

# **Equal Employment Opportunity Law and the Female-Male Wage Ratio in Japan: A Cohort Analysis**

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Abstract

In this article, I perform a cohort-based analysis of the female-to-male wage ratio using aggregate data from 1985 to 2005. While the inter-cohort improvement in the gender wage ratio is apparent, the convergence is smaller when the ratio is calculated for each level of education. This pattern suggests a hypothesis that a certain portion of the gender wage convergence is due to changes in educational composition of the workforce. I find that a large part of inter-cohort improvement in the gender pay ratio for recent cohorts is attributable to compositional changes.

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