

## Abstracts

### Career Development and Work-Life Balance for Female Researchers

**Sayaka Shinohara** (Kyushu Women's University)

Research activities are crucial for creating innovation. In Japan, there is a pressing need to increase the participation of women, particularly in STEM (Science, Technology, Engineering, and Mathematics) fields. This paper aims to overview work environments, issues of career development, and work-life balance for female researchers, and also introduces related research findings. The proportion of female researchers in Japan has been increasing gradually, but it remains much lower than other industrialized nations. Notably, women's proportion is even smaller in STEM fields. The notion of the "leaky pipeline" (Blickenstaff, 2005) describes women's tendency to leave STEM occupations as their careers progress, and the proportion of women becomes smaller for higher positions and ranks both in academia and the private sector. Various factors are associated with this phenomenon, such as gender bias against women and a lack of role models for younger women in STEM fields, but the difficulty in balancing roles in work and family domains is considered to be significant. Continuing to satisfy high expectations as researchers sometimes interferes with taking care-giving responsibilities for female researchers. Simply increasing the number of women who enter STEM fields is not enough. It may also be necessary to provide support for developing professional role confidence and for better work-life balance towards their career persistence and development.

### Consideration of Female Labor in the Field of Information Processing and Communications Technology

**Sadayo Hirata** (Shibaura Institute of Technology)

The expansion of women's labor is indispensable because demand for information processing and communications technology will further increase with advances in computerization, autonomous technology, and online activities due to the spread of COVID-19. In this paper, based on an analysis of public information and a questionnaire survey, the actual situation of female labor in the field of information processing and communications technology was ascertained and issues were identified. The results indicated male positive action in which men are more likely to be given discretionary work, and that women and men immediately start to worry about the burden of childbirth and childcare after joining a company. In order to solve these problems, this paper proposes disassembling and advancing training for managerial candidates, and optimally dividing market labor and family labor.

### Working Conditions and Overwork of Nurses in Japan's Hyper-aged Society

**Noriko Sato** (Chiba Keizai University)

The need for elder care is expected to increase exponentially once the baby-boomer generation exceeds the age of 75 in 2025, which is known as the "2025 problem." Despite predictions that two million nurses will be needed by 2025, over 10% of nurses have left the profession per year over the last ten years. In 2008, there were reports of multiple deaths from overwork among young nurses. In the same year, the Japanese Nursing Association reported that about 20,000 nurses, or one in 23, were being overworked at critical levels highly detrimental to their health (given as 60 hours of overtime per month, according to judicial precedent). The Association reported that younger nurses in their twenties with less experience tended to put in more overtime. Why is such exploitation of nurses occurring in Japan? While about 1.6 million nurses are currently working, the Ministry of Health, Labour and Welfare estimates that about 710,000 people with nursing licenses are not. In Japan, 90% of nurses are women, and one in twenty working women is a nurse. A clear understanding of the reality of working conditions affecting nurses also provides an indicator of the state of women's work and the whole of society in Japan.

### What Suppresses the Careers of Female Physicians

**Kayo Fukami** (National Institute of Technology, Toba College)

In Japan, the proportion of female physicians has slowly grown from 14% in 2000 to 21% in 2016, although it is still much lower than in other countries. In addition, the recognized gender bias when choosing specialties has become weaker over time and the government has been supporting the careers of female physicians. Further improvement is still needed, however, despite a confirmed trend of more female physicians working in a variety of specialties with several ongoing systems of support. On the other hand, the suppression of the number of accepted female applicants in the entrance examinations of some medical universities has been reported. In fact, the female acceptance rate is generally lower than that of males in most university medical programs, but this does not indicate that other university medical programs also commit gender discrimination. However, I must say that this data is outstanding, since the female acceptance rate is generally higher than that of males in almost all other fields of study, and the pass rate on physician licensing examinations has been higher among females than males since 1992. If gender discrimination in entrance examinations occurs among other university medical programs, the rate of female physicians is unlikely to increase beyond the current 21% and it may be difficult to maintain the motivation to improve support systems, despite the efforts of women and the government. Further work is required to clarify the factors that suppress the careers of current and future female physicians.

