

nijiVOICE 2023 Report

A Survey of LGBTQ+ Work and Life in Japan
December 2023



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Executive Summary

We would like to present the nijiVOICE 2023 report, a survey on LGBTQ+ work and life in Japan. We would like to thank all those who responded to the survey and those who cooperated in its analysis and publicity. In 2023, there has been significant progress in the acquisition of LGBTQ+ rights.

With the enactment of the "Law for the Promotion of LGBT Understanding," LGBTQ+ initiatives at workplaces and schools became mandatory. The local government partnership registration system has finally reached more than 70% of the population. Furthermore, the Supreme Court ruled that the infertility requirement of the "Gender Identity Disorder (GID) Special Law" was unconstitutional, and in the "Freedom of Marriage for All" trial for marriage equality, the Nagoya District Court and Fukuoka District Court ruled current law is unconstitutional, following Sapporo and Tokyo.

However, these social changes have not necessarily led to improvements in the situation of individual LGBTQ+ people. Issues such as the isolation of LGBTQ+ people, loneliness, disparities in mental and physical health, and economic disparities remain unresolved. Recovery from the COVID-19 pandemic is still ongoing. The crises caused by global conflicts and the resulting resource price hikes, climate change, and natural disasters are likely to have a greater negative impact on LGBTQ+ as a social minority.

In this issue of nijiVOICE 2023, we focused our analysis on how to restore the mental, physical, and social health of LGBTQ+ people. We hope that this data will be used to further promote LGBTQ-related policies in Japanese society.

We hope that this survey, which collects the real voices of LGBTQ+ people, will serve as a catalyst for further research by the national government and academic research groups. We appreciate your continued support for the activities of Nijihiro Diversity and LGBTQ+ equality.

Maki Muraki, President, Nijihiro Diversity NPO

Acknowledgements

We would like to thank everyone who contributed to the making of nijiVOICE 2023

Survey Entity

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Survey Respondents

*LGBTQ+ and Allies
community throughout
Japan*

Reference Entity

*Social Research Support
Organization Chikilabo*

About Nijihiro Diversity

Our mission and goals in supporting LGBTQ+ equality in Osaka and beyond

Did you know?
Nijihiro means
"rainbow" in
Japanese

Mission: Bridging the gaps for diversity and inclusion.

Nijihiro Diversity attempts to bridge the gaps facing the LGBTQ+ community within society. We hope to gift future generations a better society for all, regardless of their sexual orientation and/or gender identity (SOGI).

EDUCATION We focus on changing companies, governments, and the law.

RESEARCH We continue to invest in research and development toward a more equitable and rewarding society where no one is left behind.

ADVOCACY Nijihiro Diversity defends human rights and the dignity of LGBTQ+ people, their families and allies.

<https://nijihirodiversity.jp/aboutus/>

Background

Summary of the survey purpose, methods, and sample composition

Purpose

In Japan, the number of LGBTQ – an acronym for lesbian, gay, bisexual, transgender, queer or questioning – and other sexual minority groups who come out in the workplace and in society is still small, making it difficult to understand what difficulties they face and what needs they have. There are very few surveys conducted by the government.

The purpose of this survey is:

To accumulate data to promote the creation of a workplace and society where sexual minorities can work and live comfortably, while also taking into account overall diversity policies.

To confirm the effectiveness of the LGBTQ policies of companies and governments that have been implemented in recent years.

To reduce the burden on respondents from undergoing similar surveys repeatedly, and to return the results of this survey to society at large, data with personal information removed will be made publicly available for secondary analysis for academic purposes.

Methods

- Used web-based survey forms, through SurveyMonkey paid version
- Collection period: 5/21/2023 - 6/19/2023 (30 days)
- Participants: 2,304 (valid responses: 2,242)

Year	2014	2015	2016	2018	2019	2020	2022	2023
Responses	1,815	2,154	2,298	2,348	2,587	2,231	2,296	2,242

- Total of 50 questions (all are optional, so the number of responses varies depending on the question)
- Publicized through website, Twitter, Facebook, Instagram, LinkedIn, lectures, displaying posters at Pride Center Osaka, requesting cooperation from existing Nijiirō Diversity clients via email newsletter, etc.

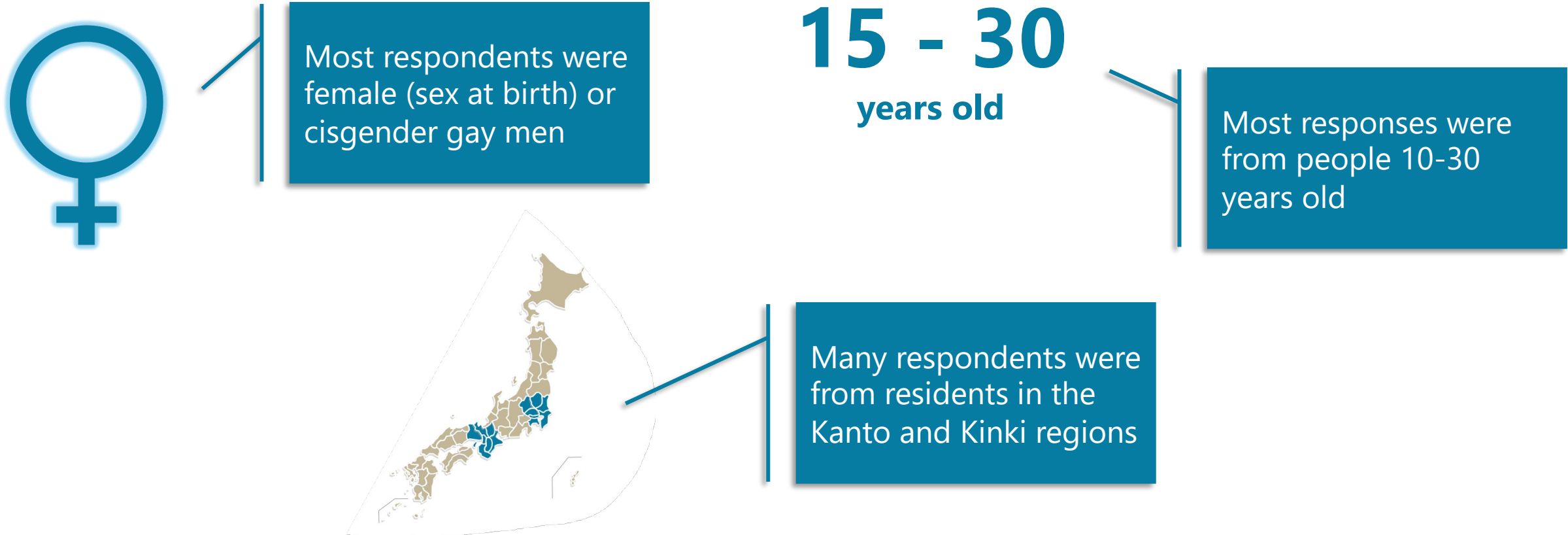
SOGI Classification Methods

Sex at Birth	Gender Identity	Sexual Orientation	SOGI Category	2 nd Category	3 rd Category
Female	Female	Homosexual	Cis Lesbian	LGBTQ+	Cis LGB+
		Heterosexual	Cis Het Female	Cis Het	Cis Het
		Pansexual/Omnisexual	Cis Bi Female	LGBTQ+	Cis LGB+
		Other	Cis Other Female	LGBTQ+	Cis LGB+
	Male	Any orientation	Trans Man	LGBTQ+	Transgender
	Other	Any orientation	AFAB Nonbinary	LGBTQ+	Transgender
Male	Female	Any orientation	Trans Woman	LGBTQ+	Transgender
	Male	Homosexual	Cis Gay	Cis Het	Cis Het
		Heterosexual	Cis Het Male	LGBTQ+	Cis LGB+
		Pansexual/Omnisexual	Cis Bi Male	LGBTQ+	Cis LGB+
		Other	Cis Other Male	LGBTQ+	Cis LGB+
	Other	Any orientation	AMAB Nonbinary	LGBTQ+	Transgender

* Transgender includes a variety of sexual orientations, including lesbian, gay, and bisexual.

* This survey is mainly about work and living, and we made the classification in our analysis based on the assumption that in the current society, gender at birth may have a greater impact on income and other factors than sexual orientation.

Response Composition



nijiVOICE 2023 provides valuable survey data on the LGBTQ experience, but we cannot overgeneralize the survey response trends.

Key Findings

Insights across each of the survey themes

Key Findings Similar to Previous Surveys

- 1 LGBTQ+ people experience poor mental health, and, notably, transgender people experience worse mental health.
- 2 Being female at birth and transgender may be linked to lower educational attainment levels, informal employment, and lower income.
- 3 LGBTQ+ policies in the workplace and elsewhere make allies more visible and easier to consult with, leading to a more psychologically secure workplace and increased motivation to continue working.
- 4 The greater the number of pro-LGBTQ+ measures, the higher the psychological safety of the workplace, and the higher the percentage of people coming out.
- 5 Cisgender heterosexuals survey respondents are more likely to be allies, but report experiencing less discrimination in the workplace and elsewhere than LGBTQ+ people.
- 6 Harassment related to gender and SOGI in the workplace and elsewhere reduces psychological safety.
- 7 There is a strong desire for pro-LGBTQ+ policies, such as the application of benefits to same-sex partners and accommodations for transgender people.
- 8 Although outing is considered a form of power harassment, many respondents have experienced being outed. This year transgender men (18%) reported the highest instances.
- 9 Transgender people have low rates of health checkups.
- 10 Many LGBTQ+ people do not know their household income. A high percentage of them live alone.
- 11 Many LGBTQ+ people have experiences related to poverty. 20% of transgender people and 19% of cis-LGB+ people have experienced a bank balance of less than ¥10,000 JPY (~\$70 USD) in the past year.

New Key Findings from 2023 Survey

- 1 Over 45% of respondents desire their workplace and elsewhere to support pro-LGBTQ+ legislation, perhaps due to high frequency of news about laws and judicial decisions concerning LGBTQ+ people.
- 2 Less than 5% of survey respondents are registered in the municipal partnership system which has a population coverage of over 70%. Few people are registered or utilizing the system in any way.
- 3 LGBTQ+ people are less likely to perceive themselves as healthy. There are also differences between LGBTQ+ and cis heterosexuals in factors perceived to influence health: connection with others, exercise habits, sleep habits, and diet.
- 4 When asked about barriers to exercise, many transgender respondents cited financial affordability, location, and facilities.
- 5 Many transgender respondents, even 16% with depression, visit the doctor, etc. in some form, but experienced a lot of stress when doing so. Many said it was difficult to ask medical professionals questions.
- 6 LGBTQ+ respondents indicated that they felt comfortable consulting with friends and internet connections, from which activities to connect them to social resources were considered important.
- 7 As for social connections, cis heterosexuals are more involved in family, school/work, community and sports gatherings; bars and other places where LGBTQ+ people feel safe to gather, such as community centers where people with low income can gather for free, play a significant role.
- 8 Higher income earners are more interested in forward-looking investments; willingness to invest in LGBTQ-friendly companies was similar regardless of SOGI.
- 9 LGBTQ+ respondents have a higher desire to move. The most common reason given was "I want to live as I am," which is thought to be due to not being able to be oneself in one's current life.

Themes

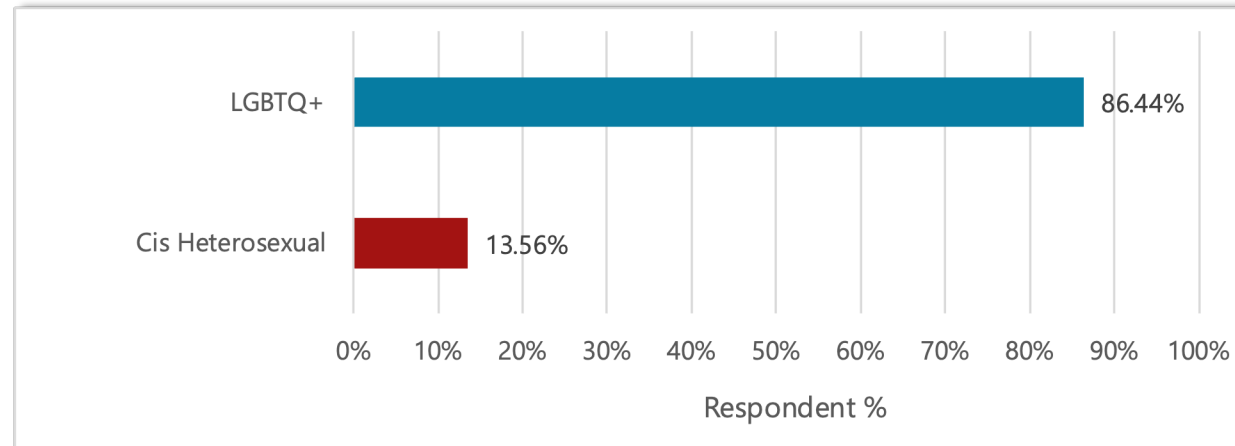
A deep dive into the six emerging topics of Demographics, Work/School, Finance, Social, Health, and Partnership System



1. Demographics Findings

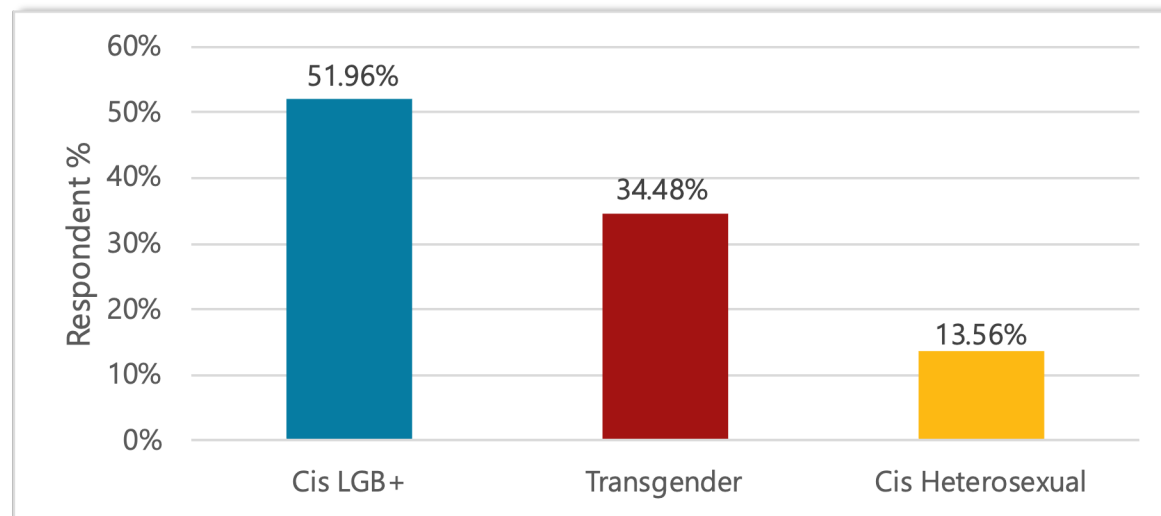
- **52% of respondents identify as cisgender LGB+, 34% as transgender, and 14% as cisgender heterosexual (see Fig 1.1)**
- **Most survey respondents are cisgender gay men (21%) or born female at birth (23%) (see Fig 1.2)**
- **Though cisgender heterosexual households report higher annual income than LGBTQ+ households, differences in personal income are more impacted by gender expression than sexuality (see Fig 1.8)**
- **47% of respondents live in the Kanto region (see Fig 1.4)**
- **40% of respondents are between the ages of 15 and 30 years old (see Fig 1.3)**

Fig 1.1 Respondent Identity



86% of survey respondents identified as LGBTQ+.

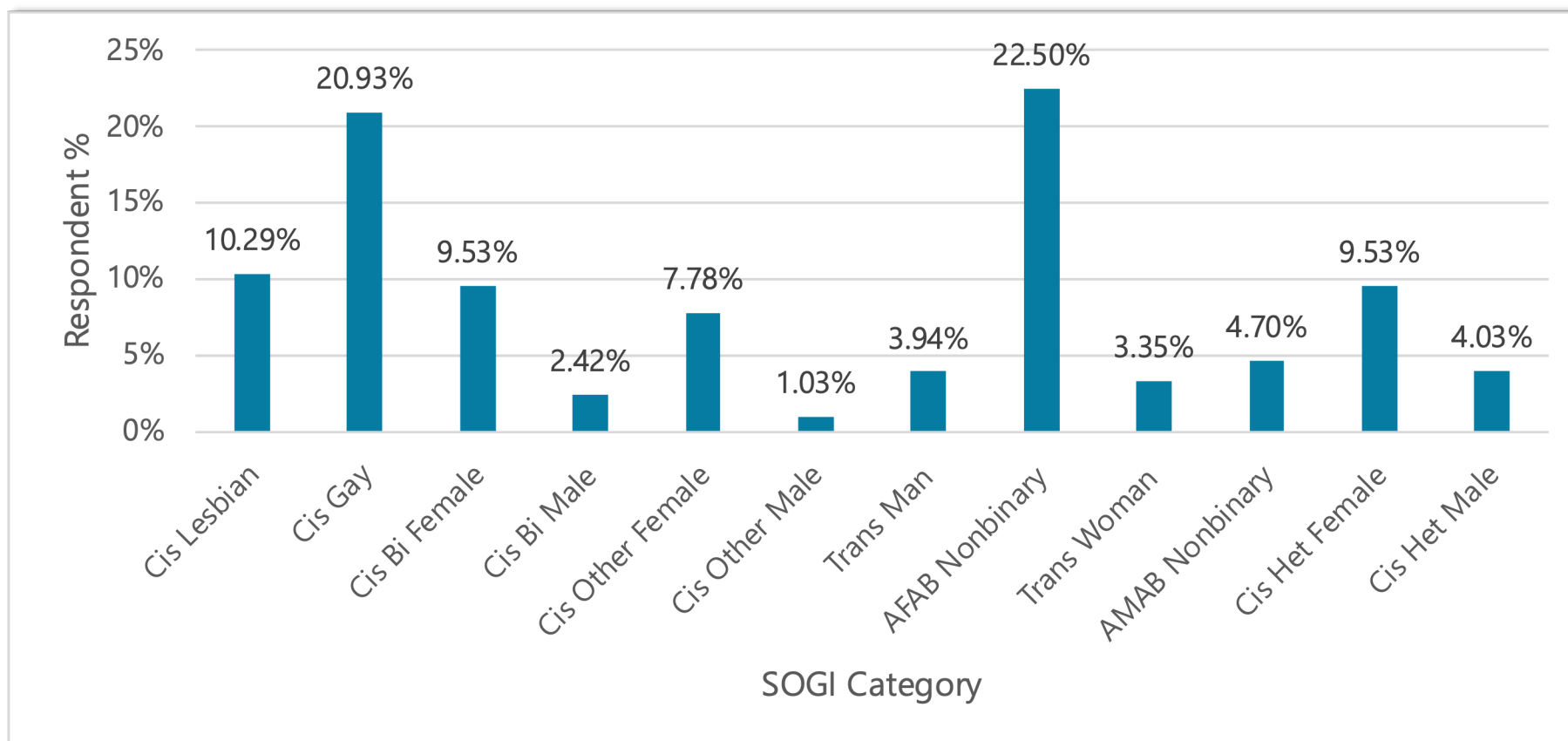
	LGBTQ+	Cis Heterosexual	Total
N=	1,938	304	2,242



52% of survey respondents identified as cisgender LGB, while 34% of respondents identified as transgender.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	1,165	773	304	2,242

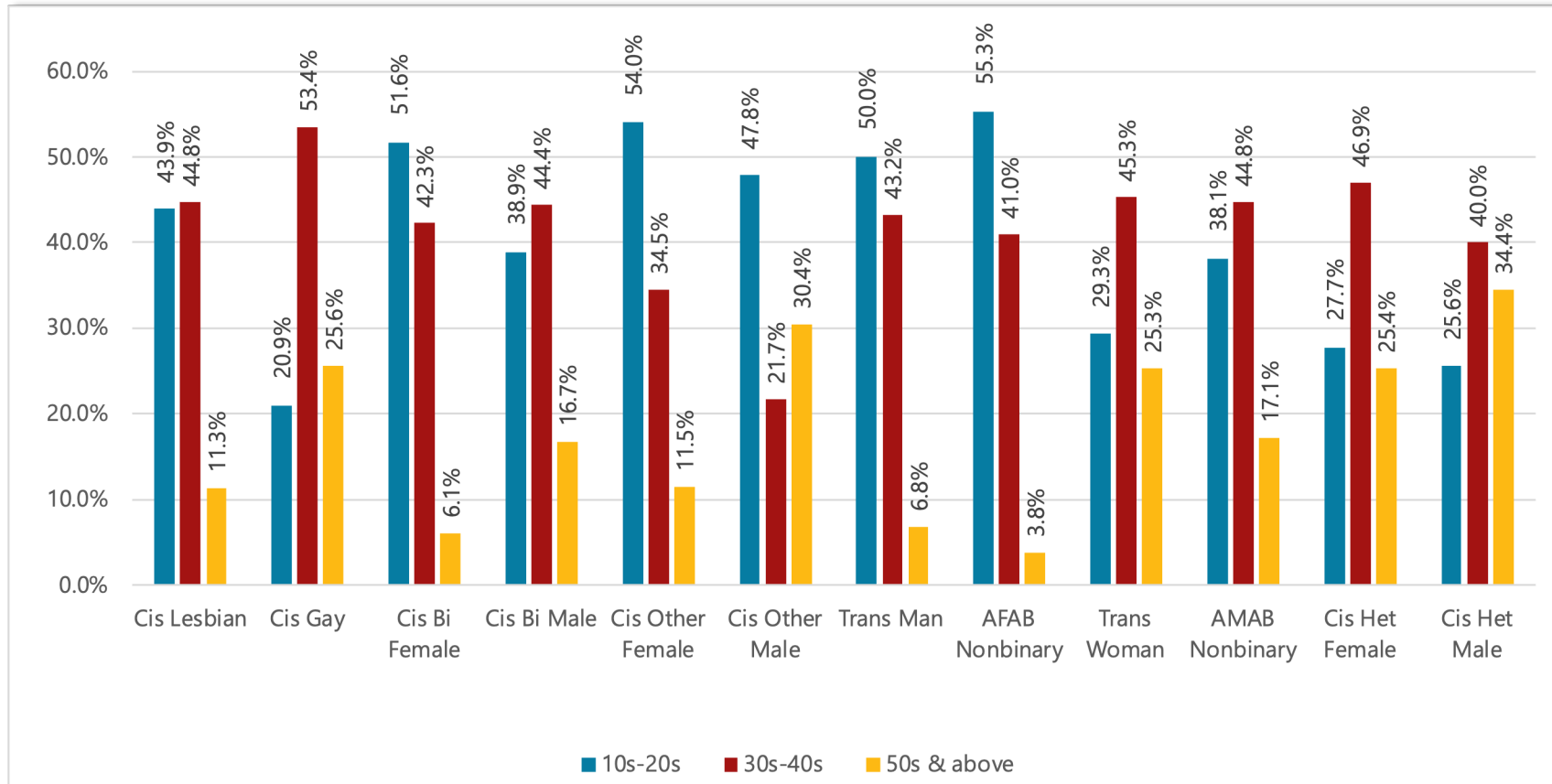
Fig 1.2 Response % by SOGI Characteristic



Many survey respondents are cisgender gay men (21%) or nonbinary people born female at birth (23%).

	Cis L	Cis G	Cis Bi Female	Cis Bi Male	Cis Other Female	Cis Other Male	Trans Man	AFAB Nonbinary	Trans Woman	AMAB Nonbinary	Cis Het Female	Cis Het Male	Total
N=	230	468	213	54	174	23	88	503	75	105	213	90	2,236

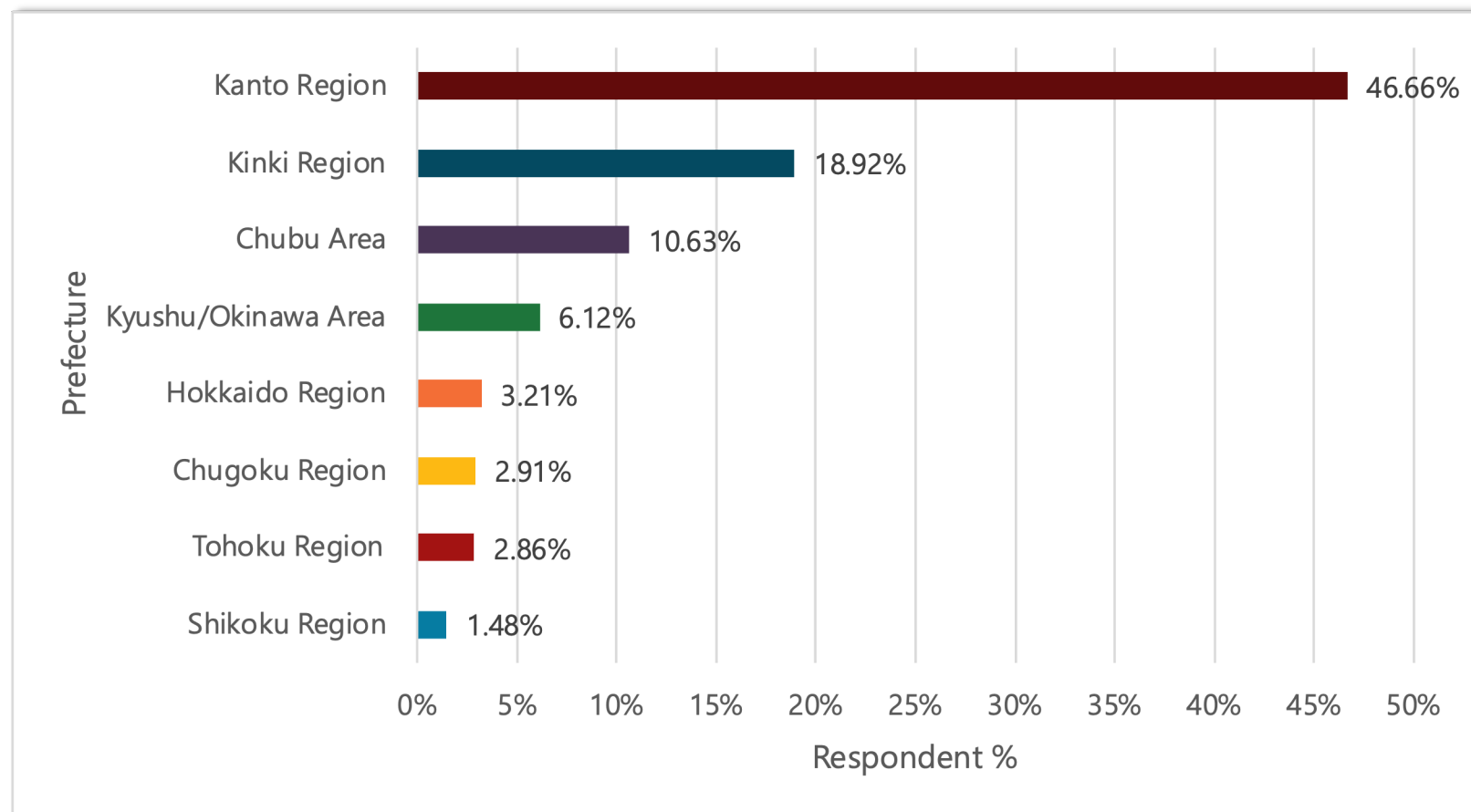
Fig 1.3 Age by SOGI Characteristic



Among respondents overall, 40% of respondents are between 15 years old and 30 years old.

	Cis L	Cis G	Cis Bi Female	Cis Bi Male	Cis Other Female	Cis Other Male	Trans Man	AFAB Nonbinary	Trans Woman	AMAB Nonbinary	Cis Het Female	Cis Het Male	Total
N=	230	468	213	54	174	23	88	503	75	105	213	90	2,236

Fig 1.4 Respondent Prefecture

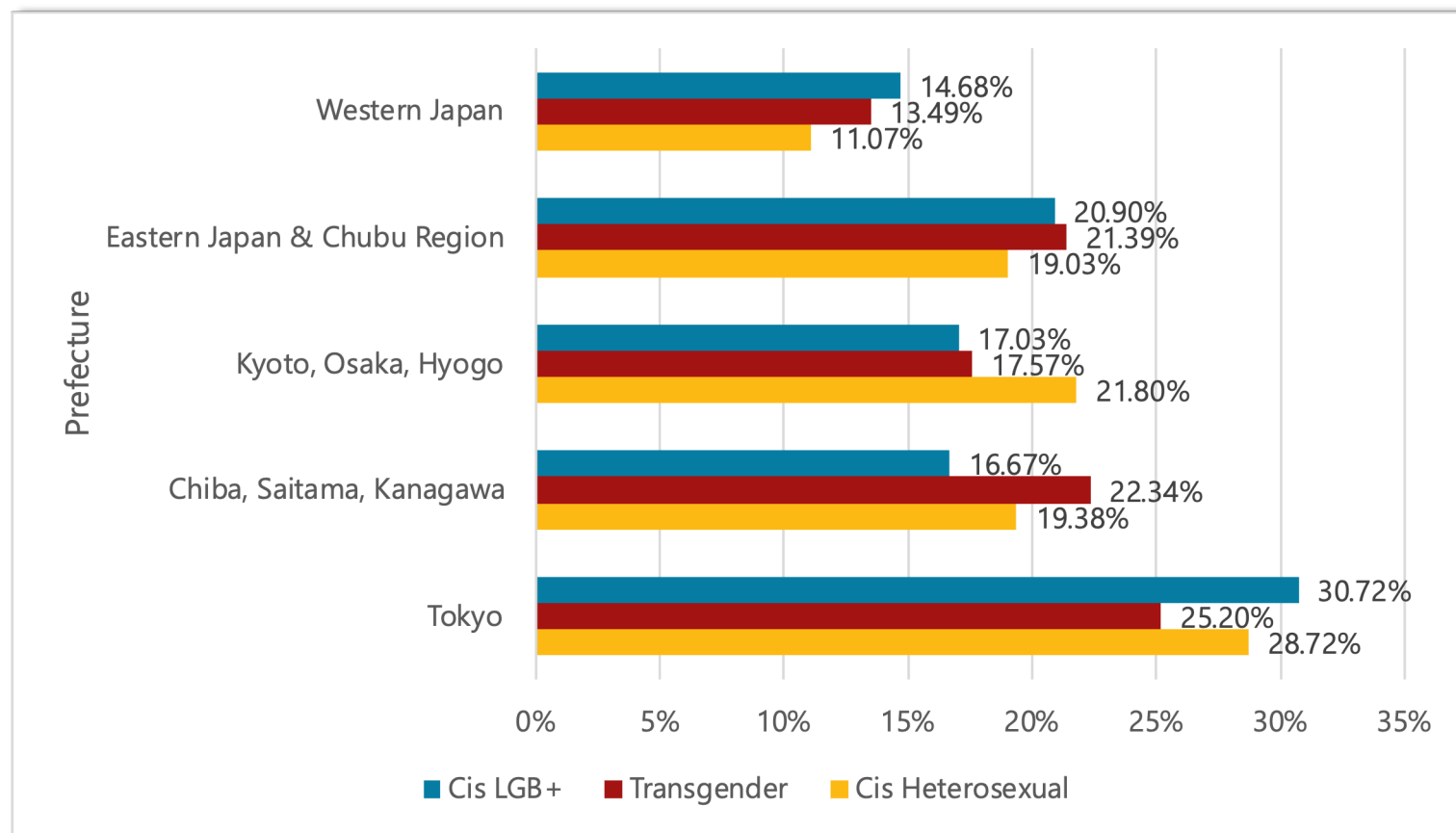


N= 2,138

An overwhelming majority of respondents live in the Kanto Region (47%), while 19% live in the Kinki Region.

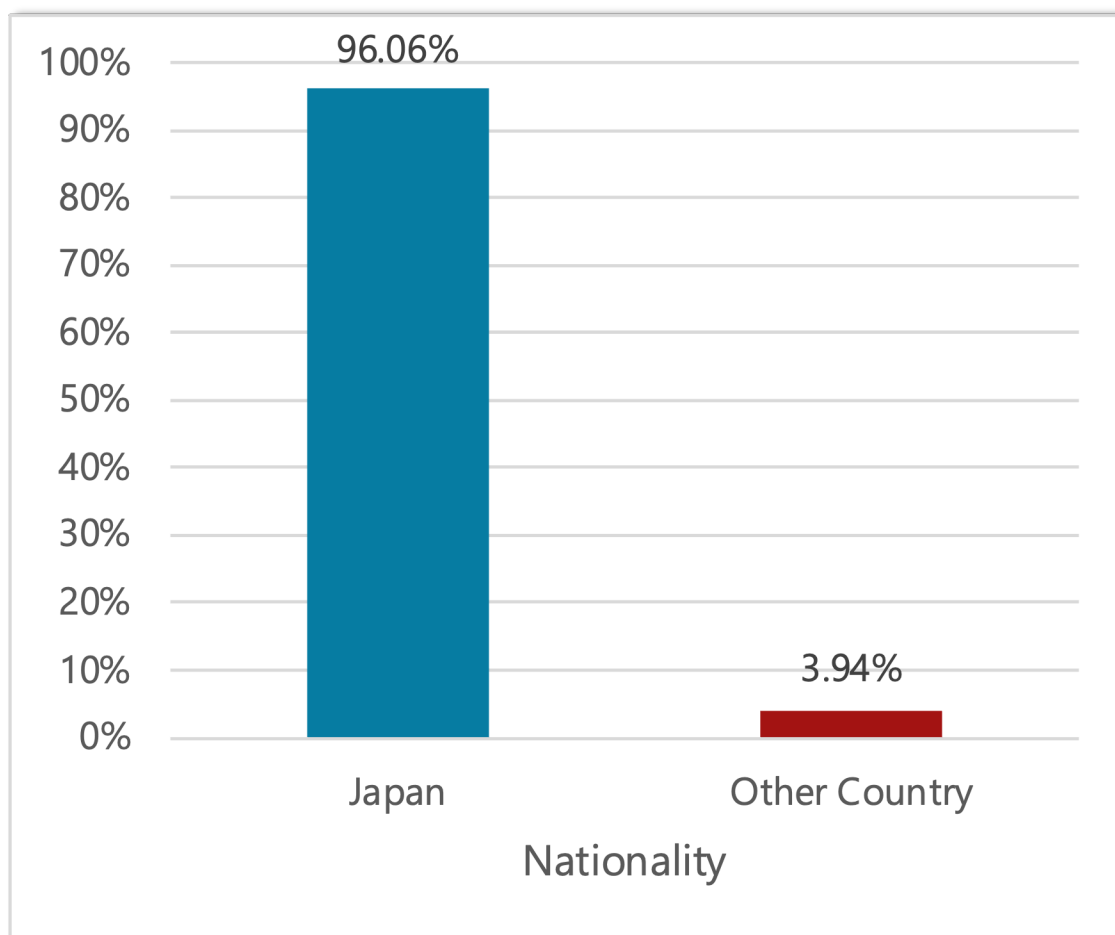
Fig 1.5 Prefecture by Identity

Over a quarter of respondents across all segments live in the Tokyo area.



	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	1,110	734	289	2,133

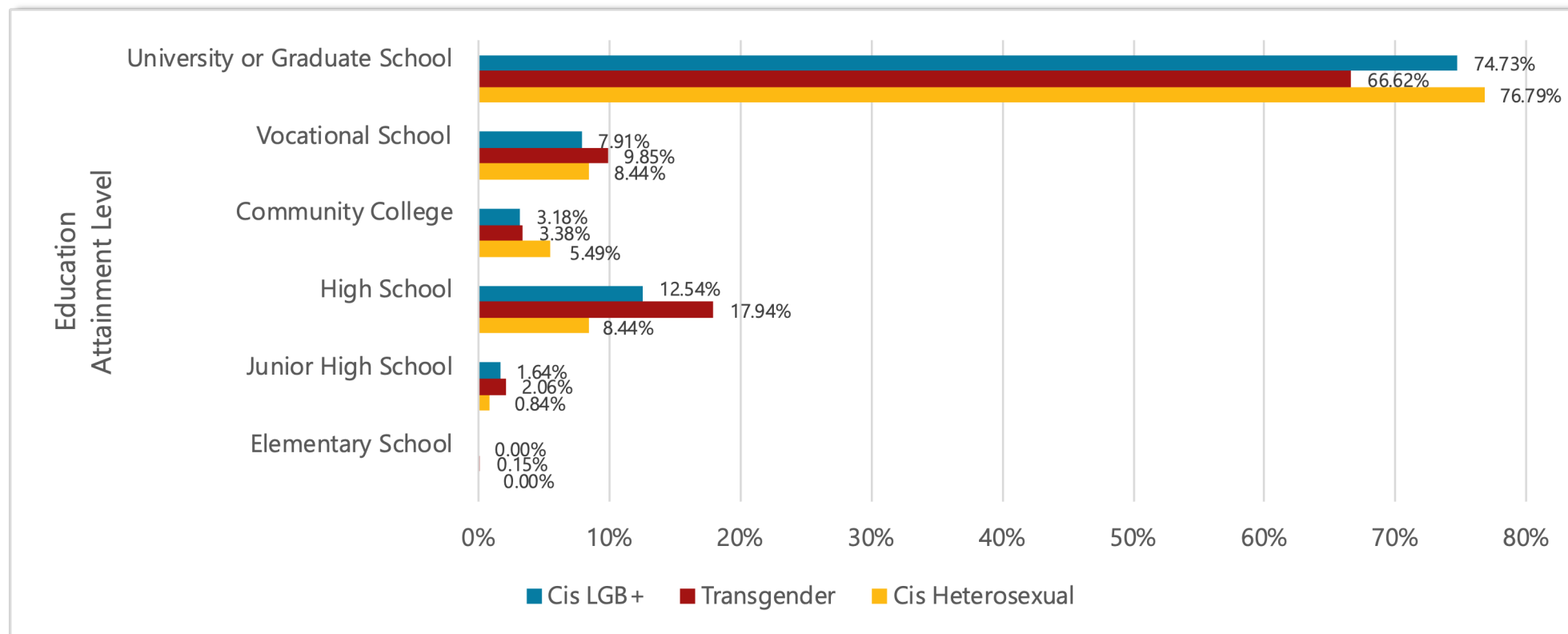
Fig 1.6 Nationality



Nationality	Count
Japan	2,097
China	30
USA	11
Brazil	6
Taiwan	6
Canada	2
Hong Kong	2
Mexico	2
New Zealand	2
Russia	2
United Kingdom	2
Australia	1
Bhutan	1
France	1
Germany	1
India	1
Iran	1
Italy	1
Peru	1
Philippines	1
Republic of Korea	1
Thailand	1
Vietnam	1
Other Country	9
N=	2,183

The majority of respondents have Japanese nationality, with less than 4% of respondents holding a non-Japanese nationality.

