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Paternity leave is paid or unpaid leave available to employed fathers upon the birth of a child. In some countries, paternity leave entitlement extends to same-sex partners, and to adoption of infants. It provides fathers with time away from work to help care for a new child, as well care for other children and help the mother.

Paternity leave is different to parental leave which is usually offered to both mothers and fathers and which tends to be for a longer period to care for the child, beyond the maternity or paternity leave entitlement. Fathers may also have access to parental leave or have the right to share parental leave with the mother.

Paternity leave entitlements vary by country in terms of eligibility, duration, benefit amount and responsibility for funding. Funding may be by employer contribution, employee contribution, government contribution, or a combination of any or all of these. Additional leave for multiple births, according to type of birth (natural/caesarian) and adoption may also be available. Increasingly, countries around the world at all stages of economic development either have or are developing paternity leave policies. The ILO has reported that 78 countries provide a statutory right to paternity leave.

Benefits of paternity and parental leave

All paternity leave is beneficial to fathers, but **paid** paternity leave delivers additional social and economic benefits. Research has shown that men are much more likely to use paternity leave when it is paid at an income replacement rate, is provided for fathers only (often referred to as 'ring-fenced leave', or 'use or lose' leave) and when their right to return to their job is protected.

Fathers benefit from access to paid paternity leave in a number of ways. Research shows they have lower levels of depression, they reduce risky behaviours such as smoking and drinking, and have stronger relationships with their children.

The health and well-being of babies is also improved when fathers are involved in caring from birth. There are improvements in on-time immunization, improvements in child cognitive development, lower infant mortality and prolonged breast feeding. As children grow, they benefit from the enhanced one-on-one time with fathers, through stronger relationships and increased performance at school.

Women benefit significantly from paternity leave in terms of additional time to recuperate from childbirth, time to engage in extended breastfeeding and enjoy increased emotional support.

Paternity leave has also been found to reduce parenting stress, post-partum depression, maternal mortality and intimate partner violence.

In all countries, women spend more time on unpaid work than men. Access to paid paternity leave has been found to produce a more equal distribution of unpaid work and shift social norms around shared caregiving. The sharing of unpaid work allows women more time to spend on paid labour market activities or further learning opportunities. A 2016 World Bank study found a positive relationship between paternity leave and women’s employment, including a 6.8% increase in the number of female workers at firms with mandated paternity leave.

In the workplace, changed gender norms about parenting can reduce stigma around taking time off for childcare and promote more equal hiring practices. Providing both parents with access to paid parental leave can also improve household income

and economic security. Women’s improved access to employment alleviates poverty and allows for increased investment in child health and education. When mothers work, daughters are more likely to stay in school longer, seek out work and earn higher wages. McKinsey Global Institute has calculated that if women’s and men’s workforce participation were identical, global GDP could increase by \$28 trillion by 2025.

Paternity leave in Indonesia

The 2003 Manpower Law entitles employed, married fathers to two days of paid paternity leave at full pay for the birth of a child, or for miscarriage, paid for by the employer. As per the National Civil Service Agency Regulation No 24/2017, male civil servants in Indonesia are eligible for one month of paternity leave and receive their basic pay during this time.

Type of Leave	Entitlement
Paternity leave	2 days at full pay (private sector); 1 month of basic pay (civil servants)
Miscarriage	2 days at full pay
Cultural rites: <ul style="list-style-type: none"> • Circumcision • Baptism • Marriage • Death of child 	2 days at full pay
Emergency Care for self and family	Unpaid leave, with permission of employer

Employees are also entitled to two days of full pay for Parental Rights including for circumcision, baptism, marriage, or death of a child. Leave for emergency care for self and family can be granted through unpaid leave with permission of employer.

Policy challenges

Uptake of the formal provision of paid paternity leave for Indonesian fathers is limited due to traditional gender roles, the amount of the entitlement, and the prevalence of informal employment in the Indonesian economy.

Social expectations around gender roles often dissuade men from taking paternity leave. Traditional gender roles remain strong in Indonesia due to patriarchal norms, religious beliefs, and the religious court’s role in instituting Islamic family law. Like most countries, Indonesian society believes that a woman’s role in society is to care for the home, children and elderly parents. However, government expansion of paternity leave for civil servants does support a shift towards gender equality. Government efforts are also supported by civil society and business.

The MenCare Global Fatherhood Campaign ran a three-year program in Indonesia (2013-2015) aimed at raising awareness about men's shared responsibility in domestic and caregiving work, including during family planning and care, with positive results. The private sector has also signaled support, with Danone Indonesia extending paid paternity leave to 10 days in 2017.

Indonesian civil servants are entitled to thirty days paid paternity leave at full pay, however the majority take only around one week of leave. Reasons for the low number of days taken include concern about being away from work for a month and loss of family income. Only an employee's base salary is covered during paternity leave. Where employees rely on additional allowances, which can be significant, new fathers limit their uptake of paternity leave.

Having large numbers of people employed in the informal economy remains a significant challenge for

the effective delivery of public policies. In Indonesia an estimated sixty percent of workers are informally employed.

Men employed in the informal economy are not covered by formal labour law and are ineligible for paternity leave entitlements. This leaves a significant portion of Indonesian households without access to the economic and societal gains that paternity leave provides. Extending paternity leave to these men remains an ongoing challenge.

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