



# **The Keys to the Economic Empowerment of Women**

**March 17<sup>th</sup>(Fri) 15:00~16:15**  
**Venue : CR8, GA Bldg. UN**

# Opening Remarks :

**H. E. Ambassador H. Minami**

*(Deputy Permanent Representative of Japan to the UN)*

**Moderator:**

**Ms. Reiko Aoki**

*(Chairperson, The National Women's Committee  
of the United Nations NGOs)*

**MC:**

**Ms. Masako Hiramatsu**

*(The International Women's Year Liaison Group)*

**“Inclusive and Equitable Quality  
Education Especially for Girls  
:From MDGs2A & 3A to SDGs”**

**Mikiko OTANI**

*Lawyer, Member of UN Committee of the Rights of the Child*

# **“Reconciling Work, Family and Private Life in France: Presentation of Recent Reforms and Trends”**

**Alexis RINCKENBACH**

*Head, European and International Affairs Unit, General Directorate for Social Cohesion, Ministry of Social Affairs and Health, Ministry for Families, Childhood and Women’s Rights*



***Reconciling work, family and private life  
in France***

JAPAN SIDE-EVENT

CSW61, March 17 (Fri), 15.00-16.15

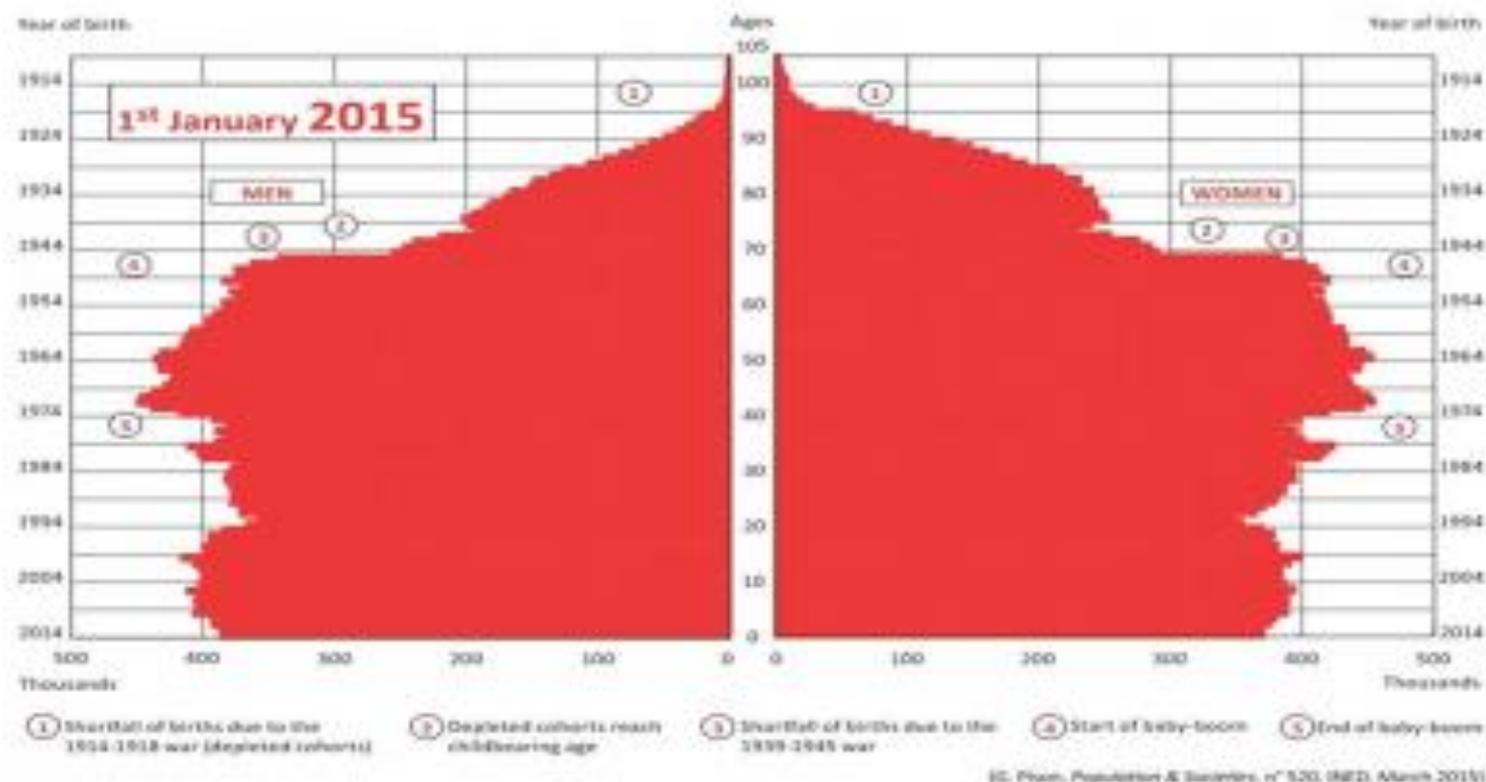
***THE FRENCH: WHO WE ARE, HOW MANY AND HOW WE WORK (and play)***

***A STRONG POLITICAL WILL AND A SUCCESSFUL MIX OF PUBLIC POLICIES***

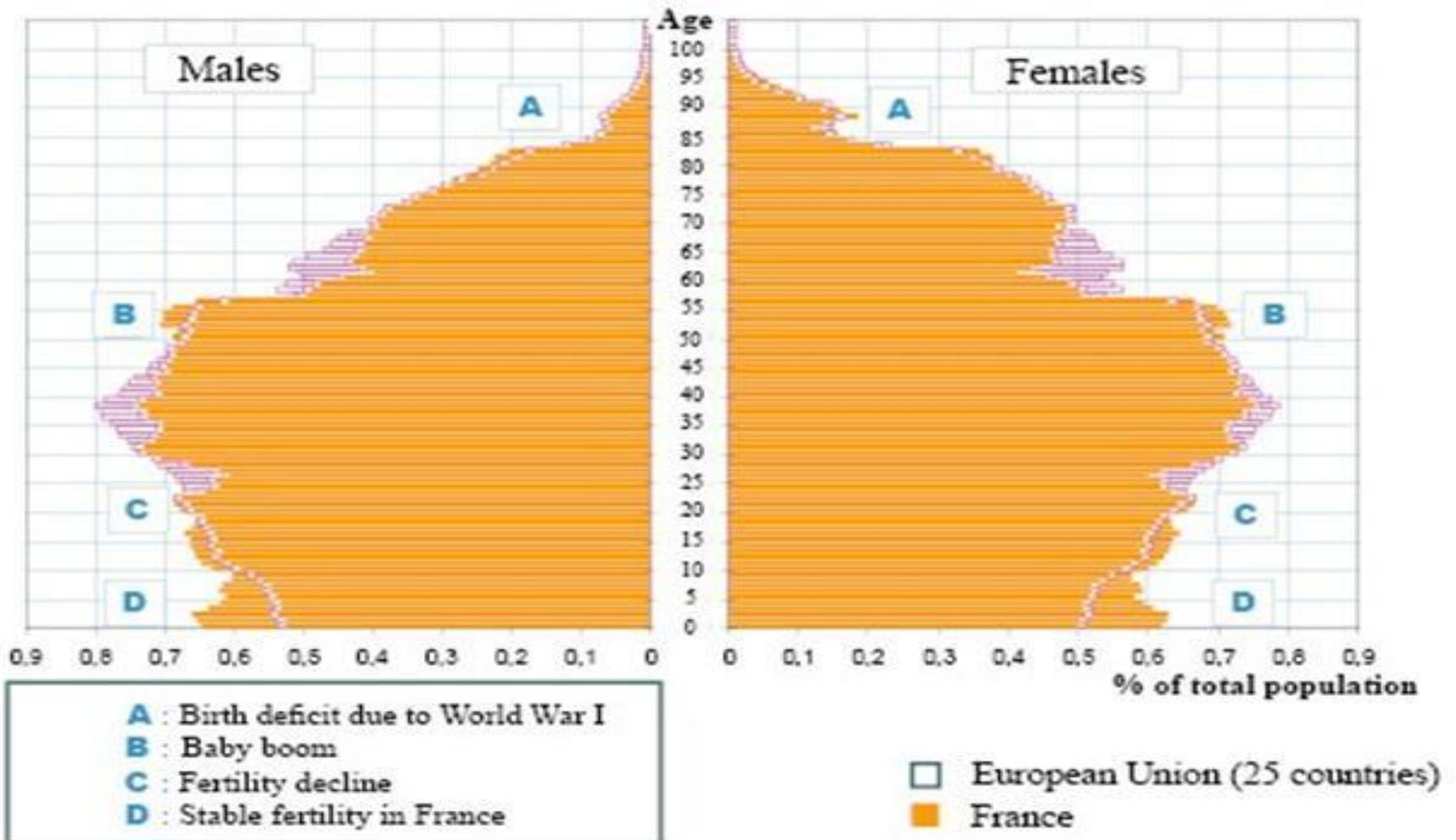
***BEST PRACTICES IN WORK-FAMILY BALANCE***



# Demographic trends



# Demographic trends



- Population : **67,10 million** (64,36 in the Hexagon) + **17 %** in **30 years**
- Since the early 2000s France has consistently topped European rankings of fertility rates : with a fertility rate of **2,01** (2012) it is the most fertile country in the EU, similar to Ireland.
- Mean age of women having their first birth: **29,29 years-old** (EU : 28.7 years old).



# The enduring myth of *Joie de Vivre*

- The stereotype of *Joie de vivre*: a collective understanding that certain elements of life are never to be sacrificed for more time at the office.
- ***“The French ideal is that not one part of your life—not being a wife, a worker or a mom—should eclipse the other parts.”*** (Pamela Druckerman)



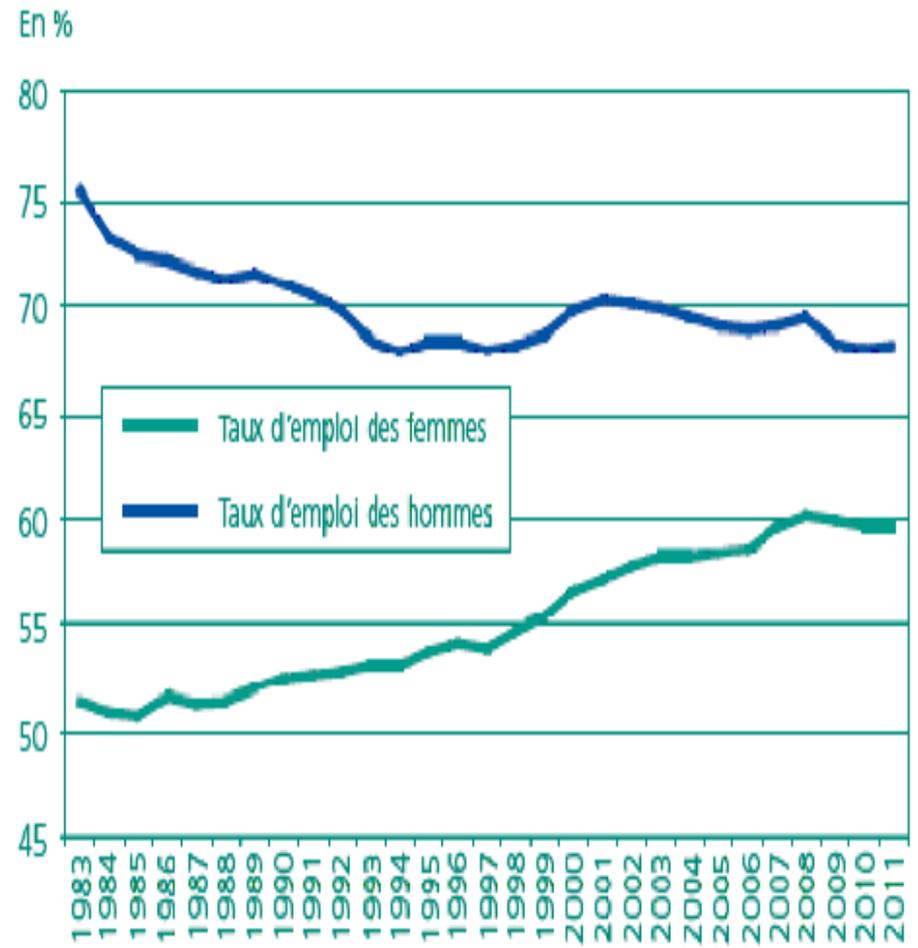
## Time flexibility at work : a case of quality over quantity ?

