



EMPLOYMENT AND MARITAL STABILITY

Marta Styrac & Anna Matysiak

Congress of Polish Statistics

Poznań, 18th-20th April 2012



Presentation outline

- ▶ Background
- ▶ Previous studies
- ▶ Institutional context in Poland before and after 1989
- ▶ Hypotheses
- ▶ Method – piecewise constant event history models
- ▶ Data
 - ▶ GGS
 - ▶ Definition of processes
- ▶ Results
- ▶ Conclusions and outlook



Background

- ▶ Role specialisation model: **men's** employment stabilises marriage, **women's** employment destabilises marriage (lost gains from specialisation & **independence effect**) (Becker et al. 1977)
- ▶ Role specialisation model increasingly questioned
 - ▶ Rising women's labour force participation
 - ▶ Changing gender roles (Sigle-Rushton 2010, Jalovaara 2003)
 - ▶ Household organisation has been shifting from production to consumption (satisfaction and quality of union decisive for durability of union - similarity of economic activities and interests may improve understanding between spouses) (Ross & Sawhill 1975, Stevenson & Wolfers 2007, Raz-Yurovich 2011)
 - ▶ Additional income provided by a woman reduces marital strain – **income effect** (Oppenheimer 1997, Cherlin 2000)
- ▶ **Aim of the study:** to contribute to the discussion on the association between women's and men's economic activity and marital stability through investigating the case of Poland before and after the onset of the economic transition



Previous studies

- ▶ Usually negative association between women's employment and marital stability

- ▶ Salvini & Vignoli (2011) for Italy
- ▶ Kalmijn & Portman (2006) for the Netherlands
- ▶ Bukodi & Roberts (2003) for Hungary

Some exceptions: Muszyńska 2008 – no impact of employment status in Russia, Bernardi & Martinez-Pastor 2011 – mixed evidence for Spain

- ▶ Some recent studies show this effect to weaken or disappear if other factors are accounted for
 - ▶ Level of satisfaction with marriage (Schoen et al., 2002)
 - ▶ Commitment of spouses to each other and acknowledged gender ideology (Sayer & Bianchi 2000)
 - ▶ Men's involvement in housework (Sigle-Rushton 2010)
- ▶ Cross country differences by the traditionalism of gender roles (Cook 2005, 2011)



Institutional context in Poland before and after 1989

▶ Labour market

- ▶ obligation / right to work → risk of job loss & unemployment (Mishtal 2009)

▶ Social policy model

- ▶ basic universal social security → individual responsibility (Heinen & Wator 2006, Golinowska 1999)

▶ Family policy

- ▶ subsidised basic consumption goods, child-related goods and services → increased costs of raising children + reduction in the direct financial support for families with children, including support for single parent families (Balcerzak-Paradowska 2004, Fodor et al. 2002)



Hypotheses

- ▶ After 1989 double income became an important tool of risk diversification and protection against material deprivation
- ▶ Material aspirations of the society increased

→ Hypothesis 1 (income effect)

Following the system transformation the association between both men's and women's employment and risk of marital disruption should become (more) **negative** compared to pre-1989 period.

- ▶ After 1989 full and guaranteed employment ceased
- ▶ family policy became less supportive for families → the decision to become a single mother became more difficult from the material perspective

→ Hypothesis 2 (dependance on the labour market)

In the market economy women's employment might have become a precondition for a woman to leave the unsatisfactory marriage → the correlation between risk of marital disruption and women's employment should become (more) **positive** compared to pre-1989 period



Method

- ▶ Regression of hazard of marital disruption for first marriages
- ▶ Proportional piecewise constant exponential model

$$h(t) = h_0(t) \cdot \exp(\beta_1 x_1 + \beta_2 x_2(t))$$

$h(t)$ - hazard of marital disruption at time point t

$h_0(t)$ - baseline hazard split after 2nd, 4th, 6th, and 10th year

x_1 - time-constant characteristics of marriage

$x_2(t)$ - time-varying characteristics of marriage

- ▶ Separate models for men and women
- ▶ Main independent variable: employment status interacted with calendar period



Control covariates

▶ Time-constant covariates:

- ▶ Place of residence during childhood: urban big, urban small, rural
- ▶ Parental divorce
- ▶ Age at marriage
- ▶ Premarital conception or birth
- ▶ Premarital cohabitation

▶ Time-varying covariates:

- ▶ Education: tertiary, secondary, vocational, basic, in education and younger than 28 years, in education and aged 28+
- ▶ Parity
- ▶ Age of the youngest child



