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no. 3

THE STATUS OF WOMEN IN JAPAN

**WOMEN'S AND MINORS' BUREAU
MINISTRY OF LABOR
JAPAN
1970**



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EXPO'70 Exhibition Area



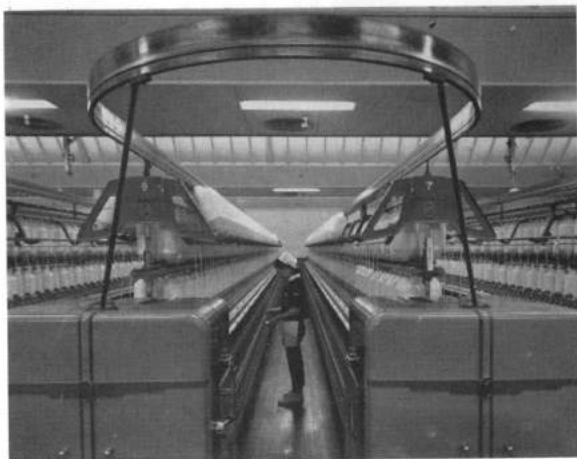
EXPO'70 Escort-guides



An operator at an electronic computer



A doctor treating a child



A woman worker in a spinning factory



Vocational retraining course for mature women



Women trainees visiting an office



Sewing machine training for housewives in the Industrialhome Work Guidance Center

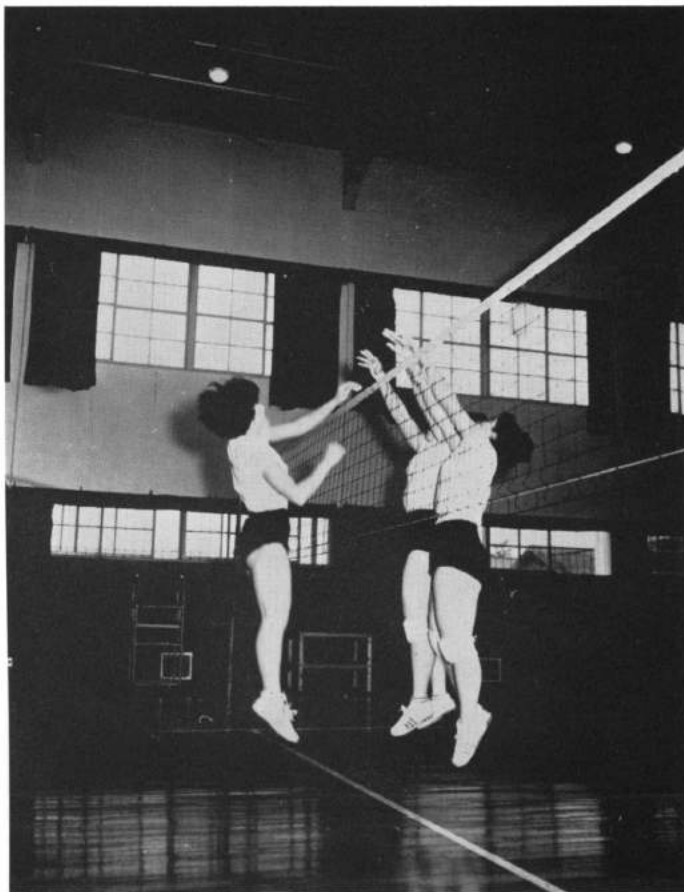


Community welfare center for women



Flower arrangement course and nursing room in the center

Factory girls
playing volley-ball
after work



College girls talking with professors and boy students in a seminar



Farm women picking the products in a green-house



Leaders of women's organizations making appeal to the Director General of Economic Planning Agency for stabilization of the commodity prices



Opening Ceremony of the National Women's Conference, held during the Women's Week in 1969



PREFACE

The Women's and Minors' Bureau in the Ministry of Labor of the Japanese Government herewith presents the "Status of Women in Japan, 1970".

This is a report on the status and activities of Japanese women who are playing ever greater role in the rapidly changing society — in the home, in the community and on the job.

It is hoped that this report will be of some use to those who are interested in the around-the-world progress of women as citizens.

March 1970

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INTRODUCTION

During the years after the World War II the Japanese society experienced drastic changes in many fields and one of these changes was the freedom and equality attained by women.

In prewar days women's position was kept decisively lower than men's both in family life and in society. But the war years more or less undermined the old order and paved the way for the emancipation of women. The shortage of manpower during the period made it imperative for women to take over the jobs hitherto performed by men and they carried out the task quite adequately, proving that there should be no discrimination in whatever form on grounds of sex.

After the war the emancipation of women has been taken up as a national responsibility. The Constitution of Japan promulgated on November 3, 1946 says in Article 14:

"All of the people are equal under the law and there shall be no discrimination in political, economic or social relations because of race, creed, sex, social status or family origin."

Accordingly various legislative measures were enacted to place women legally on the same level as men, and several governmental bodies were established for the improvement of the actual status of women, including Women's and Minors' Bureau in the Ministry of Labor. Realizing the national expectation thus evinced, women have endeavored on their part, to improve their life and contribute to the national good through individual or organized efforts. In fact with many-sided abilities disclosed they have done a good deal in these years.

Furthermore, under the influence of the rapid growth of the nation's economy, women's life is now going through far-reaching changes, which would lead to the further improvement of their status.

On the other hand, however, there are not a few unsettled problems left for women. It is impossible to remove overnight the age-old social customs and prejudices, and we have had yet only a short time for women to get over them and for men to admit women fully into the fields where they monopolized the privileges. The manifold problems confronting women will be solved only step by step, and to this end women of Japan are making ever persistent efforts.

I. WOMEN AND POLITICS

Elections

The Election Law was revised in December 1945, and one of the major objectives of the action was the establishment of equal rights of men and women in the political field. Accordingly the right to vote in national election was first granted to women of 20 years of age and above, thus realizing the aim of the woman suffrage movement continued for the past seventy years. The women of Japan exercised their newly acquired right to vote for the first time on April 10, 1946, in the general election for the House of Representatives.

Table 1. Eligible voters, votes cast and voting rates by sex and the number of successful women candidates
(General Elections of House of Representatives)

Election	Eligible Voters (millions)		Votes Cast (millions)		Voting Rates (%)		Women Elected (1)
	Male	Female	Male	Female	Male	Female	
22 nd General Election (Apr. 10, 1946)	16	21	13	14	78.5	67.0	39
23 rd " (Apr. 25, 1947)	20	21	15	13	74.9	61.6	15
24 th " (Jan. 23, 1949)	20	22	16	15	80.7	67.9	12
25 th " (Oct. 1, 1952)	22	24	18	18	80.5	72.8	12
26 th " (Apr. 19, 1953)	22	25	18	17	78.4	70.4	9
27 th " (Feb. 27, 1955)	24	26	19	19	78.0	72.1	8
28 th " (May 22, 1958)	25	27	20	20	79.8	74.4	11
29 th " (Nov. 20, 1960)	26	28	20	20	76.0	71.2	7
30 th " (Nov. 21, 1963)	28	30	20	21	72.4	70.0	7
31 st " (Nov. 29, 1967)	30	33	23	24	74.8	73.3	7
32 nd " (Dec. 27, 1969)	33	36	23	25	67.9	69.1	8

Source: Election Division, Local Autonomy Agency

Note: (1) 466 seats in total, up to 26 th General Election

467 in total, up to 30 th

486 in total, since 31 st

(General Elections of House of Councillors)

Election	Eligible Voters (millions)		Votes Cast (millions)		Voting Rates (%)		Women Elected (1)
	Male	Female	Male	Female	Male	Female	
1st General Election (Apr. 20, 1947)	20	21	13	12	68.4	54.0	11
2nd (Jan. 4, 1950)	21	23	16	12	78.2	66.7	12
3rd (Apr. 24, 1953)	22	25	15	14	67.8	58.9	19
4th (July. 8, 1956)	24	26	16	15	66.9	57.7	15
5th (Jan. 2, 1959)	26	28	16	15	62.6	55.2	13
6th (July. 1, 1962)	27	29	19	19	70.1	66.5	17
7th (June. 4, 1965)	28	31	19	21	68.0	66.1	17
8th (July. 7, 1968)	32	34	22	24	68.9	69.0	13

Source : Election Division, Local Autonomy Agency

Note : (1) 250 seats in total

Since the first election of 1946, women have taken part in 11 elections for the House of Representatives and 8 for the House of Councillors (the Upper House) of the Japanese Diet. In all these elections, the percentage of women voters at the polls have been approximately 60-70 percent of the total number of eligible women voters. Though these percentages have been lower than those of men voters, the difference has been narrowing with each election. Thus in the last two elections the voting rate of women exceeded that of men's. Furthermore in local elections very little gap can be seen between the voting rates of men and women, and in recent elections the voting rates of women were even higher than those of men. Generally speaking voting rate seems to rise as the electoral area is further removed from the center.

