

SUBJECTIVE ECONOMIC STATUS, SEX ROLE ATTITUDES, FERTILITY, AND MOTHER'S WORK

Abstract

The purpose of this study is to observe the effect of subjective economic status and sex role attitude controlling for major influential variables such as household resources, individual characteristics, and place of residence whose effects have been frequently mentioned by previous researches. The organized data are drawn from the General Social Survey conducted by the National Opinion Research Center(NORC) in 1985. To examine factors affecting the employment status of currently married mothers, a multiple OLS regression method was employed.

I. INTRODUCTION

Previous researches indicate that the factors affecting women's employment are not stable and hard to clarify. However, for the purpose of this study, drawn are four sets of explanatory variables in determining women's gainful employment: household resources (household composition and household income status), individual characteristics(age, education, family background, work experience), structural environment(geographical factors), and attitudes toward work.

Bose(1984) suggested that household composition variables are among the most significant for all groups of women. From the standpoint of the household resources model, as Oppenheimer (1981,1982) concurs, the family is viewed as an income-earning group. Thus, it is expected that the presence of wage-earning household members including a male householder will influence negatively women's entry into economic activities and that the large number of grown-up children

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to be supported will induce a married women to work outside for income earning.¹⁾ On the other hand, the family composition factors will limit a wife's gainful employment. The existence of young children will influence negatively wife's involvement in gainful employment. ²⁾

Some theorists stress that the importance of individual characteristics as the determinants of women's entry into gainful work should be seriously taken into account. Among individual characteristics, age(Bowen and Finegan,1969; Oppenheimer, 1970; Waite, 1976; Bose, 1984), education(Cain, 1966; Bowen and Finegan, 1969; Sweet, 1973; Waite, 1978; Bose, 1984; Smith-Lovin and Tickamyer, 1978), and race(Wait, 1976; Landry and Jendrek, 1978; Huber and Spitze, 1981; Bose ,1984) have been frequently discussed.

Structural opportunity model suggests that a geographical and regional economy is expected to promote or hinder women's working. From the standpoint of this model, most urban areas as the more industrialized sections of the country provide more opportunities for working to even married women than rural areas.

Another group of social scientists have pointed out the possible influences of sex role attitudes (or sex role identity) on women's working status(Mason and Bumpass, 1975; Waite, 1978; Stolzen and Waite, 1977; Smith-Lowin and Tickamyer, 1978; Mason et al., 1976; Spitze and Waite, 1980; Huber and Spitze, 1981). From their viewpoint, modernized work attitudes are expected to encourage married women to work outside home.

However, most models mentioned above have paid too little attention to the subjective economic status as an important influence on a wife's work behavior. For a comprehensive understanding of wives' work, it is important to realize how wives perceive and evaluate their economic and financial status in comparison with that of significant others as a reference group. According to Oppenheimer(1981,1982), mother's employment is a family strategy to cope with the "economic squeezes" which is caused by discrepancies between life-style aspirations and economic resources

1) Oppenheimer(1982) argues that the second economic squeeze in life-cycle is due to the increasing education costs for grown-up children.

2) It has been frequently pointed out that mothers' labor force participation and fertility are negatively correlated. For details, see Stycos and Weller(1967), Becker(1976, 1980), Mincer(1963), Turchi(1975), Easterlin(1973), Stolzenberg and Waite(1977), Sweet(1973), Bowen and Finnegan(1969), Cain(1966), Blake(1970), and Terry(1974).

currently available. ³⁾“Economic squeezes model” developed by Oppenheimer provides a useful conceptual tool for analyzing how a mother decides to work outside home and how she organizes her own working life. From the perspective of the economic squeezes model, the life-style aspiration changes over time and is seriously influenced by reference groups and husband’s occupational prestige. It should be noted that the degree of economic squeezes can be measured in relative terms as well as in absolute terms. In this sense, subjective family income and satisfaction with current family economy are expected to have a significant and an independent capacity in explaining mother’s working status.

The purpose of this study is to develop the household resources model by adding the subjective economic status(i. e. economic status perceived by a mother) and to observe how a wife’s work as a coping strategy varies with the current number of children and sex role attitudes, when controlling for other explanatory variables including the subjective economic status.

