

WORKING TIME FLEXIBILITY AND PARENTAL 'QUALITY' TIME SPENT WITH CHILDREN

Iga Magda (WSE & IBS), Roma Keister (WSE)

2018 European Population Conference

Parental time is crucial for child development



- **The importance of parental time for child outcomes** (cognitive and non - cognitive skill formation, adult outcomes such as labour market position and incomes) (Dotti Sani & Treas, 2016; Francesconi, & Heckman, 2016, Carneiro and Ginja, 2015)

Parental time is crucial for child development



- The importance of parental time for child outcomes (cognitive and cognitive skill formation, adult outcomes such as labour market position and incomes) (Dotti Sani & Treas, 2016; Francesconi, & Heckman, 2016, Carneiro and Ginja, 2015)
- Parental time **investments into children higher among families with high socio-economic status** (Aizer & Cunha, 2012, Carneiro and Ginja, 2015)
 - Better educated parents spend more time on educational activities with their children
 - Working mothers report higher parental time investments than non-working ones

Much less is known about job flexibility and parental time



- Relationship is not obvious

Much less is known about job flexibility and parental time



- Relationship is not obvious
 - flexibility on the **employer's** side – e.g. work at short notice

 parental time with children

Much less is known about job flexibility and parental time



- Relationship is not obvious
 - flexibility on the **employer's** side – e.g. work at short notice
 - ↘ parental time with children
 - flexibility on the **employee's** side – e.g. possibility of taking an hour off
 - ↗ parental time with children

Much less is known about job flexibility and parental time



- Relationship is not obvious
 - flexibility on the **employer's** side – e.g. work at short notice
 - flexibility on the **employee's** side – e.g. possibility of taking an hour off
- Previous research mostly focused on **long working hours – mixed results** (Baxter 2010; Craig and Powell 2012; Hoherz 2016)

Main questions we ask



- Are parental time investments higher for workers with more working time flexibility?

Main questions we ask



- Are parental time investments higher for workers with more working time flexibility?
- Which dimensions of working time flexibility matter most?

Main questions we ask



- Are parental time investments higher for workers with more working time flexibility?
- Which dimensions of working time flexibility matter most?
- What other factors impact the amount of `quality time' parents spend with their children?

Main questions we ask



Other contribution:

- Findings for Poland, interesting case to study : **strong work – family conflict**
 - (1) a tradition of relatively high female employment rates (among prime aged women), but also social norms and pressure towards ,stay-at-home' mothers of young children
 - (2) difficulties with childcare access
 - (3) low share of part time employment and long female working hours.
 - (4) Polish fertility rates are among the lowest in the EU

Data & methods



- Determinants of Educational Decisions (UDE), a Polish household panel data for 2013 (34 000 households), focus on households with children under 15 (7 000)

