

**NAKAMURA
SENIOR GIRLS' HIGH SCHOOL**

**Nakamura International
Course**

**Class of 2022
Thesis Projects**



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Introduction

The Nakamura International Course (NIC) students, class of 2022, have successfully completed a three-year program. During their time in the NIC, the students researched and wrote a thesis on the topic *Gender Issues*. Choosing an additional subject relevant to their interests, each student conducted research by using the internet and the school library. From this information they created a set of interview questions to ask both men and women during their studies.

The students utilized critical thinking in order to plan and write a research thesis on their chosen topic, how this connects to *Gender Issues*, and interpret the data collected from their interviews. In addition to this, the NIC students also presented their thesis to an audience to share what they have learned from their experiences.

In this collection are the thesis essays written by each student.

(Stasia Ise & Aoi Okazaki)

Nakamura International Course Class of 2022

Mao Kirinuki

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The LGBTQ Community



Mao Kirinuki

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Introduction

Are LGBTQ people accepted in your country? What do you think makes LGBTQ people happy? My topic is *The LGBTQ Community*, and LGBTQ stands for Lesbian, Gay, Bisexual, Transgender, Queer and Questioning (Cambridge Dictionary, 2021). The LGBTQ group is a large community that has united people of common beliefs all around the world. The LGBTQ community is not widely accepted in some countries due to religious or cultural beliefs, but for the most part, it is universal. In this thesis, I will show the differences between LGBTQ communities in Japan and other countries. I will also explain what LGBTQ is and how LGBTQ can be supported all around the world.

Background

I decided to choose this topic because my favorite people support the LGBTQ community. When I was a junior high school student, I was watching YouTube and saw my favorite people holding a rainbow flag. That's when I started thinking about the rainbow flag and LGBTQ. I am really interested in why people were holding the rainbow flag, the purpose of it, and what LGBTQ represents. When I was in the first grade of high school, I decided to research LGBTQ, and the Thesis Project gave me an opportunity to do so. Before I started researching this thesis, I didn't really know anything about LGBTQ.

The LGBTQ Pride Month dates back to 1969 in the United States, after the Stonewall Uprising in Manhattan. The Stonewall Uprising was a riot to protest the police brutality of the LGBTQ community after they came into the Stonewall Inn, a gay bar in New York City, and tried to arrest people for the sale of illegal alcohol. The Stonewall Uprising was the beginning of the Gay Liberation Movement (Library of

Congress, 2021).



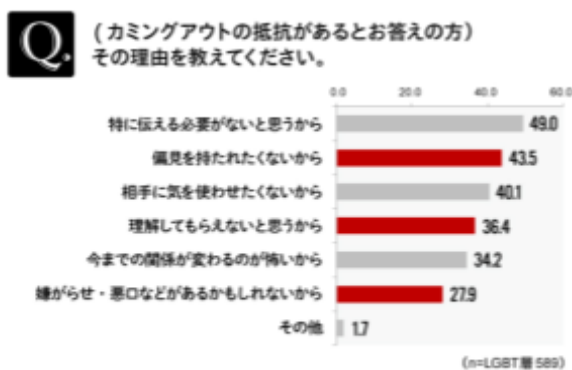
Stonewall and the gay rights revolution

In the 1970s, the LGBTQ community had to change because many people did not accept the LGBTQ community. The Gay Liberation Movement started with rallies, protests and Pride Days. All over the world, Pride Days are held and movements are increasing. For example, Hungary held their first LGBTQ History Month in 1974. It started when a gay teacher was outed by a student to his supervisor. The Lesbian, Gay, Bisexual, Transgender and Queer society, and the effect of freedom, improved gay rights and led to the creation of the march for lesbian and gay rights in Washington, U.S.A in 1979. LGBTQ History Month was held in the United States for the first time in October 1994. The American LGBTQ History Month is held for one month each year. It is held not only in the U.S., but also all around the world; celebrated in the United Kingdom, Canada, Australia, Hungary, Brazil and Germany. In 1995, LGBTQ History Month was added to the list of memorial months in a

decision by the General Assembly of the National Education Association (National Today, 2021).

Supporting Arguments

For my thesis research, I interviewed six adults. They are all Japanese and I asked them ten questions each. First, I asked them, “Do you think the relationship between LGBTQ people and society is improving?” Four out of six people answered “Yes”, however according to my research, LGBTQ people feel that society does not understand them. According to the graph below, 43.5 percent of Japanese respondents cited prejudice as their main concern about coming out. They think people will not understand them. In addition, 36.4 percent of respondents believe that people will slander and harass them. Bullying is another cause for concern in regard to coming out, and it is the main concern for 27.9 percent of respondents (Akita, 2022).



How LGBTQ people feel about coming out

Continuing in my interview, I asked, “If your friend or family came out as LGBTQ, what do you think you should do? Most people answered positively, and one interviewee said, “To be honest, I would be surprised about someone coming out to us. No matter what, some people will make fun of LGBTQ people, so we need to protect them from it because we are all humans and we have the same human rights. They were born that way and deserve to spend a happy life with supportive people.”

According to the pie graph below, 44 percent of people feel positively about coming out. Thirty-five percent of people are neutral about coming out and twenty percent of people are negative about coming out. The bar graph shows fears and



Coming out : The experience and related fears

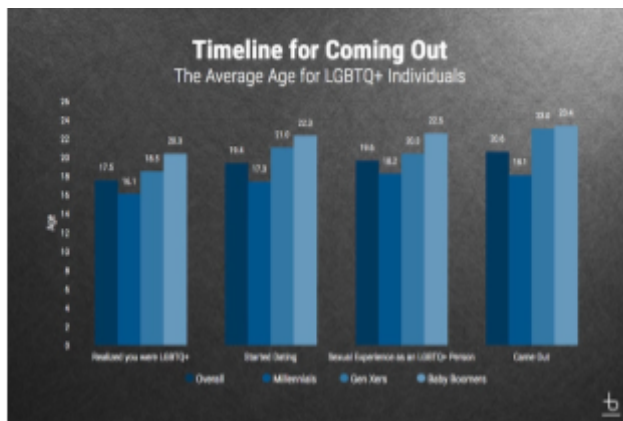
experiences with coming out. The largest fear and experience about coming out involved familial tensions, isolation and estrangement, which accounted for 47 percent (Goldstein, 2018). Familial tension means that there is

awkwardness or a feeling of being uncomfortable within your own family. Fortunately, Canada has a law which protects LGBTQ people from social prejudice and discrimination. Seen from the world, Canada is a united and open-minded country.

Sexual orientation and gender identity are problems of personal identity and way of life, and it connects to a decrease in mental-health through social oppression. LGBTQ students have a higher rate of suicide compared to other students. Mental health problems such as anxiety and depression are associated with people receiving sexual orientation conversion. With regard to LGBTQ treatment, medical institutions have said of conversion therapy, that medically, it is barren of correctness and it is not accepted ethically, which has helped to dissolve criticisms, however there are still many problems in a lot of countries. In such a situation, Canada's government suggested a law to prohibit conversion therapy, time and time again. The law was passed to prohibit poor treatment of LGBTQ people. Not only the liberal party members, but also the conservative party members, unanimously agreed that it

would become a law. It is rare for there to be a unanimous vote. In short, by helping LGBTQ people, we can make it a happy and harmonious future for them, with equality in human rights (Cecco, 2021).

This bar graph shows the average timeline of coming out for LGBTQ+ individuals. It is separated into four parts, which are: (1) realized you were LGBTQ+, (2) started dating, (3) sexual experience as an LGBTQ+ person, and (4) came out. There are four age groups illustrated in each part of the graph: (1) overall, (2) millennials, (3) gen xers, and (4) baby boomers. Compared with gen xers and baby boomers, millennials are completely different. There is a five percent difference between gen



Timeline for coming out : The average for LGBTQ + individuals

xers, baby boomers and millennials. As you can see in the graph, the most popular time to come out is between 22 and 23 years old. This is because they are no longer teenagers and their feelings have become clearer to

them (Goldstein, 2018).

