

# [2617] Showa Women's University Showa High School

## "Research on gender gap in Japan -- what we've learned from Finland"

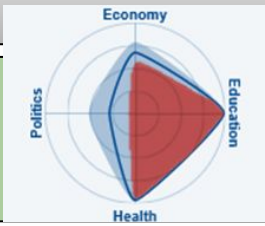
### 1. Research Topic

Japanese women's gender gap, a current big social issue in Japan.  
To solve this issue, we want to propose some action plans: both macro and micro levels.

### 2. Background

【Global Gender Gap Index】  
Japan ranks No.114th among 144 countries in the World Economic Forum's gender equality ranking in 2017, dropping from 111th last year.

■ : JAPAN  
■ : FINLAND  
— : AVERAGE



## FINLAND

### 【Children support】

#### <Neuvola>

- Neuvola is the Finnish maternity and child care clinic system.
- They provide continuous support.
  - > One nurse supports one mother from pregnancy to the child reaching six years old.
- Everyone can use it and get a baby box for free.



↑Baby box

### 【Education in childhood】

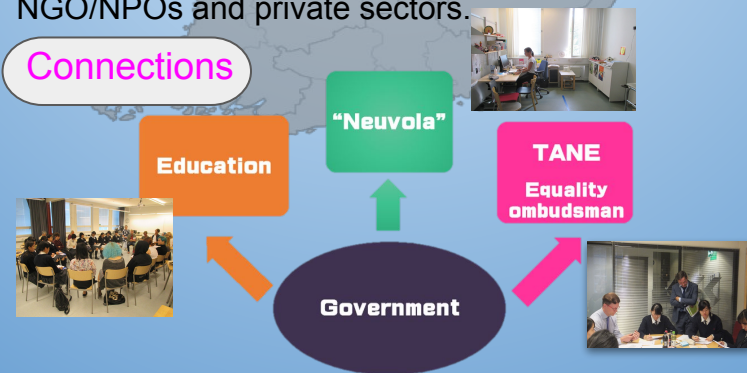
- Tonttula nursery school gives gender free education to children.
- > Ex.) To read princess story books to children; then to discuss gender issues.
- \*Gender equality education in childhood is very important.



↑Tonttula nursery school

In Finland, the government is closely connected with NGO/NPOs and private sectors.

### Connections



## JAPAN ↑The Global Gender Gap Report

### <Urayasu>

- In Japan, some cities have introduced Neuvola.
- In Urayasu, if you make a "care plan," you can get a "Konnichiwa akachan gift" like the Finnish baby box.
- > The care plan is carried out three times to prevent abuses.



↑Parenting care plan

- A big issue

- Prejudice against elderly nursery teachers

Nursery teachers male vs. female

Stereotyped wording

Stereotyped image on colors

### 3. Cause Analysis

#### 1. Structural barriers (system):

- > working style
- > paternity/maternity leave system
- > childcare support ... etc.

#### 2. Attitudinal barriers (mindset):

- > strong gender bias among people (at home/school/company ...etc.)

### 4. Action Plans

1. Macro Level (What Japanese government or companies should do):

- > ① Realize a gender free society (ex. paternity/maternity leave, work-life balanced lifestyle ...)
- > ② Try to change people's mindset (ex. gender education at schools, national campaign ...)

2. Micro Level (What high school students can do):

- > ① Collaboration with Gender Equality Bureau (ex. introducing gender equality education, especially to young generations)
- > ② Gender education workshop at Showa Womens' Nursery School
- > ③ Questionnaires about gender equality to girls/boys/mixed schools



2018 : Year of Promotion