

Disclosure of Gender Pay Gap in Japan

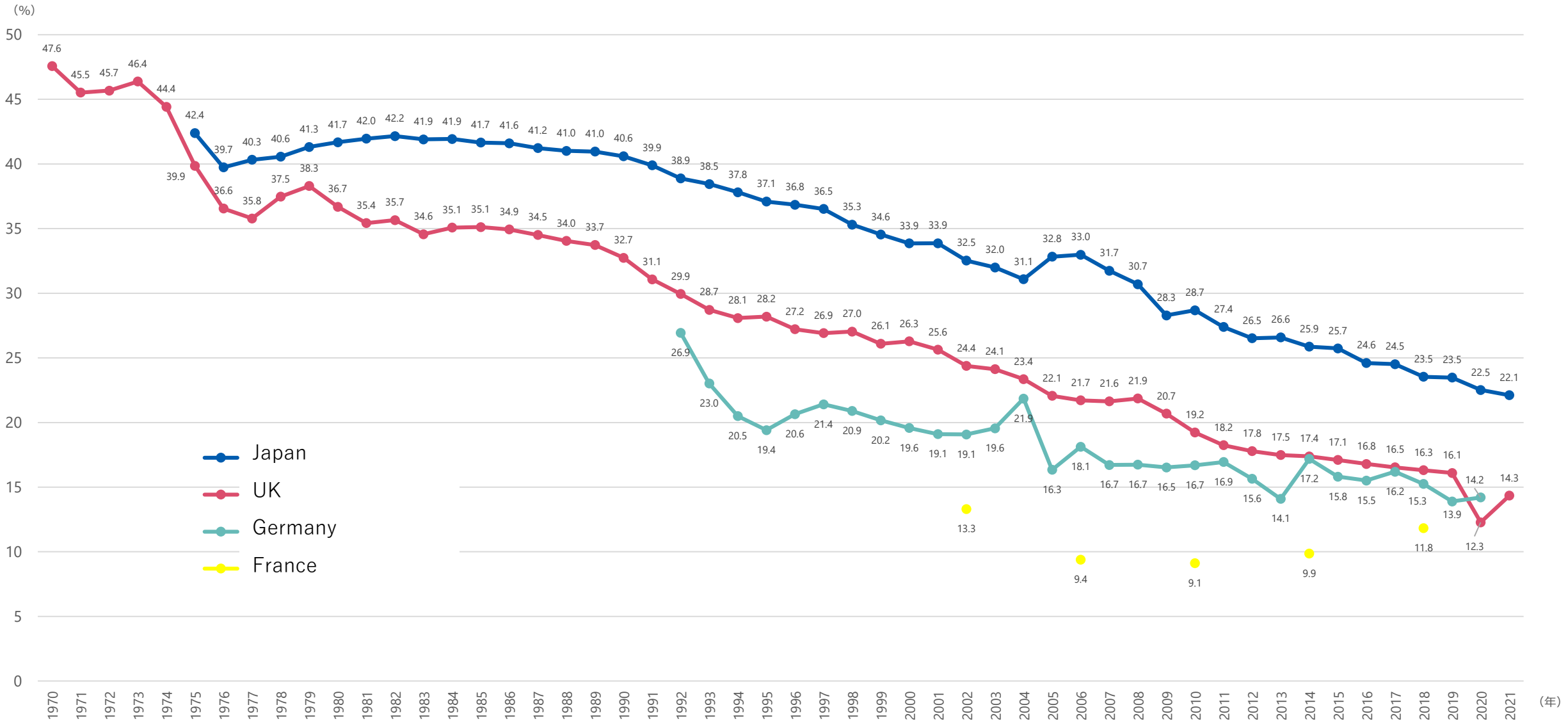
26th October 2022

Ministry of Health, Labour and Welfare
Japan

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Gender Pay Gap: Japan & Major European Countries



Source : OECD Stat

Policy to Tackle Gender Pay Gap in Japan

Phase 1: 1947-

- Ministry of Labour / Labour Standards Law (1947)
- Prohibition of Pay Gap based on Sexuality
 - => Vanishment of Apparent gender pay discrimination

Phase 2: 1985-

- Employment Opportunity Equality Law / Ratification of CEDAW (1985)
- Prohibition of Sexual Discrimination in all aspects* of employment
 - (*recruitment, employment, placement, internal-training, promotion, and retirement)
 - => continuous decrease in gender pay gap

Phase 3: around 2001-

- Movement of Positive Action promotion, led by business organizations(around 2001-)
- Factor Analysis of Gender Pay Gap (2010)
- Act on the Promotion of Female Participation and Career Advancement in the Workplace (2015)
- Gender Pay Gap Disclosure in the framework of WPA Act (2022)

