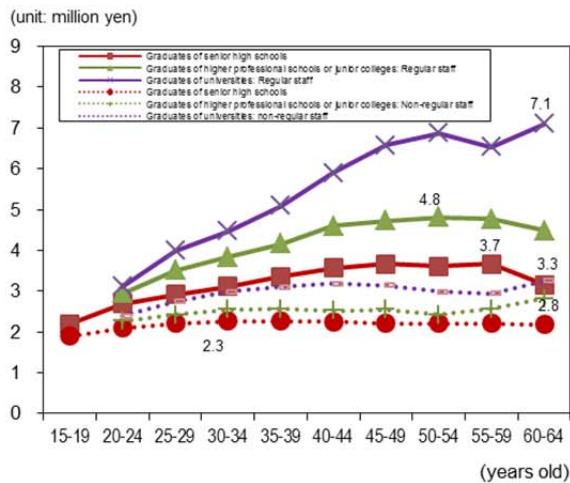
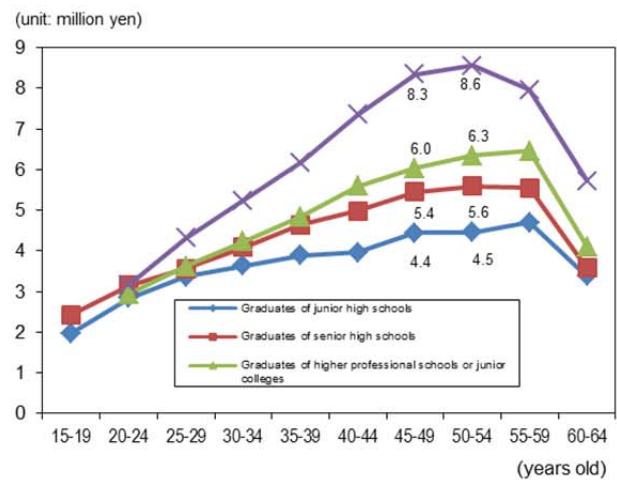


Figure 9 Average Annual Earnings by Educational Background and by Age Group (Men and Women, 2012)

a. Women's Average Annual Earnings by Educational Background, by Age Group and by Employment Type



b. Men's Average Annual Earnings by Educational Background and by Age Group



(Notes)

1. Based on "Basic Survey on Wage Structure" (2012) by the Ministry of Health, Labour and Welfare.
2. Survey on private establishments with 10 or more employees.
3. Calculated by "Contractual cash earnings" x 12 + "Annual special cash earnings".

(3) Perception of gender roles

According to the opinion survey conducted by the Cabinet Office in 2012, the ratio of those who are for the stereotyped gender role that a husband should earn living and a wife should be responsible for housekeeping (the sum of "completely agree" and "rather agree") exceeds the ratio of those who are against it (the sum of "completely disagree" and "rather disagree"). It is the first time since the start of this poll in 1979 that the rate of "agree" increased from the previous poll for both men and women.

(4) Ideal and reality of life course for women

Women's preference on ideal "life course" has not changed largely since 1997. On the other hand, in the women's own life course they are planning actually, the ratio of those expecting to be a housewife has halved from 17.7% in 1997 to 9.1% in 2010. The number of those who expect to be re-employed has also decreased. The numbers of those who expect to continue to work with/without getting married have increased.

As for the life course men expect for women, the ratio of those expecting women to be a housewife has decreased from 20.7% in 1997 to 10.9% in 2010, and the ratio of those expecting women to continue to work with getting married has grown largely.

