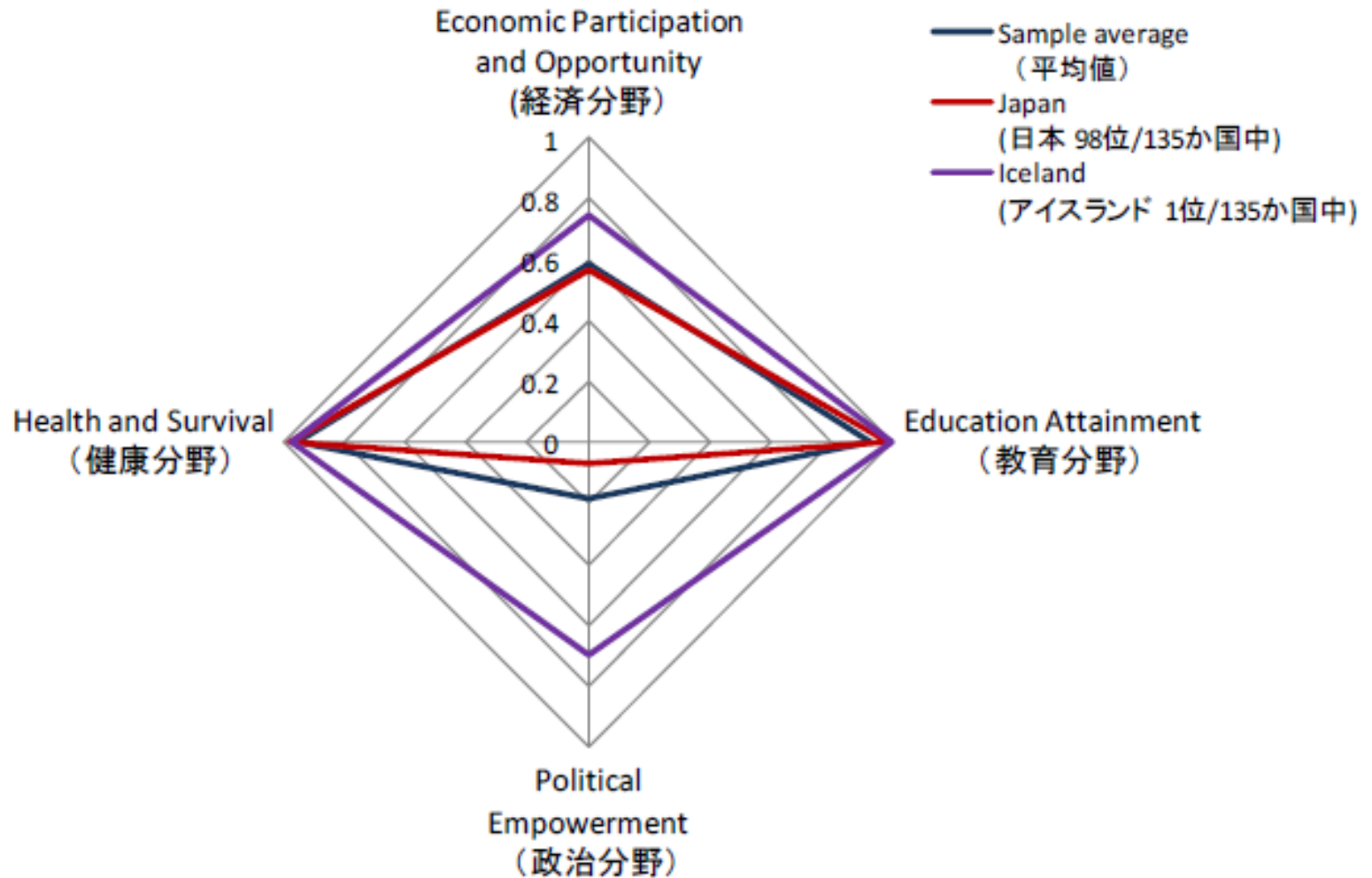


How Abenomics shortchanges Womenomics

Japan Women's University

Machiko Osawa, Ph.D

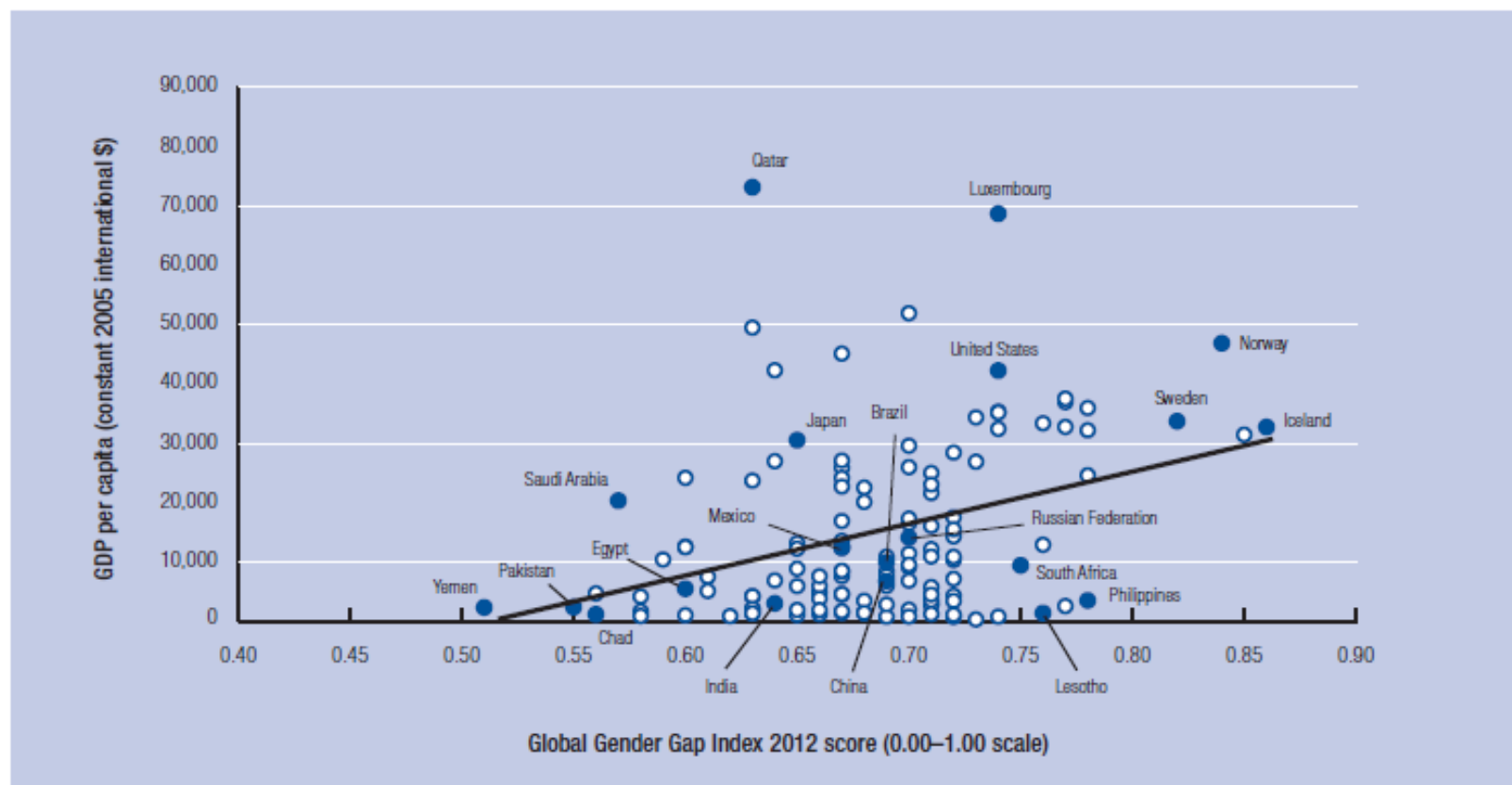
Index of gender gap 2011



資料：世界経済フォーラム “The Global Gender Gap Report 2011” より作成。

Smaller the gender gap, higher GDP per capita

Figure 8: Relationship between GDP per capita and the Global Gender Gap Index 2012 scores



Source: Global Gender Gap Index 2012 and the World Bank's *World Development Indicators (WDI)* online database 2011, accessed June 2012.

Note: The Global Gender Gap Index has been truncated to enhance readability.

(出典) WORLD ECONOMIC FORUM「The Global Gender Gap Report 2012」

Law to promote women in workplace

2016.4.1

- Business with over 300 employees, central and local government are required to set public numerical targets for the employment and promotion to managerial positions of women.

