

The Basic Policy on Gender Equality and Empowerment of Women 2025

(The Intensive Policy for Gender Equality and the Empowerment of Women 2025): Briefing Materials

(June 10, 2025)
Decided by the Headquarters for Creating a Society in which All Women Shine and the Headquarters for the Promotion of Gender Equality

※ Focusing on new and expanded measures

Aiming to create a society where anyone can live a fulfilling life, being true to themselves, at all times, regardless of where they are. Realize diverse happiness in a wide range of regions, with the aim of making Japan a country that is brimming with vitality.

I. Develop regions that women will choose and where women can be empowered

Amidst a growing trend in which women are choosing to not live life in rural areas, the elimination of rigid gender roles and stereotypes, etc., and building a rural community where anyone, including women, can continuously live free of worry, are urgent issues that need to be resolved.

⇒ **Engage in efforts to provide support to women to start up businesses in various regions throughout Japan, create attractive workplaces and places for learning in regions, secure and develop human resources and build systems in regions, and ensure safety and peace of mind in the regions.**

II. Create an environment where all people can engage in work according to their wishes

For the foundation needed for women in each region to secure work regardless of the stage of life they are at and live a life that is true to themselves, it is necessary to correct any imbalance in the burden they bear in handling housework, childcare, long-term care, etc., and increase their income and achieve economic empowerment.

⇒ **Strengthen initiatives to increase women's income and achieve their economic empowerment, support for balancing work with childcare or long-term care for elderly or sick relatives as well as with health issues, and prevent harassment at the workplace, etc.**

III. Expand active participation by women in the decision-making level in every sphere

As women's empowerment is an indispensable factor for realizing a society where diversity is respected, bringing innovation to our country's economic society, and securing sustainable development, further promoting women's empowerment in every field is necessary.

⇒ **Engage in efforts to promote women's empowerment in companies, gender equality in the fields of politics and public administration, women's empowerment in the fields of science and technology, the field of academics, and in international fields.**

IV. Realize a society that can safeguard individual dignity, as well as safety and peace of mind

Regardless of gender or where they live, safeguarding of individual dignity as well as safety and peace of mind forms an essential foundation of people's lives in each region.

⇒ **Strengthen measures against spousal violence, sexual crimes, and sexual violence, support women who are facing difficult problems, advance disaster management and reconstruction from the perspective of gender equality and provide support for lifelong health.**

V. Further accelerate initiatives for gender equality and the empowerment of women

Taking into account the different effects on men and women and their differing needs and not standing on the perspective of only one gender or the other, will lead to the creation of policies, as well as products and services, etc., that truly benefit both men and women, and will also help eliminate factors that make it difficult for people to live in society.

⇒ **Engage in efforts to promote the formulation of governmental plans from the perspective of gender equality, make statistics with even greater detail, and enable more women to take an active part in the formulation of policy and making policy decisions in all fields.**

I. Develop regions that women will choose and where women can be empowered

(1) Support for women to start up businesses in various regions throughout Japan

- Using Centers for Gender Equality, etc., which are found everywhere in Japan and easy for women to access as a base of support, advance initiatives that are based on actual circumstances in the regions (facilitating opportunities to meet with role models and form networks with peers through continuously holding seminars and other events, providing opportunities for further advancement according to the progress of the start-up stage of a business, awareness-raising activities with the aim of changing attitudes in the regions), in order to broaden the base of start-up businesses by women.

⇒ Carry out financial support in the form of subsidies for women's empowerment in regions, collection and horizontal deployment of positive examples from all parts of the country, support for building a collaborative structure between Centers for Gender Equality, etc., and relevant organizations, preparation of a nationwide database of outside specialists, building of a system for matching and dispatching human resources to regional relevant organizations, including Centers for Gender Equality, etc., and preparation and provision of educational materials.

- Engage in efforts to further boost the empowerment of female entrepreneurs and to prevent harassment of female entrepreneurs.

⇒ Support the creation and development of female entrepreneurs who can serve as role models, build networks for providing support to female entrepreneurs, provide support to female entrepreneurs who need to raise funds, provide support for starting up community-based businesses, promote entrepreneurship education, etc.

