

Fathers Need Paid Family and Medical Leave

JUNE 2018

More men and fathers want to and do provide more care for their families now than in the past,¹ and the vast majority of the public says it's equally important for mothers and fathers to bond with babies.² Although some employers recognize the importance of providing leave for women and men, most still do not. As a result, men must often forgo parental leave or take shorter periods of family leave to avoid losing income and facing workplace stigma.³

All parents – fathers and mothers – should be able to take time away from their jobs to care for their families without facing financial hardship or workplace discrimination. **A national paid family and medical leave insurance program would provide all working people critical income when they need time off for family or medical reasons.**

Most Men Lack Access to Paid Family Leave

Since 1965, fathers in the United States have nearly tripled the time they spend caring for children, and working fathers are now just as likely as working mothers to say they find it difficult to manage work and family responsibilities.⁴ Despite these changes, most men do not have access to leave that would allow them to take time away from work after the birth or adoption of a child.

- ▶ Only 20 percent of private sector workers are employed at worksites that offer paid paternity leave to *most* or all male employees, and only 9 percent of private sector workers are employed at worksites that offer paid paternity leave to *all* male employees.⁵
- ▶ One study found that only one in 20 fathers in professional jobs took more than two weeks off after their most recent child was born – and a staggering three out of four took one week or less.⁶ Low-income fathers face even higher barriers: one study found that nearly 60 percent of low-income fathers reported taking zero weeks of paid time away from work after the birth or adoption of a child.⁷
- ▶ Being a good financial provider continues to be seen as an important part of being a good father,⁸ and outdated, gendered norms in too many workplaces still assume that being a caregiver is incompatible with success at a job.⁹ As a result, men, especially those without paid leave, often feel pressure to limit their time off of work in order to keep a steady income.¹⁰

Many Fathers Face Stigma for Taking Leave

Men need greater access to paid family leave. The United States also needs a cultural shift in attitudes about men as caregivers so they can be confident that they can use the leave

that is available to them without negative repercussions.¹¹ Many fathers want to be more involved with their families, play a larger caregiving role, and support their partners' careers.¹² But taking time away from work for family caregiving can bring harassment, discrimination or mistreatment¹³ that result in fathers being less likely to take the leave that is available to them. It is also a disincentive to take leave if doing so negatively affects their careers and their families' economic opportunities due to lower pay or being passed over for promotions.¹⁴

Creating More Supportive Workplaces Would Help Fathers, Their Families, Businesses and Taxpayers

A growing body of evidence makes clear that paid family leave has a positive impact on children and parents, families' economic security, employers and taxpayers.

- ▶ **Parental access to paid leave promotes children's development and family well-being.** In two-parent, opposite-sex households, fathers who take two or more weeks off after the birth of a child are more involved in that child's direct care nine months after birth than fathers who take no leave.¹⁵ Involved fathers promote children's educational attainment and emotional stability and reduce maternal stress.¹⁶ And a father's involvement in a newborn's care in the first six months can mean both mother and baby sleep better.¹⁷
- ▶ **Households are more equal when fathers have paid leave.** When new dads in households with a mother and father take paid leave, their families experience a more equitable division of parental responsibilities, including household chores and direct caregiving.¹⁸ Fathers who take paid family leave also say they are more comfortable as active, responsible co-parents.¹⁹
- ▶ **Paid leave for men supports working mothers.** In more than 48 million U.S. households with children (69 percent), all parents are employed,²⁰ and women are key breadwinners in nearly two-thirds of families with children.²¹ Yet women are still more likely than men to stop working or to work part time after the birth of a child.²² Paid paternity leave may increase women's labor force participation by promoting men's involvement at home and making it easier for women to return to the workforce.²³ Access to paid leave also affects women's wages and, thus, their families' economic security. Research from Sweden shows that each additional month of parental leave taken by a child's father increases the mother's wages by nearly 7 percent,²⁴ which affects women's income and retirement security over their lifetimes.
- ▶ **Fathers with paid leave are less likely to use public assistance.** Having a baby is the most expensive health event many families face during reproductive years.²⁵ But new fathers who take paid leave are significantly less likely than fathers who do not to report receiving public assistance or food stamps (now known as SNAP, the Supplemental Nutrition Assistance Program) in the year following their child's birth (controlling for other relevant factors).²⁶ On average, men who take paid leave report receiving \$420 less in public assistance in the year following their child's birth than men who do not take leave.²⁷

Fathers Should Have Access to Paid Family Leave No Matter Where They Live or Work

Public policies help change culture and practice. State paid family leave programs are currently in place in four states: California, New Jersey, Rhode Island and, as of 2018, New York. All four programs provide paid leave to both women and men who need to care for new children or seriously ill family members. In California, fathers now account for nearly 38 percent of new parents seeking to take paid family leave to care for a new child, up from 17 percent when the law took effect more than a decade ago.²⁸ In Rhode Island, which implemented paid family leave in 2014, more than 40 percent of family caregiving claims in 2017 were filed by men.²⁹ Beginning in 2019 and 2020, Washington state and the District of Columbia, respectively, will also guarantee paid family and medical leave through state paid leave insurance programs.³⁰

The Family And Medical Insurance Leave (FAMILY) Act (H.R. 947/S. 337) would create a national paid family and medical leave insurance program that would enable workers to receive up to 66 percent of their wages for up to 12 weeks to address their own serious health condition; to deal with the serious health condition of a parent, spouse, domestic partner or child; to care for a new child; or for certain military caregiving purposes. The FAMILY Act would establish a reasonable standard that would bring the nation's public policies more in line with the needs of the workforce. It would benefit women and men, workers, their families, businesses and our economy.