Conclusion

We have to make a society where coming-out is needless in the future. Currently, when LGBTQ people think about, or try to come-out, they often think it is difficult and scary to do so. We have to recognize and respect them, and allow them the freedom to live their lives. The only way to solve the problem is through education. I think education is important for us, because when we think about current problems, we need to recognize LGBTQ people and we need to help heal their

suffering. In some cases, it is caused by bullying because of misunderstanding or not being able to read a person's thoughts. We have to be careful and listen to what people are talking about. To sum up, LGBTQ is not only something we should consider together, but also we should think about making sure that there is a safety net for all people in the future.

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～LGBTQコミュニティ～ 切貫真央

私は、国際科のジェンダー論文を通じて多くの事を学んだ。理由は、LGBTQに属する人達は様々な問題を抱えているからだ。家族や友人、学校や職場、そして社会全体がどう支えるべきか、また、なぜ今LGBTQが議論されているかについての理由を知りたかったのだ。現代社会では、「多様性」という言葉をよく耳にすることがあるからだろう。多様性のあり方について、社会で議論されることもしばしばだ。しかし、私達は多様性という言葉聞き流していることが多いのではないかな。そこで一度立ち止まって考えてみてはどうだろう。これまでとは異なった視点で物事を考えられるのだ。LGBTQだけでなく、他の物事にも言える事だが皆さんは知らないうちに、自分と違う人に対して偏見的、差別的な目で見てしまっているのではないかな。私は小さい頃、誰かと違っていることはいけないことだと思い込んでいた。しかし、今の私の考えは違う。なぜなら、人は人、自分は自分だからだ。つまり、皆違って皆良いのだ。彼らには、彼らの人生、自分には自分の人生があるのだ。私達個人が、LGBTQの人達の権利を決して侵害してはならない。彼らも私達も同じ人間なのだ。

SNS and Gender



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Nakamura International Course Thesis Project

Introduction

Have you ever thought about the differences between how men and women use Social Networking Services? I never thought about it until I started using a smartphone. When I got my own smartphone, I wondered why my parents told me that I need to be careful when using SNS. Also, they told me there could be some trouble with SNS because I am a girl. I thought it was prejudiced that they would assume there would be problems just because I was a girl. I think boys and girls can both experience issues when using SNS.

From my experience, I came up with the idea that there is a distinct gender gap while using SNS. I have heard that there are many problems on SNS, for instance, internet fraud, sexual harassment on the internet, and flaming, which refers to sending someone an abusive message on the internet. In this thesis, I will examine the different problems men and women have on SNS, and suggest ways to solve these problems.

Background Information

The reason why I chose this topic is because I want everyone to understand how much of an effect the gender gap in SNS has on us. SNS is essential for the generation in which smartphones are widespread. I have heard that men use *YouTube* and *Twitter* most often to obtain a lot of their information. On the other hand, women tend to use *Instagram* and *Facebook* as important applications to connect to people (Research and Development Company, 2018). However, is this really true? I am sure all men and women have experienced some trouble with SNS.

Firstly, what does Social Networking Service mean? The definition of Social Networking Service is a virtual space media in which we can talk and make real life

relationships (Kenton, 2022). To contact each other normally requires direct interaction. In this way, SNS is unique because people can contact someone who they have never met.

Social Media, another name for SNS, increased in popularity all over the world from 1997. Sold in 1995, *Windows 95* was used almost exclusively by business people . At that time, people could only send data which was of a light capacity and there were fewer SNS users than computer users . In 1999, *2channel*, a huge, anonymous, online bulletin board service began in Japan. Now, this service has changed its name to *5channel* (Right Code Company Blog, 2021). Before the early 2000's, the networking systems were not in place, as they are now, and the internet services were so slow on a dial-up modem, that people couldn't even see pictures. The price of using this kind of internet service was charged by the length of time that you used it for, so if you used a service like we do now, it would have cost a huge price. That's why people used to use it mostly at night, during the off-peak rates.

In the early 2000's, SNS started to take off in general. In 2004, *mixi* started to be used as a membership community. It had multiple uses: to contact someone, to write a diary and to know who owned a vlog. This application was their first contact with people who they have never met in real life. After this, *Facebook* was introduced as a social media application. At that time, these applications were accessed by laptops, because most companies created them to be used that way. In the mid 2000s, a smartphone application was created, and it became very popular among

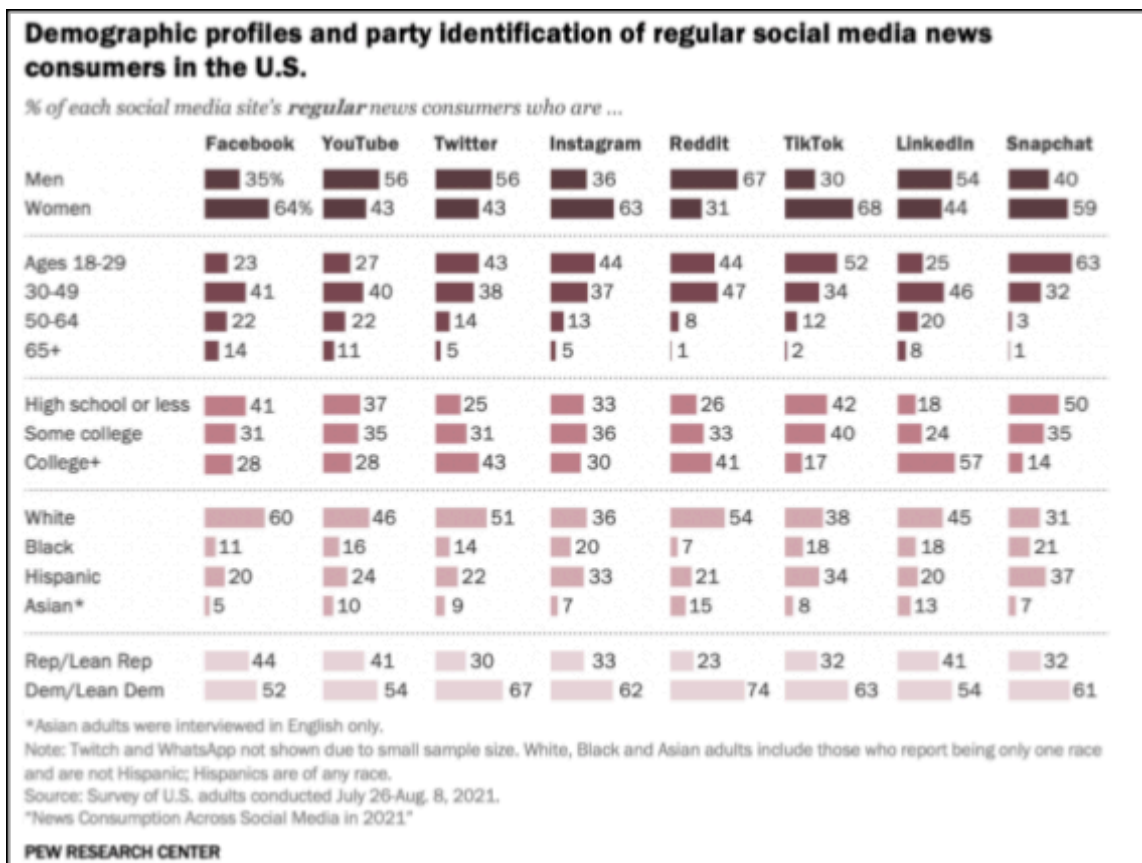


users. This game, called *Gree*, allowed users to make friends through a game and an avatar. In 2007, APPLE invented the *iPhone*. After that, many companies started to create a variety of applications, including SNS. The invention of the iPhone was a catalyst for using SNS on cell phones. (Right Code Company Blog, 2021)



