Provider or Father?

British Men's Work Hours and Work Hour Preferences after the Birth of a Child

Online Appendix

Online Appendix:

Table A1: Descriptive Statistics

Variables	Magar	64J -]	Veriables	M	64.1 .1	
v ariables	Mean / %	Sta.dev	v ariables	Mean /%	Sta.dev	
Dependent Variables			Job characteristics			
Total work hours	43.6	11.19	Social Class: present iob			
(+overtime)		-				
			Managerial and technical occ.	38		
Work more than 48 hours			Professional occupation	8		
Yes	27		Skilled non-man	13		
No	73		Skilled manual	26		
			Partly skilled/unskilled	14		
Total housework hours	5.7	5.4				
			Sector			
Work hour preferences			Local government/ town hall	10		
Wish to reduce work hours	34		Private firm/company	75		
Wish to increase work hours	6		Civil service/central government	4		
Continue the same	60		NHS or higher education	5		
	00		Non-profit organisation	2		
Family Context			Other sector	3		
Age of first child				5		
No child	58		No of employees at workplace			
1 to 12 months old	8		<pre><?5 employees</pre></pre>	29		
1 to under 5 years old	10		25-99 employees	26		
5 years and older	10		100-500 employees	25		
5 years and older	17		>500 employees	20		
Fmnlovment status woman			>500 employees	20		
Not employed	23		Overtime			
Part-time employed	23		Ves	55		
Full time employed	50			35 45		
Full-time employed	50		no	43		
Individual Characteristics						
			Fixed-term contract			
Age			ves	4		
20-30 years old	25		permanent job	96		
30-40 years old	29		I J J J			
40+ years old	46		Time spent travel to work	28	25	
			(minutes)	-	-	
Family Status						
Cohabiting	30					
Married	70					
Men's hourly wage (log)	8.4	6.7				
Education						
University degree	24					
Further education	24					
A-level	12					
O-level	19					
No educ. qualification	21					
1			1			

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

 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		FE Logit Mode	2
	Model			
Table A2 continued	Total working	Work more	Wish to	Wish to
	hours	than 48	reduce work	increase work
	(+overtime)	hours	hours	hours
		(yes/no)		
	M1	M2	M3	M4
Number of employees at				
workplace				
>500 employees (ref.)				
<25 employees	-0.52	-0.06	-0.52*	0.72 +
	(0.465)	(0.25)	(0.203)	(0.425)
25-99 employees	-0.21	-0.06	-0.09	-0.08
	(0.374)	(0.218)	(0.183)	(0.32)
100-500 employees	-0.73	-0.19	-0.36+	0.41
	(0.496)	(0.286)	(0.215)	(0.455)
Fixed term contract				
yes (ref.)				
permanent job	2.61***	0.04	-0.24	-0.79
	(0.587)	(0.315)	(0.351)	(0.484)
Time spent travel to work				
minutes	0.01*	0.00	0.00	0.01
	(0.005)	(0.003)	(0.003)	(0.006)
Overtime				
Yes	-	-	0.32**	-0.41*
			(0.108)	(0.203)
Observations:	20568	4110	4269	1046
Couples	5653	1029	941	273
Number of jobs held by men	10368	1132	1131	294
Dataset:	BHPS+	BHPS+	BHPS only	BHPS only
	UKHLS	UKHLS		

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.

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

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 -

Source: BHPS 1991-2008 + UKHLS 2010-2013 +p<0.10, * p<0.05, ** p<0.01, *** 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.

