

博士論文審査結果報告
Report on Ph.D. / Doctoral Dissertation Defense
National Graduate Institute for Policy Studies
Professor MUNRO Alistair

審査委員会を代表し、以下のとおり審査結果を報告します。

On behalf of the Doctoral Thesis Review Committee, I would like to report the result of the Ph. D. / Doctoral Dissertation Defense as follows.

学位申請者氏名 Ph.D. Candidate	Chie Aoyagi		
学籍番号 ID Number	PHD14105		
プログラム名 Program	Policy Analysis Program		
審査委員会 Doctoral Thesis Review Committee	主査 Main referee	MUNRO Alistair	主指導教員 Main Advisor
	審査委員 Referee	黒澤 昌子 KUROSAWA Masako	副指導教員 Sub Advisor
	審査委員 Referee	田中 誠 TANAKA Makoto	副指導教員 Sub Advisor
	審査委員 Referee	家田 仁 IEDA Hitoshi	博士課程委員会委員長代理 Acting Chairperson of the Doctoral Programs Committee
	審査委員 Referee	黒田 祥子 KURODA Sachiko 早稲田大学 教育・総合 科学学術院	外部審査委員 External Referee
論文タイトル Dissertation Title (タイトル和訳)※ Title in Japanese	Work-Life Balance and Gender Equality in Japan 日本におけるワークライフバランスと男女平等		
学位名 Degree Title	博士 (公共経済学) Ph.D. in Public Economics		
論文提出日 Submission Date of the Draft Dissertation	2018年6月29日	論文審査会開催日 Date of the Doctoral Thesis Review Committee	2018年7月27日
論文発表会開催日 Date of the Defense	2018年7月27日	論文最終版提出日 Submission Date of the Final Dissertation	2018年8月15日
審査結果 Result	合格 Pass		
	不合格 Failure		

※タイトルが英文の場合、文部科学省に報告するため、和訳を付してください

If the title is in English, please translate in Japanese in order to report MEXT.

1. 論文要旨 **Thesis overview and summary of the presentation.**

This is a thesis that investigates work-life balance in Japan using two original means. The first method is a choice experiment which investigates the trade-offs adults are willing to make between salary and other aspects of their job (such as overtime, compulsory relocation etc.) using an online survey of over 1,000 subjects. The results of this exercise form the basis of one of the main chapters of the dissertation. The second main method is an economics experiment carried out with married couples at various venues in Koto-ku, Tokyo. The results from the experiment form the second major research chapter.

Work-life balance is a topic on the agenda of many governments and as a result, there is copious academic research on the subject, both inside Japan and outside. Aoyagi san's research is distinguished from previous work by its novel approach. For example, in order to understand the trade-offs, people are willing to make between salary and other aspects of the job, it is usual to use data on actual job characteristics and then to impose the assumption that by choosing jobs with particular combinations of salary, overtime requirements etc., people are revealing what they really like and dislike. However, the possible policy changes often go beyond the limited range of options that individuals typically face when they make choices about which job to accept. In this context, a choice experiment asks people to choose between different hypothetical jobs with various options such as salary, overtime etc. Attitudes to different aspects of the job are then revealed by which jobs are rejected and which accepted. Within the field of labour economics, the choice experiment method has been used for a few groups of workers in some countries, but to date there has been no study of this kind in Japan or with a general group of workers in any industrialized country. This is Aoyagi san's key contribution. There are lots of results in the chapter, but for example she finds that willingness to trade-off different aspects of the job for a raised salary vary between men and women and between individuals with and without children. Of course, such results are not at all surprising, but what she does is to quantify the price individuals are willing to pay to avoid excessive overtime, relocation etc. She also deepens the research by investigating other situational factors that affect the willingness to trade-off, including family responsibilities and the perceived feelings of guilt from having to compromise on work or family responsibilities. Her broad conclusion is that there is scope for a 'limited regular' contracts that limit excessive overtime, even if this comes at a cost of lower salary.

