

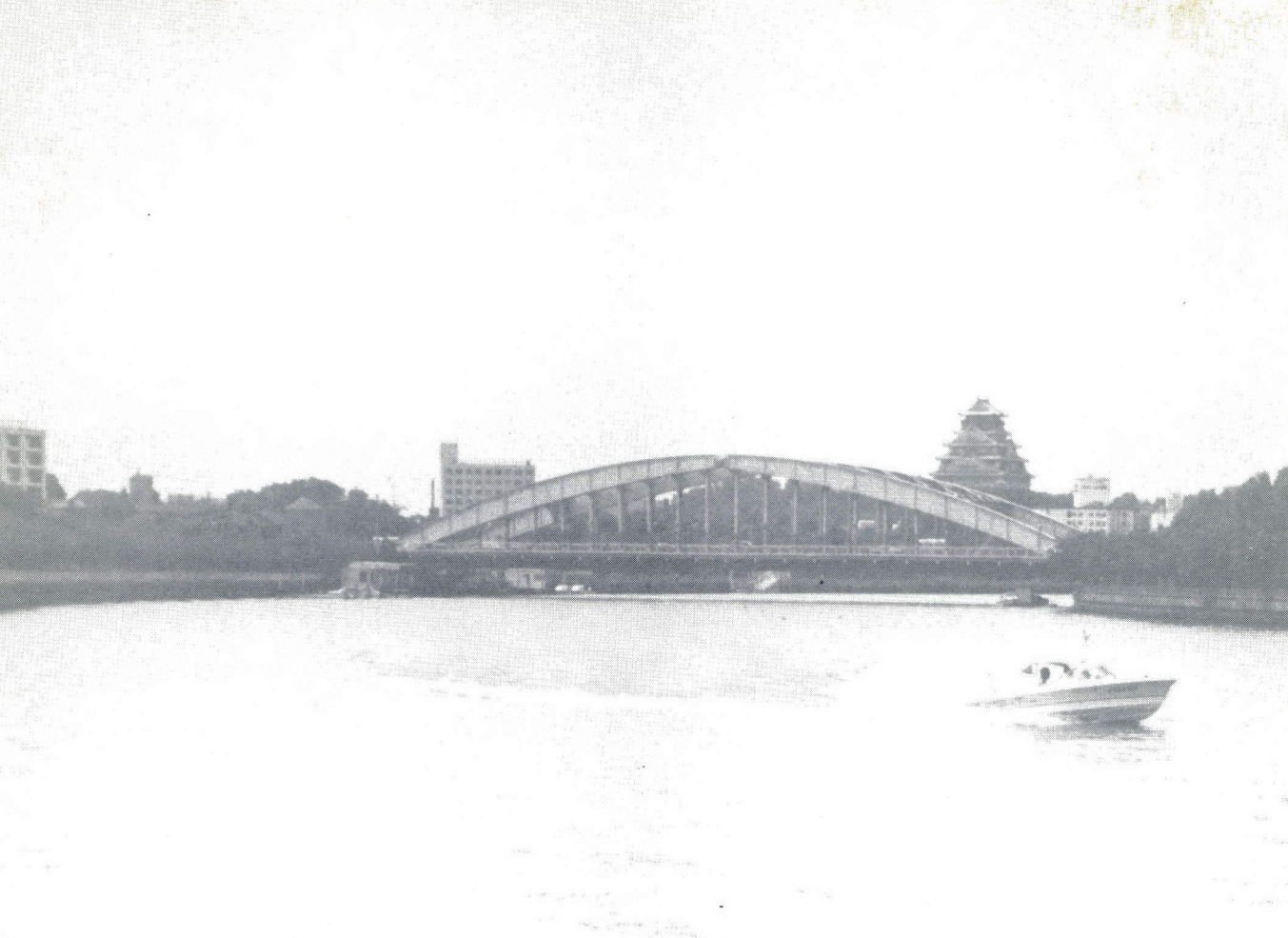
WORKING WOMEN IN JAPAN

OSAKA NORTH WARD INTERNATIONAL
WOMEN'S YEAR STUDY GROUP
(KOKUSAI FUJIN - NEN KITA - KU NO KAI)



日本の働く女性はいま

国際婦人年北区の会発行



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WORKING WOMEN IN JAPAN

We, women who work in the North Ward in Osaka, organized the "Osaka North Ward International Women's Year Study Group" to answer the appeal of the United Nations Decade for Women in 1975 for women's contribution to equality, development and peace. During the past ten years we have been discussing and creating programs and activities for the improvement of working women's position. We published this booklet hoping to show the desire of Japanese working women to contribute, not to further competition and division, but to the ultimate aim of world peace.



