

Japanese Business Culture and Systems
JAPAN 151 / 251
Stanford University, 31 January 2017

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Women in Japanese Business:

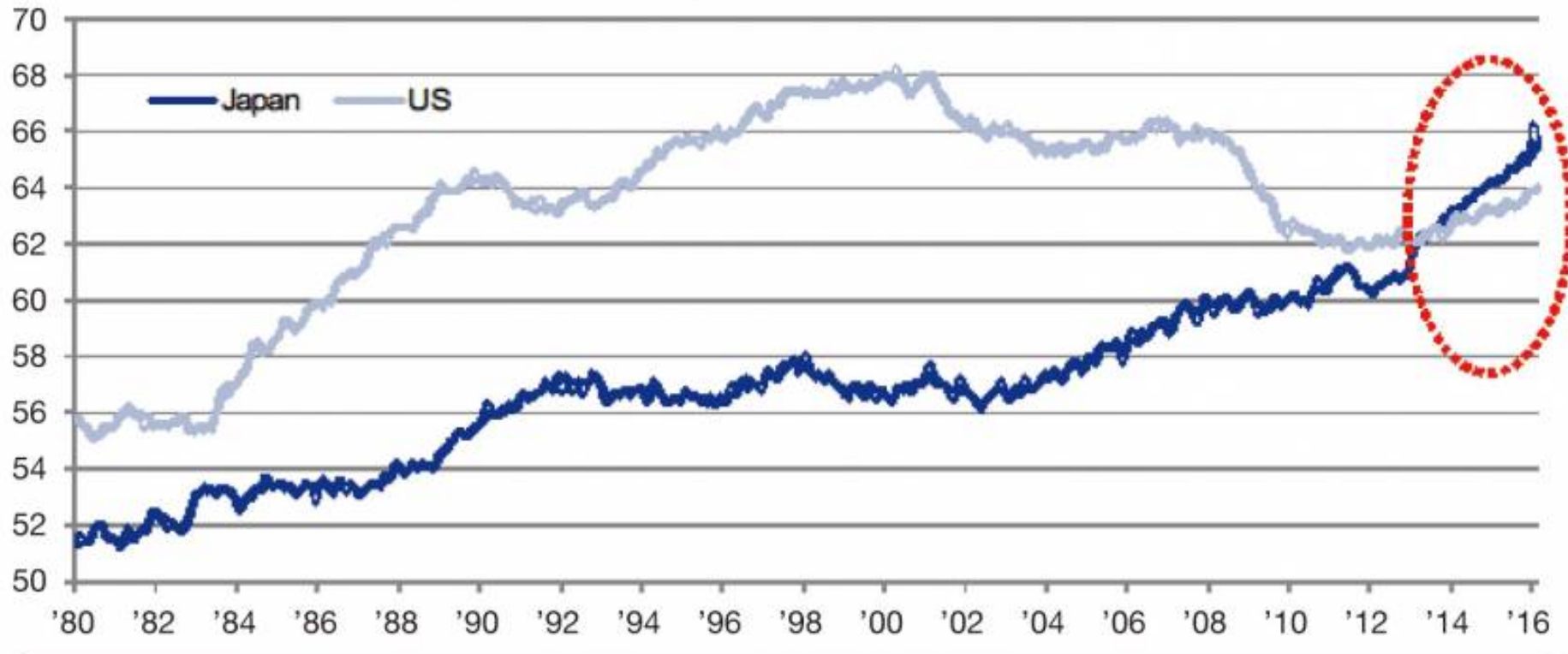
Introduction – Recent Macro Trends

Richard B. Dasher, Ph.D.
Director, US-Asia Technology Management Center
Adjunct Professor, Stanford University

A surprising chart...