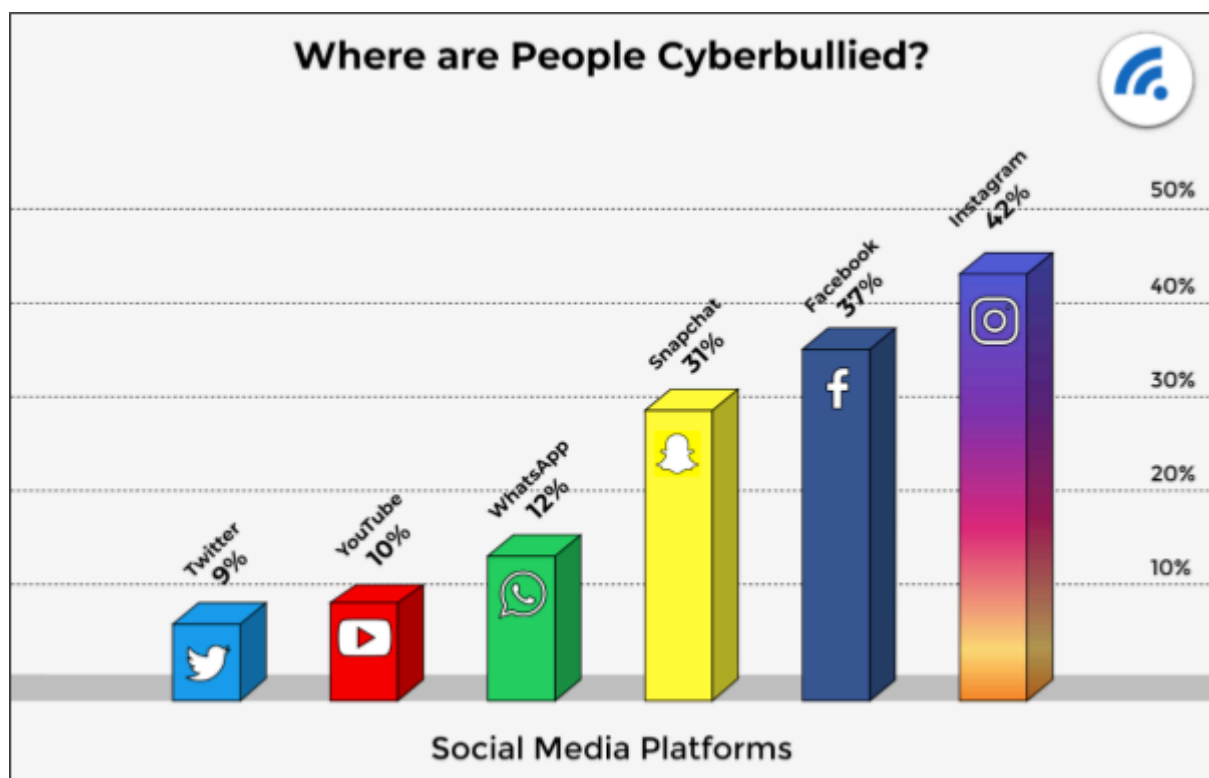
Supporting Argument

While I attended Burnaby South Secondary School in British Columbia, Canada for about ten months, I interviewed my Chinese-Canadian host parents, a female German student, and a male Chinese student. Likewise, I interviewed male and female Japanese students in Japan. I asked them, “Do you use SNS?” All interviewees answered, “Yes” and talked about their purpose of using SNS. Most



interviewees used it to communicate with their family and friends. Some interviewees use *Instagram* to search for and see their favorite things. However, one man answered that he didn't use *Instagram*, because he thought that the application was only for girls and women. Around the world, 58.4 % of people use social media. (Chaffey, 2022). I found men and women use different SNS platforms to communicate. According to the chart above, women spend much longer using *Instagram*, *TikTok*, *Snapchat*, and *Facebook* than men. Men, however, spend more time using *Twitter* and *YouTube* than women (Shealer & Mitchell, 2021).

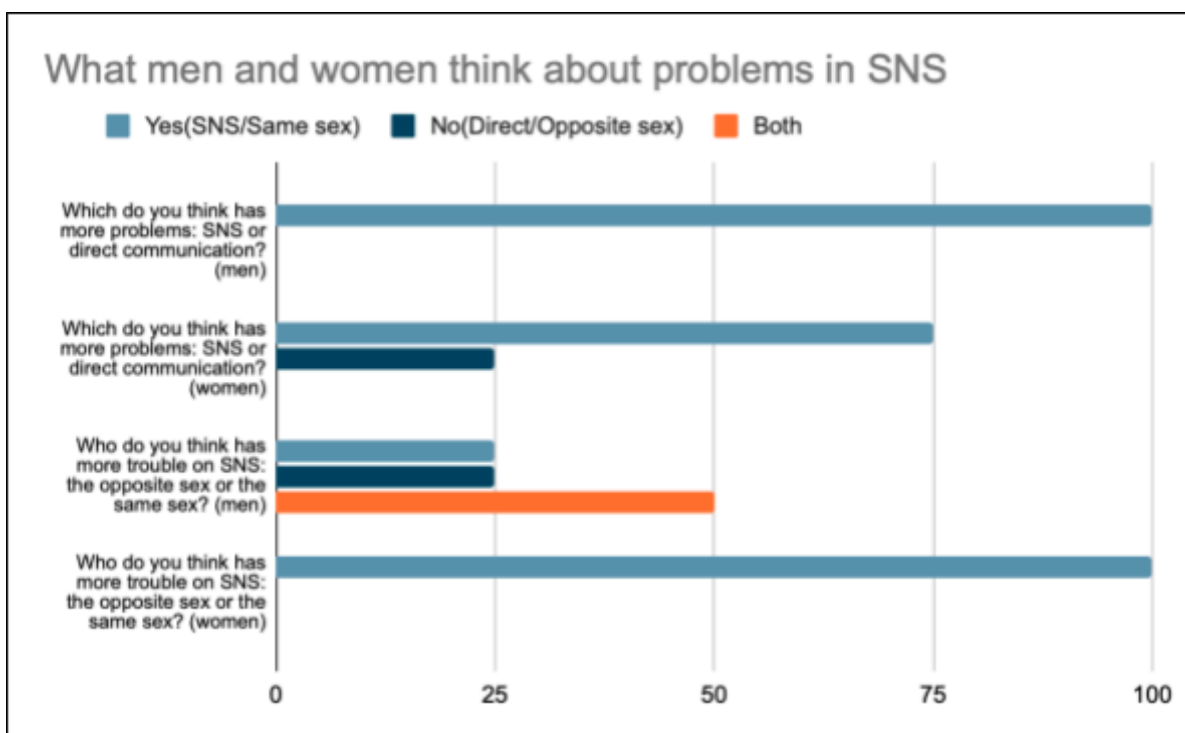
Next I asked, "Have you ever had trouble when you used SNS?" Most people said that they had a problem on some platform. One female German student answered that she did, and her experience seems to be a common one. She had posted some pictures on *Instagram* and her friends became angered because they misunderstood and thought she was cyberbullying. She solved the problem by deleting her post, but she said she learned that thinking about how other people



might feel when they saw her post was important. According to a survey by Broadband Search, the social media platforms where people experience the most cyberbullying were *Instagram* with 42%, *Facebook*, with 37%, and *Snapchat* with 31 percent. These three applications are designed for photo sharing and users of these applications often enhance photos, creating an unrealistic image, which can lead to feelings of jealousy from viewers. Unfortunately, this is a common problem in these photo sharing applications. (Broadband Search, 2022)

Another example of trouble my interviewees experienced was when a male Japanese student communicated with his seniors on SNS. He couldn't properly use the nuances of honorifics to his seniors. He was confused because the choice of words changed, depending on the level of intimacy with the senior. He was in a group chat with many of his seniors and made the mistake of sending a casual form to one senior who he should have used more polite honorifics with.

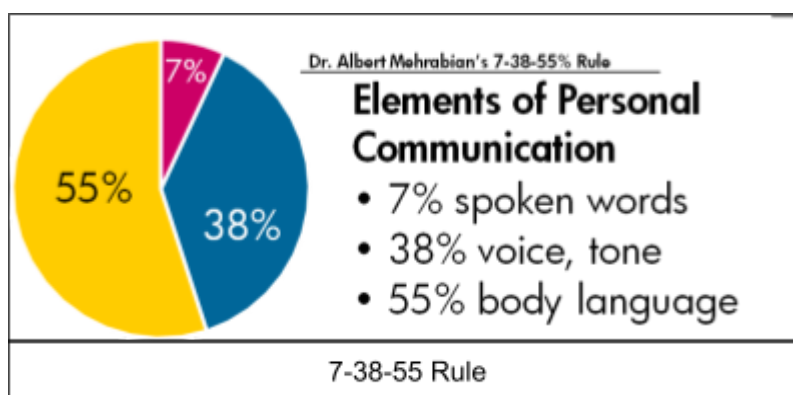
In addition to interviews, I also surveyed four male Japanese students and eight female students. I asked, "Which do you think has more problems: SNS or



direct communication? ” All of the men and 75% of the women answered, “SNS has more problems.” The remaining 25% of women said there are more problems with direct communication. I then asked them “Who do you think has more trouble on SNS: the opposite sex or the same sex?” In response, 25 % of men said, “the same sex”, 25% said, “the opposite sex”, and 50% of men said “both”. In contrast, all women said “the same sex”. While the results are not conclusive either way, we can see that everyone has issues on SNS.

