UNLEASHING MEN'S POWER TO CARE THROUGH PATERNITY LEAVE

Men care deeply about BEING INVOLVED CAREGIVERS and would go to great lengths to have the opportunity, but face SIGNIFICANT OBSTACLES to enjoying more time with their children.

However, access to paternity leave leads to a number of SOCIETAL BENEFITS enjoyed not only by fathers, but by children, women, employers and the economy.

MENIS DESIRE TO CARE



SAID THEY WOULD DO ANYTHING TO BE MORE INVOLVED AFTER THEIR CHILD WAS BORN/ADOPTED.1

Argentina

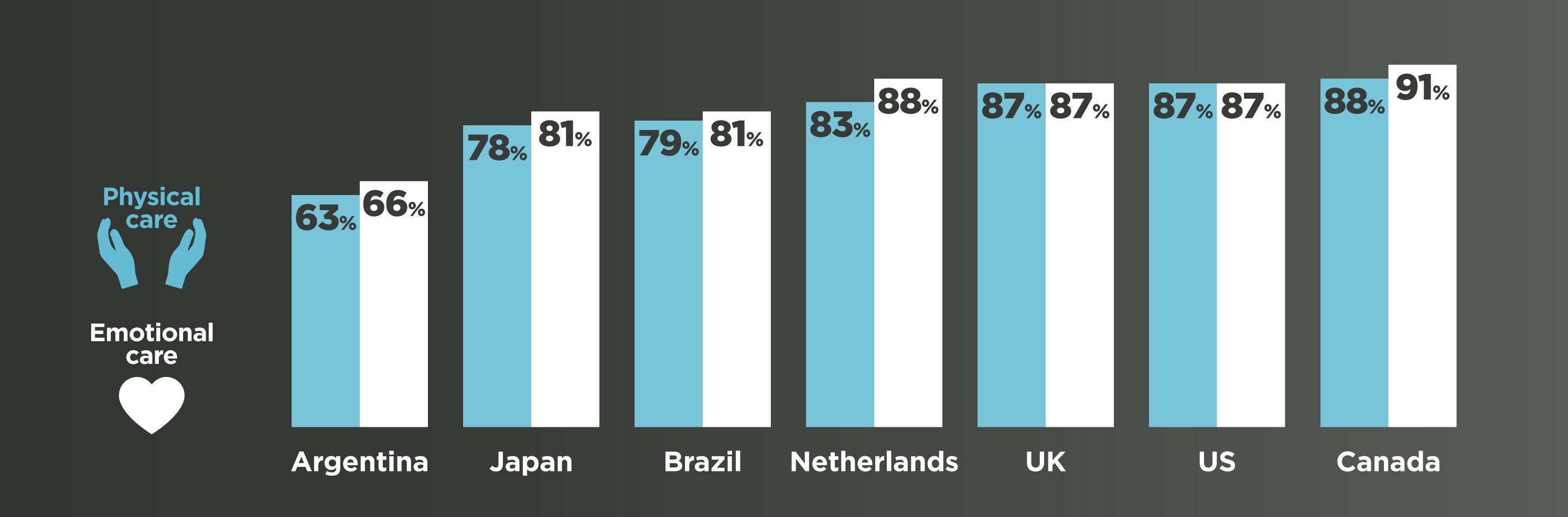
US

Japan

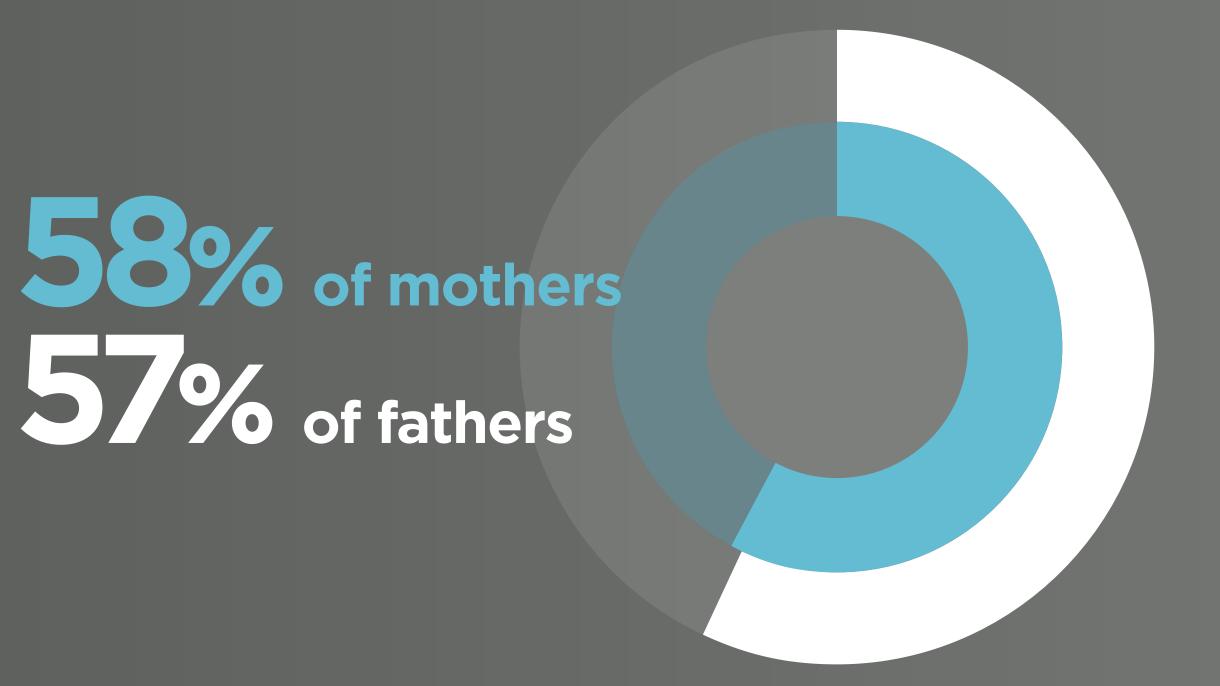
Brazil

Netherlands Canada

ON AVERAGE 82% BELIEVE THAT FATHERS SHOULD BE INVOLVED IN THE PHYSICAL AND EMOTIONAL CARE OF THEIR CHILDREN.