• Prepare working environment for freelancers, carry out training of support organizations, such as venture capitalists, etc. that is aimed at preventing harassment of female entrepreneurs, maintain a system for compliance management, and engage in consultation regarding support.

(Reference) Salon for Female Entrepreneurs Who Shine in Local Communities

Salons for Female Entrepreneurs Who Shine in Local Communities, where the Minister for Women's Empowerment and Gender Equality has been engaging in frank discussions with female entrepreneurs and others who are actively involved in regions regarding what support measures, etc., are currently needed, have been held throughout Japan. Moreover, when visiting rural areas, the Minister also exchanged views with ordinary women who live in the region. From these exchanges of views, it became apparent that there existed issues such as entrenched stereotypical beliefs in gender-based division of roles, and it was also pointed out that there was a lack of human resources nearby that could act as role models for female entrepreneurs, as well as networks of colleagues and mentors, etc., who are involved in starting up a business, and human resources that could be alongside women to lend support in the mental or know-how aspects.



[List of Salons Held]

In 2025

- January 18: 1st Salon
Held at Shiga Prefectural Center for Gender Equality [G-Net Shiga] (Omihachiman, Shiga)
- January 23: 2nd Salon
Held at office of Minister Mihara
- February 4: Participants of the Salon met with Prime Minister Ishiba
- February 15: 3rd Salon
Held at Yokohama Center for Gender Equality "Forum" (Yokohama, Kanagawa)
- March 22: 4th Salon
Held at Fukushima City Creative Business Salon (Fukushima, Fukushima)
- April 24: 5th Salon
Held at office of Minister Mihara
- May 10: 6th Salon
Held at Fukuoka Prefecture Center for Gender Equality "Asubaru" (Kasuga, Fukuoka)

(2) Create attractive workplaces and places for learning in regions

- Make further advances in empowerment for women based on the Revised Act on the Promotion of Women's Active Engagement in Professional Life.
 - ⇒ Strengthen the information publication related to pay differences between men and women and the ratio of women in managerial positions (mandatory for general employers with 101 or more regular employees and specified employers), promote initiatives that take into account the characteristics of women's health, and strengthen anti-harassment measures.
- Create attractive workplaces and places for learning for women in the region. At the same time, strive to eliminate rigid gender roles and stereotypes, and unconscious bias.
 - ⇒ Support acquisition of digital skills and for employment based on the New Digital Human Resources Development Plan for Women, promote appointment of women in rural areas and SMEs, promote flexible ways of working and diversity management at SMEs, promote workstyle and workplace reform in regions, promote empowerment of women in agricultural, forestry, and fisheries industries, reinforce empowerment and reduce turnover of women in the construction industry, and promote initiatives related to the establishment in various regions of universities that are appealing.

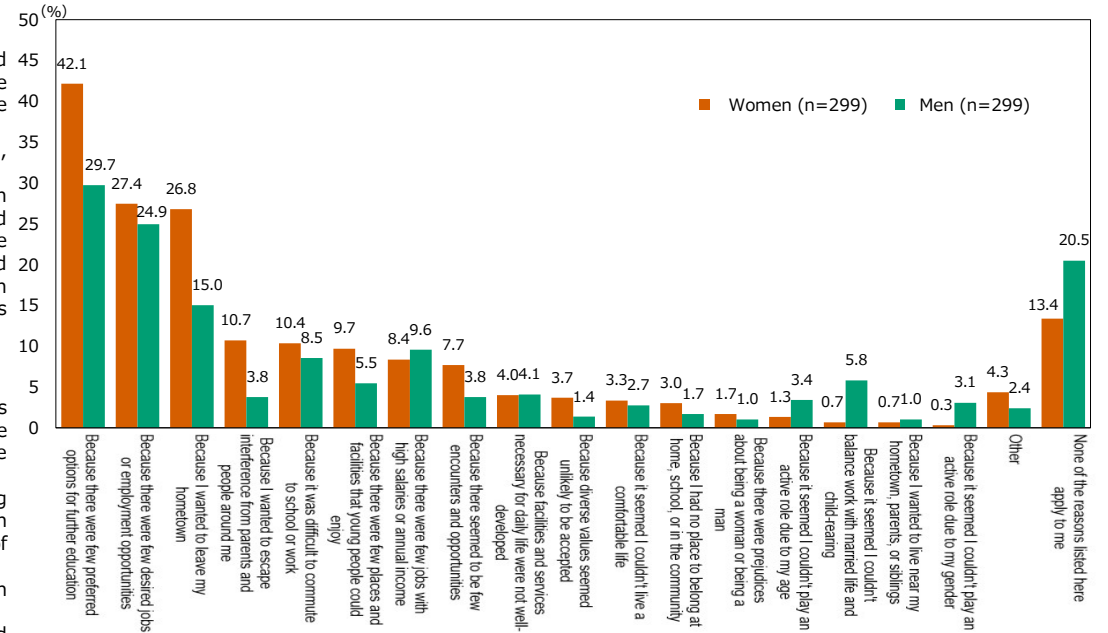
(3) Secure and develop human resources and build systems in regions

