

# **Taking Stock of Gender Equality Policies, Results, Vision and Prospects : JAPAN Experiences**

Atsuko Horie  
Sourire Co.,Ltd

## Atsuko Horie, CEO, Sourire Co.,Ltd



- ◆ Established in 2010
- ◆ Training and consulting on women's activities and diversity for companies
- ◆ "Work & Life Internship" life career education business for university students

### **[Country Commissioner]**

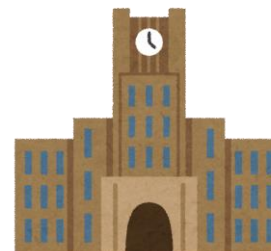
- ◆ Expert Member, Gender Equality Bureau, Cabinet Office (-2020)
- ◆ Councilor, Child and Family Affairs Agency, Cabinet Office (2023-)



## women's activities and diversity



Training and consulting  
on women's activities  
and diversity for  
companies



## Work and Life Internship



University students'  
experience of balancing  
work and childcare

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**Declining  
Birthrate**

**Gender Gap**

These two issues go hand in hand.

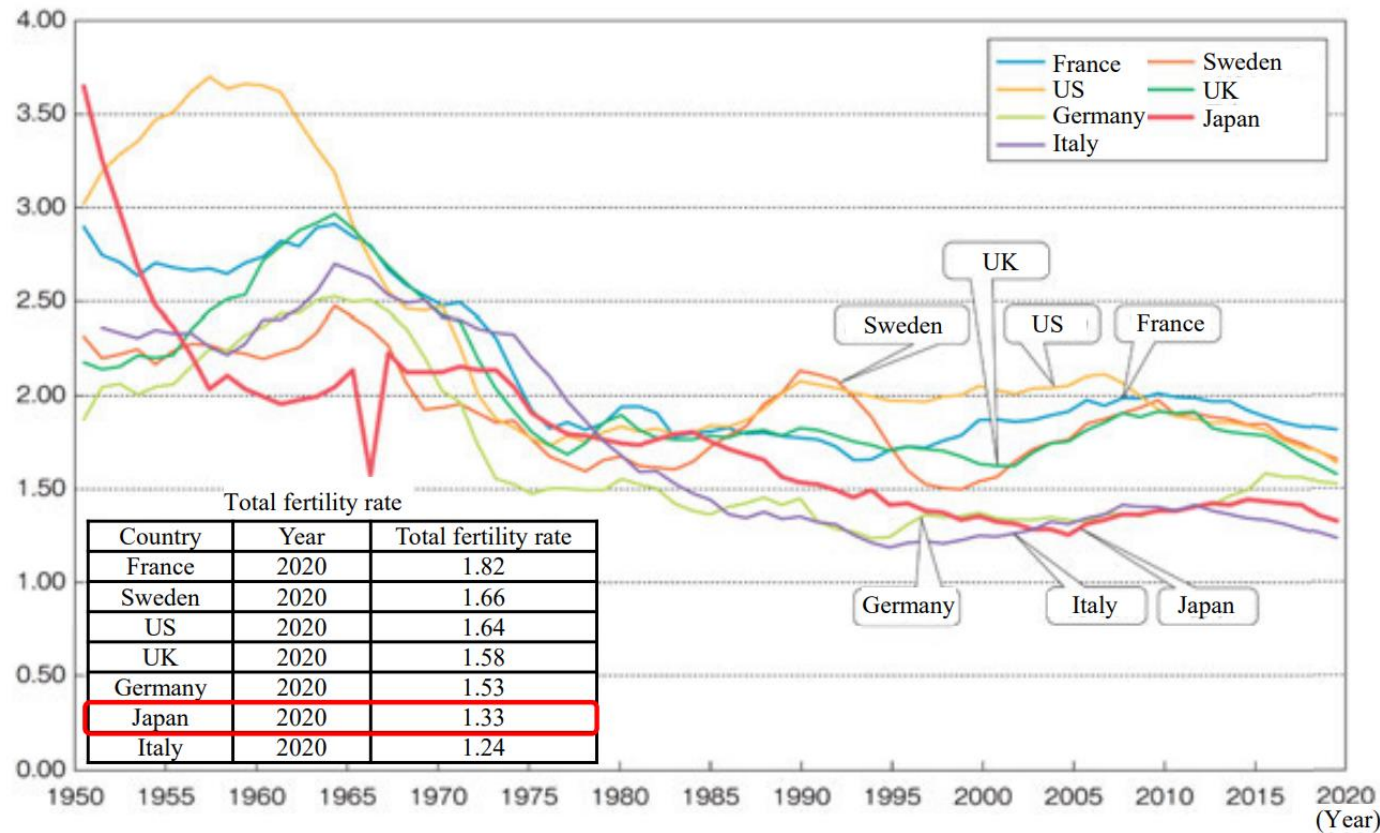


**Declining  
Birthrate**

**Gender Gap**

# Declining Birthrate

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2022  
**1.26**

Source: The numbers regarding countries other than Japan were from sources including Demographic Yearbook by the United Nations for the years up to 1959, OECD Family Database for the years between 1960 and 2019, and the statistics in each country for the year 2020. The numbers regarding Japan are based on "Vital Statistics" by the MHLW.

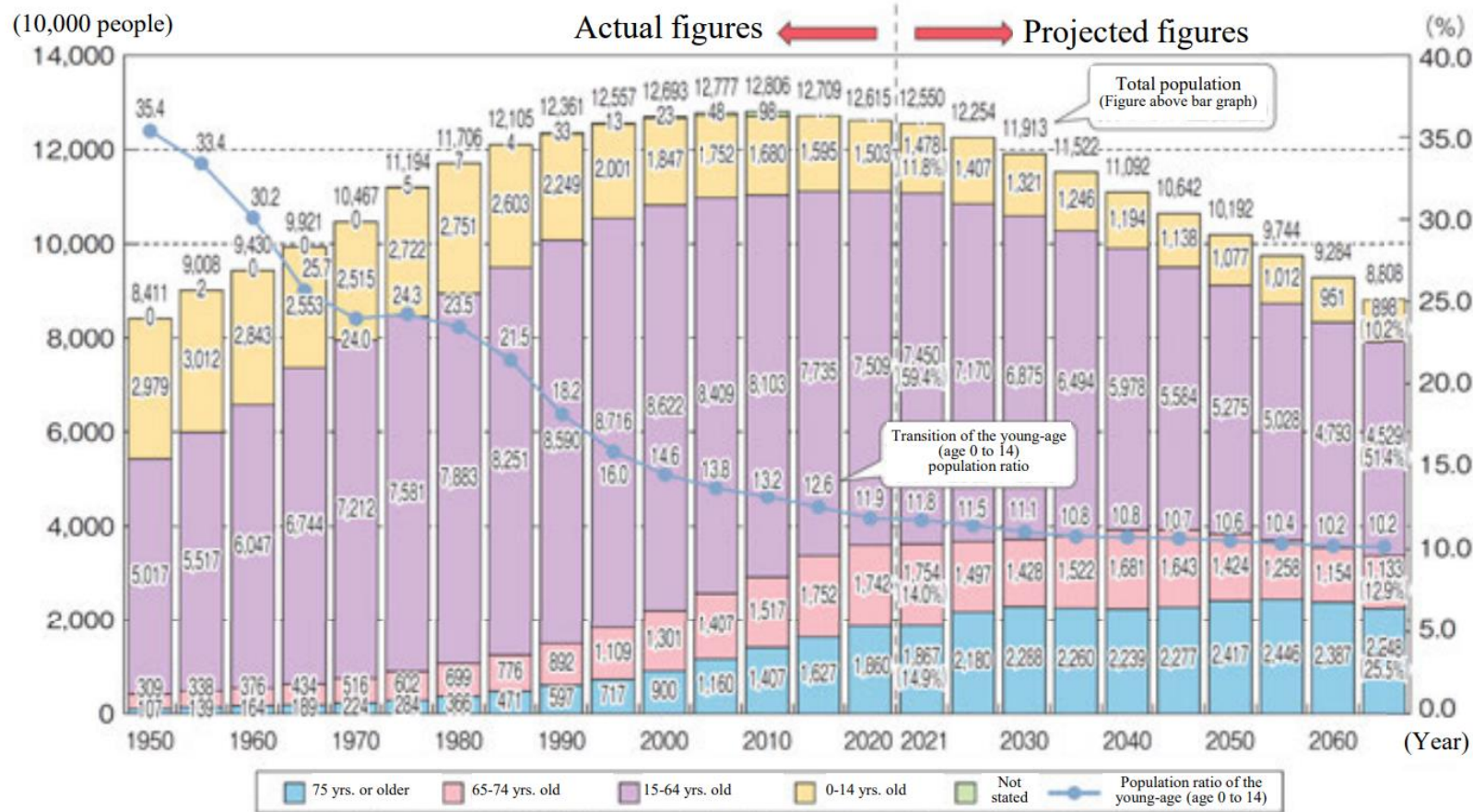
Note: The figures for the rate in France and the US in 2020 are provisional.

