Welfare regime patterns in the social class-fertility relationship: second births in Austria, France, Norway and United Kingdom

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DemoSoc

Background

- Little previous research

- Class refers to categories of individuals who share similar positions in labor market

- Class as a major basis for the distribution of life course chances and risks, and employment conditions

- My hypothesis: Class has predictable effects on:
  - economic security
  - employment-parenthood role compatibility
  - gender equality

Employment regulation

- Class positions derive from employment relations (Goldthorpe 2000)
- Regulation of the employment contract is different for each social class

- 1) Control & monitoring the work of employees
- 2) Degree of specificity of the skills

  - **professionals-managers**: "service" relationship. High skill specificity & monitoring difficult. Long-term prospects, high autonomy

  - **Intermediate occupations**: mixed relationship

  - **Unskilled jobs**: basic labor contract: Low skill specificity & monitoring easy. Short-term relationship, little autonomy

Employment regulation

- Labor market relationships generate class inequalities:

- **Positive relationship between class and…**

- Economic security : job stability, exclusion from labor market, motherhood penalty, income,…

- Role compatibility: access to parental leave, affordability of formal childcare, time flexibility, work control

- Gender equality: linked to role compatibility, intra household inequalities, job precarity and lower motherhood penalty lead to housewife model (low class)

Welfare regime

- Institutional context should modify the effect of class on fertility…
- …with different effects by social class

- Welfare regime shapes class inequalities:

- wage differentials (systems of collective bargaining)
- access to welfare state income support,
- access to service provision (childcare)

- deregulation & employment (in-)security,
- segmentation (fix-term jobs),
- maternity/paternity leave,
- levels of unemployment,
- rights to flexible working hours,
- standard work day

- Family benefits, taxation

Hypotheses: UK and Austria

- *U-shaped relationship between class and second birth probabilities*

- Manual & lower service workers :
- *Male breadwinner/ female carer* model
- low role compatibility
- Little penalization from leaving the labor market (no career jobs)
- UK: re-entering the labor market easy, high child benefits, low employment security & wages
- A: explicit familialism, long parental leaves + part-time jobs, socially stratified incentives, tax/cash benefits proportionally larger for low income groups, strong internal labor markets
- Middle & high classes:
- Positive relationship: economic security, role compatibility, gender equality
- Strong inequalities in access to formal childcare & time flexibility

Hypotheses: France and Norway

- *Positive relationship between class and second birth probabilities*

- Positive social gradient in economic security, role compatibility, & gender equality

- High levels of role compatibility, but diversified household models by class
- State support to (temporary) female carer model: parental leave

- Low wage differentials
- N: Little labor market precarity & exclusion. High economic security for all
- F: Labor market precarity leads to low fertility (temporary jobs, unemployment)

Data

- European Union Statistics on Income and Living Conditions 2004-15
- Panel survey: 2 to 4 waves (years) for each woman + retrospective data
- Fertility: date of birth of each child present in household
- Women age 15-45
- 2nd births
- European Socio-economic Classification ESeC

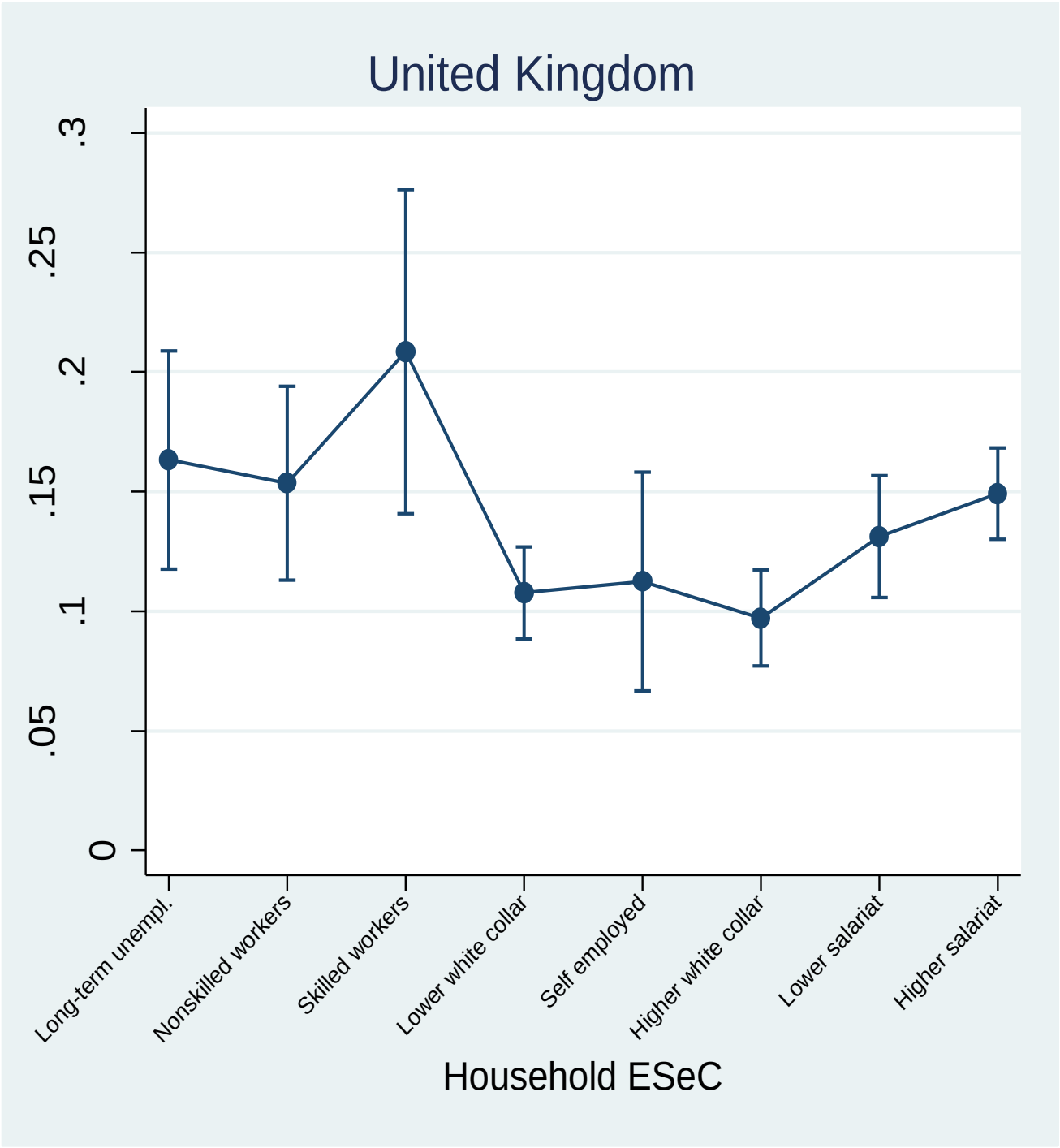
European Socio-economic Classification household ESeC

	France	Austria	Norway	UK
Higher professionals & administrators	0.205	0.169	0.331	0.293
Lower professionals & administrators	0.197	0.164	0.219	0.129
Higher grade white collar workers	0.245	0.185	0.154	0.167
Small employers & self employed	0.033	0.032	0.018	0.038
Lower services	0.155	0.254	0.163	0.208
Skilled manual workers	0.059	0.082	0.053	0.027
Semi & unskilled manual workers	0.077	0.065	0.028	0.068
Never worked & long term unemployed	0.026	0.036	0.022	0.060
(Missing or student with no previous job)	0.004	0.012	0.010	0.009