Data & methods



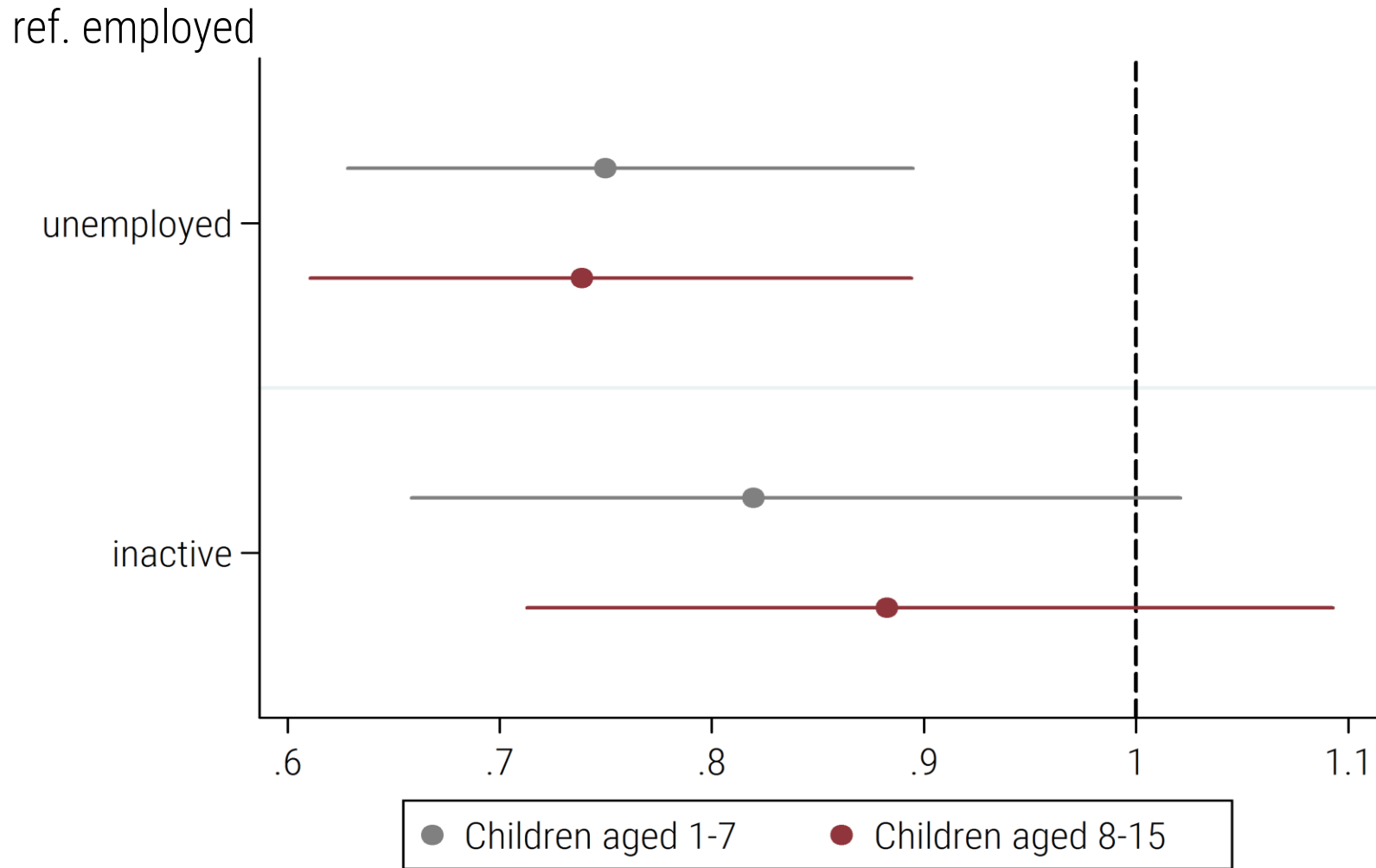
- Determinants of Educational Decisions (UDE) data for 2013 (34 000 households), focus on households with children under 15 (7 000)
- Main variable of interest – **the incidence of time spent with children** on educational activities and play (0 – below average intensity, 1 otherwise), calculated separately for children aged 1-7 and 8-15

- Determinants of Educational Decisions (UDE) data for 2013 (34 000 households), focus on households with children under 15 (7 000)
- Main variable of interest – the incidence of time spent with children on educational and parenting activities (0 – below average intensity of educational activities, 1 otherwise), calculated separately for children aged 1-7 and 8-15
- **Job flexibility index** (European Working Conditions Survey measures assigned to age-education cells)
 - duration (working long hours, working long days)
 - atypical working time (the incidence of night work, Saturday work, Sunday work, the incidence of shift work),
 - working time arrangements (the flexibility of scheduling, having to work at short notice),
 - flexibility (the possibility of taking the hour-off from work, and having to work free-time)

- We estimate a set of logit models, accounting for:
 - parents' labour market status,
 - parents' educational attainment,
 - degree of urbanisation of the place of residence,
 - age of parents,
 - number of children in the household,
 - presence of children aged less than 3 in the household

