

# Japanese Working Women, Today

Comparison with Korea and Northern Europe

日本の働く女性の現状  
～韓国や北欧との比較で

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# Change the M-Labor Curve!

## Japan is shifting to two-income society.

However, the female labor force participation rate is still low particularly between age 29 and 35 age 5 as compared with OECD countries.

## Japanese working women can't have a baby.

Japanese women's birth rate is very low(1.29). Korea is too.

## Does the M-Labor Curve Change?

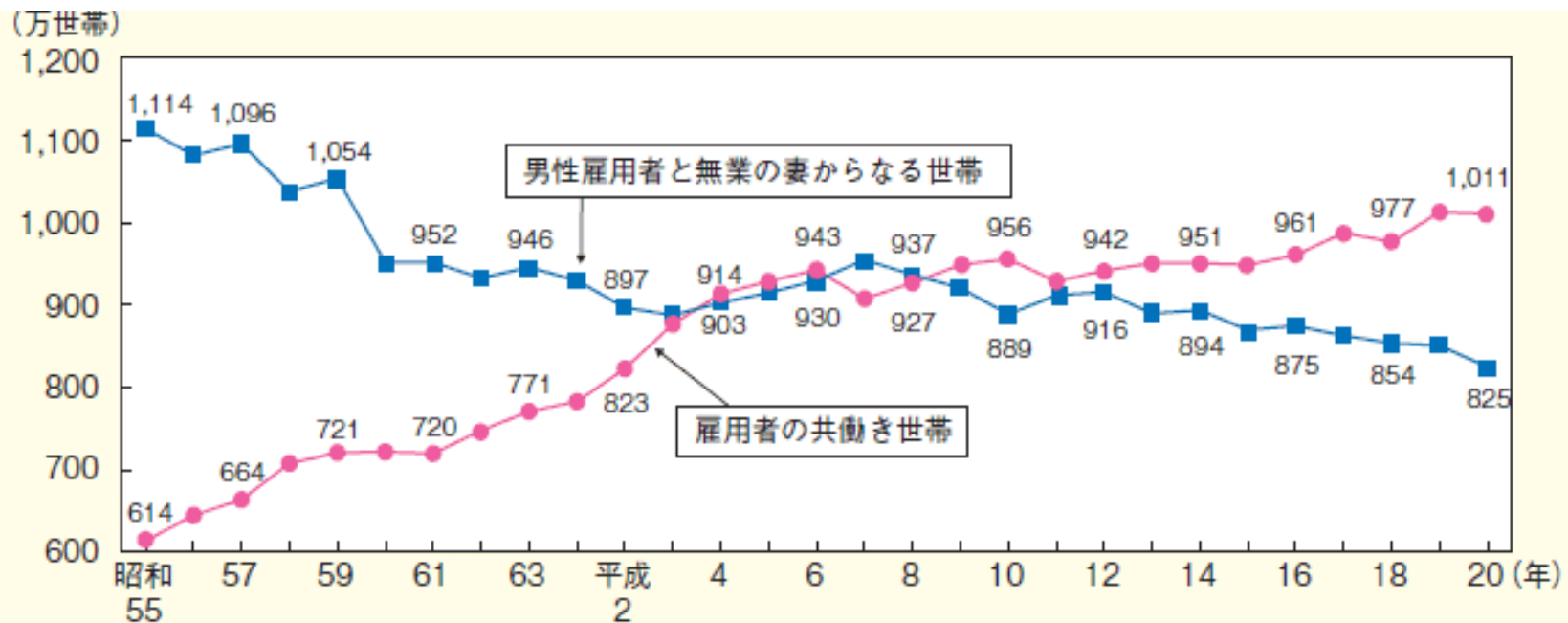
The form called M-character type employment by women age still continues. M-character type employment form is characteristic in Japan and South Korea.

But other countries, in the United States, and Europe countries, especially Northern Europe's form is the shape of a trapezoid. It changed from the 1970s.

