











Japan

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
72.5	67.5	67.5

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Japan, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Tokyo). The scores for Japan are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	0.0	100.0	75.0	25.0	75.0	100.0	100.0	50.0	100.0	100.0
Supportive frameworks score	75.0	66.7	66.7	50.0	100.0	66.7	100.0	66.7	33.3	50.0
Expert opinions score	75.0	100.0	50.0	37.5	75.0	62.5	50.0	50.0	100.0	75.0

In summary, the **WBL 2.0 legal frameworks score** for Japan (72.5 out of 100.0) is higher than the global average (64.2) and lower than the High income: OECD regional average (84.9). When it comes to constraints on freedom of movement, laws affecting women’s work after having children, laws affecting childcare, laws affecting women’s property and inheritance and laws affecting the size of a woman’s pension, Japan obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Japan is on the indicator measuring laws affecting women’s safety. To improve on the Safety indicator, Japan may wish to consider putting in place legislation on domestic violence, introducing legislation on femicide, adopting comprehensive legislation on sexual harassment and introducing legislation on child marriage.

The **WBL 2.0 supportive frameworks score** for Japan (67.5 out of 100.0) is higher than the global average (39.5) and lower than the High income: OECD regional average (68.1). When it comes to supportive frameworks related to marriage and supportive frameworks affecting childcare, Japan obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Japan is on the indicator measuring supportive frameworks affecting women’s property and

inheritance. To improve on the Assets indicator, Japan may wish to consider putting in place awareness measures to improve women's access to information about marital and inheritance rights and publishing anonymized sex-disaggregated data on property ownership on a regular basis.

The **WBL 2.0 expert opinions score** for Japan (67.5 out of 100.0) is higher than the global average (65.7) and lower than the High income: OECD regional average (82.9). When it comes to expert opinions on freedom of movement and expert opinions on women's property and inheritance, Japan obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Japan is on the indicator measuring expert opinions on women's pay.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Is there legislation on domestic violence?	No	No applicable provisions could be located
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	No	No applicable provisions could be located
Is there legislation on child marriage?	No	No applicable provisions could be located
Mobility		
Can a woman travel internationally in the same way as a man?	Yes	Passport Act, Arts. 3 and 5
Can a woman choose where to live in the same way as a man?	Yes	Civil Code, Art. 725
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Nationality Law, Arts. 2 and 7
Workplace		
Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
Does the law prohibit discrimination in employment based on gender?	Yes	Act on Securing, Etc. of Equal Opportunity and Treatment between Men and Women in Employment, Arts. 5 and 6
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Act on Securing, Etc. of Equal Opportunity and Treatment between Men and Women in Employment, Arts. 5 and 9; Employment Measures Act, Art. 10
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
Pay		
Does the law mandate equal remuneration for work of equal value?	No	No applicable provisions could be located
Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
Can a woman work in an industrial job in the same way as a man?	No	Labor Standards Act, Art. 64-2
Can a woman work in a job deemed dangerous in the same way as a man?	No	Labor Standards Act, Art. 64-3(2)
Marriage		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	Basic Resident Registration Law, Arts. 6 and 7
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Civil Code, Arts. 2 and 752
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Civil Code, Arts. 763-770
Does a woman have the same rights to remarry as a man?	No	Civil Code, Art. 733
Parenthood		
Is paid leave of at least 14 weeks available to mothers?	Yes	Labor Standards Act, Art. 65; Child Care and Family Care Leave Act, Art. 5(1); Employment Insurance Act, Art. 61-4
Are leave benefits for mothers paid solely by the government?	Yes	Health Insurance Act, Art. 102

