

**International Comparison of the Social Environment regarding the Declining Birthrates and Gender-Equality Summary Report**

**1. Birthrates in developed countries**

In countries with per-capita gross domestic products of at least \$10,000, those with infant mortality rates below 1 percent generally have birthrates below 2 percent. These are the so-called developed countries, and they share the characteristic of having low birthrates insufficient to maintain population replacement. (See p. 3, Figures 1 and 2.)

**2. The relationship between the female labour force participation rate and the total fertility rate**

In the 24 OECD member countries (with per-capita GDP of at least \$10,000), in 2000 there was a positive correlation between the female labour force participation rate and the total fertility rate, such that countries with higher labour force participation rate also had higher birthrate. In 1970, however, the correlation was negative, with countries with higher labour force participation rate having lower birthrates, and the relationship changed after the mid-1980s. This suggests that the relationship between labour force participation rates and birthrates is not fixed such that when one goes up the other will go up, but social environments (policies, systems, and values, etc.) affect both rates and these environments have changed over the past 30 years. (See p. 4–5, Figures 3, 4, and 5.)

**3. Japan's female labour force participation rate and total fertility rate**

Japan's female labour force participation rate increased by 5.2 percentage points from 1970 to 2000. This was the smallest increase among the 24 OECD member countries. (The average increase for the 24 countries was 23.3 percentage points.) During the same period, Japan's total fertility rate declined by 0.8, from 2.13 to 1.36. (The average decline for the 24 countries was 0.9.) Although Japan's increase in female labour force participation rate was the smallest among the 24 OECD member countries, the decline in its birthrate was not small. Japan is characterized by the fact that its birthrate decline was slightly larger from 1985 to 2000 compared to the period from 1970 to 1985. With the birthrate actually increasing in some of the 24 countries after 1985, the continuing downward trend in Japan indicates the nation's situation.

In addition, the work styles of Japanese women have changed markedly over these 30 years, with self-employment in family-operated business decreasing and employees increasing. The fact that improvement of environments to support balancing work and home life and childrearing have not kept pace with female participation in society as employees in Japan may underlie the declining birthrate. (See p. 6, Figures 6 and 7.)

**4. Patterns in the 24 OECD member countries**

Comparing birthrate fluctuations in various countries, the 24 OECD member countries with per-capita GDP of at least \$10,000 (in 2000) can be typified according to patterns in terms of changes in the birthrate and the birthrate levels in 2000. This patterning places Japan in Type C2 (a declining total fertility rate with a high rate of decline) along with South Korea and southern European countries. (See p. 7, Figure 8.)

## **5. Characteristics of Japan's social environment**

Looking at characteristics of Japan's social environment in international comparison, except "V. Social safety and security" is high because of the low unemployment rate, Japan's scores are below the 24-country average. Japan's score is particularly low in "I. Possibility of balancing work and home life," which looks at work styles for both males and females through "Flexibility of work styles" and "Reasonable work hours," and in "III. Diversity of lifestyle choices," which comprises "Social tolerance of diversity," "Flexibility in division of roles for household work," and "Equality of employment opportunities." The scores did not exceed 40 percentage points in any of those areas. (See p.8, Figure 9)

In South Korea, a Type C2 country like Japan, the scores on "V. Social safety and security" due to low unemployment rate and "IV. Potential of young people for autonomy" were high and the score for "Support from family" was also above average. However, the scores for other areas were below average. Italy's scores were below average in all areas. (See p. 9, Figures 10, 11, 12, and 13.)

## **6. Commonalities of the U.S.A. and Northern Europe**

Meanwhile, Type A countries, where birthrates have increased over the past 20 years, include the U.S.A., Northern European countries, and the Netherlands. The commonalities in the social environment indices of these countries that are regarded to have very diverse policies and systems for social security and so on are their high scores in "Flexibility of work styles" and adequate "Local childrearing environments" that generally make diverse lifestyle choices possible in their societies. This suggests that in advanced countries where per-capita GDP is high, service industrialization is advanced, and work, marriage, and childbirth are considered personal choices, unless alternatives that enable truly diverse choices are provided, people may avoid marriage and having children. (See p. 10–11, Figures 14, 15, 16, and 17.)

## **7. Female labor force participation rates and social environments**

Many of the Type A countries where birthrates have increased over the past 20 years had lower female labour force participation rates in 1970 than Japan did. This suggests that their high levels in 2000 on social environment indices such as "I. Possibility of balancing work and home life," "II. Degree of support for childrearing," and "III. Diversity of lifestyle choices" did not always exist in those countries, but are the result of efforts to provide social environment enabling women to balance work and childbearing and rearing as they have advanced into society. (See p. 12, Figure 18.)

## **8. Issues Japan should address**

Japan should take measures to raise its level in areas such as "Flexibility of work styles," "Flexibility in division of roles for household work," and "Equality of employment opportunities," where its scores on social environment indices trail behind those of Type A countries such as the U.S.A., the Netherlands, and those in Northern Europe. In addition, greater promotion of policies and systems to improve "II. Degree of support for childrearing" including "Local childrearing environments" and "Reduced costs for childrearing" can be expected to move into the society to a structure that supports women to have a balance among working and bearing and raising children. (See p. 11, Figure 15, 16, and 17.)

## < Overview of research >

- This research focuses on the relationship between the female labour force participation rate and the total fertility rate. It intends to quantitatively understand (index) the social environment that supports a balance between work and home life underlying both those rates.
- The "social environment" that influences both female labour force participation rate and the birthrate comprises social and economic systems, including customary practices such as work styles, family relationships, social relationships, and labor market structure, values that regulate people's behavior, and public policy.
- The targets of analysis are the 24 OECD member countries with per-capita GDP of at least \$10,000.
- In addition to clarifying the relationship between declining birthrates and gender-equal participation, the research examines issues related to changing the declining trend in Japan's birthrate.

### 1. Birthrates in advanced countries

- ◊ In countries with per-capita GDP of at least \$10,000, those with infant mortality rates below 1 percent generally have birthrates below 2.0, sharing the characteristic of having birthrates insufficient to maintain population replacement. These are the so-called low-birthrate countries. (See Figures 1 and 2.)

Figure 1. Per capita GDP and total fertility rate

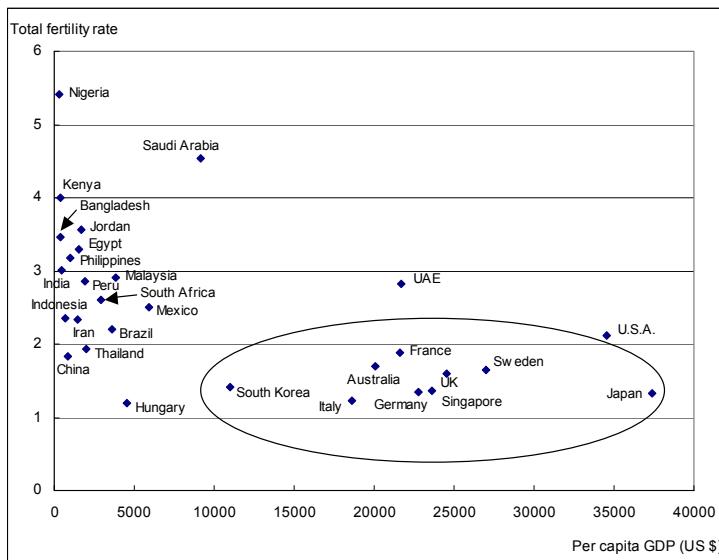
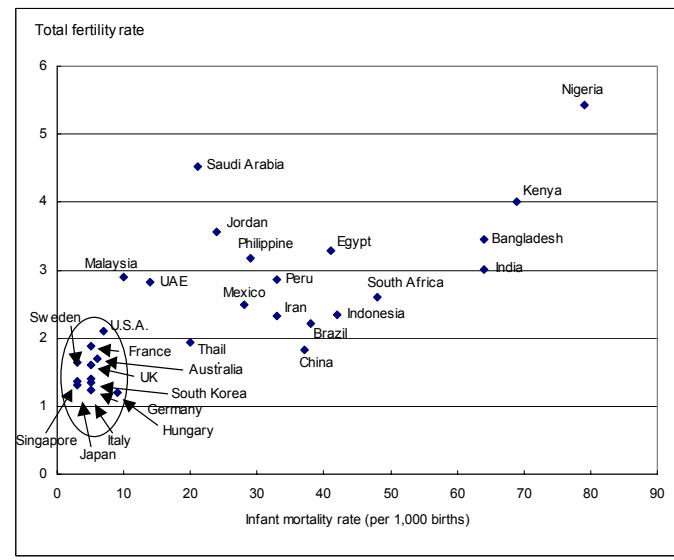


Figure 2. Infant mortality rate and total fertility rate



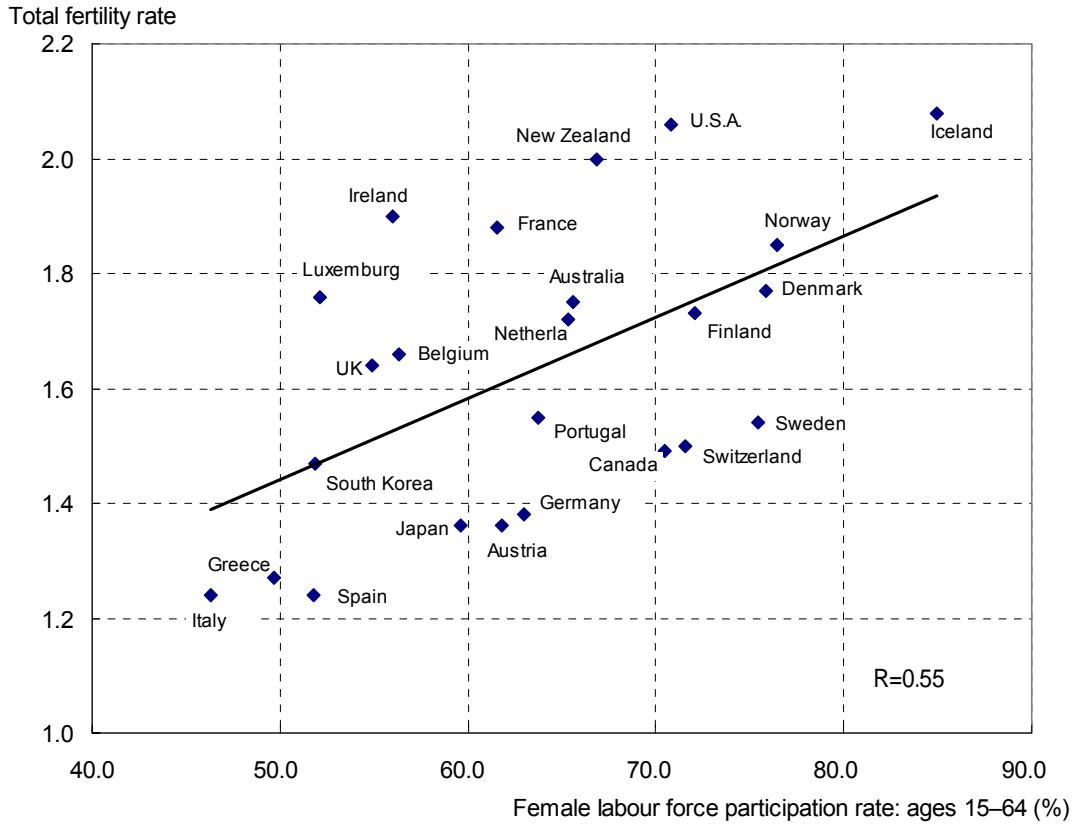
Sources: Compiled from United Nations Population Fund, "The State of The World Population 2004"; OECD, "National Accounts of OECD Countries Main Aggregates Vol. 1 2005"; and IMF "World Economic Outlook Databases 2003."

Source: Compiled from United Nations Population Fund, "The State of The World Population 2004."

## 2. Female labour force participation rate and total fertility rate

◊ In the 24 OECD member countries whose per capita gross domestic product (GDP) exceed \$10,000, in 2000, the tendency for countries with the high rates of female labour force participation to have higher total fertility rates was evident. (A positive correlation was indicated. See Figure 3.)

Figure 3. Labour force participation rate by females age 15–64 and total fertility rate in 24 OECD member countries: 2000

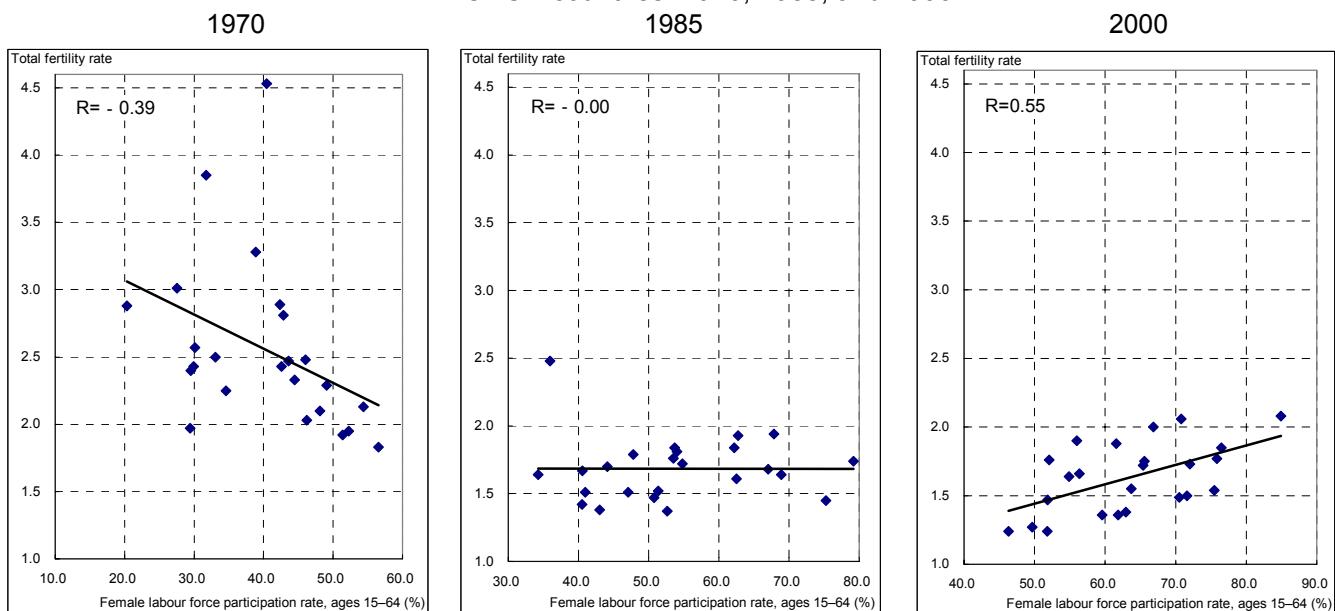


Sources: Compiled from "Recent Demographic Developments in Europe 2004"; Japan: "Vital Statistics"; Australia: "Births, No. 3301"; Canada: "Statistics Canada"; South Korea: "Annual Report on the Vital Statistics"; New Zealand: "Demographic Trends"; U.S.A.: "National Vital Statistics Report"; and "ILO Year Book of Labour Statistics."