Three Issues to overcome

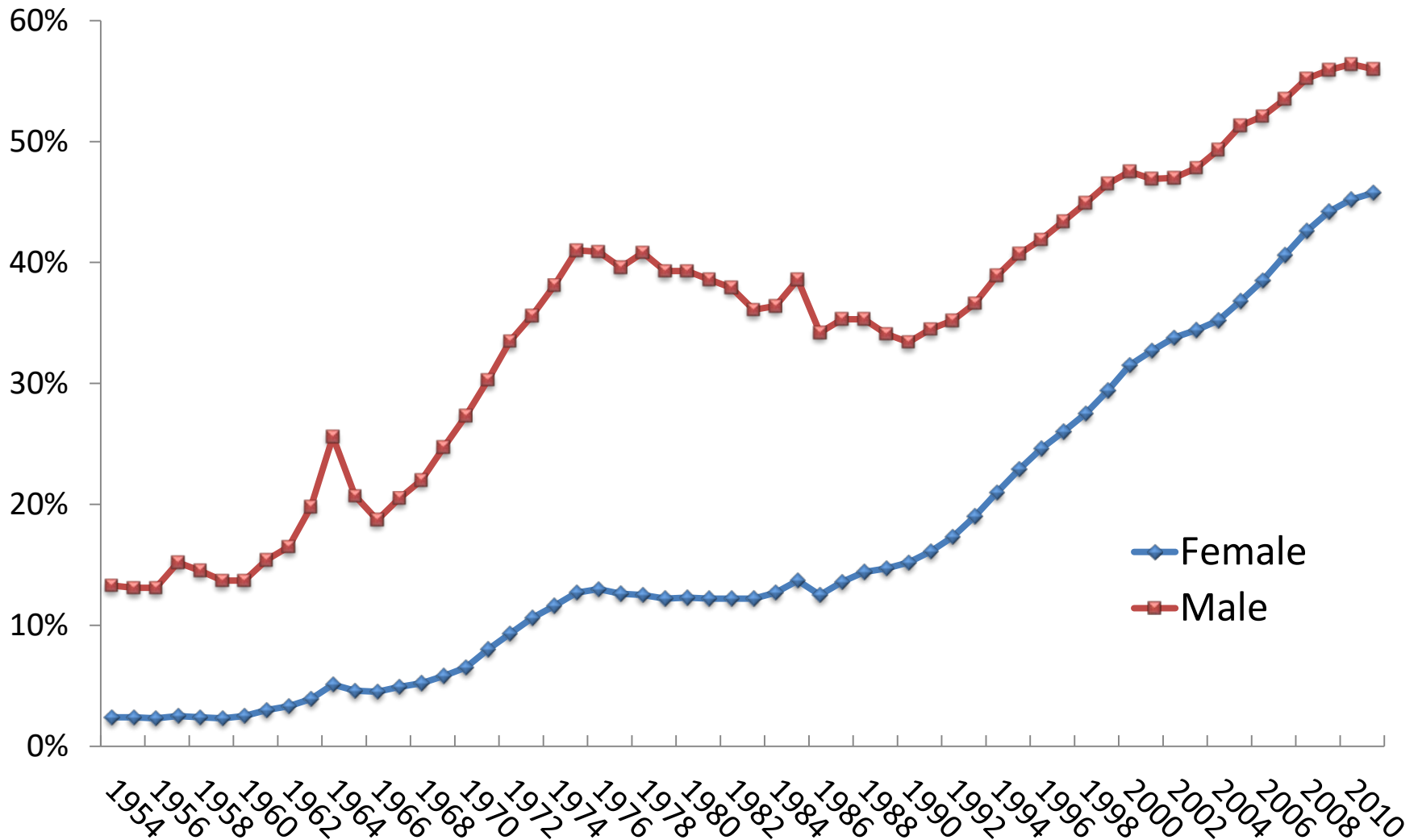
(1) Waste of Female Talents

(2) Fertility Decline

(3) Increasing Income Gap

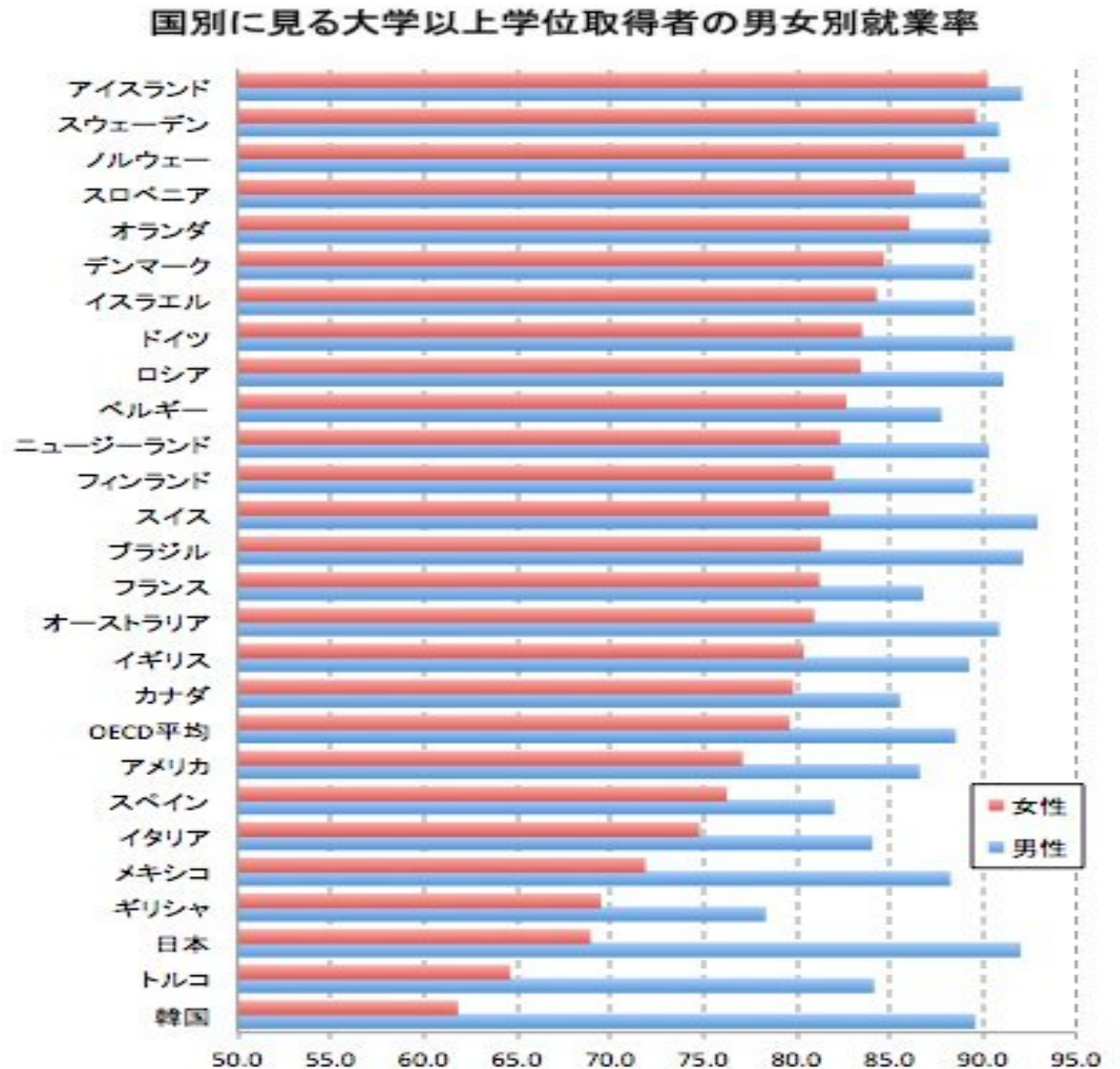
→ These phenomena are closely related to and rooted in Japan's Male Bread-winner ideology

Trends in Male and Female College Enrollment Rates (1954-2011)

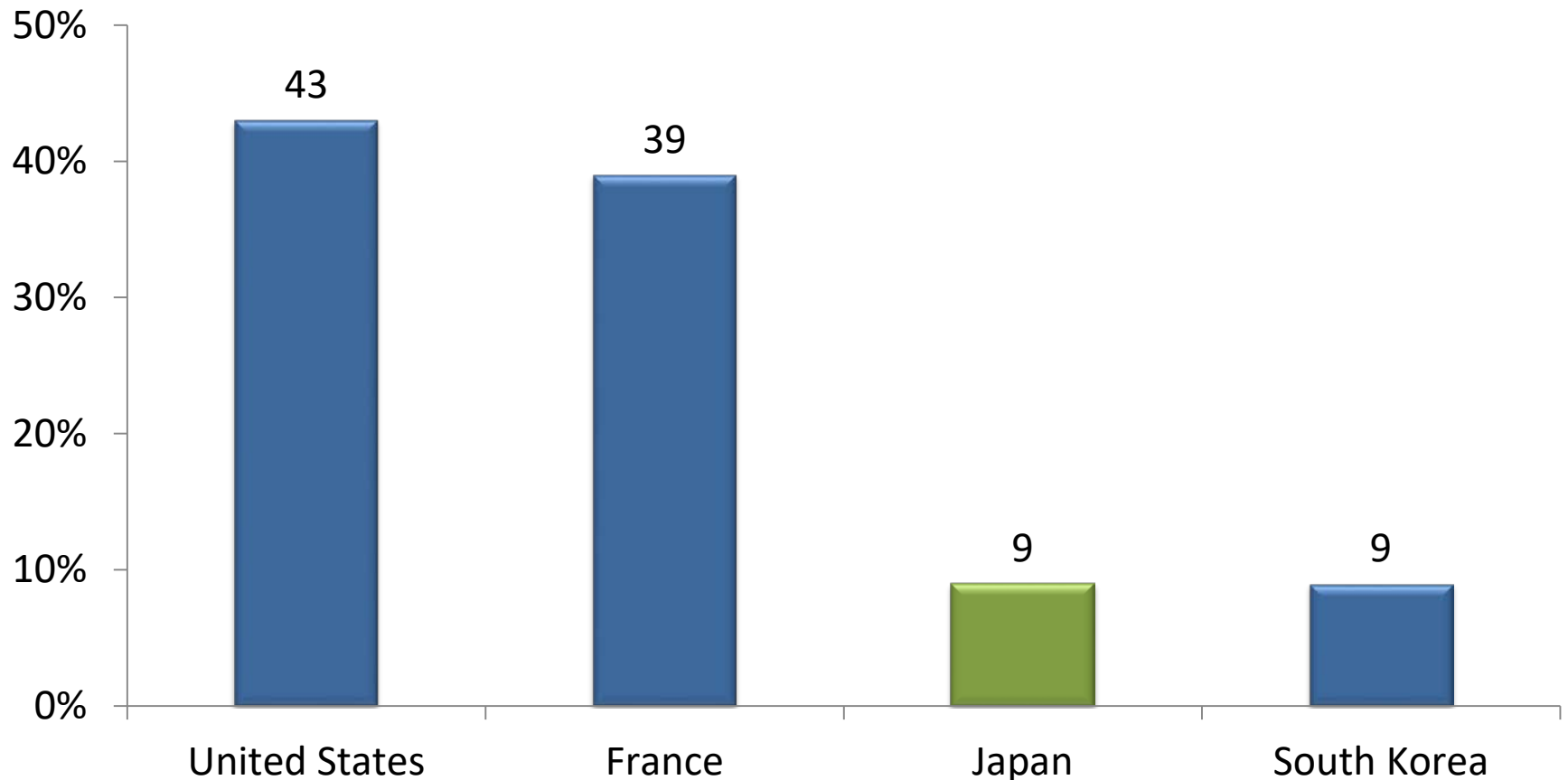


※Source: MEXT, “Basic School Survey”

