents can let their children play and study and get useful information on children and a childcare area
	☐ Bedding (such as cardboard beds) for people with legs or lower back problems
	☐ Toilets are in a safe, accessible place.
Toilets	☐ Women's toilets and men's toilets are located far apart.
	☐ Women's toilets: placement of women's products and personal items, more temporary toilets for women than those for men.
	☐ Men's toilets: placement of incontinence pads and other similar goods.
	☐ Multi-purpose toilets for people with disabilities and mothers and babies.
	☐ Western-style toilets.
	☐ Outdoor toilets are not located in dark places.
	☐ Night lighting in the stalls and on the route to the toilets.
	☐ Stalls have locks.
Bathing facilities	☐ Bathing facility that is safe and as barrier-free as possible.
	☐ Bathing facility where men and women can bathe alone (or with a helper).
Safety	☐ Dangerous areas and blind spots are identified and restricted.
	☐ If partitions are set, these being in partitioned rooms are regularly checked.
Others	☐ Each room has a room log (listing a photograph and easy-to-understand Japanese).
	☐ Information is provided on bulletin boards (for those who cannot use the Internet or have poor access to information).

Field 9 Promote initiatives that respond to the state of gender equality in regions

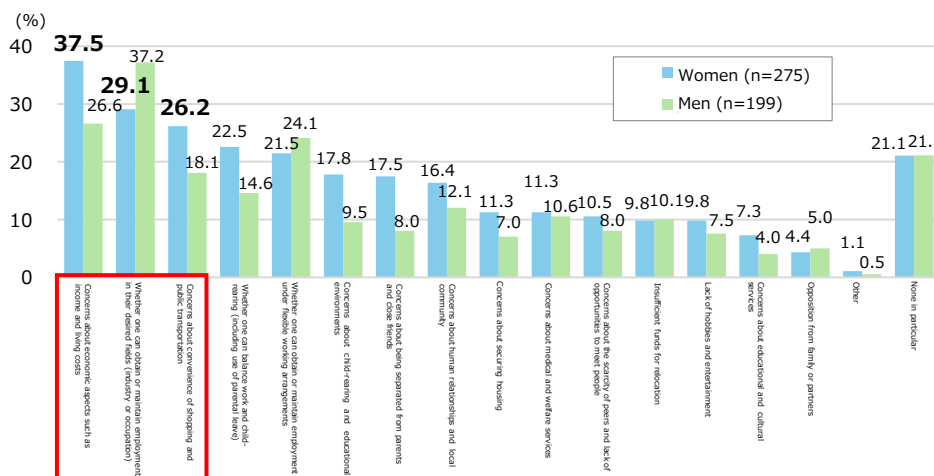
Main Initiatives

- Promote gender equality initiatives by local governments, including strengthened collaborations with various bodies (economic organizations, NPO, etc.), in order to spread proactive initiatives based on the actual state and characteristics of the region to each part of the country
- Establishment of the Japan Gender Equality Promotion Agency and strengthening of the functions of the centers for gender equality

Reasons for leaving the region of origin (by gender) (those who left their region of origin for personal reasons)



Concerns about living outside the current living area (by gender) (people who want to live in their region of origin in the future)



(Source) 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.

Field 10 Establish various types of systems from a gender equality perspective

Main Initiatives

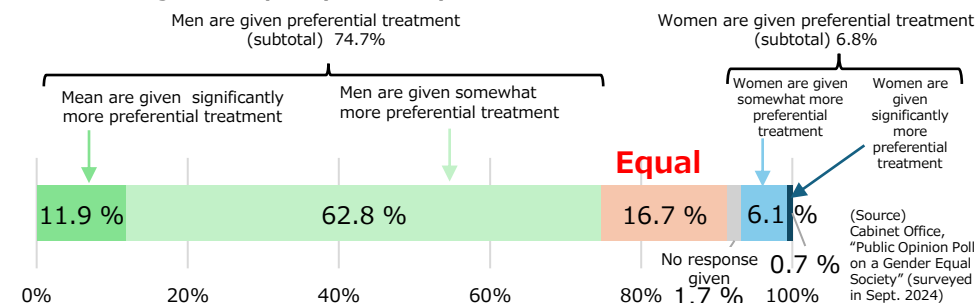
- Continuously review social systems as a whole, including the tax systems and social security systems, based on economic and social circumstances
- Continue expanding the use of former surname, including consideration for laying foundation including legislation allowing the single use of former surname as well, to eliminate inconveniences and disadvantages felt by those who have changed their surnames due to marriage. Proceed with discussion on the surname of married couples

Field 11 Raise awareness and facilitate understanding of both men and women through education and media, etc.

Main Initiatives

- Strive to make known and spread measures that will contribute to resolving perceptions of gender role stereotypes, unconscious biases, etc.

Sense of gender equality in society as a whole



Field 12 Collaborate and contribute internationally to gender equality

Main Initiatives

- Disseminate information at international conferences, such as G7, G20 and APEC, based on Japan's experiences and initiatives, etc.

