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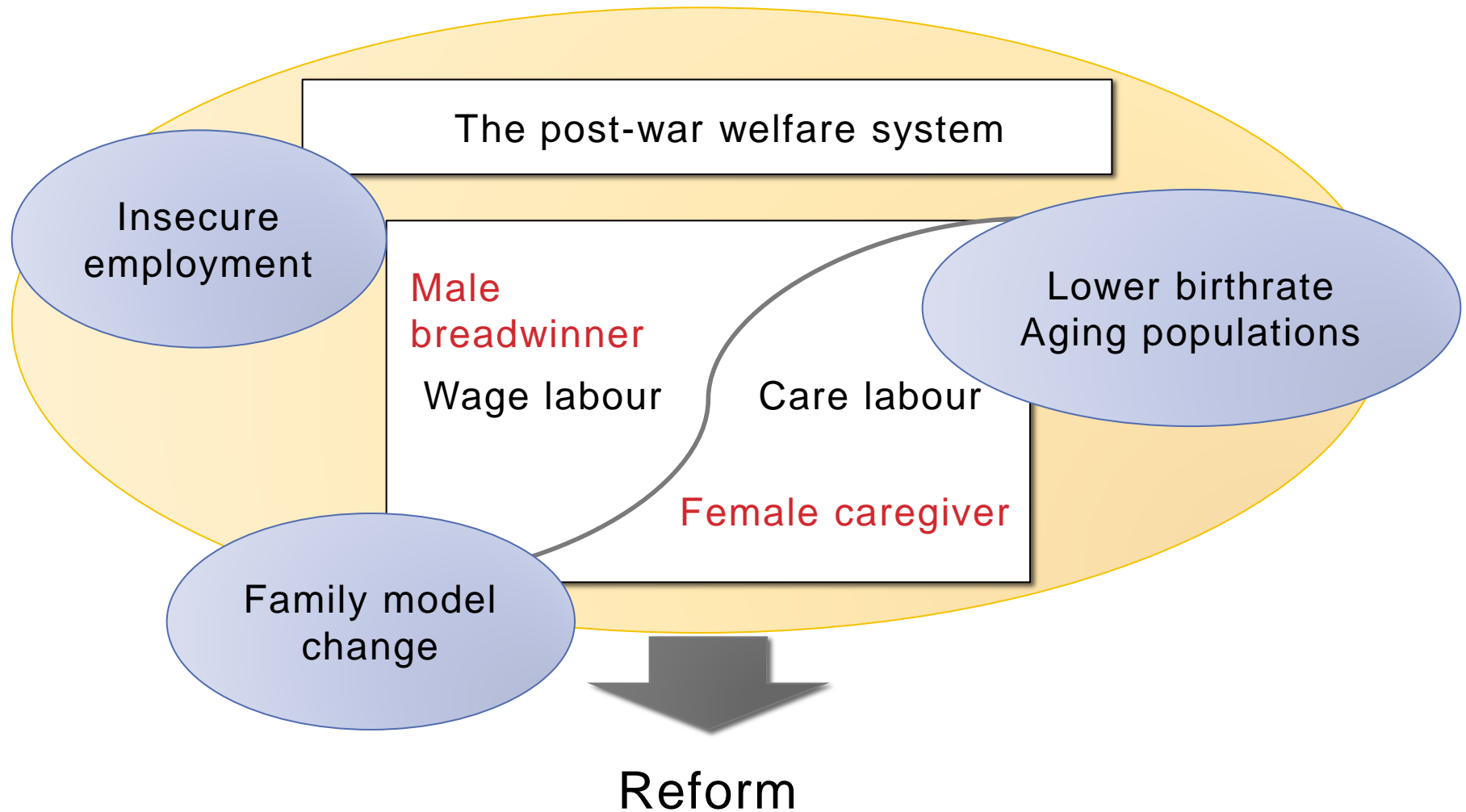
# Transition away from “the male breadwinner model”

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a cross national comparison

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# Introduction



# Introduction

Women  
in labour  
market

Work Life Balance

**“The M-shaped curve”**

of female labour participation

**Western countries**  
1970s onwards  
Overcame

**Japan Korea**  
Present  
**Yet to overcome**

The emblem of  
underperformance in gender equality

# Research objectives

- To what extent have these countries, which overcame the M-shaped curve, moved away from the male breadwinner model?
- How can Japan be positioned cross-nationally?
- What implications does this give to Japan's future paths?