Gender gap of employment among college graduates

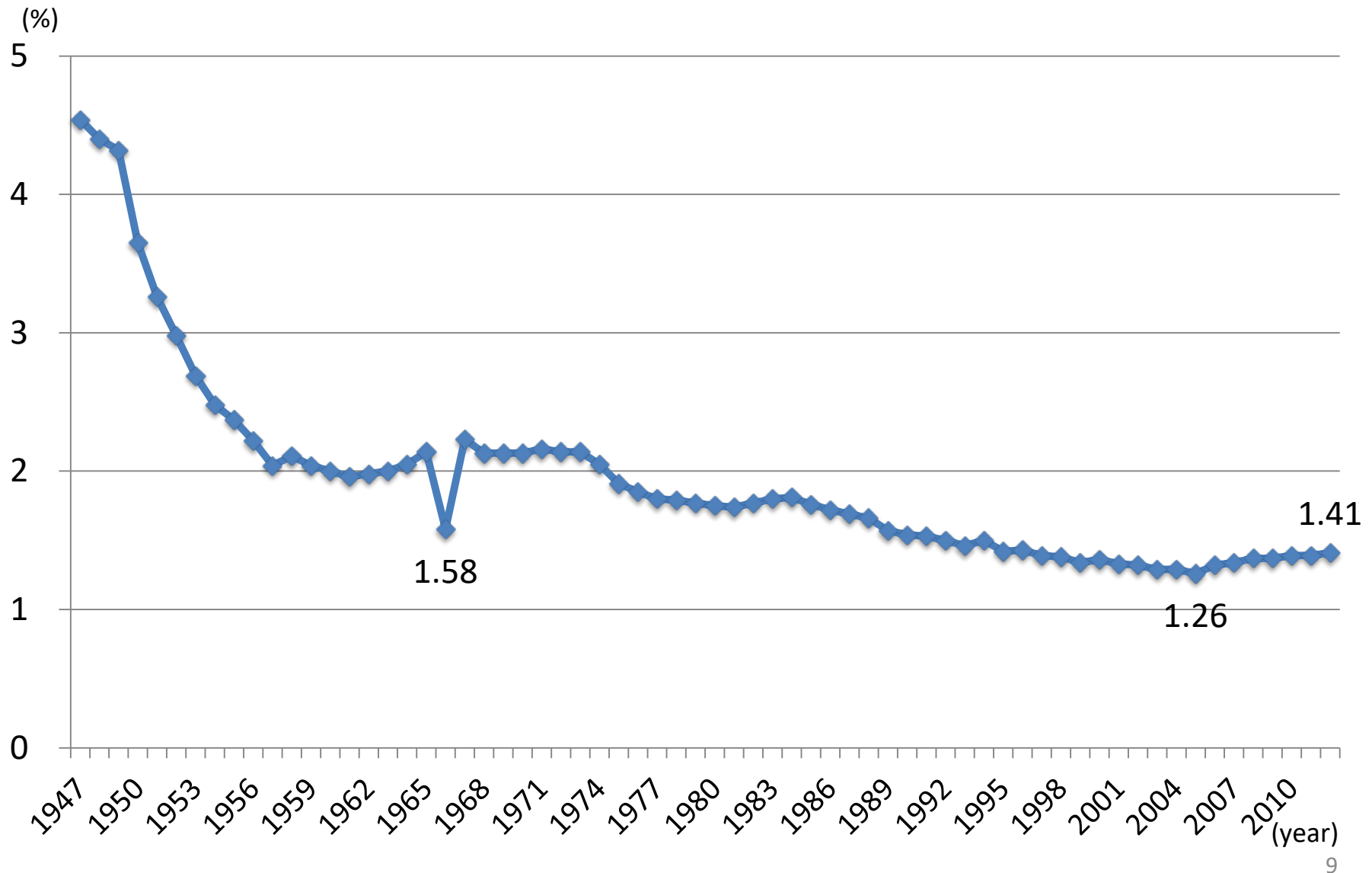


International Comparison of Proportion of Managerial Positions Held by Women: U.S., France Japan and South Korea

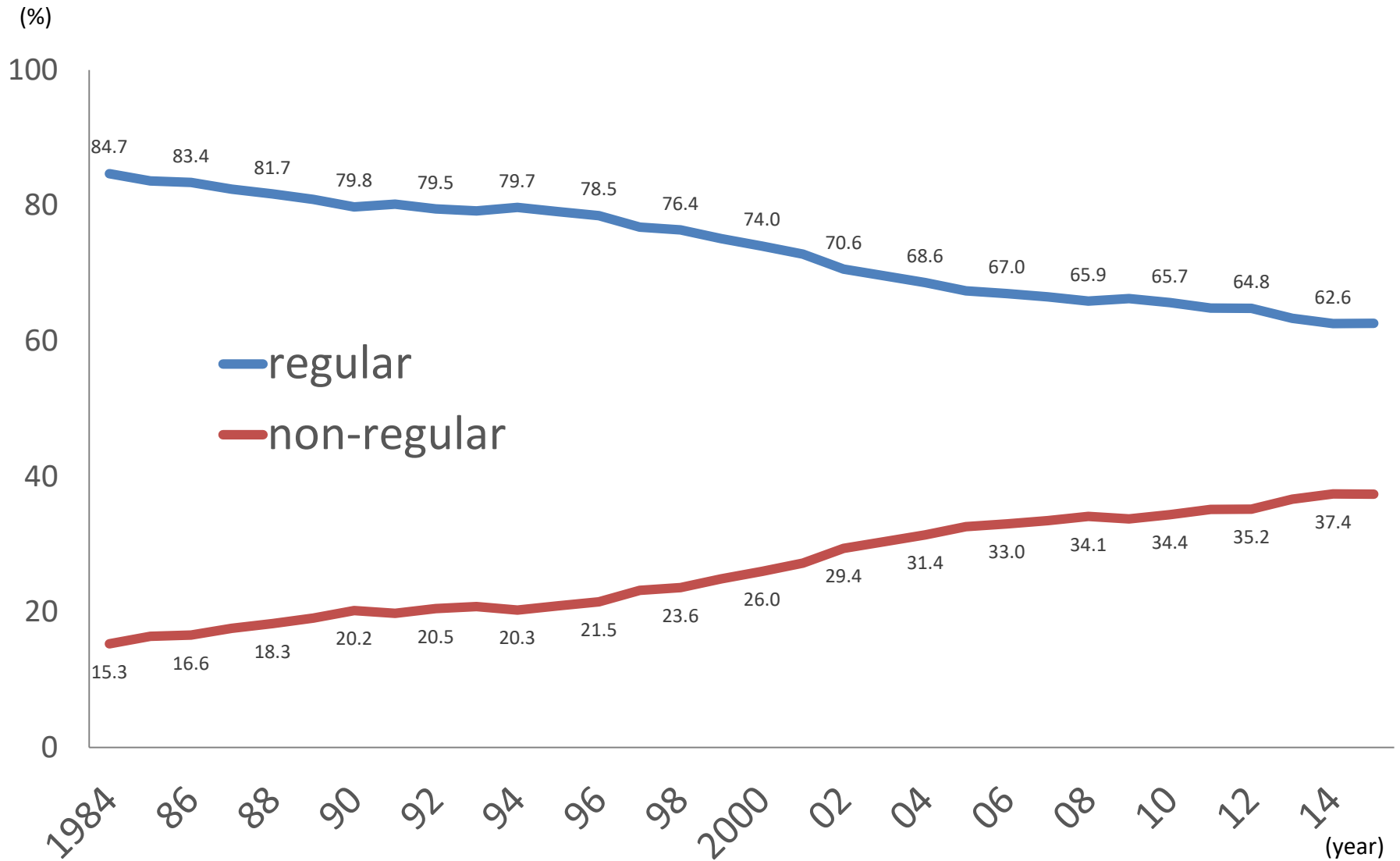


✂ Sources: UNDP, "Human Development Report 2009," ILO "LABORSTA Labour Statistics Database 2012"

