

3. Working style of mothers and fathers

Mother's working hours; time when mothers come home

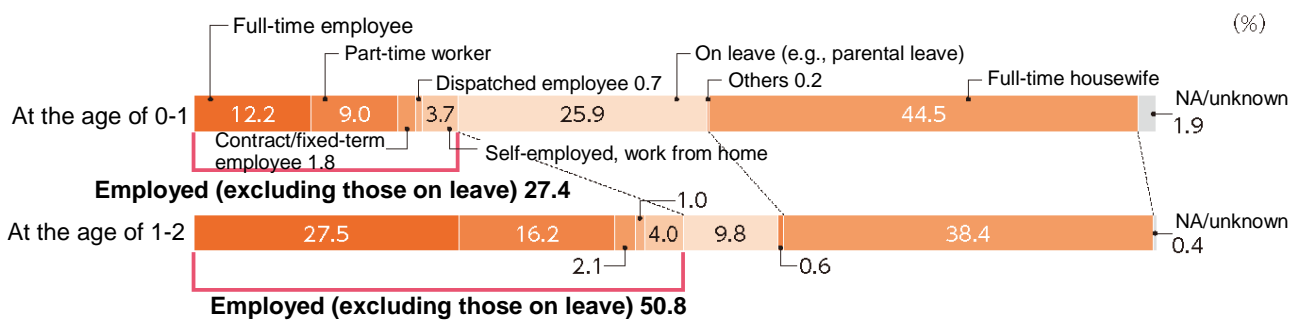
The number of employed mothers when their children were at the age of 1-2 significantly increased compared to when they were at the age of 0-1.

At the age of 1-2, employed mothers accounted for about 50%, whereas full-time housewives accounted for about 40%.

The percentage of employed mothers has increased by 20 percent points to 50.8% at the age of 1-2, from 27.4% at the age of 0-1 (Figure 3-1-1). As for working hours per week, 48.6% of mothers working as permanent employees reported that they work "30 to less than 40 hours," while 53.2% of mothers working as part-time workers reported that they work "15 to less than 30 hours" (Figure 3-1-2). 87.9% of mothers working as permanent employees wish to come home by 18:00 (before 18:00), but the percentage of mothers who actually come home by 18:00 stood at 43.9% (Figure 3-1-3). 71.1% of mothers working as part-time workers wish to come home by 17:00 (from 15:00 to before 17:00), but in reality the percentage of mothers who come home by 17:00 stood at 50.1% (Figure 3-1-4).

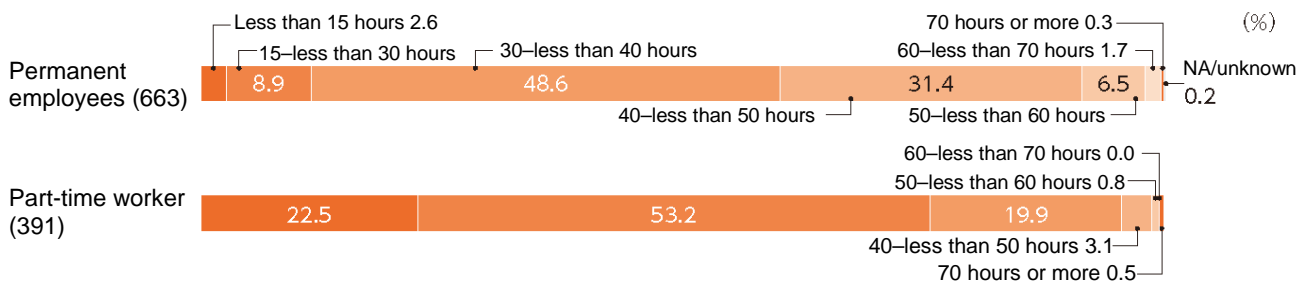
Q Please tell us about yourself.

Figure 3-1-1 Mother's employment status



‡ Answers of mothers

Figure 3-1-2 Weekly working hours (at the age of 1-2, answered by mothers with jobs, by employment status)



‡ "Permanent employee" represents "full-time employee." ‡ We illustrated only the results of "permanent employee" and "part-time workers."

