

Fathers as users and non-users of Parental Leave in Finland

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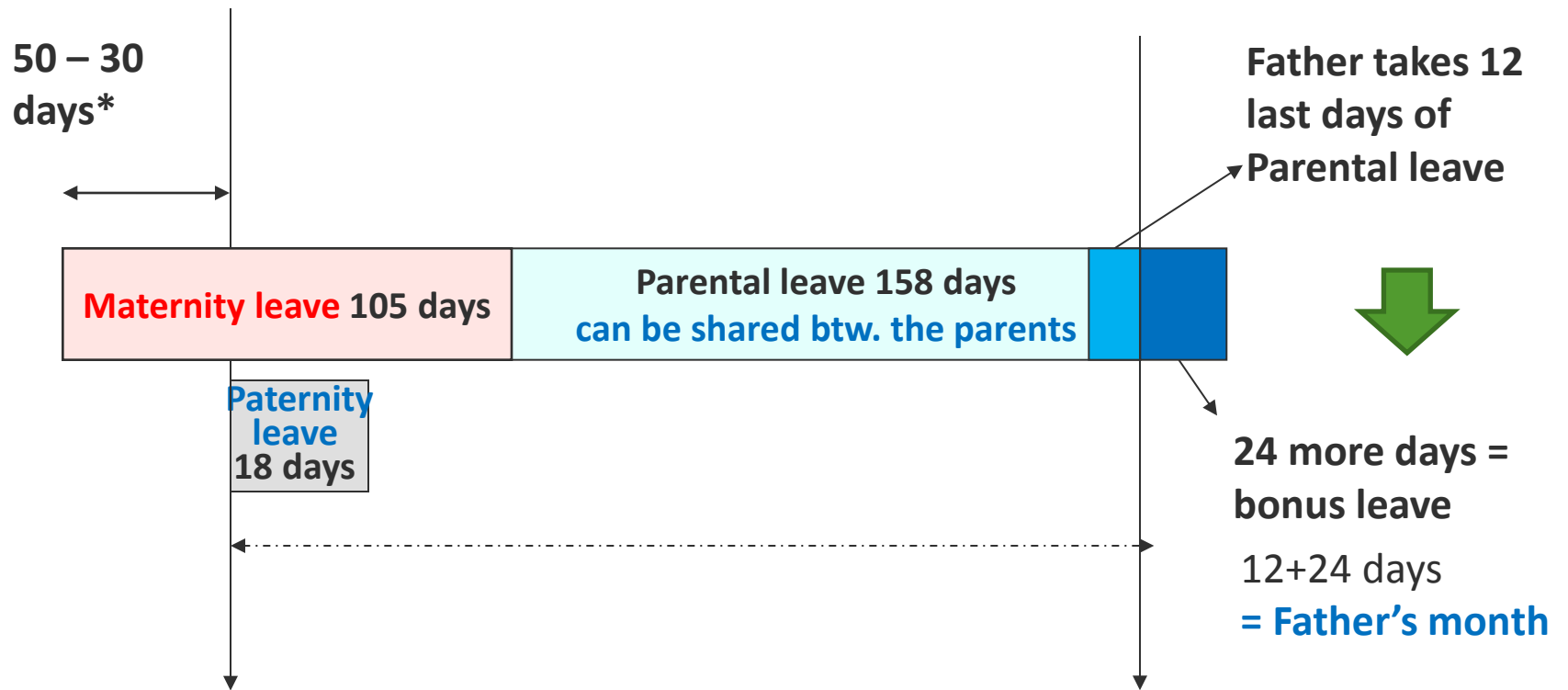


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Contents of the presentation

- Forms of leave available for fathers in Finland
- Take-up of different forms of leave 2005–2014
- Data: survey
- Predictors and reasons for taking and not taking
 - Father's month
 - Homecare leave
- Fathers' leave at workplaces: qualitative interviews
- Which fathers do not take any form of leave and why
- Future research: Visible Fathers and Childcare projects

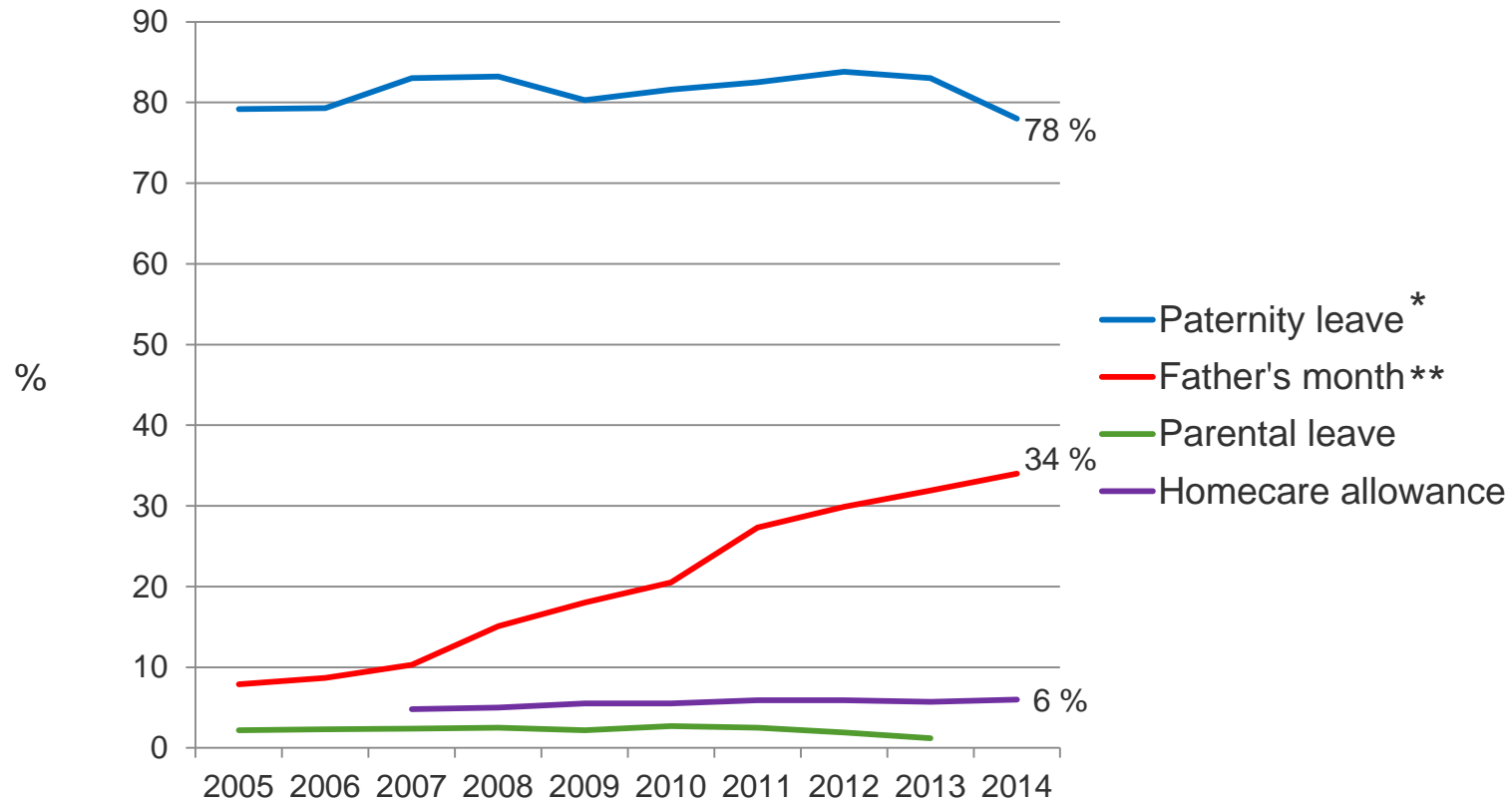
Forms of leave available for fathers until 2013



