

Chapter 4 Balance between Family Life and Work

1. Burden and Restraint Feeling of Parenting and Work (Q11)

Q11 [card 8]

During the past month, how often have you experienced any of the following while raising (NAME OF CHILD)? Please replay to each item.

	Many Times	Some-times	Very In-frequently	Never	Do not have a job
a Burdened by your housework and childcare duties, etc.	1	2	3	4	*
b Burdened by the duties of your Workplace	1	2	3	4	5
c Felt that your work prevented you from spending enough time with your family	1	2	3	4	5
d Felt that your family life prevented you form spending enough time on your work	1	2	3	4	5

a. Burdened Feeling with Housework and Childcare

Overall, mothers have more frequently felt the burdens of housework and childcare than fathers have in all countries. However, the level of expression for the feeling of burden is fairly different depending on the country. We include international comparisons based on the research results through combining persons who felt burdened”many times” and “sometimes” during the past one month as the indicator of a significant “burdened feeling.”

The countries in which a number of mothers have experienced a feeling of burden frequently are Korea (67%), United States (62%), France (69%), and Sweden (56%). The feeling of burden is relatively low among mothers in Thailand (42%) and Japan (36%).

As for fathers who have felt burdened, the highest rate is Sweden (47%), and the percentage is a little greater than those of mothers who felt burdened in Thailand and Japan. The next highest is the United States (33%), followed by Korea (32%), France (32%), and Thailand (30%). Japan is the lowest (15%).

We created a table to show the difference for each country between mothers and fathers who experience a feeling of burden .

Fig. II-4-1 a. Burdened by housework and childcare duties (Mothers)

	Many times	Sometimes	Very	Never	(%) No response
Japan	9.4	26.1	28.0	36.2	0.3
Korea	18.5	48.1	23.5	9.3	0.6
Thailand	10.7	31.1	11.9	46.3	-
USA	21.1	41.0	19.5	16.1	2.3
France	23.6	36.8	19.1	19.4	1.1
Sweden	14.3	42.0	25.4	16.9	1.5

Fig. II-4-2 a. Burdened by your housework and childcare duties (Fathers)

	Many times				No response
	Sometimes	Very infrequently	Never	(%)	
Japan	4.1	10.7	19.2	65.5	0.5
Korea	4.5	27.3	39.1	27.7	1.4
Thailand	7.1	22.6	11.7	58.6	-
USA	7.3	25.3	25.1	41.0	1.3
France	7.3	24.2	23.6	44.8	-
Sweden	12.1	35.0	27.7	23.6	1.7

Table II-4-1 Burdened feeling by housework and childcare (by gender of parents)

	(M other - Father %)		
	Mothers	Fathers	Difference
Japan	35.5	14.8	20.7
Korea	66.6	31.8	34.8
Thailand	41.8	29.7	12.1
USA	62.1	32.6	29.5
France	60.4	31.5	28.9
Sweden	56.3	47.1	9.2

The countries showing a large difference between mothers and fathers in experiencing feelings of burden are, from the highest, Korea (35%), the United States (30%), France (29%), and Japan (21%). Thailand (12%) and Sweden (9%) show a relatively small difference.

Let us look at the characteristics of each country. Although fathers in Sweden show by far the highest percentage of a feeling of burden, Sweden shows the smallest differences by gender, thus the level of feelings are equalized between men and women. In Thailand, the numbers of fathers and mothers who felt burdened are the second lowest next to Japan, and also the difference by gender of parents is small. So to speak, there is equality between mothers and fathers regarding a heavy feeling of burden in Sweden, and there is equality between mothers and fathers regarding a light feeling of burden in Thailand. On the other hand, in Korea, United States, and France, the number of mothers who experienced this feeling frequently is more than fathers, therefore there is a gap between mothers and fathers. Even though Japan shows the lowest rates of this feeling of burden for both mothers and fathers, there is a clear difference between mothers and fathers. To summarize, the mothers' heavy feelings of burden is emphasized in the difference by gender of parents in Korea, the United States, and France, whereas the difference by gender is based on the light burdened feeling in Japan.

b. Feelings of Burden related to Duties in the Workplace

Let us compare the characteristics of each country by combining persons who felt burdened “many times” and “sometimes” during the past one month as the indicator of a significant “burdened feeling.” From the two figures, the number of fathers who experienced a feeling of burden frequently from duties in the workplace is more than that of mothers in each country, and there are also more mothers who do not have a job than fathers in all the countries. The countries in which a number of fathers have experienced feelings of burden frequently from duties at work are the Western countries: the United States (57%), France (54%), and Sweden (48%). The numbers of fathers who have experienced such feelings in the workplace are relatively less in the Asian countries: 33% in Korea, 27% in Japan, and 23% in Thailand.

Fig. II-4-3 b. Burdened by the duties at one’s workplace (Fathers)

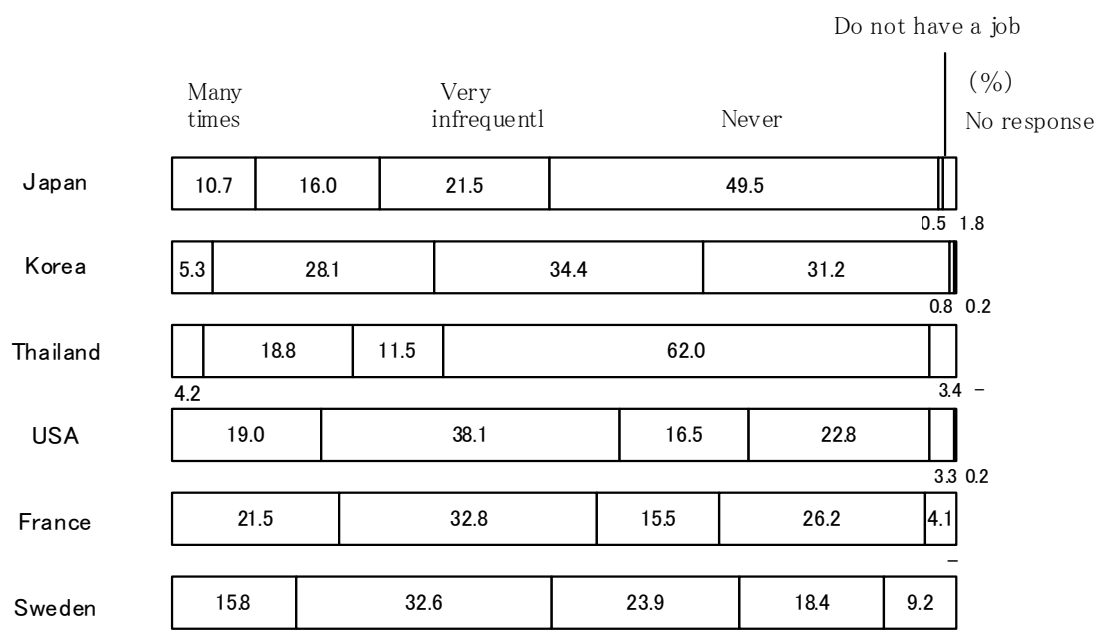


Fig. II-4-4 b. Burdened by the duties at one's workplace (Mothers)

	Many times	Sometimes	Very infrequently	Never	Do not have a job	(%) No response
Japan	6.1	11.0	9.6	22.4	48.3	2.6
Korea	5.6	11.7	12.9	5.0	64.0	0.8
Thailand	4.8	13.9	11.9	43.8	25.7	-
USA	15.1	23.9	13.6	18.4	27.6	1.3
France	10.7	24.5	15.0	24.3	25.6	-
Sweden	13.4	33.2	21.2	18.1	14.1	-

For mothers who have experienced feelings of burden, the highest is 47% in Sweden and is much greater than the percentage of fathers in the Asian countries. The next highest is 39% in the United States, followed by 35% in France. The percentage of mothers who felt burdened is relatively less in the Asian countries; 19% in Thailand, 17% in Korea, and 17% in Japan. Moreover, the ratio of full-time housewives is the highest in Korea with 64%, followed by 48% in Japan. The United States (28%), France (26%), and Thailand (26%) are about the same, and the lowest is Sweden (14%).

Since full-time housewives would not feel a burden from duties at work, we have excluded those who did not have jobs and recalculated the data with only the employed persons. The resulting data distribution of mothers becomes significantly different. In all the countries, the burdened feeling of mothers is enlarged to exceed that of fathers because the fathers' data is basically unchanged.

Looking at only the subject mothers with jobs, the number of mothers who experienced feelings of burden is the highest in the United States (55%) and in Sweden (54%), followed by 49% in Korea, 47% in France, 35% in Japan, and 25% in Thailand. Since there are many mothers who do not have jobs in Japan and Korea, the burdened feeling of mothers seemed low when we saw the group as a whole. However, if we look at only mothers with jobs, the burdened feeling of mothers weighs quite considerably both in Japan and Korea as well.

Fig. II-4-5 b. Burdened by the duties at one's workplace (Mothers)

(Only Subjects with Jobs)

	Many times	Sometimes	Very infrequently	Never	(%)
Japan	12.4	22.3	19.5	45.7	
Korea	15.8	33.3	36.7	14.1	
Thailand	6.4	18.7	16.0	58.9	
USA	21.3	33.7	19.1	25.9	
France	14.3	32.9	20.1	32.7	
Sweden	15.6	38.6	24.7	21.0	

Next, we created a table to show the difference between mothers and fathers in each country in having experienced feelings of burden from duties in the workplace. Fathers in France and the United States show more frequent experiences of burdened feelings at work than the mothers do in each country. The differences between genders are 19% in France and 18% in the United States for the total sample population in each country. Although the difference diminishes for only the subjects with jobs, the burdened feelings of fathers still remain higher as the differences between genders are 9% in France and 4% in the United States. In Korea, the frequency of feelings of burden is high among the fathers, and the difference between genders is large (16%) among the total subjects. For only the subjects with jobs, however, the number of mothers who experienced the feelings of burden is greater than that of fathers with -15% of difference by gender, showing that Korea has the most intense gender difference. Japan also has a high percentage of feelings of burden by fathers, as well as a large difference by gender (10%) for the total sample population. This trend, however, becomes the opposite for only the subjects with jobs in which a higher percentage of mothers expressing these feeling with a difference of -7%. Although Thailand and Sweden also show similar trends in that the percentages by gender become opposite for the subjects with and without jobs, the difference between genders in having experienced these burdens is essentially quite small. The difference between genders in the total sample subjects is 4% in Thailand and 2% in

Sweden. The differences in the employed subjects only are -1% in Thailand and -1% in Sweden.

From these results, as similar to the feeling of burden related to housework and childcare, there is equality between mothers and fathers with the heavy burdened feeling in Sweden, and there is “equality between mothers and fathers with the light burdened feeling” in Thailand. In the United States and France, there are differences by gender wherein the numbers of fathers who felt burdened are greater than those of mothers. In Korea and Japan, since there are many full-time housewives, fathers felt the heavier burden than mothers did for the total sample populations, whereas the trends show the opposite for only the subjects with jobs in which the numbers of mothers expressing the heavier burden is greater than those of fathers.

One must be careful in interpreting these results because the feeling of burden in these results is basically subjective. It is necessary to look at other variables in order to analyze actual burdens.

In the next section, we will see the difficulties parents are feeling about balancing and managing family life and work.

Table II-4-2 Burdened feeling by the duties at one's workplace(by gender parents)
(Father - Mother %)

	Total Subjects			Only Subjects with Jobs		
	Fathers	Mothers	Difference	Fathers	Mothers	Difference
Japan	26.7	17.1	9.6	27.4	34.7	-7.3
Korea	33.4	17.3	16.1	33.7	49.1	-15.4
Thiland	23.0	18.7	4.3	23.9	25.1	-1.2
USA	57.1	39.0	18.1	59.2	55.0	4.2
France	54.3	35.2	19.1	56.6	47.2	9.4
Sweden	48.4	46.6	1.8	53.3	54.2	-0.9

c. The Feeling that Work Prevents from Spending Enough Time with Family

We will compare the characteristics of each country by combining persons who felt that one’s work prevented them from spending enough time with their families ”many times” and “sometimes” during the past one month as an indicator of the feeling that work is a restraint for family life. By looking at the two figures, one can see overall that a larger number of fathers express a feeling of being restrained than mothers, and that there are a significant number of mothers who do not have jobs.

