

Fact Sheet: Fatherhood and Paid Parental Leave

Paid paternity leave is instrumental in familial support, but is also a powerful tool for companies to recruit and retain talent in competitive industries. As family-planning and family-positive policies continue to dominate workforce conversations, expect to see an increased demand for paid paternity leave that supports a shift towards more male involvement in child-rearing.

0 days

fathers are entitled to 0 days of leave through short-term disability policies, which only cover the birthing parent (mom)

23%

of first-time dads without paternity leave in STEM quit the year they have a child ([PNAS](#))

67%

Including unpaid leave, sick days, and vacation time, about 67% of first-time fathers took bonding leave after 2015 (Source: [US Census](#))

44%

New analysis of California's 2023 data shows that fathers accounted for 44% of all bonding claims, up 31% from a decade prior. This was not due to the pandemic as 2019 rates were up 19% over the prior decade (Source: [KFF](#))

60 days

When available, working fathers are taking a median of 60 days of bonding leave, a 15-day increase from 2018 (Source: [WSJ](#))

7%

Every month of paid paternity leave is tied to a 7% increase in moms earnings (Source: [US JEC](#))

69%

of fathers would consider changing their job to spend more time with their families, indicating a strong preference for employers who offer paternity leave (Source: [SHRM](#))

73%

of working fathers lack access to paternity leave (Source: [BLS](#))

Let Parento customize a plan to support fathers-to-be.

Why Parento?

Schedule Call