*working day = 6 days a week

After this **Care leave/Homecare allowance**, until the child 3 yrs old, can be shared btw the parents

Fathers' take-up of different forms of leave in Finland 2005–2014, % of fathers



* From 2013 on: 1–18 days of Paternity Leave

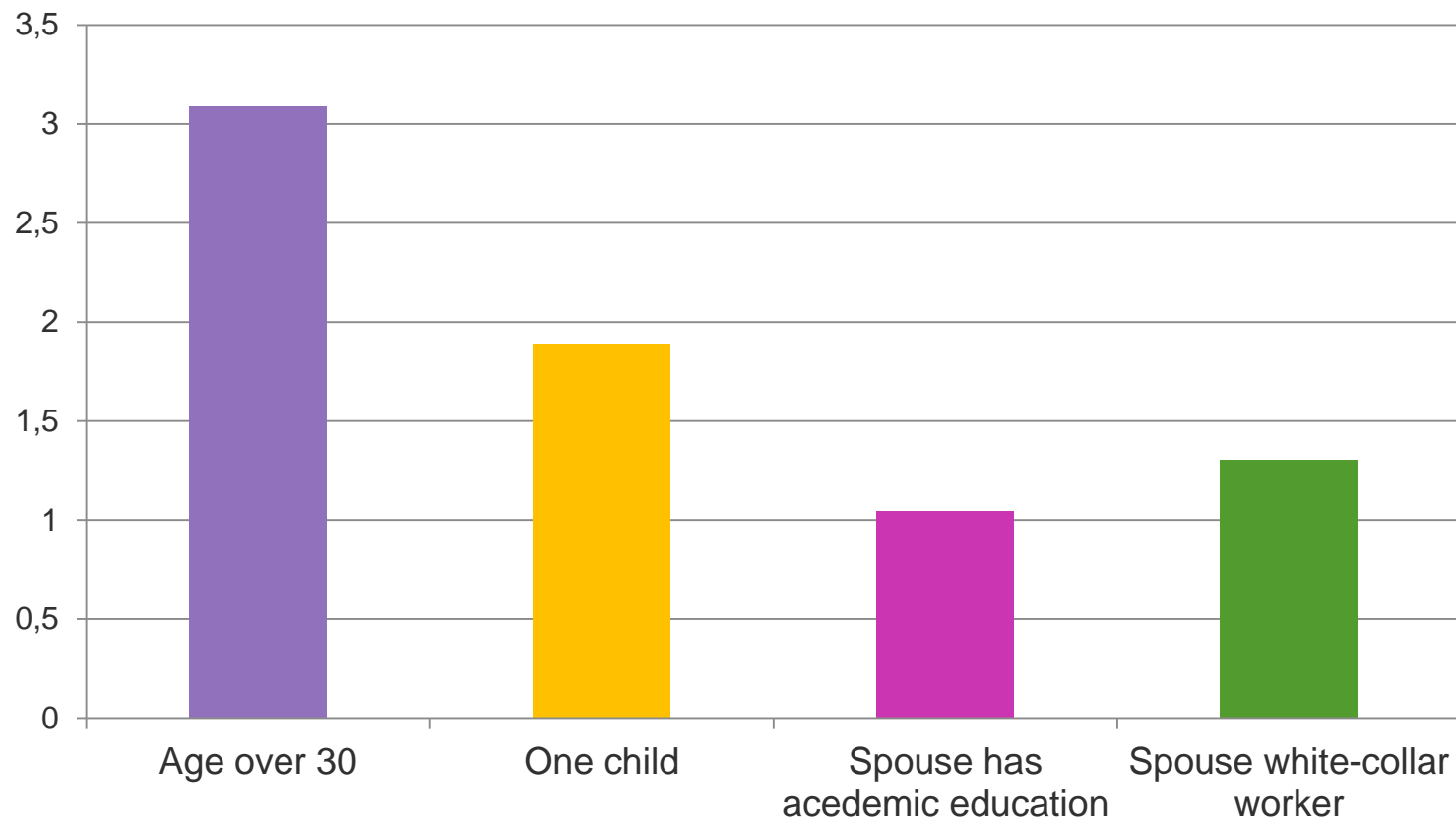
** From 2013 on: the longer part of Paternity Leave (1–54 days)

