



Work autonomy and fertility

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Family Life and Changing World of Work Conference
Sept 15-16, Warsaw

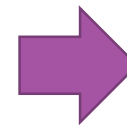
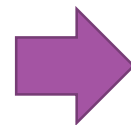


Background

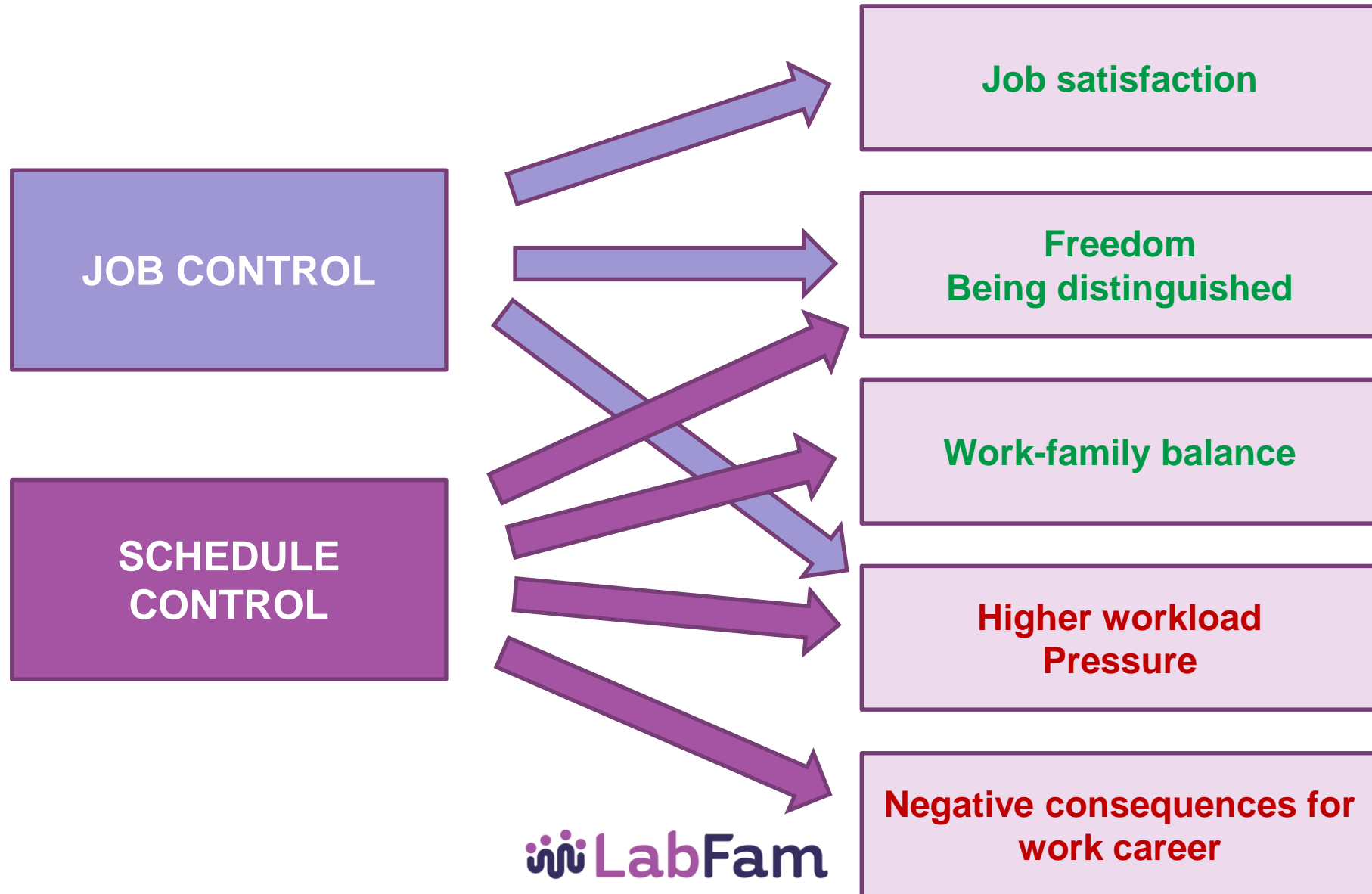
- Technology-driven labour market changes (digitalization, ICT) provides workers with more autonomy over their work
- Jobs that provide autonomy are perceived by workers as high quality jobs (Brown et al. 2012, Findlay et al. 2017)

- Work autonomy is multidimensional:

- Job control (**how**)
- Schedule control (**when**)
- Workplace control (**where**)



Work autonomy: a resource or a demand?