Techniques

- Discrete –time event history analysis
- Time to 2nd birth
- Logistic regression

$$Y_{ij}^{*} = \beta_0 + \beta_1' X_{ij} + \beta_2' X_{ij} + \upsilon_{ij}$$


United Kingdom
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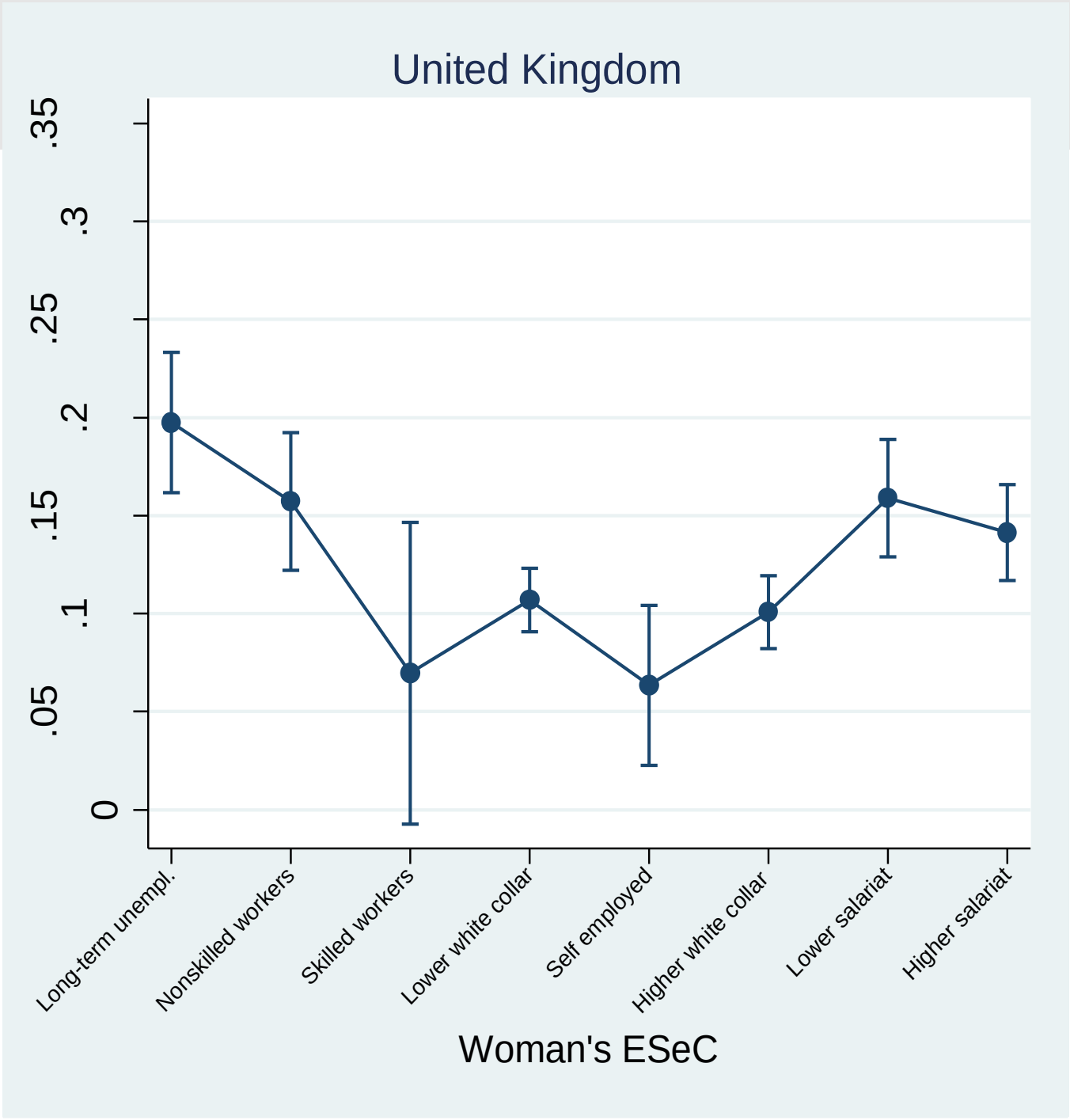
Long-term unempl.
Nonskilled workers
Skilled workers
Lower white collar
Self employed
Higher white collar
Lower salariat
Higher salariat
