

Female Managers in Japanese ICT industry

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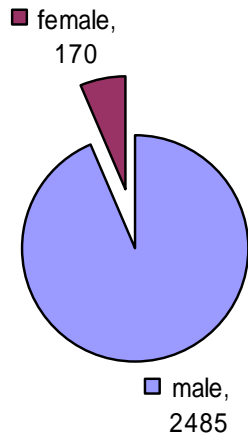
Japan Women Engineers Forum

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1. Female engineers



(x1000)

Engineers : 2,655

Female: 170 (6.4%)

Male: 2,485 (93.6%)

Ministry of General Affairs. [National Census 2000],
answered by 7000 private companies

Female engineer Ratio

Field of industry	Total (x1000)	Female (x1000)	Female ratio(%)
Total Engineers	2,655.0	170.0	6.4
1. Plants and Food	62.4	5.1	8.2
2. Metal	21.6	0.6	2.8
3. Machinery	314.7	6.0	1.9
4. Electric	364.5	9.4	2.6
5. Architecture	402.7	19.1	4.7
6. Civil	550.6	10.3	1.9
7. ICT and Computer	788.0	107.8	13.7

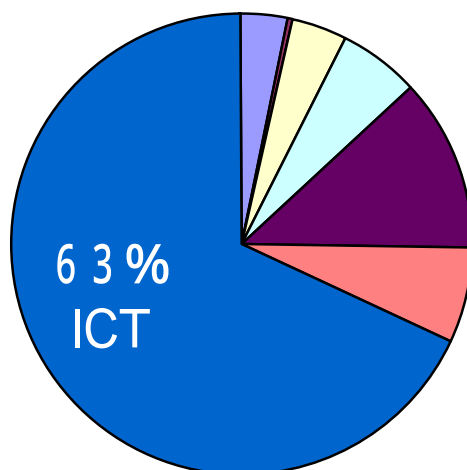
Ministry of General Affairs. [National Census 2000],
answered by 7000 private companies

Female engineers



- Female engineer ratio is only 6.4%
- Increase of female engineers is still slow.
- Female ratio in ICT industry is 13.7%

Female engineers according to industry



- 1. Plants and Food
- 2. Metal
- 3. Machinery
- 4. Electric
- 5. Architecture
- 6. Civil
- 7. ICT

Ministry of General Affairs. [National Census 2000],
answered by 7000 private companies

2. Promotion of female workers

■ Ranking of industry with many engineers

	enterprise	Appointment Ratio	Female manager ratio	Female ratio	Managerial position ratio(F&M)
1	KAO	28	4	14.1	39
2	SHISEIDO	21	8.9	43.1	26
3	Asahi KASEI	19	2.1	11	43
4	NEC	17	3	18.1	31
5	NTT DoCoMo	15	2.5	16.4	18
6	TOKYO GAS	15	2.1	13.7	36
7	TORAY	14	1.6	11.3	22
8	Canon	12	1.7	14.4	33
9	AJINOMOTO	11	2.6	24.4	31
10	KOMATSU	8	0.5	6	21
11	PENTAX	7	1.4	18.7	11
12	KIRIN	7	1.4	20.2	20

Average

2.6

■ These are companies with many women as a consumer.

■ These are ICT Industries

Investigated by TOYO KEIZAI INC., Company information of female employment

Promotion of female workers(continue)

- Only superior companies disclose the data about female workers
- To evaluate promotion of female workers, **appointment ratio** was developed.
- Companies with many women as a consumer have high score.
- Superior companies get higher rank.
- ICT companies in general take the good point.

$$\text{Appointment ratio} = \left(\frac{\text{Female manager ratio}}{\text{Female ratio}} \right) \times 100$$

Promotion of female workers in industry with few engineers



	enterprise	Appointment Ratio	Female manager ratio	Female ratio	Managerial position ratio(F&M)
1	Nippon TV	40	7.7	19.3	24
2	Nippon Express	31	3.7	12.0	38
3	YOMIURI	31	3.0	9.6	39
4	Seven-Eleven	30	7.1	23.9	7
5	NHK	27	2.9	10.7	31
	MITUI & Co. Ltd.	0	0.05	22.7	31
	MITSUBISHI ESTATE	0	0	19.5	10

