

Bünning, Mareike; Hipp, Lena

**Article — Published Version**

## How can we become more equal? Public policies and parents' work-family preferences in Germany

Journal of European Social Policy

**Provided in Cooperation with:**  
WZB Berlin Social Science Center

*Suggested Citation:* Bünning, Mareike; Hipp, Lena (2022) : How can we become more equal? Public policies and parents' work-family preferences in Germany, Journal of European Social Policy, ISSN 1461-7269, Sage, London, Vol. 32, Iss. 2, pp. 182-196,  
<https://doi.org/10.1177/09589287211035701>

This Version is available at:  
<https://hdl.handle.net/10419/235702>

**Standard-Nutzungsbedingungen:**

Die Dokumente auf EconStor dürfen zu eigenen wissenschaftlichen Zwecken und zum Privatgebrauch gespeichert und kopiert werden.

Sie dürfen die Dokumente nicht für öffentliche oder kommerzielle Zwecke vervielfältigen, öffentlich ausstellen, öffentlich zugänglich machen, vertreiben oder anderweitig nutzen.

Sofern die Verfasser die Dokumente unter Open-Content-Lizenzen (insbesondere CC-Lizenzen) zur Verfügung gestellt haben sollten, gelten abweichend von diesen Nutzungsbedingungen die in der dort genannten Lizenz gewährten Nutzungsrechte.

**Terms of use:**

*Documents in EconStor may be saved and copied for your personal and scholarly purposes.*

*You are not to copy documents for public or commercial purposes, to exhibit the documents publicly, to make them publicly available on the internet, or to distribute or otherwise use the documents in public.*

*If the documents have been made available under an Open Content Licence (especially Creative Commons Licences), you may exercise further usage rights as specified in the indicated licence.*



<https://creativecommons.org/licenses/by/4.0/>

**Table A1 Overview of study variables: Proportions/means and standard deviations (unweighted)**

	Mothers		Fathers	
	Mean/ Proportion	SD	Mean/ Proportion	SD
Actual working hours	29.66	13.87	41.59	11.73
Preferred working hours				
Status quo	25.35	8.48	33.92	8.51
Right to return to full-time position	25.66	8.60	33.30	8.46
High-quality affordable childcare	26.44	8.53	34.11	8.52
Length of leave taken <sup>a</sup>				
0-2 months	14.49	35.23	81.15	39.14
3-11 months	14.14	34.87	12.39	32.98
12+ months	71.38	45.24	6.46	24.60
Preferred length (status quo) <sup>a</sup>				
0-2 months	7.85	26.92	47.47	49.98
3-11 months	11.69	32.16	35.78	47.98
12+ months	80.45	39.69	16.75	37.38
Preferred length (w/ 4 partner months) <sup>a</sup>				
0-2 months	5.58	22.98	29.67	45.72
3-11 months	28.10	44.99	61.61	48.68
12+ months	66.32	47.30	8.73	28.25
Employment category				
Not employed	7.53	26.41	2.90	16.78
Part-time (<35h)	49.83	50.03	11.94	32.44
Full-time	30.24	45.96	44.38	49.71
Long full-time (>=45h)	12.40	32.98	40.79	49.17
Educational levels				
Neither tertiary	25.84	43.80	25.96	43.86
Only partner tertiary	12.63	33.24	13.21	33.88
Only self tertiary	13.09	33.75	12.40	32.98
Both tertiary	48.44	50.00	48.44	50.00
East Germany				
No	78.56	41.06	78.79	40.90
Yes	21.44	41.06	21.21	40.90
Age in yrs.	41.82	5.43	44.49	6.14
Married				
No	6.60	24.85	6.60	24.85
Yes	93.40	24.85	93.40	24.85
# of children				
1	21.21	40.90	21.21	40.90
2	52.26	49.98	52.03	49.99
3	26.54	44.18	26.77	44.30
Age youngest child in yrs.	6.23	3.35	6.22	3.35
Self-employed/in education				
No	89.92	30.13	91.19	28.36
Yes	10.08	30.13	8.81	28.36
Gender role attitudes <sup>b</sup>	0.10	1.04	-0.09	0.94

<i>N</i>	863	863
----------	-----	-----

---

<sup>a</sup> Descriptive statistics for the ideal and the actual duration of parental leave are only based on the 575 men and women with complete data whose youngest child was born after 2007.

<sup>b</sup> Factor score of two items (“When jobs are scarce, men should have more right to a job than women”, “Men are more suitable for certain jobs, women for others”); higher values indicate more egalitarian attitudes.

