



**Asia-Pacific  
Economic Cooperation**

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## **Incentives and Adaptions: Retaining and Advancing Women in Workforce**

Submitted by: Japan



**APEC Gender and Structural Reform  
Workshop: Improving the Environment for  
Women in the Workplace  
Puerto Varas, Chile  
25 August 2019**



**Japan.** Women Can Change the World.

# Incentives and Adaptions: Retaining and Advancing Women in Workforce JAPAN

25 August 2019

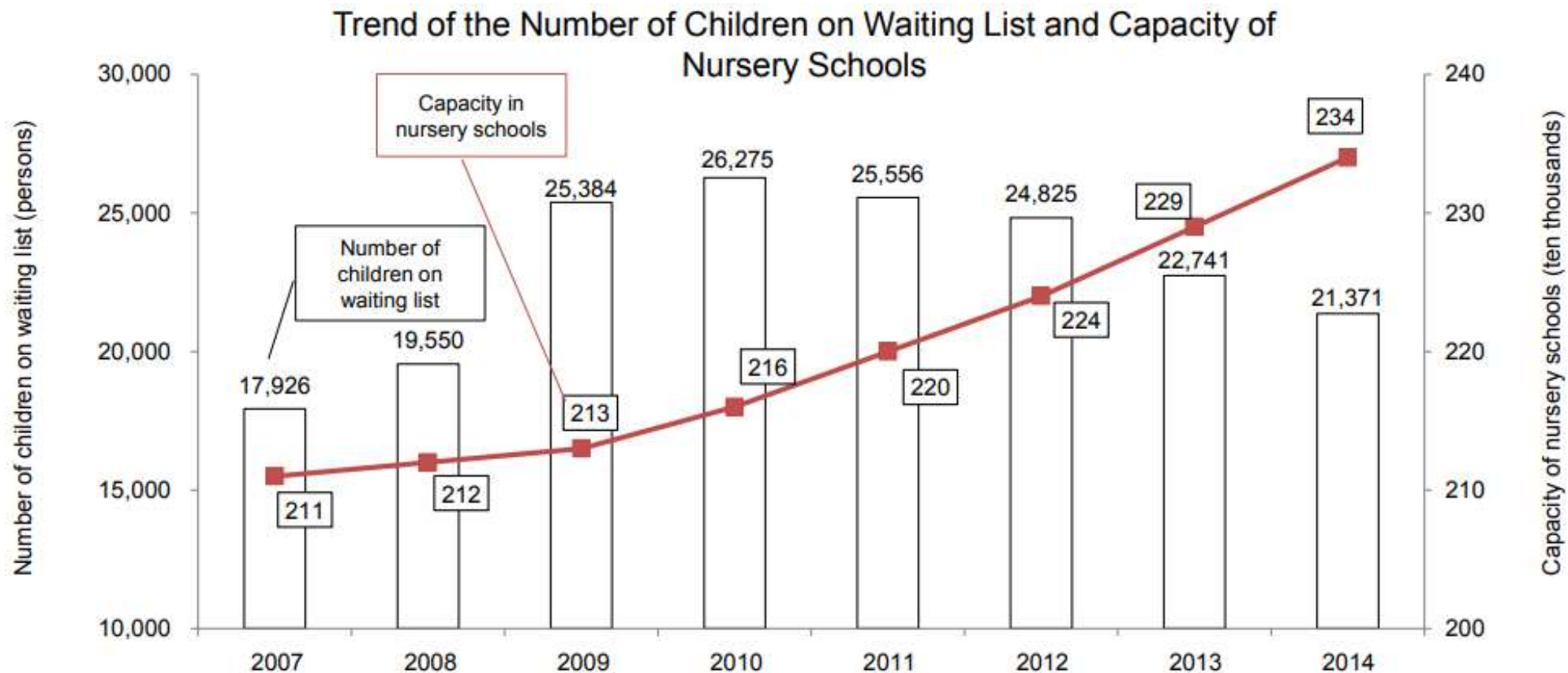
# Progress of Women's Empowerment

Since the second Abe Cabinet, activities for women's participation have rapidly expanded, gathering momentum, promoting collaboration and resonating both domestically and overseas.

## Japan's efforts

- Prime Minister **requested to the business community** about the women's empowerment. (Apr 2013)
- The "**Japan Revitalization Strategy – JAPAN is Back**" specify women's empowerment at the center of economic growth strategy. (June 2013)
- Accelerated the **establishment of childcare facilities** and expanded afterschool club. (2013-)
- "**The Intensive Policy to Accelerate the Empowerment of Women**" has been annually formulated. (2015- )
- "**The Act on Promotion of Female Participation and Career Advancement in the Workplace**" fully entered into force. (Apr. 2016)
- "**The Promotion of Women's Empowerment**" was set in the agenda in the **Ise-Shima Summit** and all relevant ministerial meetings. (May. 2016)
- **World Assembly for Women (WAW!)** was held five times in Tokyo. (Sep. 2014-)
- "**Act on Promotion of Gender Equality in the Political Field**" was established. (May. 2018)
- Partial Revision of "**The Act on Promotion of Female Participation and Career Advancement in the Workplace**" (promulgated in June 2019)