Why do these problems occur? It can be explained by Albert Mehrabian, a psychologist at the University of California, who discovered a communication ability called *Mehrabian's Law* in 1971. *Mehrabian's Law* is a 7-38-55 rule. Mehrabian suggests that the spoken word is 7%, voice and tone is 38%, and body language makes up 55% of all

communication. In the case of SNS communication, since only linguistic information is used, it is possible to clearly



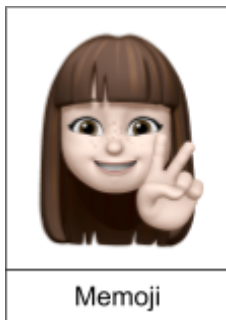
convey the facts to the other party, but since there is no nonverbal communication such as voice and facial expression, it is not possible to convey the true intention and implications. For this reason, minor troubles on SNS are not limited to men or women, but can occur in both. Although it is linguistic information such as dialects and honorifics, it is expressed in spoken language, so it can be said that

communication errors are likely to occur on SNS. When speaking realistically, it is necessary to have three elements in order not to misunderstand the other party.

One of the methods to solve these misunderstandings is the development of pictograms. In connection with this, I asked my interviewees, “Do you use emojis?” All of the people I interviewed said, “Yes.” The majority of reasons given are to express their emotions and feelings. Shigetaka Kurita, a Japanese designer who worked at DOCOMO, a mobile phone carrier, created a 176 character emoji in 1999 for the DOCOMO platform *i-mode*. These characters became famous, however these emoji were tough to use, because there were only 5 emoticons in all



of the 176 emojis (Oralkan). Now, we have 3633 emoji on an *iPhone* (Emojipedia). In addition, APPLE created a *Memoji avatar* that can be designed to look like



ourselves. We can choose many hair styles, skin colors, and eye colors. This Memoji can be sent to friends to express our emotions in a more realistic way (Cybart, 2021). Seventy percent of people said that the reason they use emojis is that, "they helped me more accurately express what I am thinking." Another 60% of people

answered, “It makes it easy for other people to understand me.” (Pascal, 2016).

Emojis help us to communicate with others. In this way, it can be said that communication has become smoother due to the development of pictograms and avatars.

Conclusion

While researching my topic, I learned there are a lot of ways to contact everybody, such as *Instagram*, *Line*, *Twitter*, *Facebook*, and *YouTube*. Likewise, SNS is the source of many problems for both men and women. Everyone knows there are a lot of problems, so a system was developed to deal with them; emoji and stickers. I observed that all people have some kind of problems on SNS, even my friends. This time, I researched small issues related to SNS, however from now on I want to research more about gender gaps on SNS on a larger scale, distributed throughout generations, and cultures. I think that would be more helpful to reduce problems.

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スマホを買った時にSNSにおける男女格差について親から言われ、この問題を考えるようになった。男女の関係なくSNSでの問題はたくさんあり今回はもっと小さな問題に触れ考えやすくした。

ドイツ人の生徒はインスタグラムの投稿をめぐって、ネットいじめのようだと彼女の友達に考えさせてしまった。また、日本人の生徒は、先輩との敬語の使い方でトラブルになった。このようにSNS上だけの会話というものには必ずコミュニケーションエラーが起こってしまうのが現実問題だ。だが、メラビアンの法則により7:38:55のルールに基づきSNSではどのような問題につながるのかを説明した。そして、絵文字やスタンプの発達によりコミュニケーションエラーが起きにくくなってきている。親の偏見に影響されたSNSの使い方についてしっかりと考えるようになった。

今現在、男女や全ての性別の人の中で、SNSでのコミュニケーションエラーは引き起こる。いかにそのエラーがないように、円滑かつ楽しくSNSを支えるかというのは今後の私たちの気持ち次第だ。

Gender and Jobs



Uika Sano

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Introduction

Are you satisfied with your job? Do you find your work enjoyable? Men and women are unequal at work. There is a distinct salary gap between men and women. In most areas, men earn more than women. While men can take childcare leave, they don't often take it because of the fear that their salary or job promotion opportunities will decrease. In the end, women take it, and as a result, women's working time decreases. In turn, men are able to get better positions in companies than women. In this thesis, I will research why there are so few women in management positions, why women are paid less than men, why women take childcare leave instead of men, and I will consider the solutions for these issues.

Background Information

Have you ever seen news such as, "child care leave for men"? I have seen this news a few times. In my own experience, my mother took child care leave when my younger brother and younger sister were born. However, my father didn't take child care leave because it was not a common social practice at that time for fathers to take child care leave. He said there was no word for child care leave at that time, so he didn't take it and he hadn't thought about it. Therefore, I started to be interested in the connection between gender and jobs. To increase my knowledge about gender and jobs, I researched it in more detail, and then tried to come up with a solution for the problem.

Primarily, gender signifies the roles for women, men, girls and boys that are socially constructed (World Health Organization). Many people used to think that cooking is a job for women and physical work is best left to men, but we now know this way of thinking is old and outdated because men and women can do any job.

For example, the number of men who cook dinner for their families is increasing and we can see an increase in the number of women who are fire-fighters (FDMA).

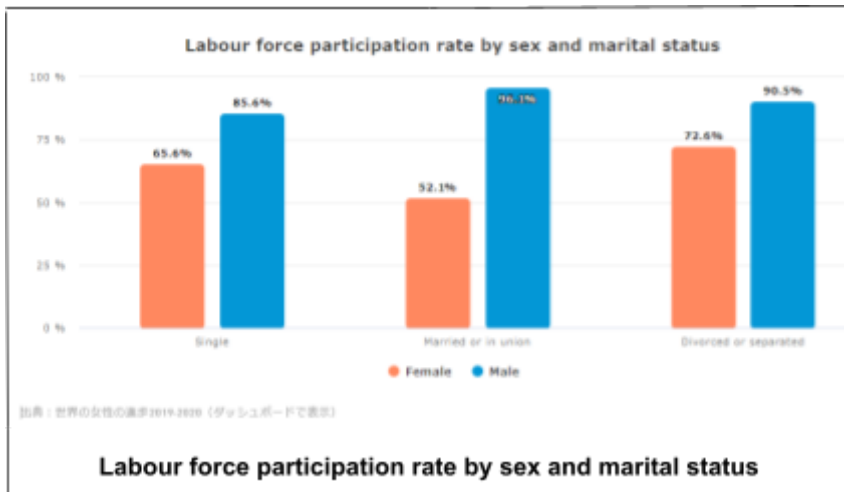
In the late 19th century, women's jobs were primarily childcare, farm work and housework, and when men went away to the First World War, women took their places at the factories. After that, women started working various jobs. By 1985, the Equal Employment Opportunity Law was enacted to do away with differences in salary increase, promotion and personnel recruitment. In 1995, the Child Care and Family Care Leave Act was formed, thereby allowing women to have child care or family care while continuing to have an employment relationship. And then in 2015, Women's Advancement Promotion Law was enacted, which aimed to increase the percentage of female hires and the percentage of females in managerial positions (womanslabo.com, 2019). In this way, women are now progressing in society, however this problem has not completely been solved, and there are still a few people who believe that women should stay at home to care for the house and family.

Supporting Arguments

I interviewed four adults about their jobs; a male and three females. The male is a businessman. One female is a nurse and the other two females are office workers. I asked them about the ratio of males to females in their companies, the salary gap, and child care leave.



