

# 論文の内容の要旨

## Essays on Empirical Analysis of Family Policy (家族政策に関する実証研究)

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Developed countries have experienced low fertility rate and population aging for last decades. In this situation, female labor force is one of the most essential factors to sustain social welfare system and meet labor demand of firms. Today, women have similar or even higher college enrollment rate than men in many developed countries, but still they tend to get out of labor market at the time of marriage or childbirth, presumably due to family responsibility. From this view point, family policies such as parental leave and public childcare provision could help women balance work and family responsibility and expand their career opportunities after marriage or childbirth.

This dissertation investigates the causal relationship between family policies and household decision making, with particular focus on female labor supply, which consists of three studies: Chapter 2 serves to identify the mode of family decision making to understand the role of bargaining power. This is important to consider the impact of family policies, because policies can affect the bargaining power among family members, which potentially leads to unintended side effects. Chapters 3 and 4 analyze the impact of parental leave policy on female labor market outcomes, as parental leave policy is a popular policy instrument to encourage maternal career advancement.

Chapter 2 investigates a household's commitment to a resource allocation by exploiting a 2007 Japanese pension reform allowing divorced women to claim a portion of their husband's pension benefits while keeping the household's total benefits unchanged, without imposing functional form assumptions on preferences or technology. Although the reform should not affect a couple's decision-making under full commitment, we find that it increased wives' leisure and decreased their market and domestic work. This suggests that wives were able to increase their welfare by exploiting an improved outside option, and thus commitment to resource allocation is less than complete.

In Chapter 3, drawing on the micro data of Japanese population census, we evaluated the long-run impact of taking parental leave on maternal employment. To this end, we used the parental leave reforms in 1992 and 1995 as natural experiments, which introduces job-protected leave and cash benefits during the leave, respectively. We found that the job protection and cash benefits both increased full-time employment while decreasing part-time employment in long-run. Rescaling these policy impacts by the take-up rate of the parental leave, we found that the magnitude of the effect of taking the leave was more than 30 percentage points. Since the increase in the full-time employment was offset by the decrease in the part-time employment, the employment rate was unaffected. Therefore, the parental leave policy strengthened labor market attachment of mothers, allowing those who would otherwise engage in part-time jobs after childbirth to continue full-time jobs.

In Chapter 4, we analyze the effect of parental-leave policies on the gender gap in career advancement. We measure career advancement by using the newly developed index based on skill use questions in the Programme for the International Assessment of Adult Competencies and demonstrate that this index captures career advancement more accurately and succinctly than traditional labor-market outcomes. A cross-country comparison shows that a generous parental-leave policy narrows the gender gap in career advancement among lower-skilled but widens the gap among moderately higher-skilled workers. This finding is robust after controlling for international differences in other family policies, gender norms, and labor-market institutions. We assess several hypotheses to explain the heterogeneous policy impacts on career advancement in light of the obtained findings.