

# **Current Status and Challenges of Gender Equality in Japan**

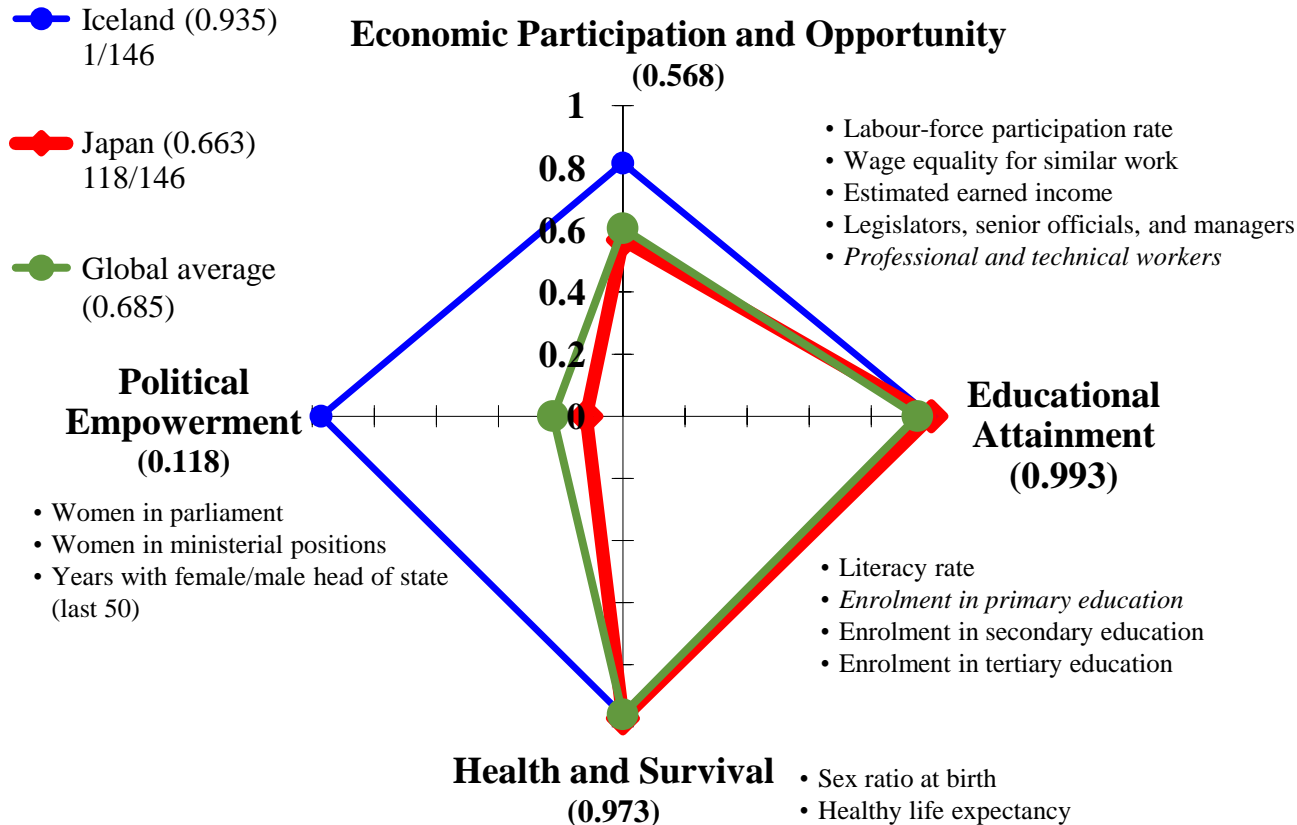
1. Current status of gender equality
2. Diversification of women's lives and family structures
3. Current status of domestic and sexual violence
4. Policy for promoting gender equality

**July 2024**

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

# Gender Gap Index (GGI) 2024

- Published by the World Economic Forum, a Swiss-based nonprofit foundation, the Gender Gap Index benchmarks progress toward gender parity, which is calculated as the ratio of the value of each indicator for women to the value for men. **A parity score of 0 indicates full imparity with 1 indicating full parity. The closer a country's score is to 1, the higher its rank.**
- Japan ranks 118th out of 146 countries. Although its educational and health parity scores are among highest in the world, the political and economic parity scores are low.**



Rank	Country	Score
1	Iceland	0.935
2	Finland	0.875
3	Norway	0.875
4	New Zealand	0.835
5	Sweden	0.816
7	Germany	0.810
14	United Kingdom (UK)	0.789
22	France	0.781
36	Canada	0.761
43	United States (US)	0.747
87	Italy	0.703
94	Republic of Korea	0.696
106	China	0.684
116	Bahrain	0.666
117	Nepal	0.664
118	Japan	0.663
119	Comoros	0.663
120	Burkina Faso	0.661

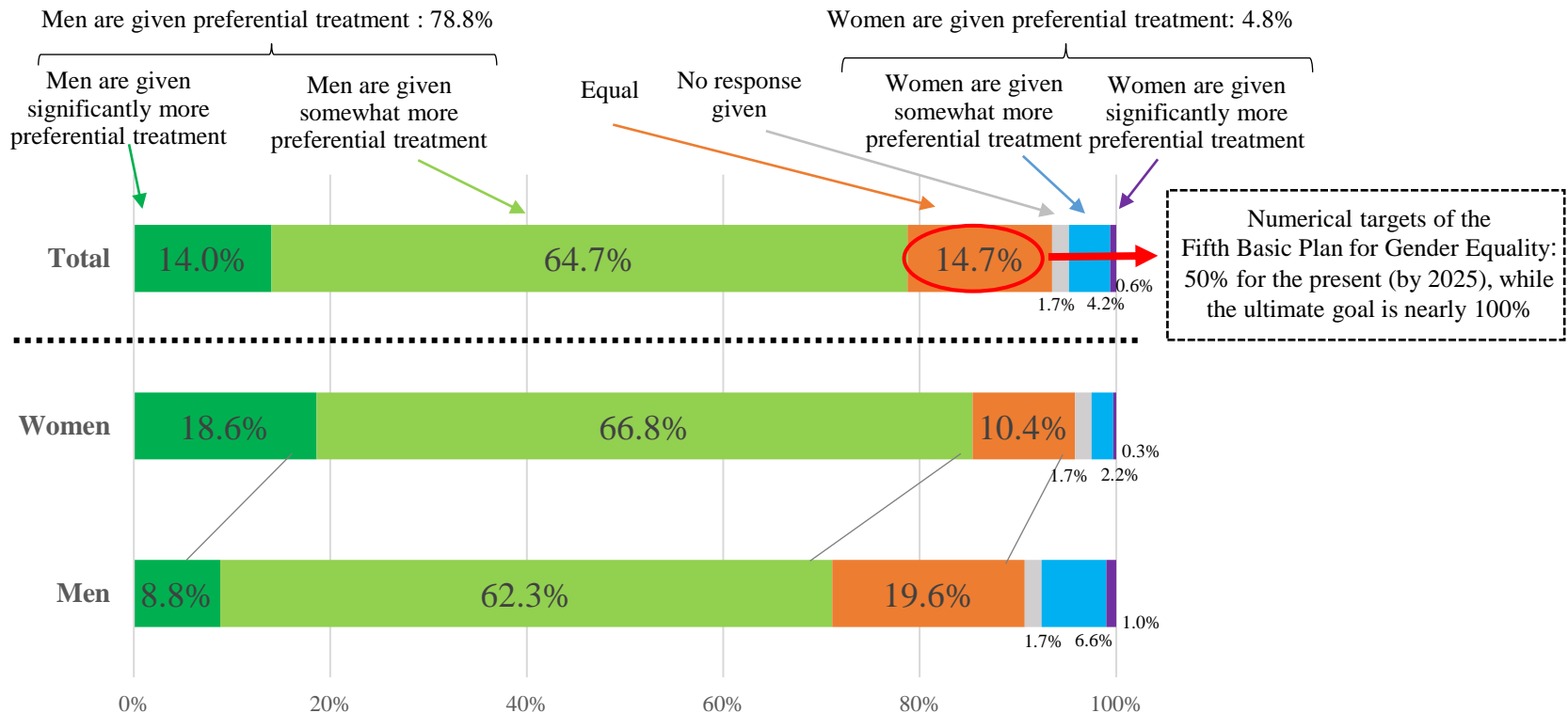
#### Notes:

- Compiled based on the World Economic Forum's *Global Gender Gap Report 2024*.
- Indicators in italics are those for which no scores are given to Japan.
- Japan's rank by subindex: **120th for Economic Participation and Opportunity**, 72nd for Educational Attainment, 58th for Health and Survival, and **113th for Political Empowerment**.

# “How Do You Feel about Gender Equality?”

- Asked how they feel about gender equality in society as a whole, **14.7% of respondents felt that women and men receive equal treatment, while 78.8% felt that men are given more preferential treatment than women** (men are given significantly more preferential treatment: 14.0%; and men are given somewhat more preferential treatment than women: 64.7%).
- The percentage of respondents feeling there is gender equality by sector was: 68.1% in schools and education, 40.2% in community activities including PTAs, 37.0% in law and institutions, 31.7% at home, 26.4% in the workplace, 12.9% in social conventions and customs, and 9.6% in politics.

## Sense of gender equality in society as a whole



# Women in Politics

## 1. Diet

	Percentage of female members	Number of members	Number of female members
House of Representatives	11.0%	465	51
House of Councillors	26.4%	246	65
Total	16.3%	711	116

## 2. Local assemblies

	Percentage of female members	Number of members	Number of female members
Prefectural assemblies	14.6%	2,644	386
Municipal assemblies	17.6%	29,135	5,133
Total	17.4%	31,779	5,519

### Notes:

1. As of May 13, 2024 for the House of Representatives, and June 20, 2024 for the House of Councillors (from the Houses of Representatives and the House of Councillors websites).
2. As of December 31, 2023 for prefectural assemblies (survey by the Ministry of Internal Affairs and Communications)
3. As of December 31, 2023 for municipal assemblies (survey by the Ministry of Internal Affairs and Communications)
4. Percentage of female voters: 51.7% (based on the survey of the results of the 26th ordinary election for the members of the House of Councillors held on July 10, 2022).

# International Comparison of the Ratio of Women in Parliament

Japan (the ratio of women in the House of Representatives) ranks 160th among of 186 countries.

Notes:

- Figures for Japan are from the Houses of Representatives websites as of May 13, 2024 and the House of Councillors websites as of June 20, 2024.
- Figures for other countries are from the Inter-Parliamentary Union (IPU)'s Women in Politics: 2023. The countries are ranked according to the ratio of women in the lower house of parliaments or unicameral parliaments, reflecting elections, appointments up to 1 January 2023.

Rank	Country	the lower house of parliaments or unicameral parliaments %Women	Women/Seats
1	Rwanda	61.3	49 / 80
2	Cuba	53.4	313 / 586
3	Nicaragua	51.7	47 / 91
4	Mexico	50.0	250 / 500
4	New Zealand	50.0	60 / 120
4	United Arab Emirates	50.0	20 / 40
7	Iceland	47.6	30 / 63
8	Costa Rica	47.4	27 / 57
9	Andorra	46.4	13 / 28
9	Sweden	46.4	162 / 349
⋮			
35	France	37.8	218 / 577
⋮			
45	Germany	35.1	258 / 736
⋮			
48	UK	34.5	224 / 649
⋮			
56	Italy	32.3	129 / 400
⋮			
61	Canada	30.7	103 / 336
⋮			
66	US	29.4	128 / 435
⋮			
87	Tajikistan	27.0	17 / 63
88	Barbados	26.7	8 / 30
89	Lesotho	26.5	32 / 121
90	Uruguay	26.3	26 / 99
⋮			
95	China	24.9	742 / 2975
⋮			
120	Republic of Korea	19.1	57 / 299
⋮			
138	Russian Federation	16.4	74 / 450
139	Belize	15.6	5 / 32
140	India	15.1	82 / 542
141	Zambia	15.0	25 / 167
⋮			
160	Liberia	11.0	8 / 73
161	Fiji	10.9	6 / 55
162	Syrian Arab Republic	10.8	27 / 250
⋮			
184	Vanuatu	1.9	1 / 52
185	Papua New Guinea	1.7	2 / 115
186	Yemen	0.0	0 / 245

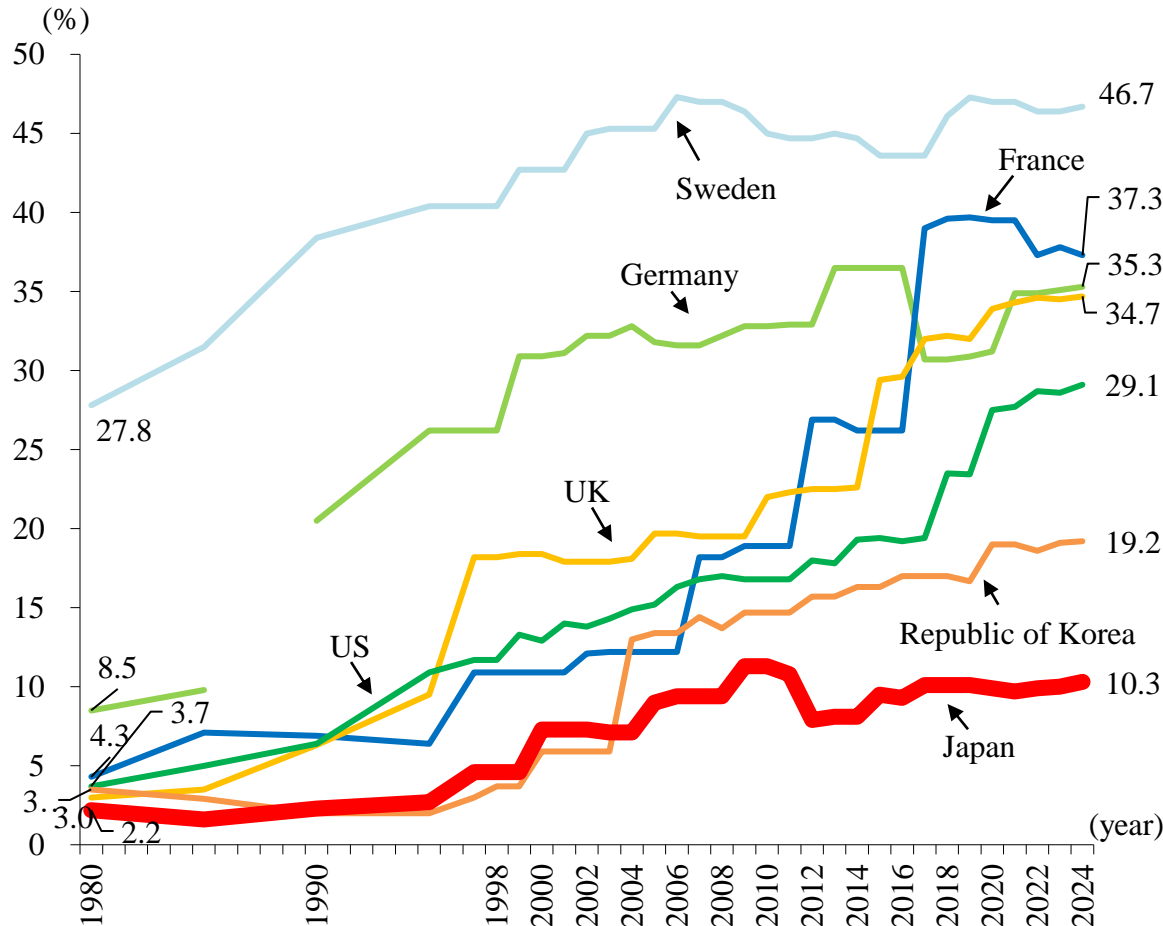
If based on the ratio of women in the House of Councillors (26.4%), Japan would rank 90th among 186 countries

If based on the ratio of women in the Houses of Representatives and Councillors (16.3%), Japan would rank 139th among 186 countries

Ratio of women in the House of Representatives:  
11.0%; 160th among 186 countries

# Changes in Ratio of Women in Parliament in Major Countries

Over the past three decades, the ratio of women in parliament has significantly increased in major countries.



