

**The Challenges of Gender Pay Gap in
Japan and Remedies for Improvement :
OBN as Japanese Cultural Stereotypes and a
comparison with Spain**

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○ BACKGROUND:

Social advancement of women, but...there's still huge gender pay gap

○ SUBJECT:

Correction of gender pay gap in Japan

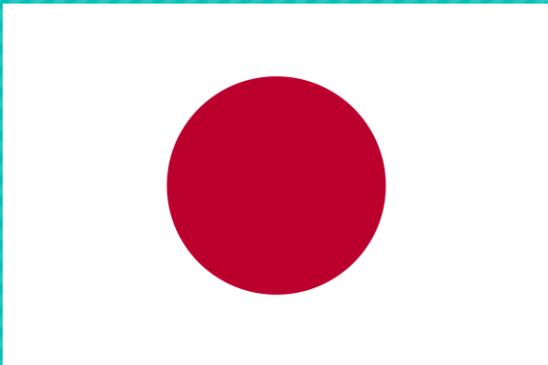
○ PURPOSE:

To clarify the challenges faced in Japan and propose the method to overcome current situation

○ METHOD

Comparing wage and employment systems, and gender stereotypes between Japan and Spain

History and Current Situation (JAPAN)



【History】

- Gender –Specific curriculum
- ”Good Wife, Wise Mother” education

【Current Situation】

- Gender Gap Index: 0.647
- 21.3% pay gap b/w men and women

【Factors】

- ① Job position
- ② Length of service
- ③ Low percentage of women in management position

History and Current Situation (SPAIN)



【History】

- Women's rights oppression
- Gender –Specific curriculum
- ”Good Wife, Wise Mother” education

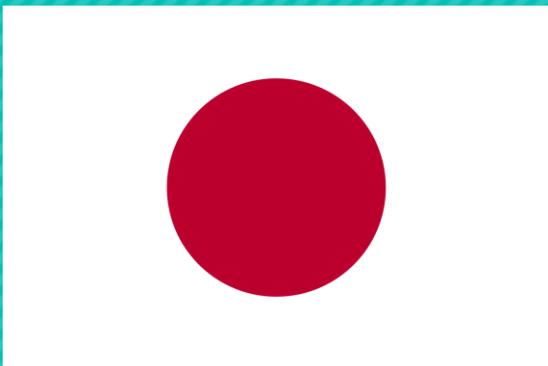
【Current Situation】

- Gender Gap Index: 0.791
- 8.1% pay gap b/w men and women

【Factors】

- ① Fields of work for women
- ② Job position
- ③ Education
- ④ Contract System

Wage and employment laws (JAPAN)



【Issues】

- ① Vagueness
- ② Lack of concreteness
- ③ Lack of proposed alternatives

For example...

”Individual differences in wages based on an individual worker's job, efficiency, skill, age, length of service, etc. do not constitute discriminatory treatment.” (Labor Standards Act)

➡ What’s the difference b/w gender differences and individual differences?

Who/How to judge “efficiency”?

Wage and employment laws (SPAIN)



【Features】

- ① Specificity
- ② Affirmative action
- ③ Positive attitude toward legal reform

For example...

“What should be included in the Equality Plan: contractual selection process, classification, education and training, promotion, working conditions, compensation, prevention of sexual harassment, etc.” (Practical Gender Equality Law)

➡ Consistency of plans

➡ Bigger influence on society

Features of political system in Spain

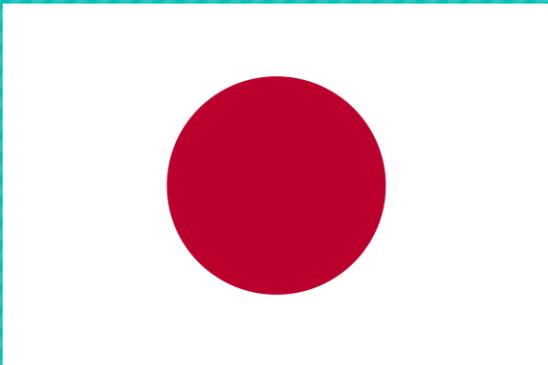
- ◆ EU member country

 - Radical and effective approach

- ◆ Pedro Sánchez cabinet: “Feminist cabinet”

 - demand that listed companies with more than 250 employees assign women to at least 40% of management roles

Gender Stereotypes (JAPAN)



○ Old Boys Network:

Strong connection among men due to their unique culture and customs

【Impacts】

○ Gender roles

○ Male parental leave

○ Women's promotion

➡ Factors influences on gender pay gap

➡ The root cause of gender pay gap = OBN

Gender Stereotypes (SPAIN)



○ 1985 to 2018:

Significant improvement of gender roles and job stereotypes

【Factors】

○ The democratic constitution (1978)

→ Ensure the equal treatment of men and women

○ Spanish economic and social development

○ Practical Gender Equality Law (2017)

→ Ensure equal treatment for men and women in both the workplace and daily life

Enforcement of laws

→ Women's social advancement

→ Improvement of stereotypes

The path to addressing the gender pay gap in Japan

- ◆ Enhancing specificity in legal content

- Reduce misinterpretation, Plans with specificity and effectiveness

- ◆ Promoting cooperation in family life

- Reducing burden, Breaking down stereotypes

- ◆ Increasing policy revisions

- Comprehensive law

The lack of public understanding and limited accessibility of women's voice
→ Improve Japanese education and Increase the number of congresswomen

Thank you!