Note: Female labour force participation rates for Iceland, U.S.A., Sweden, Spain, and Norway are for ages 16–64, and for 16 and older in the UK.

- ◊ In the OECD countries in 1970, the birthrate and the female labour force participation rate negatively correlated. That relationship appears to have turned upward after the middle 1980s. (See Figure 4.)
- ◊ The female labour force participation rate has risen in each country, but aforementioned change in the relationship occurred because of existence of 2 type countries such as Japan and Italy, where the total fertility rate has consistently declined, and countries where the birthrate has increased or sustained since the mid-1980s. (See Figure 5.)

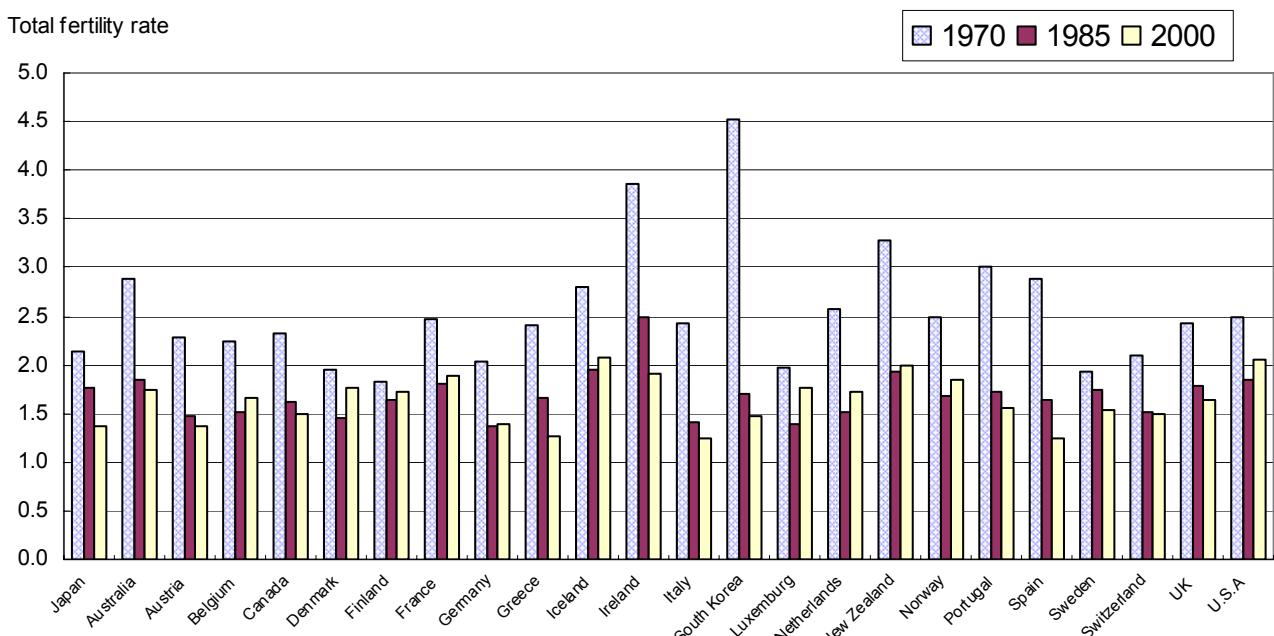
Figure 4. Female labour force participation rates and total fertility rates in 24 OECD countries: 1970, 1985, and 2000



Sources: Compiled from "Recent Demographic Developments in Europe 2004"; Japan: "Vital Statistics"; Australia: "Births, No. 3301"; Canada: "Statistics Canada"; South Korea: "Annual Report on the Vital Statistics"; New Zealand: "Demographic Trends"; U.S.A.: "National Vital Statistics Report"; and "ILO Year Book of Labour Statistics."

Note: Survey years and ages for female labour force participation rate may vary slightly by country. See "Reference materials II: list of sources and definitions of index categories" in the full report on "International Comparison of the Social Environment regarding Declining Birthrates and Gender-Equality" for details.

Figure 5. Total fertility rate in 24 OECD member countries: 1970, 1985, and 2000

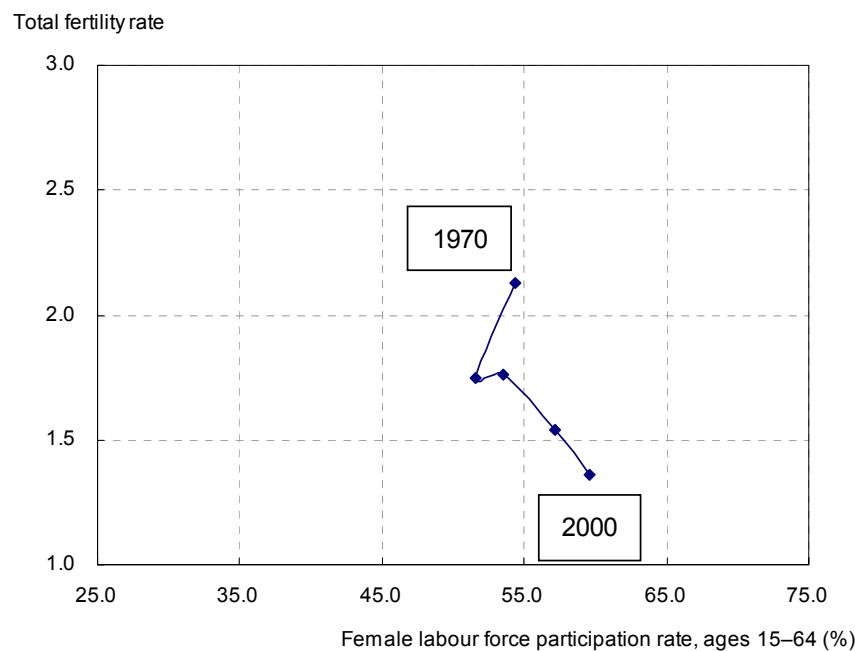


Sources: Compiled from "Recent Demographic Developments in Europe 2004"; Japan: "Vital Statistics"; Australia: "Births, No. 3301"; Canada: "Statistics Canada"; South Korea: "Annual Report on the Vital Statistics"; New Zealand: "Demographic Trends"; and U.S.A.: "National Vital Statistics Report."

### 3. Japan's female labour force participation rate and the total fertility rate

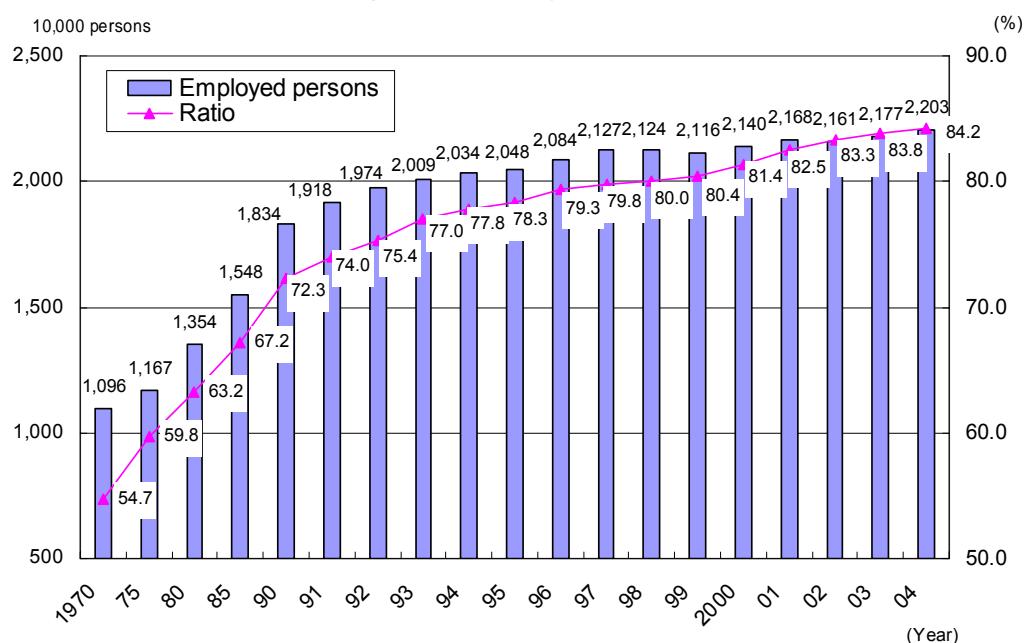
- ◊ Japan's female labour force participation rate in 1970 was 54.4 percent. In 2000, it was 59.6 percent, 5.2 percentage points increase has been seen over 30 years. The average increase was 23.3 percentage points. Japan's increase was the lowest among the 24 countries. The total fertility rate in 1970 was 2.13. In 2000, it was 1.36, 0.8 decrease. The average for the 24 countries was 0.9 decrease, so Japan is only slightly below average decrease. In addition, Japan is characterized by the fact that its birthrate decline was slightly larger from 1985 to 2000 compared to the period from 1970 to 1985. (See Figure 6.)
- ◊ Although the increase in the female labour force participation rate was small, the ratio of female employees increased as women's work styles changed. (See Figure 7.)

Figure 6. Changes in Japan's total fertility rate and female labour force participation rate:  
1970, 1980, 1985, 1990, and 2000



Source: Compiled from Japan "Vital Statistics", "ILO Year Book of Labour Statistics."

Figure 7. Changes in the number of Japanese female employees and their percentage of all employed persons: 1970–2004



Source: Statistics Bureau, Ministry of Internal Affairs and Communications, "Labour Force Survey."

#### 4. Patterns in the 24 OECD member countries

- ◊ The 24 OECD countries are categorized according to their total fertility rates, female labour force participation rates for ages 15–64 in 2000 and changes in total fertility rate from 1980 to 2000, when the relationship between the female labour force participation rate and the total fertility rate appears to have turned upward.
- ◊ Japan is categorized as Type C2 with decline range in total fertility rate above the average, and total fertility rate and female labour force participation rate both below average (See Figure 8). 8.)

Figure 8. Patterns in 24 OECD member countries based on changes in total fertility rate and levels of total fertility rate and female labour force participation rate