Trends of Japan's Total Fertility rates



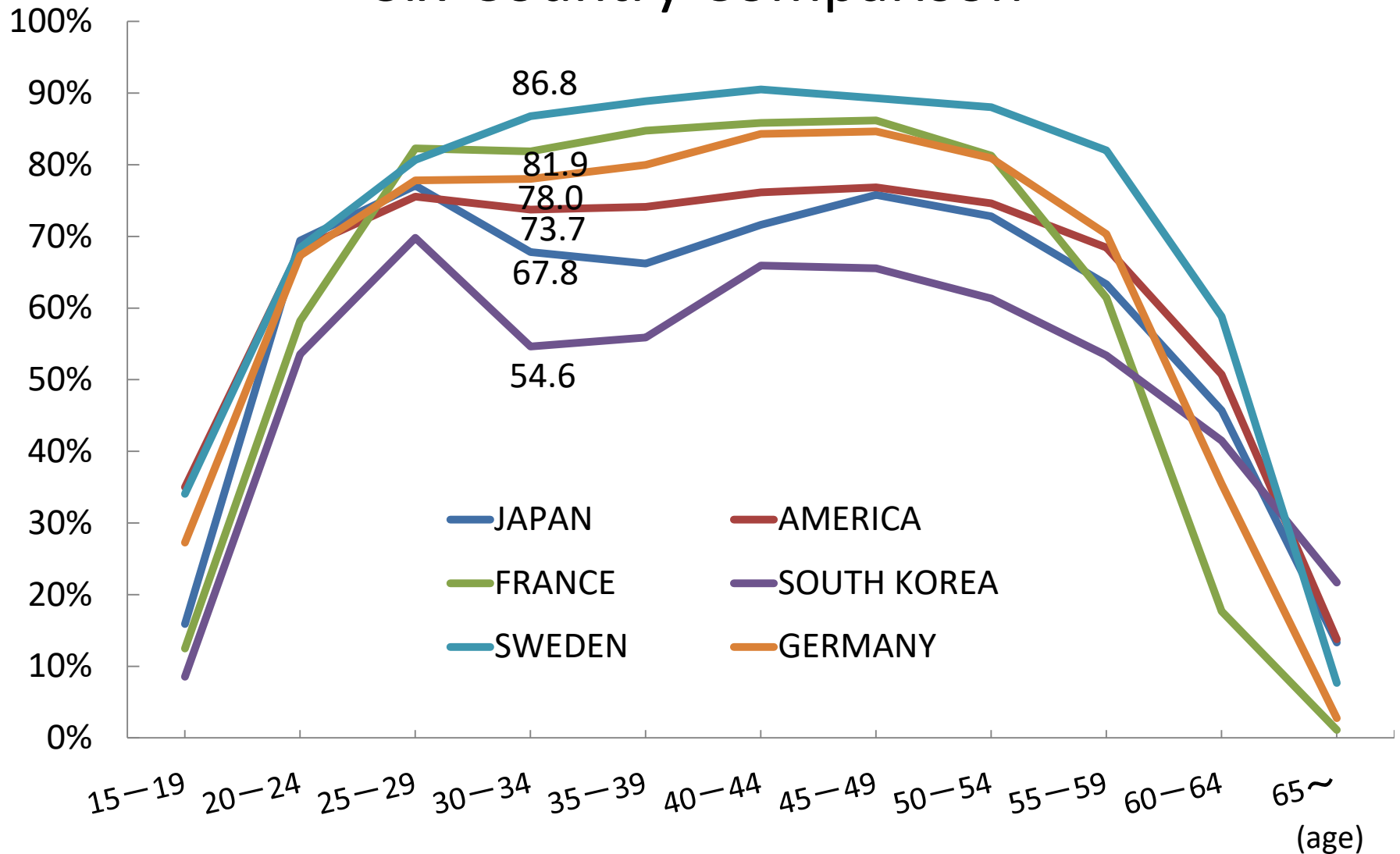
Growth of non-regular workers



Source: Labor Force Survey

I. Waste of Female Talents

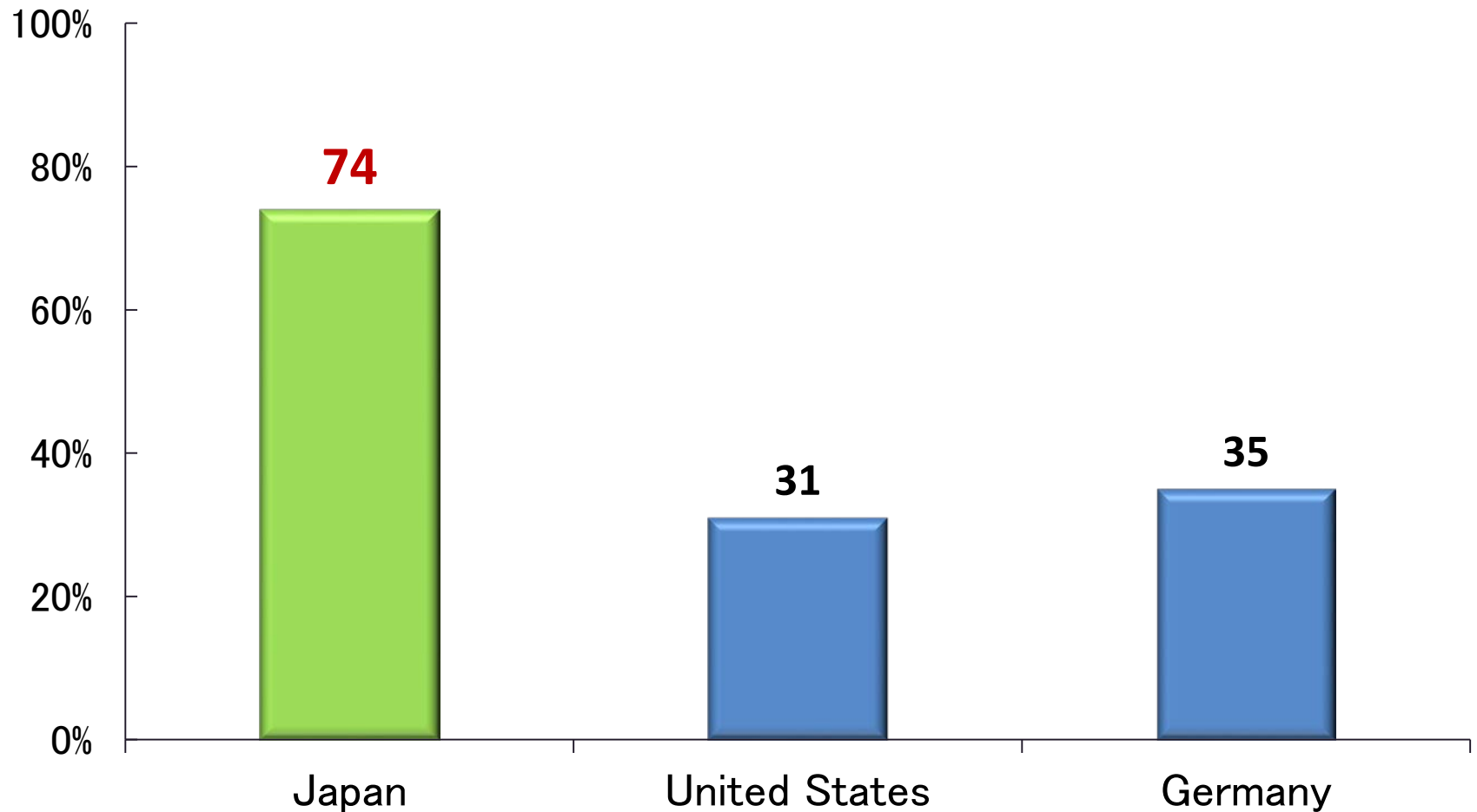
Age-Specific Labor Force Participation Rates: Six-Country Comparison



※Source: JILPT, "Databook of International Labour Statistics 2012"

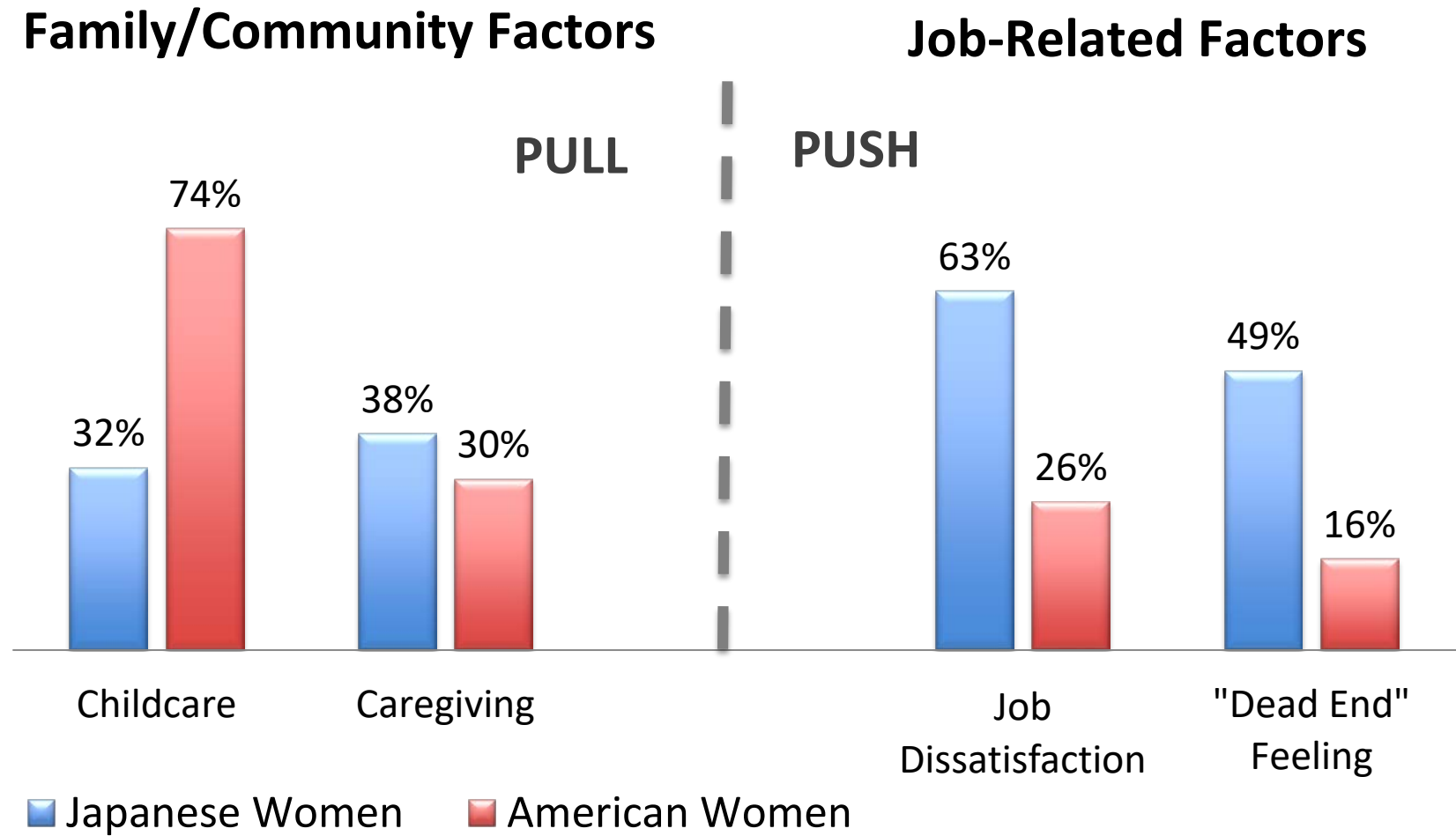


Proportion of Women University Graduates Voluntarily Quitting in Japan, the U.S. and Germany