From here on, I will say that the man is Interviewee A, the first woman is Interviewee B, the second woman is Interviewee C, and the third woman is Interviewee D. First, I asked them, “What is the ratio of males to females in your workplace?” Interviewee A answered, 8:2, Interviewee B answered, 6:4, Interviewee C answered, 7:3 and Interviewee D answered, 5:5. The graph below shows the number of single, married and separated women and men in the labor-force



participation ratio. According to this graph, when women get married, they tend to quit their jobs. In contrast, men have a strong feeling of

having to work throughout marriage. It is said that marriage encourages traditional gender roles (WOMEN COUNT, 2019). It is said that by having more females than males in the workplace, we can get more diverse values and opinions.

The second question was, “Is there a salary gap between men and women in your company?” Everyone answered, “No”, but it is likely that they do not know other

年代	平均年収		
	全体	男性	女性
20代	341万円	363万円	317万円
30代	437万円	474万円	378万円
40代	502万円	563万円	402万円
50代以上	613万円	664万円	435万円

Salary gap between men and women in 2020

people's salaries. In Japan, women’s salaries are, on average, 75 percent of mens. This salary gap is the second worst in the world. Data from 2020 shows that men and women in their mid-twenties who started jobs

have an annual difference of about 500,000 yen. In the mid-thirties, there was an annual difference of about 1,000,000 yen. In the mid-forties, the annual difference increased to about 1,500,000 yen, and by the mid-fifties, the annual difference was a huge 2,300,000 yen (doda, 2021).

The next question was, “What do you think about the fact that there are so few females in management positions?” Interviewee A thinks that it is connected to the amount of work and experience a person has. Interviewee B knows that it sounds crazy, but she can’t do anything about it because it’s men who are making those decisions. Interviewee C thinks that it is due to a difference in their abilities. Interviewee D interviewee felt angry.

In terms of managerial positions, the government has said they aim to increase women in management positions to 30 percent by 2020, but that’s not an accomplishment. The number of female managers in Japan is very small compared to the rest of the world. Currently, females represent only 7.8% of all managers. The government is setting a goal to place 30% of all managerial positions with females. On the contrary, in about half of all companies, all managers are currently men (Tokuda, 2021). Additionally, there have been no female Prime Ministers in Japan, yet. In general, women are grossly under-represented in the area of leadership.

The final point is that there are differences between men and women and the amount of childcare leave they take. Currently in Japan, the majority of child care leave is taken by women, so the government made a goal of giving childcare leave to men. The government's goal is for 13% of men to take childcare leave by 2020, and 30% by 2025. In 2020, the rate of men’s childcare leave was 12.7%, so this goal couldn’t be achieved, but this rate increases every year. The rate of women’s childcare leave was 81.6 % in 2020; amazingly it was not 100% (Kuga, 2021). To my

interviewees, I asked, “Is it difficult to take maternity leave or childcare leave at your job?” All of them said, “No”, however Interviewee A didn’t think about taking childcare leave when his children were born. Interviewee B’s husband didn’t take childcare leave, but she said it was not a problem for her. Therefore, I asked her, “What did you think about your husband not taking childcare leave?” She said, “I didn’t mind. I thought I should do it by myself and I wanted to do it by myself.” At that time, men taking childcare leave was not common, so most people didn’t consider taking it. Currently, the idea of father’s taking child care leave is gradually spreading, but not rapidly increasing. Some of the reasons given for men not taking childcare leave are (1) the atmosphere is difficult for men to take parental leave, (2) insufficient promotion of childcare leave from the workplace to men, and (3) men’s awareness of childcare is low (Forusa, 2021).

Conclusion

By writing a thesis based on the topic of gender and jobs, I could learn about the current situation of how jobs are related to gender. In Japan, the number of male workers is higher than women, and salaries are different for women and men. Basically, salaries are higher for men, and the difference increases with age. In regard to management positions, the government decided the amount of women’s management was going to be increased to 30% by 2020, but it is still yet to be achieved. Companies that do not encourage new fathers to take child care leave can be seen as a reason for few men taking childcare leave and men’s awareness is lower than women in regard to childcare. I want to correct these issues, so at university I will study how to reform these cases. I know other problems are

important, too, but for these issues, I think society should consider this as one of the most important issues.

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ジェンダーと仕事 佐野初香

日本では仕事をする上で男女の間に大きな差がある。給料は男性の方が多く、管理職も男性の方が多い。そして、男性はあまり育児休暇をとっていない。私はこの論文を書くことによって解決策を考えようと思う。

私は身近な4人の大人たちに会社の男女比や給料に関する質問をした。どの会社も男性のほうが多い。理由は、女性は結婚し子供を産むと子育てのために仕事を辞めてしまうことが多いからだ。表からわかるように男女には給料差があり、いずれも男性のほうが多い。そして、年齢が上がるにつれて給料差は大きくなる。次に管理職に男性が多いことについてどう思うか質問した。能力が関係しているという意見があった。政府は2020年までに女性管理職を30%までに増やすという目標を作っていたが、達成できず7.8%だった。また、日本にはまだ女性の総理大臣も誕生していない。そして最後に育休について聞いた。政府は男性の育児休暇取得率を2020年までに13%、2025年までに30%にするという目標がある。しかし、2020年の男性育児休暇取得率は12.7%だった。私は会社の育児休暇のシステムに不満があるか尋ねた。全員がいいえと答えた。解答者Aの子供が生まれたときは育児休暇という言葉はなかったと答えた。男性育児休暇取得率が少ない理由は会社の環境が整っていないことや男性の意識が低いことが関係している。

私はこの論文を通してジェンダーと仕事のことについて知識を深めることができた。だから、大学に進学したらどのようにこれらの問題を解決できるか学んで私が大人になって働くときは男女平等になっているようにしたい。

Gender and Orchestra



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Introduction

Orchestras are constructed of three main parts; instruments, musicians and conductors. In spite of what most people think, there are large, obvious gender gaps in orchestras. Instruments are the most important part of an orchestra. A full orchestra is made up of 44 instruments and we can see that each section of the orchestra has a distinct gender gap (Classic fm, 2014). Guiding the orchestra is the job of the conductor. Have you ever seen a female orchestra conductor? I had never seen a female conductor until recently. There are many orchestras in the world, but almost all the conductors are male. Nowadays, female conductors are increasing, but the numbers don't rival the male conductors because it is considered difficult for females to become conductors (Classic fm, 2014). In this thesis, I will discuss the gender issues of orchestras and how we can reduce the gender gap in orchestras.

Background

The reason why I chose this topic is because I have been interested in orchestra since I was taken to see an orchestral concert when I was an elementary school student and I have been learning the violin since I was a junior high school student. Additionally, I took a Strings orchestra class for one semester in Canada. I started to research the history of the orchestra and I found there were gender issues in the ruling church long ago. According to *Wijngaards Institute for Catholic Research*, in 754 A.D. women and girls were forbidden to sing in the church by the synodal statutes of St. Boniface. In the same way, Pope Leo IV forbade choirs of women to sing in the churches (Wijngaards). In the 1800s, the upper class women learned instruments such as violin, harp, piano and guitar, but they could not perform in public. It was seen as immoral to perform publicly and women were only expected



Antonia Brico

to play in the private, domestic setting. It was only in 1913 that females were able to join the orchestra for the first time (Collins, 2015).

Until 1930, there were no female conductors, the reason being that females weren't allowed to play music or play in public, and they started playing music considerably later than men. The first female conductor was Antonia Brico, from the Netherlands. She became the first female professional conductor in the world in 1930, with the Berlin Philharmonic Orchestra (Britannica, 2022).

Before I started researching orchestras, I thought there was no gender bias when choosing an instrument. However, I read an article that shows females choose instruments like the violin, flute and clarinet, while males choose instruments like drums, trombones and trumpets because it is connected with masculinity and femininity. Throughout the 18th to early 20th century, upper class women started to learn instruments. Learning an instrument gave women a higher commodity value for marriage. Ironically, women could not play in public. Appropriate instruments for women were commonly string, lute, harp, guitar and keyboard. In addition, some women began to play cello as cellists were in fashion at the time, however they had to play it while aligning their legs to the side



Woman plays viola da gamba

to avoid any sexual implications. On the other hand, men were not required to do so. Moreover, it was believed the “weaker sex” would not be strong enough to deal with “powerful” instruments like the bass. Likewise, females were not meant to show toughness, so instruments that required robustness and strength, like the timpani and bass, were appropriate only to males (The Athenaeum, 2015). For instance, the trumpet and horn were appropriate only to males and for this reason, trumpets were used in battlefields, ceremonies and were used to take command of the army. In such instances, the sound had the effect of intimidating enemies, so trumpets symbolized authority (Lalala classic, 2015). Gentlemen often used horns in hunting, and to inform others of signals (Ogata, 1996).

