

Women's Wages and Work Skill Development*

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<Abstract>

This paper examines the relationship between women's wage profiles and skill development through a comparison with men. In addition, the current situation for women's skill development is examined. It is shown that the slope of the wage profile becomes steeper for both men and women when actual experience, not potential experience, is used to estimate wage profiles. The slope of the wage profile becomes more gradual when the number of times of Off-JT and self-development are controlled in the wage profile estimation than when only work experience is used. However, the wage differentials between men and women are not erased, even when differences in Off-JT and self-development implementation are controlled. It is also shown that both the quality and quantity of the opportunities for women to participate in firm-provided training are less than for men. These results suggest that women are seen as a labor force with low average tenure so there seems to be a tendency to withhold training that has a longer term horizon.

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Keywords: female labor; wage; training

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