

Father's involvement in childcare and the need for a reform in parental leave systems.

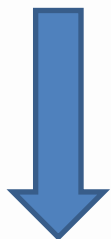
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<http://www.ucm.es/centros/webs/aedipi/>



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Discrimination in labor market against women: when there are different treatment to women workers just because they are women, although the fact of being a woman does not affect productivity or results. And that means lower wages, fewer opportunities for access to certain professions and occupations (gender segregation), or fewer opportunities to be promoted in the company (glass ceiling).



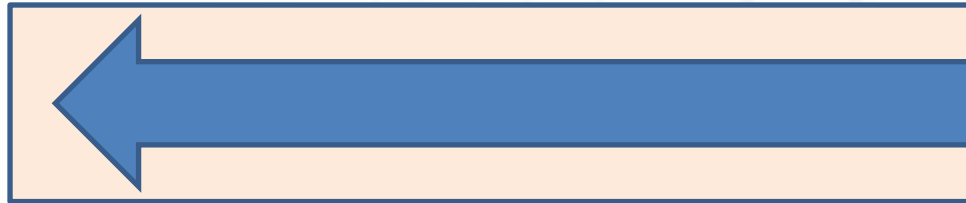
Two theories explaining discrimination in labor market

a) Preference or taste for discrimination, pure discrimination (Becker, 1957): “I don’t like working with women, so I don’t hire women in my workforce or I don’t promote them”. These companies are inefficient (don’t optimize human capital), and then market competition tend to displace them from the market.

b) Statistical discrimination (Phelps 1972): is a problem of imperfect and asymmetric information about characteristics of candidates, then a woman is judged according to the average characteristics of their group and not on the basis of their own personal characteristics. “As in average, women have the responsibility of childcare and homework, I prefer to hire or to promote men that in average have not this family obligations. It is a “rational behavior”, not inefficient, and then, persistent in competitive markets.

“Mismatch hypothesis”

**Labour
Market**



women

men



**Child care &
homework**

Although the process of incorporation of women into the labor market is virtually complete, that is, there is a full integration of women into the labor market, on the other hand, men have hardly been incorporated into the tasks of caring for children or adults or domestic work. There is a low implication of men in family responsibilities and homework. Men have no problems of reconciling work and family life. Only women have problems with reconciliation, because men simply do not have the necessity to reconcile anything.

- **How to reduce statistical discrimination?**
- **How to encourage men to become involved in the homework and family care?**

Eliminating/Reducing legal differences in parental leaves: Mothers 16 weeks, men 2 weeks (in Spain). Is the last case of legal gender discrimination that exists in Spanish law. In order to achieve real gender equality, **parental leave should be (for each parent): equal, non-transferable and fully paid.**

Elimination of "female bias" in the reconciliation policies of companies. "Work-family balance" is not just a women's issue. If companies provide facilities to men, then men will also try to reconcile.

Enhancing reconciliation policies of companies (in general, for both men and women)

More egalitarian education.

But once we have paternity and maternity leaves of equal duration,
Will it reduce statistical discrimination?
Will it change the average behavior of men?
Will men be more involved in childcare?

Hypothesis 1: Extending paternity leaves would increase the percentage of fathers who use them, and therefore would tend to equalize the average behavior of men and women in terms of absence from work after the birth of children (convergence in time off from work after the birth of a child).

Hypothesis 2: Fathers using paternity leave are more involved with the care of their children, and have greater co-responsibility in unpaid work and family responsibilities.

Hypothesis 1: Extending paternity leaves would increase the percentage of parents who use them

Data: We test hypothesis 1, using data from the Spanish Labour Force Survey (Encuesta de población Activa)

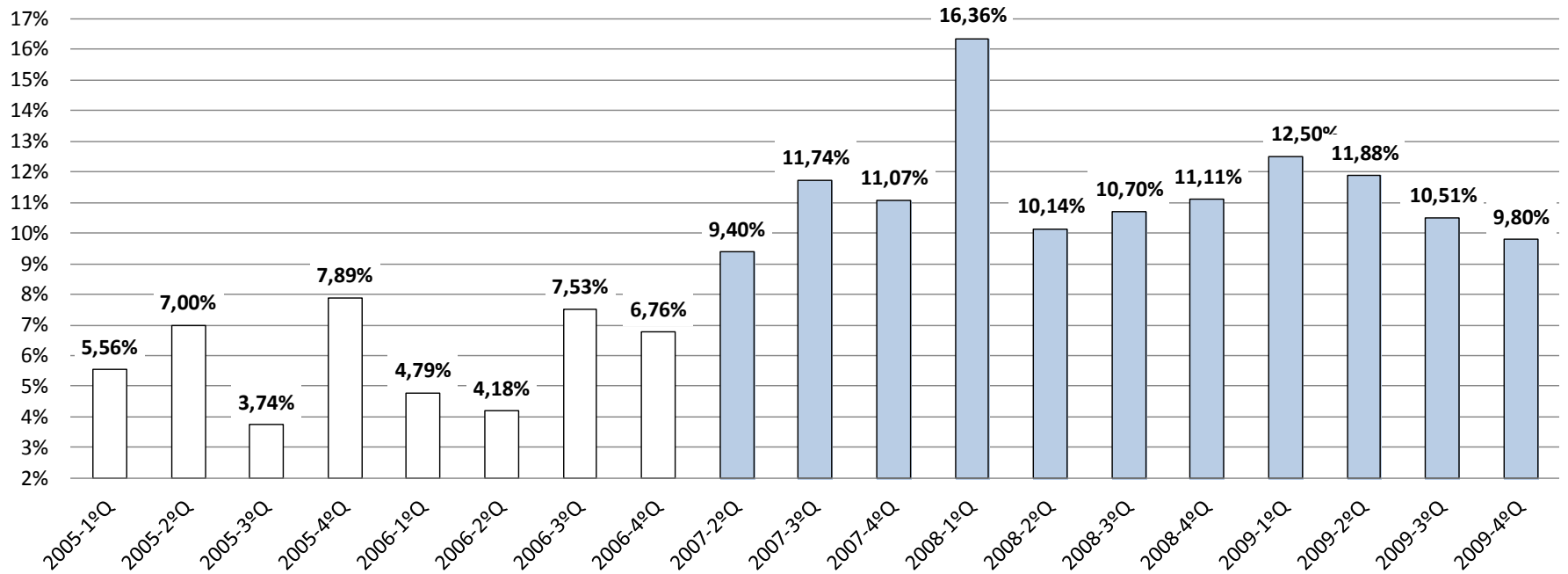
Methodology: Natural experiment, Difference in differences estimator to evaluate public policy on paternity leaves (treatment)

