Reproduction and transformation of gender order: with a focus on the habitus and practices of women

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This study aims to clarify one process of reproduction and transformation of gender order. In order to accomplish this purpose, this paper especially focus on how gender role consciousness formed by and forming gender order effects on women's action both in domestic and outside of home, and how role support networks for women's employment take toward transformation of such gender order.

The analysis of survey data on the gender role consciousness toward work and family for women in Kyoto City shows first that gender role consciousness is composed of two dimensions, "Traditional gender role consciousness" that affirms the gendered distribution of roles and "Caring consciousness" that intends caring for others. Then the latter tends to make women participate in non-market social activities such as board activities related to child and volunteer activities. Also ordered logistic model regarding the perception of satisfaction with the division of household labor reveals that the high level of caring consciousness has an effect on increasing the perception of satisfaction with the division of household labor. This result shows that women recognize that caring for family is appropriate action/conduct to "womanliness" in terms of "Woman" identity. Then it can be said that such caring consciousness is strongly related to the habitus of women and reproduces gender order. On the other hand, the analysis of the third National Family Research of Japan (2009) shows that support networks especially instrumental support networks which contain a high proportion of kin encourage married women to undertake fulltime employment. From this result, support networks to advance married women's employment must have flexibility and certainty as relatives provide their assistance. It is because that this support networks can be the key to transform gender order through correction gender disparity by women's employment.