

SUMMARY OF RESULTS

Purpose and Method of Investigation

The Japanese Nursing Association has been conducting the investigation on the status of its members every four years since 1965, and the present report is the fourth report. The current investigation included items concerning the child-rearing and their efforts to continue work with the view to clarify the problems they experience.

The questionnaires were sent to 4,000 nurses, midwives and public health nurses selected from members of Japanese Nursing Association by the random sampling method. The investigation was carried out in October, 1977.

Summary of Results

1. Characteristics of Members and Their Conditions of Work

Average age of the sample was 35.5 years old. A vast majority of the sample were employed, 75% of them being employed in hospitals with average number of beds 430. Their conditions of work were; 1) the average monthly salary before tax was 167,000 yen; 2) the average hours of work per week was 43 hours and 22 minutes, which was reduced more than 3 hours as compared to that of the previous investigation; 3) the average hours of overtime was 8 hours 13 minutes per month; 57.5% of the sample had night duty and the average number of the night duty was 9.8 days a month.

2. Views Related to Continuation of Work

1) Family Background

Approximately 62% of the sample were married, 78% of which having children. More than 70% of the respondents replied that they got emotional supports from family members and were encouraged to continue the work, but those who replied that they were being helped in their housekeeping work by their family was less than 30%.

2) Views on Occupation and Place of Work

80% of the sample said that they derived satisfaction and pride from nursing profession. Opinions were divided as to whether they thought they should continue the work even if they had babies, or they should leave the work while their children were small but return to work when they were grown up, both groups representing 40% of the total sample. About 50% of the sample were satisfied with the

present conditions of work, the remaining 50% not satisfied with them.

3) Views on Continuation of Work

80% of the sample replied that they had seriously considered of leaving the profession more than once before. As to their reasons, the discouragement in job rated highest among the unmarried sample, and the child-rearing highest among the married sample. 75% of the sample wanted to continue to work at the present place of employment. Majority of them were satisfied with the present conditions of work and found the present job satisfying and challenging enough.

3. Benefits Available for Continuation of Work during Child-rearing Period

1) Child-rearing Leave without Pay

The child-rearing leave mostly without pay is legally provided for the nursing personnel employed in any public health and medical institutions until their infants reaches 12 months. Although almost all the respondents believed that the child-rearing leave was necessary, only half of them replied that this system was made effective in their employing agencies, and only 4.2% of them had actually benefited from this system. About one-third of the institutions that admit the child-rearing leave for the nursing personnel could not secure the substitutes to take over the job of such nursing personnel. The necessity of recruiting such substitute personnel was pointed out by many respondents.

2) Nursery at Place of Employment

43% of the institutions of the respondents had the nurseries, and 17% of them had utilized these nurseries. They believed that the night nursery, the nursery taking care of babies when their mothers' child-rearing leave was ended, and the increase of full-time nursery personnel were necessary to make this system work effectively.

4. Rearing of Children under Two Years Old

Questions were asked to those who were rearing children under two years of age about their problems and difficulties at home and at work place. 44% of the respondents replied that their children were cared for by one of their relatives. The monthly fee they pay to the nursery

or to those who were taking care of their infants ranged from zero to more than 35,000 yen, the average being 20,592 yen. The major problems they usually encountered were the difficulties in finding someone to take care of children when they were sick or on Sundays and holidays, not

enough time to sit with family members, additional burden on other family members, little time to study, and constantly fatigued condition. However, many of them felt that their children were their source of encouragement and incentives to do better work.