

## PATERNITY LEAVE FACTS:

# DADS NEED TO BOND, TOO!

Today, we're taking a look at how important bonding time is for dads and babies.

Dads haven't always had access to paternity leave or bonding leave, but now with New York's Paid Family Leave, they can take time to get to know their new babies and develop bonds that will last a lifetime.

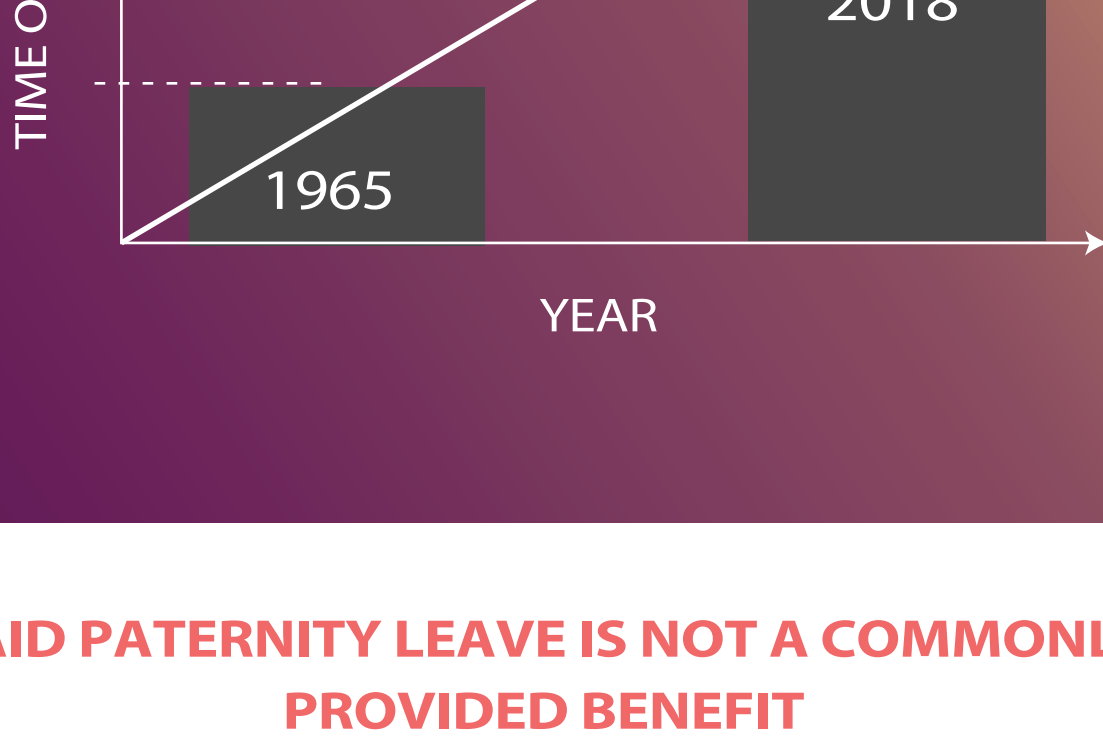
And our claim data shows that many dads love to take bonding leave!

A little further down, we'll share some exclusive insights.