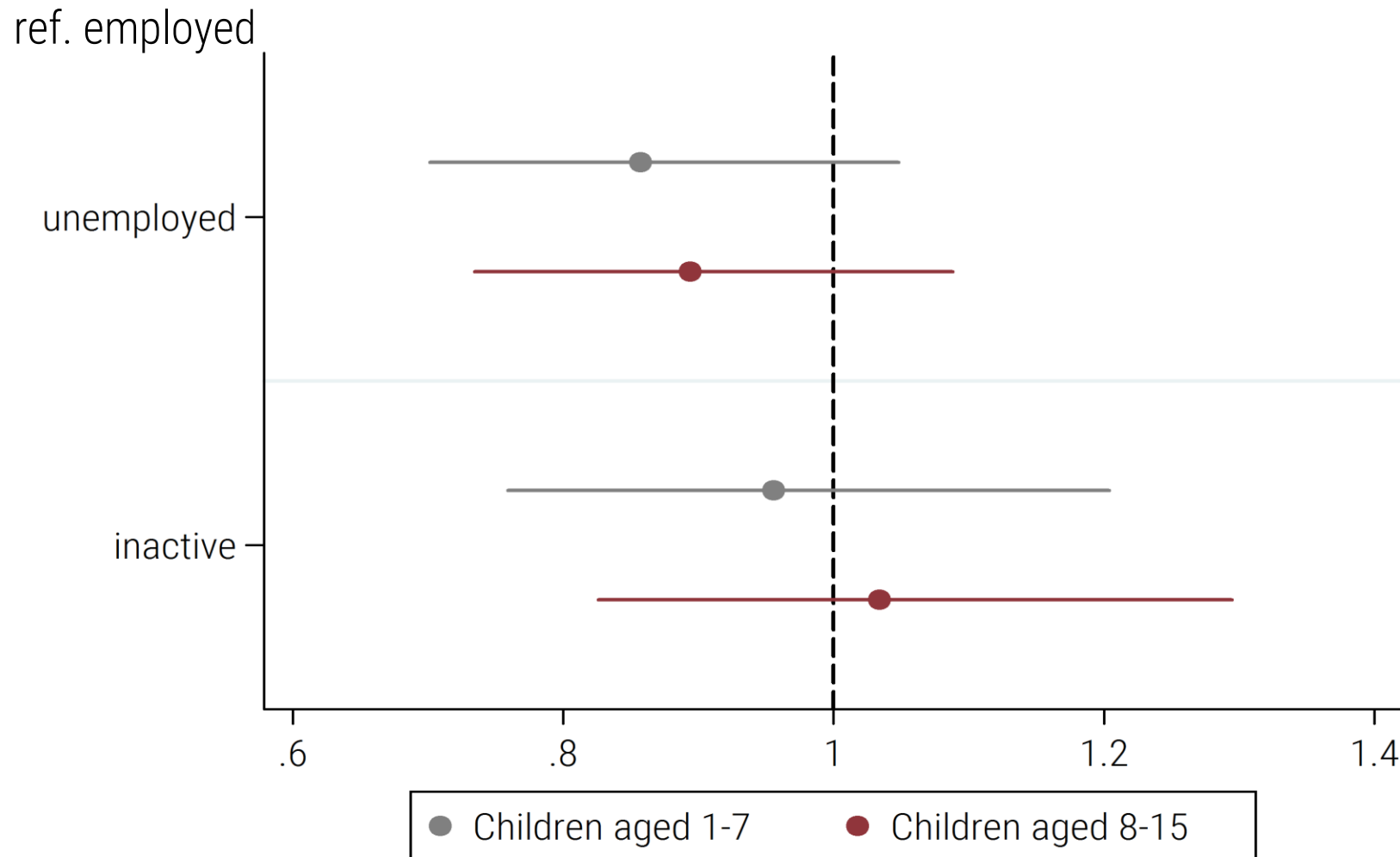
- We estimate a set of logit models, accounting for:
 - parents' labour market status,
 - parents' educational attainment,
 - degree of urbanisation of the place of residence,
 - age of parents,
 - number of children in the household,
 - presence of children aged less than 3 in the household
- intergenerational transmission of norms, values and attitudes

Labour market status of parents matters...



