

Gender Equality in Aging Society and Declining Birthrate

– from the perspective of the social security system –

Seikyo Gakuen High School Hiromu NAGAI, Shota TSUTSUI, Saaya YABUNO, Hikaru YAMADA

Our Research Objective

The government of Japan promotes the advancement of women. The number of working women is increasing.

Childcare and caring for the aged are big burdens for working women.

Raising children becomes difficult for Japanese women. The birthrate has been declining!!

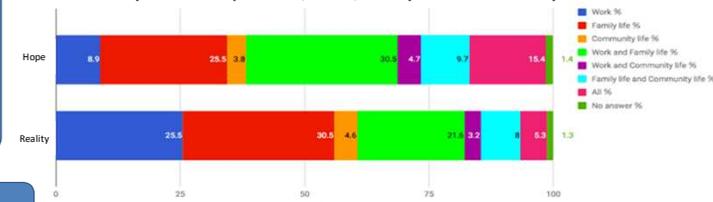
Average Time Spent on Childcare by Parents of Young Children

Men 22 minutes/day
Women 104 minutes/day

2016 Survey on Time Use and Leisure activities/Ministry of Internal Affairs and Communications

SDGs(Sustainable Development Goals)
5. GENDER EQUALITY
8. DECENT WORK AND ECONOMIC GROWTH

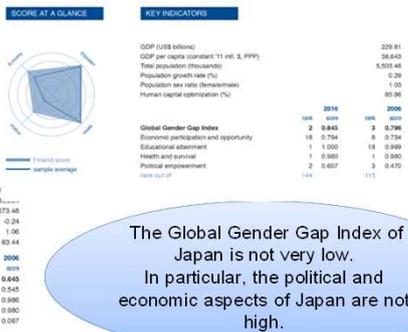
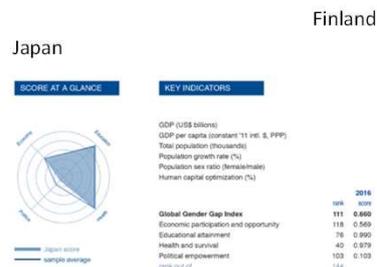
Which items do you want to prioritize, Work, Family life or Community life?



Many people want to realize both work and family life. However, few people can do it.

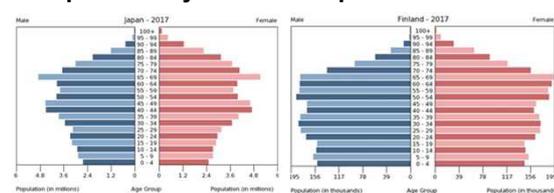
Comparison Between Japan and Finland

Japan and Finland Gender Gap Index



The Global Gender Gap Index of Japan is not very low. In particular, the political and economic aspects of Japan are not high.

Population Pyramids of Japan and Finland



How can we make a society that supports women's social advancement and promotes sharing the responsibility of family care in Japan?

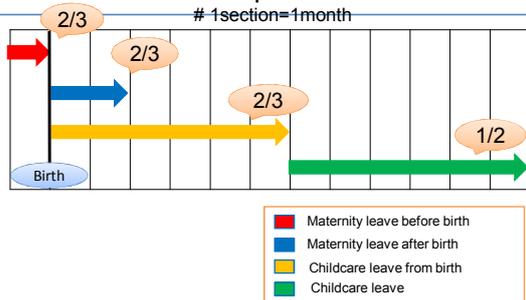
Social Security System in Japan

Childbirth lump sum allowance
¥420,000/one baby

Category	Amount
Childcare allowance	¥15,000
3 year-old ~ Elementary school graduation	First child & second child ¥10,000 Third child ¥15,000
Junior high school	¥10,000
Over income cap	¥5,000

【MARCH】 <https://koudatei.march.go.jp/insurance/social-security-system/>

Maternity Leave and Childcare Leave in Japan



- Maternity leave before birth
- Maternity leave after birth
- Childcare leave from birth
- Childcare leave

【全国労働協会】 <https://www.kyokaikeppu.or.jp/gc/sa15/sa200901148>
【女性に優しい職場づくりナビ】 Ministry of Health, Labour and Welfare http://www.bosai/navi.mhlw.go.jp/naihai/kanzen_sango.html

Social Security System in Finland

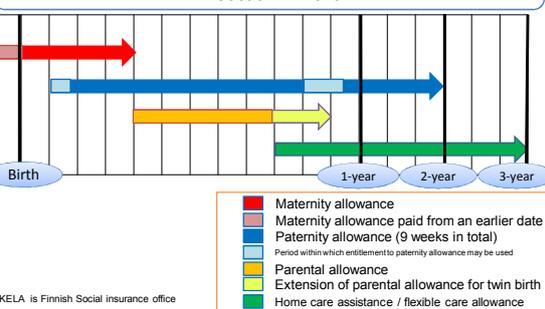
"Mother's Index *1" ranked 1st in 2013 & 2014
"Global Gender Gap Index" ranked 2nd in 2015

Maternity benefit
EVERY pregnant woman who lives in Finland can get maternity benefits.
maternity package or 140 euro

*1 It evaluates mother's and children's health and education, women's advancement, and women's political rights.

Social Security System in Finland

KELA's *2 benefit to families with children



- Maternity allowance
- Maternity allowance paid from an earlier date
- Paternity allowance (9 weeks in total)
- Period within which entitlement to paternity allowance may be used
- Parental allowance
- Extension of parental allowance for twin birth
- Home care assistance / flexible care allowance

NEUVOLA means advice in Finnish

- Period: From the beginning of pregnancy ~ before entering school
- Purpose: Health and mental care for the family
- Cost: FREE
- Overview:
 - Families regularly go to NEUVOLA
 - Advice from public health nurse and midwife (professional)
 - The help desk of medical institutions
 - Hospital designation for child birth and hospitalization

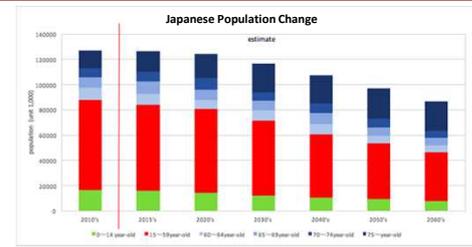
Maternity Package



Maternity box includes ...
Clothes, Blanket, Socks, Towel, Feeding bib, Personal care items, First book etc...

The box can be used as a baby bed

Conclusion



In 50 years, the population in Japan is estimated about 80 millions.

Each country has some differences in their social security system, and both are fulfilling. Our view is that the problem is caused not by the system, but by other factors. One is the weakness of interpersonal relationships in the country. The other is that people are unaware of the responsibility we must accept in our own country concerning gender equality. We must start to deal with this problem to change people's mindset as soon as possible.

Our team continues to learn about the burdens on women and the difficulties they face, the advancement of women in the workplace, and the relationship between the two.

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