

Quebec's Paid Parental Leave and the "Daddy Quota"

Effects on Housework, Child Care,
and Paid Work

**Presentation at the Work and Family Researchers
Network Congressional Briefing**

June 22, 2016

Ankita Patnaik

Paternity Leave & the Gender Gap in Caregiving

- **A gender gap remains in care work:**
 - **Parental leave**
 - **Housework and child care**
 - **Household priorities**

- **Paternity leave could ...**
 - **Enable mothers to return to work sooner**
 - **Make initial parenting experiences and training more similar**
 - **Reduce employers' discrimination against women**

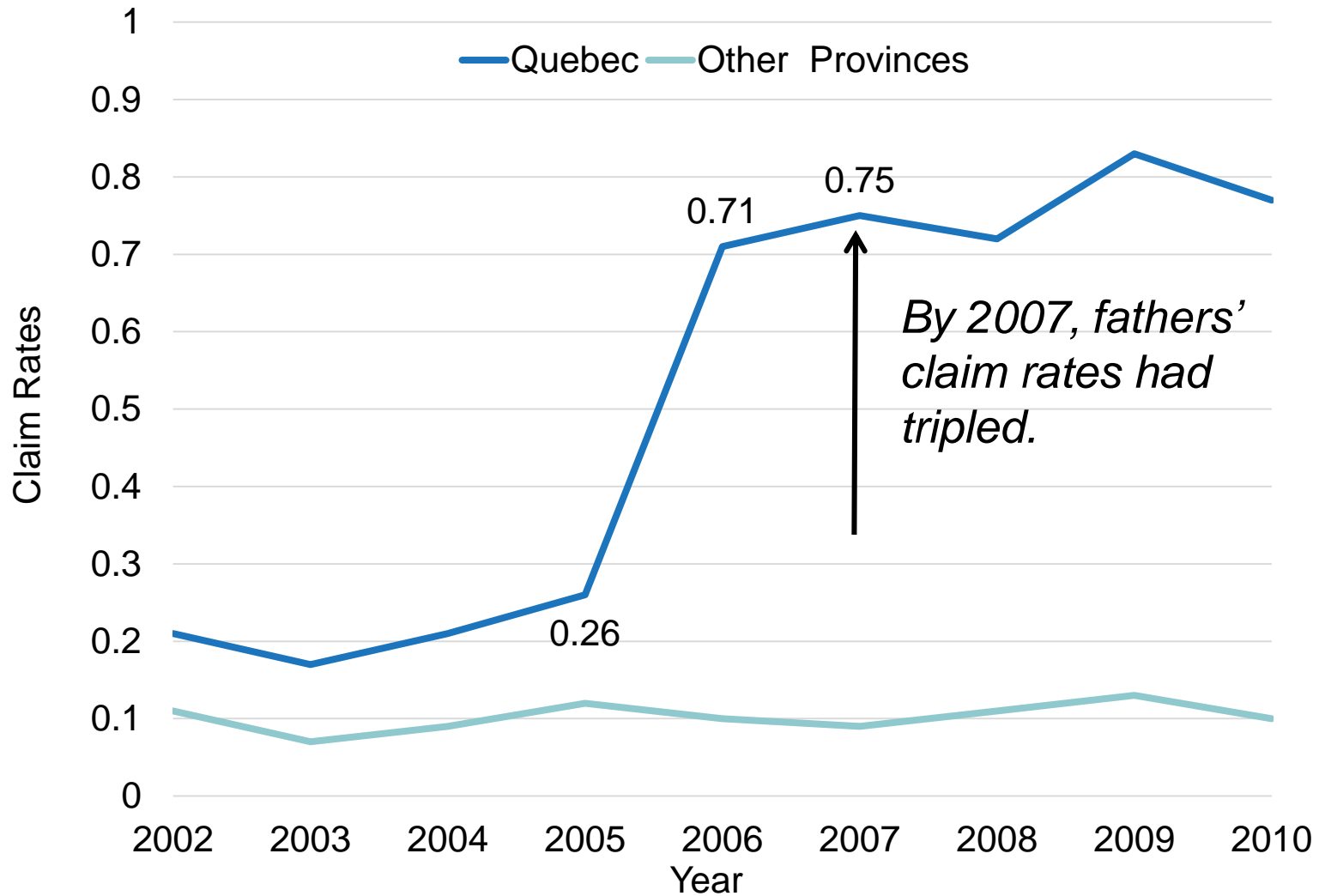
But Fathers Face Barriers to Taking Leave

- Financial cost
 - Workplace frictions
 - Social stigma
 - Beliefs about gender roles
-
1. What kinds of policies are successful in getting fathers to take leave?
 2. If fathers participate, does this have a long-term effect on household behavior?

