

The White Paper on Gender Equality 2022



June 2022

Gender Equality Bureau, Cabinet Office, Government of Japan

White Paper on Gender Equality

- An annual report that must be submitted to the Diet each year based on the Basic Act for Gender Equal Society (statutory report) .
- Cabinet decision and report to the Diet were made on June 14 for the 2022 edition.

[Composition of the White Paper]

1 FY2021, Status of the Formation of a Gender Equal Society

**Special Feature: Marriage and Family in the Era of 100-year Life:
“Changes in Family Structure and How to Address Challenges”**

Each Section: Women's Participation in Policy Decision-making Processes, etc.

2 Policies Related to Promotion of the Formation of a Gender Equal Society

【Part 1】 Policies Implemented in FY2021 to Promote the Formation of a Gender Equal Society

【Part 2】 Policies to be Taken in FY2022 to Promote the Formation of a Gender Equal Society

<Special Feature> Marriage and Family in the Era of 100-year Life: “Changes in Family Structure and How to Address Challenges”

- During the COVID-19 pandemic, the lack of progress in gender equality in Japan once again became evident. It has been pointed out that underlying this problem is the fact that, **despite changes in family structures, the wage gap between men and women, work styles and other work practices, people’s consciousness, and various policies and systems have remained unchanged since the post-war high growth period (1954–1973) in the Showa Era (1926–1989).**
- **Half of all women now live to over the age of 90.** The average life expectancy is 87.71 years for women and 81.56 years for men, but **the modal age at death is 93 years for women and 88 years for men.** As of 2020, there were 69,757 women and 9,766 men over the age of 100. **It truly is the era of 100-year life.**
- **It is no longer the Showa Era.** The family structure of an employed husband, a wife without paid work and their children, and that of a couple and their children living together with their elderly parents (three generation household)—which were common in the Showa Era—have been decreasing. **The lives of individuals have diversified in various ways in prolonged life period.**
- **System design and policies are needed which accommodate this change and diversification.**

Section 1. Change in Family Structure and Diversification of Life

- Current State of Marriage and Families
Change in marital relationships and family structure
- Diversification of Life
Fall in the number of wives without paid work, rise in number of single-parents, and one-person households
- Changing opinion toward participation in housework, childcare and long-term care, and changes in long-term career etc.

Section 2. Circumstances Surrounding Marriage and Family

- Circumstances Surrounding Marriage
Spousal status, intention to marry, willingness to have children
- Circumstances Surrounding Divorce
Circumstances around divorce, single mothers
- Circumstances Surrounding Income etc.

Section 3. Challenges for Gender Equality in the Era of 100-year Life

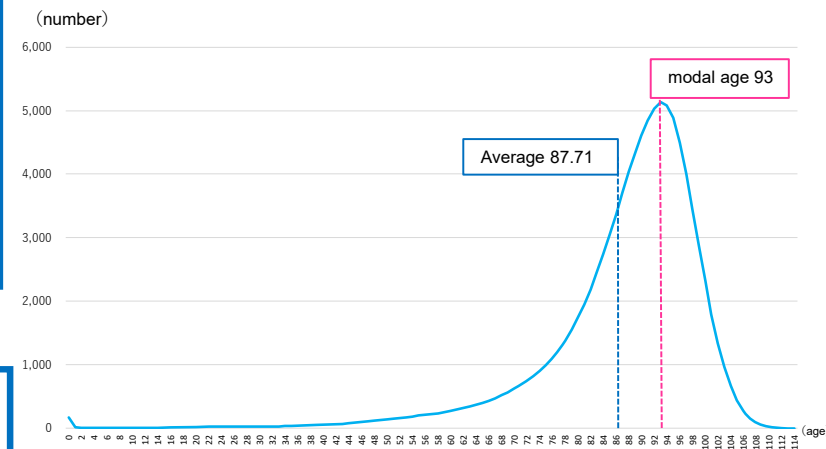
- Facing the era of 100-year life, the family structure and people’s lives in Japan has diversified and completely changed from the post-war high growth period (1954-1973).
- In promoting gender equality, the government should aim to realize a society in which no one is left behind and check and review systems and policies across a wide range of fields.

[Life expectancy of women and men]

	Female	Male
Survival rate at age 90	52.6%	28.1%
Survival rate at age 95	27.9%	10.5%
Average life expectancy	87.71 years	81.56 years
Modal age at death	93 years	88 years
Population aged 100 or older	69,757	9,766
Population aged 105 or older	5,800	715

- Note: 1. Population aged 100 or older and population aged 105 or older are based on the 2020 Population Census, Ministry of Internal Affairs and Communications; other data is based on the 23rd Life Tables, Ministry of Health, Labour and Welfare.
2. “Modal age” at death is the most common age of death.

[Number of deaths by age (females, 2020)]

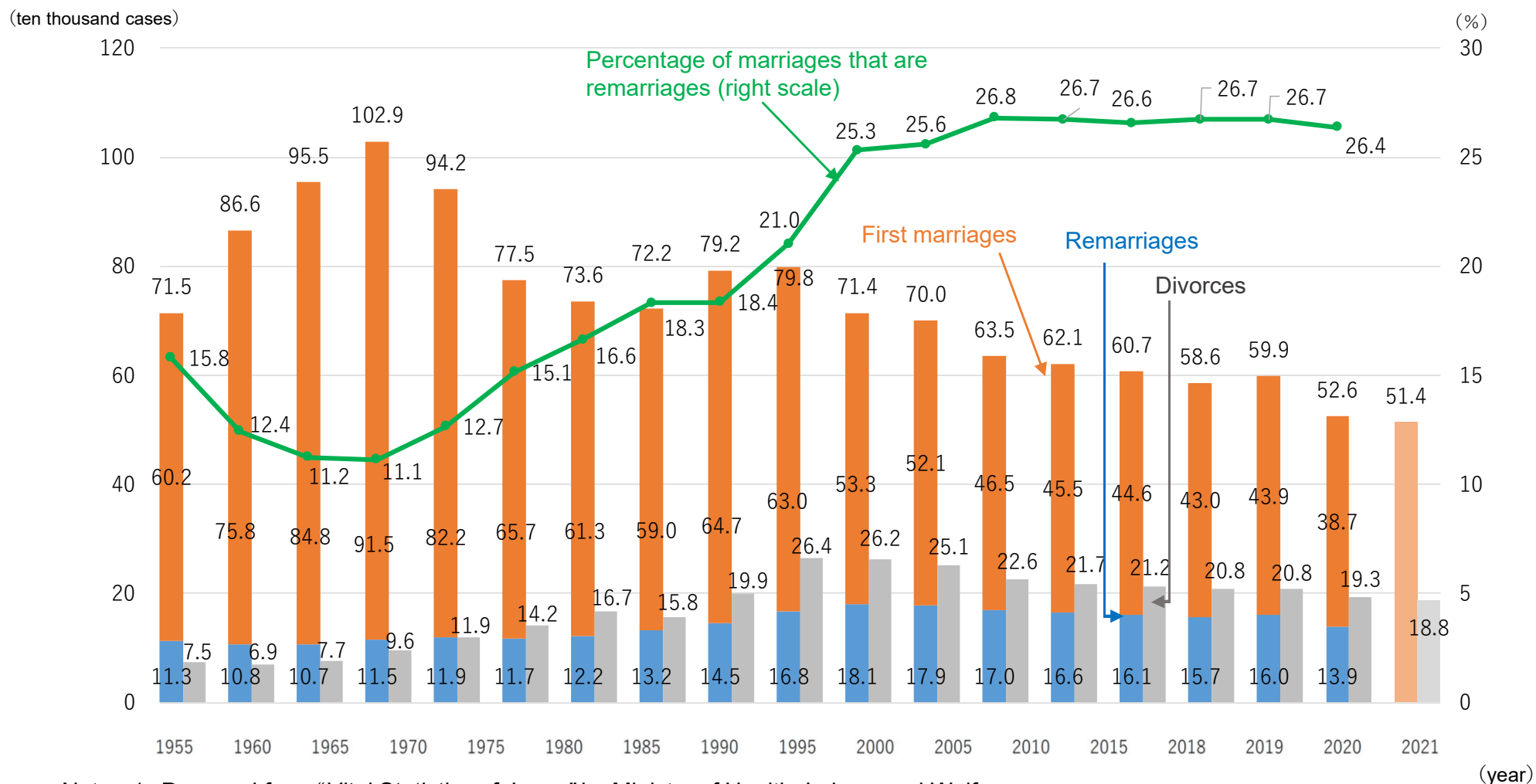


Note: Prepared from “the 23rd Life Tables”, by Ministry of Health, Labour and Welfare.

Section 1. Change in Family Structure and Diversification of Life: Current State of Marriage and Families

- The number of marriages was around 600k in recent years (2015–2019). **The number of divorces was 200k, or roughly one-third of the number of marriages.**
- Amid the COVID-19 pandemic, marriages totalled 526k in 2020 and 514k (prompt figures) in 2021, **the lowest since the end of World War II.**

Figure SF-1: Number of Marriages, Divorces, and Remarriages



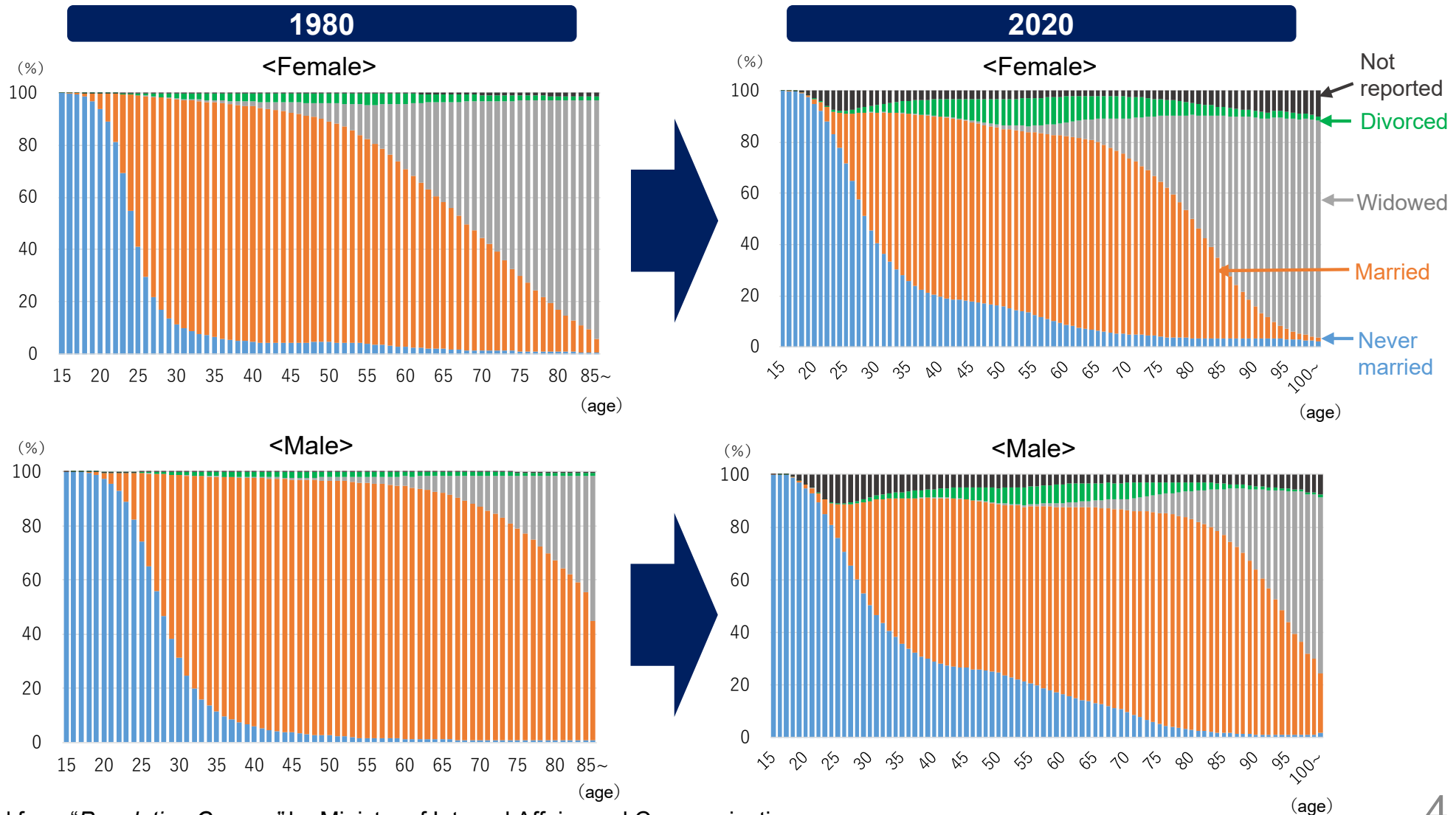
Note: 1. Prepared from "Vital Statistics of Japan" by Ministry of Health, Labour and Welfare.

2. Figures for 2021 are prompt figures which include foreigners, etc. in Japan. The number of marriages in 2021 is the total of first marriages and remarriages.

