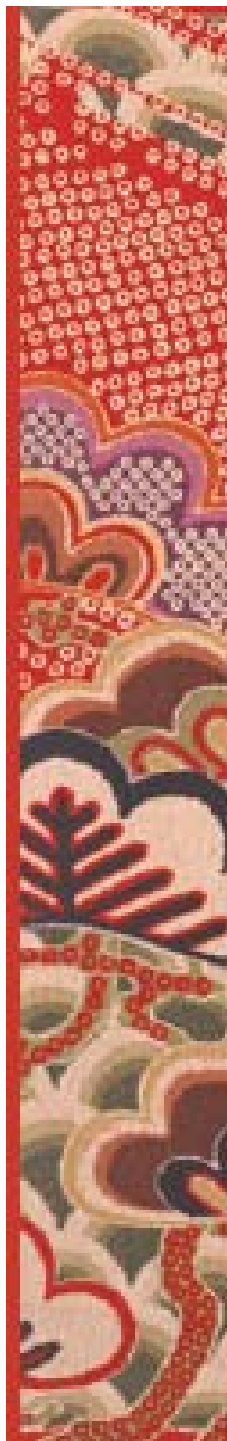


4th Global Forum on Gender Statistics

# Economic Empowerment of Women in Japan

27<sup>th</sup> March, 2012

Shizuka TAKAMURA,  
Counsellor for Gender Equality Analysis  
Gender Equality Bureau  
Cabinet Office, Japan





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- 1 . The Strategy for Rebirth of Japan
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- 3 . Issues
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# 0 . The statistical system of Japan

## The statistical system of Japan

The statistical system of Japanese government is **decentralized**

## Major Statistical Surveys in Japan

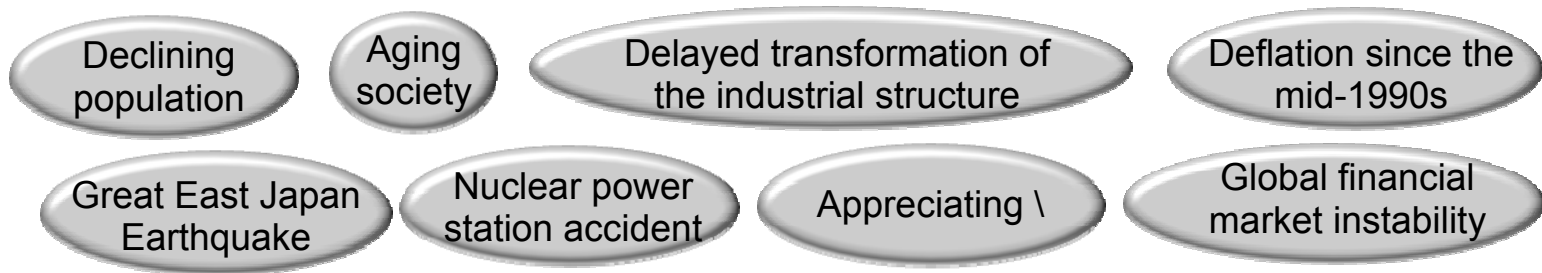
Statistics	Ministry	Sex-segregated data
<ul style="list-style-type: none"><li>■ Population Census</li><li>■ Economic Census</li><li>■ Family Income and Expenditure Survey</li><li>■ Survey on Time Use and Leisure Activities</li><li>■ Labour Force Survey</li></ul>	Ministry of Internal Affairs and Communications	○
<ul style="list-style-type: none"><li>■ Comprehensive Survey of Living Conditions</li><li>■ Longitudinal Survey of Adults in 21st Century</li><li>■ Basic Survey on Wage Structure</li></ul>	Ministry of Health, Labour and Welfare	○
<ul style="list-style-type: none"><li>■ Japan's Education at a Glance</li><li>■ Survey on Full Time Equivalent (FTE) data for Research Staff members in Higher Education Organization</li></ul>	Ministry of Education, Culture, Sports, Science and Technology	○
<ul style="list-style-type: none"><li>■ Survey on Violence Between Men and Women</li></ul>	Cabinet Office	○

# 1. The Strategy for Rebirth of Japan

- Overcoming crises and embarking on new frontiers

December 22, 2011

- Background



- Strategies

1. Rebirth efforts following the earthquake and nuclear incident
2. Achieving both economic growth and fiscal health
3. Three frontiers: Economic frontier, Social frontier, International frontier
4. Exploring new frontiers

**Realizing growth by exploring new frontiers**

**Women will be in the front line as "the greatest potential to move Japan forwards"**

## - Third Basic Plan for Gender Equality

December 17, 2010

### • Highlights

□ **Creation of new priority fields**  
(Total number of priority fields:15)

□ **Setting 82 performance objectives**

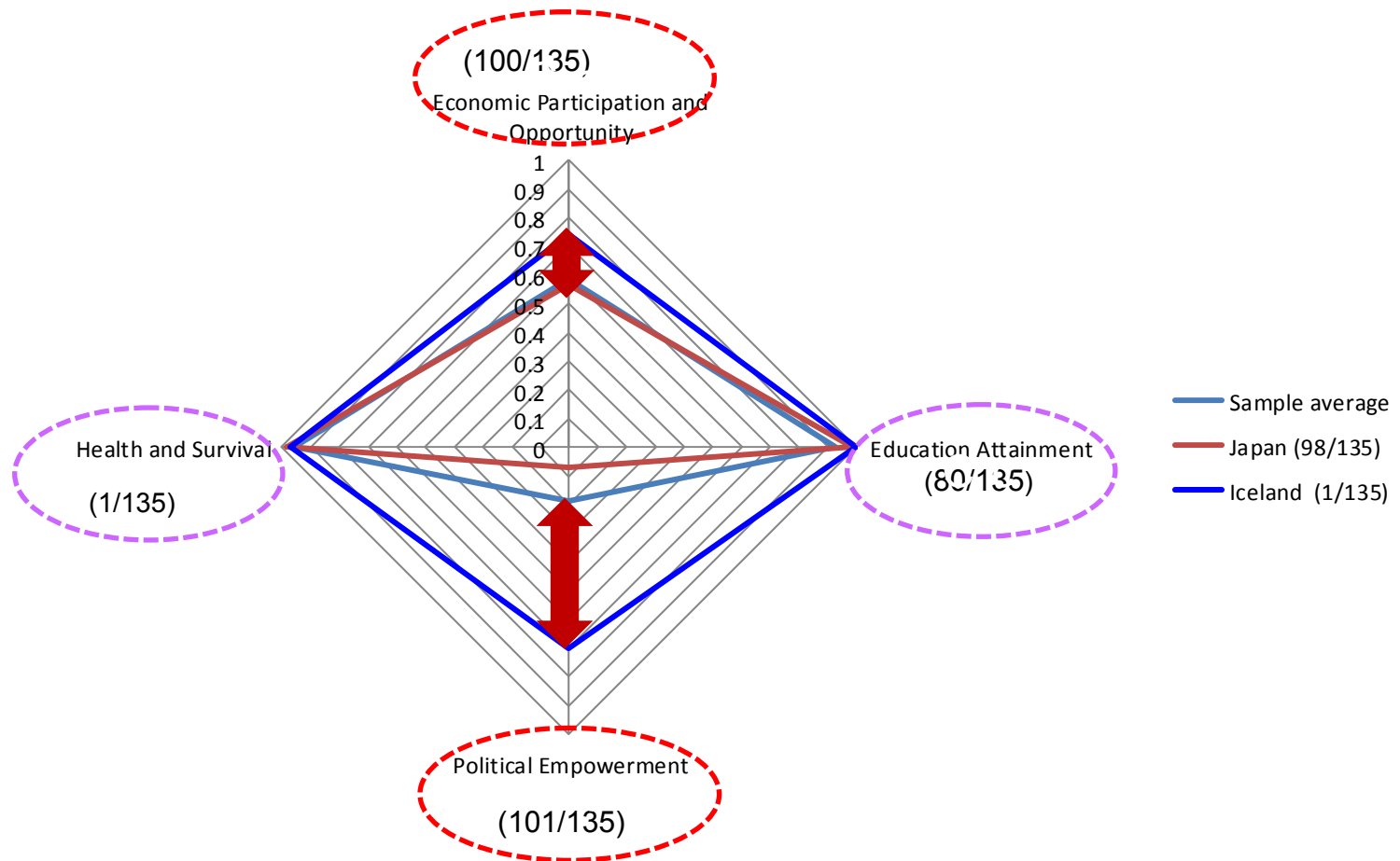
□ **Promotion of efforts aimed at increasing the share of women in leadership positions to at least 30% by 2020 in all social fields**

④ **Emphasizing revitalization of the economy and society and elimination of the “M-shaped curve problem” by having women play an active role**

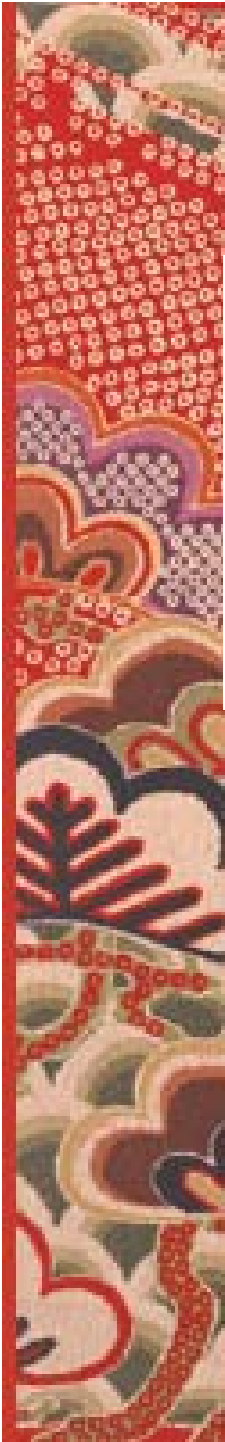
“Specialist committee on Basic Issues and Gender Impact Assessment and Evaluation” Reported : “Women’s potential as the critical key to restoring a vibrant Japan,”  
(February, 2012)

## 2 Big potential of women

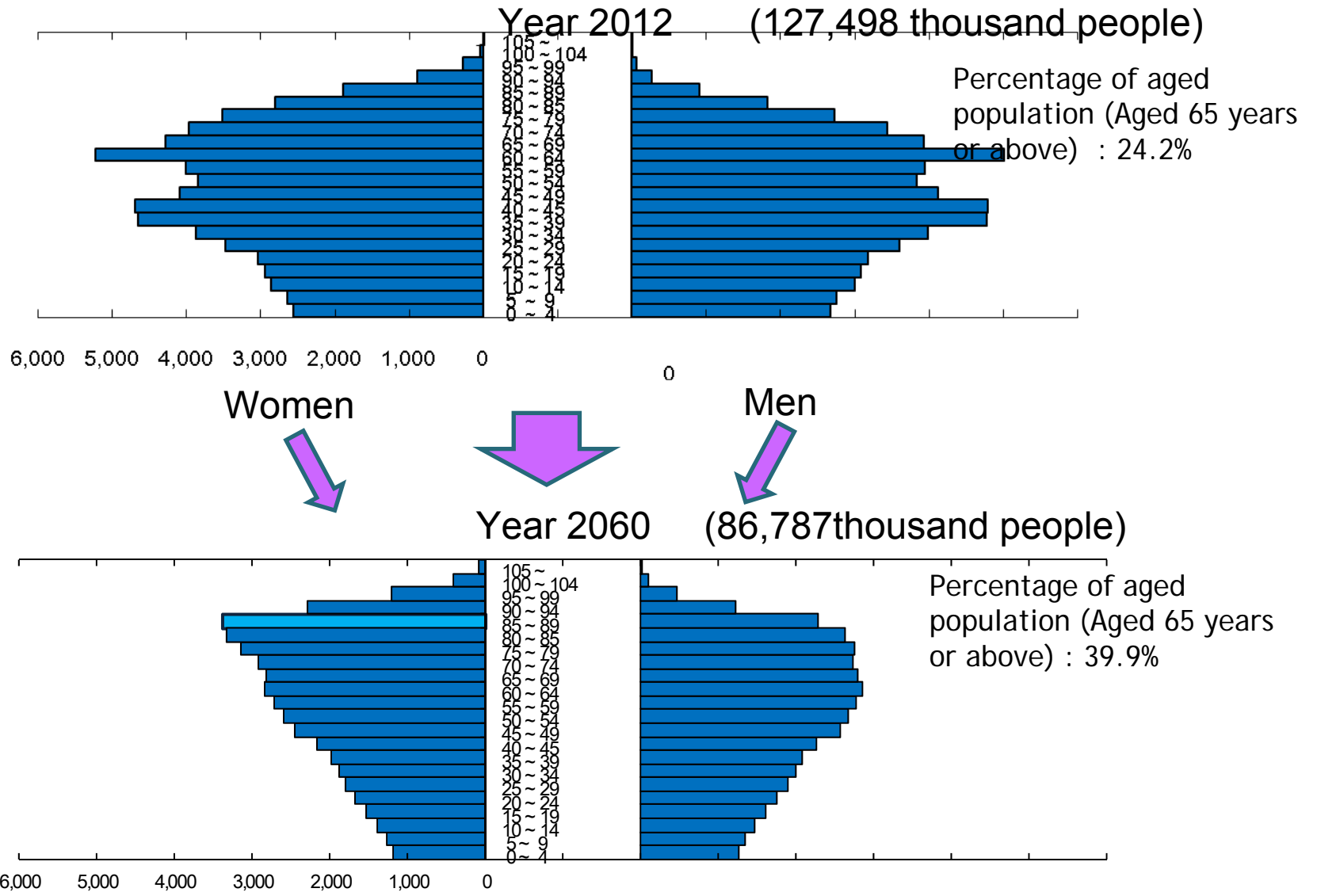
### Gender Gap Index (2011)



