The Intensive Policy on Gender Equality and Empowerment of Women 2026
(The Basic Policy for Gender Equality and the Empowerment of Women 2025): Briefing Materials

(June 25, 2026)
Decided by the Headquarters for Creating a Society in which All Women Shine and the Headquarters for the Promotion of Gender Equality

- We will further strengthen initiatives based on the **Sixth Basic Plan for Gender Equality** (approved by the Cabinet on March 13, 2026).
- Moreover, to further expand the scope of women's empowerment and advance it to a higher level, we will strategically and systematically strengthen our initiatives in the three priority areas of **health**, **growth strategy fields, and regions**. At the same time, we are working to realize a society in which safety and peace of mind, the foundation of all our initiatives, are ensured.
- We make it a fundamental principle that women participate in all decision-making.

I. Support women's health throughout their lives

・Health is directly linked to an individual's quality of life. It is also important for making the most of one's abilities.
・We will strengthen efforts to address health issues arising from sex and gender differences.

1. Strengthen functions of the Integrated Center for Women's Health and promote healthcare that addresses health issues arising from sex and gender differences
- ・Promote research at the center and other institutions; enhance data collection and analysis capabilities; provide evidence-based information; and explore ways to improve the visibility of medical facilities capable of treating menopausal symptoms, etc.

2. Promote efforts to address health issues arising from sex and gender differences across life stages
- ・Promote understanding of and consideration for menstrual symptoms, and support women's health in the workplace
- ・Increase participation rates in osteoporosis screenings, cervical cancer screenings, breast cancer screenings, etc.
- ・Organize and conduct training on a cross-disciplinary approach to symptoms such as menopausal symptoms and osteoporosis
- ・Promote initiatives in collaboration with related institutions based on the Five-Year Plan for Promoting Preconception Care

3. Promote measures by companies, insurers, and other entities
- ・Accelerate investment in health by companies and health insurers
- ・Strengthen SMEs' health and productivity management and their initiatives to address women's health issues (provide incentives)
- ・Create and promote the healthcare industry, including Femtech

II. Promote women's empowerment in the government's 17 strategic fields

・We aim to contribute to the development of Japan's economy by fostering innovation through diverse perspectives and expanding the pool of participants.
・As there is significant room for growth in the strategic fields, we will promote opportunities to excel across industry sectors, business lines, and job categories.

1. Break down the divide between the humanities and sciences and develop human resources to promote women's empowerment in various fields
- ・Double the number of women in science and engineering fields, double the proportion of female students in university engineering departments
- ・Promote the establishment and conversion of undergraduate programs and other academic units in the strategic fields
- ・Promote the selection of science and engineering career paths

2. Build a foundation that enables women to demonstrate their abilities and thrive in a wide range of roles according to their aspirations
- ・Promote employment in the strategic fields, etc. (such as by reskilling)
- ・Promote women's empowerment at international institutions related to the strategic fields, etc.
- ・Establish workplace environments where women can thrive (promote the development of robots, remote operation, the improvement of women's restrooms, etc.)
- ・Change mindsets within industry and spark women's interest in industry

3. Create an environment to promote women's empowerment and retention in the workforce, and change the behavior of companies and other organizations
- ・Support the balancing of work with childcare, caregiving, and other responsibilities (consider support measures, including raising the reliability of housekeeping services and babysitters and providing tax incentives)
- ・Support the balancing of work and health challenges, conduct measures to prevent harassment, and implement flexible work arrangements
- ・Promote the appointment of women to executive and management positions in companies

III. Develop regions where women can be empowered and live comfortably

・We will expand the scope of initiatives to regions nationwide and a diverse range of actors, thereby boosting the vitality of regions overall.
・We aim to realize a regional society that is sustainable and vital.

1. Strengthen cooperation and collaboration with various actors in regions
- ・Thoroughly raise awareness of guidelines related to Centers for Gender Equality, which serve as regional hubs for cooperation and collaboration
- ・Support local governments through the Japan Gender Equality Promotion Agency (provide data, conduct training, share expertise, etc.)

