

## Abstracts

### Boom and Bust in Marriages at Work and the Marriage Decline in Japan

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In this paper, we focus on how the trend in meeting opportunities between men and women, especially at work or through jobs, is related to the decline of marriage. Using data from the Japanese National Fertility Surveys conducted by the National Institute of Population and Social Security Research, we show the extent to which changes in the incidences of each type of meeting have contributed to the decline in the first marriage rate since the 1970s. The results indicate that the decrease can be attributed to the drop in the number of arranged marriages (including those introduced by relatives and superiors) which accounts for approximately 50% of the decrease, and to the drop in the number of marriages between coworkers or through meeting on the job which accounts for nearly 40% of the decrease. In other words, the incidences of other types of love marriages such as meetings “at school,” “through friends and siblings,” and “while in town or traveling” have hardly changed in the last forty years. The role of matchmaker, once played by the corporate community under the unique environment in terms of population structure, economy and employment during the 1960s and 1970s, has been shrinking without a corresponding rise elsewhere. Most unmarried corporate workers, both men and women, are working long hours as in the past, and sufficient new meeting opportunities to offset the decrease in opportunities at work have not appeared. These findings reveal that the supply side of shrinking opportunities for partner choice, as well as the demand side of marriage (cost and benefit), are the significant factors behind the rising proportion of never-married, and also suggest that the current phenomenon cannot be readily resolved without drastic changes in the consciousness of work-life balance, on the part of both companies and individuals.

### The Long-Term Effect of the Past Unstable Employment Status

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This study compares the lives of two groups, those who obtained a part-time job or no job after graduation from school (freeter), and those who obtained a full-time job. The employment status one year after graduation determines the person's life for a long time. We found that persons who became a freeter after graduation subsequently have great difficulty in ceasing to be a freeter, and that they struggle with a lower income, and marry and bear the first child at an older age than persons with experience of full-time work. These effects of freeter experience on the age of marriage and childbearing have become stronger since the collapse of the bubble economy.

Effect of Marriage and Children on Male and Female Wages

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Many literatures in overseas countries have reported that marriage has a positive effect on male wages, but has little impact on female wages, adjusted for age, education, tenure, experience, and so on. On the other hand, children tend to have a positive effect on male wages, but a negative effect on female wages. This study estimated the effects of marriage and children on male and female wages using Japanese data. The results show that marriage and children have a positive effect on male wages, but have a negative effect on female wages. The negative marriage premium (or marriage penalty) is seldom observed in foreign countries. The fixed effect model shows that the above effects are mainly caused by unobservable heterogeneity. Moreover, we found that marriage reduces female wages partly because marriage tends to interrupt women's career and married women are more likely to work on a part-time basis.