A Social Enterprise Approach for Parenting in the Japanese Society

Research talks – a bit of context

Hanami（花見）, Nagoya 2022

Tell me about your research

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Systems Engineer,
Master of International
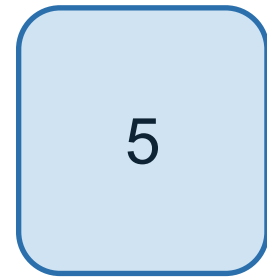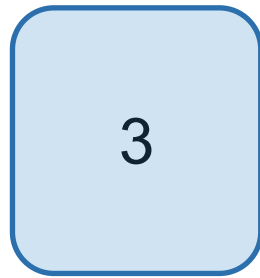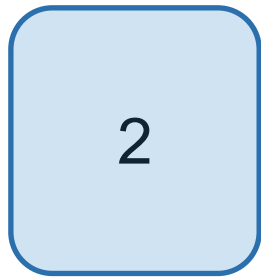Peace Studies,
Soka University, Japan

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Systems Engineering
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Agenda

1 The Japanese Case

2 Understanding the problem

3 Solution Strategy

4 Strategic and Operational views
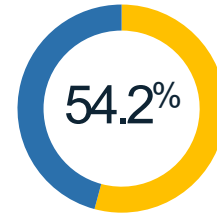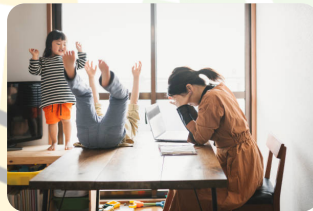
5 Preparing for Society 5.0
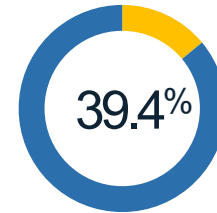
The Japanese Case

🏆 **#1**

- 30.4 weeks of paid leave policy
- Both men and women can stay home until the baby turns one year old while still receiving 50% to 67% of their monthly wages[1]

Imbalance

54.2% Fathers want to be more involved in child rearing[2]

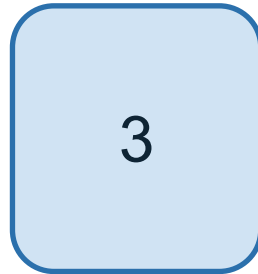**39.4%** Married fathers declared the intention to take paternity leave in 2021[3]
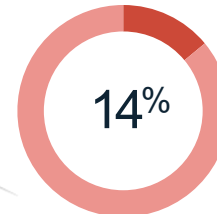
14% Fathers took paternity leave in 2021[3]
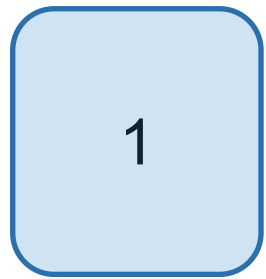
(1) Chzhen, Gromada & Rees, 2019 (UNICEF)
(2) Benesse institute Survey, 2011
(3) Japan Cabinet Office Survey 2022

Agenda

1	2	3	4	5
The Japanese Case	Understanding the problem	Solution Strategy	Strategic and Operational views	Preparing for Society 5.0

Cultural Challenges in Japan

Corporate Culture

- corporate loyalty
- personal life is not priority
- values long-hour shifts
- karoshi - 過労死

Society Values

- strong hierarchy structure
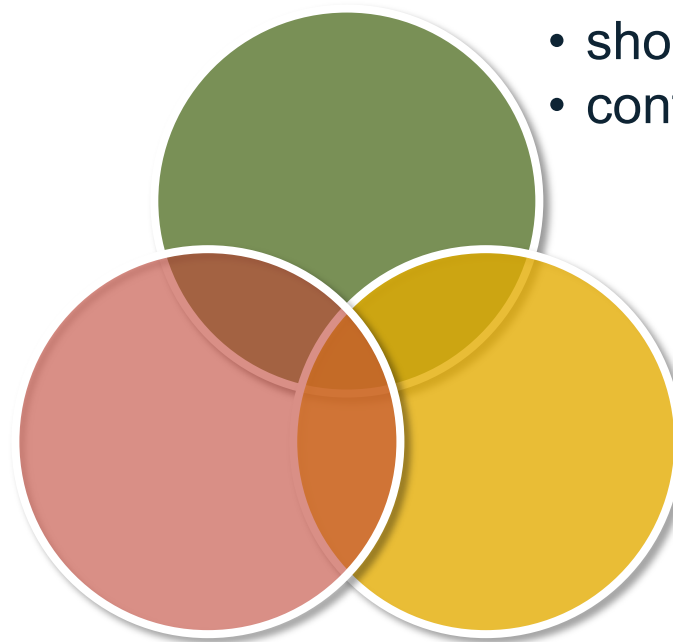- shouganai - しょうがない
- conflict-averse

