

WUDSN

January's featured speakers

「Organizational Attractiveness of Japanese Companies in Taiwan」

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「Gender-Wage difference in Japanese affiliated subsidiaries in China, a statistical analysis using intra-firm personal data」

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Abstract

The purpose of this study is, first, to create awareness of the negative recruitment brand image of Japanese companies and second, to provide recommendations of measures that Japanese companies and government can enact to improve it. The analysis and recommendations are the result of a large-scale survey conducted in Taiwan. Data were collected from 1,000 white-collar workers employed at Japanese subsidiaries and more than 423 students from a prestigious university in Taiwan. The results of the data analysis show that Japanese companies are less attractive than American or Taiwanese companies to white-collar workers in Taiwan because of lower pay, less recognition of individual performance and because Japanese are perceived as "arrogant". In addition, those people who have experience working for Japanese companies and those who are highly educated tend to dislike Japanese companies. Female employees seem particularly negative towards Japanese companies. University students did not have such differentiated perceptions towards Japanese companies. Both Taiwanese students and employees preferred Japanese companies if they spoke better Japanese and if they perceived Japanese to be "smart".

This paper examines male-female wage determination and gender wage discrimination in Japanese affiliated subsidiaries in China using intra-firm personal data. It is found that female wages in a Japanese enterprise can be explained by the human capital model, and the gender wage gaps that unexplained by observed characteristics still exist, account for about 72.5% by the Oaxaca(1973) decomposition method. The estimate result of the wage equation indicates that female employees receive lower return on experiences and tenure than male employees, and marriage gives a negative effect on female's wage, similar to Japan. However, the proportion of female manager staff is larger than most of firms in Japan, meaning that Japanese firm in China makes good use of female employees compared in Japan.

key words:

Gender wage differences; Discrimination; Female employment



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主催 / Organized by : WUDSN 協力 / Supported by : GIARI

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