

Labor disparity of gender in Japan

Meijo University Students

NATSUHO KIDA ▪ CHIHARU SAITO ▪ YUTO NAGAYAMA

HIROKI SERIZAWA ▪ KOSUKE HONDA ▪ JUN MOZUMI

Background to the survey.

- In the near future, we will get job.
- Gender disparity in Japan at that time?
- Solve this disparity for our future.

The purpose

- Think the reasons of gender gap in Japan.
- To know the realities of disparity.



Table of contents

- Global Gender Gap Report 2017 ▪ Efforts of the Japanese government
- Problems — Female managerial ratio ▪ Childcare leave system
- Solution — The solution plan our proposal
- Introduction of Japanese company — Dai-ichi Life Holdings, Inc

Table of contents

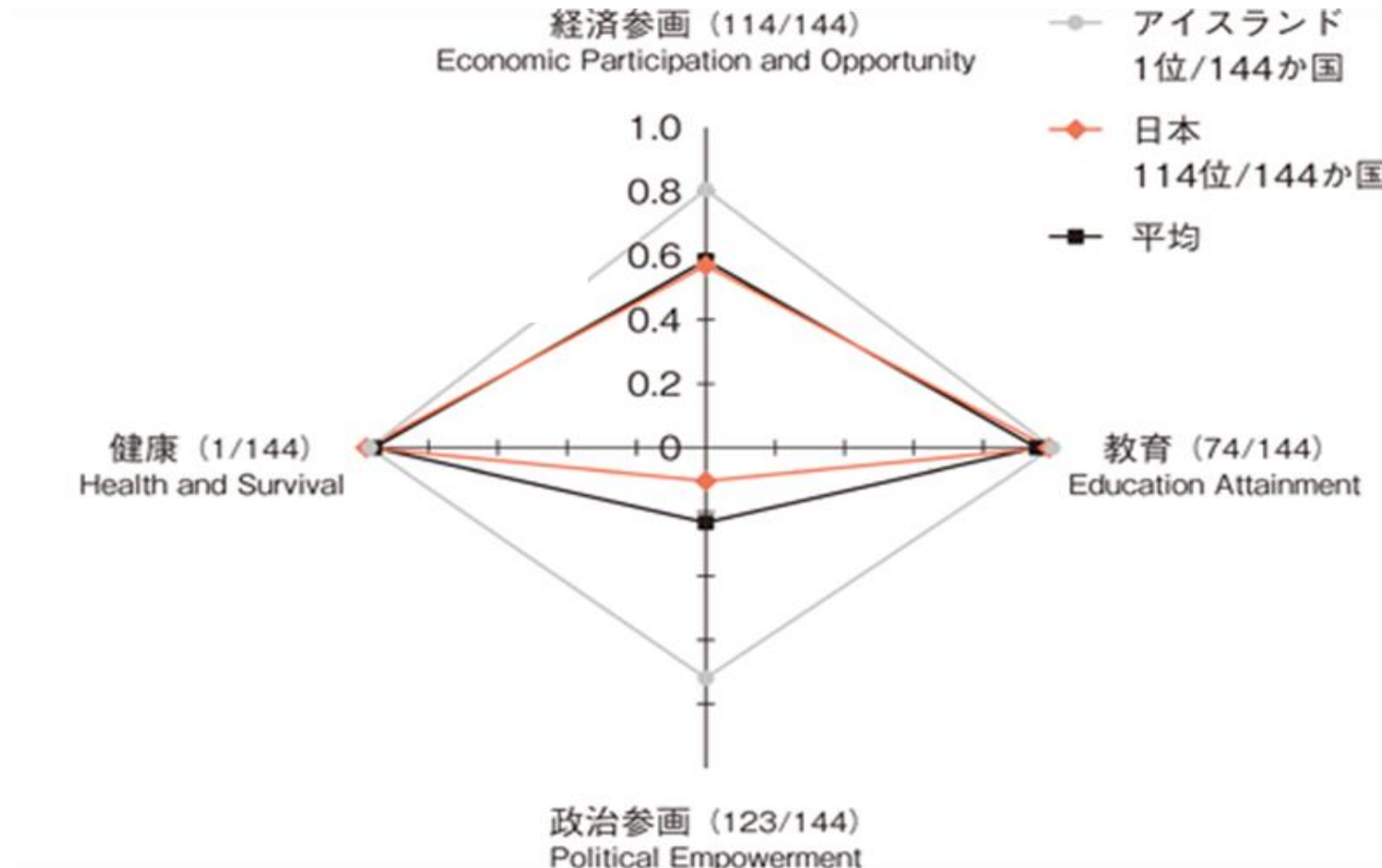
□ Global Gender Gap Report 2017 ▪ Efforts of the Japanese government