- Enhance systems to promote the empowerment of women and gender equality through initiatives such as strengthening the functions of the National Women's Education Center to establish the Japan Gender Equality Promotion Agency (provisional English name) (bill was submitted to the 217th session of the Diet) and strengthening the functions of the Centers for Gender Equality.
 - ⇒ Strengthen the functions of the Centers for Gender Equality in various regions, such as drawing up guidelines for the Centers for Gender Equality, build information platforms for the Japan Gender Equality Promotion Agency (provisional English name) and Centers for Gender Equality of each region, and organize statistical data with the aim of grasping regional issues.
- Support initiatives of local government bodies that are responding to the actual circumstances in regions.
 - ⇒ Support local government bodies through subsidies for women's empowerment in regions and grants for the creation of new regional economy and living environment, etc., and carry out horizontal deployment of positive examples of initiatives for women's empowerment by local government bodies, etc.

(4) Ensure safety and security in regions

- It has been pointed out that when a disaster strikes, women and children and vulnerable groups are disproportionately affected. Therefore, it is important to promote disaster response that adequately takes into consideration the different needs and impacts of women and men during disasters. Based on the "Phase Free" concept, in which no distinction is made in preparedness between normal times and times of disaster, efforts are being made to realize a regional society that is well-prepared to seamlessly go from everyday life to disaster response.
 - ⇒ Advance initiatives from the perspective of gender equality, taking into account the report on the review of disaster response to the Noto Peninsula Earthquake, expand active participation of women in the decision-making process for measures and policies related to disaster prevention and reconstruction, and on-site disaster response, etc., encourage women to become a firefighter or a volunteer firefighter, build cooperative and collaborative networks with private organizations that are aware of a gender perspective and promote disaster prevention education that incorporates the perspective of gender equality.

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)

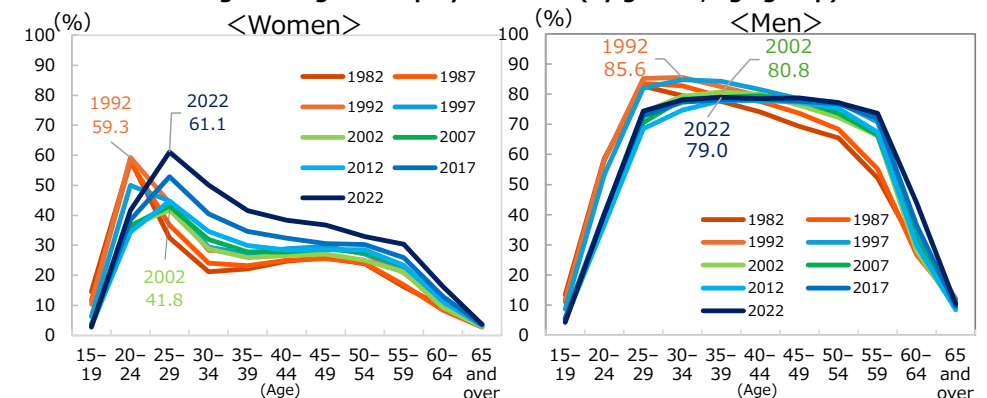
1. Prepared from the "Survey on Gender Equality and Empowerment of Women in Regional Areas FY2024" (survey commissioned by the Cabinet Office in 2024). Respondents were men and women aged 18-39.
2. The question asked for those who answered that they had moved away from the area where they lived at the 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.

