

## MOTHER'S AND FATHER'S INFLUENCE ON THE OCCUPATIONAL ATTAINMENT OF MEN AND WOMEN IN COMPARATIVE PERSPECTIVE

Cinzia Meraviglia, University of Eastern Piedmont  
 Harry B.G. Ganzeboom, Free University Amsterdam  
 Donald J. Treiman, UCLA

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## Mothers in stratification analysis

- For a long time, social mobility research has been dominated by father-to-son designs:
  - In many societies mothers' paid employment remains scattered;
  - The family is a homogeneous unit of analysis as for its class position, which could painlessly be derived from the occupation of the (male) head.

Mother's and Father's Influence

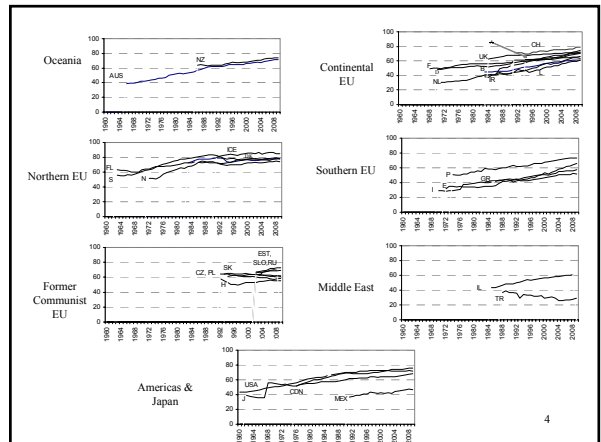
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## However...

- Paid employment of mothers has been widely variable between countries and is changing rapidly over time (see next slide, women's labor market participation 1969-2009, %, OECD data).
- In many countries mother's participation in paid employment varies widely over their life course (according to children's age)

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## Method issues

- Whether mothers matter or not to their offspring's career is a question to be answered empirically
- However the prevalence of working mothers in a given data set is dependent upon the specific question respondents were asked
  - Mother's most recent occupation, or last occupation held, vs.
  - Mother's occupation at respondent's age 15
- Though data on mother's occupation are not always of the desired quality, they are becoming increasingly available (see ISMF data)

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## Our aims (micro & macro)

- Micro: To study the relevance of mother's occupation for occupational attainment of men and women in a large-scale comparative design
  - how F's and M's influence differs between men and women
  - how the combined effects of parents' occupation depend upon the relative standing of the mother and the father
- Macro: To answer the question where and when mother's effects on occupational attainment can be expected to be largest
  - We expect that mothers will become more dominant in societal conditions that show less dominant positions of men

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## Families or individuals?

1. **The conventional model:** fathers provide all the relevant information
2. **The anti-conventional model:** mothers provide all the relevant information
3. **The dominance model:** mothers matter as long as they have a higher occupational status than fathers (Erikson 1984)
4. **The modified dominance model:** both dominant and non-dominant parent matter (Korupp et al. 2002)
5. **The joined model:** family background derives from averaged mothers' and fathers' occupation (Heath & Britten 1984)
6. **The gender-role model:** the influence of the different-gender parent adds to the influence of the same-gender parent (Korupp et al. 2002)
7. **The individual model:** the individual is the relevant unit of analysis, then mothers' and fathers' occupations are considered separately

## Design - micro

- Individual data from 240 studies from 48 nations, harmonized in the International Stratification and Mobility File [ISMF].
- Initial N (age 21-64)
- Valid father's occupation
- Valid mother's occupation
- Valid respondent's occupation (current/last job)

## Data -- N

- Total amount of ISMF studies with measure of occupation: 240.
- Total N valid age \* occupation 593.782
- Total N valid Fathers 534.954
- Total N valid Mothers 292.274
- Total N valid Fathers & Mothers 269.420

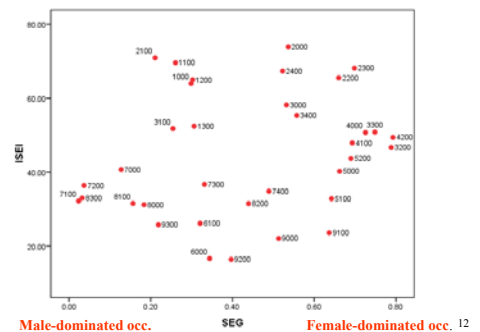
## Design - macro

- Micro: OLS regression of occupational status with multiplicative interactions.
- Macro: Cross-level interactions in OLS micro-equations.
- Future 1: multi-level model
- Future 2: Lisrel multi-group model

## Measurement – macro (1)

- SEGREGAT database of ILO: occupational gender distributions for a large number of countries, using various occupational classifications.
- Data available with ISKO-88 classification for 34 ISMF
- We have calculated a common gender-type score ISEG per (3-digit) ISKO-88 occupation.