III Establish and strengthen the structure for promotion aimed at realizing a gender equal society

Main Initiatives

- Through discussions on formulating The Basic Policy on Gender Equality and Empowerment of Women, **meticulously follow-up on the Sixth Basic Plan** and promote further initiatives based on the follow-up of the Plan
- Upgrade statistics for objectively understanding the actual state of men and women
- Exchange opinions with young people and make efforts to bolster **participation of young people in formulation of policies**

Main Numerical Targets

Blue shading : Newly set

- “Numerical Target” refers to **the level that the entire government aims to achieve by comprehensively carrying out specific initiatives set in each field**. Furthermore, in cases where an item related to a target is to be directly handled by organizations or groups that are not part of the national government, such as local governments and private sector organizations, when the national government approaches those organizations, the target is presented as the level the national government aims to achieve.

Item		Current figures	Numerical Targets (Deadlines)	(Reference) the Fifth Basic Plan Numerical Targets
Percentage of men employees who take childcare leave	Private corporations	40.5% (FY2024)	85% (2030)	30%
	National public employees	79.4% (FY2024)	85% (FY2030) ※ 2 weeks or longer Regular service	30%
	Local public employees	70.1% (FY2024)	85% (FY2030) ※ 2 weeks or longer Regular administration departments	30%
Proportion of women in judges (judges and assistant judges)		29.7% (Dec 1, 2024)	30% (end of FY2030)	
Proportion of women in examinees of the bar exam		34.7% (FY2025)	40% (FY2030)	
Proportion of women in national public employees at each position	Section chief at HQ or equivalent	30.8% (July 2025)	35% (end of FY2030)	30%
	Director at regional institution, assistant director at HQ or equivalent	16.7% (July 2025)	23% (end of FY2030)	17%
	Director at HQ or equivalent	8.9% (July 2025)	17% (end of FY2030)	10%
	Designated position or equivalent	5.6% (July 2025)	8% (end of FY2030)	8%
Proportion of women in prefectural public employees at each position	Section chief at HQ or equivalent	23.3% (2024)	30% (end of FY2030)	30%
	Assistant director at HQ or equivalent	23.4% (2024)	28% (end of FY2030)	25%
	Director at HQ or equivalent	15.4% (2024)	20% (end of FY2030)	16%
	Director general, Deputy director general at HQ or equivalent	9.4% (2024)	13% (end of FY2030)	10%
Proportion of women in private companies employees at each position	Section Chief or equivalent	24.4% (2024)	33% (2030)	30%
	Director or equivalent	15.9% (2024)	24% (2030)	18%
	Department manager or equivalent	9.8% (2024)	15% (2030)	12%
Proportion of women in executives	Companies listed on the Prime Market of TSE	17.7% (2025)	30% (2030)	19%
	All listed companies	14.0% (2025)	20% (2030)	
Proportion of all listed companies that have set targets for appointing women to executive positions and have drawn up action plans aimed at achieving the targets		5.9% (2025)	30% (2030)	

Item		Current figures	Numerical Targets (Deadlines)	(Reference) the Fifth Basic Plan Numerical Targets
Rate of participation in cervical and breast cancer screenings		Screening rate of past two years Cervical cancer: 43.6% Breast cancer: 47.4% (2022)	Cervical cancer: 60% Breast cancer: 60% (FY2028)	Cervical cancer: 50% Breast cancer: 50%
Rate of participation in osteoporosis screenings		5.7% (2023)	15% (FY2032)	
Number of Certified Health & Productivity Management Outstanding Organizations		Large corporations category 3,400 companies SME category 19,796 companies (FY2025)	Large corporations category 5,000 companies SME category 37,000 companies (FY2030)	
Number of prefectures engaged in initiatives for supporting a diverse range of victims, including children, young people, and men at One-Stop Support Centers for victims of sexual crimes and sexual violence		23 prefectures (Apr 2025)	47 prefectures (Apr 2030)	
Number of prefectures engaged in promoting spousal violence Perpetrator programs		---	47 prefectures (Apr 2030)	
Prefectures and designated cities giving financial support to private sector organizations, such as private sector shelters		45 local governments (Nov 2025)	67 local governments (Apr 2030)	
Proportion of women in Disaster Response Headquarters members	Prefectures	---	13.0% (2030)	
	Municipalities	---	16.0% (2030)	

■ Targets

- “Targets” are **goals that the government endeavors to achieve and keeps in mind when requesting related organizations and that are not meant to restrict autonomous action taken by the organizations**.

Item	Current figures	Target (Deadline)	(Reference) the Fifth Basic Plan Targets
Proportion of women in election candidates for the House of Representatives	24.4% (2026)	35% (2030)	35%
Proportion of women in election candidates for the House of Councillors	29.1% (2025)	35% (2030)	35%
Proportion of women in newly registered lawyers	28.0% (FY2024)	30% (FY2030)	