Household ESeC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Self employed
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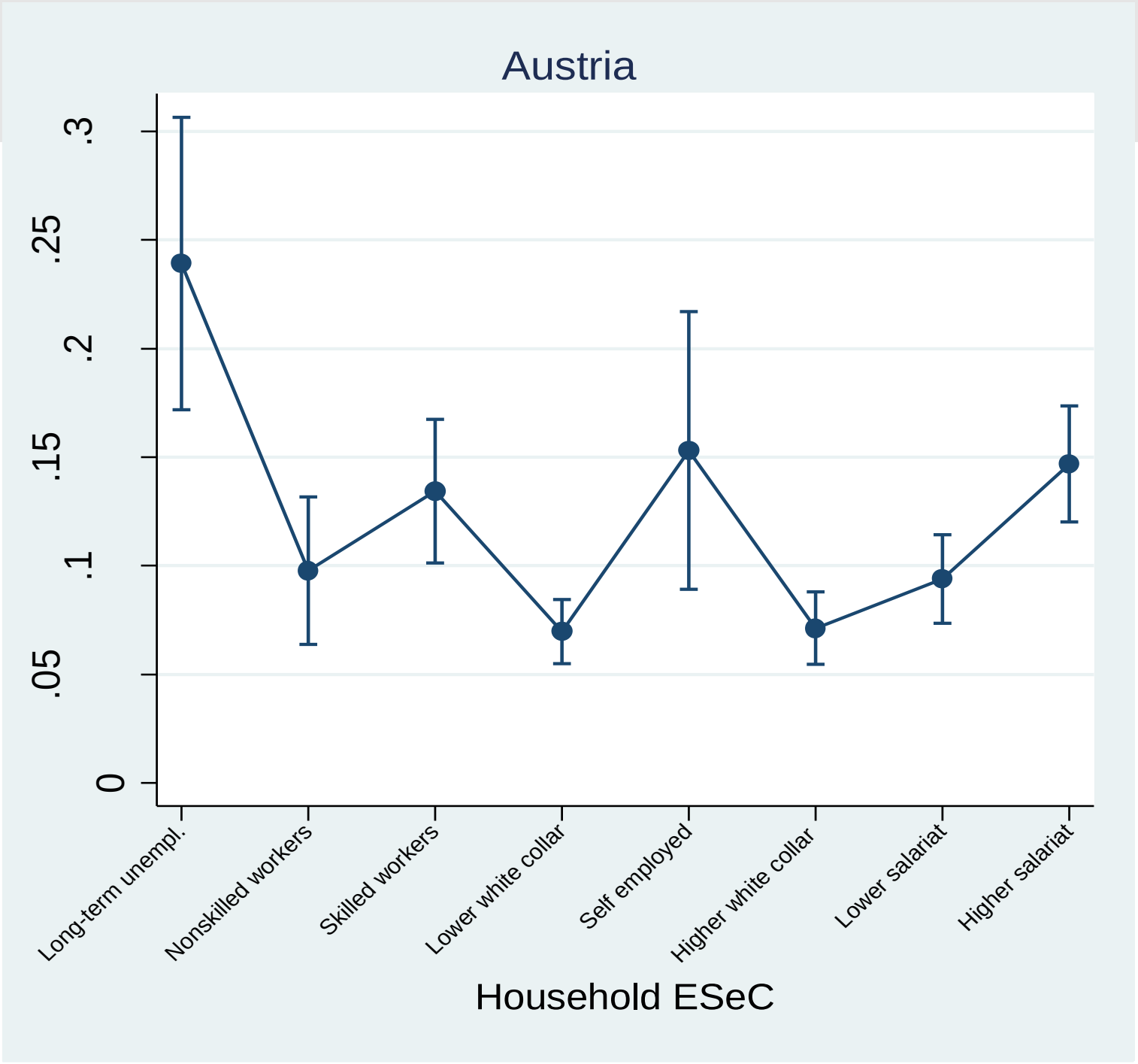
Lower salariat
Higher salariat
Woman's ESeC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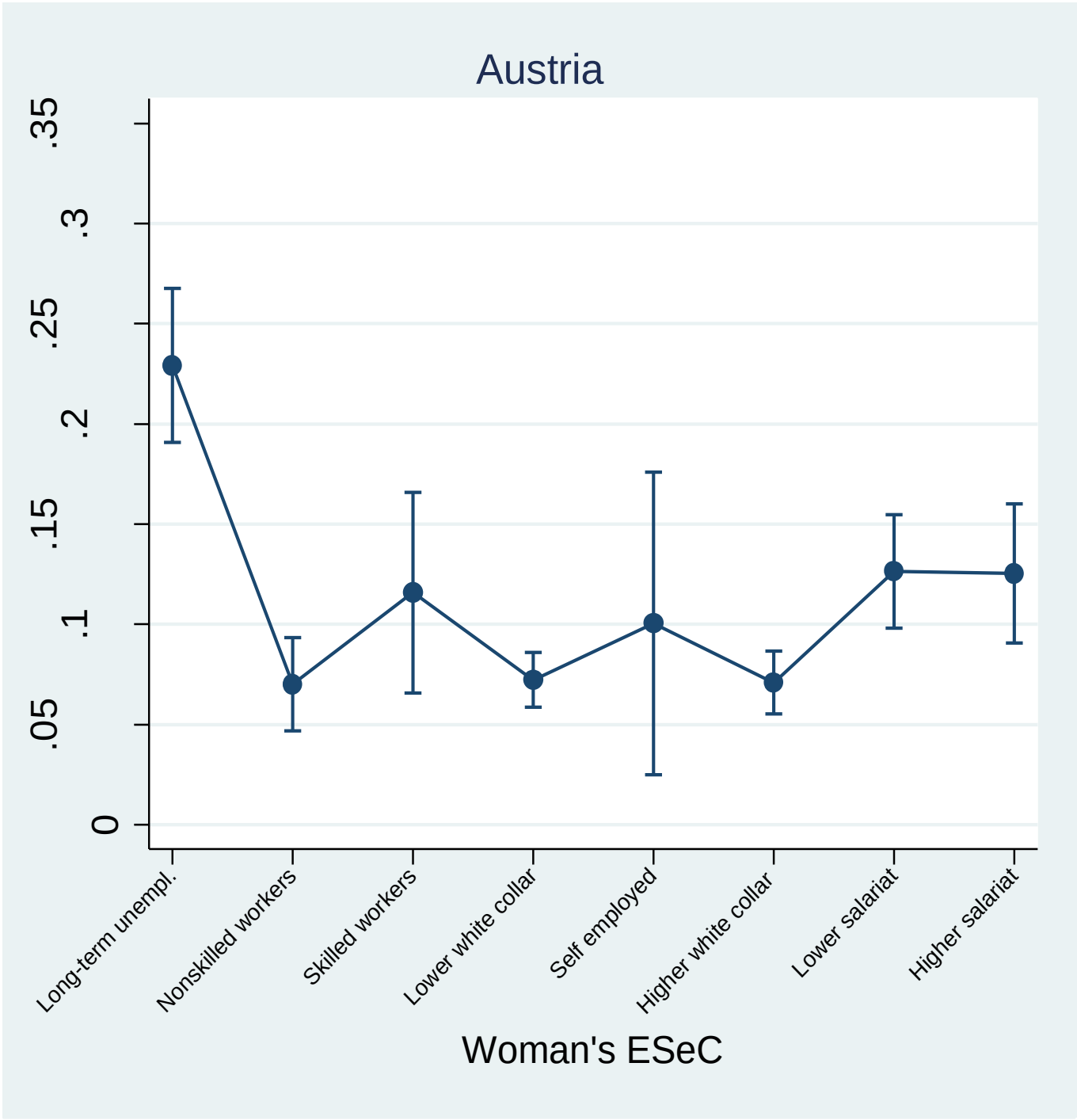
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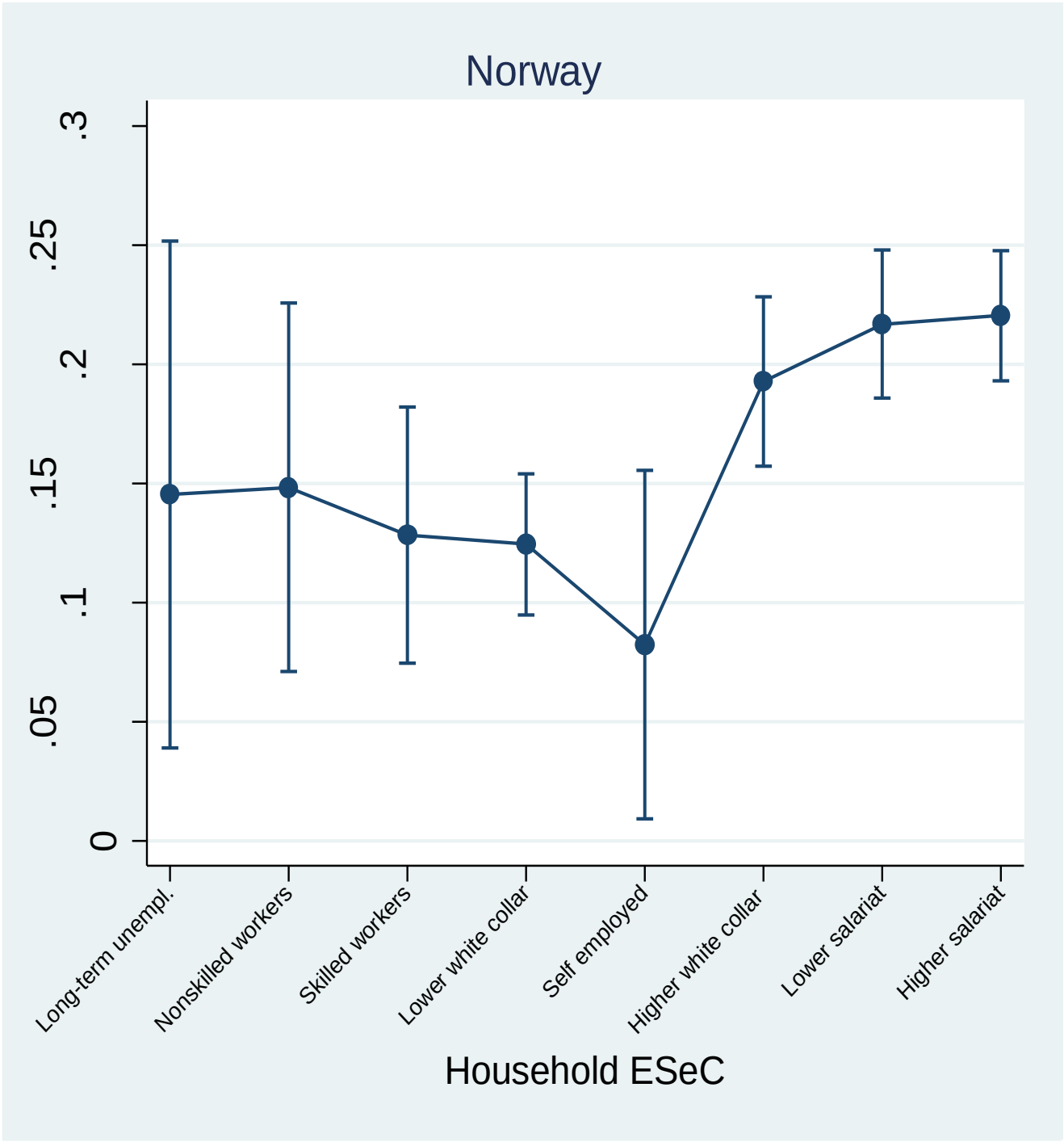
