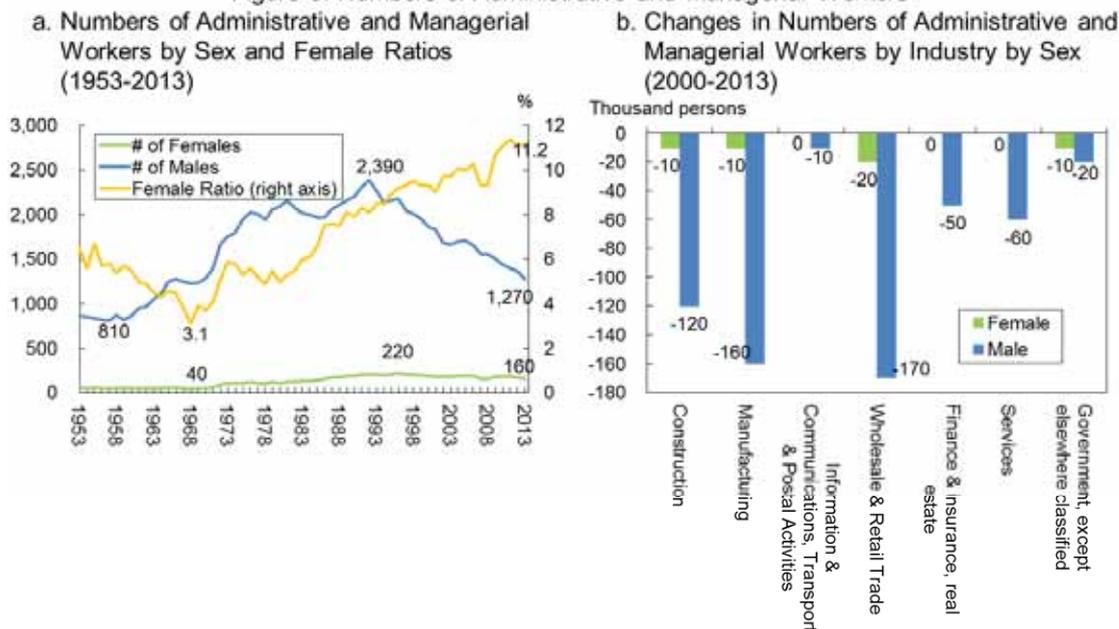


Figure 9: Numbers of Administrative and Managerial Workers



Source: Ministry of Internal Affairs and Communications *Labour Force Survey (Basic Tabulation)*

Notes:

1. "Administrative and managerial workers" denotes officers and management staff of companies and organizations, management government officials, and other administrative and managerial workers.
2. Japan Standard Occupation Classification Rev.5 is applied from the 2011 Survey, and the classifications are not consistent throughout the period necessarily.
3. (Fig. 9b) "Wholesale and retail trade" in 2000 includes "wholesale trade" and "retail trade, eating and drinking places". "Transport and communications" in 2000 is treated as "Information & communications, transport & postal activities" in the same year. "Services" in 2013 includes "scientific research, professional and technical services", "accommodations, eating and drinking services", "living-related and personal services and amusement services", "education, learning support", "medical, health care and welfare", "compound services", "Services, not elsewhere classified", and "goods rental and leasing."
4. (Fig. 9b) Industries with changes less than 10,000 persons for both sexes are omitted from the chart.

### 3 Labour force status of couples

(Combination of couple's labour force status)

Among the couples with a working husband, the ratio of non-working wife decreased at ages below 40 years old from 2002 through 2012. The proportion of working wives rose in all age groups.

