Bring Your Whole Self to Work: Global Perspectives on Promoting Women’s Well-being - Data from Asian Countries -

Kaoru Ichikawa, Ph.D., CEAP, LCSW
Board Member, Asia Pacific Employee Assistance Roundtable (APEAR)
CEO, Resilie Laboratory Inc.
September 25th, 2019 EAPA - St. Louis

South Korea
Data provided by
Dain Co., Ltd, a professional EAP Company
Seoul, Korea
Women in Management Positions
(South Korea)

Gender Ratio of Managers in Private Enterprises, South Korea (2018)

Male, 79.4%
Female, 20.6%

Source: South Korean Ministry of Employment and Labor. “Private companies and government/public organizations employing more than 500 full-time workers”

Education and Wage by Gender
(South Korea)

Men earn 1.5 times more than Women

College Entrance Rate by Gender
South Korea (2018)

Male, 65.9%
Female, 73.8%

Monthly Wage by Gender
South Korea (2018)

Male, $2,930
Female, $2,020

Source: South Korean Ministry of Employment and Labor
Progress 1: Ratio of Female Managers
South Korea

Source: South Korean Ministry of Employment and Labor.

The ratio of female managers was 20.6% in 2018, up by 8.1% from a decade ago.

Progress 2: Women in Parliament

Source: South Korean Ministry of Employment and Labor.
EAP Issue: Career Discontinuity of Women - Reasons

Total=3,457,000

Source: South Korean Ministry of Employment and Labor.

EAP / Work-Life Services That Specifically Address Women’s Issues at Work in South Korea

- Trainings
  - Self-leadership training for women leaders

- Family Support Programs
  - Family cooking day / Family music therapy
    - Employees and their children can play musical instruments and cook together at workplace

- EAP Counseling Services
EAP/Work-Life Services for New Mothers in South Korea

• ‘Return-Mom Program’: provides coaching for re-employment for women who have retired due to childbirth and childcare
• ‘Back to Work Program’: provides empirical information to solve career loss problems due to childbirth.
• ‘Mom’s Healing Service’: program to help female employees with return to work after maternity leave. Assists with adjusting to the work environment. Aimed at giving female employees the confidence that they can work.

Philippines

Data Provided by MyCord EAP
### Ownership

<table>
<thead>
<tr>
<th>Indicator</th>
<th>% of Females (aged 15 - 19 years old)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage of women who own a house: Alone or Jointly</td>
<td>32</td>
</tr>
<tr>
<td>Percentage of women who own a land: Alone or Jointly</td>
<td>12</td>
</tr>
<tr>
<td>Decision on own healthcare, Major household purchases, Visit to her family or relatives</td>
<td>85</td>
</tr>
<tr>
<td>Percentage of women who have and use a bank accounts</td>
<td>22</td>
</tr>
<tr>
<td>Percentage of women who have and use mobile phones</td>
<td>86</td>
</tr>
</tbody>
</table>

### Decision Making

<table>
<thead>
<tr>
<th>Indicator</th>
<th>% of Females (aged 15 - 19 years old)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Currently married women employed in the past 12 months</td>
<td>58</td>
</tr>
<tr>
<td>Currently married women employed in the past 12 months, by type of earnings: Cash only</td>
<td>75</td>
</tr>
<tr>
<td>Person who decides how the wife's cash earnings are used: Wife and husband jointly</td>
<td>54</td>
</tr>
<tr>
<td>Person who decides how the wife's cash earnings are used: Mainly wife</td>
<td>43</td>
</tr>
<tr>
<td>Percentage who can say no to their husband if they do not want to have sexual intercourse</td>
<td>87</td>
</tr>
</tbody>
</table>
Sustainable Development Goals =
~Seventeen Goals to Transform Our World~

• Target 4.3 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training.

• Target 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

Source: Philippine Sustainable Development Goals and Targets. SDG Watch. PSA website.

Sustainable Development Goals

• Target 5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation.

