



“Men, gender equality and parental leave systems”

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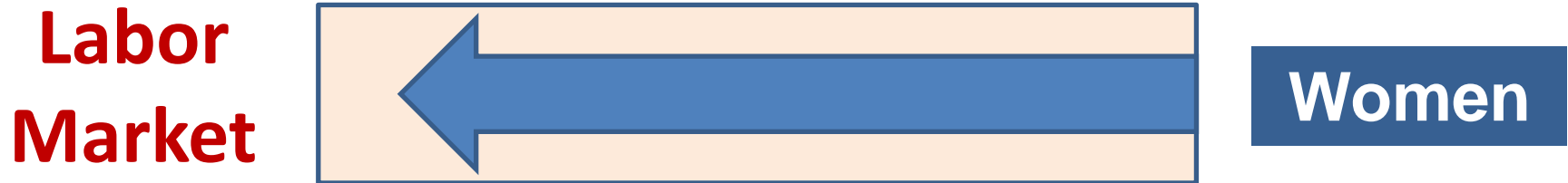
University of Cape Coast, Cape Coast, Ghana.

October 2015

Introduction: gender inequality in the labor market and in the home

Gender equality in the labor market and in the family

“Mismatch hypothesis”



Although the process of incorporation of women into the labor market is quite advanced, on the other hand, men have hardly been incorporated into the tasks of caring for children or adults and domestic work.

Gender equality in the labor market and in the family

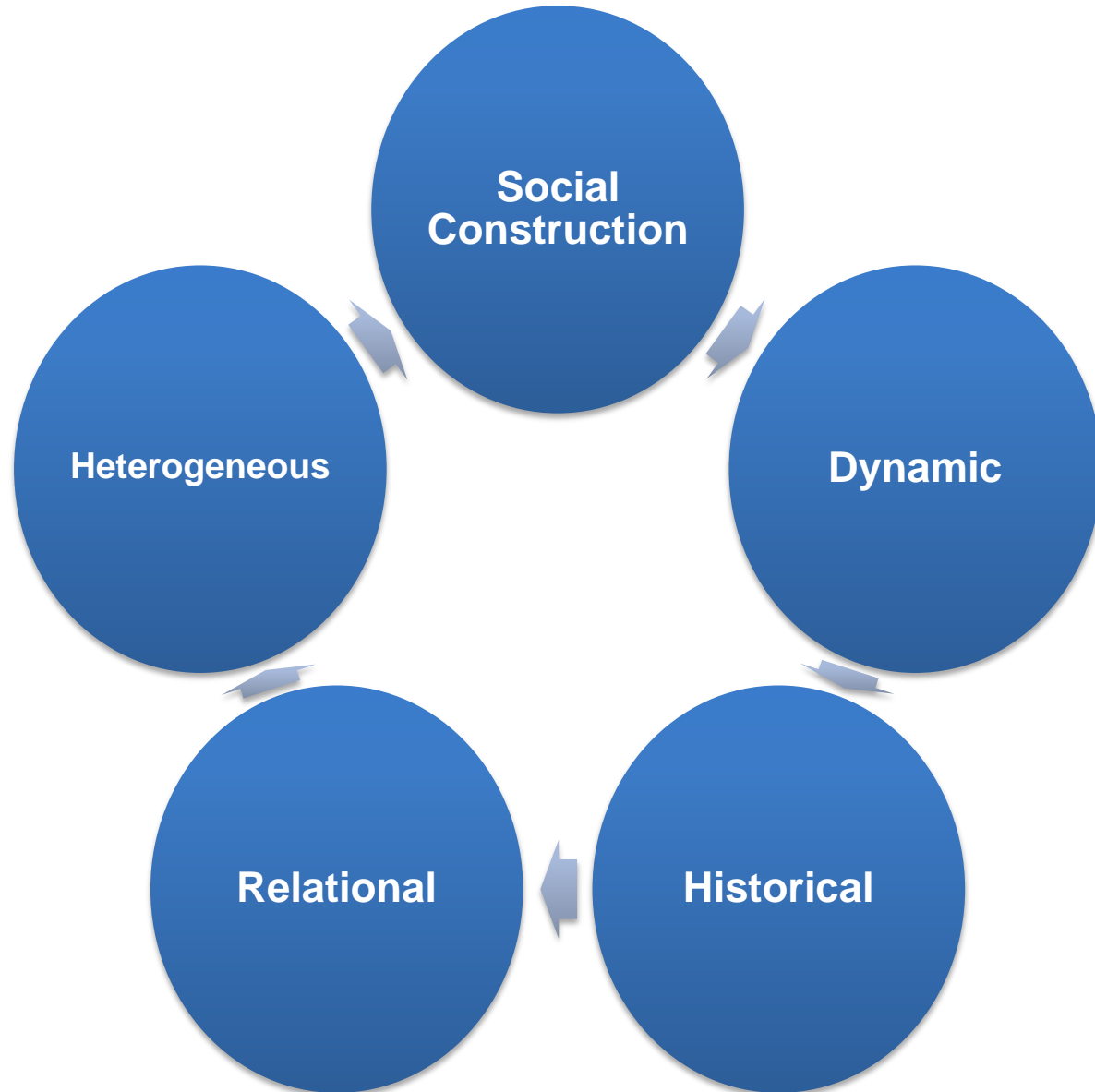
“Mismatch hypothesis”



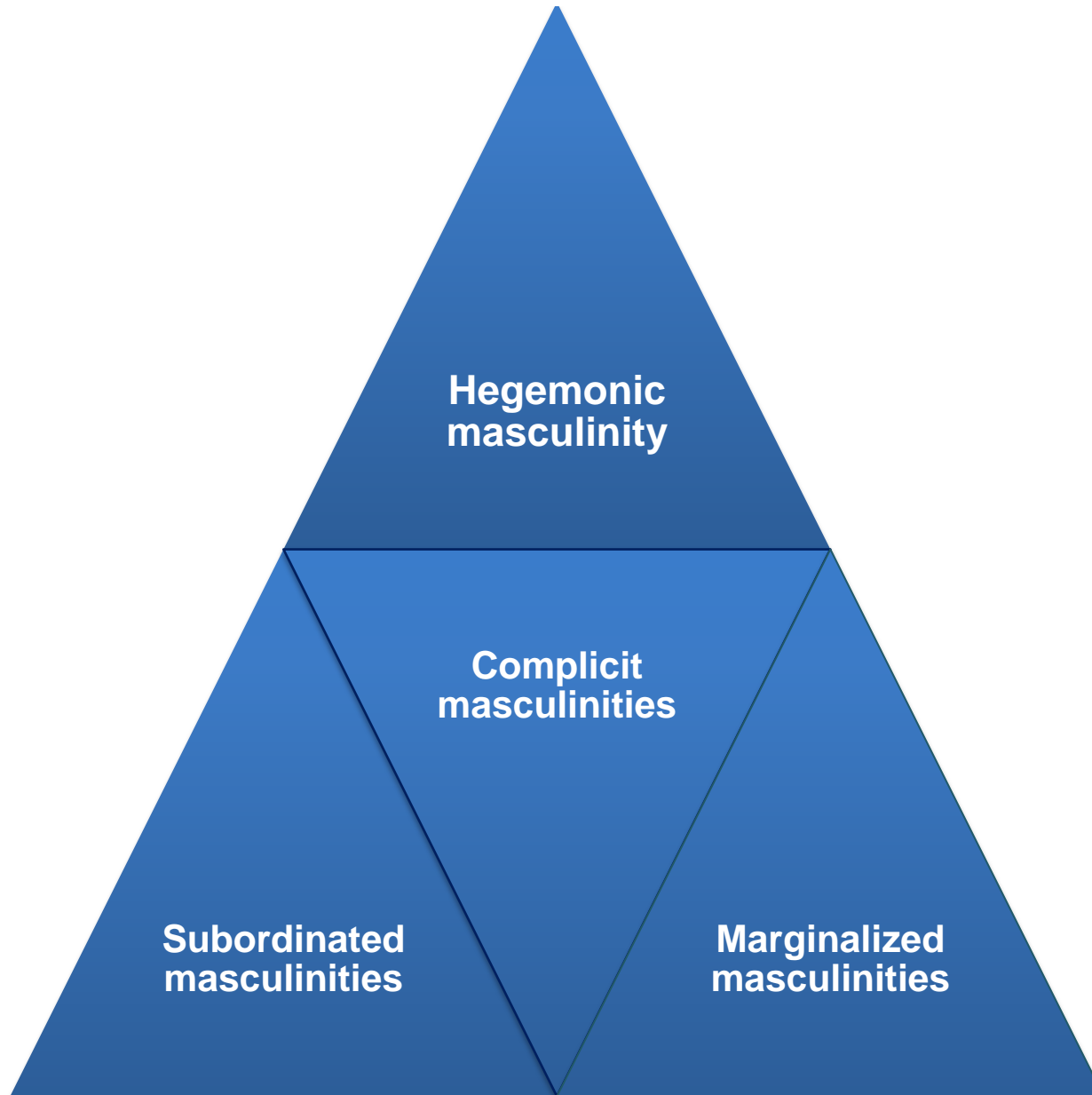
Although the process of incorporation of women into the labor market is quite advanced, on the other hand, men have hardly been incorporated into the tasks of caring for children or adults and domestic work.

Some ideas about masculinity

What is masculinity?



Models of masculinity (Connell 1995)



(Not necessary to be John Wayne
all the day...)



Alternative to hegemonic masculinity?

A version of masculinity open to equality with women?

I will focus in the **process of incorporation of men to childcare.**

Some data about the lack of equal sharing of responsibilities between men and women in domestic and care tasks

Time Use Survey. Average hours and minutes by main activity in the reference day (Spain 2009-10) .