今、日本ではめざましい勢いでコンピュータが職場に入ってきています。
Today, computers are revolutionizing offices with remarkable speed.

私たち大阪の北区で働く女性は、1975年の国際婦人年のよびかけに応じて「国際婦人年北区の会」をつくり、働く女性の地位向上のために、この10年話しあい、行動してきました。女が働くことが世界平和に役立つことを願って、このパンフをお届けします。



Lunch Hour along a Downtown

オフィス街の昼休み

日本の働く女性は1500万人、いまや全労働者の $\frac{1}{3}$ を占め、女性の労働をぬきにして日本経済は語れません。でも女性の賃金は男性の半分です。責任あるポストにつく女性は少なく、「男は仕事、女は家庭」という根強い意識があります。

There are 15 million working women in Japan, not including female farmworkers and shopkeepers, and these 15 million women account for one third of Japanese workers. Thus, the Japanese economy depends heavily on women's labor.

However, women's wages are a little more than half of men's. Few women have a chance to be appointed to responsible positions or to be promoted. There is still in Japan the firmly-rooted consciousness that "Men work, women keep house."



I am a Woman Manager

少ない女性管理職

彼女はデパートの課長さん。日本の女性管理職はまだまだ少なく、1.2%です。

This woman is the Manager in a department store. But in Japan women make up only 1.2% of all executives.



Street

Women Shopkeepers

お店で働く女たち



ここは京都の市場。お店でこやかに応対してくれるのはほとんど女性、朝早くから夜遅くまで働きづめで、お産のときもほとんど休めないおかあちゃんが多いのです。

This is a shopping arcade in Kyoto. The smiling shopkeepers are almost all women. They work from early morning to late at night with perhaps one holiday a month. They cannot take adequate maternity leave but must return immediately to the shop.



Farm Women

ほんの30年前まで日本は農業国でした。いま10%をきる日本農業の主なにない手は女性です。

Until only 30 years ago Japan was an agricultural society. But now that farmworkers are only 10% of all workers farm labor has fallen almost entirely into the hands of women.

ゆとりか 働く女の



Commuting in a jam-packed train.

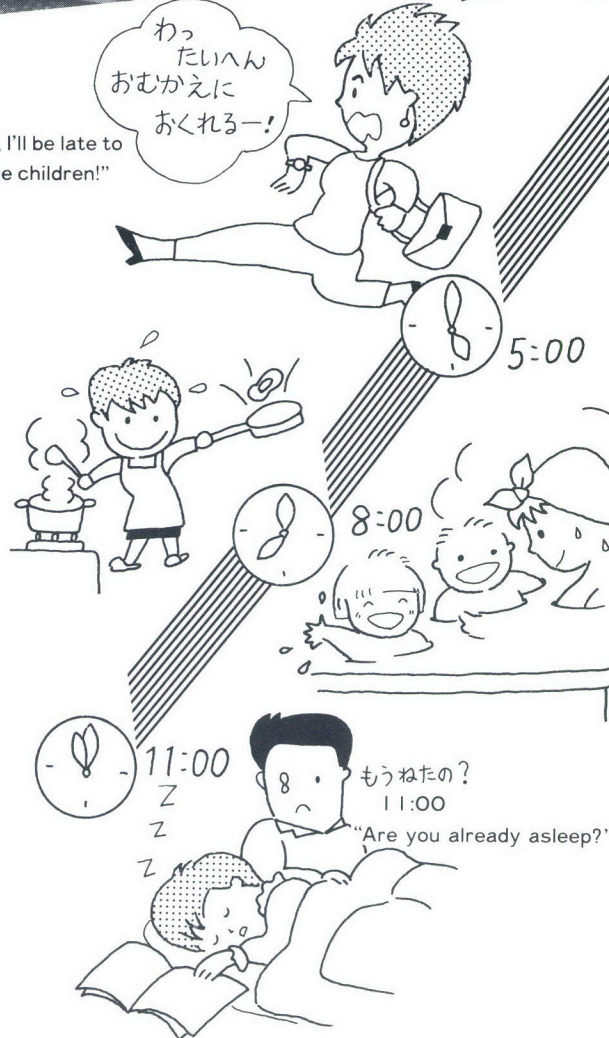
お父さんは2人の
子どもを保育園へ



わっ
たいへん
おむかえに
おくれるー!

"Oh dear, I'll be late to
pick up the children!"

At the day-care center.