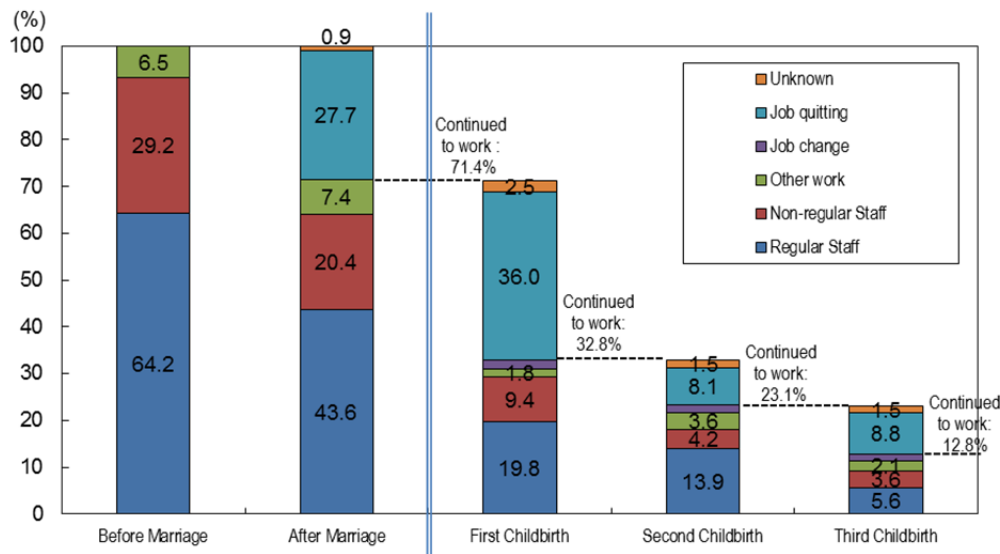
2. Women's Life Events and Employment

(1) Change of women's employment status in life events

Among women who had a job before marriage (excluding those engaged in agriculture, forestry and fishery), 27.7% discontinued their work when they got married and 36.0% did so when they gave a birth to their first child (Fig. 10).

The number of those who left the previous job for caregiving or nursing is 20,000 for men and 30,000 for women among all unemployed people (2,630,000 persons). 130,000 men and 880,000 women among 3,232,000 persons not in labour force had quit job due to caregiving or nursing.

Figure 10 Change of Women's Employment Status in Life Events (2011)



(Notes)

1. Based on "The 10th Longitudinal Survey of Adults in the 21st Century" (2011) by the Ministry of Health, Labour and Welfare
2. The number of women who were working before marriage is considered as 100%.
3. Status change on the occasion of marriage and childbirth are integrated in the graph here to see the overall tendency, though they are asked in separate questions.
4. Change of employment status on the occasion of marriage is shown based on the survey of the women who were working before marriage and got married during nine years from the first survey (2002) to 2011.
5. Change of employment status on the occasion of childbirth is shown based on the survey of couples where the wife was working before childbirth and gave birth to child(ren) in nine years from the first survey (2002) to 2011.

(2) Choice of employment type

Forty percent of female non-regular employees in the age group from 30 to 44 years old, who are at the bottom of M-shaped curve, answered that they selected to be a non-regular worker because "it is more convenient to cope with domestic duties (housework, childcare, caregiving etc.) or other activities (hobby, learning etc.)." Except for those in the latter half of their twenties, "No chance for regular employment" is not a main reason for many female employees. Not a few female employees are thought to choose non-regular employment as a flexible way of working.

Among the non-regular female employees belonging to the age groups from 25 to 34 years old, who are at the descending slope from the left peak of M-shaped curve, 35 to 40% out of those who wish to continue working desire to work as a regular employee. "Quest for higher income" and "quest for more stable status as an employee" are the most common reasons for women who wish to be a full-time worker in all age groups. Among the women belonging to the age groups from 40 to 49 years old, who are on the slope from the bottom to the right peak of M-shaped curve, "being released from housework, childcare, caregiving or other restrictions" is more common as a reason than in other age groups.

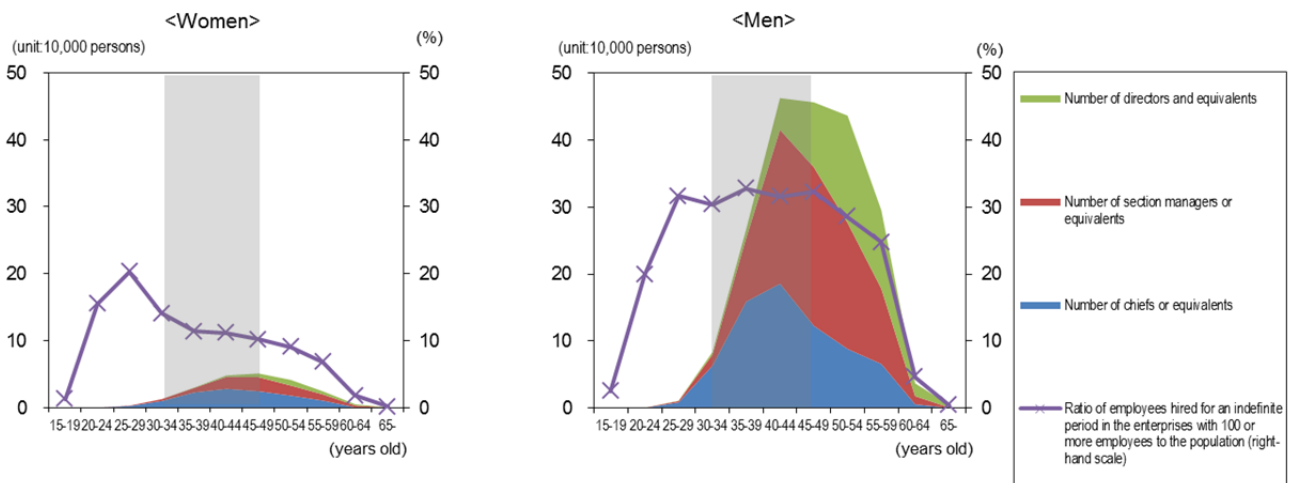
3. Women's Life Stages and Career Development

