

PREVALENCE OF PATERNITY LEAVE IN OFFICE GOING PERSONNEL

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ABSTRACT

With the advent of the 21st century, work-family conflict is a battle that many parents in India, fathers and mothers alike, fight on a daily basis. It has become equally important for fathers as it is for mothers to participate in the upbringing and welcoming of a newborn child in the family . Hence, to accommodate these changes and make way for gender equality, non-conforming gender roles, wholesome upbringing of the child, it is required that some changes in workplaces, including access to gender neutral flexible working and parental leave for new parents. While the country widely recognise and agrees on the benefits of Maternity Leaves, it is different in the case of fathers trying to avail Paternity Leave benefits. In March 2017, a big step was taken and paternity benefit bill was introduced . The decision made an old question rear its head again, of whether paternity leave should also be recognised by the Indian government. Lately, various private companies have introduced the concept of paternity leave for their employees. This research analyses the potential impacts of inserting a provision for paternity leave in India in society & organisations and also aiming to spread awareness about paternal roles in childcare

Keywords -Paternity Benefits, Gender Equality, paternity benefit bill, Taboo , Paternity leave , father's Responsibility, parental leave, awareness.

INTRODUCTION

It may sound silly in today's modern world, but there is still a macho perception in which a man's role is not to be at home nursing the baby but to be out there providing for the family. More so in our traditional, where men are regarded as breadwinners and women are child carers.

Nevertheless, this view point is slowly evolving and employers need to be prepared for this new change. There are more women in the workforce today and a growing number of two working parents, both providing for and sharing the responsibility of child-caring. This leads to an increase in demand for paternity leave. Parental leave is a concept which aims to make work places more family friendly

What does one understand by word paternity?

It means the state of being a father i.e. fatherhood or derivation or acquirement from a father

Paternity leave: a period of time that a father is legally allowed to be away from his job/work so that he can spend time with his new baby

WHAT ARE THE BASICS OF PATERNITY LEAVE?

Anyone with parental responsibility can take paternity leave. This means they must be the child's biological parent (whether or not living with the child) and expect to have some responsibility for its upbringing. Alternatively, they should be the child's adoptive or surrogate parent or the spouse, partner or civil partner of the child's mother or adopter or

surrogate parent and expect to have main (shared) responsibility for its upbringing.

The Government of India has enacted the Maternity Benefits Act, 1961 where women are entitled to certain benefits, perks, facilities to raise their children whereas there is no legislation for paternity benefits. Being a country where our family is of first and foremost importance to us, it is an utter necessity to provide reasonable amount of maternity as well as paternity leaves.

PATERNITY BENEFIT BILL

In september 2017, After the Maternity Benefit (Amendment) Act, 2017, a new bill is known as Paternity Benefit Bill had been proposed by Rajeev Satav, MP from Maharashtra, in the Lok Sabha . The bill states that all workers, including those in the unorganised and private sector, get paternity leave of fifteen days extendable up to three months. It emphasized on equal parental benefits for both the mother and the father.

According to his words, "Child care is the joint responsibility of both parents. They must devote time to the newborn to ensure its proper well-being"

ASPECTS OF BILL

Applicability -It is applicable to all the men of government as well private sector, also including those who are self-employed or working in an unorganised sector where less than ten persons are employed.

Payment -Every employee shall be entitled to receive the paternity benefit with the same rate as the average daily wage payable to him on days which he

has worked or the minimum rate of wage fixed or revised under the Minimum Wages Act, 1948

Working Duration -A man will be entitled to the benefit only if he has actually worked in the establishment from whom he claims paternity benefit for a period not less than eighty days in the twelve months.

Duration of Leave -Any man with less than two surviving children will be entitled to receive paternity benefit for the period of fifteen days, of which not more than seven days shall precede the date of expected delivery. It will be availed upto three months from the date of delivery of child.

Parental Benefit Scheme and fund -The Central Government under this Act will introduce a scheme and fund with proper guidelines for providing paternity benefit to every man.

Non-fulfilment of Benefit -If an employer fails to pay any amount of paternity benefit to a man entitled under this Act, he will be punished with imprisonment, not less than three months but may extend to one year and with fine which will not be less than twenty thousand rupees but may extend to fifty thousand rupees.