The number of eligible voters, both men and women, has been increasing steadily with the swell in the population, but in each of the years, the number of eligible women voters has been about 10 percent more than that of men, and for this reason as well as the rise of the voting rate of women, the number of votes cast by women exceeded that of men voters in recent elections.

Women in Public Office

The discrimination between the sexes regarding the right to hold public office was completely eliminated after the war and, the revised Election Law for Public Offices granted women of 25* years of age and above the right to be elected in all elections.

Women have been occupying 20 or more seats in the National Diet all through these years since 1946. In the local autonomous bodies they are also active as members of local assemblies, though the proportion of the seats they occupy are smaller than in the National Diet.

Furthermore have entered various appointive or commissioned public offices. For instance, in 1969, 5,731 women were Mediation Commissioners of Family Courts, representing some 32 percent of the total membership, and 37,083 women were Public and Child Welfare Commissioners (30 percent). Also a considerable number of women have been appointed or commissioned to be Civil Liberties Commissioners (1,016 women—11 percent of the total), Social Education Commissioners (98 women—12 percent), Youth Problems Councillors (131 women—9 percent) and the Members of the Board of Education (25 women—12 percent).

Two women have been seated in the Cabinet: one served as the Health and Welfare Minister (from July to December, 1960) and the other as the Director General of Science and Technology Agency (from July 1962 to July 1963). Several women have been appointed parliamentary vice-ministers.

Table 2. Number of Assembly Members of Local Public Bodies

Years	Prefectural assemblies		Municipal assemblies		Town or village assemblies	
	Male	Female	Male	Female	Male	Female
1955	2,430	32	21,240	158	114,015	445
1960	2,607	36	17,724	190	63,699	275
1965	2,565	41	17,732	198	56,712	311
1966	2,536	40	17,867	201	55,634	326
1967	2,688	38	18,259	221	53,850	303
1968	2,659	37	17,786	225	52,894	272

* for a member of the House of Councillors and a headman of the prefecture, the eligible age to be elected is full 30 years of age and over.

II. WOMEN AND EDUCATION

Under the prewar educational system, although there was no discrimination in the compulsory education, co-education was seldom seen in the higher levels, and women were not admitted to the public universities except for a very limited cases, though some private schools accepted women in certain departments.

In 1947 the new educational system was initiated on the Basic Law of Education incorporating the principles of co-education and equal opportunities of education for both sexes. Under this new system, compulsory education was extended from six to nine years; six years for elementary school and three years for junior high school, and every child, without discrimination as to sex, was made entitled to advance into a senior high school of three years and then a college or university of four years according to his or her ability.

Compulsory Education

Compulsory education is provided free in publicly maintained school. Only a small minority of children attend independent schools. In general, both sexes are taught the same subjects to the same standards, although there is some modification on the practical side to suit differences in interests and requirements.

Since the school education system was started in 1872, the Japanese people have been quite eager to give schooling to children, both boys and girls. Already in 1904, the percentage of school attendance of girls in primary schools was over 90 percent of the population of the primary school age. Today under the nine-year compulsory education system, the school attendance of both sexes is virtually 100 percent.

Secondary Education

The compulsory education is followed by the senior high school. Owing to the lowering down of the birth rate after the World War II 'baby crop', the number of senior high school students has tended to decrease since 1965. But, more and more students advanced to the senior high school when they completed their compulsory education.

It is particularly true for girls.

Of 851,000 girls who finished the junior high school in March 1969, 8 out of 10 girls entered the senior high school. Comparable figure for 1955 was 5. In 1969 the percentage of girls entering senior high schools exceeded that of boys for the first time.

Girls occupied a half of the students in senior high schools all through the country in May 1969 (49 % for girls and 51 % for boys), in contrast to one-third for twenty years ago.

Table 3 Percentage of boys and girls entering senior high schools

Year	Total	Boys	Girls
1950	42.5	48.0	36.7
1955	51.5	55.5	47.4
1960	57.7	59.6	55.9
1965	70.6	71.6	69.6
1969	79.4	79.2	79.5

Source: "Report on School Statistics" Ministry of Education.

Note: Include those attending classes while employed.

Higher Education

Since the initiation of the new educational system, the number of women in institutions of higher education has shown a surprising increase every year. As of May 1968, total enrollments of women were about 426,000 representing 30 percent of all students, a 16-fold increase as compared with the 1950 figure of 26,000. In 1967, one in

Table 4. Percentage of senior high school graduates entering higher education

Year	Total	Male	Female
1950	30.3	34.6	17.2
1955	18.4	20.9	14.9
1960	17.2	19.7	14.2
1965	25.4	30.1	20.4
1969	23.2	24.1	22.3

Source: "Report on School Statistics" Ministry of Education.

Note: Included those attending night classes while employed.

Table 5. Enrollment in 4-year institutions of higher education

	Number of Institutions	Number of Students	Rate of Women Students
1955	228	523,355	12.4
1960	245	626,421	13.7
1965	317	937,556	16.2
1967	369	1,160,425	17.5
1968	377	1,270,189	18.0

Source: "Report on School Statistics" Ministry of Education.

every ten women of the age group 18-21 year olds was in the higher education, while there were three students out of ten boys of the same age group.

A majority of women students were enrolled in private institutions of higher education, especially in the separate schools for girls only.

Table 6. Number of students by department and sex (1968)

	Total	Male	Female
Total	1,462,705 (1000%)	1,036,413 (70.9%)	426,292 (29.1%)
Literature	207,626 (")	77,855 (37.5)	129,771 (62.5)
Law, Politics, Economics, & Industrial Management	541,242 (")	505,204 (93.3)	36,038 (6.7)
Science	38,566 (")	33,130 (85.9)	5,436 (14.1)
Engineering	264,196 (")	262,253 (99.3)	1,943 (0.7)
Agriculture	48,741 (")	46,081 (94.5)	2,660 (5.5)
Medicine, Dentistry Pharmacy & Nursing	51,161 (")	29,573 (57.8)	21,588 (42.2)
Home Economics	112,924 (")	254 (0.2)	112,670 (99.8)
Teachers Training	124,198 (")	43,648 (35.1)	80,550 (64.9)
Others	74,051 (")	38,415 (51.9)	35,636 (48.1)

Source: "Report on School Statistics" Ministry of Education.

As regards their cullicula, by far the largest number of women major in the literary courses, followed by the home economics; in these two together are 57 percent of all women students. Besides, there are relatively large number of women students in the teachers' training courses, and the medicine, dentistry and pharmacy courses. Compared with men students, there are fewer women majoring in such subjects as engineering, law, politics and economics, though more and more women students tend to choose these subjects for their future career.

After graduation most of these women take up their career though sometimes with considerable difficulties in finding employment suitable to their qualifications and abilities. Out of all women who completed their higher education in March 1968 some 61 percent found employment by the time of their graduation, while the comparable figure for men was 85 percent. Those women who continued their studies at a still higher level were 3 percent of all the graduates.

Adult Education

In addition to school education, the new educational system emphasizes adult education for men and women. Under the Social Education Law special programs such as summer courses in universities, mother's classes, exhibitions and various types of gatherings are organized for women in general and particularly for house-wives by national and local government.

Besides, many governmental organs and related bodies conduct under their jurisdiction various educational activities for women; especially the Women's and Minors' Bureau of the Labor Ministry carries out a number of campaigns and other activities in its programs for the promotion of the status of women and the highlight is the Women's Week.