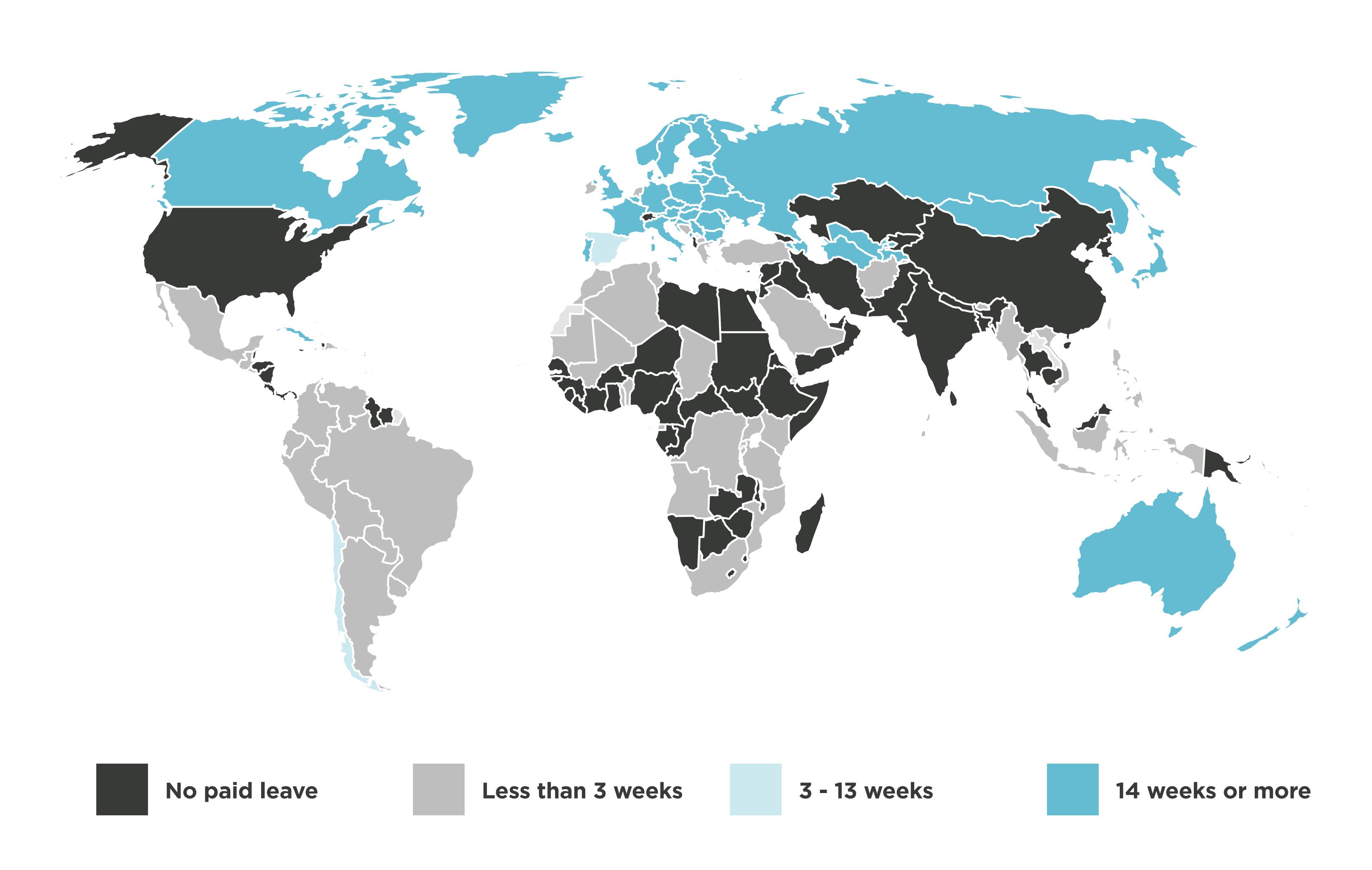
DESPITE STEREOTYPES TO THE CONTRARY, AS MANY MEN AS WOMEN BELIEVE THAT PARENTING IS A CRUCIAL PART OF THEIR OVERALL IDENTITY.2