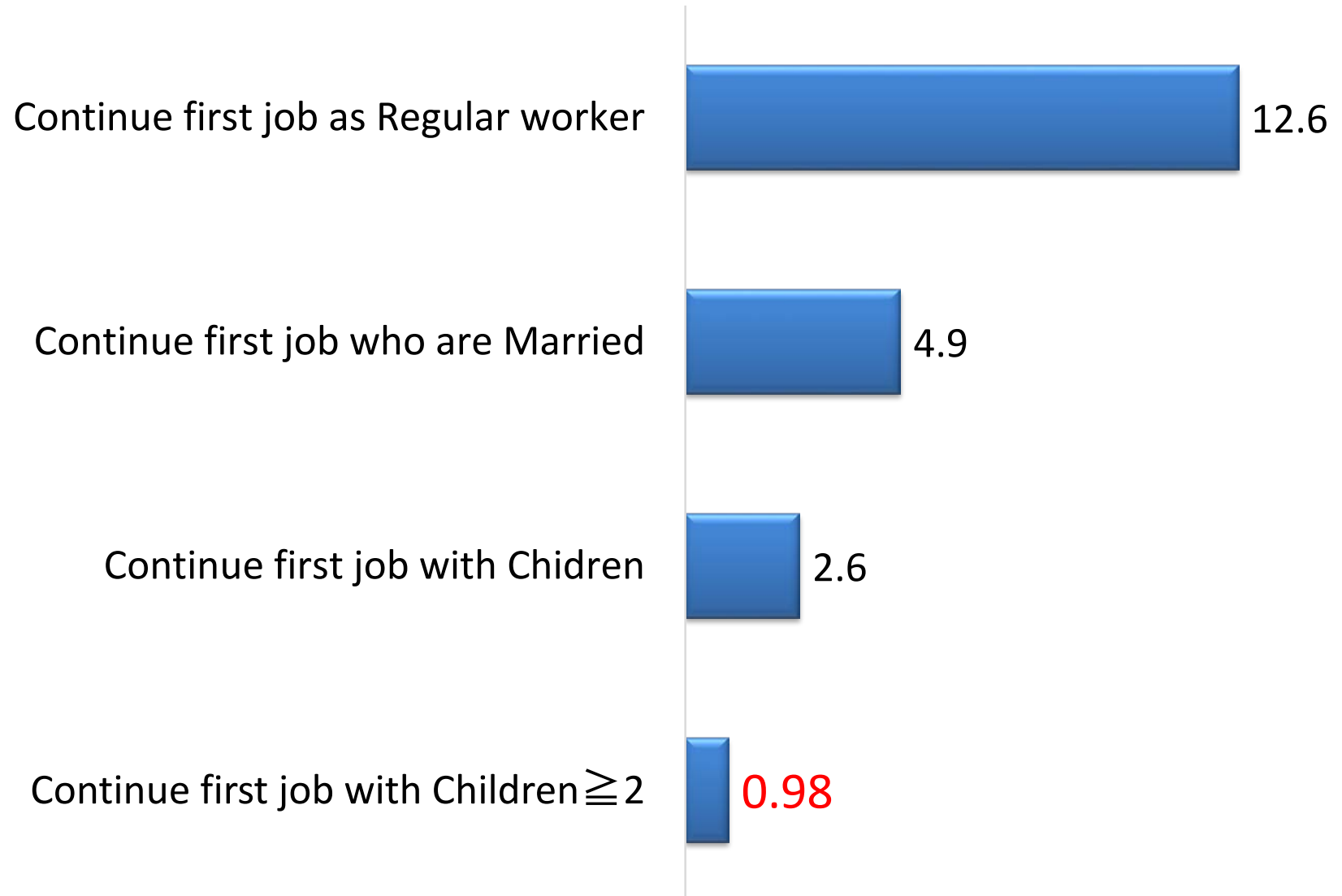


※Source : 2011 Center for Work-Life Policy

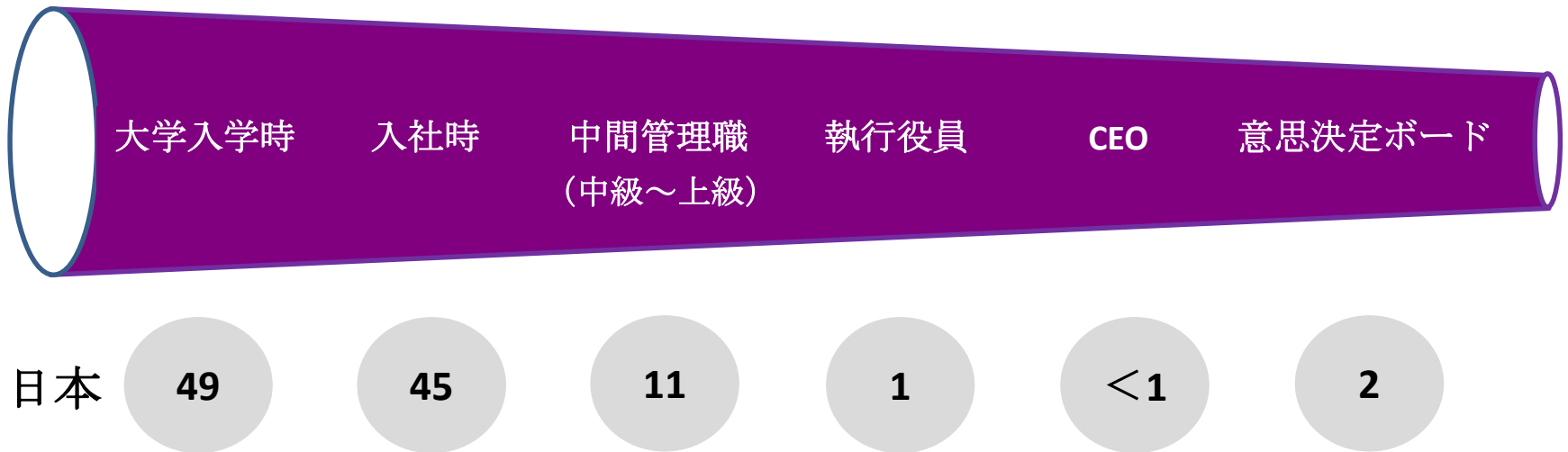
Why Do Female College Graduates Quit Their Jobs?



