

Increasing “Working Mother”

“Working Mother” is defined as a woman who balances work and housekeeping including child rearing. Proportion of mother who has a job, known as “Working Mother”, and women’s working conditions can be found in National Livelihood Survey released by the Ministry of Health, Labour and Welfare. Employment status (number of workers / population) of women by age group forms a so called “M-shaped curve” as rate of 30’s are lower than those of 20’s and 40’s. One of the key considerations to promote women’s workplace participation is how to support “Working Mother” generation.

Point 1

Proportion of “Working Mother” marked record-high of 68.1% Increasing “Working Mother” are mostly non-regular employees

- According to 2015 National Livelihood Survey, proportion of so called “Working Mother” (mother of household with unmarried child below age of 18) marked record-high of 68.1%. Out of which ratio of non-regular employee sharply increased to 37.2% from 23.1% when the survey started in 2004. Meanwhile, ratio of that of regular employee merely rose to 22.4% from 16.9%.
- If you take a look at the percentage of “Working Mother” by age group of the youngest child, it is 39.2% at age of 0. The ratio increases with growth of her child and becomes 79% at age of 15 to 17.

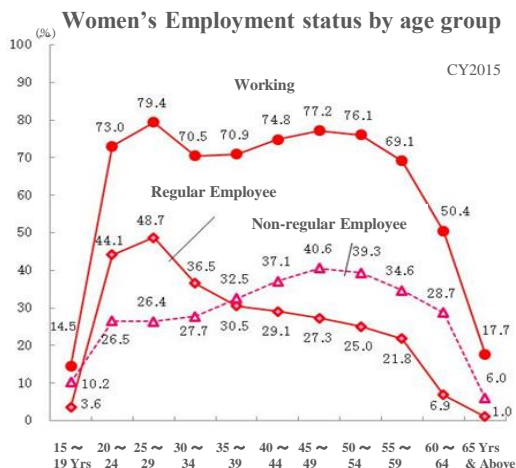
Status of Working mother by age group of youngest child



(Note) 1. Does not include “Work Unknown”.
2. “Others” include executives of company, institution etc., self-employed, family employee, side job and others such as unknown whether employed or self-employed and those employed with unknown status.
(Source) Ministry of Health, Labour and Welfare.

Point 2

“M-shaped Curve” still exists, while overall employment status rose Over 70% of women aged 20 to 54 are “working”



(Note) Does not include “Work Unknown”.
(Source) Ministry of Health, Labour and Welfare.

- Checking working status of women irrespective of married or not married, 50.1% of 15 years old and above, are “working”. By age group, all of groups between 20 to 54 years, surpassed 70% and that of 55 to 59 years was 69.1% almost reaching 70%. Compared to previous year’s survey, all of age groups between 20 to 64 years saw increase of “working” ratio.
- “M-shaped curve” is still formed in the line chart of women’s employment status, while overall rate has risen.

For “Working Women” to engage in work in a more desirable way, it is necessary to introduce different types of working styles

- Women tend to leave their jobs due to various reasons associated with pregnancy and childbirth. Even if they manage to take maternity leave, there are cases that women have to give up returning to work because of shortage of childcare center. With this reason, women’s proportion of regular employee decreases after pregnancy and childbirth and merely increases with growth of their child’s age. One of the reasons behind this is difficulty of balancing work and child rearing, due to limitation in working long hours. Although working hours are flexible with the employment status of non-regular employee, work motivation will be affected as job description and compensation package will be limited. Meanwhile, introduction of flexible time system and homeworking among companies is increasing in Japan, which is expected to further promote participation of “Working Women”.

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