

Survey on Japanese female expatriates in the Bay Area

Japanese Women's Initiative in the Bay Area
(JWIBA)

Survey team

August 2023

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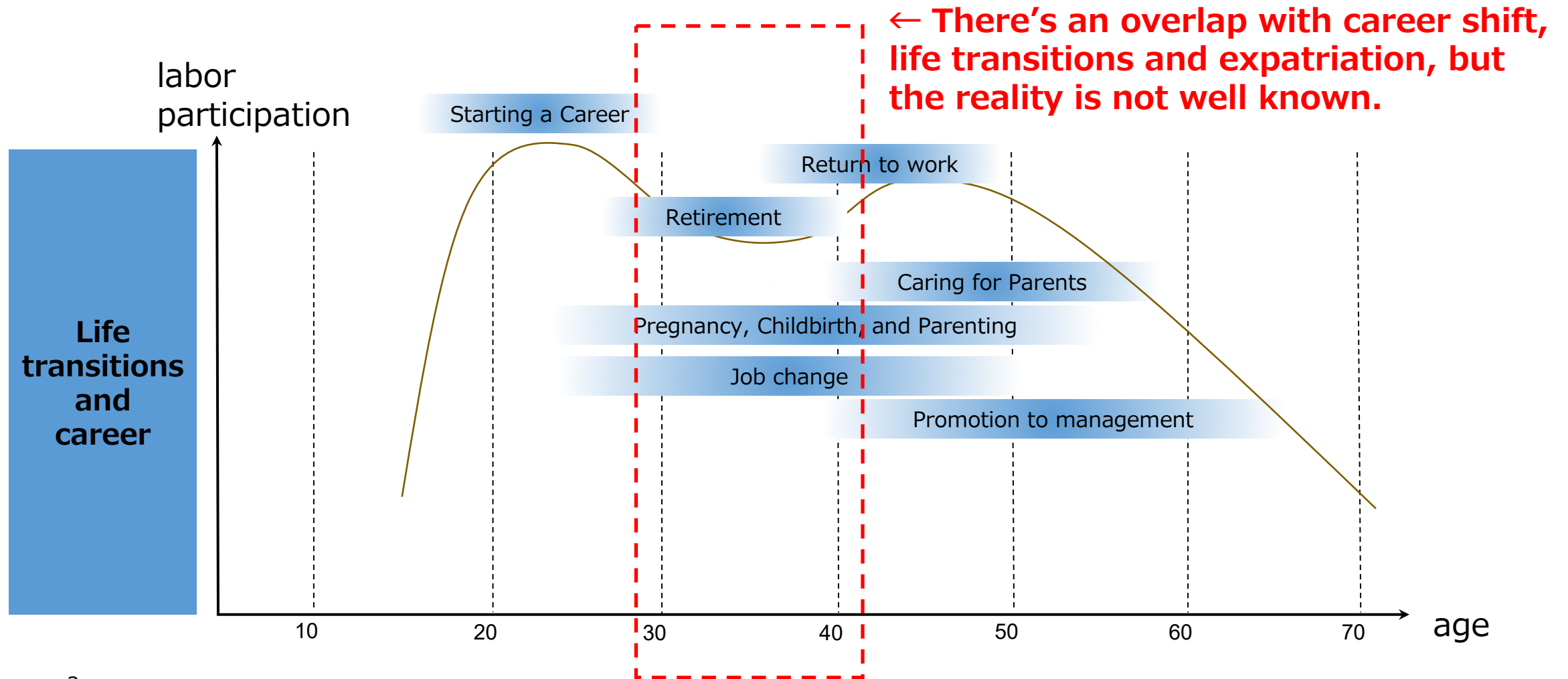
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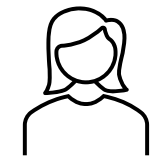
1. Background (1/4)



