On the convergence in female participation rates

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Summary

- Regional variations in female participation is large in Japan.
- Participation rate is lower in urban than in non-urban areas.
- Traditional gender division of labor has been an urban norm.
- Dispersion compressed over time, much of it is due to compositional changes in marital status and education
- Among the highly educated, compression in teacher participation has been dramatic.

Data & definition

○ Data: (1) Aggregate Census data from 1930 to 2010 ; (2) Micro-data of the Employment Status Survey (ESS) from 1982 to 2012

○ 5 region groups are defined as follows:

- ○ (1) Tokyo
- ○ (2) Urban（Saitama, Chiba, Kanagawa, Aichi, Kyoto, Osaka, Hyogo）
- ○ (3) Northern coastal region（Yamagata, Niigata, Toyama, Ishikawa, Fukui, Tottori, Shimane）
- ○ (4) Non-urban-High---relatively high participation in1975 (Nagano, Iwate, Fukushima, Akita, Saga, Kochi, Tokushima, Miyazaki, Kumamoto, Gifu)
- ○ (5) Non-urban-Low---relatively low participation in 1975
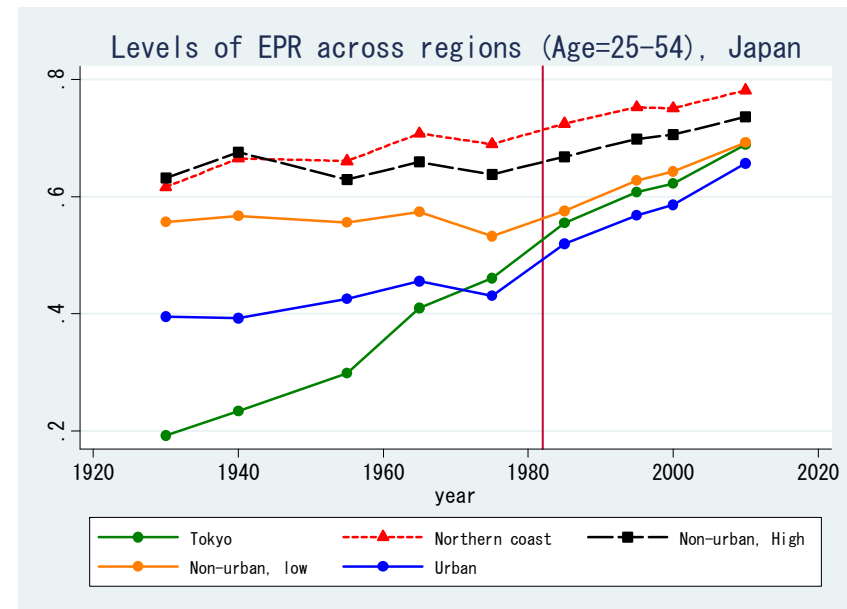
Five regions

