



A STUDY ON THE NEED FOR PATERNITY LEAVE FOR PRIVATE EMPLOYEES IN INDIA

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ABSTRACT

Both the mother and the father must be entitled to paternity and maternity leaves, respectively, without facing any financial hardship or concern about losing their jobs because child care is a joint obligation of both parents. This would help to promote the physical and emotional well-being of both the parents and the child and to promote gender-equality in workplace. Data from 100 Employees has been gathered. The key area that has been taken into account in this research paper is Benefits of Paternity leave for private employees, Paternity leave in other countries, Public Opinion and support for Paternity leave. And my survey revealed that Few people are aware of Paternity leave, and want to make the paternityleave as the mandatory one, People think that it is important for fathers to stay with the baby and mother at the early stage.

KEYWORDS: Paternity leave, Private employees, Paid leave, Child development, Gender Equality.

1.INTRODUCTION:

Paternity leave is a sort of leave that enables men to take time off work to care for their new born child and help their spouse during pregnancy, labour, and recovery. While many countries have implemented paternity leave policies for public sector employees, there is still a lack of legal protection and awareness for private sector employees in India. This is a significant issue, as private employees make up a significant proportion of the workforce and are often not afforded the same benefits and protections as public sector employees. In this context, it is important to explore the need for paternity leave for private employees in India, the benefits it can offer, and Public Opinion and support for Paternity leave.

2. BENEFITS OF PATERNITY LEAVE FOR PRIVATE EMPLOYEES:

One strategy for businesses to increase staff retention and productivity is to expand employee benefits. Due to a lack of investment in their human capital, businesses are quickly losing market share to legal market competitors. Paternity leave is a benefit that employers often offer to show their concern for their staff members and their families. This can foster a sense of loyalty among workers and improve job satisfaction. Paternity leave has several advantages, but one of the biggest is that it relieves pressure on and stigma towards women at work because they are no longer the only ones taking time off for childcare. A key component of attaining gender equality in the workplace is paternity leave. It would have a positive or no impact on their productivity as more fathers get to bond with their infants and experiencing one of the most significant occasions in their life.

The father's and the child's health and welfare are both impacted by paternity leave. During this time fathers can spend time with their new-born baby and also can support their partner during their time of recovery. As a result, both the parent's mental health may improve and stress, anxiety may be reduced. There is no Strict law for Private employers in India to give their staff members paternity leave.

Fathers would have legal protection if paternity leave were become a legal entitlement, and it would support the culture of work-life balance. When employees have access to paid parental leave, there is a lower chance of turnover, they stay with the company longer, and absenteeism is also reduced.

3. PATERNITY LEAVE IN OTHER COUNTRIES:

Many nations have acknowledged the need of fathers being able to form bonds with and provide for their new-born or adopted children, despite the fact that paternity leave laws vary greatly from one nation to the next. Some nations allow fathers weeks or even months of paid leave to spend time with their kids, making them some of the best paternity leave policies in the world. Some of the best paternity leave laws in other countries.

- The paid paternity leave period for male employees of **UNICEF** was previously four weeks, however it has subsequently been increased to sixteen weeks globally. UNICEF is the first United Nations Agency to expand it to more than four weeks due to their modernised methodology. Fathers and their children now have more time to spend together. A gender-neutral parental leave policy was implemented by UNICEF UK in 2020. Regardless of gender or sexual orientation, 52 weeks of leave are permitted.
- In **Sweden**, which is renowned for its progressive paternity leave policies, fathers are entitled to up to 480 days of leave, of which 90 days are set aside specifically for them. A maximum payment can be made for the leave, which is paid at 80% of the employee's wage. Increased gender equality and better work-life balance for both parents are results of this policy.
- **Norway** has a liberal paternity leave policy that lets men take up to 15 weeks off within the first year after the birth of the kid. The parental leave can be used all at once or in segments, as desired. Up to a certain amount, the leave is paid at 100% of the employee's income or 19 weeks at 80% compensation through social security. This approach has encouraged fathers to participate actively in early childcare.

