

Section 3 Men's and Women's Work and Lifestyle in Japan's Regions

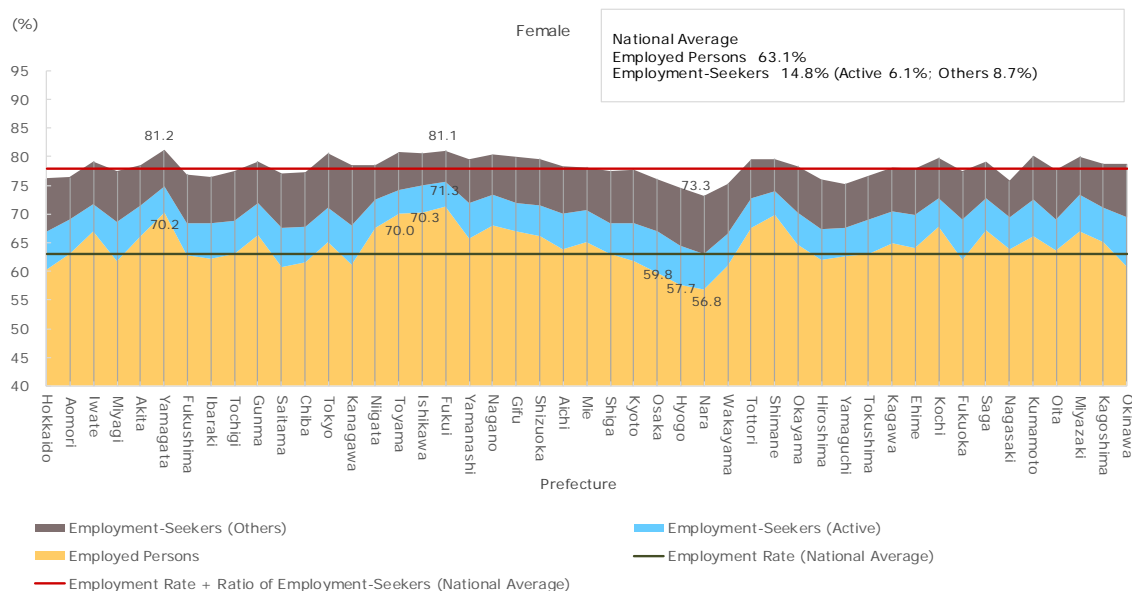
1. Employment and Work Hours

(Smaller Regional Variances in the Ratio of Women Wanting to Work Compared to Actual Employment Rates for Women)

Looking at the ratio ("employment rate") of employed females to the number of females in working age (15 to 64 years of age) by prefecture reveals an approximate 15%-point difference between the highest (Fukui Prefecture at 71.3%) and lowest (Nara Prefecture at 56.8%). The variances of employment rate of women by prefecture are larger than those of men.

The ratio of employed persons combined with persons unemployed but wanting to work to the working age population by prefecture reveals that the near 15%-point variation seen above now contracts to about 8%-points (I-Feature-Figure 16). There is a smaller regional variance in the rate of women who want to work compared to the actual employment rate of women. We can say that regions with low employment rates for women are more likely to be areas that haven't yet tapped into the power of women.

I-Feature-Figure 16 Proportion of Employed Persons and Employment-Seekers to Working Age Population (Aged 15 to 64 Years) by Prefecture (by Sex, 2012)



(Notes)

- Source: "Employment Status Survey (2012)," Ministry of Internal Affairs and Communications.
- Employed person is defined as a person who is engaged in work to receive a regular income and intends to remain employed subsequent to the date of the survey (October 1, 2012), or a person who has a job, but is currently on leave from work. Includes those who work for family owned businesses (family owned stores, factories, farms, etc.), even if they are not paid personally. A person who works at least 30 days during a year's time is categorized as Employee.
- Employment-seeker is defined as a person who is not employed (not working at all or working temporarily) but wants to work. Persons actually searching for employment are categorized as "active," while those not searching for employment are categorized as "other."
- Employment Rate and ratio of employment-seekers are the ratios to persons aged 15 to 64.

(Regions with Higher Female Employment Rate also Report More Regular Employment)

Examining the relationship between regular employment and employment rates for female employed persons aged 15 to 64 years reveals that the prefectures with higher ratios of regular employment also tend to report higher employment rates. This trend holds, even when looking more narrowly at females aged 25 to 44 rearing pre-school children.

