

Work-life articulation and parental leave: Some elements learned from research on parental leave in the police sector in Québec (+ some comparisons with Canada)

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Interest for parental leaves and impact in Québec-Canada?

- **Everywhere, debates highlight how firms and societies adapt to parental roles for workers**
- ***Present debates* : how to ensure family income and ensure women's activity so that they are not excluded from the labour market and risk poverty**
- **In Canada (+progressive circles): debates on how to increase fathers' participation, which is very low vs Québec (75 %)**
- **In Québec: how to better deal with the paternity leave absences + ensure continuous participation in childcare ?**



Some elements on Canada

- Comparison between the 2 regimes
- And data mainly from work by Marshall, for Statistics Canada
- (already presented in Network, so short ; see Review for details)

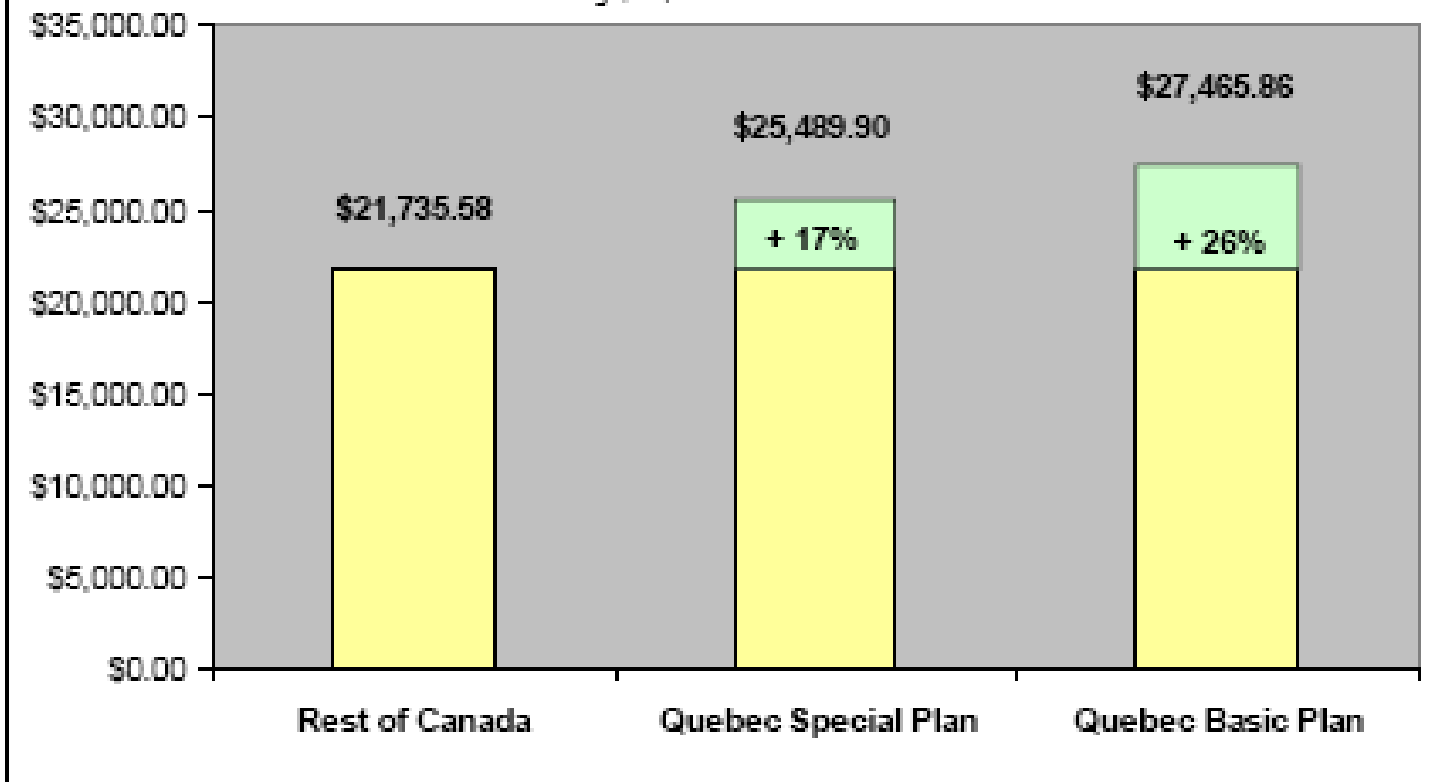
Table 1: Maternity, Paternity and Parental Leave Benefits for Biological Children²⁶