**Why Japan and Korea didn't change,  
The other countries did?**

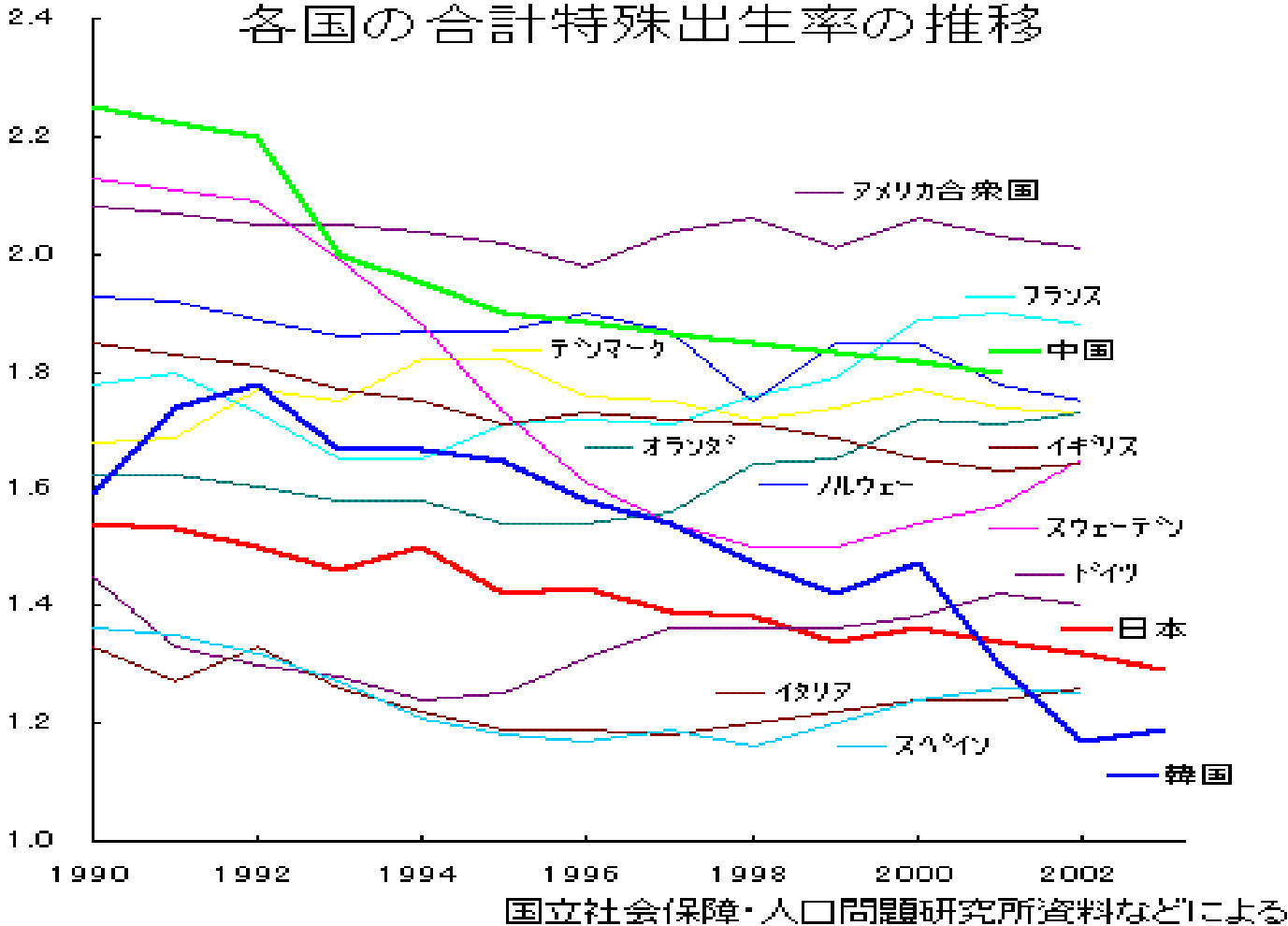
# Double-income is increasing

## 共働き世帯の増加



- (備考) 1. 昭和55年から平成13年は総務省「労働力調査特別調査」(各年2月。ただし、昭和55年から57年は各年3月)、14年以降は「労働力調査(詳細集計)」(年平均)より作成。
2. 「男性雇用者と無業の妻からなる世帯」とは、夫が非農林業雇用者で、妻が非就業者(非労働力人口及び完全失業者)の世帯。
3. 「雇用者の共働き世帯」とは、夫婦ともに非農林業雇用者の世帯。

# Transition of woman's birth-rate



- **East Asia** falls with remarkable speed.

South Korea 1.19 (2003), Japan 1.29 (2003), China 1.8 (2001)

- **The United States** influenced by amount of immigration.

Reproduction level. Women (white) is also excellent at 1.9.

- **Britain & France** are comparatively high level. They value the family and the care grants are good.

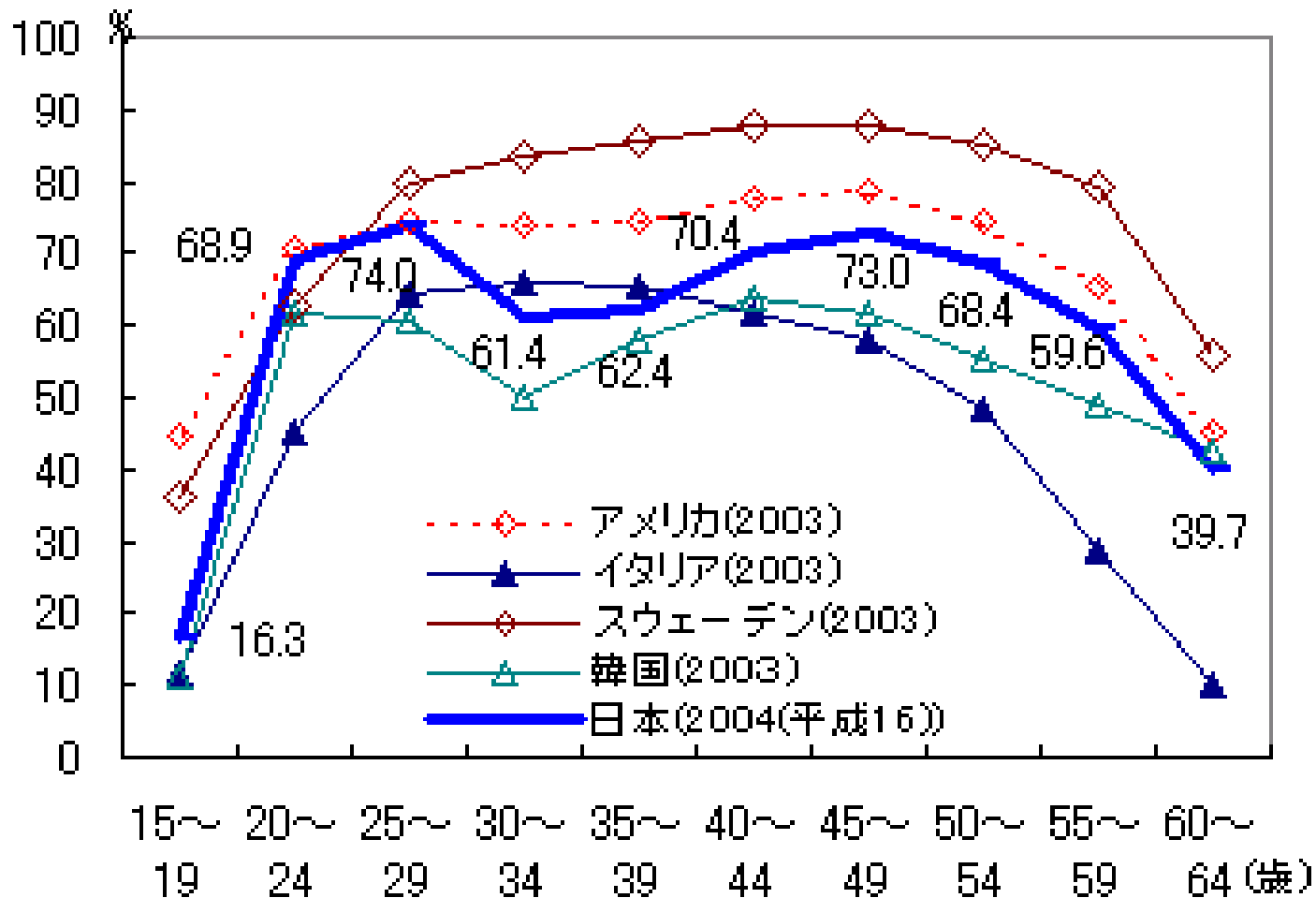
- **Scandinavian countries** are increasing the birthrate with the policy which makes a woman easy to commit. Falling before, although it established a special socialized system. In Sweden, the hospitable policy was taken, and it recovered to reproduction level at once. At present, there is a restorative tendency.

