



BOSTON COLLEGE
Center for Work & Family
CARROLL SCHOOL OF MANAGEMENT

The New Dad: A Portrait of Today's Father

Prof. Brad Harrington
June 17, 2015



The New Dad Research 2009-2015





Boston College Center for Work & Family

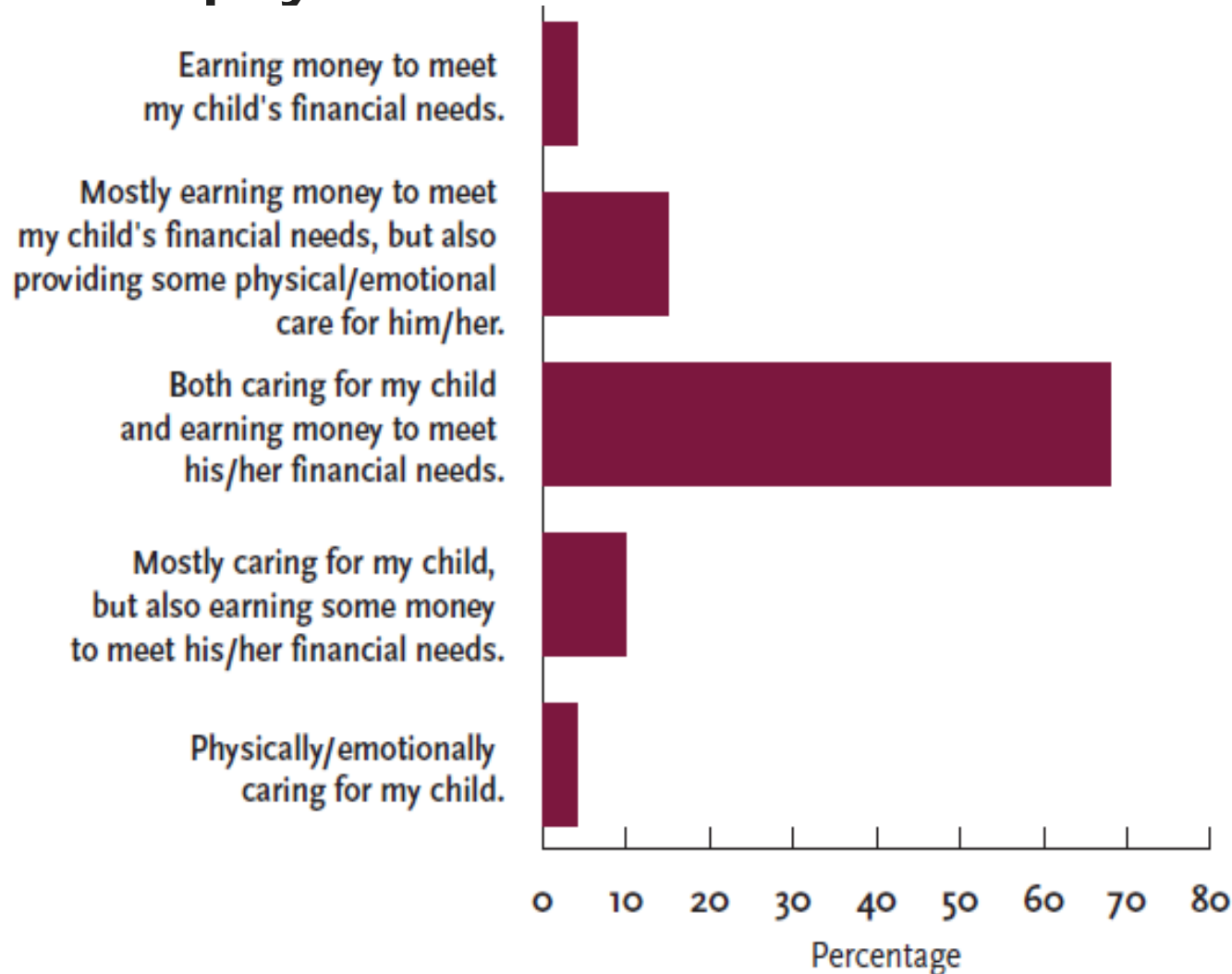


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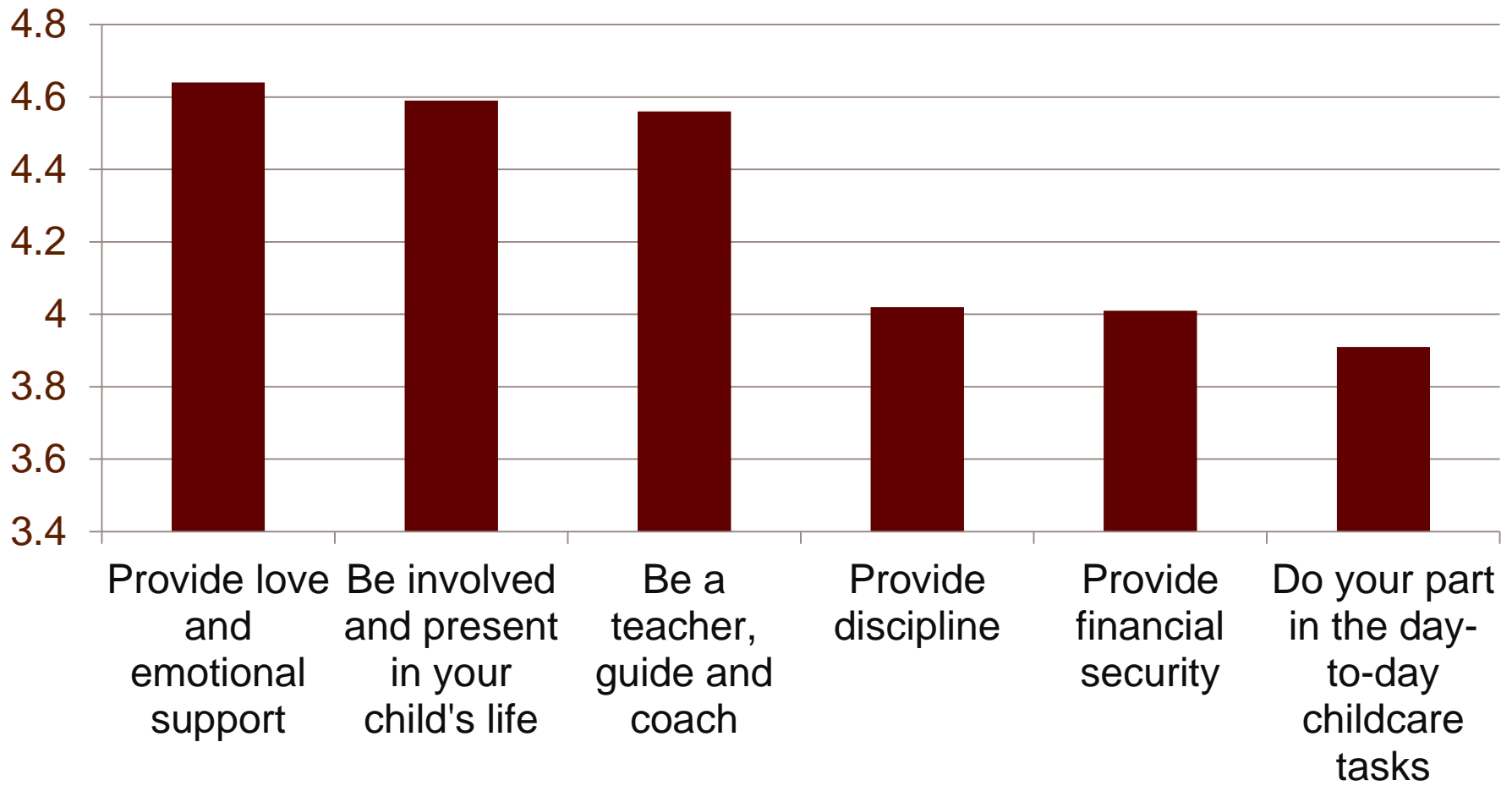
1. Breadwinner, Caregiver Or Both?