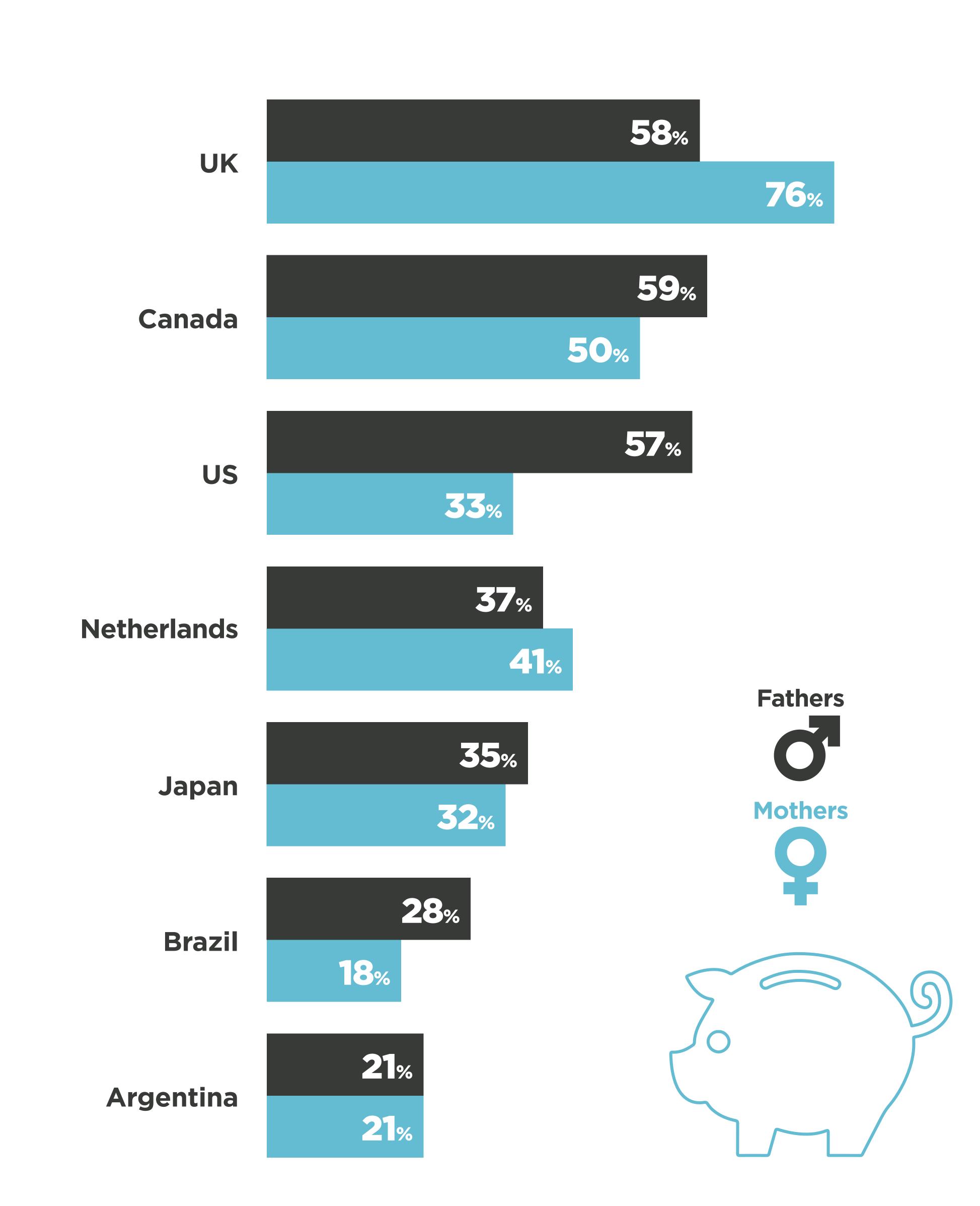
THE BARRIERS THEY FACE

LESS THAN HALF (48%) OF THE WORLD'S COUNTRIES OFFER PAID PATERNITY LEAVE.

