

## Abstracts

### The Diffusion of Parental Leave for Fathers in Japanese Firms: Exploring Antecedents and Performance Outcomes

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This study examines the diffusion of parental leave for fathers in Japanese firms, specifically exploring antecedents and performance outcomes. Using panel data for Nikkei 225 firms from 2004 to 2020, we found that parental leave for fathers is more prevalent in firms that are proactive in work-life balance practices and that once the practice begins to diffuse, it diffuses by itself through peer effects within the firm. Meanwhile, we did not find any statistically significant effect on performance. These results imply that it may be difficult to expect the diffusion of parental leave for fathers through voluntary efforts by firms alone. The benefits of fathers taking parental leave are not necessarily limited to firms that employ them; rather, such benefits can be reaped by their wives, firms that employ their wives, and even society as a whole. In fact, to ensure that women can continue to build on their careers without interruption due to marriage, childbirth, or childcare, reforming men's work to include parental leave is required. In this sense, externalities exist in parental leave for fathers, and efforts by individual firms alone may not be enough for a socially sufficient level, suggesting the need for policy intervention by the public sector.

### Isolation in Telework and Coping Methods: A Case Study of France During the COVID-19 Pandemic

**Makoto Ozawa** (Osaka Metropolitan University)

The purpose of this paper is to analyze problems and countermeasures using a case study of telework in France under lockdown during the COVID-19 pandemic. Problems of telework include social and psychological risks, especially risks due to isolation, which may also lead to poor mental health, coronary artery disease, and more. France has traditionally been cautious about adopting telework, and many studies have been conducted even before the pandemic that sounded the alarm bells about telework. As a countermeasure against problems of isolation in telework, the French have restricted telework by setting days when people teleworking could also come to the workplace. Such restrictions on telework are stipulated in labor agreements and play an important role. This policy was already in place at private companies in the late 2000s, but even during the COVID-19 pandemic, when people were forced to work entirely from home, there was an urgent need to allow people with health problems to come to the workplace up to one day a week. Before these measures were taken, ways to avoid risks were explored through various factors such as interprofessional agreements, guidelines of the Ministry of Labor, and administrative rulings against the guidelines. In light of these cases, the "right to be disconnected", which has traditionally been the focus of telework issues in France, is still important in the practice of telework, but the "right of teleworkers to be directly connected" to society is and will be important as well.

### Employment Discrimination and Human Rights Laws in Canada: How Discrimination Has Been Defined and Challenged in the Development of Substantive Equality

**Yukie Hihara** (Yamagata University)

This article examines employment discrimination law in Canada. In the 1960s and 1970s, the federal government and all provinces enacted human rights laws that, despite variations, are largely uniform across the country. These statutes have played major roles in comprehensively regulating discrimination in employment and other areas such as housing and services. This paper clarifies the following characteristics of the Canadian legal system of anti-discrimination. Firstly, almost all jurisdictions have Human Rights Commissions and Human Rights Tribunals that serve as specialized institutions for human rights. Human Rights Tribunals can order various systemic remedies to eliminate

future discrimination and promote compliance as well as monetary compensation for individual victims. Secondly, human rights laws prohibit discrimination among citizens comprehensively and have expanded prohibited grounds of discrimination to reflect social changes. Lastly, the notions of “adverse impact discrimination” and “structural discrimination” have developed in the creation of substantive equality. In addition, the “duty to accommodate” is included in tests for discrimination claims, not only for disability but all prohibited grounds of discrimination, and plays an important role. As we have various discussions about notions of discrimination and the possibility of establishing a comprehensive anti-discrimination law in Japan, regulations in Canada give us a stimulating example of ways to regulate employment discrimination.

Theoretically Ignored Intersectionality: Women on the Line of Disability or Not  
Yurie Momose (The University of Tokyo)

A major problem of employment conditions and equal employment policies in Japan is that although policies focus on reducing the gender gap, they are based on the assumption that the gender gap is the sole factor in employment inequality. On the other hand, the gender gap has not been included in the discussion of social policies regarding people with disabilities. Furthermore, one major problem with social policy in Japan is that not all people with health problems are able to receive institutional support, for some of their conditions do not fit the definition of disability by the national government. This paper aims to identify the lost economic opportunities faced by women with health problems using an intersectional approach. This analysis will use one set of the data collected from the Japanese Ministry of Health, Labour and Welfare’s “Survey on Difficulty in Living: National Survey on Children and Persons with Disabilities.” The analysis showed that there were differences by possession of disability certificates or by gender in economic opportunities among people with health problems, and healthcare and welfare measures for assisting people with disabilities did not provide any access to those who had health problems. Women in the gray area of disability were not issued disability certificates and were therefore more prone to losing economic opportunities. In order to promote women’s activities in employment conditions and equal employment policies, removing the assumption of gender being the sole factor and associating those policies with measures in other fields outside of gender is essential. Considering multiple inequalities will help to achieve “a society where everyone can fully demonstrate their abilities,” which is the goal of the government’s employment equal opportunity policies.

Analysis of Wage Difference Among Japanese Prefectures Using Panel Data  
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This paper analyses the wage differences among Japanese prefectures using individual-level panel data. Statistics show that workers in prefectures with a greater degree of urban agglomeration have higher wages. Theoretically, the high labour productivity of urban workers due to the economy of agglomeration, the high cost of living in cities, and skill sorting of workers are expected to raise urban wages, while the presence of workers who seek the full amenities of cities in exchange for wages is expected to lower urban wages. When controlled for observable variables, OLS estimations suggest that the nominal wage level of prefectures with higher Densely Inhabited District (DID) inhabitation rates is at most 19.0% higher than that of prefectures with lower DID inhabitation rates. However, the presence of omitted variables such as unobserved individual ability may bias the results of the estimate in this analysis. I conducted an estimate that eliminated individual fixed effects and found that the difference in nominal wages between prefectures was at most 4.1%, which is about one-fifth of the original estimate. In addition, while OLS estimates of wage level in each prefecture suggest higher wages across the so-called Pacific Belt prefectures, a Fixed Effects estimate implies a more leveled wage distribution. Finally, wage growth effect analysis using the change in wage over time as the explained variable suggested that wages grow faster for workers in prefectures with a greater degree of urban agglomeration. This analysis confirms that the urban wage level effect and urban wage growth effect suggested in previous research also exist in Japan.