

Leave Policies: Fitting fathers into work-family policy innovation

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**Work-Life Balance in a Changing Society
Conference**

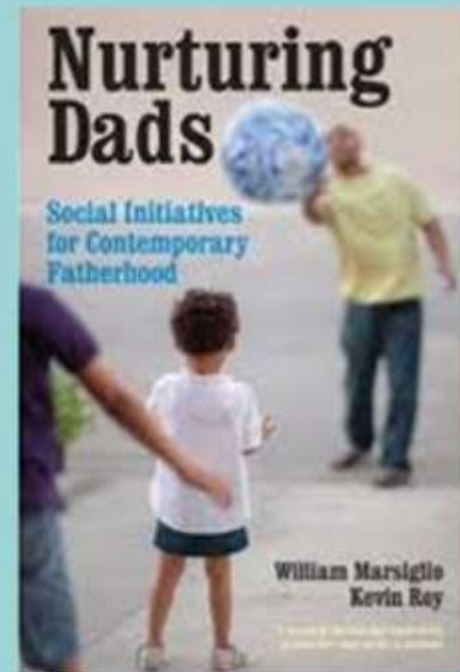
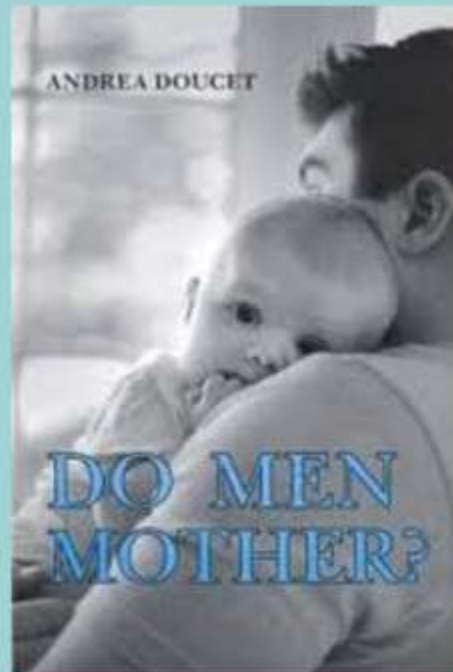
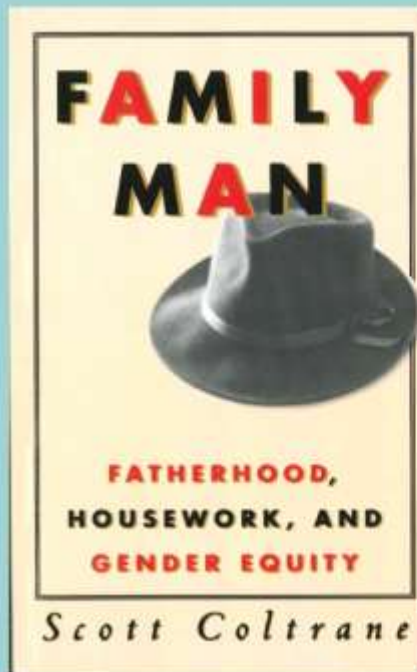
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21st century societal challenge

How to care & work?