	Women	Men	Ratio Men- Women
0. Personal care	11:26	11:33	101.0
1. Employment	1:54	3:04	161.4
2. Study	0:39	0:39	100.0
3. Domestic work & care	4:07	1:54	46.2
4. Volunteer work and meetings	0:16	0:12	75.0
5. Social life and entertainment	1:01	1:04	104.9
6. Sports and outdoor activities	0:37	0:52	140.5
7. Hobbies and computers	0:24	0:44	183.3
8. Media	2:30	2:43	108.7
9. Travels and unspecified time use	1:06	1:14	112.1
TOTAL DAY:	24:00	24:00	100.0

Notes: Data subset by **population 10 + years**

Source: Spanish Time Use Survey **2009-2010**,

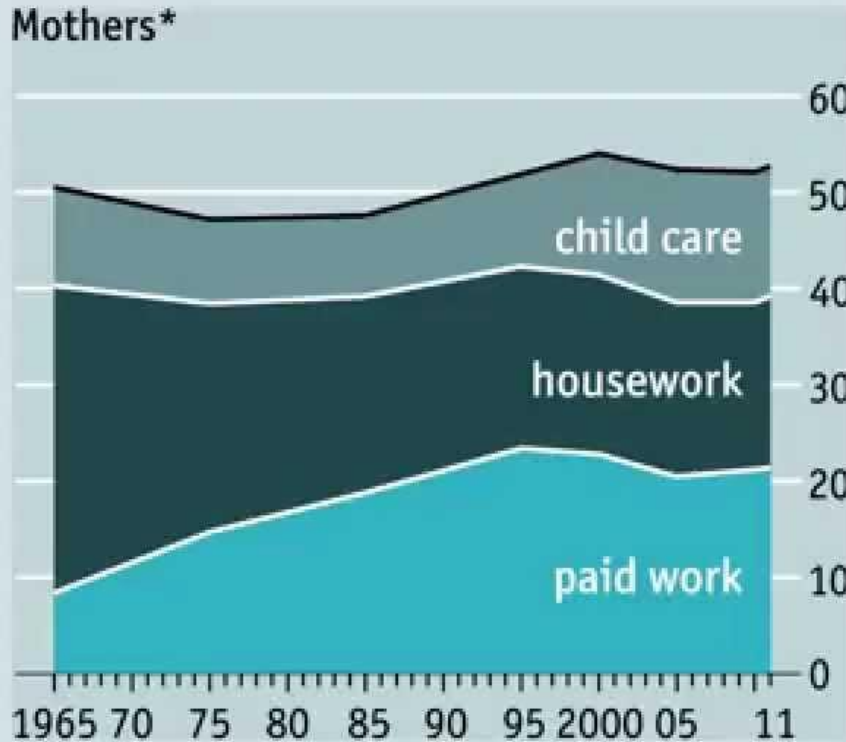
http://www.ine.es/dyngs/INEbase/en/operacion.htm?c=Estadistica_C&cid=1254736176815&menu=resultados&idp=1254735976608

Evolution of time use in “domestic work & care” in USA

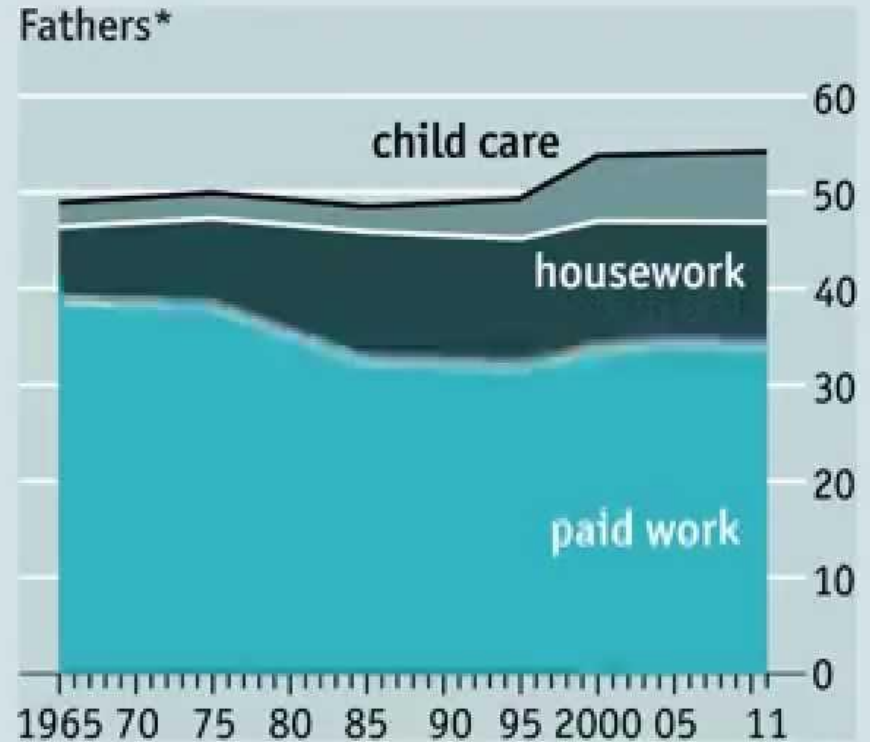
Fewer chores, more bedtime stories

Average number of hours per week in America spent on:

Mothers*



Fathers*



Sources: Pew Research Centre;
Bureau of Labour Statistics

*Adults aged 18-64 with at least one child under 18 living in household

<https://www.youtube.com/watch?v=Utjhefn0eSI>

Involvement of father in childcare activities in Spain

"Survey on the use of parental leave and its labor consequences",

Spanish Institute of Women, <http://bit.ly/1Mmbf01>

- Survey of **fathers and mothers of children between 3 and 8 years old**. January-May **2012**. Madrid (Spain) **N=1018**

- We asked parents about who performed **19 childcare activities**. The response options were:

1	2	3	4	5
Mother mostly	Mother rather more	Same	Father rather more	Father mostly

- If the average score is near to **"1"**, the participation of the fathers in this activity is very low
- If the average score is near to **"5"**, the participation of the fathers in this activity is very high
- If the average score is near to **"3"**, means equality

In the day-to-day, between zero and two years of the child, which of the members of the couple was in charge of the following activities?

	Mothers' opinion		Fathers' opinion		Four factors
	N	Mean	N	Mean	
h) Washing child's clothes	996	1.538	932	1.667	1. Routine
b) Cooking child's food	1001	1.638	941	1.750	1. Routine
g) Buying child's clothes	993	1.651	939	1.741	1. Routine
i) Organizing housework and childcare	995	1.725	940	1.903	1. Routine
c) Feeding the child	998	1.842	939	1.981	1. Routine
o) Taking child to the doctor	1000	1.968	939	2.128	3. Flexible
a) Buying child's food	997	2.023	943	2.163	1. Routine
q) Taking care of the child when he/she becomes ill at school	993	2.050	929	2.129	3. Flexible
n) Comforting child when tired or ill	999	2.097	939	2.240	2. Physical
f) Putting child to bed	995	2.141	936	2.386	2. Physical
d) Changing diapers	997	2.145	938	2.303	2. Physical
p) Getting up at night	997	2.146	932	2.374	2. Physical
r) Dropping/ picking up child at school	980	2.306	924	2.382	3. Flexible
l) Reading books to child	995	2.405	934	2.539	4. Playful
e) Bathing child	998	2.414	940	2.571	2. Physical
k) Taking child to the park	998	2.538	941	2.671	4. Playful
m) Teaching child something new	995	2.630	929	2.724	4. Playful
j) Playing with child at home	1000	2.782	939	2.821	4. Playful

Motherhood labor penalty as a result of the lack of shared responsibilities between men and women in domestic tasks and care

Is there employment discrimination against mothers?

Experiment of Shelley Correll *et al.* (2007):

Correll, S. J.; Benard, S.; and Paik, I. (2007):

“**Getting a Job: Is There a Motherhood Penalty?**”, *American Journal of Sociology*, 112(5), pp. 1297-1339 <http://gender.stanford.edu/sites/default/files/motherhoodpenalty.pdf>

- Sample: 192 students of bachelor in a US university
- Each student had to evaluate an application for a position of marketing director in a company

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Some results:				
	Female applicants			
	Mothers			
Salary recommended (annual)	137,000\$			

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Some results:				
	Female applicants			
	Mothers	Nonmothers		
Salary recommended (annual)	137,000\$	148,000\$		

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Some results:				
	Female applicants		Male applicants	
	Mothers	Nonmothers	Fathers	
Salary recommended (annual)	137,000\$	148,000\$	150,000\$	

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% students recommending hiring	46.8%	84.0%		

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Salary recommended (annual)	137,000\$	148,000\$	150,000\$	144,000\$
% students recommending hiring	46.8%	84.0%	73.4%	61.7%

Do fathers' involvement in childcare reduce the motherhood labor penalty?