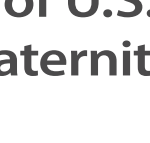


## FATHERS' INVOLVEMENT ON THE RISE

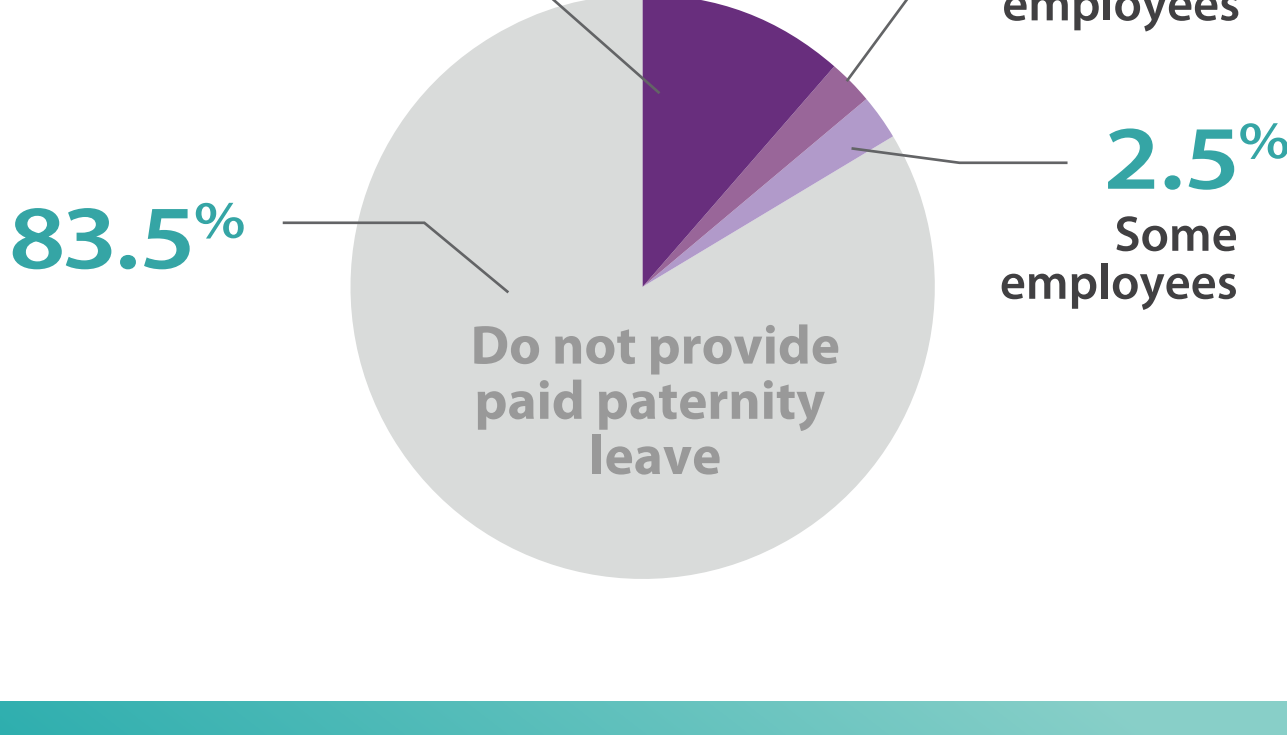
Fathers have nearly **tripled the time they spend caring for the children** since 1965. <sup>1</sup>



## PAID PATERNITY LEAVE IS NOT A COMMONLY PROVIDED BENEFIT



Only about **16.5% of U.S. worksites provide paid paternity leave** <sup>2</sup>



## CULTURAL HURDLES



Outside of economic reasons, there are still some cultural hurdles that make dads think twice before taking leave, such as the perception of men as breadwinners rather than caregivers. <sup>3</sup>

## Duration and number of fathers in professional jobs taking paid paternity leave <sup>4</sup>



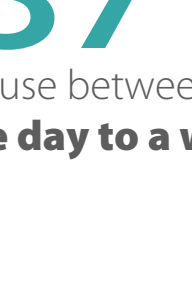
**44%**  
take **2-3 weeks**



**6%**  
use **4-5 weeks**

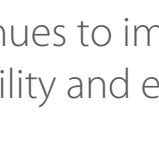


**7%**  
go for **6+ weeks**



**37%**  
use between **one day to a week**

## POSITIVE IMPACTS OF PATERNITY LEAVE



- ✓ Dads who take at least 2 weeks off after birth continue to be more involved in their child's direct care than fathers who don't take leave. <sup>5</sup>
- ✓ Dad's involvement continues to impact the child's development, including emotional stability and educational achievements. <sup>6</sup>
- ✓ Mom and baby sleep better when dad is involved in caring for the little one during the first 6 months. <sup>7</sup>
- ✓ It can help mom in her ability to return to work. <sup>8</sup>

**Paid Family Leave** allows fathers to be more involved with their families, and play a larger role in caring for their children, while protecting their job and providing partial pay.