# Methodology

- 8 countries

Sweden France USA UK Germany Netherlands  
South Korea Japan

- OECD Statistics (1980 – 2010 )
  - female employment rate
  - full-time / part-time rate
  - gender wage gap
  - part-time rate by age
  - working hours (women & men)

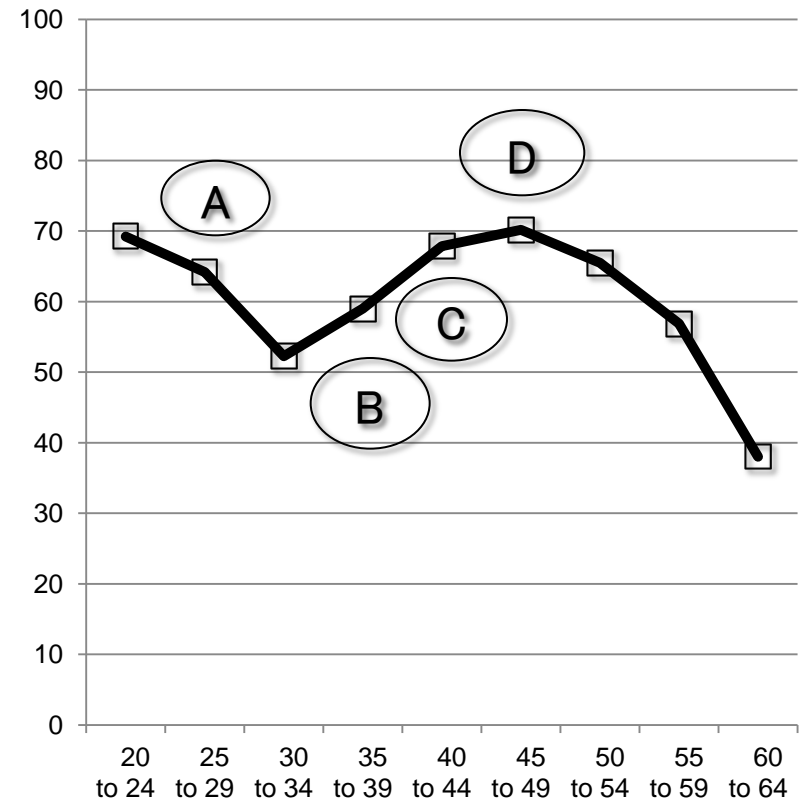
# Methodology

The two points of comparison

- **Time**
  - when the M-shaped curve is overcome
  - 5 years later
  - 10 years later

(Japan & Korea: 2000-2010)
- **Age (see right →)**
  - 25 – 29 (benchmark): A
  - 35 – 39 : B
  - 40 – 44 : C
  - 45 – 49 : D

Compare part-time employment and working hours by age



# Findings

## Sweden France USA

- Overcoming of the M-shape: 1970s-1980s
- Female full-time employment : High
- Gender wage gap : Small
- Working patterns of men & women : Similar

# Findings

## Sweden France USA

Country	Time	Employment rate(%)	Full-time employment rate(%)	Gender wage gap(%)	Part-time employment ratios by age		
					25-29· 35-39	25-29· 40-44	25-29· 45-49
Sweden	★ 1980	74.0	-	17.5	-	-	-
	1985	77.3	70.2	19.6	-	-	-
	1990	81.8	75.5	19.1	-	-	-
France	★ 1980	50.9	79.7	19.7	1.4	1.5	1.4
	1985	49.9	78.4	17.0	1.4	1.5	1.4
	1990	51.2	77.5	15.3	1.2	1.4	1.4
USA	★ 1985	60.7	78.4	33.0	1.3	1.2	1.1
	1990	65.8	79.8	28.5	1.3	1.1	1.1
	1995	67.6	79.8	24.6	1.2	1.1	1

★: When the M-shaped curve is overcome.