Figure 3-1-3 Time when mothers working as permanent employees come home on weekdays (at the age of 1-2, reality and wish)

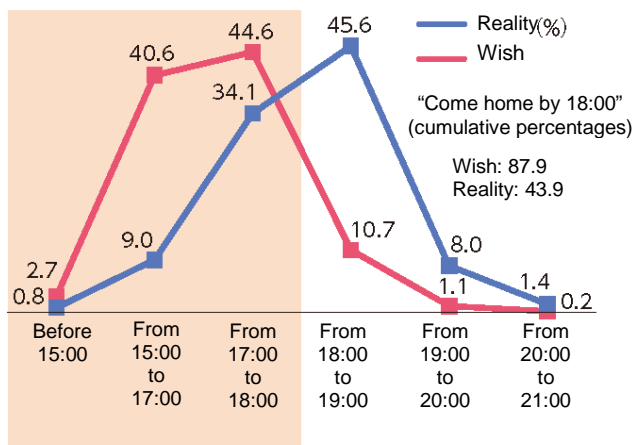
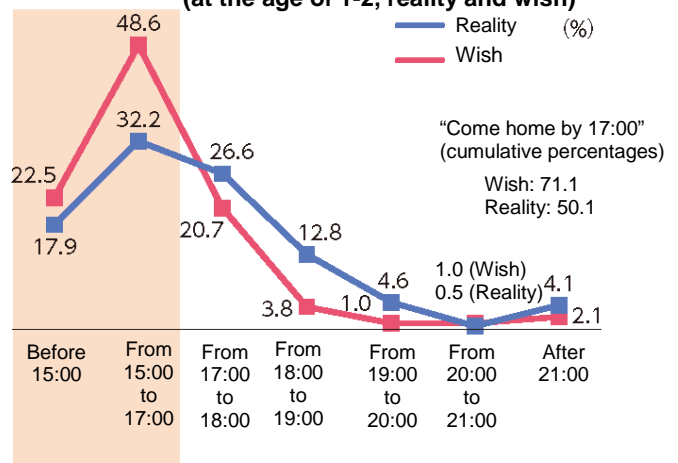


Figure 3-1-4 Time when mothers working as part-time workers come home on weekdays (at the age of 1-2, reality and wish)



‡ Answers of 663 mothers working as "full-time employees"
‡ We omitted NA/unknown responses.
‡ The number of the response of "after 21:00" was zero.

‡ Answers of 391 mothers working as "part-time worker"
‡ We omitted NA/unknown responses.
‡ We grouped the responses of "from 21:00 to 22:00," "from 22:00 to 23:00," and "23:00 or later" together as "after 21:00."

Time when fathers come home

54.4% of mothers said, “I want my husband (father) to come home by 19:00.” 59.1% of fathers also said, “I want to come home by 19:00,” but in reality, only 1 in 4 fathers said they could come home by 19:00.

We asked mothers about what time they want their spouses with jobs to come home. 54.4% of all mothers answered “I want my husband to come home by 19:00 (before 19:00)” (Figure 3-2-1). And 59.1% of fathers also answered, “I want to come home by 19:00,” but in reality, only 24.9% of fathers said they could actually come home by 19:00 (Figure 3-2-2). 48.9% of fathers who could come home by 19:00 were engaged in parenting for “2 hours or more” on weekdays (Figure 3-2-3). The longer the hours for fathers’ parenting during weekdays, the higher the proportion of mothers and fathers who feel “we help each other in parenting and housework” (Figure 3-2-4).

3.

Working style of mothers and fathers

Q Please tell us about yourself.