(1) Marriage, childbirth, childcare and promotion

(Synchronization of employment rate decrease and promotion increase)

Taking the rate of the number of employees for an indefinite period in companies with 100 or more employees to the whole population and drawing its graphics, the men's rate forms a trapezoid and women's shapes a mountain with the peak at the latter half of twenties. The decline of the employment rate (30 to 34 years old) and the increase of promotion to managerial position is synchronized with regard to women (Figure 11).

Figure 11 Ratio of the Number of Employees by Age Group to the Population and the Number of Managers (By Sex, 2012)



(Notes)

1. Based on "Basic Survey on Wage Structure" (2012) by the Ministry of Health, Labour and Welfare and "Labor Force Survey (Basic Tabulation)" (2012) by the Ministry of Internal Affairs and Communications
2. The numbers of workers by managerial post are tabulated for employees for an indefinite period in the enterprises with 100 or more employees.
3. Shaded area shows the age groups where the number of female managerial staff increases (30 to 49 years old).

(Perception of companies in relation to promotion of women to managers)

Among the companies with ten or more regular workers having only a few female managers (less than 10%) or having one management category without female manager, 48.9% answered "There is no female employee having necessary knowledge, experience and sense at present" as the reason.

(Employment management differentiated by career tracking)

About half of the companies with 5,000 or more employees and 45.9% of companies with 1,000 to 4,999 employees have introduced a career tracking system.

Women account for 11.6% in recruits scheduled for a main career track (2011), and the ratio of women to those currently following the main career track is 5.6%. Among the main career track employees employed ten years ago, 65.1% of women (twice the rate in case of men) have left the company already. All of the female main career track employees who had been hired ten years ago have quit already in 48.9% of companies with a career tracking system.

(2) Caregiving or nursing and assuming of executive posts

Among the companies of all business scales including small family-managed companies, women hold 23.1% of executive positions in 2012. The number of executives increases for both men and women in the latter half of their fifties. This is the age group where the number of caregivers and nursing attendants particularly increases among women.

(3) Re-learning

Re-learning is considered to provide an opportunity for a higher possibility of a career for those who are re-employed as well as for those who continue to work. Professional degrees, in law, accounting and business administration for example, are thought to be more directly linked with actual jobs in comparison with academic master degrees. The ratio of women to all new adult entrants to professional graduate school remains lower than that among the adults enrolled in master courses since 2003.