(Combination of income of working couples)

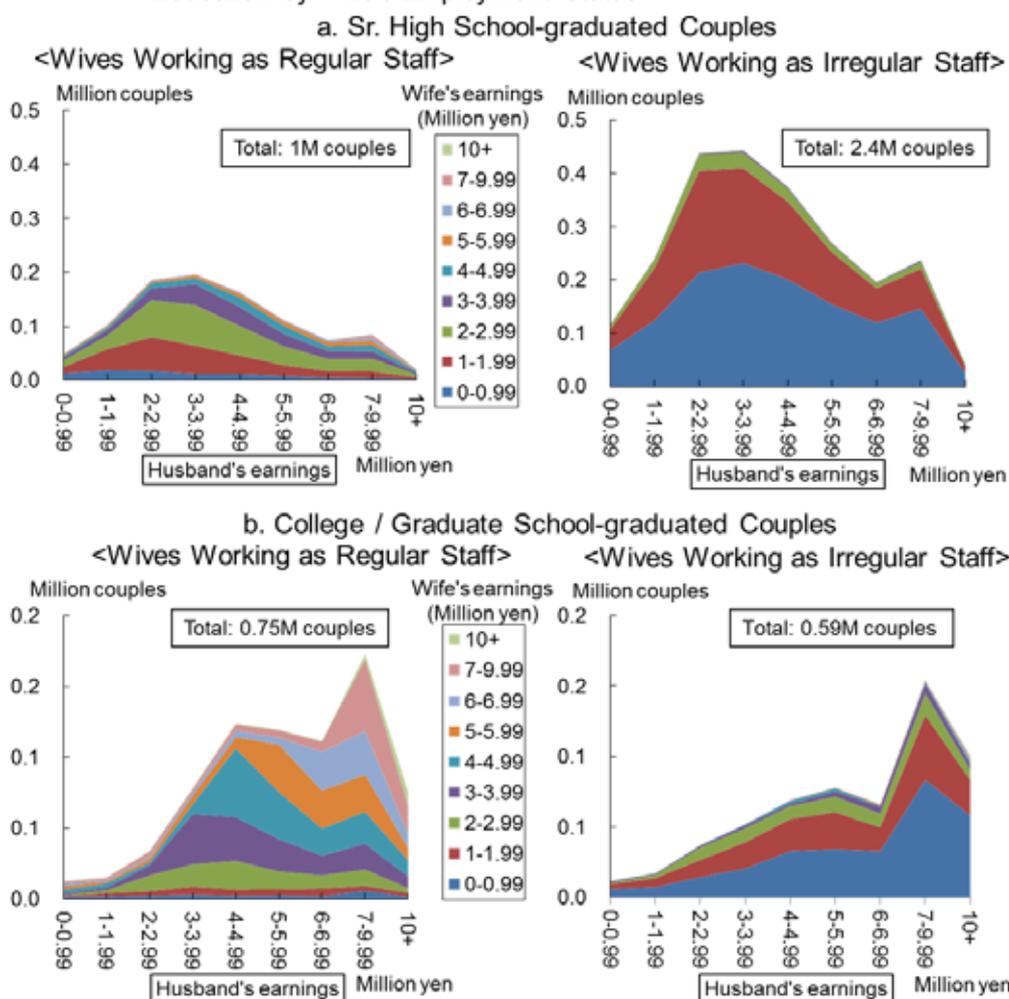
11.64 million wives among working couples were employees as of 2012. Senior high school-graduated couples are most common at 3.54 pairs, followed by those of university/graduate school-educated husband and junior college-graduated wives (1.54 million) and university/graduate school-educated couples (1.42 million).

In the case of senior high school-graduated couples, the husband's annual

income frequently ranged between 2 and 3 million yen and between 3 and 4 million yen regardless of how much a wife earns. Wife's income varies according to the employment status: From 2 through 3 million yen is the most frequent despite the wide distribution for "regular staff", while below 1 million yen accounts for the majority among "irregular staff."

A different picture is seen in university/graduate school-educated couples. Husband's income is distributed at higher level than the senior high school-graduated couples. The same pattern is observed for the wives work as regular employee, whose annual income are distributed most frequently in the groups of 3-4 million and 4-5 million. The group of below 1 million is the largest among wives working as irregular staff, similar to the senior high school-educated couples (Figure 10).