In this study, it is hypothesized : (1)that subjective economic status and the degree of financial satisfaction will affect mothers’ entry into employment independent of household resources, individual, and regional factors ; (2)that women’s sex role attitude is expected to have a significant effect on women’s work, but its effect will be reduced or lost, when controlling for the subjective economic status variables ; and (3)that the negative effect of fertility on employment will be weakened when introducing a new set of explanatory variables such as the subjective economic status and sex role attitude in our model, in the sense that high consumption aspirations and modernized sex role ideology are expected to make mothers’ working possible in spite of the given “incompatibility costs” (Oppong,1983) due to childrearing.

II. DATA AND METHODOLOGY

The data for this study are drawn from the General Social Survey conducted by the National Opinion Research Center(NORC) in 1985. ⁴⁾ The subjects in this study(N=274) were currently married women with one or more children. Age of the subjects ranges from 18 to 55 years.

3) According to Oppenheimer(1981, 1982), economic squeezes consist of three components : life-style aspiration, costs of these aspirations, and the economic resources currently available.

4) For technical details on the General Social Survey, see the NORC(1985).

Table 1. Mean and Standard Deviation of the Subjects by Variable

	mean	SD
current number of children	2.53	1.40
race	.90	.30
place of residence	2.30	1.02
age	36.87	8.76
age ²	1435.77	670.92
educational attainment	12.77	2.32
spouse's occupational prestige	42.03	14.18
family income from other sources	17539.68	9779.36
financial satisfaction	1.20	.73
subjective family income	2.99	.75
sex role attitude	1.69	.56
working status	.61	.49

Table 1 is the brief summary of the characteristics of the subjects. Currently married women having no children were excluded in our observation.

A Chow-test result indicates that we need a separate model for the wives having no children for the explanation of their entry into gainful employment.⁵⁾ However, the number of wives

5) For a Chow-test, employed independent variables are race, place of residence, age, age square, Rs educational attainment, husbands' occupational prestige, and other sources of family income.

$$F = \frac{(RRSS - URSS) / (kl - k)}{URSS / (n - kl)}$$

in which :

RRSS=the sum of squared residuals from regression with the dummy variable(having children or not) included.

URSS=the sum of squared residuals from two separate regressions: one for women having no children and one for women with at least one child.

kl=the sum of the number of parameters of two separate regressions.

k=the number of parameters of regression with the dummy variable included.

n=the number of unstratified cases.

with no children(N=51) was not great enough to allow an independent multiple regression analysis.

To determine factors influencing the current employment status of wives, a multiple OLS regression strategy was employed. The independent variables in the model, which were chosen on the basis of previous research findings, can be categorized into three: controlled variables (household resources / individual characteristics / regional environment), sex role attitudes, and subjective status of family economy.

To express the curvilinear relationship of age, two variables(age and age square) were included in the equations.⁶⁾ In this study, four equations were established: the first one with only controlled variables included; the second one with sex role attitude added to the first equation; the third one with subjective economic status included additionally instead of sex role attitude added to the first equation ; and the last one with all variables mentioned previously combined together.

Estimates of the dependent variable generated by the models indicate the probability that an individual wife having children worked. The dependent variable is a simple dichotomy : employed versus not-employed.⁷⁾ In order to refine the effect of fertility on women's employment, both the age of children and the number of children should be taken into account. However, in this study, the number of children was not specified by age(e. g. under 5, under 14, etc.) due to the limitation of data. For clarifying the current family economic status, following the viewpoint of household resources model more rigorously, family income from all other sources was treated as more powerful predictor of women's working than husbands' income(Cain, 1966).

6) It has been noted that wife's age affects labor force participation in a non-linear inverted U fashion. The sign is positive for younger wives but negative for older wives(Bowen and Finnegan, 1969 ; Sweet, 1973).