**Table A2: Weighted descriptive statistics of mothers' actual and preferred working hours and leave durations by level of education**

	Neither tertiary		Partner tertiary		Self tertiary		Both tertiary	
	Mean/ Proportion	SD	Mean/ Proportion	SD	Mean/ Proportion	SD	Mean/ Proportion	SD
Actual working hours	24.64	13.90	18.91	14.84	29.30	15.34	28.25	14.00
Preferred working hours	ref.		ref.		ref.		ref.	
Status quo	22.17	8.92	23.35	7.05	26.66	7.95	25.51	9.09
Right to return to full-time position	22.83	9.30	24.19	7.03	26.70	8.01	25.75	9.09
High-quality affordable childcare	23.93	9.16	23.79	7.16	27.77	7.75	26.36	8.87
Length of leave taken	ref.		ref.		ref.		ref.	
0-2 months	6.70	25.09	35.59	48.26	9.55	29.58	10.64	30.89
3-11 months	6.63	24.97	4.68	21.29	11.14	31.67	22.26	41.67
12+ months	86.66	34.11	59.73	49.43	79.31	40.77	67.10	47.07
Preferred length (status quo)	ref.		ref.		ref.		ref.	
0-2 months	2.51	15.71	18.92	39.48	7.83	27.04	6.08	23.94
3-11 months	3.17	17.59	4.13	20.05	11.12	31.65	19.15	39.42
12+ months	94.31	23.24	76.95	42.45	81.05	39.45	74.77	43.51
Preferred length (w/ 4 partner months)	ref.		ref.		ref.		ref.	
0-2 months	3.72	18.98	0.91	9.55	3.45	18.37	3.03	17.18
3-11 months	13.37	34.16	29.54	45.99	25.24	43.73	34.11	47.49
12+ months	82.91	37.77	69.55	46.38	71.31	45.53	62.86	48.40
<i>N</i>	223		109		113		418	

**Table A3: Weighted descriptive statistics of fathers' actual and preferred working hours and leave durations by level of education**

	Neither tertiary		Partner tertiary		Self tertiary		Both tertiary	
	Mean/ Proportion	SD	Mean/ Proportion	SD	Mean/ Proportion	SD	Mean/ Proportion	SD
Actual working hours	42.10	9.48	41.16	9.56	44.57	7.52	44.10	9.10
Preferred working hours	ref.		ref.		ref.		ref.	
Status quo	34.95	6.50	34.38	6.29	36.05	5.92	34.41	8.20
Right to return to full-time position	34.41	6.68	32.17	6.78	36.09	5.83	33.21	8.07
High-quality affordable childcare	35.17	6.25	34.12	6.64	36.43	5.83	34.54	8.23
Length of leave taken	ref.		ref.		ref.		ref.	
0-2 months	89.06	31.32	72.33	45.03	95.33	21.26	76.95	42.19
3-11 months	8.86	28.51	23.69	42.80	3.36	18.16	17.20	37.81
12+ months	2.08	14.33	3.98	19.68	1.31	11.45	5.85	23.51
Preferred length (status quo)	ref.		ref.		ref.		ref.	
0-2 months	44.30	49.85	40.92	49.49	73.31	44.58	50.56	50.08
3-11 months	31.64	46.67	48.86	50.31	17.98	38.70	37.24	48.43
12+ months	24.06	42.89	10.22	30.49	8.71	28.41	12.20	32.78
Preferred length (w/ 4 partner months)	ref.		ref.		ref.		ref.	
0-2 months	33.68	47.43	28.25	45.32	51.90	50.35	30.40	46.08
3-11 months	59.24	49.31	66.46	47.52	45.21	50.16	62.18	48.58
12+ months	7.08	25.73	5.29	22.54	2.89	16.89	7.42	26.26
<i>N</i>	224		114		107		418	

**Table A4: Multivariable regression on preferred working hours if there were a right to return to full-time employment after working reduced hours**