Adoption - will be entitled to paternity benefit for a period of fifteen days from the date the child is handed over to the father

Miscarriage -In case of miscarriage, for the period of seven days will be provided immediately following the day of the miscarriage

SECTORS

Government Sector Employees: Paternity Leave

There are certain provisions in government sector to possess benefits of paternity leaves under Central Civil Services (Leave) Rule 551 (A) for male employee

- with less than two surviving children
- for a period of 15 days and can avail this leave 15 days before or within 6 months from the date of delivery of child.
- If such leave is not availed within the period, it shall be treated as lapsed.
- He shall be paid leave salary equal to the pay last drawn immediately before proceeding on leave.

Private Sector Employees: Paternity Leave

there isn't any such law that mandates private sectors to provide the paternity leaves to its employees. Therefore, paternity leave is open to interpretation by individual companies. Some MNCs have already taken steps towards implementing the paternity leave through their HR policies like

- Microsoft : 12 weeks of Paternity Leave.
- Infosys : 5 days of Paternity Leave.
- Facebook : 17 weeks of Paternity Leave.
- Starbucks : 12 weeks of Paternity Leave.
- TCS : 15 days of Paternity Leave.
- Oracle : 5 days of Paternity Leave
- Deloitte : 16 weeks of Paternity Leave.

UNICEF: Paternity Leaves

UNICEF had the provision of 4-6 weeks paid paternity leaves to its male employees and has become the first United Nations Agency to extend such leave beyond the standard four weeks. This step has been taken to give adequate time to fathers and their child.

POLICIES WORLDWIDE

1. **Norway:** The father is entitled to take 2 weeks paid leave when the child is born and must take additional 14 weeks of paid leave before the child turns 3 years of age
2. **Iceland:** parental leave of three months
3. **Sweden:** Parents are provided the policy of getting 480 days (16 months) of paid parental leave at 80% of their salary. They are also entitled to 180 bonus days in case of twins. Swedish fathers must take at least three of those 16 months. The days do not expire till the time the child reaches age of 8.
4. **Spain:** Fathers are entitled to 30 days paid leave at 100% of covered pay

Benefits of paid paternity leave

Financial relief -Paid paternity leave provides a form of financial relief to new fathers and creates a positive ripple effect through families. This will indirectly improve employee morale and create a happier workforce overall.

Increase in work life balance - New talents such as the Millennials often seek greater work-life balance. Paternity leave incentives help them to manage their role as an employee, a father and a husband. An extension to paid paternity leave also helps them to have sufficient time to care for their new-born, leading to an increase in employee productivity as they would have a better focus on work upon their return.

REVIEW OF LITERATURE

1. In 1970, A paper study was done to shed light on fathers use of different parental leave schemes in Nordic countries. The results were not so clear,

because flexibility of leave schemes has increased but it has been found that Finnish fathers use the paternal leaves the most but share potential leave periods the least.⁶

2. In 1973, Lucie LaFlamme et.al had conducted a study in order to assess that paternity leave can be a serious threat for child injuries than that of mothers. They considered a hospitalised children of Sweden population in 1973-2009 (ecological design) and children born in 1988 and 1989 (longitudinal design). In comparison to mother, this study has been concluded that an increase in father's share of paternity leave reduced the risk of child injury.⁵

3. A population-based cohort study on influence of father's socioeconomic status and paternity leave on breastfeeding duration was done by Renee Flacking et.al in 2010. For this study data on breastfeeding were matched to the available data on socioeconomic status and parental leaves in Sweden.

Fathers of 51,671 infants were involved and the results showed that infants whose father had lower level of education/ equivalent disposal of household income/ did not take a paternal leave at all were significantly less likely to be breastfed at 2,4,6,9,12 months of age.

The conclusion of the paper showed that an enabling of increased involvement from fathers during infant's 1st year of life such as by paid paternal leave may have beneficial effects on breastfeeding up to 6 months of age.¹

4. In 2010 a study was done by Mari Rege et.al in order to review the Impact of paternity leave on long term father involvement. This study was done based on USA's Clinton administration of 1995 which showed government wide initiative to strengthen the role of fathers in the family, Using Norwegian registry data

they investigated about the cause. Their analysis suggested that 4 weeks of paternity leave during child's 1st year decreased fathers' earnings by 2.1%. the sample parent was those whose child was between 1-8 years of age during 1992-2000 and the subjects of this study had to be citizens of Norway only.⁷

