Men in care

Framework conditions at the political level for caring masculinities

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level

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



level

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



Months of leaves paid at 80-100% (bold colors) and Men in co 4500 upper limits in € for fathers (right), 2021 4000 14 -13 — 3500 12 — 11 — 3000 10 — 2500 2000 1500 1000 500 Austria Germany Poland Slovenia Spain Iceland Norway Macedonia

Father ■ Mother ■ Transferable — Limit for fathers in €

level

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





The Men in Care project and this guide have received financial support from the European Union Programme for Employment and Social Innovation "EaS!" (2014-2020). The information provided in this publication does not necessarily reflect the official position of the European Commission.

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

Berlin, 19 May 2022



































