

[2617] Showa Women's University Showa High School

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

1. Research Topic

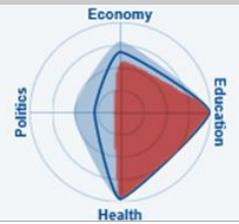
Japanese women's gender gap, a current big social issue in Japan.
To solve this issue, we want to propose some action plans: both macro and micro levels.

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】

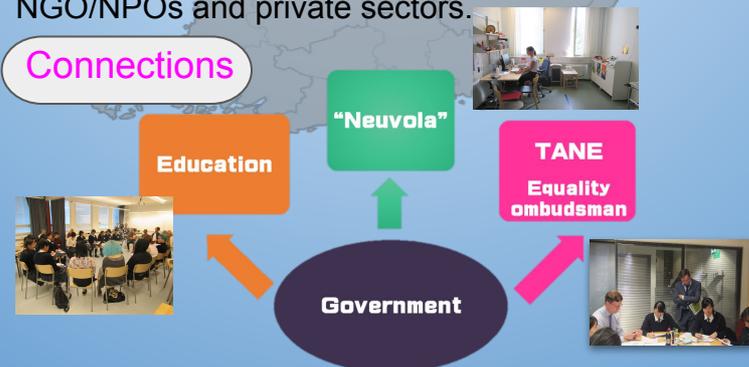
- Tonttula nursery school gives gender free education to children.
- > Ex.) To read princess story books to children; then to discuss gender issues.
- *Gender equality education in childhood is very important.



↑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