WATARU YOSHIDA, Ph. D

Department of Population Dynamics Research

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CURRENT POSITION

2022-present   Researcher, Department of Population Dynamics Research, National Institute of
Population and Social Security Research

EDUCATION

2023   Ph.D. in Liberal Arts, University of Tokyo

2019   M.A. in Liberal Arts, University of Tokyo

2016   B.A. in Liberal Arts, University of Tokyo

RESEARCH INTERESTS

• Japanese Society   • Gender Inequality

• Sociology of Organizations / Sociology of Labor Market

• Quantitative Methods   • Causal Inference

PEER-REVIEWED PUBLICATIONS

Yoshida, Wataru. (In Press). Do diversity departments in Japan increase female managers? *Organizational Science* (組織科学).

Narisawa, Masahiro and **Wataru Yoshida**. 2023. Two Types of Class Attainment Mediated by Education: The Effects of High School Rank and Type on Class Destination. *Japanese Sociological Review* (社会学評論), 74(1), 34-50.

Yoshida, Wataru. 2022. Are Female Managers in Japan Agents of Change or Cogs in the Machine? Their Impact on the Hiring and Retention of Female Graduates, *Sociological Theory and Methods* (理論と方法), 37(1), 18-33.

https://www.jstage.jst.go.jp/article/ojjams/37/1/37_18/_article/-char/en

Yoshida, Wataru. 2020. How Large Japanese Firms Regard College Selectivity When Hiring New Graduates: The Quantitative Analysis of Firm-Level Data on New Hires, *The Journal of Educational Sociology* (教育社会学研究), 107, 89-109.

https://www.jstage.jst.go.jp/article/eds/107/0/107_89/_article/-char/en

Yoshida, Wataru. 2020. Organizational-Level Causes Affecting Gender Inequality in New Hires: Their Dependence upon Firms' Business Conditions. *Japanese Sociological Review* (社会学評論), 71(2), 314-330. https://www.jstage.jst.go.jp/article/jsr/71/2/71_314/_article/-char/en

Yoshida, Wataru. 2018. How Do University Career Center Support Their Students? Focus on the Differences in the Size, Academic Ranking, and Location of Universities. *Komaba Studies in Society* (相関社会科学)*,* 27, 39-44. https://doi.org/10.15083/00074418

GRANTS & FELLOWSHIPS

2023-2024   Research Grants in the Humanities, The Mitsubishi Foundation. "The Paradox behind Work-Family Policies: Empirical Study of Mommy Tracks Using Employer and Firm-level Panel Data." ¥ 1,400,000

2023-2024   Grant-in-Aid for Research Activity Start-up, Japan Society for the Promotion of Science (JSPS). "The Effect of Diversity Measures on the Proportions of Female Managers in Japanese Firms." ¥ 2,100,000

2019-2022   Grant-in-Aid for Japan Society for the Promotion of Science (JSPS) Fellows, "When the School World Meets the Occupational World: An Empirical Study of Firms' Hiring in the College Graduate Labor Market." ¥3,400,000.

2019   The Friends of UTokyo, Inc. (FUTI) Scholarship for Summer Programs, $4,000

AWARDS & HONORS

2022   Outstanding Article Award, Japanese Association for Mathematical Sociology

2021   Award of Excellence, 2021 Award Program for Supporting Research Activities Related to Gender Equality and Declining Birthrate, Hodogaya Foundation.

2019   The Ichiko Memorial Award (The Valedictorian of the Master's Degree Program)

ADDITIONAL TRAINING

2019   ICPSR Summer Program in Quantitative Methods of Social Research, Categorical Data Analysis, University of Michigan.

SELECTED PRESENTATIONS

Yoshida, Wataru. June 2023. *Trickle-Down Effect or Vice Versa? Examining the Effect of Female Managers in Japanese Firms, 2008-2016.* Paper presented at the XX ISA World Congress of Sociology, Melbourne, Australia.

Yoshida, Wataru. August 2022. *Observing How Organizations Hire People: The Approaches Used and Their Significance to Inequality Research,* Oral presentation presented at the 73rd Japanese Association for Mathematical Sociology (JAMS), Online conference.

Yoshida, Wataru. February 2022 *How Public Policies Affect Firm-Level Work–Life Balance: A Longitudinal Analysis of the Impact of Incentive-Based Work–Family Policies in Japan.* Paper presented at the IV ISA Forum of Sociology, online.

Yoshida, Wataru. July 2019. *Higher Profits, More Women? How the Firm's Performance Affects the Proportion of Women Hired in Japan's Labor Market.* Paper presented at the 11th International Convention of Asia Scholars (ICAS), Leiden, Netherlands.

TEACHING EXPERIENCE

2023   Seminar (2nd Year): Observing Society through Quantitative Data (Rikkyo University)

2022   Mass Communication Data Analysis Practice II (Seijo University)

PROFESSIONAL SERVICE

2023-present   Editorial committee, Japanese Association for Mathematical Sociology

2022-present   Editorial secretary, Journal of Population Problems (Jinko Mondai Kenkyu)

SKILLS & EXPERIENCE

- Panel data analysis
- Categorical data analysis
- Causal inference

Programming experience in STATA and R

PROFESSIONAL MEMBERSHIPS

- Japan Sociological Society
- Japan Society for Educational Sociology
- Japanese Association for Mathematical Sociology

- Academic Association for Organizational Science

- Population Association of Japan

- Japan Society of Human Resource Management

- International Sociological Association RC28 Social Stratification

- Society for the Advancement of Socio-Economics (SASE)