Data

The THL & Kela Family Leave Survey in 2013

- web-survey to mothers (N=3029) and fathers (N=2161) of children born 2011
- response rate of mothers 44 % and fathers 32 %
- respondents selected randomly from the Social Insurance Institution's (Kela) register on receivers of parental benefits = all fathers had taken some form of leave
- the focus child's age varied between 22 months and 35 months at the time of the survey
- the survey data was completed with register data of the take-up of different forms of leave
- part of the THL study 'Family Leave, Economic Crisis and Gender Equality' 2013–2016 funded by The Finnish Work Environment Fund

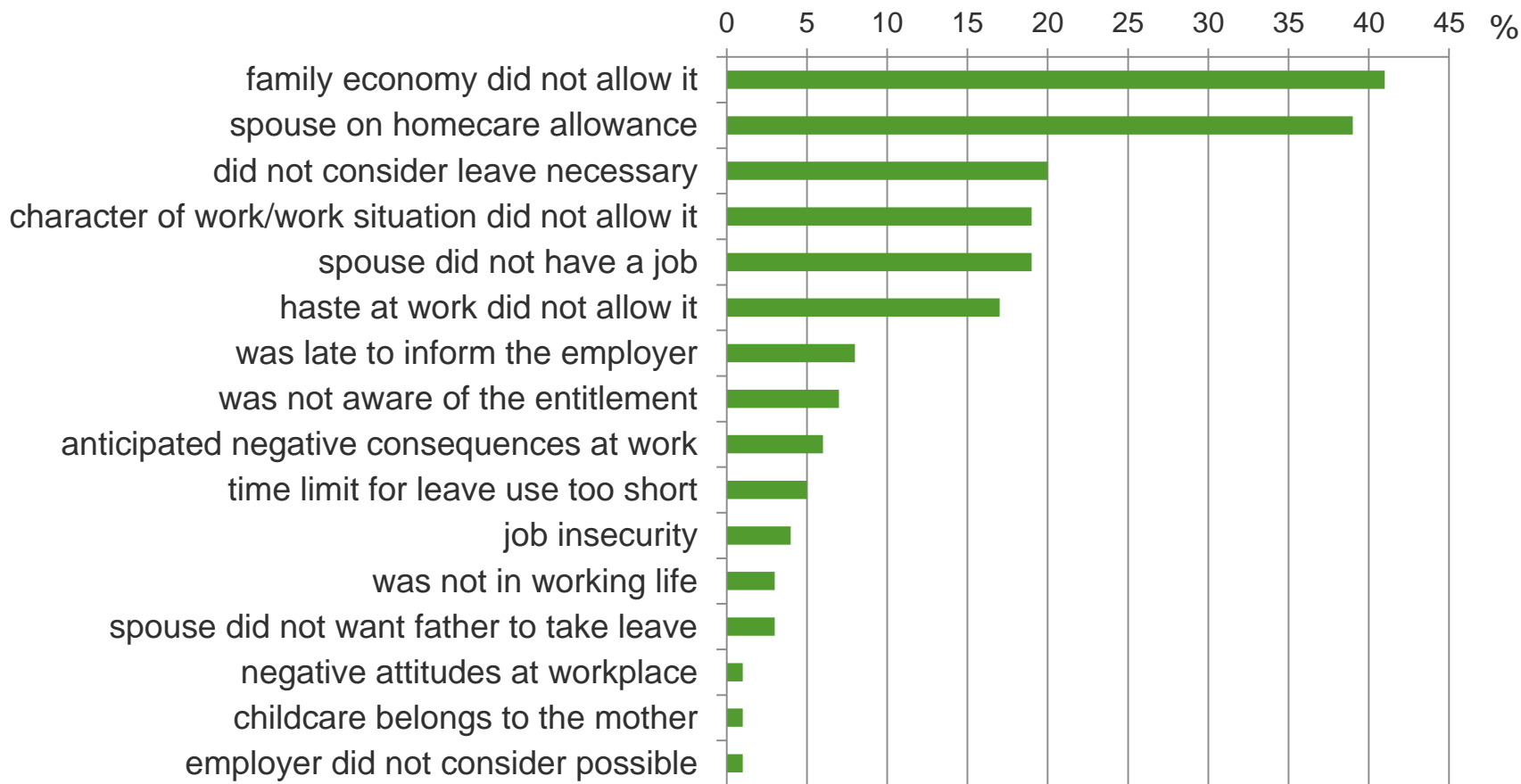
Factors to increase the probability of fathers' taking Father's month (logistic regression analysis)



In this analysis not significant: father's own education level, position or employer sector. Next step including household income and experiences of job insecurity.

Fathers' reasons for not taking Father's month

(fathers were asked to mention max three most important reasons)