♂ Gender Roles ♀

- provider
- social pressure for career success & leadership

- responsible for the house and kids
- family dedication is expected

matahara & patahara

Understanding the problem

Existent legislation

Government campaigns

Financial incentives

Parental leave (period) is good

Wages on leave are ok

Gender roles

Gender pay gap

Tax system

Childcare Infrastructure

Corporate culture

Work harassment

Society Values

Politics

Agenda

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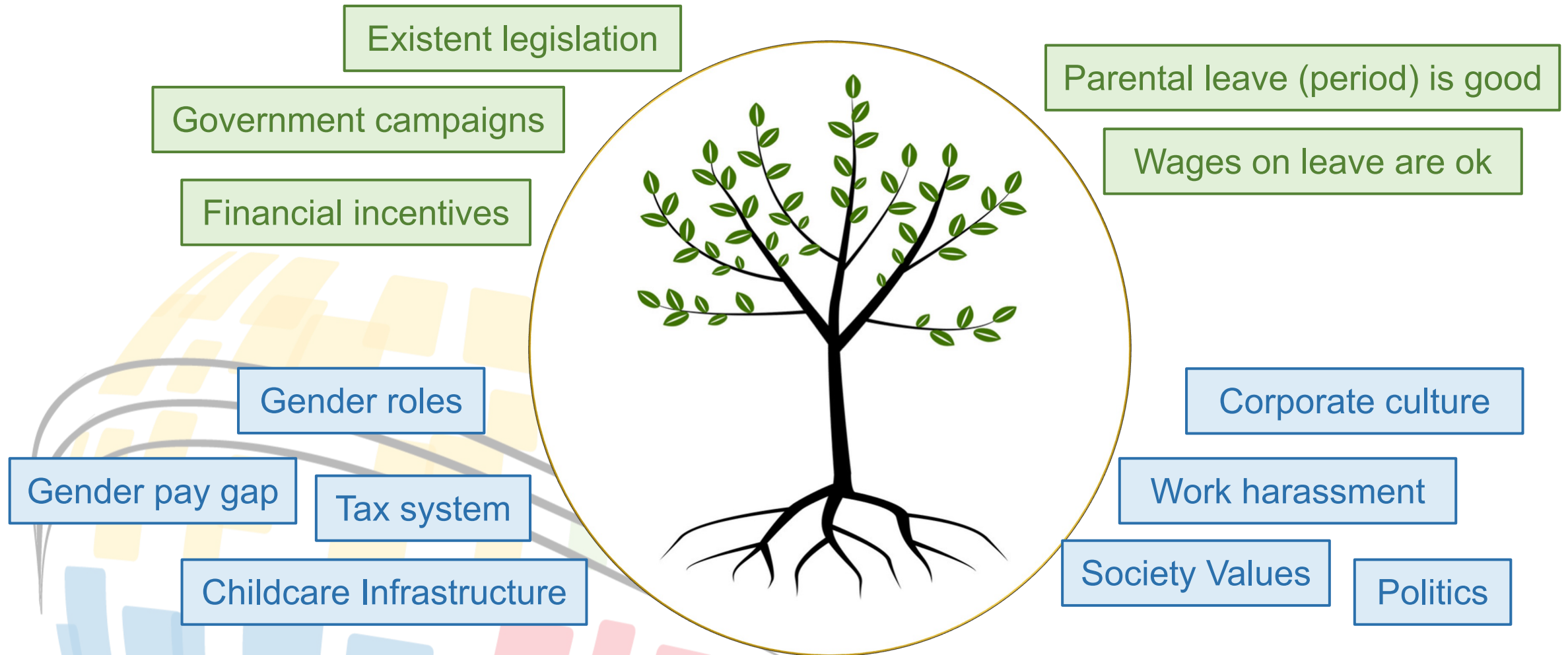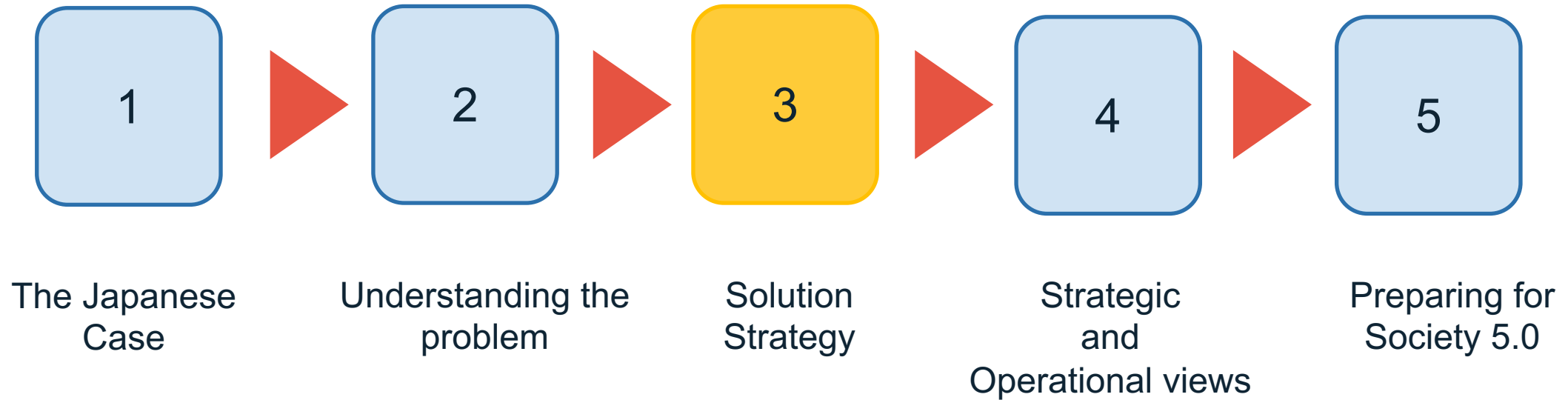
Solution Strategy

Enterprise Architecture (EA) frames the problem space and provides multiple perspectives to envision the solution space.

Strategy: Social Enterprise architecture elaboration combining collective vision, goals, constraints, conditions, challenges & other concerns of stakeholders.
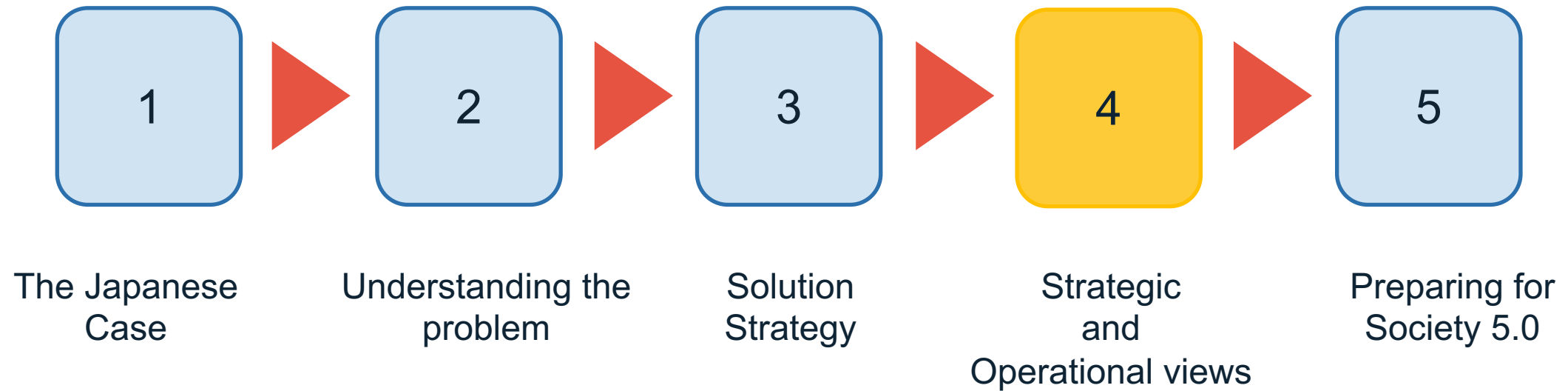