# Childcare Centers For Achievement of the Zero Children Waiting List

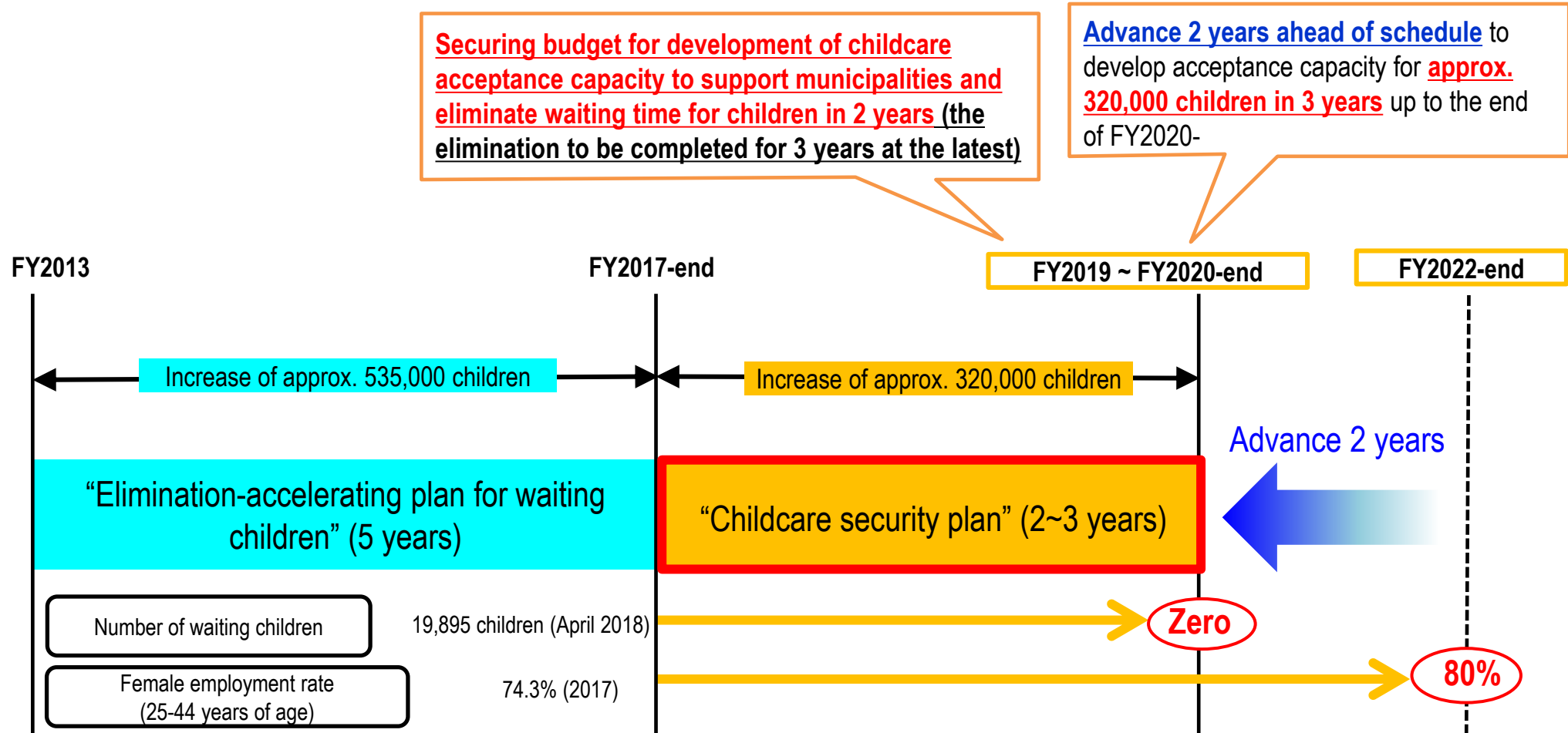


Source: MHLW

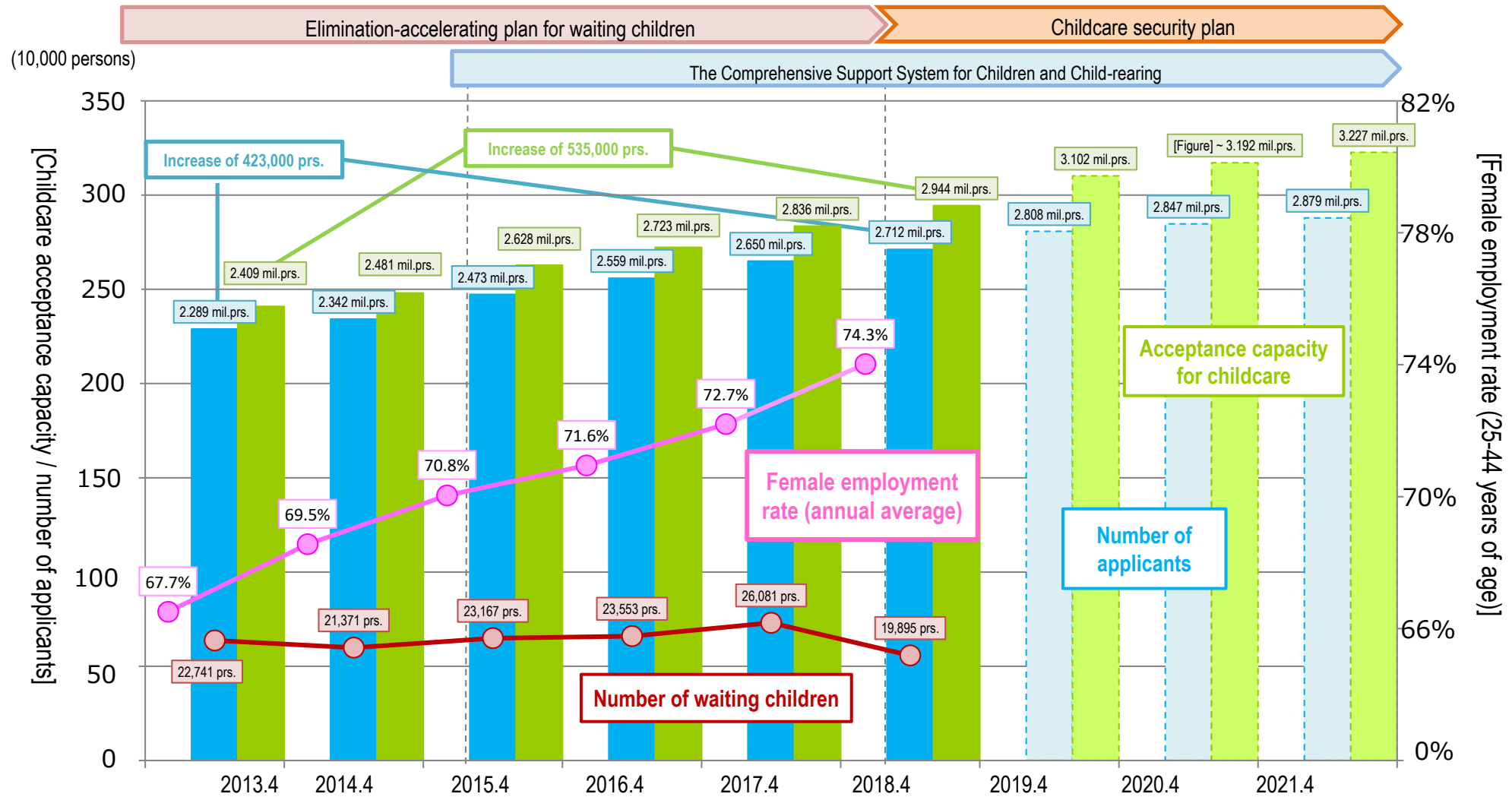