Source) OECD, *Employment and Labour Market Statistics (database)*, 2010



## Working hours of men and women.

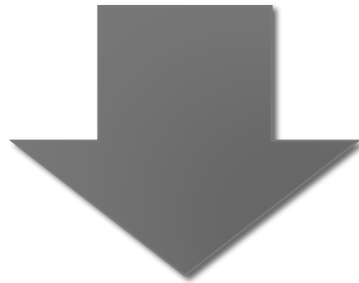
Country	Time	Men											
		25-29(age)		30-34		35-39		40-44		45-49		50-54	
		35-39	40-	35-39	40-	35-39	40-	35-39	40-	35-39	40-	35-39	40-
France	1983	57.2	39.2	53.6	42.2	53.1	43.0	52.0	44.6	50.5	46.5	51.5	45.8
	1985	58.1	37.0	56.4	38.8	53.6	40.9	53.3	41.7	54.0	42.0	53.7	42.0
	1990	57.7	37.2	56.3	38.8	56.9	38.3	54.4	40.6	55.9	39.1	56.7	38.7
USA	1985	4.3	89.5	4.2	91.6	4.0	93.1	3.9	93.5	4.0	93.2	4.3	92.3
	1990	3.8	89.5	3.5	92.3	3.8	92.5	3.4	93.3	3.8	92.7	3.6	92.6
	1995	4.4	88.2	3.0	92.6	3.5	93.2	3.5	92.6	3.7	92.9	3.5	93.0
Country	Time	Women											
		25-29(age)		30-34		35-39		40-44		45-49		50-54	
		35-39	40-	35-39	40-	35-39	40-	35-39	40-	35-39	40-	35-39	40-
France	1983	60.3	20.5	53.5	20.9	49.6	23.1	46.7	26.5	43.9	30.3	46.5	30.0
	1985	62.7	16.9	54.8	19.3	50.5	20.9	46.6	24.7	45.4	27.4	44.5	28.6
	1990	59.1	18.9	54.9	17.2	51.6	19.1	51.3	19.8	47.6	22.8	47.3	24.3
USA	1985	11.3	69.2	10.8	65.8	12.1	63.8	12.7	64.0	12.5	65.4	13.4	63.5
	1990	10.5	71.1	9.8	67.4	10.7	66.5	11.5	68.4	11.8	68.4	12.9	66.1
	1995	9.8	71.0	9.8	68.0	10.3	67.0	10.3	68.5	11.1	70.0	11.2	69.0

Source) OECD, *Employment and Labour Market Statistics (database)*, 2010

# Findings

## Sweden France USA

- Overcoming the M-shape: 1970s-1980s
- Female full-time employment : High
- Gender wage gap : Small
- Working patterns of men & women : Similar



Enhanced conditions for  
female wage earners

# Findings

## UK Germany Netherlands

- Overcoming the M-shape : 1990s-2000s
- Female part-time employment : High
- Working patterns of men & women : Different
- Women change working patterns in life course

# Findings

## UK Germany Netherlands

Country	Time	Employment rate(%)	Full-time employment rate(%)	Gender wage gap(%)	Part-time employment ratios by age			Working hours ratios by age						
					25-29·35-39(age)					1-19 (h/w)	20-29	30-34	35-39	40-
					25-29·35-39	25-29·40-44	25-29·45-49							
UK	★ 1995	63.3	59.2	27.4	1.8	1.7	1.5	1.6	2.0	1.7	0.6	0.7		
	2000	66.5	59.2	25.5	1.8	1.7	1.5	1.8	1.8	1.6	0.7	0.7		
	2005	67.8	61.5	21.2	1.8	1.7	1.5	1.8	1.8	1.8	0.7	0.7		
Germany	★ 2000	58.6	66.1	24.1	1.9	1.9	1.7	1.6	2.4	1.7	0.6	0.8		
	2005	60.2	61.2	23.1	1.7	1.7	1.6	1.5	2.1	1.4	0.6	0.7		
	2010	67.1	62.1	21.6	1.8	1.8	1.7	1.6	2.1	1.5	0.7	0.6		
Netherlands	2000	63.0	42.8	21.4	2.0	1.9	1.9	2.3	1.8	0.9	0.4	0.4		
	★ 2005	64.5	39.3	16.7	1.9	1.9	1.9	2.1	1.7	0.8	0.5	0.5		
	2010	70.1	39.4	—	1.7	1.8	1.7	1.8	1.7	0.9	0.5	0.5		

★: When the M-shaped curve is overcome.