5. In 2014 a pilot study was done by Addati et.Al which talked about paternity leave entitlements that could be found in national legislation of at least 79 countries out of 167. It briefed us on how length of paternity leave varied from country to country, which could be as low as just 1 day of paid leave (just in case of emergency or just after delivery). The eligibility criteria for being able to take a leave were linked to their minimum time in the service. The cash benefits were also mentioned as well as the trends from 1994-2013 paternity leave.⁴

6. In 2016, Jose Andres Fernandez et.al conducted a survey on which they based the study about how fathers who took childbirth leaves became more involved in their children life. The study included Spain based 1130 couples with children 3-8 years old. Firstly, this study allowed the estimation of the take up rate and duration of different kinds of childbirth leaves that Spanish workers used when they had a child. Secondly the participation of father was analysed in comparison to the mothers in childcare activities and this involvement or contribution was noted and formed into a quantitative analysis. Evidence concluded that fathers taking longer childbirth leaves favoured greater involvement of the father in their child's routine activities.²

7. In 2019, an article on Relevance of the paternity bill was submitted by Mr. Abhishek Yadav. It talked about the paternity benefit bill of 2017 introduced by Rajeev satav, member of parliament. It stated how childcare was a joint responsibility of both a father and a

mother and how absence of paternity leaves implied that the responsibility of a child is only of the mothers. It also stated that as per a study done by UNICEF 2/3rd of worlds children under 1 year old lived in a country where the fathers were not entitled by law to even a single day of paid leave. This article concluded how paternity leaves promoted father child bond and that how fathers could provide emotional and physical help.³

HYPOTHESIS

- Hypothesis 1: Attitudes about paternity leave-taking will indicate substantial support for paternity leave.
- Hypothesis 2: We hypothesize that men who particularly value their role as a breadwinner will be less likely to take significant amounts of parental leave. Men who particularly value their role as a caregiver will be more likely to take significant amounts of parental leave.
- Hypothesis 3: Paternity-leave taking and length of paternity leave will be positively associated with father involvement
- Hypothesis 4: The rates of paternity leave taking is associated with the income of the father
- Hypothesis 5: The associations between paternity leave-taking and children's perceptions of father-child relationship quality will be at least partially mediated by father engagement, co-parenting support, parental relationship satisfaction, and father identities

METHODOLOGY

- **objective** - problems in taking paternity leave, to create awareness
- Primary data collected through online survey
- **Study design** – explorative(descriptive) design
- **Sample size**-112
- **Inclusion criteria**
- Parents

- Working population
- Willing participants
- People above 25 yrs of age
- **Exclusion criteria**
- Not willing to give consent

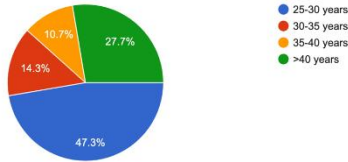
STUDY PROCEDURE

- Age, time, duration, google survey, expert review - compilation
- Normal healthy individuals in the age group between 25 years and 40 above years participated in the study. The study was conducted between October 12th to November 2nd 2020. A total 16 questions were added in the questionnaire The survey questionnaire was drafted in Google Forms.
- The questionnaire included permission/consent to participate in the survey study and the demographic details of each participant. The demographic details included name, age and the e-mail address.
- The questionnaire was directed using a link shared on social media network WhatsApp and e-mail. The survey questionnaire was chosen as it was inexpensive, saved time and was effortlessly attainable. Responses of the participants were obtained on Google Form after 21 days of survey link <https://forms.gle/5duPVnJWbLhTfVXw9> link sent to the participants.
- **Data collection** The data was collected by Google Forms. The filled online responses were received from the participants and analysed
- **Data analysis** Responses of each participant were analysed by using Google Form link. The percentage of responses for each question was calculated. These were then noted and represented in the form of pie chart

RESULT

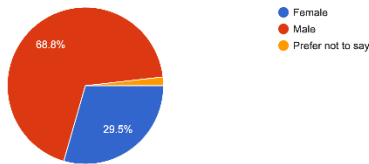
Ques.1. Age?

Age
112 responses



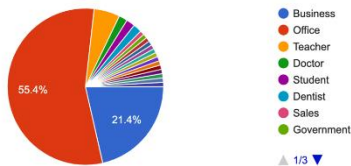
Ques.2. Gender?

Gender
112 responses



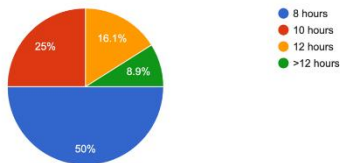
Ques.3. Job description?