□ Problems — Female managerial ratio ▪ Childcare leave system

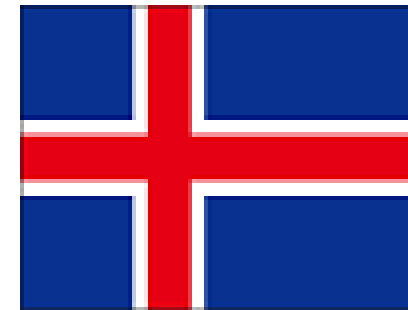
□ Solution — The solution plan our proposal

□ Introduction of Japanese company — Dai-ichi Life Holdings, Inc

The Global Gender Gap Report 2017 (comparison of Iceland, the world average and Japan)

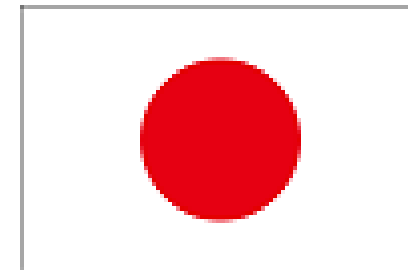


Iceland



1/144
worldwide

Japan



114/144
worldwide

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

The purpose

- ① Improve work-life balance women and men
- ② Make the working style by women's intention
- ③ Raise the ratio of female managers to 30%

However

Why gender gap rank is keeping down?

