

# Trends in fathers' work-family arrangements and working hours (2001-2011)

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# Research questions

- What type of work-family arrangements do employed fathers have? To what extent are British fathers sharing more economic provisioning with mothers? Decade patterns and recession context.
- Have British fathers' work patterns become more sensitive to family characteristics (e.g. age of youngest child, partner's employment) .

# Mixed picture in research literature

- Work efforts tend to be greater for fathers compared to men without children (eg. Maume, 2006)
- Signs of paternal care efforts emerging in countries with strong father-friendly policy frameworks e.g. 3 hour weekly reduction in work hours for Norwegian fathers with one child under 2 years (Dommermuth & Kitterod, 2010)
- Longitudinal evidence Huerta, M., et al. (2013), "Fathers' Leave, Fathers' Involvement and Child Development: Are They Related? Evidence from Four OECD countries

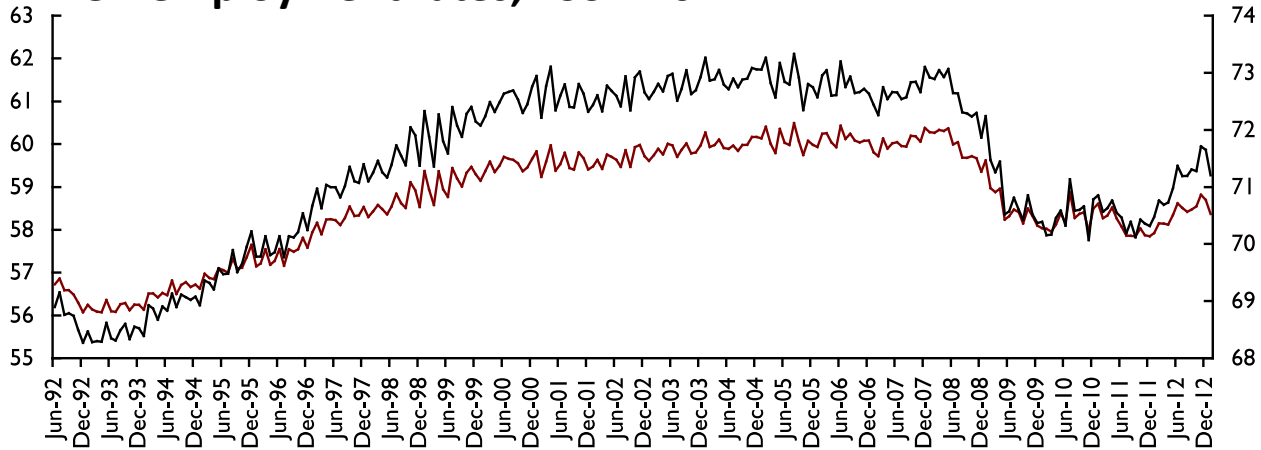
# Changing policy environment



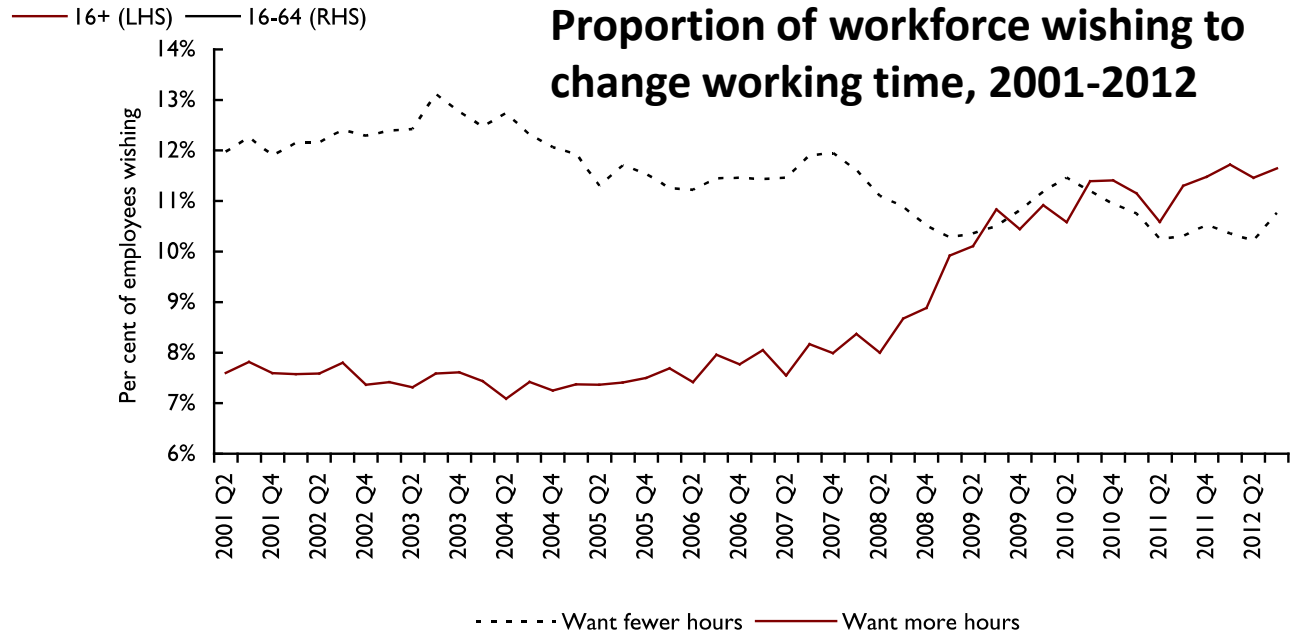
1996	1999	2003	2006	2008	2010
EU Directive on parental leave	Employment Relations Act	Maternity leave extended, paternity leave, right to request flexible working introduced.	Adoption rights introduced	Flexible working extended	Additional paternity leave introduced

# Changing economic environment

## UK employment rates, 1992-2012



## Proportion of workforce wishing to change working time, 2001-2012



Source: Bell and Blanchflower, "Underemployment in the UK revisited", NIESR, 2013.

