

**JAPANESE-GERMAN CENTER BERLIN [JDZB]
FRIEDRICH EBERT FOUNDATION [FES]
GERMAN INSTITUTE FOR JAPANESE STUDIES [DIJ]**

Abstracts and CVs

for the workshop

**Work Style Reform, Gender Time Gap, Work-Life Balance, and
Gender Equality in Japan and Germany**

Wednesday, November 7, 2018

at German Institute for Japanese Studies (DIJ), Jochi Kioizaka Bldg. 2F
7-1 Kioicho, Chiyoda-ku, Tokyo 102-0094

Following the order in the program

Prof. em. Dr. Michiko Mae, University of Düsseldorf

CV

Michiko Mae is Professor em. and was Chair of the Institute for Modern Japanese Studies at the University of Düsseldorf (Kulturwissenschaften) until 2016. Between 1995 and 2001 she was a Vice president of the University of Düsseldorf. Since 2014 she has been a member of the Council of the Foundation Japanese-German Centre Berlin. She is co-editor of the book series "Geschlecht und Gesellschaft" (Gender and Society), in which over 70 books have been published. She was visiting scholar / professor at different universities like the Univ. Tokyo (2004, 2007), Keio University (2006, 2007, 2008), Ochanomizu University (2004) in Tokyo and at Cornell University in Ithaca, NY (2017). For her life work and her contribution to the scientific exchange between Japan and Germany, she was awarded the Prize of the Japanese Foreign Minister 2016.

She is specialized in Japan related cultural studies and gender studies. Her main research fields are: inter- and transcultural development in culture and society, cultural identity, the public and the private sphere, the Japanese modernization process, women's movements and civil society; modern Japanese literature and popular culture. Her latest publications include:

Japanische Populärkultur und Gender (Japanese Popular Culture and Gender). Springer VS 2016. (Ed with E. Scherer, K. Hülsmann); *Transkulturelle Genderforschung. Ein Studienbuch zum Verhältnis von Kultur und Geschlecht. (Transcultural Gender Studies. A Study of Culture and Gender)*. Springer VS 2007; 2014. (Ed. with B. Saal); *Nippon Spiration. Japonismus und Japanische Populärkultur im Deutschsprachigen Raum (Nippon Spiration. Japonisme and Japanese Popular Culture in German Sphere)*. Böhlau 2013. (Ed. with E. Scherer).

Prof. Dr. Mari Osawa The University of Tokyo

Issues for 'Society5.0', Poverty Reduction is a Vital Way of 'Investment in Society'

Abstract

"Investment" seems to be one of the key words in recent Japanese politics and policy making. The Future Investment Council chaired by Prime Minister Abe was established on September 2016, and published "Investments for the Future Strategy" in June 2017, and in June 2018. The main objective of these strategies is building a "Society5.0", which is defined as a society where the various needs are "met by providing the necessary products and services in the required amounts to the people who need them when they need them, ...that makes allowances for their various differences such as age, sex, region, or language". Work Style Reforms are located as an important part of the strategy as measures to achieve maximum productivity through workplace diversity, flexible working and work-life balancing etc.

This paper considers objectives and outcomes of social investment strategy of the European Union since the early 2000s, and tries to clarify impediments in human capital formation and utilization for the government and private corporations in Japan, to argue that efforts on poverty reduction, which are essentially gender equality issues, are vital forms of social investment, or rather 'Investment in Society'.

CV

Doctor of Economics, Executive Director and Vice President of The University of Tokyo. Member of the Science Council of Japan. She specializes in comparative gender analysis of social policies. She has worked as visiting professor at the Free University Berlin, Ruhr University Bochum and Gender and Development Studies Program of Asian Institute of Technology, as well as a Mercator Fellow of DFG: Deutsche Forschungsgemeinschaft. Her English publications include: Tsujimura, Miyoko, and Mari Osawa (eds.) *Gender Equality in Multicultural Societies: Gender, Diversity, and Conviviality in the Age of Globalization*. Sendai: Tohoku University Press, 2010; *Social Security in Contemporary Japan, A comparative analysis*. Routledge/University of Tokyo Series 2011, and *A Reverse-Functioning System: Japan's Social Security System and Tax Progression in the Early Twenty-First Century* in Huerlimann, Gisela, Brownlee, W. Elliot and Ide, Eisaku (eds.) *Worlds of Taxation; The Political Economy of Taxing, Spending, and Redistribution Since 1945*, Palgrave Macmillan, August 2018, 245-267.

Prof. Dr. Ute Klammer, IAQ, University of Duisburg-Essen

„Comparable Worth“: Job Evaluation as a Blind Spot in the Analysis of the Gender Pay Gap?

