

Suggestions for a More Gender Equal Society

~ Ladies, Stand On Your Own Two Feet ~

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1: Introduction

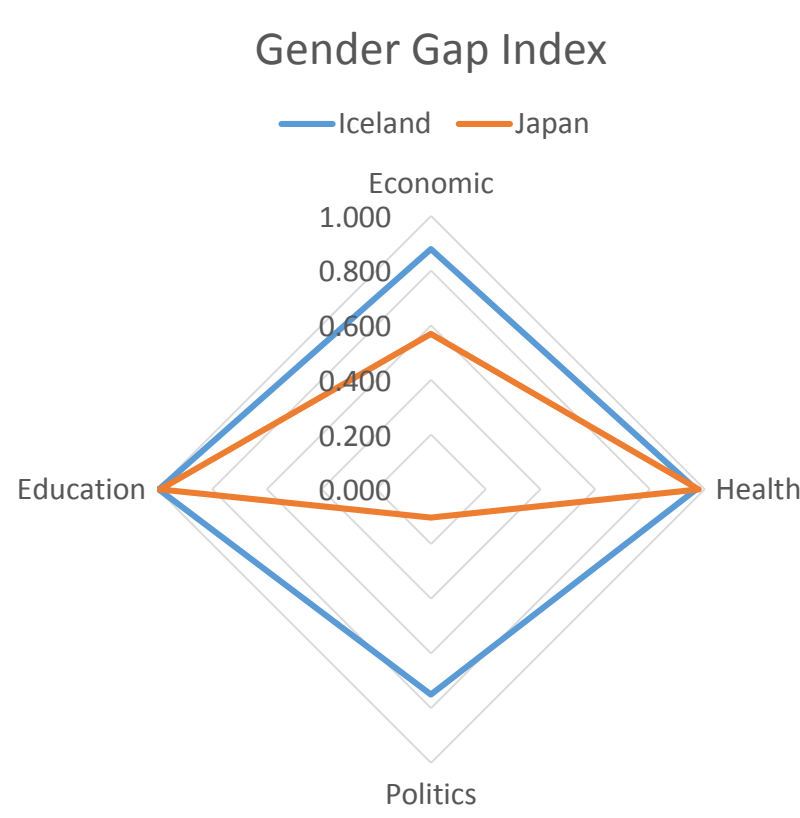
Which gender surrounds you most while working? Is it men or women? The notion of 'men work, women housekeep' has taken root. Even in the present day, there are only a few women working.

We participated in the conference offered under the partnership between UN Women and Shiseido in October. At the conference, we, as members of Generation Z, made some proposals on the subject of 'He For She Engaging Youth to Achieve a Society Where Everyone Shines.' Now let us introduce our ideas on how to make a gender equal world.

