

Decisions concerning women's work and parenting have been influenced by various social backgrounds and have changed with the times. In recent years, due to the efforts of the government and the trends of society, the number of female managers has increased compared to the past, and the laws have been adopted so that workers with preschool children at all establishments can use the childcare leave system and short- As the barriers of women's compatibility between childcare and work are gradually increased, such as being enacted, it is getting rid of. Women with preschool children can be expected to balance childcare and work by utilizing childcare service, cooperation of close relatives, company system, etc. However, even if these means are used, if a woman judges that it is difficult to continue the current employment state, she will change her working time by her own choice of employment, such as changing to a work that is compatible with her, such as changing her household chores and child-rearing hours We will think about securing. For these reasons, employment selection for women may result in ineffective use as a result of having to do work and work different from hope for women. The problem consciousness in this paper is that only females have such troubles and burdens. Based on these problem consciousness, in this paper, focusing on 'selection bias' that women are dare choosing a job type that can be compatible with childcare, we have focused on women with preschool children and working The theme is to clarify the actual state of comprehensive decision making by empirical analysis. Therefore, from the viewpoint of occupation which tends to take women who emphasize compatibility with childcare and occupation which tends to take career-oriented women, in order to balance childcare and work among women in those occupations We will examine the differences in decision making. As a result of the analysis, as hypothesized in this paper, it became clear that women with pre - school children are selecting career - oriented rather than career - oriented, family oriented oriented. In addition, ② We were able to confirm the usefulness of nursery school from the analysis result that women of career oriented type of occupation use a lot of nursery schools regardless of approval / approval. Currently, there are many standby children in urban areas, but in urban areas the women's employment rate is also high, so efforts to eliminate even more waiting children are necessary. And 2) As a woman of a career oriented type of job got the cooperation of childcare for her husband, it is necessary for men to actively participate in childcare by women as desired It is considered to contribute to continued employment. It is thought that countermeasures such as giving economic incentives to acquire male childcare leave system, promoting the use of childcare leave system, or revising Labor Standards Law to reduce overtime hours.