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"Survey on the use of parental leave and its labor consequences",

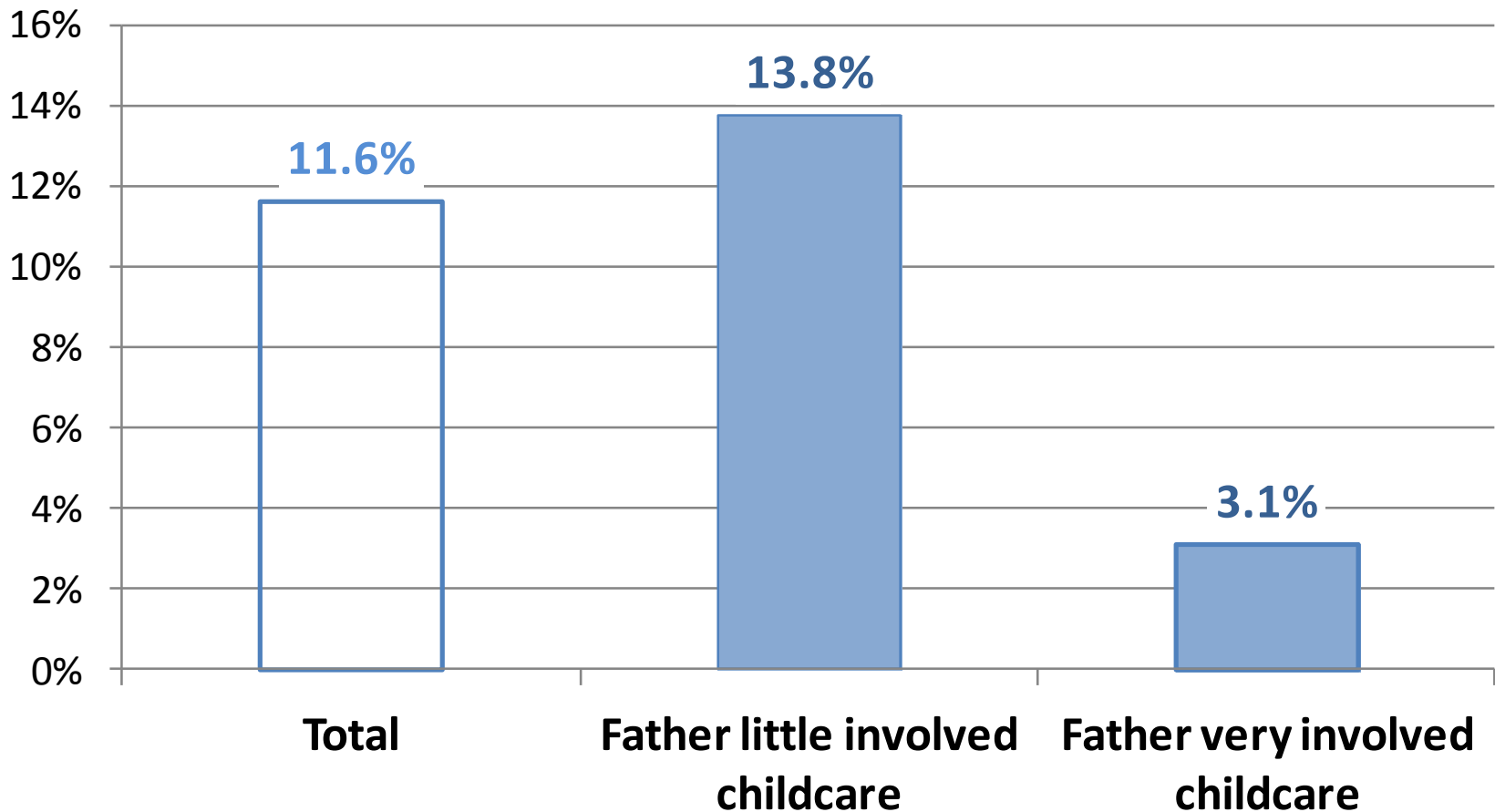
Spanish Institute of Women, <http://bit.ly/1Mmbf01>

- Survey of **fathers and mothers of children between 3 and 8 years old**. January-May **2012**. Madrid (Spain)

Sub-sample used: cohabiting/married mothers that had employment when the child was born **N=789**

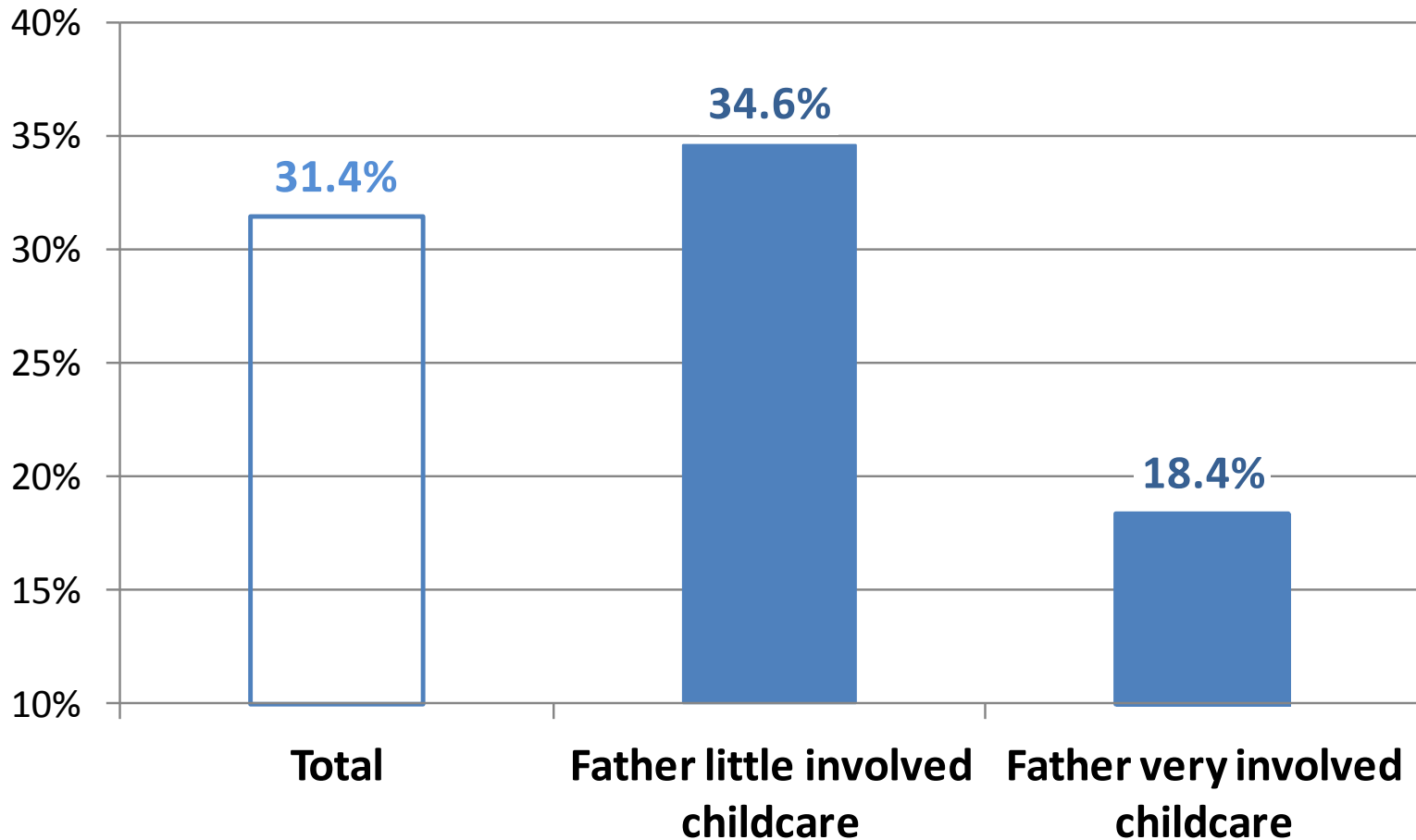
1º - Relation between “The mother did not return to work after the maternity leave” and father involvement in childcare

% of mothers that didn't return to their jobs after the period of leave



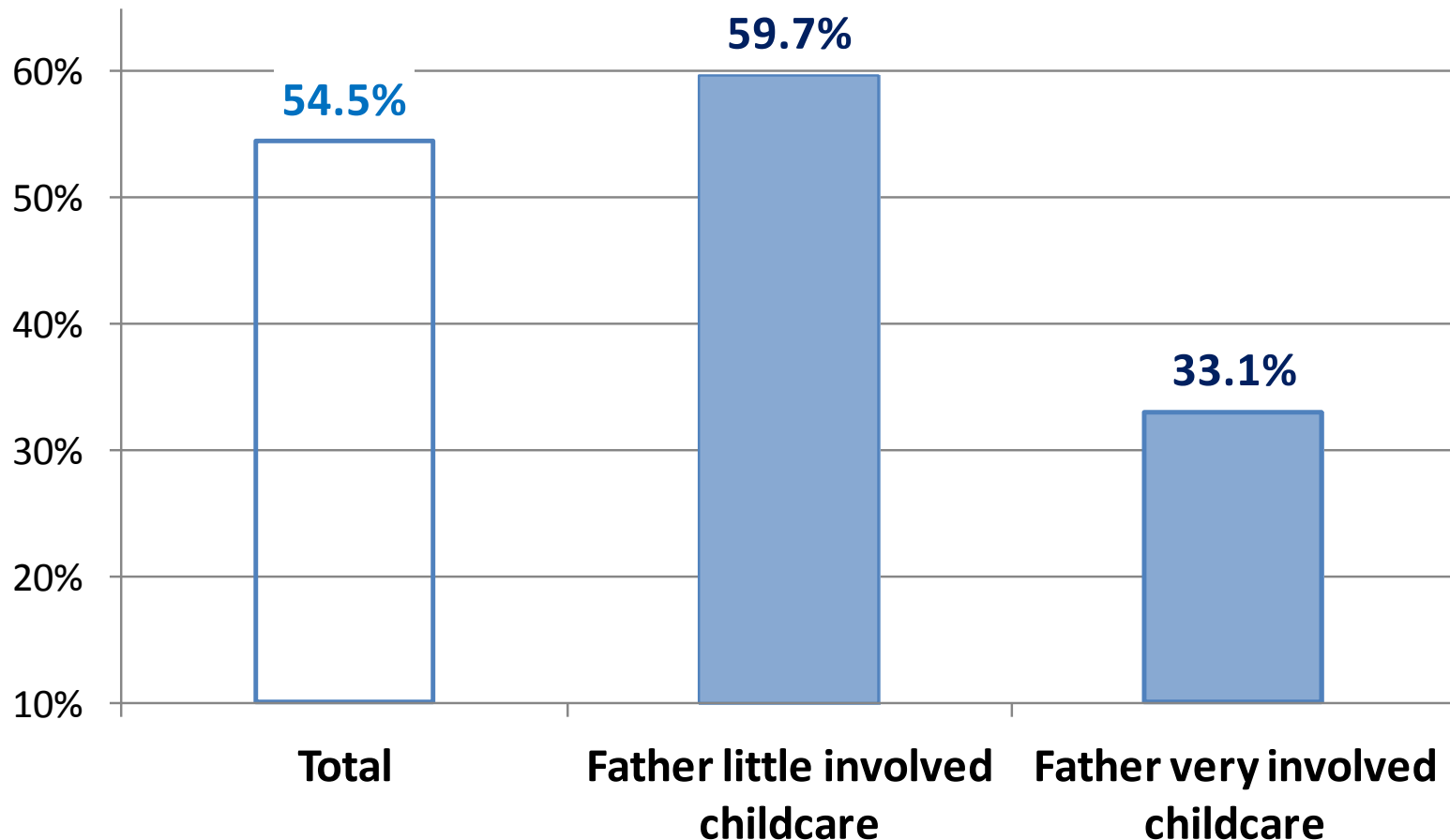
2º - Relation between “**Motherhood negatively affected her career**” (“to a large degree”) and father’s involvement in childcare

