

## Additional Information Regarding the Work of Women Teachers

ZENKYO

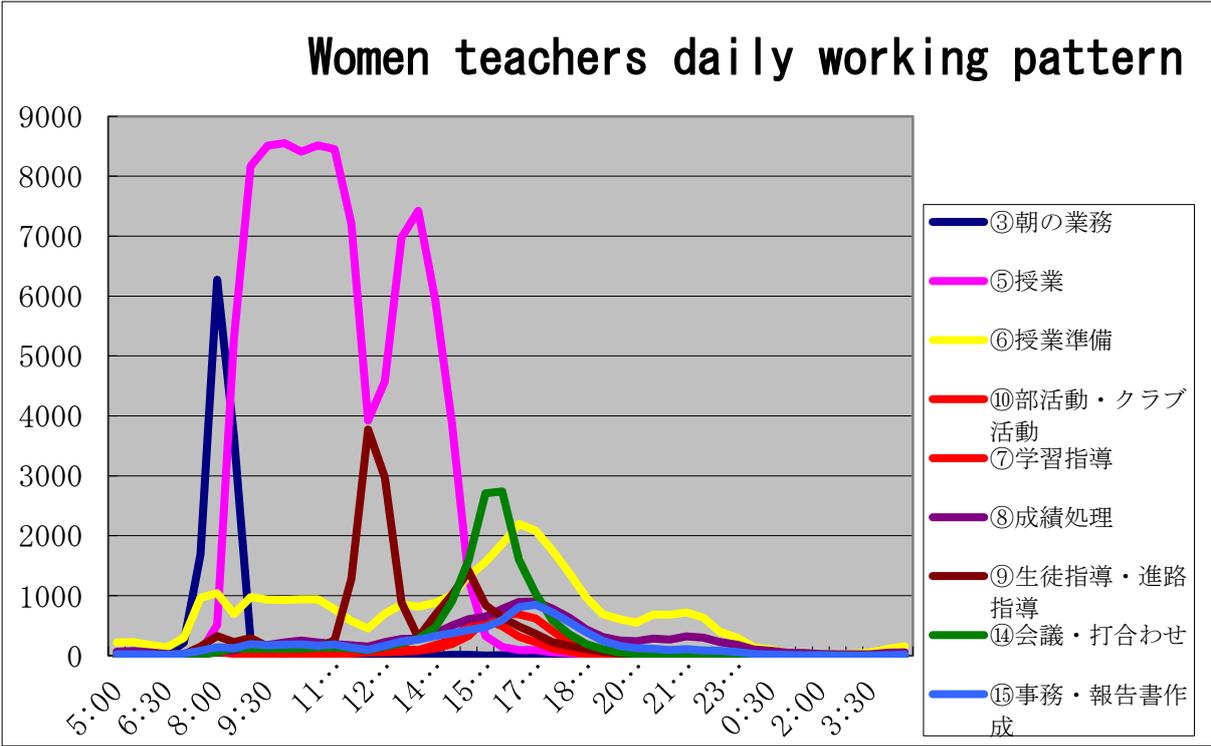
All Japan Teachers and Staffs Union

July 1, 2014

1. The present document is a report related to the allegation ZENKYO filed on January 8 2014. It is intended to provide additional information regarding women teachers who account for about 50 percent of teaching personnel in primary and secondary schools. As stated below, their conditions of work do not meet the standards required by paragraph 8 of the ILO/UNESCO Recommendation concerning the Status of Teachers of 1966 (hereinafter 1966 Recommendation) which fact seriously affects children and education.
2. Set below is the table showing the average hours of overtime work done by men and women teachers in and outside the school in a month.

	Average All	Average men	Average women
Overtime work in school	72h 56min.	77h 5min.	67h 55min.
Overtime work at home	22h 36min.	20h 24min.	25h 3min.

3. Overtime work at home is longer for women because of heavy family responsibilities weighing on women. They also have to get home earlier than men as they are the ones who look after children or sick or dependent family members and do most of the domestic work.
4. Longer work taken home and more domestic work lead to shorter hours of sleep for women teachers: average sleeping time per day for men is 6 hours 27 minutes (22.5% sleep less than 6 hours) and 6 hours 10 minutes (35.7% sleep less than 6 hours) for women.
5. Reflecting the fact that many women teachers sleep less than 6 hours a day, the “2012 ZENKYO Survey on Teachers’ Working Conditions” found out their daily working patterns as shown in the graph below. Preparation of class, keeping children’s records and writing administrative reports keep them working even beyond 11: 30 p.m. and again from 3:30 a.m. which can be considered as late-night work.



