

## Abstracts

### Toward Gender Equality in Time Allocation

**Yoko Tanaka** (Ohara Institute of Social Research, HOSEI University)

Japan undermines gender equality by creating a mechanism that unfairly disadvantages women in the distribution of time between work and childcare. Even though this is not only a violation of social justice but damages the economy by not fully utilizing the power of women, many policies have failed to address the imbalance in time allocation between men and women and have continued to burden women disproportionately by maintaining a strong gender-based time division in the Japanese employment system. Based on these concerns, this paper discusses that the core issue preventing Japan from improving the gender gap lies in the mechanism of time and its allocation. To elucidate this, we first examine Germany, which has significantly reduced the gender gap in recent years despite starting from a similar model of male breadwinners and housewives as Japan. Second, based on various interview surveys, we examine the history of time adjustment issues that women have actually faced while working. Tracing the development of time allocation mechanisms from women's childcare leave and part-time work to men's childcare leave and part-time work (primarily in Germany), we argue that the key to solving the modern family dilemma since Wollstonecraft lies in adjusting and distributing work and care time between men and women, a mechanism that Japan fundamentally impairs through the non-regular employment of women.

### Feminism, Care Work, and New Capitalism

**Shintaro Kono** (Senshu University)

The purpose of this essay is to review the historical changes in feminism and the gender structures surrounding it, especially from the perspective of labor and capitalism, and to clarify our current position on these issues. First, the paper will identify what the "waves" of feminism have been and what historical changes have existed behind them, and what has been problematized in the terms of "postfeminism" and "popular feminism" in the 21st century. In doing so, I emphasize that waves of feminism did not arise independently on their own, but within a sociohistorical context and as a response to that context. The most important of those "contexts" is contemporary neoliberal capitalism. After affirming this, the paper will review the trajectory of thought of the political philosopher Nancy Fraser, who has examined the relationship between neoliberal capitalism and gender regimes, and examine the achievement of her latest book, *Cannibal Capitalism*. The focus here will be on labor, especially care labor. In this paper, relying on Fraser, I will argue that the new capitalist regime of our time is the context for the importance of care labor in many ways. To think about care labor today is to think about society as a whole.

### Legal Pursuit of Gender Equality in Employment: An Analytical Review of Business Practices, Employment Law, and Jurisprudence

**Michiko Aizawa** (Hitotsubashi University)

Businesses, employment law, and jurisprudence acknowledge the significance of both the "pursuit of justice" and the "pursuit of economic efficiency," yet they frequently prioritize "economic efficiency" over "justice." The author challenges this prioritization, citing her previous work regarding the rigorous constraints on the "pursuit of economic efficiency" imposed by the Constitution of Japan. In Japanese society, women encounter discrimination both as standard workers and as non-standard workers, particularly when they opt to leave the regular workforce due to challenges balancing work and family responsibilities, especially after having children. The prioritization of "economic efficiency" over "justice" is evident in business practices. The discrimination experienced by women creates legal challenges for standard interpretation of existing laws. Our existing legal structure calls for clearer formulations for burden of proof for discrimination and the legal remedies accurately linked to this proof structure. Unfortunately, case laws and the lack of statutory provisions in employment law, coupled with prevailing scholarly opinion,

validate business practices that perpetuate discrimination. These practices often diverge significantly from the principles stipulated in Article 14 of the Constitution of Japan. Through a critical analysis of existing laws, case laws, and scholarly opinion, the author highlights legal inconsistencies concerning gender equality in employment and the Constitution of Japan.

#### What is the Meaning of “Equity” in Management?

**Junya Yanagi** (Kyoto University)

This paper reviews the trend of diversity management since the 1990s, which emerged in the United States as an alternative to affirmative action policies that, until the 1980s, were primarily aimed at hiring and promoting the careers of black and female employees in the U.S. The paper provides an overview of how the concepts of diversity, equity, and inclusion are defined in academia. We also describe an academic discussion on the specific practices of diversity management and a theoretical model integrating the three concepts, and present an academic discussion on the specific practices of diversity management and a theoretical model integrating the three concepts. Furthermore, we examine when and how the concept of “equity,” which has been gaining popularity in the field of management in recent years, emerged, in reference to corporate diversity reports and web archive pages. The results suggest that the term “equity” has been seen in some enterprises since around 2018, and that the concept of equity has spread among enterprises in response to the Black Lives Matter (BLM) movement in 2020. In light of these discussions (mainly in the U.S.), equity in corporate management is about how organizations look at structural discrimination, both inside and outside the company, and how they can help improve it.

#### Does Meritocracy Reduce the Gender Gap?

**Kaoru Kanai** (Saitama University)

In this paper, we examine whether meritocracy reduces the gender gap. If the “result” of one’s ability, whether evaluated on the basis of performance or potential, includes how much time one can devote to paid work and the ability to relocate, then, with women disproportionately responsible for care, the gender gap will not be reduced through meritocracy, but rather fixed. Even though promotion and advancement depends on “ability,” not stepping up would also be viewed negatively, potentially further lowering the evaluation of women. In order to construct an evaluation of ability that is fair in terms of gender, it is necessary to base working styles on the assumption that all people are responsible for the care of the unpaid, and to evaluate “ability” as an ability demonstrated in this context. We believe it is important for society and labor and management to discuss how many hours of paid work are specifically assumed to be required to demonstrate ability, to fairly evaluate “results” and “ability” within those working hours, and to ensure that the evaluation of such ability is satisfactory to labor and management.