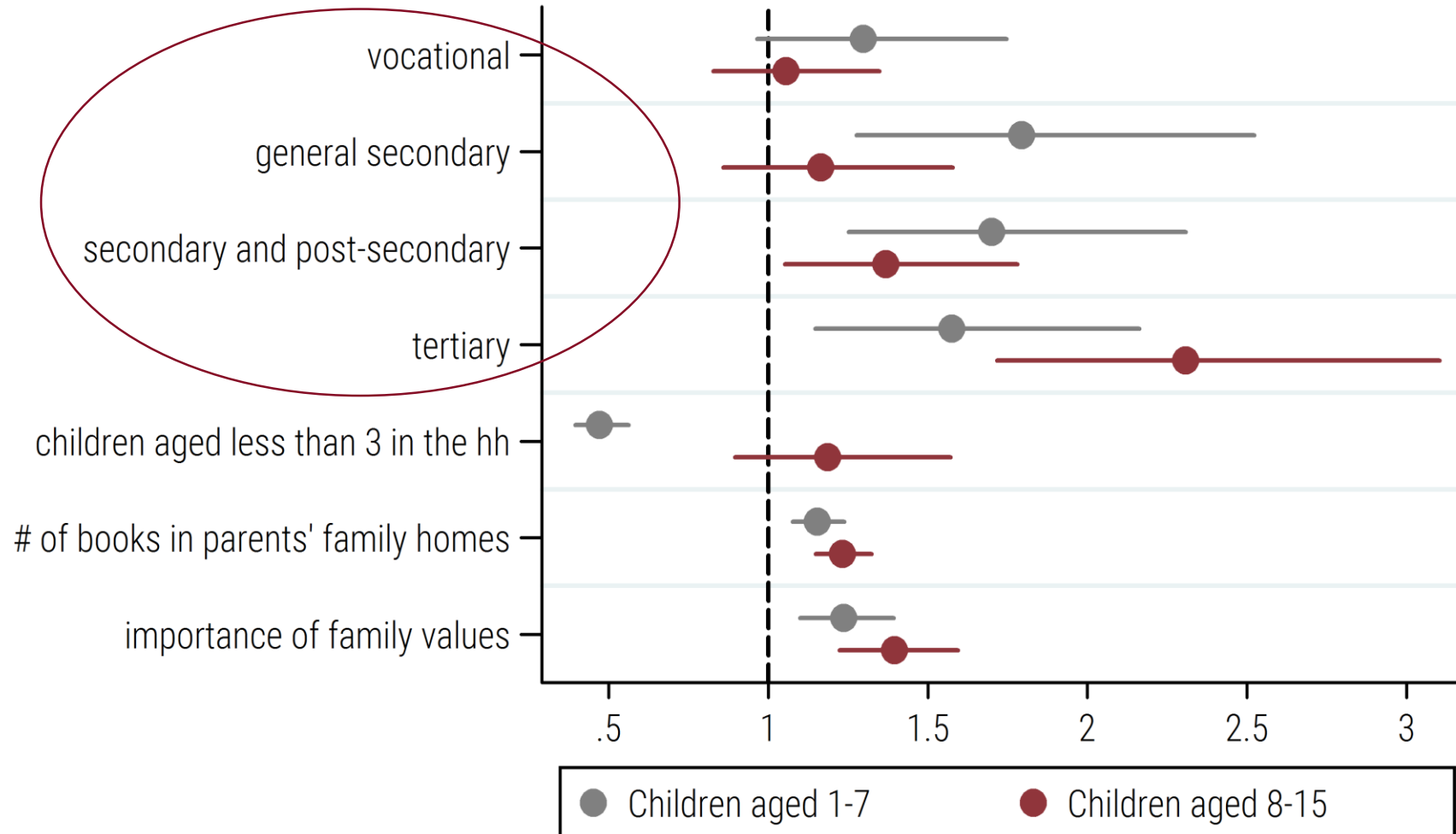
odds ratios, 95% confidence intervals, clustered std. errors

... But once we control for other parents' characteristics, labour market status becomes insignificant



