

Perspective from JTUC-RENGO

EPIC Regional Conference
26 October 2022

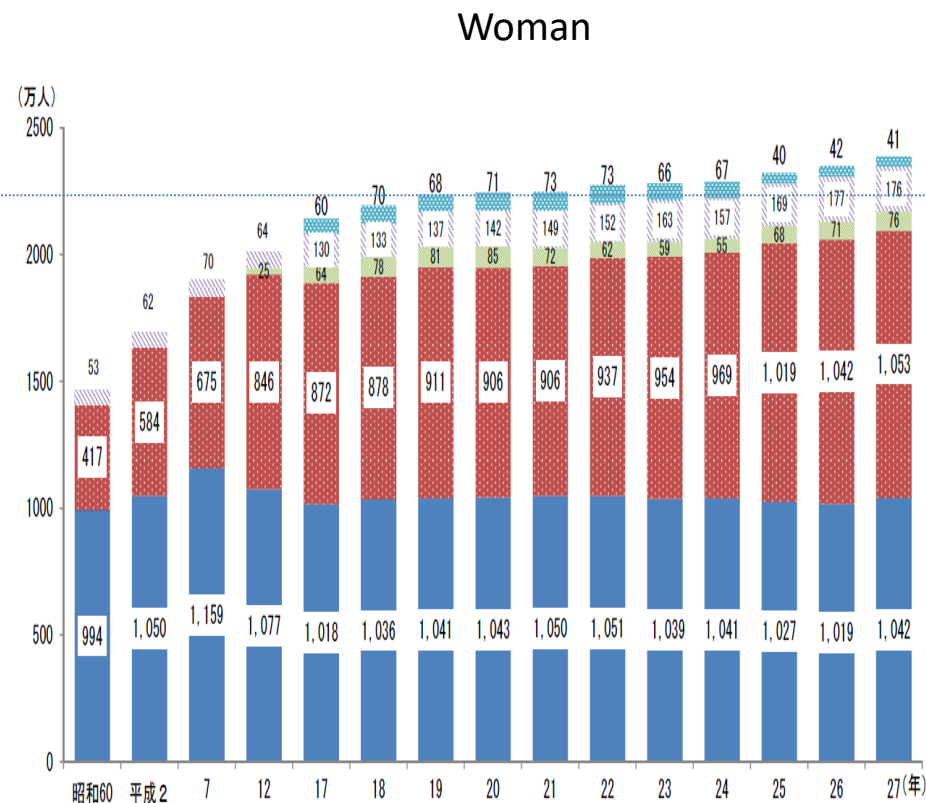
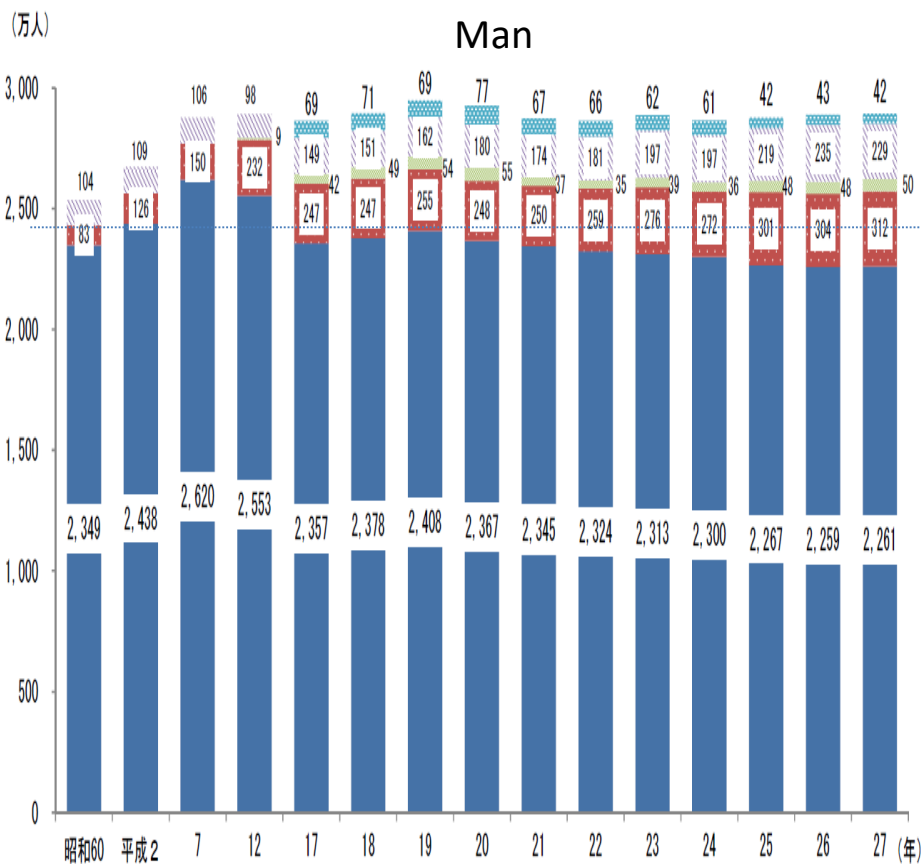