**Figure 10: Combination of Annual Earnings of Working Couples by Husband's Education by Wife's Employment Status**



Source: Ministry of Internal Affairs and Communications (2012) *Employment Status Survey*

### Section 3 Views on gender roles

#### 1 Views on women's job and gender roles by sex-education group

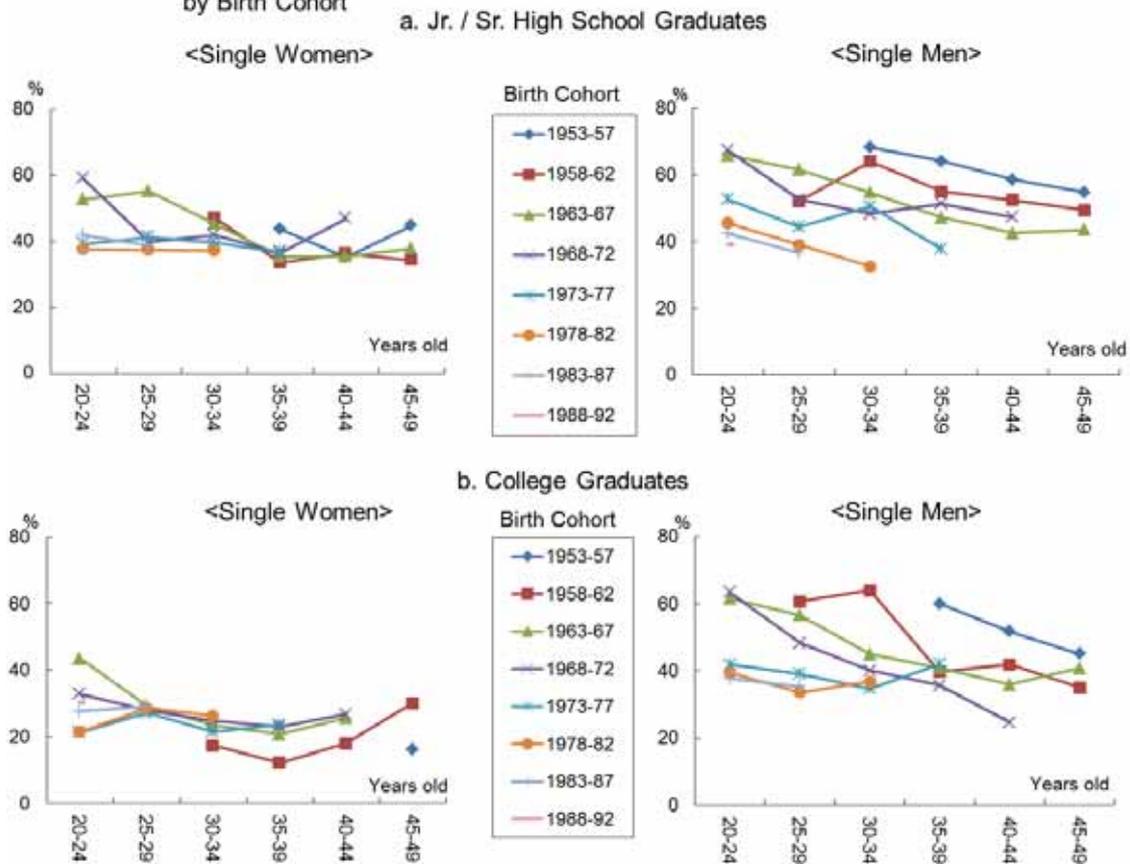
(Views on working wife and working mother)

Women have more generous attitudes toward women's jobs than men in general. The higher education and younger ages associate with tolerant attitudes. High school-educated women are as generous as or even less tolerant than male college graduates (including junior college and graduate school) at the ages from 40s through 60s.

(Gender role attitudes of single people)

Looking at the view on gender role ("husband should work and wife should take care of the home after marriage"), larger variation is observed among males regardless of educational attainment, and younger age groups show more egalitarian attitudes. The ratios of those who agree to the traditional idea in senior high school-educated men and women born after 1978 are close to that of male college graduates of the same birth cohort. Female college graduates have more egalitarian attitudes than other sex-education groups, though the cohort born after 1963 shows reversal (Figure 11).