2: Problem

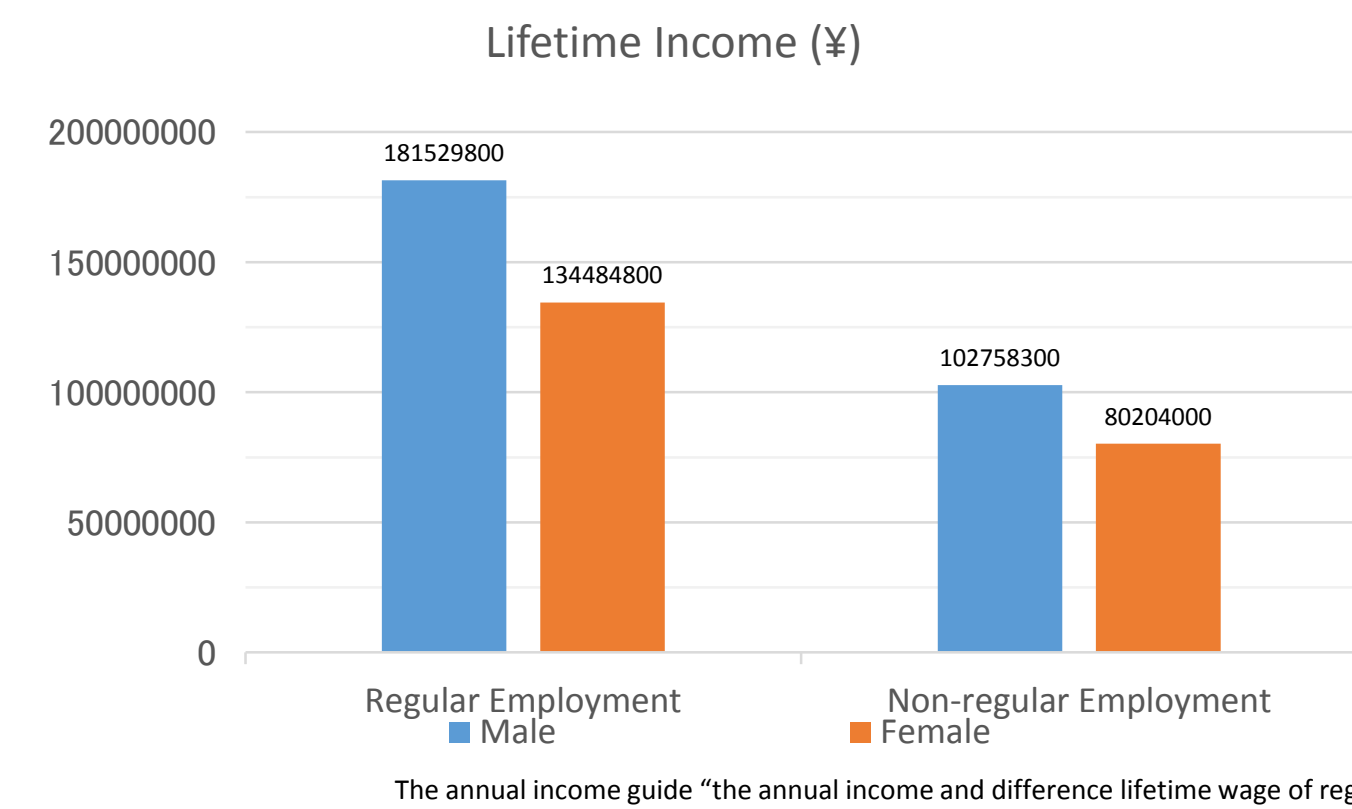
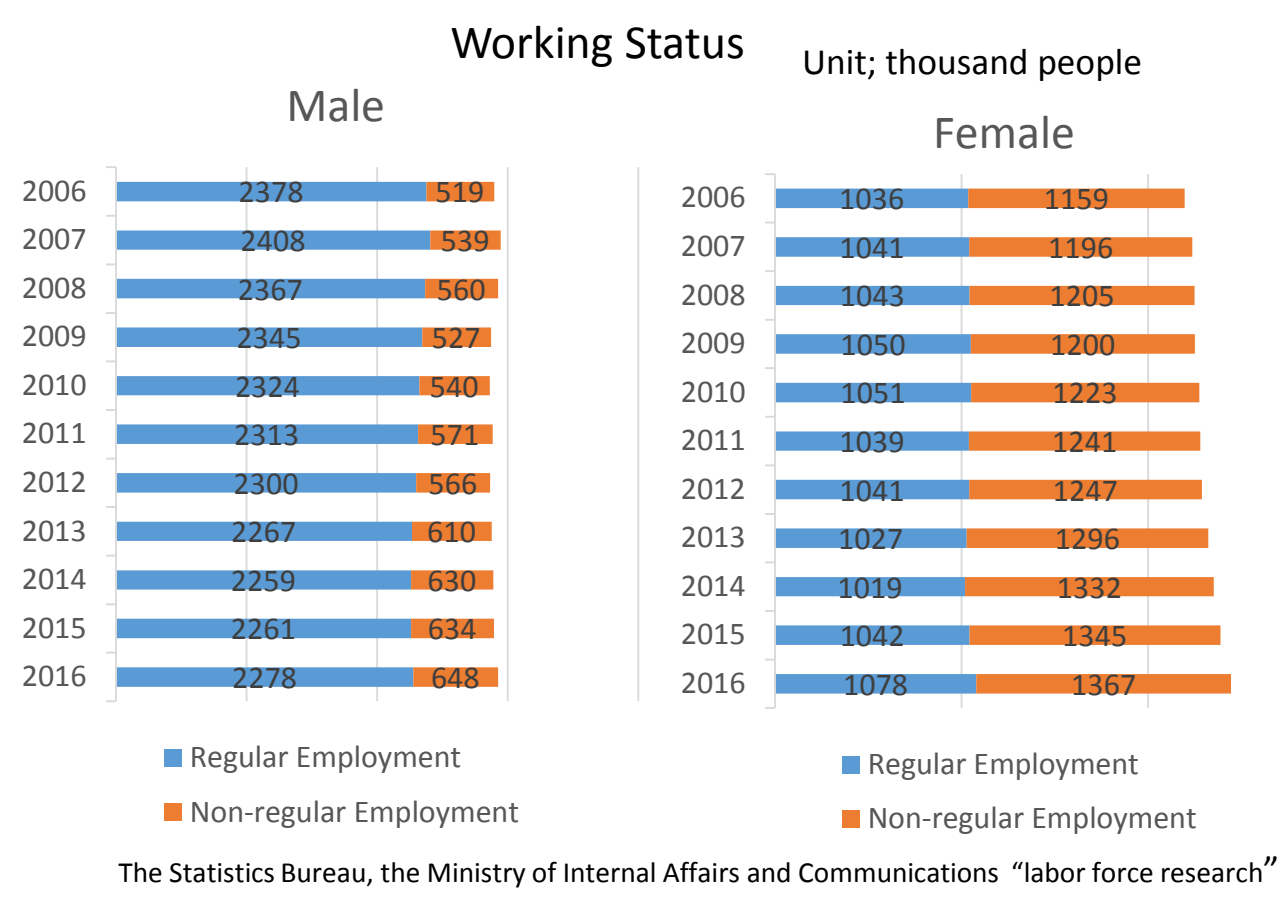
Sustainable Development Goals (SDGs)

SDG 5; Achieve gender equality and empower women and girls



Rank	Country	Value
1	Iceland	0.878
2	Norway	0.830
3	Finland	0.823
4	Rwanda	0.822
5	Sweden	0.816
49	United States	0.718
100	China	0.674
114	Japan	0.657
118	Korea	0.650

Gender equality has not been achieved in Japan, especially in the labor market.



