

<MBA Degree Thesis>

AY 2016

WOMEN AS THE SOLUTION TO THE JAPANESE
ECONOMY
Work Change Emerging from Personal and Family
Dimensions

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Summary

This thesis examines the personal domains that impact a Japanese married mother to work or return to the labor market after giving birth. These personal domains or dimensions are husband support, personal drive and parental influence. The government is changing their policies to encourage more women to work but that has not yet proved effective. This thesis suggests that women's equality needs to be addressed using a fresh perspective, first in a personal level at home in order for policies to yield results; starting from the inside [personal,family] out, rather than from the outside [policy] in. If a husband or father will not support their own wife or daughter to work, why would they do so in a corporate environment or at the societal level? The importance of women in the workforce is that they are an underutilized asset in Japan, as there are neither many women returning to work after giving birth nor are there many women in managerial and leadership positions despite them being highly educated. Women's equality at home will eventually translate into the Japanese culture driving more women to work. This will increase Japan's GDP and help solve their economic problems. Japan's economy has a grim outlook with the retiring baby boomers and its declining birth rate, Japan's labor market is shrinking at a fast rate. Consumer spending and government tax collections are what helps sustain and grow this society and economy, and without people working this is impossible. How will Japan be saved? This thesis proposes that increasing gender parity in the workforce by focusing on women re-entering the workforce after giving birth and the importance of them holding leadership positions will reverse Japan's declining GDP. A statistical analysis of these three dimensions is done via a quantitative online survey questionnaire designed by the author. This questionnaire determines the personal and family drivers of women in the workforce in Japan as to figure out how to leverage them. The questionnaire surveyed one hundred and three Japanese women married to Japanese men who live in the same household in Japan year round and have at least one child. Approximately five questions were designed for each dimension. This questionnaire yielded the following results. By means of a SPSS linear regression, in the personal drive dimension, this dimension proved to be the biggest driver for women to work in Japan. These women feel fulfilled when working, want to challenge themselves, think it is important to be financially

independent, and think that household chores and caring for the children are both the husband and wife's duty. Personal drive pushes women to overcome the many barriers to entry into the Japanese workforce. Overall husband support was more present for working women than for those who did not work via a t-test. Showing that overall emotional and behavioral support from ones husband makes it easier for Japanese women to make the choice to work or return to work after giving birth. Furthermore, a working wife was found to receive more help with household chores than those who did not work. Lastly, via another linear regression, support shown from parents that it is okay to work instead of being a housewife, particularly from the parents-in-law, is a factor in a Japanese woman's working status. These dimension results are a representation of what types of support encourage a woman work thus demonstrating what is lacking for women who are not joining or rejoining the workforce after giving birth. Furthermore, from a smaller sample outside of the target market it was discovered that about seven percent of Japanese women did not get married because they felt as though they had to choose between marriage and work. And that about twenty-nine percent of Japanese women did not have children because they felt that they had to choose between children or work. In conclusion, this thesis recommends a new way forward for the next generation that resolves the scarcity of women in the workforce in order to save Japan's economy. This new way forward is via an internal re-branding of what it means to be a woman in Japan for all of its citizens, including the males. Taking these results and incorporating them in to an action plan will leverage the outcomes of this survey and will begin the shift in the Japanese culture from the inside out.

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CHAPTER 1. THE STUDY

Section 1. CONTEXT, BACKGROUND AND MOTIVATION

This thesis examines the personal domains that impact a Japanese married mother to work or return to the labor market after giving birth. These personal domains or dimensions are husband support, personal drive and parental influence. Each dimension consists of about five questions which were posed to Japanese married mothers, living in Japan in the same house as their Japanese husband year round. The Japanese government is looking to change the policies to encourage women to work but that has not yet been effective. This thesis suggests that women's equality needs to be addressed at home first in order for policies to yield results. The importance of women in the workforce is that they are an underutilized asset in Japan, as there are neither many women working after giving birth nor are there many women in managerial and leadership positions. Women's equality at home which will translate into the workforce will drive more women to work which will increase Japan's GDP and solve their economic problems. Japan's economy has a grim outlook with retiring baby boomers and declining birth rate, Japan's labor market is shrinking fast. Consumer spending and taxes being collected are what helps sustain and grow the society and economy. How will Japan be saved? This thesis proposes that increasing gender parity in the workforce, emphasizing women re-entering the workforce after giving birth and the importance of them holding leadership positions will reverse Japan's declining GDP. First, this thesis will address the current Japanese economy, demonstrate that women are in fact an untapped resource, discuss the current reality of women in leadership in Japan and the post childbirth employment dip, look into the barriers of entry for women working in Japan, and then present a new outlook on how to shift what it means to be a woman in Japan. Following this information, the thesis will review existing academic literature on the three personal dimensions that influence a woman's decision to work; husband support, personal drive and parental influence. After which, a statistical analysis is done of a quantitative online survey questionnaire designed by the author. This will be analyzed to determine the drivers of women in the workforce in Japan so we can determine how to leverage them. Finally, the author will conclude the

research and recommend a new way forward for the next generation that resolves the scarcity of women in the workforce to save Japan's GDP. This new way forward will be activated via an internal re-branding of what it means to be a woman in Japan for all of its citizens including its males.

1.1.1. The Current Japanese Economy

Japan's economy is recognized for its two "lost decades". In the twenty years from 1994 until 2014 Japan's GDP decreased 7%, compared to the United States GDP which increased by 51% (World Bank, 2016). Furthering Japan's economic problems baby boomers are retiring, and the median age in Japan is 47 years old (Worldometers.info, 2016) with an annual population growth rate of -.2% (World Bank, 2014) which is a result of the ageing population and declining birth rate. As time goes on, these factors will leave many jobs vacant. A report prepared by McKinsey predicts that "the labor force in Japan will shrink by 15% between 2010 and 2030 further threatening GDP growth" (Sussmuth-Dyckerhoff, Wang, & Chen, 2012). Less participants in the workforce correlates to a reduction in income tax collected by the government thus reducing the government's ability to support the country, including elderly population care, pension funds and other supporting programs. Deemed the "Pension Crisis", "in 2015 two people for every one elderly person are paying into the Japanese pension system, where it was 10:1 in 1950 and 5:1 in 1990 is forecasted to become a 1:1 ratio by the year 2055" meaning that one person paying into the pension supports one elderly person, this is clearly unsustainable for the future. The shrinking workforce, continuing GDP decline, ageing population, declining birthrate as well as increasing health care costs continue to cause concern as they put pressure on Japan's economic woes and start to snowball. The future of Japan and its economy remains unknown. Prime minister Shinzo Abe has turned to the untapped resource of educated women in Japan to solve their economic issue through his "Womenomics", however his answer to the Japanese economic question has yet to yield impactful results.