Country	Rank	Ratio	Electoral quota for women
Sweden	9	46.7	Voluntary political party quotas
France	42	37.3	Legislated candidate quotas and voluntary political party quotas
UK	48	34.7	Voluntary political party quotas
Germany	47	35.3	Voluntary political party quotas
US	72	29.1	-
Republic of Korea	126	19.2	Legislated candidate quotas
Japan	165	10.3	-

The ratio of women in the lower house of parliaments (which is the House of Representatives for Japan) or in unicameral parliaments

## For reference

The global average of the ratio of women in the lower house of parliaments or unicameral parliaments: 26.9% (26.9% in upper chambers)

Note: As of January 2024

Source: IPU's website

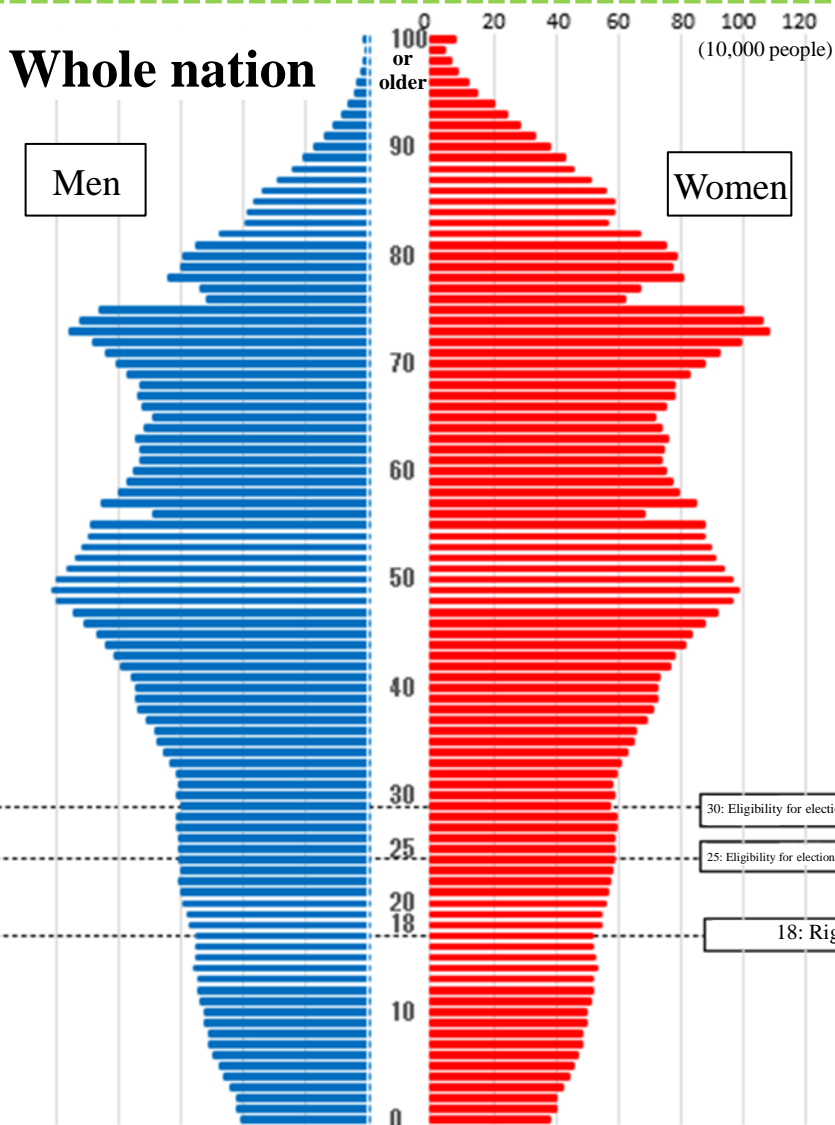
## Notes:

1. Compiled based on the IPU's *Monthly Ranking of Women in National Parliaments*, which covered 186 countries as of January 2024. Data were surveyed every five years from 1980 to 1995 and have been surveyed every year since 1997. Data are as of December each year (but as of August for 1998, as of February for 2023, and as of January for 2024).
2. Data are the ratio of women in the lower house of parliaments or unicameral parliaments
3. Data for Germany up to 1985 are those for the former West Germany

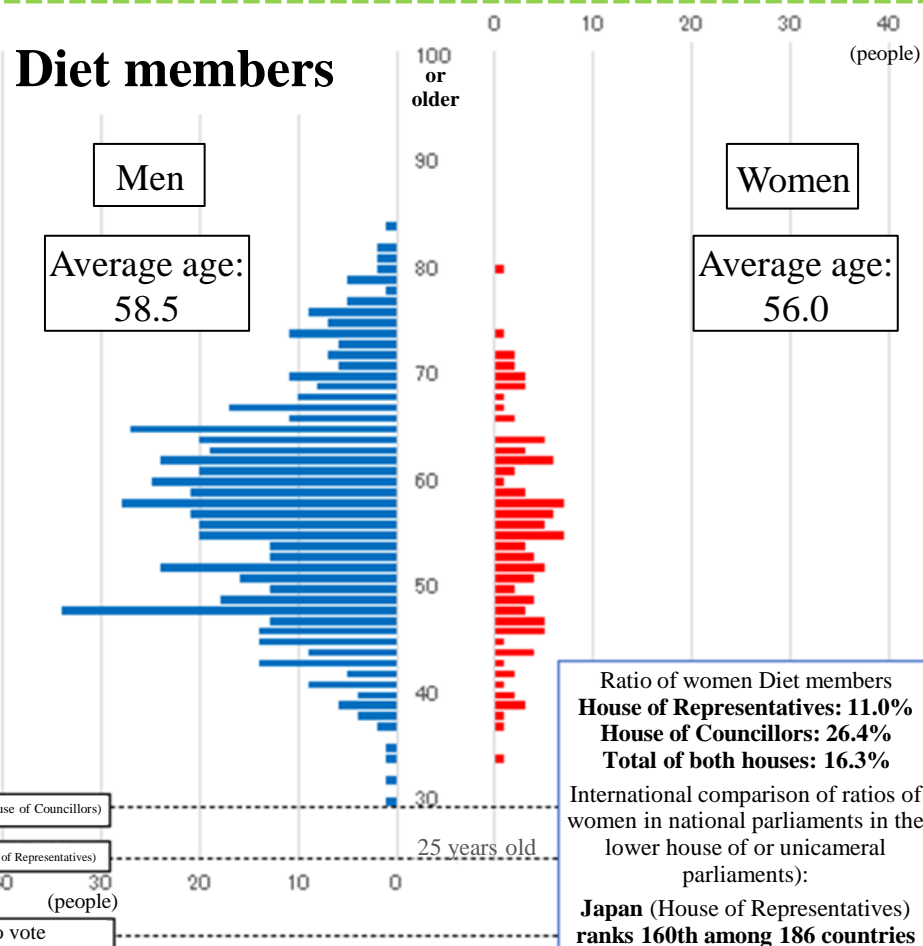
# Gender and Age Structures of Population and Diet Members in Japan

Women account for 51.7% of the electorate; but compared to the gender and age structures of the whole population, there are fewer women and members of younger generations in parliament.

## Whole nation



## Diet members



Ratio of women Diet members  
**House of Representatives: 11.0%**  
**House of Councillors: 26.4%**  
**Total of both houses: 16.3%**  
 International comparison of ratios of women in national parliaments in the lower house of or unicameral parliaments):  
**Japan (House of Representatives) ranks 160th among 186 countries**  
 (would rank 90th if based on the House of Councillors and 139th if based on both houses).

### Notes:

1. Compiled by the Cabinet Office based on the House of Representatives website (as of May 13, 2024) and the House of Councillors website (as of June 20, 2024). Ages are as of May 23, 2024.
2. Ratios of women in parliaments in other countries are based on the IPU's *Women in Politics: 2023*, which tabulates ratios of women in the lower house of or unicameral parliaments. The ratio of women Diet members in Japan are as of May 13, 2024 for the House of Representatives and as of June 20, 2024 for the House of Councillors. Ratios for other countries are as of January 1, 2023.

Note: The percentage of women in the electorate is based on a survey of the results of the 26th ordinary election for the members of the House of Councillors held on July 10, 2022. The graph was compiled by the Cabinet Office's Gender Equality Bureau based on the MIC Statistics Bureau's *Current Population Estimates as of October 1, 2022*.

# Ratios of Women in Diet, and in Candidates and Winners of Recent National and Unified Local Elections

Political party	Number of Diet members (as of October 2023)			2021 general election for the members of the House of Representatives (held on October 31, 2021)						2022 ordinary election for the members of the House of Councillors (held on July 10, 2022)						2023 unified local elections (elections in prefectures and ordinance-designated cities held on April 9, 2023; municipal elections held on April 23, 2023)					
				Number of candidates			Number of winners			Number of candidates			Number of winners			Number of candidates			Number of winners		
	Total	Women	Ratio of women	Total	Women	Ratio of women	Total	Women	Ratio of women	Total	Women	Ratio of women	Total	Women	Ratio of women	Total	Women	Ratio of women	Total	Women	Ratio of women
Liberal Democratic Party	377	45	11.9%	336	33	9.8%	259	20	7.7%	82	19	23.2%	63	13	20.6%	2,757	238	8.6%	2,410	208	8.6%
Constitutional Democratic Party	133	30	22.6%	240	44	18.3%	96	13	13.5%	51	26	51.0%	16	8	50.0%	819	245	29.9%	671	221	32.9%
Japan Innovation Party	61	9	14.8%	96	14	14.6%	41	4	9.8%	46	14	30.4%	12	3	25.0%	516	102	19.8%	359	74	20.6%
Komeito	59	8	13.6%	53	4	7.5%	32	4	12.5%	24	5	20.8%	13	2	15.4%	1,555	529	34.0%	1,543	527	34.2%
Japanese Communist Party	21	7	33.3%	130	46	35.4%	10	2	20.0%	58	32	55.2%	4	2	50.0%	1,396	597	42.8%	1,077	498	46.2%
Democratic Party For the People	17	4	23.5%	27	8	29.6%	11	1	9.1%	22	9	40.9%	5	2	40.0%	186	38	20.4%	138	29	21.0%
REIWA SHINSEN-GUMI	8	3	37.5%	21	5	23.8%	3	1	33.3%	14	5	35.7%	3	0	0.0%	66	23	34.8%	39	17	43.6%
Social Democratic Party	3	2	66.7%	15	9	60.0%	1	0	0.0%	12	5	41.7%	1	1	100.0%	56	20	35.7%	42	13	31.0%
Collaborative Party	2	0	0.0%	30	10	33.3%	0	0	0.0%	82	19	23.2%	1	0	0.0%	28	28	100.0%	1	1	100.0%
Sanseito	1	0	0.0%							50	17	34.0%	1	0	0.0%	230	67	29.1%	100	35	35.0%
Other (independents, etc.)	-	-	-	103	13	12.6%	12	0	0.0%	104	30	28.8%	5	3	60.0%	11,035	1,699	15.4%	8,438	1,320	15.6%
Total	-	-	-	1,051	186	17.7%	465	45	9.7%	545	181	33.2%	124	34	27.4%	18,644	3,586	19.2%	14,818	2,943	19.9%

Notes:

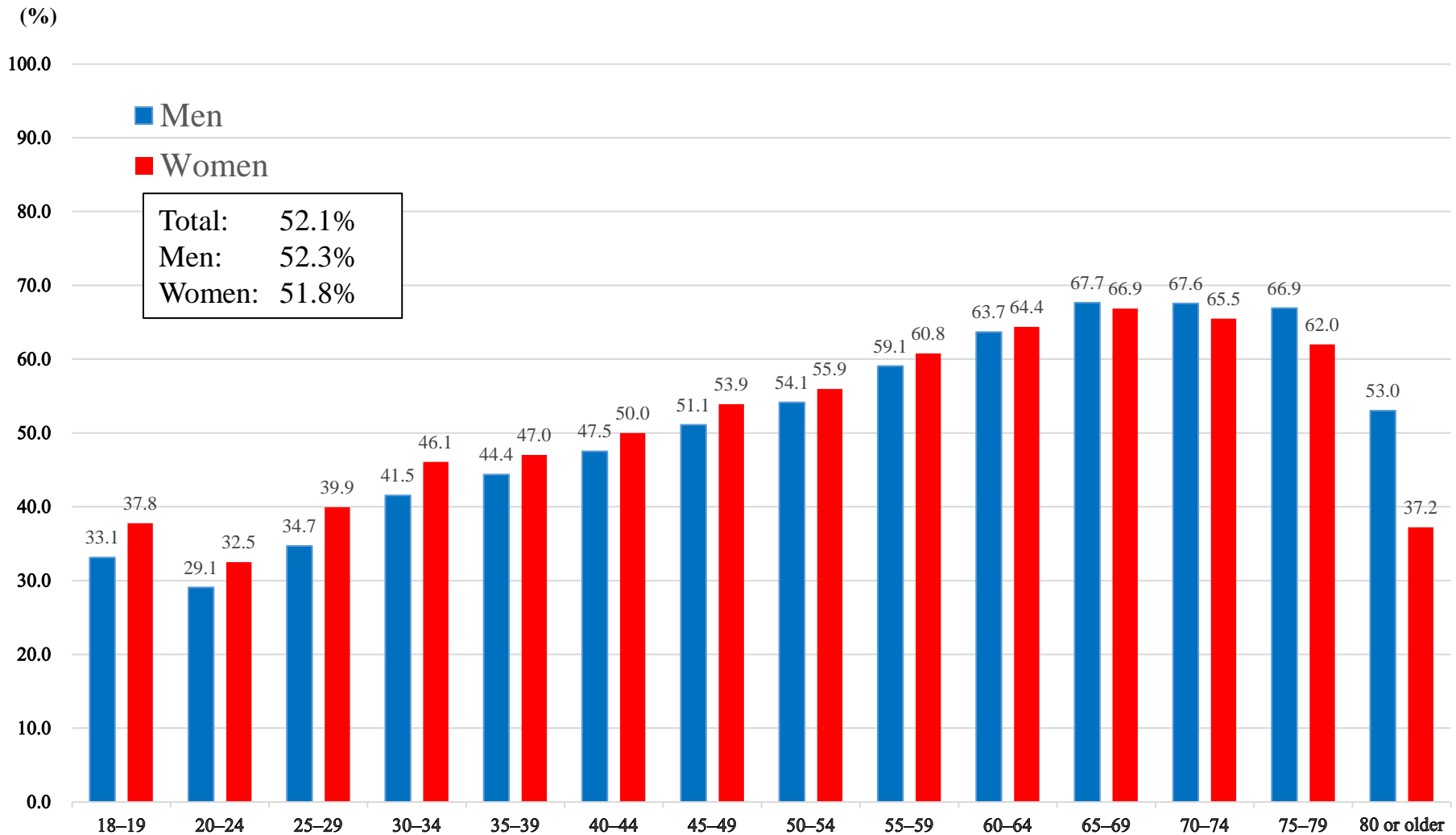
1. The names of political parties are as of December 1, 2023.
2. The number of Diet members was compiled based on the Cabinet Office's *Survey on Women's Participation in Policy and Decision-making Position*, which did not survey the number of Diet members in the Other (independents, etc.) category. While the number of Diet members is as of October 1, 2023, in principle, the base date may differ for some parties.
3. Figures for the general election for the members of the House of Representatives and the regular election of members of the House of Councillors were compiled by the Cabinet Office based on materials provided by the MIC.
4. Figures for the unified local elections were compiled based on the MIC's *Provisional Overview of the Results of the Unified Local Elections* (as of April 28, 2023). The numbers of candidates and winners are totals for elections in prefectures, ordinance-designated cities, and municipalities.



# Voter Turnout by Gender and Age

(26th Ordinary Election for the Members of the House of Councillors held on July 10, 2022)

Women's voter turnout is higher than men's in the 18–19 to 60–64 age groups, while men's turnout is higher than women's in the 65–69 and older age groups.

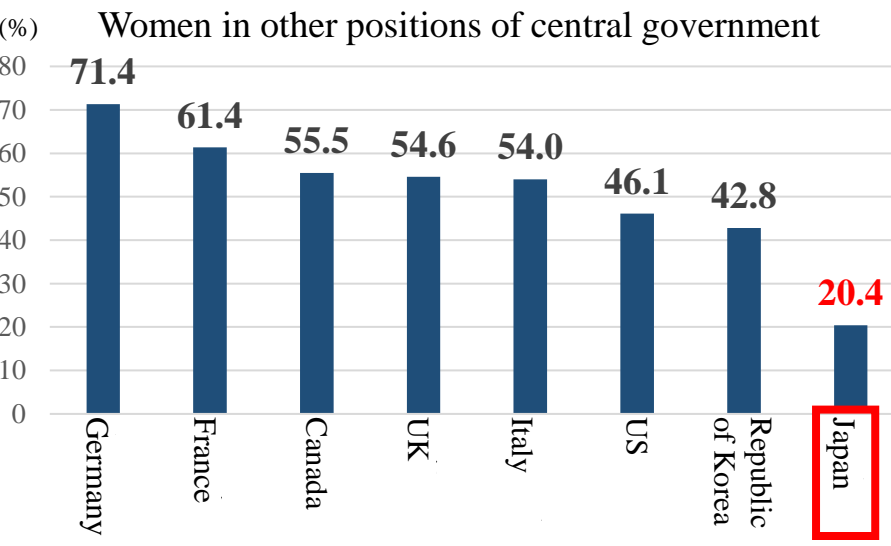
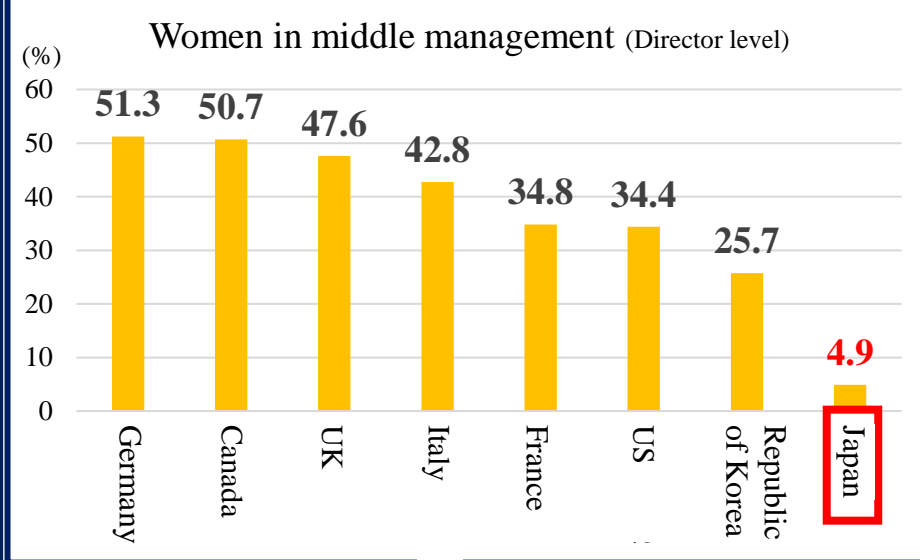
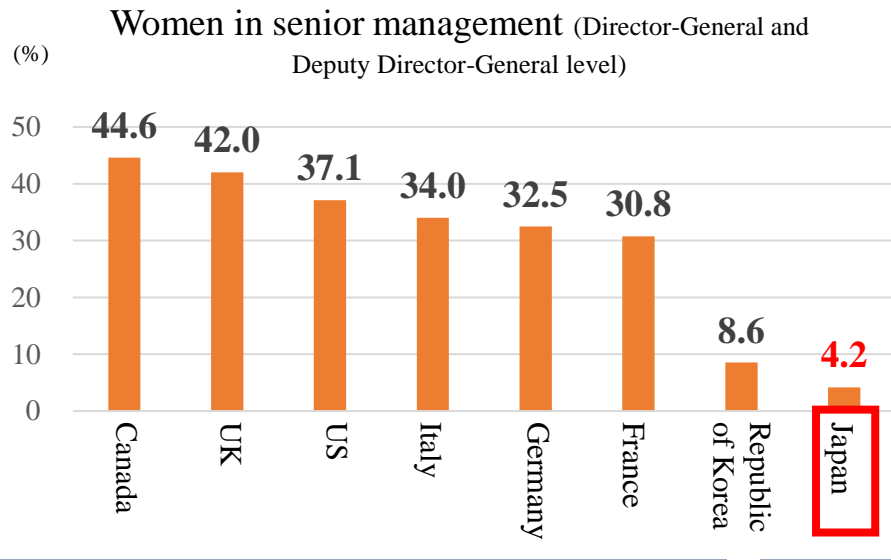


Note: Compiled by the Cabinet Office based on the MIC's *Survey on the Number of Voters by Age* and press release on the ordinary election for the members of the House of Councillors held on July 10, 2022

# Women in Central Government

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

Source: OECD, *Government at a Glance 2021*



## Definitions (based on *Government at a Glance 2021*)

- National data is from the OECD's *Survey on the Composition of the Workforce in Central/Federal Governments* (2020).
- Figures include people employed by governments and publicly owned enterprises.
- Countries responded to the survey in accordance with the following definitions of the occupation levels:

### Senior management

- Top managers just below the minister, secretary of state, or junior minister. They oversee the interpretation and implementation of government policies.
- They formulate, review, and co-ordinate policies and plans, and evaluate the overall activities of a particular administrative area.

Note: Japan's figure indicates the ratio of women to the total number of officials to whom the Designated Service Salary Schedule is applied (Director-General and Deputy Director-General level).