- **2000**: a law to reduce the statutory working week in France from 39 hours to 35 hours was introduced for companies with more than 20 employees (in **2002**, for companies with 20 employees or fewer)
- In truth, the average number of hours worked by full-time staff in France is closer to 40. The hours that people tend to spend at work are longer when compared to other European countries.
- *“Winning is not about working hard. It’s about working smart”* : the French rank fourth in Europe in terms of hourly productivity ahead of UK(10th), DE (12th) and behind LU, IE and BE (Eurostat, 2014), .

# The freedom of choice

- Gender Equality policies are designed and implemented in a way that values freedom of choice : there is no dominant model; one doesn't have to get married or have children (« flexible family package »)
- Reconciling family and professional life is widely reported but different scenarios are always possible : full-time, part-time, staying at home, etc.
  - = **French parents have the opportunity to make their own choices based on their own aspirations, financial possibilities of available help**
- Free choice for sexual and reproductive health : empowering women with the ability to control their sexual and reproductive life is key to achieving GE
- Being free to work : a necessary corollary of the principle of GE

# Women at Work



# Women at Work

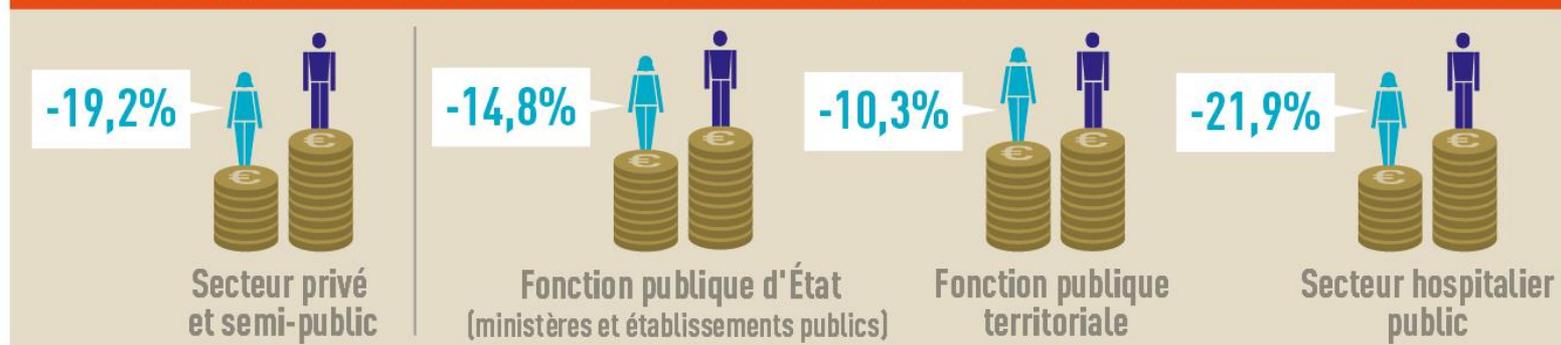
<i>20-64 y.o.</i>	MER	WER	Total	GAP
<b>FR</b>	<b>73,7</b>	<b>66,2</b>	<b>69,9</b>	<b>- 7,5</b>
GE	82,2	73,1	77,7	- 9,1
SE	82,2	77,6	80	- 4,6
BG	68,1	62	65,1	- 6,1
UE	75	63,5	69,2	- 11,5

# A persisting pay gap

## 4. INÉGALITÉS PROFESSIONNELLES

### 4.1 LES SALAIRES DES FEMMES ENCORE INFÉRIEURS À CEUX DES HOMMES, DANS LE PRIVÉ COMME DANS LE PUBLIC

#### ÉCARTS DE SALAIRES\* NETS MENSUELS PRIVÉ ET PUBLIC PAR SEXE ET PAR SECTEUR EN 2012

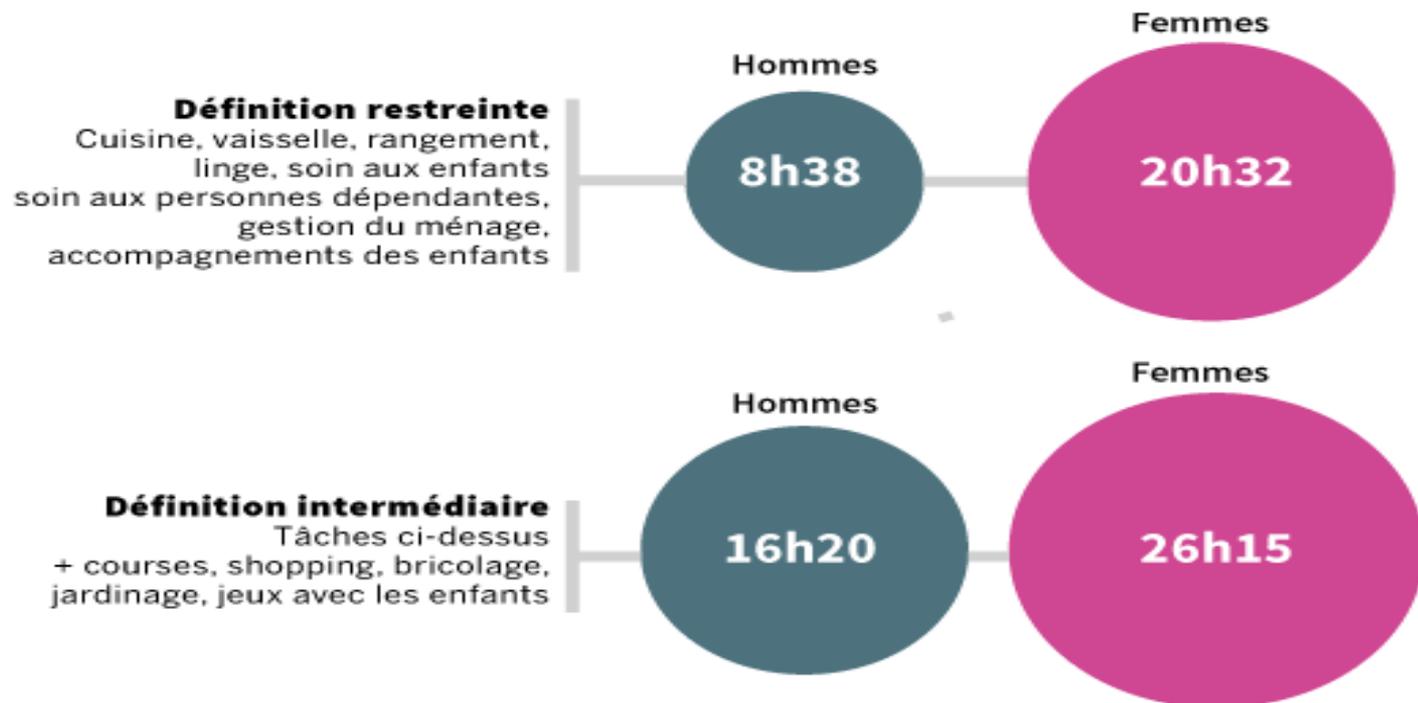


\* Salaires recalculés pour un équivalent temps plein.  
Champ : France entière. / Source : Insee, Dads, SIASP, DGAFP 2012.

# Women at Home

## A la maison, les femmes travaillent 10 à 12 heures de plus que les hommes

TEMPS DE TRAVAIL DOMESTIQUE EN FRANCE PAR SEMAINE ET PAR PERSONNE



SOURCE : ATLAS DES FEMMES 2015/INED



- A long standing **commitment** to GE, cornerstone of the FR Republic : 12 laws (1974-2014)
- 4 August 2014 *Loi pour l'Egalité réelle* : one of the most comprehensive legislations ever passed in FR
- An **extensive policy framework** to help reconcile work and family life

# Maternity/Paternity/Parental leaves

- 16 weeks **maternity leave**, full salary, for a first or second child; 26 weeks for a third ; flexibility : 8 weeks only if the mother wishes to resume her job
- 14 days **paternity leave** (since 2002); 2/3 use it
- **Parental leave**, ever more flexible : up to three years paid at 35% of minimum wage for mothers of three or more children; 530 000 parents benefitting/year; 96 % are mothers
- 2014 law: encourages fathers by offering **6 additional months of paid leave if taken by the second parent**. New fathers will also be given time off to attend medical exams with their new born.

