

LGBTQ and Gender Equality in Employment

1. Motivation behind Research Paper

What is humanity's common goal in a modern and globalized society? In September 2015, "The Sustainable Development Goals (SDGs)" were unanimously adopted at the United Nation Summit. The SDGs consist of 17 goals and 169 "targets" to aim for a better and more sustainable world by 2030. In addition, a promise to leave no person behind on Earth was made. Since the COVID 19 pandemic, people have become forced to work from their homes. It is necessary to ask ourselves and think about the different ways of improving the future. We are at the turning point of modern society, and one problem that we must address is the ongoing inequality between men and women.

2. Introduction

This paper focuses on SDGs and suggests how to enforce the LGBTQ and Gender Equality in Employment laws and accompanying economic benefits in different work environments. Learning about top countries' efforts of SDGs' achievement ratio and its history contributes not only to Japan's Growth also SDGs' achievement of the whole world and connecting it to a sustainable world.

3. Results and Analysis

What kind of systems prepare to achieve gender equality overseas? I would like to introduce two systems. First, the Quota system is implemented in more than one hundred and twenty countries. This system determines a certain number of parliamentary candidates as women in politics. Second, Parité was enacted in 2000 in France. It is the system to promote equality between men and women in politics. Parité means equivalent in French and obligates systems to political parties and fine systems. For example, alternating the list of proportional candidates between men and women, make candidates from political parties the same number as men and women and in the case of the National Assembly election, the party subsidy will be reduced according to the opening of male and female candidates. On the other hand, what kind of systems prepare to achieve gender equality in Japan? One of the systems is the Act on Promotion of Gender Equality in the Political Field that was constructed in 2018. This law aims to have the number of men and women candidates as equal as possible in parliamentary elections. Some governments require political parties to decide the achievements of the number of men and women candidates. However, the Japanese system does not have a fine like Parité and it is left to the autonomy of each political party. Next, let us see the Japanese and overseas corporation's efforts. Some time ago, the Quota system was introduced in the political field, but not the economic field. In Norway, the Quota system was introduced for corporate officers for the first time in the world. In addition, one of the most popular stock markets, NASDAQ in the US, obliged all listed companies to select at least one woman regarding the director and information disclosure from 2022 in August. If they cannot do these things, they were imposed delisting penalties. Furthermore, in each state in the US, it is mandatory to appoint

women according to the number of directors, and if they violate this, they will be fined.

To further understand the economic aspect of this issue, people should turn their attention to stock companies. Financial institutions such as the Goldman Sachs Group Inc. in the US raised their voice and expressed that they do not support corporations which have no one who bring diversity in board meetings in 2020 in January at Davis meeting. According to Ms. Cassie Matsui who is the former Japan Vice President of Goldman Sachs Group Inc. Goldman Sachs manifestation's intention is to require long term good performance and high stock returns by corporations which have diversity. They also respect the worth of diversity. In the same way, NASDAQ in the US, announced that they have obliged companies to appoint human resources including racial diversity and sexual diversity such as LGBT as directors, and will abolish the listing of companies that do not explain the reason for rejection.

I introduced the attempts of companies overseas until now, next let us see the attempts of Japanese companies. In Japan, the Act on the Promotion of Women's Active Engagement in Professional Life was introduced in 2016. This law was established to aim for the realization of society that all women who hope to be active in work can display their originality and ability. The following four items are obliged to companies. 1. Understanding the situation and analysis of issues related to the success of women in the company. 2. Formulation, dissemination and publication of the action plan for the target figures set. 3. Notification that the action plan has been formulated. 4. Publication of information on women's activities. Companies which have more than 101 employees are targeted and the companies which have employees less than 100 are obliged to make efforts. However, if they do not follow

these rules, there is no fine. In addition, there is the Eruboshi Certified system that was decided by the Ministry of Health, Labour and Welfare about the Act on the Promotion of Women's Active Engagement in Professional Life. This system is to certify the corporations which the situation related to promoting the success of women is excellent. By establishing a system such as Eruboshi Certified, the government promotes companies' motivation to advertise and promote gender equality. There is also another certification called Nadeshiko Brand related to the Act on the Promotion of Women's Active Engagement in Professional Life. This attempt is conducted by the Ministry of Economy, Trade and Industry and Tokyo Stock Exchange, Inc. and this system selects excellent corporations promoting the success of women. The purpose of this system is to accelerate women's empowerment in companies by introducing them to investors as attractive companies.

I would also like to introduce the revision of the Corporate Governance Code by the Financial Services Agency and Tokyo Stock Exchange, Inc. The Corporate Governance Code is a corporate governance index describing the ideal state of desirable organisations as good corporations. This code does not have legal binding force, and if the companies violate, there is no fine. However, if they violate the rules, they are subject to publication measures, so their reputation will go down. The corporate governance code consists of five basic principles: 1. The right of stockholders and ensuring equality 2. Appropriate collaboration with stakeholders 3. Ensuring appropriate information disclosure and transparency 4. Responsibilities of the Board of Directors 5. Dialogue with shareholders. Five replenishment principles were newly established in this revision. One of them, basic principles 2-4 was added to ensure the diversity in management. Specifically, it is written that the concept, goals, and situation of securing diversity, such as appointment of women, foreigners,

and mid-career recruits to managers should be announced. Then, how do revisions of the corporate governance code affect gender equality in employment? It does not start without understanding the relationship between corporate governance code and stewardship code. First, the stewardship code is a set of guidelines describing ideal states and action for institutional investors with a focus on financial institutions. When institutional investors invest in corporations, they have to understand the corporations deeply and one of the criteria is corporate governance code. By revising it, criteria for investors to see has changed and the corporations which value diversity will be chosen more easily as investment companies. In other words, to be chosen as investment companies, they have to disclose information properly and show that they are acting to achieve sustainable growth and medium- to long-term corporate value improvement regarding corporate governance code. Consequently, following corporate governance code leads to benefits for companies and ensures gender equality and diversity.