Also women's organizations are active in this field, and in addition, all media of mass communication, such as newspapers and magazines and in particular radio and television, are keenly engaged in their respective programs of such activities.

III. WOMEN WORKERS

The rapid expansion of economy and progress of industrialization in postwar Japan had a great impact on the economic activities of women. The number of women workers has radically increased, and the range of their occupations has been extended. The most marked features of the employment of women in recent years are the rise in the labor force participation of mature and married women and the change in their work patterns. The number of part-time workers (less than 35 hours a week) has been increasing by and by, and in 1968 it counted 650,000. Besides, it is estimated that almost 3 million housewives, though most of them are not in labor force, are engaged in the industrial home work within their home.

Women in the Labor Force

The number of women in the labor force has been on the constant increase with the swell in the population, it reached 20 million in 1968. This figure represented 40 percent of the country's entire labor force and 51 percent of the female population of 15 years of age and over.

Though the recent tendency has been towards the decrease in the labor force participation rate of women, the participation of women in the age group of 40 to 54 years has been increasing year after year. As to younger generations more and more girls are seeking the

Table 7. Women in the Labor Force 1964-1968 (Women 15 years of age and over)

	Population	Labor Force	Labor Force Participation rate	As percent of total labor force
1964 average	36,750	18,780	51.1	39.9
1965 "	37,580	19,030	50.6	39.8
1966 "	38,310	19,490	50.9	39.8
1967 "	38,920	19,910	51.2	40.0
1968 "	39,540	20,030	50.7	39.6

Source: "Labor Force Survey" Statistics Bureau, Office of the Prime Minister.

higher level of education and their participation in the labor force has shown no particular change.

Table 8. Women in the Labor Force by Age Group

(1,000 persons)

	Number		Participation rate	
	1964	1968	1964	1968
Total	18,780	20,030	51.1%	50.7%
15~19 year olds	1,880	1,990	37.4	38.1
20~24	3,280	3,320	70.7	70.1
25~29	2,050	2,120	49.4	48.0
30~34	2,070	2,090	52.0	49.6
35~39	2,200	2,320	59.5	58.5
40~54	4,890	5,610	59.6	62.1
55~64	1,680	1,850	45.5	45.1
65 and over	750	730	22.3	18.9

Source: "Labor Force Survey" Statistics Bureau, Office of the Prime Minister

Table 9. Employed Women

(1,000 persons)

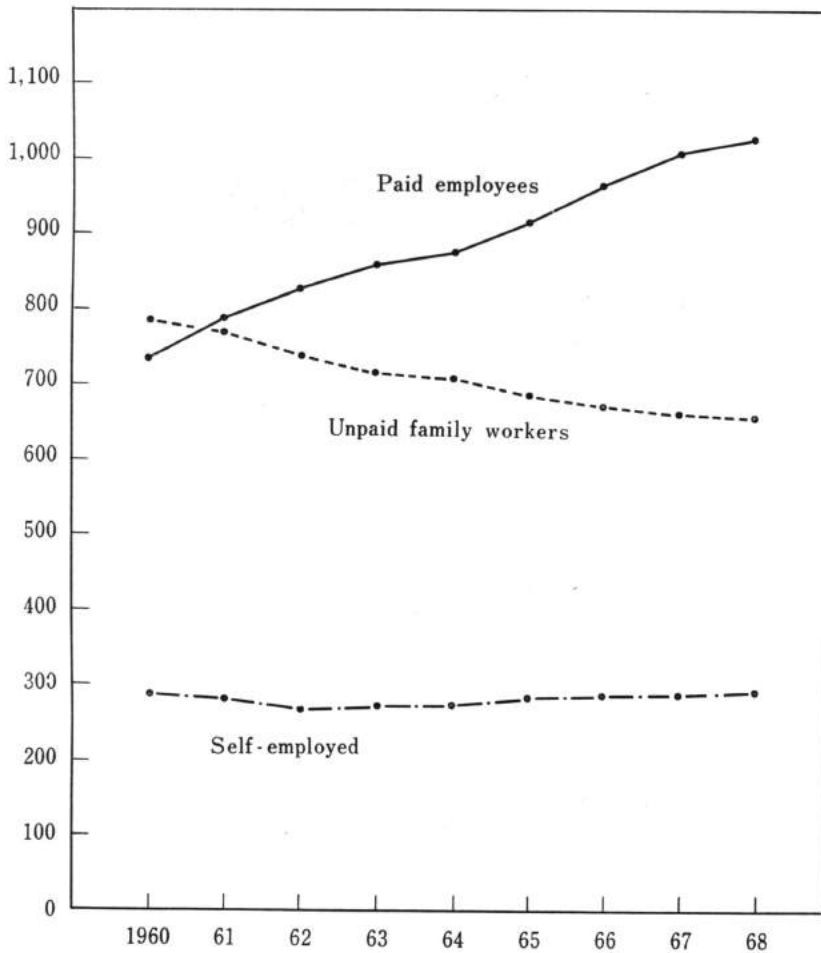
	Number	As percent of total employed
Total	19,800 (100.0%)	39.6%
Agriculture and forestry	4,960 (25.1)	53.1
Non-agricultural industries	14,850 (75.0)	36.5
Fishery, aquatic culture	130 (0.7)	24.1
Mining	30 (0.2)	11.1
Construction	510 (2.6)	13.8
Manufacturing	4,760 (24.0)	36.5
Wholesale, retail trade, finance, insurance, real estate	5,070 (25.6)	45.6
Transportation, communication, electricity, gas, water	450 (2.3)	13.7
Services	3,650 (18.4)	51.2
Government	240 (1.2)	15.6

Source: "Labor Force Survey" Statistics Bureau, Office of the Prime Minister.

Women in the labor force are divided roughly into three categories; paid employees, family workers and self-employed. The biggest portion was occupied by the paid employees representing 52 percent in 1968, followed by 34 percent for family workers and 14 percent for self-employed. 60 percent of family workers belong to agriculture and forestry. It was not many years ago that the family workers outnumbered paid employees, and occupied the largest portion of women in the labor force.

Diagram 1. Trend of Employed Women

(10,000 persons)



Source : "Labor Force Survey" Statistics Bureau, Office of the Prime Minister

Table 10. Women in Paid Employment 1964-1968

Year	Number	As percent of all employees
1964	8,760	31.7%
1965	9,130	31.7
1966	9,690	32.4
1967	10,040	32.7
1968	10,320	32.8

Source : "Labor Force Survey" Statistics Bureau, Office of the Prime Minister.

Women Paid Employees

Since the end of the last war the number of women in paid employment has been on the constant increase. In 1968 it counted 10 million representing 33 percent of the total number of paid employees.

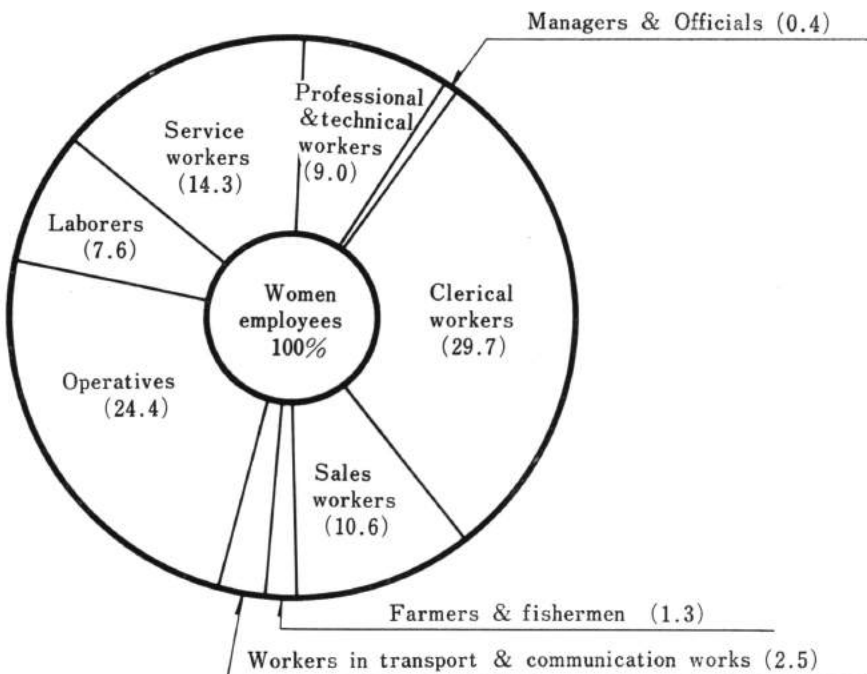
Table 11. Women Employees by Age Group

(1,000 persons)