The birth rate is continuously declining and is low compared to other countries.



# Declining Birthrate

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Source: The results are based on MIC's Population Census up to 2020 (for the census years 2015 and 2020 these are substituted values based on proportional distribution of missing data); as for 2021, MIC's "Population Estimates" (as of October 1, 2021 (estimates based on the 2020 Population Census)); and as for 2025 onward, National Institute of Population and Social Security Research, "Population Projections for Japan (the 2017 estimate) for the medium-fertility and medium-mortality projections.

Note: Percentages are rounded to the nearest second decimal place and shown to the first decimal place. As a result the totals of breakdowns may not add up to exactly 100% in some cases.

It is estimated to fall below 100 million before 2060.  
At the time this estimate was made, the birth rate was calculated at 1.3, so it is expected to be earlier than this estimate.



# The Japan Government's Response to the Declining Fertility Rate

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## Department of Children and Families

こどもまんなか  
こども家庭庁

## Budget



Approximately  
\$33.1 billion

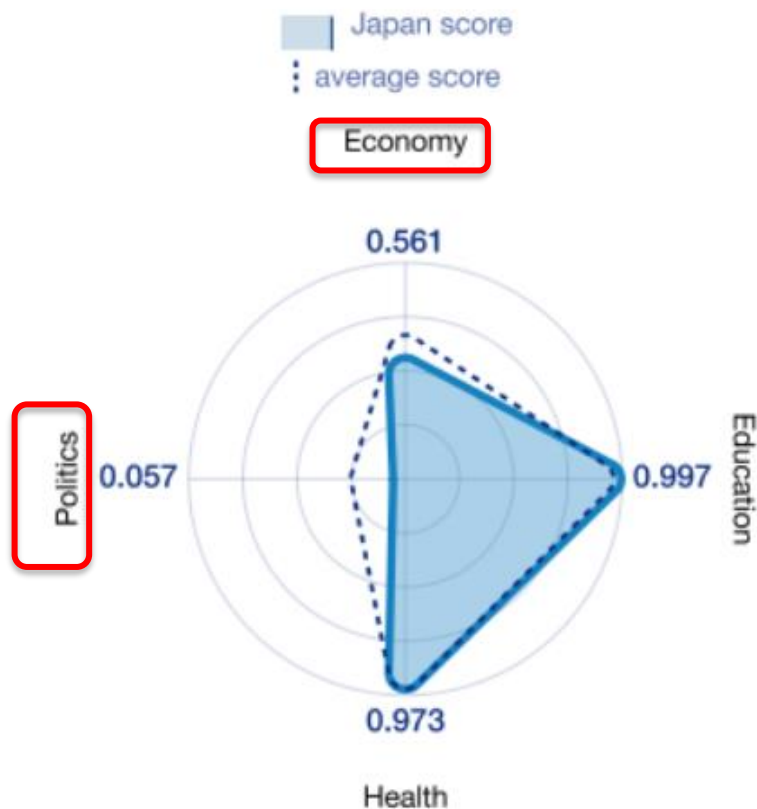
In April 2023, "Administration for Children and Families" was established in Japan