### Middle management

- Middle managers just below senior management. They plan, direct, and coordinate the general functioning of a specific directorate or administrative unit within the ministry.

Note: Japan's figure indicates the ratio of women to the total number of officials who are in the eighth to tenth grades in the service of the Administrative Service Salary Schedule (I) (Director level).

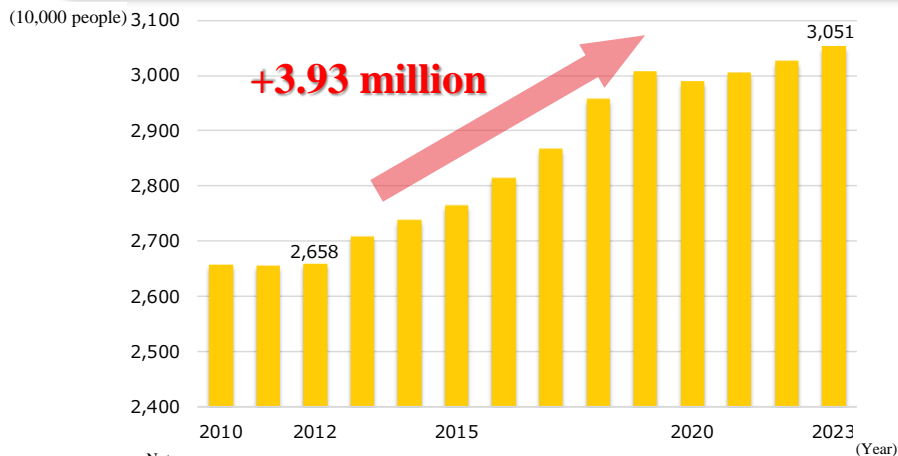
### Other positions

- Officials who are neither senior nor middle managers.

Note: Japan's figure indicates the ratio of women to the total number of national public employees in the regular service minus those in designated service positions and those in the eighth to tenth grades in the service of the Administrative Service Salary Schedule (I).

## Number of employed women

The number of employed women has increased by around 3.93 million over 11 years (2012–23).

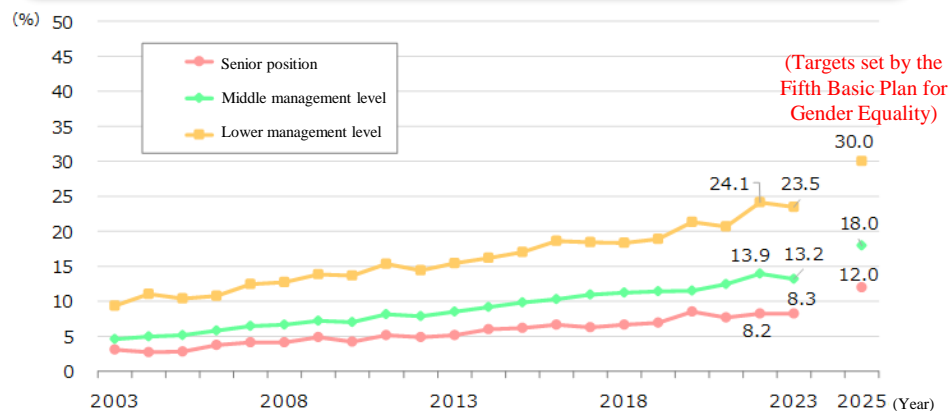


Notes:

1. Compiled based on the MIC's Labour Force Survey (Basic Tabulation).
2. The figure for 2011 contains MIC's supplementary estimates.

## Proportion of women in managerial positions of private corporations

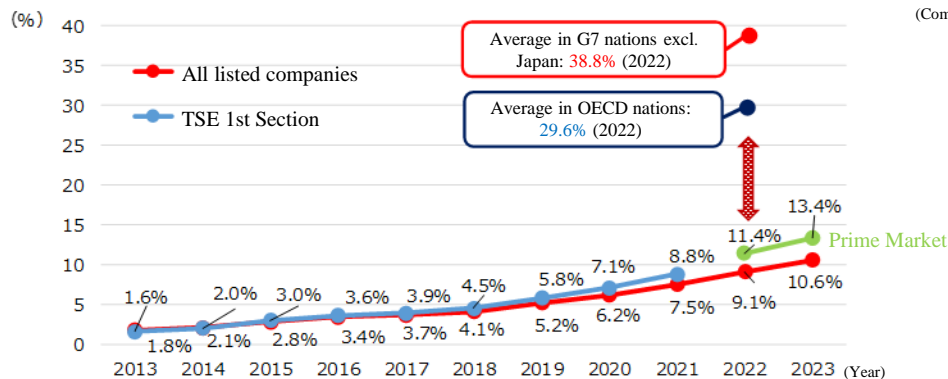
The proportion of women in the senior position, middle management level and lower management level has been on the rise in recent years. However, the higher the position, the lower the percentage.



Note: Compiled based on the Ministry of Health, Labour and Welfare (MHLW)'s Basic Survey on Wage Structure.

## Ratio of female executives in Japan

The ratio of female executives in Japan has been increasing but still falls significantly behind that of other countries.

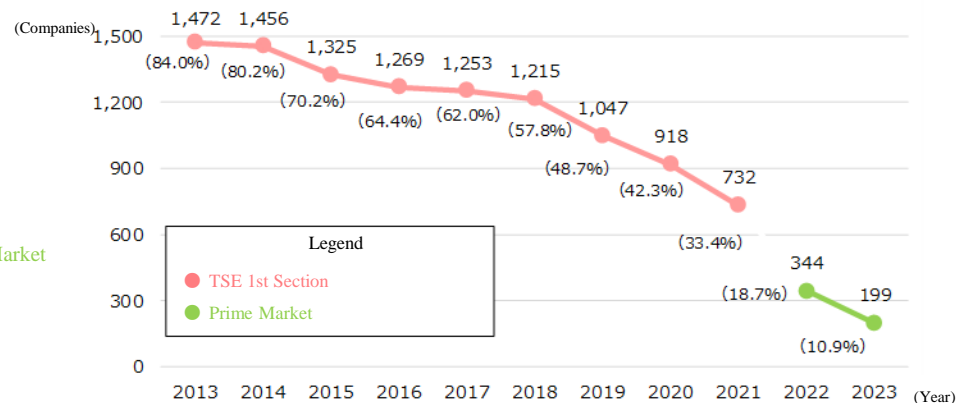


Notes:

1. Graph created by the Cabinet Office based on *Yakuin shikiho* published by Toyo Keizai Inc.
2. Survey results are in principle as of July 31 each year.
3. Executives include directors, auditors ("Kansayaku"), and executive officers ("Shikkoyaku").
4. The reference for averages in G7 nations excluding Japan and OECD nations is the OECD's Social and Welfare Statistics.

## Number of companies listed on the Prime Market of the Tokyo Stock Exchange (TSE) that have no female executives

Companies listed on the Prime Market with no female executives have been declining in number but still account for about 10% as of 2023.



Note: Survey results are in principle as of July 31 each year. Executives include directors, auditors ("Kansayaku"), and executive officers ("Shikkoyaku"). The numbers in parentheses for 2021 and before are percentages of listed companies with no female executives among all companies listed on the TSE 1st Section in respective years. The numbers in parentheses for 2022 and thereafter are percentages of listed companies with no female executives among all companies listed on the TSE Prime Market.

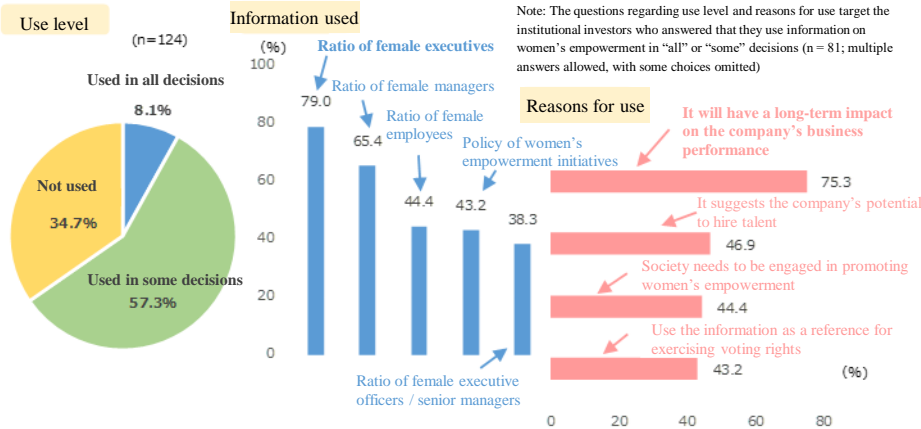
Sources: *Yakuin shikiho* published by Toyo Keizai Inc. and Japan Exchange Group, Inc.'s website

# Benefits to Companies from Promoting Women's Empowerment

- Analysis of results of various surveys indicates benefits to companies from promoting women's empowerment.

## The state of women's empowerment is deemed important to investment decisions

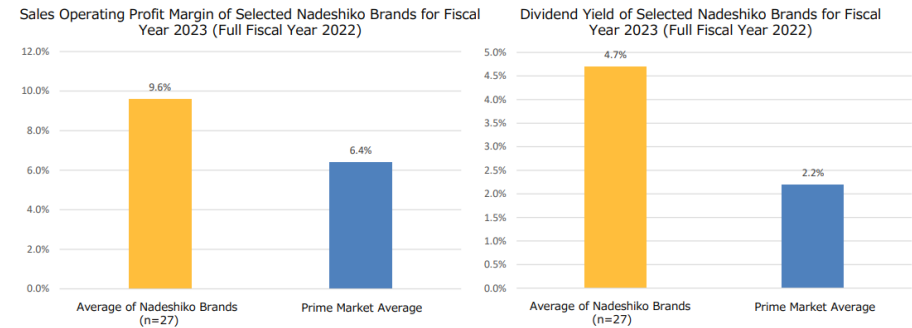
- About two-thirds of institutional investors use information on women's empowerment when making investment decisions, and the most used piece of information is the ratio of female executives.



Source: Gender Equality Bureau, Cabinet Office, *Report on Survey Research on Gender Lens Investing*, 2022.

## Companies empowering women tend to record better financial results

- The Sales Operating Profit Margin (operating margin) and Dividend Yield of the 27 selected companies of FY2023 Nadeshiko Brands (i.e., outstanding companies in terms of encouraging women's empowerment in the workplace) exceeded the Average Values of TSE Prime Section Stocks, for the FY2022.

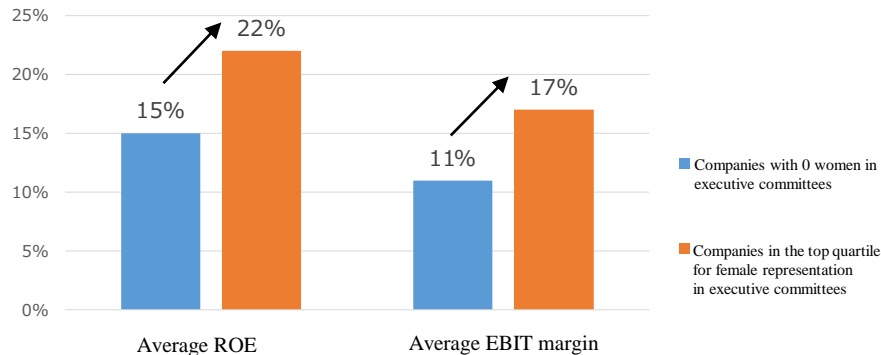


Note: The average for Nadeshiko Brands was compiled using full-year data for the FY2022 (from April 2022 to March 2023) extracted from the economic information platform "SPEEDA" for the relevant indicators. The corresponding data for the Prime Market was calculated using the "Consolidated Financial Statements for the FY2022 (April 2022 to March 2023) - Prime" and the average of the "simple average yield" for the fiscal year 2022 published by the Tokyo Stock Exchange.

Source: Ministry of Economy, Trade and Industry, *FY2023 Nadeshiko Brands*.

## Companies with female executives tend to deliver higher performance

- Companies with a higher ratio of female executives deliver better return on equity (ROE) and EBIT margin\* than companies with no female executives.

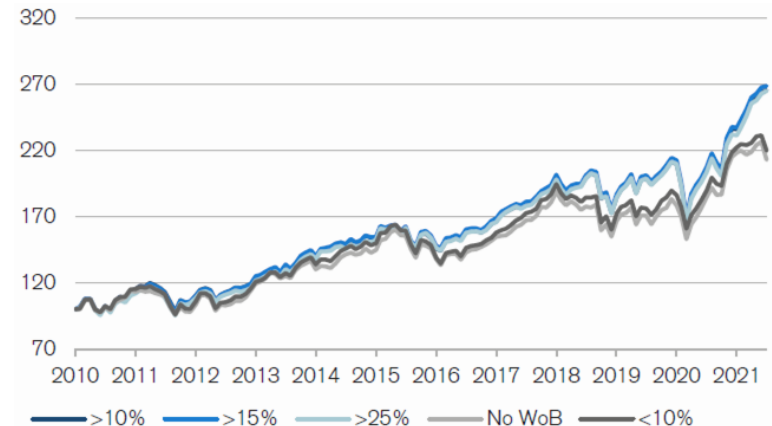


Note: EBIT margin is the percentage of earnings a company has before paying interest and taxes, relative to its sales.

Source: McKinsey & Company, *Women Matter: Time to Accelerate—Ten Years of Insights into Gender Diversity*, 2017. The survey covered about 300 companies in 10 countries (excl. Japan).

## Companies with a higher percentages of female board representation show stronger share-price performance

Share-price performance of differing percentages of female board representation



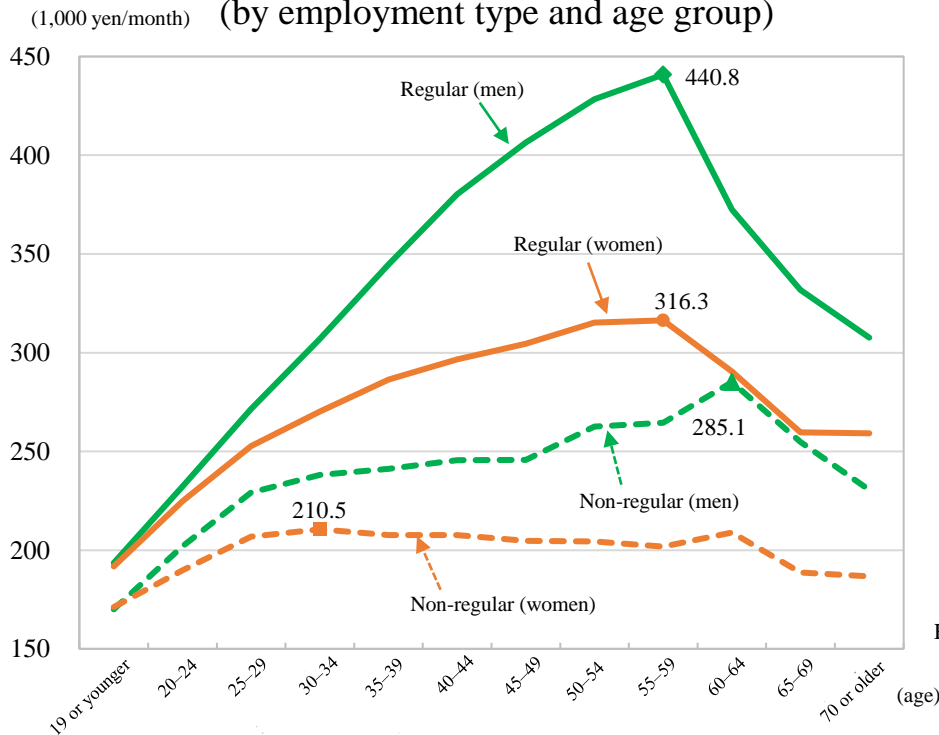
Note: Indexed to 100 in 2010.

Source: The Credit Suisse Research Institute's *The Credit Suisse Gender 3000 in 2021: Broadening the diversity discussion*. The survey covered about 3,000 companies in 46 countries.

# Gender Pay Gap

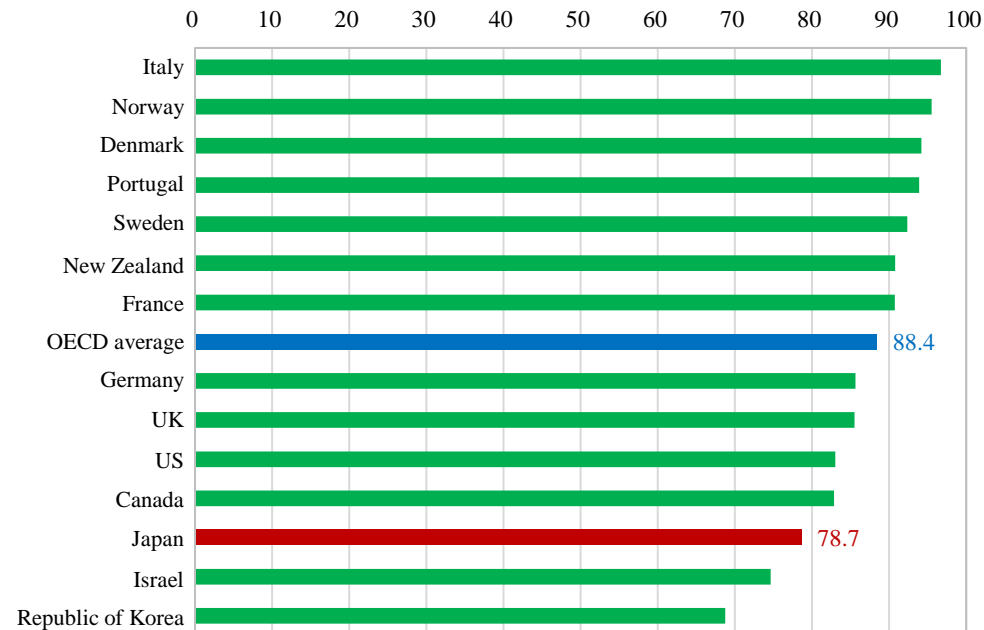
- The gap between men's and women's scheduled cash earnings by age group shows that there is a gender pay gap in the same type of employment, and this gap tends to widen with age.
- An international comparison shows that Japan's gender pay gap is wider than most of the OECD countries.