7) There are several statistical problems associated with the use of a dichotomous variable. However, the final split on the dichotomous dependent variable was approximately 60 percent employed to 40 percent not-employed for currently married women. These final split is within the 25-75 range, a range within whose boundaries violations of OLS assumptions in regression analysis may not prove too serious (Goodman, 1976 ; Vanneman and Pampel, 1977). For research findings on the basis of OLS regression, see Waite(1976), Landry and Jendrek(1978), and Bose(1984).

$$P = b_0 + b_1 \cdot \text{NOWKID} + b_2 \cdot \text{RACE} + b_3 \cdot \text{PLACE} + b_4 \cdot \text{AGE} + b_5 \cdot \text{AGESQ} + b_6 \cdot \text{EDUC} + b_7 \cdot \text{SPPRES} + b_8 \cdot \text{OTHER}$$

..... (1)

$$P = b_0 + b_1 \cdot \text{NOWKID} + b_2 \cdot \text{RACE} + b_3 \cdot \text{PLACE} + b_4 \cdot \text{AGE} + b_5 \cdot \text{AGESQ} + b_6 \cdot \text{EDUC} + b_7 \cdot \text{SPPRES} + b_8 \cdot \text{OTHER} + b_9 \cdot \text{SEXROLE}$$

..... (2)

$$P = b_0 + b_1 \cdot \text{NOWKID} + b_2 \cdot \text{RACE} + b_3 \cdot \text{PLACE} + b_4 \cdot \text{AGE} + b_5 \cdot \text{AGESQ} + b_6 \cdot \text{EDUC} + b_7 \cdot \text{SPPRES} + b_8 \cdot \text{OTHER} + b_9 \cdot \text{SATFIN} + b_{10} \cdot \text{FINRELA}$$

..... (3)

$$P = b_0 + b_1 \cdot \text{NOWKID} + b_2 \cdot \text{RACE} + b_3 \cdot \text{PLACE} + b_4 \cdot \text{AGE} + b_5 \cdot \text{AGESQ} + b_6 \cdot \text{EDUC} + b_7 \cdot \text{SPPRES} + b_8 \cdot \text{OTHER} + b_9 \cdot \text{SATFIN} + b_{10} \cdot \text{FINRELA} + b_{11} \cdot \text{SEXROLE}$$

..... (4)

in which :

P = wife's employment, coded : 1 = currently employed, 0 = currently unemployed

NOWKID = current number of children

RACE = race of wife : 1 = white, 0 = non-white

PLACE = place of residence when a wife had grown up, coded : 1 = rural, 2 = small town / city, 3 = medium city, 4 = big city

AGE = age of wife measured in years

AGESQ = squared age of wife

EDUC = wife's educational attainment, measured as the highest grade completed

SPPRES = husbands' occupational prestige ranging from 10 to 89

OTHER = annual family income minus wife's annual personal income (U. S. dollars)

SEXROLE = three points scale of wife's attitude toward women's sex role : 0 indicates the strongest preference to remaining at home, 2 indicates the strongest preference to working outside home

SATFIN = degree of financial satisfaction, coded : 1 = not satisfied at all, 2 = more or less satisfied, 3 = pretty satisfied

FINRELA = subjective family income, coded : 1 = far below average, 2 = below average, 3 = average, 4 = above average, 5 = far above average

III. FINDINGS AND DISCUSSIONS

A. Individual Characteristics, Household Resources, and Place of Residence

Table 3 through 6 show that the effect of age on women's employment is not so significant. We have conflicting findings on the curvilinear effect of age. As previous researchers (Bowen and Finegan, 1969; Sweet, 1973) argue, observed b coefficients indicate a non-linear inverted U fashion effect, but the nonlinear effect itself was seen to be insignificant.

As unexpectedly, the effect of wives' education was not significant at a 95% confidence level in our all regression equations.

Our statistics reveal that race is negatively correlated to the probability of married women. It is understandable when we look at the intervening variables such as financial satisfaction, subjective economic status, and education which are positively related to race and negatively linked with women's employment (see Table 2). However, the effect of race on women's employment was not significant at .05 level for all regressions.

