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# Career-Fertility Combinations among Women and their Effect on Life Satisfaction

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# Introduction

- Background and outline of the project
- Problem and motivation
- Statistics and background
- Literature review
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- Methodology
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- Questions to the audience

# Background and outline of the project

- December meeting – presentation on research interest with special focus on women after a childbirth
- Recommendations and suggestions to investigate impact of having a good job VS having children on female life satisfaction
- January – submitting improved research proposal
- February - March – working under the design and literature
- April –July – empirical analysis
- August –October – paper writing and discussion

# Problem and motivation

Female  
employment  
growth

- Increase of mothers on the labour market
- Increase of female mobility

Decrease of  
fertility rate

- Changes in the number of children in the family
- Changes of the family-work time budget

# Problem and motivation

Long time and stressful reentering

Decrease of job satisfaction

Less total happiness

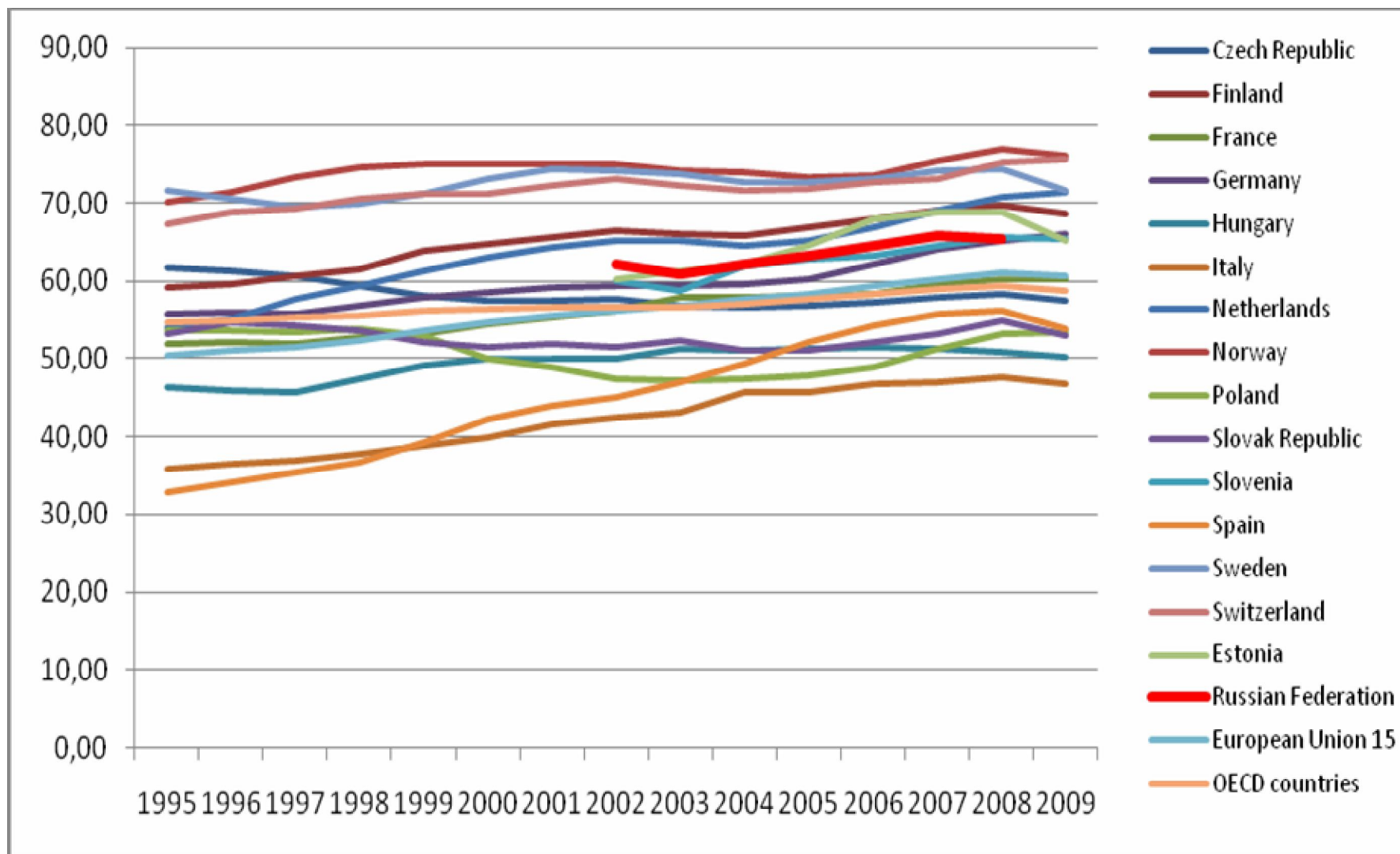
Possible rejection from second and third child or choice for career instead of children

