

Mothers and Daughters: Intergenerational Linkage between Women and Their Mother's Employment in Japan

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Introduction

Maternity leave and parental leave system in Japan:

- Women can have 6 weeks leave both before and after child birth.
- Each parent can leave works for 1 to 2 years after childbirth if they apply.
- Business establishment cannot refuse childcare leave applications.
- Business establishment cannot dismiss workers or create disadvantages for workers.

(Childcare leave law)

From the JILPT survey (2014)

- 43.1% of mothers who leave their jobs for maternity do not take parental leave.
- 48.9% of mothers leave their jobs within three years of first child birth.
- 54.9% of mothers were not working in 2014 because of childcare. women quit their jobs and not utilizing parental leave.

I examine intergenerational linkage between women and their mother's employment as one of the reasons why women quit their jobs.

Previous studies

• Positive relationships between women and her mother in-low
Fernánde Fogli and Olivetti (2004)

The sons whose mothers are working married with women who are also working in the US.

Morrill and Morrill (2013)

The intergenerational linkage of employment type is stronger between the daughters and their mother in-low than that of daughters and her mothers in the US.

Kawaguchi and Miyazaki (2007)

the women also work fulltime when mothers in-low work fulltime in Japan.

Intergenerational linkage of life course between women and her mother also exists.

Antel (1992)

The probability of use the welfare system is significantly higher in women whose mother have used it.

Previous Studies

In Japan, women's perception of working and their mothers' working style mainly exist.

Shigeta · Kashiwagi (1980) Muramatsu (1994) Nakamura (2013)

They do not examine whether the mothers employment during daughter's childhood affects daughter's actual participation in the labor force especially before and after childbirth.

- Japan using national data

Tanaka (2007)

When mothers work for fulltime when he was 15 years old, the educational attainment of men is lower.

Mothers of women work for fulltime when she was 15 years old, women also work for fulltime.

The women's age, 15, is rather older than the interest of this study

The purpose of this study is to examine the impact of having working mother while taking care of daughter who need generous care on a working decision of women (daughter) when women grow up to be a mother and need to work, especially after childbirth.

Contribution

This study focus on the impact of mother's employment style when women (daughter) is young enough to need generous care on women's actual employment style when the woman grow up to be a mother.

Data

Data : pooling data of JILPT survey in 2012 and 2014

- *Kodomonoirusetai no seikatujyokyo oyobi hogosya no syuro ni kansuru cyousa 2012. (National Survey of Households with Children in 2012.)* conductet by The Japan Institute for Labour Policy and Training in Nov. 2012
- *Kodomonoirusetai no seikatujyokyo oyobi hogosya no syuro ni kansuru cyousa 2014. (National Survey of Households with Children in 2014.)* conducted by The Japan Institute for Labour Policy and Training in Nov. 2014

Empirical Models

$$Y_i \begin{cases} = 1 & \text{if } Y_i^* > 0 \\ = 0 & \text{else} \end{cases}$$

- $P(Y_i = 1|X_i) = P(Y_i^* > 0|X_i)$

The latent variable Y_i^* takes the form:

- $$Y_i^* = \beta_0 + \beta_1 \text{Motheremp}_i + \text{Present}_i' B_2 + \text{Past}_i' B_3 + \text{Area}_i + \text{Year}_i + \varepsilon_i \quad (1)$$

- $$Y_i^* = \beta_0 + \beta_1 \text{Motheremp}_i^3 + \beta_2 \text{Motheremp}_i^6 + \beta_3 \text{Motheremp}_i^{12} + \text{Present}_i' \Gamma_1 + \text{Past}_i' \Gamma_2 + \text{Area}_i + \text{Year}_i + \varepsilon_i \quad (2)$$

- Logistic regression using sampling weight are used for analysis.

Dependent Variables

Perception of gender division of house labor

“Husband should work outside and wife should stay at home”: 1 if “agree”

Employment status: one year after childbirth

Employment status: three year after childbirth

“What is your employment status before and after first childbirth?”, with time period of “1year after child birth”, “3 year after childbirth” and so on.

Dummy variable: 1 if the respondent answers

“Full time”, “part timer”, “Temporary worker”, “self employed or piece work”, “maternity leave”, and 0 if “not working”

Career course selection (employment Pattern)

“what is your closest career course until now?”

1 “Keep working at the same company since graduating from school “

2 “Have changed jobs , however keep working since graduating from school”

→ “Continue to work”

Other choices

3 “Have quitted job before or after childbirth and child care, however already come back to work”

4 “Have quitted job and not working now, but planning to work in the future.”