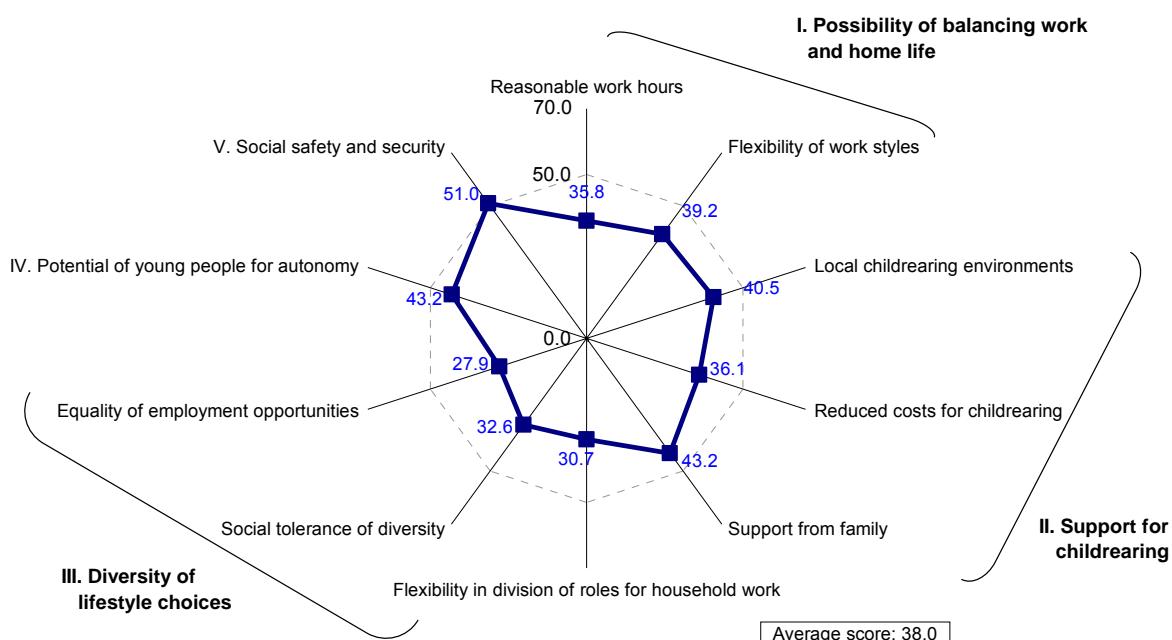
Pattern	Trend of Total fertility rate		Trend of female labour force participation rate 2000 level	Country	Total fertility rate		Female labour force participation rate	
	1980–2000 changes	2000 level			2000 index (1980 = 1)	2000 value	2000 index (1980 = 1)	2000 value (%)
Type A	Total fertility rate increased  Total fertility rate in 2000 is at least 1.63 (1.63 is the 24-country average)	Total fertility rate in 2000 is at least 63.5%  (63.5% is the 24-country average)	Female labour force participation rate in 2000 is at least 63.5%	U.S.A.	1.16	2.06	1.21	70.8
				Norway	1.08	1.85	1.24	76.5
				Denmark	1.14	1.77	1.10	75.8
				Finland	1.06	1.73	1.10	72.0
				Netherlands	1.08	1.72	1.86	65.4
			Less than 63.5%	Luxemburg	1.18	1.76	1.28	52.1
Type B	1980–2000 rate of decrease in total fertility rate is less than 20%  (20% is the average for 18 countries)	Total fertility rate in 2000 is at least 1.63	Female labour force participation rate in 2000 is at least 63.5%	Iceland	0.84	2.08	1.25	84.9
				New Zealand	0.94	2.00	1.37	66.8
				Australia	0.92	1.75	1.35	65.6
			Female labour force participation rate in 2000 is less than 63.5%	France	0.97	1.88	1.20	61.6
				Belgium	0.99	1.66	1.20	56.4
		Total fertility rate in 2000 is less than 1.63	Female labour force participation rate in 2000 is at least 63.5%	UK	0.87	1.64	1.23	54.9
				Sweden	0.92	1.54	1.09	75.5
				Switzerland	0.97	1.50	1.39	71.6
				Canada	0.92	1.49	1.27	70.5
			Less than 63.5%	Germany	0.87	1.38	1.25	63.0
				Austria	0.81	1.36	1.28	61.8
Type C	1980–2000 rate of decrease in total fertility rate is at least 20%	Total fertility rate is at least 1.63	Less than 63.5%	Ireland	0.58	1.90	1.70	56.0
		Total fertility rate in 2000 is less than 1.63	Female labour force participation rate at least 63.5%	Portugal	0.68	1.55	1.19	63.7
			Female labour force participation rate in 2000 is less than 63.5%	South Korea	0.53	1.47	1.16	51.8
				Japan	0.78	1.36	1.15	59.6
				Greece	0.57	1.27	1.41	49.7
				Spain	0.56	1.24	1.63	51.8
				Italy	0.75	1.24	1.20	46.3

Sources: Compiled from "Recent Demographic Developments in Europe 2004"; Japan: "Vital Statistics"; Australia: "Births, No. 3301"; Canada: "Statistics Canada"; South Korea: "Annual Report on the Vital Statistics"; New Zealand: "Demographic Trends"; U.S.A.: "National Vital Statistics Report"; and "ILO Year Book of Labour Statistics."

## 5. Characteristics of Japan's social environment indices

- ◊ Because of long work hours in Japan, it scores low on the "Reasonable work hours" index. In addition, it is also much lower than the average on "Flexibility of work styles". This is due to its low scores on "High of male part-time employee ratio" and "Ease of changing jobs" in the "Flexibility of work styles" category. In addition to the difficulty of choosing various work styles including part-time work, changing jobs is not easy, resulting in low flexibility of work styles and low fluidity. The result is a society with a low "I. Possibility of balancing work and home life" in terms of work styles.
- ◊ Regarding "II. Support for childrearing", Japan's level is below average for "Local childrearing environments", "Reduced costs for childrearing" and "Support from family". For "Local childrearing environments", Japan's score is low on "Ease of use of daycare (percentage utilizing daycare service for 0–2 year olds)" "Amount of family service benefits (proportion of social security benefits for family services)" and "Participation in community activities". The score is particularly low for "Amount of family service benefits". "Reduced costs for childrearing" adopts "Amount of public burden of educational expense" as an index and at 36.1 points, the score is particularly low. For "Support from family", score on "Household size" is high, but the "Importance given to time spent with family" is low, so the average is low.
- ◊ Japan's score is much lower than the average for the indices of "III. Diversity of lifestyle choices", namely "Flexibility in division of roles for household work", "Social tolerance for diversity" and "Equality of employment opportunities". "Flexibility in division of roles for household work" is viewed through "Degree of elimination of stereotyped views of gender roles" and "Degree of male participation in housework and childrearing". The Japan's scores are very low for both. In "Social tolerance for diversity", Japan scores low on both "Degree of freedom to choose life courses (percentage on believing they are free to run their own lives)" and "Permeation of human rights awareness (percentage on believing individual human rights are respected in their own countries)". "Equality of employment opportunities" looks at "Degree of elimination of male-female wage discrepancies" and "Percentage of female manager". While both are low, Japan has the second-to-lowest score of the 24 countries on "Percentage of female manager"
- ◊ "IV. Potential of young people for autonomy" is also lower than the average. Although the Japan's score on "Low employment anxiety among young people" is high, its score on "Independence from parents" is low.
- ◊ Japan is above the average for "V. Social safety and security". "V. Social safety and security" looks at "Sense of happiness" and "Low employment anxiety". Japan scores high on "Low employment anxiety", but scores low on "Sense of happiness" indicated by "Percent believing that 'Overall, I am happy now'" (See Figure 9.)

Figure 9. Social environment indices for Japan (Type C2)



## <Reference: Characteristics of Italy and South Korea (Type C2)>

- ◊ Although, like Japan, Type C2 countries have large declines in birthrate, and their overall average scores by area are low, Italy scores higher than Japan except in "Local childrearing environments" "IV. Potential of young people for autonomy" and "V. Social safety and security". Compared to the 24-country average, however, its scores are low in every area. Italy's total fertility rate in 2000 was 1.24 and was lower than Japan's rate, but in 2004 it rose slightly to 1.33, surpassing the 1.29 of the still-declining Japan. (See Figures 10 and 11.)
- ◊ The birthrate continues to fall in South Korea, which also scores high on "V. Social safety and security" and "IV. Potential of young people for autonomy" because of its low unemployment rate. Its score for "Support from family" is also above average, but it is below average in other areas. (See Figures 12 and 13.)

Figure 10. Social environment indices for Italy (Type C2)

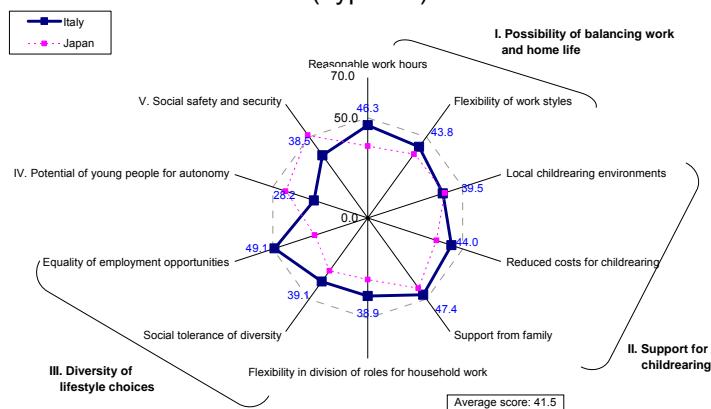
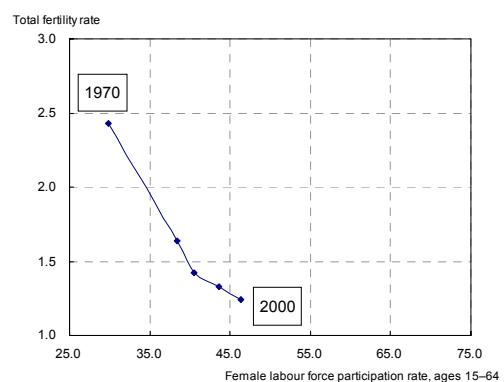


Figure 11. Italy's total fertility rate and female labour force participation rate: 1970, 1980, 1985, 1990, and 2000



Sources: Compiled from "Recent Developments in Europe 2004" and "ILO Year Book of Labour Statistics."

Note: Female labour force participation rate for 1970 uses 1971 data.

Figure 12. Social environment indices for South Korea (Type C2)

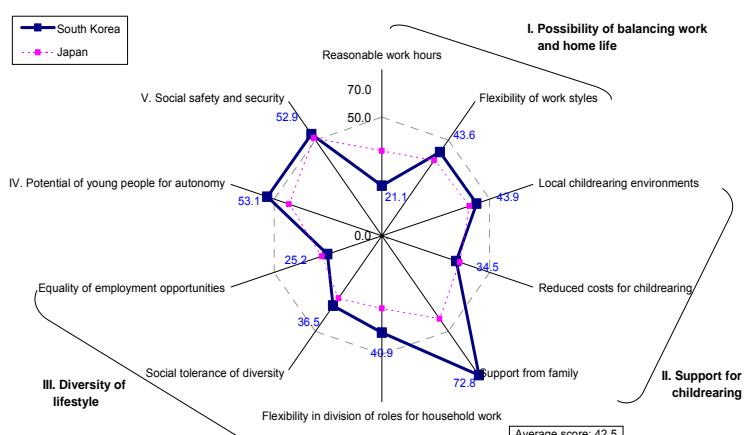
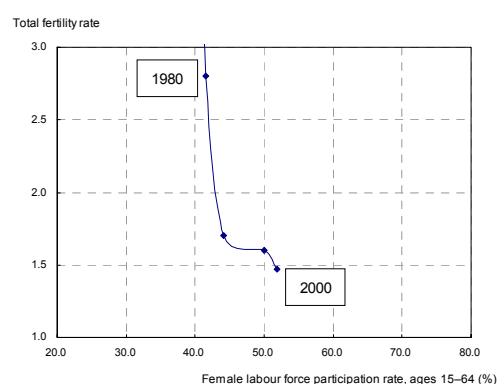


Figure 13. South Korea's total fertility rate and female labour force participation rate: 1970, 1980, 1985, 1990, and 2000



Sources: Compiled from "Annual Report on the Vital Statistics" and "ILO Year Book of Labour Statistics."

Note: Total fertility rate for 1970 is 4.53, and female labour force participation rate is 40.4%.

## 6. Commonalities among the U.S.A. and Northern European countries:

### Characteristics of Type A social environments

- ◊ Type A countries have high average scores in each field. With the exception of Luxemburg, these countries have the score more than 60 points in at least one field, far above the average score. The U.S.A. and the Northern European countries have high scores on "III. Diversity of lifestyle choices", "Local childrearing environments" and "Reduced costs for childrearing". The Netherlands has a somewhat low score on "Local childrearing environments" and "Reduced costs for childrearing". The U.S.A. and the Northern European countries have differing systems for supplying support for childrearing, but they share the point of having socialized diversity of lifestyle choices and childrearing.
- ◊ With the exception of the U.S.A., the "Support from family" scores are low. This is because of the low average household size. Because the spread of the nuclear family has no connection to the birthrate, this suggests that a low proportion on depending on support from parents or other relatives. (See Figure 14.)

Figure 14. Social environment indices for Type A countries

		U.S.A.	Norway	Denmark	Finland	Netherlands	Luxemburg
I. Possibility of balancing work and home life							
1. Reasonable work hours	Shortness of work hours	41.0	59.2	-	55.5	49.0	-
2. Flexibility of work styles	Hight of male part-time employees ratio	51.7	54.9	56.7	49.9	69.5	34.0
	Ease of changing jobs	71.6	63.4	60.5	-	53.3	-
II. Support for childrearing							
1. Local childrearing environments	Ease of use of daycare	64.5	57.0	69.8	47.4	38.9	-
	Amount of family service benefits	36.3	61.4	60.2	59.4	42.6	67.8
	Degree of participation in community activities	62.4	-	59.8	57.8	63.5	48.4
2. Reduced costs for childrearing	Amount of public burden of educational expense.	52.7	59.9	74.1	55.1	45.6	36.1
3. Support from family	Household size	52.1	36.1	36.1	40.1	40.1	48.1
	Importance given to time spent with family	66.3	57.6	47.0	-	31.5	-
III. Diversity of lifestyle choices							
1. Flexibility in division of roles for household work	Degree of elimination of stereotyped views of gender roles	44.2	65.7	59.4	62.4	61.3	-
	Degree of male participation in housework and childrearing	55.8	59.5	55.8	51.7	49.9	-
2. Social tolerance of diversity	Degree of freedom to choose life courses	65.2	-	55.7	62.0	50.6	47.7
	Permeation of human rights awareness	52.3	-	63.5	65.2	57.3	64.1
3. Equality of employment opportunities	Degree of elimination of male-female wage discrepancies	51.8	62.2	58.0	53.7	50.7	43.2
	Percentage of female managers	71.1	47.2	44.5	48.0	48.8	-
IV. Potential of young people for autonomy							
	Low employment anxiety among young people	54.4	53.1	57.9	37.7	59.8	58.3
	Independence from parents	55.9	54.7	60.4	57.5	-	-
V. Social safety and security							
	Sense of happiness	55.0	-	55.8	51.9	56.6	55.3
	Low employment anxiety	56.8	58.5	55.2	37.4	61.1	62.1

\*Standardized data. The average is 50.

- ◊ Because of its long work hours, the U.S.A. scores low on "Reasonable work hours" but its scores on "Flexibility of work styles" indices such as "High ratio of male part-time employees" and "Ease of changing jobs" are high. In "II. Support for childrearing", the score for "Amount of family service benefits" is low, but scores for "Ease of use of daycare" and "Degree of participation in community activities" are high. For "Support from family" scores for both "Household size" and "Importance given to time spent with family" are high. In "III. Diversity of lifestyle choices" although "Degree of elimination of stereotyped views of gender roles" is low, "Degree of male participation in housework and childrearing" is high. All aspects of "Social tolerance for diversity" are high. "Equality of employment opportunities" is also high. "IV. Potential of young people for autonomy" and "V. Social safety and security" are all above average.
- ◊ Compared with those of Japan, levels on the "Reasonable work hours" and "V. Social safety and security" indices are low, but the U.S.A. scores higher in every other area. The difference is particularly large in "Flexibility of work styles", "Social tolerance for diversity" and "Equality of employment opportunities." (See Figure 15.)

