

How Extensive is the "Second Shift"? A Study of 5 Countries*

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Abstract: A relatively small proportion of U.S. married mothers, about 15 percent, fit the profile of "second shift" mothers, in which both they and their partners work fulltime and have one or more preschoolers. This group does about 7 more hours per week of total work (paid plus unpaid) than their partners and feels disproportionately rushed and stressed. Cross-national variation in work/family policies, working time regulations, and gender norms should work to amplify second shift time inequalities in some countries but mitigate them in others. In this paper, using harmonized time diary data from the Multinational Time Diary Study (see <http://www.timeuse.org/files/cckpub/858/mtus-user-guide-r6-july-2013.pdf>), we examine five countries in a comparative analysis of the second shift, including the percent of the mother population in this category and the magnitude of women's overwork compared with similarly situated men. We limit our analysis to countries that represent specific "gender logics" and for which MTUS has harmonized publicly available data in the 2000s: France Netherlands, Spain, the UK, and the US. Consistent with Hochschild's findings, mothers in fulltime dual-earner couples with young children have higher workloads than similarly situated fathers in every context except the Netherlands (where fathers have larger workloads). The Netherlands is also distinct in that a very low percentage of parents with young children are in the fulltime employed dual-earner family type (less than 15%) whereas about 35% of families with young children in the U.S., Spain and France, are in such families. Finally, the overall size of the workloads among fulltime employed dual-earner parents with young children appears to be largest in Spain and smallest in France.

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Introduction and Background

In 1989, sociologist Arlie Hochschild published the landmark book *The Second Shift* (1989), an in-depth qualitative study documenting the deep extent to which gender inequities persist in American middle- and working-class dual-earner families with young children. Mothers, she argued, are burdened with a “second shift” of housework and childcare when they arrive at home after their “first shift” of paid labor. Perhaps more significantly, mothers also experience greater time pressures and report more concern about their individual and family well-being relative to fathers. Since the publication of Hochschild’s study, much research has been published on the topic of the gendered division of labor, especially housework, and the term “second shift” has made its way into popular discourse.

Though the proportion of U.S. mothers who fit the demographic that was the focus of Hochschild’s study, married parents who each work fulltime and have at least one preschooler in the household remains relatively small (about 15%), it is a significant group because it represents a life cycle stage in which the demands of work and family may be particularly intense (Milkie, Raley, Bianchi 2009). Young children require constant supervision and deep investment, and full time jobs by their very definition similarly require large amounts of time. Further, the period when middle class dual-career parents have very young children is often characterized by long work hours as they are working to establish themselves in their careers. If both work and family are both “greedy institutions,” this may well be the point in the life cycle where both work and family are the greediest. The gender divisions of labor that subsequently emerge in these families where work and family time allocations are particularly intense reflect a cultural commentary about gender – who does the more onerous tasks, who sacrifices more leisure time, who does more work overall, and is well-being adversely affected? These analyses of “who does what” do not just represent individual values and constraints, but also cultural

ideologies and structural realities. Hence, an international examination of the “second shift” sheds light on how various cultural contexts have implications for gender relations and the well-being of men and women balancing work and family. The purpose of this study is to examine the “second shift” internationally and analyze who takes on the greater “second shift” in the context of varying cultural ideologies toward gender as well as variation in work-family policies, regulations, and supports.

We select five countries ranging from those widely recognized as having the most supportive work-family reconciliation policies, such as the Netherlands, to those known as having fewer state mechanisms to ease work-life balance, such as the U.S. In the following section, we note the variations in each context given that some countries offer lengthy paid parental leave and an infrastructure that encourages maternal part-time employment (e.g. the Netherlands) whereas other contexts focus on offering high-quality state-supported child care and early schooling for young children (e.g. France). These divergent work-family reconciliations are likely to be associated with different outcomes in terms of paid and unpaid workloads by gender, as well as the overall well-being of families.

USA

The U.S. is characterized by high levels of employment, bifurcated work hours (some individuals work very long hours while others are underemployed) as well as few state supports for balancing work and family life. High quality child care remains expensive and the state programs that offer early care and education such as Head Start are targeted toward low-income families. The state guarantees 12 weeks of job-protected unpaid parental leave for individuals working at companies with 50 or more employees, but paid parental leave, if available, is typically short and left to the will of private employers.

Contemporary research on the gendered division of labor in the U.S., and more specifically, the second shift, suggests that the variation in workloads between mothers and fathers may not be as large as Hochschild (1989) argues (Bianchi, Robinson, Milkie 2006; Milkie, Raley, Bianchi 2009; Sayer 2001). Evidence from subjective measures of time use, however, suggests that women experience much greater time pressure in terms of feeling rushed, multitasking, and worries about the quality of family relationships (the one exception being that fathers more so than mothers feel that they spend too little time with children because they actually do spend significantly less time with children) (Milkie, Raley, Bianchi 2009).

UK

The U.K., in contrast to the U.S., is noted for having introduced some of the longest paid maternity leave policies in Europe (and the longest of the five countries analyzed in this paper) over the past few years. The state does not support general parental or paternity leave, though many employers offer paid paternity leave for two weeks, and most new fathers take it. Similar to the U.S., there is a mix of public and private provisioning of child care, but the U.K. government has shown a greater commitment to providing high-quality child care of children ages 3-5 (with extended working hours) since its passage of the Child Care Act of 2006. The state has also introduced measures that allow parents to request flexible working hours from employers, though there is no guarantee that parents will be granted their requests (Lewis and Campbell 2007).

Spain

Spain's maternity leave benefits are slightly shorter than the U.K.'s but are more extensive in that the state offers greater benefits to mothers during the time that they are on maternity leave. Paternity leave benefits are negligible to nonexistent, with paid leave available for only two days. Government-funded child care for very young children (under age 3) is limited, but over three-quarters of 3-5 year-olds are enrolled in publicly supported child care or preschool. The case of Spain is further complicated by a high prevalence of split work schedules that consist of an 8-hour work day that is interrupted by a 2-hour break (typically around 2pm), which stretches the work day over a longer period of time and intensifies work-family conflicts.

France

From a work-family policy perspective, France is best known for its "ecole maternelles," or state-supported educational care centers for all French children aged two to six. The institutions are available to all French children regardless of family income, and the stated purpose is to teach children about French culture. Although enrollment is not mandatory, nearly all children between the ages of 3 and 6 attend. The French government also provides parents limited support for domestic services. Maternity and parental leave policies are extensive and well-funded.

Netherlands

The Dutch are noted for offering extensive part-time employment benefits and encouraging a "one and a half earner" model among families with children (one parent, typically the father, works full time while the other works part time). Indeed, the extensive benefits available to part-time workers have made this the most common earning arrangement among Dutch parents with children. The Working Hours Adjustment Act is largely what has made part

time work so prevalent. This legislation empowers employees to request shorter (or in some cases longer) hours and employers are required to grant such requests provided that they do not seriously harm the firm financially. Maternity leave benefits in the Netherlands are similar to Spain in that mothers can take up to 100% of their salary upon the start of their leave and most mothers take advantage of this benefit.

Data and Methods

The data for this paper come from version 6 of the publicly available harmonized Multinational Time Use Survey (MTUS) (Fisher & Gershuny 2013). The MTUS includes harmonized time diary surveys spanning 1965-2013 from 18 countries. Time diaries are widely recognized as having the most valid estimates of people's time use when compared with other survey instruments such as questions on stylized questionnaires. To facilitate cross-national comparison, MTUS harmonizes activity codes across countries into 69 categories. Differences in sample design and survey administration mean data are not entirely comparable when comparing estimates of non-routine activities at the most disaggregated granular level (e.g. car repair, volunteering and the like). However, methodological studies indicate that estimates of aggregated household and leisure activities have been found to have high validity across different types of survey instruments and methodologies (Gershuny 2000). We are therefore reasonably confident that country differences reported here are real differences and not artifacts of survey bias (Juster 1999; Coltrane 2000).