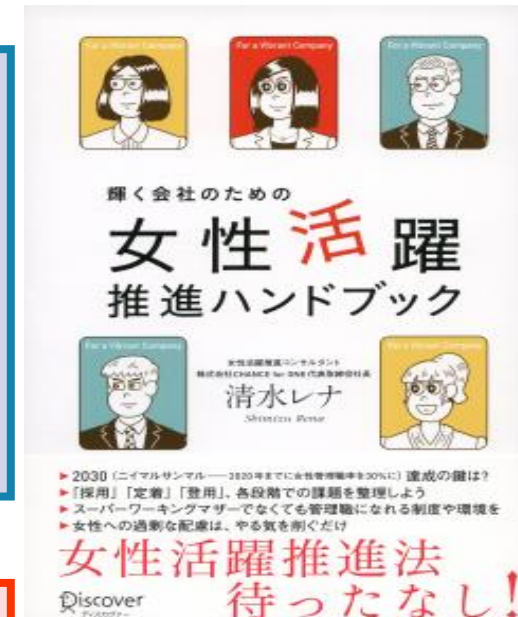


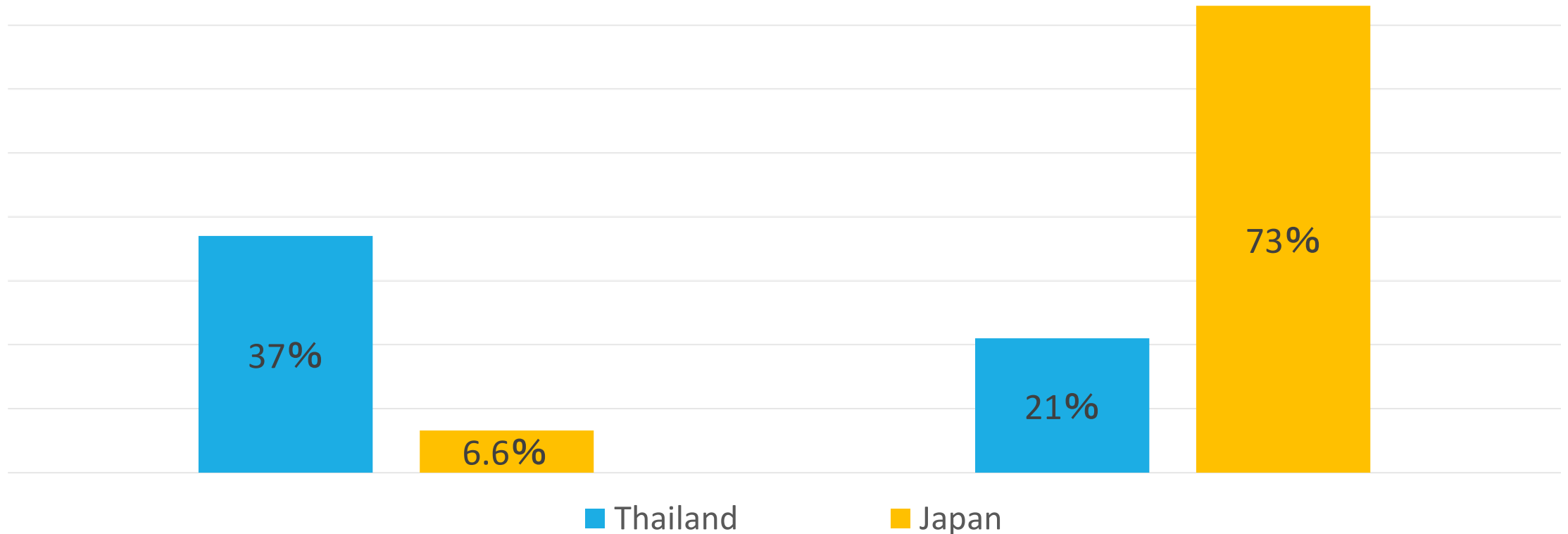
Table of contents

- Global Gender Gap Report 2017 ▪ Efforts of the Japanese government
- **Problems — Female managerial ratio ▪ Childcare leave system**
- Solution — The solution plan our proposal
- Introduction of Japanese company — Dai-ichi Life Holdings, Inc

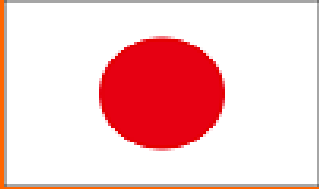
Comparison about female manager

The ratio of female managers

No female managers Company



Comparison of childcare

	Japan 	Thailand 
How parenting?	Mother takes care	Leave children to grandparents
Life plan	Leave work or take a vacation	Think about the future with the premise to continue work

Thinking about quitting their jobs for the future ! !

Japanese problems of taking childcare leave

① Economic problem

Only about 40% of wages are paid

② Institutional issues

Man→There is a large gap from ideal

③ Training programs within the company

Career guaranty : maintain the quality of work after returning



Actual taking rate

1.89%

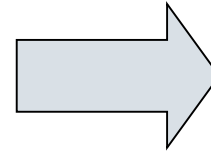
Wishers rate

68.9%

Solution

- ① Company and local governments should share the payments

National government



National government

(Only 40% is not enough)

Company

Local governments

- ② Change the managers and employee's mind



It's wonderful to work!!

- ③ Company certainly should guarantee a career

(The same quality!!)

