Provider or Father?
British Men's Work Hours and Work Hour Preferences after the Birth of a Child

Online Appendix

## Online Appendix:



Table A2: Effects of First Child's Birth (Child's Age) on Actual Working Hours and Work Hour Preferences of Men in the UK. - Job-specific Fixed Effects Models -

|  | Linear FE Model |  | FE Logit Model |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Total working hours (+overtime) | Work more than 48 hours (yes/no) | Wish to reduce work hours | Wish to increase work hours |
| (A) Family Context | M1 | M2 | M3 | M4 |
| Age of first child |  |  |  |  |
| No child in HH (ref.) |  |  |  |  |
| Up to and including one year old | $\begin{aligned} & -0.03 \\ & (0.322) \end{aligned}$ | $\begin{aligned} & 0.16 \\ & (0.206) \end{aligned}$ | $\begin{aligned} & 0.07 \\ & (0.184) \end{aligned}$ | $\begin{aligned} & -1.03 * * \\ & (0.409) \end{aligned}$ |
| Between one and five years old | $\begin{aligned} & 0.27 \\ & (0.358) \end{aligned}$ | $\begin{aligned} & 0.13 \\ & (0.238) \end{aligned}$ | $\begin{aligned} & 0.03 \\ & (0.224) \end{aligned}$ | $\begin{aligned} & -0.79+ \\ & (0.472) \end{aligned}$ |
| Five years old and older | $\begin{aligned} & -0.28 \\ & (0.541) \end{aligned}$ | $\begin{aligned} & 0.12 \\ & (0.375) \end{aligned}$ | $\begin{aligned} & -0.02 \\ & (0.334) \end{aligned}$ | $\begin{aligned} & -0.96 \\ & (0.651) \end{aligned}$ |
| Employment status woman <br> Not employed (ref.) |  |  |  |  |
| Part-time employed | $\begin{aligned} & -0.09 \\ & (0.317) \end{aligned}$ | $\begin{aligned} & -0.08 \\ & (0.202) \end{aligned}$ | $\begin{aligned} & -0.08 \\ & (0.186) \end{aligned}$ | $\begin{aligned} & 0.01 \\ & (0.321) \end{aligned}$ |
| Full-time employed | $\begin{aligned} & 0.05 \\ & (0.309) \end{aligned}$ | $\begin{aligned} & -0.13 \\ & (0.208) \end{aligned}$ | $\begin{aligned} & -0.03 \\ & (0.193) \end{aligned}$ | $\begin{aligned} & -0.18 \\ & (0.337) \end{aligned}$ |
| (B) Individual Characteristics |  |  |  |  |
| Age |  |  |  |  |
| 20-30 years old (ref.) |  |  |  |  |
| 30-40 years old | $\begin{aligned} & 0.23 \\ & (0.291) \end{aligned}$ | $\begin{aligned} & 0.14 \\ & (0.186) \end{aligned}$ | $\begin{aligned} & 0.12 \\ & (0.175) \end{aligned}$ | $\begin{aligned} & -0.46 \\ & (0.373) \end{aligned}$ |
| 40+ years old | $\begin{aligned} & 0.18 \\ & (0.483) \end{aligned}$ | $\begin{aligned} & -0.34 \\ & (0.33) \end{aligned}$ | $\begin{aligned} & 0.00 \\ & (0.322) \end{aligned}$ | $\begin{aligned} & -0.33 \\ & (0.751) \end{aligned}$ |
| Family Status |  |  |  |  |
| Cohabiting (ref.) |  |  |  |  |
| Married | $\begin{aligned} & -0.08 \\ & (0.25) \end{aligned}$ | $\begin{aligned} & 0.21 \\ & (0.181) \end{aligned}$ | $\begin{aligned} & 0.17 \\ & (0.181) \end{aligned}$ | $\begin{aligned} & 0.36 \\ & (0.325) \end{aligned}$ |
| Education |  |  |  |  |
| University degree (ref.) |  |  |  |  |
| Further education | $\begin{aligned} & -2.63 \\ & (1.935) \end{aligned}$ | $\begin{aligned} & -2.17 * * \\ & (0.671) \end{aligned}$ | $\begin{aligned} & 0.17 \\ & (0.716) \end{aligned}$ | $\begin{aligned} & 13.3 \\ & (1074.25) \end{aligned}$ |
| A-level | $\begin{aligned} & -4.15^{*} \\ & (2.024) \end{aligned}$ | $\begin{aligned} & -2.17^{*} \\ & (0.929) \end{aligned}$ | $\begin{aligned} & 0.23 \\ & (0.822) \end{aligned}$ | $\begin{aligned} & 13.31 \\ & (1074.25) \end{aligned}$ |
| O-level | $\begin{aligned} & -4.20^{*} \\ & (2.142) \end{aligned}$ | $\begin{aligned} & -3.64 * * * \\ & (0.989) \end{aligned}$ | $\begin{aligned} & 0.29 \\ & (0.837) \end{aligned}$ | $\begin{aligned} & 13.84 \\ & (1074.25) \end{aligned}$ |
| No educational qualification | $\begin{aligned} & -1.93 \\ & (2.591) \\ & \hline \end{aligned}$ | $\begin{aligned} & -1.79 * \\ & (0.84) \\ & \hline \end{aligned}$ | $\begin{aligned} & -1.4 \\ & (0.875) \\ & \hline \end{aligned}$ | $\begin{aligned} & 14.04 \\ & (1074.25) \\ & \hline \end{aligned}$ |
| (C) Job characteristics |  |  |  |  |
| Men's log hourly wage |  |  |  |  |
| Real hourly wage | $\begin{aligned} & -1.25 * * * \\ & (0.098) \end{aligned}$ | $\begin{aligned} & -0.52 * * * \\ & (0.058) \end{aligned}$ | $\begin{aligned} & -0.18 * * * \\ & (0.053) \end{aligned}$ | $\begin{aligned} & -0.16 \\ & (0.108) \end{aligned}$ |
| Real hourly wage $\wedge 2$ | $\begin{aligned} & 0.01 * * * \\ & (0.002) \end{aligned}$ | $\begin{aligned} & 0.01 * * * \\ & (0.001) \end{aligned}$ | $\begin{aligned} & 0.00^{*} \\ & (0.001) \end{aligned}$ | $\begin{aligned} & 0.00 \\ & (0.004) \end{aligned}$ |


