

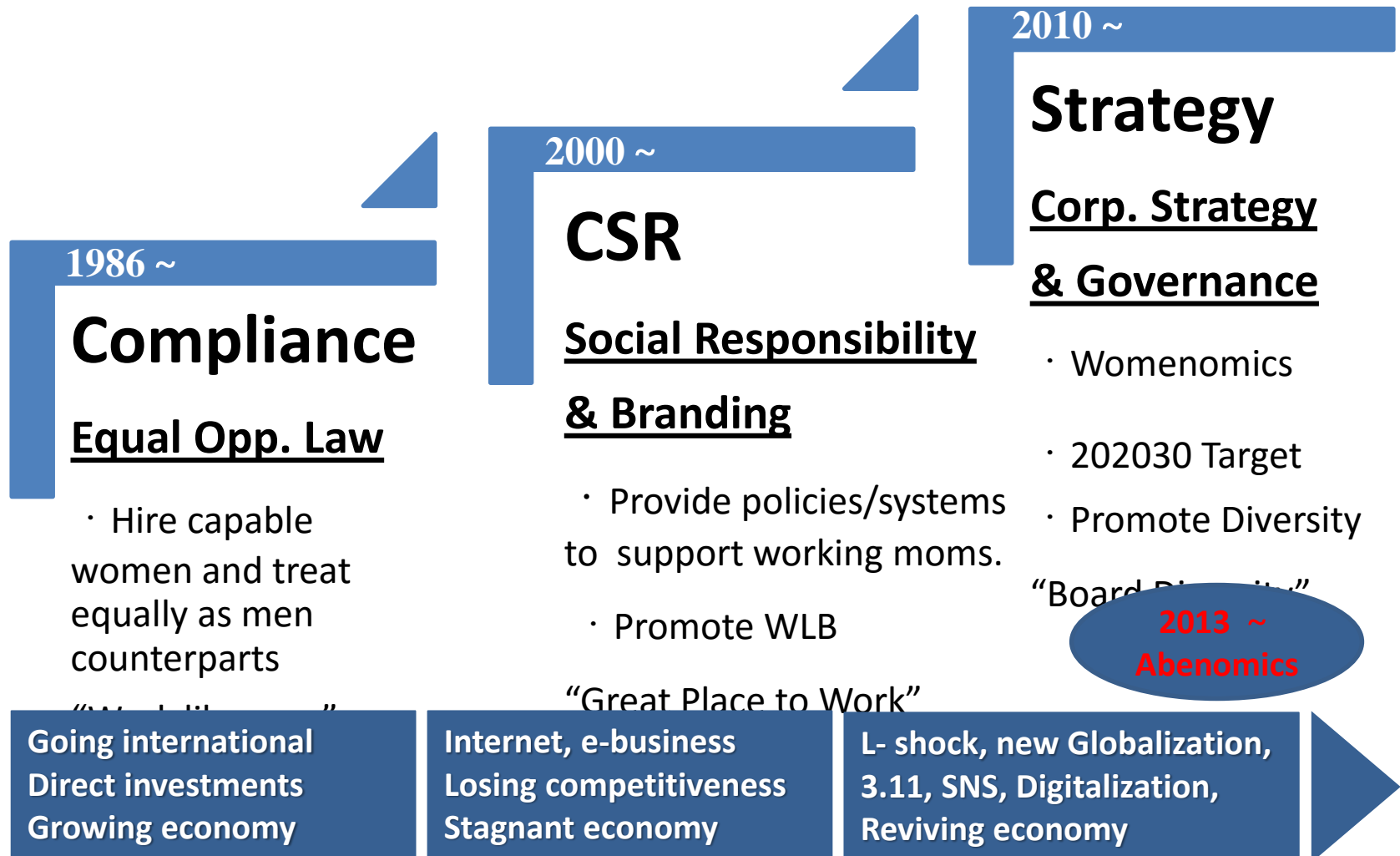


# **Empowering Women in Japan**

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# Stages of Women's Development in Japan



# Challenging but in Progress

## Declining Working Population \*

2015: 64 million  
2050: 32 million

## Low Fertility Rate \*

2012: 1.39 2014: 1.42

**Increased Unmarried**  
Men: 20% Women: 10%

## Resignations of Female Workforce \*

Marriage: 30%  
Child birth: 60%

If 3.42million non-working women work, total workers' income would increase by **\$64 billion\*** and **GNP by 13%\*\***

2013	Women's advancement as one of the 3 pillars of <b>Japan's growth strategy</b> . Prime Minister spoke at United Nation, World Economic Forum, etc.
2014	Prime Minister Abe received the <b>Catalyst Award</b> Japan started the 1 <sup>st</sup> World Assembly of Women (WAW! Tokyo)
2015	2 <sup>nd</sup> WAW! Tokyo held <b>Women Promotion Law</b> established which mandates companies to <b>set and publicize numerical targets and action plans</b> for hiring women, increasing women ratio in workforce, and women in management.



