The New Dad Research Series
Expanded Paid Parental Leave
Measuring the Impact of Leave on Work & Family

BOSTON COLLEGE CENTER FOR WORK & FAMILY

**Leave Utilization**

93% women took full leave
62% men took full leave

Even when men do not take the full leave available, they take a substantial amount of what is offered to them:

- 8 weeks offered: 7.2 weeks taken (90%)
- 16 weeks offered: 12.8 weeks taken (80%)

**The Leave Experience**

A large majority of women considered their workplace extremely supportive of leave, somewhat less so for men.

- 81% of men and women agree fathers taking leave is more acceptable
- 74% agreed their employer is equally supportive of mothers and fathers
- 47% of men agree that "it was expected that I would take leave."

"My husband and I truly appreciate such a progressive policy and see the benefits— not only to us and our new family, but to even the playing field between men and women in the workplace."

More men report an increase in desire for career advancement, while more women report a decrease in opportunity for promotion following leave.

**Desire for Career Advancement**

- 30% women
- 23% men

**Opportunity for Promotion**

- 74% 76%
- 40% 43%
- 49% 2%

**Workplace Effects**

- 75% of respondents agree that they are more likely to remain with their employer because of the leave policy.

**Attitudes toward Sharing Caregiving**

While it is encouraging that mothers’ and fathers’ aspirations for shared caregiving are both high, the reality is that in the home, traditional gender roles persist.

**When placing themselves on a continuum, both men and women consider themselves dual-centric, or nearly equally focused on family and career.**

- Family-Centric
  - Women: 1
  - Men: 2.5

- Dual-Centric
  - Women: 3
  - Men: 2.8

- Career-Centric
  - Women: 5

**4 Employers**
**6-16 Weeks of gender-neutral leave**
**1,240 New parents**
**57% First-time parents**
**89% Dual-earner households**

To read the full report, visit www.bc.edu/cwf