Scheduled cash earnings  
(by employment type and age group)



(Compiled from MHLW Basic Survey on Wage Structure 2023)

International comparison of gender pay gap

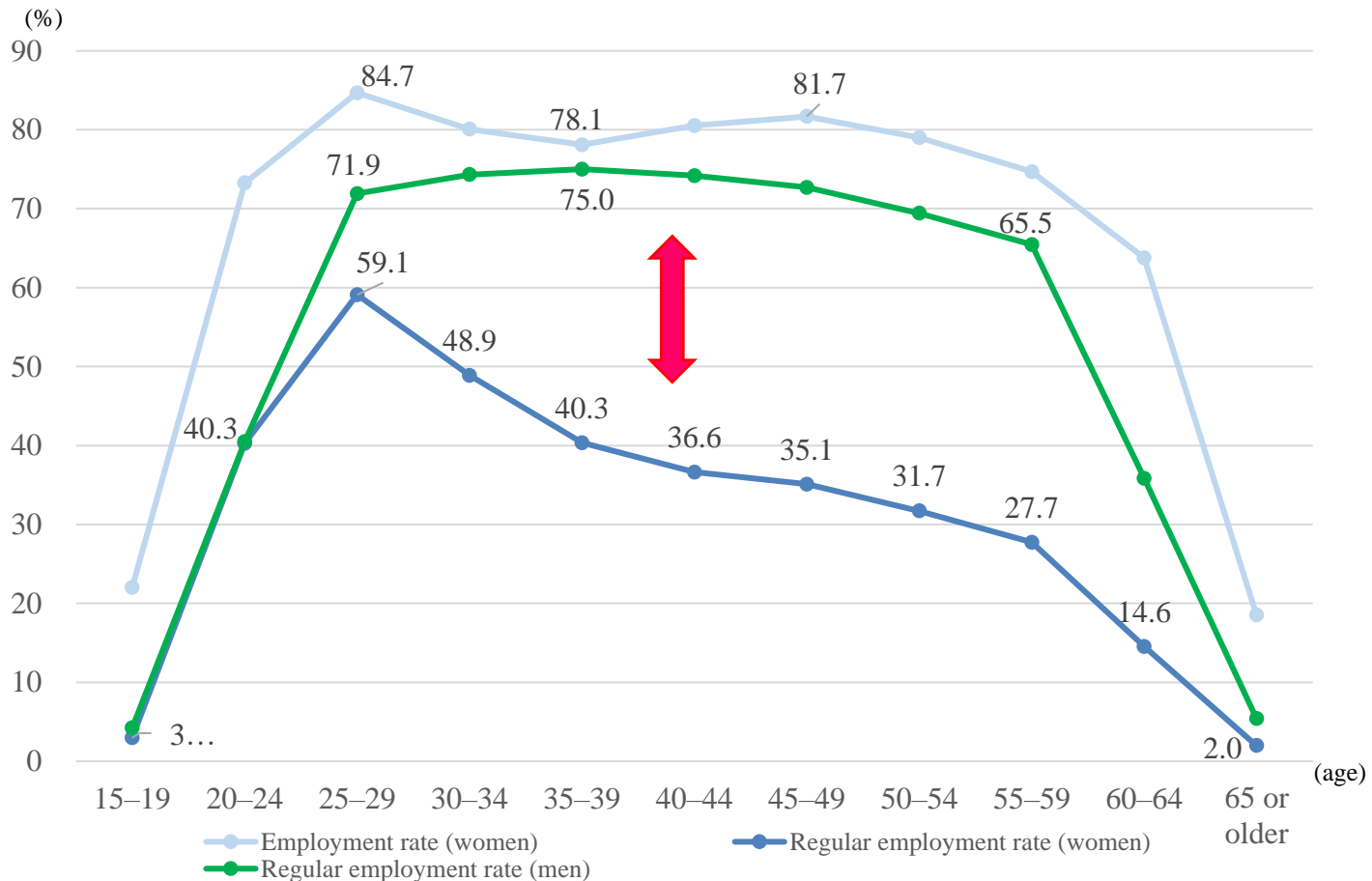


Notes:

1. Compiled using data from *OECD.Stat*.
2. The gender pay gap here is the ratio of the median wage for female full-time workers to that of their male counterparts (=100).
3. Figures are for 2022 except for Israel, for which the figure is 2021.

# L-shaped Curve (2023)

- Whereas the so-called M-shaped curve has been disappearing, an L-shaped curve has emerged that represents the situation where women's regular employment rate peaks in the 25 to 29 age group at 59.1% and declines thereafter, with women in their 30s and 40s mainly being non-regular employees.
- Many women are thought to leave full-time positions or change their work styles due to childbirth and resume working as non-regular employees after child-rearing.

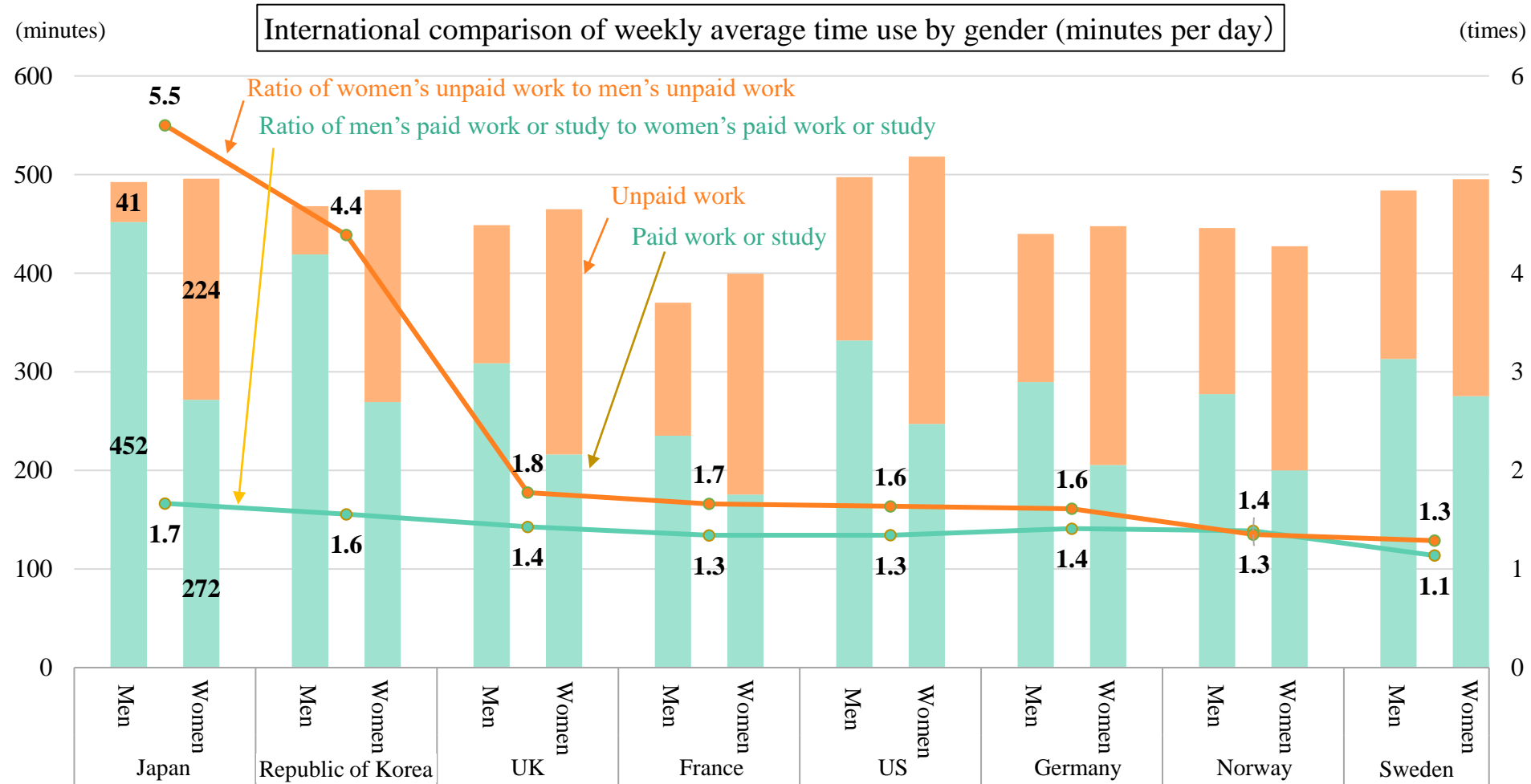


Notes:

- Compiled based on the MIC's *Labour Force Survey (Basic Tabulation)*.
- Employment rates were obtained by dividing the number of employees by the number of population aged 15 or older and multiplying the resultant number by 100.
- Regular employment rates were obtained by dividing the number of regular employees by the number of population aged 15 or older and multiplying the resultant number by 100.

# International Comparison of Time Use (by Gender)

- In Japan, both men and women have longer total work hours (paid work or study plus unpaid work) than in other countries.
- The ratio of men's paid work or study to women's paid work or study in Japan is 1.7, indicating a greater gender difference than in other countries.
- The ratio of women's unpaid work to men's unpaid work in Japan is 5.5, indicating a greater gender difference than in other countries.



## Notes:

- Compiled by the Cabinet Office's Gender Equality Bureau based on the OECD's *Balancing Paid Work, Unpaid Work and Leisure*, 2021.
- Paid work means the time spent on paid work or study, while unpaid work refers to the time spent on unpaid work.
- "Paid work or study" is the total time spent on the following: paid work (all jobs), travel to and from work/study, time in school or classes, research/homework, job search, and other paid work or study-related activities. "Unpaid work" is the total time spent on the following: routine housework, shopping, care for household members, care for non-household members, volunteering, travel related to household activities, and other unpaid.
- Figures are as of 2016 for Japan, 2014 for ROK and the UK, 2009 for France, 2019 for the US, 2012 for Germany, and 2010 for Norway and Sweden.

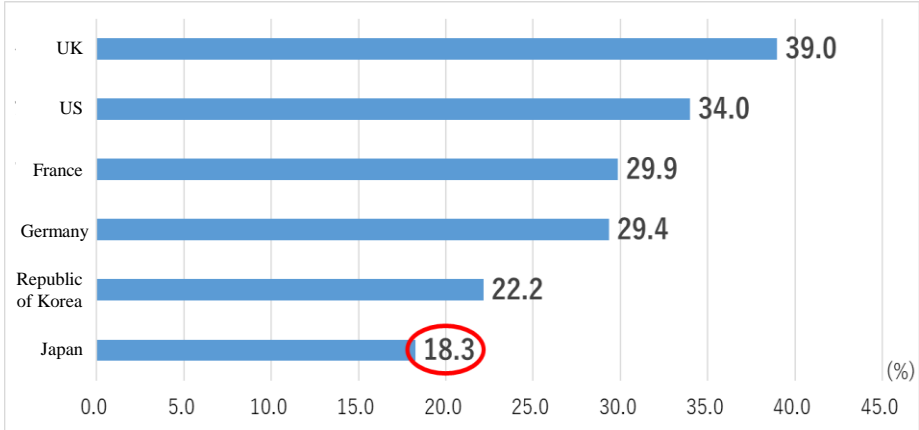
# Gender Equality in Science, Technology, and Academic Fields

Number of women Nobel Prize laureates (in natural sciences)

	Physiology or Medicine	Physics	Chemistry	Total
US	6	2	3	11
Europe	5	2	4	11
Japan	0	0	0	0
Other	2	1	1	4
Total	13	5	8	26

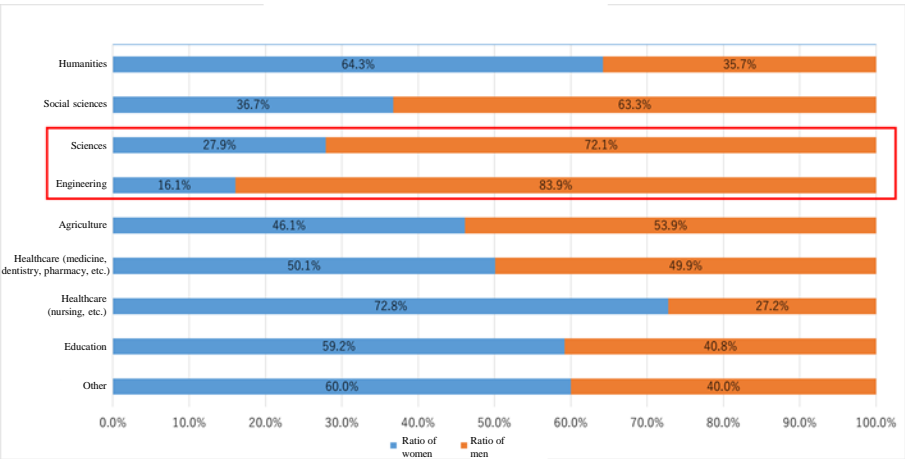
- Notes:
1. Total of laureates up to 2023.
  2. “Other” comprises Israel, Australia, China, and Canada.

Proportion of female researchers in major countries



Sources: MIC, *Survey of Research and Development (2023)*; OECD, *Main Science and Technology Indicators*; and National Science Foundation, *Science and Engineering Indicators*

Proportion of female undergraduates in Japanese universities



Source: MEXT, *FY2023 Basic School Survey*

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

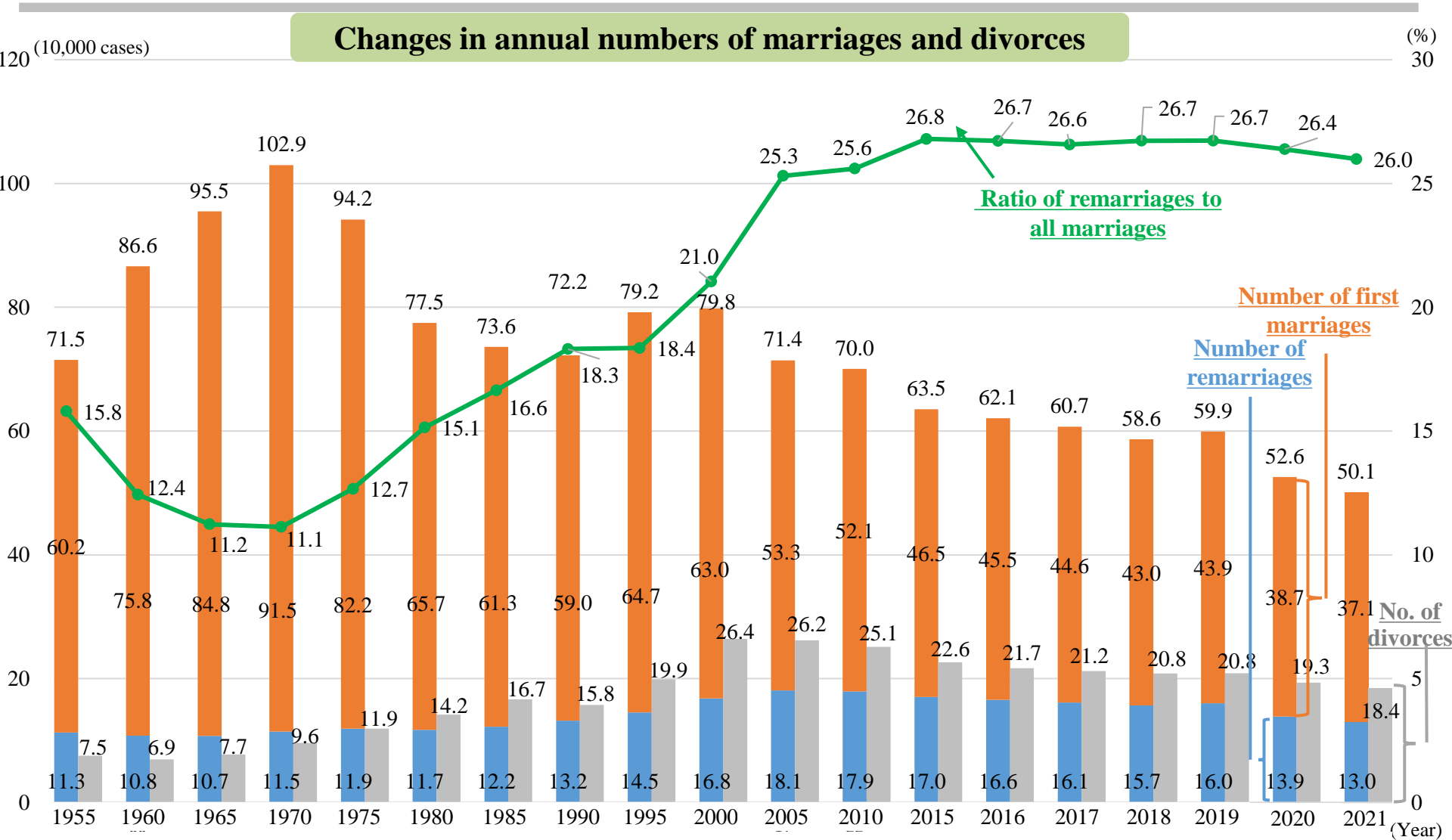
	Japan			OECD average		
	Total	Boys	Girls	Total	Boys	Girls
Mean score in science performance	547 (1st)	548 (1st)	546 (1st)	485	485	485
Mean score in mathematics performance	536 (1st)	540 (1st)	531 (1st)	472	477	468
Mean score in reading performance	516 (1st)	508 (1st)	524 (4th)	476	464	488

- Notes:
- Compiled based on the OECD’s *Programme for International Student Assessment (PISA) 2022*.
  - Japan’s ranks are among 38 OECD countries.
  - The scope of the assessment is students attending school aged between 15 years and 3 months and 16 years and 2 months at the time of the assessment (in the case of Japan: first-year senior high school students).



# Marriage and Divorce

- From 2015 to 2019, the annual numbers of marriages and divorces was around 600,000 and 200,000, respectively, with the number of divorces being around one-third of that of marriages.
- Since 2020, amid the COVID-19 pandemic, the number of marriages has declined to record postwar lows: 526,000 in 2020 and 501,000 in 2021.



