



“A culture in which women can play a more active role”

– Women's Role in the Workplace: Survey Results - Summary

Shown below are the results of the June 1-20 survey.

(Women’s data from survey conducted in fall 2014)

	Men %	Women %
Q1 Stress levels of working women are above boiling point	48	47
Q2 Current situation in US is similar to Japan	51	50
Q3 Desirable gender equality is relative equality taking gender characteristics into consideration	68	65
Q4 Japan will resolve problems of gender empowerment over the long term	78	54
Q5 Reasons why women’s careers are less promoted in Japan than in other countries		
① Long working hours	48.1	26.9
② Socio-cultural expectation that men should work while women should stay at home	39.7	56.6
③ Difficulty in balancing work and childcare	33.4	63.2
④ Unfair pay for women's workloads	28.5	45.4
Q6 Reasons why work hours in Japan tend to be longer than in other countries		
① Social pressure makes it difficult to leave workplace before co-workers	62.4	52.6
② Unproductive work environment	57.8	50.7

③ Workload cannot be completed within regular work hours	35.4	44.1
④ Need to earn overtime wages	26.8	15.1

Q7 Most effective solution for women’s career promotion

① Increase in social awareness	73.6	84.9
② Increase in corporate productivity	35.5	32.9
③ Legislative measures	32.7	26.3
④ Labor shortage	31.4	22.4

Comment on survey results

Women are more pessimistic about the prospect of gender empowerment, while no major differences are observed between men and women on how they perceive the current situation. The reason for this gap is quite clear. Women attribute the lag in social promotion to “balancing with childcare” and an “unfair compensation system”, which are not recognized by many men. Improvement of work environments to support a balance between work and childcare and an “equal pay for equal work” system will be required.

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