1. Background (2/4)



Case#1 Pre-married women



Case#2 Raising children in an environment different from Japan

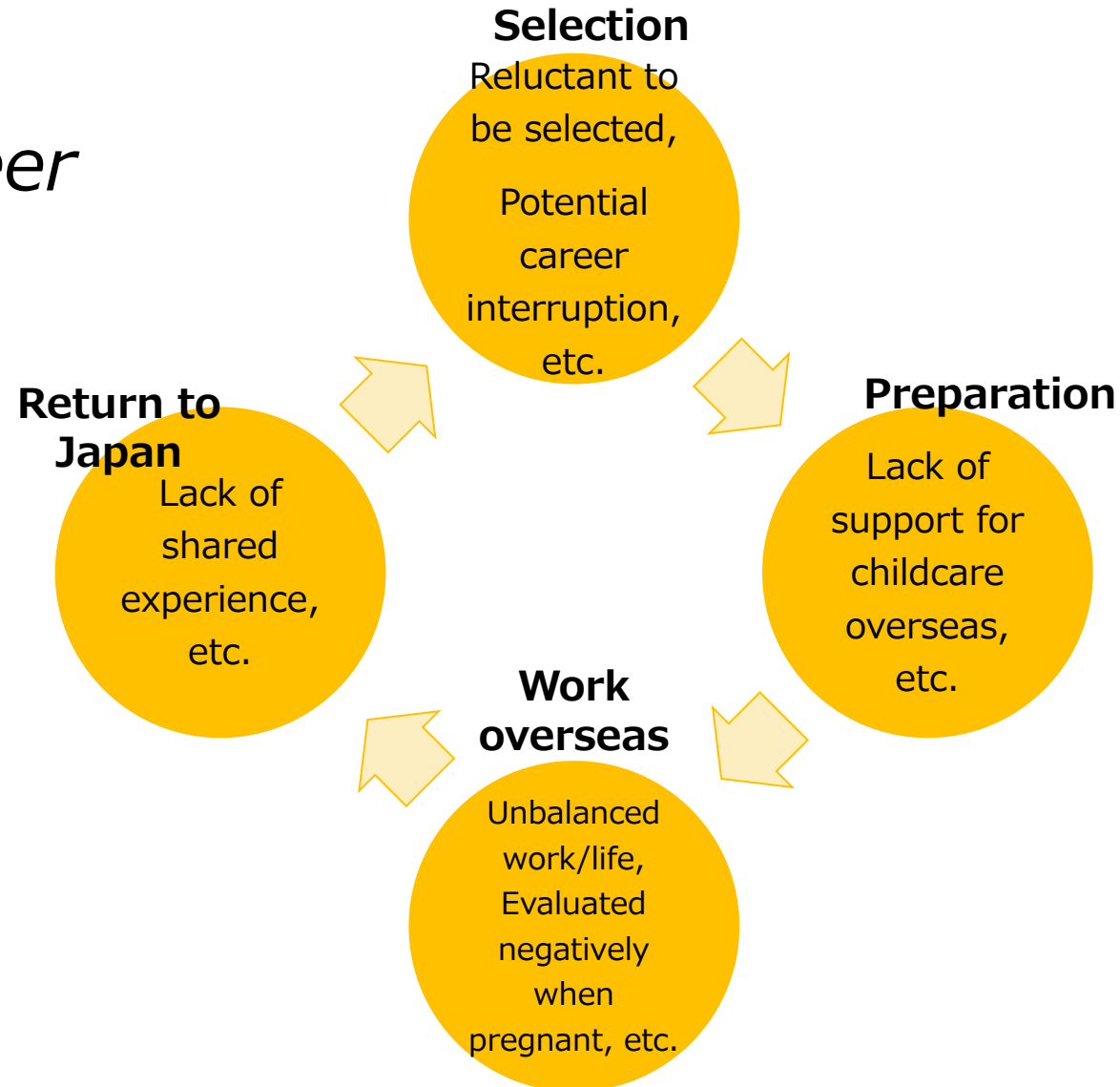


Case#3 Cases where marriage, pregnancy, and childbirth are not an option



1. Background (3/4)

A negative loop during one's career development of Japanese female expatriates.



1. Background (4/4)

Hypothesis of the survey

- Japan's expatriation system is designed on the premise that men accompany their dependent wives and children abroad.
- The expatriation system does not take into account that the expatriation coincides during a time of dynamic change and transition in a woman's life.

2. Overview

- Purpose : To understand the actual conditions and challenges related to the expatriation process for Japanese female expatriates living in the Bay Area.
- Period : June 2023
- Target : Japanese female expatriates* temporarily staying in the Bay Area
- Method : Web-based survey; questionnaires were sent to the same cohort that were surveyed in the "Survey of Japanese Companies in California 2022" (JETRO/JCCNC) and past participants to JWIBA events.
- Participants : 46 (collection rate not calculated)
- Cooperation : JETRO San Francisco Office and JCCNC

* : "expatriates" in this survey refers mainly to those who have been dispatched (sent to the Bay Area by their company) for a certain period of time for business, assignments, training, or long-term business trips. The contract type is not questioned. It does not include those who concluded their tenure and left the Bay Area.