# Life Expectancy of Men and Women

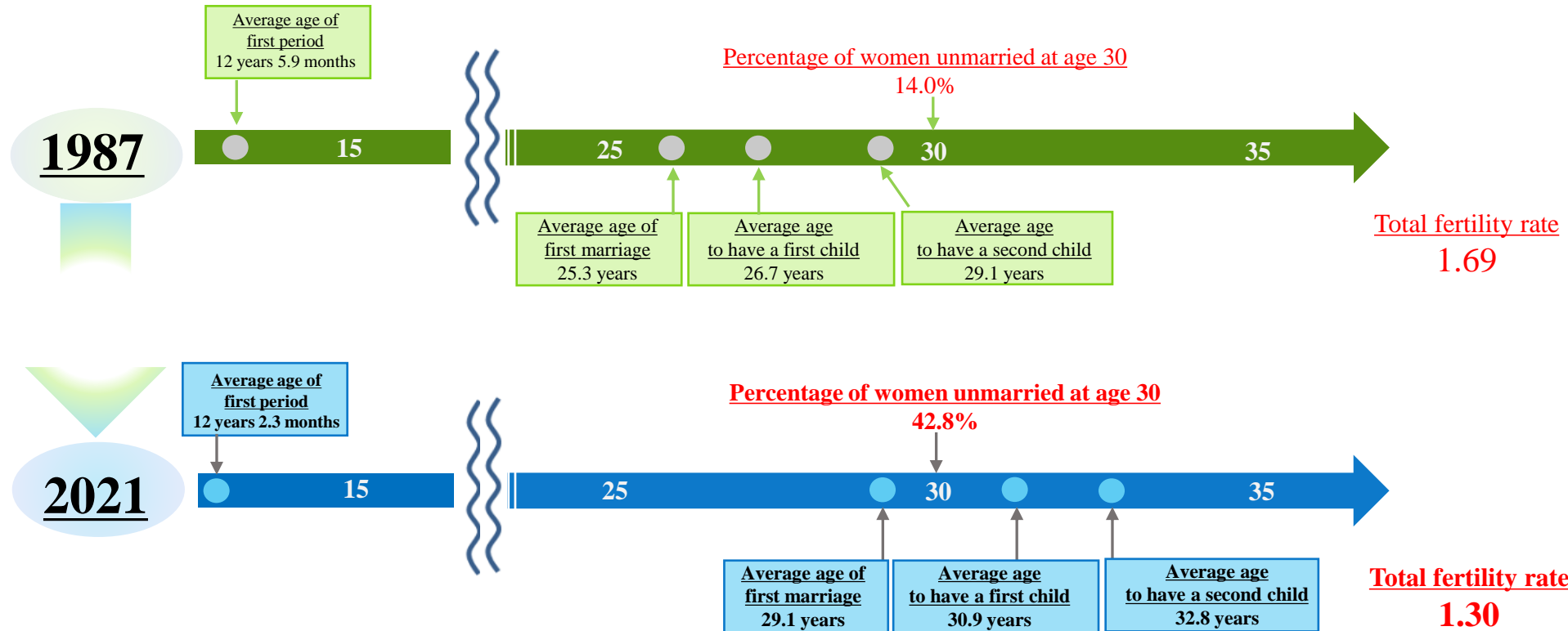
	Men	Women
Survival rate at age 90	28.1%	52.6%
Survival rate at age 95	10.5%	27.9%
Life expectancy	81.56 years	87.71 years
Mode age at death*	88 years	93 years
Population aged 100 or older	9,766	69,757
Population aged 105 or older	715	5,800

\* “Mode age at death” means the most common age of death.

Sources: Population aged 100 or older and population aged 105 or older are based on the MIC’s 2020 *Population Census*. Other data is based on the MHLW’s 23rd *Life Tables*.

# Timing of Life Events for Women in Their Teens and 20s

- The timing of marriage, childbirth, and other life events for women of today is different from that for women decades ago. Modern women have to deal with menstruation for a longer portion of their lifetime.



## Sources:

- Average age of first period: Compiled by the Cabinet Office's Gender Equality Bureau based on the *Result of the 12th National Survey on First Menstruation* conducted by the Department of Comparative and Developmental Psychology at the Graduate School of Human Sciences of Osaka University.  
Note: The data for 1987 and 2021 are based on the 1987 and 2011 survey results, respectively.
- Percentage of women unmarried at age 30: Compiled by the Cabinet Office's Gender Equality Bureau based on the MIC Statistics Bureau's *Population Census*.  
Note: The percentage for each year was obtained by first adding the numbers of women unmarried, married, widowed, and separated at age 30, and dividing the number of women unmarried at age 30 by the resultant value, for that year. The data for 1987 and 2021 are based on the 1985 and 2020 census results, respectively.
- Average age to have a first child/second child: Compiled by the Cabinet Office's Gender Equality Bureau based on the MHLW's *Birth Statistics*.  
Note: As the statistics were published every five years until 1995, the data for 1987 are based on the 1985 statistics.
- Total fertility rate: Compiled by the Cabinet Office's Gender Equality Bureau based on the MHLW's *Summary of Annual Vital Statistics Report (Preliminary Data)*.

# Changes in Family Structures

1980

**Couple and child(ren)**  
15,081 thousand households **42.1%**



**3 generations, etc.**  
7,124 thousand households **19.9%**



**Single person**  
7,105 thousand households **19.8%**



**Couple only**  
4,460 thousand households **12.5%**



**Single parent and child(ren)**  
2,053 thousand households **5.7%**



2015

**Single person**  
18,418 thousand households **34.5%**



**Couple and child(ren)**  
14,288 thousand households **26.8%**



**Couple only**  
10,718 thousand households **20.1%**



**3 generations, etc.**  
5,024 thousand households **9.4%**



**Single parent and child(ren)**  
4,748 thousand households **8.9%**



2020

**Single person**  
21,151 thousand households **38.0%**



**Couple and child(ren)**  
13,949 thousand households **25.0%**



**Couple only**  
11,159 thousand households **20.0%**



**Single parent and child(ren)**  
5,003 thousand households **9.0%**



**3 generations, etc.**  
4,283 thousand households **7.7%**



Note: Prepared from "Population Census" by Ministry of Internal Affairs and Communications. Percentage of private households. Does not include persons in institutions, etc. "3 generations, etc." is the sum of households other than nuclear families of the households consisting of only relatives, and households that include non-relatives. "Child" refers to a member of the household who is a "child" of the youngest "married couple" among the relatives in the household, and includes adults.

# Changing Lifestyles of Men

14% of men take childcare leave. One in four 50-year-old men is unmarried (i.e., has never married) and the number of male single-person households is 10.94 million (which accounts for 19.6% of general households). More engagement of men at home and in local communities is necessary.

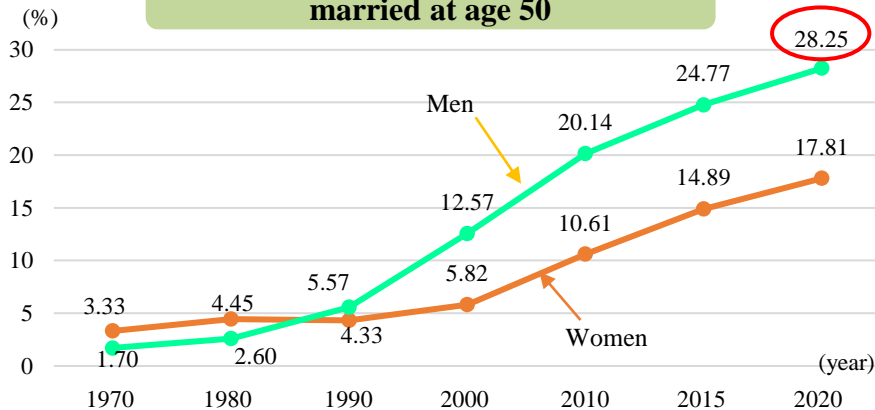
## Proportion of employees who take childcare leave in the private sector

	FY2019	FY2020	FY2021
Women	83%	82%	85%
Men	7%	13%	14%

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

- Percentage of male national public employees in the regular service who took childcare leave: 62.9% (FY2021; surveyed by the National Personnel Authority)
- Percentage of male local public employees who took childcare leave: 13.2% (FY2020; surveyed by MIC)

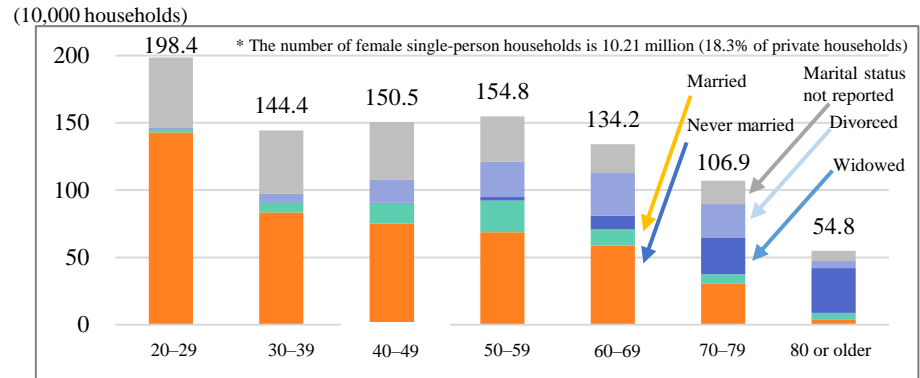
## Proportion of men and women never married at age 50



Notes:

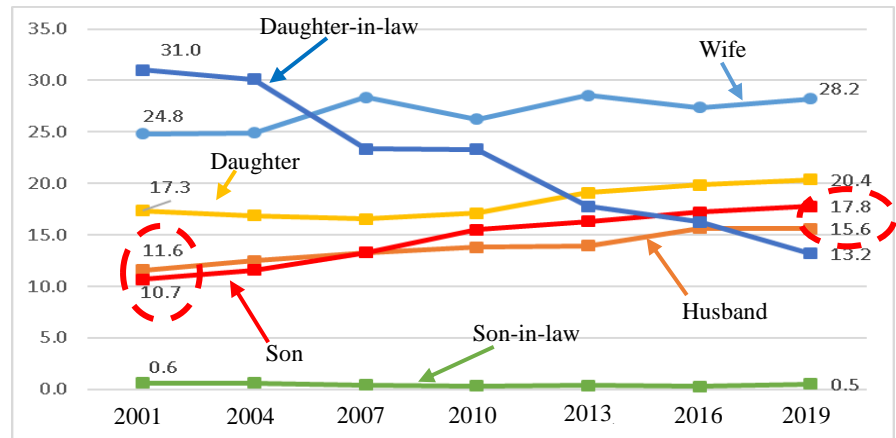
1. Compiled based on the National Institute of Population and Social Security Research's *Population Statistics of Japan 2022*.
2. The proportion is computed as the mean value of the proportions of never married men and women at ages 45–49 and those at ages 50–54 for each year.
3. Figures for 2015 and 2020 are based on imputed results where marital relationship is unspecified.

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



Note: Compiled based on the MIC's 2020 *Population Census*. Figures are for private households and do not include persons living in institutions.

## Changes in principal co-resident caregivers by relationship



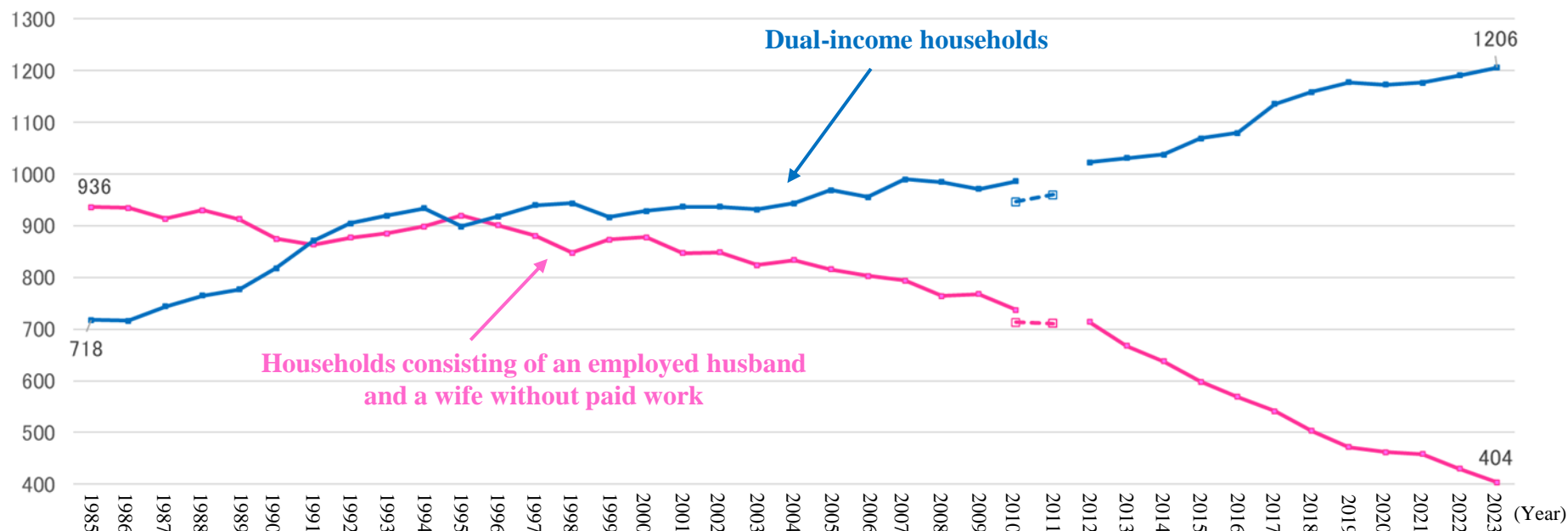
Note: Compiled based on the MHLW's *Comprehensive Survey of Living Conditions*.

# Changes in Numbers of Dual-income Households and Families with Full-time Housewives

- The number of dual-income households has been increasing.
- Meanwhile, the number of households consisting of an employed husband and a wife without paid work (i.e., families with a husband as a salaried worker and a full-time housewife) declined to 20.8% of households with married couples in 2023.

**Changes in the numbers of dual-income households and families with full-time housewives (with wives aged 64 or younger)**

(10,000 households)




## Notes:

1. Compiled based on the Management and Coordination Agency's *Special Survey of Labour Force Survey* (surveyed every February) for 1985–2001, and the MIC's *Labour Force Survey (Detailed Tabulation)* for 2002 onward. As the two surveys are different in terms of survey methods, months, and so forth, caution is advised for a time-series comparison.
2. Until 2017, "Households consisting of an employed husband and a wife without paid work" referred to households in which the husband was an employee in Non-agricultural industry and the wife was a non-working person (Not in labour force and Unemployed person(ILO2013),) and aged 64 years 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 labour force and Unemployed person(ILO2013),) and aged 64 years or younger.
3. "Dual-employed households" refers to households in which both the husband and wife employees in Non-agricultural industry (including non-regular employees) and the wife is aged 64 years or younger.
4. Figures for 2010 and 2011 (dotted-line sections below the solid lines) are for the entire country excluding Iwate, Miyagi, and Fukushima Prefectures.

# Single-parent Households

- Over the past three decades, single-mother households have increased approximately 1.4-fold.
- Parents in single-parent households (especially single-mother households) are characterized by a higher employment rate but lower average annual work income compared to general households. Also, some 70% of single-parent households do not receive child support.

**Number of single-mother households\*: 849,000**  
**Number of single-father households\*: 173,000**  
**(1988)**


**1,195,000 (88.9% of single-parent households)**  
**149,000 (11.1% of single-parent households)**  
**(2021)**

\*Numbers of single-mother and single-father households include those with a co-habitant other than the parent and child(ren).

Reference: The number of households with child(ren) was 9,835,000 in 2023 (source: MHLW, *Comprehensive Survey of Living Conditions*).

	Single-mother households	Single-father households	Private households (for reference)
Employment rate	<u>86.3%</u>	88.1%	Women: 73.3% Men: 84.3%
Of employees, regular	53.5% *	91.6% *	Women: 49.8% Men: 82.7%
Of employees, non-regular	<u>46.5%</u> *	8.4% *	Women: 50.2% Men: 17.3%
Average annual income from work	<u>2.36 million yen</u> Regular: 3.44 million yen Part-time, etc.: 1.50 million yen	4.96 million yen Regular: 5.23 million yen Part-time, etc.: 1.92 million yen	Average earnings Women: 3.14 million yen Men: 5.63 million yen
Percentage receiving child support	<u>28.1%</u>	8.7%	—

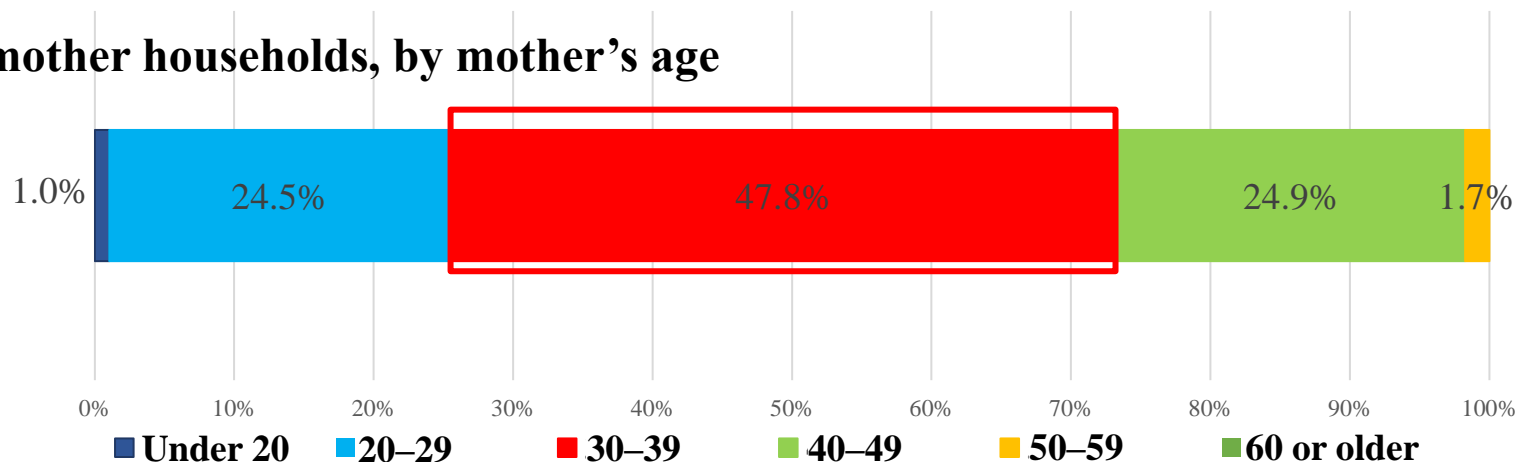
Sources: Figures for single-mother households and single-father households are based on *FY2021 Nationwide Survey on Single parent household* (estimates), Children and Families Agency, and private households are based on the *FY2023 Labour Force Survey* (Aged 15–64), Ministry of Internal Affairs and Communications, and *Statistical Survey of Actual Statistics for Salary in the Private Sector in 2022*, National Tax Agency.

The percentages of employees in regular employment and employees in non-regular employment in single-mother households and single-father households were calculated as a fraction of the total of “regular staff/employees” and “non-regular staff/employees” (total of “dispatched workers” and “part-time workers and temporary workers, etc.”).

