

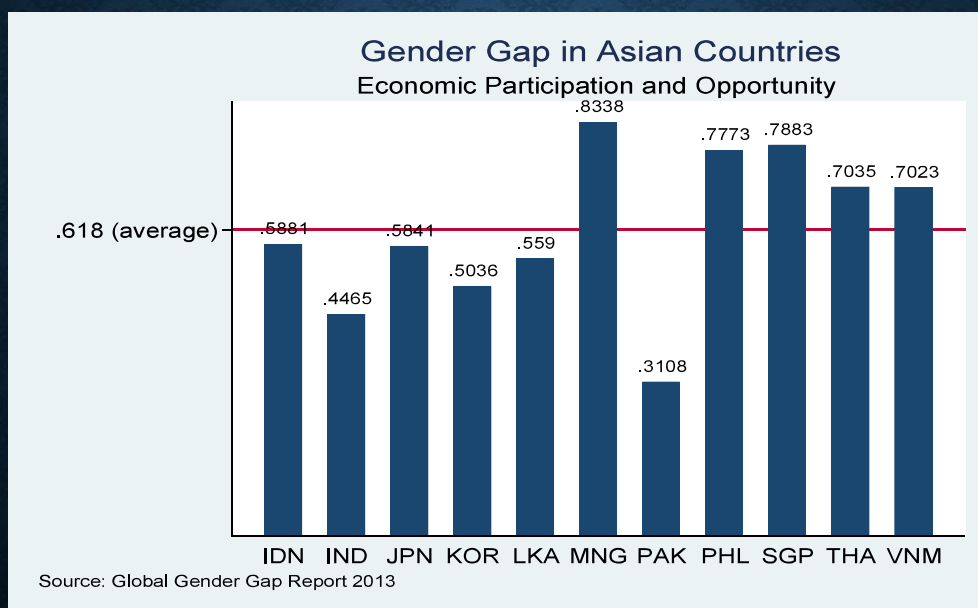
PREVALENCE OF LONG WORKING HOUR AND WOMEN'S OCCUPATIONAL CHOICE: EVIDENCE FROM JAPAN AND KOREA

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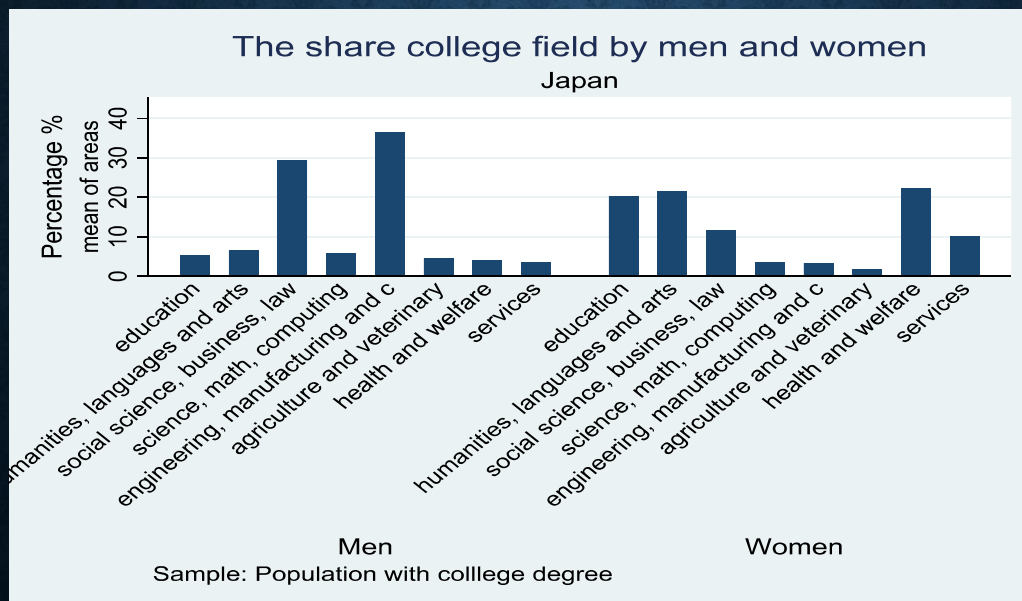
World Economic Forum: Gender Equality Index



