

Women's "Labor Force" Ratio Rose

In Japan, it was often the case that female workers stop working when they marry or raise children and return to work after their children become independent. According to the "Labor Force Survey" of the Statistic Bureau of the Ministry of Internal Affairs and Communications, the ratio of women's "Labor Force (Employed Persons + Job-seeking Unemployed Persons)" is low in the age group of 35 to 44 years old. It is called the "M-shaped curve" as it looks like the alphabet "M". In recent years, the dip in the middle of letter "M" is getting shallower as the "Labor Force" ratio of this age group has increased.

Point 1

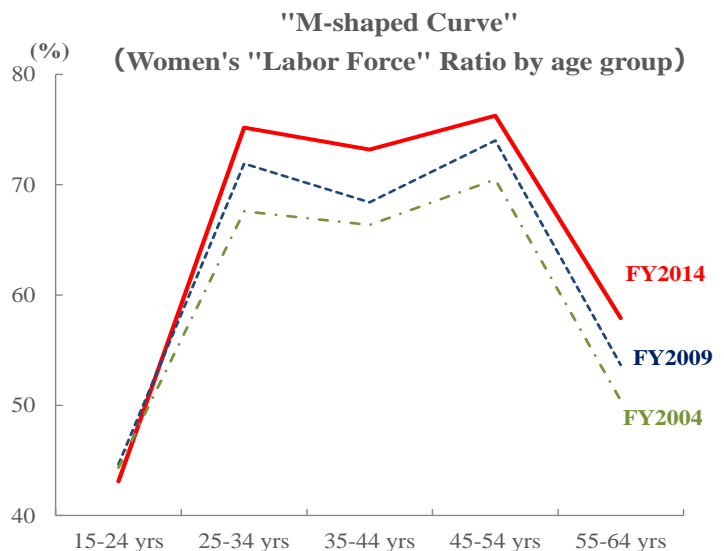
Women's "Labor Force" ratio rose in the age of 25 years old and above Abenomics targets GDP of JPY 600 trillion by utilizing women's "Labor Force"

- The first arrow of "New Three Arrows" of Abenomics (PM Abe's economic policy) announced in September set a target to achieve "GDP of JPY 600 trillion" and to realize "robust economy that creates hope". To do so, PM Abe stated that he would seriously start to expand the employment of elderly and female workers.
- Women's "Labor Force" ratio is on a rising trend in the age of 25 years old and above. Especially, the age group of 35 to 44 years old saw a sharp increase which is making the curve of the "M-shape" gentle.

Point 2

Number of "Labor Force" is still at low level For men, it accounts for more than 95%

- Women's "Labor Force" ratio has sharply increased in the past 10 years. Especially, in every age group falling between 25 and 54 years old, the ratio surpassed 70% (FY2014). However, given the same ratio of men exceeding 95%, women's ratio has much more room to increase.
- The actual number of women employed in the age group of 35 to 44 years old which is indicated as the dent in the "M-shape", increased by almost 560,000 in the past 5 years. The figure counts for more than 6% of the women's population of the same age group (9.1 million).



(Note) "Labor Force" includes unemployed seeking job.
Ratio of "Labor Force" in each age group.

(Source) SMAM, based on "Labor Force Survey" of Statistic Bureau, the Ministry of Internal Affairs and Communications data.

Company's initiative is the key to women's "Labor Force" expansion

■ Initiatives of companies are underway

The reasons behind the increase of female workers at child-raising-age are the diversification of working styles and the initiatives promoted mainly by major companies to equip appropriate employment system and child-care support system.

■ Vibrant economy with an expansion of women's "Labor Force" is expected

Some examples of initiatives are the expansion of employment systems that enables smooth return to work after a leave and the establishment of own child-rearing facilities by companies. Revival of a vibrant economy with an expansion of women's "Labor Force" is expected.

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