

Fathers on leave: the project in context of current policies & practices

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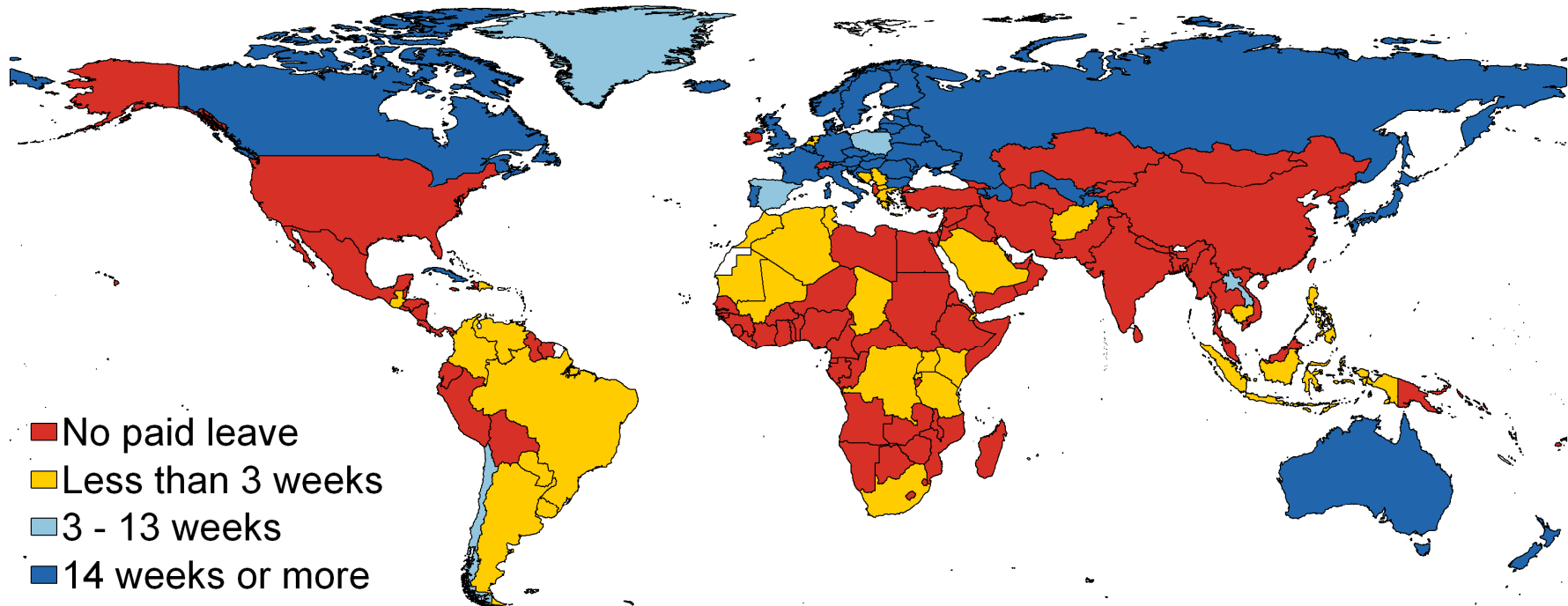
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What do we know?

