The Theoretical and Methodological Research of Female Employment and It Correlation with Parental Work

Tonkikh NATALIA and Pesha ANASTASIYA

Department of Labour Economics and Human Resources Management, Ural State University of Economics, Yekaterinburg, Russia

Keywords: Female Employment, Parenting, Child Care, Parental Work, Telecommuting Employment.

Abstract. The article is devoted to the actual gender aspects of employment. There is a connection between the nature of female employment and a possibility of combining it with the performance of parental functions. The authors clarify the essence of the nature of employment concept, which makes it possible to identify the three main criteria for the typification of employment. It is important for assessing the correlation between the nature of employment and parental labour. This correlation includes such aspects as: a workplace territorial organization, flexibility of labour relations and duration of working day or week. It is proposed to classify the time consumption for performing parental functions on active and passive species. The authors substantiate the use of the magnitude and proportion of the active time spent by a woman for the performance of parental functions as the evaluation indicators of the quality of parental labour. The algorithm for the observation sheets processing is proposed in this article. This algorithm makes it possible to reveal the correlation of the nature of employment according to the proposed typification criteria of the quality of parental functions. The received results will allow to discover the most successful form of productive female employment in further researches and combine work and qualitative performance of parental functions. According to the authors’ hypothesis, remote employment can be a possible form of the productive female employment.

1. Introduction

Since the very beginning of our society, there has been a phenomenon of gender hierarchy, which, to some extent, can be explained by the ongoing historical and socioeconomic transformations. The existing system determines the advantage of men in front of women in the distribution of material resources, power, and authority. From the primitive society, the woman retains the status of the keeper of the hearth, the "weaker sex", servants. At the same time, industrialization, informatization, wars and other global events, structural changes in society cause the gradual entry of women into the zone of male occupations and the male type of employment.

In modern society there is disharmony, social inequality of male and female roles. A man is a "head", an "earner", the main role of a woman is the birth and upbringing of children, the provision of a home. But in the modern time a woman is gradually approaching her rights to a man, and plays an important role in the formation of the family budget. This fact has an impact on the modern institution of motherhood. Issues that are popular in modern studies mainly deal with the writings of demographers and sociologists, economists and relate to the problems of the return of women to the labour market after the birth of children; combining of house work and family responsibilities for child care with paid labour; the determinants of the probability of employment of women with small children; the situation of women in the labour market due to political changes and women's migration; the difference of economic activity of women with children in different countries [1, 2, 3, 4, 5, 6, 7, 8]. A number of foreign studies are devoted to the need to combine the performance of paid labour functions and domestic (family) duties by women, the combination of the roles of the employee of the enterprise, and the mother. Also the authors actualize the need for providing quality childcare services, as women are increasingly inclined to interrupt work activities due to the birth and upbringing of children [9, 10, 11, 12, 13]. Thus, Kwan, MP (1999), as a result of his study
of the dynamic relationship between home and work, concludes that women have a higher level of daytime restriction compared to men, since in addition to performing paid work, they need to perform numerous of duties in the family [13, p. 371].

We can single out general conclusions based on the results of the authors' studies devoted to the above issues of "motherhood-paid work-employment":

- a woman who has children under the age of three has significantly fewer chances of finding a job, compared to a woman with older children. A woman with a child under the age of three is less likely to be able to work full-time. Hence, there may be a risk of de-qualification and deprofessionalization of women, especially in the context of intensification of economic processes and technical development;
- employment of a woman with children under the age of three on the labour market largely depends on the percentage of her contribution to the family budget;
- power in the family is often hidden behind the screen of fair economic exchange, when the "main breadwinner" in the family manipulates dependent family members;
- In addition, it is necessary to note the presence of a risk for the institution of motherhood and parenthood, which is associated with the preservation of the social value of the child and the content of childhood. The number of children in the family is declining, the age of birth of the first child rises to 26-28 years, the health of children and mothers with these trends becomes worse.