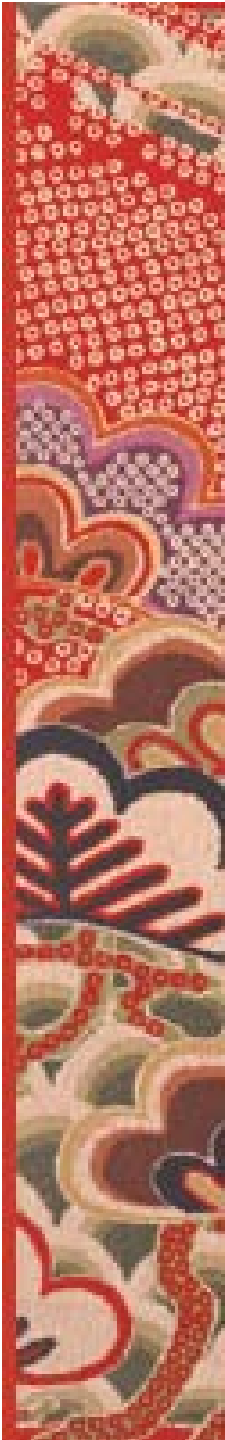
Source: "The Global Gender Gap Report 2011" World Economic Forum



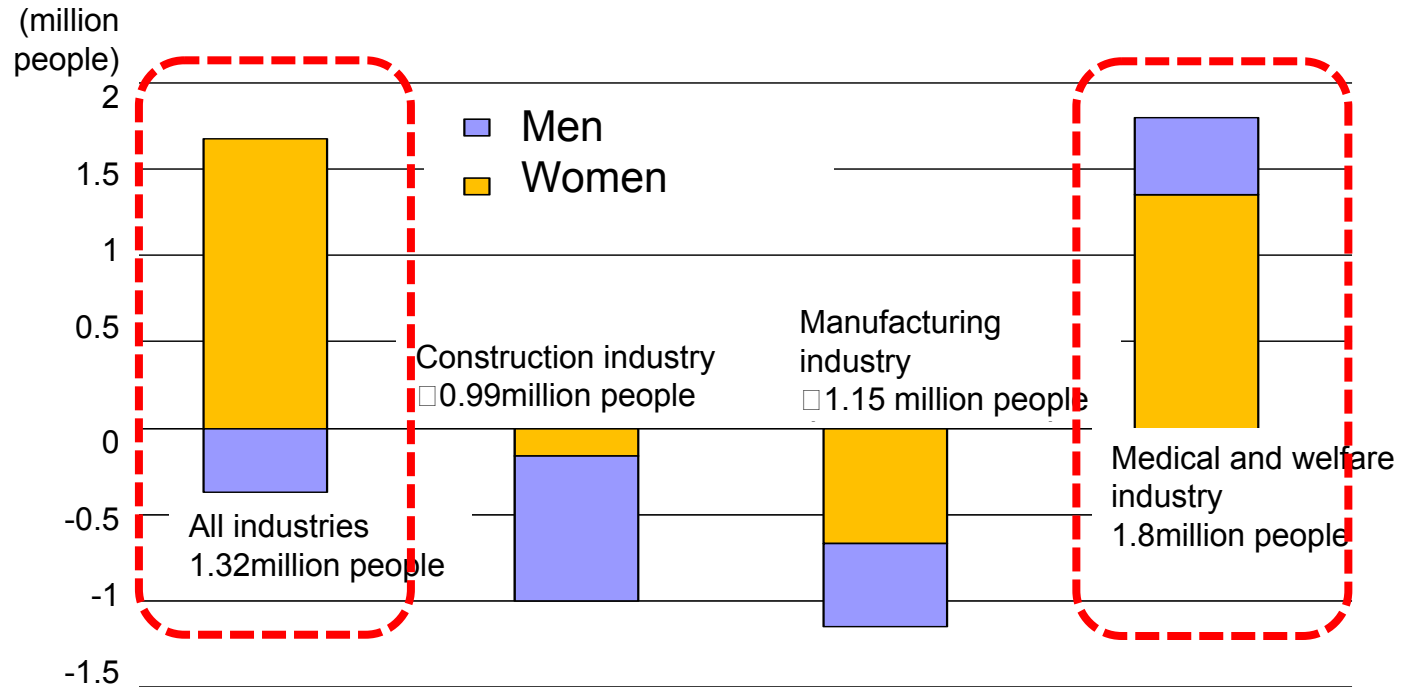
## Demographic Changes in Japan



Source : National Institute of Population and Social Security Research, 2012



## Increase and decrease in the number of male and female employees in each industry (Year 2002□Year 2010)

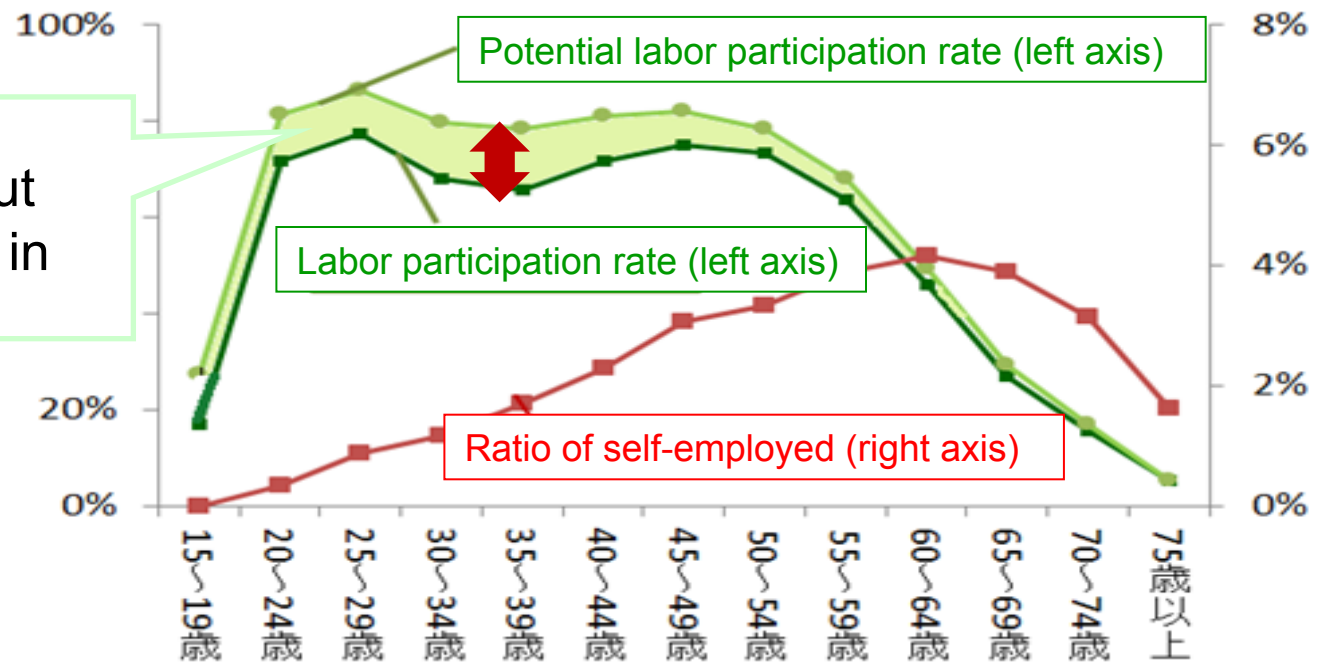


Source: "Labour Force Survey" Ministry of Internal Affairs and Communications



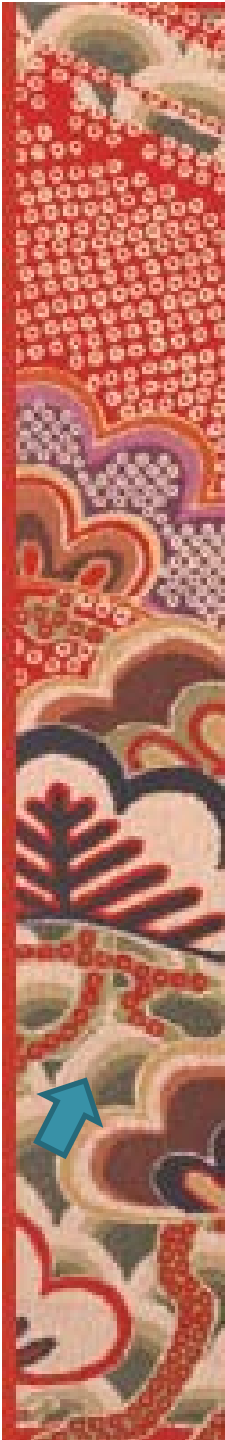
## Women's Huge potential

Women who are willing to work but are not included in the labor force

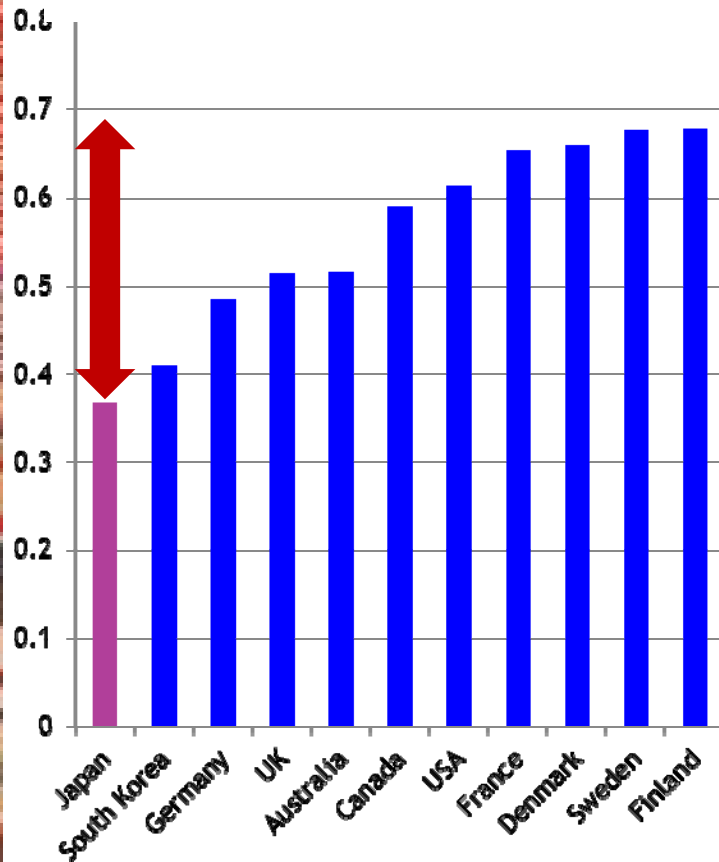


3.4million women, non-labor-force but willing to work, could boost the Japanese GDP by 1.5%.