Table 2. Correlation Coefficients Between Variables

	NOWKID	RACE	PLACE	AGE	AGESQ	EDUC	SPPRES	OTHER	SATFIN	FINRELA	SEXROLE	WORK
1	1.000	-.007	-.065	.558	.561	-.181	.003	.141	-.013	-.004	-.084	-.063
2		1.000	-.045	.071	.083	.099	.106	.177	.161	.156	.054	-.101
3			1.000	.026	.035	-.016	.097	-.001	-.067	.034	.081	-.027
4				1.000	.993	.051	.204	.123	.132	.171	.001	.065
5					1.000	.036	.182	.095	.127	.163	.007	.069
6						1.000	.289	.054	.063	.211	.228	.047
7							1.000	.271	.147	.283	.053	-.138
8								1.000	.280	.343	-.045	-.470
9									1.000	.397	-.042	-.205
10										1.000	.080	-.117
11											1.000	.112
12												1.000

In the present analysis, region has no effect on women's entry into gainful employment. One possible interpretation is that modernization may decrease the amount of uncounted work for women in rural areas and thus that there is no significant differences in self-reported women's work between regions.

Before controlling for subjective economic status and sex role attitude, the effect of current number of children is significant at a 95 % confidence level(see Table 3). However, its effect on women's employment turns out to be insignificant, when introducing the two types of additional explanatory variables independently or together(see Table 4, 5, and 6). It suggests that the encouraging and motivating forces of these variables may off set the constraining influences of the current number of children. However, it is dangerous to generalize this finding, because we did not specify the number of children by age in our regression models.

For convincing results, we need to creat some variables representing the number of children to be taken care of or to be supported.

Husbands' occupational prestige has been known to have a significant effect on women's economic activity, but the present analysis implies that it has no significant effect in our models(see Table 3 through 6)

Two contradictory effects of husbands' occupational prestige on wives' employment are expected : the one is positive and the other is negative. The high occupational prestige of males will make their wives stay at home when there is no discrepancies between husbands' occupational prestige and income. On the other hand, as Oppenheimer argues(1981, 1982), for white-collar husbands with high occupational prestige, the inconsistencies between prestige and actual income will induce their wives to enter into market employment by generating economic squeezes. However, it seems that current regression analysis does agree with neither of them, indicating neutral effect of husbands' occupational prstige on employment status.

As Bose(1984) strongly concurs, other sources of family income as a part of household resources demonstrates its significant effect on women's gainful employment throughout our models. The observed regression coefficient reveals that the possibility of women's employment will increase by 2 percent when the annual family income from other sources decreases by one thousand dollars. The present analysis provides an evidence supporting not only the household resources model but also Oppenheimer's economic squeezes model. As a component of economic

Table 3. Regression Coefficients Predicting Wife's Current Employment Status

Independent variables	Regression Coefficients	
	Unstandardized	Standardized
NOWKID	-.025** (.024)	-.072** (.071)
RACE	-.047 (.094)	-.029 (.058)
PLACE	-.017 (.027)	-.036 (.057)
AGE	.036* (.027)	.647* (.491)
AGESQ	-3.48E-04 (3.58E-04)	-.476 (.490)
EDUC	.015 (.013)	.073 (.060)
SPPRES	-2.29E-03 (2.14E-03)	-.066 (.062)
OTHER(thousands)	-.024*** (.003)	-.470*** (.060)
constant	.233 (.524)	
Adjusted R ²	.22	
N	253	

*p<.20

**p<.05

***p<.001

note: Standard errors are in parenthesis.

Table 4. Regression Coefficients Predicting wife's Current Employment Status: Sex Role Attitude

Independent variables	Regression Coefficients	
	Unstandardized	Standardized
NOWKID	-.024 (.024)	-.069 (.070)
RACE	-.052 (.094)	-.032 (.057)
PLACE	-.020 (.027)	-.043 (.057)
AGE	-.039 (.027)	.696 (.490)
AGESQ	-3.85E-04 (3.58E-04)	-.527 (.490)
EDUC	.011 (.013)	.051 (.061)
SPPRES	-2.28E-03 (2.13E-03)	-.066 (.062)
OTHER(thousands)	.023** (.003)	-.467** (.060)
SEXROLE	.081* (.050)	.092* (.057)
constant	.111 (.528)	
Adjusted R ²	.23	
N	253	

*p < .20

**p < .001

note: Standard errors are in parenthesis.

