



WOMEN IN JAPAN

BASIC DEMOGRAPHICS

POPULATION¹

127,298,000 People

65 million

51%

WOMEN

MEN

49%

62 million

Population is expected to decrease by 32.3% by 2060²

AGE RATIO³

13%



0-14
YEARS

62%



15-64
YEARS

WORKING AGE

25%



65+
YEARS

FERTILITY RATE⁴

1.4

LIVE BIRTHS
PER WOMAN

1.7

ORGANISATION FOR ECONOMIC
CO-OPERATION AND
DEVELOPMENT (OECD) AVERAGE

PROPORTION⁵

People Age 65+

25%

2013

39%

2050

TERTIARY ENROLLMENT⁶

43%
WOMEN



TOTAL UNDERGRADUATE

13%
WOMEN



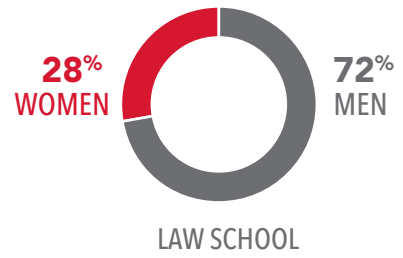
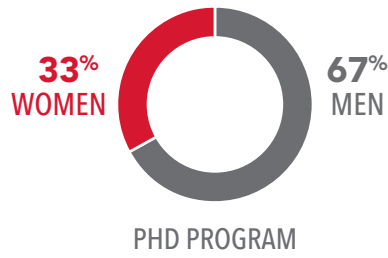
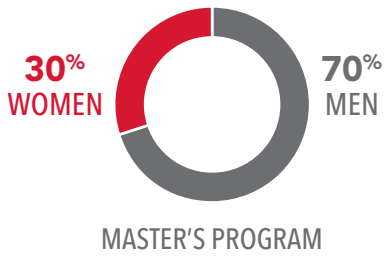
ENGINEERING STUDENTS