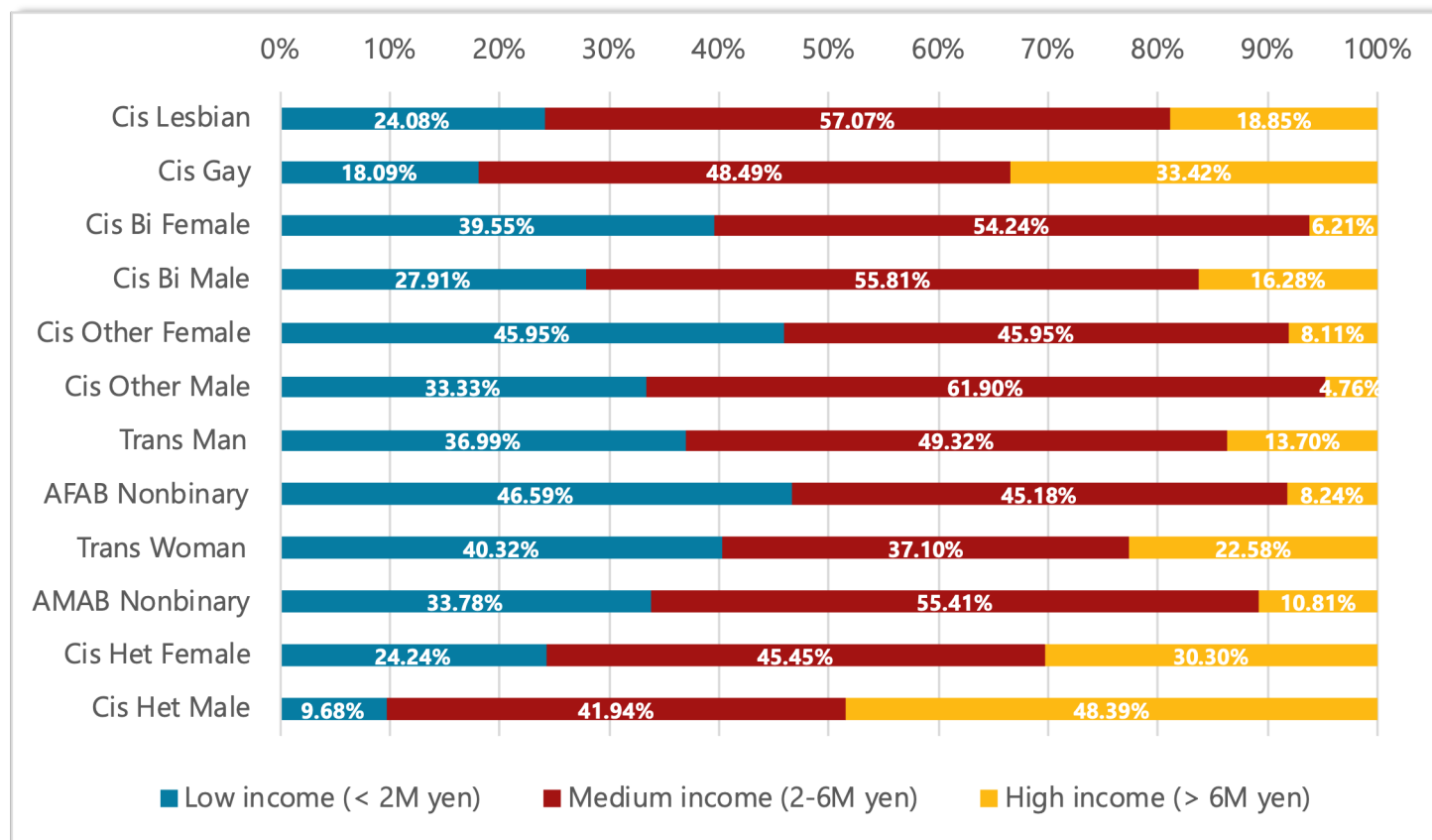
Fig 1.7 Educational Attainment



Education levels across respondent identities are fairly similar. Though a higher percentage of transgender respondents report lower education attainment level than cisgender respondents, this could be due to the age of the respondents (see Fig 1.3).

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	1,037	680	237	1,954

Fig 1.8 Personal Income



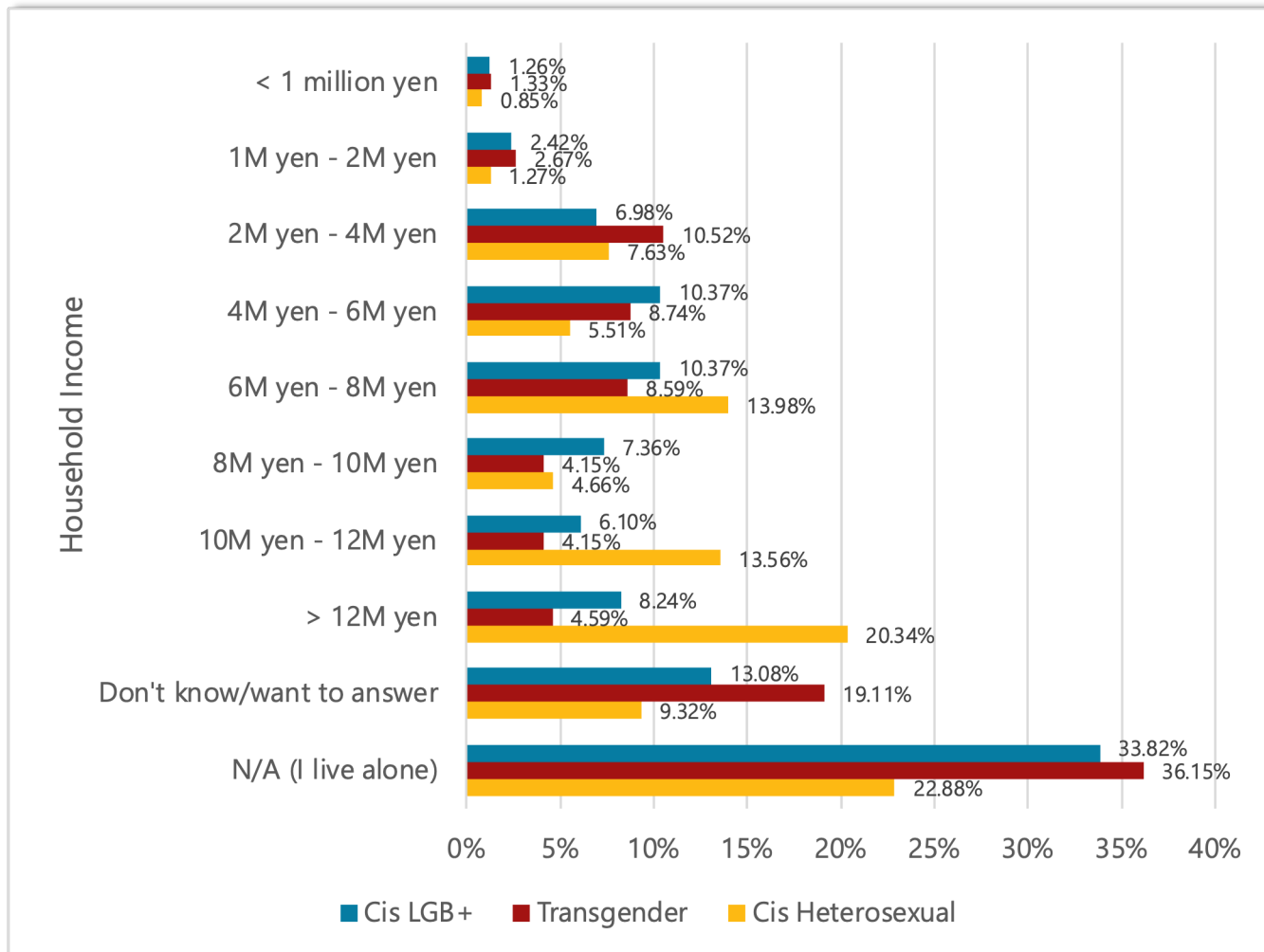
Individuals in the “Cis Bi Female”, “Cis Other Female”, “AFAB nonbinary”, and “Transgender women” categories reported lower income levels than other SOGI groups.

	シスL	シスG	シスB女性	シスB男性	シスその他女性	シスその他男性	トランス男性	生まれ女性X	トランス女性	生まれ男性X	シス異性愛女性	シス異性愛男性	合計
N=	191	398	177	43	148	21	73	425	62	74	165	62	1,839

Fig 1.9 Household Income

Cisgender heterosexual respondents report higher household income than LGBTQ+ respondents.

Note: nearly half of respondents were not able to answer this question (i.e., they did not know, they did not want to answer, or they do not have family/dependent income)

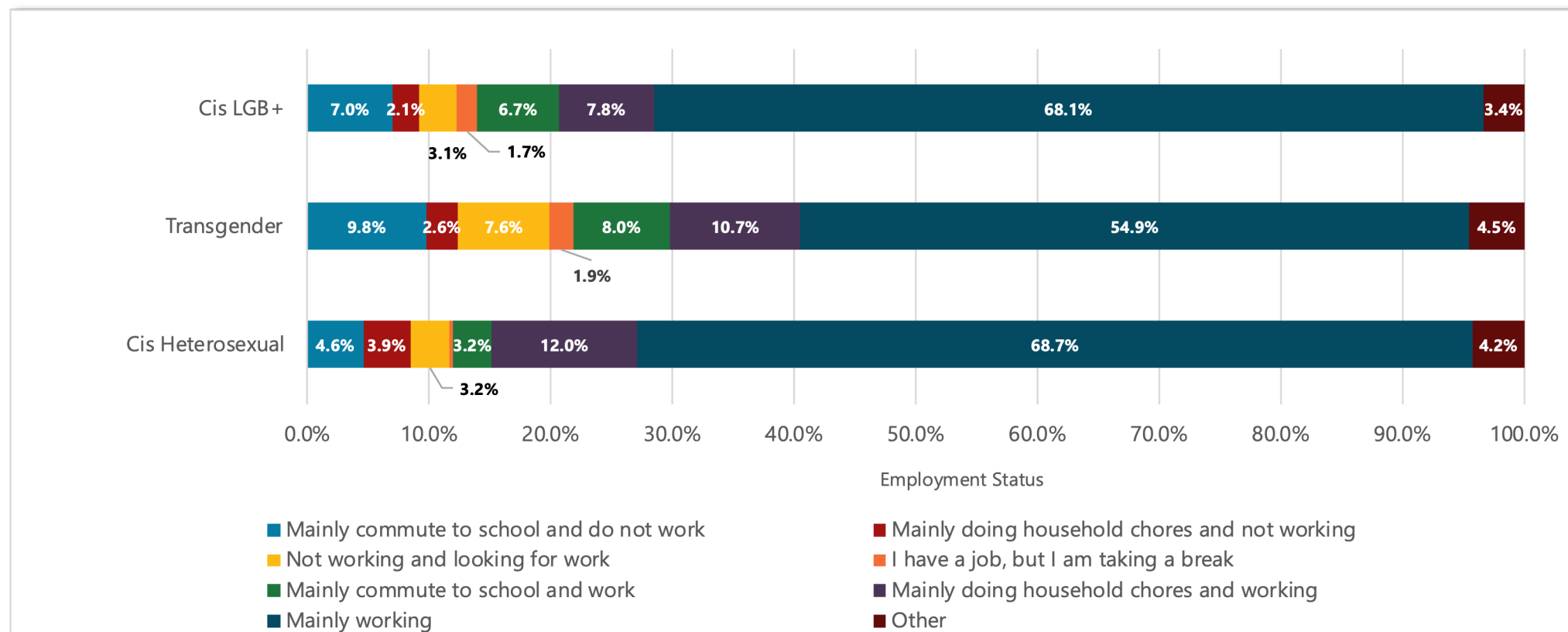


	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	1,032	675	236	1,943

2. Work/School Findings

- **One fourth of transgender respondents have part-time jobs compared to cisgender LGB+ (15%) and cisgender heterosexual (11%) respondents (see Fig 2.2)**
- **Regardless of SOGI, over 66% respondents want their workplace to include same-sex partners in work benefits, over 50% desire clearer non-discrimination policies, and over 45% want their employer to support LGBTQ+ legislation (see Fig 2.12)**
- **81% of transgender men and 78% of transgender women are out at work, compared to 55% of lesbian women and 53% of gay men (see Fig 2.13)**
- **More cisgender heterosexual respondents (68%) believe there are LGBTQ+ allies in the workplace than LGBTQ+ respondents (see Fig 2.17)**

Fig 2.1 Employment Status



	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	1,124	728	284	2,136

Transgender respondents (55%) were less likely to have full-time employment status compared to cisgender respondents (68%).

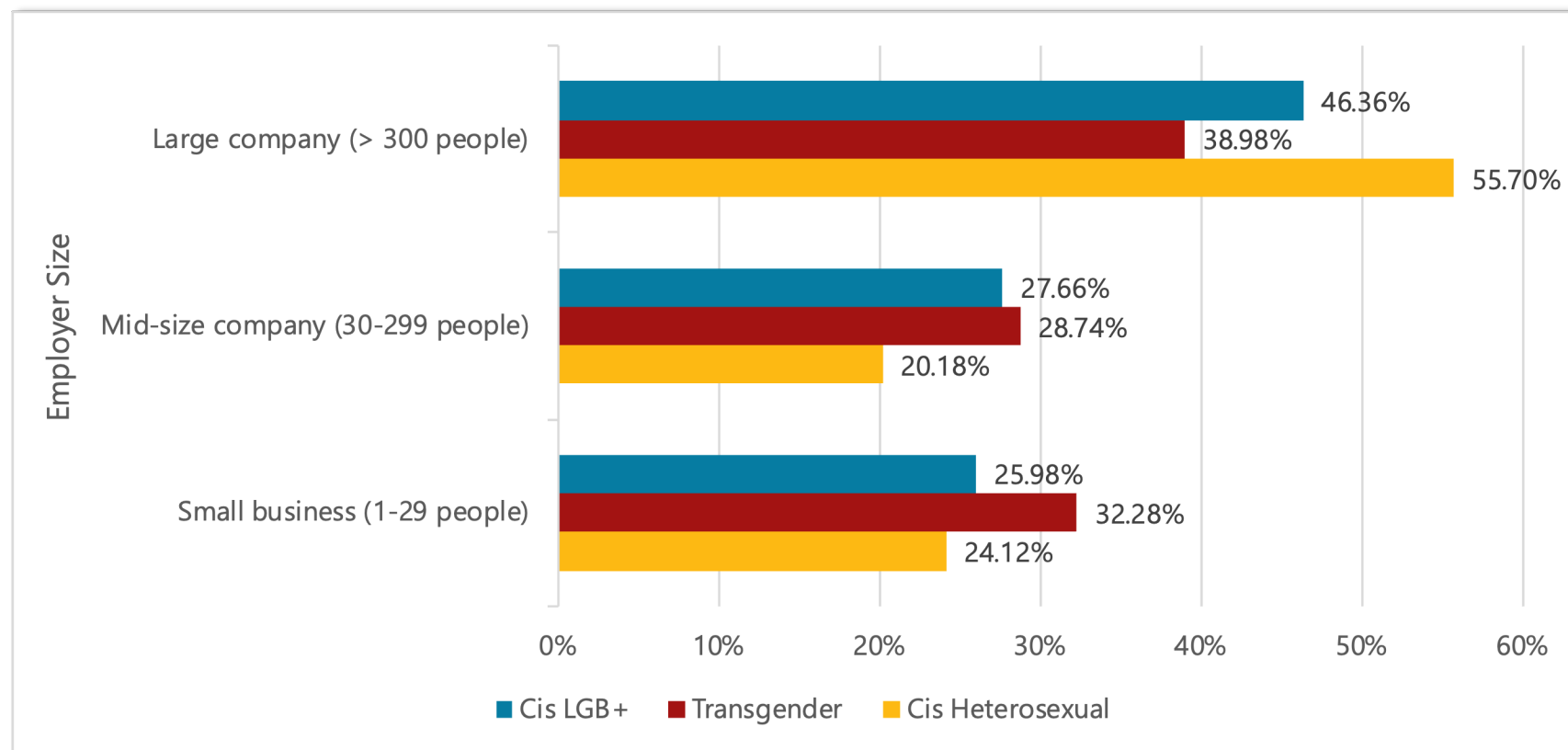
Fig 2.2 Employment Type



	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	945	549	240	1,734

Transgender respondents (52%) indicate lower levels of staff-type employment than cisgender LGB+ (66%) and cisgender heterosexual respondents (73%).

Fig 2.3 Employer Size

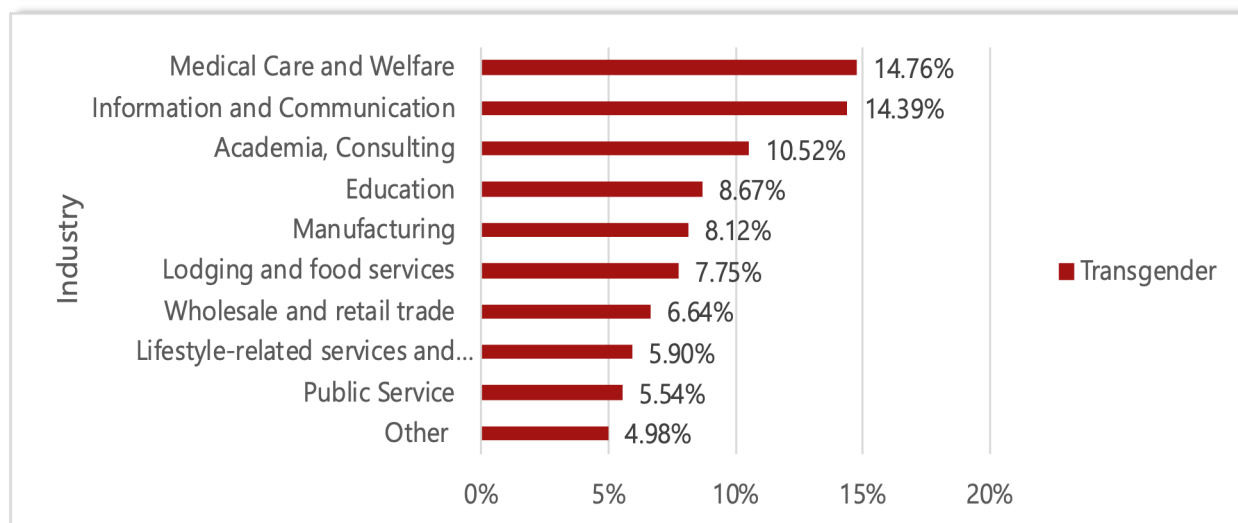
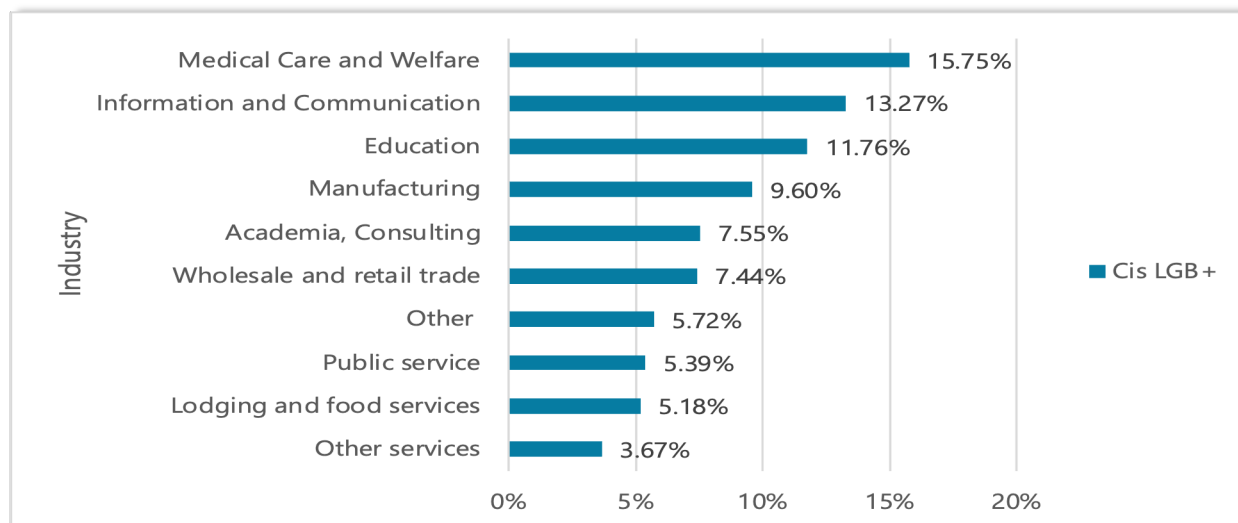


	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	893	508	228	1,629

The majority of respondents are employed by large companies. However, transgender respondents (32%) report the highest rate of employment at small businesses.

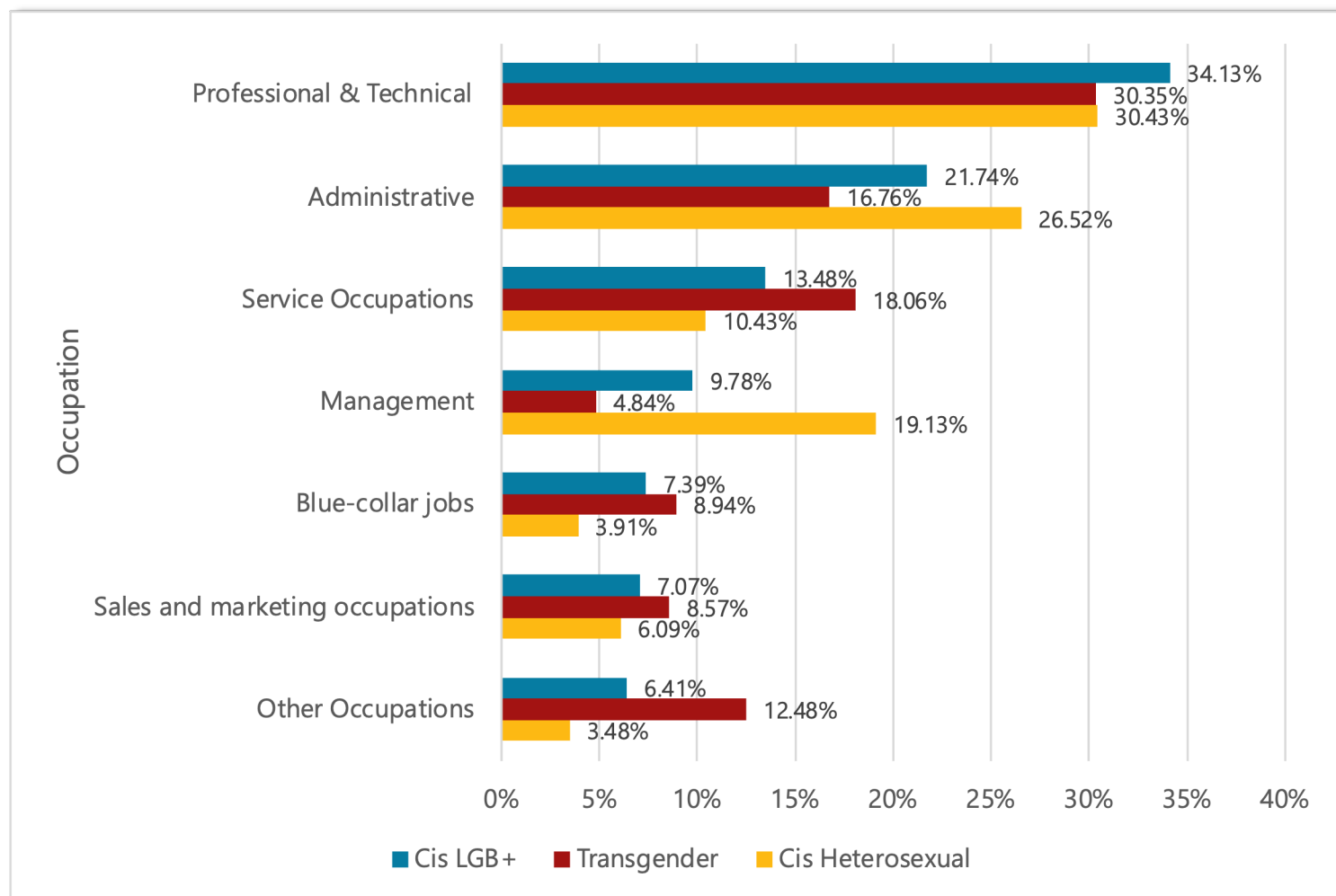
Fig 2.4 Industry

LGBTQ+ people work in a variety of industries. The top ten industries selected by respondents in each category are displayed.



	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	927	542	232	1,701

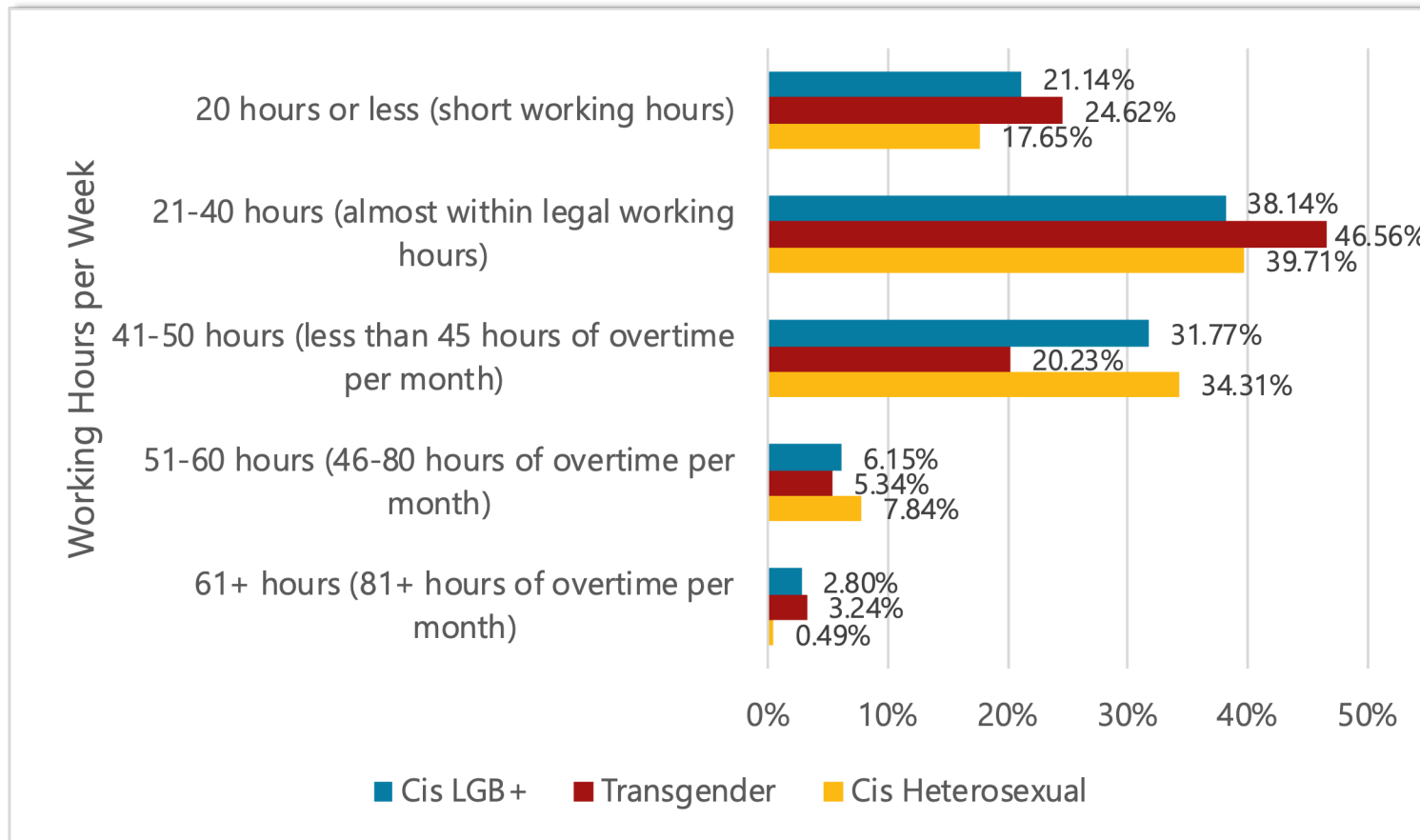
Fig 2.5 Occupation



A higher percentage of transgender respondents were in service, blue-collar, and sales positions. A higher percentage of cisgender heterosexual respondents were in management positions. (This may be due to the fact that the respondents were asked to respond to the survey after Nijiirō Diversity onsite diversity training.)

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	920	537	230	1,687

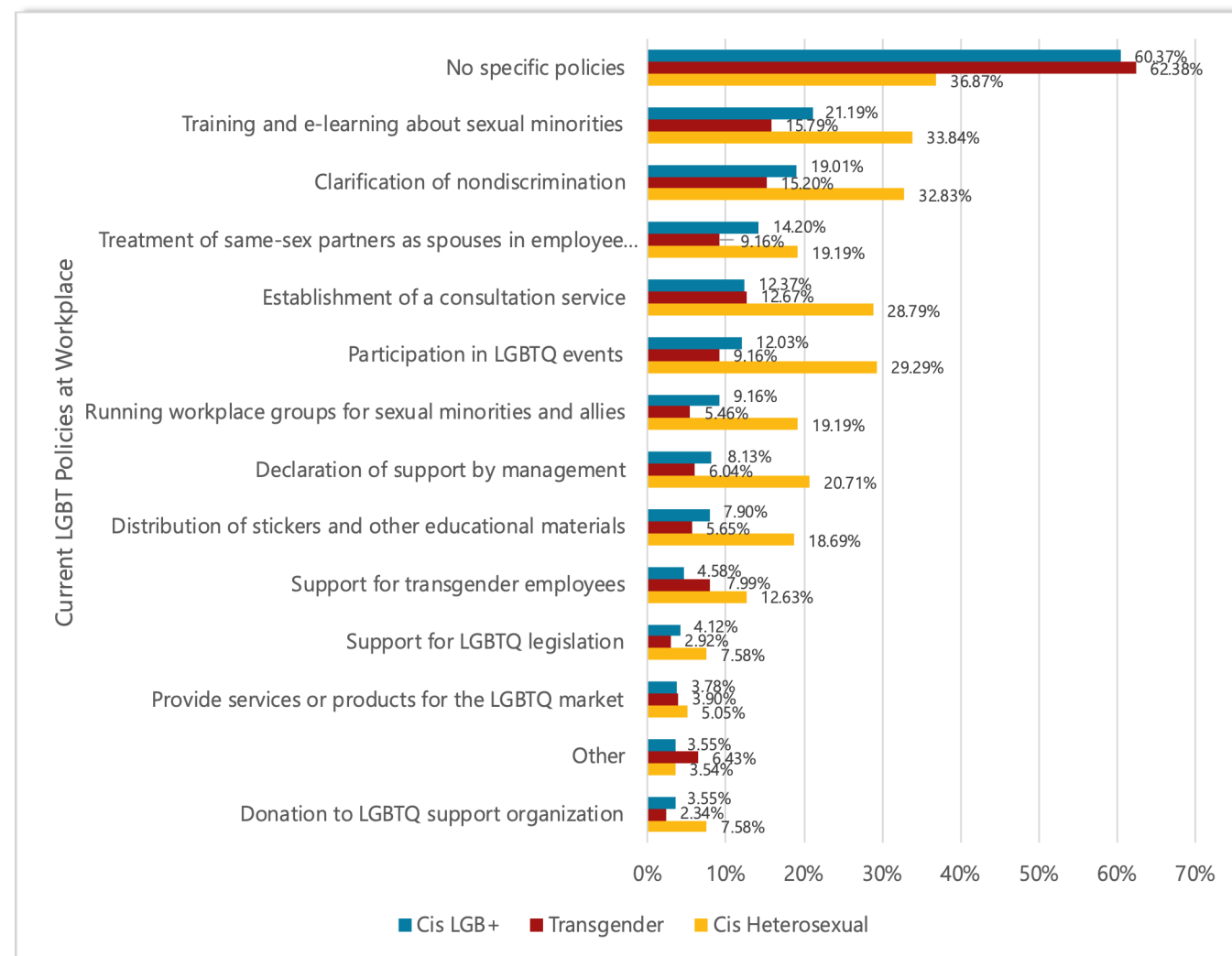
Fig 2.6 Weekly Working Hours



Many respondents work less than a full-time work week. Transgender people tend to work shorter hours. Longer hours are more common among LGBTQ+ people.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	894	524	204	1,622

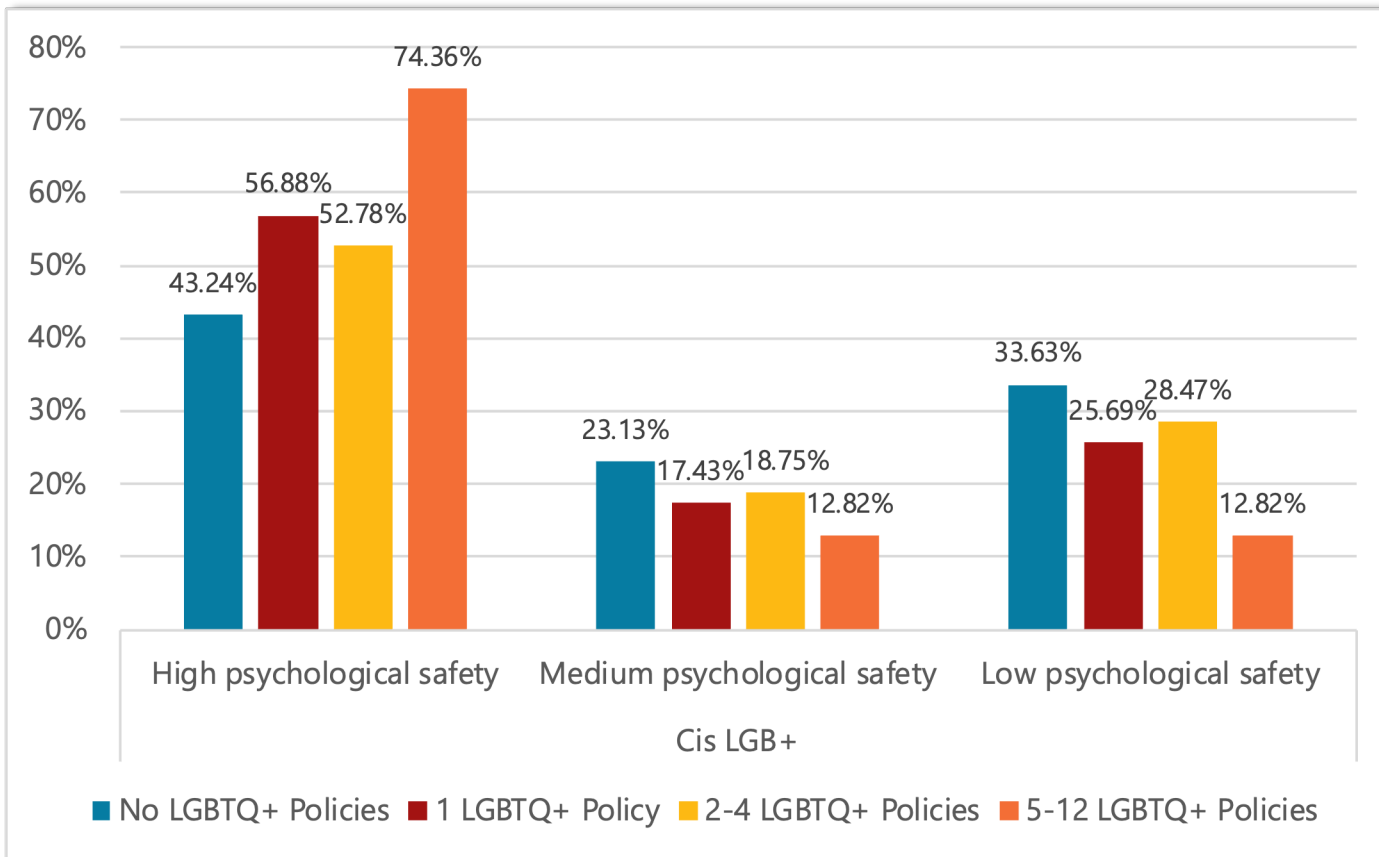
Fig 2.7 Current LGBTQ+ Policies at Workplace



Over 60% of LGBTQ+ respondents report their workplace has no specific policies regarding LGBTQ+ people. Few workplaces have benefits or support for transgender employees.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	873	513	198	1,584

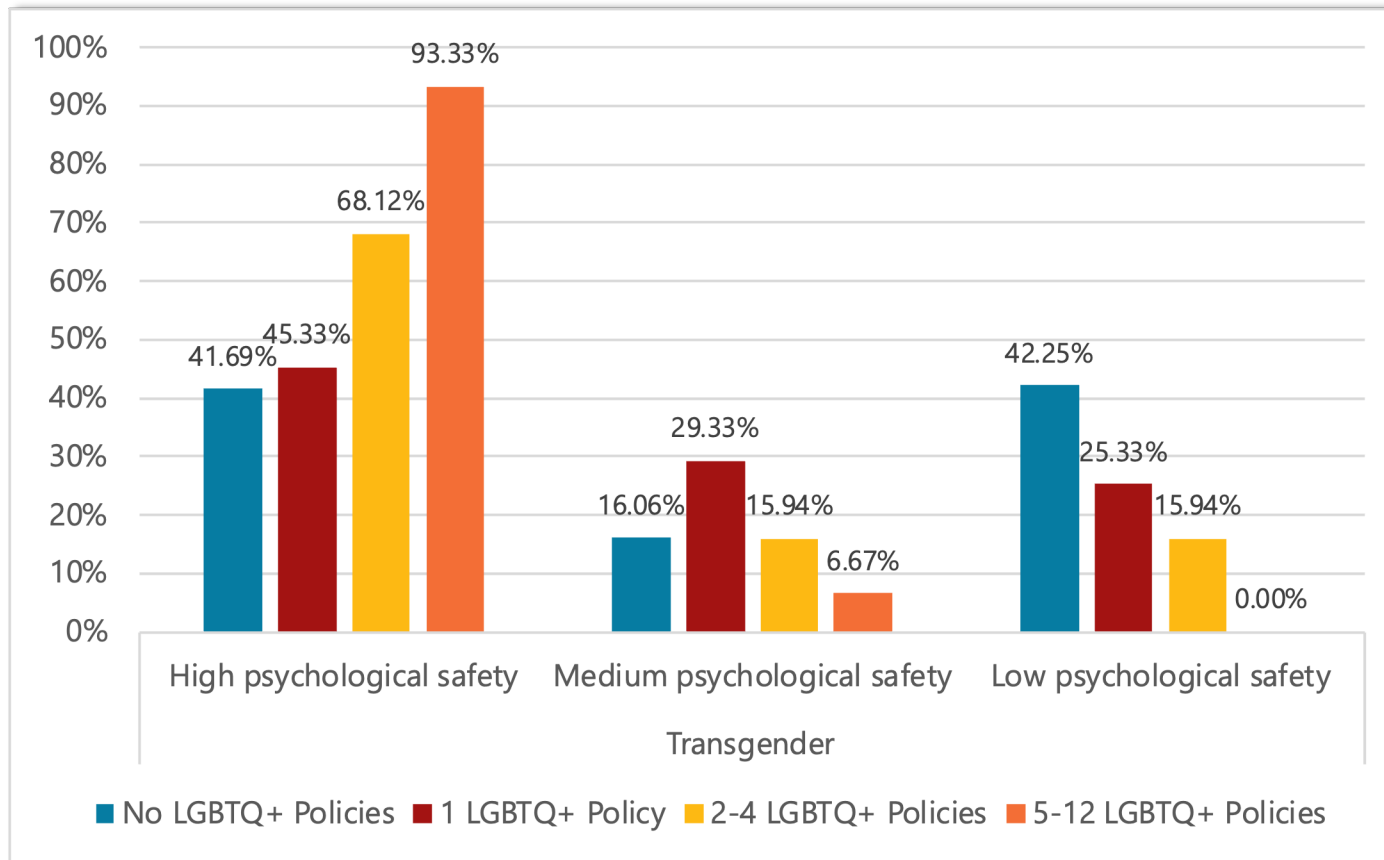
Fig 2.8 Psychological Safety x Workplace LGBTQ+ Policy Count, LGB+



Cisgender LGB+ people are more likely to report greater psychological safety in the workplace the greater the number of LGBTQ measures implemented.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	893	529	202	1,624

