How Does Maternal Employment Shape Women’s Employment Stability in Egypt: Mediation by Women’s Education & Moderation by Employment Sector

Context (1)

Egyptian Labour Market

Public sector
- Job stability
- More job opportunities
- Strong link b/w education + employment
- Shorter working hours (39 hrs/week)
- Female friendly

Private sector
- Job informality
- 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:

- Women’s education is increasing:
  - Women’s secondary completion rate increased from 63% in 1994 to 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 schemes 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
  - Women aged 18-49 yrs
  - Final sample 3,429 women

- Methodology
  - Generalized structural equation modeling (GSEM)
  - Karlson, Holm & Breen (KHB) decomposition method
  - Subgroup analysis: public/private sector
Results (1)

*Coefficients are odds ratios

Results (2)
Summary

- Resource & role modeling receive support
  - Mothers’ employment shapes daughter’s employment stability
  - Fathers’ employment not associated with daughter’s employment stability
  - Women’s education significant mediator
  - Differences by employment sector