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STRUCTURE OF SLOVAK FAMILIES AND WOMANS ATTITUDES TOWARDS ITS IMPACT ON THEIR EMPLOYMENT

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RESEARCH BACKGROUND

- The disadvantaged position of women in the labor market is a well-known fact.
- However, there are also differences between women themselves, which put certain groups in an even more disadvantaged position compared to others.
- Women entered the paid workforce after centuries of “quiet revolution” (McManus and Johnson, 2020) and still they remain more likely to be in insecure employment, work varying hours or short hours, and dominate in particular sectors (Wilson, 2019).
- ***Study aimed at the analysis of the link between structure of family (household) Slovak woman live in and their attitudes towards its impact on their employment.***
- **Keywords:** woman; family structure; Slovakia; attitudes of employment
- **JEL Classification:** J16; J71; Z13

METHODOLOGY

- Questionnaire using Google docs. online contained questions about the work life and was aimed especially at women.
 - The sample of 361 respondents consisted of economically active age women, born from 1965, already incorporated in the labor market.
 - Chosen variables (Q1-Q7) from the questionnaire were tested according to the Q0 variable (family structure) using Chi-square test and their correlation was analyzed by computing the Cramer's V.
- Q0 - Family structure
 - Q1 - Education level
 - Q2 – Children
 - Q3 – Employment
 - Q4 - Motherhood as a limiting factor
 - Q5 - Family as a barrier to employment
 - Q6 - Reconcile of work and family life
 - Q7 - Opportunity despite family

LIMITATIONS

In the form of interview, we aimed at quantification of examined woman subjective opinions of qualitative impact of limits, barriers, reconciles and opportunities in their work life that they have to face in, the connection with their motherhood and responsibilities related to the care of the people with whom they live in the household.

- Study is taking into consideration number of children these women have, their current employment and education level.
- Indeed, we do not analyze the differences in attitudes of woman with different highest level of education, number of children in parental care or form of employment. Regarding this we strongly recommend to focus on these differences in further studies, since such and similar data for Slovakia are missing.
- Moreover, we recommend taking the availability of pre-school childcare facilities into consideration, since Kesler (2020) clarify their existence as a significant factor of maternal employment. And Cebrián, et al. (2019) illustrated them as limiting factor of improve maternal employment rates across EU.

RESULTS AND DISCUSSION

- Interviewed women live mostly with partner or husband in the household without children. In such childless partnership live 159 out of 361 of them which is 44%.
- On the other hand, more than quarter of them live alone with their child or children. Specifically, 96 of women (27%) live as single parent. In so called “traditional family” model live only 70 women, which is only 19%. This includes living with partner or husband and children as well.
- These major structures are followed by 8% of women living with parents in their house with no own family. In such “mama hotel” still live 28 of interviewed women.
- Additional 2 % live alone. These 8 women live single without any relatives. Described family structure was conducted as null question according which other seven research questions was statistically analyzed.

TEST OF INDEPENDENCE BETWEEN THE FAMILY STRUCTURE (Q0) AND OTHER VARIABLES (Q1-Q7)

	Q1	Q2	Q3	Q4	Q5	Q6	Q7
Chi-square (Observed value)	38.418	309.943	218.305	7.393	34.139	36.299	27.346
Chi-square (Critical value)	26.296	21.026	41.337	26.296	26.296	26.296	26.296
DF	16	12	28	16	16	16	16
p-value	0.001	< 0,0001	< 0,0001	0.965	0.005	0.003	0.038
alpha	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Cramer's V	0.163	0.535	0.389	-	0.154	0.159	0.138

Source: authors

TEST OF INDEPENDENCE BETWEEN THE CHILDREN (Q2) AND THE EMPLOYMENT (Q3),
MOTHERHOOD AS A LIMITING FACTOR (Q4) AND FAMILY AS A BARRIER TO EMPLOYMENT (Q5).

	Q3	Q4	Q5
Chi-square (Observed value)	176.990	6.798	23.628
Chi-square (Critical value)	32.671	21.026	21.026
DF	21	12	12
p-value	< 0,0001	0.871	0.023
alpha	0.05	0.05	0.05
Cramer's V	0.404	-	0.148

Source: authors

TEST OF INDEPENDENCE BETWEEN THE EMPLOYMENT (Q3) AND RECONCILE OF WORK AND FAMILY LIFE (Q6) AND THE OPPORTUNITY DESPITE FAMILY (Q7).