Is there paid leave available to fathers?	Yes	Child Care and Family Care Leave Act, Arts. 5(1) and 9-2; Employment Insurance Act, Art. 61-4
Is dismissal of pregnant workers prohibited?	Yes	Act on Securing, Etc. of Equal Opportunity and Treatment between Men and Women in Employment, Art. 9
Childcare		
Does the law establish provision of childcare services in center-based settings?	Yes	Children and Childcare Support Act No. 65 of 2012, Arts. 3 and 7; Child Welfare Act No. 164 of 1947, Arts. 21-9, 24 and 39(1); Act No. 77 of 2006, Arts. 3-1, 4 and 11-12
Does the law establish any form of support to families for childcare services?	Yes	Children and Childcare Support Act No. 65 of 2012, Arts. 11, 19, 30, 30-4 and 30-11; Official Website of Cabinet Office
Does the law establish any form of support to non-state childcare providers?	Yes	Child Welfare Act No. 164 of 1947, Arts. 56-4-3 and 57; Grant Guidelines for Nursery School and Other Facilities of 2018; Local Tax Law No. 226 of 1950, Arts. 348(10-4) and 348-10-10; Act No. 76 of 15 May 1991, Art. 30; Official Website of the Cabinet Office; Official Website of Ministry of Health, Labor and Welfare
Does the law establish quality standards for the provision of childcare services in center-based settings?	Yes	Ministry of Health and Welfare Ordinance No. 63 of 1947, Sec. 33; Act No. 77 of 2006, Art. 15; Child Welfare Act, Art. 59(2)(5)
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Civil Code, Arts. 2-4 and 521
Does the law prohibit discrimination in access to credit based on gender?	No	No applicable provisions could be located
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	Yes	Act on Promotion of Women's Participation and Advancement in the Workplace, Arts. 9 and 20
Assets		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Civil Code, Arts. 206, 758(2), 762 and 768; National Land Use Planning Act, Art. 2; Civil Code, Art. 209 (1)
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Civil Code, Arts. 2 and 887(1)
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Civil Code, Arts. 2 and 890
Does the law provide for the valuation of nonmonetary contributions?	Yes	Civil Code, Art. 768(3)
Pension		
Are the ages at which men and women can retire with full pension benefits equal?	Yes	Employees Pension Insurance Act, Art. 42; National Pension Act, Art. 26
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	National Pension Act, Art. 9-2; Employees Pension Insurance Act, Supplementary Provisions Art. 7-3
Is the mandatory retirement age for men and women equal?	Yes	No applicable provisions could be located
Are periods of absence due to childcare accounted for in pension benefits?	Yes	Employees Pension Insurance Act; National Pension Act

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Guidelines for Measures Employers Should Take in Employment Management Regarding Problems Caused by Sexual Behavior in the Workplace; Japan Legal Support Center; One-Stop Support Center for Victims of Sexual Crimes and Sexual Violence; Spousal Violence Counseling and Support Centers
Are there special procedures for cases of sexual harassment?	No	Insufficient evidence located

Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	Council for Gender Equality
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	Yes	FY2022 Budget; FY2021 Budget
Mobility		
Are passport application processes the same for women and men?	Yes	Passport application form; Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Has the government published guidelines on non-discrimination based on gender in recruitment?	Yes	Ministry of Health, Labour and Welfare: Basics of Fair Recruitment Selection
Has the government published guidelines on flexible work arrangements?	Yes	Ministry of Health, Labour and Welfare: "Work-Life Balance in the Workplace" Supplementary information
Is there a specialized body that receives complaints about gender discrimination in employment?	No	Insufficient evidence located
Pay		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	No	Insufficient evidence located
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	Yes	Statistics Bureau: Labour Force Survey
Marriage		
Is there a fast-track process or procedure for family law disputes?	Yes	Domestic Relations Case Procedure Act, Art. 244
Are there specialized family courts?	Yes	Family Court of Tokyo
Is legal aid available for family law disputes?	Yes	Japan Legal Support Center (Houterasu)
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Japan National Health Insurance Association: When you give birth (Lump-sum birth and childcare allowance/Maternity allowance)
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	No	Insufficient evidence located
Has sex-disaggregated data on unpaid care work been published?	Yes	Statistics Bureau of Japan: 2021 Social Life Basic Survey Results Regarding Time Spent and Daily Activities
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of Bureau of Social Welfare, Tokyo Metropolitan Government; Official Website of Ministry of Health, Labor and Welfare
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Children and Childcare Support No. 65 of 2012, Art. 19; Implementing Regulations on Children and Childcare Support Act, Art. 28-19
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	Yes	Official Website of the Bureau of Social Welfare, Tokyo Metropolitan Government; Official Website of the Cabinet Office
Has the government published any reports on quality of childcare services within the last 3 years?	Yes	Official Website of Cabinet Office, Government of Japan
Entrepreneurship		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	Yes	The Ministry of Internal Affairs and Communications; Gender Equality Bureau
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	Yes	DBJ Women Entrepreneurs Center; APT Women by Tokyo Metropolitan Government; Women's Entrepreneurship Support Program by Ministry of Economy, Trade, and Industry; Women, Youth/Senior Entrepreneur Support Funds; J-StarX Female Entrepreneurship Course
Is there a current national government plan or strategy with a focus on women's access to financial services?	No	Insufficient evidence located