## BONDING LEAVE UTILIZATION FOR FATHERS THROUGH PAID FAMILY LEAVE PROGRAMS



### In California

the percentage of fathers taking Paid Family Leave to care for their new child went from 17% to



(Since inception in 2004 to 2017) <sup>9</sup>



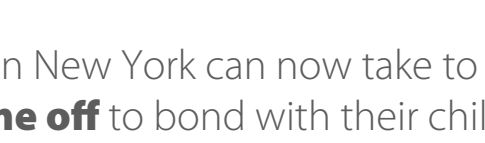
### In Rhode Island

fathers filed nearly



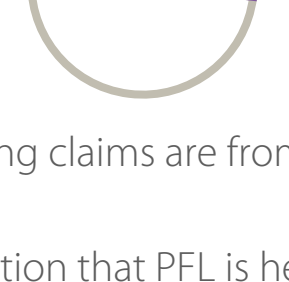
of the claims for bonding in the program's first year in 2014. <sup>10</sup>

## NEW YORK



With NY PFL, dads in New York can now take to up to **8 weeks of partially paid time off** to bond with their child until baby's first birthday. Based on our own claim data, NY dads really love to bond:

As of May 2018,



of bonding claims are from fathers!

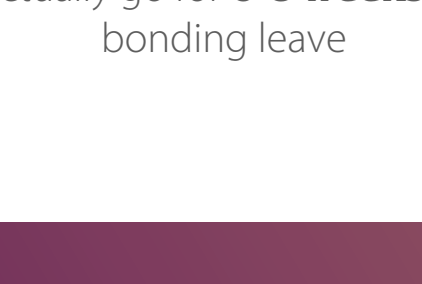
Our data shows early indication that PFL is helping dads overcome hurdles to take more time to bond:



almost **29%**  
of fathers out on PFL take **2-3 weeks**



**14%**  
of the fathers use between **4-5 weeks**



over **17%**  
actually go for **6-8 weeks** of bonding leave

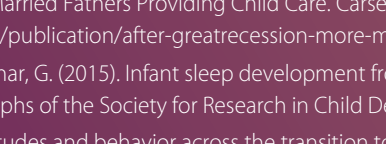


the remaining **40%**  
claims are for **short periods** and **intermittent days**

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1 - National Partnership for Women & Families: Fact Sheet: Fathers Need Paid Family and Medical Leave. Retrieved May 2018 from <http://www.nationalpartnership.org/research-library/work-family/paid-leave/fathers-need-paid-family-and-medical-leave.pdf>  
 2 - Klerman, J.A., Daley, K. & Pozniak, A. (2012, rev. 2014) Family and Medical Leave in 2012: Technical Report. Abt Associates Inc., p.137. Retrieved May 2018 from <https://www.dol.gov/asp/evaluation/fmla/FMLA-2012-Technical-Report.pdf>  
 3 - DOL Policy Brief: Paternity Leave - Why Parental Leave for Fathers is So Important For Working Families, p. 3. Retrieved May 2018 from <https://www.dol.gov/asp/policy-development/PaternityBrief.pdf>  
 4 - 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, p. 7. Retrieved May 2018 from [http://www.thenewdad.org/yahoo\\_site\\_admin/assets/docs/BCCWF\\_The\\_New\\_Dad\\_2014\\_FINAL\\_157170735.pdf](http://www.thenewdad.org/yahoo_site_admin/assets/docs/BCCWF_The_New_Dad_2014_FINAL_157170735.pdf)  
 5 - 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), pp. 427-453  
 6 - Lamb, M.E. (2004). The role of the father in child development, 4th ed. Hoboken, NJ: John Wiley & Sons, Inc., pp. 1-18, 309-313; Smith, K. (2015, February 3). After the Great Recession, More Married Fathers Providing Child Care. Carsey School of Public Policy Publication. Retrieved June 2017, from <https://carsey.unh.edu/publication/after-greatrecession-more-married-fathers-providing-child-care>  
 7 - 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  
 8 - 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  
 9 - See note 1 ([www.nationalpartnership.org](http://www.nationalpartnership.org))  
 10 - IBID