**Declining  
Birthrate**

**Gender Gap**

Global Gender Gap Index 2023 Edition



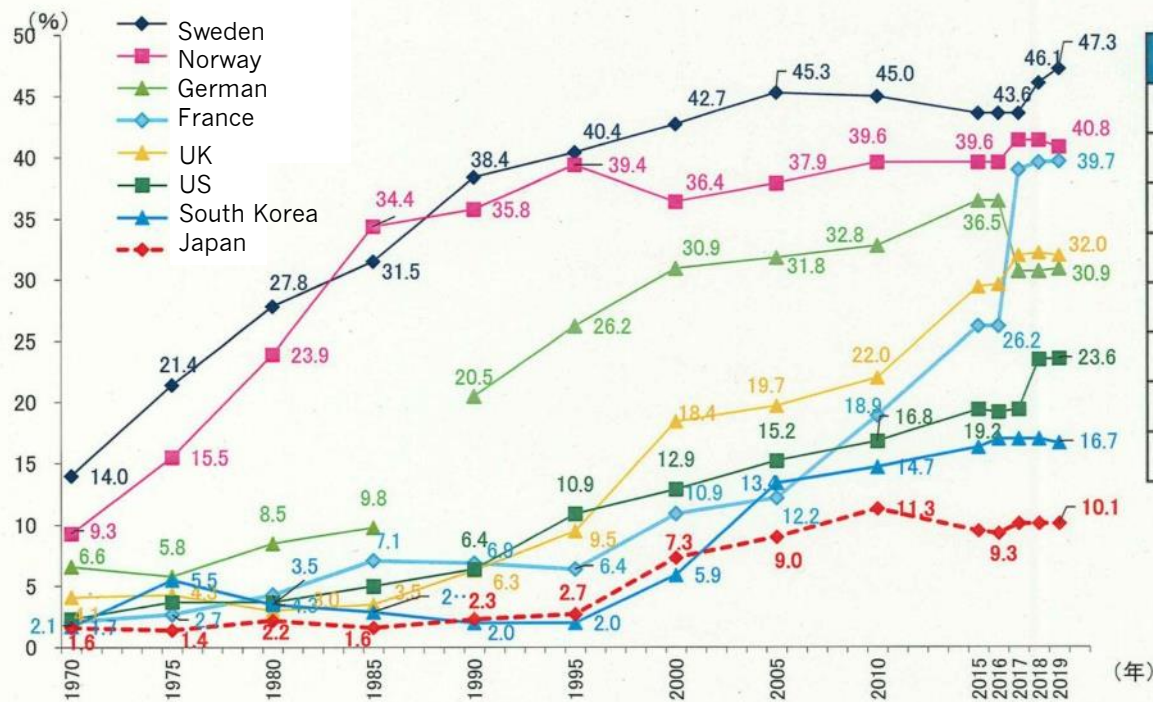
125<sup>th</sup>  
/146



Indicator	Rank	Score*
Economic Participation and Opportunity	123rd	0.561
Labour-force participation rate %	81st	0.759
Wage equality for similar work 1-7 (best)	75th	0.621
Estimated earned income int'l \$ 1,000	100th	0.577
Legislators, senior officials and managers %	133rd	0.148
Professional and technical workers %	-	-

Japan ranked 125<sup>th</sup>.  
Japan's participation in the economy and political participation is far below average.