Blue: Urban
Green: Tokyo
Red: Northern Coast
Black: non-urban-high
Orange: non-urban-low
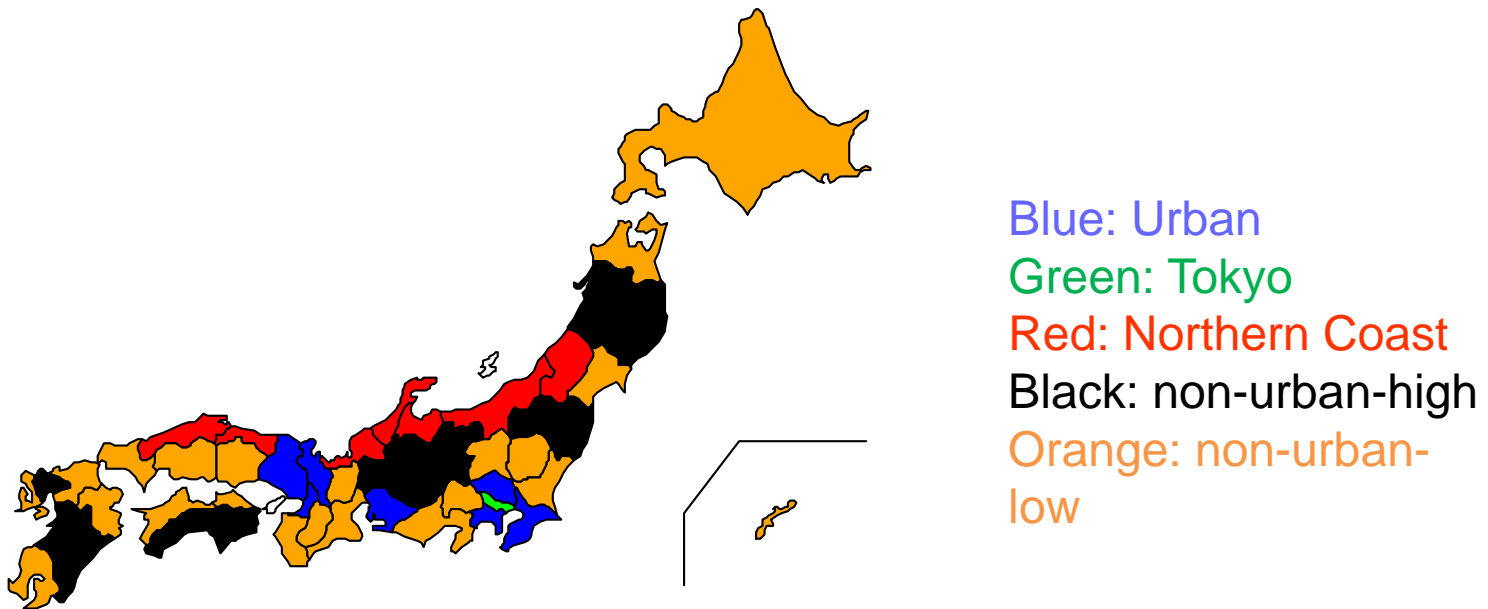
Regional variation in female participation over the history

Level of EPR and its SD
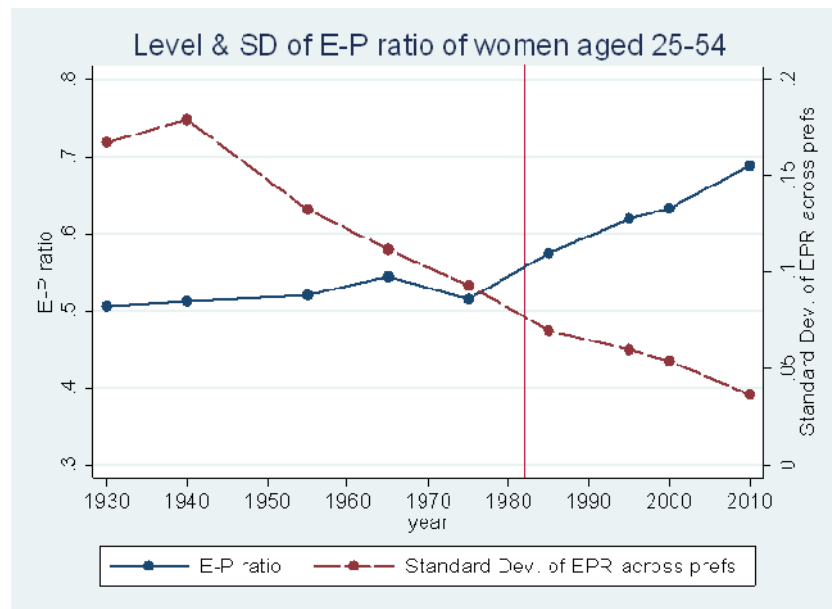
Levels in 5 macro areas