Framework, language and workflow

Society as a System of Systems

Solution Strategy – UAF Grid

Agenda

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Enterprise Motivation

1. Drivers
2. Vision, Mission & Goals
3. Strategic Motivation

DRIVERS → ENTERPRISE → OUTCOMES

Strategic Motivation [Strategic Drivers]

«Driver»
Paternal Bonding
Id = "D1"
Text = "Father's wish to build a better and stronger bond with their children"

«Driver»
Motherhood employability
Id = "D2"
Text = "Low employability of mother's in the labour market "

«Driver»
Child Emotional Support
Id = "D7"
Text = "Child is deprived from building a balanced parenting bonding"

«Driver»
Parenting Stability after Leave
Id = "D5"
Text = "There is no stability after parenting leave"

«Driver»
Gender pay gap
Id = "D6"
Text = "Women earn less than men for same work"

«Driver»
Overtime Legislation
Id = "D10"
Text = "The current legislation about overtime does not protect the employee from being forced to work long hours for a long period"

«Driver»
Low Paternity Leave Adherence
Id = "D4"
Text = "Low adherence on paternity-related law"

«Driver»
Regulatory Compliance
Id = "D9"
Text = "Lack of regulation for monitoring employers about parenting leaves"

«Driver»
Childcare Infrastructure
Id = "D3"
Text = "Need of care centers/infrastructure"

«Driver»
Women's Career
Id = "D8"
Text = "Lack of choices for women to balance career and family chores "