2. Develop female human resources and create employment opportunities as the foundation for building strong regional economies
- ・Promote women's empowerment in connection with the Strategy for the Future of Regions
- ・Promote initiatives to encourage women's participation and advancement in the agriculture, forestry, and fisheries sectors

3. Promote gender equality in support of regional society
- ・Promote initiatives at local assemblies and local governments

IV. Realize a society in which safety and peace of mind are ensured

1. Strengthen initiatives to address sexual crimes, sexual violence, and domestic violence
- ・Strengthen the support system at One-stop Support Centers for Victims of Sexual Crimes and Sexual Violence
- ・Smoothly implement the Prevention of Sexual Violence against Children Act
- ・Promote the nationwide adoption of programs for domestic violence perpetrators
- ・Strengthen measures against stalking

2. Promote disaster prevention from the perspective of gender equality
- ・Encourage local governments to appoint women to disaster management headquarters
- ・Consider measures to train female disaster prevention leaders and build a nationwide network for them

3. Strengthen initiatives from the Women, Peace, and Security (WPS) perspective
- ・Implement initiatives based on the Third National Action Plan on WPS
- ・Implement initiatives with the WPS perspective incorporated, in fields such as defense, maritime security, disaster prevention, and firefighting

I. Support women's health throughout their lives

(1) Strengthen functions of the Integrated Center for Women's Health and promote healthcare that addresses health issues arising from sex and gender differences

① Strengthen functions of the Integrated Center for Women's Health and enhance data collection and analysis functions

- Promote research and other initiatives addressing women's health issues throughout their lifetimes, while utilizing research programs of various institutions including the Japan Agency for Medical Research and Development (AMED)
- Strengthen data center functions to enhance data collection and analysis functions

② Promote efforts to address health issues arising from sex and gender differences, including menopausal symptoms

- Organize a cross-disciplinary approach to symptoms experienced by middle-aged and older women, including menopausal symptoms and rheumatoid arthritis, and disseminate this approach to medical institutions through training programs
- Explore strategies to make healthcare facilities that address the health challenges of women in menopause more visible
- Promote the provision of evidence-based information through a portal site to improve health literacy
- Explore the development and use of tools that help women experiencing physical or mental health issues utilize their own information to facilitate a smooth medical consultation process
- Enhance education on gender-sensitive healthcare in medical training programs

(2) Promote efforts to address health issues arising from sex and gender differences across life stages

Create an environment in which all women can fully realize their potential while addressing health challenges at each stage of life and balancing their studies, work, childcare, nursing care, social activities, and other commitments

① Promote initiatives to improve literacy and foster behavioral change at each life stage

- Promote understanding of **menstrual symptoms** in schools and appropriate accommodations during entrance exams
- Promote initiatives to support women's health in the workplace
- Promote initiatives to increase participation rates in **osteoporosis screenings**, **cervical cancer screenings**, and **breast cancer screenings**, and in health checkups and screenings conducted by municipalities
- Organize and conduct training on a cross-disciplinary approach to symptoms such as **menopausal symptoms** and **osteoporosis** (repeated)
- Promote initiatives in collaboration with related institutions based on the **Five-Year Plan for Promoting Preconception Care**

② Promote research and development to address health issues arising from sex and gender differences

- Strengthen the research and development infrastructure for women's health and sex/gender-based research by enhancing genomic, clinical, and other data in biobanks