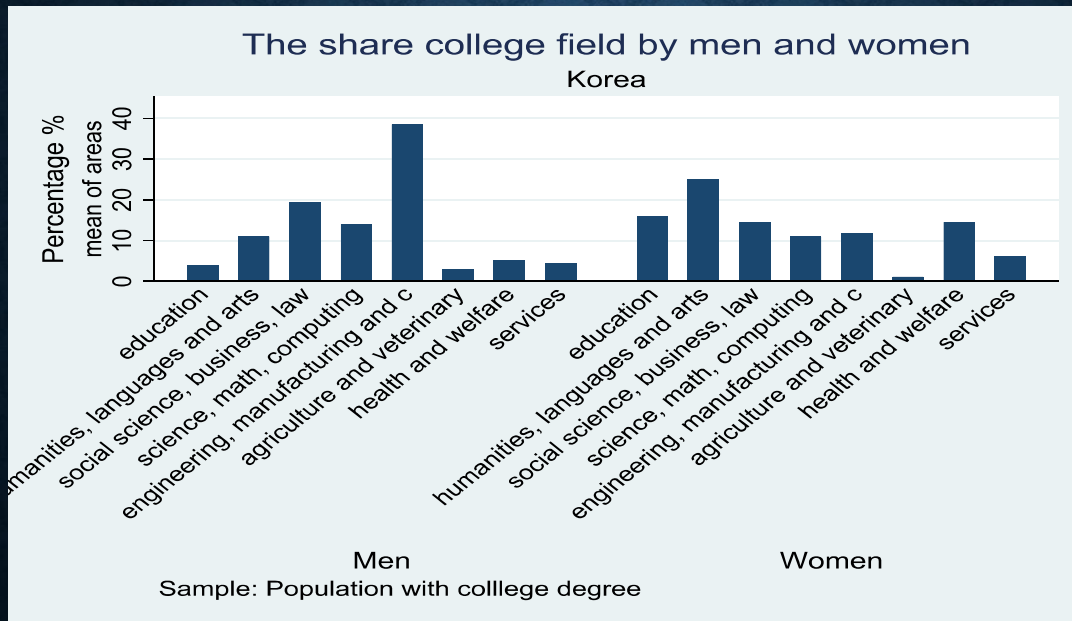
RESEARCH MOTIVATION

- Japan and Korea show significant gender gap in terms of economic activities compared to other developing countries in Asia.
- Both countries show persistent gap in gender wage which can be explained by occupation choice.
- In Japan and Korea, women are more likely to choose college major in education or health and welfare whose expected market wage is lower than other majors in many developed countries.
- In this project, we aim to show that women's occupational choice is related to prevalence of long working hour in each industry-occupation.

