

# For the Elimination of Gender Gap in the Economy And the Practical Use of ICT

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- F. Women and the Economy p.150

...In most parts of the world, women are virtually absent from or are poorly represented in economic decision making, including the formulation of financial, monetary, commercial and other economic policies, as well as tax systems and rules governing pay.....

# The Economy & Finance for Gender Equality

Two key issues:

- **To create a database** about women in the economy and finance
- **To increase business opportunities** for women through the use of information and communications technology (ICT)

# Database: Two Categories

- Data about women executives in large top-tier companies
  - Numbers, ratio, roles/status and reliability
- Data about women owners / entrepreneurs (small and medium-sized companies)
  - Numbers, status and genre of entrepreneurs

# Data to Indicate Women in Leadership

Norway	USA	Germany	Netherlands	Switzerland	Italy	Japan
33.3	17.5	10.3	8.6	7.7	1.8	0.7

- Ratio of women executives to men in top 200 companies (by *Fortune*)
- Introduced at the UN Commission on the Status of Women (UNCSD) workshop by R. Henderson

# Data to Attract Political Attention

- Ministry of Health, Labour and Welfare published a special report: **The Situation of Working Women (2006)**:
  - Until now we have discussed working women only as being employed, but now from another side as active participants in the economy
  - We should create policies for these women to demonstrate their ability

# Data of Women Owners / Entrepreneurs

- Upper: Total number of women owners and entrepreneurs (thousands) (Statistics Bureau)
- Lower: Women entrepreneurs in agriculture (Ministry of Agriculture, Forestry & Fisheries)

	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>
<b>Total</b>	1770	1690	1500	1490	1470	1440	1400
<b>Agr</b>	6824	7327	7735	8186	8667	9050	

# ICT Creates Business Opportunities for Japanese farmers' wives

- Women entrepreneurs in agricultural areas are increasing every year thanks to:
  - using ICT
  - support from the public sector
  - amendment of regulations
- They sell their farm products and processed foods at local markets and on the Internet

# ICT Creates Job Opportunities for Women in Small Factories

- Until now, small metal-lathing factory workers were expected to be skilled, experienced men
- Now, workers with knowledge of the new ICT system are young women and a report says a drill-girls team is organized at a downtown factory

# ICT Increases Job Opportunities for Women

- ICT enabled farmers' wives to earn their own money
- ICT opened traditional male jobs (such as metal lathe and metal drill works) to women
- ICT created office help jobs for professional women in business
- ICT transformed housewives into earning wives

# The Situation of Working Women in Japan: Wage Gap

- All working women are 26.52 million and 85.9% of them are employed
- Women's wages are 65.9% that of men
- This wage gap has never crossed over the line of 70%
- Is this typical only in Japan?

# Why is there a Wage Gap in Japan?

- Legally, equal work calls for equal pay but...
  - There is discrimination regarding so-called “women’s work” — housekeepers, nurses, care-workers, office clerks
- These are traditionally treated as service work and / or unpaid work

# To Eliminate the Wage Gap

- Re-evaluate women's wages from the standpoint of their contribution to society
- Consider the productivity and economic contribution of jobs such as housekeeping, nursing and care-working, eliminating them from the realm of unpaid work or service works

# Re-evaluation of Unpaid Work

- Total unpaid works by housewives =  $\frac{1}{4}$  GDP of Japan (research by Japanese government staff)
- Cooking = Professional Cook → \$ 8.5
- Sweeping = Building Cleaner → \$8.3
- Washing = Launderer → \$9.4
- Shopping → \$11.2

# Using ICT

- Fundamental education
- Information about users of ICT
- Support system for new users of ICT
- Monitoring and evaluation system for new projects by ICT
- Legislation (if needed) from the standpoint of women

# Conclusion & Recommendations

- Women should participate in decision making in finance, economy, trade and other areas
- For this target:
  - Two approaches: increase tops and expand feet
  - Data about women executives in large enterprises and about small and micro-business of women

# Conclusion & Recommendations (Cont'd.)

- Encourage support for women's business
- Introduce an education system about the use of ICT
- Present information about business and ICT
- To reach our goal, women should do their best

# Thank You