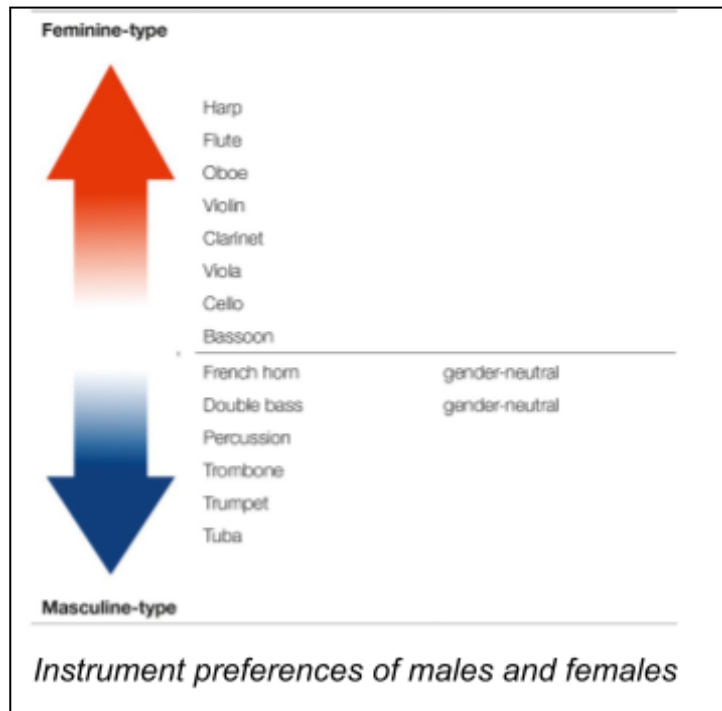
Supporting Arguments

For my study abroad program, I spent ten months in British Columbia, Canada. During that time, I interviewed two males and two females. I also interviewed two Japanese people when I was in Japan. I asked each person ten questions about orchestras. The first female I interviewed was my Mexican roommate, and in this thesis I am going to call her Mariel. The other woman was an Armenian classmate in the string orchestra, and I will refer to her as Celine. The next two males that I interviewed were my first host father, who was Canadian, and my Hongkongese friend, who was a DJ. I will call them Donald and Harris, respectively. The two Japanese people I interviewed were my grandparents, Takako and Eisuke.

The first question was “Do you think there are stereotypes or biases in an orchestra? Mariel said, “Yes, I have biases. I think that women cannot be a conductor and that males play instruments which have low and deep sounds because those instruments are masculine.” Harris answered that “I think smaller

instruments are used by females. Bigger instruments are used by males. I suppose males have bigger, stronger bodies, so they can easily play them. Female's bodies are smaller than male's so I think females play smaller instruments." Others answered, "I think females play instruments that have tender and beautiful sounds.

Those are instruments that feel feminine." The image on the right shows the tastes of males and females when choosing musical instruments. In this image, females are shown to prefer feminine types of instruments which have tender and beautiful sounds, such as harp, flute, oboe and violin. On the other hand, males are



shown to prefer instruments which have low and deep sounds, such as double bass, trombone, tuba and percussion (Biasutti, 2019).

The second question was "The male to female ratio of violinists is 4:6. What do you think about that?" Mariel and Harris answered, "I think it's good because it is nearly equal and females play an active part when playing the violin." Donald answered, "It's fine but I want the ratio to be equal." The following table was taken from *Frontier in Psychology*. It shows the average percentage of male and female violinists in the United Kingdom, the United States and Europe.

Instrument	Total n	Male (%)	Female (%)	Bias	p	Diff. (%)
1st vln	586	48.66	51.75	F	<0.026	3.5
2nd vln	520	42.12	57.88	F	<0.012	15.76

From this table, we can see that both the first violin and second violin are played by more females than males (Biasutti, 2019). When I researched famous orchestras around the world, however, the Vienna Philharmonic Orchestra listed 30 male members out of the total 41 violinists (Vienna Philharmonic). In like manner, the Berlin Philharmonic orchestra listed 27 male members out of the 40 violinists (Berlin Philharmonic). In comparison with them, Japanese orchestras have a male minority in the violin section. The Tokyo Philharmonic Orchestra lists 5 male members out of a total of 39 violinists (The Tokyo Philharmonic Orchestra). Similarly, The Pacific Philharmonic Tokyo lists 3 male members out of the total 10 violin players (The Pacific Philharmonic Tokyo). From these numbers, it can be seen that there is a gender gap between musicians depending on the country.

Furthermore, I asked interviewees, “There are very few female conductors in the world. Why do you think that is?” One of the male interviewees, Donald answered, “It is connected with history.” In the past, males composed the music, played the instruments, and made decisions about the ensemble. Famous musicians and conductors claimed

Year	Male	Female
2010	83.33%	16.67%
2011	84.29%	15.71%
2012	88.34%	11.66%
2013	86.84%	13.16%
2014	88.25%	11.75%
2015	86.49%	13.51%
2016	85.57%	14.43%
2017	84.34%	15.66%
2018	84.93%	15.07%
2019	84.25%	15.75%

Percentage of male and female conductors in the US

that “Females would cause disorder and compromise the emotional unity of an ensemble, and that they lacked the nerves, strength and endurance to play” (Groen,

2020). Harris answered, "This job is difficult for females and I don't think many females want to be a conductor." Research suggests that it is hard for females to keep swinging the baton. This is because a performance is one and a half to two hours long, and can even last up to three hours, so the conductor's job is to use physical strength, and males have more physical strength than females. "Conductor demographics and statistics in the United States show that there are over 43,019 conductors currently employed in the United States". When focusing on the percentage of conductors, 15.75% of all conductors were female, while 84.25% were male, in 2019. Despite this, the number of female conductors decreased 4.92% from 2010 to 2014 but has since shown an increase of 4% from 2014 to 2019 (ZIPPIA, 2022).

Studies have shown that males have more advanced temporal and structural thinking capabilities than females. If someone wants to be a conductor, they must have a deep comprehension of, and a consideration for music, instruments and musicians, and an outstanding imagination for the composer's intention and ideas. In addition, communication abilities and charisma that bring out the expertises of the performers is required if people want to be a conductor. Furthermore, they require the patience and leadership to lead the orchestra as a conductor (otomamire alamicus, 2019).

Conclusion

In this thesis, I discussed gender and orchestra. Most orchestras are dominated by men, and there are still many disparities in gender regarding musical instruments. We need to change this situation. In the past, women were not allowed to touch instruments, so upper class women could learn musical instruments, but not play

them in public. After that, ordinary women began to learn various musical instruments and became able to play in orchestras. In particular, the number of women aiming to become conductors is increasing. I think it would be fair to increase the number of female conductors and other instrumentalists. Also, the gender prejudice based on musical instruments is disappearing. In the future, I hope that by positively advocating gender equality, we will have more female conductors, less bias, and an equal proportion of male and female instruments. Finally, I am grateful that this project gave me the opportunity to interview and write a thesis about the orchestra.