# Comprehensive, affordable child-care

- Childcare services represent 1,6 % of FR's GDP.
- Family have a wide choice : subsidized nurseries (« *crèches* ») and public day care; registered child-care providers (« *assistantes maternelles* ») and at-home care by a nanny; nursery school for children over 3
- 2013-2017 : 275.000 new solutions for children under 3 shall be created: 100.000 spaces in day-nursery, 100.000 at nursery assistants and 75.000 in nursery school
- Extensive grants and tax breaks given for all types of care

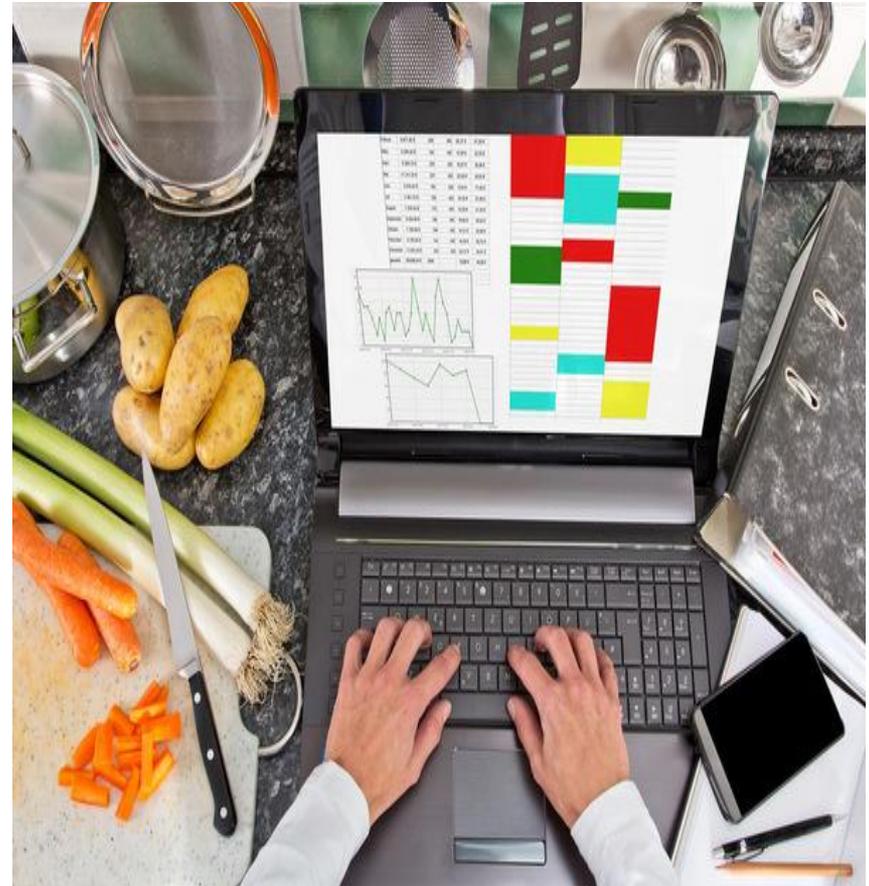
# Promoting and Enforcing Equality

- The FR Govt. is committed to **equalizing the M/W employment rate by 2025**
- **Enforcement mechanisms** : companies that don't show progress face monthly fines up to 1% of their payroll. The new 2014 law will also prevent those that do not adhere to the equality measures from bidding for public contracts.
- **Quotas** adopted to increase women's participation in key areas of decision making: in **corporate boards** (2011), in politics; 2014: fines on **political parties** failing to respect gender parity in legislative elections will be doubled

- **The Observatory of Parenthood in corporations (OPE), the Corporate Parenthood Charter and the Barometer of work/life balance** : the willingness to implement concrete actions aimed at promoting parenthood.
  - **To bring about change in attitudes to parenthood within the company**
  - **To create an environment that is favourable to working parents, especially expectant mothers (ex : by offering flexible working conditions to expectant mothers**
  - **To respect a principle of non-discrimination in the professional development of employees with children**
- = signed by more than 500 employers (30 000 establishments, 4,6 million employees, 15 % of the working population)

# Best corporate practices

- Promotion of flexible work schedule, ex: **L'Oréal** « *Wednesdays for Fathers and Mothers* » (2008)
- Support for expectant and new fathers at the workplace, ex: Citi group (UK) « *New Dads' workshops* » (2009)
- Fighting stereotypes and discrimination, ex BNP Paribas (2011)





***Merci* for your attention !**

**“The Situation and Issues of  
Working Women in Japan — Trade  
Union’s Efforts on the Issues of  
Gender Wage Gaps”**

**Kumie INOUE**

*Executive Director, Department of Gender quality,  
Japanese Trade UnionConfederation*



# The situation and issues of working women in Japan

- Trade Union's efforts on the issues of gender wage gaps -



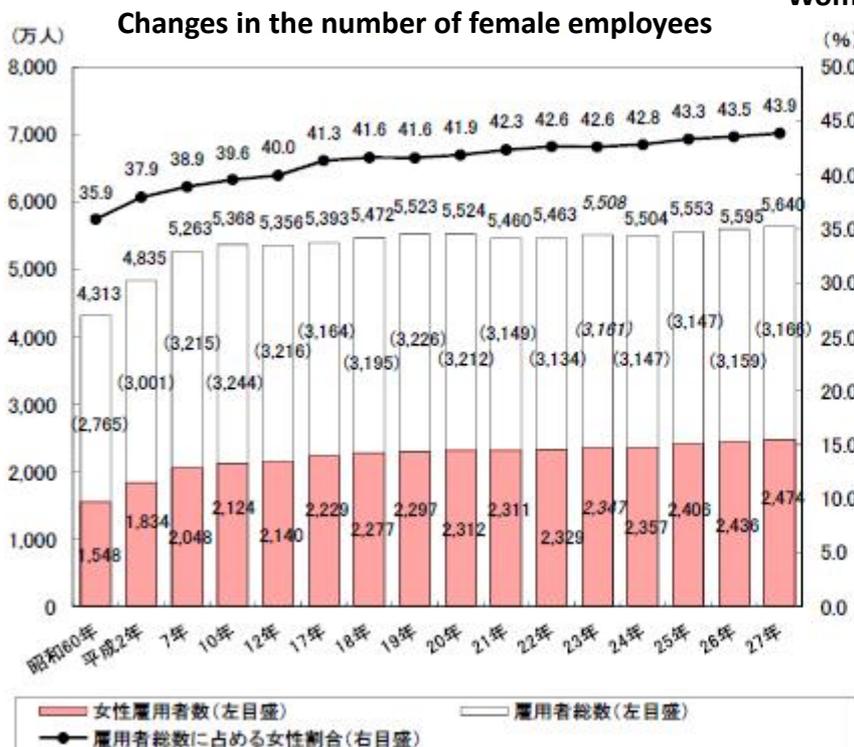
**Kumie Inoue, Executive Director**  
Department of Gender Equality  
Japanese Trade Union Confederation (JTUC-RENGO)  
March 17, 2017

# Overview

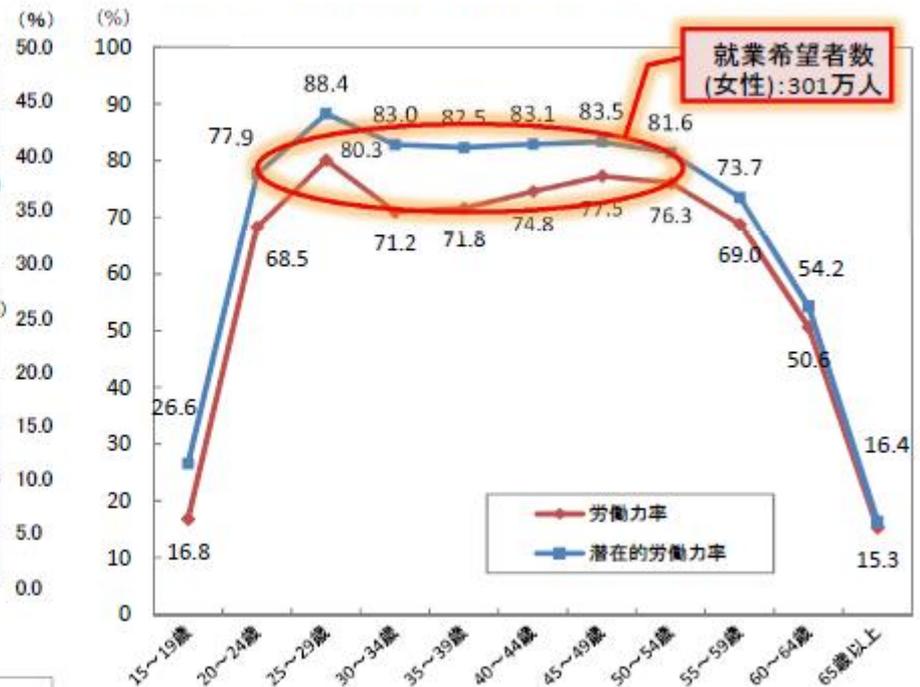
- ① Current status of working women in Japan
- ② Causes for gender wage gaps
- ③ Efforts of trade unions

# Changes in the number of female employees

- There were 24.74 million employed women in 2015. That makes 43.9% of the labor force.
- Women's participation rate in the labor force by age group shows an M-shaped curve.
- The gap in labor force participation rate and potential labor force participation rate is wide, with 3.01 million women seeking employment.

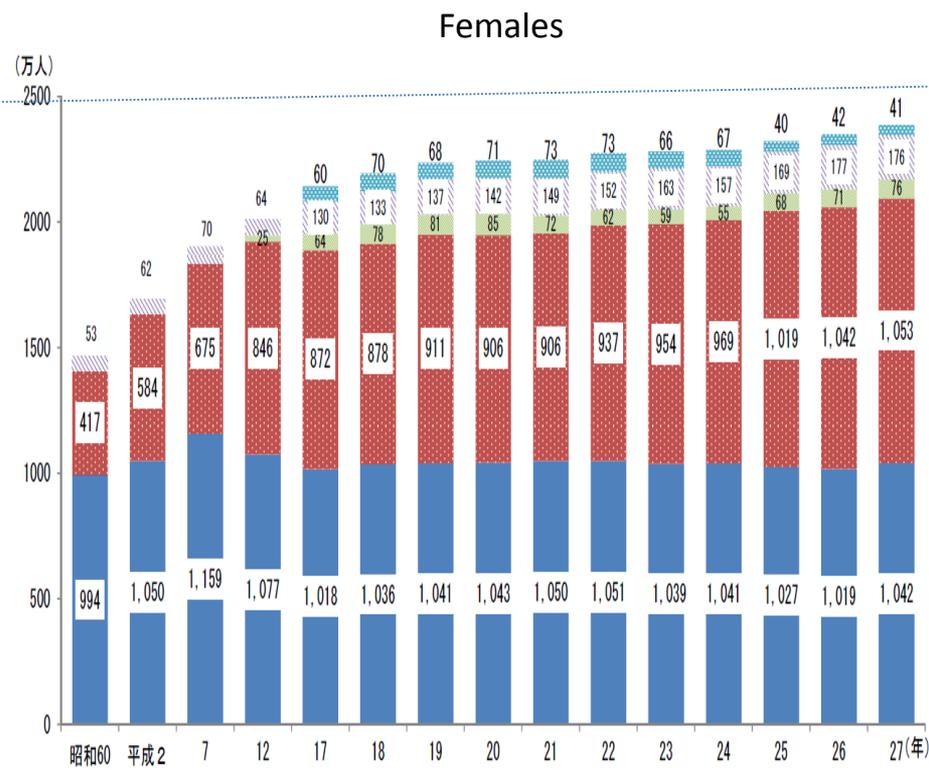
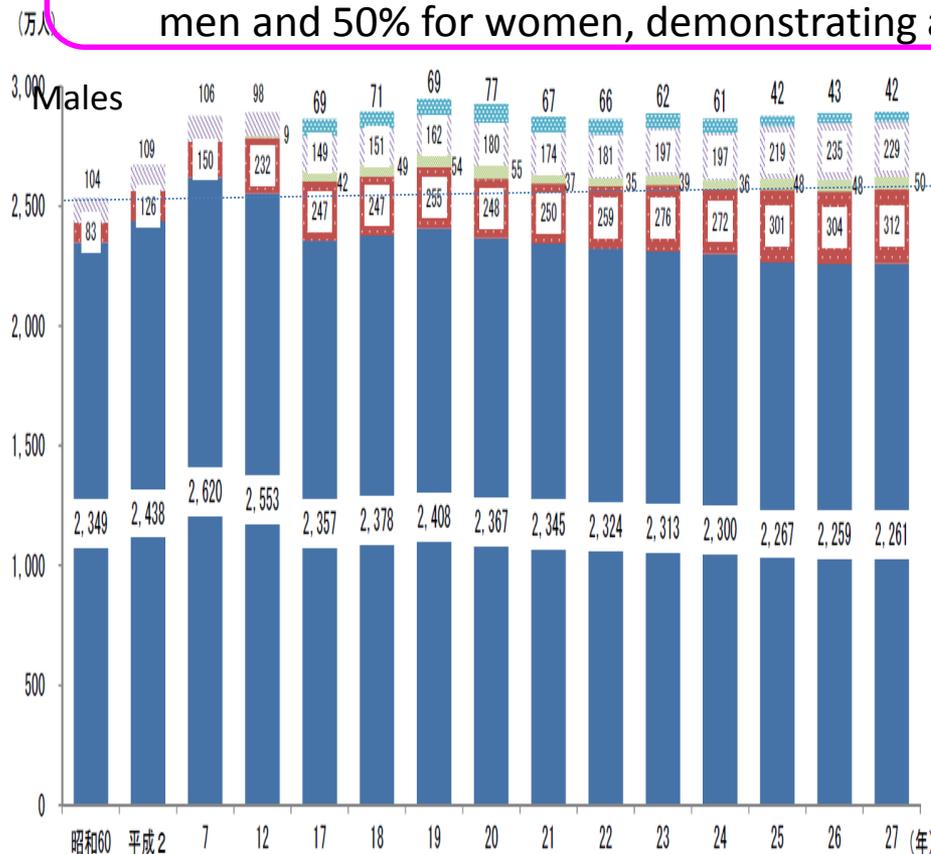