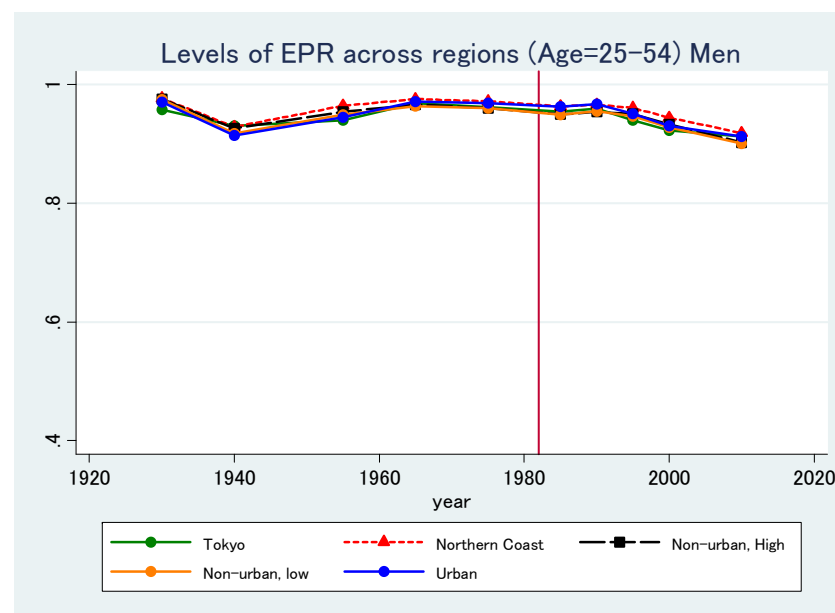# Comparison of women and men
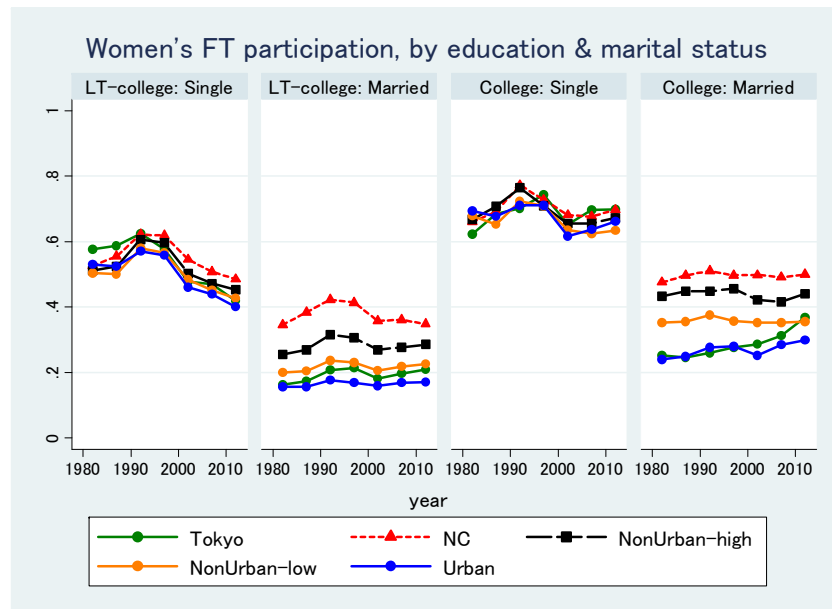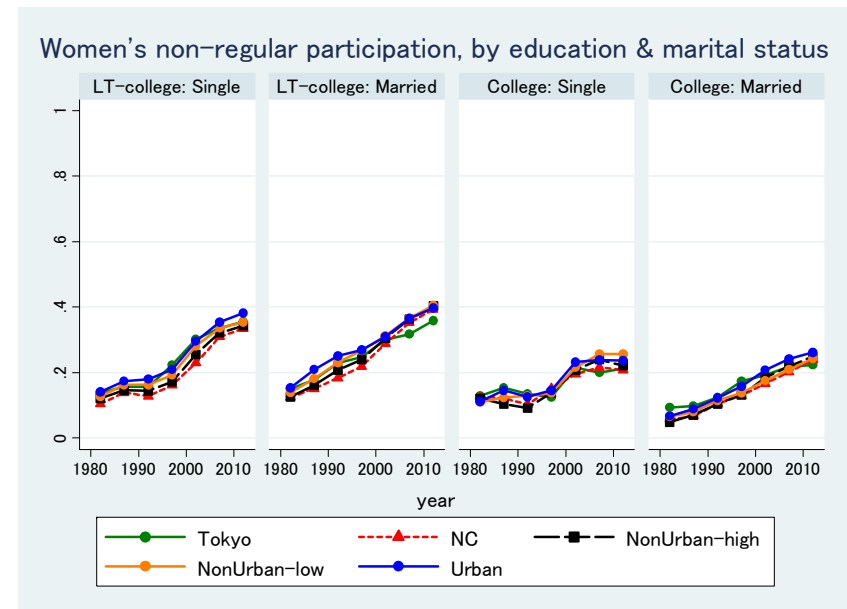# 5 macro areas