Autonomy and childbearing: expectations

(H1) **Job control** is negatively related to childbearing, (H1a) particularly among workers with demanding jobs (overtime, job-related mental burden)

(H2) **Schedule control** is positively related to childbearing, (H2a) particularly among mothers and women burdened with unpaid labour unless (H2b) performing demanding jobs

Data & Method

Data:	UKHLS waves 1 to 10, 2009 to 2019
Sample:	Employed women aged 18-44 living with a partner (~4,000 women)
Method:	Random-effect discrete time logit model
Response:	Occurrence of 1st / 2nd birth
Key explanatory:	Schedule control (Autonomy over work hours (1)) Job control (Index based on autonomy over job tasks (2), task order (3), work pace (4), work manner (5); Cronbach's alpha of ~0.85)

*In your current job, how much influence do you have over: **the time** you start or finish your working day (1); **what tasks** you do in your job (2); the **order** in which you carry out tasks (3); the **pace** at which you work (4); **how** you do your work (5)*

Moderators & Controls

Paid work burden:

- Intensity of work (overtime hours, working during weekends)
- Job-related mental burden (job anxiety and job depression)

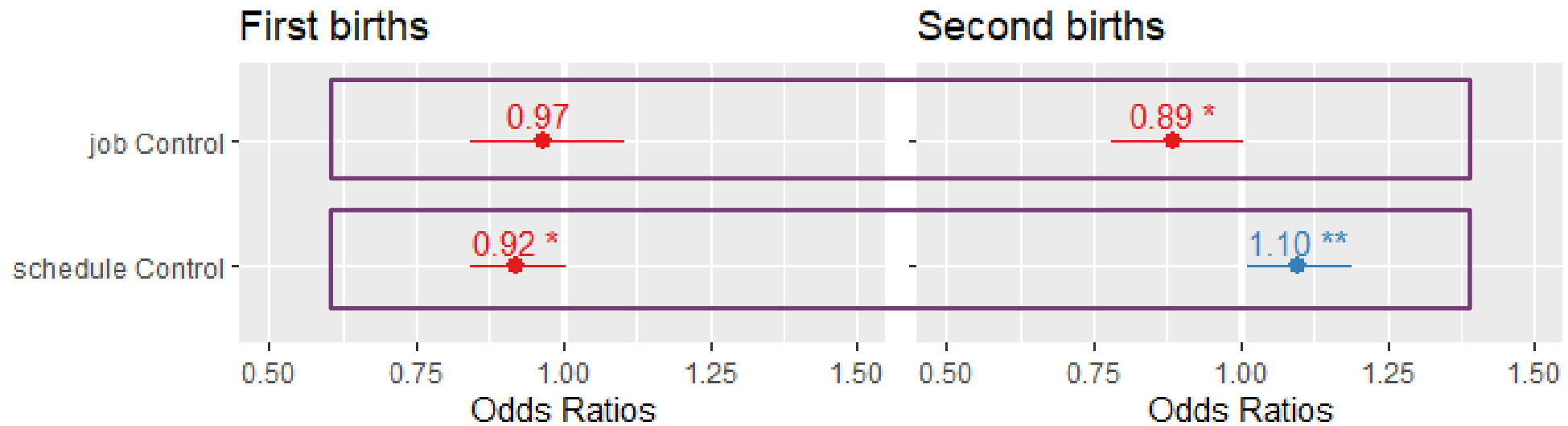
Unpaid work burden:

- Partners' involvement in unpaid labour

Controls: age, period, ethnicity, marital status, education, occupation, workhours, subjective financial situation, family orientation