THE SHARE OF COLLEGE FIELD: JAPAN



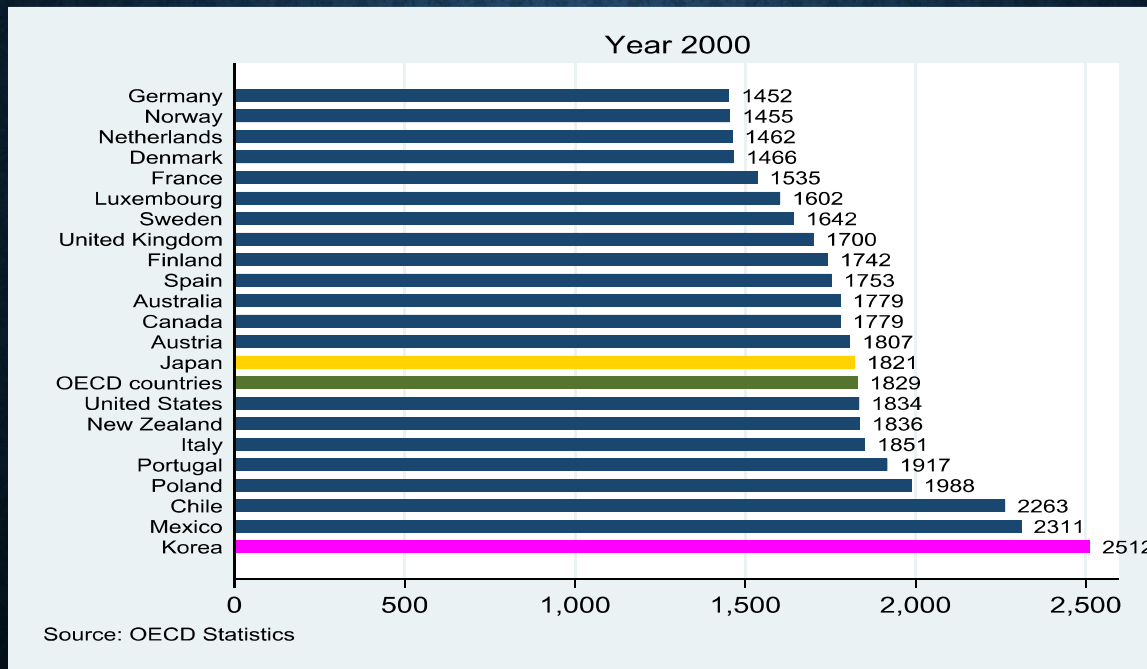
THE SHARE OF COLLEGE FIELD: KOREA



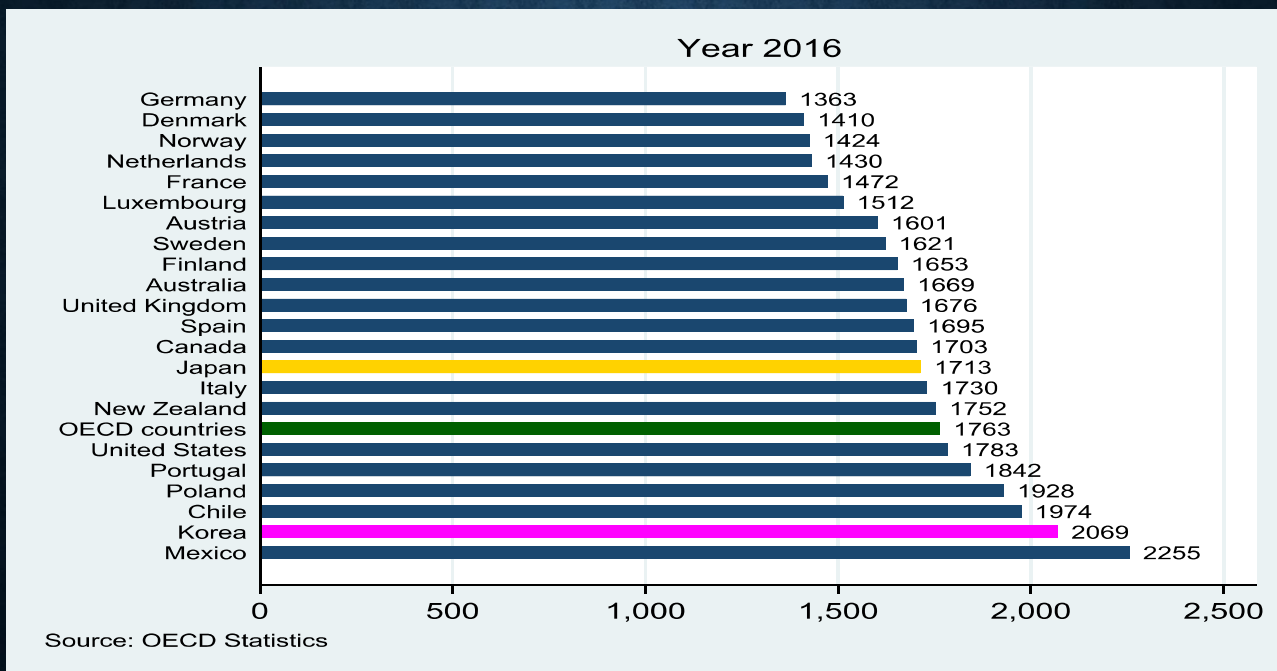
PREVALENCE OF LONG WORKING HOUR IN JAPAN AND KOREA

- Working hours for full time workers in Japan virtually unchanged since the 1990s.
- Korea is notorious for its long working hour. (The second highest among OECD countries.)
- The origin of long working hour is driven by work conventions that rely on signaling, hierarchy in company, and the traditional gender division of labor.
- The concept of “Karoshi” (death from overworking) is originated in Japan and spread to Taiwan and Korea since early 1990s. This is something unique in East Asian countries.
- Women who are faced with tighter time constraint, usually choose occupation with shorter working hour.