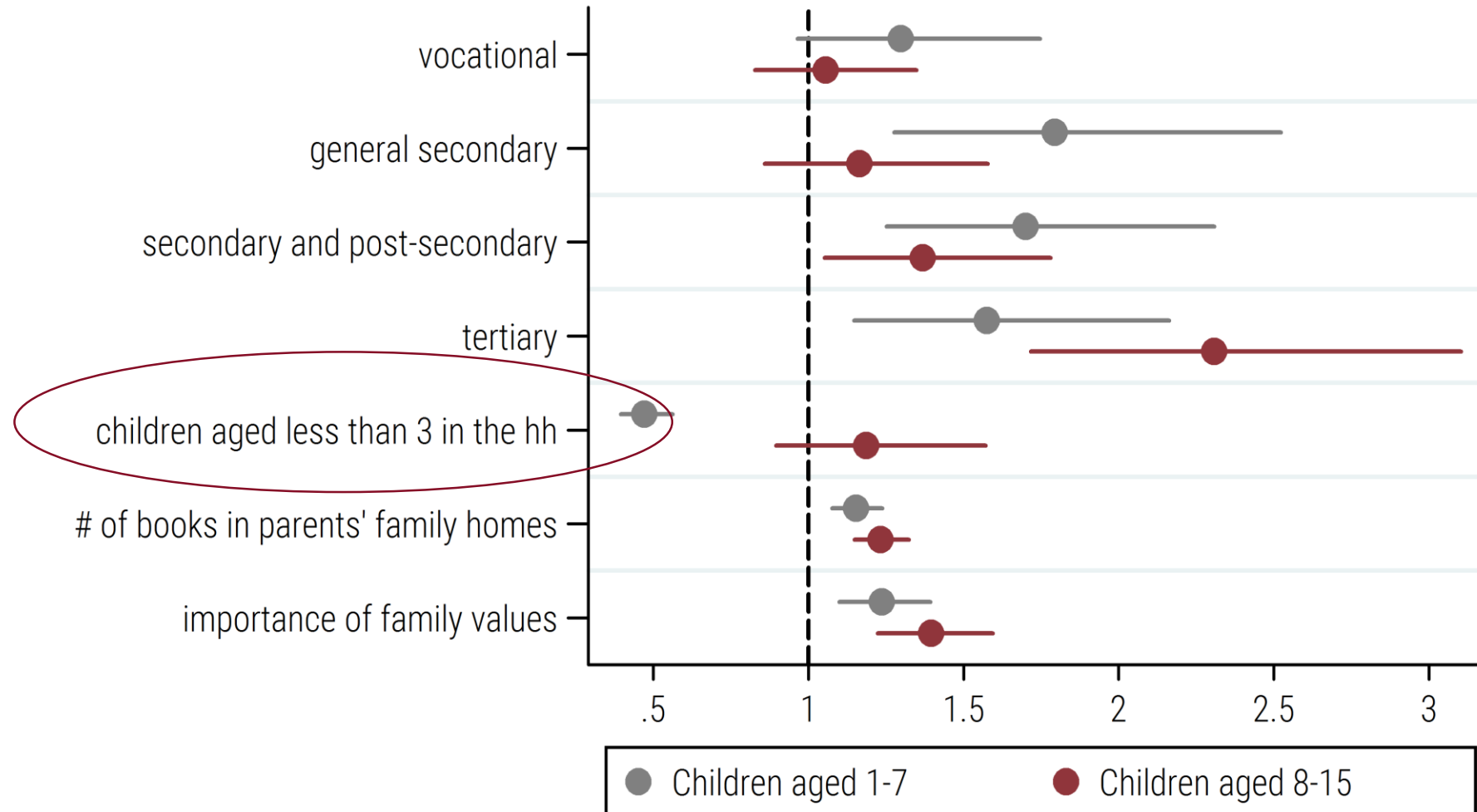
odds ratios, 95% confidence intervals, clustered std. errors

