

Japan's Seiri-Kyōka Menstrual Leave (1947–present) — Nearly 80 Years of Statutory Right, Under 10% Take-Up

Gender Equality · Good practice · Japan

Quality score: 37/100

Evidence strength: Cautionary / limited

Summary

Japan's Labour Standards Act has guaranteed menstrual leave since 1947, one of the world's longest-running such laws — yet nationwide surveys report under 10% (in some years under 2%) of eligible women actually use it, and as of 2020 only around 30% of employers paid for it.

Key dimensions

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

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-07-11

[Ministry of Health, Labour and Welfare \(Japan\) / 厚生労働省](#) — accessed 2026-07-11

[Nikkei: Less than 10% of female employees take menstrual leave in Japan](#) — accessed 2026-07-11

[Tokyo Weekender: Japan's menstrual leave is often unpaid — and unused](#) — accessed 2026-07-11

Cite this — Evidoria. *Japan's Seiri-Kyōka Menstrual Leave (1947–present) — Nearly 80 Years of Statutory Right, Under 10% Take-Up*. Persistent ID: dc609f29-04d9-4213-9297-3e305b34fb8f.