1.1.2. Women in Japan: An Untapped Resource

It has been recognized that women are an unsuspected power in contemporary Japan (Tanaka,

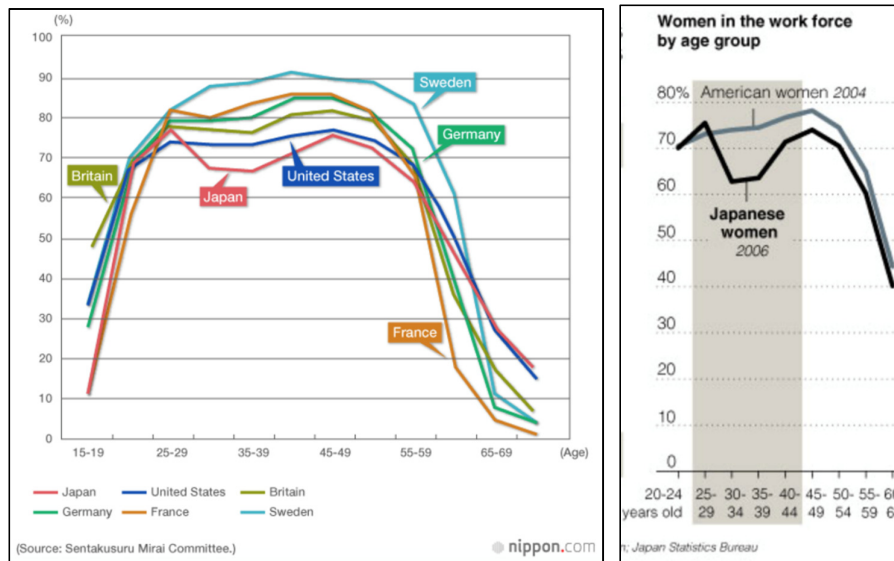
1990) . Women in Japan are an untapped resource and the assumption is valid that adding women to the workforce will increase Japan's GDP. Women are highly educated in Japan compared to the rest of the world despite their low participation in the workforce. Forty nine percent of adult women in Japan have obtained university degrees (Sussmuth-Dyckerhoff, Wang, & Chen, 2012). Moreover, a McKinsey analysis found evidence of a "correlation between women on executive committees and company's financial performance. This revealed that companies in the top quartile with women on their executive committee versus companies with no women on their executive committee (in that same sector) resulted in a 47% higher "average ROE" and 56% higher "EBIT margin" for the [companies with women on their executive committees] for the years 2007-2009". (Sussmuth-Dyckerhoff, Wang, & Chen, 2012)

Furthermore, A Goldman Sacks study exposed that "if Japan's female employment rate as of 2013 (62.5 percent) rose to that of males (80.6 percent), this would add 7.1 million employees to the workforce...The absolute level of Japan's GDP could be lifted by as much as 12.5 percent" (Japan Times, 2014). The question then becomes how do women in the workforce increase GDP? As more women enter the workforce their household income will also increase, this increases their purchasing power and therefore the GDP growth. Women in Japan are a valuable asset whose value is not being capitalized on.

1.1.3. Women in Leadership in Japan and the Post Child Birth Dip

"Japan lags behind most other industrial countries in women's participation and advancement in business, academics and politics" (Yamaguchi, 2015). In Japan, the majority of female workers are young and unmarried (Spiridon, 2011), this signifies that once women get married or have children they cease to work, at least until their children are all grown up at which time they participate in part-time work. This is regarded as in Japan's 'post child birth dip' in women working. This dip is most noticeable from women in their mid-twenties to mid-thirties, representing the time from when their child is born through school age. This can be seen in the figures below (Sentakusuru Mirai, 2014) (Japan Statistics Bureau). As seen below Japanese women are least likely to return to work after having a child among other first world countries, Rieko Kaneko, a mother and Japanese industrial

physician, stated in an interview with the Japan Times that “critical years in one’s career path often coincide with a woman’s peak period of healthy reproduction” (Clavel, 2014). Japan’s lack of understanding of this has resulted in the post childbirth workforce dip.



Furthermore, a study suggests “that what motivates married women’s return to the work market depends on the extent of gender inequality in the national labor market” (Yu, 2006). Despite Japan’s equal employment opportunity law, first instigated in 1986, little advancement has been made in work force parity. Japan and particularly corporate Japan is a patriarchal and hierarchical society. “Leadership, like all social processes, is an occasion to enact one’s identity” and female identity: empathetic, collaborative and relationship based do not fit into the current hierarchical and masculine accepted leadership style” (Fletcher, 2002) that is very prominent in Japan. This culture shapes a woman’s decision and ability to work, especially full time which is reflected in the post child birth dip. “Sixty percent of working women quit jobs with the birth of a first child, according to labor ministry data” (Yamaguchi, 2015).

According to a study done by McKinsey, 49% of women in Japan graduate from university, 45% attain entry level job positions and only 11% go on to hold mid- and senior- management positions. Job positioning only continues to decrease with less than 1% of women becoming CEOs or 2% becoming board members. The 1% and 2% numbers rival those of women in the Middle East

(Sussmuth-Dyckerhoff, Wang, & Chen, 2012). Japan and Prime Minister Shinzo Abe have acknowledge all of these problems. How these problems have been addressed is next.

1.1.4. The Barriers to Entry and Why Addressing it is Not Working: Japan's Attempt to Attract and Keep Women in the Workforce

Some say that the policy on women in the workforce and supporting programs needs to be stricter however this thesis suggests that that is not necessarily the case, yet. Japan has identified the issue that only 62% women participate in the labor market (or are actively looking for work) in Japan according to the 2010 World Economic Forum Gender Gap Report from World Bank (Sussmuth-Dyckerhoff, Wang, & Chen, 2012). This includes “workers in irregular positions, such as part-timers—account for 53 percent of employed women” (The Japan Times, 2016) and mostly consists of women holding entry level jobs. Barriers to entry for Japanese women to enter the workforce include the hierarchical and male-centered working environment, shortage of childcare facilities, husband and parental support and traditional gender roles. Japan is a unique society as a first world country. They are a traditional, patriarchal society and their daily lives and work are deep rooted in Japanese traditions such as respect for one's elders and a hierarchical structure such as sempai. The working environment in Japan makes it difficult for women with children to participate. It consists of long working hours followed by late night drinking sessions with colleagues (飲み会) for candid but necessary business conversations. “Working long hours is common in Japan where 85 percent of full-time employees work overtime” (Ogura, 2011), and “where it is not unusual for employees to work 60 hours a week” (JustLanded.com). Japan is based on a seniority system where promotion is based on age and amount of time spent working at a company. Due to the seniority system many employees feel obligated to work late as to not leave prior to their boss. Furthermore, the Japanese job recruiting system targets new graduates as they rather train the employee from the beginning of their career as they will be part of this company's lifetime employment which is the norm in Japan. However, this preference for new graduates is a barrier for mothers returning to work after giving birth. This can only be avoided if the previous employer would hold her place for her upon her return which can perhaps be years. “In Japan evaluation is based on behavior rather than performance” (Hiten

Amin Reports, 2012), one would not want to disrespect their boss by leaving before them or not listening to what their elder tells them to do. While this is what the Japanese norm is, people argue like Imazu, a working mother that “employees should work more efficiently and not be evaluated by their length of stay at the workplace” (Clavel, 2014).

