



The Scottish Parliament  
Pàrlamaid na h-Alba

## EQUAL OPPORTUNITIES COMMITTEE

### AGENDA

**6th Meeting, 2014 (Session 4)**

**Thursday 20 March 2014**

The Committee will meet at 9.30 am in Committee Room 4.

1. **Fathers and parenting:** The Committee will take evidence from—

Brenda Armstrong, Interim Equality and Diversity Lead, Police Scotland;

Patrick Burke, Regional Resource Manager, RBS Business Banking,  
Scotland, The Royal Bank of Scotland;

Ann Henderson, Assistant Secretary, STUC.

Douglas Thornton  
Clerk to the Equal Opportunities Committee  
Room TG.01  
The Scottish Parliament  
Edinburgh  
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The papers for this meeting are as follows—

**Agenda item 1**

PRIVATE PAPER

EO/S4/14/6/1 (P)

SPICe Briefing

EO/S4/14/6/2

Note by SPICe

EO/S4/14/6/3

Note by SPICe

EO/S4/14/6/4

## Equal Opportunities Committee

### Fathers & parenting

#### SPICe briefing - background on health and education issues

##### Purpose

1. This briefing will provide you with a brief overview of some of the key legislation and guidance which covers access to information regarding children who have a non-resident parent in relation to education and health.

##### Education

2. The [Pupils' Educational Records \(Scotland\) Regulations 2003](#) deals with access to pupil records. It states that:

*“upon receiving a request by a parent for disclosure of their child’s educational records, shall within 15 school days, make them available for inspection, free of charge, to that parent.”*

3. Non-disclosure is permitted in the event that providing the information would cause significant distress or harm to the pupil or any other person.
4. Section C paragraphs 18 – 20 of the [Scottish Schools \(Parental Involvement\) Act 2006 guidance](#) deal with the issue of non-resident parents. It states that schools should do what they can to help non-resident parents maintain the relationship with their child's education. Education authorities should include the arrangements they have in place to assist parents who do not live with their children in their strategies and provide clear guidance to schools on the matter so that individual circumstances may be taken into account.

*“Schools should consider how they can routinely keep parents informed in relation to: parents’ evenings, attendance, exclusion, sports days and other school events, general information about the school and attainment information etc. regarding their child. In addition, parents should be fully involved in the planning processes in relation to meeting the child or young person’s educational needs. It is important that education authorities and schools do as much as they can to support the continued involvement of parents who don’t live with their children. In doing so, authorities and schools must be sensitive to the needs and wishes of both parents, who may not always agree. It is also important that education authorities and schools pay particular regard to the views of the child or young person in such circumstances.”*

##### Health

5. The General Medical Council has [produced 0-18 years guidance: Access to medical records by children, young people and their parents](#) which states that:

*“54. You should let parents access their child’s medical records if the child or young person consents, or lacks capacity, and it does not go against the child’s best interests. If the records contain information given by the child or young person in confidence you should not normally disclose the information without their consent.*

*55. Divorce or separation does not affect parental responsibility and you should allow both parents reasonable access to their children’s health records. “*

6. However, it is also noted that young people with capacity have the legal right to access their own health records and can allow or prevent access by others, including their parents. In Scotland, anyone aged 12 or over is legally presumed to have such capacity.
7. NHS Scotland has produced an [information governance guidance note on handling requests for access to personal health data](#). Paragraphs sections 29-34 provide the detail. A summary table is contained in Annexe A below.

“Parental responsibilities and rights (or PRRs) may include the right to access a child’s health records, depending on the age and maturity of the child. (...) A person with PRRs may have the right to apply for access to their child’s health record. However, in dealing with such a request a health professional will need to exercise their judgement on each individual case and should give careful consideration to the child’s capacity and to the duty of confidentiality owed to the child before giving someone with PRRs access to the child’s health records. Good practice dictates that the child should be encouraged to involve parents or other legal guardians in their healthcare.

Mothers acquire PRRs automatically on the birth of the child. The acquisition of PRRs by fathers depends on when the child’s birth was registered. In Scotland, a father gets automatic PRRs if he is married to the mother at the time of the child’s conception or subsequently. An unmarried father will get automatic PRRs if he is registered as the child’s father (at registration of birth or upon re-registration) on or after 4 May 2006. There are other ways for an unmarried father to get PRRs. The court can remove or restrict a parent’s PRRs and other people may also be given PRRs by the court.”

## Annexe A: Summary table on access to children's health records

### Parental Responsibilities/Rights

Status	Responsibilities/Rights	Exceptions
Parents were married to each other at time of child's conception or subsequently	Equal responsibilities and rights for both parents. Information may be disclosed to one parent without the other's permission.	Court order has removed the relevant PRRs
Married but separated or divorced parents	Equal responsibilities and rights, regardless of residence position- above applies	Court order has removed the relevant PRRs
Unmarried parents – birth of child registered before 4 May 2006	Mother automatically	Father may acquire PRRs by completing and registering an agreement with mother, or by court order
Unmarried parents – birth of child registered on or after 4 May 2006	Mother automatically	Father also has automatic rights if named on birth certificate as the father, or if named following a re-registration of the birth. Father may also acquire PRRs by completing and registering an agreement with the mother, or by court order
Child is subject of a permanence order	To the extent defined in the permanence order:- (1) Local Authority, (2) any other person; and (3) those with PRRs before order made	Permanence order may remove some or all PRRs which were in place before the order was made
Child is resident in Local Authority accommodation voluntarily	Parents – subject to all above caveats (and any other person on whom PRRs have been conferred by Court order)	Court order has removed relevant PRRs
Child is adopted	Adoptive parent or parents	Court order has removed relevant PRRs

With acknowledgement to MDDUS

## Equal Opportunities Committee

### Fathers and parenting

#### Note by SPICe – Primary teaching: gender analysis

#### 1. University applications for primary school teaching

There is no Scotland level data on the number of applications for primary school teacher training broken down by gender. What I have sourced below is broader information on applications and acceptances providing a picture of the gendered nature of the applications to teacher training (both primary and secondary) and the results of this for acceptances to teacher training programmes.

Table 1 shows the number of Scottish domiciled applicants to all teacher training programmes (primary, secondary and special school training). It offers up to date figures on the total number of applicants as this stood at February 2014, for entry to a teacher training programme commencing in academic year 2014/15.

Table 1 shows a significantly higher number of female applicants to teacher training programmes than male – to date females represent 73% of applicants for entry in 2014/15.

**Table 1: Number of Scottish domiciled applicants to teacher training, by outcome (for 2014/15 entry)**

	Placed	Conditional place	Holding offer	Other	Total
Female	530	300	160	1,350	<b>2,330</b>
Male	130	80	60	570	<b>840</b>
<b>Total</b>	<b>660</b>	<b>380</b>	<b>220</b>	<b>1,920</b>	<b>3,170</b>

Source: [UCAS](#)

Table 2 shows the total acceptances to primary school teacher training programmes at the five higher education institutions in Scotland that offer this programme. It shows that women are the significantly majority of those accepted in all five HEIs.

**Table 2: Number of acceptances to primary teaching, by Scottish HEI, 2012/13**

	Female		Male	
	number	%	number	%
Aberdeen	66	79	18	21
Dundee	56	88	8	12
Edinburgh	88	85	15	15
Glasgow	89	81	21	19
Strathclyde	151	79	41	21

Source: [UCAS](#)

Table 2 sets out the number of teacher training applications for 2014/15 and their current status. This total includes all Scottish domiciled applicants for all teacher training programmes, not just primary school teacher training.

#### 2. Trends in Teacher Numbers

Gender disaggregated data on teachers in Scotland only goes back to 1994, when questions on gender in the teacher census were first asked.

A study conducted for the Scottish Government (then Scottish Executive) providing data on teacher numbers in primary, secondary and special schools in 1994, 1998 and 2003 shows that women have dominated in primary school teaching over time, increasing in number during the period 1994 to 2003 (see Table 3).

**Table 3: Total primary school teachers, 1994, 1998 and 2003, by gender**

<b>Male primary teachers 1994</b>	1701 (8%)
<b>Male primary teachers 1998</b>	1549 (8%)
<b>Male primary teachers 2003</b>	1620 (7%)
<b>Female primary teachers 1994</b>	20,528 (92%)
<b>Female primary teachers 1998</b>	18,094 (92%)
<b>Female primary teachers 2003</b>	20,606 (93%)

Source: [Scottish Executive](#)

This same study also provides data on the total numbers of teachers working in secondary and special schools (see Table 4). In 1994, men were more than half (52%) of the teachers in secondary schools. This total dropped significantly, to 42 per cent, in that period. Relative to primary school numbers, there were more men teaching in special schools, although women still made up a significant majority of teaching staff in the sector.

**Table 4: Secondary and special school teacher numbers 1994, 1998 and 2003, by gender**

<b>Male secondary teachers 1994</b>	12,996 (52%)	<b>Male special school teachers 1994</b>	248 (12%)
<b>Male secondary teachers 1998</b>	11,061 (48%)	<b>Male special school teachers 1998</b>	328 (20%)
<b>Male secondary teachers 2003</b>	10,749 (43%)	<b>Male special school teachers 2003</b>	342 (18%)
<b>Female secondary teachers 1994</b>	12,163 (48%)	<b>Female special school teachers 1994</b>	1752 (88%)
<b>Female secondary teachers 1998</b>	12,097 (52%)	<b>Female special school teachers 1998</b>	1342 (80%)
<b>Female secondary teachers 2003</b>	14,093 (57%)	<b>Female special school teachers 2003</b>	1568 (82%)

Source: [Scottish Executive](#)

More recent figures (for 2009 to 2013) show that females continue to dominate in primary school teaching, accounting for 91 per cent of primary teachers in 2013 (Table 5). This is a very slight reduction in the proportion of female teachers in primary schools from the position in 2003, as noted in Table 3.

Table 5 also shows the total proportion of female teachers in secondary schools. Women have increased their participation in secondary school teaching over time, from 61 per cent in 2009 to 62 per cent in 2013. This continues the trend shown in Table 4 for the period 1994 to 2003.



**Table 5: Total numbers of female teachers working in Scottish primary schools, and Scottish secondary schools, 2009 to 2013**

### Primary Schools

	Female	Male	Percentage female	Total
2009	21,380	1,863	92	23,243
2010 <sup>(1)</sup>	21,160	1,935	92	23,095
2011 <sup>(1)</sup>	20,788	1,906	92	22,813
2012 <sup>(1)</sup>	20,749	1,936	91	22,685
2013	20,887	2,017	91	22,905

### Secondary Schools

	Female	Male	Percentage female	Total
2009	15,399	9,972	61	25,371
2010 <sup>(1)</sup>	15,225	9,551	61	24,776
2011	14,989	9,131	62	24,241
2012	14,928	9,052	62	23,980
2013	14,889	8,806	63	23,695

Source: [Scottish Government](#)

## 3. Primary Teachers in Europe

Table 6 shows the proportion of female teachers working in primary schools in European countries in the period 1998 to 2012. Women are shown to dominate in primary school teaching across all European countries presented. In the late 1990s, Spain and the Netherlands both had lower female participation in primary school teaching than other European countries. However, both have seen rises in female participation in primary school teaching in recent years, more so in the Netherlands than in Spain. Data for Denmark shows a lower female participation rate than other countries, although slight rises have occurred over time.