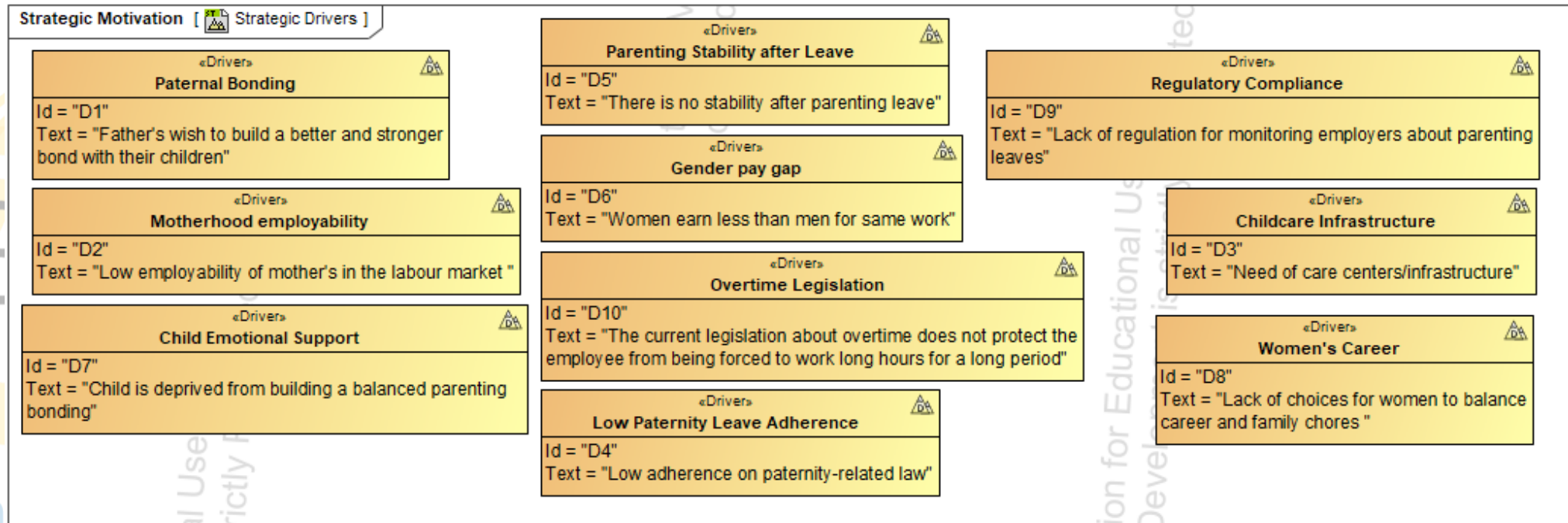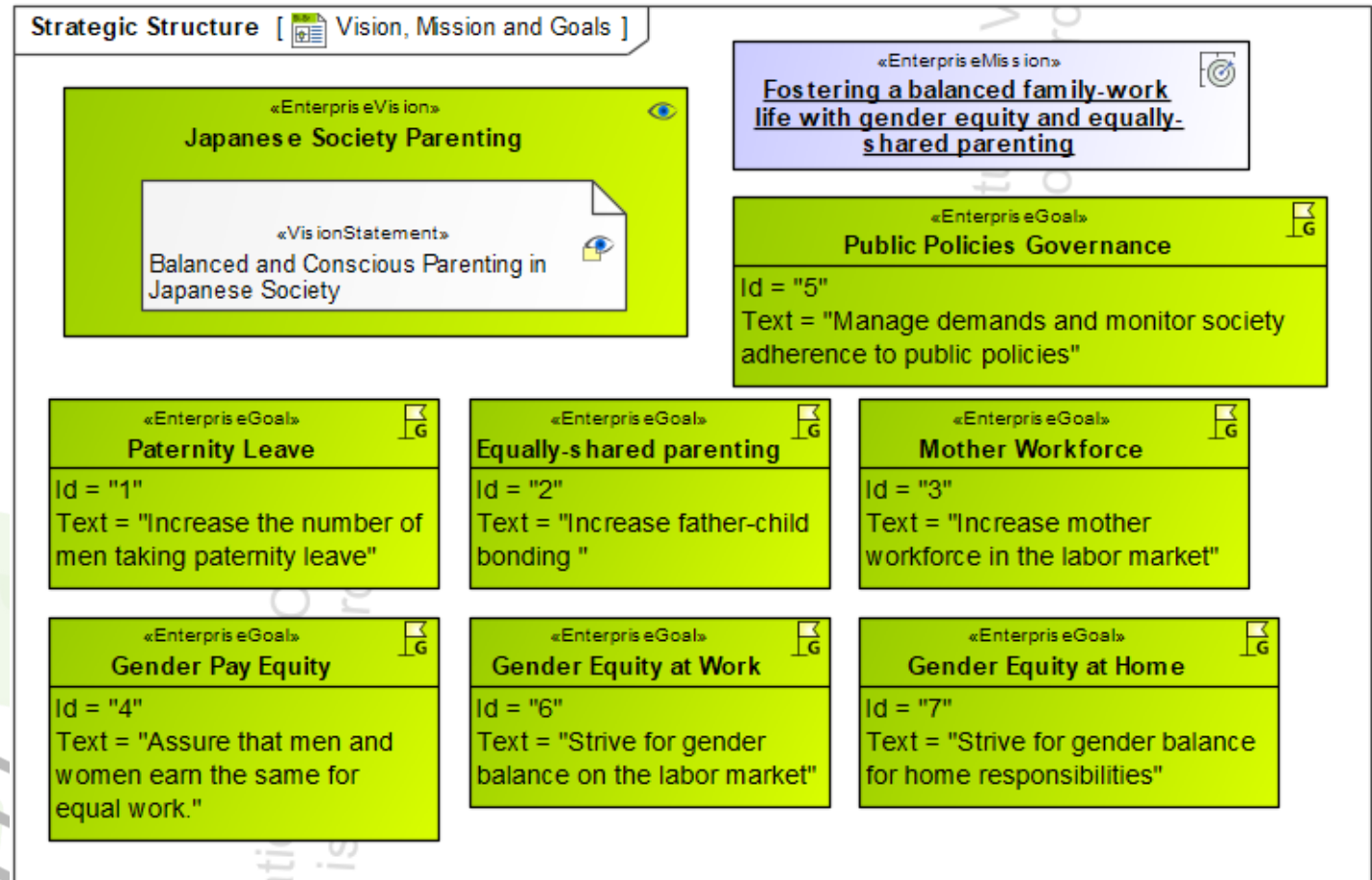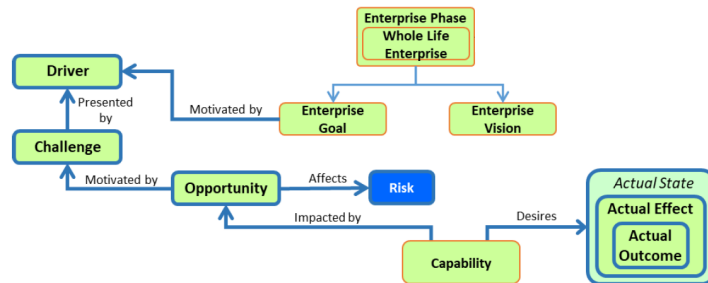# Enterprise Motivation

