



Facultad de Ciencias
Económicas y Empresariales

UNIVERSIDAD AUTÓNOMA DE MADRID

Department of Sociology

Parental leave use in Spain , 2012

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General trends and characteristics of the Spanish leave system

Maternity leave has a long tradition in Spain. Maternity insurance was one of the first social insurances introduced in Spanish Social Security System in 1932. Actually it covers 16 weeks paid at a 100% rate, which can be increased in case of multiple births and in 2 additional weeks if part-time leave for breastfeeding is allowed to be added. Up to 6 weeks can be used by the father.

Parental leave (after maternity leave) was introduced in 1970, limited only to women. In the second half of the 80s men were given the right to take also leave and at the end of the 90s it was extended also to take care of dependent adults, and framed in a law designed to foster balancing working and family lives. Parental leave **for caring small children** can be taken till the 3th year of the child while Parental leave **for caring of dependent adults** can be taken for a maximum period of 2 years. Both leaves can be broken up in shorter periods, are considered an individual right and are not paid at any level.

Though not legally considered as part of parental leave, there exist also a **Part-time parental leave**, which consists in the possibility to reduce working hours between 1/8 a 1/2 of the work duration till the child becomes 8 years old,. It can be used also for caring of dependent adults. It is unpaid and an individual right.

Paternity leave, as a specific leave only for men, unrelated to maternity leave, was introduced in 2007 as a mean to foster gender equality in the domestic sphere (art.44.3 of the 3/2007 Gender Equality Law) . It consist of 13 free days fully paid.

Research questions:

Phenomenology of parental leave use in Spain:

- Social images about parental leave: knowledge, perception of discrimination and ideas about who can afford take a leave.
- Take up rates by sociodemographic characteristics, particularly among men
- Duration and number of leaves used.

How decisions are taken

- Do partners negotiate the decision to take up a leave?
- Why do people take a leave?
- What is the cost – benefit balance persons do before they decide if they take a leave?
- How do people relate parental leave with other resources for balancing working and family lives, in particular grand parents care?

Consequences of use of leaves for professional and family lives

- Does leave take up implies discrimination in the working place?
- Does leave use by men foster a greater gender equality in family life and does women´s use of it foster a traditionalization of gender roles?

Data and methodology

1. We have performed first 40 in depth interviews, mostly orientated to design the questionnaire and to know how people understand discrimination, how they evaluate pro and cons of taking a leave and to which end they use leave.
2. Afterwards we have made **a telephone survey** applied to **4.000 individuals aged 25 to 59** living in a household in Spain during the **first quarter of 2012**. The interview took some 45 minutes and separate set of questions were made for people with children less than 13 and, on one side, to those who took a parental leave and on the other, to those who didn't took a leave and were working when the child was born. To those people who cared for dependent adults after 1999 and were working at the same time, another set of questions were made to those who took a leave and to those who didn't took one.

Quotas by age and gender were established in order to avoid response biases. Though at the end, data had to be weighted to compensate some biases by age and gender.

Number of cases: People who took parental **leave for child care**: 129 full time + 262 part-time leave and **for adult care**: 7 full time + 22 part-time.

Opinions	Men	Women	Total
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KNODLEDGE OF THE MEASURES

Knows the possibility to take paternity leave	93	98	96
Knows the possibility to take full and part time parental leave to care children	79	87	84
Knows the possibility to take full and part time parental leave to care dependent adults	60	69	66

COST OF THE LEAVE FOR THE INDIVIDUAL

Parental leave has many or some economic costs	63	57	59
Parental leave implies much or some discrimination	55	57	56

HOW LEAVE IS USED BY INDIVIDUALS

Parental leave is mainly for women	26	40	32
Parental leave is taken when no other solution is at hand	53	60	56
Parental leave is taken only by the priviledged who can afford it	41	49	44

Maternity and Paternity leave. Percentage out of individuals who had right to it

	Maternity leave	Paternity leave
% of individuals out of those who worked at birth of the child	80%	75%
Used the leave on a part-time basis	13%	
Used it all the weeks legally established	94%	97%
% of fathers who have taken maternity leave	5,6%	-
Take up by salaried individuals	84%	81%
- By self employed	47%	39%
Take up by individuals working in public sector	90%	89%
- In private sector	79%	70%
Reasons for not taking leave	Was self employed No contract Left work	Was self employed No contract Others

Parental leave for child care in Spain. % of individuals who have made use some time of it by age.