**Table 6: Proportion of female teachers in primary schools in European countries, 1998 to 2012**

	1998	2000	2004	2008	2012
Belgium	:	82.5	78.1	80.3	81.3
Bulgaria	:	90.9	92.6	93.5	94.1
Czech Republic	84.6	84.4	:	97.6	97.2
Denmark	62.9	64.0	:	68.1 <sup>(i)</sup>	:
Germany (until 1990 f	80.8	81.2	82.9	85.2	85.0
Greece	:	:	62.2	:	:
Spain	69.0	69.1	69.0	75.2	75.8
France	79.8	80.0	81.2	82.4	82.8
Croatia	:	:	89.8	91.3	:
Italy	:	94.8	95.4	95.3 <sup>(i)</sup>	:
Netherlands	60.3 <sup>(i)</sup>	75.5 <sup>(i)</sup>	81.5 <sup>(i)</sup>	83.8 <sup>(i)</sup>	85.2
Poland	:	:	:	83.8	85.3
Portugal	:	81.1	81.8	79.8	79.7
Finland	70.7	71.7	75.5	78.3	78.9
Sweden	79.9	80.4	80.8	81.0	:
United Kingdom	80.9	81.1	81.5	81.4	87.0
Norway	: <sup>(i)</sup>	: <sup>(i)</sup>	72.6	73.8	74.6

Source: [Eurostat](#)



## Equal Opportunities Committee

### Fathers and parenting

#### Note by SPICe - background note on parental leave and balancing work / family life

#### Purpose

1. This paper will briefly outline the current status of parental leave in the UK and the ability to balance work and family life. It will also consider an international perspective on the issue. In particular it will focus on the approach taken in Sweden.

#### UK

2. The law currently differentiates between maternity and paternity leave. Statutory maternity leave is 52 weeks, and paternity leave is 2 weeks, however should a mother chose to return to work sooner, maternity leave (up to 26 weeks) can be converted to additional paternity leave within the period of 20 weeks to 1 year after the birth of a child.
3. The UK Government announced in November 2013 plans to switch to offering 50 weeks of parental leave that can be shared between mothers and fathers from 2015. Some employers may offer additional or flexible leave options. The proposals for shared parental leave and flexible working are included in the Children and Families Bill 2013 which is currently going through Parliament. The detail has been set out in [draft regulations](#).
4. The [gov.uk website states](#) that the new leave system will allow eligible working families to have more choice about how they balance their work and caring commitments. Parents can choose to be at home together or to work at different times and share the care of their child. Businesses will also benefit from being able to have more open discussions about patterns of leave with their employees.
5. The [Telegraph newspaper](#) has produced a table which compares current policy to how this is expected to change from 2015.

Current Policy	Proposals for change from 2015
Mothers can take a year off for maternity leave	Mothers can take a year off for maternity leave. Mothers must take the first two weeks of maternity leave for recovery, after which couples can split the remaining 50 weeks of maternity leave between them
Maternity leave must be taken in one continuous block and cannot be stopped or started	Couples can request to take parental leave in a discontinued pattern (e.g. every other month), but employers can reject the request; suggest changes to the request or insist leave is taken in a continuous block. Couples can request no more than two changes to their intended parental leave pattern (the initial demand from the Lib Dems for up to six changes has been thrown out)

Mothers have the right to return to the same job if they return to work before 26 weeks. After that, they have the right to return to a 'similar' job	Mothers or fathers returning to work before 26 weeks – even where those 26 weeks are spread out in a discontinued pattern, say, over a year – have the right to return to the same job. After that, they have the right to return to a 'similar' job
Fathers (who meet length of service criteria) can take two weeks of paid paternity leave and they are eligible to up to 26 weeks of unpaid paternity leave from 20 weeks after birth, provided the mother has returned to work	Fathers will be able to share 50 weeks of parental leave with their partners from birth. Fathers still only get two weeks of paid paternity leave. They then get access to statutory shared parental pay (previously maternity pay) which is available for up to 39 weeks of that time. The initial 'daddy month' proposed in 2011 - an extra four weeks' paid paternity leave making six weeks in total - has been scrapped
Fathers have no right to parental leave until the baby is born	Fathers will have the right to unpaid leave to attend up to two antenatal appointments
Fathers must give 15 weeks' notice before the baby is expected of when they want to take their two weeks' paternity leave	For the two weeks' paternity leave, 15 weeks' notice is still required. If fathers want to share up to 50 weeks' parental leave, they must give eight weeks' notice
Parents of children under 5 (or under 18 in the case of disabled children), who have been employed by their current employer for a year or more, are entitled to 18 weeks of unpaid parental leave per parent, per child. Employers can restrict this to four weeks a year	All parents of children under 18 will have the right to take up to 18 weeks of unpaid parental leave per parent, per child. It is expected that all other entitlements will remain the same.
<p>The right to request flexible working for employees (who meet length of service criteria of 26 weeks) is for:</p> <ul style="list-style-type: none"> <li>• parents of children under 17 (18 if the child is disabled)</li> <li>• carers of adults either in the home or a relative</li> </ul>	The Government proposes to extend The right to request flexible working to all employees and remove the current statutory procedure for considering requests. Instead employers will have a duty to consider all requests in a reasonable manner; employers will have the right to refuse requests on business grounds.

## International comparison

Initial research has been conducted on behalf of the Economic and Social research Council by City University on [Work-family conflict: comparing fathers across selected European countries](#) (annexed). Early findings suggest that, in the countries examined, the UK has some of the highest levels of conflict arising from competing work and family demands.

## Case study – Sweden

Sweden ranks as one of the world's most gender-egalitarian countries, based on a belief that men and women should share power and influence equally. An extensive welfare

system, supported by higher taxes, makes it easier for both sexes to balance work and family life.<sup>1</sup>

Swedish parents are entitled to up to 480 days of shared paid parental leave. As part of this overall amount each parent has two months (60 days) reserved exclusively for him or her. Should a father, or a mother, decide not to take them, they cannot be transferred to the partner.

For 390 of the days, parents are entitled to nearly 80 per cent of their normal pay. Benefits are calculated on a maximum monthly income. The remaining 90 days are paid at a flat rate. Those who are not in employment are also entitled to paid parental leave.

Today, men in Sweden take nearly a quarter of all parental leave – a figure the government hopes to improve. It provides a gender equality bonus (an extra daily payment), if 270 days of the paid parental leave are divided evenly between the mother and father.

Parental leave can be taken up until a child turns eight. The leave entitlement applies to each child (except in the case of multiple births), so parents can accumulate leave from several children. Outside the 480 paid days, parents in Sweden also have the legal right to reduce their normal working hours by up to 25 per cent until the child turns eight (with a related reduction in pay).

If a parent needs to pick the children up early from preschool or take a few days off work when a child is sick, most Swedish companies are flexible regarding parental duties, and employees still get 80 per cent of their pay when they have to stay home with sick children or dependents. This temporary parental leave is available for up to 120 days per child per year for children under 12 years. Children aged 12-15 require a doctor's certificate. Parents whose children are sick or disabled for more than six months can also receive an additional allowance until the child turns 19.

An individual account of a British man living in Sweden with his family was published in the Guardian in 2012. [All dads together: my new life among Sweden's latte pappas](#) it offers a personal account of the challenges and benefits of being a hands on dad and provides further comparison of the UK and Swedish systems.

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<sup>1</sup> <http://sweden.se/society/10-things-that-make-sweden-family-friendly/> Official Site of Sweden page updated 7 March 2014



# Work-family conflict: comparing fathers across selected European countries

**Svetlana Speight, Sara Connolly & Margaret O'Brien**

Eloise Poole, Matthew Aldrich

13<sup>th</sup> February 2014, City University

# Outline

- Aims of the study
- Context – welfare, policy and economic
- Changing patterns in household employment
- Theoretical background
- Research questions
- Data, measures & hypotheses
- Findings
- Discussion

*The findings in this presentation are preliminary – please do not quote without authors' permission*

# Aims of the study

1. To provide a **comprehensive profiling** of fathers in 21<sup>st</sup> century Britain in terms of their paid work and family life.
2. To explore **factors** associated with differences in fathers' paid work and family life.
3. To analyse **time trends** in fathers' working patterns to explore effects of policy changes.
4. To explore the role of **institutional factors**, by comparing the UK with other European countries.

# Context – Welfare, Policy and Economic



# Incomplete/ stalled gender revolution:

## Fatherhood in flux

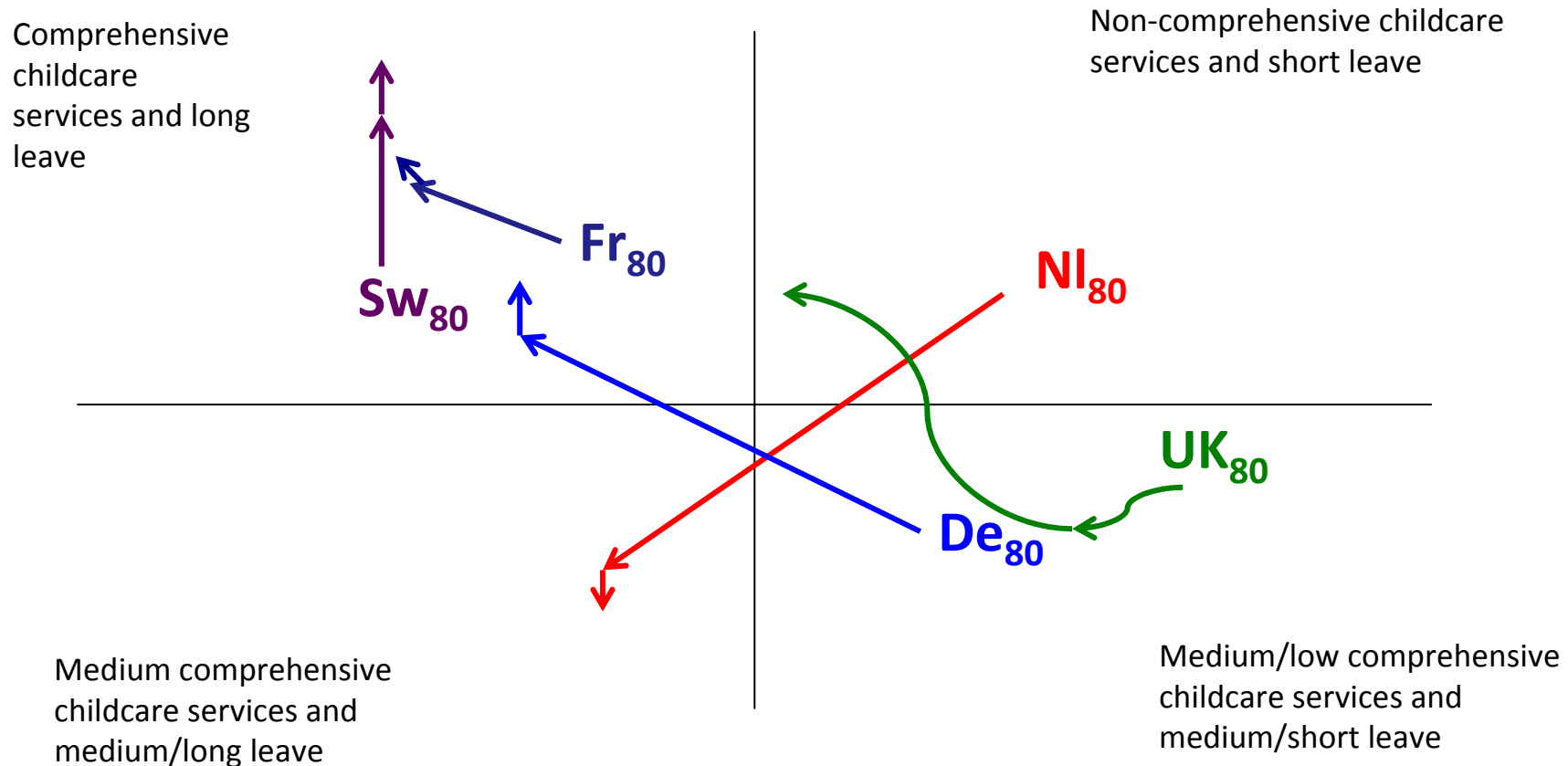
- Time to reconfigure men's "two worlds" of work and family- an important 21<sup>st</sup> century agenda.
- Fathers – new 20<sup>th</sup> century cultural script from 'father right' to 'father love'? Increase in care time but still far from parental equality.
- But also Fathers in crisis- unable to care or provide cash? Increase in non-residential fatherhood.
- Father-sensitive work-family policies, Fathers' access to parental leave – operational marker.