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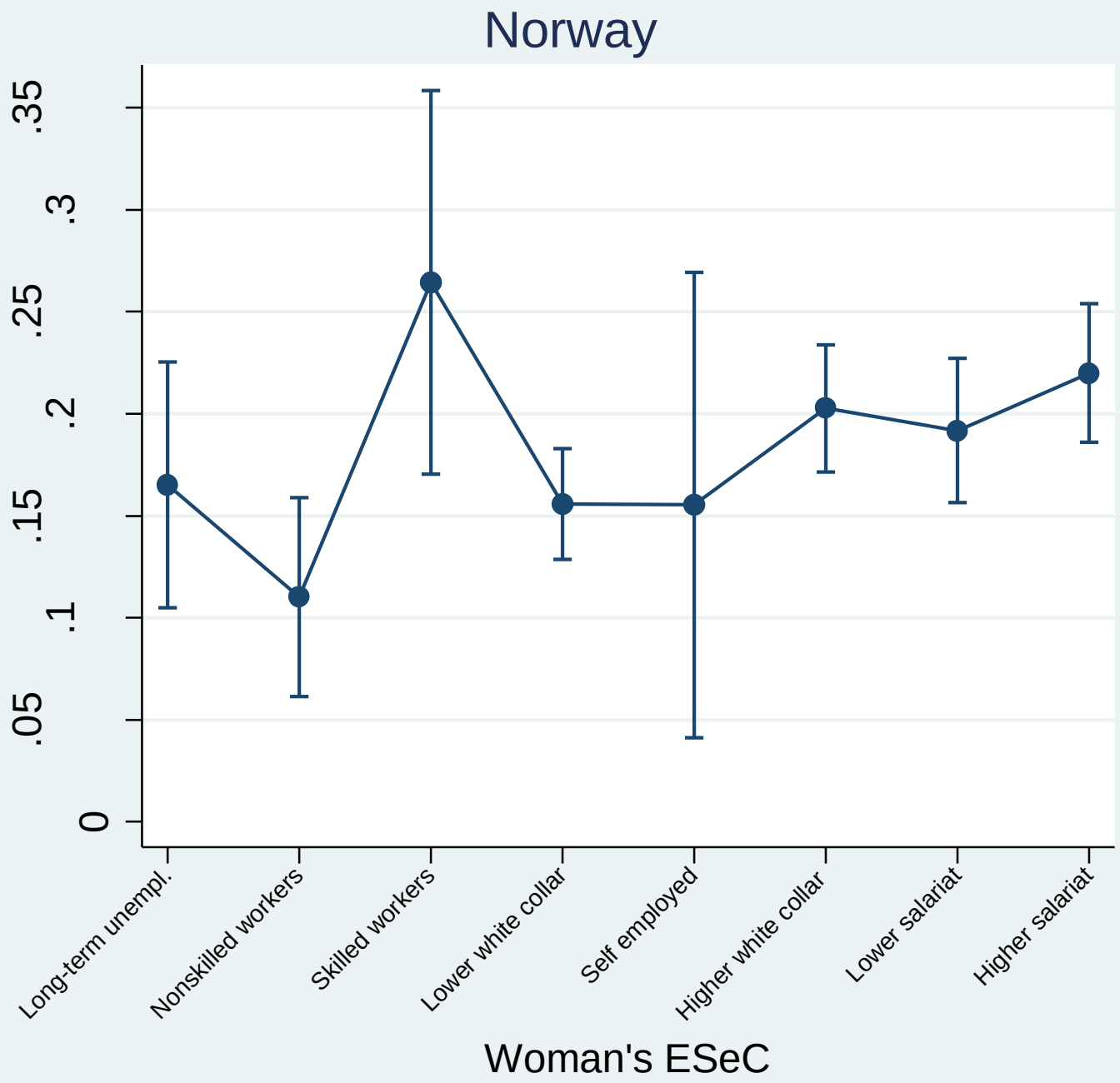
Household ESeC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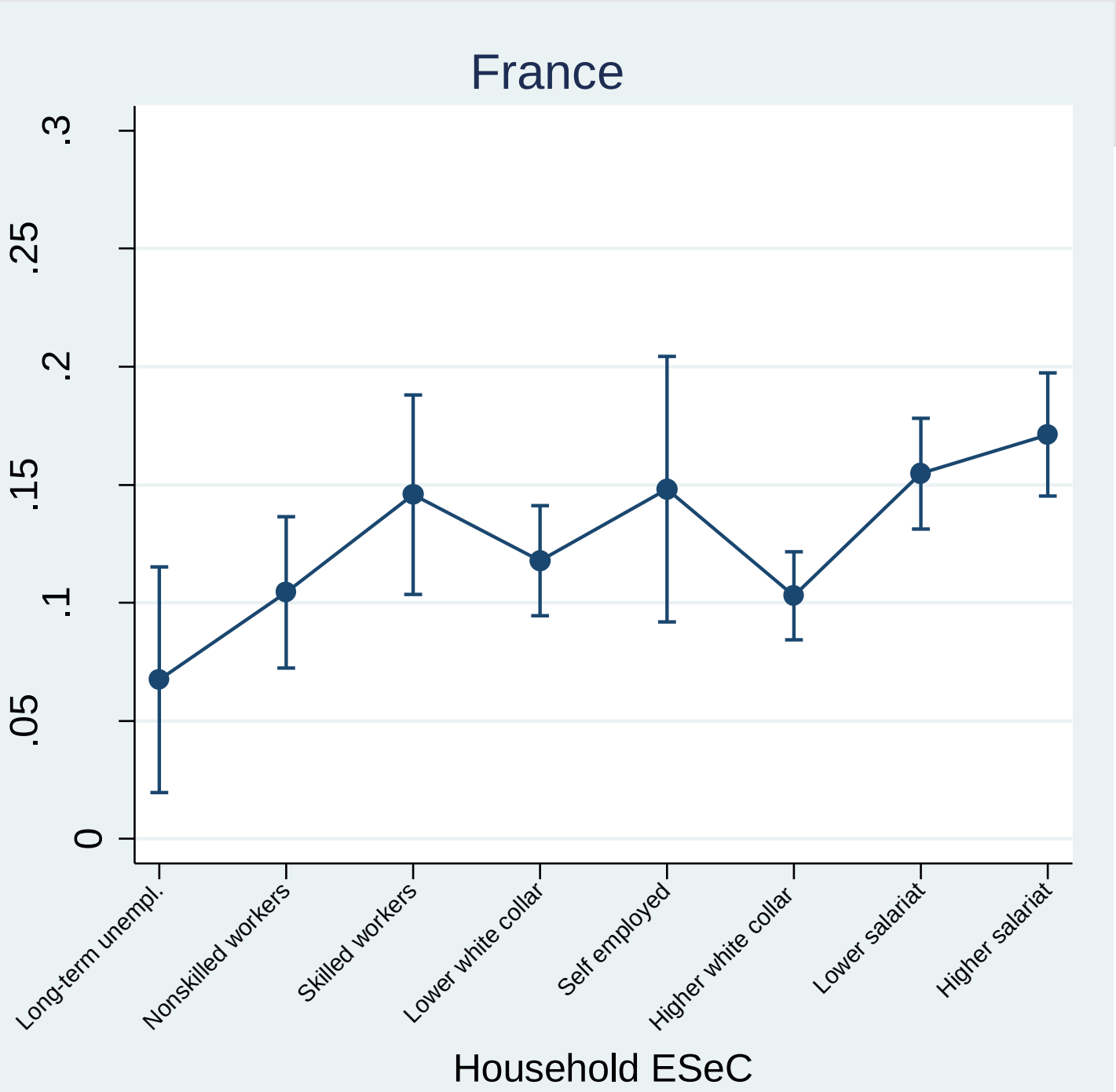
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Nonskilled workers
Skilled workers
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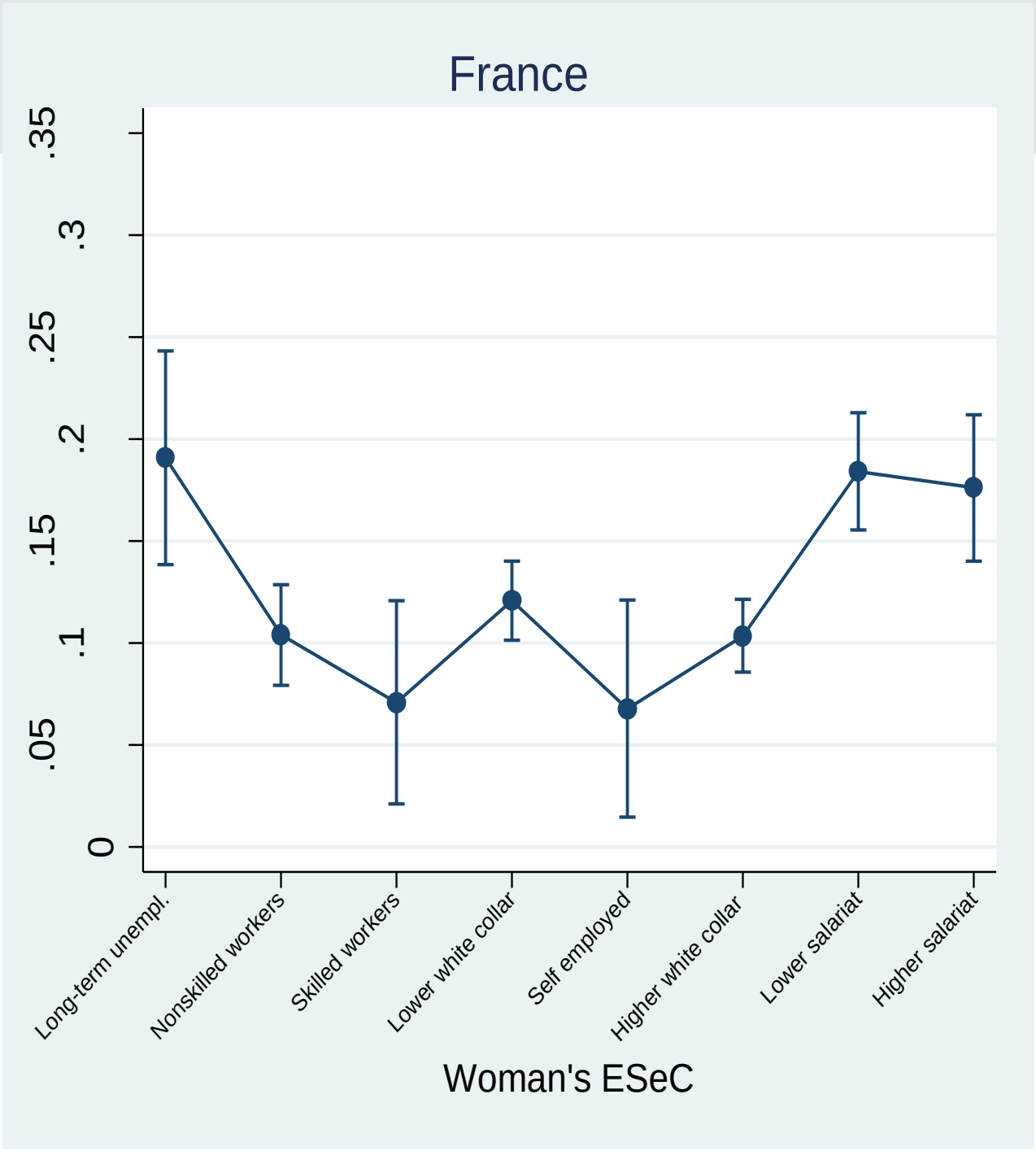
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Lower salariat
Higher salariat
Woman's ESeC