Japanese female labor participation surpasses that in the US

% of women between ages 15-64 employed in part/full-time work, as of Feb. 2016



SOURCE: OECD

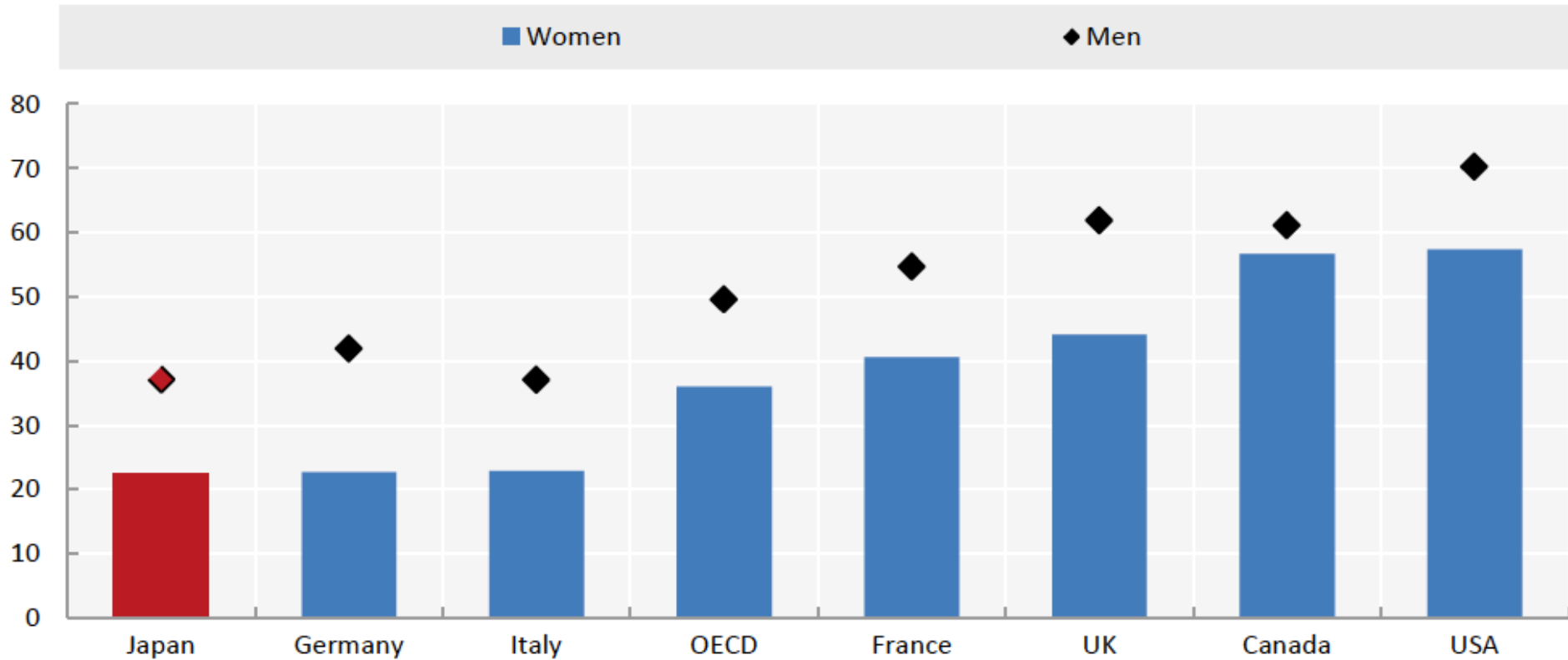
From Kathy Matsui, "Womenomics' continues as a work in progress," *Japan Times*, 25 May 2016 (prepared for G7 Summit at Ise Shima)

But, what kind of participation by women in the workforce?

- ◆ In 2014, women made up 43% of workforce in Japan but only 9% of managerial positions
- ◆ In 2014, 53% of women were in “part-time” or non-regular jobs in Japan (not 正社員 sei-shain)
 - ◆ Number of part-time jobs have been increasing
 - now 40% of labor force as a whole in Japan is “part-time”
- ◆ In August 2014, there were 35,031 attorneys registered with bar associations in Japan (up from 22,049 in 2005)
 - ◆ 6,326 were women in 2014 = about 18% of all lawyers in Japan
 - ◆ In U.S. (2016), 34.6% of ABA lawyer members were women

