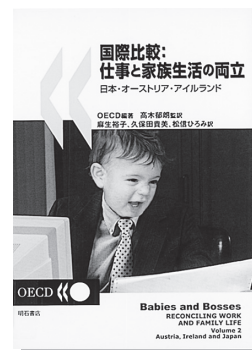


## 『国際比較：仕事と家族生活の両立 －日本・オーストリア・アイルランド』

(Babies and Bosses: Reconciling Work and Family Life -Austria, Ireland and Japan-Volume2)

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本書は、OECDが仕事と家族生活の両立に関して行なった第2回目の調査報告の邦訳であり、日本、オーストリア、アイルランドが比較対象となっている。調査では、①個人が労働市場に全面的に参加する力をつけること、②自分の子どもたちに最善のものを提供し、必要な子育て活動を行う力をつけること、この2点が背反しあうものであってはならないという観点から、労働市場の状況、仕事と子育てのバランス、女性の就労の増加と出生率低下の関連、保育政策、税・給付政策などに関する詳細な検討と、政策上の提言がなされている。

では、アイルランドおよびオーストリアとの比較を通じて浮かび上がってきた日本の「仕事と家族生活の両立」の現状と課題はどのようなものだろうか。公共の保育サービスや育児・介護休業法など部分的に評価されているところはあるものの、日本の場合、他の2国に比較して、過去15年から20年の間に母親の雇用率に変化がなく、25%程度と3国の中で最も低い。すなわち、母親が労働市場に参入しにくい状況があることが大きな課題とされている。その要因の1つには、働く母親を支援する政策の展開はあっても、母親に非友好的な職場文化があるという。日本は、女性の賃金の低さ、管理職の少なさとといった労働市場におけるジェンダー格差ばかりでなく、職場における母親への不公正の程度も、OECD加盟国の中でも目立って大きい。長時間労働の職場慣行は、3国に共通して見られるが、日本は特にその傾向が強い。そして、使用者たちは高等教育を受けている女性であっても、出産を機に労働市場から引退するという想定で女性のキャリア形成に投資をしない。このような職場の状況が、70%前後の女性が出産の前後に退職するという悪循環を生んでいるという。また、特に子どもが小さい時期の母親の働き方としては、3国ともに母親が両立のために仕事を調整して、パートタイムを選択することが多い。しかし、他の2国では、均等待遇法によって、パートタイムとフルタイムにおける賃金、昇進などの格差が比較的小さいのに対して、日本ではパートタイムは基本的に非正規であり、しかも低賃金の雇用を意味してい

る。さらに、一度正規の職を退くと、再就職への年齢制限もあり、正規雇用になることは難しく、また、一度非正規雇用になってしまうと、正規雇用に戻るのは困難である。このような母親を労働市場から締め出す職場文化に加え、ファミリー・フレンドリーへの取り組みも熱心ではないことが、母親の雇用率の低さに結びついているというのだ。さらに、2つ目の要因として、他の2国には存在しない健康保険や年金における第3号被保険者制度や企業の配偶者手当が、母親が仕事をしない（あるいは制限する）ように仕向けてしまおうとしている。したがって、本調査の提言としては、母親の労働市場への参入を高めるために、正規雇用と非正規雇用間の公正性を高め、母親が仕事をしない方が有利になるような税・給付制度を廃止することが必要であるとしている。

さらに、他の2国同様、0歳から3歳と6歳以上の保育サービスの不足、そして待機児童の多さも課題とされている。これらに関しては、有資格の民間業者が保育サービス市場により参入し、親たちの選択の幅を広げること、および保育サービスの補助金を、質的な認可を受けた施設を利用する場合に限るという条件つきで、親たちに直接与えるようにすることが必要であるという提言がなされている。

本書は、日本においては少子化対策の一部としか捉えられていない「仕事と家族生活の両立」支援策を、生活者としての個人のための、そして子どもの発達のための権利保障という観点から見直すことの重要性を改めて認識させてくれる。2005年から施行された「次世代育成支援対策推進法」が、日本特有の子育てをしながら仕事もしようとする人を受け入れにくい職場慣行をどれだけ変えることができるのか、それが、今後の日本における仕事と家族生活の両立を進める第一歩となるのではないかということが、本調査から示唆されるといえよう。

