











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 | | |
| Does the law address child marriage? | No | No applicable provisions could be located |
| Does the law address sexual harassment? | No | No applicable provisions could be located |
| Does the law address domestic violence? | No | No applicable provisions could be located |
| Does the law address femicide? | No | No applicable provisions could be located |
| Mobility | | |
| Can a woman choose where to live in the same way as a man? | Yes | Civil Code, Art. 725 |
| Can a woman travel internationally in the same way as a man? | Yes | Passport Act, Arts. 3 and 5 |
| Can a woman travel outside her home in the same way as a man? | Yes | No restrictions could be located |
| Do a woman and a man have equal rights to confer citizenship on 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 explicitly 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 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 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 a job deemed dangerous in the same way as a man? | No | Labor Standards Act, Art. 64-3(2) |
| Can a woman work in an industrial job in the same way as a man? | No | Labor Standards Act, Art. 64-2 |
| Marriage | | |
| 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 be "head of household" or "head of family" in the same way as a man? | Yes | Basic Resident Registration Law, Arts. 6 and 7 |
| 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 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 the provision of center-based childcare services? | 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 for 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 for nonstate 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 center-based childcare services? | 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 for 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 a woman and a man 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? | 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 a woman and a man can retire with full pension benefits the same? | Yes | Employees Pension Insurance Act, Art. 42; National Pension Act, Art. 26 |
| Are the ages at which a woman and a man can retire with partial pension benefits the same? | Yes | National Pension Act, Art. 9-2; Employees Pension Insurance Act, Supplementary Provisions Art. 7-3 |
| Is the mandatory retirement age for a woman and a man the same? | 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 special procedures in place for cases of sexual harassment? | No | Insufficient evidence located |