**Women's labor force participation rate and potential participation rate (2015)**



# More than half of female workers are non-regular employees

- Non-regular employment is on the rise for both males and females. For women, more than half are non-regular employees.
- The rate of non-regular employment for first-time employment is approximately 30% for men and 50% for women, demonstrating an upward trend.



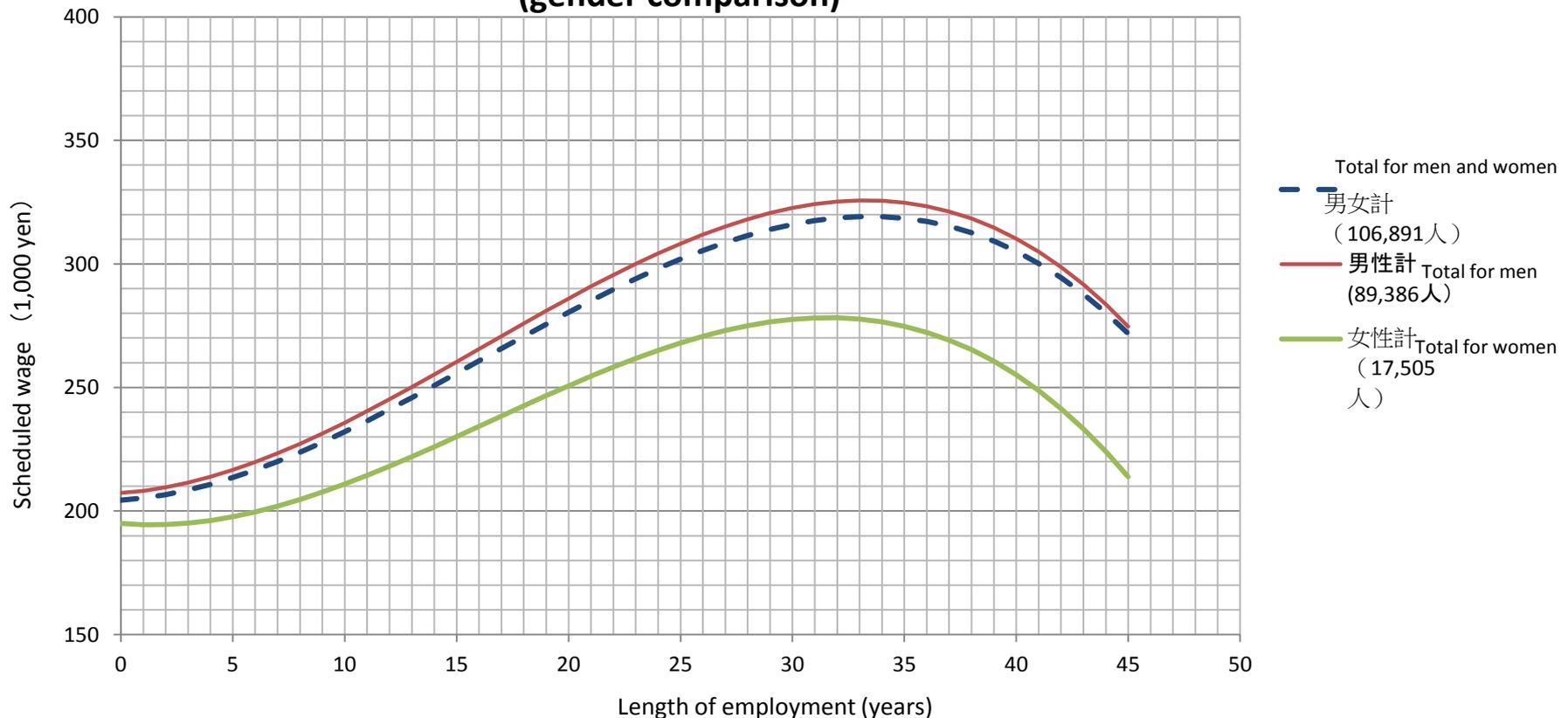
■ 正規の職員・従業員 ■ パート・アルバイト ■ 労働者派遣事業所の派遣社員 ■ 契約社員・嘱託 ■ その他

Source: "Labour Force Survey," Ministry of Internal Affairs and Communication

# Widening gender wage gap with length of service

When scheduled wages are compared in the individual wage survey conducted by JTUC-RENGO, there is a gradual widening of gender wage gap with length of employment.

Change in scheduled wages based on length of employment  
(gender comparison)

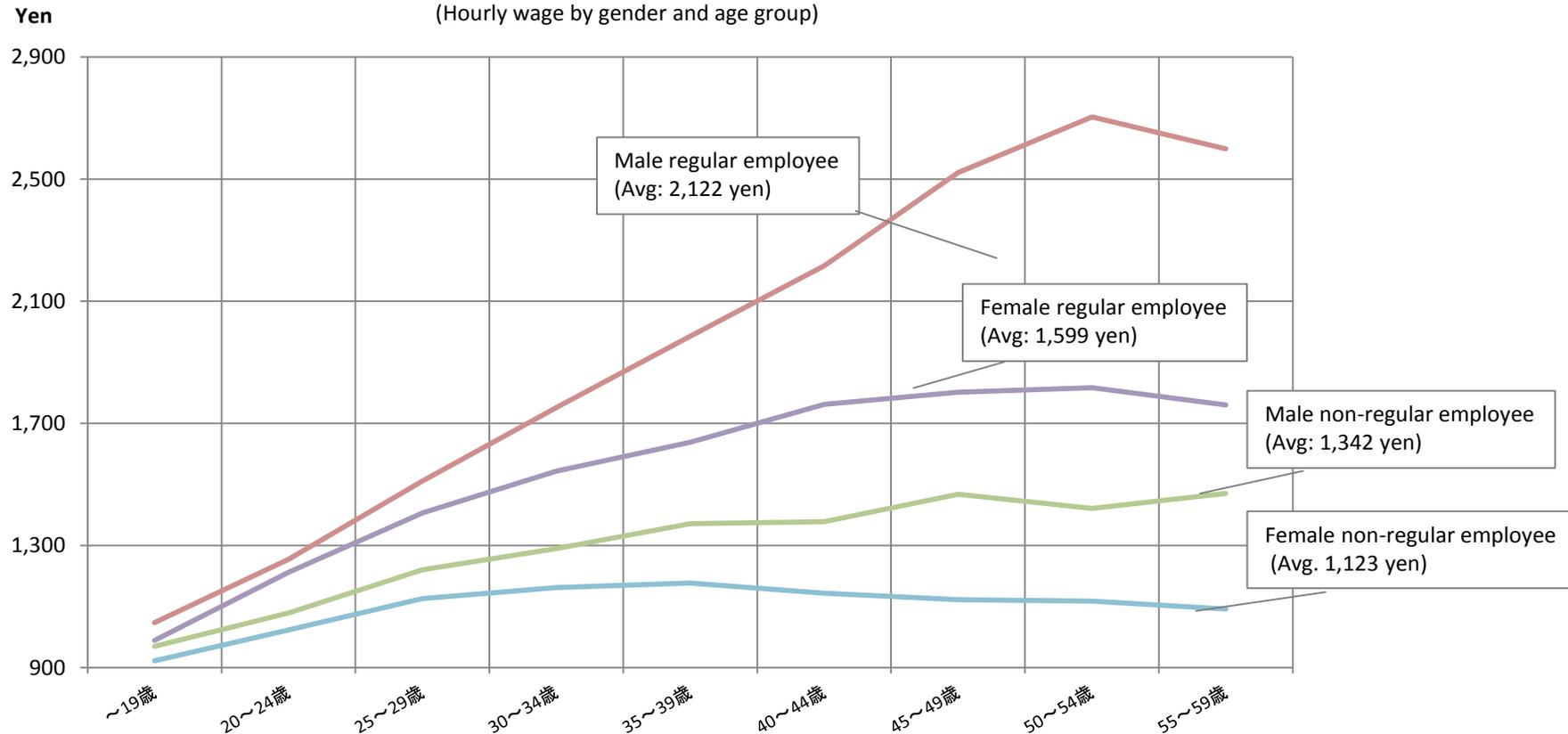


# Widening of gender wage gap with employment type

The average wage for female non-regular employees is approximately half that of male regular employees when the hourly wage is compared by gender and employment type.