Treatment: Change in March 2007 in the legal duration of paternity leaves, from 2 days to 15 days.

Treatment Group: Working men who have a child under one year (two groups 2005-2006 and 2008-2009).

Control group: working mothers (no changes in maternity leave: 16 weeks before and after march 2007).

Percentage of men who were on leave in the reference week (relative to the total number of men and women who were on leave).



% of males on leave over total male wage earners and % of females on leave over total female wage earners (ages range from 16 to 64 and with children under 1 year).



Logistic regression estimates of parents on leave in the reference week (sample of men and women) controlling for differences in covariables.

Dependent variable Leave (1 on leave; 0 not on leave)

	Beta	Std ^(a)	Sig.	Exp(beta)
Treatment	.010	.120	.946	1.010
Male	1.923	1.293	.129	6.839
Treatment · male	1.066**	.341	.002	2.903
Public sector	.196**	.054	.001	1.217
Public sector · male	.398**	.141	.007	1.489
Temporary contract	-.577**	.057	.001	.562
Temporary contract · male	.420**	.150	.005	1.523
High education	.071	.049	.142	1.074
High education · male	-.115	.130	.374	.892
Age	.022	.041	.588	1.022
Age squared	.000	.001	.441	1.000
Age · male	-.342**	.072	.001	.711
Age squared · male	.005**	.001	.001	1.005
Immigrant	-.281**	.087	.001	.755
Immigrant · male	-.295	.263	.238	.744
Employed spouse	.155*	.067	.022	1.167
Employed spouse · male	.291*	.129	.026	1.338
Manager	-.187	.147	.203	.829
Manager · male	-.086	.398	.811	.917
Encouraging regions	.140**	.048	.005	1.151
Encouraging regions · male	.119	.126	.337	1.127
Unemployment rate	-.260	.470	.577	.771
Unemployment rate · male	-.727	1.331	.577	.484
Trend	.001	.010	.911	1.001
Trend · male	-.010	.028	.702	.990
Constant	-.914	.660	.159	.401

(a) Robust standard errors estimates using 1000 stratified by sex bootstrap samples.

** Significant at 99%; *significant at 95%. Sample 2005, 2006, 2008 and 2009 (2007 excluded), male and female wage earners with ages ranging from 16 to 64 and with children under one year, Source: EAPS.

Hypothesis 2: Fathers using paternity leave are more involved in childcare

Data: “Encuesta Sobre Uso de los Permisos Parentales y Sus Consecuencias Laborales” (**Survey on the use of parental leave and its labor consequences**). Instituto de la Mujer (Spanish Institute of Women).

Survey to Fathers and Mothers of children born before and after the introduction of the 13 day paternity leave (March 23, 2007). Children between 3 and 7 years old.

We distributed 2500 questionnaires to parents in collaboration with random selected primary schools. Questionnaire were divided into three parts, 92 questions, 7 common, 39 for mothers and 46 for fathers.

Sampling Error: a final sample of 1130 completed questionnaires (ie., a response rate of 50.2%), sampling error of 2.91% at 95% confidence.

El Instituto de la Mujer, en colaboración con la Universidad Complutense de Madrid, está realizando un estudio acerca del uso de los permisos parentales por parte de las madres y de los padres. Con ese fin se está realizando una encuesta entre madres y padres de niños de entre 3 y 7 años, residentes en la Comunidad de Madrid. *Por este motivo solicitamos su amable colaboración.*

Los datos son anónimos y tratados confidencialmente según la Ley orgánica 15/99 de 13 de diciembre sobre Protección de Datos de Carácter personal. Una vez grabada la información de forma anónima, los cuestionarios individuales son destruidos inmediatamente.

Instrucciones para rellenar el cuestionario:

• Con el cuestionario se adjunte un sobre. Para garantizar el anonimato, una vez rellenado el cuestionario, introdúzcalo en el sobre y ciérralo.

• Si tiene más de un hijo entre 3 y 7 años, haga referencia a su hijo menor

• El cuestionario tiene 3 partes:

- **Parte 1**, dedicada a recoger algunas características básicas del hogar en el que vive el niño/a, que puede ser rellenada por cualquiera de los dos progenitores (1 minuto aproximadamente).
- **Parte 2**, a rellenar exclusivamente por la MADRE (10 minutos aproximadamente).
- **Parte 3**, a rellenar exclusivamente por el PADRE (10 minutos aproximadamente).

(Si los dos progenitores no viven en el mismo hogar, rellene solamente su parte).

Recuerde que los datos son anónimos; que no hay por qué responder de manera políticamente correcta; y que es muy importante que el padre rellene su parte y la madre la suya.