• Target 5.5 Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

Source: Philippine Sustainable Development Goals and Targets. SDG Watch. PSA website.
Facts about Working Women in China

- China has one of Asia-Pacific’s highest labor force participation rates for women
- Women make up 43.7% of the total labor force
- In job advertisements targeting women, many include requirements for women to possess specific physical attributes (e.g., height, weight) that are not related to job duties
- In 2018, women made up only 9.4% of board directors from publicly traded companies in China
- Women earn 36% less than men for doing similar work

Eldercare Needs

• In 2017, 10.8% of China’s population was over 65 years old
• The elderly (65+) population is expected to rise to about 17.1% by 2030 and 26.3% by 2050

Promoting Women’s Wellbeing in EMEA

Wiebke Wilhelm-Welgemoed
Chief Operating Officer at AXA ICAS International

EMEA = Europe; Middle East & Africa

Vastly Different Experiences
WORKING WOMEN IN EUROPE

Focus Area: Europe

All is Well
- Relative Wealth of the region
- Strong healthcare systems
- Extensive Child- and FamilyCare provisions
- Strong representation of women in the workplace and in politics
- Strong legal systems and mature democracies supporting the equality of women

Or is It?
- Second Shift
- #Me Too
- Glass ceilings
- Payment Gaps
- Actual access to expected family services
- Working Mothers
AN EXAMPLE: SPAIN

- Women and men have the same legal rights.
- In most families, both men and women work.
- Improved maternity benefits - and shared benefits for mothers and fathers.
- Some companies have implemented equality plans.

BUT:

- **20.25%**
  - In 2016, the unemployment rate for women (20.25%) was higher than that for men (17.22%).

- **6000€**
  - In the same year, if we look at the INE (National Statistics Institute) data, men earned almost 6000€ more per year than women.

- **15%**
  - 15% of the female employees earned the minimum salary compared to the 56% of men that earned the minimum salary.

- **38.2%**
  - 38.2% of the female employees stop working after having children, compared to the 7.4%.

The ICAS EAP’s counseling and work-life services are well utilized and actively support women (and men) in managing their multiple responsibilities at home and at work – this helps to promote the continuous employment, career development and wellbeing of women.

Focus Area: UAE
SOME (MAYBE SURPRISING) FACTS

EMIRATI WOMEN LEADING FOR CHANGE

#1

2018 WEF Global Gender Gap Index: UAE ranks #1 in women’s literacy and secondary & tertiary education enrolment

THE UAE’S TRACK RECORD OF EMPOWERING WOMEN...IS A STORY TO BE TOLD GLOBALLY AND AN EXAMPLE TO BE FOLLOWED AROUND THE WORLD.” - Christine Lagarde, Managing Director, International Monetary Fund

Tied with countries such as Sweden and Norway

HOWEVER,…

• Most initiatives are geared toward Emirati Women and not foreigners living in the country

• Over 85% of people living in the UAE are from other countries

• Large community of trailing spouses – wives of expatriate workers

• Legal rights of women are still limited

• High cost of health care and mental health support

• Much of women’s lives remain hidden
THE EAP AS A VEHICLE TO PROMOTE WOMEN’S WELLBEING

Confidentiality of the service allows women to safely address a wide range of issues

Ease of access reducing potential isolation and ensuring convenience

Supporting all eligible employees and their families and thereby capturing the community of ‘trailing’ partners

Counselling, legal, financial support & FamilyCare services improving access to care and support

ICAS International is proud to be supporting the Wellbeing of Women in this region through:

• Confidential & Professional support
• Access to information
• Organisationally focused consultation and training interventions

Focus Area:
South Africa
SOME FACTS

While South Africa has one of the most progressive constitutions in the world which clearly anchors equal rights for women, women’s wellbeing and reality is severely impacted by high levels of gender-based violence and the disproportionate impact of poverty on black and rural women.

