Incentives and Adaptions: Retaining and Advancing Women in Workforce

Submitted by: Japan
Incentives and Adaptions:
Retaining and Advancing Women in Workforce
JAPAN

25 August 2019
Since the second Abe Cabinet, activities for women’s participation have rapidly expanded, gathering momentum, promoting collaboration and resonating both domestically and overseas.

<table>
<thead>
<tr>
<th>Japan’s efforts</th>
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<tbody>
<tr>
<td>● Prime Minister <strong>requested to the business community</strong> about the women’s empowerment. (Apr 2013)</td>
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<td>● The “<strong>Japan Revitalization Strategy – JAPAN is Back</strong>” specify women’s empowerment at the center of economic growth strategy. (June 2013)</td>
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<td>● Accelerated the <strong>establishment of childcare facilities</strong> and expanded afterschool club. (2013-)</td>
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<td>● “<strong>The Intensive Policy to Accelerate the Empowerment of Women</strong>” has been annually formulated. (2015-)</td>
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<td>● “<strong>The Act on Promotion of Female Participation and Career Advancement in the Workplace</strong>” fully entered into force. (Apr. 2016)</td>
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<td>● “<strong>The Promotion of Women’s Empowerment</strong>” was set in the agenda in the Ise-Shima Summit and all relevant ministerial meetings. (May. 2016)</td>
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<td>● <strong>World Assembly for Women (WAW!)</strong> was held five times in Tokyo. (Sep. 2014-)</td>
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<td>● “<strong>Act on Promotion of Gender Equality in the Political Field</strong>” was established. (May. 2018)</td>
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<td>● Partial Revision of “<strong>The Act on Promotion of Female Participation and Career Advancement in the Workplace</strong>” (promulgated in June 2019)</td>
</tr>
</tbody>
</table>
Childcare Centers
For Achievement of the Zero Children Waiting List

Trend of the Number of Children on Waiting List and Capacity of Nursery Schools

Source: MHLW
Childcare Centers
For Achievement of the Zero Children Waiting List

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

Securing budget for development of childcare acceptance capacity to support municipalities and eliminate waiting time for children in 2 years (the elimination to be completed for 3 years at the latest)

Advance 2 years ahead of schedule to develop acceptance capacity for approx. 320,000 children in 3 years up to the end of FY2020-

fy2013
increase of approx. 535,000 children

“Elimination-accelerating plan for waiting children” (5 years)

FY2017-end
increase of approx. 320,000 children

“Childcare security plan” (2~3 years)

FY2019 – FY2020-end

Advance 2 years

fy2022-end

Number of waiting children
19,895 children (April 2018)

Increase of approx. 535,000 children

Increase of approx. 320,000 children

Advance 2 years

Zero

80%

Female employment rate (25-44 years of age)
74.3% (2017)
Childcare Centers
For Achievement of the Zero Children Waiting List

Elimination-accelerating plan for waiting children
The Comprehensive Support System for Children and Child-rearing
Childcare security plan

Increase of 423,000 prs.
Increase of 535,000 prs.

Acceptance capacity for childcare

Female employment rate (annual average)

Number of applicants

Number of waiting children

The Comprehensive Support System for Children and Child-rearing

0% 66% 70% 74% 78% 82% 100 150 200 250 300 350 [Female employment rate (25-44 years of age)]

67.7% 69.5% 70.8% 71.6% 72.7% 74.3% 82.8%


Childcare Centers
For Achievement of the Zero Children Waiting List

Elimination-accelerating plan for waiting children
The Comprehensive Support System for Children and Child-rearing
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Acceptance capacity for childcare

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Work-life Balance
Policies around Child Care

- Confirm Pregnancy
- 6 Weeks Before Delivery
- (Expected) Delivery Date
- 8 Weeks After Delivery
- 1 Year
- 18 Months
- 2 Years
- 3 Years
- Start School

- Labor Standards Act
- Child Care and Family Care Leave Act
- Encouraged under Child Care and Family Care Leave Act

- Maternity Leave
  - Parental Leave (2 times per day, over 30 minutes each)
  - Restrictions on overtime/late-night work, underground work and dangerous and injurious work

- Paternity Leave
  - Parental leave for sick/Injured child

- Reduced Working Hours
  - (Less than 6 hours per day)

- Restriction on overtime work

- Restrictions on overtime/late night work

- Light Duty
  - Restrictions on overtime/late-night work, underground work and dangerous and injurious work

- Pre-natal Leave

- Flexible working time, and other corresponding policies measures
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.

Source: CAO
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.
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.

<table>
<thead>
<tr>
<th></th>
<th>Working-age population (from Age 15 to 64)</th>
<th>Number of employee</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>from Age 15 to 64</td>
<td>Aged 65 over</td>
<td>Total</td>
<td></td>
</tr>
<tr>
<td>Men</td>
<td>-235</td>
<td>-52</td>
<td>147</td>
<td>95</td>
<td></td>
</tr>
<tr>
<td>Women</td>
<td>-267</td>
<td>170</td>
<td>119</td>
<td>288</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>-503</td>
<td>118</td>
<td>266</td>
<td>384</td>
<td></td>
</tr>
</tbody>
</table>

* 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
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

Change in employment situation of wives before and after giving birth to their first child, by year of birth of the first child

Source:
Data from the “The 15th National Fertility Survey (Survey of Married Couples),” the National Institute of Population and Social Security Research
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 31st 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.
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.
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.

Increase of Female Public Employees in Management Positions

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

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.

Global rankings, 2018

<table>
<thead>
<tr>
<th>Rank</th>
<th>Economy</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Iceland</td>
<td>0.858</td>
</tr>
<tr>
<td>2</td>
<td>Norway</td>
<td>0.835</td>
</tr>
<tr>
<td>3</td>
<td>Sweden</td>
<td>0.822</td>
</tr>
<tr>
<td>4</td>
<td>Finland</td>
<td>0.821</td>
</tr>
<tr>
<td>5</td>
<td>Nicaragua</td>
<td>0.809</td>
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<tr>
<td>6</td>
<td>Rwanda</td>
<td>0.804</td>
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<tr>
<td>7</td>
<td>New Zealand</td>
<td>0.801</td>
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<tr>
<td>8</td>
<td>Philippines</td>
<td>0.799</td>
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<tr>
<td></td>
<td>…</td>
<td>…</td>
</tr>
<tr>
<td>110</td>
<td>Japan</td>
<td>0.662</td>
</tr>
</tbody>
</table>

Source: Created from “Global Gender Gap Report 2018,” World Economic Forum
Time Spent for Housework and Child Care by Husbands and Wives with a Child or Children under Six Years Old (per day)

Note:
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 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.

Supporters: Prefectural Governor / Mayors / Village head / Minister / Ambassador to Japan  ※As of January 10
“Toward a Society in which All Women Shine”