The work environment in Japan is male dominated one reason being the supporting programs, such as a shortage of child care facilities. “The demand for day care is much higher than the supply, in 2004 there were 24,245 children in Japan on wait lists for day care centers” (JETRO, 2005). The childcare dilemma is a widely known issue for the residents in Japan. A possible solution to this issue would be for companies to provide mothers with flexible hours, however Japan’s rigid corporate culture is said not to allow for this unless one help a menial job. “A global survey by Regus, a leading provider of workplace solutions, has found that companies in Japan are among the least likely in the world to promote flexible work practices” (Japan Today, 2011). If parents get their child into day care, the caring hours normally end at 6pm, longer than the overtime work the Japanese usually do. However, a study suggests that “childcare availability is uncorrelated with maternal employment, its evidence suggests that this is because households substitute the accredited childcare service for informal childcare by grandparents” (Asai, Kambayashi, & Yamaguchi, 2014).

Despite Japan’s laws, corporate culture seems to not support maternity leave and to the contrary women face maternity harassment. “Nearly half of female temporary workers who became pregnant or gave birth while employed have experienced various forms of “maternity harassment” at the workplace”, which is about 25 percent for those with full job status (Kyodo, 2015). When a woman in Japan goes on maternity leave her coworkers will be upset and act frustrated towards her since they will have to help with her work. In Japanese culture it is rude to burden others leading to guilt left on the pregnant woman. Furthermore, harassment does not necessarily stop there, “three out of ten working women in Japan say they have experienced sexual harassment at work, according to a government study” (Hongo, 2016).

Japan Times interviewed Megumi Uchida, “a real-estate consultant running a company that offers clients a full suite of business solutions with their investments. She is a single mother with a

5-year-old daughter.” “Those I was supervising were much better paid [because of working overtime],” she says. “I challenged the company and said I could finish the same workload within office hours. I could get it done by the end of each working day. They replied that the company does not think in such a way” (Clavel, 2014). Unless women have strong drivers that include necessity like financial need, or strong determination sourced by personal drive or strong support and help from their husband or parents, it is clear to see that they are nudged out of the workforce and choose not to return to their jobs.

Japan is attempting to attract and keep women in the workforce through policy, however that has led to no breakthrough results for neither women nor the Japanese economy. Prime Minister Shinzo Abe instituted Womenomics policies to help support women to work. Womenomics is defined as “a theory that espouses a relationship between the growth of society and the advancement of women in that society” (IGI Global). In order to realize the economic growth in society from untapped resource of women Shinzo Abe developed his womenomics strategy for Japan to fix women’s barriers to enter the workforce. Womenomics addresses the circumstances that prevented women from entering the labor market, such as the daycare shortage, maternity leave and the lack of women holding leadership positions. During an interview with the Japan Times Imazu, a working mother, questioned Abe’s three-year child care leave proposal. “If I took a year off, I wouldn’t want to come back,” she says. “So three years is out of the question” (Clavel, 2014), this also would destroy political capital within the company, this solution has not the correct one. Furthermore, in Prime Minister Abe’s womenomics address he declared that 30% of women will fill management positions in Japan by the year 2020. Unfortunately, Abe’s officials said that this will not work as this goal is “not sufficiently shared by society as a whole.” (Rafferty, 2015)

“Women represent only 11 percent of all managers and supervisors [in Japan], and a key reason, many say, is the impossibility of balancing work and family commitments that are viewed as a lower priority by both employers and co-workers” (Yamaguchi, 2015). While policy can be an instrumental factor in promoting gender parity in the workforce, since the culture is so strong in Japan and the current solutions are not working, this thesis is taking the case that in order to have more women in

the labor market, gender equality needs to start at home with themselves, their husbands and parents. If a husband or father does not support his wife or daughter working why would he support the other women in his company? This needs to be addressed in order to make policies more feasible.

1.1.5. Women as the Solution: A New Way Forward

As mentioned earlier, it has been recognized that women are an unsuspected power in contemporary Japan (Tanaka, 1990), however “there is still a strong gender-based division of labor”. As previously discussed the Japanese work culture, particularly professional work, have many barriers to entry for women, particularly mothers.

The low number of women in the workforce and low number of women returning to work after giving birth a known issue. It is also known that if there were more women in the workforce it would benefit the economy. However, being aware of the issue has not corresponded to a viable solution. The awareness of the issue has been demonstrated by Prime Minister Abe’s policy implementations and changes in this area in order to stimulate growth. Despite this there has been minimal national support or individual responsibility in this matter as it is “not sufficiently shared by society as a whole” said by Prime Minister Abe’s officials regarding his Womenomics policy (Rafferty, 2015). After identifying the known issues and presenting and analyzing new dimensions to obtain a solution this thesis aims to bring a new light to this topic in order to present a solution for the next generation in Japan that produces an increase in Japan’s GDP. It is important that research and the impending study are done uniquely in Japan as “national contexts impact the dynamics of women’s labor force reentry after marriage” (Yu, 2006). This research is aimed to examine how one’s personal drive as well as that person’s largest influences, their spouse and parents in Japan, shape the reality of why women are not working or rejoining the workforce after having a child. A shift in personal and family culture and what it means to be “a woman” in Japan, will bridge the gap of why Japanese policy in this matter is not working and having it actually work. It is important to understand the sense of urgency in this matter; a double decade declining economy, current retiring and ageing baby boomer population and a low birthrate are a recipe for disaster. Japanese men should take on an urgent role in this matter as it affects and will continue to affect them, their children and their country in a greater capacity as the

implications of the economy and ageing population take full effect.

While policy can play a beneficial role in breaking down the barriers and promoting women's equality in the workforce, this paper takes the case that personal and family culture need to be acknowledged, analyzed and shifted first, for men and women, in order for the population to embrace the policies that will improve Japan's GDP and economic status.

Section 2. LITERATURE REVIEW

1.2.1. Japanese Husband's Support for his Wife Working

The current research on husband support in Japan varies including studies on the division of gender roles of husband and wife in Japan, work-family conflict and depression, and effects of husband's education and family structure on women's entry into the labor force. This thesis asserts that it is time to look at the spouse support behavioral and emotional dynamics between Japanese husband and wife. "Gender equality in society begins with gender equality at home. Greater gender equality in society will also require greater gender equality at home" (Goldman Sachs, 2014). This thesis asserts that for Japanese womenomics policy to gain support and to be effective on increasing women's participation in the workforce and thus positively impact the GDP, gender equality needs to be addressed at the household level, beginning with that of the spousal relationship. This study is particular to Japan, who has a unique spousal relationship compared to other first world countries, as "national contexts impact the dynamics of women's labor force reentry after marriage" (Yu, 2006) thus this thesis will analyze the spouse dynamic from a Japanese perspective. Analyzing Japan's spousal support can provide a solution to its current economic situation using the country's valuable resource of women. This section of the thesis aims to uncover the husband's impact on his wife's decision to join or rejoin the workforce after having children. William Hall begins to ask this crucial question: "What does the average Japanese female and, importantly the Japanese male, think about the balancing of the roles of mother and career woman?" (2000)

In his research Hall measured the perception that the role in the household is exclusively the

wife's, he concluded that wives are still the leading role at home and most husbands help only a little around the house if at all. However, that younger generations show small signs of relaxing the traditional male/female roles (2000). However, Hall's study only considers the behavioral support for one's wife it does not consider whether the husband supports the wife in other ways, such as emotionally or professionally that may make it easier for her to work if he is not assisting with the duties at home. A deeper understanding of this and married couple's culture will provide an opportunity to change the paradigm of what it means to be a wife in Japan to the family, where gender equality begins.