## Regular and non-regular employment scheduled wage

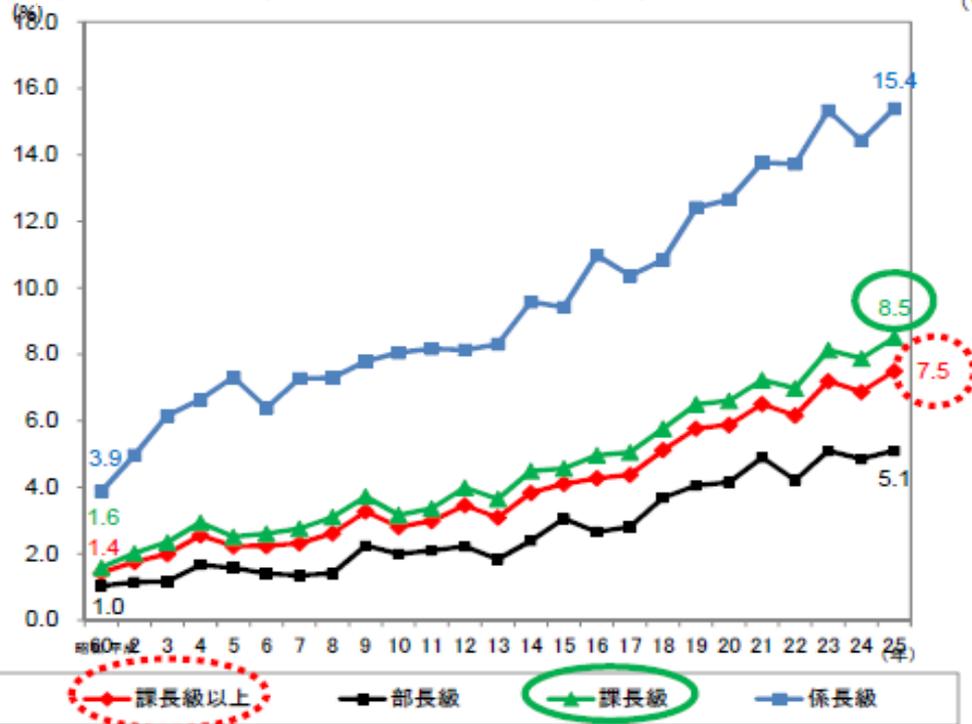
(Hourly wage by gender and age group)



# Low percentage of women in managerial positions

○When viewed on the long-term, there is an upward trend in the percentage of women in managerial positions, but when compared to international standards, the rate is still low. Even within Asian countries, the rate in Japan is extremely low.

Changes in percentage of women holding various managerial positions (Companies with over 100 employees)



Section Manager or higher rank

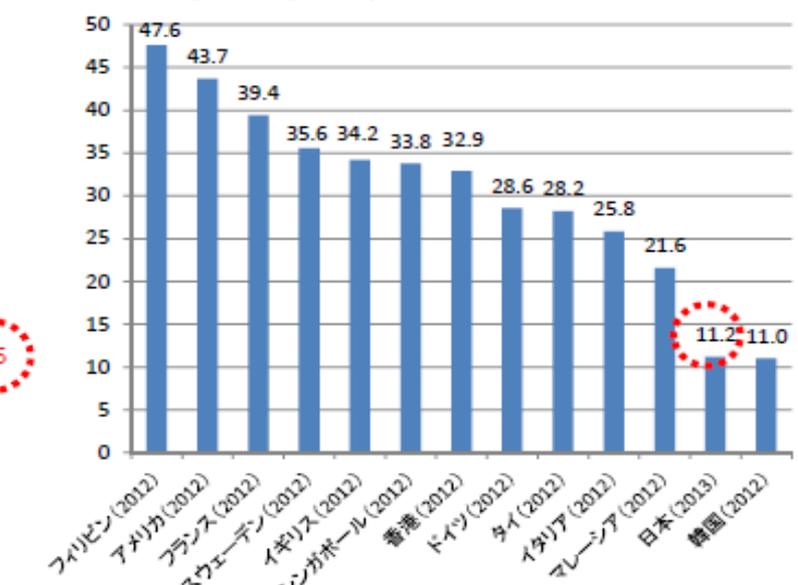
General Manager

Section Manager

Assistant Manager

資料出所：厚生労働省「賃金構造基本統計調査」

International comparison of percentage of women holding managerial positions



資料出所：日本総務省統計局「労働力調査」、  
その他：(独)労働政策研究・研修機構「データブック国際労働比較2013」

注1) 国によって国際標準職業分類が異なるので、単純比較は難しいことに留意が必要 (ISCO08: フィリピン、シンガポール、香港、ISCO08: それ以外の国。ISCO08と08の主な違いは前者にはGeneral managers in agriculture, hunting, forestry and fishingが含まれているが、後者には含まれていない。)

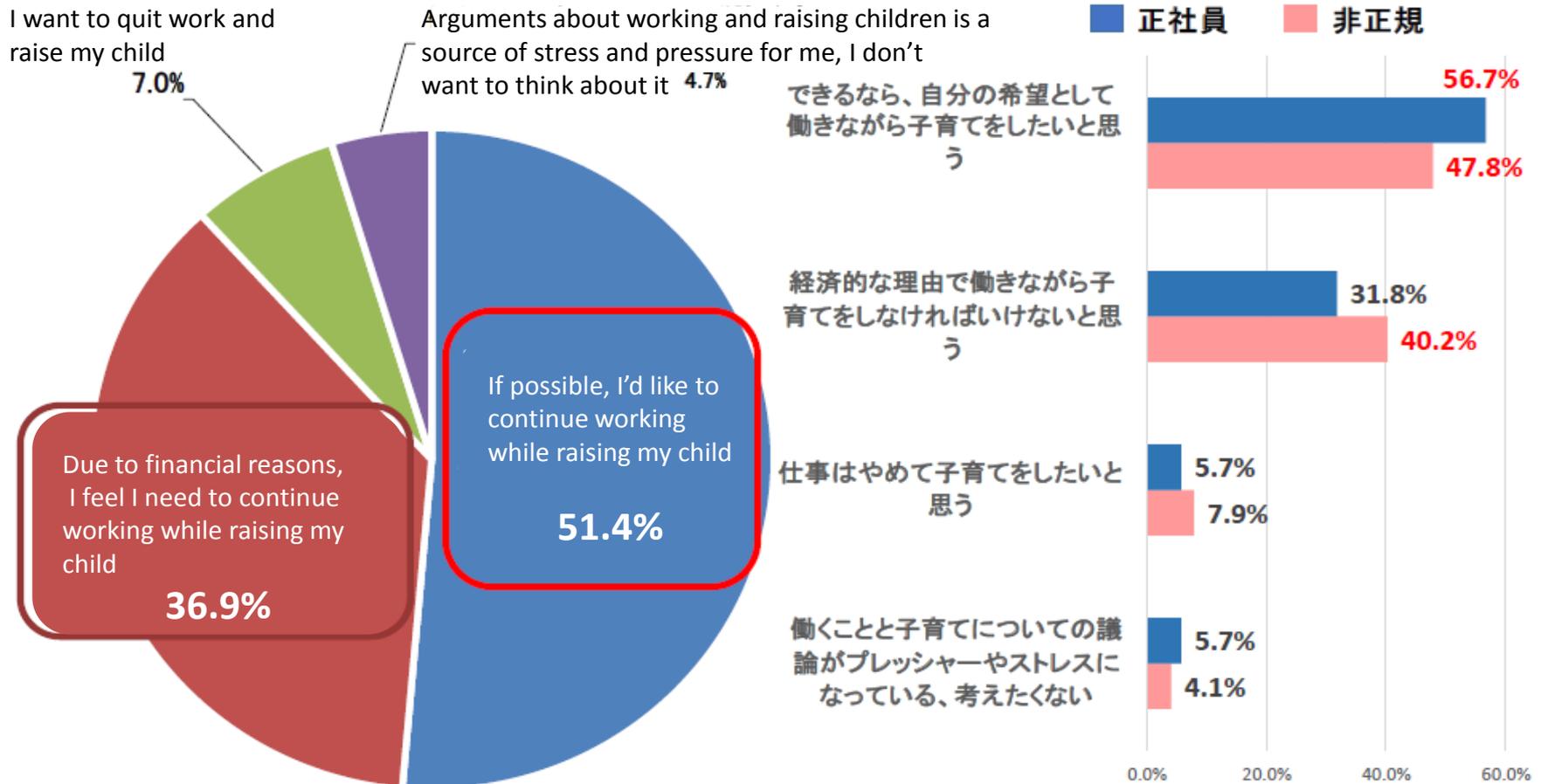
2) ここでいう「管理職」は、管理的職業従事者(会社役員や企業の課長相当職以上や管理的公務員等)をいう。

3) 割合は、管理的職業従事者のうち女性の占める割合。

4) 日本は、岩手県、宮城県及び福島県を除く

# Work and child care balance

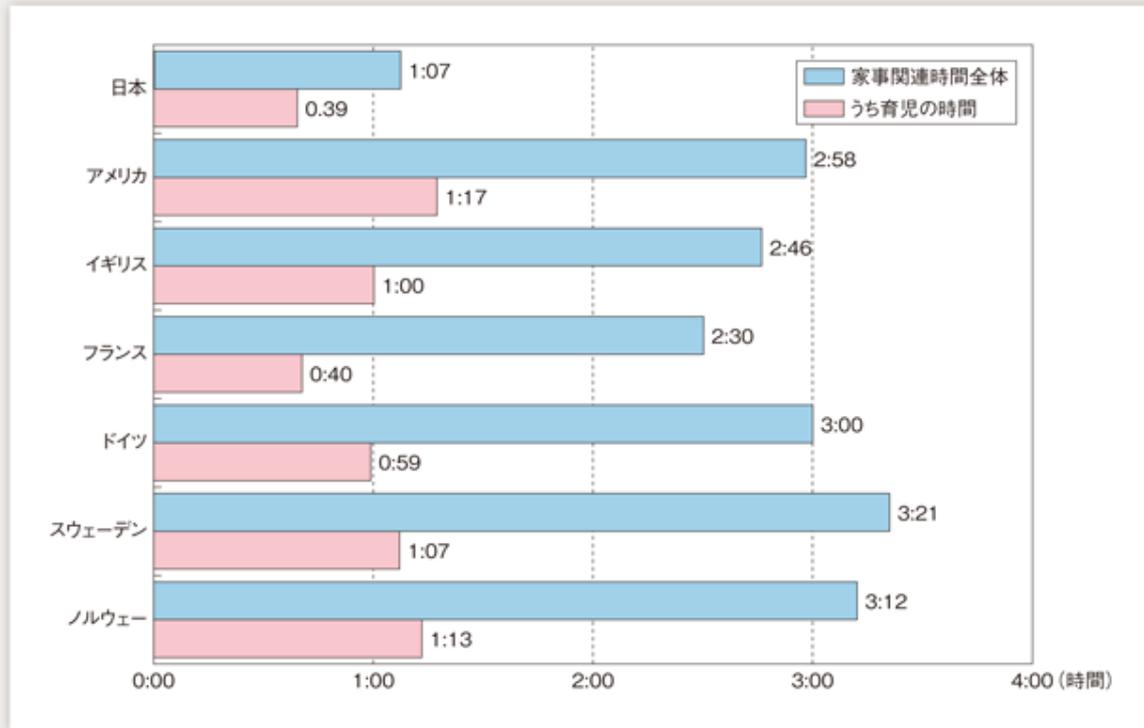
Regardless of type of employment, 90% of women who experienced pregnancy while employed, either felt they wanted or needed to continue working while raising their children



妊娠時の雇用形態別

## Mentality around work: Men's involvement with housework and child care

Japanese husbands (with children under 6 years of age) spend about an hour a day on housework/child care activities, which is low on an international scale.



