

The change of women's employment patterns in Spain in the context of the fertility

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1. Aims

This study has mainly two purposes. Firstly, to depict the change of women's employment patterns from 1910 to 1959 birth cohorts in Spain. Second one is to analyse what factors are related to the change.

2. Background

Most of the developed countries are recently experiencing fertility declines. This is the problem for those countries because the fertility decreasing influences the welfare policy and economy of those countries. We can see that tendencies to the Mediterranean countries where the fertility was high until middle of the 20th century. Total fertility rate (TFR) of Spain was about 3.0 in 1960s, but it dropped down sharply from the late of 1970s, and now Spain is one of the lowest-low fertility rate countries in the world (TFR was 1.32 on 2013). Among researchers there is no consensus why this fertility decline has been happening even though they listed many factors influencing to it ([Reher and Sanz-Gimeno 2007](#)). However many previous studies mentioned the relation between the change of women work arrangements from work inside house to work outside house and the fertility decreasing ([Pérez and Livi-Bacci 1992](#), [Livi-Bacci 2001](#), [Esping-Andersen and Billari 2015](#)).

3. What is already known

Look at the proportion of women economically active population (EAP) which is the sum of employed and unemployed population and TFR in Spain, TFR started declining when the EAP started increasing. So it seems to be found the causal relationship between them. The increasing of women's employment rate, however, will not always lead the decreasing of the birth rate. For example, when employment rate at single increases but the the marriage rate and the average age of marriage are not changed, or when women start working after having children. It means that we need to know the change of employment rates by marital status in order to analyse the effect of women's work on fertility. However, because of less studies about women's work separating marital status(e.g. [Gutiérrez-Domènech \(2005\)](#)) and difficulties of access the historical government statistics¹, it can't be said that the change of women's working patterns is clearly known. So before analysing the mechanism of Spanish

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¹The oldest data is after 1990, which is available from the database organised by United Nations Economic Commission for Europe(UNECE).

lowest-low fertility, we need to describe when, why, and how the women's employment pattern changed.

For the Spanish women's work, it is highly important the effect of Franco dictatorship from 1938 to 1975. In that period, it was not recommended for women to work outside the house from the Catholic values and laws ([Sadayoshi 1994](#), [Ministry of Health and Welfare 2010](#)). Since most of the studies for the Franco period, however are not based on the data, and studies about after Franco dictatorship are not separated by marital status, they are insufficient to mention the influence of women's work to fertility. In this paper, I depict women's employment patterns on three timing of a life course, which are (1) entry into labour market at single, (2) exit from the market at marriage, and (3) re-entry into the market after marriage.

4. Data

The data used is Wave 3 (SAHRELIFE) of The Survey of Health, Ageing and Retirement in Europe (SHARE) data conducted in 2009 by Germany at the Munich Center for the Economics of Aging (MEA) and Max Planck Institute for Social Law and Social Policy. The Wave 3 is, differently from other Waves, a retrospective survey that has information about family, work, health and so on. In this study, the sample size is 2,042 in total (903 cases for men, and 1,139 cases for women).

5. Methods

Firstly, I calculated age-specific employment rates by birth cohorts from SAHRELIFE, and described when and how the employment patterns changed. Secondly, in order to analyse the factors related to the change of women's employment patterns, I divided life course on three stages, which are (1) entry into labour market at single, (2) exit from the market at marriage, and (3) re-entry into the market after marriage. For the entry and exit analysis, logistic regression were applied, and for the re-entry analysis, I used discrete-time logit model.

6. Main results

One of the main results is to find 1950s birth cohort had a different employment pattern from 1910 to 1949 birth cohorts. The common pattern of 1910 to 1949 birth cohorts was to work at single, quit at marriage and no re-enter into job market after marriage. However 1950s birth cohort had a different pattern from them. 1950s birth cohort had 15% higher probability to enter, maximum 40% less probability to exit and 1% higher probability to re-enter than 1940s birth cohort. The probability to exit depended on the age of marriage. When the 1950s birth cohort was about 22 years-old, the probability to exit was equal to the probability of older birth cohorts. After that age, the probability of 1950s was decreasing linearly. However because at 24 years-old (the average age of marriage) the difference was approximately 10%, most of the women (65%) who was born in 1950s quit working at marriage with not so different probability from other birth cohorts.

Secondly, the change of 1950s birth cohort was related to the transition to democracy in 1975. Since 1950s birth cohort was young in 1975 differently from other cohorts, they might have not been so much influenced by the law and ideology to restrain working after marriage in Franco dictatorship. This results showed us it is important to experience the transition at young age.

From these results, the change of women's employment patterns until 1950s birth cohorts was not from "traditional housewife" model, which means working at single and quitting after marriage, to "working women" model, which means continuing working after marriage. Also the 1950s birth cohort started changing the pattern especially exit and re-entry, so I can assume that Spanish women's working patterns will change more from 1960s birth cohorts.

7. Wider implications of the findings

The completed fertility of 1950s birth cohort was less approximately 1 person than other birth cohorts, however, the total number of children in lifetime was not different from whether women quit working at marriage or women started working again after marriage for every birth cohorts. From these results, the fertility decline of 1950s birth cohort was not related to the change of women work arrangements that this paper makes clear. It can be related to family planning (e.g. increase in the use of contraception) because the standard deviations decrease in 1950s birth cohort.

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