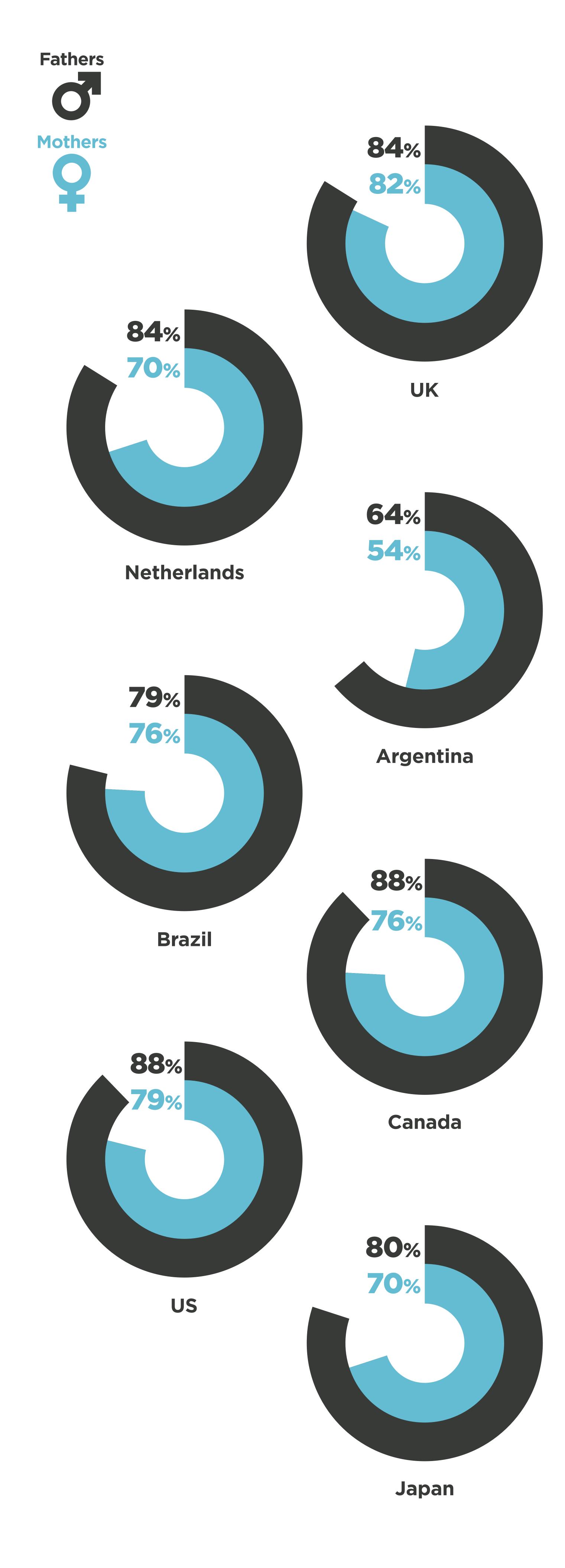
GLOBALLY LESS THAN HALF OF FATHERS TOOK AS MUCH TIME AS THEIR COUNTRY'S POLICY ALLOWED.