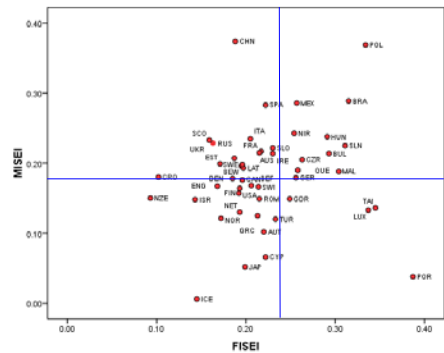
## ISEI by Occupational segregation



## ISEI and SEGregation

- There is a modest positive correlation between ISEI and ISEG: female-dominated jobs have somewhat higher status than male-dominated jobs.
- Charles & Grusky: but women have lower status jobs within manual / non-manual sector → we should control ISEG when modeling ISEI.

## FISEI by MISEI (OLS b's)



**Table 2: Pooled estimation of father's and mother's effect on respondents ISEI, by gender and dominance**

(Constant)	32.47	28.48	29.12	29.76	7.51
female	0.86	0.81	-0.51	-0.51	0.69
Fisei	0.36	0.24	0.26	0.21	0.10
Misei		0.21	0.17	0.20	0.05
fis_fem			-0.04	-0.04	-0.04
mis_fem			0.08	0.08	0.05
dom				-1.72	-0.42
fis_dom				0.10	0.01
mis_dom				-0.06	0.01
educyr					2.46

**Table 3: Father's and Mother's effect on Respondent's ISEI, by gender and GGI**

(Constant)	40.06	40.06	39.36	46.38	19.68
female	0.75	0.76	0.76	0.85	0.84
fisei+misei	0.26	0.24	0.34	0.31	0.10
fisei-misei	0.02	0.05	0.02	0.03	0.02
ggi	3.29	3.29	4.94	-2.35	-2.11
(fisei+misei)*female		0.02	0.02	0.02	0.00
(fisei-misei)*female		-0.06	-0.06	-0.06	-0.04
(fisei+misei)*ggi			-0.19	-0.16	-0.05
(fisei-misei)*ggi			0.05	0.03	0.03
comm				-5.08	-3.03
north				-1.56	-2.64
south				-2.55	-0.02
anglo				-0.58	-2.41
asian				-8.16	-4.16
rest				0.00	0.00
education					2.37

**Table 4a: Father's and Mother's effect on Respondent's ISEI, by SEG, for WOMEN**

(Constant)	42.48	39.19	37.41	37.93	37.86
fisei	0.26	0.24	0.23	0.22	0.46
misei	0.28	0.27	0.26	0.62	0.47
fseg		0.00	0.00	0.00	0.00
mseg		7.18	6.64	6.40	6.36
seg			3.63	3.24	3.41
mis_seg				-0.61	-0.36
fis_seg					-0.41

**Table 4b: Father's and Mother's effect on Respondent's ISEI, by SEG, for MEN**

(Constant)	41.71	38.07	35.14	35.13	35.14
fisei	0.30	0.28	0.26	0.26	0.26
misei	0.20	0.18	0.16	0.16	0.16
fseg		0.03	0.01	0.01	0.01
mseg		5.89	5.48	5.48	5.48
seg			12.69	12.68	12.68
mis_seg				0.01	0.01
fis_seg					0.00

## Conclusions (micro) (1)

- Total effect of MISEI is (on average) about 87% of FISEI.
- Total effect of family background is underestimated by 2.5% explained variance if we use only FISEI.
- Gender-role effect is present for both men and women; is it about twice as strong for mothers as for fathers.
- A larger part of the MISEI effect is indirect (via education), compared to FISEI.
- Gender-role modeling in direct effect is about equal for fathers and mothers.

## Conclusions (micro) (2)

- Intergenerational transfer of gender-typed occupations is rather weak, if existent at all.
- If mothers are employed in female-typed occupations, this *increases* their offspring's occupational status, net of the effects of parental occupational status.
- Mother's (and father's) occupational status effect on daughter's occupational status is particularly strong, when daughter chooses a less female-dominated occupation.

## Conclusions (macro) (3)

- Women's status in society (GGI) strongly decreases the average effect of parental status, but NOT the relative effect of mother's occupation.
- Occupational segregation at the macro-level does NOT condition the relative effects of father's and mother's occupation.
- Post-communist societies have the strongest transfer of gender-type occupations between societies.