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## SUMMARIES

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### **Analysis of the Gender Structure of Disaster and Post-Disaster Revival: In the Case of the Great Hanshin-Awaji Earthquake**

**AIKAWA Yasuko**

The theme of women in disaster situations was not taken up in Japan until some ten years after the Great Hanshin Earthquake of 1995, with the occurrence of the Niigata Chuetsu Earthquakes of 2004. It was with these earthquakes that the government for the first time stationed workers on site specifically charged with dealing with matters from a “women’s perspective” and it was announced that excavation sites and the like would be greatly improved. As it happened, it was just around this time that the government was preparing its second basic Gender Equality plan, and the category of “disaster prevention and disaster revival” was incorporated into this second plan. Thus, little by little, the understanding of women’s needs in an emergency has begun to spread throughout the country.

There is still no attention being paid, however, to women’s situations after the initial emergency has passed and work begins on reconstruction. Disaster damage containment is still perceived as the work of men, and there have been no studies made of trends as seen from a woman’s perspective during and after a disaster, even though a women’s perspective is actually essential in the recovery and reconstruction stages. If we are to learn from the past and create a society that can cope with and reduce the effects of a disaster, a multidimensional and flexible approach that includes the encouragement of women’s participation is needed.

In a disaster-stricken area, the gap of wealth and poverty widens in the process of restoration and revival. As traditional sex roles are revived, women are exposed to the stress of human relations. Yet violence and discrimination towards women tend to be denied and ignored.

The problems of disaster and gender are explored from two viewpoints. One is the viewpoint of protecting women from violence and illness after a disaster, and the other is the viewpoint of utilizing female power. Women are effective agents for revival and can contribute to community disaster prevention. But if too much attention is paid to the long hours put in by men who work without rest, such “heartwarming stories” tend to relegate women’s activities to the sidelines.

Putting an emphasis on the women’s viewpoint in achieving recovery, makes for greater diversity of approaches and the realization of a safer society. This has already been confirmed through the experiences of disaster in the international community.

The aim of this paper is to analyze the Great Hanshin Earthquake from the viewpoint of gender, and to clarify the structural problems in the hope that this will lead to women’s empowerment.


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### **Did You Say *Gender* and *Disaster*?:**

### **Understanding Gender Dimensions in Reducing Disaster Risks**

**ANDERSON Cheryl L.**

This article explores the meanings and effects of gender and disaster and how this has been articulated through programs and policies at international, national, and local levels. Gender issues are present in



interactions in everyday life and gender differentiates power in relationships. Disasters amplify social, economic, and political problems present in society. Social inequalities and injustices become magnified during disasters; therefore, understanding the gender dimensions of disaster risk management may provide some awareness that can be used to reduce risks.

Recent disasters provide context for understanding how gender works in disasters. These situations reveal a number of gender issues in disasters, such as the gendered division of labor in formal and informal risk management sectors, the creation of violence and victimization, and the lack of recognition and support for societal contributions to building resilience, which contributes to risk reduction.

The article then turns to a discussion of recent international efforts and initiatives that address gender and disaster risk reduction. For nearly a decade, researchers and field workers have tried to expand the discussion of disaster risk to include gender issues. The voluntary efforts of this community, known as the “Gender and Disaster Network,” continue to influence decision makers and disaster risk managers. The most recent work has been to identify resource materials that can be made readily available using the internet to improve disaster risk reduction plans and programs.

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## **Combining Different Sex Role Attitudes and Their Associated Factors**

**MAMADA Toru, NAKAYAMA Kazuhiro**

This study examined the multidimensionality of sex role attitudes and the factors associated with the combinations of their egalitarian and conservative dimensions through a survey of randomly sampled 388 middle-aged women in Nagoya City, Aichi Prefecture, and through comparisons with the results of several related studies.