|  | Linear FE <br> Model |  | FE Logit Model |  |
| :--- | :--- | :--- | :--- | :--- |
| Table A2 continued | Total working <br> hours <br> (+overtime) | Work more <br> than 48 <br> hours <br> (yes/no) | Wish to <br> reduce work <br> hours | Wish to <br> increase work <br> hours |
|  | M1 | M2 | M3 | M4 |
|  |  |  |  |  |
| Number of employees at <br> workplace |  |  |  |  |
| >500 employees (ref.) | -0.52 | -0.06 | $-0.52^{*}$ | $0.72+$ |
| <25 employees | $(0.465)$ | $(0.25)$ | $(0.203)$ | $(0.425)$ |
|  | -0.21 | -0.06 | -0.09 | -0.08 |
| 25-99 employees | $(0.374)$ | $(0.218)$ | $(0.183)$ | $(0.32)$ |
| 100-500 employees | -0.73 |  |  |  |

## Financial Constraints

It could be expected that low-waged men who become fathers would increase their work hours, or at least wish to do so, to compensate for income losses in the household. A medium wage makes it possible to provide financially for a whole family, despite mothers' reduced labour work; it should lead to reduced work hours to give the father more time to raise the child. A relatively high wage could have contradictory effects. On the one hand, it enables him to provide for the family even when he reduces working hours to spend more time with them. On the other hand, it may be decided that he should maintain his hours to support the family with his income alone, while the mother focuses on childcare. The results of the analysis for different wage groups (Table A3) did not generally support the explanation provided above. Children did not have significantly different impacts on fathers' work hours (Model 1) or their likelihood to work very long hours (Model 2) across the three wage groups. One exception is fathers of the lower wage group who increased their working hours and were more likely to work 48+ hours when the child was more than five years old, (although it should be mentioned that the main effect of child's age is not statistically significant).