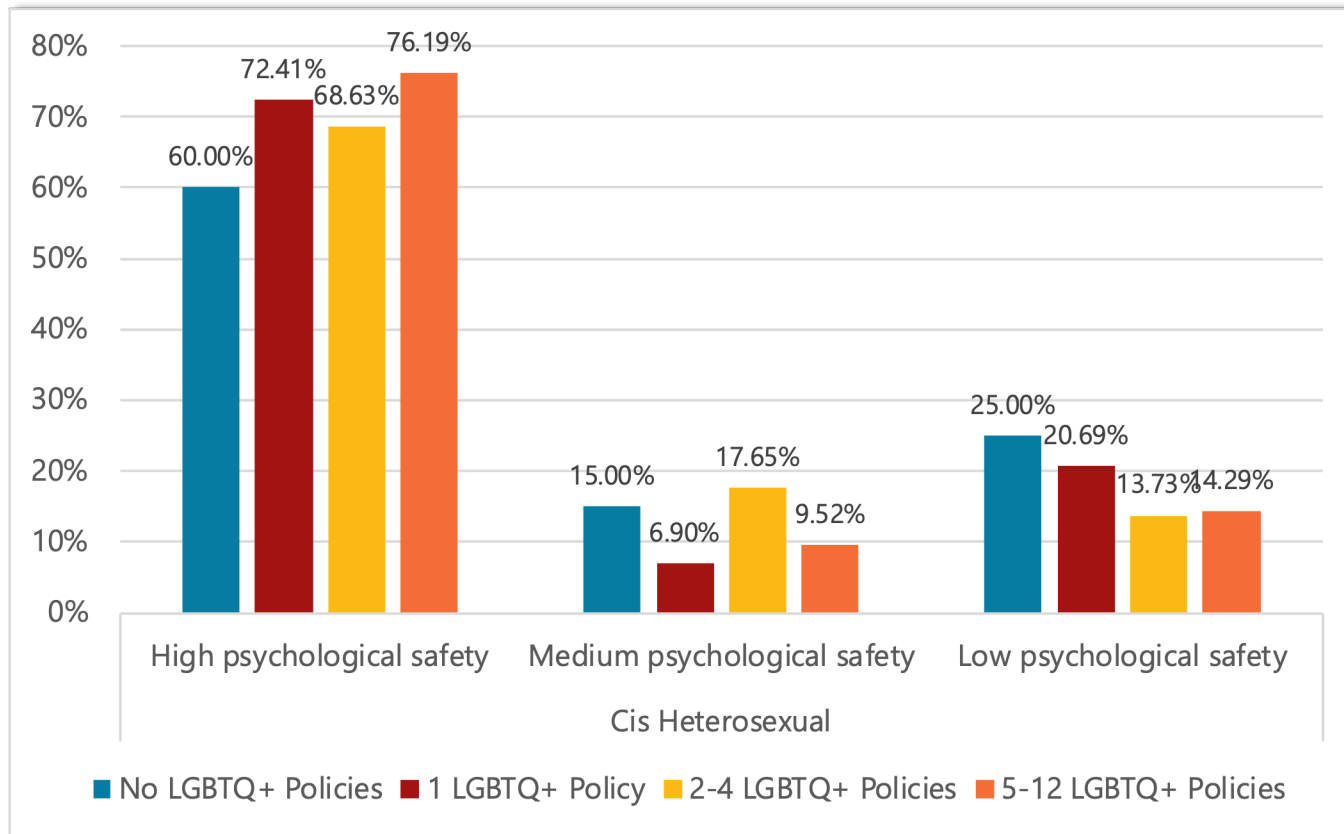
Fig 2.9 Psychological Safety x Workplace LGBTQ+ Policy Count, Trans



In the transgender population, as in the cisgender LGB+ population, the greater the number of LGBTQ policies in place, the more likely respondents are to report a higher level of psychological safety in the workplace. In workplaces with no policies, 42% say psychological safety is low.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	893	529	202	1,624

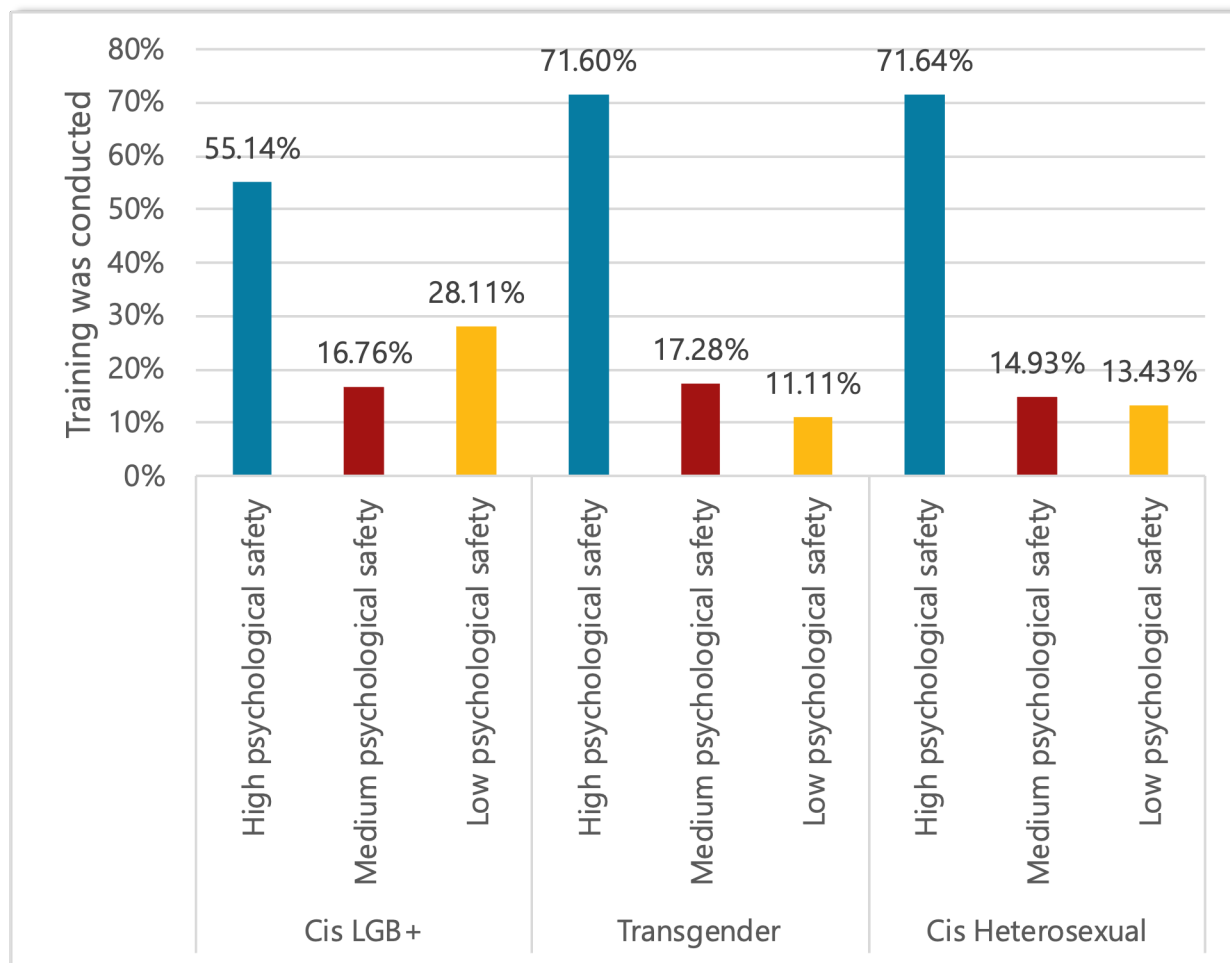
Fig 2.10 Psychological Safety x Workplace LGBTQ+ Policy Count, Cis Het



Cisgender heterosexuals are more likely to report a high level of psychological safety in the workplace, even without LGBTQ policies.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	893	529	202	1,624

Fig 2.11 Psychological Safety x Training on Sexual Minorities

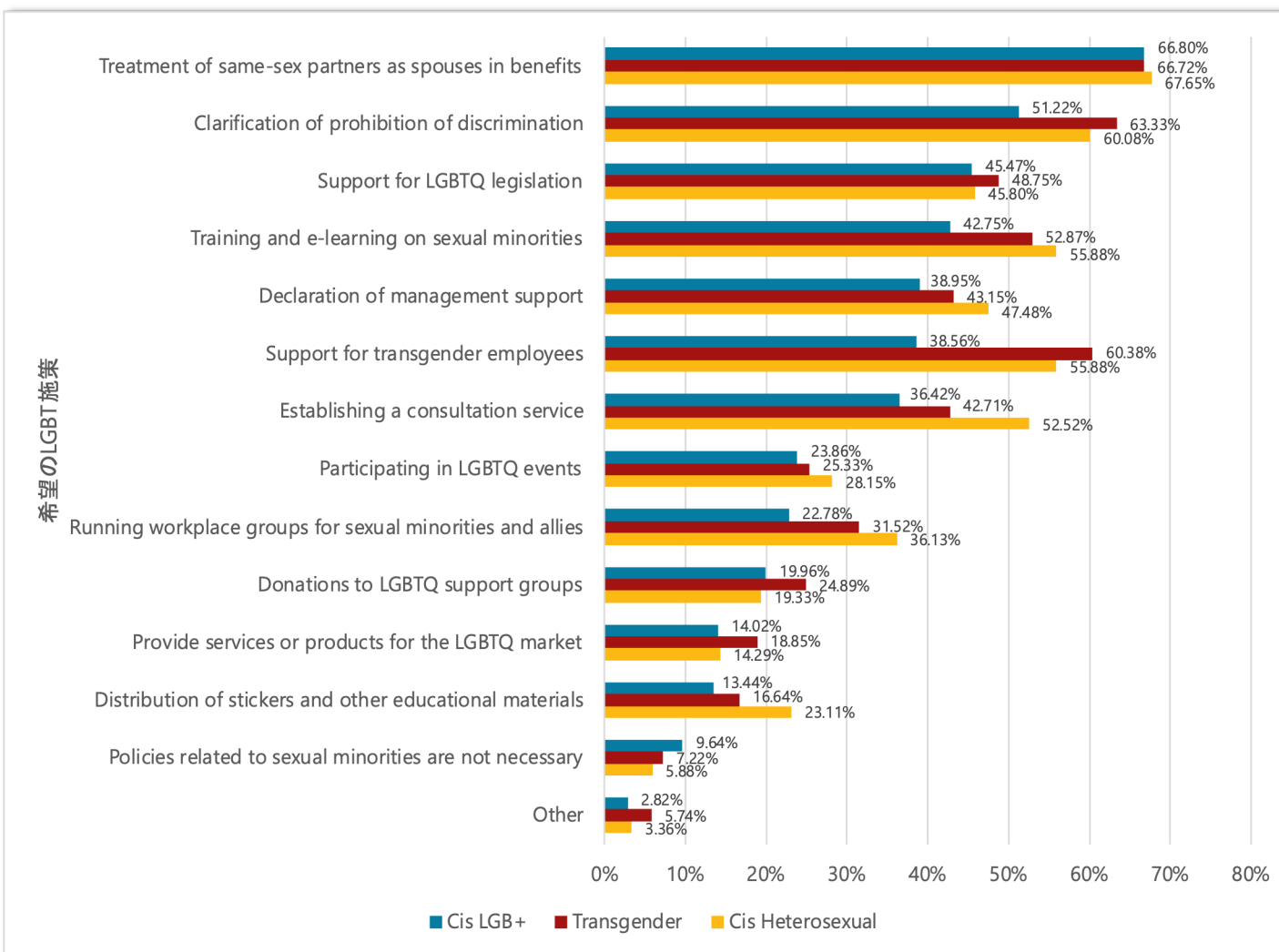


Many respondents reported a high level of psychological safety in workplaces where training on LGBTQ+ issues was provided.

28% of cis-LGB+ respondents reported low psychological safety, suggesting the need to devise training that is more welcoming and to consider other measures in addition to training.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	873	513	198	1,584

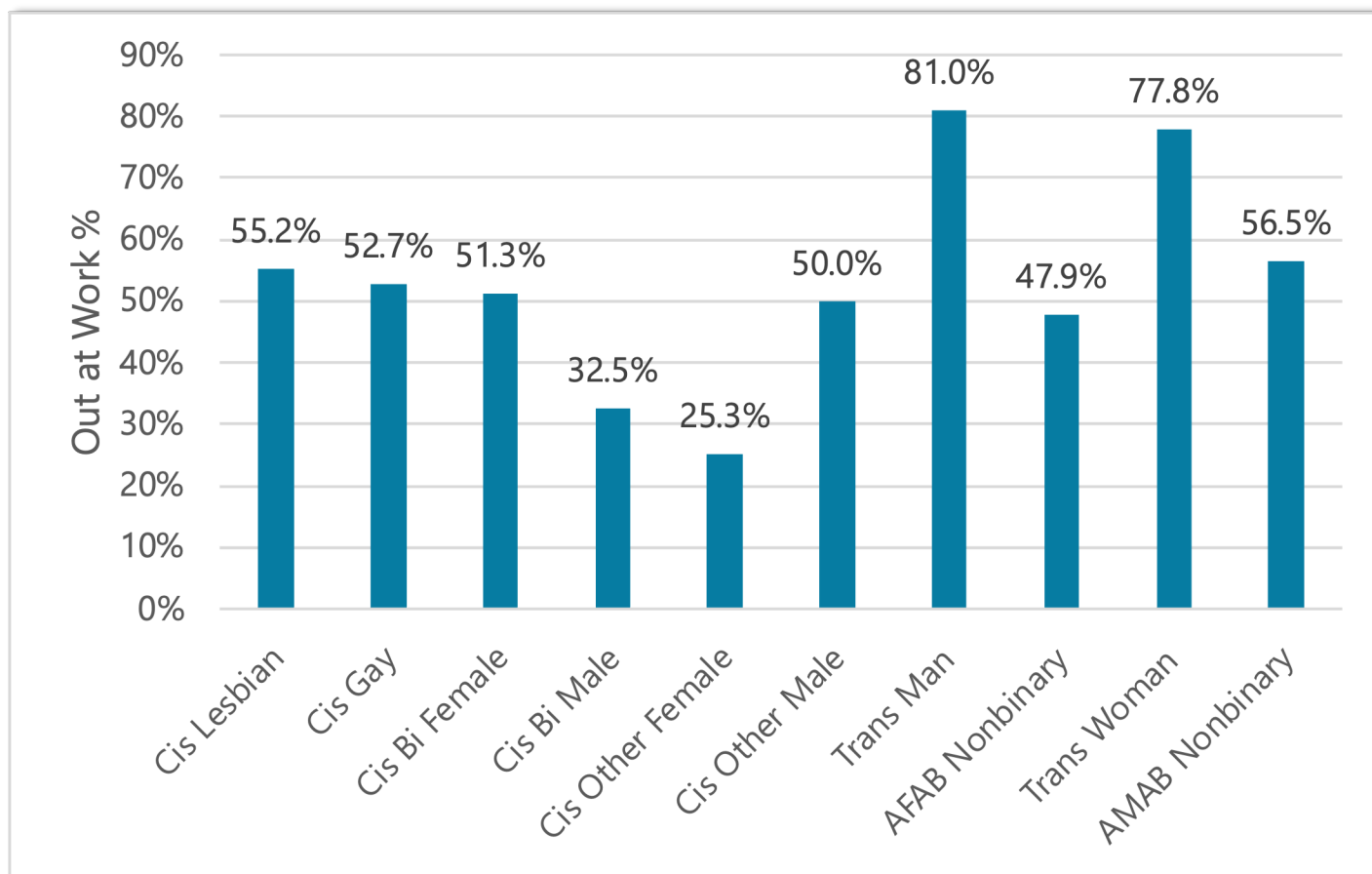
Fig 2.12 Desired LGBTQ+ Policies at Workplace



Over 66% of respondents across all segments desire their workplace to include same-sex partners in work benefits. Respondents also desire clearer non-discrimination policies and for their employer to support LGBTQ+ legislation.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	1,027	679	238	1,944

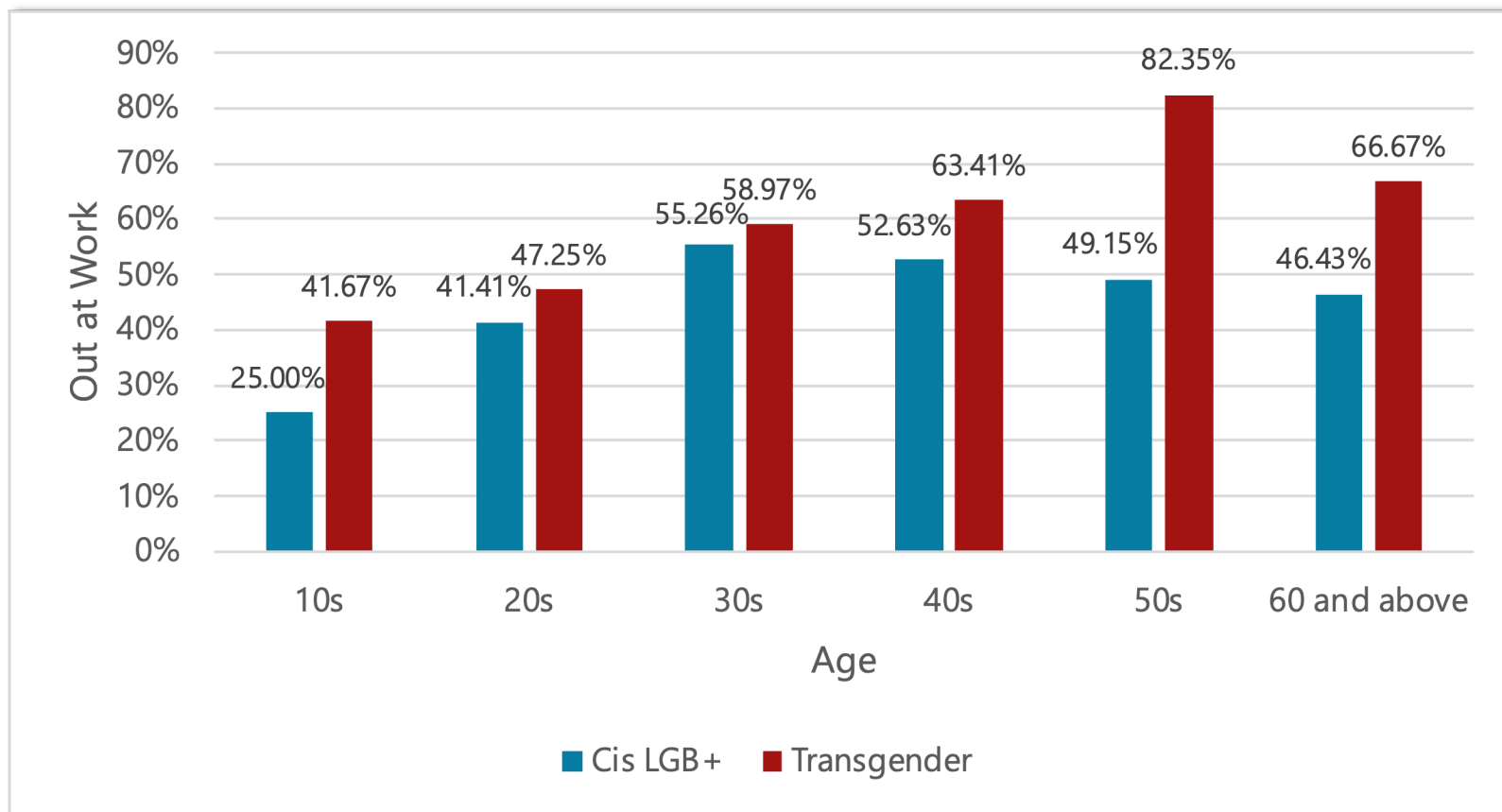
Fig 2.13 Coming Out at Work



The average rate of coming out at work to at least one person for transgender respondents is higher than that of cisgender LGB+ respondents. 81% of transgender men and 78% of transgender women stated they are out at work.

	Cis L	Cis G	Cis Bi Female	Cis Bi Male	Cis Other Female	Cis Other Male	Trans Man	AFAB Nonbinary	Trans Woman	AMAB Nonbinary	Cis Het Female	Cis Het Male	Total
N=	174	383	150	40	99	10	58	334	54	62	14	5	1,383

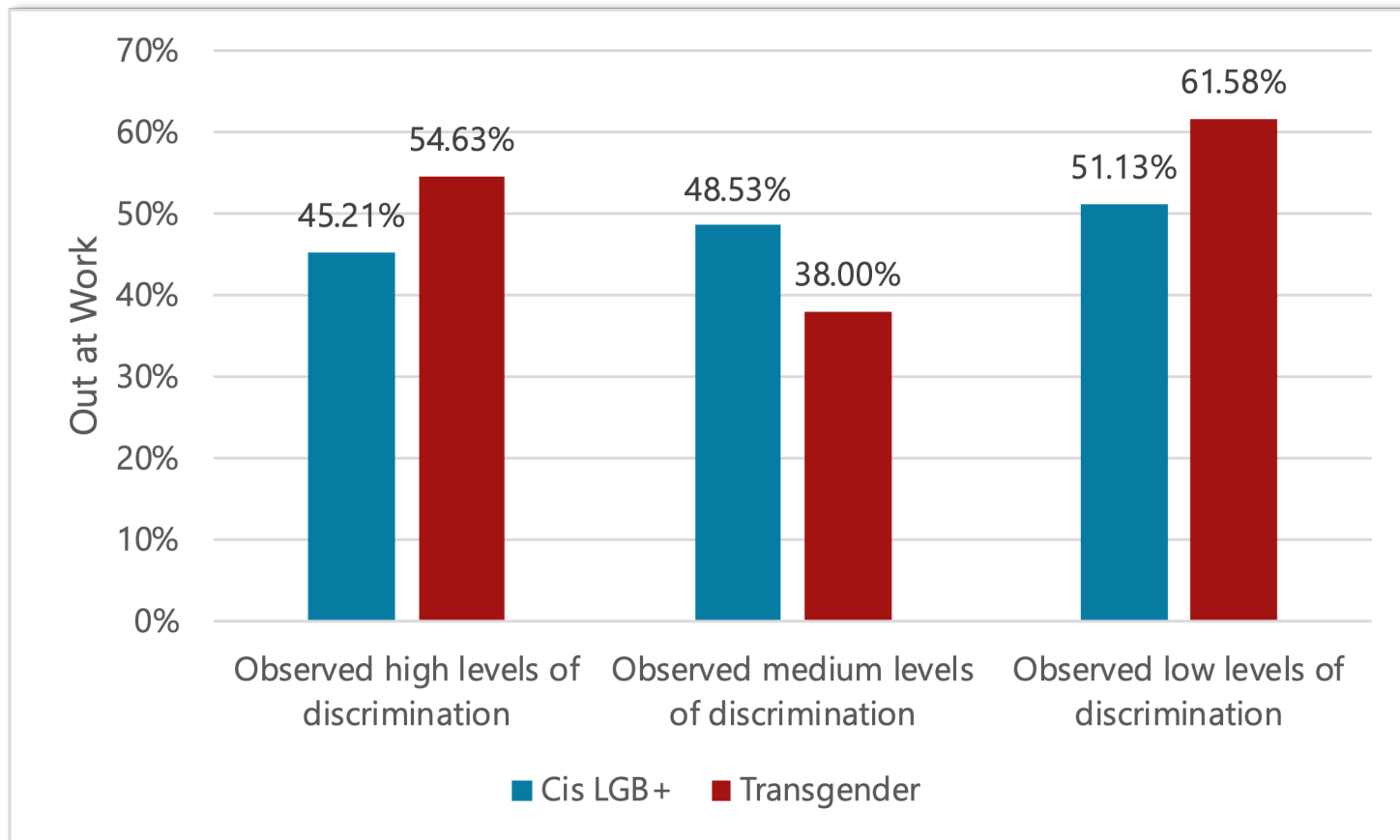
Fig 2.14 Out at Work x Age



Older respondents have higher rates of coming out at their workplace.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	855	508	19	1,382

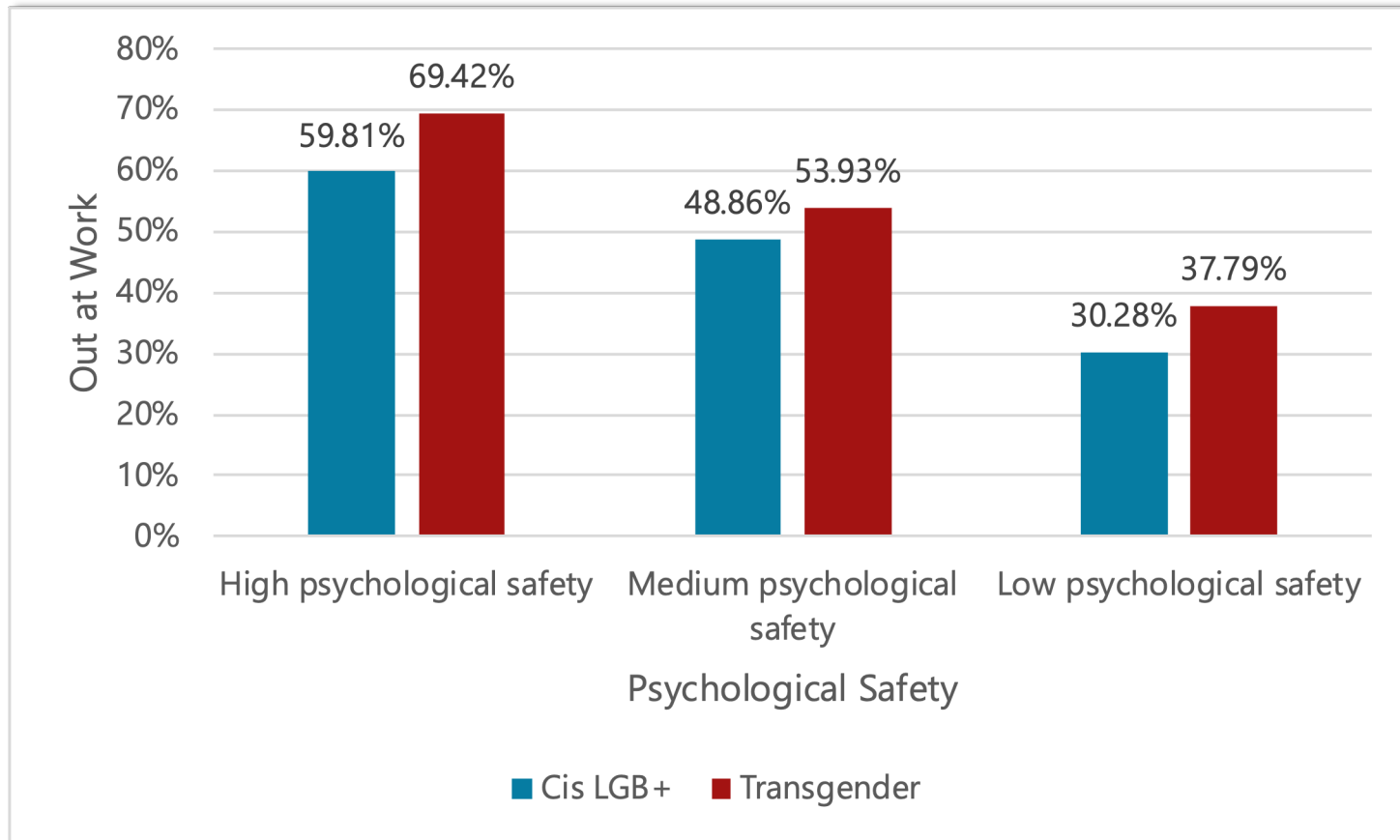
Fig 2.15 Out at Work x Discrimination



Many LGBTQ+ people have come out in the workplace when they perceive there are low levels of discrimination at work. In contrast, the percentage of people out at work drops when there are high levels of discrimination observed in the workplace.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	787	467	14	1,268

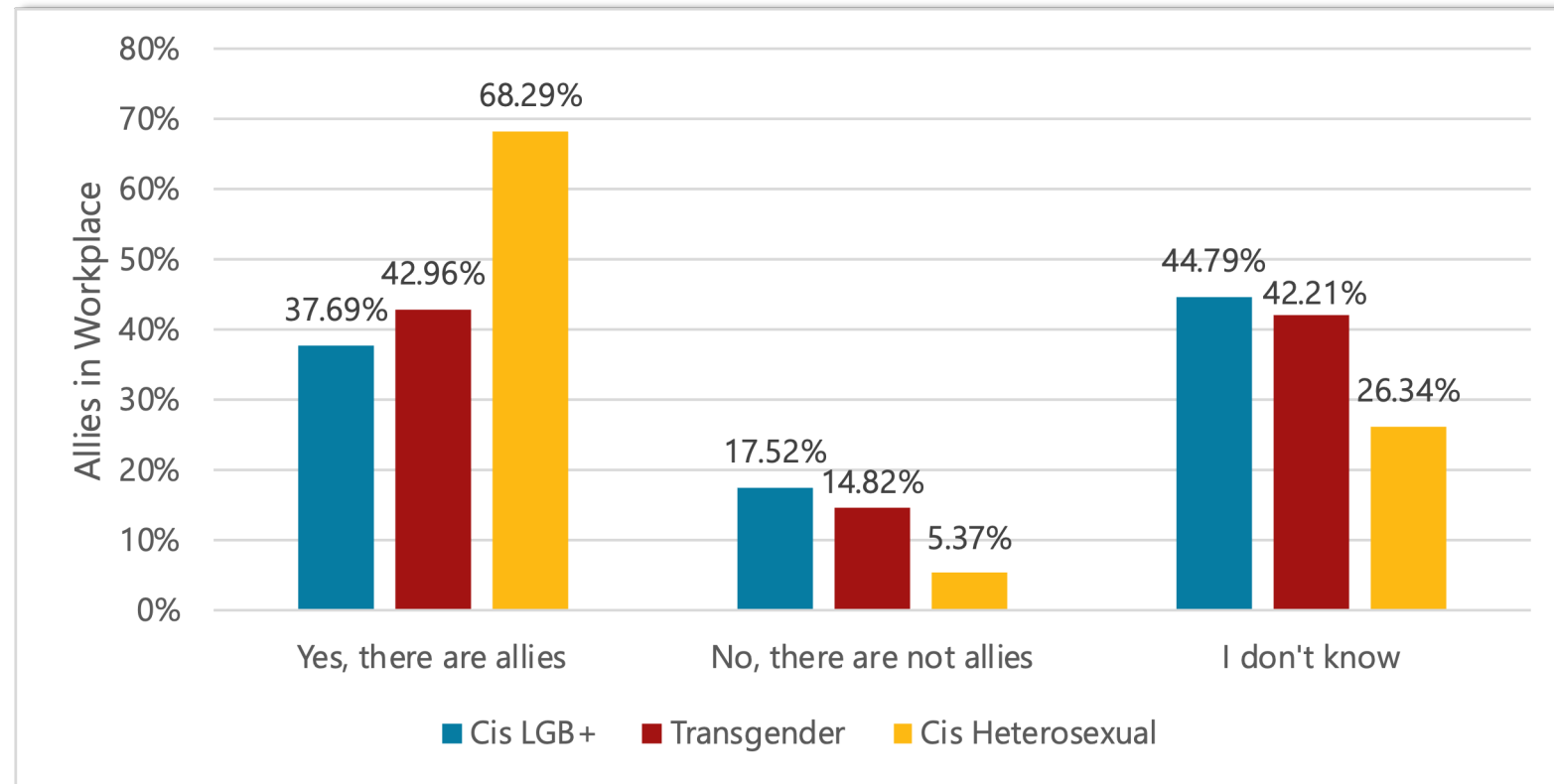
Fig 2.16 Out at Work x Psychological Safety



LGBTQ+ respondents experiencing high psychological safety are more likely to have come out. In contrast, the percentage of people out at work is much lower when low psychological safety is experienced in the workplace, a trend that is more pronounced than discriminatory speech and behavior.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	840	503	19	1,362

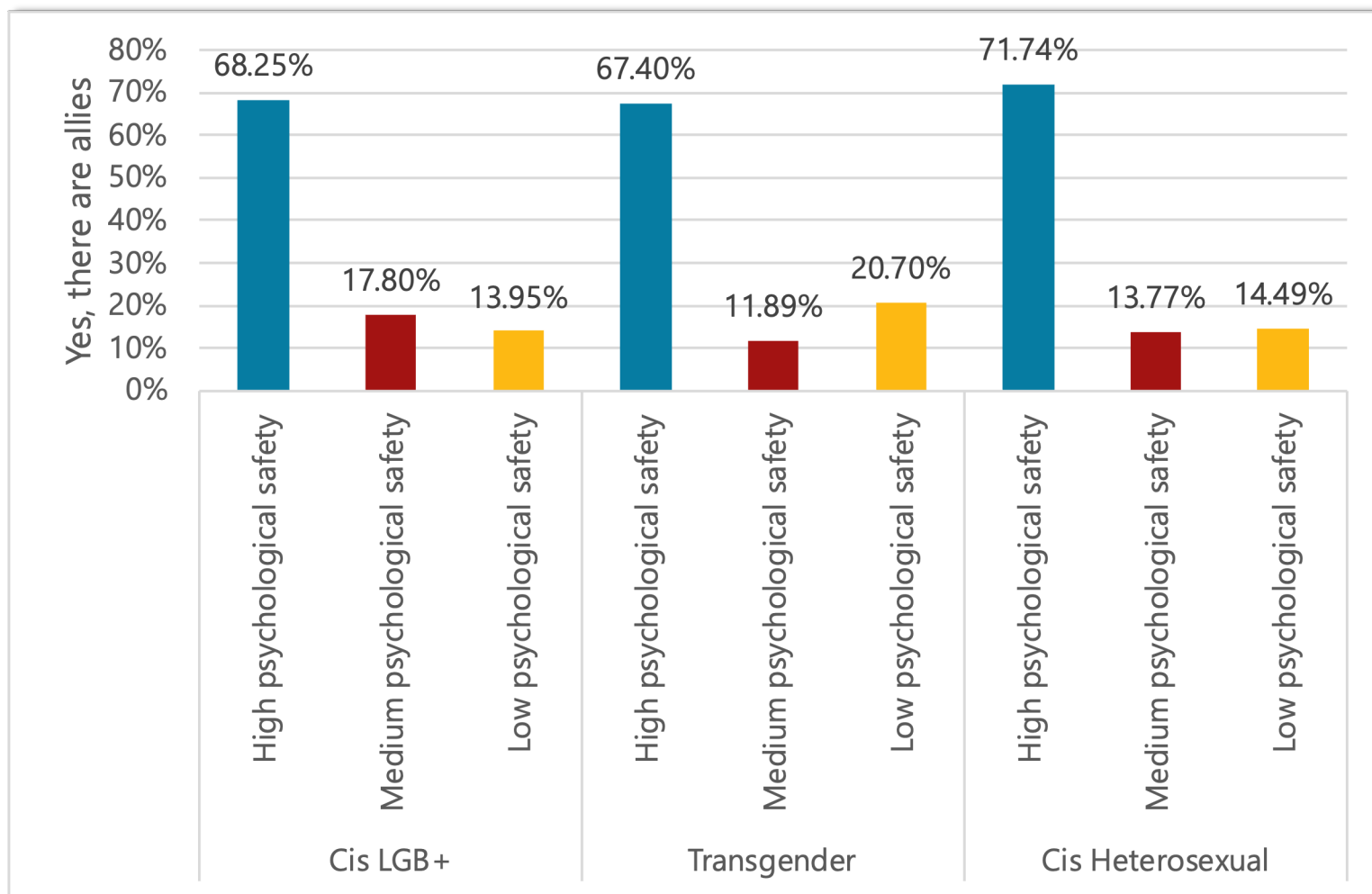
Fig 2.17 Allies in the Workplace



Cisgender heterosexual respondents (68.29%) were more likely to indicate there are LGBTQ+ allies in the workplace than LGBTQ+ respondents. Many LGBTQ+ respondents report that they do not know whether there are allies in the workplace.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	902	533	205	1,640

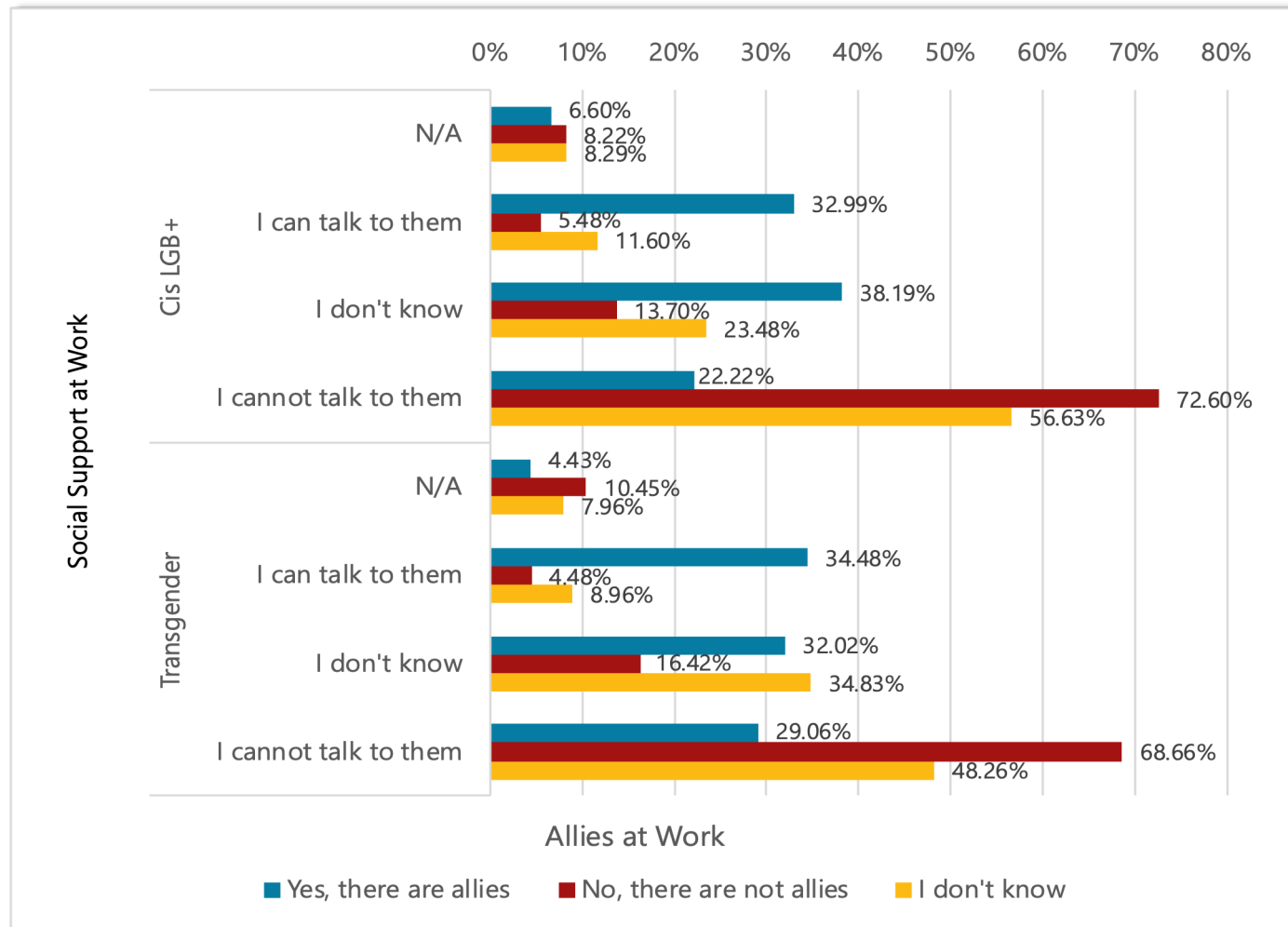
Fig 2.18 Psychological Safety x Allies at Work



Respondents who reported high psychological safety were more likely to report having an ally in the workplace.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	892	529	202	1,623

