

## 外国語要旨

学位論文題目 An Empirical Analysis of the Effects of Workplace Norms on Female Labor Participation in Japanese Firms

This study investigates the effects of workplace norms on female labor participation and childbirth at Japanese firms. This analysis is based on economic theory and econometric method, but an interdisciplinary approach is also used by exploring workplace norms via in-depth interviews. We focus on the corporate culture and employment practices of Japanese firms. This study examines whether or not such workplace norms affect the female labor supply and childbirth in Japan.

We focus on the theory of “Identity Utility” defined by Akerlof and Kranton(2000:2010). In this theory, each social category has different norms; for example, men and women are expected to take different actions by society. As a result, not only did each person increase their identity utility when she conformed to social norms, but her identity utility was also affected by how others behaved, and vice versa. This theory is best used to expound upon how other people’s actions and concept of values affect the individual labor supply in Japanese firms.

In this research the effects of workplace norms on labor supply are measured through questionnaires asking about the supportive atmosphere, the use of child care leave, and other family friendly company practices using the representative panel data from 2003 to 2011 in Japan’s “Longitudinal Survey of Adults in the 21st Century” conducted by the Ministry of Health, Labour, and Welfare. The effect is further explored in the web survey data offered by the Cabinet Office, “*Danjo no noryoku hakki to raifu puran ni taisuru ishiki ni kansuru chosa*” in 2009.

The main result of the research using the “Longitudinal Survey of Adults in the 21st Century” indicated that “workplace norms” or “workplace atmosphere” affect the female labor supply, especially when women experience childbirth. Other than the female employment rate for women with a one-year-old child surging around 10% after 2010, the female labor participation following their first child’s birth has little changed from the 1990s to the 2000s. The female employment rate is still lower than that of other countries. However, this paper finds that if a workplace has supportive “workplace norms,” its female workers’ employment rate and fertility rate increased. This effect was the same for the company-provided institutions of work-life balance for its employees. This paper shows that supportive workplace norms increased between 2003 and 2011 and that female workers’ desire for employment increased between 2005 and 2011.

Moreover, we conducted the in-depth interview on female workers who have the experience of having quit their jobs. This interview investigates how workplace norms in companies in Japan affect female

turnover. Qualitative research, specifically an in-depth interview, was conducted on 22 respondents living in the Greater Tokyo Area in 2012. We used 14 interviews with women who have experienced turnover in order to understand gender roles. From the in-depth interview, we identified the factors that create the “workplace atmosphere” in light of their organizational structure. “Workplace atmosphere” was defined by the conflict that arises in the relationships of their unit, and there were three main factors: profit maximizing motive of the firm, strict and restrictive working time, and gender norms. The gender norms of the direct boss and top management were important. When we focus on company attributes, we find that family-owned companies and subsidiary companies have their own “workplace atmosphere,” and they had several distortions in their firms and power balance.

Additionally, we analyze the labor supply and wages of clerical workers, which is the most populous job type in private firms and has a high rate of employees who quit their jobs concurrently with marriage and childbirth, according to the re-sampling data of the “Employment Status Survey” conducted by the Statistics Bureau in 1992, 1997, and 2002. After the Equal Employment Opportunity Law in 1986, female clerical workers did not change their working rates and wage much, and they did not close the clerical worker wage gap between men and women; the wage profile is especially evident between the genders after middle-age. However, if a female clerical worker has a specialized skill, she can maintain her wage standards after middle-age.

This research gives two insights into improving the female labor supply in Japan. The first problem concerns the institution of work-life balance in private firms; there is limited coverage for full-time workers only, and the government should provide adequate childcare leave to all female workers. The second problem concerns the lack of a mentor and consulting system for female workers in contrast with male workers belonging to informal factions. Additionally, regarding “workplace norms,” an institution of work-life balance is still not difficult to achieve; a female worker’s supervisor has strong authority and affects her labor supply decisions.

This research has some limitations. We have limited the definition of “norms” to only apply to the workplace, and we lack some variables because we use secondary data. In future research, we need to turn our attention to the perspectives of “family” and “firms.” Our research focuses on Japanese firm’s “workplace norms,” tries to examine their effect on the female labor supply and childbirth, and demonstrates several methods to provide an important analysis of female labor.