II. Create an environment where all people can engage in work according to their wishes

(1) Strengthen initiatives to increase women's income and achieve their economic empowerment

- Promote the creation of an environment where women can engage in work according to their wishes, by resolving the "L-shaped curve" through converting non-regular workers into regular employees, as well as promoting reskilling, including developing women as digital human resources.
 - ⇒ Strengthen initiatives to resolve the "L-shaped curve," ensure compliance with the principle of equal pay for equal work, provide support for the acquisition of digital skills and employment, based on the New Digital Human Resources Development Plan for Women, and promote information publication to job seekers, consider the social security system and tax system from women's perspectives, increase wages for people working in the fields of healthcare, long-term care, welfare, etc., expand the coverage of employment insurance, support single-parent households (employment support, increase in rate of child support received, etc.), etc.

Changes in regular employment rate (by gender, age group)



(Notes)

1. Prepared from Employment Status Survey, Ministry of Internal Affairs and Communications.
2. The "regular employment rate" is the percentage of executives and regular personnel and employees among the population by age group.

(2) Support for balancing work with childcare or long-term care for elderly or sick relatives

- In consideration of the present situation where women tend to bear a disproportionate share of the housework, childcare, and long-term care, provide various types of support to balance life events, such as childcare and long-term care, with career development.
 - ⇒ Rectifying long working hours, promote diverse, flexible working styles, promote initiatives aimed at realizing “dual income, co-parenting” (further encouraging men to take childcare leave, implement and spread awareness of benefit programs of shortened working hours for childcare, improve workplace environment to support balancing work with childcare, implement and spread awareness of benefit programs that support taking leave after childbirth), promote support for balancing work with long-term care, reduce the burden of housework through wider use of external services, raise awareness based on the results of surveys related to factors that could impede the balance of career development and childcare, etc., create a place for school-age children, contributing to balancing work with childcare, and provide life design support for young people, etc.

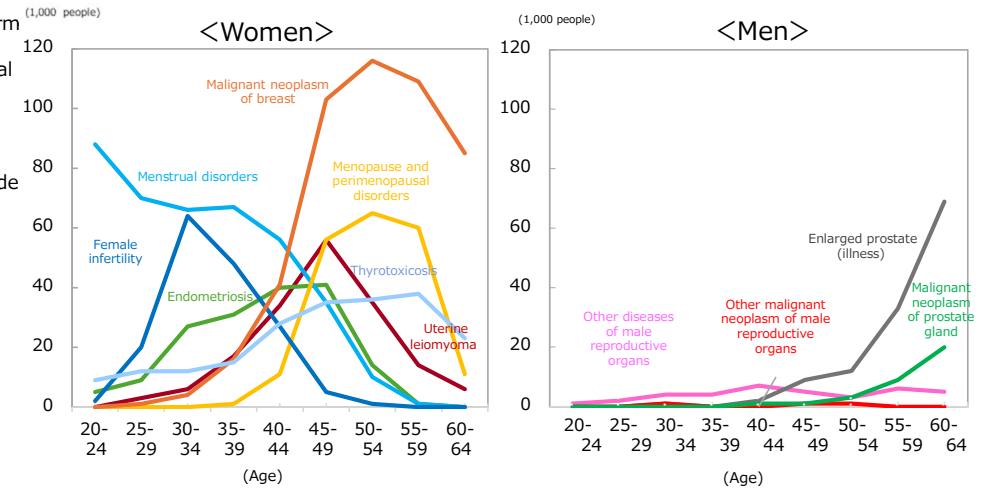
(3) Support for balancing work with health issues

- Take into consideration health issues of working women at each life stage, bolster the empowerment of women by promoting support for women themselves and initiatives by companies.
 - ⇒ Promote initiatives for ensuring the health of women by making use of medical checkups, self-checks and consulting programs, etc., use and promote systems to evaluate companies that work on the health issues of women; and verify the effectiveness of measures dealing with the health issues of women, with a view to promoting initiatives by SMEs.