The list of countries in the order from the highest percentage of fathers who have felt that work restrained them from spending enough time with their families is as follows: Korea (64%), Sweden (62%), the United States (60%), France (47%), Japan (43%), and Thailand with the lowest rate of 22%.

Fig. II-4-6 c. Felt that work prevented one from spending enough time with his or her family (Fathers)

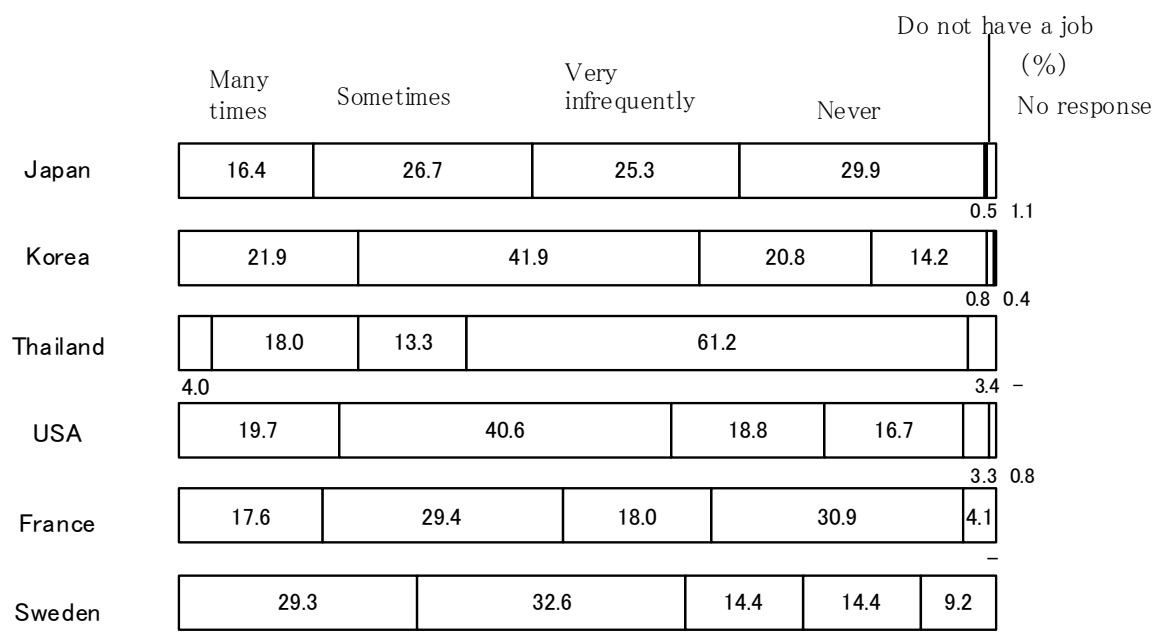


Fig. II-4-7 c. Felt that work prevented one from spending enough time with his or her family (Mothers)

	Many times	Sometimes	Very infrequently	Never	Do not have a job	(%) No response
Japan	5.6	10.4	13.2	20.0	48.3	2.4
Korea	11.3	12.3	7.6	4.0	64.0	0.8
Thailand	2.4	14.9	12.9	44.2	25.7	-
USA	17.2	23.4	11.1	19.5	27.6	1.1
France	11.2	19.6	14.4	29.2	25.6	-
Sweden	26.2	27.7	14.6	17.4	14.1	-

For mothers' feelings of being restrained by work to spend enough time with their families, the highest is 54% in Sweden, which is even greater than the percentages by fathers in France, Japan, and Thailand. Next are the United States (41%) and France (31%), followed by the mothers of Asian countries who seem to have less restrained feelings, Korea (24%), Thailand (17%), and Japan (16%).

However, by excluding full-time housewives and keeping only mothers having jobs, the mothers' restrained feelings appear greatly different. The highest percentage of mothers having jobs who felt restrained by their jobs is Korea (67%), followed by Sweden (63%), the United States (57%), France (42%), Japan (33%), and Thailand (23%). As for Korea and Japan, since there are a number of full-time housewives, the percentage of mothers feeling restrained by their jobs to spend enough time with their families looks small in the total sample populations, while the same percentages for only mothers having jobs is remarkably high. Korea's drastic difference is particularly surprising.

Fig. II-4-8 c. Felt that work prevented one from spending enough time with his or her family (Mothers)

[Only Subjects with Jobs]

	Many time	Sometimes	Very infrequently	Never	(%)
Japan	11.3	21.2	26.9	40.6	
Korea	32.2	35.0	21.5	11.3	
Thailand	3.2	20.0	17.3	59.5	
USA	24.2	32.8	15.6	27.4	
France	15.1	26.4	19.3	39.2	
Sweden	30.5	32.2	17.0	20.3	

Thus, there is a table created to see the difference between fathers and mothers in each country in feeling that their jobs prevent them from spending enough time with their families.

The largest difference between fathers and mothers in feeling work as a restraint appears to be Korea (40%) for the total sample populations, however it is opposite for the employed subjects only in which the percentage of mothers become higher than that of fathers (-3%). There is quite a strong feeling that work is a restraint for spending time with family among the working men and women in Korea. The difference between fathers and mothers for the total sample population diminishes when limiting it to subjects with jobs only: 27% to 11% in Japan, 27% to 6% in the United States, and 16% to 7% in France. Although the same diminishing effect can be observed in Thailand and Sweden, the differences are very small: 5% to 0% in Thailand, and 8% to 6% in Sweden. Again, there is “equality between mothers and fathers with a light feeling of burden” in Thailand, and there is “equality between mothers and fathers with a heavy feeling of burden” in Sweden.

Table II-4-3 c.Felt that work prevented one from spending enough time with his or her family

(Father - Mother %)

	Total Subjects			Only Subjects with Jobs		
	Fathers	Mothers	Difference	Fathers	Mothers	Difference
Japan	43.1	16.0	27.1	43.8	32.5	11.3
Korea	63.8	23.6	40.2	64.4	67.2	-2.8
Thailand	22.0	17.3	4.7	22.8	23.2	-0.4
USA	60.3	40.6	19.7	62.9	57.0	5.9
France	47.0	30.8	16.2	48.9	41.5	7.4
Sweden	61.9	53.9	8.0	68.2	62.7	5.5

d. The Feeling that Family Life Prevented Oneself from Spending Enough Time on One's Work

When looking at the data of the total sample population in each country, the overall percentage of parents who “felt that their family lives prevented them from spending enough time on their jobs” is small in all the countries. There are still fathers who have felt their family lives as restraints (total of “many times” and “sometimes”); there are relatively many in Sweden (26%), followed by Korea (17%), Thailand (16%), the United States (15%), Japan (14%), and France (11%). Similarly, the number of mothers feeling that their family life is a restraint for their jobs is relatively high in Sweden (21%), followed by Korea (17%), Thailand (14%), France (11%), the United States (9%), and Japan (9%). There is almost no difference between fathers and mothers. Although fathers show more restrained feelings than mothers do in the United States, the highest difference is still only 6%.

Fig. II-4-9 d. Felt that family life prevented one from spending enough time for one's work (Fathers)

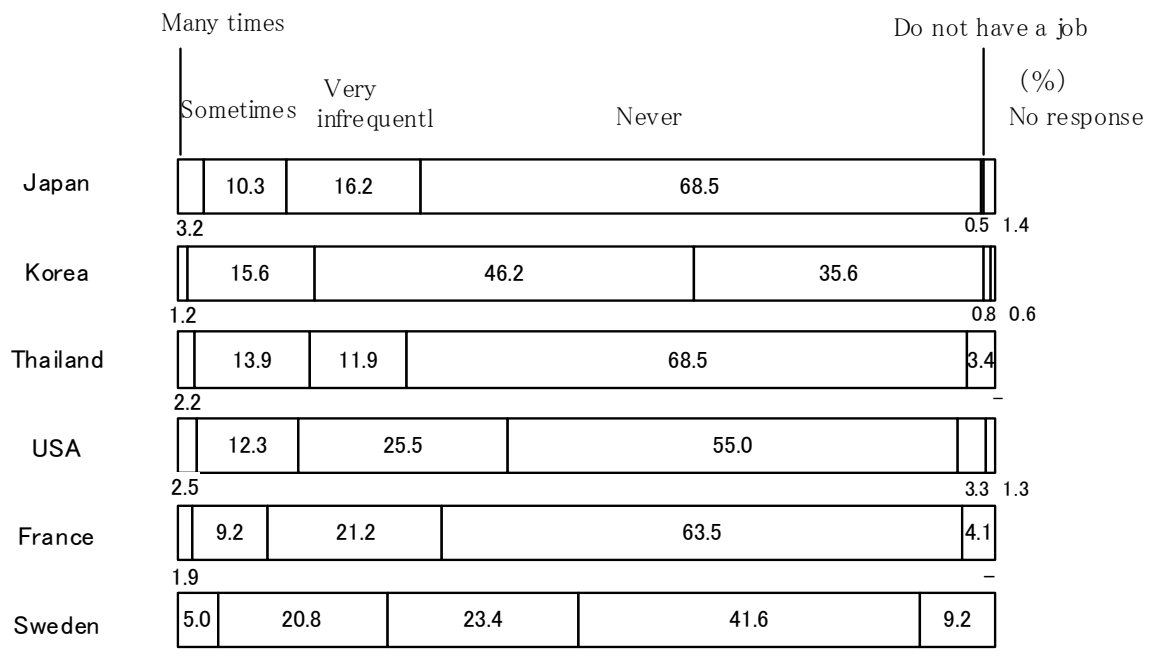
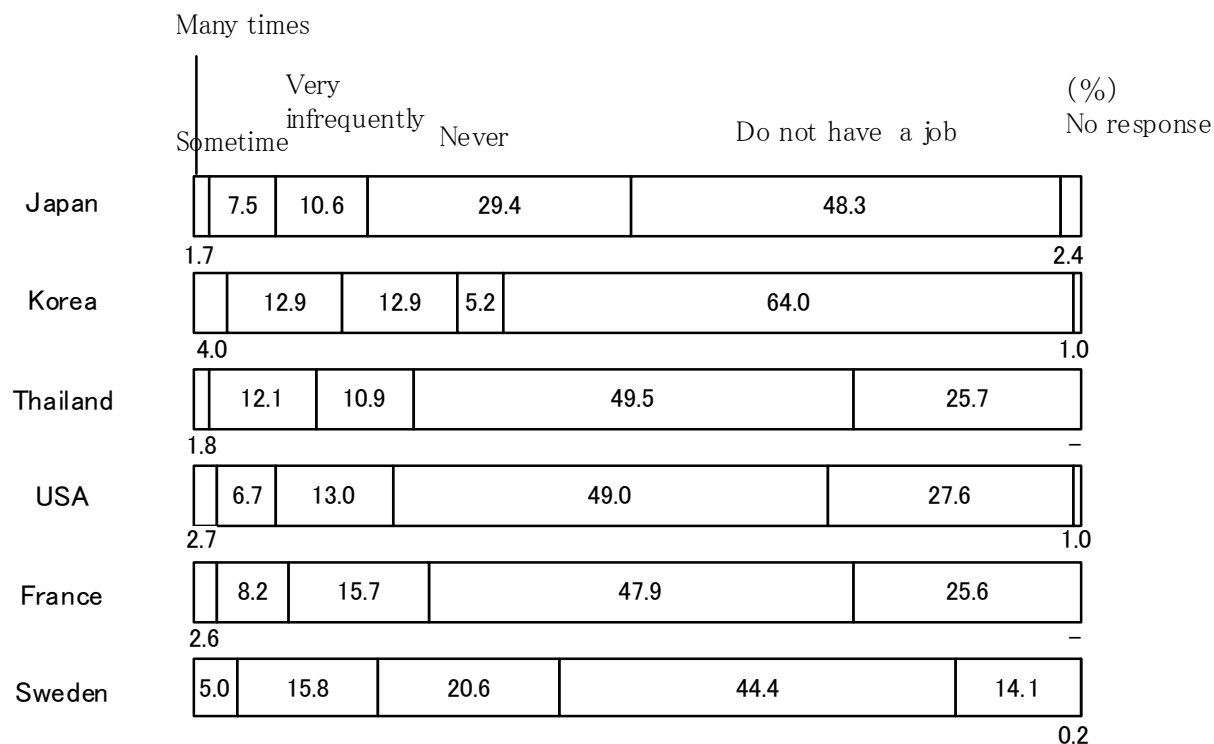


Fig. II-4-10 d. Felt that family life prevented one from spending enough time for one's work (Mothers)



When observing only the employed subjects, the percentage of mothers who have felt that family life is a restraint on their jobs looks significantly different, while the data for fathers does not show much difference from the total sample population data.

