

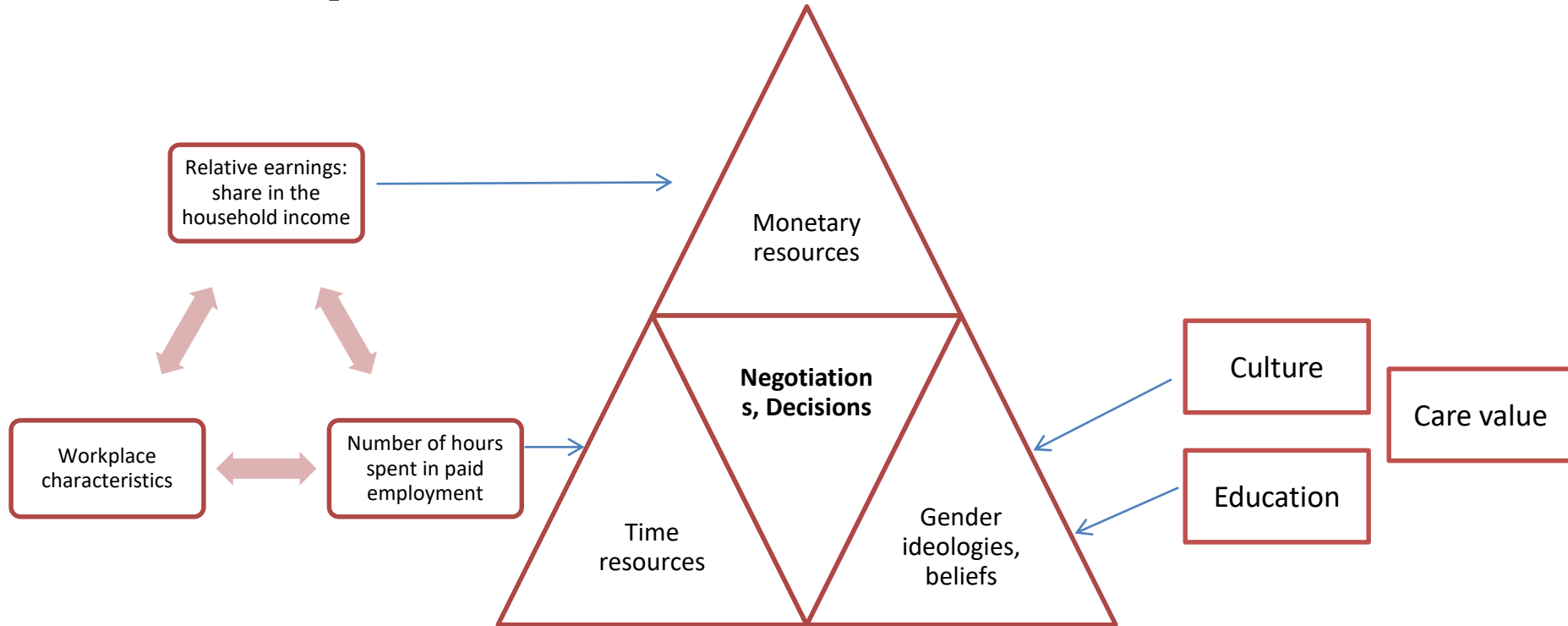


## **Competing Powers: what matters for the timing and duration of fathers' parental leave**

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# Research question

To what extent intra-couple negotiations influence fathers' parental leave take-up duration?



# What do we know about fathers' parental leave take-up?



- ❖ Fathers' parental leave take-up is higher when the leave is
  - ❖ Compensated
  - ❖ Designed as an individual entitlement
  - ❖ Non-transferable (see for example Karu & Tremblay, 2008; O'Brien, 2009)
- ❖ **Father-reserved days** make a difference, but the take-up remains within the limits of these days, even in pioneering countries like Sweden (Haas & Hwang, 2019) At the individual level,
  - ❖ one's education (esp. when higher), work experience, age, nationality, partnership status, children's sex, income
- ❖ At the workplace level,
  - ❖ the sector, workplace size, composition of the workforce (Bygren & Duvander, 2006; Kaufman & Almqvist, 2017; Lewis & Haas, 2005)
- ❖ At the household level,
  - ❖ partner's characteristics (Duvander & Johansson, 2012; Ma, Andersen, Duvander, & Evertsson, 2019)
- ❖ More qualitatively, social norms, collegial attitudes, workplace culture (Allard, Haas, & Hwang, 2007; Lewis & Haas, 2005)