Learn more at NationalPartnership.org/theFAMILYAct.

-
- 1 Harrington, B., Van Deusen, F., Sabatini Fraone, J., Eddy, S., & Haas, L. (2014). *The New Dad: Take Your Leave. Perspectives on paternity leave from fathers, leading organizations, and global policies*. Boston College Center for Work & Family Publication. Retrieved 1 June 2018, from http://www.thenewdad.org/yahoo_site_admin/assets/docs/BCCWF_The_New_Dad_2014_FINAL.157170735.pdf; Heilman, B., Cole, G., Matos, K., Hassink, A., Mincy, R., & Barker, G. (2016). *State of America's Fathers*. A MenCare Advocacy Publication. Retrieved 1 June 2018, from http://men-care.org/soaf/download/PRO16001_Americas_Father_web.pdf
- 2 Horowitz, J.M., Parker, K., Graf, N., & Livingston, G. (2017, March). *Americans Widely Support Paid Family and Medical Leave, but Differ Over Specific Policies*. Pew Research Center Publication. Retrieved 1 June 2018, from <http://www.pewsocialtrends.org/2017/03/23/americans-widely-support-paid-family-and-medical-leave-but-differ-over-specific-policies/>
- 3 Coltrane, S., Miller, E.C., DeHaan, T., & Stewart, L. (2013). Fathers and the Flexibility Stigma. *Journal of Social Issues*, 69(2), 279-302.; Dove Men+Care and Promundo. (2018, June). *Helping Dads Care: New National Survey Confirms That Societal Expectations, Limited Paternity Leave And Insufficient Support Keep Fathers from Taking Leave*.
- 4 Parker, K., & Wang, W. (2013, March). *Modern Parenthood: Roles of Moms and Dads Converge as They Balance Work and Family*. Pew Research Center Publication. Retrieved 1 June 2018, from http://www.pewsocialtrends.org/files/2013/03/FINAL_modern_parenthood_03-2013.pdf
- 5 Klerman, J.A., Daley, K., & Pozniak, A. (2012). *Family and Medical Leave in 2012: Technical Report*. Abt Associates Publication. Retrieved 1 June 2018, from <http://www.dol.gov/asp/evaluation/fmla/FMLA-2012-Technical-Report.pdf>
- 6 Harrington, B., Van Deusen, F., & Humberd, B. (2011). *The New Dad: Caring, Committed and Conflicted*. Boston College Center for Work & Family Publication. Retrieved 1 June 2018, from http://www.bc.edu/content/dam/files/centers/cwf/research/publications/researchreports/The%20New%20Dad%202011_Caring%20Committed%20and%20Conflicted
- 7 Pragg, B., & Knoester, C. (2017). Parental Leave Use Among Disadvantaged Fathers. *Journal of Family Issues*, 38(8), 1157-1185.
- 8 Rehel, E., & Baxter, E. (2015, February). *Men, Fathers, and Work-Family Balance*. Center for American Progress Publication. Retrieved 1 June 2018, from <https://cdn.americanprogress.org/wp-content/uploads/2015/02/MenWorkFamily-brief.pdf>
- 9 Trimble O'Connor, L., & Cech, E. A. (2018). Not Just a Mothers' Problem: The Consequences of Perceived Workplace Flexibility Bias for All Workers. *Sociological Perspectives*, 1-22. Retrieved 1 June, 2018, from <https://doi.org/10.1177/0731121418768235>
- 10 See note 1, Harrington.
- 11 Berdahl, J. L., & Moon, S. H. (2013). Workplace Mistreatment of Middle Class Workers Based on Sex, Parenthood, and Caregiving. *Journal of Social Issues*, 69(2), pp. 341-366.; See note 4, Dove Men+Care and Promundo.
- 12 Humberd, B., Ladge, J.J., & Harrington, B. (2015). The "New" Dad: Navigating Fathering Identity Within Organizational Contexts. *Journal of Business and Psychology*, 30(2), 249-266; Ladge, J.J., Humberd, B.K., Watkins, M.B., & Harrington, B. (2015). Updating the Organization MAN: An Examination of Involved Fathering in the Workplace. *Academy of Management Perspectives*, 29(1), 152-171.; Heilman, B., Cole, G., Matos, K., Hassink, A., Mincy, R., & Barker, G. (2016). *State of America's Fathers*. A MenCare Advocacy Publication. Retrieved 1 June 2018, from http://men-care.org/soaf/download/PRO16001_Americas_Father_web.pdf
- 13 See note 11.
- 14 See note 2.; Heilman, B., Cole, G., Matos, K., Hassink, A., Mincy, R., & Barker, G. (2016). *State of America's Fathers*. A MenCare Advocacy Publication. Retrieved 1 June 2018, from http://men-care.org/soaf/download/PRO16001_Americas_Father_web.pdf
- 15 Nepomnyaschy, L., & Waldfogel, J. (2007). Paternity Leave and Fathers' Involvement with Their Young Children: Evidence from the American Ecls-B. *Community, Work and Family*, 10(4), 427-453.