That is why after difficult and longtime reentering of the labour market women may be discouraged to have the second and the third baby (Hoem & Hoem, 1989; Kravdal, 1992). The prospects for a good career decreases the parenthood (Bloom and Trussell 1984; Kiernan 1989; Jacobson and Heaton 1991; Maxwell 1991; Brewster, 1994; etc.).

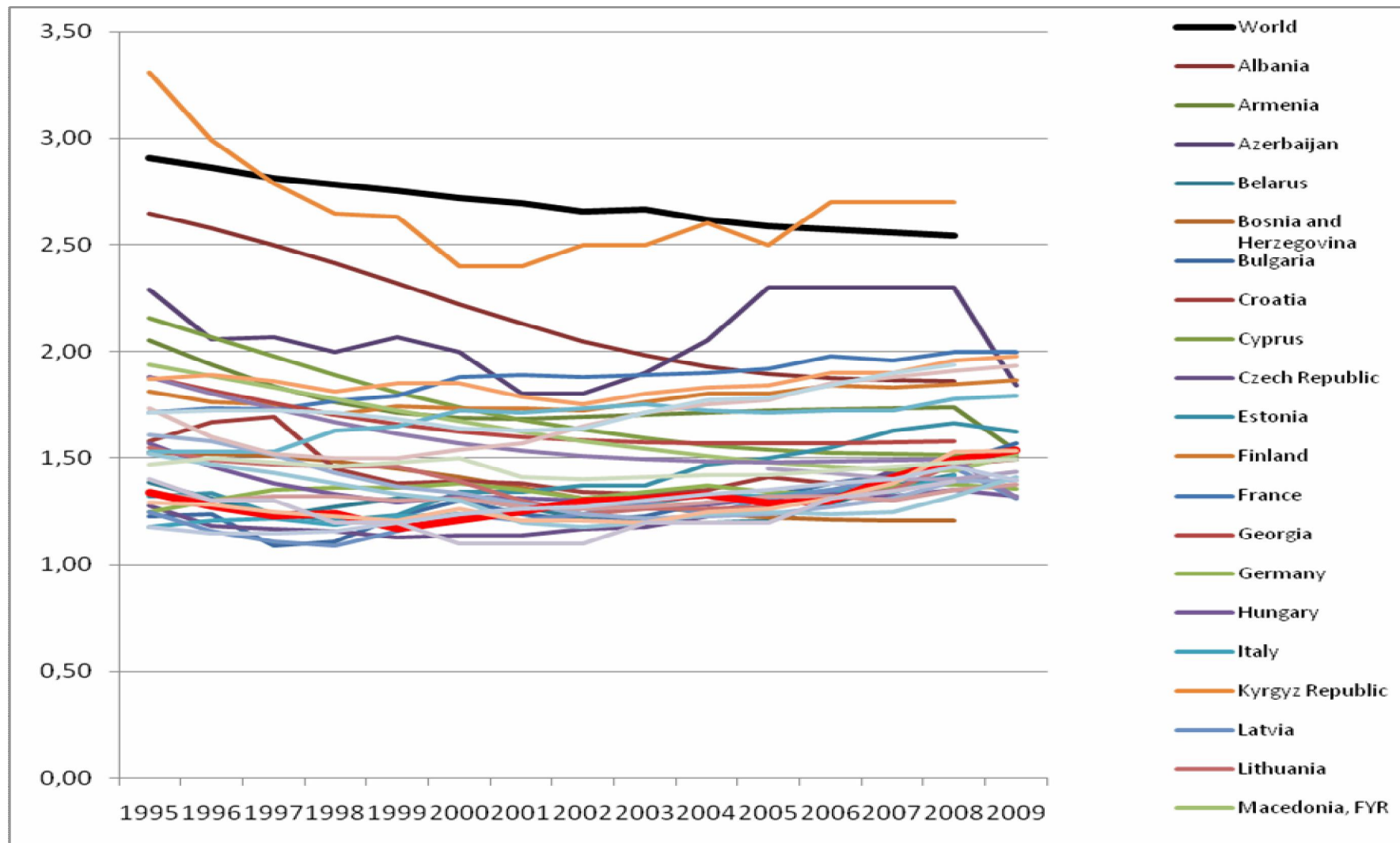
# Statistics and background

- However the employment rate for women varies from 33% in 1994 for in Italy to almost 77% in 2008 in Finland the overall tendency towards female employment growth is clear. Kielcolt is right to follow Hochschild that women's sustained movement into the paid labor force impels the hypothesis that the rewards of work have increased relative to those of family life (Kiecolt, 2003)
- Work has become a major source of satisfaction for women, as it is for men. But at home, women still bear primary responsibility for house-work, and work/family conflict adversely affects family functioning (Coltrane, 2000; Glass & Estes, 1997).
- Along with the growth of female employment “every developed society has witnessed a substantial decline in fertility rates from well above replacement levels (3.5 children or more) to well below (two children or fewer)” (Davis, Bernstam, and Ricardo-Campbell 1987). According to the World Bank data world fertility rate went down from 2,8 in 1995 to almost 2,5 in 2009.

# Female employment level, OECD



# Fertility rate (number of children per woman), OECD





# Literature review

- **On the one hand** a large amount of publications make focus on the effect of the increased female employment on fertility rate as a result of the higher opportunity costs associated with the participation on the labor market (Becker, 1991; Cigno, 1991; Ermisch, 2003; Michaud and Tatsiramos, 2008). **On the other hand** huge piece of literature investigates the effect of fertility on employment (Browning, 1992; Nakamura and Nakamura, 1985; Carrasco 2001; Michaud and Tatsiramos, 2008), at the same time some papers show that “the size of the effect of additional children on labor supply depends crucially on how past labor supply and existing children are accounted for” (Michaud and Tatsiramos, 2008).