In this analysis, we select recent time diary data from five countries: the U.S. (N=4573; year=2003-12), the U.K. (N=1504; year=2000, 2005), Spain (N=1850; year=2009-10), France (N=1515; year=2009-10), and the Netherlands (N=1523; years=2000, 2005). These countries represent diverse social welfare and working time policy regimes (Gornick and Meyers 2009;

Esping-Andersen 2009). These five countries are also the only countries archived in the MTUS with publicly available time diary data from 1998 or later that include both measures of couple employment status and health. Because our interest is the second shift of household labor, including housework and child care, we restrict our analytic sample to partnered parents (either married or cohabiting, with married couples comprising the majority) ages 18 to 64 with residential children ages 17 and younger.

Variables and Analysis

Our dependent variables are hours per week in paid work, three types of unpaid work (housework, child care, and adult care), and leisure. Hours per week were constructed by summing the daily reports of time in these activities and multiplying by 7. See the MTUS User Guide for information on the detailed activity codes included in the aggregated work and leisure categories (Fisher & Gershuny 2013).

Our primary independent variable is couple employment status. We draw on the common typology in the work-family literature and use individual measures of usual paid work hours to classify respondents into one of four categories: Male-breadwinner (only the father is employed); Neo-traditional (fathers employed full-time hours; mothers employed part-time hours); Dual-Earner (both fathers and mothers employed full-time hours); and a residual "other" category that includes fathers who are employed less than full-time and mothers of any employment status.

In multivariate analyses, we include controls for presence of children ages 4 and younger; number of children, education harmonized into three categories (< secondary, secondary, and > secondary education), age, and age-squared to account for documented non-linear associations of age with work and leisure time.

We begin by showing the percent distributions of the most common employment arrangements in each context to offer a perspective on the pervasiveness of the “second shift” population (those working full time with preschool children) both within and across countries. Second, we examine both the magnitude of the workloads as well as the differences by gender among fulltime employed dual-earner parents with young children in particular—the population at the heart of Arlie Hochschild’s research. Third, we examine cross-national variations in workloads, sleep, and leisure among mothers and fathers by couple employment status given that parents do not only compare their workloads with their spouses but also with other parents with different employment arrangements. Finally, OLS multivariate models are estimated to determine if gender differences in the second shift across countries remain after adjusting for sociodemographic differences in age, education, and employment distributions across countries vary by gender and country results of variation in work and leisure gender, country, and age of children.

Results

Table 1 explores the extent of the variation in couple employment patterns to get a sense of the gender differences in workloads across employment status within and across the five countries. In other words, what percent of families fall into Hochschild’s target demographic (full time employed with young children) relative to other family types and how does that vary by context? Note that although Hochschild’s sample included those with 4- and 5-year old children, the MTUS only has an “under age 4” cutoff. Table 2 indicates the male breadwinner and full time employed dual-earner couple type are the two most common couple employment arrangements in Spain, France, and the U.S (representing roughly 35% of all

family types respectively in each of the three countries) whereas in the U.K. and Netherlands, the neotraditional model is the most popular (roughly 40% of couples in the U.K. and about half of all families with young children in the Netherlands) followed by the male breadwinner (roughly a third of families in the U.K. and around 23-30% of all families in the Netherlands). The fulltime dual-earner model is much less common in the U.K. and Netherlands, representing only 18-19% of families with young children in the U.K. and 11-14% of families in the Netherlands.

[Table 1 about here]

Table 2 evaluates the “second shifts” by gender and country for our target population—full time dual-earner mothers and fathers with young children—and Table 4 shows the time use patterns for mothers and fathers in the other earning arrangements outlined in Table 2. Mothers in these family types have higher workloads than their male counterparts in all countries except the Netherlands. The largest gender gap also appears to be in the Netherlands where fathers do 63.85 hours/week of paid and unpaid work combined, relative to mothers who do 57.16 hours/week.

[Table 2 about here]

In each country, mothers get slightly more sleep than fathers, with the largest gender gap again appearing to be in the Netherlands (fathers get 52.72 hours/week compared with mothers who get 61.46 hours/week). Examining sleep in the context of freetime is important, however, given that mothers may simply prefer to (or need to) sleep rather than engage in leisure activities, whereas fathers may opt for more leisure. Indeed, fathers experience more freetime than mothers in each country and the gender gaps favoring men are typically much greater than the gaps in sleep. France stands out as the country with the largest gender gap in

freetime favoring fathers who have 30.77 hours/week compared with mothers who have 22.45 hours/week).

Beyond gender differences in workloads, we examine variations in workloads by country to highlight which countries have the longest and shortest “second shifts.” Among “second shift” mothers, Spanish mothers have the highest workloads (72.51 hours/week) and Dutch mothers have the lowest (57.16 hours/week). Similarly, Spanish fathers have the highest workloads (68.36 hours/week) and French fathers the lowest (55.45 hours/week). Further, both Dutch mothers and fathers enjoy the most free time (26.03 and 31.16 hours/week respectively) compared with similarly situated mothers and fathers in other countries, and French fathers and Dutch mothers sleep more than their same gender counterparts in the other countries.

Table 3 shows variations in work activities, sleep and free time when both parents do not work fulltime, but rather specialize (male breadwinner, neo traditional) or engage in less conventional earning arrangements (other). Note that paid work includes looking for a job/ seeking unemployment benefits, and activities done at home for pay, which is why some nonemployed mothers have small amounts of paid work time. The pattern that stands out in Table 3, when compared with Table 2, is that the totals of paid and unpaid work are larger for fathers when compared with mothers in both the Male Breadwinner and Neotraditional employment types, whereas workloads are larger for mothers the Full time Dual-Earner model (see Table 2) and the “other” employment status category shown in the bottom of Table 3. This pattern is consistent across all countries with two exceptions: Neotraditional parents in France and parents in the “other” employment status category in the Netherlands. French mothers in the neotraditional family type have somewhat higher workloads than their male counterparts and in the Netherlands, where the mechanism selecting couples into the other employment

status seems to be distinct from other countries, there is more equality in both workloads and freetime between mothers and fathers relative to other countries.

[Table 3 about here]

In an effort to standardize for demographic differences both within and between countries across the couple employment types of all parents (not just those with young children), we turn to OLS models in Tables 4 (mothers), 5 (fathers), and 6 (pooled). For example, the top panel of coefficients represents the marginal time allocated to paid work, housework, child care, adult care, adult care, free time, sleep and shopping for each country Spain, France, the U.K., or the Netherlands relative to the U.S. (the reference category for country). Holding all else equal, the country differences that stand out for mothers are in the areas of paid work, housework, freetime and sleep. Spanish and Dutch mothers both do about 5 hours less paid work per week than U.S. mothers, all else equal. Spanish and French mothers do significantly more housework (roughly six hours per week) than U.S. mothers and experience less leisure (-3.7 hours/week and -4.3 hours/week respectively). Spanish mothers also get about 1.5 hours less sleep than U.S. mothers whereas French mothers get about 1.7 hours/week more than U.S. mothers.

[Table 4 about here]

Other demographic differences are in line with expectations. Having very young children in the home as compared with older children (over age 4) reduces married mothers' time spent in paid work and freetime and increases child care time (by nearly 12 hours/week). Similarly, each additional child is associated with a reduction in paid work hours (about 4 hours/week), slight increases in housework and child care as well as modest declines in sleep and leisure.

Being less than college educated is associated with less time in market work, slightly less child care, and more time in housework, freetime, and sleep.

Table 5 parallels Table 4, but for married fathers. This table reveals that similar to Spanish mothers, Spanish fathers also work significantly less than U.S. fathers (about -4 hours/week). Fathers in the U.K. and Netherlands both do about an hour and a half more housework a week, when compared to U.S. fathers, whereas French fathers do about an hour/week less, all else equal. Fathers in France, the Netherlands, and the U.K. also do slightly less child care than U.S. fathers and Spanish and Dutch fathers get about an hour and a half less free time a week than the average U.S. father. Finally, French fathers get more almost two hours more sleep in a given week than U.S. fathers.