Table 5. Regression Coefficients Predicting wife's Current Employment Status : Subjective Economic Status

Independent variables	Regression Coefficients	
	Unstandardized	Standardized
NOWKID	-.033* (.025)	-.095* (.071)
RACE	-.028 (.094)	-.017 (.058)
PLACE	-.018 (.027)	-.038 (.056)
AGE	.041* (.027)	.729* (.491)
AGESQ	-3.92E-04 (3.57E-04)	-.539 (.490)
EDUC	.011 (.013)	.052 (.060)
SPPRES	-2.40E-03 (2.14E-03)	-.070 (.062)
OTHER(thousands)	-.023*** (.003)	-.464*** (.064)
SATFIN	-.082** (.041)	-.123** (.062)
FINRELA	.043 (.042)	.067 (.065)
constant	.227 (.528)	
Adjusted R ²	.24	
N	252	

*p<.20

**p<.05

***p<.001

note : Standard errors are in parenthesis.

Table 6. Regression Coefficients Predicting wife's Current Employment Status : Subjective Economic Status and Sex Role Attitude

Independent variables	Regression Coefficients	
	Unstandardized	Standardized
AGE	.043* (.027)	.765* (.491)
AGESQ	-4.20E-04 (3.57E-04)	-.577 (.490)
PLACE	-.021 (.027)	-.043 (.057)
RACE	-.033 (.094)	-.020 (.058)
OTHER(thousands)	-.023*** (.003)	-.460*** (.064)
EDUC	.007 (.013)	.035 (.061)
SPPRES	-2.38E-03 (2.14E-03)	-.069 (.062)
NOWKID	-.032* (.025)	-.091* (.071)
SATFIN	-.078** (.041)	-.117** (.062)
FINRELA	.040 (.042)	.061 (.065)
SEXROLE	.068* (.050)	.077* (.057)
Adjusted R ²	.24	
N	252	

*p<.20

**p<.10

***p<.001

note : Standard errors are in parenthesis.

squeezes, objectively measured financial resources were expected to affect women's working negatively. The considerably high correlation between women's working status and family income from other sources($r=.47$) also coincides with our expectation(see Table 2).

B . Subjective Economic Status

The effect of subjective economic status on women's gainful employment can be discussed in terms of subjective family income(i. e. relative family income) and degree of satisfaction with current financial status. A F-test was offered to observe the effect of these two variables at the same time. Restricted regression equations included controlled variables only. The observed F value(3.65) exceeded the established critical F value at a 95 % confidence level with the degrees of freedom(2 / 241).⁸⁾ Thus, the hypothesis that neither of these two variables has no effect was rejected.

Preveiously, it was hypothesized that subjectively evaluated economic status would have a significant effect on women's working as objectively measured family income status did. However, the observed t value does not support the significance of its effect on wives' employment (see Table 4). Inclusion of sex role attitude in our regression model did not affect the magnitude of impact of subjective economic status on mothers' employment (see Table 6).

On the other hand financial satisfaction was seen to have a significant influence on women's working status. Other important explanatory variables such as the current number of children and wives' age are expected to lead a positive relationship between financial satisfaction and wives' employment, since those two variables are positively correlated to both financial satisfaction and women's employment. However, in spite of that, the resulting effect of financial satisfaction turns out to be negative. It means that the significant negative effect of financial satisfaction on wives' employment may be attributed to the negative influences on wives' working of family

8) To see how to obtain F-statistics,

$$F = \frac{(RRSS-URSS) / m}{URSS / (n-k-1)}$$

in which :

RRSS=the sum of squared residuals from regression excluding economic squeezes variables.

URSS=the sum of squared residuals from regression including economic squeezes variables

m=the number of economic squeezes variables(financial satisfaction and subjective family income)

n=the number of cases in unrestricted regression

k=the number of parameters in unrestricted regression.

income from other sources which is highly and negatively correlated to mothers' working ($r = -.47$) and which is moderately correlated to financial satisfaction ($r = .28$).