(3) Promote measures by companies, insurers, and other entities

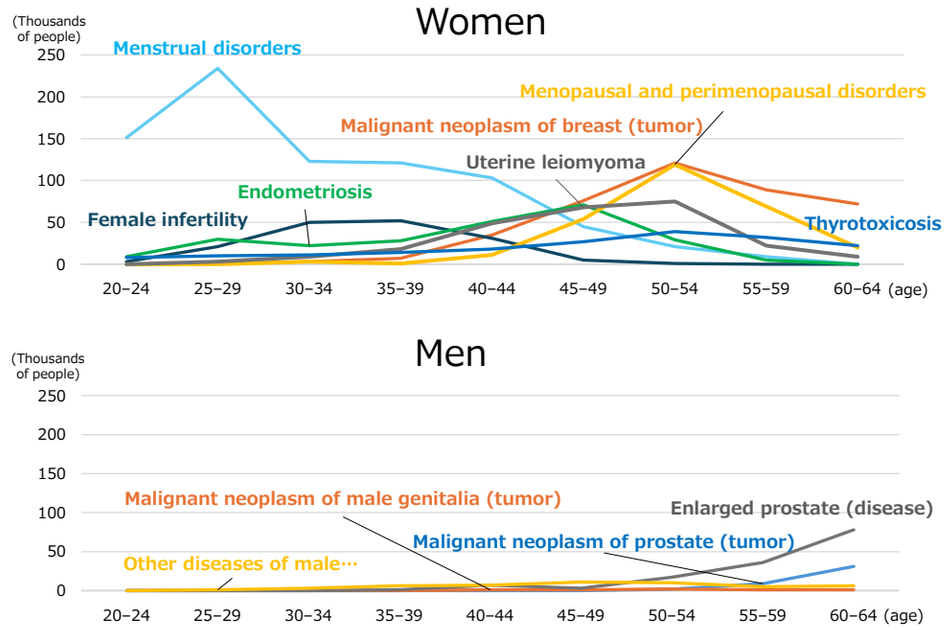
① Accelerate health investment and strengthen health and productivity management at SMEs

- Strengthen employer–health insurer collaboration ("collaborative health") to promote employee health
- Set up a women's health support desk for SMEs and provide incentives for Outstanding Organizations of KENKO Investment for Health (KIH)

② Foster a healthcare industry that meets diverse needs

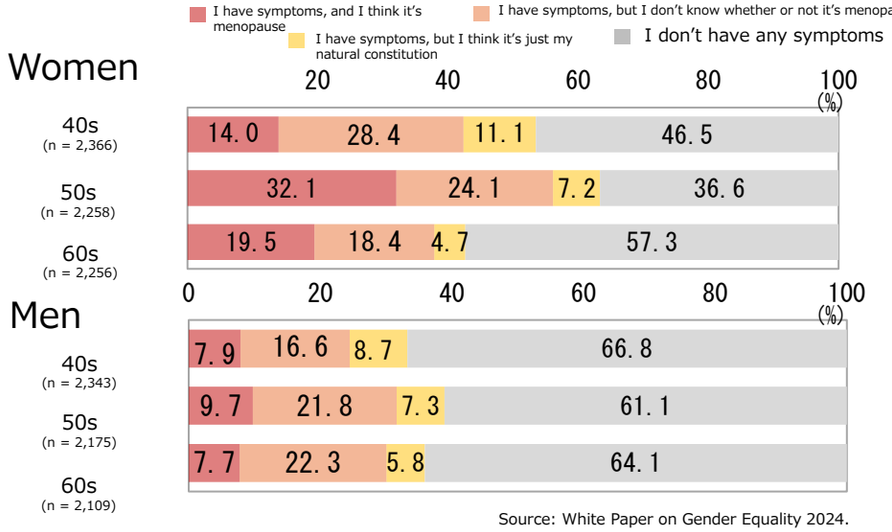
- Support businesses developing evidence-based services in the Femtech sector and other fields
- Promote the use of personal health record (PHR), by facilitating the seamless sharing of PHR data among relevant parties, including medical institutions, health screening providers, and individuals themselves

Total number of patients with diseases specific to women and men



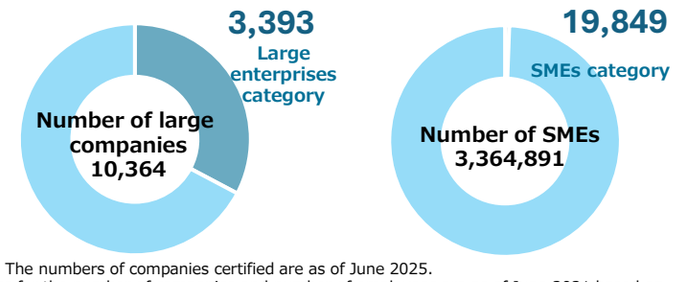
Source: Prepared by the Cabinet Office's Gender Equality Bureau based on the 2023 Patient Survey from the Ministry of Health, Labour and Welfare.