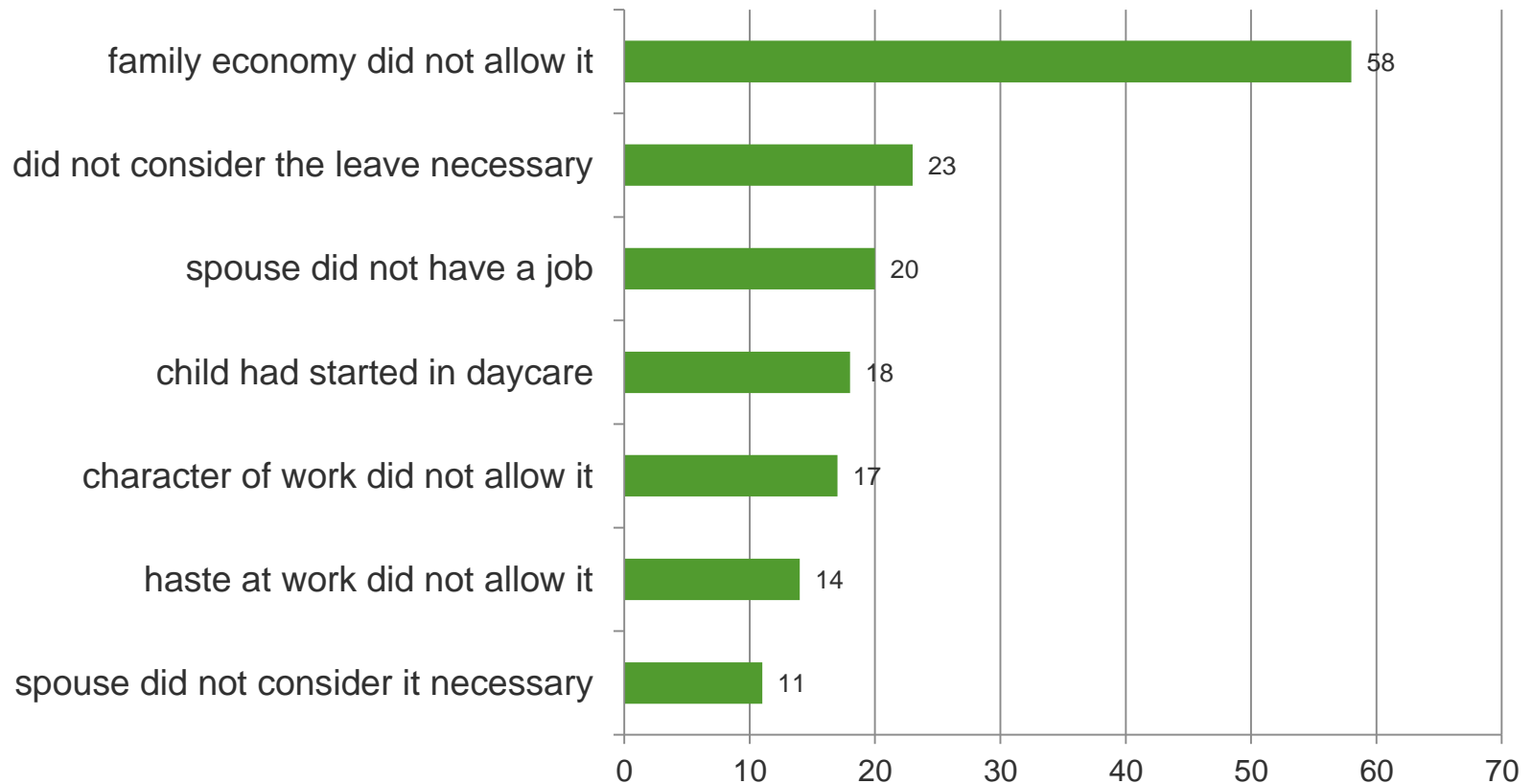
Experienced job insecurity reflects on fathers' take-up of Father's month

- 'Job insecurity' a variable which combined threat of unemployment, dismissal or temporary lay-off
- Fathers took Father's month less often if they had experienced some of the threats
- When the father's position in the labour market was taken into account, his taking the Father's month was predicted by previous experiences of unemployment instead of threats of job insecurity

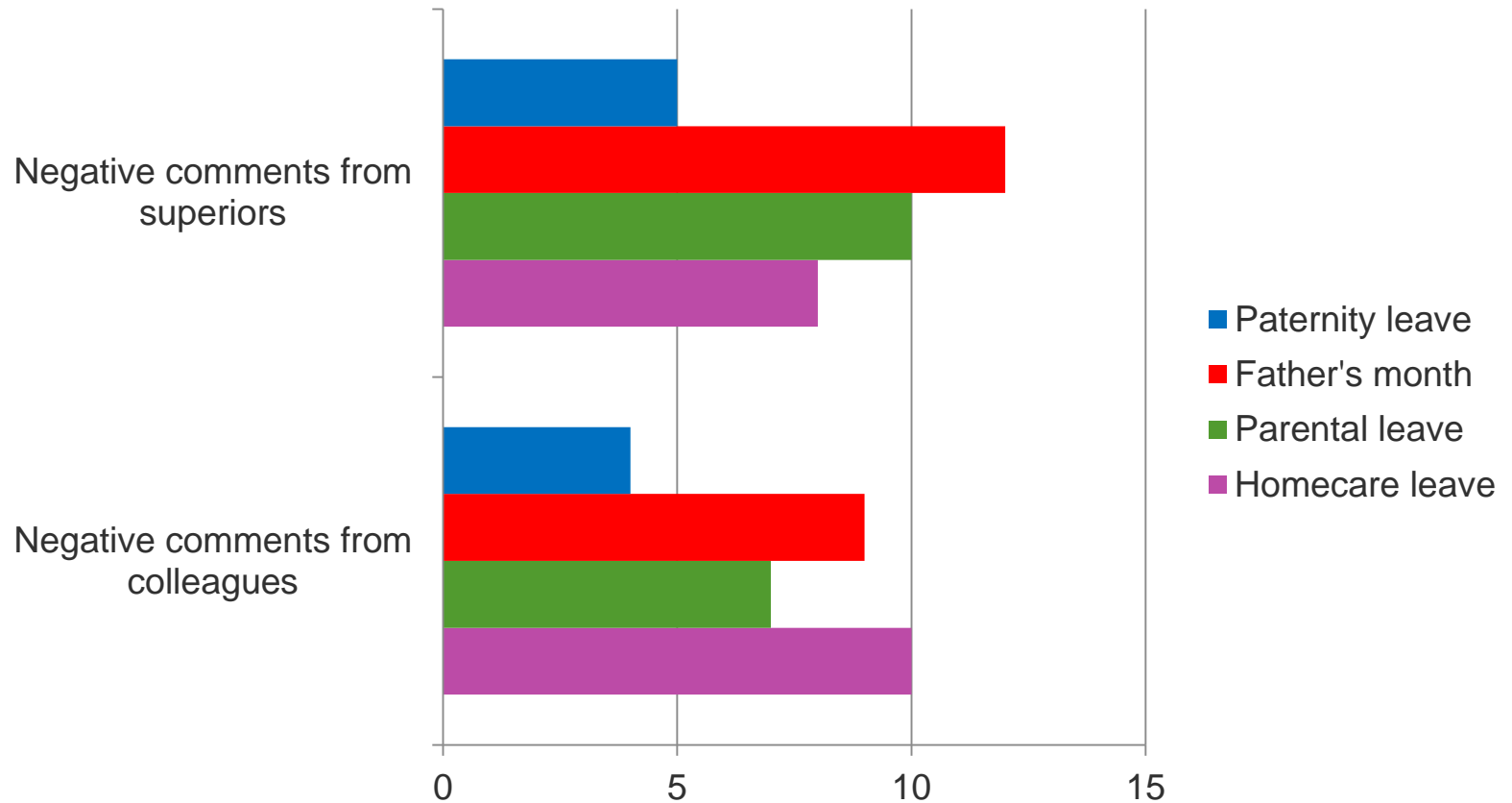
Fathers' reasons for not taking Homecare leave