PARTE 1. PREGUNTAS A RELLENAR POR CUALQUIERA DE LOS DOS PROGENITORES

1. Fecha de nacimiento, adopción o acogimiento: en el mes de _____ de 20 _____.

2. Es: 1 Una niña 2 Un niño 3 Mellizos/Gemelos

3. Tiene _____ hermanos/as mayores y _____ hermanos/as menores.

4. ¿A qué edad comenzó a ir al colegio/guardería? _____ años.

4B. Actualmente acude a un colegio: 1 Público 2 Concertado 3 Privado

5. En el día a día, ¿reciben ayuda para cuidar de su hijo/a? (Señale todas las opciones que procedan):

<input type="checkbox"/> 1	Si: de los abuelos
<input type="checkbox"/> 2	Si: contratando a una persona
<input type="checkbox"/> 3	Si: de otra persona (familiares, vecinos, amigos)
<input type="checkbox"/> 4	No

6. Relación entre el padre y la madre:

	Quando nació su hijo/a	Ahora
Casados en régimen de gananciales	<input type="checkbox"/> 1	<input type="checkbox"/> 1
Casados con separación de bienes	<input type="checkbox"/> 2	<input type="checkbox"/> 2
Pareja de hecho legalizada	<input type="checkbox"/> 3	<input type="checkbox"/> 3
Convivencia en pareja sin formalizar	<input type="checkbox"/> 4	<input type="checkbox"/> 4
Separados/divorciados	<input type="checkbox"/> 5	<input type="checkbox"/> 5
Sin vinculación legal ni de convivencia	<input type="checkbox"/> 6	<input type="checkbox"/> 6
Otras	<input type="checkbox"/> 7	<input type="checkbox"/> 7

7. Distrito postal de la dirección actual en la que vive el niño/a: _____

PARTE 2. PREGUNTAS A RELLENAR EXCLUSIVAMENTE POR LA MADRE

DATOS PERSONALES DE LA MADRE

8. Edad actual de la madre: _____ años.

9. Nacionalidad de la madre: _____

10. ¿Dio usted el pecho a su bebé?

1 No 2 SI. Aproximadamente ¿durante cuántas semanas? _____ semanas.

EL TRABAJO ANTES DEL NACIMIENTO/ADOPCIÓN DE SU HIJO/A

11. ¿En qué situación laboral se encontraba usted en el momento del nacimiento de su hijo/a?

Tenía un empleo	<input type="checkbox"/> 1
Estaba en paro	<input type="checkbox"/> 2
Era ama de casa	<input type="checkbox"/> 3
Otra situación	<input type="checkbox"/> 4

12. Si tenía un empleo en el momento de tener a su hijo(a) ¿En qué situación profesional se encontraba usted?

Asalariada del sector Público	<input type="checkbox"/> 1
Asalariada del sector Privado	<input type="checkbox"/> 2
Empresaria o profesional con asalariados	<input type="checkbox"/> 3
Profesional o trabajadora autónoma sin asalariados	<input type="checkbox"/> 4
Persona que trabaja en el negocio familiar	<input type="checkbox"/> 5
Cooperativista	<input type="checkbox"/> 6
Otra situación	<input type="checkbox"/> 7

13. ¿Cuál era la ocupación o profesión que desempeñaba en su empleo principal? (Por favor, describa la ocupación con el máximo detalle posible; por ej., "subdirectora de sucursal bancaria", "profesora de enseñanza primaria"...)

14. ¿Cuál era la actividad económica de la empresa u organización en la que trabajaba? (Por ej., "banca"; "enseñanza")

15. Aproximadamente, ¿Qué número de empleados tenía la empresa u organización en la que trabajaba usted?

Menos de 10 trabajadores	<input type="checkbox"/> 1
Entre 10 y 50 trabajadores	<input type="checkbox"/> 2
Entre 51 y 250 trabajadores	<input type="checkbox"/> 3
Entre 251 y 500 trabajadores	<input type="checkbox"/> 4
Más de 500 trabajadores	<input type="checkbox"/> 5

16. Si era usted asalariada, ¿qué tipo de contrato o relación laboral tenía? (Era un contrato de duración indefinida o temporal?)

1 Contrato indefinido 2 Contrato temporal

17. ¿Qué tipo de dedicación tenía en su puesto de trabajo?

1 Tiempo completo 2 Tiempo parcial

18. ¿Qué tipo de jornada tenía en su puesto de trabajo?