- Since the idea that "child-rearing is female work" is deep-rooted, the birthrate is also low in **Spain and Italy**.

- Bringing-up children at home is valued and the birthrate is at a low level also in **Germany**.

# M・Labor Curve

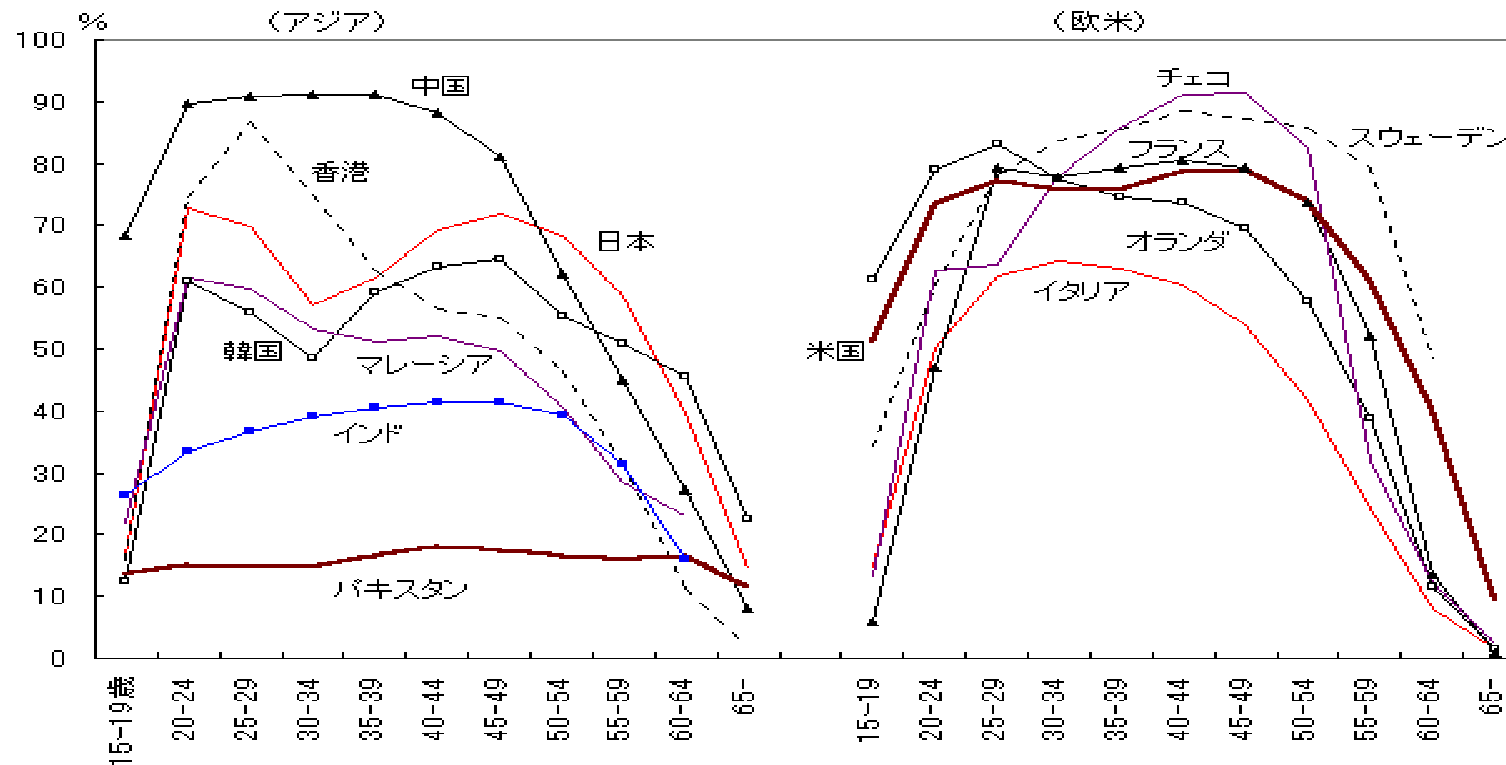
各国の女性労働力率比較



資料出所：厚生労働省「平成16年版 働く女性の実情」  
ILO“LABORSTA”、総務省統計局「労働力調査」(平成16年)