A different study 'Work-Family Conflict and Depression for Employed Husbands and Wives in Japan: Moderating Roles of Self and Spousal Role Involvement' analyzed work-family conflict and depression on Japanese spouses. One of the things that was concluded was that "husbands' work-to-family conflict reduced their depression when their wives were highly involved in work both behaviorally and psychologically" (Fujimoto, Shinohara, & Oohira, 2014). Furthermore, they predict that "receiving support from a spouse highly involved in family life should help in preserving one's valued resources in family domain and that reception of spousal support should buffer the negative effect of work-to-family conflict on depression." Also, its findings include that "the effect of WFC on depression was larger for wives" thus proving that husband support is necessary to mitigate their wives work-family conflict. This study is interesting because it suggests that a wife not working negatively impacts the husband's psychological wellbeing as well as her own, they suggest that a reason could be the guilt the husband feels for his inability to participate more at home. Moreover, it states one of its limitations as the following "that we did not confirm whether a spouse experiencing work-to-family conflict received actual support from his/her partner involved in family life." (Fujimoto, Shinohara, & Oohira, 2014) This dimension of the thesis examines the wife's perception of her husband's actual behavioral and emotional support in conjunction with her participation in the workforce.

An academic journal 'National Contexts and Dynamics of Married Women's Employment Reentry: The cases of Japan and Taiwan' emphasizes the importance of national context as it impacts

“the dynamics of women’s labor force reentry after marriage.” As work-family conflict and time sensitivity of the cost of non-employment is handled differently between different cultures with different work structures. (Yu, 2006) This study focuses women’s rate of return to the labor market based on her education, husband’s income, and previous work experience and work commitment (Yu, 2006). A conclusion from this study stated that “we must take into account labor market dynamics and family relations in the national context in order to understand how the transition into motherhood impacts women’s employment options and occupational attainment in the long run.” Furthermore, that in countries with greater work-family conflict “family life cycles play a more important role in homemaking women’s decisions to return to work.” (Yu, 2006) In this thesis the author’s study takes into account family relations amongst Japanese people, in this dimension particularly Japanese husbands and wives to examine the behavioral and emotional gender barriers as perceived by women, that prevent men from being part of gender equality at home and therefore at the workplace.

There are many cultural factors that impact a Japanese wife’s decision to work. Studies have been done indicating that if a wife does not have to work she chooses not to, meaning less women work, for example when their husband is highly educated in Japan or has high income potential (Mano & Yamamura, 2011) (Yu, 2006). These academic studies examine the circumstances by which women choose to work, but without including personal or familial influencers. Furthermore, “whereas educated husbands reduce the labor supply of wives, their human capital is positively associated with productivity and earnings of the wives once they participate in the labor market. (Mano & Yamamura, 2011), so if married women had barriers removed to enter the labor market, they could possibly be even more powerful. Japan Times interviewed Miho Sakai, a Sendai native and mother of 9-year-old twins, and a marketing manager at the Tokyo office of Brightcove. Sakai’s husband is her greatest supporter. “Although he’s really busy, he supports me mentally,” she says. “If the house gets a little messy, he starts tidying things up without me saying anything.” (Clavel, 2014)

On a different note, Goldman Sachs wrote in their Womenomics Report 4.0: Time to Walk the Talk that “Japanese fathers with children under the age of 6 typically spend very little time assisting with household chores and childcare. Japanese fathers typically spend less than one hour (59 minutes)

per day on such activities, or one-third the average 3+ hours for Swedish and German fathers, and less than half the 2.5 hours for American fathers. They also note this time allotment is roughly the same even if the mother works outside the home (57 mins/day)". (2014) These statistics allude that men consider women responsible for the home. On the other hand, today in Japan a husband helping with his children is shifting to a positive light, wives use the word ikumen (育児) to describe a husband who helps out at home, this is a play on word of ikemen (イケメン) which means a good looking man, Japanese women look favorably regarding their husband household and childrearing support.

In conclusion, as seen in Hall's study traditional gender roles in Japan have been studied and verified. 'The Work-Family Conflict and Depression for Employed Husbands and Wives in Japan' did study the behavioral and psychological impact however they did not study whether a wife actually received spousal support in her family life. This dimension of this thesis will examine wife's behavioral and psychological support from her husband as "husband support buffers the relationship between parental demands and work family conflict" (Matsui, Ohsawa, & Onglatco, 1995) and it will examine the impact on her return to the workforce as a microcosm for the corporate environment in Japan to bridge the gap between existing supporting programs and policies for gender equality. "Gender equality in society begins with gender equality at home." (Goldman Sachs, 2014)

1.2.2. Personal Drive of Japanese Women

Personal fulfillment and development are basic human needs, and while "work and one's career may not be the most important domain in life for everyone but for anyone engaged in work, it is an important part of life. While we need the salary of our daily work to live, work also stimulates us with new ideas and it is not exclusively limited to paid work. Work is a potential catalyst of a person's development. It is therefore a very important domain of life even though it often interferes with the other domains" (Bienek, 2014). In Japan the interference of other domains, like that of family life, is more exorbitant due to the culture, traditional gender roles and corporate culture. In Japan it is said that Japanese women typically do not have the desire to work due to their lack of ambition and motivation stemming from the Japanese traditional cultural influence, however this may not be the

case anymore as the Japanese corporate culture could be obstructing this despite women's personal drive increasing with realization of what opportunities women can have.

In an academic literature article 'Women in Japanese Society: Constraint and Fulfillment' it states that in Japan a woman's significance has been based upon her being a "dutiful daughter, virtuous wife and wise mother" and fulfillment of a Japanese woman is getting married and fulfillment potential maximized upon having children (Spiridon, 2011). However, the research paper 'Womenomics 4.0: Time to Walk the Talk' by Goldman Sachs suggests that this does not have an impact on Japanese women's desire to work or return to work anymore. That in fact it is a myth that "Japanese women have limited desire to return to work after giving birth", Goldman Sachs continued to write that the "Center for Work-Life Policy survey debunked this myth, showing that just as many Japanese women wanted to re-enter the workforce (77%) as women in the US (89%) and Germany (78%). The problem lies in the lack of opportunities, since only 43% of Japanese women surveyed succeeded in getting a job vs. 73% in the US and 68% in Germany." (2014). However, is this result a reflection of personal drive or financial necessity due to the shrinking Japanese economy? In a Japan Times interview, a Japanese working mother Yuki Honda said "I notice that Japanese mothers typically feel really guilty about working, thinking it inconveniences the family" (Clavel, 2014). Today's mothers were raised by their mothers and grandmothers who likely dedicated their life to being a "dutiful daughter, virtuous wife and wise mother" (Spiridon, 2011). Despite perhaps having personal drive this could leave young women today feeling obligated to remain a housewife and stay at home mom. On the other hand, "younger Japanese women strive more for a combination of self-fulfillment and human warmth and are thus pursuing happiness more than their mothers and grandmothers did who considered their life as one of obligations, not one of rights" (Spiridon, 2011).