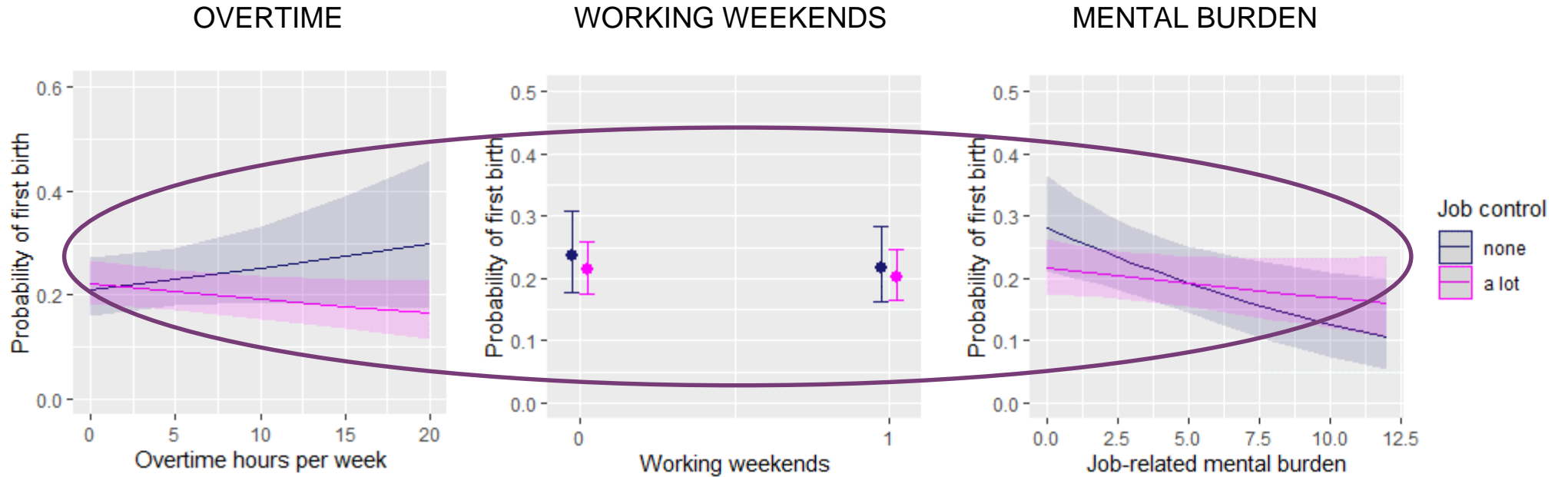
RESULTS

Main effects (H1 & H2)

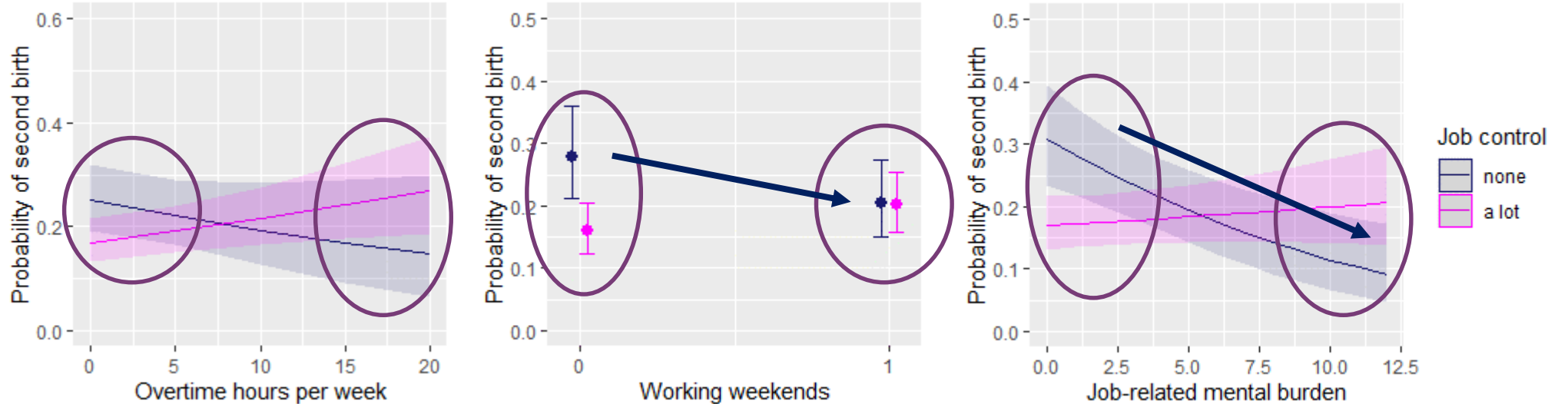


Job control in demanding work (H1a)

