

ABSTRACT

To achieving equality gender in political and employment in Japan, the Japan Government was ratified CEDAW on 1985. CEDAW help Japan to build the new laws and government's programs to decrease gender gap in political and employment field. Since Japan ratified CEDAW, and implementation CEDAW into all the country subject, the gender gap in Japan still wide. This research addresses to determine what factors are behind the failure tendency of CEDAW's implementation in political and employment field in Japan. The research method used in this research is literature review and data analysis. The theory used in this research is the concept of gender, the concept of inequality gender, and the concept of women and gender in development. The researcher found that there are several factors that causing the failure of CEDAW's efforts to achieve gender equality in political and employment field in Japan. There are the cultural factor, political party factor for the failure tendency of political field. And for employment field, the factors are the cultural factor, wage factor, and company's participation factor.

Keywords: gender, equality, CEDAW, Japan, women

