

Fathers on Part Time Parental Leave

What Can we Learn about Gender Equality?



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Fathers on Part Time Parental Leave

- Aim and Method
- Characteristics of the Fathers, Distribution of tasks, registers of justification
- Some obstacles to an egalitarian model and to the involvement of fathers in family sphere

Aim and Method

- **Objectives:** Give insight into what this atypical situation generates in terms of sharing parental and household duties

- **Question:** Does the situation of the « Stay-at-Home » fathers lead to calling into question the gender based division of roles in the family and at work ?

- **Méthod:** Three aspects
 - Analysis of the database of the CNAF

 - Qualitative survey of 25 beneficiary fathers: Face-to-Face semi-directive interviews

 - Qualitative survey of 25 beneficiary mothers: Face-to-Face semi-directive interviews, in order to find out what are the specific characteristics applicable to fathers

Social and Economic characteristics of the Beneficiary and Their Partner

- Live in a couple, most often with two children
- They work 28 hours per a week
- Doubly Rare Men: They are Taking parental leave AND they are working part-time
- In 56 % of the cases, the fathers earn less than their partner

Comparison of the annual earned incomes between the spouses in families where the father receive a part-time CLCA

Beneficiaries of the CLCA at a part-time rate	MEN
The beneficiary earns less than the spouse	56%
The beneficiary earns more than the spouse	43%
The beneficiary earns as much as the spouse	0%
Total	100.0 %

Source : observatoire national de la petite enfance, cnaf
Incomes 2009, beneficiaries CLCA from 2011

The organisation

- A fixed day
- Already shared household duties prior to the birth of the child
fixed day
- Distribution according to the « availability » of the mother
- Specific paternal time which is not really visible
 - Not really visible to the outside world (go out only little, spend the day at home with children)
 - Adapt to the working norms, go unnoticed

Registers of justification

- A Pragmatic Choice : a choice of lifestyle for the child
- A Masculine Model Outside of Stereotypes
 - Parental and domestic compétences not gender-associated
 - Distanced but not disconnected from work, work is important but not at the center of their balance
- Find his place as a father : learn, focus time, paternity is being build

Représentations that are Changing and Those that Persist

- At home: Internalizing « feminine » requirements
 - Taking care of the child : exhausting
 - Being alone : wearisome
- At work: cope with labor norms = go unnoticed
- Gendered norms: a feminine model that act in low grade
 - Men set apart
 - Maternity status/ the lack of legitimacy with paternity
 - Do »as » and « be with » maternal omnipresence



THANKS !

Child Rearing Benefit (CLCA) and parental leave Scheme

Parental Leave : one year, renewable, unpaid, guarantees the possibility of returning to work

Child rearing benefit (CLCA) : a form of remuneration of parental leave

- Provided by the Family Branch of Social Security.
- Provided at a Full-time rate or a Part Rate depending on the Interruption of work or part-time work
- Amount : about **572 €** per month at a full time rate, **430 €** or **325 €** per month at a part-time rate
- Not Income-related and not Taxable
- At least 2 Children, until the Youngest is 3 Years Old or 1 child, during 6 months max and until the child is less than 1 year old