3. Key findings (1/2)

Japan's new and diverse expatriate model

- Japanese women expatriates are adopting diverse styles other than the traditional Japanese expatriate style, where a man is an expatriate and accompanies his dependent wife and child(ren).
- e.g., single women, married couples (with/without children) living separately, married couples accompanying their spouses, etc.

Lack of company support during life transitions

- Support for living expenses, such as subsidies for rent and travel expenses to new assignments, are considered sufficient.
- Support for future marriage, pregnancy, childbirth, and childcare, which are common life events among women in their 30s and 40s, are considered not sufficient even at larger companies.
- The importance of such supports may not have been recognized within the management levels.

3. Key findings (2/2)

Lack of company support for childcare abroad

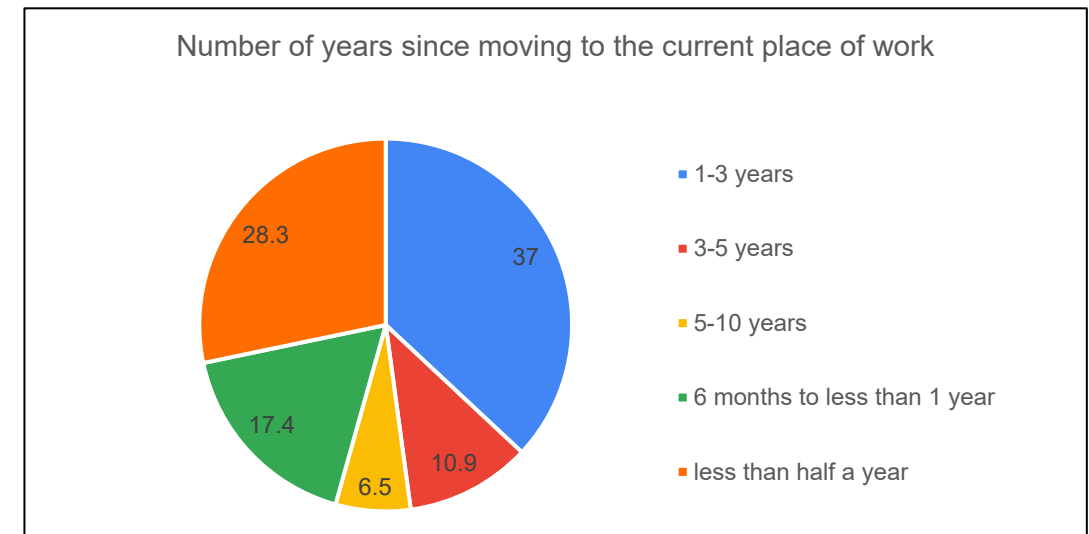
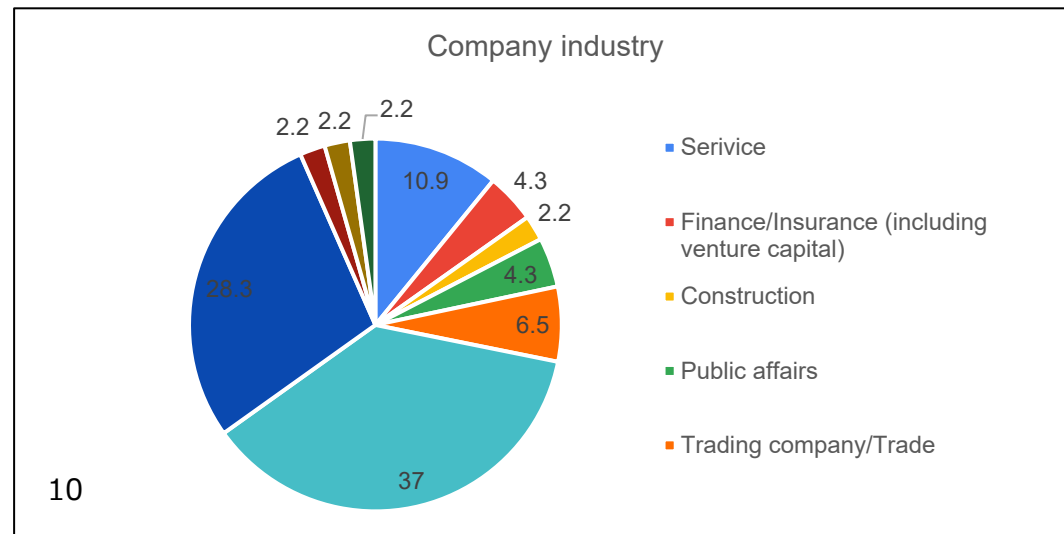
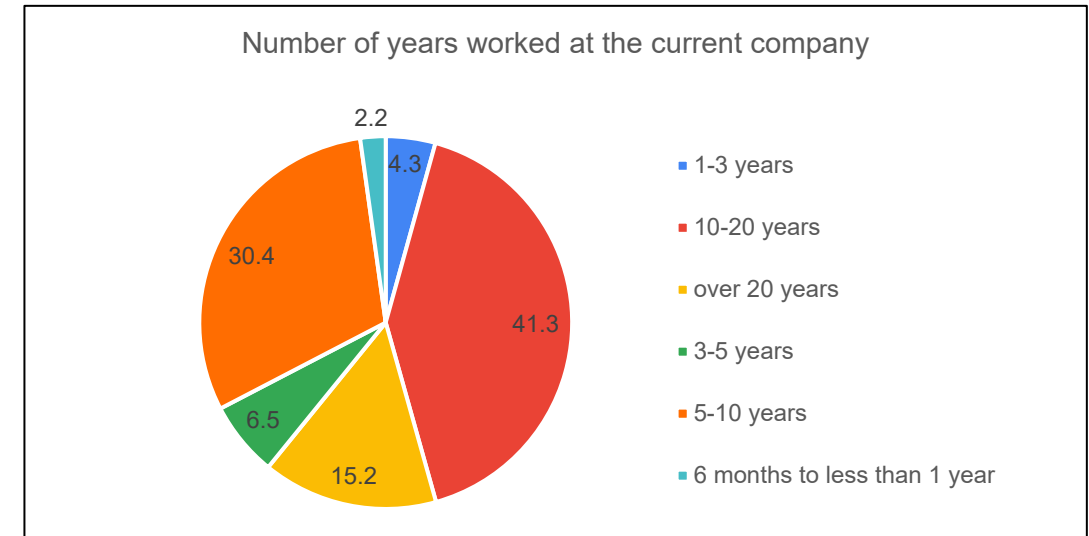
- The ratio of women accompanying their children to their international assignment is high, while the ratio of women living with or without their spouses are about the same.
- There are cases of women expatriates being forced to manage work and childcare alone, in an unfamiliar environment.
- Support systems such as subsidies for nanny expenses and allowing inviting family members to live together are less common.