(4) Prevention of harassment at the workplace, etc.

- As harassment is something that should never occur at the workplace, etc., make efforts to prevent harassment by obligating employers to incorporate anti-harassment measures in their employment management.
 - ⇒ Cultivate an awareness of the criteria for harassment, and strengthen measures to deal with harassment from customers, harassment of people seeking a job, etc.

Total no. of people with illnesses specific to men or to women (by age group, in 2020)



(Notes) 1. Prepared from 2020 Patient Survey, Ministry of Health, Labour and Welfare
 2. The total number of people is an estimate of the number of people receiving continuous medical treatment as of the day of the survey (including those not being treated at a medical institution on the day), based on the assumption that outpatients with certain illnesses return after a certain period of time and adjusted with consideration for the working days of medical facilities. It is calculated using the formula below:
 Total no. of people = estimated number of people in hospital + estimated number of first-time outpatients + (estimated number of returning outpatients × average time between medical treatments × adjustment factor (6/7))
 The average times between medical treatments used for estimation are calculated excluding 99 days or more.
 3. It is possible for men to experience malignant neoplasm of breast and thyroiditis, but these are illnesses more commonly found in women.

III. Expand active participation by women in the decision-making level in every sphere

(1) Promote empowerment of women in companies

- Promote initiatives, such as making it compulsory to publicize information regarding the ratio of women in managerial positions based on the Revised Act on the Promotion of Women's Active Engagement in Professional Life; initiatives for accelerating the appointment of female executives with the aim of achieving the numerical targets set by the government to raise the proportion of female executives in companies listed in the Prime Market to 30% or more by 2030; and initiatives for providing additional evaluation points to companies, etc., that have received recognition based on the Act on the Promotion Women's Active Engagement in Professional Life with regard to public procurement.

(2) Promote gender equality in the fields of politics and public administration

- Based on the results of surveys on barriers and other challenges to women's participation in politics, promote gender equality in the field of politics, by taking various opportunities while making use of collaboration and cooperation with related organizations, to conduct awareness-raising initiatives regarding barriers to women's participation in politics and initiatives necessary for resolving such barriers, etc.
- Each government ministry will promote the empowerment of women in the field of public administration through such initiatives as setting numerical targets for the proportion of women in each position level and strengthening initiatives aimed at the appointment of even more women.

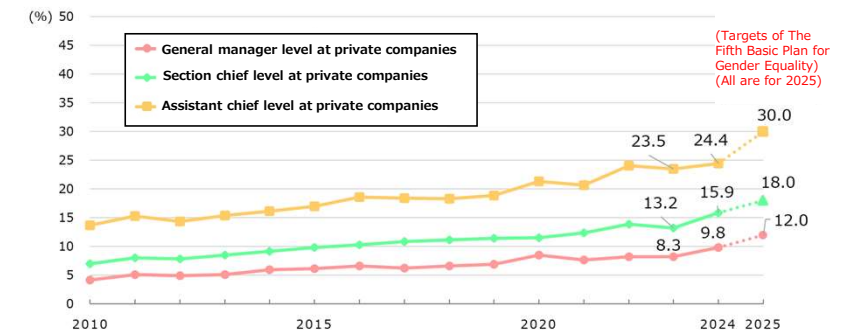
(3) Promote empowerment of women in the fields of science and technology and academics

- Promote initiatives aimed at increasing the number of female students in fields that are not well represented by women, such as initiatives to raise awareness with the aim of encouraging female junior high and high school students to study in the fields of science and engineering when they enter university, and establishing facilities to cope with the increase in female students studying at national universities and colleges of technology (KOSEN), as well as promote the appointment of women at universities and other institutions by providing support for female researchers to enable them to achieve a work-life balance.

(4) Promote empowerment of women in international areas

- Promote initiatives to increase the proportion of female officials at each level in overseas diplomatic missions, and to nurture young leaders in order to increase human resources that are capable of playing active roles internationally in the field of gender equality and empowerment of women.