- 32% of Supreme Court Judges are women
- 31% of advocates are women
- 30% of ambassadors are women
- 24% of heads of state-owned enterprises are women
- 32% of managers are women
- Women account for 43.8% of total employment – and more women are unemployed than men (average unemployment rate of 30%)
- Women are more likely to be working in the informal sector than men and more women are involved in unpaid work than men.
- Women dominate domestic workers and clerk/technician occupations with men dominating all other employment categories

In the light of poor public health infrastructure, high levels of crime & violence and high prevalence of both physical and mental health challenges, the ICAS EAP is highly effective in providing access to mental health and practical support for women (and men).
Mental health professionals have already fallen behind other health professions in developing new ways of exploiting online services and other possible developments in the future.

With each new development in IT and cloud applications, the challenge of keeping up with the demand to accommodate these new medical health professionals and the professionals managing them will have to face.

Romeo Vizeli, Ph.D.

Telemental Healthcare Soars to the Top of the To-Do List

Health systems are finding that quick, online access to a mental health professional can reduce costs and improve outcomes.

As all of us begin to feel more comfortable with technology and incorporating it into how we get healthcare, I think it is just a natural extension of that.

with Secretary David Shulkin

Veteran 3 TMH Movement
13.

14.

15.
Revamp Your EAP Protocol

- Look at your Affiliate Network's Video Conferencing skills, training and interest.
- Review Statement of Understanding to add TMH services (i.e. social media policies such as secure texting, email and video conferencing platforms).
- Examine the Policies and Procedures of your EAP regarding TMH services.
- Survey the needs of your workforce for TMH services.

31

Revamp Your EAP Protocol

- Prepare staff and providers for training, ethics and etiquette for these services.
- Clear with your IT security the protocols needed for privacy in your company.
- Test out for ease of use. Practice with staff and providers to refine the procedures.
- Provide information and training on this new program/service to employees.

32

EAP TeleMental Health Counseling

Di: Mike Riley, CEAP
EAPinfo.com

33
The training program covers the following areas of standard telemental health competencies:

- TDH-specific Clinical Issues
- Issues of Practice Regions & Localizations (e.g., cross-state practice)
- Video Presentation Skills
- Safety and Crisis Planning
- Client Orientation Needs
- Informational Needs
- Working With Outpatient Sites
- Working and Working With Local Clinicians
- Technology Utilization and Practice Tools Needs
- The HIPAA Security Compliance Process
- Using email and texting ethically and legally
- Using online video services ethically and legally
- Keeping smartphones and computers safe
- Avoiding — and responding to — security breaches
- Using online services safely and effectively
- HIPAA-regulated risk analysis and security policies and procedures
- Relationships
- Using Your Website in Telemental Health Practice

What You Need to Know
Etiquette Considerations

Basics of online counseling etiquette:
- Focus on your screen camera
- Ensure good lighting
- Prepare your background
- Ensure a reliable Wi-Fi connection
- Have a back-up plan for loss of signal
- Discuss privacy of the session
- Provide instruction on audio & video
- Discuss recording the sessions
- Have written informed consent
- Do not do other tasks
The HIPAA Business Associate Agreement (BAA) was constructed under the U.S. Health Insurance Portability and Accountability Act of 1996. The HIPAA BAA will be a contract between the HIPAA covered entity and a Business Associate (BA). This contract was established to protect personal health information (PHI) in accordance with HIPAA guidelines.

**Have a Security Mindset**

Hashmail for Healthcare

Hashmail provides a secure email solution for healthcare providers, enabling them to communicate securely with patients, colleagues, and other healthcare professionals.

**Take Control of Your Secure Email**

- **Secure Email:** Hashmail uses advanced encryption and authentication to ensure that your messages are secure and can only be read by the intended recipient.
- **Compliance:** Meet HIPAA and other regulatory requirements with Hashmail’s compliance features.
- **Easy-to-Use:** Hashmail’s user-friendly interface makes it easy for healthcare professionals to use.

Visit Hashmail’s website for more information: [https://hashmail.com/](https://hashmail.com/)

**Connect with your tech team**

Working together, your tech team can help you implement and maintain secure communication practices within your healthcare organization.
**Laws & Jurisdiction**

29 states have rules requiring informed consent of teletherapy patient. Some allow verbal consent which is not enough. 33% of mental health practitioners do not address e-privacy management and ethics issues related to informed consent.