-
- 16 Lamb, M.E. (2004). *The role of the father in child development, 4th ed.* (pp. 1–18, 309–313). Hoboken, NJ.: John Wiley & Sons, Inc.; Nomaguchi, K., Brown, S., & Leyman, T. M. (2017). Fathers' Participation in Parenting and Maternal Parenting Stress: Variation by Relationship Status. *Journal of Family Issues*, 38(8), 1132-1156.
- 17 Tikotzky, L., Sadeh, A., Volkovich, E., Manber, R., Meiri, G., & Shahar, G. (2015). Infant sleep development from 3 to 6 months postpartum: links with maternal sleep and paternal involvement. *Monographs of the Society for Research in Child Development*, 80(1), p. 107-124.
- 18 Rehel, E. M. (2014, February). When Dad Stays Home Too: Paternity Leave, Gender, and Parenting. *Gender and Society*, 28(1), p. 110-132.
- 19 Ibid.
- 20 U.S. Census Bureau. (2017). *American Community Survey 1-Year Estimates 2016, Geographies: United States, Table DP03: Selected Economic Characteristics*. Retrieved 1 June 2018, from https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_16_1YR_DP03&prodType=table
- 21 Glynn, S.J. (2016, December). *Breadwinning Mothers Are Increasingly the U.S. Norm*. Center for American Progress Publication. Retrieved 1 June 2018, from <https://www.americanprogress.org/issues/women/reports/2016/12/19/295203/breadwinning-mothers-are-increasingly-the-u-s-norm/>
- 22 Katz-Wise, S.L., Priess, H.A., & Hyde, J.S. (2010). Gender-role attitudes and behavior across the transition to parenthood. *Developmental psychology*, 46(1), 18.
- 23 Bartel, A., Rossin-Slater, M., Ruhm, C., Stearns, J., & Waldfogel, J. (2015). *Paid Family Leave, Fathers' Leave-Taking, and Leave-Sharing in Dual-Earner Households* (No. w21747). National Bureau of Economic Research Publication. Retrieved 1 June 2018, from <http://www.nber.org/papers/w21747.pdf>; Patnaik, A. (2015). "Daddy's home!" *Increasing men's use of paternity leave*. Council on Contemporary Families Publication. Retrieved 11 June 2018, from <https://contemporaryfamilies.org/ccf-briefing-report-daddys-home/>
- 24 Johannson, E-A., (2010). *The effect of own and spousal parental leave on earnings* (Working Paper 2010:4). Uppsala, Sweden: Institute of Labour Market Policy Evaluation. Retrieved 1 June 2018, from <https://www.econstor.eu/dspace/bitstream/10419/45782/1/623752174.pdf>
- 25 Amnesty International. (2011). *Deadly Delivery: The Maternal Health Care Crisis in the USA*. Retrieved 1 June 2018, from <https://www.amnestyusa.org/wp-content/uploads/2017/04/deadlydeliveryoneyear.pdf>
- 26 Houser, L., & Vartanian, T. (2012, January). *Pay Matters: The Positive Economic Impacts of Paid Family Leave for Families, Businesses and the Public*. Center for Women and Work at Rutgers, the State University of New Jersey Publication. Retrieved 1 June 2018, from <http://www.nationalpartnership.org/research-library/work-family/other/pay-matters.pdf>
- 27 Ibid.
- 28 State of California Employment Development Department. (2017). *Paid Family Leave (PFL) Program Statistics*. Retrieved 1 June 2018, from http://www.edd.ca.gov/Disability/pdf/qspfl_PFL_Program_Statistics.pdf. Note: For claims made as part of the Paid Family Leave Program in California in 2004-2005, figures are no longer published on the CA EDD website; please contact the National Partnership for more information.
- 29 Rhode Island Department of Labor and Training. (n.d.). TDI Annual Update: January – December 2017. Unpublished calculation based on claims data for Temporary Caregiver Insurance. Retrieved 8 June, 2018, from <http://www.dlt.ri.gov/lmi/pdf/tdi/2017.pdf>
- 30 National Partnership for Women & Families. (2018, February). *State Paid Family and Medical Leave Insurance Laws*. Retrieved 1 June 2018, from <http://www.nationalpartnership.org/research-library/work-family/paid-leave/state-paid-family-leave-laws.pdf>

The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy group dedicated to promoting fairness in the workplace, access to quality health care and policies that help women and men meet the dual demands of work and family. More information is available at NationalPartnership.org.

© 2018 National Partnership for Women & Families. All rights reserved.