

The effect of work-life balance policies on women employees turnover

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Abstract

Drawing on the sample of Quarterly Female Employment Report in Japan, this paper explored the relationship between work-life balance policies and three outcomes of interest to employers and employees: the job tenure of women employees, turnover rate of women employees and retention rate of new women graduates. In the cross sectional analysis, we find that firms with work-life balance policies such as the full amount of maternity pay practice and flextime system are positively associated with the job tenure of women employees. We also find that the full amount of maternity pay practice has an effect on retention rate of new women graduates. However, we can't find the relationship between maternity pay practice and job tenure of women employees in fixed effects. Even though our hypothesis just receives partial support, our results still suggest that work-life balance policies such as the full amount of maternity pay and flextime system can produce positive outcomes for both employers and employees.

Keywords: work-life balance; job tenure; turnover rate; retention rate