

## **Current Situation Related to Women's Participation and Advancement in the Workplace**

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### **Abstract:**

Women's participation in the workplace is steadily advancing in Japan. The work force population of women is increasing. Also the employment rate of women has risen about 5 percentage points since 2013. In 2017, it reached 67.4%, above the 60.1% OECD average. Furthermore, the number of the employees of the woman approximately has increased 1,500,000 in these 4 years. It means that momentum toward advancing women's participation is rising in recent years.

On the other hand, gender gaps in various indexes still remain. For instance, there is a gender gap in employment rate. Women leave their jobs at the marriage and childbirth even though the number of women in hope of employment reaches 2.62 million. Also, women held just 9.3% percent of managerial positions last year. Therefore, shrinking these gaps continues to be a priority issue for Japan.

The government of Japan is recently tackling with the issue by driving forward information disclosure relevant to women's participation in each company. The Act on Promoting of Women's Participation and Advancement in the Workplace, which was enforced in 2016, orders each company to build a plan for women's participation by knowing their own situations related to women's participation such as the gender gap in length of employment and the rate of women in managerial position and to announce the information. Already almost all companies which employ over 301 workers have announced the information and the situation has created an enabling environment for every people to track and analyze the information. The government is currently engaged in examining the effects of the new law on women's participation.