What matters is parents' educational attainment



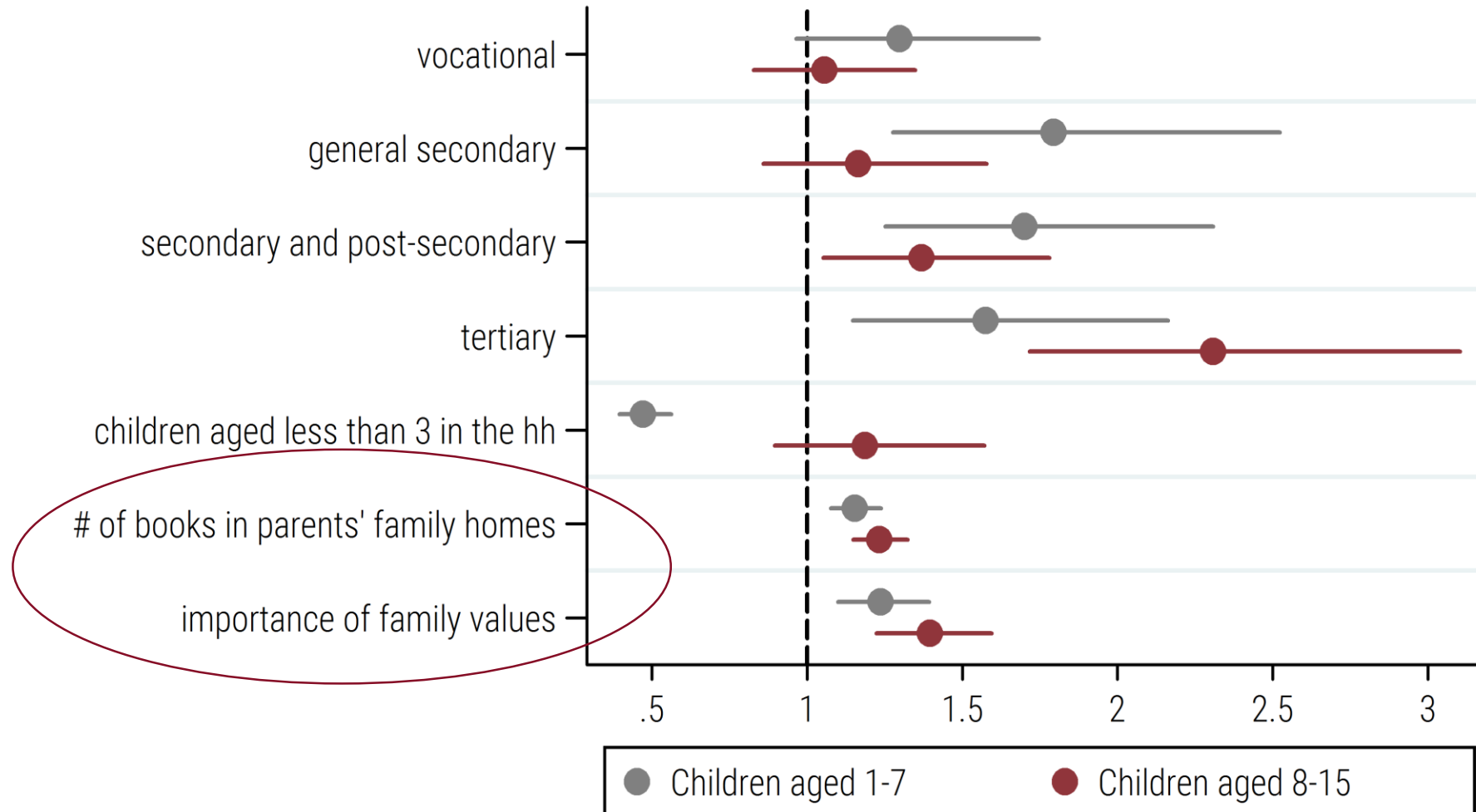
odds ratios, 95% confidence intervals, clustered std. errors

Presence of **children aged below 3** negatively affects incidence of educational activities with children aged 1-7



odds ratios, 95% confidence intervals, clustered std. errors

Also parents' own **socio-economic background** and values they share are important



odds ratios, 95% confidence intervals, clustered std. errors

None of the working time (in)flexibility dimensions is significant



	long working hours	long working days	night work	Saturday work	Sunday work	shift work	scheduling	short notice	hour off	work free-time
children aged 1-7	0.00 (-0.04 - 0.04)	0.01 (-0.03 - 0.04)	-0.03 (-0.07 - 0.01)	0.02 (-0.02 - 0.06)	-0.04 (-0.08 - 0.01)	0.01 (-0.03 - - 0.06)	0.02 (-0.02 - 0.06)	-0.02 (-0.07 - 0.02)	-0.00 (-0.04 - 0.04)	0.01 (-0.04 - 0.05)
children aged 8-15	-0.00 (-0.05 - 0.04)	-0.00 (-0.05 - 0.04)	-0.03 (-0.07 - 0.01)	0.02 (-0.03 - 0.06)	-0.00 (-0.05 - 0.04)	0.00 (-0.05 - - 0.05)	-0.01 (-0.06 - 0.03)	-0.02 (-0.06 - 0.02)	-0.01 (-0.06 - 0.03)	-0.02 (-0.06 - 0.02)

Marginal effects, of working time flexibility measures, all other explanatory variables at their means

What we've learned



- Are parental time investments higher for workers with more working time flexibility?
 - Despite our expectations, they do not seem to be any different

What we've learned



- Are parental time investments higher for workers with more working time flexibility?
 - Despite our expectations, they do not seem to be any different
- Which dimensions of working time flexibility matter most?
 - None of them actually do

What we've learned



- Are parental time investments higher for workers with more working time flexibility?
 - Despite our expectations, they do not seem to be any different
- Which dimensions of working time flexibility matter most?
 - None of them actually do
- What other factors impact the amount of `quality time' parents spend with their children?
 - Parents' education, socio-economic status and values shared matter most

Potential caveats of our study



- Self-selection into occupations/jobs
- non observed heterogeneity
- lack of good data on job and working time (in)flexibility



Thank you!

iga.magda@ibs.org.pl