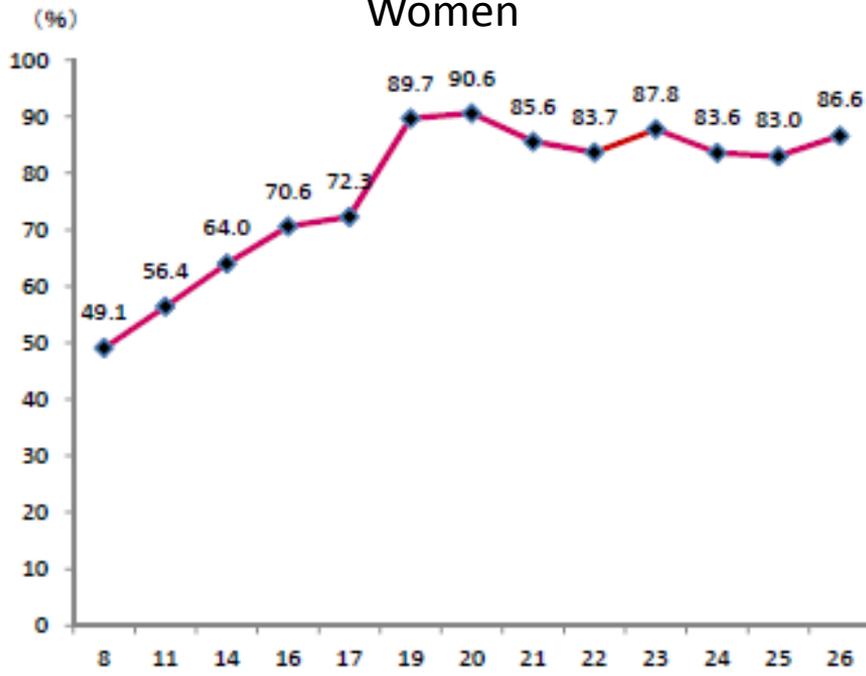
資料：Eurostat “How Europeans Spend Their Time Everyday Life of Women and Men” (2004)、Bureau of Labor Statistics of the U.S. “American Time Use Survey” (2013) 及び総務省「社会生活基本調査」(平成23年)より内閣府作成。

注：日本の数値は、「夫婦と子供の世帯」に限定した夫の1日当たりの「家事」、「介護・看護」、「育児」及び「買い物」の合計時間(週全体平均)である。

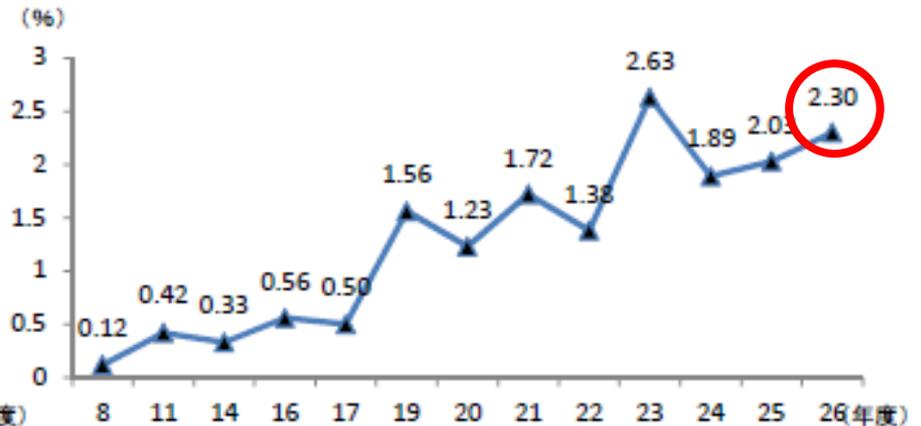
# Low percentage of men taking childcare leave

The low rate of men taking childcare leave is a result of deeply-rooted attitudes around gender roles and work atmosphere that approves of long working hours

### Women



### Men

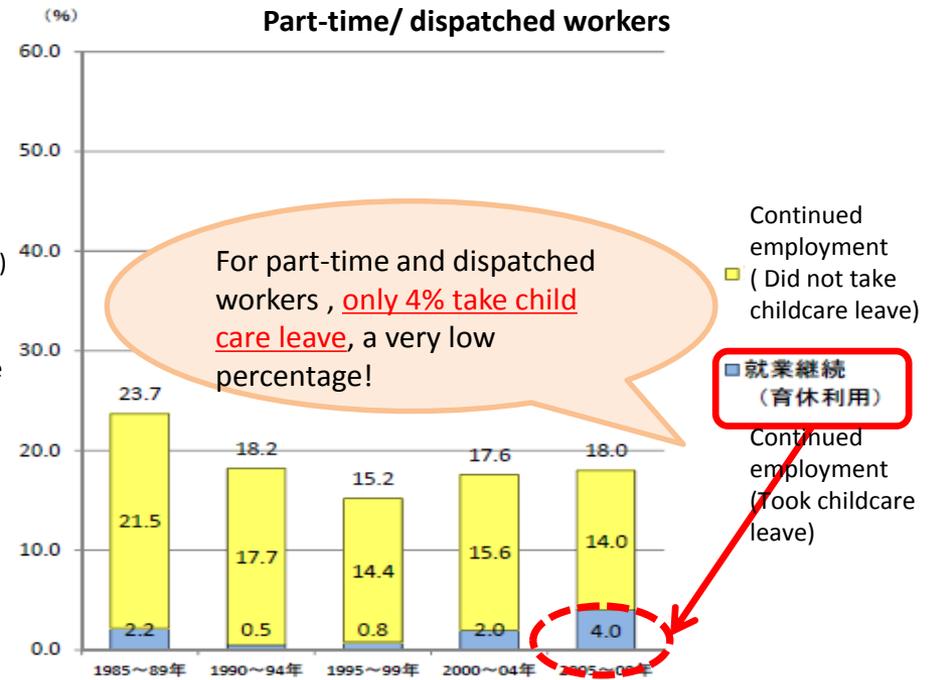
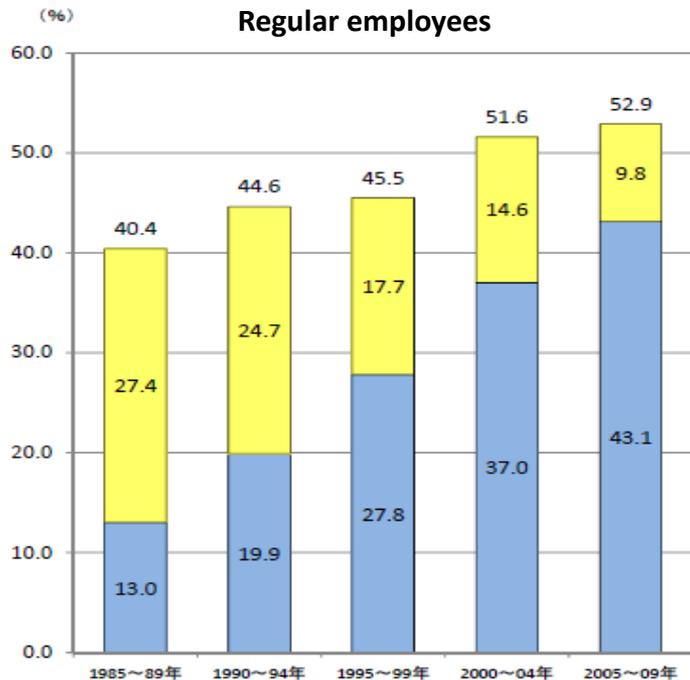


育児休業取得率 =  $\frac{\text{出産者のうち、調査時点までに育児休業を開始した者(開始予定の申出をしている者を含む。)の数}}{\text{調査前年度1年間(※)の出産者(男性の場合は配偶者が出産した者)の数}}$

# Data for non-regular employees who take childcare leave

Regular employees have a higher rate of continued employment with childcare leave, but part-time and dispatched workers have a lower rate.

Rate of wife's continued employment after birth of first child and use of childcare leave  
(Compares regular employees vs part-time/dispatched workers and the year they had their first child)



資料出所 国立社会保障・人口問題研究所「第14回出生動向基本調査(夫婦調査)」(2010年)

(注) 1) 初婚どうしの夫婦について、第12回(2002年)~第14回(2010年)調査の第1子が1歳以上15歳未満の夫婦を合わせて集計。

2) 妊娠時に就業していた妻に占める出産後に就業を継続していた妻の割合。

3) 出産前後の就業経歴

就業継続(育休利用) - 妊娠判明時就業~育児休業取得~子ども1歳時就業

就業継続(育休なし) - 妊娠判明時就業~育児休業取得なし~子ども1歳時就業

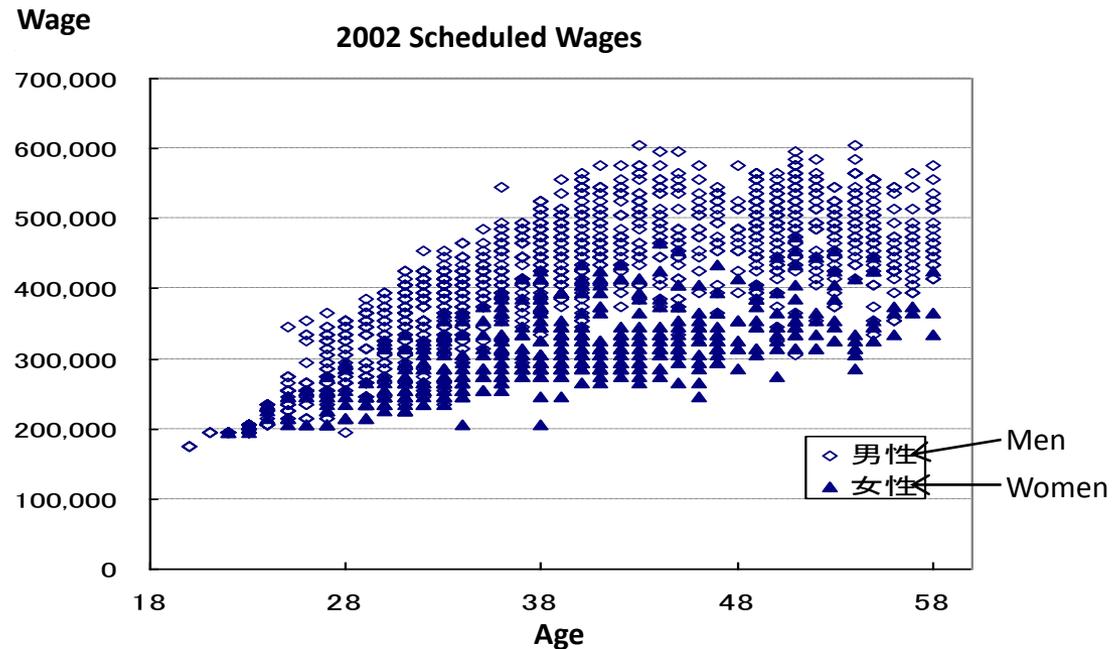
# Efforts of trade unions to reduce the gender wage gap

- Understanding the wage situation and efforts to reduce gender wage gap
  - Create a wage scatter plot to visualize the gender wage gap
  - Uncover factors that contribute to the wage gap
  - End head of household requirement
- Creating work-life balance
  - Create a work environment that makes it possible to balance work and child care/nursing care
- Improve work conditions for non-regular employees
- Positive effect female officers have in trade unions

# Method used for understanding wage situation

- ① Individual union members are surveyed regarding wages
- ② A summary spreadsheet is created after collection of all wage data
- ③ A wage scatter plot is created
- ④ The wage scatter plot is analyzed

Example of a wage scatter plot



# Efforts for creating work-life balance

- ① Commitment to publicize and follow revised Childcare and Caregiver Leave Act. Revision of CBA that goes beyond those required by law.  
Requested by 553 trade unions in 2015 → 974 in 2016
- ② Anti-harassment measures  
Requested by 62 trade unions in 2016
- ③ Shortening of prescribed working hours  
Requested by 883 trade unions in 2016
- ④ Changing long working hours and bringing death by overwork down to zero  
Requested by 762 trade unions in 2016

## Efforts to improve work conditions for non-regular employees

- ① Establishing, promoting, and clarifying rules for converting to regular employment  
Requested by 616 trade unions in 2016
- ② Promotion of converting to open-ended employment contracts and improvement of work conditions after conversion  
Requested by 430 trade unions in 2016
- ③ Lump-sum bonus payment  
Requested by 578 trade unions in 2016

During the 2016 Spring Struggle, gains were made in the number and content of demands for improving work conditions—converting to open-ended contracts, lump-sum bonus payments, etc.—for non-regular employees.