# 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.**

# Family policy development (1980s, 1990s and 2000s)

Adapted from: Ferragina and Seeleib-Kaiser, “Determinants of a Silent (R)evolution: Understanding the Expansion of Family Policy in Rich OECD Countries”, CES Amsterdam, 2013



# Parental leave

	2004/5			2010/1		
	Paternity leave (weeks)	Parental leave	Incentive	Paternity leave (weeks)	Parental leave	Incentive
Sweden	✓✓✓ 0.5	✓✓✓	Yes	✓✓✓ 2	✓✓✓	Yes
UK	✓✓ 0.5	✓	-	✓✓ 2	✓	-
France	✓✓✓ 0.5	✓✓	-	✓✓ 2	✓✓	-
Germany	×	✓✓	-	×	✓✓✓	Yes
Netherlands	✓✓✓ <0.5	✓	-	✓✓✓ <0.5	✓✓	-
Greece	✓✓✓ < 0.5	✓	-	✓✓✓ < 0.5	✓	-
Spain	✓✓✓ <0.5	✓	-	✓✓✓ 3	✓	-
Poland	×	✓✓	-	✓✓✓ 2	✓✓✓	-

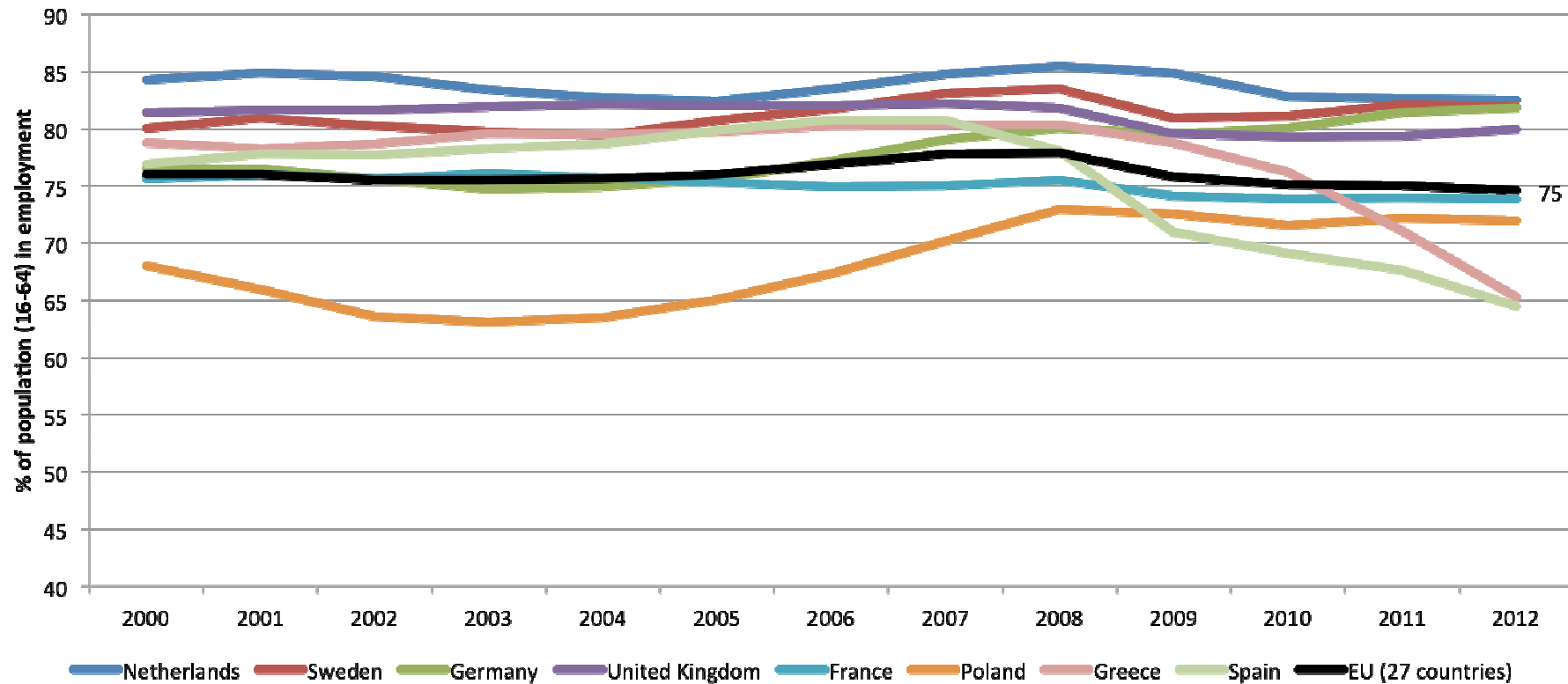
✓ - statutory entitlement, no pay; ✓✓ - statutory entitlement, low pay (< 50%) or not universal; ✓✓✓ - universal statutory entitlement, reduced pay (> 50%) .

Source: International Network on Leave Policies and research,

[http://www.leavenetwork.org/introducing\\_the\\_network/?S=kontrast%3F%3F%3Ftype%3D98%3F](http://www.leavenetwork.org/introducing_the_network/?S=kontrast%3F%3F%3Ftype%3D98%3F)

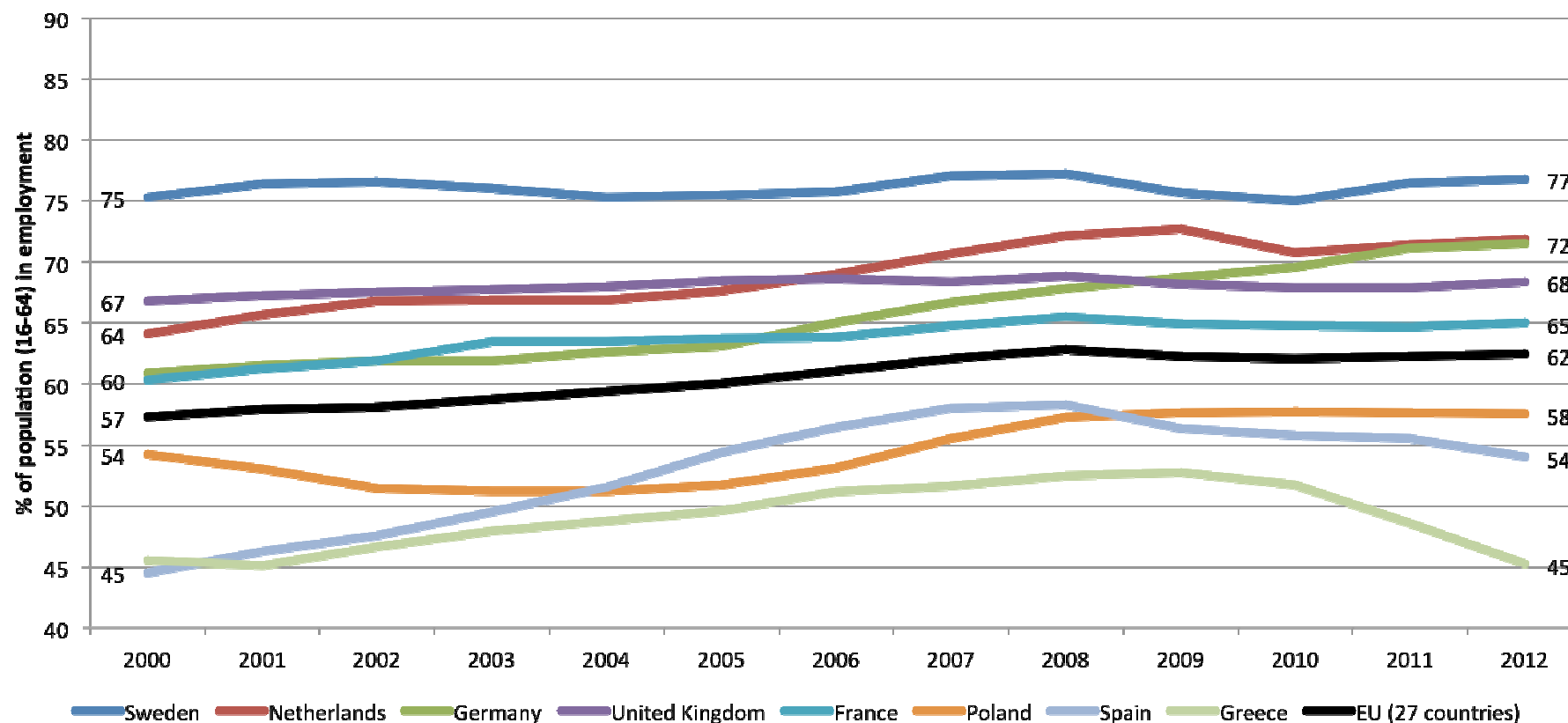
# Male employment rates

Source: Eurostat June 2013



# Female employment rates

Source: Eurostat June 2013



# Changing household employment patterns



# Disappearing breadwinners?

	Male sole FT earner (%)	
	2001	2011
Sweden		
UK	23	
France	25*	
Netherlands	27	
Poland	31*	
Germany	31*	
Greece	46	
Spain	49	