# Childcare Centers

## For Achievement of the Zero Children Waiting List

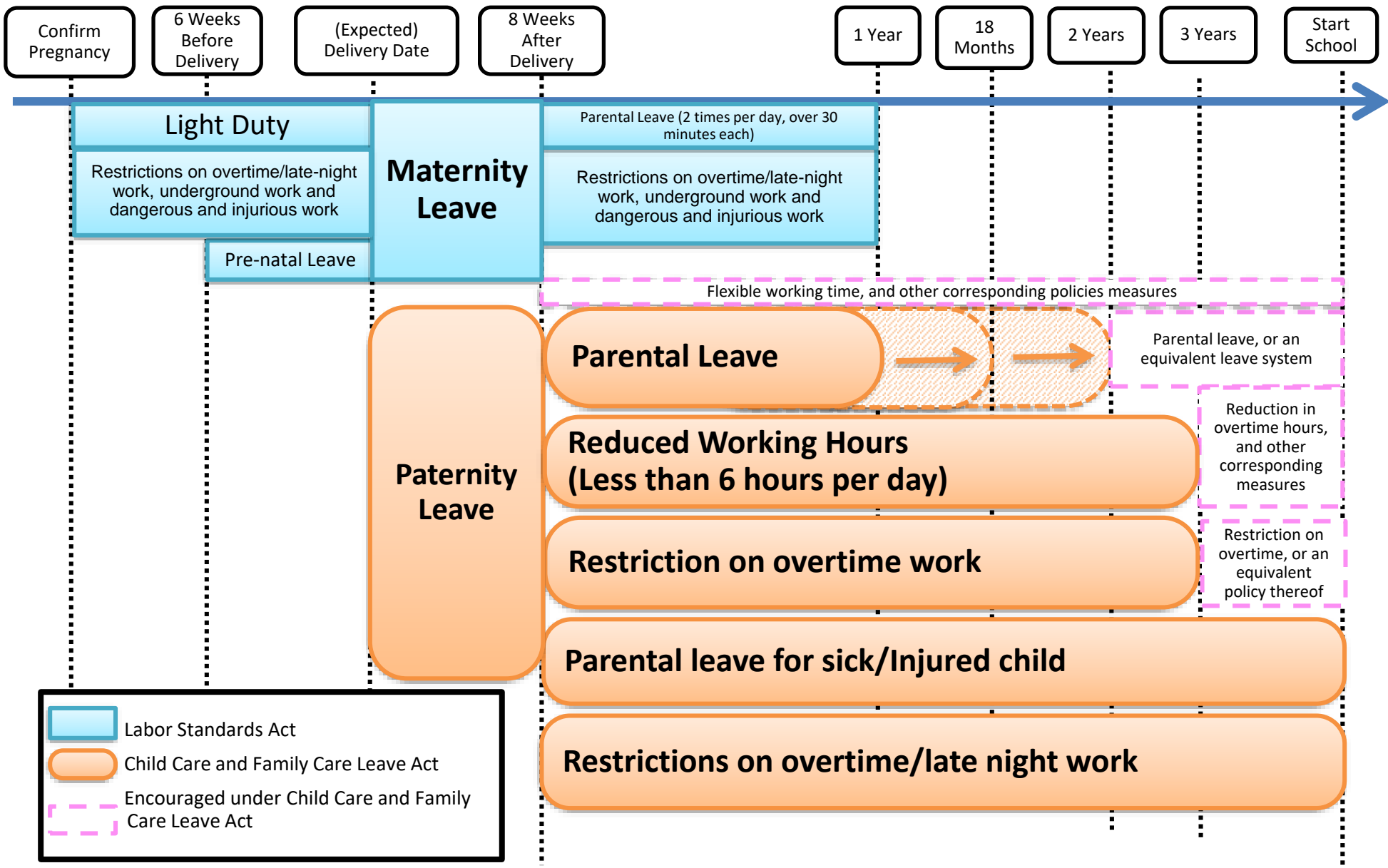
- Elimination-accerlating plan for waiting children (2013)
- Childcare Security Plan (2017)