Ratio of women in managerial positions in private companies



(Notes) 1. Created from Basic Survey on Wage Structure by Ministry of Health, Labour and Welfare
 2. The subject of the survey changed in 2020 so that the aggregate is based on companies with 10 or more regular workers. However, in order to enable a comparison with companies that were the subject in and before 2019 (companies with 100 or more regular workers), calculations were made using companies in the same size category.
 3. Up until 2017, the definition of “regular worker” was “a worker who is employed for an unspecified period,” “a worker who is employed for a specified period exceeding one month,” and “a worker who is employed on a daily basis or for a specified period of not more than one month and has been employed for not less than 18 days in April and May, respectively.” Since 2018, the definition has been “a worker who is employed for an unspecified period” and “a worker who is employed for a specified period of not less than one month.”
 4. The method for making estimations was changed in 2020.
 5. While the Basic Survey on Wage Structure has been handled in a manner different from the survey plan approved by the Minister of Internal Affairs and Communications in accordance with the Statistics Act, it should be noted that it is with certain reservations, as it was pointed out by the Statistics Commission, MIC, on January 30, 2019, that it was highly probable that the resulting values could be confirmed to be generally valid, provided that sufficient information had been provided.

IV. Realize a society that can safeguard an individual's dignity, as well as ensure safety and peace of mind

(1) Strengthen measures against spousal violence

- To enable victims of spousal violence to continuously receive support in their local communities that is necessary and appropriate for their respective situations, including support for petitioning for a protection order, promote initiatives of prefectural governments and municipalities for enhancing and strengthening victim support system in their area, such as bolstering the functions of Spousal Violence Counseling and Support Centers and stronger collaboration with related groups through the use of statutory councils according to the Act on the Prevention of Spousal Violence and the Protection of Victims.

- As it is critically important to collaborate closely with private organizations, such as private shelters, etc., that engage in efforts to flexibly respond to diverse needs of individuals, in order to protect victims and give them support for becoming self-reliant, support is provided in the form of grants to prefectural governments, etc., for advanced initiatives carried out by private shelters and other organizations under public-private partnerships.

(2) Strengthen measures against sexual crimes and sexual violence

- Share awareness throughout society that “sexual acts without the consent of the other party is sexual violence,” and strive to reinforce initiatives for eliminating sexual crimes and sexual violence and strengthen support for victims.
- ⇒ Make thoroughly known the contents and purpose of criminal laws that deal with sexual crimes, and take strict action based on the laws and evidence. Furthermore, in order to appropriately grasp the state of application of the revised laws and ensure that examination based on supplementary provisions of the laws for partial revision of the Penal Code and Code of Criminal Procedure is empirical, a survey regarding the actual conditions of sexual victimization, such as the difficulties of making victim reports, is currently being conducted. So, steadily carry forward the survey and other initiatives. Promote proactive initiatives by respective prefectural governments and other bodies related to building a network of one-stop support centers and other relevant institutions, such as the police, the Japan Medical Association and other organizations in the medical field, bar associations, women’s counseling and support centers, child guidance centers and the Board of Education, in order to enable the one-stop support centers to provide comprehensive support suited to the situation of each individual victim, and, if necessary, refer them to specialized institutions.

(3) Support women who are facing difficult problems

- In accordance with the Act on Support for Women Facing Difficult Problems, engage in efforts to strengthen the capabilities of women’s counseling and support centers and women’s self-support facilities, promote training of human resources and improved treatment for women’s counseling and support staff, provide support to enable private organizations that support women facing difficult problems, including younger women, to continue conducting services and activities, and promote cooperation between private organizations and local government bodies, and strengthen development of personnel, including private organizations, that undertake support of women.
- Taking into account the Revised Act on Control and Improvement of Amusement Business as well, further promote strict crackdowns of malicious “host clubs” and other such establishments.

