

3rd JILPT Tokyo Comparative Labour Policy Seminar 2019

1. Organizer

The Japan Institute for Labour Policy and Training (JILPT) is pleased to announce that the 3rd JILPT Tokyo Comparative Labour Policy Seminar will be held in Tokyo for two days from 4th to 5th March, 2019.

2. Date

Monday 4th – Tuesday 5th March 2019

3. Venue

3rd Floor Conference Hall

The Japan Institute for Labour Policy and Training (JILPT)

4-8-23 Kami-Shakujii, Nerima-ku, Tokyo, Japan

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http://www.jil.go.jp/english/organization/chart_map.html

4. Theme

“The Future of Women and Work—Policy Responses to Women’s Employment”

5. Theme Background and Aims

This year will mark 40 years since the United Nations General Assembly adopted the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) in 1979. Over the last 40 years, how have policies on equal employment opportunities for men and women been implemented in various countries? In reality, to what degree have we built a society where women can thrive in the workplace? What are the future issues and challenges? This seminar has been planned in order to share a better mutual understanding of these matters among participating countries.

Although the Japanese government passed the Equal Employment Opportunity Law (the EEO Law) in 1985 with the aim of ratifying the UN’s CEDAW, it is hard to say that gender equality in Japan has been successfully achieved in the past 30-odd years. After the implementation of the EEO Law, the female labour force participation rate by age group has continued to form an M-shaped curve. The valley between the two peaks of the curve indicates that many women stop working at the time of marriage, childbirth, and child-rearing. In many cases, women quit work after giving birth to their first child, and even today it cannot be said that many of them come back to work and continue to work after maternity leave. In the majority of cases, these women who underwent career interruption at childbirth or child-rearing are more likely to re-enter the labour market as non-regular workers such as part-time employees. For that reason, even though the female employment rate in Japan is not very low compared with many other countries, it cannot be said that their treatment in general is good, and the percentage of women in senior positions remains low.

To improve these circumstances, the Act on Promotion of Women’s Participation and Advancement in the Workplace came into effect in 2015. The valley of the M-shaped curve is being eliminated little by little, and the number of women who return to work after maternity leave to continue their career development has increased. Moreover, the number of women in management positions has been slowly increasing. The background to this

includes the robust economy, and the labor shortage due to the decline in the working-age population. Nevertheless, the perception that women's empowerment in the workplace can produce positive effects on economic growth or higher corporate competitiveness has been gradually becoming widespread in the context of diversity management. With the globalization of corporate activities, the scope of women's activities is likely to spread to the international community.

At this seminar, although it can be assumed that issues in the female labor force may vary from country to country, what kinds of policies would be effective to move toward the realization of a future international community where women can thrive in the workplace? We hope to have in-depth discussions about the future of women and work after reviewing an overview of the current situation of female employment in each country to get a picture of the most recent status of policy responses.

6. Seminar Program

4th March

[Session 1: Opening]

- Welcome and Opening Remarks (Prof. Yoshio HIGUCHI, President, JILPT)
- Special Lecture (Prof. Janice BELLACE, President of International Society for Labour and Social Security Law)
- Special Lecture (Prof. Mary BRINTON, Harvard University)

[Session 2: Country Reports, part 1]

- Country Reports (Young researchers from Asian countries)
- Comments, Discussions and Q&A

[Session 3: Country Reports, part 2]

- Country Reports (Young researchers from Asian countries)
- Comments, Discussions and Q&A

5th March

[Session 4: Country Reports, part 3]

- Country Reports (Young researchers from Asian countries)
- Comments, Discussions and Q&A

[Session 5: Concluding Panel]

- Concluding Discussion

7. Working Language

English (with simultaneous interpretation to Japanese)

8. Participants

About nine young researchers from Asian countries, a couple of distinguished scholars and about 20 researchers, experts, etc. from Japan.

9. Country Report and Presentation

Researchers who will participate in the seminar are requested to write a research paper on one of the sub-themes outlined below and make an oral presentation (for about 20 minutes). Please note, however, that researchers who

specialize in the field of law are requested to choose D from the four sub-themes and write a paper on legal policies regarding the female labour force.

In addition, for a better understanding of the background of their research, speakers are asked to provide a briefing on women's employment dynamics in their country (such as employment rates, educational status, industries, job categories, gender pay gaps, etc.) with specific data in the introduction part of the paper.

A) Female labour participation

What is the current situation of the gender gap in employment opportunities in each country? Are there still gender gaps in employment rates and working patterns (such as full-time or part-time, etc.)? Have employment opportunities been secured that would enable women to be economically independent? What kind of support is given by the government to promote better employment opportunities for women? In addition, what types of women in particular would need such support?