Connecting the “two worlds” of work and family

Fathers: partners, carers, involved, nurturers, intimate

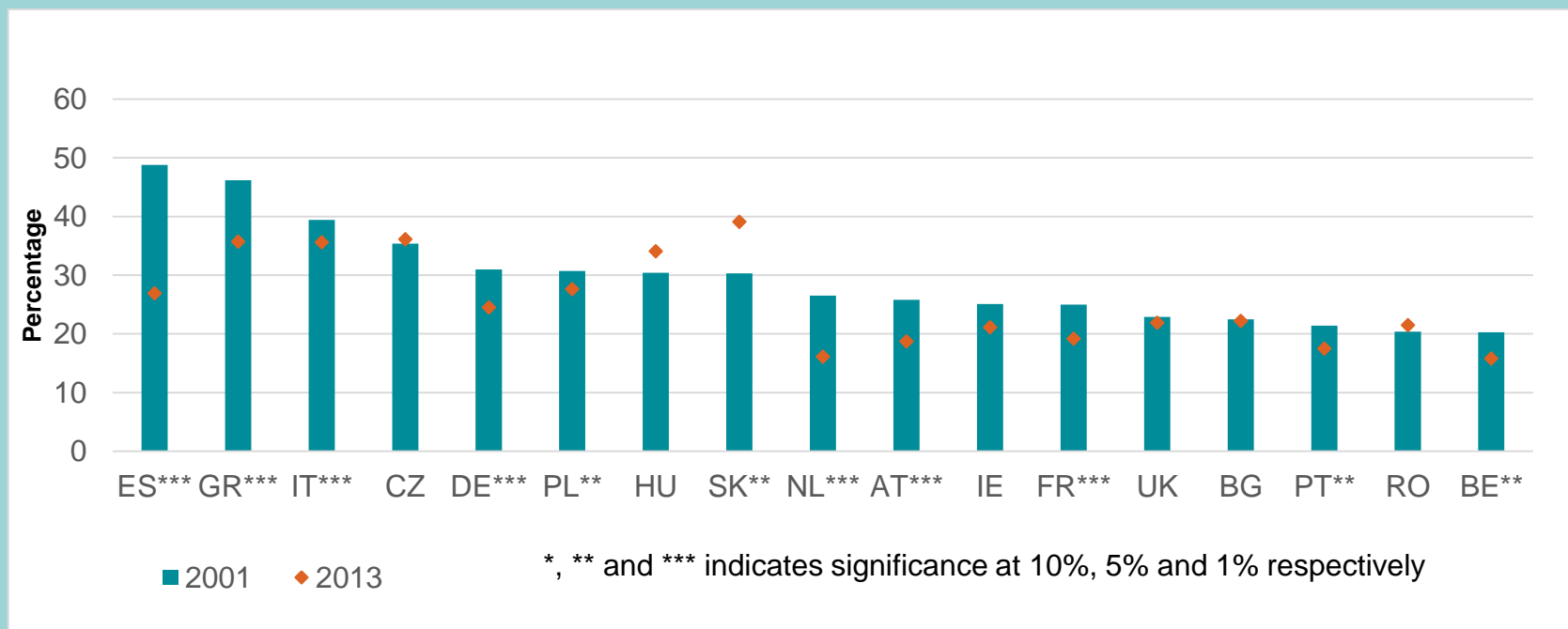


Outline

- Trends in parental working patterns
www.modernfatherhood.org
- Fathers, paternity and parental leave-
impact www.leavenetwork.org
- Implementation challenges & policy
innovation