- **Iceland**, which has a population of fewer than 340,000, has one of the most liberal parental leave laws extended the duration of combined maternity and paternity leave to the mother and father will each receive six months out of a total of twelve.
On the other hand, parents are also permitted to transfer up to one month of leave to the other parent, allowing one to take seven months off while the other takes five.
Leave is paid at 80% of the employee's annual salary, despite Iceland not having a bonus system like Germany. This demonstrates Iceland's progressive nature, where gender inequity is gradually contested, overcome, and fathers are supported in their role as carers.
- While many businesses use a shared parental leave policy to offer flexibility, **Japan** allows men an entire year of paid parental leave. Any leave given to moms is completely unrelated to this leave. The first 180 days (or half) of the pay period are paid at 67% of the employee's regular salary. 50% of the balance is paid. The government of Japan pays salaries.
- A single employee in **Canada** may be qualified for up to 63 weeks of parental leave. This leave must be used during the first 78 weeks of the child's birth or placement in the employee's care. When the parental leave is split, the combined length of the maternity and parental periods cannot exceed 86 weeks. When the parental leave is not shared, the combined length of the maternity and parental periods cannot exceed 78 weeks.
- Fathers are entitled to 30 days of paid paternity leave in **Lithuania**, a country in Europe, at a rate equal to 77.58% of their regular salaries. There is also an additional 36 months of shared parental leave that may be taken in increments or consecutively. Full compensation is provided for the first year of child-rearing assistance, followed by two years of 70% salary through social security.
- **Finland** provides its employees with a fairly generous parental leave policy. Beginning in 2021, both parents are entitled to 164 days of vacation apiece. 69 days from each parent's allotted time may be transferred to the other parent. Up until the child is 13 weeks old, the parental allowance will be paid. The parental allowance of both parents may be used by single parents. Out of these, 26 weeks are compensated with 70% of the worker's pay. The remaining weeks are paid at a flat rate to the employee. Fathers in Finland do not utilise their allotted leave time despite these generous benefits, which reflects the persistent gender gap in the nation.

(ABBREVIATIONS: UNICEF- United Nation's Children Fund

UK- United Kingdom)

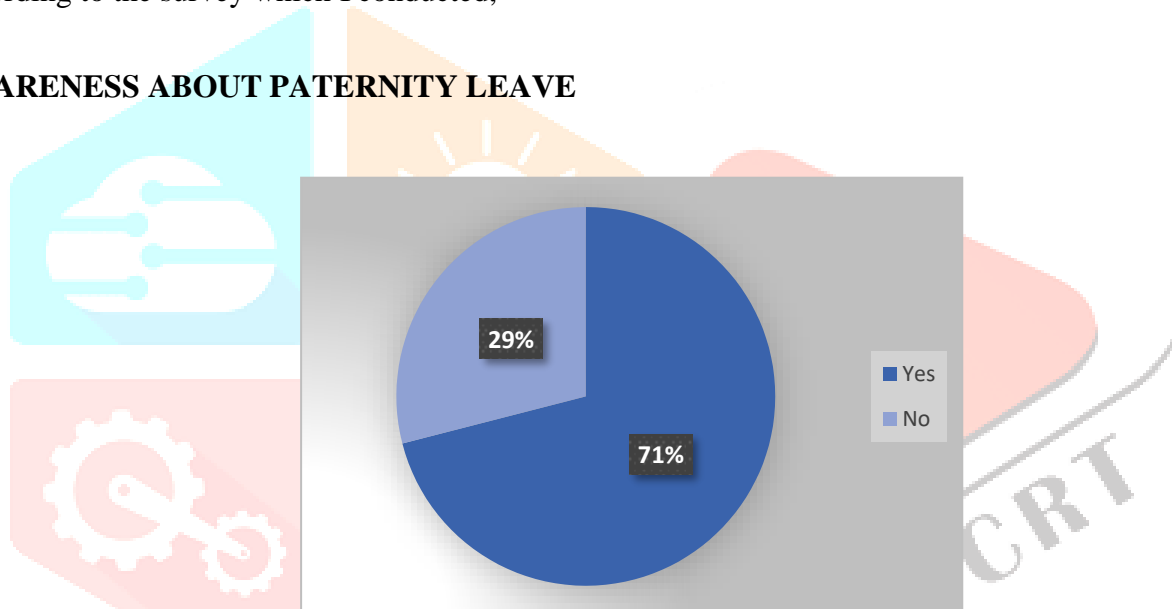
4. PUBLIC OPINION AND SUPPORT FOR PATERNITY LEAVE:

In India, there are some differences in perceptions about paternity leave. While some individuals think that men should have the right to time off work to spend with their newchild and assist with caregiving, others think that mothers should be the primary carers and that fathers shouldn't be allowed time off. However Paternity leave in India has recently taken a few steps in the right direction.

