Principal Earner and Accommodator in Household

—An illustration of gender stratification process in contemporary Japan—

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Objectives

(1) Formalize gender stratification process

(2) Assess the current Japanese Gender-Equal (G-E) policies

* focusing on a particular kind of stratification process
Structure

(1) Formalize stratification theory
(2) Formalize gender stratification
(3) G-E policy against each step
(4) Assess W-F balance policy
(5) Assess Family-Friendly policy
(6) Policy implication
Stratification theory

Basic concepts:

- Ascription
- Status
- Rewards
General model of stratification

[Ascription]

↓

[Status]

↓

[Status]

↓

[Status]

↓

[Rewards]

multiple dimension
Plurality of equal societies

[Ascription]  [Ascription]  [Ascription]

[Status]    ↓    [Status]    ↓    [Status]

↓

[Rewards]    ↓    [Rewards]    ↓    [Rewards]
Gender stratification

Sex [Ascription]

↓

Worker type [Status 1]

↓

Workforce participation [Status 2]

↓

Earnings [Rewards]
Worker type (Obi 1969)

**Principal earner:** charge of earning income, without housework responsibility

→ meets *the normal working hours*

**Accommodator:** double roles of earner and housekeeper

→ works *according to the condition*
Time use by life stage (hours per week).

2001 Survey on Time Use and Leisure Activities

<http://www.stat.go.jp/data/shakai/>
Workforce participation

**PE:** continuous full-time work

**AC:** continuous / discontinuous, full-time / part-time, or no participation

*(according to the condition)*
Continuity Rate of Full-time Employment throughout marriage and childrearing (by birth cohort)

(1995 SSM Survey)
Determinants of Earnings

Quantity of labor supplied: the less participation, the less earnings

Wage rate: continuous full-time employment is advantageous
Three steps in the gender stratification

Men
↓
PE
↓
Full participation
↓
High earnings

Women
↓
AC
↓
Partial participation
↓
Low earnings

— X
— Y
— Z
Japanese G-E Policy

1991  Child Care Leave Law
1996  Vision for Gender Equality
1999  Basic Law for a G-E Society
Policy sub-goals

Against Step X:
? (unspecified)

Against Step Y:
Moderate Work-Family Balance

Against Step Z:
Family-Friendly work system
Work-Family Balance

Measures:
(1) Reduce working hours
(2) Reduce housework
Concrete measures

(Council for Gender Equality 1996)

(1) 1,800 hours of annual labor
    = 8 hours per working day

(2) More capacity of day-care centers;
Various services for
childcare and family care
Expected time-exchange system

Work by AC

Housework by AC

Work by PE

Housework by PE

Care support

Working hours

Household
Evidence

Simulated percentage of wives’ full-time employment

8 hours per working day for husband

Simulated full-time employment rate of mothers with children aged 3-5.

Kokumin Seikatu Hakusyo (Cabinet Office 2002: 74).

Capacity of daycare centers
Dispersal effects

Leisure by AC

Work by AC

Work by PE

Housework by AC

Housework by PE

Leisure by PE

Care support

Working hours

Household
Dilemma

Leisure or W-F Balance?
PE
↓
Full participation
↓
High earnings

AC
↓
Partial participation
↓
Low earnings

Y

Z
Family-Friendly Work System

The main measure for equal earnings for different work styles:

**Parental and Family Care Leave**

Secondary measures:

(1) Pay equity between full- and part-time
(2) Seniority-insensitive wage system

One year of parental leave and three month of family care leave.

--- too short

40% of earnings is guaranteed (since 2001).

--- insufficient
Opportunity cost of taking leave

[Earnings graph showing the comparison between earnings with and without leave.]
Difficulty

Is full compensation for the long-run disadvantage possible?
Men

↓

PE

↓

Full participation

↓

High earnings

↓

Women

↓

AC

↓

Partial participation

↓

Low earnings

--- X

--- Y

--- Z
## Practicable G-E Society

<table>
<thead>
<tr>
<th>Current Society</th>
<th>PE</th>
<th>AC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Women</td>
<td>0</td>
<td>1</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>G-E Society</th>
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<th>AC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>$P$</td>
<td>$1 - P$</td>
</tr>
<tr>
<td>Women</td>
<td>$P$</td>
<td>$1 - P$</td>
</tr>
</tbody>
</table>

($P \leq 0.5$)
CRFE in future G-E Society

- Men
- Women

%
Research Questions

What determines men’s work style?

(1) Reality of male AC
(2) Why they become AC
(3) Effect of gender-biased norms
(4) Effect of gender-free education
(5) Alternative division of labor
Fin