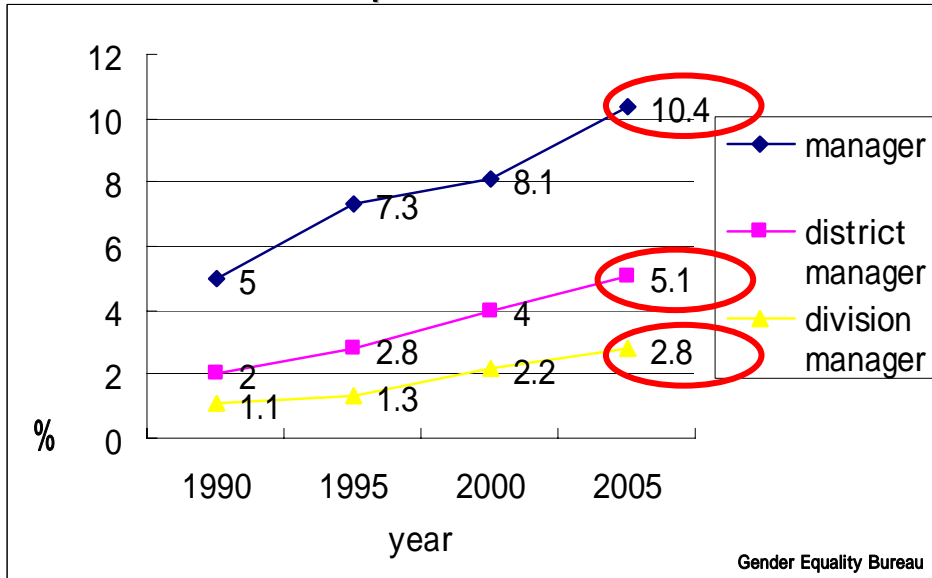
Investigated by TOYO KEIZAI INC., Company information of female employment

Promotion of female workers in industry with few engineers(continue)



- Mass-communications industry gets high score.
- Superior companies get higher rank, too.

Ratio of Female to Male in Managerial Position in Private Sector in Japan



Promotion in industry

Female manager ratio mystery

Only 2.6% (calculated from 12 industries)

↑ Why?

5.1% (Data 2005 of Cabinet)
district manager (KACHO)

Female manager ratio = (female managers / managerial position) X 100

Female manager ratio mystery answers

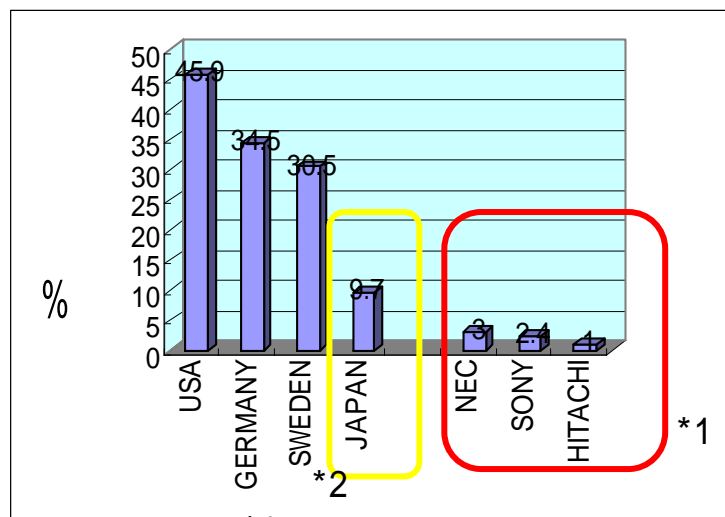
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- Cabinet data include the company of all scales.
Ex)the greengrocery of a town
- Since there is no statistics data according to scales, it can not be analyzed.

Only superior companies disclose the data about female managers. Probably, the data of the whole industry will be still worse.

Female Manager Ratio Compared With Other Countries

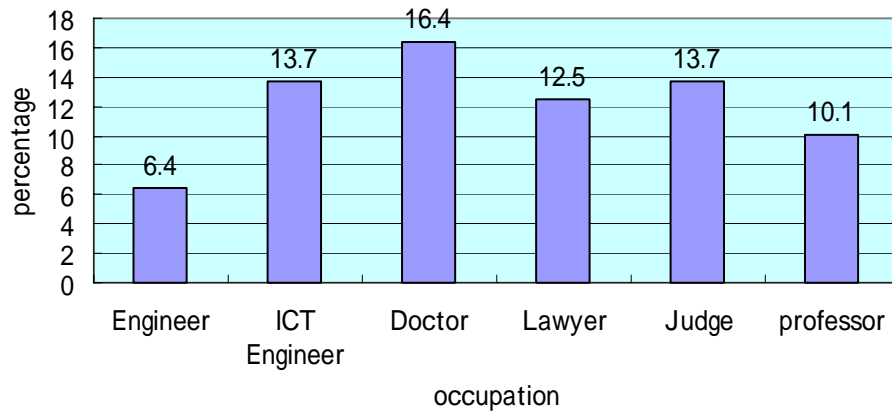
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*1 Companies Data; Syusyoku Shikihou Jyosiban