	Quebec		Rest of Canada
	Basic Plan	Special Plan	
<i>Maternity Leave</i>	18 weeks at 70%	15 weeks at 75%	15 weeks at 55%
<i>Paternity Leave</i>	5 weeks at 70%	3 weeks at 75%	None
<i>Parental Leave</i> ^{vii}	7 weeks at 70%; plus 25 weeks at 55%	25 weeks at 75%	35 weeks at 55%
<i>Total Paid Leave per Family</i>	30 weeks at 70% plus 25 weeks at 55% (Total 55 paid weeks)	43 weeks at 75%	50 weeks at 55%

Table 2: Parental Leave Benefits for Adopted Children²⁹

	Quebec		Rest of Canada
	Basic Plan	Special Plan	
<i>Adoption or Parental Benefits</i>	12 weeks at 70%; plus 25 weeks at 55% (Total 37 paid weeks)	28 weeks at 75%	35 weeks at 55%

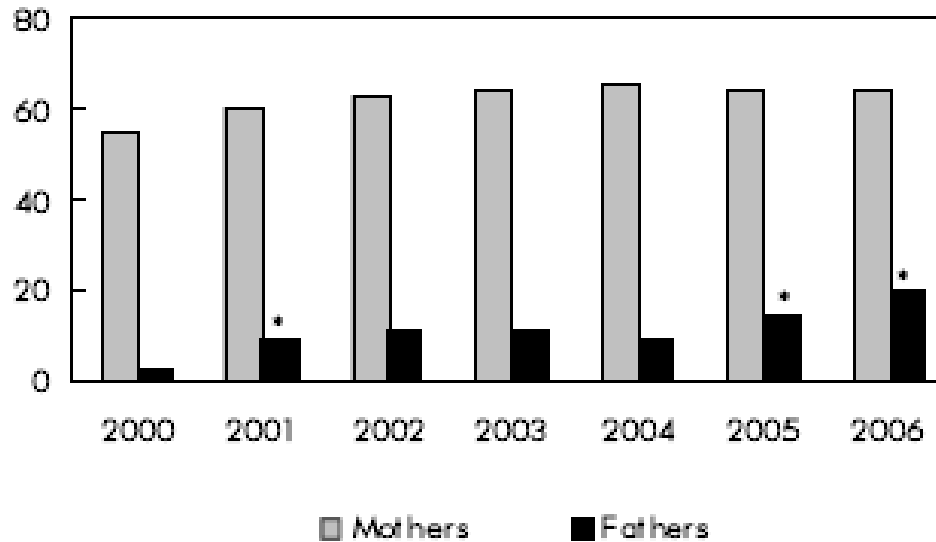
Figure 1: Comparing Total Maternity, Paternity & Parental Leave Benefits in Canada, assuming \$41,100* Insurable Income



* \$41,100 is the 2008 Maximum Insurable Earnings for federal benefits. Within Quebec, the 2008 Maximum Insurable Earnings is \$60,500. (Service Canada. (2008) "Employment Insurance (EI) and maternity, parental and sickness benefits." <http://www1.servicecanada.gc.ca/en/ei/types/special.shtml>; Quebec, Régime québécois d'assurance parentale (2008) "Premiums and maximum Insurable Income." http://www.rqap.gouv.qc.ca/a-propos-regime/cotisations_en.asp)

Chart A One in five fathers now file for parental leave benefits

% claiming maternity¹ or parental leave



* significant difference from the previous year at the 0.05 level

1. Available only to mothers.

Source: Statistics Canada, Employment Insurance Coverage Survey.