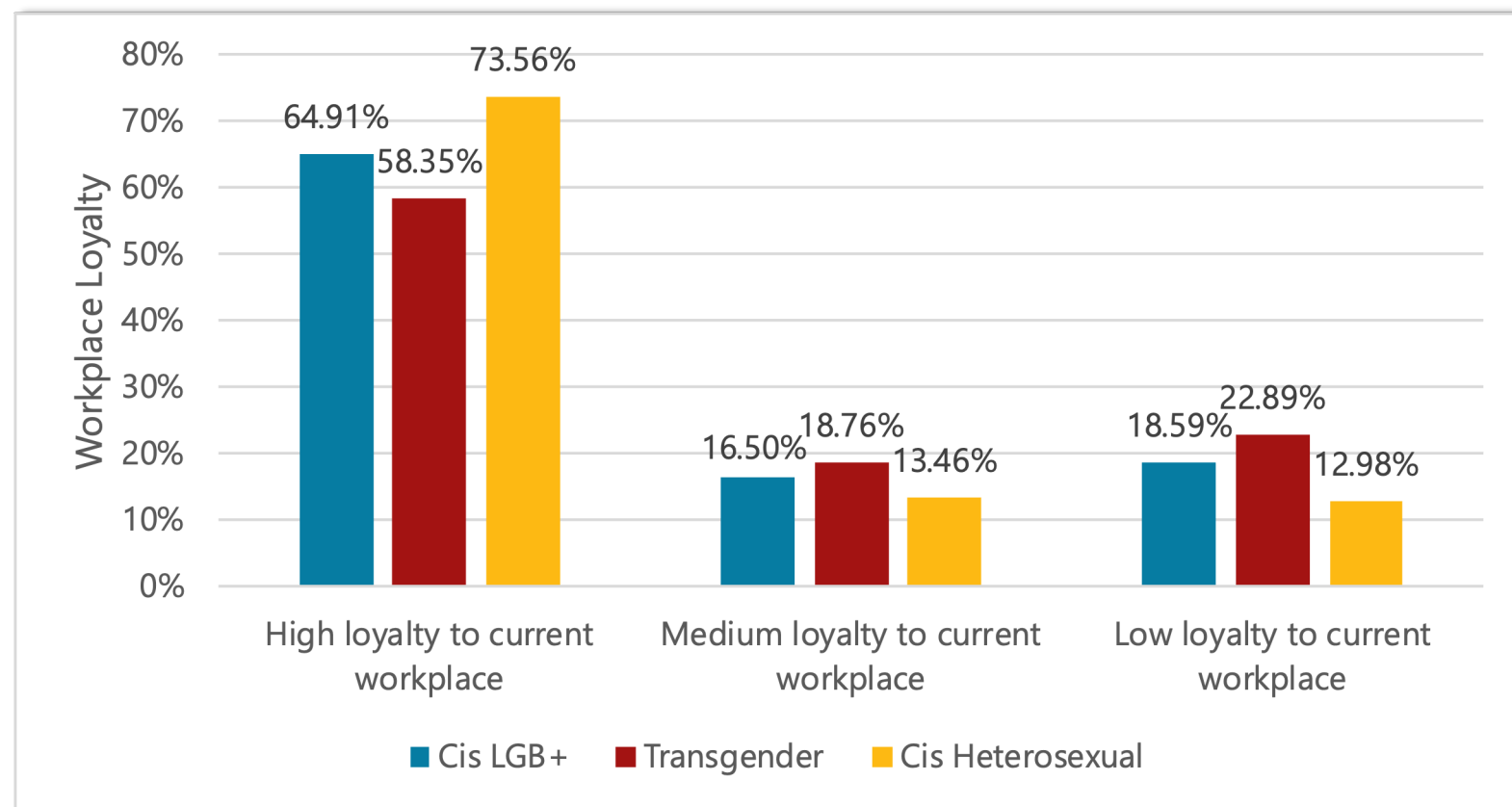
Fig 2.19 Social Support x Allies at Work



When there are believed to be no allies in the workplace, 73% of cisgender LGB+ and 69% of transgender respondents report they do not feel they can talk to people in their workplace.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	796	471	171	1,438

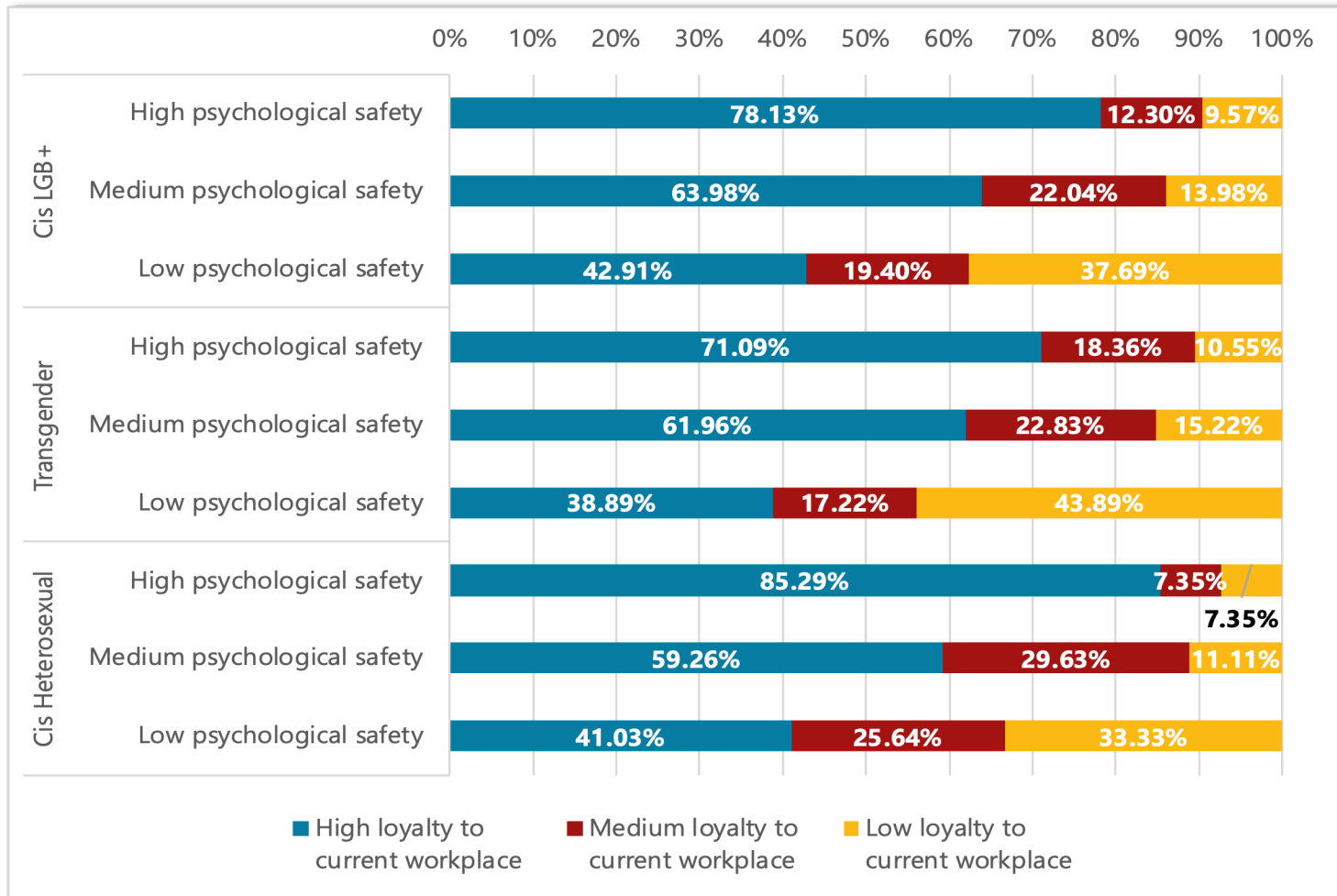
Fig 2.20 Loyalty to Current Workplace



Transgender respondents were less likely to be willing to continue working at their current workplace.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	909	533	208	1,650

Fig 2.21 Work Loyalty x Psychological Safety



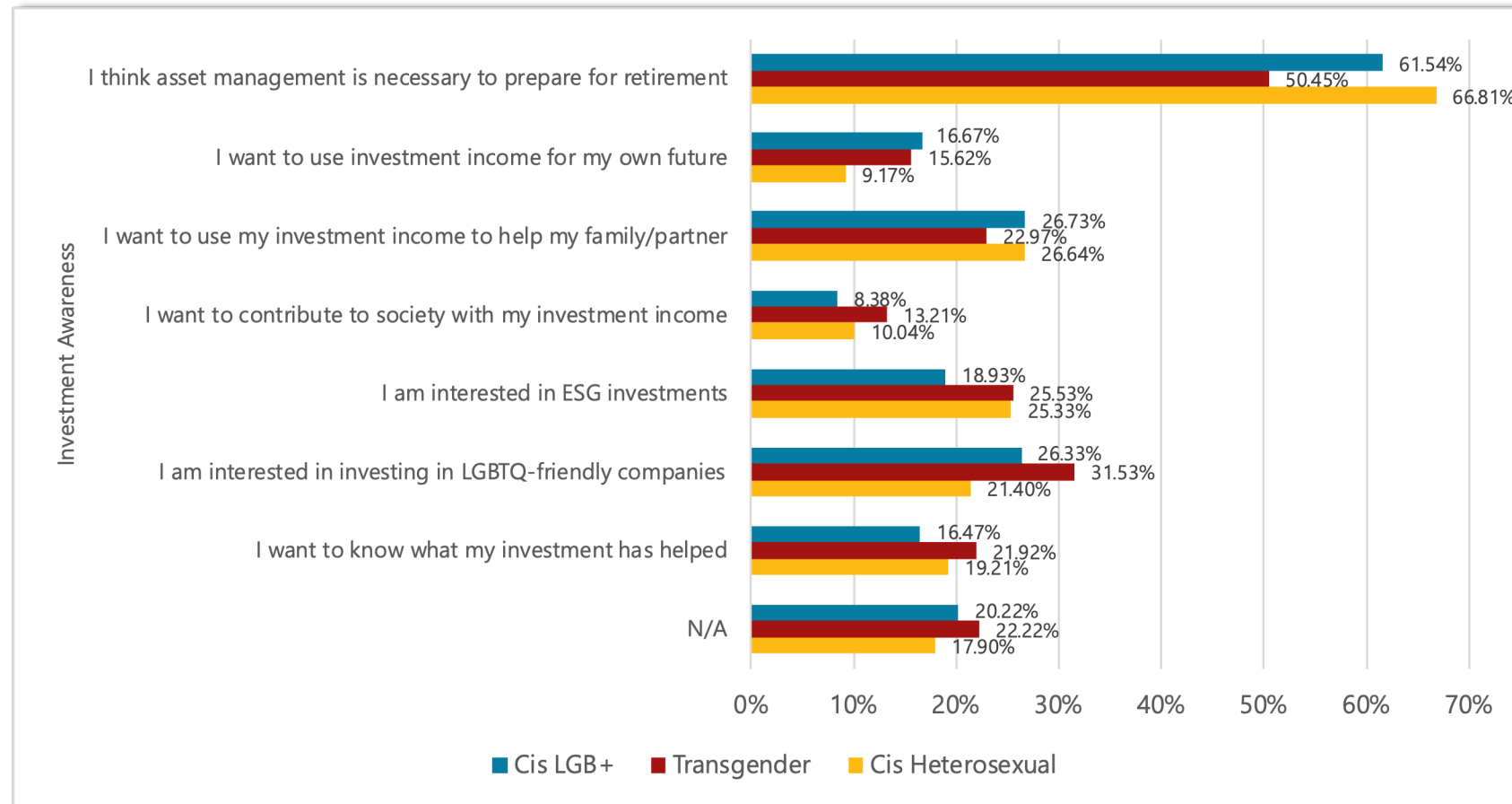
If respondents experience high psychological safety, then they also are more likely to remain at their current workplace.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	893	528	202	1,623

3. Finance Findings

- Respondent understanding of and motivations investing for are similar across SOGI segments (see Fig 3.1)
- Respondents who reported that their workplace had a higher number of LGBTQ+ policies in place also indicated more interest in investing (see Fig 3.3)
- Transgender respondents report more experiences with poverty than cisgender respondents in almost every case (see Fig 3.4)

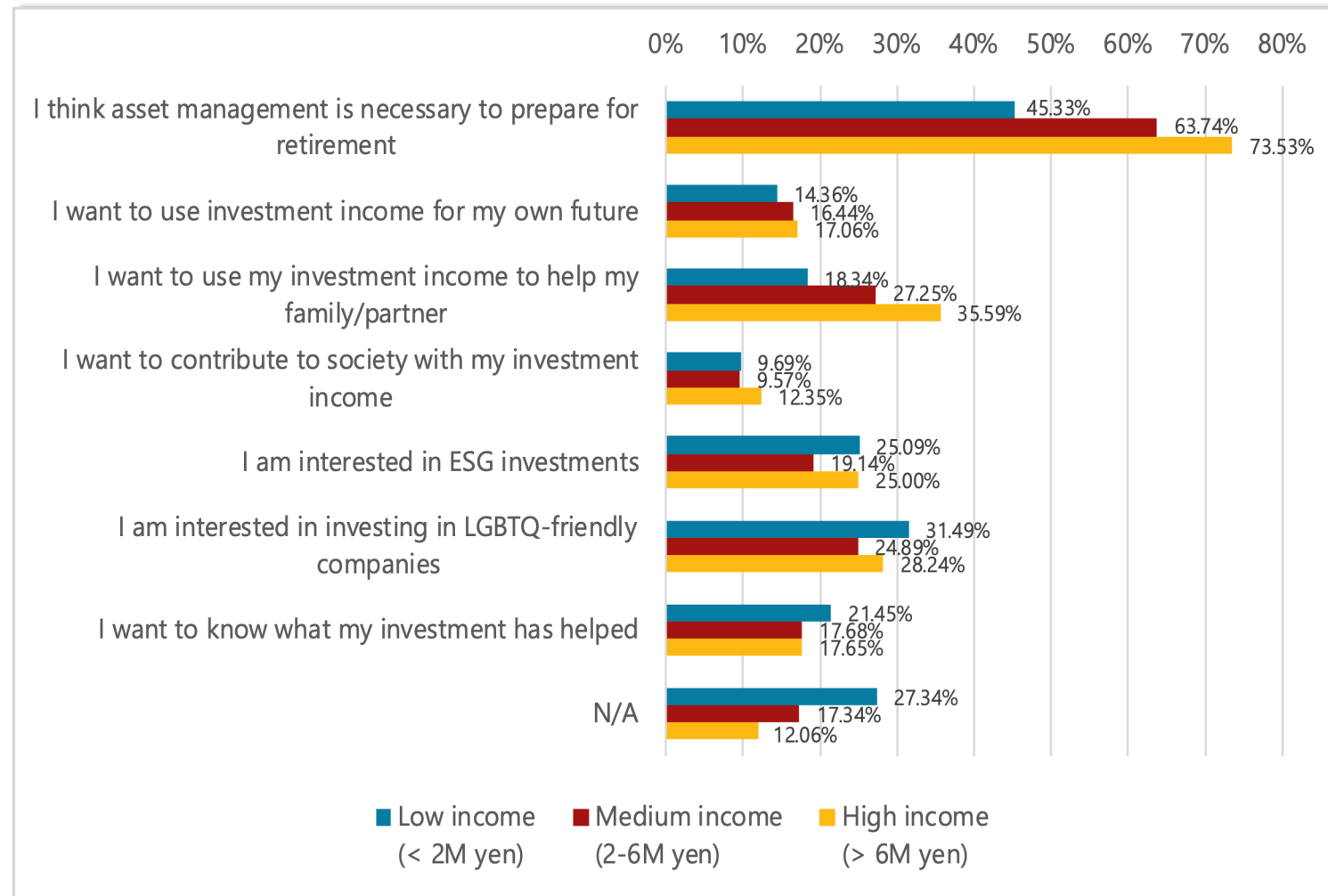
Fig 3.1 Investment Awareness



Respondents' attitudes toward investment did not differ significantly by SOGI group. Interest in investing in LGBTQ-friendly companies ranged from 21%-32%.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	1,165	773	304	2,242

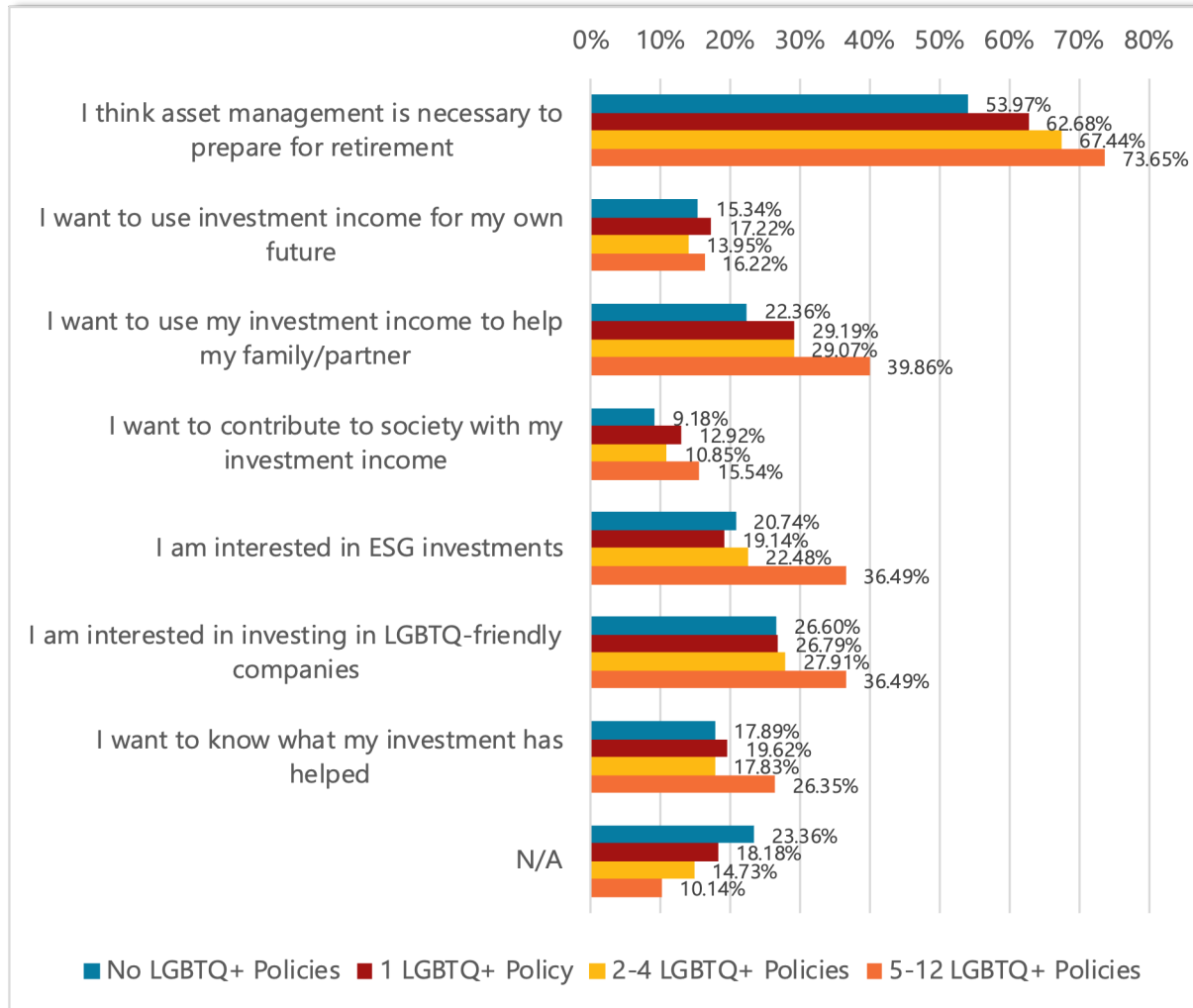
Fig 3.2 Investment Awareness x Income



Individuals with higher income demonstrate a higher interest in investing, particularly for the sake of retirement or their family. After these two goals, respondents indicated interest in ESG investment and LGBTQ-friendly companies. Low-income individuals (27%) indicated none of these investment goals applied to them compared to medium-income (17%) and high-income (12%) respondents.

N= 1,806

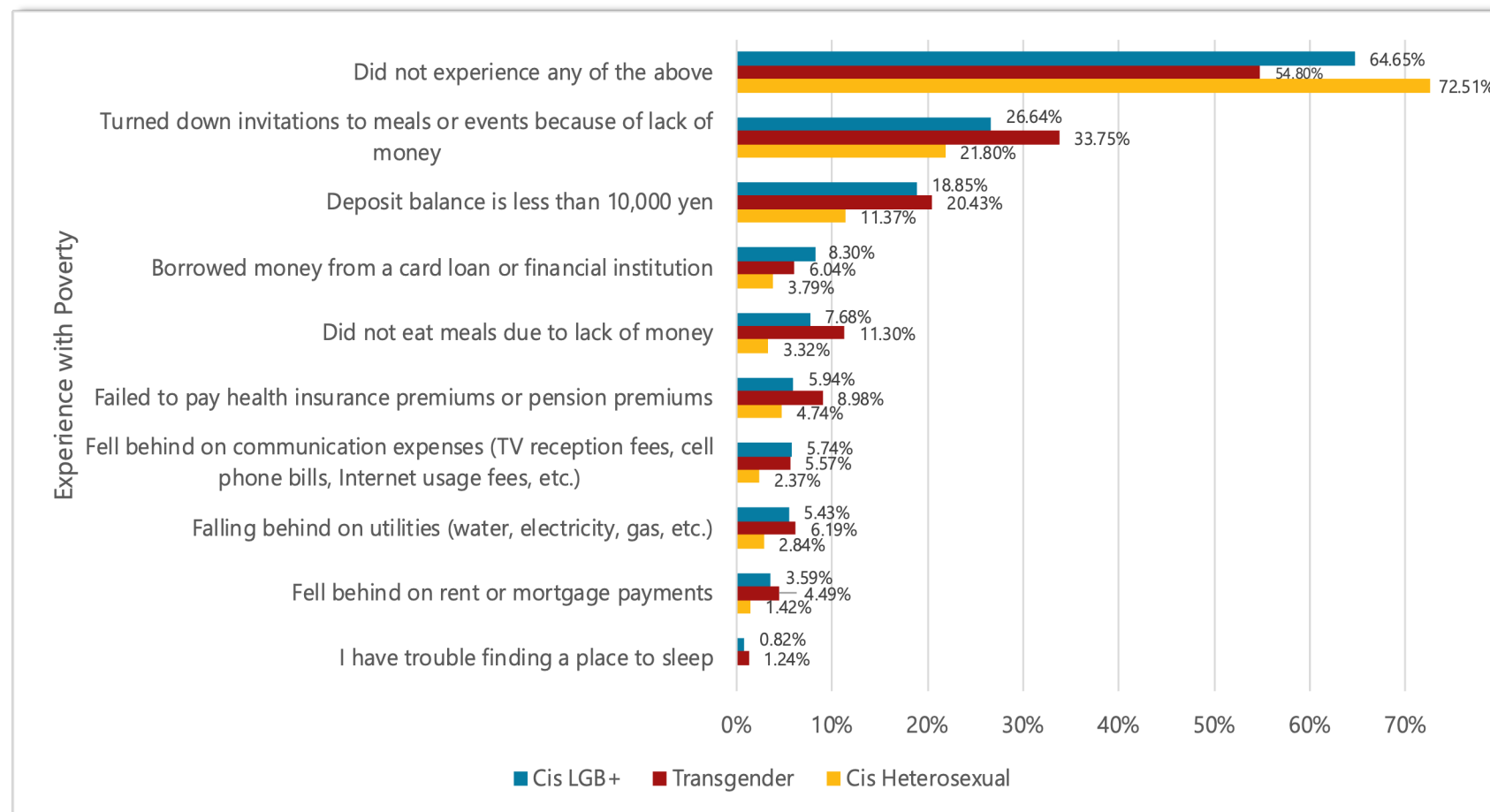
Fig 3.3 Investment x LGBTQ+ Policy Count



Respondents who reported that their workplace had a higher number of LGBTQ+ policies in place also indicated more interest in investing compared to respondents who reported a lower number of LGBTQ+ policies in the workplace. For example, 74% of respondents who indicated their workplace has 5-12 LGBTQ+ policies in place also believe investing is necessary for retirement compared to 54% of respondents who work at a place with no LGBTQ+ policies in place.

N= 1,806

Fig 3.4 Experiences with Poverty



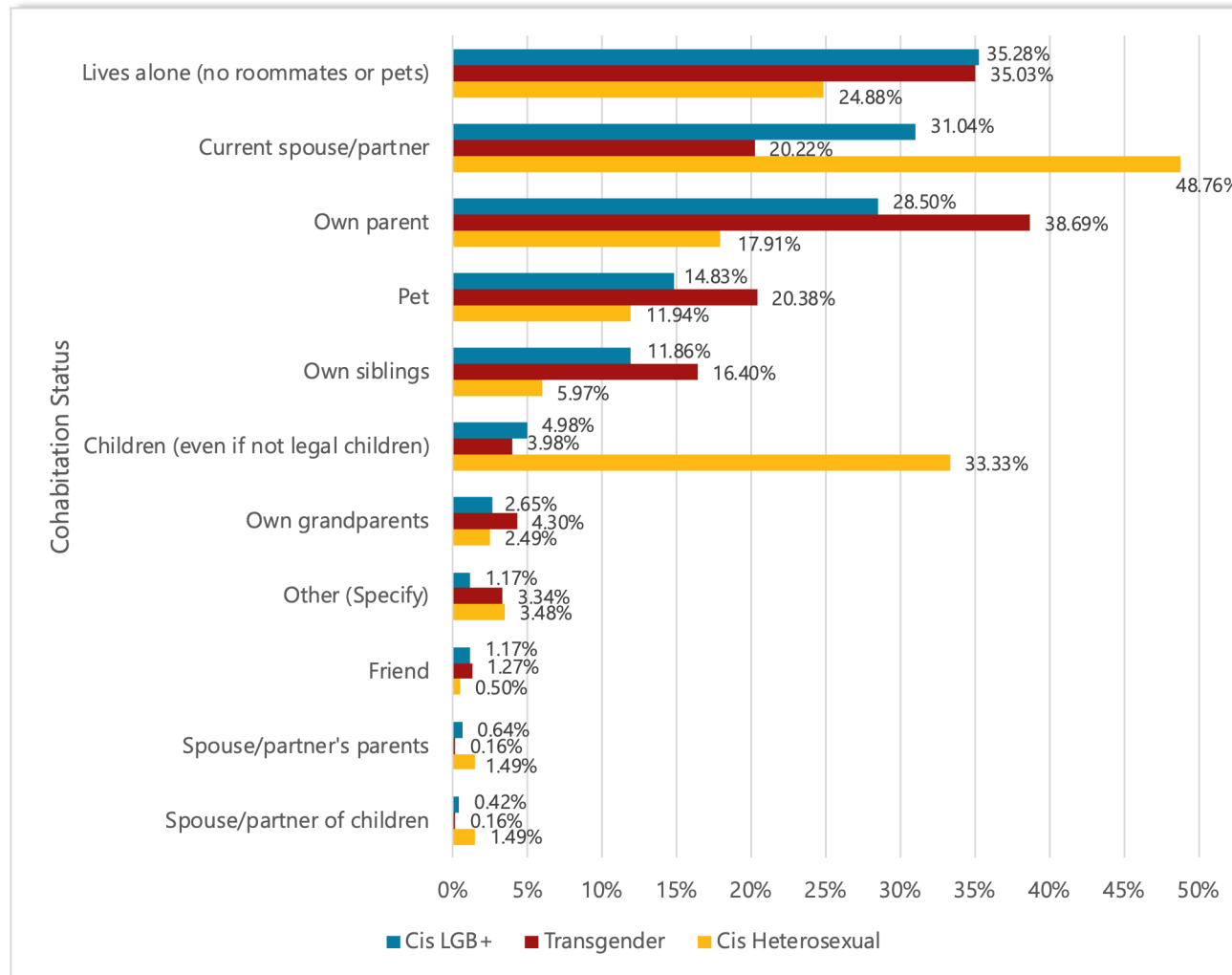
Transgender respondents reported experiencing more poverty than cisgender respondents in almost all cases. 20% of transgender respondents and 19% of cis-LGB+ respondents had experienced a bank balance of less than ¥10,000 JPY (~\$70 USD) .

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	976	646	211	1,833

4. Social Findings

- **62% of transgender respondents desire to move out of their current home to a new location (see Fig 4.2)**
- **Over 90% of LGBTQ+ respondents have come out to someone in their social circle (see Fig 4.4)**
- **Over 30% of LGBTQ+ respondents report having a low sense of safety and comfortability speaking their thoughts and feelings (see Fig 4.7)**
- **Transgender women (13%) and transgender men (18%) report the highest instances of being outed by others (see Fig 4.9)**
- **Cisgender heterosexual respondents report observing lower numbers of discriminatory comments or acts compared to LGBTQ+ respondents (see Fig 4.11)**

Fig 4.1 Cohabitation Status



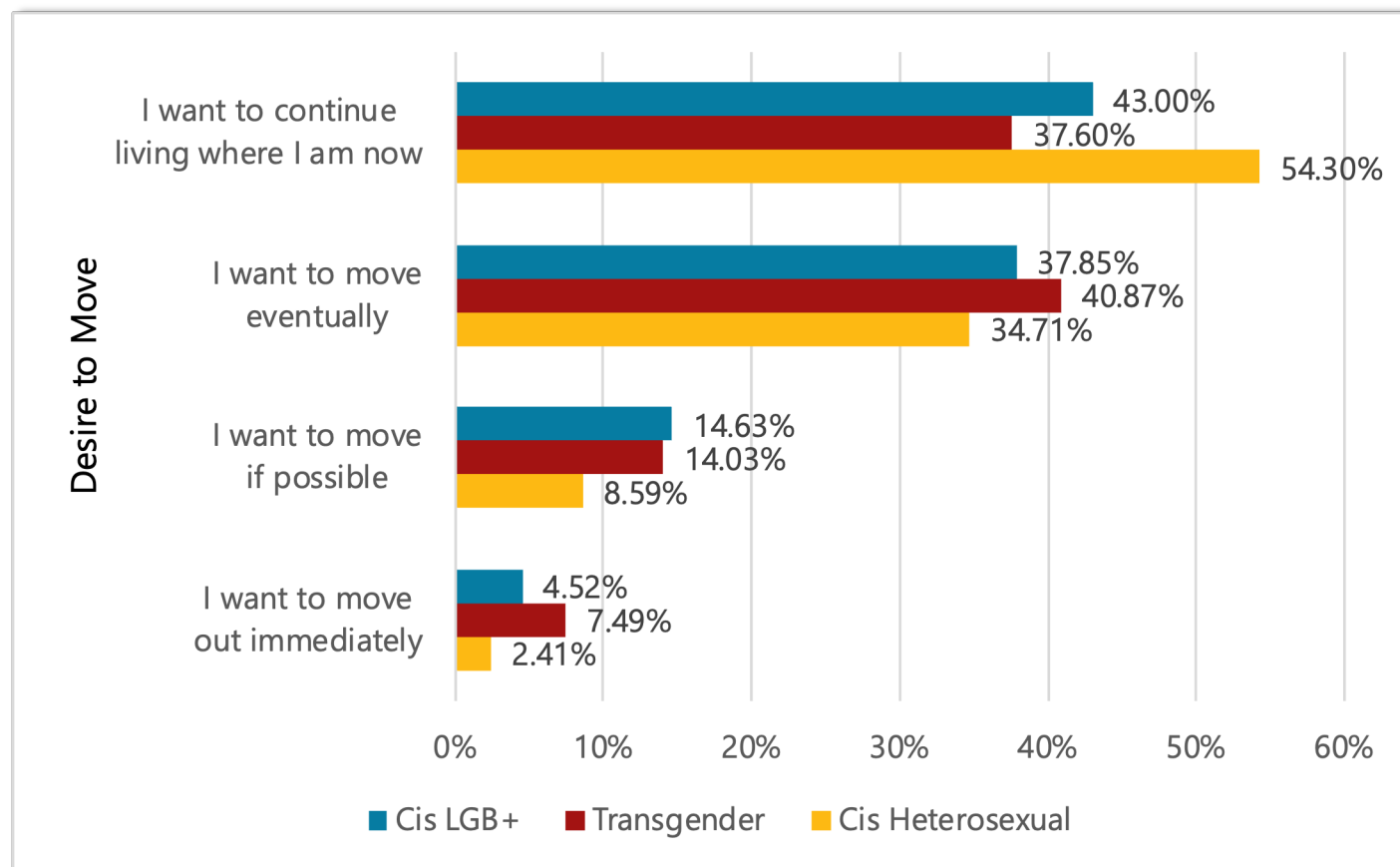
35% of LGBTQ+ live alone compared to 25% of cisgender heterosexual respondents.

39% of transgender respondents live with their parents compared to 18% of cisgender heterosexual respondents. The age of the respondents may be a factor.

5% of cis LGB+ and 4% of transgender respondents live with their children.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	944	628	201	1,773

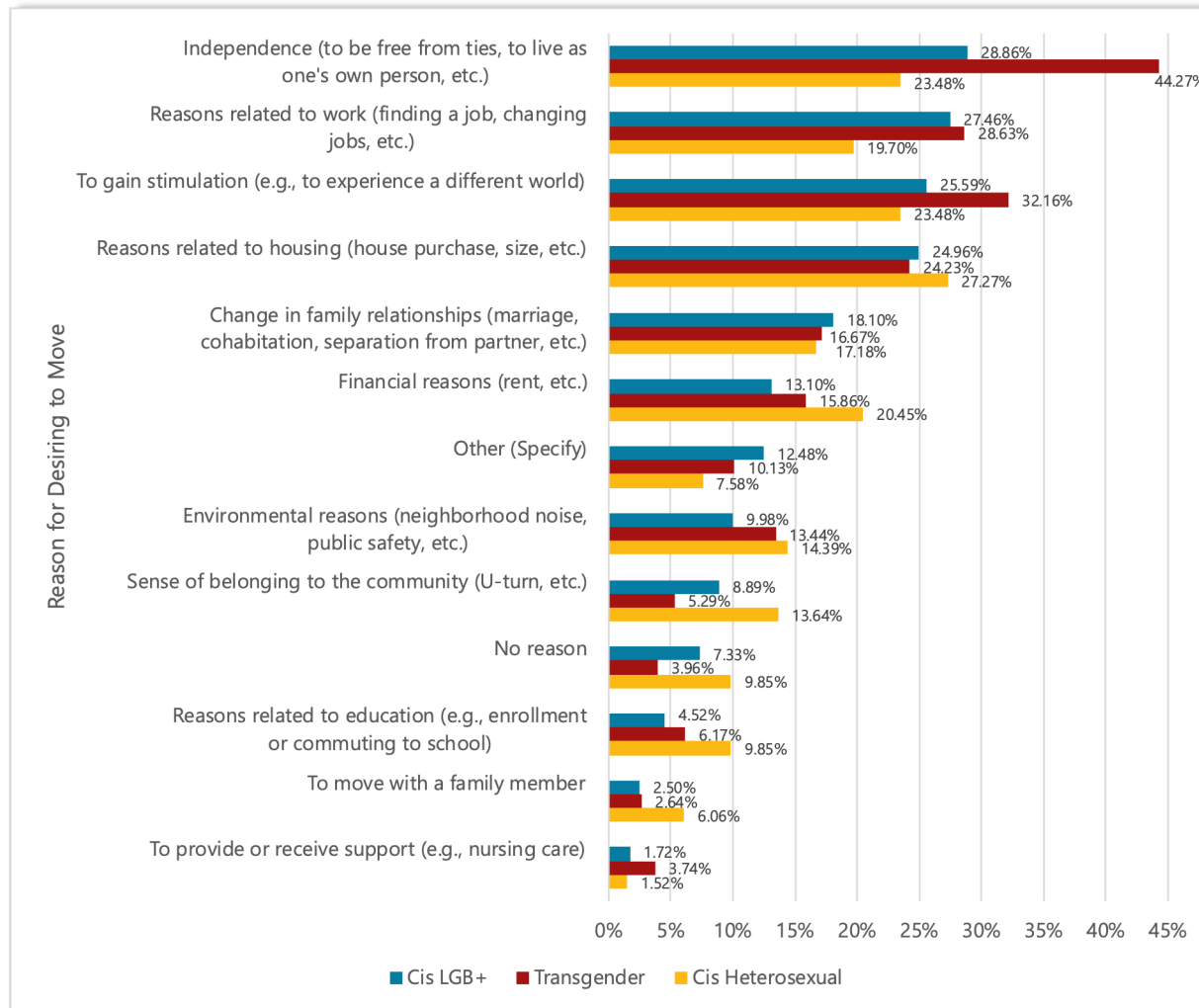
Fig 4.2 Desire to Move



54% of cisgender respondents are satisfied with their current living situation, while LGBTQ+ respondents who have a higher desire to move elsewhere.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	1,128	734	291	2,153

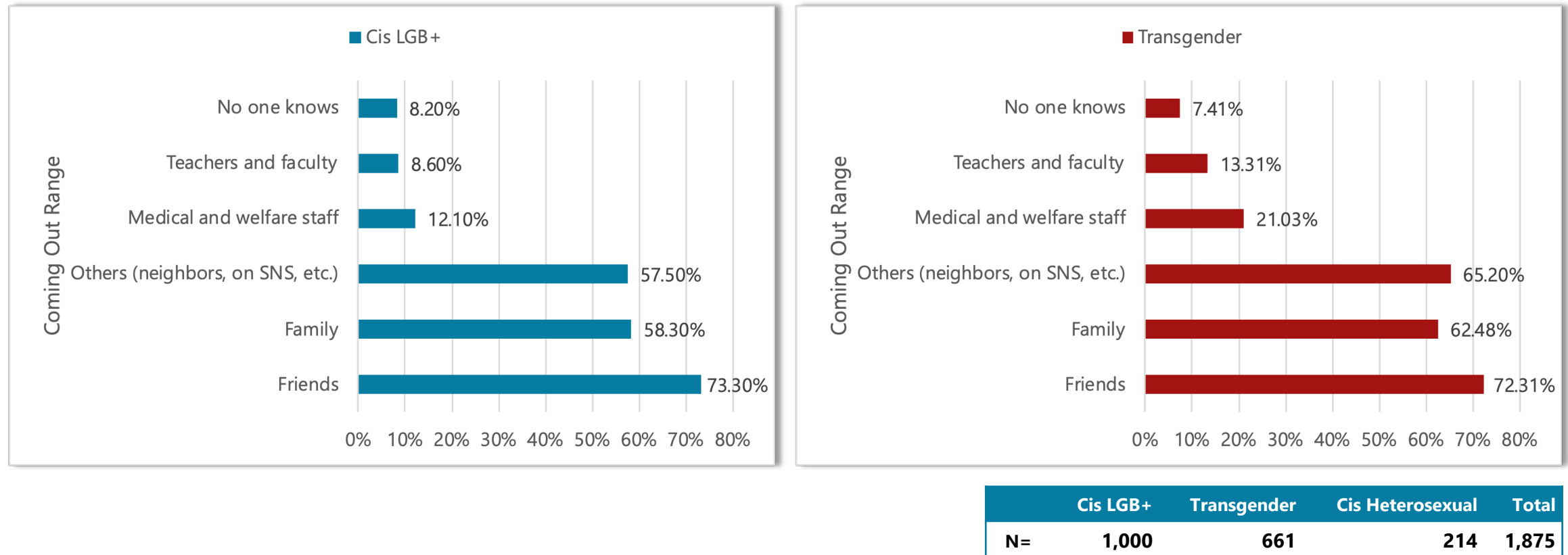
Fig 4.3 Reasons for Desiring to Move



Independence (wanting to live as oneself) was the most common reason given by LGBTQ+ respondents for wanting to move, while physical reasons related to housing was the most common reason given by cis heterosexuals.