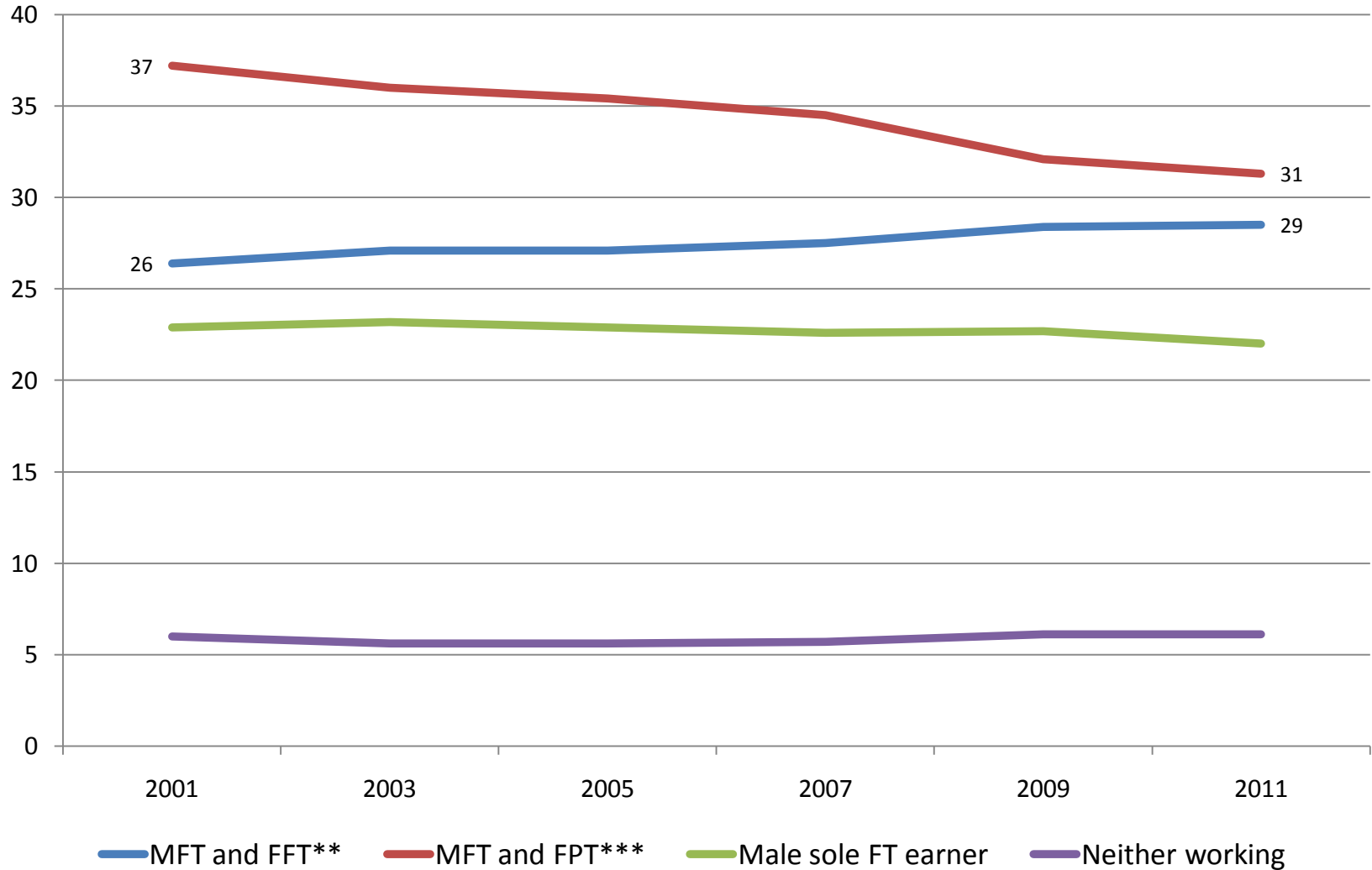
# EU - LFS 2001-2011

- Adult couple households with dependent children (at least one child under the age of 15 living in the household)
- Age restriction on the household reference person – 16-64 years
- Employment status FT = 30 hours or more per week PT = <30 hours per week
- Definitions of working hours "usual" weekly hours

