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Fathers on leave & gender equality: a comparative perspective
International workshop 20-21 May 2014

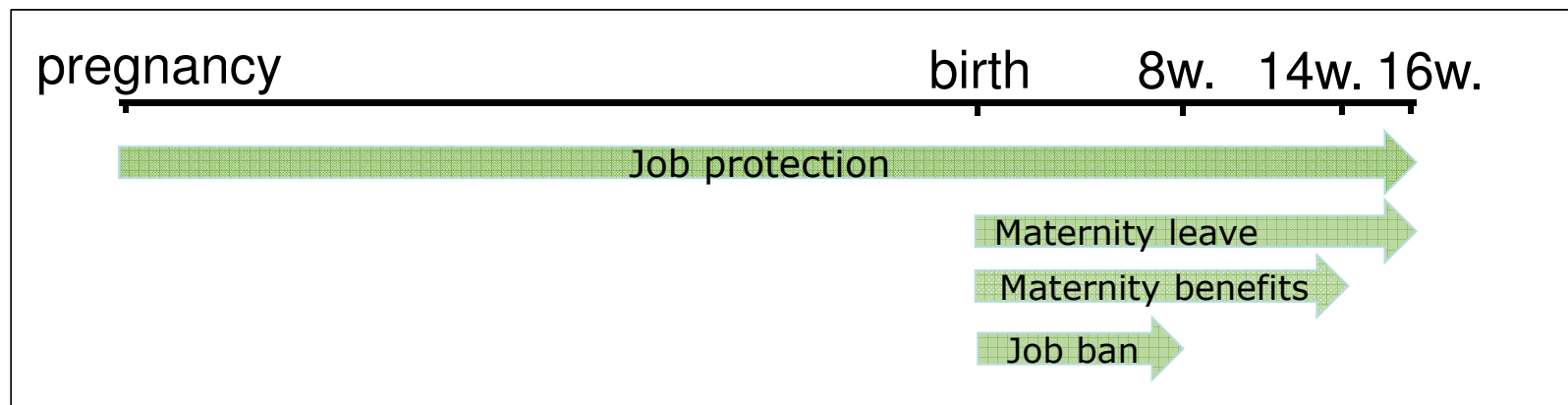
Fathers on Leave Alone in Switzerland

Isabel Valarino

| le savoir vivant |

Leave policies in Switzerland

- Limited leave scheme
 - Maternity leave and insurance
 - Maternity allowances implemented in 2005 only (14 weeks paid at 80% of salary)



- No statutory parental or paternity leaves

Leave policies in Switzerland

- Exceptional situation
- WHY?
 - Federal state
 - Direct democracy
 - Outside EU
- Increasing political interest, but no majority

Switzerland & USA : only OECD countries without a universal right to paternity or parental leaves



Leave policies in Switzerland

- Access to leaves for fathers through
 - Collective labor agreements
 - Work contracts
- Differences between
 - Sectors of activity
 - Linguistic regions
 - Size of companies
 - Branches

In 2009 27% of employees submitted to a collective agreement had access to

- **At least 1 day of paid paternity leave**

and/or

- **Several months of unpaid leave**

(OFAS, 2013)