(fathers were asked to mention max three most important reasons)

Did not take homecare leave because...



Attitudes to fathers' leave taking at workplaces according to type of leave



Interview data

Interviews at workplaces

- conducted in 2014–2015
- five organisations: ICT, technology industry, rescue services, advertising & marketing, retail trade
- 10 interviews, two in each organisation
 - a semi-structured interview with HR manager
 - a group discussion of 2–4 employees/fathers

Interviews:

Father's leave as a "family decision"

- The role of the employer was considered as
 - enabling the take-up of leave guaranteed by law
 - respecting the choices made by individual fathers and within families
 - family economy, mother's wishes

HR manager / industry: *These fathers have taken, if not the full, then I imagine at least a month's period, and the three weeks before. [--] I'm surprised if an employee would have felt not being able to take the leave to which he is entitled, because of his supervisor not having allowed.*

HR manager / ICT: *There's full pay for fathers [during paternity leave], so at least that is no excuse, but rather it's up to them and the family negotiations, whether and how they use it.*

Interviews:

Cultural obstacles for taking leave

- Two competing logics:
caring fatherhood vs. masculine ethic of paid work
 - Fathers' caring role seems to be limited to the take-up of leave earmarked for fathers.
 - Fathers' not taking a longer leave justified by their work-orientation

Employee / rescue: *Everyone who's had a kid, at least everyone I know, has taken parental leave and paternity leave like, like the maximum.*

Employee / ICT: *Personally, for example, I find it hard to imagine I would stay away from working life for a year, taking care of the child. I just find it hard to imagine, I don't really even know how to comment it further, but the kind of shorter period, extremely readily, but a longer period, well...*

HR manager / advertising: *[--] One can always take, but – we are not very, unfavourable in any respect. If someone asks, it will certainly arrange, that it will be arranged. We never say no, but anyway people appear to be such that they don't. That nonetheless the mother's the one. [--] so these are rather eager and work-oriented.*

Interviews:

Structural obstacles for taking leave

- A substitute is rarely hired for fathers' relatively short leave periods.
- The crucial point is whether it is the responsibility of the employer / superior or that of the employee to organise the work.
- The nature and the organising of work:
flexible vs. "rigid" organisations

Interviews:

The organising of work during fathers' leave

- Flexible organisation: ICT

HR manager: [--] The attitude here is that we arrange it somehow. We don't necessarily always know how we will do it, so that depends on the superiors.

Employee 1: [--] you know, distance work here I find it really flexible, so in principle you're responsible for what you do, that you make sure that your targets are achieved and so on, and there's no, you are granted the rights to which you are entitled.

Employee 2: [My boss] said that "of course we'll get this arranged, but we just have to figure out how to sell this upward". [--] and finally, well, we managed to sell it with an extra justification that this year's targets would be achieved. [--] But I then wangled the situation so that in principle I could decide about my duties a bit more freely, but I just dealt with the most pressing things that came during the [leave].

Interviews:

The organising of work during fathers' leave

- Rigid organisation: rescue services

HR manager: If several people in the same shift happen to be on, say, part-time or full-time leave, that surely affects [--]. Makes the planning more difficult, when we have planned that there must be eight guys present at the station from the morning to the next morning, and if someone's off for that day, we will be obliged to find someone to replace him.

Employee 1: Yes, hasn't it always been so that we ourselves define which period we'll be off, and no one would never say it's not okay, no matter how small a gang would be at work, so it sort of takes precedence over all else. That, at least, works in this firm.