	Quebec	Rest of Canada
2005	32%	13%
2006	56%	11%

Table 1 Eligible fathers claiming paternity or parental leave and weeks taken

	Total	Quebec	Elsewhere
Couples with eligible fathers			
		'000	
2004	244	57	188
2005	263	67	196
2006	271	73	198
Fathers' claim rate			
		%	
2004	12	22* ^E	9
2005	18 ^(*)	32*	13
2006	23	→ 56 ^(*)	11
Mother receiving maternity or parental leave			
Yes ¹	25	→ 64*	8 ^E
No	19	F	18 ^E
Average weeks off²			
		weeks	
2005	12	13 ^E	11
2006	11	→ 7 ^(*)	17*
Mother receiving maternity or parental leave			
Yes	7	6*	13 ^E
No	22	F	22

* significant difference between Quebec and the other provinces at the 0.05 level

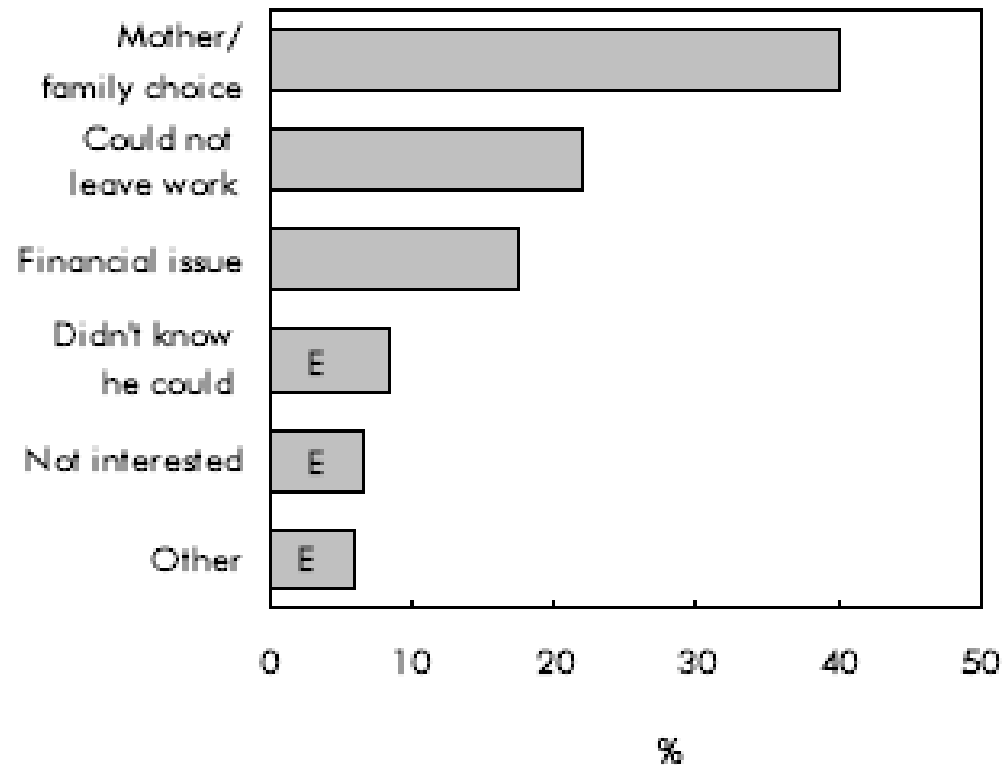
(*) significant difference from previous year at the 0.05 level

1. In 2006, mothers in Quebec were more likely to receive maternity or parental benefits (77%) than those living elsewhere (62%).

2. Of those who claimed. Fathers' time off was not asked in 2004.

Source: Statistics Canada, Employment Insurance Coverage Survey, 2004 to 2006.

