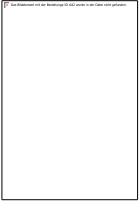


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The importance of work-place characteristics of parents for their leave-taking behaviour

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The main research questions

- **What role do work-place characteristics play in leave-taking behavior among mothers and fathers?**
- **Can we observe some differences in the role of work-place characteristics between mothers and fathers ?**
- **How is parental leave take-up associated with relative differences in partner's characteristics?**

Context – existing research

Under the institutional perspective, studies have highlighted the role of objective characteristics of employers/work places such as the size (Bygren and Duvander 2006; Anxo et al. 2007; Lapuerta et al. 2011), the status of the company (public/private) (Gornick and Jacobs 1998; Bygren and Duvander 2006; Anxo et al. 2007), the sector of activities (Anxo et al. 2007; Whitehouse et al. 2007; Lapuerta et al. 2011), the proportion of women (Bygren and Duvander 2006; Anxo et al. 2007; Naz 2010) and the age composition of the firm (Anxo et al. 2007) and the use of short-term contract (Anxo et al. 2007).

These studies shows that fathers and mothers are more likely to use leaves in large firms, public sector and health and education companies. Other companies' characteristics do not always lead to the convergent results across studies. Naz (2010) showed that fathers working in female-dominated workplaces tend to use more gender-neutral leave than fathers working in male-dominant places while Anxo et al. (2007) found a negative link between the proportion of women in the firm and the use of parental leave by fathers.

Some authors argued that more attention should be paid to the work environment and how employees perceives the management's opinions about leaves (Tremblay and Genin 2011). In this perspective, subjective characteristics of employers such as the organisational and managerial culture of the firms have also been studied. Fathers are more likely to use their parental leave in "fathers friendly companies" (Haas et Hwang 1995; Haas et al. 2002) and family-friendly companies (Escot et al. 2012). These findings are supported by Chung (2018) and Romero-Balsas et al. (2013) studies which provide evidence that subjective insecurity perceptions (the fear to lose their job) is more relevant than objective contract status for the access to family friendly arrangements at work.



Gaps in the existing research – motivation for the present analyses

Workplace's characteristics have mainly been used to explain fathers' behaviours on the labour market (Haas 1993; Haas and Hwang 1995; Brandth and Kvande 2002; Haas et al. 2002; Bygren and Duvander 2006; Hobson et al. 2006; Naz 2010; Escot et al. 2012; Romero-Balsas 2013; Trembeley and Dodeler 2015). Studies on work's characteristics that also consider women are scarce (Anxo et al. 2007; Lapuerta et al. 2011).

The lack of studies on workplace characteristics for mothers and the fact that the vast majority of consider either fathers or mothers and rarely both at the same time, make it difficult to analyze whether the same pattern holds for mothers and fathers.



Context – Luxembourg - policy properties

- Parental leave was introduced for the first time in 1999 (following the European Directive of 96/34/EC of 3 June 1996). It was a pass breaking policy effort because the remaining family policy arrangements back then were predominantly pro-familialistic.
- Parents are guaranteed the right to return to the same or an equivalent working position at the end of the leave.
- Either a block of six months full-time parental leave or a block of twelve months part-time leave.
- The leave can be used up to the 5th birthday of the child and is an individual entitlement: both parents have the right to leave (if they meet the eligibility conditions), not transferrable.
- The first leave in a two-parent family must be taken immediately after the maternity leave. If a parental leave is not taken immediately after the maternity leave the right to the leave is forfeited.



Context – Luxembourg - policy properties

- Flat rate parental leave benefit = paid parental leave.
- In 1999 the rate of compensation started out at 1496.11 EUR for the full-time leave and half of the amount for the part-time leave. The rate was adjusted for inflation in 2007 and increased to 1778.31 EUR. In 2017 it was reformed.
- The eligibility requirements for the leave are a minimum of one year employment with the same employer prior to the start of the leave and a reduction of at least 50% of working hours in the case of taking the leave part-time.
- Single parents are entitled to only one parental leave, however, they do not have to necessarily take it immediately after the maternity leave.
- Self-employed persons are eligible for parental leave if they have been self-employed for at least one year for at least 20 hours per week.



