

Trends in Fathers' Work-Family Arrangements in UK: 2001-2011

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Note: this is work in progress.

The Breadwinner - an enduring and deeply embedded concept



Challenges: women are now better educated and more likely to be employed.



Across the OECD 40% of women and 32% of men aged 25-34 have tertiary education. Lisbon target 60% by 2010 and recognition of the importance of female employment in achieving the 2020 target 75%.



Changing political 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 policy environment

Panel A. **OECD average public spending on families and education (for base years see notes)**

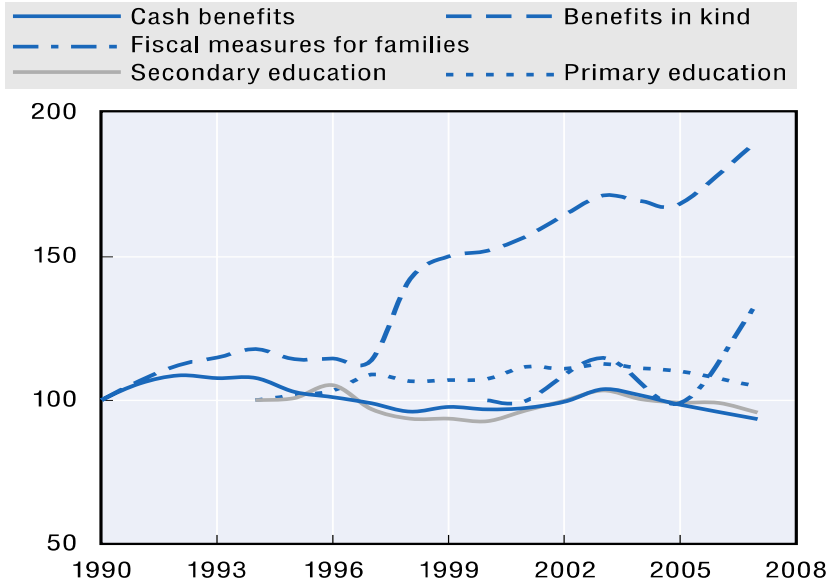
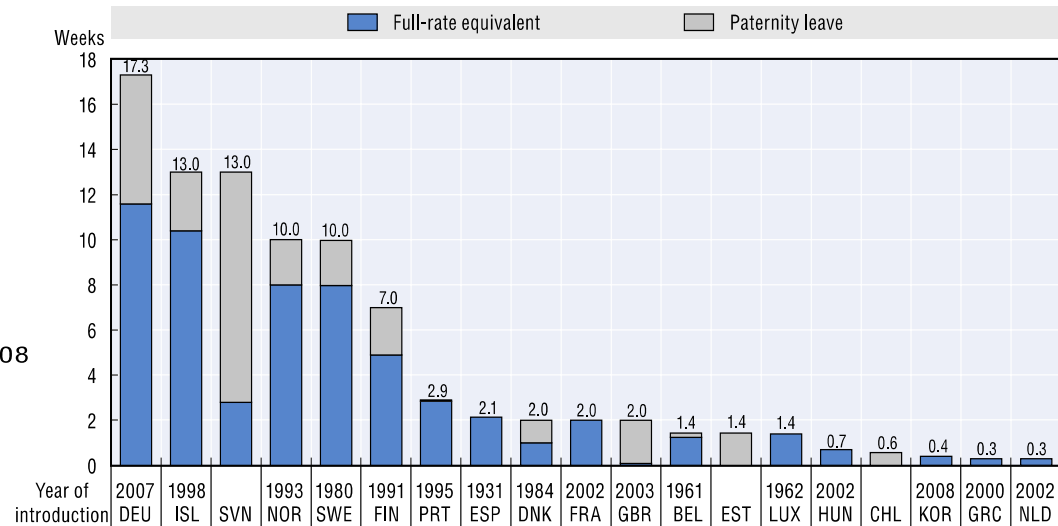


Figure 4.2. **Nordic countries (except Denmark), Germany and Slovenia have the most generous leave entitlements for fathers**

Weeks of leave entitlements for fathers, 2008



Note: Estimates of the weeks' entitlements include paternity leave and father-specific "quotas" in parental leave entitlements.