	Number		Percent Distribution		Participation Rate	
	1964	1968	1964	1968	1964	1968
Total	8,350	10,320	100.0%	100.0%	22.3%	26.1%
15~19 year olds	1,510	1,720	18.1	16.7	29.8	33.0
20~24	2,510	2,730	30.1	26.5	53.7	57.6
25~29	950	1,180	11.4	11.4	22.7	26.7
30~34	1,510	860	18.1	8.3	19.3	20.4
35~39		990		9.6		24.9
40~54	1,510	2,230	18.1	21.6	17.9	24.7
55~64	290	500	3.5	4.8	7.6	12.2
65 and over	60	90	0.7	0.9	1.8	2.3

Source: "Labor Force Survey" Statistics Bureau, Office of the Prime Minister

Diagram 2. Women Employees by Occupation, 1968



Source: "Labor Force Survey" Statistics Bureau, Office of the Prime Minister

Participation rate of women in paid employment has been traditionally high in the age bracket under 30 years. But the tendency in recent years has been towards the increase in the number of older women workers.

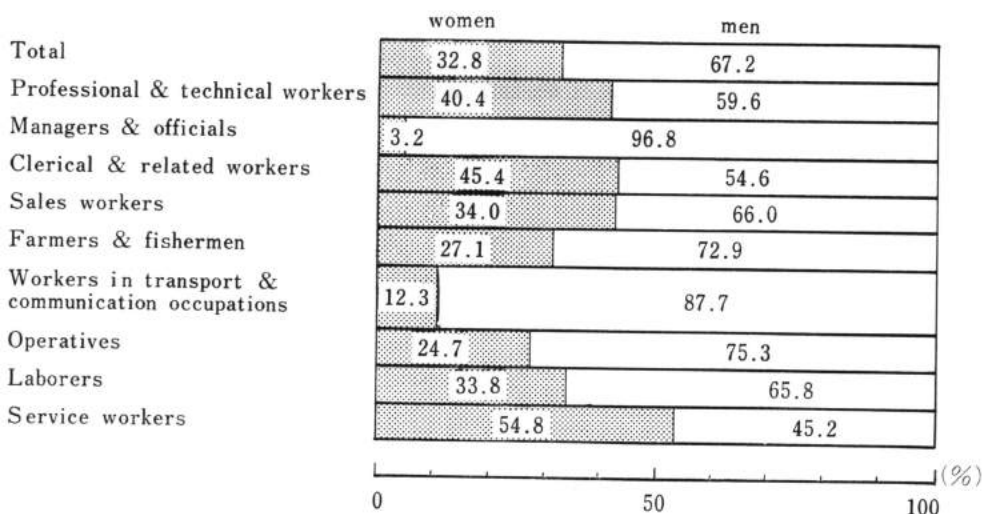
Women's Employment by Occupations and Industries

A considerable change has taken place in recent years in the occupational distribution of women workers. In 1968 30 percent of all women workers were clerical—the highest among the major occupational groups of women—followed by operatives (24%) and service workers (14%)

On these three categories are concentrated nearly 70 percent of all women workers. The most significant increase has been observed in the number of clerical workers, which, in 1955, was less than that of operatives.

The number of women in professional and technical occupations has increased faster than that of men. In 1968 women in such

Diagram 3. Participation Rate by Occupation, 1968



Source : "Labor Force Survey" Statistics Bureau, Office of the Prime Minister

occupations account for 40 percent of all workers in these categories and 9 percent of all women workers.

Teaching is one of the oldest professions for women. According to the population census of 1965 women teachers at all levels counted some 324,000 which represented 36 percent of the total number of teachers. As to those in administrative post, in 1968 there were 155 women principals in the elementary schools, 14 in the junior high schools, while before the war there were few women holding headship in public schools. In private colleges and universities there were as many as 9,130 women in the faculties as 95 presidents, but in public universities relatively smaller number of women are found in such capacities.

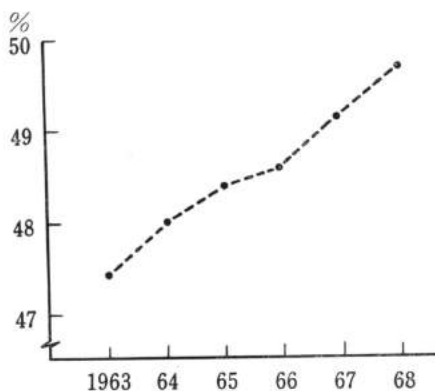
The number of women teachers in elementary schools increases each year, occupied a half of the total number of elementary school

Table 12 Women Teachers and Principals in Schools

	Teachers		Principals	
	Number	As percent of total teachers	Number	As percent of total principals
Elementary Schools	176,653	49.6%	155	0.7%
Junior High Schools	59,917	26.0	14	0.1
Senior High Schools	33,646	16.8	159	4.0
Colleges (2-year institution)	5,714	38.5	67	20.1
Universities (4-year institution)	5,789	8.1	29	7.8

Source: "Report on Basic School Statistics", Ministry of Education

Diagram 4. Percent of women teachers in elementary schools is increasing



Source: "Report on Basic School Statistics", Ministry of Education

teachers in 1968.

Nursing is another old profession for women, and there were many career women among pharmacists and doctors even before the war.

A number of women hold administrative posts in government service, and there are increasing numbers of women lawyers, judges,

Table 13. Women in Selected Occupation

Selected occupation	Number	As percent of total employed
Technicians	2,700	0.6%
Teachers	304,100	35.5
Physicians	10,500	9.9
Pharmacists	15,300	60.9
Nurses	230,500	98.3
Artists	37,000	35.5
Scientists	4,900	7.0
Judges, Prosecutors, Lawyers	200	0.5
Nursery nurses	64,800	100.0
Social workers	8,600	39.5
Managerial workers	79,200	5.6
Clerks	1,666,100	39.4
Stenographers, Typists	85,200	96.6
Operatives (electric machinery)	228,900	42.1
Operatives (yarn, thread and fabric mills)	858,200	71.9
Service workers (except household)	1,814,600	67.8
Household workers	185,500	100.0
Civil servants in managerial posts	900	1.1
Telephone operatives	161,400	96.6
Farmers	5,790,000	54.4

Source : Population Census 1965

Table 14. Number of Female Employees by Industry

Industry	Number		Percent Distribution	
	1964	1968	1964	1968
Total	8,760	10,320	100.0%	100.0%
Agriculture	220	120	2.5	1.2
Non-Agriculture	8,540	10,190	97.5	98.8
Construction	390	450	4.5	4.4
Manufacturing	3,230	3,590	36.9	34.8
Whole sale & retail trades	2,210	2,940	25.2	28.5
Finance, insurance, real estate				
Services	2,080	2,480	23.7	24.0
Others	630	730	7.2	7.0