# Childcare Centers For Achievement of the Zero Children Waiting List



# Work-life Balance Policies around Child Care

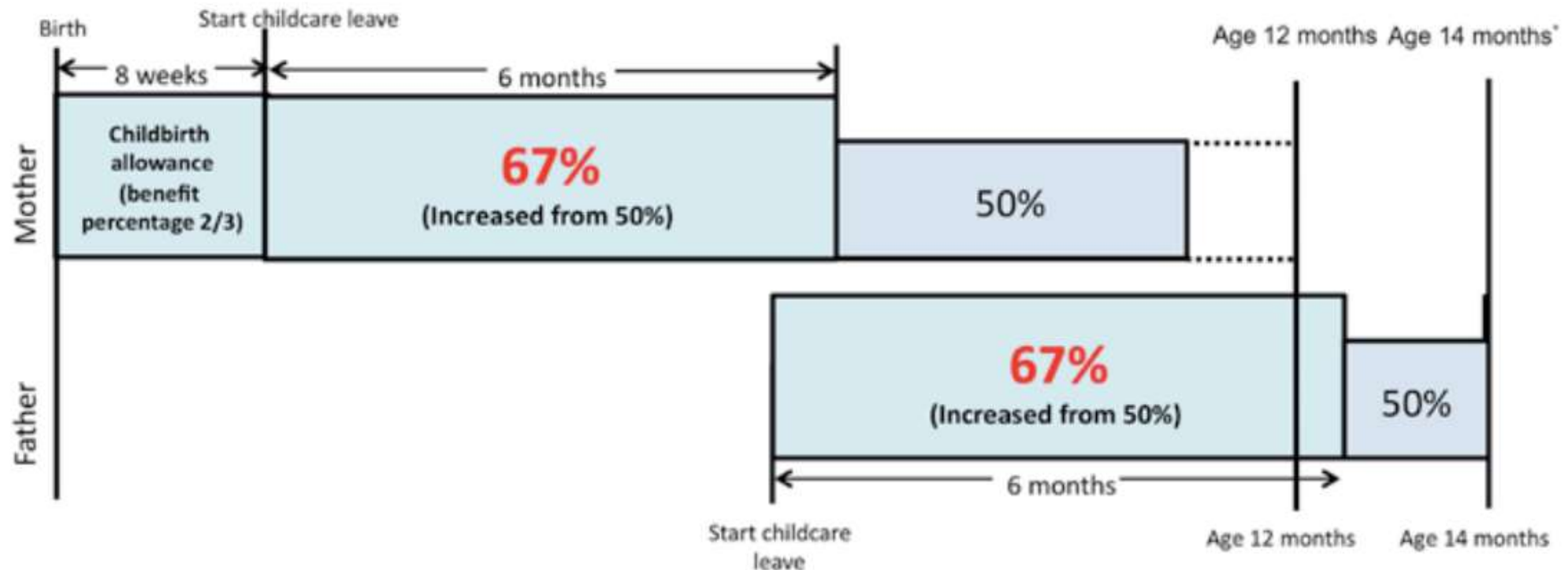


# Work-life Balance

## Childcare Leave Benefits

The Employment Insurance Act was revised to promote both men and women to take child care leave in March 2014. The childcare leave benefits were raised **from 50% to 67%** of wage at the time of leave for the first 6 months of a leave.

<Illustration of benefit assuming childcare leave is taken by both parents : Benefit percentage>



Source: CAO



# Work-life Balance

## The Act on Promotion of Women's Participation and Advancement in the Workplace

### Purpose

Valid for 10 years (to Mar. 31, 2026)

To promote female advancement in the workplace by proactively providing women with opportunities for employment and promotion, and by providing an environment that allows a work-life balance.

### Action Plans for Corporations (with more than 100 employees)

- ◆ Collect and analyze the data on issues of gender and employment  
<Examples>
  - Rates of newly hired female employees
  - Gender gap in years of continuous employment
  - Working hours
  - Rates of female managers
- ◆ Formulate and announce the “action plan by business owner” providing quantitative targets and initiatives, based on the understanding and analysis of the above data  
(Obligation to make effort towards implementing initiatives and achieving targets)
- ◆ Announce the data regarding women's participation and advancement  
(Business owners select and announce from among items established by ministerial ordinance)

\*Corporations with less than 100 employees are required to *make efforts*.

The domestic government certifies the private sector companies that excel in the above areas.



# Number of Female Employee

**From 2012 to 2018, the number of women employees increased by 2.88 million.**  
The number of women employee has been increasing for six consecutive years, while women working-age population has declined.

## Changes in the number of employee from 2012 to 2018

(10,000 people)

|              | Working-age population<br>(from Age 15 to 64) | Number of employee |              |            |
|--------------|---|--------------------|--------------|------------|
|              |   | from Age 15 to 64  | Aged 65 over | Total      |
| <b>Men</b>   | -235  | -52                | 147          | 95         |
| <b>Women</b> | -267  | <b>170</b>         | <b>119</b>   | <b>288</b> |
| <b>Total</b> | -503  | 118                | 266          | 384        |

\* As numbers less than the unit are rounded off, there are cases where the totals and breakdowns do not match.

Reference: The number of women working-age population

2012: 24.26 million people, 2013: 24.59 million people, 2014: 24.69 million people,

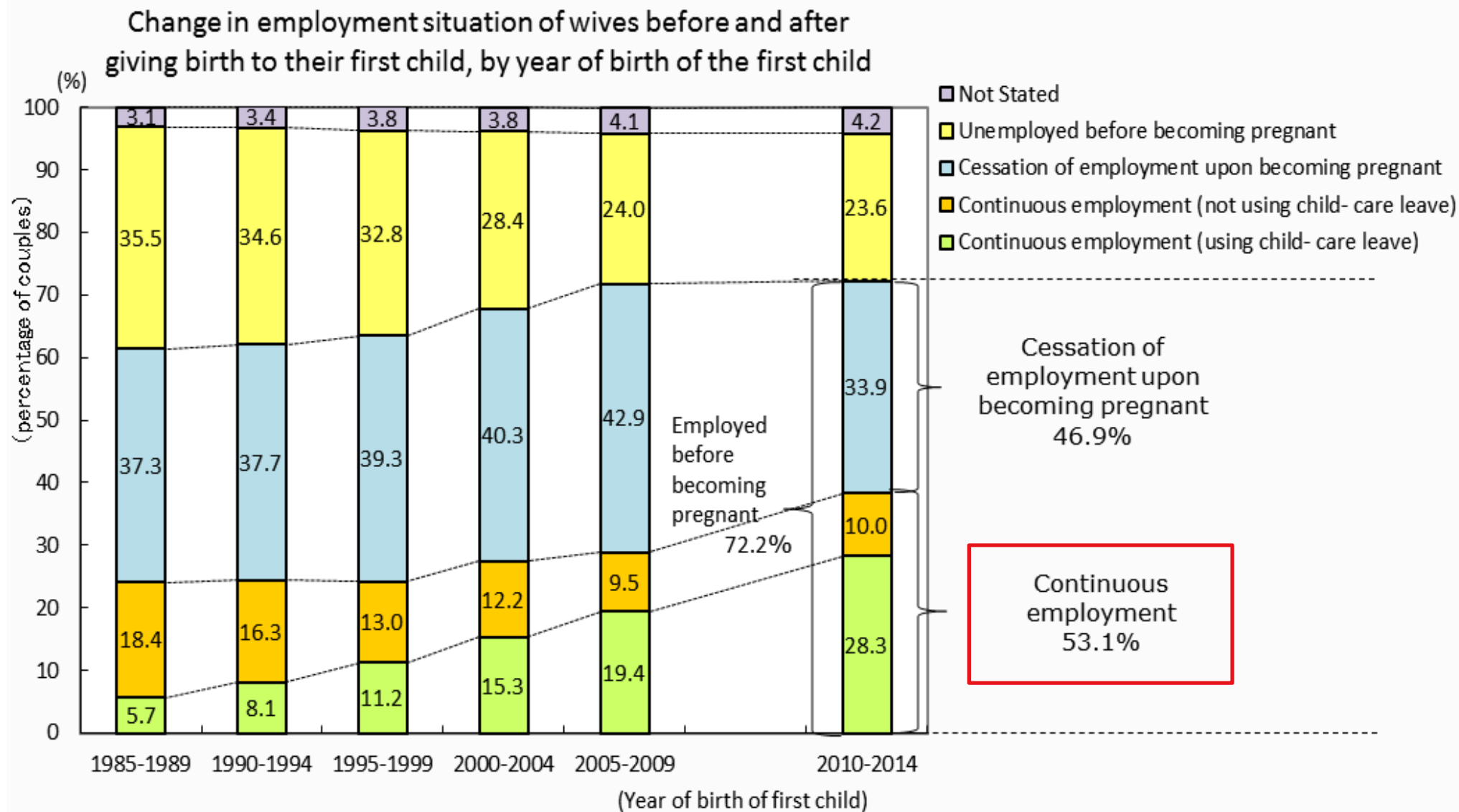
2015: 24.74 million people, 2016 25.02 million people, 2017: 25.35 million people,

