

Evolution and Development Trends of Employment Models of Japanese Females

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Abstract: The employment of women is not only an economic problem, but also a social problem. In the current stage, the Japanese women's employment model is the combination of the traditional gender division model and the growth of women's labor demand after the Second World War. This paper analyzes the process and causes of the evolution of Japanese women's employment model, and gives the guiding strategies for the development trend of Japanese women's employment model to provide some references for the relative researchers.

1. Introduction

After the 1973 oil crisis, Japan's economic knot entered a stable period of economic growth and provided many jobs for women. The number of female employment, the way of employment and the structure of employment have changed, and the consciousness of women's employment has been greatly improved. But as one of the advanced capitalist countries, Japan Women's employment still faced with low employment rate, employment mode is not reasonable, low level of employment, and affect the employment of women received their work pressure, social system and the traditional concept of women. The low level of women's employment is mainly reflected in the employment are more concentrated in the informal employment department, work for short-term employment, informal employment and short-term employment in the form of increased female employment opportunities or part-time work, but the low wages, and no guarantee and unstable, if the economic downturn, the first dismissal is the female employee. In addition, Japanese women in the work unit, promotion space is limited, so that the management of women are less. In the management position, the proportion of women is very low. Female college students usually study liberal arts, social and other professions. After graduation, they usually engage in transactional jobs, which are not as good as men's jobs. In addition to the different types of occupation, and the Japanese enterprise Benko system deeply, but also is an important reason for women to work to improve the treatment. In seniority, salary and welfare is increased in accordance with the increasing length of the. The women left continuous service women in Japan is much lower than that of men in marriage and childbearing period, at a disadvantage. Japan's traditional social role division consciousness is deep-rooted, that is, in the modern society with rapid economic development, this consciousness still deeply affects all aspects of our social life. The sense of division of labor caused the low employment rate of women in Japan. After the war, with the development of economy and society, women's employment has made great progress, but this division of labor still affects the further development of women's employment. There are still many problems in the employment of women.

2. Evolution of Employment Models of Japanese Females

After the Second World War, with the transfer of many Japanese soldiers, the first "baby boom" was soon ushered in Japan. To take care of the children and to give out jobs to many transferred soldiers, married women were evacuated from the labor market and returned to their families. In 1960s, the economy of Japan entered a period of rapid growth. To ensure that men work energetically, Japan has once again raised the upsurge of women's return to their families. The mode of gender division of labor is recognized and popularized by the husband who works outside the family and the

wife in the family. However, the rapid growth of the economy has made the problem of labor shortage appear, and it is necessary to make up for the shortage of labor through the participation of women in work. At the same time, with the increase of family living expenses, the increase of children's educational expenses and the rise of house prices, many middle-aged women who have completed the task of child care have been re-employed for subsidizing family and become part-time housewives. The resulting employment mode, without prejudice to the completion of the family role of women, satisfies the desire of women to participate in society to a certain extent, and gradually becomes a typical employment mode for Japanese women. In twentieth Century 70s and 80s, with the housework electrification era, the rapid development of the third industry, the family scale, declining birth rate and female high education, more women to get rid of the role of full-time housewives, the influx of labor force. But the female employment model has not changed with the increase of the number of women's employment, but has been strengthened. Since the 1990s, with the change of Japanese social economy, the concept of women's marriage and the concept of employment, some changes have taken place in the mode of women's employment. The bottom of the female employment model shows a tendency to move up continuously. For married women or parenting gradually reduced, continuous working women gradually increased.

3. Reasons for Evolution of Employment Models of Japanese Females

Since 1990s, with the change of social economy in Japan and the improvement of education level and social status of Japanese women, more and more women are beginning to get rid of the constraints of traditional sex division and actively take jobs. Japanese women's employment awareness is improving, women's employment patterns appeared change will, resigned to go home after marriage, is no longer the basic choice of Japanese women, many women also want to continue to work in the family, especially young women willing to work without interrupting with men has gradually become the mainstream. With the improvement of women's education and the increase of employment opportunities, the marriage concept of women has gradually changed. Age of marriage is gradually reduced, the trend of increased late. In addition, many young women choose to live a life - alone lifestyle to avoid the pressure and burden of marriage and childbearing. Marriage is no longer the only choice for young people in Japan. Marriage becomes a choice for the way of life, and only in the case of the right person will they choose to marry. There will be a growing number of women who choose to live alone in the future, and Japanese women are accelerating into the age of marriage. It can be said that the increase of unmarried women plays an important role in changing the pattern of women's employment. In terms of recruitment and recruitment, enterprises must give women and men equal opportunities, which is the obligation of enterprises. No matter what circumstances they are, no occupation can be regarded as a reason to exclude female candidates. Since then, the employment environment has gradually shifted to the direction of women. Japan has played a positive role in eliminating discrimination against women, promoting women's continuous employment and raising women's wages. It also further promoted the equality of men and women in the field of employment.