Data

- ▶ **Source:**

- ▶ Polish Generation and Gender Survey (GGS) 2011
- ▶ contains retrospective fertility, partnership and employment histories

- ▶ **Analytical sample**

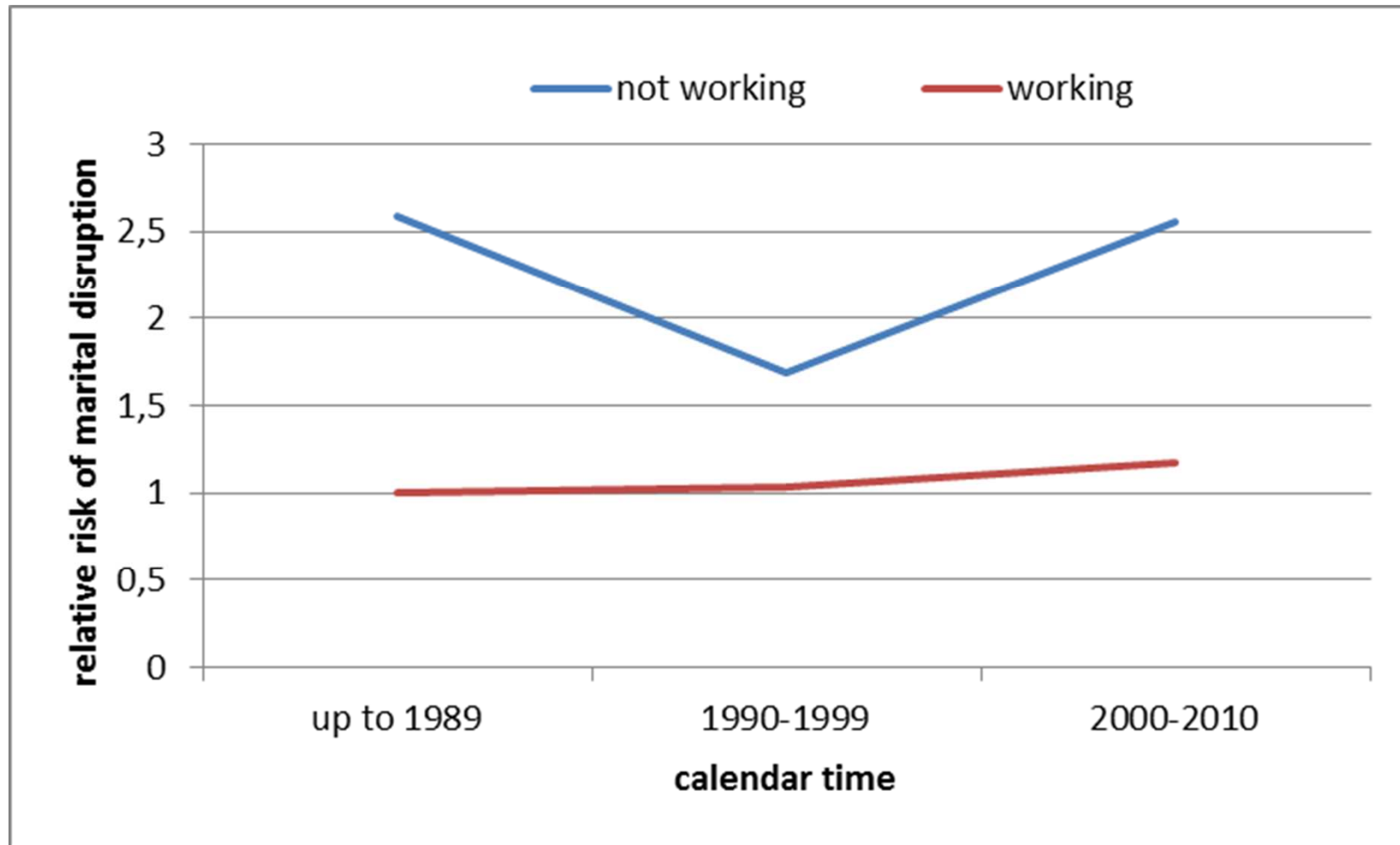
- ▶ 4842 ever married women born 1955-1993 (546 disruptions)
- ▶ 3300 ever married men born 1955-1993 (299 disruptions)
- ▶ aged 18-56 at the time of interview

