

Japan's Act on Promotion of Female Participation and Career Advancement in the Workplace (■■■■■■■■■■) — Mandatory Disclosure, Action Plans and Eruboshi Certification, 2016/2022

Gender Equality · Good practice · Japan

Quality score: 74/100

Evidence strength: Observational / pre–post

Summary

Japan's Joseikatsu Act (2016) requires employers with 101+ staff to disclose gender workplace data and build action plans; 1,905 companies held Eruboshi certification by 2022. Japan still ranks 118th/146 on WEF's 2024 Gender Gap Index, revealing persistent structural barriers.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-06-23

[Ministry of Health, Labour and Welfare \(■■■■■■■■ — MHLW\), Government of Japan](#) — accessed 2026-06-23

[MHLW Women's Activities Promotion Database \(English\)](#) — accessed 2026-06-23

[UN WEPs resource – Japan's Act on Female Participation](#) — accessed 2026-06-23

[Japan Up Close – Eruboshi certification \(2022\)](#) — accessed 2026-06-23

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