



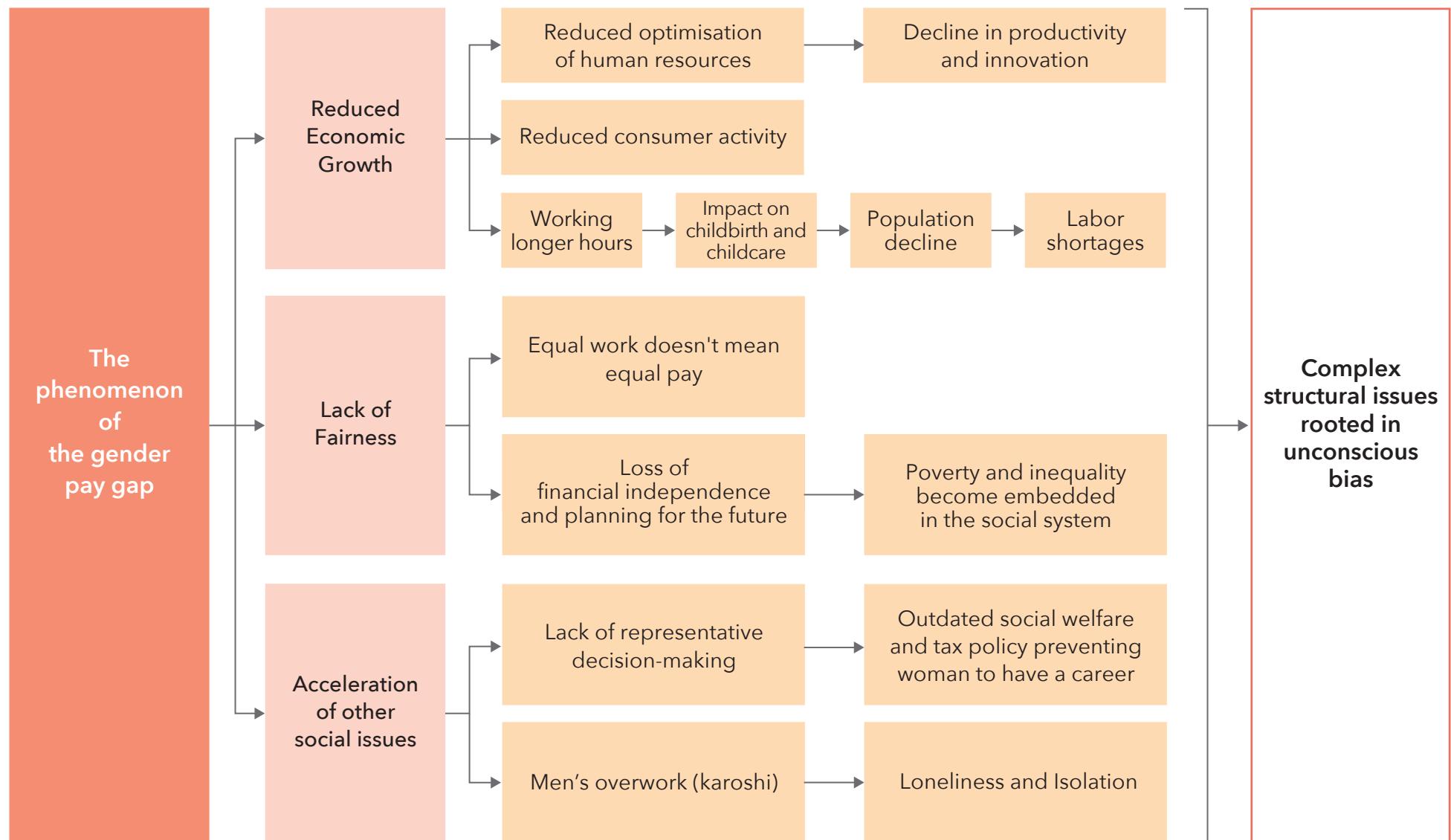
The Vision SIIF Aims to Achieve in the Field of Gender Pay Gap