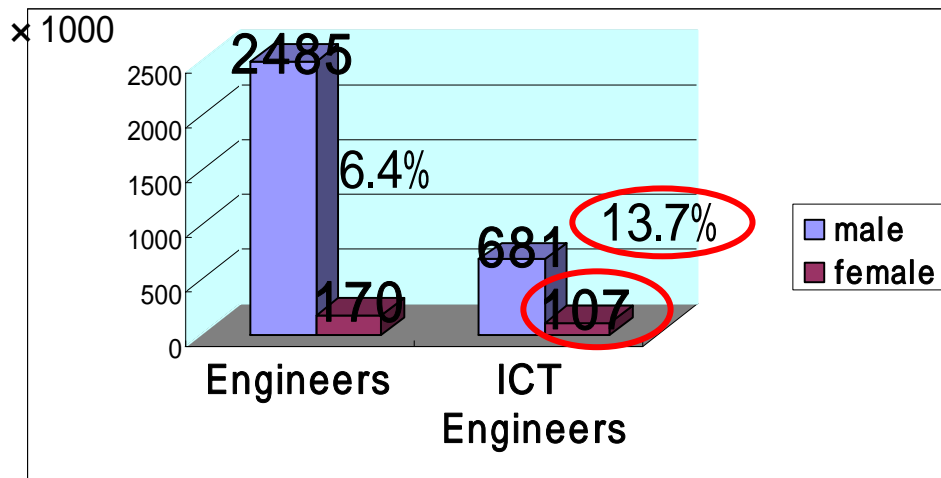
*2 Nation Data; 2005 Gender Equality Bureau in Cabinet Office

Female Ratio Compared With Other Professionals



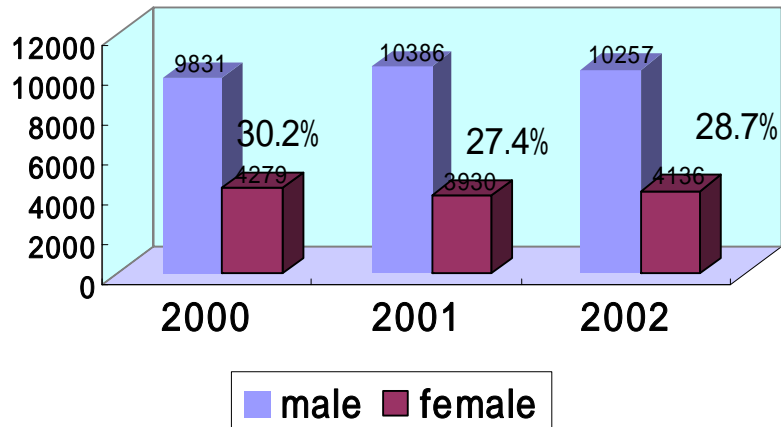
2005 Gender Equality Bureau

3. Women in ICT industry in Japan



2000 National census

New Graduates in ICT Industry

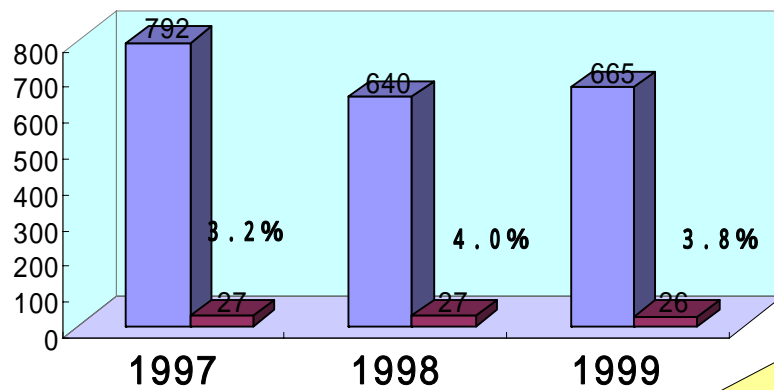


Survey on Information Technology Service Industry Association in Japan

Ratio of Female Engineers who Passed the Advanced ICT Exam



Total applicants per year: about 25,000 on average



Breakdown of the Examinations:-
 =Project Manager Examination
 =Systems Analyst Examination
 =Systems Auditor Examination

■ male ■ female

Gender-related data analysis has not been released since 2000.

Challenges Faced by Female Engineers in ICT Industry

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30% of ICT engineers recruited are women.



13% of ICT employees are women.



Of ICT engineers who passed the upper grade examinations, less than 3.5% are women.



How much is female manager ratio in ICT industry?

Consideration about women in ICT industry

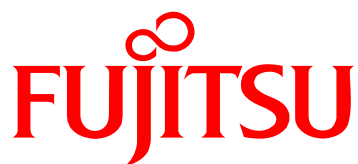
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- Advance of a woman progressed for the labor shortage in ICT industry.
- Although there are comparatively many female engineers, there are few managerial positions.
- The labor shortage produced long working hours.
- Long working hours cannot bear delivery and child-rearing.
- Since technical innovation is intense, return to work is difficult after a vacation over a long period of time.

Conclusion



- Positive female promotion brings good record of business
- Enterprises dislike disclosing data about female manager ratio. **Legal force is required.**
- The definition of criteria for status is ambiguous
- **We hope Japanese government to arrange some criteria and statistics so that each enterprise can disclose full data.**



THE POSSIBILITIES ARE INFINITE