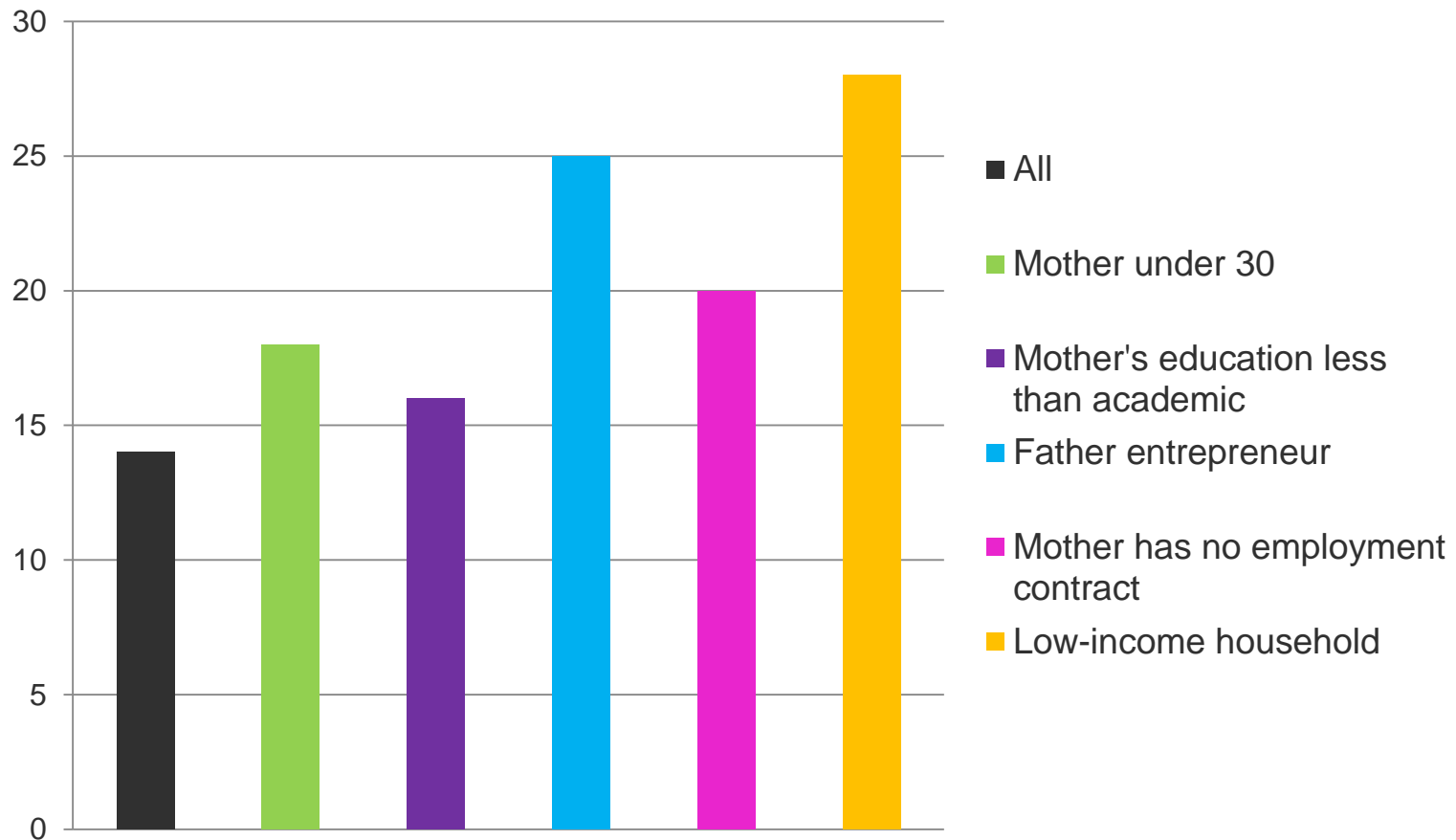
Employee2: [--] well it's that our work doesn't pile up, [--] when we get back from holidays, we sort of continue from where we left, there aren't any piles of bodies in the cupboard.

Employee3: Neither do we take them home, so it's all left here, and no need to think about this stuff at home.

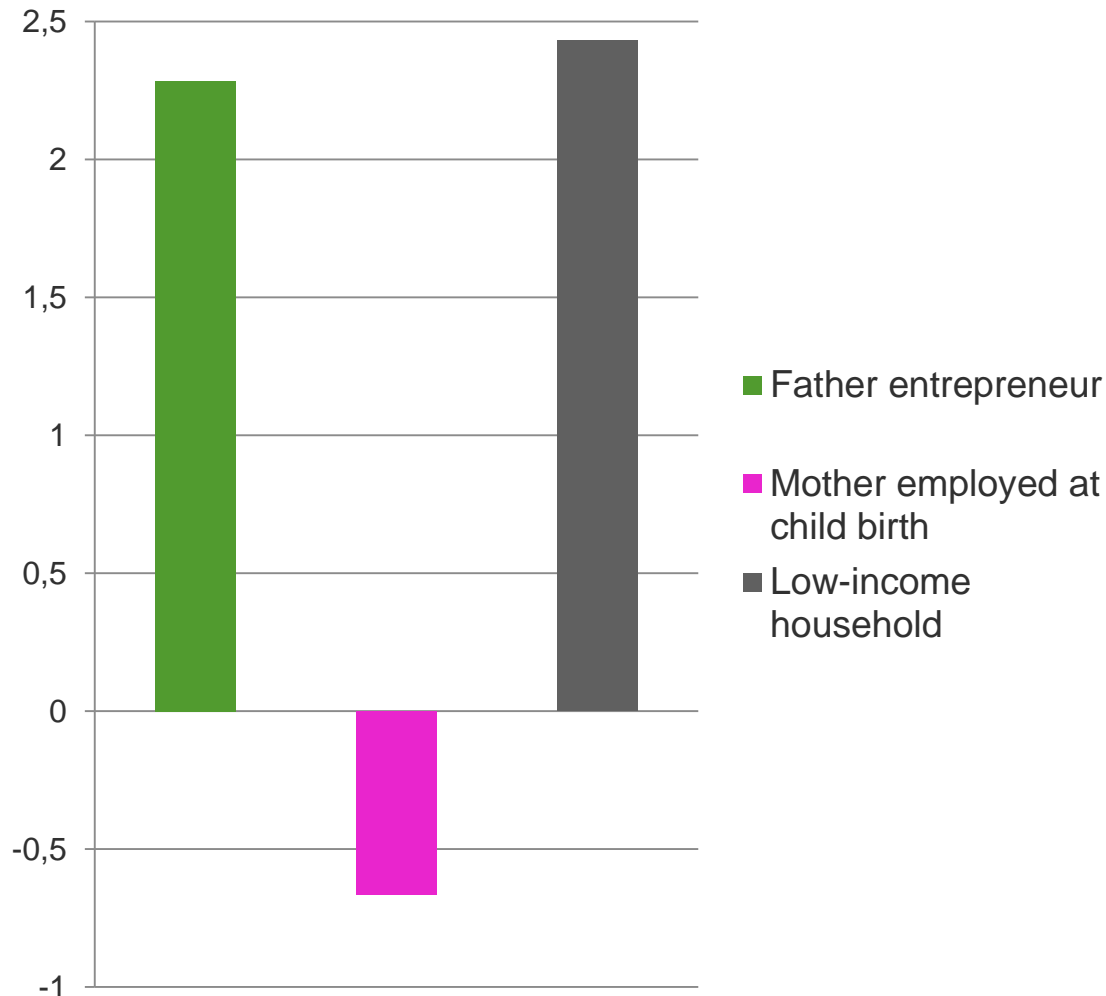
Which fathers do not take any form of leave and why?