	Part-time parental leave		Full time parental leave	
	Men	Women	Men	Women
Age 25 to 40	2.6	28.4	-	11.3
Age 41 to 59	1.2	12.4	0.7	9.6
Total 25 to 59	1.8	19.9	0.5	10.4

Phenomenology of PART-time parental leave

90% have taken such a leave only **once in life**, either men or women. Though 14% of women and no man has combined it with full-time leave.

It is mostly used **for the first child** : 61% of those with more than 1 child, took it for the first child. Logistic regression analysis show no influence of family size.

Women taken it **mostly after maternity leave** (55 %) or at least during the first year (79%) and in the case of **men** it is more heterogenous, but also **during the first year (73%)**

Duration is **short among men** (maximum 1 year among 72% of men) and more **polarized among women** (39% for a maximum of 12 months). Only 16% men compared to 35% women took it for more than 3 years.

The most comom is a working time reduction of **2 hours or less** (52% of men and 57% of women).

90% of men but only 71% of women **worked full time after leave**. Among women, 7% changed to a part-time job, 15% gave up paid work and 8% lost their job.

Phenomenology of FULL-time parental leave

Only 0.5% men against 10.4% women took such a leave, and mostly only **once in life** (79% women and 86% men) as is the case in part-time leave

As in part-time leave, full-time leave is taken mainly for the first child (56% among those with 2 or more children).

And similarly it is taken also mostly after maternity leave (64% among women) and for a maximum of one year (85% of women did it so), being the most common to take it for 6 months or less (46%). Among men it is even shorter: half of them take it for 1 month and 83% for a maximum of 1 year.

After leave, all men returned to a full-time job, but only 55% of women, who a third returned to a part-time job or part-time leave (35%), while only 7% gave up paid work altogether or were fired (3%).

	Reasons to take parental leave					
	Men			Women		
	Part-time	Full time	Total	Part-time	Full time	Total
To be more time with my children	85%	86%	85%	96%	93%	96%
To develop other professional projects	8%	14%	9%	4%	2%	3%
To improve my education	8%		6%	4%	2%	3%
To reduce work stress or work load	15%	14%	15%	29%	26%	28%
To increase protection against being fired	15%		12%	3%	5%	3%
For not send the child to a childcare centre or leave it with a nanny	38%	29%	36%	44%	71%	53%
Because a childcare centre or a nanny costs too much	31%	14%	27%	35%	47%	38%
In order not to overload grandparents with childcare	50%	29%	45%	53%	38%	50%

Reason for not taking parental leave	Men	Women	Total
Your working time was helpful	35%	39%	37%
Because of the kind of my work, it was unthinkable to ask for a leave	38%	36%	37%
I would have lost too much income	40%	48%	43%
I would have endangered my work contract (fear to be fired)	26%	35%	30%
It would have affected negatively my promotion possibilities	20%	22%	21%
I preferred to devote my self more to my work	5%	3%	5%
We got help from the grandparents or other relatives	41%	42%	41%
Because children go (went) to a childcare centre	41%	36%	39%
Because the working time of my partner was helpful	46%	20%	35%

Does men taking paternity and parental leave foster their involvement in childcare and housework?:

Measures for childcare involvement (children 0 to 12 years old):

-Sharing of 6 different childcare tasks (take & pick them from school/ childcare centre or help them with homework; take care of them after school; bath, dress and take them to bed; play with them; stay with them when they are ill). Answer categories: 5 point scale from always woman to always man plus a 6th category “a third person”. Reported results include both equally, mostly man and always man together. Cronbach alfa 0.75

-Who is the main responsible for their care?

-Estimated number of hours a day involved in childcare on a normal workday, excluded sleeping time (responses above 16 hours are treated as missing values).

Measures for housework involvement:

-Sharing of 5 different housework tasks (shopping; preparing food; washing and ironing; house cleaning; bureaucratic tasks and bricolage). Answer categories as for childcare. Cronbach alfa 0.73



Men's use of leave and involvement in childcare

% of MEN who say they share equally with their partner or do more childcare by type of task and paternity leave use. Children aged 0 to 6 years.

Tasks	No paternity leave	Took paternity leave	Total
Transport to school/homework	56%	55%	56%
Care after school	48%	51%	51%
Bath, bring them to bed, clothing	78%	82%	81%
Play with them	92%	95%	95%
Being with them when ill	38%	42%	41%
Main responsible	75%	75%	75%
Mean nr. hours of care	4.6 hours	5.1 hours	5.0 hours
Number of cases	148	501	649

Notes: * p0.05 Population of reference: Men who were working when they became fathers. The difference of each percentage till 100 refers to those who answer the task is done by the woman (only or mostly) or by a third person. Paternity leave was introduced in 2006

% of men who say they share equally with their partner or do more childcare by type of task and parental leave use. Children aged 0 to 12 years.