\*2003

Source: EULFS

# 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

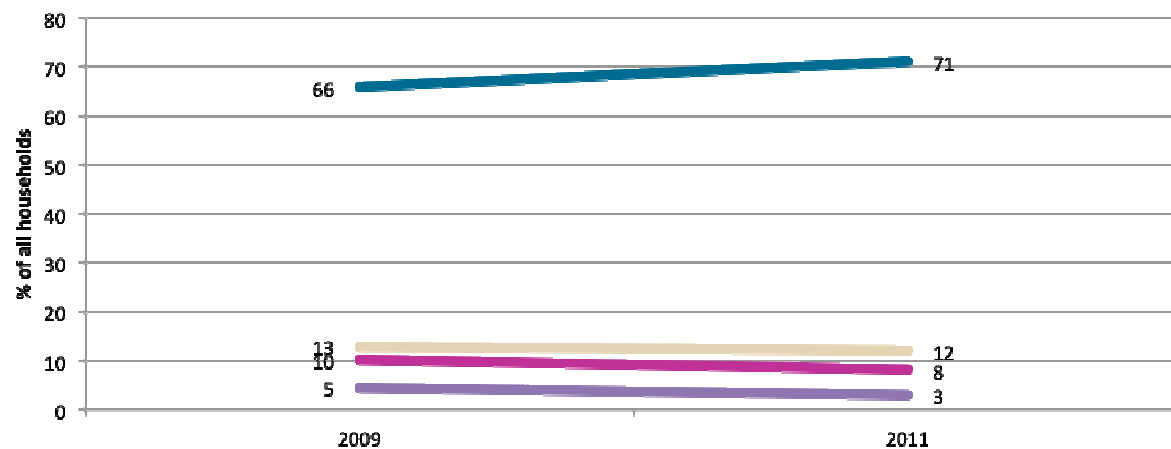
\*2003

Source: EULFS

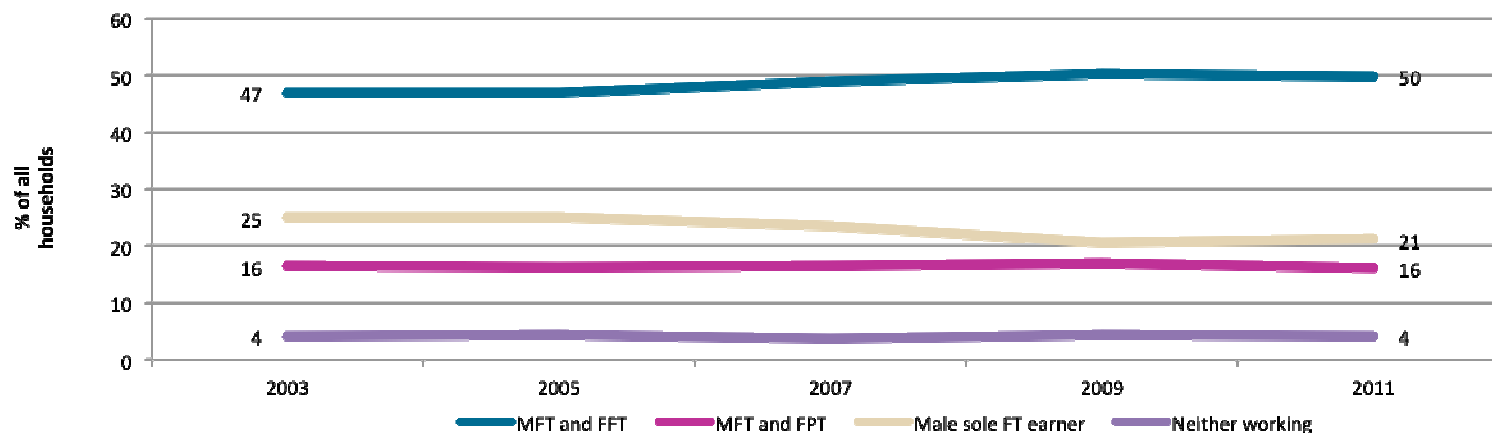
# Established dual FT earner

Swedish couple households with children

Source: EULFS

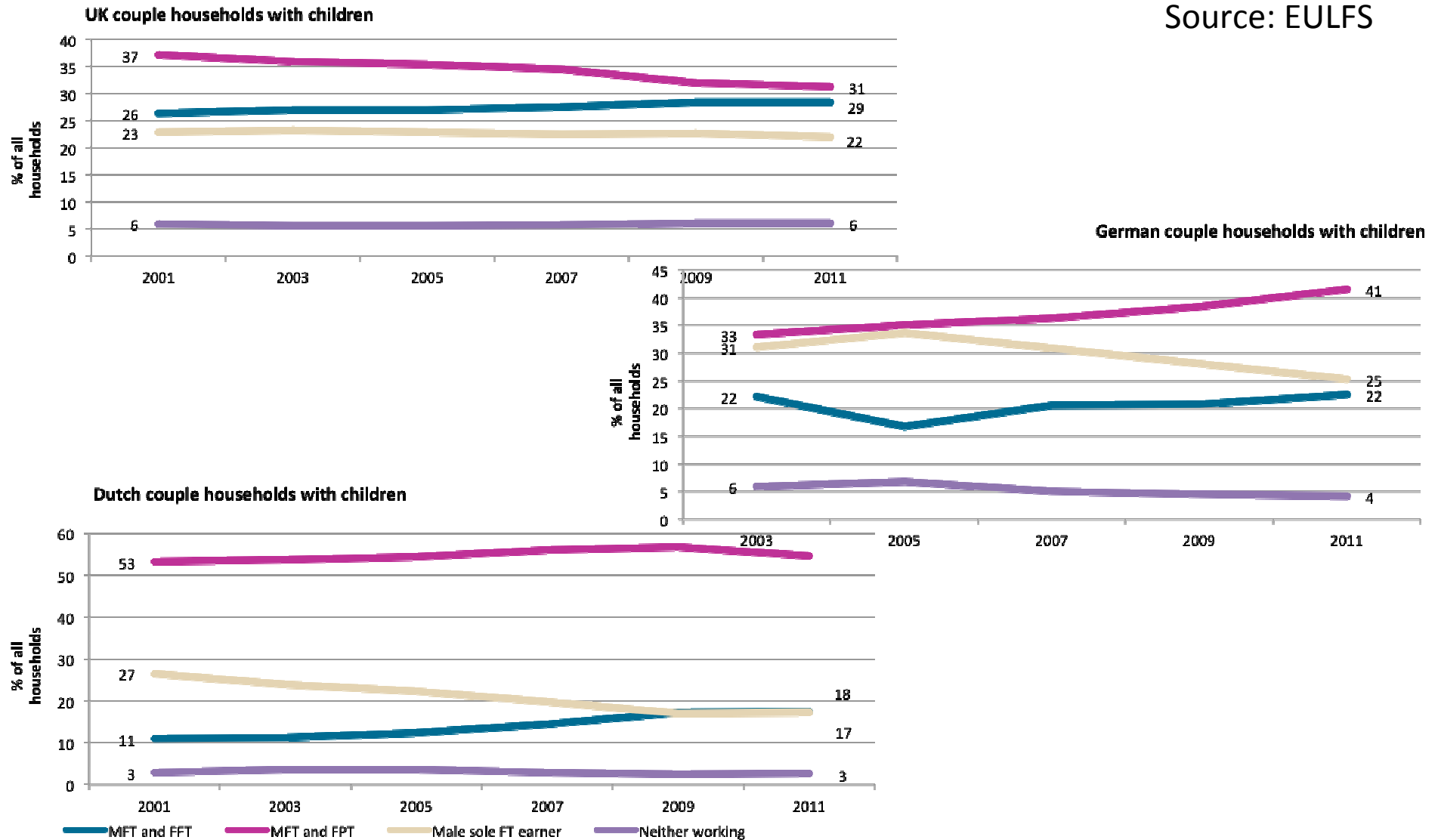


French couple households with children



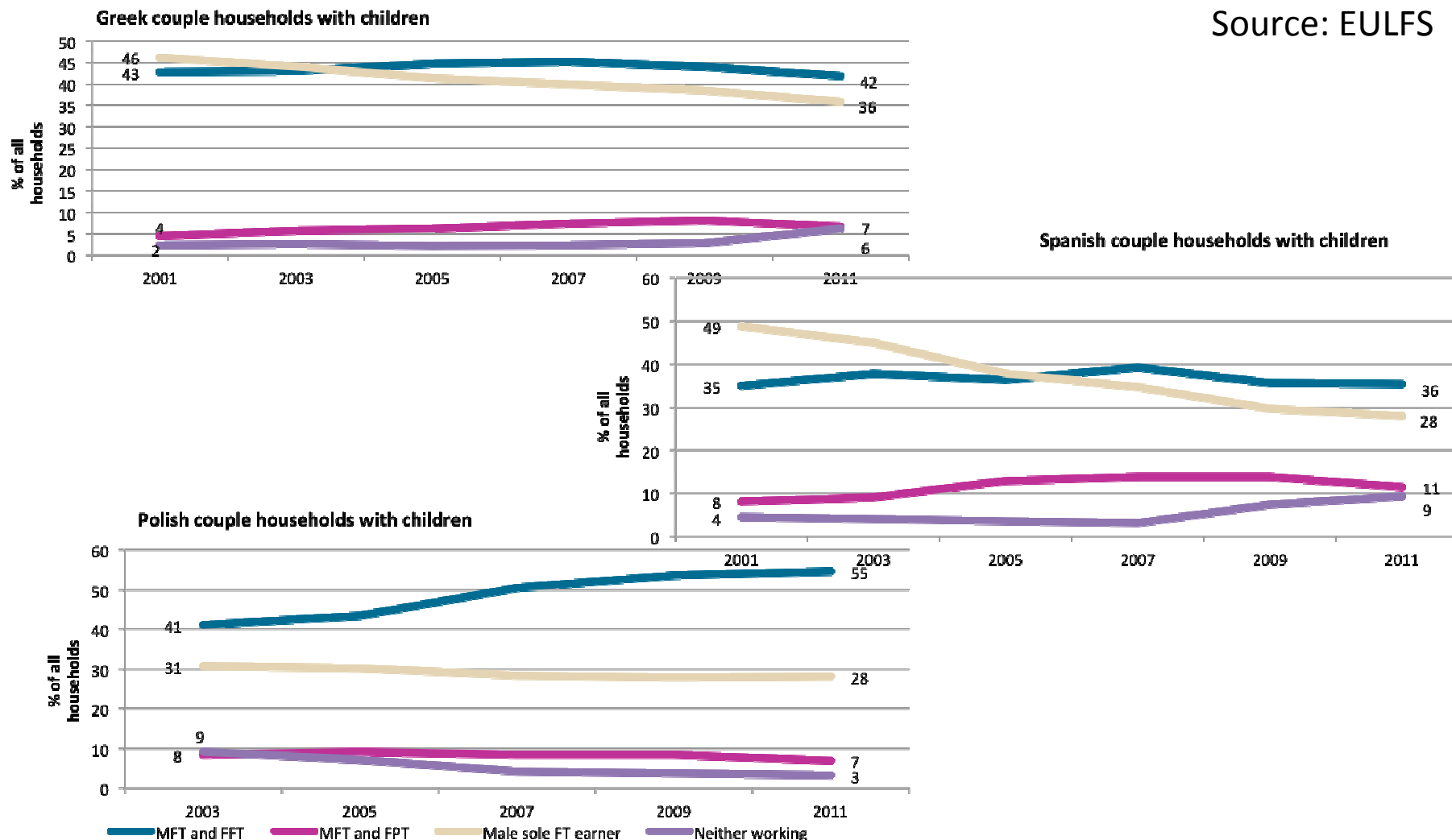
# Dual earner families – majority 1.5

Source: EULFS

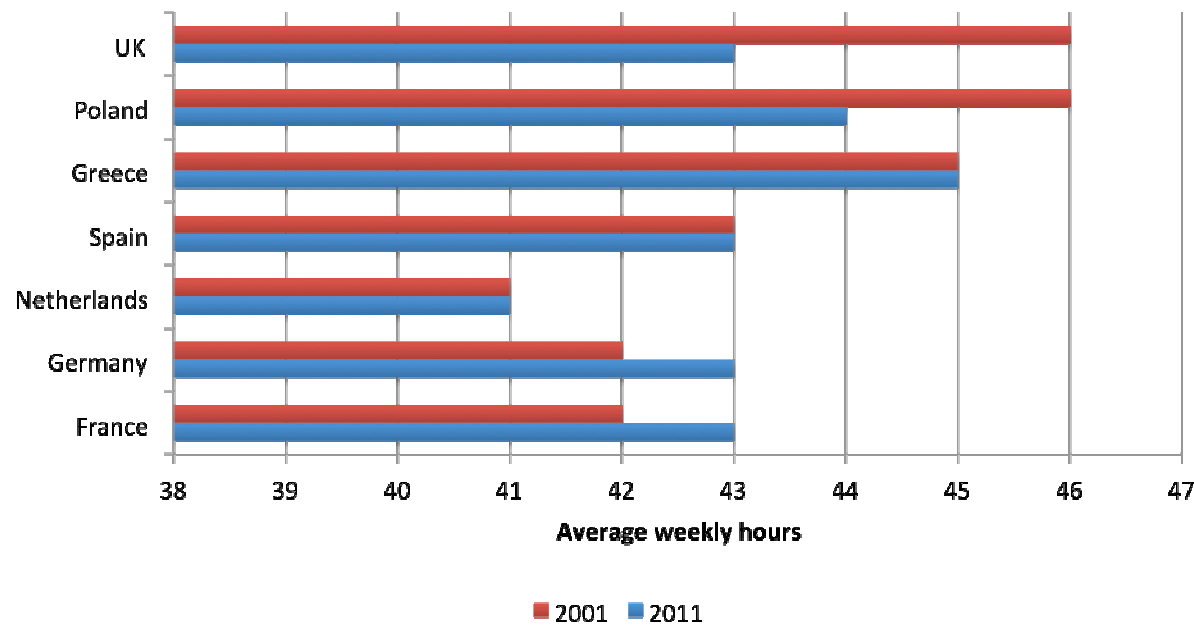


# Polarised sole and dual FT earners

Source: EULFS

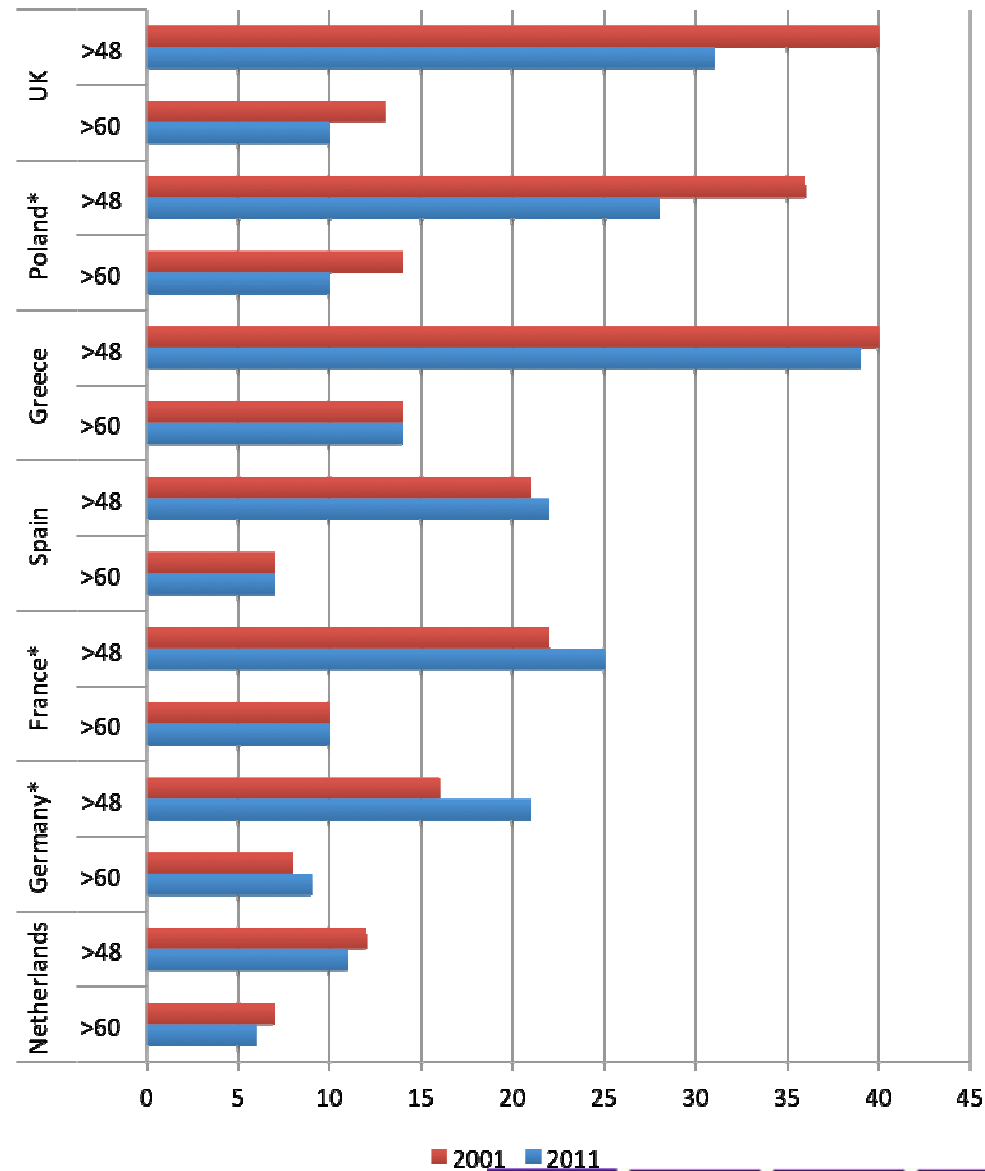


# Fathers full-time working hours



Source: EULFS

# Rates of intensive working for fathers in full-time employment



Source: EULFS



# Theoretical background & research questions

# Concepts

- Work-to-family conflict (WFC)
- Family-to-work conflict (FWC)
- Work-life balance (WLB)
  - $WFC + FWC = \text{work-life balance}$  (Pichler 2009)
  - WLB as satisfaction with the balance of time
  - WLB as an assessment that work and family resources are sufficient to meet work and family demands such that participation is effective in both domains (Voydanoff 2005)

# Work v life/family

- Work – exclusive focus on *paid work*
- ‘Life’ as a black box (Pichler 2009)
  - Life = family?
  - Friends (social life), health, spirit (self) (Byrne, 2005)
- ‘Family’ not well defined either
- Debate dominated by concerns about those who work too much (Warren 2013)

# Demands and resources approach

- Work demands, family demands, work resources, family resources, boundary-spanning demands and resources (Voydanoff 2005)