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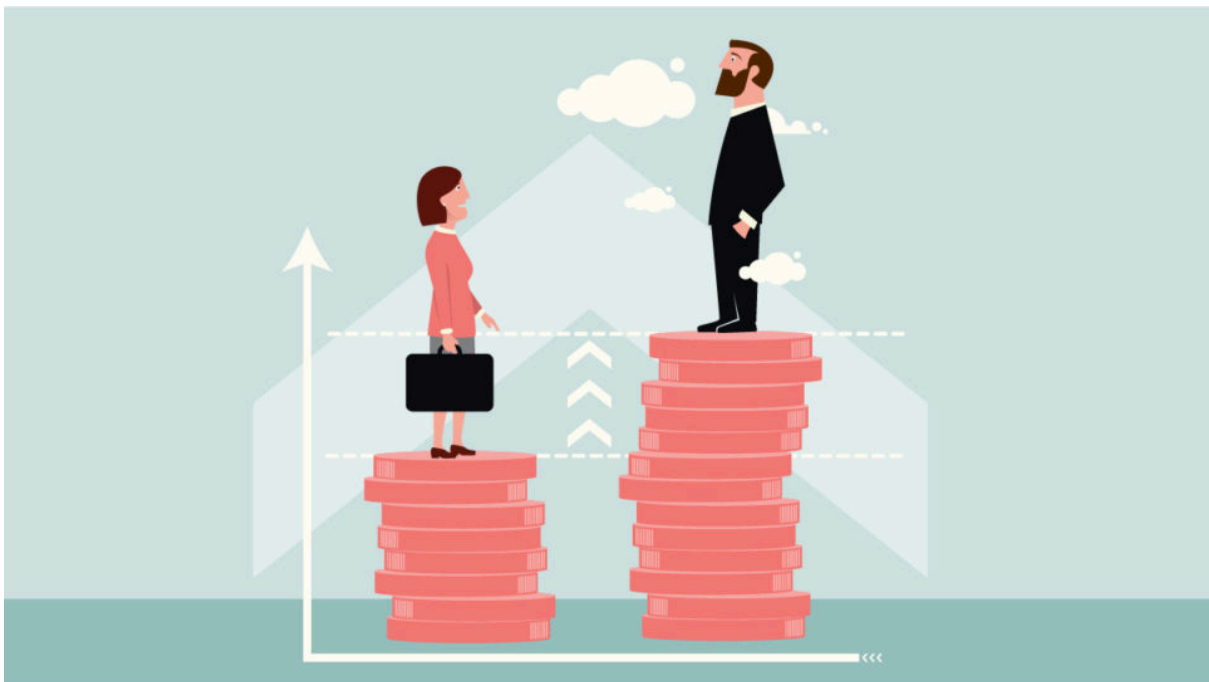
私はこの論文を書く前、現代社会の授業でジェンダー問題を教わるまで、ジェンダー問題のことを気にも留めなかった。しかし、この論文と授業に取り組んだおかげで日本と海外のジェンダー問題について詳しく知ることができた。

私はジェンダー問題を詳しく知るために、興味のあるオーケストラをテーマにした。理由は、私が中学1年生の時オーケストラを観に行き、それと同時にバイオリンを習い始め、それからオーケストラに興味を惹かれたからだ。

オーケストラで取り上げられるジェンダー問題は主に3つある。それは、女性指揮者が少ないこと、楽器ごとの男女比に差があること、楽器に性的偏見があることだ。偏見によって大きくて低音の出る力強いイメージのある楽器、コントラバスやチューバは男性演奏者が多い。小さくて高音のでる柔らかいイメージのあるハープやフルート、バイオリンは女性演奏者が多い。また、女性指揮者はこの世界で少数しかいないことだ。昔は男性が楽器を弾き、公で演奏するのを許されていた。しかし、時は経て多くの女性も様々な楽器をオーケストラで演奏できるようになり、男性には及ばないが女性指揮者も進出している。だから、楽器の男女比を平等にするのと、女性指揮者を増やす必要がある。

私たちが男女平等を主張することで、女性指揮者が増える環境になり、男女の楽器への偏見も減り、今の状況が変わる日が来ると願っている。だが、すぐには変わらないだろう。だからこの状況を変えたい若者が増え、改善する必要があると思った。

Gender Salary Gap



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Introduction

“When we pay women less than men, we’re telling them their work isn’t as valuable. We’re all equally valuable. And we should be paid equally ” (ellevate). Have you ever heard this quote? This refers to the salary gap and was by journalist and author, Maria Shriver. All around the world there is the problem of the gender salary gap. What is the gender salary gap? Gender salary gap or gender wage gap is the difference in earnings between women and men. Women consistently earn less than men, and the gap is wider for most women of color. In this thesis I will explain about the current status of the gender salary gap, and also as a result of research and interviews, I will suggest a solution to the gender salary gap.

Background

Why did I choose this topic? In the future, I want to study finance and thought that I could research its connection with the salary gap. I thought it also might have something to do with the faculty of the university I wanted to go to. The reason I became interested in this topic was because I studied about gender in my school classes, and I had the opportunity to hear some lectures on gender equality by guest speakers at school, but I didn't know much about the content before that. So I will introduce some research on the history of the gender salary gap.

Actually, the gender salary gap has a very long history and it has been a problem since the 1860s. During that time, women's rights activists, Susan B. Anthony and Elizabeth Cady Stanton, tackled this problem by writing in their newspaper, *The Revolution*, and gave the now infamous speech, *The Power of the Ballot to Bring Women Equal Pay for Equal Work*. They insisted on closing the salary gap through public speeches. Thanks to their efforts, the constitution was amended

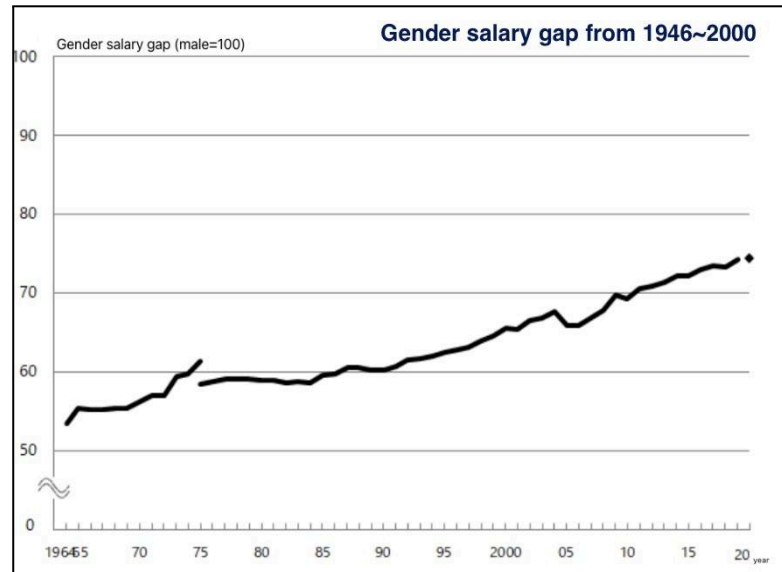
in 1920, to give women the right to vote. However, the salary gap did not disappear. In 1944, Winifred Stanley, a member of Congress, submitted an idea to ban the salary gap and create equal opportunities for all, regardless of sex. However, Stanley's proposal was never made into law (Investopedia, 2022). In the 1970s and 80s it became more widely known, but the issue did not become an important topic at that time because there were other big problems in the world, such as the Vietnam War, Watergate and the AIDS crisis. There were so many things that were globally important that people couldn't think about gender as a problem. However, as the war ended and the present age approached, the world began to consider the gender salary gap (Wagner, 2021).

In the 1990s there was not a significant change in the gender gap laws. Even now, although it's better than before, it has not disappeared completely. For example, the 2007 U.S. Supreme Court case, *Ledbetter v. Goodyear Tire and Rubber Co*, led to the next important law. Lilly Ledbetter sued the owner because the owner underpaid her for 19 years. Due to the fact that she did not complain about discrimination within 180 days, her case was dismissed (Oyes, 2006). Due to this case, the world began to discuss the topic of the gender salary gap.

Supporting Arguments

I interviewed 6 people who were Japanese, Chinese, Filipino and Malaysian. The Chinese male lives in Japan now. I asked them 10 questions each. My first question was, "Did you know that there is a gender salary gap?" Two people said, "Yes" and the other people said, "I have heard about it, but I don't know much about it." I asked them where they learned about this and how salary gaps are supported within their country. The woman who lives in Japan replied, "I heard about it from the news and

websites. As far as I know, the gender salary gap is decreasing in Japan.” After I searched about it, the research shows this to be true. In this graph, we can see the gender salary gap from 1946~2000. This



graph shows a moderate improvement in the salaries of women compared to men. This graph shows that the gender salary gap is slowly, but steadily closing.

According to this data, my interviewee was correct. My interviewee does not work at a company; she is the president of a family-owned restaurant. She said she didn't feel there is a gender salary gap, especially at her restaurant. However, in actuality, Japan has a salary gap of 25%, which is one of the highest gaps in the world (Sakata, 2022).