Return to work

Training

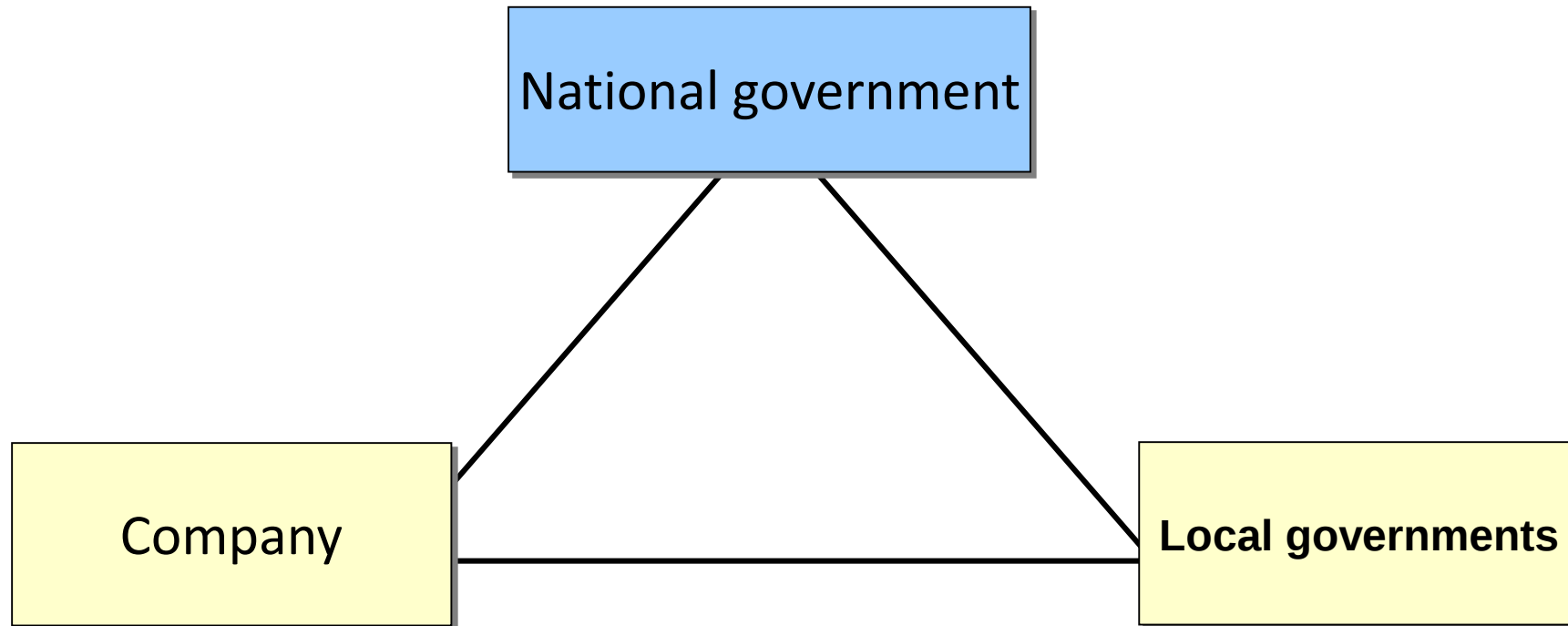


Table of contents

- Global Gender Gap Report 2017 ▪ Efforts of the Japanese government
- Problems — Female managerial ratio ▪ Childcare leave system
- **Solution — The solution plan our proposal**
- Introduction of Japanese company — Dai-ichi Life Holdings, Inc

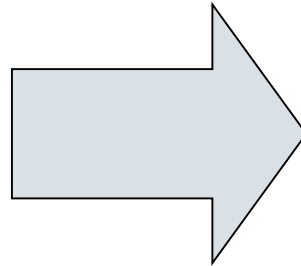
Promotion plan for increasing childcare leave rates

① For those who acquired childcare leave, the government, the province, and the company will support **70%** of the economic burden.