Source: OECD, "Doing better for families", 2011.

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.
- Looking at trends/changes over the decade, pre and post recession.

Welfare, gender, family policies, fathers and labour markets – country selection

- Social democratic, dual earner support, high gender equality, high rates of female full-time employment – **Sweden**
- Liberal welfare regime, market orientated policies, high rates of female part-time employment – **UK**
- Conservative or corporatist welfare, male breadwinner tradition, strong labour rights – **Germany, France, Netherlands**
- Mediterranean/southern welfare, low rates of female employment – **Spain and Greece.**
- Post socialist and traditional gender role attitudes – **Poland.**

Working patterns

- ‘Standard’
 - Dual full-time earners
 - Traditional 1.5, father working FT & mother working PT
 - Male sole breadwinner, father working FT & mother not working
 - No worker, neither parent in employment
- ‘Non-standard’
 - Female sole breadwinner, mother working FT & father not working
 - Non-traditional 1.5, mother working FT & father working PT
 - Dual part-time earners
 - Sole PT breadwinners, Father/Mother working PT & mother/father not working
 - Hours vary too much to classify

Disappearing breadwinners?

Male sole FT earner (%)

2001

2011

Sweden

12

UK

23

22

France

25*

22

Netherlands

27

17

Poland

31*

28

Germany

31*

25

Greece

46

36

Spain

49

28

*2003

NatCen

Social Research that works for society

T C R U
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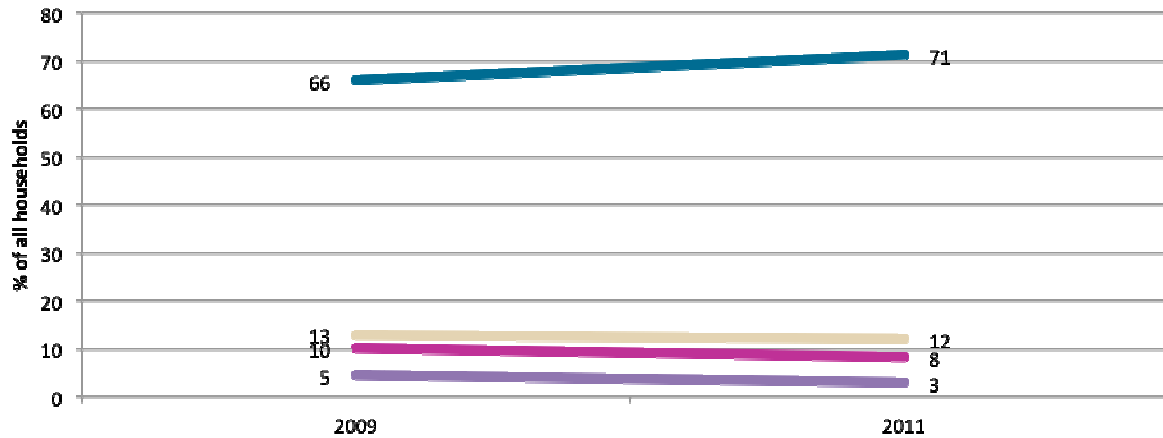
Growth of new models?

