Economic Empowerment of Women in Japan

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The statistical system of Japan

The statistical system of Japanese government is decentralized

Major Statistical Surveys in Japan

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<th>Sex-segregated data</th>
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<td>Survey on Full Time Equivalent (FTE) data for Research Staff members in Higher Education Organization</td>
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1. The Strategy for Rebirth of Japan
   - Overcoming crises and embarking on new frontiers

   December 22, 2011

   • Background

   - Declining population
   - Aging society
   - Great East Japan Earthquake
   - Nuclear power station accident
   - Delayed transformation of the industrial structure
   - Deflation since the mid-1990s
   - Global financial market instability
   - Appreciating \$

   • 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)

Demographic Changes in Japan

Year 2012 (127,498 thousand people)
Percentage of aged population (Aged 65 years or above) : 24.2%

Year 2060 (86,787 thousand people)
Percentage of aged population (Aged 65 years or above) : 39.9%

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

<table>
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<th>Industry</th>
<th>Men</th>
<th>Women</th>
<th>Total</th>
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</thead>
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<td>Construction industry</td>
<td>0.99</td>
<td></td>
<td>1.52</td>
</tr>
<tr>
<td>Manufacturing industry</td>
<td>1.15</td>
<td></td>
<td>1.59</td>
</tr>
<tr>
<td>Medical and welfare industry</td>
<td></td>
<td></td>
<td>1.8</td>
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</table>

Source: “Labour Force Survey” Ministry of Internal Affairs and Communications
Women who are willing to work but are not included in the labor force could boost the Japanese GDP by 1.5%.

Source: "Labour Force Survey" Ministry of Internal Affairs and Communications
Female/male total wage ratio:

- **Japan**
  - Around 37%

Female/male employed workers ratio: Around 71%

Female/male Working hour ratio: Around 76%

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?

Percentage of women involved in a decision in their households

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

Percentage of female engaging to the entities is **49.5%**

- Newly-organized individual proprietorship entities(*)
  - Managed by male
    - Proprietors (male): 24.9%
    - Full-time employees (male): 12.2%
    - Temporary employees (male): 1.1%
    - Family workers (male): 5.4%
    - Non-regular staff, part-timers (male): 2.2%
  - Managed by female
    - Proprietors (female): 3.4%
    - Full-time employees (female): 37.7%
    - Temporary employees (female): 2.2%
    - Non-regular staff, part-timers (female): 1.1%

Percentage of female engaging to the entities is **89.1%**


(*) “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

**[Female]**

**[Male]**

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

The relative poverty rate of women & men according to age

* Abe, Aya calculated the relative poverty rate using the individual data.
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
(3) Education and Capacity Building

Enrollment ratio for the tertiary education

Finland
USA
Denmark
Norway
Sweden
Australia
Italy
South Korea
United Kingdom
Netherland
France
Japan

Ratio of fulltime workers aged 20-24 excluding students

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


* 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?

- Other female managers at one's side
- Availability of peer network and mentors, whom one could consult with
- Opportunities to build one's capacity and experiences
- Opportunities for raise, promotion and reassignment
- Opportunities to present one's ideas and projects
- Having a feeling like "People in the workplace rely on me and they have high hopes for me."
- Availability of systems for balancing work and life, such as child care leave

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