3-morning duties 5-classes 6-preparation of class 7-extracurricular activities 8-keeping children's records 9-guidance and orientation 10-meetings 11-preparation of various reports

6. Short sleeping time generally causes health problems. Set out below is the tables showing the results of the “2012 Survey on Personnel Administration of Public School Teachers” (made by Ministry of Education) regarding cases of sickness leave and cases metal illness.

【Teachers on sickness leave】

	On sickness leave A	Active B	A/B
Men	3,514	451,194	0.78%
Women	4,827	470,479	1.03%
Total	8,341	921,673	0.90%

【Teachers with mental illness】

	Mentally ill A	Active B	A/B
Men	2,373	451,194	0.53%
Women	2,587	470,479	0.55%
Total	4,960	921,673	0.54%

7. Late-night work of women teachers has bad impact on their maternity. According to the Women's Committee of ZEROREN, a Japanese trade union national center in April 2011 conducted a “Survey on Pregnancy, Childbirth and Child Rearing”, while only 37.4% of women teachers answered they had normal pregnancy, 22.1% said they had abnormal childbirth.

8.Paragraph 102 of the 1966 Recommendation states that ”effect should be given to the standards laid down by the International Labour Organization in the field of maternity protection”. To our regret, Japan has not yet ratified ILO Conventions 103 and 183 regarding the protection of maternity, but paragraph 102 of 1966 Recommendation at least

requires the respect of the spirit embodied in these ILO Conventions and the current way of working of women teachers that affects their maternity should be corrected. In spite of this, the Ministry of Education has failed to take measures that would enable women teachers to finish work within regular working schedule.

9. The above-mentioned survey collected desperate calls of women teachers who have little children.
  - 1) “My work is endless. Every day, I leave school at 5: 30 p.m. to pick up my child in the kinder garden. I never can finish my work in time. It is really hard to work when you have small kids to raise. The help of people around you and understanding of your colleagues are indispensable. I guess it is difficult to understand it for men teachers and those fortunate women teachers who could get back to work soon after childbirth, but I would be happy if they show a little more understanding to somebody like me who has to leave work early or take a day off for her child.”
  - 2) “In my work place, most women do not have the experience of raising child. As they do not know what it means to have a baby, they do not understand why I am so busy. Overtime work is my daily bread. If any problem arises, I often stay in school until 8 or 9 in the evening. On my way home, I stop by at a supermarket, prepare dinner as soon as I get home, I feed my 3-year old child at 9 and go to bed at 11.”
  - 3) When I got back to school after maternity leave, I was told to finish my second and third year training in one year. As I recalled those days, I went back home late every evening and often had to work on holidays. In addition, I had to raise my boy who was not year a year old and I could hardly find the time to sleep. I was wondering over and over again every day whether it was a bad idea to have a baby.
  - 4) People in my work place did not have understanding for me who got back to work after the birth of my first child. Commuting took more than one hour and I thought of quitting many times. There was a possibility to work part-time for women teachers with children, but it was not well known not widely accepted and I felt guilty to use that possibility. I did not imagine that working while rearing a child was so hard and stressful.
  
10. Women teachers are trying hard to cling to their work schedule by cutting their sleeping time, but few are successful in continuing to work in that way. This can be seen in the average age of women teachers quitting their jobs. Set out below are the results of the 2010 statistical study of school personnel made by the Ministry of Education, the average age of teachers quitting their job.

	Primary	Junior high	High	Specialized
Men	54.8 years	52.3 years	54.4 years	53.5 years
Women	51.5 years	47.5 years	44.6 years	49.1 years

At any school level, from primary to high schools, the dominant cause of early retirement for women teachers is related to family responsibilities. This reflects the fact that working conditions in schools are so poor that teachers with family responsibilities, especially women have much difficulty in conciliating work and family life including child rearing and nursing care of old parents etc.

11. As stated at the beginning of the present report, the reality of women teachers' work is not meeting the standards required by paragraph 8 of the 1966 Recommendation. This seriously affects the children and education.
  
12. In order to improve the current poor working conditions of women teachers, ZENKYO has repeatedly demanded the Ministry of Education that it take measures to enable women teachers to conciliate work and family life, but any effective measure going in that direction has not been proposed yet by the Ministry.

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