# Working women by age Asia & Europe

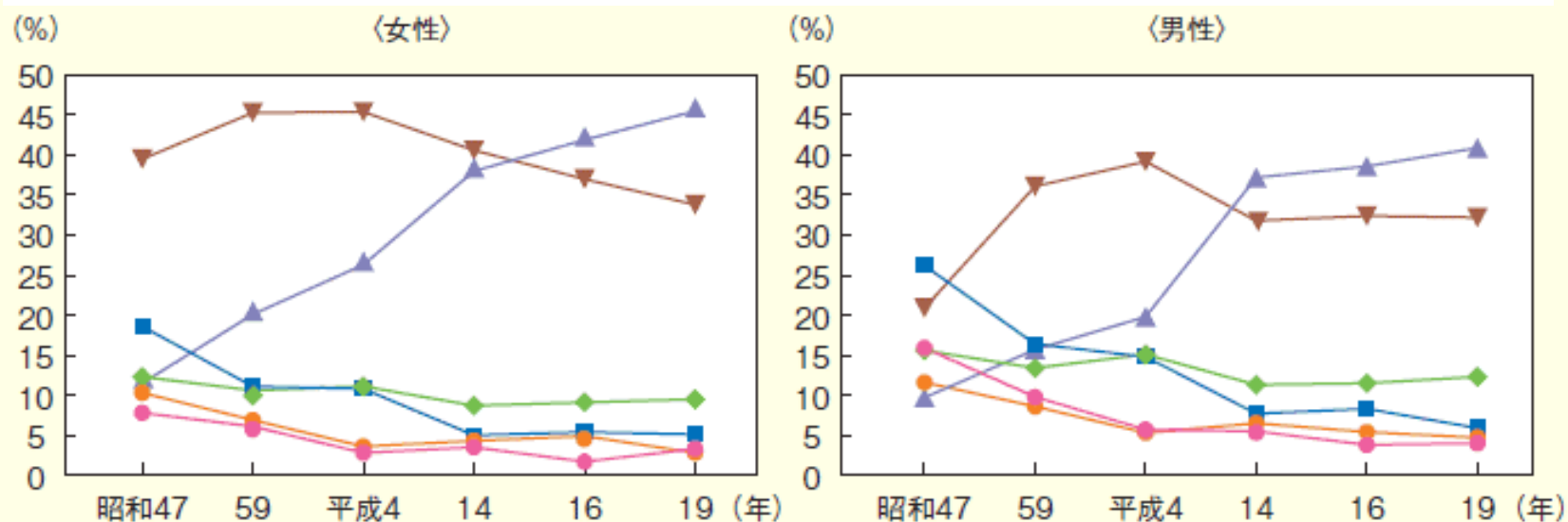
女性の年齢別労働力率



(注)2000年、ただし中国1990、インド1991、パキスタン1997/1998のデータ

(資料)世界の統計2003,2004(原資料はILO労働統計年鑑)

# Women and Work “It’s better to continue”



- 女性は職業をもたないほうがよい
- 結婚するまでは職業をもつほうがよい
- ◆ 子供ができるまでは職業をもつほうがよい
- ▲ 子供ができてずっと職業をつづける
- ▼ 子供ができたら職業をやめ、大きくなったら再び職業をもつほうがよい((備考)2.)
- わからない((備考)3.)

(備考) 1. 内閣府「男女共同参画社会に関する世論調査」(平成19年)より作成。  
 2. 昭和59年の設問では、「職業をもち、結婚や出産などで一時期家庭に入り、育児が終わると再び職業をもつほうがよい」。  
 3. 平成4年、14年、16年、19年は「その他・わからない」。



# At the Women's World Conference, We started !



## 1975 June: ILO the 60th general conference

“The action plan which promotes female labor opportunity and condition, etc.” is adopted. In order to promote the equality of man and woman's opportunity in vocational training and employment, the supply of special measures to a woman's finding of a new job and development were demanded.

## 1975 July: 1st women's world conference in Mexico

A "world action plan" is adopted.

It determines to make 1985 into "United Nations Decade for Women" from United Nation decided 1976 etc.

## 1979 Dec. "Women are Received in United Nations General Assembly – All The treaty about abolition of discrimination of a form" is adopted.

1985 June: Japan Ratified.

# Japanese women's empowerment is behind the rest of the world

世界から大きく遅れているわが国女性のエンパワーメントの状況

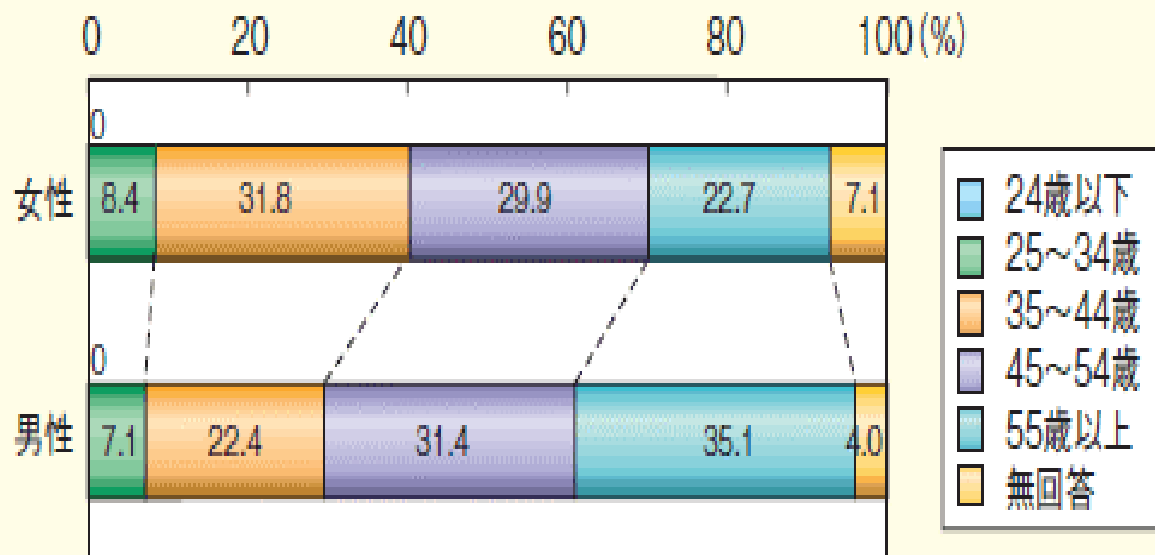
順位	国名	GEM 値	順位	国名	GEM 値
1	スウェーデン	0.925	31	チェコ	0.650
2	ノルウェー	0.915	32	マケドニア	0.644
3	フィンランド	0.892	33	ラトビア	0.644
4	デンマーク	0.887	34	スロバキア	0.638
5	アイスランド	0.881	35	バーレーン	0.627
6	オランダ	0.872	36	ベルー	0.627
7	オーストラリア	0.866	37	スロベニア	0.625
8	ドイツ	0.852	38	クロアチア	0.622
9	ベルギー	0.841	39	ポーランド	0.618
10	スイス	0.829	40	ナミビア	0.616
11	カナダ	0.829	41	キプロス	0.615
12	スペイン	0.825	42	リトアニア	0.614
13	ニュージーランド	0.823	43	バルバドス	0.614
14	英国	0.786	44	ブルガリア	0.605
15	シンガポール	0.782	45	エクアドル	0.605
16	トリニダード・トバゴ	0.780	46	スリナム	0.604
17	フランス	0.780	47	メキシコ	0.603
18	米国	0.769	48	タンザニア	0.600
19	オーストリア	0.748	49	パナマ	0.597
20	ポルトガル	0.741	50	ホンジュラス	0.590
21	イタリア	0.734	51	ウガンダ	0.590
22	バハマ	0.730	52	セントルシア	0.590
23	アイルランド	0.727	53	レソト	0.589
24	アラブ首長国連邦	0.698	54	ハンガリー	0.586
25	アルゼンチン	0.692	55	ガイアナ	0.586
26	ギリシャ	0.691	56	セルビア	0.584
27	コスタリカ	0.690	57	ベネズエラ	0.577
28	キューバ	0.674	58	日本	0.575
29	イスラエル	0.662	59	キルギス	0.573
30	エストニア	0.655	60	ドミニカ共和国	0.561