1. Drivers
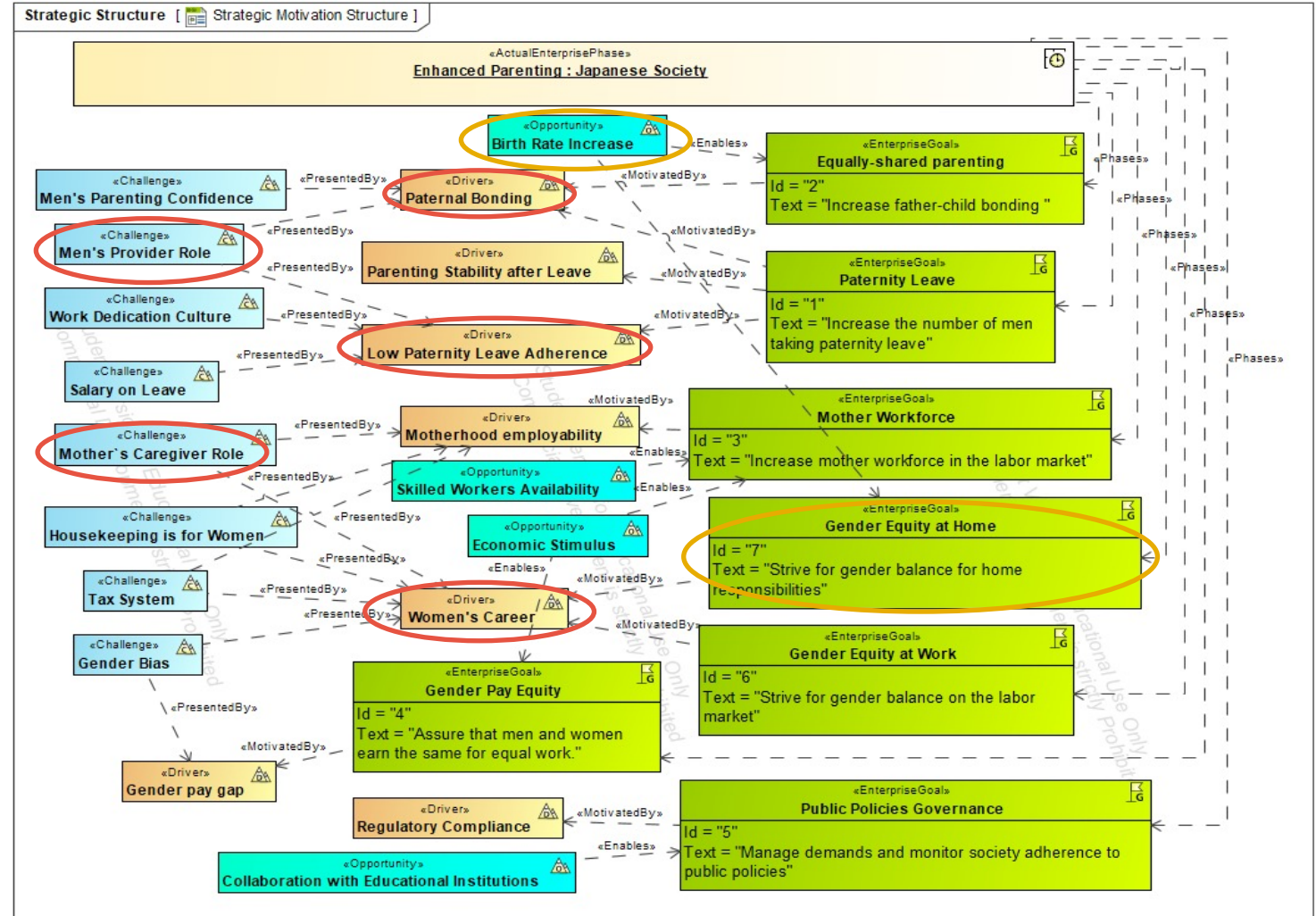2. Vision, Mission & Goals
3. Strategic Motivation

Enterprise Motivation

1. Drivers
2. Vision, Mission & Goals
3. Strategic Motivation

Challenge is presented by *Driver*;
Enterprise Goal is motivated by *Driver*;
Opportunity enables *Enterprise Goal*;

UAF Domain Metamodel

Strategic Structure [Strategic Motivation Structure]
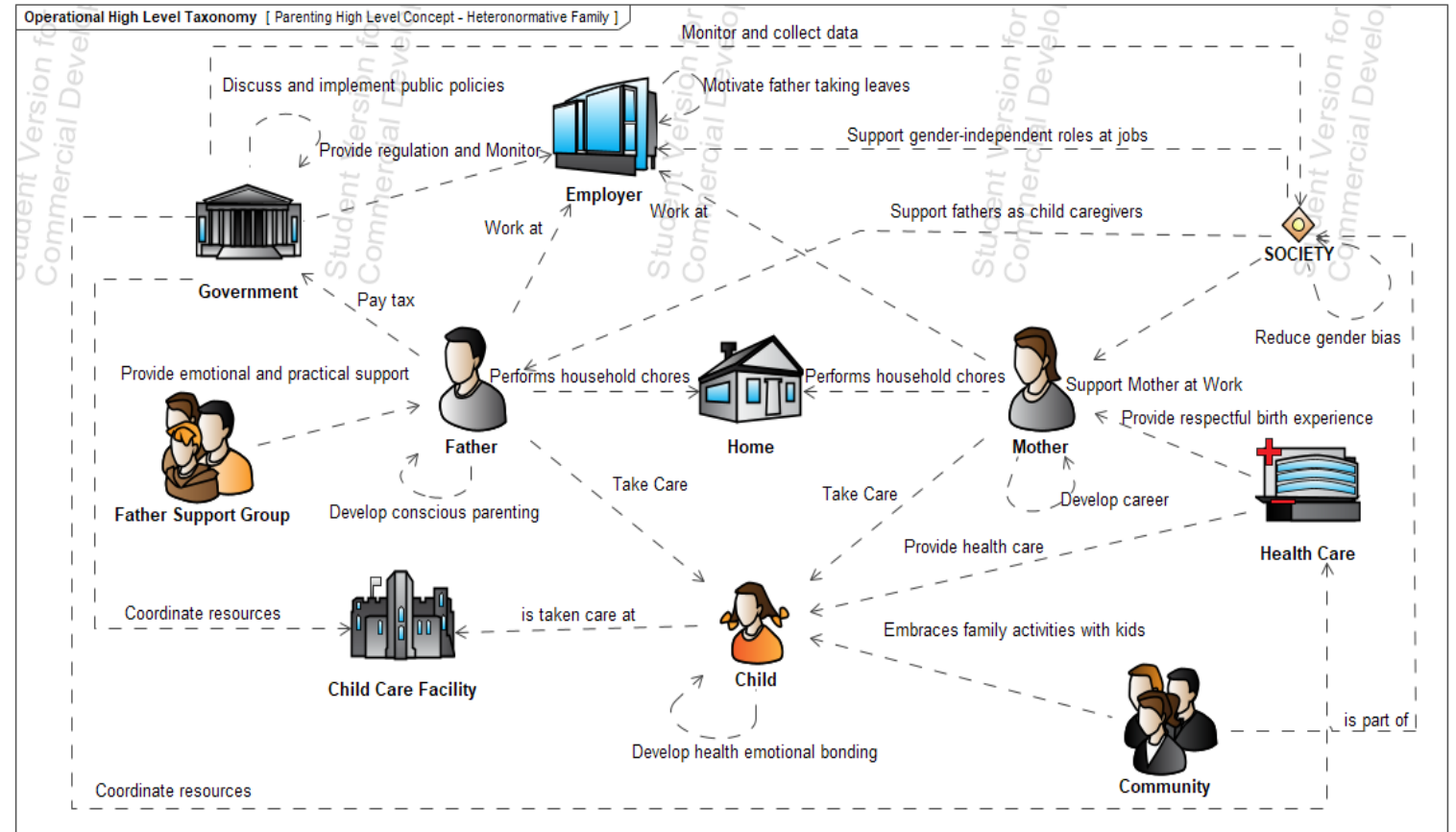
High Level Concept

- How should be a balanced parenting ecosystem?