## international comparison of the percentage of women in the National Diet



(2019年9月1日現在)

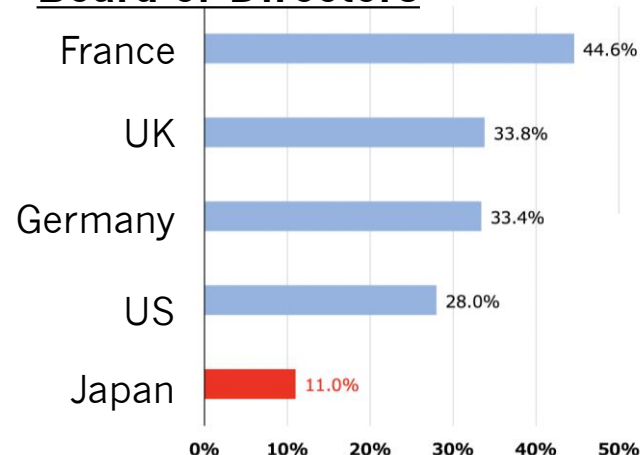
国名	順位	割合
Sweden	7	47.3
Norway	16	40.8
Germany	18	39.7
France	39	32.0
UK	46	30.9
US	78	23.6
South Korea	25	16.7
Japan	164	10.1

So far behind, but not introduced until the quarter system.

## Ratio of Female Managers in Japan



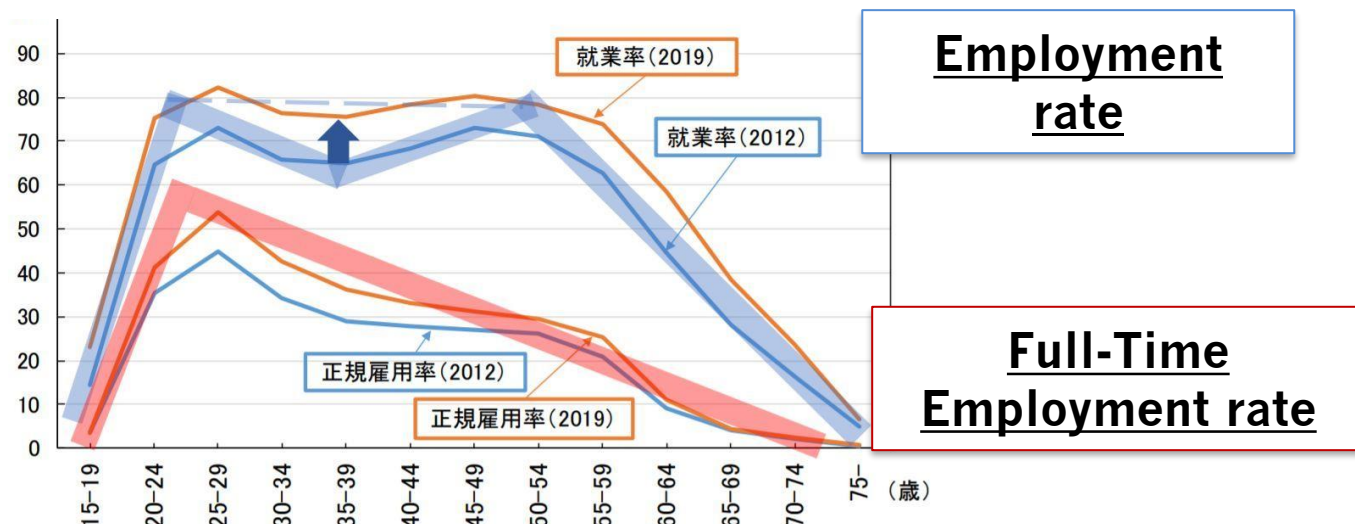
## Percentage of Female Directors on the Board of Directors



(注) 2020年6月末時点の構成企業。日本は日経225社。米国はS&P500社。英国はFTSE100社・FTSE250社のうち上位50社の計150社。ドイツはDAX30社とMDAX/SDAX/JecDAXのうち40社の計70社。フランスはCAC40社。米国の外国人比率は2019年実績。  
(出所) Spencer Stuart「2020 Japan Spencer Stuart Board Index」(2021年2月公表)を基に作成。