Job Description
112 responses



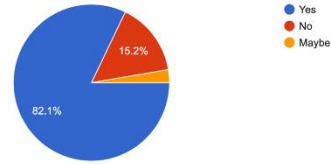
Ques.4. Working hours per day?

Working hours per day
112 responses



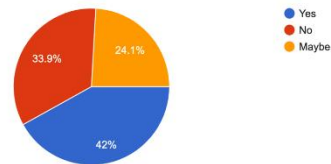
Ques.5. Awareness about paternity leave?

Are you aware of paternity leave
112 responses



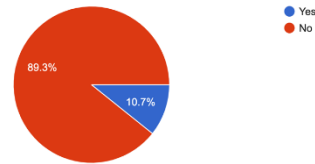
Ques.6. Does your organization provide paternity leave?

Does your organisation provide paternity leave
112 responses



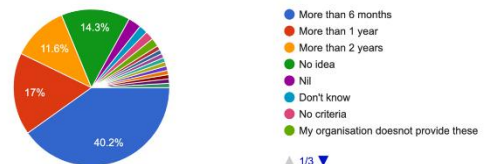
Ques.7. Have you ever opted for paternity leave?

Have you ever opted for paternity leave
112 responses



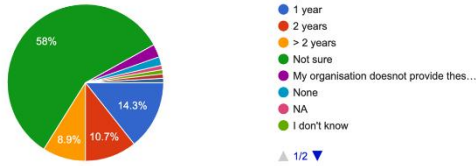
Ques.8. Length of service provided

What length of service is required to be eligible for getting paternity leave in your organisation
112 responses



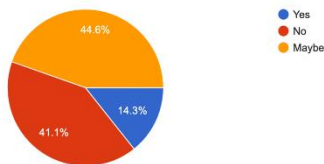
Ques.9. Minimum gap between 2 paternity leaves?

What is the minimum time gap between two paternity leaves provided by your organisation
112 responses



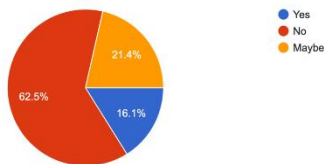
Ques.10. Any benefits offered?

Does your company provide any paternity benefits
112 responses



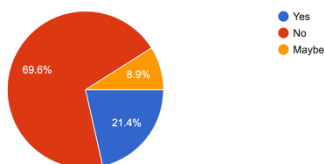
Ques.11. Is 2 weeks leave sufficient?

Do you think 2 weeks paternity leave is sufficient?
112 responses



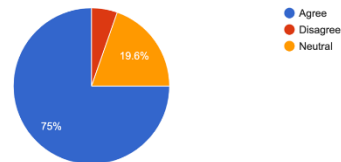
Ques.12. Are you aware of following paternity leaves
Microsoft : 12 weeks Facebook : 17 weeks
Starbucks : 12 weeks TCS : 15 days Deloitte : 16 weeks
Zomato: 26 weeks UNICEF: 6 Weeks

Are you aware of following paternity leaves
Facebook : 17 weeks ... weeks Microsoft : 12 weeks UNICEF: 6 Weeks
112 responses



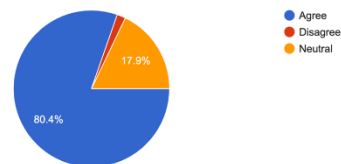
Ques.13. Less awareness leads to gender discrimination ?

Do you think less awareness about paternity leave leads to gender discrimination at work place
112 responses



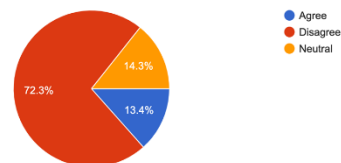
Ques.14. Should there be common rules in public/private sector?

Do you think there should be a common/similar paternity leave policy for both public and private sector?
112 responses



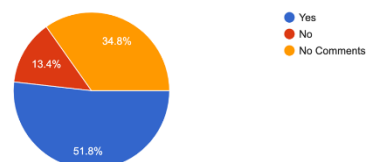
Ques.15. Do you feel men will work less efficiently after taking paternity leaves?

Do you feel men won't be able to work efficiently post paternity leave
112 responses



Ques.16. Ready to involve themselves in pregnancy pampering and pre-natal care?