Section 4 Conditions Ensuring Active Participation of Women

1. Improvement and Utilization of Schemes

(1) Scheme for assisting childcare and caregiving

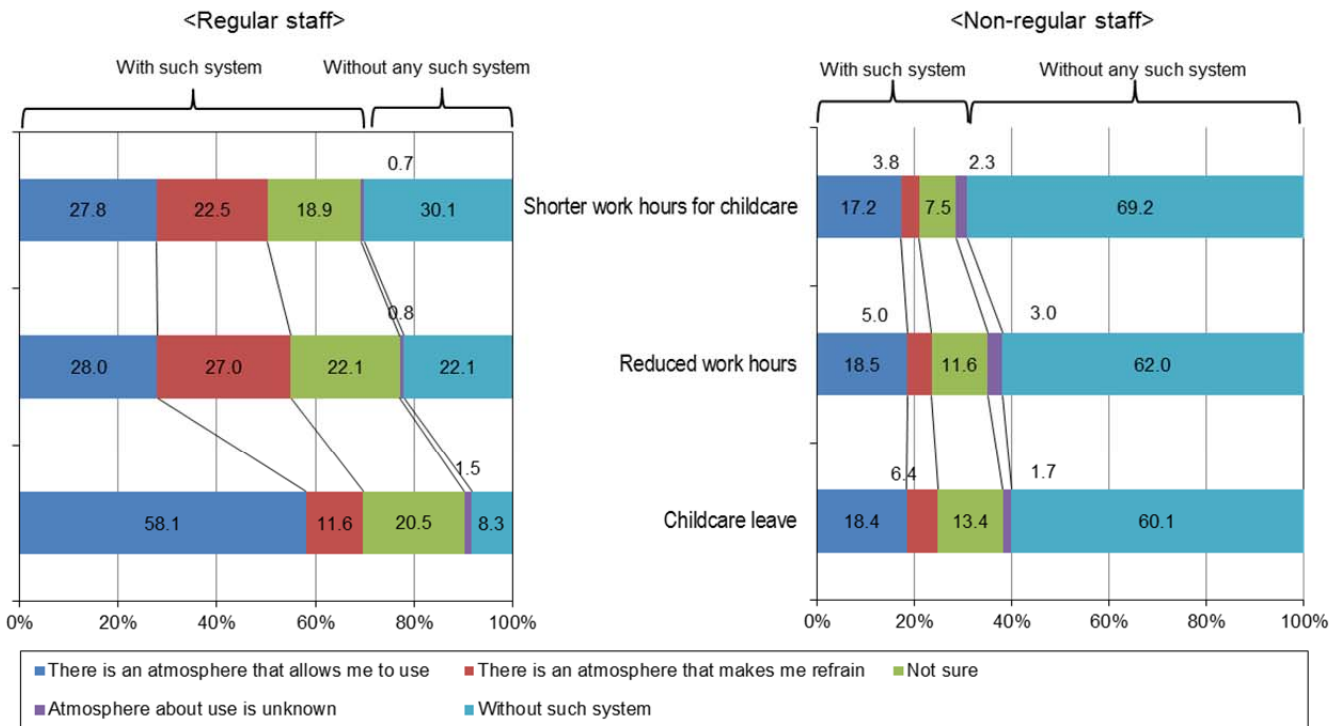
(Improvement of measures for childcare and long-term care leave)

As of October 1, 2011, 16.7% of offices with 30 to 99 employees and 40.2% of offices with 5 to 29 employees have not introduced childcare measures such as reduction of prescribed working hours. Introduction of the long-term care leave system has not progressed in small-sized offices.

(Usefulness of childcare-related measures and support by family members)

In case of regular employees, shorter working hours and working hour reduction for childcare are less available than the childcare leave in many cases. Further, slightly over 30% of regular employees answers that “there is an atmosphere that makes me refrain”. In case of non-regular employees, for whom various measures are not prepared in general, around 50% of respondents who have such measures in their workplace says that “there is atmosphere that allows me to use” (Figure 12).

Figure 12 System to Balance Work with Childcare Provided at Wife's Workplace (2011)



(Notes)

1. Based on "The 10th Longitudinal Survey of Adults in the 21st Century" (2011) by the Ministry of Health, Labour and Welfare
2. Excluding "Do not know whether there is such a system" and "Unknown (system existence)"
3. "Reduced work hours for childcare" includes flextime, earlier or later work start/work end time, and exemption of overtime work.
4. Respondents are couples with employed wives at the time of survey.

(2) Men's involvement in childcare and caregiving

(Shorter working hours for men)