ほしい

一日



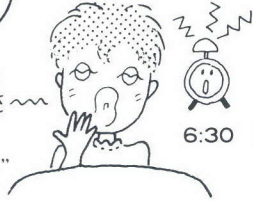
A Day in the Life of a Working Woman with No Time for Herself

6:30 起床



もうあさ

"Morning already?"



6:30 Get up.

7:30

出勤

家族より30分早く起きて朝食のしたく

7:30

Leave for the office.

"I get up 30 minutes earlier than the rest of the family in order to make breakfast."
"My husband takes our two children to the day-care center."

9:00

9:00~5:00まで、目いっぱい元気にはたらく

9:00 - 17:00

"I work hard from 9 to 5."



保育所のおむかえ
夕食のしたく
お風呂など"家事が山積み"

"I have a pile of housework waiting for me - pick up the children, prepare their dinner, bathe them"

お父さんはいつも10時すぎに.....

ただいま



"My husband usually comes home late - about 10 p.m." (I'm home)





An Abundance of Goods

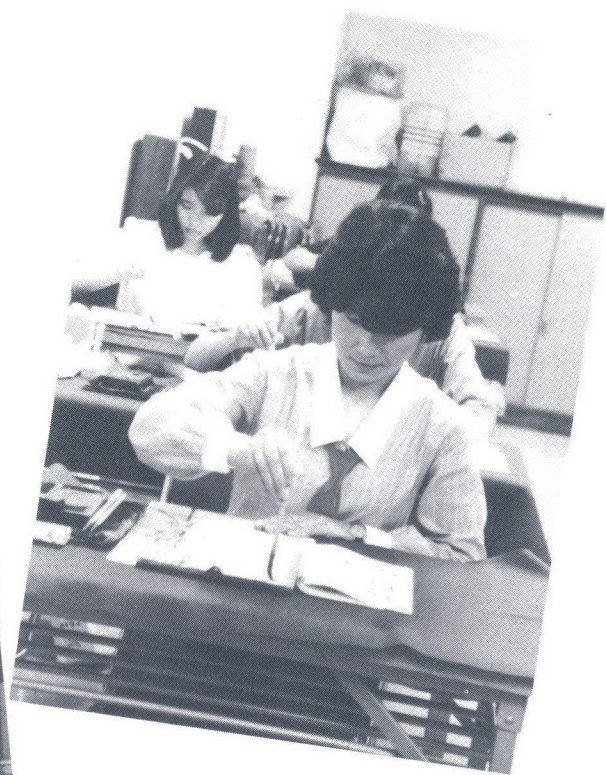
あふれる商品

町かどには商品があふれ、繁栄日本を示しています。しかし、自分の好きなものが買えるのは、親元通勤の若い女性だけなのです。

The abundance of goods in shops shows the prosperous Japanese economy. But only young, single office workers who still live with their parents can afford to buy what they like.

Hobbies and Cultural Pursuits

おけいこごと



仕事がおわると、日本の伝統的な文化であるお茶、お花、書道などを楽します。これは若い女性にとって花嫁修行のひとつになっています。

After work some women enjoy practicing traditional Japanese arts such as the tea ceremony, flower arranging or calligraphy. This sort of training is considered an important preparation for marriage.

YOUNG GIRLS YEARN FOR A

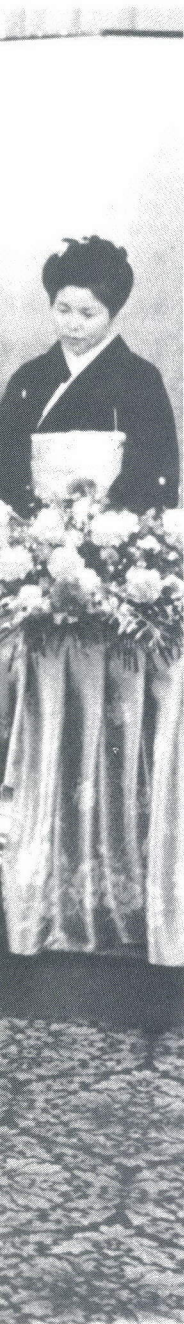


若い娘たちのあこがれは「結婚」です

伝統的な文金高島田、何色にでも染めて下さいと白むくの着物を着て、夫にひたすらよりそう花嫁さん、結婚費用は500万(日本人の平均年収より多い)をこえ、親がかりがほとんどです。

Over 95% of Japanese women marry. At the wedding ceremony the bride looks happy wearing the heavy traditional bridal wig and the white Kimono which shows that her new husband can "dye" her with any color he likes. But the total expense for the wedding is about 5 million yen (\$20,000), which is more than the annual income of the average Japanese worker, so the parents bear most of the cost.