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**INFORMED CONSENT**

- 29 states have rules requiring informed consent of teletherapy patient. Some allow verbal consent which is not enough. 33% of mental health practitioners do not address e-privacy management and ethics issues related to informed consent.


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**Billing & Coding**

14 states have parity laws.

- 23 of those require that payments to teletherapy providers be equal to what they receive for treatment of the same condition at the same location.

- The remaining 28 allow for somewhat lower payments that account for savings through reduced overhead and other factors.

According to the 2017 CPT code manual, the CPT code that can be billed for teletherapy conducted via video conferencing are:

- 98966: Psychopharmacology, 30 minutes with patient, 30 minutes with provider.
- 98967: Psychopharmacology, 60 minutes with patient, 60 minutes with provider.
- 98968: Psychopharmacology, 90 minutes with patient, 90 minutes with provider.
- 98969: Psychopharmacology with the patient present, 15 minutes.
- 98970: Family psychotherapy and the patient present, 30 minutes.

This list is not inclusive, and it is always important to check the most current CPT code manual and with your payor for the latest information and coding updates.

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CONCLUSIONS

It has been estimated that up to 90% of all health care services will be delivered electronically by 2020.

Telemedicine has become an integral part of the healthcare environment and, given the "hands-off" nature of many mental health services and the reduced need for physical exams, lab tests and radiography, it may be poised to grow even faster than other medical fields.
Professional Ethics and Guidelines on Telemental Health Competence

Let’s look at a selection from the major associations (in alphabetical order):

American Counseling Association:

Section H. Distance Counseling, Technology, and Social Media

Introduction

Counselors actively attempt to understand the evolving nature of the profession with regard to distance counseling, technology, and social media, and how such resources may be used to better serve their clients. Counselors also become knowledgeable about these resources.

Counselors understand the additional concerns related to the use of distance counseling, technology, and social media and make every effort to protect confidentiality and meet any legal and ethical requirements for the use of such resources.

H.1. Knowledge and Legal Considerations

H.1.a. Knowledge and Competency

Counselors who engage in the use of distance counseling, technology, and/or social media develop knowledge and skills regarding related technical, ethical, and legal considerations (e.g., special certifications, additional course work).

American Counseling Association Code of Ethics, 2014
Professional Communication


https://www.statnews.com/2016/12/06/psychotherapy-testing-mental-health/

http://aurinstitute.com/digital_records.html

Billing & Coding

Coding and seminars: https://telehealth.org/webinar/telemental-health-billing/


Medicare Covers Telehealth Psychotherapy Services: https://www.medicare.gov/meyr/telehealth.aspx
BRING YOUR WHOLE SELF TO WORK:
GLOBAL PERSPECTIVE OF PROMOTING WOMEN’S WELLBEING

KAORU ICHIKAWA
AYUMI NISHIKAWA
NANCY BOARD
ANDREA LARDANI

WHAT HAPPENS IN LATINAMERICA?

ANDREA LARDANI
Director at Grupo Wellness Latina
andreal@grupowellnesslatina.com
www.grupowellnesslatina.com
GLOBAL GOOD NEWS

More women than ever before are both educated and participating in the labor market. (1)

There is greater awareness that gender equality is of paramount importance in efforts to reduce poverty and boost economic development. (1)

The proportion of women in executive positions is increasing globally (2).

73% of companies in the world have Diversity and Inclusion Programs. (2)


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NOT SO GOOD...

Gender inequality persists in the workforce and in politics. The Global Gender Gap Report estimates it will be another 217 years before we achieve gender parity.

More than 78% of the companies indicate that their executive positions are occupied by men (ILO, 2019).

Organizations that demand their executives 24/7 availability impact women unfairly as they generally assume more responsibilities related to their homes and family (ILO 2019).