% Mothers for whom motherhood “to a large degree” negatively affected their careers



3º - Relation between “% Mothers who say they have sacrificed more career opportunities than the father” and father’s involvement in childcare

% Mothers who say they have sacrificed more career opportunities than the father (as a result of motherhood)



What can be done to encourage shared responsibilities in caring (father's involvement)?

- Reform of parental leave system
- Encourage organizations to be more sensitive to the reconciliation necessities of fathers

Reform of parental leave system

Parental leave systems in Iceland and Spain

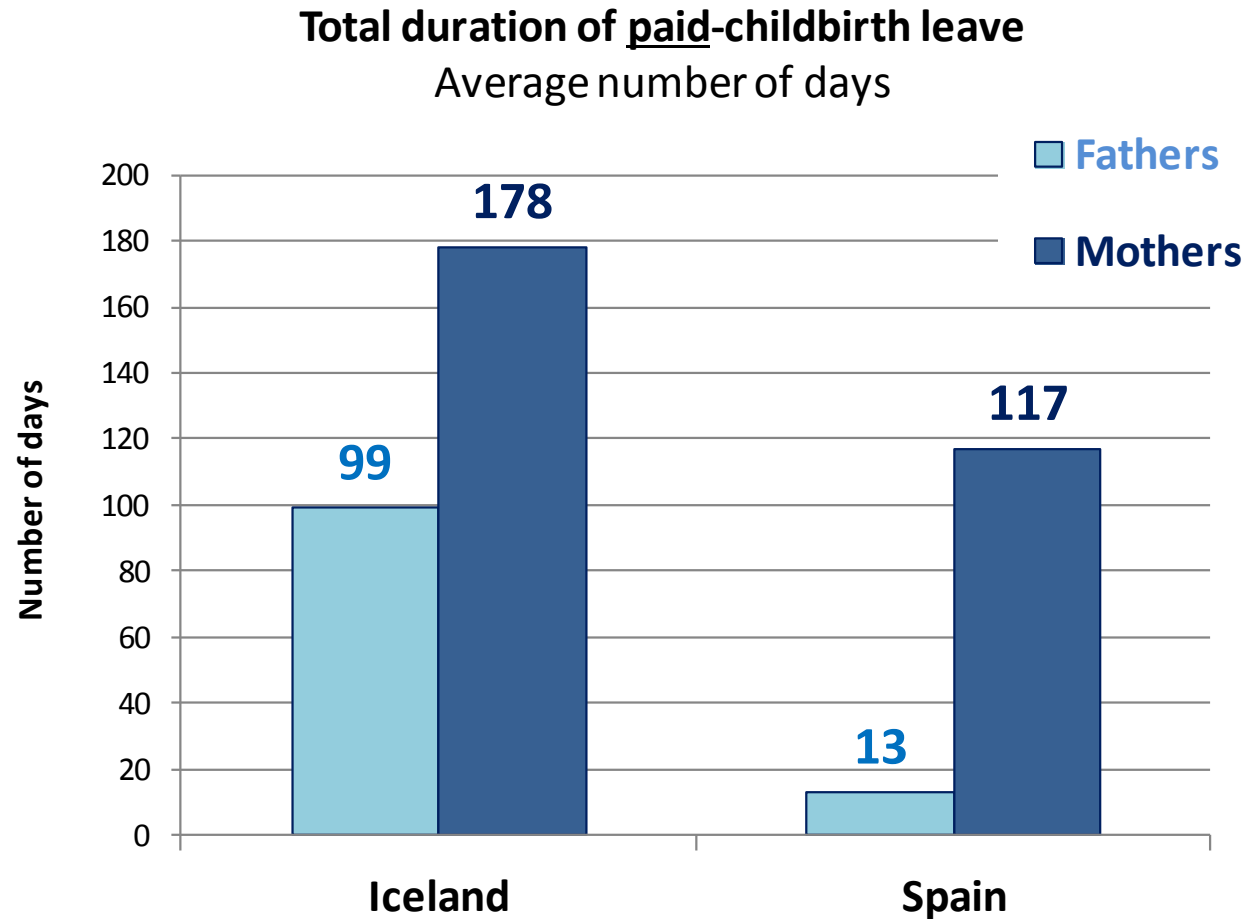
Paid leaves	Iceland	Spain
Maternity leave	3 months (90 days)	
Paternity leave	3 months (90 days)	
Other paid leaves	3 months to share (90 days)	

Parental leave systems in Iceland and Spain

Paid leaves	Iceland	Spain
Maternity leave	3 months (90 days)	16 weeks (112 days)
Paternity leave	3 months (90 days)	2 weeks (15 days)
Other paid leaves	3 months to share (90 days)	The mother can transfer up to 10 weeks of her maternity leave to the father

Fathers respond to statutory paid leaves existing for them.

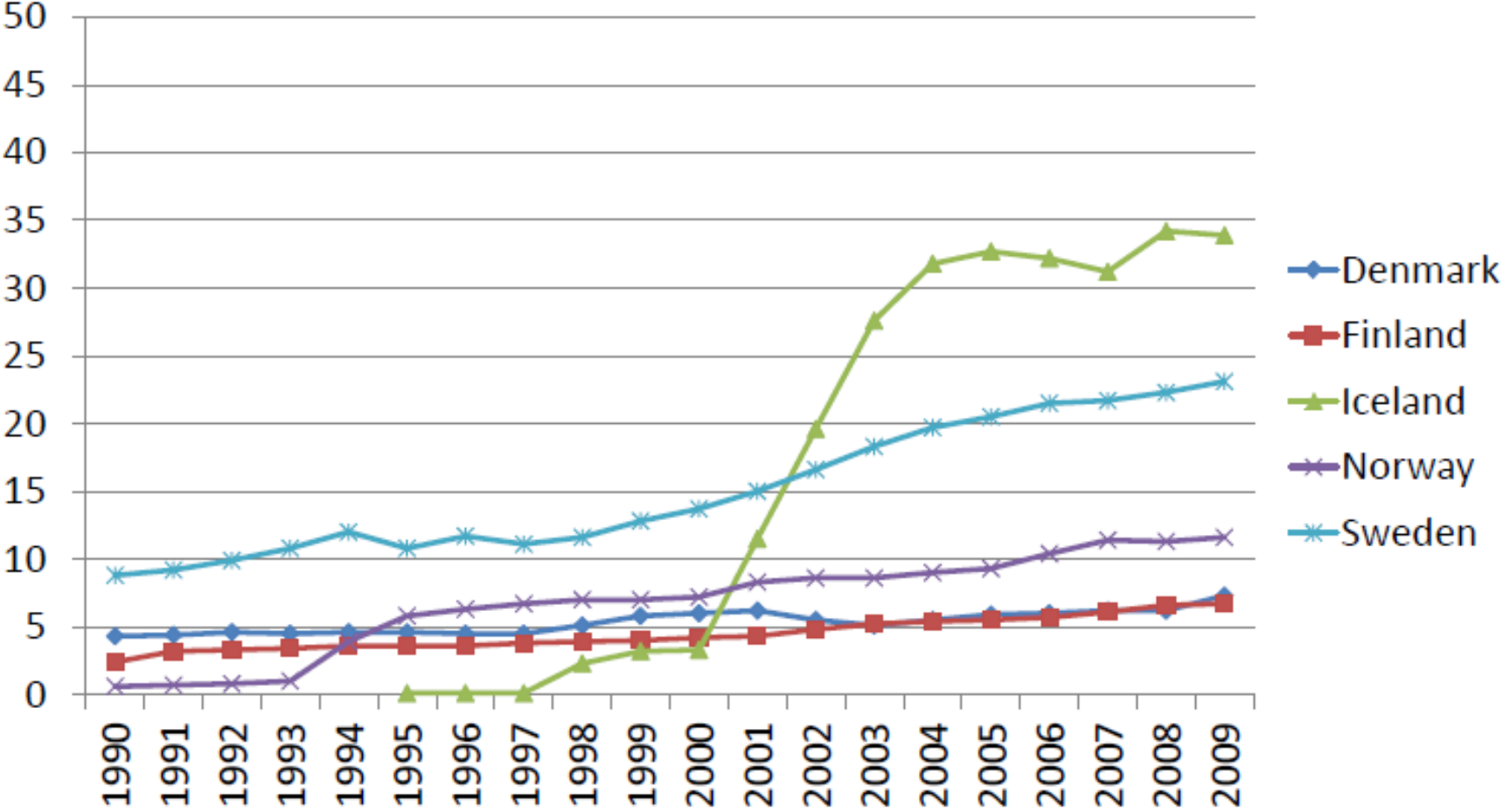
A short statutory paternity leave in Spain leads fathers to take only a few days of paid leave after the birth



● *Icelandic data:* Arnalds *et al.* (2013) <http://dx.doi.org/10.13177/irpa.a.2013.9.2.4> Icelandic data corresponding to 2009.