In this regard, one of the key issues that requires public attention is the creation of the opportunity for successful combination of socially useful labour activities and reproductive work, and the performance of parental functions. This article is devoted to this problem. The aim of the study is to develop methodological approaches to the answer to the search question: "Is there a form (form) of socially useful work, the nature of which allows women to combine work with the care and education of children aged 1.5 to 14 years successfully? ». In accordance with the goal, the following tasks and directions of research work are set: clarification of the concept and evaluation criteria for the typification of the nature of female employment; selection of indicators for assessing the quality of women's performance of parental functions; conducting a pilot study of the time spent during the standard day of an unoccupied woman with children between the ages of 1.5 and 14.

2. Theoretical and Methodological Bases of Research the Nature of Female Employment and Parental Work

In the economic literature there are various classifications and conceptual interpretations of forms and types of employment [14, 15]. The grouping by the type of employment is most often carried out according to the classification of economic activities adopted in statistical accounting, and classification by employment forms is carried out depending on the organizational and legal conditions of employment. It is customary to refer to forms of employment as full employment, incomplete, self-employment, flexible employment and other forms possessing a certain set of properties or characteristics. There is no some sort of established list, the classifier of forms of employment, in connection with dynamically changing social and economic conditions they are in constant development, refinement and addition [16, 17]. So, relatively recently, employment was divided into two large groups: standard and non-standard. Classification is carried out depending on the following parameters: the duration of working time, work schedule, way of organization of the workplace (on the territory of the employer / home), application / non-application of modern telecommunication technologies for the performance of labour functions, other characteristics of working conditions. Different forms of employment are inherent in similar and distinctive characteristics. For example, in terms of both full and part-time employment, a woman can be given the right to independently determine the schedule of her work (time of arrival / departure), the workplace can be stationary and not stationary, either in that or in another case. Therefore, at the first stage of the search for a response to the research question posed about the combination of productive employment and parental functions, it is expedient to group employment not by enlarged forms, but by more detailed signs that determine the nature of employment.
The nature of employment we propose determine how the aggregate of all the properties and characteristics of working conditions that is determining its form and this or that image of social and labour relations, behavior and human life. The list of characteristics is quite wide: the degree of harmfulness (optimal, permissible, harmful and dangerous working conditions), severity (light, moderate, severe working conditions), working hours (full-time, part-time / part-time, over-employment), working week duration; flexibility of labour relations (the ability to adjust the time of arrival / departure), terms of payment (time-based, piece-rate); degree of automation, territorial mode of workplace organization; degree of application of modern telecommunication technologies (working conditions allow to work remotely, working conditions allow part of the work to be remotely, working conditions do not allow the work to be done remotely), the way of registration of labour relations (formal employment contracts, informal employment, freelancing (civil law contracts), the status of employment (employment, self-employment, individual entrepreneurship). Let us dwell on this incomplete list. In our study, only some of the employment characteristics selected by us on the basis of theoretical inferences about the hypothetical relationship between individual characteristics of employment and the success of its combination with the performance of parental functions are important. Namely: the territorial organization of the workplace; working day / week; flexibility of labour relations. The following evaluation criteria are proposed for the selected characteristics (Table 1).

### TABLE I. Evaluation Criteria for Typifying the Nature of Employment in Relation to the Performance of Parental Functions.

<table>
<thead>
<tr>
<th>Employment Characteristic</th>
<th>Criterion</th>
<th>Cause and Effect Relationship with the Performance of Parental Functions</th>
</tr>
</thead>
<tbody>
<tr>
<td>territorial organization of the workplace</td>
<td>spatial fixation of the workplace: on the territory of the employer; on the customer's premises; home workplace (home work without the use of Internet technologies, physical labour); stationary-remote (remote employment at home); mobile-remote workplace (remote work with modern gadgets and equipment from anywhere in the world)</td>
<td>the need to get to the workplace on the territory of the employer or the customer reduces the amount of time possible for the performance of parental functions</td>
</tr>
<tr>
<td>working day / week</td>
<td>number of hours of work per week, hour: 0 hours; from 1 to 10; from 11 to 20; from 21 to 30; from 31 to 40; over 40</td>
<td>a greater number of hours of work leads to a reduction in the time for performing parental functions, which affects its quality</td>
</tr>
<tr>
<td>flexibility of labour relations</td>
<td>the ability to adjust the time of arrival / care: complete (the woman herself regulates the start and end of work); partial (there is a mandatory presence hour); fixed (the time of work is set by the employer)</td>
<td>the possibility of shifting hours of work to a convenient time for a woman during the day / week allows you to perform parental functions in fuller scope, for example, delivering children to school, mugs, hospitals ...</td>
</tr>
</tbody>
</table>