High interest for support for women who want to have child(ren)

- The need for support to enable unmarried single women to balance career - marriage - child rearing during expatriation.
- The need for information and support regarding egg freezing and fertility treatment.

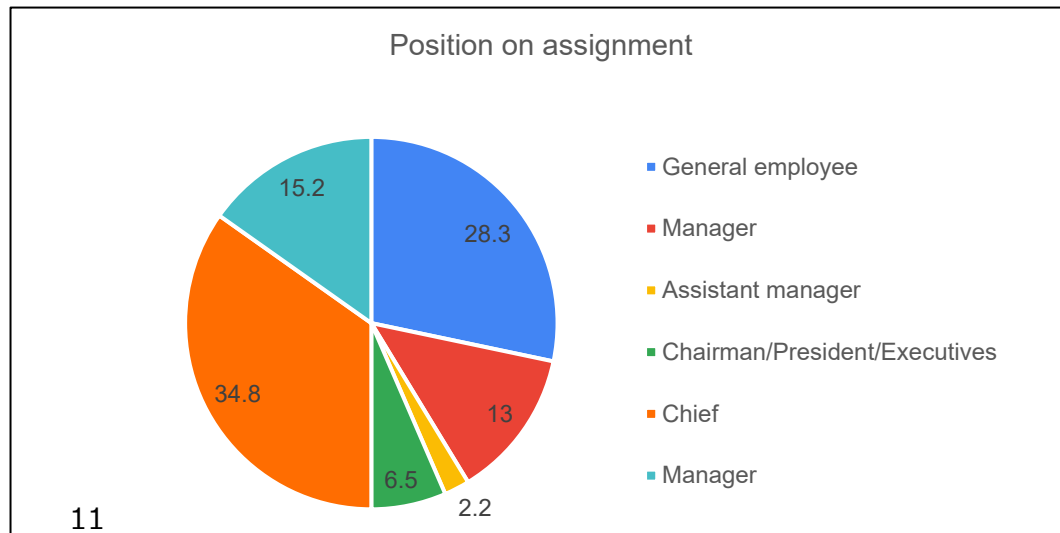
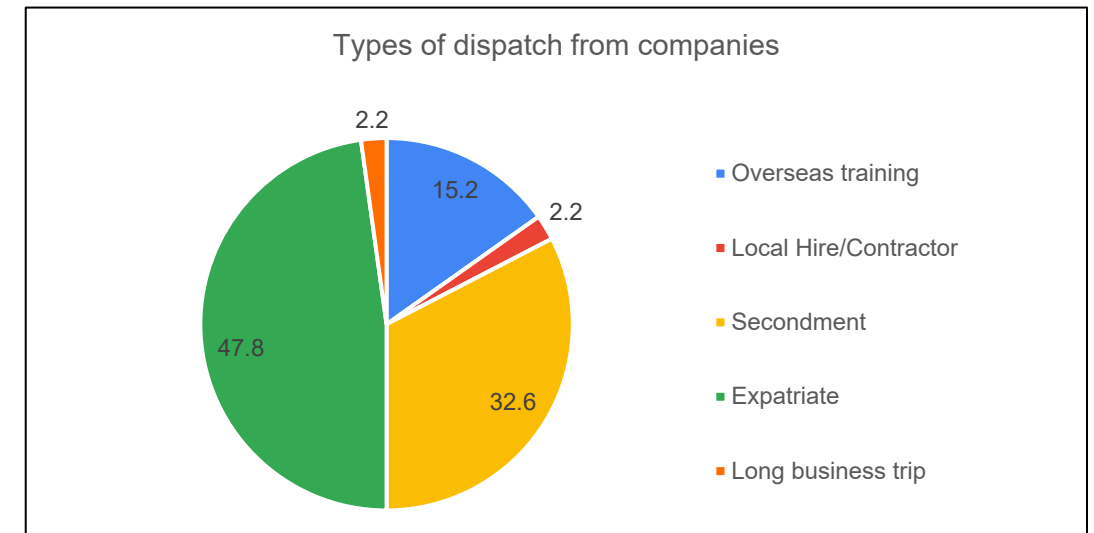
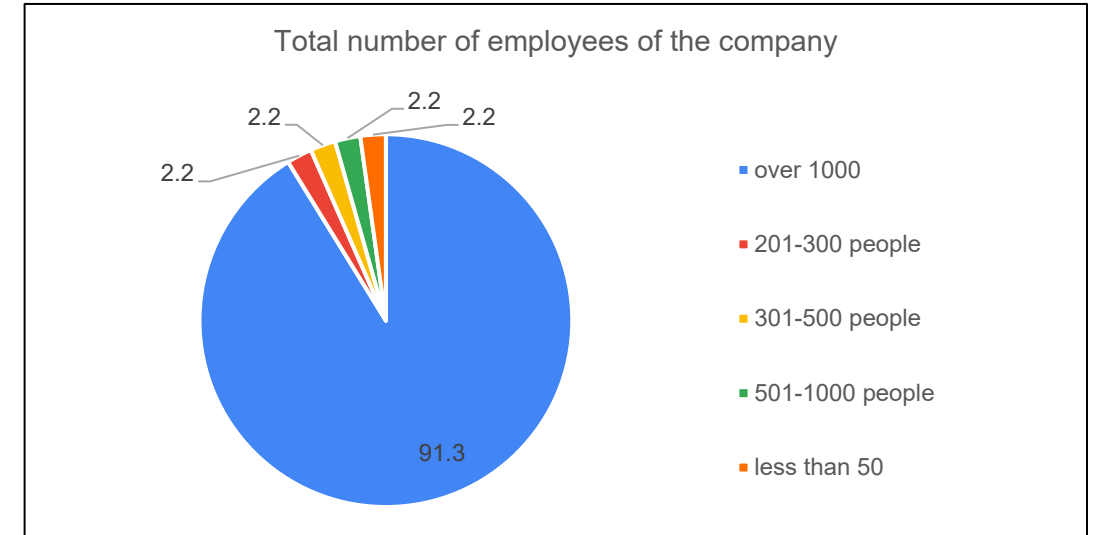
4. Result (1/6)

- Singles and women living separately from their spouses accounted for 71.7% of the total.
- The average age of the respondents was 36.8 years old.
- More than half of the respondents have worked for the company for more than 10 years.



