

# Can we have it all?

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# Intro

## Research Question

*"Are career pursuits reconcilable with a happy life?"*

## The debate

*'I still strongly believe that women can "have it all" (and that men can too). ... But not today, not with the way America's economy and society are currently structured.'*

Anne-Marie Slaughter - Former director of policy planning for the U.S. State Department

# Research Design

## Data

### General Social Survey

- Cross-sectional survey of the adult population in the United States
- Conducted between 1972 to 2014
- Sample size around 60,000

### Current Population Survey

- Used to generate income percentiles in age and educational groups (reference group income)

### Personal Consumption Expenditure (price-deflator)

# Research Design

## Methodology

- Graphical analysis
- Linear Probability Model

## Operationalization

- Defining career
- Subjective well being measures

# Descriptive statistics

# Measures of happiness

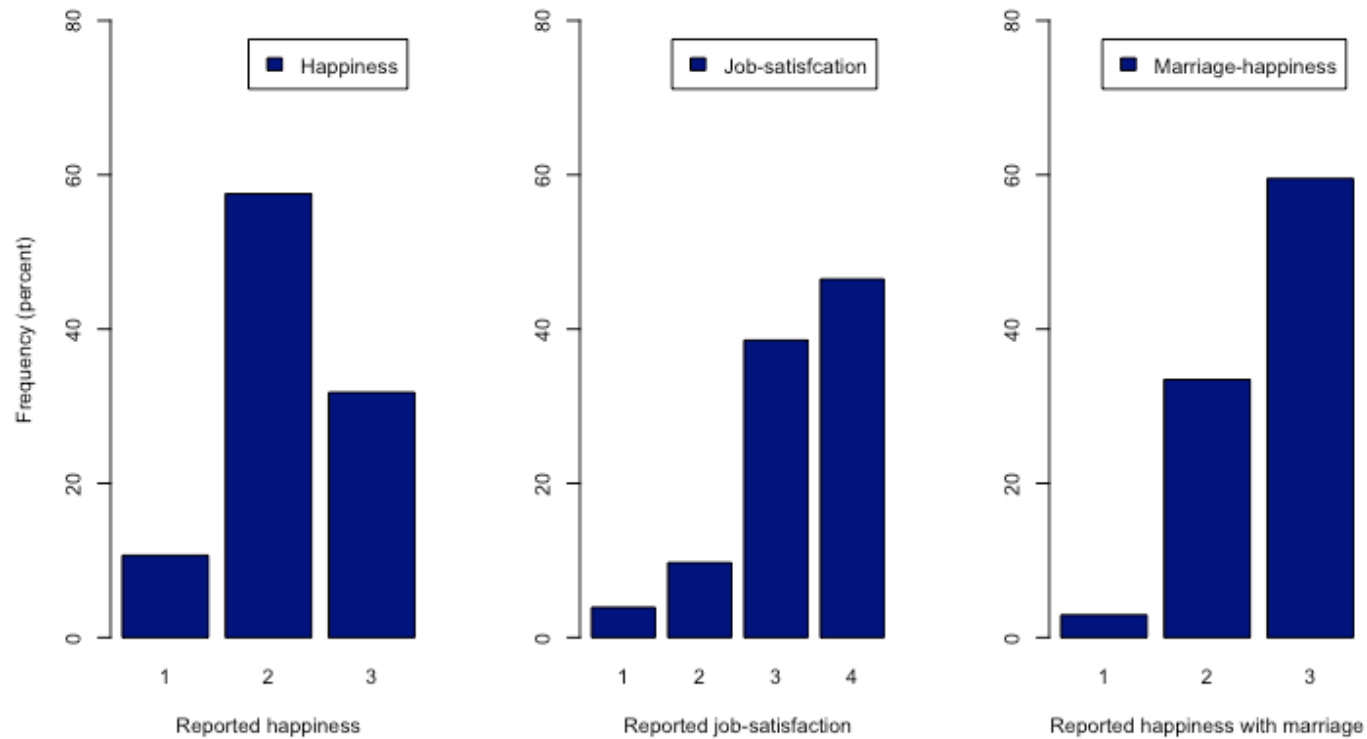


Figure 1: Distribution of reported happiness, job-satisfaction and happiness with marriage