Women
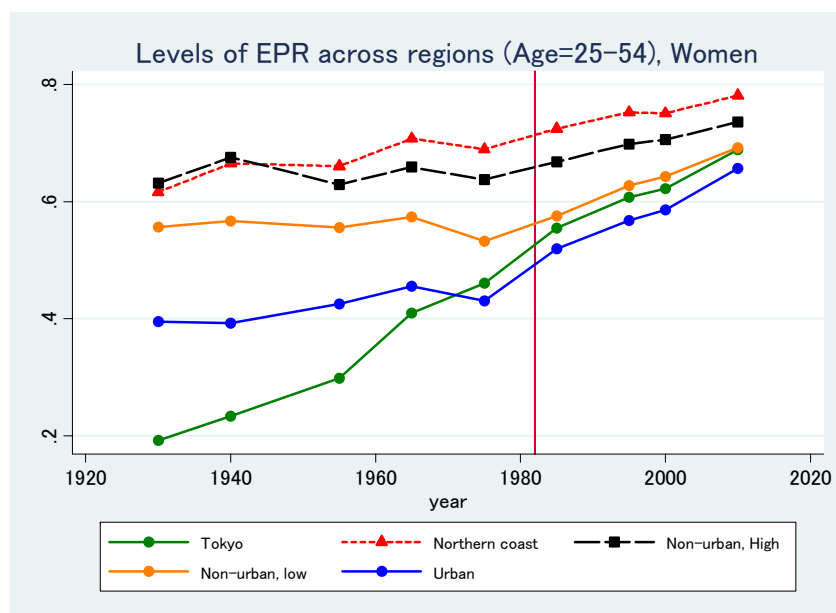
**Men**

Regular FT vs. Non-regular

Regular FT

Non-regular

Observations from the statistics by marital status

- Dispersion is small for single women but is large for married women.

- Dispersion is large for married women's regular full-time employment. Non-regular employment has small regional dispersion, but the rate is higher in urban areas.

- The region that experienced a unique change was Tokyo in regular employment by married women with a college degree.

- As the following slides show, this fact become more apparent when we disaggregate sectors and age range.

Regular FT, by age group

Regular Emp. of married women, by Education & Age
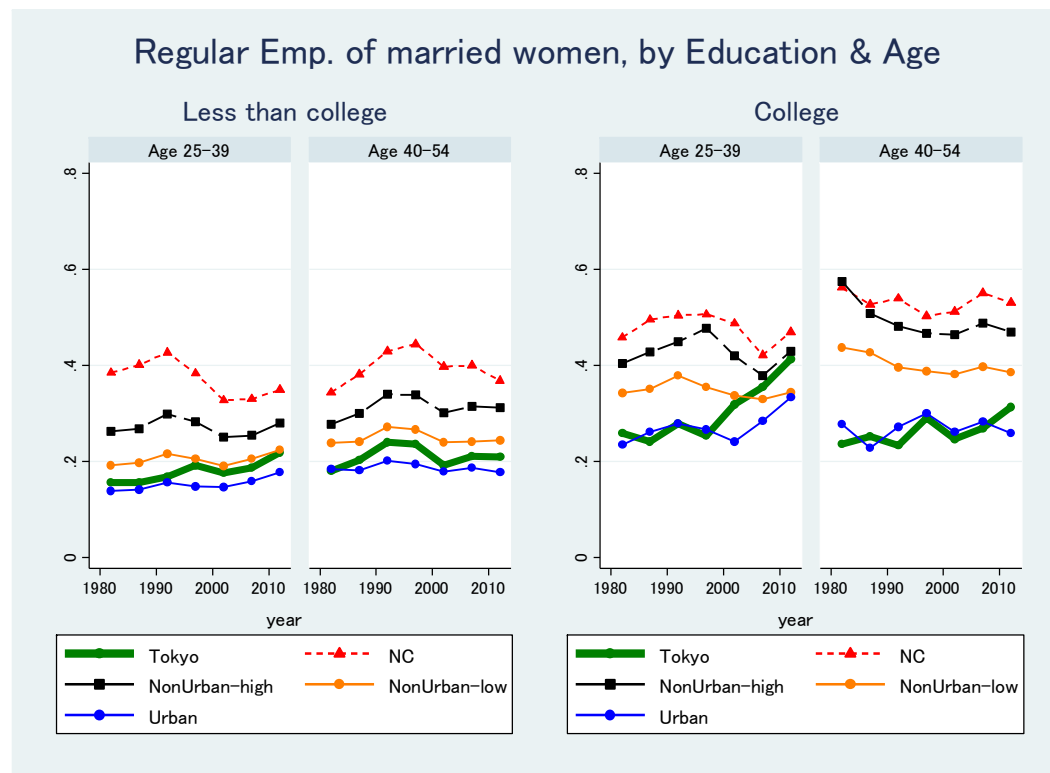
Why do we observe convergence overall?