Fathers on Leave Alone in Switzerland

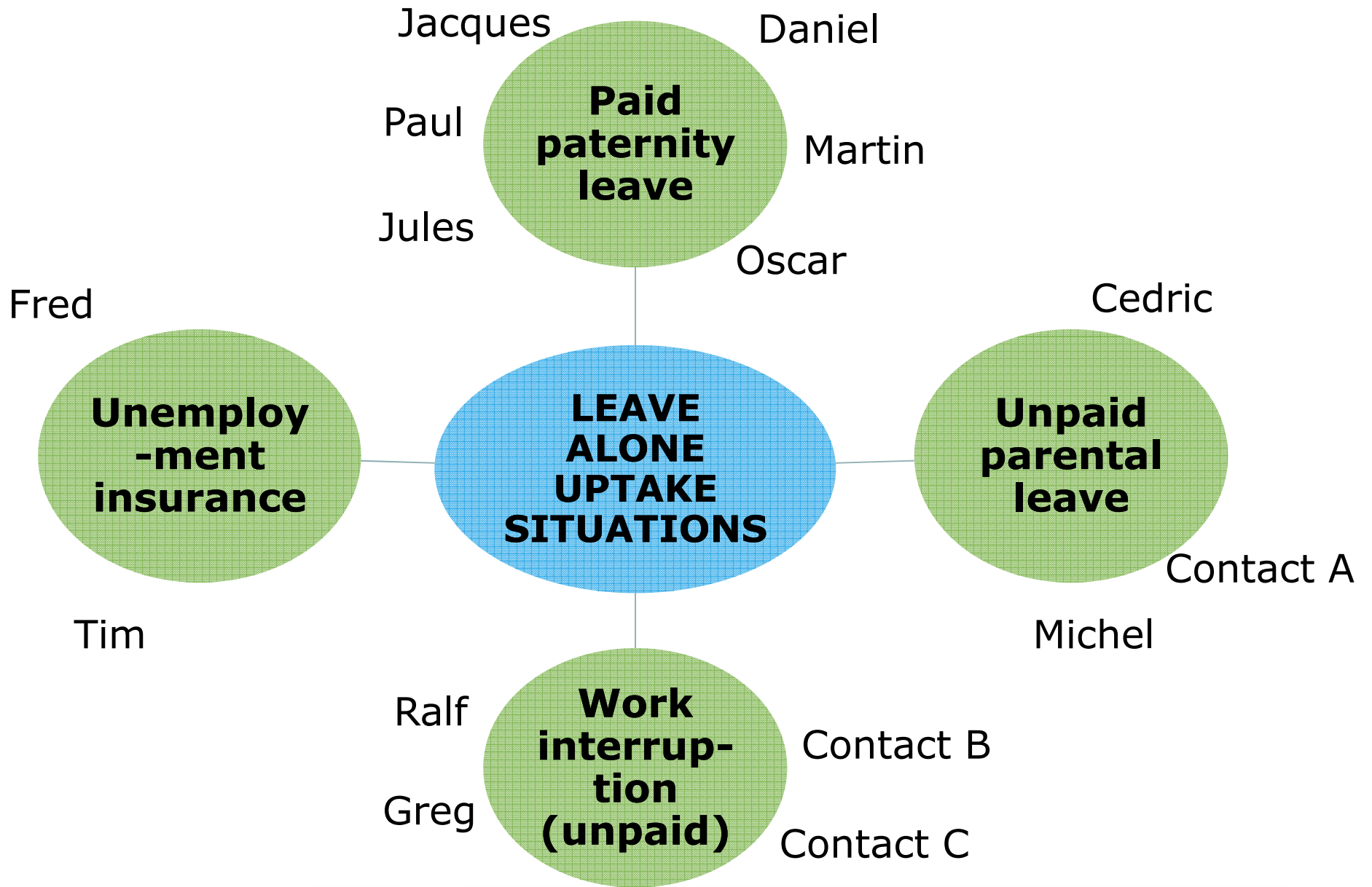
- Rare phenomenon
- Hard to find (no register or survey data)
- Definition issue: what does “on leave” mean?

→ Implications for the research

- **Objective:** reflect the heterogeneity of situations
- **Theoretical perspective** on gender and fatherhood : social processes on the institutional, interactional and individual levels (Risman, 1998, 2004)
- **Selection criteria:** be flexible
- **Recruitment:** snowball technique

Presentation of the sample

Data	Respondents	
Pilot interview from PhD project	1	November 2011
Interviews from PhD project (subset)	6	March-May 2012
New interviews conducted	5	April 2014 to this day
Interviews scheduled	2	To do
Contacts for additional interviews	3	
TOTAL	14 to 17	



Leave Alone Situations

- Heterogeneous sample
- Leave length
 - From 1 month to 5 years (!)
- Leave alone at a part-time rate:
 - Leave taken part-time
 - Partner works part-time
 - Child attends childcare or school
 - Grand-parents support
- (Youngest) child's age at leave uptake
 - From 2 months to 3 years

Specificities of the sample

- Relatively highly educated and homogamous couples
- Public sector (bias)
- Half of respondents are not married

In 2011 in Switzerland:
only 19% of births were
outside wedlock
(OFS, 2014)

Specificities of the sample

- Relatively highly educated and homogamous couples
- Public sector (bias)
- Half of respondents are not married
- 8 out of 12 respondents work part-time

In 2012 in Switzerland: only 9% of fathers living in couple with a child under 6 were working part-time
(OFS, 2014)

Specificities of the sample

- Relatively highly educated and homogamous couples
 - Public sector (bias)
 - Half of respondents are not married
 - 8 out of 12 respondents work part-time
- Predominant employment model: dual part-time

