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**

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<thead>
<tr>
<th>[Ideology]</th>
<th>[Real]</th>
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<tbody>
<tr>
<td>(abstract)</td>
<td>(concrete)</td>
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<td>Model</td>
<td>Philosophy</td>
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<td>Principle</td>
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- 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 institutionalize? 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

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