Abstract

The lecture is based on a research project completed in spring 2018 under the direction of the speaker. It is devoted to the question how and to which extent job evaluation contributes to the share of the gender pay gap in Germany in different branches and occupations. The theoretical assumption of a non-gender-neutral job evaluation is tested for the first time with statistical analyses. For this purpose, a measuring instrument ("Comparable Worth Index", short CW-Index) was generated with which the occupational requirements and burdens of women and men can be compared in a gender-neutral manner. Statistical analyses using data from the Structure of Earnings Survey (Verdienststrukturerhebung) using the CW index confirm the assumption that (equivalent) work is valued and remunerated to the disadvantage of female workers. This different evaluation of work according to gender also contributes to the ("unexplained" part of the) gender pay gap.

CV

Ute Klammer is Professor of Sociology/Social Policy and Director of the Institute for Work, Skills and Training (IAQ) at the University of Duisburg-Essen (UDE), Germany. From 2008 – 2015 she was also Vice Rector of the UDE with responsibility for Diversity Management and International Affairs. She graduated at Cologne University, Germany, in philosophy and literature (1990) as well as in economics (1991) and holds a PhD in economics of Frankfurt University, Germany (1995). She was awarded the "Matthöfer" science prize for her PhD-thesis on old age security in Italy.

Prof. Klammer has worked at several German universities as a lecturer and at the University of Louvain-la-Neuve (Belgium), the Hanse-Wissenschaftskolleg, Delmenhorst (Germany) as well as the Collegio Carlo Alberto in Torino (Italy) as research fellow and visiting professor. Between 1996 and 2004 she worked as a senior researcher at the Institute for Economics and Social Research (WSI) in Düsseldorf, Germany before she took over a professorship at the Niederrhein University of Applied Sciences, Mönchengladbach in autumn 2004 and changed to the University of Duisburg-Essen in spring 2007.

Ute Klammer's main fields of interest and research are: social policy (pension systems, health care systems, family policy), labour market research, flexicurity, European and comparative social policy research as well as gender research. She has participated in and partly directed numerous national and international research projects funded by different ministries, the European Commission, the Council of Europe and the European Foundation for the Improvement of Working and Living Conditions in Dublin. She also acted as a consultant for the Council of Europe, for several political parties in Germany and for the German Trade Unions.

Ms. Klammer's list of publications contains more than 100 titles on different aspects of social security and social protection. She has given lectures and presented papers in most European countries as well as in the US, Brazil, Colombia, Japan, China, Kazakhstan, Belarus, Russia, Israel and other countries. She is board member of the section "social policy" within the German Sociological Association (DGS) and of the German "Gesellschaft für Sozialen Fortschritt" [Society for Social Progress]. Ute Klammer chaired the expert commission that prepared the First Report on Gender Equality for the German government (2011) and worked in several other expert commissions such as the German government's council for sustainable development (RNE) and the German Social Advisory Council, the oldest German advisory body to the legislative bodies and the federal Government.

Yumiko Murao, Associate Professor of Sociology at Toyo University, Tokyo

Will Setting the Upper Limit of Overtime Increase Japanese Women's Promotion Opportunities?

Abstract

It has been said that long working hours of regular employees are impediments to women's career development in the Japanese labor market. However, under "Work Style Reform", the upper limit of overtime work will be introduced from April 1, 2019, for the first time in Japan. Can this increase the opportunity for women's promotion to managerial positions? In this study, I examined the relationship between the length of overtime hours and promotion to the chief (*kakarichō*, the title immediately before managerial positions). Analysis of the Japan's Life Course Panel Survey (JLPS) data revealed that, for those who graduated from college, overtime work of over 45 hours per month greatly increased the probability of promotion to the chief. The upper limit of overtime hours introduced in the near future is not a level that requires companies to change such an existing promotion structure. Consequently, the regulation of overtime work seems to have little effect to improve women's promotion opportunities.

CV

Yumiko Murao is an associate professor of Sociology at Toyo University, Tokyo, Japan. She received her doctoral degree in Labor Sociology from Ochanomizu University. Her major research areas are work situation (particularly working hours and workplace characteristics), status attainment in the labor market and gendered labor force participation in Japan. Her most recent publications include articles on promotion structure to the pre-managers, how to utilize the database based on the Act of Promotion of Women's Participation and Advancement in the Workplace to promote gender equality and the impact of being a main family caregiver on one's career. Her current research is on the workplace harassment in the nursing-care service sector.