Chart C Eligible fathers not claiming most commonly did so by choice



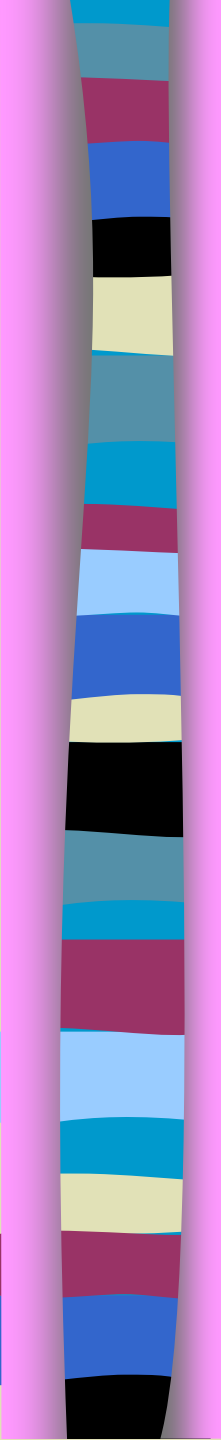
Note: The reason was reported by the mother.

Source: Statistics Canada, Employment Insurance Coverage Survey, 2006.



Québec

- Data from parental leave regime administration
- + our research



New parental leave in Québec, since 2006

- **Québec**: articulation, cumulative or reconciliation model
- Excellent and inexpensive daycare system, which favours female participation in the labour market
- **New parental leave with time for father; only Nordic countries offer longer leave for fathers**
- **+ flexible leave – 2 modes, inclusion of self-employed and more accessibility (2k earnings) and better wage replacement rate leads to + participation**
- **But less time off for school meetings and less flexibility than in Nordic countries**



Participation of fathers in parental leave

- With the new Québec leave, 75 % of Québec fathers take on average 7 weeks in 2008 (Marshall, 2008)
- 80 % of fathers in 2009
- Problem of legitimacy of fathers' demands is diminishing as it is becoming more (but not totally !) « normal » for fathers to be absent for family reasons.
- (Adoption leave is similar)