- When disaggregated by education and marital status, convergence seems modest, except for young married women with a college education.

- Stable participation patterns in disaggregated data and convergence in the overall data can be reconciled by *compositional change*. In this case, compositional change accounts for 75% of the convergence for the age 25-39 group.

Composition of marital status & education: age 25-39

1982   **2012**

Composition of marital status & education in 1982: Age 25-39

Composition of marital status & education in 2012: Age 25-39
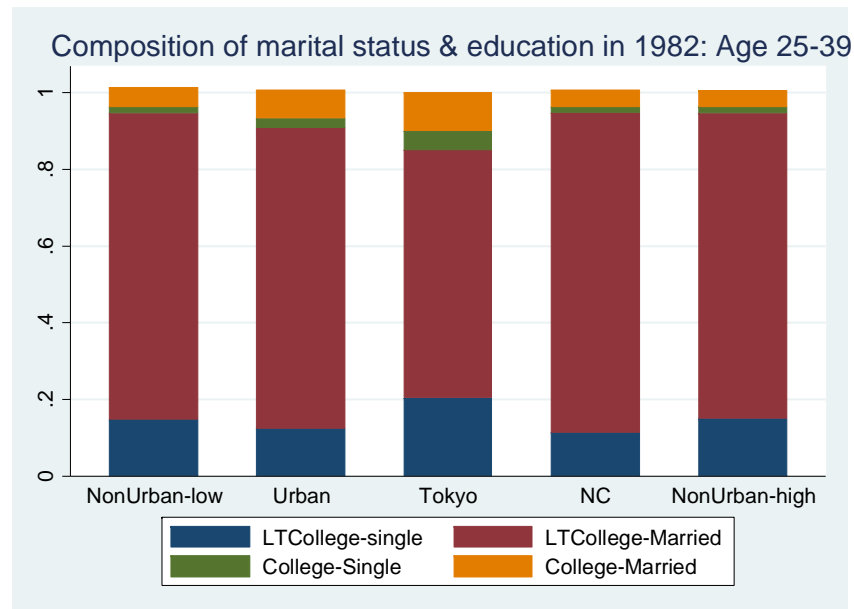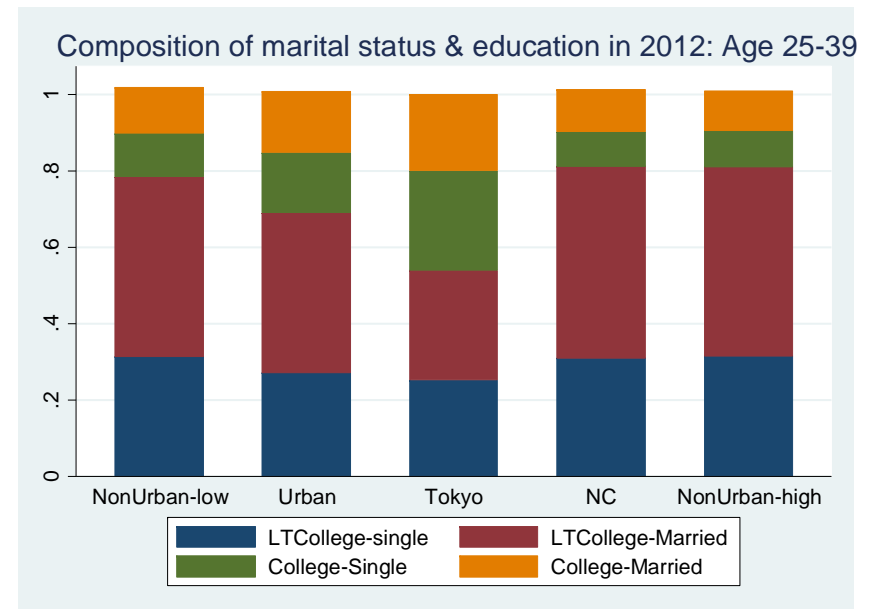
Summary

- Regional variations in female participation is large in Japan.

- The dispersion compressed over time.

- For those aged 25-39, the largest source of convergence is **compositional change** in education and marital status.