

## Working Women Difficulties against Work-life Balance in Fukuoka, Japan

Mizuki Nagao<sup>1\*</sup> and Jay Chunsuparek<sup>2</sup>

<sup>1\*</sup>Faculty of International College, Rangsit University, Thailand

<sup>2</sup>General Education Department, Faculty of International College, Rangsit University, Thailand

\*Corresponding author, e-mail: mizuki.n59@rsu.ac.th

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### Abstract

These days, many Japanese working women are suffering from difficulties to balance between work and family. These problems result in resignation of woman by work force after having kids which are leading to lack of workplace diversity in most of Japanese organizations. This research will evaluate about Japanese working culture, women's stress and work life balance as well as childcare system and issue of women's right in Japan. Japanese working culture shows traditional society system, women's stress and work life balance tell unfair behavior of organization. In addition, family and childcare system and women's right express unfordable conditions and inadequate structures under government. These factors will help to lead revealing current issues. The conducts focus on finding current problems between work and personal life of women in Fukuoka. Then identify ideal solutions that Japanese working women require to improve problems and considering about what we have to change for working women in the future. There will be potential concerning innovative working environment throughout Japanese organization. The questionnaires are conducted to 87 working women among 20 to 60 ages in Fukuoka regarding work life balance, working style and childcare system. The result showed women difficulties such as working style, promoting mythology, stress and worry. The traditional seniority system block women from promoting to high position. Unsupportive attitudes of family against housework lead more hardness to keep work life balance for women. Moreover, lacking number of nursery school eat up feasibility of women to continue their work while women take care of their kids. Several perspective are found to be very important for women to improve current problems including more understanding from company, the improvement in childcare facility within or outside the workplace, and help their partner with the housework.

**Keywords:** *working women, work life balance, women's right, Japanese working system, Japanese child care system, workplace diversity, Japanese working culture*

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