

## Framework conditions at the political level for caring masculinities

Teresa Jurado Guerrero



### 1. WLB is important for all employees

- Complementarity of working hours and care services' opening hours
- No overwork/tighten working hours
- Time flexibility at workplace
- Spatial flexibility
- Leaves for care

Need for WLB begins when first child arrives



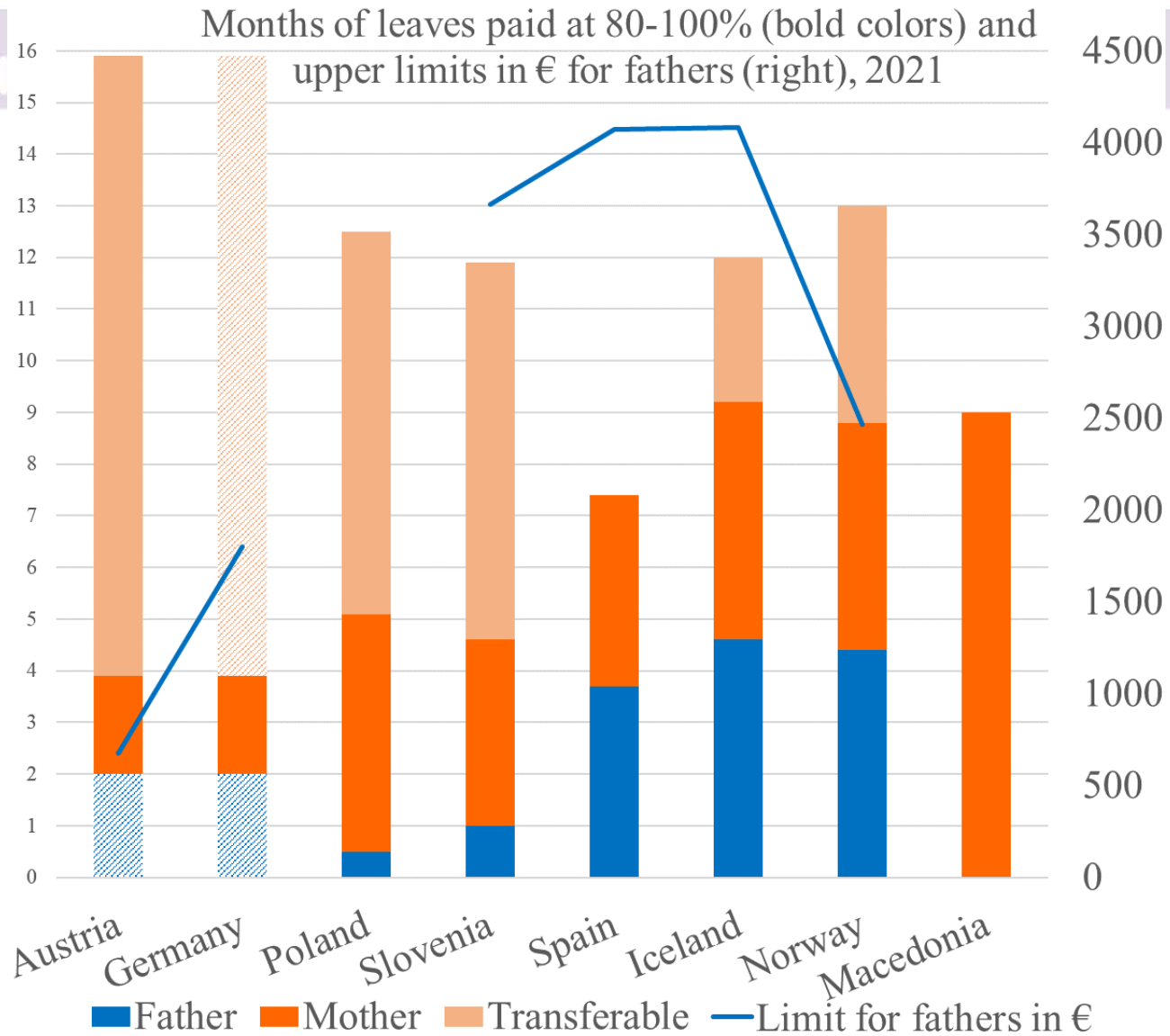
### 2. Legal gender inequality to care in UE

- Well-paid leaves for mothers must last 14 weeks (Maternity Directive from 1985)
- WLB Directive (2019) only requires 2 weeks of paternity leave for fathers.
- Legal gender inequality is not solved with 2 months (8 weeks) of non-transferable parental leave

$14+8 = 22$  weeks for women

$2+8 = 10$  weeks for men





### 3. Take up by fathers depends on design

In Germany, Austria and Poland 30-50% use fathers' leave:

- Germany: wage replacement 65% and limit 1.800€
- Austria: leave benefit is a family right and limit 678€
- Poland: higher uptake because fully paid, but only 15 days

In Iceland, Norway, Spain and Slovenia 70-90% of fathers :

- 90 to 100% of earnings, and individual entitlement to benefits

See MiC report "[Carving out space for Caring Men](#)"



## 2. Conclusions

- Legal conditions at the beginning of the family cycle must be improved to promote caring masculinities
- Behaviour is not only shaped by education and gender stereotypes, but also by law, which has symbolic power and creates economic (dis)incentives
- MiC' Political Recommendations and guide for employers





## CARING MASCULINITIES AT WORK: COMPANIES' SUPPORT FOR MEN'S WORK-LIFE BALANCE

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