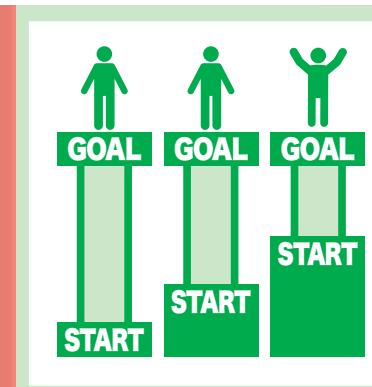


VISION PAPER

Executive summary

Opportunity Gap



Analysis of issue structures: Opportunity Gap

Identification of Inequality of Opportunity

- SIIF defines “**inequality of opportunity**” as **disparities in opportunity between individuals to choose the life they hope to live, and this disparities essentially come from inherent differences in resources individuals already have or they have access to**. In this context, the term “resource” refers not only economic but also human, social capital, in other words, cultural capital. SIIF considers that the structural inequality can be the major cause of the growing disparities in economic prosperity across society and of poverty and inequality passed down from generation to generation.
- In Japan, **the people's resignation to obtain social mobility is becoming prevalent** as there are several sayings; “**the ceiling of glass**” means the situation women workers cannot get equal opportunities as men workers do, “**employment ice age**” means a disadvantaged generation due to the collapse of economic bubble. Notably, a young people's slang of “**Parent Gacha-game**” indicates that children are no choice of their parents and prosperity and cultural capital, with an implication of low social mobility in Japan. Not only the young generation's challenges, many patterns of inequality of opportunity are argued such as working parents giving up careers due to care work to their children or family, dropping off from giving quality of education to children due to economic hardships.
- However, **the whole structure of social issues in the realm of inequality of opportunity in Japan is not specified yet**. Therefore, this paper articulated the Issue Design map based on the study with the statistical data and interviews with experts to collect information (1) what is really happening, (2) what issues and adverse effects have been caused by (1), (3) what the structures that have created those problems look like, and (4) what are bottlenecks of the problems.

Issue summaries: Opportunity Gap

Preconditions of the issue:

This paper identified the following macro environments and trends as the preconditions of the inequality of opportunity issue: **declining and aging of population, the national economic downturn, nuclear family model that became common after World War II, and increased double-income households.**

Disparities in economic and human capital (self-help)

A heavy burden of **caregiving** (e.g., child raising, nursing care); **unequal opportunity to develop a career** of one's choice; **difficulty in investing in education and/or experience** for oneself or the next generation; **impossibility to secure one's livelihood** at present and in the future

Disparities in social capital (mutual help)

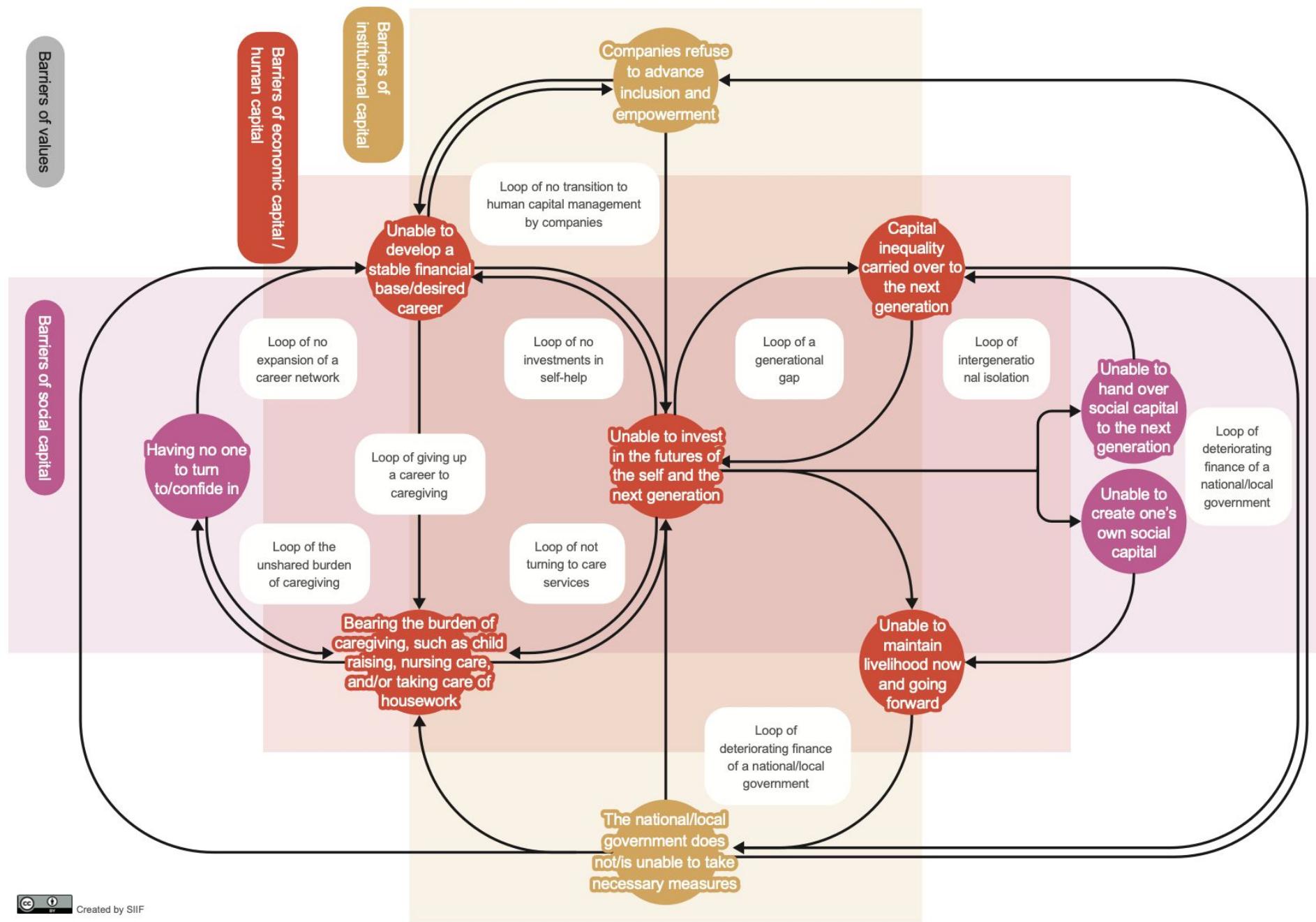
Having **no one to turn to/confide in; unable to develop relationships for mutual support** in the second half of life; **no opportunities given to the next generation** to develop enriching social capitals

Disparities in institutional capital (public help)

Slow or no promotion of diversity and inclusion and investments in human capital in corporate management; **government policies not adaptive enough** to address issues for those who are involved in the issue of inequality of opportunity

Issue Design Map: Opportunity Gap

● : Barriers of institutional capital ● : Barriers of economic capital/human capital ● : Barriers of social capital



Theory of Change: Opportunity Gap