Conclusions

- Class theory and welfare regime theory provide a framework to interpret fertility:
- Socio-economic differentials
- International differentials

- Key role of *employment regulation* in explaining class differentials in:
- Economic security
- Role compatibility
- Gender equality

- Social class provides a link between macro level (labor market regulation & employment relations, class inequalities) and micro level behavior (fertility)

Conclusions

- Results show substantial differentials between social classes
- Distinct patterns have emerged for each country studied
- The results consistent with hypotheses
- Welfare regime features interact with individuals' social class positions in explaining fertility levels (overall and social differentials)

Thank you!

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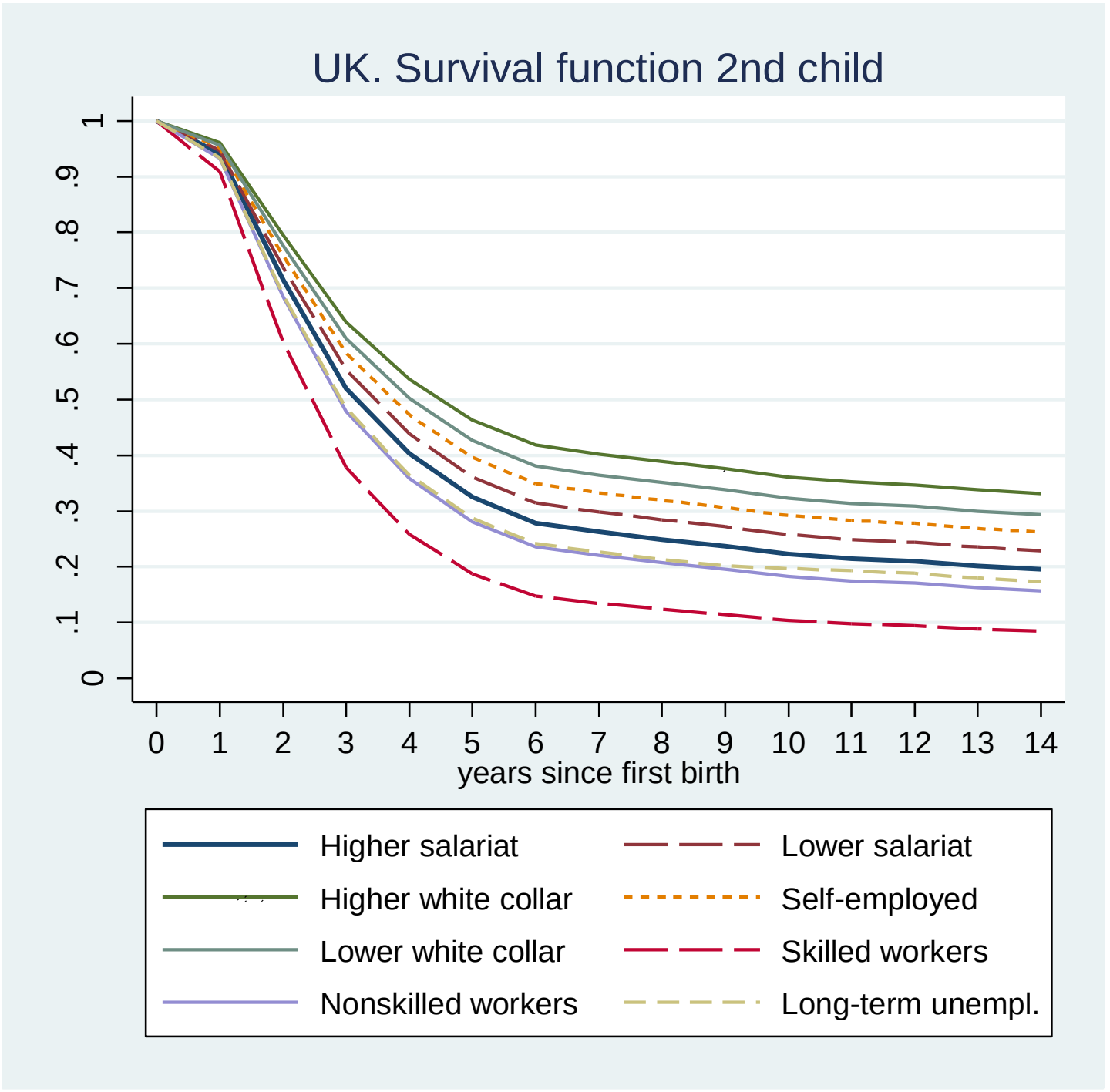
Results: household ESeC