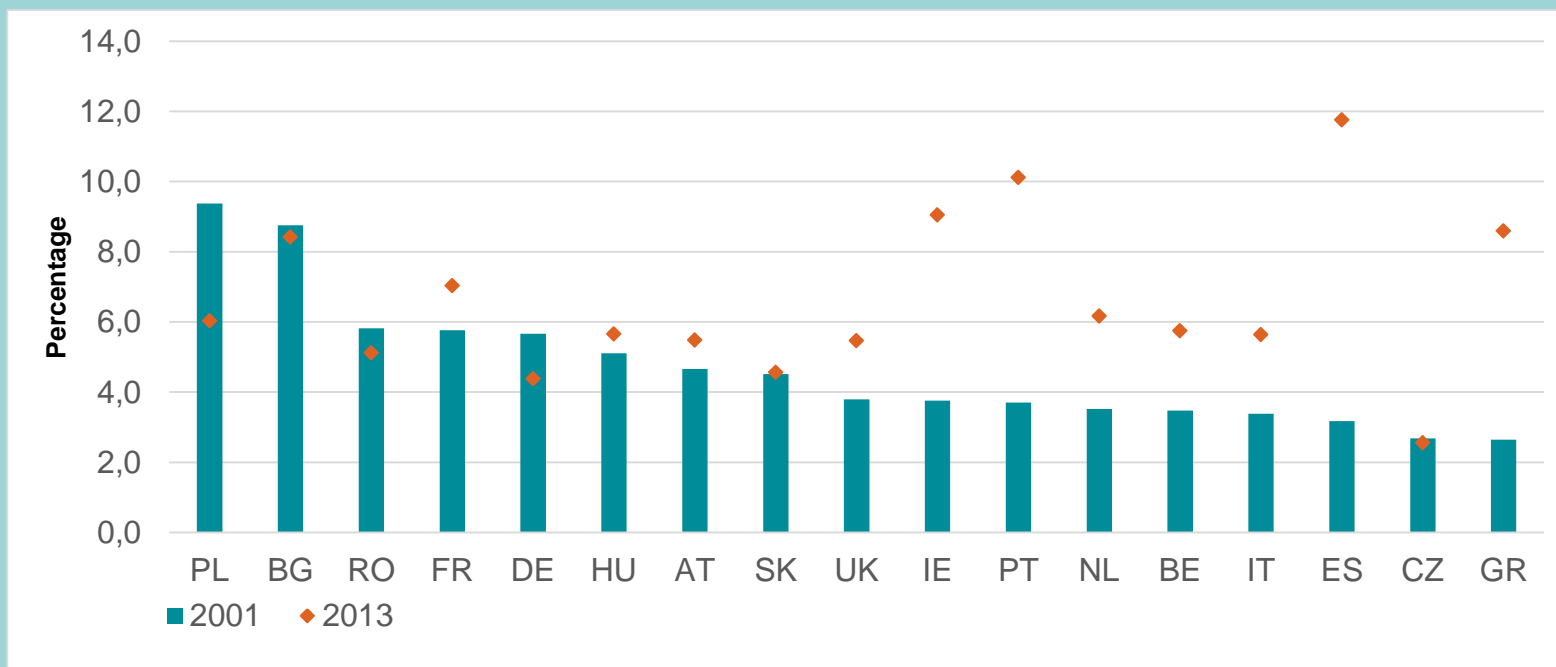
- ‘Standard’
 - Dual full-time
 - Traditional 1.5, father working FT & mother working PT
 - Male sole breadwinner, father working FT & mother not working
 - No worker, neither parent in employment
- ‘Non-standard’
 - Female sole breadwinner, mother working FT & father not working
 - Non-traditional 1.5, mother working FT & father working PT
 - Dual part-time
 - Sole PT breadwinners, Father/Mother working PT & mother/father not working
 - Hours vary too much to classify

Declining solo father earners “breadwinners”

