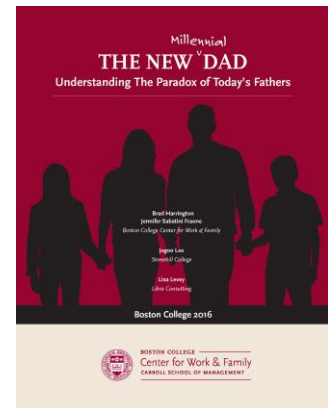


Highlights from The New Millennial Dad (June, 2016)

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Millennial Dads are:

- Ambitious: 80-90% said they want to:
 - Take on increasingly challenging roles
 - Be known as expert in chosen specialty
 - Advance up the organizational ladder
- **However** only 4% strongly agreed they wanted to advance if it meant less personal / family time
- When it came to what's "extremely important" to them in assessing their success: Work-life #1
- More men (51%) than women (44%) would consider being at at-home parent
- Top 5 Criteria for joining an organization are the same, slightly different order and magnitude

Top Criteria for Employer Selection (% very important/ extremely important)

Mothers

1. Work-Life Balance (86%)
2. Job Security (81%)
3. Salary (80%)
4. Benefits (80%)
5. Career Growth Opportunities (77%)

Fathers

1. Career Growth Opportunities (83%)
2. Benefits (76%)
3. Work-Life Balance (75%)
4. Salary (74%)
5. Job Security (71%)

Are all Millennial Dads the Same?

Three Paradigms of *The New Dad*

- *Traditional Dads* = Spouse should do more and she does
- *Egalitarian Dads* = Caregiving should be 50/50 proposition and it is
- *Conflicted Dads* = Caregiving should be 50/50 proposition but ...Spouse does more than I do

	Traditional	Egalitarian	Conflicted
Spouse Education	20% Master's degree or above	44%	60% *Most educated spouses
Spouse Work Status	36% work outside home - Those who do avg 27 hours	96% work outside home Avg 40 hours	82% work outside home Avg 36 hours
Spouse Income %	26%	46% - nearly equal re: both breadwinning and caregiving	36%
Job Satisfaction	Middle	Highest re: treated with respect and ease of combining work and personal	Lowest
Life Satisfaction	24% strongly agree 89% agree + sa	36 % strongly agree 89% agree + sa	Only 4% strongly agreed that they are satisfied with their life 72% agree + sa

Signs of Progress? Cautious optimism

Comparison of Dads aged 22-35 from 2011 vs. 2015 data collection

- A greater percentage of fathers in the 2015 sample were “equally involved” in providing care for their children (30% vs. 25% in 2011)
- Corresponding decrease in the number of couples where the spouse provides more care (62% in 2015 vs. 69% in 2011).
- There was also a slight increase (67% in 2015 vs. 65% in 2011) that indicated they should be equally involved in providing care.
- Culture: While 28% of the 2015 fathers believed being viewed favorably at work required putting one's job before one's family, over 40% of 2011 dads reported this result.
- Employees who participate in work-family programs are viewed as less serious about their careers (34% Yes in 2011, 28% yes 2015)
- Paternity leave increasing rapidly: Fatherly Top 50 – 2015 average of 4 weeks, 2016 average of 7.5