5 “Have quitted job and not working now ,and no plan to come back to work”

Independent Variables

Motheremp_i

Employment style of mother when the woman was
“three years old”, “six years old”, and “twelve years old”

Control variables

Present_i : Age, educational background, marital status, number of children, youngest child age, own annual income, annual income of husband, own house, mortgage loan

Status of the job Right after graduation: employment status (full time) ,large-scale company, government official, employment after Equal Opportunity Low, childbirth after mandatory maternity leave

Past_i : father’s educational background, number of siblings, first child, being abused

Years fixed effect and area’s fixed effect are also controlled.

Estimation Result 1:

	Gender division of household labor: "Favor"					
	Panel A: Women was three					
	(1)	(2)	(3)	(4)	(5)	(6)
Working decision of mother (work=1)						
	-0.0429**	-0.0458**	-0.0397*	-0.0395*	-0.0375*	-0.0365*
	(0.0201)	(0.0201)	(0.0215)	(0.0215)	(0.0218)	(0.0219)
Observations	2,740	2,718	2,401	2,381	2,303	2,284
	Panel B: Women was six					
	(1)	(2)	(3)	(4)	(5)	(6)
Working decision of mother (work=1)						
	-0.0553***	-0.0579***	-0.0417**	-0.0420**	-0.0363*	-0.0361*
	(0.0192)	(0.0192)	(0.0206)	(0.0206)	(0.0208)	(0.0209)
Observations	2,861	2,838	2,504	2,483	2,396	2,376
	Panel C: Women was twelve					
	(1)	(2)	(3)	(4)	(5)	(6)
Working decision of mother (work=1)						
	-0.0452**	-0.0515**	-0.0424*	-0.0442**	-0.0365	-0.0390*
	(0.0208)	(0.0208)	(0.0224)	(0.0223)	(0.0228)	(0.0227)
Observations	2,912	2,889	2,549	2,528	2,442	2,422
Controls		X	X	X	X	X
Education			X	X	X	X
Husband's wage				X		X
Own wage					X	X

Estimation Result 2:

	Gender division of household labor: "Favor"								
	Women was three			Women was six			Women was twelve		
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Mother's employment style (Base: not working)									
part-time	-0.0529*	-0.00949	-0.0121	-0.0550**	-0.0231	-0.0233	-0.0518**	-0.0424	-0.0428
	(0.0274)	(0.0315)	(0.0314)	(0.0236)	(0.0259)	(0.0258)	(0.0244)	(0.0264)	(0.0262)
full-time	-0.0414*	-0.0543**	-0.0484*	-0.0609***	-0.0566**	-0.0466*	-0.0536**	-0.0442*	-0.0370
	(0.0229)	(0.0240)	(0.0248)	(0.0224)	(0.0238)	(0.0245)	(0.0242)	(0.0257)	(0.0263)
Controls	X	X	X	X	X	X	X	X	X
Education		X	X		X	X		X	X
Husband's wage			X			X			X
Own wage			X			X			X
Observations	2,718	2,401	2,284	2,838	2,504	2,376	2,889	2,549	2,422

Estimation Result 3:

	Gender division of household labor: "Favor"			
	(1)	(2)	(3)	(4)
	Mother of woman coming back to work when			
women was three	-0.0598**	-0.0438*	-0.0443*	-0.0384
	(0.0238)	(0.0256)	(0.0256)	(0.0262)
when women was six	-0.0628**	-0.0369	-0.0406	-0.0319
	(0.0289)	(0.0307)	(0.0305)	(0.0307)
when women was twelve	-0.0139	-0.0111	-0.0134	-0.0125
	(0.0259)	(0.0282)	(0.0279)	(0.0279)
Controls	X	X	X	X
Education		X	X	X
Husband's wage			X	X
Own wage				X
Observations	2,994	2,634	2,612	2,498

Estimation Result 4:

	Coming back to work 1 year after first childbirth			Coming back to work 3 year after first childbirth		
	Age of women					
	Three (1)	Six (2)	Twelve (3)	Three (4)	Six (5)	Twelve (6)
Mother's working decision of during women's childhood (work=1)	0.168*** (0.0200)	0.155*** (0.0199)	0.114*** (0.0233)	0.154*** (0.0193)	0.134*** (0.0197)	0.0963*** (0.0231)
Controls	X	X	X	X	X	X
Education	X	X	X	X	X	X
Observations	2,709	2,826	2,877	2,709	2,826	2,877

