

## **Abe's Womanomics policy: Did it have Effect on the closing of Gender Gap in Managers?**

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The paper will focus whether Abe's policy increased women in management. In face of rapidly aging population and decline in labor force, utilization of female human resources is a pending question in East Asian countries. Prime Minister Abe announced promoting female labor force participation is one of his core growth policy when he came into office in late 2012. However, promoting labor force participation is not enough. Enabling females to build their career is an important goal. Even though significant effect of Womenomics was seen to encourage women to stay in long term employment position after their first childbirth (Nagase(2018)), we also see the increase in non-standard employees, that many of females are still taking the peripheral jobs near minimum wage.

In the summer of 2015, a new law passed to be enacted in 2016 April aimed at increasing women in management. The paper will make use of *Labor Force Survey 2002-2017* and *Basic Structure of Wage Survey 2002-2017* to look at the policy effect. The law proposed in 2014 passed in 2015 summer implemented in 2016 mandated enterprises with more than 300 employees to take action to make more active use of female employees at their firms.

Using difference-in-differences set-up, we found that during Abe administration, women managers increased statistically significantly while taking in consideration other explanatory variables. We also used difference-in-difference-in-difference setup to see whether the new law had any significant impact on firms with more than 300 employees as compared with smaller firms, even though the data at avail runs as much as to 2017 as of now for *Basic Wage Structure Survey* that the length of period is limited. So far, we found DDD setup was not significant in the direction we expected.

Our paper also compares the two surveys. According to *Basic Structure of Wage Survey*, the ratio of male managers to all male workers were 26.1% in 2005, and 23.5% in 2017 while that of female managers to all female workers were 3.3% in 2005 and 4.9% in 2017. Since firms with employees with more than 100 is surveyed in this survey, we controlled for the firm size for the *Labor Force Survey* and found that the ratio was around 4 percent in 2005 and around 3 percent in 2017 for males and around 0.2 percent for females throughout the period. The huge gap in discrepancy lies in that the definition of managers in two surveys. The *Basic Structure of Wage Survey* relates more to *shokuno shikaku*, while the definition of managers lies more for literally in management for the *Labor Force Survey*. By comparing two surveys, and by comparing cohorts, the change in *shokuno shikaku seido* and the implication for women in managerial position will further be investigated at the conference. New results will be updated in the following HP.

[http://www.hles.ocha.ac.jp/ug/humanlife/soc/teacher/nagase\\_nobuko.html](http://www.hles.ocha.ac.jp/ug/humanlife/soc/teacher/nagase_nobuko.html)