(108カ国中)

# Transition of HDI & GEM (Japan)

(japan position / 測定可能国数)								
Published	2001	2002	2003	2004	2005	2006	2007	2008
HDI (値)	9/62	9/173	9/175	9/177	11/177	7/177	8/177	8/179
	0.928	0.933	0.932	0.938	0.943	0.949	0.953	0.956
GEM (値)	31/64	32/66	44/70	38/78	43/80	42/75	54/93	58/108
	0.520	0.527	0.515	0.531	0.534	0.557	0.557	0.575
(United Nations Development Plan ) <b>Human Development Report2008</b>								

# When do women become entrepreneurs?(Japan)

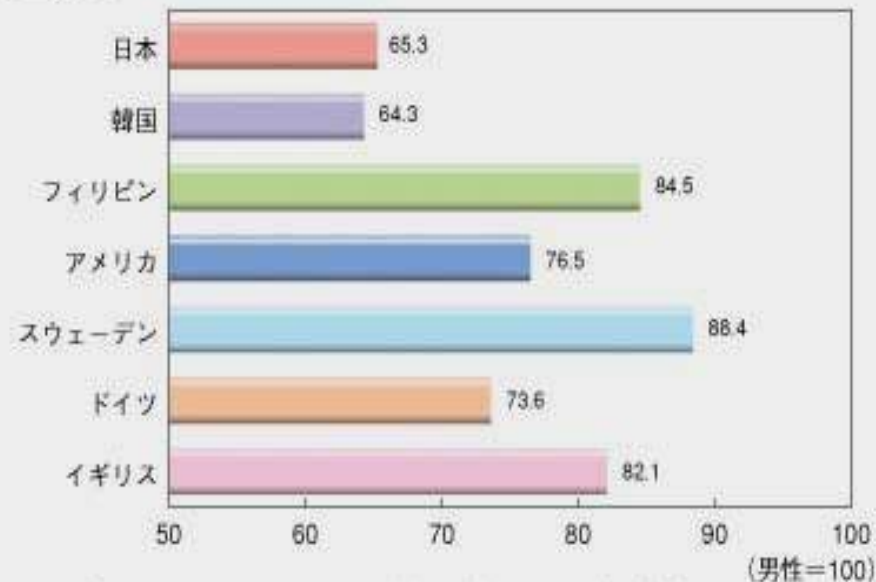


(備考) (財) 21世紀職業財団「起業に関する現状及び意識に関するアンケート」(平成18年)より作成。

# Wage Gap between men and women

the worst is Korea and Japan, the best is Sweden

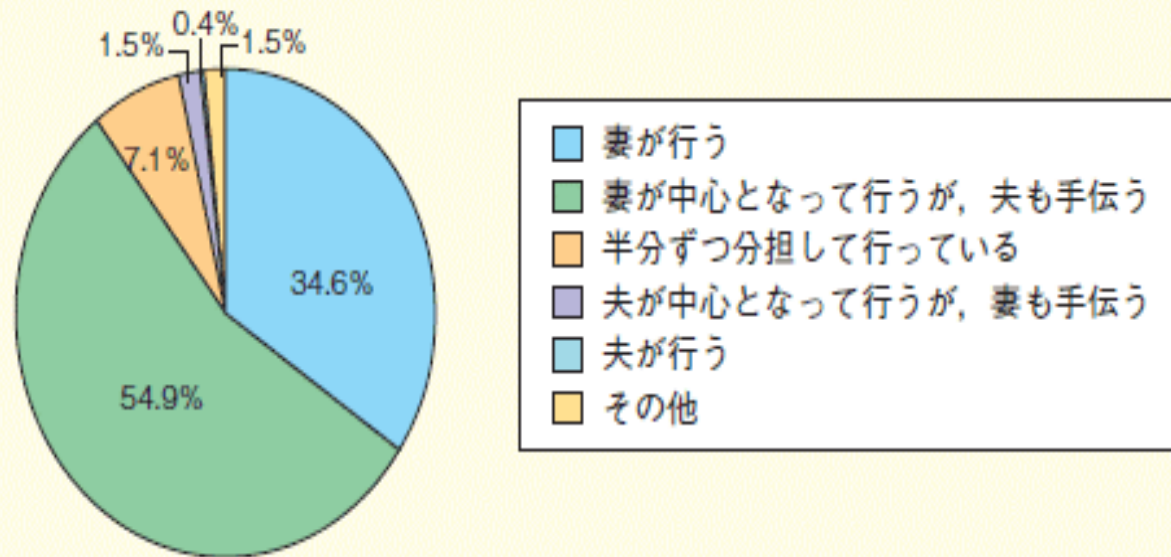
第11図 男女間賃金格差



- (備考)
1. ILO「Yearbook of Labour Statistics」(2002年)、アメリカ商務省「Statistical Abstract of the United States」より作成。
  2. 男女間賃金格差は、男性賃金を100とした場合の女性賃金の値。
  3. 賃金は常用一般労働者の決まって支給する現金給与額及び賞与額(時間、日、週又は月当たり比較)。
  4. アメリカは1999年、その他の国は2001年のデータ。
  5. 労働者の範囲は、必ずしも統一されていない。