# Positive effect female officers have in trade unions

There is a noticeable difference between organizations that have female executives and those that do not, in efforts to fix the gender wage gap.

## 【Efforts to fix the gender wage gap】

- Existence of policies to fix the gender wage gap:  
Two or more female executives: 63.2%    No female executives: 22.7%
- Awareness of gender wage gap through investigation:  
Two or more female executives: 57.9 %    No female executives: 18.2 %
- Analysis of factors contributing to gender wage gap:  
Two or more female executives: 31.6 %    No female executives: 4.5 %

Electing female officers not only enables having voices pertaining to women's issues heard, but also has a positive effect on revitalizing the labor movement.

# **“Women’s Economic Empowerment in Rural Cambodia: JICA’s Experiences”**

**Aya YAMAGUCHI**

*Senior Advisor, Gender and Development, JICA*

*CSW 61 Side Event:*

*The Keys to Economic Empowerment of Women*

# Women's Economic Empowerment in Rural Cambodia: JICA's Experience

Aya Yamaguchi

JICA Senior Advisor on Gender and Development

[Yamaguchi.Aya@jica.go.jp](mailto:Yamaguchi.Aya@jica.go.jp)

17 March 2017



# I. Women in Cambodia

## Overview

- ◆ Socio-economic status of women is low in spite of the fact that women have played an important role in socio-economic reconstruction and development process.
- ◆ Labour force participation rate of women aged 15 and over is about 80%, among which 77% engages in self-employment, small-scale agriculture and unpaid family work.
- ◆ About 80% of total population reside in rural areas.

In the rural areas, stereotyped perceptions are stronger, and rural women's socio-economic status is lower than that of urban women.



# Stereotyped Perceptions

- ◆ Constructed based on patriarchal system.
- ◆ Women are expected to ...
  - ✓ be modest, soft-spoken, well-mannered, and industrious;
  - ✓ belong to the household;
  - ✓ act as the family's caregivers and caretakers;
  - ✓ perform as the “preserver of the home”;
  - ✓ become faithful wives.
- ◆ Preventing women from actively participating in participation in economic activities, education, training and decision-making, and fully utilizing their capacities in every aspect of their lives.



***“Men are Gold, while Women are White Cloth”***

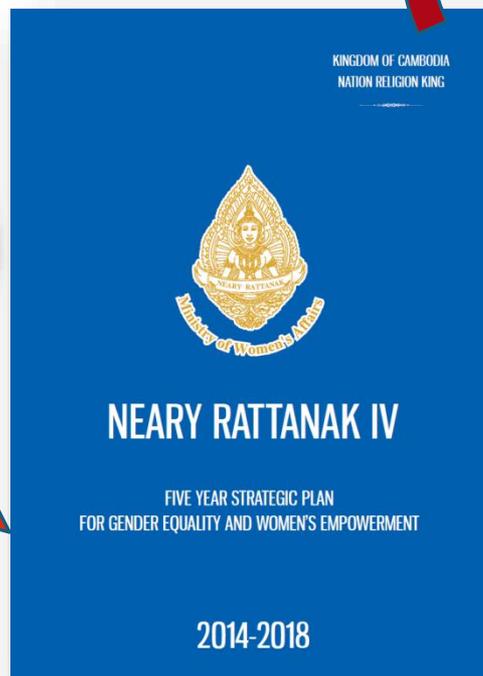
# II. Government Efforts for Women's Economic Empowerment in Cambodia

## National Level

### Ministry of Women's Affairs



Five Year Strategic Plan for Gender Equality and Women's Empowerment



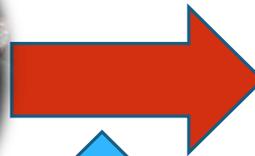
#### 6 Strategic Areas of NR IV:

1. **Economic Empowerment**
2. Education and Behavioral Change
3. Health, HIV and Nutrition
4. Legal Protection
5. Public Decision-Making and Politics
6. Climate Change, Green Growth and Disaster Risk management

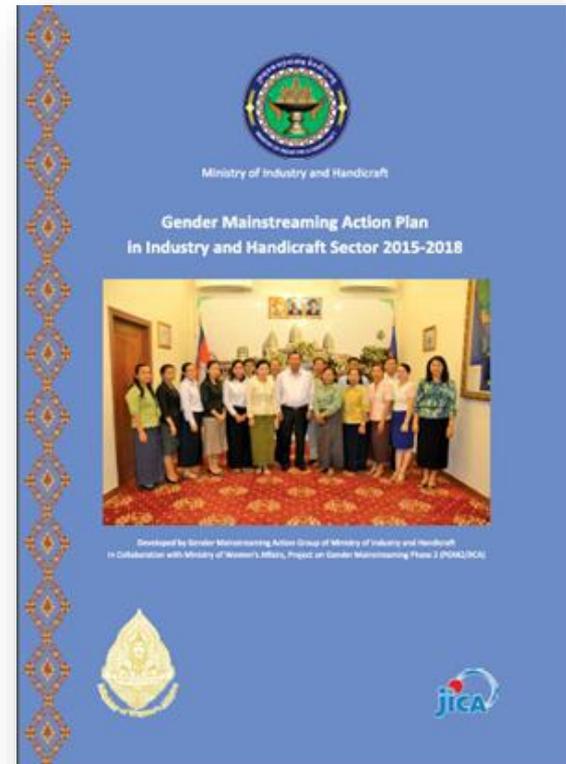
# Line Ministries

Gender Mainstreaming Action Group  
(GMAG)

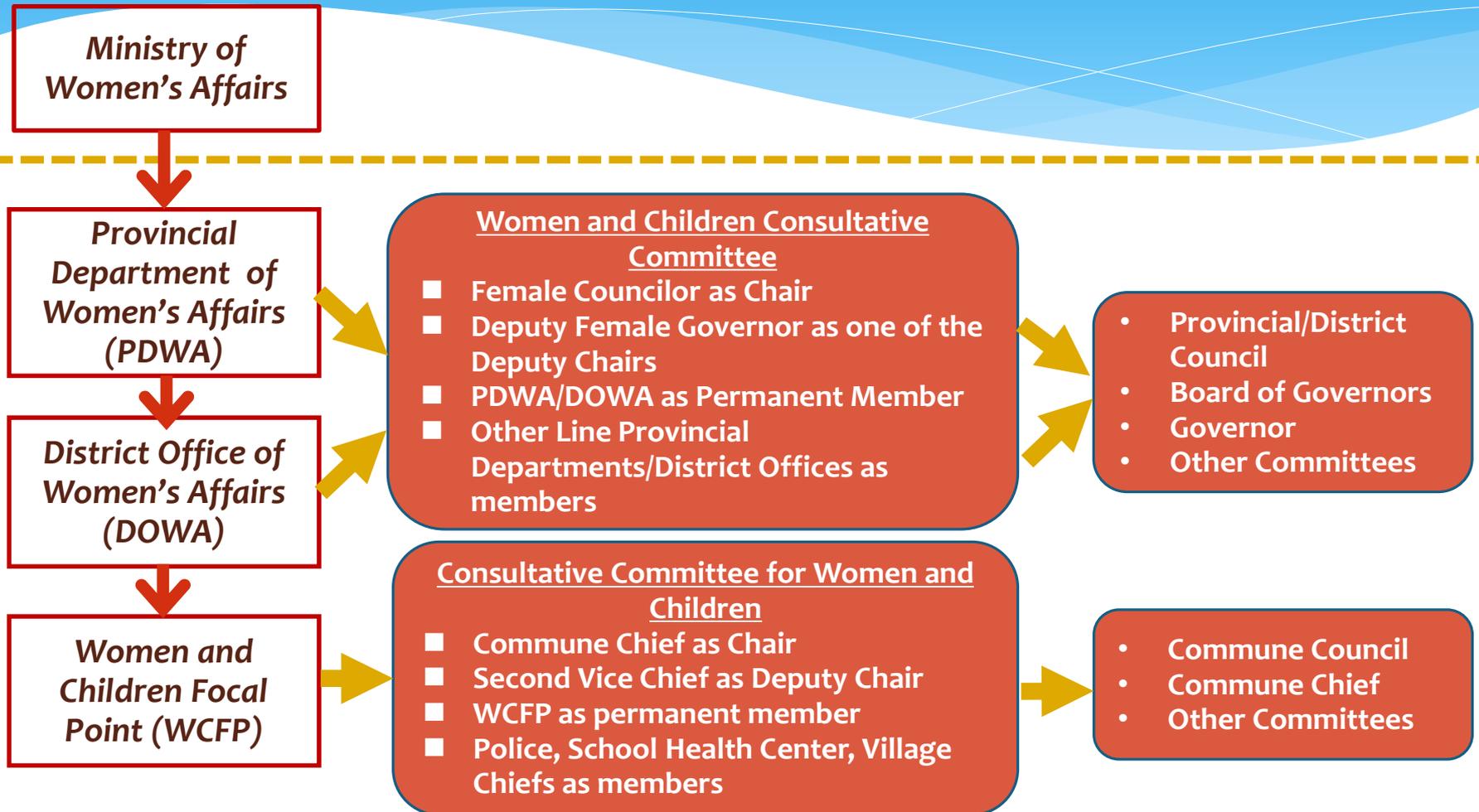
Gender Mainstreaming Action Plan  
(GMAP)



Technical Support from MoWA



# Sub-National Level



# III. JICA Project for Women's Economic Empowerment in Cambodia

## Project on Gender Mainstreaming Phase 2 (PGM2)

- Type of Assistance: Technical Cooperation
- Cooperation Period: 2010-2015
- Implementing Agency: Ministry of Women's Affairs
  - Partner line ministries: Ministries of
    - 1) Planning,
    - 2) Agriculture, Forestry and Fisheries,
    - 3) Industry and Handicrafts,
    - 4) Commerce,
    - 5) Rural Development, and
    - 6) Labour and Vocational Training, and their provincial departments



# Issues to be tackled with and countermeasures towards women's economic empowerment – Planning Stage –

## Problem Analysis

Women's agricultural knowledge and skill are limited.