Source) OECD, *Employment and Labour Market Statistics (database)*, 2010

Percentage of men working over **40 hours** per week.

Country	Time	Men					
		25-29(age)	30-34	35-39	40-44	45-49	50-54
UK	1995	75.8	79.8	78.7	78.3	78.7	74.5
	2000	71.9	77.1	76.1	76.1	75.4	73.7
	2005	67.0	71.8	72.0	73.0	73.7	70.0
Germany	2000	55.2	58.3	58.0	57.2	57.9	55.7
	2005	59.6	63.5	64.5	65.0	64.0	62.6
	2010	66.3	71.7	71.5	71.8	70.4	68.4
Netherlands	2000	57.9	57.2	50.6	50.0	49.2	49.8
	2005	55.9	57.8	56.0	54.2	51.7	49.2
	2010	56.6	60.2	60.5	60.5	56.7	55.0

Source) OECD, *Employment and Labour Market Statistics (database)*, 2010

# UK Germany Netherlands

## **Work-Life-Balance as political agenda**

- Women reconcile work and family
- Men also targeted

## **“Combination Scenario” “the Dutch model”**

- Share wage labour & care labour between men and women

⇔ Transformation cannot be found in the statistical data

# Findings

## UK Germany Netherlands

- Overcoming the M-shape : 1990s – 2000s
- Female part-time employment : High
- Working patterns of men & women : Different
- Women change working patterns in life course



**Expected caring roles remain**

**even after overcoming the M-shaped curve**

# Findings

## South Korea Japan

- Overcoming the M-shape : Not yet
- Gender wage gap : Large
- Working hours : Long
- Gap between full-time regular work  
and part-time / temporary work



# Findings

## South Korea Japan

Country	Time	Employment rate(%)	Full-time employment rate(%)	Gender wage gap(%)	Part-time employment ratios by age		
					25-29· 35-39	25-29· 40-44	25-29· 45-49
South Korea	2000	52.9	90.2	40.4	1.3	1.1	1.0
	2005	56.1	87.5	38.3	2.0	1.7	1.6
	2010	56.5	84.5	38.9	2.1	1.9	1.8
Japan	2000	60.9	69.1	33.9	2.4	2.5	2.3
	2005	62.5	68.3	32.8	2.2	2.4	2.4
	2010	66.4	66.1	28.7	2.0	2.2	2.2

Largest

## Working hours of women in their 30s and 40s.

Country	Time	Women														
		35-39					40-44					45-49				
		1-19	20-29	30-34	35-39	40-	1-19	20-29	30-34	35-39	40-	1-19	20-29	30-34	35-39	40-
UK	1995	25.9	20.6	7.7	20.1	25.7	22.8	20.8	7.7	22.8	25.9	21.1	18.8	8.6	23.2	28.4
	2000	24.0	20.9	7.7	21.3	26.0	21.0	21.2	8.5	22.1	27.2	16.5	20.2	10.2	25.3	27.8
	2005	20.6	21.8	8.9	22.6	26.1	18.4	21.5	10.4	23.9	25.8	15.4	19.0	10.8	26.7	28.1
Germany	2000	20.6	20.0	8.0	24.9	26.6	18.1	22.1	8.3	24.7	26.8	16.0	20.3	8.3	27.6	27.8
	2005	24.4	19.9	9.0	19.6	27.1	22.9	21.7	9.7	19.5	26.1	20.3	22.1	9.9	20.7	27.0
	2010	22.2	20.7	10.2	16.2	30.7	22.6	22.1	10.8	15.2	29.3	20.6	21.7	11.5	16.3	29.9
Netherlands	2000	33.8	31.8	12.9	12.1	9.3	33.7	29.8	13.7	12.7	10.1	31.8	31.4	15.4	12.6	8.7
	2005	27.0	27.0	12.0	12.0	10.1	33.0	32.3	14.9	11.2	8.5	30.6	34.3	15.5	11.3	8.3
	2010	27.0	27.0	12.0	12.0	10.7	27.8	35.6	16.6	10.3	9.7	26.5	35.2	17.2	10.1	11.0
Japan	2002	9.5	24.0	10.6	10.3	43.8	9.7	26.4	10.9	9.3	43.4	8.1	25.8	11.0	9.5	45.2
	2005	9.1	24.0	10.6	10.6	45.3	9.0	27.2	10.8	9.3	43.4	8.4	26.6	10.9	9.5	44.2
	2010	8.6	23.8	11.0	10.7	45.2	9.4	26.1	11.1	10.1	42.9	8.5	26.9	11.0	10.2	43.1

Highest

Percentage of temporary employment.