- May 2013, NY Times: *What are Dads For?*
- Pew Center reports that in 40% of US households, Mom is the primary breadwinner
- But in 5 of 8, Mom was the only breadwinner
- The earnings gap between single moms and mothers in dual-career couple was enormous
- In 75% of dual-career, dad still earns more

Do dad's define themselves simply as breadwinners? No!



How does breadwinning rank?



2. Today's Dad: More Involved With His Kids?

- Fathers spent an average of 2.5 hours per workday with their children
- 77% said they would like to spend more time with children than they do at present
- 94% of dads agreed that “If I were considering a new job, I would consider how much it would interfere with my ability to care for my children.”
 - Source: Boston College Center for Work & Family, 2011

Is this increased involvement a “generational thing?”

Children 5-18 years old				
Father age	Talking to children about their day	Helping with homework	Dropping off/picking up children from activities	Sharing a meal
25-34 years	67.7%	35.3%	22.8%	69.2%
35-44 years	64.3%	27.0%	19.3%	63.7%

Source: Jones and Mosher, 2013

Children under 5 years old				
Father age	Playing with children	Bathing, dressing, or diapering	Reading	Feeding or sharing a meal
25-34 years	82.0%	59.1%	27.2%	71.6%
35-44 years	79.0%	54.7%	33.5%	73.0%

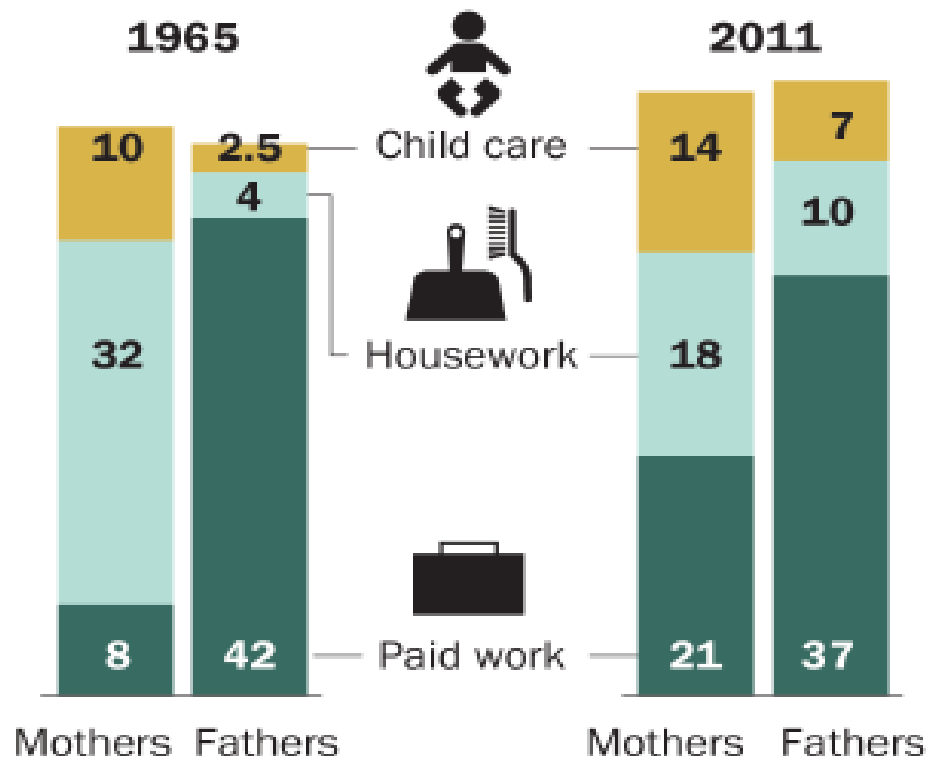
Source: Jones and Mosher, 2013

3. Who Does More, Mom Or Dad?

- *Time* cover story “Chore Wars” highlighted struggles parents face working full-time, raising children, maintaining a household (Konigsberg, 2011)
- Challenge of work-family will become more acute; Millennials more likely than Boomers to have spouse / partner working full-time: 78% vs. 47% (EY, 2015)
- Time-use data shows men have increased time providing primary childcare by 3x in recent years, but women still do more (Wang & Bianchi, 2009)

Moms and Dads, 1965-2011: Roles Converge, but Gaps Remain

Average number of hours per week spent on ...