[Table 5 about here]

Consistent with the patterns observed for mothers in Table 5, the demographic variables are in the predicted directions for fathers. Having very young children in the home as compared with only having older children (over age 4) is associated with more child care time (almost 6 hours/week), less free time and less sleep (though effect sizes are small). In contrast to the findings for mothers, the presence of young children in the home is not significantly associated with fewer hours spent in paid work. Similarly, each additional child is associated with a very slight increase in housework and child care as well as very small declines in sleep and leisure. Fathers who have less than a secondary education do a bit less paid work, housework, and child care and get about two hours more sleep a week when compared with U.S. fathers.

Finally, both mothers and fathers in all the countries are pooled for the OLS regressions presented in Table 6. This table confirms the trends observed in Tables 2 and 3: mothers do significantly less paid work than fathers (about 19 fewer hours per week) and this deficit is

compensated by more time in the unpaid work of housework (12 more hours per week) and child and adult care (5 more hours per week combined). Further, mothers get about 3.6 fewer hours of free time and 1.6 hours more sleep per week when compared to fathers. Hence, while the “second shift” of unpaid care and housework is longer for mothers, it is compensated by a longer “first shift” of paid work among fathers.

[Table 6 about here]

Discussion

Our study examines workloads among married mothers and fathers with young children in four employment arrangements across five countries. Our focus is on the fulltime employed dual-earner parents because, as Hochschild (1989) points out, this is the group characterized by intense—and competing—work and family pressures. Considering the many nuances across the five distinct countries including variations in state support for child care, parental leave policies, the availability of flexible work hours, and the extent of high quality part-time employment jobs and benefits; one might anticipate subsequent variation in workloads and gender equality. Our results, however, reveal some pervasive gender inequities. In every context except the Netherlands, mothers have higher overall workloads than fathers when they have preschool children and are in a fulltime employed dual-earner couple. This holds true regardless of the magnitude of the workload (which does vary across context). Moreover, mothers experience much less leisure time (but slightly more sleep) in all contexts including the Netherlands.

The primary areas of variation that we observe across contexts include: (1) the size of the workloads and (2) the percent of mothers and fathers with young children who are part of fulltime employed dual-earner couple. The context where being in such an arrangement appears, on the surface, to be the most “advantageous” for mothers—or at least where they

are not spending more overall time in work activities—compared with fathers, is the Netherlands. Yet, the Netherlands also stands out as having the lowest percentage of married mothers with young children (14%) and married fathers with young children (11%) in the fulltime employed dual-earner category. The places where workloads are unequal in a way that burdens mothers are also the places where fulltime employed dual-earner families are more common (Spain, France, and the U.S.).

The exception of the Dutch context (where mothers have slightly lower workloads than fathers) on the one hand suggests that undue burden for mothers in families with intense demands (FT Dual Earner) is not inevitable. On the other hand, the Netherlands are a cautionary example because so few families opt for the full time dual earner model and even among those who do opt for it, the inequities in their paid work hours are large even though both partners are technically employed full time (28 hours/week for mothers compared with 45.63 hours/week for fathers). These sizeable gender differences in paid work hours suggest that the tradeoff for more favorable or manageable workloads for mothers may be in the form of doing less paid work or being relegated to a secondary earner even when both partners are full time employed. Spending less time in the labor market (while important when very young children are in the household) is likely to have long-term implications for career advancement and earnings (e.g. the “motherhood wage penalty”) and may be associated with Dutch mothers facing employment difficult choices or constraints in their ability to engage in meaningful and intellectually rewarding work.

Full time employment is also context-specific. In the U.S., for example, full time employment is defined as 35/hours per week and is a bifurcated category that includes both individuals who work 35-40 hours a week and those who work 70-80 hours a week. In some European countries, the threshold for full time employment is lower—an individual may be

considered full time employed if they are employed 30 hours/week. A further distinction between the U.S. and most European contexts (notably France) is the number of weeks per year that individuals typically work. Americans work more weeks per year, on average, and have (and use) much less paid vacation. Putting together that Americans have a higher bar for full time employment in terms of work hours per week and that they typically work more weeks per year, the U.S. workload estimates may be more conservative than those for the European countries, and thus second shift mothers especially burdened.

Finally, the MTUS does not allow us to separately examine families those under age 6, Hochschild's demographic. Thinking about parents with a 4- or 5-year old child, the U.S. again may stand out as unique, because in other countries, there are state supported schools for this age group, but in the U.S., this is not necessarily the case, with preschoolers in school for fewer hours and with the exception of the Head Start program, funded by parents. In most U.S. states, children formally enter kindergarten in their 6th year (between age 5 and 6), and for almost one-third of these children, even then, their state-supported schooling is "half-day" (about 3 hour per day) (Davis and Bauman 2011). Thus, if we were able to look at families in a way quite meaningful in a U.S. context (families with a child under age 6 rather than under age 4), parents', particularly mothers' child care hours would most likely be relatively higher than in these other countries.

Keeping in mind that the U.S. workload estimates of fulltime dual-earner parents may be more conservative than the European estimates, Spanish mothers and fathers stand out as those with the largest overall workloads (with the U.S. not far behind), and the French as having the lowest workloads of the five countries we examined. Further research should investigate whether those mothers in contexts with higher workloads feel a greater strain, or perhaps greater resentment (if any), doing more work than their male counterparts. Other

questions that our work generates include those of the work context such as, do unequal workloads seem less problematic in contexts where workloads are lower, such as France?

In addition to lower workloads, the French also appear to get the most sleep, an activity highlighted frequently in Hochschild's qualitative accounts of family well-being. Sleeping time, however, is a nebulous area of time use research that warrants further investigation. Parents, for example, may not report every time that they are interrupted in the night tending to their young children. An investigation of the number of episodes of sleep that mothers get relative to fathers may shed further light on this issue. Still, we have no sense of the quality of the sleep the respondents are experiencing. Further, respondents may report time in bed where they are not actually asleep—time when they are laying in bed trying to fall asleep, time when they are laying in bed resting, and even time engaging sexual activity (that is notoriously underreported in time diary data). Hence, "sleep" time may be more complex than the estimates suggest.

Finally, any study that investigates total workloads in an effort to make claims about the "second shift" and, more generally, the extent of gender inequities among married parents, must acknowledge the limitations of adequately measuring work and free time activities. Even though time diaries are the preferred method of measuring time use among social scientists, they are limited in what they can capture. First, the MTUS does not allow for a thorough investigation of simultaneous activities, or multitasking. Second, no time use methodologies are able to fully capture the time that parents spend mentally managing and organizing their daily activities—an activity more common among mothers (Lareau 2003). More specifically, time spent in care activities does not reflect all the mental energy that parents devote to their children, particularly in terms of planning and organizing their children's schedules.

The next steps in our analysis will be to explore implications of the “second shifts” in each of the five countries in terms of mothers’ and fathers’ well-being. We focus on variations in self-reported health and examine whether workloads are negatively associated with health holding demographic variations that are associated with workloads constant (e.g. age, level of education). Our purpose is to continue to not only shed light on the nuances of gender inequalities in the home, but how those inequalities translate into the lived experiences of mothers and fathers.