※Source: 2011 Center for Work-Life Policy



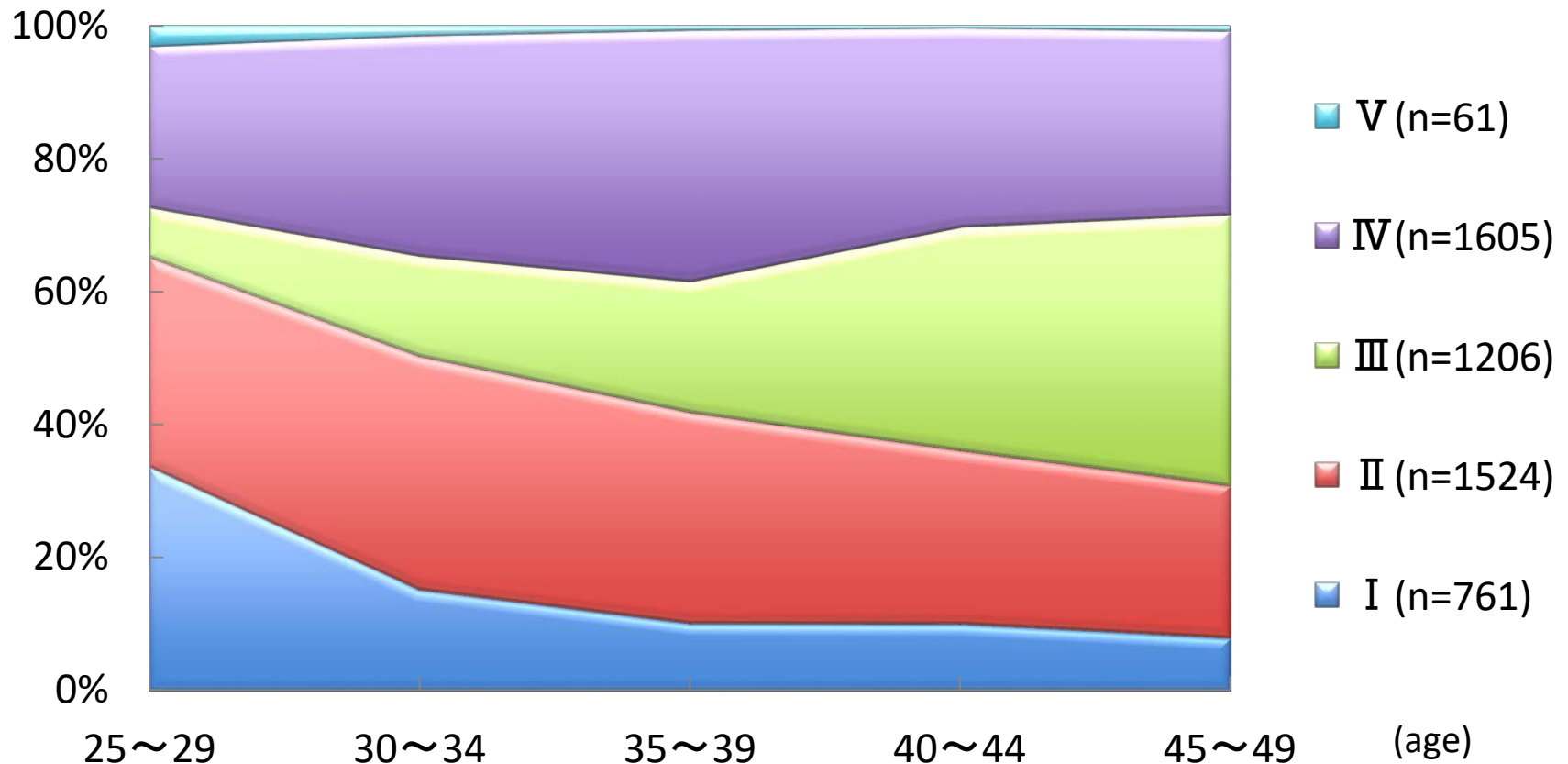
女性人材供給パイプライン



(出所) McKinsey & Company (2012) *Women Matter: An Asian Perspective* より作成

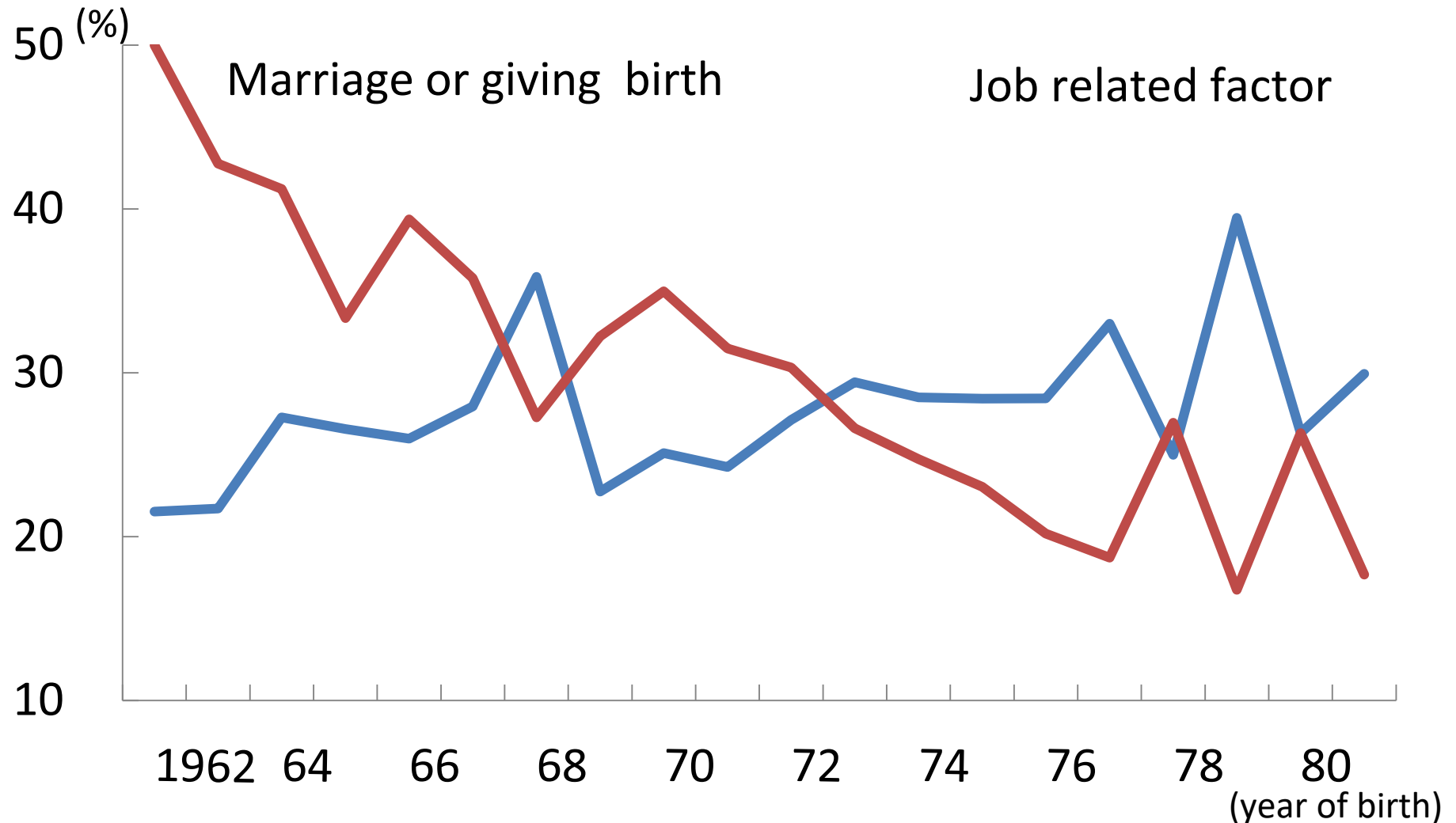


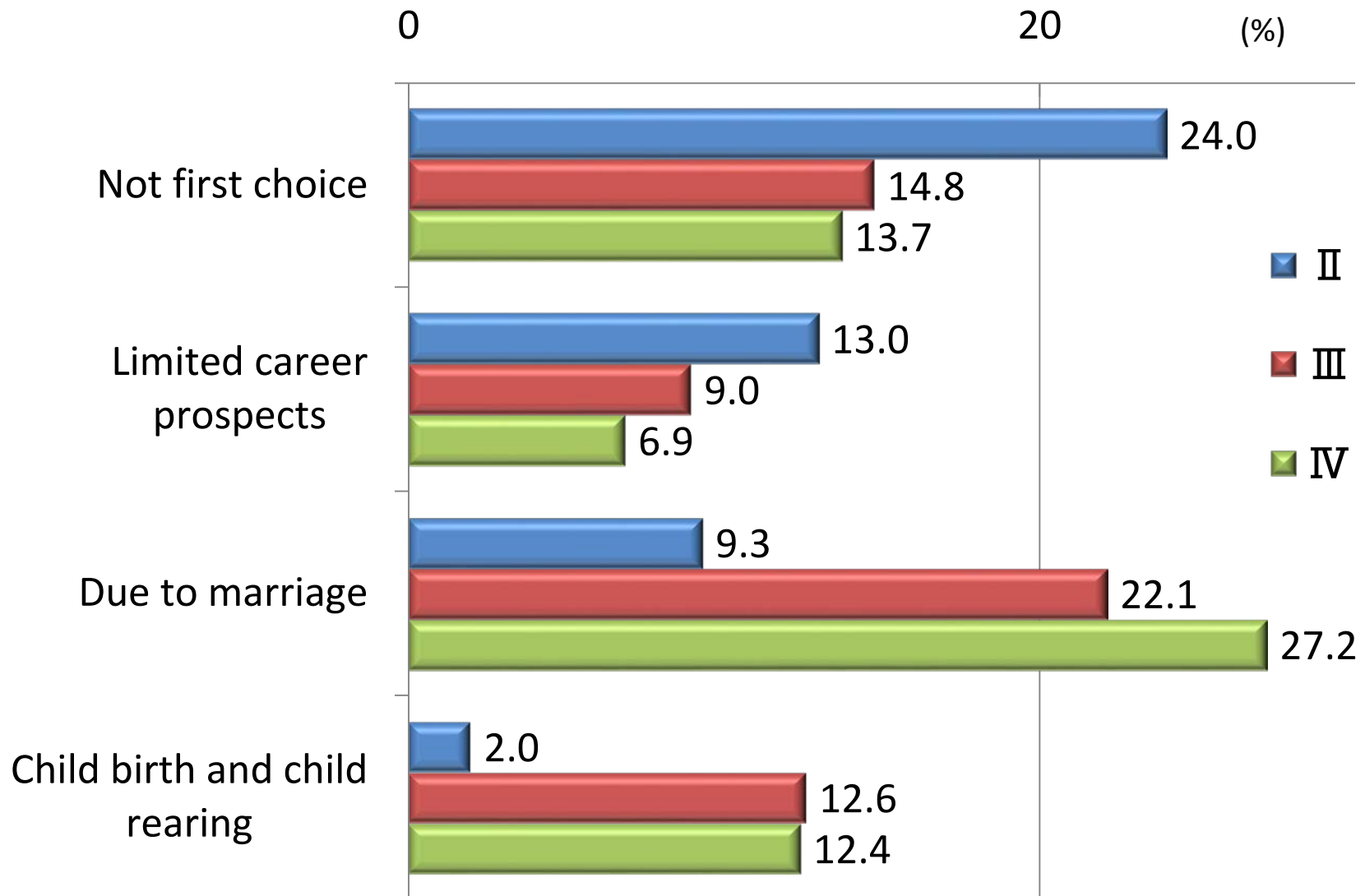
5 Career Patterns for Highly Educated Women



- I Continuously employed by first employer
- II Currently working but previously quit job (for less than a year)
- III Reenter the labor market after career interruption of more than a year
- IV Currently not working but worked in the past
- V Never worked after graduating from university

Reasons for Quitting First Job among Highly educated women by Birth Cohort





Statistical Discrimination

- Women are more likely to quit due to marriage or child-rearing so that employers prefer to invest more in on the job training for male rather than female workers.

Counter argument against statistical discrimination

- Self- fulfilling prophecy
Many women quit at the time of the marriage not at the time of child-birth
- Adverse selection
highly motivated workers more likely to quit

- Long Working Hours is the signal for work commitment in Japanese workplace

Becoming a Manager

For women to be promoted to manager they must demonstrate a 'samurai' work ethic of total devotion and sacrifice for the firm but household and family responsibilities make this very difficult

If women workers work longer than 2200 hours a year, the probability of getting promoted increased dramatically (Kato, et al, 2013)

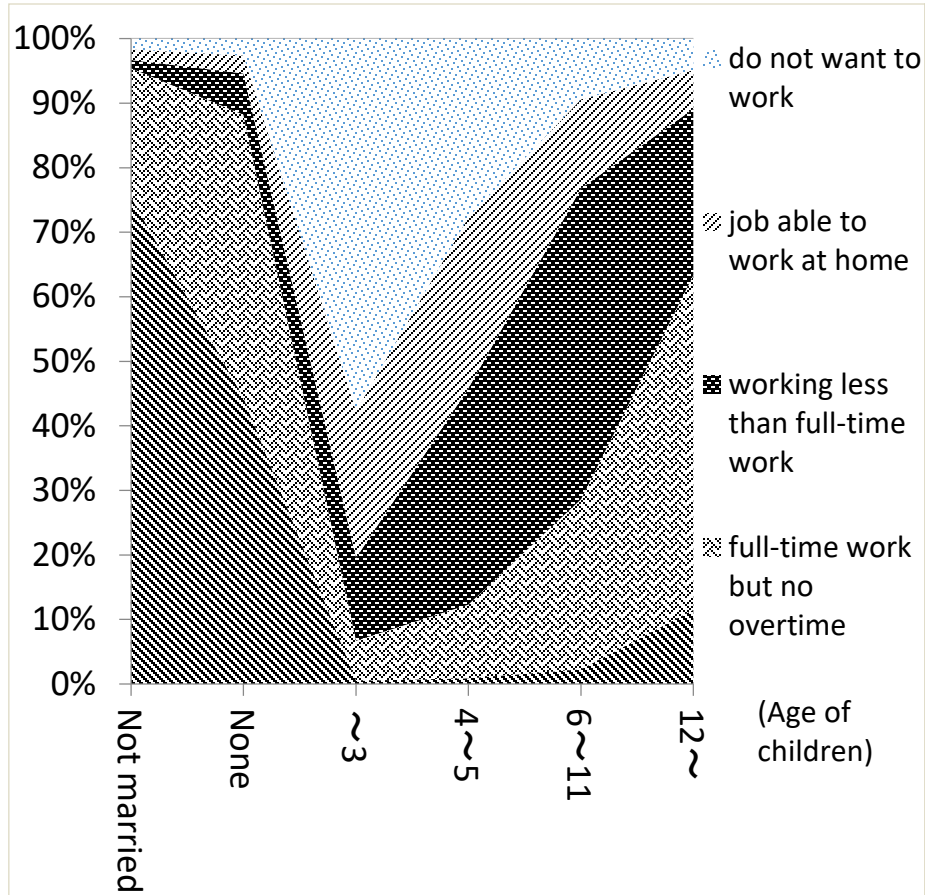
Working longer than 49 hours a week increase probability of getting promoted to the manager (Yamaguchi, 2013)

Penalty of being a working mother

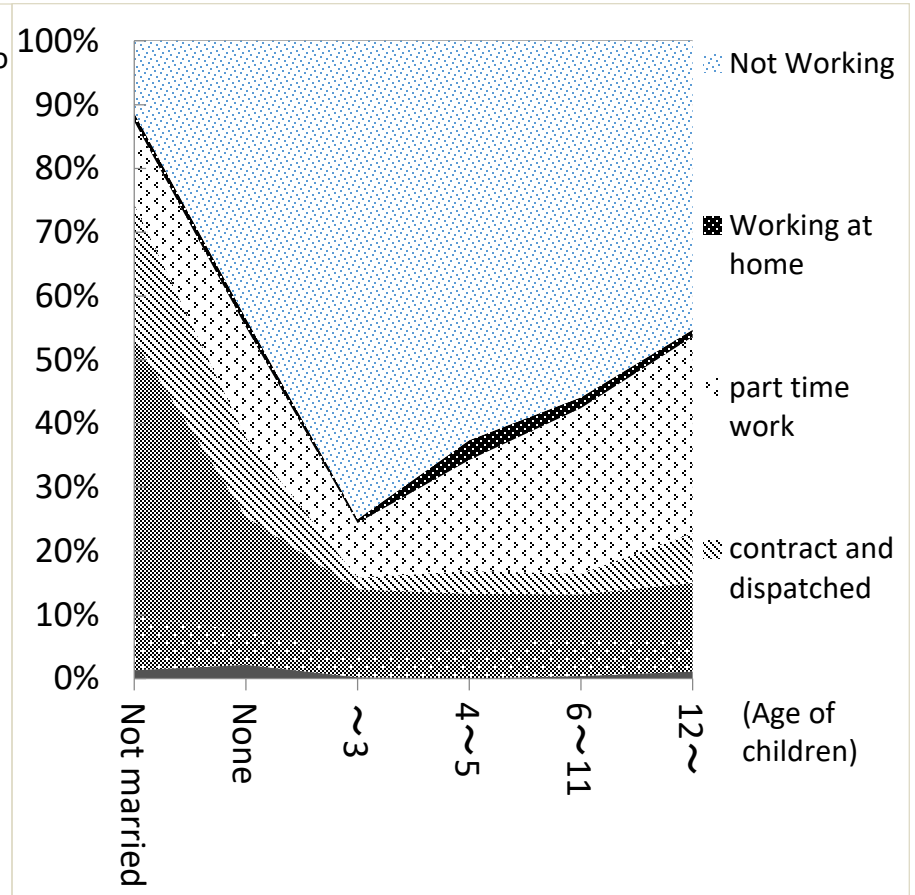
- after 7 months of taking child care leave, incur income loss when return –‘mommy track’
- Taking a year of child care leave and reducing working time by 2 hours a day, leads to 17% income loss
- Men taking child care leave for three months, incur 7~11% income loss