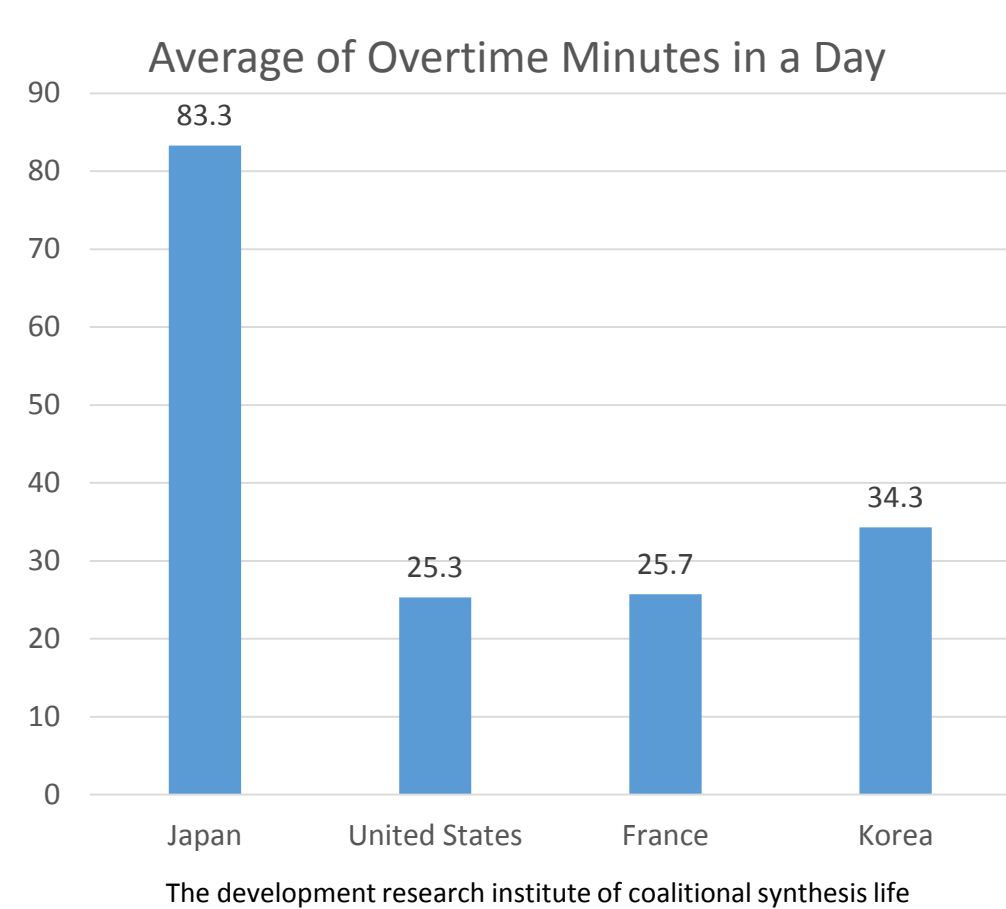
The annual income guide "the annual income and difference lifetime wage of regular and non-regular employment"

This is because the labor force participation of women is low.

Lack of opportunity for Japanese women has negative consequences for:

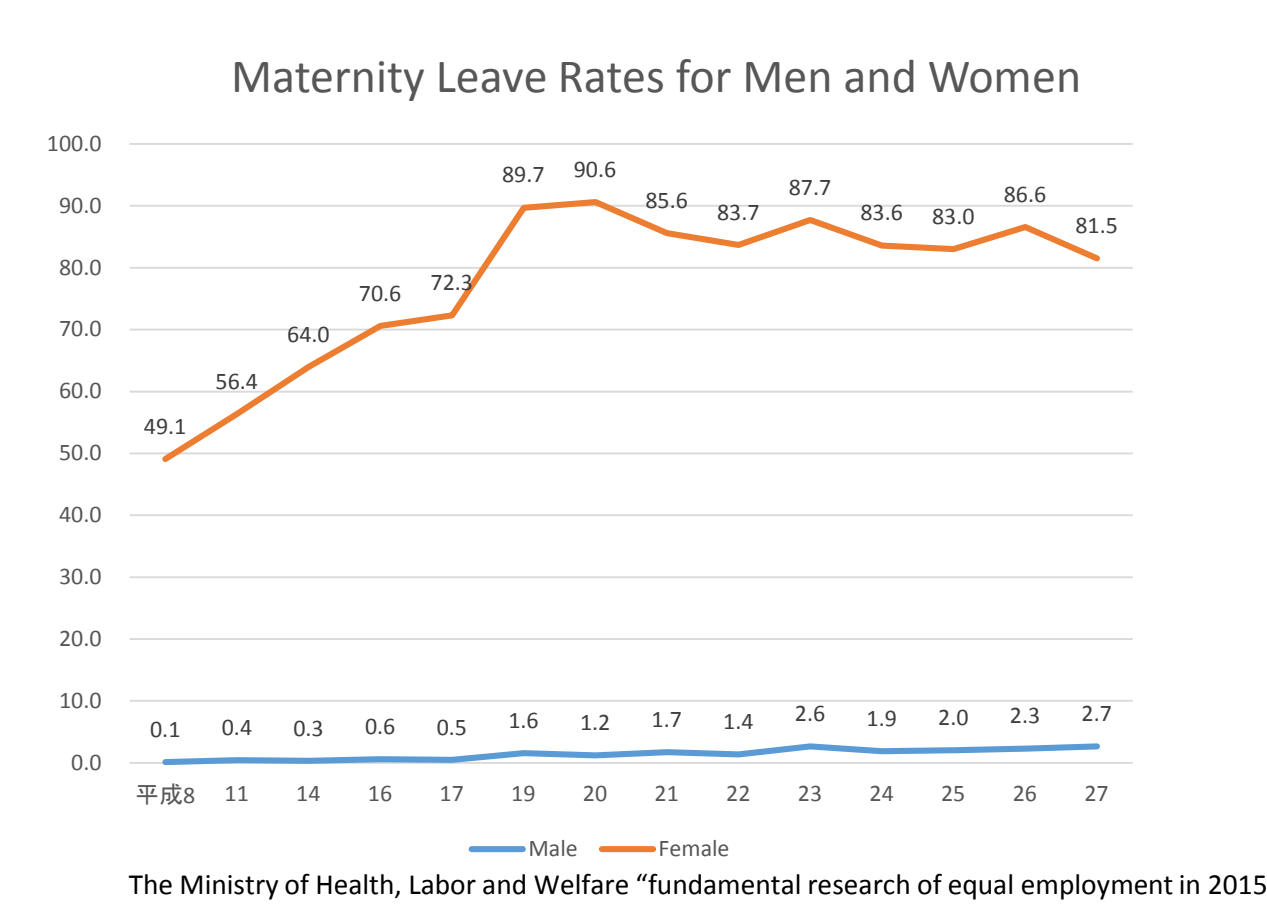
- women themselves;
- companies;
- the government;
- families.