- ▶ **Marital disruption**

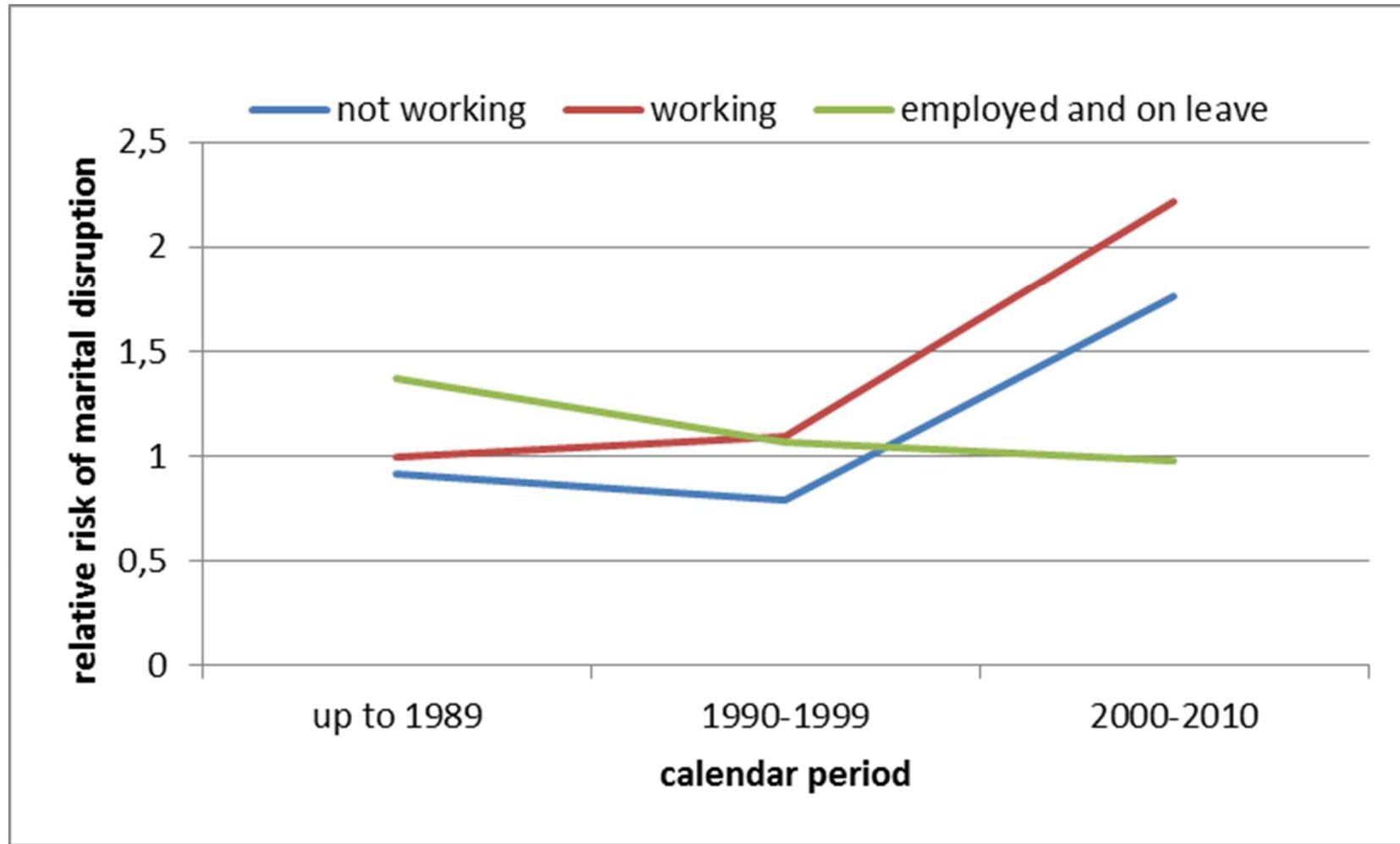
- ▶ Duration from legal marriage till union disruption (either declaration of the respondent on the date when the union ended or divorce – whatever comes first)



Stable relationship between **men's** employment and marital stability



Changing relationship between **women's** employment and marital stability



Conclusions and outlook

▶ Summary

- ▶ **Positive correlation** between women's employment and risk of marital disruption arisen after 1989-transformation – in favour of **Hypothesis 2**
- ▶ Possible factors in force are: change of the labour market
 - less supportive family policy
 - increased individual responsibility for own maintenance
- ▶ **Stable negative correlation** between men's employment and risk of marital dissolution

▶ Future plans

- ▶ Controlling for selection into employment dependent on the proneness to divorce
- ▶ Eliminating endogeneity through instrumental variables



Thank you for your attention!

mstyrc@o2.pl

amatys@sgh.waw.pl