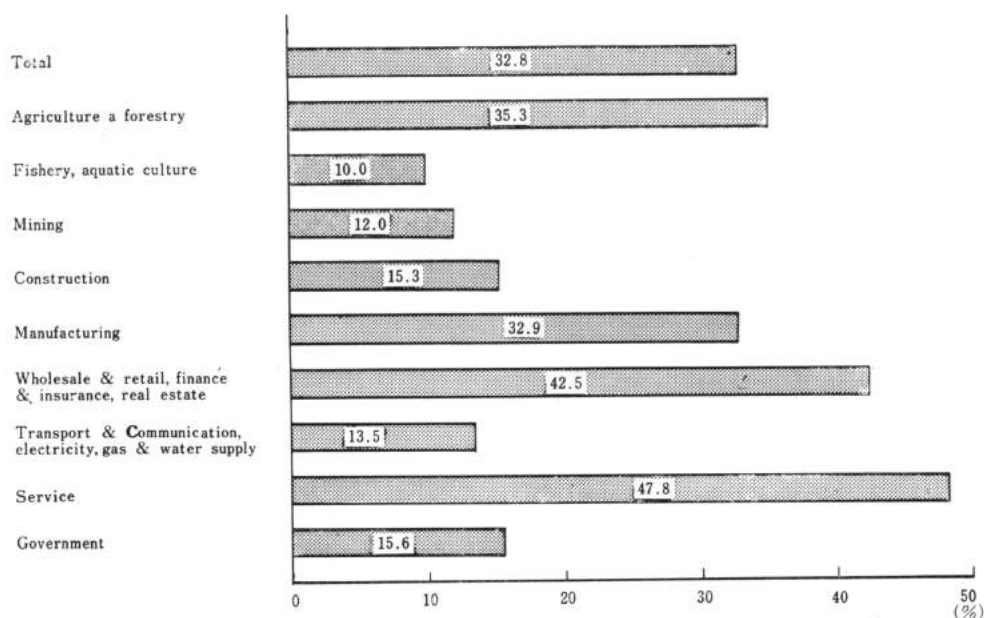
Source : "Labor Force Survey" Statistics Bureau, Office of the Prime Minister

architects, designers, accountants, etc. active in their respective fields, which were almost exclusively monopolized by men before the war.

Majority of women in gainful employment belong to non-agricultural industries and the paid employees in agriculture occupy only 1.2 %.

The largest group of women worked in manufacturing, followed by wholesale, retail, finance, insurance and real estate, and service trades, and women who worked in these three categories of industries occupied nearly 80 % of total women workers.

Diagram 5. Women Employees as percent of all employees by Industry
1968



Source: "Labor Force Survey," Statistics Bureau, Office of the Prime Minister

As for the marital status of women employees, the recent trend is the marked increase of married women in paid employment. The ratio of married women employees in non-agricultural sector to the total number of married women over 15 years was 16.9 % and 18.4% for the divorced and widows. It is significant that the net increase of some 3 million in the number of women employees that took place

Table 15. Women Employees by Marital Status

(1,000 persons)

	1960		1968	
	Number	Percent distribution	Number	Percent distribution
Total	7,110	100.0%	10,190	100.0%
Single	4,440	62.4	5,150	50.5
Married	1,780	25.0	3,980	39.1
Widowed and divorced	890	12.6	1,060	10.4

Source: "Population Census," Office of the Prime Minister for 1960.

"Labor Force Survey," Office of the Prime Minister for 1968.

between 1960 and 1968 was due to the increase in the number of married women workers. In 1968 40 percent of all women workers were married and 50 percent were single. An additional 10 percent were widowed or divorced. This is a considerable change from the situation in 1960, when only 25 percent of all women workers were married and 62 percent were single.

The increase in the number of older and married women workers has led to the higher level of the average age of women workers, which marked 29 years in 1968 (as against 33.9 years for male workers).

Average duration of service of women workers was 4.3 years as against 8.6 years for men. The younger age combined with the shorter service means lower education and less skill, which directly leads to limited chances of promotion as well as to lower wage level for the female workers than their male counterparts.

Wages and Working Hours

The average wage of women workers working in enterprises employing 30 regular workers and over in 1968 was, 31,553 yen and that of men 65,595 yen per month. The highest wage was earned by women in electricity, gas & water supply, that is public utility enterprises, the second finance & insurance industries, and these wages exceeded the average wage over 15,000 yen. On an average, women's wages are less than half of men's wages, but this does not mean that women get half of men in equal job. Actually, in 1947 the principle of equal wage for equal work for men and women was established by the Labor Standards Law, and in 1967 Government

of Japan ratified the ILO Convention No. 100 "Equal Remuneration". This comparatively low wage is derived from the particular employment and wage system prevalent in the present Japanese economy. The wage is generally based on seniority of workers under the life employment system of each firm. That is to say, there is hierarchy of wages according to the age, duration of service, besides the skills of workers of that particular firm. And women workers are generally young, that is, many are in the starting stage of the wage hierarchy, and short in duration of service as well as a great number of women are engaged in unskilled works. These factors cause lower wage of women than that of men on an average. For instance, the starting wages of new graduates of various school level indicate little or at least not much difference by sex.

Table 16 Wages by Industries (Major Group) 1969
(Establishments employing 30 regular workers and more)

Industry	Total cash earning per month		Ratio of women's wages to men's wages
	Men	Women	
Total	75,948	36,838	48.5%
Mining	69,304	30,764	44.4
Construction	66,800	29,598	44.3
Manufacturing	75,532	33,859	44.8
Wholesale & retail	76,066	38,700	50.9
Finance & insurance	106,667	48,059	45.1
Transport & communication	76,936	48,408	62.9
Electricity, gas & water supply	96,465	54,233	56.2

Source : "Monthly Labor Survey," Ministry of Labor :

Working hours

Working hours of women in 1968 were 178.8 hours per month. As a tendency working hours have been decreasing for both men and women, and the decreasing rate for women is bigger than for men.

Labor Union Activities

Since the introduction of the Labor Union Law in 1945, a marked progress has been made in the labor union activities of women. As of June 1968, 2,975,000 women workers were members of the labor unions. This figure represented 29 percent of all women workers and

27.6 percent of the total union membership. Out of all the women members 38 percent are recruited from those working in the "manufacturing" industries, including the textile industry which occupied approximately 12 percent. Though only a few women are as yet placed in a position to take the leadership of union activities, still we cannot overlook the significant part union women are playing for the betterment of the working conditions and status of women workers at large.

Legislation Concerning Women Workers

There are protective laws for women workers mainly in connection with maternity in the Labor Standards Law which became effective in 1947.

A. *The Labor Standards Law*, covering all industries except for industrial home work and domestic service at home regulates the minimum standards of working conditions. It establishes principle of equal remuneration for men and women and contains some special measures for the protection of women and minors. Women are chiefly protected for their maternity. Some of these measures affecting women workers are stated in the following.

(1) *Principle of Equal Pay for Men and Women*: This provision is similar in aim to that stipulated in the preamble of the Constitution of the International Labor Organization which states equal wages should be paid to men and women for work of equal value. The article provides that "the employer shall not discriminate women against men concerning wages by reason of the worker being a woman."

(2) *Working Hours and Rest Days*: As a principle the employer must not employ the worker more than 8 hours a day excluding recess or 48 hours a week, and must provide at least one rest day per week to the worker.

(3) *Prohibition of Night Work*: The employer must not employ women the between hours of 10 p.m. and 5 a.m. in principle. But this stipulation is not applied to the jobs specified by Ordinance as superintendent of a women's dormitory, air-stewardess, and not applied either to the agriculture, forestry, fishery, telephone operator, etc.

(4) *Restrictions on Hazardous and Injurious Jobs*: The emplo-

yer must not employ women in the dangerous or harmful jobs specified by Ordinances, nor in jobs which require the conveyance of heavy goods beyond 20 kg. (intermittent work, 30 kg.)

(5) *Ban on Underground Labor*: The employer must not employ women in underground labor.

(6) *Maternity Leave*: The employer must not employ a woman for 6 weeks before childbirth when she requests rest days during the period. The employer must not employ a woman within 6 weeks after childbirth. However, when the woman requests to work after 5 weeks, it is permissible to assign her to a job that doctor pronounces unharmed to her.

When the pregnant woman requires, the employer shall change her to a lighter job. The employer must not dismiss a woman who is on maternity leave during the period and 30 days thereafter.

In 1955, a law was promulgated making it mandatory that a replacement be found for women teachers taking pregnancy leave. It specifies for the local governments to provide teachers to substitute the women teachers while they are taking maternity leave, in order to protect motherhood as well as to maintain the regular classes.

(7) *Nursing Period*: A woman nursing a baby less than one year old may request nursing time, twice a day, each at least 30 minutes during the working hours, besides the ordinary recess.

Some private enterprises initiated a so-called child-care leave scheme to make it available for married women to stay at home for a certain period — usually less than 3 years — after childbirth, if they so want.