# Gender and age

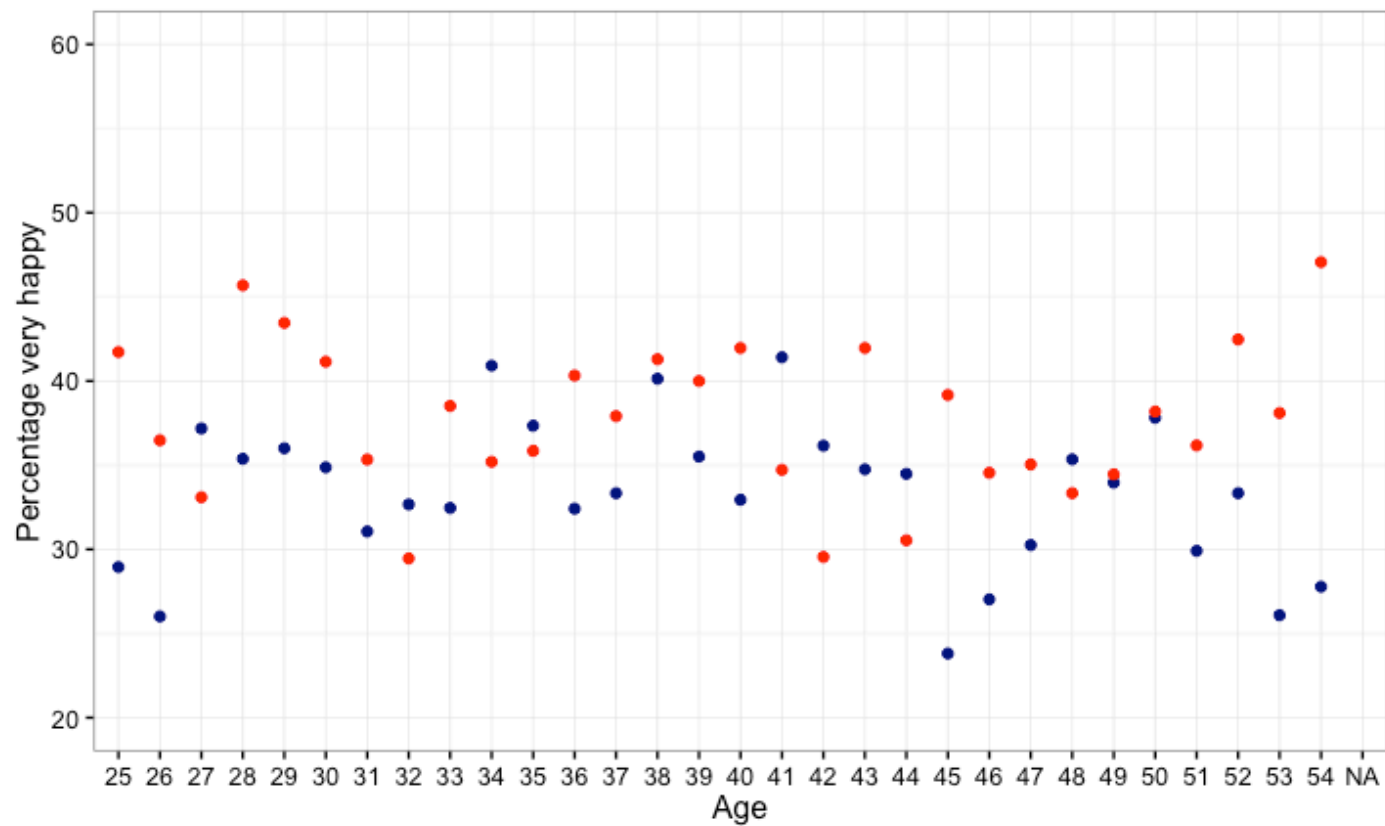


Figure 2: Happiness and age, men (blue) and women (red)