4. Result (2/6)

- 90% of the respondents belong to large companies.
- The highest percentage of respondents were dispatched as "expatriates" (47.8%).
- Dispatched to a variety of positions, with business development for the highest percentage at 32.6%.



4. Result (3/6)

- *80% of the respondents made the decision to work overseas on their own.*
- *On the other hand, there was some hesitation in presenting a positive attitude toward expatriation, despite their willingness to do so.*

Decided for career development

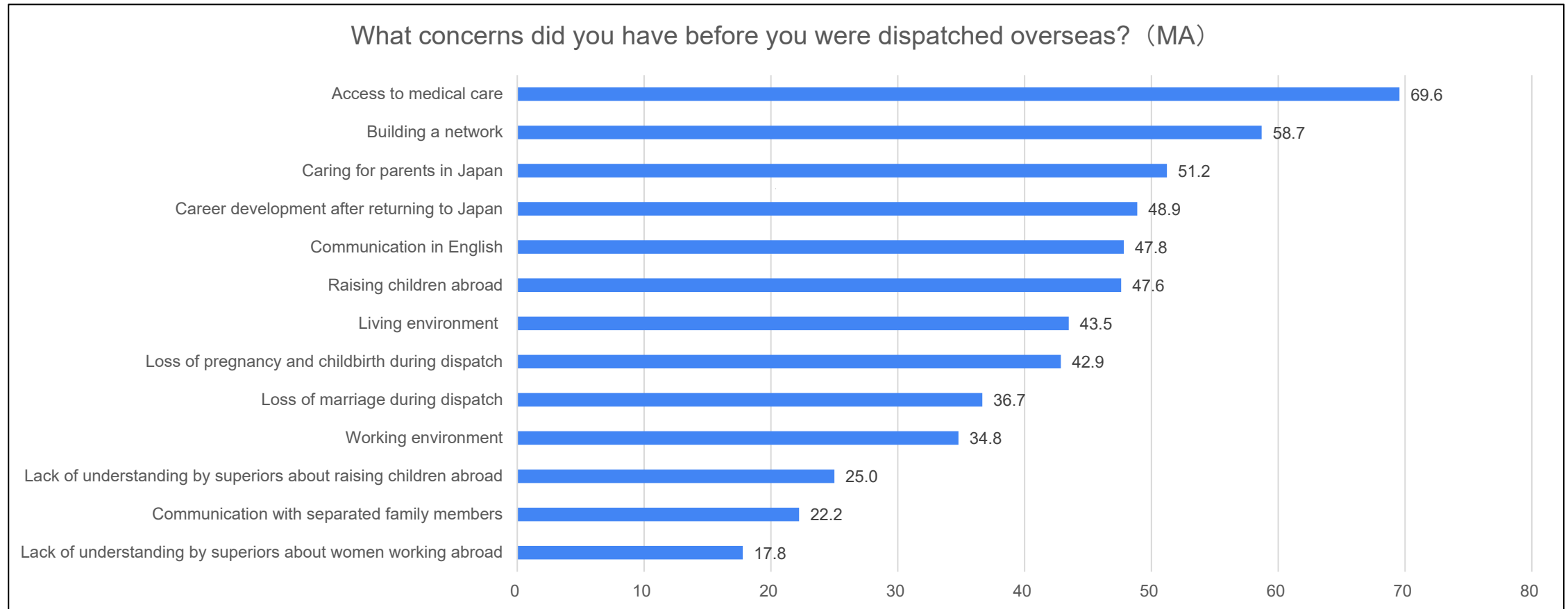
- It is **essential** to take the offer for the development of my career.
- To gain experience abroad and become a professional with an **international perspective**.
- **Wanted to be a bridge** between Japan and other countries.
- Hoped to work abroad **after obtaining an MBA**.
- Wanted to gain experience working in the U.S. to **start a business**.

Decided for business opportunities

- Decided to **establish the company** here when I studied abroad as a visiting researcher.
- Because **major clients are concentrated** in the Bay Area.
- **Interested in U.S. startup products** and wanted to learn how to work in the U.S.
- wanted to work in the U.S., which has the **largest market** for business development and investment.