	Non-standard models (%)	
	2001	2011
Sweden		5.5
Germany	7.6*	6.7
Poland	10.8*	7.1
Netherlands	6.5	7.9
France	7.4*	8.7
Greece	4.2	9.7
UK	7.5	12.1
Spain	3.7	15.9

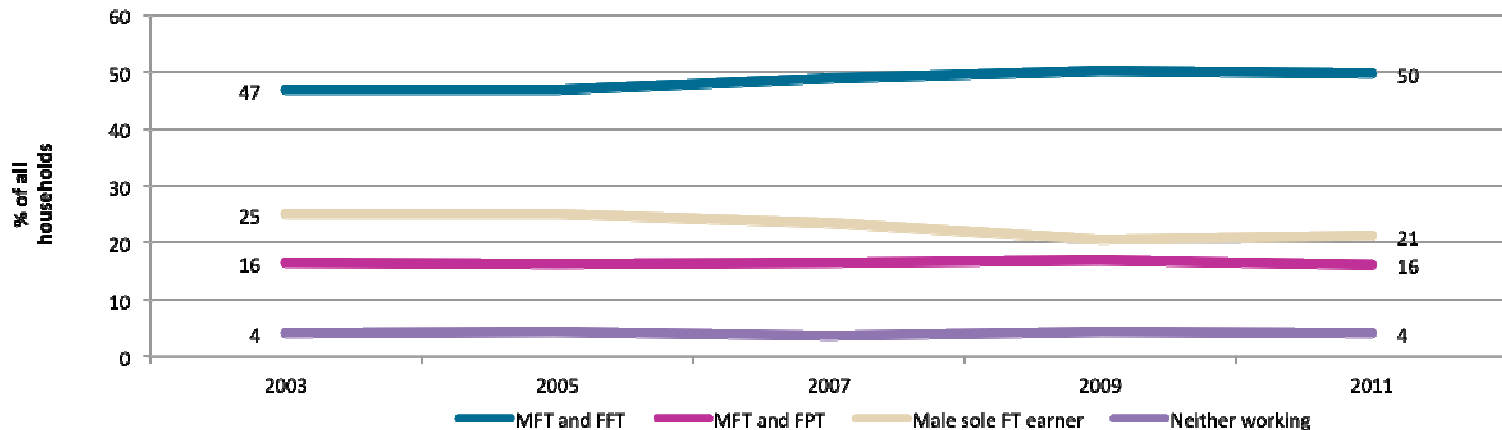
*2003

Established dual FT earner

Swedish couple households with children

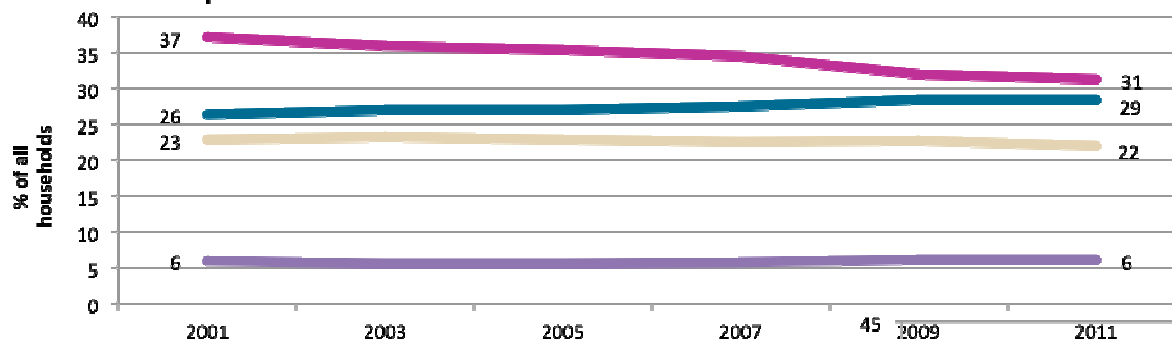


French couple households with children

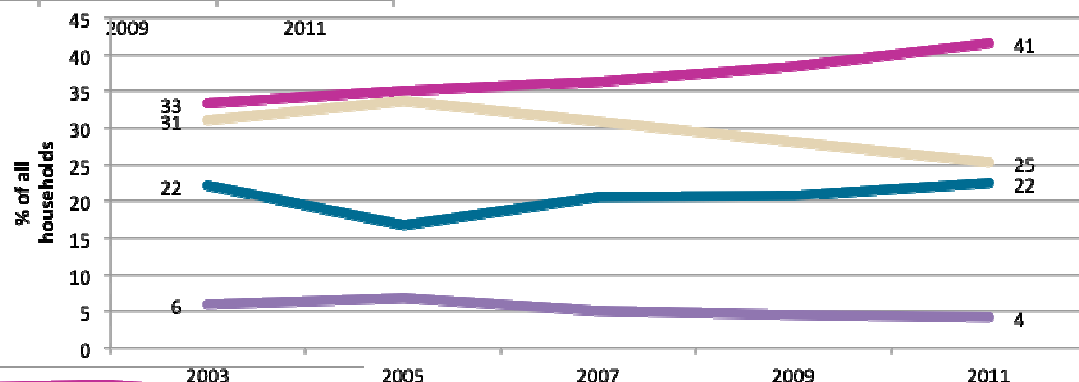


Dual earner families – majority 1.5

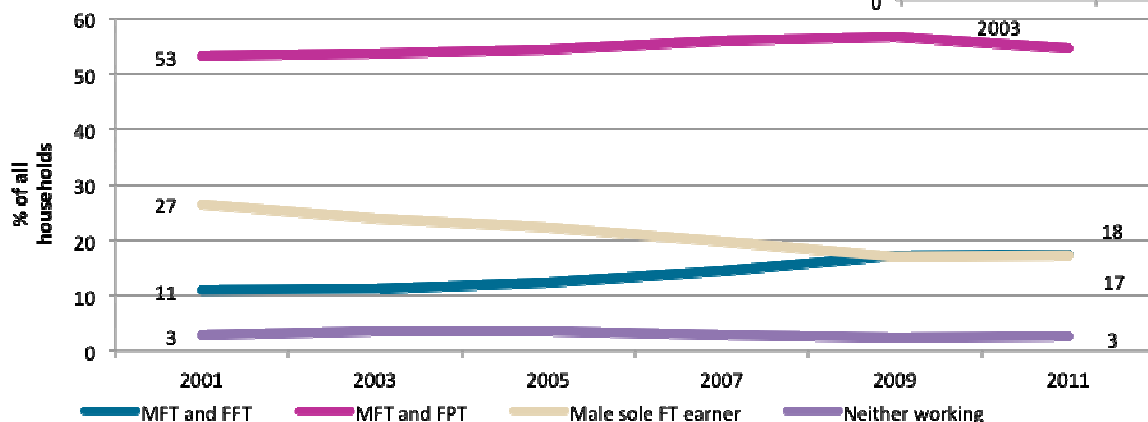