Figure 11: Percentage of Agreers to Traditional Attitudes toward Gender Roles among Singles by Birth Cohort



Source: Iwasawa, M., Nakamura, M., & Mitsuyama, N. (2014). Attitude towards family formation: Demographic and socio-economic difference (jinkogaku teki shakaikeizai teki zokusei betsu ni mita kazoku keisei isiki). *Working Paper Series (J)*, 9, 1-38.

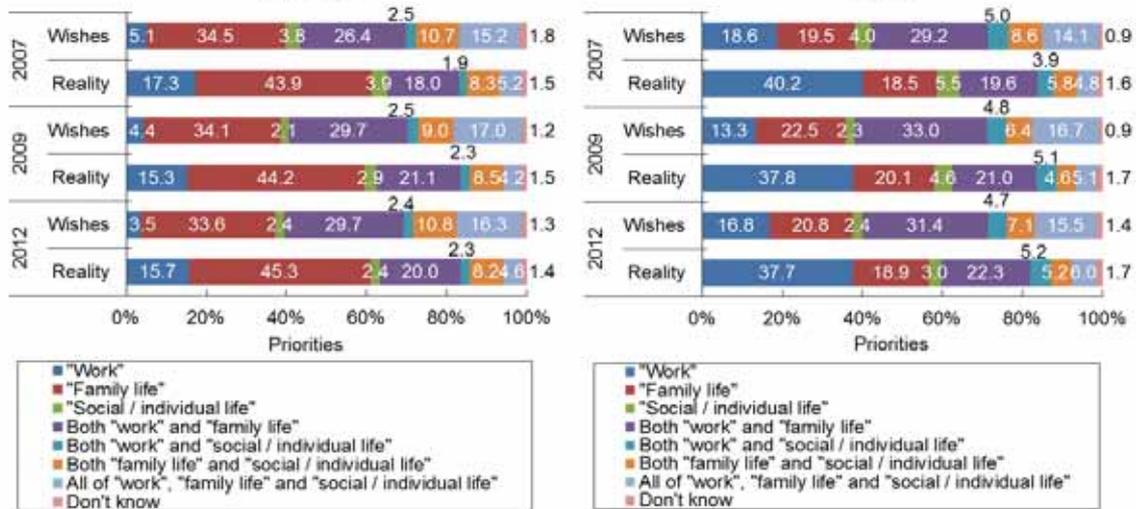
Notes:

1. The ratio of those who agree with the view that "husband should work and wife should take care of home after marriage" in each sex·education group.
2. Categories with less than 20 respondents are omitted from the charts.

## 2 Views on life in general (Work-life balance)

No clear changes are observed in wishes and current status of work-life balance from 2007 through 2012 for both sexes. Those who prioritize "work" actually surpass those who wish to do so in both sexes. The ratios of those who 'prioritize both "work" and "family life"' and to 'prioritize all of "work," "family life," and "social / individual life"' in reality are less than that of those who wish to do so. With regard to 'prioritize "family life," those who realize are slightly smaller than those who wish among male respondents. In contrast, the female ratio of those who wish to do so is much higher than male, and the ratio of those who do so actually is even higher (Figure 12).

Figure 12: Reality and Wishes on Work-life Balance by Sex (2007-2012)  
 <Female> <Male>



Source: Cabinet Office (2007, 2009, 2012) *Opinion Poll on Gender Equal Society*

Note: "Wishes" is the response to "the closest to the wish", and "reality" is "the closest to the reality"

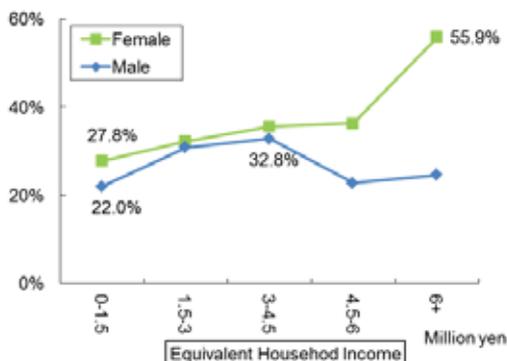
(Happiness and life satisfaction)

Females felt happier than males in the period from 2000 through 2010.