Section 1. Change in Family Structure and Diversification of Life: Current State of Marriage and Families

- A comparison of population compositions by marital status in 1980 and 2020 shows that **the percentages of both men and women who “never married” or are “divorced” increased significantly over this 40-year period.**
- The percentage of never married people at age 30 as of 2020 was **40.5% for women and 50.4% for men.**
- The percentage of people without a spouse at age 50 was **about 30% for both men and women as of 2020.**

Figure SF-3: Change in Population Composition by Marital Status (Male/Female)

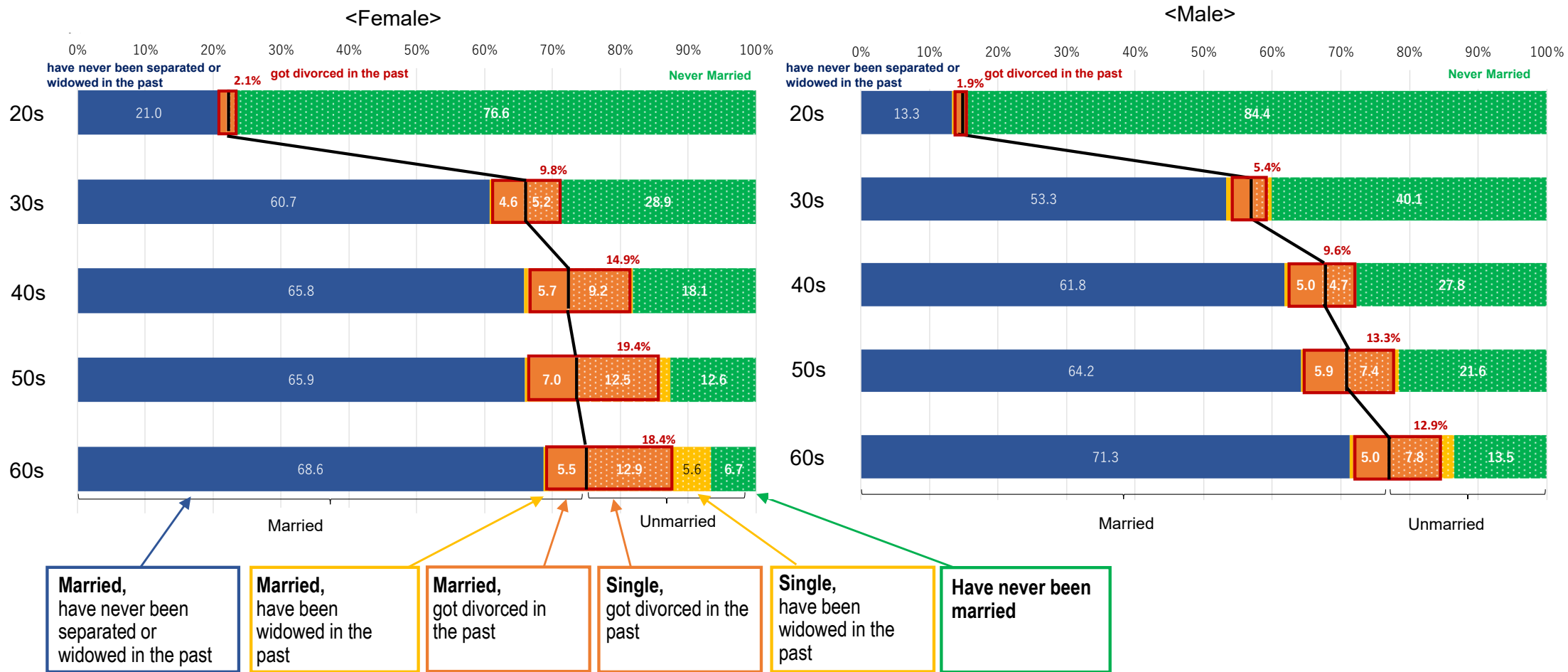


Note: Prepared from “Population Census” by Ministry of Internal Affairs and Communications.

Section 2. Circumstances Surrounding Marriage and Family : Circumstances Surrounding Divorce

- 19.4% of women in their 50s, 18.4% of women in their 60s, 13.3% of men in their 50s and 12.9% of men in their 60s have got divorced in the past.**
- Among people in their 50s and 60s who are currently single, about half of the women have got divorced in the past, and more than half of the men have never been married.

Figure SF-46: Divorce Experience



Note: 1. Prepared from the *FY2021 Survey on Marriage, Work and Income in the Era of 100-Year Life* (survey commissioned by the Cabinet Office in FY2021).

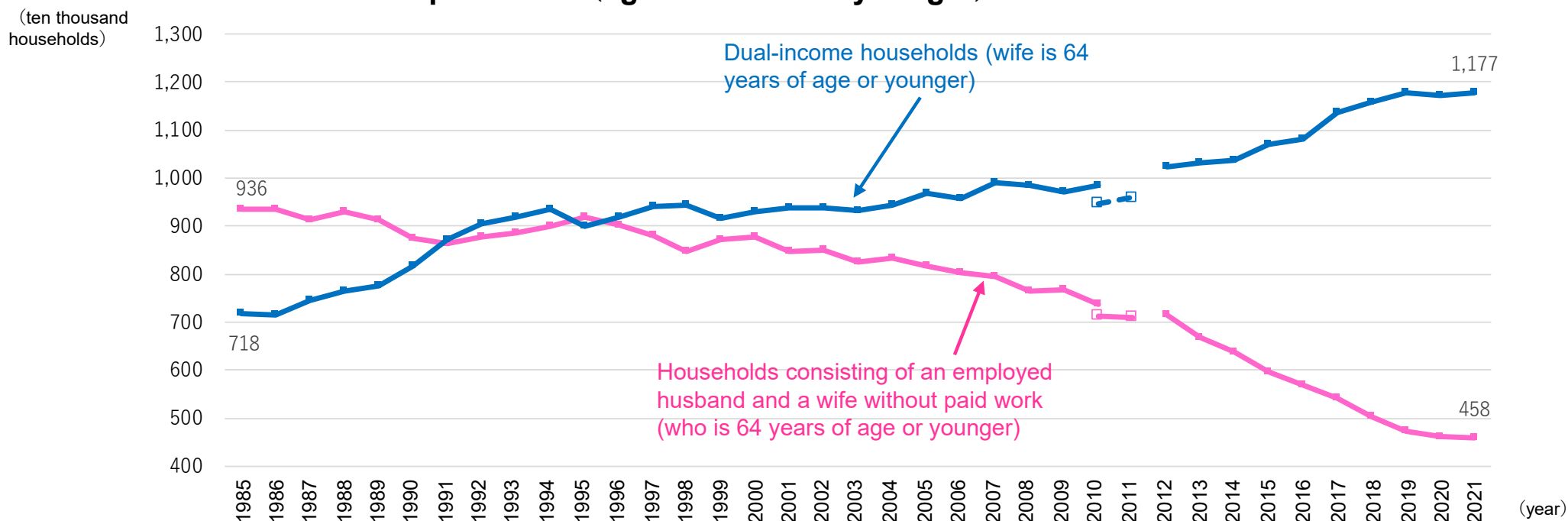
2. "Have been separated in the past" includes people who have been both divorced and widowed in the past.

3. Calculations exclude respondents who selected "I do not wish to answer."

Section 1. Change in Family Structure and Diversification of Life: Diversification of Life

- **“Dual-income households”** are trending upward, whereas “households consisting of an employed husband and a wife without paid work” are on the decline.
- In 2021, **the number of “Dual-income households” more than doubled the number of “households consisting of an employed husband and a wife without paid work.”**

Figure SF-7: Number of Dual-income households and Households consisting of an employed husband and a wife without paid work (age of wife:64 or younger)

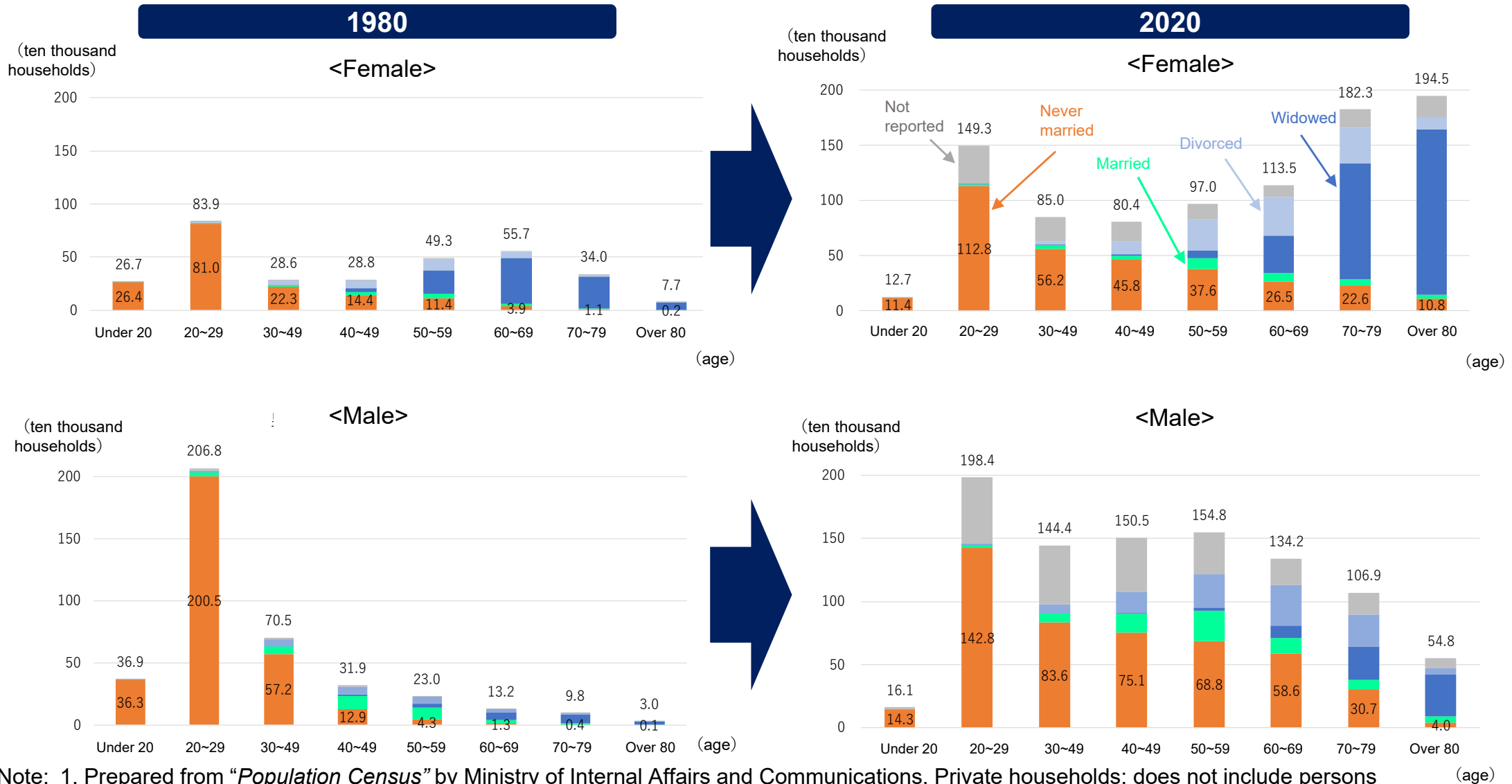


- Note: 1. Figures are based on 1985 to 2001 from “Special Survey of the Labour Force Survey” (every February), Management and Coordination Agency, and figures from 2002 from “Labour Force Survey (Detailed Tabulation)” by Ministry of Internal Affairs and Communications. “Special Survey of the Labour Force Survey” and “Labour Force Survey (Detailed Tabulation)” differ in terms of survey method, survey month, etc., so care needs to be taken when making a time-series comparison.
2. Until 2017, “households consisting of an employed husband and a wife without paid work” referred to households in which the husband is a non-agricultural or forestry employee and the wife is a non-working person (Not in labour force or Unemployed person) and is 64 years old or younger. From 2018 onwards, following the change in classification categories of employment status, it refers to households in which the husband is a non-agricultural or forestry employee and the wife is a non-working person (Not in labour force or Unemployed person (ILO 2013)) and is 64 years old or younger.
3. “Dual-income households” refers to households in which both spouses are non-agricultural and forestry employees (including non-regular employees) and wife is 64 years of age or younger.
4. Values for 2010 and 2011 (outlined square) are for the entire country excluding Iwate, Miyagi, and Fukushima prefectures.

