Work – full-time work, part-time work, male-female (in)equality

Today’s Class
- Patterns of Employment, with a focus on gender.
- Types of Employee/Employer
- Karoshi, death from overwork
- Active Learning
- Gender Equality and structural/attitudinal barriers to achieving it.
- Men’s and women’s choices.
- Final thoughts...

The M-curve

Gendered Division of Labour

Table 12.3 Employment by Occupation

<table>
<thead>
<tr>
<th>Occupation</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Male</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Female</td>
</tr>
<tr>
<td>Total</td>
<td>64,010</td>
<td>64,650</td>
<td>65,360</td>
<td>66,640</td>
<td>55.8</td>
</tr>
<tr>
<td>Administrative and managerial</td>
<td>1,450</td>
<td>1,470</td>
<td>1,440</td>
<td>1,340</td>
<td>85.2</td>
</tr>
<tr>
<td>workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>14.8</td>
</tr>
<tr>
<td>Professional and engineering</td>
<td>10,990</td>
<td>10,650</td>
<td>11,110</td>
<td>11,310</td>
<td>52.5</td>
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<tr>
<td>workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>47.5</td>
</tr>
<tr>
<td>Clerical workers</td>
<td>12,620</td>
<td>12,920</td>
<td>12,950</td>
<td>13,110</td>
<td>39.4</td>
</tr>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>60.6</td>
</tr>
<tr>
<td>Sales workers</td>
<td>8,560</td>
<td>8,550</td>
<td>8,620</td>
<td>8,640</td>
<td>56.1</td>
</tr>
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<td></td>
<td></td>
<td></td>
<td>43.9</td>
</tr>
<tr>
<td>Service workers</td>
<td>7,980</td>
<td>8,090</td>
<td>8,080</td>
<td>8,440</td>
<td>51.8</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>48.2</td>
</tr>
<tr>
<td>Security workers</td>
<td>1,260</td>
<td>1,270</td>
<td>1,240</td>
<td>1,310</td>
<td>93.1</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>6.9</td>
</tr>
<tr>
<td>Agricultural, forestry and fishery</td>
<td>2,230</td>
<td>2,170</td>
<td>2,179</td>
<td>2,220</td>
<td>64.0</td>
</tr>
<tr>
<td>workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>36.0</td>
</tr>
<tr>
<td>Manufacturing process workers</td>
<td>8,870</td>
<td>8,800</td>
<td>8,890</td>
<td>9,120</td>
<td>70.7</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>29.3</td>
</tr>
<tr>
<td>Transport and machine operation</td>
<td>2,180</td>
<td>2,180</td>
<td>2,190</td>
<td>2,180</td>
<td>97.2</td>
</tr>
<tr>
<td>workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>2.8</td>
</tr>
<tr>
<td>Construction and mining workers</td>
<td>2,090</td>
<td>2,090</td>
<td>2,020</td>
<td>2,980</td>
<td>98.0</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>2.0</td>
</tr>
<tr>
<td>Carrying, cleaning, packaging,</td>
<td>4,470</td>
<td>4,580</td>
<td>4,640</td>
<td>4,750</td>
<td>54.8</td>
</tr>
<tr>
<td>and related workers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>45.2</td>
</tr>
</tbody>
</table>

Regular and Non-regular Staff

Cash Earnings

Figure 12.8
Monthly Scheduled Cash Earnings by Size of Enterprise, Gender, and Age Group (2018)
Main Types of Employee

- **Lifetime employment**: job-for-life, extensive benefits, long hours (no overtime), expectation of loyalty.
- **Full-time (contract)**: fixed-term contracts, full benefits while employed, overtime paid.
- **Part-time (contract)**: fixed-term contracts, minimal benefits, overtime paid.
- **Part-time (irregular)**: finding work day-to-day, no benefits, precarity or flexibility (depending on needs).
- **Trainees/Internships** (including doctors, post-docs, foreigners on government-approved trainee programs): worked/exploited very hard for little pay.
- **Self-Employed**: People who sell their skills from translators to restaurant owners.