	Fathers	Fathers	Mothers	Mothers
Reform: Return to full-time	-1.00**	-0.78**	0.59**	0.26
Employment category				
Not employed	-14.03**	-15.65**	-2.42	-3.41
Part-time (<35 hours)	-5.49**	-6.16**	-2.49+	-2.62+
Long full-time (45+ hours)	2.26**	2.16**	0.26	0.33
Reform*employment category				
Reform*not employed		3.24*		1.97**
Reform*part-time		1.34**		0.28
Reform*long full-time		0.19		-0.13
Partner's employment category				
Partner not employed	-0.31	-0.31	4.90+	4.90+
Partner part-time	1.11	1.11	-0.86	-0.86
Partner long full-time	-1.00	-1.00	-0.95	-0.95
Educational levels				
Only partner has tert. degree	-0.28	0.56	-0.05	0.02
Only resp. has tert. degree	0.85	0.51	1.93	2.22+
Both have tertiary degrees	-0.42	-0.10	1.69	1.87+
Reform*educational levels				
Reform*Partner tertiary		-1.68+		-0.14
Reform*Resp. tertiary		0.68+		-0.59+
Reform*Both tertiary		-0.65+		-0.36
Age	-0.12*	-0.12*	0.01	0.01
Married	-1.32	-1.32	-2.13*	-2.13*
# of children				
2 Children	0.73	0.73	-1.25	-1.25
3 Children	1.02	1.02	-2.11	-2.11
Age of the youngest child	0.23*	0.23*	0.16	0.16
Lives in eastern Germany	0.98	0.98	8.66**	8.66**
Self-employed/in education	2.66+	2.66+	2.26+	2.26+
Egalitarian gender role attitudes	-0.73*	-0.73*	1.28*	1.28*
Constant	38.07**	37.95**	24.87**	25.03**

+  $p < 0.1$ , \*  $p < 0.05$ , \*\*  $p < 0.01$

N = 863

**Table A5: Multivariable regression on preferred working hours if there were high-quality, affordable childcare for all children**

	Fathers	Fathers	Mothers	Mothers
Reform: High-quality childcare	0.11	0.14	1.23**	2.11*
Employment category				
Not employed	-14.92**	-15.59**	-4.00*	-3.52+
Part-time (<35 hours)	-5.63**	-6.08**	-2.85*	-2.69*
Long full-time (45+ hours)	2.17**	2.17**	-0.12	0.25
Reform*employment category				
Reform*not employed		1.33		-0.97
Reform*part-time		0.90		-0.31
Reform*long full-time		-0.01		-0.75
Partner's employment category				
Partner not employed	-0.08	-0.08	4.40+	4.40+
Partner part-time	1.11	1.11	-0.47	-0.47
Partner long full-time	-0.16	-0.16	-0.65	-0.65
Educational levels				
Only partner has tert. degree	0.08	0.32	-0.46	0.14
Only resp. has tert. degree	0.75	0.64	1.95+	2.28+
Both have tertiary degrees	-0.25	-0.21	1.44	1.91+
Reform*educational levels				
Reform*Partner tertiary		-0.49		-1.21*
Reform*Resp. tertiary		0.22		-0.65
Reform*Both tertiary		-0.08		-0.94
Age	-0.10+	-0.10+	0.02	0.02
Married	-0.90	-0.90	-2.12*	-2.12*
# of children				
2 Children	0.88	0.88	-1.28	-1.28
3 Children	1.30	1.30	-2.07	-2.07
Age of the youngest child	0.16	0.16	0.14	0.14
Lives in eastern Germany	0.68	0.68	8.57**	8.57**
Self-employed/in education	2.71*	2.71*	1.69	1.69
Egalitarian gender role attitudes	-0.80**	-0.80**	1.22**	1.22**
Constant	36.98**	36.97**	25.36**	24.92**

+  $p < 0.1$ , \*  $p < 0.05$ , \*\*  $p < 0.01$

N = 863

**Table A6: Multinomial logistic regression on preferred working hours if the number of partner months in the parental leave scheme were increased from two to four (logits)**