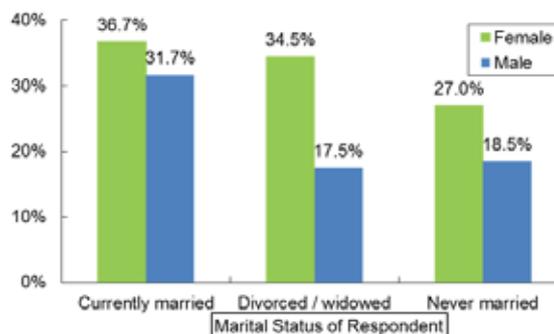
Those who have equivalent annual household income ranges from 3 to 4.5 million are the happiest among men, while females show positive correlation between income and happiness. Married people are the happiest in terms of marital status regardless of sex. From the perspective of couples, husbands of "self-employed or family worker" wife are the happiest, and wife's ratio of "currently happy" exceeds 40%. Housewives are the happiest among wives, though the happiness ratio of their husband stayed at 30.2% (Figure 13).

Figure 13 Happiest Men and Women (2010)

a. Ratios of Happiest People by Sex by Equivalent Household Income

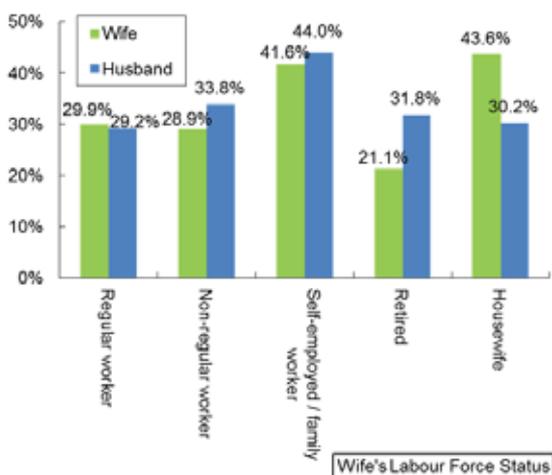


b. Percentage of Happiest People by Marital Status



Source: Tabulated by Gender Equality Bureau, Cabinet Office, based on the Japanese General Social Surveys

c. Ratios of the Happiest People among Those Who Married by Wife's Labour Force Status



Notes:

1. The Japanese General Social Surveys (JGSS) are designed and carried out by the JGSS Research Center at Osaka University of Commerce (Joint Usage / Research Center for Japanese General Social Surveys accredited by Minister of Education, Culture, Sports, Science and Technology), in collaboration with the Institute of Social Science at the University of Tokyo.
2. Ratios of those who responded "happy" among scales in five (1:happy - 5:unhappy) to the question "are you currently happy?". No answer, respondent's / spouse's income unknown, marital status unknown, and spouse's labour force status unknown are omitted.
3. (Fig. 13a) Equivalent household income is computed by dividing the sum of respondent's and spouse's income by  $1+0.5 \times (\text{number of family members at 16 years old and over}) + 0.3 \times (\text{number of family members at 15 years old or below})$ .
4. (Fig. 13c) "Regular worker" is the sum of "executive of a company or a corporation" and "regular employee." "Non-regular worker" is the sum of "temporary worker" and "Dispatched worker from temporary personnel agency." "Self-employed / family worker" is the sum of "self-employed" and "family worker." "Housewife" denotes someone "mainly engaged in housework."

## Section 4 Summary and outlook

(Household composition diversified)

The number of people living alone went up both in the working age population and elders as seen in Section 1, and this trend is expected to continue.

The increase of people living alone in number is thought to be associated with the rise of the never-married rates. Regardless of sex, the rates keep growing, and the ratios of those who prefer to be single remained high. The rise of the ratio of non-regular employees in younger males may accelerate the trends toward never married.

"Nuclear family," which used to be the typical family composition during the

period of rapid economic growth, is not a majority anymore, and various family patterns coexist without prominent style.

