

COMPLETION REPORT

Gender norm and Female's Post-Marital Labour Force Participation in Indonesia and Japan

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Indonesia and Japan also share similar norm towards the gender role of married women. Marriage and childbearing are associated with the beginning of women's role as a caretaker of the family. In Japan, women tend to leave work during parenting years and return later after children are older. In Indonesia, the traditional gender norm seems to create barrier to entry to labour market for all women although a study found that employment break after marriage was also quite common (Setyonaluri 2013).

This research examines the post-marital labour force participation among female in Indonesia and Japan. For Indonesia, this study uses the Indonesian Family Life Survey (IFLS), a longitudinal survey that captures socioeconomic and demographic characteristics across the life course. The data provides women's employment across different life stage, including during the transition to marriage and childbearing. For Japan, the study uses the Japanese General Social Survey (JGSS) 2012, a cross sectional survey that portrayed Japanese society, attitudes and behavior. The main advantage of JGSS is the availability of reasons of quitting a job in the past, including marriage and childbirth. The JGSS data is analyzed using multinomial logistic regression, to examine factors affecting decision of a married woman to leave work due to marriage and childbearing, quitted work due to other reasons, or never had an employment break.

The result of analysis show that marriage and childbearing are associated with leaving job in both countries. In Japan, type of job, education, strata, values over gender role, and age are significant predictors of decision to quit due to marriage and childbearing. Contrary to the result of Indonesian analysis, women with higher education are more likely to quit work than those with lower education which is associated with higher motherhood penalty for highly educated women than those with lower education. Women who worked as a non-employee (executive of company, family worker, contract worker) are less likely to quit after marriage and childbearing. This finding indicates the rigidity in the Japan's working environment which is lacking in flexibility of work hours and space. Such situation creating a disadvantage for married women to continue their employment since they had to juggle between work and childrearing. Women's belief toward gender role at home is significant predictor with those who believe that male should be the main breadwinner tend to quit work due to marriage/childbearing than to other causes. In Indonesia, entering marriage and first birth increase the likelihood to leave work for women who started work when they were single. Having a university degree and worked in formal sector significantly reduce the likelihood to leave the labour market. Formal work is often associated with better job security, including guarantee to return to work after maternity leave. Moreover, women with university degree and worked in formal sector tend to have a better income than those in informal sector and might afford to hire domestic work to take care of children while they work.

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