

## Abstracts

### Gender Difference in Ambition for Promotion

**Akira Kawaguchi** (Doshisha University)

This paper analyzes the determinative factors of ambition for promotion. We focus on the gender difference in ambition and the effect of human resource management, in particular, equal employment opportunity (EEO) programs and work/life balance (WLB) programs. The empirical analysis reveals that the gender gap in ambition remains large, even if adjustments are made for individual attributes and human resource management in firms. Female workers are more ambitious for promotion in firms that implement EEO programs and in firms with more female managers. But there is no clear correlation between WLB programs and female ambition.

### The Effect of Young Maternal Age on Children's Education Levels: Does the Age of Giving Birth Really Matter?

**Kohei Kubota** (Yamagata University)

There is evidence that young mothers do not have the opportunity to accumulate human capital for themselves and that this can have a negative effect on their children's outcomes. This study investigates the effect of young maternal age on children's educational levels. No significant direct effect of young maternal age was found, but young maternal age did have a significant indirect effect on parental economic conditions and maternal preferences. Our results suggest that young maternal age has no negative effect on children's educational level.

### What are the Determinants of the Expected Age of the First Childbirth for Japanese Women?

**Megumi Okui** (Kanazawa Gakuin University)

We analyzed data of married and unmarried Japanese women to identify the determinants of the expected age of their first childbirth. In Japan, there is a wage penalty for motherhood, so we looked in particular at the effect of this penalty. Our results are as follows. Firstly, the slope of the wage curve has a positive effect on the expected age of first childbirth, although the effect is not significant. Secondly, women who want more children have a lower expected age of first childbirth. Thirdly, the expected age of first childbirth increases as an unmarried woman becomes older. These results are consistent with the results of our theoretical model.

### An Empirical Analysis on Inequality Issues in the Marriage Market: The Effects of Non-regular Employment on Dating and Singleness among Males

**Shoichi Sasaki** (Kobe University)

This paper studies the effects of holding non-regular jobs on both dating behaviors and staying single for males. With control for sample selection bias stemming from a single person's data, I examine quantitatively whether the low income and unstable employment of non-regular employees have direct and indirect negative effects on the probability of going out with women through the paths of the motivation for marriage or the opportunities to meet dates. This study further investigates the characteristics of single men, especially those who have a partner and the motivation for marriage. The estimation results show that there is little difference in the probability of going out with women among employment statuses when the aggregate effects are considered and that the income level has a significantly positive effect on the probability in the two paths. The results further show that those who have dates and the motivation to marry while working under unstable employment are forced to be single by economic anxiety after marriage. These results suggest that holding a non-regular job is a strong obstacle to marriage in multiple steps. Thus, this study contributes to figuring out the reason why the probability of marriage of non-regular employees is lower than that of regular employees.