Section 1. Change in Family Structure and Diversification of Life: Diversification of Life

- Between 1980 and 2020, **the number of female one-person households (aged 20 years or older) increased 210% (including 130% for women who have never married), and the number of male one-person households increased 160% (including 70% for men who have never married).**

Figure SF-22: Number of One-person Households (by Age Group)



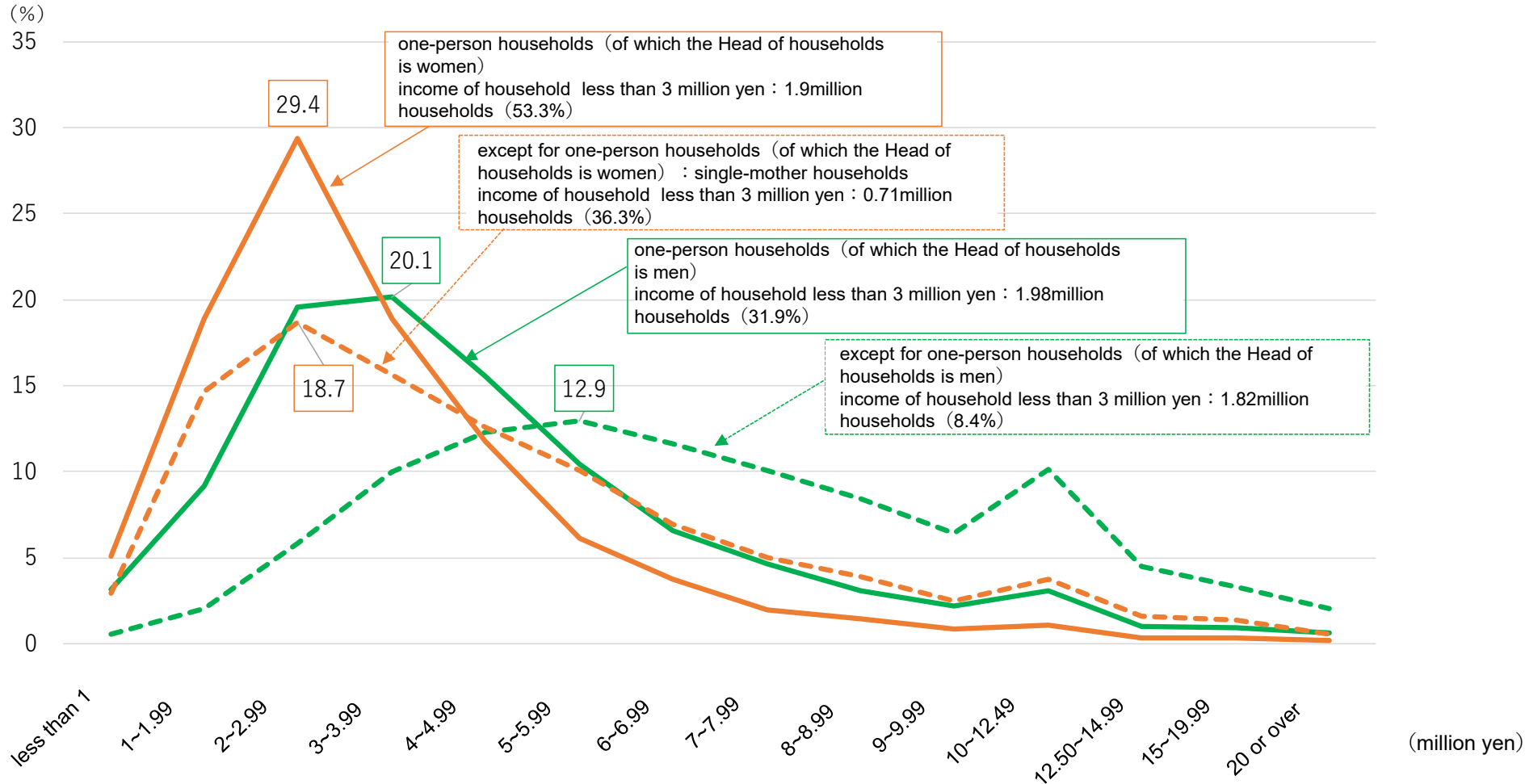
Note: 1. Prepared from "Population Census" by Ministry of Internal Affairs and Communications. Private households; does not include persons in institutions, etc.

2. Figures for 1980 are for a 20% sampling.

Section 1. Change in Family Structure and Diversification of Life: Diversification of Life

- When comparing **working women and men in one-person households, a higher percentage of women (53.3%) than men (31.9%) have an income of household of less than 3 million yen.**
- **For both one-person households and other households**, the earning of women is **concentrated around 2.00–2.99 million yen.**

Figure SF-23: Income Distribution among Households in Which the Head of the Household is at Work (2017)

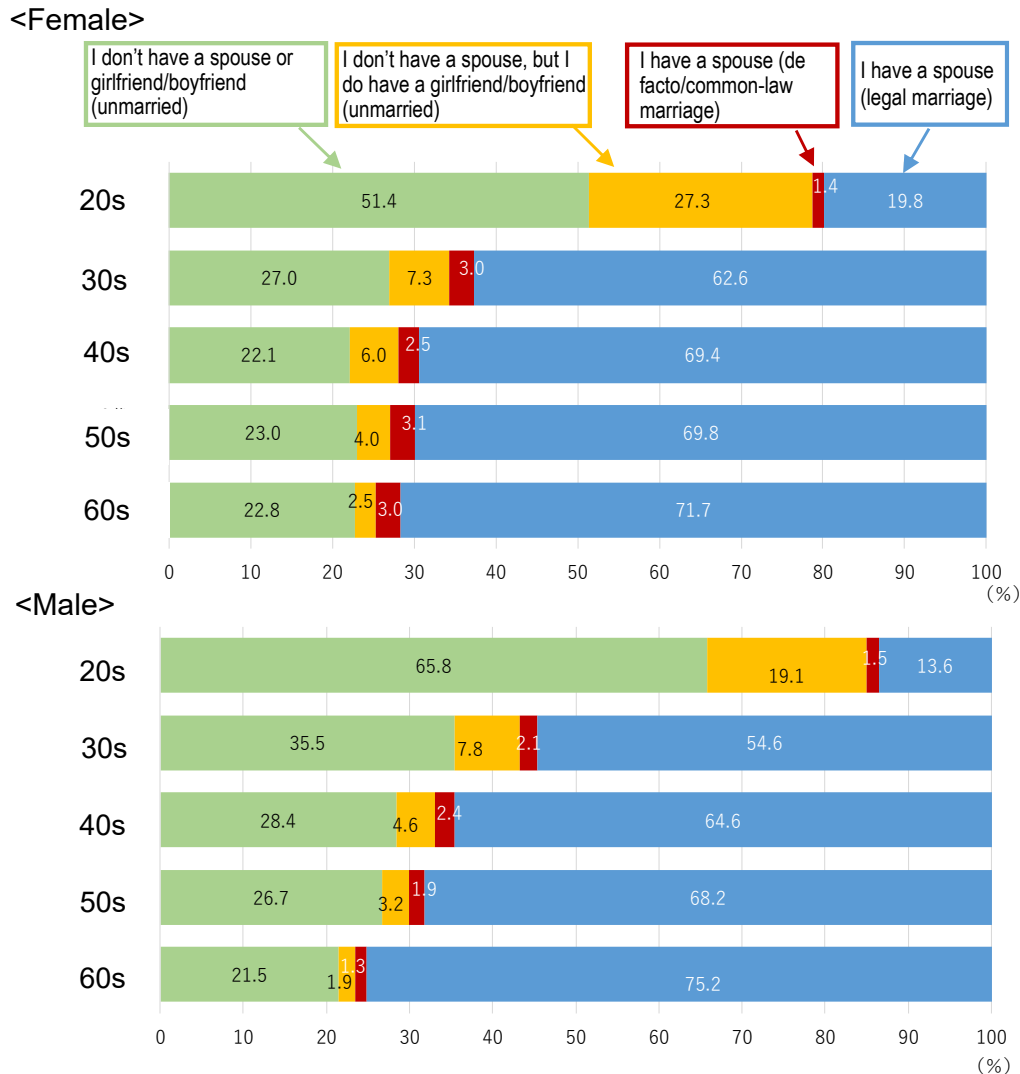


Note: 1. Prepared from “the *Employment Status Survey*” by Ministry of Internal Affairs and Communications.
 2. “Households in which the head of the household is at work” refers to households in which the head of the household is mainly engaged in work. “Income of Household” refers to the sum of incomes (including taxes) for the past year (October 2016 to September 2017) ordinarily earned by the head of household, the spouse of the head of household and other related household members. Regularly earned incomes, such as pensions and public retirement packages are included; but incomes earned from selling assets (such as land, houses and securities) or from converting owned property into cash (such as withdrawals of deposits or savings) and temporary incomes (such as inheritances, gifts and retirement benefits) are not included.

Section 2. Circumstances Surrounding Marriage and Family: Circumstances Surrounding Marriage

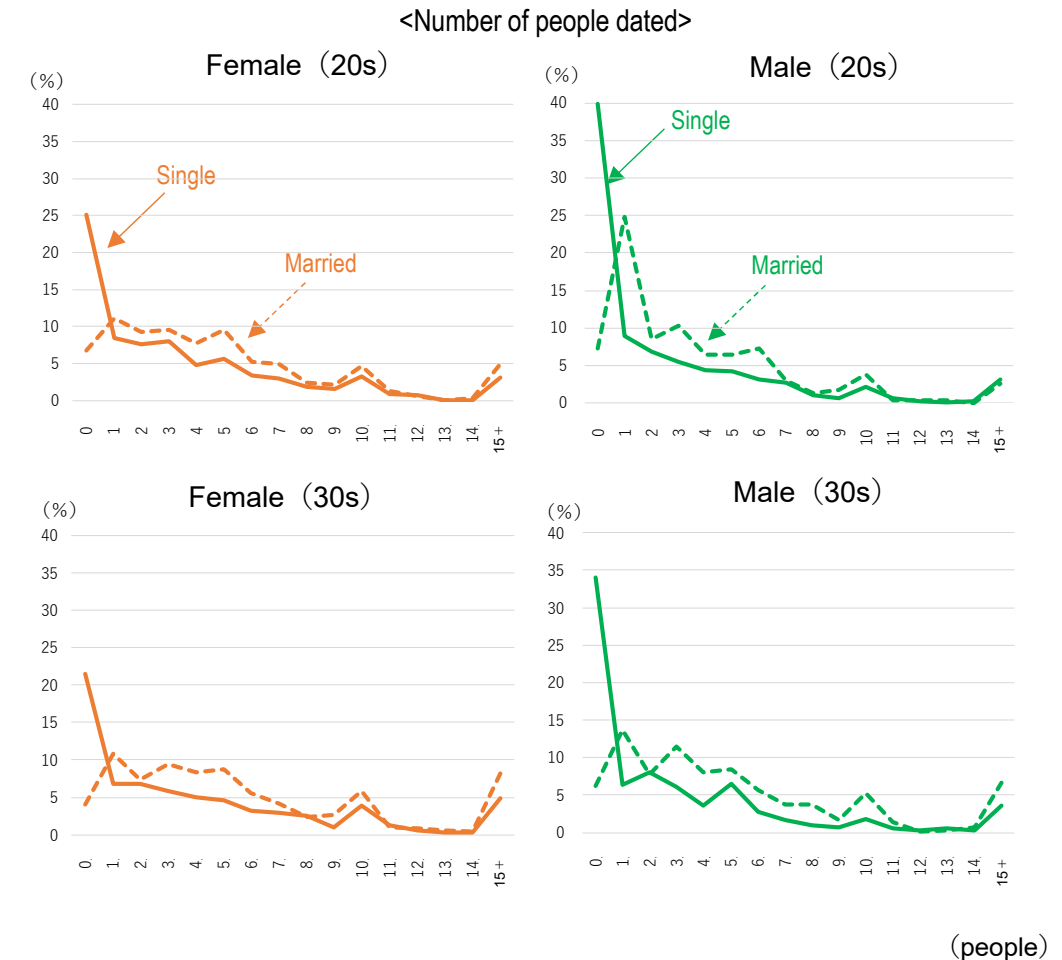
- More than 20% of both men and women of all generations responded, “I don’t have a spouse or girlfriend/boyfriend (unmarried).” **About 50% of women and 70% of men in 20s responded, “I don’t have a spouse or girlfriend/boyfriend (unmarried).”**
- About 20% of women in their 20s, 60% in their 30s and 70% in their 40s and older responded, “I have a spouse (legal marriage).” 14% of men in their 20s, about 50% in their 30s and 60–80% in their 40s and older gave the same response.

Figure SF-35: Current Spousal Status



Note: Prepared from the FY2021 Survey on Marriage, Work and Income in the Era of 100-Year Life (survey commissioned by the Cabinet Office in FY2021).

Figure SF-38: Number of People Dated

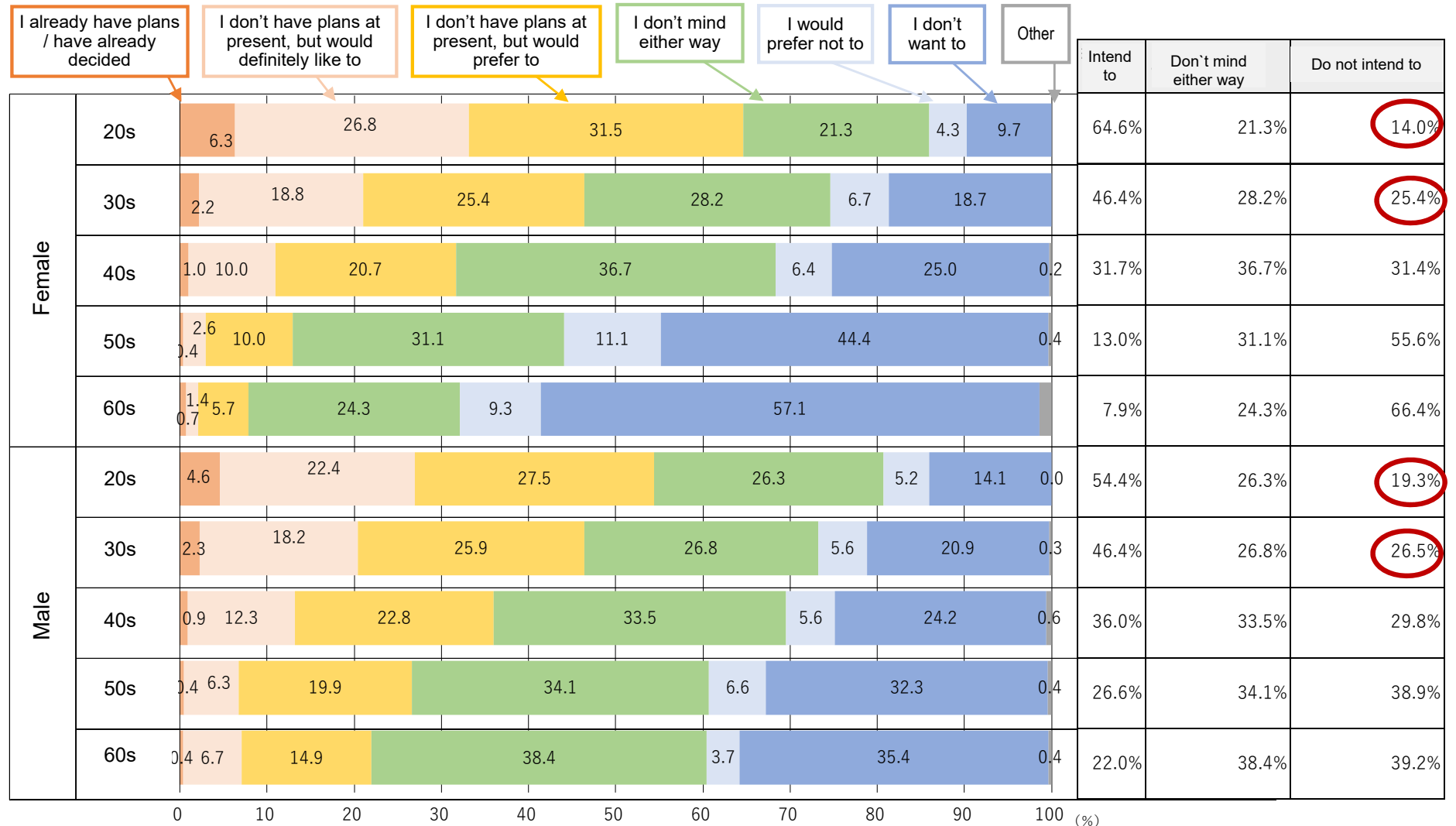


- Note: 1. Prepared from the FY2021 Survey on Marriage, Work and Income in the Era of 100-Year Life (survey commissioned by the Cabinet Office in FY2021).
 2. The number of people dated is the number of people dated (including marriage partner; including non-girlfriend/boyfriend) between graduating junior high school and the person's first marriage.

