

Lancaster University 

How Does Maternal Employment Shape Women's Employment Stability in Egypt:

Mediation by Women's Education & Moderation by Employment Sector

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Context (1)

Lancaster University 

Egyptian Labour Market

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Public sector	Private sector
<ul style="list-style-type: none"> Job stability More job opportunities Strong link b/w education + employment Shorter working hours (30 hrs/week) Female friendly 	<ul style="list-style-type: none"> Job normality Fewer job opportunities Weak link b/w education + employment Longer working hours (52 hrs/week) Male dominated 

Context (2)

- ❑ **Suspension of public sector employment guarantees**
 - No guarantee of public sector jobs for secondary & postsecondary graduates
 - Extended waiting period for jobs
- ❑ **Shrinking public sector & slow growing private sector**
 - Declining female public sector employment: 57% in 1986 → 39% in 2018 (Barsoum, 2020)
 - Low private sector employment: 38% of total employment 2015-2018 (Zeitoun, 2018)
- ❑ **Women's education is increasing**
 - Women's secondary completion rate increased from 63% in 1994 → 92% in 2019 (World Bank Data, 2020)
- ❑ **Gaps in the literature**
 - Employment measured at one specific point in time

Aims of the study



- Dotted lines represent the indirect effects of mothers' employment on daughters' employment stability through daughters' education
- Solid line represents the direct effect of mothers' employment on daughters' employment stability net of indirect effects

Theoretical framework



- Resource perspective
 - Access to parental resources
Human capital, professional networks, income
 - Public sector employment scheme for children of public sector workers
- Role modeling perspective
 - *“Like mother like daughter, like father like son”*
 - Mothers' employment stronger predictor of daughters' employment stability than fathers' employment

Data & Methodology



- Data
 - 2006, 2012, 2018 waves of Euro Labour Market Panel Survey
 - Women aged 18-49
 - Final sample 3,429 women
- Methodology
 - Generalized structural equation modeling (GSEM)
 - Karlson, Holm & Breen (KHB) decomposition method
 - Subgroup analysis: public/private sector

Results (1)

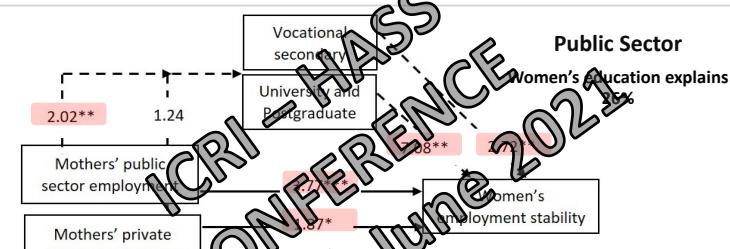
(A)



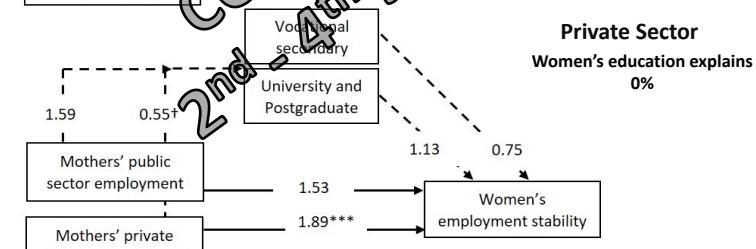
*Coefficients are odds ratios

Results (2)

(B)



(C)



Summary

Resource & role modeling receive support

- Mothers' employment shapes daughter's employment stability
- Fathers' employment is associated with daughter's employment stability
- Women's education is significant mediator
- Differences by employment sector

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