The main findings of this study were as follows: It was confirmed that sex role attitudes were composed of one egalitarian and three conservative dimensions. Age, type of work, the husband’s type of work, the husband’s status of work, and level of education all functioned to increase or decrease the ratios of those who were both weakly egalitarian and weakly conservative, strongly egalitarian and weakly conservative, and the strongly egalitarian and strongly conservative. This indicated that these factors were related to the combinations of egalitarian and conservative dimensions. In particular, it was found that the ratio of those whose egalitarian and conservative dimensions were either both weak or strong and who had these dimensions in combination with different sex role attitudes, was relatively high among full-time and part-time workers, the wives of self-employed workers, and the wives of white-collar workers. This is thought to be latently related to the role of the earner, the family-based nature of self-employment, and occupational stratification. It was also found that in combinations in which both the egalitarian and conservative dimensions were strong, exploring the relationship to occupational stratification might prove to be a useful approach to realizing gender equality.

## Support Measures with Regional Characteristics for the Reemployment of Women: A Case Study of 37 Housewives Living in the Suburbs

TSUDA Yoshiko

The Council for Gender Equality has developed a support plan for the reemployment of women. In Japan, 70 percent of the working women retire because of pregnancy and the birth of a child. Not all, however, want to retire when they have a child.

My voluntary local activities gave me many opportunities to hear the opinions of women in the area. Some women did not like to think of themselves as full-time housewives. They seemed to be searching for what they wanted to do.

For this paper, I interviewed 37 full-time housewives about their housework and relationship with their family in order to analyze their view of reemployment from the standpoint of gender equality.

There were some typical cases. Some subjects of this investigation had moved to Asao ward, Kawasaki City (a suburb of the greater metropolitan area) due to their husband's transfer. They had no acquaintances there and it was hard to find a babysitter or a day nursery. Some had difficulty communicating with their husbands because of the husband's long working hours. Although they were bringing up children with little support from their husbands or neighbors, many of these women wanted to do their own housework. Some adjusted all of their activities to their children's schedules. They had to hurry home from their part-time jobs, shopping or local activities before their children returned from school. Finding a job they liked was really difficult under these circumstances. Some of the women closely resembled the traditional full-time housewife and were significantly influenced by their mothers.

Still, almost all 37 of the respondents said they wanted to do "something" other than housework. Some of them wanted to be reemployed, but did not try to get a job because they were concerned about age limits and child care.

On the other hand some women made an aggressive effort to find work by word of mouth and cooperating as a part of a network of housewives helping each other out as necessary. These women excelled at building interdependent relationships.

There is a need for a new support organization for women in the suburbs who want to find reemployment. Local companies and local governments should be able to take the initiative in taking the first step in creating support measures for women returning to the working world.


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## The Information Function in Cooperation between NPO and Women's Center: Case Study of Osaka Prefectural Women's Center

HORI Kumi, KINOSHITA Miyuki

The Law to Promote Specified Nonprofit Activities, commonly called the NPO Law, was enforced in 1998, and since then the acronym NPO is widely recognized in Japan. Interest in the activities of NPOs has also increased. Until recently only government and the local self-governing bodies offered social services, but with the advent of the NPO circumstances have changed substantially and there are now various private organizations offering social services to meet the needs of society.

The Osaka Prefectural Government in 2001 designated the Osaka Prefectural Women's Center (Dawn Center) as a model facility of NPO cooperation. In this manuscript, we focus on the function of information



cooperation between NPOs and the women's library in the Dawn Center. The significance of NPO activity for women is explored in this manuscript which examines the qualities of women's information and the ideal methods of cooperation between NPOs and the women's center as viewed through women's information.

Some NPO activities are to make policy proposals for social reform that will lead to a gender equal society. The role of the information library at the women's center should be to back up this kind of activity by providing information. Women's information should be utilized to change social systems, such as for social security and employment, through cooperation between NPOs and the women's center. Women are empowered through this kind of information and many problems related to women can be solved with this kind of information.

Cooperation focused on women's information must be more than just cooperation with NPOs in which women are involved and must be more than just a superficial call for women's greater participation in society as reflected in the principles of the women's center. By sharing the information that they have gathered and analyzed, NPOs and the women's center can together construct the foundations that are needed to realize a truly gender equal society.

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## **Labor and Women: The Plantation Tea Pickers of Sri Lanka**

**ISOBE Atsuko**

The Sri Lankan woman has a relatively better status than women in other developing countries. Sri Lankan women are increasingly joining the labor force, there is little gender or social discrimination, and the employment rate for Sri Lankan women is relatively higher than in other developing countries. This has been achieved through the government's commitment to improving education, health care, and the social status of women, as well as the female literacy rate in Sri Lanka.