Women's business management skill is limited.

Women have less opportunities for agricultural trainings.

Women's access to agricultural skill and information is limited.

Women's educational opportunities are limited.

Women's access to market information is limited.

Women have less opportunities for business trainings.

Family members do not understand importance of women's participation in trainings.

The number of female extension officers is few.

Social norms

Local authorities do not understand importance of women's participation in trainings.

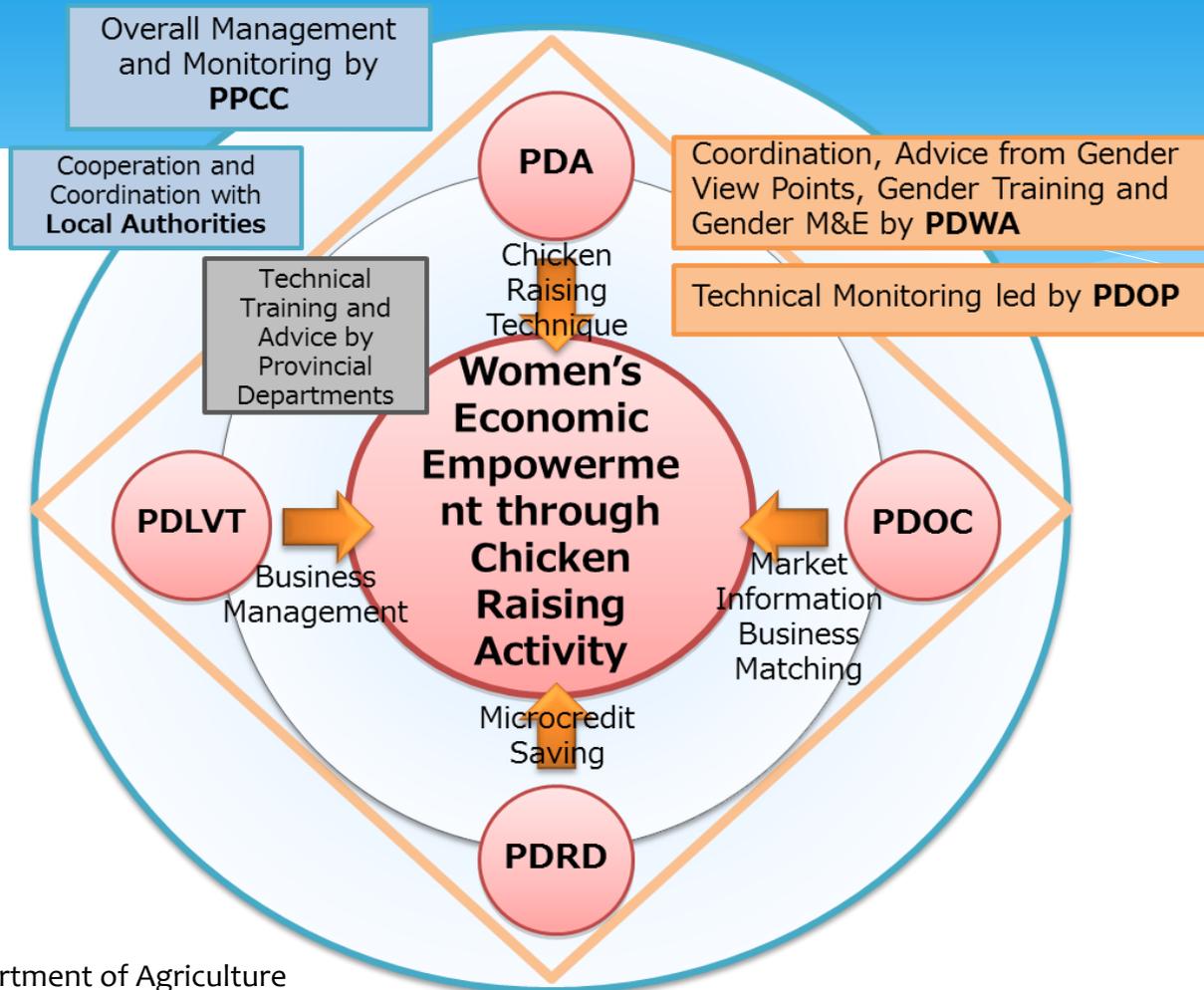
Women have less opportunities for study tours and workshops.

Women are busy with household chores and child rearing.

Women are busy with household chores and child rearing.



# Agricultural Production Pilot Project



PDA: Provincial Department of Agriculture

PDOC: Provincial Department of Commerce

PDRD: Provincial Department of Rural Development

PDLVT: Provincial Department of Labour and Vocational Training

PDWA: Provincial Department of Women's Affairs

PDOP: Provincial Department of Planning

PPCC: Pilot Project Coordinating Committee



PPCC Meeting



Technical Monitoring



Hands-on Training on Poultry Raising



Training on Business Management

## Issues to be tackled with and countermeasures towards women's economic empowerment – Implementation Stage –

Issues	Countermeasures Taken
Women's participation in trainings was not satisfactory.	<ul style="list-style-type: none"><li>✓ Women-friendly time schedule</li><li>✓ Reduction of training hours</li><li>✓ Strengthening cooperation with local authorities</li><li>✓ Implementation of 2-cycle training</li><li>✓ Provision of childcare services</li></ul>
Women's concentration during trainings and their understanding on learnings were limited.	<ul style="list-style-type: none"><li>✓ More hands-on trainings</li><li>✓ Simplification and visualization of training contents and materials</li><li>✓ Implementation of 2-cycle training</li><li>✓ Provision of childcare services</li></ul>
Provincial Departments' understanding on "gender" was limited.	<ul style="list-style-type: none"><li>✓ Training preparation meeting with participation of PDWA</li><li>✓ Training observation by MOWA to provide suggestions for improvement</li></ul>
Gender training provided by PDWA was very general, more focusing on concept.	<ul style="list-style-type: none"><li>✓ Training preparation meeting with participation of MOWA → improvement of PDWA's gender training: from training focusing on more concept to training relating to gender issues in the community and pilot project activities.</li></ul>



Meeting with Local Authorities



Gender Training by PDWA



Before Provision of Childcare Services



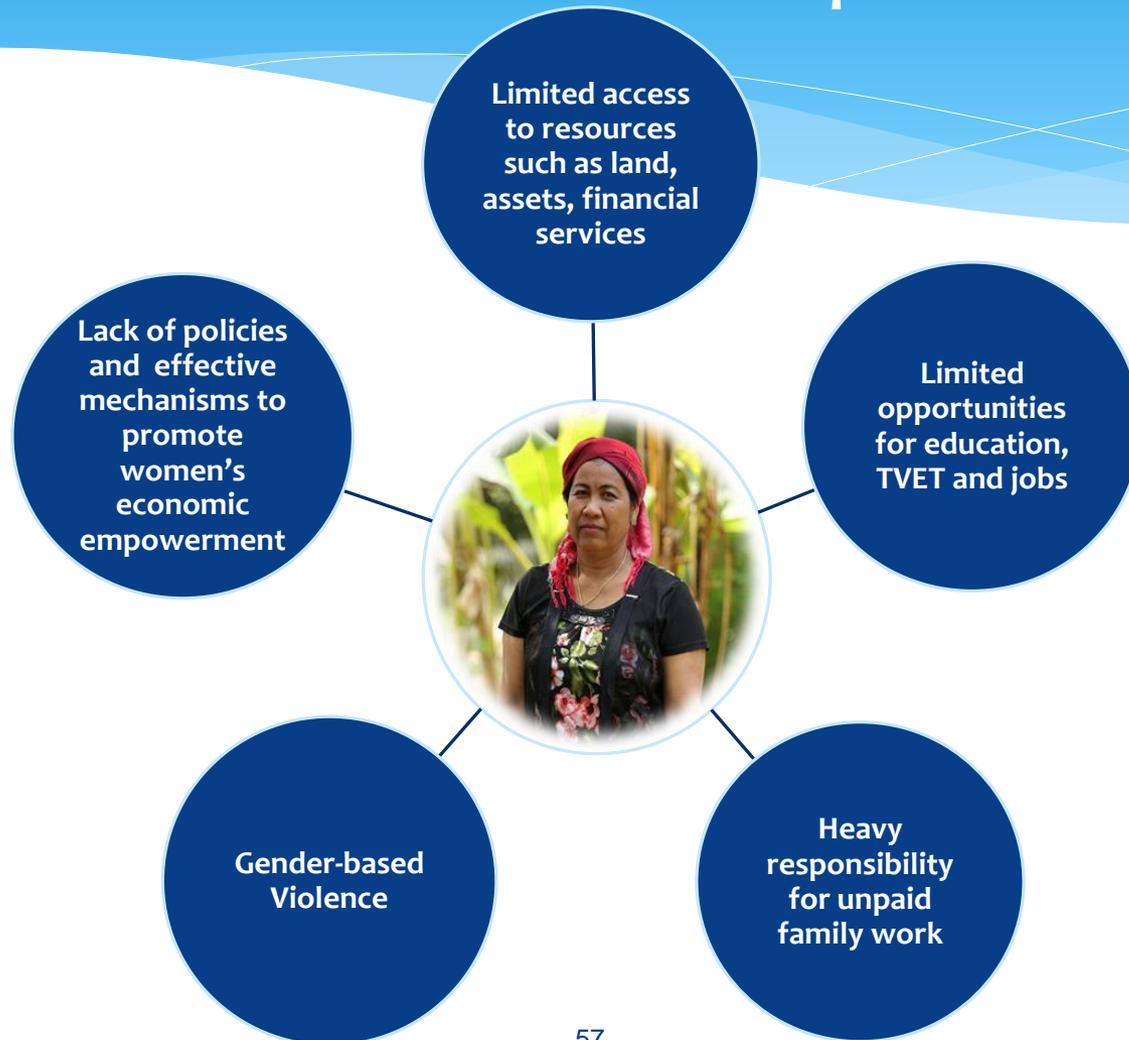
Provision of Childcare Services

# Impacts of the Pilot Project on the Target Farmers

- ✓ Improved household income through women's participation in economic activity.
- ✓ Women contributed to increase of household income -> Improvement of women's self-confidence, More opportunities of women in participation in decision-making on household expenditure for expensive commodities
- ✓ Increased income -> More opportunities for child education, Hiring labour for rice cultivation, Repayment of loan
- ✓ Decreased in DV cases<- Decrease of causes of family discord due to economic stability, No time to argue due to getting busier with economic activity



# Hindering Factors to Women's Economic Empowerment



**Thank you very much  
for your attention!**



# **“Diversity of Women’s Job and Women’s Economic Empowerment”**

**Amanda McINTYRE**

*First Assistant Secretary, Office for Women,  
Department of the Prime Minister and Cabinet*

# **Comments & Opinions:**

**Thank you for your cooperation**