

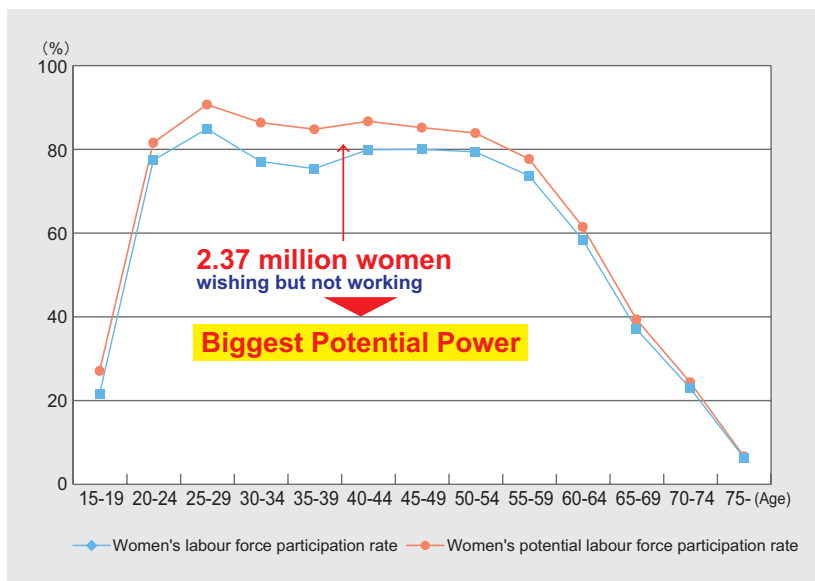
II Women's Economic Empowerment in Japan

■ Women's Empowerment is critical to ABENOMICS

Since December 2012, the Abe administration has identified women as Japan's greatest potential and positioned women's empowerment at the center of Japan's economic growth strategy. Under Prime Minister Abe's strong leadership, the government has robustly promoted comprehensive and diverse policies, and with momentum increasing nationwide, involving the private sectors.

● Women's Potential Labour Force Participation Rate by Age Group

Women who wish to work but not currently working or doing job seeking are 2.37 million. This is the biggest potential power.

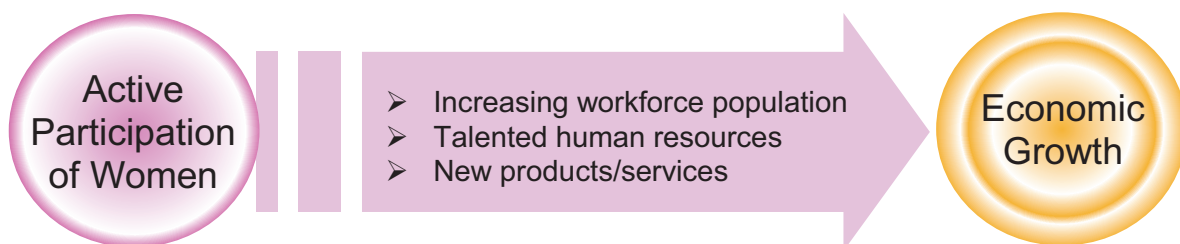


Source: "Labour Force Survey (Detailed Tabulation)" (averages for 2018) MIC

Note:

Potential labour force participation rate by age group = the labour force (by age group) + the number of people, from among the non-working population, who want to become employed (by age group) / the number of people aged 15 or older (by age group)

● Necessity of Women's Empowerment



● Impact of Raising Women's Labour Participation Rate

◆ Goldman Sachs, April 2014

Boosting Japanese GDP by as much as 13%, if closing the gap between men and women.

◆ McKinsey Global Institute, September 2015

\$12 trillion could be added to global GDP by 2025 by advancing women's equality.

