

A demographic analysis on fertility and employment continuation of married women in Japan

Motomi BEPPU

The author considers that the way of working of women and giving birth are affected not only by prenatal employment status but also by employment continuation or interruption. Therefore, this study conducts demographic analysis with married women by employment status before childbirth after the 1980s to clarify (1) employment continuation rates of women who give birth and not during the past one year and (2) the fertility rates of women who keep on working and quit.

Through this study, we get the results as follows. The employment continuation rate of women who give birth is much lower than that of women who do not give birth. Among women giving birth in the past one year, the continuation rate of non-regular employment is as half as that of the regular employment. From the viewpoint of birth order, the employment continuation rate of women giving first birth to child is lower than women giving the second regardless of regular or non-regular employment. And we can also point out that the level of continuation rate is very low in case of non-regular employment. The analysis of fertility of women who keep on working and quit showed that the fertility level of those who quit their work is higher than that of those who keep on working, regardless of whether they are regular or non-regular employee.

In case of women who keep on working, the fertility of regular employee is higher than that of non-regular employee. However, in case of women who quit their work, the difference of fertility rates between regular employee and non-regular employee is small or obscure. Generally, both employment continuation rate and fertility rate remain at a low level on first birth.

It can be said that the progress of support to regular employee with caring their children has been made to a certain degree. Meanwhile, the analysis on non-regular employee also indicates that support to them has not progressed obviously. If the share of married women who are non-regular employee increases with low fertility of their first birth, the fertility of the whole married women would possibly become lower.