FIRST BIRTHS

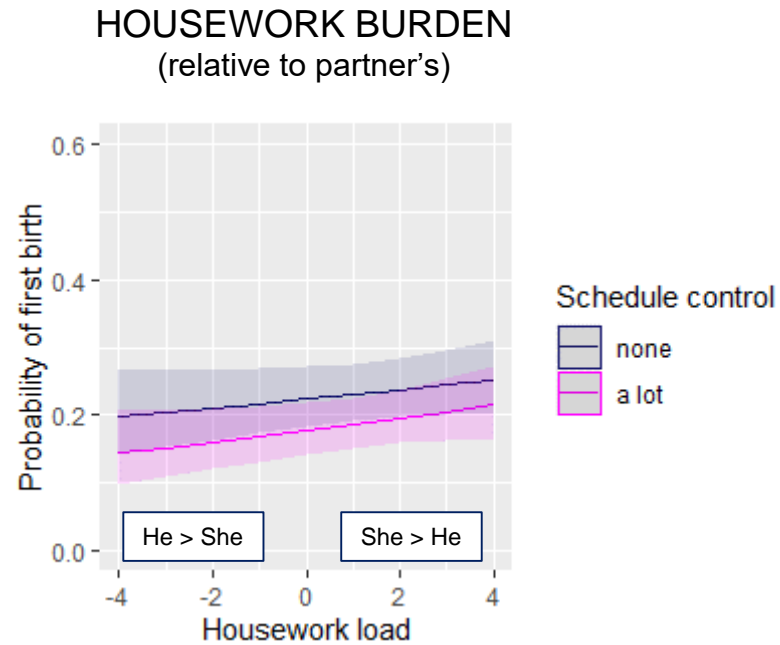


SECOND BIRTHS

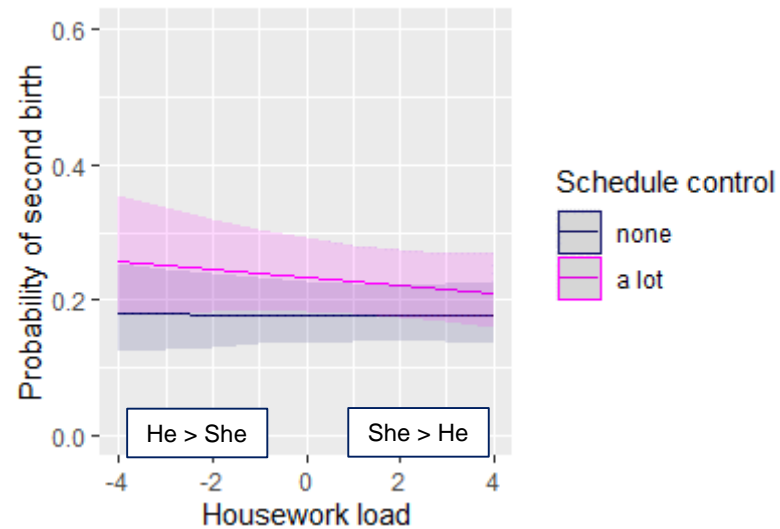


Schedule control accompanied by housework burden (H2a)