Data and target population

- Extract from the **administrative social security records** (L' Inspection générale de la sécurité sociale -IGSS) covering population of parents of a single child that was born between 1999 and 2007 in Luxembourg.
- Only eligible parents (i.e. those who comply with the conditions stipulated by law to benefit from the parental leave policy, i.e. those individuals who are legally entitled to obtain parental leave) were kept in the analysis as this is the base population for defining our main variable of interest, i.e. take up variable.
- The period choices: As the parental leave policy was introduced in 1999 this is the logic starting point of observation of the parental leave policy. As eligible parents may take up parental leave till their child reaches 5 years of age, we could not include in our analysis children who were born after 2007 because we would not be able to observe whether their parents took parental leave or not within 5 years after childbirth and, thus, our results could be bias. Thus, the upper-limit year was 2007, because we could obtain information about characteristics of their parents covering 5 years after childbirth (i.e. up to year 2012)



Sample description

Table 1: Description of eligibility and non-eligibility among mothers and father of a single child born between 1999 and 2007.

Eligibility	Mothers		Fathers	
	Frequency	Percent	Frequency	Percent
Not eligible	1794	19,9	793	8,8
Eligible	7208	80,1	8209	91,2
Total	9002	100,0	9002	100,0

Source: IGSS data 1999-2013



Method

After selecting only eligible individuals, we estimated **logit regression models** (for mothers and fathers separately).

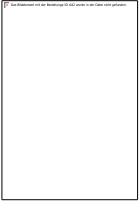
Dependent variable: parental leave take-up (equal 1 if the parent took parental leave in the course of 5 years after childbirth, equal to 0 otherwise).

Independent variables:

Characteristics of the analyzed parent (mother or father): nationality, age of mother at the time of childbirth, self-employed or not, **sector (private/public), economy sector – NACE 2, size of the firm** (identifying self employed as a distinct category), number of hours worked per month, categorized monthly salary (wage + employers bonuses).

Partner's characteristics: nationality, age of father at the time of childbirth, self-employed or not, **sector (private/public), economy sector – NACE 2, size of the firm**, number of hours worked per month, categorized monthly income of the months before the childbirth (wage + employers bonuses), eligibility to parental leave, take-up of parental leave during 5 years following the childbirth.

Couple characteristics: being married or not, living with the father or mother of a child in the same household at the time of childbirth, difference between categorized salary of mother and father (subtractions of father's categorized monthly income from mother's categorized monthly income).



Descriptive analysis – leave-taking behaviour

Modes of parental leave	Mothers	Fathers
Full -time parental leave	37,2%	7,0%
Part-time parental leave	9,1%	3,6%
Non-take up	53,6%	89,4%
Total (%)	100,0%	100,0%
Total (N)	7208	8209

Descriptive analyses – leave-taking behaviour

Table 3: Sequence of parental leave take up among men and women –the first or the second parental leave?

Sequence of parental leave taken	Mothers		Fathers	
	Frequency	Percent	Frequency	Percent
First parental leave	3137	98.8	276	64.6
Second parental leave	41	1.2	504	35.4
Missing information	35		22	
Total	3213	100,0	802	100,0

Source: IGSS data 1999-2013

MOTHERS		Beta	Standard	Expon
		coefficient (B)	Error (S.E.)	Beta E
Mother_Sector	Private (ref.)			
	Public	-,130	,141	,878
	Missing	,386	1,131	1,472
Mother_Size of Firm	0-4 (ref.)			
	5-9	,041	,137	1,042
	10-49	,297	,100	1,346
	50-99	,242	,131	1,273
	100-499	,176	,098	1,193
	500-999	,070	,139	1,073
	>=1000	,003	,104	1,003
	Self-employed	-,621	,441	,537
Mother_NACE 2	Administration publique, defence, enseignement, sante humaine, action social (ref.)			
	Agriculture, sylviculture, peche	-,649	,475	,523
	Industrie manufacturier, industrie extractive et autres	-,078	,151	,925
	Construction	-,237	,206	,789
	Commerce de gros et de detail, transports, hotels et restaurants	-,172	,076	,842
	Information and communication	-,006	,177	,994
	Activites financier, assurance	,191	,105	1,210
	Activites immobilieres	-,364	,282	,695
	Activites specialises, scientific et technique et activites de services administratifs	-,302	,097	,739
	Autre	-,470	,142	,625
	Missing	-,547	,418	,579
	Father_Sector	Private (ref.)		
Public		,095	,113	1,100
Missing		-,273	1,237	,761
Father_NACE 2	Commerce de gros et de detail, transports, hotels et restaurants (ref.)			
	Agriculture, sylviculture, peche	-,044	,300	,957
	Industrie manufacturier, industrie extractive et autres	-,042	,105	,959
	Construction	-,229	,095	,795
	Information and communication	-,344	,148	,709
	Activites financier, assurance	,027	,123	1,027
	Activites immobilieres	,245	,282	1,278
	Activites specialises, scientific et technique et activites de services administratifs	-,193	,109	,824
	Administration publique, defence, enseignement, sante humaine, action social	-,123	,092	,884
	Autre	,400	,242	1,492
	Missing	-,530	,652	,588
	Father_Size of Firm	0-4 (ref.)		
5-9		,018	,144	1,018
10-49		,302	,092	1,353
50-99		,200	,125	1,221
100-499		,330	,095	1,391
500-999		,269	,141	1,308
>=1000		,320	,106	1,378
Self-employed	,655	,660	1,924	