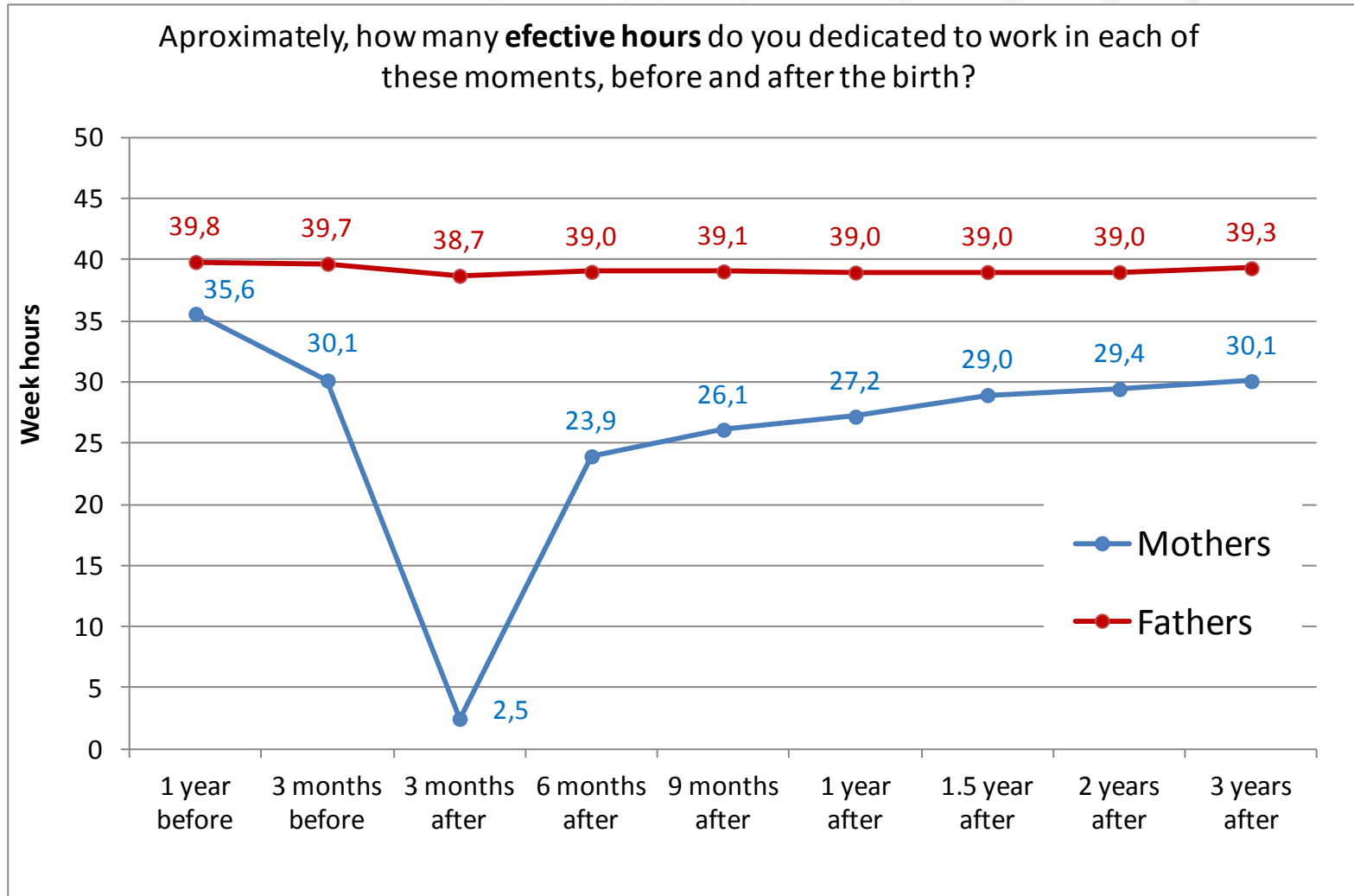
Jornada continua	<input type="checkbox"/> 1	Trabajo a turnos	<input type="checkbox"/> 3
Jornada partida	<input type="checkbox"/> 2	Otra	<input type="checkbox"/> 4

