

Is there a need for a gender column?

1. Motivation behind Research Paper

The theme of my inquiry was "is there a need for a gender column?" The reason why I wanted to work on this theme was because I had never had much doubt about being asked about my gender in various situations, such as questionnaires and mock exams, and being categorized as male or female. However, during an exchange during a seminar on "Everyone is different, everyone helps each other," I heard someone express doubts about the classification of men and women, and I wondered whether it is possible to classify people into either male or female, even though there are many forms of gender and various ways to divide them, and why people are asked about their gender in the first place.

2. Introduction

The population of Japan is about 130 million, and according to a survey conducted by Dentsu in 2020, the proportion of sexual minorities in Japan is 8.9%. By calculation, approximately 1.16 million people across Japan are X-gender, referring to people with gender identities who do not believe they belong to any gender, and at least 1.16 million people are suffering because of gender descriptions.

3. Results and Analysis

According to the Cabinet Office's Gender Equality Bureau's data on the expression of social and culturally formed gender, the act of classifying people by gender is a fundamental classification method for humans. Furthermore, there are male images and female images created by social life and culture, and as people grow up, they become conscious of social gender, so humans instinctively prefer to divide them into men and women, and are obsessed with social gender created by society and culture. I think there are more of us who have no doubts about the separation of men and women.

If you want to answer the questionnaire, there is a gender column, and you have to mark one of the applications for membership. Has anyone ever had any discomfort or doubts about being asked about their gender? There are also genders in this society that are not limited to either gender. Is it really the right way to separate a gender based on the two genders, male and female? Is it necessary to ask for it in the first place? From the standpoint of data collection and statistics, if you really want to know about gender or need information about gender, I think it would be desirable to write it in a "free description."

I think that if we get a job in the future, we will have to write a resume. If you take your resume as an example, you will find that there was always a gender column on your resume in a general format, and it was also provided on the entry sheets of many companies. If the gender you put down is different from gender on the family register, there are many problems such as whether to enter sex on the

family register or gender according to sex, whether to explain it at the interview, and what kind of clothes to wear for the interview. It is also a great pain for those who feel that they do not fit into male or female choices.

First of all, as a general premise, Japanese law prohibits discrimination in hiring men and women. For example, to exclude either male or female from the recruitment or recruitment target, and to make the conditions for recruitment different between male and female. If this is the case, not only is the gender column unnecessary but it should already be abolished to make the law effective. However, gender columns are still needed in various situations, so they have not been abolished. Why is it necessary to have a sex column?

In a 2015 study on gender discrimination posted by Kazuo Yamaguchi, companies tend to refrain from hiring women because of the loss of investment in education and training due to women's retirement due to marriage and childbirth. Although not all companies are affected, it is also true that such "discrimination logic" is deeply rooted in corporate society. Alternatively, in the workplace where care work takes place (e.g., care workers, home helpers, child instructors, nursery teachers, and nursing assistants), there is a tendency to hire women preferentially even though men can work. Such acts were originally discriminatory and were banned. As long as there was a gender column, the company was able to select men and women and hire them. However, on April 16th, 2021, the Ministry of Health, Labour and Welfare released an example of a new resume. In the new form example, a gender column is changed from a conventional selection expression surrounding one of "men and women" with 性 to an item to be arbitrarily described. It was clearly

stated that it was an optional entry field, and it became possible to leave the gender blank.

4. Conclusion and Future Problems

In order to eliminate this gender discrimination, I thought that gender columns should be abolished or changed to free descriptions in any form of questionnaire to eliminate the difficulty of X-gender people living.

5. Reflection

In order to eliminate this gender discrimination, I thought that gender columns should be abolished or changed to free descriptions in any form of questionnaire to eliminate the difficulty of X-gender people having to go through daily discomfort of being misgendered. I think it's useless to think about whether to write a self-confessed gender or a physical gender. We need to change the current social climate and change the environment in which something is decided because of something that we don't choose.

6. Work Cited

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