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BOSTON COLLEGE CENTER FOR WORK & FAMILY



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“ *My husband and I truly appreciate such a progressive policy and see the benefits—not only to us and our new family, but to even the playing field between men and women in the workplace.* ”

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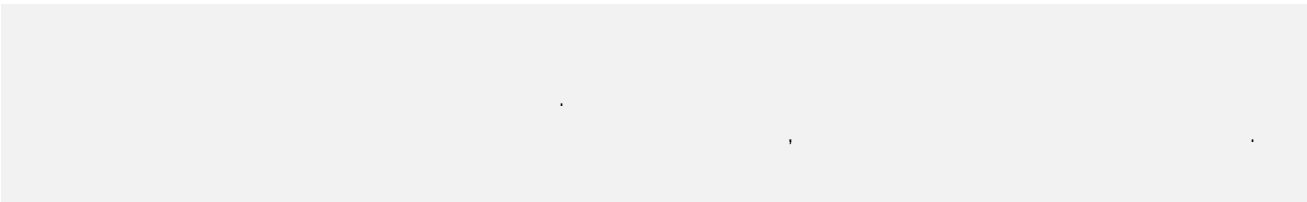
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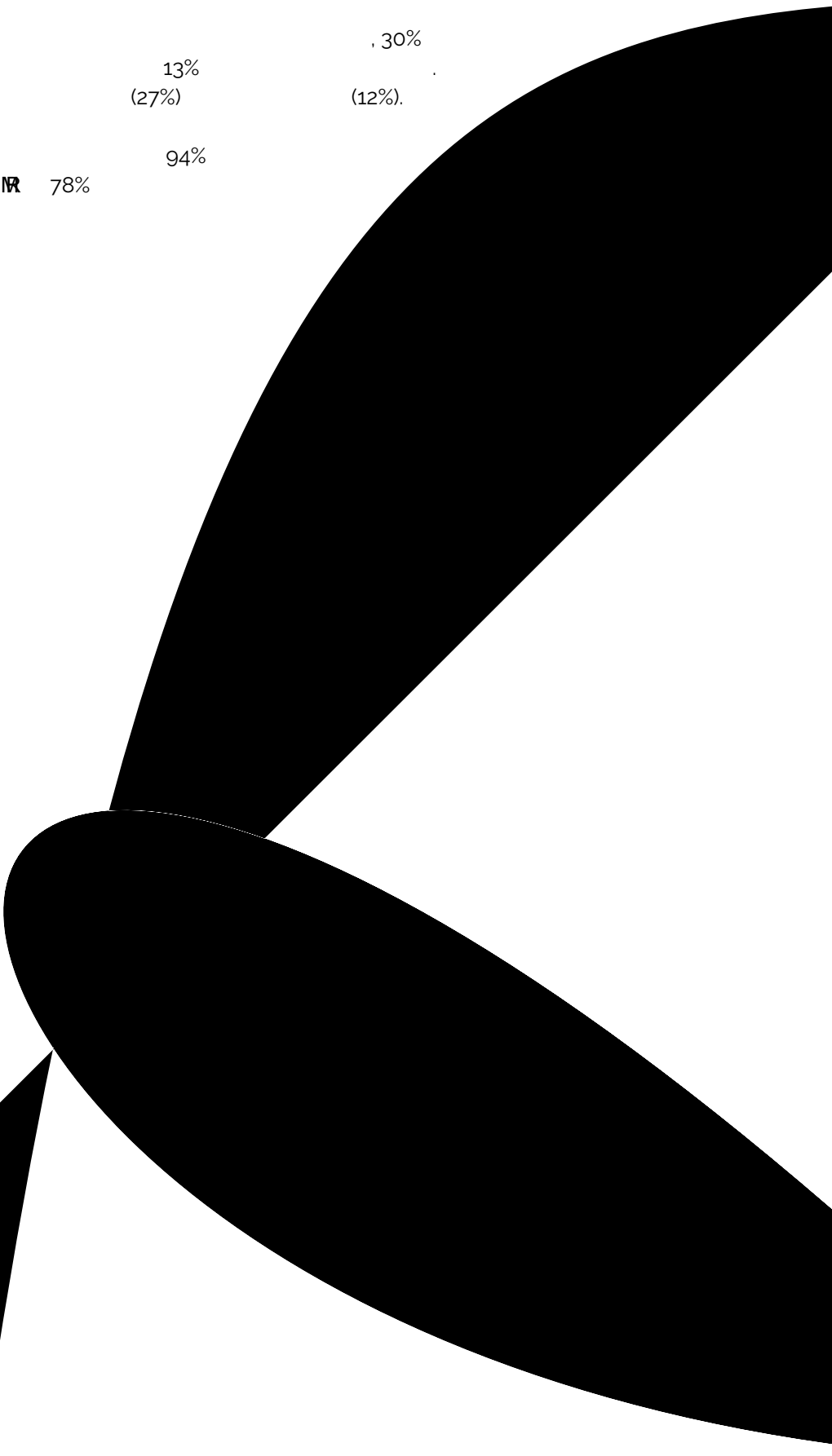
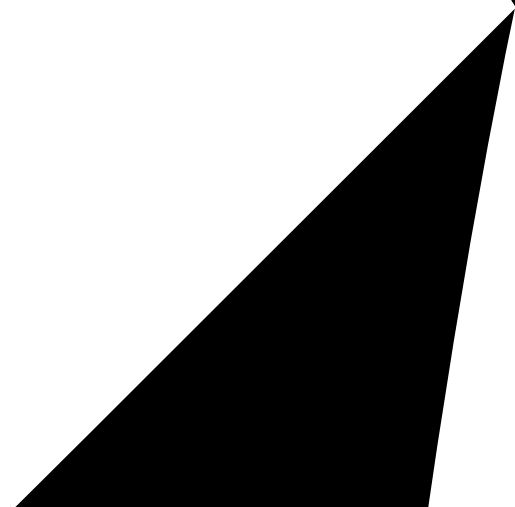
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Career advancement is a chief concern for both men and w

