

# ‘Engaging Fathers in Nurturing Care’ Issues Around Leave Policies & Uptake

5<sup>th</sup> of December 2023, 10:00-13:00 CET

Organized by ISSA in collaboration with CSB

## Technical Workshop

**4E (Early, Equal, Engaged, Empathetic) PARENT**



4E-PARENT project is co-funded by the CERV-2022-DAPHNE Programme of the European Commission, Grant Agreement n. 101095956. The content of this document represents the views of the author only and is his/her sole responsibility. The European Commission does not accept any responsibility for use that may be made of the information it contains.

## 4E (Early, Equal, Engaged, Empathetic) PARENT

**Goal:** to promote **engaged fatherhood and caring masculinities**, for child health and development, gender equality, and as a means to a prevent gender-based violence

### Actions:

- **capacity-building**
- **communication and knowledge sharing**
- **advocay** for policy change (in Italy and the EU)



## 4E (Early, Equal, Engaged, Empathetic) PARENT

4E PARENT aims to promote engaged fatherhood and caring masculinities, as a mean to prevent gender-based violence (GBV), by scaling up and mainstreaming methods and approaches successfully piloted during the EU project PARENT.\*

The project identifies fathers/parents to-be and fathers/parents of children under 6 years of age as ultimate beneficiaries, with a specific focus on the first 1,000 days, this being the critical period in which to engage fathers in equal, shared, responsive and empathetic parenting.

## Engaging Men in Nurturing Care Initiative (EMiNC)

- EMiNC builds on existing and collects new evidence on men's involvement in caregiving, and forms partnerships and alliances **at city, country, and European level**.
- We aim for changes **in the home, early childhood services and community** environments by equipping and empowering early childhood workers across sectors, fathers and fathers to be and key members of the community, in their respective key roles to promote gender equity.
- In the long term, we aim to influence policies **at the national and EU levels** to promote gender equality in caregiving and father involvement in early childhood.



Vision of children growing up in societies where men and women are equally treated, respected and appreciated as parents. Women's and men's work are equally valued, distributed and recognized in formal and informal contexts.

Country focus: Italy, Spain, Portugal



February 2023 – February 2026



Build evidence for a compelling narrative at the European/country level about the importance of positive masculinities, fatherhood, and gender equity in early years for child's healthy development.

Implement effective programs at city/country level targeting different early childhood professionals and fathers to determine change in home and services practices towards increased father/men engagement.

Establish lasting partnerships and alliances at city, country, EU level with key stakeholders able to support the uptake of policy and programs enabling men engagement in nurturing care at country level.



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# Technical Workshop Agenda

10:00	Welcome and introduction
10:03	1. The WLB Directive – impact and implications, prospects for moving beyond.
10:10	2. A comparative table of existing leave policies for fathers in the five countries
10:15	3. Round table: National policies on leave Strengths & outstanding issues over the policies Available data on uptake of leave (paternity and paternal) by fathers
11:05	4. Q&A Discussion
11:30	Breakout rooms
12:10	Reporting back to the plenary, summary of discussions
12:45	Conclusions and next steps

### **3. Round table:**

**Strengths & outstanding issues over the policies**

**Available data on uptake of leave (paternity and paternal) by fathers**



## 4. Q&A Discussion:

## **Breakout rooms**

**Each participants will be assigned to one of the three breakout rooms.**

**We will have around 40 minutes to discuss several discussion questions.**



## Breakout room 1

### **FACTORS AFFECTING UPTAKE BY FATHERS** (in addition to workplace related factors to be discussed in Group 3)

- Why are fathers often not taking all the leave they are entitled to (even when 'well paid', over 66%)?
- To what extent is uptake of leave by fathers affected by women spending time at home and by the presence/lack of childcare services (especially for children 0-3 years) and other supports (such as grandparents, babysitting etc.)?
- How gender stereotypes related to care and masculinity affect the uptake?

#### **Bonus question:**

**How is uptake by fathers monitored? Is there data and who collects it? Or only estimates? What we would like to know?**



## Breakout room 2

### WORKPLACE RELATED FACTORS AFFECTING LEAVE

- Fathers often mention actual or perceived resistance from their employers as reasons for not taking all the leave they are entitled to: what are they?
- What could be incentives for employers to grant/encourage fathers to take leave?
- What conditions need to exist in the workplace to facilitate uptake?
- Paternity leave after birth is often indicated as 'obligatory', how can it be enforced and monitored?

#### Bonus question:

How is uptake by fathers monitored? Is there data and who collects it? Or only estimates? What we would like to know?



## Breakout room 3

### TIMING AND SHARING OF LEAVE

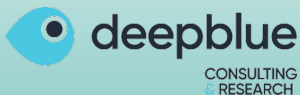
- Given the objective that care and domestic work should be equally shared, what have we learned in terms of best distribution of timing and tasks between men and women?

- (around birth/later;
- shared vs non-shared?
- 'obligatory' versus non-obligatory?

-When we talk of 'equal leave' the point of reference becomes maternity leave, but in x out of y countries participating in our webinar is less than the WHO-recommended 6 months (EU 16 weeks) after birth. How to balance responding to the rights of mother and fathers?

**Bonus question:**

How is uptake by fathers monitored? Is there data and who collects it? Or only estimates? What we would like to know?



With the scientific collaboration of:



# Thank you!

## 4E-PARENT website (in Italian)

<https://4e-parentproject.eu/>



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