Working mothers in Korea have the strongest feeling of family life being a restraint (48%), followed by Sweden (24%), Japan (19%), Thailand (19%), France (15%), and the United States (13%). While differences by gender of parents are small in most of the countries, only the difference by gender in Korea stands out with employed females showing strong feelings of family life as a restraint.

To summarize with regards to the feeling of difficulty in balancing and managing work and family life, parents are feeling unable to fulfill family life because of work, and not the other way around. The background of this emotion is complicated due to the following interrelated factors: the actual amount of burden, how much burden one would take as normal, different expectations for family life and work, and one's gender role stereotype.

Fig. II-4-11 d. Felt that family life prevented one from spending enough time for one's work (Mothers)

[Only Subjects with Jobs]

	Many times	Sometimes	Very infrequently	Never	(%)
Japan	3.5	15.2	21.6	59.7	
Korea	11.4	36.9	36.9	14.8	
Thailand	2.4	16.3	14.7	66.7	
USA	3.8	9.4	18.2	68.6	
France	3.5	11.1	21.1	64.3	
Sweden	5.8	18.4	24.0	51.8	

2. Gender Role Stereotype (Q26)

Q26 [card 24]

Are you in agreement with the idea that “men should work outside the home, while women should look after the family,” or are you opposed?

- 1 I agree
- 2 I'm more in agreement than opposed
- 3 I'm more opposed than in agreement
- 4 I'm opposed
- 5 Don't know

The responses of fathers and mothers to the questionnaire regarding gender roles showed a similar pattern.

First, the combined percentage of “I agree” and “I’m more in agreement than opposed” is high in the countries of the Pacific basin (Korea, Japan, Thailand, and the United States) for both fathers (Fig II-4-12) and mothers (Fig. II-4-13). The actual percentages are as follows: 63% of fathers and 51% of mothers in Korea, 63% of fathers and 52% of mothers in Japan, 59% for both fathers and mothers in Thailand, and 55% of fathers and 59% of mothers in the United States. Both fathers and mothers in Sweden tend to be against the gender roles (fathers 8%, mothers 9%), and France is relatively in the middle (fathers 36%, mothers 27%).

When focusing only on the “I agree” answer, there are a remarkably large number of fathers (43%) and mothers (48%) who agree with the gender roles in Thailand, showing that it is a society with a strong gender role stereotype. In descending order, the other countries following Thailand are Korea (fathers 26%, mothers 17%), the United States (fathers 20%, mothers 25%), Japan (fathers 16%, mothers 9%), France (fathers 10%, mothers 8%), and Sweden (fathers 2%, mothers 3%).

Fig. II-4-12 Gender role – “man should work outside the house, while woman should look after the family” (Fathers)

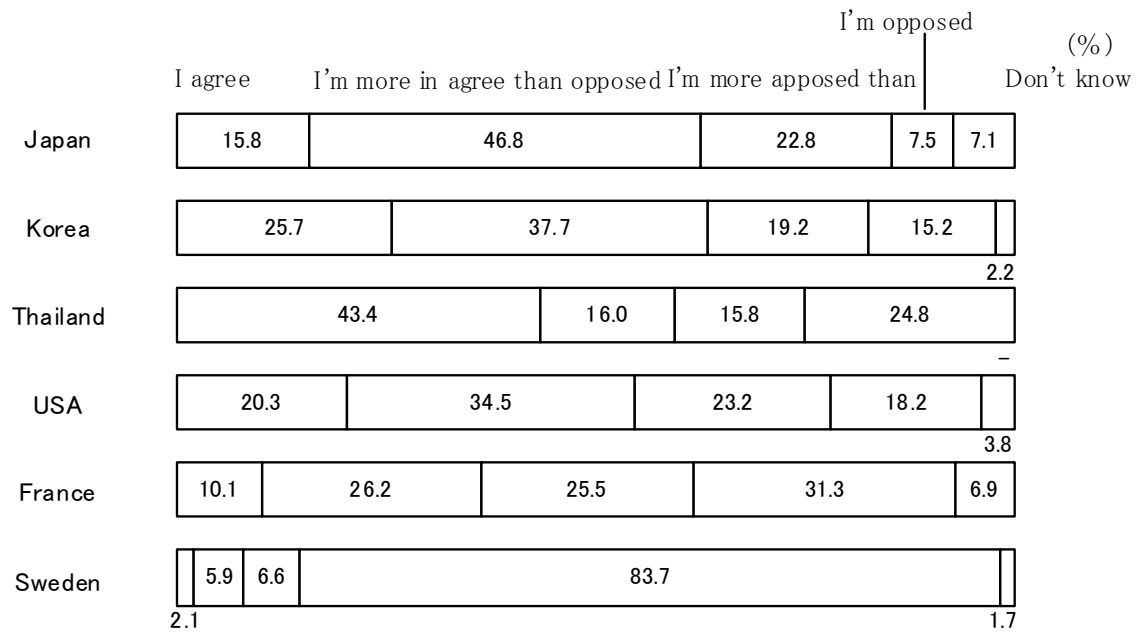
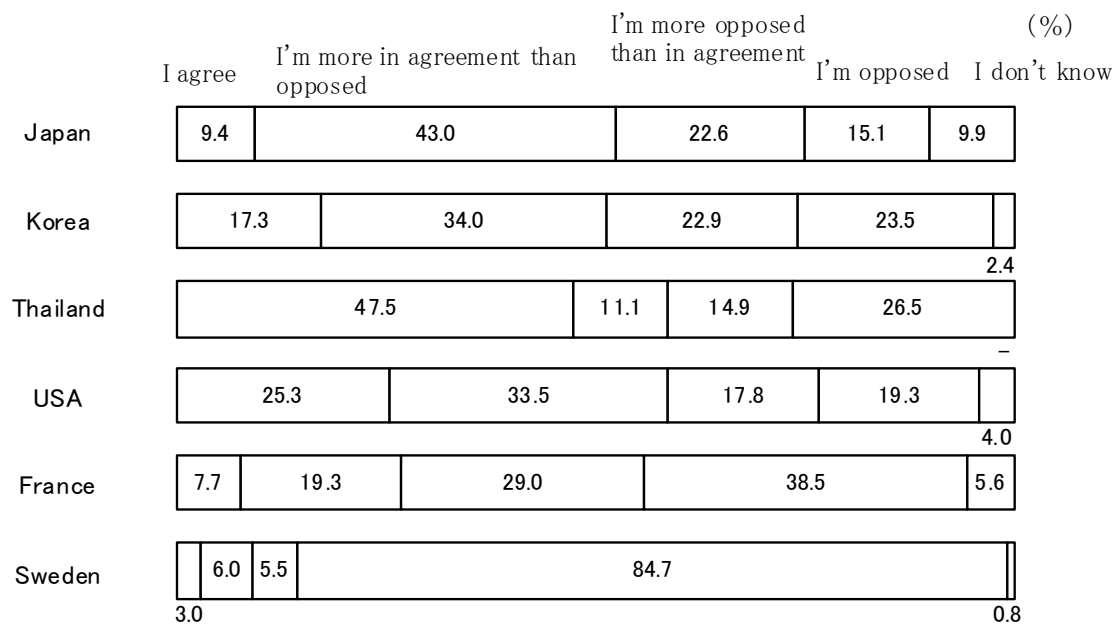


Fig. II-4-13 Gender role – “man should work outside the house, while woman should look after the family” (Mothers)



The following table was created to further see the difference by gender of parents in gender role stereotypes (“I agree” and “I’m more in agreement than opposed”) in each country.

Among the countries of the Pacific basin, Thailand shows the most solid gender role stereotype by both men and women. In Japan and Korea, the gender role stereotype seems to become less solid, and women are leading ahead. In the United States, the number of women who agree with the gender role stereotype is slightly more than men. In France, women are leading toward the diminished gender role stereotype. In Sweden, both women and men clearly oppose the gender role stereotype.

Therefore, the distributions of trends as to the gender role stereotype are quite varied from one country to another, especially among the three Western countries. In the three Asian countries, Korea and Japan show similar trends, but different from Thailand.

Table II-4-4 Gender role - Difference by genders
(Father - mother %)

	Fathers	Mothers	Difference
Japan	62.6	52.4	10.2
Korea	63.4	51.3	12.1
Thailand	59.4	58.6	0.8
USA	54.8	58.8	-4.0
France	36.3	27.0	9.3
Sweden	8.0	9.0	-1.0

3. Balance between Child-Rearing and Work & Genders of Parents

(1) How a Parent Wants to Manage the Balance between Raising a Child and Work (Q25a)

Q25a [card 22]

How do or would you yourself wish to manage the balance between raising a child and work?

(ask everyone, even if not working)

- 1 I want to/would give precedence to work rather than child-rearing
- 2 I want to /would involve myself in both equally
- 3 I want to/would give precedence to child-rearing rather than work

As to balancing child rearing and work, we first asked parents how they would wish to manage the balance between raising a child and working. As a general trend, many fathers responded that they would want to prioritize child rearing and work equally, while the reality varies depending on the country. Mothers in all countries tend to give work a lower priority and clearly place a much higher priority on child rearing, although there seems to be more or less an intention of balancing child rearing and work.

There are three groups into which fathers can be categorized based on their answers. The first group of fathers gives work a higher precedence over child rearing, and Japan and Korea belong to this group. 29% of Japanese fathers give their work precedence, 64% have the intention to balance both work and child rearing, and only 7% give child-rearing precedence over their work. For Korean fathers, 26% give their work precedence over child rearing, 49% have the intention to balance work and child rearing, and 25% give child-rearing precedence. The second group of fathers comprises of Thailand, the United States, and France. The countries of this group show similar trends; around 5 percent of fathers give their work precedence, about 70% have the intention to balance both work and child-rearing, and 21% to 26% give child-rearing precedence. The unique third group consists of Sweden, where approximately 1% of fathers give precedence to work, 52% have the intention to balance work and child-rearing, and 47% give precedence to child-rearing.

There are roughly two groups into which mothers' responses can be categorized. The first group of mothers gives child-rearing a higher precedence over work, and the countries belonging in this group are Korea (70%), the United States (64%), and Sweden

(61%). The second group of mothers is characterized by either giving precedence to work or having an intention to manage the balance of both work and child-rearing. Thailand (50% intend to balance both, 47% give child-rearing precedence) and France (54% intend to balance both, 44% give child-raising precedence) are typical of this group with the comparable number of mothers for each answer around 50%. Japan (41% intend to balance both, 56% give child-rearing precedence) is also close to these countries in this group.