This literature depicts that some young women in Japan do have the drive to work after childbirth but are held back by the traditional Japanese company culture (for example long hours), supporting programs (for example child care) and family guilt. This could lead to "many women being forced to choose between marriage or a career" (Nakata, 2015).

1.2.3. Parental Influence on a Japanese Mother Working

“Family culture is the unique way that a family forms itself in terms of rules, roles, habits, activities, beliefs, and other areas. The racial or ethnic culture in which a family lives may strongly influence family culture” (VanDenBerg, 2008) and this is very true for Japan who is specifically influenced by their parents and should therefore be considered a factor in women’s decision to work. Another study “suggests that it is important to examine the labor supply among married women with due attention to their interaction with the people surrounding them” (Mano & Yamamura, 2011). This thesis has already reviewed literature on their husbands, now it will review existing literature of a Japanese married woman’s parents and in-laws and how it affects her decision to be part of the labor market. This research touches on, grandparents’ assistance with childcare and the influence of being brought up or being in a household that encourages women to work as well as the parents and in-laws current support and viewpoint of their daughters working.

A 2011 study from the academic journal article titled ‘Effects of Husband’s Education and Family Structure on Labor Force Participation and Married Japanese Women’s earnings’ suggests that parental influence impacts a married woman’s decision to work, particularly co-residence with parents. As “raising young children takes up a significant amount of a mother’s time and discourages her from participating in the workforce” assistance from parents helps share this duty. However, they only noticed an increase in participation in the workforce when a wife’s mother or mother-in-law helped her; they did not see such correlation as a wife’s father or father-in-law did not affect her labor participation (Mano & Yamamura). This is likely due to the gender role of women in Japan’s society. However, this particular study did not include assistance from parents who are not living in multigenerational homes only parents living with their grown children. This thesis includes the inquiry of parental support for entry and return to the workforce in all capacities, as parents can live down the street or commute to care for grandchildren. Furthermore, in the journal article ‘Employment of Married Japanese Women’ it is noted that “younger married women are more likely to take paid employment in multigenerational households, particularly on a full-time basis” which can reflect the continuous childcare help from the parents with whom they are living (Ogawa & Ermisch,

1996). This article does not include emotional support. These studies do not include the family culture created by their parents working and current perception of women working, which is important given the respect for and influence from parents in Japan. It could be that women are more likely to work if their mother worked or father helped with the house when they grew up or that their parents are not pressuring them to be stay at home mothers, this is not examined in these studies.

The family nucleus in Japan is commonly multigenerational (Ogawa & Ermisch, 1996), including the couple, their children and their parents, in particular the husband's parents. This could insinuate that the in-laws have more of an impact on a wife working than her own parents. Japan is unique compared to the United States where households and decision making remain between husband and wife. "In the case of Japan, family rather than the individual is considered to be the basic unit of society. Family responsibilities take precedence over individual desires" (Imamura, 1990). Throughout history and still today respect for elders and parents is very much ingrained in the Japanese culture. The family dynamic as it has a strong influence (particularly when compared to western countries.) Whether a Japanese woman works or returns to work after giving birth is impacted by parental influence behaviorally, through assistance watching or raising the children, or emotionally through support for her to go to work.

Japan Times interviewed a 'pioneering' Japanese woman Yukiko Imazu, "a female partner at Anderson Mori & Tomotsune, one of Japan's largest and most prestigious law firms". "Unlike many other Japanese families, Imazu's parents raised her to believe that her generation of women should work outside of the home" (Clavel, 2014). The way children are raised by their parents shapes their choices, especially within the Japanese, multigenerational family nucleus. This shapes the choices they make and what is possible for themselves including in a professional capacity.

The author of this thesis spoke with a husband, whose wife and mother of two was struggling with her mother not supporting her decision to work despite her wanting to do so. Her mother did not work and did not think she should either, rather they believed her place was to raise children. Pleasing people and listening to parents is part of the respectful Japanese culture, one would not want to disrupt the peace or cause disrespect to elders, who gave everything they had to raise their children.

It takes courage and confidence to do something different, especially in a society where mothers require additional help with children from their parents in order to work (*tsuneni mawari ni kansha*). Many of the today's grandmothers were a generation were stay at home moms, thus influence from elders within the tight knit Japanese multigenerational family are respected.

Parental influence is stronger in Japan than in the United States due to its "unique family structure" (Ogawa & Ermisch, 1996). In conclusion, existing academic research suggests that a Japanese women co-residing with parents and parents-in-law, particularly the mothers are said to have an impact on her choice to work or return to the workforce after giving birth, as a mother can "share the burden of household work" (Sasaki, 2002) and child care. Based on the author's findings, those in an academic capacity address the behavioral influence of parents but not the emotional influence. However emotional influence of parents was found in an interview capacity, demonstrating the further need for research in this area which will be addressed in this thesis' questionnaire.

CHAPTER 2. RESEARCH

Section 1. RESEARCH MOTIVE AND PURPOSE

The purpose of this study is as follows:

1. Examine [personal and family] barriers to Japanese women entering or re-entering the workforce in order to present a solution that positively impacts Japan's GDP growth.
2. Identify if low participation of Japanese women in the workforce is influenced by [personal and familial] cultural barriers.

The professional significance of this study is as follows:

Provide a solution for future generations that promotes gender parity in the labor market and positively stimulates the Japanese economy.

Section 2. DIMENSIONS EXPLAINED AND QUESTIONNAIRE

The research method of this study is quantitative. Data was collected via an online survey of over one hundred married Japanese mothers living year round in the same household as their Japanese husband. The questions asked are part of three separate dimensions consisting of personal and familial, and behavioral and emotional factors to examine the effect on a wife's choice to join and/or rejoin the labor market after childbirth. The dimensions are as follows: husband support, personal drive and parental influence. Each dimension consisted of approximately five questions designed by the author representing different aspects of its respective domain.

Section 3. HYPOTHESIS', VARIABLES AND ANALYTICAL METHODS

HYPOTHESIS':

H₁: A Japanese husband's support for a wife's choice to work increases in Japanese women going to work

H₀: A Japanese husband's support for a wife's choice to work does not increase in Japanese women

going to work

H₂: Japanese mothers with high personal drive will work in Japan

H₀: Japanese mothers with high personal drive will not work in Japan

H₃: Positive parental and in-law influence on a married Japanese mother will impact her going to or returning to the workforce

H₀: Positive parental and in-law influence on a married Japanese mother will not impact her going to or returning to the workforce

H₁ ≠ 0, H₀ = 0

H₂ ≠ 0, H₀ = 0

H₃ ≠ 0, H₀ = 0

VARIABLES:

Dependent: Working Status [Working Full-Time, Working Part-Time, Not Working]

Independent: Husband Support

Independent: Personal Drive

Independent: Parental Influence

ANALYTICAL METHODS: Multiple Regression Analysis and T-Tests using mainly SPSS, supplementing Excel

Section 4. ANALYSIS AND RESULTS

Regressions were run using SPSS and question regressions and a T-test were done for further analysis as needed based on the results of the dimension regression. Below are the overall results of the three dimensions. In this survey sample, personal drive is the main driver of why Japanese

married mothers join or return to the workforce. The husband support and the parental influence dimensions we were unable to reject their respective null hypothesis', however when analyzing the questions of each dimension directly, some of the questions were correlate to a woman's working status. The major finding in the parental support dimension was that women working was correlate to support and approval from their in-laws. The major finding in the husband support dimension was demonstrated via t-test showing that it is statistically different in that working mothers receive more overall support from their husband than those who do not. It was also found that working mothers' husbands help more with household chores. Some questions were unable to be deemed statistically significant or positively correlated however this may mean that a deeper survey may need to be done in order to investigate these results further.