The need to change working culture



The development research institute of coalitional synthesis life

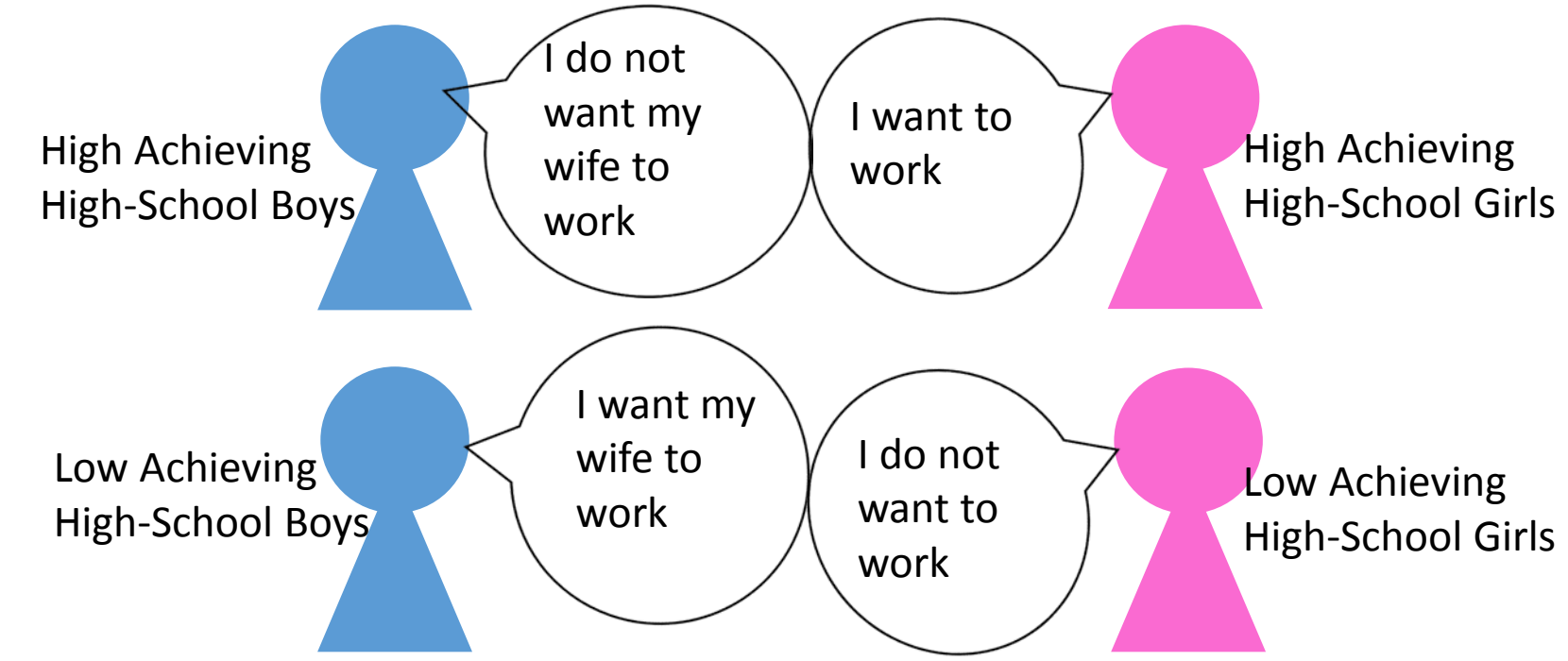
The need for improvement in the childcare environment



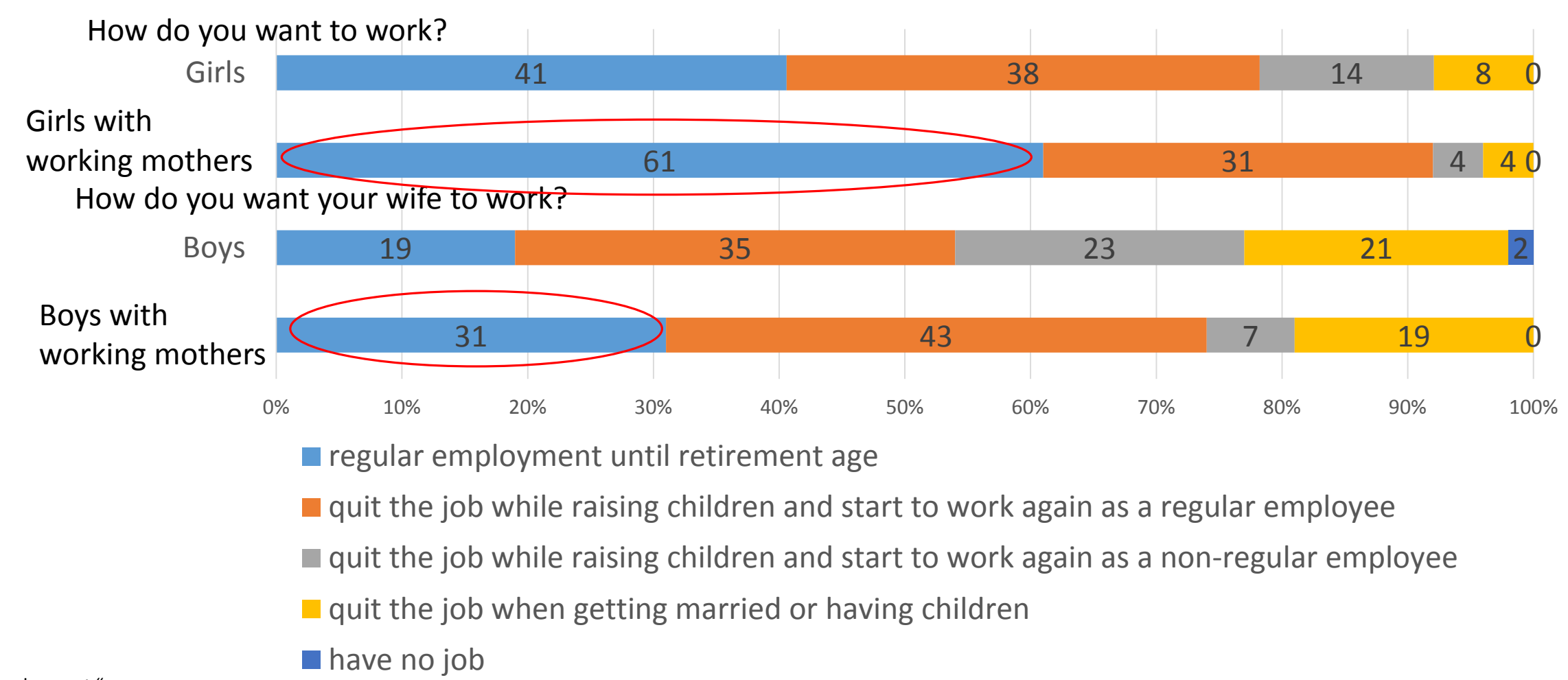
The Ministry of Health, Labor and Welfare "Fundamental research of equal employment in 2015"