Percentage of men and women who reported experiencing symptoms related to menopause



Source: White Paper on Gender Equality 2024.

Number of companies certified as KIH Outstanding Organizations



Note: The numbers of companies certified are as of June 2025.
Figures for the number of companies and number of employees are as of June 2021 based on reorganized and processed data from the 2021 Economic Census for Business Activity.

II. Promote women's empowerment in the government's 17 strategic fields

① AI and semiconductors, ② shipbuilding, ③ quantum technologies, ④ synthetic biology and biotechnology, ⑤ aviation and space, ⑥ digital technologies and cybersecurity, ⑦ content industry, ⑧ food tech, ⑨ natural resources, energy security, and green transformation, ⑩ disaster management and national resilience, ⑪ drug discovery and advanced medical care, ⑫ fusion energy, ⑬ materials (critical minerals and components), ⑭ port logistics, ⑮ defense industry, ⑯ information and telecommunications, and ⑰ ocean

(1) Break down the divide between the humanities and sciences and develop human resources to promote women's empowerment in various fields

① **To double the number of women in science and engineering fields, double the proportion of female students in university engineering departments (36% in 2040)**

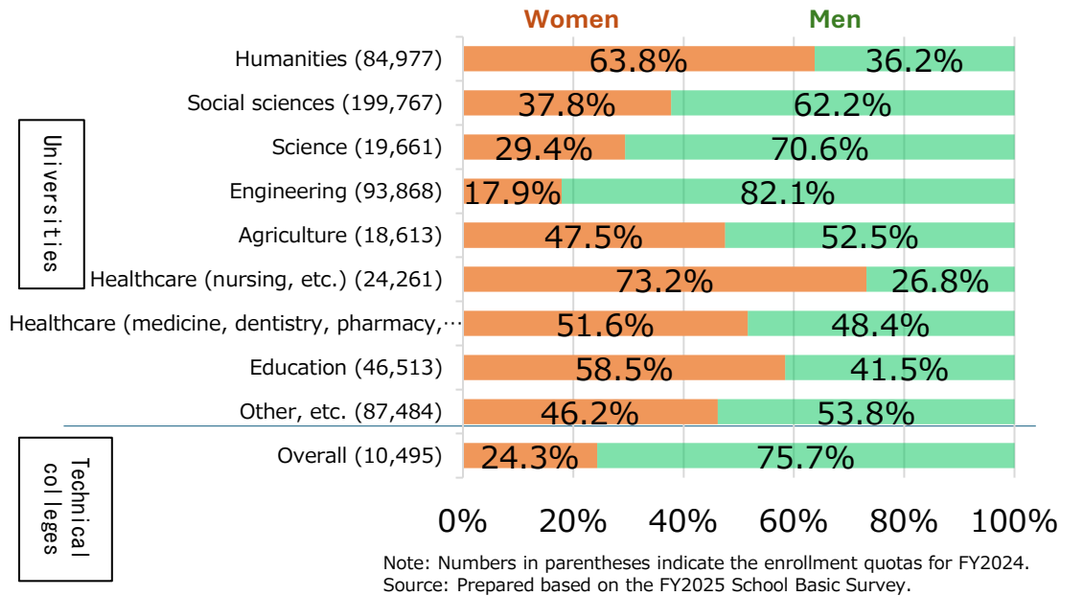
② Promote the **establishment and conversion of undergraduate programs and other academic units in the strategic fields** at universities and technical colleges
- Restructure university undergraduate programs to focus on the strategic fields, etc.
- Advance education in math, data science, and AI
- Promote the establishment of new technical colleges, etc.

