

Japan's Power Harassment Prevention Law — Mandatory Anti-Harassment Policy for Every Employer

Gender Equality · Good practice · Japan

Quality score: 52/100

Evidence strength: Moderate

Summary

Japan's 2020/2022 law forces every employer to define, prevent and respond to 'power harassment' — but it carries no fines or criminal penalties, and MHLW's own data show bullying/harassment has stayed the country's single largest labour-dispute category for 13 years running.

Key dimensions

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

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-01

[Ministry of Health, Labour and Welfare \(MHLW\)](#) — accessed 2026-09-01

[MHLW — official FY2020 harassment survey report \(PDF\)](#) — accessed 2026-09-01

[Library of Congress Global Legal Monitor](#) — official legal summary — accessed 2026-09-01

[ScienceDirect \(Women's Studies International Forum\)](#) — peer-reviewed 2024 critique on gendered effects — accessed 2026-09-01

Cite this — Evidoria. *Japan's Power Harassment Prevention Law — Mandatory Anti-Harassment Policy for Every Employer*. Persistent ID: a9bbc660-6329-4f74-a8a3-331705c67517.