Source: "Labour Force Survey" Ministry of Internal Affairs and Communications



## Female/male Total wage ratio



### Female/male total wage ratio:

Japan

Around 37%

||

Female/male  
**employed workers** ratio: Around  
71%

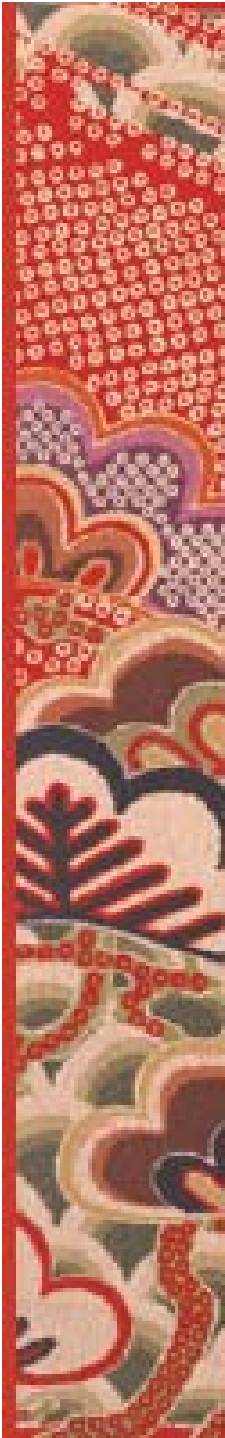
×

Female/male  
**Working hour** ratio: Around 76%

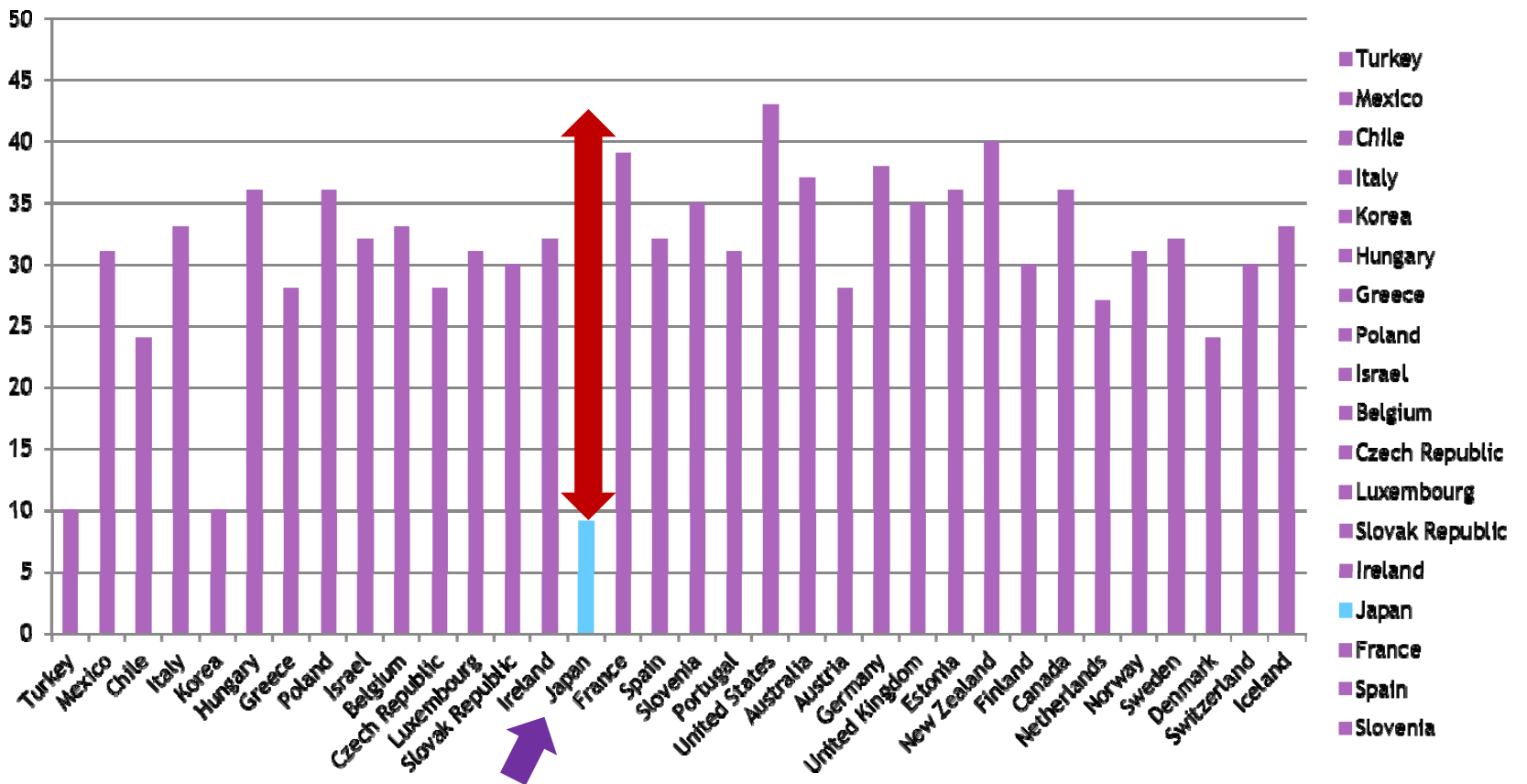
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Female/male  
**Wage** ratio: Around  
68%

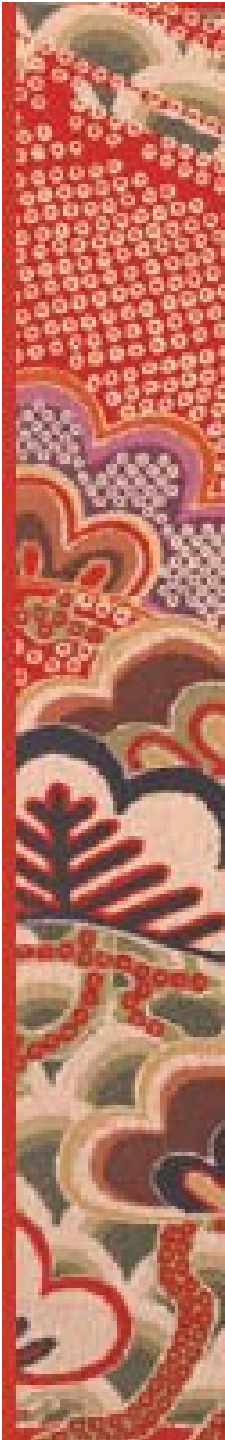
Source: "Women's potential as the critical key to restoring a vibrant Japan,"  
Special Committee on Basic Policies and Gender Impact Assessment, Council for Gender Equality, 2012



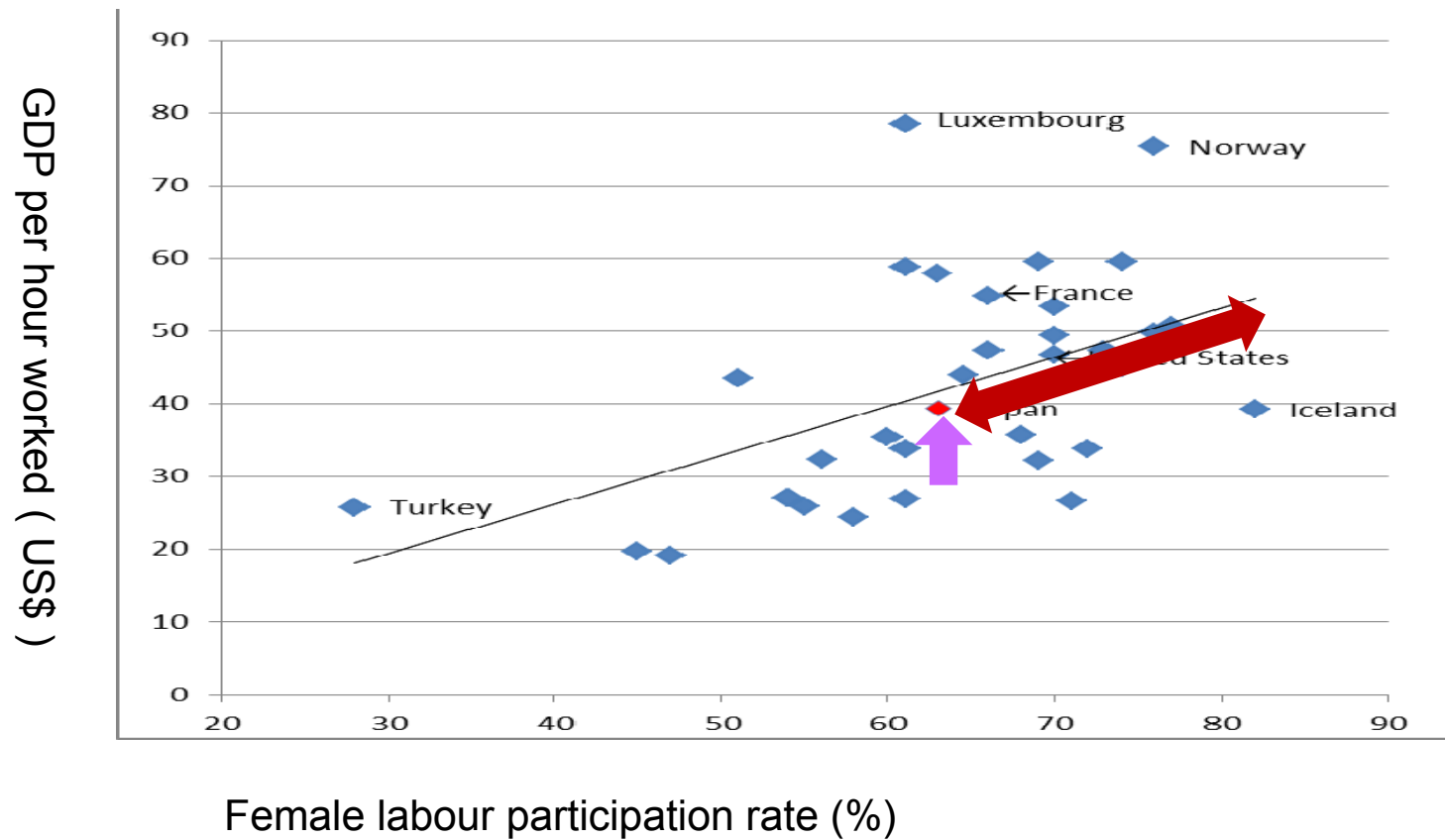
## Female/male ratio of legislators, senior officials and managers