		Temporary workers in total employment(%)		Women's share of temporary employment(%)
		Men	Women	
South Korea	2003	20.0	26.8	45.6
	2005	21.6	28.0	45.6
	2010	15.7	21.8	48.8
Japan	2000	3.1	19.3	80.4
	2005	4.1	20.4	77.6
	2010	4.5	18.9	75.9

Source) OECD, *Employment and Labour Market Statistics (database)*, 2010

# Findings

## South Korea Japan

- Overcoming the M-shape : Not yet
- Gender wage gap : Large
- Working hours : Long
- Gap between full-time regular work  
and part-time / temporary work




Peripheral & fragile female wage earners  
**Caring roles > Earning roles**

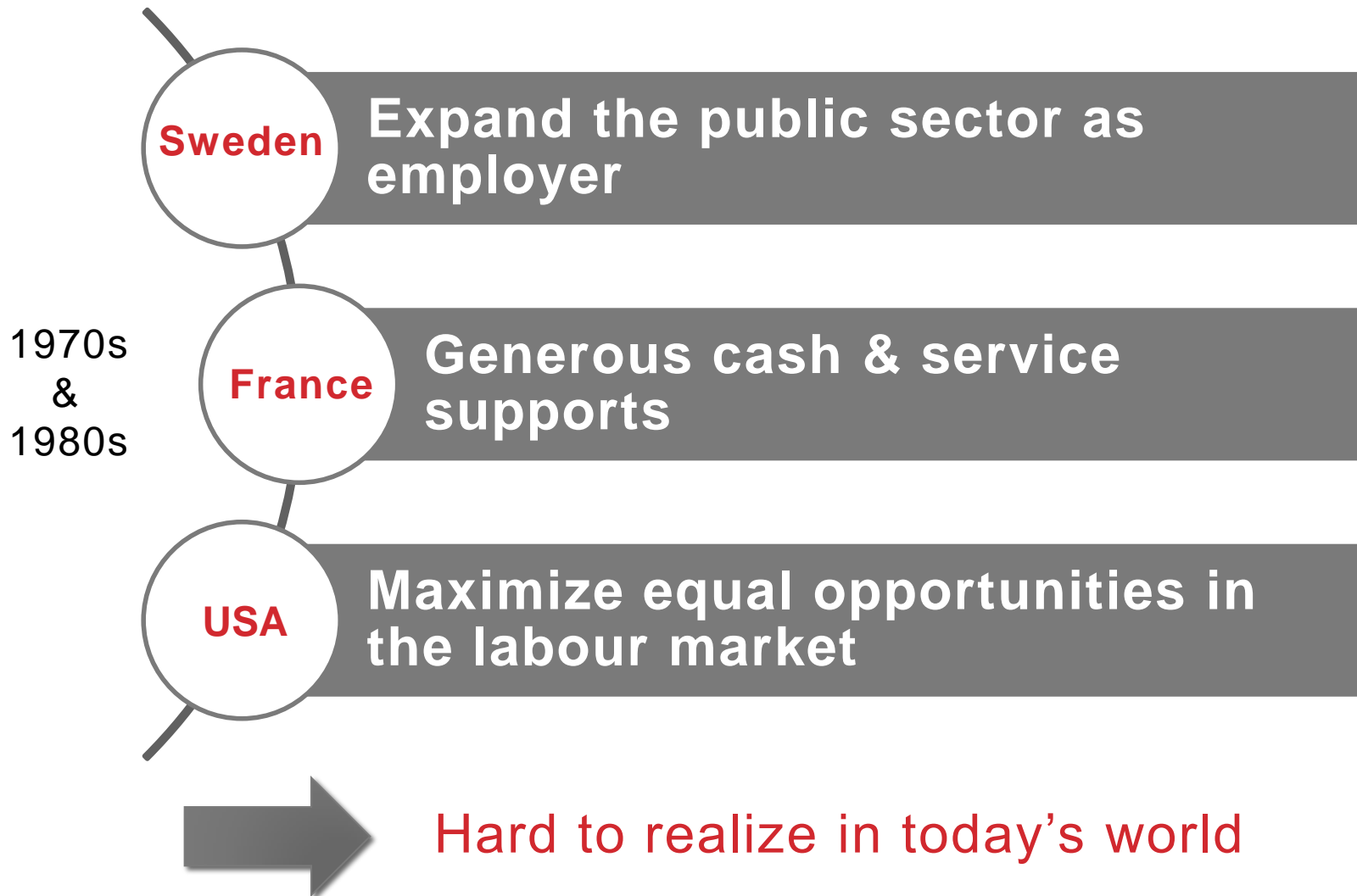
Perpetuate “the male breadwinner model”