46% of the companies worldwide agree that women have more difficulties than men to become executives (ILO, 2019)

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Latin American has reduced the gender gap in education and employment (1)

More than half of working-age women are employed (1)

Nevertheless, only 29.7% occupy executive positions versus 70.3% men (2)


Compared with men, women spend three more hours a day on domestic chores.

Women earn an average of 10% less than men.

Of the 25 countries with the highest femicid rates, 14 are in the region.

An estimated 1 of every 3 women over the age of 15 has experienced sexual abuse. According to WHO it has become an epidemic.

WOMEN’S HEALTH IN LATIN AMERICA
Mortality rates 2016 (100,000 pop)

PRINCIPAL CAUSES OF DEATH RATES

<table>
<thead>
<tr>
<th>Cause</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ischemic heart disease</td>
<td>47.2</td>
</tr>
<tr>
<td>Diabetes Mellitus</td>
<td>43.1</td>
</tr>
<tr>
<td>Cerebrovascular diseases</td>
<td>35.5</td>
</tr>
<tr>
<td>Breast cancer</td>
<td>13.9</td>
</tr>
<tr>
<td>Land transport accidents</td>
<td>6.2</td>
</tr>
<tr>
<td>Homicide</td>
<td>4.3</td>
</tr>
<tr>
<td>Suicide</td>
<td>2.5</td>
</tr>
</tbody>
</table>


MATERNAL MORTALITY RATIO IN LATIN AMERICA

Every 100,000 live births per year

<table>
<thead>
<tr>
<th>Region</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Latin America</td>
<td>58.2</td>
</tr>
<tr>
<td>Brazil</td>
<td>64.4</td>
</tr>
<tr>
<td>Central America</td>
<td>73.8</td>
</tr>
<tr>
<td>Southern Cone</td>
<td>34.5</td>
</tr>
<tr>
<td>Mexico</td>
<td>36.7</td>
</tr>
<tr>
<td>Andean Area</td>
<td>73.3</td>
</tr>
</tbody>
</table>

In Canada the ratio is 6.0

WOMEN’S RISK FACTORS INDICATORS IN LATIN AMERICA

60% Overweight & obesity
43.3% Insufficient physical activity
32.5% Exclusive breastfeeding less than 6 months


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LATIN AMERICA – BREASTFEEDING & WORK -

8 OUT OF 10 WOMEN CONSIDER THAT COMBINING BREASTFEEDING AND WORK IS DIFFICULT.

73% Felt uncomfortable asking where to breastfeed or express milk.
63% Felt uncomfortable talking about the issue with their direct boss.
43% Felt uncomfortable talking with colleagues.
88% Consider there is lack of information from the employer and that they do not know who to ask questions when returning to work.
65% Express milk in the bathroom.

One of the most common causes for which women stop breastfeeding is returning to work.

- Voices Research & Consultancy (2018)

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LATIN AMERICA – PATERNITY LEAVE -
Days of paid leave for fathers

<table>
<thead>
<tr>
<th>Country</th>
<th>Days of Paid Leave</th>
</tr>
</thead>
<tbody>
<tr>
<td>ARGENTINA</td>
<td>2 Days</td>
</tr>
<tr>
<td>CHILE y MEXICO</td>
<td>5 Days</td>
</tr>
<tr>
<td>COLOMBIA</td>
<td>8 Days</td>
</tr>
<tr>
<td>ECUADOR y PERU</td>
<td>10 Days</td>
</tr>
<tr>
<td>URUGUAY</td>
<td>13 Days</td>
</tr>
<tr>
<td>VENEZUELA y PARAGUAY</td>
<td>14 Days</td>
</tr>
<tr>
<td>BRAZIL</td>
<td>20 Days</td>
</tr>
</tbody>
</table>

Extended parental leaves reduce inequality and benefit fathers, mothers, children and companies.