(8) *Menstruation Leave*: The employer must not employ a woman who suffers heavily from menstruation or a woman engaged in jobs injurious to menstruation if she requests a menstruation leave.

The Women's and Minors' Bureau was established in the Ministry of Labor in 1947 and has since endeavored to improve the protection, welfare and status of working women.

B. *The Employment Security Law*, promulgated in 1947, provides all people with opportunities to get jobs suitable to their abilities. For the enforcement of this law 500 Public Employment Security Offi-

ces have been established all over the country, and women who got placements through these offices were 754,000 out of 1,730,000 applicants in 1968.

C. *Vocational Training Law*, established in 1958 and revised in 1969, the purpose of this law is to foster skilled workers needed for the manufacturing and other industries by providing vocational training and conducting the trade test in order to enable workers to acquire and improve necessary skills, and thereby to assure the security of employment and the improvement of the worker's status as well as contribute to the development of the national economy.

There were about 400 Vocational Training Centers in 1968, where a number of training opportunities are opened to men and women equally providing assistance for them to acquire skills necessary for jobs.

However, most women trainees are enrolled in a relatively limited group of occupations, e.g. garment and textile fabrics work, sewing and knitting machine operating, clerical work, typewriting, and printing or a certain kind of service work such as barber and beautician.

In this respect, Women's and Minors' Bureau initiated two types of special vocational training centers primarily for widows and housewives who generally find greater difficulty in obtaining suitable jobs.

(1) *Public Vocational Training Centers for Industrial Home Work*: The aims of these centers are to provide people who are housewives and widows those encountered with difficulty in doing gainful work outside their homes, with information, consultation, reference and other conveniences, and thus help to solve problems concerning industrial home work. Altogether there are 47 centers which were established in the years between 1955 and 1969. Women's and Minor's Bureau subsidized these centers with one-third of expenses and gives necessary guidance and supervision as to their management and services.

(2) *Public Vocational Training Centers for Domestic Work*: These centers are also meant for widows and others who have difficulty in finding jobs. The centers give such services as to provide them with training in domestic work; promote their placement and enlarge the field of employment fit for them. At present there are

eight centers. The Bureau gave subsidy for initial expenses, management expenses, and allowances and gives them guidance as to their services. A term of training is three months and the training covers 12 subjects including general knowledge, cooking, care of infants, home administration, etc. There is great demand for the graduates of these centers who hold high public reputation and whose influence, it is expected, will contribute a good deal to improve the working conditions of domestic workers in general.

(3) The Women's and Minors' Bureau initiated in 1967 the short-term training course for older women. It is organized by the public bodies for women over 35 who want to take up jobs after a long absence from work. During 1967 and 68 about 250 women received the training concerning bookkeeping.

D. *The Labor Union Law*, promulgated in 1945, aims to promote the status of workers by establishing equal standing for both workers and employers in their bargaining, and to protect workers on their collective activities.

E. *Legislatures Concerning Social Security for Women Workers* : The welfare of women workers are also protected by other social insurance laws which cover all workers.

These laws assure workers of benefits for accident, sickness, unemployment, old age, etc.

Workmen's Accident Compensation Insurance Law, established in 1947, provides a worker with prompt and equitable protection against his injury, invalidity or death due to the causes of occupational accidents or diseases for which the employer has an obligation to compensate according to the stipulation of the Labor Standards Law. The law also regulates to establish the necessary institutions for the welfare of the worker in occupational accidents or diseases.

The Health Insurance Law, established in 1922, provides for the payment of benefits to insured persons and to persons supported by them in case of sickness, injury and death attributable to causes of sources outside of their employment. This law contains maternity benefit provisions as stated in Chapter VI *Social welfare for women*.

The Unemployment Insurance Law, established in 1947, grants an

unemployment insurance benefit to the insured person when he or she is out of a job. An insured person who is out of a job and cannot be employed in spite of his or her will and ability to work, is paid 90 times in minimum, 300 times in maximum of 60 % of his or her average daily wage in proportion to his or her length of service.

The Welfare Pension Insurance Law, established in 1941, provides for the payment of benefits in case of old age, invalidity, death or retirement of a worker and attributes to the stabilization of livelihood and the promotion of welfare, of a worker and his or her survivors.

IV. WOMEN IN FAMILY LIFE

The Status of Women in Family Law

Based upon the Constitution of 1946 the Civil Code was revised in 1947, and the revision effected a revolutionary change in the legal status of women in the family.

The now legislation provided women with every possible rights — property rights, inheritance rights, the right of marriage and divorce, parental rights, etc. — resulting in various changes in the way of living and pattern of family life. The following is a brief survey of the status of women in family law and actual practice thereon.

(Marriage) The mutual consent of both sexes is the only requirement for contracting marriage, and the consent of the parents is necessary only in the case the parties to the marriage are minors (that is, below 20 years of age). The minimum age of marriage is 16 for women and 18 for men. (The average age of contracting marriage in 1966 was 24.5 years for women and 27.3 years for men). The only formality required for entering into marriage is the official registration thereof, which must be conducted by the parties concerned and two or more adult witnesses, either orally or with document.

The parties to a marriage may settle their property rights before marriage by entering into contract and registering it. However, such cases are rare in actual practice. Almost in every case, the parties to the marriage leave their property rights on the “statutory property system”, under which all property owned by one party previous to the marriage and all property acquired in his or her name during marriage become his or her personal property; however, any property, in regard to which it is uncertain whether it belongs to the husband or the wife, is presumed to be the property in their co-ownership. As to the expenses of the marriage life, both the husband and the wife assume a share of such expenses, taking into account their property, income and all other circumstances.

(Divorce) Besides the “Judicial Divorce” permitted by court trial in case certain causes exist as prescribed in the law, the legislation provides for the “Divorce by Agreement”, under which a divorce can be obtained when mutual agreement of both parties is formally notified

to the registrar. In the "Judicial Divorce" there is no discrimination between the sexes with regard to the causes for seeking divorce. In actual practice, about 90 percent of all the divorces are "divorces by agreement".

In case the parties fail to come to the agreement, either party may apply to the Family Court for mediation. The Court makes all efforts, on close contact with parties and others concerned, to get at a conclusion for the best of the parties. In 1967, 9.2 percent of all the divorces were "divorces through mediation" by the Family Courts. (The Family Courts are established all over the country to take care of all sorts of troubles concerning family life with very simple procedure and almost free of charge, dealing at the same time with cases of juvenile delinquency).

There is no institution of alimony, but a woman, when divorced, may demand distribution of property from the husband, though the actual amount of such distribution is generally very small because the husbands are seldom in possession of much property.

For some time after the war, the divorce rate was conspicuously high, but before many years it began to decline, and therefore the last few years it has remained without much fluctuation. The number of actual cases was 86,921, or 0.86 cases per 1,000 population, in 1968.

(Parental Rights) Both parents exercise their parental authority in concert; they are absolutely equal with regard to rights and duties to their children.

In case of dissolution of marriage, the parental rights may be taken over either by the father or the mother, or by both when there are more than two children, according to the mutual agreement or through mediation of the Family Court. In actual cases the mothers very often take over the parental rights after divorcement.

(Inheritance Rights) The prewar inheritance system based on the principle of the sole inheritance by the eldest son has been abolished. The new Civil Code provides for the joint inheritance of the children, both male and female, in equal shares, and the wife always has the right to inherit her husband's property, regardless of whether or not he has left a will. The share of the spouse in an intestate succession is as follows: one-third in the case of the spouse and his (her)

children being successors; one half in the case of the spouse and his (her) parents being successors; and two-thirds in the case of the spouse and his (her) brothers and sisters being successors.

Changing Patterns of Family Life

In recent years certain social factors have been developing to effect further changes in family life. One of the factors is the drastic decline in the birth rate. The vital statistics show that the nation's birth rate decreased from 28.1 persons per 1,000 population in 1950 to 18.6 persons in 1968. In consequence, the average childbirth expectancy per one couple dropped from more than 5 in the prewar years to 2.3 in 1962. At the same time, child bearing ages tend to concentrate during the period from 25 to 29 years of age. Also, the life expectancy should be noted; in 1967 it was 68.9 years for men and 74.2 for women — more than 5 years extension during the past ten years.