19. Aproximadamente, ¿cuál era su jornada laboral SEMANAL? _____ horas.

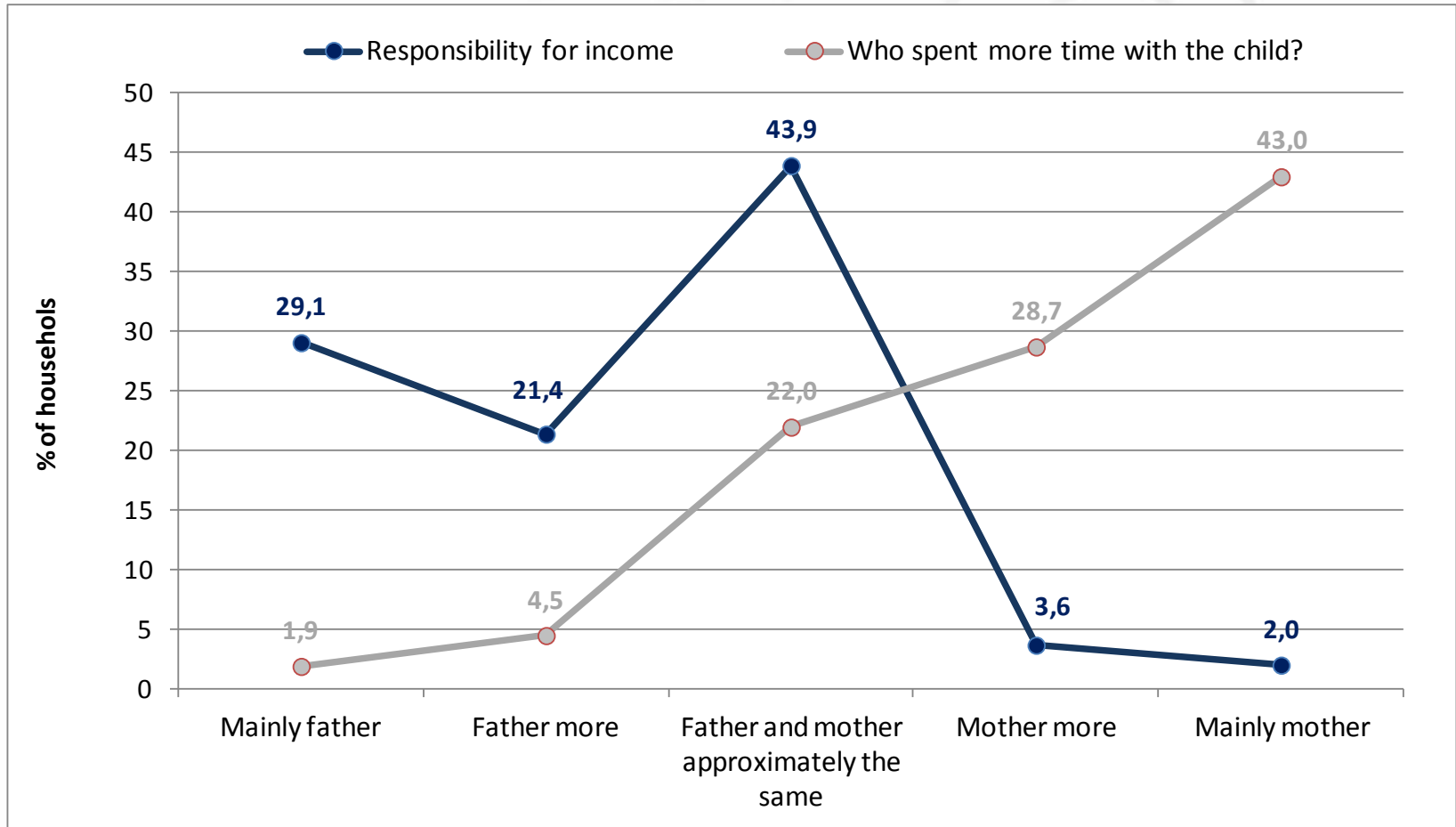
Take up rates

- **81.4% of mothers used the maternity leave** (92% in the event of having a employment in the moment of the birth).
 - 34.1%** took some extra days off (around two weeks) accumulating the “breastfeeding leave”
 - 14.9%** used the unpaid parental leave.
 - 41.1%** took some of their holiday to take care of the baby.
- **66.3% of fathers used the paternity leave.** 81.3% in the case of fathers that were wage earners. (After March 2007)
 - 1.4%** took some extra days off (around two weeks) accumulating the “breastfeeding leave”
 - 2.1%** of fathers used the transferable part of the maternity leave
 - 0.9%** used the unpaid parental leave.
 - 18.8%** took some of their holiday to take care of the baby.

Average number of hours worked per week before and after the birth.

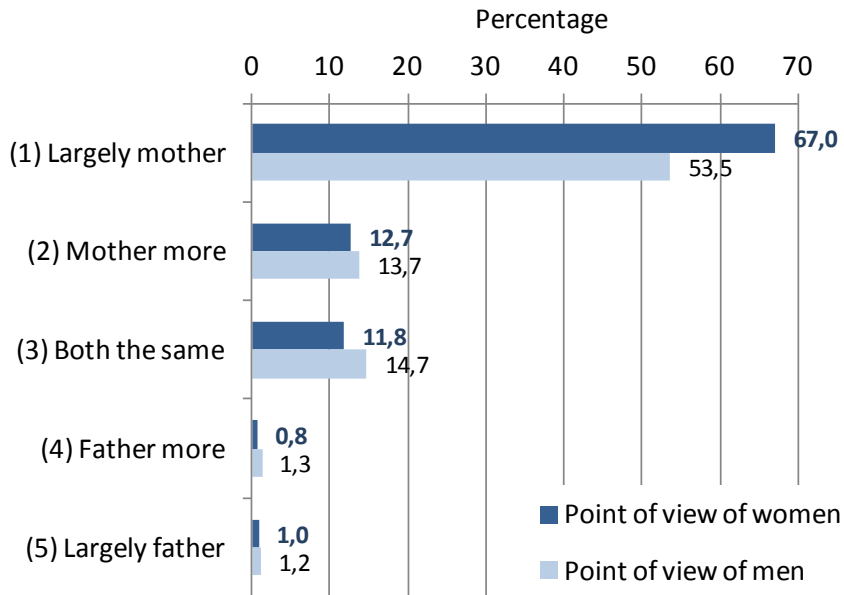


Dedication to paid work and childcare (point of view of fathers).