FIRST BIRTHS

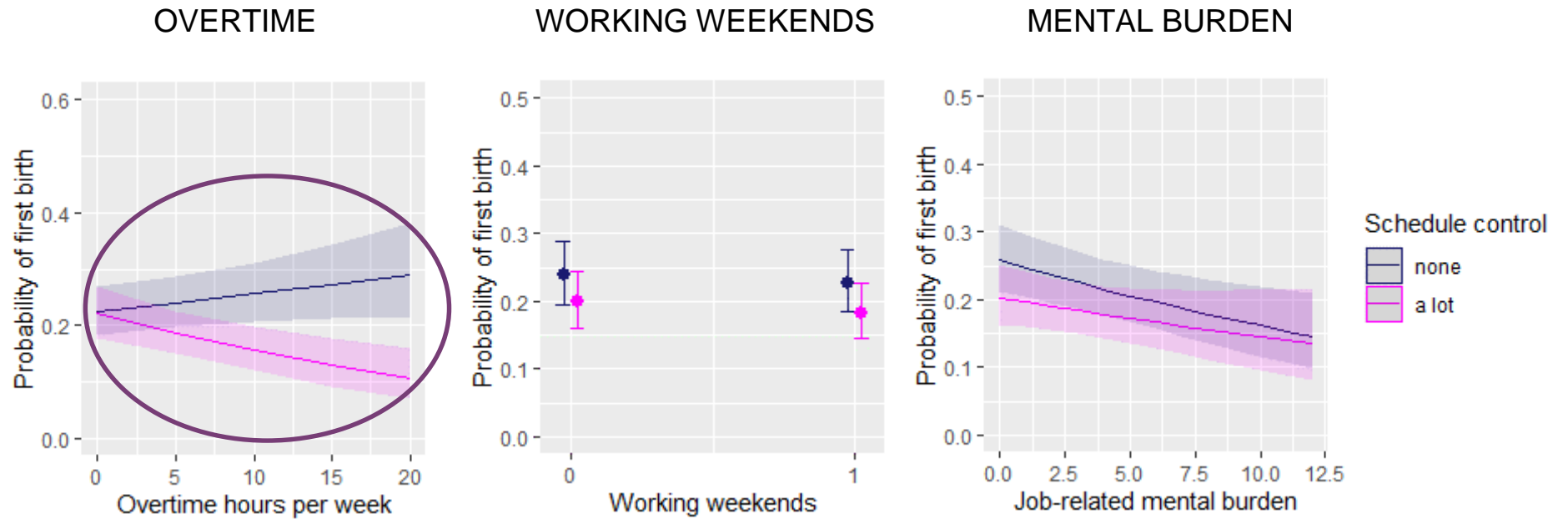


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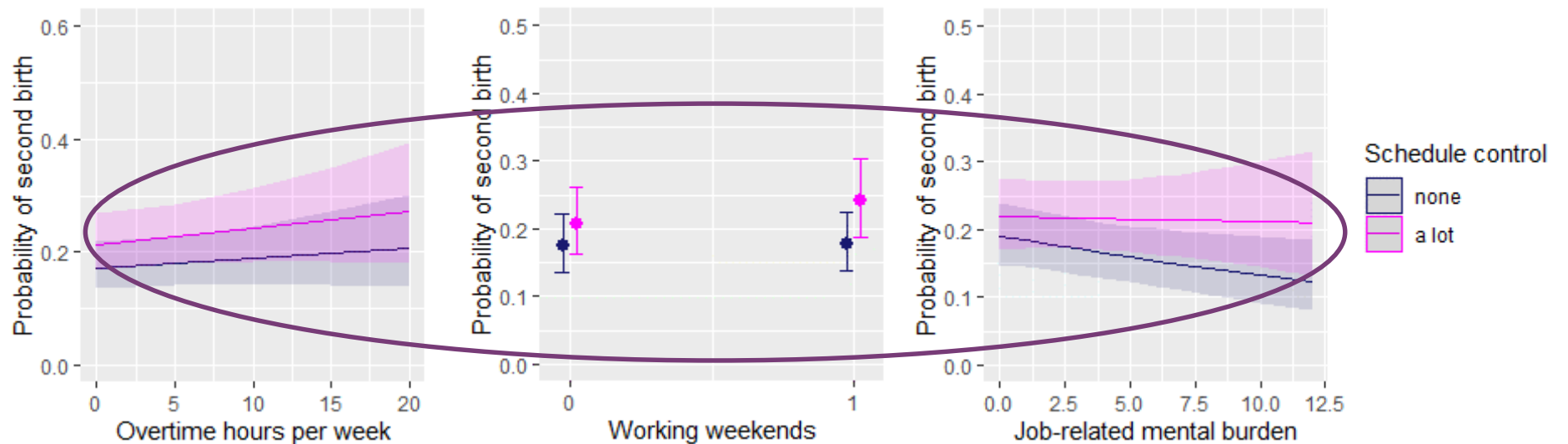


Schedule control in demanding work (H2b)