Correlation of subjective family income to financial satisfaction ($r = .40$) and to other sources of family income ($r = .34$) let us expect a significant effect of the subjective family income on currently married mothers' employment. In this analysis, however, its effect was seen to be insignificant. It means that relative economic status perceived by mothers themselves does not influence their working status independent of household resources including reported family income.

The inclusion of the subjective socioeconomic variables increases an adjusted R^2 from 22.4% to 23.6%, showing that the current number of children seriously loses its explanatory power. The null hypothesis that there is no effect of the number of children on mothers' working status was not rejected at a 95% confidence level, when controlling for additional variables. This result indicates that the effect of subjective economic status may offset to a great extent the negative effect of the number of children on mothers' employment.

C. Sex Role Attitude

As noted earlier, the influence of sex role attitude on mother's working has been widely known. However, in our models, its effect was not significant at a 95% confidence level (significant at .20 level). (see Table 4 and 6).

The deletion of subjective economic status variables did increase a confidence level of significance from 0.82 to 0.89, indicating the feasible interaction between sex role attitude and economic squeezes variables. It has been expected that the effect of sex role attitude on mothers' employment is due to the influence of education on mothers' entry into gainful employment.

However, as shown at Table 2, a correlation between education and sex role attitude was not great ($r = .23$). Furthermore, as unexpectedly, the effect of education on mothers' working was seen to be insignificant (see Table 4 through 6). In equation (4), the effect of financial satisfaction on mothers' employment disappeared, when introducing sex role attitude. The observed t-statistic was slightly greater than the established critical t value at a 95% confidence level in equation (3). However, the inclusion of sex role attitude reduced confidence level for significance from 95.2% to 94.1%. It is not certain that reduction in the effect of financial satisfaction was wholly due to the counteracting influences of sex role attitude, because compounding

interactions between variables in our model may cause a shift of the influences of financial satisfaction on mothers' employment. However, it is arguable that the loss of the effect of financial satisfaction would be associated with the emergence of sex role attitude.

The contradicting conclusion on the effect of sex role attitude in comparison with previous findings is thought to result from the different characteristics of samples⁹⁾ and the different combination of explanatory variables in our model.¹⁰⁾

IV. CONCLUSIONS

We hypothesized that subjective economic status will influence their gainful employment after controlling for several explanatory variables such as household resources, individual characteristics, and place of residence. The findings in this study demonstrate that financial satisfaction will have a significant effect. However, relative family income was not observed to be significant in our regressions.

Mothers' sex role attitude was expected to have a significant influence on their employment, before controlling for economic squeeze variables. However, as unexpectedly, statistics reveal that there is no effect of sex role attitude on wives' entry into market employment both before and after controlling for the variables additionally. Our data imply that there is a possible counteraction between sex role attitude and financial satisfaction in determining women's employment status.

The constraining influence of fertility on wives' working was significant at a 95% confidence interval in our initial model. As expectedly, the effect of the number of children was taken away by the invasion of sex role attitude and subjective economic status which are believed to induce or to motivate married mothers to work outside home.

Our regression analyses indicate that the introduction of subjective income status explains

9) In this study, the subjects were restricted to currently married women having more than one child who ranged in age from 18 to 55 years old. Other several previous researches have a different range in age and a different definition of working. For example, Huber and Spitze restricted women's age ranging from 18 to 66 years, and Bose(1984) viewed full-time working women as employed.

10) Most previous studies posited above do not include the subjective economic status in their regression analysis.

more variations in currently married mothers' employment. The inclusion of sex role attitude also let the model obtain greater prediction capacity. The proportion of explained variations among total variations increased from 22 % to 23 %.

The major disadvantages of this study are the followings :

First, the number of children were not specified by age. Thus, the unrefined effect of fertility was observed.

Second, sex role attitude was too simply measured to obtain whole aspects of attitudes toward working.

Third, the resulting insufficient number of sample due to the restriction of observation in this study made it difficult to observe the effect of economic squeezes variables and sex role attitudes through sample stratification by race and by occupation.