LATIN AMERICA – MENTAL HEALTH -

Life time prevalence

<table>
<thead>
<tr>
<th>Condition</th>
<th>Prevalence</th>
<th>Treatment Gap</th>
</tr>
</thead>
<tbody>
<tr>
<td>MAJOR DEPRESSION</td>
<td>12.5%</td>
<td>62.6%</td>
</tr>
<tr>
<td>GENERALIZED ANXIETY</td>
<td>2.4%</td>
<td>73.3%</td>
</tr>
<tr>
<td>PANIC DISORDER</td>
<td>1.4%</td>
<td>49.4%</td>
</tr>
</tbody>
</table>

Twice as frequent in women than men
More common in women
More common in women

Panamerican Health Organization (2013)
Sample size: 277 women from private, public and Non-profit organizations from Argentina, Chile, Bolivia, Colombia, Paraguay, Perú, Panamá, México, Venezuela, Costa Rica, Puerto Rico & Ecuador. Ages from 18 to 60 or more. Grupo Wellness Latina 2019.

- My company offers wellbeing activities that take into account specific physical and emotional aspects of women. 58.5% NO / NOT MUCH
- My company takes into account women’s specific needs (for example, has a lactation room). 45.4% NO / NOT MUCH
- I cover information about my personal life to avoid having less growth opportunities at work. 52.7% YES / RELATIVELY
- In my organization men and women have the same opportunities to develop at work. 23.9% NO / NOT MUCH

Which wellbeing topics would you like your company to incorporate?

<table>
<thead>
<tr>
<th>Topic</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maternity and Breastfeeding</td>
<td>20.11%</td>
</tr>
<tr>
<td>Women’s Health Promotion</td>
<td>32.96%</td>
</tr>
<tr>
<td>Healthy Stress Management</td>
<td>71.51%</td>
</tr>
<tr>
<td>Healthy Relationships (family, couple, work)</td>
<td>43.58%</td>
</tr>
<tr>
<td>Emotions</td>
<td>37.99%</td>
</tr>
<tr>
<td>Ageing and Wellbeing</td>
<td>23.46%</td>
</tr>
<tr>
<td>Other</td>
<td>12.29%</td>
</tr>
</tbody>
</table>

Total responders: 277

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## ONE SIZE DOES NOT FIT ALL
Designing culturally and gender appropriate services

<table>
<thead>
<tr>
<th>LEVELS</th>
<th>EAP AS STRATEGIC PARTNERS</th>
</tr>
</thead>
</table>
| **Organizational** | • Designing policies and guidelines related to women’s issues in the workplace.  
• Providing specialized professional recommendations related to women’s issues.  
• Suggesting / designing communications to promote women’s wellbeing in the workplace. |
| **Management** | • Training managers, supervisors and Human Resources in specific aspects related to women.  
• Preparing women managers to become mentors who may share their personal experience with other female employee.  
• Promoting Management EAP consultations.  |
| **Employees & Families** | • EAP and wellbeing services that address specific issues related to women.  
• EAP triage services reduces treatment gap.  
• Onsite and online workshops for employees and families (to promote health and wellbeing)  |

## LATIN AMERICA – ADDRESSING WOMEN’S NEEDS -

EAP’S as strategic partners to promote a culture of diversity and “real” inclusion – Example -

<table>
<thead>
<tr>
<th>Organizational Level</th>
<th>Management Level</th>
<th>Employees and Family Level</th>
</tr>
</thead>
</table>
| • Breastfeeding policies and procedures.  
• How to incorporate onsite breastfeeding, pumping and storing facilities and promoting proper use.  
• Communications to promote a culture of breastfeeding.  | • Onsite and online trainings about maternity, breastfeeding and how to support their employees.  
• Telephonic management consultations about maternity leave and return to work issues of employees.  
• Preparing managers to become mentors by sharing the experience about conciliating breastfeeding and work.  | • 24/7/365 line for breastfeeding mothers during and after maternity leave.  
• Telephonic and face to face counselling  
• Online workshops with specialized information with resources recommended (such as books and articles).  |

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LATIN AMERICA - Addressing women’s needs -

OTHER TOPICS ADDRESSED

- HEALTHY PREGNANCY
- DOMESTIC VIOLENCE AND SEXUAL ABUSE PREVENTION
- WOMEN’S HEALTH & WELLBEING
- HEALTHY HEART
- HEALTHY NUTRITION
- HEALTHY LIFESTYLE
- AGEING & MENOPAUSE