	Linear FE Model		FE Logit Model		
	Total working	Work more	Wish to	Wish to	
	hours	than 48	reduce work	increase work	
	(+overtime)	hours	hours	hours	
		(yes/no)			
(A) Family Context	M1	M2	M3	M4	
Age of first child					
No child in HH (ref.)					
Up to and including one year old	-0.23	-0.05	0.13	-0.60*	
	(0.261)	(0.129)	(0.128)	(0.269)	
Between one and five years old	0.10	-0.01	-0.02	-0.09	
	(0.274)	(0.135)	(0.132)	(0.254)	
Five years old and older	-0.19	-0.11	-0.11	-0.28	
•	(0.402)	(0.192)	(0.187)	(0.366)	
Employment status woman			× ,		
Not employed (ref.)					
Part-time employed	-0.10	0.04	-0.02	-0.02	
	(0.256)	(0.124)	(0.123)	(0.229)	
Full-time employed	-0.10	0.05	0.03	-0.19	
	(0.256)	(0.125)	(0.124)	(0.225)	
(B) Individual Characteristics	. ,		. ,	× ,	
Age					
20-30 years old (ref.)					
30-40 years old	0.11	-0.01	-0.00	-0.26	
5	(0.240)	(0.115)	(0.114)	(0.230)	
40+ years old	-0.29	-0.29	-0.22	-0.19	
5	(0.413)	(0.201)	(0.199)	(0.460)	
Family Status				× ,	
Cohabiting (ref.)					
Married	0.75***	0.21*	0.08	0.11	
	(0.224)	(0.104)	(0.107)	(0.207)	
Education				× ,	
University degree (ref.)					
Further education	-1.56	-0.45	-0.27	-2.33	
	(0.976)	(0.448)	(0.395)	(1.416)	
A-level	-3.39**	-0.91+	-0.24	-2.26	
	(1.073)	(0.491)	(0.435)	(1.466)	
O-level	-2.01+	-0.43	-0.01	-2.34	
	(1.099)	(0.502)	(0.456)	(1.510)	
No educational qualification	-1.82	-0.35	-0.85+	-02.26	
-	(1.160)	(0.517)	(0.480)	(1.486)	
(C) Job characteristics					
Men's log hourly wage					
Real hourly wage	-0.82***	-0.26***	-0.02	-0.07	
	(0.040)	(0.021)	(0.020)	(0.085)	
Real hourly wage ^2	0.01***	0.00***	0.00	-0.00	
	(0.001)	(0.000)	(0.000)	(0.004)	
Social Class: present job				- *	
Managerial/ technical occ. (ref.)					
professional occupation	-0.68*	-0.60***	0.01	-0.07	
-	(0.325)	(0.170)	(0.139)	(0.312)	
skilled non-man	-2.24***	-0.73***	-0.21	0.17	
	(0.280)	(0.146)	(0.128)	(0.276)	

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 Model		FE Logit Mode	l
Table A4 continued	Total working hours	Work more than 48	Wish to reduce work	Wish to increase work
	(+overtime)	hours	hours	hours
	M1	(yes/no)	M2	M4
skilled menuel	N11 0.60*	0.25	M3 0.07	0.21
skined manual	-0.09^{+}	-0.23+	-0.07	(0.21)
partly skilled/upskilled	(0.297)	(0.134) 0.41**	(0.131) 0.33*	(0.230)
partry skilled/uliskilled	(0.240)	-0.41	-0.55°	(0.03)
	(0.340)	(0.134)	(0.138)	(0.291)
Sector				
Local government/ town hall (ref.)				
private firm/company	0.51	0.45 +	0.45*	-0.47
	(0.442)	(0.234)	(0.245)	(0.409)
Civil service/central government	1.19*	0.57 +	0.76*	-1.94**
	(0.577)	(0.337)	(0.326)	(0.721)
NHS or higher education	-0.46	-0.14	0.01	-0.78
	(0.594)	(0.331)	(0.326)	(0.564)
Non-profit organisation	-0.40	0.31	0.24	-0.49
	(0.692)	(0.354)	(0.357)	(0.681)
Other sector	1.14 +	0.014	0.77*	-0.38
	(0.597)	(0.309)	(0.329)	(0.587)
Number of employees at				
workplace				
>500 employees (ref.)				
<25 employees	-0.07	0.15	0.28*	-0.03
	(0.277)	(0.129)	(0.132)	(0.259)
25-99 employees	-0.35	0.05	0.09	0.20
	(0.257)	(0.122)	(0.124)	(0.236)
100-500 employees	-0.48	0.13	0.32**	-0.30
	(0.292)	(0.138)	(0.115)	(0.218)
Fixed term contract				
yes (ref.)				
permanent job	3.37***	0.35*	0.57**	-0.87***
	(0.349)	(0.174)	(0.193)	(0.267)
Time spent travel to work				
minutes	0.02***	0.00+	0.00	-0.00
	(0.003)	(0.002)	(0.002)	(0.003)
Overtime				
Yes	-	-	0.48***	-0.63***
			(0.070)	(0.136)
Observations:	20147	7709	7403	2320
Counles	5653	1387	1192	376
Dataset.	BHPS+ UKHI S	BHPS+ UKHLS	BHPS only	BHPS only
Datasti.	DILLOT UKILLO	DIII OF UNILO	Diff 5 0my	Din 5 only

