

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

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Mariam Abouelenin

m.abouelenin@lancaster.ac.uk

[@Mabouelenin_](https://twitter.com/Mabouelenin_)

Context (1)

Egyptian Labour Market

Public sector

- Job stability
- More job opportunities
- Strong link b/w education + employment
- Shorter working hours (30 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

- Declining female public sector employment: 57% in 1985 → 59% in 2018 (Barsoum, 2020)
- Low private sector employment: 3% 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 Egypt Labour Market Panel Survey
- Women aged 18-49 years
- Final sample 3,429 women

❑ Methodology

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

Results (1)

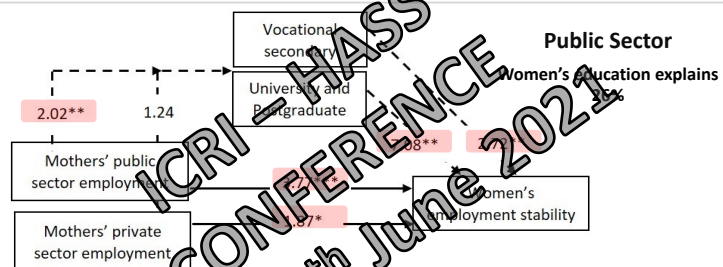
(A)



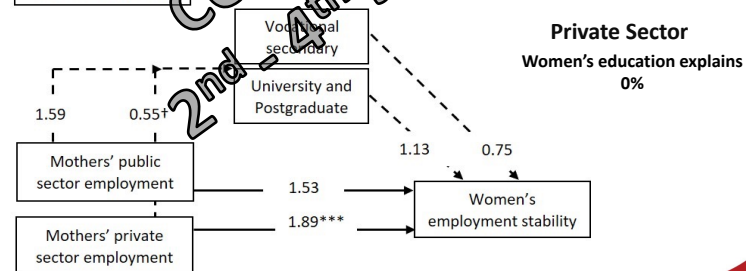
*Coefficients are odds ratios

Results (2)

(B)



(C)



Summary

☐ Resource & role modeling receives 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