Fig. II-4-14 Balance between child rearing and work (Fathers)

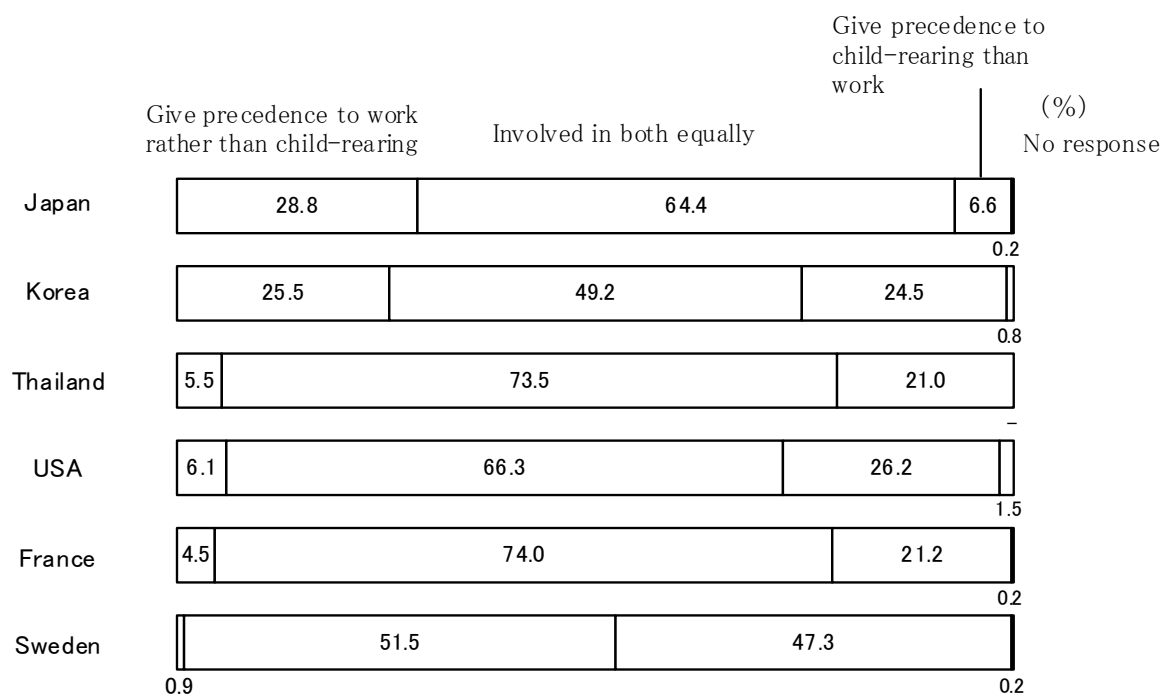
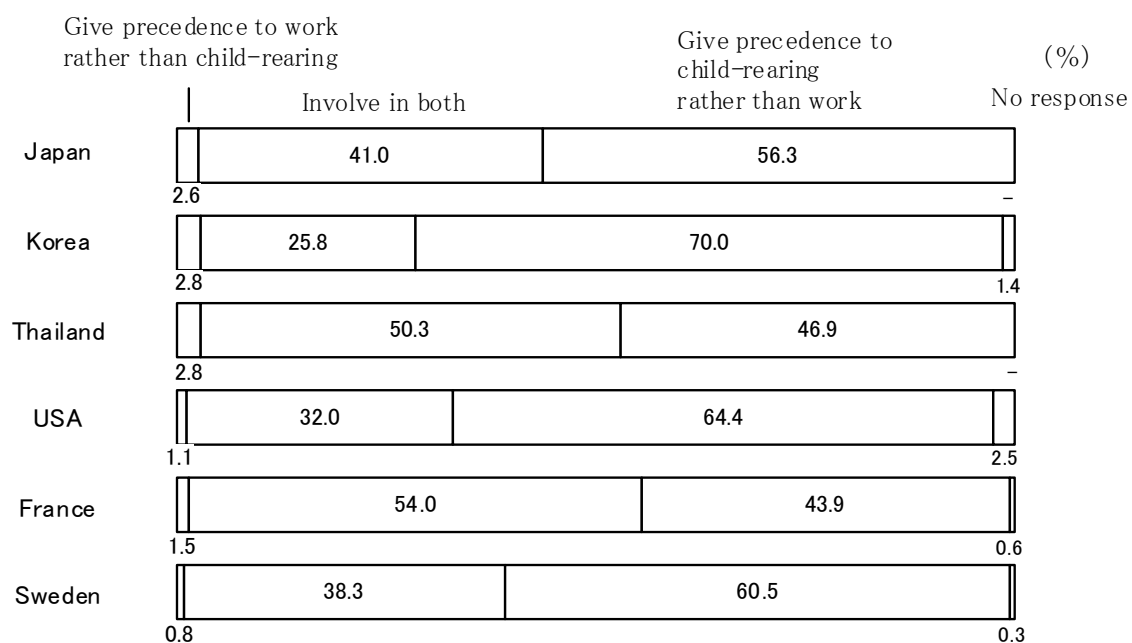


Fig. II-4-15 Balance between child rearing and work (Mothers)



(2) How a Parent Wants His/Her Spouse/Partner to Manage the Balance between Raising a Child and Work (Q25b)

Q25b [card 23]

How do or would you wish your partner to manage the balance between raising a child and work? (ask everyone, even if spouse/partner is not working)

- 1 I want/would want him/her to give precedence to work rather than child-rearing
- 2 I want/would want him/her to involve himself/herself in both equally
- 3 I want/would want him/her to give precedence to child-rearing rather than work
- 4 I do not have a spouse/partner

Next, we asked parents how they want their partners to manage the balance between raising a child and work.

Comparing Fig.II-4-14 (father's attitude towards balancing) and Fig.II-4-17 (mother's expectation for father's attitude towards balancing), both figures appear to have almost similar patterns, and it turns out that the father's attitude and the mother's expectation are basically not so far apart. Likewise, as also see in Fig.II-4-15 (mother's attitude towards balancing) and Fig.II-4-16 (father's expectation for mother's attitude towards balancing) that the mother's attitude and the father's expectation are basically not so far apart.

Moreover, the percentage of single parents is high in the three Western countries, and Japan's percentage of single parents is following those countries. In general, the number of single mothers is more than that of single fathers in all the countries, and the number of single mothers in France especially stands out (16% of single mothers, 4% of single fathers).

Fig. II-4-16 Expectation on partner(wife) for managing the balance between raising a child and work (Fathers)

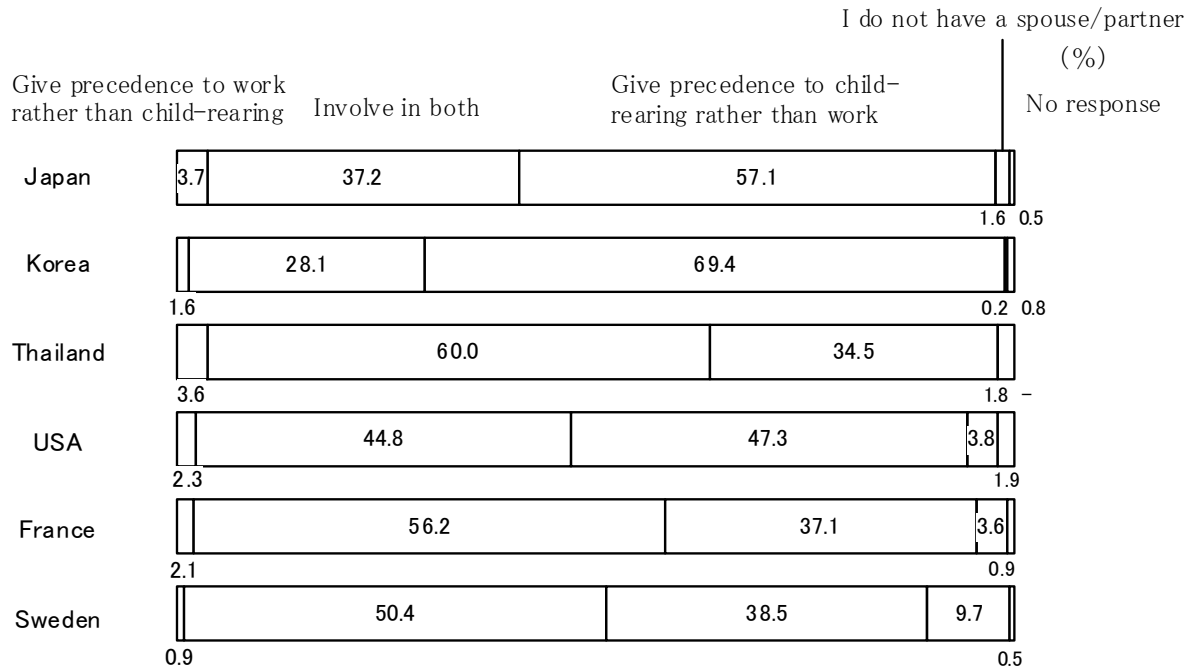
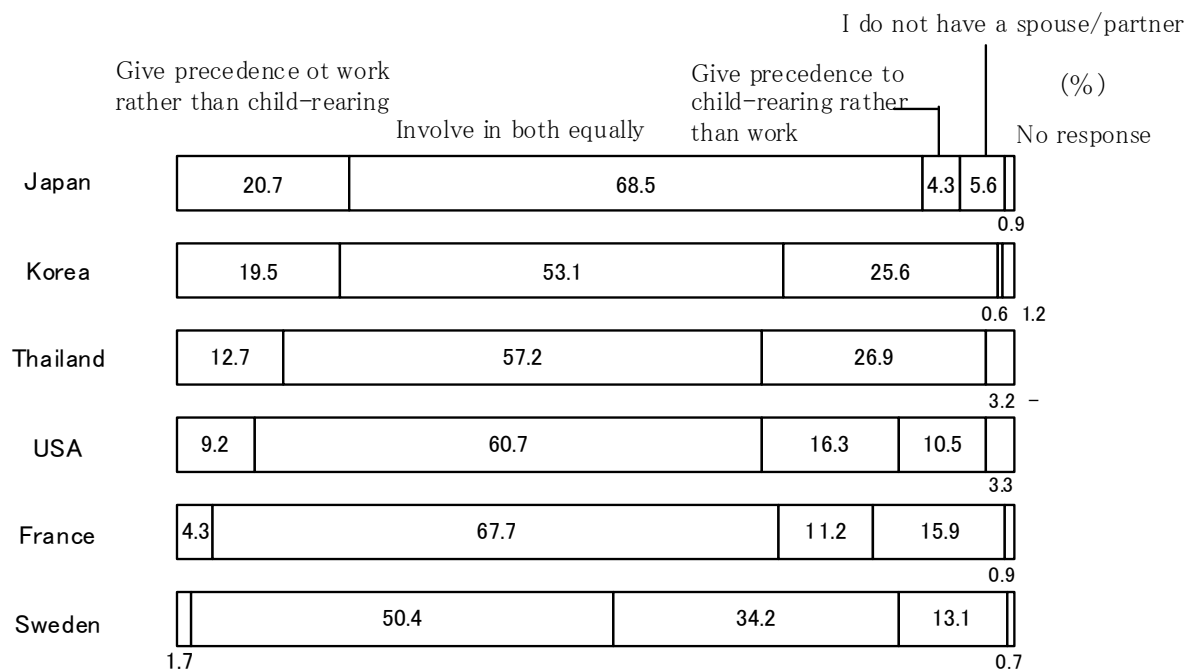


Fig. II-4-17 Expectation on partner(husband) for managing the balance between raising a child and work (Mothers)



Furthermore, let us look at the data excluding those who do not have partners/spouses (Fig.II-4-18 and Fig.II-4-19). There is a small gap between the intention to balance work and child rearing, and the intention to give child-rearing precedence over work, as observed in Thailand, the United States, and Sweden. As for the intention to manage the balance of both work and child rearing, the expectation of fathers for their wives is more than 10% higher than that of wives of themselves. (Thailand: 50% for mothers themselves and 61% of fathers expect, United States: 32% of mothers themselves and 48% of fathers expect, Sweden: 38% of mother themselves and 65% of fathers expect). In other words, mothers do not necessarily meet the expectation by fathers to manage the balance between child rearing and work, but they do indeed give a spontaneous precedence to child rearing.