● *Spanish data:* "Survey on the use of parental leave and its labor consequences", Spanish Institute of Women, <http://bit.ly/1Mmbf01>
Sub-sample: fathers that had employment when the child was born N=981. Madrid (Spain), 2012.

Fathers' share of parental leave use in Nordic countries



Source: Nososco

What is the opinion of young males and females?

Would they use the same number of weeks of parental leave?

Imagine in the future you were in the following situation:

- You are developing a highly successful career, with important future perspectives
- Your first child is born
- There is in Spain/Ghana at that time the right to a paid parental leave (maternity or paternity) of a maximum of 24 weeks (six months)

How many weeks of parental leave would you use?

Weeks

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
---	---	---	---	---	---	---	---	---	----	----	----	----	----	----	----	----	----	----	----	----	----	----	----

Sample of **247 students** from
Complutense University of Madrid,
2015.

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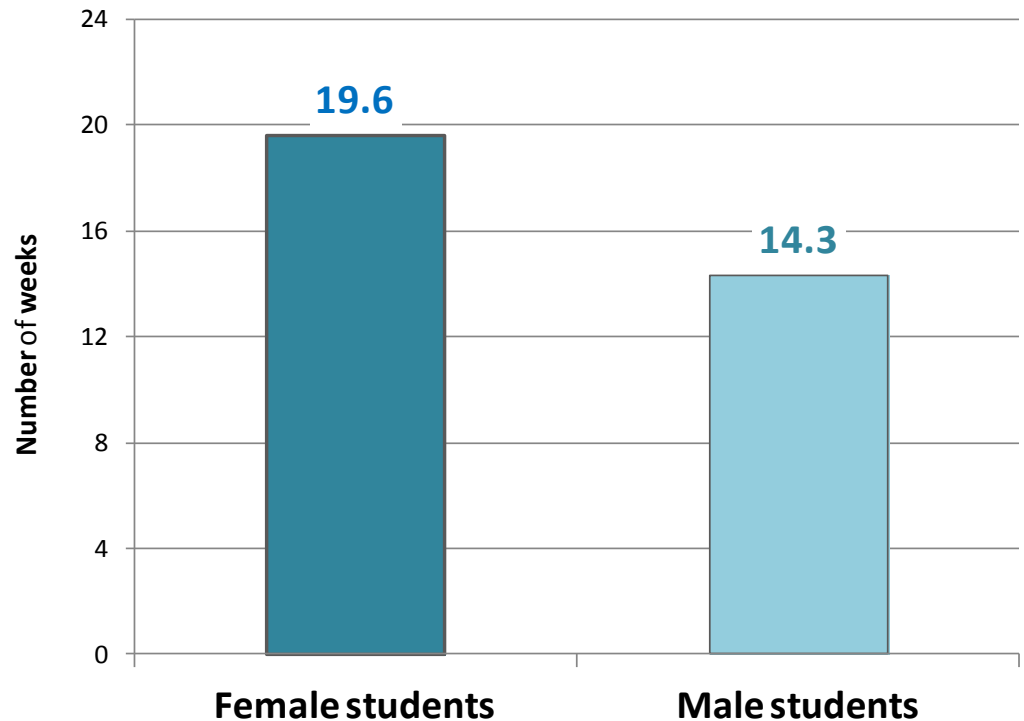
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- Your first child is born
- There is in Spain/Ghana at that time the right to a paid parental leave (maternity or paternity) of a maximum of 24 weeks (six months)

How many weeks of parental leave would you use?

Weeks



Average number of weeks



Sample of **247 students** from Complutense University of Madrid, 2015.

Are organizations sensitive to fathers that would like to balance their work time with their family time?

Problem of female bias in reconciliation policies of companies (the case of Sweden)

Extent of Corporate Support for Fathers' Taking Leave

Percentage of companies reporting:



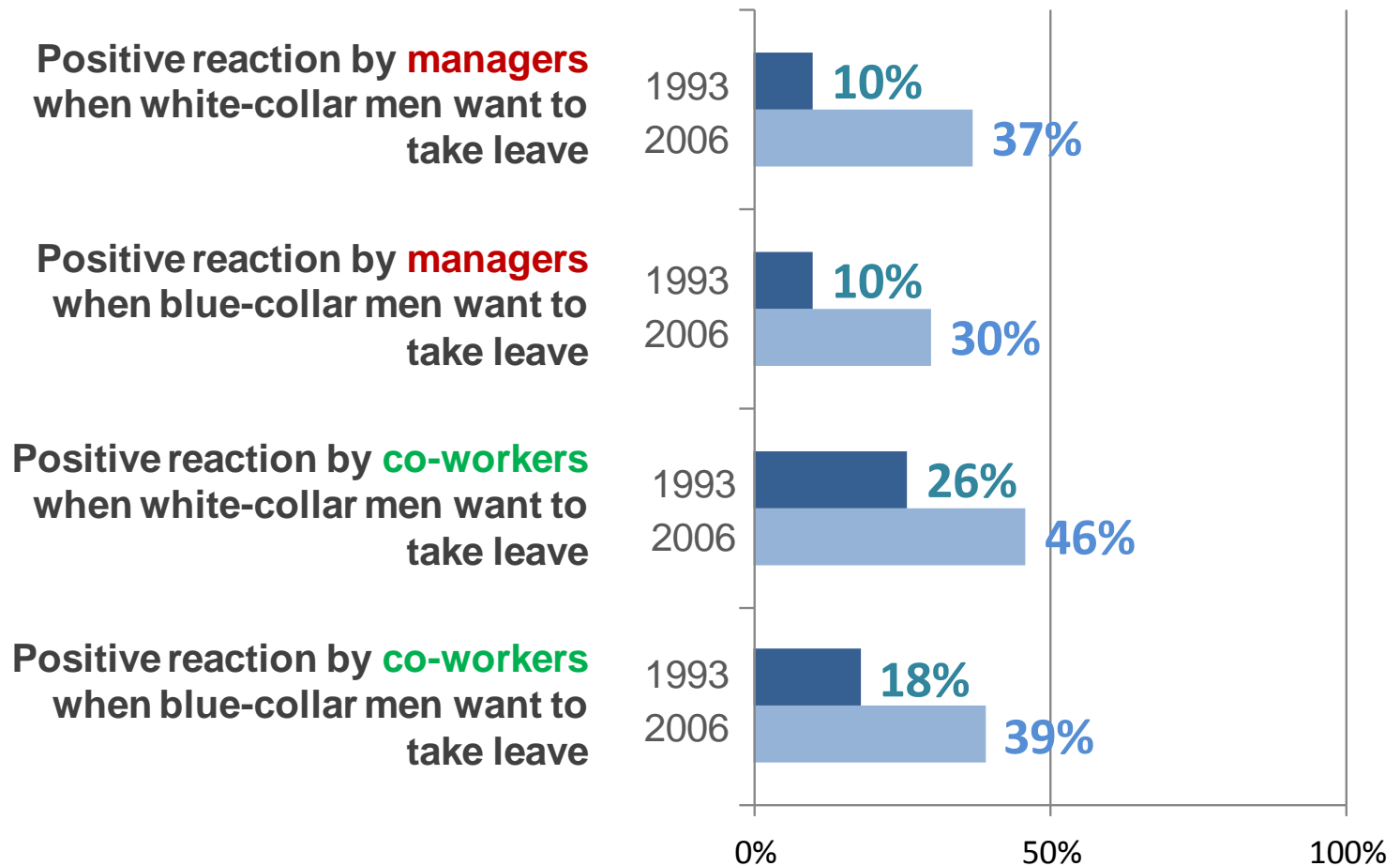
Sample of 200 **HR managers** in 1993 and 244 in 2006, **Sweden**.

Source: Haas and Hwang (2007)

Problem of female bias in reconciliation policies of companies (the case of Sweden)

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Percentage of companies reporting:



Sample of 200 **HR managers** in 1993 and 244 in 2006, **Sweden**.

Source: Haas and Hwang (2007)

We are now developing this research project:

“Shared-responsibility woman-man in caring from the perspective of companies. Organizational culture and corporate responsiveness towards men who want to reconcile”

<http://bit.ly/1JPVrjJ>

(Years 2015-2016)

A summary of policy recommendations

- **Parental leave should be equal for men and women** and non-transferable (and fully-paid)
- **Good family/work reconciliation policies** (but **without “female bias”**).
 - For example, in Spain it is necessary to advance in public supply of kindergarten (pre-school) services
 - It is necessary to promote “family friendly companies” but without “female bias” (companies must not identify the need to reconcile only with the female staff).
- **Education policy** that promotes gender equality (changing gender stereotypes and attitudes at a young age). In particular an education policy aiming to reduce gender segregation in fields of studies.

