

Expanded Paid Parental Leave

Measuring the Impact of Leave on Work & Family

BOSTON COLLEGE CENTER FOR WORK & FAMILY

Sponsored by



Leave Utilization



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



The Leave Experience

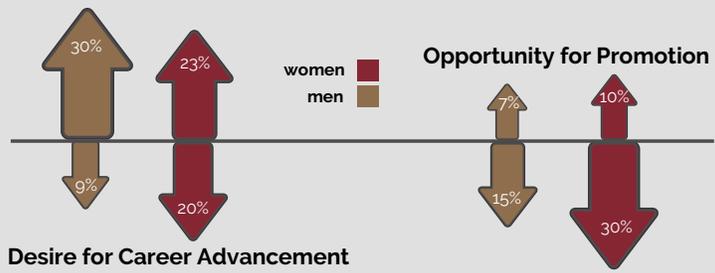


A large majority of women considered their workplace extremely supportive of leave, somewhat less so for men.



“ 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. **”**

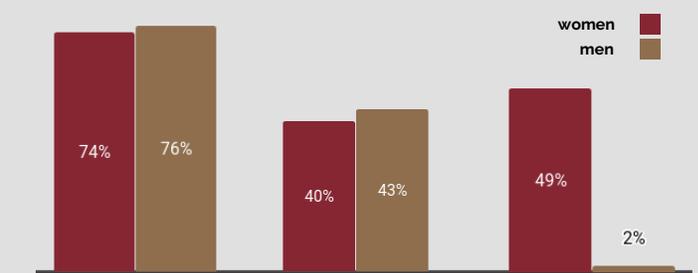
More men report an increase in desire for career advancement, while more women report a decrease in opportunity for promotion following leave.



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

Workplace Effects

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.



Should be shared 50/50 | Is Shared 50/50 | I do more

Attitudes toward Sharing Caregiving

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