This suggests that where the employment rate for women is high, regular employment provides continued stable employment for women, even during child-rearing years.

(Regional Differences in Working Styles May be Attributed to Attitudes toward Gender Roles)

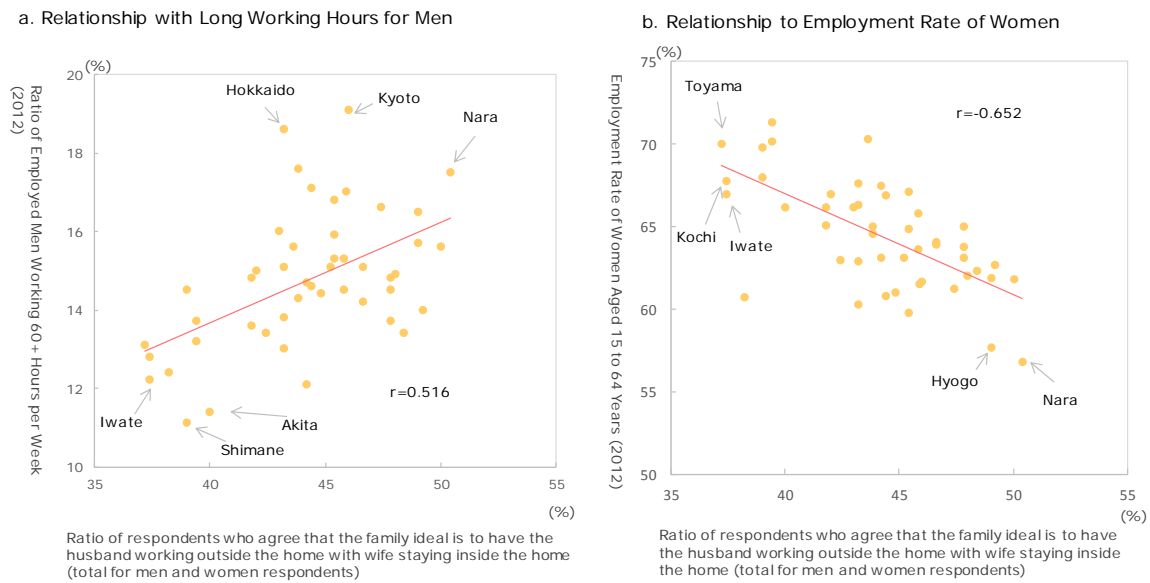
Looking at the results by prefecture of the ratio of employed persons who work 60-plus hours per week to those who work 200 days or more per year reveals a significant regional variance for males (from 19.1% in Kyoto Prefecture to 11.1% in Shimane Prefecture).

Prefectures with higher rates of men working long hours tend to also report low employment rates for women.

Examining the relationship between the rate of men who work long hours or the employment rate for women and attitudes towards gender roles informs us that prefectures with higher ratio of respondents who agree to the opinion that the ideal family structure is one in which the husband works outside the home with the wife staying inside the home tend to report higher rates of men who work long hours. These same prefectures also tend to report lower employment rates for women (I-Feature-Figure 20).

We must find a way to make men more willing to participate in housework and child rearing if we expect more women engaged in work when they want to. At the same time, we need to address the issue of long working hours among men.

I-Feature-Figure 20 Relationships of Attitudes toward Gender Roles with Long Working Hours for Men, and with Employment Rate among Women Aged 15 to 64 Years



(Notes)

1. Source: "Report of Consciousness Survey on Active Regional Participation among Women (2015)," Gender Equality Bureau Cabinet Office, "Employment Status Survey (2012)," Ministry of Internal Affairs and Communications.
2. The ratio of men working 60+ hours per week represents the ratio to employees (including company directors) working at least 200 days per year.
3. Ratios reflect the total number of respondents who answered "agree" or "somewhat agree" to the statement that the family ideal is to have the husband working outside the home with wife staying inside the home.

2. Child Rearing and Regional Activities

(The Total Fertility Rate is Lower in Tokyo and Osaka Area etc.)