FATHERS		Beta coefficie nt (B)	Standar d Error (S.E.)	Exponenti Exp(B)	
Mother_Sector	Private (ref.)				
	Public	,749	,179	2,115	
	Missing	,508	1,155	1,662	
Mother_Size of Firm	0-4 employees (ref.)				
	5-9	,030	,222	1,030	
	10-49	,529	,141	1,698	
	50-99	,348	,191	1,416	
	100-499	,097	,149	1,101	
	500-999	,291	,201	1,338	
	> =1000	,175	,153	1,191	
Mother_NACE 2	Self-employed	,961	,776	2,614	
	Administration publique, defence, enseignement, sante humaine, action social (ref.)				
	Agriculture, sylviculture, peche	-1,231	,811	,292	
	Industrie manufacturier, industrie extractive et autres	-,437	,260	,646	
	Construction	,023	,293	1,023	
	Commerce de gros et de detail, transports, hotels et restaurants	-,128	,116	,880	
	Information and communication	-,116	,258	,890	
	Activites financier, assurance	-,134	,148	,874	
	Activites immobilieres	-1,274	,739	,280	
	Activites specialises, scientifique et technique et activites de services administratifs et de soutien	-,259	,152	,772	
	Autre	-,241	,228	,786	
	Missing	-,693	,749	,500	
	Father_Sector	Private (ref.)			
		Public	-,150	,173	,860
Missing		3,233	1,358	2,346	
Father_NACE 2	Commerce de gros et de detail, transports, hotels et restaurants (ref.)				
	Agriculture, sylviculture, peche	,907	,334	2,477	
	Industrie manufacturier, industrie extractive et autres	-,357	,157	,700	
	Construction	-,415	,145	,660	
	Information and communication	-,201	,228	,818	
	Activites financier, assurance	-,502	,192	,605	
	Activites immobilieres	,151	,369	1,163	
	Activites specialises, scientifique et technique et activites de services administratifs et de soutien	,055	,154	1,056	
	Administration publique, defence, enseignement, sante humaine, action social	-,252	,134	,778	
	Autre	-,398	,371	,672	
Father_Size of Firm	Missing	,915	,847	2,497	
	0-4 employees (ref.)				
	5-9	,396	,191	1,485	
	10-49	-,052	,139	,949	
	50-99	,083	,188	1,086	
	100-499	,313	,141	1,367	
	500-999	,524	,195	1,689	
	> =1000	,347	,161	1,415	
	Self-employed	-,347	,856	,706	

Conclusions – individual work-place characteristics

Mothers:

- lower take-up when working in the public sector, the effect of the firm-size is relatively small (higher when working for firms of 10-100 employees), higher odds of take-up among public services and financial and insurance sector,
- Whether partner works in the public or private sector has a negligible effect, when partner employed in the construction sector - lower odds of taking leave, higher odds when partner works in the real-estate sector, when partner is self-employed - notably higher chances to take parental leave.

Fathers:

- lower odds of take-up when working in the public sector, notably higher odds when working in agriculture and winery and notably lower when working in manufacturing and industry, firm size slightly higher impact on odds of take-up than among women (higher odds of taking in small firms (5-10) and bit firms (500 and more),
- notably higher odds of leave-taking when partner works in the public sector, when partner work in agriculture or the real-estate sector odds of leave-taking substantially lower, when partner works in a small firm odds of take-up are also lower.

Similarities between mothers and fathers

The following factors increased the probability of both analyzed mothers as well fathers to take parental leave:

working in the private sector

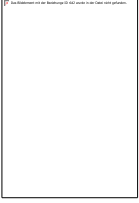


Further research using Multilevel approach

To what extent do the employer's characteristics play a role in explaining leave-taking among eligible mothers and fathers living as a couple?

How do these characteristics relate to strategies employed by couples taking parental leave jointly?

We will use the administrative data linking information about a child, parents and companies where parents have been employed. This data will have employer-household- employee multi-level structure, where employed parents will be nested under employers.



THANK YOU