"LOVELY WEDDING"



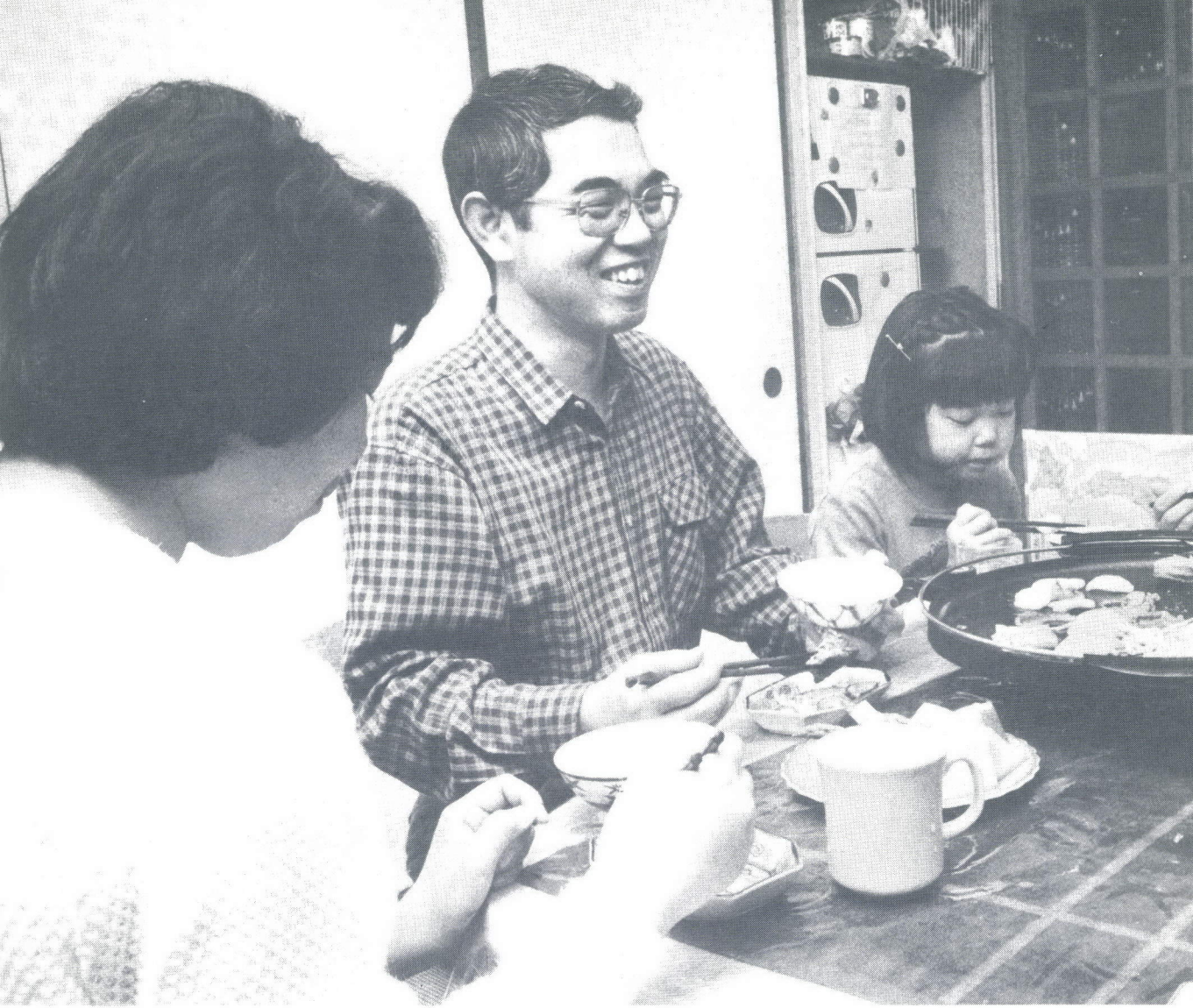
パートで働く

いったん「家事に専念します」と退職したら、今度はパートタイマーしか職がありません。賃金は正社員の半分、休暇も社会保険もないところが多く、せいぜい住宅ローンや教育費の不足を補う「家計補助」。これではいつまでたっても女の経済的自立はのぞめません。

Once a married woman gives in to the pressure to quit her job in order "to devote herself to housework," the only way she can find work is as a part-timer. Part-timers earn half the salary of a full-timer, can expect no paid holidays, sick leave or pension. Their tiny salaries go to help with the housing loan or children's educational expenses. We cannot hope for "women's economic independence" under these circumstances.