	Fathers	Fathers	Mothers	Mothers
Prefers < 3 months of leave (base 3-11 months)				
Reform: 4 partner months	-1.02**	-13.24**	-2.22**	-1.07
Parental leave length				
Took <3 months of leave	5.62**	5.45**		
Took >11 months of leave			-0.72	-2.38 <sup>+</sup>
Reform*parental leave length				
Reform*Took <3 months of leave		12.23**		
Reform*Took >11 months of leave				2.40
Partner's parental leave length				
Partner took >11 months of leave	-0.69 <sup>+</sup>	-0.69 <sup>+</sup>		
Partner took <3 months of leave			1.11	0.94
Educational levels				
Only partner has tert. degree	0.07	0.03	-0.32	1.25
Only resp. has tert. degree	0.77 <sup>+</sup>	1.24*	0.05	0.39
Both have tertiary degrees	0.24	0.40	-0.53	-0.22
Reform*educational levels				
Reform*Partner tertiary		0.06		-3.15 <sup>+</sup>
Reform*Resp. tertiary		-0.78		-1.06
Reform*Both tertiary		-0.34		-0.67
Age	-0.00	-0.00	-0.07	-0.08
Married	0.25	0.25	0.77	1.03
# of children				
2 Children	-0.77*	-0.77*	-0.02	0.18
3 Children	-0.92*	-0.92*	2.06**	2.18**
Age of the youngest child	-0.15*	-0.14*	0.11	0.14
Lives in eastern Germany	-0.37	-0.38	-1.71*	-1.67*
Self-employed/in education	0.55	0.56	1.53**	1.87**
Egalitarian gender role attitudes	-0.03	-0.03	-0.36 <sup>+</sup>	-0.37
Constant	-3.59*	-3.40*	0.33	-0.49
Prefers 12+ months of leave (base 3-11 months)				
Reform: 4 partner months	-1.65**	-0.46	-1.80**	-0.97
Parental leave length				
Took <3 months of leave	-0.65	0.11		
Took >11 months of leave			2.84**	5.90**
Reform*parental leave length				
Reform*Took <3 months of leave		-2.02*		
Reform*Took >11 months of leave				-3.76**
Partner's parental leave length				
Partner took >11 months of leave	-1.03*	-1.00*		
Partner took <3 months of leave			0.63	0.49
Educational levels				