While fatherhood had no effect on the hours of fathers in the medium wage group, those with a child under one were less likely to want more hours. Fathers in the lower wage group wanted to work more when their child was less than one year old, perhaps to cover increasing household costs. These effects on preferences, but not hours, could be connected to greater rigidities in low-wage jobs which made changes in working hours less likely and thus affected his available time to spend with his family. However, fathers in the higher wage group also experienced an increased mismatch between their desired and actual hours, even though they might be able to react to a mismatch between working hours and increased domestic work duties by buying external childcare and household work. One explanation could be that these
men were also in positions that required longer hours and came with greater responsibilities that limited their flexibility in cutting back.

Table A3: Interaction Effect of First Child's Birth (Child's Age) and Wage Groups on Actual Working Hours and Work Hour Preferences of Men in the UK. - Job-specific Fixed Effects Models -

|  | Linear FE <br> Model |  | FE Logit Models |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Total working hours (+overtime) | Work more than 48 hours (yes/no) | Wish to reduce work hours | Wish to increase work hours |
|  | M1 | M2 | M3 | M4 |
| Age of first child |  |  |  |  |
| No child in HH (ref.) |  |  |  |  |
| Up to and incl. one year old | $\begin{aligned} & 0.03 \\ & (0.400) \end{aligned}$ | $\begin{aligned} & 0.02 \\ & (0.247) \end{aligned}$ | $\begin{gathered} 0.40+ \\ (0.219) \end{gathered}$ | $\begin{aligned} & -0.89^{*} \\ & (0.442) \end{aligned}$ |
| Between one and five | $\begin{aligned} & 0.14 \\ & (0.433) \end{aligned}$ | $\begin{gathered} 0.04 \\ (0.265) \end{gathered}$ | $\begin{aligned} & 0.29 \\ & (0.255) \end{aligned}$ | $\begin{aligned} & -0.59 \\ & (0.558) \end{aligned}$ |
| Five and older | $\begin{aligned} & -0.18 \\ & (0.316) \end{aligned}$ | $\begin{aligned} & -0.05 \\ & (0.418) \end{aligned}$ | $\begin{aligned} & 0.16 \\ & (0.350) \end{aligned}$ | $\begin{aligned} & -0.69 \\ & (0.809) \end{aligned}$ |
| Men's hourly wage Medium wage group (>60\% < $140 \%$ of median, ref) |  |  |  |  |
| Low wage group (<60\% of median) | $\begin{aligned} & 4.27 * * * \\ & (0.547) \end{aligned}$ | $\begin{aligned} & 1.37 * * * \\ & (0.238) \end{aligned}$ | $\begin{gathered} 0.49^{*} \\ (0.222) \end{gathered}$ | $\begin{aligned} & 0.33 \\ & (0.385) \end{aligned}$ |
| High wage group (> $140 \%$ of median) | $\begin{aligned} & -3.04 * * * \\ & (0.377) \end{aligned}$ | $\begin{aligned} & -0.99 * * * \\ & (0.201) \end{aligned}$ | $\begin{aligned} & -0.26 \\ & (0.189) \end{aligned}$ | $\begin{aligned} & 0.08 \\ & (0.389) \end{aligned}$ |
| Interaction: age child* <br> men's wage <br> medium wage OR no child <br> (ref.) |  |  |  |  |
| <=1 year * low wage | $\begin{aligned} & -1.70 \\ & (1.469) \end{aligned}$ | $\begin{aligned} & 0.30 \\ & (0.606) \end{aligned}$ | $\begin{aligned} & -1.29 \\ & (0.814) \end{aligned}$ | $\begin{aligned} & 14.68 * * * \\ & (0.841) \end{aligned}$ |
| 1-5 years* low wage | $\begin{aligned} & 0.57 \\ & (1.249) \end{aligned}$ | $\begin{gathered} 0.90+ \\ (0.508) \end{gathered}$ | $\begin{aligned} & -0.18 \\ & (0.500) \end{aligned}$ | $\begin{aligned} & 1.19 \\ & (0.955) \end{aligned}$ |
| >=5 years * low wage | $\begin{aligned} & 2.72 * \\ & (1.352) \end{aligned}$ | $\begin{aligned} & 1.48^{*} \\ & (0.619) \end{aligned}$ | $\begin{aligned} & 0.12 \\ & (0.637) \end{aligned}$ | $\begin{gathered} 0.056 \\ (0.680) \end{gathered}$ |
| <=1 year * high wage | $\begin{aligned} & -0.05 \\ & (0.523) \end{aligned}$ | $\begin{aligned} & 0.16 \\ & (0.348) \end{aligned}$ | $\begin{aligned} & -0.75^{*} \\ & (0.335) \end{aligned}$ | $\begin{aligned} & -0.69 \\ & (0.881) \end{aligned}$ |
| 1-5 years* high wage | $\begin{aligned} & 0.00 \\ & (0.538) \end{aligned}$ | $\begin{aligned} & -0.15 \\ & (0.314) \end{aligned}$ | $\begin{aligned} & -0.56+ \\ & (0.324) \end{aligned}$ | $\begin{aligned} & 0.54 \\ & (0.757) \end{aligned}$ |
| >=5 years * high wage | $\begin{aligned} & -1.11 \\ & (0.893) \end{aligned}$ | $\begin{aligned} & -0.44 \\ & (0.377) \end{aligned}$ | $\begin{aligned} & -0.27 \\ & (0.361) \end{aligned}$ | $\begin{aligned} & -0.22 \\ & (0.738) \end{aligned}$ |
| Observations: | 20568 | 4269 | 4069 | 1046 |
| Couples | 5653 | 1029 | 941 | 273 |
| Number of jobs held by men | 10368 | 1132 | 1131 | 294 |
| Dataset: | BHPS+ UKHLS | BHPS+ UKHLS | BHPS only | BHPS only |