Section 2. Circumstances Surrounding Marriage and Family: Circumstances Surrounding Marriage

- Among singles in their 20s, a higher percentage of women intend to get married compared to men. This percentage decreases for women in their 40s and older, while about 20–40% of men in their 40s through 60s intend to get married.
- 14.0% of women in their 20s and 25.4% in their 30s, and 19.3% of men in their 20s and 26.5% in their 30s responded that they do not intend to get married.**

Figure SF-39: Desire to Get Married in the Future (Singles)



- Note: 1. Prepared from the *FY2021 Survey on Marriage, Work and Income in the Era of 100-Year Life* (survey commissioned by the Cabinet Office in FY2021).
 2. This question targets singles who have never been married before.
 3. "Intend to" is the cumulative total of "I already have plans / have already decided," "I don't have plans at present, but would definitely like to" and "I don't have plans at present, but would prefer to."
 4. "Do not intend to" is the cumulative total of "I would prefer not to" and "I don't want to."

Section 2. Circumstances Surrounding Marriage and Family: Circumstances Surrounding Marriage

- Around 50% of women mention, “I don’t want to be tied down by marriage; I want to remain free” and “I haven’t met someone I love enough to marry” as their reasons for not actively wanting to get married.
- When comparing the differences between women and men, a higher percentage of women mention, **“I do not want to end up being burdened with work, housework, childcare and caregiving” and “I don’t want change my family name.”** A higher percentage of men mention, **“I can’t afford married life/My job is insecure.”**

Figure SF-41: Reasons for Not Actively Wanting to Get Married

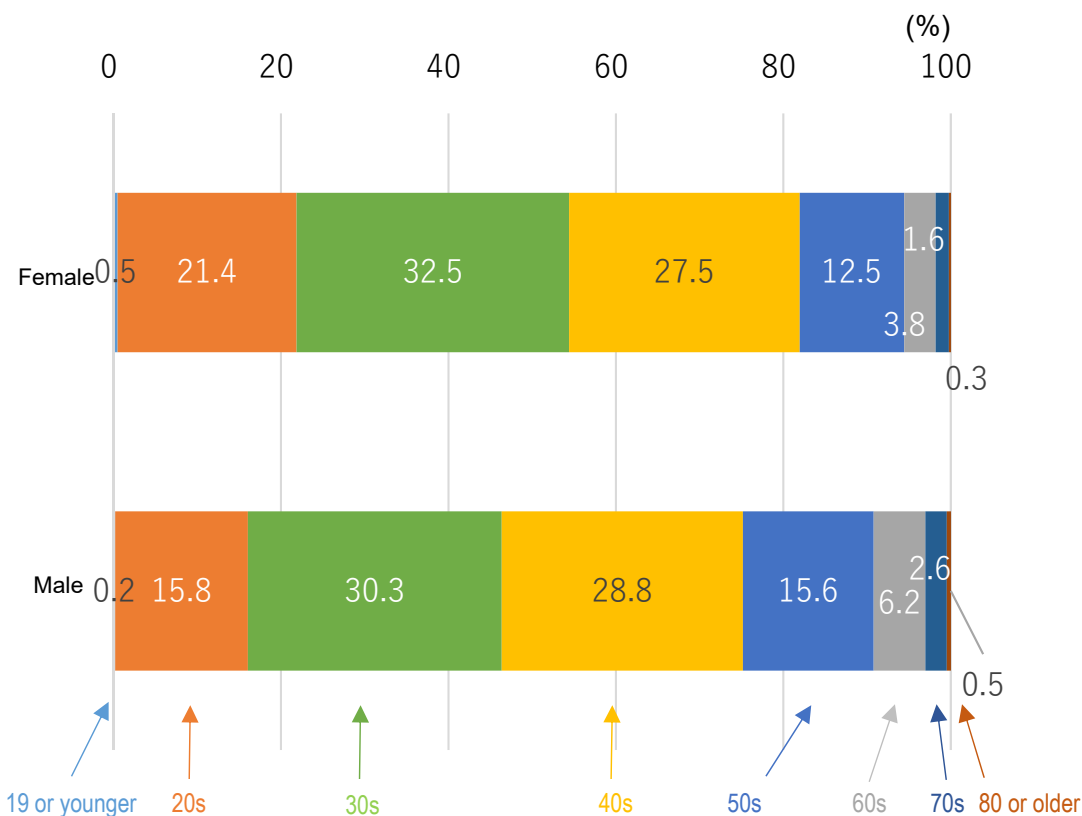


Note: 1. Prepared from the *FY2021 Survey on Marriage, Work and Income in the Era of 100-Year Life* (survey commissioned by the Cabinet Office in FY2021).
 2. Cumulative values of “agree” and “somewhat agree.”

Section 2. Circumstances Surrounding Marriage and Family: Circumstances Surrounding Divorce

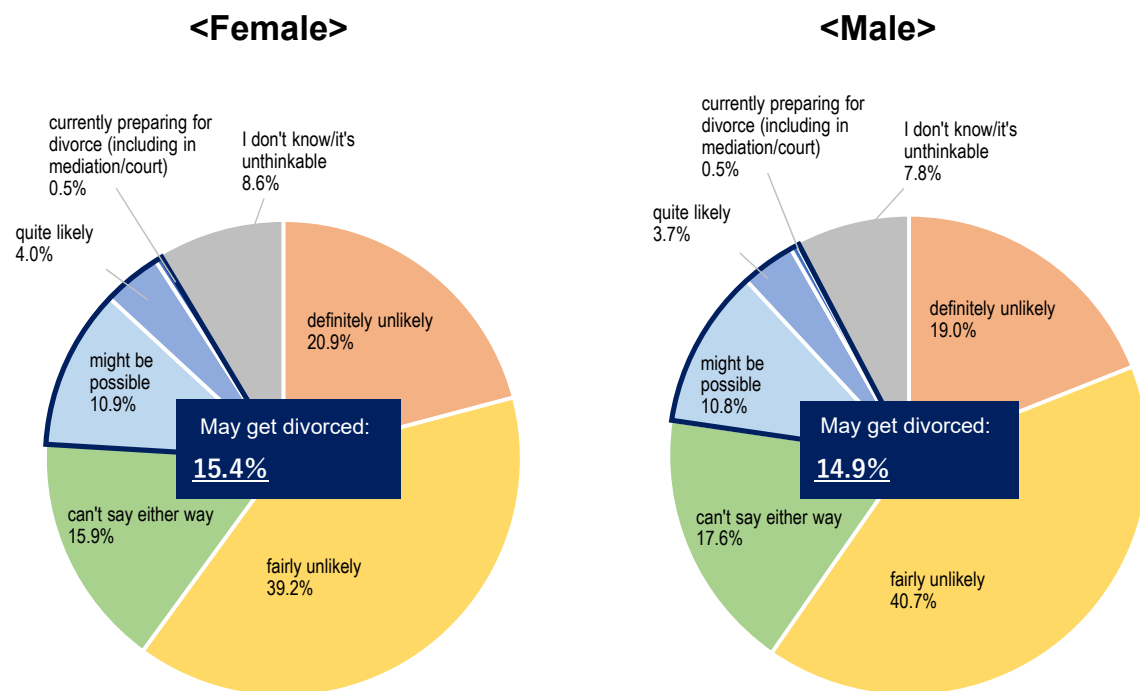
- **Both men and women who divorced in 2020 were most likely to be in their 30s when they began living separately (women: 32.5%, men: 30.3%), followed by those in their 40s (women: 27.5%, men: 28.8%), and those in their 20s (women: 21.4%, men: 15.8%).**
- **About 15% of both men and women responded that they “may get divorced” in the future.**

Figure SF-47: Number of Divorces by Age at Separation (2020)



- Note: 1. Prepared from “the *Vital Statistics of Japan*” by Ministry of Health, Labour and Welfare.
 2. This question targets only those who separated and divorced in the same year.

Figure SF-53: Likelihood of Divorce in the Future

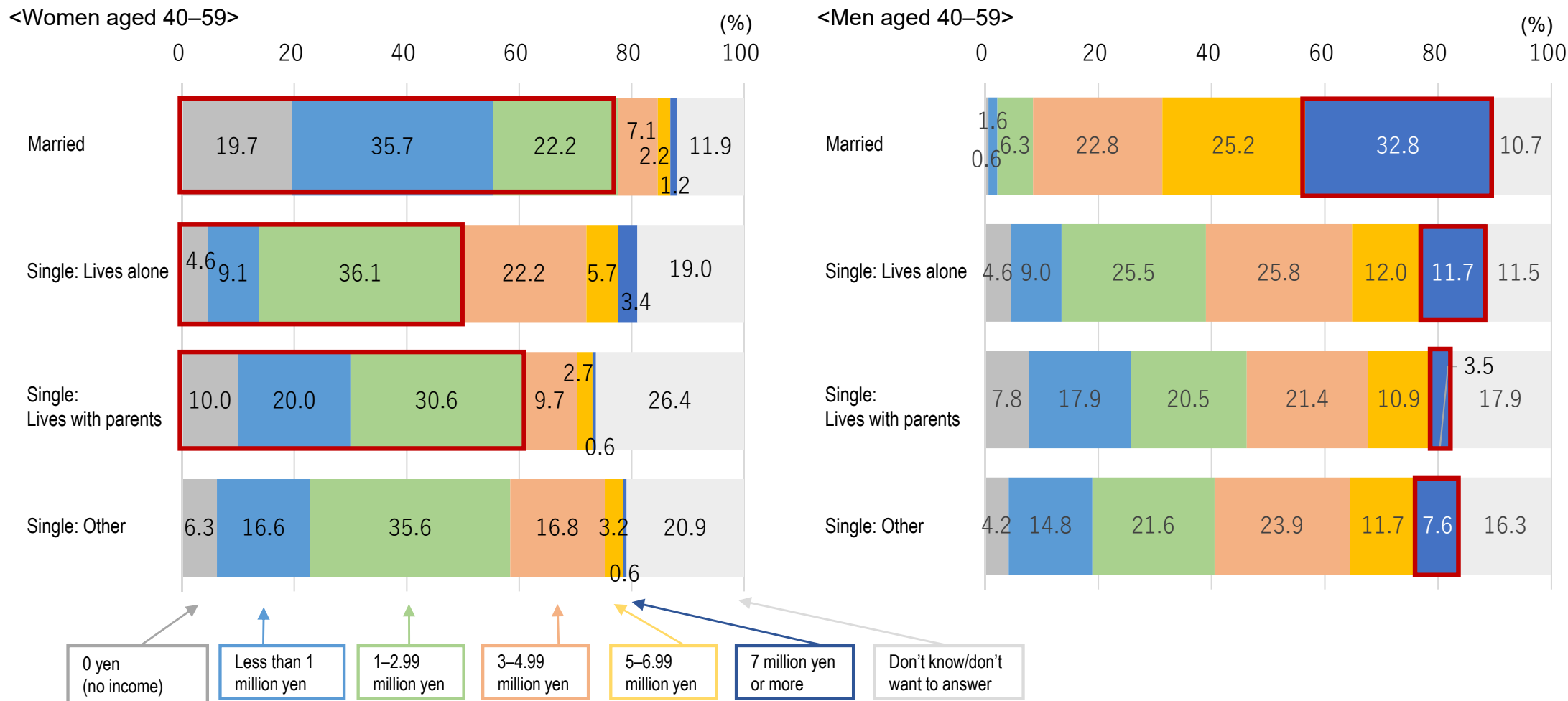


- Note: 1. Prepared from the *FY2021 Survey on Marriage, Work and Income in the Era of 100-Year Life* (survey commissioned by the Cabinet Office in FY2021).
 2. This question targets those who are currently married (including (de facto and common-law marriages).
 3. “may get divorced” is the cumulative total of “currently preparing for divorce (including in mediation/court),” “quite likely” and “might be possible.”