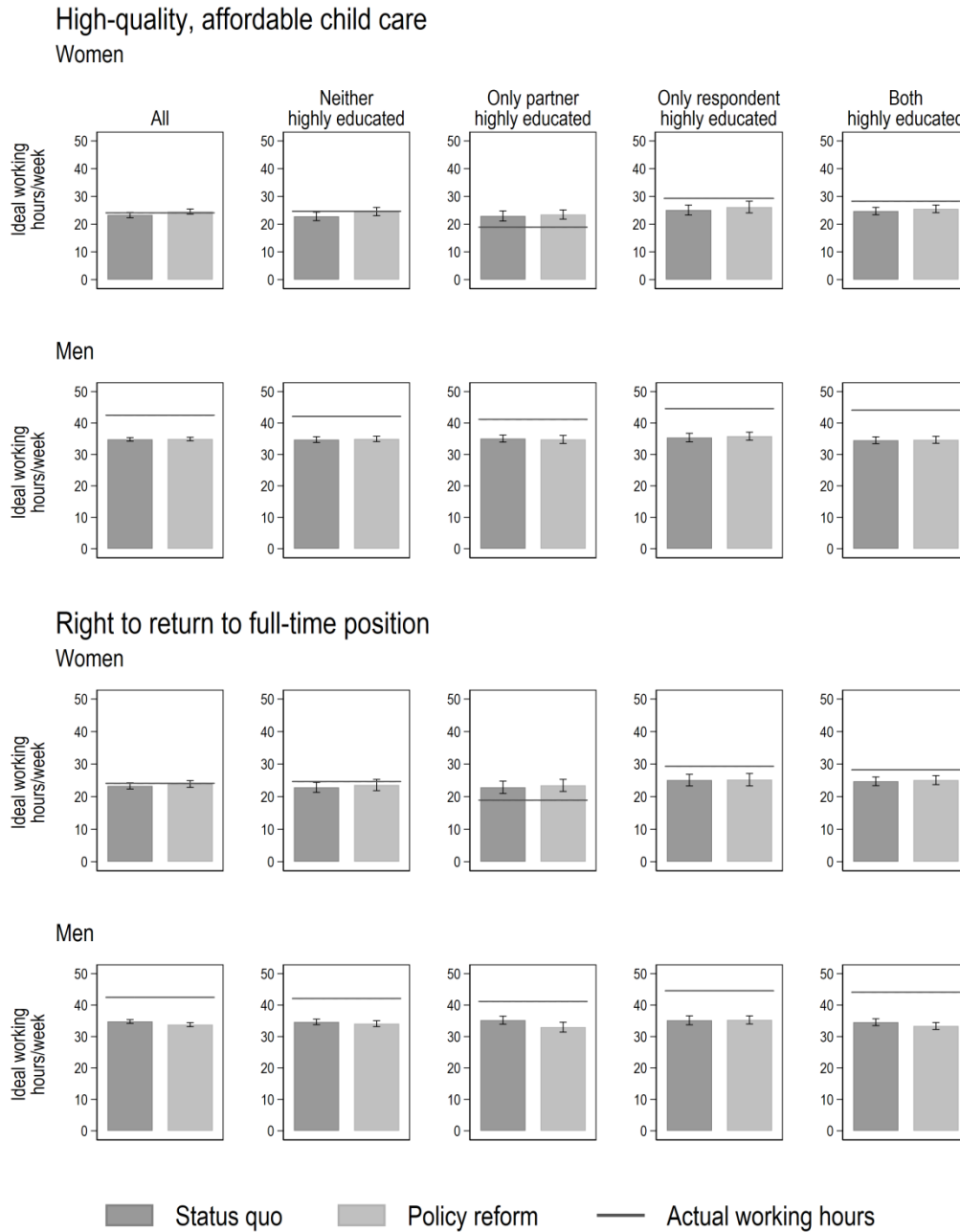


Only partner has tert. degree	-1.05*	-1.20 <sup>+</sup>	0.21	0.76
Only resp. has tert. degree	-1.04 <sup>+</sup>	-0.78	-0.57	-2.12*
Both have tertiary degrees	-1.07*	-1.11*	-0.86 <sup>+</sup>	-1.58 <sup>+</sup>
Reform*educational levels				
Reform*Partner tertiary		0.58		-0.68
Reform*Resp. tertiary		-0.12		1.80 <sup>+</sup>
Reform*Both tertiary		0.36		0.93
Age	-0.02	-0.02	-0.08*	-0.09*
Married	-0.26	-0.24	0.53	0.52
# of children				
2 Children	0.57	0.58	-0.26	-0.25
3 Children	-0.37	-0.34	0.88	0.80
Age of the youngest child	0.19*	0.19*	0.07	0.07
Lives in eastern Germany	0.11	0.10	-0.30	-0.23
Self-employed/in education	-0.69	-0.64	-1.34*	-1.38*
Egalitarian gender role attitudes	0.25	0.24	-0.10	-0.08
Constant	1.13	0.56	3.38*	3.20 <sup>+</sup>