Source: BHPS 1991-2008 + UKHLS 2010-2013 +p<0.10, * $\mathrm{p}<0.05$, ** $\mathrm{p}<0.01$, *** $\mathrm{p}<0.001$
Standard errors in parentheses. Models include same controls listed in Table 2.

## Person-specific Fixed Effects Models

All analyses from the main text were replicated with person-specific fixed effects models listed here (Table A4 - Table A6) as there was the possibility that one way fathers change working hours was to change jobs. We found that controlling for person-specific fixed effects led to similar statistically significant effects as we showed in our models controlling for job-specific fixed effects, but as expected with stronger estimates. Again we see it is not fatherhood alone that had an effect on men's working hours but a combination of the child's age and their partner's employment behaviour.

Table A4: Effects of First Child's Birth (Child's Age) on Actual Working Hours and Work Hour Preferences of Men in the UK. - Person-specific Fixed Effects Models -


|  | Linear FE <br> Model | FE Logit Model |  |  |
| :---: | :---: | :---: | :---: | :---: |
| Table A4 continued | Total working hours (+overtime) | Work more than 48 hours (yes/no) | Wish to reduce work hours | Wish to increase work hours |
|  | M1 | M2 | M3 | M4 |
| skilled manual | $\begin{aligned} & -0.69^{*} \\ & (0.297) \end{aligned}$ | $\begin{aligned} & -0.25+ \\ & (0.134) \end{aligned}$ | $\begin{aligned} & -0.07 \\ & (0.131) \end{aligned}$ | $\begin{aligned} & 0.21 \\ & (0.256) \end{aligned}$ |
| partly skilled/unskilled | $\begin{aligned} & -1.82 * * * \\ & (0.340) \end{aligned}$ | $\begin{aligned} & -0.41^{* *} \\ & (0.154) \end{aligned}$ | $\begin{aligned} & -0.33^{*} \\ & (0.158) \end{aligned}$ | $\begin{aligned} & 0.05 \\ & (0.291) \end{aligned}$ |
| Sector |  |  |  |  |
| Local government/ town hall (ref.) private firm/company | $\begin{aligned} & 0.51 \\ & (0.442) \end{aligned}$ | $\begin{aligned} & 0.45+ \\ & (0.234) \end{aligned}$ | $\begin{gathered} 0.45^{*} \\ (0.245) \end{gathered}$ | $\begin{aligned} & -0.47 \\ & (0.409) \end{aligned}$ |
| Civil service/central government | $\begin{aligned} & 1.19^{*} \\ & (0.577) \end{aligned}$ | $\begin{aligned} & 0.57+ \\ & (0.337) \end{aligned}$ | $\begin{aligned} & 0.76^{*} \\ & (0.326) \end{aligned}$ | $\begin{aligned} & -1.94 * * \\ & (0.721) \end{aligned}$ |