Working as a Part-Timer





Two-Career Families—Looking to the

共働き家族の団らん

商社につとめる妻(41)と生保で働く夫(43)、この家族は大阪市内の3LDKのマンションに住んでいます。2人の子どもを産休あけから保育所にあづけ、2人で協力して仕事も家庭も大切に18年……いま、仕事に意欲をもってとりくんでいる彼女は「男女差別賃金」に怒っています。

The family shown above consists of a wife (age 41) who works in the office of a trading company, her husband (age 43) who works for an insurance company, and their two children, both born during 6-week maternity leaves. They live in Osaka in a small "3LDK" (three rooms and a Living-Dining-Kitchen with bath and toilet). They have been married for 18 years and share the housework and childcare. This woman, who is very enthusiastic about working, is against the great gap existing between the wages of men and women.

共働きは未来をつくる



彼女は33歳の弁護士、6歳と3歳の2人の男の子のお母さん、夫も弁護士です。女性の地位向上をめざして、離婚事件や職場での男女差別をなくすためにがんばっています。

弁護士や学者などの専門職への女性の進出もやっと始まったばかりです。

This woman is a 33-year old lawyer and mother of 6- and 3-year old sons. Her husband is also a lawyer. She works for the improvement of women's position through application of the divorce laws and laws against discrimination in the workplace. Such professional careers as lawyer and scholar are still relatively new for women—these possibilities were first seen only about 20 years ago.

Future



Japan: Land of Military Bases



日本の憲法は戦力の放棄をうたっているのに、こんなに基地があるのです。

Though Japan renounces war and the build-up of war materials in her Constitution, there are a large number of military bases in Japan.



I am a Second-Generation Atom Bomb Survivor

彼女は被爆二世です。いま彼女のおなかの中にはあたらしい生命がやどっています。広島に被爆者である母親は、丈夫な孫を！ とひたすらねがっています。

家族団らんも、私たちの仕事も非核平和が前提です。世界で唯一の被爆国の私たちは世界中のみなさんに訴えます。ノーモア・ヒロシマ・ナガサキと。次頁の署名にご協力下さい。

This woman is a second-generation atom bomb survivor and is pregnant now. Her mother (on the right side), who was in Hiroshima at the time the atom bomb was dropped, fervently hopes to have a healthy grandchild.

World peace and the absence of nuclear arms is the only basis on which we can truly enjoy a happy family life and a meaningful working life. We, Japanese, the only A-bomb victims in the world, think it our duty to appeal to people all over the world, "No More Hiroshimas, No More Nagasakis." If you agree with our appeal, please send your signature (See the next page) and address to the Osaka North Ward International Women's Year Study Group:

Ms. Atsuko Kawanishi
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4-10-6 Nishi Temma
Kita-ku, Osaka, JAPAN 530

Appeal from Hiroshima and Nagasaki For a Total Ban and Elimination of Nuclear Weapons

Forty years have passed since the atomic bombing of Hiroshima and Nagasaki, and the end of the Second World War.

In spite of the intense desire of the A-bomb survivors of Hiroshima and Nagasaki and the people of all the world that such tragedies must never be repeated, nuclear weapons over one million times more destructive than the Hiroshima and Nagasaki bombs are now stockpiled, the result of the on-going nuclear arms race.

The use of nuclear weapons will destroy the whole human race and civilization. It is therefore illegal, immoral and a crime against the human community.

Humans must not coexist with nuclear arms.

With effective activities for the prevention of nuclear war now developing throughout the world, the elimination of nuclear weapons, as a common international task, has become most urgent and crucial for the very survival of the whole of humanity.

Along with the survivors and on behalf of those who died and cannot now speak for themselves we appeal from Hiroshima and Nagasaki:

There must never be another Hiroshima anywhere on earth.

There must never be another Nagasaki anywhere on earth.

Now is the time to call for the complete prohibition and elimination of nuclear weapons. Let us work together urgently to achieve a total ban on the use, testing, research, development, production, deployment and stockpiling of nuclear weapons.

February 6 and 9, 1985

Hiroshima and Nagasaki



●氏名(Signature)

●住所(Address)



Women Workers' Lunch-Time Demonstration Against the Proposed Weakening of the Labor Laws for Women and For the Improvement of Women's Position in Society.

We will continue our activities and movement to obtain the real equality between men and women with the women of all over the world.



*このリーフをおよみになっていかがでしたか？
署名と共にあなたの感想をおよせ下さい。

What did you think after reading this booklet? Please
share your views with us!

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Illustrations: Kiyoko Ishii
Photographs: Yoshio Ishii, Ryuji Tada, Shigeru Kogami
Published by:

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