

Boston College Center for Work & Family Releases New Fatherhood Study

Chestnut Hill, Mass (June 15, 2010)--A new study by Boston College's Center for Work & Family that focuses on the changing role of fathers today contributes new data to the work-life conversation and the under-researched area of men, careers, and fatherhood. This qualitative study of middle-income, first-time fathers—**The New Dad: Exploring Fatherhood Within a Career Context**—has been released just in time for Father's Day, June 20.

Spearheaded by the Center's Executive Director, Brad Harrington, this in-depth study of new fathers supports the notion that today's dads do not equate being a good father with the role of "the breadwinner," as traditional models suggest. The theme of "being there, being present, spending time, being accessible" was often cited by survey participants.

Other significant research highlights include the following:

- Most fathers in the study confirmed that their self-image at work increased in a positive way after having children, with many fathers reporting that their new role as parents had enhanced their reputation, credibility, and even career options.
- The workplace does not expect fathers to reduce their workload or career aspirations to take into account their new responsibilities outside of work; despite the fact that many fathers may be doing just that.
- Although new fathers felt supported by their bosses regarding work-life flexibility, most did not arrange formal flexible work arrangements as new mothers often do. Instead, these fathers used more informal, sometimes "stealth" approaches to balancing work and family issues.
- The implications for workplaces include recognizing that fathers, as well as mothers, are challenged by the need to balance their work and home lives. "Based on our research, organizations can support parents in their workforce by understanding that mothers and fathers desire, and can benefit from a supportive, family friendly workplace culture and policies" said Harrington.

The study can be accessed at www.bc.edu/cwf

About The Boston College Center for Work and Family

Boston College Center for Work & Family is a global leader in helping organizations create effective workplaces that support and develop healthy and productive employees. With over 100 corporate partners worldwide, the Center links the academic community to leaders in employment settings who are committed to promoting workforce effectiveness.

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