The second major research chapter is also distinguished by its novelty. Here though the results are less clear cut and the implications for policy are limited. Economics experiments with married couples have now been done in over 20 countries, but Aoyagi-san is the first of this kind in Japan. Over a number of weekends, married couples from a broad range of

backgrounds are recruited in east Tokyo and attended community venues such as cultural centres where they engage in 'work' and must make choices between different ways of organizing the work in their couple. There are two types of work: one is a simple data entry task that is paid for each correct item. One type is unpaid and involves removing pencil markings from children's mazes (which are subsequently passed to a local nursery). After experiencing both types of work, individuals in the experiment must state how they wish to divide up the responsibility for the work in the final part of the experiment. They can, for example, opt for a 'traditional' pattern wherein the man does the paid task and the wife does the unpaid task or a reversal of this or some other patterns where they share both the tasks. The overall result of this experiment is that the subjects are remarkably traditional: even when the wife is more productive than the man in the paid task, most people – men and women - prefer the traditional over its reverse or a sharing option. Now, one motivation for such an experiment lies in the debate over parental leave. In some countries (e.g. Sweden) there has been a move to make paternity leave compulsory for men. The view is that once men gain experience in childcare and housekeeping duties, they will accept more sharing gender roles in the future, but that without a little push in that direction, roles would tend to remain stubbornly tradition. In the experiment, Aoyagi provides a little push, by having two treatments, in one of which men get more experience at the unpaid, maze-cleaning task. However, this does not seem to affect the choices either men or women make in the experiment so that at best, Aoyagi san can conclude that the push would be have to larger if it were to have an effect on gender roles.

(Although the focus of this summary is on the results and methodology, it is worth noting the tremendous amount of work and initiative that went into creating the dataset for the dissertation. Aoyagi san, designed, wrote and piloted an internet survey, negotiated with the survey company and supervised their implementation of the project. For the experiment, she recruited couples from a wide section of Tokyo society, booked and organized venues, recruited research assistance and ran the experiments at the weekends over two months at a variety of locations.)

After presenting a summary of the two main chapters of the dissertation for 45 minutes, the candidate fielded questions from each of the examiners. Most of the questions centred on the methodology and interpretation of the results.

2. 審査報告 Notes from the Doctoral Thesis Review Committee (including changes required to the thesis by the referees)

The members of the committee were positive about the dissertation but identified a number of areas where further clarification or minor extensions of the data analysis were required. Recommended changes included:

1. Being more careful about the policy recommendations generally.
2. Acknowledging that if the policy recommendations from the thesis were pursued there would be a danger that 'limited regular' jobs would become second class jobs chiefly occupied by women, with a degradation in the quality of the chances for promotion etc.
3. Explaining more carefully the advantages of the choice experiment method vis-à-vis the hedonic method which is the traditional method of investigating trade-offs in the labour market.
4. Investigating the link between current income and answers in the online survey
5. Clarifying the types of guilt identified by the online survey and their relation to the results of the econometric exercise.
6. Reinterpreting the willingness to pay (wtp) results in terms of elasticities of labour supply and at the same time, explaining why some of the wtp figures are so high compared to income.
7. Suggesting reasons why female wtp does not depend significantly on the presence of children in the household (which is contrary to the received wisdom and also the results in other countries).
8. Accepting that the non-paid task in the experiment misses some key aspects of looking after a household with children.
9. Investigating the relationship between the answers in the experiment and household demographics and other variables such as the productivity of the spouse.

3. 最終提出論文確認結果 Confirmation by the Main Referee that changes have been done to the satisfaction of the referees

Aoyagi-san has addressed the comments made to her and reworked the data analysis as required. She has added clarifying material to the introduction and final chapter and she has toned down her policy recommendations. She has also added tables showing the results of the new data analysis. Consequently, I confirm that the candidate has undertaken the changes recommended to her by the examiners to our satisfaction.

4. 最終審査結果 Final recommendation

Pass.