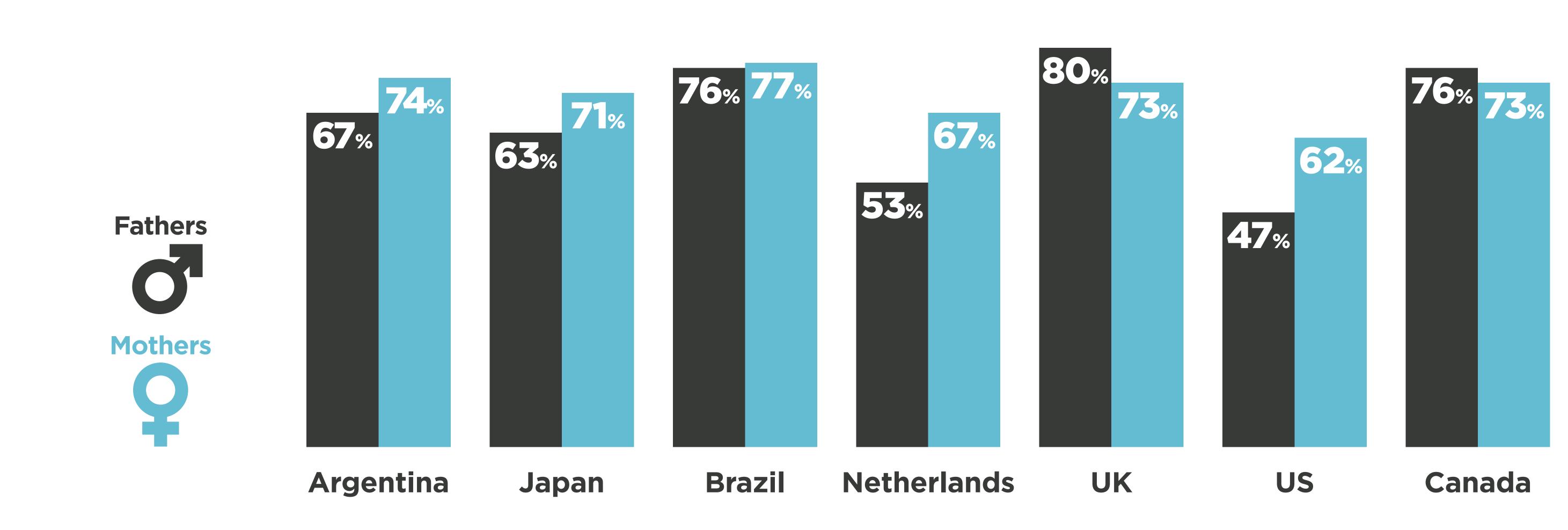
THE FINANCIAL BARRIERS ARE THE BIGGEST REASON FOR NOT TAKING PATERNITY LEAVE.