- ◊ Finland scores above average on the "Reasonable work hours" index and is a society in which work styles with a high "I. Possibility of balancing work and home life". Scores for "Local childrearing environments" and "Reduced costs for childrearing" are high, but "Support from family" is low. This is because of the low average household size. Scores are high on each of the three indices indicating "III. Diversity of lifestyle choices". Because of the high unemployment rate, "IV. Potential of young people for autonomy" and "V. Social safety and security" are lower than average.
- ◊ Compared with Japan, Finland's scores are lower on "Support from family," which looks at household size, and "V. Social safety and security" which uses the unemployment rate. Finland's scores in other areas, however, are higher than Japan's. The difference is especially large for "III. Diversity of lifestyle choices" including "Flexibility in division of roles for household work", "Social tolerance of diversity" and "Equality of employment opportunities" (See Figure 17.)

- ◊ The Netherlands scores high on "Flexibility of work styles" including "High ratio of male part-time employees" and so on. Its scores on indices related to "III. Diversity of lifestyle choices", namely, "Flexibility in division of roles for household work" and "Social tolerance of diversity" are also high. Because of its low unemployment rate, scores for "IV. Potential of young people for autonomy" and "V. Social safety and security" are high. The score for "II. Support for childrearing" however, is somewhat low.
- ◊ Compared with Japan, the Netherlands scores higher in every area but "Support from family". In addition to "Flexibility of work styles" the difference is especially large for "III. Diversity of lifestyle choices" including "Flexibility in division of roles for household work", "Social tolerance of diversity" and "Equality of employment opportunities" (See Figure 17.)

Figure 15. Social environment index for the U.S.A. (Type A)

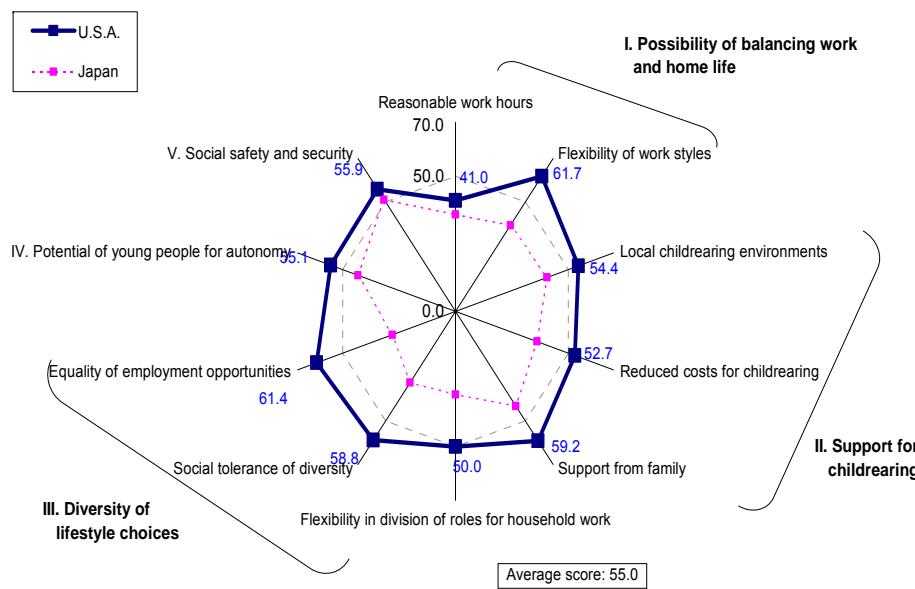


Figure 16. Social environment index for Finland (Type A)

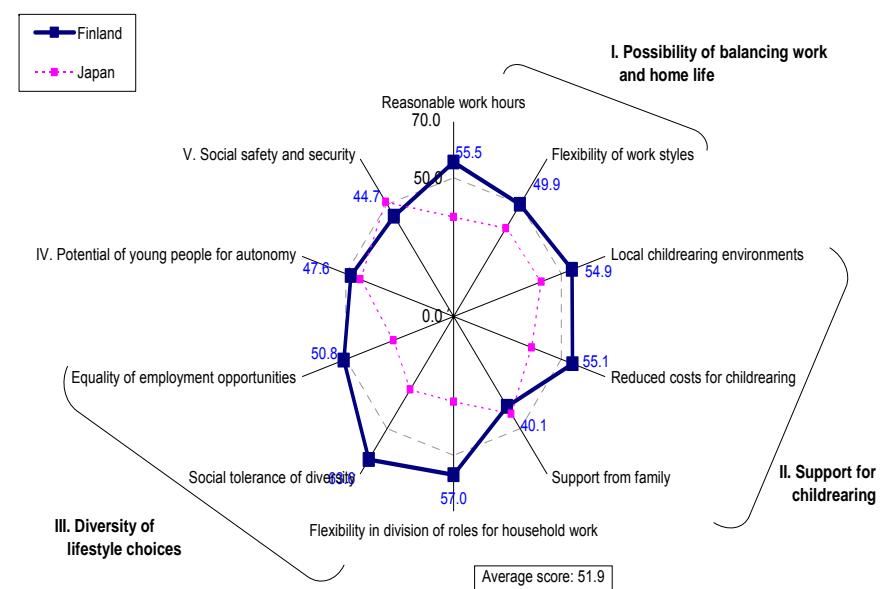
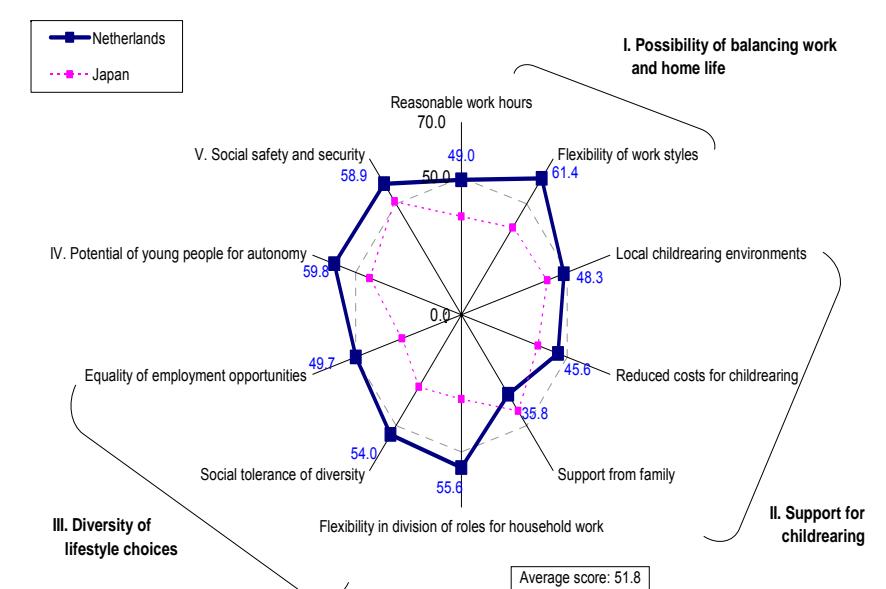


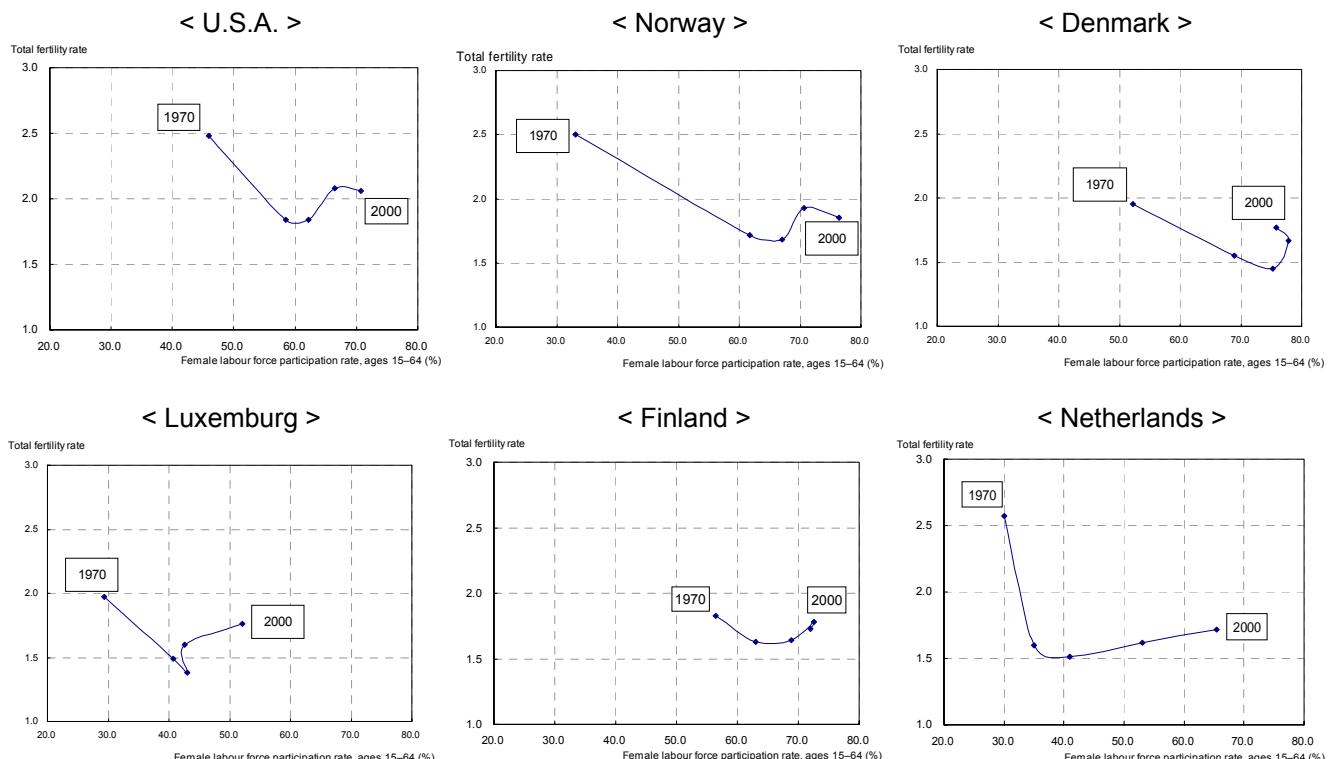
Figure 17. Social environment index for the Netherlands (Type A)



## 7. Changes in female labour force participation rates and social environments

- ◊ With the exception of Luxemburg, Type A countries had a high level of female labour force participation rate in 2000. In 1970, however, the U.S.A., Norway, Denmark, and the Netherlands had lower female labour force participation rates than Japan did. In particular, Norway and the Netherlands had rates in the level of 30 percent, indicating that those societies were oriented towards only-male-dominant working. As women's social advancement in the 1970s, the birthrate declines in the process, but since the mid-1980s, the birthrate has been recovering. (See Figure 18.)
- ◊ Compared with Japan, as described above, these countries score higher on the social environment indices of "I. Possibility of balancing work and home life", "II. Support for childrearing" and "III. Diversity of lifestyle choices". In light of the fact that the female labour force participation rate was low in 1970, these social environments did not always exist in each country, but rather are the results of efforts to provide a social environment enabling women to balance work and childbearing and rearing as their participation in society. (See Figures 9 and 14.)

Figure 18. Female labour force participation rates and total fertility rates in six TypeA countries: 1970, 1980, 1985, 1990, and 2000



Sources: Compiled from "Recent Demographic Developments in Europe 2004"; U.S.A.: "National Vital Statistics Report"; and "ILO Year Book of Labour Statistics."

Note: Female labour force participation rate for the Netherlands for 1970 uses 1971 data; for Denmark for 1980 uses 1979 data; for Luxemburg for 1985 uses 1987 data and for 2000 uses 2001 data; for the U.S.A. and Norway for 2000, the ages are 16–64.

## 8. Issues that Japan should address

Japan should make effort to improve its levels in fields such as "Flexibility of work styles," "Flexibility in division of roles for household work," and "Equality of employment opportunities," where its social environment indices are particularly low compared to Type A countries such as those in Northern Europe, the USA, and the Netherlands. In addition, more promotion of policies and systems to improve "II. Support for childrearing" including "Local childrearing environments" and "Reduced costs for childrearing" can be expected to move into the society that supports a balance between women working and bearing and raising children (See pp. 11–12, Figures 15, 16, and 17.)