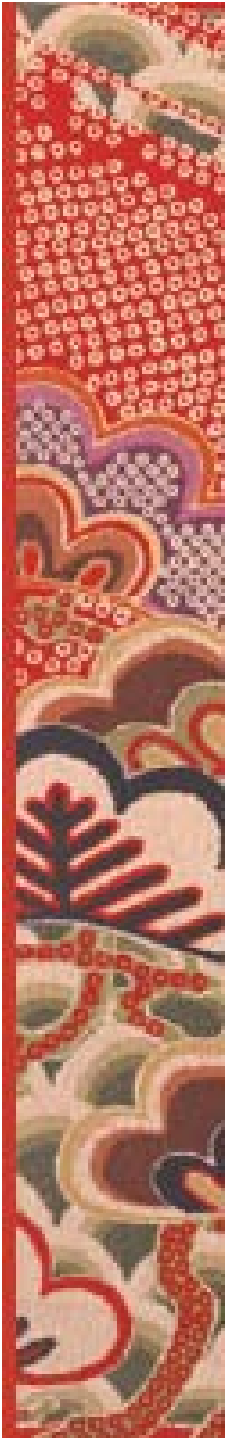
Source: OECD



## Female Labor Participation Rates and GDP per Working Hour

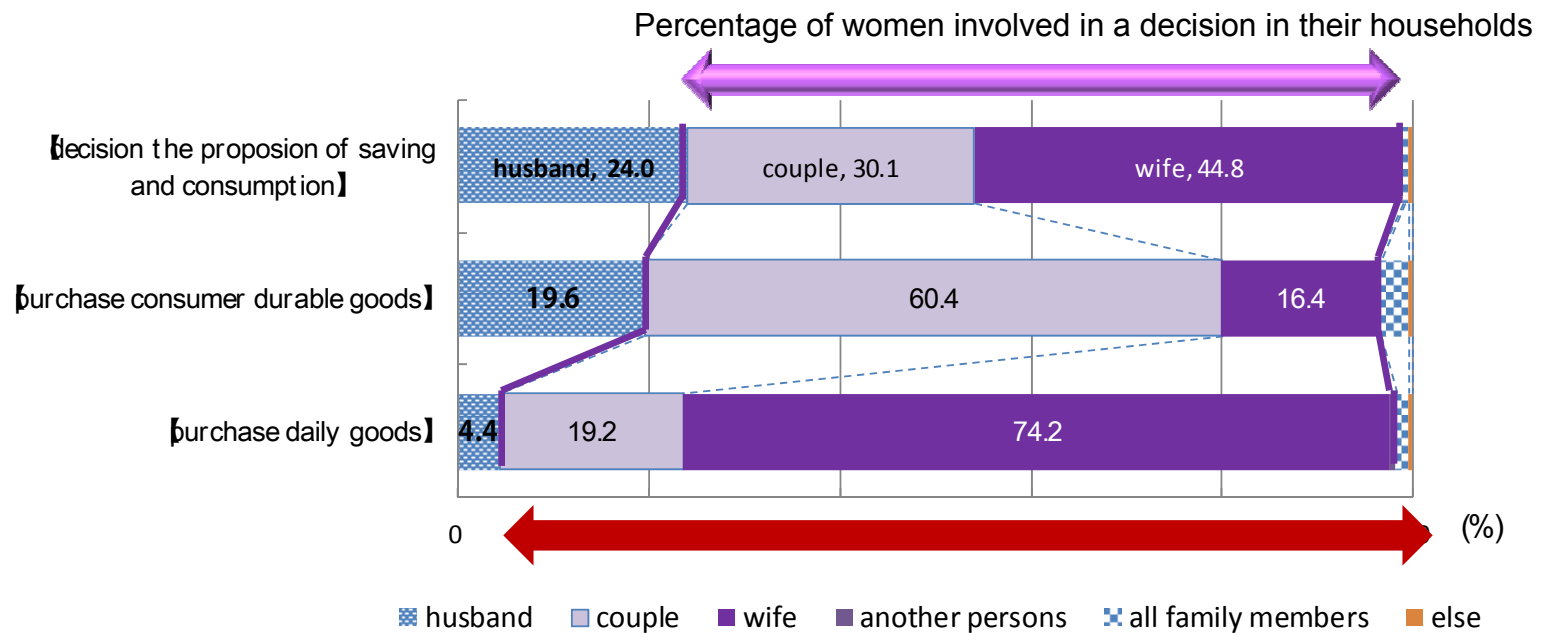


Source: OECD

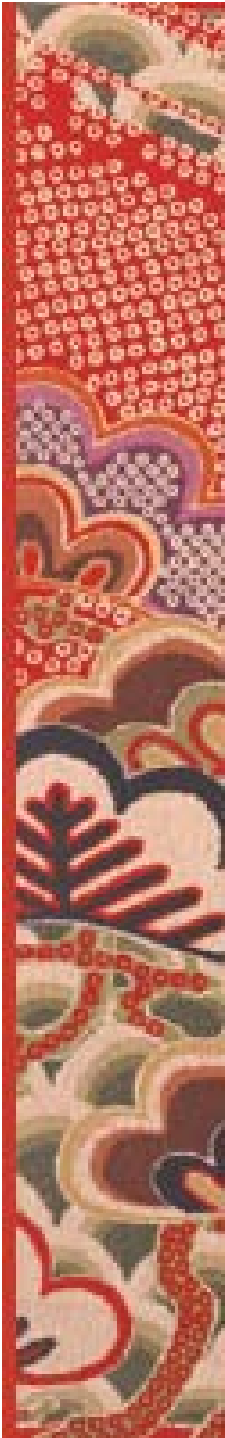


## Women are decision makers in their households

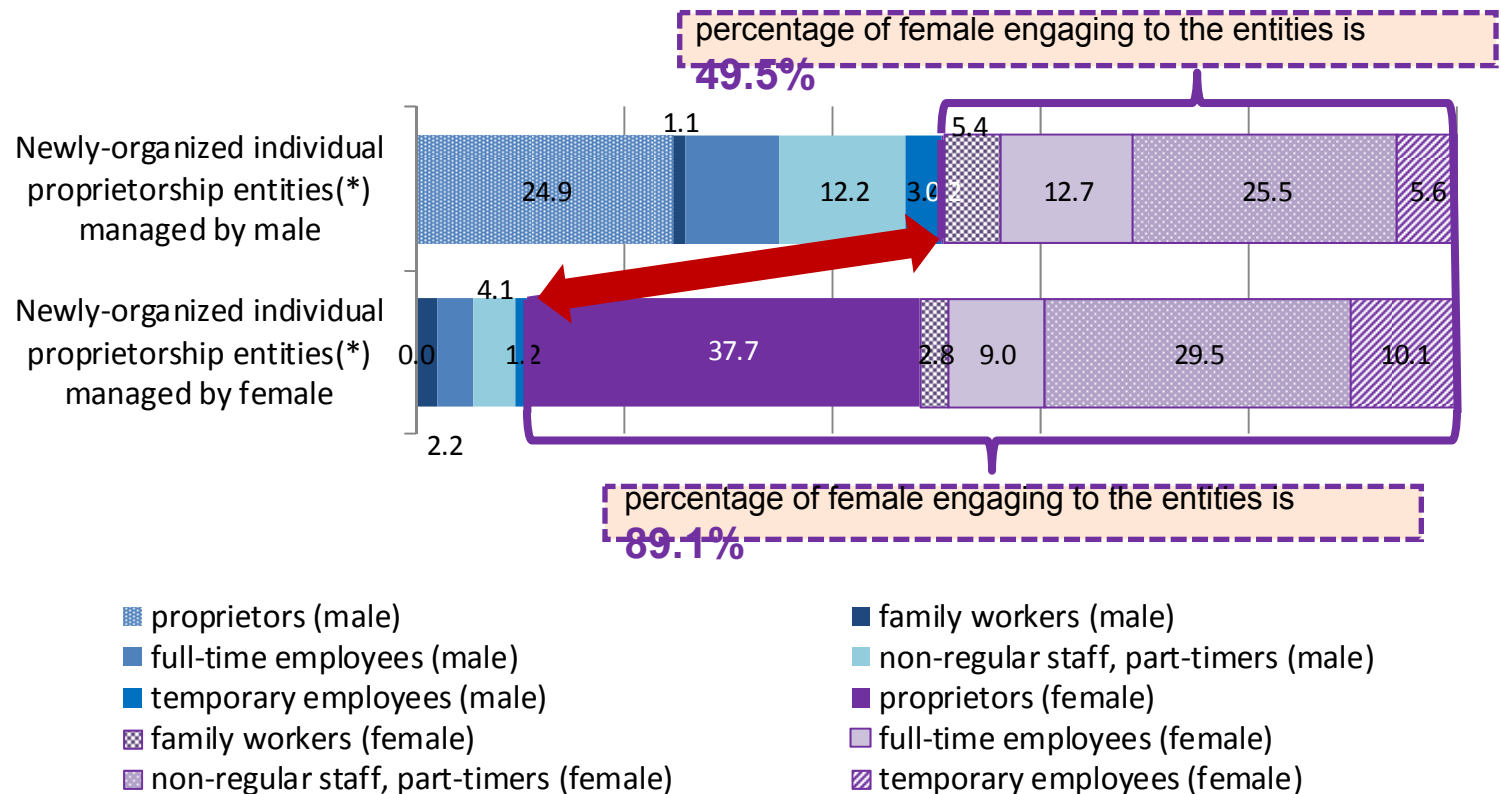
### Who is the decision maker in the household?



Source: "A survey on concerns about the saving and consumption" Cabinet office, Japan (2010)  
 N=6,432 (married males=3,023 married females=3,409)



## Women entrepreneurs tend to create jobs for women



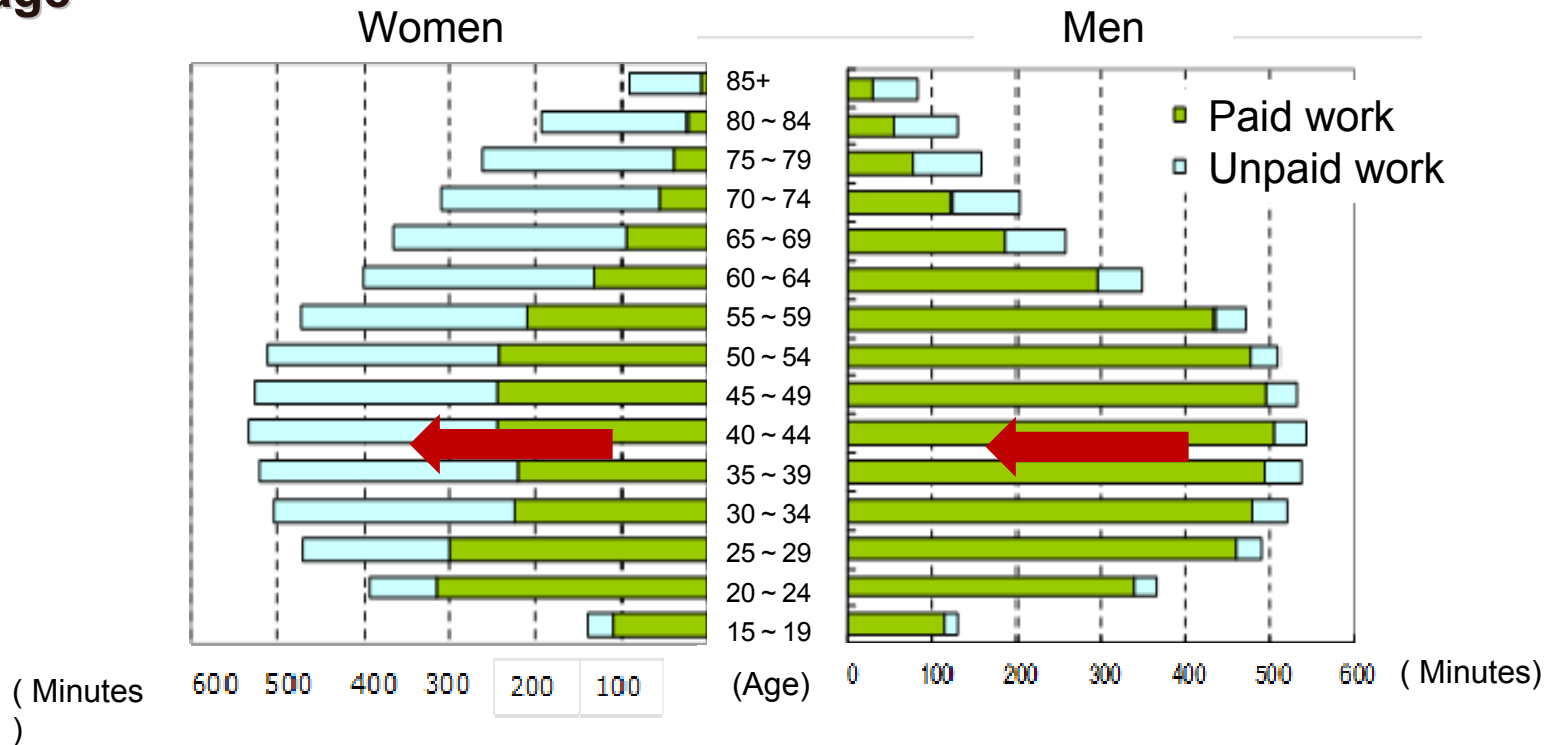
Source: "Establishment and Enterprise Census 2006" and "Economic Census for Business Frame 2009" Ministry of Internal Affairs and Communications. \* Cabinet Office analyzed situation using individual data.