	France	Austria	Norway	UK
Higher professionals & administrators	1	1	1	1
Lower professionals & administrators	0.878	0.638***	0.972	0.862
Higher grade white collar workers	0.545***	0.520***	0.844	0.627***
Small employers & self employed	0.834	1.232	0.281**	0.704
Lower services	0.620**	0.504***	0.475***	0.683**
Skilled manual workers	0.821	0.995	0.463**	1.395
Semi & unskilled manual workers	0.540**	0.635	0.602	0.936
Never worked & long term unemployed	0.336**	1,960**	0.498	0.872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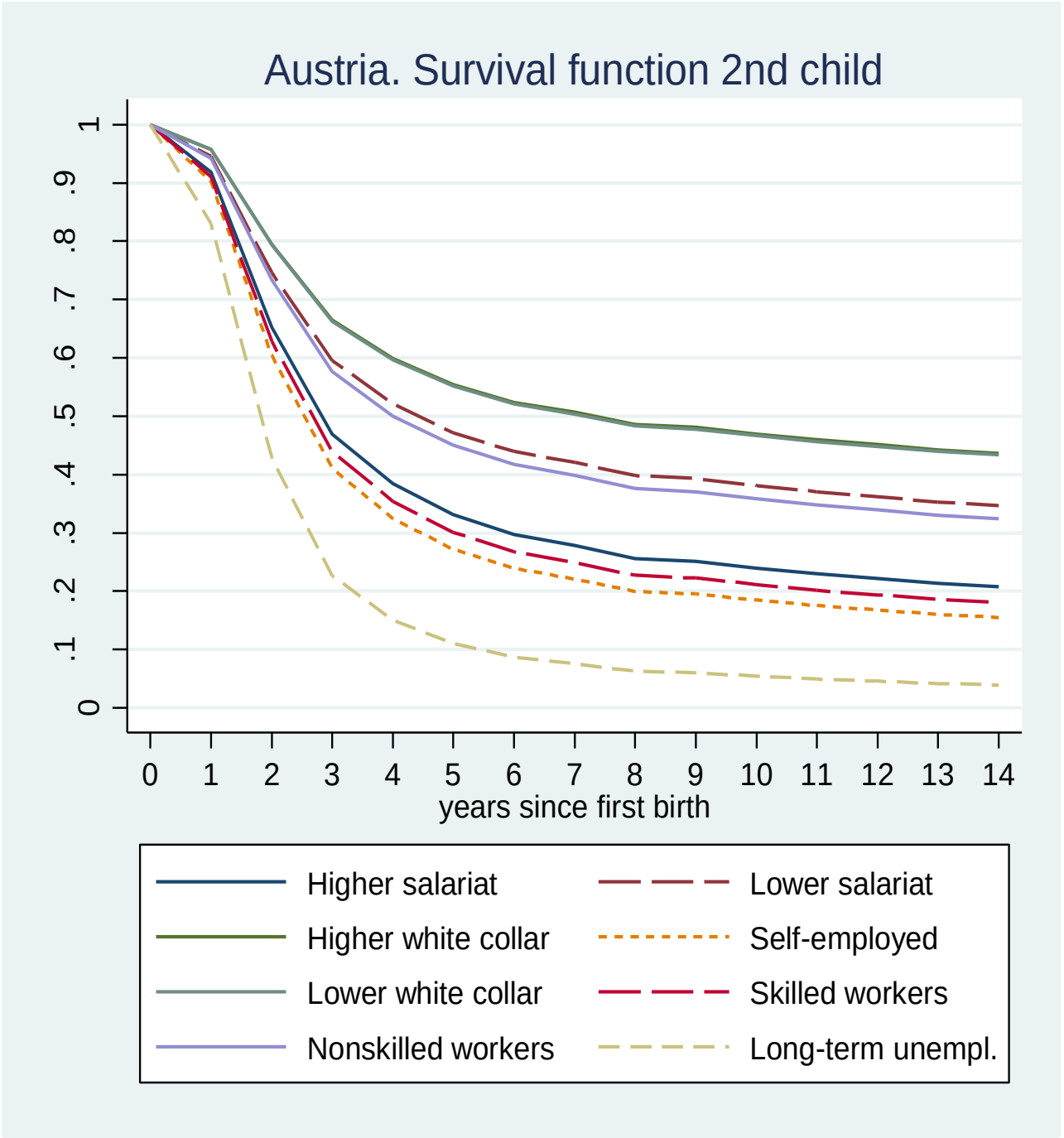
years since first birth
Higher salariat
Lower salariat
Higher white collar
Self-employed
Lower white collar
Skilled workers
Nonskilled workers
Long-term unempl.


