Factors of Career Mobility by Gender in Egypt

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Outline

- Main Objectives
- Data
- Job to Job Mobility
- Mobility over Eight Years
- Factors of Career Mobility
- Results and Conclusions
Main Objectives

- **First: Describing Career Mobility by Gender**
  - Career Measurements
    - Wage (Measured by hourly wage)
    - Job Security index (Constructed from several variables)
  - Career time
    - First to Second to Third job (*Job Security*)
    - Between 1998-2006  (*Wage, Job Security*)
Main Objectives (continue)

- **Second: Factors of Career Mobility by Gender**
  - Women / Men
    - Who enters the waged labor market?
    - Who continues in the waged labor market?
    - Who improves her / his working career?
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Data

- Job to Job Mobility (1st, 2nd, 3rd)
- 2006 ELMPS
- Target Group:
  - Education Level intermediate and above
  - Age 18-64
  - Waged workers
Data

- Mobility over Eight Years
- Career Measurement:
  - Hourly Wages
  - Job Security Index

- 1998 ELMS → 2006 ELMPS
  - Waged Workers
    - Age 18-56
  - Waged Workers
    - Age 26-64
Outline

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# Job to Job Mobility

Mean of Job Security Index of First Job by Job Turnover, Gender

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>18-40</td>
<td>41-64</td>
<td>18-40</td>
<td>41-64</td>
<td></td>
<td></td>
</tr>
<tr>
<td>One Job</td>
<td>0.15</td>
<td>0.87</td>
<td>-0.07</td>
<td>0.86</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>69.9%</td>
<td>49.9%</td>
<td>45.6%</td>
<td>26.5%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Two Jobs</td>
<td>-0.04</td>
<td>0.80</td>
<td>-0.60</td>
<td>0.54</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>26.1%</td>
<td>38.0%</td>
<td>41.0%</td>
<td>44.9%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Three or more</td>
<td>-0.17</td>
<td>0.79</td>
<td>-0.69</td>
<td>0.31</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>4%</td>
<td>12.1%</td>
<td>13.5%</td>
<td>28.6%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Job to Job Mobility cont’
Transition Direction and Magnitude of Job Security Index from First to Second Job by Gender, Age category 18-40

<table>
<thead>
<tr>
<th>Mobility Direction</th>
<th>Male 18-40</th>
<th>Female 18-40</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>%</td>
<td>Quality of first Job (median)</td>
</tr>
<tr>
<td>Down</td>
<td>20.9%</td>
<td>-.61</td>
</tr>
<tr>
<td>No Change</td>
<td>22.6%</td>
<td>-0.82</td>
</tr>
<tr>
<td>Up</td>
<td>56.6%</td>
<td>-1.11</td>
</tr>
</tbody>
</table>
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Mobility over Eight Years
Who dropped out of the Wage Status?

Job Security Index Distribution of Waged Workers in 1998 by Current Status, by Gender, Age 26-64

Graphs by sex

- Waged
- Non waged/Unemployed/Housewives
Mobility over Eight Years cont’

Who dropped out of the Wage Status?

Log of Hourly Wage Distribution of Waged Workers in 1998 by Current Status, by Gender, Age 26-64

Graphs by sex

X

Waged
Non waged/Unemployed/Housewives
Mobility over Eight Years cont’

What Happened for those who Stayed?
Wage / Security Tradeoff

<table>
<thead>
<tr>
<th>Job Security</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female 26-45</td>
</tr>
<tr>
<td>Real Hourly Wage</td>
</tr>
<tr>
<td>Worse</td>
</tr>
<tr>
<td>Stable</td>
</tr>
<tr>
<td>Better</td>
</tr>
<tr>
<td>Total</td>
</tr>
</tbody>
</table>

3/16/2010
## Mobility over Eight Years cont’


<table>
<thead>
<tr>
<th>Male 26-45</th>
<th>Job Security</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Worse</td>
</tr>
<tr>
<td>Real Hourly Wage</td>
<td></td>
</tr>
<tr>
<td>Worse</td>
<td>5.96</td>
</tr>
<tr>
<td>Stable</td>
<td>0.74</td>
</tr>
<tr>
<td>Better</td>
<td>20.78</td>
</tr>
<tr>
<td>Total</td>
<td>27.48</td>
</tr>
</tbody>
</table>
Outline

- Main Objectives
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- Mobility over Eight Years
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Factors of Career Mobility

- Investigated Variables
  - Age
  - Education Level
  - Life Events: Marriage, Children
  - Job Mobility & Job Characteristics: Changing Job, Job Experience, Occupation, Sector, Rank of Job Security, Rank of real Hourly Wage
  - Father Characteristics: Occupation, Education
  - Urban/Rural
Factors of Career Mobility cont’

Models

- To Continue or Not as a Waged Worker
  - Probit Model with Selection:
    - Waged in 1998 → Continue as Waged in 2006

- Factors of Wage Change
  - Heckman Selection Model
    - Waged in 1998 → Log Hourly Wage Change

- Factors of Job Security Change
  - Heckman Selection Model
    - Waged in 1998 → Job Security index Change
Outline

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Results and Conclusions

To Continue or Not as a Waged Worker

- Older single, and higher educated females have a higher probability of joining the waged market.

- Richer older males have higher probability of being a waged worker. Father worked in agriculture or fishing decreases this probability vs. working as non waged.

- Having a family business decreases the probability of being a waged worker for both males and females.

- Conditionally on being waged in 1998, three major factors influence a female’s decision to quit the waged status, poor wage in 1998, poor job security in 1998, and finally getting married within this period.

- For males, a low job security index and being a clerk or in sales in 1998 decrease the probability of staying as waged worker.
Results and Conclusions cont’

Factors of Wage Change

- There is a significant positive linear relationship between age and the wage increase for both males and females.

- While for females having an above intermediate or university degree has a positive effect than having only intermediate degree. For males the significant difference appears only if they have a university degree or higher.

- Occupation and Job change have no significant effect in both models.

- Individuals of lower wages quartile gain higher wage increase, than those in a higher quartile.
Results and Conclusions cont’
Factors of Wage Change

- Females with higher rank of job security gain higher raise.

- For males, those who are in the third quartile gain higher raise compared to those of first quartile. Individuals of lower wages quartile gain higher wage increase. (pro-poor growth that was mentioned earlier)

- Urban males gain higher wage increase than rural males, however location bears no significant effect for females.

- Going on maternity leave during this period has a negative impact on women’s wage increase
Results and Conclusions cont’

Wrap up

- Those who are at the bottom of both, males and females, keep trying to improve their working security condition through moving from one job to another.

- Low wages and low job security are main reasons for a female to quit working, once she gets married.

- There is a pro-poor wage growth, as lower paid workers intend to have higher wage increase.

- Having a maternity leave more than three months has a negative impact on the wage increase for women.

- There is a tradeoff between wage and job security among younger ages.
Final Conclusion

The waged workers transitions in Egypt, especially those in the public sector, have a property of a systematic upward movement with well defined promotions and wage increase. Hence around 90% of the waged females are in the public sector, they have the same property in their career path. Those who are in private sector are in the worse condition, males and females, and since private sector is increasing and is absorbing more of the new entrants more studies should be done to observe the early career mobility in the private sector and to observe the tradeoff between wages and job security among those new entrants.
Thank You