# Working patterns of couples with dependent children

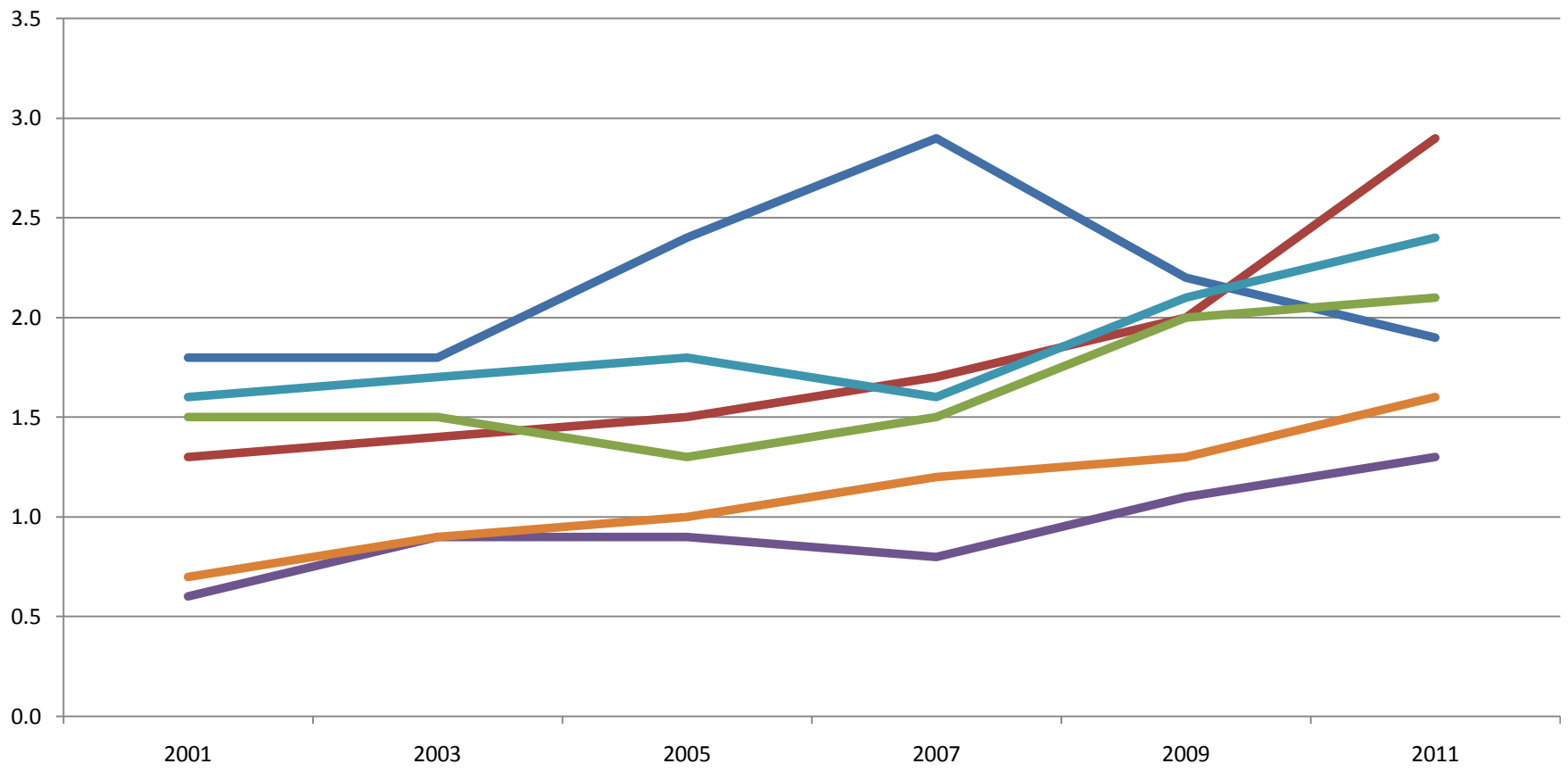
Type	Weekly working hours of male	Weekly working hours of female
<i>Dual FT earner MFT &amp; FFT</i>	Greater than or equal to 30 hours	Greater than or equal to 30 hours
<i>Traditional 1.5 earner model MFT &amp; FPT</i>	Greater than or equal to 30 hours	Less than 30 hours
<i>Non-traditional 1.5 earner model MPT &amp; FFT</i>	Less than 30 hours	Greater than or equal to 30
<i>Male breadwinner MFT</i>	Greater than or equal to 30 hours	Female not employed (unemployed or inactive)
<i>Female breadwinner FFT</i>	Male not employed (unemployed or inactive)	Greater than or equal to 30
<i>Dual PT earner MPT &amp; FPT</i>	Greater than 0, less than 30 hours	Greater than 0, less than 30 hours
<i>Male sole PT earner MPT</i>	Greater than 0, less than 30 hours	Female not employed (unemployed or inactive)
<i>Female sole PT earner FPT</i>	Male not employed (unemployed or inactive)	Greater than 0, less than 30 hours
<i>Non-earner</i>	Male not employed (unemployed or inactive)	Female not employed (unemployed or inactive)
<i>Other</i>	(Either) Male works, but hours vary drastically	(Or) Female works, but hours vary drastically