Women in entrepreneurship in Japan

1. Attitude toward entrepreneurship

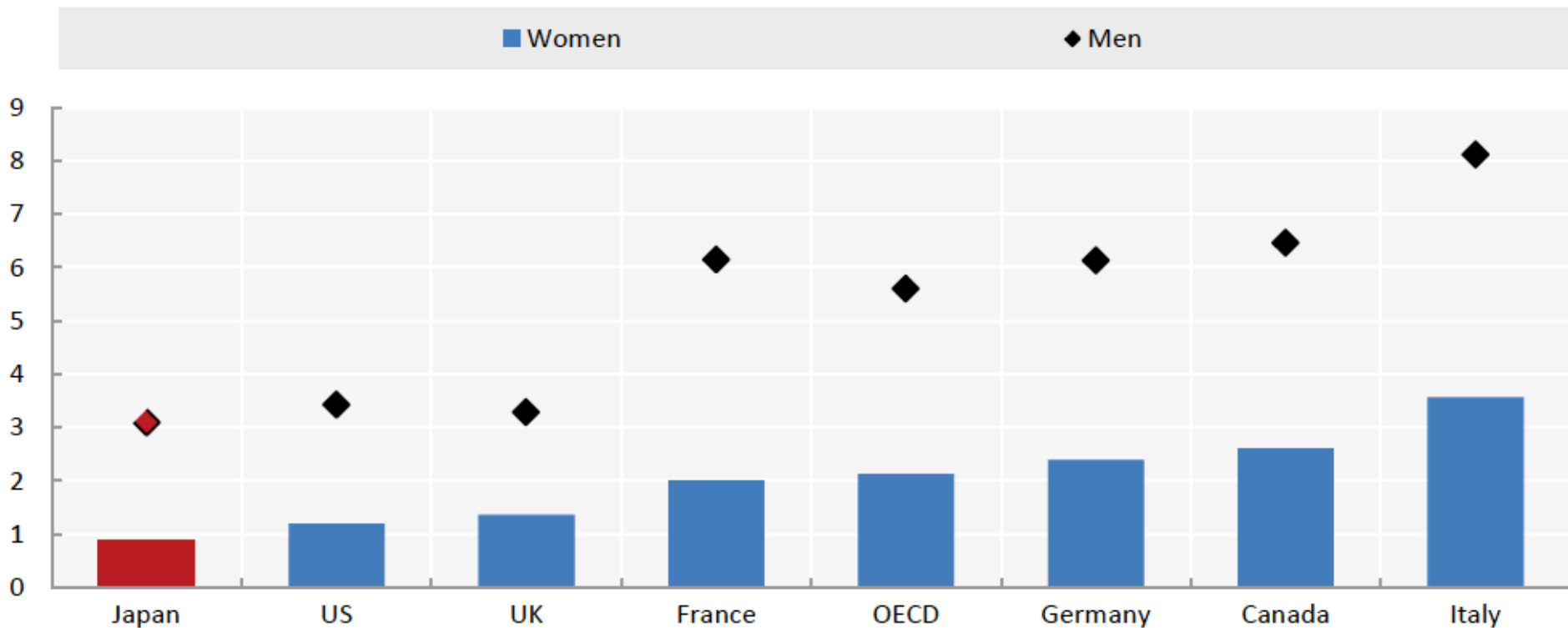


Percentage of men and women who agreed with the statement, "I would rather take a risk and build my own business than work for someone else." 2013

OECD, March 2016, "Women entrepreneurship: key findings – Japan"
<https://www.oecd.org/std/business-stats/EaG-Japan-Eng.pdf> accessed 2017.01.31

Women in entrepreneurship in Japan:

2. Participation in entrepreneurship



Percentage of employed women and men who are self-employed with employees, 2014

OECD, March 2016, "Women entrepreneurship: key findings – Japan"
<https://www.oecd.org/std/business-stats/EaG-Japan-Eng.pdf> accessed 2017.01.31

Recent changes in Japan

- ◆ **Female Employment Promotion Legislation (effective 2016.04)**
 - ◆ Companies with 300+ employees must keep data and set targets for increasing women percentage in recruitment and managerial ranks
 - ◆ Japanese government will certify those that meet targets: they receive preferential consideration when bidding on gov't contracts
 - ◆ “No punishment” if targets are not met
- ◆ **Improvements in childcare capacity and affordability**
 - ◆ In 2013, 400,000 children on waiting lists to get into childcare
 - ◆ Government goal: create new slots for 500,000 children by 2019
 - ◆ Government replacement pay during parental leave: from 50% to 67% (6 months) – now accessible to non-regular employees
- ◆ **Lots still to do:** more flexible hours, equal-pay-for-equal-work, tax reform, eliminate unconscious bias,

Today's panel: What's it like from the front lines?



Ari Horie
Founder & CEO,
Women's Startup Lab

- CNN 10 Visionary Women (2014)
- 20 influential women (SV Business Journal)
- Frequent keynoter (SXSW, Slush Asia,...)

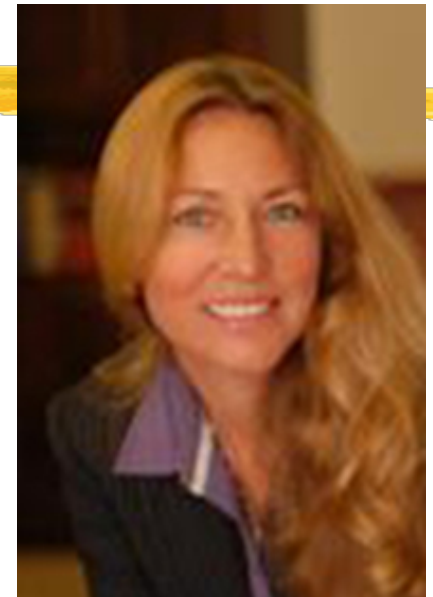
2017.01.31



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