Executive Director of the Department Policy,
Japanese Trade Union Confederation (JTUC-RENGO) ,
in charge of the gender equality and diversity division

Kumie Inoue

Number of workers by employment status in Japan

- The number of non-regular employees is increasing for both men and women. In particular, the majority of women are in non-regular employment.
- The percentage of men and women whose first job was informal employment is increasing, at about 30% and 50% respectively.



■ Full-time worker
 ■ Part-time worker
 ■ Temporary worker
 ■ Contract worker
 ■ Etc.

◆ Labor Standards Law

Principle of Equal Pay for Men and Women (Enactment in 1947)



【Equal treatment】

Article 3

Employers shall not discriminate against concerning wages, working hours, or other working conditions on the basis of nationality, creed, or social status.

【Rule of equitable pay for men and women】

Article 4

Employers shall not discriminate against a worker for wages because she is a woman.

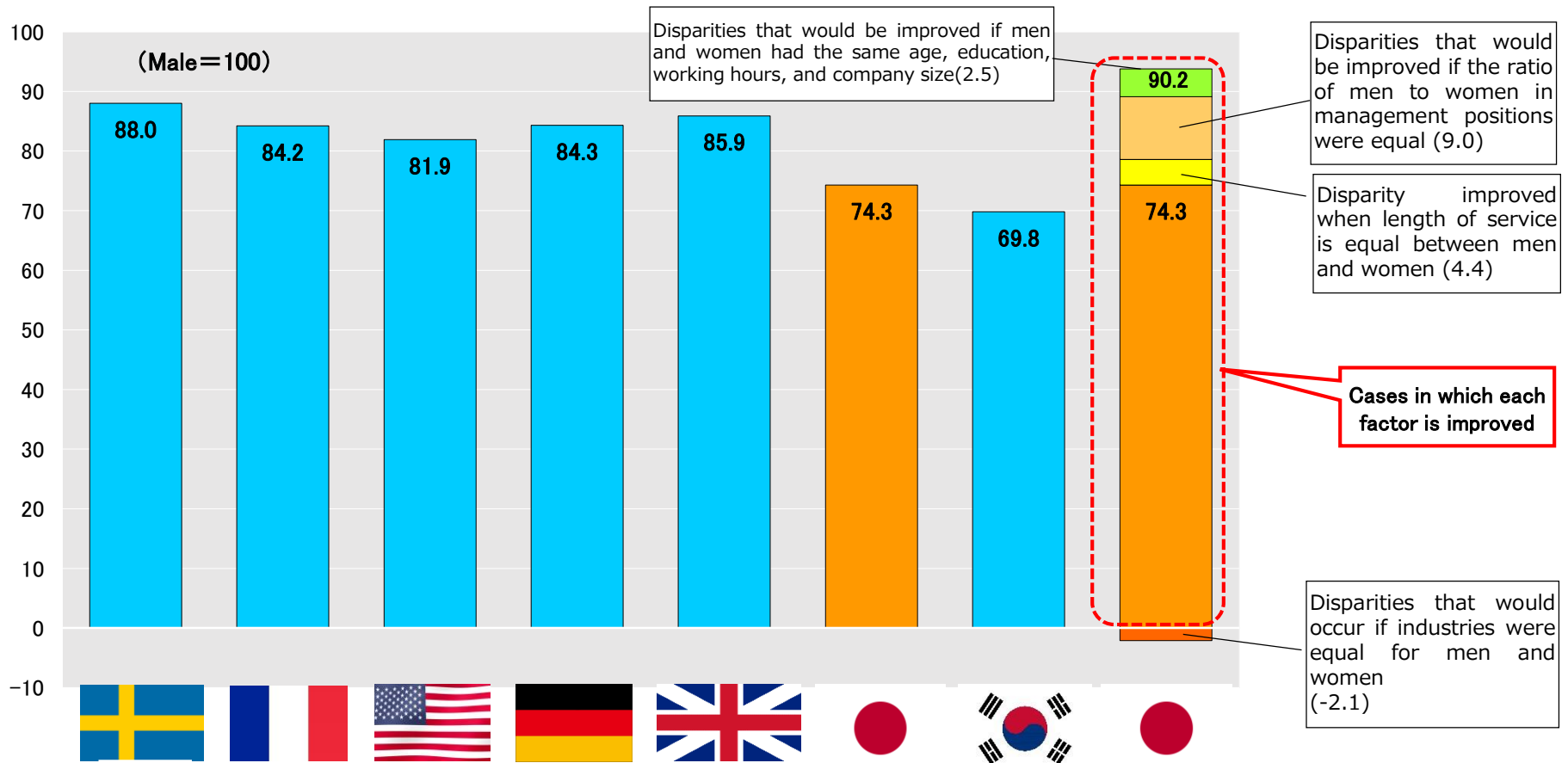
◆ Legal provisions regarding equal pay for equal work (Amendment in 2020)

