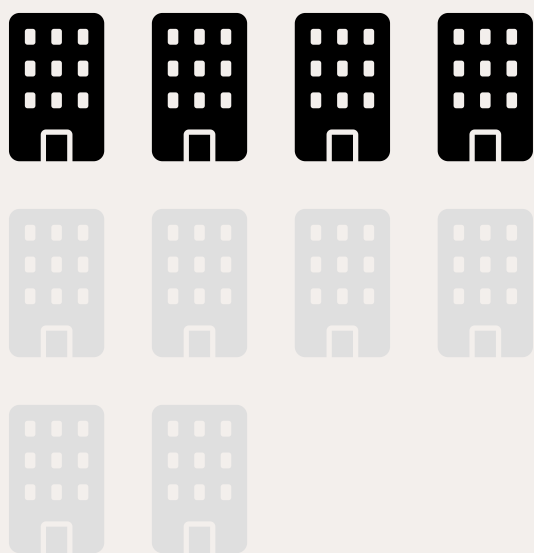


# Paternity leave:

## The hidden barriers keeping men at work



### Slow progress in the last 20 years

The number of countries where paternity leave is enshrined in law has more than doubled to about 90 in the last 20 years; and globally, at least four out of every 10 organisations are thought to provide paid leave above the statutory minimum. Yet, the proportion of men who take parental leave is tiny.

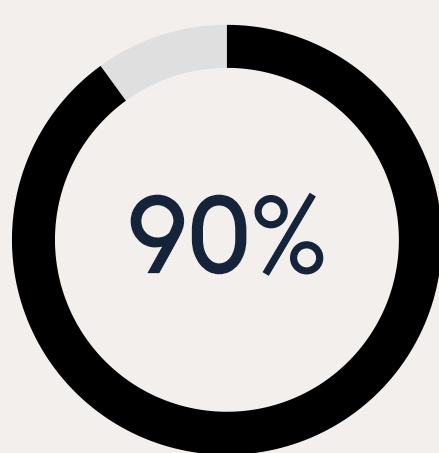
### Why are men not taking the leap?

“Men who do take parental leave can face backlash and be seen as weak, lacking work commitment and so on, which can result in consequences at work such as being demoted or not taken seriously,” they say. “Men are, of course, aware of these potential consequences and this could definitely contribute to them deciding against taking parental leave even if it's offered.”

Thekla Morgenroth, research fellow in Social and Organisational Psychology at the University of Exeter, UK



### Sweden



of eligible Swedish fathers claim paternity leave

### An overlooked upside

Children whose fathers took at least two weeks of paternity leave feel closer to their fathers than children with fathers who did not take leave.

### One country paving the way

Sweden offers parents 480 days of paid parental leave that they are entitled to share. From 2008 until 2017, as an incentive for fathers to take more time off, families were entitled to a monetary bonus determined by the number of days divided equally between parents.

### Supporting a more equal society

Employers should reduce barriers by normalising employees taking leave during the first year of their child's birth or adoption, regardless of the employees' gender or sexual orientation, while the government should offer an appropriate min. package which encourages behaviours that support a more gender equal society.