UK couple households with children



German couple households with children

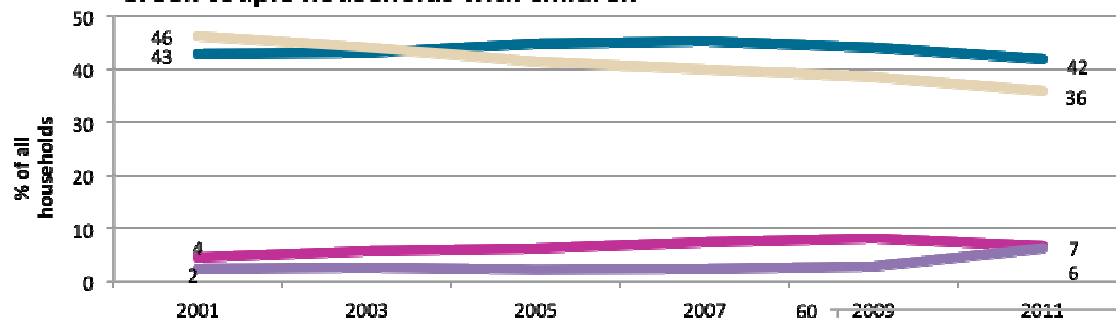


Dutch couple households with children

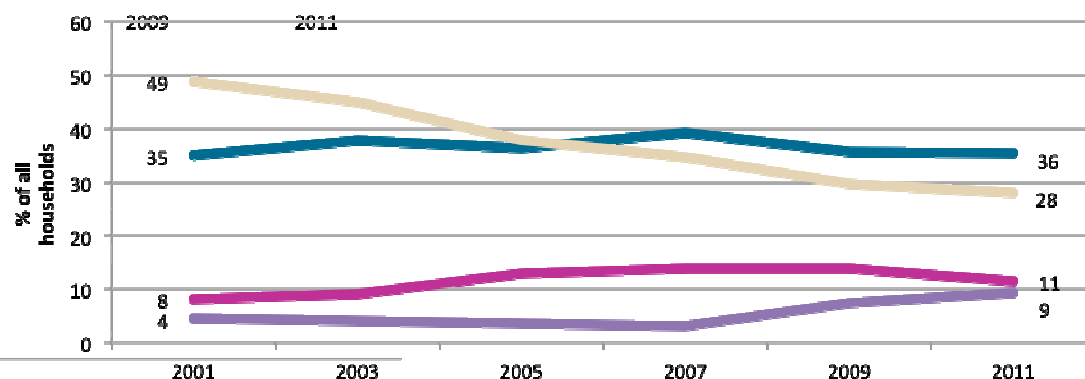


Polarised sole and dual FT earners

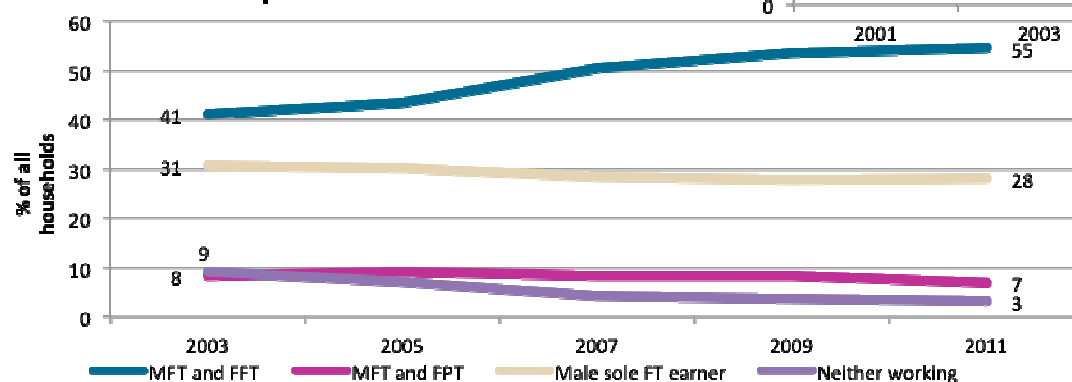
Greek couple households with children



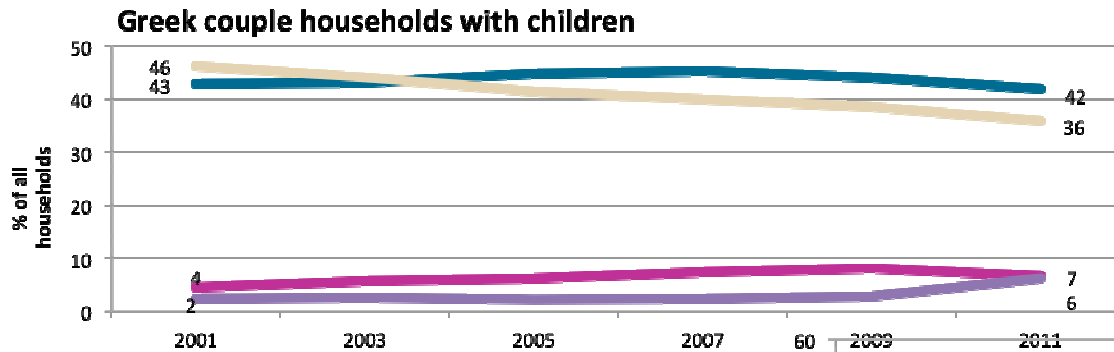
Spanish couple households with children



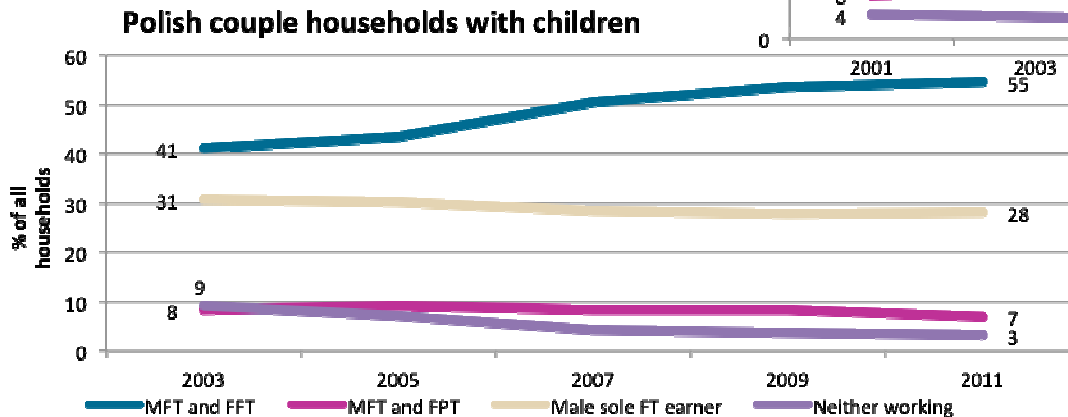