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4. Engaged Dads: Who Benefits?

- Children positively impacted socially, behaviorally, & cognitively by father's engagement (Sarkadi et. al., 2007)
- Employers: More time fathers spent with children, the more satisfied they were with jobs, less likely to leave employer (Ladge, Humberd, Watkins & Harrington, 2015)
- Mothers with at-home dads reported:
 - High level of trust in and appreciation for their at-home spouse's contribution to family.
 - Felt enabled in their work/career pursuits (CWF, 2012)

5. Do Dads Feel “Right At Home”?

- Number of at-home dads has more than doubled since 2000 (US Census Bureau, 2014)
- Dramatic changes in the reasons fathers cite for becoming at-home dads:
 - 1970, $\frac{3}{4}$ stayed home due to difficulty finding work, medical reasons. Today, 50% say same (Kramer, et. al. 2013)
- Major struggles men face when at home
 - Loss of a social network
 - Fear of being stigmatized
 - Fears about jeopardizing future employment

Growth in dad's networks



6. Does It Pay To Be A Father?

- We often hear of a gender-wage gap (“women earn \$.77 for every \$1 men earn”). What about parents?
- In 2001 Budig and England identified the “wage penalty for mothers” - 7% penalty per child
- In 2010, Hodges and Budig looked at fathers:
 - Father receive premium not penalty of 6% per child
 - Mainly accrues to Caucasian, white collar workers
 - ... and married dads who may be able to devote themselves more fully to work, thanks to spouse.

7. Is There A Career Penalty For Being A Dad?

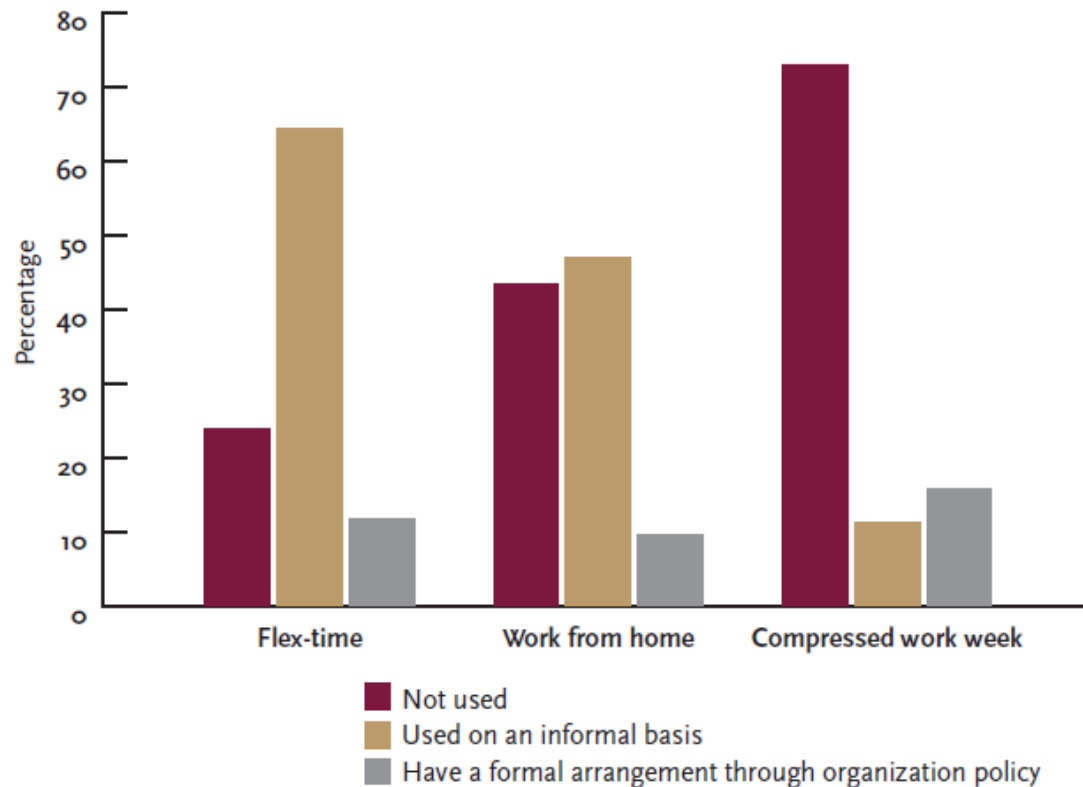
- Women have faced a career penalty for many years as a result of caregiving responsibilities
- Mothers viewed as less committed, less promotable, even less competent (Correll , Bernard & Paik, 2007)
- While fathers experience wage bonus, conspicuous caregivers suffer other penalties (Berdahl & Moon, 2013)
- In spite of heightened expectations for dads, those who were conspicuously involved faced likelihood of stigma, harassment, and career marginalization

