

# ジェンダー不平等な文脈における雇用の状況と出生への移行

日本からのエビデンス

## Employment Circumstances and Fertility Transition in Gender Inegalitarian Contexts: Evidence from Japan

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### **Introduction and Research Questions**

The inconsistent evidence on the relationship between employment circumstances and fertility outcomes is complicated by the rise in precarious employment. Also, proposed mechanisms are rarely tested empirically. Moreover, previous studies have largely focused on lowest low fertility countries in Eastern and Southern Europe, rendering us limited understanding of the relationship between economic uncertainty associated with employment characteristics and declining fertility in other contexts, namely East Asia, another group of lowest-low fertility countries.

To fill in these research gaps, our study provides empirical evidence to better understand the inconsistent findings on whether, and if so, how men's and women's employment is associated with fertility outcomes. Specifically, we focus on the Japanese case, which provides important insights into how the impacts of individual-level employment on fertility behaviors may have changed over time against the macro-level backdrop of labor market transformation, long economic stagnation, and increase in unstable employment over the three decades. In addition to employment status, we also pay attention to another correlate of employment uncertainty, namely firm size.

We evaluate the following hypotheses. First, the incompatibility of participation in the labor market and family duties suggests that compared with standard employment (or working in a large firm), non-standard employment (or working in a small or medium firm) accelerates the transition to motherhood. Second, by contrast, the importance of economic stability and certainty on fertility decisions suggests that nonstandard employment (or working in a small or medium firm) delays women's transition to parenthood. Third, we hypothesize that the association between better employment characteristics and transition to childbearing is partly explained either by their economic resource, economic uncertainty, or spousal characteristics.

### **Data, Variables, and Method**

This study used the Japanese Social Stratification and Mobility Survey (SSM) and the Japanese Life-course Panel Study (JLPS). One critical advantage of SSM surveys, which have been conducted every ten years since 1995, is that it collects detailed information on respondents' complete retrospective working history. We combine SSM surveys conducted in 1995, 2005, and 2005 so that we can examine a greater extent of intertemporal variation in the relationship between employment circumstances and women's transition to motherhood. Second, taking advantage of its longitudinal survey structure, we use JLPS to explore potential mechanisms explaining the employment-fertility

relationship. JLPS is a nationally represented longitudinal survey that targets young and middle-aged men and women (aged 20 to 40), conducted annually by the Institute of Social Science at the University of Tokyo and the data are available from wave 1 (2007) to wave 11 (2017).

We are interested in the parity-specific timing and probability of women having their child. If the childbirth has not occurred by the end of the survey, the survival time is the number of years from marriage or the first childbirth to the time the survey ended, or at the time when the respondents reach age 49, whichever happens first.

Our primary explanatory variables, employment status and firm size, capture two critical dimensions of labor market conditions among married women. We provide four categories in terms of women's employment type: (1) standard employment, (2) non-standard employment, (3) self-employed, and (4) not worked. Firm size is categorized into the following groups: (1) firms with less than 1,000 employees (small and middle firms), (2) firms with more than 1,000 employees (large firms), and (3) public sector.

To investigate mechanisms using JLPS, we examine several potential mediators. Hypotheses 3 is first tested by focusing on respondents' logged annual income. We also use a dummy variable that measures whether one's employment is fixed-term or not. This is motivated by prior work suggesting that temporary employment, as compared with permanent employment, induces the postponement of family formation by increasing life course uncertainty. Last, we use four spousal socioeconomic statuses. This includes spouse's educational attainment, employment status, firm size, and spousal logged annual income.

### Preliminary Results

Results from retrospective employment history data as well as longitudinal data reveal that non-standard employment delays childbearing regardless of parity (see Figure 1). A part of the association is explained by their lower-income and assortative mating, while we did not find evidence that uncertainty associated with this employment status explains the relationship. These findings help us to understand the mechanisms of demographic change in "lowest-low" fertility countries.

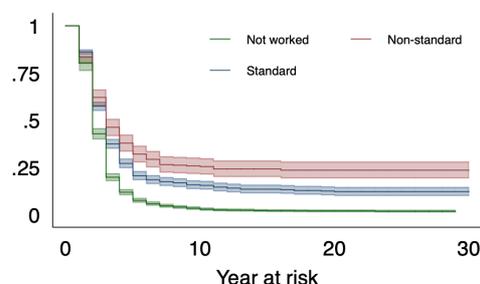


Figure 1 Kaplan-Meier survival plot for women by employment status with 95% confidence intervals

### Acknowledgement

This research is supported by Nakajima Foundation and the Eunice Kennedy Shriver National Institute of Child Health & Human Development of the National Institutes of Health under Award Number P2CHD047879. This research is supported by JSPS Grant-in-Aid for Specially Promoted Research (Grant number 25000001). We thank the 2015 SSM Survey Management Committee for allowing Fumiya Uchikoshi to use the SSM data. The data for this secondary analysis, Japanese Life Course Panel Survey of the Youth (JLPS-Y) and the Middle-aged (JLPS-M) Waves 1-11, 2007-2017 (Japanese Life Course Panel Surveys project, Institute of Social Science, The University of Tokyo), were provided by the Social Science Japan Data Archive, Center for Social Research and Data Archives, Institute of Social Science, The University of Tokyo.