2018: 25.96 million people

Source:

Created from "Labour Force Survey (Basic Tabulation)," the Ministry of Internal Affairs and Communications

# Female Employment before and after Giving Birth to Their First Child

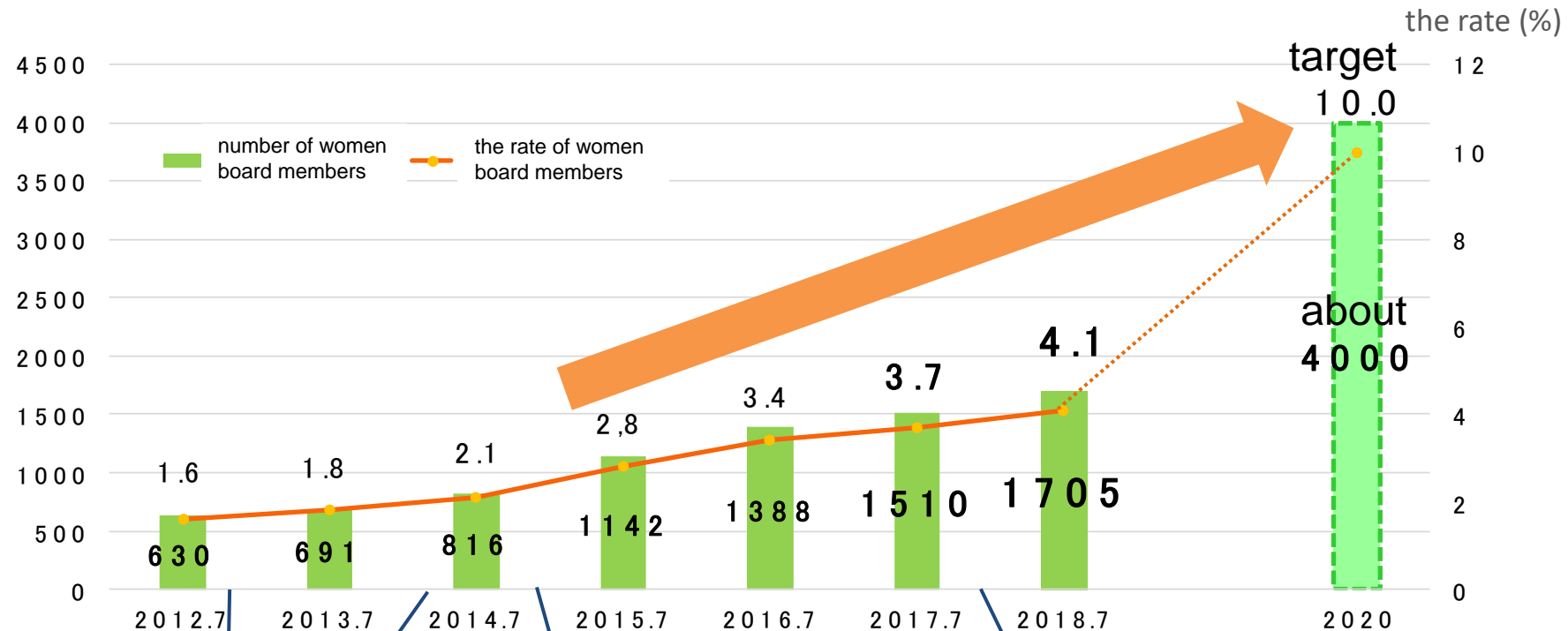


Source:

Data from the "The 15th National Fertility Survey (Survey of Married Couples)," the National Institute of Population and Social Security Research

# Increase of Female Board Members in Listed Companies

The Government has set a target to increase the proportion of women board members of listed companies to 10% by 2020.



## Prime Minister Abe made requests to the business associations.

- Promotion of disclosing the information regarding the appointment of women.
- Appointment of at least one women as a board member.
- Setting targets for appointment of women and developing an action plan for attaining the targets voluntarily by each company. etc.

“The Cabinet Office Order on Disclosure of Corporate Affairs” was revised (Mar.2015) to mandate listed companies to disclose proportion of women board members.

“Japan’s Corporate Governance Code” was revised and securing diversity including gender and international nature in the board of directors was indicated as important factor.