Figure 3-2-1 Time when mothers want fathers (their husbands) to come home on weekdays (at the age of 1-2)

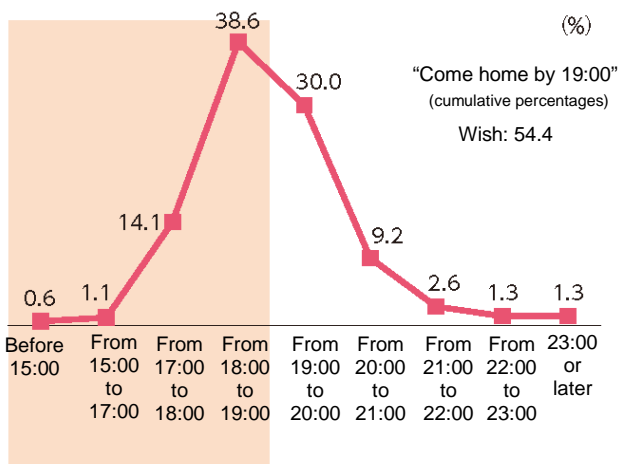
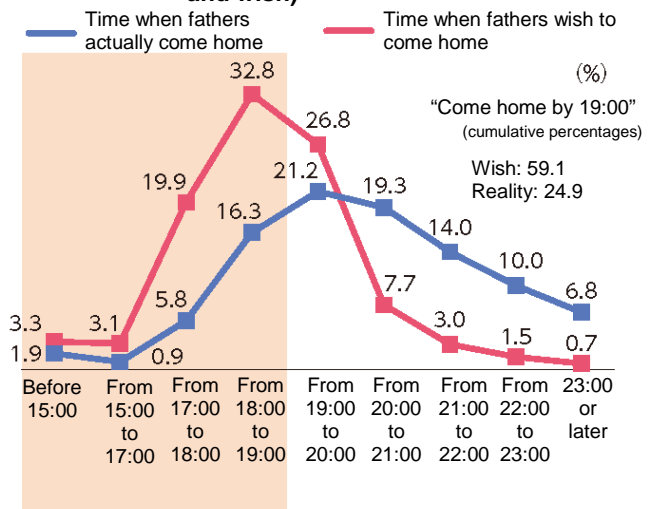


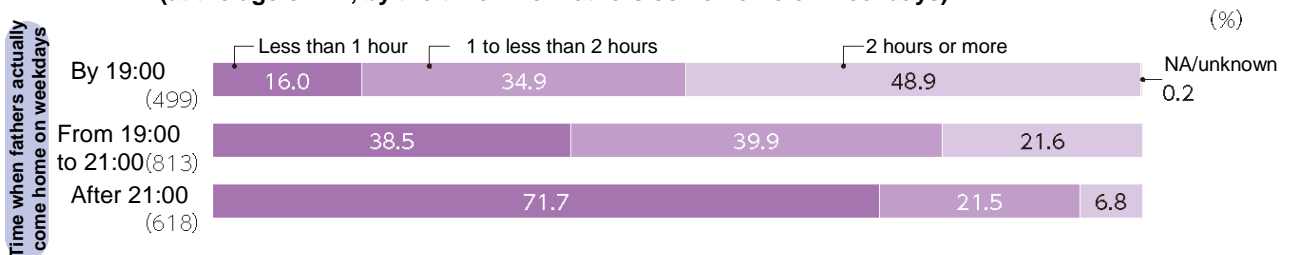
Figure 3-2-2 Time when fathers come home on weekdays (at the age of 1-2, reality and wish)



‡ Answers of 2,155 mothers who have spouses with jobs
‡ We omitted NA/unknown responses.

