

WLW

(Work and Life for Women)





# Table of Contents

01

About Us

03

Survey results

05

Our goals and motto



02

Framework

04

What we do

06

Volunteers

Recruiting members





# What we are about

We are a non-profit organization owned by women based in Japan where women's participation in society is still behind compared to other countries.

- Therefore, we are working on the following things to create an environment where it is more comfortable for women to work.
  - Improve the work-life balance
  - Introduce the quota system





# Framework

We conduct survey in different firms to  
○ assess the opinions of female and male workers on working environment and work life balance



We share information on how to utilize different working styles to fit women's lifestyle, and the importance of increasing female workers by utilizing the quota system



We protest for the importance of the quota system to have women's voices reflect in the workplace



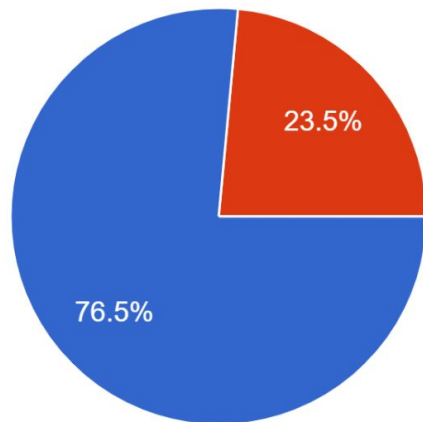
# Partners



# Survey results

What is your gender?

17 件の回答

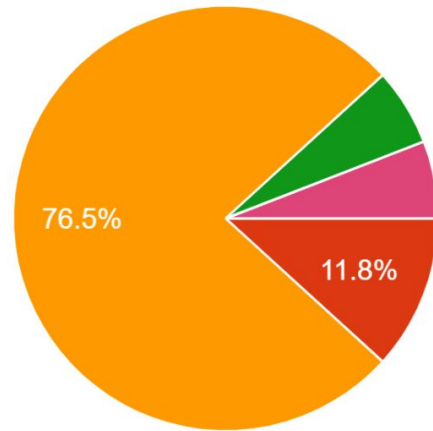


- Female
- Male
- Prefer not to say

# Survey results

Age

17 件の回答

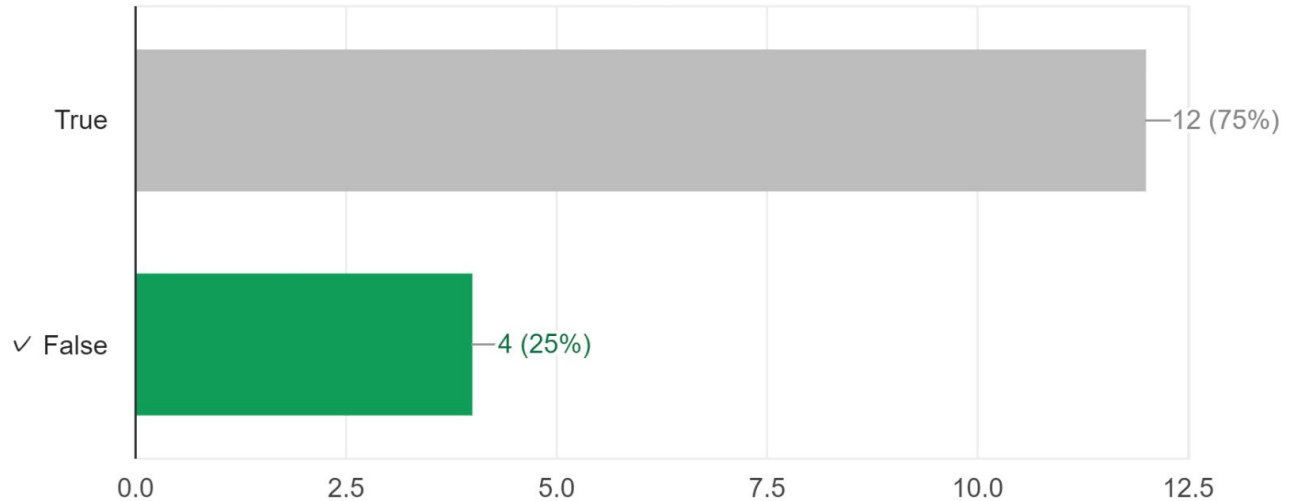


- 9
- 10-18
- 19-25
- 26-35
- 36-45
- 46-55
- 55-

# The most misunderstood question

No.9 Remote work promotes better work life balance for everyone regardless of circumstances.

正解 4/16 件









# What is quota system?

## General term

- "quota system is a method of setting a limit on how much of something a country or company is allowed to have, produce, import, etc." It is used in various fields, for example, in the political world, universities, companies, and so on. (Cambridge Dictionary)

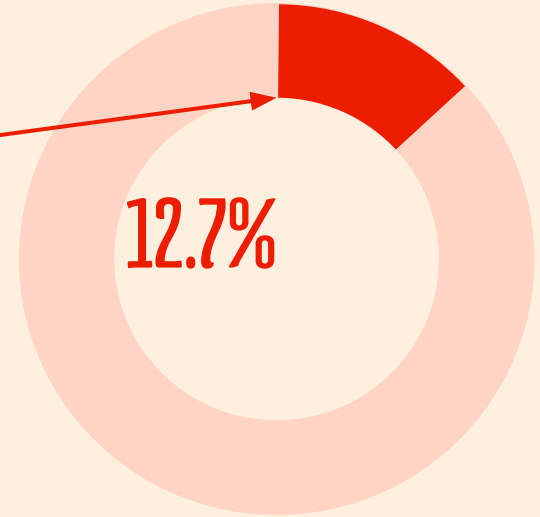
## Specific term - hiring quotas.