- *Demands* are structural or psychological claims associated with role requirements, expectations, and norms to which individuals must respond or adapt by exerting physical or mental effort.
- *Resources* are structural or psychological assets that may be used to facilitate performance, reduce demands or generate additional resources.
- Time-based & strain-based demands; physical & psychological
- Work demands – family resources fit
- Family demands – work resources fit

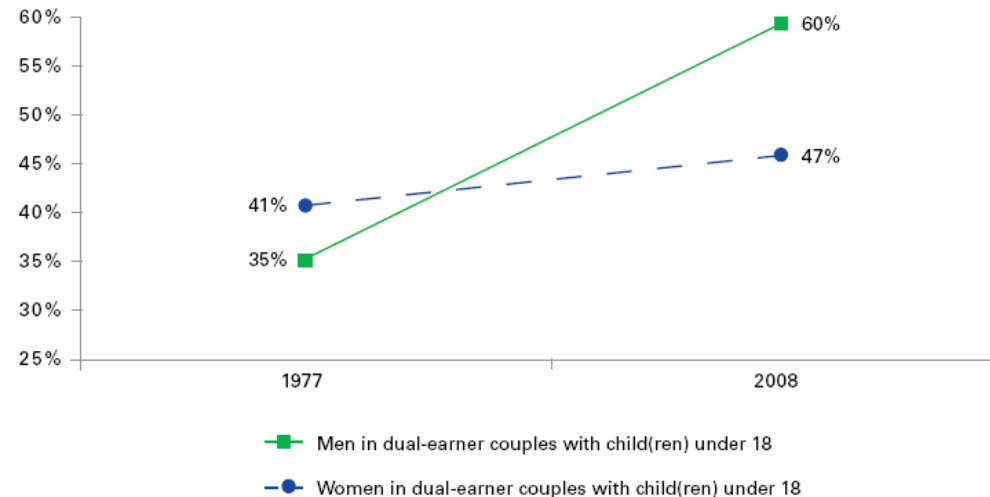
# Wider context

- Employment and working conditions
  - Intensification, flexibilisation, increase in job insecurity, economic crisis
- Female employment rates
- Gender roles at home
  - Housework and childcare
- ‘The incomplete revolution’ (Esping-Andersen, 2009)

# Focus on fathers

- The new 'male mystique' (Aumann et al., 2011)

Figure 1: Percentage of Fathers and Mothers in Dual-Earner Couples Reporting Work-Family Conflict (1977–2008)



Statistically significant differences between men and women in dual-earner couples with children under 18: 1977 not significant; 2008  $p < .01$ ; Statistically significant differences between 1977 and 2008: Men  $p < .001$ ; women not significant. Sample size: 1977  $n=283$ ; 2008  $n=391$ . Source: 2008 NSCW, FWI and 1977 QES, U.S. Department of Labor.

# Research questions

- What are the levels of work-to-family and family-to-work conflict experienced by fathers?
- What are the factors affecting the levels of these types of conflict?
- How do fathers compare between the UK and seven other EU countries?
- What do cross-national differences tell us about the importance of different societal-level factors facilitating successful work-family reconciliation?



