

Japan's Kurumin Certification for Child-Rearing-Supportive Employers

Gender Equality · Good practice · Japan

Quality score: 52/100

Evidence strength: Moderate

Summary

Since 2007, Japan's MHLW certifies employers meeting childcare-leave targets under the 'Kurumin' mark. Over 4,900 firms were certified by early 2025, though no independent study isolates the certification's own causal effect.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	0/1
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 2026-07-17

[Ministry of Health, Labour and Welfare \(MHLW\), Japan](#) — accessed 2026-07-17

[MHLW — Kurumin / Platinum Kurumin certification programme overview](#) — accessed 2026-07-17

[Nissay](#) —  4,943 (citing MHLW's February 2025 published data) — accessed 2026-07-17

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