Main Types of Employer

- **National/local government and large corporations**: relatively safe employment for permanent employees, intense competition for permanent jobs, contract and part-time workers used as “safety valves”.
- **Medium- and small-size corporations**: employment only as safe as the fate of the business.
- **Family businesses**: handed down from generation to generation. Controlled by the family members.
- **Start-ups**: from high risk to high return.
- **“Burakku kigyo” (black corporations)**: with illegal and abusive working conditions.

Japan and Overwork

- **Karoshi**: death from overwork … a recognized social phenomenon in Japan.
- In international comparison, Japan does not seem so bad (there are the OECD statistics).
- But, there are “lies, damn lies, and statistics” … my story.

Gender Equality

- On paper, Japan has gender equality. And the government makes positive noises about “Women’s Empowerment”.
- In practice things are more complicated …
- How does Japan compare internationally? Let’s check the United Nations Development Programme Gender Inequality Index.

Structural Impediments to Equality

- Macnaughtan: “Womenomics for Japan: is the Abe policy for gendered employment viable in an era of precarity?”
- Macnaughtan discusses improvements in the M-curve, the gendered nature of part-time work, and problems of childcare leave … but also pinpoints the spousal tax system:
  - “There is nevertheless a cluster of some 14 million married women who keep their income below the ¥1.03m yen ceiling, and it is estimated that this costs the government ¥600 billion in potential annual fiscal revenue in addition to the amounts provided to such households in tax relief.”
• Blatant (illegal) structural discrimination: an example is the recent scandal at Tokyo Medical University of doctored entrance exam scores.
• Schieder: "A Necessary Evil?" Keeping Women Out of Medical Schools Won’t Fix What Ails the Japanese Medical Profession
• "There is a gender gap in terms of working long hours in the medical profession, and this gap is used by some to justify depressing rates of female doctors to maintain staffing levels at hospitals. The Ministry of Health, Labour and Work found that 41 percent of male physicians and 28 percent of female physicians work 60 or more hours a week, and 11 percent of male physicians and 7 percent of female physicians work more than 80 hours a week. Among men in their 30s, 55.9 percent work over 60 hours a week."

A Man’s Choice

1. Work full-time: be a "proper man".
2. Choose an alternative lifestyle: with one eye on not fulfilling the "ideal".
   • Cook writes in Reconstructing Adult Masculinities: Part-time Work in Contemporary Japan: "Although most of the men I worked with were not interested in becoming a salaryman per se, they continued to reference this figure as a dominant symbol, in varying ways, in their explorations and narratives of what it was to be a "proper" adult man." (Cook, 2016, p. 3).
   • Read more of her work open access in Intimate Japan: Ethnographies of Closeness and Conflict (chapter seven, "Power, Intimacy, and Irregular Employment in Japan")

A Woman’s Choice

1. Work full-time: be a salarywoman/entrepreneur. Match the salaryman's long hours, while dodging the misogynous men (and even some women) who think a woman's job is managing a household and producing babies, regardless of how good she is at her career.
2. Alternate between full-time, part-time and no work according to circumstances: an option that usually only comes when a woman is part of a household (marriage or living with parents).
3. Work part-time: earning up to 1.03 million yen can be attractive for a woman married to a salaryman. For a single woman, especially single mothers, part-time work usually means (dire) poverty.
4. Do not work: have rich parents or a husband with a well-paid job.

Summary

• The Japanese employment system is built around two core assumptions:
  1. people are members of households more than individuals
  2. a male is the head of the household and primary breadwinner.
• This is not going to change until there are:
  1. many more female parliamentarians
  2. many more female managers
  3. and many more men who realize that they too will benefit from reforming the system.

Finally …

• Some interesting case studies:
  1. Major hotel chains with female CEOs: APA Hotel vs Toyoko Inn.
  2. TUFs as model for women’s advancement? Here is the basic data about the university (in Japanese).
• Please resolve, as future employees and employers, to do what you can to eradicate bullying from the workplace.
• What might some of the links be between such gender/employment issues and the climate crisis?
Next Time

- Next time: Households – family structure, housing, declining birthrates

- Recommended Reading: Handbook Chapters 1, 13, 14; Sugimoto Chapter 6; Hendry Chapters 7-8; Kingston Chapters 15, 17.