## 2030 GOAL

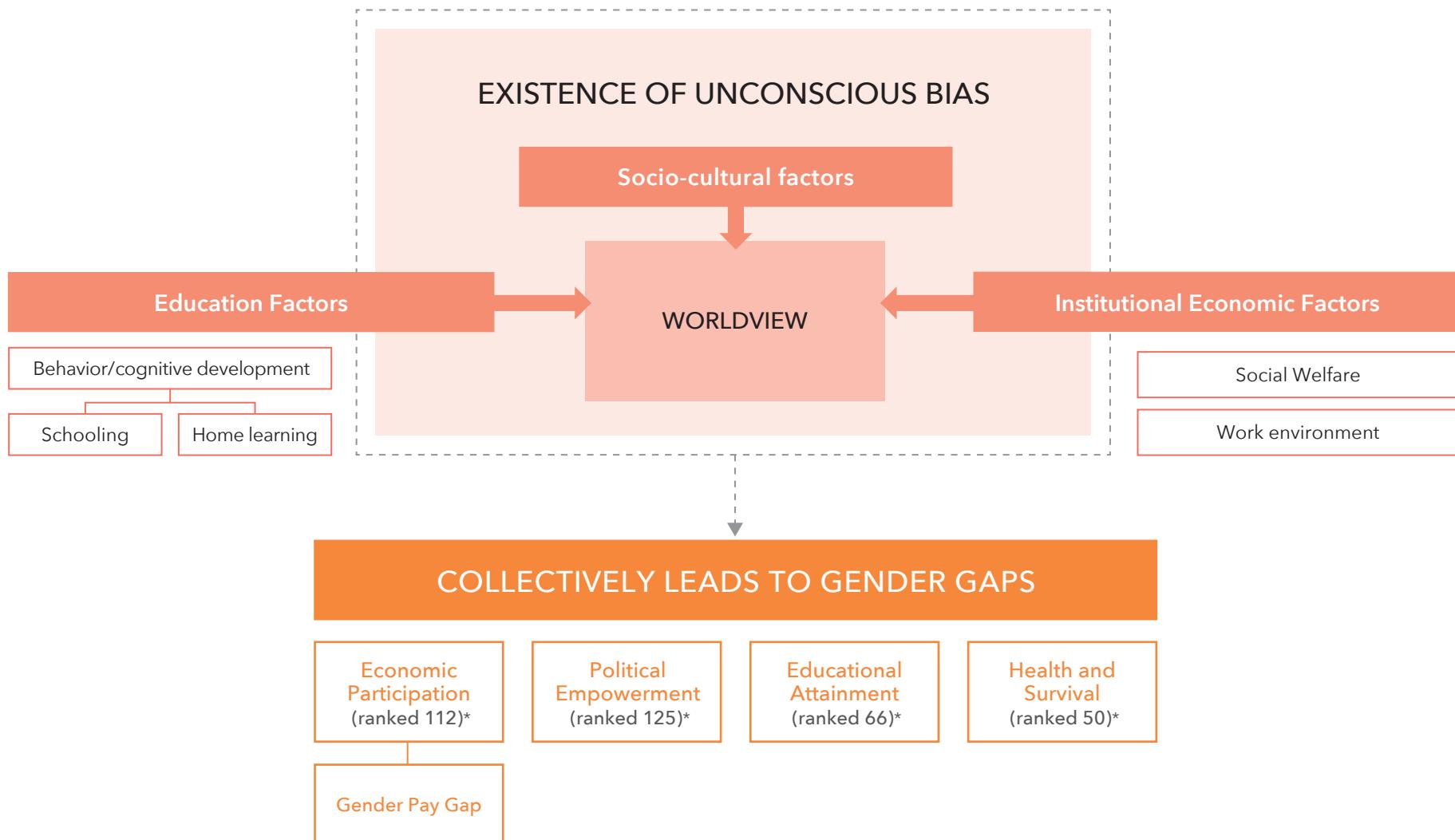
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**Realize a society where everyone can have  
control over their own career**