# Data, measures & hypotheses

# Data

- European Social Survey
  - Round 2 (2004-2005)
  - Round 5 (2010-2011)
- UK, Sweden, the Netherlands, Germany, France, Spain, Greece, Poland
- Fathers in paid work, aged 20-64, in couples, with children aged 0-18
- Sample size: about 1,500 per survey year

# Work-to-family conflict

- 2004 & 2010
  - Worrying about work problems when not working
  - Feeling too tired after work to enjoy the things you would like to do at home
  - Job prevents you from giving the time you want to your partner and family
  - Partner or family gets fed up with the pressure of your job

*Scale: from 'Never' to 'Always' (5-point scale)*

# WFC score

- Work-to-family conflict score
  - Worrying about work problems when not working
  - Feeling too tired after work to enjoy the things you would like to do at home
  - Job prevents you from giving the time you want to your partner and family
  - Partner or family gets fed up with the pressure of your job
- Factor score (PCA), mean value is 0 (fathers only)
- Higher values = higher WFC

# Family-to-work conflict

- 2004 & 2010
  - Difficult to concentrate on work because of family responsibilities
- 2010 only
  - Family responsibilities prevent you from giving the time you should to your job

*Scale: from 'Never' to 'Always' (5-point scale)*

# Explanatory variables – paid work

- Working hours
- Occupational class (ISCO88 major groups)
- Employee v self-employed
- Task discretion
- Unsocial hours (weekends, evenings and unpredictable overtime)

# Explanatory variables – family circumstances

- Number of children
- Age of the youngest child
- Partner's employment status / working hours
- Partner working unsocial hours
- Household income (subjective)
- Volume and division of housework

# Explanatory variables – gender-role attitudes

- Composite measure of egalitarianism in gender-role attitudes:
  - A woman should be prepared to cut down on her paid work for the sake of her family
  - When jobs are scarce, men should have more right to a job than women(5-point agree/disagree scale)



# Control variables

- Age
- Education (years)

# Hypotheses (work)

- Longer working hours -> higher WFC
- Unsocial hours -> higher WFC
- Occupational class & task discretion: more demanding jobs -> higher WFC, but more task discretion -> lower WFC
- Self-employed -> lower WFC as more flexibility and autonomy

# Hypotheses (family)

- More children -> higher FWC/WFC
- Younger children -> higher FWC/WFC
- Partner not working or working part-time -> lower FWC/WFC as this is a resource but also higher WFC, as pressure to provide financially
- Partner working unsocial hours -> higher FWC/WFC
- More housework -> higher WFC

# Hypotheses (boundary spanning)

- More egalitarian gender-role attitudes -> higher pressure to 'do it all' -> higher WFC/FWC
- Low household income -> higher WFC/FWC

## WFC v FWC

- Work-related variables will be more strongly associated with WFC and family-related variables will be more strongly associated with FWC

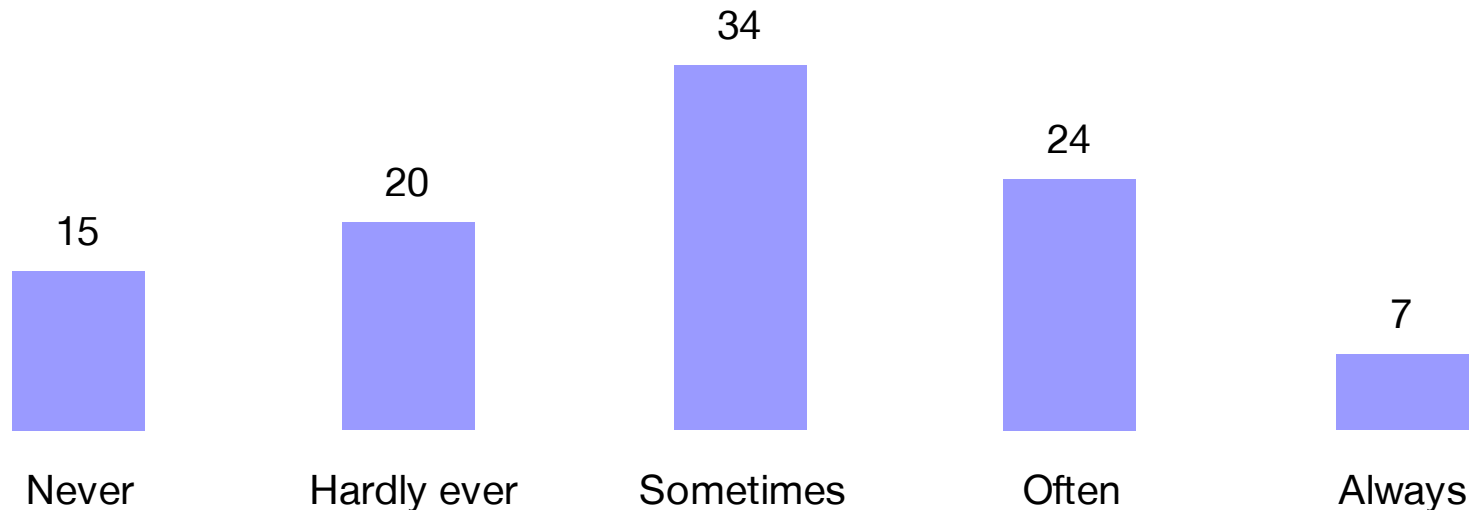
# Hypotheses (cross-national comparisons)

- Coordinated market economies / high labour rights standards (Sweden, Germany, Netherlands, France) -> lower WFC, liberal market economies (UK, Poland) -> higher WFC
- Better provision of formal childcare (Sweden) -> lower FWC/WFC
- Informal childcare is common (Greece, NL) -> lower FWC/WFC
- Higher father-care sensitivity in policy regime (Sweden) -> lower WFC/FWC
- More traditional gender cultures (Greece, Poland, Spain) -> lower FWC, more egalitarian (Sweden, UK) -> higher FWC

# Findings (work in progress)

# Worrying about work problems when not working

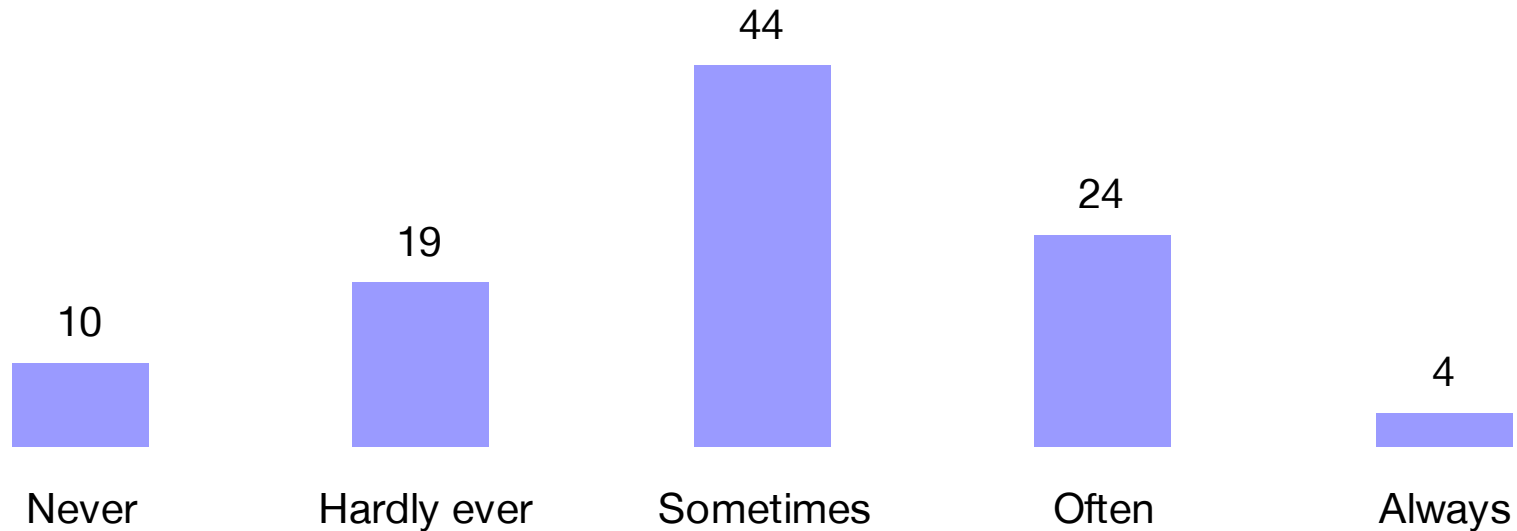
*Base: Fathers aged 20-64, in couples, in paid work and with children aged 0-18 (2004+2010)*





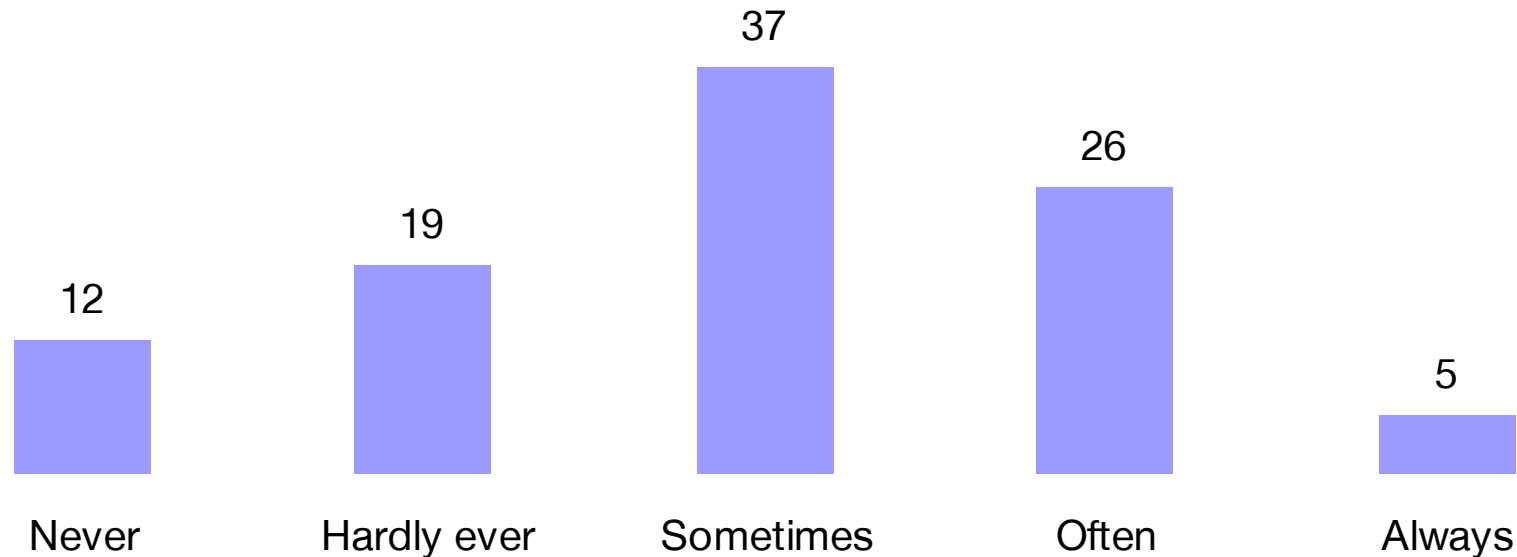
# Feeling too tired after work to enjoy the things you would like to do at home

*Base: Fathers aged 20-64, in couples, in paid work and with children aged 0-18 (2004+2010)*