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Table 1. Couple Employment Type Distribution of Parents with Children Aged 4 and Under by Country and Gender

	Spain		France		UK		US		Netherlands	
	Fathers	Mothers	Fathers	Mothers	Fathers	Mothers	Fathers	Mothers	Fathers	Mothers
Male Breadwinner	0.28	0.35	0.34	0.34	0.33	0.31	0.39	0.35	0.30	0.23
Neotraditional	0.13	0.13	0.18	0.19	0.38	0.39	0.19	0.17	0.48	0.54
Dual Earner, Both FT	0.37	0.35	0.36	0.35	0.18	0.19	0.35	0.35	0.11	0.14
Other Employment Type	0.22	0.18	0.13	0.12	0.10	0.10	0.08	0.14	0.11	0.08
N	928	922	763	752	780	724	2166	2407	699	824

Table 2. Time Use Fulltime Employed Dual-Earner Parents with Children Aged 4 and Under by Country and Gender (hours/week)

	Spain			France			UK			US			Netherlands		
	Fathers	Mothers	Ratio - Fathers/ Mothers												
<u>Work activities</u>															
Paid work	48.21	38.40	1.3	42.26	27.26	1.6	44.80	34.02	1.3	43.80	37.71	1.2	45.63	28.32	1.6
Housework	6.75	14.45	0.5	6.82	16.67	0.4	7.21	13.31	0.5	7.34	11.95	0.6	6.75	11.16	0.6
Child Care	13.08	19.37	0.7	6.38	16.16	0.4	7.77	16.56	0.5	11.62	17.14	0.7	11.00	17.46	0.6
Adult Care	0.32	0.29	1.1	0.00	0.04	0.0	0.10	0.08	1.3	0.74	0.35	2.1	0.09	0.22	0.4
Total Paid & Unpaid Work	68.36	72.51	0.9	55.45	60.13	0.9	59.88	63.97	0.9	63.50	67.15	0.9	63.48	57.16	1.1
<u>Shopping & Services</u>															
	2.95	3.92	0.8	2.48	4.10	0.6	4.87	6.38	0.8	5.55	7.56	0.7	3.25	5.53	0.6
<u>Self-care</u>															
Sleep	55.63	56.09	1.0	58.41	60.99	1.0	57.20	57.24	1.0	56.51	56.97	1.0	52.72	61.46	0.9
Grooming	5.06	5.00	1.0	4.22	4.27	1.0	4.02	5.37	0.7	3.83	5.51	0.7	6.06	5.27	1.1
Eating	9.96	9.33	1.1	11.93	12.16	1.0	7.43	7.91	0.9	6.44	5.89	1.1	7.50	7.10	1.1
<u>Lesiure activities</u>															
Free Time	22.66	17.98	1.3	30.77	22.45	1.4	29.25	22.56	1.3	28.72	21.69	1.3	31.16	26.03	1.2
Volunteering, Religious	0.56	0.62	0.9	1.17	0.73	1.6	1.95	1.24	1.6	1.47	1.58	0.9	1.35	2.09	0.6
Education (not for leisure)	0.12	0.24	0.5	0.20	0.20	1.0	0.69	0.53	1.3	0.08	0.02	4.0	0.25	0.68	0.4
<u>Uncoded</u>															
	2.71	2.31	1.2	3.37	2.97	1.1	2.71	2.82	1.0	1.89	1.64	1.2	2.24	2.68	0.8
N	336	314		274	266		144	142		770	860		77	119	

Table 3. Time Use of Married Mothers and Fathers with Children Aged 4 and Under by Country and Employment Status (hours/week)

	Male Breadwinner Couple Employment Type									
	Spain		France		UK		US		Netherlands	
	Fathers	Mothers	Fathers	Mothers	Fathers	Mothers	Fathers	Mothers	Fathers	Mothers
Paid work	44.33	0.22	42.69	0.97	45.39	0.96	47.69	0.65	49.24	4.52
Housework	5.52	25.02	4.82	27.17	7.10	25.64	5.93	22.75	6.76	23.51
Child Care	9.21	29.19	4.57	20.46	6.12	23.93	8.40	27.39	8.30	22.05
Adult Care	0.12	0.85	0.00	0.03	0.03	0.17	0.39	0.76	0.57	0.89
Total Paid & Unpaid Work	59.18	55.29	52.08	48.62	58.64	50.70	62.41	51.54	64.87	50.96
Shopping & Services	3.35	5.88	2.60	4.84	4.50	8.17	5.84	8.03	3.57	6.58
Sleep	58.26	59.54	58.78	62.19	57.49	59.78	56.70	61.13	56.65	58.83
Grooming	5.54	5.36	4.62	4.66	4.68	4.28	4.07	4.17	6.19	6.04
Eating	11.27	11.57	12.50	12.94	8.30	8.44	7.36	7.13	8.83	10.59
Free Time	26.16	26.32	33.59	29.13	29.79	31.24	28.04	30.69	23.01	28.45
Volunteering, Religious	0.90	0.88	0.99	1.16	1.42	1.92	1.69	2.98	2.74	3.59
Education (not for leisure)	0.02	0.11	0.01	0.01	0.29	0.08	0.00	0.11	0.29	1.38
Uncoded	3.33	3.05	2.82	4.43	2.88	3.40	1.89	2.22	1.87	1.59
N	267	325	264	247	262	224	823	826	210	189

	NeoTraditional Couple Employment Type									
	Spain		France		UK		US		Netherlands	
	Fathers	Mothers	Fathers	Mothers	Fathers	Mothers	Fathers	Mothers	Fathers	Mothers
Paid work	50.04	25.63	44.91	27.37	46.03	20.65	48.50	20.08	44.32	15.90
Housework	6.06	18.04	6.13	17.69	8.27	18.99	6.26	16.74	8.12	16.55
Child Care	11.54	20.81	6.04	15.70	9.93	19.57	11.17	22.89	9.63	21.69
Adult Care	0.38	0.52	0.02	0.00	0.20	0.06	0.35	0.52	0.24	0.33
Total Paid & Unpaid Work	68.02	65.01	57.10	60.76	64.43	59.27	66.28	60.22	62.31	54.47
Shopping & Services	2.64	4.22	2.53	4.22	3.29	6.52	4.90	8.09	3.15	6.83
Sleep	53.91	57.67	57.81	59.96	56.47	58.08	55.97	58.28	55.52	58.21
Grooming	5.09	5.47	4.42	5.30	4.58	5.87	3.47	5.34	4.59	6.31
Eating	9.69	10.65	12.21	11.55	7.54	7.54	7.00	6.74	8.32	9.68
Free Time	25.08	21.12	29.67	22.01	27.56	25.69	26.61	25.47	28.62	26.40
Volunteering, Religious	1.00	0.99	1.08	0.90	1.37	1.65	1.70	2.22	2.01	2.70
Education (not for leisure)	0.03	0.59	0.00	0.00	0.01	0.39	0.01	0.00	0.89	0.77
Uncoded	2.54	2.28	3.18	3.31	2.75	2.99	2.05	1.63	2.59	2.62
N	124	115	141	151	299	285	402	402	335	446

	Other Couple Employment Type									
	Spain		France		UK		US		Netherlands	
	Fathers	Mothers	Fathers	Mothers	Fathers	Mothers	Fathers	Mothers	Fathers	Mothers
Paid work	7.90	18.74	11.70	10.13	12.22	10.53	18.06	21.33	31.13	12.22
Housework	11.23	22.85	6.96	22.42	11.31	21.47	11.05	16.65	10.30	21.97
Child Care	17.63	21.48	8.26	17.42	12.93	16.94	14.04	19.49	17.46	19.73
Adult Care	1.05	0.83	0.04	0.16	0.00	0.11	0.69	1.35	0.18	1.02
Total Paid & Unpaid Work	37.81	63.90	26.96	50.14	36.45	49.05	43.84	58.82	59.08	54.94
Shopping & Services	5.87	5.01	4.92	4.27	6.05	6.67	7.43	6.55	4.36	5.29
Sleep	59.49	57.72	64.52	63.74	61.06	62.16	61.93	59.45	53.16	58.63
Grooming	5.72	5.41	4.85	4.25	5.68	4.70	3.70	4.99	5.26	5.57
Eating	11.97	10.50	13.62	12.60	9.61	8.62	7.08	6.06	9.96	10.90
Free Time	42.10	22.45	45.51	28.60	42.67	31.68	40.73	28.21	28.07	26.17
Volunteering, Religious	1.56	1.01	3.59	0.89	4.22	1.72	1.30	1.89	4.66	3.30
Education (not for leisure)	0.25	0.00	0.00	0.00	0.24	1.15	0.04	0.01	0.73	0.10
Uncoded	3.22	2.00	4.04	3.51	2.03	2.24	1.95	2.02	2.73	3.09
N	201	168	84	88	75	73	171	319	77	70