Section 2. Circumstances Surrounding Marriage and Family: Circumstances Surrounding Income

- Looking at the individual annual incomes of married and single (by type of residence) men and women in their 40s and 50s, **about 50% of single women who “live alone” and about 60% who “live with parents” have an individual annual income of less than 3 million yen (including no income).**
- The percentage of single men whose income is “7 million yen or more” is less than that of married men.**

Figure SF-69: Individual Annual Income (Comparison of Married and Single Persons (by Type of Residence))

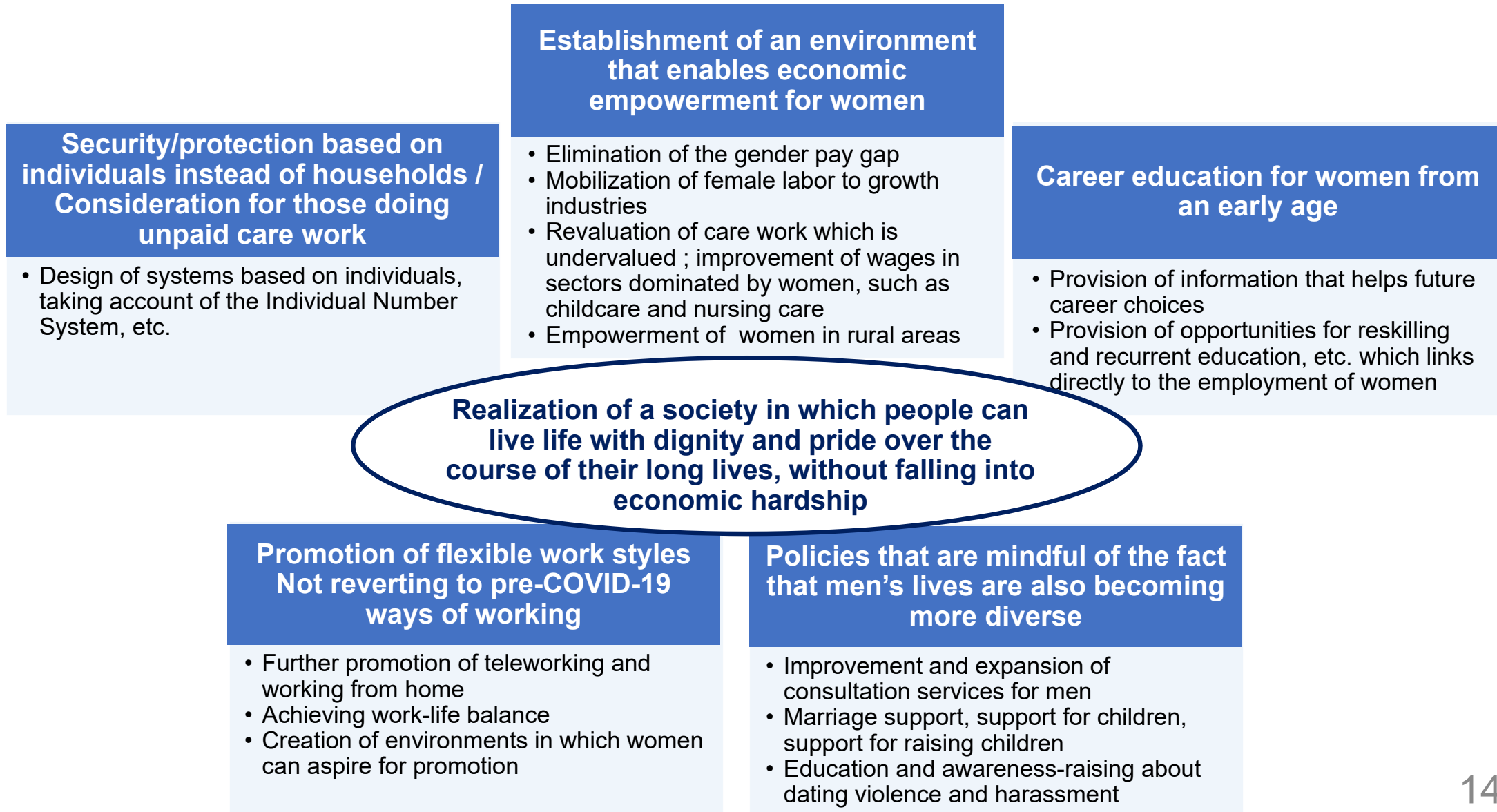


Note: 1. Prepared from the *FY2021 Survey on Marriage, Work and Income in Era of the 100-Year Life* (survey commissioned by the Cabinet Office in FY2021).

2. Married persons includes those in de facto/common-law marriages.

Section 3. Challenges for Gender Equality in the Era of 100-year Life

- Facing the era of 100-year life, the family structure and people's lives in Japan have diversified and completely changed from the post-war high growth period (1954-1973) in the Showa Era (1926-1989).
- In promoting gender equality, the government should aim to realize a society in which no one is left behind and as it checks and reviews systems and policies across a wide range of fields.



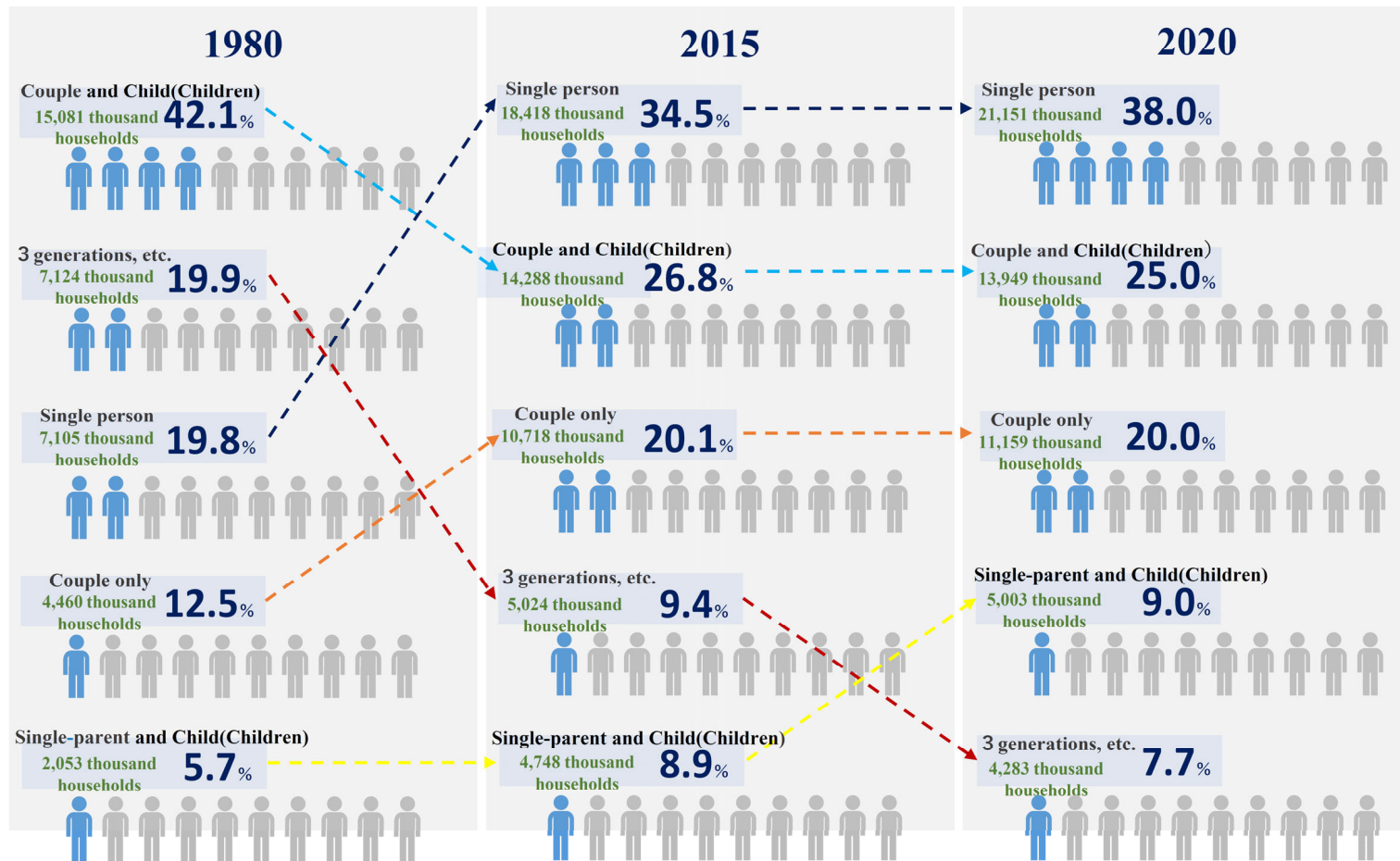
Appendix



Section 1. Change in Family Structure and Diversification of Life: Change in Family Structure

- As of 1980, **more than 60% of all households were families consisting of a “couple and child(ren)” (42.1%) and “three generations, etc.” (19.9%).**
- By 2020, the percentage of households consisting of a “couple and child(ren)” had decreased to 25.0%, and the percentage of households consisting of “three generations, etc.” had decreased to 7.7%; whereas **the percentage of “single-person” households had nearly doubled from 1980 to 38.0%.** In addition, while the number of households with children as gradually decreased, the number of “single parent and child(ren)” households has increased.

Figure SF-5: Change in Family Structure



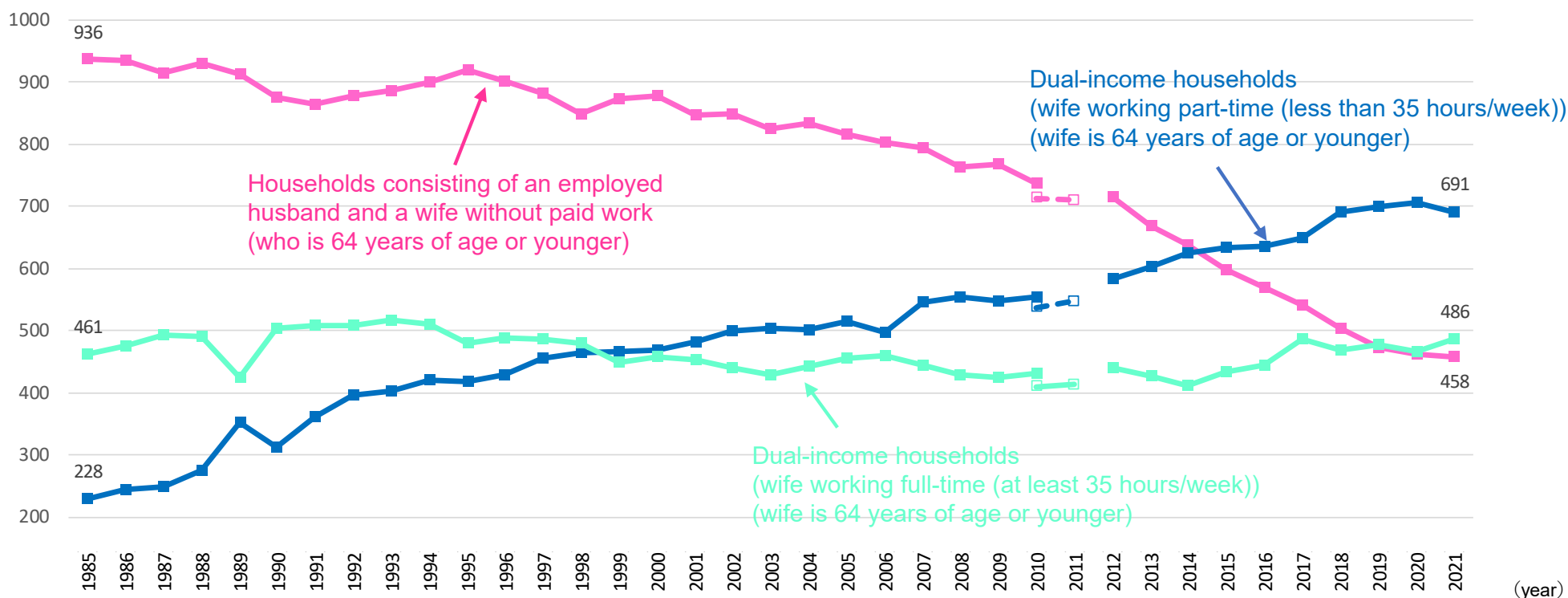
- Note:
- Prepared from “Population Census” by Ministry of Internal Affairs and Communications.
 - Percentage of private households. Does not include persons in institutions, etc. “3 generations, etc.” is the sum of households other than nuclear families of the households consisting of only relatives, and households that include non-relatives.
 - “Child” refers to a member of the household who is a “child” of the youngest “married couple” among the relatives in the household, and includes adults.

Section 1. Change in Family Structure and Diversification of Life: Diversification of Life and Issues

- Looking at the breakdown of “dual-income households” by the way in which the wife works, **the number of households in which the wife works full-time (at least 35 hours per week) has remained at between 4 and 5 million since 1985**; whereas **the number of households in which the wife works part-time (less than 35 hours per week) has increased from about 2 million households in 1985 to about 7 million households**.