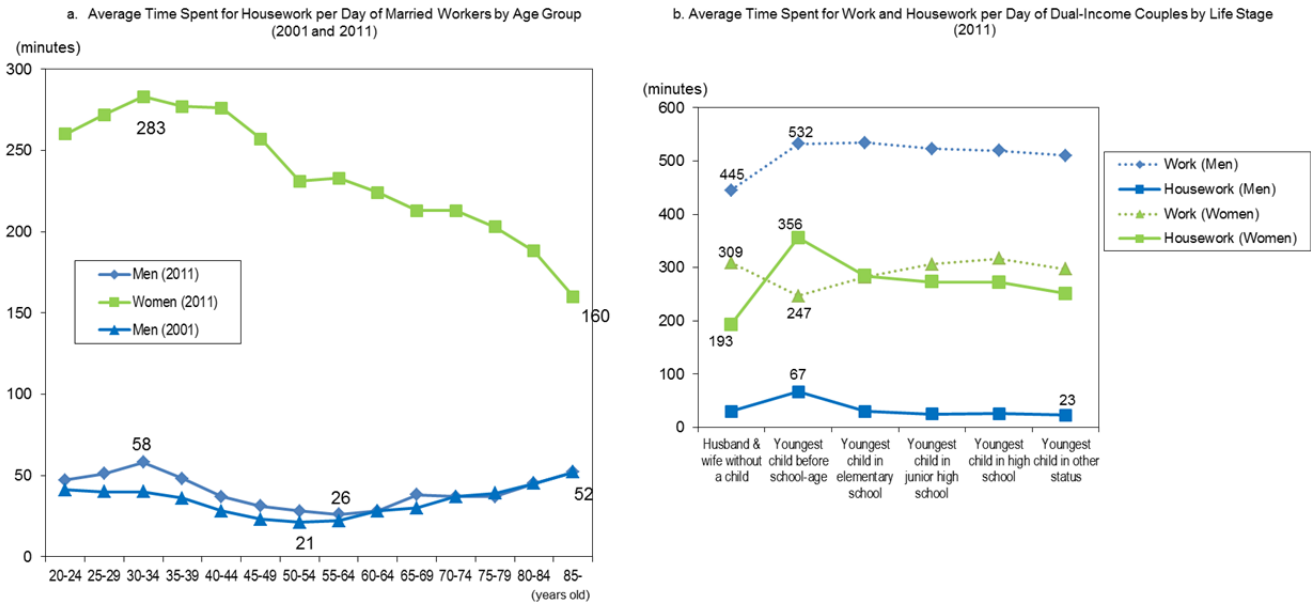
The average working hours per week for male employees becomes shorter than those of previous cohort in the same age group. The ratio of male employees who work 60 hours or more per week is lower in younger cohort.

(Change in hours spent for housework)

Average time spent for housework by married male employees has got longer from 2001 to 2011, but there is still a large difference from those spent by women (Figure 13a). A husband of a dual-income couple spends short time for housework per day on average regardless of changes in life stages corresponding to the growth of children. On the other hand, a wife of a dual-income couple spends generally longer time for housework than a husband on

average, particularly long during the period her youngest child is before school-age (Figure 13b).

Figure 13 Average Housework Hours per Day of Married Workers (By Sex)



(Notes)
 1. Based on "Survey on Time Use and Leisure Activities" (2001 and 2011) by the Ministry of Internal Affairs and Communications
 2. Work hours include those spent for commuting, work and study. Housework hours include those spent for housekeeping (cooking, cleaning, laundry, sewing, and home chores), caregiving and nursing, childcare and shopping.

(Childcare leave and long-term care leave)

The ratio of female employees taking childcare leave (including those who are applying for such leave) among women who gave childbirth is 87.8%. The ratio of male workers who take a childcare leave is only 2.6%, among which 81.3% takes less than one month.

The ratio of those who take the long-term care leave among regular employees stays at a low level, 0.22% for women and 0.08% for men.

