

## Abstracts

### An Empirical Analysis of the Impact on Wages of Workers' Self-Development

**Keiko Yoshida** (Osaka University)

Recently, not only on-the-job training but also self-development activities have attracted attention. This study examines the impact on monthly salary and annual income of workers' self-development by applying the matching method to panel data on Japanese women. Under certain conditions, use of the matching method allows us to eliminate the estimation bias. The estimation results suggest that workers' self-development activities in schools or through correspondence courses boost the growth in annual income for four years. On the other hand, in no case do workers' self-development activities affect the growth of monthly salary, and such activities at culture centers do not affect annual income growth.

### What Influences a Non-Union Worker to Support Unions? :Focusing on a Worker's Knowledge of His Employment Rights

**Hiromi Hara** (The Japan Institute for Labour Policy and Training)

**Hiroki Sato** (The University of Tokyo)

This paper empirically examines the factors which determine a non-member worker's decision to support unions, focusing on the influence of a worker's knowledge of his legal rights in supporting unions. The empirical analysis revealed that the more a worker knows about his rights, the more strongly he supports unions. It is thus possible to infer that when a non-member worker has problems enforcing his rights through individual negotiation, his support for unions becomes stronger as a means of collective negotiation. Raising workers' awareness of their rights is thus a prerequisite for developing widespread support toward unions. This paper also analyzes the factors that determine the understanding of a worker's knowledge of his rights, and reveals an overall low understanding of rights. The employees of unionized companies are also found to have little knowledge of employment rights, demonstrating the failure of unions to educate workers. With the development of individualization of employment contracts and new employment laws being enforced, unions, which are organized to protect workers' rights, should inform and educate workers in order to enable them to protect their rights. This in turn will boost support for unions.

### Human Resource Management of Female Researchers in Pharmaceutical Companies :Factors Which Prevent Continuous Working

**Toyoko Kato**

This research examined key factors for staying at a company by comparing the HRM of pharmaceutical companies A and B. This research was targeted at 5 female researchers in each of companies A and B. In company A, most of the female researchers tend to leave the company within ten years of joining, whereas in company B, many female researchers continue working. Several factors were found to contribute to the difference, such as the method of joining the company, rotation, extra-curricular training, promotion, gender difference, and existence of female role models. The gender difference extended to every factor mentioned above and was the deciding factor. In company A, the gender difference was apparent early on, however, in company B, the gender difference was not apparent until promotion to manager level. As company A researched and developed medicines by itself, it had to select researchers who were trained more than others and would become key players in the company. The careers of female researchers were shorter than those

of male researchers, so company A selected male researchers and there was a clear gender difference. For female researchers, it was difficult to forge a career in the company and they left and changed careers upon marriage or childbirth. On the other hand, as company B considered female researchers to be important workers and utilized them, female researchers were motivated. In addition, in company B, the existence of female role models encouraged female researchers to continue working.

The Effects of Increase in Part-time Workers on Wage Structure of Full-time Workers

**Kazuaki Okamura** (Kochi University)

This paper empirically examines the effects of the increase in part-time workers on the wage structure of full-time workers. Macro data revealed: 1) In smaller firms, the increase of part-time workers tends to lower the slope of the wage structure of full-time workers, 2) Such effects tend to be enhanced over time, and 3) In the service industry, the increase of part-time workers tend to raise the slope of the wage structure of full-time workers.