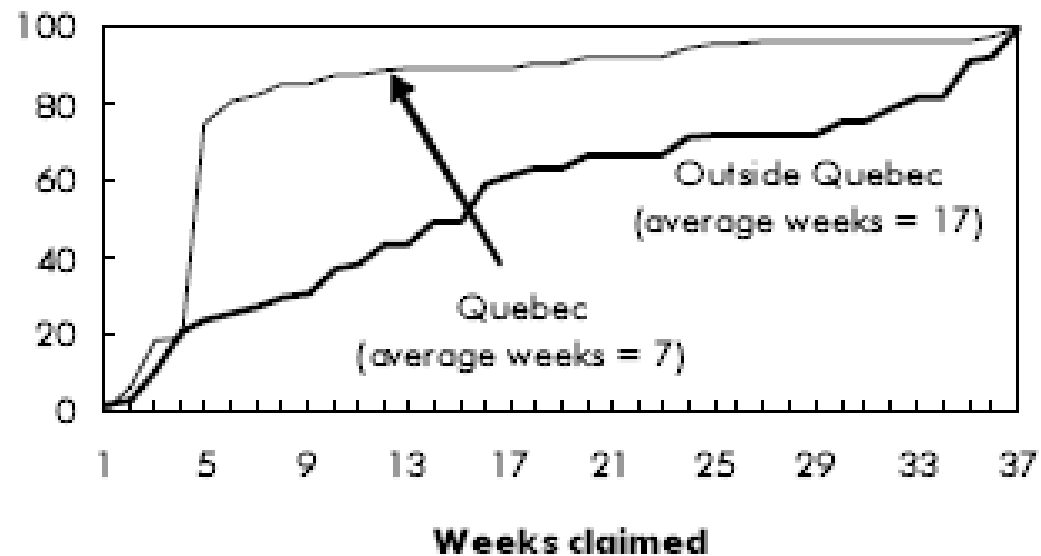


Some data on fathers in Québec

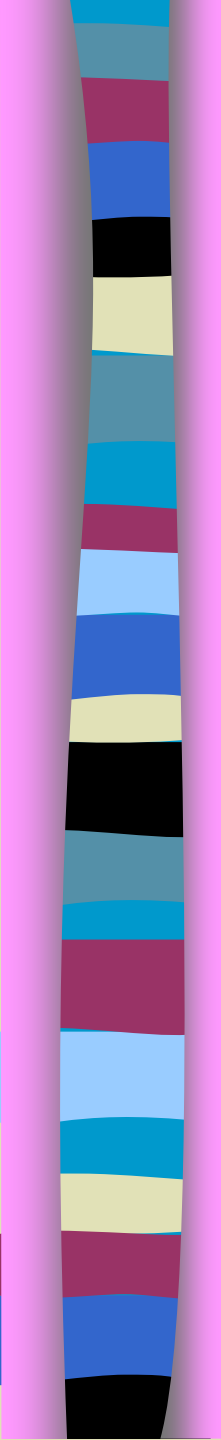
- 85 % births followed by payment of benefits
- A father takes some time in 75 % of births
- In 65 % of cases, both parents receive benefits
- In 10 % of cases, only fathers, 10 % only mothers
- **When the father is present as beneficiary (75 % of births) he generally uses the total of the paternity leave (5 weeks in basic regime or 3 in particular regime).**
- **He uses *parental leave to extend the time off in 24 % of cases***
- On average, fathers take 7 weeks of leave (dominance of 3-5 weeks reduces average)

Chart B Three-quarters of Quebec fathers claimed benefits for five weeks or less

Cumulative distribution (%)



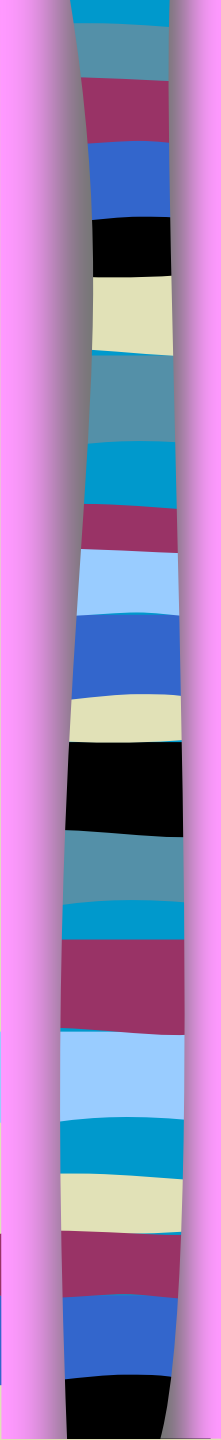
Source: Statistics Canada, Employment Insurance Coverage Survey, 2006.



Distribution of fathers participating in the regime in 2009, with average weekly income
Average age of fathers : 32,5 yrs

Source : www.cgap.gouv.qc.ca/statistiques/index.asp

	Fathers	Average weekly income
Under 20 yrs	157	458,25
20 - 24 yrs	3 100	654,60
25 - 29 yrs	15 301	835,50
30 – 34 yrs	21 208	909,20
35 - 39 yrs	11 464	915,83
40 - 44 yrs	4 173	881,83
45 yrs and over	1 427	856,11



Nombre de naissances, écart par rapport à l'année précédente et indice synthétique de fécondité – Québec 2000 à 2009

	Naissance	Écart par rapport à l'année précédente	Indice synthétique
2000	72 010	-	1,452
2001	73 699	1 689	1,495
2002	72 478	(1 221)	1,475
2003	73 916	1 438	1,503
2004	74 068	152	1,501
2005	76 341	2 273	1,542
2006	81 962	5 621	1,648
2007	84 453	2 491	1,687
2008	87 600	3 147	1,735
2009	88 600	1 000	1,731



Present comparative research with Belgium:

- Objective: test the *organizational and professional mediation* in two zones: Québec and Belgium, on the issue of parental leave
- A priori, we would expect *female sectors and large public organizations to be more supportive of leave take-up.*
- *Not necessarily the case: we found more organizational support for parental leave and other leaves in the **police** sector in Québec (vs nursing and social work)*



Québec- Belgium comparative research on Police sector (work in progress)

- **Is the police sector supportive of parental leave and work-family balance in both zones?**
- **Are there differences between men and women?**
- **Is there discrimination or negative impacts in taking advantage of (parental and family) leaves ?**