**Thanks for your
attention!**

(Gracias)

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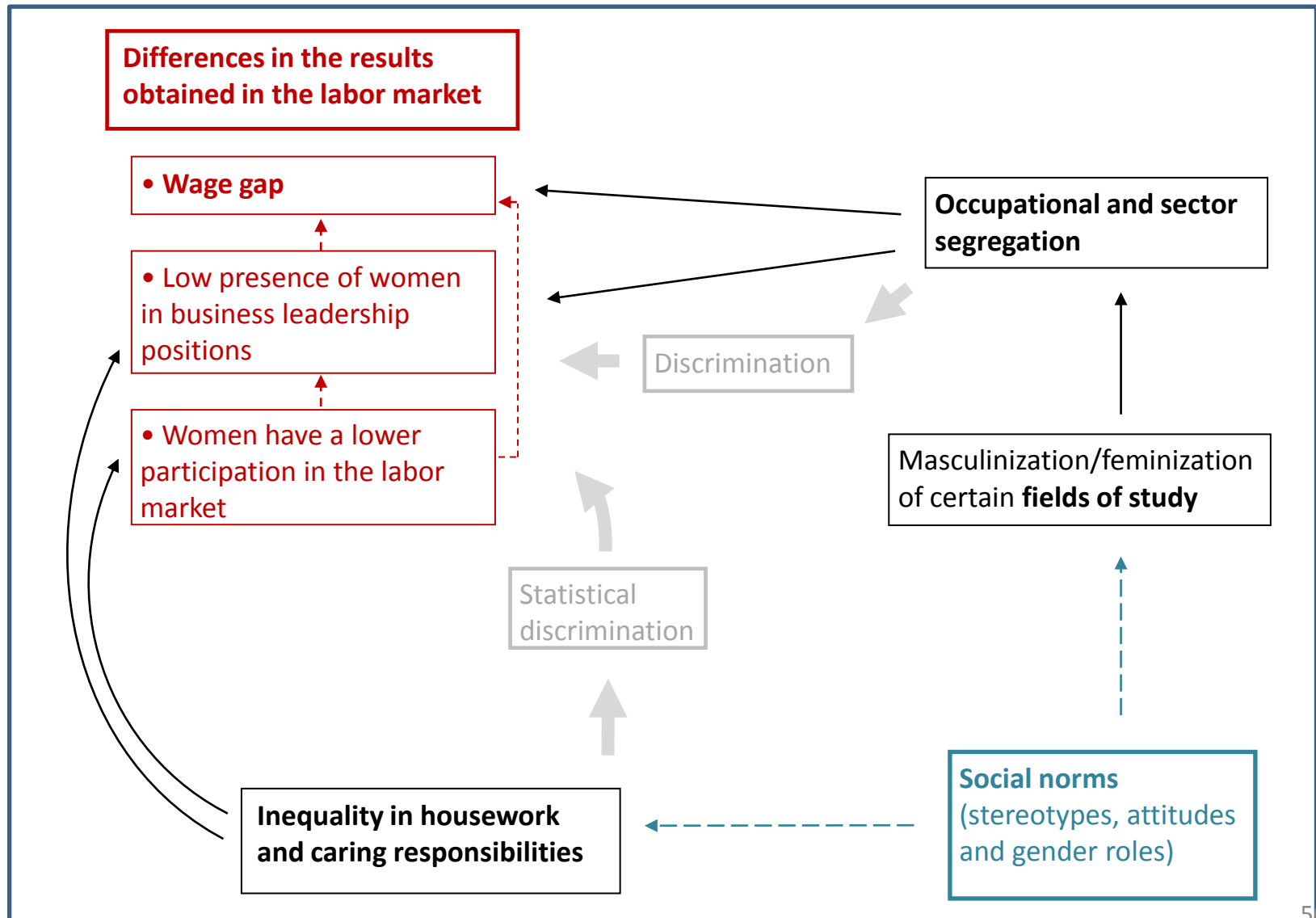
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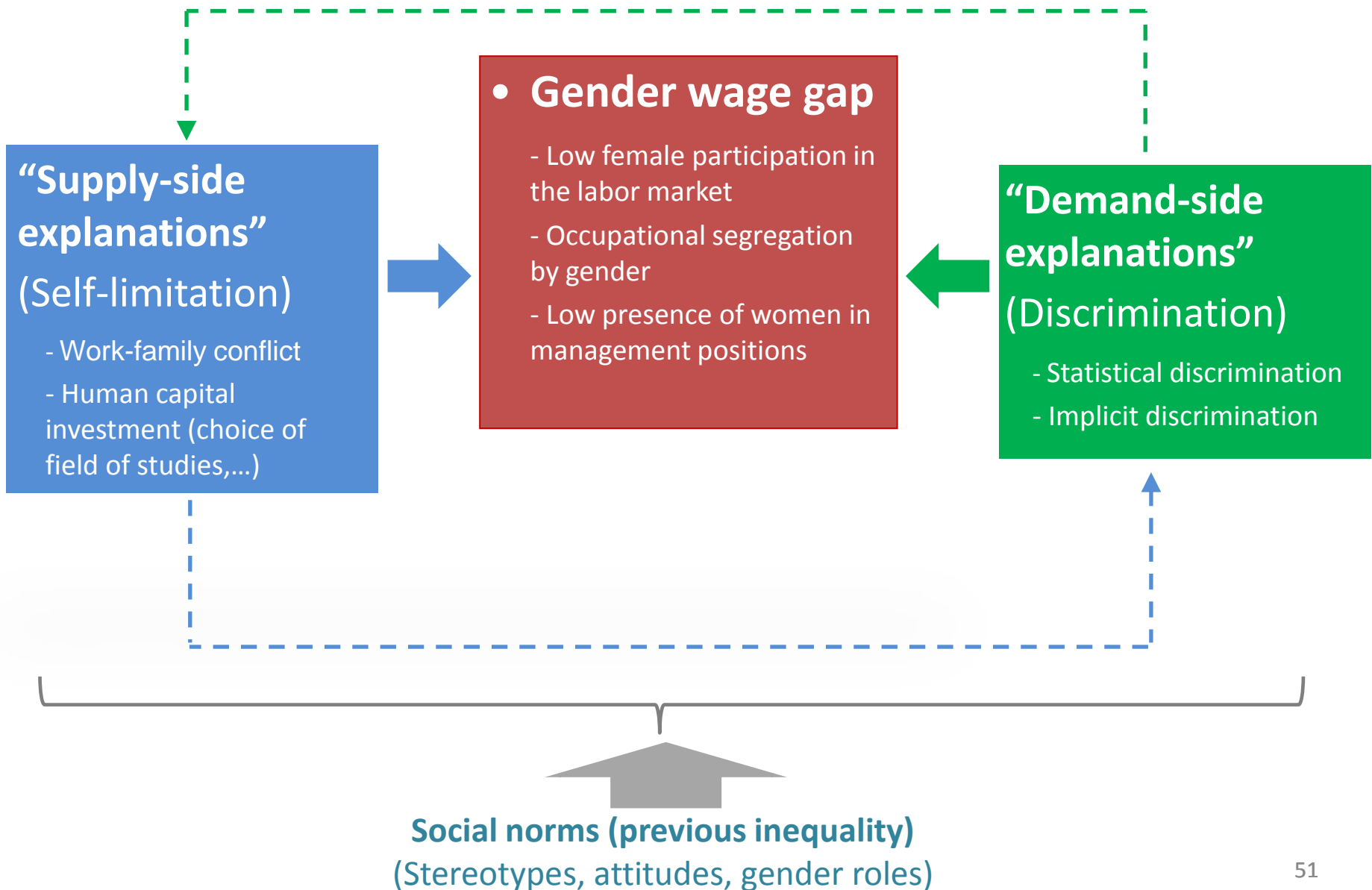
International Network on Leave Policies & Research
<http://www.leavenetwork.org/>

Appendix

Some causes of gender inequality in the labor market (general scheme)



Supply and demand causes of the gender wage gap



Gender roles and stereotypes

- “Gender is not something we are; it is something we do”
- “Gender roles *versus* essentialism”
- “Nurture *versus* Nature”

“Social constructionist theory of gender”, West and Zimmerman 1987; Butler 2004;
-<http://www.routledge.com/books/details/9780415969239/>

“Status Characteristics theory”, Correll and Ridgeway 2003; Ridgeway 2011
<https://global.oup.com/academic/product/framed-by-gender-9780199755783?cc=es&lang=en&>

Some general ideas about men involvement en childcare

- In Spain (and in general) the involvement of men in housework and child care tends to increase, albeit from a low starting level.
- In Spain most couples prefer a model of dual-earner and egalitarian household, although in practice this model is difficult to applied.
- Having a first child is a critical moment: traditional gender roles tend to be activated at that moment.
- Determinants of greater involvement of men in child care:
 - Having advanced gender attitudes
 - Having high level of studies
 - Having a female couple/wife very involved in labor market (full time job...)
 - Not having a very high earnings; (also valuing other aspects of quality of life)
- Some fathers would like to become more involved in childcare, but they cannot do it because public policy (leave system) or business practices prevent it.
- Tendency in advanced countries to reform parental leave systems in order to make them egalitarian.
- Companies should be more responsive to the needs of reconciliation of men.

Father's use of childbirth leave → Father involvement in childcare?

Do fathers who take longer period of childbirth leave become more involved in their children's care?

Two indicators:

- "Father involvement global childcare (scale 1-5)"
- "Total duration of childbirth leave (days)"

Sub-sample: fathers that had employment when the child was born **N=981**

Source: "Survey on the use of parental leave and its labor consequences", Spanish Institute of Women, <http://bit.ly/1Mmbf01> Madrid (Spain), 2012.