Factor Analysis of Gender Pay Gap

<Analysis based on 2021 Wage Survey>

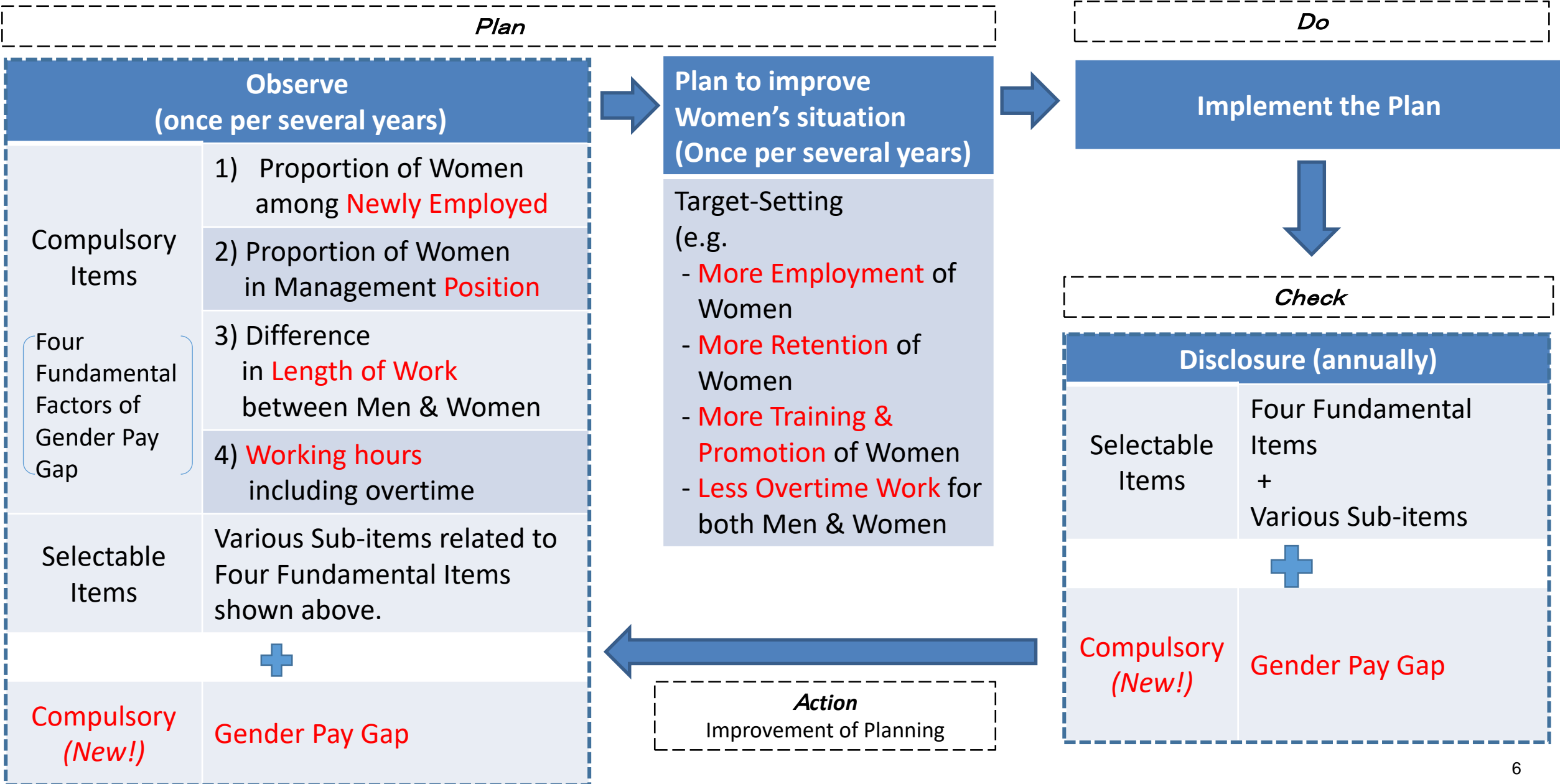
	Proportion of Female Workers' Payment to Male Workers Payment (100)		Possible Decrease (B-A)
	Original (A)	adjusted (B)	
Position	75.2	85.0	9.8
Length of Service		79.3	4.1
Academic Career		77.1	1.9
Working hours		77.5	2.3
Age		75.9	0.7
Enterprise size		75.2	0.0
Industry		73.0	-2.2

Note. The analysis is based on the Blinder-Oaxaca decomposition method.

“Original (A)” is the proportion of female workers’ payment to male workers’ payment, based on 2021 Wage Survey

“Adjusted (B)” is the proportion of female workers’ payment to male workers’ payment, on the assumption that the number/proportion of female workers is the same as that of male workers.

Workplace Positive Action Act: Tackling Factors of Gender Pay Gap



New Regulations: Disclosure of Gender Pay Gap

<compulsory disclosure>

	Gender Pay Gap (the proportion of female workers' payment to male workers' payment)
All Workers	XX.X%
Regular Workers (Full-time & Permanent)	YY.Y%
Part-time or Fixed-term Workers	ZZ.Z%

Period: 2022 Business Year (From April 2022 to March 2023)

Payment = basic salary,
+
bonus
+
allowance for overtime-work
+
various benefits

<voluntary disclosure> +

Additional information concerning gender pay gap is welcomed.
e.g. gender pay gap among the same position / working period
chronicle change of gender pay gap
special background about temporary gender pay gap increase

Political Process of New Regulations

1. PM's Initiative(24th Jan 2022)
2. Tripartite Consensus at the Highest Level Policy Forum
(20th May 2022)
3. Tripartite Discussion about the detail of Regulations
(17th & 24th June 2022)
4. Implementation of revised regulations(July 8th)

Toward Better Future of Labour Market

Disclosure of Gender Pay Gap in the Framework of WPA

Act shall:

- 1) promote gender pay gap decrease
 - more steadily
 - with improvement of employment rate of women
- 2) promote labour market transparency for
(especially female) jobseekers.