Onsite and Online Workshops

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LATIN AMERICA  - Addressing women’s needs -

OTHER TOPICS ADDRESSED

- Work Life Balance
- Stress Management
- Mindfulness
- Resilience
- Social Support
- Leadership

Onsite and Online Workshops

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Director at Grupo Wellness Latina
andreal@grupowellnesslatina.com

THANK YOU!
Bring Your Whole Self to Work: Global Perspective on Promoting Women’s Well-being  
- Japan Story -

Ayumi Nishikawa, CEAP  
WorkWay.Inc.  
EAPA Japan Branch, Board member  
GW4W, Japan rep

Japanese Laws regarding Gender Diversity

• 1985 Equal Employment Opportunity Law  
• 1991 Child Care and Family Care Leave Law  
• 1993 Part-Time Workers Law  
• 1994 Establishment of the Office for Gender Equality  
• 1999 The Basic Act for Gender Equal Society  
• 2003 Act on Advancement of Measures to Support Raising Next-Generation Children  
• 2015 Approved the Act on Promotion of Women’s Participation and Advancement in the Workplace
**DATA TELLS US**


Source: Statistic Bureau, Ministry of Internal Affairs and Communications 2017.

**Number of Labor Force in Japan**

Source: Statistic Bureau, Ministry of Internal Affairs and Communications 2017.
Recent Laws and Initiatives to have more women enter workforce

- ACT ON PROMOTION OF WOMEN’S PARTICIPATION AND ADVANCEMENT IN WORKPLACE (2015.8)
- WORK STYLE REFORM (2018.6.29)
  - LIMIT ON OVERTIME WORK
  - MOBILE WORK / FLEX TIME
- HEALTH & PRODUCTIVITY STOCK SELECTION
  (METI & TOKYO STOCK EXCHANGE SINCE 2014)
  - HEALTH INITIATIVE FOR WOMEN

WHAT support do women need to stay in optimum well-being state?

Do we know?
EAP: Employee Assistance Program

- An employee assistance program (EAP) is a work-based intervention program designed to identify and assist employees in resolving personal problems (e.g., marital, financial or emotional problems; family issues; substance/alcohol abuse) that may be adversely affecting the employee’s performance.

Women’s well-being: SOME FINDINGS

Presenting Problem, EAP users by gender


Female n=1269

Male n=1436
### Reason of Interpersonal Problem by gender

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th></th>
<th>Male</th>
<th></th>
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<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Private</td>
<td>383</td>
<td>55.3%</td>
<td>226</td>
<td>49.2%</td>
</tr>
<tr>
<td>Work-related</td>
<td>310</td>
<td>44.7%</td>
<td>233</td>
<td>50.8%</td>
</tr>
<tr>
<td></td>
<td>693</td>
<td>100.0%</td>
<td>459</td>
<td>100.0%</td>
</tr>
</tbody>
</table>


### EAP case example - women

- **WOMAN IN LATE 40S, MENOPAUSE**
- **WOMAN IN 30S, BREAST CANCER TREATMENT**
- **WOMAN IN 50S WITH PARENTS WHO NEED CAREGIVING**
Some quick stats from Japan

- 75.7% of women are working (2018/7/2)
- Double income family is 49.1% (2018/7/14)
- Japanese Men with children younger than 6 years old spend 83 minutes/day in household/child care time. Goal is to increase it to 2.5 hours/day (US)
- 53% of Japanese are indifferent to number of their own annual vacation days (2016)
- M curve for working women is changing (2017)

How about stats about women's well-being?

EAPA Japan’s activities to promote well-being of working women

- 2018 Co-sponsored the GW4W Seminar, “Women, Health and Leadership - Making greater impact toward Sustainable Organization and Thriving Economy in Japan-
- Affiliating with the Working women’s well-being Committee of Japan Society for Occupational Health
- 2019.11 Unconscious Bias seminar planned