FIRST BIRTHS

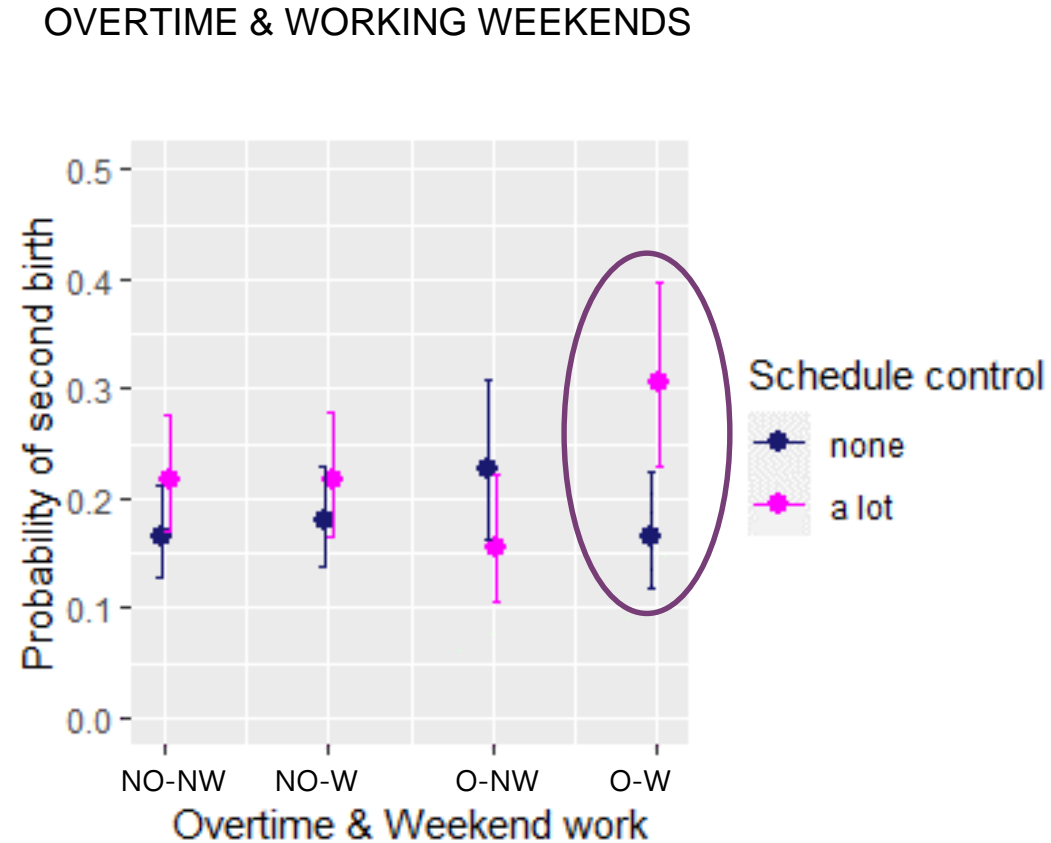


SECOND BIRTHS



Schedule control in demanding work (H2b, part 2)

SECOND BIRTHS



Summary

Job control negatively relates to childbearing, but for mothers only

The negative link diminishes for mothers in intensive, stress causing jobs (job control as a mean to handle intensive jobs)

The relationship between **schedule control** and childbearing varies by parity:

- Is negative for childless women, particularly those working overtime
- Is positive for mothers, particularly those working overtime during weekends

Conclusions

- While **job control** may increase job satisfaction and is perceived as a work resource, it is often linked with higher work responsibility and commitment, leaving no room (or no desire!) for further childbearing.
- Among childless women, **schedule control** is likely used to accelerate their professional careers, thus is linked to lower risk of motherhood. Schedule control for mothers, in turn, is a useful strategy to accommodate work and family needs and thus facilitates subsequent childbearing.
- Both **job and schedule control** may bring resources to facilitate or even outweigh the drawbacks of a demanding job for further fertility.

THANK YOU!

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POLSKIE POWROTY
POLISH RETURNS