A few general observations

(Québec Belgium research)

- Evolution of mentalities on the importance for the workplace to take into account family constraints: ***clearly in QC (vs can) workers have more expectations on this issue***
- Appears less and less « natural » that women take the parental leave while men assure family income (but still dominant model in fact...)
- Also seen as normal for managers to take time off, but varies in some subgroups



Beyond take-up of leave, which appears « normal »...some issues

- Research shows that **parental leave has become more accepted (see following table), but there are still difficulties in organizations.**
- **Qualitative part of research shows firms find it difficult to deal with short term absence of fathers, also not knowing much in advance, etc.**
- Other organizational difficulties are put forward by managers: many fathers **do not inform in advance** that they will take the leave, they **take it at times not convenient for the organization (for ex: summer festival period in the police sector...)**, and they **often add summer holidays to the paternity leave and are off for 2 months...**

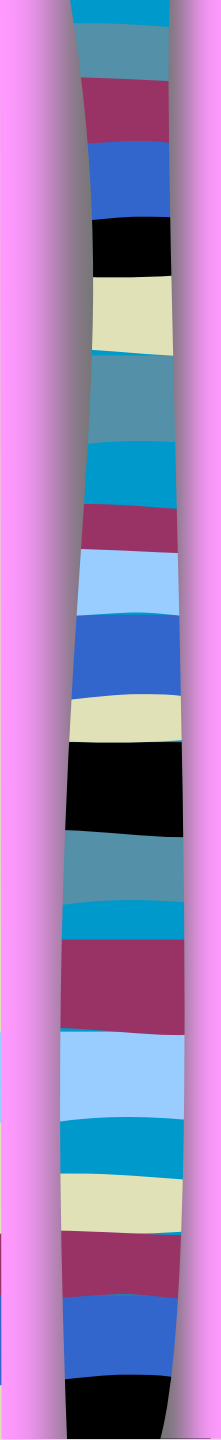
Table 2: Descriptive Statistics (police in Québec)

Should I go on Parental leave:	N	Min	Max.	Mean	S.D.
I can find a way to miss work	182	1	4	2,98	,739
I have my supervisor's support	181	1	4	3,03	,710
I have my colleagues' support	182	1	4	2,97	,765
It's in the culture that the leave be taken	181	1	4	2,70	,870
There are no negative impacts on my career	184	1	4	2,69	,909



A less positive view from those who took a parental leave

- in Québec, we compared *the views of those who took leave vs. those who did not take one.*
- While there is *general acceptance of parental leave, there are **significant differences between those who took the leave and those who did not*** (the latter have a more positive view)
- Seems that ***experience translates into + negative views (more realistic ?)***
- 88% of non-parents think there are no problems to take parental leave, but only 68% of parents think so



Also a more negative view of the impact of leave take-up on career

(correlations)

- Having taken a leave is negatively correlated with all dimensions of organizational support to parental leave:
- Superior's support (-0,295), colleagues' support (-0,176), organizational culture (-0,211, donc +défavorable) and negative impacts on career (-0,349).
- correlation is stronger between having taken a leave and negative impacts (than being a woman even)
- Reference: IJSSP article

Table 3: Correlations

	1	2	3	4	5	6
1. Gender	1					
2. Parental leave	,168*	1				
3. I can find a way to miss work	,022	-,161*	1			
4. I have my supervisor's support	-,085	-,295**	,340**	1		
5. I have my colleagues' support	-,145	-,176*	,372**	,524**	1	
6. It's in the culture that the leave be taken	-,085	-,211**	,370**	,364**	,543**	1
7. There are no negative impacts on my career	-,169*	-,349**	,418**	,505**	,413**	,504**

* Sig. at 0.005

**Sig. at 0.001



Conclusion

- **Social implications :**

- We conclude that the development of public policy is not sufficient
- Organizational mediations are important and colleagues' and superior's support is important, as well as organizational climate

- **Otherwise, risk of negative impacts on parents' careers**

- **Importance of workplace for WLB and PL**

- **Also need to give information to managers and colleagues for better acceptance of leaves**

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