

# Expanded Paid Parental Leave

Measuring the Impact of Leave on Work & Family

BOSTON COLLEGE CENTER FOR WORK & FAMILY

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## Leave Utilization



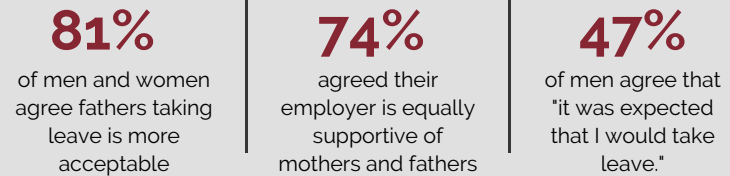
Even when men do not take the full leave available, they take a substantial amount of what is offered to them:



## The Leave Experience

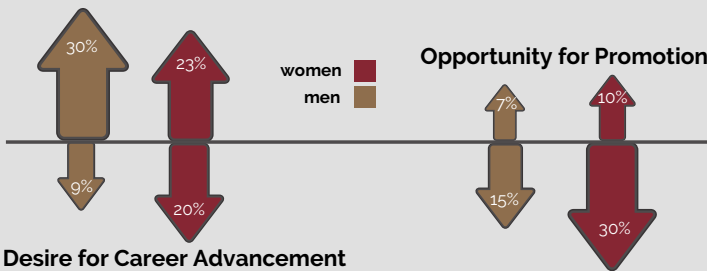


A large majority of women considered their workplace extremely supportive of leave, somewhat less so for men.



“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.”

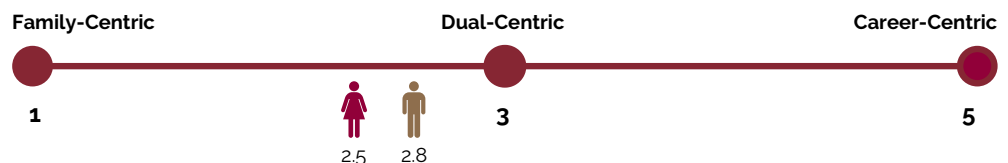
More men report an increase in desire for career advancement, while more women report a decrease in opportunity for promotion following leave.



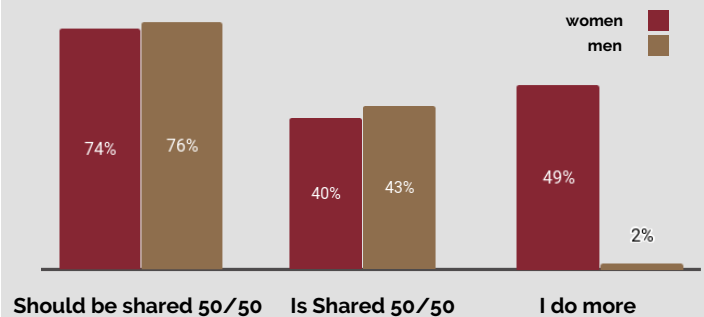
75% of respondents agree that they are more likely to remain with their employer because of the leave policy.

## Workplace Effects

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



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.



## Attitudes toward Sharing Caregiving

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