Fig. II-4-18 Expectation on partner(wife) for managing the balance between raising a child and work (Fathers)

[only who has spouse/partner]

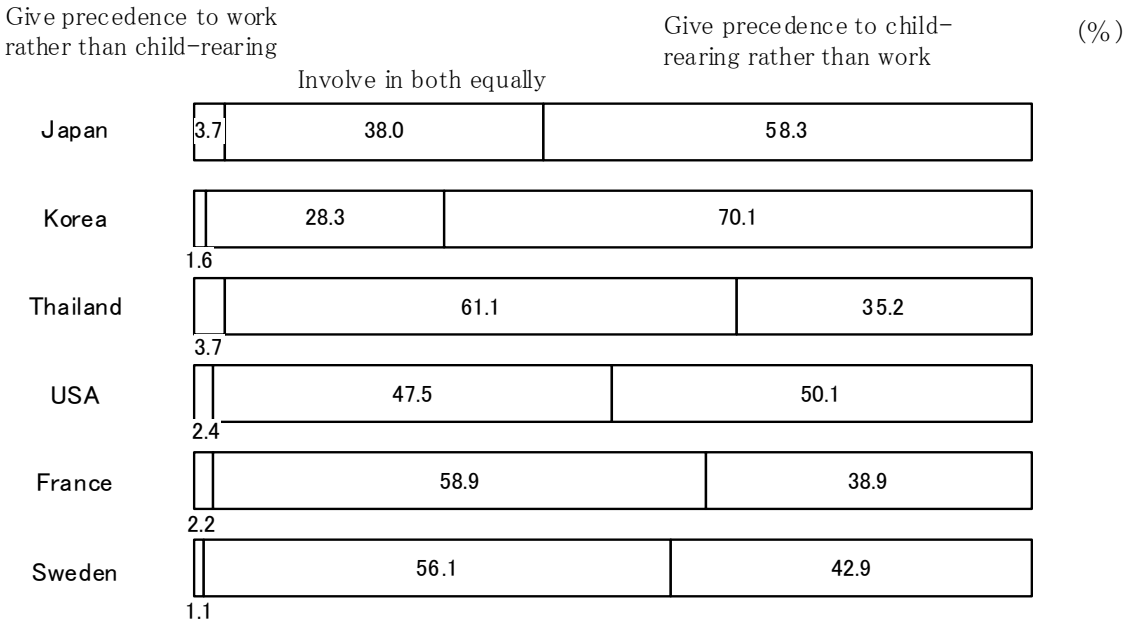
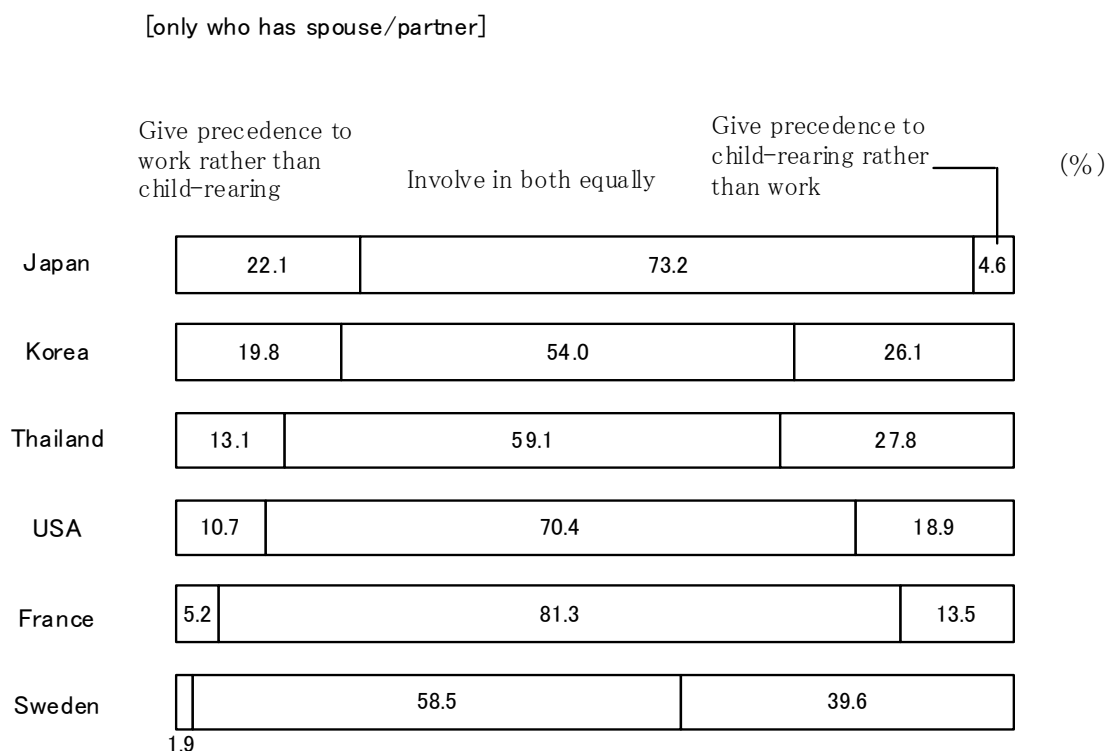


Fig. II-4-19 Expectation on partner(husband) for managing the balance between raising a child and work (Mothers)



(3) Gender Balance in Child-rearing and Work

Cross-tabulation of the responses to Q25 “a. Views on how you should manage your own balance” and “b. Expectations of your partner,” produces 9 logical combinations. Fig.II-4-20 represents the distribution of views on a desirable child-rearing/work balance for couples from a father’s perspective; Fig.II-4-21 represents this from a mother’s perspective. (Single-parent cases were omitted as irrelevant.) The most popular of these 9 types have been identified and named in line with their content.

Trends observed in the 6 countries as a whole indicated that the “Gender Equal” type where the mother and the father both engage in child-rearing and work on an equal basis, ranked first. Second was the “Dual Role Father” type where the father engages in both child-rearing and work on an equal basis, but the mother gives precedence to child-rearing, and this is particularly popular among women. Third was the “Childcare Oriented” type where both parents give priority to childcare, equally popular among men and women. Fourth was the traditional “Gender Roles” type in which the father gives precedence to work and the mother to child-rearing. No difference between men and

women was observed. Fifth came the “Dual Role Mother” type where the father gives precedence to either childcare or work and the mother engages in both child-rearing and work on an equal basis. In this type, mothers do not favor the father giving precedence to childcare.

Summarizing trends by country we see that in Japan, “Dual Role Father” was the most popular type (fathers 36%; mothers 43%), “Gender Equal” ranked 2nd (fathers 27%; mothers 29%), and “Gender Roles” ranked 3rd (fathers 17%; mothers 12%). In Korea, “Dual Role Father” ranked 1st (fathers 28%; mothers 33%); “Childcare Oriented” ranked 2nd (fathers 23%; mothers 24%), “Gender Equal” ranked 3rd (fathers 21%, mothers 20%), and “Gender Roles” ranked 4th (fathers 20%; mothers 14%). Japan and Korea were similar, differing only in the existence or absence of the “Childcare Oriented” type.

In Thailand, “Gender Equal” was by far the most popular type (fathers 59%; mothers 43%); “Childcare Oriented” ranked 2nd (fathers 18%; mothers 24%), and “Dual Role Father” ranked 3rd (fathers 15%; mothers 16%). In the United States, “Gender Equal” ranked first (fathers 43%; mothers 29%), “Dual Role Father” second (fathers 23%; mothers 41%), and “Childcare Oriented” third (fathers 22%; mothers 19%). In France too, “Gender Equal” was by far the most popular (fathers 51%; mothers 49%); “Dual Role Father” ranked 2nd (fathers 22%; mothers 31%), and “Childcare Oriented” ranked 3rd (fathers 16%; mothers 12%). In Sweden, “Gender Equal” ranked 1st (fathers 45%; mothers 37%), while “Childcare Oriented” ranked 2nd (fathers 36%; mothers 38%), and “Dual Role Fathers” ranked 3rd (fathers 7%; mothers 21%). “Gender Equal” was strongly favored in these 4 countries and they had relatively similar patterns, but the popularity of the “Childcare Oriented” type in Sweden stood out.

This data shows that Japanese fathers are the most likely to give precedence to their work and Swedish fathers are the most likely to give precedence to childcare, reflecting mothers’ and fathers’ work circumstances and their expectations of each other.

4. Taking Time Off from Work for Childbirth or Childcare

(1) Experience in Taking Time off from Work for Childbirth or Childcare (Q9a)

Q9a [card 4]

During the period after (NAME OF CHILD) was born to when (NAME OF CHILD) reached three years of age, did you take time off from work or are you taking time off from work for childbirth or childcare now?

- 1 I took time off from work (I'm taking time off from work now)
- 2 I did not take time off from work (I am not taking time off from work now)
- 3 I gave up my job
- 4 I did not have a job
- 5 Not applicable (adopted or stepchild, etc.)

There are in fact a number of fathers who have taken time off from work for childbirth or childcare. Sweden especially has by far the most number of fathers (77% of the entire sample subjects, 91% within the employed subjects only), thus taking time off from work for childbirth or childcare seems to already be considered as a matter of course. The countries following Sweden, with nearly half of the total number of fathers, are the United States (49% of the total, 91% of the subjects with jobs only), France (44% of the total, 46% of the subjects with jobs only), and Japan (45% of the total, 46% of the subjects with jobs only). These numbers are close to the number of fathers who have not taken time off from work for childbirth or childcare (45% in the United States, 53% in France, and 54% in Japan only for the sample subjects with jobs). However in Korea and Thailand, fathers who have taken time off from work for childbirth or childcare are a minority (12% in Korea and 19% in Thailand for each of the sample subjects with jobs), and fathers who do not take time off from work for childbirth or childcare (88% in Korea and 80% in Thailand, only for the sample subjects having jobs) are by far the majority. Further, around 10% of fathers did not have a job in Thailand and Sweden (Fig. II-4-20).

Fig. II-4-20 Taking time off from work for childbirth or childcare (Fathers)