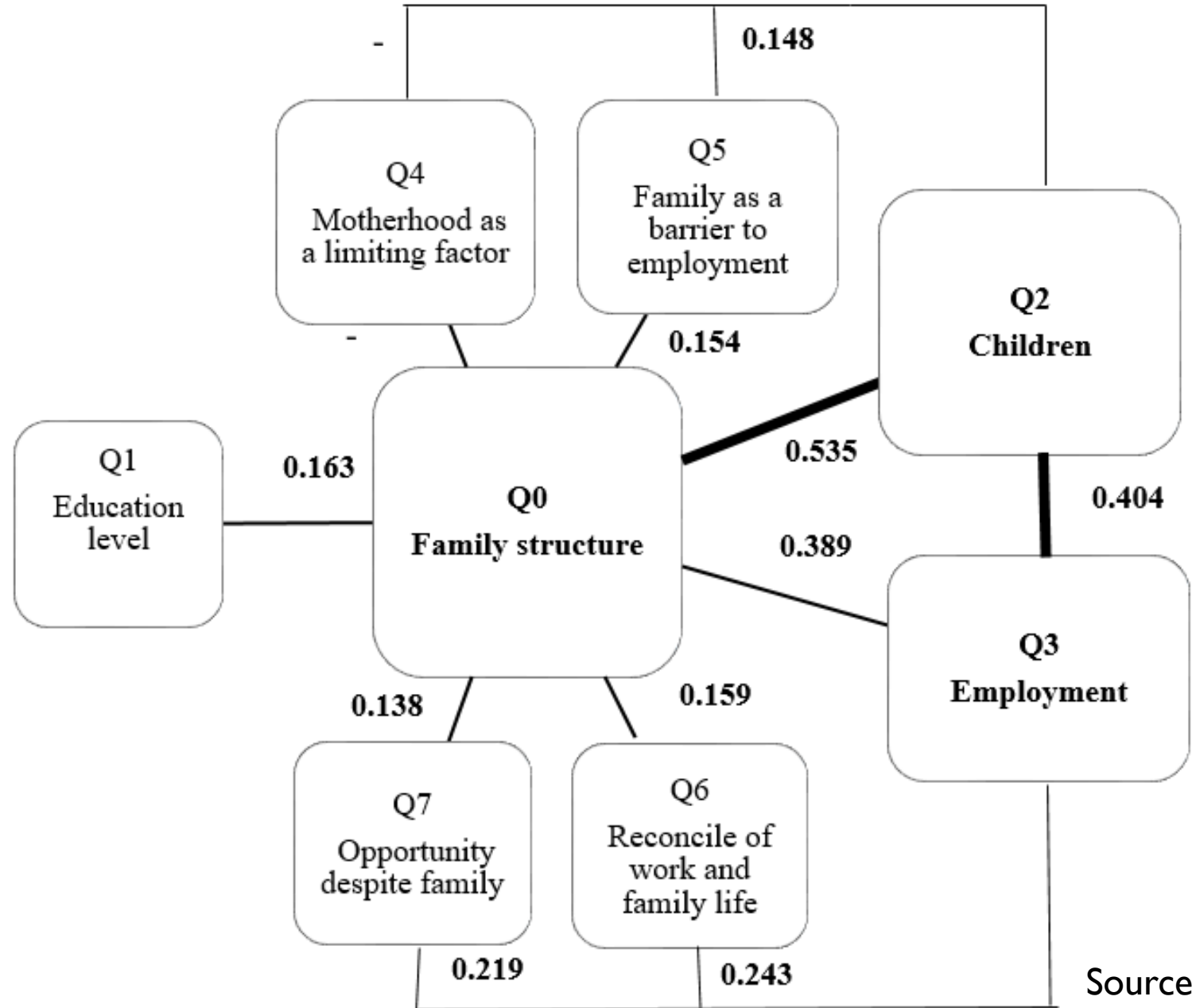
	Q6	Q7
Chi-square (Observed value)	85.571	69.062
Chi-square (Critical value)	41.337	41.337
DF	28	28
p-value	< 0,0001	< 0,0001
alpha	0.05	0.05
Cramer's V	0.243	0.219

Source: authors

CONCLUSION

- Using the chi square test of independence, the only variable which resulted in no significant independence according to the family structure was motherhood as a limiting factor.
- The strongest association conferring to Cramer's V was described between the family structure and the children followed by the employment.
- Rest of the variables resulted as significant, but only weak association with the variable family structure.
- Moderate association was calculated in the independence between number of children woman has with the employment, while motherhood as a limiting factor resulted as not significant and family as a barrier to employment had weak association with the variable number of children.
- Analyzing the link between the employment and reconciling of work and family life and the opportunity despite family, we saw highly significance, but according to Cramer's V only a weak one.

- Number of children is the most important factor for women looking at the family structure and in their further decision about their professional life.
- Motherhood as a limiting factor was the only not significant variable for women in connection to their family lifestyle.



Source: authors

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