Table 4. OLS Regressions of Partnered Mothers' Paid Work, Housework, Child Care, Adult Care, Freetime, Sleep, and Shopping by Country and Couple Employment Status

	Paid Work (1)	Housework (2)	Child Care (3)	Adult Care (4)	Freetime (5)	Sleep (6)	Shopping (7)							
Spain	-4.995*** (-7.50)	-6.496*** (-8.10)	5.932*** (18.59)	5.147*** (11.20)	-0.261 (-1.02)	-0.570 (-1.84)	0.0778 (0.60)	0.0979 (0.51)	-3.729*** (-9.51)	-2.542*** (-4.01)	-1.542*** (-5.86)	-1.578*** (-3.78)	-2.660*** (-13.34)	-3.203*** (-10.62)
France	-2.708*** (-4.13)	-3.039*** (-3.88)	5.562*** (18.17)	6.202*** (13.53)	-2.800*** (-12.86)	-1.122*** (-4.32)	-0.946*** (-13.11)	-0.802*** (-9.91)	-4.288*** (-10.75)	-5.049*** (-8.32)	1.737*** (6.76)	2.155*** (5.54)	-3.193*** (-16.76)	-3.196*** (-10.93)
UK	-0.960 (-1.36)	-1.173 (-1.43)	1.976*** (5.99)	1.793*** (3.85)	-1.264*** (-5.07)	-0.784* (-2.54)	-0.791*** (-10.59)	-0.711*** (-8.23)	-0.189 (-0.46)	0.656 (1.04)	-0.344 (-1.21)	0.0230 (0.14)	-1.223*** (-5.36)	-1.367*** (-3.86)
USA	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
Netherlands	-4.877*** (-7.68)	-5.059*** (-6.59)	0.358 (1.19)	1.172* (2.38)	-1.977*** (-8.81)	-1.878*** (-6.39)	-0.551*** (-6.86)	-0.510*** (-5.42)	0.515 (1.27)	1.299 (1.72)	-0.153 (-0.56)	0.229 (0.45)	-1.545*** (-7.01)	-2.309*** (-6.08)
Kids >4	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
Kids <=4	-6.734*** (-11.64)	-7.946*** (-8.95)	-1.119*** (-4.31)	0.252 (0.60)	11.58*** (45.35)	10.36*** (25.05)	-0.0568 (-0.85)	-0.214 (-1.67)	-4.668*** (-13.92)	-5.090*** (-9.67)	-0.673** (-2.91)	-0.758* (-2.05)	-0.505** (-2.84)	-0.586 (-1.94)
Number of Children	-3.718*** (-16.97)	-3.691*** (-16.82)	1.753*** (15.68)	1.787*** (15.93)	2.337*** (26.15)	2.362*** (26.41)	-0.0624* (-2.03)	-0.0635* (-2.06)	-1.789*** (-12.68)	-1.837*** (-12.98)	-0.593*** (-6.22)	-0.592*** (-6.15)	-0.139 (-1.86)	-0.145 (-1.93)
< Secondary Education	-10.33*** (-17.03)	-10.27*** (-16.91)	5.269*** (16.16)	5.155*** (15.82)	-2.464*** (-10.87)	-2.338*** (-10.33)	0.174 (1.93)	0.181* (2.04)	1.439*** (3.66)	1.368*** (3.47)	2.223*** (8.19)	2.203*** (8.05)	-0.579** (-2.91)	-0.607** (-3.05)
Secondary Education	-5.877*** (-11.83)	-5.829*** (-11.73)	3.126*** (13.36)	3.070*** (13.06)	-1.426*** (-8.14)	-1.345*** (-7.65)	0.278*** (3.83)	0.269*** (3.74)	0.755* (2.50)	0.782** (2.58)	1.040*** (5.22)	1.057*** (5.26)	-0.247 (-1.59)	-0.286 (-1.83)
> Secondary Education	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
Age	1.570*** (5.11)	1.487*** (4.79)	0.162 (1.13)	0.201 (1.40)	0.516*** (4.87)	0.407*** (3.86)	-0.00296 (-0.08)	0.00280 (0.07)	-0.786*** (-4.12)	-0.671*** (-3.48)	-0.378** (-3.03)	-0.382** (-3.03)	0.102 (1.07)	0.113 (1.19)
Age squared	-0.0225** (-5.88)	-0.0215** (-5.56)	0.00120 (0.67)	0.000772 (0.43)	-0.00814* (-6.28)	-0.00683** (-5.29)	0.000316 (0.64)	0.000258 (0.52)	0.00959** (4.02)	0.00821** (3.41)	0.00294 (1.90)	0.00301 (1.92)	-0.000192 (-0.76)	-0.00108 (-0.89)
Spain * Kids >4	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
Spain * Kids <=4	5.422*** (3.87)	-4.132*** (-6.25)		4.060*** (5.93)				-0.219 (-0.88)		-1.187 (-1.50)		0.524 (0.95)		-0.406 (-0.98)
France * Kids >4	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
France * Kids <=4	0.855 (0.62)	-2.671*** (-4.04)		-0.498 (-0.82)		0.488*** (3.63)		3.985*** (4.63)		0.391 (0.70)		0.0810 (0.20)		
UK * Kids >4	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
UK * Kids <=4	0.305 (0.21)	-0.882 (-1.24)		0.454 (0.62)		0.291* (2.10)		1.012 (1.20)		-0.566 (-0.95)		0.849 (1.68)		
USA * Kids >4	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
USA * Kids <=4	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
NET * Kids >4	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
NET * Kids <=4	0.285 (0.22)	-0.323 (-0.52)		2.433*** (4.07)		0.507** (3.28)		-0.310 (-0.39)		0.122 (0.22)		0.0847 (0.19)		
Male Breadwinner	11.09*** (38.94)	10.17*** (19.22)	5.466*** (23.49)	7.455*** (16.08)	0.494** (5.53)	0.775*** (4.27)	9.662*** (28.67)	1.13*** (18.06)	3.098*** (13.09)	3.747*** (8.65)	2.302*** (12.24)	1.981*** (5.21)		
NeoTraditional	4.056*** (15.42)	3.624*** (6.97)	2.636*** (13.18)	3.764*** (8.91)	0.162** (2.68)	0.0777 (0.66)	3.850*** (11.07)	5.081*** (7.52)	1.010*** (4.44)	1.298** (2.94)	1.128*** (6.14)	1.144** (2.89)		
Dual FT Earner	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
Other	3.580*** (10.96)	2.549*** (4.30)	1.643*** (7.40)	1.867*** (4.24)	0.443*** (4.17)	0.688** (2.91)	6.065*** (14.02)	5.569*** (7.04)	2.301*** (7.95)	2.385*** (4.44)	0.510* (2.39)	-0.237 (-0.57)		
Spain * MBW		3.293*** (4.16)		-1.995** (-2.96)		-0.0634 (-0.19)		-1.720 (-1.86)		-0.396 (-0.62)		1.052* (2.12)		
Spain * NeoTrad		2.223* (2.34)		-1.162 (-1.38)		0.268 (0.64)		-3.391** (-2.75)		-0.289 (-0.38)		0.320 (0.53)		
Spain * Dual FT		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		
Spain * Other		4.077*** (4.39)		-0.941 (-1.44)		-0.126 (-0.32)		-0.428 (-0.37)		0.0294 (0.04)		1.678** (2.91)		
France * MBW		0.690 (0.89)		-4.177*** (-6.82)		-0.696*** (-3.83)		-0.817 (-0.87)		-1.160 (-1.79)		-0.0393 (-0.08)		
France * NeoTrad		-0.809 (-1.00)		-3.459*** (-6.20)		-0.0318 (-0.28)		-2.036 (-1.90)		-0.999 (-1.52)		-0.668 (-1.31)		
France * Dual FT		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		
France * Other		0.954 (1.02)		-0.466 (-0.79)		-0.665** (-2.69)		2.033 (1.60)		-0.416 (-0.52)		0.785 (1.37)		
France * MBW		0.312 (0.33)		-1.883* (-2.34)		-0.490* (-2.47)		-3.051** (-2.88)		-1.525* (-2.05)		0.0800 (0.11)		
Spain * NeoTrad		1.155 (1.54)		-1.207* (-2.06)		-0.00109 (-0.01)		-2.949** (-3.04)		-0.426 (-0.65)		-0.649 (-1.19)		
Spain * Dual FT		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		
Spain * Other		0.988 (0.94)		-0.682 (-1.04)		-0.325 (-1.19)		2.073 (1.47)		0.841 (0.86)		0.907 (1.33)		
Spain * MBW		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		
Spain * NeoTrad		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		
Spain * Dual FT		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		
Spain * Other		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		
NET * MBW		-0.341 (-0.41)		-3.272*** (-5.17)		-0.537** (-2.74)		-3.834*** (-3.56)		-1.010 (-1.33)		0.834 (1.38)		
NET * NeoTrad		-0.781 (-1.07)		-1.197* (-2.21)		0.0054 (0.47)		-0.453 (-0.44)		-0.318 (-0.46)		0.885 (1.57)		
NET * Dual FT		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		
NET * Other		-0.900 (-0.97)		1.085 (1.73)		-0.463 (-1.61)		-0.377 (-0.28)		-1.010 (-1.13)		1.246 (1.77)		
_cons	10.60 (1.78)	12.58* (2.09)	0.690 (0.25)	-0.192 (-0.67)	-3.990 (-1.93)	-2.179 (-1.05)	0.328 (0.47)	0.161 (0.23)	45.23*** (12.26)	42.66*** (11.40)	68.30*** (28.05)	68.15*** (27.73)	5.219** (2.88)	5.266** (2.89)
N	20325	20325	20325	20325	20325	20325	20325	20325	20325	20325	20325	20325	20325	20325

