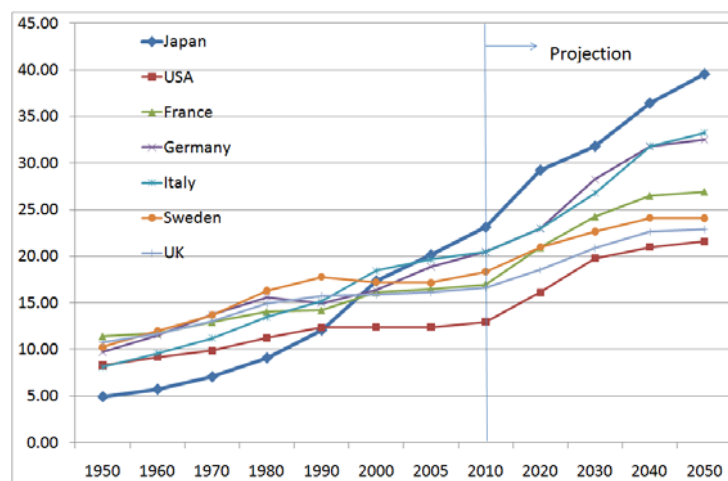


Marriage and Aging: Why Fertility Rate is So Low in Japan

Takashi Unayama
(Kobe University)

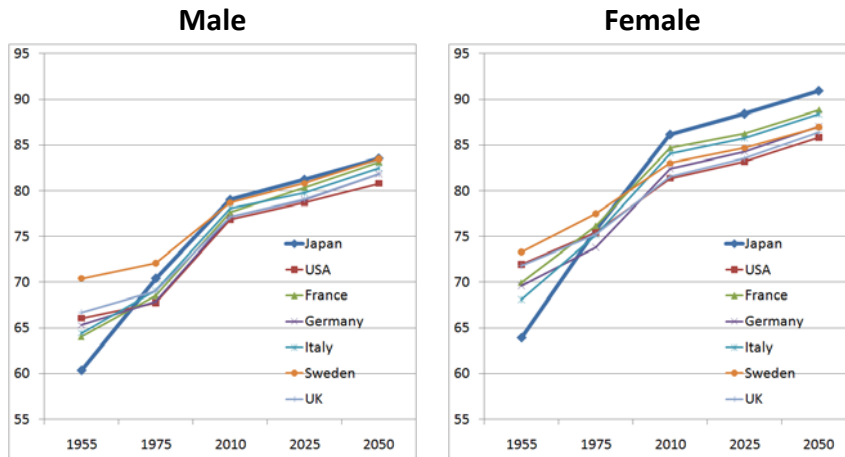
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Aging in Japan: Share for Age65+



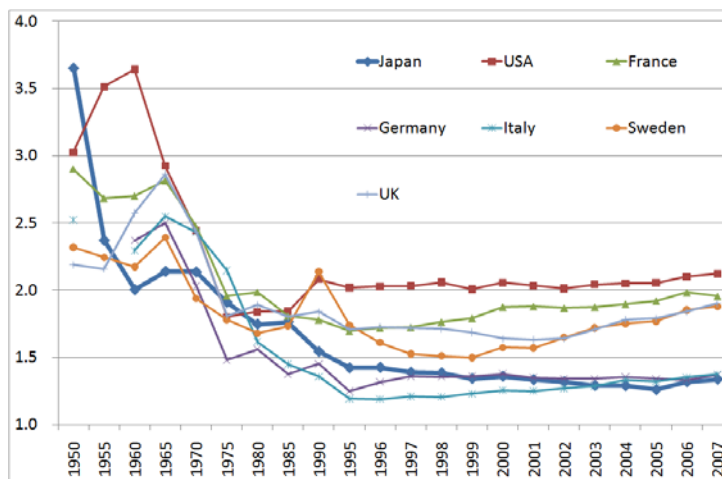
National Institute of Population and Social Security Research
(http://www.ipss.go.jp/site-ad/index_english/Population%20%20Statistics.html)