B) Balancing work and family

What kinds of issues would arise in facilitating women's career development while balancing work and family responsibilities such as child-rearing, caring for elderly family members, etc.? In terms of efforts to promote work-life balance including parental leave, what kinds of initiatives have been taken by the government or companies? What is the current situation of the work-life balance for men in relation to paternal involvement in child care or male caregivers, etc.?

C) Expansion of the fields where women can work

What are predominantly female industries (such as manufacturing, services, retail trade, etc.) and occupations (such as professional, technical, clerical, etc.)? What is the extent of gender differences in these female-dominated industries and occupations? What is the proportion of women in managerial posts? What are the major factors contributing to gender pay gaps? In terms of efforts to eliminate occupational segregation and reorganize job categories, what kinds of issues would arise, and what kinds of initiatives have been taken by government or companies to tackle these issues?

D) Legal policies on the female labour force

Regarding legal policies to promote gender equality in employment, female labour participation and work-life balance, what kinds of laws exist? How do systems or mechanisms such as consultation bodies, administrative guidance, or the judiciary work to ensure the enforcement of these laws and to settle disputes between labour and management?

10. Submission Guidelines

Deadline: By Friday, 1st February, 2019

Length of paper: Max. 4,000 words

Format: Microsoft Word document file, A4 size format

Copyright: The copyright of all papers submitted to the seminar shall belong to the Japan Institute for Labour Policy and Training. In cases of citations or reproductions of previously published materials, please obtain approval from the publisher, etc.

11. Expenses

Airfares and accommodation expenses shall be borne by JILPT.

Please note that your flights and accommodation will be arranged by JILPT.

IMPORTANT: All flights will be arranged by JILPT through bidding process. Please **DO NOT arrange or purchase air tickets by yourself**. We only bear the expenses of airfare arranged by JILPT. Thank you for your understanding.

12. For further information, please contact:

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International Research Exchange Section

The Japan Institute for Labour Policy and Training (JILPT)

Theme: "The Future of Women and Work - Policy Responses to Women's Employment"

March 4 (Mon)		<i><Opening ceremony & keynote speeches></i>
	09:30-09:40	Welcome & opening remarks (Prof. Yoshio HIGUCHI, President, JILPT)
	09:40-09:50	Information about the seminar structure (Mr. AMASE, Director, International Affairs Dept., JILPT)
	09:50-10:20	Keynote speech by Prof. Janice BELLACE, President, ISLSSL
	10:20-10:50	Keynote speech by Prof. Mary BRINTON, Harvard University
	10:50-11:10	<i>Coffee Break</i>
		< Theme session 1: "Female labour participation" and "Expansion of the fields where women can work"> (Chair:)
	11:10-11:30	Country report 1:
	11:30-11:40	Discussant's comments and Q&A
	11:40-12:00	Country report 2:
	12:00-12:10	Discussant's comments and Q&A
	12:10-13:30	Lunch
	13:30-13:50	Country report 3:
	13:50-14:00	Discussant's comments and Q&A
	14:00-14:20	Country report 4:
	14:20-14:30	Discussant's comments and Q&A
	14:30-14:40	Chair's comments
		< Theme session 2: "Balancing work and family"> (Chair:)
14:40-15:00	Country report 5:	
15:00-15:10	Discussant's comments and Q&A	

	<p>15:10-15:30</p> <p>15:30-15:50</p> <p>15:50-16:00</p> <p>16:00-16:20</p> <p>16:20-16:30</p> <p>16:30-16:50</p> <p>16:50-17:00</p> <p>17:00-17:10</p> <p>18:30-20:30</p>	<p><i>Coffee Break</i></p> <p>Country report 6: Discussant's comments and Q&A</p> <p>Country report 7: Discussant's comments and Q&A</p> <p>Country report 8: Discussant's comments and Q&A</p> <p>Chair's comments</p> <p>Welcome dinner hosted by President of the JILPT, Prof. Yoshio HIGUCHI</p>
<p>March 5 (Tue)</p>	<p>09:30-09:50</p> <p>09:50-10:00</p> <p>10:00-10:20</p> <p>10:20-10:30</p> <p>10:30-10:50</p> <p>10:50-11:00</p> <p>11:00-11:10</p> <p>11:10-11:30</p> <p>11:30-12:30</p> <p>12:30</p>	<p><Theme session 3: "Legal policies on the female labor force"> (Chair:)</p> <p>Country report 9: Discussant's comments and Q&A</p> <p>Country report 10: Discussant's comments and Q&A</p> <p>Country report 11: Discussant's comments and Q&A</p> <p>Chair's comments</p> <p><i>Coffee Break</i></p> <p><Concluding session> Concluding panel discussion Moderator: President HIGUCHI Panelists: Prof. BELLACE, Prof. BRINTON</p> <p>Closure</p>