(\*) "Newly-organized entities" refer to entities founded after the Establishment and Enterprise Census 2006, among those which actually existed as the day when the Economic Census for Business Frame 2009 was conducted.

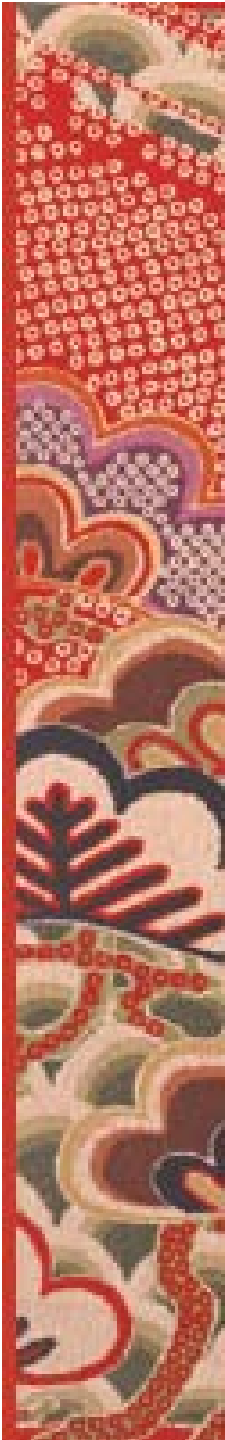
# 3 . Issues

( 1 ) Imbalance between Work & Life,  
Disparities between Women & Men,

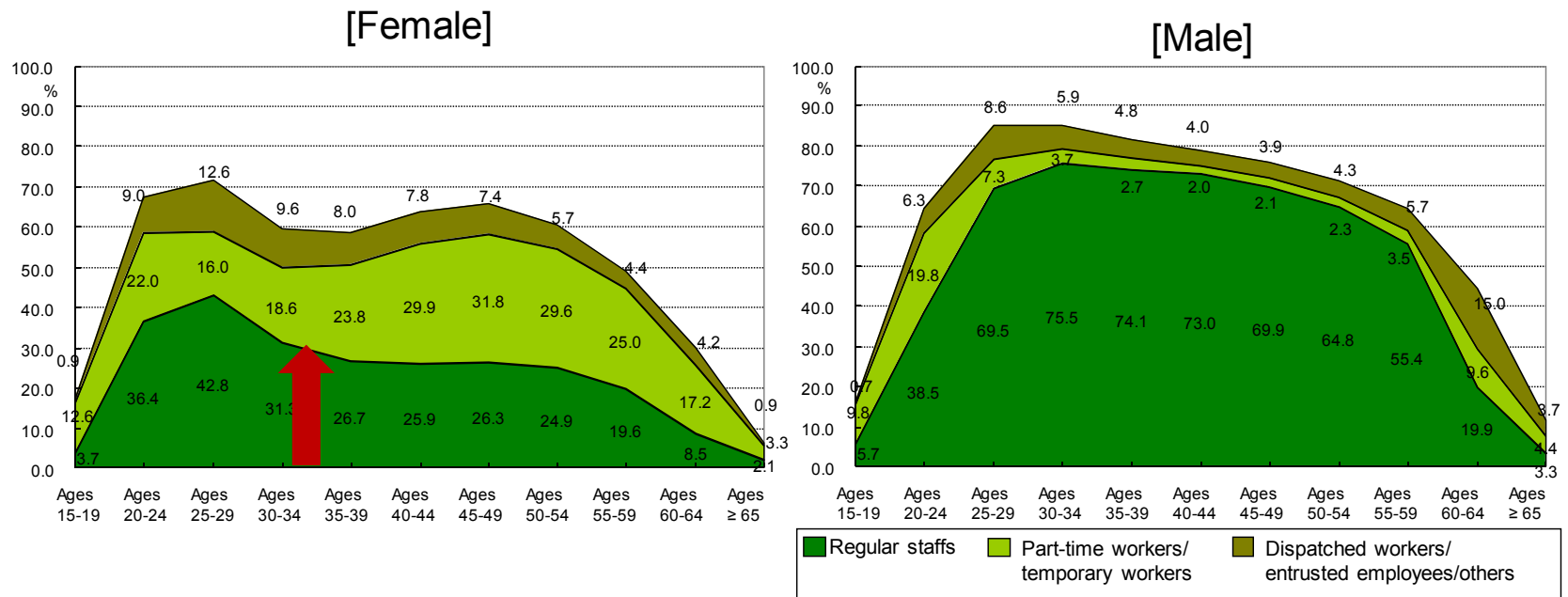
**Time spent for paid and unpaid work according to sex and age**



Source: "Survey on Time Use and Leisure Activities 2006" Ministry of Internal Affairs and Communications.



## Labor force participation rates by sex

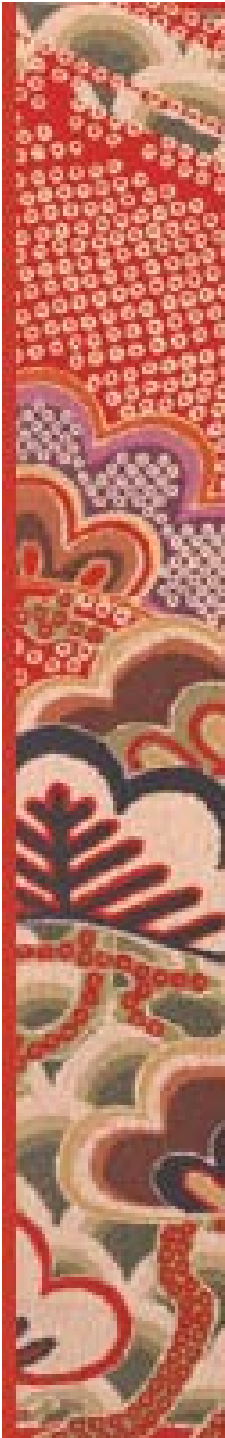


Source: "Employment Status Survey 2007," Ministry of Internal Affairs and Communications.

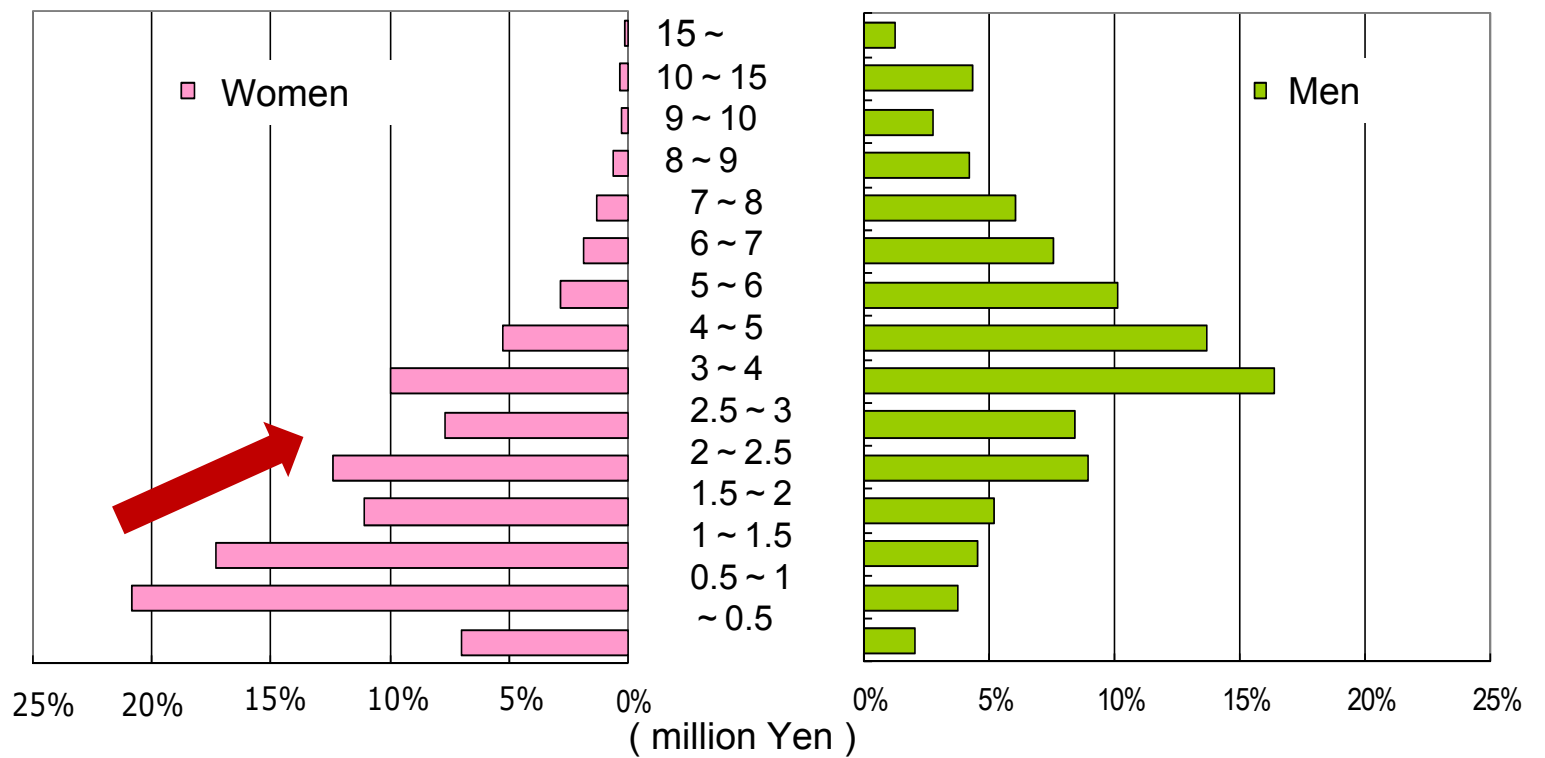
Note 1: Employees excluding executives of companies or corporations

Note 2: "Regular staffs" are officers and employees; and "dispatched workers/entrusted employees/others" are dispatched workers from temporary labor agencies, contract employees, entrusted employees, and others.