# Trends in working patterns of couple households with dependent children - UK





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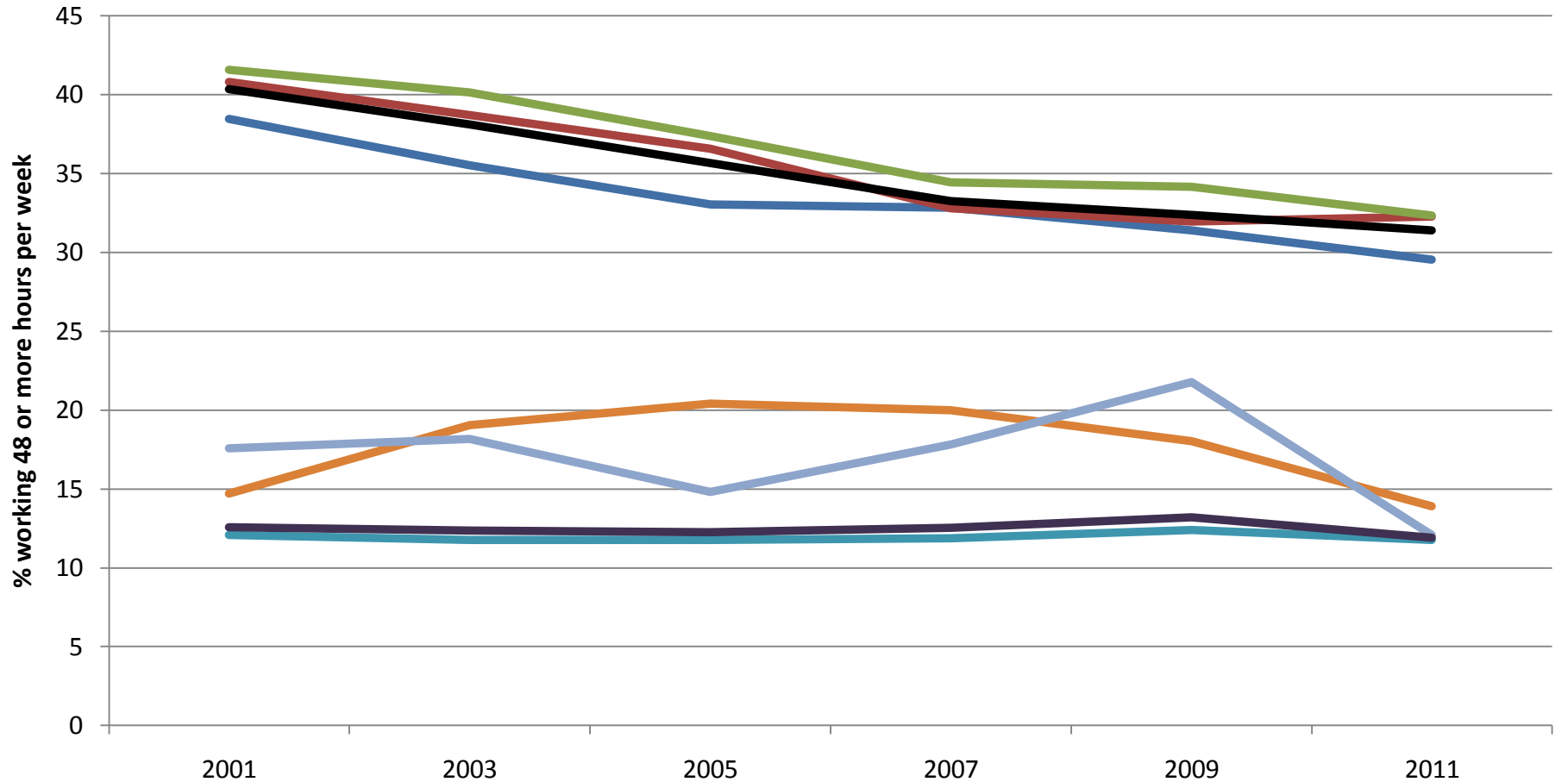


- Other
- Male sole PT earner\*\*\*
- Female sole PT earner
- Dual PT\*\*\*
- Female sole FT earner\*\*\*
- FFT and MPT\*\*\*