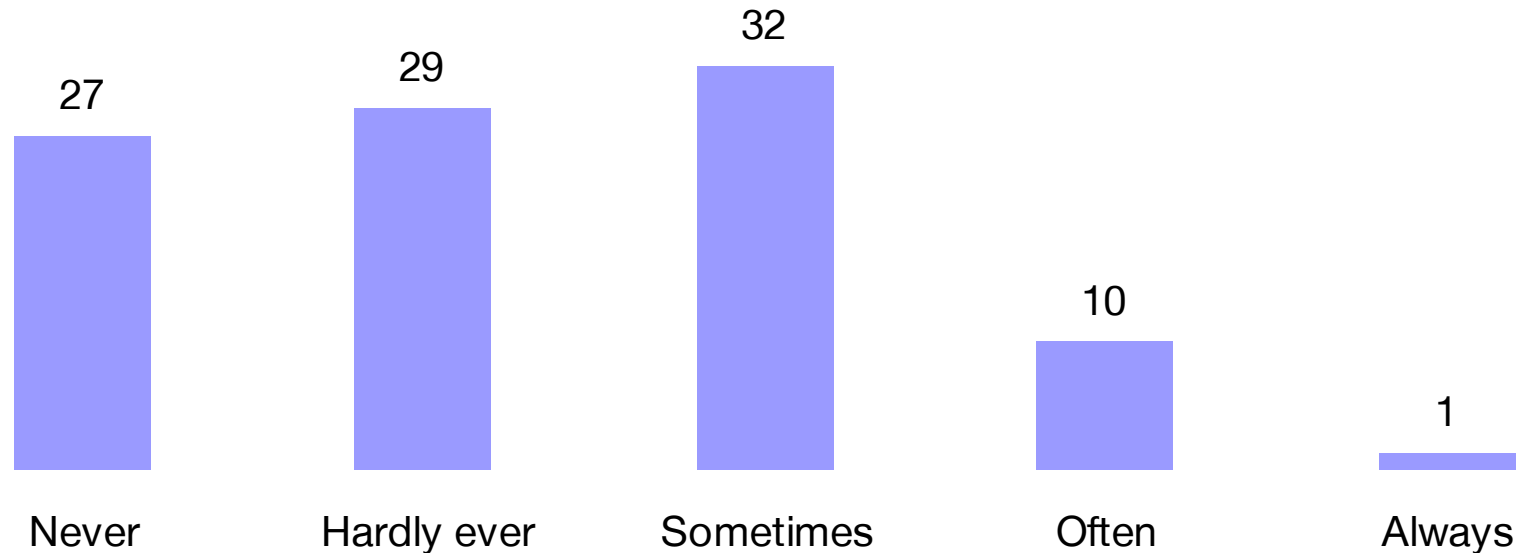
# Job prevents you from giving the time you want to your partner or family

*Base: Fathers aged 20-64, in couples, in paid work and with children aged 0-18 (2004+2010)*



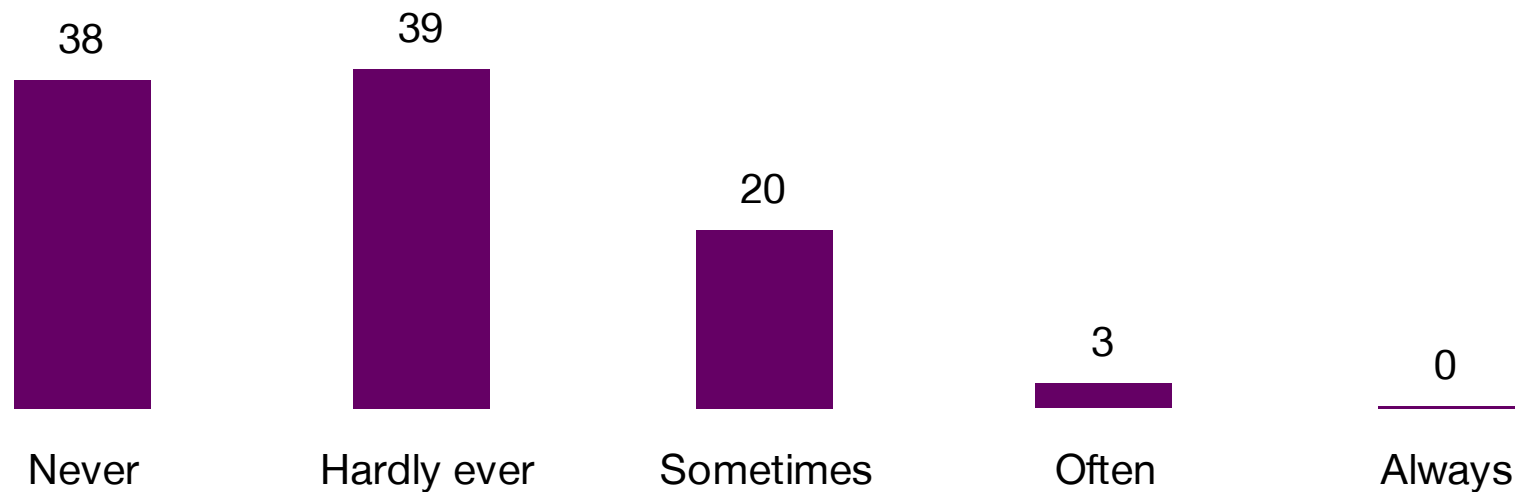
# Partner or family gets fed up with the pressure of your job

*Base: Fathers aged 20-64, in couples, in paid work and with children aged 0-18 (2004+2010)*



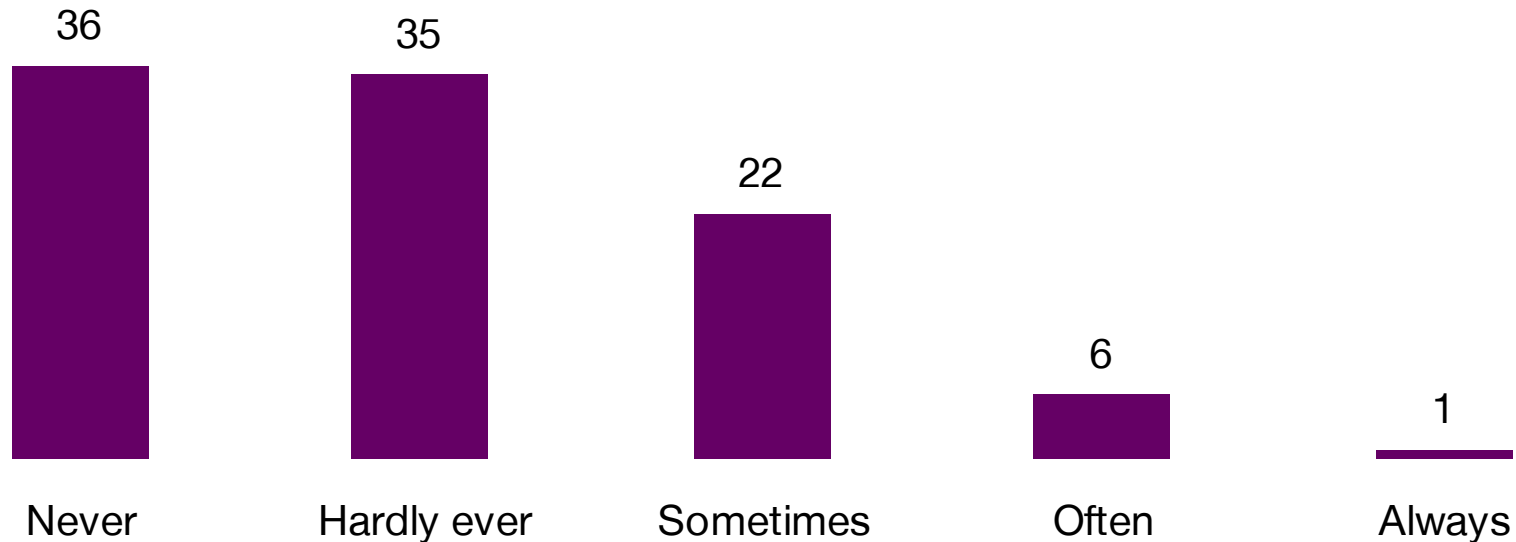
# Difficult to concentrate on work because of family responsibilities

*Base: Fathers aged 20-64, in couples, in paid work and with children aged 0-18 (2004+2010)*



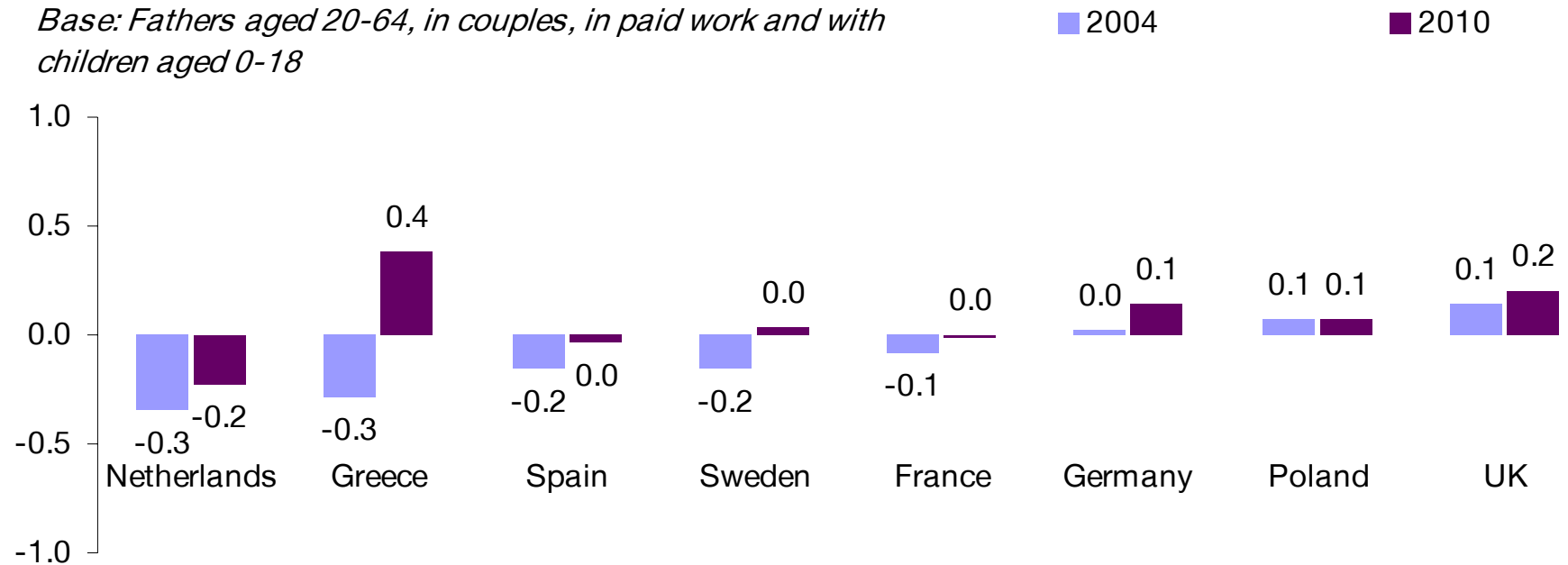
# Family responsibilities prevent you from giving the time you should to your job

*Base: Fathers aged 20-64, in couples, in paid work and with children aged 0-18 (2010)*