### Working Situation of Certified Social Workers: Focusing on Female Workers

**Kimiko Shirahata** (Tohoku University of Community Service and Science)

This paper aims to shed light on the working situation of female social workers. Qualification of social workers is closely related to welfare workforce policy in Japan. Social workers are expected to effectively practice social work in multiple areas. However, the visibility of social workers' practice is not always sufficient, and there is variation in their compensation, employment location, job category, and employment system. One reason for job-leaving by female employees is that they could not balance their job with marriage, child-rearing, and so on. Continuing professional development, better-quality social work supervision, and supportive peer support are important for social workers. Especially, it is necessary to establish a work environment that is compatible with the life events of female social workers, such as bearing and raising children, caregiving, and marriage.

### Current Issues Concerning Standardization of Teacher Development Policies Based on Aspects of Career Development of Female Teachers

**Ikue Kimura** (Hokkaido University of Education)

This paper examines the problems that current teacher development policies pose to female teachers, based on the circumstances surrounding the career development of female teachers. The teaching profession is perceived to be more gender-equal than other occupational disciplines. However, segregation of occupations by gender is clearly occurring even in the teaching profession. In addition, in the "Fourth Basic Plan for Gender Equality," the gender equality policy in the education field was toned down, such as downward revision of the goal of increasing the number of female school administrators by 30% by 2020. Recently, the situation of teacher career development has changed dramatically. In particular, since 2012, educational reform of teacher development policy, which centrally standardizes the requirements for developing teachers and school administrators, has been underway at the initiative of the government. The obligation to formulate a "teacher development index" is a major feature of current educational reform. This indicator standardizes all aspects of teachers' career development. Therefore, it is difficult to say that the teacher development index takes into account various situations in the career development of teachers, such as career stagnation and interruption due to childbirth and child-rearing. Based on these results, this paper concludes that there are concerns that such teacher development indicators could justify the exclusion of female teachers from central roles in school education and career development routes for school administrators.

The Impact of Judicial System Reform on Gender Stratification of Japanese Lawyers

**Mayumi Nakamura** (University of Toyama)

This paper discusses changes over time in gender stratification of Japanese lawyers, in terms of income, specializations, work hours, positions, and division of labor at home, and how justice system reform has impacted them, using data from original surveys conducted in 2008 and 2019. Reform of the justice system, which included the introduction of a law school system and new national bar exam, resulted in nearly doubling the lawyer population in a little more than 10 years. The reform initially helped to increase the proportion of female lawyers, because the law school system was popular with female candidates. However, the law school system lost its popularity to the preliminary exam, eventually slowing the rate of increase in the number of female lawyers. Moreover, the sudden rise in the lawyer population negatively impacted the economic conditions and promotions of lawyers of both sexes. The practice of law used to be an extremely elite profession in Japan (the passing rate of the national bar exam used to be less than 3%), allowing lawyers to enjoy economic privileges. However, the massive increase in the lawyer population changed this condition completely, and impacted female lawyers more negatively, creating a gender gap in the middle-age group, which did not exist before.

Promoting Women to Managerial Positions in Japan: Full-fledged Human Resource Development by Business is the Key

**Akiko Ouchi** (Kwansei Gakuin University)

It has been difficult to reach Japan's target of having a ratio of around 30% of managerial positions occupied by women by 2020, and we have to ask if it will be possible to reach that target in the future. The key to succeeding in this lies in thorough human resource development of women by businesses. After verifying the various definitions of managerial positions found in many types of surveys, this paper goes on to show that for the promotion of women to managerial positions at the section manager level and above, there is a large obstacle standing in their way, which is much greater than that of other positions or positions specifically designated for women. Next, we examined the allocation of duties, the rotation of placement, and the promotion process, as well as statistical discrimination and unconscious biases regarding businesses and managerial positions, along with women's desire for promotion and their own sense of self-effectiveness with regard to how they could be integrated into businesses attempting to increase the presence of women in their managerial force. In light of these factors, we conclude by expanding on the importance of human resource development of women as well as men by businesses in order to realize the promotion of more women to managerial positions.

Politics as Work: A Gender Analysis of Legislators' Careers

**Mari Miura** (Sophia University)

This article provides a gender analysis of legislators' careers. Legislators are elected officials who serve for pre-determined terms. They need to be repeatedly re-elected to pursue their career and obtain promotions. At the level of candidate emergence and elections, women face different hurdles from men. Voters and parties embrace a masculinized model of candidates and legislators due to the prevalence of gender stereotypes and misogyny, which suppresses women's willingness to run for office and makes it difficult for parties to recruit women. This article demonstrates the effects of gender stereotypes by using the results of the World Values Survey and other surveys conducted by the author's research team. It proposes necessary institutional reforms to mitigate such effects.