
Tokyo Metropolitan Government White Paper on the Social Participation of Women

To make Tokyo a city where men and women can both lead
active and fulfilling lives
(Abridged Version)

東京で輝く、
自分らしく。



February 2016

Tokyo Metropolitan Government



About the Formulation of the Tokyo Metropolitan Government White Paper on the Social Participation of Women

In 1995, Japan was already entering a phase of population decline, and the world-class metropolis that is Tokyo is also on the verge of becoming a society with a declining population.

One of the keys to Tokyo achieving further sustainable growth following the Tokyo 2020 Olympic and Paralympic Games just four years away is the utilization of talent. Specifically, the promotion of the social participation of women is a very important issue. Starting from around the time of the enactment of the Equal Employment Opportunity Law, the number of working women has been increasing in Japan. The number of two-income households has also grown, and the roles of men and women are being reexamined in the home as well.



However, with factors such as the gap between men and women in the workplace, unbalanced division of responsibilities in the home, and obstacles which make participation in the important decision making process difficult throughout society, the level of participation of women in society still cannot be considered sufficient, and the situation is no different in Tokyo.

The participation of women in society has been discussed from multiple angles to date. For the purposes of this report, however, the Tokyo Metropolitan Government (TMG) limited the focus to the women of Tokyo, using a range of data and attitude surveys to ascertain the current situation and issues. And, through efforts such as conducting interviews with women working to overcome their own personal challenges, the TMG formulated the first white paper by a local government on this topic, proposing the direction for future initiatives aimed at resolving issues.

A state of affairs distinct to the metropolis of Tokyo is also revealed in the report, including women who are forced to leave their job due to issues such as long commute times and working hours, having and raising a child, and providing long-term care to a family member, as well as men who want to participate in child rearing but are unable to do so.

For women to actively participate at work, home, and in the community, it is essential to realize work-life-balance and efficient work styles. To achieve this, it is important for Tokyo to focus efforts on resolving issues specific to the city while also making the most of its strengths.

Using this report as the foundation, the Tokyo Metropolitan Government, in cooperation with companies, local communities, residents, NPOs, and others, will devote its full efforts to the advancement of participation by women in all aspects of society, including the workplace, home, and community, and to making Tokyo a city where men and women alike can enjoy active, fulfilling lives.

February 2016
Yoichi Masuzoe
Governor of Tokyo

Table of Contents

Overview of the Tokyo Metropolitan Government White Paper on the Social Participation of Women	2
Characteristics of Tokyo and the current situation of women in Tokyo	4
Applying individual cases to establish concepts on which to base policy direction	16
Direction for initiatives to bring about change in Tokyo	18