

外国語要約

学位論文題目: Female Employment and Childbirth— Career progress after childbirth—
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This study focuses on women's work environment in Japan, especially before and after childbirth, and following career advancement with a focus on salaries and women's ambition to get promoted using three individual dataset.

The premise of this study is that the increase in continuation of employment using the childcare leave and the reduced working hours option after the first child birth found in the 15th Birth Trends Basic Survey (conducted in 2015). The reduced working hours option was made mandatory in 2010 for companies with over 101 employees and fully implemented in 2012.

In Chapter 4 analyzes the factors that influence the choosing of reduced working hours option and the impact on current wages of it's use. The results showed that women tend not to choose the reduced working hours option when they work at a workplace with a long hour working culture or their spouses are self-employed. On the other hand, women who work in a family-friendly atmosphere tend to choose the option. The use of the option over 2 years decreased current wages significantly. There was a 30 percent decrease of current wages when women used the option for over 5 years.

In Chapter 5, the analysis of the Japanese Life Course Panel Surveys reveals only 40 to 50% of women who give birth can get childcare leave. Most non-regular workers become unemployed at the time of childbirth. Acquiring child care leave during childbirth among regular employees is considerably penetrating, but the spread of short-hour working option is still limited (only privileged groups such as relatively high wages can be used).

In Chapter 6 examines the factors that discourage married women to pursue career advancements after childbirth. Family factors, such as the number of children, whether there are children under six years of age, spouse's employment status, the salary share of respondents in the household, did not have significant effects on women's motivation towards getting promotion. These household factors, however, had significant effects on the

decision whether respondents work full time or not. Gender role attitudes also had a significant effect on the decision to work full time or not. The initial motive for promotion continued to have a positive effect on the present motivation for promotion for both men and women.

It is important to create an environment in the workplace where women will feel at ease choosing the reduced working hours option when they return to work after childbirth. At the same time, it is also important that companies advise their employees know how the use of reduced working hours option can influence their career and that women and their spouses try not to overuse the option which could have a detrimental effect on their career progress.