

PAID LEAVE IN AMERICA

HOW MEN & WOMEN USE NEW CHILD LEAVE



According to our survey of HR respondents in the US, women tend to use all or more of the new child leave offered to them...



...while men take less time than is offered.



Understanding variations in when and why employees use their new child leave should inform discussions around national and employer policy.

How can senior executives and HR leaders encourage male employees to use their paid leave?

- Consider how differences in policies for male and female employees—including weeks offered, wage replacement, and other factors—might influence employee decisions about taking leave
- Listen to employees about what is working—and what is not—about paid leave offerings, and adjust practices accordingly
- Create an organizational culture that encourages male employees to take their leave; this may involve clear communication from both HR and line managers or role-modeling from the executive suite