- In a border context this paper relates to the Life satisfaction theory, Labor Force Participation of Married Women (Mincer, 1962), Theory of the Value of Children (Hoffman and Hoffman, 1973; Friedman et all, 1994), and the Theory of Allocation of Time (Becker, 1965) “The value of children derives from their capacity to reduce uncertainty for individual women and to enhance marital solidarity for couples. From this perspective, it is the mere presence of a child that counts” (Friedman at all, 1994).
- Kiecolt (2003) confirmed in her paper that gender, experiencing a divorce, having preschool children, and occupational group are four social characteristics that may influence relative work-home satisfaction, and they may have changed over time in directions that may "exacerbate this reversal of work and family cultures" (Hochschild, 1996, p. 26).

# Literature review

- The **paper contribution** is that it is focused **on females only**, underlying the contradiction between having children and career. Like Kiecolt (2003) I will test the influence of the main independent characteristic of having preschool children along with occupational job characteristics and have a divorce experience on life-job satisfaction and happiness.
- Hanson and Sloane (1992) focused on how does the presence of young children affect the job satisfaction of married women in various work roles (e.g., full-time work in the labor force, part-time work in the labor force, and full-time work in the home). As well as Hanson and Sloane I am interested in examining the effect of young children on the job satisfaction of employed women **not only to see** how “the presence of family responsibilities affects their happiness at work” **but to trace their life satisfaction and happiness as a whole**.
- More over **the paper focuses on all women of particular age group** in order to compare the happiness of those who have children with those who does not have. This is the main distinction from the Berger’s paper (2009 ). Berger did not take into account the happiness of women without children. The main focus of that paper is on German situation for working mothers who are unable to combine family responsibilities with (full-time) work due to insufficient access to appropriate childcare. Berger analyzes whether this problem has a significant impact on the mothers’ subjective well-being.