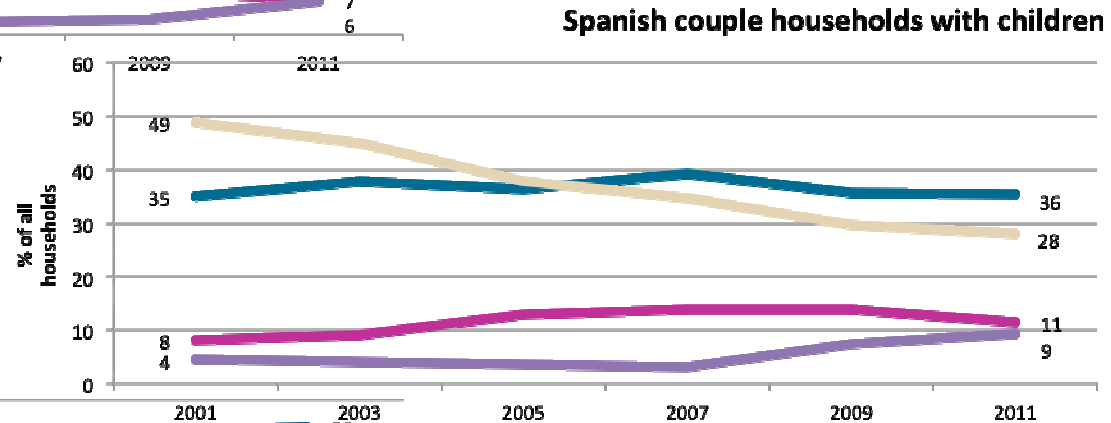
Polish couple households with children



Polarised sole and dual FT earners



Only see significant increase in no worker households in Greece and Spain.



Multinomial logit model

- Five possible outcomes: dual full-time earner, traditional 1.5 earner, sole male breadwinner, non-working household and a residual category of all other working patterns.
- Explore the factors which are associated with households be more/less likely to be in one of this groups.
- Explanatory variables
 - Parental education
 - Size of family
 - Age of youngest child
 - Age of parents
 - Country

Multinomial logit: The role of parental education

- Father's education
 - Education protects against unemployment.
 - Fathers in dual FT earner households are less likely to be highly educated.
 - Male sole breadwinners are more likely to be poorly educated

but

 - are also more likely to be highly educated.

