

# Leave Usage Following a First Birth Among Men in the United States: Evidence from New Nationally Representative Data

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## PATERNITY LEAVE IN THE UNITED STATES

- The United States lacks a national paid parental leave policy for men and is one of the only high-income countries that does not mandate paid maternity leave (Heymann, 2013).
- Some men are eligible for paid parental leave through their employer, and others are able to take unpaid leave under the Family and Medical Leave Act (FMLA). However, many men are not eligible for paternity leave.
- Gendered historical parenting expectations in male-female couples have treated men as breadwinners, while nurturing has been seen as women's role (Coleman & Franiuk, 2011).
- Research has suggested that paternity leave use is associated with benefits such as increased involvement among fathers in their children's lives (Marsiglio & Roy, 2012).

## RESEARCH QUESTIONS

- How have patterns of leave usage among men evolved over time?
- Which demographic and socioeconomic factors are related to men's likelihood to 1) take any type of leave, and, among those men taking leave, 2) to take a given type of leave (any paid leave, any unpaid leave, paid parental leave, unpaid parental leave)?

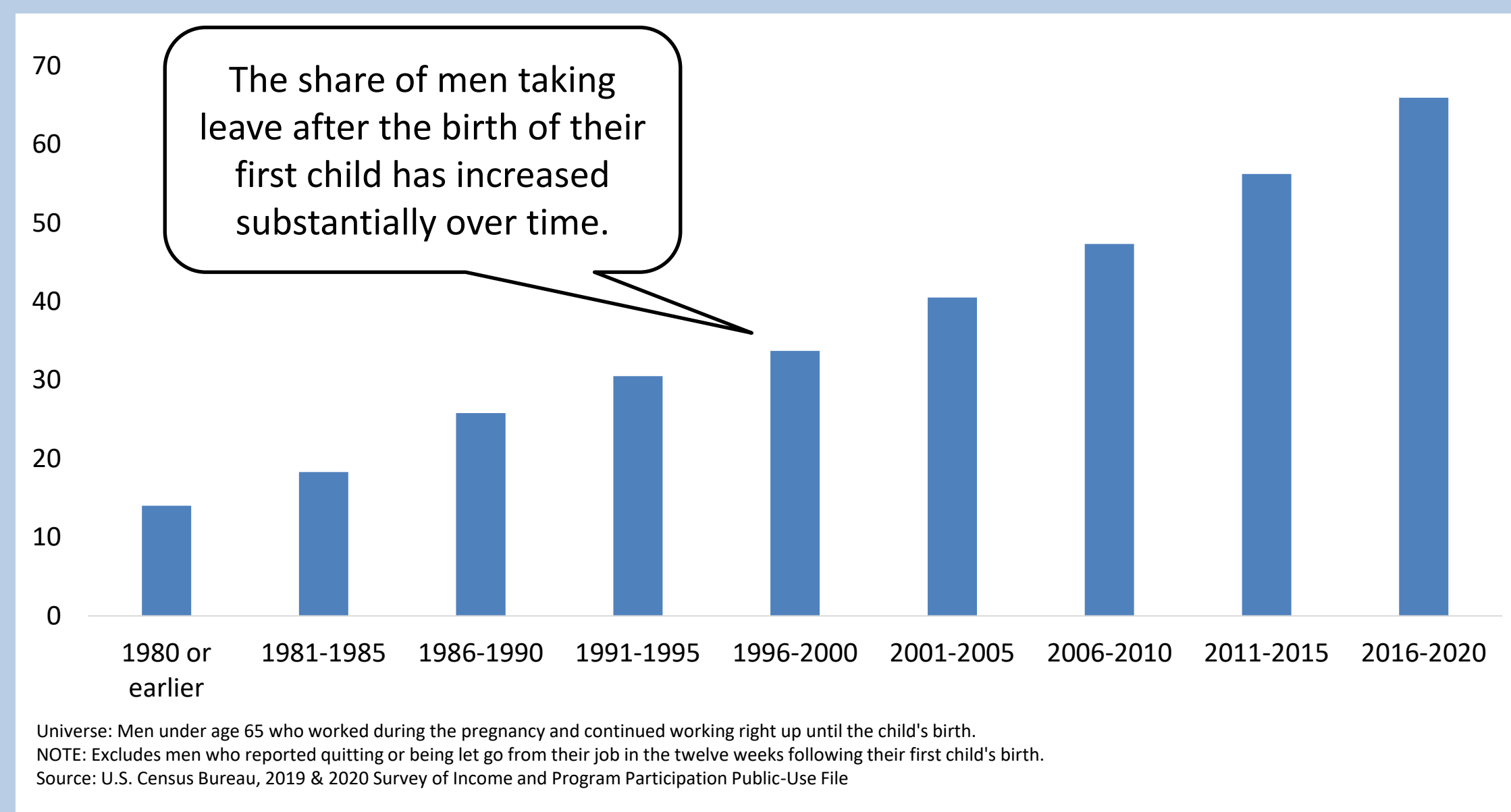
## DATA AND METHODS

- The Survey of Income and Program Participation (SIPP) included a series of questions about parental leave that were asked of men and women for the first time in 2019, and is one of few sources of data available in the United States about paternity leave.
  - The SIPP is unique among surveys that collect information regarding parental leave usage among men in that information is released for all men under age 65 at the time of interview, facilitating historical comparisons.
- Analytic sample pools data from the 2019 and 2020 SIPP. Details on the weighting methodology can be found in the accompanying working paper accessible via the QR code below.
- Modeled outcomes use logistic regression and are derived from a sample of 2,472 men with a first birth since 2011 across the 2019 and 2020 datasets.

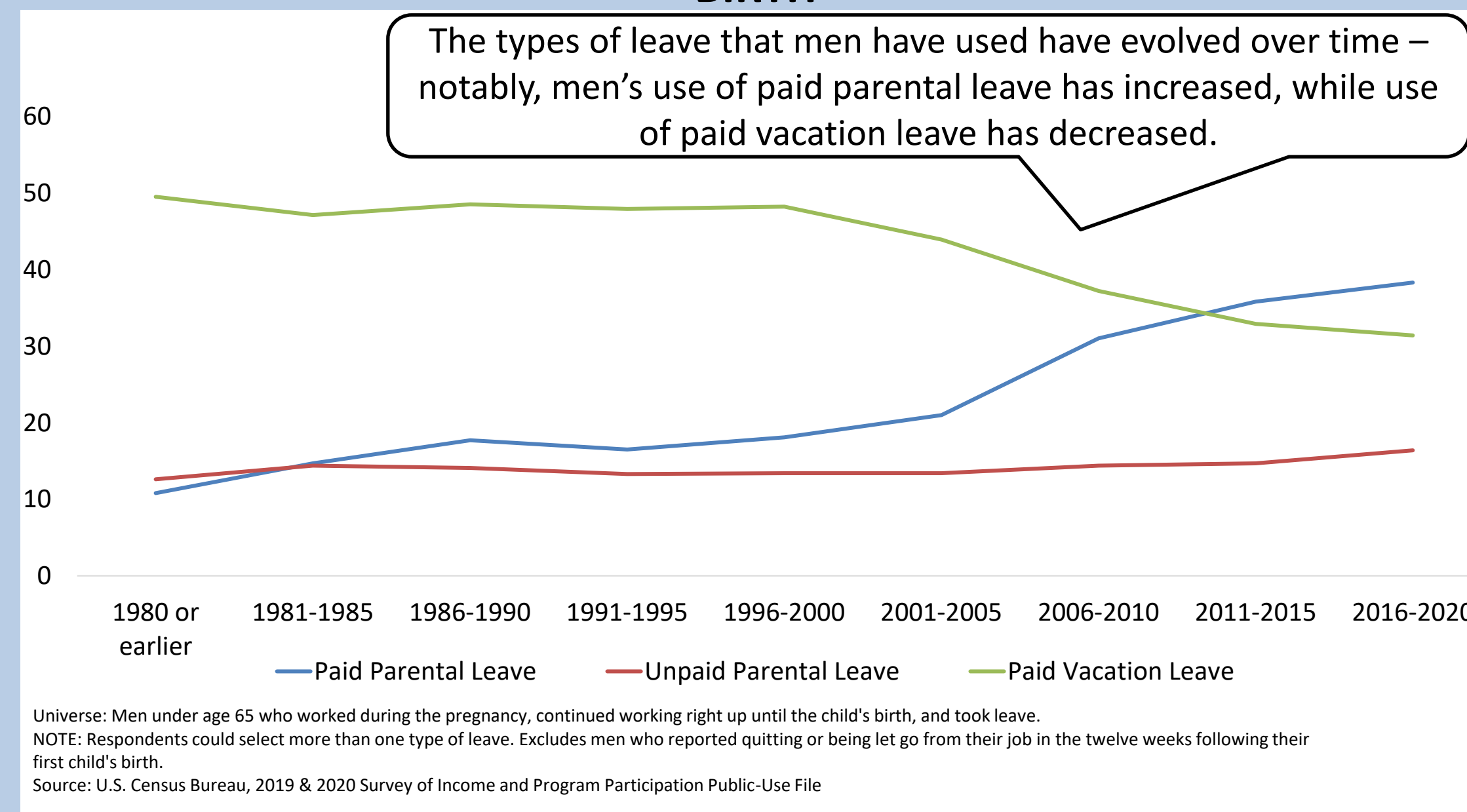


TO ACCESS THE WORKING PAPER ASSOCIATED WITH THIS POSTER, PLEASE USE THE QR CODE AT RIGHT:

