

Abstracts

Continuity and Change in Public Awareness about the Work Style of Japanese Men: Questioning the Normality of the Salaryman's Way of Working

Futoshi Taga (Kansai University)

Between the end of World War Two and the 1980s, the salaryman's way of working was characterized by fulfilling the responsibility of the family breadwinner, competing for work performance and career advancement, and subordinating personal life to company demands. Due to changes in socio-economic conditions since the 1990s, however, the conventional men's way of working has come into question. Based on the results of existing surveys and original interviews, I examined the actual situations of continuity and change in public attitudes toward men's way of working. At least, at the moment, the work style that subordinates private life to workplace demands is accepted by both men and women because it is the price for surviving competition within the organization and for continuing to obtain a stable income that can fulfill the responsibilities of the breadwinner. However, such a way of working is no longer supported by the majority of people as an unquestionable ideal as in the era when the "corporate warrior" was viewed positively. It is rather criticized as restricting the economic independence of women and having a negative effect on family life. In particular, the way of living characterized by young people in rural areas and the work-life style that is represented by local civil servants suggest the possibility of the de-standardization of the salaryman's way of working.

The Slow Decline of the Male-Breadwinner Family Model in Contemporary Japan and Its Ramifications on Men's Lives

Yuko Ogasawara (Nihon University)

The author begins by examining the "gender triad" formed by men, women, and corporations during the years of high economic growth that partly explains the tenacity of the male-breadwinner family model in contemporary Japan. However, as Japan enters an epoch of de-industrialization and tertiarization, the cost-benefit balance is deteriorating for men who put company first and for women who sacrifice their own careers to care for husbands and children. The most recent labor statistics show a rise in mothers' participation in the labor market for the first time in twenty years. Interviews with twenty-six men and women employed in two large enterprises indicate that women are increasingly more strongly committed to work. Support provided by the companies to balance family and work as well as the existence of working mothers as role models seem important for this change. As more families adopt the dual-earning model, the paper anticipates two divergent possibilities for future Japanese men: participation in family life as exemplified by Swedish fathers or withdrawal from family life observed among some American men.

Child Care, Housework, and Men's Work

Masako Ishii-Kuntz (Ochanomizu University)

Seeing salarymen (salaried men) in business suits with their babies in the front sling is no longer an uncommon morning scene in today's Japan. This is because younger Japanese men today are participating in child care and housework more frequently compared to their fathers' generations. With the rise of these younger fathers, known as *ikumen* (fathers actively involved in child care), Japanese society seems to be embracing a more positive image of fatherhood. Many men, however, may be struggling to balance their paid-work with child care and housework demands at home. In this paper, I focus on Japanese fathers' work and their participation in child care and housework. Firstly, I will examine the work patterns and environment of Japanese men, and the extent of their child care and housework as well as their taking of child care leave. Prior research on the relationship between men's paid-work and their family involvement will also be reviewed. Secondly, the current situation concerning men's commitment to work and family responsibilities will be described along with the stress

and anxiety they experience over child care, isolation, and work-family-balance. Finally, support for child caring fathers from the federal and local governments, workplaces, NPOs, and residential communities will be introduced. Further, the future directions for these supports will be suggested.

Actual Care Situation and Support Issues for Male Caregivers

Masatoshi Tsudome (Ritsumeikan University)

The government raised a policy of “Zero Turnover of Caregivers” as a growth strategy in September 2015, and the discussion about problems with caring for family members in the economic and labor fields has overflowed since then as if it had been struck by an avalanche. It was the moment when family care problems became a daily issue. The background to family care problems has of course severely deepened, and the accumulation of the steady reality and action of family caregivers to solve their family care problems has surely become the driving force that prompted the government’s “Zero Turnover of Caregivers” policy. In this paper, the subject is men who shoulder the burden of family care, who have become symbolic of the existence of today’s caregiving dilemma, is the subject. Male caregivers are already 1 out of the 3 major caregivers, but this has usually been discussed from the viewpoint of how it affects the problem of caregiving and the renewal of policies. In order to understand the features of the problem of interest at this time, this paper follows up on the research of male caregivers who started around 1990, and the preceding research on practical cases, etc., with respect to male caregivers. Then, by taking the present state and difficulty of male caregivers as the field of study, this paper extracts analysis viewpoints about the labor being shouldered by families, etc. and about solving the present problems. In particular, the policy issue on balancing support between work and caregiving is examined from the perspective of the new caregiving conditions under which “caregivers are working”.

How Are Men Doing in Female-dominated Fields?

Natsuki Nakata (Narasaho College)

The paper presents a qualitative study of men who work in traditionally female-dominated and feminized industries (specifically, child-care workers) . Such men are sometimes portrayed as token males who “do gender” by acting in stereotypical ways. Furthermore, while women in male-typed professions experience a “glass ceiling” of barriers to promotion erected by the sexist attitudes of men in the highest positions, men in predominantly female professions experience a “glass escalator” powered by invisible pressure to move up in their field. Previous research argued that men survive in their workplaces through creating a balance between masculine and feminine roles by “doing gender” and riding a “glass escalator,” which allows them to both subvert and maintain gender expectations. However, unlike previous studies, we argue that not all men are interested in being promoted or fast-tracked. Some men try to avoid being portrayed as “token men,” that is, to reject all stereotypical images and refuse to ride the “glass escalator.” Accordingly, men are unraveling conventionally held notions of gender in female-dominated fields.

Masculinization of Deprivation: In the Middle of a Changing Industrial Structure and Labor Forms

Kimio Ito (Kyoto Sangyo University)

The wave of gender equality that came into full swing globally since the 1970s carried with it a fundamental transformation of labor forms and the proper state of the family. However, in discussions about the transformation of the gender structure, focus has often been put on “women,” and not much has been said about “men,” the “other gender.” This paper reconsiders the changes in gender structure in terms of labor and family in Japan during the past 50 years from the viewpoint of “civilizational history transition,” which is behind such changes, and will examine structural changes in terms of labor and family that we are facing right now from the point of view of a “masculinity crisis.” “Men’s crisis” (the male crisis) has been realized since the 1990s little by little in Japanese society. However, this problem tended to be quiescent as an “invisible problem”

in many societies where men are still a social majority. Because “men’s crisis” expanded without the problem being realized, many men nowadays have a “feeling of unidentified deprivation.” “The masculinization of deprivation” has been born. In order to expand the social participation of women, which goes along with the progress of gender equality, and to promote gender equality, we have to deal with policy problems related to “man as a gender,” which has been disregarded so far. Above all, it is necessary to think of the viewpoints concerning improvement of consultation for men as well as men and care-related issues, as important policy problems in order to “change men, and in order for men to change.”