| NHS or higher education | $\begin{aligned} & -0.46 \\ & (0.594) \end{aligned}$ | $\begin{aligned} & -0.14 \\ & (0.331) \end{aligned}$ | $\begin{aligned} & 0.01 \\ & (0.326) \end{aligned}$ | $\begin{aligned} & -0.78 \\ & (0.564) \end{aligned}$ |
| Non-profit organisation | $\begin{aligned} & -0.40 \\ & (0.692) \end{aligned}$ | $\begin{aligned} & 0.31 \\ & (0.354) \end{aligned}$ | $\begin{aligned} & 0.24 \\ & (0.357) \end{aligned}$ | $\begin{aligned} & -0.49 \\ & (0.681) \end{aligned}$ |
| Other sector | $\begin{gathered} 1.14+ \\ (0.597) \end{gathered}$ | $\begin{gathered} 0.014 \\ (0.309) \end{gathered}$ | $\begin{aligned} & 0.77 * \\ & (0.329) \end{aligned}$ | $\begin{aligned} & -0.38 \\ & (0.587) \end{aligned}$ |
| Number of employees at workplace |  |  |  |  |
| <25 employees | $\begin{aligned} & -0.07 \\ & (0.277) \end{aligned}$ | $\begin{aligned} & 0.15 \\ & (0.129) \end{aligned}$ | $\begin{gathered} 0.28^{*} \\ (0.132) \end{gathered}$ | $\begin{aligned} & -0.03 \\ & (0.259) \end{aligned}$ |
| 25-99 employees | $\begin{aligned} & -0.35 \\ & (0.257) \end{aligned}$ | $\begin{aligned} & 0.05 \\ & (0.122) \end{aligned}$ | $\begin{aligned} & 0.09 \\ & (0.124) \end{aligned}$ | $\begin{aligned} & 0.20 \\ & (0.236) \end{aligned}$ |
| 100-500 employees | $\begin{aligned} & -0.48 \\ & (0.292) \end{aligned}$ | $\begin{aligned} & 0.13 \\ & (0.138) \end{aligned}$ | $\begin{gathered} 0.32 * * \\ (0.115) \end{gathered}$ | $\begin{aligned} & -0.30 \\ & (0.218) \end{aligned}$ |
| Fixed term contract yes (ref.) |  |  |  |  |
| permanent job | $\begin{aligned} & 3.37 * * * \\ & (0.349) \end{aligned}$ | $\begin{aligned} & 0.35^{*} \\ & (0.174) \end{aligned}$ | $\begin{gathered} 0.57 * * \\ (0.193) \end{gathered}$ | $\begin{aligned} & -0.87 * * * \\ & (0.267) \end{aligned}$ |
| Time spent travel to work minutes | $\begin{aligned} & 0.02 * * * \\ & (0.003) \end{aligned}$ | $\begin{aligned} & 0.00+ \\ & (0.002) \end{aligned}$ | $\begin{aligned} & 0.00 \\ & (0.002) \end{aligned}$ | $\begin{aligned} & -0.00 \\ & (0.003) \end{aligned}$ |
| Overtime |  |  |  |  |
| Yes | - | - | $\begin{aligned} & 0.48 * * * \\ & (0.070) \\ & \hline \end{aligned}$ | $\begin{aligned} & -0.63 * * * \\ & (0.136) \\ & \hline \end{aligned}$ |
| Observations: | 20147 | 7709 | 7403 | 2320 |
| Couples | 5653 | 1387 | 1192 | 376 |
| Dataset: | BHPS+ UKHLS | BHPS+ UKHLS | BHPS only | BHPS only |