# What do we know about intra-couple negotiations?

- Transition to parenthood comes with new responsibilities & often **competing with existing responsibilities** → a need for (re)consideration of division of labour in the household
- With “**child well-being no longer being a private matter**” (O’Brien, 2009) and associated “motherhood penalty” (Budig and England, 2001) and “fatherhood premium” (Killewald, 2013) new parents are more often left to make decisions at their best interests:
  - Altruist behaviours (Becker, 1981) i) to protect the family income ii) to meet the child’s care needs
- **Relative resources theory** (Blood and Wolfe, 1960): allocation of resources in the household is predominantly driven by partners’ economic resources and their bargaining power is positively correlated with their economic resources (Esping-Andersen and Schmitt, 2019; Bittman et al., 2003)
- **When men’s bargaining power is greater the division of labour is more gendered** (Breen and Prince Cook, 2005; Antman, 2014).
- Despite women’s greater participation in paid labour, which stimulated the intensified negotiations around division of tasks (Kluwer et al., 2000), **the convergence to a more equal division of labour within household continues to be slow** (Altintas and Sullivan, 2016).
- The intra-household bargaining is a multi-faceted process not only involving the partners’ relative resources, but also **extra-household resources**, such as access to services, institutional support and social norms (Agarwal, 1997).

# Parental leave policy in Luxembourg

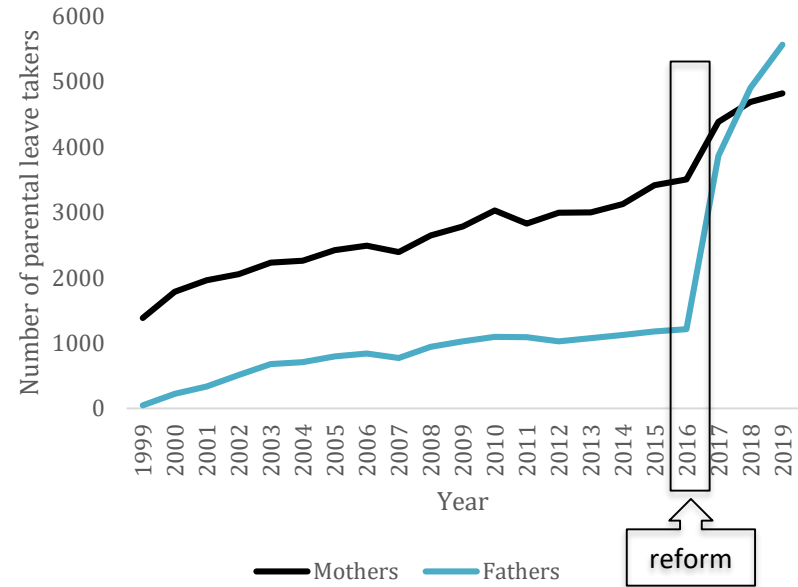
- ❖ 1999: introduction of parental leave policy for the first time – following European Commission Directive 96/34/EC dated 1996
- ❖ Core characteristics:
  - ❖ Paid
  - ❖ Individual
  - ❖ Non-transferable
  - ❖ Conditional on employment
  - ❖ Equally available for those who are eligible, i.e., no sectoral segregation
  - ❖ Renewed for each new-born
  - ❖ Same-sex parents are eligible
  - ❖ Self-employed parents are eligible
- ❖ 2016: parental leave reform

# Parental leave policy in Luxembourg

## Changes with the reform

- New modalities of use → **more flexibility**
- **Increased compensation** → from flat-rate payment to a function of previous salary\*number of hours worked
- **Expanded coverage period** → from age 5 to 6
- **Expanded eligibility** → marginal part-time workers (10-20 h/w) included

Number of parental leave takers in Luxembourg (1999-2019)



Source: Le Gouvernement du Grand-Duché De Luxembourg Ministère de la Famille, de l'intégration et à la Grande Région [Ministry of Family Affairs, Integration and the Greater Region] Rapport d'activité 2019 [2019 Activity Report]

# Hypotheses

- Fathers with greater economic advantage in comparison to mothers will take the leave for shorter periods
- We assume that fathers taking up the leave for shorter duration suggest lower bargaining power of mothers.
- The stronger involvement in paid labour, would potentially indicate less time allocated to care work. Similar to Kroska (2004)'s conclusions, we would expect a positive correlation between increased number of hours in mothers' paid work and their bargaining power → fathers' longer parental leave take-up



# Method

- Multinomial logistic regression
- **Outcome variable:** co-residential parents' joint leave take-up decisions in 3 categories leave shared equally, mothers take longer leave than the fathers do (base), and fathers take longer leave than the mothers do
- Independent variables: parents' relative resources i) financial power ii) time in paid work
  - $\frac{(Fathers' salary - mothers' salary)}{(Fathers' salary + mothers' salary)}$  1 means father is the sole income provider, 0 means they have an equal income
  - Time in paid work: both parents work for equal hours, mothers work for longer hours, fathers work for longer hours
- Other control variables: workforce composition: share of employees younger than 45, share of female employees, share of white-collar employees. Workplace characteristics: company size, activity sector. Nationality. Child's sex.