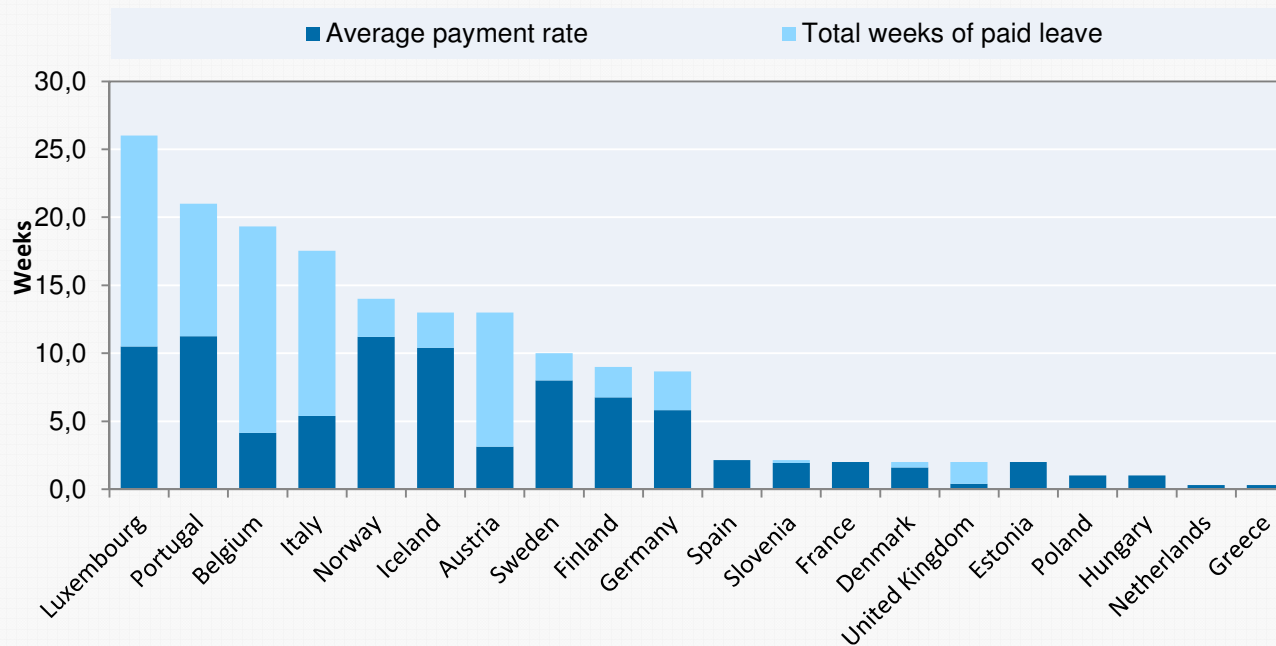
**Country profiles are constantly
evolving and getting reliable
Information is challenging**

Is Paid Leave Available for New Fathers?



Source: Heymann SJ with McNeill K. Changing Children's Chances.
Boston: Harvard University Press. 2012

Chart : In some countries fathers are entitled to a couple of months of paid leave to care for children Total weeks of paid paternity/parental leave available to fathers which cannot be transferred to partners



Note: Average payment rates: for example, in Portugal the first 8 weeks of leave for fathers are paid at 100% of earnings, while the supplementary leave period of 13 weeks is paid at 25%

Source: OECD (2014a), OECD Family database.

What do we know?

More studies published over last 10 years- comparative & within country policy analysis of implementation, impact, and experiences

Impact research has methodological challenges

Impact: country level natural experiments

- Men who had last child born in year **after** Norway father quota introduction in 1993 report lower 11 % lower levels of conflict over household division of labour & 50% more likely to share clothes washing than men who had last child just **before** reform (Kotsadam & Finseraas, 2011)

Impact: duration

- 4 weeks exposure to Norway's leave quota during child's first year is associated with 1-3% drop in fathers' earnings over next 5 years (Rege & Solli, 2012)
- Taking some leave (2 or 4 weeks) increased likelihood of Australian fathers engaging in sole care at week-ends when child was older 4-19 months (Hosking et al, 2010)

Impact: child wellbeing and involvement

- Swedish infants whose fathers did not take paternity leave in first year were significantly less likely to be breast fed at 2 and 6 months (Flacking et al, 2010)
- US fathers who took longer than 2 weeks leave were more involved in child-care activities at 9 months (controlling for selectivity using attendance at antenatal classes) (Nepomnyaschy & Waldfogel, 2007)

Experience: qualitative studies

- Being home alone enhances fathers awareness of infant life “slow time” (Brandth & Kvande, 2003)
- Couple ‘negotiations’, ‘preferences’ and ‘decision-making’, continued importance of the ‘mother-child dyad’ & how particular societal norms continue to shape possibilities around men’s involvement in caring for their children. *Without taking away her leave*’ (McKay & Doucet, 2010)

Our project

- Help understanding of new forms of “situated fathering” (Marsliglio, 2010)
- Contribute depth embedded insights of the experience of fathers taking leave alone in a wide range of policy niches