## PERCENTAGE OF MEN TAKING LEAVE IN THE 12 WEEKS AFTER THE BIRTH OF THEIR FIRST CHILD, BY YEAR OF BIRTH



## PERCENTAGE OF MEN TAKING DIFFERENT TYPES OF LEAVE IN THE 12 WEEKS AFTER THE BIRTH OF THEIR FIRST CHILD, BY YEAR OF BIRTH



## MODELED RESULTS

### Significance of Coefficients in Logistic Regression Analyses Predicting Men Taking Any Type of Leave (First Births 2011 to 2020)

Significance of Coefficients in Logistic Regression Analyses Predicting Men Taking Any Type of Leave (First Births 2011 to 2020)	Any type of leave <sup>1</sup>
<b>Age at first birth</b>	N.S.
<b>Race and Hispanic origin [Ref. = Non-Hispanic White]</b>	
Non-Hispanic Black	↓
Non-Hispanic Other <sup>2</sup>	N.S.
Hispanic (any race)	↓
<b>Marital Status<sup>3</sup> [Ref. = First Birth Occurred Before First Marriage Began]</b>	
First birth occurred after first marriage began	↑
<b>Educational Attainment [Ref. = High School Graduate]</b>	
Less than high school degree	↓
Some college or associate's degree	N.S.
Bachelor's degree or higher	↑

Non-Hispanic Black and Hispanic first-time fathers were less likely to take leave than non-Hispanic Whites first-time fathers.

Higher levels of educational attainment were associated with a greater likelihood of taking leave following the birth.

<sup>1</sup> Men under age 65 who worked during the pregnancy and continued working right up until the child's birth. Excludes men who reported quitting or being let go from their job in the twelve weeks following their first child's birth.  
<sup>2</sup> Includes non-Hispanic Asians.  
<sup>3</sup> Prior to first marriage includes never-married men. After first marriage includes first births outside of first marriage, within second or subsequent marriages, and between marriages. Men with first births in the same year as their first marriage are included in the "after first marriage" category.  
Source: U.S. Census Bureau, 2019 & 2020 Survey of Income and Program Participation Public-Use File

Significance of Selected Coefficients in Logistic Regression Analyses Predicting Type of Leave Taken Among Men who Took Any Type of Leave (First Births 2011-2020) <sup>1</sup>	Paid Leave (Sick, Parental, and/or Vacation)	Paid Parental Leave	Unpaid Leave (Sick or Parental)	Unpaid Parental Leave
<b>Age at first birth</b>	↑	N.S.	↓	N.S.
<b>Educational Attainment [Ref. = High School Graduate]</b>				
Less than high school degree	N.S.	N.S.	N.S.	↑
Some college or associate's degree	N.S.	N.S.	N.S.	N.S.
Bachelor's degree or higher	↑	↑	↓	↓

<sup>1</sup> Respondents could select more than one type of leave.  
Source: U.S. Census Bureau, 2019 & 2020 Survey of Income and Program Participation Public-Use File

New fathers whose first birth occurred after their first marriage began were more likely to take leave than those who had their first child before their first marriage.

Among men who took leave, those with higher levels of educational attainment were more likely to take paid leave following the birth, and less likely to take unpaid leave following the birth.

## REFERENCES

- Coleman, J. M., & Franiuk, R. (2011). Perceptions of Mothers and Fathers who Take Temporary Work Leave. *Sex Roles*, 64, 311-323.
- Heymann, J. (2013). *Children's Chances*. Harvard University Press.
- Marsiglio, W., & Roy, K. (2012). *Nurturing Dads: Social Initiatives for Contemporary Fatherhood*. New York, NY: Russell Sage Foundation.
- Nepomnyaschy, L., & Waldfogel, J. (2007). Paternity Leave and Fathers' Involvement with Their Young Children: Evidence from the American ECLS-B. *Community, Work & Family*, 10, 427-453.

## DISCUSSION

- Differences in first-time fathers' likelihood to take leave based on race/Hispanic origin and educational attainment align with prior research (Nepomnyaschy & Waldfogel, 2007) and are perhaps indicative of differences in the types of jobs in which fathers were employed at the time of the birth, and the associated leave policies.
- Differences in first-time fathers' likelihood of taking paid vs. unpaid leave based on educational attainment may also be indicative of employment-based differences.
- Older first-time fathers may be more likely to take paid leave due to employment-based differences or differences in the amount of leave accrued at the time of the birth.



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