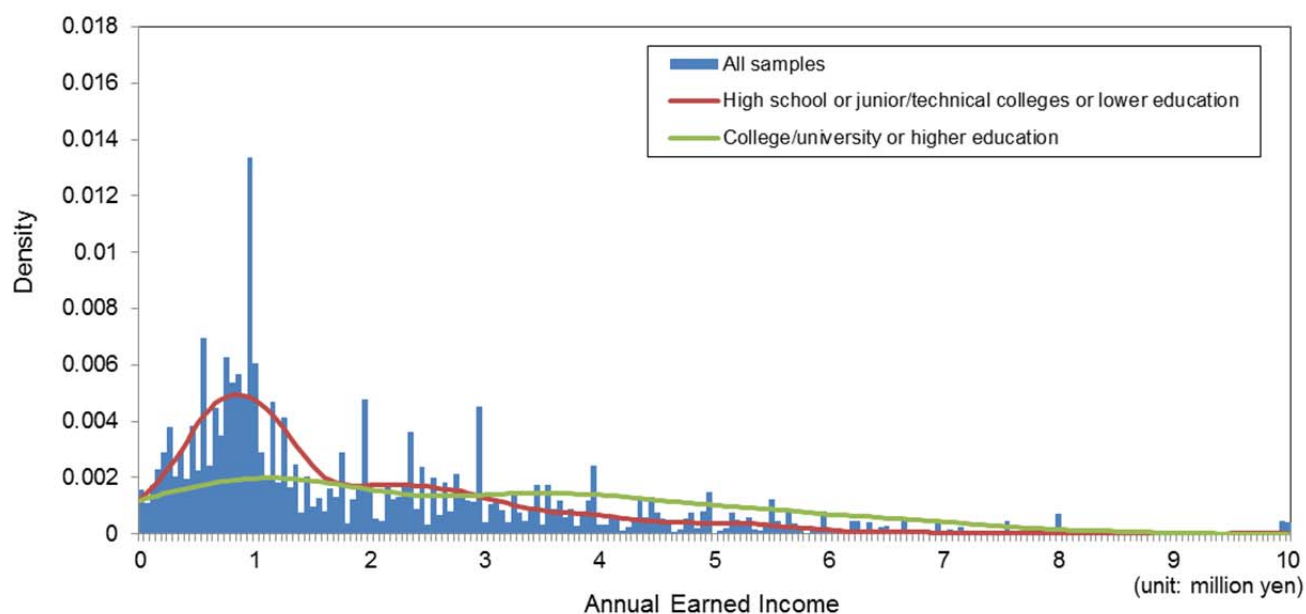
(Conditions required for men’s participation in the housework)

To the question asking what is required for men to actively participate in housework, many men and women in various age groups answered “good communications between husband and wife and among family members” and “elimination of men’s reluctance to involve in housework”. In addition, male employees (mainly those in their thirties who tend to work for long hours) answered that reduction of working hours was required.

(3) Influence of tax system and social security system

Looking at the distribution of annual earned income of married women, the peak is observed around one million yen in each age group. With regard to women who graduated from university or higher educational institution, the annual earned income does not converge on a particular amount. The peak at around one million yen is observed for women with educational background below university in all age groups (Figure 14).

Figure 14 Distribution of Annual Earned Income of Married Women at the Age of 30 to 39 (2010)



(Notes)

1. Prepared according to special tabulation by the Committee on Quantitative Analysis of Gender Equality Policies in the Gender Equality Bureau, Cabinet Office, based on "Comprehensive Survey of Living Conditions" (2010) by the Ministry of Health, Labour and Welfare.
2. Graphs by educational background are based on Kernel density estimation using Epanechnikov function.
3. The histogram width indicates 50,000 yen. Those with annual earned income of 10 million yen or more are summed up.

2. Flexible work style

(1) Self-employed workers and entrepreneurs

For both men and women, the ratio of self-employed workers to the population is higher at older ages. An M-shaped curve is not observed even for women.

The number of newly created employments and lost employments is larger for men, but the ratio of newly created employments and lost employments is higher in the businesses owned by women rather than those owned by men. Restaurants are the most popular industry both for men and women to start new businesses. Other industries after restaurants are different between men and women. Medical businesses and food retailers represent the second and third largest number of individual businesses established by men, while laundries, barbers, beauty salons, bathhouses, and other education and learning support businesses are established by many women.

(2) Telework

(Introduction by companies)

Only 13.5% of companies have already introduced telework or have a specific plan to introduce. Judging from the number of employees, larger companies are more active. Nearly half of the companies with 5,000 or more employees have already introduced or are planning to introduce telework specifically.

Companies yet to introduce, which account for 86% in all companies, answered that they did not have any job suitable for telework as the strongest reason why they had not introduced it.

(Teleworkers)

In 2011, the number of teleworkers at home is supposed to be about 4.9 million people in total both as employees and as self-employed workers. They represent 7.5% of all workers.

About 30% of self-employed teleworkers in a narrow sense and slightly below 40% of employed teleworkers in a narrow sense consider that telework is advantageous to cope with work and childcare or caregiving. On the other hand, slightly below 20% of self-employed teleworkers in a narrow sense and slightly below 30% of employed teleworkers in a narrow sense consider that the efficiency and productivity of labour is reduced if they work while taking care of their children or family members.