Austria. Survival function 2nd child
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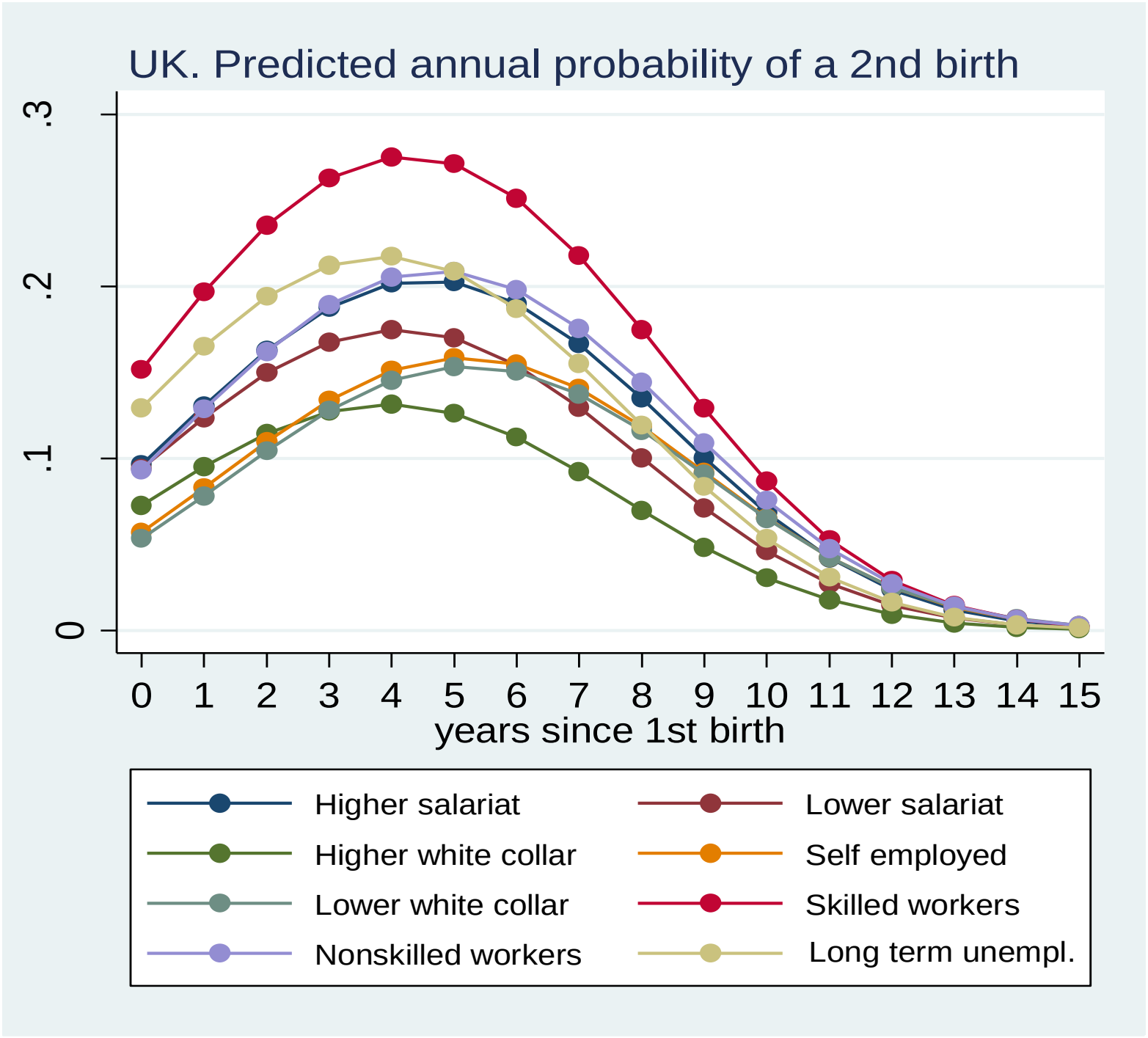
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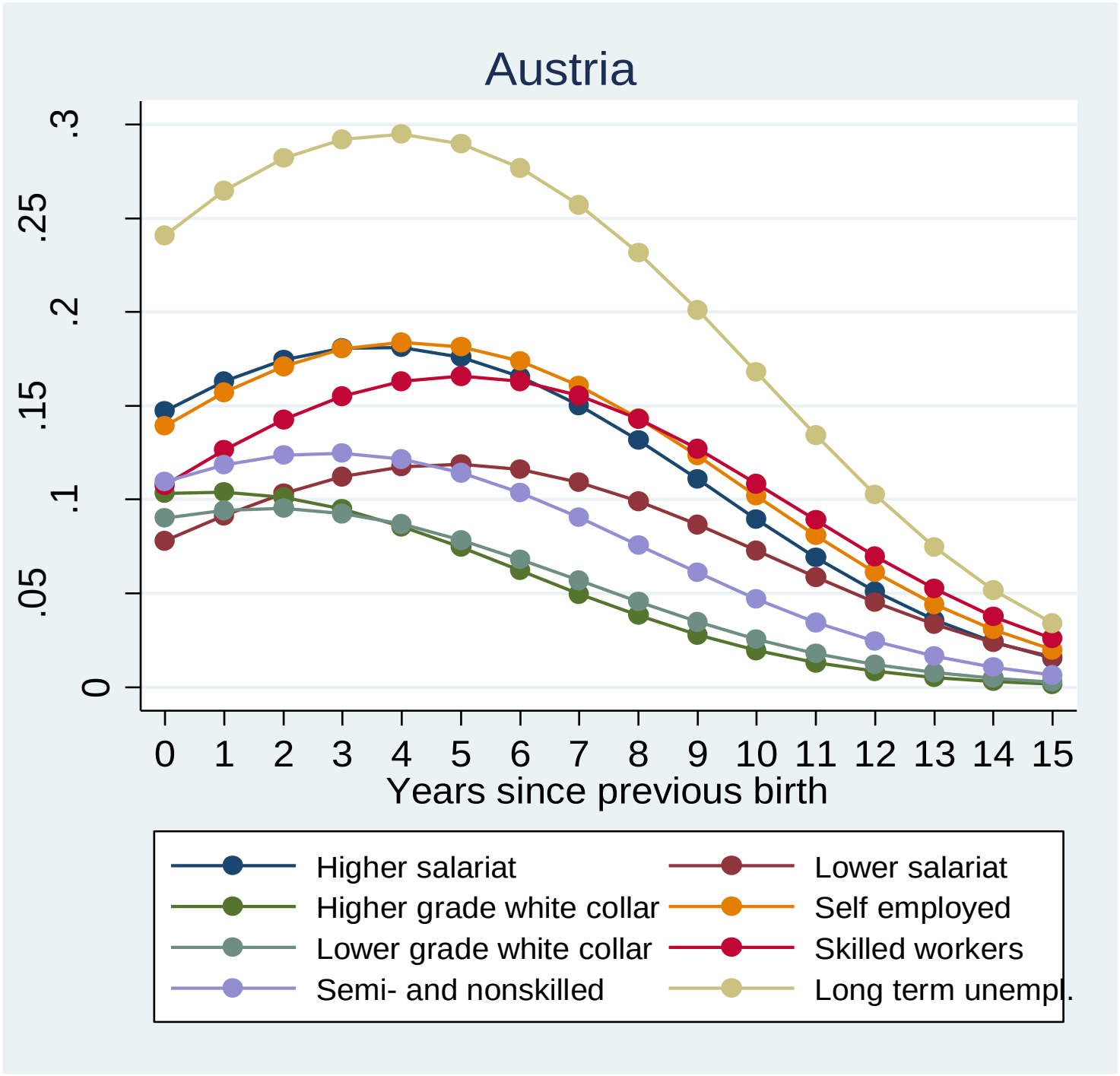
Skilled workers
Nonskilled workers
Long term unempl.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Years since previous birth
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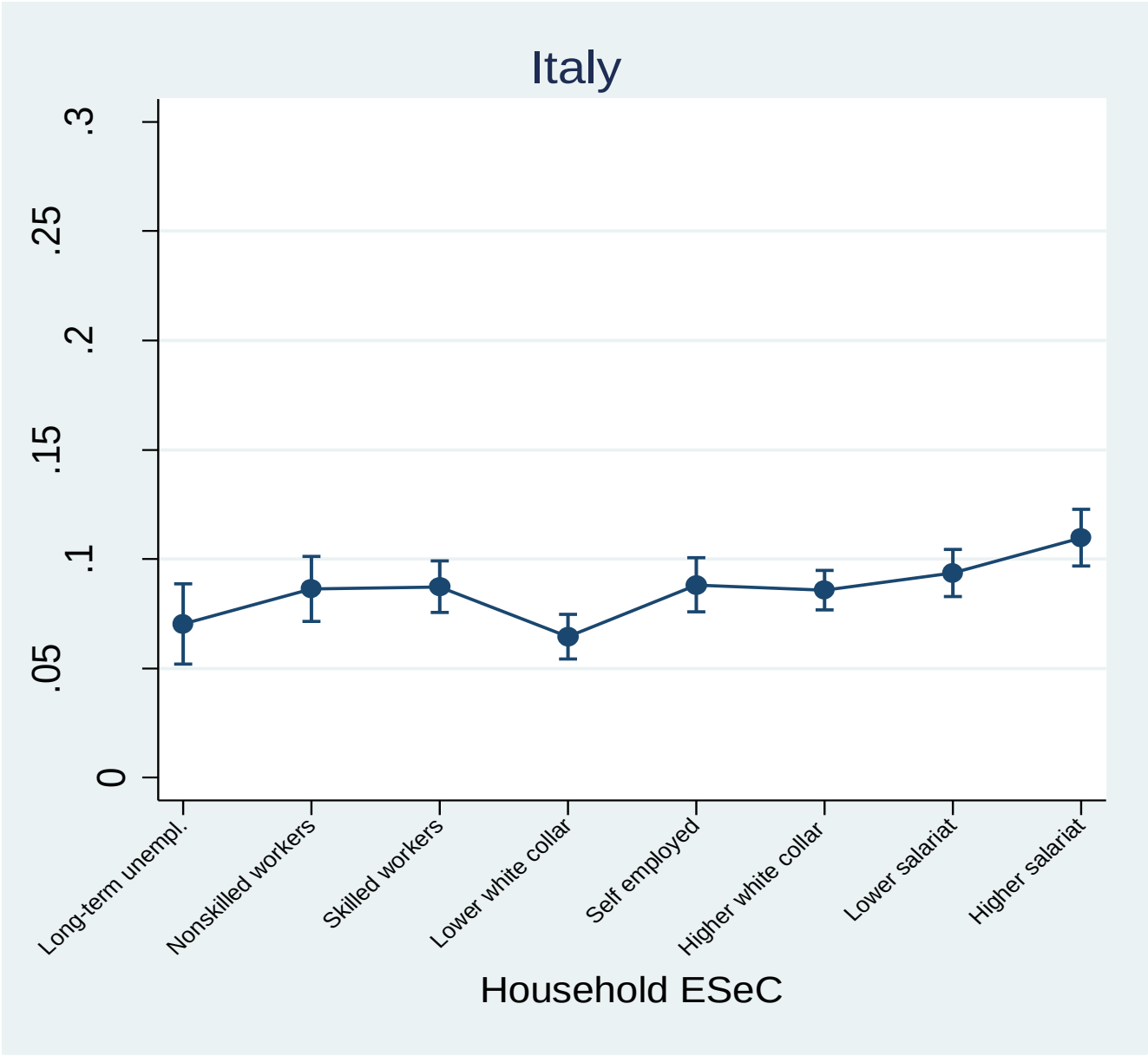
Higher grade white collar
Self employed
Lower grade white collar
Skilled workers
Semi- and nonskilled