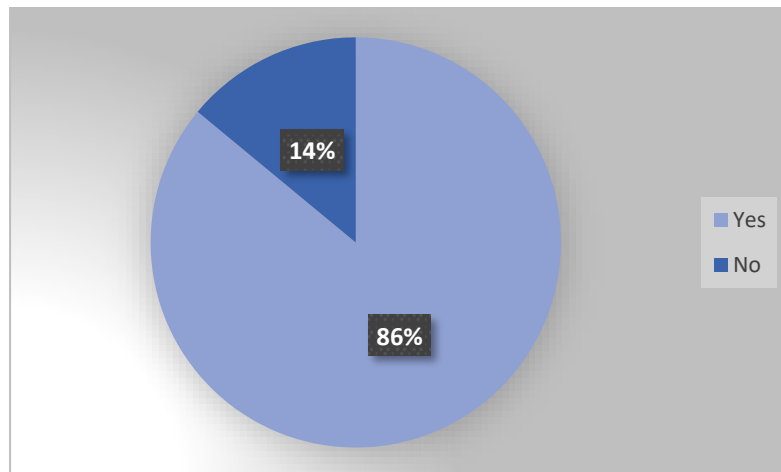
The Maternity Benefit (Amendment) Act, introduced by the Indian government in 2017, now permits organized-sector male employees to take up to 15 days of paternity leave. But not all employees now have access to this benefit, and many people think more effortneeds to be done to guarantee that all men can take paternity leave.

According to the survey which I conducted,

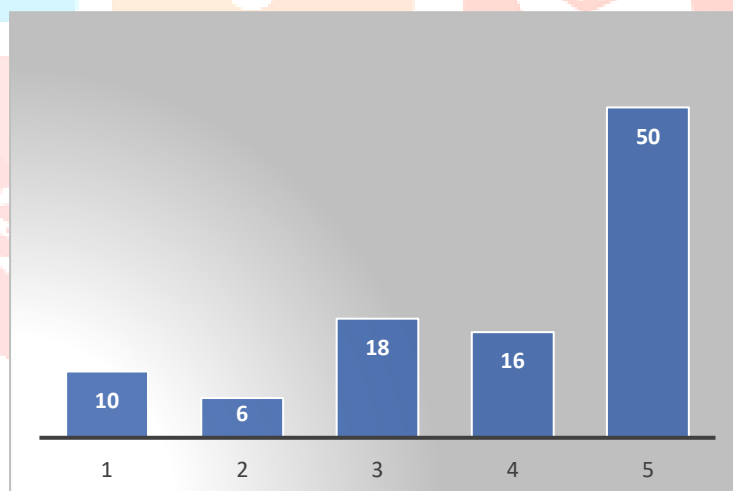
AWARENESS ABOUT PATERNITY LEAVE



29% of respondents are not aware of paternity leave,71% of respondents are aware of paternity leave. This shows that there is growing recognition about the paternity leave, and government took the positive step towards the paternity leave.

PATERNITY LEAVE BE MANDATORY FOR ALL EMPLOYEES

86% of the respondent opinion is to make paternity leave be mandatory for all employees in India. According to the law only for government employees it is mandatory not for private employees. Although some of the multi-national and private companies in India took a positive step in society by offering paternity leave for their employees. Zomato provides 26 weeks of paid leave, Ikea provides 6 months of leave which extends rules from home country to India, TCS, Wipro, Amazon, Microsoft India, Johnson & Johnson India, Hewlett Packard (HP) India, Flipkart, Meesho, Razorpay, Diageo.

BENEFICIAL FOR CHILD'S DEVELOPMENT

50% of the respondents rated 5, 16% of the respondents rated 4, 18% of the respondents rated 3, 6% of the respondents rated 2, 10% of the respondents rated 1 (5 is higher and 1 is lower ratings). Majority of the respondents rated that is important for fathers to be with their child at early stage.

5. CONCLUSION:

The study concludes by suggesting the private companies in India to offer paid leave for employees which is beneficial for both the organisation and the employees, as it increases job satisfaction, reduces retention, increases loyalty and employee gets time to spend with their child and partner at early stage which is important for child's development. And to create awareness about the paternity leave and break the myths and stereotypes that discourage fathers from taking leave and to promote gender equality.

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