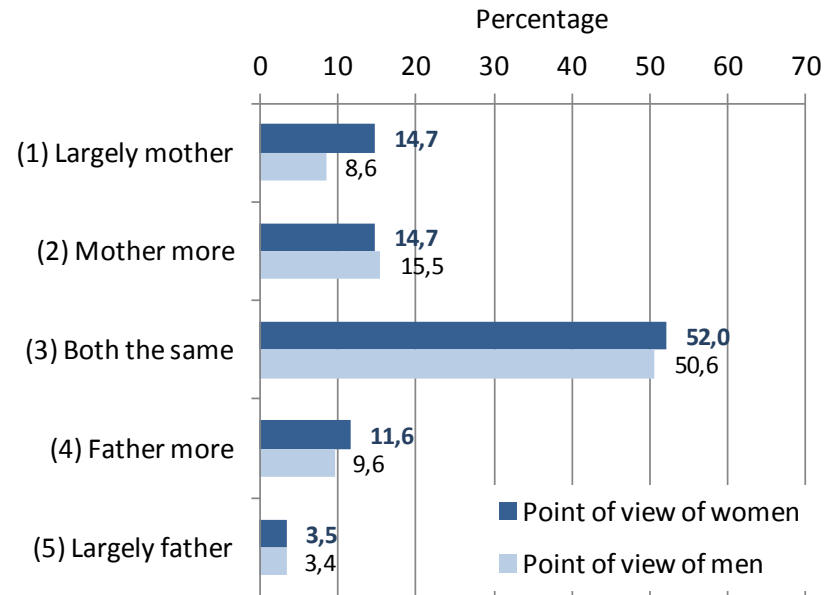


Men tend to do more the most rewarding caring activities

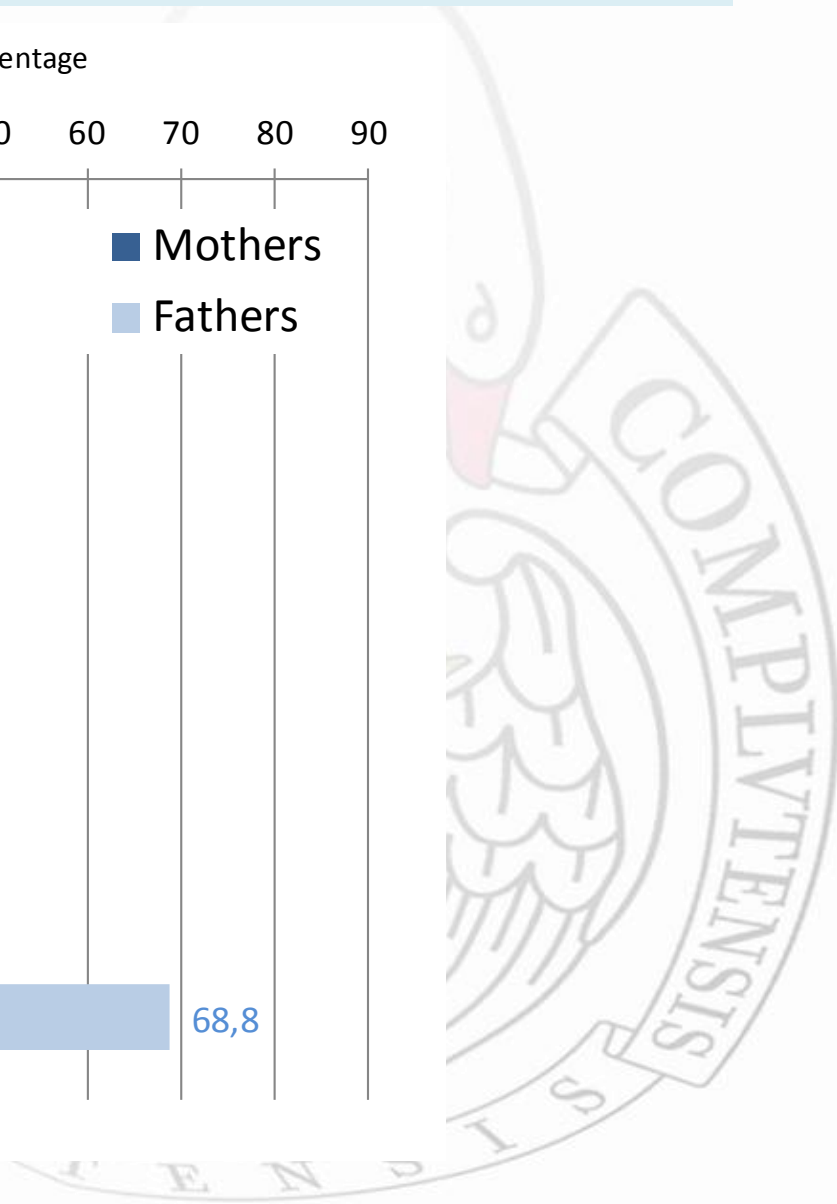
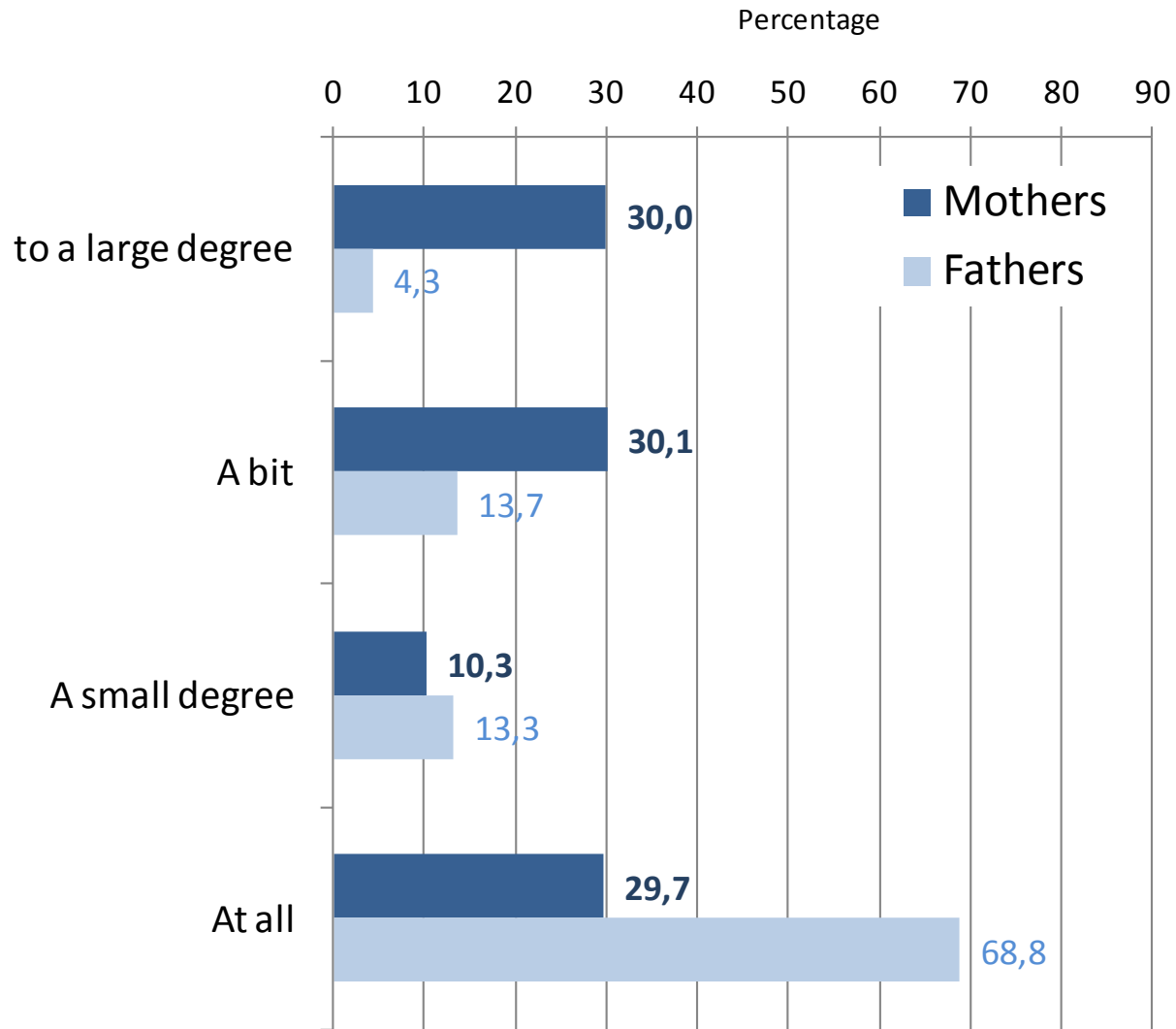
The most feminized caring activity: Wash the child's clothes.



