

---

---

● SUMMARY

SUMMARY ●

---

---

## 1993 REPORT ON STATUS OF NURSING PERSONNEL

Japanese Nursing Association  
Survey & Research Section  
Development & Promotion  
Department

The report on status of nursing personnel has been implemented by Japanese Nursing Association for its members every four years since 1965. The 1993 report is the eighth one to be conducted. Members of this association include those who are qualified as public health nurse (female and male), midwife nurse, nurse (female and male), assistant nurse (female and male), and nursing instructor.

Questions on the report cover: age, marriage status, children (number of children, age of youngest child), academic background, license (qualification) held, years of experience, type of shift, type of occupation, position, work location, work hours per week, overtime hour per month, night shift (form of work, frequency, night duty compensation), from of weekly holiday, paid vacation, system of leave from caretaking, special monthly holidays for women, monthly income, prenatal and postnatal measures for maternity protection, years of service, assignment transfers within the last five years, experience in charge of occupation, desire for further study at undergraduate or graduate levels, awareness regarding continuation of work, degree of satisfaction with work, areas of (work) interest, preference to become a specialist or generalist, newspaper, vocational magazines subscribed to, and so on.

The survey was conducted in November, 1993, by way of sending survey sheets at random to 10, 864 members of Japanese Nursing Association. There were 5, 691 responses: response

rate (rate of recovery) was 52.4%, higher than the 46.7% of the 1989 report.

Major results of the survey were as follows.

## I. CHARACTERISTICS OF NURSING PERSONNEL

Ninety-eight percent of those surveyed were "women", 1.7% were "men".

Average age of the group as a whole was 36.3 years; 37.2 years for "public health nurses (femal and male)", 36.8 years for "midwives", 35.0 years for "nurses (female and male)", 40.3 years for "assistant nurses (femal and male)", and 41.1 years for "nursing instructors".

Regarding marriage status, 62.2% (includes divorce, lost spouse) were married; of these, 86.9% had children, the average number being two. Of those with children, 33.8% had children below school age, and 16.8% were infants below two years of age. The rate of those married in their late twenties (includes divorce, lost spouse) (31.5%) decreased compared to the 1989 report (41.5%), and dropped below the marriage rate of the employed women in general.

General academic background were as follows: 80.4% were "high school" graduates, 7.9% were graduates of "junior college", 6.8% were graduates of "junior high school", and 2.1% were "university" graduates.

As for specialized education, 14.2% were graduates of "practical nursing programs, high school practical nursing programs", 33.4% were graduates of "college preparatory course", 31.0% were graduates of "nursing school (3-year course)", 4.0% were graduates of "junior college of nursing (3-year course)", 14.5% were graduates of "public health nursing school, midwife nursing school, etc.", 0.9% were graduates of "colleges and graduate schools majoring nursing", and 1.4% were graduates of the "old-style educational system".

Average years of experience in nursing was extended compared to the 1989 report, to 14.4 years.

## II. WORKING CONDITIONS

As for as form of employment goes, 93.7% were “regular employees”, 1.6% were “part-time workers”, 1.4% were “temporary employees”, 0.2% were “self-employed”, 1.7% were “on vacation or suspended business”, and 1.2% had “left jobs (includes retirees)”.

Regarding position, 76.4% were in “non-administrative positions”, 19.4% in “middle management”, and 3.4% in “administrative positions”.

Regarding work site, 86.1% worked in “hospitals”, 4.1% in “municipal offices”, 2.6% in “health centers”, 3.2% in “educational institutions for nursing” (excluding those who have left work).

The average number of work years at the current workplace was 10.0 years, the same as the previous report.

Regular employees who had had assignment transfers in the past five years numbered 56.1% and of these, 38.3% were satisfied with the transfer, while 16.3% were dissatisfied.

Forty-eight percent had experienced a change of occupation, which was less than in the 1989 report (52.8%). Frequency of job changes had also decreased slightly to 1.8 times, compared to the 1989 report (1.9 times).

### **III. WORKING TERMS**

Prescribed work hours per week was on average, 41 hours and 6 minutes, being less than the average 43 hours and 1 minute of the 1989 report.

Of the regular employees, 81.1% did overtime work, being approximately the same as the previous report. The average number of overtime work was 13 hours 00 minute, or about 30 minutes shorter than the previous report.

As for the types of night duty of regular employees of hospitals (non-administrative positions), 64.2% were on “regular three shifts”, 7.5% were on a “night shift” and “irregular three shifts”, 4.8% were on the “regular two shifts and an irregular two-shifts”, and 7.1% replied that

“there is a night shift but they were currently not on it”. In the 1989 report, “regular three shifts”, 66.2%; the “night shift”, 8.7%; “irregular three shifts”, 7.9%; “two shifts and irregular two-shifts”, 3.5%; “there is a night shift but not currently on it.”, 9.1%, the results being quite similar to the current report.