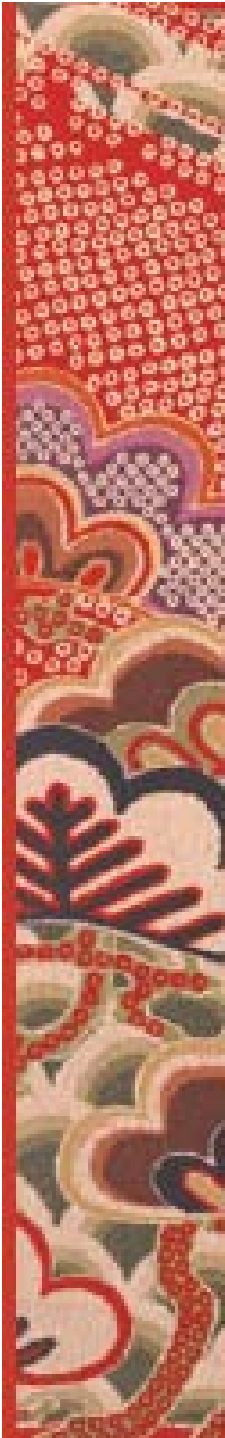




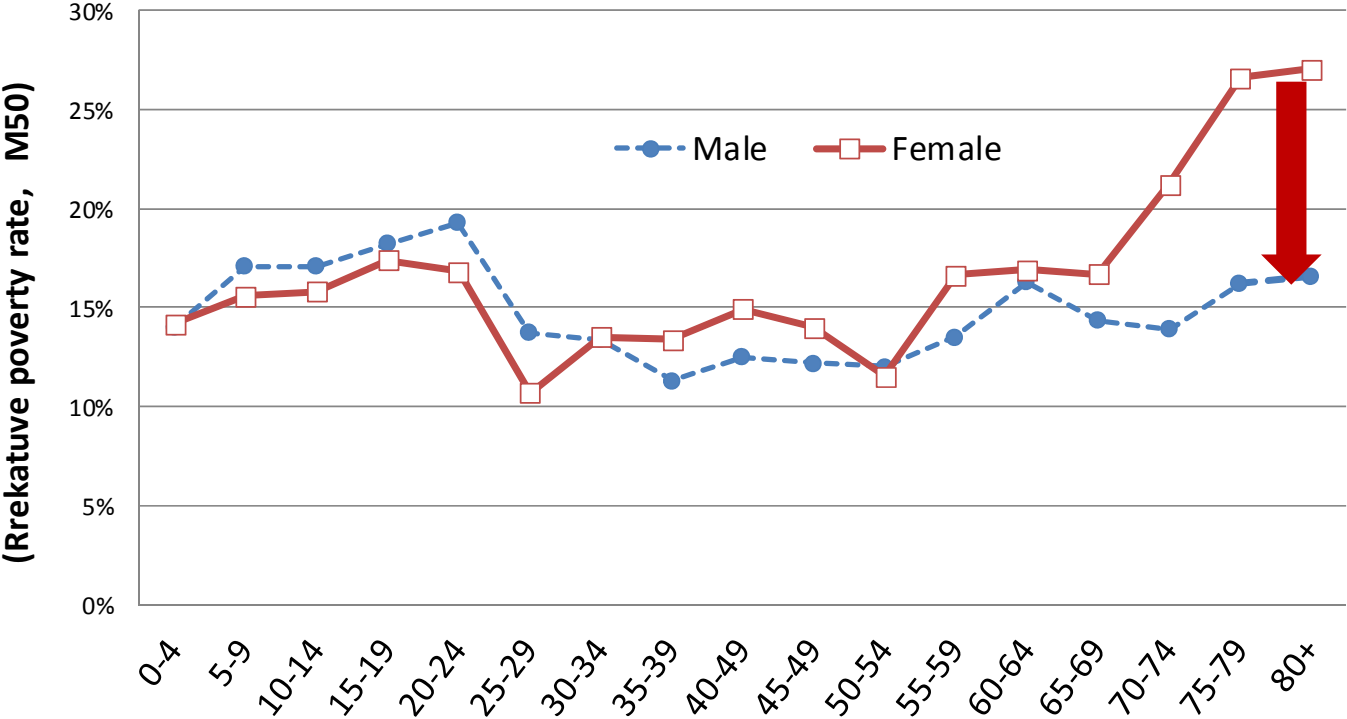
## Employed workers annual income according to sex



Source: "Employment Status Survey 2007," Ministry of Internal Affairs and Communications.



# The relative poverty rate of women & men according to age



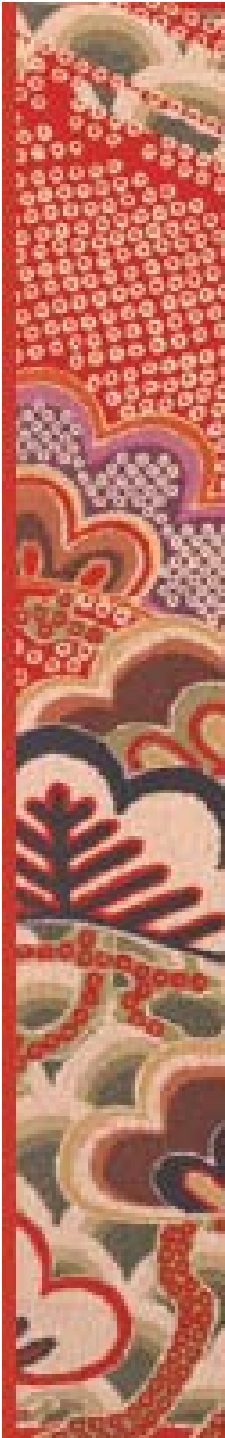
Source: "Comprehensive Survey of Living Conditions 2010" Ministry of Internal Affairs and Communications.  
\* Abe, Aya calculated the relative poverty rate using the individual data.

## ( 2 ) Condition and Mind Set

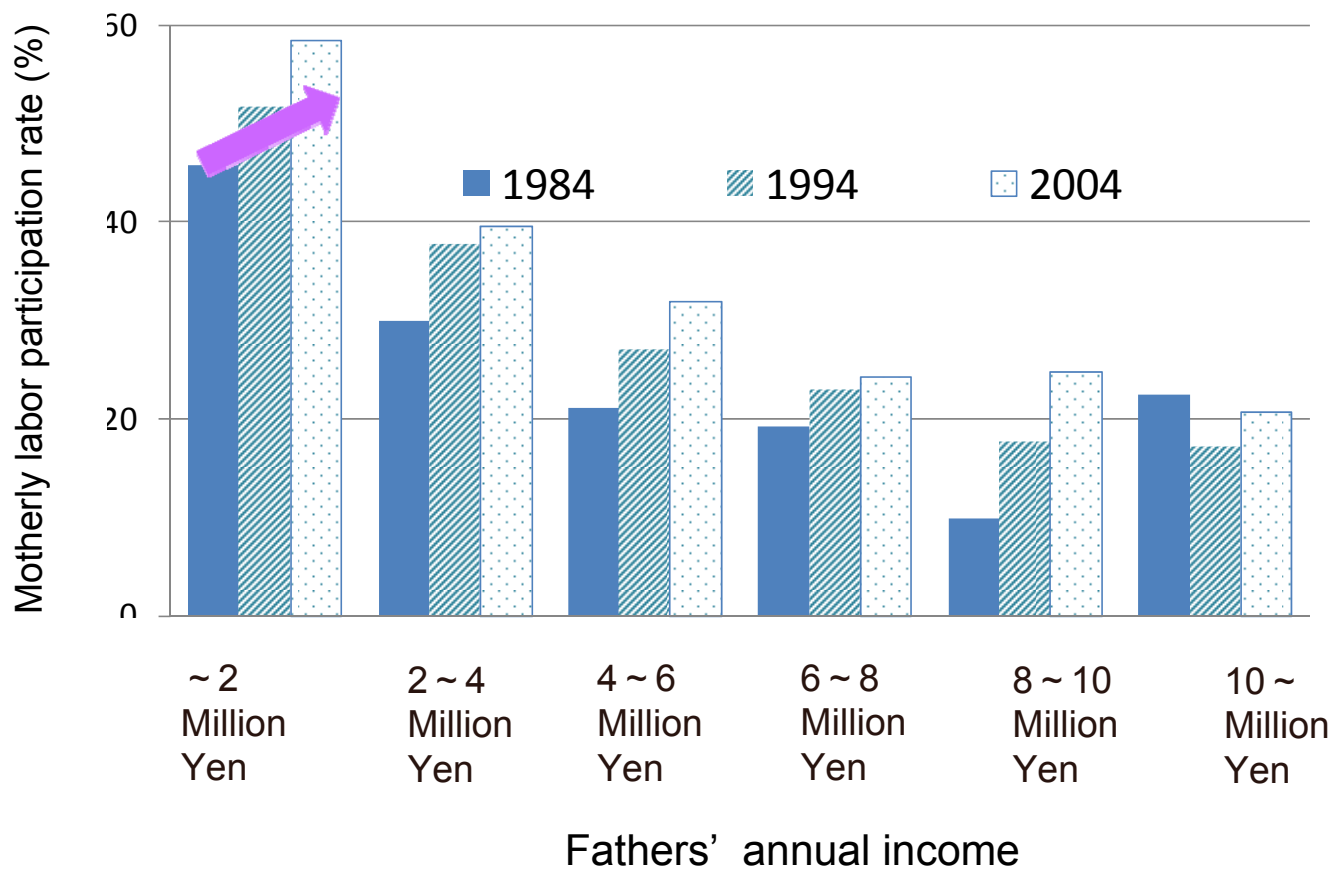
### Childcare availability and maternal employment rates



Source: OECD



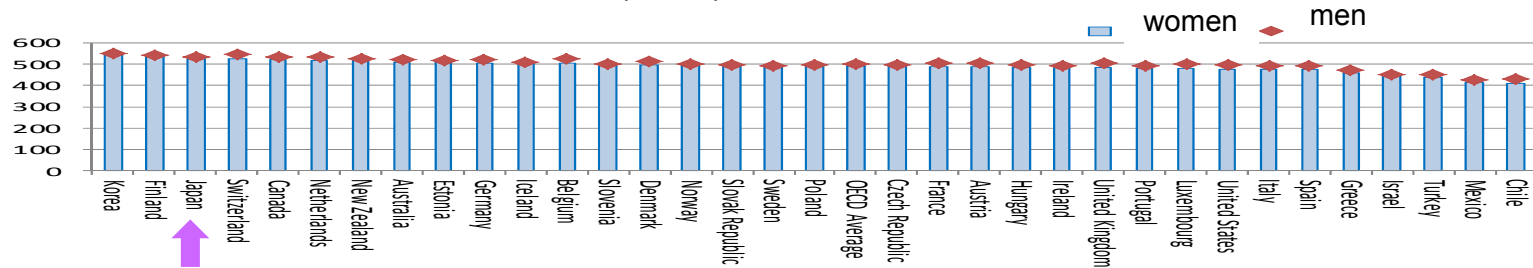
## Fathers' annual income and motherly labor participation rates



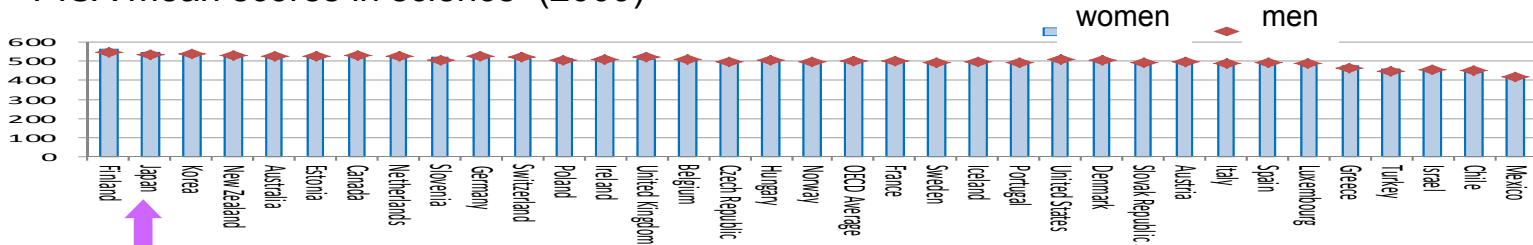
Source: "Women's potential as a critical key to restoring a vibrant Japan,"  
Special Committee on Basic Policies and Gender Impact Assessment, Council for Gender Equality, 2012

# OECD Program for International Student Assessment (PISA) & Proportion of females awarded tertiary degrees

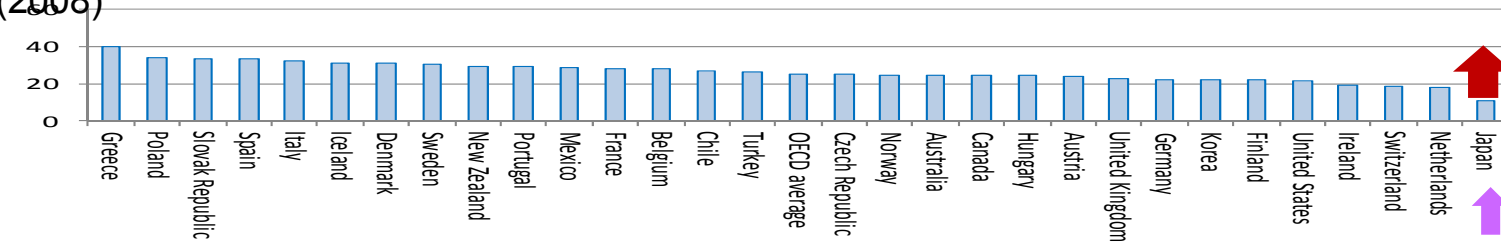
PISA mean scores in mathematics (2009)