In 2012 in Switzerland: only 5.5% of couples with a child under 6 were in this case

(OFS, 2014)

First observations


- Comparing PhD and new interviewees
- Leaves reflect different motivations
 - Paid leave granted by the employer -> no costs!
 - Imposed by external factors
 - Private leave solutions (“risk taking behavior”)
- Reactions...
- Leave experience...
- Impact of leave uptake: men’s relation to work

THANK YOU FOR YOUR ATTENTION


References

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Call for participation leaflet



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FONDATION
POUR L'UNIVERSITÉ
DE LAUSANNE



LIVES
Pôle de recherche national

Enquête auprès des pères

Devenir papa et prendre un congé pour s'occuper de son enfant

Vous êtes invité à participer à une **recherche en sciences sociales** sur la paternité et la conciliation du travail et de la famille, menée à l'Université de Lausanne, en collaboration avec le Réseau international de recherche sur les congés parentaux (www.leavenetwork.org). La recherche vise à améliorer les connaissances à propos des **pères qui prennent un congé** pour une **durée prolongée** suite à la naissance de leur enfant en Suisse.

Nous recherchons des pères qui ont:

- pris un congé (parental, paternité, vacances, autre)
- pour au moins 1 mois à plein temps (ou à temps partiel)
- pour s'occuper seuls de leur-s enfant-s de moins de 3 ans

La participation consiste en un entretien confidentiel (de 1,5h à 2h) qui abordera les sujets suivants:

- votre expérience de prise de congé
- les réactions au travail et dans votre entourage
- votre conciliation actuelle du travail et de la famille

NB : l'entretien est enregistré et anonymisé ; aucun nom n'apparaît dans la retranscription écrite de l'entretien ; la retranscription est uniquement utilisée dans le cadre de la recherche et n'est pas diffusée hors du cercle scientifique.

Merci de contacter Isabel Valarino:
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Le rendez-vous sera fixé en fonction de vos disponibilités et à l'endroit qui vous convient le mieux

Leave alone	Pseudo	Leave alone length	Weekly care %	Child's age
Paid paternity leave (+ vacation)	Paul	2 months (1 d./week) + P.T.Work	20%	7 months
	Jacques	2 months (1 d./week) + P.T.Work	20%	7 months
	Jules	3 months (1 d./week) + P.T.Work	40%	6 months
	Martin	6 months (1 d./week) + P.T.Work	20%	5 months
	Oscar	3 months (1 d./week)	20%	2 months
	Daniel	1 month (2w. leave and 2 w. vacation)	100%	6 months
Unpaid parental leave	Cedric	6 months	≈70%	5 months
	Michel	6 months	50%	6 months
Work interruption	Ralf	12 months + P.T.Work	70%	10 months
	Greg	5 years + P.T.Work	≈80%	1 & 3 years
Unemployment insurance	Tim	9 months	≈50%	3 & 6 years
	Fred	3 months	≈70%	3 years

Respondent	Recruitment technique
Paul	Through the employer (case study)
Jacques	Through the employer (case study)
Jules	Through the employer (case study)
Martin	Through the employer (case study)
Oscar	Through the employer (case study)
Daniel	Through the employer (case study)
Cedric	Professional network
Michel	Snowball (professional network)
Ralf	Snowball (professional network)
Greg	Snowball (professional network)
Tim	Snowball (personal network)
Fred	Regional Family website forum
Contact A	Professional network
Contact B	Snowball (professional network)
Contact C	Snowball (professional network)
Contact D	Snowball (personal network)

Respondent	Respondent Work %	Partner Work %	Couple activity	Eg. Div . ??
Paul (m; 1 child)	80%	80%	Dual part-time	No
Jacques (c; 1 child)	80%	70%	Dual part-time	??
Jules (c; 1 child)	60%	60%	Dual part-time	Yes
Martin (m; 1 child)	80%	70%	Dual part-time	No
Oscar (c; 1 child)	100%	40%	Modified	No
Daniel (m; 1 child)	100%	70%	Modified	No
Cedric (c; 2 children)	80%	100% (2home office days)	Dual part-time	No
Michel (c; 1 child)	100%	60%	Modified	??
Ralf (m; 2 children)	60%	80%	Dual part-time	Yes
Greg (c; 3children)	40%	60%	Dual part-time	Yes
Tim (m; 2 children)	100% (1home office day)	80%	Dual part-time	No
Fred (s ; 2children)	60%	60%	Dual part-time	No