# Work-family arrangements of employed fathers

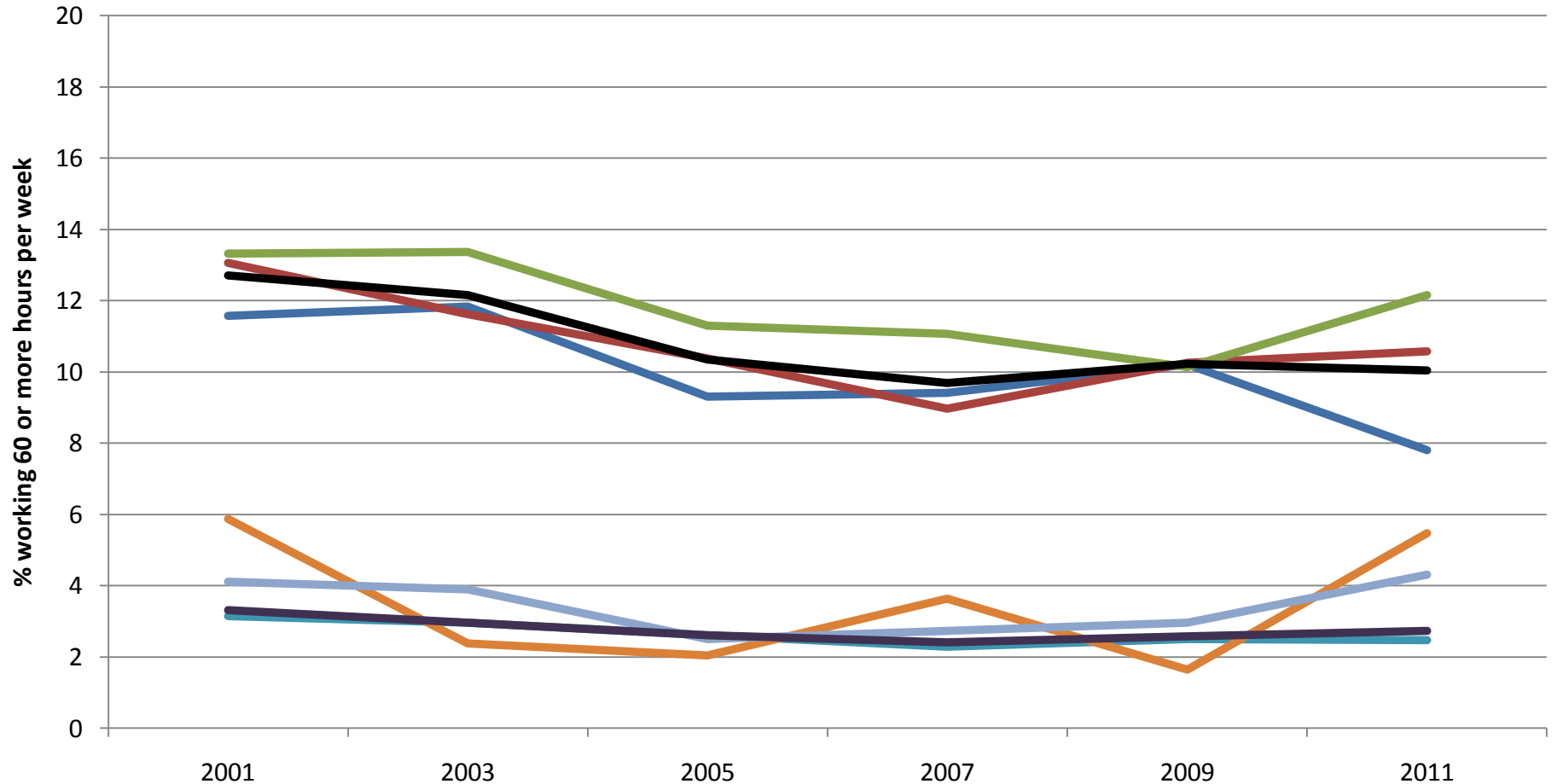
- Increasingly British fathers share economic provisioning with mothers.
- By 2011 mothers were main earner in 12 % of households
- By 2011 fathers still more likely to work FT but PT working by fathers has increased.
- Reduction in traditional 1.5 British work-family model