- About 20 % of fathers do not take any Paternity or Parental leave
- In 2006, fathers who did not take any leave with their first child were, compared to fathers taking leave, more often without vocational education, unemployed, students or entrepreneurs, and belonged to the lowest income decile (register-based study, Saarikallio-Torp & Haataja 2016)
- Our survey from 2013 does not cover fathers who have not taken any kind of leave, but mothers have answered to questions of their spouses leave take-up; this gives some information of non-user fathers

Proportion of fathers who did not take any form of leave according to mothers' reports (THL & Kela survey 2013)

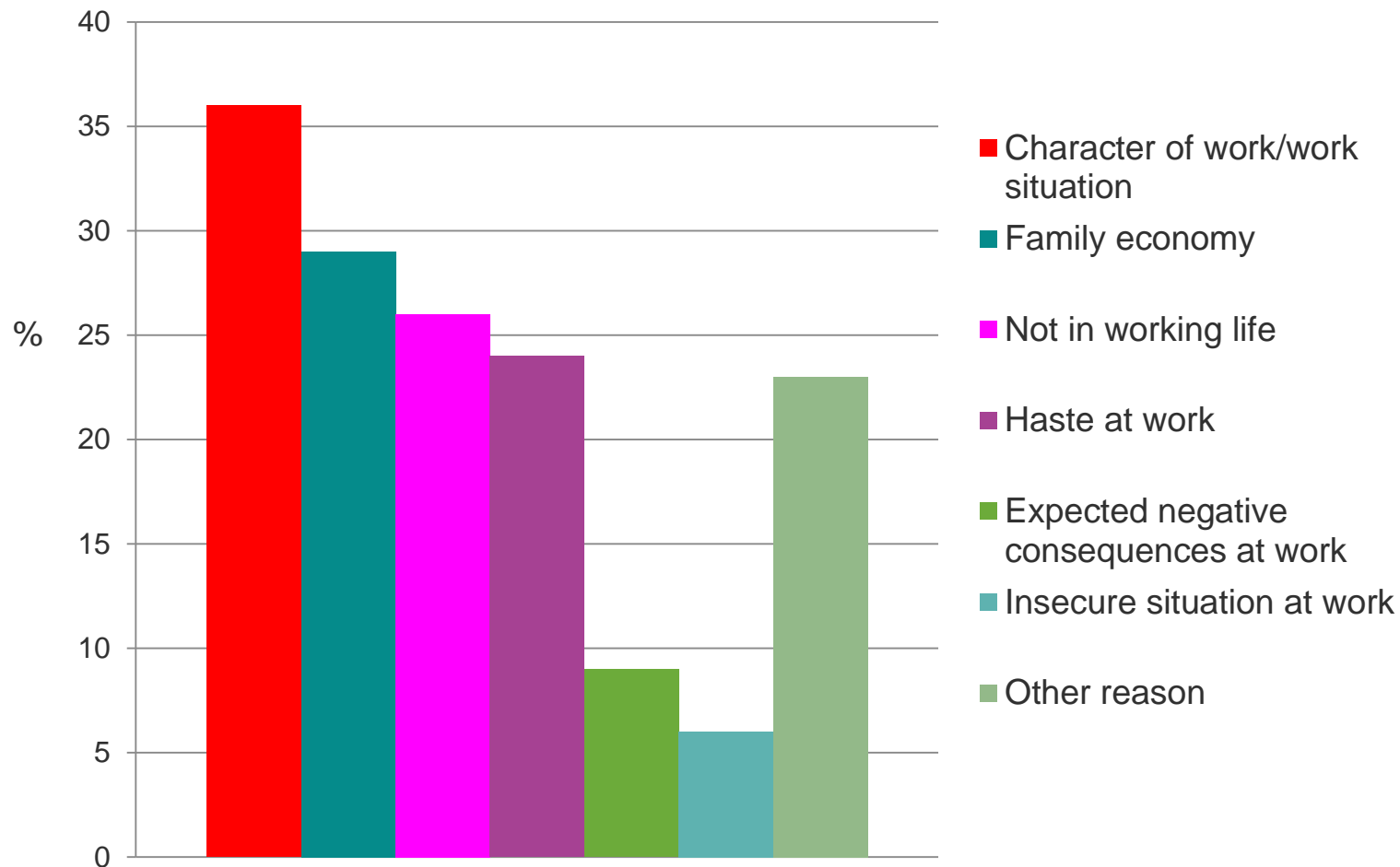


Factors to increase or decrease the probability of fathers' not taking any form of leave according to mothers' reports (THL & Kela survey 2013, logistic regression analysis)