#### (Gender-based specialization becomes obsolete)

The number of dual income couples exceeded that of couples of working husband and housewife in 1997, and continues to grow. This trend is assumed to be affected not only by the transition of attitudes toward women's work and gender roles, but also by the changes in men's employment conditions.

First, life-long employment has become obsolete. Male's average length of service decreases at ages under 59 years old. The numbers of male employees declined sharply in once-major industries such as construction and manufacturing. The transition of male labour force to developing did not go as smoothly as females, though more and more people switch jobs.

Second, male salaries have declined. The average annual income for male employees is diminishing regardless of the status of employment and educational attainment, and it becomes more difficult to make ends meet with just the husband's salary. The proportion of managers in male employees declined dramatically, which makes it harder to get higher salary through promotion.

In summary, stable life-long employment and regular salary raises are not promised anymore, and more women are expected to work for the reason of family budget.

#### (Men's work-life balance)

No drastic changes are observed in the hours of work and the involvement in housework by men. There is no obvious decrease over the long term in the working hours of males who work more than 200 days per year. Men get to engage themselves in housework more than before, but gaps between men and women still remain. More males take advantage of measures for child rearing, but the growth rate is limited. What changes is that fewer females among married and full-time workers think the husband's poor involvement to child rearing as the reason why they do not wish to have children additionally.

The self-awareness as a main breadwinner among males may lead those stagnations: Men regard regular employment as "should-be" style for workers, presuming from the fact that male non-regular employees pointed "no job found as regular employees" as the primary reason for being non-regular worker.

In the meantime, men might not be satisfied with their current situation. The

number of those who prioritize work actually is more than double of those who wish to do so. Those who prioritize both the work and the family life are actually two-thirds of those who wish to do so. It could be difficult to fill the gap between the reality and the wish of men with regard to work-life balance unless labour conditions or management/personnel policies in organizations are reviewed along with attitudes of individuals.

#### (Female attitudes toward gender roles)

Women's "traditional" attitudes toward men's way of work and their involvement in housework are also thought to partially determine the men's unchanged behavior. Increasing numbers of single women find economic advantage in marriage. The higher proportion of females born after 1963 agrees with the traditional gender role perception in comparison with those who born earlier than 1963. One thirds of females wish to prioritize the family life. Furthermore, housewives are happier than female full-time workers, and women with higher equivalent household income are happier. From those facts, it is not only men but also women who regard men as the main breadwinner.

#### (Educational attainment)

Educational attainment has associations with family type/formation, employment and the view on gender equality. The rate of never married and the type of employment vary across education groups regardless of sex. The extent of decline in male's annual income on average differs between educational attainments regardless of employment status. It is commonly observed that a man and a woman with the same educational attainment get to marry. The average household income of working couples is varied by the combination of educational attainments of husband and wife. Higher educated people are more positive to the woman having job and more negative to the traditional view on gender roles.

Needless to say, not everything is determined solely by educational attainment.

#### (Outlook)

As aforementioned, the employment conditions surrounding men change extensively and more women would decide to work because of the family budget. In terms of attitudes toward gender equality, somewhat conflicting changes are observed. On the one hand, more men and women have positive attitudes toward women working,

and no clear difference is observed in the gender role attitude between younger generations of both sexes. On the other, people tend to regard the man as the main breadwinner regardless of sex, especially young single women. Besides, female college graduates born after 1963 have more traditional attitudes toward gender roles than their predecessors.

Another example of conflicting phenomena is found by focusing on educational attainment. In comparison with college graduates, men and women who are graduated from junior or senior high school earn less on average, while they have more traditional attitudes toward gender roles.

These gaps between the reality and the attitudes necessarily mean neither the misperception of reality nor the lags of attitudinal changes in the real world. Rather, men and women might have views or wishes contrary to their current reality. What is sure is that changes and diversification continue to take place in every aspect of society such as family composition, industrial structure, employment, and individual and social life, and no single model can be referred as "major," "standard," or "typical." Not only individuals but also firms, organizations, and administrations are required to capture every change swiftly and accurately, and to examine and deploy measures and institutions if necessary, and be free from traditional ways of thinking.