<sup>+</sup>  $p < 0.1$ , \*  $p < 0.05$ , \*\*  $p < 0.01$

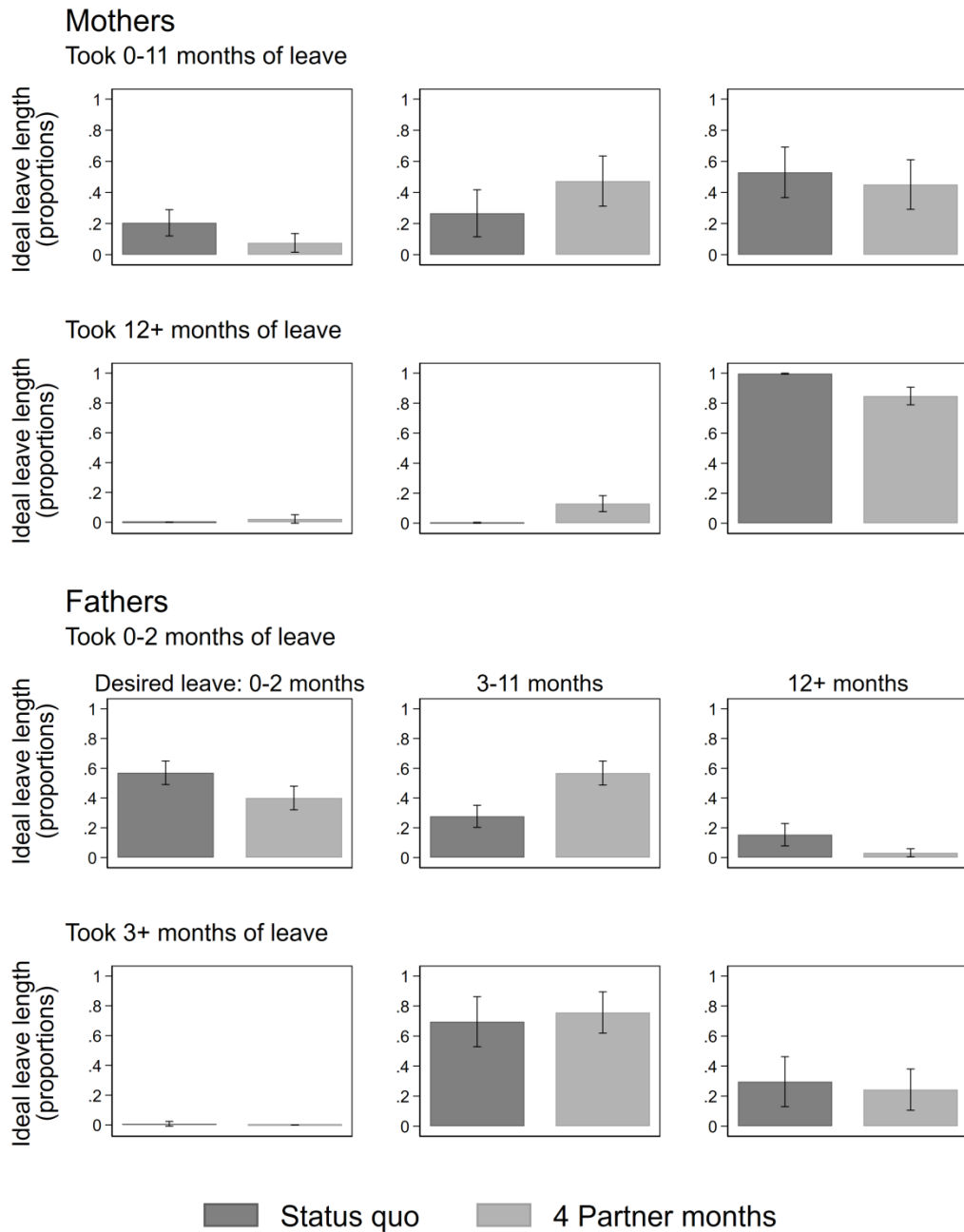
N = 575

**Figure A1: Parents' ideal working hours under the status quo; under the condition of high-quality, affordable childcare; and under a right to return to a full-time job after having worked reduced hours by level of education**



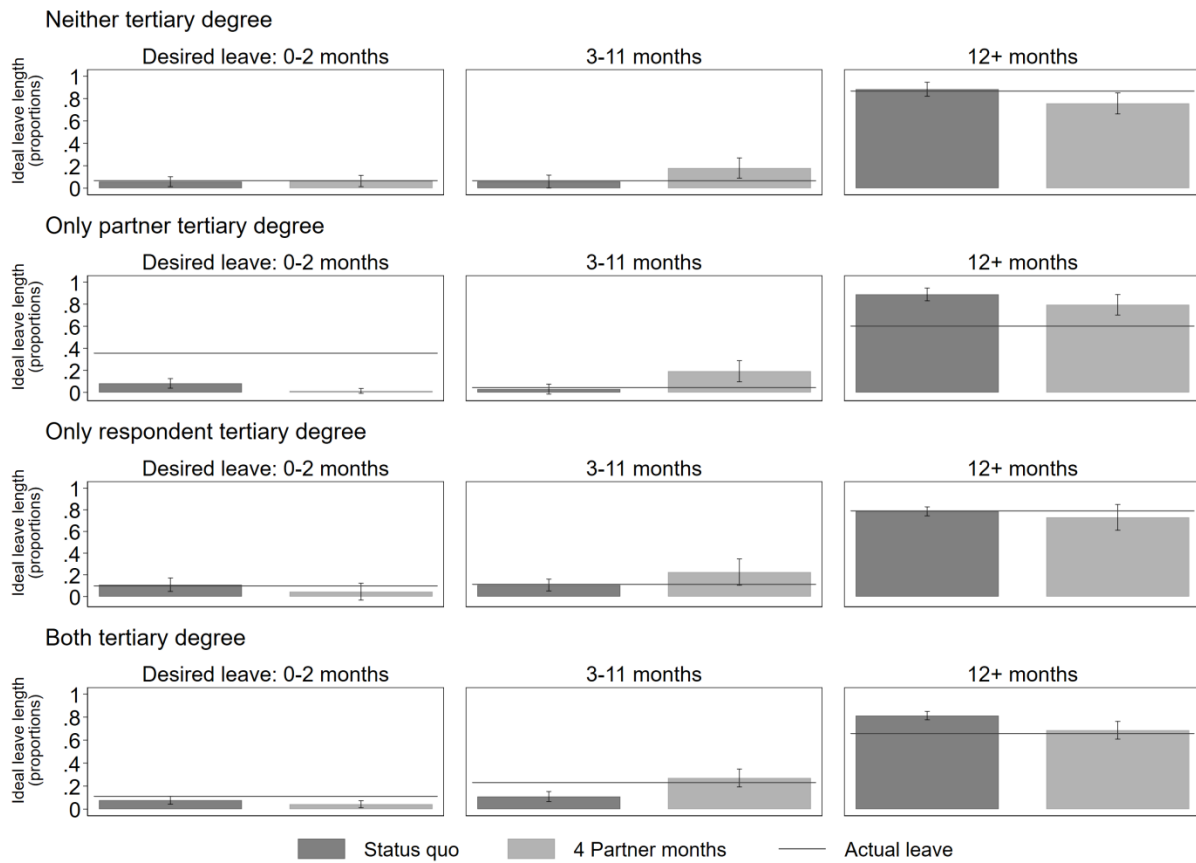
Note: The predicted ideal working hours presented above (marginal effects and 95% confidence intervals) are based on OLS regressions, accounting for each respondent's own and their partner's employment category, their own and their partner's level of education, self-employment/current enrolment in education, age, marital status, number of children, age of the youngest child, gender role attitudes, and region. N = 863.