*In the framework of our study, the most interesting are the approaches to assessing human capital women involved in the upbringing and care of children. Bagirova A.P. offers several directions, in particular, to assess the quantitative and qualitative results of reproductive work: the
degree of satisfaction with the results of reproductive work, the success of children, the emotional and psychological interaction with children, the material situation after leaving the state of economic activity, food security and other results [18]. Also interesting are approaches to assessing the results of reproductive labour on the basis of wages in the productive sector and wages in the sector of social reproduction. Presented ideas are valuable for understanding the nature of women's choice of a suitable model of reproductive behavior. It is based on the subjective perception and comparison of conditions of employment in the productive sector and employment conditions in reproductive, parental labour. However, it is not yet possible to calculate wages in the sector of social reproduction, so in reality, it is objectively difficult to carry out a comparative evaluation of women's salaries in different spheres of labour activity. But the very idea of the comparing the attitude of women to the conditions of their employment is promising. In our opinion, instead of the cost criterion for assessing the results of parental labour, it is advisable to use the indicator of labour intensity, that is, the time spent on performing parental functions.

The time spent performing parental functions can be divided into the following groups: the time of childcare, the time of raising children, the time of leisure and cultural and sporting events. Only those activities that the mother herself performed are considered, directly, without shifting them to nannies, dads, moms and others. The summation of these time expenditures gives a quantitative estimate of the magnitude of the parental labour.

Conducting a qualitative assessment of the performance of parental functions is possible with the help of an additional grouping of the time spent on the active and passive part (Table 2).

TABLE II. Evaluation Criteria for Typifying the Nature of Employment in Relation to the Performance of Parental Functions.

<table>
<thead>
<tr>
<th>Time group</th>
<th>Child care</th>
<th>Parenting</th>
<th>Leisure and Cultural and Sporting Events</th>
</tr>
</thead>
<tbody>
<tr>
<td>active costs</td>
<td>bathing a child feeding a child</td>
<td>learning the alphabet joint reading</td>
<td>shared movie joint sports games</td>
</tr>
<tr>
<td>Passive costs</td>
<td>home supervision of the child (the child is in the same apartment with his mother, but is engaged in his own games and affairs)</td>
<td>the child reads on the instructions of his mother (mother herself is busy with her own affairs)</td>
<td>the child goes to the sports section (mum only delivers the child to the section)</td>
</tr>
</tbody>
</table>

a. the table was compiled by the authors  
b. this is a fragment of the typification of evaluation criteria

In our opinion, the quality of the performance of parental functions reflects precisely the active time spent by the mother for direct and lively participation in the processes of care, education, leisure and cultural and sporting events. Theoretically, a situation is possible when the mother is not engaged in productive work, is a housewife, but her active time spent on performing parental functions is minimal. Children are engaged either independently, or their development is controlled by hired personnel. Thus, the magnitude and proportion of the active time spent by a woman on performing parental functions can be attributed to a qualitative indicator of the results of parental labour.

3. The Results of Pilot Study

Below is a fragment of a pilot study, self-monitoring of the performance of the parental functions of a woman - a housewife, who has two children. The study was conducted in May 2018. Standard mode of the woman's day: rise at 7 o'clock in the morning, hibernation (sleep) - at 23:30. Duration of the woman's day is 16 hours 30 minutes (990 minutes). The senior child (11 years old) goes to
school in the first shift on their own. The younger child (6 years old) does not go to kindergarten, and
the whole day is with his mother. That is, my mother is engaged in the performance of parental
functions from morning to evening. However, not all this time can be attributed to the qualitative
(active) costs of parental labour (Table 3).