# Why Is the Gender Pay Gap a Problem?

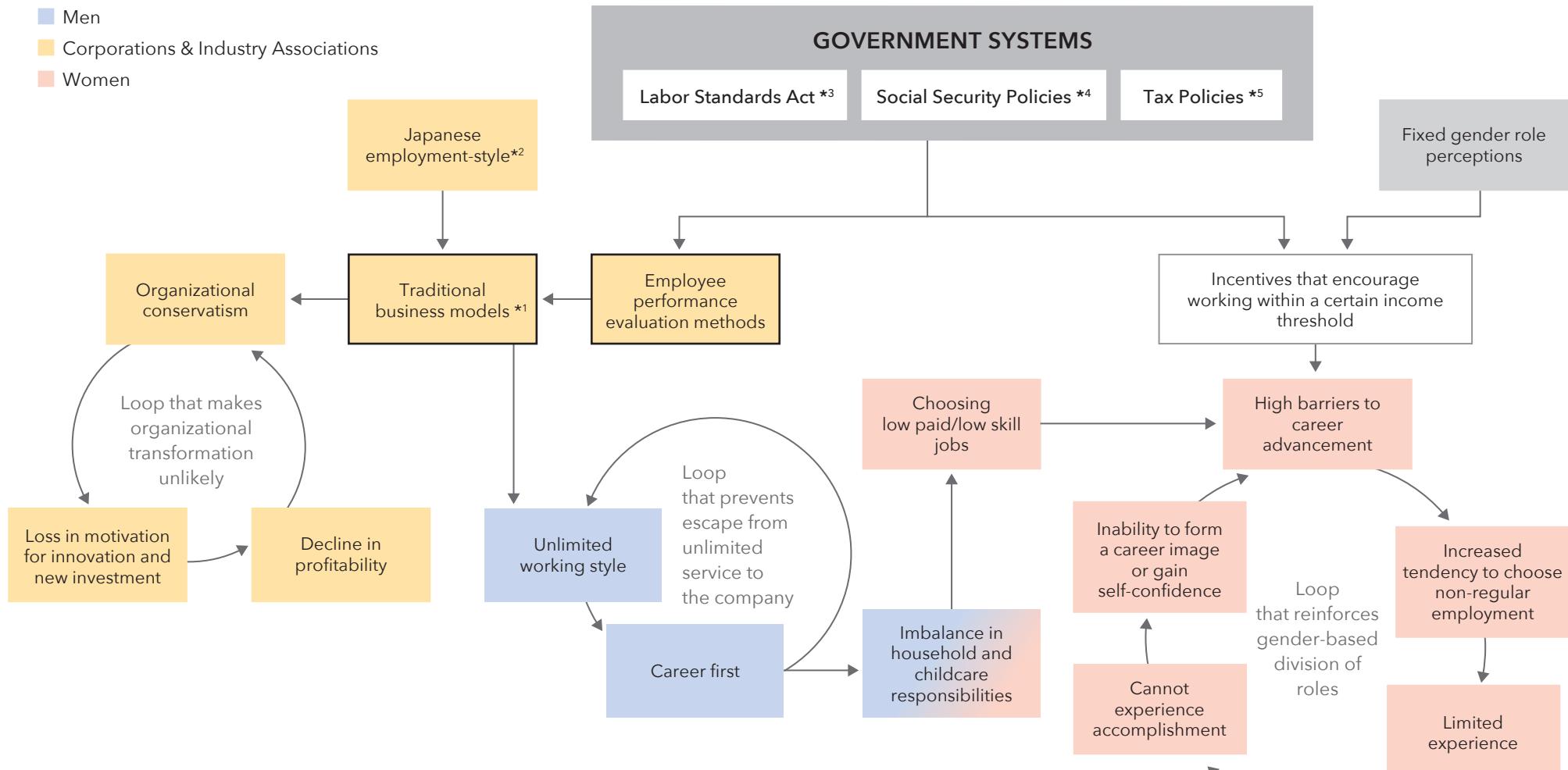


# Structure of the Gender Pay Gap in Japan



\*The World Economic Forum, Gender Gap Index 2025

# Correlation Diagram of the Gender Pay Gap in Japan



\*1: Traditional business models refer to Japanese corporate culture and profit structures.

\*2: Japanese employment style = lifetime employment, seniority-based pay, and membership-based employment.

\*3: Issues with the Labor Standards Act include inadequate enforcement of Article 36 agreements.

\*4: Issues with the social security system include full-time assumptions, the spousal third-category insured system, and dependent coverage in health insurance.

\*5: Issues with the tax system include spousal deductions and dependent exemptions.(Bold-framed items: considered more prominent in rural areas.)

# THEORY OF CHANGE