The company needs to work to implement and correct illegitimacy differences in treatment between regular workers and part-time, fixed-term, and temporary workers in the company.

- Develop equal-balanced treatment rules for part-time and fixed-term employees.
- The guideline should be developed to show the principles and specific examples of such discrepancies in treatment etc.

Result Indicators for Working Methods

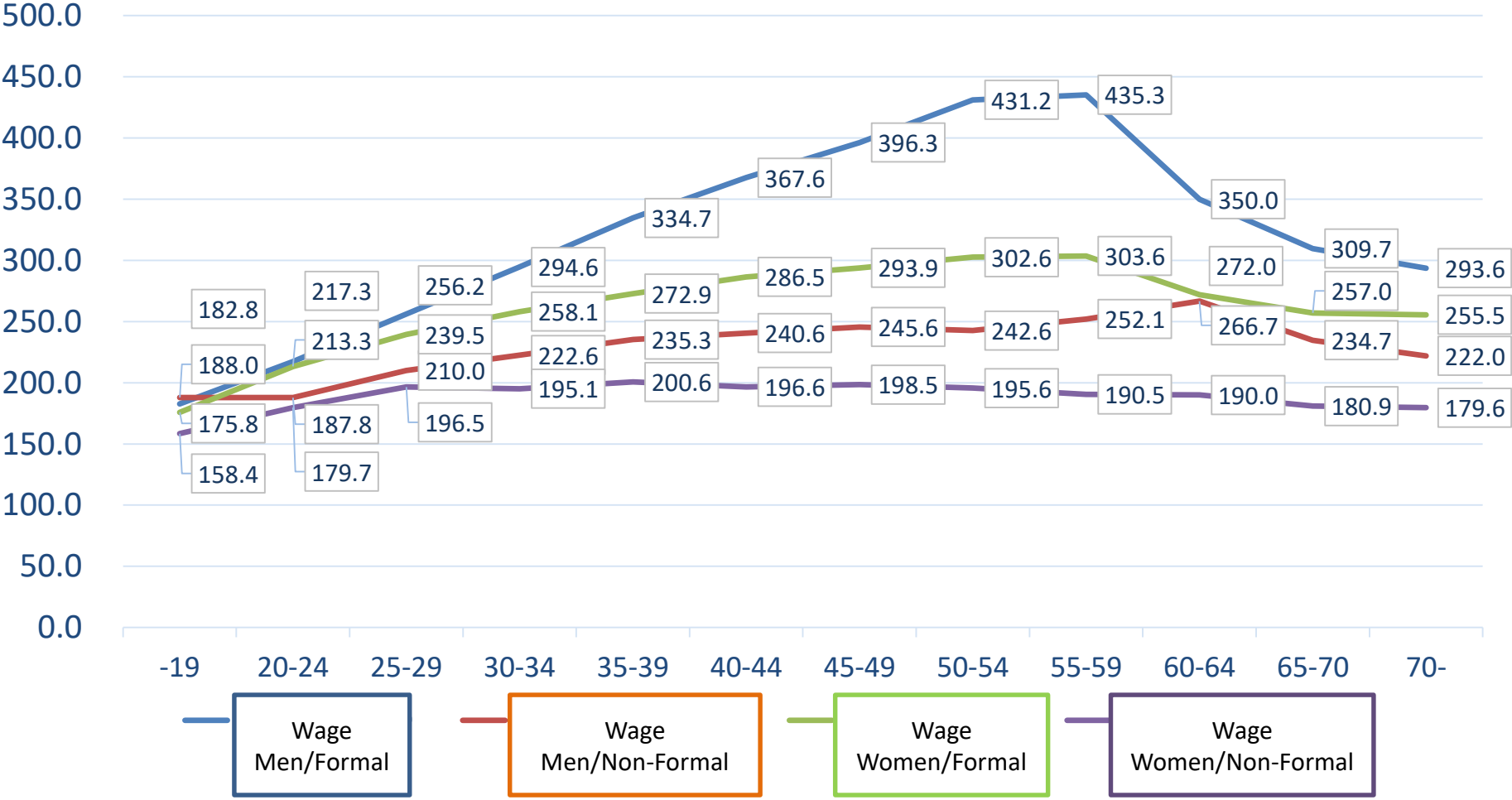
The wage gap between men and women in the general labor force is large by international comparison. If management positions and length of service would be equalized between men and women, the disparity would narrow significantly.



Difference between men and women in the workforce

- Wage gap between men and women in Japan-

Prescribed Wages by Gender and Employment Status



Source : Rengo White Paper 2022 (from MHLW「Basic Survey of Wage Structure in 2020」)

Barriers to Women's Success in Japan



Employment

Training

Continuation

Promotion

Not recruiting women

36.7% of companies
Not hiring women

Source : 雇用均等基本調査 (2017年)

Not training women

Education and training
participants are
half of men in their late 30s.

Source : 2009年働くことと学ぶことについての調査

Women cannot continue to work

With the birth of their first
child 50% of women left
their jobs

Source : 第15回出生動向基本調査(夫婦調査)

