

Maintaining Diversity in Policy-Oriented Research

Alternatives of work-life balance measures for gender equality in Japan

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Problem

Concentration in a few topics
despite negative evidences

Example

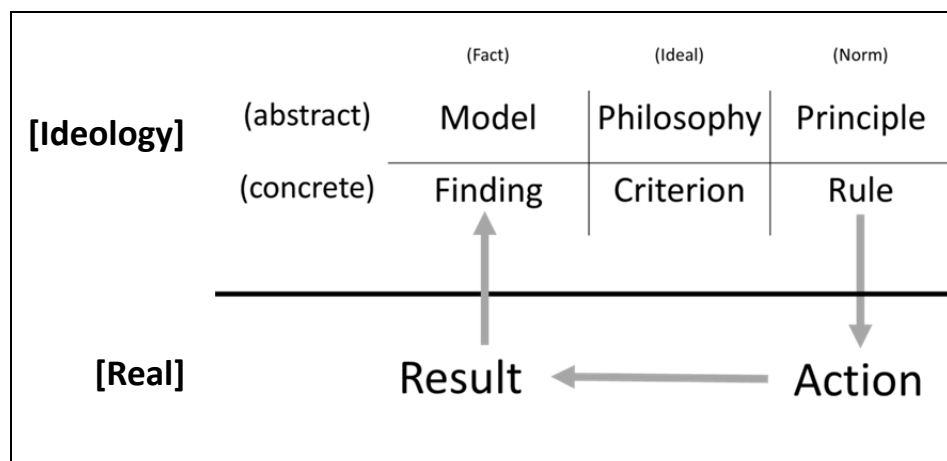
WLB is ineffective for gender equality

- Women want to continue career: **30%**
- Women continuing career: **20%**

But much research on WLB and gender equality
(National Fertility Survey 2010)

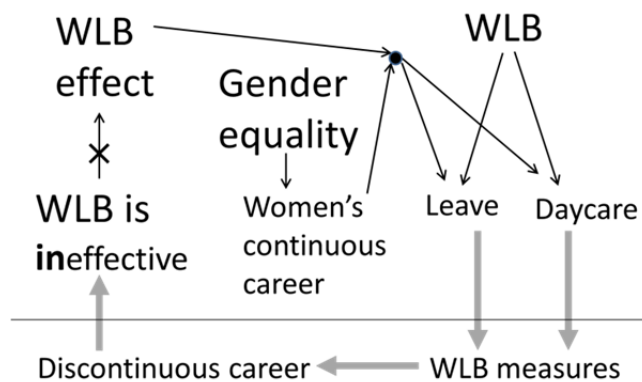
Solution: IIDCM

Ideology-
Institution
Dynamics with
Causal
Modeling



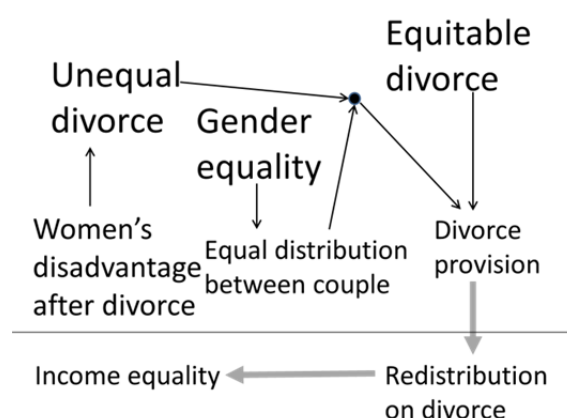
- Ideology vs. Real (cf. PDCA cycle)
- Abstract & concrete beliefs
- Interdependence with justification

Case 1: WLB



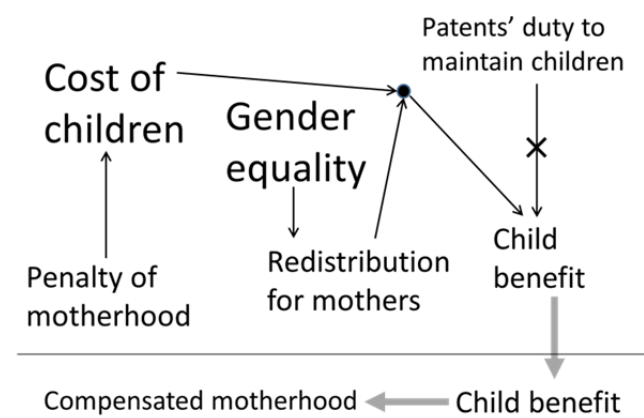
Finding other justifications:
fertility raising, workers' right,
productivity, ...

Case 2: Divorce reform

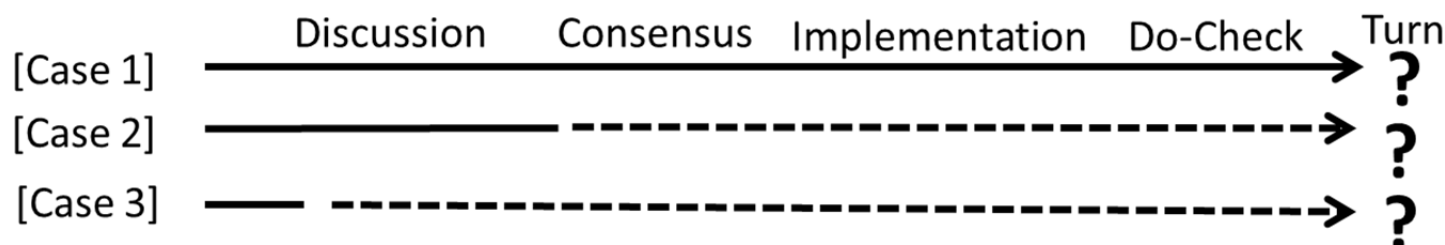


How to insitutionalize?
Setting standards

Case 3: Child benefit



Parents' duty in family system
Sociolization of childrearing?



Recommendations

1. Find functional equivalents
2. Import law/policy discourses
3. Write scenarios for future
4. Set turning points