# Discussion

<p><b>Group 1</b> 1970s – 1980s</p>	<p>Sweden France USA</p>	<p>Enhanced female wage labour</p>
<p><b>Group 2</b> 1990s – 2000s</p>	<p>UK Germany Netherlands</p>	<p>Not prominent female wage labour</p>
<p><b>Group 3</b> Yet to overcome the M-shape</p>	<p>South Korea Japan</p>	<p>Peripheral female wage labour</p>



## Directions taken towards overcoming the male breadwinner model



# Discussion

<p><b>Group 1</b> 1970s – 1980s</p>	<p>Sweden France USA</p>	<p><b>Enhanced female wage labour</b></p>
<p><b>Group 2</b> 1990s – 2000s</p>	<p>UK Germany Netherlands</p>	<p><b>Secondary female wage labour</b></p>
<p><b>Group 3</b> Yet to overcome the M-shape</p>	<p>South Korea Japan</p>	<p>Peripheral female wage labour</p>

## Suggested policy directions for Japan

### **Reduce the gap between regular and irregular employment**

- Security for irregular work
- Equal treatment between them

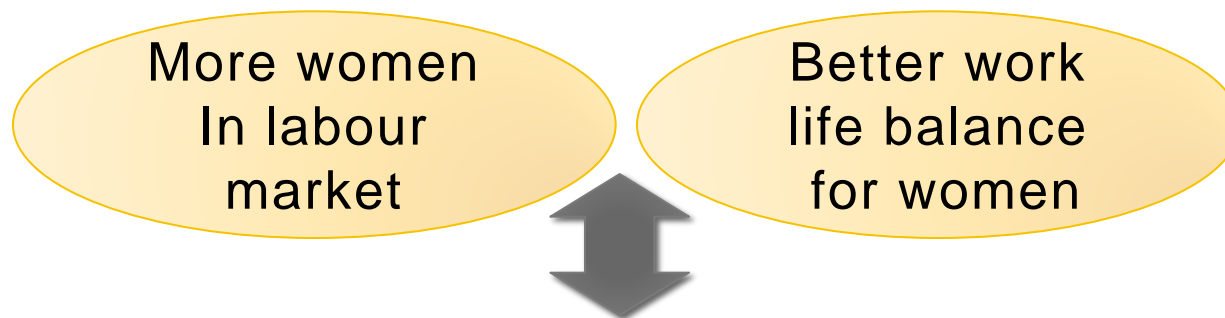
### **Expand the choice of working styles**

- Work from home
- Flexible shifts between full-time & part-time



# Suggested policy directions for Japan

## Overcoming the M-shaped curve



Limited effect on the transformation  
of gendered division of labour

Not the end of the process of the transition  
away from the male breadwinner model

# Conclusion

- Varying degrees of transition away from the male breadwinner model
- Group 2 countries as a more viable option for Japan
- A gendered division of labour could remain after overcoming the M-shaped curve

- The various methods to overcome the M-shaped curve
- More subtle differences between the countries of the same group

**Further in-depth analysis:**  
policy development – gendered division of labour

*fin.*

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Thank you