Life Expectancy



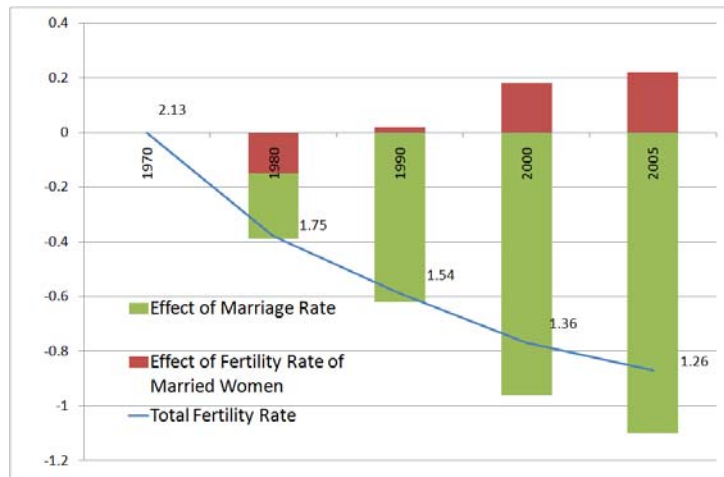
National Institute of Population and Social Security Research
http://www.ipss.go.jp/site-ad/index_english/Population%20%20Statistics.html

Fertility Rate



National Institute of Population and Social Security Research
http://www.ipss.go.jp/site-ad/index_english/Population%20%20Statistics.html

Decomposition of Falling Fertility

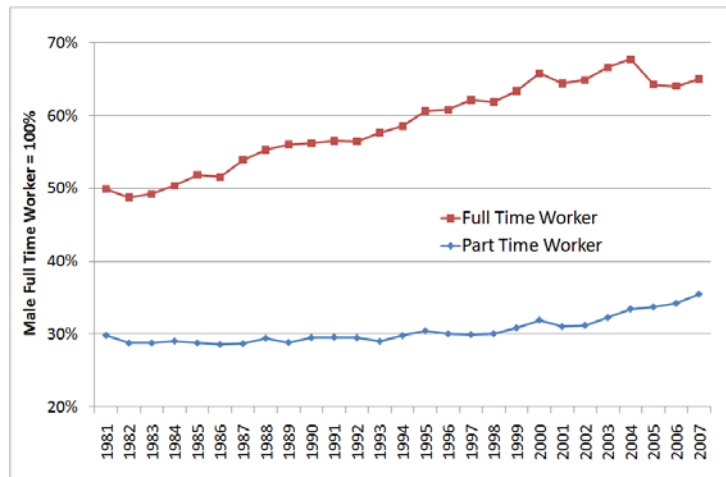


National Institute of Population and Social Security Research
(http://www.ipss.go.jp/site-ad/index_english/Population%20%20Statistics.html)

Why Is the Marriage Rate Low?

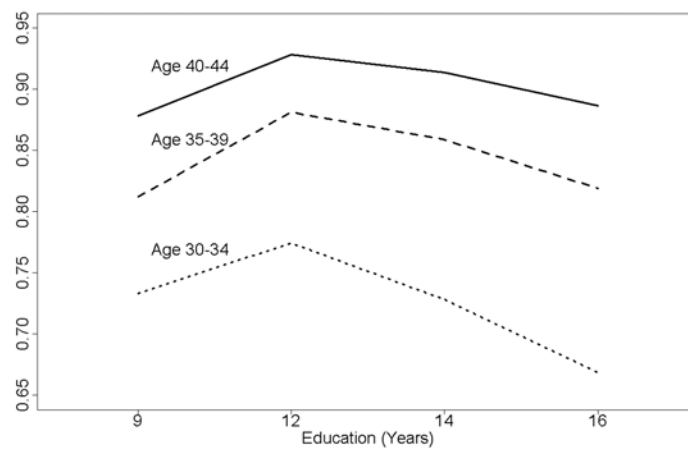
- Most female workers quit their job at the time of marriage
 - Job quitting rate is almost 65% for last 30 years
 - Only few come back to labor market as a full time worker
- >> Marriage is synonym of quitting
- The wage gap between full time and part time workers has become larger for last 30 years
- >> Cost of marriage has increased for female high-wage workers
- Marriage brings her the same living standard as 30 years ago
 - Keep working makes her much better off than those who were working and unmarried 30 years ago

Wage Gap between Job Types



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Female Marriage Rate by Education



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What Can We Do?

- Making marriage a better option for women
 - Most of “cost of marriage” comes from the fact that women should leave their job
 - We should make it easy to keep working after marriage
 - Support for child care
 - Little availability of nursery school /child day care
 - Child care leave
 - Still up to 2 years
 - Only 1.2% of male worker take child care leave

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Summary

- Japan has experience the most rapid aging in the world
- Aging is caused by low fertility rate
- Low fertility rate is caused by low marriage rate
- Low marriage rate is a results of the facts
 - Most of female worker still leave their job after marriage
 - Relative wage of full time worker has been greatly improved
- We need more child care support to resolve the aging problem

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