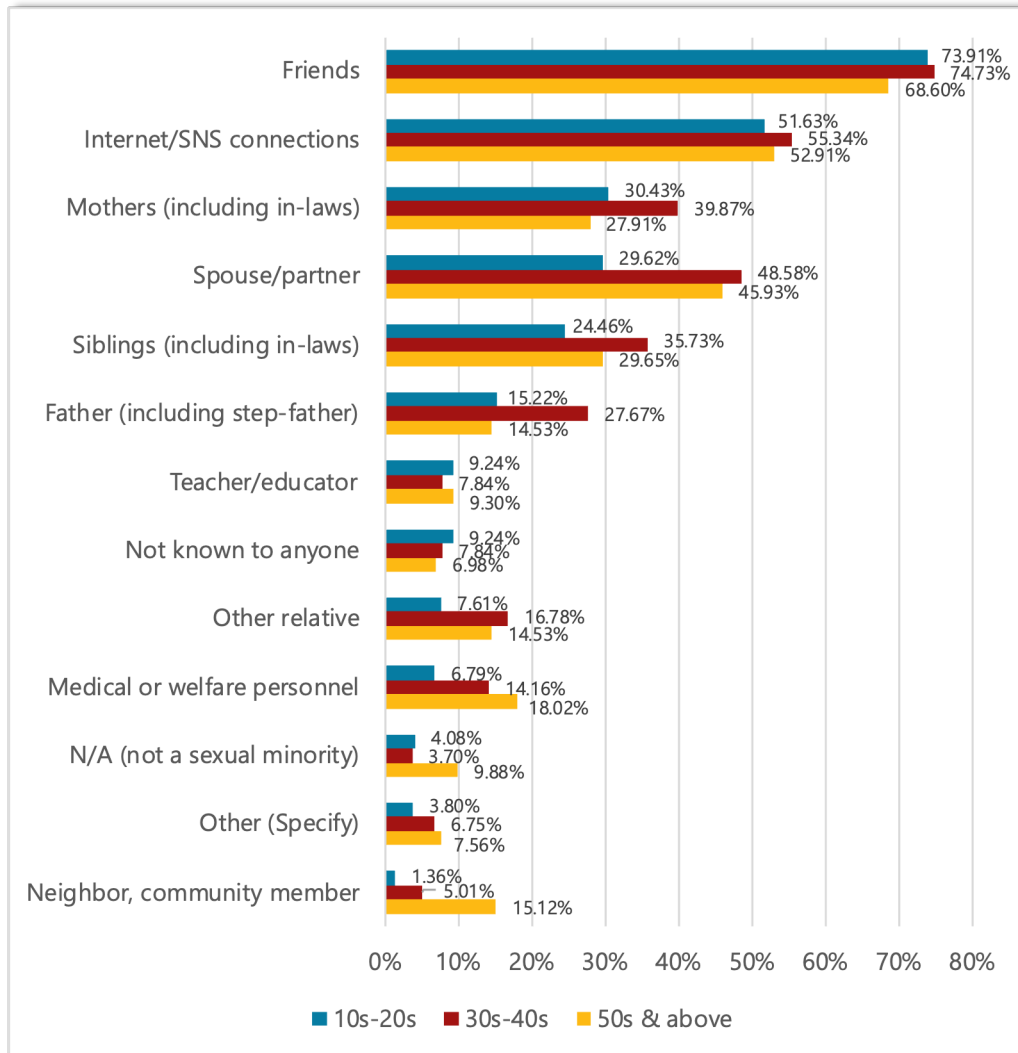
	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	641	454	132	1,227

Fig 4.4 Out in Society



Over 90% of LGBTQ+ respondents have come out to someone in their social circle. Although there are 8% of cisgender LGB+ and 7% of transgender respondents have not come out to anyone at all.

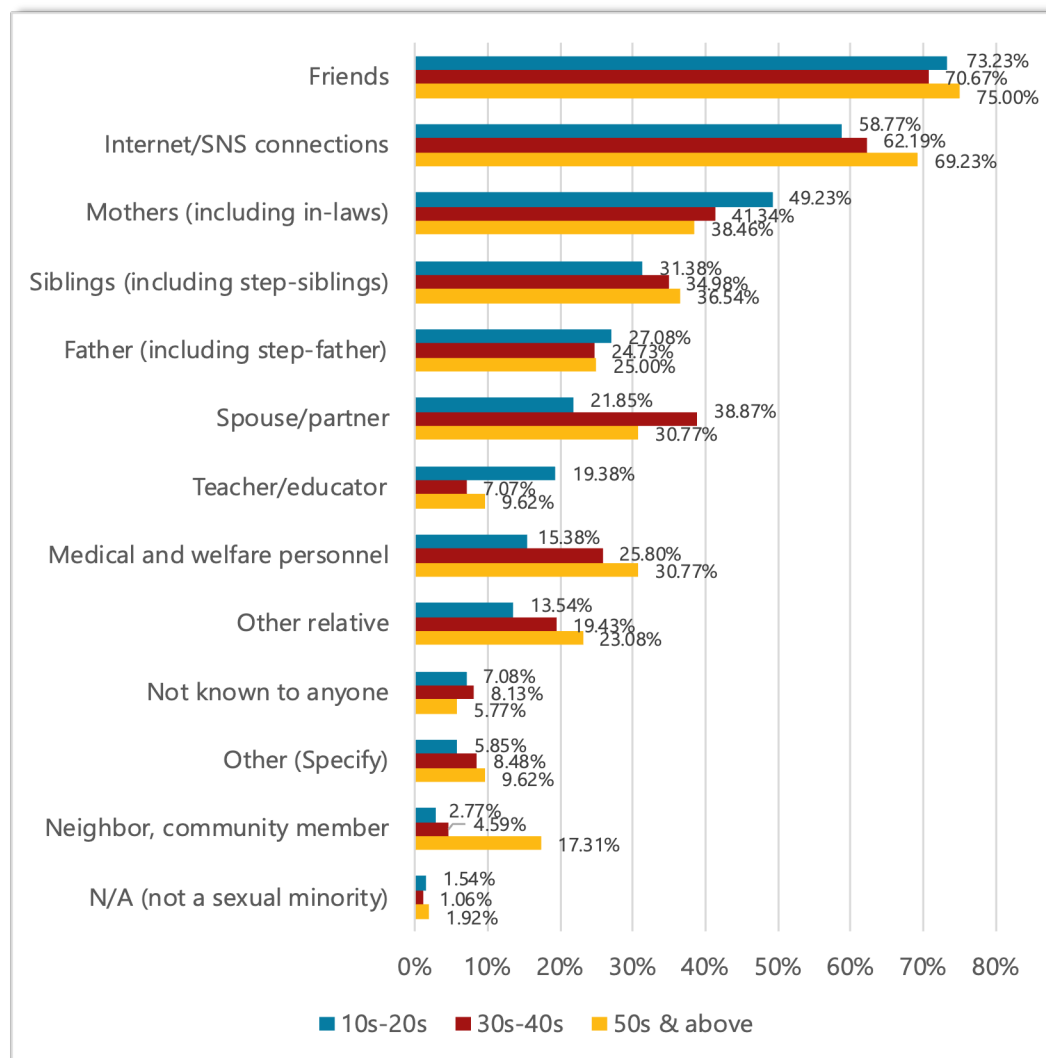
Fig 4.5 Out in Society x Age, LGB+



In the case of cis LGB+ respondents, differences can be seen in who they are coming out to depending on their age. A higher percentage of those coming out to their mothers and fathers are in their 30s and 40s.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	999	660	213	1,872

Fig 4.6 Out in Society x Age, Trans

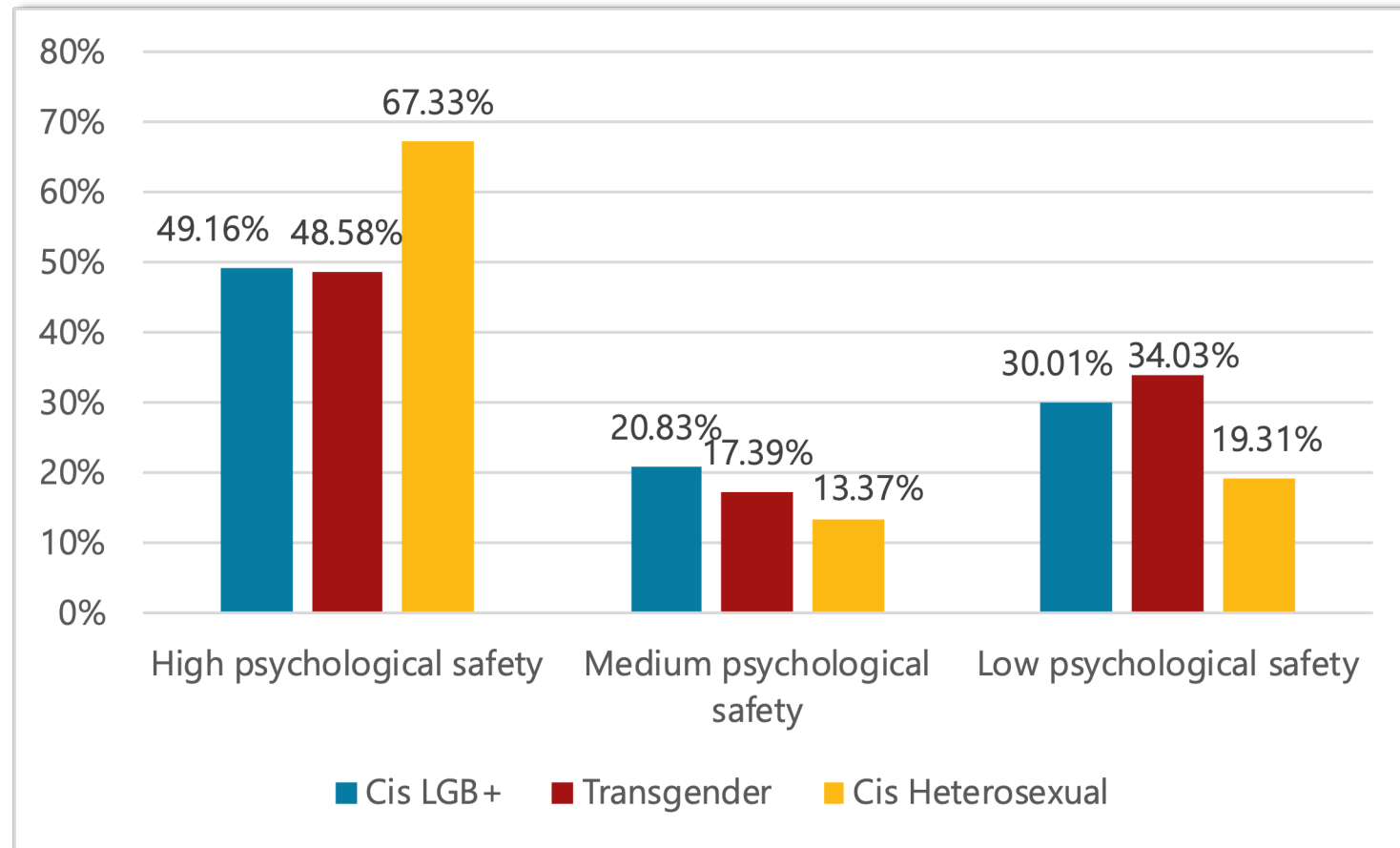


Transgender respondents have come out in society at higher rates than cisgender LGB+ respondents, especially to medical and welfare personnel. There is a higher percentage of coming out to mothers and fathers by respondents in their teens and 20s.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	999	660	213	1,872

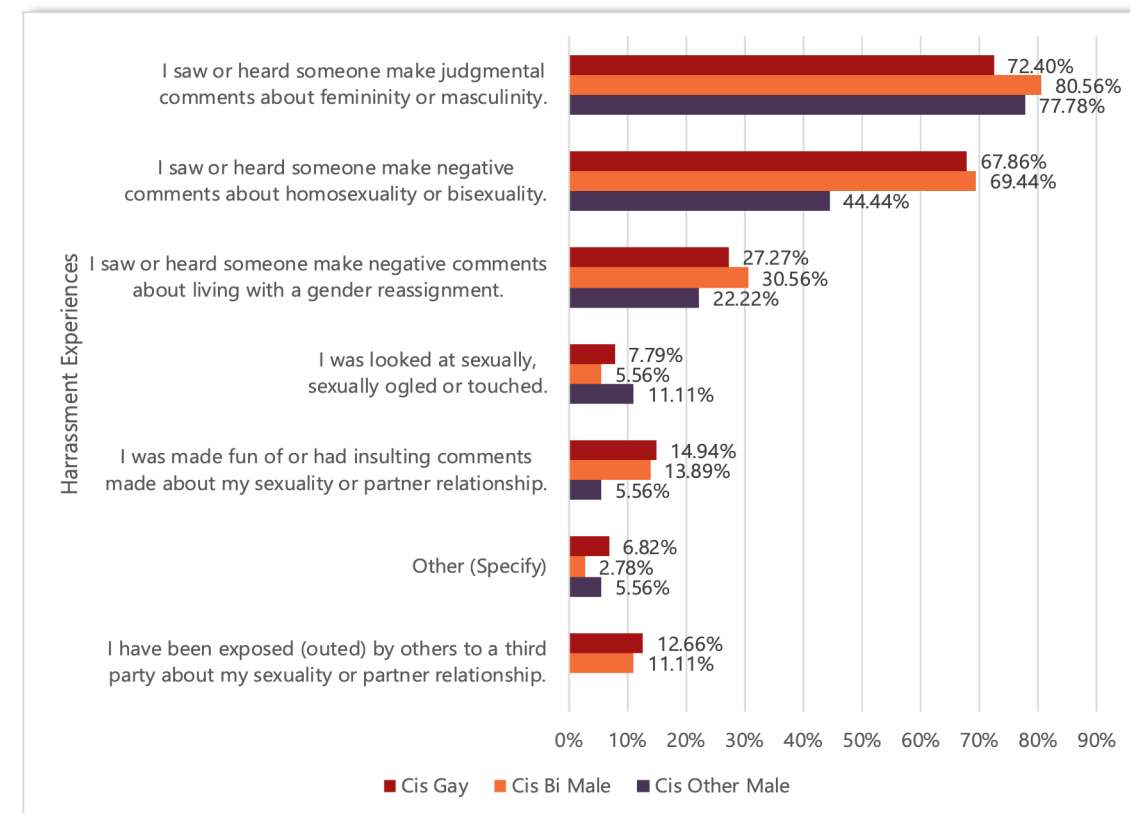
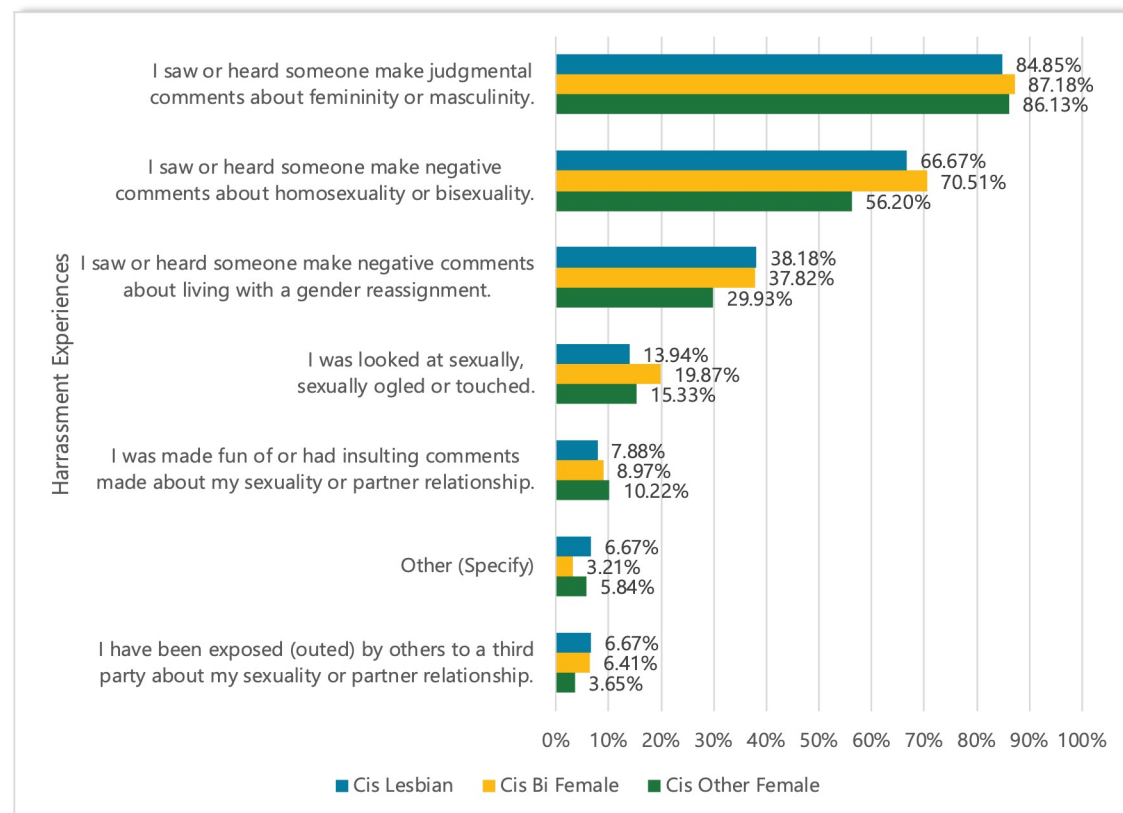
Fig 4.7 Psychological Safety at Work/School

Over 30% of LGBTQ+ respondents report feeling low psychological safety – the ability to feel safe and comfortable speaking their thoughts and feelings.



	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	893	529	202	1,624

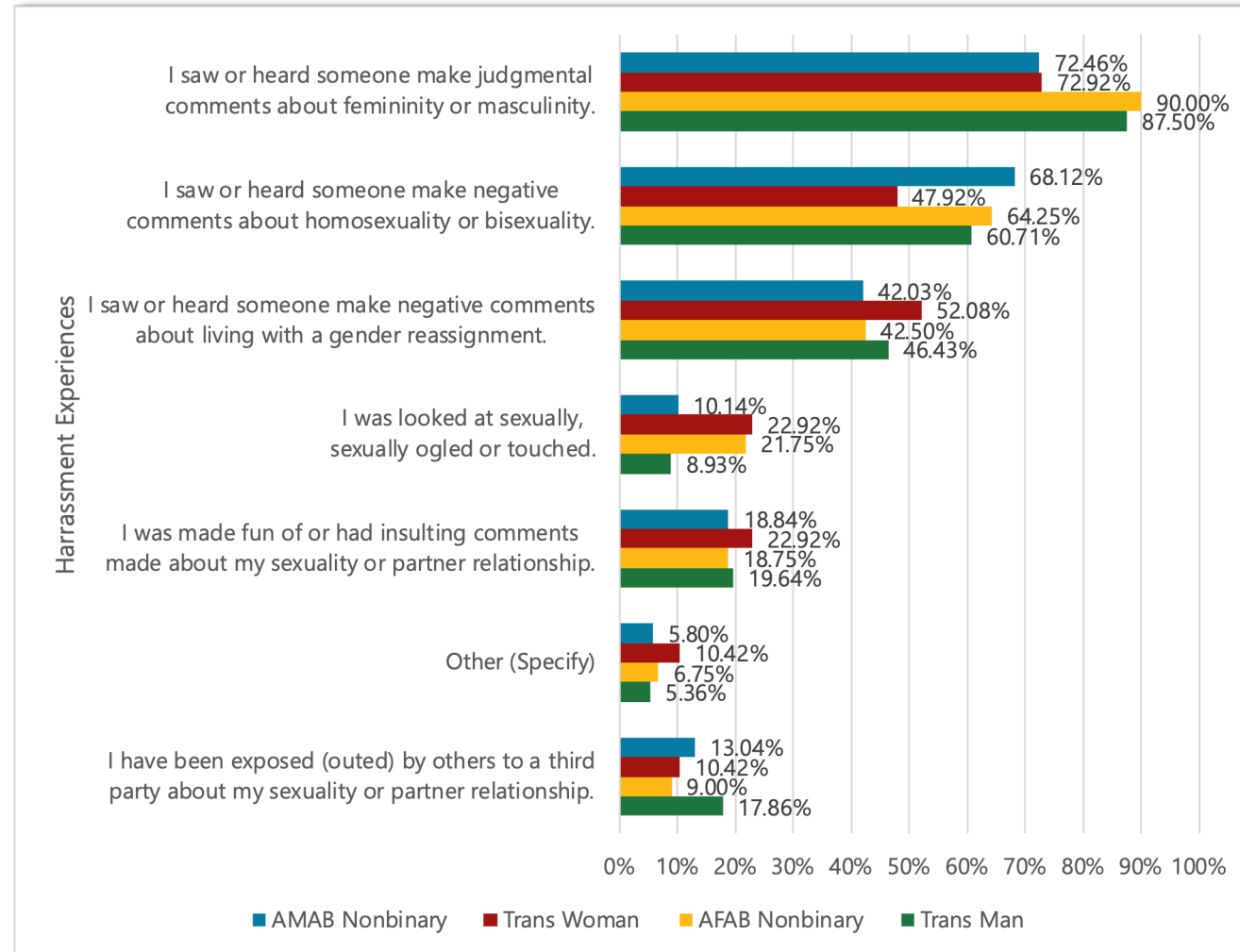
Fig 4.8 Harassment at Work/School, LGB+



Cisgender LGB+ females report experiencing more harassment than their cisgender male counterparts. 13% of cisgender gay men indicate they were outed by others compared to 7% of cisgender lesbian women.

	Cis Lesbian	Cis Gay	Cis Bi Female	Cis Bi Male	Cis Other Female	Cis Other Male	Total
N=	165	308	156	36	137	18	1,566

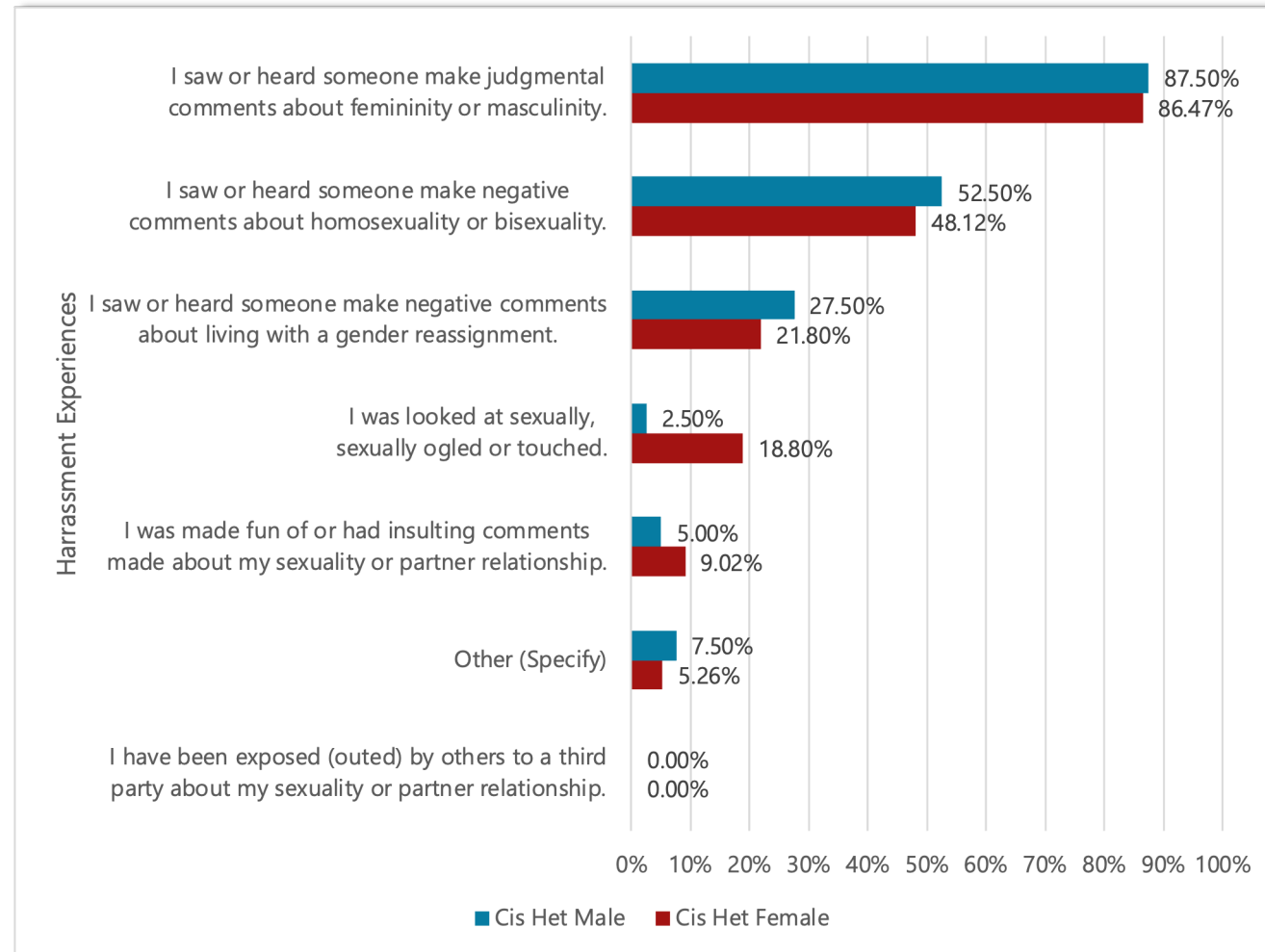
Fig 4.9 Harassment at Work/School, Trans



Respondents assigned female at birth have indicated experiencing higher levels of harassment. Transgender men (18%) report the highest instances of being outed by others.

	Trans Man	AFAB Nonbinary	Trans Woman	AMAB Nonbinary	Total
N=	56	400	48	69	1,566

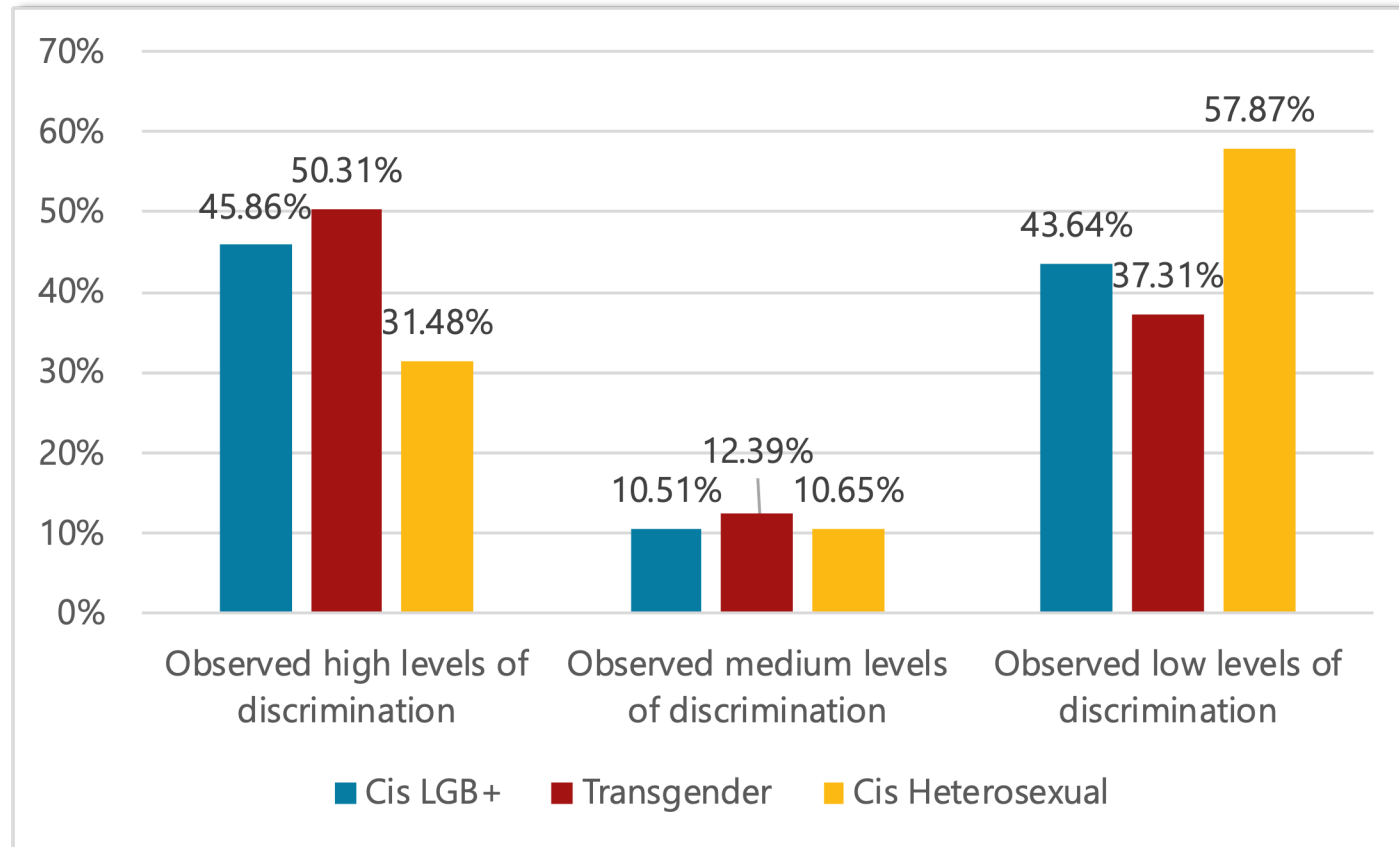
Fig 4.10 Harassment at Work/School, Cis Het



Among cisgender heterosexuals, both men and women reported similar levels of harassment, but women were more likely to experience harassment involving physical contact.

	Cis Het Female	Cis Het Male	Total
N=	133	40	1,566

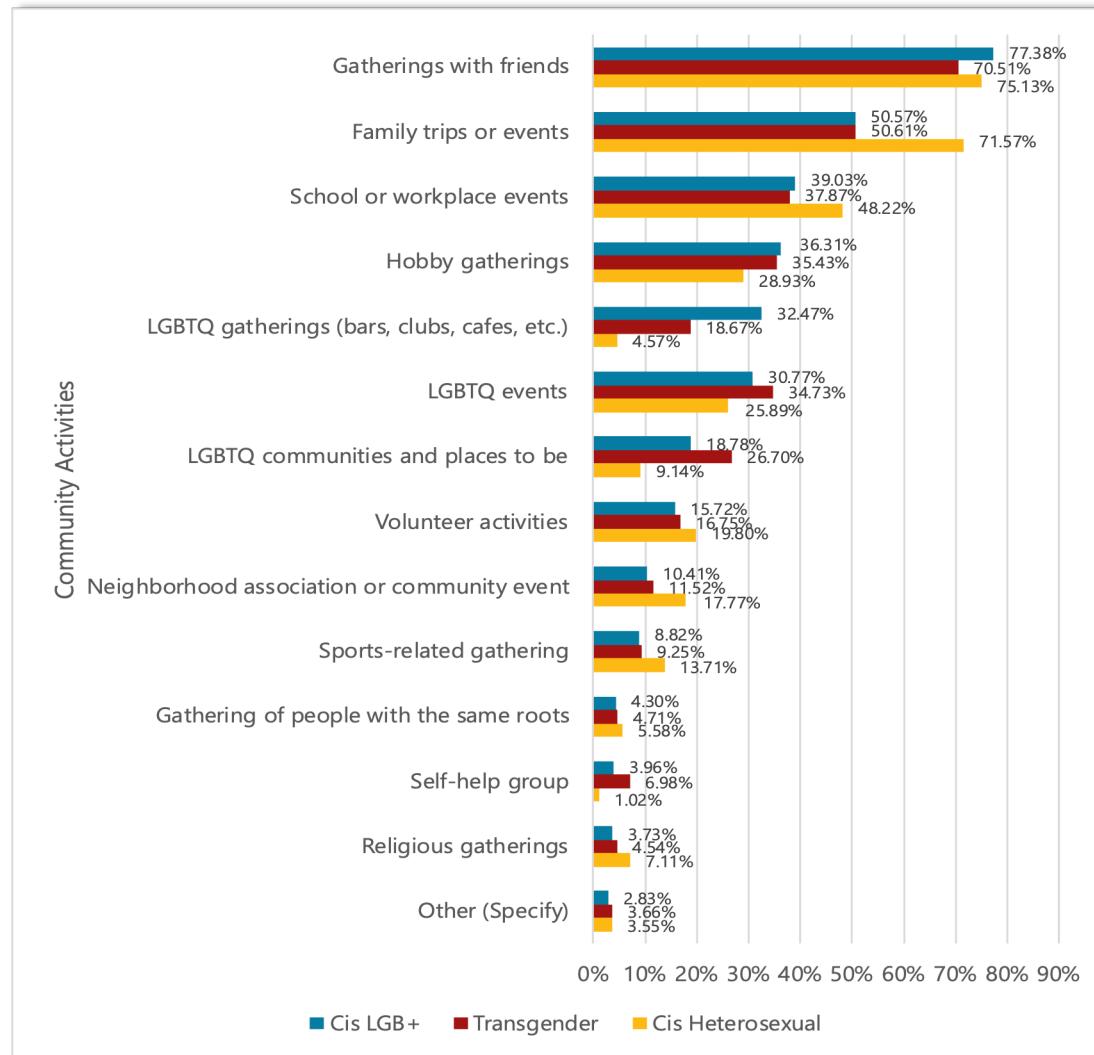
Fig 4.11 Discrimination at Work/School



Cisgender LGB+ (46%) and transgender (50%) respondents report observing higher instances of discrimination than cisgender heterosexual respondents. Cisgender heterosexual respondents (58%) report observing low number of discriminatory comments or acts.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	990	654	216	1,860

Fig 4.12 Community Activities



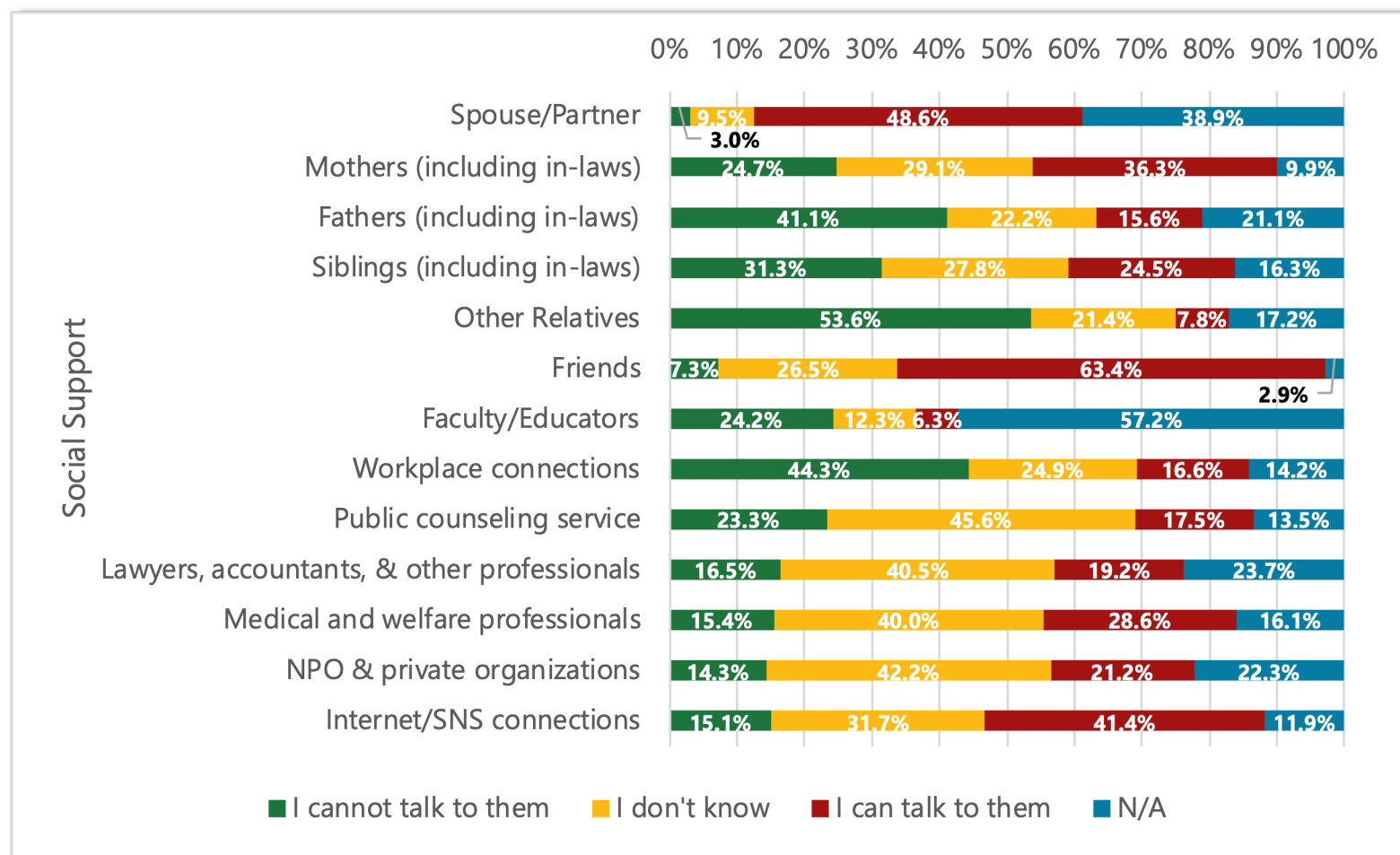
LGBTQ+ people and cisgender heterosexual people differ in their participation in social activities. Cisgender heterosexual respondents are more involved in family, school/work, community and sports gatherings.

When examined across income levels, high-income individuals are more likely to go on family trips or frequent LGBTQ+ bars than low-income individuals. Respondents visit LGBTQ+ community centers at the same rate regardless of income.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	884	573	197	1,654

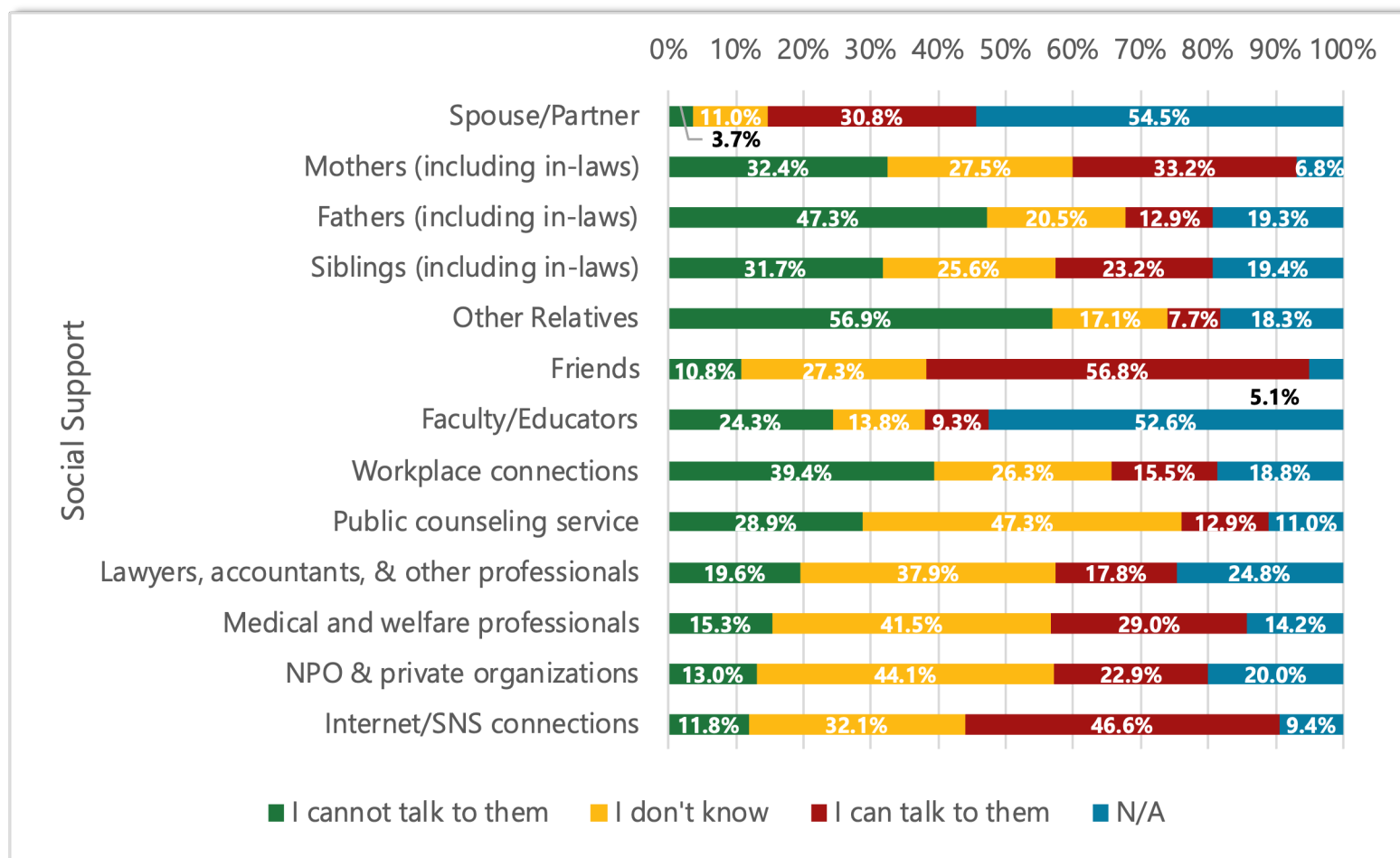
Fig 4.13 Social Support, LGB+

Cisgender LGB+ respondents report being able to talk to friends, partners, or online connections if they have concerns or worries.