➔ **Regression**

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Parental Influence, Personal Drive, Husband Support ^b		Enter

a. Dependent Variable: Working Status

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.382 ^a	.146	.120	.69327

a. Predictors: (Constant), Parental Influence, Personal Drive, Husband Support

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8.107	3	2.702	5.623	.001 ^b
	Residual	47.582	99	.481		
	Total	55.689	102			

a. Dependent Variable: Working Status

b. Predictors: (Constant), Parental Influence, Personal Drive, Husband Support

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.275	.650		.424	.673
	Husband Support	.078	.072	.105	1.075	.285
	Personal Drive	.476	.132	.346	3.613	.000
	Parental Influence	-.054	.092	-.055	-.582	.562

a. Dependent Variable: Working Status

In this regression adjusted R square (.130) is smaller than R square (.155) which is positive, but the adjusted R square is .130 which means that there is only a 13% chance that women's decision to work or not can be explained by these three dimensions collectively. The F value (6.073) is larger than Significance F (0.001) for the regression which would lead us to believe that women's choice to work is caused by the sum of the independent variables, husband support, personal drive and parental influence. However, the P value is too high at 6.07 (2.885/.475) therefore these overall variables with

the questions created cannot be used to explain women's work choice. However, when looked at individually personal drive is statistically significant and positively correlated to women's decision to work. The husband support and parental influence dimensions will be analyzed more in detail to determine what aspects of their dimensions impact a woman's choice to work and which do not.

2.4.1. Husband Support

Using this model of linear regression the null hypothesis could not be rejected for the husband support dimension. However in a T-test the means of working versus not working were statistically different. Denoting that women who work receive more husband support than those who do not. This is a crucial finding and is recommend for further analysis.

T-Test

One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
Working	88	3.8267	1.05819	.11280
NotWorking	15	3.3333	.97590	.25198

One-Sample Test

	Test Value = 0					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Working	33.924	87	.000	3.82670	3.6025	4.0509
NotWorking	13.229	14	.000	3.33333	2.7929	3.8738

The following P-value validates its statistical significance:

t-Test: Two-Sample Assuming Equal Variances

	H WORK	H NOT WORK
Mean	3.826704545	3.333333333
Variance	1.119767176	0.952380952
Observations	88	15
Pooled Variance	1.096565125	
Hypothesized Mean Diffe	0	
df	101	
t Stat	1.686649895	
P(T<=t) one-tail	0.04737862	
t Critical one-tail	1.66008063	
P(T<=t) two-tail	0.094757239	
t Critical two-tail	1.983731003	

Using the questions developed for this dimension let's analyze the questions individually to determine why we were unable to reject our null hypothesis in this way and which questions were corellate to a woman's working status.

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.830	.285		6.418	.000
	My husband supports me emotionally	.069	.076	.132	.911	.365
	I can share my professional challenges and get advice from my husband	-.046	.062	-.091	-.747	.457
	My husband helps with housework at least weekly	.257	.059	.513	4.382	.000
	My husband helps to take care our children regularly	-.178	.070	-.334	-2.529	.013
	My husband thinks that working is appropriate for both men and women	.064	.058	.111	1.104	.273

a. Dependent Variable: Working Status

The thesis questionnaire data yielded that there is a correlation between a woman's working status and a working wife's husband helping with housework at least weekly. This could cause a woman to work because her husband actively helps around the house or this could be necessary for

the woman to work in order to unload some of the burden due to her time constraints, however this might not imply that it causes a women work because their husband helps them, this could leave true that the perception of household responsibilities is that of the wife (Hall, 2000). On the other hand, a work-family conflict study suggests that husbands can feel guilty for not spending time helping at home (Fujimoto, Shinohara, & Oohira, 2014) thus implying that they want to and are trying to help out more around the house. Nonetheless, results of a wife working are correlated to a husband helping out around the house despite his feeling about it and should be encouraged more. In this study the results yielded a negative correlation between a woman's working status and a husband helping with children at home. This could be due to long working hours and over time that limit the husband's availability to help children, particularly when they are already asleep when he gets home from work. Childcare by the husband could also be substituted by grandparents caring for the children or daycare services. However, in order to increase the number of women in the workforce to increase Japan's GDP, it is important that men and husbands see their support as a crucial role.

While a husband providing emotional and professional support to his wife is important, it did not determine a woman's willingness to work in this analysis, but it can play a factor in that working mother's quality of life. This thesis' questionnaire did not pose the question whether the working mother was happy. When analyzing quality of life for a working mother it can be speculated that a working mother receiving emotional support from her husband would lead a happier, more fulfilled life working thus this could be a gateway for non-working women or those women with lower personal drive to choose to enter or re-enter the labor market. This makes sense given that having family duty support from the husband, allows the wife to have more work life balance has shown to decrease the wives depression (Fujimoto, Shinohara, & Oohira, 2014). This is seen in the statistically different T-Test above where there is strong evidence that working mothers receive more overall husband support that the non-working mothers.

2.4.2. Personal Drive

As seen in the first linear regression personal drive is the biggest driver of Japanese mothers to work or return to work after giving birth. Based on their answers in the personal drive dimension

these women mainly work because they feel fulfilled when working, want to challenge themselves, think it is important to be financially independent, and think that household chores and caring for the children are both the husband (ikumen) and wife's duty.

Despite some research, it is clear that not all Japanese women nowadays find satisfaction “in getting married and fulfillment potential maximized upon having children” (Spiridon, 2011). Of the thesis questionnaire respondents 85 percent of the women were working in some capacity, showing that working women do not categorize themselves in a traditional Japanese wife role and the corresponding fulfillment. In this study it is clearly depicted that in order to overcome the barriers to entry of the Japanese workforce, the lack of supporting programs (child care, etc) and the Japanese corporate culture, one must have personal drive and job satisfaction that are higher than the difficulties facing them. Other women who want to work simply choose neither to get married or have children. In this study 7 percent (3 of 41 respondents) of the non-married Japanese women who answered the survey said that they chose not to get married because they felt as though they had to choose between marriage and their career. Furthermore, 29 percent (6 of 21 respondents) of married Japanese women who answered this survey said that they did not have children because they felt as though they had to choose between children or their career. These women were not the target group for this study therefore it is recommend that this is further analyzed with a larger respondent pool. Nonetheless, they eliminate the wife and motherhood challenges by choosing not to be a part of them. Feeling forced to choose between marriage and children or one's career, and choosing ones' career instead is a big deal considering Japan's low birthrate and the implications it has on their declining GDP.