Note: t statistics in parentheses; *p<0.05, **p<0.01, ***p<0.001

Table 5. OLS Regressions of Partnered Fathers' Paid Work, Housework, Child Care, Adult Care, Freetime, Sleep, and Shopping by Country and Couple Employment Status

	Paid Work (1)	(2)	Housework (3)	(4)	Child Care (5)	(6)	Adult Care (7)	(8)	Free Time (9)	(10)	Sleep (11)	(12)	Shopping (13)	(14)
Spain	-4.162*** (-4.94)	-3.524*** (-3.50)	-0.282 (-1.14)	0.050 (0.13)	0.116 (0.52)	-1.042*** (-3.37)	-0.0924 (-0.93)	-0.369** (-2.75)	-1.623*** (-3.42)	-1.696* (-2.27)	-0.264 (-0.86)	-0.265 (-0.54)	-2.391*** (-12.30)	-2.748*** (-9.67)
France	-2.821*** (-3.51)	-1.969* (-2.08)	-1.252*** (-5.46)	-1.207*** (-3.55)	-2.671*** (-15.65)	-2.147*** (-9.01)	-0.755*** (-11.74)	-0.871*** (-7.95)	1.048* (2.07)	-0.451 (-0.57)	1.954*** (6.53)	1.888*** (4.23)	-2.539*** (-14.32)	-2.914*** (-10.63)
UK	-1.182 (-1.38)	-0.944 (-0.95)	1.468*** (5.46)	1.692*** (3.96)	-1.089** (-5.40)	-1.554*** (-5.99)	-0.621*** (-8.42)	-0.758*** (-6.58)	0.588 (1.16)	0.679 (0.84)	-0.389 (-0.92)	0.0206 (0.04)	-1.292*** (-6.45)	-1.420*** (-4.41)
USA	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
Netherlands	-0.564 (-0.69)	-0.760 (-0.78)	1.323*** (4.93)	1.518*** (3.04)	-1.364*** (-7.03)	-2.179*** (-8.04)	-0.445*** (-6.24)	-0.797*** (-7.32)	-1.874*** (-3.72)	0.435 (0.44)	-0.955** (-3.16)	0.0862 (0.15)	-1.698*** (-8.51)	-1.249*** (-3.27)
Kids >4	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
Kids <=4	-0.441 (-0.63)	0.278 (0.26)	-0.247 (-1.19)	-0.209 (-0.63)	5.728*** (28.71)	5.270*** (15.54)	-0.0927 (-1.40)	-0.136 (-1.14)	-2.869*** (-7.03)	-2.386*** (-3.78)	-0.927*** (-3.56)	0.688 (1.61)	-0.110 (-0.64)	-0.00764 (-0.03)
Number of Children	-0.0477 (-0.17)	-0.0472 (-0.17)	0.381*** (4.17)	0.370*** (4.04)	1.242*** (16.45)	1.260*** (16.61)	-0.0516* (-2.02)	-0.0532* (-2.05)	-1.453*** (-8.76)	-1.461*** (-8.76)	-0.209* (-2.02)	-0.196 (-1.88)	-0.0927 (-1.36)	-0.0828 (-1.20)
< Secondary Education	-2.765*** (-3.39)	-2.769*** (-3.40)	-0.784** (-3.11)	-0.743** (-2.96)	-1.865*** (-9.45)	-1.805*** (-9.17)	0.0678 (0.87)	0.0824 (1.05)	0.502 (1.05)	0.396 (0.83)	2.191*** (7.09)	2.163*** (6.99)	-0.797*** (-4.30)	-0.791*** (-4.31)
Secondary Education	-0.200 (-0.32)	-0.214 (-0.34)	-0.192 (-1.03)	-0.202 (-1.08)	-1.261*** (-8.91)	-1.275*** (-9.04)	0.0966 (1.55)	0.0810 (1.31)	0.659 (1.78)	0.640 (1.73)	0.937*** (4.20)	0.943*** (4.21)	-0.636*** (-4.45)	-0.639*** (-4.45)
> Secondary Education	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
Age	0.368 (0.92)	0.362 (0.90)	0.223 (1.89)	0.233* (1.97)	0.532*** (5.26)	0.453*** (4.48)	0.00230 (0.06)	0.00216 (0.05)	-0.0467 (-0.20)	0.0197 (0.08)	-0.516*** (-3.31)	-0.511** (-3.26)	0.0406 (0.43)	0.0482 (0.51)
Age squared	-0.00504 (-1.02)	-0.00499 (-1.01)	-0.00216 (-1.48)	-0.00228 (-1.56)	-0.00681* (-5.56)	-0.00589* (-4.82)	0.0000394 (0.08)	0.0000354 (0.07)	0.00123 (0.42)	0.000600 (0.20)	0.00461* (2.42)	0.00461* (2.41)	-0.000555 (-0.48)	-0.000623 (-0.54)
Spain * Kids >4	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
Spain * Kids <=4	-1.964 (-1.09)	0.0269 (0.05)	3.156*** (5.58)	-0.213 (-1.13)	-2.389** (-3.13)	-0.135 (-0.21)	-0.0219 (-0.05)							
France * Kids >4	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
France * Kids <=4	-2.988 (-1.72)	0.486 (0.98)	-1.931*** (-4.32)	0.217* (2.04)	2.661* (2.44)	-0.524 (-0.82)	-0.407 (-1.09)							
UK * Kids >4	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
UK * Kids <=4	-0.593 (-0.32)	-0.139 (-0.25)	-0.245 (-0.46)	0.124 (0.93)	-0.498 (-0.47)	0.0845 (0.13)	0.219 (0.50)							
USA * Kids >4	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
USA * Kids <=4	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
NET * Kids >4	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
NET * Kids <=4	1.075 (0.60)	-0.619 (-1.12)	1.516** (2.85)	0.173 (1.27)	-0.761 (-0.73)	-0.760 (-1.14)	-0.475 (-1.13)							
Male Breadwinner	-1.433*** (-7.08)	-1.194*** (-3.37)	-1.331*** (-7.76)	-1.658*** (-4.79)	-0.0384 (-0.62)	-0.304* (-2.50)	0.374 (0.90)	0.127 (0.18)	0.708** (2.73)	0.765 (1.64)	0.0189 (0.11)	-0.113 (-0.34)		
NeoTraditional	-0.771*** (-3.58)	-0.611 (-1.45)	0.102 (0.60)	0.161 (0.42)	0.0158 (0.27)	-0.0887 (-0.59)	0.207 (0.49)	-0.621 (-0.84)	-0.0873 (-0.35)	-0.0711 (-0.15)	-0.510** (-3.27)	-0.665* (-1.99)		
Dual FT Earner	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
Other	4.099*** (11.83)	4.484*** (6.10)	2.616*** (9.66)	2.214*** (4.00)	0.548*** (4.41)	0.327 (1.41)	15.53*** (26.06)	15.89*** (12.83)	5.072*** (13.57)	5.524*** (6.75)	2.425*** (9.39)	1.532*** (2.62)		
Spain * MBW	-1.192* (-2.24)	0.363 (0.72)	0.344 (1.80)	0.522 (0.48)	0.312 (0.43)	0.284 (0.62)								
Spain * NeoTrad	-1.269 (-1.87)	-0.132 (-0.20)	0.390 (1.49)	-0.719 (-0.52)	-0.653 (-0.76)	-0.0397 (-0.09)								
Spain * Dual FT	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
Spain * Other	0.345 (0.36)	0.828 (1.07)	1.011* (2.43)	3.651* (2.28)	-0.0423 (-0.04)	1.831* (2.48)								
France * MBW	-0.486 (-0.95)	0.684 (1.67)	0.296* (2.35)	1.998 (1.65)	0.334 (0.46)	0.446 (1.07)								
France * NeoTrad	0.577 (0.96)	-0.718 (-1.59)	0.0800 (0.52)	1.797 (1.39)	0.00960 (0.01)	0.895* (2.05)								
France * Dual FT	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
France * Other	-1.350 (-1.35)	-1.099 (-1.56)	-0.325 (-1.40)	0.109 (0.06)	1.224 (1.05)	2.047** (2.68)								
France * MBW	-0.176 (-0.27)	0.822 (1.67)	0.488* (2.46)	-0.0456 (-0.33)	-0.261 (-0.36)	0.190 (0.36)								
Spain * NeoTrad	0.00287 (0.00)	0.605 (1.28)	0.0910 (0.56)	0.399 (0.35)	-0.504 (-0.71)	0.101 (0.22)								
Spain * Dual FT	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
Spain * Other	-1.680 (-1.47)	0.653 (0.74)	-0.336 (-1.36)	0.974 (0.50)	-0.720 (-0.59)	0.363 (0.44)								
Spain * MBW	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
Spain * NeoTrad	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
Spain * Dual FT	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
Spain * Other	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
NET * MBW	0.615 (0.86)	0.759 (1.59)	0.666*** (4.13)	-2.599 (-1.91)	-1.360 (-1.66)	-0.443 (-0.80)								
NET * NeoTrad	-0.423 (-0.64)	-0.0982 (-0.21)	0.243 (1.55)	0.204 (0.16)	-0.108 (-0.14)	-0.399 (-0.80)								
NET * Dual FT	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
NET * Other	-0.442 (-0.37)	2.172* (2.55)	0.537 (1.45)	-13.76*** (-7.22)	-4.530*** (-3.72)	-0.0534 (-0.07)								
cons	38.10*** (4.86)	37.97*** (4.82)	1.715 (0.75)	1.383 (0.60)	-6.907*** (-3.45)	-4.993* (-2.50)	0.588 (0.79)	0.737 (0.95)	33.30*** (7.13)	31.71*** (6.75)	69.31*** (22.44)	68.94*** (22.07)	5.346** (2.86)	5.250** (2.77)
N	18050	18050	18050	18050	18050	18050	18050	18050	18050	18050	18050	18050	18050	18050