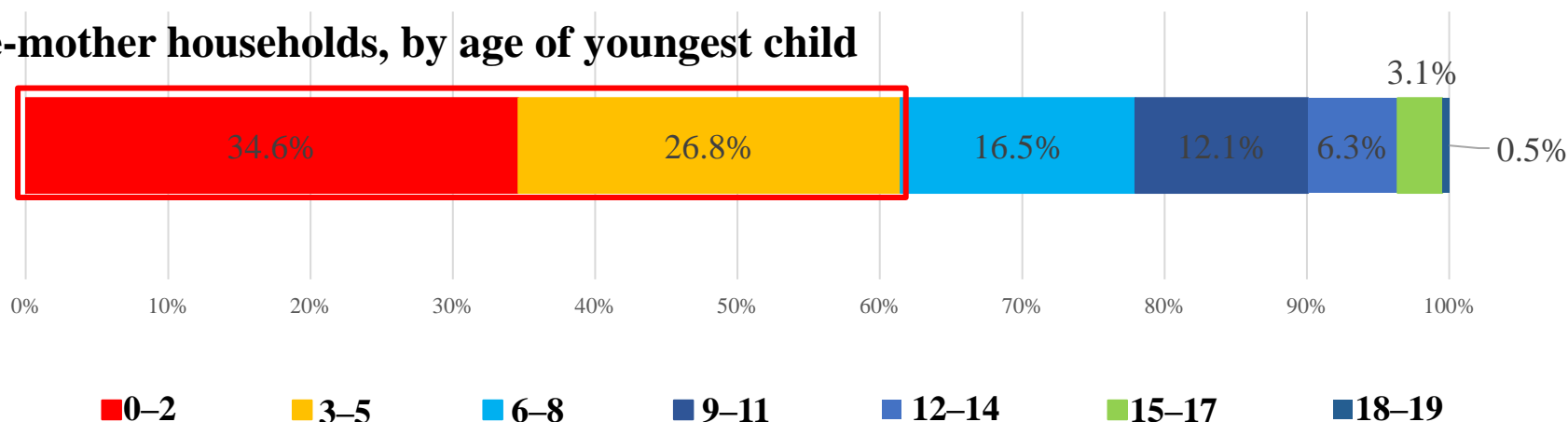
# Ages of Mother and Youngest Child in Single-mother Households at Time of Divorce

- When mothers became single parents, nearly half (47.8%) were in their 30s, followed by 40s (24.9%) and 20s (24.5%).
- In some 60% of the households, the youngest child was aged five or below when their mother became a single parent.

## ○ Single-mother households, by mother's age



## ○ Single-mother households, by age of youngest child



### Notes:

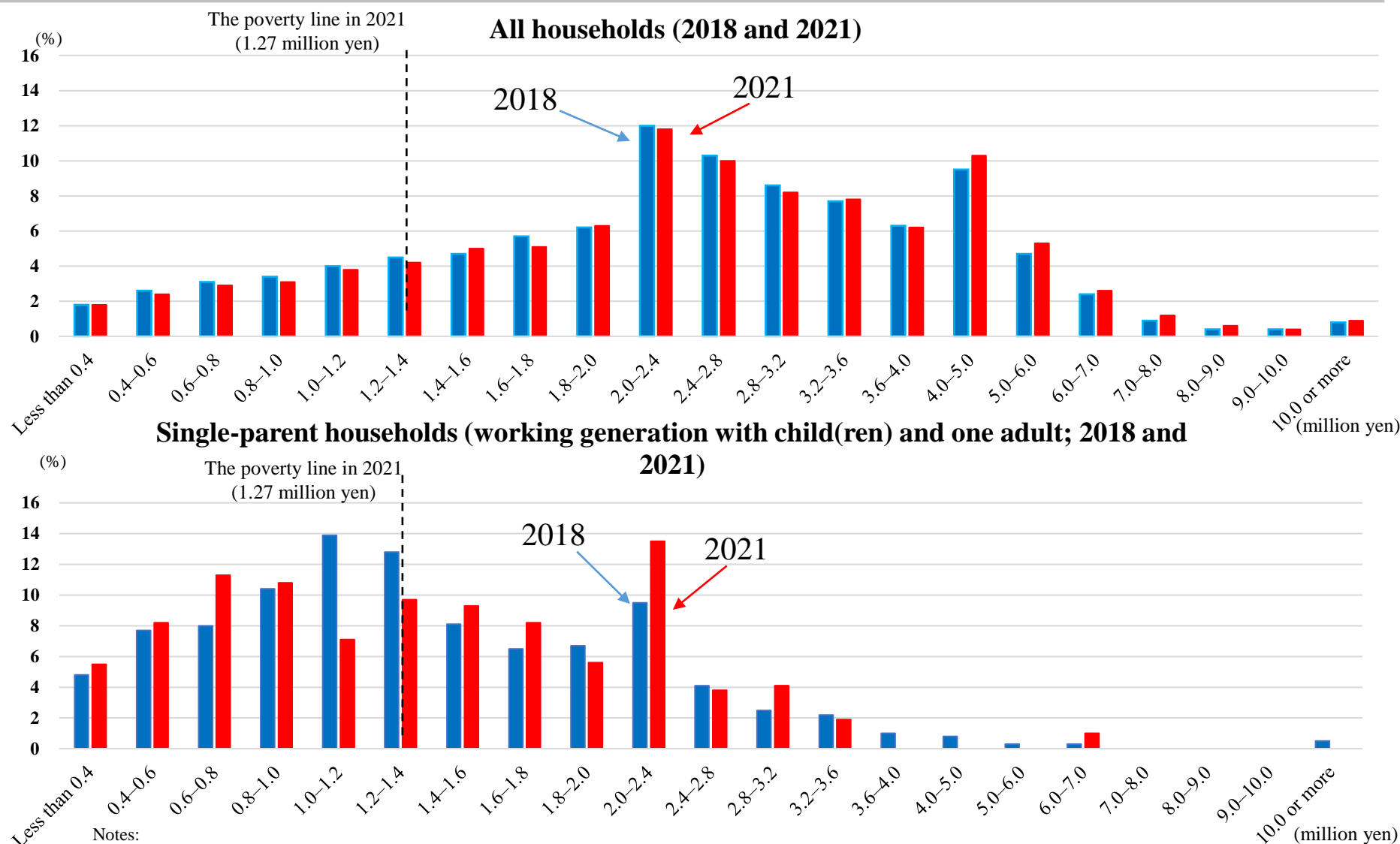
1. Compiled based on the MHLW's FY2021 Nationwide Survey on Single-Parent Households.
2. A single-mother household is a household in which a fatherless child (aged under 20 and unmarried) is raised by their mother.
3. "Divorce" comprises the following: divorces by mutual agreement, divorces by arbitration, divorces by judgment, and judicial divorces.
4. The percentage of single-mother households, by mother's age, was calculated as a fraction of all such households excluding those in which the mother's age at the time they became a single parent is unknown.
5. The percentage of single-mother households, by age of youngest child, was calculated as a fraction of all such households excluding those in which the youngest child's age at the time their mother became a single parent is unknown.



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

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

\*Working generation with child(ren) and one adult

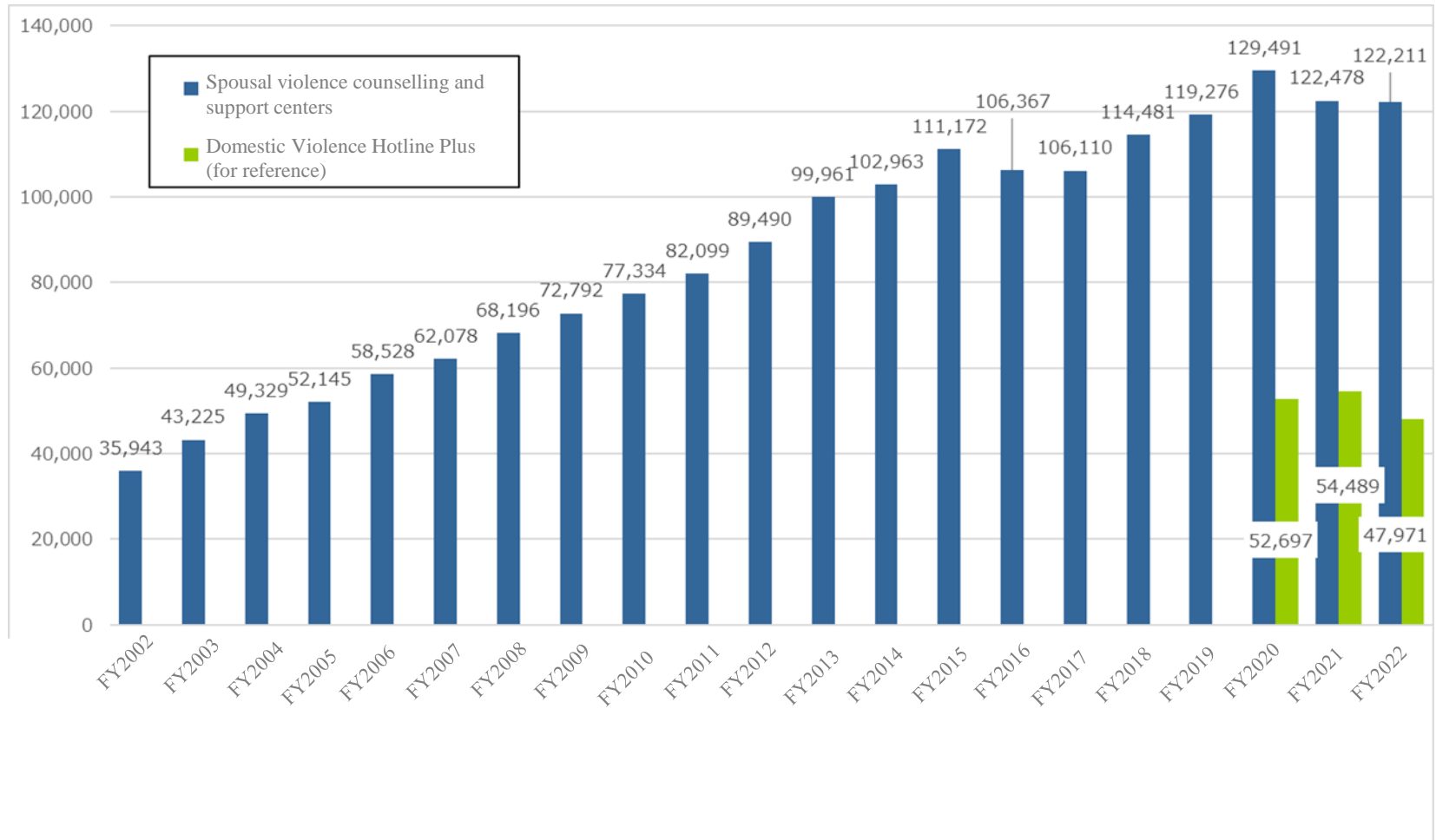


## Notes:

- Compiled based on the MHLW's *Comprehensive Survey of Living Conditions 2022*.
- "Adult" refers to a person aged 18 or older, and "child" refers to a person aged 17 or younger. "Active household" refers to a household in which the head of the household is aged 18 or older but younger than 65.
- Household members whose equivalent disposable income is unknown are excluded.

# Changes in Number of Consultations with Spousal Violence Counselling and Support Centers per Fiscal Year

- The number of consultations with spousal violence counselling and support centers has remained at a high level, having reached a record high in FY2020.
- The number of consultations in FY2022 was about 122,000, almost unchanged from FY2021 (down 0.4% year-on-year).



## Notes:

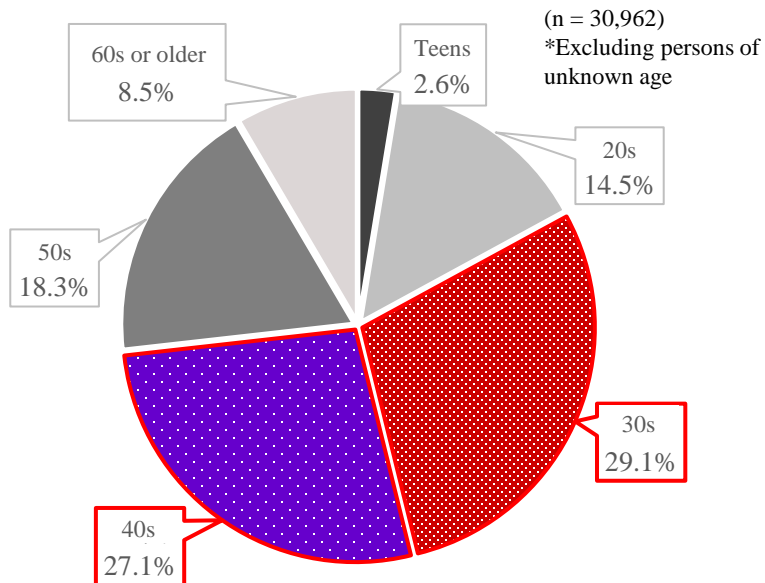
- The number of consultations with spousal violence counselling and support centers was compiled and aggregated by the Cabinet Office's Gender Equality Bureau based on the numbers of consultations, etc. with these centers nationwide that had been reported by respective prefectures.
- In regard to the Domestic Violence Hotline Plus established by the Cabinet Office, the number of consultations since its inception on April 20, 2020 was aggregated.

# Age of Persons Seeking Consultation on Domestic Violence (DV) and Contents of Consultation

- ✓ Persons in their 30s and 40s account for more than half (56.2%) of persons seeking consultation.
- ✓ Problems involving mental DV account for nearly 70% (67.3%) of consultations.

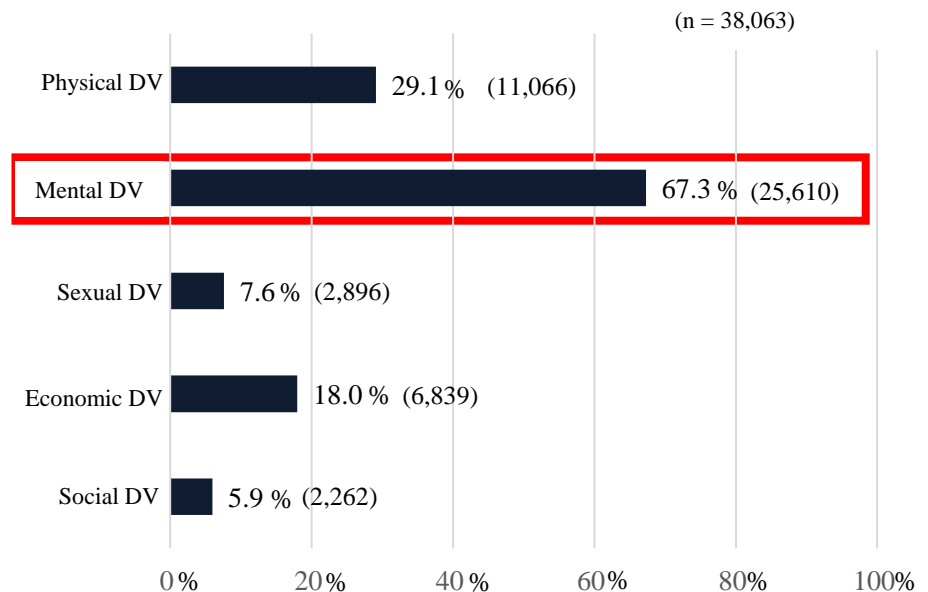
## Age of persons seeking consultation

People in their 30s and 40s account for more than half



## Contents of consultation (multiple choices)

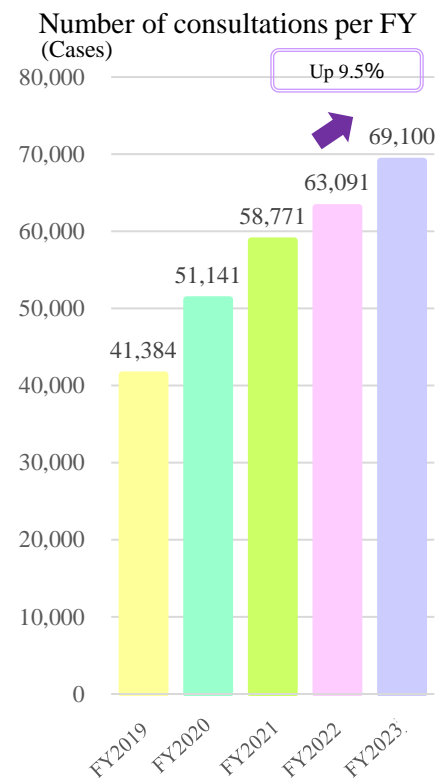
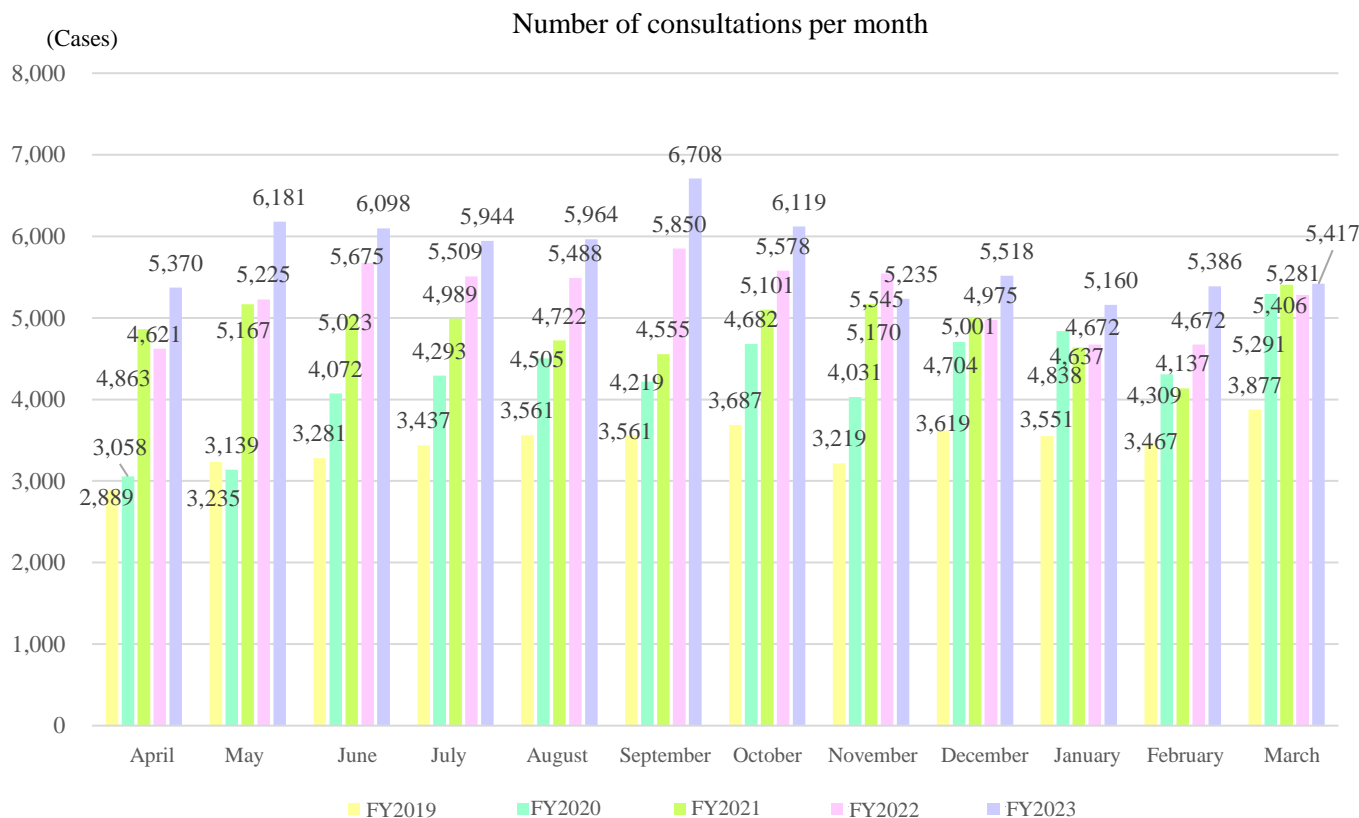
About 70% of consultations involve mental DV



Source: FY2023 Report on the Survey and Research Project for Analysis of Consultation Support in Domestic Violence Hotline Plus Operation

# Changes in the Number of Consultations with One-stop Support Centers for Victims of Sexual Crimes and Sexual Violence (FY2019–23)

The number of consultations with One-stop Support Centers nationwide has increased every year.  
In FY2023, the number of consultations rose by 9.5% compared to FY2022.  
(Recorded year-on-year increases in all months except November)



## Notes:

- Figures above are the total of the numbers of consultations in person and by telephone, email, social media, and other means that were reported by prefectures, etc. as the outcomes of grants for the support of the victims of sexual and spousal violence (project to support the victims of sexual crimes and sexual violence).
- The number of centers covered by the survey was 49 for FY2019–21 and 50 for FY2022–23.