The less feminized caring activity: Play with the child at home

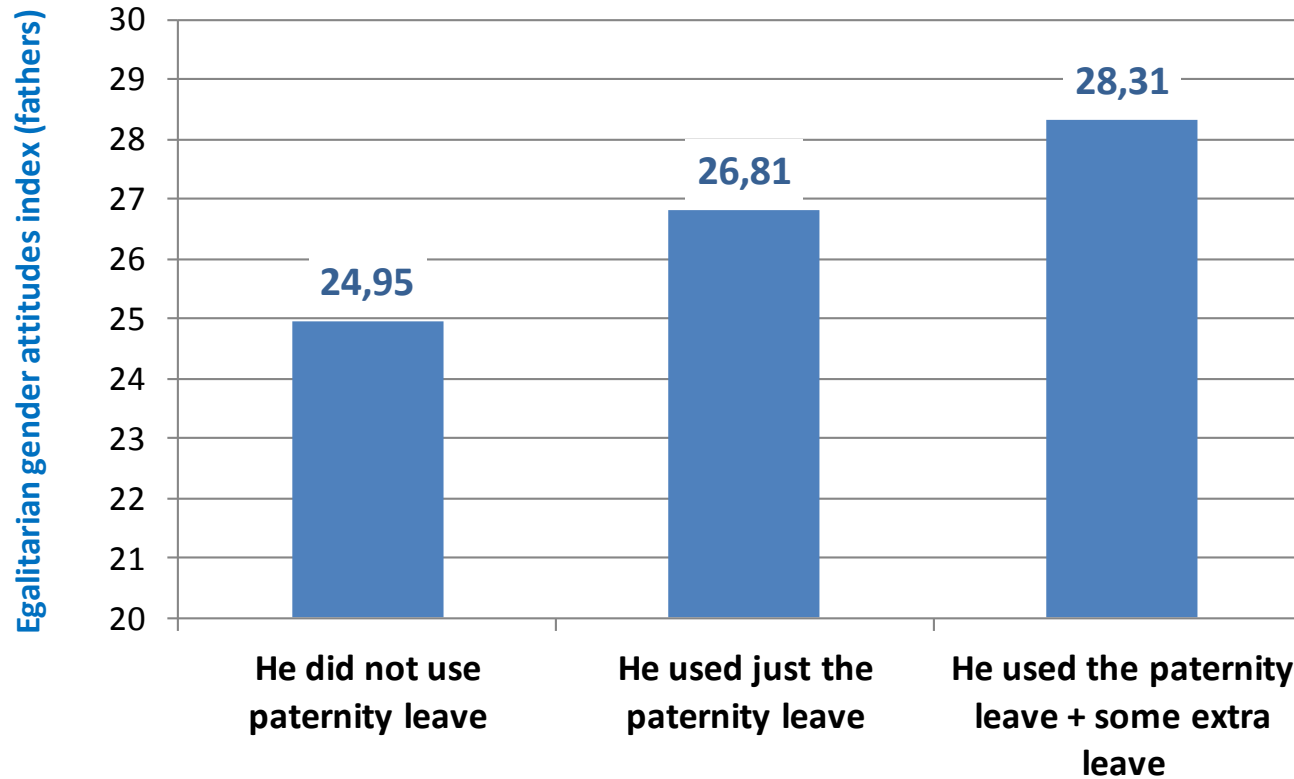


In your opinion, the fact of being a mother/father, has influenced negatively or slowed your professional career or promotions?



Relationship between “Egalitarian gender attitudes index” (EGAI) and the degree of father’s use of parental leave.

(Men whose child born after March 2007)



To what extent he used parental leave?

The “Egalitarian gender attitudes index” (EGAI) has values ranging from **7.83** to **39.27**, where a higher value indicates a more egalitarian gender attitudes.