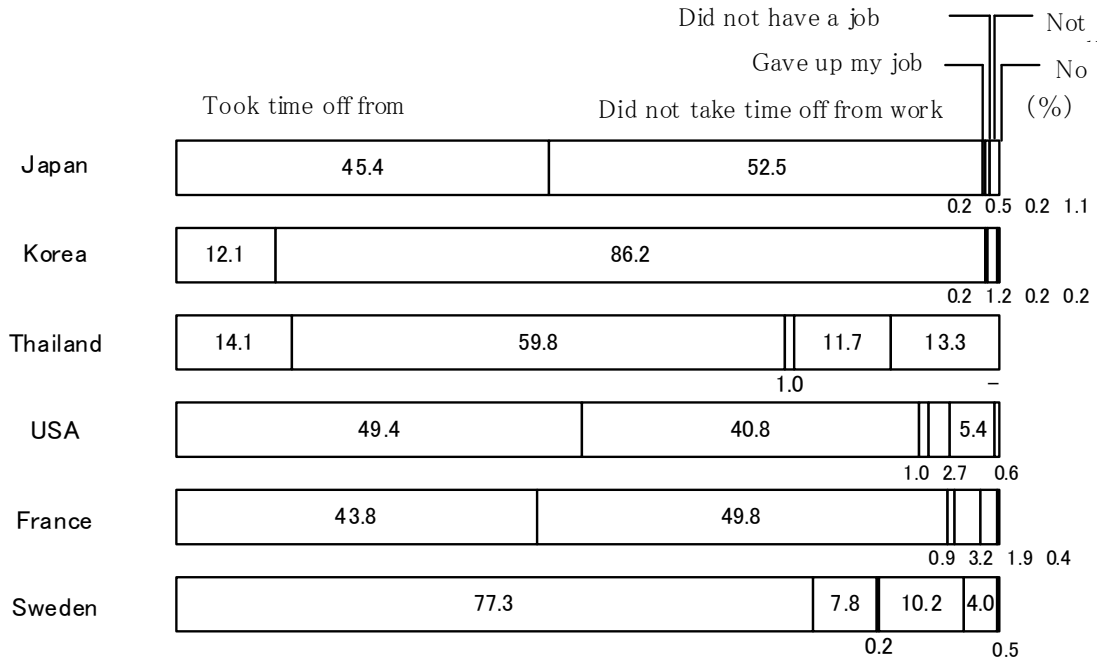
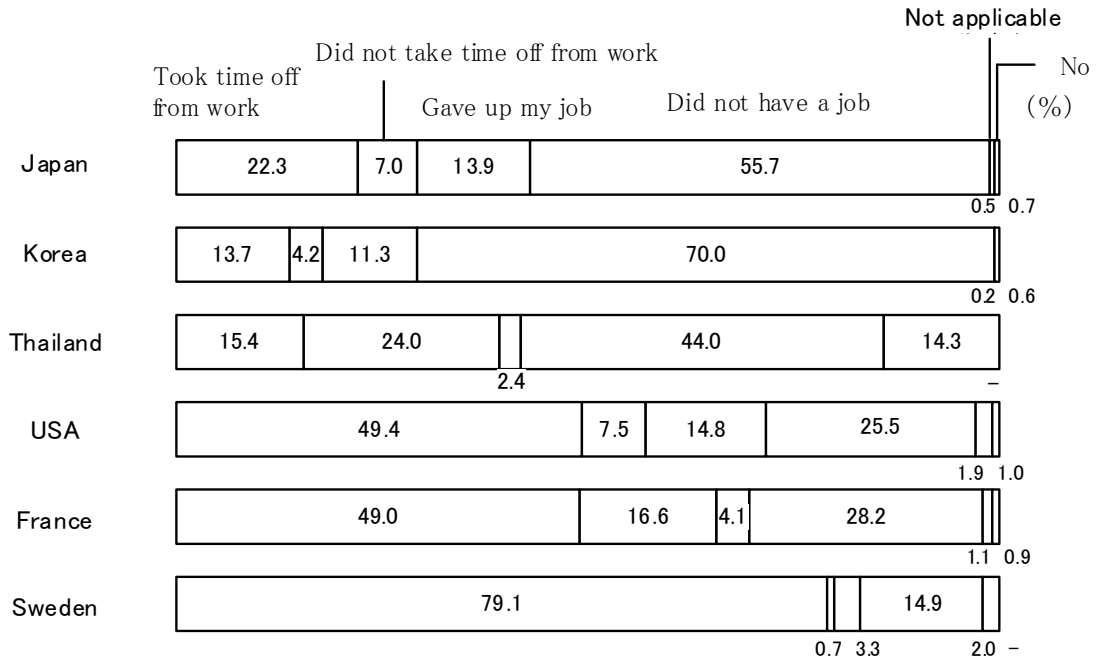


Fig. II-4-21 Taking time off from work for childbirth or childcare (Mothers)



Most mothers answered either “I did not have a job” or “I took time off from work.” The rate of mothers who answered “I did not have a job” is the highest in Korea (70%), followed by Japan (56%) and Thailand (44%) from the other Asian countries, then by France (28%), the United States (26%), and Sweden (15%) (Fig. II-4-21 total sample subjects). The number of mothers with jobs whose responses were “I took time off from work” is the highest by far in Sweden (95%), followed by France (70%) and the United States (70%) from the other Western countries, then by Japan (52%), Korea (47%), and Thailand (37%) (Fig. II-4-25 subjects with jobs only). Moreover, mother’s responses of “I gave up my job” stands out in Korea (39%), Japan (32%), and the United States (21%) (subjects with jobs only). On the other hand, mother’s answers of “I did not take time off from work” stands out in Thailand (57%) and France (24%) (sample subjects with jobs only). It is probably due to the backgrounds of those two countries: the support from relatives in Thailand and the development of a system for taking care of babies in Sweden.

Let’s summarize the characteristics of each country based on these results.

It appears to be common in Sweden that both men and women take time off from work for childbirth or childcare and then continue to work afterwards.

In the United States and France, about half of men and women are taking time off from work for childbirth or childcare. The remaining percentage of men do not take time off from work, whereas the remaining percentage of women either do not have a job or give up their jobs. Looking at mothers with jobs only, 70% of women in both countries are taking time off from work, and the remaining 30% of women do not take time off in France and give up their jobs in the United States.

Generally in Korea, a great number of mothers are full-time housewives at the time of childbirth or childcare, and the fathers are not taking time off from work. For mothers with jobs only, about half of mothers take time off from work and continue with the jobs afterwards, while 40% of mothers give up their jobs.

Though there are also a large number of full-time housewives in Japan next to Korea, relatively more fathers are taking time off from work compared to Korea. For mothers with jobs only, like mothers in Korea, about half of mothers take time off from work and continue with the jobs afterwards, whereas 30% of mothers give up their jobs.

Thailand is a little unique. More than 10% of both fathers and mothers chose “inapplicable”, and 40% of mothers and 10% of fathers do not have a job. Looking at the subjects with jobs only, there are a large number of fathers and mothers who do not take time off from work (80% of fathers, 67% of mothers).

Viewing the family life and work in terms of taking time off from work for childbirth or childcare, Sweden and Korea show both extreme, while the four other countries are in between showing unique characteristics of their own.

Fig. II-4-22 Taking time off from work for childbirth or childcare (Fathers)

(Fathers with job only)

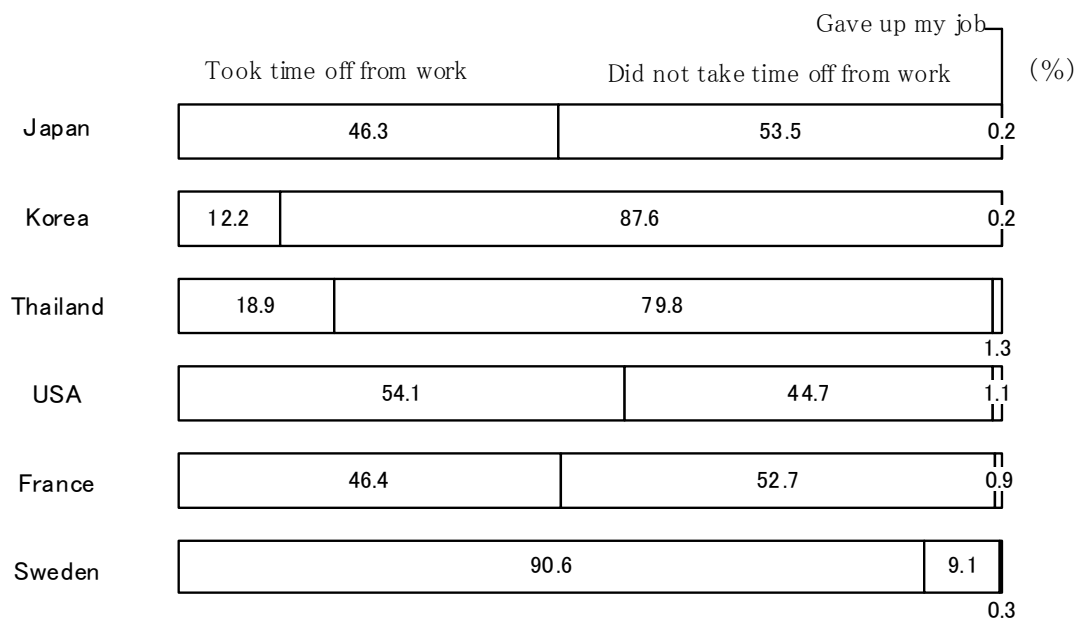
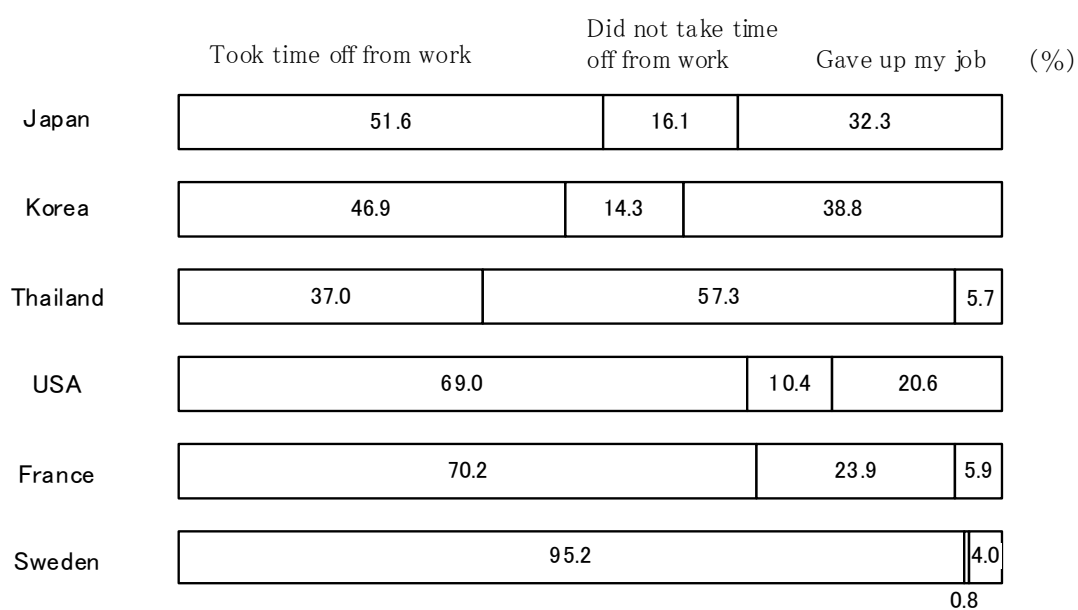


Fig. II-4-23 Taking time off from work for childbirth or childcare (Mothers)

(Mothers with job only)



(2) Duration of Time off from Work for Childbirth and Childcare (Q9b)

[ask Q's. 9b and 9c if answered "took time off from work/ I am taking time off from work now" in Q.9a]

Q9b [card 5]

How much time did you take off in total?

- | | |
|---------------------------------|----------------------------------|
| 1 3 days or less | 6 More than 2 months to 3 months |
| 2 4 days to one weeks | 7 More than 3 months to 6 months |
| 3 More than 1 week to 2 weeks | 8 More than 6 months to 1 year |
| 4 More than 2 weeks to 1 month | 9 More than 1 year to 2 years |
| 5 More than 1 month to 2 months | 10 More than 2 years |

We asked how much time parents took off in total and the question was asked only to the parents who answered "took time off from work" in the previous question. Overall in all the countries, mothers tend to take an extended time off and fathers tend to take a short time off, though there are variations depending on country.

In Korea and Japan, the majority of fathers took time off from work for only 3 days or less (80% in Korea, 62% in Japan) and 1 week to 2 weeks at the most. In Thailand, the United States, and France, most fathers took time off from work from 3 days to 1 week (69% in Thailand, 50% in United States, 56% in France), though the distribution is also somewhat stretched to 1 month and 3 months. However in Sweden, only 5% of fathers took time off for less than 1 week. Many fathers are taking time off for at least 2 weeks (35%) or 1 to 2 months (29%), or even for 3 to 6 months (24%). There are even a few fathers who took a long time off of less than 1 year (5%).

As for mothers, the majority of mothers in Sweden take time off from work for up to 1 year (42%) or 2 years (46%). In France, the distribution is high for more than 2 years (40%), up to 3 months (18%), and up to 6 months (17%). In the United States, although there are relatively a large number of mothers who take time off from work for up to 2 months (18%) and up to 3 months (19%), it is spread over various periods. For Thailand, it is clear that the majority of mothers take time off up to 3 months (49%), up to 2 months (23%), and up to 2 months (23%). The durations of time off from work taken by Thai mothers are relatively short compared to the other countries. In Korea, it is nearly 60% with up to 3 months (25%), up to 3 months (20%), and up to 1 month (12%) combined, and

19% of mothers also take more than 2 years off. Japan's distribution is similar to the United States' spreading over different periods of time, while up to 1 year seems to be common. To summarize the mothers' data, Sweden and Thailand are at extreme ends in which Sweden is longer and Thailand is shorter in terms of mothers taking time off from work. In France and Korea, both long and short periods of time are equally observed. The period of time off from work taken by mothers in the United States and Japan varies over the different durations.