**Figure A2: Parents' ideal parental leave duration under the status quo and under the condition of four partner months**



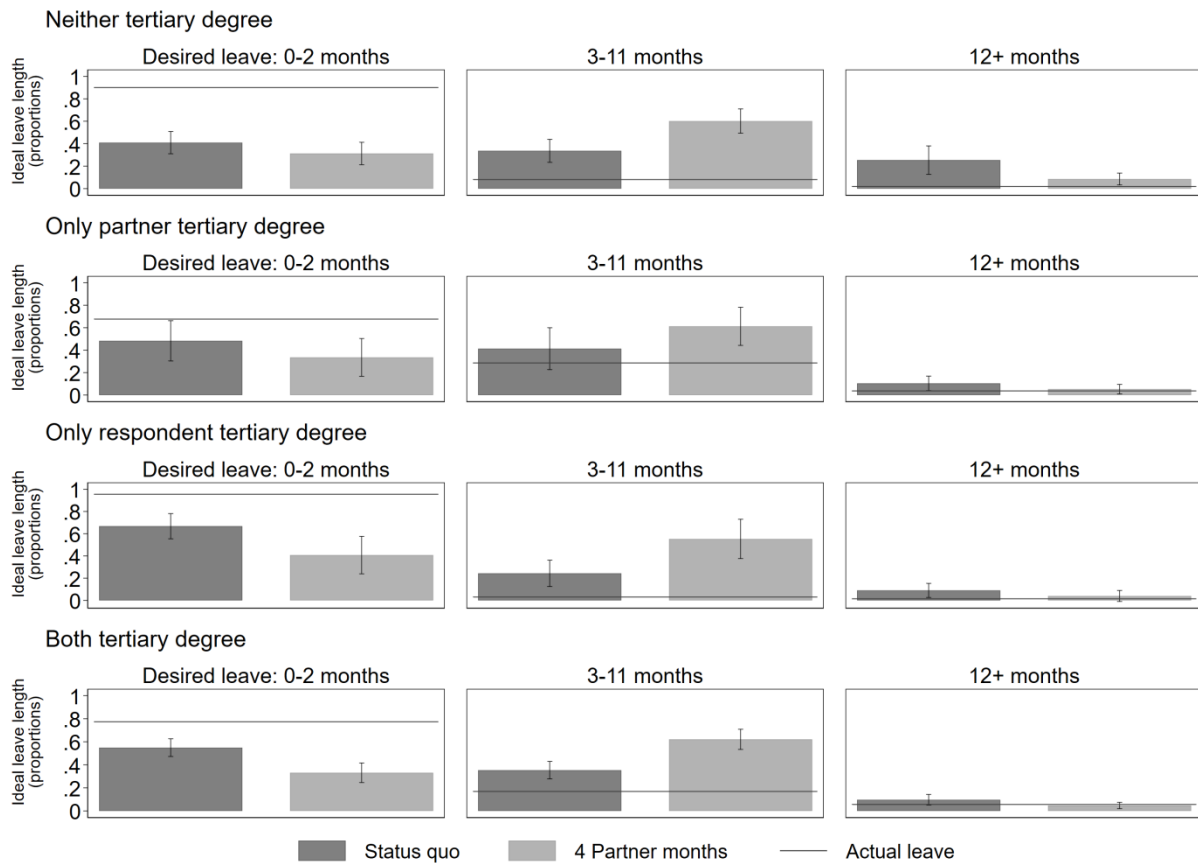
Note: The average marginal effects presented above are based on multinomial regressions, accounting for each respondent's own and their partner's actual parental leave use for their youngest child, their own and their partner's level of education, self-employment/current enrolment in education, age, marital status, number of children, age of the youngest child, gender role attitudes, and region. N = 575.