Tale 17 Trends in Vital Statistics, 1930-1968

Year	Population in thousands	Live Birth Rate (per 1,000)	Death rate (per 1,000)	Natural in- crease rate (per 1,000)	Marriage rate (per 1,000)	Divorce rate (per 1,000)
1930	64,450	32.4	18.2	14.2	7.9	0.80
35	69,254	31.6	16.8	14.9	8.0	0.70
50	83,200	28.1	10.9	17.2	8.6	1.01
55	89,276	19.4	7.8	11.6	8.0	0.84
60	93,419	17.2	7.6	9.6	9.3	0.74
65	98,275	18.6	7.1	11.4	9.7	0.79
67	99,637	19.4	6.8	12.7	9.6	0.84
68	100,794	18.6	6.8	11.8	9.4	0.86

Source : Vital Statistics, Ministry of Health and Welfare.

Besids, the mode of living is changing as a result of the introduction and wider use of modern household appliances such as electric washing-machine, refrigerators, vacuum cleaners, electric pans etc. Furthermore the mass production of various sorts of instant food, ready-made clothes and other daily necessities has much facilitated women's housework.

Due to these changes in living conditions, women have been spared much of the time and energy spent on their housework, and now they enjoy much more free time at their disposal than a decade ago. According to a survey, the average hours spent by housewives for

social, cultural and recreational activities are 7 hours—twice as many as those in prewar years.

All these changing circumstances have much to do with the increasing number of married women who want to undertake gainful work. With accelerated influx of married women into the labor force four out of ten female employees were married in 1968. They are employed in every occupational field on a full-time or part-time basis. However, a new problem has arisen from such a situation—how to successfully combine their family responsibilities with their working life.

Another feature of the changes in the pattern of the family in recent years is an increase of nuclear families, unlike the traditional type of the Japanese family where the husband's parents and other relatives live together. This fact, while generally welcome to the wife, presents sometimes a certain difficulty to the family. That is, when the wife is sick in bed or in confinement, there is nobody to take up housekeeping work in her place, and often the husbands are found staying out of work to engage in housework, or the wives working while they are supposed to be in bed, thus causing much of unstableness in the family life. As a countermeasure to this situation, the Women's and Minors' Bureau initiated a program of the Home Help Service. The project characterizes itself in the voluntary employment by individual enterprises of a certain number of homehelpers who are to be sent out to the employees' homes in case of such need. The government assumes the responsibility for the supply of qualified homehelpers as well as the training for them with special arrangement of training courses. Also it gives guidance to each enterprise to ensure the appropriate and effective operation of the project. Quite a number of companies have adopted the scheme in the highly industrialized areas of the country.

V. RURAL WOMEN

Women's Part in Agriculture

The labor force in agriculture, being on the decrease in recent years, accounted for 18 percent of the total labor force in 1968, while women occupied 54 percent of the whole agricultural labor force.

With the rapid expansion of industry, an increasing number of farm people, especially family members with small farm lands, are entering factories and firms as paid workers. The statistics indicate that in 1968 about 80 percent of the total farm households have one or more members engaged in paid employment or some independent enterprises other than farming. Not only younger sons and daughters but often the heads of the families or the eldest sons are thus leaving though in most of these cases the families keep on their farming enterprises. The consequence is that in these families the women, especially the wives are obliged to take up ever greater part in farming, in many cases even the sole management of the enterprises.

Thus with increased participation in farming, women are assuming greater authority and responsibility in the family as well as in the community. But the same circumstance have necessarily increased their farm labor even though new methods of farming with machinery and chemicals have been introduced.

Women in the Family

With higher standards of living attained in these years for farming households, housekeeping work has been getting less toilsome as a result of the modernization of housekeeping facilities. With the use of electric appliances such as washing-machines and electric pans, and other improvements in domestic facilities, farm women have been relieved from the hardship of their housework to a considerable extent.

One of the influences to this end may have come from the Living Improvement Projects taken up by the Ministry of Agriculture and Forestry since 1948 for the improvement of rural home life. At present about 2,200 officials—all women—are at work in this field all

over the country. They visit homes of farmers and give advice on housekeeping problems or hold lecture meetings and demonstrate home improvement programs in rural life.

Furthermore in many districts women have succeeded in organizing cooking centers and day-nurseries on cooperative basis.

The initiation of health center system with public nurses going round every house with expectant mother or sick people to attend and nurse them, along with the general improvement of public health programs, has helped improving the health of farm women and children to a great extent. The National Health Insurance Scheme has worked much to the same end, making all members of the family eligible for medical treatment.

The general use of radio and television sets in rural areas has contributed in a large measure to leveling off the cultural standards in different parts of the country. Also the increasing participation of rural residents in modern industries in urban areas has paved the way to the modernization of the way of living in rural households.

These changes in rural life, however, has caused a substantial increase in household expenses. It is not seldom that housewives themselves work in factories during slack seasons or are engaged in homework, in order to supplement their family income or to pay for children's education. Farm women are having less and less free time. According to the sample survey carried out by the Ministry of Labor in 1969, nearly 40 percent of farm women were engaged in the paid work beyond their domestic duties and farming, and 80 percent of them want to continue their gainful work.

Organization Activities

With the prevalence of mass communication and adult education, the mind of farm women has gradually turned to the thoughts of their well-being in the daily and social problems at large.

Most of the women of farm households have been organized as members of the agricultural cooperatives or regional women's clubs. Those who have children of school age are members of the P. T. A. (Parents and Teachers Association) organized in every school. Lecture meetings and workshops held under the sponsorship of these institutions afford them opportunities for social training. Also there

are increasing number of women organized in small groups with their specific purposes. All these organizations, large or small, are contributing in their respective ways to the welfare of the community and the betterment of daily life, and through the participation in organization activities women are learning much and improving the consciousness as organic members of the community, which is to be enlarged to the consciousness as members of the nation.

VI. SOCIAL WELFARE FOR WOMEN

Due to the cooperative efforts made by the Government and voluntary organizations, social welfare services and security system of Japan have made a considerable progress in recent years, though there still remains much to be accomplished. Below is given a brief survey of the social welfare schemes now in effect to be applicable to women.

Public Assistance

Public assistance program is carried out under the Daily Life Security Law to give aids both in money and in kind to those families unable to make living. The Law set up in 1946 in accordance with the provision of the Article 25 of the Constitution, which established the responsibility of the Government to see that all the people shall have a minimum standard of living and shall be eligible for assistance if in need. According to a survey, of all the families receiving benefits under this law nearly one half are headed by women, mostly widowed or divorced.

Mothers' Welfare Fund Loans

The Law for Maternal and Child Welfare of 1964 ensures government loans for widowed and divorced mothers to open or continue business, to acquire training to etc., and for their children to attend school or to prepare for a new job.

In order to give vocational aid to widows, the Training Centers for Domestic Work and the Centers for Industrial Home Work have been set up by the Women's and Minors' Bureau. Also, the training of Home Helpers to be employed by enterprises (See Section IV Women in Family Life) is mostly aimed at widows.

Child Rearing Allowance

The Child Rearing Allowance Law was enacted in 1961. The allowance is given to the low-income fatherless families in accordance with the number of children. It is expected that this program will be a step toward the establishment of the Family Allowance System

in Japan.

Fatherless families are protected by several measures besides those mentioned above. They are entitled to live in the Homes for Mothers and Children, and the Tax Law provides for a certain reduction from their income tax and also for the payment of a lower local tax.

Child Welfare Institutions

Child Welfare Law of 1948 proclaims the nation's responsibility for healthy development of children both in body and mind, and for the protection of mothers too. Under this law many social welfare institution, such as Homes for Infants, Day Nurseries, Children's Homes and various institutions for handicapped children, Maternity Homes and Homes for Mother and Children have been set up, as well as governmental organs like Child Guidance Centers. In 1968 there were about one million children under 6 in 12,718 authorized day-care centers, of which 7,958 were public institutions and 4,760 were private.

Health Insurance

Under the health insurance schemes the insured and their dependents are provided medical care at very low costs.