66%
WOMEN



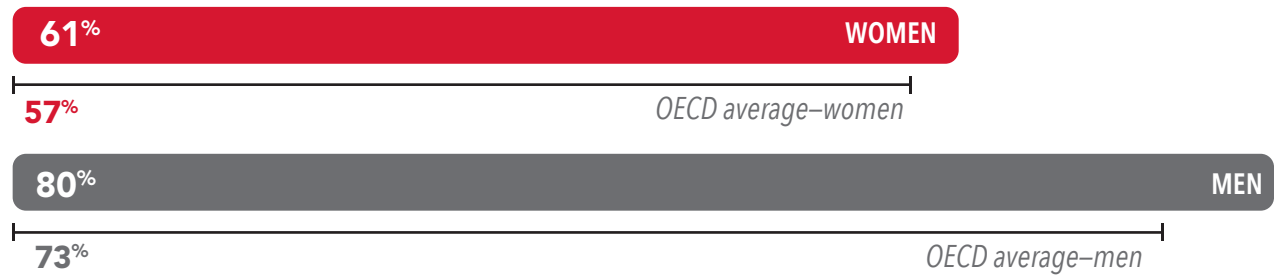
HUMANITIES STUDENTS

GRADUATE SCHOOL ENROLLMENT⁷

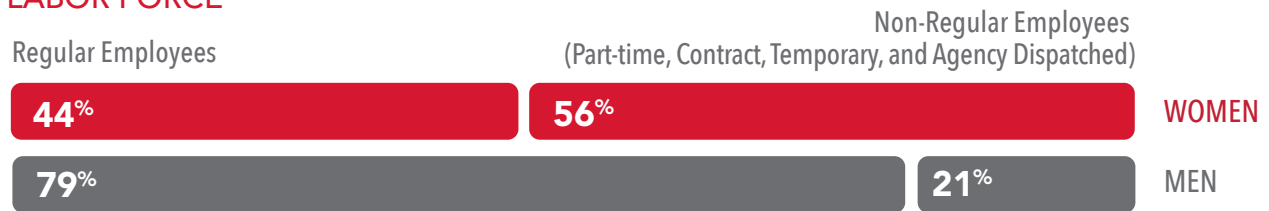


LABOR FORCE

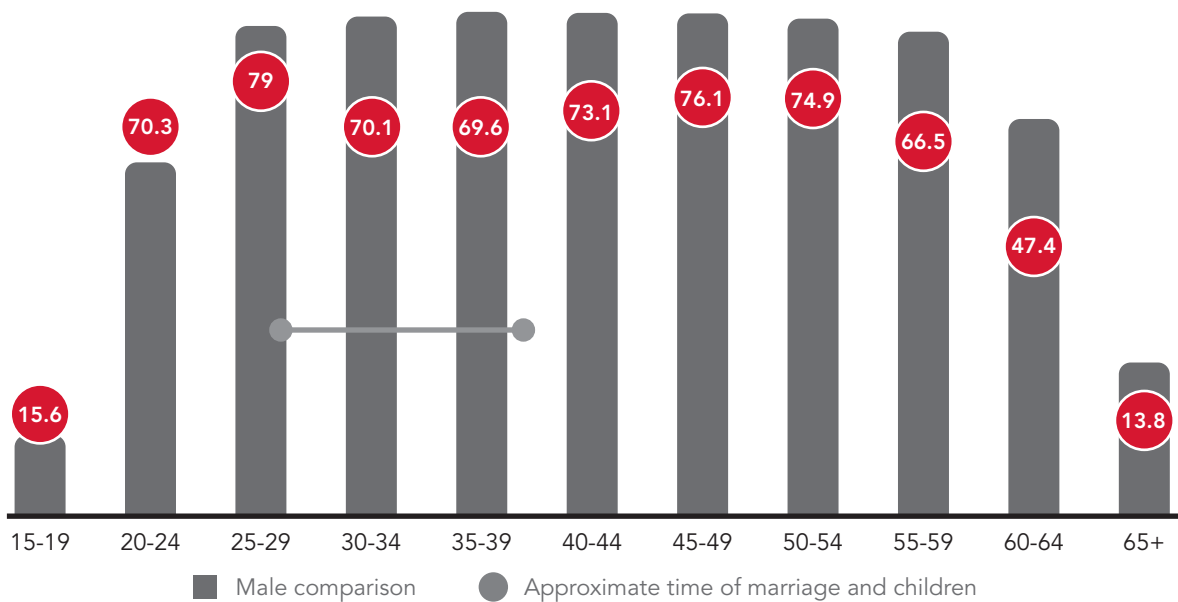
EMPLOYMENT RATE⁸



LABOR FORCE⁹

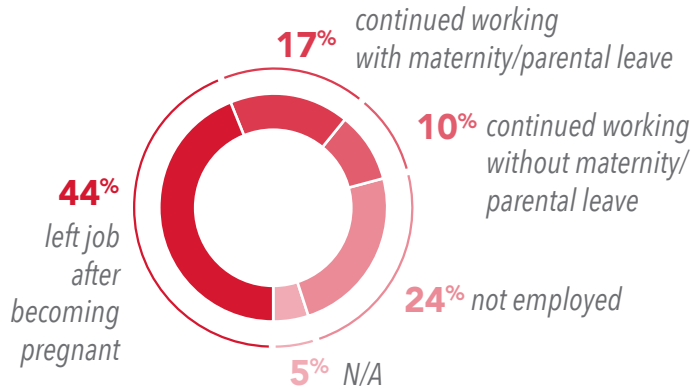


PERCENTAGE OF WOMEN PARTICIPATING IN THE LABOR FORCE BY AGE GROUP¹⁰



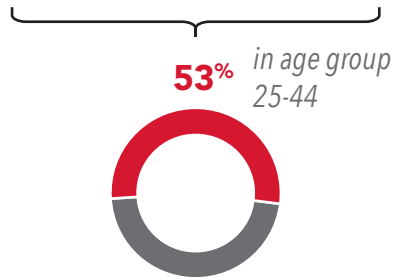
EMPLOYMENT STATUS¹¹

After Pregnancy



UNDERUTILIZED LABOR FORCE¹²

3 million women are not working, but would like to work



GENDER WAGE GAP¹³

In 2013, women in regular employment earned:



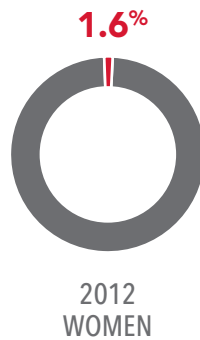
PRESIDENTS¹⁴

Of All Private and Public Companies



BOARD DIRECTORS

Of All Public Companies¹⁵



TOPIX Core 30 Index¹⁶



MANAGEMENT

Section Manager or Higher in Companies With More Than 100 Employees¹⁷



Section Manager or Higher in Companies¹⁸



The target year 2020 will coincide with the return of the Olympics to Tokyo. I am determined that by that time **Japan's boardrooms will be enhanced by a greatly increased number of female directors.** I will do all that I can to facilitate this change.¹⁹

—Shinzo Abe,
Prime Minister of Japan

COUNTRY CONTEXT

POLITICAL REPRESENTATION²⁰

8%

WOMEN

HOUSE OF REPRESENTATIVES

16%

WOMEN

HOUSE OF COUNCILORS

MATERNITY LEAVE

14 WEEKS²¹

6 weeks pre-birth

8 weeks post-birth

benefits may be paid in the form of allowance from health insurance and employment insurance

CHILD-CARE LEAVE²²

Child-care leave is available to both mothers and fathers.*

1 parent may take leave until

child reaches 1 years of age

+6 months

if daycare service is unavailable

Both parents may take leave until

child reaches 1 year, 2 months of age

*women's leave begins after the 8 weeks post-birth leave; men's leave begins immediately.