Looking at total fertility rate by prefecture (2013) shows the lower rates in Tokyo Area, Osaka Area³, and Hokkaido Prefecture. These regions tend to report higher rates of men who work long hours and lower employment rates for women.

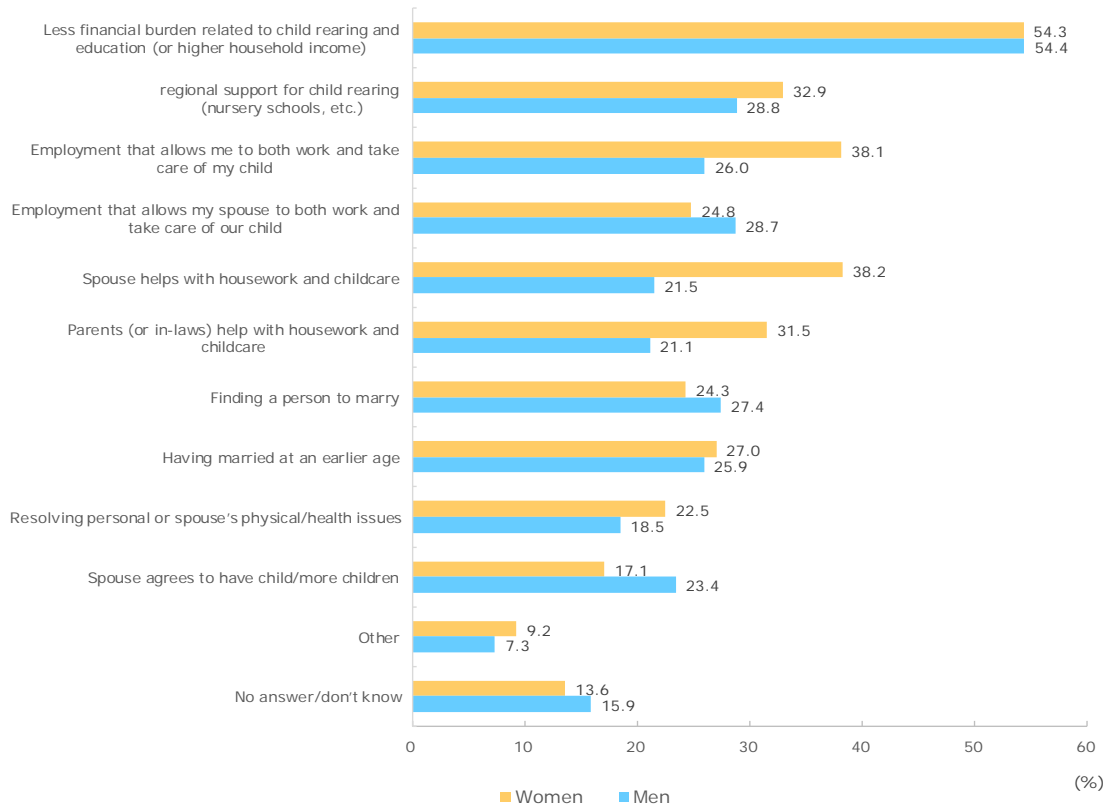
(Shared Family Responsibility is Key to Achieving the Ideal Number of Children)

Of those who responded that their ideal number of children was one or more, an average of 62.3% across all prefectures (2015) responded that their actual number of children was less than their ideal. When asked how to achieve this ideal number of children, the number one response among both males and females was reducing the financial burden. The other common response among females was having a more cooperative husband and parents, being engaged in a job that allowed for work and child care and living in a region offering a good support for child rearing (nursery schools, etc.) (I-Feature-Figure 22).

This suggests that a system that relieves women from the sole burden of child rearing and offers family, workplace, and social support would lead to achievement of the ideal number of children.

³ Osaka Area: Osaka Prefecture, Kyoto Prefecture, Hyogo Prefecture and Nara Prefecture

I-Feature-Figure 22 What is required to achieve an ideal number of children? (by sex)



(Notes)

1. Source: "Report of Consciousness Survey on Active Regional Participation among Women (2015)," Gender Equality Bureau, Cabinet Office.
2. The survey was conducted to men and women aged 20 to 69 years (500 respondents from each prefecture; regardless of marriage status).
3. Results use an index of 100 to represent the number of respondents (6,640 women, 6,562 men) who responded that their actual number of children is less than their ideal number of children.
4. Multiple answers allowed (except for No answer/don't know).