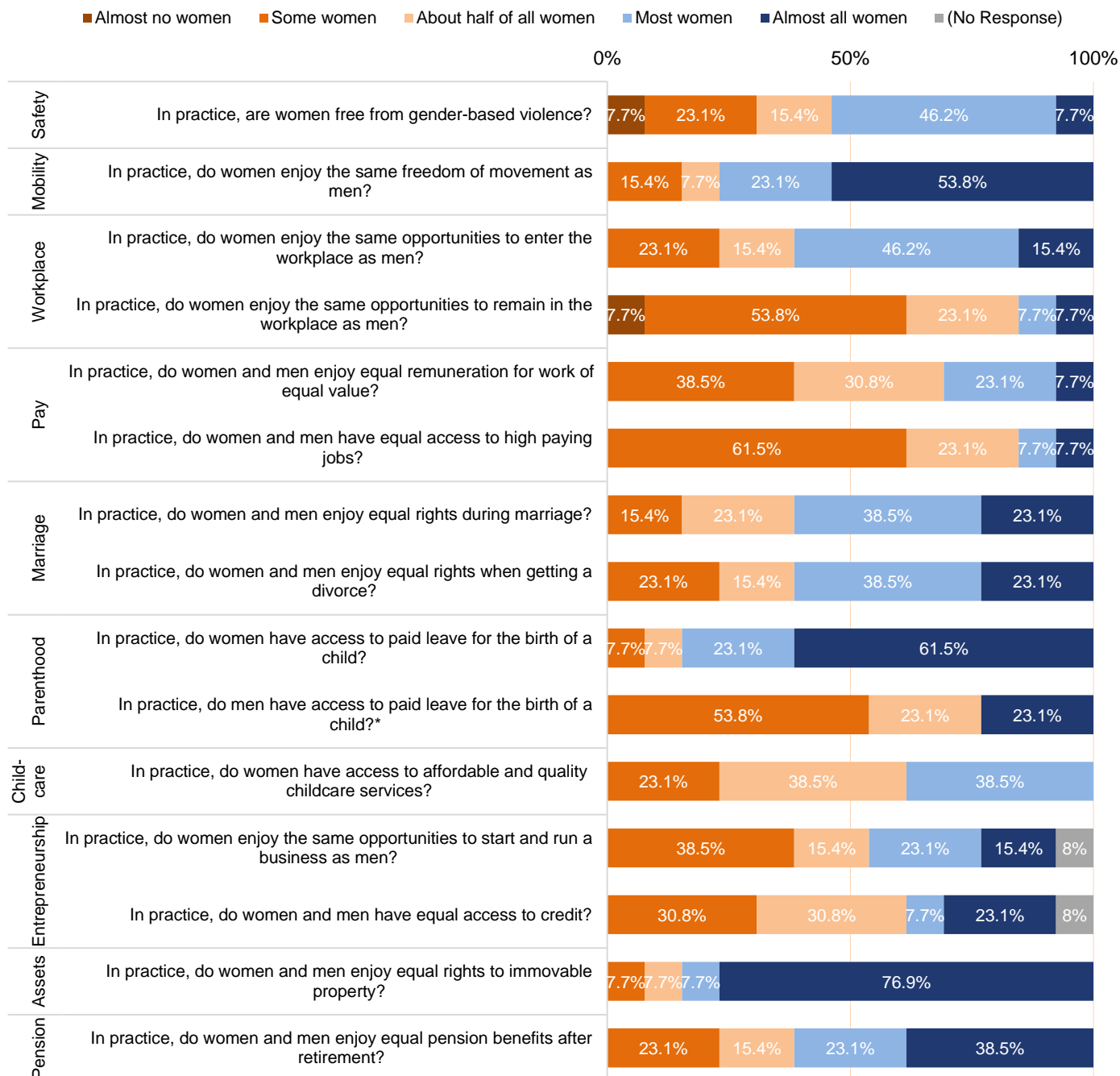
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|------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Is a government entity responsible for monitoring and implementing national services, plans and programs addressing violence against women? | Yes | Council for Gender Equality |
| Is an annual budgetary allocation devoted to violence against women risk mitigation, prevention, and response programs? | Yes | FY2022 Budget; FY2021 Budget |
| Mobility | | |
| Are passport application processes the same for a woman and a man? | Yes | Passport application form; Passport application procedures |
| Are the application processes for official identity documents the same for a woman and a man? | Yes | ID application procedures |
| Does a current policy or plan explicitly consider the specific mobility needs of women in public transportation? | No | Insufficient evidence located |
| Workplace | | |
| Does a specialized body receive complaints about gender discrimination in employment? | No | Insufficient evidence located |
| Has the government published guidelines on nondiscrimination 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 |
| Pay | | |
| Are pay transparency measures or enforcement mechanisms in place to address the pay gap? | No | Insufficient evidence located |
| Have sex-disaggregated data on employment in different industries or sectors been published? | 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 |
| Have 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 nonstate 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 the quality of childcare services? | Yes | Official Website of Cabinet Office, Government of Japan |
| Entrepreneurship | | |
| Have sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses been published? | Yes | The Ministry of Internal Affairs and Communications; Gender Equality Bureau |
| Are government-led programs supporting female entrepreneurs providing access to finance and training, coaching, or business development? | 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 |
| Does a current national government plan or strategy focus on women's access to financial services? | No | Insufficient evidence located |
| Assets | | |



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|-----------------------------------------------------------------------------------------------------------------------------------|-----|-------------------------------------------------------------------------------------------------------------------------|
| Are mechanisms or incentives in place to encourage women to register immovable property (including joint titling)? | Yes | Real Property Registration Act, Art. 65; Civil Code, Arts. 249-264 |
| Are awareness measures in place to improve women's access to information about marital and inheritance rights? | No | Insufficient evidence located |
| Have anonymized sex-disaggregated data on property ownership been published? | No | Insufficient evidence located |
| Pension | | |
| Are incentives in place to increase women's retirement benefits? | No | Insufficient evidence located |
| Is 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 |



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.