Correlation

Correlation between "**Father involvement global childcare (scale 1-5)**" and "**Total duration of childbirth leave (days)**"

Pearson correlation coefficient	0.143	
P-value	0.000	

Correlation

Correlation between "Father involvement global childcare (scale 1-5)" and "Total duration of childbirth leave (days)"

Pearson correlation coefficient	0.143
P-value	0.000

Multiple linear regression analysis

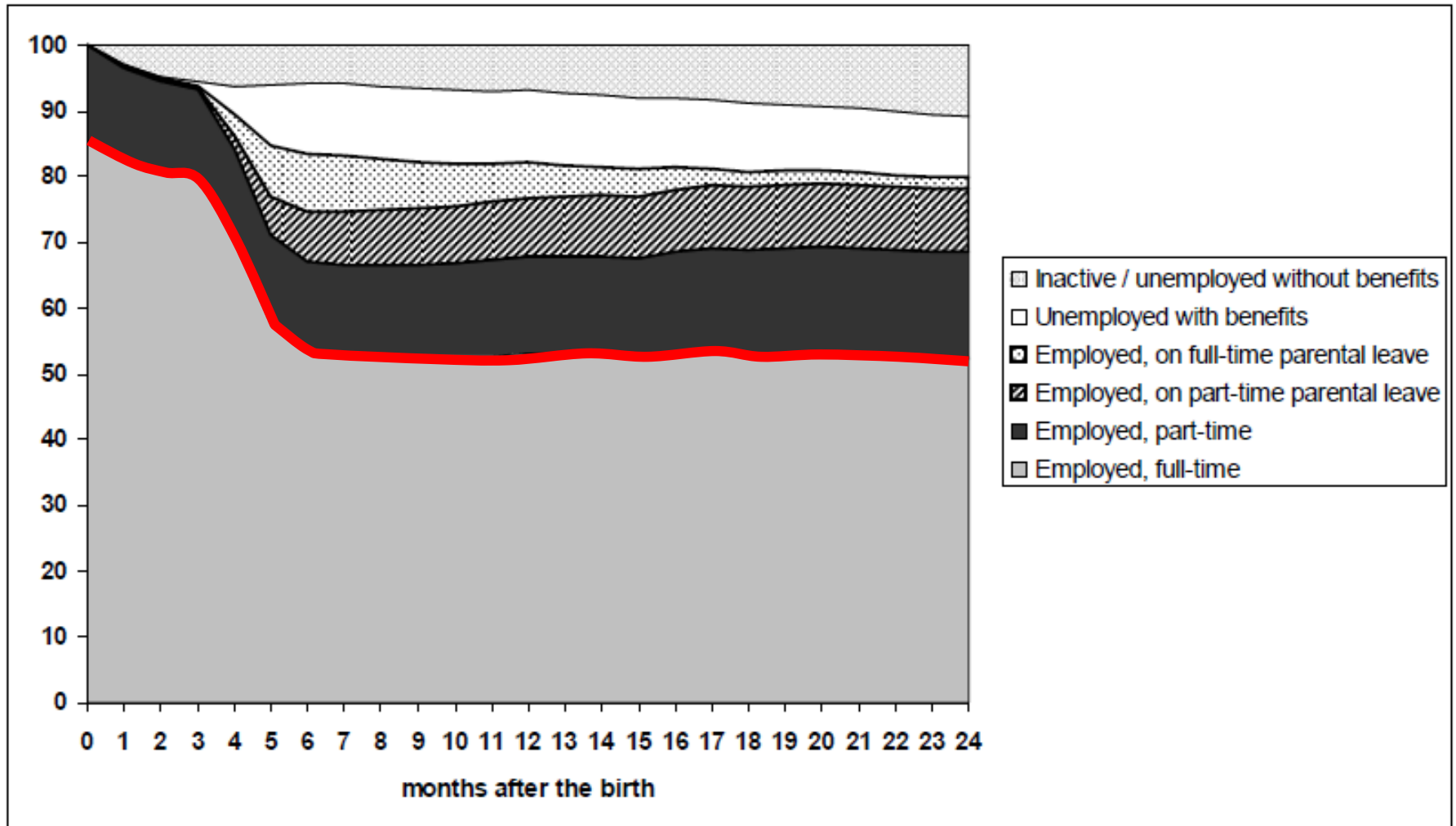
Dependent variable: **Father involvement global childcare activities (scale 1-5)**

	Non Standardized coefficients		Standardized coefficients	t	p-value
	B	S. E.	Beta		
(Constant)	1.690	0.162		10.452	0.000
Total duration of childbirth leave in days (father)	0.004	0.001	0.109	3.065	0.002
Egalitarian gender attitudes (father)	0.183	0.026	0.253	7.069	0.000
Level of income, 8 categories (father)	-0.056	0.013	-0.148	-4.227	0.000
Working week, before birth (father)	-0.007	0.002	-0.113	-3.217	0.001
Mother worked more than 40h, before birth	0.170	0.060	0.099	2.820	0.005
Happy couple relationship	0.041	0.011	0.132	3.777	0.000
N	715				
Adjusted R2	0.147				
F-statistic (Prob)	21.451	(0.000)			

*Source: "Survey on the use of parental leave and its labor consequences", Spanish Institute of Women, <http://bit.ly/1Mmbf01>
Sub-sample: fathers that had employment when the child was born **N=981**. Madrid (Spain), 2012.*

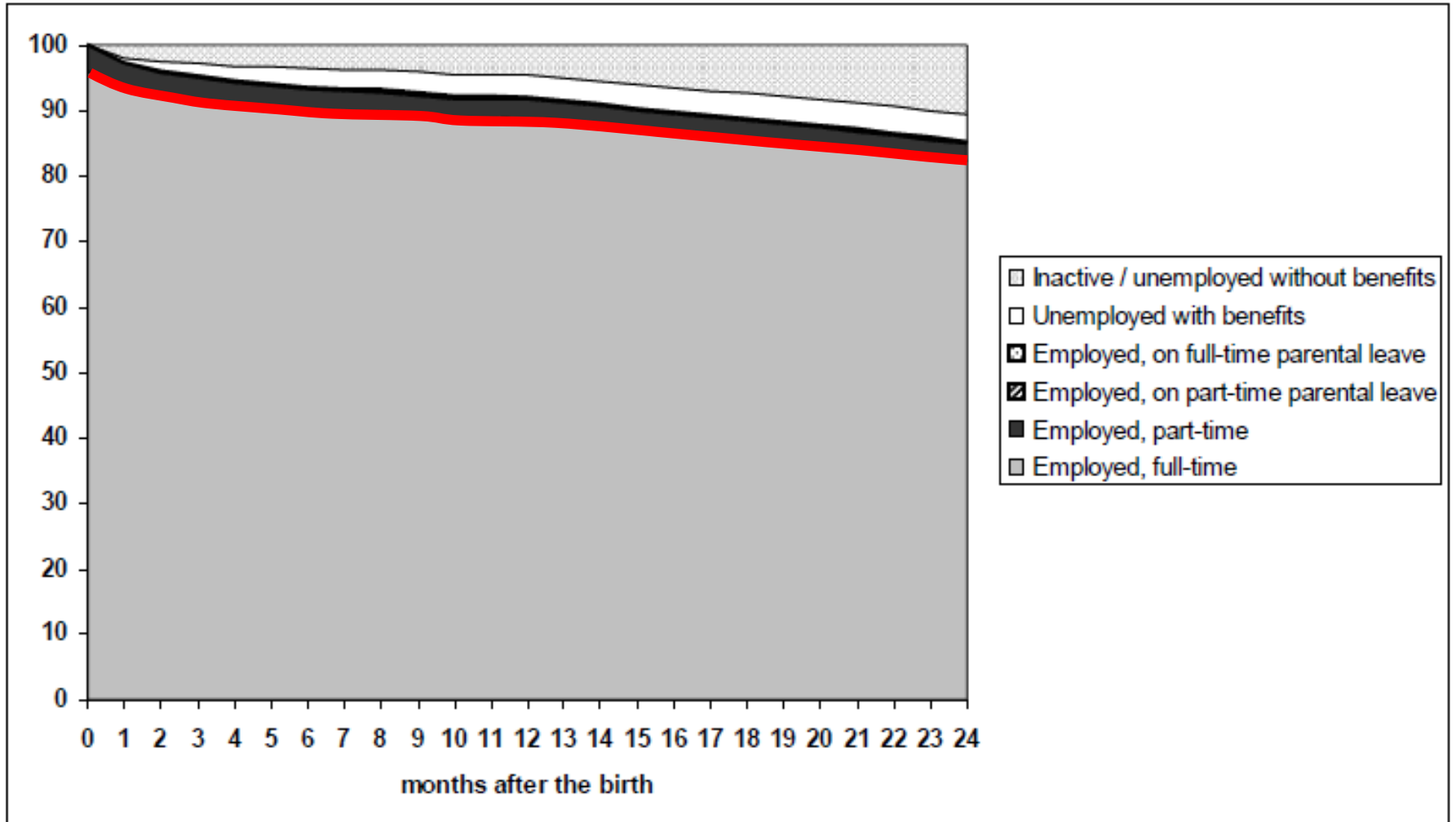
How is the return to work after having a child?

Evolution of the employment relationship of mothers who were employed at the time of having their first child. Spain: cohort of children born in 2005 and 2006.



Source: Irene Lapuerta (2014): "First-time Mothers' Employment Transitions after Childbirth in Spain: Is Part-time Parental Leave an Alternative?", <http://www.ucm.es/data/cont/docs/85-2015-06-10-Lapuerta%202010.pdf>

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Discrimination example

One way to obtain empirical evidence of discrimination in the labor market is through experimental methods:

- Controlled (“laboratory”) experiments
- Field experiments

Moss-Racusin, C. A.; Dovidio, J. F.; Brescoll, V. L.; Grahama, M. J.; & Handelsman, J. (2012)
“Science faculty’s subtle gender biases favor male students”,
PNAS, <http://www.pnas.org/content/early/2012/09/14/1211286109>

For the case of US, this research analyses experimentally whether science faculty exhibit a bias against female students that could contribute to the gender disparity in academic science in hiring processes.

Science faculty from research-intensive universities rated the application materials of a student—who was randomly assigned either a male or female name—for a laboratory manager position. Faculty participants rated the male applicant as significantly better (according to several indicators) than the (identical) female applicant.