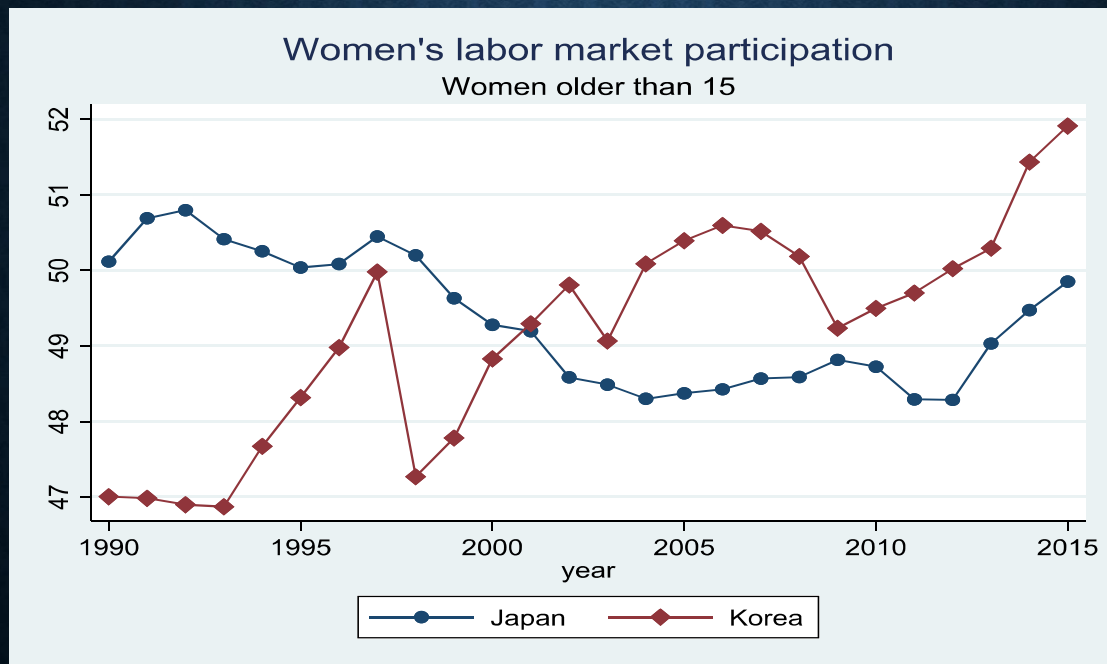
Average Working Hour per Worker, 2000



Average Working Hour per Worker, 2016



Women's Labor Market Participation in Japan and Korea



OUR EMPIRICAL STRATEGY

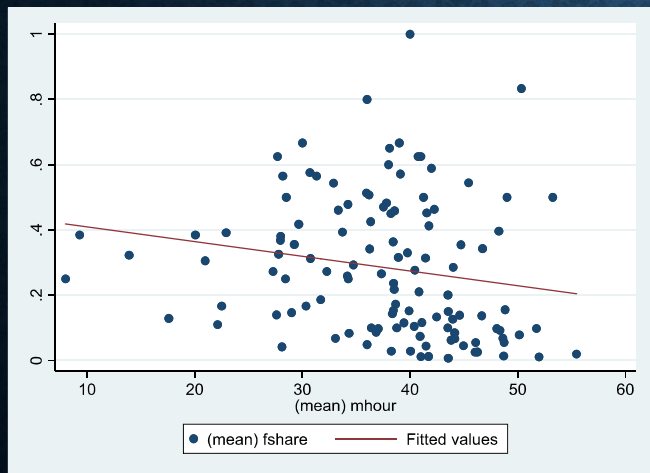
$$Fshare_{ct} = \alpha + \beta * Overwork_{ct} + \gamma * Wage_{ct} + \pi_c + Year_t + \varepsilon_{ct}$$

, where c refers to an industry-occupation cell, t refers to the year.