# Data and sample characteristics

- IGSS data
- N = 3,030, parental leave eligible, Luxembourg-resident, co-residential parents
- Working full-time is a norm among parents (95% of fathers, 87% of mothers)
- Majority of parents work in private sector
- Half of the parents work in large-size companies
- Fathers tend to be employed in low-feminized workplaces
- 33% of fathers & 89% of mothers took parental leave
- Part-time leave take-up is more prevalent among fathers than the mothers

# Couples' joint-leave take-up decisions

- In 43.88% of households were where fathers did not take any leave whereas mothers took the full-time leave
- In 14.14% of the couples, fathers were not taking the leave and mothers were on part-time leave
- 12.14% of the couples were « parental leave rich » households where both parents take full-time leave
- 8.02% where fathers take part-time leave and mothers' take full-time leave
- 3.96% both parents take part-time leave

Leave distribution	Number of couples	%
Leave shared equally	487	16.10%
Mothers' leave > fathers' leave	2,142	70.83%
Fathers' leave > mothers' leave	395	13.06%
Total	3,024	100%
Source: IGSS 2020. Authors' calculations.		

## Relative risk ratios from multinomial logistic regressions where the base category is mothers take longer leave than fathers do

### Findings

	Leave shared equally	Fathers' leave > mothers' leave
	base: mothers' leave > fathers' leave	
Fathers' nationality		
Neighbouring countries (BE-DE-FR)	1.25	1.48
Portuguese	.93	2.06**
Other European or non-European	1.06	1.15
Fathers' employment sector		
Public vs. private	.67**	.61
Fathers' relative share in the household income	.4***	.27***
Fathers' employment industry		
Construction vs. public admin.	.48**	1.33
Mothers' nationality		
Neighbouring countries (BE-DE-FR)	.73	1.99**
Portuguese	.85	1.95**
Other European or non-European	.9	1.59**
Mothers' employment industry		
Finance	.60**	.97
Catering	.53	.43**
Reform	1.47**	.42***
Constant	.49	.06***

N= 3,030

\*p<0.1; \*\*p<0.05; \*\*\*p<0.001

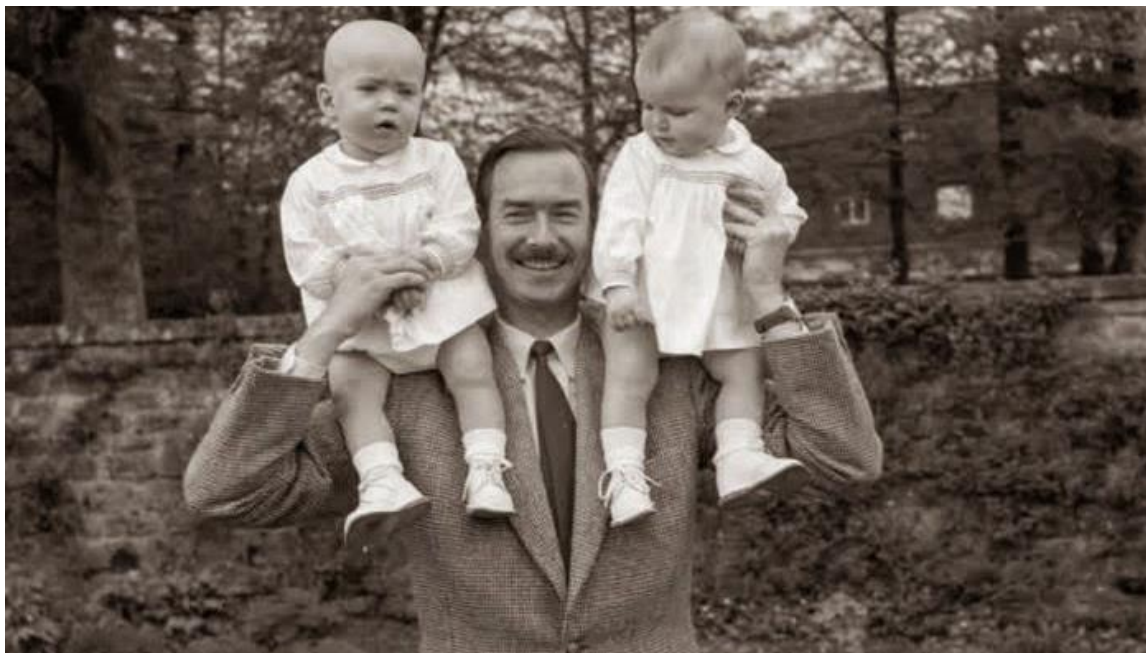
Source: IGSS 2020. Authors' calculations.

Note: controlled for age, nationality, employment sector, employment industry, relative income share, labour force composition of the workplace by age, sex and white-collar worker ratio, company size, all separately for fathers and mothers, child's sex, and reform.

Note: Constant (\_cons) estimates baseline relative risk for each outcome.

# Conclusion

- Parental leave is a two-staged decision happening under the influence of intra-household as well as extra-household factors
- Fathers' economic power in comparison to mothers' make them take the leave shorter
- Working in public sector reduces fathers' relative risk ratios in taking longer parental leave
- Economic resources happened to be playing a greater role than time resources
- The 2016 parental leave reform positively influenced fathers' leave take-up, but remains lower than mothers'



## Thank you!

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