Source: BHPS 1991-2008+ UKHLS 2010-2013, $\quad+\mathrm{p}<0.10$, * $\mathrm{p}<0.05,{ }^{* *} \mathrm{p}<0.01$, *** $\mathrm{p}<0.001$
Standard errors in parentheses. Households with children that have left the household are excluded.

Table A5: Interaction Effect of First Child's Birth (Child's Age) and Employment Status of the Partner on Actual Working Hours and Work Hour Preferences of Men in the UK.

| - Person-specific Fixed Effects Models - |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- |
|  | $\begin{array}{l}\text { Linear FE } \\ \text { Model }\end{array}$ |  | FE Logit Models |  |$]$

[^0]Table A6: Person-specific Fixed Effects Models for Men's Total Working Hours (+overtime) for Different Wage Groups (real hourly wage ( $<60 \%$ of average wage=low) ( $>60 \%$ of average wage =high)

|  | All men | All men <br> interaction | Low <br> wage | Medium <br> wage | High <br> wage |
| :--- | :--- | :--- | :--- | :--- | :--- |
| One child in HH (yes) | -0.12 | 0.13 | $3.78^{*}$ | -0.40 | 0.19 |
|  | $(0.223)$ | $(0.333)$ | $(1.953)$ | $(0.427)$ | $(0.521)$ |
| Employment status (woman) <br> Employed | -0.10 | 0.04 | 2.38 | -0.37 | 0.02 |
| Interaction between child (yes) * <br> woman's employment status | $(0.232)$ | $(0.270)$ | $(1.500)$ | $(0.345)$ | $(0.413)$ |
| Child (yes) * employed mother | - |  |  |  |  |
|  |  | -0.01 | $-0.19 * *$ | -0.01 | -0.01 |
| Observations <br> Couples <br> BHPS+ UKHL | $(0.010)$ | $(0.062)$ | $(0.012)$ | $(0.014)$ |  |

BHPS+ UKHLS

[^1]
[^0]:    Source: BHPS 1991-2008+ UKHLS 2010-2013, $\quad+\mathrm{p}<0.10,{ }^{*} \mathrm{p}<0.05,{ }^{* *} \mathrm{p}<0.01,{ }^{* * *} \mathrm{p}<0.001$
    Standard errors in parentheses. Models include same controls listed in Table A7.

[^1]:    Source: BHPS 1991-2008+ UKHLS 2010-2013, $+\mathrm{p}<0.10, * \mathrm{p}<0.05, * * \mathrm{p}<0.01$, *** $\mathrm{p}<0.001$
    Standard errors in parentheses. Models include same controls listed in Table 2.
    Observation numbers differ to the analyses in Table A4 and A5 (Model1) as we exclude men's wage groups where the female partner has a relatively high income and thus might distort the results (125 couples, $2 \%$ ).
    Households with children that have left the household are excluded.