(More Women than Men Participates in Regional Activities)

More women than men reported involvement in volunteer activities between October 2010 and October 2011. More than half of female volunteers also indicate that they have the main responsibility for housework.

By prefecture, we see that those with higher rates of male volunteerism also report lower rate of men working long hours than the national average. Addressing the issue of long working hours among men may lead to more active community involvement.

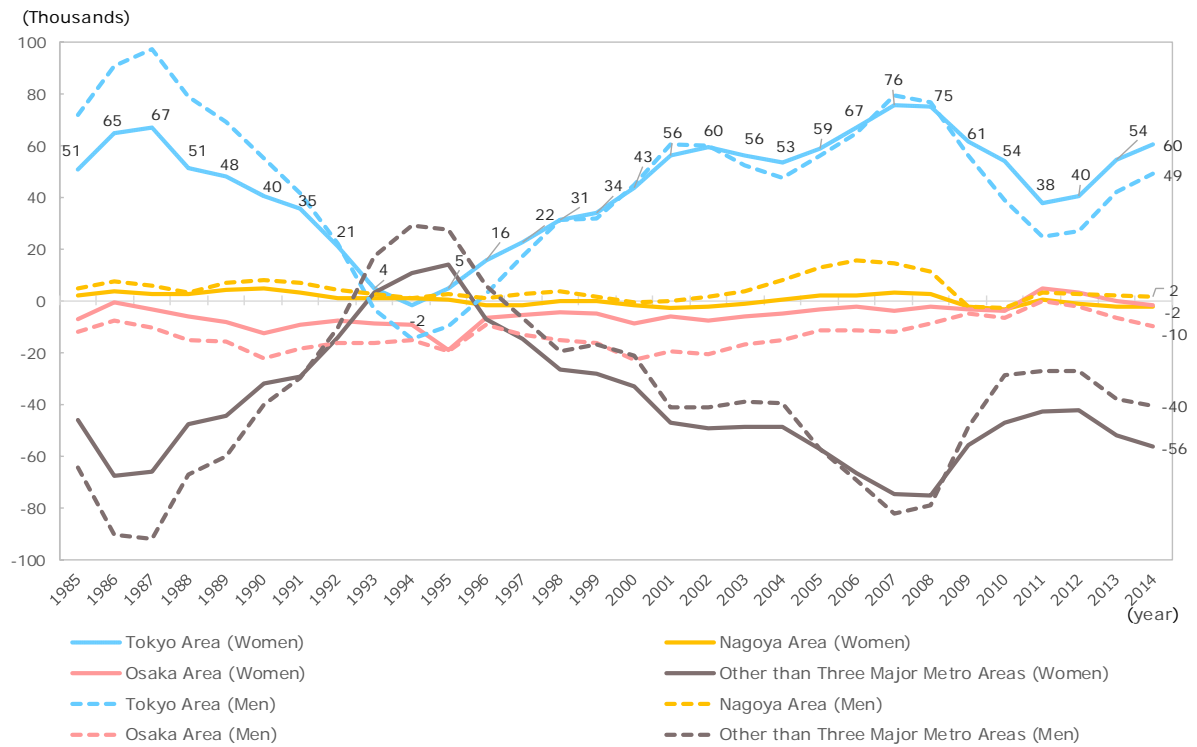
3. Population Migration Trends

(More Women than Men Flow to Tokyo Area)

The population flow to Tokyo Area has seen women outnumber men since 2009 (I-Feature-Figure 26).

A breakdown of the population flow to Tokyo Area by age group reveals that both men and women aged 15 to 34 make up the majority. This indicates that the largest population flow to Tokyo Area consists of younger people.