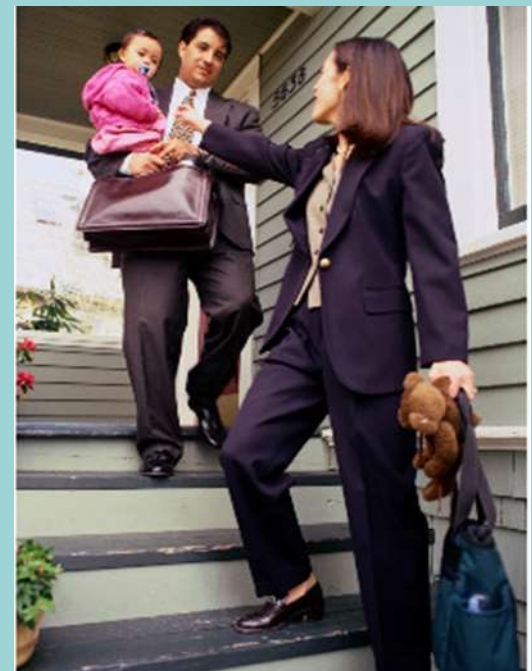


Note: 2003 for CZ, DE, PL, SK, FR and RO; 2005 for IT, AT and BG; 2007 for IE

More “non-standard” mother lead workers



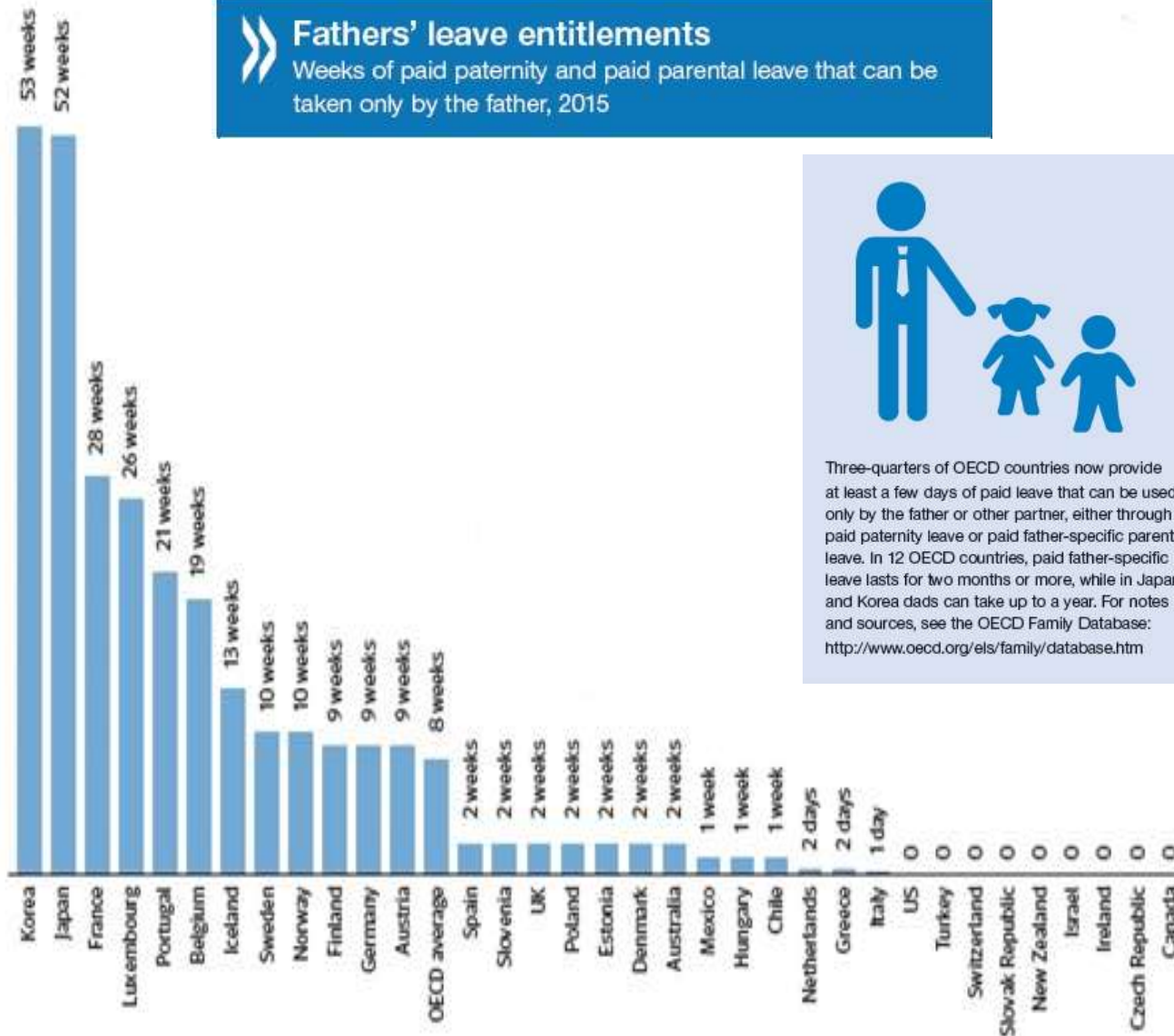
Note: 2003 for CZ, DE, PL, SK, FR and RO; 2005 for IT, AT and BG; 2007 for IE
 Includes households where the female is the lead worker – sole female FT or PT earner or FT in a 1.5 earner household.