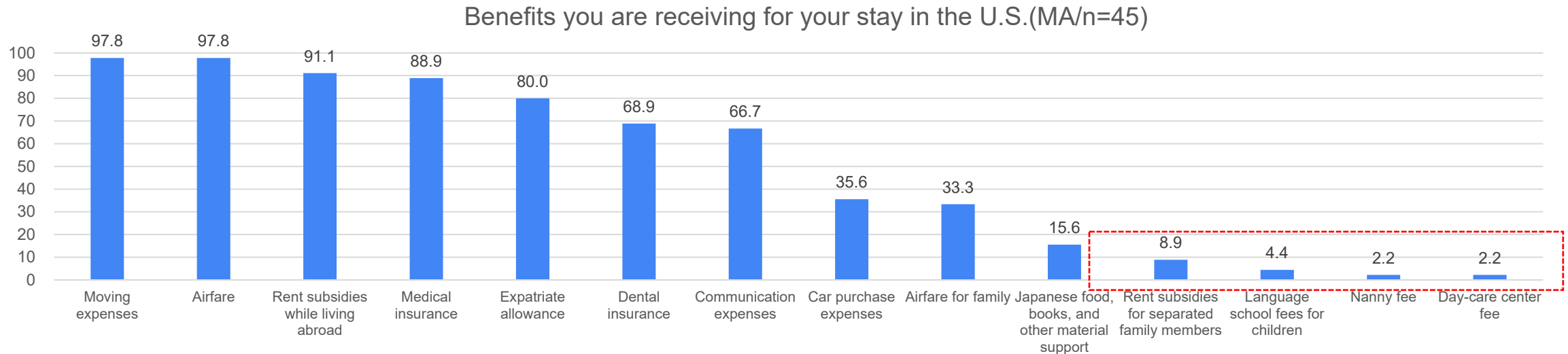
4. Result (4/6)

More than 50% of the respondents were anxious about "access to medical care," "building a network," and "caring for parents in Japan," etc." before being dispatched.



4. Result (5/6)

Rent support is available for 90% of the respondents, with 47.7% receiving full payment. On the other hand, the percentage of childcare-related support is low.



<Comments on desirable supports from the company>

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L
B

- The personnel system based on the assumption of a traditional male expatriate should be reviewed.
- Abolish the unspoken rule against marriage and pregnancy during the period of international assignment.
- Design the system based on the possibility of marriage and childbirth during dispatch.
- Flexible support based on the situation of partners and families.

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Fertility treatment

Financial support for egg freezing and fertility treatment. *"I wish I had frozen my eggs before I started working abroad."*

Childcare Support

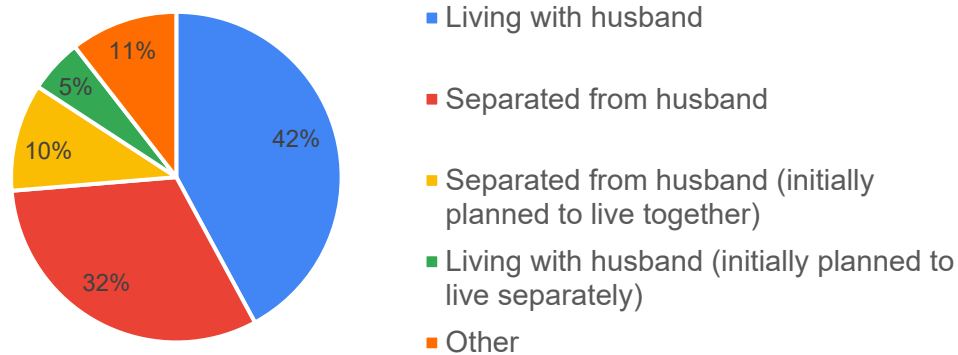
Understanding that child-rearing environments differ from country to country

- Temporarily expand child allowance
- Support for expatriates with child(ren)
- Support for day care, helpers, etc.

