1. Introduction

2. Formalization of the Stratification Theory

With basic concepts of the stratification theory, the general process of stratification is formalized as follows:

\[
\text{[Ascription]} \rightarrow \text{[Status]} \rightarrow \cdots \rightarrow \text{[Status]} \rightarrow \text{[Rewards]}
\]

3. A Process of Gender Stratification

The gender stratification process is formalized as follows:

<table>
<thead>
<tr>
<th>Sex</th>
<th>Worker type</th>
<th>Workforce participation</th>
<th>Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>Principal earner</td>
<td>Full</td>
<td>High</td>
</tr>
<tr>
<td>Women</td>
<td>Accommodator</td>
<td>Partial / None</td>
<td>Low</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Step</th>
<th>X</th>
<th>Y</th>
<th>Z</th>
</tr>
</thead>
</table>

4. Gender-Equal Policy against Each Step of Stratification

The current Japanese gender-equal policy takes measures against each step of gender stratification process. For each step policy sub-goal is set as follows:

<table>
<thead>
<tr>
<th>Step</th>
<th>X</th>
<th>Y</th>
<th>Z</th>
</tr>
</thead>
<tbody>
<tr>
<td>Policy sub-goal</td>
<td>↑</td>
<td>Moderate work/family balance</td>
<td>↑</td>
</tr>
</tbody>
</table>

5. The Moderate Work/Family Balance

Measures the current policy takes:

(1) Reduction of normal working hours
(2) Support for care work.

Evidence against the policy:

Such measures do not allow accommodators full participation in workforce.

6. Family-Friendly Work System

Measures the current policy takes:

Development of parental and family care leave system.

Evidence against the policy:

Leave-takers must pay enormous opportunity cost.

7. Practicable Gender-Equal Society

The last measure should be aimed at the step X. Men should be a accommodator with the equal probability to women. In statistical terms, men’s continuity rate of full-time employment should decrease.

* Details are in the full paper.