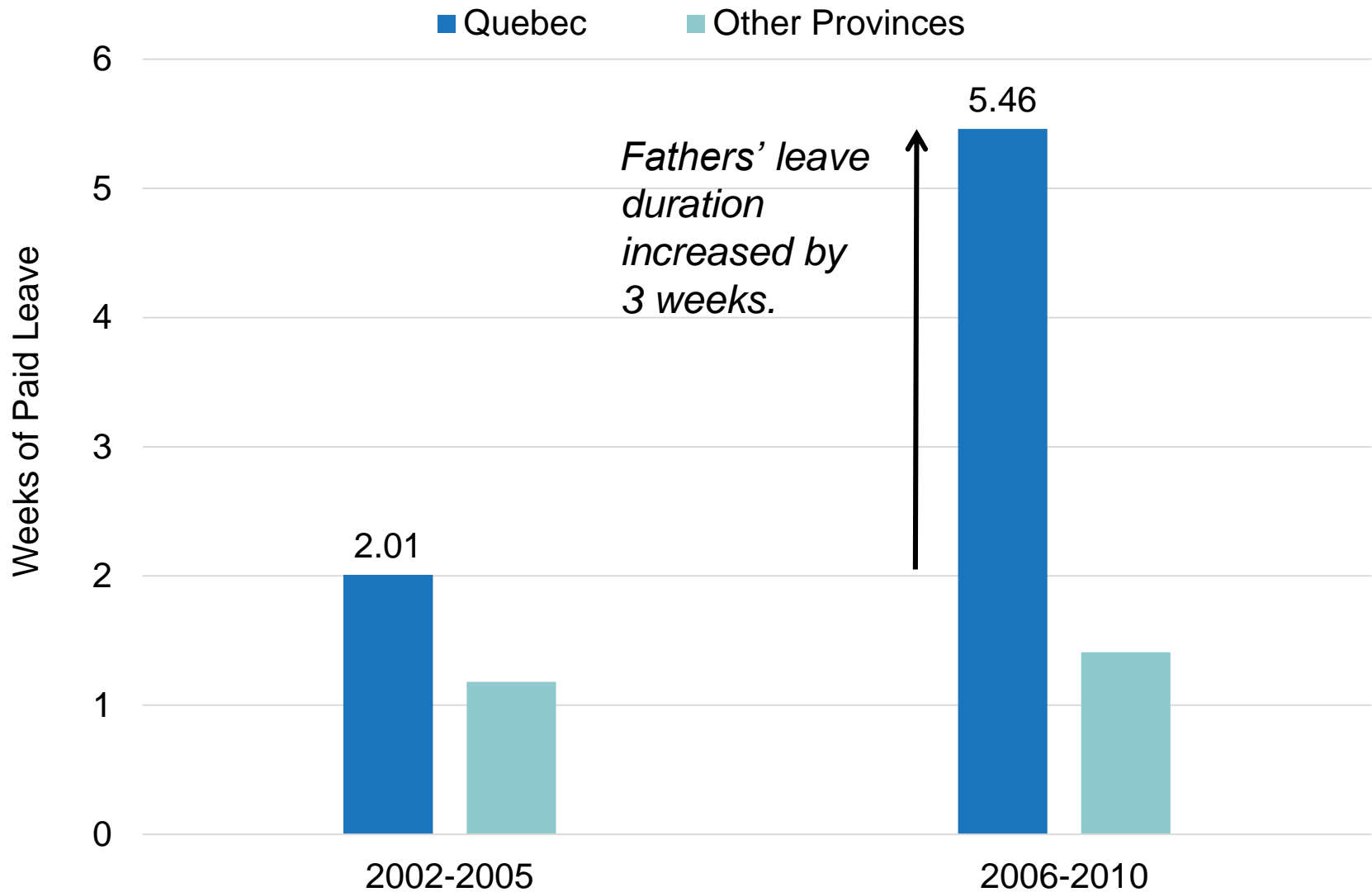
Parental Leave in Canada

- **Employment Insurance provides benefits for 52 weeks of maternity and gender-neutral leave**
 - Low uptake by men & families don't use it all
- **Quebec introduced new program on Jan 1st 2006.**
 - Easier qualifying criteria
(was minimum 600 hours worked — now minimum \$2,000 earned)
 - Higher benefits per week
(was maximum \$412—now maximum \$767)
 - Nontransferable “Daddy Quota”
(+5 weeks daddy-only leave)

Fathers' Participation Rates in Leave



Fathers' Length of Leave



Long-Term Effects on Parents' Time Use

- **Child care: moms and dads both ↑ ↑**
- **Housework: dads ↑ 15 minutes; moms ↓ 18 minutes**
- **At home: dads ↑ 35 minutes; moms ↓ 30 minutes**
- **Paid work: moms ↑ 60 minutes**
- **Among employed:**
 - **Moms' full-time employment ↑ 7%**
 - **Moms' time at the office ↑ 80 minutes**

The Takeaways

- To promote gender equality in a couple, start early!
- Offer fathers leave with:
 - Sufficient compensation
 - Non-transferable daddy-only weeks
- For more info, please contact:
 - Ankita Patnaik : apatnaik@mathematica-mpr.com