■ Progress of Women's Empowerment

● Japan's Efforts

- **The Prime Minister requested to the business community:** "All listed companies are requested to actively employ women in managerial and executive positions. These companies should start by appointing one woman as a board member." (April 2013)
- The **"Japan Revitalization Strategy – JAPAN is Back,"** specify woman's empowerment at the center of economic growth strategy. (June 2013)
- **Accelerated the establishment of childcare facilities** to solve the problem of wait-listed children and expanded after-school clubs and activities to make it possible to balance work and childcare responsibilities.
- **Raise childcare leave benefits** from 50% to 67% of wage prior to leave (for 6 months from the start of leave) (April 2014)
- **"The Council for Supporting Women to Shine"** was established and the network of leaders in various sectors, fields and regions supporting women's empowerment expanded. (2014)
- Male leaders who have already been involved in promoting an active role of women issued the **"Declaration on Action" by a group of male leaders** who will create "A Society in which Women Shine". (June 2014)
- **"The Cabinet Office Order on Disclosure of Corporate Affairs"** was revised and listed companies are mandated to disclose numbers of male and female board members and the proportion of female board members in their Annual Securities Reports. (March 2015)
- Prime Minister Abe gave a speech that pivoted on support for women during the UN General Assembly's General Debate. (Sep. 2015)
- **"The Forth Basic Plan for Gender Equality"** (Cabinet Decision (Dec. 2015)) Numerical targets for 2020 and specific initiatives decided.
- **"The Intensive Policy to Accelerate the Empowerment of Women"** has been annually formulated (2015-) for the purpose of incorporating the perspective of women's empowerment into the annual requests for budgetary appropriations of government ministries and agencies.
- The Guideline to additionally evaluate companies that promote work-life balance for their employees among bidders for public procurement contracts was determined.(Mar. 2016)
- **"The Act on the Promotion of Female Participation and Career Advancement in the Workplace"** fully entered into force.(Apr. 2016)
- **"The Promotion of Women's Empowerment" was set in the agenda in the Ise-Shima Summit** and all relevant ministerial meetings. (May. 2016)
- **World Assembly for Women (WAW!)** was held five times in Tokyo. (Sep. 2014, Aug. 2015, Dec. 2016 Nov. 2017 and Mar. 2019)
- Mutual consent among relevant ministries makes it possible for a government officer to keep his/her maiden name in every aspect of his/her career in principle. (Sep. 2017)
- **"Act on Promotion of Gender Equality in the Political Field"** was established. (May 2018)



The Prime Minister's request to the business community
(Cited from the Prime Minister's Cabinet website.)



The Prime Minister's speech during the UN General Assembly's General Debate (2015)



G7 Ise-Shima Summit

- **New legislation on work-style reforms** was passed. (June 2018)
 - the introduction of legal upper limits on overtime hours, with penalties for infringements
 - the introduction of equal pay for equal work
- **“Corporate Governance Code”** was revised and “ensuring diversity, including gender and nationality” on the board of directors was clearly indicated as important. (June 2018)

● Results Achieved

- The number of women employees increased **2.88 million** in six years. (2012-2018)

[Changes in the number of employee from 2012 to 2018]

(10,000 people)

	Working-age population (from age 15 to 64)	Number of employee		
		From age 15 to 64	Aged 65 over	Total
Men	△ 235	△ 52	147	95
Women	△ 267	170	119	288
Total	△ 503	118	266	384

- Employment rate of women in child raising (aged 25 to 44) increased. [67.7% (2012) ⇒ **76.5%** (2018)]
- Rate of women who continue working after their first child birth increased.
[40.4% (2005 ~ 2009) ⇒ **53.1%** (2010 ~ 2014)]
- Women board members of listed companies has increased 2.7 times.
[630 (Jul. 2012)] ⇒ **1,705** (Jul. 2018)]
- Proportion of women in managerial positions increased (private companies with over 100 employees).
[6.9% (2012) ⇒ **9.6%** (Jun. 2017)]
- **“Male Leaders who will Create a Society in which Women Shine”** announced “the Declaration on Action.” (Jun. 2014) Advocates also increased. [9 (Jun. 2014) ⇒ 206 (Dec. 2018)]
- **Action plans for business owners** based on “the Act on the Promotion of Female Participation and Career Advancement in the Workplace” were formulated.
 - Formulation rates of **private-sector corporations with more than 300 employees** was **99.3%**. (Dec.2018)
 - Formulation rates of **the national government and local governments** was **100%**. (Sep.2018)

<Column> Initiative by UN Women “IMPACT10×10×10”

Prime Minister Abe participated in the HeForShe campaign led by UN Women, which encourages the involvement of men and boys in promoting gender equality.

“IMPACT10×10×10”, a measure to accelerate this, is an initiative encouraging strategic efforts by 10 heads of states, 10 corporates and 10 universities in June 2015, Prime Minister Abe was selected as one of the 10 heads of states. Nagoya University selected as one of ten universities around the world promoting this initiative.