Germany Needs More Individual Time Sovereignty for Women and Men to Reduce the Gender Pay Gap

Abstract

Women still earn less than men on average in Germany. This applies to management positions even more: between 2010 and 2016, there was an average gender pay gap of 30 percent in gross hourly earnings of full-time managers (average Germany 21 percent). If gender-specific differences in relevant wage determinants are excluded, a pay gap of 11 percent remains. Full-time work experience explains the gender pay gap to almost a quarter according our present study based on data from the German Socio-Economic Panel (SOEP).

Another reason for the high gender pay gap in Germany is that women are grossly underrepresented in senior management positions. However, what has been dubbed the gender leadership gap, i.e., the difference between the share of all employees who are women and the share of women in senior management positions, varies considerably across different industries. The largest gender gap in the likelihood of holding a senior management position is to be found in the financial sector. Possible explanations include an exceptionally masculine culture and the specific legal requirements of CEOs in the financial sector that are implicitly biased toward men. Furthermore part-time work generally has an adverse effect on women's career prospects: for many management positions, being able to work full-time is a prerequisite that often excludes women from taking on these positions due to the traditional division of household and family labor.

In order to reduce the gender pay gap and increase women's chances of holding a senior a senior management position, measures are needed to counteract the large differences in working time between women and men throughout their working lives. An important step is more individual time sovereignty for both women and men in their jobs and a change in corporate culture to accommodate that. Policy-makers and the business community should therefore adopt measures to increase gender equality when it comes to working hours, especially during the "rush hour" of life. The "family working-time benefits model" and improvements in the quantity and quality of child day care proposed by DIW Berlin would be steps in the right direction.

CV

Adj. Prof. (PD.) Dr. Elke Holst completed her doctoral studies at Technical University Berlin and her habilitation at the University of Flensburg (now Europa-Universität Flensburg), where she currently teaches economics on an adjunct basis. After different positions in the private sector, academia and at the Federal Chancellery of the Minister President of the German state of Hesse, she now is Research Director and Head of Gender Studies at DIW Berlin, Germany's largest economic research institute.

Her empirical and theoretical research interests lie in the fields of labor market and gender economics, especially in inequalities and gender gaps in leadership positions, pay, and working time. Elke lectures at numerous national and international scientific conferences and is committed to the transfer of knowledge from science to politics, business, and civil society. She is the author of more than 250 publications on the topics mentioned above

Prof. Dr Kumiko Nemoto, Kyoto University of Foreign Studies, Department of Global Studies, Faculty of Global Engagement

Corporate Changes and Workplace Gender Division in Japan

Abstract

With a global emphasis on the business imperative of gender equality and sustainable corporate governance, Japanese companies have increasingly incorporated reforms that aim to increase the number of women managers, to offer employees more generous parental leave, and to enhance workers' productivity. Changing overwork customs and introducing flexible work hours through teleworking or early leave times, for example, could accommodate the needs of workers who are parents and enhance employee work-life balance. At the same time, Japanese businesses do not just embrace work hour flexibility, like Scandinavian countries; as proof of this, a new bill was introduced that would remove overtime pay for highly paid professionals so that businesses can save on labor costs. Thus, it is not yet clear whether any of the reforms in employment customs will lead to substantial changes in traditional Japanese business management, especially in terms of reducing the gender gap or sex segregation. In this paper, I discuss some examples of changes in the corporate customs of a few Japanese companies that could potentially diminish gender divisions in Japanese workplaces, and also the limitations of these changes.

CV

After studies at Georgetown University and Hitotsubashi University Kumiko Nemoto completed her doctoral studies at the University of Texas at Austin in 2004. There she also started her career as assistant instructor of sociology (2002-05). She then took up a position at Western Kentucky University as Assistant Professor (2005-12) and as Associate Professor (2012-14). In 2014 she became Professor at the Department of Global Affairs, Kyoto University of Foreign Studies. Amongst her many publications is the book "*Too Few Women at the Top: The Persistence of Inequality in Japan*". Ithaca, NY: Cornell University Press, ILR Press imprint, 2016

Prof. Dr. Fanz Waldenberger, Director, German Institute for Japanese Studies (DIJ)

Japan's In-house Career System – A Structural Barrier to Work Style Reform and Inclusion

Abstract

One of the most persistent and important distinctions of the Japanese employment system are company bound careers for top management positions. The continuing dominance of these in-house careers are visible in the work experience of executive directors, in the extremely low turnover in management positions and in the hiring practices of new university graduates 就職活動 and 一括採用, the coordinated job search process starting one year before graduation and ending in the joint hiring of new graduates on the first of April.