Tasks	No parental leave	Part-time leave	Full time leave	Both leaves	Total
Transport to school/homework	68%	82%	93%	100%	69%*
Care after school	61%	89%	88%	63%	63%*
Bath, bring them to bed, clothing	76%	89%	100%	100%	77%*
Play with them	93%	96%	100%	100%	93%
Being with them when ill	48%	60%	75%	60%	49%
Main responsible	76%	82%	88%	73%	76%
Mean nr. hours care	4.4	5.4	6.2	6.1	4.5*
Number of cases	1,099	56	17	11	1,183

Notes: * p0.05 Population of reference: Men who where working when they became fathers. The difference of each percentage till 100 refers to those who answer the task is done by the woman (only or mostly) or by a third person

OLS regression model of childcare involvement of men index

Modelo		Coeficients		Coeficients	t	Sig.
		B	Standard err.	Beta		
1	Constant	14,800	,410		36,072	,000
	Age youngest child	-,016	,025	-,018	-,636	,525
	Number of children	-,175	,196	-,025	-,897	,370
	Had full-time leave	,779	,311	,073	2,506	,012
	Had part-time leave	,016	,407	,001	,038	,969
	Work- hours ego: not work					
	1 h to 34 h/week	-,821	,457	-,056	-1,798	,073
	35 h to 40 h/week	-,281	,190	-,045	-1,484	,138
	41 or mores h/week	-1,980	,192	-,310	-10,291	,000
	Work- hours partner: not work					
	1 h to 34 h/week	1,263	,257	,153	4,921	,000
	35 h to 40 h/week	1,099	,220	,170	4,999	,000
	41 or mores h/week	1,625	,223	,237	7,281	,000

N=997, Rsquare=0.210. Task done by "other person" treated as done "equally by both partners".

OLS regression model of daily hours devoted by men to childcare

Modelo		Coeficientes		Coeficientes	t	Sig.
		B	Standard err.	Beta		
1	Constant	6,079	,273		22,248	,000
	Age youngest child	-,116	,017	-,186	-6,775	,000
	Number of children	-,255	,140	-,050	-1,825	,068
	Had full-time leave	,534	,226	,066	2,363	,018
	Had part-time leave	,178	,311	,017	,572	,568
	Work- hours ego: not work					
	1 h to 34 h/week	-,573	,328	-,052	-1,748	,081
	35 h to 40 h/week	,281	,140	,057	2,008	,045
	41 or mores h/week	-1,678	,142	-,337	-11,807	,000
	Work- hours partner: not work					
	1 h to 34 h/week	-,035	,191	-,005	-,181	,856
	35 h to 40 h/week	,046	,162	,009	,284	,777
	41 or mores h/week	,778	,167	,144	4,656	,000

N=1160, Rsquare=0.175



Men with children less than 13 years old	Mean numbers of work-hours
Not employed (unemployed)	19.8%
Had no parental leave	42.39 hours/week
Had full-time parental leave	39.00 hours/week
Had part-time parental leave	34.11 hours/week
Had both parental leaves	30.45 hours/week
Total employed with regular weekly working hours	41.77 hours/week



Men's use of leave and division of housework among partners

% of MEN who say they share equally with their partner or do more HOUSEWORK by type of task and paternity leave use. Children aged 0 to 6 years.

Tasks	No paternity leave	Took paternity leave	Total
Shopping	66%	81%	77%
Preparing food	55%	65%	63%
Washing and ironing	32%	46%	39%
House cleaning	47%	59%	56%
Bureaucratic tasks & bricolage	87%	87%	87%
Number of cases	148	501	649

Notes: * p0.05 Population of reference: Men who were working when they became fathers. The difference of each percentage till 100 refers to those who answer the task is done by the woman (only or mostly) or by a third person. Paternity leave was introduced in 2006

% of MEN who say they share equally with their partner or do more HOUSEWORK by type of task and parental leave use.