Figure SF-8: Number of Dual-income households (age of wife:64 or younger)

(ten thousand households)



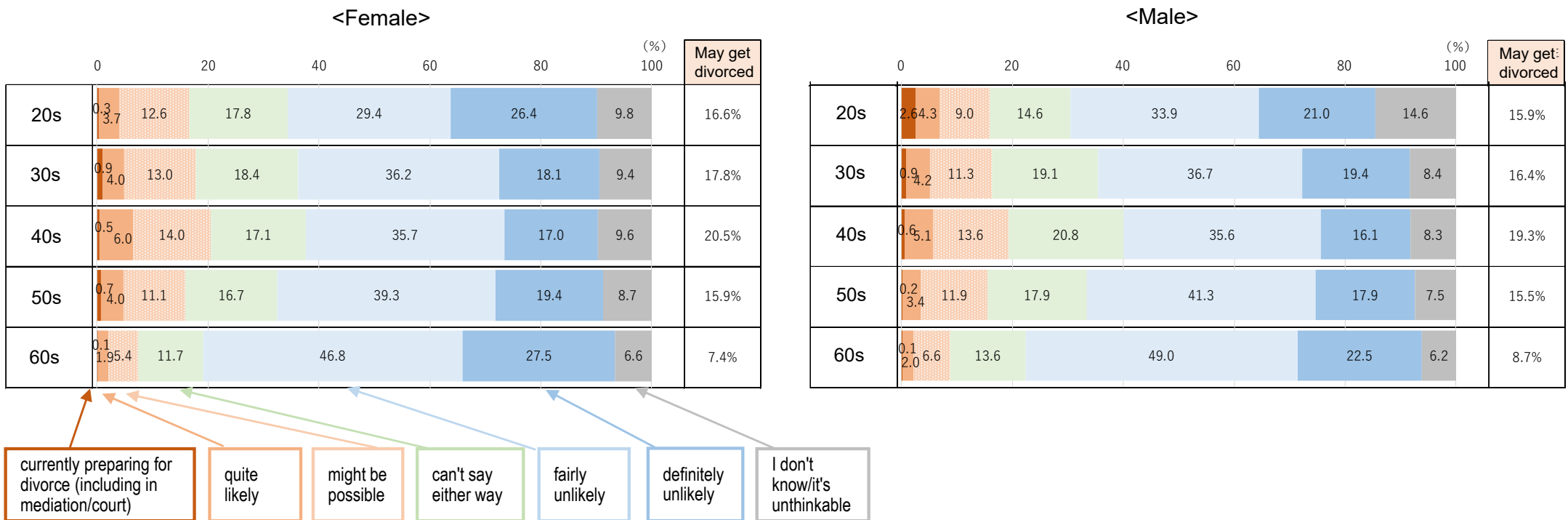
- Note:
- Figures are based on 1985 to 2001 from “Special Survey of the Labour Force Survey” (every February), Management and Coordination Agency, and figures from 2002 from “Labour Force Survey (Detailed Tabulation)” by Ministry of Internal Affairs and Communications. “Special Survey of the Labour Force Survey” and “Labour Force Survey (Detailed Tabulation)” differ in terms of survey method, survey month, etc., so care needs to be taken when making a time-series comparison.
 - Until 2017, “households consisting of an employed husband and a wife without paid work” referred to households in which the husband is a non-agricultural or forestry employee and the wife is a non-working person (Not in labour force or Unemployed person) and is 64 years old or younger. From 2018 onwards, following the change in classification categories of employment status, it refers to households in which the husband is a non-agricultural or forestry employee and the wife is a non-working person (Not in labour force or Unemployed person (ILO 2013)) and is 64 years old or younger.
 - “Dual-income households” refers to households in which both spouses are non-agricultural and forestry employees (including non-regular employees) and wife is 64 years of age or younger.
 - Values for 2010 and 2011 (outlined square) are for the entire country excluding Iwate, Miyagi, and Fukushima prefectures.

Section 2. Circumstances Surrounding Marriage and Family: Circumstances Surrounding Marriage

- **A high percentage (about 20%) of both men and women in their 40s responded that they “may get divorced” in the future.**

Figure SF-53: Likelihood of Divorce in the Future

<By age group>

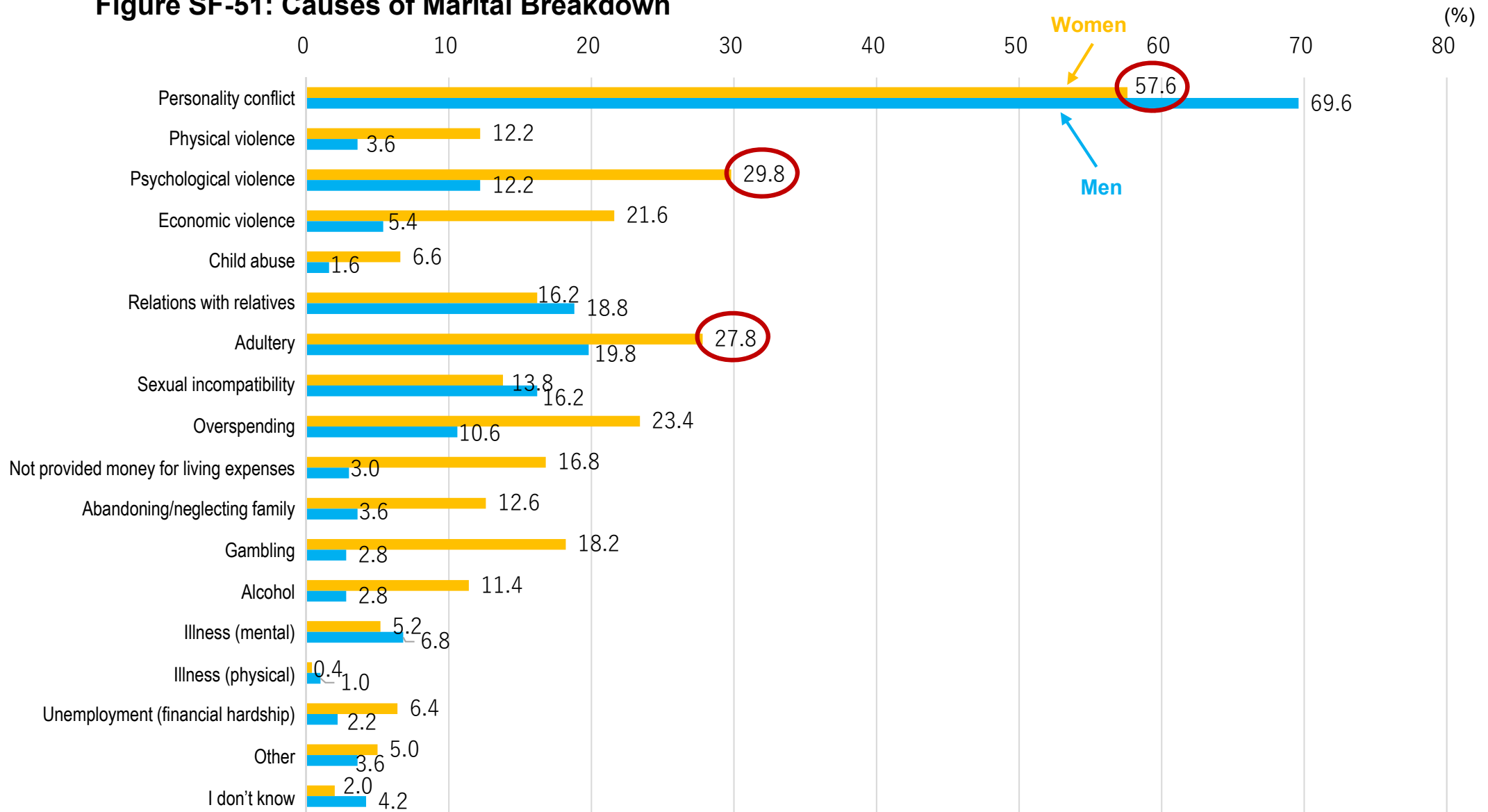


- Note: 1. Prepared from the *FY2021 Survey on Marriage, Work and Income in the Era of 100-Year Life* (survey commissioned by the Cabinet Office in FY2021).
2. This question targets those who are currently married (including (de facto and common-law marriages).
3. “may get divorced” is the cumulative total of “currently preparing for divorce (including in mediation/court),” “quite likely” and “might be possible.”

Section 2. Circumstances Surrounding Marriage and Family: Circumstances Surrounding Marriage

- Looking at the causes of marital breakdown, “personality conflict” was the most common response for both men and women, at about 60–70%.
- For women, this was followed by “psychological violence,” at 29.8%.**

Figure SF-51: Causes of Marital Breakdown



Note: Prepared from the report *Research and Study on the System of Divorce by Agreement* (commissioned by the Ministry of Justice in 2020).

Section 1. Change in Family Structure and Diversification of Life: Diversification of Life and Issues

- 81.8% of mothers in single-mother households is in employment, and the employment rate is high by international standards. However, of those who are employees, 52.3% of them are in non-regular employees, and **their average annual income from work is lower compared to women of private households.**
- In addition, **about three-quarters of all single-mother households do not receive child support from their ex-husbands.**

Table SF-15: Single-Parent Households

Over the past 30 years, the number of single-mother households has increased about 50% and the number of single-father households has increased about 10%.

	1988		2016	
Number of single-mother households*	849,000		1,232,000	(86.8% of single-parent households)
Number of single-father households*	173,000		187,000	(13.2% of single-parent households)

	Single-mother households	Single-father households	Private households								
Employment rate	81.8%	85.4%	Women: 71.3% Men: 83.9%								
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20px;">Percentage of regular employees in employees (excluding executives)</td> <td style="text-align: center;">47.7%</td> <td style="text-align: center;">89.7%</td> <td style="text-align: center;">Women: 49.2% Men: 83.3%</td> </tr> <tr> <td>Percentage of non-regular employees in employees (excluding executives)</td> <td style="text-align: center;">52.3%</td> <td style="text-align: center;">10.3%</td> <td style="text-align: center;">Women: 50.8% Men: 16.7%</td> </tr> </table>	Percentage of regular employees in employees (excluding executives)	47.7%	89.7%	Women: 49.2% Men: 83.3%	Percentage of non-regular employees in employees (excluding executives)	52.3%	10.3%	Women: 50.8% Men: 16.7%			
Percentage of regular employees in employees (excluding executives)	47.7%	89.7%	Women: 49.2% Men: 83.3%								
Percentage of non-regular employees in employees (excluding executives)	52.3%	10.3%	Women: 50.8% Men: 16.7%								
Average annual income from work	2.00 million yen Regular employment: 3.05 million yen Part-time workers: 1.33 million yen	3.98 million yen Regular employment: 4.28 million yen Part-time workers: 1.90 million yen	Average earnings Women: 2.93 million yen Men: 5.32 million yen								
Percentage receiving child support	24.3%	3.2%	—								

Note: 1. Figures for single-mother households and single-father households are based on *FY2016 Nationwide Survey on Single-Parent Households*, Ministry of Health, Labour and Welfare.

The percentages of employees in regular employment and employees in non-regular employment in single-mother households and single-father households were calculated as a fraction of the total of “regular staff/employees” and “non-regular staff/employees” (total of “dispatched workers” and “part-time workers and temporary workers, etc.”).

Average annual income from work is the personal income earned from working by the mother or father of a single-mother household or single-father household.

2. The employment rates of private households are based on the *FY2021 Labour Force Survey (Aged 15–64)*, Ministry of Internal Affairs and Communications, and average annual incomes from work are based on *Statistical Survey of Actual Statistics for Salary in the Private Sector in 2020*, National Tax Agency.

Section 2. Circumstances Surrounding Marriage and Family: Circumstances Surrounding Divorce

- **The ages at which single mothers marry, have children and divorce are also diverse.**
- Women who became single mothers in their 20s, on average, married for the first time at age 21.9, had their first child at age 25.8, and remarried (if at all) at age 30.7.
- On the other hand, women who became single mothers in their 40s, on average, married for the first time at age 26.8, had their first child at age 29.1, and divorced at age 43.3.

Table SF-57: Age of Single Mothers at Turning Points

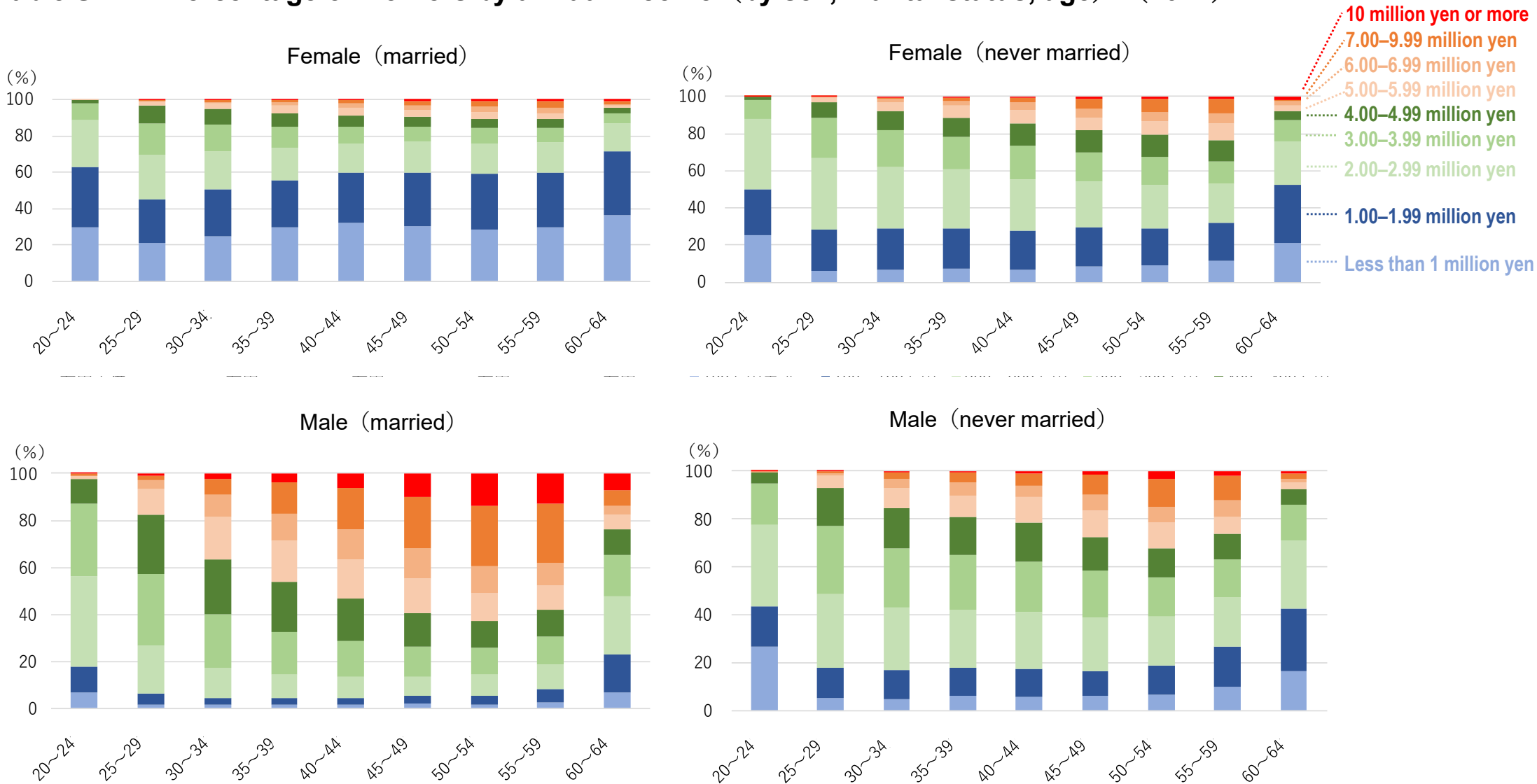
Actual age	Single mothers (n = 449) Average age : 51.7	Women who became single mothers in their 20s	Women who became single mothers in their 30s	Women who became single mothers in their 40s	Women other than single mothers
Age at first marriage	24.5 (n=447)	21.9 (n=141)	25.2 (n=208)	26.8 (n=98)	26.8 (n=6,757)
Age at first child	24.9 (n=119)	22.8 (n=141)	26.6 (n=210)	29.1 (n=98)	28.1 (n=5,127)
Age when became single mother (at first divorce)	33.4 (n=449)	25.8 (n=141)	33.9 (n=210)	43.3 (n=98)	24.1 (n=821)
Aged at remarriage	35.0 (n=76)	30.7 (n=33)	37.2 (n=33)	42.0 (n=10)	25.8 (n=547)