## Reference Materials

Reference Figure 1: Table of index fields and categories

Reference Figure 2: Table of social environment index data

Reference Figure 3: Scored data for indices of social environment

Reference Figure 4: Social environment index scores by field in each country  
and field averages by country and group

Reference Figure 5: Changes in total fertility rates and female labour force participation  
rates and social environment index radar charts for eight typical countries by type

Reference Figure 6: Characteristics of the social environment indices of each group

Reference Figure 7. Sources and definitions for indices

Reference Figure 1 Table of index fields and categories

Field		Index category
<b>I. Possibility of balancing work and home life</b>	<b>1. Reasonable work hours</b>	1. Shortness of work hours
	<b>2. Flexibility of work styles</b>	2. Hight of male part-time employees ratio 3. Ease of changing jobs
<b>II. Support for childrearing</b>	<b>1. Local childrearing environments</b>	4. Ease of use of daycare 5. Amount of family service benefits 6. Degree of participation in community activities
	<b>2. Reduced costs for childrearing</b>	7. Amount of public burden of educational expense
	<b>3. Support from family</b>	8. Household size 9. Importance given to time spent with family
<b>III. Diversity of lifestyle choices</b>	<b>1. Flexibility in division of roles for household work</b>	10. Degree of elimination of stereotyped views of gender roles 11. Degree of male participation in housework and childrearing
	<b>2. Social tolerance of diversity</b>	12. Degree of freedom to choose life courses 13. Permeation of human rights awareness
	<b>3. Equality of employment opportunities</b>	14. Degree of elimination of male-female pay gaps 15. Percentage of female managers
<b>IV.</b> <b>Potential of young people for autonomy</b>		16. Low employment anxiety among young people 17. Independence from parents
<b>V.</b> <b>Social safety and security</b>		18. Sense of happiness 19. Low employment anxiety
<b>Reference</b>		Reference (1): Economic wealth Reference (2): Service industrialization

Reference Figure 2: Table of social environment index data

Classification	Total fertility rate	Female workforce participation rate		(Reference) Ratio of part-time workers (female)	I. Possibility of balancing work and home life			II. Support for childrearing						III. Diversity of lifestyle choices						IV. Potential of young people for autonomy		V. Social safety and security		Reference		
		Ages 15–64	Ages 30–39		1. Reasonable work hours	2. Flexibility of work styles	1. Local childrearing environments			2. Reduced costs for childrearing	3. Support from family		1. Flexibility in division of roles for household work		2. Social tolerance of diversity		3. Equality of employment opportunities									
Index number					1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19			
Index category					Shortness of work hours	Height of male part-time employees ratio	Ease of changing jobs	Ease of use of daycare	Amount of family service benefits	Degree of participation in community activities	Amount of public burden of educational expense	Household size	Importance given to time spent with family	Degree of elimination of stereotyped views of gender roles	Degree of male participation in housework and childrearing	Degree of freedom to choose life courses	Permeation of human rights awareness	Percentage of female managers	Low employment anxiety among young people	Independence from parents	Sense of happiness	Low employment anxiety	Economic wealth	Service industrialization		
Data used for index	2000	2000	2000	2000	Weekly work hours (total male and female)	Ratio of part-time workers to all workers (male)	Percentage believing they could easily find a satisfactory job if they were to become unemployed	Percentage utilizing daycare service (for 0–2 year olds)	Cost of social security benefits for family services (% of whole)	Percentage belonging to some sort of community activity group or organization	Public payment for education (relative to GDP)	Average persons per household	Percentage wanting to increase time spent with family	Percent agreeing that "Men should have jobs, and women should stay home"	Percentage of total male and female time spent on housework and childrearing accounted for by males	Percentage believing individual human rights are respected in their own countries	Female wage index on a scale setting male pay as 100	Percentage of female legislators, high government officials, and managers	Youth unemployment rate (Ages 15–24)	Percentage of adult children living with parents	Percent believing that "Overall, I am happy now"	Unemployment rate (Ages 15–64)	Per capita GDP	Percentage of employed in tertiary industries		
Unit		%	%	%	Hours	%	%	%	%	%	%	Persons	%	%	%	%	%	Male wage index: 100	%	%	%	%	\$	%		
Data	Japan	1.36	59.6	59.2	23.5	42.7	4.8	5.0	13.0	3.3	43.0	3.6	2.7	36.8	30.5	12.5	36.8	59.0	58.1	9.2	9.2	48.1	86.5	5.0	37,393	63.7
	Australia	1.75	65.6	67.5	40.7	35.6	14.8	-	15.0	15.6	-	4.8	2.6	-	21.6	39.0	-	-	87.8	32.9	11.8	24.2	94.1	6.3	20,098	73.2
	Austria	1.36	61.8	79.4	24.4	35.5	2.6	-	4.0	11.4	66.6	6.3	2.5	-	28.1	27.1	67.6	72.1	68.3	28.2	6.3	28.0	89.3	4.7	24,195	63.6
	Belgium	1.66	56.4	79.6	34.5	37.1	7.1	-	30.0	8.5	68.3	5.9	2.4	-	24.2	36.7	57.5	61.8	80.7	32.0	15.2	-	91.7	6.6	22,293	73.5
	Canada	1.49	70.5	79.5	27.3	31.6	10.3	31.6	45.0	4.5	75.5	5.2	2.6	61.2	-	43.4	77.2	81.0	82.0	35.4	12.6	15.5	95.9	6.9	23,280	74.1
	Denmark	1.77	75.8	85.7	24.0	-	9.3	36.4	64.0	12.9	84.4	8.4	2.2	56.2	13.5	37.1	71.0	86.2	84.4	23.0	6.7	12.1	94.3	4.5	29,641	70.2
	Finland	1.73	72.0	83.3	13.9	36.3	7.1	-	22.0	12.5	80.0	6.0	2.3	-	11.5	33.4	78.2	88.3	80.6	25.9	21.5	15.8	90.2	9.9	23,166	66.3
	France	1.88	61.6	78.6	24.9	39.0	5.5	17.5	29.0	10.0	38.5	5.8	2.4	73.1	17.8	34.3	50.5	59.6	75.8	34.5	20.7	17.2	91.7	10.1	21,593	72.0
	Germany	1.38	63.0	77.0	33.9	38.7	4.8	9.8	8.0	7.1	50.8	4.5	2.2	61.5	20.1	35.7	71.2	75.4	73.5	26.9	8.4	25.5	81.8	8.1	22,756	63.7
	Greece	1.27	49.7	68.5	9.5	41.0	3.0	-	-	8.0	56.4	3.8	2.6	-	-	-	64.5	62.0	82.0	25.4	29.5	-	74.8	11.3	10,395	59.1
	Iceland	2.08	84.9	87.7	33.7	40.9	8.8	-	-	11.6	93.1	6.5	-	-	-	-	80.2	84.9	78.4	27.3	4.7	-	97.2	2.3	29,978	68.7
	Ireland	1.90	56.0	68.5	33.0	38.0	7.8	-	38.0	11.9	56.5	4.4	3.0	-	18.0	-	68.7	75.7	75.3	26.5	6.4	-	96.2	4.4	24,989	63.5
	Italy	1.24	46.3	63.6	23.4	39.3	5.7	13.1	6.0	3.8	42.1	4.6	2.6	51.1	-	22.0	49.1	61.6	85.0	18.8	29.7	50.5	79.7	10.6	18,607	62.2
	South Korea	1.47	51.8	54.0	9.8	47.5	5.1	-	-	1.6	71.9	3.4	3.1	-	17.1	12.2	60.1	44.4	57.8	4.9	10.2	-	87.7	4.2	10,884	61.3
	Luxemburg	1.76	52.1	70.0	28.4	-	2.0	-	-	16.1	59.0	3.6	2.5	-	-	-	62.0	87.0	71.6	-	6.4	-	93.8	2.4	44,708	75.4
	Netherlands	1.72	65.4	75.9	57.2	38.4	13.4	27.3	6.0	5.4	92.4	4.8	2.3	38.1	12.2	31.8	65.3	79.2	78.0	26.6	5.3	-	95.1	2.7	23,278	75.4
	New Zealand	2.00	66.8	68.2	35.9	34.4	11.0	33.2	45.0	11.9	-	6.8	2.8	65.3	19.6	-	-	-	81.1	37.9	13.2	18.4	-	6.1	13,471	68.1
	Norway	1.85	76.5	83.6	33.4	35.1	8.7	40.0	40.0	13.4	-	6.6	2.2	68.6	9.4	40.4	-	-	88.0	25.3	10.2	19.3	-	3.5	37,164	74.0
	Portugal	1.55	63.7	81.9	14.9	36.8	4.9	11.1	4.0	5.3	23.6	5.7	2.8	66.7	30.5	-	56.7	63.6	64.4	31.9	8.6	-	83.9	4.2	10,411	52.5
	Spain	1.24	51.8	68.0	16.5	35.9	2.6	10.3	5.0	2.5	29.0	4.4	2.9	45.6	24.4	-	53.9	60.7	88.0	31.1	25.3	48.9	86.7	13.9	14,088	62.1
	Sweden	1.54	75.5	84.7	21.4	37.0	7.3	23.5	48.0	9.8	96.1	7.7	2.6	65.8	7.6	37.7	74.0	74.6	91.3	29.2	11.9	-	93.4	5.9	27,003	73.0
	Switzerland	1.50	71.6	78.6	44.7	36.4	8.4	16.9	-	4.7	-	5.3	2.3	62.3	22.5	-	-	-	72.3	23.3	4.8	20.3	94.7	2.7	34,130	69.8
	UK	1.64	54.9	75.3	40.8	39.8	8.6	21.2	34.0	10.1	34.2	4.7	2.4	63.7	19.6	29.9	65.6	64.9	75.6	33.2	11.8	16.9	47.9	5.6	24,525	73.0
	U.S.A	2.06	70.8	75.7	18.0	41.0	7.7	50.3	54.0	2.7	90.0	5.7	2.6	78.7	23.3	37.0	81.8	73.4	79.0	45.3	9.3	17.8	93.4	4.0	34,575</	

Reference Figure 3. Scored data for indices of social environment

Classification	I. Possibility of balancing work and home life			II. Support for childrearing						III. Diversity of lifestyle choices						IV. Potential of young people for autonomy		V. Social safety and security		
	1. Reasonable work hours	2. Flexibility of work styles	1. Local childrearing environments			2. Reduced costs for childrearing	3. Support from family		1. Flexibility in division of roles for household work		2. Social tolerance of diversity		3. Equality of employment opportunities							
Index number	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	
Index category	Shortness of work hours	Hight of male part-time employees ratio	Ease of changing jobs	Ease of use of daycare	Amount of family service benefits	Degree of participation in community activities	Amount of public burden of educational expense	Household size	Importance given to time spent with family	Degree of elimination of stereotyped views of gender roles	Degree of male participation in housework and childrearing	Degree of freedom to choose life courses	Permeation of human rights awareness	Degree of elimination of male-female wage discrepancies	Percentage of female managers	Low employment anxiety among young people	Independence from parents	Sense of happiness	Low employment anxiety	
Points	Japan	35.8	42.9	35.6	42.6	37.8	41.2	36.1	56.0	30.4	33.2	28.3	25.4	39.8	27.7	28.1	54.5	31.8	48.4	53.5
	Australia	57.7	73.9	-	43.7	66.5	-	45.6	52.1	-	46.9	58.0	-	-	61.9	56.3	50.9	50.8	55.6	49.3
	Austria	58.0	35.8	-	37.8	56.9	51.8	57.5	48.1	-	36.8	44.6	52.7	51.2	39.5	50.7	58.4	47.8	51.1	54.5
	Belgium	53.0	49.9	-	51.7	49.9	52.6	54.3	44.1	-	42.8	55.4	43.7	42.2	53.7	55.2	46.3	-	53.4	48.3
	Canada	70.0	59.9	56.7	59.7	40.4	55.8	48.8	52.1	51.3	-	62.9	61.2	58.9	55.2	59.3	49.8	57.7	57.4	47.3
	Denmark	-	56.7	60.5	69.8	60.2	59.8	74.1	36.1	47.0	59.4	55.8	55.7	63.5	58.0	44.5	57.9	60.4	55.8	55.2
	Finland	55.5	49.9	-	47.4	59.4	57.8	55.1	40.1	-	62.4	51.7	62.0	65.2	53.7	48.0	37.7	57.5	51.9	37.4
	France	47.4	44.9	45.5	51.2	53.5	39.1	53.5	44.1	61.5	52.7	52.7	37.5	40.3	48.1	58.2	38.8	56.4	53.3	36.8
	Germany	48.1	42.7	39.4	40.0	46.7	44.7	43.2	36.1	51.6	49.2	54.3	55.9	54.0	45.4	49.2	55.6	49.8	43.9	43.4
	Greece	41.0	37.1	-	-	48.8	47.2	37.7	52.1	-	-	-	49.9	42.3	55.3	47.4	26.8	-	37.3	32.8
	Iceland	41.4	55.2	-	-	57.1	63.8	59.1	-	-	-	-	63.8	62.3	51.1	49.6	60.6	-	58.6	62.4
	Ireland	50.3	52.1	-	55.9	58.0	47.3	42.5	68.0	-	52.3	-	53.7	54.3	47.5	48.7	58.3	-	57.6	55.5
	Italy	46.3	45.5	42.0	38.9	39.0	40.8	44.0	52.1	42.7	-	38.9	36.3	42.0	58.7	39.6	26.5	30.0	41.9	35.1
	South Korea	21.1	43.6	-	-	33.6	54.2	34.5	72.8	-	53.8	28.0	46.0	27.0	27.4	23.1	53.1	-	49.5	56.2
	Luxemburg	-	34.0	-	-	67.8	48.4	36.1	48.1	-	-	-	47.7	64.1	43.2	-	58.3	-	55.3	62.1
	Netherlands	49.0	69.5	53.3	38.9	42.6	63.5	45.6	40.1	31.5	61.3	49.9	50.6	57.3	50.7	48.8	59.8	-	56.6	61.1
	New Zealand	61.3	62.0	58.0	59.7	58.1	-	61.4	60.0	54.9	49.9	-	-	-	54.2	62.3	49.0	55.4	-	49.9
	Norway	59.2	54.9	63.4	57.0	61.4	-	59.9	36.1	57.6	65.7	59.5	-	-	62.2	47.2	53.1	54.7	-	58.5
	Portugal	54.0	43.0	40.5	37.8	42.3	32.4	52.7	60.0	56.1	33.1	-	43.0	43.7	34.9	55.1	55.3	-	45.9	56.2
	Spain	56.7	35.8	39.8	38.4	35.9	34.9	42.5	64.0	37.9	42.5	-	40.5	41.2	62.2	54.2	32.5	31.2	48.6	24.3
	Sweden	53.4	50.5	50.3	61.3	53.1	65.1	68.6	52.1	55.3	68.5	56.5	58.3	53.3	65.9	51.9	50.8	-	55.0	50.6
	Switzerland	55.2	53.9	45.0	-	41.0	-	49.6	40.1	52.3	45.4	-	-	-	44.0	44.9	60.5	53.9	56.2	61.1
	UK	44.7	54.6	48.5	53.8	53.7	37.2	44.8	44.1	53.5	50.0	47.7	50.9	44.9	47.8	56.7	50.9	56.6	11.6	51.6
	U.S.A	41.0	51.7	71.6	64.5	36.3	62.4	52.7	52.1	66.3	44.2	55.8	65.2	52.3	51.8	71.1	54.4	55.9	55.0	56.8