# Women are burdened with 90% of household work.

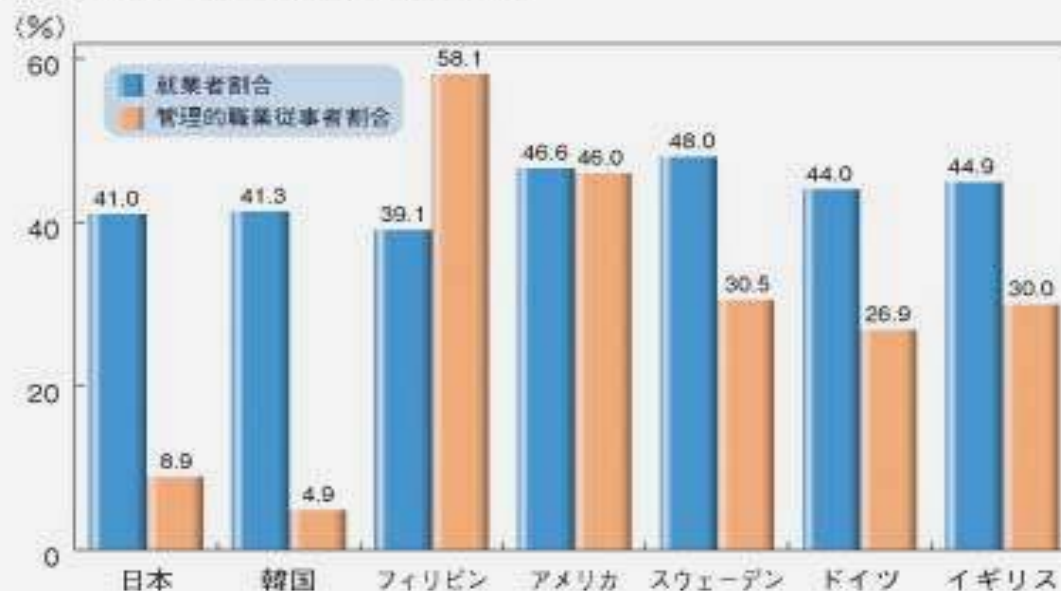
Cooking, Cleaning, child raising, etc...all day, every day....



(備考) 内閣府「男女のライフスタイルに関する意識調査」(平成21年)より作成。

# Female manager and management ratio are low.

第12図 女性の就業者割合と管理的職業従事者割合



(備考) 1. ILO 「Yearbook of Labour Statistics」(2002年)より作成。  
2. 韓国は2000年、その他の国は2001年のデータ。

# At age 29

In Japan at age 29, she forces a crisis, baby? continuing job? or something else... study abroad?

The female length of service is 8.7 years (male 13.4). age 29 is just that time .

- South Korea—A Woman also bears a strong resemblance to Japan. However, she joins activity of NPO or NGO in second life.
- The United States— Many women (the length of service is short) find a new job and change jobs and progress in status in the company.
- Northern Europe— men and women get parent benefits and do child-rearing and work together. However, women are angry that male aren't 50% responsible for child rearing.

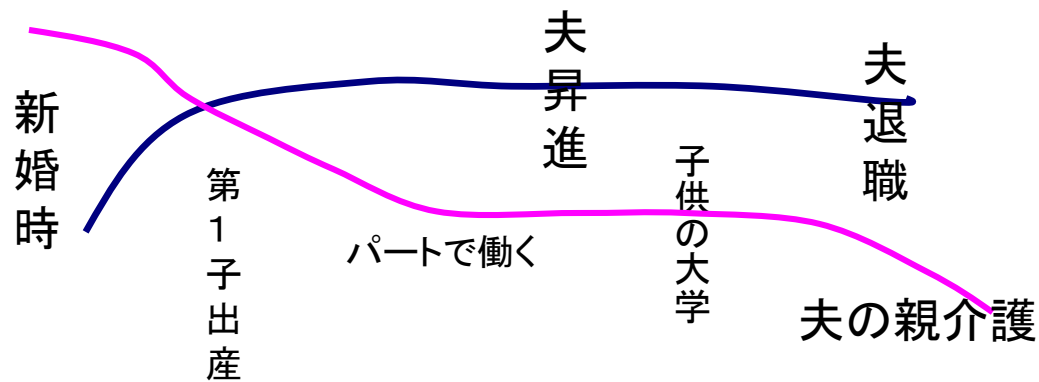




# At age 35

## Happiness line in Japan

Husbands are almost all happy, but wives are happy only just after married. Women's happiness line is falling down gradually.



# At age 45

## Part time worker's bad condition

Many housewives, who are not contented with being housewives, have begun to work.

The part timers are poorly paid. Hourly wage of part-timers is only 36.5% of regular male workers.

The reason for low wage (\$1.03million) is partly due to Japanese tax system, family allowance system of the company, and the social benefit system.

But so biggest reason is that they don't have community college, and they are still unskilled, inexperienced middle age women.



# Around age 40

Ara-fo (アラフォー) means cheerful woman.

## They need Community College.

健康で長寿である (89歳世界1) 教育を受けている  
いい性格ある。しとやか・粘り強い (家族に抑圧されてきた)  
誰かに尽くすことを喜びとする性格がある  
自分に対する自信を回復し始めている  
小金を持っている (タンス預金)

They are healthy and have a long life (89 years-old is world 1).

They are well educated. They are well mannered and tenacious.  
(oppressed by the family)

They consider devoting themselves to someone as great joy.

They are beginning to recover confidence themselves.

They have Kogane (large amount of money saved in Tansu).



# In Denmark Folkehøjskole



Website

先進諸国のコミュニティカレッジ元祖  
フォルケホイスクール(国民高等学校)  
100年前に啓蒙思想家、牧師グロントビーが設立  
・試験なし資格も問わない・全寮制で期間は数ヶ月  
・行政から自由な私立の学校 (民衆の対抗教育)  
・正式な教育として認められる

The community college originator of  
advanced nations  
an Enlightenment thinker established  
100 years before. (national high  
school).  
-No examination,no qualification,  
- several months at a boarding school.  
-A private school free from  
administration  
- It was accepted as formal education.