Evaluations of Employee Work & Gender Performance

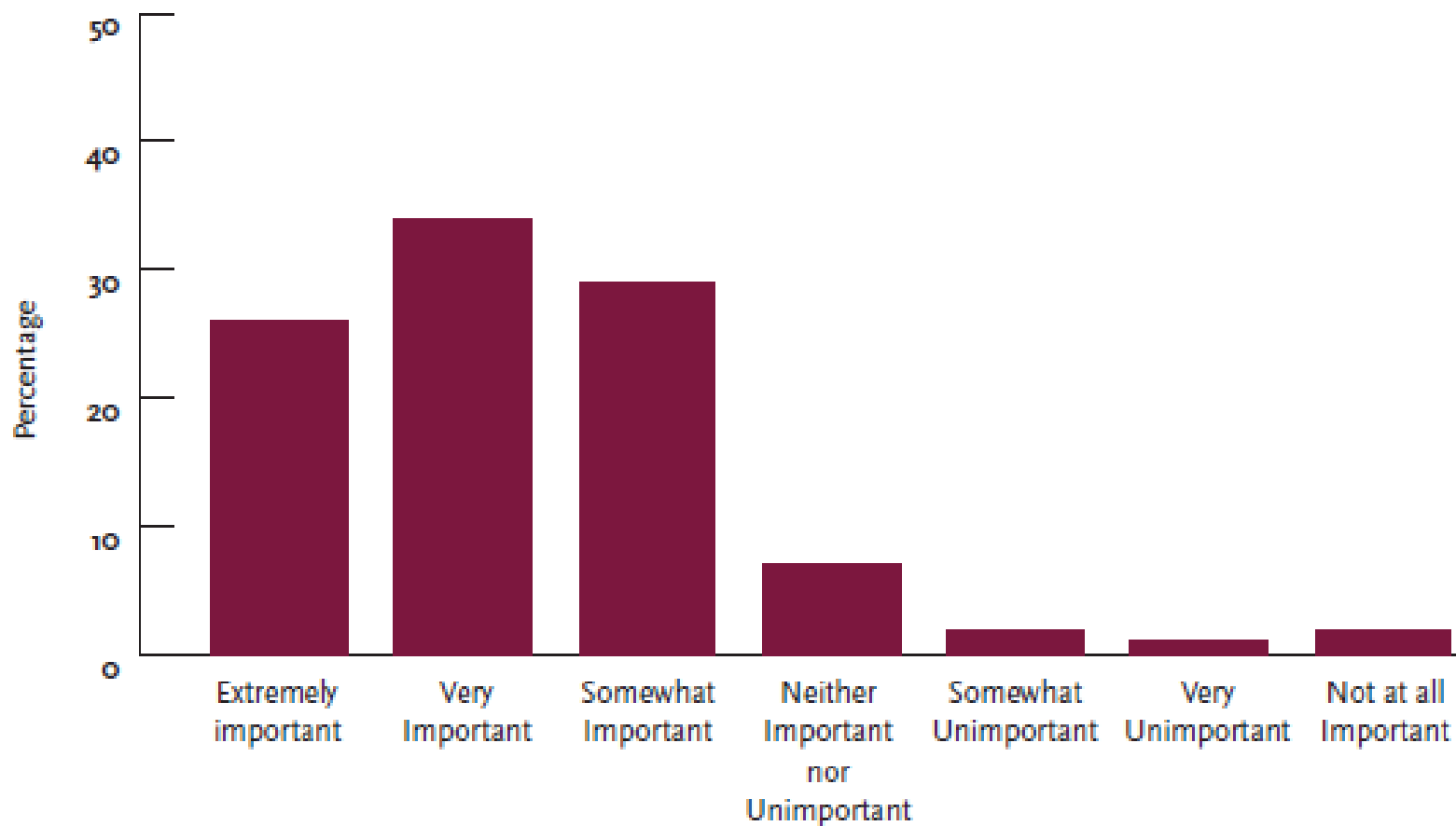
Caregiving	Male Employee	Female Employee
No children	Good worker, Mediocre man	Good worker, Failed woman
Low caregiving	Good worker, Good man	Mediocre worker, Bad woman
High caregiving	Bad worker, Failed man	Bad worker, Good woman