- Lack of External Labor Market

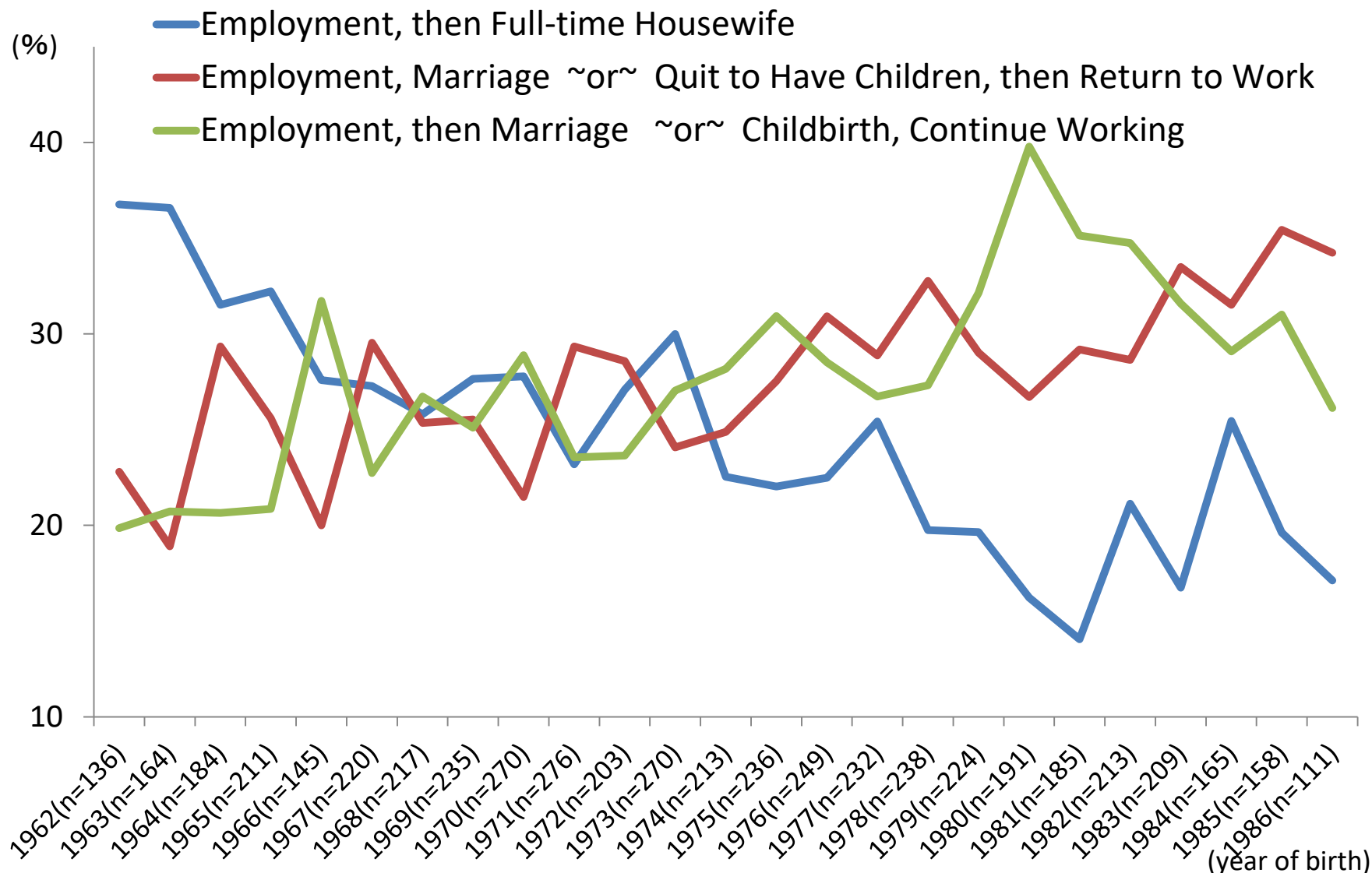
Desired



Reality

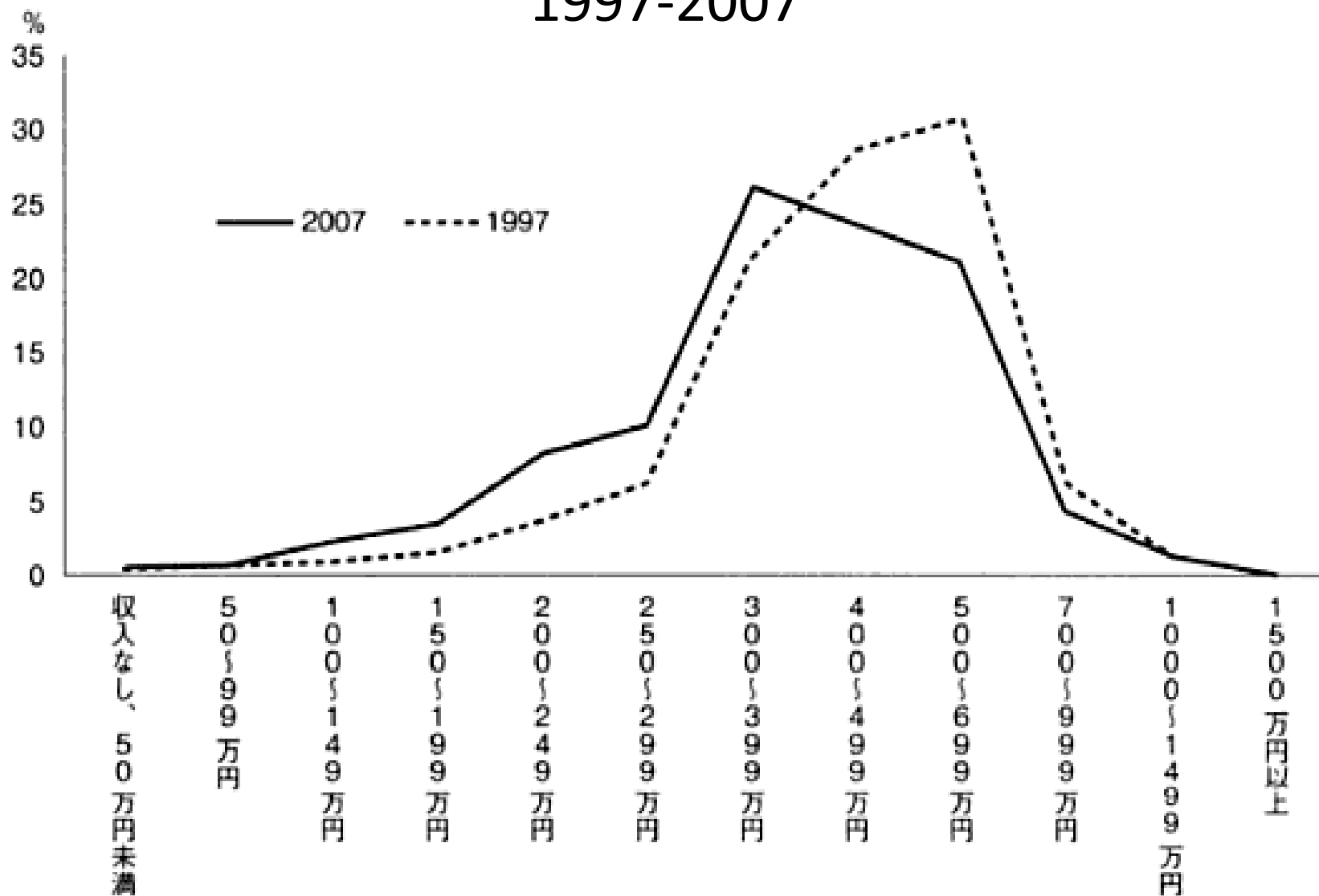


Ideal Life Course at Time of Graduation



※Source: JWU Research Institute for Women and Careers, 2011 Web Survey

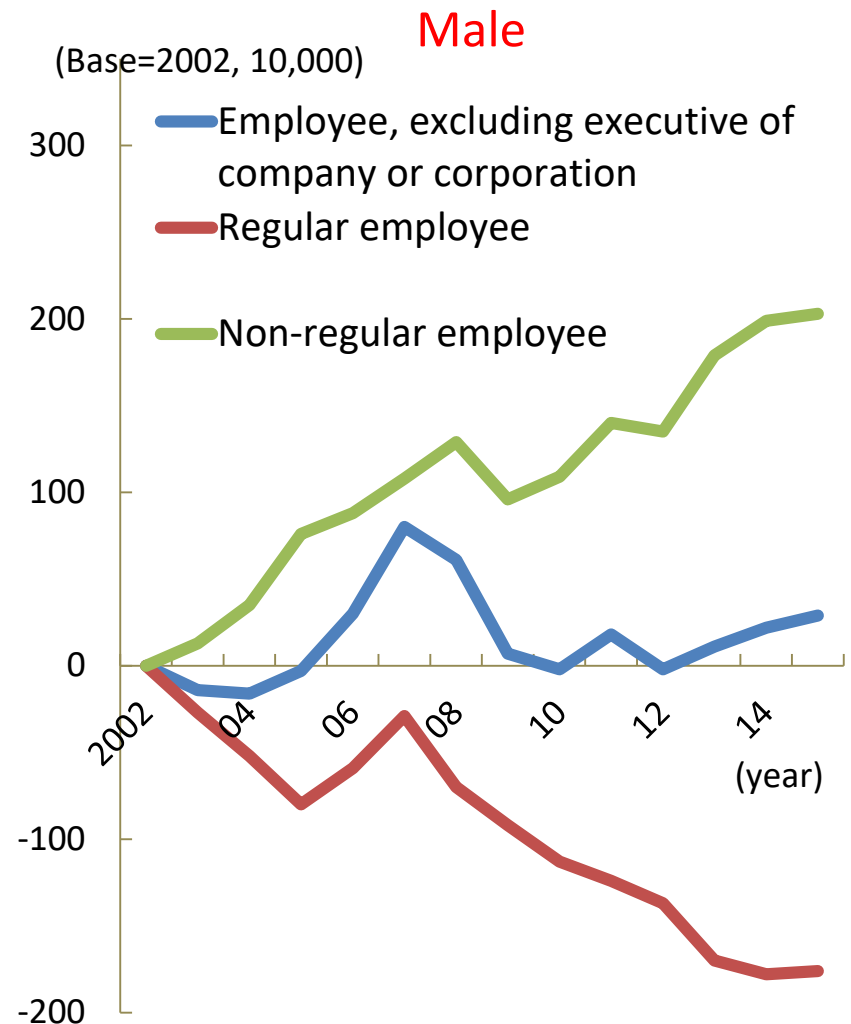
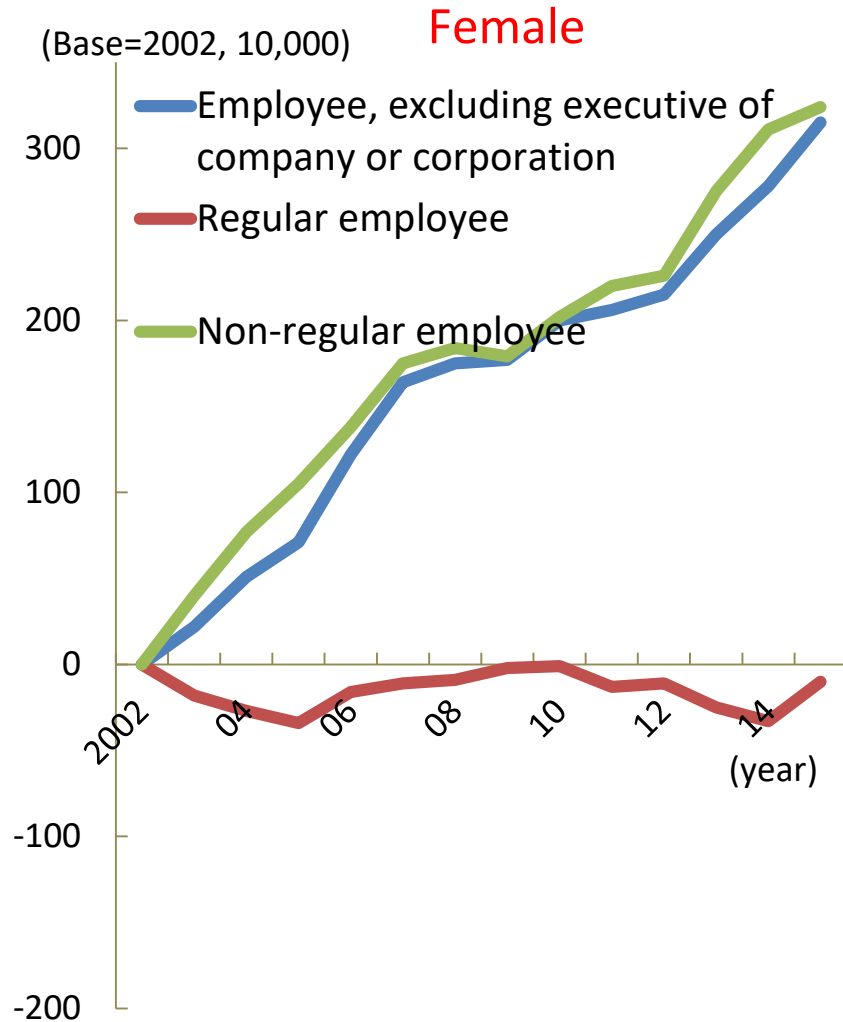
Shift in Income Distribution for Men Held in Regular job 1997-2007