③ Implement initiatives aimed at increasing female students in science and engineering programs at universities and other institutions
- Promote initiatives to ensure diversity among students, including women in science and engineering fields, and encourage women to pursue careers in science and engineering through measures such as those designed to enhance the research capabilities of female researchers

④ Develop human resources at vocational high schools, professional training colleges, and high schools
- Support vocational high schools that are committed to developing students capable of solving challenges facing regional industries and society
- Support professional training colleges that are working to develop professionals who utilize AI, digital, and other technologies, as well as those who support their regions
- Support high schools that are committed to interdisciplinary learning and implementing cutting-edge science and math education

⑤ Stimulate interest and curiosity in science fields among female elementary and secondary school students, parents, teachers, and others
- Stimulate interest and curiosity among female elementary and secondary school students through science career guidance programs and other initiatives
- Provide opportunities to learn about cutting-edge science and technology and to interact with role models in science and engineering
- Promote the development of teaching materials to enhance information literacy with a focus on inclusion

Gender ratio at universities and technical colleges



Note: Numbers in parentheses indicate the enrollment quotas for FY2024.
Source: Prepared based on the FY2025 School Basic Survey.

(2) Build a foundation that enables women to demonstrate their abilities and thrive in a wide range of roles according to their aspirations

① Promote employment in the strategic fields, etc.
- Promote **reskilling** for working adults in the strategic fields, etc.
- Improve career paths and working conditions to promote women's empowerment in the ocean sector
- Conduct public relations activities to highlight the appeal of manufacturing and other sectors in the defense industry, and share best practices
- Promote women's empowerment at international institutions related to the strategic fields, etc.

② Establish workplace environments where women can thrive
- **Promote the development of robots and the adoption of remote operation** in the shipbuilding sector and other fields to establish a workplace environment where women can thrive
- Publicize best practices from companies regarding women's restrooms, changing rooms, and other facilities to improve workplace environments in fields such as disaster management and national resilience, including onsite operations

③ Change mindsets within industry and spark women's interest in industry

Remote-operated rubber tired gantry crane



Source: Tokyo Metropolitan Government's website.

(3) Create an environment to promote women's empowerment and retention in the workforce, and change the behavior of companies and other organizations

① Support the balancing of work with childcare, caregiving, health issues, and other challenges
- To ensure that people can use **housekeeping services and babysitters** with peace of mind, consider **support measures, including tax incentives**, based on the premise of **improving quality and reliability** through measures such as the establishment of a national certification system for housekeeping services
- Help women who have left the workforce due to child-raising or other reasons to return to work, and provide vocational training courses for women raising children, among other initiatives
- Promote the creation of an environment where women can continue their research regardless of childbirth, child-raising, or other circumstances, such as through research fellowship programs
- Promote the acquisition of the Eruboshi Plus certification, which recognizes companies that are proactive in addressing women's health issues

② Realize diverse and flexible work arrangements, improve working conditions, and promote career advancement, etc.
- Support for the implementation of the diverse regular employee system, raise awareness of the flextime system, and support the implementation of telework
- Combat harassment, including sexual harassment against female entrepreneurs
- Steadily implement the amended Act on the Promotion of Female Participation and Career Advancement, including expansion of the scope of the requirement to disclose the gender pay difference
- Disseminate guidelines aimed at ensuring strict compliance with the principle of equal pay for equal work
- Promote the appointment of women to executive and management positions in companies

III. Develop regions where women can be empowered and live comfortably

(1) Strengthen cooperation and collaboration with various actors in regions

○ Ensure the framework and strengthen the functions of hubs (Centers for Gender Equality) for coordination and collaboration among actors in local governments

- **Thoroughly disseminate guidelines**, secure the necessary systems, and make initiatives transparent to ensure that roles prescribed by law are fully fulfilled
- Promote initiatives carried out in partnership and collaboration with business associations, companies, universities, boards of education and schools, local communities, women's organizations, young people, and others, utilizing funds such as subsidies for women's empowerment in regions

○ Support local governments through the **Japan Gender Equality Promotion Agency (JGEPA)**

- **Build networks** with various national organizations and related agencies
- **Compile, organize, and analyze statistical and other data by region**
- Develop information provision capabilities, including digital archiving
- **Improve the quality and quantity of, and systematize, training** for local government employees
- **Collect case studies** on the development of female human resources, and explore **training programs**, in the **17 strategic fields and the digital sector**
- Design systems for the **development of an information platform** among local governments
- Develop a database of external experts, including those specializing in supporting women entrepreneurs

