

## **Gender equality in Japan: the progress of womenomics according to axial inequality index**

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Japan launched womenomics in 2013 first in order to increase female labor force participation rate and thus to stimulate economic growth, but then to achieve gender equality and women empowerment.

Present research marks a decade of womenomics and follows its progress using axial institutions index. Axial institutions are family and labor market, education and science, state and corporate governance. The index measures both the gender gaps in opportunities and the gender gaps in the access to resources, unlike other gender indexes that focus only on the former.

The analysis of womenomics' progress shows that the gender equality was advanced significantly in labor market, that is explained by targeting female labor force participation in the first place. However, the progress is seen not only in quantitative dimension. The number of women included in lifetime employment increases whether the gender wage gap decreases.

Family institution shows more equal distribution of unpaid domestic labor between spouses: in 2011 gender gap in time allocated on unpaid domestic labor was 3,3867 and in 2021 it decreased to 2,9873. It means that the shift in society towards egalitarian values have advanced.

Education provides full gender equality in school enrollment but struggles to create gender friendly environment where girls could thrive. It is particularly severe in STEM.

Science and governance have very little or no progress at all, as women remain poorly represented on the decision-making positions, including academia. It means, that despite the fact that the womenomics were initiated by the governance, it is still not ready to embrace more egalitarian approach in decision making, but views womenomics as an instrument to spur economic growth.