I-Feature-Figure 26 Population Transfer by Region (by sex; 1985 to 2014)



(Notes)

- Source: "Annual Report on the Internal Migration in Japan Derived from Basic Resident Registration," Ministry of Internal Affairs and Communications.
- Number of Japanese individuals relocating to different areas.
- Regions categorized as follows:
 Tokyo Area: Saitama Prefecture, Chiba Prefecture, Tokyo Metropolis, Kanagawa Prefecture
 Nagoya Area: Gifu Prefecture, Aichi Prefecture, Mie Prefecture
 Osaka Area: Kyoto Prefecture, Osaka Prefecture, Hyogo Prefecture, Nara Prefecture
 Other than Three Major Metro Areas: Prefectures other than Tokyo, Nagoya, and Osaka Areas

(Female Workers in working age has increased in Tokyo Area)

Between 2004 and 2014, the number of employed women aged 15 to 64 increased by 620,000 in Tokyo Area. On the other hand, it decreased by 330,000 outside Tokyo Area. It shows that the focus of employment for women in working age has been concentrated in Tokyo Area.

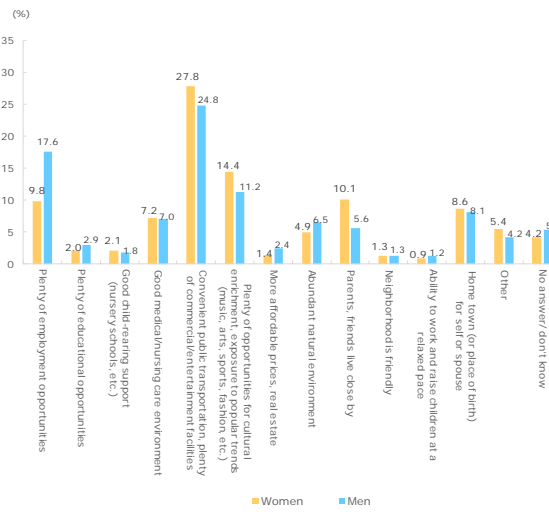
(Ties to the Region Impact Women's Domicile Selection)

Comparing responses by men and women regarding why an urban or a suburban environment was most preferred, more women than men answered that proximity to family and friends was the number one deciding factor (I-Feature-Figure 30).

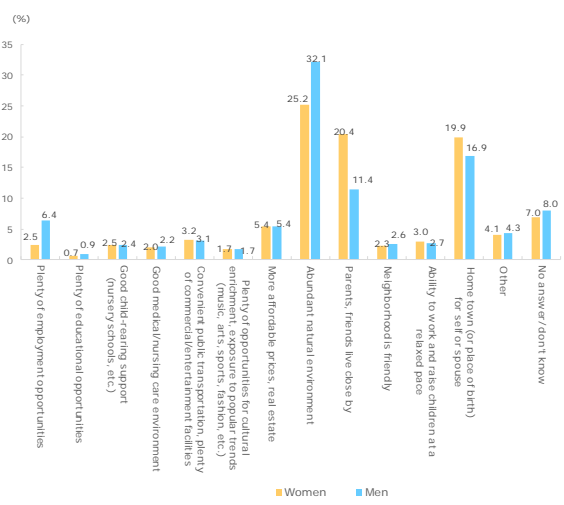
It suggests that regional areas would become much more attractive to women if they provided more opportunities for women to work while making the most of their local ties.

I-Feature-Figure 30 Reasons behind Ideal Domicile Selection (by sex, by selected region)

a. Urban domicile selected as ideal



b. Suburban/regional domicile selected as ideal



(Notes)

1. Source: "Report of Consciousness Survey on Active Regional Participation among Women (2015)." Gender Equality Bureau Cabinet Office.
2. Reason for selecting urban domicile represents the ratio to women (4,387) and men (3,775) who responded that an urban domicile was "somewhat ideal."
3. Reason for selecting suburban domicile represents the ratio to women (5,957) and men (6,336) who responded that a suburban domicile was "somewhat ideal."
4. Respondents asked to select one best choice.

Section 4 Summary and Future Outlook

Women's participation, employment, and lifestyles are not homogenous across every region in Japan. This is why initiatives must be taken in regions reflecting local strengths and characteristics.

- We expect more women candidates for local assemblies by activating local politics itself.
- Local governments and business owners are expected create programs to hire/appoint more women.
- We must find a way to make men more willing to participate in housework and child rearing if we expect more women engaged in work when they want to. At the same time, we need to address the issue of long working hours among men.
- We believe that Japanese families can achieve their ideal number of children if there are systems that relieve women from the sole burden of child rearing and offer family, workplace, and social support.
- If regional areas provided more opportunities for women to work while making the most of their local ties, then they would become much more attractive to women.