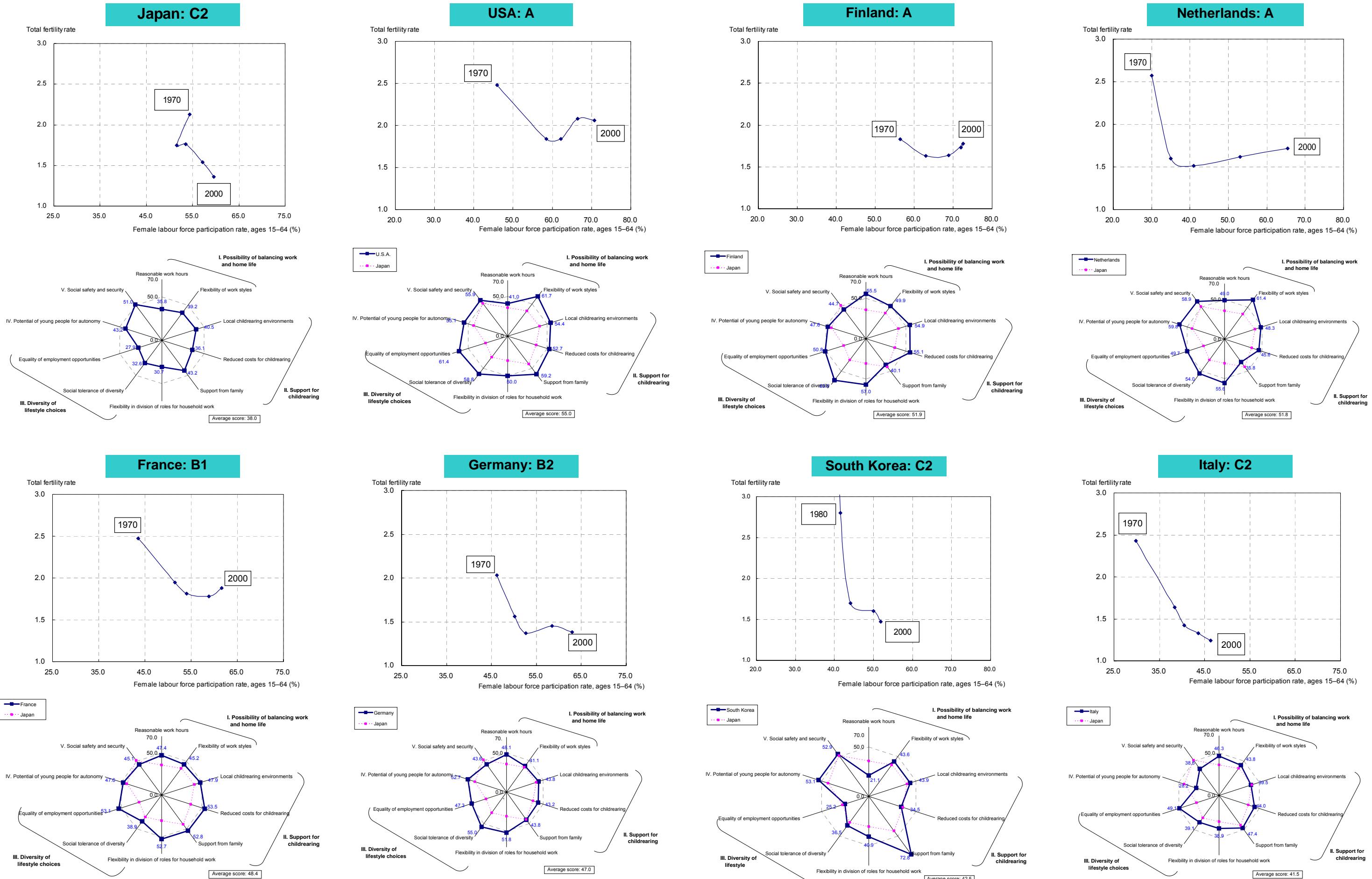
Note: Categories for which original data were unavailable are marked with a "-".

Reference Figure 4. Social environment index scores by field in each country and field averages by each country and each group

Field		I. Possibility of balancing work and home life		II. Support for childrearing			III. Diversity of lifestyle choices			IV. Potential of young people for autonomy	V. Social safety and security	Field average by each country	Field average by each group	
		1. Reasonable work hours	2. Flexibility of work styles	1. Local childrearing environments	2. Reduced costs for childrearing	3. Support from family	1. Flexibility in division of roles for household work	2. Social tolerance of diversity	3. Equality of employment opportunities					
Type A	U.S.A	41.0	61.7	54.4	52.7	59.2	50.0	58.8	61.4	55.1	55.9	55.0	53.8	
	Norway	59.2	59.1	59.2	59.9	46.8	62.6	-	54.7	53.9	58.5	57.1		
	Denmark	-	58.6	63.3	74.1	41.5	57.6	59.6	51.2	59.2	55.5	57.8		
	Finland	55.5	49.9	54.9	55.1	40.1	57.0	63.6	50.8	47.6	44.7	51.9		
	Netherlands	49.0	61.4	48.3	45.6	35.8	55.6	54.0	49.7	59.8	58.9	51.8		
	Luxemburg	-	34.0	58.1	36.1	48.1	-	55.9	43.2	58.3	58.7	49.1		
Type B	Type B1	Iceland	41.4	55.2	60.4	59.1	-	-	63.0	50.3	60.6	60.5	56.3	52.3
		New Zealand	61.3	60.0	58.9	61.4	57.5	49.9	-	58.2	52.2	49.9	56.6	
		France	47.4	45.2	47.9	53.5	52.8	52.7	38.9	53.1	47.6	45.1	48.4	
		Australia	57.7	73.9	55.1	45.6	52.1	52.4	-	59.1	50.9	52.5	55.5	
		Belgium	53.0	49.9	51.4	54.3	44.1	49.1	43.0	54.5	46.3	50.8	49.6	
	Type B2	UK	44.7	51.5	48.2	44.8	48.8	48.9	47.9	52.3	53.8	31.6	47.2	
		Sweden	53.4	50.4	59.8	68.6	53.7	62.5	55.8	58.9	50.8	52.8	56.7	
		Switzerland	55.2	49.5	41.0	49.6	46.2	45.4	-	44.4	57.2	58.7	49.7	
		Canada	70.0	58.3	52.0	48.8	51.7	62.9	60.0	57.3	53.8	52.3	56.7	
		Germany	48.1	41.1	43.8	43.2	43.8	51.8	55.0	47.3	52.7	43.6	47.0	
Type C	Type C1	Austria	58.0	35.8	48.8	57.5	48.1	40.7	51.9	45.1	53.1	52.8	49.2	44.0
		Ireland	50.3	52.1	53.7	42.5	68.0	52.3	54.0	48.1	58.3	56.6	53.6	
		Portugal	54.0	41.7	37.5	52.7	58.1	33.1	43.4	45.0	55.3	51.0	47.2	
		South Korea	21.1	43.6	43.9	34.5	72.8	40.9	36.5	25.2	53.1	52.9	42.5	
	Type C2	Japan	35.8	39.2	40.5	36.1	43.2	30.7	32.6	27.9	43.2	51.0	38.0	
		Greece	41.0	37.1	48.0	37.7	52.1	-	46.1	51.3	26.8	35.1	41.7	
		Spain	56.7	37.8	36.4	42.5	51.0	42.5	40.9	58.2	31.9	36.4	43.4	
		Italy	46.3	43.8	39.5	44.0	47.4	38.9	39.1	49.1	28.2	38.5	41.5	

Note: Points were assigned by taking the average number of points belonging to each field. Where data were unavailable for index categories in a given field, only the available data were used to calculate an average for the field.

Figure 5 Changes in total fertility rates and female labour force participation rates (1970, 1980, 1985, 1990, and 2000) and social environment index radar charts for eight typical countries by type



Note: Created by Specialist Committee on the Declining Birthrate and Gender-Equality, Council for Gender Equality.. See this report's index data sources and definitions for details.

## Reference Figure 6: Characteristics of the social environment indices of each group

- Type A

Overall scores are high in each field. With the exception of Luxemburg, these countries score at least 60 points, far above the average score in some fields. In general, they can be divided into countries like the U.S.A. and the Netherlands that secure "Flexibility of work styles" through work styles and diversity of lifestyle choices, and countries like those found in Northern Europe that provide full social support for childrearing in addition to diversity of lifestyle choices. However, the U.S.A. also scores high on "II. Support for childrearing" but through private and community rather than public support. With the exception of the U.S.A., scores for "Support from family" are low. This is because of the small size of the average household. Because the spread of the nuclear family has no connection to the birthrate, this suggests that a low proportion depend on support from parents or other relatives.

- Type B1

Iceland, New Zealand, and Australia had female labour force participation rates higher than the 24-country average in 2000. They are similar to Type A countries, with scores in some fields over 60 points. Average scores in each field are also high. France is somewhat low among B1 countries in some fields, such as work styles. Belgium and the UK had female labour force participation rates below the 24-country average in 2000. They have little variation among fields, and overall are around the average scores.

- Type B2

Sweden stands out with high scores. It belongs to the group with declining birthrates from 1980 to 2000 period, but its birthrate fluctuates widely and has been recovering in recent years (1.71 in 2003). Although it is in B2, trends bringing it close to the A group are apparent. Canada stands out from the others with high scores for "I. Possibility of balancing work and home life" and "Social tolerance of diversity". Switzerland, as well as Germany and Austria, for which female labour force participation rates are low, share low scores for "Flexibility of work styles" and "Local childrearing environments".

- Type C

Average scores by field are low overall. In particular, C2 countries have scores at least 20 points below average in some areas. These include South Korea for "Reasonable work hours", Japan and South Korea for "Equality of employment opportunities" and Italy for "Potential of young people for autonomy". Each country has an average household size for "Support from family" larger than the average. Countries in this group have scant public support for "Local childrearing environments" and "Reduced costs for childrearing" and thus may be dependent on "Support from family". Meanwhile, "IV. Potential of young people for autonomy" also tends to be low. Indices for "III. Diversity of lifestyle choices" are also low overall, and gender-equal participation in families and society is not advanced. In addition, there is a low awareness that women need not choose the same work styles as men but are free to choose their own lifestyles. These societies do not ensure a diversity of lifestyle choices for women or for men.

Note: See Reference Figure 2 for index data.

Reference Figure 7. Sources and definitions for indices

Field	Index category	Source (materials)	Index definitions/explanations: : from source materials, : added by this office
-	Total fertility rate	Recent Demographic Developments in Europe, 2004 (Council of Europe) Japan: Vital Statistics, 2003 (Ministry of Health, Labour and Welfare) Australia: Births, No. 3301, 2000. (Australian Bureau of Statistics) Canada: Statistics Canada South Korea: Annual report on the Vital Statistics, 2001 (National Statistical Office) New Zealand: Demographic trends 2001 (Statistics New Zealand) U.S.A.: National Vital Statistics Report 2003 (U.S. Department of Health and Human Services, Centers for Disease Control and Prevention)	From 1970, 1980, 1985, 1990, 2000 data.
-	Female labour force participation (A: ages 15-64)	ILO Year Book of Labour Statistics 1A Switzerland: 1A download from ILO LABORSTA Calculated from ECONOMICALLY ACTIVE POPULATION(Total and economically active population by age group)	From 1970, 1980, 1985, 1990, and 2000 data. However, For Iceland, 1970 figure is from 1975, 1980 figure is from 1981, 1985 figure is from 1983 data, and 2000 is for ages 16–64. For Italy, Austria, Netherlands, Canada, and Greece, 1970 figure is from 1971 data. For Ireland, 1970 figure is from 1971, 1980 figure is from 1977, and 2000 figure is from 2001 data. For the U.S.A., 1990 figure is from 1991 data and 2000 is for ages 16–64. For the UK, 1970 figure is from 1971, and 1980 figure is from 1981 data. Data is for ages 15 and above (16 and above for 2000). For Australia, 1970 figure is from 1971, and 1980 figure is from 1981 data. For Sweden, 2000 is for ages 16–64. For Switzerland, 1985 figure is from 1980 data. For Spain, 1980 figure is from 1979 data, and 2000 is for ages 16–64. For Denmark, 1980 figure is from 1979 data. For New Zealand, 1970 figure is from 1971, 1980 figure is from 1981, and 1985 figure is from 1986 data. For France, 1970 figure is from 1968 data. For Belgium, 1985 figure is from 1981 data. For Norway, 2000 is for ages 16–64. For Luxemburg, 1985 figure is from 1987 data, and 2000 figure is from 2001 data. Female labor force population ÷ female population (ages 15–64) The female labor force population is the sum of the economically active population by age groups. The labor force population is the entire population with the potential to supply labor during the standard period, regardless of whether they are currently employed.
-	Female labour force participation (B: ages 30-39)	ILO Year Book of Labour Statistics 1A Calculated from ECONOMICALLY ACTIVE POPULATION (Total and economically active population by age group) Switzerland: 1A download from ILO LABORSTA	From 2000 data (data for Ireland and Luxemburg are from 2001). Female labor force population ÷ female population (ages 30–39) The female labor force population is the sum of the economically active population by age groups. However, the UK is ages 25–34 and Switzerland is ages 25–39.
(Reference)	Percentage of part-time employees (female) (Ratio of part-time workers to all workers: female)	OECD Employment Outlook 2004 P311 Table E. Incidence and composition of part-time employment Japan only: Statistics Bureau, Ministry of Public Management, Home Affairs, Post and Telecommunications, Employment Status Survey2002 Table 11-1	From 2000 data (Japan only, 2002). Part-time employees are those whose main employment is generally 30 hours or less per week. For the U.S.A., employed persons only. For Japan, calculated by adding the number of workers employed for less than 30 hours per week according to the Employment Status Survey.