- Diversity more evident post-2008 recession

# Incidence of long working hours of parents: working 48 hours+



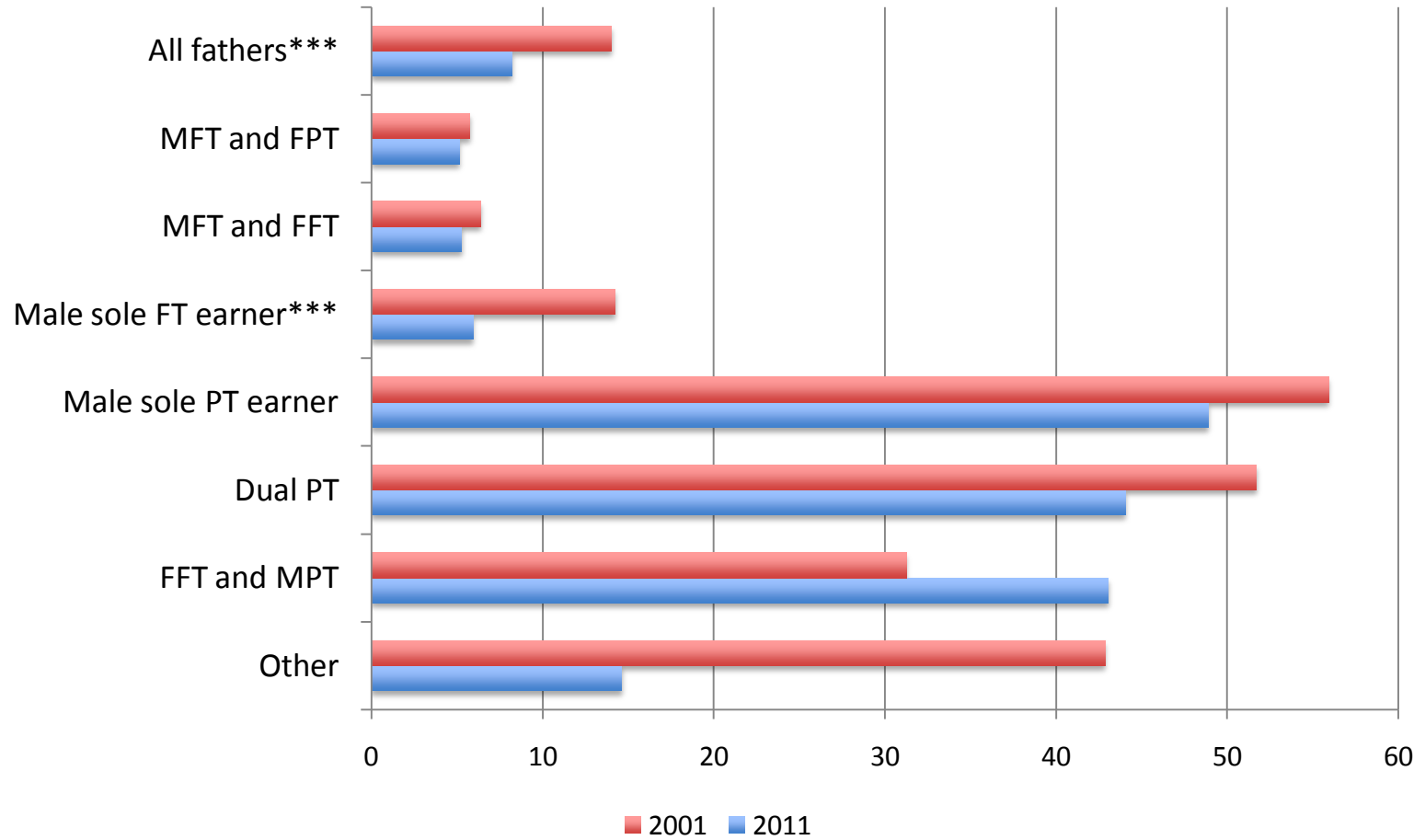
■ Father dual earner HH\*\*\*   
 ■ Father 1.5 earner HH\*\*\*   
 ■ Male sole earner HH\*\*\*   
 ■ All fathers working FT\*\*\*  
■ Mother dual earner HH   
 ■ Mother 1.5 earner HH   
 ■ Female sole earner HH   
 ■ All mothers working FT

