http://www.nik.sal.tohoku.ac.jp/~tsigeto/03z.html Tokyo Meeting of RC 28, International Sociological Association (2003-03-02 University of Tokyo)

Principal Earner and Accommodator in Household

—An illustration of gender stratification process in contemporary Japan—

TANAKA Sigeto (田中 重人). Graduate School of Arts and Letters, Tohoku University (980-8576 JAPAN) tsigeto@nik.sal.tohoku.ac.jp

Handout

1. Introduction

2. Formalization of the Stratification Theory

With basic concepts of the stratification theory, the general process of stratification is formalized as follows:

 $[Ascription] \rightarrow [Status] \rightarrow \cdots \cdots \rightarrow [Status] \rightarrow [Rewards]$

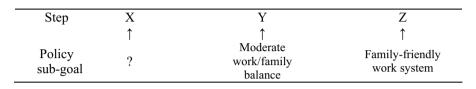
3. A Process of Gender Stratification

The gender stratification process is formalized as follows:

[Ascription] Sex		[Status 1] Worker type		[Status 2] Workforce participation		[Rewards] Earnings
Men	\rightarrow	Principal earner	\rightarrow	Full	\rightarrow	High
Women	\rightarrow	Accommodator	\rightarrow	Partial / None	\rightarrow	Low
Step	Х		Y		Ζ	

4. Gender-Equal Policy against Each Step of Stratification

The current Japanese gender-equal policy takes measures against each step of gender stratification process. For each step policy sub-goal is set as follows:



5. The Moderate Work/Family Balance

Measures the current policy takes:

(1) Reduction of normal working hours

(2) Support for care work.

Evidence against the policy:

Such measures do not allow accommodators full participation in workforce.

6. Family-Friendly Work System

Measures the current policy takes:

Development of parental and family care leave system.

Evidence against the policy:

Leave-takers must pay enormous opportunity cost.

7. Practicable Gender-Equal Society

The last measure should be aimed at the step X. Men should be a accommodator with the equal probability to women. In statistical terms, men's continuity rate of full-time employment should decrease.

* Details are in the full paper.