In day to day, when the child was between zero and two years, which of the two partners did mostly the following caring activities:	Women point of view			Men point of view		
	Child born before March 2007	Child born after March 2007	Variation (%)	Child born before March 2007	Child born after March 2007	Variation (%)
	(Mean)	(Mean)		(Mean)	(Mean)	
H. Wash the child's clothes	1,425	1,488	4,4%	1,587	1,646	3,7%
B. Prepare the child's food	1,538	1,590	3,4%	1,705	1,693	-0,7%
G. Buy the child's clothing	1,589	1,682	5,8% *	1,688	1,830	8,4% **
I. Organize household tasks and childcare	1,645	1,749	6,3% *	1,856	1,935	4,3%
C. Feeding the child	1,669	1,872	12,2% ***	1,866	2,009	7,6% **
Q. Taking care of the child when he/she gets sick at school/nursery	1,876	1,843	-1,8%	2,000	2,037	1,9%
S. Find a person or institution to care for the child when the parent can not.	1,911	2,045	7,0% **	2,036	2,192	7,6% **
O. Take the child to the doctor	1,930	1,930	0,0%	2,140	2,117	-1,1%
A. Buy the child's food.	1,967	2,016	2,5%	2,135	2,191	2,6%
D. Change diapers.	2,025	2,150	6,1% **	2,254	2,315	2,7%
N. Comfort the child when he/she is sick or tired	2,049	2,096	2,3%	2,267	2,231	-1,6%
F. Lay the child	2,070	2,150	3,8%	2,401	2,380	-0,9%
P. Getting up at night	2,096	2,118	1,1%	2,388	2,355	-1,4%
R. Take child to school	2,179	2,180	0,0%	2,363	2,272	-3,8%
E. Bathing the child	2,233	2,461	10,2% ***	2,482	2,621	5,6% *
L. Read books to child	2,338	2,349	0,5%	2,506	2,535	1,2%
K. Take the child to the park	2,416	2,553	5,7% **	2,640	2,671	1,2%
M. Teaching the child to do something new	2,554	2,600	1,8%	2,729	2,726	-0,1%
J. Play with the child at home	2,673	2,808	5,0% **	2,790	2,846	2,0%
T. Who was more time with the child?	1,715	1,819	6,0% *	1,898	1,970	3,8%

Average 1-5 (1="the mother largely"; 5="the father largely").

In day to day, when the child was between zero and two years, which of the two partners did mostly the following caring activities:	Women point of view			Men point of view		
	He didn't use paternity leave (after March 2007)	He used paternity leave (after March 2007)	Variation (%)	He didn't use paternity leave (after March 2007)	He used paternity leave (after March 2007)	Variation (%)
	(Mean 1-5)	(Mean 1-5)		(Mean 1-5)	(Mean 1-5)	
H. Wash the child's clothes	1,293	1,584	22,5% ***	1,496	1,700	13,7% **
B. Prepare the child's food	1,476	1,644	11,4% **	1,558	1,738	11,5% *
G. Buy the child's clothing	1,687	1,679	-0,5%	1,858	1,820	-2,1%
I. Organize household tasks and childcare	1,707	1,769	3,6%	1,907	1,945	2,0%
C. Feeding the child	1,738	1,937	11,4% **	1,843	2,066	12,1% **
Q. Taking care of the child when he/she gets sick at school/nursery	1,682	1,925	14,4% **	1,893	2,088	10,3% *
S. Find a person or institution to care for the child when the parent can not.	1,771	2,172	22,6% ***	2,076	2,234	7,6%
O. Take the child to the doctor	1,828	1,981	8,4% *	2,141	2,108	-1,5%
A. Buy the child's food.	1,922	2,063	7,3%	2,147	2,206	2,7%
D. Change diapers.	1,960	2,243	14,4% ***	2,121	2,382	12,3% ***
N. Comfort the child when he/she is sick or tired	2,051	2,117	3,2%	2,230	2,231	0,1%
F. Lay the child	2,011	2,218	10,3% **	2,305	2,406	4,4%
P. Getting up at night	1,912	2,220	16,1% ***	2,173	2,419	11,3% **
R. Take child to school	2,031	2,252	10,9% *	2,259	2,276	0,8%
E. Bathing the child	2,094	2,640	26,1% ***	2,349	2,718	15,7% ***
L. Read books to child	2,186	2,429	11,1% ***	2,480	2,555	3,0%
K. Take the child to the park	2,376	2,641	11,2% ***	2,620	2,690	2,7%
M. Teaching the child to do something new	2,349	2,722	15,9% ***	2,711	2,731	0,7%
J. Play with the child at home	2,545	2,934	15,3% ***	2,791	2,866	2,7%
T. Who was more time with the child?	1,713	1,869	9,1%	1,908	1,992	4,4%

Average 1-5 (1="the mother largely"; 5="the father largely").

We do not reject our two hypothesis:

Hypothesis 1: Extending paternity leaves would increase the percentage of fathers who use childbirth leaves, and therefore it would tend to equalize the average behavior of men and women in terms of taking time off from work after the birth of a child.

Hypothesis 2: Fathers using childbirth leaves tend to be more involved in child caring; they tend to be more co-responsible in unpaid work and family caring.

“Equal parental leaves would contribute to the reduction of statistical discrimination”.

Related papers (by our research group):

- **“Fathers’ use of childbirth leave in Spain. The effects of the 13-days paternity leave”**, Lorenzo Escot, J. Andrés Fernández Cornejo and Carlos Poza, (in 2^o stage of evaluation in *Population Research and Policy Review*). **2013**.
<http://link.springer.com/article/10.1007/s11199-012-0142-6>
- **“Willingness of Spanish men to take maternity leave. Do firms’ strategies for conciliation impinge on this?”**, Lorenzo Escot, J. Andrés Fernández Cornejo, Carmen Lafuente y Carlos Poza, *Sex Roles*, 67, 29-42. **2012**.
<http://link.springer.com/article/10.1007/s11199-012-0142-6>
- **“A Field Experiment to Study Sex and Age Discrimination in the Madrid Labour Market”**, Rocío Albert, Lorenzo Escot y J. Andrés Fernández Cornejo, *The International Journal of Human Resources Management*, 22(2): 351-375, **2011**.
<http://www.tandfonline.com/doi/abs/10.1080/09585192.2011.540160>
- **“Disentangling Discrimination on Spanish Boards of Director”**, Ruth Mateos, Ricardo Gimeno y Lorenzo Escot, *Corporate Governance: An International Review*, 19(1): 77–95, **2011**.
<http://onlinelibrary.wiley.com/doi/10.1111/j.1467-8683.2010.00837.x/abstract>

Research group of Complutense University,
“Economic Analysis of Diversity and Equality Policies”
www.ucm.es/centros/webs/aedipi