Long term unempl.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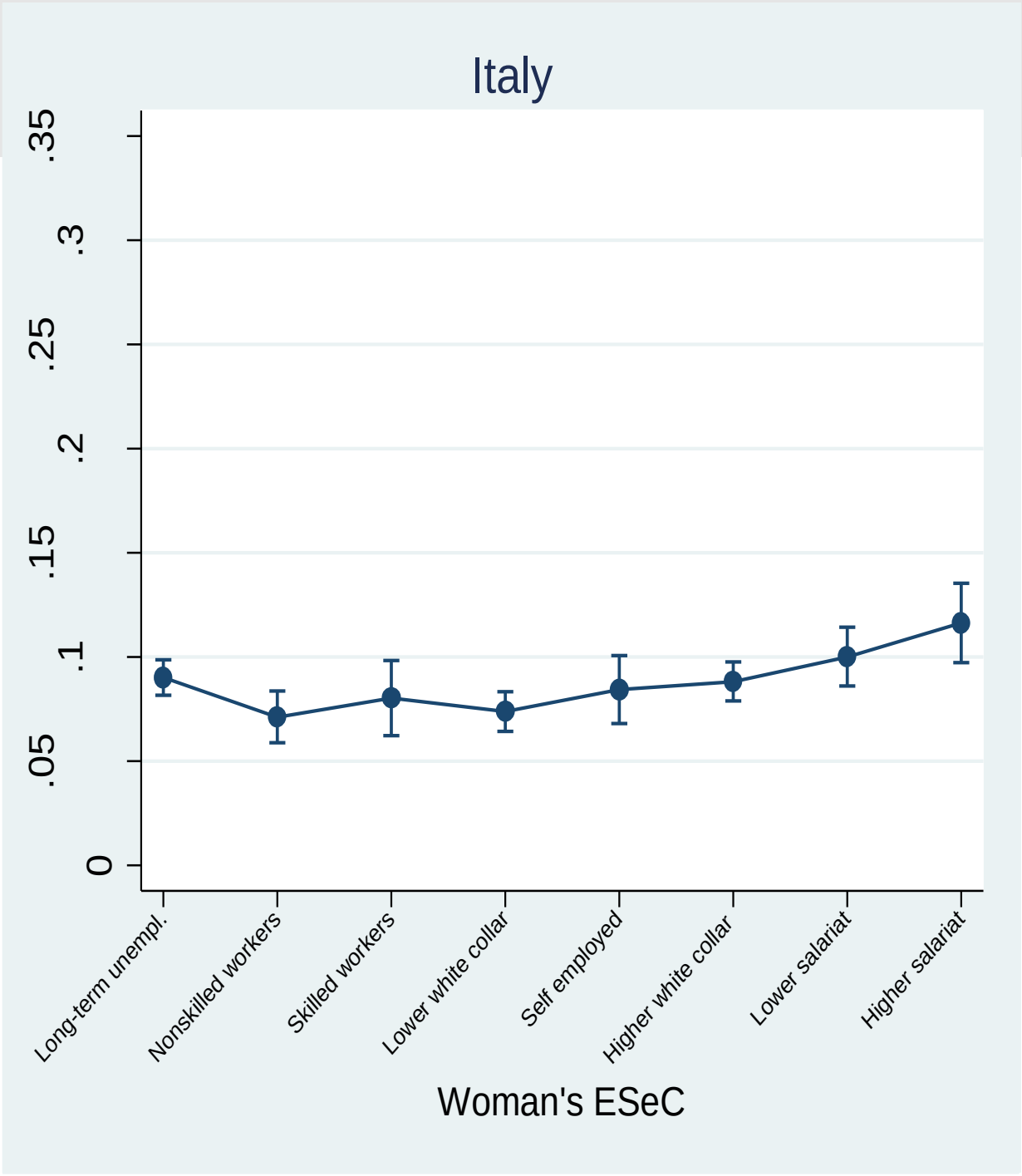
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Proportion of housewives by class

	France	Austria	Norway	United Kingdom
Higher professionals & administrators	4.6	30,3	9.3	19.9
Lower professionals & administrators	5.4	35,1	7.7	22.8
Higher grade white collar workers	4.6	26,7	9.1	19.9
Small employers & self employed	11.3	32,1	10.5	21,5
Lower services	10.9	27,2	13.8	24.9
Skilled manual workers	25.5	45,5	21.1	54.4
Semi & unskilled manual workers	19.7	41,5	16.7	41.7
Never worked & long term unemployed	46.3	74,6	54.2	82.5