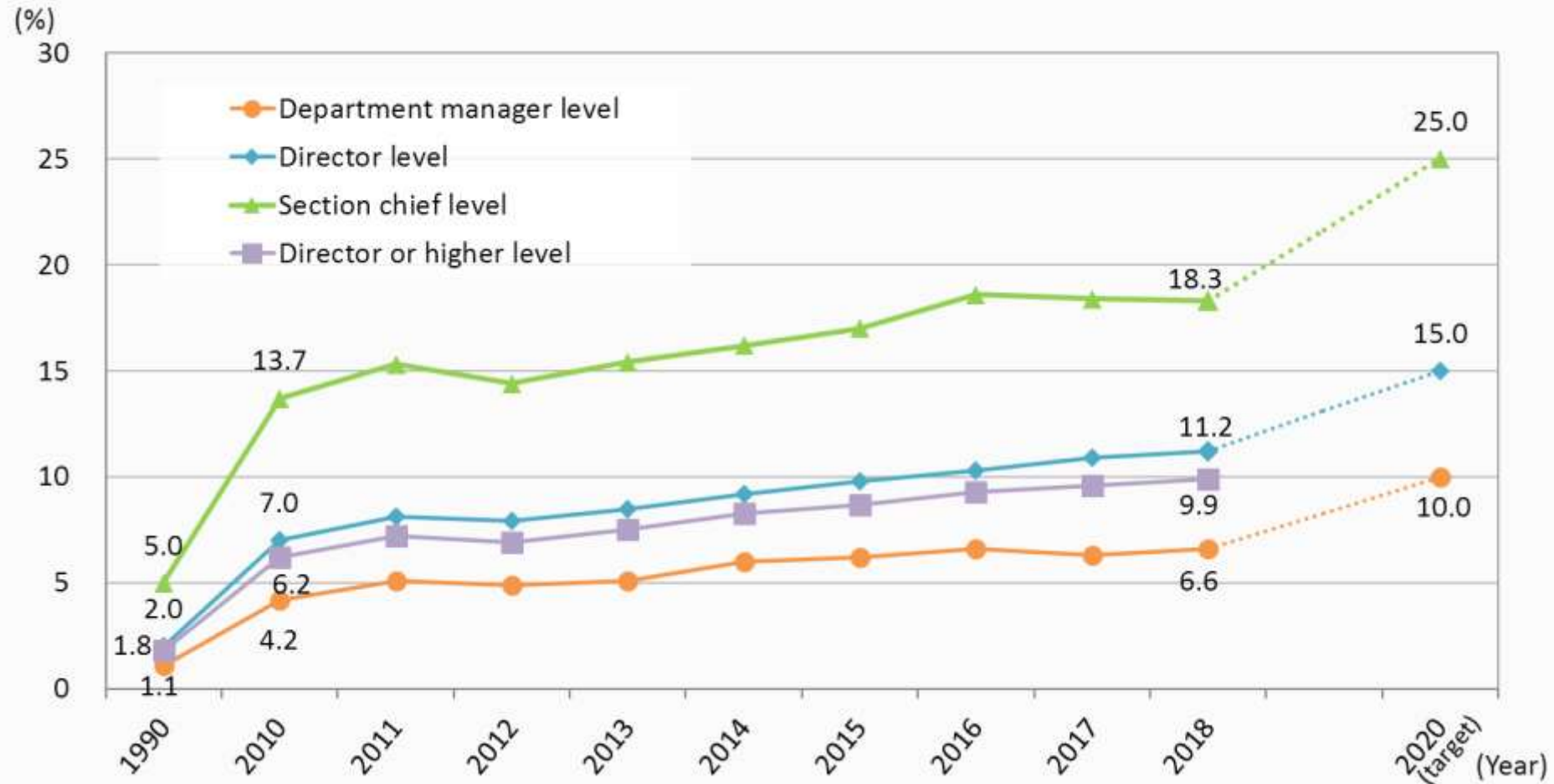
Source: Toyo Keizai “YAKUIN SHIKIHO”

(Note) Data: as of 31<sup>st</sup> July each year. Surveyed all listed companies including the JASDAQ listed companies.

“Board” means directors, auditors, representative executive officer and executive officers of the companied with nomination committee, etc.

# Increase of Female Managers in Private Corporations

The government promotes private corporations' various efforts to promote women employees to senior position toward achieving the target of increasing the share of women in management positions to approximate 15% by 2020.