	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	935	626	199	1,760

Fig 4.14 Social Support, Trans



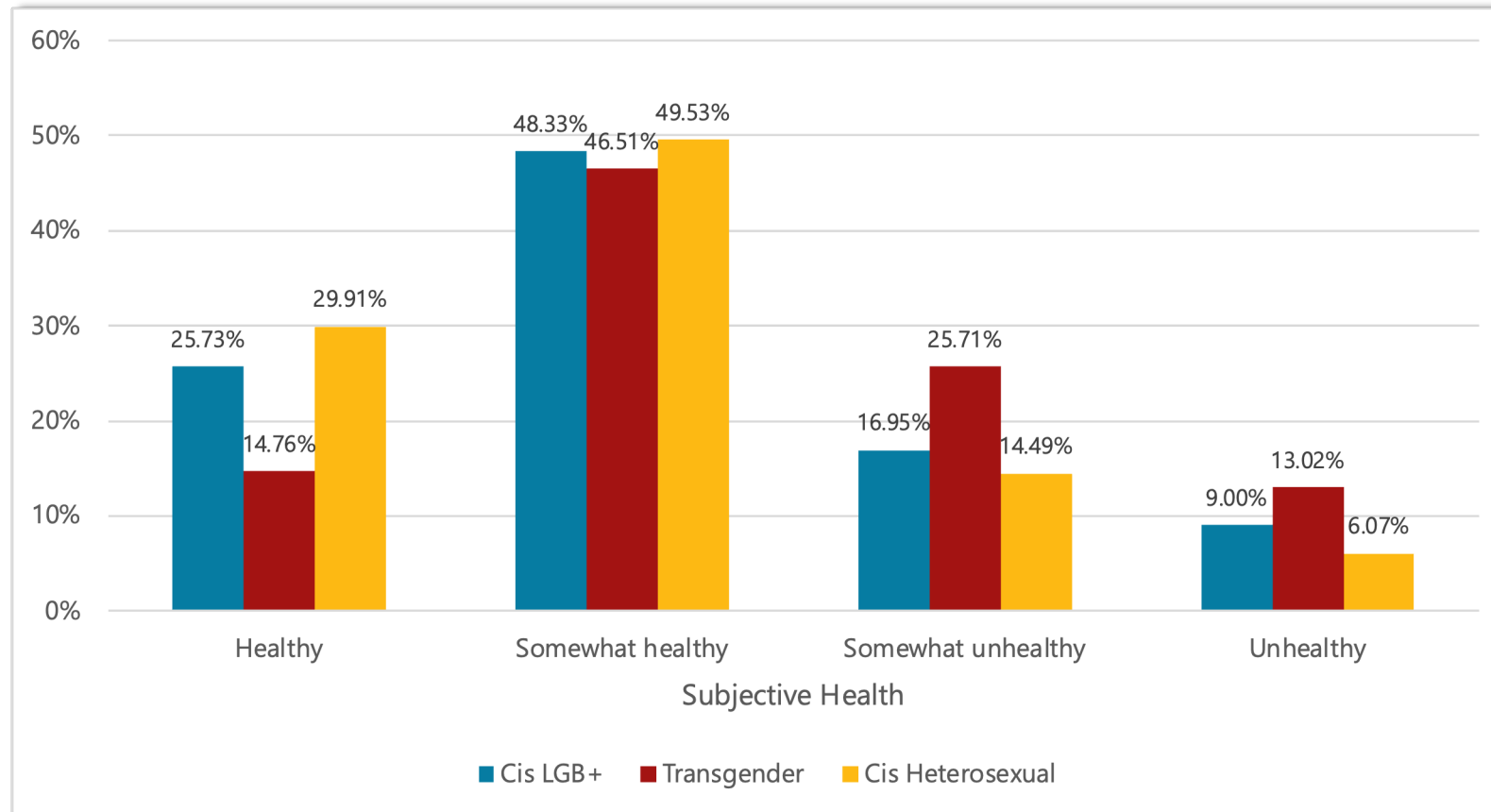
Transgender respondents report being able to talk to friends if they have concerns or worries, followed by connections.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	935	626	199	1,760

5. Health Findings

- **LGBTQ+ respondents report lower subjective health than cisgender heterosexual, compared to 30% of cisgender heterosexual respondents (see Fig 5.1)**
- **LGBTQ+ respondents were less likely to have a health check up in the past year than cisgender heterosexual respondents (see Fig 5.3)**
- **LGBTQ+ respondents report higher levels of psychological distress on the K6 psychological distress scale compared to cisgender heterosexual respondents (see Fig 5.5)**
- **Affordability (23%) and accessibility (20%) to exercise facilities are barriers to exercise and sports that are disproportionately affecting transgender respondents (see Fig 5.23)**

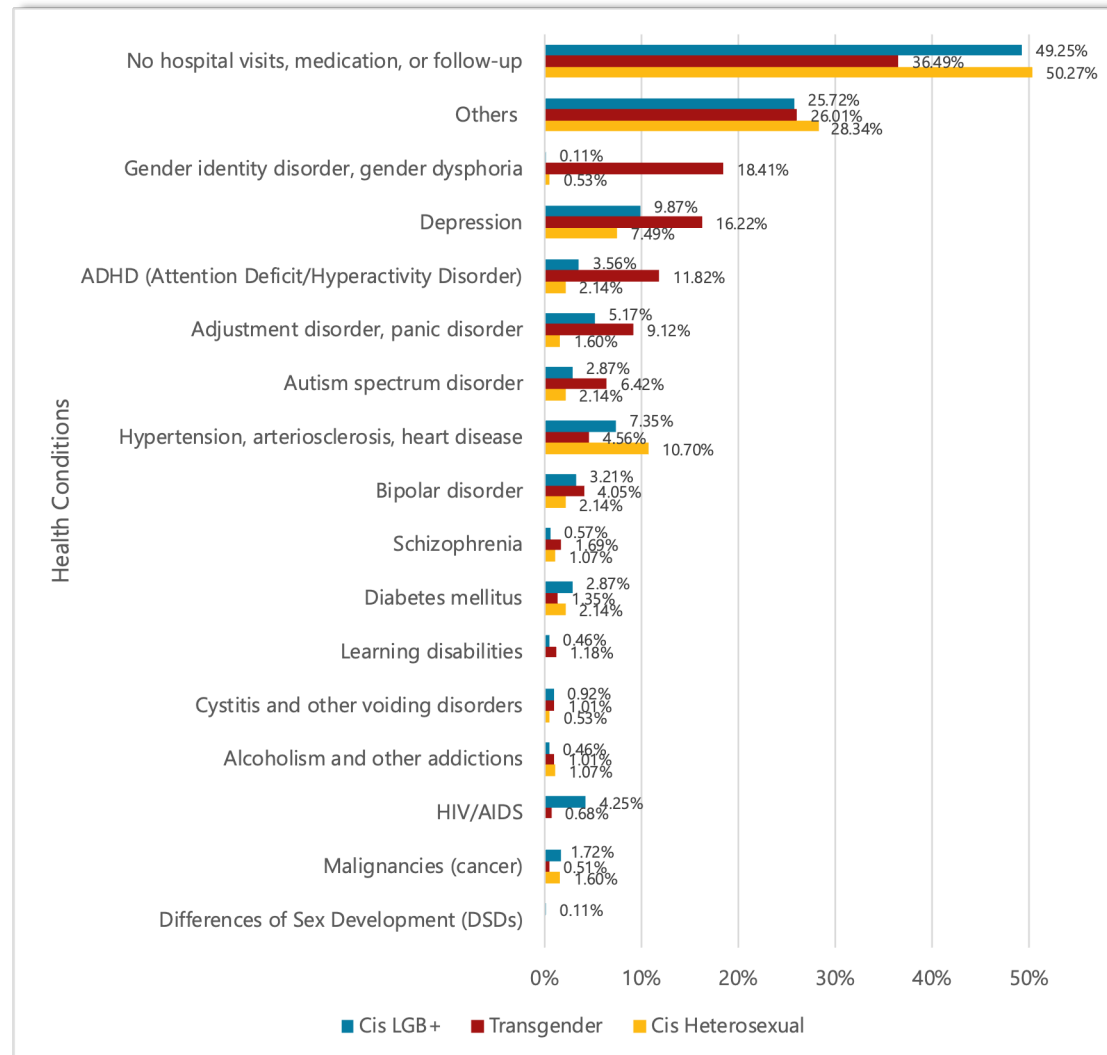
Fig 5.1 Subjective Health



LGBTQ+ respondents self-assess their health is low compared to cisgender heterosexual respondents. 26% of cisgender LGB+ and 15% of transgender respondents state they feel healthy, compared to 30% of cisgender heterosexual respondents.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	956	630	214	1,800

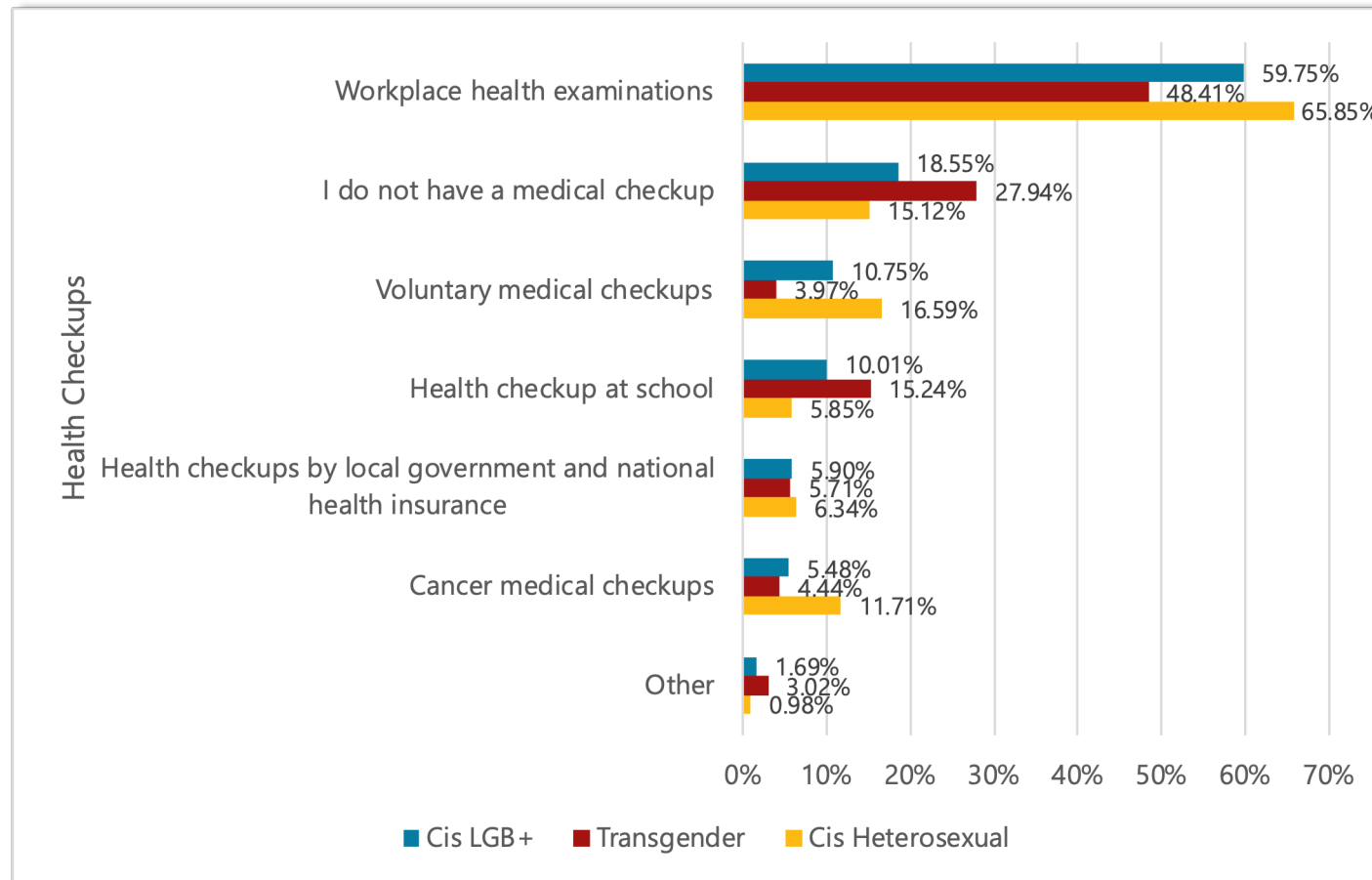
Fig 5.2 Health Conditions



The percentage of transgender people who do not have a medical checkups, medication, or follow-up care is low at 37%. Conversely, more than 60% of transgender people have some kind of health problem. Depression and adjustment disorders are prominently prevalent among transgender respondents.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	871	592	187	1,650

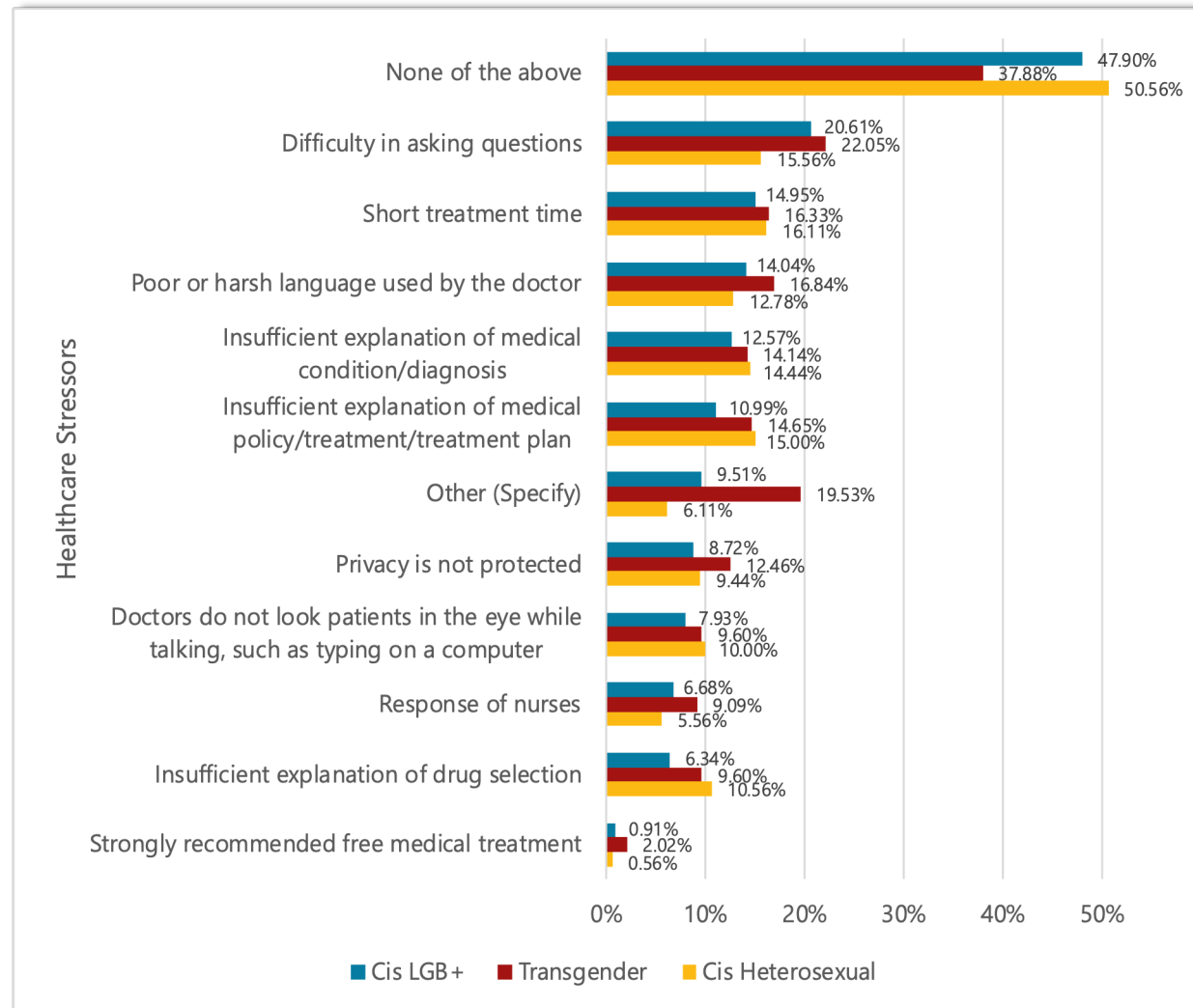
Fig 5.3 Health Checkups



Transgender respondents (48%) were much less likely to have a health check up compared to other respondents. LGBTQ+ respondents were less likely to have a health check up in the past year than cisgender heterosexual respondents. When examined across income levels, 40% of low-income respondents did not have a health checkup this year compared to 13% of medium income and 9% of high-income respondents. Furthermore, 35% of respondents who did not have a health checkup report high psychological distress (13 – 24 points on the K6 scale).

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	949	630	205	1,784

Fig 5.4 Healthcare Stress

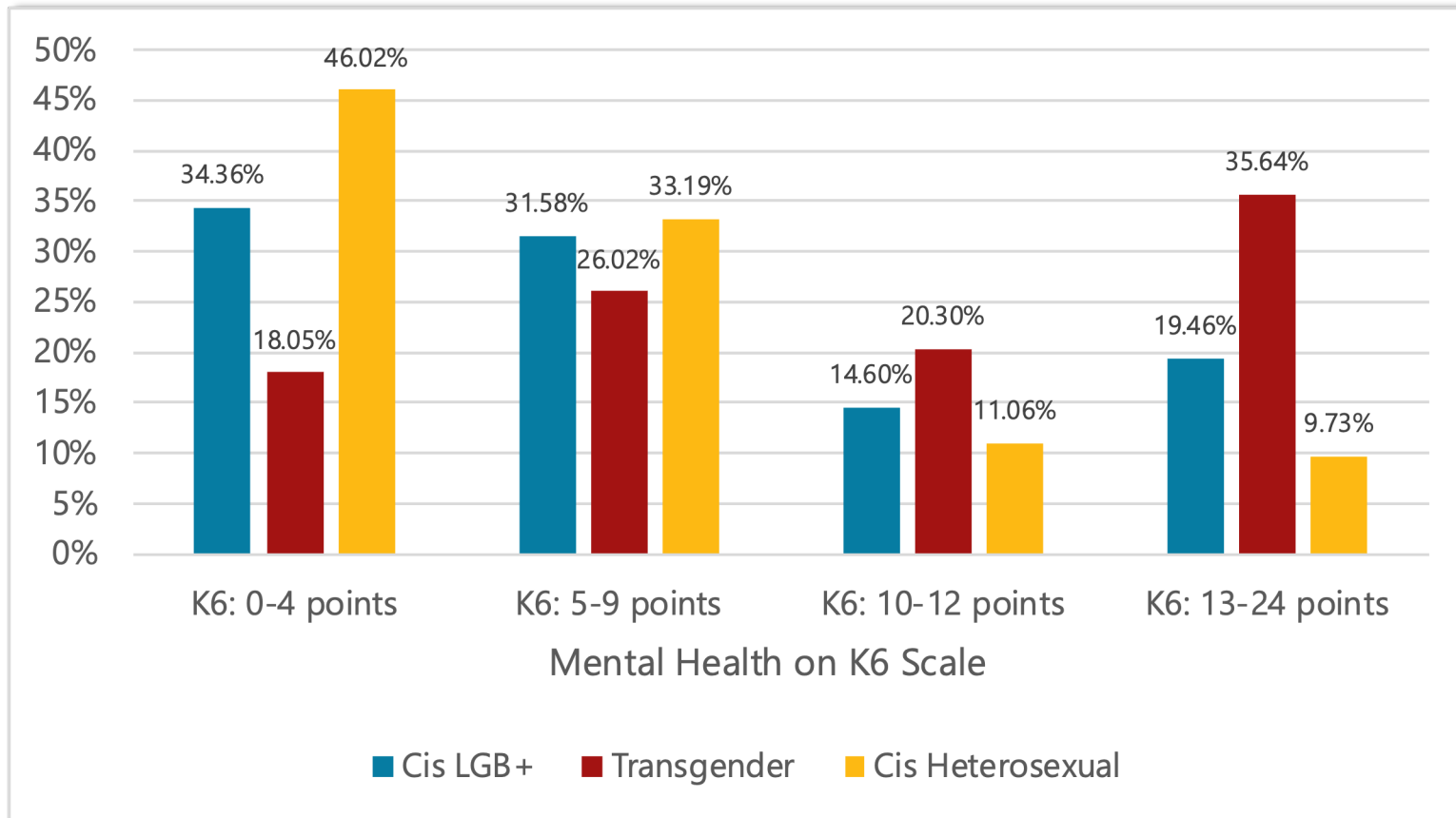


Over 20% of LGBTQ+ respondents say a sources of stress when receiving healthcare is “difficulty in asking questions”.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	883	594	180	1,657

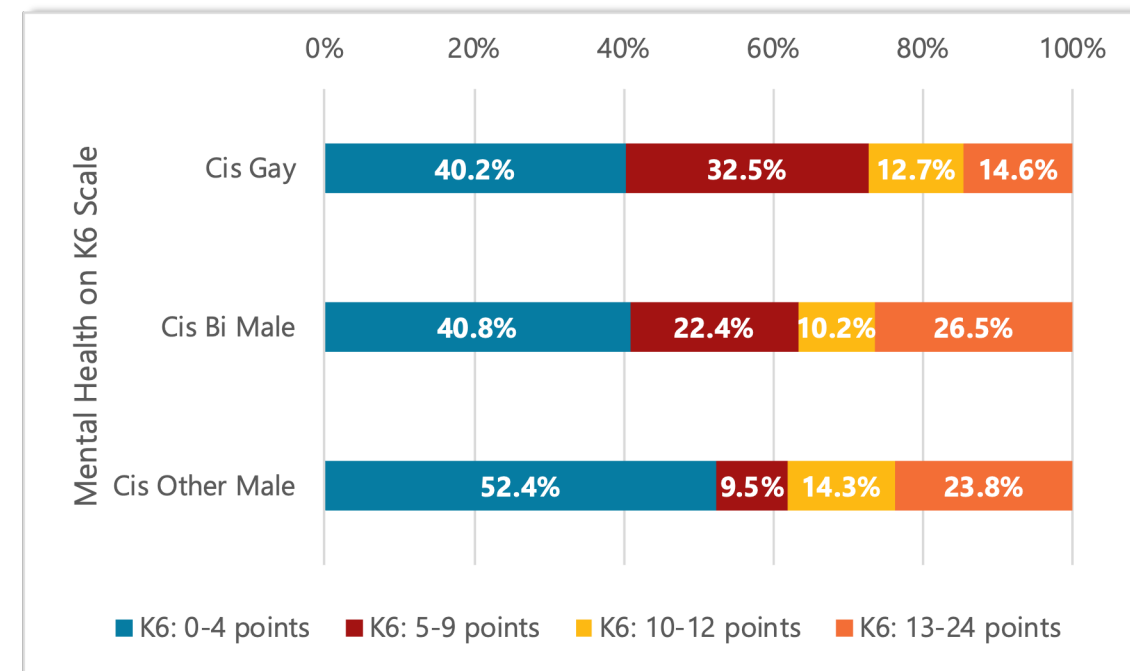
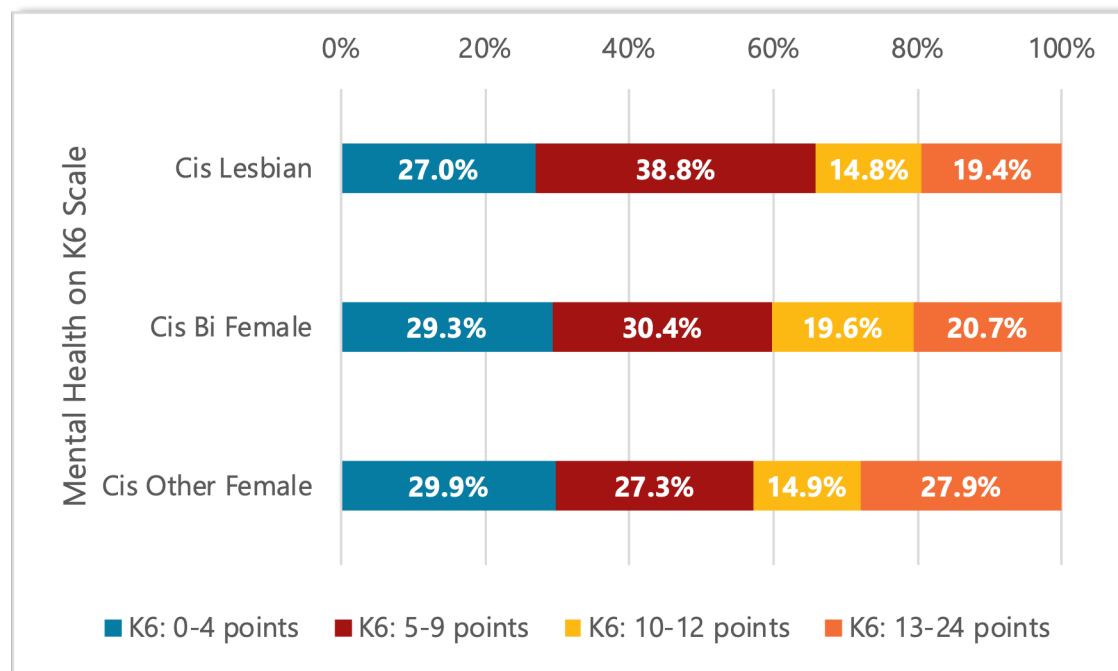
Fig 5.5 Mental Health on Kessler Psychological Distress Scale (K6)

LGBTQ+ respondents report higher levels of psychological distress on the K6 scale, where higher points means higher levels of distress, compared to cisgender heterosexual respondents.



	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	1007	665	226	1,898

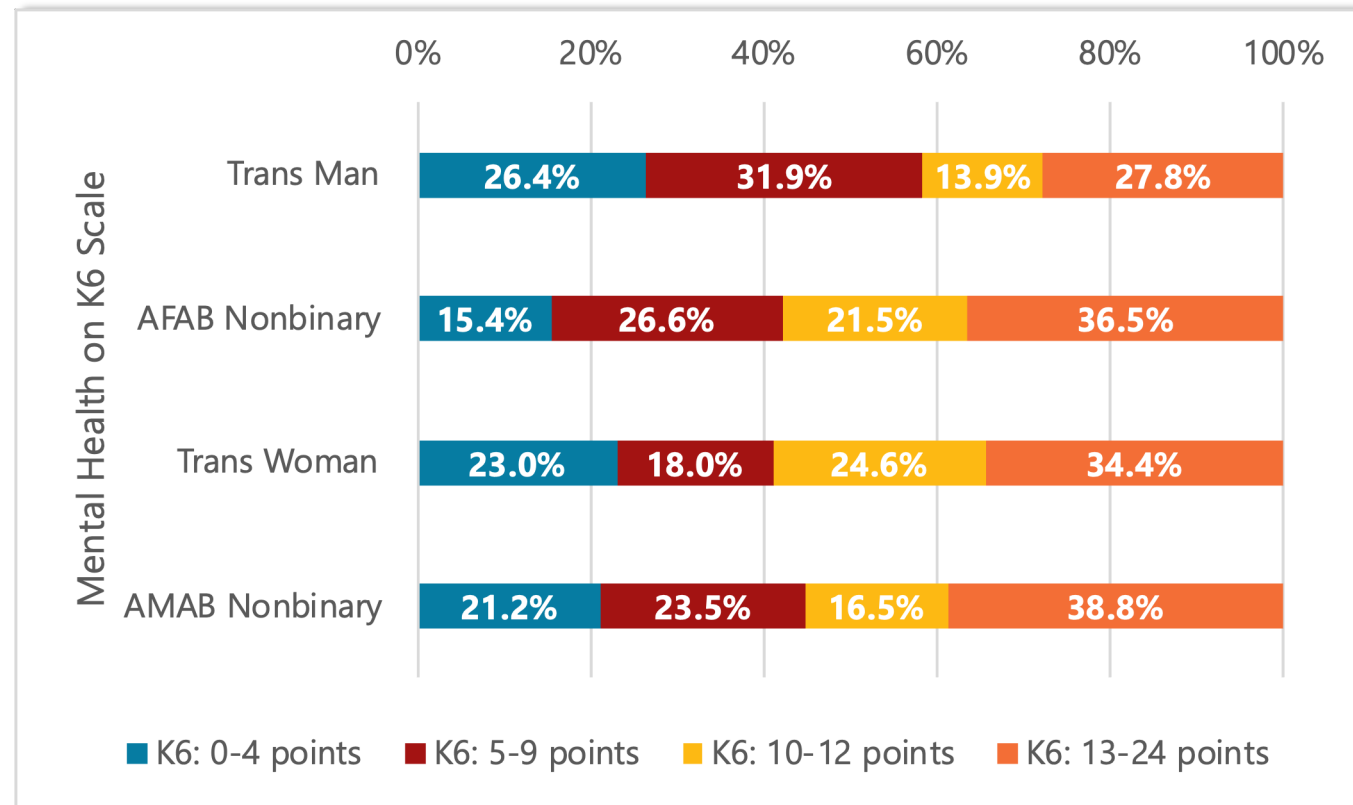
Fig 5.6 Mental Health on K6 Scale, LGB+



“Cis other female” (28%) and “Cis bisexual male” (27%) respondents express the highest levels of psychological distress (K6 range of 13 – 24 points) among cisgender LGB+ respondents.

	Cis Lesbian	Cis Gay	Cis Bi Female	Cis Bi Male	Cis Other Female	Cis Other Male	Total
N=	196	403	184	49	154	21	1,898

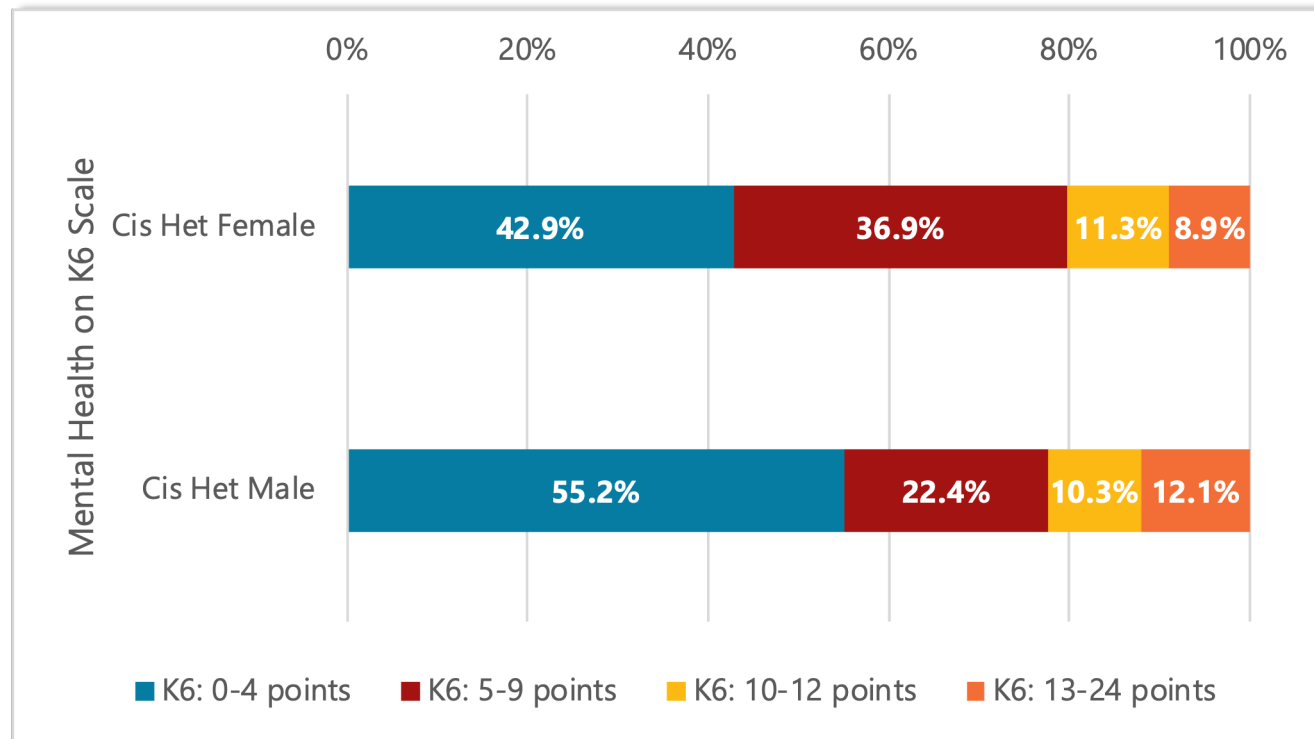
Fig 5.7 Mental Health on K6 Scale, Trans



All groups of transgender respondents report higher levels of psychological distress compared to cisgender respondents. AMAB nonbinary (39%) and AFAB nonbinary (37%) express the highest levels of psychological distress (K6 range of 13 – 24 points) among transgender respondents.

	Trans Man	AFAB Nonbinary	Trans Woman	AMAB Nonbinary	Total
N=	72	447	61	85	1,898

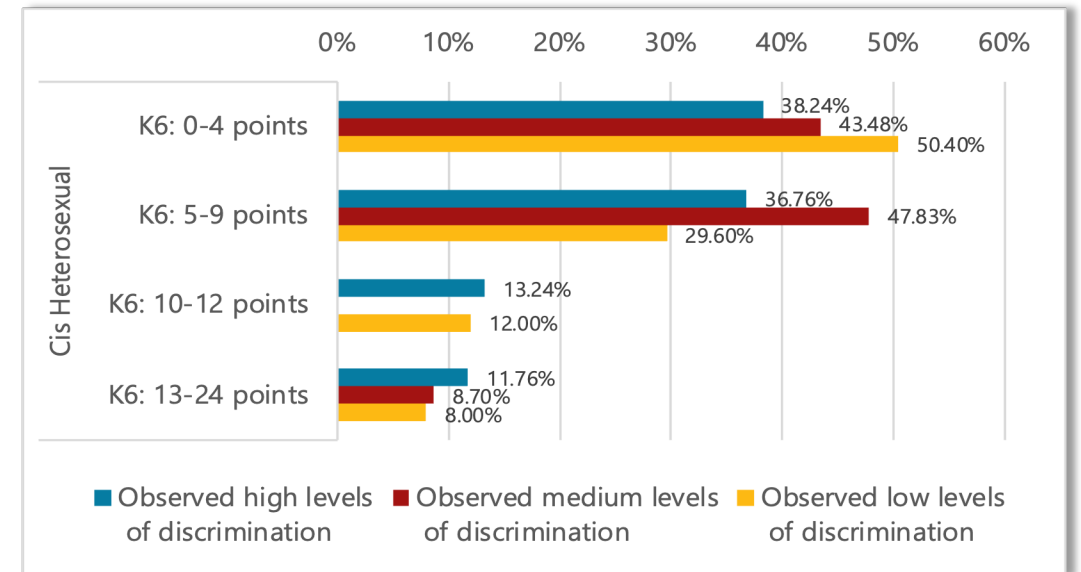
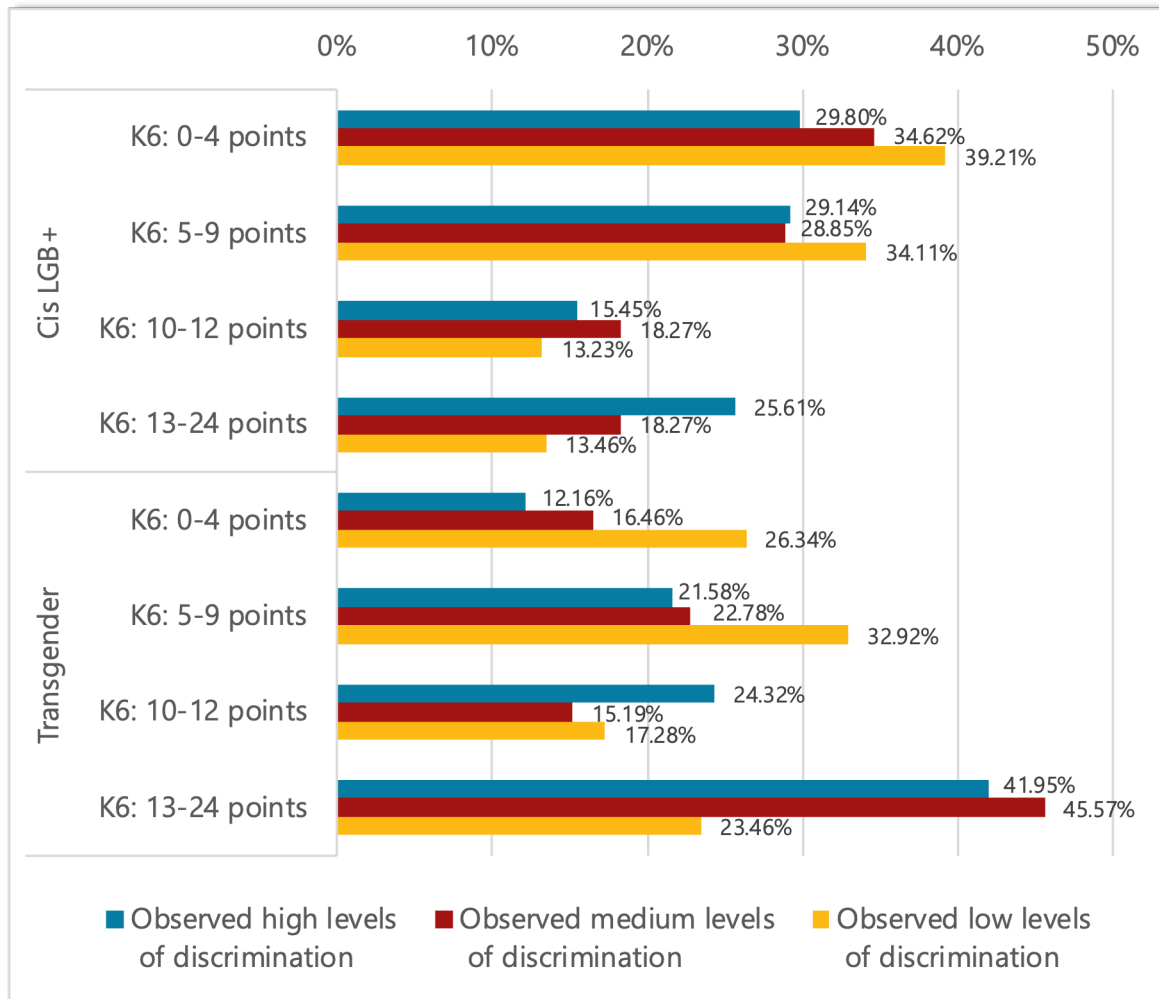
Fig 5.8 Mental Health on K6 Scale, Cis Het



Cisgender heterosexual respondents report much lower levels of psychological distress on the K6 scale compared to LGBTQ+ respondents.