19

## Employment Rate and Full-Time Employment Rate of Women in Japan



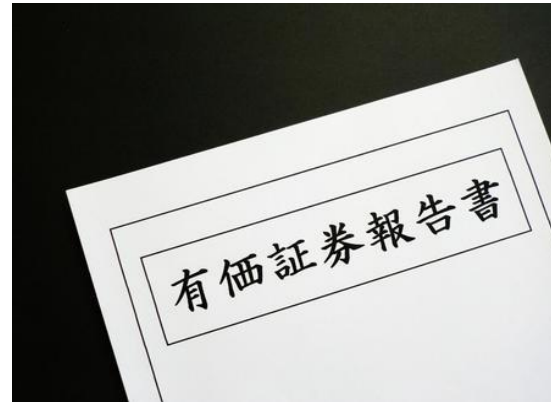
## Corporate Governance Code Revision



June 2021 Revised

Disclosure of "Targets and Basic Policies for **Promotion of Women**, Foreigners, and Mid-career Recruits to Management Positions and Core Human Resources

## The Government of Japan Establishment of Human Capital Visualization Guidelines



From March 2023

**Ratio of female managers, percentage of male employees taking maternity leave, and wage gap between men and women** are included in the annual securities report.

## policy of using women as a bargaining chip

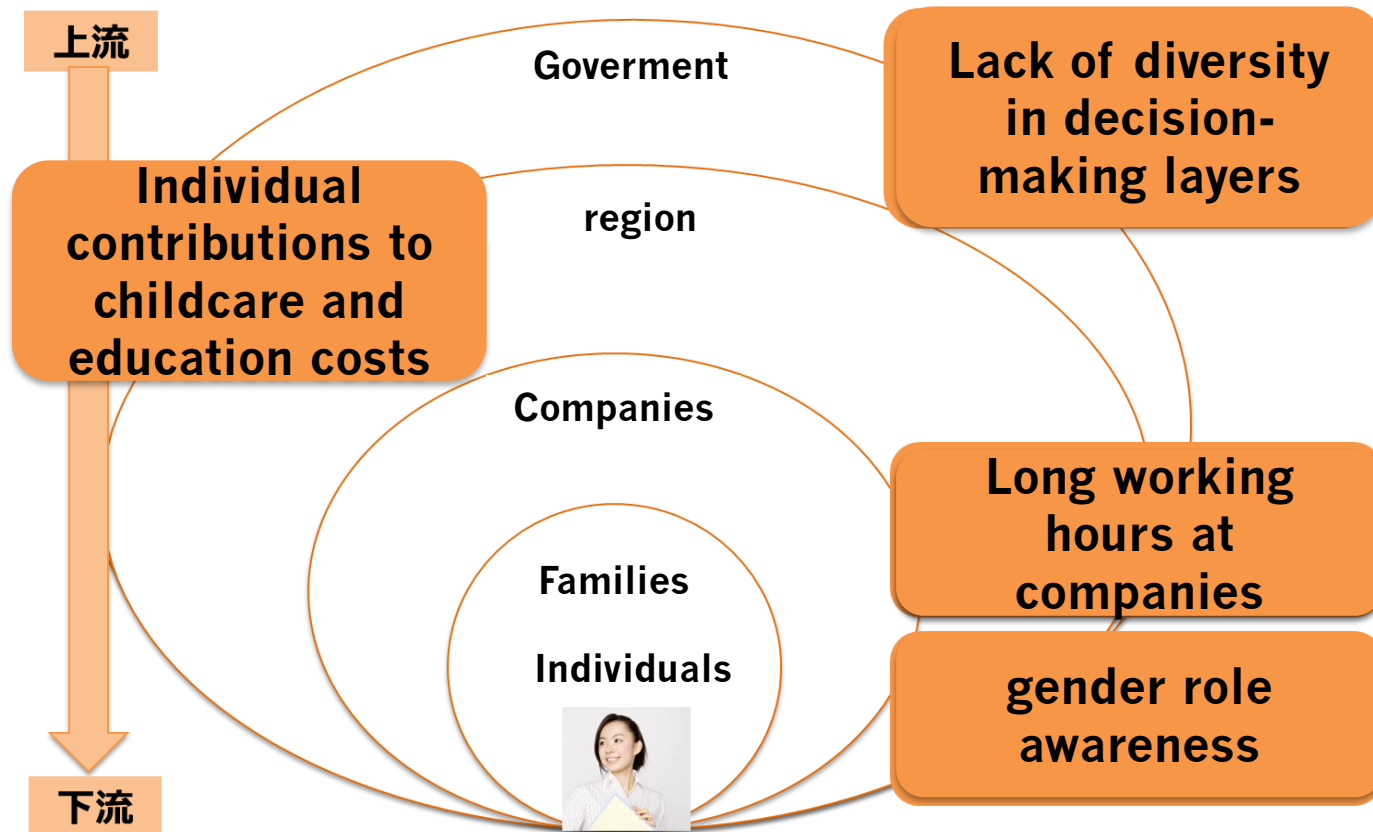


From 2023

Targeting **at least one female board member by 2023 and a 30% ratio of female board members by 2030.**