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

	Linear FE 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	M4	M5
Age of first child No child in HH (ref.)				
Up to and including one year old	0.71	-0.03	0.29	-0.56
	(0.555)	(0.273)	(0.266)	(0.455)
Between one and five	1.76***	0.62*	0.23	-0.19
	(0.517)	(0.257)	(0.253)	(0.432)
Five and older	0.69	0.24	-0.31	-0.99
	(0.693)	(0.332)	(0.317)	(0.619)
Employment status woman:				× /
Not employed (ref.)				
Part-time employed	0.91*	0.47*	0.04	-0.25
	(0.371)	(0.182)	(0.183)	(0.332)
Full-time employed	0.52	0.20	0.07	-0.28
1 2	(0.334)	(0.164)	(0.161)	(0.282)
Interaction: age child * woman employed				
Not empl OR no child (ref.)				
<=1 vear * part-employed	-1.29+	-0.41	-0.36	0.19
Jun India India	(0.708)	(0.347)	(0.341)	(0.644)
1-5 years * part-employed	-2.44***	-1.10***	-0.38	0.09
jin rijin	(0.588)	(0.292)	(0.290)	(0.514)
>=5 years * part-employed	-1.45*	-0.68*	0.35	1.23+
I I I I I I I I I I I I I I I I I I I	(0.702)	(0.341)	(0.325)	(0.562)
<=1 vear * full-employed	-1.09+	-0.16	-0.09	-0.24
June 1 June	(0.631)	(0.310)	(0.310)	(0.590)
1-5 years * full-employed	-1.74**	-0.58+	-0.20	0.31
, in the second s	(0.608)	(0.302)	(0.299)	(0.521)
>=5 years * full-employed	-0.76	-0.31	0.03	0.054
- ,	(0.734)	(0.352)	(0.343)	(0.696)
Observations:	20147	7700	7403	2320
Couples	20147 5653	1387	1107	376
Datacat:	BHPS+ UKHI S	RHPS+ IIKHI S	RHPS only	BHPS only
Dataset:	DIII OT UNILLO	DIII OT UKIILO	Diff 5 0my	Diff 5 0my

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 –

Source: BHPS 1991-2008+ UKHLS 2010-2013, + p<0.10, * p<0.05, ** p<0.01, *** p<0.001Standard errors in parentheses. Models include same controls listed in Table A7.

All men	All men	Low	Medium	High
	interaction	wage	wage	wage
-0.12	0.13	3.78*	-0.40	0.19
(0.223)	(0.333)	(1.953)	(0.427)	(0.521)
			· · · ·	
-0.10	0.04	2.38	-0.37	0.02
(0.232)	(0.270)	(1.500)	(0.345)	(0.413)
			(,	
-	-0.01	-0.19**	-0.01	-0.01
	(0.010)	(0.062)	(0.012)	(0.014)
	(0.0-0)	(0000-)	(01012)	(0.00-1)
19656	19656	1767	11569	6320
5528	5528	1094	3972	2116
2220	0020	1071	C> . 2	
	All men -0.12 (0.223) -0.10 (0.232) - 19656 5528	All men interaction -0.12 0.13 (0.223) -0.10 0.04 (0.232) -0.10 0.04 (0.270) - -0.01 (0.010) 19656 19656 5528	All men interaction Low wage -0.12 0.13 3.78* (0.223) (0.333) (1.953) -0.10 0.04 2.38 (0.232) (0.270) (1.500) - -0.01 -0.19** (0.010) 19656 1767 5528 5528 1094	All men interaction Low wage Medium wage -0.12 0.13 3.78* -0.40 (0.223) (0.333) (1.953) (0.427) -0.10 0.04 2.38 -0.37 (0.232) (0.270) (1.500) (0.345) - -0.01 -0.19** -0.01 (0.010) -0.19** -0.01 19656 19656 1767 11569 5528 5528 1094 3972

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)

Source: BHPS 1991-2008+ UKHLS 2010-2013, + p<0.10, * p<0.05, ** p<0.01, *** p<0.001Standard 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.