In case working women thus insured give birth to a child, they are entitled to the benefit of a certain amount for confinement expenses. Also they are paid an amount equal to 60 percent of their daily remuneration for a period of 84 days, as well as a nursing allowance.

Health Centers

Health Centers established under the Health Centers Law have much to do with the health of children and expectant mothers. The network of Health Centers was reorganized and expanded in 1947 to set up one center for every 100,000 population, in order to give medical examination and health guidance to the community residents, free of charge, as well as to improve the sanitation of the community. Special emphasis is put on the health guidance for expectant mothers and infants, and to such activities may be ascribed of the definite drop of the death rate of infants attained in recent years.

Almost all of the health centers have a Eugenic Bureau established under the Eugenic Law of 1948. It undertakes advisory services on marriages from the eugenic standpoint, and also gives guidance on the proper method of birth control, which has had a great effect on the birth rate of the nation, as we have seen already.

In 1958 Health Centers for Mothers and Children were initiated to take care of mothers and children in rural areas. Especially they are designed to extend protection to pregnant mothers, and are provided with adequate facilities for confinement. By the end of 1968 they have been established in 536 villages across the country.

Old Age Pension

The Welfare Pension Scheme established in 1941 covers all workers in enterprises with more than 5 employees. Under the scheme female workers can get an annuity on attaining the age of 55 (60 for men) on the condition that the contribution has been paid for more than 20 years. The wife of a beneficiary is entitled to an annuity on her husband's death.

Those who are not covered by the Welfare Pension Scheme are covered by the National Pension Scheme, set up in 1955. Under this system any man or woman who made a contribution for more than 25 years is to receive an annuity on attaining the age of 65. As a provisional measure men and women above the age of 70 are entitled to receive an annuity, with no liability of contribution, and so are widows with children (Widows' Pension).

VII. WOMEN'S ORGANIZATIONS

After the World War II, the aspiration among women for the betterment of life has created a great number of women's clubs aiming at the improvement of women's status in general or the attainment of their specific purposes, and this was furthermore encouraged by the national policy to foster spontaneous civic activities of women.

The increased spare-time in the daily life of women and the rise in their educational attainment have much stimulated women to take active part in community life, while the rapidly changing situation of the community has made women's contribution to the society were indispensable than ever.

A survey by the Women's and Minors' Bureau indicates that 63.5 percent of all adult women are members of one or more organizations — women's clubs for the most part.

Various Types of Women's Clubs

There are about 18,140 Regional Women's Clubs, whose total membership counts 6.7 million and occupies almost 60 percent of the total membership of all women's organizations. The unit clubs in villages, towns, or cities affiliate to the prefectural federations, which in turn affiliate to the National Council of Federation of Regional Women's Clubs. Each regional clubs deals with problems in its own region, but the purposes common to all these organizations are to achieve the higher standard of women's status and develop the welfare of the communities.

The second largest membership is found in the women's department of agricultural cooperatives, counting about 3 million in about 6,000 units. Each unit organization affiliates to the prefectural federation which in turn affiliates to the National Council of Women's Organizations of Agricultural Cooperatives. These organizations try to elevate the economic and social standards of rural women through the activities of agricultural cooperatives. Although they deal chiefly with local problems, the National Council adopts certain general themes to be stressed for each year and recommends them to the unit organizations; for instance, education programs on farm management,

improvement of health, etc.

Apart from these organizations of regional nature, there are a number of women's clubs working for specific purposes. Among the well-known organizations of this kind are National Widows' Association, Young Women's Christian Association, Women's Christian Temperance Union, Association of University Women, League of Women Voters, Housewives' Association and others. Some of these organizations have a long history of brave struggle, though their membership is not so big. For instance, the Women's Christian Temperance Union, the oldest among the Japanese women's organizations, was founded in 1886, with the purpose of promoting peace and social welfare based on Christianity, especially by prohibition of alcohol. They have always been alert in action to improve the status of women. Especially their constant efforts to abolish the licensed prostitution system of the prewar times are most highly appreciated.

The League of Women Voters of Japan has a brilliant record in the struggle for the political rights of women. Its original organization was established in 1924 by progressive women enthusiastically fighting for the acquirement of woman suffrage. They worked persistently and did not overlook the slightest opportunity to present a bill granting women the right to vote, until the organization was forced to dissolve by the government in 1940. After the war it was reorganized to engage in the political education of women with the newly granted voting rights, and also to enlarge the opportunities for women to work in public office. Now it has a membership of about 6,500 all through the country.

Besides above-mentioned organizations, there are Women's League for Protection of Human Rights, Women's Bar Association, Federation of Business and Professional Women's Clubs, Women's Democratic Club, Women's League for Peace and Freedom, and others, which are all national organizations.

Some of these organizations are affiliated to the international organizations, and occasionally send delegates to the respective international conferences.

Thus the activities of women's organizations are manifold according to their purposes of establishment, but they often cooperate in order to deal with common problems. For instance, they work hand

in hand in the campaigns for cutting down commodity prices, for fair and clean elections, or in support of or opposition to certain actions proposed by the government or other authorities. Especially, in May 1956, the united pressure of many women's organizations successfully led to the enactment of the Prostitution Prevention Law, aiming at punishing exploiters of prostitution and protecting the women needing rehabilitation. Also many of them are keenly interested in the issues regarding atom and hydrogen bombs and unite their activities in the campaigns for peace.

APPENDIX

THE MAJOR WOMEN'S ORGANIZATIONS IN JAPAN

Japan Women's Christian Temperance Union	360-3, Hyakunin-cho, Shinjuku-ku, Tokyo
Young Women's Christian Association of Japan	15-4, Kudan, Chiyoda-ku, Tokyo
Japan Section of Women's International League for Peace and Freedom	c/o Naruse Kinenkan, 1-8-2, Mejirodai, Bunkyo-ku, Tokyo
National Friendship Association	11-20-2, Nishi Ikebukuro, Toshima-ku, Tokyo
The League of Women Voters of Japan	Fusen Kaikan, 21-2, Yoyogi, Shibuya-ku, Tokyo
Japanese Women's Democratic Club	18-31-3, Jingumae, Shibuya-ku, Tokyo
Housewives Association of Japan	Shyufu-Kaikan, 1,6 -bancho, Chiyoda-ku, Tokyo
Japanese Association of University Women	Oin-kai, 6-1-2, Otsuka, Bunkyo-ku, Tokyo
National Widows' Association of Japan	Shyakai Jigyo Kaikan, 4-3-3, Kasumigaseki, Chiyoda-ku, Tokyo
National Council of Women's Organizations of Agricultural Cooperatives	Nokyo Bldg., 5-1, Otemachi, Chiyoda-ku, Tokyo
National Council of Federation of Regional Women's Clubs	Tokyo Fujinjido kan, No. 4, Shibakoen, Minato-ku, Tokyo

National Council of Women's Department of Fishery Coopera- tives	Sankaido Bldg., 13-9-1, Akasaka, Minato-ku, Tokyo
Association for Problems Relating to Women	Floor 4, New Yotsuya Mansions, 21-1, Yotsuya, Shinjuku-ku, Tokyo
National Association for Improve- ment of Life	No. 722, Sangiin Kaikan, 1-1-2, Nagata-cho, Chiyoda-ku, Tokyo
All Japan Women's League	Floor 4, Masuda Bldg., 5-4-2, Iidabashi, Chiyoda-ku, Tokyo
Japan Democratic Women's As- sociation	4th Mori Bldg., 1, Sakuragawa- cho, Shiba Nishikubo, Minato-ku, Tokyo
Japan Women's Conference	National Diet Library, 1-10-1, Nagatacho, Chiyoda-ku, Tokyo
New Japan Women's Association	Floor 4-6, Reimei Bldg. 36-1, Jimbo-cho, Kanda, Chiyoda-ku, Tokyo

Source : Women's and Minors' Bureau, Ministry of Labor.

Note : Those organizations which have over 10 chapters and 500 membership are mentioned in order of their foundation.



WOMEN'S AND MINORS' BUREAU, MINISTRY OF LABOR
OTEMACHI, CHIYODA-KU TOKYO, JAPAN