In response to global trends, there has been a shift in Japan toward a strong push for the promotion of women's activities





Japan has several layers of structural problems that cannot be easily solved by the gender gap



## Legislation

**(system of)  
selective married couple  
surnames**

**child born  
out of marriage**

**same-sex marriage**

## Stereotypes

**gender role  
awareness**

**Stereotypes of Leaders  
(Leaders should be  
strong)**

**Parenting stereotypes  
(children should be  
raised by their parents)**

NO  
Role model

55%

No  
experience  
of childcaring

75%

Negative image  
about  
working parents

90%

※net resarch(2015)



※Ministry of Health,  
Labour and Welfare  
(2003)



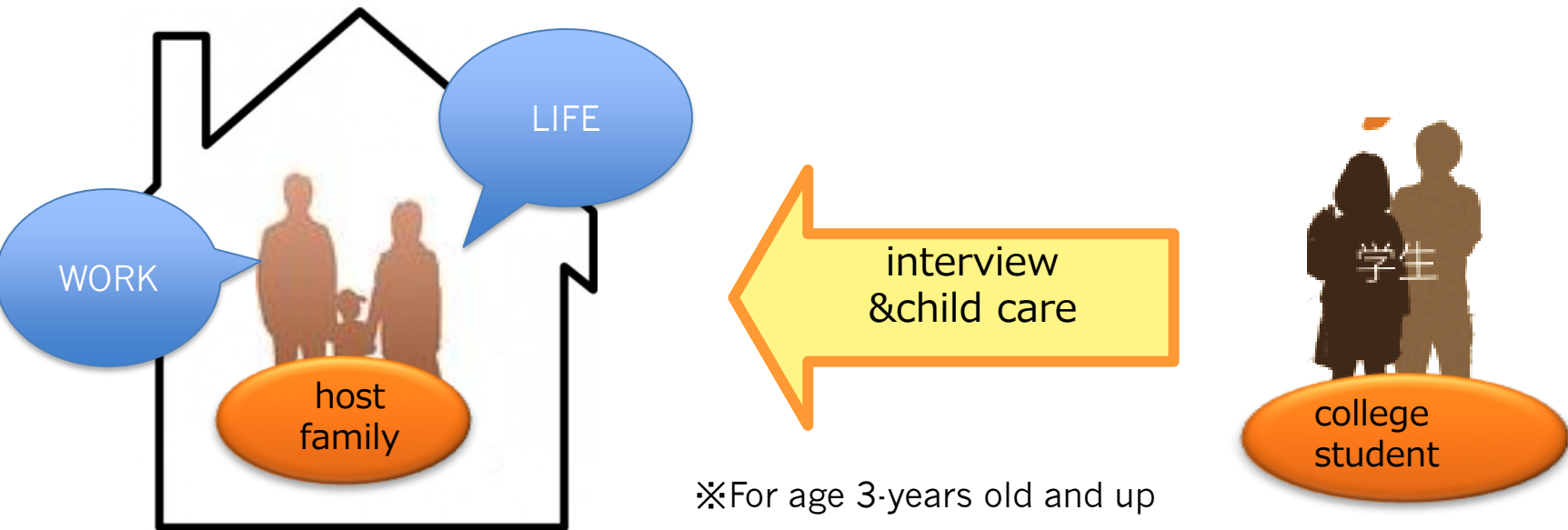
they seem too perfect  
+ poor kids!