PISA mean scores in science (2009)



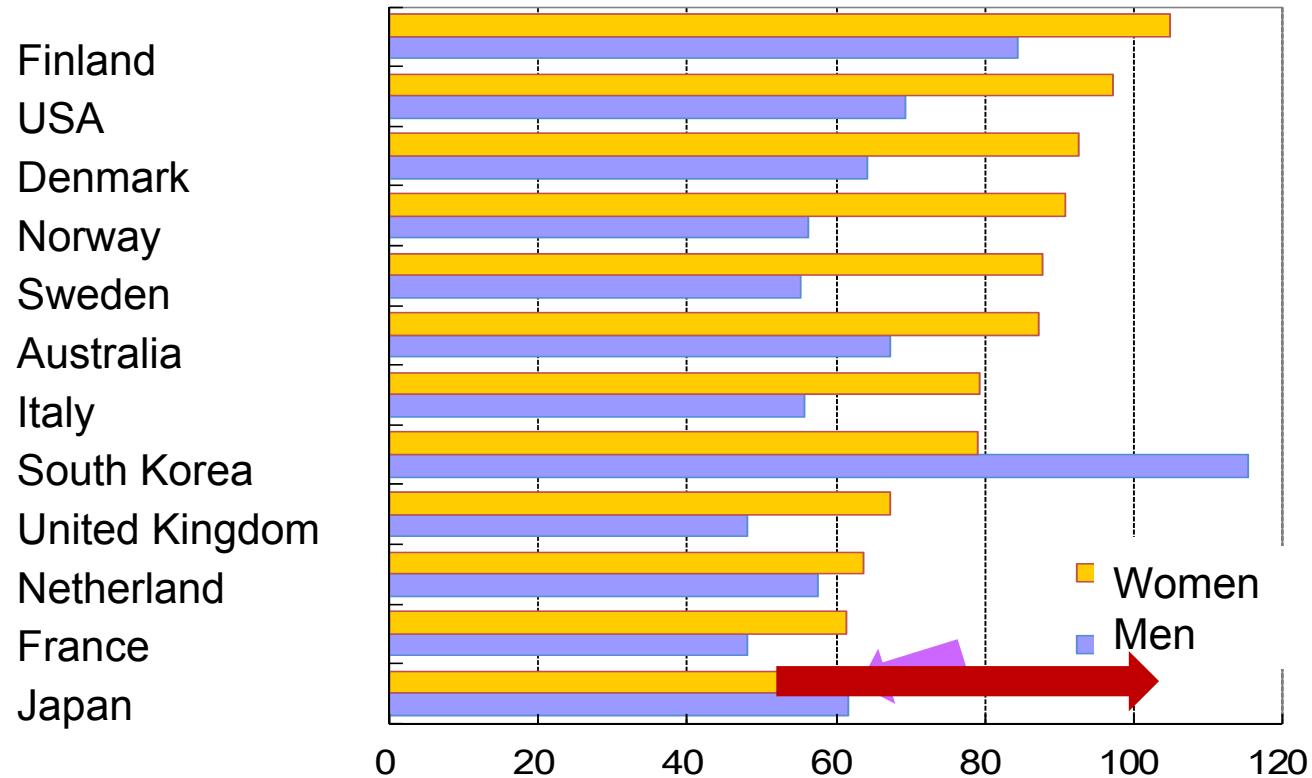
Proportion of females awarded tertiary degrees in engineering, manufacturing and construction (2008)



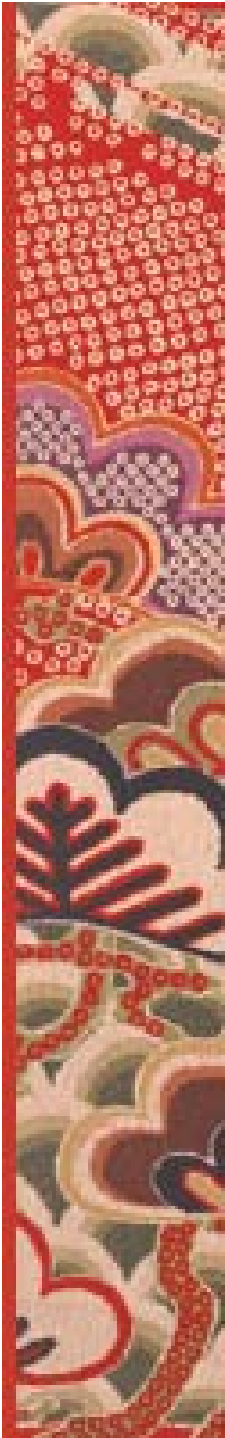
Source: OECD

### ( 3 ) Education and Capacity Building

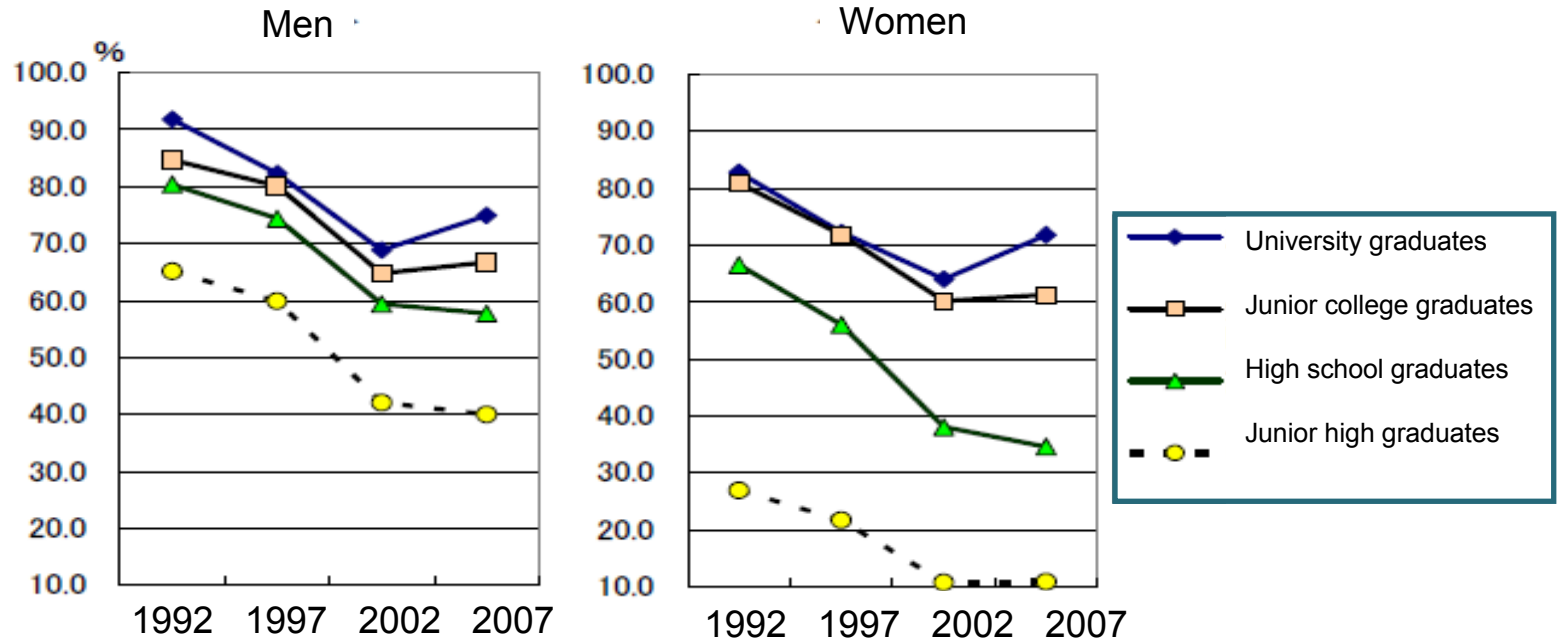
#### Enrollment ratio for the tertiary education



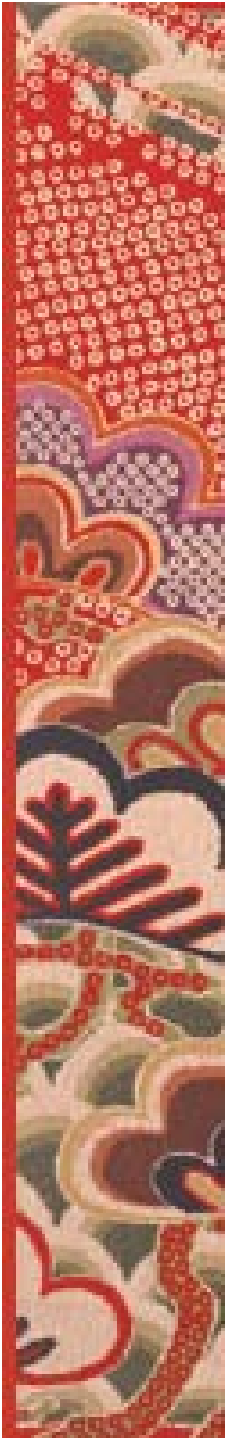
Source: UNESCO Institute for Statistics (2008)



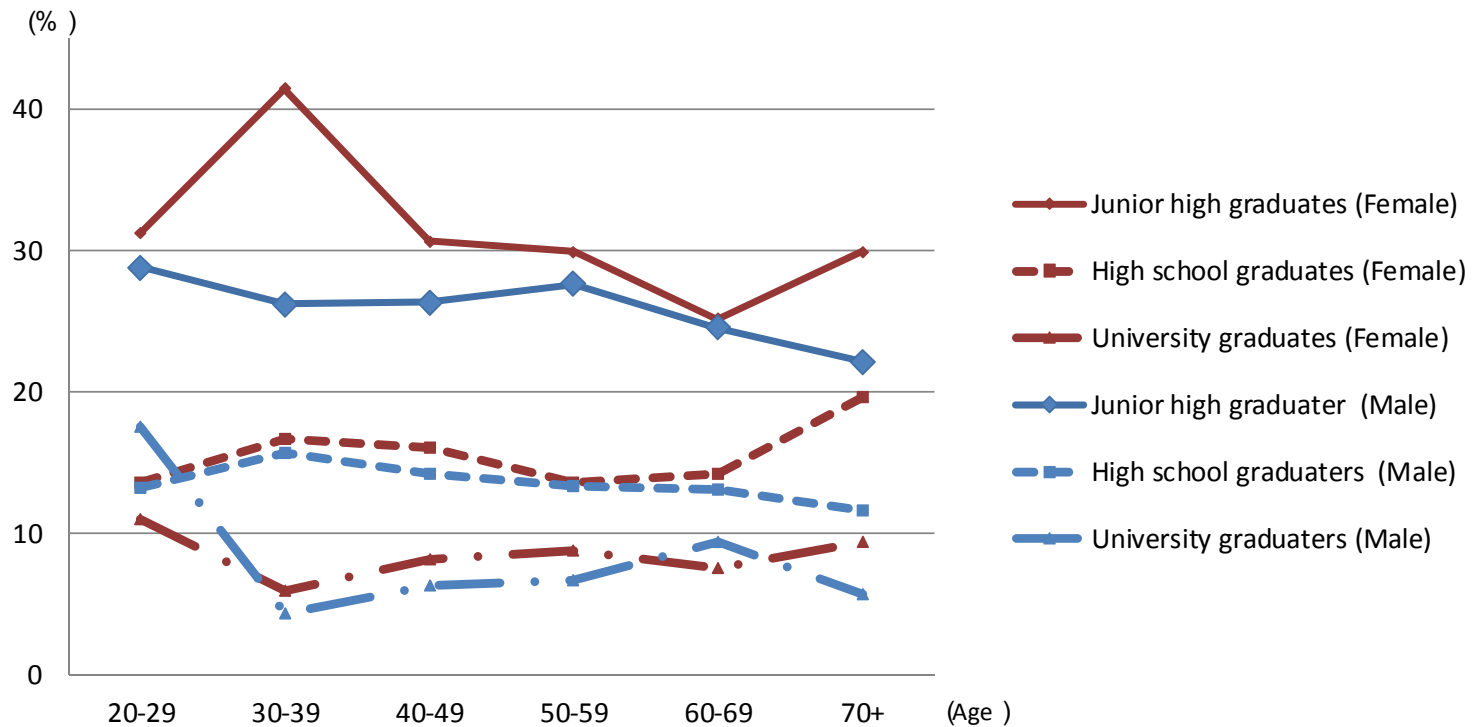
## Ratio of fulltime workers aged 20-24 excluding students



Source: "Employment Status Survey 2007,2002,1997, 1992" Ministry of Internal Affairs and Communications.