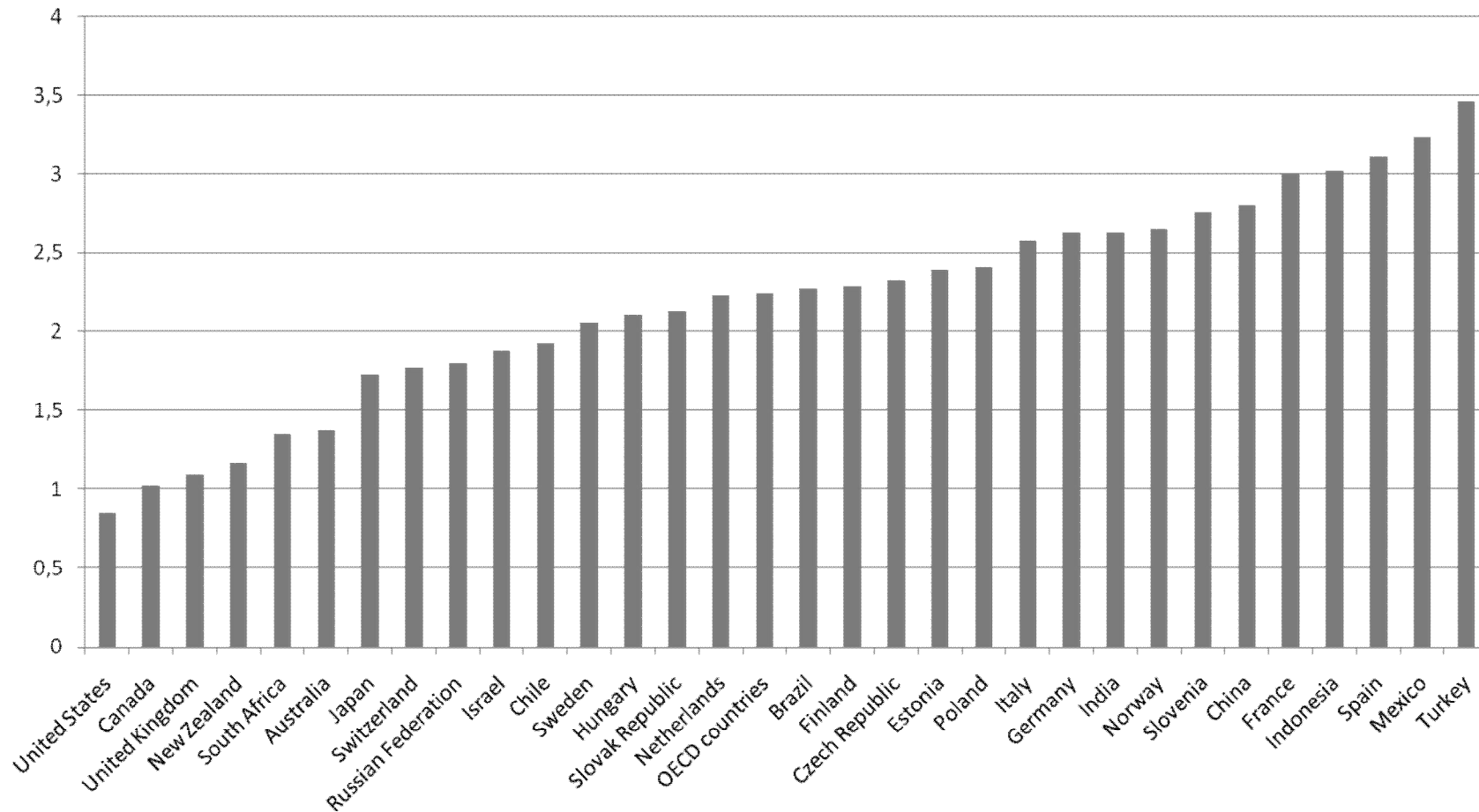
# Hypotheses

***Hypothesis 1*** is grounded on the theory of the Value of Children: ***the number of children has bigger effect on female life satisfaction than availability of a “good job”***. I assume that ***this should be true for all countries taken into analysis***. This hypothesis is controversial to the previous studies by Hochschild (1997) and Duncombe & Marsden (1993) who found out that work-life satisfaction ratio increased and women are more satisfied with their jobs than with home and family life.

