

Employment Status and Environment to Support Childcare for Female in Public Sector

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This paper clarified the actual status of continuous employment and childbirth behavior of female public employees based on the individual data from "The 14th Basic Survey on Childbirth Trend" (National Institute of Population and Social Security Research 2012a) while confirming the characteristic of female employment in the public sector of our country based on the statistical data. This paper attempts to consider environment to have a good balance between work and family of female in the public sector and also consider the background by comparing with private sector.

As the characteristic of the public sector in Japan, firstly, the size is relatively small about 8% out of all employees and the ratio of female public employees is also few, 42% or less. Also, the ratio of female in occupational categories such as education, medical care, welfare, nursing care is showing a higher trend as well as other overseas countries.

The analysis by "The 14th Basic Survey on Childbirth Trend" clarified that the female in the public sector have not only significantly high ratio of continuous employment as of marriage and childbirth, but also more children born and have a better balance between continuous employment and marriage / childbirth than private sector. The factors of high ratio of a good balance in the female public employees might be resulting from both side, not only the effective environment to support childcare that realizes continuous employment as of marriage, childbirth, and childcare, but also a contrary casual relationship such as the female who are basically aggressive on establishing family and strongly intend to have a good balance select employment in the public sector. More accurate analysis will be required for the factors and background to have a good balance of female in the public sector.