Note: t statistics in parentheses; * p<0.05, **p<0.01, ***p<0.001

Table 6. OLS Regressions of Paid Work, Housework, Child care, Adult Care

	(1) Paid Work	(2)	(3) Housework	(4)	(5) Child Care	(6)	(7)	(8) Adult Care	(9)	(10) Free Time	(11) Sleep	(12)	(13)	(14) Shopping & Services
Fathers	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
Mothers	-19.14*** (-55.17)	-15.85*** (-23.20)	12.17*** (89.44)	5.140*** (17.70)	4.868*** (45.90)	0.864*** (3.95)	0.175*** (4.49)	0.0633 (0.68)	-3.647*** (-17.58)	-4.136*** (-9.01)	1.666*** (12.70)	1.346*** (4.50)	2.299*** (24.51)	1.844*** (8.17)
Spain	-4.573*** (-8.54)	-4.494*** (-5.38)	3.192*** (14.82)	-0.355 (1.43)	0.267 (1.50)	0.464* (2.10)	0.0102 (0.12)	-0.111 (-1.13)	-2.196*** (-7.01)	-1.633*** (-3.49)	-0.795*** (-3.95)	-0.354 (-1.17)	-2.436*** (-17.38)	-2.436*** (-12.57)
France	-2.729*** (-5.25)	-2.296** (-2.90)	2.175*** (10.80)	-1.675*** (-7.25)	-2.560*** (-17.65)	-2.504*** (-14.53)	-0.854*** (-17.54)	-0.782*** (-12.66)	-1.511*** (-4.62)	0.973 (1.95)	1.877*** (9.49)	1.894*** (6.42)	-2.862*** (-21.86)	-2.601*** (-14.80)
UK	-1.088 (-1.95)	-0.411 (-0.49)	1.646*** (7.54)	0.826** (3.09)	-1.081*** (-6.44)	-0.894*** (-4.46)	-0.709*** (-13.41)	-0.642*** (-9.06)	0.201 (0.60)	0.377 (0.77)	-0.320 (-1.51)	-0.350 (-1.15)	-1.281*** (-8.44)	-1.337*** (-6.78)
USA	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
Netherlands	-2.976*** (-5.76)	-0.458 (4.43)	0.689** (3.29)	1.191*** (4.43)	-1.599*** (-10.30)	-1.176*** (-6.06)	-0.496*** (-9.26)	-0.458*** (-6.50)	-0.364 (-1.13)	-1.953*** (-3.91)	-0.458* (-2.26)	-1.022*** (-3.41)	-1.573*** (-10.47)	-1.730*** (-8.69)
Kids >4	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
Kids <=4	-3.311*** (-7.19)	0.375 (0.58)	-0.845*** (-4.90)	0.0745 (0.37)	8.398*** (50.50)	4.719*** (24.80)	-0.0760 (-1.62)	-0.0143 (-0.24)	-3.706*** (-13.73)	-2.950*** (-7.92)	-0.793*** (-4.53)	-0.742** (-3.12)	-0.297* (-2.40)	0.0481 (0.31)
Number of Children	-1.849*** (-10.33)	-1.793*** (-10.02)	0.966*** (12.96)	0.988*** (13.62)	1.899*** (31.47)	1.824*** (31.20)	-0.0640** (-3.17)	-0.0626** (-3.11)	-1.598*** (-14.42)	-1.601*** (-14.70)	-0.394*** (-5.61)	-0.400*** (-5.70)	-0.128* (-2.55)	-0.126* (-2.51)
<Secondary Education	-6.481*** (-12.72)	-6.674*** (-13.10)	2.701*** (12.46)	2.291*** (10.94)	-2.208*** (-14.01)	-2.191*** (-14.50)	0.140* (2.34)	0.124* (2.07)	1.356*** (4.31)	0.960** (3.10)	2.307*** (11.21)	2.207*** (10.73)	-0.562*** (-4.14)	-0.678*** (-5.02)
Secondary Education	-3.082*** (-7.73)	-3.124*** (-7.84)	1.710*** (10.98)	1.496*** (9.94)	-1.365*** (-11.62)	-1.382*** (-12.23)	0.204*** (4.26)	0.191*** (3.99)	1.021*** (4.22)	0.697** (2.92)	1.068*** (7.15)	0.992*** (6.64)	-0.351*** (-3.32)	-0.434*** (-4.11)
>Secondary Education	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
Age	1.064*** (4.23)	0.887*** (3.52)	0.314** (3.27)	0.264** (2.82)	0.338*** (4.42)	0.503*** (6.84)	0.00693 (0.26)	0.00373 (0.14)	-0.437** (-2.84)	-0.449** (-2.96)	-0.454*** (-4.59)	-0.449*** (-4.53)	0.0928 (1.40)	0.0797 (1.20)
Age squared	-0.0147*** (-4.72)	-0.0126** (-4.03)	-0.00218 (-1.81)	-0.00143 (-1.23)	-0.00540* (-5.80)	-0.00728* (-8.14)	0.0000858 (0.25)	0.000129 (0.37)	0.00558** (2.92)	0.00583** (3.09)	0.00386** (3.16)	0.00382** (3.14)	-0.00102 (-1.23)	-0.000834 (-1.01)
Mothers*Spain	-0.0896 (-0.08)		6.259*** (15.55)		-1.015** (-3.01)		0.199 (1.23)		-2.038*** (-3.38)		-1.096** (-2.76)		-0.195 (-0.71)	
Mothers*France	-0.777 (-0.77)		7.531*** (20.06)		-0.400 (-1.47)		-0.148 (-1.72)		-5.137*** (-8.23)		-0.100 (-0.26)		-0.554* (-2.17)	
Mothers*UK	-1.259 (-1.19)		1.742*** (4.29)		-0.520 (-1.68)		-0.135 (-1.43)		-0.316 (-0.51)		0.0625 (0.16)		0.145 (0.49)	
Mothers*USA	0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)	