*Sample restrictions: college educated men and women*

# Labour-market affiliation

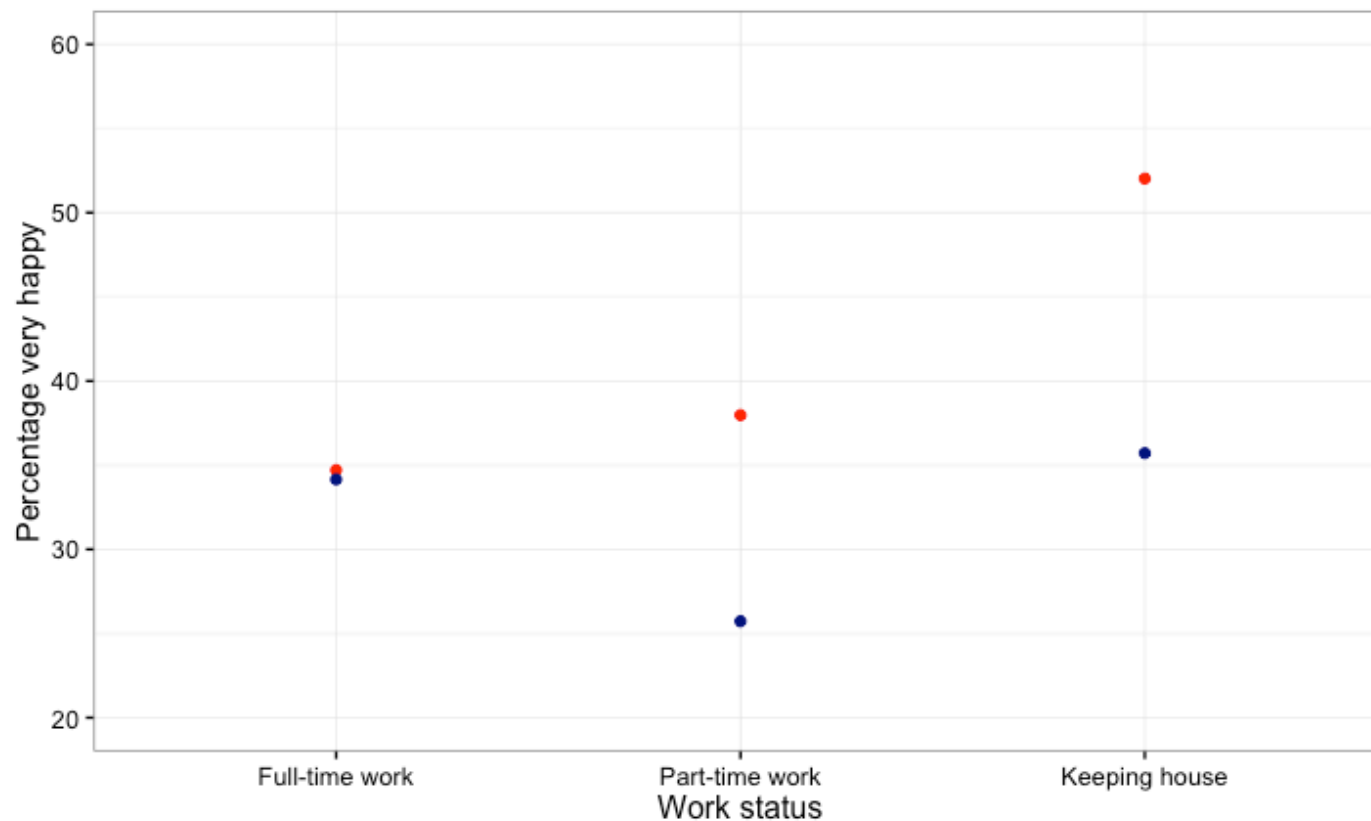


Figure 3: Happiness and labour-market affiliation, men (blue) and women (red)

