

# Japan's Mandatory Gender Pay Gap Disclosure (Act on Promotion of Women's Active Engagement, 2022)

Gender Equality · Good practice · Japan

Quality score: 41/100

Evidence strength: Moderate

## Summary

Japan's 2022 amendment to the Act on Promotion of Women's Active Engagement requires employers with 301+ staff to publicly disclose gender wage-gap data annually, with listed firms including it in securities filings since January 2023.

## 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          | 0/1   |
| Gender-mainstreaming embedding  | 1/1   |
| Curator validation              | 1/1   |

Evaluated by C-NAPSE

## Data sources

[C-NAPSE web research](#) — accessed 2026-09-02

[Ministry of Health, Labour and Welfare \(Japan\)](#) — accessed 2026-09-02

[Japan Society: Japan Addresses the Wage Gap by Requiring Gender Pay Gap Disclosure](#) — accessed 2026-09-02

[Mercer: Japan to introduce gender pay disclosures for certain companies](#) — accessed 2026-09-02

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Cite this — Evidoria. *Japan's Mandatory Gender Pay Gap Disclosure (Act on Promotion of Women's Active Engagement, 2022)*. Persistent ID: 913d3e95-1611-4ef5-a062-ac01f50b9d20.