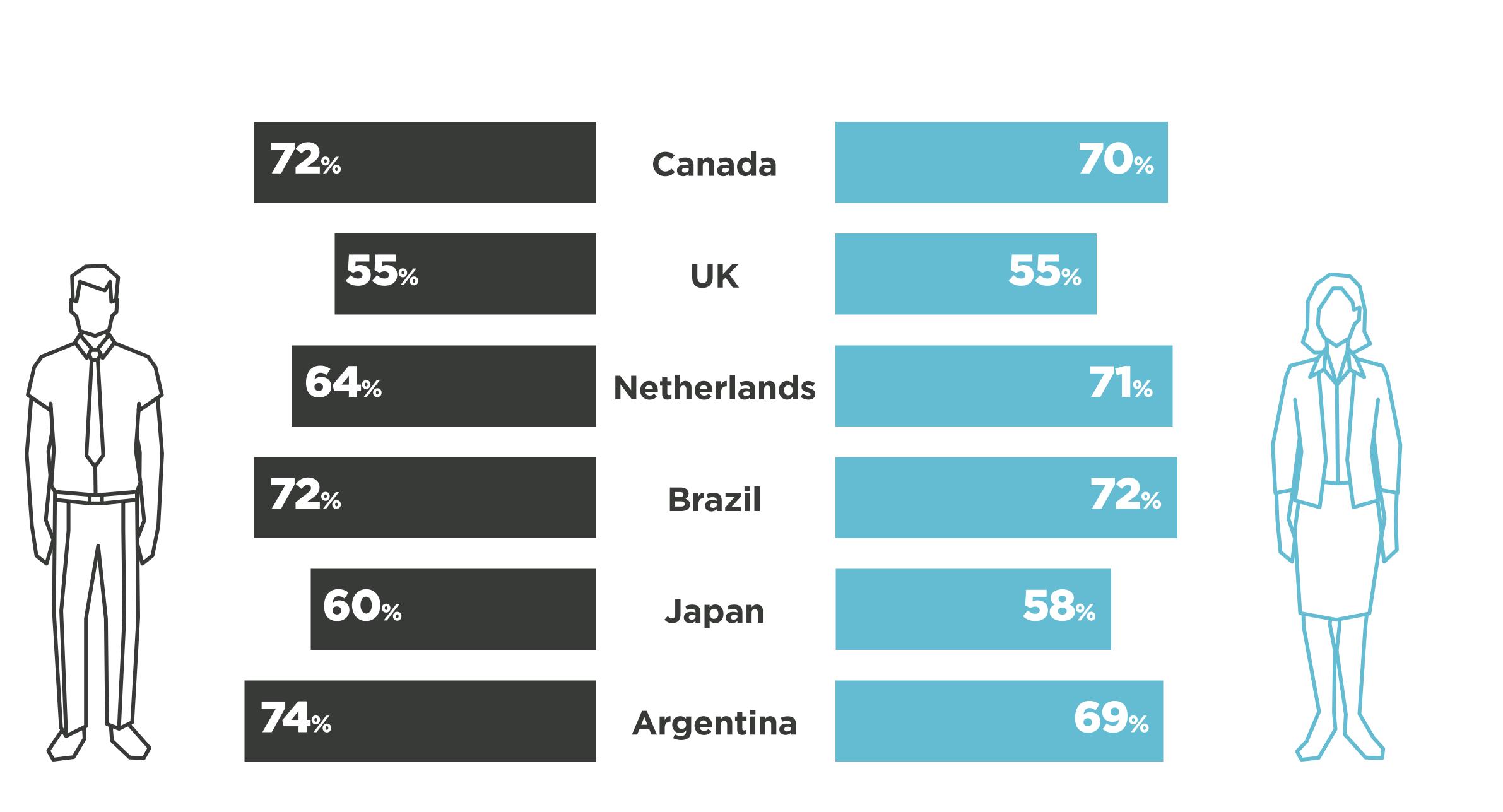
SOCIAL NORMS CONTRIBUTE TO THIS. ALL 7 COUNTRIES BELIEVED THAT FINANCIAL PROVISION FOR CHILDREN IS THE RESPONSIBILITY OF FATHER RATHER THAN MOTHERS.



