

# Womenomics Reforms of Japan

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## Context

The entire world has shown a huge interest in the reforms in the Japanese “Womenomics” trend which will result in more women to join the country’s workforce. This experience can be used by India when aspiring to restructure its economy.

## About Womenomics Reforms

- **Womenomics Initiative:** Japan’s “Womenomics” program is meant to increase the presence of women in the labour market. It successfully drew the world’s attention and provided essential insights into India’s economic development policies. Through economical female empowerment, Japan strives to achieve the best economic position.
- **Childcare and Maternity Policies:** The Japanese Government has taken measures such as enhancing child care centres and providing for up to a year of maternity and paternity leave. These reforms made it easier for women to combine work and family life, which resulted in their improved labour force participation.
- **Legislative Reforms:** Japan has enacted legislative amendments to promote gender balance in the labour sector. For instance, spouse’s tax deductions have been removed and companies have been offered incentives to hire and promote women. Moreover, the companies have set targets that are ambitious for women to be in leadership positions within the major corporations and therefore actively foster gender diversity.
- **Cultural Shift in Corporate Practices:** We observe a cultural change in corporate Japan with an accentuation of the importance of diversity in leadership roles. Companies

nowadays understand that gender diversity is seen not only as a way to just meet quotas but also as a good strategic plan that can improve the performance and increase creativity.

## Relevance to India

India has a lot to learn from the Japanese experience of promoting female participation in the economy. Through undertaking policies to provide child care and maternity support, legislative reforms for gender equality, and creating a culture of equal opportunity and inclusion in the business sector, India can advance its progress towards gender parity and economic prosperity. These policies help to the building of an inclusive as well as a dynamic economy in India, which in turn increase the well-being of the people while contributing to the growth of the country.

## Few reformative suggestions in India's Context

- **Cultural Barriers:** The elimination of the gender stereotyping that often hinders entry into the workforce of women, should be a task at hand.
- **Policy and Infrastructure Support:** Aid to day care centres and job laws reform for the flexible work arrangements are preferred.
- **Incentives for Corporations:** Give businesses bonuses who are engaging females, primarily in the upper management positions.
- **Comprehensive Approach:** Develop women education as well as vocational training to end gender inequality in economic progress.
- **Legal Reforms and Awareness:** Introduce legal framework against gender equality, and also spread the public awareness campaigns.

## Conclusion

- Japan's Womenomics reforms provide us a key to the solution of India's economic transformation.
- In this light, Japan used the policy designed to include childcare support, maternity leave, and legislative gender equality reform that show that the countries with high female workforce participation potential are before. India has the capability to utilise the measures same as they for the promotion of gender parity and to grow the economy.
- Covering cultural objections, providing policy advice, launching corporate incentives and finally a complete educational and legislative reforms to promote an inclusive and diversifying economy in India are these essential.

**Source:** *The Indian Express*

### UPSC Mains Practice Question

***Q.Drawing insights from Japan's Womenomics reforms and its relevance to India, analyse the role of policy interventions, cultural shifts, and legislative reforms in***

***promoting gender parity and economic prosperity.***