To see the characteristics of each country from the results, both men and women are taking a long time off in Sweden, and both men and women are taking only a short time off in Thailand. For Korea, though the duration still varies, men take a short time off, while women take relatively longer periods of time off. The durations of time off from work taken by men in the United States and France are relatively long compared to men in the other countries. In Japan, men take shorter amounts of time off and the duration of women's time off from work varies over different periods of time.

Fig. II-4-24 Duration of time off form work for childbirth and childcare (Fathers)

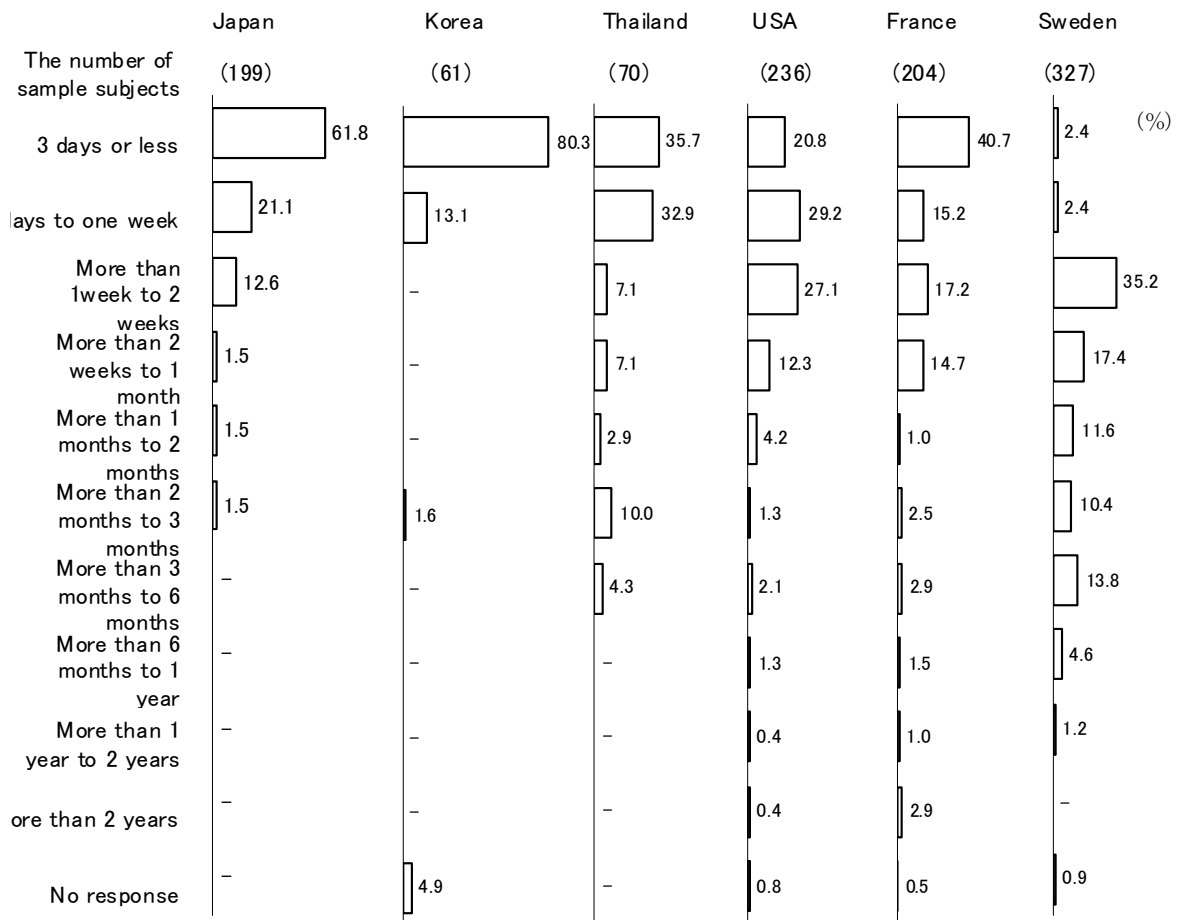
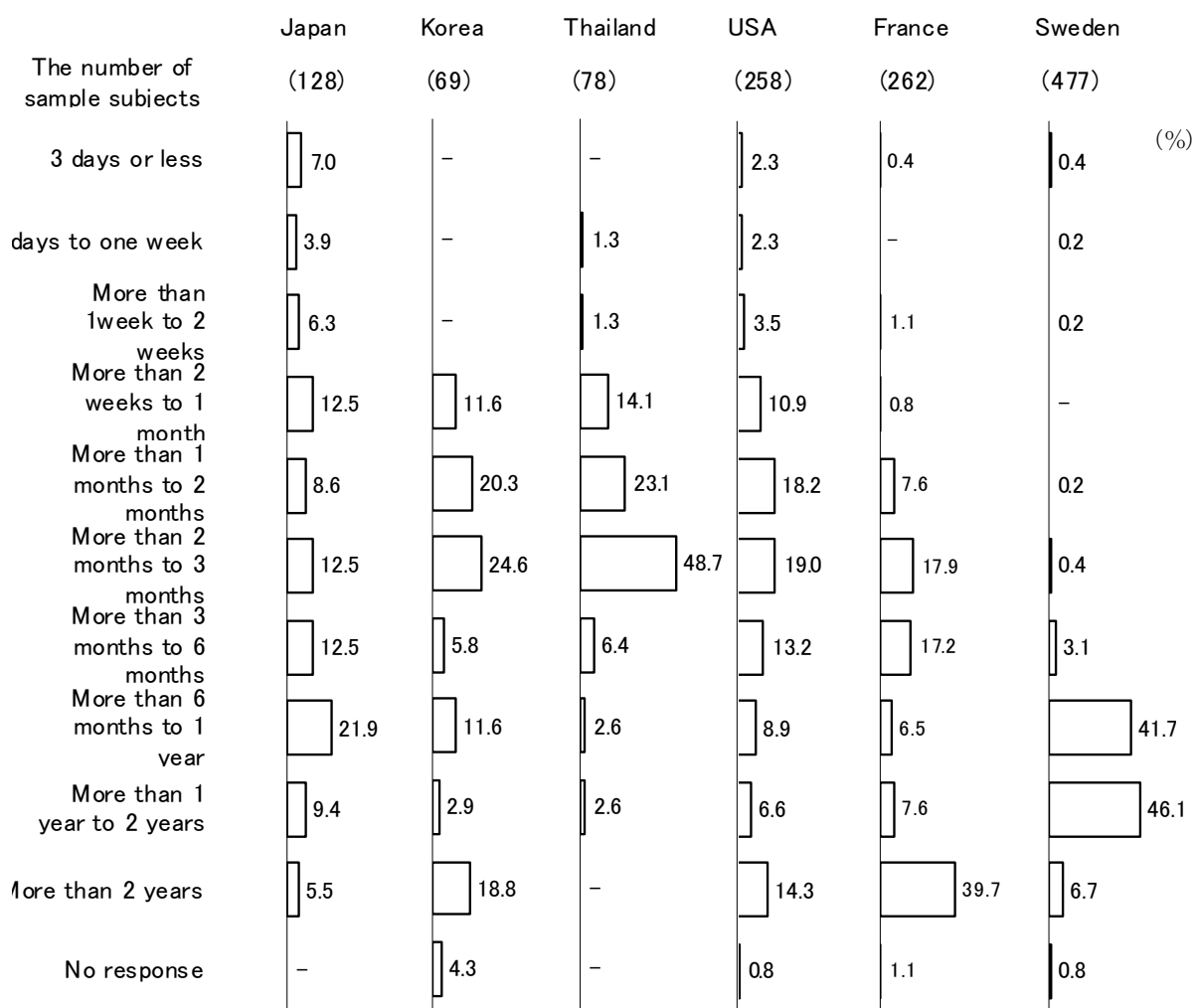


Fig. II-4-25 Duration of time off form work for childbirth and childcare (Mothers)



(3) Types of Leave Used to Take Time off from Work for Childbirth or Childcare

[For the person who answered “1. took time off from work” in question 9a]

Q9c [card 6]

When you took time off from work, what type of leave did you take?

Please choose all items that apply. (M.A.)

- 1 Paid leave, sickness leave (paid), summer vacation leave (paid), etc.
- 2 Maternity leave (paid)
- 3 Paternity leave (paid)
- 4 Parental leave (paid)
- 5 Absence from work (unpaid)
- 6 Parental leave (unpaid)
- 7 Freelance / self-employed, so arranged work days to suit myself
- 8 Other (Please specify _____)

Overall, fathers tend to make use of such “(paid) paternity leave” as “paid leave, (paid) sickness leave, (paid) summer vacation leave, etc.” In Japan and the United States, not many fathers utilize a system of leave for childbirth or childcare, but they are taking a general (unpaid) leave or time-off arranged by themselves. For Sweden and France, the paternity leave (paid) system seems to be assuring a number of fathers in taking time off from work. As for Korea and Thailand, although there are basically a small number of fathers taking leave, the common types of leave used are paternity leave (53%) and paid leave (23%) in Korea, and paid leave (41%) and paternity leave (20%) in Thailand.

As for mothers, the use of “(paid) maternity leave” is common in all countries, except in Korea wherein “freelance / self-employed, so arranged work days to suit myself” shows the highest percentage. For Asian countries (Japan, Korea, Thailand), the use of (paid) parental leave is less common, and there is no such type of leave as a paid parental leave in the United States. A system of paid parental leave is established in France and Sweden, thus it is more utilized than in the other countries. However, there could have been a subtle mistake in the translated questionnaire that resulted in the unexpectedly low utilization rates of (paid) parental leave for both fathers and mothers in Sweden.

Table II-4-5 Types of leave used to take time off from work for childbirth or childcare (Fathers %)
(Multiple Answer)

Countries	Japan	Korea	Thailand	USA	France	Sweden
The # of sample subjects	(199)	(61)	(70)	(236)	(204)	(327)
Ranking 1st	Paid leave 69.8	Paternity leave 52.5	Paid leave 41.4	Paid leave 60.2	Paternity leave 70.1	Paternity leave 81.7
2nd	Arrange own time off 12.6	Paid leave 23.0	Paternity leave 20.0	Absence from work (unpaid) 15.3	Parental leave (paid) 12.7	Paid leave 24.5
3rd	Maternity leave 7.5	Maternity leave 13.1	Absence from work (unpaid) 15.7	Arrange own time off 9.7	Maternity leave 3.9	Parental leave (paid) 15.9
4th	Paternity leave 5.0	Arrange own time off 9.8	Arrange own time off 14.3	Paternity leave 7.2	Parental leave (unpaid) 3.9	Absence from work (unpaid) 4.0
5th	Absence from work (unpaid) 4.5	Parental leave (unpaid) 3.3	Parental leave (paid) 5.7	Parental leave (paid) 4.7	Absence from work (unpaid) 3.4	Arrange own time off 3.4
6th	Parental leave (unpaid) 2.5	-	Parental leave (unpaid) 5.7	Parental leave (unpaid) 4.2	Paid leave 2.9	Parental leave (unpaid) 1.5
7th	Parental leave (paid) 1.5	-	-	Maternity leave 0.4	Arrange own time off 2.5	Maternity leave 0.3

Table II-4-6 Types of leave used to take time off from work for childbirth or childcare (Mothers %)
(Multiple Answer)