出所:『妻が再就職するとき』大沢真知子(2012)p.20

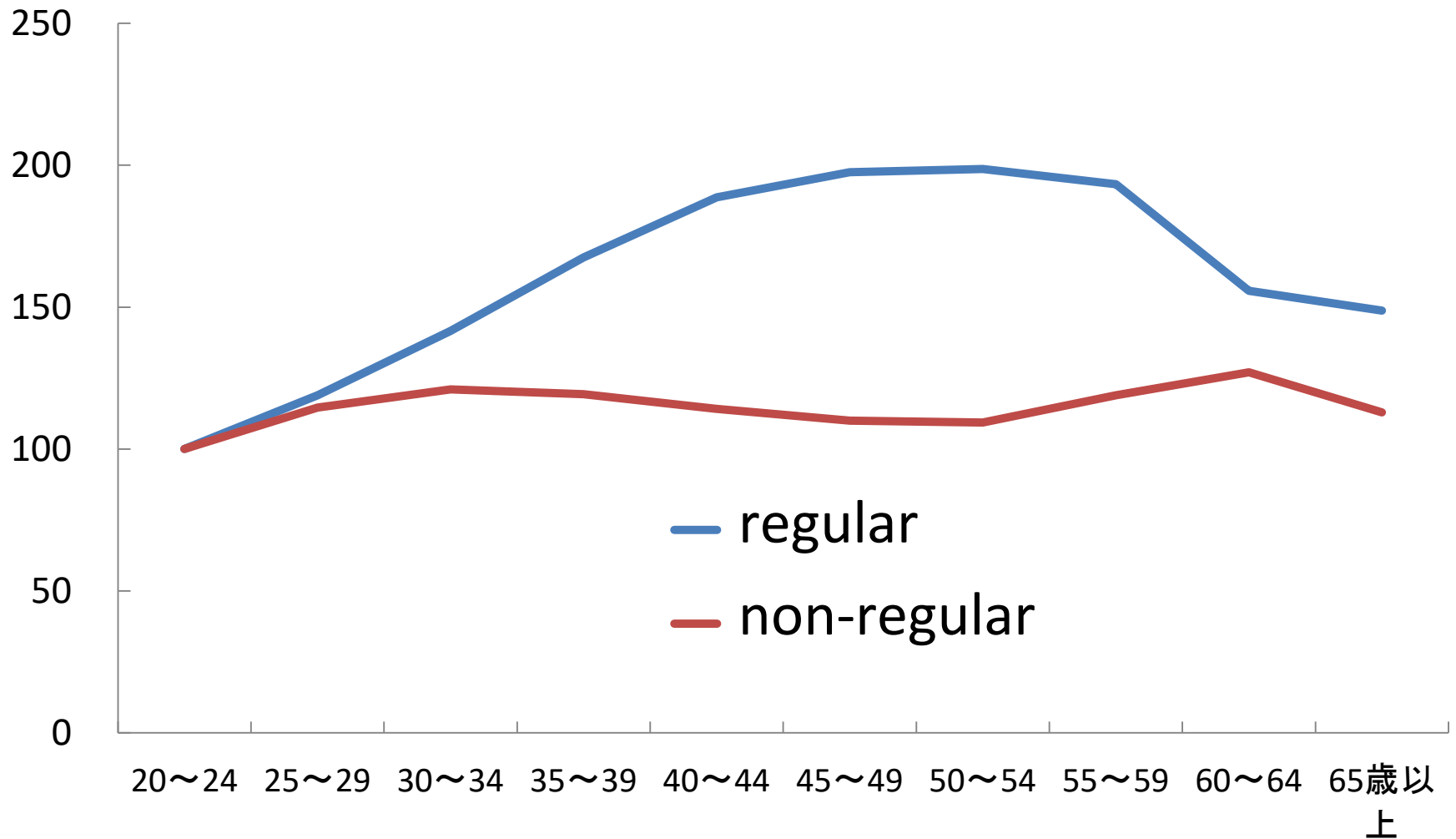
III. Increasing have and have-nots

Not good jobs are created for a while

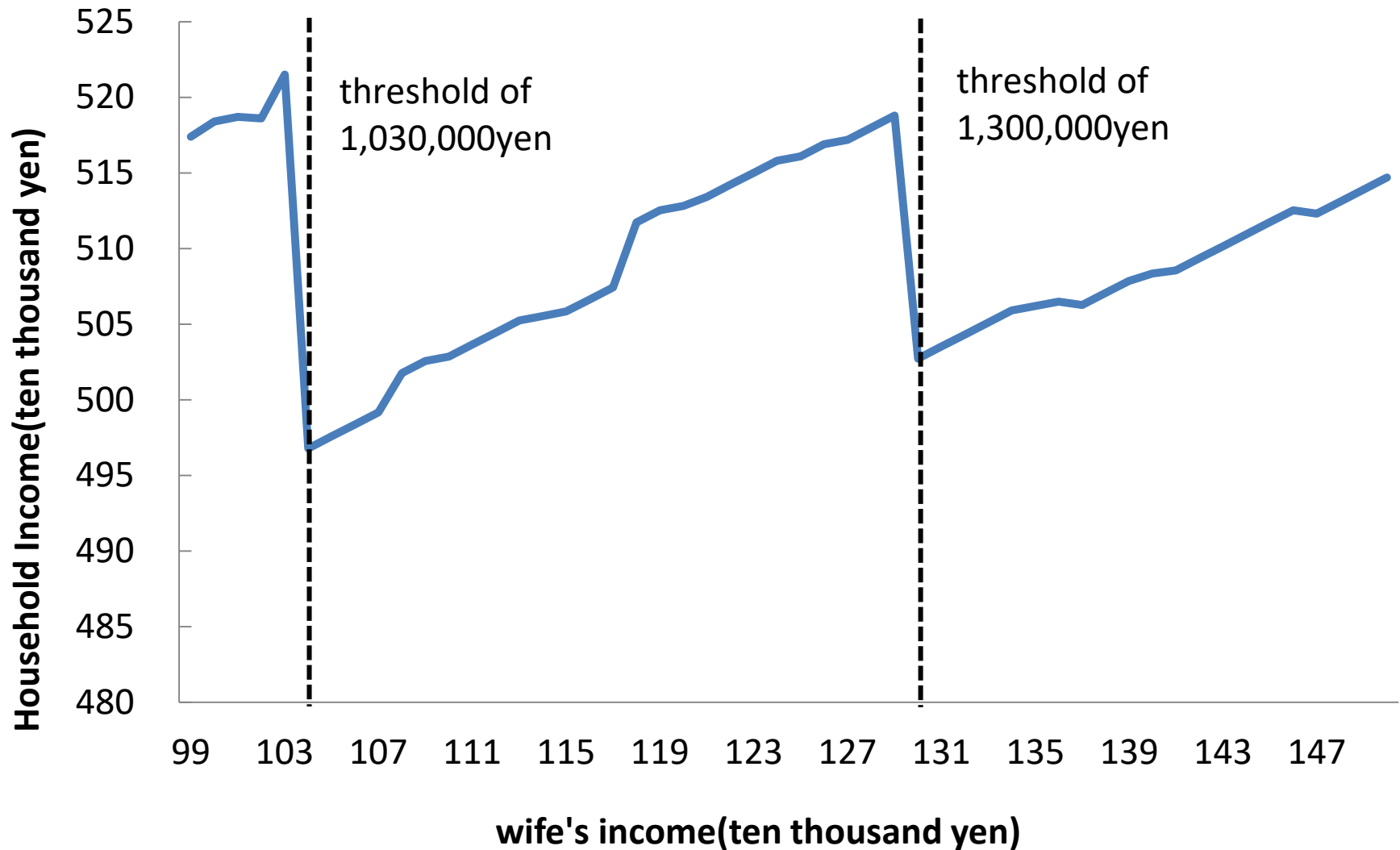


※ Statistics Bureau, Labor Force Survey

Comparison of Wage profile between regular and non-regular workers 2004



Impact of Taxation and Social Security System



Division of labor based upon sex is very strong so that women can not pursue career and being mother which lead to fertility decline and discourage women to invest in their human capital

Division of Labor between Men and Women