2.4.3. Parental Influence

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.092	.496		4.219	.000
	My mother was working during my elementary school and teenage year	-.136	.037	-.327	-3.638	.000
	My father helped with housework during my elementary school and teenage years	-.002	.080	-.003	-.027	.978
	My parents support my decision to work	.128	.065	.198	1.955	.054
	My parents-in-law support my decision to work instead of only staying at home taking care of the kids and household chores	.170	.061	.297	2.808	.006
	My mother and/or mother-in-law helps me take care my children	-.104	.045	-.243	-2.291	.024
	My father and/or father-in-law helps me take care my children	.021	.046	.048	.453	.652

a. Dependent Variable: Working Status

The null hypothesis for the parental influence dimension was unable to be rejected however key takeaways from this dimension when looking at the individual questions are as follows. Whether one's mother was working while she was growing up is not a factor on her decision to work today, which indicates that it is not a barrier for the next generation considering the shortage of women working today. Rather, the results of this questionnaire show that women working is correlated with emotional support and approval to work from in-laws rather than childcare from grandparents. Support from in-laws could be a stronger factor than her actual parents as when a Japanese woman gets married she becomes part of the husband's family. This demonstrates the importance of the support of a woman's decision to work by those around her, as previously mentioned Japanese strongly value the opinions of elders and parents. Having parent support eliminates one barrier to entry to the workforce. And this finding validates the interviews referred to in the literature review. Next, a mother or mother-in-law caring for children is not shown to increase a woman's likelihood to work, this could be due to the large sampling in this case of women in cities, where it is common for parents to live in outside the city in farm towns, or that their parents are unable to care for grandchildren due

to health, or that families may live with parents for reasons other than to support a working mother. Furthermore, childcare can be supplemented by daycares. The study by Mano & Yamamura (2011) demonstrated there was a correlation between women working and mothers and mothers-in-law help with childcare however this was only when grandparents lived in the same household as the family. This thesis survey was open to Japanese mothers in both single family and multigenerational households.

Section 5. LIMITATIONS AND RECOMMENDATIONS FOR FURTHER RESEARCH

The limitations of this study are that first, the questionnaire respondents are a reflection of the author's community, educated, working women who live primarily in the cities of the Kanto Plain region of Japan. The author would be interested in a further study incorporating more non-working mothers, specifically from a husband support perspective. There are also many ways to further analyze the data collected through individual factor analysis' which is recommended to be done in a follow on study with more respondents. Secondly, this is the authors first time doing academic research, statistical analysis and a paper of this nature. Third, as the author is not yet fluent in Japanese her research was based on existing English language studies and academic journals. Lastly, the questions in each dimension were the author's interpretation of the preceding dimension.

Despite these limitations, expression and dissemination of this topic is of utmost importance as this thesis points at a very important topic at a crucial time in Japan. Fulfillment of personal drive, husband support and parental support could impact the happiness of the Japanese women, thus leading for them to choose working more easily. If this is the case, the result would be a rebranding of what it means to be a woman in Japan thus shift and create a catalyst in changing how men view women in Japan and their corresponding actions. Further supporting this, there is a positive difference in the emotional support received by a married Japanese mother working from her husband than not. A further study on the perceived lack of support from husbands for wives who are not working is recommended to establish if emotional support from one's husband would encourage women to work because it increases their happiness and quality of life.

Based on the results from this thesis questionnaire, the largest driver for working women is

personal drive. However, personal drive in Japan can leave women choosing work over marriage and/or children. This is alarming with the low birth rate and shrinking economy. This demonstrates a need for a shift in men's perception of women in the workplace. Further research is recommended in this area as well. Particularly on what determines one's personal drive and how to leverage it.

CHAPTER 3. CONCLUSION AND RECOMMENDATIONS

Section 1. CONCLUSION

A catalyst for women in the workforce in Japan needs to occur to evoke an urgency among the Japanese male population. In the United States it was World War II and if Japan is not careful it might become too late. However, if Japan takes new actions now they can change what it means to be a woman at home in Japan and thus in the Japanese workforce, taking the next generation of women from housewives to a powerful driving force in the Japanese economy by capitalizing on their innovation, self-expression and diverse ideas.

The results of this thesis' questionnaire demonstrates that the personal dimension most responsible for women's choice to work is personal drive. Strong personal drive has pushed working women to overcome the barriers to working in Japan, such as limited childcare and long working hours as well as the mediocre support from their husband, parents or in-laws. This shows that there has to be an overwhelming internal desire to work in order for that woman to do so. The question then becomes 'what determines one's level of personal drive? And what can we do to leverage it?

It is challenging to be surrounded by family members and a society that does not fully or willingly support a Japanese woman's desire to work. If we first lower the barriers to entry in an emotional and personal capacity for non-working women, through husband and parental support (as seen in the working women's respective results; t-test and the emotional support from in laws) that would allow non-working women with personal drive not quite as strong as those women already working the nudge they need to work via support from their families. This change would begin to breakdown the notion that women are not meant to be in the workforce allowing space for government programs to gain support as well. If one does not support their daughter or wife working, why would they support women in their work place and in society?

In conclusion, personal drive was the clearest driver in this thesis, personal drive is what motivates women to push through all of the barriers to working in Japan. The question has become, 'what determines personal drive?' and 'how do we leverage it' to increase the women working in

Japan? Perhaps by increasing support to those women who have a medium personal drive that are not working yet. However, it is important to note that without support from family personal drive to work might also come at a cost. A cost of choosing not to get married or have children in order for them to eliminate this barrier to entry to work (as seen in the survey results). To capitalize on the personal drive to work perhaps it can be done by increasing the support from those around Japanese women, including emotional support from a husband and parents. This was demonstrated in the t-test for husband support showing that women who are working receive more support from their husband than those who do not, as well as, parental influence where support of a woman working by her in-laws was correlate to her working.

Section 2. RECOMMENDATIONS FOR ACTION

Japanese women, particularly Japanese men's mindset of women's roles are a barrier to entry to their wives and daughters entering the workforce. This mindset needs to be shifted in order to change the household and thus the corporate culture. How do we change what it means to be a woman in Japan? Just like one would change the image of a company. Rebrand it. Nation branding can be defined as "a means to build and maintain a country's strategic advantage with the purpose of economic growth" (Kaefer, 2014), and Japan is in desperate need of economic growth. Country rebranding is gaining popularity, companies like Interbrand rebrand countries to make them more appealing, for example rebranding the image of Africa in order to attract tourists, shifting what we may think of as dangerous to full of adventure and safari sightseeing. They focus mostly on external rebranding of counties, however it is common to do internal rebranding's within companies to shift their corporate culture. This is exactly what Japan needs, a shift in the country's culture surrounding women. This will take time but if embraced today can make a significant difference for the next generation of Japanese people, just as "one could argue that Germany after World War II has rebranded the way it sees itself" (van Garderen, 2016). This conclusion is recommending that Japan initiates an internal rebranding of what it means to be a woman in Japan, with the target audience being not only women but men. As mentioned before, this rebranding needs to start by focusing on oneself and the immediate family and fan outward from there, shaping corporate and country culture. A

psychological or marketing study might be needed to determine how to jump start this change behavior at home. However, starting here with this research bringing awareness and giving women a voice are the important first steps to implementing change that breaks down the barriers to women working and thus saves the Japanese economy. The strategy director at Interbrand in South Africa said “I think the UAE is doing interesting things in changing mindsets by recently appointing a minister for youth and a minister for happiness. It reframes what we would pay attention too” (van Garderen, 2016), this focuses on the big picture however what is important is that the UAE is thinking in new, fresh, transformative ways. This is what this thesis aims to do in its own way by focusing on the internal family units first.