Sri Lanka, however, has not yet achieved gender equality or empowerment on a par with international norms. In some areas, women in Sri Lanka are much in need of improved working conditions and adequate nutrition during pregnancy.

Especially at tea plantations, more than 50% of the work is carried out by Indian Tamil women, who pluck tea leaves for 8 hours per day, while the men work fewer hours for the same daily wage. The female tea pickers are exposed to harsh working conditions with low wages and long hours of outdoor labor. They also have to do household work such as making meals and so on. Their dual workload in the field and home has caused chronic health problems and difficult pregnancies for the plantation's women, which often result in the birth of underweight babies. Moreover, their social participation in the community is limited. Although women play a vital role in both domestic and outdoor work, they are treated as a minority and are kept at the bottom of the working hierarchy in both society and the economy. Their participation in the decision-making processes of the community is also limited.

The lack of entitlement for the Tamil women, affects their chances for education and social benefits, and their reasonable demand for these deprived rights is reasonable. It is a pressing matter that women are not only seen as production labor for the plantations but are also given the social support and real entitlement that recognizes women to be human beings with potential. It is necessary that the labor of women be reassessed, and that the government publicly support working women as being more than just a minority, so that they can work under reasonable conditions in the plantations and participate in the community.

## **NWEC International Training Course on Processing Women's Information: The Past Five Years**

**HAMADA Sumiko, AOKI Reiko**

For 12 years, from 1989 to 2000, the National Women's Education Center conducted an NWEC Training Course for Information Processing on Women's Issues. This was followed over a period of five years from 2001 to 2005, by the International Training Course on Processing Women's Information, an NWEC program for government administrators and NGO leaders. A total of 58 people from 30 countries participated in the first program and 145 people from 36 countries participated in the second program.

While the duration and number of participants differ between the two programs, both were based on the premise that information is critical to raising the status of women. The programs aimed to facilitate acquisition of the skills and knowledge necessary for women's empowerment and the construction of information networks within the Asia and Pacific regions. In preparing and implementing these programs, the NWEC has gained unique insight into those women's issues that are common to the countries of Asia.

This paper examines the experiences gained in the five years of the International Training Course on Processing Women's Information — while also looking back on the prior NWEC Training Course for Information Processing on Women's Issues — and explores the ways in which the expertise and know-how gained from the experience can be applied to the NWEC's future study programs and international exchange activities. It will also analyze and evaluate a case study to find out what the possibilities are for a training program on processing women's information and how this potential might be implemented in future international programs conducted by the NWEC.


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## **Review of the Two Years Country-Specific Training Course “Cambodia — Analysis of Gender Statistics”: Consider the Possibility of Using Research Results for Gender Equal Training**

**TAKAHASHI Yuki**

The purpose of this paper is to use the training course “Cambodia — Analysis of Gender Statistics” which has been undertaken since 2004, as an example to probe the possibility to apply it to our training regarding NWEC's research programs and to re-think the way we conduct our training program in order to promote gender equality.

The above-mentioned training program commissioned by Japan International Cooperation Agency (JICA) has the function to support and step up “Project on Gender Mainstreaming and Policy Development through Upgrading Information and Research Capacity”. The purpose of this training in Japan was to enhance the policy-building abilities of staff members of Cambodia's Ministry of Women's Affairs. Trainees systematically learned knowledge and methodology regarding “gender statistics,” analyzed Cambodian government's statistics and put together the results in a leaflet. By doing so, they were able to grasp the situation of Cambodian women and men and to deepen a more gender-sensitive perspective. Furthermore, while they produced some educational materials to spread the learned knowledge after they return to Cambodia, they built up to gain practical skills.



This training program was planned and operated based on both the research results from NWECS statistics on women and men conducted since 1987, and the “program foundation”, that was used for all programs hosted by NWECS in 2006. In this paper, we evaluated and analyzed the program content, results and applicability, so that we could clarify the characteristics of this specific training program. In addition, we also consider how effective it is to apply research results to training programs.