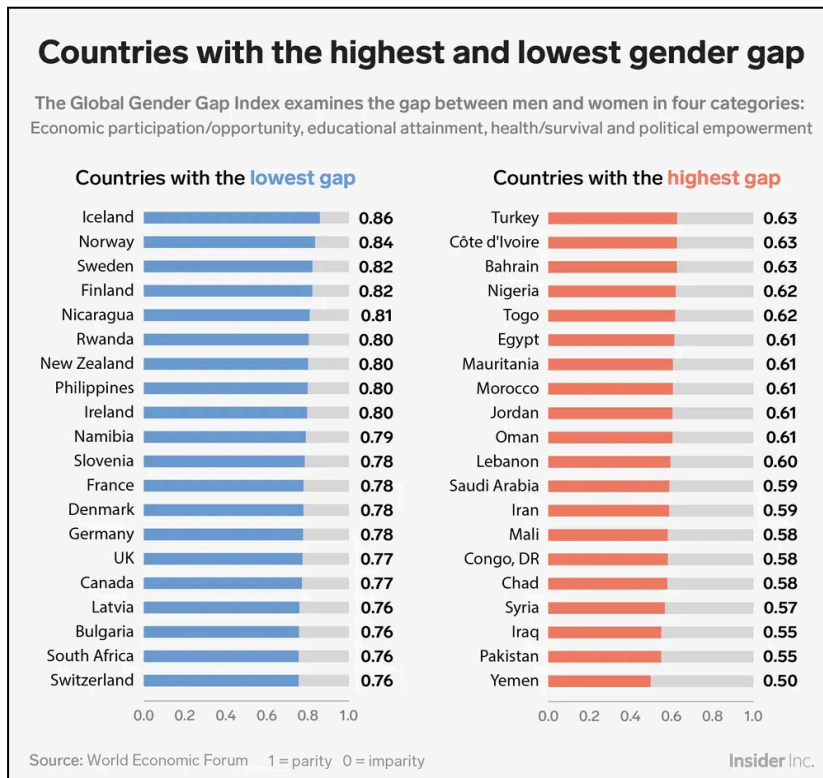
Then, how about other countries? I asked my other interviewees. The Filipino woman said, and the Chinese male agreed, “I have never heard about that data. I think it is not a big problem in the Philippines.” I researched her claims and found out that the Philippines has the highest amount of gender equality in Asia. Actually, in the Philippines, there are very few stereotypes that women do housework and childcare, and in addition to this, women actively participate in politics. This is a possible reason why Filipinos don't think much about gender equality. The Philippines' level of gender equality is the best in Asia, but in terms of support, it seems that there is still more to be done (Huffpost, 2016).

How about Malaysians? The two Malaysian women both said, "I think the gap is terrible in some areas." Malaysia's gender gap percentage is 5.4%, which is better than the average. The average number of working women in Malaysia is 49%, which is less than half, but I found out that there are many more working women in large Malaysian cities. In Malaysia, there are many female business owners who are looking for young businesswomen, regardless of ethnicity. Rohana Azhan has been the CEO of Astro Malaysia, Malaysia's largest pay satellite broadcaster since 2011, and was appointed Group CEO in April 2016. She is one of the Malaysian women who has had a great influence on women's rights, such as participating as a panelist in the "International Symposium for a Society where Women Shine" held in Japan in 2014. So why do people think Malaysia's gap is terrible in some areas? While women seem to be active in various places, when it comes to data, it is vastly different from reality. According to the Malaysian Labor Force Survey, the employment participation of women in city areas is 55.8%, while that in countryside areas is 49.2%, a difference of more than 5 percent. In 2017, Malaysia ranked lowest of the 144 countries in the Asian region. They ranked lowest in both political and economic rankings. The percentage of women working in economics is 52.8 percent in Malaysia, the second lowest after the Philippines' 52.6 percent. Similarly, the number of Malaysian women in parliament is still at 10.4 percent (Tanaka, 2018). For these reasons, the understanding of the salary gap in Malaysia varies from place to place.

The people who I interviewed live in different countries, and the current state of the gender salary gap in each place is also different. So, which country has the smallest salary gap or gender gap? Iceland is consistently ranked at the top of the list of countries with the lowest gender gap in political activity and education. So why

Is Iceland sitting at the top every year like this? Its strongest point is childcare leave.

Childcare leave in Iceland is not decided by the company, but by the government.



The period of the childcare leave for both mothers and fathers is 6 months of leave, plus 6 extra weeks of leave.

The extra 6 weeks can be used by either the mother or father, or shared between them. If the company does not give this childcare leave,

the government may intervene. Iceland has become a better country in this way because it was influenced by women's demonstrations for equality in the salary gap in 2018. As a result of the demonstrations, a new law was made in 2018 to ensure that men and women who do the same job are paid the same amount of money. If any people violate it, they will be fined. It is the first law in the world to make the gender gap between men and women illegal (NHK, 2022). For these reasons, Iceland keeps the top position as a country with no gender gap, year by year.

Conclusion

Based on interviews and data I've looked at, it's difficult to judge if the gender salary gap is increasing or decreasing in the world, because as you can see from the results, the current situation varies from place to place. Countries with a small

gender salary gap should continue to find ways to maintain it and they should find a way to further improve it. Other countries that have a high gender salary gap have to study the positive points of countries with low gender salary gaps. I think that the reason why there is a salary gap between men and women is because of our stereotypes. For example, women do housework at home. A man works and makes money. If such stereotypes are eliminated, not only the salary gap but also gender discrimination will disappear.

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～賃金格差との向き合い方～ 山下優奈

私は今回のジェンダー論文を通して約三年間男女賃金格差について調べていった。調べようと思った理由は、大学で進学したい学部が経済学部で学部とも関連付けながら調べられると思ったからである。最初はあまり注目しながら見ていなかったが、調べていくうちに興味が湧いてきて、中盤には探究の授業も重なって調べる機会が増えたので賃金格差に関する知識はかなりついたと思う。実際、論文の中でも語っている通り、世界各地の賃金格差がどの程度あるのかは、地域それぞれ状況が異なるので断言することはできないが、なくなっていないのは事実である。賃金格差は、1860年前から存在していて200年近く経とうとしている今でも格差が広がっている。ではなぜ問題視されつつもなくなるのだろうか。その原因はわたしたちの固定概念に問題があると思う。日本で例を挙げると、女は家事、男は外へ出て金を稼ぐなどである。こういった固定概念が存在するせいで仕事上にも影響され、賃金の額でも差が生まれてしまうのではないかと思う。実際、日本に総理大臣制ができてから一度も女性が就任したことがないのだ。こういったこと全てを含め、固定概念が関係してしまっているのだと思う。日本に限らず、女性だから、男性だからという考えがなくなれば賃金格差だけでなく、男女差別がなくなる日も遠くないだろう。

NAKAMURA GIRLS' HIGH SCHOOL

Nakamura International Course

Thesis Projects

～概要～

中村高等学校国際科では、高校2年次に1年間の海外留学(英語圏)を経験します。留学中に研究計画に沿って調査を進め、課題論文を作成します。

2022年度中村高等学校国際科3年生は、「ジェンダー(社会的・文化的に創り出された男女の違い)」というテーマに果敢に挑戦しました。

少子高齢社会の日本。様々な分野で女性の活躍が期待されています。一方、家庭や職場などでジェンダーの不平等は存在します。世界経済フォーラムにより毎年公表されるジェンダーギャップ指数においても日本は下位に位置しています。

こうした状況の中で、「ジェンダー」というテーマは、女子校の場でこそ取り組むべき課題だと言えます。グローバルキャリアという視点を軸に、「ジェンダーフリー(ジェンダーにとられない)」社会のあり方を生徒1人1人が追究しました。

留学前に論文のテーマを決め、調査方法を学びます。留学中も本校の教員(英語を母国語とするネイティブスタッフ)の指導も受けながら、現地の多様な人々にインタビューを実施、さらに図書館や資料館など必要な機関を訪ね、フィールドワークを行います。調査結果を整理し、帰国後に論文としてまとめました。昨年度に引き続き、その成果を刊行いたします。

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