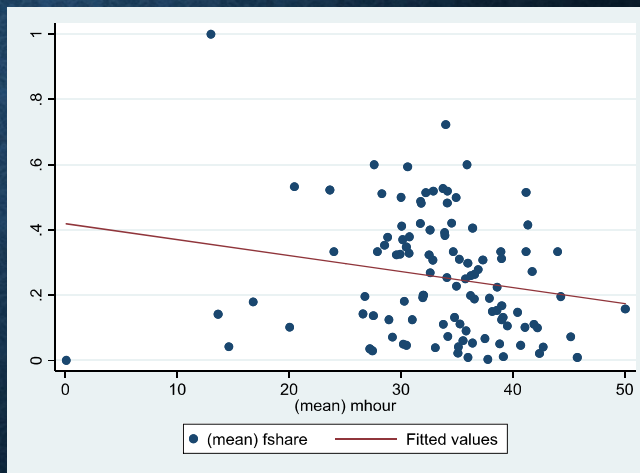
- Overwork is measured as the share of men worker working more than 50 hours per week.
- We also control for average wage paid in each occupation in each year.
- Occupation fixed effects and year fixed effects will be controlled.
- ε_{ct} is an error term.
- We want to restrict our sample to college educated men and women.

The Relationship between Men's Average Working Hour and Women's Employment Share in South Korea

Year 2001

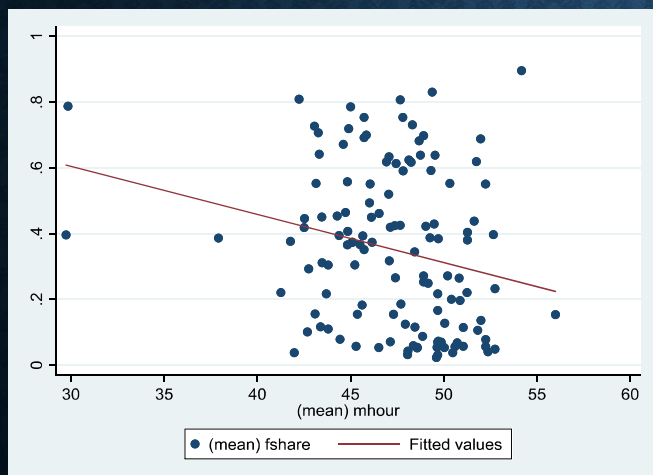


Year 2016

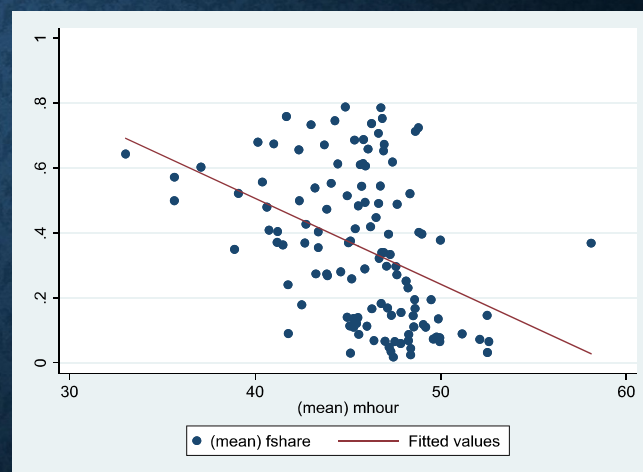


The Relationship between Men's Average Working Hour and Women's Employment Share in Japan

Year 2001



Year 2012



OUR RESEARCH QUESTIONS

- We will examine demand for long hours of work in each industry-occupation cell in Japan and Korea since 2000. We will document relevant legal system and actual practice as well.
- Then we will calculate proxy for the prevalence of long working hour in each cell by calculating the share of men working more than 50 hours per week.
- Then we will utilize variation in long working hour in industry-occupation cell in two countries over 2000-2012 period to examine its impact on share of women employment.
- For accurate estimation, we need to control for women's education and their wage as well.
- We will also examine other types of workplace flexibility on women's employment.