# Incidence of long working hours of parents: working 60 hours+

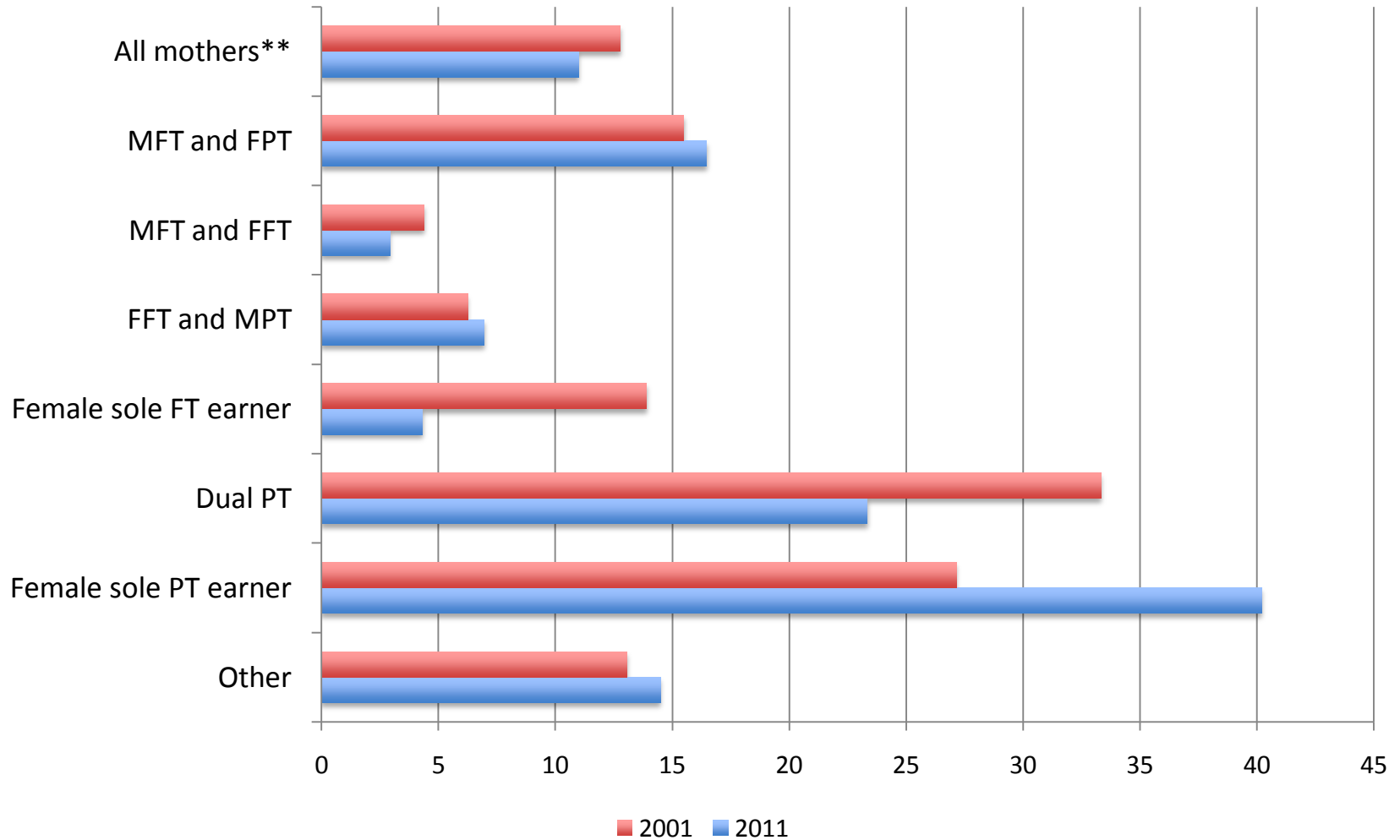


— Father dual earner HH\*\*\*   
 — Father 1.5 earner HH\*\*   
 — Male sole earner HH   
 — All fathers working FT\*\*\*  
— Mother dual earner HH   
 — Mother 1.5 earner HH   
— Female sole earner HH   
— All mothers working FT

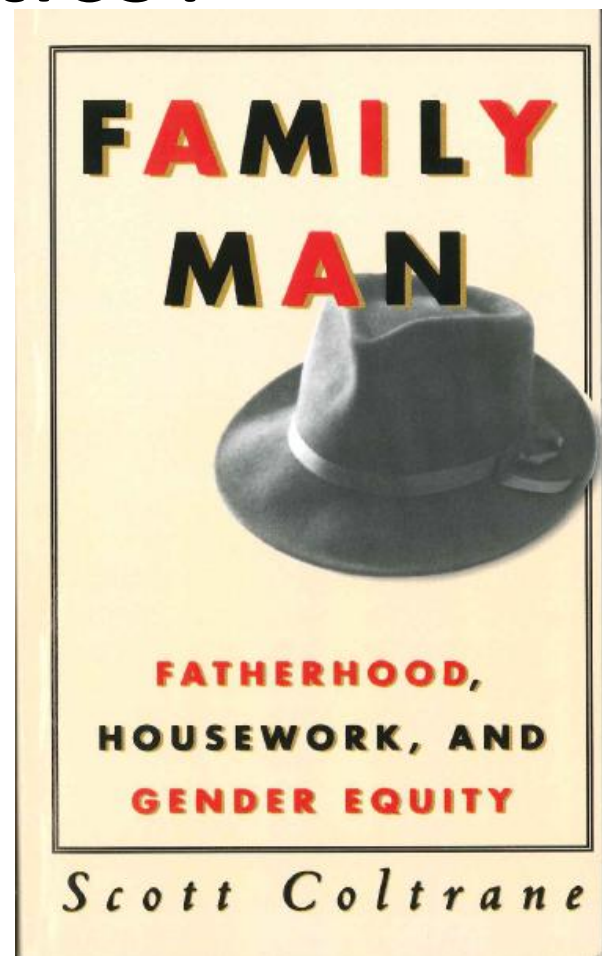
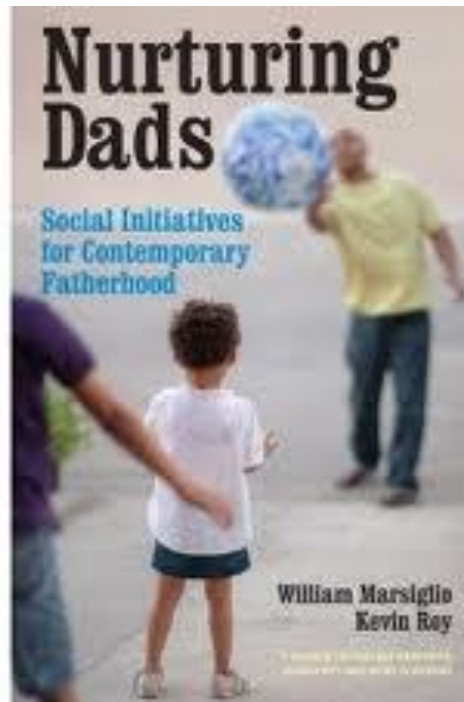
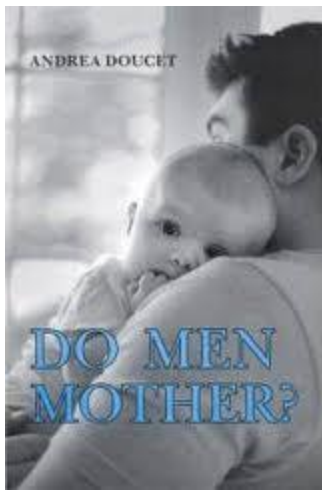
# Fathers wanting more hours of work