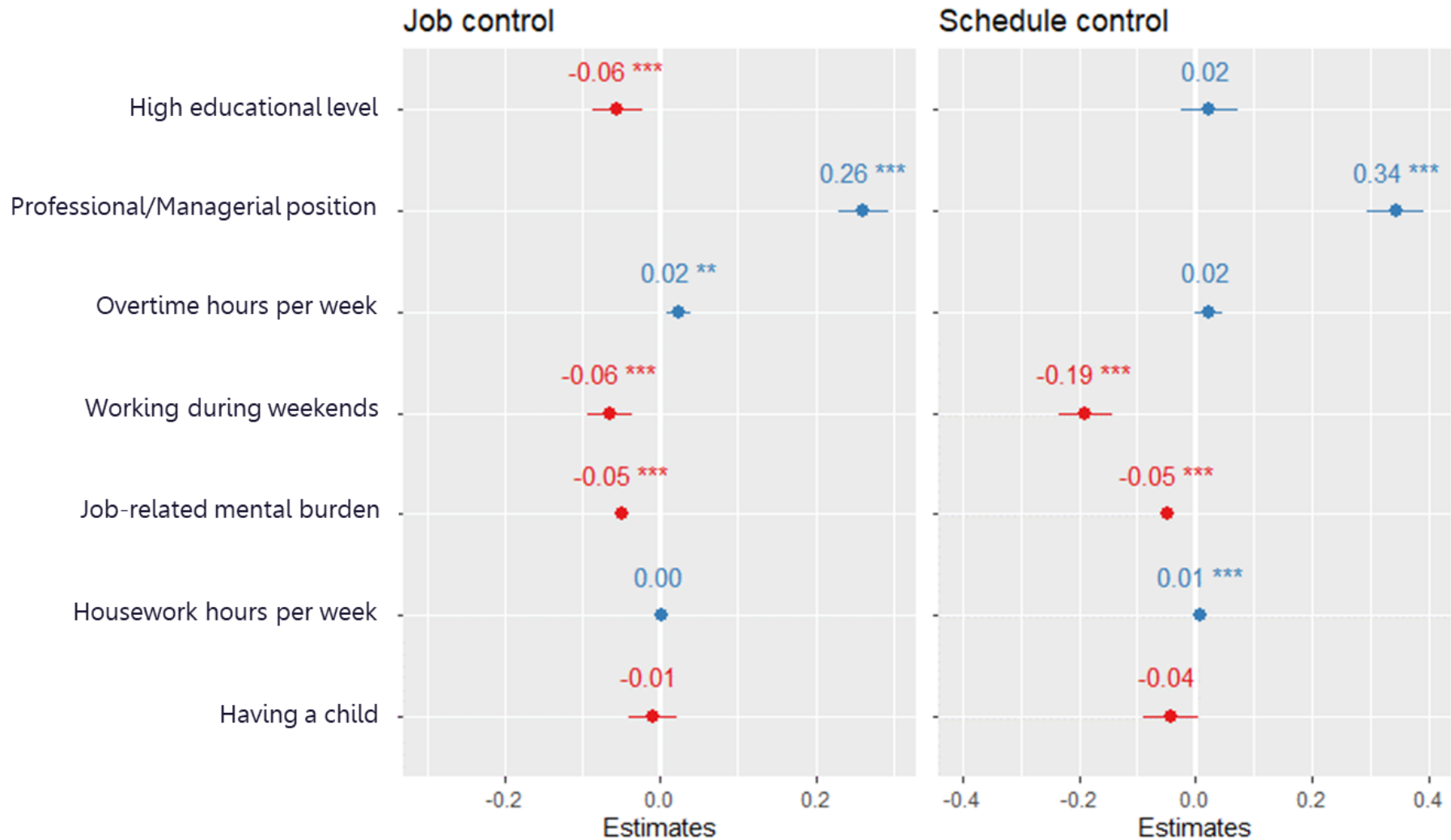
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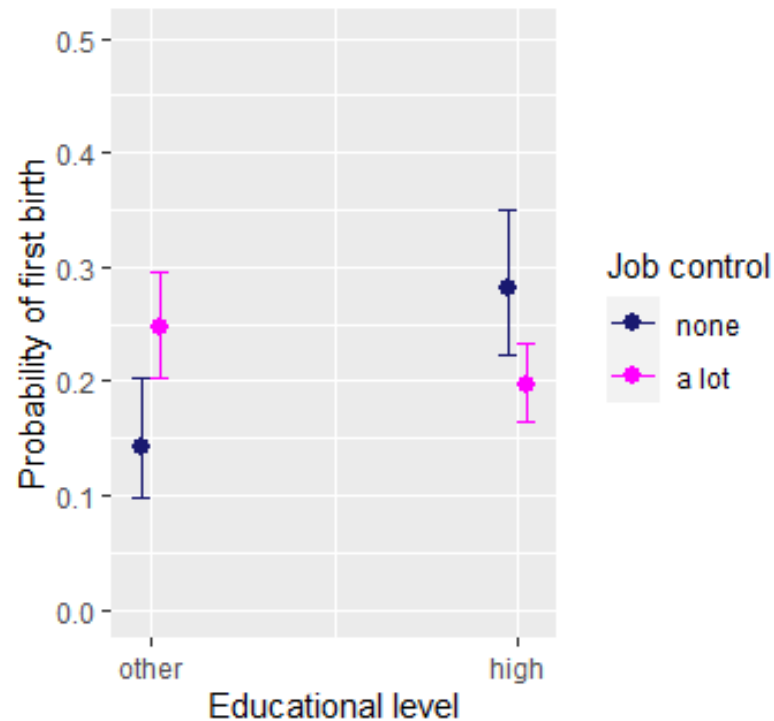
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Autonomy vs job and family context



