

博士論文審査結果報告
Report on Ph.D. / Doctoral Dissertation Defense
National Graduate Institute for Policy Studies (GRIPS)
 Associate Professor Wie Dainn

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 Doctoral Dissertation Defense as follows.

学位申請者氏名 Ph.D. Candidate	内藤 朋枝/ Naito Tomoe		
学籍番号 ID Number	PHD10002		
プログラム名 Program	Policy Analysis Program		
審査委員会 Doctoral Thesis Review Committee	主査 Main referee	Wie Dainn	主指導教員 Main Advisor
	審査委員 Referee	田中 誠 Tanaka Makoto	副指導教員 Sub Advisor
	審査委員 Referee	Litschig Stephan	副指導教員 Sub Advisor
	審査委員 Referee	恒川 恵市/ Tsunekawa Keiichi	博士課程委員会委員長代理 Acting Chairperson of the Doctoral Programs Committee
	審査委員 Referee	Professor Myonug-Jae Lee (Korea University)	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	Women's Work-Life Conflict 女性のワークライフコンフリクト		
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	2019年5月8日	論文審査会開催日 Date of the Doctoral Thesis Review Committee	2019年6月5日
論文発表会開催日 Date of the Defense	2019年6月5日	論文最終版提出日 Submission Date of the Final Dissertation	2019年8月21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

Please add a Japanese title that will be reported to MEXT.

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

In Japan, working women have to face difficulties in balancing their career and life. Work-life conflict has been pointed out as a main driving force between low levels of labor force participation rate of married women in Japan. It has been said that the major sources of conflict are long working hours and unequal burden of childcare on women.

The dissertation tries to examine three factors affecting women's labor market participation in Japan: intergenerational linkage, first-grade shock, and long working hour. Three factors are separately examined in Chapter 2, 3, and 4 in the thesis and each chapter has potential to be published as an independent article. All three chapters employed comprehensive and nationally representative microdata to empirically examine research questions and to derive policy implications.

Chapter 2 examines intergenerational linkage between women and their mothers in terms of employment and perception of the gendered division of housework using National Survey of Household with Children collected in 2012 and 2014 by Japan Institute for Labour Policy and Training. Main findings of the chapter are that having working mother is positively correlated with women's employment and negatively correlated with their perception regarding gendered division of labor. The empirical evidence suggests that there exists an intergenerational linkage between mother and daughter with respect to employment and attitude toward traditional women's role in family.

Chapter 3 identifies the Japanese phenomenon called "first grade shock" in various aspects. First-grade shock refers the tighter time constraints on mothers due to lack of after-school child care and the increased demands for parenting when their children enter elementary school. Empirical evidence shows that mothers' employment as part-time workers start to increase in the year before their youngest children enter elementary school. However, the share of mothers with emotional distress and work-life conflict also increase as their youngest

children enter elementary school. Then we observe that mothers' employment level drops to the previous level a year later. At the same time, emotional distress and a mother's perception of work-life conflict also return to preschool levels. The results show the existence of "first-grade shock" which discourages mothers' return to labor force due to severe work-life conflict.

Chapter 4 investigates the impact of long working hour on women's occupational choice using long-term microdata from Japan and Korea. Japan and Korea are notorious for prevalence of long working hours. Women who are faced with tighter time constraints usually choose an occupation with shorter working hours. Empirical results in this chapter suggests that, in general, the prevalence of long working hours and overwork affects women's occupation choices regardless of their marital status, level of education, and child. Furthermore, the chapter provides evidence that the adoption of 40-hour workweek system in Korea is positively associated with the share of married women in that industry-occupation.

All three chapters carefully examine and describe various aspects of women's attitude toward labor market and work-life conflict in Japan. Chapter 1 introduces overview of all three chapters. Final chapter 5 provides policy suggestions and concluding remarks. The findings presented in the thesis not only contribute to relevant literature but also provide useful policy implications.

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

There was a general consensus among the members of the doctoral thesis committee about the contribution of the thesis. The members also shared the impression that thesis contains

candidate's hard-work using various data and empirical analyses. Committee also provided valuable comments to improve thesis and to increase its publication potential.

The members made several critical questions and comments as follows:

1. Can the dissertation elaborate further on choice of topic and sample countries?
2. Interlinkage between mothers' and women's employment could be due to family wealth. If you do not have data on family wealth, please describe potential omitted variable bias stemming from not controlling family wealth.
3. Why married women do not anticipate/predict first-grade shock and prepare for coping strategy? Please provide anecdotal/relevant literature to further explain mothers' behavior.
4. Please clearly explain the source of variation in first-grade variable conditional on cohort fixed effects in your data. Also provide grade distribution in data to show existence of proper variation in the variable.
5. The magnitude of coefficients of long working hour on women's occupational choice seems very small. Please provide proper interpretation regarding the magnitude of coefficients to show importance of your findings.

The members of the committee reached conclusions that revisions should be made following these comments, and that main adviser would check a revised version accordingly. Mrs. Naito carefully incorporated most comments based on suggestions under main adviser's guidance.

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

Committee members left the final check entirely to the main adviser. Revision was done

gradually over several times. All suggestions raised by committee members were incorporated to improve Chapter 3. The revision was done in intensive way over several times. Mrs. Naito also worked on other chapters incorporating most comments except extended analyses and robustness test for Chapter 4 which we aim to incorporate in an article version. Main adviser guided revision process and checked the final version on August 20th, which the main adviser found it satisfactory.

4. 最終審査結果 **Final recommendation**

The doctoral thesis review committee recommends that GRIPS award the degree of Ph.D. in Public Economics to Mrs. Tomoe Naito.