

The 1st H-CAREM RESEARCH SEMINAR AY 2026

Unpacking Women's Disadvantage in Promotion Evaluation: Evidence from Survey Experiments in Japan

Date: Wednesday, October 21
17:00–18:00

Venue: Conference Room 1 (#3403)
4th Floor of Mercury Tower
Kunitachi East Campus
Hitotsubashi University



Women remain underrepresented in managerial positions in Japan, and our study investigates whether promotion evaluations help explain this persistent gap. Drawing on two survey experiments, we reveal how gender, work-family policy use, and statistical discrimination shape promotion decisions in ways that disadvantage women and WFP users.

Speaker :

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