

# Role of Trade Union for Balancing Work and Family

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## Abstract

We use the 2008 Basic Survey of Gender Equal Employment Management and the 2009 Basic Survey on Wage Structure to estimate the effect of trade union on introduction and utilization of work-family balance support measures, job retention of pregnant workers and service years of male and female workers.

Main findings are as follows. First, unionized establishments have more work-family balance support measures, but workers in unionized establishments do not necessarily use more of these measures. Unionization does not have significant effect on take-up rate of childcare leave by women who give birth.

Second, turnover rate of pregnant regular workers is significantly lower in unionized establishments, and that the mean service years of regular workers is longer in unionized establishments.

Third, unions have little effect on non-regular workers' job retention. As a result, the regular-non-regular gap in service years is larger in unionized establishments. This indirectly causes gender gap in service years.

The estimation results imply that unions protect only regular workers' employment, and hence the regular-non-regular gap in service years is larger in unionized establishments. While union improve female regular workers' service year as much as male regular workers' service years, gender gap in service years is larger in unionized firms since most non-regular workers are women.