Source: Berdahl & Moon, 2013

8. Do Fathers Flex?



9. Paternity Leave: Take It Or Leave It?



Time off taken based on available paternity leave

	No Paid Paternity Leave	1 Week of Paid Paternity Leave	2 Weeks of Paid Paternity Leave	4 Weeks of Paid Paternity Leave	6 Weeks of Paid Paternity Leave
Took no time off	11%	1%	4%	0%	2%
Took less than 1 week	21%	12%	5%	6%	0%
Took 1 week	34%	49%	13%	6%	2%
2 weeks	23%	26%	64%	29%	28%
3 weeks	3%	7%	7%	6%	8%
4 weeks	2%	1%	3%	41%	8%
5 weeks	0%	0%	1%	6%	3%
6 weeks	1%	0%	2%	0%	45%
Took more than 6 weeks	4%	4%	1%	6%	7%



Time off taken: Most take what's available

	No Paid Paternity Leave	1 Week of Paid Paternity Leave	2 Weeks of Paid Paternity Leave	4 Weeks of Paid Paternity Leave	6 Weeks of Paid Paternity Leave
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6 weeks	1%	0%	2%	0%	45%
Took more than 6 weeks	4%	4%	1%	6%	7%

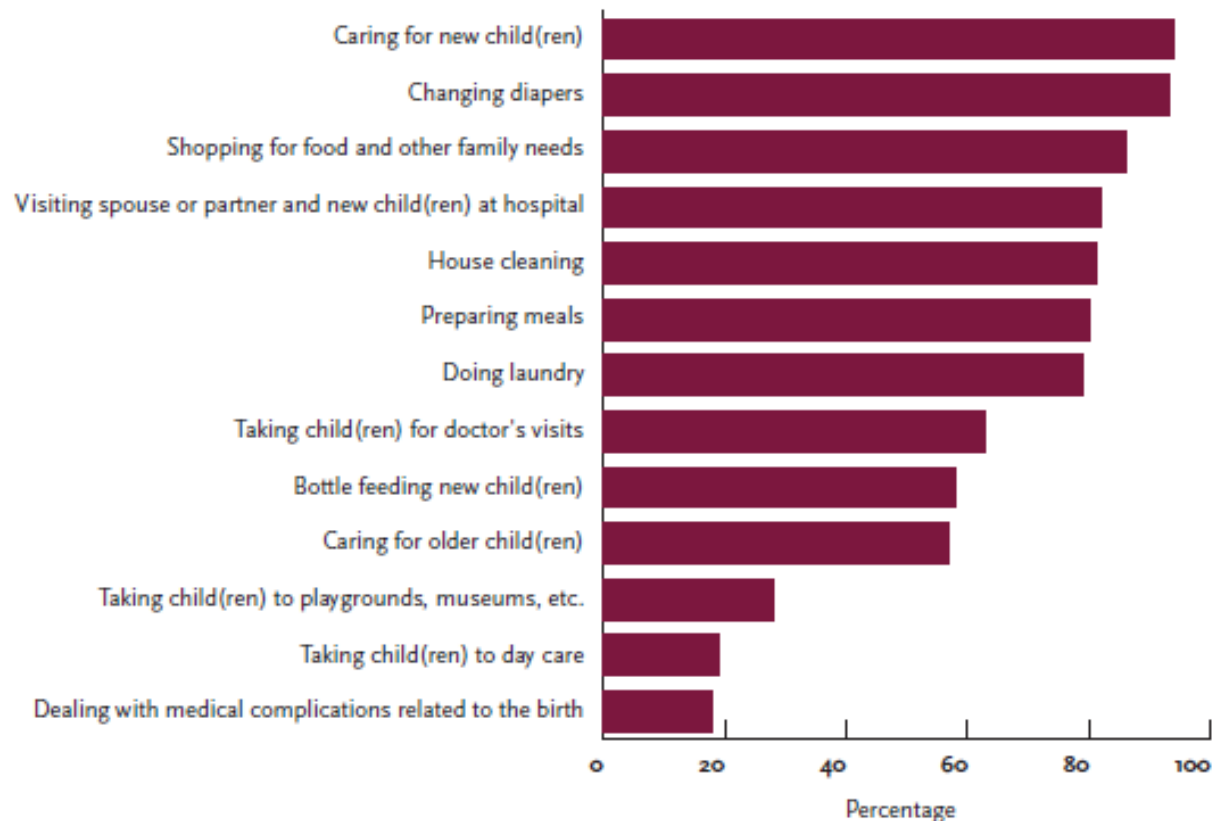


Time off taken: 2 weeks always the 2nd option

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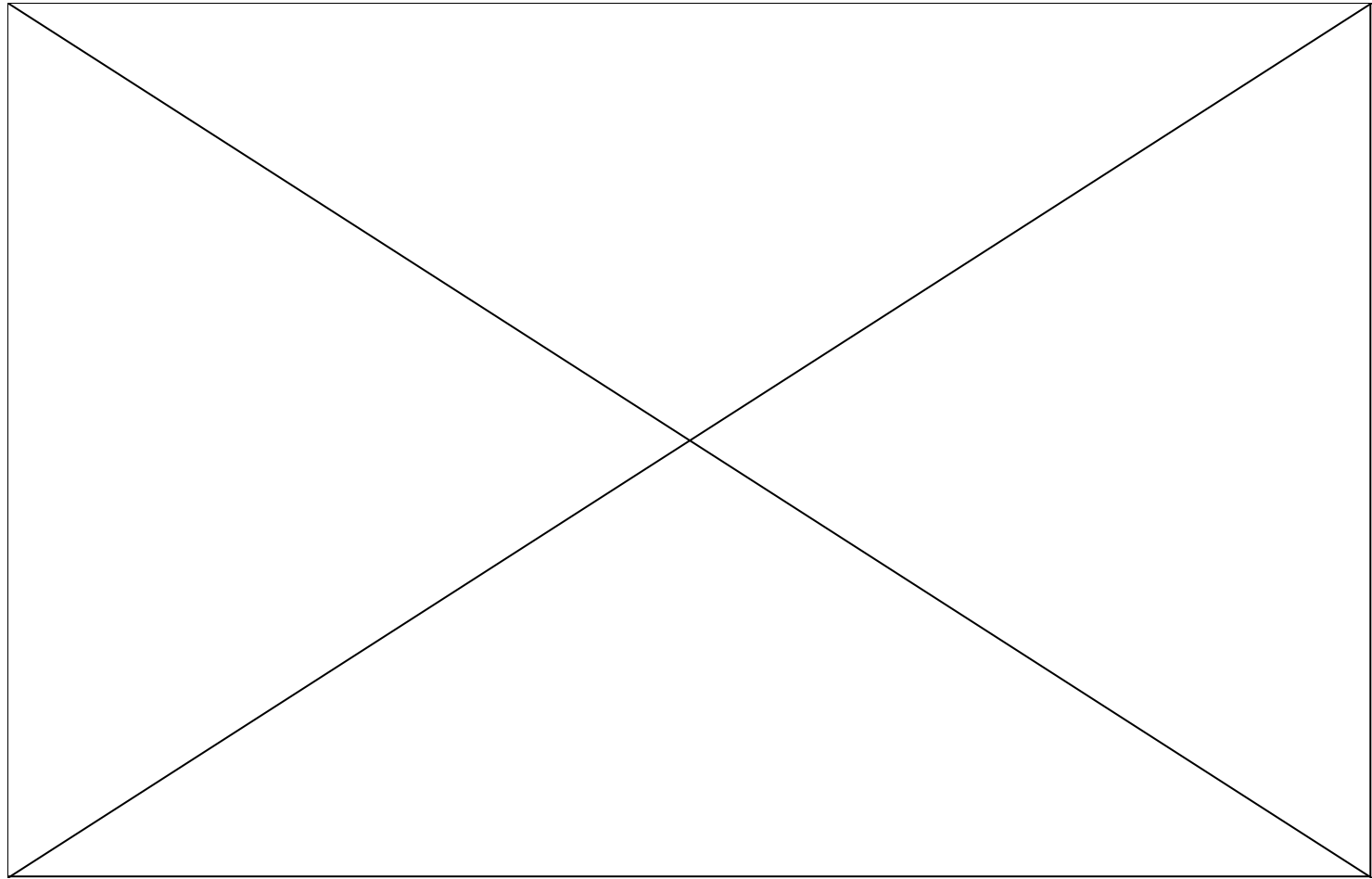
Paternity Leave: “What Would I do?”