- What are the main agents and their relationships?
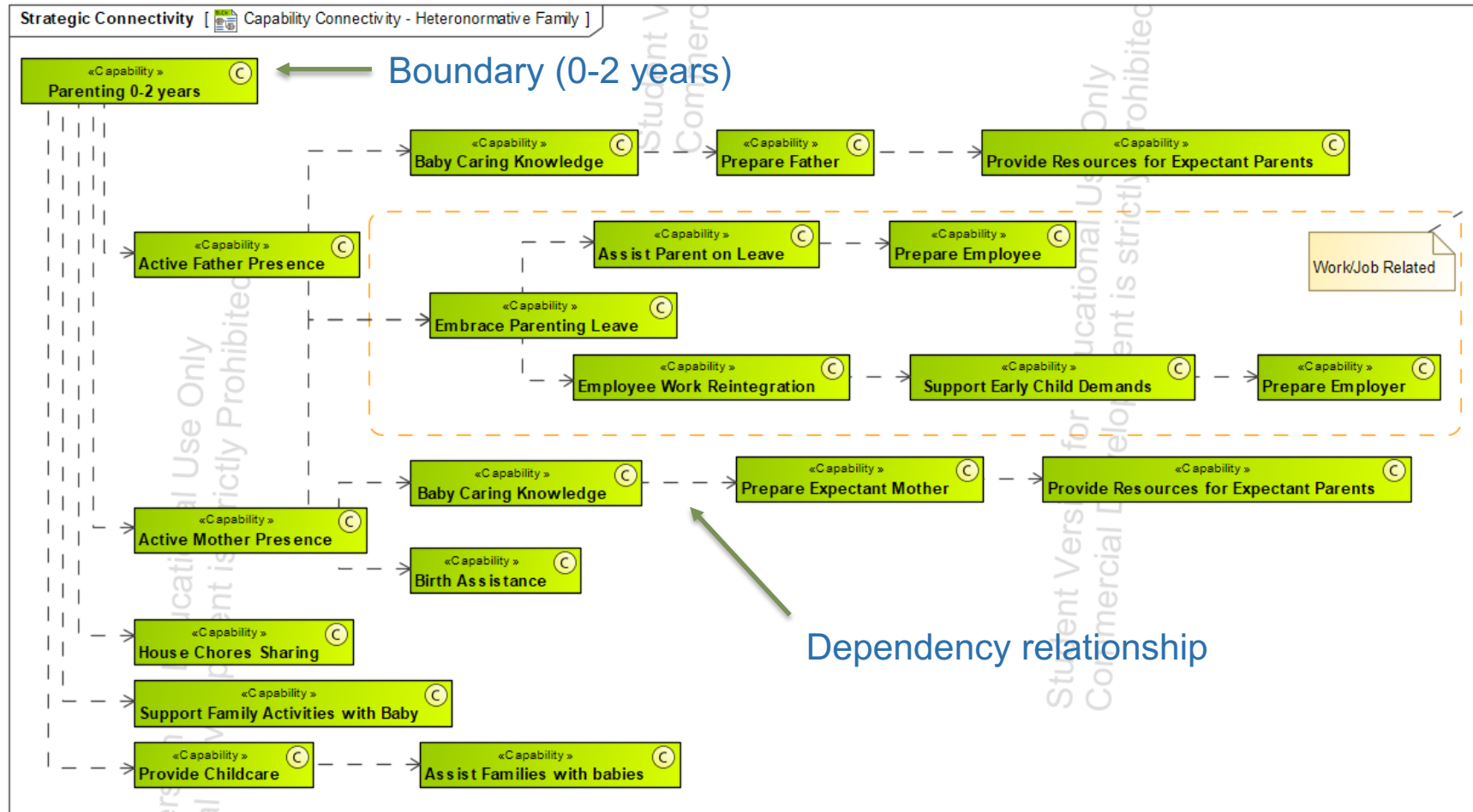
- Family/House
  x
  Work
- Gender roles

Family + Corporate + Social + Infrastructure + Government

Strategic Capabilities

Capability: An enterprise's ability to achieve a desired effect;

Capabilities for mother and father are different when preparing for the birth.