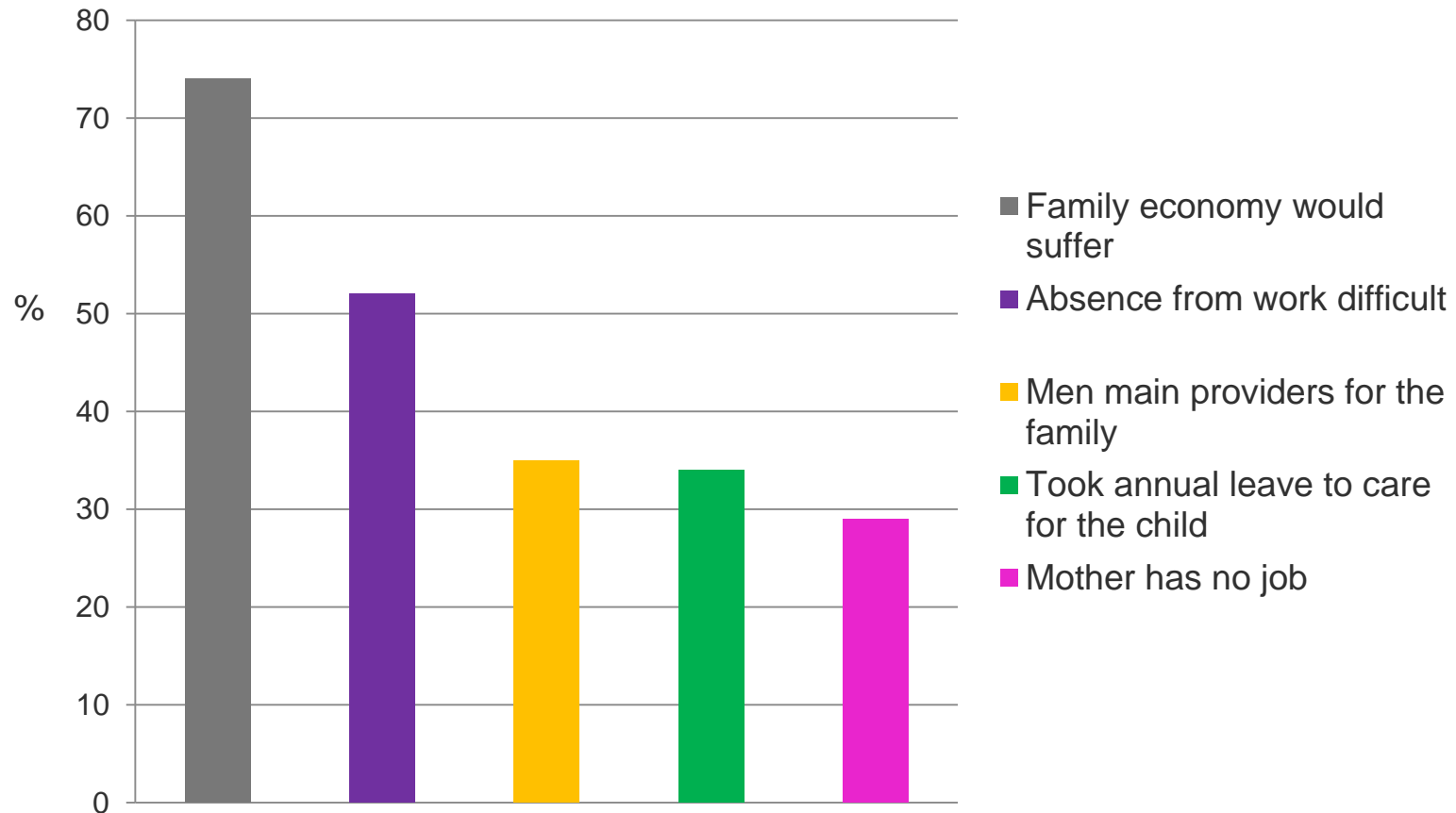
Reasons why father did not take Paternity leave in families where father took no form of leave according to mothers' reports

(THL & Kela survey 2013, mothers were asked to mention max three most important reasons)



Factors affecting the sharing of Parental leave for fathers who did not take Father's month

(THL & Kela survey 2013, fathers were asked to mention all factors affecting the decision in their family)



Factors related to fathers' non-use of leave

- Both in register-based data and survey data
 - family economy
 - father an entrepreneur
- But in survey data also
 - father's work situation
 - gendered attitudes
 - mother not having a job to return to
- This we are studying further

Visible Fathers 1.2.2016 – 30.1.2018

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Partners:

National Institute for Health and Welfare (THL)

Institute of Occupational Health (TTL)

Ministry of Social Affairs and Health (STM)

Miessakit Association



Objectives

- to have more fathers to take more parental leave and to share childcare responsibilities with mothers
- to increase information and awareness about fathers' parental leave possibilities
- to promote positive attitudes and practices related to fathers' take-up of leave at workplaces and among employers

Activities

- **research (survey and interviews) to produce knowledge about obstacles of fathers' leave and reasons for non-use of leave**
- interventions on male-dominated workplaces to promote fathers' take-up of leave
- campaign targeted at raising awareness of men/fathers to take parental leave and to promote father/family friendliness at work places and among employees

Survey with fathers

In previous studies:

- Survey samples were created from the register of beneficiaries of the Social Insurance Institution
- All respondents had taken at least a short paternity leave
- Information about the obstacles of non-user fathers' take-up of leave was received from their spouses (mothers)

In order to receive information from fathers themselves:

- Random sample of 7000 fathers with a three-year-old child from the Population Register Center
- Web-survey in November/December 2016

CHILDCARE: Researching In/equality in Finnish Childcare Policies



- *Maarit Alasuutari*, Department of Education, University of Jyväskylä
- *Kirsti Karila*, School of Education, University of Tampere
- *Johanna Lammi-Taskula*, National Institute for Health and Welfare, Helsinki
- *Katja Repo*, School of Social Sciences and Humanities, University of Tampere
- 16 researchers (3 doctoral students)

www.jyu.fi/childcare

www.facebook.com/childcaretutkimus/



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CHILDCARE

- The Strategic Research Council (SRC) at the Academy of Finland provides funding for long-term and programme-based research aimed at finding solutions to the major challenges facing Finnish society
- **Childcare project:** main starting points
 - parental preferences of childcare cannot be considered only as a result of (individual/family) choice but they are also moulded by childcare policies
 - present variation in childcare services and cash-for-care benefits in Finnish municipalities might lead to various inequalities between families, parents and children
 - The study is carried out in collaboration with 10 municipalities that provide different combinations of childcare services and cash benefits.

CHILDCARE: Data source	
Document data	Municipal documents, web pages
Expert interviews	Municipal politicians and administrators/directors responsible of childcare matters and representatives/directors of private service provision
Longitudinal survey	For parents i) when the child is one year old* and ii) when the child turns four years
Longitudinal qualitative interviews	100 families (at the same points of time as the surveys)
Child 'interviews'	Children at the age of four from families who participate in the follow-up interviews
A pilot survey for the development of a national data collection	A survey for parents* and nurses to be carried out in children's health check at the age of four years
Naturally occurring data on childcare service guidance	Chat and face-to-face guidance discussions between parents and day-care professionals
Participatory case study data	Setting up a new private child care centre

* incl. questions on take-up of parental leave by mothers and fathers

Thank you for your attention!