

Still a large number of infants are on the waiting list and many have no choice but to use non-approved centers. Nagase (1997) found that there are less of these facilities in municipals where the percentage of public-to-private approved centers is high. In addition, she revealed that by two-stage least squares estimation, areas with higher percentage of public-to-private approved centers have higher labor participation of married women and vice versa. Further, metropolitan areas in Tokyo and Osaka are found to have high percentage of government-operated daycare centers, long waiting lists for entry, and lower ratio of daycare facilities to the number of newly born infants.

Figure 3 Shortage Yet of Governmentally Subsidized Day Care Centers as of 2001 April

	Number of Children in Non-Approved Day Care to Places in Approved Day Care	Number of Children on Waiting Lists to Places in Approved Day Care
Sapporo	26%	0.9%
Sendai	34%	6.8%
Chiba	14%	1.6%
Yokohama	27%	7.9%
Kawasaki	28%	11.4%
Nagoya	4%	1.8%
Kyoto	5%	2.3%
Osaka	7%	5.7%
Kobe	13%	8.9%
Hiroshima	7%	1.4%
Kitakyushu	8%	0.9%
Fukuoka	8%	2.2%

Parental Leave

The Child Care Leave Law, which allows for leave from work until one's infant reaches the age of 1, was implemented in 1992 to support the accommodation of family and work. Before the law took effect, one was able to obtain a maternity leave for only six weeks prior to childbirth and 8 weeks after childbirth. Also, 60% of one's salary is compensated through Health Insurance during the maternity leave.

The child care leave on the other hand started as unpaid leave. In 1995, however, the law was extended to workplaces with less than 30 employees, and the Employment Insurance began compensating 25% of the total salary during the period of leave. From 2001, the percentage has risen to 40%, 30% during the leave and 10% upon six months after returning from leave. The Ministry of Labor's statistics on *Basic Survey on Female Workers Labor Management* indicates that although some companies offer child care leave, the percentage of the total workplace with this provision increased rapidly after the implementation of the law. In 1981, 14% of the workplace with more than 30 employees had some form of child care leave provision while this figure rose to 22% in 1990. As well, 51% of the total workplace in 1993 had leave provision stated in the employee's work contract, which in 1999 increased to 77%. Therefore, in 1993, 48% of female workers used the provision and continued to work after childbirth. The figure increased to 44% in 1996 and 58% in 1999 at firms with more than 30 employees. Of those workers who took leave in 1999, females comprised 99% while