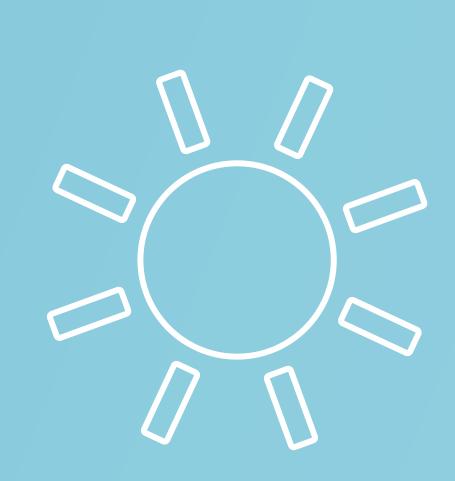
MEDIA PORTRAYALS OF FATHERS AMPLIFY THESE STEREOTYPES. BOTH MEN AND WOMEN ARE BOTHERED BY IMAGES OF INCOMPETENT FATHERS IN MEDIA.



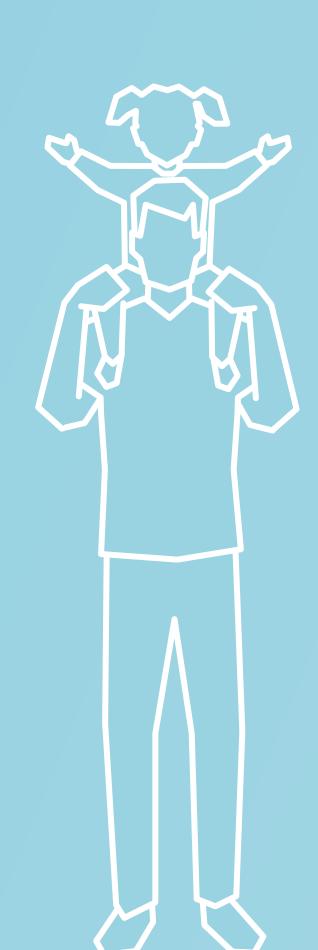
ATTITUDES AMONG COLLEAGUES AND MANAGERS OFTEN LEAVE FATHERS FEELING UNABLE TO ASK FOR PATERNITY LEAVE.



OPPORTUNITIES



PARENTS IN EVERY ONE OF THE 7 COUNTRIES WE SURVEYED SAID THAT INVOLVEMENT IN CHILDCARE LED TO ENHANCED SATISFACTION WITH OVERALL LIFE, THEIR JOB, AND THEIR RELATIONSHIP.



CHILDREN WITH INVOLVED FATHERS GENERALLY SCORE HIGHER IN COGNITION TESTS AT THE AGE OF 2 YEARS.

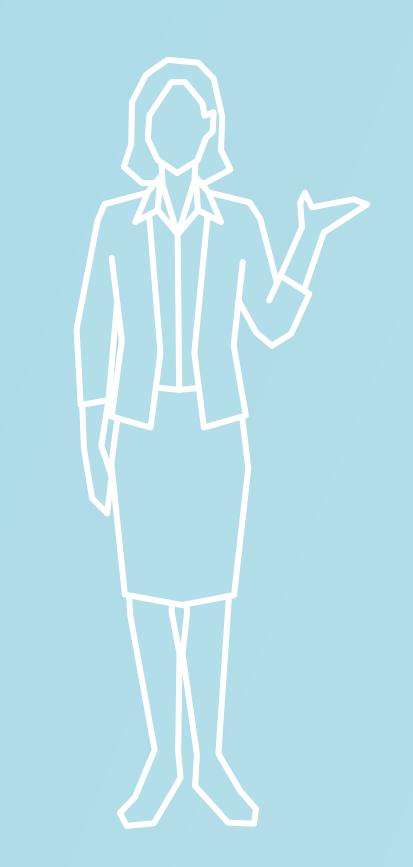








IN ADDITION, INCREASED FATHER-INFANT CARE TIME BENEFITS A CHILD'S SOCIAL AND EMOTIONAL DEVELOPMENT IN LATER LIFE.