	Cis Het Female	Cis Het Male	Total
N=	168	58	1,898

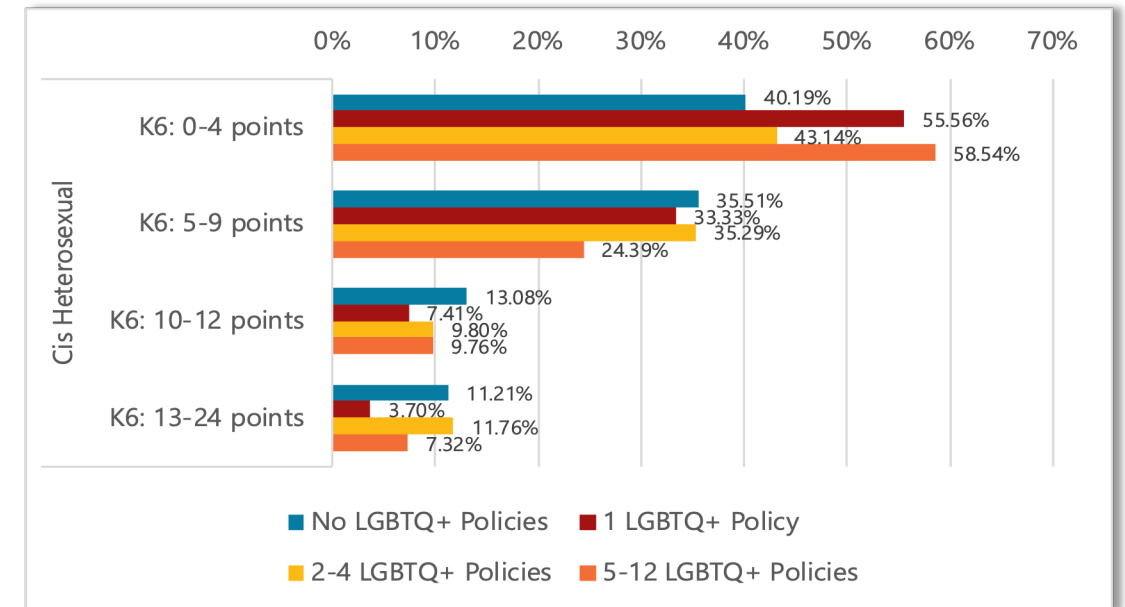
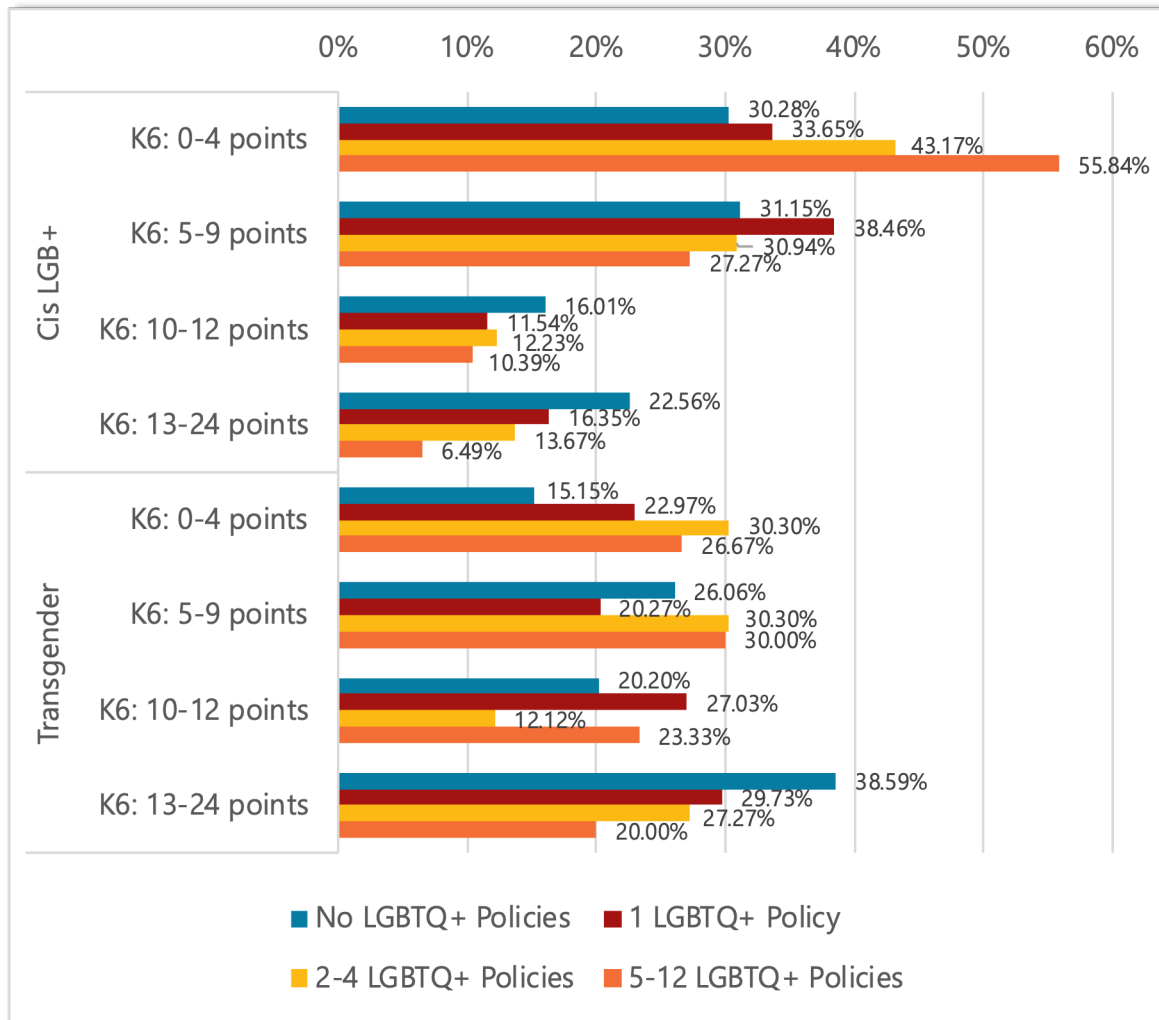
Fig 5.9 Mental Health(K6) x Discrimination



	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	988	651	216	1,855

Cis LGB+ people are less likely to have poor mental health if they do not experience discrimination. The same is true for transgender people, but a very high percentage (42% or more) may have mental health problems if they experience moderate or higher levels of discrimination, and immediate action is required.

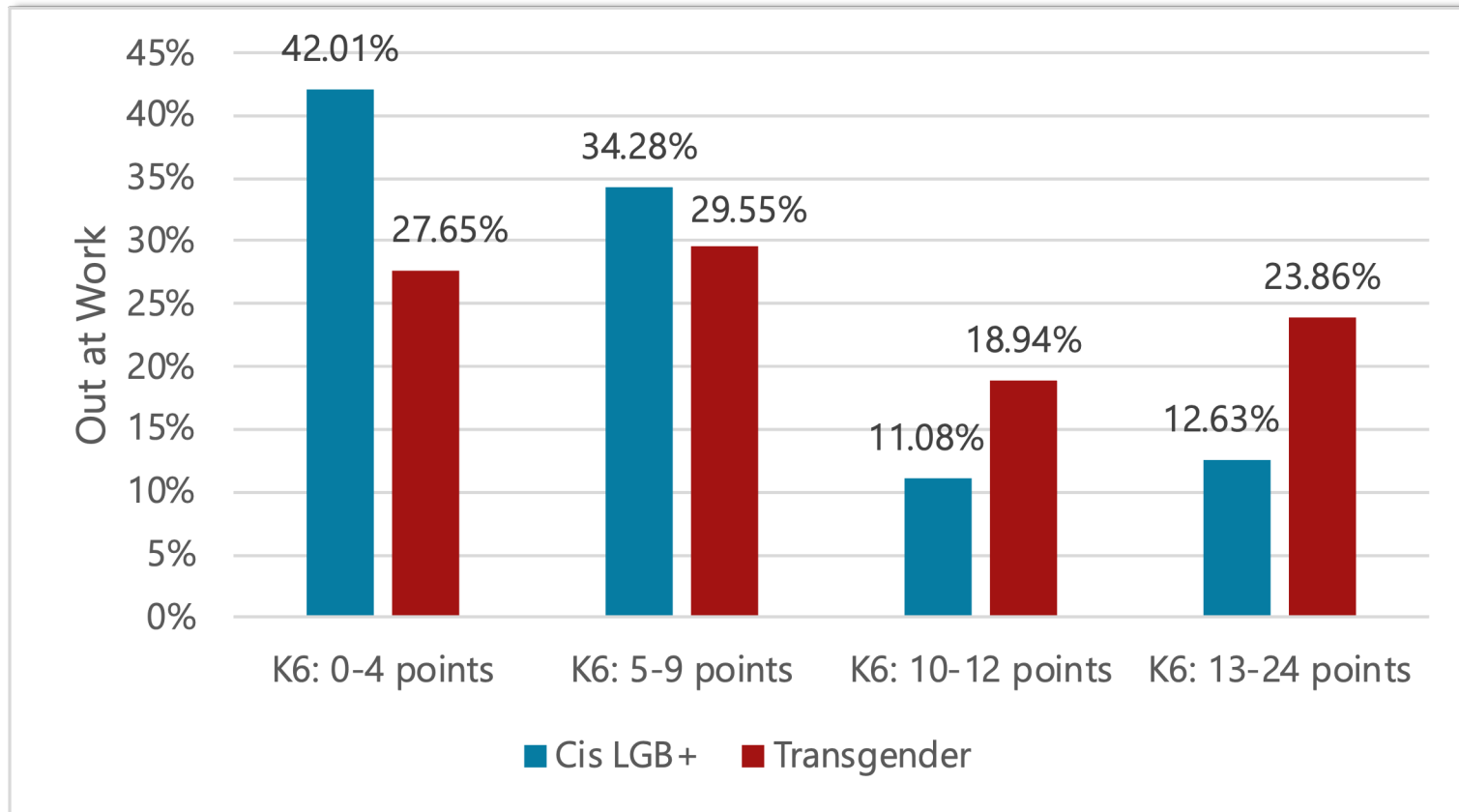
Fig 5.10 Mental Health(K6) x LGBTQ+ Policies



	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	1007	665	226	1,898

LGBTQ+ people are less likely to have poor mental health if there are more LGBTQ policies in the workplace, etc.

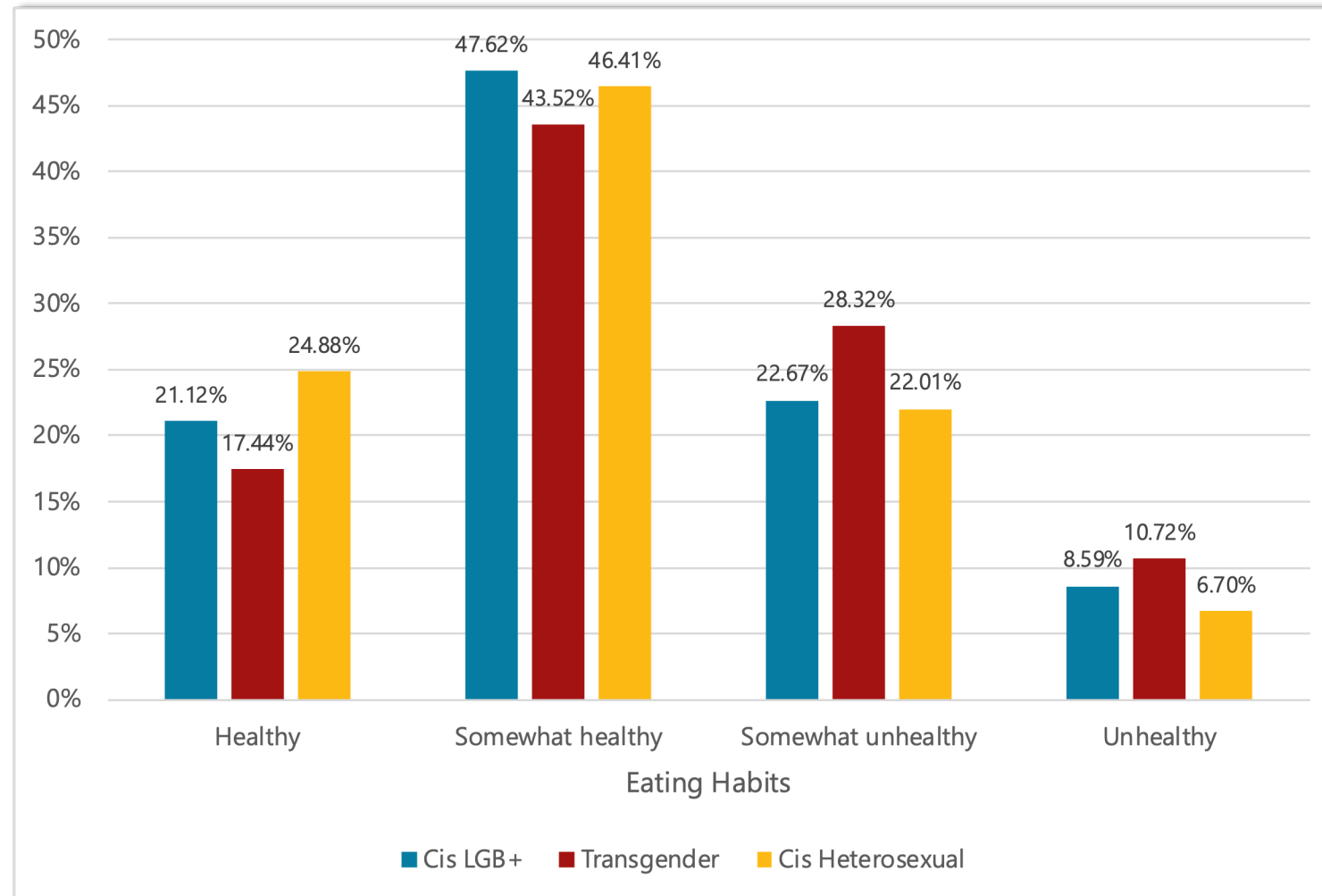
Fig 5.11 Mental Health(K6) x Out at Work



LGBTQ+ respondents are less likely to have poor mental health if they are coming out at work, etc. (Including those who have not come out at work, the percentages of respondents reporting 13 points or higher on the K6 scale are cisgender LGB+ 19% and transgender 36%)

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	800	473	15	1,288

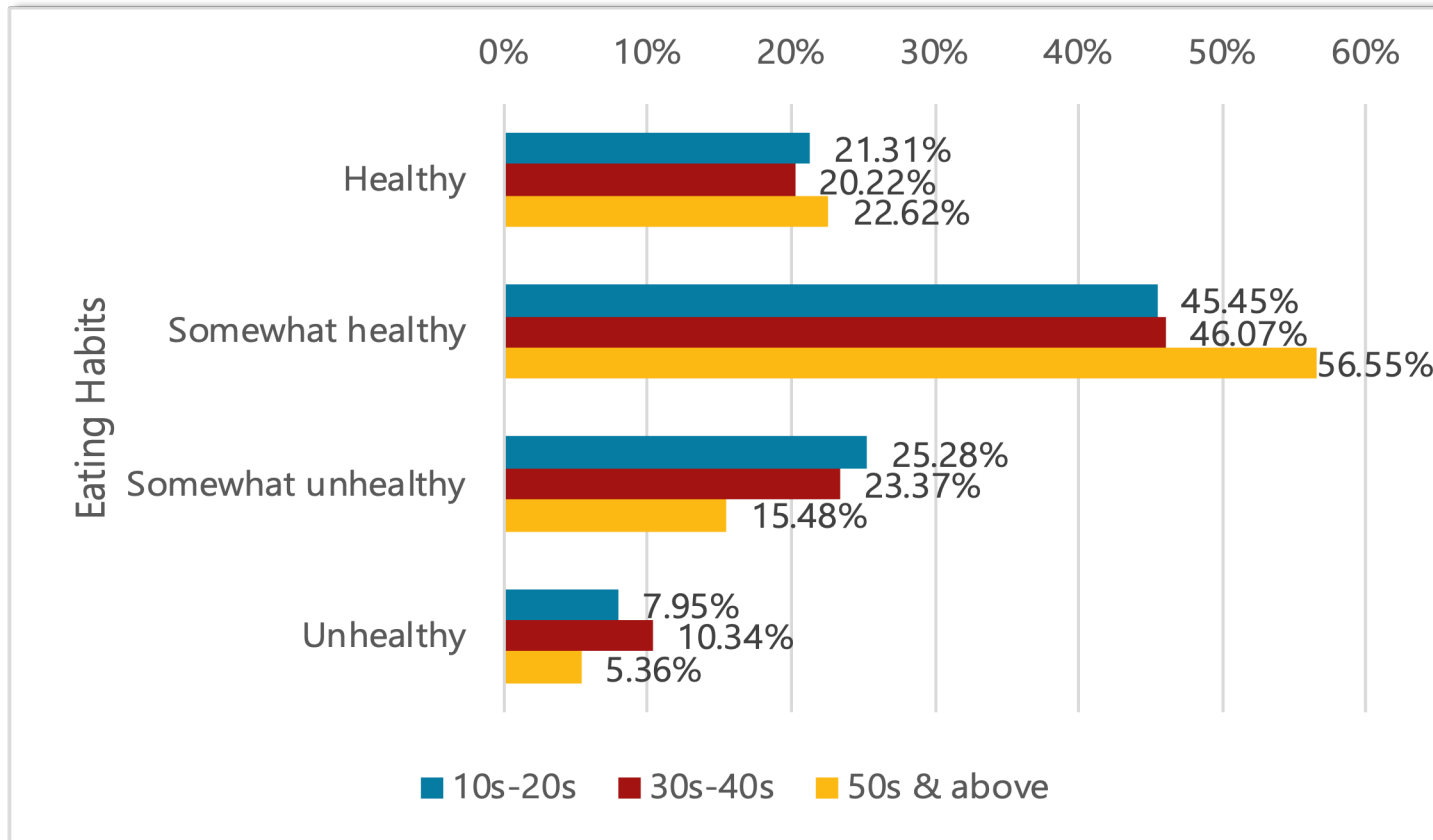
Fig 5.12 Eating Habits



LGBTQ+ respondents self-assess their eating habits to be less healthy compared to cisgender heterosexual respondents. 21% of cisgender LGB+ and 17% of transgender respondents state they feel their eating habits are healthy, compared to 25% of cisgender heterosexual respondents.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	966	625	209	1,800

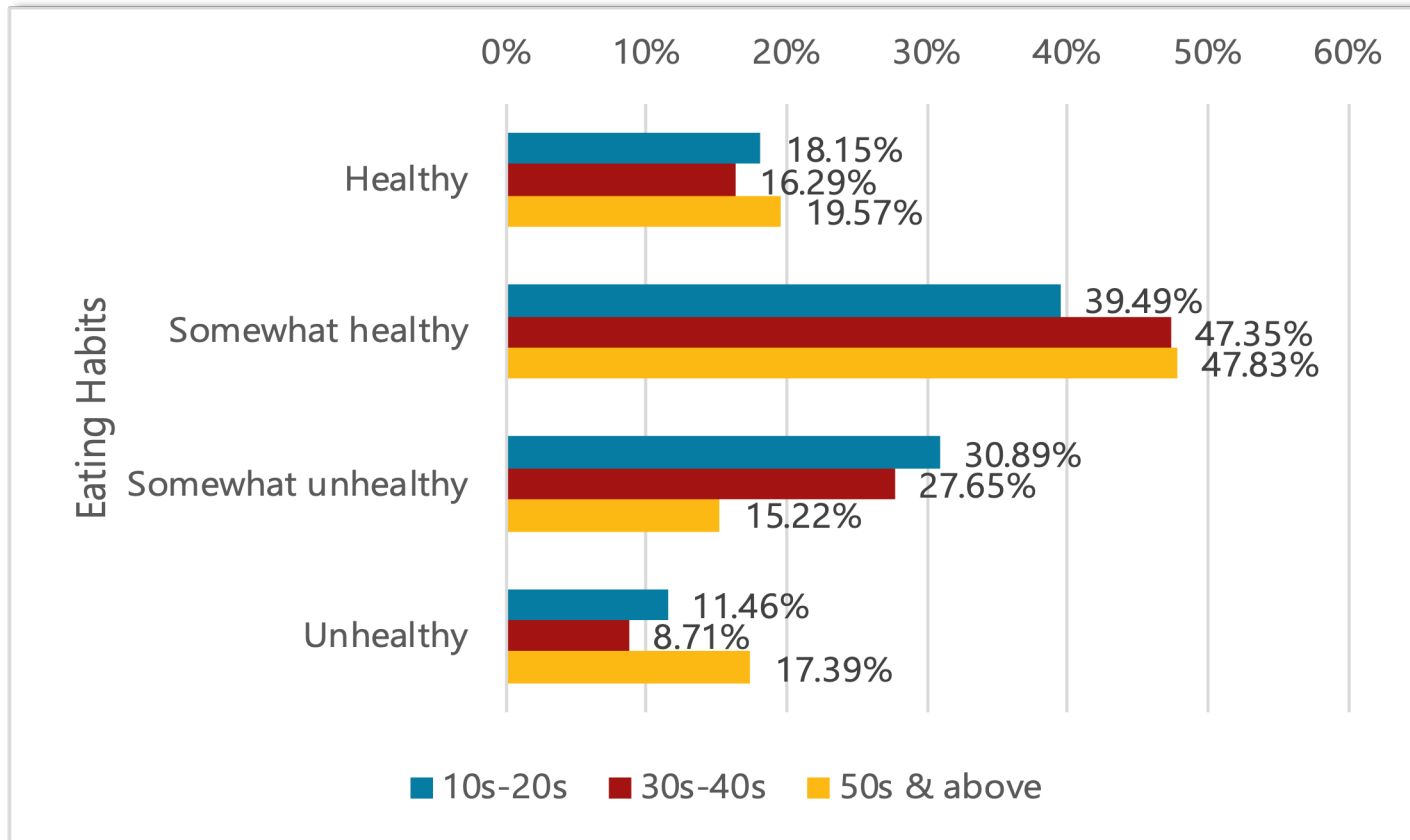
Fig 5.13 Eating Habits x Age, LGB+



Younger generations of LGB+ respondents report that their diets are not healthy, which fits the general population trend.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	965	624	208	1,797

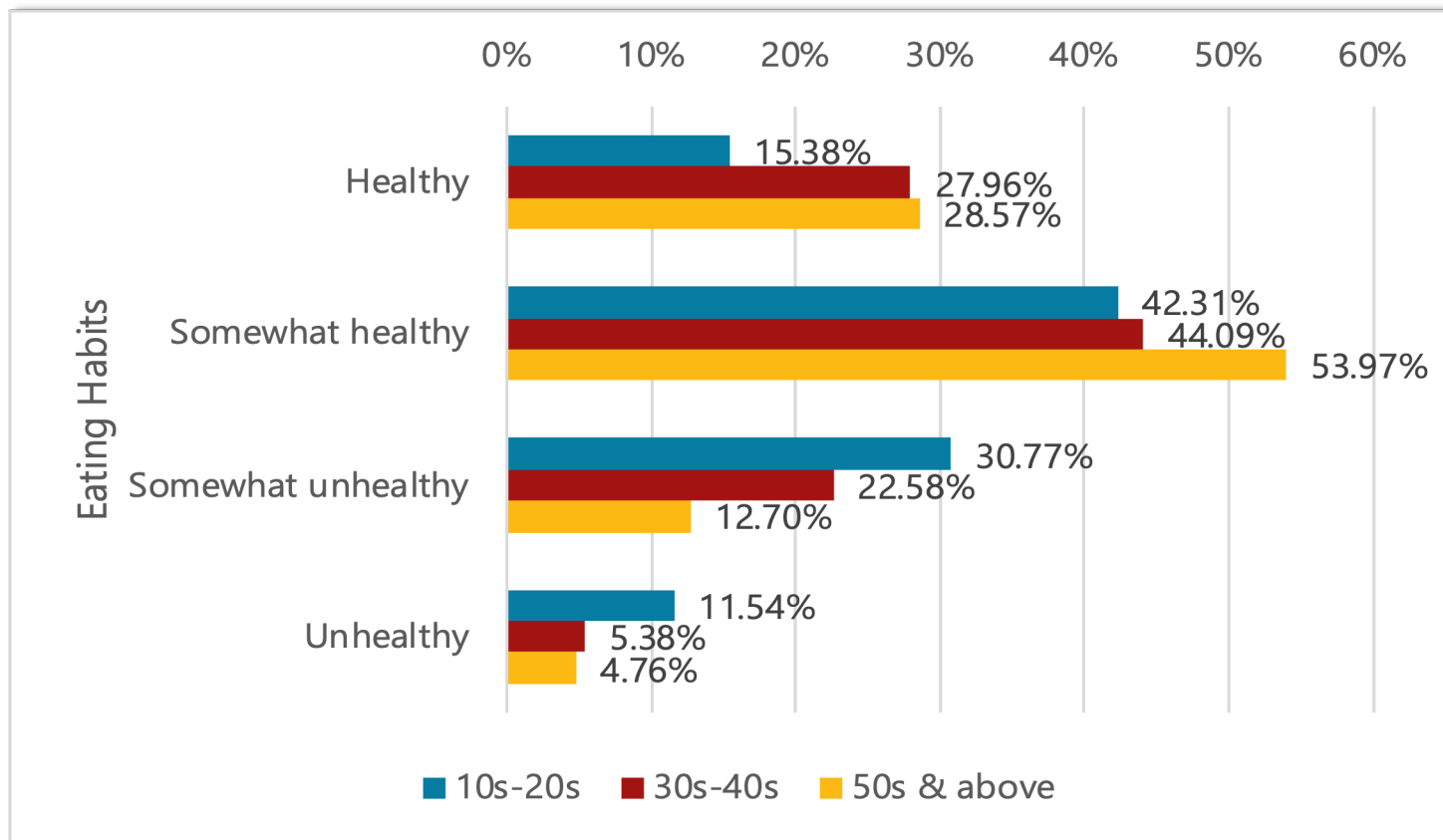
Fig 5.14 Eating Habits x Age, Trans



Many transgender respondents, even those in their 50s and older, reported that their diets are not healthy.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	965	624	208	1,797

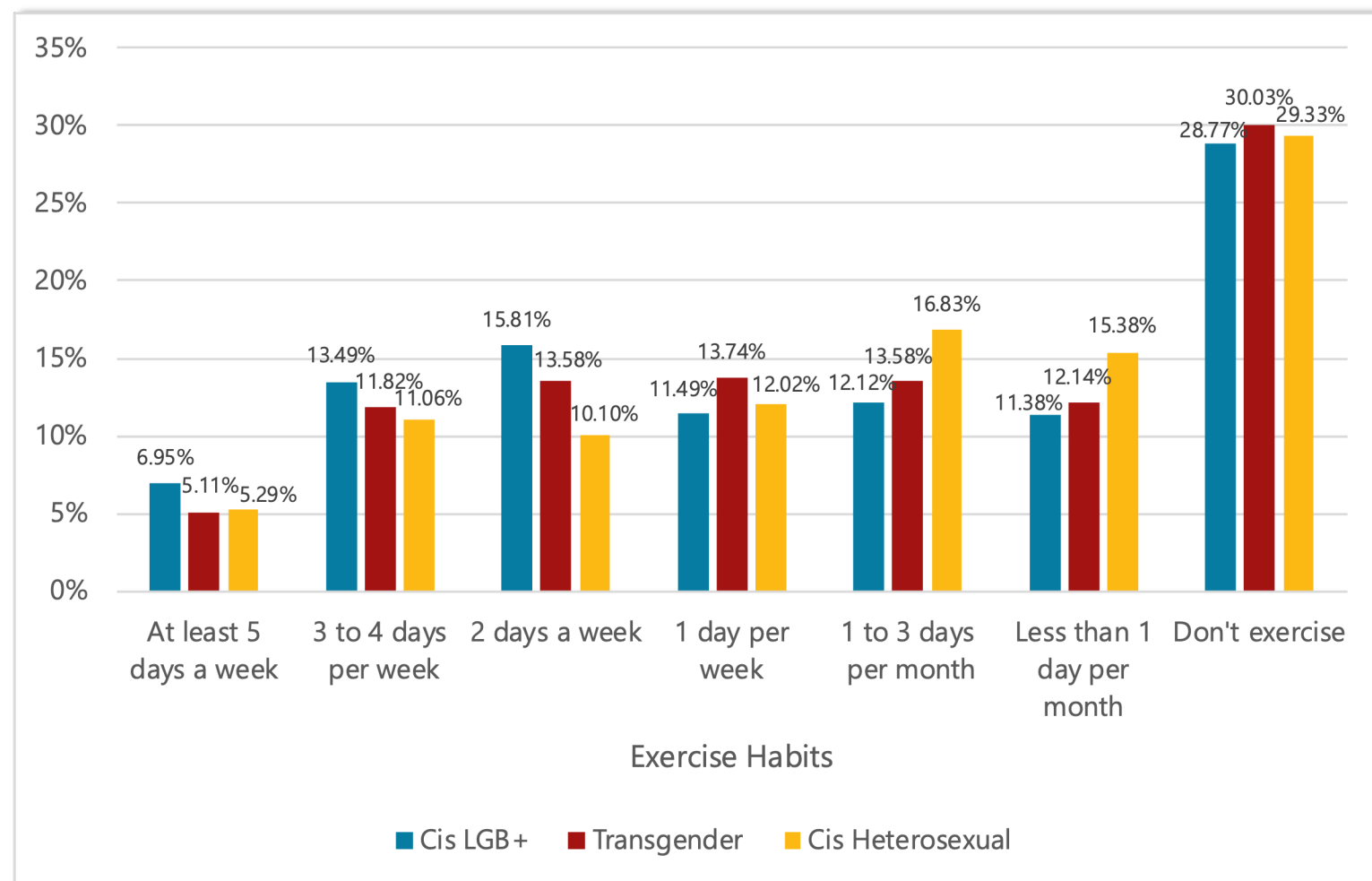
Fig 5.15 Eating Habits x Age, Cis Het



Younger cis heterosexuals report less healthy eating habits, which fits the general population trend.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	965	624	208	1,797

Fig 5.16 Exercise Habits

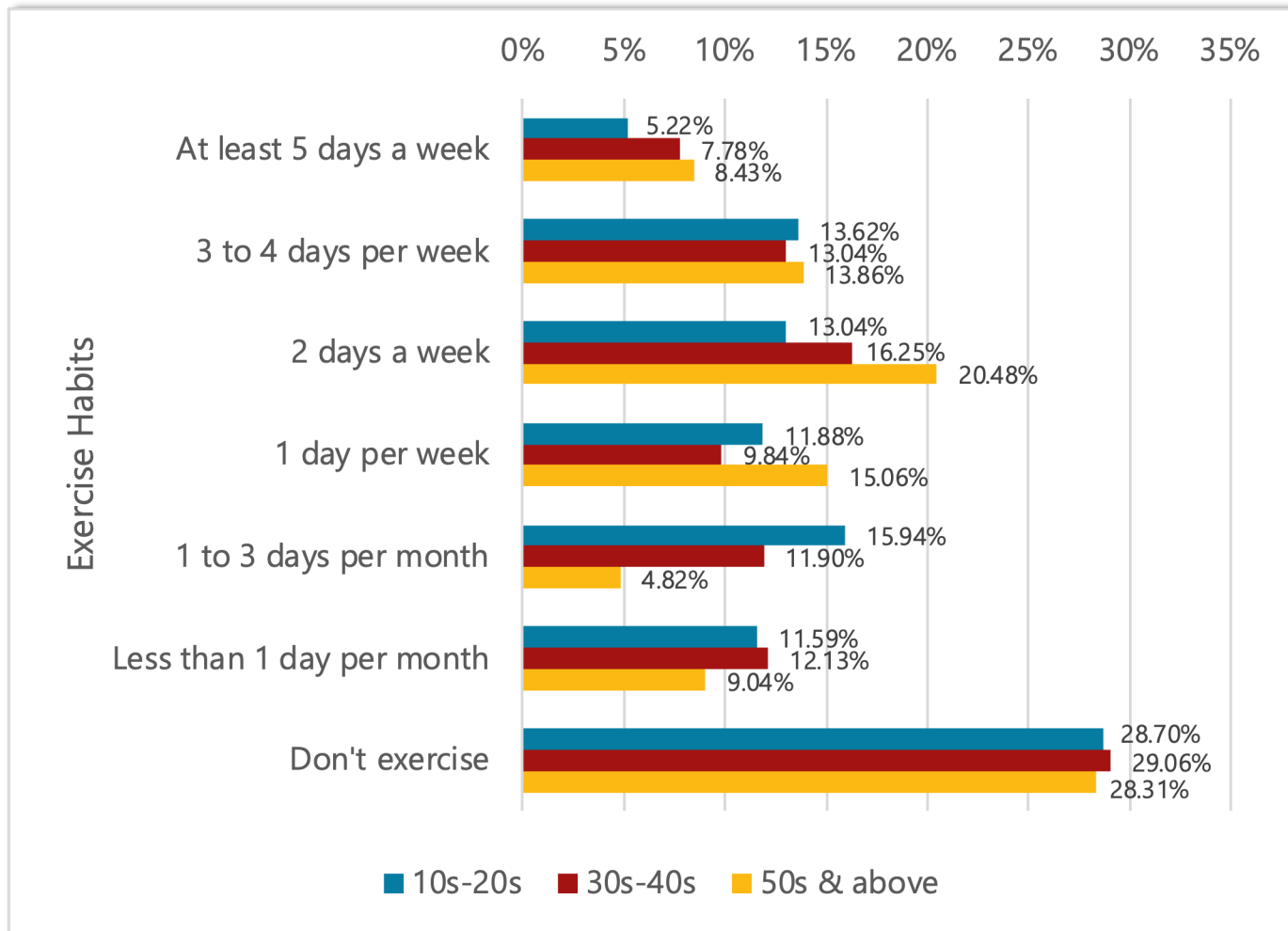


Exercise habits across segments are similar, though cisgender LGB+ individuals report slightly higher exercise frequency.