Fathers' leave entitlements

Weeks of paid paternity and paid parental leave that can be taken only by the father, 2015



Three-quarters of OECD countries now provide at least a few days of paid leave that can be used only by the father or other partner, either through paid paternity leave or paid father-specific parental leave. In 12 OECD countries, paid father-specific leave lasts for two months or more, while in Japan and Korea dads can take up to a year. For notes and sources, see the OECD Family Database: <http://www.oecd.org/els/family/database.htm>

Impact- benefits of fathers taking leave

- Job protected paid maternal leave associated with lower rates of infant mortality, better infant/child health, and high rates of breast-feeding
Largest effect after 10 weeks. e.g. Tanaka 2005
- Job protected paid paternal leave associated with increases in fathers' involvement in care of infants e.g. Huerta et. al. 2013, Haas & Hwang, 2008; Eydal & Gíslason, 2008, Seward et al. 2006

Impact- benefits of fathers taking leave

- Taking some leave (4 weeks) increased likelihood of Australian fathers engaging in sole care at week-ends when child was older 4-19 months (Hosking et al, 2010)
- Being home alone enhances fathers awareness of infant life “slow time” (Brandth & Kvande, 2003; embodied connection (Ranson, 2015); confidence (O’Brien & Wall 2016)

National natural experiments; before and after reforms

- Norway: Housework effects (Kotsadam & Finseraas, 2011)
- Sweden: fertility, family cohesiveness effects (Duvander & Johansson 2012)
- Germany: child care and duration effects (Schober 2014; Reimer, Warnholtz & Pfau-Effinger 2015)

- New family policy program in Germany since 2007
 - aims at enhancing gender equality, increasing women's participation in the labour market, and an increase of the birthrate (Reimer 2013)
- New parental leave benefits to “activate” fathers' participation in childcare
 - 67 % earnings replacement for 12 months
 - two additional (exclusive) months for the second parent
- These features are both meant to
 - increase fathers' take up rates of parental leave months
 - increase fathers' time with children, even in the long-term

- The cases:
 - Fathers with a child born between 2007 and 2012
German panel data sets, *German Socio-economic panel* (SOEP) and *Families in Germany* (FiD).

- The two variables of analyses:
 - (1) Fathers' time for childcare
 - Stylized time use data on fathers estimated *time for childcare* on workdays
 - (2) Fathers' paid parental leave use
 - Monthly calendar data about the *paid leave use* of fathers (Information provided with generated string variable, containing information on point-in-time of leave use, duration of leave, and if leave is used together with the partner)

Duration + alone time

(1) Fathers who used paid parental leave spend significantly **more time** with childcare than fathers who took no leave, **even in the third year after the child was born.**

(2) The relationship between the **duration** of fathers' paid parental leave use and their amount of time for childcare in **the three subsequent years** is present but weak.

(3) Fathers' paid leave use **alone** for **at least one month** is the **crucial factor** for a positive effect on the amount of time fathers spend on childcare