Are men ready to involve themselves in pregnancy pampering and pre-natal care
112 responses



SUGGESTIONS GATHERED

1. It shouldn't be a long process In government sectors as it takes almost a week to consider the application to the head
2. This leave is essential for bonding of father and new born
3. Paternal leaves help men to contribute in the future of their kids. They don't miss out on their baby's memorable moments. Also this helps women in not dropping out on their career.
4. There should be some law against organisations for not providing these leaves
5. More awareness programmes should be held for this
6. Bringing awareness among men about pregnancy and importance of taking care of new born will really help in building good society
7. It should be valid for all private sectors as well .
8. Leave should be given and people should be aware about this

The purpose of this study was to get an idea about the awareness of paternity leave in the work place. According to the survey it was found there is still lack of awareness among people. About 15.2% of people still are not aware about these leaves. In organisations there are no proper provision of giving paternity leaves. Other aspects that affect parenting, including the involvement of fathers in their children's lives, sources of parenting stress and family support, workplace factors, and the quality of child care and educational experiences must obviously be considered. There is still a shyness and taboo about the pregnancy pampering and pre-natal care 13.3% still thinks that it isn't needed while 35.4% are not sure about these things. This Descriptive and explanatory research is more specific about the paternity leaves its awareness and the problems associated with it.

DISCUSSION

- The purpose of this study was to check the prevalence of paternity leaves in office going personnel. With the advent of the 21st century, work-family conflict is a battle that many parents in India fight on a daily basis. It has become equally important for fathers as it is for mothers to participate in the upbringing of a new born. Hence, to accommodate these changes and make way for gender equality, non-conforming gender roles, wholesome upbringing of the child, it is required that some changes be made in workplaces, including access to gender neutral flexible working and parental leave for new parents.
- Our objective is to Identify the problems / loopholes in work space regarding paternity leaves and to spread awareness in people regarding paternity leaves. The purpose of this study was to Present an overview of attitudes about paternity leave in India. In order to achieve the goal, we collected Primary data via online survey. It was a simple observational study with Sample size of 112. we made an Inclusion criteria of Parents with Age grp 25-40 above both genders were considered who were willing to participate in the survey and were Internet users.

◦ **Strength of the study**

- Cost effective
- Less time consuming

◦ **Limitations**

- The prevalence of the study may vary according to the age group.
- The responses of the questions may vary according to an individual's mindset or perception.
- The response rate was quite low as the individuals participating in the study were not really aware about the topic.

- **Future suggestions**
- This study could be extended further with different research designs.
- This study could be done more precisely, considering different age groups.
- Workplace culture has to be such that fathers feel that they can use their benefits without harming their career prospects. A no. of policies can help with this, including making sure fathers have adequate coverage of their job responsibilities, as companies routinely provide to new mothers on maternity leave, and insuring that individual line managers support a father's efforts to combine work and family life. Fathers need time to attend antenatal appointments, time off for dependents in the case of emergency or sickness, and the right to request flexible working. These don't have to be strict policies. Finding out who is on the school run, and arranging meetings and events accordingly, is a simple step that can reap benefits for all.
- Employers who aren't offering paid family leave may be choosing not to do so because they worry that it could be too expensive.
- Our research suggests that costs may balance out because of the boost in staff engagement and retention. The good news is that employers should experience a double benefit from supporting fathers in the workplace: In addition to attracting and retaining talented fathers, they also create opportunities for mothers. As working fatherhood becomes normalized, women are less often penalized for the ways they seek flexible work arrangements to handle childbirth and child care. Because of this, firms with strong policies and cultures supporting working parents should see their gender pay gaps lessen.
- Social implications: Analysing the differences turns out to be extremely interesting since it stresses the fact that a public policy is not enough and organisations need to make sure employees feel supported in taking these

leaves if they really want the policy to achieve the targeted results

CONCLUSION

- As we conducted our study, we came to know that most of the people are not benefitted by the paternity leave from their respective organisation.

Also there are many barriers in taking paternity leave:

- Awareness about the paternity leave among people is very less. Most people are not even aware about the paternity leave they can take.
- Social and cultural environment: Even if people are about the paternity leave, they don't opt for such leaves because of the society pressure. The norm of the society that taking care of the child is only mother's responsibility not fathers's.
- Also different working criteria of different organisation restrict people to take the paternity leave. For eg. In some organisation, minimum working time period should be 3yrs if they want to take paternity leave.
- Although in govt. sector the leave is paid while in private sector employees are only half paid or not paid at all.
- Some are worried about their setback they will face after taking the paternity leave. In some cases organisation is not clear about the consequences of the leave.

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