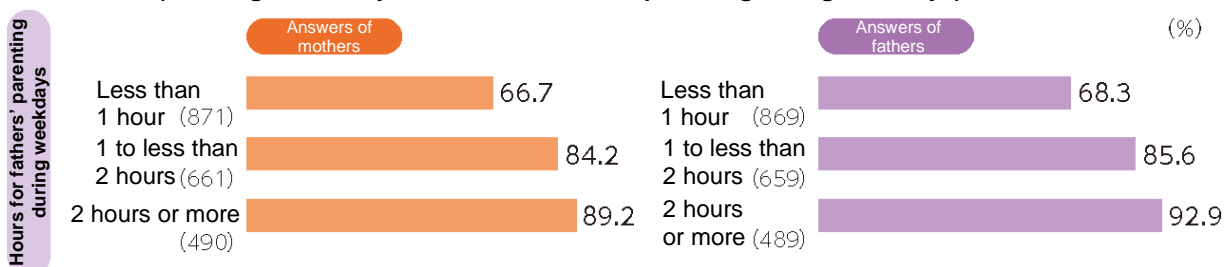
‡ Answers of 2,005 fathers with jobs ‡ We omitted NA/unknown responses.

Figure 3-2-3 Hours for fathers’ parenting during weekdays (at the age of 1-2, by the time when fathers come home on weekdays)



‡ We asked respondents about “time for parenting” by requesting them to consider it as the amount of time they spend with their child (excluding sleeping hours). ‡ Answers of fathers with jobs
‡ We grouped the responses of “before 15:00,” “from 15:00 to 17:00,” and “from 17:00 to 18:00,” and “from 18:00 to 19:00” together as “by 19:00” and the responses of “from 21:00 to 22:00,” “from 22:00 to 23:00,” and “23:00 or later” together as “after 21:00.”

Figure 3-2-4 “We help each other in parenting and housework” (at the age of 1-2, by the hours for fathers’ parenting during weekdays)



‡ The percentages represent the proportion of “very true” plus “almost true.” ‡ Answers of mothers and fathers who have spouses
‡ We grouped the responses of “0 mins” and “less than 1 hour” together as “less than 1 hour,” the responses of “2-less than 4 hours,” “4-less than 6 hours,” and “6-less than 10 hours,” “10-less than 15 hours,” and “15 hours or more” together as “2 hours or more.”