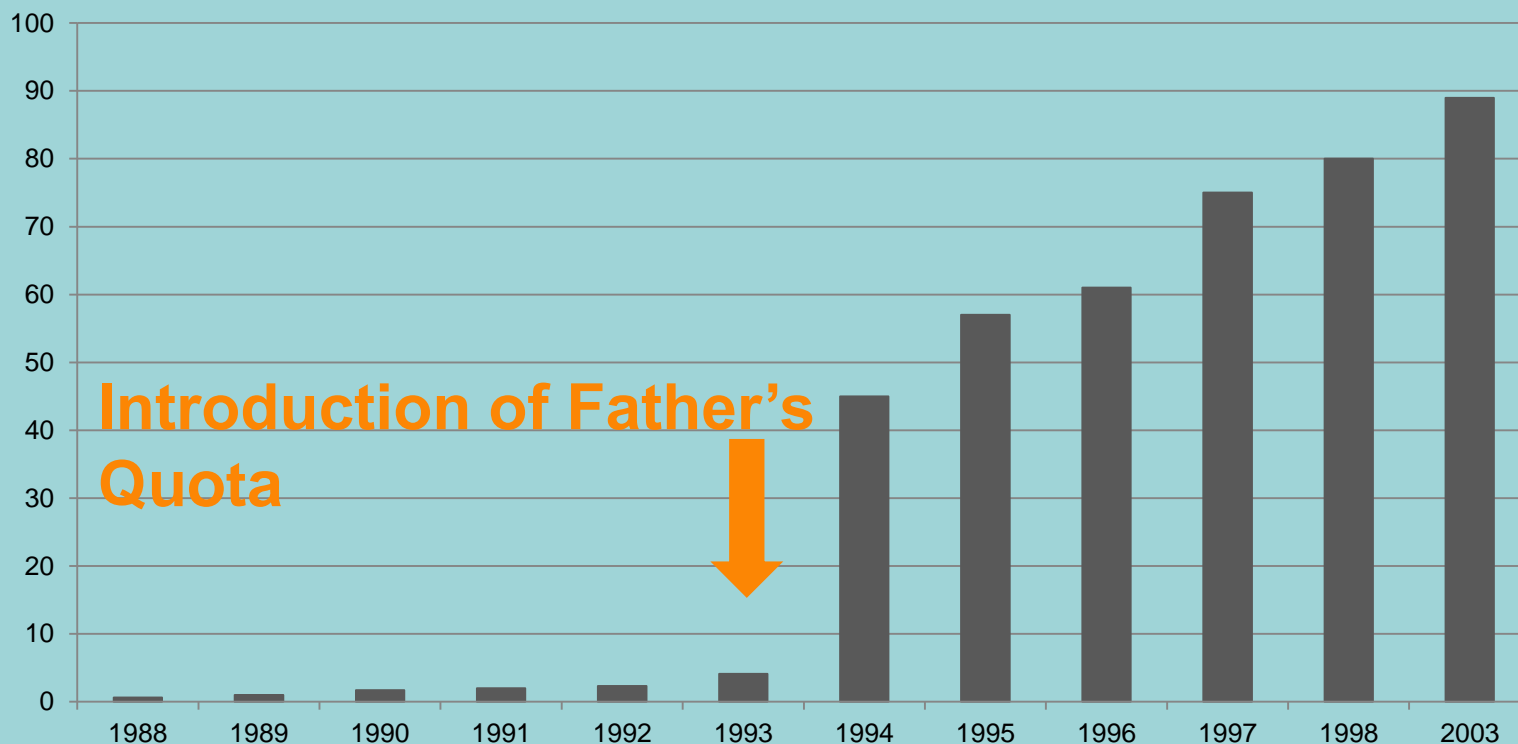
Policy experimentation

- ***Penalty*** for not using: use it or family lose it
- ***Incentives*** to use: bonus payment, time
- ***Compulsion***: obligatory leave for fathers
- **Systems** radical reform **Iceland 3+3+3 (80% income) *Maternity, Paternity and Parental Leave Bill 2000***