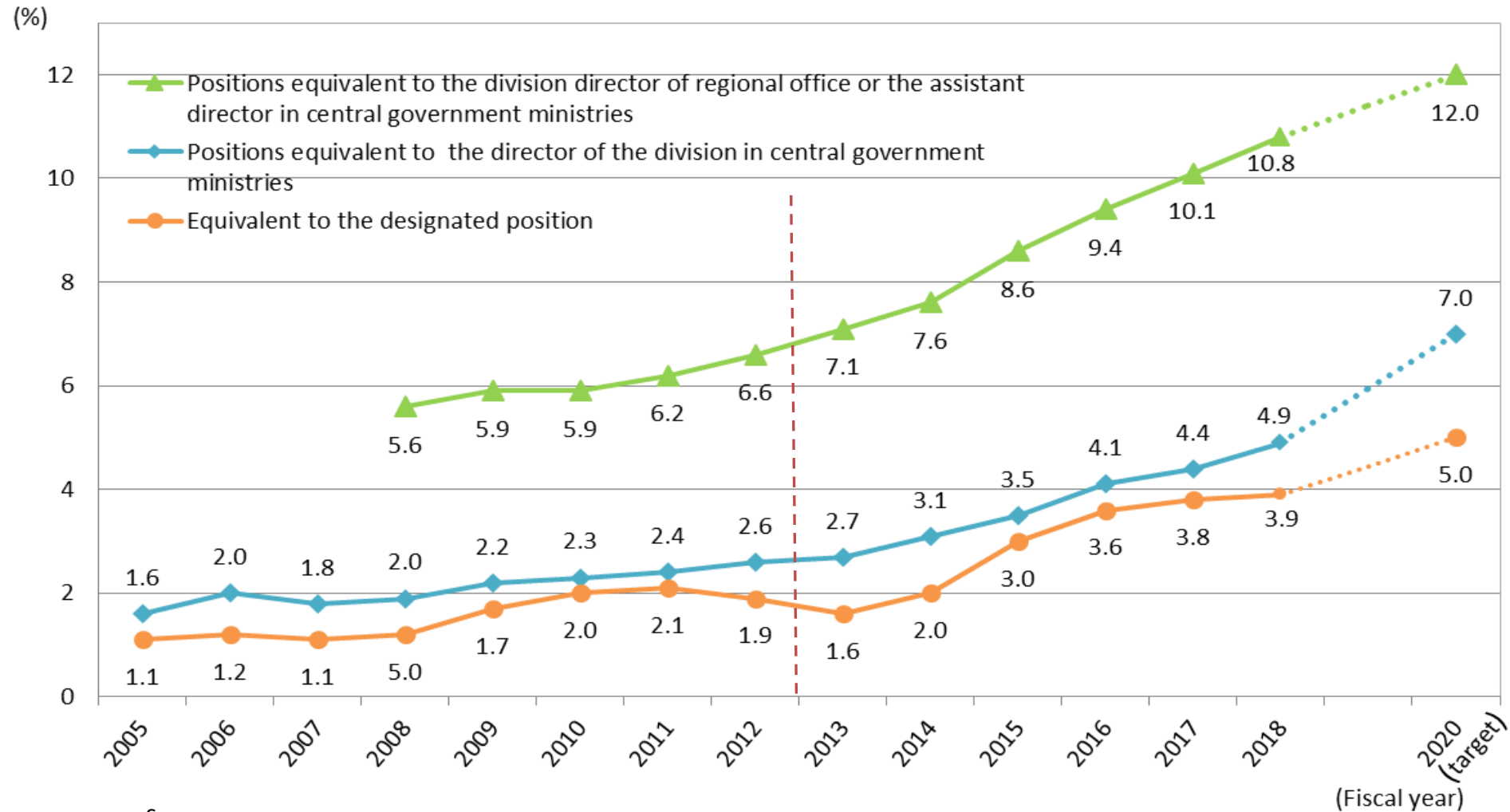


Source: "Basic Survey on Wage Structure" the Ministry of Health, Labour and Welfare

Note: All data is based on values from corporations with 100 or more employees.

# Increase of Female Public Employees in Management Positions

The proportion of women domestic public employees in managerial positions, such as positions equivalent to directors of the central government ministries, has been gradually increasing lately.

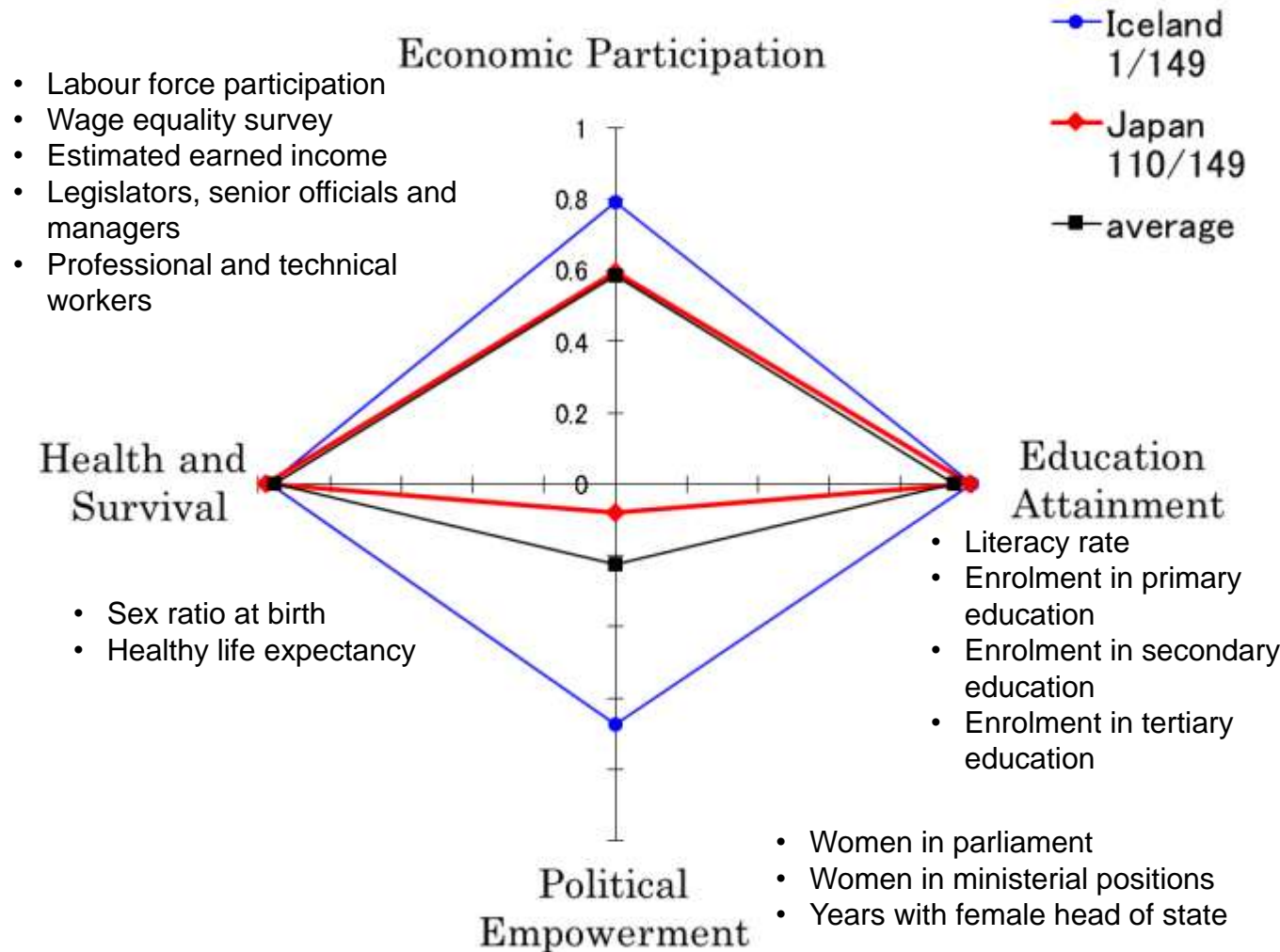


Source:

Created from "Follow-up on the state of promoting female national public employee and acquisition of child care leave of national public employee," October 2018