- Note: 1. Analysis by Professor Jun Kobayashi, Faculty of Humanities, Seikei University and member of the “FY2021 Survey on Marriage, Work and Income in the Era of 100-Year Life” (survey commissioned by the Cabinet Office in FY2021) Survey Review Committee.
2. Average age of all response values.
3. The term “single mother” in this section refers to a woman who has been divorced or widowed and who has children, and: who answered both her age at the time of divorce and her age at which she had her first child; who was with her first child at the time of her first divorce (her age at the time of divorce is older than her age at which she had her first child); whose child at the time of divorce was 19 years of age or younger; and who currently does not have a spouse.

Section 1. Change in Family Structure and Diversification of Life: Diversification of Life

- About 60% of working married women have an annual income of less than 2 million yen.**

Table SF-11: Percentage of workers by annual income (by sex, marital status, age) (2017)



Note: 1. Prepared from “the *Employment Status Survey*” by Ministry of Internal Affairs and Communications.

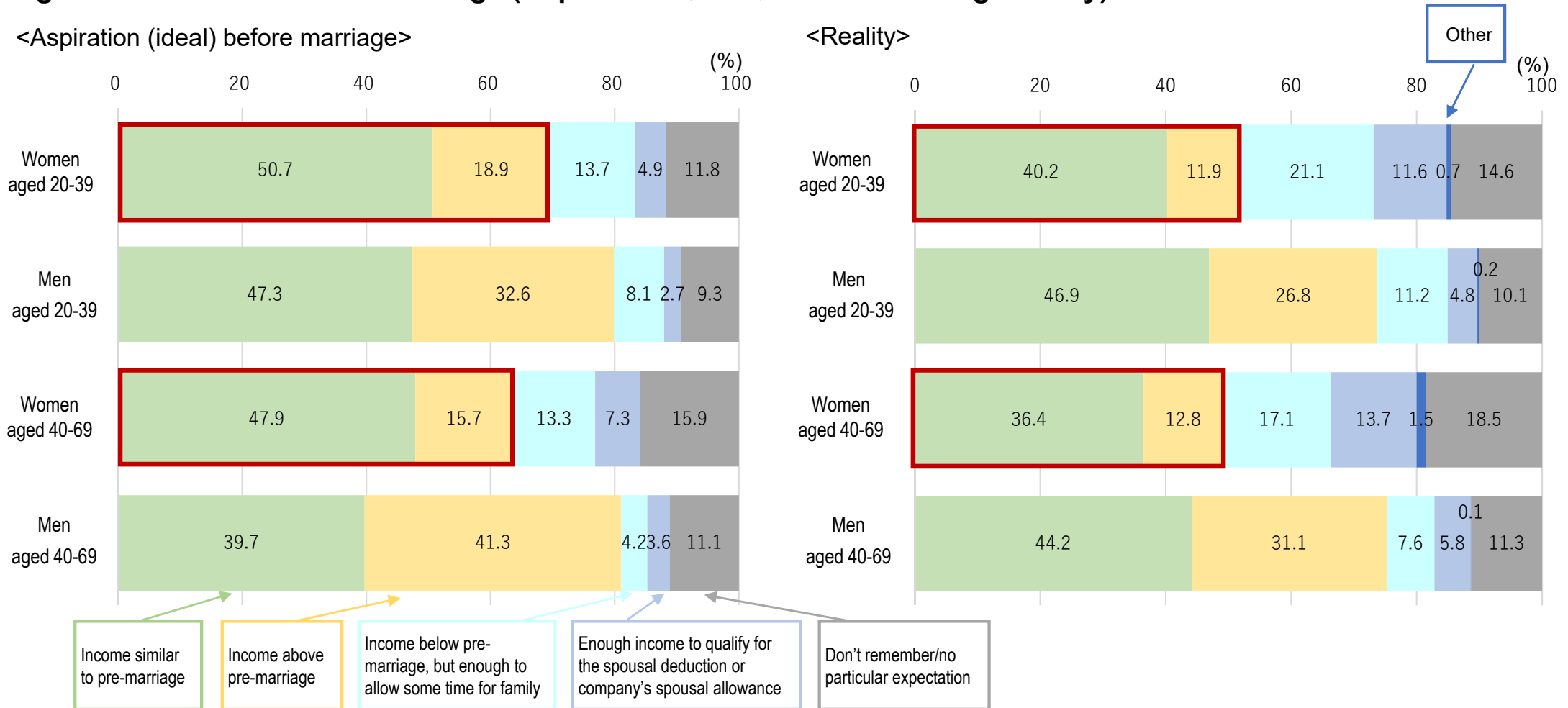
2. The term “married” in this section refers to the “total” under marital status less “never married,” and includes “widowed/divorced” and “unknown.”

Section 2. Circumstances Surrounding Marriage and Family: Circumstances Surrounding Income

- Before getting married, **60–70% of women wanted their (ideal) income after marriage to be either “similar to pre-marriage” or “above pre-marriage”**; whereas, **in reality, this figure is about 50%**.
- At the beginning of marriage before having children, there is not a great level of awareness about adjusting working hours and days,* but in reality, about 10–20% of women adjust their working hours or days.

* Refers to adjusting working hours or days to keep income below a certain amount.

Figure SF-60: Income after Marriage (Aspiration (ideal) before marriage reality)

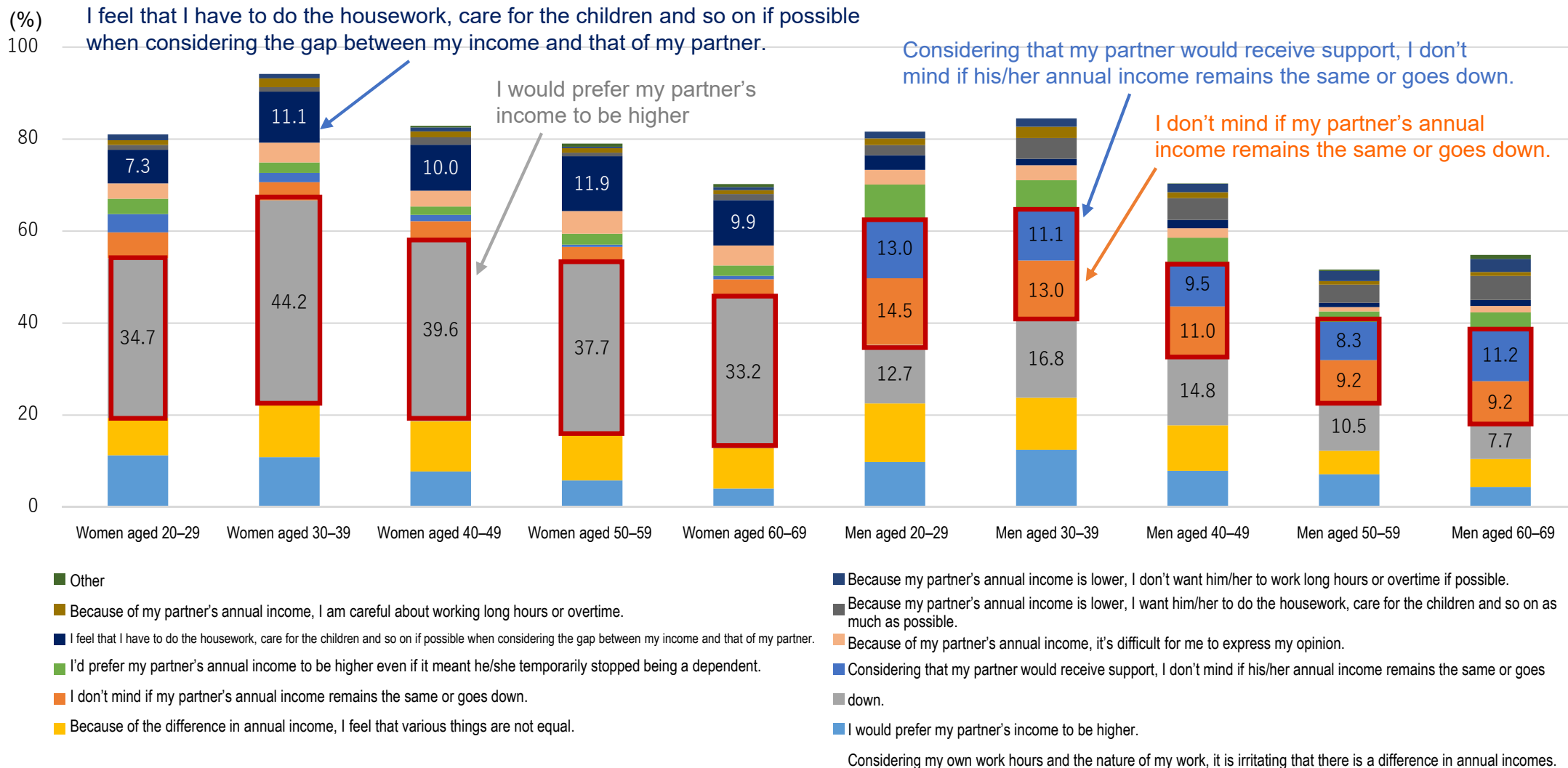


Note: 1. Prepared from the FY2021 Survey on Marriage, Work and Income in the Era of 100-Year Life (survey commissioned by the Cabinet Office in FY2021).
 2. This question targets those who are married (including (de facto and common-law marriages). Assumes after marriage (first marriage) and with no children.

Section 2. Circumstances Surrounding Marriage and Family: Circumstances Surrounding Income

- **30–49% of women in all age groups responded, “I would prefer my partner’s income to be higher”**; whereas **20–39% of men in all age groups responded, “I don’t mind if my partner’s annual was lower.”**
- About 10–19% of women in all age groups responded, “I feel that I have to do the housework, care for the children and so on if possible when considering the gap between my income and that of my partner.”

Figure SF-65: Difference in Annual Income with Spouse/Girlfriend/Boyfriend



Note: Prepared from the FY2021 Survey on Marriage, Work and Income in the Era of 100-Year Life (survey commissioned by the Cabinet Office in FY2021).

Column: Turning Points in Life

- When asked about their ideal age for marriage, respondents indicated “26 for women and 28 for men”; when asked about their ideal age for having their first child, respondents indicated “28 for women and 30 for men,” which is two years after their ideal age for marriage.
- When asked about the ideal age they would want to work until, on average, women responded “54” and men responded “62.” When asked about their spouses, respondents want their spouses to work two years longer than the spouses indicated.