Field		Index category	Index details	Sources (materials)	Index definitions/explanations: : from source materials, : added by this office
I. Possibility of balancing work and home life	1. Reasonable work hours	1. Shortness of work hours	Weekly work hours (total male and female)	ILO Year Book of Labour Statistics 4A HOURS OF WORK (by economic activity)	<p>From 2000 data (Sweden is 2001, and Belgium is 1999).</p> <p>For countries other than Germany and Belgium, the average for all industries. Because data on averages for all industries for Germany and Belgium were not available, total work hours were calculated from average work hours by industry and employees by industry, and these were used for calculations for all employees.</p> <p>Definition of work hours is as follows.</p> <p>A: Actual hours worked</p> <p>Japan, Australia, Austria, Belgium, Finland, France, Greece, Iceland, Ireland, Italy, South Korea, New Zealand, Norway, Portugal, Spain, Sweden, Switzerland, and U.S.A.</p> <p>B: Paid work hours</p> <p>Canada, Germany, Netherlands, UK</p> <p>For France, the Netherlands, and the UK, full-time workers only.</p>
	2. Flexibility of work styles	2. Hight of male part-time employees ratio	Ratio of part-time workers to all workers (male)	OECD Employment Outlook 2004 p. 311  Table E. Incidence and composition of part-time employment  Japan only: Statistics Bureau, Ministry of Public Management, Home Affairs, Post and Telecommunications, Employment Status Survey2002 Table 11-1	<p>From 2000 data (Japan only, 2002).</p> <p>Iceland, Switzerland are 1990–1991</p> <p>Part-time work is primary employment with weekly work hours ordinarily 30 or less.</p> <p>For the U.S.A., employed persons only. For Japan, calculated by adding the number of workers employed for less than 30 hours per week according to the Employment Status Survey.</p>
	3. Ease of changing jobs	Ease of changing jobs	Percentage believing they could easily find a satisfactory job if they were to become unemployed	International Social Survey Program (ISSP) (1997)  International Social Survey Program: Work Orientations II, 1997 (computer file). ICPSR version. Koeln, Germany: Zentralarchiv fur Empirische Sozialforschung (producer), 1999. Cologne, Germany: Zentralarchiv fur Empirische Sozialforschung /Ann Arbor, MI: Inter-university Consortium for Political and Social Research (distributors).  Codebook ZA Study 3090 (Q10)  "How easy or difficult to you think it would be for you to find an acceptable job"	<p>According to 1997 survey.</p> <p>Those responding "1 Very easy" or "2 Fairly easy" to the question, "If you were unemployed, how easy or difficult do you think it would be for you to find an acceptable job?" (non-responses not included).</p> <p>Data for Germany are recalculated by adding response data for East Germany and West Germany. (ISSP data below for Germany is the same.)</p> <ul style="list-style-type: none"> <li>• "How easy or difficult do you think it would be for you to find an acceptable job" =&gt; "1 Very easy, 2 Fairly easy, 3 Neither easy nor difficult, 4 Fairly difficult, 5 Very difficult, 7 Refused, 8 Can't choose/Doesn't apply, 9 No answer"</li> </ul>
II. Support for childrearing	1. Local childrearing environments	4. Ease of use of daycare	Percentage utilizing daycare service (for 0–2 year olds)	OECD Society at a glance 2001 (P53)  Chart A9. 1. Proportion of young children who use day care facilities up to mandatory schooling age 1998/1999	<p>According to 1998 and 1999 data. Under age 5 for Canada and the UK only.</p> <p>Percentage of children utilizing paid daycare facilities (licensed or unlicensed).</p> <p>Daycare services include the following.</p> <ol style="list-style-type: none"> <li>1 Group care in child-care centers (nurseries, kindergarten, play-schools) which sometimes are organized within the educational system;</li> <li>2 Residential care: care in the context of specialist services (e. g. for disabled children);</li> <li>3 Childminders who based in their own home look after one or more children;</li> <li>4 Care provided by a carer who is not a family-member but lives in with the family.</li> </ol>
	5. Amount of family service benefits	Cost of social security benefits for family services (% of whole)	OECD (2004) Social Expenditure Database (SOCX), 1980-2001  TOTAL PUBLIC SOCIAL EXPENDITURE At current prices in national currency, in millions  PUBLIC SOCIAL EXPENDITURE 5. FAMILY At current prices in national currency, in millions		<p>From 2000 data.</p> <p>Family services are primarily related to support for childrearing and family life through child allowances, tax benefits, and pension payments.</p> <p>Cost of social security benefits for family services (portion of the whole (%))</p> <p>= Public Social Expenditure 5. Family/Total Public Social Expenditure × 100</p>

Field	Index category	Index details	Sources (materials)	Index definitions/explanations: : from source materials, : added by this office																																																																
II Support for childrearing (cont.)	1. Local childrearing environments (cont.)	6. Degree of participation in community activities	<p>Percentage belonging to some sort of community activity group or organization</p> <p>World Values Data Book on 60 Countries (2004/01) Edited by: Dentsu Inc., Dentsu Communication Institute / Nippon Research Center, Ltd. Publisher: Doyukan Inc.</p> <p>This is a compilation of the "World Values Surveys"(2000) results.</p> <p>For this question, data re-collected by Hiroki Sato, Institute of Social Science, University of Tokyo from the data file below was used.</p> <p>EUROPEAN AND WORLD VALUE SURVEYS INTEGRATED DATA FILE, 1999-2002, RELEASE I [Computer file]. 2nd ICPSR version. Cologne, Germany: Zentralarchiv fur Empirische Sozialforschung (ZA) / Tilburg, Netherlands: Tilburg University/Amsterdam, Netherlands: Netherlands Institute for Scientific Information Service (NIWI) / Madrid, Spain: Analisis Sociologicos Economicos y Poloticos (ASEP) and JD Systems (IDS) / Ann Arbor, MI: Inter-university Consortium for Political and Social Research [producer], 2004. Cologne, Germany: Zentralarchiv fur Empirische Sozialforschung (ZA)/Madrid, Spain: Analisis Sociologicos Economicos y Poloticos (ASEP) and JD Systems (IDS) / Ann Arbor, MI: Inter-university Consortium for Political and Social Research [distributors], 2005.</p>	<p>According to 2000 survey The question regarding "belonging to some sort of activity group or organization" was in the form of "Belonging/Not belonging" to groups or organizations in the following fields. Based on the answers, the new variable of "persons belonging to some group or organization" was created.</p> <table border="1"> <tr> <td>a) Social welfare services for elderly handicapped or deprived people</td> <td>i) Professional associations</td> </tr> <tr> <td>b) Religious or church organizations</td> <td>j) Youth work (e. g. scouts, guides, youth club etc.)</td> </tr> <tr> <td>c) Education, arts, music, or cultural activities</td> <td>k) Sports or recreation</td> </tr> <tr> <td>d) Labor unions</td> <td>l) Women's groups</td> </tr> <tr> <td>e) Political parties or groups</td> <td>m) Peace movement</td> </tr> <tr> <td>f) Local community action</td> <td>n) Voluntary organizations concerned with health</td> </tr> <tr> <td>g) Third world development or human rights</td> <td>o) Other groups</td> </tr> <tr> <td>h) Conservation, environment, animal rights groups</td> <td></td> </tr> </table> <p>(A064) BLONG SOCIAL WELFARE SERVICE FOR ELDERLY – A079) BELONGING OTHER GROUPS: World Value Survey v39 – v53)</p> <ul style="list-style-type: none"> <li>"Please look carefully at the following list of voluntary organizations and activities and say . . . which, if any, do you belong to? (Code all "yes" answers 1, if not mentioned code as 2)</li> </ul> <table border="1"> <thead> <tr> <th></th> <th>Belong</th> <th>Not mentioned</th> </tr> </thead> <tbody> <tr> <td>Social welfare services for elderly, handicapped or deprived people</td> <td>1</td> <td>2</td> </tr> <tr> <td>Religious or church organizations</td> <td>1</td> <td>2</td> </tr> <tr> <td>Education, arts, music, or cultural activities</td> <td>1</td> <td>2</td> </tr> <tr> <td>Labor unions</td> <td>1</td> <td>2</td> </tr> <tr> <td>Political parties or groups</td> <td>1</td> <td>2</td> </tr> <tr> <td>Local community action on issues like poverty, employment, housing, racial equality</td> <td>1</td> <td>2</td> </tr> <tr> <td>Third world development or human rights</td> <td>1</td> <td>2</td> </tr> <tr> <td>Conservation, environment, animal rights groups</td> <td>1</td> <td>2</td> </tr> <tr> <td>Professional associations</td> <td>1</td> <td>2</td> </tr> <tr> <td>Youth work (e. g. scouts, guides, youth club etc.)</td> <td>1</td> <td>2</td> </tr> <tr> <td>Sports or recreation</td> <td>1</td> <td>2</td> </tr> <tr> <td>Women's groups</td> <td>1</td> <td>2</td> </tr> <tr> <td>Peace movement</td> <td>1</td> <td>2</td> </tr> <tr> <td>Voluntary organizations concerned with health</td> <td>1</td> <td>2</td> </tr> <tr> <td>Other groups</td> <td>1</td> <td>2</td> </tr> </tbody> </table>	a) Social welfare services for elderly handicapped or deprived people	i) Professional associations	b) Religious or church organizations	j) Youth work (e. g. scouts, guides, youth club etc.)	c) Education, arts, music, or cultural activities	k) Sports or recreation	d) Labor unions	l) Women's groups	e) Political parties or groups	m) Peace movement	f) Local community action	n) Voluntary organizations concerned with health	g) Third world development or human rights	o) Other groups	h) Conservation, environment, animal rights groups			Belong	Not mentioned	Social welfare services for elderly, handicapped or deprived people	1	2	Religious or church organizations	1	2	Education, arts, music, or cultural activities	1	2	Labor unions	1	2	Political parties or groups	1	2	Local community action on issues like poverty, employment, housing, racial equality	1	2	Third world development or human rights	1	2	Conservation, environment, animal rights groups	1	2	Professional associations	1	2	Youth work (e. g. scouts, guides, youth club etc.)	1	2	Sports or recreation	1	2	Women's groups	1	2	Peace movement	1	2	Voluntary organizations concerned with health	1	2	Other groups	1	2
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II. Support for childrearing (cont.)	2. Reduced costs for childrearing	7. Amount of public burden of educational expense	Public payment for education (relative to GDP)	UNESCO Institute for Statistics, Montreal, 2003 GLOBAL EDUCATION DIGEST 2003, TABLE 7: EDUCATION EXPENDITURE	According to 2000–2001 data (1999–2000 for Austria, Belgium, Luxemburg, and Netherlands, 2001–2002 for Iceland). UIS estimates for Luxemburg Public expenditure on education is the total expenditure provided by government (central and local) during the accounting year.
	3. Support from family	8. Proportion of three-generation households	Average persons per household	Babies and bosses (OECD. 2000.) Volumes 1–4, OECD Bookshop PDF E-books, <a href="http://www.OECDbookshop.org/oecd/index.asp?lang=EN">http://www.OECDbookshop.org/oecd/index.asp?lang=EN</a> For Denmark, France, Germany, Italy, Spain, and the U.S.A.: UNECE The Statistical Yearbook of the Economic Commission for Europe 2005 For South Korea: Cabinet Office of Japan, "Report on Survey of Gender Equality Systems in Foreign Countries" (2003)	According to 2000 data. Data for Norway are 1998; for Belgium, France, Germany, Italy, Luxemburg, New Zealand, and Spain they are 2001; and for Canada and Denmark they are 2002. In principle, a household is a group of people sharing livelihoods, regardless of housing, or a single person living independently with his/her own livelihood. Those living in military facilities, correctional institutions, school dormitories, hospitals or treatment centers, or religious facilities are not included.
		9. Importance given to time spent with family	Percentage wishing to increase time spent with family	International Social Survey Program (ISSP) (1997) International Social Survey Program: Work Orientations II, 1997 (computer file). ICPSR version. Koeln, Germany: Zentralarchiv fur Empirische Sozialforschung (producer), 1999. Cologne, Germany: Zentralarchiv fur Empirische Sozialforschung /Ann Arbor, MI: Inter-university Consortium for Political and Social Research (distributors). Codebook ZA Study 3090 (Q1) "Which of the things on the following list would you like to spend more time on, . . . c . Time with our family."	According to 1997 survey. Regarding the question "If you could freely change the length of time you spend on this, would you like to spend more time, less time, or the same amount of time," the proportion answering ""Much more time" or "A bit more time" to C. Time with our family. (Not including non-responses, 1997 survey). <ul style="list-style-type: none"> <li>• "Which of the things on the following list would you like to spend more time on, . . . c . Time with our family." =&gt; "1 Much more time, 2 A bit more time, 3 Same time as now, 4 A bit less time, 5 Much less time, 7 Refused, 8 Can't choose / Doesn't apply, 9 No answer "</li> </ul>
III. Diversity of lifestyle choices	1. Flexibility in division of roles for household work	10. Degree of elimination of stereotyped views of gender roles	Percent agreeing that "Men should have jobs, and women should stay home"	International Social Survey Program (ISSP, 2002) International Social Survey Program: Family and Gender Roles III, 2002 (computer file). ICPSR version. Koeln, Germany: Zentralarchiv fur Empirische Sozialforschung (producer), 2004. Cologne, Germany: Zentralarchiv fur Empirische Sozialforschung / Ann Arbor, MI: Inter-university Consortium for Political and Social Research (distributors). Codebook ZA Study 3880 (V11-Q2b) "A man's job is to earn money ; a woman's job is to look after the home and family" South Korea: Cabinet Office of Japan, "Report on Survey of Gender Equality Systems in Foreign Countries" (2002)	According to 2002 survey. Regarding the question "A man's job is to earn money ; a woman's job is to look after the home and family (5-point scale)," the proportion responding "Strongly agree" or "Agree." (Not including non-responses, 2002 survey). <ul style="list-style-type: none"> <li>• "A man's job is to earn money ; a woman's job is to look after the home and family" =&gt; "1 Strong agree, 2 Agree, 3 Neither agree nor disagree, 4 Disagree, 5 Strongly disagree, 8 Can't choose, 9 No answer . Refused"</li> </ul>
III. Diversity of lifestyle choices		11. Degree of male participation in housework and childrearing	Percentage of total of male and female time spent on housework and childrearing accounted for by males	OECD Employment Outlook 2001, Table 4.5. Time spent on child care and unpaid work by women and men in couple families with a child under 5 Belgium and France: How Europeans spend their time, Everyday life of women and men 2004 Edition, p. 44 Domestic work total of persons aged 20 to 74 Norway: Report on Conditions Overseas 2003–2004 (Ministry of Health, Labour and Welfare) p. 73, figure 1-40 South Korea: 2004 Living Hours Survey Result (National Statistical Office, 2005) Japan: Ministry of Public Management, Home Affairs, Post and Telecommunications, "Report on Basic Survey of Social Living" 2001	Canada is according to 1998 data, the U.S.A. is according to 1995 data, Denmark and Finland are according to 1987 data, Sweden is according to 1991 data, Italy is according to 1989 data, the UK is according to 1999 data, Austria and Germany are according to 1992 data, the Netherlands is according to 1985 data, and Australia is according to 1997 data. Calculated from time spent on housework and childcare (by gender) in homes with a child under 5 (Japan only, under 6) For wives outside Japan, data on full-time workers, for wives in Japan, data on all workers, for all husbands, total data (average). Formula for calculation is as follows. $(\text{Total of husband's housework and childcare hours}) \div (\text{Total of wife's and husband's housework and childcare hours})$ For Belgium and France, hours of domestic work by men and women ages 20–74. Domestic work is work performed for one's own family. It includes cooking, dishwashing, cleaning, laundry, gardening, carpentry and repairs, shopping, childcare, and other home work. For South Korea, housework hours by married couples ages 20–60 who both work outside the home.

