

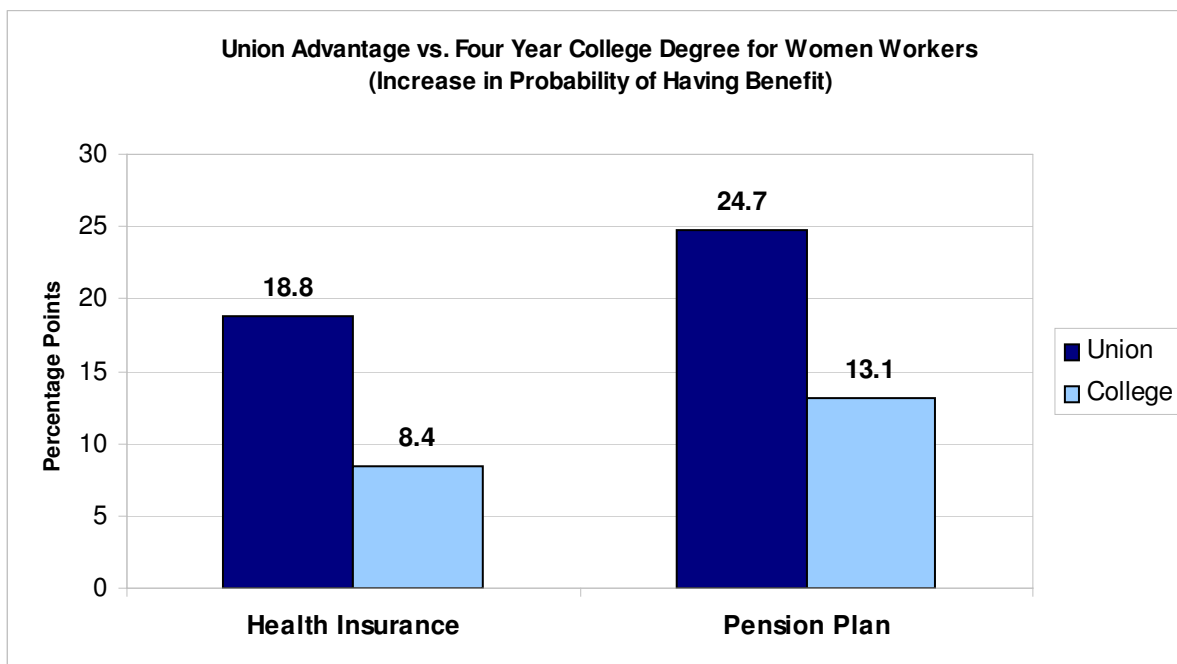
## The Benefits of Unions for Women Workers

The Center for Economic and Policy Research (CEPR) finds a substantial boost in wages and benefits for women unionized workers and a particularly large union advantage for those in low-wage occupations:

- On average, **unionization raises women workers' wages by over 11% – almost \$2.00 per hour** (see [www.cepr.net/index.php/publications/reports/unions-and-upward-mobility-for-women-workers](http://www.cepr.net/index.php/publications/reports/unions-and-upward-mobility-for-women-workers)).
- Women workers in unions are **about 19 percentage points more likely to have health insurance** than their non-union counterparts, which is especially important as women are charged higher premiums than men.
- Women in unions are **almost 25 percentage points more likely to be in a pension plan** than those not in unions, which is larger than the corresponding effect of a four-year college degree (see chart below).

The benefits of unions are even higher for women workers in typically low-wage occupations:

- For women workers **in low-wage occupations, unionization raises wages by over 14%**.
- Unionized women workers in low-wage occupations are **26 percentage points more likely to have health insurance** and **over 23 percentage points more likely to be in a pension plan**.



In 2007, women made up 45% of union members. If their share of the unionized workforce continues to grow at the same pace, the majority of the union members will be women by 2020. However, along with the entire U.S. workforce, the proportion of women workers represented by a union has fallen substantially over the past 25 years:

- The share of women workers covered by unions **fell from 18% in 1983 to 12.4% in 2007** (see [www.cepr.net/index.php/publications/reports/the-decline-in-african-american-representation-in-unions-and-manufacturing-1979-2007](http://www.cepr.net/index.php/publications/reports/the-decline-in-african-american-representation-in-unions-and-manufacturing-1979-2007)).

The CEPR report, ***Dropping the Ax: Illegal Firings During Union Election Campaigns, 1951-2007*** ([www.cepr.net/index.php/publications/reports/dropping-the-ax:-illegal-firings-during-union-election-campaigns,-1951-2007](http://www.cepr.net/index.php/publications/reports/dropping-the-ax:-illegal-firings-during-union-election-campaigns,-1951-2007)), finds that **workers were illegally fired in over one-in-four union representation elections** in the 2000s.

For more information on workers and the labor market: [www.cepr.net/index.php/the-benefits-of-unionization](http://www.cepr.net/index.php/the-benefits-of-unionization).