*Sample restrictions: college educated men and women*



# Family status and income

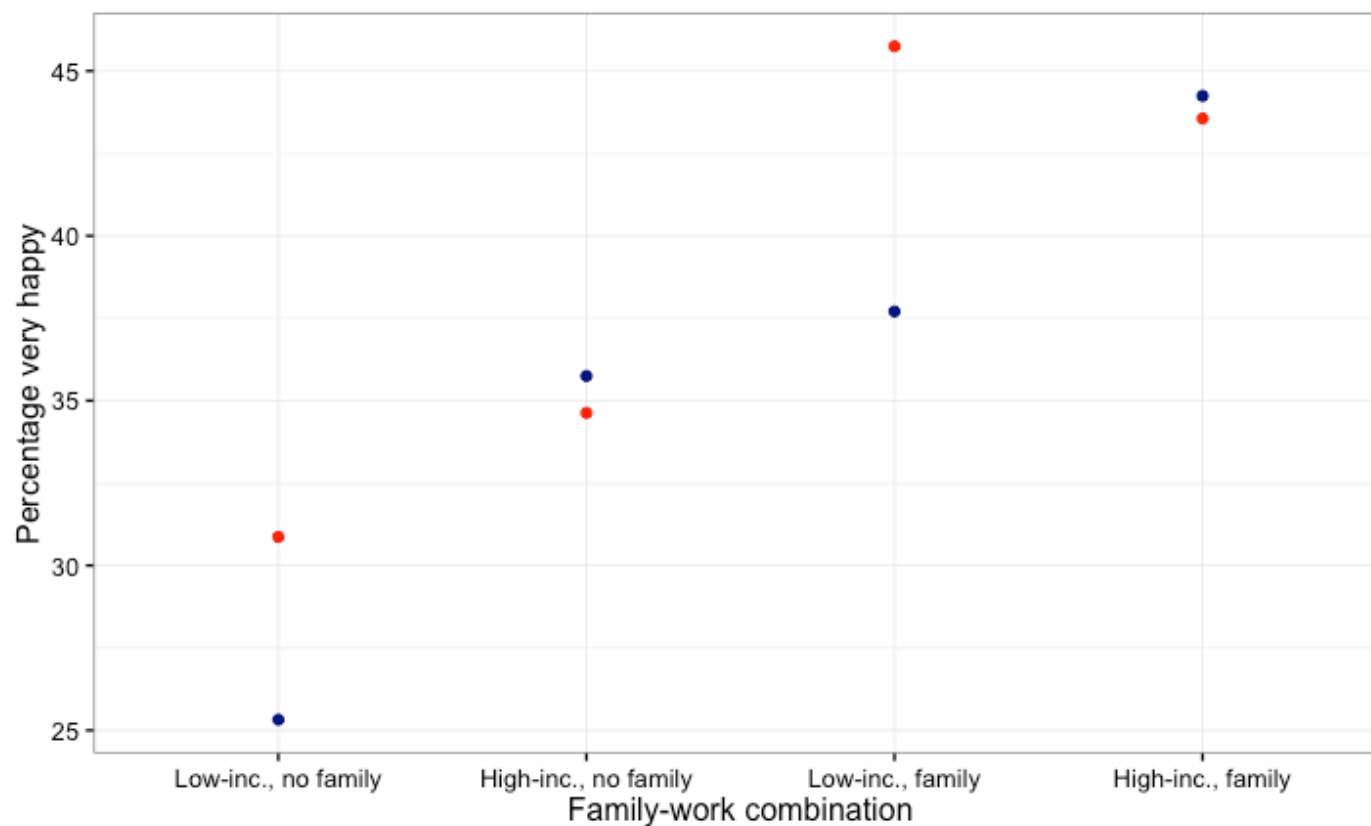


Figure 4: Happiness and family constellation, men (blue) and women (red)

*Sample restrictions: college educated men and women*

# Regression analysis

# Model 1: Interaction effects of marriage and job income

	<i>Dependent variable:</i>	
	Very happy	
	Women (1)	Men (2)
High-income	8.030** (3.587)	7.849** (3.125)
Married	20.892*** (1.670)	18.986*** (1.856)
High-income*Married	-9.705** (4.786)	-0.200 (3.719)
Constant	83.524** (34.495)	-13.145 (29.980)
Age	Yes	Yes
Age-squared	Yes	Yes
Year	Yes	Yes
Race	Yes	Yes
Cohort	Yes	Yes
Observations	4,014	3,850
R <sup>2</sup>	0.061	0.055
Adjusted R <sup>2</sup>	0.051	0.044
Residual Std. Error	47.229 (df = 3970)	46.217 (df = 3806)
F Statistic	6.035*** (df = 43; 3970)	5.164*** (df = 43; 3806)

Note:  $p < 0.1$ ;  $p < 0.05$ ;  $p < 0.01$

Sample restrictions: college educated men and women

# Model 2: Double-click on married individuals

	<i>Dependent variable:</i>	
	Very happy	
	Women (1)	Men (2)
High-income	1.864 (3.823)	8.483*** (2.748)
Keeping house	6.110** (3.064)	-3.897 (11.620)
Constant	151.317*** (46.158)	7.694 (39.116)
Partner's income	Yes	Yes
Age	Yes	Yes
Age-squared	Yes	Yes
Year	Yes	Yes
Race	Yes	Yes
Cohort	Yes	Yes
Observations	2,362	2,446
R <sup>2</sup>	0.049	0.040
Adjusted R <sup>2</sup>	0.024	0.017
Residual Std. Error	49.268 (df = 2300)	48.653 (df = 2388)
F Statistic	1.939*** (df = 61; 2300)	1.725*** (df = 57; 2388)

Note:  $p < 0.1$ ;  $p < 0.05$ ;  $p < 0.01$

*Sample restrictions: married, college educated men and women*

# Outlook

- Investigate drivers of when overall happiness and work satisfaction differ
- Regression design where sample is limited to individuals reporting high job-satisfaction
- Investigate effects of work intensity