Regarding the number of night shift per month for a regular employee of a hospital (non-administrative position), “8 times” was the most common. Responses of “9 to 10 times”, and “11 times or more” decreased in comparison to the 1989 report. The average number of night shifts was 8.7 times, less than the 9.0 times of the 1989 report. In this sense, a slight improvement was seen in terms of frequency of night shift.

Of the regular employees, 53.6% responded that the “five-day week” was being fully implemented, up substantially from the 3.2% of the 1989 report. This is probably attributed to the implementation of the “five-days week” in 1992 for civil servants, which triggered and made the five-day week popular throughout Japan.

The average number of days prescribed as annual paid vacation for regular employees was 18.2 days (17.9 days in the previous report), and the average number of paid holidays actually taken was 9.4 days (9.4 days in the previous report), with an acquisition rate of 51.5% (52.5% in the previous report). The average number of paid vacation days and its acquisition rate decreased compared to the 1989 report.

The survey referred for the first time to the existence of a family care leave system. Among regular employees, 26.2% responded that such a “system exists”, 46.7% that the “system does not exist”, and 22.5% replied “I don’t know”.

The average monthly salary before taxes for regular employees with 14.2 years experience and continued service of 10.2 years was 330, 307 yen, with the basic salary being 257, 576 yen.

#### IV. MATERNAL PROTECTION

Questions about maternal protection during pregnancy and at childbirth was asked of people with 0-3 children. In consequence, 497 regular employees (8.7%) responded.

As for maternal protection measures received before giving childbirth, the most common was “exemption from night shift, night duty” at 48.3% (exemption period was provided on average, after the 6.2 month of pregnancy), followed by “reduced number of night shift, night duty” at 15.7%, and so on. However, 32.8% were “not provided with any particular measures”, which leaves an area for improvement.

Regarding maternal protection measures provided after childbirth, the most common was “nursing leave” at 53.3%, higher than the 28.7% of the 1989 report. next in line was “exemption from night shift, night duty” at 46.9% (on average, exemption period provided until 8–9 months after childbirth), followed by “nursing time” at 31.6%.

Maternity leaves was on average, 8.0 weeks, nursing leaves was on average 14.3 weeks, and the total number of weeks on leave combined with others was an average 22.7 weeks. The figure was 24.7 weeks for those who did take nursing leave.

In the 1989 report, the maternity leave was on average 8.1 weeks, nursing leave, 5.5 weeks, bringing the total number of weeks on leave to an average 14.1.

Thus, in for years, the area of nursing leave showed a marked increase of 8.6 weeks and total number of weeks on leave of 8.4 weeks. As a result of the establishment of laws concerning nursing leave, etc., the number of those who take leaves has increased, leading to an overall increase in the length of leaves.

## V. PROFESSIONAL AWARENESS

Regarding awareness to continue their profession, 57.4% replied that they “would like to continue working regardless of marriage or childbirth”, showing a decrease from 1989 report which indicated 80.4%.

There were 36.8% who were “satisfied” with their present job, 17.7% who were “dissatisfied”, and 44.4% who were “neither”.

The question was asked whether the respondents would like to work in the four areas of “home care”, “welfare-related work”, “nursing the aged”, and “psychiatric nursing”. Among those who stated that they would like to try these areas, 43.3% were interested in “home care”,

40.2% in “welfare-related work”, 29.2% in “nursing the aged”, and 12.2% in “psychiatric nursing”. These are areas considered to be difficult in terms of securing nurses, or where increased demand is foreseen, however, those in nursing seemed to be highly interested in working in such areas. Therefore, if improvements of working conditions, etc. are promoted, it would be possible to secure nurse in these areas.

Those who considered themselves to be suited to “assisting a patient with patience so that they could cope with their health issues”, numbered 57.5%, while 18.9% thought that they were suited “to make appropriate decisions and take measures under urgent circumstances”, 22.7% chose “cannot say either”.

Those who were more inclined to be generalists who “want to be able to react to a broad range of situations, regardless of specialization” numbered 58.4%, while those who were inclined to be specialists who “want to thoroughly study and master a particular field” numbered 30.3%, and 10.3% responded, “cannot say either”.

## VI. DESIRE FOR FURTHER STUDY

Those who wished to study in a four-year college outside of the nursing field numbered 31.3%; areas of study indicated were diverse, such as “psychology”, “welfare studies”, etc.

Those who wished to go on a four-year college of nursing numbered 28.4%, hoping to continue to work and use their leaves to study.

As a result of asking 818 assistant nurses (female and male) whether they would like to further their studies, 52.2% wanted to do so, while 39.9% were not currently considering it.