Men and women are equally concerned about their ability to combine work and family.

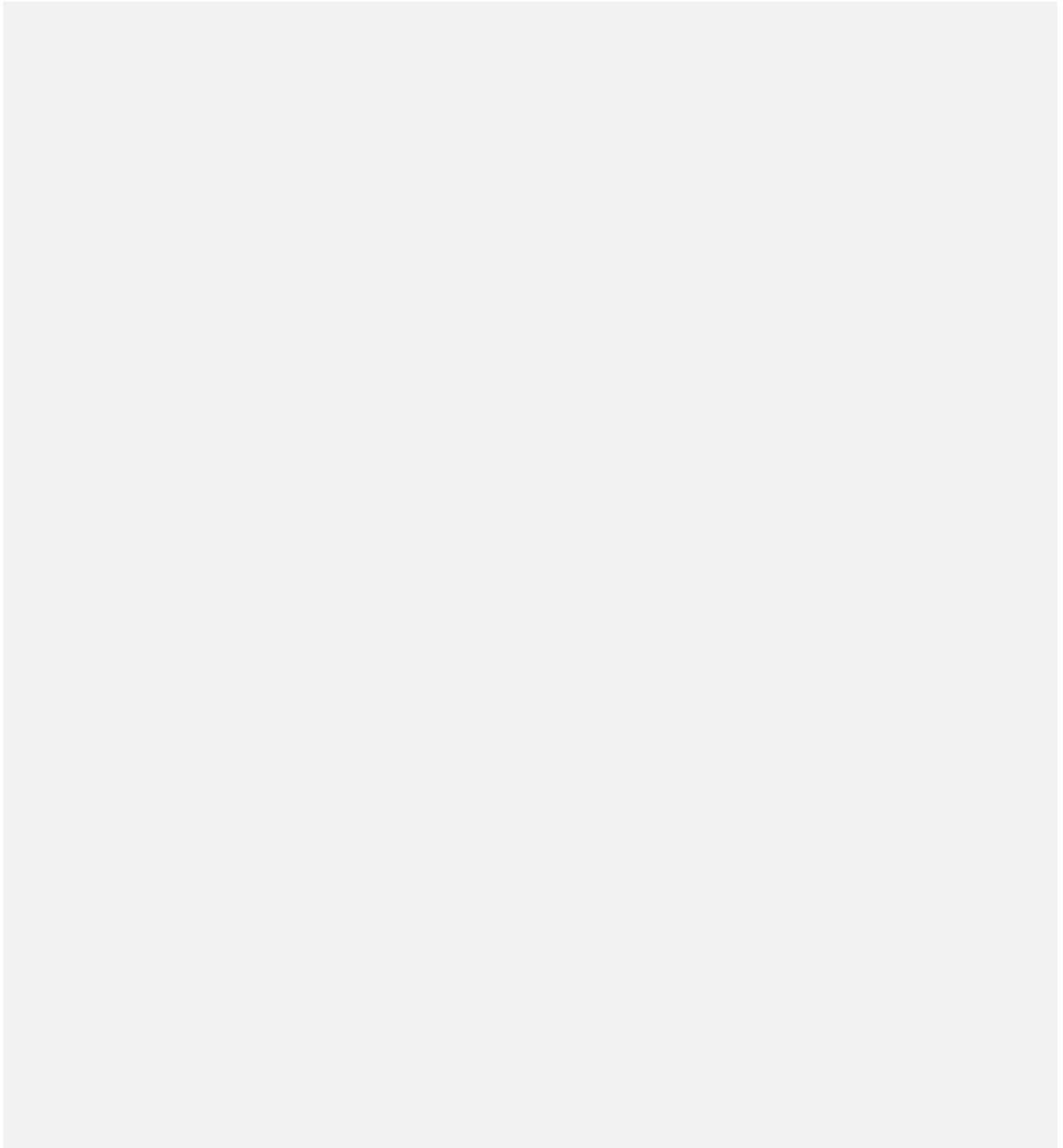
The men and women in the study, by and large, share the same concerns around balancing work and family with a substantial number reporting that it is not easy to combine the two. Organizational programs such as expanded parental leave should recognize that these challenges are common to all employees.

Men and women strive for an egalitarian approach to sharing caregiving and household duties but gender roles persist.

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## Recommendations

Our study finds that expanded parental leave is a highly valued benefit for both men and women, which yields positive outcomes for organizations in terms of employee loyalty and retention. Following are recommendations that provide a framework for employers to evaluate and implement parental leave policies that can effectively support new parents and, in turn, enhance their reputations as employers of choice.



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