# Gender Gap Index 2018

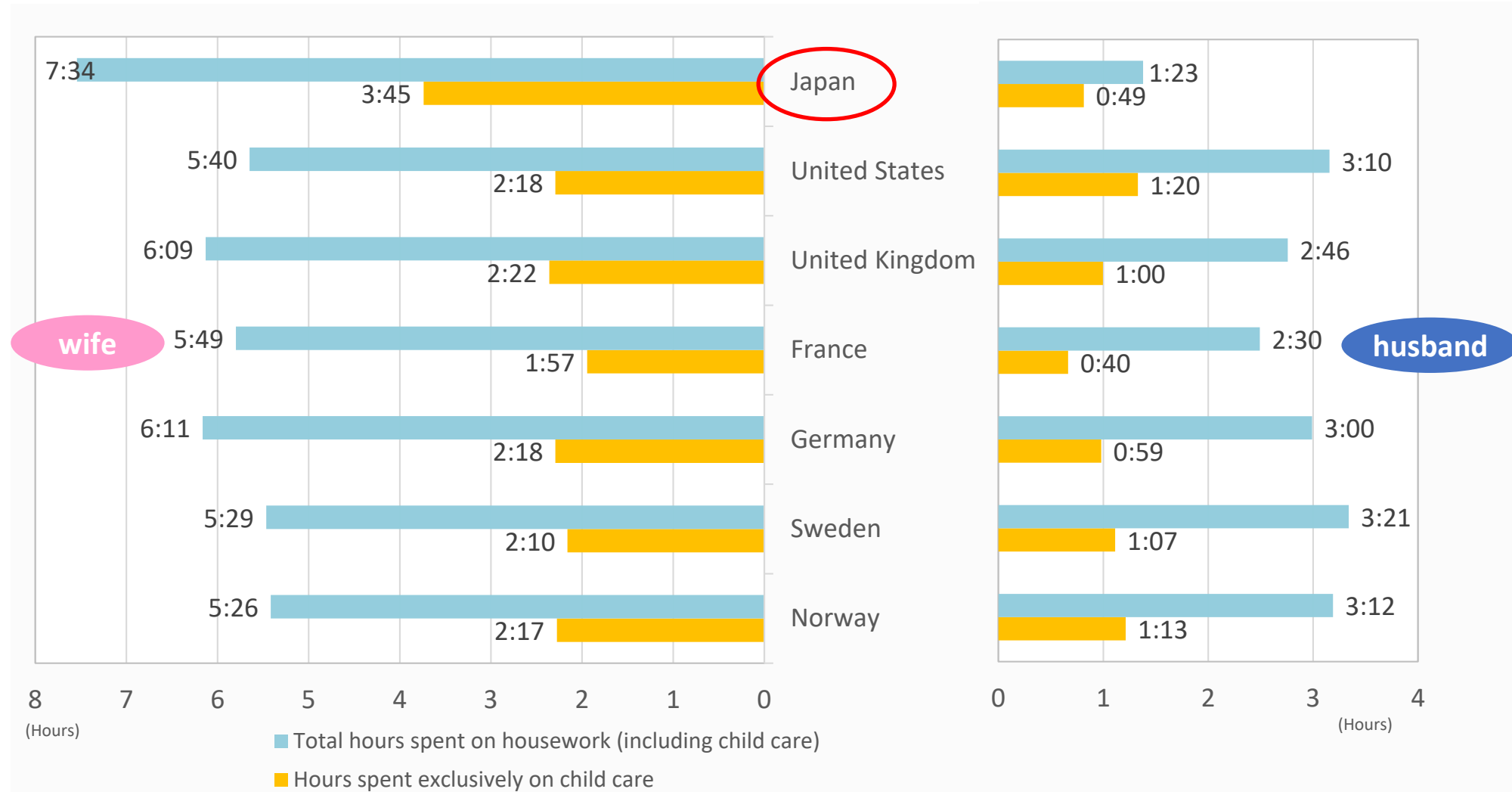
As for GGI which measured the gender gap in each economy, **Japan ranks 110th out of 149 economies.**



| Global rankings, 2018 |             |       |
|-----------------------|-------------|-------|
| Rank                  | Economy     | Score |
| 1                     | Iceland     | 0.858 |
| 2                     | Norway      | 0.835 |
| 3                     | Sweden      | 0.822 |
| 4                     | Finland     | 0.821 |
| 5                     | Nicaragua   | 0.809 |
| 6                     | Rwanda      | 0.804 |
| 7                     | New Zealand | 0.801 |
| 8                     | Philippines | 0.799 |
| ⋮                     | ⋮           | ⋮     |
| 110                   | Japan       | 0.662 |

The Gender Gap Index (GGI) measures the gap between men and women in four fundamental categories (sub indexes): Economic Participation and Opportunity, Educational Attainment, Health and Survival and Political Empowerment.

# Time Spent for Housework and Child Care by Husbands and Wives with a Child or Children under Six Years Old (per day)



note:

1. "How Europeans Spend Their Time Everyday Life of Women and Men" (2004) by Eurostat; "American Time Use Survey" (2016) by Bureau of Labor Statistics of the U.S.; and "Survey on time use and leisure activities" (2016) by the Ministry of Internal Affairs and Communications
2. The figures for Japan are the total number of hours "housework," "caring or nursing," "child care," and "shopping" conducted by husbands and wives exclusively from households that consist of a "married couple with a child or children."



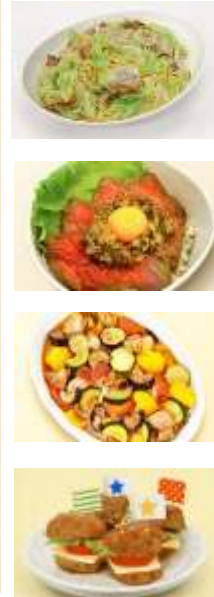
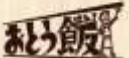
# The Get Dads Cooking campaign

The government conducts the Get Dads Cooking campaign to encourage men to take the opportunity to learn to cook as part of their housework and childcare duties.

**The Get Dads Cooking Rulebook**

- Quick
- Easy
- Use reasonable ingredients
- Use available seasonings at home
- Clean up properly after cooking

Moms, please encourage your budding Get Cooking Dads!



The Get Dads Cooking campaign



Get Dads  
Cooking ambassador  
Takahisa Ishibashi



**Supporters** Prefectural Governor / Mayors / Village head / Minister / Ambassador to Japan ※As of January 10



“Toward a Society in which All Women Shine”