

**Report on Status of Members
of Japanese Nursing Association**

Purpous and Method

Japanese Nursing Association conducts survey on the actual status of its members every four years since 1965. This report composes the findings of the 6th survey. In the 1985 survey, investigations were made as to the maternal protection and welfare in addition to the characteristics, conditions of employment and work, in order to grasp the actual status before the enforcement of Equal Employment Opportunity Law at 1986 and to rnu a follow-up investigation of improvement on the working condition.

In this survey, an effort was made to identfy the self-image of nurse through exploring nurses' perception, social network and utilitization of leisure time.

The subjects of the survey were 9,235 members of JNA, randomly chosen from the total membership by age group. Questionnaires were sent to them and 4,541 were recvered(49.2%).

Summary of Result of Survey

I. CHARACTARISTICS OF MEMBERS

1. Average age is 35.2 years old.
2. Marital status : 63.9% are married. 53.9% of them have children and 41.8% of theses have children under 6 years old.
3. Average years of service in nursing is 12.7 years.

Average age obtained in our last investigation in 1981 was 35.9 years old.

Due to the rise in the marital age and relative increase in the population of young people, there has been no increase in the percentage of the merried population. Concerning the academic background, the percentage of junior college graduates is increasing especially in the age group 20-29. Average length of experience as nurse was 12.7 years, as compared to 14.5 years in 1981. This decrease is considered due to such factors as that they start their career at later ages, that their careers are interrupted due to childbirth and child rearing etc, .

II. EMPLOYMENT

1. 82.5% are working in hospitals.
2. The percentage of professional nurse is increasing (63.5%), and the percentage of assistant

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nurse in decreasing (16.2%).

3. The average length of continued service on present job is 6.5 years showing slight decrease, as compared to the figure of 1981.

The average frequency of changing employment is 0.8 .

III. WORKING CONDITIONS

1. The average working hours per week is 43.0 and 50.7% of the sample members have 2 days off per week (76.0% of all workers have 2 days off per week). There have not been much improvement in this aspect.
2. In September 1985, overtime work per month averaged 10 hours 48 minutes per person and is 2 hours longer than the result of the last survey. The average of overtime work of hospital staff in the sample is 13 hours 2 minutes.
3. The sample members who are working in three-shifts in hospitals had night duty 9.1 days during September, 1985. The frequency of night duty remained almost same as compared with the last survey.

However, more hospitals tend to assign 3 nurses on night shifts and less assign 1 nurse.

IV. MATERNAL PROTECTION

1. 30% of the sample who are working in hospitals take only 6 week post-natal leave.
2. Most of the public health nurses who are working in health centers or municipalities are not able to utilize maternal leave one year system, and they come back to work after 8 weeks of post-natal leave.

In general, the percentage of hospital staff who utilize maternal leave system has increased. The more of them are exempted from night duty during pregnancy and child-rearing period. However, the situation is still hard for nurses with family responsibilities and to their families.

V. AGE-LIMIT SYSTEM AND WELFARE

1. 88.7% of the sample report that their institutions have age-limit system and 79% of them have the same age-limit for men and women.
2. Survey on housing benefit revealed no sex discriminatory provisions to treatment far as the public service employees are concerned.

Practically, however, female employees do not benefit much from this system, most of them being not recognized as householders, to whom the housing benefits are made available.

VI. SELF-IMAGE OF NURSE

Nurses were found to gain satisfaction when they knew that their patients and families appreciate their efforts, when they could provide appropriate care to patients when they need it, and when they knew they achieved personal development.

The problem they had to cope with are heavy workload, difficulty in acquiring new expertise, and low wages.

They would consult with their peers, friends and family members to seek advice and solution when they encounter difficulties. At their leisure time they seek to divert themselves and enjoy recreational activities, but they do not spend much money for these activities.

They regard their recreational activities as indispensable part of their lives in order to relax themselves.