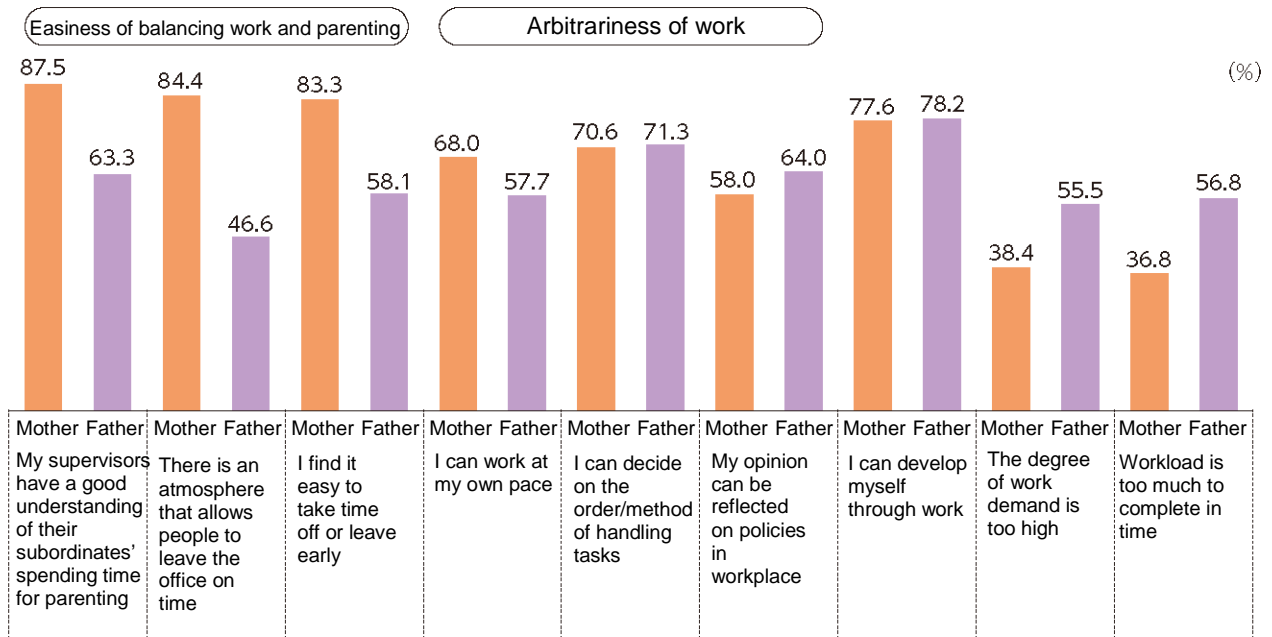
Workplace environment

As for workplace environment, 84.4% of mothers with jobs and 46.6% of fathers with jobs answered “there is an atmosphere that allows people to leave the office on time.”

We asked the mothers and fathers who had jobs about workplace environment and systems in their workplaces. The percentage of “yes” response to the statements that are associated with the easiness of balancing work and parenting—“my supervisors have a good understanding of their subordinates’ spending time for parenting,” “there is an atmosphere that allows people to leave the office on time,” “I find it easy to take time off or leave early”—stood at more than 80% for mothers, whereas the percentage accounted for 40% to less than 70% for fathers (Figure 3-3-1). As for the usage rate of systems in their workplaces, the rates of using “childcare leave system,” “system for working shortened hours,” and “system for taking leave to care for sick children” were much lower among fathers, standing at 10 percent or less, than mothers whose rate was about 40–90% (Figure 3-3-2).

Q How much do the following statements hold true for your workplace?

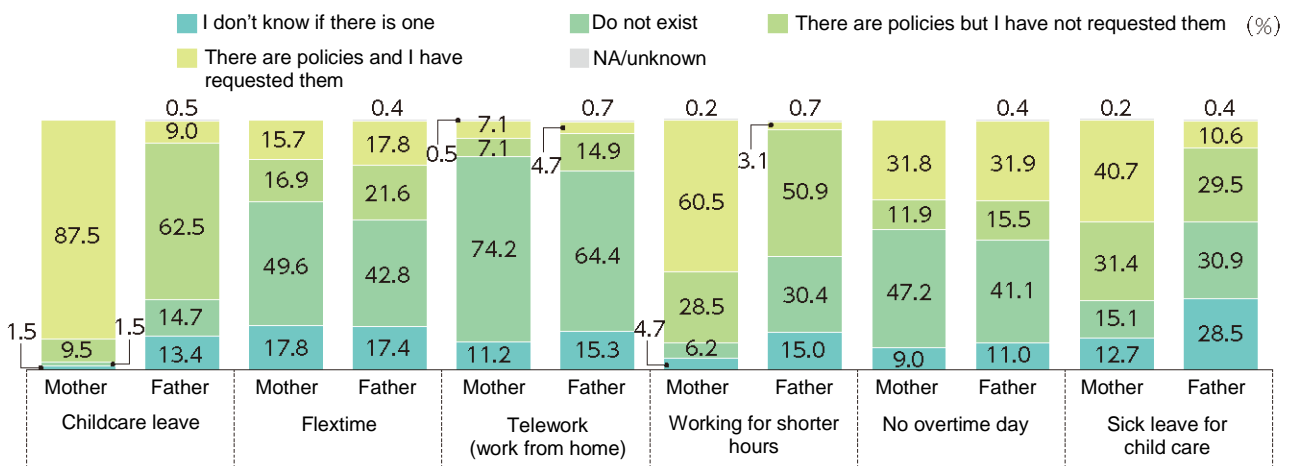
Figure 3-3-1 Workplace environment (at the age of 1-2, responded by those with jobs)



‡ Answers of 1,224 mothers and 2,005 fathers who have jobs, excluding those who were “on leave,” “non-employed,” or classified to “others”
 ‡ The percentages represent the proportion of “very true” plus “almost true.”

Q Do the following policies or activities exist in your workplace? If any policies exist, have you ever requested them?

Figure 3-3-2 Policies in workplace (at the age of 1-2, responded by those working as permanent employees)



‡ Answers of 663 mothers and 1,814 fathers who work as “full-time employees”