# in England Sussex Community College

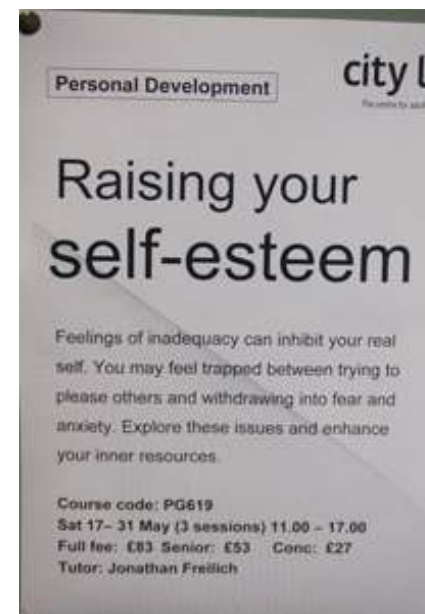


2000~(former house)

Various lectures connected not only with a scientific course but with employment and business.

学術的なコースだけでなく就業、ビジネスに結びついたりいろいろな講座が紹介されている

## City Lit





# In America

## Laguardia Community College 他



Laguardia offer various programs such as business accountancy, entrepreneur education, computer, career counseling, early childhood education, and the science of nursing, and university admission program.

Laguardia gather foreign students from more than 150 counties.

Laguardiaは大学編入プログラムの他に会計学、ビジネス、起業家教育、コンピュータ、キャリアカウンセリング、幼児教育、看護学など様々なプログラムを提供  
留学生は150カ国以上の国から集まる

# In Canada Red Deer College



1. 高校生がコミュニティ・カレッジを選ぶ理由
  - (1) 学費が安い(4年制大学とは年間約1000ドルの差)
  - (2) ドロップアウトのリスクが低い
  - (3) 直接就職につながる

2. 大学並みのキャンパス
  - ・施設・スポーツチーム・寮
  - ・料理人やエンジニアなどの職業訓練コースから大学進学のための単位取得コース、
  - ・外国人のための語学研修コースまで130以上のコース

1. Why high school students choose?
  - (1) Fee is cheap(\$1000 less university).
  - (2) The risk of dropout is low.
  - (3) Directly lead to employment.
2. There are 130 or More Courses of Vocational Training Courses. Dormitory and Cook as same as University.

# In Newzealand

## Institute of Technology ( polytec )



実務資格取得の高等教育機関 学資号から博士号まで取得可能

polytec is the institution of higher education aiming the business qualification, and is possible from a bachelor's degree to a doctor's degree. This course is for woman particular, its class's name is next step center.





# In Australia

## TAFE (Technical and Further Education)

### Sydney institute of Technology



大学は主に連邦政府の資金で運営され、  
州政府の所有  
TAFEは、所有、運営、資本を全てのこと  
を州、地域政府が行う  
コミュニティのための学びの場

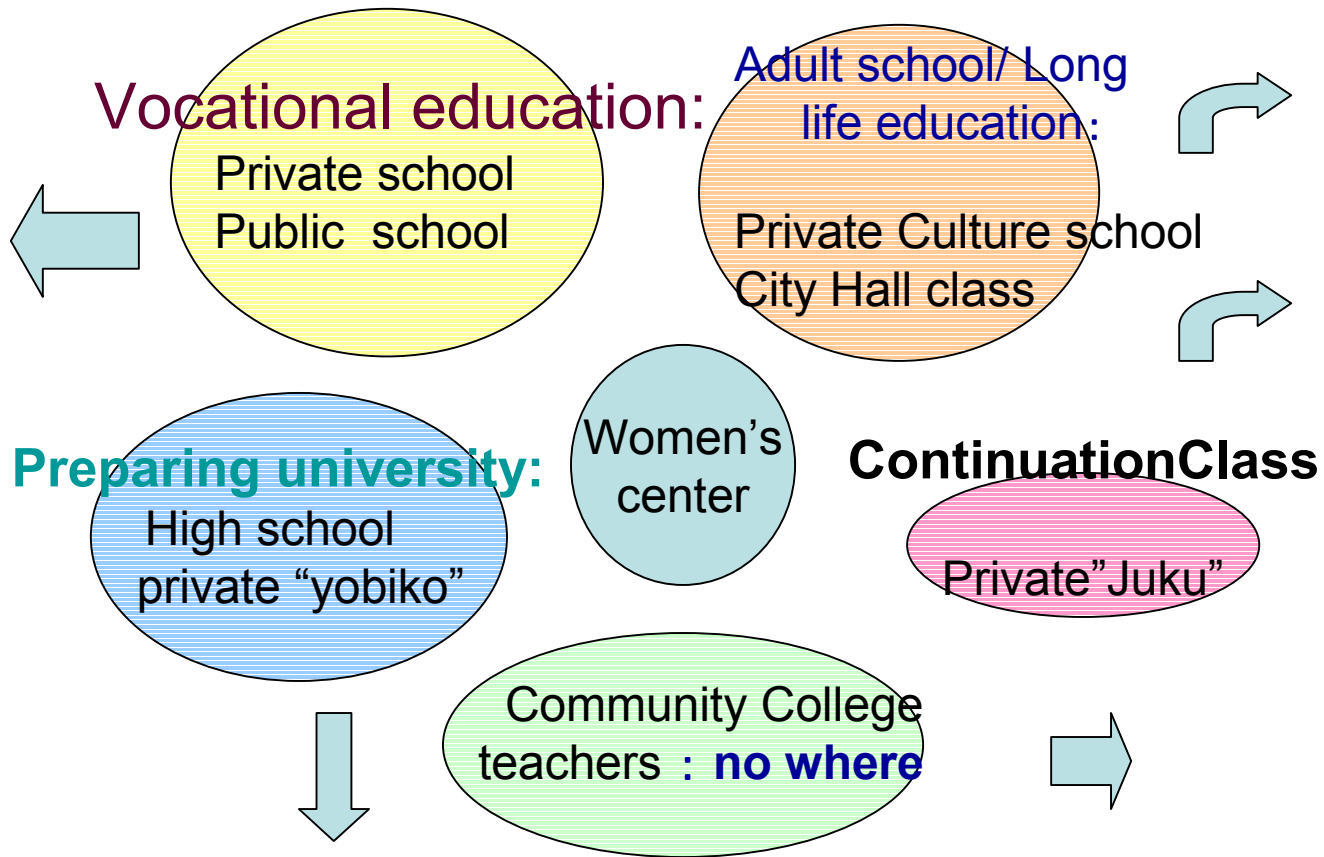
TAFE is managed by the state and the local government, All the things of possession, management, and program are arranged by TAFE.