Countries	Japan	Korea	Thailand	USA	France	Sweden
The # of sample subjects	(128)	(69)	(78)	(258)	(262)	(477)
Ranking 1st	Maternity leave 99.6	Arrange own time off 42.0	Maternity leave 64.1	Maternity leave 39.1	Maternity leave 56.5	Maternity leave 92.2
2nd	Paid leave 21.1	Maternity leave 39.1	Paid leave 14.1	Absence from work (unpaid) 27.5	Parental leave (paid) 39.3	Paid leave 14.5
3rd	Parental leave (unpaid) 20.3	Parental leave (unpaid) 10.1	Absence from work (unpaid) 11.5	Parental leave (unpaid) 18.2	Absence from work (unpaid) 6.5	Parental leave (paid) 9.9
4th	Arrange own time off 14.8	Paid leave 2.9	Absence from work (unpaid) 7.7	Paid leave 15.5	Paid leave 3.1	Absence from work (unpaid) 5.0
5th	Parental leave (paid) 14.1	Parental leave (paid) 2.9	Arrange own time off 7.7	Arrange own time off 10.9	Paternity leave (paid) 1.9	Parental leave (unpaid) 1.9
6th	Absence from work (unpaid) 14.1	Absence from work (unpaid) 1.4	Parental leave (paid) 5.1	Paternity leave (paid) 2.3	Parental leave (paid) 1.5	Arrange own time off 1.7
7th	-	-	-	-	Arrange own time off 1.5	Paternity leave (paid) 0.8

From the data (1) (2) (3) above, both fathers and mothers in Sweden take a long time off from work for childbirth or childcare. It is quite different in Korea where the main pattern is that a father continues to work while a mother devotes herself to take care of a child. Although Japan is similar to Korea, the difference is that a certain number of fathers voluntarily take a short time off from work for childbirth or childcare by the means of paid vacation. For the United States and France, the pattern is rather a mixture of Sweden and Korea with both husbands and wives working and gender roles existing. As for the way of taking time off, a vacation system intended for the time of childbirth or childcare exists in France, while there is no such particular vacation system in the United States, therefore causing most parents in the United States to use a general type of leave. Various patterns exist in Thailand, such as the type with a double-income family deciding to take a short leave or no leave at all, as well as the gender role type in which a father continues to work while a mother devotes herself to taking care of a child.

5. Presence at Childbirth (Q8)

Q8 [Ask women only] When (NAME OF CHILD) was born, was the (biological) father of (name of child) present at the birth?

[Ask men only] When (NAME OF CHILD) was born, were you present at the birth?

- 1 Yes
- 2 No
- 3 Not applicable (adapted, or stepchild, etc.)

The number of fathers who were present at childbirth is the most in Sweden (average 91%) in both responses of fathers and mothers, followed by the United States (average 87%), France (average 73%), Thailand (average 65%), Japan (average 35%), and Korea (average 28%). More than 10% of people in Thailand responded as “not applicable.”

Being present at the birth is an interesting barometer with regards to the father’s participation in childcare. The country with the most number of fathers present at the childbirth shows that the fathers tend to take a longer period of time off from work for childbirth or childcare.

Fig. II-4-26 Experience of present at childbirth (Fathers)

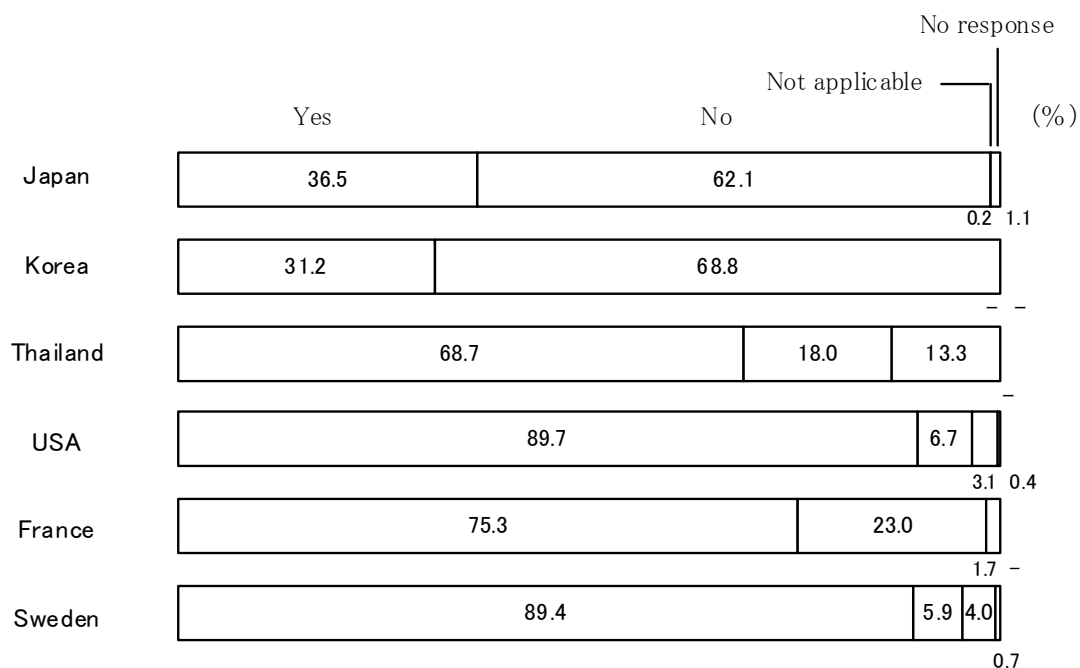
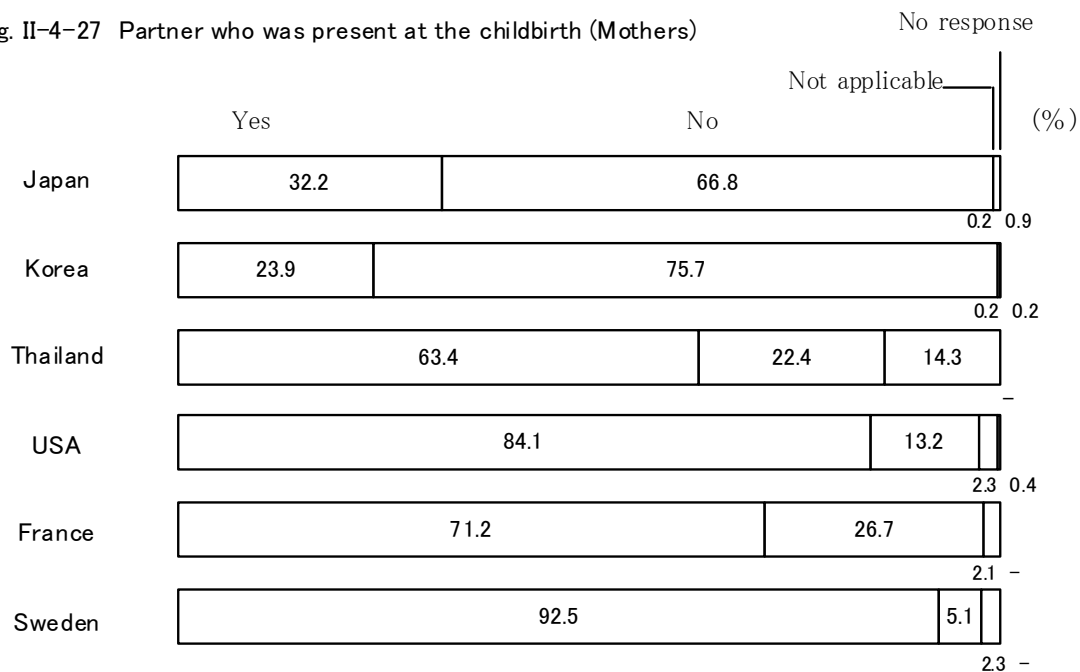


Fig. II-4-27 Partner who was present at the childbirth (Mothers)



Summery

In this chapter, we have seen the results of the “balance between family life and work,” a subject that was not covered in the previous research in 1994. Here is the summary for the characteristics of each country.

<Sweden>

The gender role stereotype is the least pronounced in Sweden among the six countries, and men tend to give a higher precedence to child rearing than to work. In a typical household, both the husband and wife have jobs. The vacation system at the time of childbirth or child-rearing is well organized so that it is indeed used in Sweden. The presence of a father at childbirth is common, and a husband and a wife share childcare duties. Moreover, as shown in Chapter 1, the average number of working hours is the lowest among the six countries and socialization for childcare is also the most advanced. However, both men and women are very strongly expressing a feeling of being burdened by housework and childcare as well as having a feeling of restrain by family life and work. Such unsatisfied feelings could have been the driving force for a change, and the policy renewal may be pushed forward simply because there is a demand.

<Korea>

Korea belongs to the group in which the gender role stereotype is clearly observed, as there is a strong trend of husbands and wives playing their own gender roles during the period of child rearing. Although there is a certain atmosphere to give child-rearing precedence over work, in reality it is rare for both men and women to take time off from work for childbirth or childcare. There are not many fathers who have experienced being present at childbirth. Women generally have a strong feeling of burden by housework, child rearing, or duties at work, and they likewise have feelings of restrain by family life or work. There is a significant gap in terms of these feelings between men and women. There are a large number of men feeling that the work often prevents them from spending enough time with their families. There is potential for a change.

<Japan>

Similar to Korea, Japan belongs to the group in which the gender role stereotype is relatively strong, and there is clearly a tendency that husbands and wives play their gender roles during the child rearing period. There are only a small number of fathers who

have experience in being present at the birth of their children. There is a tendency to give child-rearing precedence over a job to some extent, and in fact there are a certain number of men and women taking leave or time off from work for childbirth or childcare. However, most men only use a short paid leave, instead of making use of parental leave. The women's feelings of being burdened by housework or childcare and the men's feelings of being burdened by duties at work are not expressed very strongly, and the gap between men and women is moderate. Although a certain number of men are feeling that work prevents them from spending enough time with their family, it is difficult to see possibility for changes in Japan.

<The United States>

Surprisingly, the United States belongs to the group of countries where the gender role stereotype is relatively strong. Women especially have a strong tendency to give child-rearing precedence over a job. Both types are observed in terms of gender roles of husband and wife in child rearing. Women are reporting a strong feeling of being burdened by housework or childcare and duties at work, as well as a feeling of restraint by family life and work, while there is a gap in terms of those feelings between men and women. Nonetheless, there are a number of men having the experience of being present at childbirth, and many men are also taking a short time off from work to take care of their children by making use of paid leave. Men have a strong inclination to manage and balance both work and family life, having a strong feeling of burden by the duties at work, and feeling that work prevents them from spending enough time with their families.

<France>

The balance between family life and work in France is changing drastically. Both men and women have very strong desires to manage the balance between family life and work. There are a relatively large number of fathers who were present at the birth of their children, and they are taking a short time off during childcare by making use of paternity leave. There are mothers who take a long time off from work for childcare, and there are also mothers who continue to work without taking any time off for childcare. Women's feelings of being burdened by housework or childcare is strong in general, and there is a gender gap. Both men and women have a strong feeling of being burdened by duties in the workplace. About half of men and 40% of women both with jobs are feeling that work prevents them from spending enough time with their families. They seem to want working

hours shortened even less than the already short working hours.

<Thailand>

The gender role stereotype is most clearly observed both among men and women in Thailand, while, at the same time, they have a strong inclination to manage the balance between work and family life. In fact, there are a significant number of men who do not take time off from work for childcare, and the percentage of women who do not take time off is the highest among the six countries. Moreover, the extent of time off from work for childcare is generally short for both men and women. The necessity for work seems to be the greater factor than the balance between family life and work for husband and wife. Furthermore, there are a relatively large number of fathers present at the birth of their children. The difference between men's and women's feelings of being burdened by housework or childcare is very small. The number of men and women who feel that they cannot spend enough time with their families because of work is the lowest among the six countries. It can be said that there is a traditional gender role stereotype in Thailand, even though men and women are sharing both work and family life on everyday life.

The characteristics of each country have been summarized above through the scope that is beyond the boundary of Western or Asian countries. There are many other interesting characteristics existing in each country that have been left for further, detailed analysis by examining correlations with other factors.

(Keiko Funabashi)