Percentage Taking Child-Care Leave in 2013²³

83%

WOMEN

2%

MEN

WORK-LIFE²⁴

women spend almost

5x

LONGER PER DAY THAN MEN
ON DOMESTIC WORK

women spend

299

AVERAGE MINUTES PER DAY
ON DOMESTIC WORK

There is another great source of potential lying dormant in Japan, and that is **the power of women.**²⁵

—Shinzo Abe,
Prime Minister of Japan

SOURCES

1. Gender Equality Bureau Cabinet Office, "I. Facts and Figures: 1. Population, Family and Household," *Women and Men in Japan 2015* (2015).
2. National Institute of Population and Social Security Research, *Population Projections for Japan 2011 to 2060* (January 2012).
3. Statistics Bureau, Ministry of Internal Affairs and Communications, "Chapter 2: Population," *Statistical Handbook of Japan 2014* (2014).
4. OECD, "How's Life? Measuring Well-Being: Japan," *Better Life Index* (2013).
5. Statistics Bureau, Ministry of Internal Affairs and Communications, "Chapter 2: Population," *Statistical Handbook of Japan 2014* (2014).
6. For total undergraduate enrollment see: Statistics Bureau, Ministry of Internal Affairs and Communications, "Chapter 16: Education and Culture," *Statistical Handbook of Japan 2014* (2014). For number of students according to specialization, see: Gender Equality Bureau Cabinet Office, "I. Facts and Figures: 8. Education and Research Fields," *Women and Men in Japan 2015* (2015).
7. Gender Equality Bureau Cabinet Office, *Danjo Kyodo Sankaku Hakusho Heisei 26-Nendo Ban (Gender Equality White Paper 2014)* (In Japanese) (2014).
8. OECD, "Employment Rates by Gender," *OECD Factbook 2014* (2014).
9. Statistics Bureau, Ministry of Internal Affairs and Communications, "Chapter 12: Labor," *Statistical Handbook of Japan 2014* (2014).
10. Statistics Japan, "Table I-A-2 Population Aged 15 Years Old And Over in Labour Force And Not in Labour Force by Age Group," *Annual Report on the Labour Force Survey 2013* (2013); Gender Equality Bureau Cabinet Office, "I. Facts and Figures: 3. Work," *Women and Men in Japan 2015* (2015).
11. National Institute of Population and Social Security Research, *Fourteenth Japanese National Fertility Survey (Survey on Married Couples)* (2011).
12. Cabinet Office, Government of Japan, *Toward Active Participation of Women as the Core of Growth Strategies: From the White Paper on Gender Equality 2013* (2013).
13. OECD, *Employment Database: Gender Wage Gap* (2012).
14. Teikoku Data Bank, "2015-nen Zenkoku Jyousei Shacho Bunseki," (In Japanese) (March 26, 2015).
15. Toyo Keizai, *Yakuin Shikiho* (In Japanese) (2013).
16. Catalyst, *2014 Catalyst Census: Women Board Directors* (2015).
17. Gender Equality Bureau Cabinet Office, "I. Facts and Figures: 2. Policy and Decision-making," *Women and Men in Japan 2015* (2015).
18. Gender Equality Bureau Cabinet Office, *Numerical Targets and Updated Figures of the Third Basic Plan for Gender Equality (Dai San-ji Danjo Kyodo Sankaku Kihon Keikaku ni Okeru Seika Mokuhyo no Doko)* (2014).
19. Shinzo Abe, "Unleashing the Power of 'Womenomics'," *The Wall Street Journal*, September 25, 2013.
20. Gender Equality Bureau Cabinet Office, *Reference Indices and Updated Figures of the Third Basic Plan for Gender Equality (Dai San-ji Danjo Kyodo Sankaku Kihon Keikaku ni Okeru Seika Mokuhyo no Doko)* (2014).
21. JETRO, "4.5 Legislation on Working Hours, Breaks and Days Off," *Investing in Japan*.
22. Ministry of Health, Labour and Welfare, *Introduction to the Revised Child Care and Family Care Leave Law* (2010).
23. Gender Equality Bureau Cabinet Office, "I. Facts and Figures: 4. Work-life Balance," *Women and Men in Japan 2015* (2015).
24. OECD, *Gender Data Portal: Time Use Across the World* (2014).
25. "Address by H.E. Mr. Shinzo Abe, Prime Minister of Japan, at the New York Stock Exchange," Prime Minister of Japan and His Cabinet, September 25, 2013.



created: 11 August 2015



This work is licensed under a Creative Commons
Attribution-NonCommercial-NoDerivatives 4.0 International License.

catalyst.org