# Gender and Age of People Consulting with One-stop Support Centers

Women account for the majority of the people consulting with the Centers, but around 10% of telephone consultations are sought by men. In terms of age at the time of victimization, around half of people were victimized when they were in their teens or younger, with 30% being of junior high school age or younger.

## Gender

### Telephone consultations

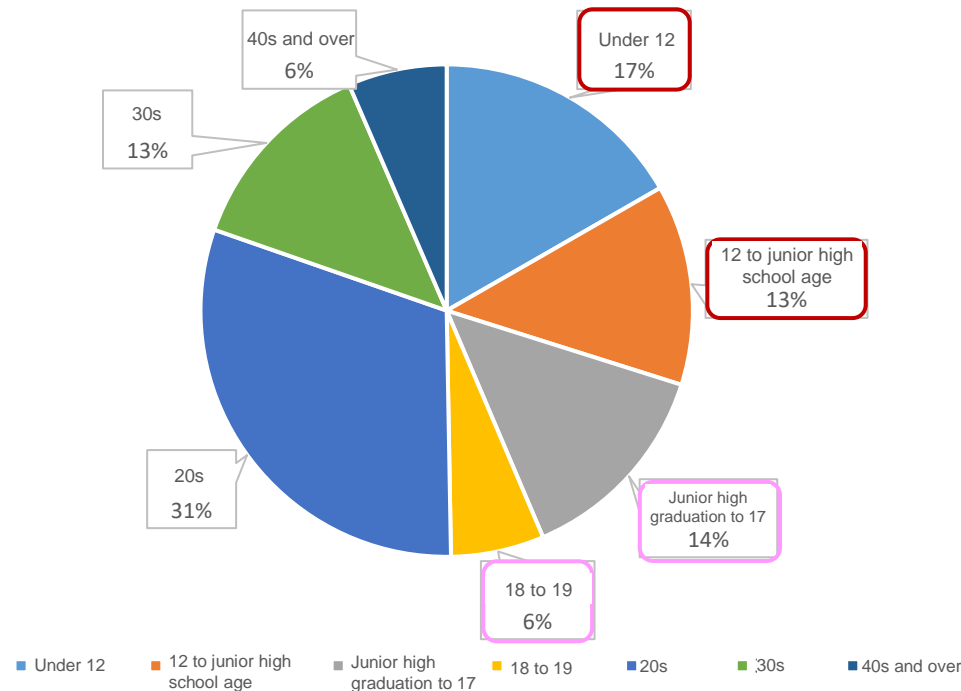
Women: 81.7% Men: 14.0%

### In-person consultations

Women: 97.5% Men: 2.3%

## Age at the time of victimization

### In-person consultations



\*The calculation of percentages did not include persons of unknown age (From June to August 2022)

# The Basic Policy on Gender Equality and Empowerment of Women 2024

## (The Intensive Policy for Gender Equality and the Empowerment of Women 2024): Briefing Materials

Focusing on new and expanded measures

June 11, 2024  
Decided by the Headquarters for  
Creating a Society in which All Women  
Shine and the Headquarters for the  
Promotion of Gender Equality

**Make development of human resources aimed at furthering gender equality and the empowerment of women the linchpin of sustainable, broad-reaching initiatives in line with the four key elements below.**

### I. Further promote active participation by women in companies, etc.:

Develop female human resources who participate actively and human resources who implement initiatives in companies and other organizations

Additional support is required for companies listed on the Prime Market of the Tokyo Stock Exchange that are failing to make progress with initiatives to achieve the targets for the ratio of female executives of 19% by 2025 and 30% or more by 2030, as well as no companies with zero female executives by 2025.

⇒ **The keys are to improve recruitment, development, and appointment of female human resources and to raise awareness among senior executives, managers, and other personnel who promote the appointment of women.**

### II. Further advance initiatives to increase women's income and achieve their economic empowerment:

Develop the capacity of women throughout Japan to achieve economic empowerment and nurture the human resources to support this

Initiatives are required at the regional level to promote gender equality and the empowerment of women throughout Japan.

⇒ **The keys are to develop people who take charge of local initiatives and improve their expertise, and to raise awareness among leaders.**

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

Conduct disaster management and reconstruction from the perspective of gender equality and develop human resources to support the victims of spousal violence, sexual crime, and sexual violence

It is necessary to strengthen initiatives aimed at realizing a society that can safeguard individual dignity, as well as safety and peace of mind. This entails advancing disaster management and reconstruction from the perspective of gender equality, including conducting a review on the response to Japan's Noto Peninsula earthquake on January 1, 2024; strengthening initiatives for women, peace, and security (WPS); reinforcing measures against spousal violence, sexual crime, and sexual violence; and addressing women's health issues at each life stage.

⇒ **The keys are to increase the participation of women in disaster response, and to reinforce provision for counselling support.**

### IV. Further accelerate initiatives to promote gender equality and the empowerment of women:

Develop female human resources who will participate in policymaking and planning processes in every sphere

In policymaking and project planning in every sphere, it is necessary to take into account the different effects on men and women and their differing needs.

⇒ **The key is participation by women in policymaking and planning processes in every sphere.**

### I. Further promote active participation by women in companies, etc.:

Develop female human resources who participate actively and human resources who implement initiatives in companies and other organizations

#### (1) Strengthening recruitment, development, and appointment of women in companies

- Encourage companies to formulate action plans for reaching targets on appointment of female executives, build a pipeline of female human resources who will become executive candidates, and take steps to propagate understanding within companies of why appointing women is meaningful and necessary.

- ⇒
  - Create and publicize guidelines for formulating action plans and roll out the best action plans in other companies.
  - Produce content to raise awareness, including compiling a collection of case studies of female executives, etc. who can serve as role models, and provide information.
  - Collaborate with stock exchanges, institutional investors, and companies, etc. implementing progressive practices to offer awareness-raising (i.e., seminars), etc. for all companies listed on the Prime Market of the Tokyo Stock Exchange.

- Assist companies taking positive action to support the active participation of women and child-rearing.

- ⇒
  - When allocating government ministry subsidies, strive to expand and facilitate the preferential treatment granting additional points to companies taking positive action, while considering the purpose of the subsidy.

#### (2) Promote women's participation in science, technology, and academic areas

- Increase occasions on which universities and colleges of technology in each region communicate the appeal of science and engineering fields with the aim of nurturing female students who will aspire to these fields.

- ⇒
  - Create and publicize a "Science & Engineering Challenge" program offering examples of methods, including classes by young role models, and encourage initiatives at universities and colleges of technology in each region.

- Offer a broader range of programming-related education.

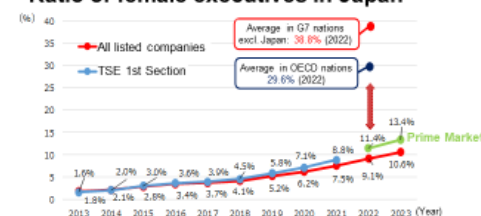
- ⇒
  - Promote enhanced teaching provision for junior high school technology and home economics classes (technological fields) and high school informatics classes and hold workshops for teachers on programming-related education.
  - Promote education in math, data science, and artificial intelligence, including programming-related education, for a wide range of students in universities and colleges of technology regardless of whether their major is humanities or sciences.

#### (3) Support female entrepreneurs

- Support female entrepreneurs, who face challenges such as limited access to networks of entrepreneurs and difficulties in fundraising.

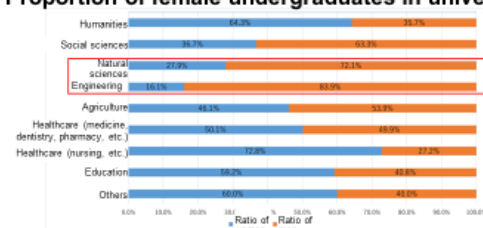
- ⇒
  - Involve a range of stakeholders including financial institutions and core regional companies in building a network that provides consistent support to female entrepreneurs throughout Japan. Use this network to offer advice on business plans and implement a support program to match female entrepreneurs with potential backers.

#### Ratio of female executives in Japan



Notes:  
1. Graph created by the Cabinet Office based on Yakun shikho published by Toyo Keizai Inc.  
2. Survey results are in principle as of July 31 each year.  
3. Executives include directors, auditors ("Kansayaku"), and executive officers ("Shikayaku").  
4. The reference for averages in G7 nations excluding Japan and OECD nations is the OECD's Social and Welfare Statistics.

#### Proportion of female undergraduates in universities



Source: Basic School Statistics for FY2023, published by the Ministry of Education, Culture, Sports, Science and Technology.



## II. Further advance initiatives to increase women's income and achieve their economic empowerment and nurture the human resources to support this

Develop the capacity of women throughout Japan to achieve economic empowerment and nurture the human resources to support this

### (1) Promote increased income and reskilling for women

- Resolve the "L-shaped curve"—representing the phenomenon whereby many women become non-regular workers after childbirth—by supporting continued regular employment for women and pursuing initiatives to enable those who have always worked in non-regular employment or who became non-regular workers following previous pregnancy, etc., to become regular employees.
  - Support subsidies for employers that extend their initiatives to convert non-regular workers into regular employees and improve employees' pay and benefits; and offer support for reskilling and job-seeking to non-regular workers. In addition, ensure compliance with the principle of equal pay for equal work.
  - Verify which vocational training is effective for advancing the careers of non-regular workers by offering vocational training on a trial basis employing a variety of attendance schedules and training formats with the needs of employed non-regular workers in mind.
- Support the acquisition of digital skills leading directly to employment and help women find jobs in the digital field.
  - In line with the Digital Human Resources Development Plan for Women, use subsidies for women's empowerment in regions, among other means, to provide selective support for regional initiatives expected to reliably lead to employment, such as provision of integrated support from skills acquisition to matching with an employer. In addition, publicize and raise awareness of the best examples of initiatives that led to employment via a collection of case studies, and replicate such initiatives nationwide.
- Further promote the publication and analysis of pay differences between men and women. Pursue initiatives focused on larger gender pay gaps.
  - Consider expanding the obligation to publish pay differences between men and women under the Act on the Promotion of Women's Active Engagement in Professional Life to general employers with 101 to 300 regular employees.
  - Promote self-inspection at individual companies, etc., including by developing tools for analyzing pay differences between men and women.
  - Focus on industries with larger gender pay gaps encouraging them to formulate action plans for each industry and implement initiatives, based on understanding of the actual situation, analysis, and clarification of the issues by the ministries with jurisdiction over each industry.
- Enable people to work without being conscious of the "Annual Income Barrier" (the threshold at which dependents incur tax and social insurance premiums).
  - Alongside working on expanding the application of employee insurance to part-time workers and raising the minimum wage, steadily implement the Enhanced Support Package to Help Overcome the Annual Income Barrier and strive to amend the pension system during the next pension system revision.

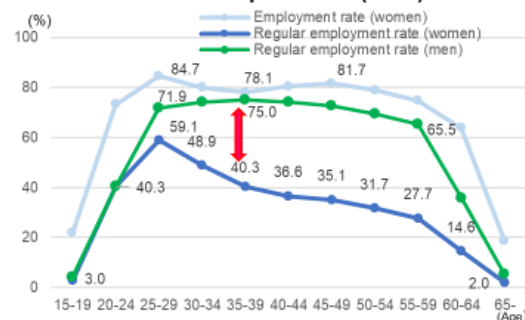
### (2) Support workers in balancing work with childcare or long-term care for elderly or sick relatives

- Enable both men and women to balance childcare or long-term care with career development and eliminate the uneven childcare burden on women, primarily by promoting flexible ways of working and encouraging men to take childcare leave.
  - To ensure smooth enforcement of the amended Act on Childcare Leave/Caregiver Leave and the amended Act on Advancement of Measures to Support Raising Next-Generation Children, which include measures to achieve flexible ways of working and expanded disclosure obligations regarding the ratio of men who take childcare leave, publicize these acts, promote understanding of them, and provide subsidies and support from experts on labor management.
  - Use briefings on the Act on Childcare Leave/Caregiver Leave to publicize and raise awareness among companies and workers including senior executives and managers that: (i) in addition to childcare leave, there are other schemes that help workers balance their commitments, (ii) such schemes can be used by both men and women, and (iii) it is important to maintain work-life balance not only while using such schemes, but also subsequently.
  - Provide subsidies for small and medium enterprise (SME) operators if they pay assistance benefits to colleagues who take over the work of workers on childcare leave or working reduced hours, or if they introduce schemes to enable flexible working during the childcare years or implement initiatives to enable workers to easily take long-term care leave and return to work afterward.
  - Encourage employers to create the conditions for diverse ways of working according to workers' individual needs, such as reducing long working hours, publicizing the best examples of using the "diversified regular employment" system and optional four-day work weeks, and supporting introduction of those systems.
  - Conduct public relations activities to encourage companies to provide housekeeping services as part of their employees' welfare programs.

### (3) Support women in balancing work with health issues

- Support women's active participation in the workplace by preventing working women from having no choice but to leave due to women's health issues at each life stage including menstruation, pregnancy and childbirth, menopause, etc.
  - Add items that would help with early detection of menstrual symptoms, menopausal disorders, etc. to the questionnaires for employer medical checkups pursuant to the Industrial Safety and Health Act (taking due care to safeguard privacy) and promote use of the updated questionnaires.
  - Promote the utilization of Femtech products and services in companies, etc. and replicate the best examples of their use in other companies.
  - Gather the best examples of companies and health insurance associations that are addressing women's health issues and achieving results, and widely publicize their achievements to other companies, etc. Do so by choosing from among entities officially certified as stocks or organizations committed to health and productivity-focused management, or as Nadeshiko Brands that are outstanding companies in terms of encouraging women's empowerment in the workplace. Consider relaxing the criteria for entering the SME category of Japan's KENKO Investment for Health program so that initiatives spread to SMEs as well.
  - Conduct discussions regarding further promotion of women's empowerment, including efforts among employers to address health issues specific to women, as part of discussions on extending and revising the Act on the Promotion of Women's Active Engagement in Professional Life that will cease to be effective on March 31, 2026.
  - Ensure that all government ministries take the lead in providing health education for their own workers as part of efforts to promote understanding of men's and women's differing health issues among corporate employees.

The L-shaped curve (2023)

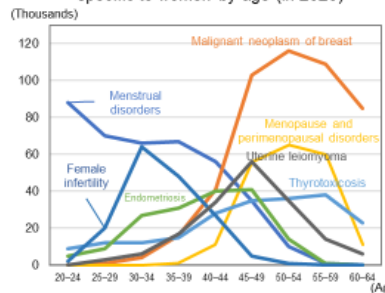


Notes:

- Graph created based on the Labor Force Survey (Basic Tabulation), published by the Ministry of Internal Affairs and Communications.
- Employment rate calculated as follows: Number of employees ÷ Population aged 15 or older × 100.
- Rate of regular employment calculated as follows: Number of regular employees ÷ Population aged 15 or older × 100.

### Differences in men's and women's health issues

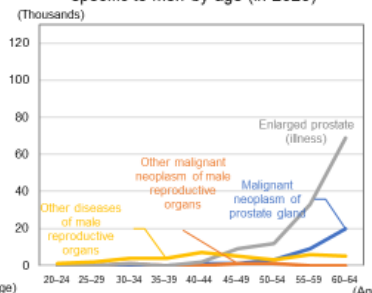
Total number of people with illnesses specific to women by age (in 2020)



Notes:

- Prepared from 2020 Patient Survey, Ministry of Health, Labour and Welfare.
- It is possible for men to experience malignant neoplasm of the breast and thyroiditis, but these are illnesses more commonly found in women.

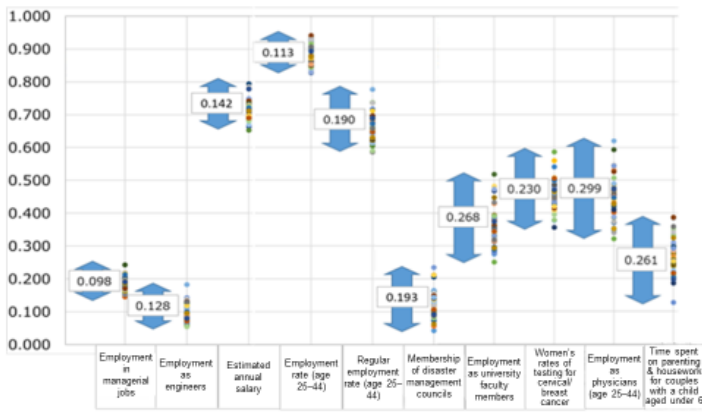
Total number of people with illnesses specific to men by age (in 2020)



**(4) Promote gender equality and the empowerment of women at the regional level**

- Promote the empowerment of women in regional companies and develop people to take charge in this regard.
  - ⇒ Collaborate with organizations such as the Japan Chamber of Commerce and Industry, the Central Federation of Societies of Commerce and Industry, the Japanese Bankers Association, and the Regional Banks Association of Japan to publicize and raise awareness of the best examples among regional companies, including finding out about initiatives at leading companies promoting and supporting women's empowerment at the regional level.
  - Facilitate cooperation between the National Women's Education Center (NWECC) and regional Centers for Gender Equality (the Centers) so that NWECC provides training to help improve the expertise of the Centers' personnel and gathers information and holds discussions to develop training programs and materials to be used by the Centers in their training for companies and business associations. The aim is to enable the Centers to collaborate with organizations such as regional companies and business associations, schools, and nonprofits to develop people to take charge of promoting gender equality and the empowerment of women at the regional level.
  - Conduct research on effective methods for building a new information platform to enable NWECC and the Centers throughout Japan to share the necessary knowledge and know-how with each other. This would include organizing statistical data on employment; aggregating information received from the Centers all over Japan about the gender-equality situation and related issues in various regions; and providing the results of analyzing such information to the Centers nationwide.
- Develop community leaders and raise their awareness as they will be key to implementing initiatives in local government bodies.
  - ⇒ Develop leaders and people to take charge of promoting gender equality and the empowerment of women at the regional level by making use of subsidies for women's empowerment in regions. Use these subsidies for appointing women, for supporting measures to develop female community leaders such as heads of community associations and members of disaster management councils in local government bodies, and for replicating positive examples of women's appointment to disaster management councils across other locations.
  - Roll out examples of progressive practices that contribute to women's political participation in local assemblies.
  - Use regional symposiums and other means to replicate the best examples of local governments promoting women's empowerment and encourage stronger commitments to empowering women among male leaders.
- Promote ways of working that are unconstrained by gender roles by eliminating people's stereotypical perceptions of gender roles and unconscious biases, as well as seeking to change mindsets and promote understanding among corporate PR representatives, managers involved with HR and business control, and senior executives in every region of Japan.
  - ⇒ Disseminate information about the existence of an "old boys' network" using a variety of content on websites, social media, etc., and raise awareness by, for instance, holding workshops for organizations such as local government bodies and business associations.