Capabilities for mother and father are the same when they are employees.
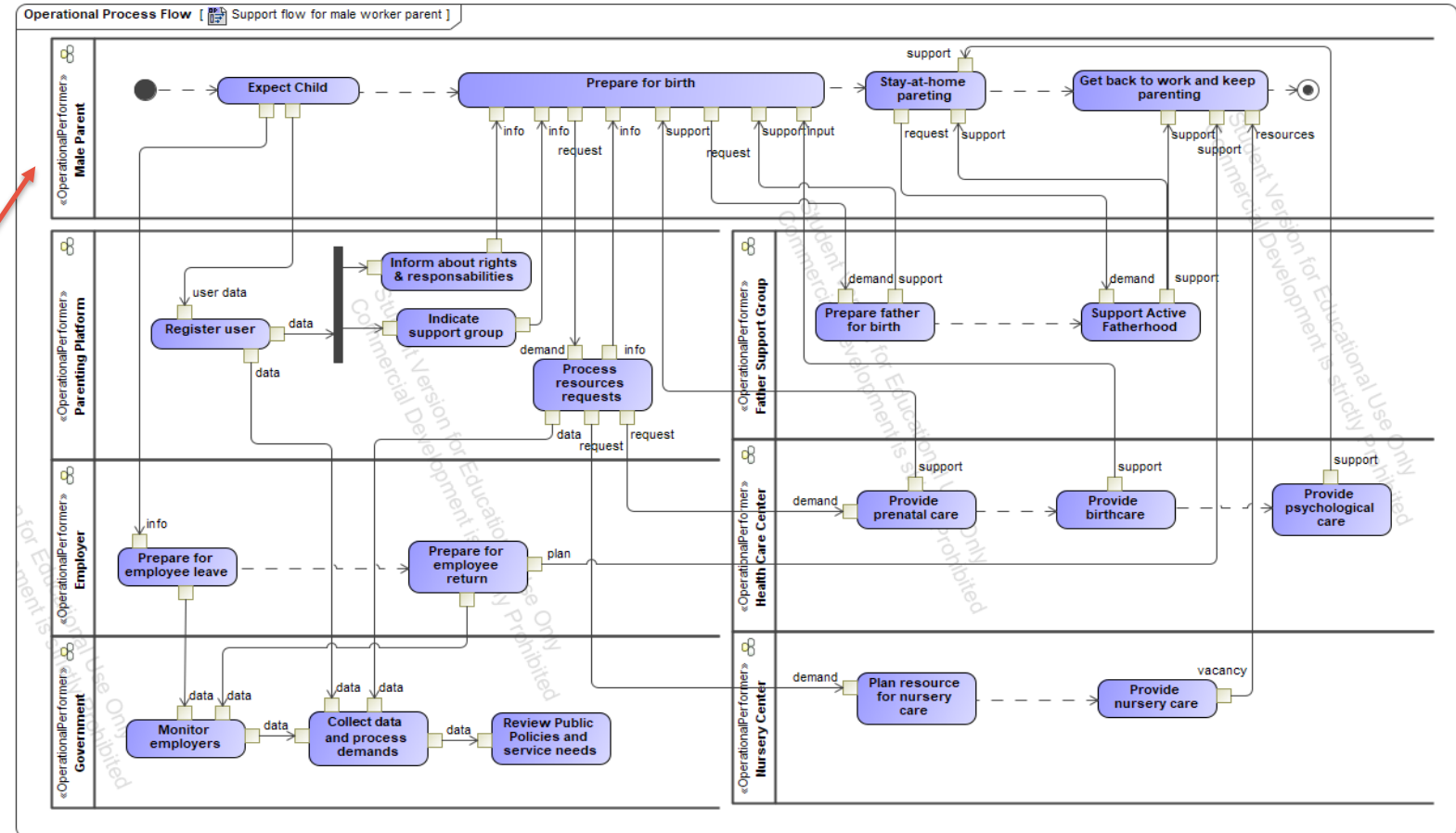
Operational Process Flow

The narrative from expecting a child to active parenting (stay at home during paid leave and returning to work)

The father's viewpoint

Who (*operational performer*) supports the flow?

How (*operational activity*) is this support?

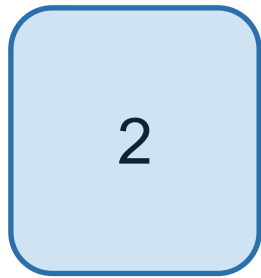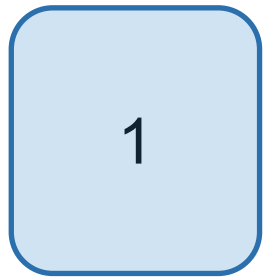# The parent box

- People have different demands, families have different configurations and experience different realities.

- How to customize the entity *Parent* to represent the human complexity?

- What are the attributes that impact on the parenting experience of a father?