Assets

Are there mechanisms or incentives to encourage women to register immovable property?	Yes	Real Property Registration Act, Art. 65; Civil Code, Arts. 249-264
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Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
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Is anonymized sex-disaggregated data on property ownership published on a regular basis?	No	Insufficient evidence located
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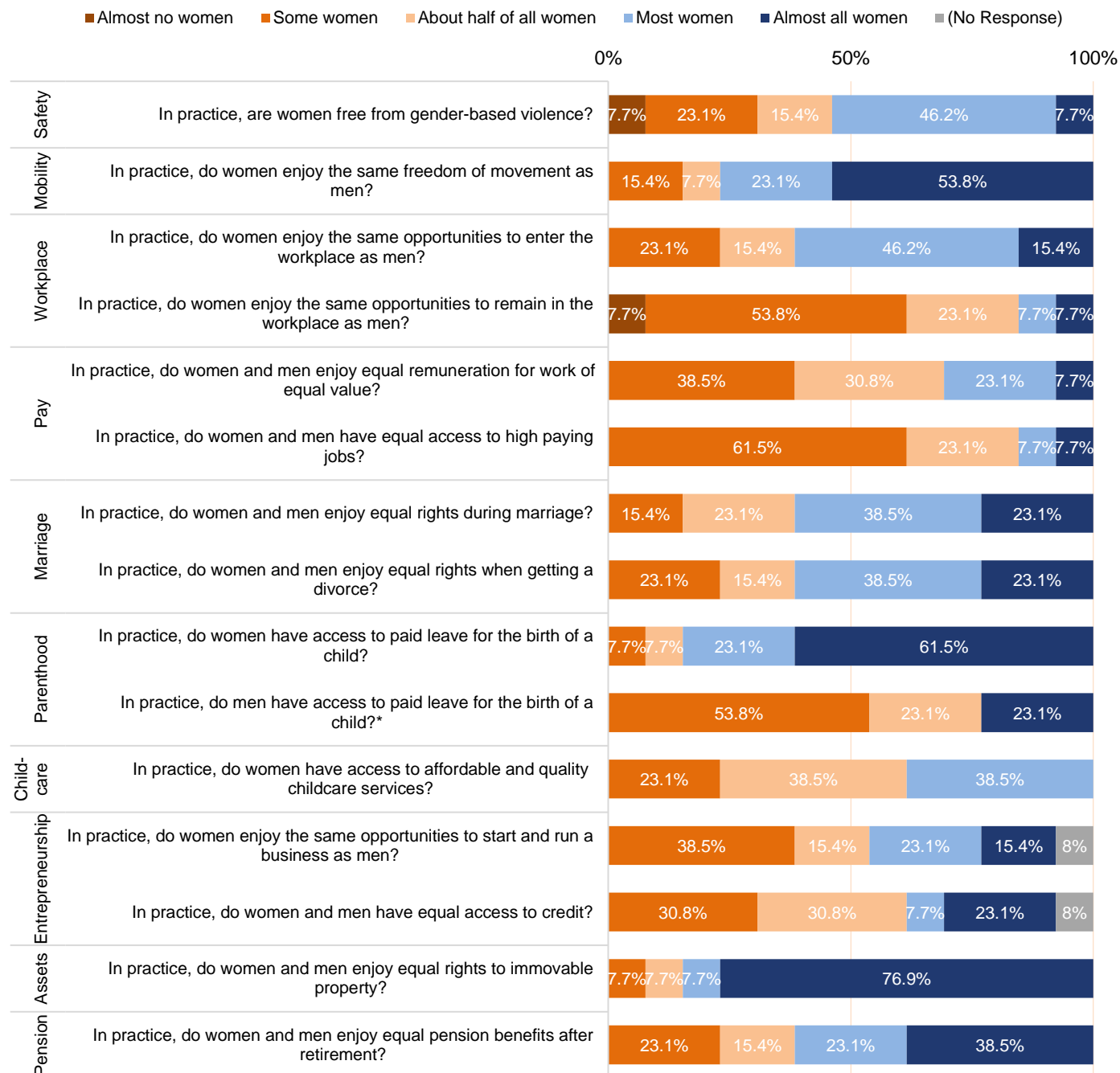
Pension

Are there incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
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Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Employees' Pension Insurance Act, Art. 90; Social Insurance Examiner and Social Insurance Examination Board Act, Art. 3
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WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.