**Spreads in female-to-male ratios among Japan's 47 prefectures**



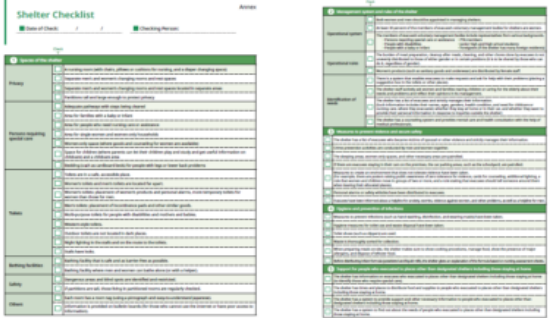
Note: The figure above is extracted from documents for the first meeting of the working group on the functional enhancement of NWECC and the Centers for Gender Equality.

**III. Realize a society that can safeguard individual dignity, as well as safety and peace of mind:**  
Advance disaster management and reconstruction from the perspective of gender equality and develop human resources to support the victims of spousal violence, sexual crime, and sexual violence

**(1) Advance disaster management and reconstruction from the perspective of gender equality**

- Review the disaster response to Japan's Noto Peninsula earthquake on January 1, 2024, and use findings for future disaster response.
  - ⇒ Review the response to this disaster based on the Guidelines for Disaster Prevention and Reconstruction from the Perspective of Gender Equality, identify the issues and initiatives that need to be addressed in the future, and compile a report.
- Increase the participation of women in disaster response and raise awareness among local government leaders and community members to promote further participation of women.
  - ⇒ Promote women's participation in disaster response at both the national and local government levels, given that the assignment of female staff to disaster and crisis management departments during normal times enables them to respond quickly and appropriately to the different needs of women and men when a disaster occurs.
  - Expand training on disaster management from a gender perspective for those involved in disaster response (including those in leadership positions) in order to incorporate women's perspectives into disaster management policies and measures.
  - Offer disaster management-related education for children according to their developmental stages to help them understand that women and men are affected differently at each stage of a disaster and that women's participation and leadership are important for improving community disaster prevention capabilities.

**Guidelines for Disaster Prevention and Reconstruction from the Perspective of Gender Equality (checklist of facilities at shelters)**



Source: Women's Perspective for Strengthening Disaster Response Capabilities: Guidelines for Disaster Prevention and Reconstruction from the Perspective of Gender Equality (May 2020), published by the Gender Equality Bureau of the Cabinet Office.



## (2) Reinforce measures against spousal violence, sexual crime, and sexual violence

- Further reinforce efforts to prevent violence by spouses or others, to protect and support victims, and to develop and publicize a consultation system, considering progress in enforcing related legislation such as the amended Act on the Prevention of Spousal Violence and the Protection of Victims and the Act on Support for Women Facing Difficult Problems.
  - ⇒ • Build on progress in enforcing related legislation by developing a consultation system that victims of all kinds can access without hesitation and bolstering collaboration among spousal violence counselling and support centers, the police, child guidance centers, private organizations, medical associations, healthcare professionals, and the Japan Legal Support Center, including use of statutory councils.
  - Implement offender programs as part of support provided to victims in every region by means of subsidies and training to promote understanding among those providing victim support at the prefectural level.
- Establish throughout society the understanding that sexual acts without consent are sexual violence and improve measures to eliminate sexual crime and sexual violence, as well as support for victims/survivors.
  - ⇒ • To make One-stop Support Centers for Victims of Sexual Crimes and Sexual Violence easy for all kinds of people to use, including children, young people, and men, subsidize prefectural authorities to ensure the centers' stable operation, improve counselling staff's expertise and capacity to provide assistance, and make use of a range of consultation methods, as well as implementing comprehensive measures to prevent the sexual victimization of children or young people.
  - In addition to accurately assessing how application of the Penal Code is progressing following its amendment, make steady progress on discussions aimed at promptly conducting research on the current situation with regard to sexual victimization, including the difficulty of reporting incidents pursuant to the Penal Code's supplementary provisions.

## (3) Provide support for women facing difficult problems

- Provide comprehensive support according to the needs of each individual woman facing difficult problems in line with the Act on Support for Women Facing Difficult Problems enforced in April 2024.
  - ⇒ • Strengthen the capabilities of women's counselling and support centers and women's self-support facilities, provide training and improved pay and benefits for women's counselling and support officers, and promote cooperation between private organizations and local government bodies.

## (4) Provide support for lifelong health

- Take action on "period poverty," promote and further utilize Femtech, consider the use of emergency contraception, promote the participation and empowerment of women in sports, and support female doctors.
- Expand capacity to provide medical services at the (provisionally named) National Center for Women's Health. In addition, by focusing research on women's lifelong health issues centered around the National Center and pursuing "gendered innovation," implement initiatives to support health during the menopause and at other times, in line with the differences between men and women. (Establish comprehensive measures)
- Offer training and raise awareness about women's health issues among healthcare professionals (e.g., internal medicine, psychiatry [depression], orthopedics [osteoporosis]), and implement initiatives to support health in line with the differences between men and women, including pre-pregnancy care.

# IV. Further accelerate initiatives to promote gender equality and the empowerment of women: Develop female human resources who will participate in policymaking and planning processes in every sphere

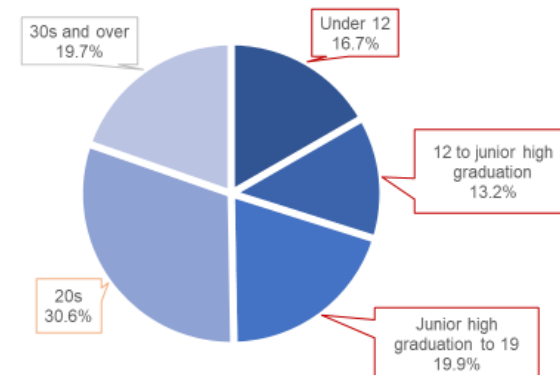
## (1) Promote formulation of governmental plans from the perspective of gender equality

- During policymaking and project planning in every sphere, take into account the different effects on men and women and their differing needs when discussing options and drawing up plans. As the basis for such policymaking, consider what differences exist between men and women and try to gain an understanding of how the related data differs for men and women.
- Facilitate women's participation in policymaking and planning processes in every sphere.

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

- To help gain a more realistic understanding of the barriers to women's participation in politics, conduct more detailed research on the challenges women face in this regard, and use the results for publicizing and raising awareness of the issues.
- Roll out examples of progressive practices that contribute to women's political participation in local assemblies. (Reposted)
- Set numerical targets for the proportion of women at each level of seniority in each government ministry. Publish these targets, along with related initiatives and progress, in a format that would be easily understood by women aspiring to positions as civil servants in each government ministry.

## Age at the time of victimization of those who consulted "One-stop Support Centers for Victims of Sexual Crimes and Sexual Violence"



Notes:

1. Graph created based on the report of the survey on support provided by One-stop Support Centers for Victims of Sexual Crimes and Sexual Violence, published by the Cabinet Office (March 2023).
2. Percentages represent the people consulting centers between June and August 2022, excluding those whose age at the time of victimization was unknown.

- The numerical target for the acceleration of appointment of women by companies has been set given by the reorganization of trading sections.
- Numerical targets for teleworking have been set, taking into account the Priority Policy Program for Realizing Digital Society (Cabinet decision of June 9, 2023).

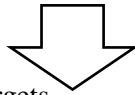
## Acceleration of appointment of women by companies

### ■ Numerical target in the Fifth Basic Plan for Gender Equality

Item	Current status	Numerical target (Deadline)
Proportion of female executives of companies listed on 1st Section of the Tokyo Stock Exchange (Note 1)	—	12% (2022) (Note 2)

(Note 1) Executives include directors, auditors ("Kansayaku"), executive officers ("Shikkoyaku") and executive officers ("Shikkoyakuin") and the equivalent.

(Note 2) Targets after the reorganization of trading sections is to be set at the time of interim follow-up for the Fifth Basic Plan.



### ■ Revised numerical targets

Item	Current status	Numerical target (Deadline)
Proportion of female executives among companies listed on the Prime Market of the Tokyo Stock Exchange (Note 3)	—	19% (2025)
Proportion of companies without female executives among companies listed on the Prime Market of the Tokyo Stock Exchange (Note 3)	—	0% (2025)

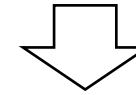
(Note 3) Executives include not only directors, auditors("Kansayaku"), and executive officers ("Shikkoyaku"), but also executive officers("Shikkoyakuin") and the equivalent on the assumption of each company's target for appointing female executives. (Basically, those selected and dismissed via decisions from the board of directors as "the appointment and dismissal of an important employee including managers" in the Companies Act, but also those to whom important authority has been delegated for work, etc).

## Teleworking

### ■ Numerical target in the Fifth Basic Plan for Gender Equality

Item	Current status	Numerical target (Deadline)
Teleworking (Note 4)	—	(Note 4)

Note 4. Specific items and numerical targets are to be set in light of the status of response to the COVID-19 pandemic and subsequent changes in social conditions.



### ■ Revised numerical targets

Item	Current status	Numerical target (Deadline)
Proportion of companies that have introduced teleworking	Regions excluding South Kanto, Kinki, and Tokai: 40.5% South Kanto, Kinki, and Tokai regions: 57.6% Nationwide: 51.7% (FY2022)	Regions excluding South Kanto, Kinki, and Tokai: 45.4% South Kanto, Kinki, and Tokai regions: 60.2% Nationwide: 55.2% (FY2025)
Proportion of employed teleworkers based on teleworking systems, etc. (Note 5)	22.7% (FY2022)	25.0% (FY2025)

Note 5. Proportion of employed workers who have a telework system in place at their place of work (including cases where their company or supervisor allows telework even though there is no system) and are teleworking.

# Expert Examination Committee on Plan Implementation and Monitoring

## Overview

- Created under the Council for Gender Equality, which consists of relevant ministers and private-sector experts and meets at the Prime Minister's Office to discuss the big picture of gender equality, the Expert Examination Committee on Plan Implementation and Monitoring is tasked with discussing more specific matters.
- The committee monitors the implementation of the Fifth Basic Plan for Gender Equality, decided by the Cabinet in December 2020, and deliberates the Intensive Policy for Gender Equality and the Empowerment of Women (known as the Basic Policy on Gender Equality and Empowerment of Women), which specifies the priority issues to be addressed by individual government ministries in the current and next fiscal year.

## Matters discussed at recent meetings

- **October 13, 2023 (27th meeting)**
  - (1) Issues to be discussed going forward, and interim follow-up for the Fifth Basic Plan for Gender Equality
  - (2) Holding of a working group meeting to discuss the development of guidelines for the operation and management of Centers for Gender Equality
- **November 7, 2023 (28th meeting)**
  - (1) Promotion of gender equality in hiring, etc. and work-life balance; and support for lifelong health
  - (2) Promotion of gender equality in science, technology, and academia
- **November 27, 2023 (29th meeting)**
  - (1) Survey on the status of the development of gender statistics
  - (2) Promotion of gender equality at the regional level and in disaster management, reconstruction, and environmental issues
  - (3) Acceleration of appointment of women by companies
- **December 14, 2023 (30th meeting)**
  - (1) Results of interim follow-up for the Fifth Basic Plan for Gender Equality
  - (2) Functional enhancement and facility review of the National Women's Education Center and the Centers for Gender Equality
- **December 20, 2023 (31st meeting; correspondence-based discussion)**  
Partial revision of the Fifth Basic Plan for Gender Equality
- **January 25, 2024 (32nd meeting)**
  - (1) Actions to be taken by Japan in light of global initiatives
  - (2) Improvement of recruitment and development of women in companies
- **February 29, 2024 (33rd meeting)**
  - (1) Promotion of gender equality and the empowerment of women at the regional level
  - (2) Perspective of gender equality in children's policy
- **March 26, 2024 (34th meeting)**
  - (1) Support for women's lifelong health
  - (2) Support for single-parent households, etc.
  - (3) Initiatives for public procurement that facilitate the empowerment of women
  - (4) Expansion of participation of women in the field of politics
- **April 25, 2024 (35th meeting)**
  - (1) Initiatives to further increase women's income
  - (2) Status of work-style reforms and women's empowerment in the public sector
  - (3) Response following the 2024 Noto Peninsula Earthquake from women's perspectives
- **May 15, 2024 (36th meeting)**
  - (1) Results of survey on the status of development of gender statistics
  - (2) Housework assistance services
  - (3) Discussion toward the formulation of the Basic Policy on Gender Equality and Empowerment of Women 2024
- **May 30, 2024 (37th meeting; correspondence-based discussion)**  
A draft Intensive Policy for Gender Equality and the Empowerment of Women 2024 (Basic Policy on Gender Equality and Empowerment of Women 2024)

## Expert members of the committee

- Fujiyo Ishiguro (Director, Chief Evangelist, Netyear Group Corporation)
- Kumie Inoue (Assistant General Secretary, Japanese Trade Union Confederation)
- Asako Osaki (Director, Gender Action Platform)
- \* Haruka Kuwabara (Mayor, Tsunan Town)
- Tetsuya Kobayashi (lawyer, Kobayashi Sogo Law Office)
- Narie Sasaki (Project Associate Professor, Department of Biological Sciences, Graduate School of Science, The University of Tokyo; and Visiting Professor, Special Assistant to the President (in charge of gendered innovation), Yokohama National University)
- Renge Jibu (Associate Professor, Institute for Liberal Arts, Tokyo Institute of Technology)
- \* Sawako Shirahase (Project Professor, The University of Tokyo)
- Yasuyuki Tokukura (Director, Fathering Japan; and Representative Director and President, familie K.K.)
- \* Shintaro Yamaguchi (Professor, Graduate School of Economics, The University of Tokyo)
- \*◎ Masahiro Yamada (Professor, Faculty of Letters, Chuo University)
- Isamu Yamamoto (Professor, Faculty of Business and Commerce, Keio University)

### Notes:

1. As of April 18, 2024.
2. ◎ denotes the committee chair, and the asterisk denotes a member of the Council for Gender Equality.

As meetings are held online (Zoom webinars), anyone who has registered in advance on the website of the Gender Equality Bureau can observe the session from anywhere in Japan.

# G7 Ministerial Meeting on Gender Equality and Women's Empowerment in Nikko, Tochigi

## 1. Purpose

Held in Japan's Nikko City, the ministerial meeting aimed to help strengthen the gender mainstreaming efforts of the G7, of which Japan assumed the presidency in 2023, and to communicate the nation's initiatives for gender equality and women's empowerment to the international community and thereby give further impetus to the initiatives.

## 2. Venue

Nikko City, Tochigi Prefecture (The Ritz-Carlton, Nikko)

## 3. Dates

June 24–25, 2023

## 4. Participating countries (in order of rotating presidency) and institutions

Japan (host nation), Italy, Canada, France, US, UK, Germany, EU, Women7 (W7), and Gender Equality Advisory Council (GEAC)

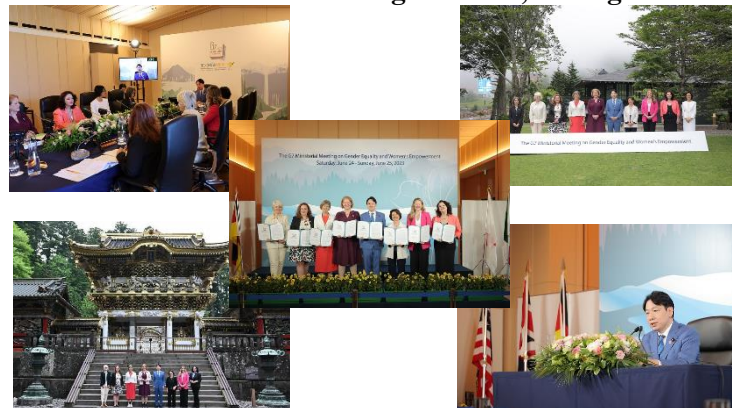
## Outcomes

- The ministerial meeting discussed two main topics—**embracing the lessons from the COVID-19 pandemic** and **women's economic independence**—and adopted a joint statement (**Nikko Statement**) as the outcome document.
- The Nikko Statement **comprehensively** considers and analyzes the disproportionately negative impact of the COVID-19 pandemic on women and girls, while exploring the underlying **structural issues**. In particular, **guidelines for future efforts to address** the issues listed below are organized in a systematic and cross-sectoral way.

### Main issues addressed in the Nikko Statement

- Women's economic independence
- Gender-based violence
- A framework to promote G7's commitment
- Unpaid care and domestic work
- Changing society's mindset

## G7 ministerial meeting in Nikko, Tochigi



## Reference 1: G7 Ministerial Meeting on Gender Equality and Women's Empowerment

Since the inaugural meeting was convened under Italy's presidency in 2017, meetings have been held regularly, except for interruptions due to the pandemic. The 2023 meeting was the first held in Japan.

## Reference 2: Gender Equality Week 2023

Each year, Japan celebrates Gender Equality Week from June 23 to 29. In 2023, when the G7 ministerial meeting was scheduled for that week, the National Conference for the Formation of a Gender-Equal Society was held in Utsunomiya City, Tochigi Prefecture, on June 24 (Sat.).

## G7 ministerial meeting 2022 in Germany