# 7 Keys to Develop Women Leaders

1. Create and communicate a **culture** that values diversity and women's development, starting with top management.
2. Provide work that is challenging and rewarding to enhance professional growth in the **early stage** of a woman's career.
3. Provide fair and **candid feedback** for improvement.
4. Use **talent review** process to identify women with high potential, plan their development, and monitor their progress with top management.
5. Provide **development** programs and encourage **voluntary** activities.
6. Include achievement of women's development as key **criteria for promotions** to senior management.
7. Create opportunities for women to meet **role models, mentors and sponsors.**





**THANK YOU!!**

# Women's Empowerment in ABENOMICS

Active Participation of Women will increase:

- Workforce population
- Consumer spending
- Talented human resources
- New products/services



**Impact** of raising Women's Labor Participation Rate

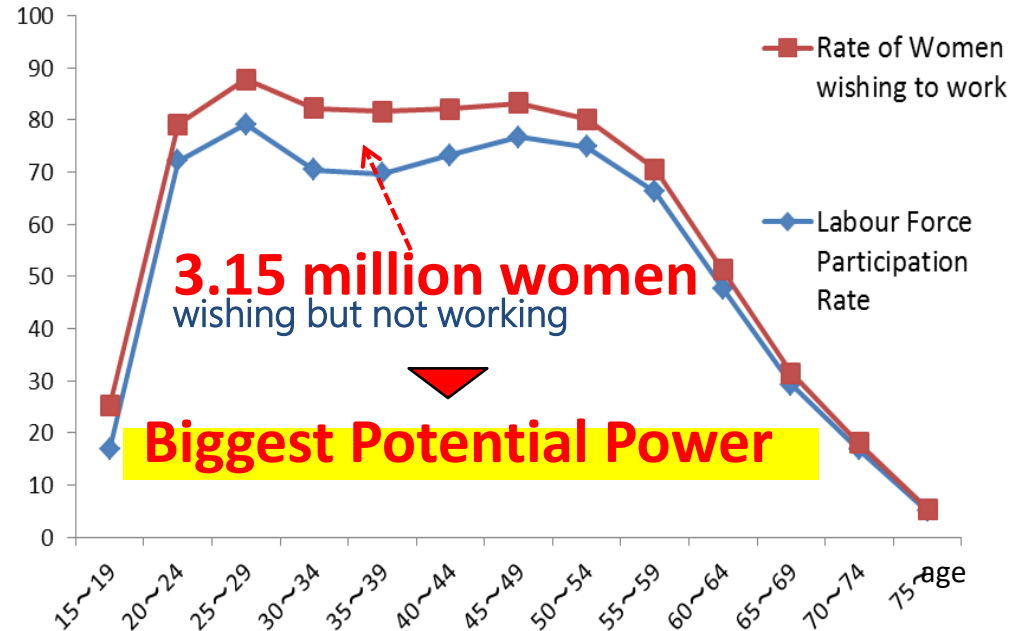
Goldman Sachs, April 2014

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

IMF, October 2012

G7 (excluding Italy and Japan) level ⇒ **GDP per capita** will be permanently about **4 % higher.**

Women's labor force participation rate by age group



# WOMENOMICS---CORE of ABENOMICS

## Address by PM Abe at General Assembly of United Nations (September 2013)

- How, then, does Japan aim to realize this growth? What will serve as both a factor for and outcome of growth will be to mobilize the power of women, a point almost self-evident at this gathering.
- Creating an environment in which women find it comfortable to work and enhancing opportunities for women to work and to be active in society is no longer a matter of choice for Japan. It is instead a matter of the greatest urgency.
- Declaring my intention to create "a society in which women shine," I am working to change Japan's domestic structures.



## Speech at World Economic Forum 2014 Annual Meeting (January 2014)

- The female labor force is Japan's most under-utilized resource. Japan must become a place where women shine.
- By 2020 we will fill 30% of leading positions with women.

