

Abstracts

Historical Origins of the Breadwinner Household Model

Osamu Saito (Hitotsubashi University)

The breadwinner household is said to have been established by the mid-twentieth century in many countries. This essay begins with a brief survey of literature on the historical path to breadwinning: First it focuses on Britain and Sweden in comparison with Japan, and then this is followed by the examination of a hypothesis put forward by Jan de Vries, which focuses on household production by married women, first in west European historical contexts and then, with Japanese pre-war data. It is likely, the essay argues, that one of the factors accounting for the rise of the breadwinner regime was an increase in the demand for home-produced goods and services, a factor specific to a particular phase of development where the market supplied no acceptable substitutes for most of them. At the same time, it is emphasized that the culture-specific factors, such as family formation rules, traditional systems of welfare, and the government's stance and policies, are also important for a better understanding of the rise of breadwinning in each historical case.

Does Marriage Preceded by Pregnancy Matter to Mothers' Employment?

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Japanese women are more likely to experience marriage preceded by pregnancy than in past decades. However, the age pattern of hazard—the number of marriages preceded by pregnancy divided by the number of never-married women (population at risk)—has not changed in 25 years. This means that the increase in marriage after pregnancy is accounted for by the increase in population at risk—women who have never been married—due to the continuing trend of postponing marriage. We also examine how experiencing marriage after pregnancy impacts on a married women's employment or earning after childbearing. Since marriage after pregnancy is concentrated in certain socioeconomic status groups, we estimate models using a matched sample or weighted sample, utilizing the propensity score of marriage after pregnancy in order to balance the covariates structure. The results show that although those who have experienced marriage after pregnancy are more likely than their counterparts to quit their job upon their marriage, the likelihood of being a fulltime worker after childbearing is higher than in the rest of the population, and there is no statistically significant difference between the two groups in terms of access to maternity leave or employment status during the child-rearing period. We conclude that marriage after pregnancy has no affect on a mother's employment during her lifetime.

The Effects of Labor Market Conditions on Marriage in Japan

Koyo Miyoshi (Aichi Gakuin University)

This chapter reviews previous research about how recession affects marriage rates and considers why marriage rates are decreasing recently in Japan. Although the effects of rise in wage rate on marriage is not-clear cut according to Becker (1973), some previous empirical researches about marriage in Japan shows that male regular workers, who can earn higher wages (or potential income), tend to marry earlier than non-regular male workers. Other empirical research show that females in Japan who got jobs as regular workers soon after graduation marry earlier than who could not secure employment as regular workers. These factor are the reasons why marriage rates are decreasing in Japan: decreasing job opportunities for young Japanese people, particularly as regular workers, discourage them from marrying.

Personnel Management and Workers' Family

Yuko Tanaka

This paper discusses how companies have dealt with workers' families, and how they should deal with workers' families now and in the future, by examining personnel management policies and family problems. First, we examined how companies pay family allowances, and the degree to which companies recognize the willingness of workers to transfer when asked to do so by the company, and so on. We found that companies in the past regarded worker's wives as dependents who should give their full support to their husbands, so that the husbands could in turn devote themselves to the company. These companies demanded that workers' wives became full-time housewives. While company policies have changed to a small degree recently, their basic position has not changed. Therefore, serious problems happen in the home. We found there are work-family conflicts and a decline in wives' marital satisfaction. These problems are caused by long working hours for husbands and wives. In the future, companies may have to employ workers with diverse values, lifestyles and family situations, and to keep them highly motivated and healthy. Recently, the concept of "work life balance" has gained attention, as it promotes the diversity of working styles and recognizes workers' family as the key to their success.

Family Formation and Law

Eri Kasagi (Kyushu University)

Social law doesn't directly control or concern the family formation, even if there are many mutual influences in very diverse and complex ways. The traditional Japanese employment system has been clearly based on the model of a family in which the sole male breadwinner works for the whole family. Therefore, the legal provisions supporting this employment system made this model of family a very fixed and universal one in Japanese society. This relationship between social law and family is gradually changing, particularly from the 1990s, due to growing concerns for equality at work and for the declining birth rate. Moreover, the concept of 'work life balance' may be significant for the future relationship between social law and family formation, as this concept takes into account the financial cost to build a family. It also promotes a very comprehensive image of the society where the workers' entire private lives, not only their family life, can be considered in the legal system.

Factor of Job-Matching: Importance of Personality and Corporate Culture Information

Toru Kobayashi (Keio University)

This paper analyzes the effect of information collected by a nongovernment job-matching agency on establishment of job matching. In particular, the author focused on information about personality and corporate culture. As a result of analysis which derived from matching data from Intelligence Ltd., (one of the major companies in the Japanese staffing industry for the permanent employees sector), we made the following conclusions: First, information from the corporate culture has a positive effect on the probability that adoption is established. However, information on an individual's personality does not have a clear effect. Second, at each stage of the matching or each jobseeker's reservation-wage features, the differences of effects on job matching were seen in the same information variables.