In-house careers have far-reaching implications. They influence hiring practices, training, pay and promotion schemes, competition among employees, their loyalty towards their company as well as management styles and risk attitudes. They also imply a strong separation between those employees on a management career track and those who are not. The latter are often women, mid-term hires or elderly workers. The separation applies even if these groups have a regular employment contract. In my presentation, I will highlight how Japan's in-house career system influences working styles and how it obstructs not only work style reforms, but also the implementation of equal pay and equal opportunity programs.

CV

Franz Waldenberger is Director of the German Institute for Japanese Studies (DIJ) in Tokyo. He is on leave from Munich University where he holds the professorship for Japanese Economy at the Munich School of Management and the Japan Center. He received his doctorate in economics from the University of Cologne. His research focuses on the Japanese Economy, Corporate Governance and International Management. At DIJ he initiated the research program "Risks and opportunities in Japan – challenges in face of an increasingly uncertain future". An institute wide research theme is work related diversity in Japan.

Professor Waldenberger has published numerous articles and books on the Japanese economy. He is editor in chief of "Contemporary Japan" and member of the editorial board of other Japan and Asia related social science and economics Journals. He was visiting professor at Hitotsubashi University, Osaka City University, Tsukuba University, the University of Tokyo and Shimomura Fellow at the Research Institute of Capital Formation of the Development Bank of Japan. He is member of the German Japan Forum and member of the board of the Japanese German Business Association (DJW).

Prof. Dr. Machiko Osawa, Director of Research at the Institute for Women and Careers and Professor of Economics at Japan Women's University

Japan's Work Life Balance Policies: Characteristics and Limitations

Abstract

In 2007, Japanese government adopted a work life balance charter aimed at improving efficiency in the workplace and promoting a better balance of work and private responsibilities for all workers. However, when introduced in the workplace, it has chiefly been interpreted as a measures to help working mothers to combine work and family obligations. As a result, this initiative has had little impact on the overall work style of Japanese employees. In order to explain this development I examine how the concept of gender division of labor is deeply rooted in the Japanese workplace, i.e. working conditions among workers, work ethics, evaluation system, etc. Problematically, non-regular workers are excluded from this work life balance initiative. Since most non-regular workers are women this further disadvantages them and reinforces gender bias. For work life balance to have a greater impact the benefits must be more inclusive so that the fruits of flexibility can be spread more widely.

CV

Machiko Osawa is director of research at the Institute for Women and Careers and professor of economics at Japan Women's University. She was an associate professor at Asia University from 1990 to 1995 and professor in 1996, a senior researcher at the Japan Institute for Labour from 1987 to 1990 and assistant professor of economics at University of Michigan at Dearborn 1986-1987. She was served on the advisory board of the Ministry of Health, Labour and Welfare; the Prime Minister's Office; and the Ministry of Economy, Trade and Industry.

She has authored numerous articles and books, including *Economics for the New Family* (1998), *Nonstandard Work in Developed Economies* (2003), *Towards a Work-Life Balanced Society* (2006), *Work-Life Synergy* (2008), *Japan's Working Poor* (2010) and *What's Holding Back Japanese Women* (2015).

She has a PhD in economics from Southern Illinois University at Carbondale (1984) and was a Hewlett Fellow at the University of Chicago (1984-86).

Dr. Ralf Kleindiek, Senior Advisor, The Boston Consulting Group, Berlin / former: State Secretary at the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth

Work Life Balance in Germany - The Role of the Government and Business

Abstract

Today's work-life balance is much more complicated and has become a formative concept for a successful lifestyle. Young people not currently facing the challenge of reconciling their personal and private lives as well as those currently in the "rush hour" of their lives and even older workers feel that having a proper work-life balance is important. Demographic changes will determine and dramatically alter this balance between our personal lives and professional careers. Two factors are crucial here: One is the skills shortage on the labor market. The other is that, even today, there are more relatives requiring care than children under three. Despite the increasing birth rate, this shift will only continue in future – with serious consequences for the relationship between individual employees, the State and businesses. The State and the economy must find new answers to confront this trend.

CV

After studying law at Giessen University, where he also received his Dr iur, holding a position as research fellow and doing his legal training (Referendariat) Ralf Kleindiek joined the Federal Ministry of the Interior in 1999, where he served inter alia in the staff unit 'Modern State – Modern Administration' and as head of the 'BundOnline 2005' project group. From 2002 to 2007 he was Head of Office for the Federal Minister of Justice Brigitte Zypries, becoming Head of Directorate and Head of the executive Staff at the ministry in 2007. 2009-2011 he was Head of the Central Directorate-General and IT- Commissioner of the Federal Ministry of Justice, before he became Secretary of State for Justice and Gender Equality of the State of Hamburg in 2011. A position he hold until 2014, when he joined the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth as State Secretary (2014-2018). He then became Senior Advisor for The Boston Consulting Group.