Mothers*Netherlands	-4.559*** (-4.45)		-0.726 (-1.83)		-1.054*** (-3.59)		-0.0738 (-0.74)		2.623*** (4.15)		0.959* (2.41)		0.227 (0.77)	
Fathers*Kids >4	0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)	
Fathers*Kids <=4	0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)	
Mothers*Kids >4	0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)	
Mothers*Kids <=4	-7.709*** (-10.03)		-1.717*** (-5.99)		7.842*** (27.47)		-0.123 (-1.56)		-1.595*** (-3.57)		-0.113 (-0.39)		-0.720*** (-3.48)	
MBW		4.949*** (26.70)	-2.066*** (-10.19)	1.901*** (12.55)	-1.493*** (-8.80)	0.230*** (4.27)	-0.0486 (-0.80)	4.829*** (17.63)	0.444 (1.08)	1.846*** (10.48)	0.791** (3.07)	1.133*** (8.95)	0.00526 (0.03)	
NeoTrad		1.780*** (10.28)	-1.198*** (-5.55)	1.357*** (10.08)	-0.0486 (-0.29)	0.0933* (2.22)	0.00769 (0.13)	2.035*** (7.43)	0.361 (0.87)	0.464** (2.74)	-0.0199 (-0.08)	0.316** (2.62)	-0.525*** (-3.39)	
Dual FT	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)	0 (.)
Other		3.440*** (14.06)	3.260*** (9.35)	1.704*** (9.70)	2.620*** (9.74)	0.482*** (5.89)	0.527*** (4.25)	9.957*** (26.92)	15.50*** (26.21)	3.459*** (14.91)	5.117*** (13.77)	1.288*** (7.75)	2.390*** (9.35)	
Fathers*MBW		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)	0 (.)	
Fathers*NeoTrad		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)	0 (.)	
Fathers*Dual FT		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)	0 (.)	
Fathers*Other		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)	0 (.)	
Mothers*MBW		14.08*** (41.27)		7.085*** (25.26)		0.563*** (5.48)		9.168*** (17.56)		2.230*** (6.53)		2.333*** (9.45)		
Mothers*NeoTrad		5.958*** (17.80)		2.812*** (11.00)		0.172* (2.12)		3.350*** (6.25)		0.966** (2.89)		1.689*** (7.13)		
Mothers*Dual FT		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)		0 (.)	0 (.)	
Mothers*Other		1.227** (2.58)		-1.105** (-3.21)		-0.0506 (-0.31)		-9.427*** (-12.95)		-2.843*** (-6.07)		-1.821*** (-5.54)		
Constant	31.62*** (6.44)	33.49*** (6.82)	-7.030*** (-3.80)	-2.639 (-1.47)	-4.065** (-2.69)	-5.374*** (-3.70)	0.228 (0.45)	0.346 (0.68)	41.33*** (13.85)	41.92*** (14.18)	68.04*** (34.92)	68.11*** (34.94)	3.688** (2.85)	4.186** (3.22)
Observations	38375	38375	38375	38375	38375	38375	38375	38375	38375	38375	38375	38375	38375	38375

Note: t statistics in parentheses; * p<0.05, **p<0.01, ***p<0.001

Appendix Table 1. Time Use of Parents with Children Age 4 or Under by Country and Couple Employment Status (hours/week)

	Spain			France			UK			US			Netherlands		
	Fathers	Mothers	Ratio -	Fathers	Mothers	Ratio -									
			Fathers/ Mothers			Fathers/ Mothers			Fathers/ Mothers			Fathers/ Mothers			
Paid work	38.60	19.99	1.9	39.05	16.30	2.4	42.09	16.14	2.6	44.16	19.70	2.2	44.49	14.77	3.0
Housework	7.30	20.09	0.4	6.04	21.12	0.3	8.01	20.19	0.4	6.88	17.13	0.4	7.80	17.83	0.4
Child Care	12.80	23.34	0.5	5.95	17.68	0.3	8.59	20.06	0.4	10.48	21.97	0.5	10.25	20.99	0.5
Adult Care	0.43	0.61	0.7	0.01	0.04	0.3	0.10	0.10	1.0	0.53	0.66	0.8	0.31	0.50	0.6
Total Paid & Unpaid Work	59.12	64.03	0.9	51.04	55.15	0.9	58.79	56.49	1.0	62.06	59.46	1.0	62.85	54.10	1.2
Shopping & Services	3.65	4.84	0.8	2.83	4.40	0.6	4.27	7.02	0.6	5.69	7.67	0.7	3.42	6.46	0.5
Sleep	56.97	57.78	1.0	59.19	61.53	1.0	57.42	58.86	1.0	56.91	58.97	1.0	55.29	58.86	0.9
Grooming	5.34	5.26	1.0	4.47	4.60	1.0	4.63	5.16	0.9	3.85	4.95	0.8	5.30	6.04	0.9
Eating	10.72	10.48	1.0	12.38	12.36	1.0	7.99	8.00	1.0	6.95	6.48	1.1	8.56	9.62	0.9
Free Time	28.19	22.08	1.3	33.37	25.37	1.3	30.17	27.41	1.1	29.00	26.32	1.1	27.15	26.80	1.0
Volunteering, Religious	0.93	0.83	1.1	1.39	0.93	1.5	1.79	1.66	1.1	1.59	2.21	0.7	2.45	2.87	0.9
Education (not for leisure)	0.11	0.19	0.6	0.08	0.08	1.0	0.25	0.40	0.6	0.03	0.04	0.8	0.62	0.84	0.7
Uncoded	2.97	2.51	1.2	3.23	3.59	0.9	2.71	3.01	0.9	1.93	1.89	1.0	2.35	2.43	1.0
N	928	922		763	752		780	724		2166	2407		699	824	