This year, transgender respondents are younger, which should generally produce the highest exercise frequency, but this is not the case.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	949	626	208	1,783

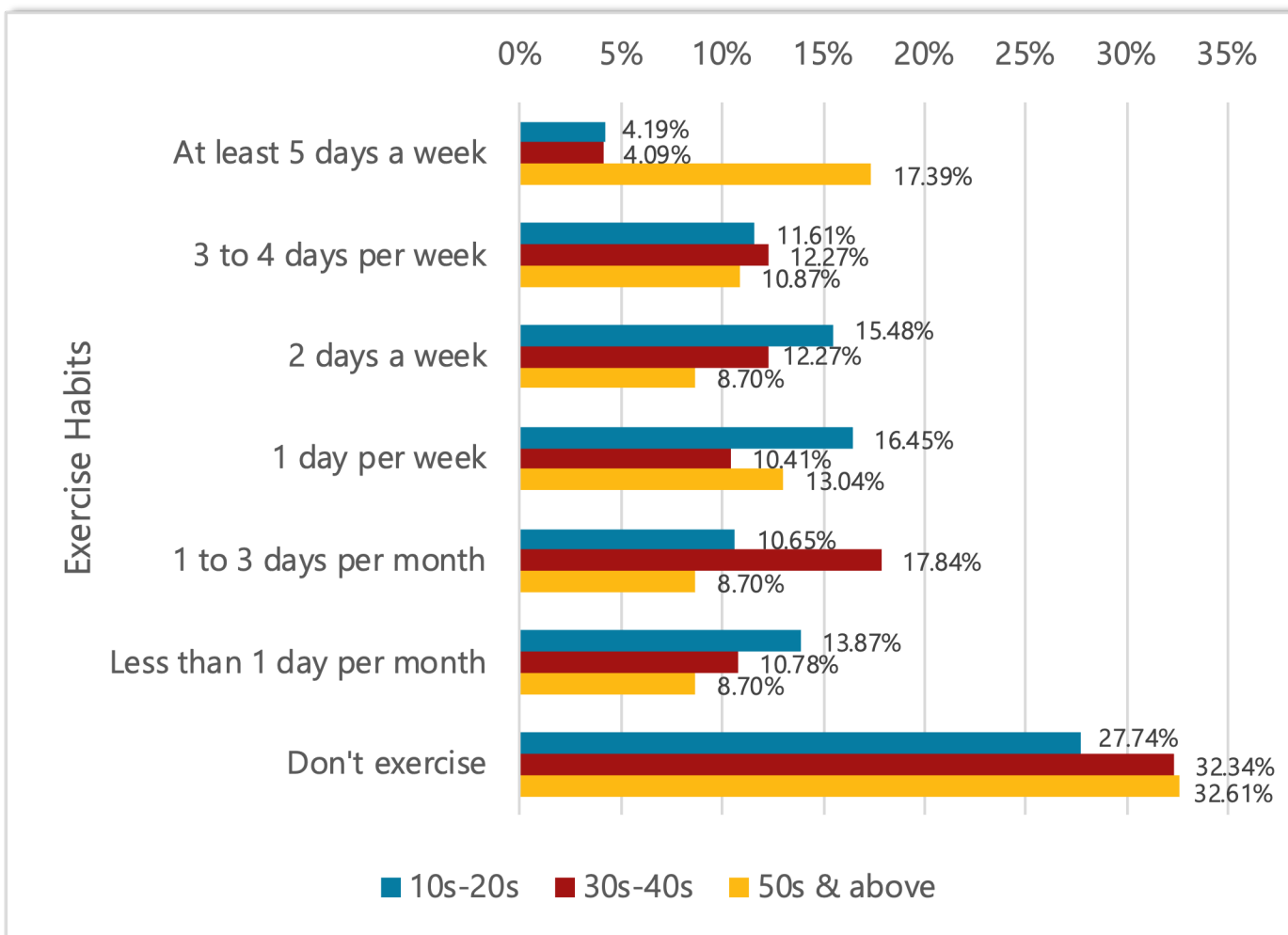
Fig 5.17 Exercise Habits x Age, LGB+



LGB+ respondents are characterized by a higher frequency of exercise in the 50s and older.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	948	625	207	1,780

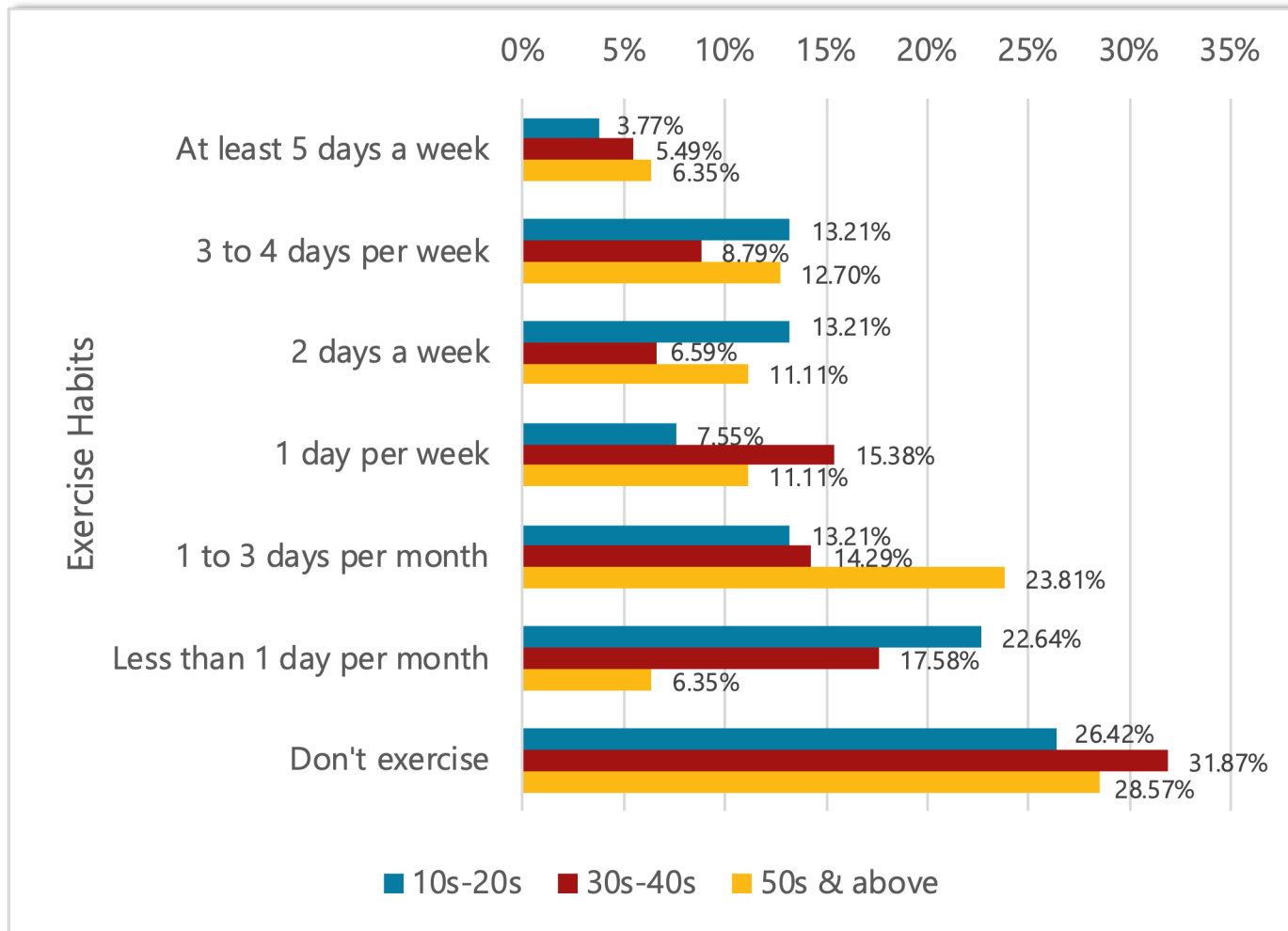
Fig 5.18 Exercise Habits x Age, Trans



The number of transgender people who exercise two days a week decreases with advancing age. Younger generations may have physical education classes at school, etc.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	948	625	207	1,780

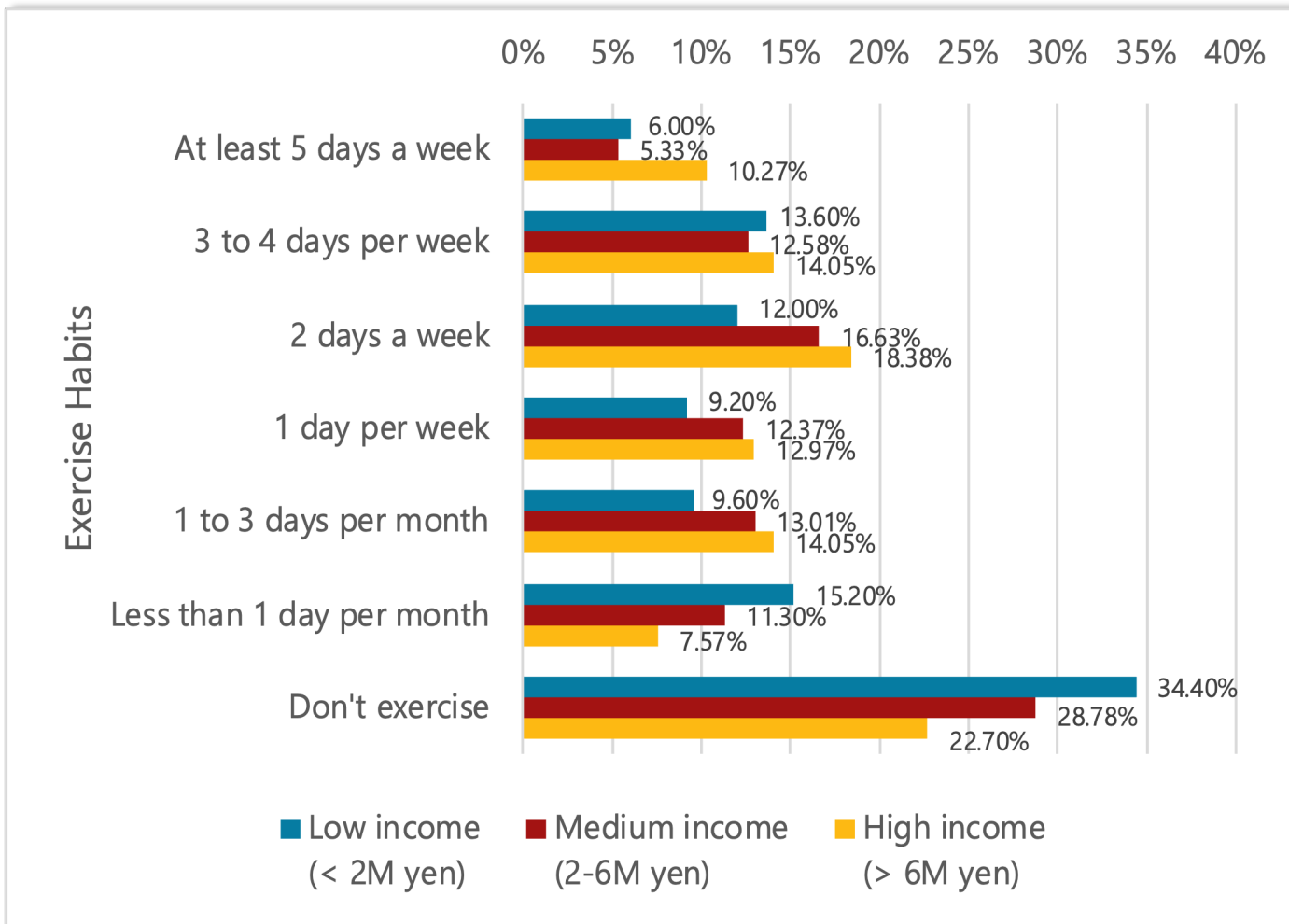
Fig 5.19 Exercise Habits x Age, Cis Het



Cisgender heterosexual respondents in their 30s and 40s exercise the least among the age groups.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	948	625	207	1,780

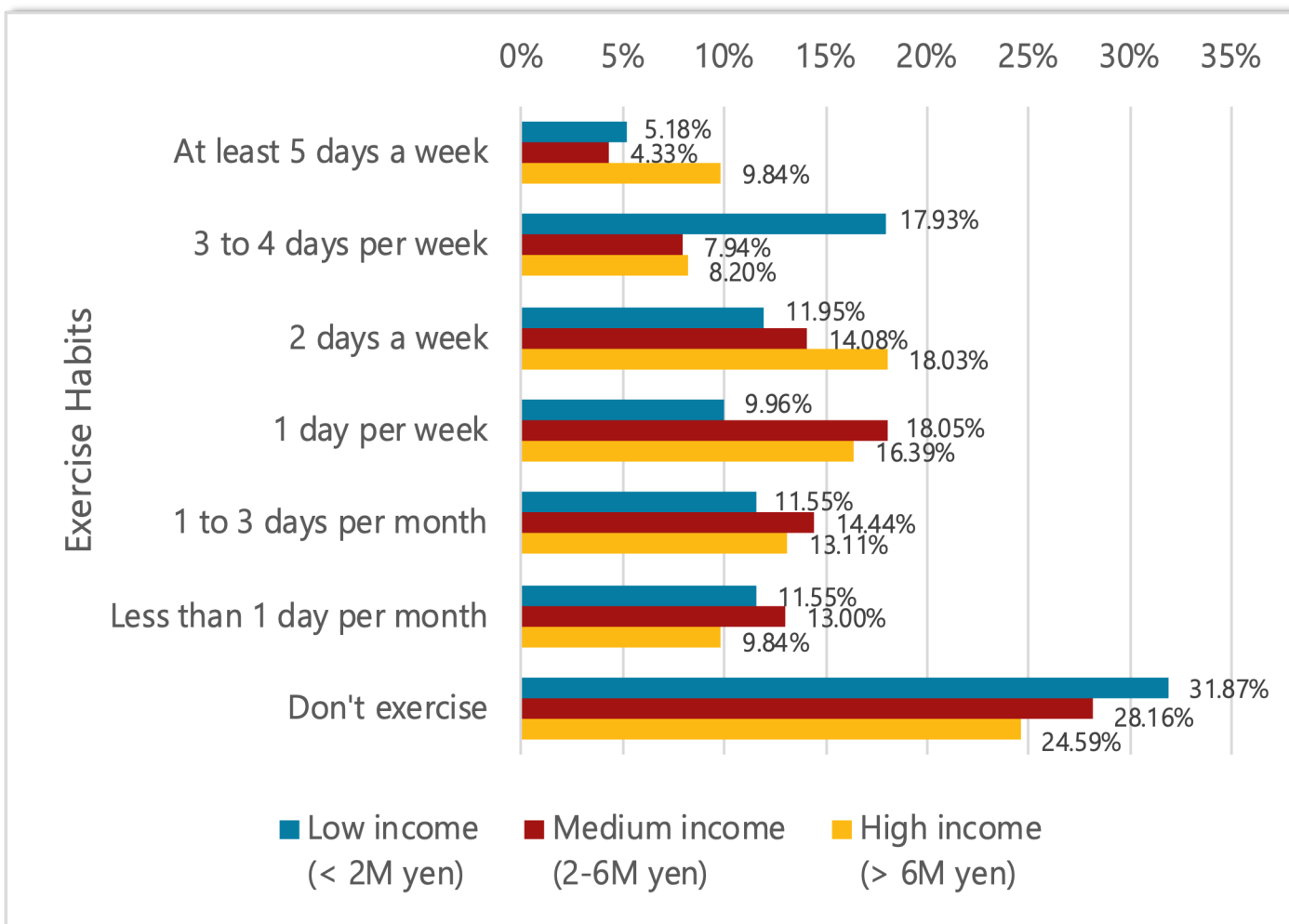
Fig 5.20 Exercise Habits x Income, LGB+



Among LGB+ respondents, those with higher incomes are less likely to say that they do not exercise and exercise about two days a week, while 34% of those with lower incomes do not exercise.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	904	589	200	1,693

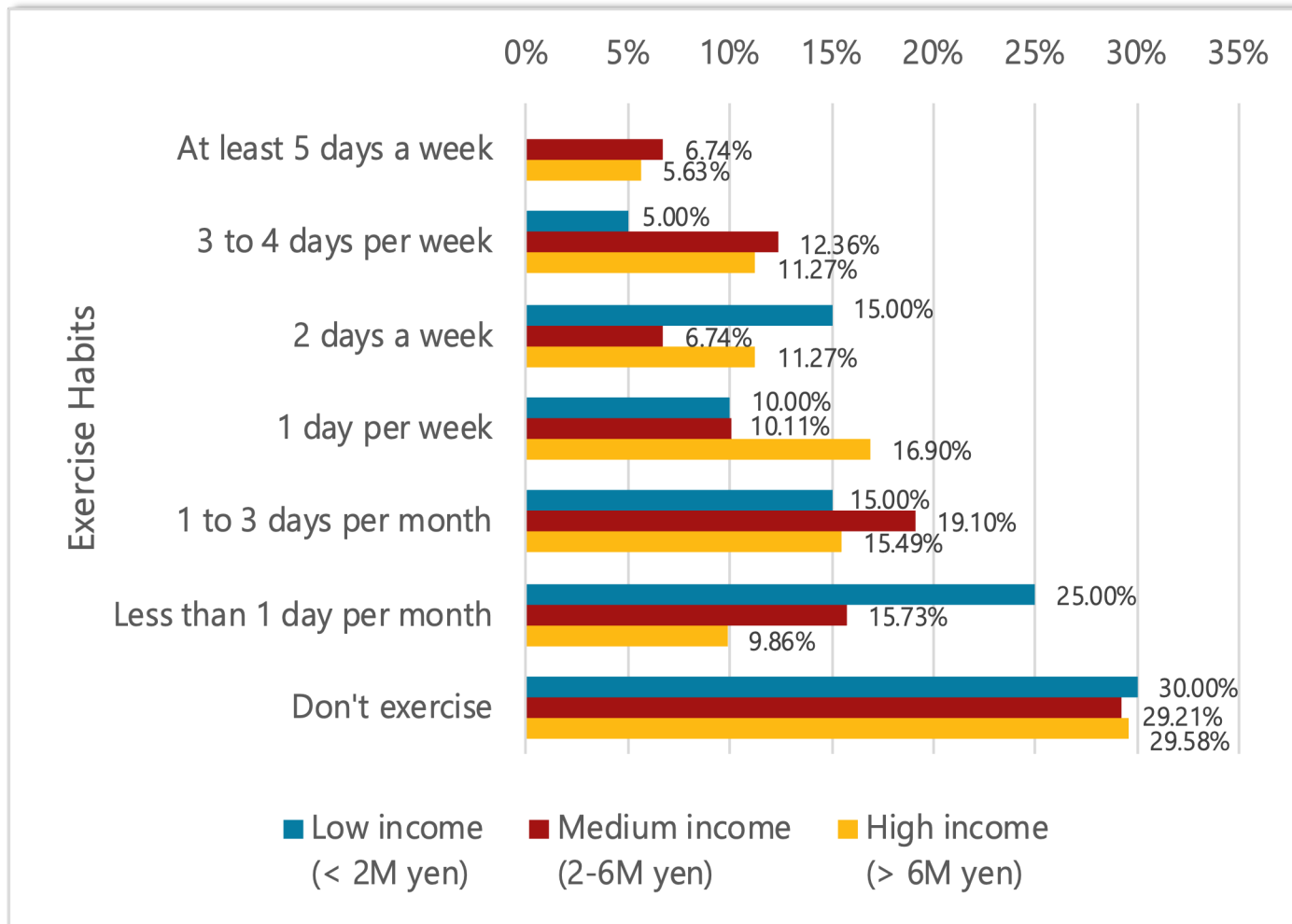
Fig 5.21 Exercise Habits x Income, Trans



Among transgender persons, 32% of those with low income do not exercise, while 18% of those with low income also exercise 3 to 4 days per week.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	904	589	200	1,693

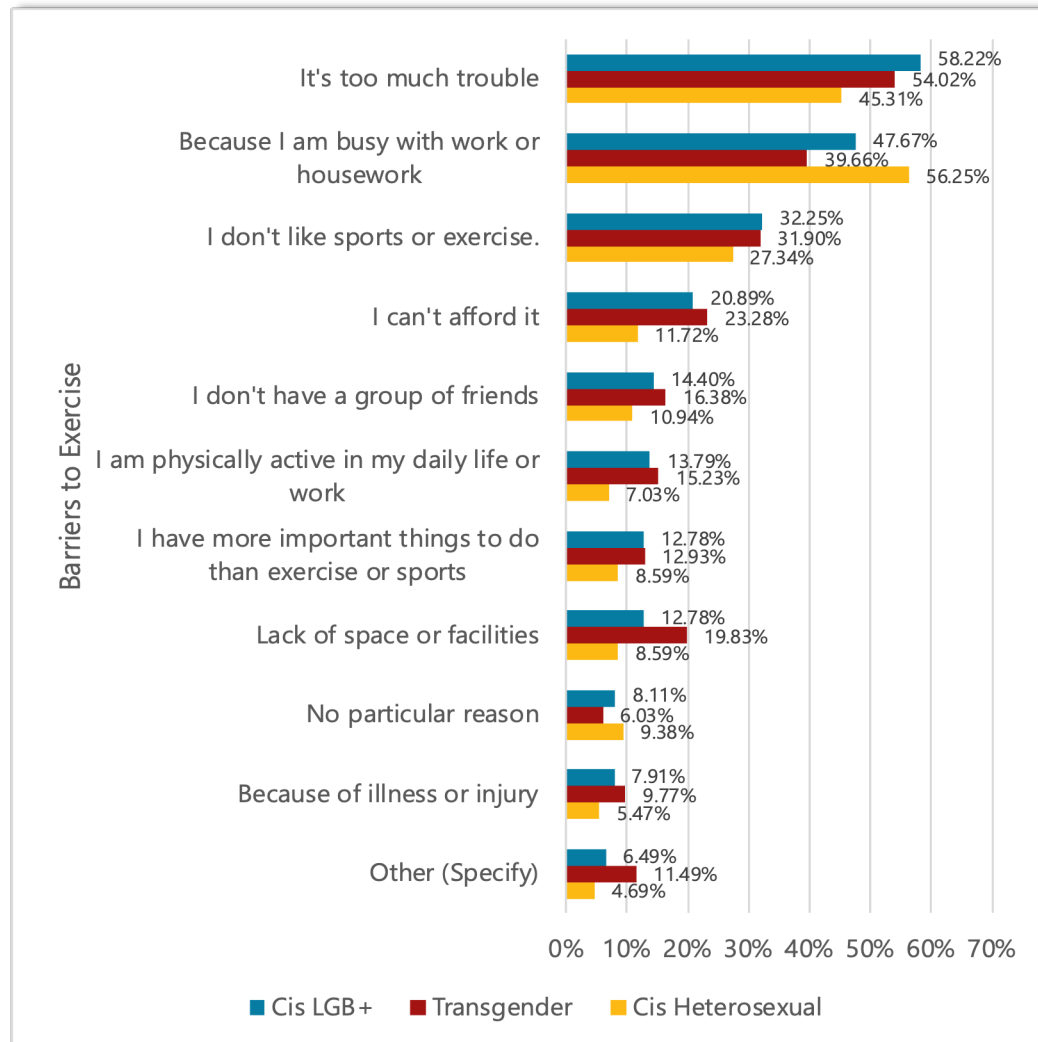
Fig 5.22 Exercise Habits x Income, Cis Het



For cisgender heterosexuals, annual income does not impact the proportion of respondents who do not engage in physical activity.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	904	589	200	1,693

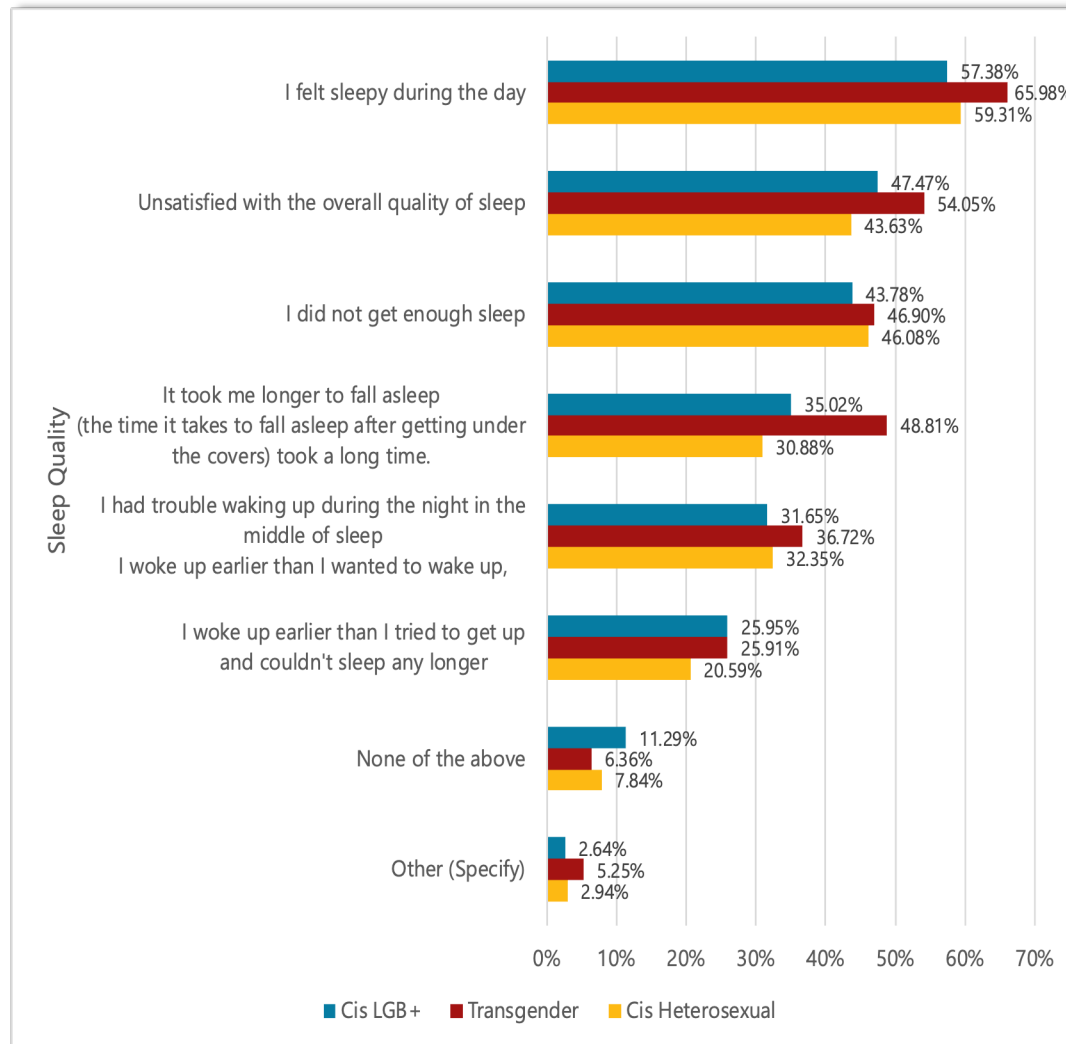
Fig 5.23 Barriers to Exercise



When asked about barriers to being able to exercise or play sports, transgender people cited affordability, accessibility, and facilities.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	493	348	128	969

Fig 5.24 Sleep Quality



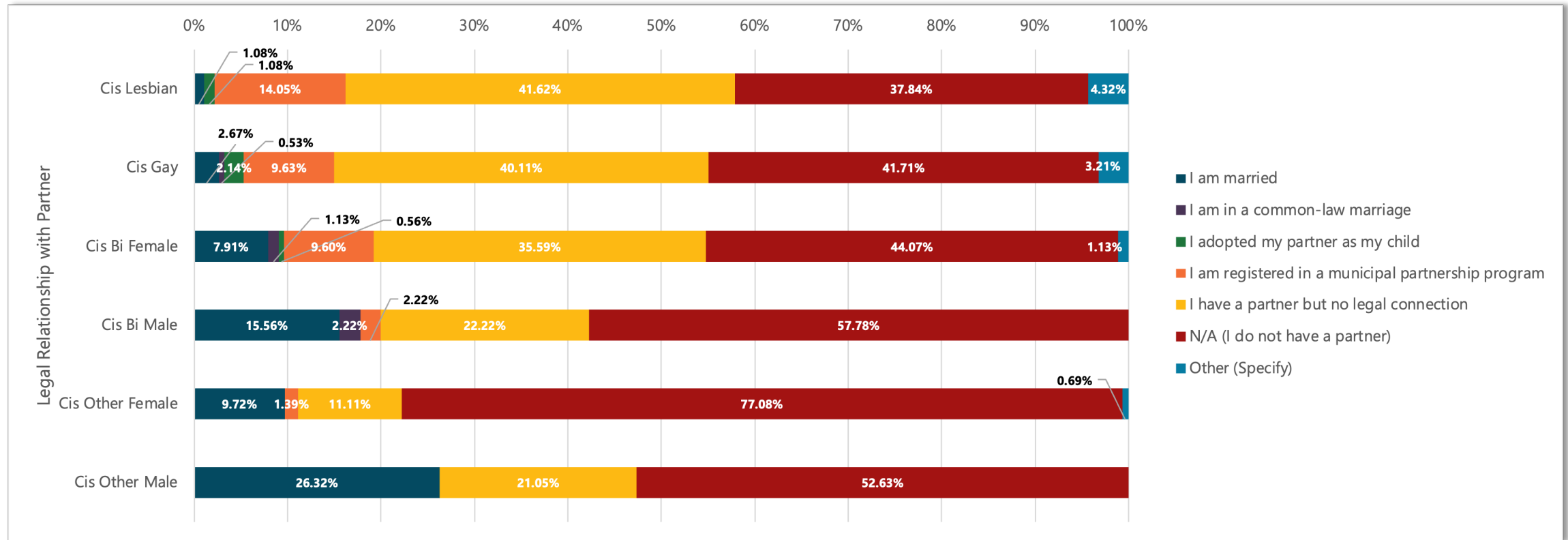
Few respondents have no problems with sleep quality. Transgender respondents indicate higher levels of dissatisfaction with their quality of sleep than cisgender respondents.

	Cis LGB+	Transgender	Cis Heterosexual	Total
N=	948	629	204	1,781

6. Partnership Findings

- **Roughly half of LGB+ (see Fig 6.1) and an average of 60% of transgender (see Fig 6.2) respondents are single, compared to their cisgender heterosexual counterparts (see Fig 6.3)**
- **The majority of partnered LGBTQ+ respondents have no legal relationship with their partners. “Cisgendered Other Males” lead in cases of marriage at 26%. “Cis Lesbian” respondents have the highest instance of using the partnership registration system at 14% (see Fig 6.1)**
- **Very few LGBTQ+ people report using the partnership registration identification card. 25% of cisgender LGB+ and 36% of transgender respondents report not having an occasion to use the card at all (see Fig 6.4)**

Fig 6.1 Legal Relationship w/ Partner, LBG+

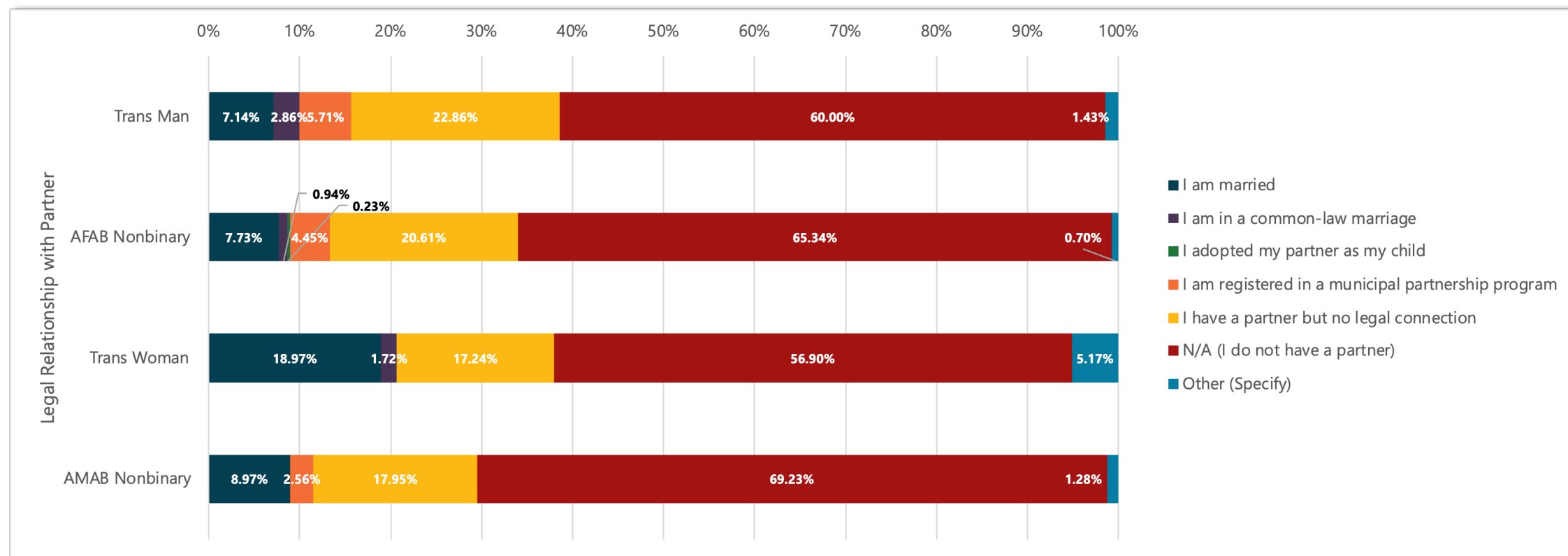


Out of the cisgender LBG+ respondents with partners, the majority state they have no legal connection to their partner. For example, 42% of lesbian women and 40% of gay men are in a relationship but are not legally tied to one another.

	Cis Lesbian	Cis Gay	Cis Bi Female	Cis Bi Male	Cis Other Female	Cis Other Male	Total
N=	185	374	177	45	144	19	1,778

Note: In Japan, it is legal to adopt another adult above the age of 18 as your child for the purpose of social and legal familial recognition

Fig 6.2 Legal Relationship w/ Partner, Trans

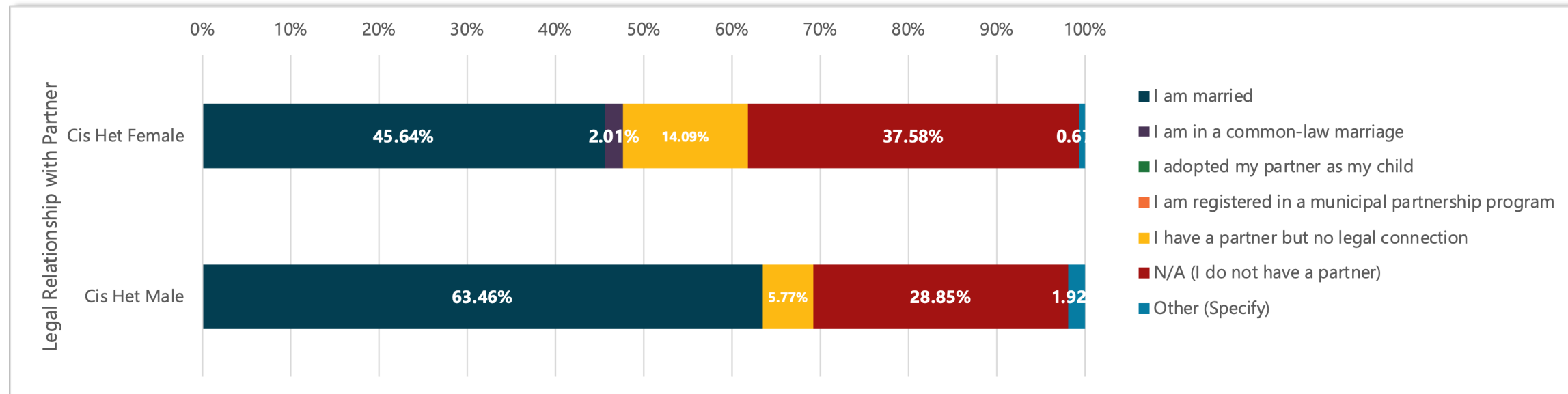


An average of about 60% of transgender respondents do not have partners. Of those that do have partners, about 19% on average have no legal connection to their partner.

	Trans Man	AFAB Nonbinary	Trans Woman	AMAB Nonbinary	Total
N=	70	427	58	78	1,778

Note: In Japan, it is legal to adopt another adult above the age of 18 as your child for the purpose of social and legal familial recognition

Fig 6.3 Legal Relationship w/ Partner, Cis Het

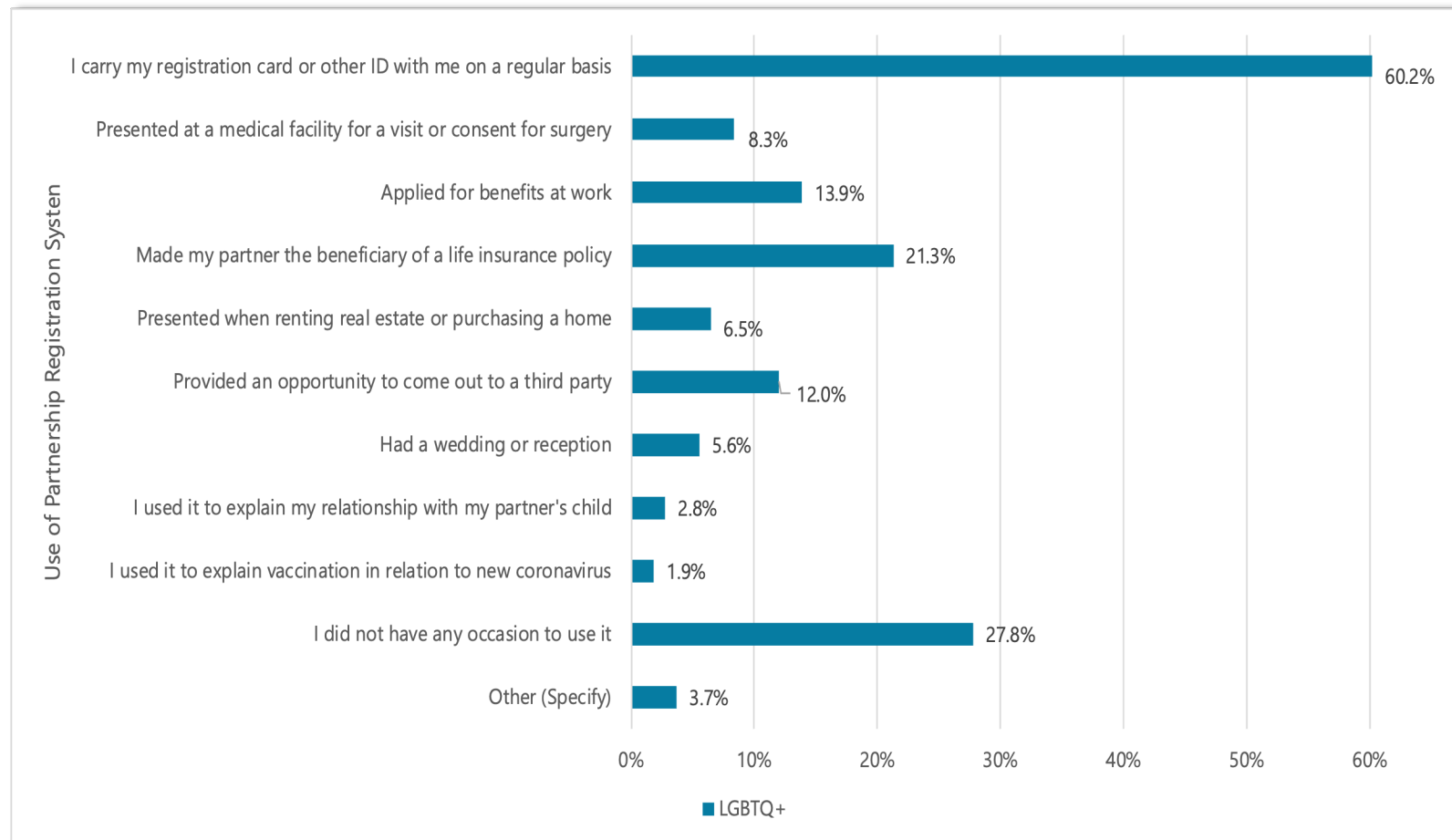


Cisgender heterosexual respondents report higher rates of marriage and higher rates of being in a partnership with another person.

	Cis Het Female	Cis Het Male	Total
N=	149	52	1,778

Note: In Japan, it is legal to adopt another adult above the age of 18 as your child for the purpose of social and legal familial recognition

Fig 6.4 Using Partnership Registration



Of 108 registered partnerships, 60% of respondents carry their partnership registration card on a regular basis, yet 28% of LGBTQ+ respondents report not having an occasion to use the card.

N= 108

Appendix

Additional thoughts on survey methods and nijiVOICE
survey details

Methods for Researching Sexual Minorities

National random sampling survey e.g., National Questionnaire on Family, Sex, and Diversity

- Probability sample: A system in which all individuals in Japan are selected with equal probability, leaving it to chance to determine who will be selected for the survey, similar to a "lottery" or "dice roll".
- Designed to be an accurate microcosm of the reality of people living in Japan
- Difficult to know about the actual situation of minorities

Open-type web surveys e.g., nijiVOICE 2023, Aro/Ace Survey 2022, B/P Fact-Finding Survey

- Non-probability sample: Survey administrator publicizes and gathers collaborators
- Responses collected do not provide an accurate microcosm of society because respondents who have a strong interest in the survey topic respond spontaneously, it is possible to capture the actual status of a demographic that is difficult to ascertain with random sampling.

Closed web survey e.g., Dentsu Diversity Lab's "LGBTQ+ Survey"

- Non-probability sample: Web research firms survey people who are registered as "monitors" with the firm, and because rewards are given, disinterested respondents and non-minorities also respond to the survey
- Demographic characteristics of survey company monitors are not an accurate microcosm of Japanese society as a whole; large surveys can reach minorities

Proviso at Beginning of Survey

niji VOICE 2023 - Survey on LGBTQ work and life

This survey is designed to identify the work and living situations of sexual minorities. There are also questions about mental and physical health and relationships with those around them. Students (15 years of age or older), people who are not currently working, and people who are not members of sexual minority groups may also answer the survey. There are no right or wrong answers, so please answer as you think.

The answers will be compiled into a non-personally identifiable report, which will be made available on our website.

Please read this carefully before you make your reservation.

The survey is open to all persons 15 years of age or older who have lived in Japan.

The response to this survey is voluntary. By clicking on the button at the bottom of this page, you agree to cooperate with this survey.

The maximum number of questions to be answered is 52, and the standard response time is 10-25 minutes.

The survey can be answered from a computer terminal, smartphone, or tablet device.

If you want to go back to the previous question, please click the "Previous" button. Please do not use the "Back" button on your browser.

You can only answer once from a single terminal.

Questions about work include part-time and other non-regular employment.

If you are not currently working, please answer about your last place of employment.

If you have more than one workplace, please answer about your main workplace.

If your current workplace is overseas, please answer about your last workplace in Japan.

If you would like to describe episodes related to your past workplaces or secondary workplaces or your opinions about the survey, please include them in the free-form space at the end.

There is no space for your name, school, or company name.

If there is a question that you do not wish to answer, you may skip it and move on to the next question.

If a statement is found to be intended to seriously damage human rights, it may be excluded from the analysis.

Please refer to the last page of this survey for LGBTQ-related counseling services. Please use that for individual labor and lifestyle counseling.

Survey Questions (52 in Total)

Demographics	Work/School	Finance	Social	Health	Partnership/Other
Age	Employment Status	Investment awareness	Cohabitation	Mental health (K6)	Legal relationship with partner
Sex at birth	Type of Employment	Experiences related to poverty	Living situation*	Subjective health*	Use of partnership system
Gender identity	Number of Employees		Desire to move or emigrate*	Health conditions*	Comments
Gender expression	Industry		Reason for moving or emigrating*	Eating habits*	Email address
Sexual orientation	Occupation		Out in society	Thoughts on diet*	
Unwilling or undecided identity	Scope of coming out at work		Psychological safety	Exercise habits*	
Gender Attracted To	Current LGBT policy		Experienced school / workplace harassment	Barriers to exercise*	
Romantic orientation	Desired LGBT policy		Discriminatory language or behavior	Thoughts on exercise and sports*	
State/Province	Workplace loyalty		Community activities*	Sleep habits*	
Current Nationality*	Ally status		Social support	Health checkups*	
Country of Origin*	Working hours			Stress in health care*	
Educational background					
Personal income					
Family income					

* represents new questions for 2023

** branching questions appeared based on responses

End