Discrimination example

They did a **controlled experiment** with academic staff from research-intensive universities in US

Table 1. Means for student competence, hireability, mentoring and salary conferral by student gender condition and faculty gender

Variable	Male target student				Female target student				
	Male faculty		Female faculty		Male faculty		Female faculty		<i>d</i>
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	
Competence	4.01 _a	(0.92)	4.1 _a	(1.19)	3.33 _b	(1.07)	3.32 _b	(1.10)	0.71
Hireability	3.74 _a	(1.24)	3.92 _a	(1.27)	2.96 _b	(1.13)	2.84 _b	(0.84)	0.75
Mentoring	4.74 _a	(1.11)	4.73 _a	(1.31)	4.00 _b	(1.21)	3.91 _b	(0.91)	0.67
Salary	30,520.83 _a	(5,764.86)	29,333.33 _a	(4,952.15)	27,111.11 _b	(6,948.58)	25,000.00 _b	(7,965.56)	0.60

Scales for competence, hireability, and mentoring range from 1 to 7, with higher numbers reflecting a greater extent of each variable. The scale for salary conferral ranges from \$15,000 to \$50,000. Means with different subscripts within each row differ significantly ($P < 0.05$). Effect sizes (Cohen's *d*) represent target student gender differences (no faculty gender differences were significant, all $P > 0.14$). Positive effect sizes favor male students. Conventional small, medium, and large effect sizes for *d* are 0.20, 0.50, and 0.80, respectively (51). $n_{\text{male student condition}} = 63$, $n_{\text{female student condition}} = 64$. *** $P < 0.001$.

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Are there fewer women studying science majors because girls have more difficulties than boys in mathematics?

- The gender gap in PISA scores in mathematics is quite low
- There are differences between groups of countries...
- The gender gap in mathematics mirrors the (culturally induced) gender gap in students' drive, motivation and self-beliefs.

PISA scores (2012)	Mathematics		
	Boys	Girls	Difference (B - G)
	Mean score	Mean score	Score difference
Finland	517	520	-3
Sweden	477	480	-3
Norway	490	488	2
Iceland	490	496	-6
OECD	499	489	11
Spain	492	476	16
Italy	494	476	18
Chile	436	411	25
Colombia	390	364	25

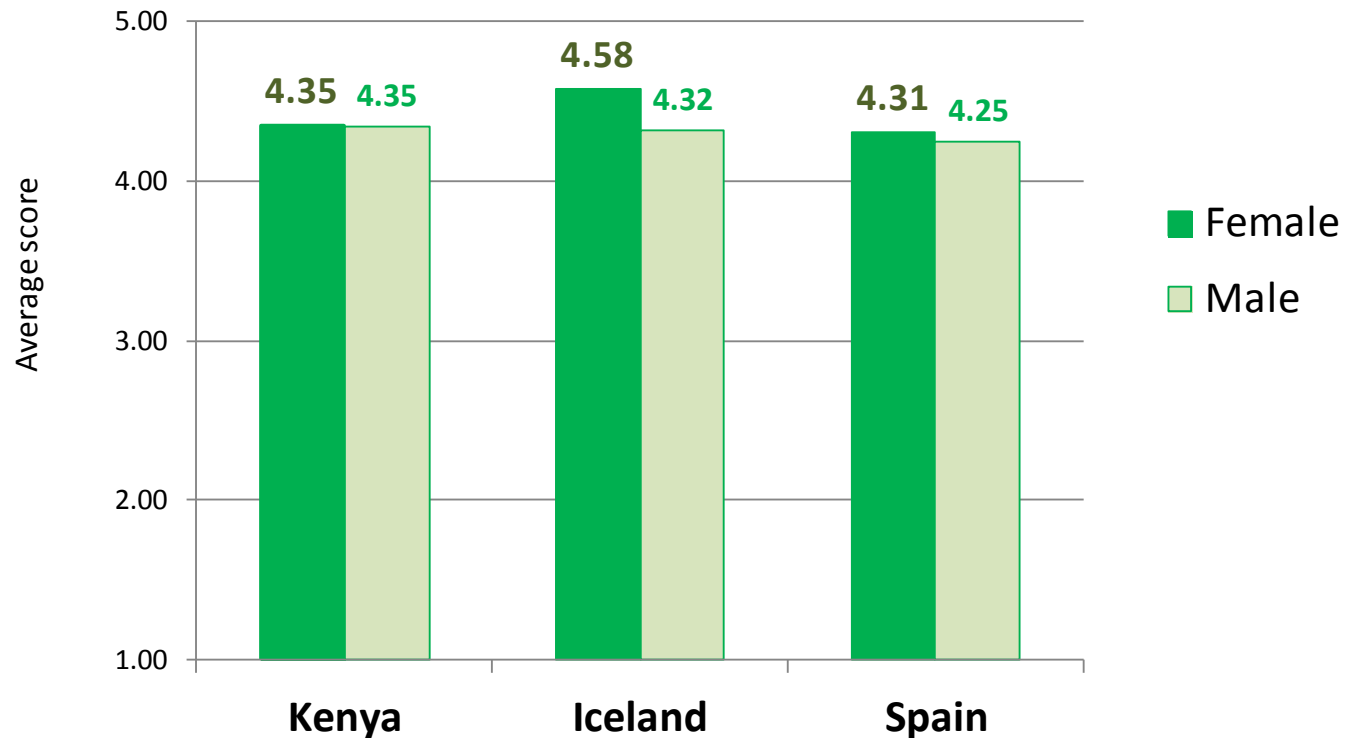
Do young men really want to reconcile?

Thinking about your family aspirations, what would be your level of agreement with each of these statements?

1	2	3	4	5
Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree

Similar preferences or attitudes towards childcare →

It seems to me very important to be fully involved in the care and education of my young children



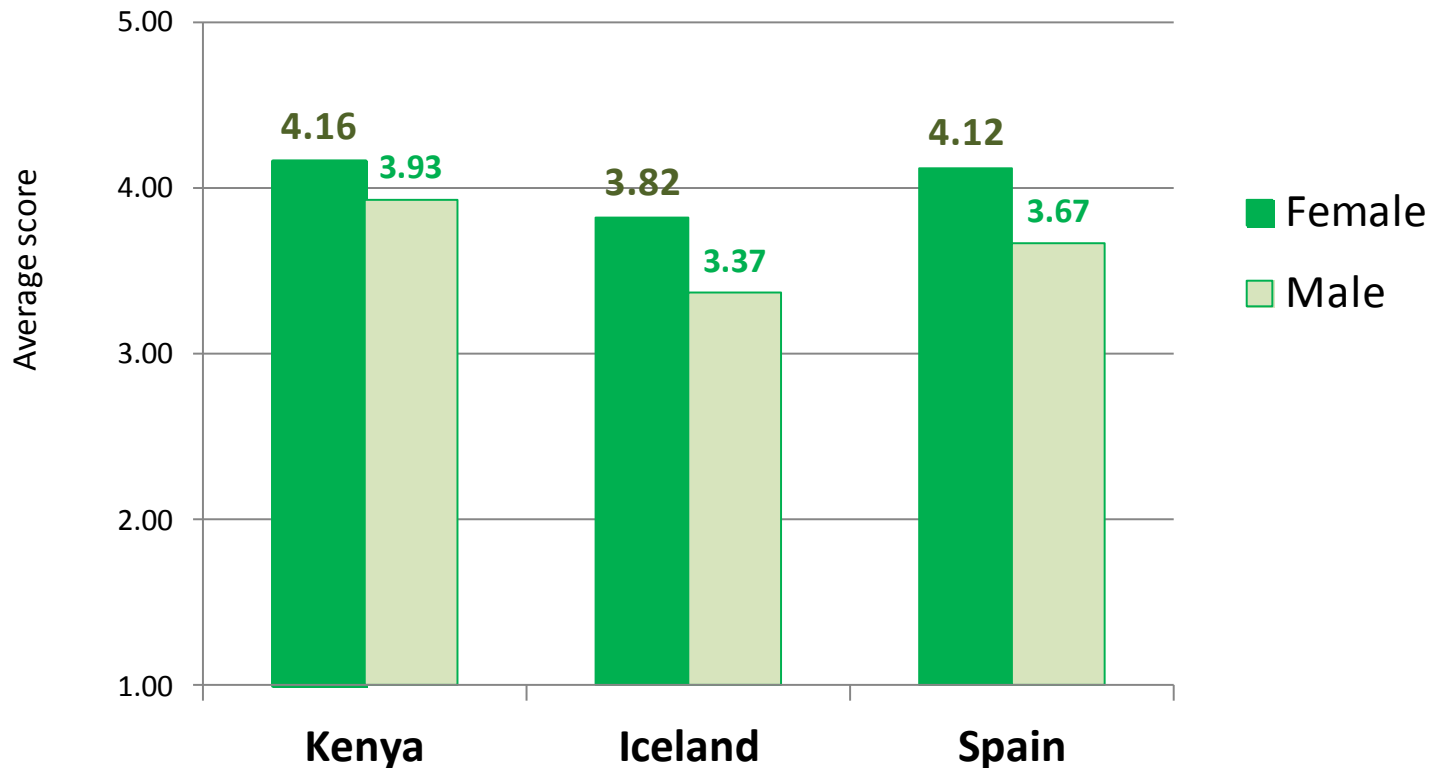
Sample: university students from three universities in Kenya, Iceland and Spain **N=2392**

Source: "Survey on social values and labor expectations of university students", FUNCAS, 2014.

<http://www.ucm.es/aedipi/aaa>

I would prefer to have a net monthly salary of \$ 2,000 in a company where it would be possible to easily reconcile work and family life, rather than have a net monthly salary of \$ 4,000 in a company where it would be very difficult to reconcile work and f

But higher willingness of females to sacrifice career opportunities in the future for family reasons →



Sample: university students from three universities in Kenya, Iceland and Spain **N=2392**

Source: "Survey on social values and labor expectations of university students", FUNCAS, 2014.

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