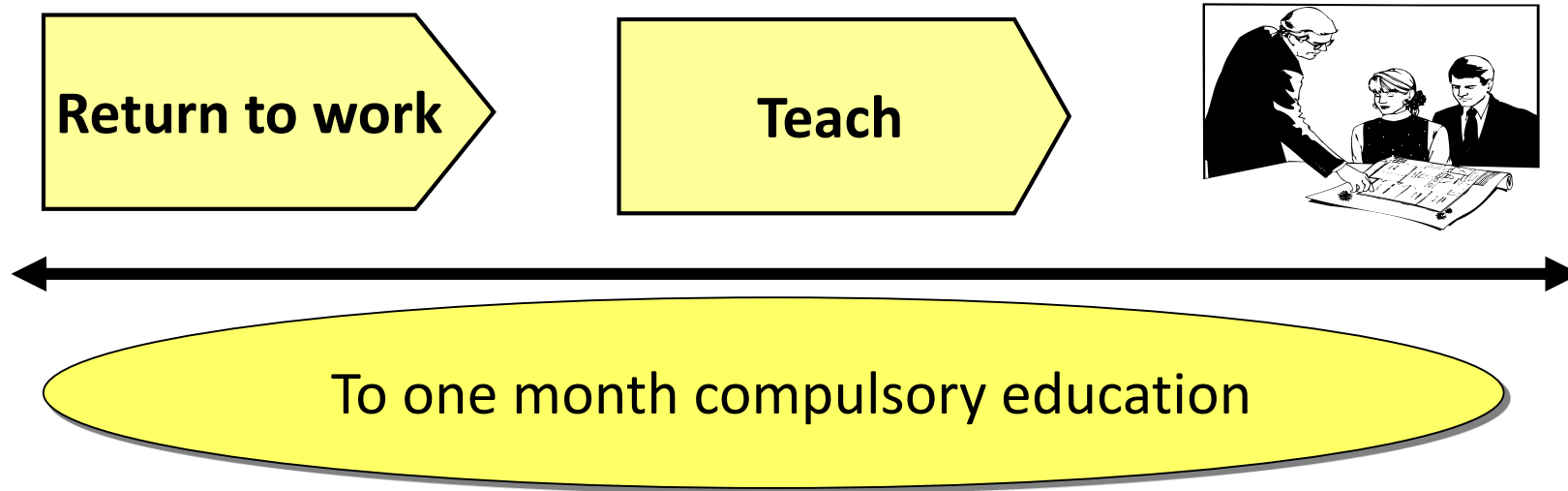
Promotion plan for increasing childcare leave rates

- ② The government gives subsidies to companies promoting childcare leave.



Promotion plan for increasing childcare leave rates

- ③ Require employee education to be obliged for at least 1 month for employees who return from childcare leave.



To an environment where women can pursue managerial positions!!

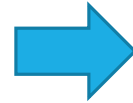
Table of contents

- Global Gender Gap Report 2017 ▪ Efforts of the Japanese government
- Problems — Women managerial ratio ▪ Childcare leave system
- Solution — The system we think
- Introduction of Japanese company — Daiichiseimei

To introduce some companies in japan

Daiichi Seimei

Corporate identity



Diversity & Inclusion

Main initiatives for diversity and inclusion promotion



Promote diversity of personality

Promotion of women's success

Global Diversity

Promotion of the success of people with disabilities

Promote understanding of LGBT

Promotion of Senior Activities

Promotion of various ways of working

Promote work-life balance

Early development of female leaders



Utilization of childcare leave

□ Male employee's childcare leave acquisition rate

2014	2015	2016
56.0%	85.5%	77.8%

□ Return from childcare leave

2014	2015	2016
94.1%	93.1%	95.4%

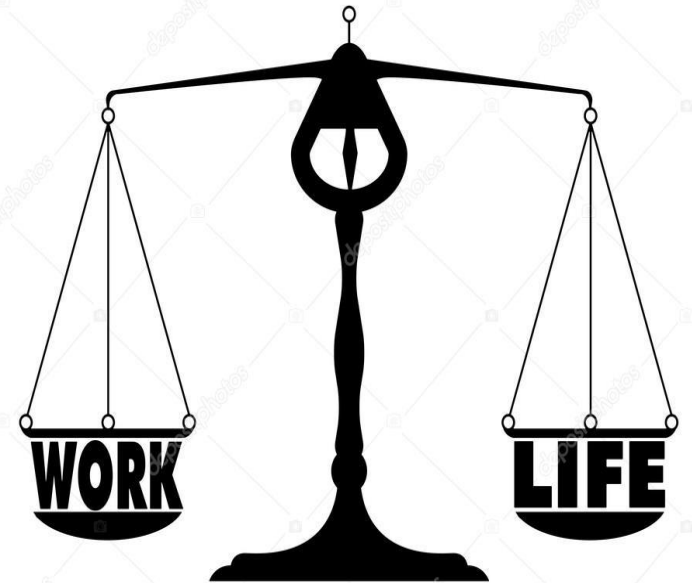
Work-life Balance

□ Support for balancing work and family

- Maternal and postpartum paid vacation **100%**
- Short time work for childcare

□ Efforts with changes in work style

- Promotion of paid holidays of **14 days** or more per year
- Promote male acquisition of childcare leave



Summary

- In Japan, disparities between men and women are large in working scenes
- One cause is the problem of childcare leave system
- Men's understanding and cooperation are indispensable for improvement