TAKE IT OR LEAVE IT:

The parental leave conundrum for Fathers

Freddy Montero
Architect, Container Practice
May, 2019
“Less than 14% of men take paternity leave and less than 5% of men take advantage of the full paternity leave they are offered.”

-Fatherly
Percent of workers with access to paid and unpaid family leave by establishment size and ownership, March 2018

Click legend items to change data display. Hover over chart to view data.
FIGURE 10
FEMALE EMPLOYEES ALMOST TWICE AS LIKELY AS MALES TO USE ALL PARENTAL/FAMILY LEAVE

Note: n = 500-574. Only organizations that offered paid leave to care for a new child were asked this question. Respondents who answered “don’t know” or “N/A, no employees had a new child” were excluded from this analysis. Percentages may not total 100% due to rounding.
Source: 2017 Employee Benefits (SHRM)
MY STORY
MY FIRST TIME...
SECOND TIME AROUND...
THERE IS STILL A STIGMA TO ACTUALLY TAKING PATERNITY LEAVE
Today's the last day of my paternity leave, so I wanted to reflect a bit on the experience. When I tell people I'm on a 4-month leave, the initial response is typically surprise that my company offers such a generous benefit. Facebook's paternity leave policy is unusual, but I hope it becomes less so. It's good for gender equality in the workplace and it's good for families with fathers.

That's typically followed by surprise that I'm actually taking it -- why would I want to subject myself to that torture (from parents), why would I want to sit around and do nothing for 4 months (from non-parents), or why would I want to do what is surely a career-limiting move.

That last one was especially interesting to experience because in some ways people said to me what they didn't feel permitted to say to women. Would my project still be there when I got back? Wouldn't my ambitious coworkers use this as an opportunity (maliciously or not) to advance themselves at my expense? Wouldn't I be viewed as being less committed to my work, thus stunting my own advancement for the foreseeable future? I didn't know the answers to these questions, but I viewed this as an important enough experiment to find out.
New Extended Paternity Leave Offers Dads More Time To Lose Colleagues’ Respect
HOW DO WE ENCOURAGE CHANGE
When Max was born, I took two months of paternity leave. I will always be grateful I could spend so much time with her in the first months of her life.

Our new daughter is coming soon, and I'm planning to take two months of paternity leave again. This time, I'm going to take advantage of Facebook's option to take leave in parts. I'll take a month off to be with Priscilla and the girls at the beginning, and then we’ll spend the whole month of December together as well. I’m looking forward to bonding with our new little one and taking Max on adventures.

At Facebook, we offer four months of maternity and paternity leave because studies show that when working parents take time to be with their newborns, it’s good for the entire family. And I’m pretty sure the office will still be standing when I get back.
# Five Benefits of Paid Family Leave

<table>
<thead>
<tr>
<th>Improved Employee Retention</th>
<th>Better Talent Attraction</th>
<th>Reinforced Company Values</th>
<th>Improved Employee Engagement, Morale &amp; Productivity</th>
<th>Enhanced Brand Equity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women with paid family leave are 93% more likely to be working one year after the birth of a child than those who take no leave</td>
<td>77% of workers said that paid family leave could sway their choice of employer, according to a Deloitte survey</td>
<td>Paid family leave can signal the company’s values and ensure alignment between those values and employee benefits</td>
<td>More than 80% of companies with paid family leave reported a positive impact on morale according to an EY survey; more than 70% also reported a boost in productivity</td>
<td>Improving policies tends to attract significant media attention, burnishing a company’s brand – particularly true for early movers in an industry</td>
</tr>
</tbody>
</table>

Source: BCG interviews and analysis.

Why Paid Family Leave is Good Business
The 50 Best Places to Work for New Dads in 2017, Ranked

By Fatherly May 02, 2017, 9:00 AM

39. Red Hat

A global, open-source software company headquartered in Raleigh, NC, Red Hat is unusual in that it has embraced telecommuting and “de-location.” More than 25 percent of company employees work remotely full-time.
THANK YOU

plus.google.com/+RedHat
linkedin.com/company/red-hat
youtube.com/user/RedHatVideos

facebook.com/redhatinc
twitter.com/redhat