Tasks	No parental leave	Part-time leave	Full-time leave	Both leaves	Total
Shopping	73%	86%	88%	100%	74%*
Preparing food	57%	79%	88%	82%	58%*
Washing and ironing	33%	41%	47%	67%	33%*
House cleaning	51%	46%	65%	55%	51%*
Bureaucratic tasks & bricolage	85%	89%	88%	100%	86%
Number of cases	1,318	56	17	11	1,402

Notes: * p0.05 Population of reference: Men who were working when they became mothers. The difference of each percentage till 100 refers to those who answer the task is done by women (only or mostly) or by a third person

OLS regression model of housework involvement of men index

Modelo		Coeficients		Coeficients	t	Sig.
		B	Standard err.	Beta		
1	Constant	14,527	,340		42,764	,000
	Age youngest child	-,055	,011	-,124	-4,813	,000
	Number of children	-,310	,173	-,045	-1,787	,074
	Had full-time leave	,873	,300	,074	2,910	,004
	Had part-time leave	,174	,408	,011	,427	,670
	Work- hours ego: not work					
	1 h to 34 h/week	,059	,397	,004	,148	,882
	35 h to 40 h/week	-,176	,171	-,027	-1,026	,305
	41 or mores h/week	-1,259	,172	-,193	-7,311	,000
	Work- hours partner: not work					
	1 h to 34 h/week	1,276	,235	,146	5,441	,000
	35 h to 40 h/week	,837	,200	,125	4,194	,000
	41 or mores h/week	1,628	,204	,229	7,984	,000

N=1399, Rsquare=0.150. Task done by "other person" treated as done "equally by both partners".



Women's use of parental leave and division of childcare and housework among partners

% of WOMEN who say they share equally with their partner or man does more childcare by type of task and parental leave use (by women). Children aged 0 to 12 years.

Tasks/woman had	No parental leave	Part-time leave	Full time leave	Both leaves	Total
Transport to school/homework	52%	49%	51%	36%	51%
Care after school	39%	30%	39%	16%	36%*
Bath, bring them to bed, clothing	55%	55%	53%	54%	55%
Play with them	78%	79%	80%	73%	78%
Being with them when ill	21%	22%	15%	28%	21%
Main responsible	58%	60%	49%	54%	58%
Mean Nr. hours care	6.7	6.9	7.5	7.4	6.8
Number of cases	496	159	55	39	749

Notes: * p0.05 Population of reference: Men who where working when they became mothers. The difference of each percentage till 100 refers to those who answer the task is done by women (only or mostly) or by a third person

% of WOMEN who say they share equally with their partner or do more housework by type of task and parental leave use.

Tasks	No parental leave	Part-time leave	Full time leave	Both leaves	Total
Shopping	50%	53%	49%	64%	51%
Preparing food	36%	42%	37%	28%	37%
Washing and ironing	19%	22%	23%	23%	20%
House cleaning	31%	42%	25%	33%	33%
Bureaucratic tasks & bricolage	61%	65%	64%	70%	62%
Number of cases	667	167	67	39	940

Notes: * p0.05 Population of reference: Women who were working when they became mothers. The difference of each percentage till 100 refers to those who answer the task is done by women (only or mostly) or by a third person

OLS regression model of housework involvement of men index (responses of women)

Modelo		Coeficients		Coeficients	t	Sig.
		B	Standard err.	Beta		
1	Constant	12,564	,479		26,203	,000
	Age youngest child	-,093	,014	-,208	-6,569	,000
	Number of children	-,786	,232	-,103	-3,392	,001
	Had full-time leave	,016	,172	,003	,094	,925
	Had part-time leave	-,050	,281	-,006	-,179	,858
	Work- hours ego: not work					
	1 h to 34 h/week	1,287	,312	,146	4,120	,000
	35 h to 40 h/week	2,116	,264	,282	8,010	,000
	41 or mores h/week	,459	,272	,056	1,689	,092
	Work- hours partner: not work					
	1 h to 34 h/week	,273	,624	,014	,438	,662
	35 h to 40 h/week	,697	,237	,096	2,941	,003
	41 or mores h/week	-1,261	,249	-,167	-5,056	,000

N=938, Rsquare=0.172. Task done by "other person" treated as done "equally by both partners".



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Romero-Balsas, P.; Rogero-García, J.; Muntanyola-Saura, D.(forthcoming): “Decision Making Factors in Paternity and Parental Leaves: Why Spanish Fathers Take Time-Off Work”, to be published in Gender, Work and Organization

Meil, G. (2012), “El uso de los permisos parentales por los hombres y su implicación en el cuidado de los niños en Europa” (Men’s use of parental leaves and their involvement in child care in Europe) in Revista Latina de Sociología, 1, 61-97, available in <http://revistalatinadesociologia.com>