What is needed is fresh, disruptive action and a rebranding and marketing plan that calls people into action. Further research is recommended into successful country rebrandings and corporate culture changes as they provide the ground work for this action plan, thus creating the new catalyst needed to change the way Japan views its women.

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CHAPTER 5. APPENDIX

Section 1. QUESTIONNAIRE

DIMENSIONS QUESTIONS

Husband Support:

	Not True 当てはまらない	Somewhat Not True あまり当てはまらない	Neutral どちらとも言えない	Somewhat True やや当てはまる	True 当てはまる	N/A 分からない
My husband supports me emotionally 夫が私に精神的なサポートをしてくれる。	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can share my professional challenges and get advice from my husband 仕事のことは夫と相談でき、アドバイスももらえる。	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can share my professional challenges and get advice from my husband 仕事のことは夫と相談でき、アドバイスももらえる。	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My husband helps with housework at least weekly 夫が少なくとも週一回は家事を手伝ってくれる。	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My husband helps to take care our children regularly 夫がよく子供の世話をしてくれる。	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My husband thinks that working is appropriate for both men and women 私の主人は、仕事は男と女の両方がするべきだと考えている。	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Personal Drive:

	Not True 当てはまらない	Somewhat Not True あまり当てはまらない	Neutral どちらとも言えない	Somewhat True やや当てはまる	True 当てはまる	N/A 分からない
I want to work 働きたい。	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel fulfilled when working 仕事で達成感が得られる。	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I want to challenge myself 私は自分自身にチャレンジしたい。	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel it's my responsibility to contribute to society by working 仕事を通じて社会に貢献をするのは自分の責任だと思う	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think it's important to be financially independent 女性の経済的自由は重要だと思う	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think that household chores and caring for the children are both the husband and wife's duty 家事、育児は夫婦両方の役目だと思う	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I don't feel obligated to be a stay at home mom 専業主婦になることは義務ではないと思う。	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Parental Influence:

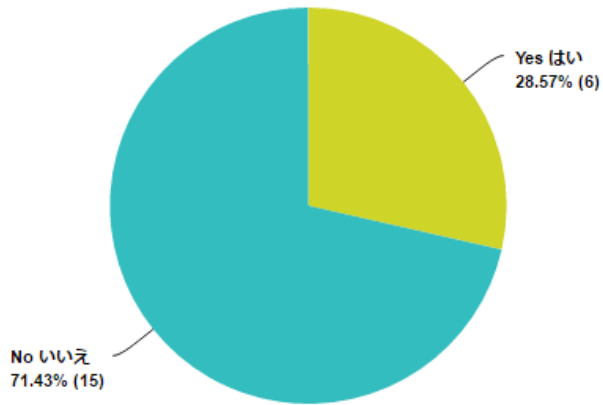
	Not True 当てはまらない	Somewhat Not True あまり当てはまらない	Neutral どちらとも言えない	Somewhat True やや当てはまる	True 当てはまる	N/A 分からない
My mother was working during my elementary school and teenage years 私が小学生から高校生であった頃、自分の母親は働いていた。	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My father helped with housework during my elementary school and teenage years 私が小学生から高校生であった頃、自分の父親は働いていた。	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My parents support my decision to work 両親は私が仕事をすることに協力的である。	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My parents-in-law support my decision to work instead of only staying at home taking care of the kids and household chores 義理の両親は私が専業主婦になるのではなく、仕事をすることに協力的である	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My mother and/or mother-in-law helps me take care my children 私の母親/義理の母親が子供の面倒を見てくれる	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My father and/or father-in-law helps me take care my children 私の父親/義理の父親が子供の面倒を見てくれる	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section 2. RESULTS

	I can share my My husband support me professionally I can share my My husband helps with housework at My husband helps take care of My husband helps with housework at My husband helps take care of children My husband helps with housework at My husband helps take care of children	My husband thinks that working is appropriate for both men and women- to- share- household responsibilities My husband helps with housework at My husband helps take care of children	I feel it's my responsibility to contribute to society by working- to- share- household responsibilities My husband helps with housework at My husband helps take care of children	I think that household chores and caring for the children are both I don't feel obligated to be a stay-at-home parent My husband helps with housework at My husband helps take care of children	My father helped with household chores and caring for the children My father helped with household chores and caring for the children	My parents-in-law support my staying at home My father and/or mother-in-law help me take care of my children My father and/or mother-in-law help me take care of my children	Parental Influence TOTAL	Are you currently working? (Y/N)	
1	5	5	5	5	5	5	5	5	5
2	5	4	5	5	5	5	5	5	5
3	5	4	5	5	5	5	5	5	5
4	5	5	5	5	5	5	5	5	5
5	5	5	5	5	5	5	5	5	5
6	5	5	5	5	5	5	5	5	5
7	5	5	5	5	5	5	5	5	5
8	5	5	5	5	5	5	5	5	5
9	5	5	5	5	5	5	5	5	5
10	5	5	5	5	5	5	5	5	5
11	5	5	5	5	5	5	5	5	5
12	5	5	5	5	5	5	5	5	5
13	5	5	5	5	5	5	5	5	5
14	5	5	5	5	5	5	5	5	5
15	5	5	5	5	5	5	5	5	5
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21	5	5	5	5	5	5	5	5	5
22	5	5	5	5	5	5	5	5	5
23	5	5	5	5	5	5	5	5	5
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31	5	5	5	5	5	5	5	5	5
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44	5	5	5	5	5	5	5	5	5
45	5	5	5	5	5	5	5	5	5
46	5	5	5	5	5	5	5	5	5
47	5	5	5	5	5	5	5	5	5
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72	5	5	5	5	5	5	5	5	5
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74	5	5	5	5	5	5	5	5	5
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100	5	5	5	5	5	5	5	5	5
101	5	5	5	5	5	5	5	5	5
102	5	5	5	5	5	5	5	5	5
103	5	5	5	5	5	5	5	5	5

ADDITIONAL RESULTS:

Do you not have kids because you felt like you had to choose between children and work? 子供がいないのは子育てと仕事の両立が難しいと思うからですか？



Are you not married because you felt like you had to choose between marriage and work? 結婚しないのは結婚と仕事の両立が難しいと思うからですか？