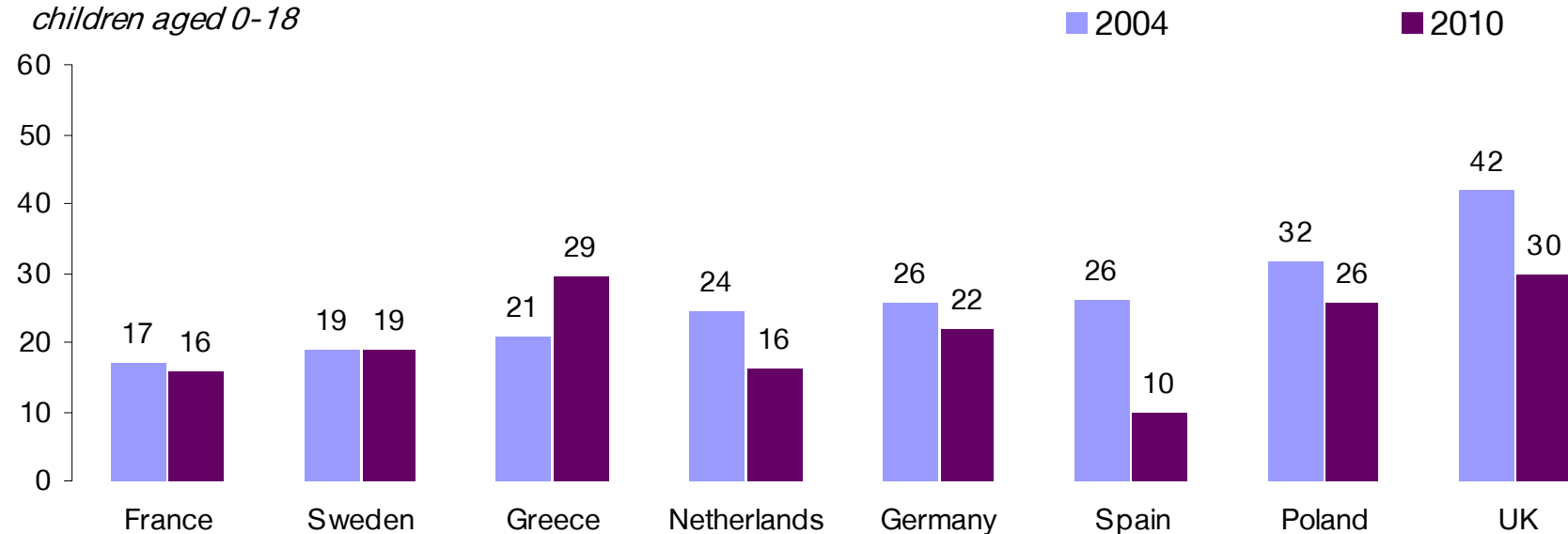
# WFC score, by country and year

*Base: Fathers aged 20-64, in couples, in paid work and with children aged 0-18*



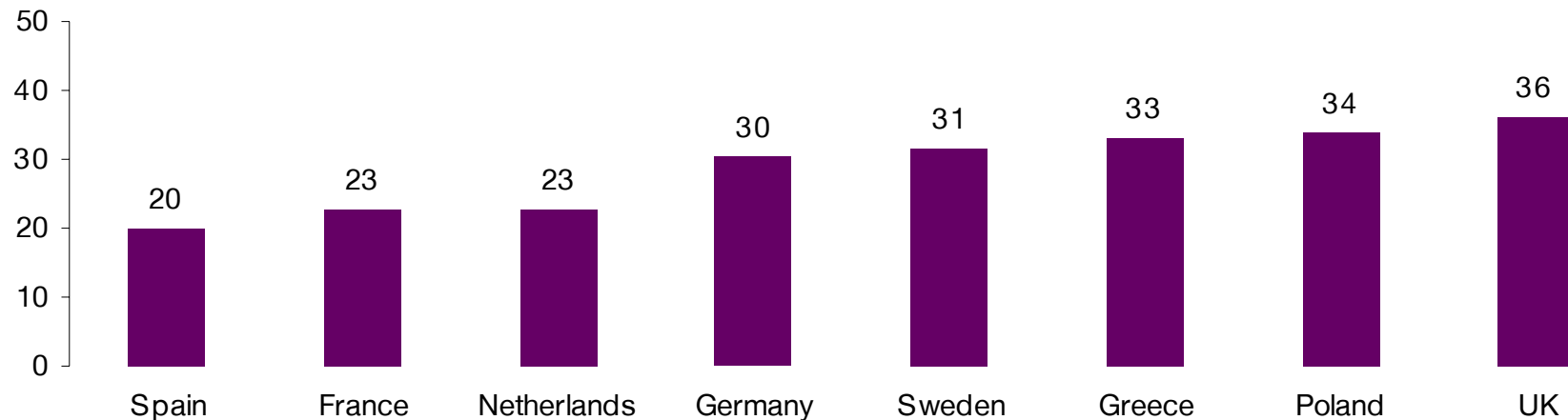
# Difficult to concentrate on work because of family, by country and year (%)

*Base: Fathers aged 20-64, in couples, in paid work and with children aged 0-18*



# Family responsibilities prevent you from giving the time you should to your job, by country (%)

*Base: Fathers aged 20-64, in couples, in paid work and with children aged 0-18 (2010)*





## WFC: linear regression (work and socio-demographics)

	<b>Pooled</b>		<b>2004</b>		<b>2010</b>	
	<i>Coef.</i>	<i>P&gt;t</i>	<i>Coef.</i>	<i>P&gt;t</i>	<i>Coef.</i>	<i>P&gt;t</i>
Age in years	0.04	0.03	0.08	0.00	0.00	0.86
Age in years squared	0.00	0.01	0.00	0.00	0.00	0.81
Years of education	0.02	0.01	0.02	0.01	0.01	0.18
Log working hours	0.58	0.00	0.71	0.00	0.44	0.00
Ref.: Managers						
Professionals	-0.09	0.17	-0.21	0.02	0.03	0.70
Technicians and ass professionals	-0.13	0.04	-0.21	0.02	-0.07	0.46
Clerical support workers	-0.23	0.01	-0.38	0.00	-0.11	0.40
Services and sales workers	-0.22	0.01	-0.25	0.03	-0.22	0.06
Skilled agric. workers	-0.36	0.00	-0.33	0.01	-0.45	0.01
Craft and related trades workers	-0.16	0.02	-0.29	0.00	-0.05	0.60
Plant and machine operators	-0.33	0.00	-0.46	0.00	-0.24	0.03
Elementary occupations	-0.36	0.00	-0.57	0.00	-0.18	0.19
Ref.: employee						
Self-employed	0.10	0.04	0.07	0.36	0.11	0.10
Unsocial hours (index)	0.25	0.00	0.26	0.00	0.24	0.00
Ref.: not difficult to live on income						
Difficult to live on income	0.37	0.00	0.30	0.00	0.44	0.00

# WFC: linear regression (family factors and gender-role attitudes)

	<i>Pooled</i>		<i>2004</i>		<i>2010</i>	
	<i>Coef.</i>	<i>P&gt;t</i>	<i>Coef.</i>	<i>P&gt;t</i>	<i>Coef.</i>	<i>P&gt;t</i>
Ref.: 1 child						
2 kids	0.06	0.14	0.04	0.46	0.07	0.23
3+ kids	0.05	0.40	0.01	0.87	0.08	0.31
Ref.: youngest child 0-3						
Youngest 4-5	0.02	0.69	-0.02	0.84	0.05	0.56
Youngest 6-11	0.03	0.51	-0.06	0.40	0.13	0.06
Youngest 12-14	0.00	0.95	-0.08	0.46	0.05	0.61
Youngest 15-18	0.05	0.53	-0.13	0.24	0.23	0.04
Ref.: partner works FT						
Partner works PT	0.01	0.83	0.03	0.71	-0.03	0.68
Partner works unknown hrs	0.08	0.62	0.04	0.87	0.16	0.48
Partner not in paid work	-0.01	0.90	-0.04	0.58	0.01	0.94
Ref.: Low share of housework with partner						
Medium share of housework	0.02	0.71	0.06	0.36	-0.04	0.51
High share of housework	-0.12	0.01	-0.13	0.05	-0.14	0.03
Gender-role egalitarianism	-0.05	0.04	-0.05	0.09	-0.05	0.11

## WFC: linear regression (cross-national comparisons)

	<b>2004</b>		<b>2010</b>	
	<i>Coef.</i>	<i>P&gt;t</i>	<i>Coef.</i>	<i>P&gt;t</i>
Ref.: UK				
Germany	-0.10	0.34	-0.04	0.65
Spain	-0.13	0.27	-0.16	0.09
France	-0.05	0.71	-0.04	0.68
Netherlands	-0.37	0.00	-0.27	0.01
Greece	-0.50	0.00	-0.05	0.68
Poland	-0.13	0.22	-0.16	0.11
Sweden	-0.11	0.29	-0.03	0.76

# Difficult to concentrate on work: binary logistic regression (pooled 2004+2010)

	<i>Odds ratios</i>	<i>P&gt;t</i>
Ref.: Partner works FT		
Partner works PT	0.7	0.01
Partner works unknown hours	2.1	0.09
Partner not in paid work	1.3	0.13
Ref.: Partner does not work unsocial hours		
Partner works unsocial hours	1.4	0.01
Ref.: Not difficult to live on income		
Difficult to live on income	1.5	0.00
Age in years	1.1	0.08
Age in years squared	0.999	0.07
Father's unsocial hours (index)	1.2	0.00
Gender-role egalitarianism	0.9	0.01

## Difficult to concentrate on work: cross-national comparisons

	2004		2010	
	<i>Odds ratios</i>	<i>P&gt;t</i>	<i>Odds ratios</i>	<i>P&gt;t</i>
Ref.: UK				
Germany	0.4	0.00	0.7	0.22
Spain	0.5	0.00	0.3	0.00
France	0.3	0.00	0.5	0.03
Netherlands	0.5	0.01	0.6	0.09
Greece	0.2	0.00	0.9	0.61
Poland	0.6	0.08	0.6	0.10
Sweden	0.3	0.00	0.6	0.04

# Family responsibilities prevent from giving time to job: ordered logistic regression (2010)

	<i>Odds ratios</i>	<i>P&gt;t</i>
Ref.: Not difficult to live on income		
Difficult to live on income	1.6	0.01
Ref.: Low share of housework		
Medium share of housework	1.3	0.04
High share of housework	1.5	0.01
Ref.: Managers		
Professionals	0.9	0.68
Technicians and asso professionals	0.7	0.13
Clerical support workers	0.7	0.16
Services and sales workers	0.5	0.02
Skilled agricultural workers	0.5	0.03
Craft and related trades workers	0.6	0.01
Plant and machine operators	0.5	0.00
Elementary occupations	0.5	0.02
Unsocial hours (index)	1.2	0.00
Gender-role egalitarianism	0.9	0.05

# Family responsibilities prevent from giving time to job: cross-national comparisons

	<i>Odds ratios</i>	<i>P&gt;t</i>
Ref.: UK		
Germany	0.7	0.10
Spain	0.4	0.00
France	0.4	0.00
Netherlands	0.7	0.12
Greece	0.6	0.08
Poland	0.9	0.49
Sweden	0.9	0.79

# Discussion



# Discussion: hypotheses

- *Hypotheses confirmed:*
  - working hours (WFC only), unsocial hours (fathers and partners), occupational class, financial insecurity, housework (FWC)
- *Hypotheses not confirmed:*
  - Opposite effect: self-employment, gender-role attitudes, housework (WFC)
  - No effect: number of children, age of the youngest child, (partner's employment status)
- Work-related, family-related and boundary-spanning variables

# Discussion: cross-national comparisons

- UK - the highest WFC and FWC
- Netherlands – the lowest WFC but not FWC
- France and Spain – the lowest FWC
- Greece – the most dramatic change between 2004 and 2010, both WFC & FWC going up

# Thank-you

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