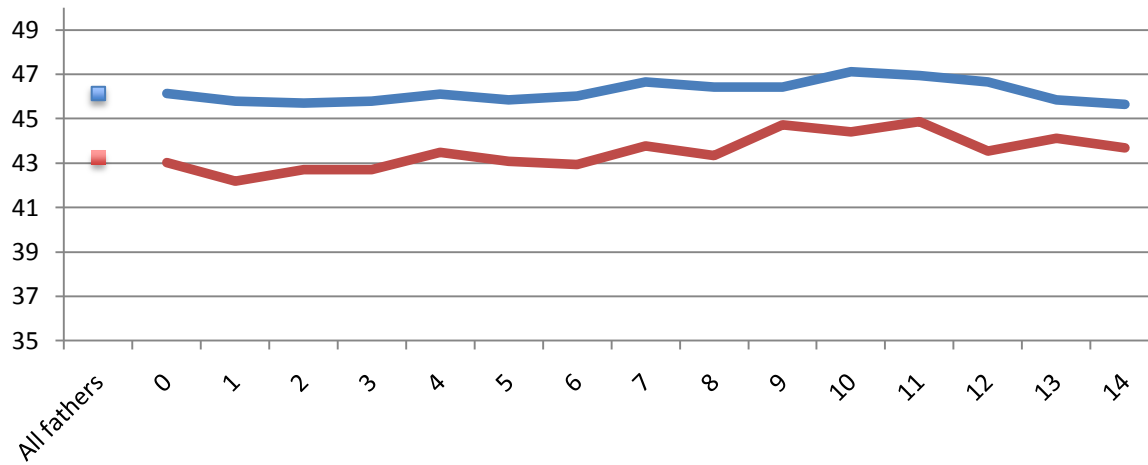
# Mothers wanting more hours of work



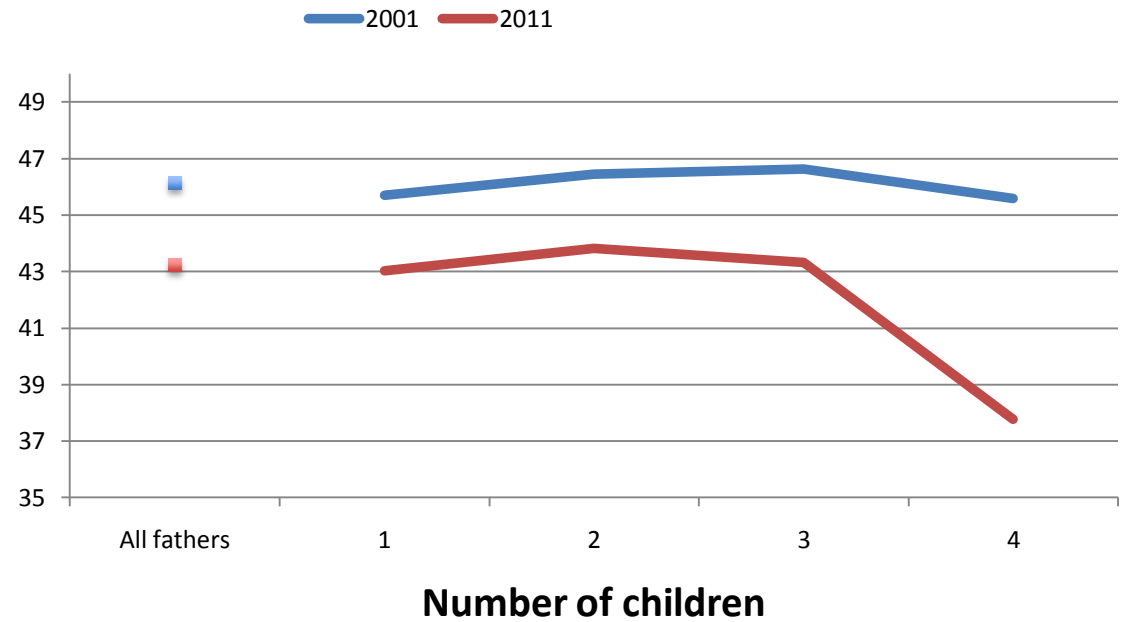
# Are British fathers' work patterns becoming more sensitive to family characteristics?



## Fathers - usual hours of work in main job



## Age of youngest child





Fathers working hours	Pooled (01&11)	2001	2011
Constant	47.37***	47.44***	44.60***
2011	-2.58***		
Partner - not working	-0.50	-0.63	-0.27
Partner - works PT	0.54***	0.19	0.90***
Partner - works FT, reference group			
Youngest child less than 1 year old	-0.10	0.09	-0.09
Youngest child 1 year old	-0.75*	-0.25	-1.09*
Youngest child 2 years old	-0.76*	-0.69	-0.70
Youngest child 3 years old	-0.77*	-0.64	-0.81
Youngest child aged 4 to 5 years old	-0.54	-0.57	-0.49
Youngest child aged 6 to 11 years old, ref grp			
Youngest child aged 12 to 14 years old	0.08	0.00	0.19
One child, reference group			
Two children	0.46*	0.51	0.37
Three children	0.51	0.82	0.14
Four or more children	-1.79***	0.21	-4.08

**Note:** controls for age, qualifications, occupation and region included but not reported.

# Working hours of employed fathers

- In 2011 but not 2001, fathers work longer hours when their partners work part-time - evidence that father's working hours are becoming more sensitive to partner's employment.
- In 2011 but not 2001, fathers of very young children (aged 1) work shorter hours – evidence that father's working hours are becoming more sensitive to family structure.

## Summary

- Working patterns of couples with dependent children – new patterns emerging, male sole breadwinner family now a minority.
- Working hours declining.
- Incidence of long working hours, intensive and unsocial working patterns declining for fathers.
- Challenge to two conventional wisdoms
  - Fathers' hours of work are now sensitive to household working patterns.
  - and becoming sensitive to age of youngest child.