Learning place in community

# We hope to found Community Colleges and encourage women



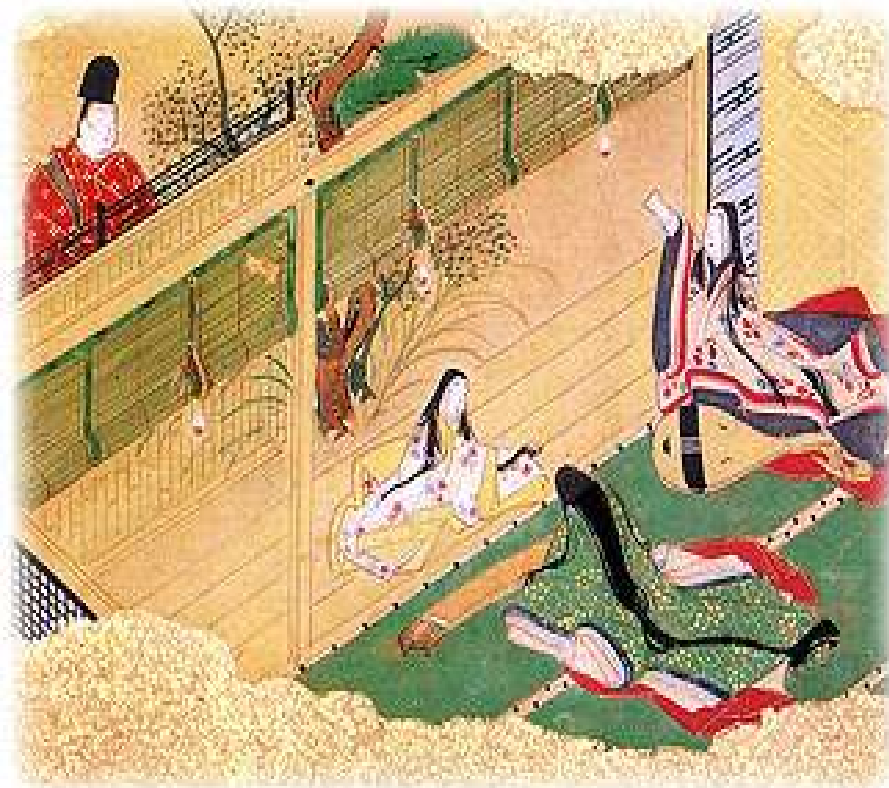
# Vocational Education is not well Integrated into the Community



# The Tale of “Genji”

The “Tale of Genji” was written by Murasaki Shikibu in the beginning of 11th century (1008).

The oldest, longest love story, “Tale of Genji” was written in the Emperor’s Court by career woman. In that day, women writers were abundant, it named “Monogatari” “Diaries(Nikki). Now, “Tale of Genji” is read by many people in the world.



# Common Situation of Two Eras between Heian and Now

1000year ago (Heian era)

- 1) Female culture is blossom in no-war time.
- 2) Female culture is blossom when material abundance and time room are.
- (3) Female culture is blossom to the high time of a female academic level.  
Nara period was very high level in political participation.

Today

- 1) There are 64 no-war years.
- 2) Woman can get high education.
- 3)However, women's working (including art),power isn't strong enough.





# ***Woman and Work Research Center***

## ***Our goals are to:***

**Increase the role of women in the workplace with increased profits to corporations, establish effective positive actions, realize a new societal system with smaller families, and our goals are to:**

- **achieve a better work life balance.**

## **Our Key Agent Strategies**

- **Preparing : Making “The community college for Women ”**  
**Comparable research between America and Japan concerning making and carrying out the Public Policy of Women's Job Support Organization.**
- **Award : Recognize publicly best practices for working mothers in corporate and small and medium-sized enterprises.**
- **Consulting : Offer training programs, in particular leadership skills and career design courses.**
- **Networking : Establish the network of those who seek women’s career advancement at the corporate(small and medium-sized)in each community.**



# ***Woman and Work Research Center*** *Our Job*

## **Create (Career Advancement)**

- Career Adviser training course
- Leadership development seminar
- Business planning seminar
- Career development seminar
- Vocational counseling
- Job-research services

## **Study (Research, Study & Consulting)**

- Evaluation of companies for working mothers
- Action Planning / Policy Planning / Consulting
- Hearing with firms
- Survey on consciousness and actual Labor situation

## **Action (Research and Information)**

- Publication of “Women and Work Journal”
- Conducting action tours
- Hosting international symposiums



# **Woman and Work Research Center *history***

## **1985~1992** Fresh Start Center for Women

- \* **Performed Fresh Start for Women (Fresh Start 20 hours Seminars ; 600 graduates (80% full-time, 20% part-time and others -entrepreneurs, and city council members) Research company [Corp. Room Σ sigma] Consulting and Research for local government (Kansai area : Osaka, Kyoto, Nara, Hyogo, Shiga, and Mie prefecture)**

## **1993~** Women and Work Research Center

- **Performed : Training Programs for Women's Career Adviser (basic course → advanced course → intern course)**
- **Networking : Womens' Career Advisers and companies in the community and local governments**





## ***Woman and Work Research Center History***

**2000~2007** Women and Work Research Center in Osaka and Tokyo  
(Tokyo : Roppongi “ MINATO NPO HOUSE”  
2000 Women's Initiative Group  
(promoting women's advancement in companies)

**2000 ~** Certification NPO (non-profit organization)

**2000~** Start: Women's Career Adviser Seminar (100 hours:basic,  
advanced, intern course, offered in: Osaka, Tokyo, Nagoya,  
Sendai, Hiroshima, Hukuyama, and Kumamoto.)

For entrepreneur, For women's career advancement instructor  
in corporate, For NPO coordinator, For Career counserer

**2008~ founding community college**