3: What we can do

The relationship between academic backgrounds and attitudes toward the gender division of labor



Kimura Haruo "The investigation of why the awareness of gender division of labor has changed—from the survey among metropolitan high school students—"



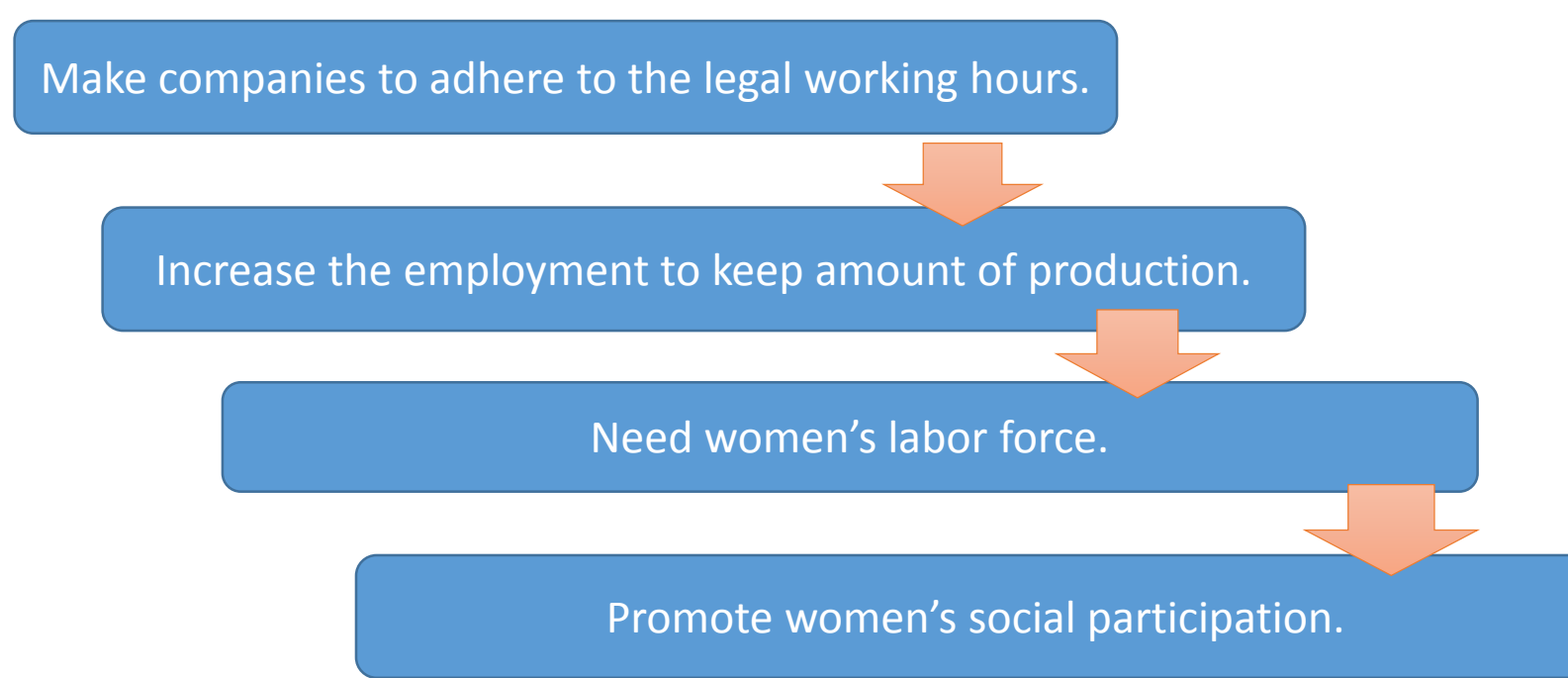
<Hold a workshop for the young>

Create a role playing game for the workshop, in which the participants can experience both work and family.

- Through the role playing game, they can get the image of a double income family in which both a husband and a wife have their jobs and share household.
- find out how big an influence of women's earnings has on family finances.

4: Solution

<Work sharing >



Conventional working style... "husband 1.0 : wife 0.0"

If women start working, they can increase their disposable income and then consumption will rise.