<table>
<thead>
<tr>
<th>Current Time, hr-min</th>
<th>Time Expenditure</th>
<th>Duration, min.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Monday 21.05.18</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>07.00-07.30</td>
<td>picking up an older child</td>
<td>30</td>
</tr>
<tr>
<td>10.00 -10.30</td>
<td>breakfast with a young child</td>
<td>30</td>
</tr>
<tr>
<td>12.30-13.00</td>
<td>classes with the younger (reading, performing speech therapy exercises)</td>
<td>30</td>
</tr>
<tr>
<td>14.00-14.30</td>
<td>dinner</td>
<td>30</td>
</tr>
<tr>
<td>17.30-19.15</td>
<td>walk</td>
<td>105</td>
</tr>
<tr>
<td>20.00-20.30</td>
<td>dinner</td>
<td>30</td>
</tr>
<tr>
<td>21.40-22.30</td>
<td>preparation for sleep (water procedures and reading books)</td>
<td>50</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>305</strong></td>
</tr>
<tr>
<td><strong>Tuesday 22.05.18</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>07.00-07.30</td>
<td>picking up an older child</td>
<td>30</td>
</tr>
<tr>
<td>10.00 -10.30</td>
<td>breakfast with a young child</td>
<td>30</td>
</tr>
<tr>
<td>18.00-19.00</td>
<td>dinner preparation and dinner</td>
<td><strong>60</strong></td>
</tr>
<tr>
<td>19.00-19.20</td>
<td>help with homework to an older child</td>
<td>20</td>
</tr>
<tr>
<td>21.00-22.00</td>
<td>paid time to the younger child (they drew, read, laid to sleep)</td>
<td>60</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td><strong>200</strong></td>
</tr>
</tbody>
</table>

Table 3 shows only the active time that my mother gave only to children. Its proportion of the
length of a woman's day varies between 20 and 31%.

Thus, it is possible that the mother is busy, and at the same time has time to perform her parental
functions qualitatively, as well as a non-working woman. The results obtained will be used in further
projects to study the quality of combining employment of women and parental functions. Time for
the performance of parental functions is suggested to be fixed using the self-monitoring method,
approved above, which in the normalization of labour is called the self-photo of working time. The
proposed algorithm for self-photography: a woman during the whole day from the moment of
awakening to the time of bedding, fixes on her paper on the observation sheet her time spent on
performing parental functions, noting the moment when the case is over. In parallel, it is noted
whether the fulfillment of parental labour was combined with productive and other employment,
with the fulfillment of other tasks. At the stage of processing the observation sheets, the employment
character will be correlated according to the typing criteria proposed in Table 1. The study will
identify the most successful form of productive female employment, which allows to combine work
and qualitative performance of parental functions. According to our hypothesis, remote female
employment can act as such a form.
4. Summary

4.1 During the Research, We Have Achieved the Set Objectives

The conducted researches confirm the situation when the mother is busy, working and at the same time has time to perform qualitatively her parental functions, as well as the unemployed woman”.

4.2 The Development of Technologies Gives New Forms of Employment that Have a Fruitful Impact on the Performance of Women's Parental Functions:

- flexible employment gives women with children the opportunity to stay at work and retain professional skills. Women who have the opportunity to work remotely are less likely to reduce their working hours after the birth of children;
- flexible work it is not just a tool for regulating employment, but also the ability to maintain fertility and family well-being;
- flexible employment opportunities for women contribute to the increase of gender equality in the labour market;
- flexible employment of women should not be unstable, it must be accompanied by strong social protection from the state.

Acknowledgement

The research was carried out with the support of the Russian Foundation for Basic Research in the framework of the scientific project No. 18-010-00774 Research of the impact of the development of distance female employment on the institution of parenthood

References