**Figure A3: Mothers' ideal parental leave duration under the status quo and under the condition of four partner months by level of education**



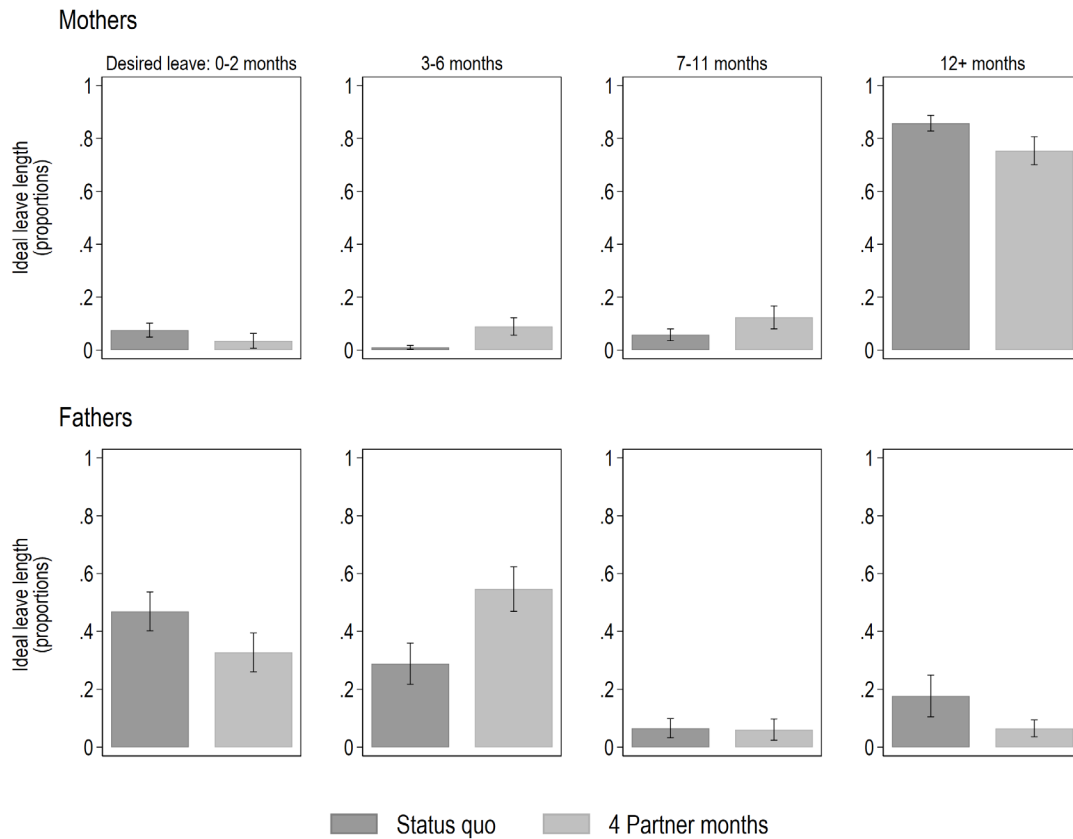
Note: The average marginal effects presented above are based on multinomial regressions, accounting for each respondent's own and their partner's actual parental leave use for their youngest child, their own and their partner's level of education, self-employment/current enrolment in education, age, marital status, number of children, age of the youngest child, gender role attitudes, and region. N = 575.

**Figure A4: Fathers' ideal parental leave duration under the status quo and under the condition of four partner months by level of education**



Note: The average marginal effects presented above are based on multinomial regressions, accounting for each respondent's own and their partner's actual parental leave use for their youngest child, their own and their partner's level of education, self-employment/current enrolment in education, age, marital status, number of children, age of the youngest child, gender role attitudes, and region. N = 575.

**Figure A5: Parents ideal parental leave duration under the status quo and under the condition of four partner months (4 categories)**



Note: The average marginal effects presented above are based on multinomial regressions, accounting for each respondent's own and their partner's actual parental leave use for their youngest child, their own and their partner's level of education, self-employment/current enrolment in education, age, marital status, number of children, age of the youngest child, gender role attitudes, and region. N = 575.