Job control in highly-skilled jobs

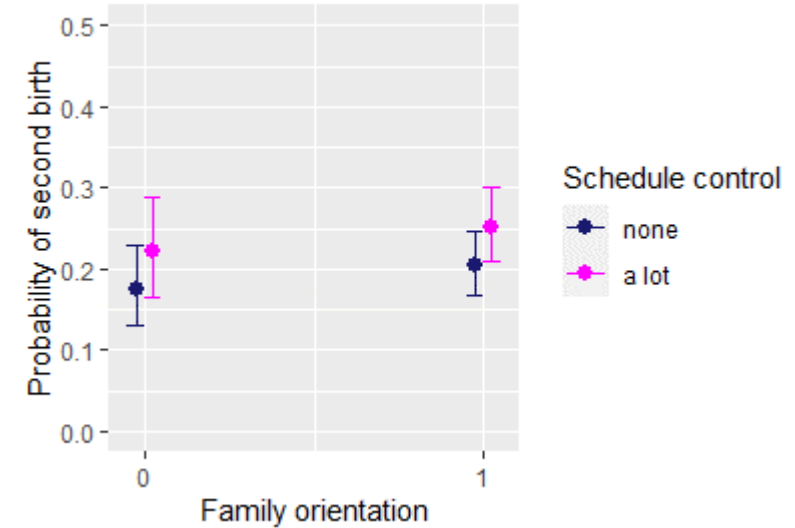
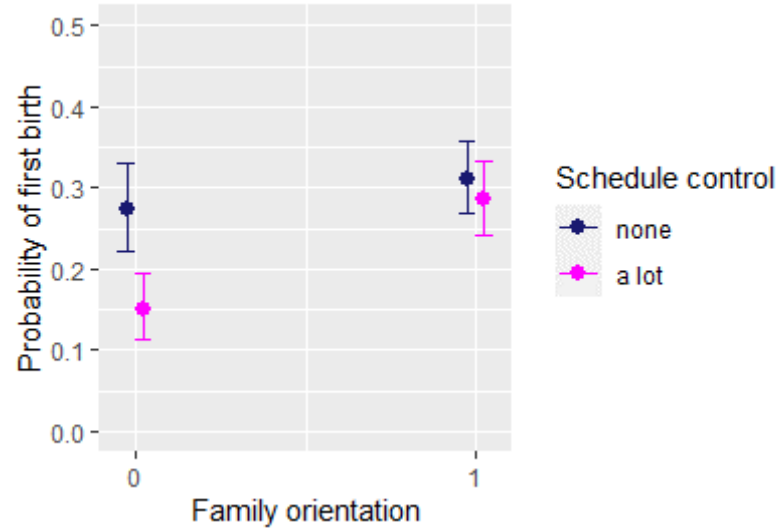


Family orientation

Job control



Schedule control



Work autonomy: a resource or a demand?

PROS

- More freedom at work, feeling of being distinguished, valued, important at work (Zwan et al., 2020)
- Reduces levels of work-related stress and work–family conflict (Grönlund, 2007; Kalleberg et al., 2009, Boxall and Macky 2014).
- Job control increases job satisfaction, but to a lesser extent life or family satisfaction (Zwan et al., 2020, NFER 2020, Wheatley 2017, Thompson & Prottas, 2006)
- Schedule control allows to combine work more easily with childcare, household duties, and social and personal life (Annink and Dulk, 2012), particularly when the burden of unpaid labour is high (Lyness et al., 2012)

CONS

- Increases stress level, mental burden and work exploitation (Ogbonna and Harris 2004, Glavin, 2013)
- Leads to higher work pressure, higher intensity of work, longer workhours, particularly among highly educated (Mennino et al. 2005) and highly skilled occupations (Ogbonna and Haris 2004, Boxall and Macky, 2014)
- Negative consequences for work career:
 - less support and interactions at work (Parasuraman & Simmers, 2001, Ogbonna and Harris 2004).
 - flexibility stigma (Fagan et al., 2012, Munsch 2016)