10. The Age Of “Dadvertising”?

- Partnered with Unilever on a study that found that 2 out of 3 fathers felt media depictions were inaccurate
- Words most commonly cited as reflecting media depictions of fathers included disconnected, bumbling, & incompetent
- Review of 1400 ads targeted at men during major sports programming showed men:
 - .1% in a domestic role
 - .5% with emotional connection to children
 - 1/10 violent images of men (Gentry & Harrison, 2010)

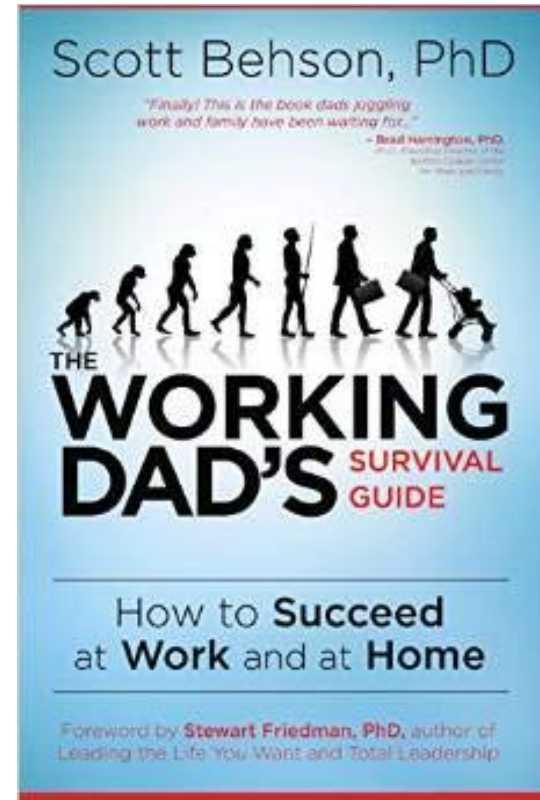
A new image for today's dads



Summary:

Time For Dads To Speak Up

- Now is the time for a “hard reset”
- Over past 35 years, we’ve redefined the role of women in the workplace
- Been less able to do this for men at home
- Pres. Obama & Gov. Patrick support working families
- Time for women to champion men in the home
- Time for men to speak up and be recognized as “whole persons”



New Resource: The Working Dads Survival Guide



Thank you!

Brad Harrington

www.thenewdad.org

www.bc.edu/cwf

@BCCWF

Questions?

- **BC Workforce Roundtable Fall Meeting**
November 4-6, 2015, Boston, MA

- **25th Anniversary Conference and Gala Celebration**
November 5, 2015



Register at <http://www.bc.edu/centers/cwf/events.html>
or contact cwf@bc.edu