Figure: Age at Certain Turning Points

Ideal age (years)	Women	Men
Age at first marriage	26.1	28.0
Age of spouse at first marriage	28.3	26.2
Age at first child	27.8	29.9
Age I want to work until	53.8	62.0
Age I want my spouse to work until	64.9	55.3

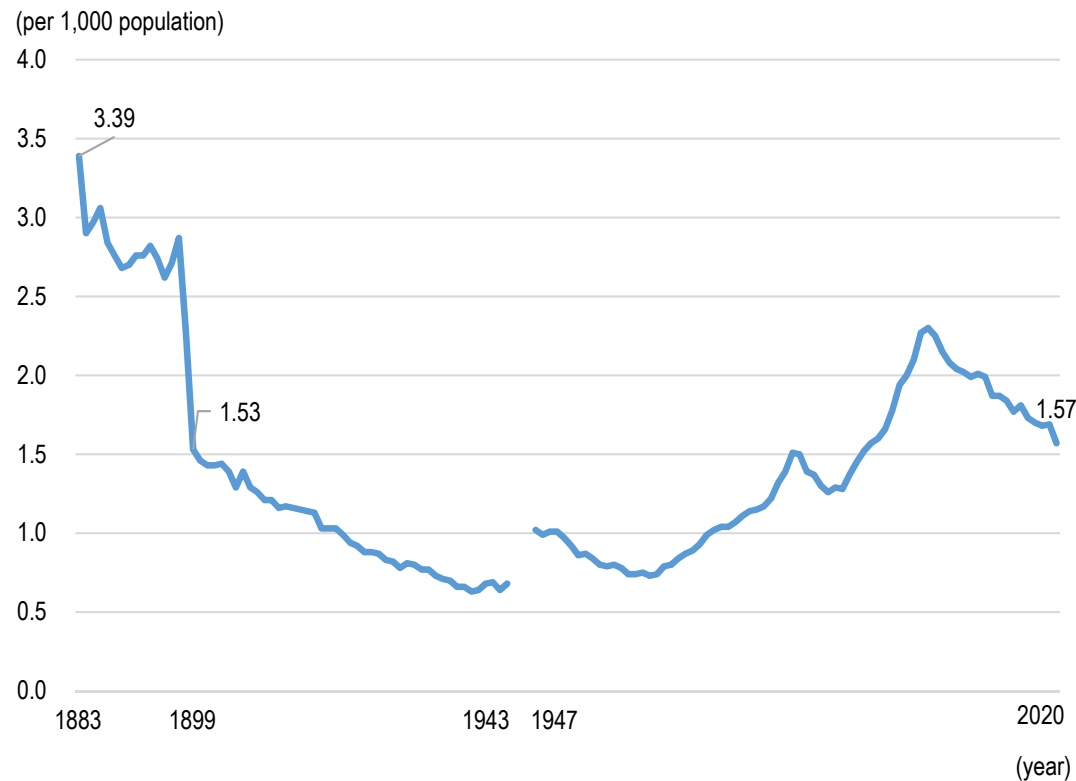
Actual age (years)	Male	Female
Age at first marriage	26.6	28.9
Age at first child	28.0	30.7
Age at first divorce	33.9	35.5
Age at second marriage	35.7	36.6

Note: 1. Prepared from the *FY2021 Survey on Marriage, Work and Income in the Era of 100-Year Life* (survey commissioned by the Cabinet Office in FY2021).
 2. Average age of all response values (*n* varies because the questions are not mandatory).

Column: Historical View

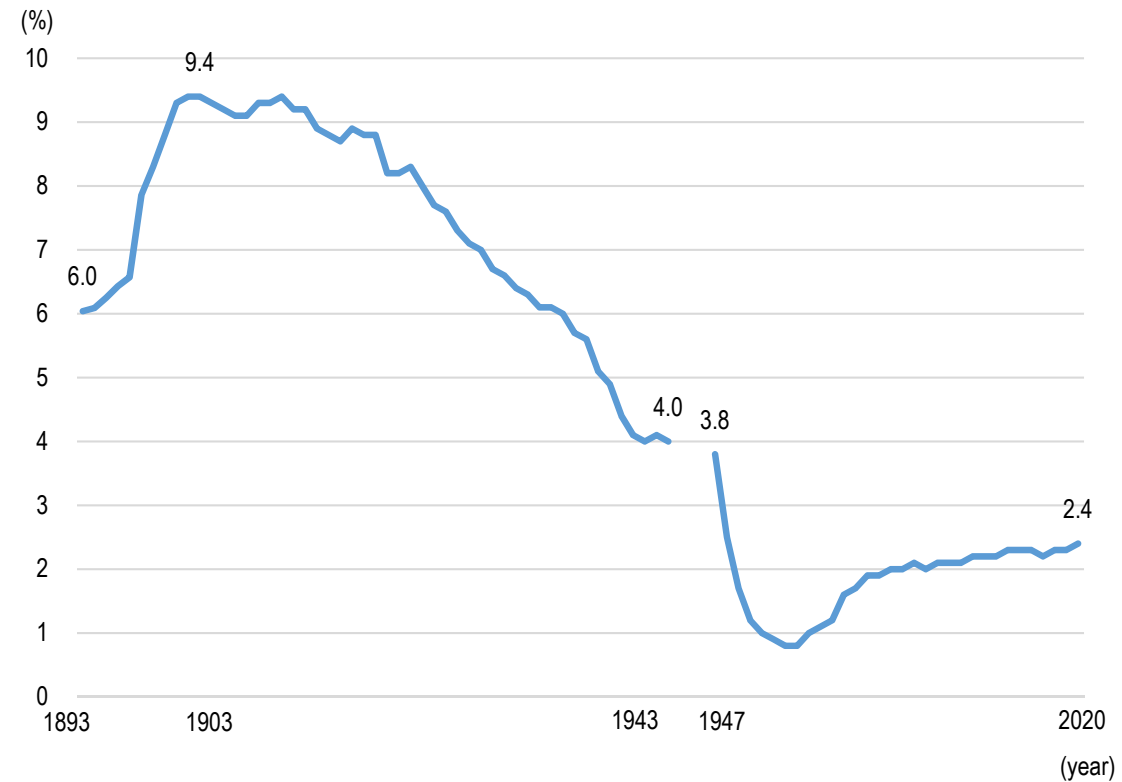
- The shape of families in Japan before the Showa Era (1926–1989) was different.
- **The divorce rate in 1883 was 3.39 (per 1,000 population), about double the rate in 2020.**
- **Share of births outside marriage in 1903 was 9.4%, nearly four times the rate in 2020.**

Figure 1: Divorce Rate



Note: 1. Figures from 1883 to 1898 are based on *Nippon Teikoku Tokei Tekiyo*, Cabinet Statistics Bureau.
Figures from 1899 to 2020 are based on the *Vital Statistics of Japan*, Ministry of Health, Labour and Welfare.
2. Number of divorces per 1,000 population.

Figure 2: Share of births outside marriage



Note: Figures from 1893 to 1898 are based on *Nippon Teikoku Tokei Tekiyo*, Cabinet Statistics Bureau.
Figures from 1899 to 2020 are based on the *Vital Statistics of Japan*, Ministry of Health, Labour and Welfare.

Column: Examination of the Employment Ice-age

- Compared to other generations, the employment ice-age generation **is still face a variety of challenges, including a heightened sense of anxiety about the future.**

Figure 4: Percentage of respondents citing “I can’t afford married life/my job is insecure” as a reason for not actively wanting to get married (by generation)

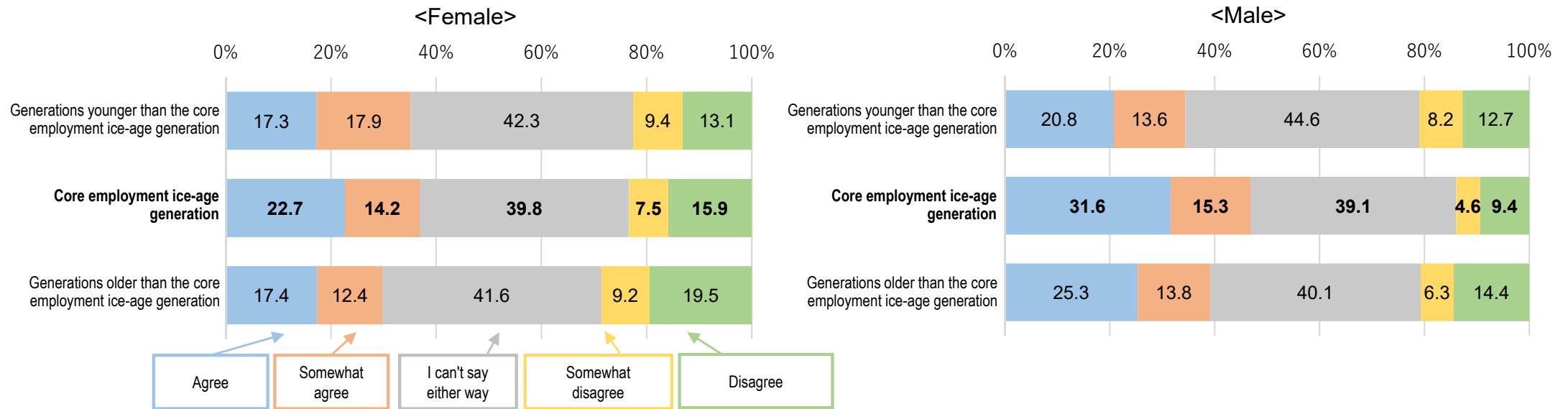
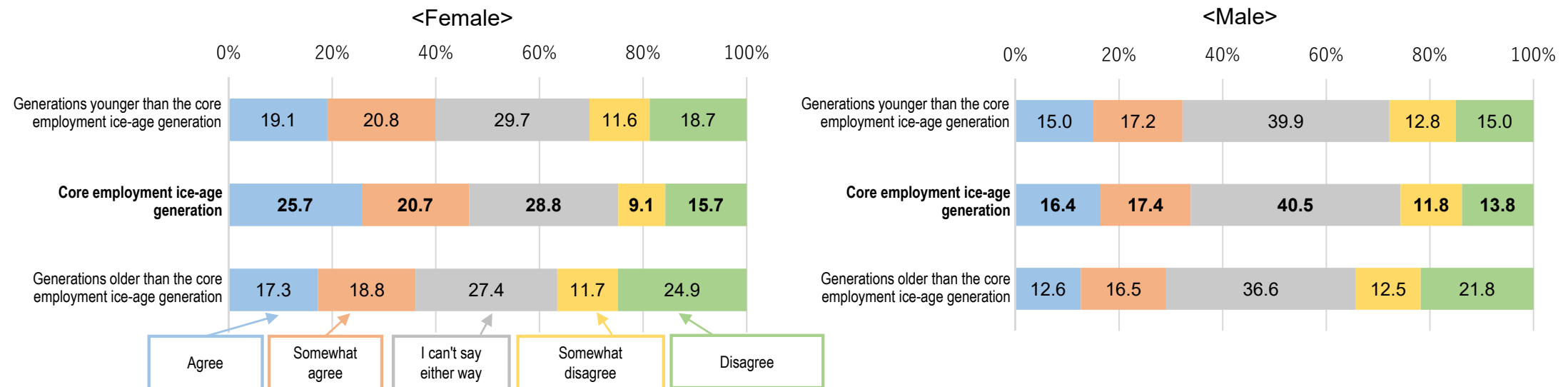


Figure 5: Percentage of respondents citing “unclear/dim prospects for receiving a pension in old age” as a reason for anxiety about the future (by generation)



Note: 1. Prepared from the FY2021 Survey on Marriage, Work and Income in the Era of 100-Year Life (survey commissioned by the Cabinet Office in FY2021).

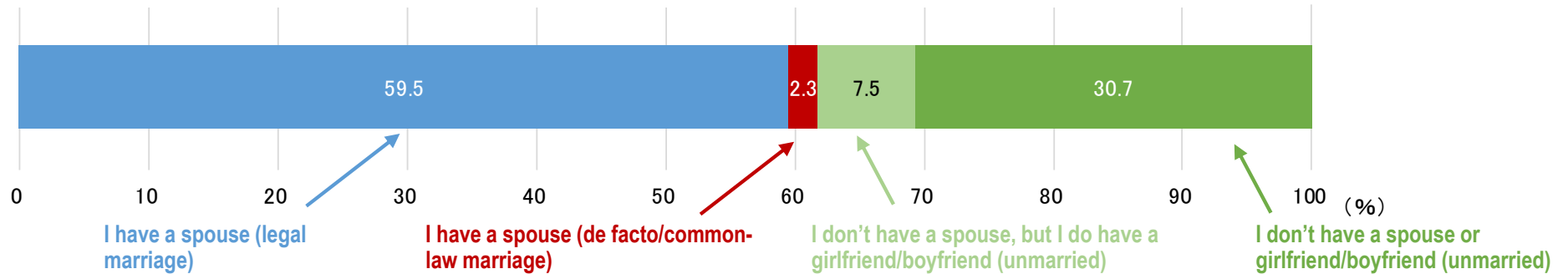
2. The term “core employment ice-age generation” in this section refers to people born between 1975 and 1984 and aged 37–46 at the time of the survey in 2021.

Column: The Reality of De Facto Marriages

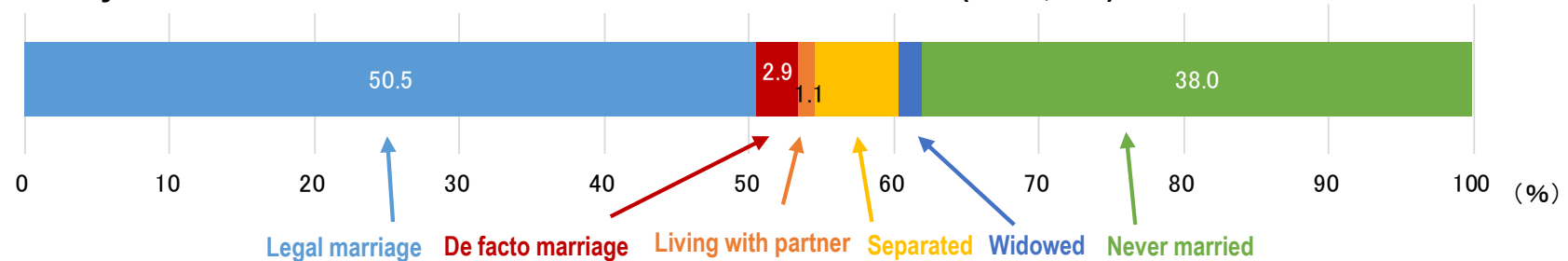
- Based on the results of various surveys, it seems that **about 2–3% of the adult population has chosen de facto marriage.**

Figure: Results of Various Awareness Surveys

FY2021 Survey on Marriage, Work and Income in the Era of 100-Year Life (n=20,000)



FY2021 Survey and Research on Unconscious Bias Based on Gender (n=10,330)



Public Opinion Poll on Family Law (n=2,884)