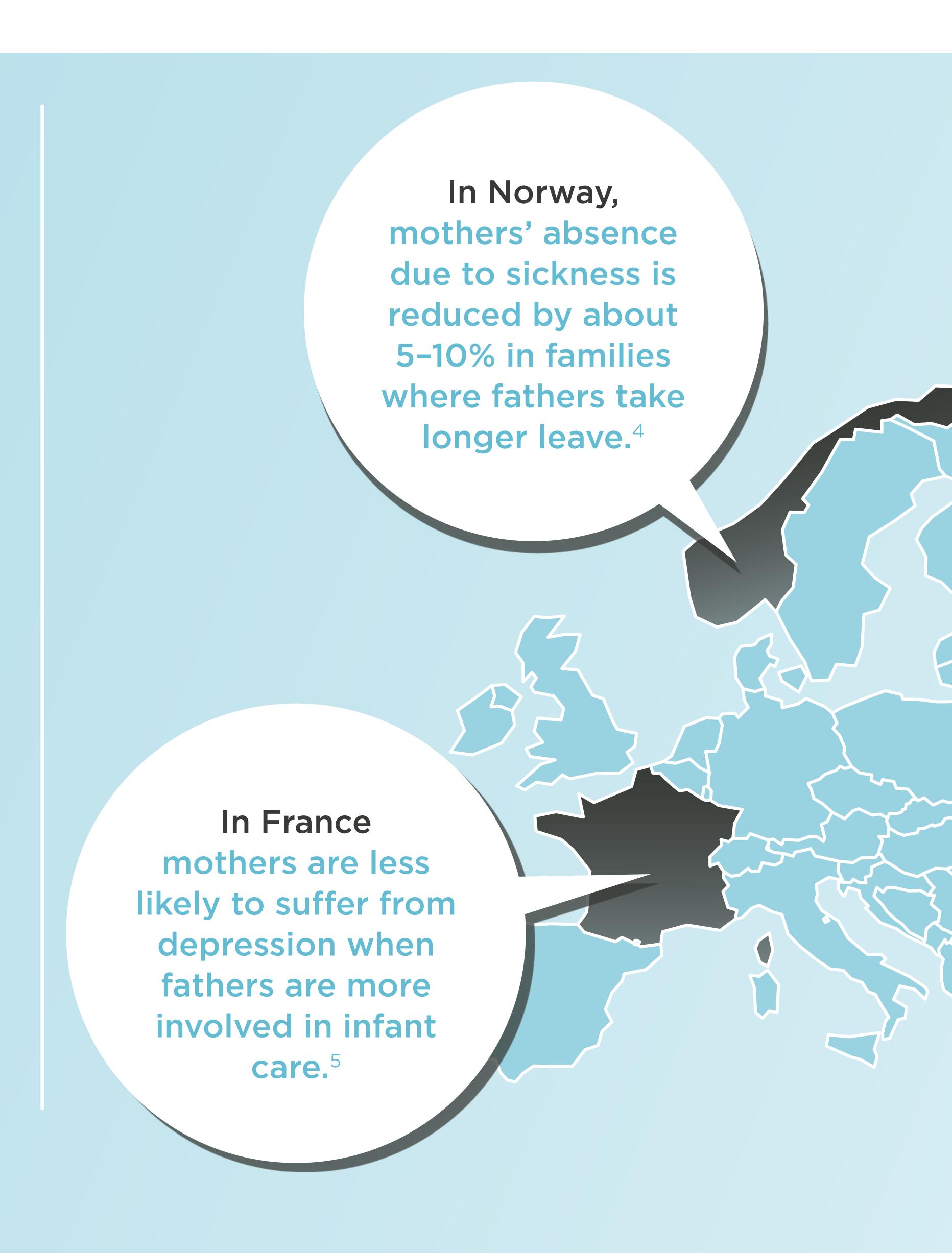
BUSINESSES BENEFIT, TOO. A RECENT STUDY OF 1,500 EMPLOYERS OFFERING PAID FAMILY LEAVE FOUND THAT:



EXPERIENCED A POSITIVE IMPACT ON EMPLOYEE MORALE.



REPORTED AN INCREASE IN PRODUCTIVITY.3



- 1 The multi-country averages reflect calculations that give equal weight to each respondent in each subcategory (i.e. men, women, fathers, mothers), regardless of country.
- 2 https://www.pewsocialtrends.org/2015/12/17/parenting-in-america/ 3 - EY, Paid Family and Medical Leave Survey, 2016.
- 4 Bratberg, Espen & Naz, Ghazala. (2014). Does Paternity Leave Affect Mothers' Sickness Absence?. European Sociological Review. 30. 10.1093/esr/jcu058