The impact of father's 4 week quota: Norway



Percentage of eligible fathers who use leave

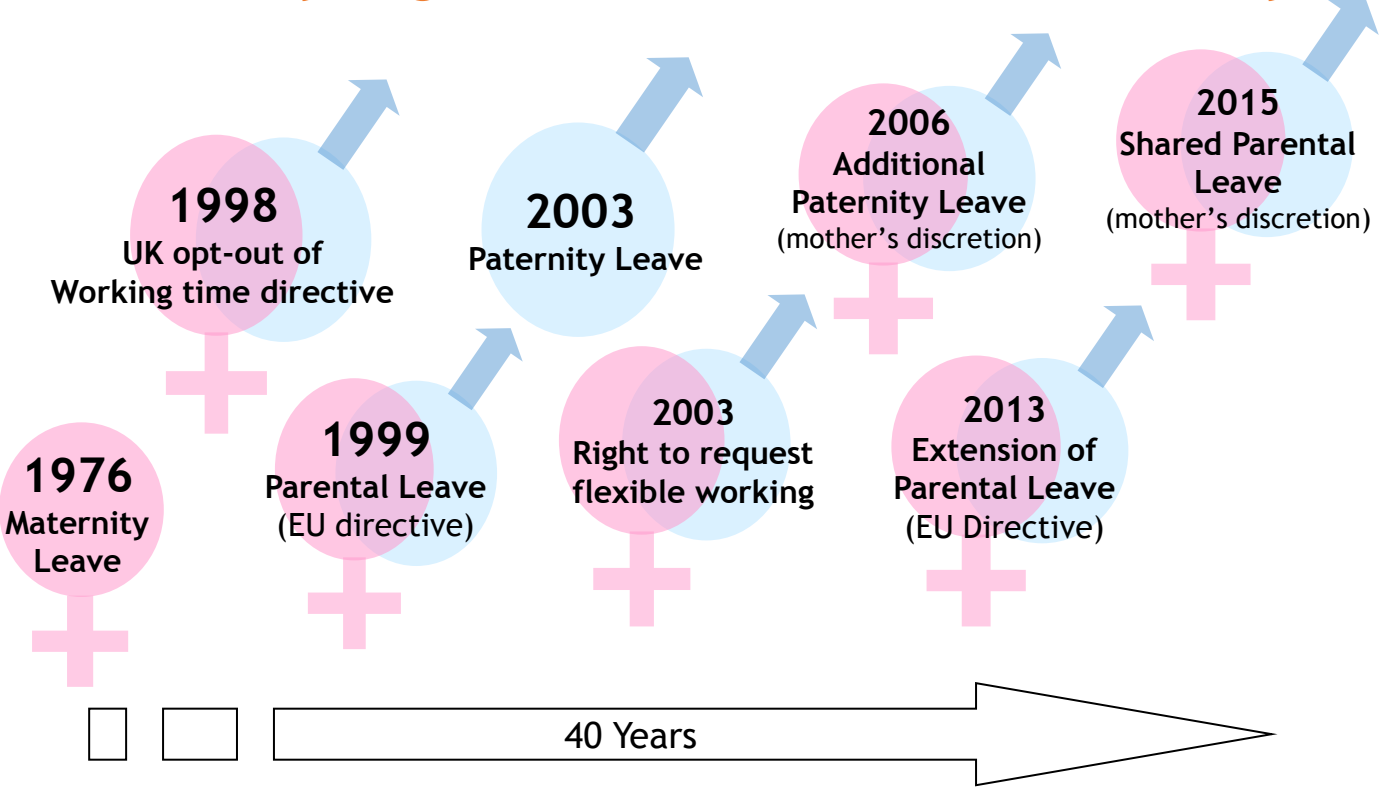


Source: The National Insurance Association, Norway. Cited Brandth & Kvande (2003)

Implementation & take up

- Parental leave architecture- individual, **non-transferable, high income substitution** works for male take-up
- Cultural endorsement and support (takes time)

Work-Family legislation & fathers: UK history



Informal & “atypical” workers

- **“Raising the global floor”** for informal workers ILO Maternity Protection Convention, 2000 (no 183) and the ILO Workers with Family responsibilities Convention (no 156)
- Family policy justice for Insecure and migrant workers e.g. Singapore 2013 - restricted to married fathers who are Singapore citizens
- Importance of an inclusive approach

Conclusion

- New practices in work-family life are emerging
- Expanding national policies and programmes to promote a stronger engagement of men in family care activities through the life course will help modernize work-family policies to catch up with the changing role of women.