Section 5 Toward Active Participation of Women

1. Latest Trends of Related Measures in Foreign Countries

(Promotion of women's active participation by means of information disclosure by companies)

Several countries have mechanisms to promote women's active participation in businesses by obliging companies to report female workers' status to administrative authorities (Korea and Australia) or to disclose to the capital market from the viewpoint of corporate governance (U.K. etc.).

(Assuring diversity at the board of executives)

Recently, in comparison with homogeneous executive boards, heterogeneous ones with members with various backgrounds are believed to be better at accepting diversified values, more responsive to changes in the market and more resistant to risks. Having women on boards is one of the measures to assure diversity. In many European countries, legislation on quota is introduced to oblige companies to have female executives at a certain percentage of the board members.

(Support by means of incentive to corporations)

To promote activities of the companies which are positive for more active participation of women, some governments grant subsidies or tax preference (U.K., Germany etc.), or give priority to small-scale companies managed by women as the source of public procurement (U.S. etc.).

2. Updates of Approaches and Discussion in Japan

(Third Basic Plan for Gender Equality)

Basic policies in the Third Basic Plan for Gender Equality enhance expectation and the need for women to exercise their ability from both qualitative and quantitative aspects, not only to cope with the decrease of the working population in the aging society with a low birth rate, but also to create new values in globalization and diversified consumers' needs.

(Action plan for "Revitalization of Economy through Promotion of Women" and related approaches)

In May 2012, a ministerial conference was set up to facilitate economy revitalization through women's active participation focusing on possible approaches to be specified and promoted. In June, "Action Plan for Economy Revitalization through the Promotion of Women – A Grand Strategy for Working Nadeshiko –" was compiled. This action plan was reflected to the "Strategy for the Rebirth of Japan" adopted as a cabinet decision in July and examination was started immediately.

(New measures to accelerate women's active participation)

The second Abe cabinet recognizes that the utilization of women's force and promotion of women's participation in the society are indispensable to get back Japan's strong economy. In order to build a country where all women sparkle from being confident and proud of their way of life, the cabinet promoted compilation of specific measures to be included in the growth strategy. The cabinet held "Forum for Promoting Active Participation by Young People and Women", in and outside Tokyo, to collect a broad range of opinions.

On April 19, 2013, the Prime Minister said that it was important to establish a society where work and childcare are balanced both for men and women and requested industries to promote women's active participation. Then he made a speech saying that women's active participation would make up the core of his growth strategy and introduced specific approaches: plans to accelerate the elimination of childcare waiting to be able to enter childcare facilities, support for women's return to workplace after they devoted themselves to childcare, and support for their re-employment or start of their own business after spending years for childcare.

Following the announcement of these government policy principles by the Prime Minister, related measures to promote women's active participation have implemented starting with what can be introduced immediately. In the meantime, conventional measures are enhanced or accelerated, and new approaches are taking shapes.

In order to contribute to the examination of growth strategy at Industrial Competitiveness Council, the Forum for Promoting Active Participation by Young People and Women concluded discussions at its eighth meeting on May 19, 2013. The forum compiled a proposal containing specific measures for drastic solutions to the problems Japan is facing from three viewpoints: (a) Granting incentive, etc. to businesses that strive to support promotion of women's participation and balancing work and childcare, etc., (b) Support for participation that corresponds to women's life stages and (c) Creation of an environment in which both men and women can balance work with childcare and their daily lives.

3 Challenges to be Solved and Approaches to be Taken

(1) Problems in relation to promotion of women's active participation

(Difficulty for women to continue working)

Employees' position and wage tend to be closely linked with their career and skill that formed through continuous work experience. It is not easy for a female employee to continue working in the current situation where employees have to work for long hour and childcare, caregiving and housework are mostly performed by women. With low level of labour mobility at present, women, who spent some years for childcare, often restarts working as a non-regular employee – the status with a flexible work shift but unstable and less-paid than a regular employee. Demand for nursery care has been increasing and is anticipated to reach a peak at the end of FY 2017. In urban areas, in particular, the capacity is not sufficient both qualitatively and quantitatively and the waiting list for nursery service is getting longer. As the society get aged further, how to coordinate women's work and caregiving will be more critical if role sharing by gender remains unchanged.