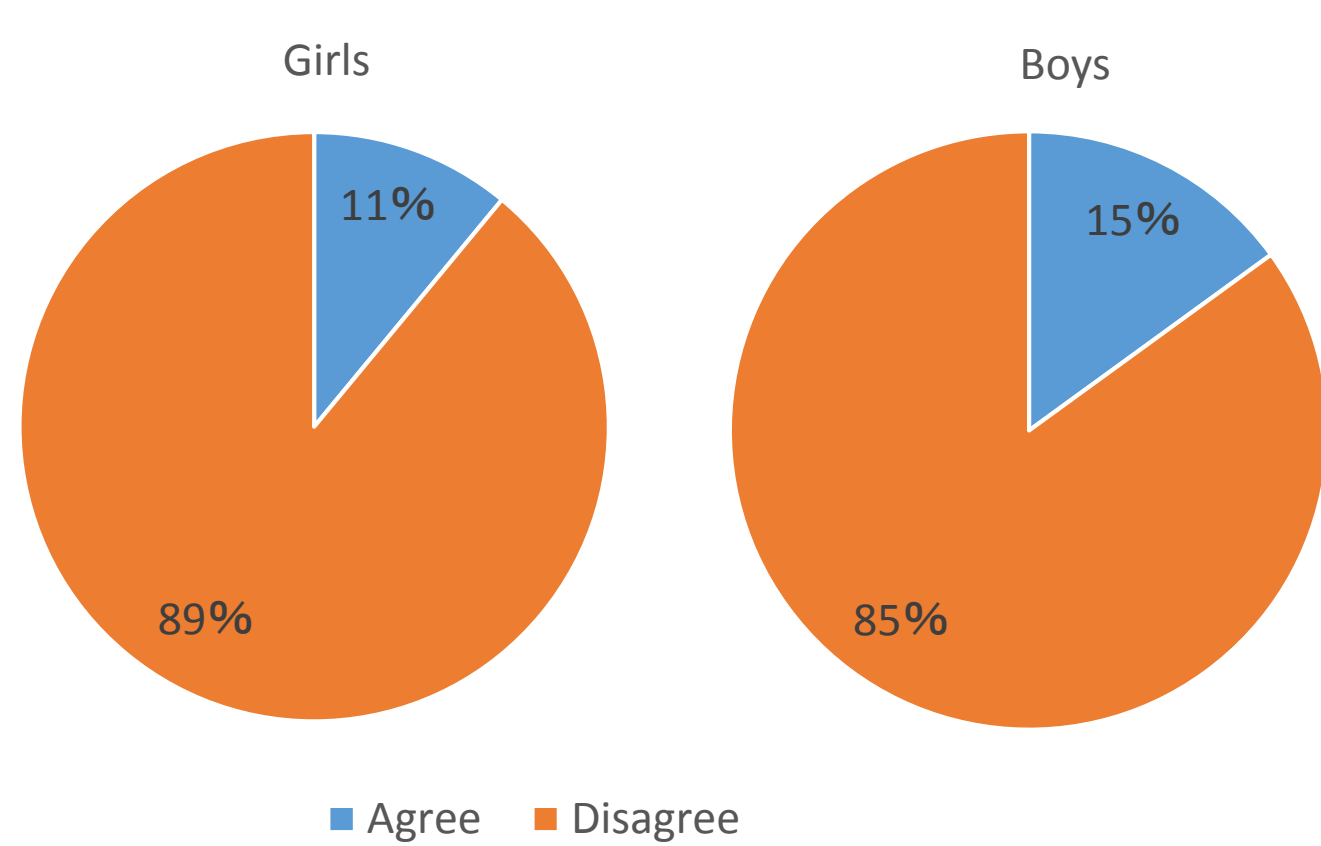
"husband 0.75 : wife 0.75"
The total income becomes 1.5

(It is needed to consider the living wage of unmarried people to maintain their previous income.)

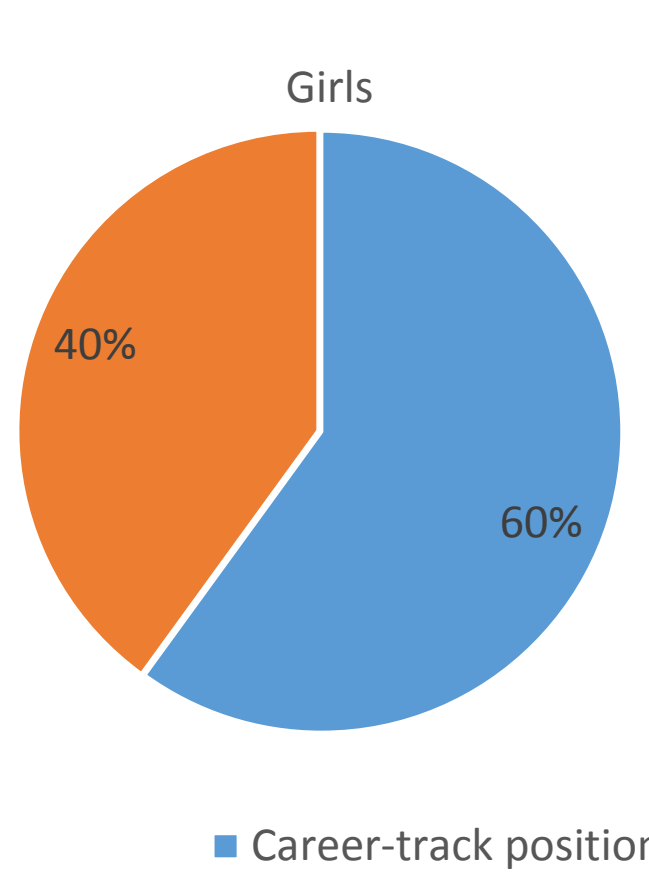
Understanding the Younger Generation's Opinions

We conducted a survey among 440 Asahigaoka High School students aged 15-17. 378 students (207 boys and 171 girls) responded.