4. Guidance Strategies of Development Trend of Employment Model of Japanese Females

4.1 Guarantee Opportunities of Female Employment

Japan has a clear law to ensure women's employment opportunities. In June 1985, the Japanese government promulgated the equal employment opportunity law for men and women, which stipulates that business owners should not dismiss women workers on the grounds of marriage, pregnancy or childbirth, and prohibit the phenomenon of equal opportunities for men and women. The insurance premium for female employees during their child leave is also paid by the government. After returning to work, workers on vacation will continue to calculate their working age. To ensure the implementation of the law, the Japanese government has devoted special efforts to the

establishment of more than 20 thousand nurseries in the country, and provides various kinds of childcare services and flexible labor hours, so as to build a social environment for women to take care of work and childcare. The legal measures to promote women's employment by the Japanese government regulate sex discrimination in enterprise employment, and make the sex discrimination behavior of enterprises have no economic significance. In this way, for the Japanese women, the employment opportunity equal to the male is changed from the simple law to the unification of the law and the fact. In Japanese society, men and women are equal. Women enjoy equal employment rights with men. Employers must not discriminate against women in labor and employment. They must not refuse to hire women on the grounds of gender or raise employment standards for women. Although Japan gives the equal employment rights and status of women to men in law, under the market economy condition, the profit seeking behavior of microeconomic entities often makes the employment rights of women exist on the name. Therefore, if the women's employment rights can be realized, in addition to the legal constraints, the government should also formulate corresponding incentive policies to encourage enterprises to employ women workers.

4.2 Expand Space of Female Employment

A country should adjust and upgrade its industrial structure in the process of industrialization, and promote the change of employment structure and employment level through the adjustment and upgrading of industrial structure. Postwar Japan, in the period of economic recovery and development, pay attention to the adjustment of industrial structure, the employment structure changed significantly, the proportion of population is the first industry employment sharply reduced; second, the proportion of the third industry employment population has been increasing, especially the employment population of third industry increased very fast. The increase of the labor participation rate of female workers in Japan is inseparable from the promotion and support of the Japanese government. The Japanese government provides a variety of channels of employment in the third industry in the traditional family care, Home Furnishing decoration, talent dispatch and conservation areas such as women, it also provides many favorable conditions in self-employed women, mainly in women, especially if unemployed women started service in these areas companies will receive a free career grant. The Japanese government to promote women's employment and the implementation of the preferential policies, making many female employments is concentrated in third industries of digestion and absorption of city unemployment and huge transfer from the rural labor force, to promote women's employment, the unemployment rate is at the lowest level of Japanese women in developed countries. At present, the industrial structure of Japan's employment in the development stage of the special, namely the first industry because the object of labor and labor productivity is limited to the discharge of surplus labor; second industry due to the substitution of capital for labor or labor saving mode of growth, the employment elasticity and industrial output growth does not change is related to the development level of third; industry is not high, cannot undertake the surplus labor force of the first and second industry.

4.3 Optimize Conditions of Female Employment

Flexible working hours and flexible working systems contribute to the promotion of women's employment. Flexible working system means that when a fixed working task or fixed working hours are kept constant, workers can freely choose the specific time arrangement for work and do not need fixed time to go to work. The flexibility in flexible work system mainly refers to the flexibility of working hours, and the way it is implemented in practice is varied. It can be expressed as the combination of staff and the autonomy of office location. This system was put forward by German economists in the 1960s of last century, and achieved steady development in Europe and the United States. After 1990s, many enterprises in Japan carry out the flexible work system. In the house work can also be called home office or work at home, is to install the computer in the home office, through the home network system to complete their work. There are many occupations suitable for work at home, such as product design and marketing, text compilation, information, communication planning, market investigation, software program development and application. In house service mode is

conducive to the operation and management of enterprises, is conducive to the protection of social resources and social environment, conducive to the employment of free and efficient work, so, in Japan, the rapid development in home service work, the scope of development is more and more widely, the Japanese government in the promotion of we will actively. The work system in house service is especially suitable for female workers, it can help women complete roles and tasks in different aspects such as society, business and family. Therefore, the author believes that the increase in the labor participation rate of women in Japan is closely related to the implementation of this flexible work system in Japan.

4.4 Enhance Competitiveness of Female Employment

Many developed countries have a relatively complete system of vocational education and training for women. The typical representative is Japan. There are two main ways of employment training for women in Japan. One is the vocational training sponsored by the public sector, and the two is the vocational training sponsored by the folk. The vocational training mainly sponsored by the private sector refers to the vocational training carried out by private enterprises, such as big businesses, to their employees, which is determined by the lifelong employment system of Japanese enterprises. The main investors in public sector training are countries. Training is divided into two levels: initial training and continuing training. The purpose of training is to enhance and develop female workers' vocational skills. The object of initial training is women waiting for employment. The training objective is to enable trainees to master basic labor skills, to achieve employment in a very short time. The main target of continuing training is on-the-job employees, and the training goal is to train trainees to be skilled in working skills and improve work efficiency. Whether in the initial training or continuing training, its content varies according to the market demand, and training, training and training for different trainees are carried out according to market demand. It is because of continuous pre-job training and post training, Japanese women's labor skills will continue to improve, and the ability and stability of employment will also be enhanced. At present, the educational level of the unemployed women in Japan is uneven, and the reasons for unemployment are complex. Therefore, the vocational training of women in Japan should be classified and taught in accordance with their aptitude. Training for female graduates or graduate students who are going to graduate. This is the part of the female has a rich cultural knowledge, but most of them lack of occupation knowledge and work experience, the need for training of occupation quality education and job for them, enhance their employment competition ability; the training of women in employment, the key is to strengthen vocational skills training, to improve work efficiency and adapt to the requirement of new technology.

5. Conclusion

In conclusion, although there are many problems in the employment of Japanese women, we cannot deny that the employment situation of Japanese women has also made great breakthroughs since 1970s. Because of the continuing traditional thought, because the seniority system, with gender differences in the endowment insurance system of unreasonable social environment, the Japanese women's employment is still a long way to go.

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