(4) Strengthen initiatives for Women, Peace and Security (WPS)

- Clearly position officers to be in charge of WPS within related ministries and agencies in Japan to further promote cooperation with other countries and steadily advance WPS initiatives, including disseminating information, based on the National Action Plan on Women, Peace and Security Third Edition (FY2023-FY2028).
- Based on the Ministry of Defense’s Women, Peace and Security (WPS) Promotion Plan, the Ministry will engage in efforts as a whole to promote WPS in a robust manner, and implement activities from the perspective of gender, thereby contributing to the safeguarding of the nation’s people and the peace and stability of international society.
- In the field of fire prevention, as well, strive to increase the number of female firefighters and volunteer firefighters through further improvements in both the soft and hard aspects of their working and field activity environments.

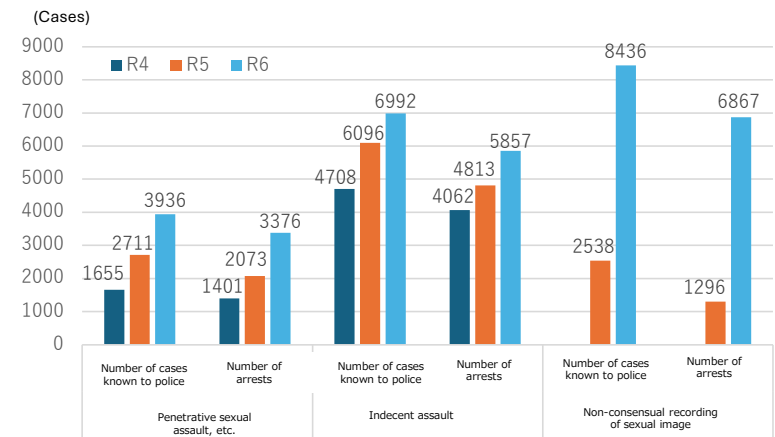
(5) Provide support for lifelong health that takes into consideration the gender difference

- Make efforts to support health in light of gender difference, including initiatives by the Integrated Center for Women’s Health, promote preconception care, promote and further utilize of Femtech, enhance measures for postnatal care for women, promote initiatives to contribute to resolving women’s health issues by using the incentive program of medical insurers and other similar bodies, promote resolution of women’s health issues through measures for the Health Promotion Act(including support for local government bodies that are working on implementation of HPV primary screening), deal with period poverty, deliberate on the use of emergency contraceptive pills, promote participation and empowerment of women in the field of sports, and provide support to female doctors.

(6) What specific systems related to married couples’ surnames should be

- Make efforts to expand and make known the continued use of the former surname so that people who have changed their surname due to marriage will not suffer any inconvenience or disadvantage. Regarding what specific systems related to married couples’ surnames should be, carry forward further discussions, while paying close attention to the opinions of various layers of citizens and trends of discussions in the Diet.

Number of cases of penetrative sexual assault and number of arrests



- (Notes)
- Created from “Crime Statistics” of the National Police Agency
 - Regarding non-consensual intercourse and non-consensual acts of indecency, because the names and structural elements of the offenses were changed due to the partial revision of the Penal Code (put into effect on July 13, 2023), forcible sexual intercourse, etc., and indecency through compulsion were respectively counted for the period prior to that date (July 12, 2023).
 - Regarding the crime of non-consensual recording of a sexual image, the number of cases on and after the date of enforcement (July 13, 2013) are counted.

V. Further accelerate initiatives for the empowerment of women and gender equality

(1) Promote measures that take into consideration gender differences

- From the perspective of gender equality, carry out discussions and planning that take into account the differences in the impact and needs by gender in the course of planning, execution and evaluation of policies, measures and projects in all fields. As the basis of such discussions and planning, take into consideration the differences of men and women, and strengthen the understanding and analysis of gender-disaggregated related data.
- In order to secure the realization of the abovementioned initiatives, encourage active participation of women in the decision-making process of measures and policies in all fields.
- Take into account the results of surveys on the status of data disaggregated by gender, and strive to further enhance gender statistics, which has the purpose of objectively grasping the situation surrounding men and women by making known and deeply understanding the importance of such statistics.
- Encourage research that takes into account the perspective of gender equality and differences (promote creation of gendered innovation), as well as promote gender mainstreaming in the fields of transportation and urban development.

(2) International collaboration and contribution on gender equality

- Strengthen information dissemination related to G7, G20, APEC, OECD, the United Nations, etc.