Women do not want to be promoted

Only 10% of women hope
to be promoted to section
manager or higher

Top reasons for not
wanting a promotion
"Difficulty in balancing
work and family"

Source : J I L P T「男女正社員のキャリアと
両立支援に関する調査結果(2013年)」

The competitive ratio for
career-track employment
is Male: 30 times,
Female: 44 times

Source : コース別雇用管理制度の実施・
指導状況 (2014年)

About 70% of companies in
sales and production Some
workplaces are over 90%
male."

Source : 採用・配置・昇進とポジティブ・アクションに
関する調査 (2014年)

One out of four reasons for
quitting is "difficulty in
balancing work and
childcare."

Source : 「2015年度仕事と家庭の両立に
関する実態把握のための調査」

JTUC-RENGO's Efforts and Activities to Correct the Gender Wage Gap



- ① Based on wage data, grasp the distribution of wages by gender and age, visualize the distribution (wage plotting methods, etc.), identify the factors that lead to wage disparities, and improve the problem. And identify the factors that lead to wage disparities, and improve problem areas.
- ② The "head of household" on the resident registration card for livelihood-related allowances (benefits, family allowances, etc.) constitutes indirect discrimination. The Equal Employment Opportunity Law prohibits the submission of proof such as a certificate of residence only for women, and JTUC-RENGO calls for the abolition of both.