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主觀的 經濟狀態, 性役割規範, 出産力 및 女性就業

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既婚女性の 經濟活動에 미치는 여러 變數들의 影響力을 測定하는데 目的을 둔 本 研究은 두가지 事項에 主眼點을 두었다. 첫째, 先行研究에서 女性就業의 決定要因을 檢討함에 있어 看過되어왔던 主觀的 經濟狀態(subjective economic status)에 관한 두 變數-相對的 家計所得 및 家計所得滿足度-를 導入함으로서 既存의 家計資源模型(household resources model)을 補完하는 것이며, 두번째는 主觀的 經濟狀態를 감안할 경우 既婚女性의 就業에 대한 出産力의 影響력이 어떻게 變모하는 가를 살펴보는 것이다. 本 研究에는 年齡, 教育水準, 人種 등 個人的 特性을 代辯하는 變數群과 환경變수로서 住居地域 등이 主要한 背景變數로 包含되었다. 本 研究에 使用된 標本은 18歲에서 55歲에 걸친 한명 以上の 子女를 가진 274名의 有配偶女性으로서 미국 National Opinion Research Center의 1985년 General Social Survey의 女性應答者에서 抽出되었다.

本 研究에서는 檢證될 假說은 다음과 같다.

(1) 相對的 所得水準과 所得滿足도는 客觀的인 家計所得, 個人的 特性 및 地域與件에 無關하게 有配偶女性의 就業을 促進시킬 것이다.

(2) 近代化된 性役割規範은 女性의 就業에 肯定的인 效果를 미치나, 主觀的 經濟狀態의 變數가 導入될 경우 그 影響력이 減退할 것이다.

(3) 主觀的 經濟狀態變數가 追加로 包含될 경우 出産力이 女性就業에 미치는 負的 效果는 減退할 것이다.

本 研究에서는 上述한 假說을 檢證함에 있어 多變量 回歸分析에 依存하였으며 主要 結果는 아래와 같다.

(1) 主觀的 經濟狀態變數 중 相對的 家計所得은 女性就業에 미치는 影響력이 有意味

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하지 않았으나 家計所得에 對한 滿足度는 重要한 영향력을 보여주었다.

(2) 近代化된 性役割規範은 期待와는 달리 主觀的 經濟狀態變數의 導入에 관계없이 女性就業에 영향력을 행사하지 못하는 것으로 나타났다.

(3) 現在女子數로는 表現된 여성의 出産力 水準은 主觀的 經濟狀態變數의 導入이전에는 女性就業은 抑制하는 效果를 보여주고 있었다 (相關係數 $r=-0.06$). 또한 客觀的 經濟狀態를 나타내는 其他家計所得 (女性の 所得을 除外한 家計所得)을 統制한 回歸方程式에서도 有意味한 結果를 보이고 있었다. (標準化回歸係數 $\beta=-0.07$). 그러나 主觀的 經濟狀態變數가 統制된 然後의 回歸方程式에서는 出産力이 女性就業에 미치는 效果는 大幅 減退하였다.

이러한 研究 結果는 現 所得水準과 期待消費水準의 격차로 因한 家計所得不滿足이 女性の 就業을 助長한다는 economic squeezes model의 論旨을 暗黙的으로 支持하고 있다.

그러나 本 研究에 있어서는 子女年齡이 細分化되어있지 않아「役割兩立(role compatibility)」의 개념에 立脚한 出産力과 女性經濟活動의 共存可能性에 對한 假說檢證은 향후 研究의 課題로 남는다.

마지막으로 덧붙일 것은 本 研究의 結果가 西歐社會의 女性을 對象으로 얻어진 것이기는 하지만 女性の 出産力水準을 단순히 經濟活動의 制約要因으로만 이해하는 傳統的인 觀點은 개발도상국의 경우에 있어서도 근본적으로 再檢討되어야 할 必要가 있음을 알려준다. 왜냐하면 삶의 質에 대한 期待水準의 向上과 經濟的 階層歸屬感의 변화추세 등은 經濟成長의 餘波로서 開發途上國이 겪고 있는 力動的인 社會現象中的의 하나이기 때문이다.