(2) Develop female human resources and create employment opportunities as the foundation for building strong regional economies

○ Promote the development, employment, and advancement of female human resources through collaboration among industry, government, and academia

- Promote women's empowerment **in connection with the Strategy for the Future of Regions**
- Promote the development of a collaborative framework (regional vision promotion platform) centered on universities for the development of regional female human resources, etc.
- Hold regional human resources development planning conferences to promote strategic initiatives for developing industrial human resources through collaboration among industry, education, labor, and other sectors
- Promote local government measures regarding the development, employment, and retention of female human resources, support for women entrepreneurs, the appointment of women to executive and management positions in the 17 strategic fields, and other initiatives, utilizing funds such as subsidies for women's empowerment in regions

○ Promote women's participation and advancement in the agriculture, forestry, and fisheries sectors

- Develop female leaders and agricultural business owners through training programs for women in agriculture, forestry, and fisheries
- Hold the Nougyou-Joshi Project and the Ocean Treasure! Suisan-joshi Genki Project
- Support employer training aimed at creating a work environment where women in forestry can thrive
- Encourage local governments to increase the proportion of women serving as directors and in similar roles in agriculture, forestry, and fisheries organizations, and host the agricultural-leaders summit

(3) Promote gender equality in support of regional society

○ Promote initiatives at local assemblies and local governments

- Collect and provide information on best practices for expanding women's participation in politics and on the status of implementing initiatives and building networks related to harassment prevention, and conduct surveys aimed at eliminating barriers, etc.
- Collect and disseminate best practices regarding the increased appointment of female employees in local governments, and promote the participation of women as members of advisory councils and similar bodies

○ Promote gender equality in regional activities

- Gather and analyze information on the current status, challenges, examples, etc. of initiatives regarding the appointment of women in **regional management organizations (RMOs) and neighborhood associations**

IV. Realize a society in which safety and peace of mind are ensured

(1) Strengthen initiatives to address sexual crimes, sexual violence, and domestic violence

○ Take measures related to amendments to criminal law and properly implement criminal proceedings

○ Strengthen the support system at One-stop Support Centers for Victims of Sexual Crimes and Sexual Violence

- **Strengthen networks with relevant regional organizations, etc.** and explore ways to standardize support
- Enhance support measures aimed at securing personnel and strengthening systems, including improvements in working conditions for support staff

○ Measures for sexual offences and sexual violence against children

- Promote initiatives to **smoothly implement the Prevention of Sexual Violence against Children Act**
- **Utilize databases thoroughly** and manage qualifications more strictly, etc. **in accordance with the Child Welfare Act**
- Utilize **databases thoroughly** and take strict measures, etc. in accordance with the Act for the Prevention of Sexual Violence by Educators
- Accelerate the nationwide deployment of life safety education
- Improve digital literacy for safe and secure internet use

○ Strengthen measures to combat domestic violence

○ Strengthen anti-stalking measures

- Promote the widespread adoption of perpetrator programs
- Implement initiatives to encourage all offenders who have received injunctions, etc. to undergo counseling or similar interventions

(2) Promote disaster prevention from the perspective of gender equality

- Promote Women's Perspective for Strengthening Disaster Response Capabilities: Guidelines for disaster prevention and reconstruction from the perspective of gender equality; and encourage **local governments to** actively **promote women to their disaster management headquarters,** including the collection of case studies
- Under the JGEPA, collect case studies, disseminate information, and systematize training for local governments so that Centers for Gender Equality serve as local disaster prevention hubs from the perspective of gender equality
- Consider **measures to train female disaster prevention leaders in each region and build their networks**

(3) Strengthen initiatives from the WPS perspective

- Steadily implement initiatives based on the **Third National Action Plan on WPS** and contribute to the maintenance of a stable international environment
- Based on the Ministry of Defense WPS Promotion Plan, change mindsets throughout the Ministry of Defense, train gender advisors and other personnel, and incorporate a gender perspective into disaster prevention drills and other activities
- Promote initiatives that incorporate the WPS perspective in the fields of maritime security, disaster prevention, and firefighting