***Hypothesis 2: younger women (up to 35 years old) tend to be happier with good career and more satisfied with their job while older women (from 36 to 50) tend to be happier having children and more satisfied with family and home***. This hypothesis is based on the previous results shown by Kiecolt (2003). No difference for countries as well

***Hypothesis 3: (the main one) is that in those countries with very liberal Labour Legislation working women with children are the most satisfied with their life and the happiest group of women. While working mother in the countries with extremely strict labour legislation would be the unhappiest group***. This could be explained by the barriers of entering the labour market for the newcomers. In case of low level regulations from the state employers have almost no firing and hiring costs what determines the difficulty of hiring process. Then women could easily reenter the labour market in such countries like USA, UK, Canada. In case of highly regulated labour market the employers bear heavy labour costs and this enhances strong barriers of reentering the labour market. That is why working mothers from such countries as Spain, China, France, Russia and Germany facing all these difficulties could be unsatisfied with their jobs and their lives as a whole.

# Strictness of employment protection, OECD indicators



# Terms and definitions

- Happiness is measured by the 4 point scale (1 – not happy at all, ..., 4 – very happy)
- Life satisfaction is measured by 10 point scale (1 – dissatisfied, ..., 10 – satisfied)
- Job satisfaction is measured by the scale (1 – dissatisfied, ..., 10 – satisfied)
- Employment means a situation when a person provides work for payment at least 1 hour per week.
- “Good” job means being a highly skilled specialist or supervisor or top positions or getting good payment

# Data

- The data were drawn from the World Value Survey, for all possible countries.
- Two waves are pulled: 2000-2005 and 2005-2010 (in order to increase the number of observations).
- The sample is comprised of women of age: 15-60. The following status groups are determined among them:
  - Employed without children
  - Employed with children
  - Non-employed without children
  - Non-employed with children

# Methodology

- Two step methodology:
- 1. **individual level analysis** to test the first and second hypothesizes (taking pulled sample for 2000-2009 WVS)
- 2. **country level analysis** to test the third hypothesis (taking the latest data per country from WVS and other indicators from World bank and OECD data sources corresponding the year of the observation)

# Methodology

## DEPENDENT VARIABLE

- **Total life well-being index**, created with the help of several questions that relate to the satisfaction of different aspects of life: satisfaction with financial situation, satisfaction with home life, satisfaction with job, total satisfaction with life.
- Possible **physiological well-being index** (feeling lonely, distressed and etc.)
- **Feeling of happiness**

## INDEPENDENT VARIABLES

Main tested variables:

- Number of children of preschool age
- Having job/good job
- Intersection of having children and having job
- Age group

Controls:

- Number of children of 7-15 years old
- Education level
- Divorce experience
- Having husband
- Family income level
- Place of living (city/village)
- Psychological well-being
- Economic/cultural country characteristics
- Former soviet country or not



# Methodology

## DEPENDENT VARIABLE

- **The country means of total life well-being index**, created with the help of several questions that relate to the satisfaction of different aspects of life: satisfaction with financial situation, satisfaction with home life, satisfaction with job, total satisfaction with life.
- **Feeling of happiness**