Considering the information above, comparing Japanese with overseas, we can find two big differences. First, the strength of restraining forces. Overseas, if companies violate the regulations about gender equality's attempts, they are given the penalty to companies such as fines. If violated, some corporations and organizations are given some damages, so overseas companies are more direct. On the contrary in Japan, there is the Act on the Promotion of Women's Active Engagement in Professional Life, but it does not have a legal binding force and the government encourages the companies to ensure gender equality and diversity, but it is left to their autonomy, so Japan has a tendency to act more indirectly. From this comparison, we can find Japan's lack of restraint. I consider that Japan requires it to be more binding and give companies a sense of danger. Second, is the importance

of diversity. Overseas, by using the word diversity to promote a diverse society, not only the part of women, but in Japan regarding the law system, there is a lot of wording 'women', so I think it has become a women-centered system. Although this system encourages women to be active in society, gender equality and diversity are not about where only women promote their success and shine only. Corporations with diversity, it is important to focus not only on women, but also on gender diversity such as the LGBTQ community, like overseas companies. It is not necessarily to be bound by the framework of men and women, like the idea that women's problems are men's problems that have been learned from the Asian Women's Exchange and Research Forum, which was supported by study tours and supported by zoom.

Based on the above comparisons, I'd like to introduce two attempts that I focused on in this inquiry. First, "LUX Social Damage Care Project "What are you going to do if you know someone's gender?" conducted by Unilever Japan, the Japanese headquarters of Unilever, a global company based in London, UK and develops brands in more than 190 countries around the world. This project's attempt is getting rid of face photos from resumes for people who hope to work in Unilever Japan. It is aimed at focusing on individual motivation and abilities, not on gender or appearance. I think this project is a big step for Japanese society where unconscious bias remains. The second, it is about the pride index formulated by a voluntary organization work with pride(wwP). wwP is evaluation index about attempt for sexual minorities such as LGBTQ+ in the workplace in Japan. wwP makes a list of companies' attempts for LGBTQ, evaluates and scores the number of companies that applied to it. Below is the list. By increasing a place to evaluate diverse companies, deepen understanding of sexual minorities such as LGBTQ and I hope

that the company, which is the place to work, will be a comfortable environment for everyone.

Evolution Items of Pride Index

① policy

As a company, whether the company has a clear policy on sexual minorities such as LGBTQ +, and whether it is widely disclosed internally and externally on the Internet.

② representation

Whether the company provide employees opportunities to give their opinions about sexual minorities not limited to LGBTQ+ parties and Ally.

③ inspirational

The attempt to promote the understanding of sexual minorities to the employees within two years.
(Study and training, offer of enlightening media and tools, in-house transmission with intranet, etc, setting awareness period, etc.)

④ development

Whether adopt to the employees and its family who applied to the company about having a same-sex partner.
(Whether taking the following measures for transgender employees.)

⑤ engagement/empowerment

Whether the companies did public relations activities and social contribution activities to promote understanding of LGBTQ +.

Personnel System and Program

- A, Vocation · Absence from work (Marriage, Delivery, Infant rearing Adoption of child, nursing for family, Nursing care etc)
- B, Stipend (Happy event congratulatory money, bereavement compensation, Delivery congratulatory money, family allowance, Rent subsidy etc)
- C, Leaving for new post (Allowance for proceeding to new post, moving expenses, Vocation for leaving for new post, Assistance for language study etc)
- D, Etcetera welfare (Company house, Family day, Family discount, Refreshment building etc)

Measure to Transgender employee

- A, Whether the treatment of gender is the person's desired nature or not(clothes, popular name ect)
- B, Sustained employment support for gender reassignment surgery and hormone treatment, Consideration for working form.)
- C, Infrastructures development of restrooms for everyone regardless gender.

4. Conclusion and Future Problems

The gender bias that men work outside and women do housework is deeply rooted in Japan, so it is not easy to achieve gender equality. However, realization of gender equality, in short to become a society which embraces diversity is essential for the first step to a sustainable society, not only business growth. Through this inquiry activity, I found a possible solution on how to achieve gender equality. This is changing the consciousness from the top. By changing the executive's way of thinking, I think the consciousness will spread to the whole company. However, for high school students who spend a lot of time in school, it is not easy to change the awareness of those in the high positions of power. One of the ways for high school

students to change their consciousness is by making a book to spread knowledge. It is important to focus on the executives who rule over the companies, but it is also important to change the worker's consciousness. I am going to show the present situation of gender inequality in Japan, regulations and systems in the book. The purpose of the book is getting to know people about a society with diversity is essential for companies development and human development.

5. Reflection

During my global research experience, I was surprised to discover new words and ways of thinking that I was not aware of prior to I realized that I needed to increase my knowledge and broaden my perspective. More importantly however, I realised that self-motivation is necessary to achieve anything in life. In the future, when I become a college student or member of society, based on the knowledge that I gained this time, I will not stop learning and I would like to continue living with an inquisitive mind. As I learned that diversity beyond the boundaries of gender creates a sustainable society, I think I would like to be a person who has a generous mind and the ability to respect all kinds of opinions.

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