(Women's participation in the decision making process stagnated)

Fewer women become regular employees than men immediately after graduation from school. Female candidates for manager, who are mostly regular employees, are small in number. Since career and skill formation are prerequisites to be promoted to a manager, a female employee who discontinued working due to childbirth, childcare etc. is to experience disadvantage compared with men, who generally continue working. Under the review criteria based on long working hours, it could be difficult for women during the childcare period to be evaluated appropriately. Working mothers with a small child, who go home after working intensively for a limited time, are hardly appreciated when compared with male employees who are at the workplace for long hours while leaving housework to their spouse. A woman may quit job and suspend her carrier and skill formation, or may continue to work while caring her family. For either case, the conditions are not favorable enough for women to participate in the decision making process as a manager or executive.

(Education and starting of business for women)

Education is the basis for the acquirement of knowledge and skills for life, and it is one of the keys for men and women to continue to be active at all life stages. If a company tries to hire female engineers, it may face difficulty in recruiting new graduates because few women are studying science and engineering at colleges, universities, graduate schools or the like. The ratio of non-regular employment among women is higher than that among men even in the case of new graduates in their twenties. Considering that non-regular employees often have disadvantages in career formation and skill development in comparison with regular employees, women's high ratio of non-regular employees will broadly influence employment, position, wage, asset formation and many other factors throughout their lives. Starting business is one of the ways of working. Women are expected to promote growth of business or innovation of the society with their original viewpoint, and thereby facilitate recovery in the areas affected by the Great East Japan Earthquake. On the other hand, when women with little work experience plan to start business, problems in fund-raising and management know-how may be more serious than men.

(Problems in voluntary approaches by companies)

When considering a severe management conditions that businesses are experiencing in and out of Japan, companies which make the best use of diverse human resources including women are believed to be more successful in the medium to long term than those which cannot do so. However, various costs will be temporarily required in many cases to develop a system to promote women's active participation and improve the workplace environment. It is necessary therefore to convince stakeholders that promoting women's active participation can have preferable effects on their businesses and workplaces.

(2) Direction of future approaches to promote women's active participation

In order to overcome problems women are facing and thereby revitalize Japan's economy, it is essential to implement measures dealing with problems in each life stage of women and to urge companies to take approaches actively.

When compared with men, women's ways of working vary at each life stage. So as to enable them to select their own way of life and career course, it is important to promote career education from the viewpoint of gender equality and strengthen supports for female junior or senior high school students who want to study science and engineering. Helping women's career development after graduation will also be required.

When women are in the period of marriage, childbirth and childcare, it is important to assist them so that they can pursue both career/skill development and childcare. At that time, it is also indispensable to promote a good work-life balance through suppression of long working hours and review of working style, which are fundamental and common both to men and women in order to coordinate work and daily life at home. Now both men and women are required to reduce total working hours, and improve productivity per hour by utilizing various life experiences and knowledge acquired outside office. In such circumstances, the women's way of working should be highly evaluated, since they are making efforts to improve the work productivity within a limited time while being engaged in childcare. Bipolarization between regular and non-regular employment should be reviewed in order to enable individuals to take an active role in the society in accord with their conditions. "Diversified regular employee" focusing on job duty should be spread and promoted, and the labour market should be reformed to allow non-regular employees to lead a stable life based on his/her own career and vocational ability even after a job change.

For women who have discontinued work during the period of childbirth and childcare, supports should be provided, effective recurrent education for example, that help them to catch up on work experience and to fill the gap between companies' need and women's knowledge and skill. Assistance for women who plan new businesses or agricultural management is also required.

Further, policies should be implemented to support companies that promote women's active participation and assist female workers in harmonizing work and childcare. It is also important to work with businesses in order to have more women in management and to promote disclosure of related information.

When designing measures above, attentions should be paid for the conditions small- and medium-sized enterprises are facing in terms of management and for people in need of special care such as single mothers. Public sectors are requested to lead private companies in promoting women's active participation

At the same time, various factors should be taken into account that affect the work style of men and women such as practices at workplaces, people's way of thinking including stereotyped gender roles and social system, in order to improve the environment for women to exercise their ability in the field of economy.

4. Conclusion

With women's active participation as a driving force of growth proceeds, positions and roles of men and women will change.

Such change is counted as a process toward a gender-equal society where both men and women can actively participate in any field corresponding to their wishes. It is what we need to experience as well to make an enriched individual life reality.

With achieving a sustainable economic growth, we must aim to construct a society where men and women or all people have opportunities to challenge and can actively participate at workplace, at home and in the local society.