Field	Index category	Index details	Sources (materials)	Index definitions/explanations: : from source materials, : added by this office
2. Social tolerance of diversity	12. Degree of freedom to choose life courses	Percentage believing they are free to run their own lives	World Values Data Book on 60 Countries (2004/01) Edited by: Dentsu Inc., Dentsu Communication Institute/Nippon Research Center, Ltd. Publisher: Doyukan Inc.  This is a compilation of the "World Values Surveys"(2000) results.	According to 2000 survey.  Regarding the question "Do you feel that you have control over your own life (10-point scale)," the proportion responding with at least 7 points (with 1 meaning "none at all" and 10 meaning "a great deal"). (Not including non-responses, 2000 survey).  (A173) FREEDOM FEELING: World Value Survey V82)  • "Some people feel they have completely free choice and control over their lives ; while other people feel that what they do, has no real effect on what happens to them. Please use this scale where 1 means "none at all" and 10 means "a great deal" to indicate how much freedom of choice and control you have over the way your life turns out."
	13. Permeation of human rights awareness	Percentage believing individual human rights are respected in their own countries	World Values Data Book on 60 Countries (2004/01) Edited by: Dentsu Inc., Dentsu Communication Institute/Nippon Research Center, Ltd. Publisher: Doyukan Inc.  This is a compilation of "World Values Surveys"(2000) results.	According to 2000 survey.  Regarding the question "Do you feel that human rights are respected in your country (4-point scale)," the proportion responding "Very respected" or "Somewhat respected." (Not including non-responses, 2000 survey).  (E124) Respect For Individual Human Rights: World Value Survey V173)  • "How much respect is there for individual human rights nowadays (in our country) ? Do you feel there is . . ." => "1 A lot of respect for individual human rights, 2 Some respect, 3 Not much respect, 4 No respect at all, 9 Don't know"
3. Equality of employment opportunities	14. Elimination of male-female pay gaps	Female pay on a scale setting male pay as 100	ILO Year Book of Labour Statistics 5B WAGES (By economic activity)  Canada: "2000 Labor Force Survey" Italy and Spain: "European Community Household Panel (ECHP) 1998" U.S.A.: "Current Population Survey 1999"	From 2000 data. (1998 for Italy, Spain, and Greece; 1999 for U.S.A. and Belgium).  Wages for females age 15 and above, taking wages for males age 15 and above as 100 (ages 18–64 for Canada only).  Employed persons covered by the statistics are as follows. <ul style="list-style-type: none"><li>• Japan: scheduled cash earners in private-sector businesses with at least 10 full-time employees.</li><li>• Australia: non-management full-time employees</li><li>• Canada: not including overtime; bonuses included.</li><li>• Denmark: private sector only.</li><li>• Finland: full-time employees only.</li><li>• Greece: businesses with at least 10 employees.</li><li>• Iceland: adult employees only; not including overtime or payment in kind.</li><li>• Ireland: businesses with at least 10 employees, including minors working full time.</li><li>• South Korea: businesses with at least 10 full-time employees; includes family allowance and similar benefits.</li><li>• Netherlands: not including overtime.</li><li>• New Zealand: employees receiving at least 1/2 hour of full-time employee wages and businesses with the equivalent of a full-time employee.</li><li>• Norway: full-time employees only; not including overtime.</li><li>• Sweden: private sector; not including holidays, sick leave, or overtime.</li><li>• Switzerland: average monthly pay (40 hours/week × (4 weeks + 1/3 week)</li><li>• UK: not including Northern Ireland; full-time employees paid according to the adult wage system; not including overtime.</li></ul>
	15. Percentage of female managers	Percentage of female legislators, high government officials, and managers	ILO Year Book of Labour Statistics 2C EMPLOYMENT (Total employment by occupation)  France only: "Femmes et Hommes - Regards sur la parité" (2004), Institut National de la Statistique et des Etudes Economique, <a href="http://www.insee.fr/fr/ffc/figure/NATCCF03108.XLS">http://www.insee.fr/fr/ffc/figure/NATCCF03108.XLS</a>	From 2000 data (2001 for Belgium).  Proportion of women calculated for category 2 (legislators, government officials, and managers) for countries classed as ISCO68 (Japan, U.S.A.), and category 1 (legislators, high officials, and managers) for countries classed as ISCO88 (Austria, Belgium, Canada, Finland, Germany, Greece, Iceland, Ireland, Italy, Netherlands, New Zealand, Norway, Portugal, Sweden, Switzerland, UK, Australia, Denmark, South Korea, and Spain).  Because ILO data are not available for France, the annual survey "Femmes et Hommes - Regards sur la parité" of the Institut National de la Statistique et des Etudes Economique (INSEE) was used.

Field	Index category	Index details	Sources (materials)	Index definitions/explanations: : from source materials, : added by this office
IV. Potential of young people for autonomy	16. Low employment anxiety among young people	Youth unemployment rate (male and female, 15–24)	OECD Employment Outlook 2004 (p. 297), Table C Employment/population ration, activity and unemployment rates by selected age groups	According to 2000 data.
	17. Independence from parents	Percentage of adult children living with parents	International Social Survey Program(ISSP)2001  International Social Survey Program: Social Network II, 2001 (computer file).  ICPSR version. Koeln, Germany: Zentralarchiv fur Empirische Sozialforschung (producer), 2004. Cologne, Germany: Zentralarchiv fur Empirische Sozialforschung /Ann Arbor, MI: Inter-university Consortium for Political and Social Research (distributors).  Preface ZA Study 3680 (V10-Q7)  "How often do you see this son or daughter?"	According to 2001 survey.  Regarding the child age 18 or older whom the subject most often meets or contacts, the proportion answering "Lives together." (Part of survey of family relations, not including non-responses, 2001 survey).  • "How often do you see this son or daughter?" => "1 Lives in same household , 2 Daily , 3 Several times a week, 4 At least once a week, 5 At least once a month, 6 Several times a Year 7 Less often, 9 No answer . Refused"  * The previous question was as follows.  • "Of your children aged 18 and older, with whom do you have the most contact?" => "1 With as son, 2 With a daughter, 3 RP,LV:Both, 4 No contact w adult child"
V. Social safety and security	18. Sense of happiness	Percent believing that "Overall, I am happy now"	World Values Data Book on 60 Countries (2004/01)  Edited by: Dentsu Inc., Dentsu Communication Institute/Nippon Research Center, Ltd. Publisher: Doyukan Inc.  This is a compilation of the "World Values Surveys" (2000) results.  The following was used for Australia and Switzerland.  World Data Book on 23 Countries (1999/07)  Edited by: Dentsu Inc., Dentsu Communication Institute/Leisure Development Center <sup>1</sup> Publisher: Doyukan Inc.  This is a compilation of the "World Values Surveys"(1995) results.	According to 2000 survey.  Regarding the question "Overall, do you feel you are happy now (4-point scale)," those responding "Very happy" or "Quite happy." (Not including non-responses, 2000 survey).  (A008) FEELING OF HAPPINESS: World Value Survey V11  • "Talking all things together, would you say you are" => "1 Very happy, 2 Quite happy, 3 Not very happy, 4 Not at all happy"
	19. Low employment anxiety	Unemployment rate for males and females (ages 15–64)	OECD Employment Outlook 2002  Statistical annex  Table B. Employment / population ratios, activity and unemployment rates	From 2000 data.  Unemployment rate for males and females, ages 15–64

Field	Index category	Sources (materials)	Index definitions/explanations: : from source materials, : added by this office
Reference	Gross domestic product (GDP)	<b>OECD: National Accounts of OECD Countries: Main Aggregates, Volume I 2005</b>	From 2000 data.  Per-capita GDP in US dollars at 2000 exchange rate.
Reference	Rate of employment in tertiary industries	<b>OECD: Labor Force Statistics 2004</b> <b>Civilian employment by sector: service as percentage of civilian employment</b>	From 2000 data.  Proportion of employment in the service sector of the civilian employment by sector.

<sup>1</sup> Unable to confirm.

Reference: Overview of the attitude survey used for the index categories

The index system of this survey utilizes the results of the World Values Surveys and the International Social Survey Program (ISSP), which are carried out worldwide.

The following is an overview of those worldwide surveys.

## 1 The World Values Surveys

History and overview of the survey

- It began with the 1981 European Values Surveys.
- To date, the Second (1990-1991; from this point it became a world survey), the Third (1995-1996), and the Fourth (1999-2001) surveys have been carried out.
- Through the survey, we can understand changes in values related to people's lives and the direction of basic changes.
- Over 300 publications have resulted from these surveys.

Project mechanism:

- The World Values Survey Association, a not-for-profit organization based in Stockholm is the operating entity.
- The Association was established to promote better understanding by social scientists and policymakers of changes in the outlooks, beliefs, values, and so on of the people of the world.
- One research group from each country participates, implementing and collecting the survey in its own country based on the same questions used in the other countries.
- The data from each country is collected and tabulated under the direction of Professor Ronald Inglehart of the Interuniversity Consortium for Political and Social Research at the University of Michigan.

Overview of the Fourth Survey

Target countries: 65 countries and territories (1999-2000 survey)

Target persons: Men and women age 18 and above in each country and territory

Sample size: A minimum sample of 1,000 (distributed basis) in each country

Survey content: An individual attitude survey

- Fields include views on politics, economics, work, education, family, the environment, and so on.
- The survey covers about 90 questions in 190 categories.

Publications and provision of information

The Fourth survey is compiled in the following publication.

"Human Beliefs and Values: A cross-cultural sourcebook based on the 1999-2002 value surveys"

Edited by Ronald Inglehart, Miguel Basanez, Jaime Diez-Medrano, Loek Halman and Ruud Luijkx,

2004 / Siglo XXI Editors, Mexico

Survey data to date is available from the Interuniversity Consortium for Political and Social Research (ICPSR) at the University of Michigan.

(<http://wvs.isr.umich.edu/>)

## 2 ISSP (The International Social Survey Program)

Operation mechanism

The ISSP changes its topic to a different important social science theme every year. Each country (22 in 1995, 39 currently registered as members) uses identical questions to survey individuals, and the data is then shared.

Since 1993, the NHK Broadcasting Culture Research Institute has participated in Japan, enabling Japan to be included in this international comparison.

Recent (and projected upcoming) survey themes are shown below.

- 2001 Social Relations and Support Systems
- 2002 Family and Changing Gender Roles III
- 2003 National Identity II

- 2004 Citizenship
- 2005 Work Orientations III
- 2006 *Role of Government IV*
- 2007 *Leisure and Sports*
- 2008 *Religion III*

Data preservation and provision

The Zentralarchiv fur Empirische Sozialforschung (ZA) of the University of Cologne (Germany) stores and manages (archives) the ISSP survey data. The data is not merely stored, but is also integrated, tabulated, used to create documents, and disseminated.

The ISSP's services, information on survey methods, survey questions, survey data tables, and so on are available on the website of the ISSP Archive (<http://www.issp.org/>).