Estimation Result 5:

	Coming back to work 1 year after first childbirth			Coming back to work 3 year after first childbirth		
	Age of women					
	Three (1)	Six (2)	Twelve (3)	Three (4)	Six (5)	Twelve (6)
Mother's employment style						
Base: not working						
part-time	0.184*** (0.0319)	0.134*** (0.0264)	0.0687*** (0.0264)	0.150*** (0.0316)	0.106*** (0.0256)	0.0480* (0.0249)
full-time	0.166*** (0.0244)	0.173*** (0.0239)	0.154*** (0.0255)	0.164*** (0.0241)	0.156*** (0.0233)	0.136*** (0.0245)
Controls	X	X	X	X	X	X
Education	X	X	X	X	X	X
Observations	2,709	2,826	2,877	2,709	2,826	2,877

Estimation Result 6:

	Coming back to work 1 year after first childbirth		
	Model 1	Model 2	Model 3
Mother of woman coming back to work			
when women was 3	0.168*** (0.0235)	0.182*** (0.0248)	0.188*** (0.0247)
when women was 6	0.0541* (0.0295)	0.0691** (0.0312)	0.0761** (0.0312)
when women was 12	0.0160 (0.0283)	0.0128 (0.0295)	0.0190 (0.0294)
Observations	3,327	3,003	2,980
	Coming back to work 3 year after first childbirth		
	Model 1	Model 2	Model 3
Mother of woman coming back to work			
when women was 3	0.148*** (0.0228)	0.157*** (0.0242)	0.161*** (0.0241)
when women was 6	0.0178 (0.0288)	0.0327 (0.0306)	0.0390 (0.0306)
when women was 12	0.00682 (0.0281)	0.00552 (0.0294)	0.00982 (0.0293)
Observations	3,327	3,003	2,980
Controls		X	X
Education			X

Estimation Result 7:

	Continued to work since graduating from school					
	Women was three		Women was six		Women was twelve	
	(1)	(2)	(3)	(4)	(5)	(6)
Mother's working decision (work=1)						
	0.0588*** (0.0222)	0.0620*** (0.0222)	0.0314 (0.0222)	0.0314 (0.0222)	0.0474* (0.0243)	0.0452* (0.0243)
Controls	X	X	X	X	X	X
Education		X		X		X
Observations	2,246	2,228	2,332	2,313	2,379	2,360

Estimation Result 8:

	Continued to work since graduating from school					
	Women was three		Women was six		Women was twelve	
	(1)	(2)	(3)	(4)	(5)	(6)
Mother's employment style (Base: not working)						
part-time	0.0246 (0.0347)	0.0249 (0.0350)	-0.00229 (0.0280)	-0.00698 (0.0281)	0.0217 (0.0272)	0.0168 (0.0272)
full-time	0.0766*** (0.0251)	0.0811*** (0.0251)	0.0584** (0.0253)	0.0616** (0.0253)	0.0712*** (0.0272)	0.0713*** (0.0272)
Controls	X	X	X	X	X	X
Education		X		X		X
Observations	2,246	2,228	2,332	2,313	2,379	2,360

Estimation Result 9:

	Continued to work after graduation from school	
	(1)	(2)
Timing of mother's coming back to work		
Women was three	0.0848*** (0.0268)	0.0865*** (0.0269)
Women was six	0.0324 (0.0328)	0.0292 (0.0328)
Women was twelve	0.0529* (0.0305)	0.0497 (0.0305)
Controls	X	X
Education		X
Observations	2,452	2,432

Conclusion

- A woman brought up by a working mother is less likely to be in favor of gender division of household labor.
- Women whose mothers worked during their childhood are more likely to (re)join the labor force market within one to three years after giving birth to their first child.
- In the long run, if a woman has a working mother at the age of three, she is more likely to continue to work after graduation from school.

Conclusion

The empirical evidence suggests that mother's employment status in the childhood of woman affects women as a work role model.

Policy Implication

- In order to make use of childcare support systems in line with current lifestyles, it is suggested that women get proper guidance through a workshop by other working women of relatively close age who already use the provided facilities.
- Such information should be provided to women before pregnancy or childbirth so that they can take it into consideration while making professional choices.

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Possible Extension of Research

- Ideally this should be analyzed using long panel data.
- It is necessary to analyze whether the mother or the female colleagues have more of an impact on working women.

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