

ESCAP/Asia-Pacific Ministerial Conference on the Beijing+30 Review

Country Statement by Mr. KOYAGI, Head of the Delegation of Japan

Honorable Chair,

As we approach the milestone year of 2025, marking both the anniversary of the “Beijing Declaration and Platform for Action” and the “2030 Agenda for Sustainable Development”, I believe it is highly meaningful to share the experiences of Asia-Pacific countries at this meeting. We hope to contribute to the discussions at the United Nations Commission on the Status of Women next March.

Honorable Chair,

Japan reaffirms its commitment to advancing a gender-equal society and empowering women as foundational steps toward creating an inclusive society where everyone can find purpose in their lives and where individuality and diversity are respected.

As part of our efforts over the past five years, we established the “Fifth Basic Plan for Gender Equality” in December 2020, a five-year plan including outcome targets, designed with a ten-year vision. To accelerate the implementation of this Basic Plan, we have been formulating a policy package of priority measures every June.

Here are some representative initiatives:

- In 2022, we required employers to disclose their “gender wage gap.” This initiative aims to promote the creation of an environment encouraging women’s empowerment by enhancing transparency.
- In 2023, we set numerical targets for the proportion of female executives and have been advancing efforts to develop and appoint women leaders to meet these targets.
- Additionally, we are intensifying initiatives to promote of women’s empowerment within STEM fields and regional areas.

In the field of gender-based violence, we have implemented several legal reforms over the past five years, including amendments to the Penal Code and the Act on the Prevention of Spousal Violence and the Protection of Victims.

The progress of these initiatives has advanced the movement towards gender equality throughout society.

For example,

women’s participation in the workforce continues to increase. The rate of women continuing employment around the time of their first child has risen from 53.1% in 2015 to 69.5% in 2021. Additionally, the percentage of men taking childcare leave has significantly increased from 1.9% in 2012 to 30.1% in 2023, indicating a significant shift in workplace dynamics and male attitudes.

Nevertheless, challenges remain, such as underrepresentation of women in decision-making positions, and we must maintain our efforts to address such issues.

Honorable Chair,

The Japanese government will begin deliberations on the Sixth Basic Plan for Gender Equality, which covers the period from fiscal year 2026 to 2030. On formulating this plan, we aim to incorporate the insights of various stakeholders, including experts and citizens.

We will continue to strengthen our efforts toward the realization of a gender-equal society.

Thank you for your kind attention.