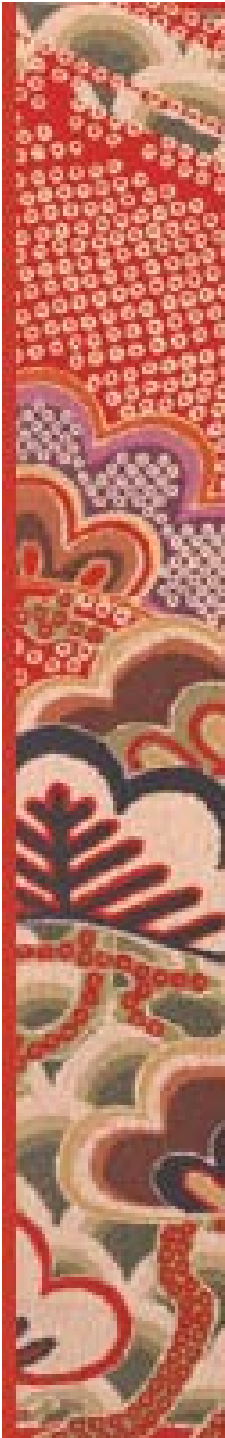


## The relative poverty rate of women & men according to age and educational background

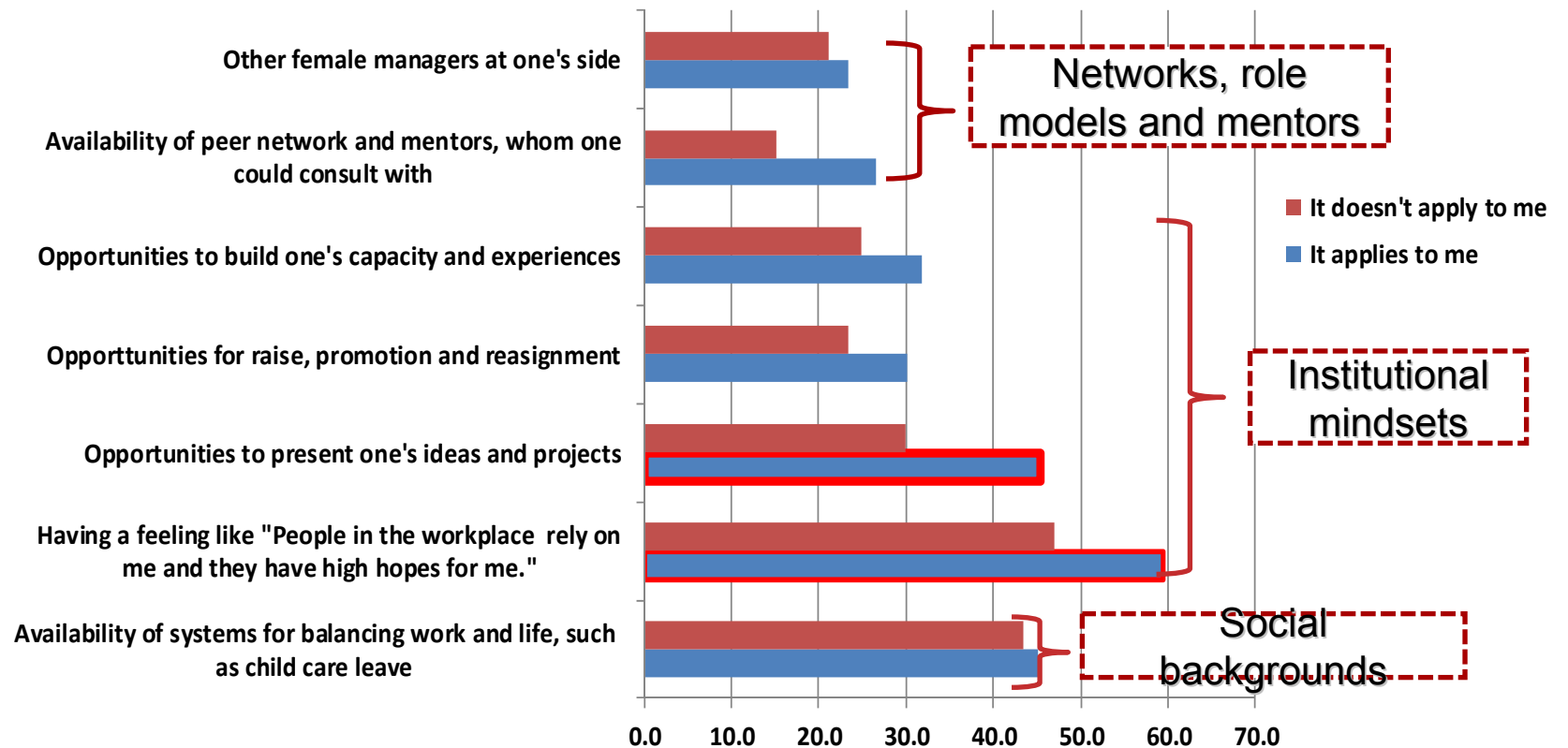


Source: "Comprehensive Survey of Living Conditions 2010" Ministry of Internal Affairs and Communications.  
 \* Abe, Aya calculated the relative poverty rate using the individual data.

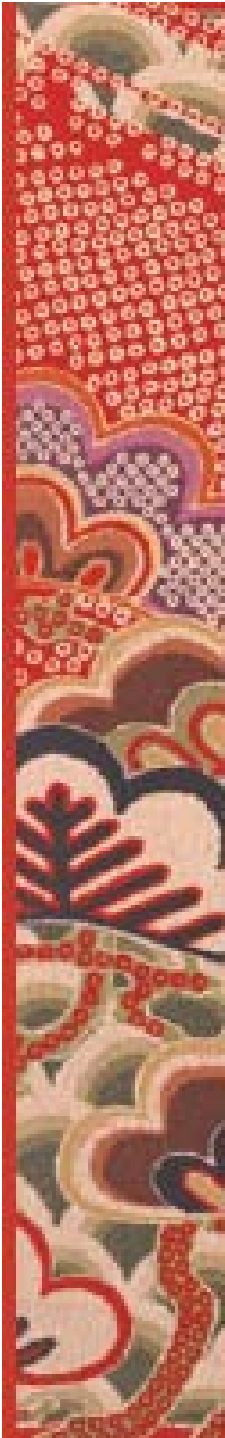




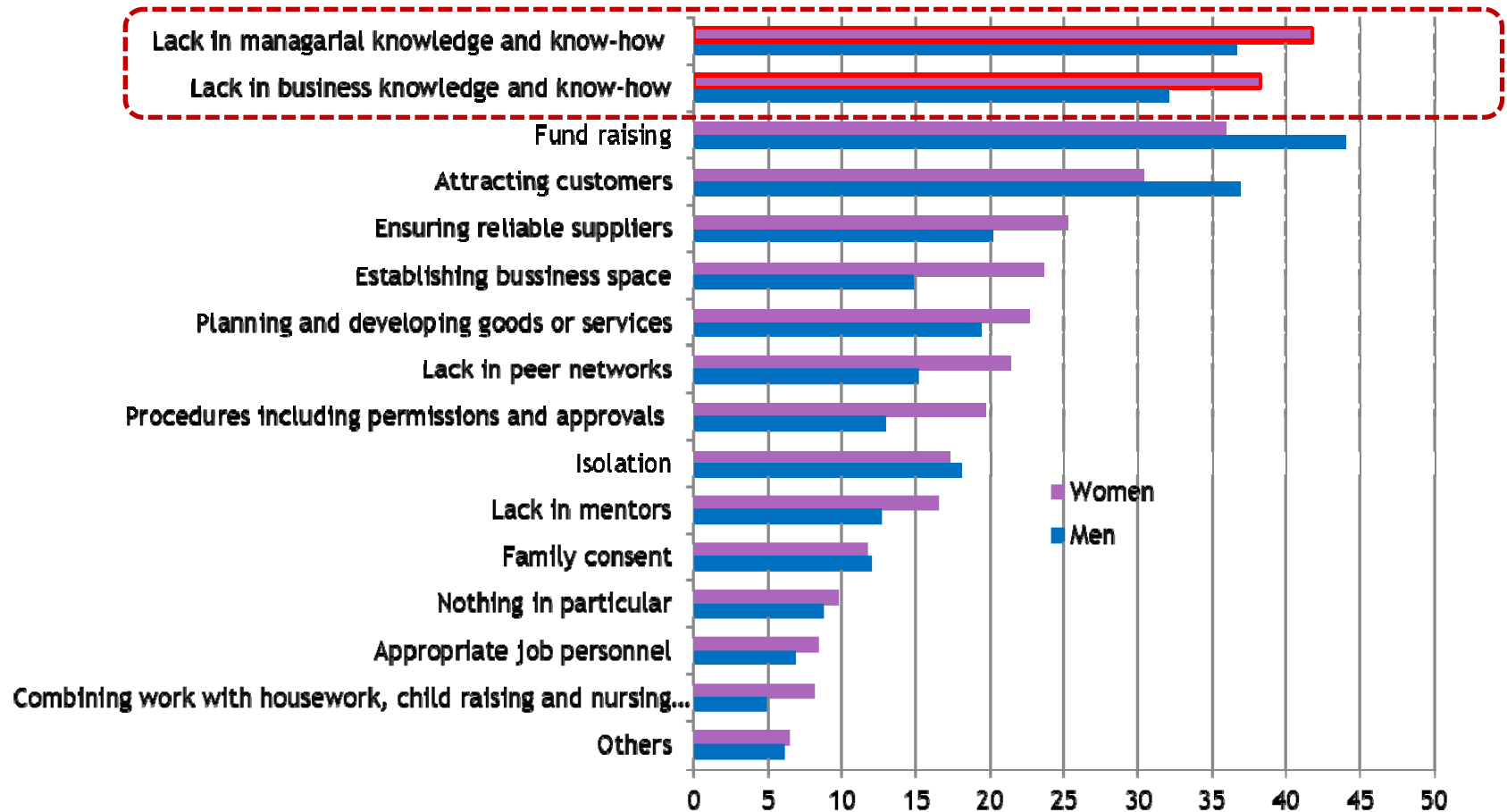
## How do Fulltime female workers who would like to be in the leadership position feel?



Source: "Women's potential as the critical key to restoring a vibrant Japan,"  
Special Committee on Basic Policies and Gender Impact Assessment, Council for Gender Equality, 2012



## Difficulties in starting businesses



Source: "Women's potential as the critical key to restoring a vibrant Japan,"  
Special Committee on Basic Policies and Gender Impact Assessment, Council for Gender Equality, 2012



## 4 . The way ahead

- **Deepen public understanding of the favorable effects of gender diversity initiatives on economic growth**
  - Identify and disseminate **the evidence based on gender statistics**
  - Identify and disseminate the good practices
  - Collaborate with international movements to pursuing policies
- **Take a proactive approach to increase the existence and representation of women, especially in decision making positions**
  - Promote the measures to require participation of women
  - Promote the efforts to diminish the wage gap and promotion gap between women and men in companies
  - Provide easy-to-access funding to female entrepreneurs
- **Disseminate the importance of women's education and training**
- **Move forward with “Comprehensive Reform of Social Security and Taxation”**
  - Introduce “Comprehensive New System for Children and Child-rearing” to provide sufficient childcare facilities
  - Revise the taxation which restrict female incentive for work