## INDEPENDENT VARIABLES

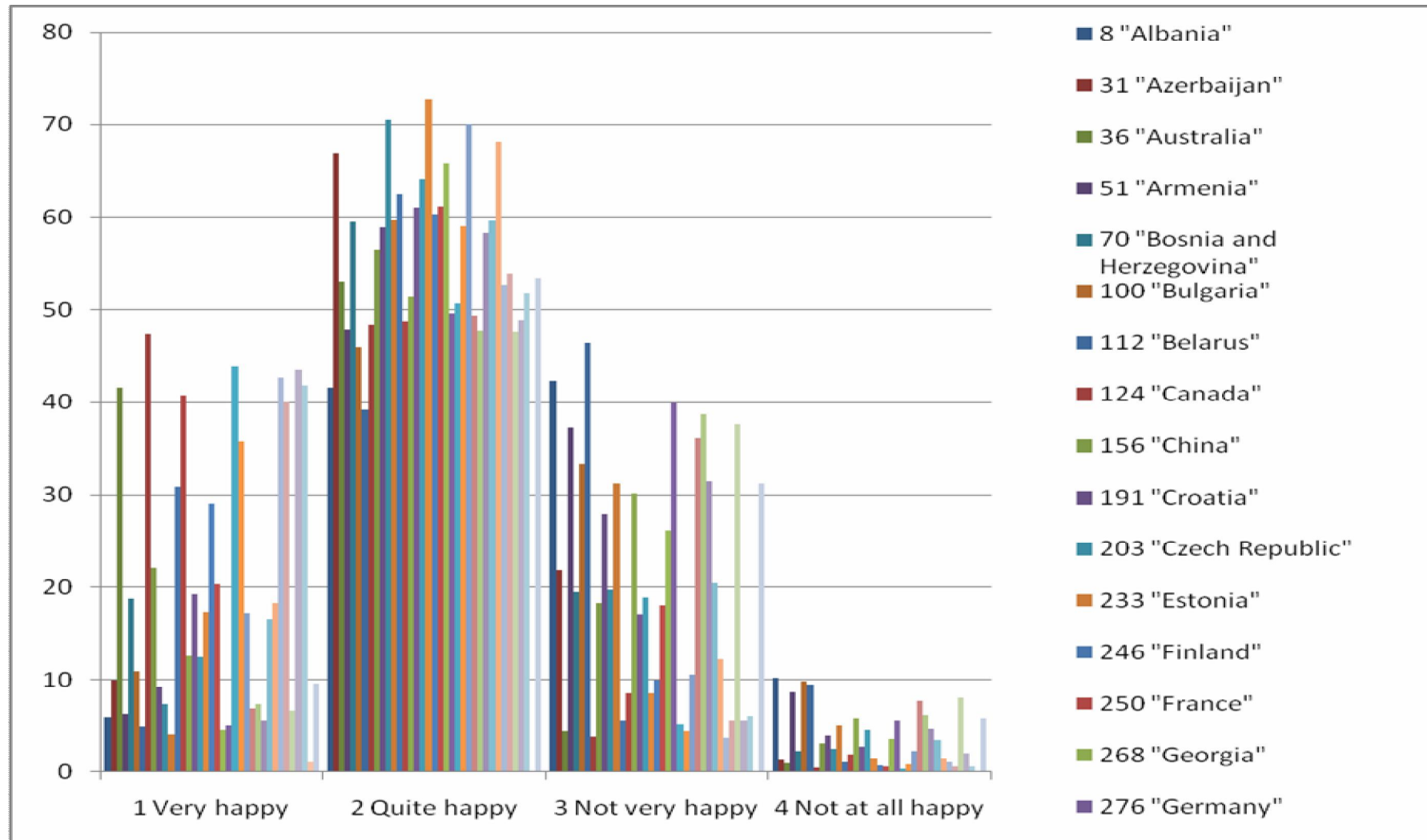
Main tested variables:

- Strictness of the labour legislation
- Number of months for paid maternity leave
- % ratio of maternity leave payment to the wage
- Child benefits
- Necessity to keep the place for mother's reentering the job