- Hiring quotas are a method for establishing quantitative data and action points for hiring diverse candidates. Moreover, Hiring quotas attempt to increase the representation of historically marginalized or under-represented groups.
- 
- 

# How does the quota system affect work life balance?

We need more women in decision-making positions to impact the state of the working environment

- In 2022, only **12.7%** of women were in management positions (Ministry of Health, Labor and Welfare)





# How does the quota system affect work life balance?

Countries that have already implemented the quota system such as France and Norway have already **tripled** or **quadrupled** in the amount of female employment rate.

- Studies show that there is a **difference in how men and women feel about work-life balance**

By raising the female employment rate and putting more women in management positions there will be a better chance for women's insight to affect the decision-making in working environment and style.





# What we do

- Improve the work-life balance
  - We conduct annual surveys in companies about how their employees feel about work life balance
  - We hold online conferences on how women can utilize work from home/hybrid working style to maximize their work-life balance
  - We provide support to companies that are working to improve work-life balance
  
- Introduce the quota system
  - We organize seminars for companies that have not introduced a quota system
  - We promote the benefits of introducing a quota system
  - We support for companies that have introduced a quota system
- 





## Our goals

- To increase women's employment rate in Japan to 70% by 2030
- To have the quota system implemented in 40% of mid to large-sized firms by 2030





**Our motto**

**Empowering Women, Transforming Society:  
Creating a Balanced Future in Japan**





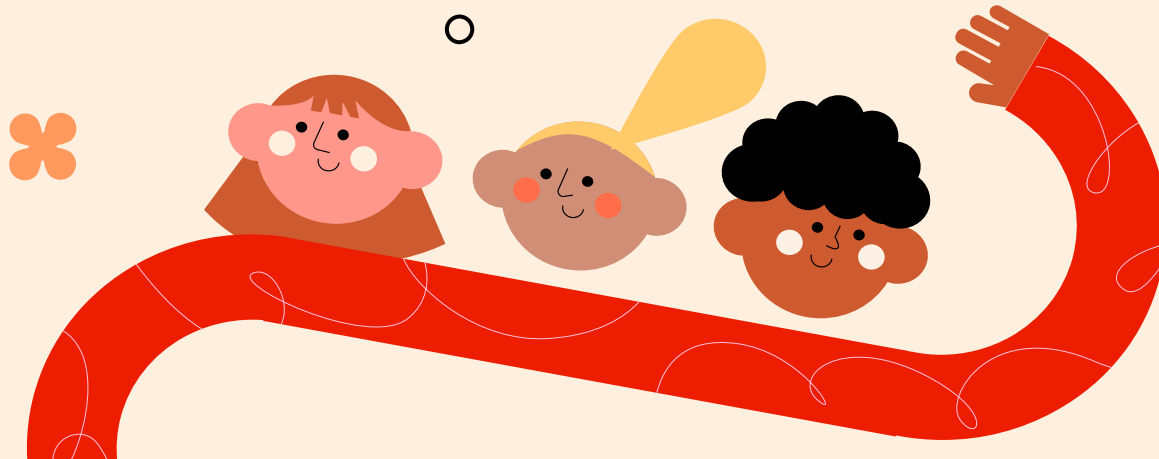
# Members

- 150+ supporters
- Mainly women, who live and work in Tokyo
- People who support our idea



# Volunteers

People who are interested in  
the quota system and  
women's work-life balance.







# Recruiting members

## Open positions

- Operation manager
- Secretary
- Research associate

## We are recruiting interns!

- ◆ Must be passionate about creating gender equality and inclusive working environment for all.



# Contact us!

\*these are imaginary codes



@WLWJAPAN



@WLWJAPAN






@WLWJAPAN

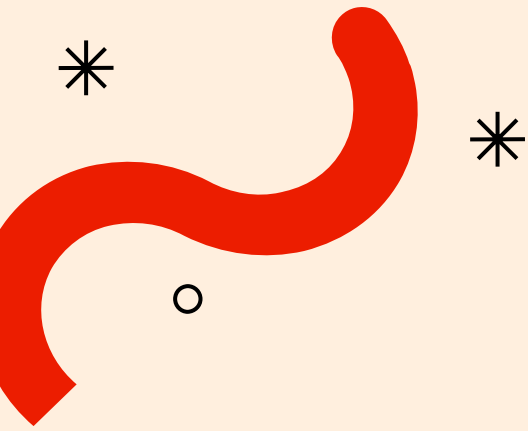


wlwjapan@gmail.com



# References

- 管理職に占める女性の割合が 12.7%で前回調査からわずかに上昇 . (2023, October). 独立行政法人労働政策研究・研修機構 .  
[https://www.jil.go.jp/kokunai/blt/backnumber/2023/10/kokunai\\_02.html#:~:text=%E5%8E%9A%E7%94%9F%E5%8A%B4%E5%83%8D%E7%9C%81%E3%81%8C%E3%81%95%E3%81%8D%E3%81%94%E3](https://www.jil.go.jp/kokunai/blt/backnumber/2023/10/kokunai_02.html#:~:text=%E5%8E%9A%E7%94%9F%E5%8A%B4%E5%83%8D%E7%9C%81%E3%81%8C%E3%81%95%E3%81%8D%E3%81%94%E3)
  - quota system. (2024).  
<https://dictionary.cambridge.org/dictionary/english/quota-system>
  - Phr, T. F. (n.d.). Hiring quotas: 4 alternatives to quotas. EddySoftware.  
<https://eddy.com/hr-encyclopedia/hiring-quota/>
- 
- 
- 



Thank you for  
listening!