**Negative image about both Work and Childcaring**

# The effect of "Work Life Internship"

They go to working parents house with buddy



University students' experience of balancing work and childcare

## Their comments

“There are people who working happily”

“Children are smiling even if the parents are away!!”

“Working mother don't have to be perfect”(We can help anyone!)

“Men can get maternity leave too!”

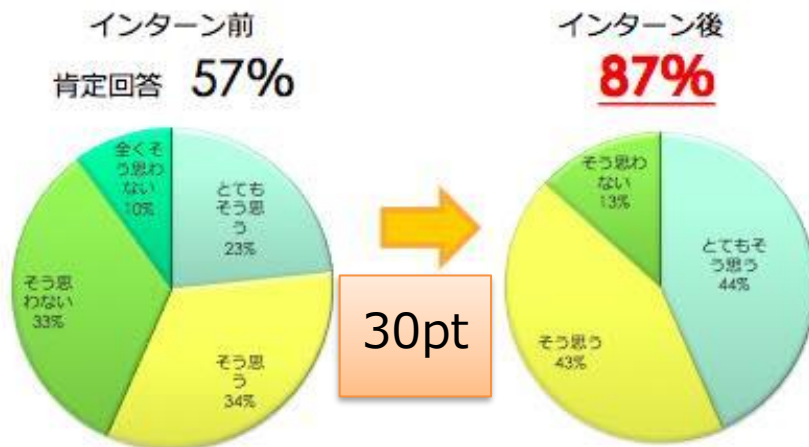
“There are so many different ways to be a family.”



**Stereotypes are being dispelled.**

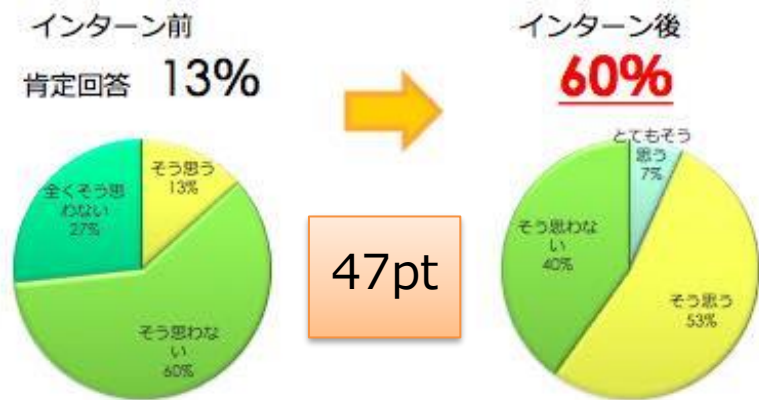
"Looking forward to getting a job"

社会に出るのが楽しみだ



"Possible to both work and Raise children without company system"

制度が整っていない会社でも、  
自分次第で仕事と子育ての両立を可能にする自信がある



After the program,  
Change their mind

## Positive Action



Politics and Economy.  
**Critical Mass!**

## Legislation

(system of)  
selective married  
couple surnames

child born  
out of marriage

same-sex marriage

**Diverse ways of  
life,**Acknowledging  
diverse ways of life  
and family

## stereotypes



With role models,  
**Opportunities to meet  
role models in real life,**  
up close and personal