4. Result (6/6)

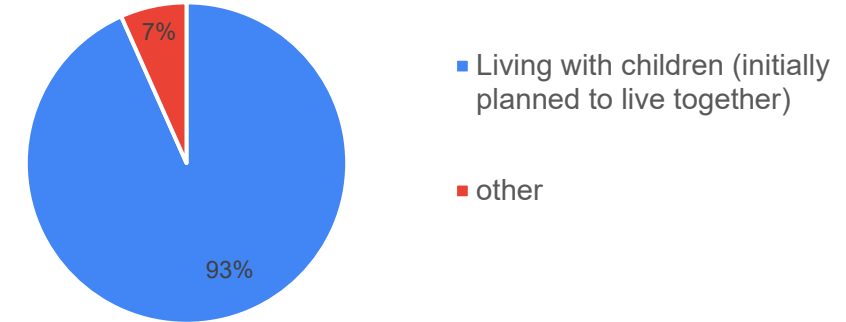
While more than 90% live with their child(ren), 42% live with their spouses and 32% live separately.
- The existence of cases of child-rearing alone with less support.

Status of living with spouse (n=19)



- It would be nice if people could freely choose their careers without being bound by "mother's responsibility" or "wife's responsibility"
- It would be nice if there was a system that would allow/support spouses to accompany.

Status of living with children (n=15)



- It was very good to expose my children to different cultures at an early age.
- Although it is difficult to switch schools when leaving and returning to Japan, we are very happy with our decision to live together.

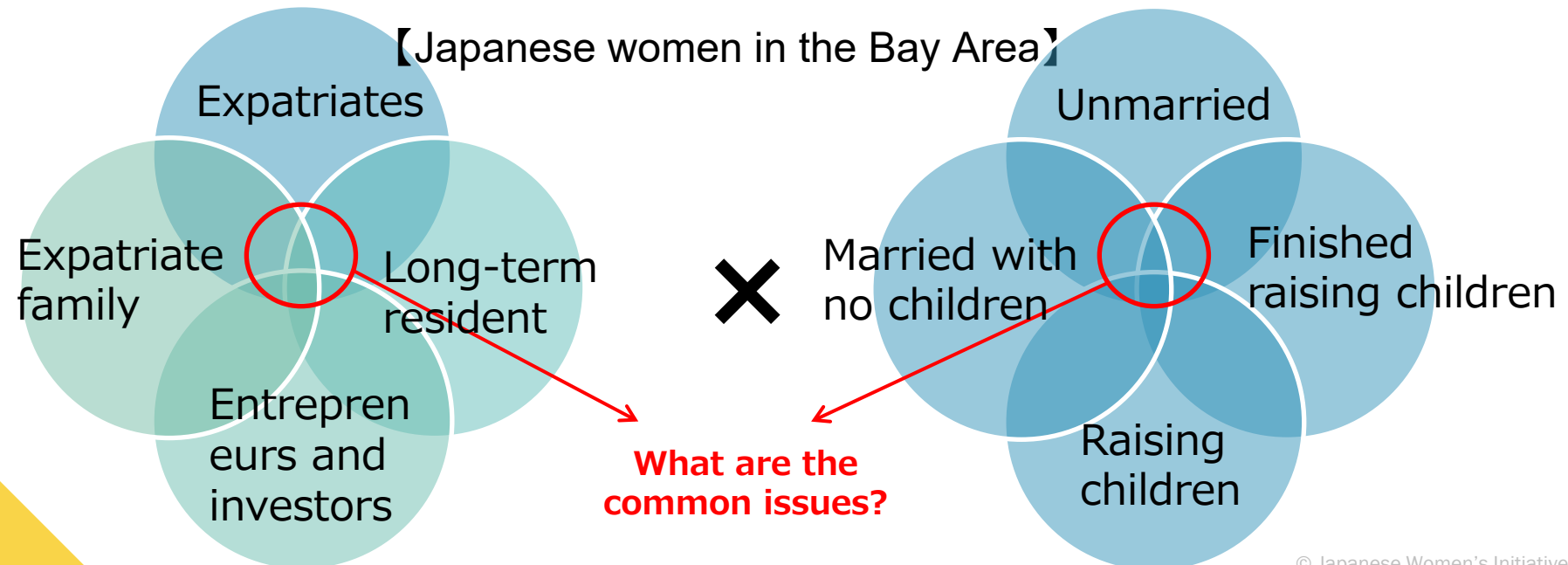
5. Suggestion

Obtain understandings from management

- Support for female expatriates with major life stage changes during their tenure is part of DE&I's efforts to create a comfortable working environment for both genders.

Interest in international comparison

- There is an interest in comparing cases of other countries and looking objectively at the situation in Japan.





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