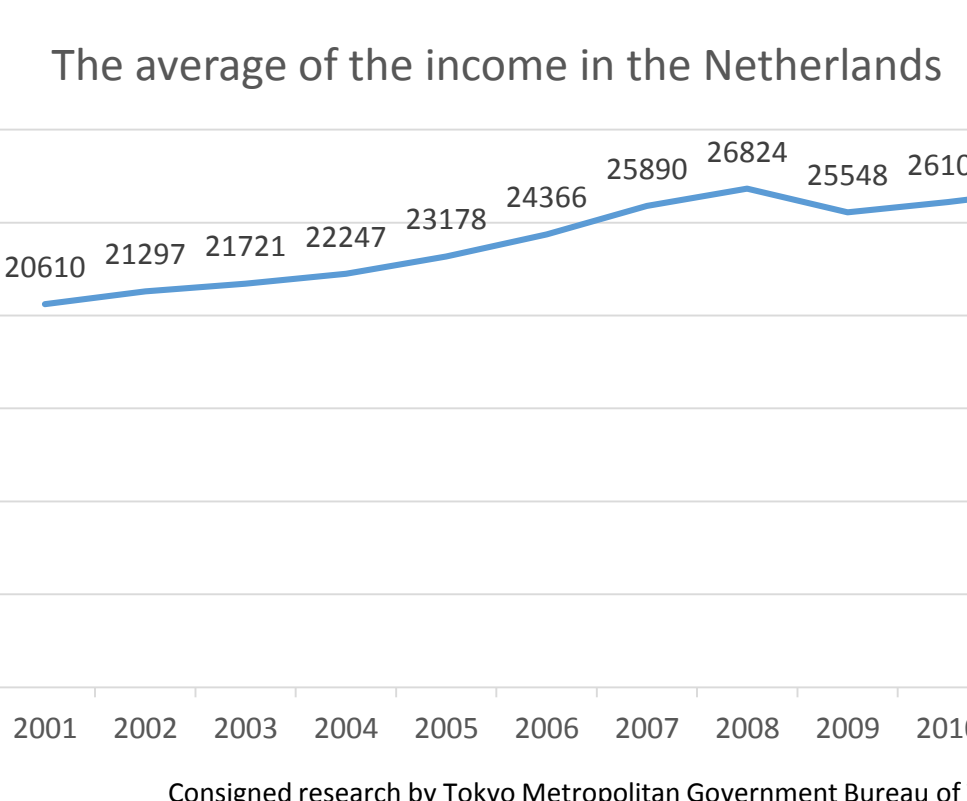
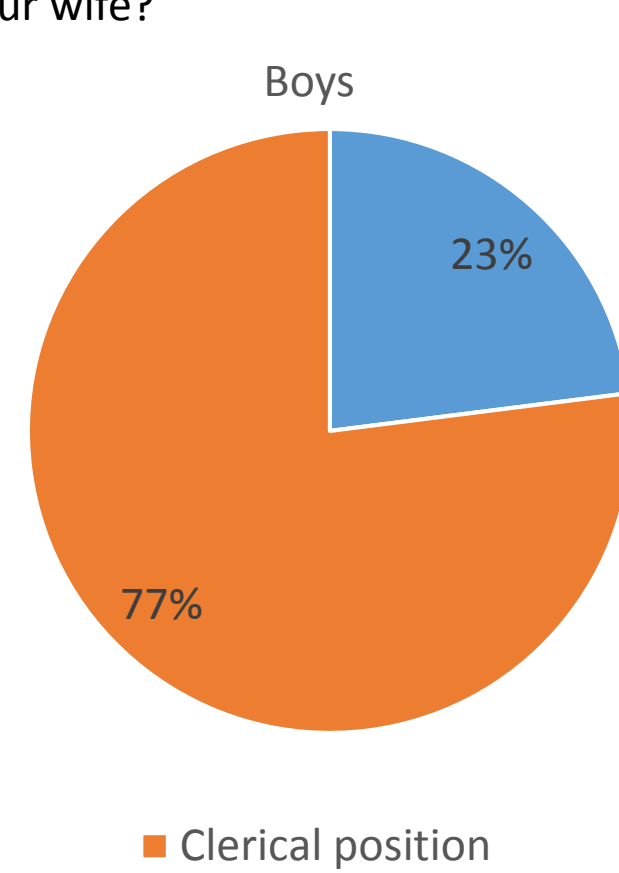
Do you think the current gender distribution is acceptable?



What type of job do you want?

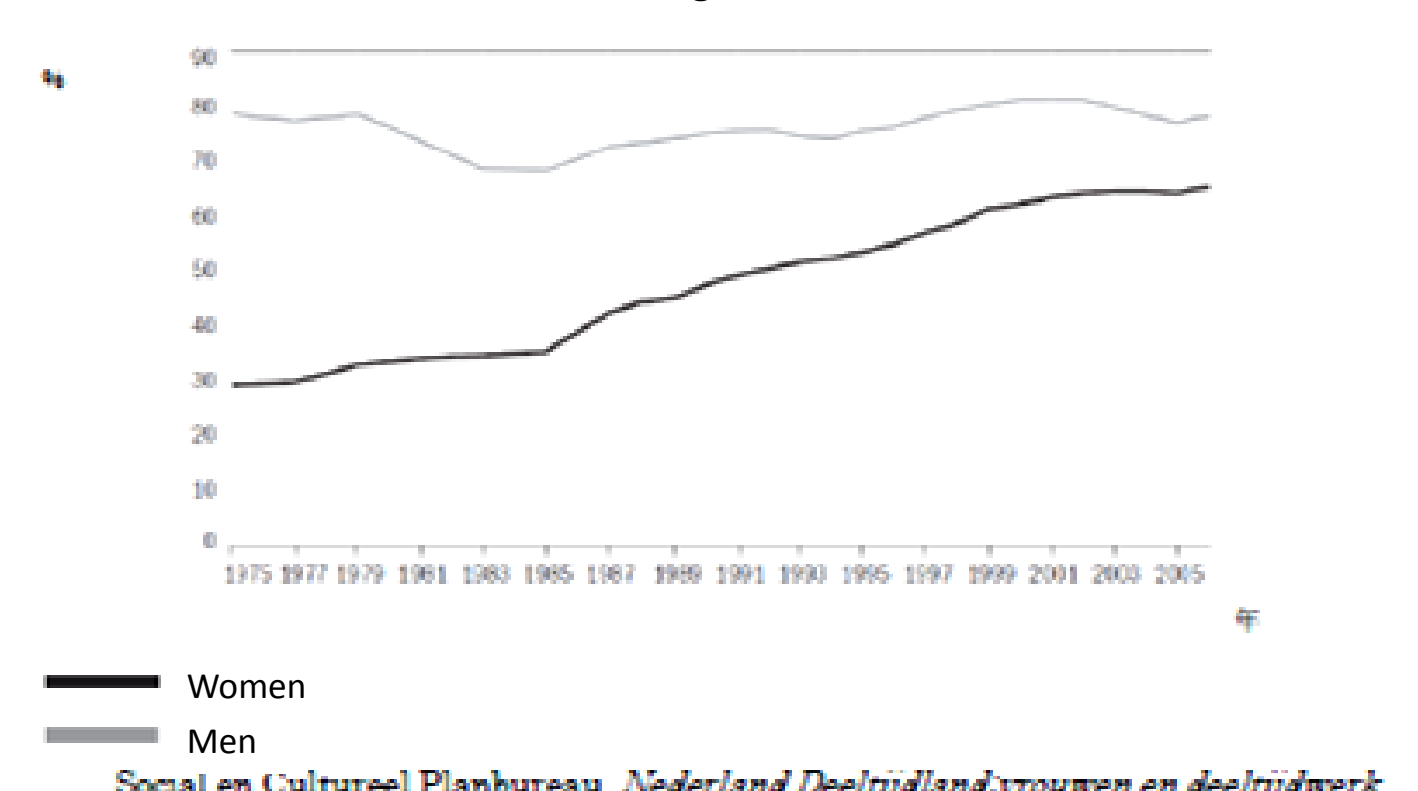


What type of job do you want for your wife?



