

The investigation on the job Consciousness of Japanese married women: For
the maximum exploitation of married female talents

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Abstract

The purpose of this study is to investigate the work styles and job consciousnesses of Japanese women, especially married. Currently the rate of labor force participation of Japanese women is 42%, lower than USA or other developed countries. And 62% of married women work in temporary jobs, as part-time workers. Japanese women traditionally quit jobs when they have married or got children, and after their children grown up, they come back to labor market as part-time workers. Japanese labor researchers and feminists have attributed this situation to gender discriminations in Japanese traditional gender model and male-privileged company culture. Despite of woman right activists' consistent effort, women's working life has hardly changed. Well educated and trained women quit working completely for five to ten years for raising children is obviously loss of human talents. This study discovers various proves which women's life priority is not on jobs but other activities, as on children if they have. And it doubts the accepted theory in Japan, which attributes the low rate of women participation in labor market to gender discriminations. There is an actual gap between requests which woman right activists had exclaimed and demands which obscure Japanese women have needed. This gap makes the improvement of exploitation of married women powers slow. This study figures Japanese married women's life priorities out from various macro data, and it shows better measurements to exploit married women power maximally.

Keyword : gender, improvement of women' s working condition, human resource management, Japanese tradition, life