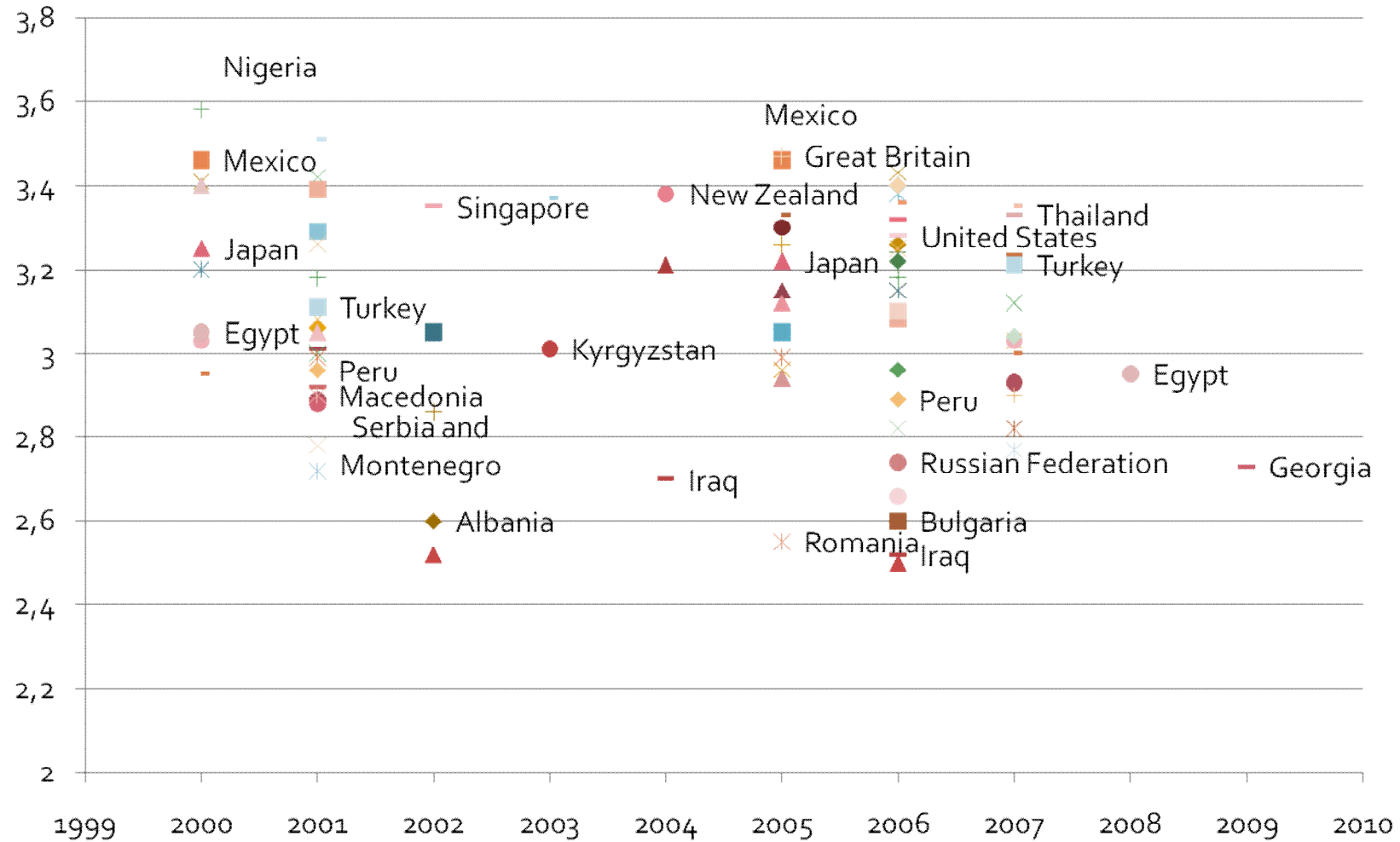
Controls:

- Fertility rate (number of children per woman)
- Mean age of women
- Female employment rate
- Mean female education level
- Divorce rate
- Poverty level
- GNP per capita
- % of urban population
- % of unemployed women
- % of women on top positions

# First descriptive results from the WVS data: happiness distribution by country



# Mean female country happiness (inverse scale: 1 – totally unhappy, 4 – very happy)



# Questions to the audience

- What other control variables should I take for country differences in the pulled data set?
- May be it is better to have 2 papers with separate theoretical background and one observation unit for the analysis?
- What else could be related to the strict/liberal labour legislation indicator/criteria?