Consigned research by Tokyo Metropolitan Government Bureau of Taxation

Transition of the working force in the Netherlands



Sociaal en Cultureel Planbureau, Nederland Deelrijland vrouwen en deelrijland

<Childcare >

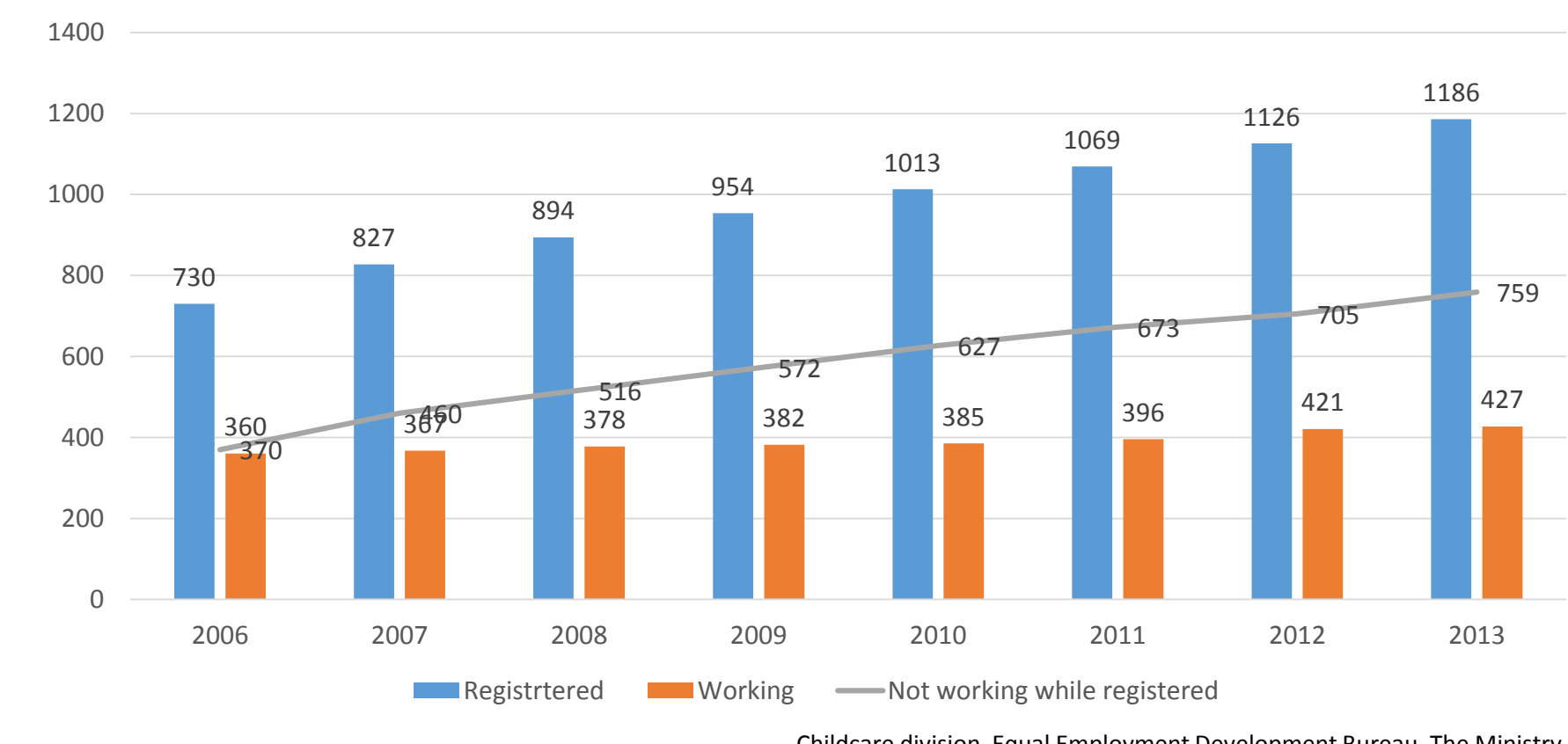
The number of the children on the waiting list for daycare is

26,081

The ratio of jobs to nursery school teachers is

1.85:1 across the country;
5.44:1 in Tokyo.

Number of registered and working nursery school teachers



Childcare division, Equal Employment Development Bureau, The Ministry of Health, Labor and Welfare

Mothers working as nursery school teacher can leave their children at their nursery school for free.

(The childcare fee is paid from the public purse)

If more women start working,

- they can demonstrate their ability
- companies can achieve diversity
- the labor shortage is resolved and tax revenue increases
- family income increases

- benefit for women
- benefit for companies
- benefit for the government
- benefit for families

What we found out from the survey

① "Not in my back yard!" | The contrast between responses and reality

Despite their objection to traditional gender labor divisions, students still intend to follow them in the future.

② The division between boys and girls

Views about working women differ between boys and girls.

5: Conclusion

Today, the international community is working hard to achieve gender equality. However, Japan is behind in this effort. This is because women's participation in the labor market is still limited. It is essential that more Japanese women work as full-time employees.

It is the young generation that can change the future. We must reshape society by ourselves to one in which people can demonstrate their abilities in their career no matter their gender.