Multinomial logit: The role of parental education

- Mother's education
 - Education protects against unemployment.
 - Mothers dual FT earner households are more likely to be highly educated
 - and*
 - much less likely to be poorly educated.
 - Mothers in male sole breadwinners are more likely to be poorly educated
 - and*
 - less likely to be highly educated.

Multinomial logit: The role of family

- Size of family
 - Dual FT earner households are more likely to be single child families and less likely to have larger families (3+).
 - Households where neither parent works are more likely to have large families (4+).
 - Male sole breadwinner families are also more likely to have bigger families (3+).

Multinomial logit: The role of family

- Age of youngest child
 - Generally not sensitive to post-primary school age children.
 - Households with no earners are more likely to have young children.
 - Employment patterns when youngest child <1 reflects length of maternity leave.
 - Dual FT earner households less common with young children (aged 1 to 3).
 - Sole male breadwinners are more common in families with young children (aged 1 to 3).

Multinomial logit: The role of country and trends over time

- Country – relative to the UK
 - Dual FT earner: less common in the other traditional 1.5 earner and is more common in the dual FT earner or polarised countries.
 - Sole male breadwinner: less common in Netherlands and is more common elsewhere.
 - No earner households: less common in the Netherlands, are more common elsewhere (Germany, no difference).
 - Non-standard patterns: less common in Germany and more common elsewhere.
- 2001 to 2011
 - Across Europe, sole male breadwinners are less likely and non-standard patterns are more likely in 2011 than in 2001.
 - Dual FT earners are more likely in 2011 in Germany, Netherlands, Spain and the UK.
 - No earner households are more likely in 2011 in France, Greece, Spain and the UK and less likely in Germany and Poland.

Concluding remarks

- By 2011 the sole male breadwinner family unit has become a **minority** form in most European countries - economic provisioning is shared in the vast majority of families.
- New practices in work-family life are emerging - mothers are not only more likely to be working but also to be working full-time. More part-time and other flexible employment (especially in countries most badly hit by the recession).
- Sole male breadwinners heterogeneous group in terms of father's education.
- Despite differences in labour markets and welfare regimes, similarities between sole male breadwinners in terms of family characteristics.

Appendix - Multinomial logit: The role of parental education

		Dual FT	MFT & FPT Ref	Male sole FT	Neither working	Other
Father's education	Low			+ve	+ve	+ve
	Medium – Reference category					
	High	-ve		+ve	-ve	-ve
Mother's education	Low	-ve		+ve	+ve	+ve
	Medium – Reference category					
	High	+ve		-ve	-ve	+ve

Appendix - Multinomial logit: The role of family

		Dual FT	MFT & FPT Ref	Male sole FT	Neither working	Other
Number of children	1	+ve			+ve	+ve
	2 – Reference category					+ve
	3	-ve		+ve	+ve	+ve
	4			+ve	+ve	+ve
Age of youngest child	0	+ve		+ve	+ve	+ve
	1 to 3	-ve		+ve	+ve	
	4 to 5	-ve		+ve	+ve	
	6 to 11 – Reference category					
	12 to 14					

Appendix - Multinomial logit: The role of country and time

		MFT & FPT	Male sole	Neither	
		Dual FT	Ref	FT	working
Country	France	+ve		+ve	+ve
	Germany	-ve		+ve	-ve
	Greece	+ve		+ve	+ve
	Netherlands	-ve		-ve	-ve
	Poland	+ve		+ve	+ve
	Spain	+ve		+ve	+ve
	UK – Reference category				
Year	2001 – Reference category				
	2011			-ve	+ve

Appendix – Usual hours of work: Fathers