- Can we use individual's data to better understand society's behavior and needs?
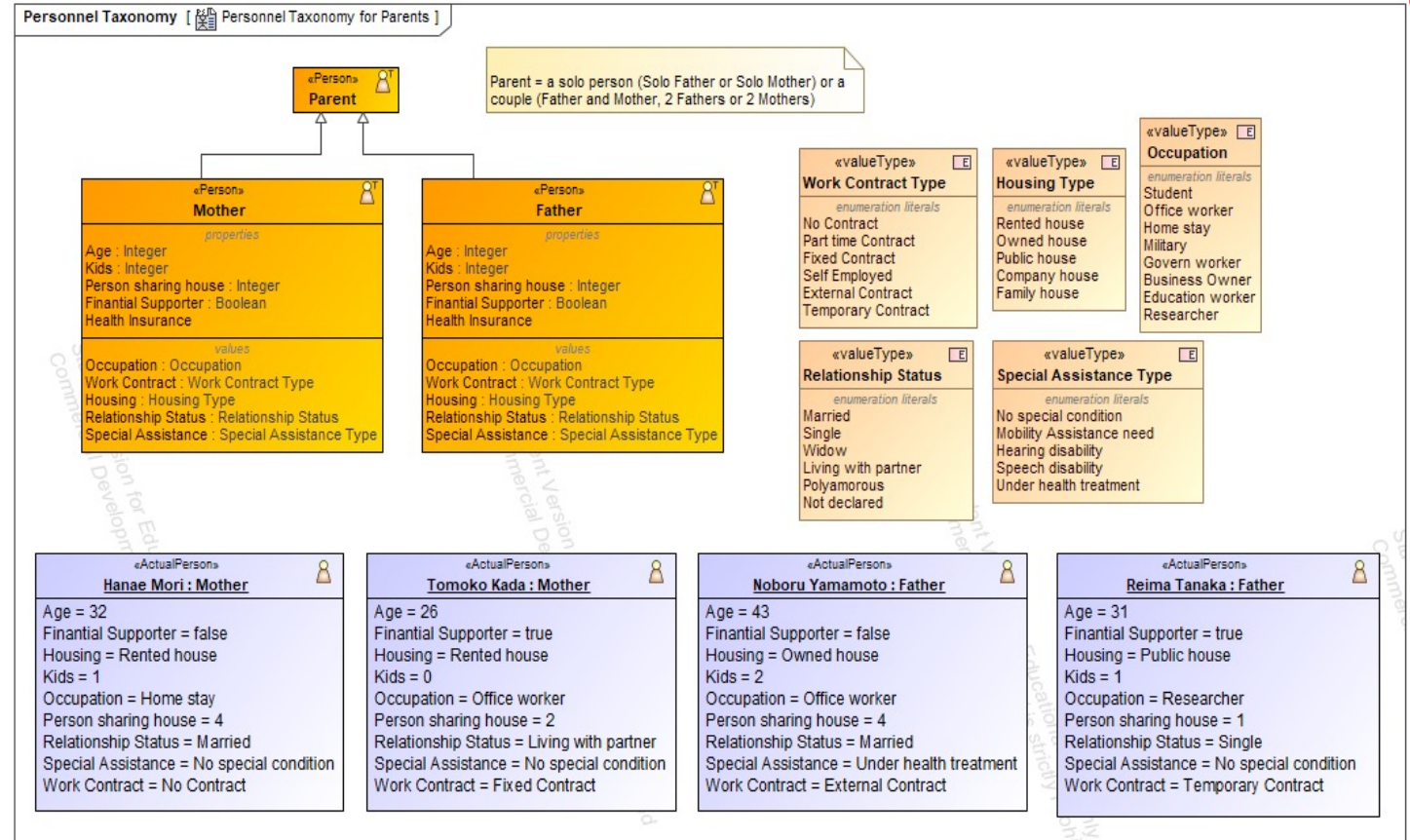
Agenda
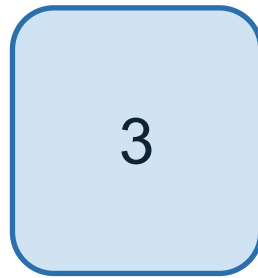
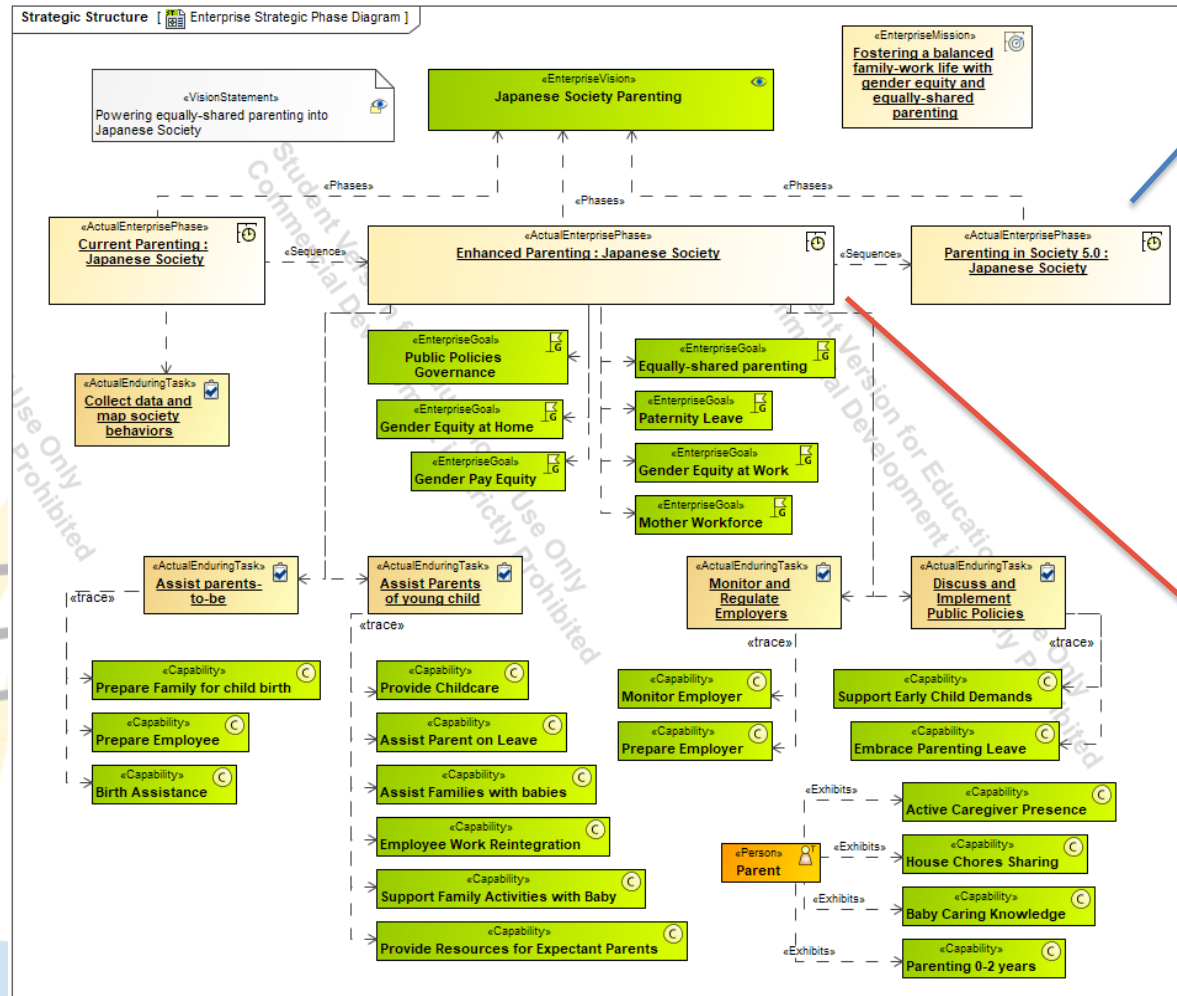| 1	2	3	4	5
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Enterprise phase strategy: preparation for the Society 5.0

Society 5.0 is a human-centered society that balances economic advancement with the resolution of social problems by a system that highly integrates cyberspace and physical space.

A society in which all kinds of people can readily obtain high-quality services, overcome differences of age, gender, region, and language, and live vigorous and comfortable lives" (Government of Japan, 2016).

Enterprise Strategic phase view
Preparation for the enterprise to meet the subsequent phase's capabilities.

Summary

- Regulation might not be enough to change a society's behavior.

- UAF has views that provide perspectives to address social problems.

- Social enterprise architecture can integrate capabilities and propose solutions to societal issues.

- Desired outcomes for sociological transformation must incorporate multiple perspectives and center the solution on human subjectivity.

- Systems engineering processes can bridge the problem and solution space of societal problems.

Questions?

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