

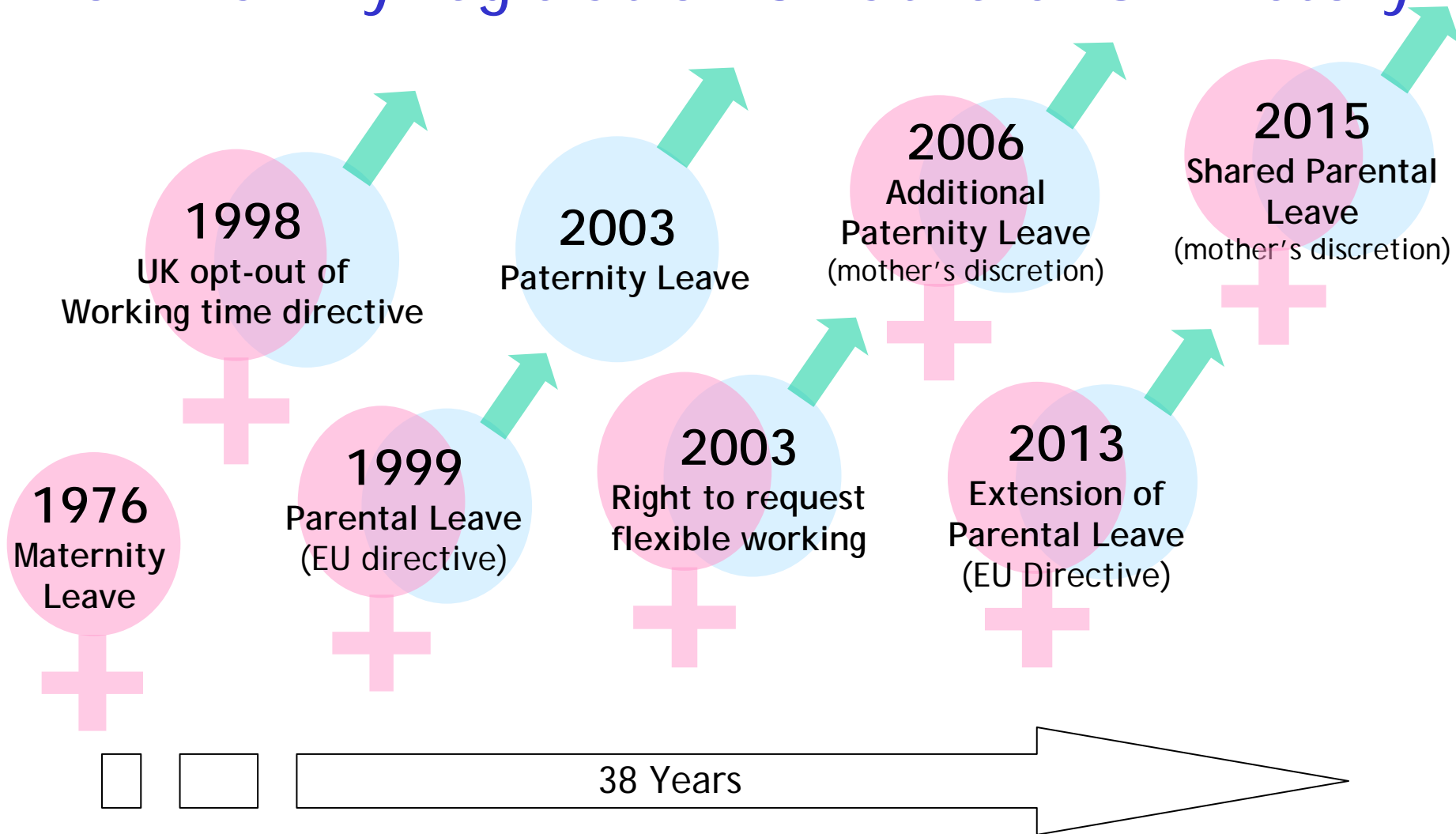
Fathers: a new policy agenda

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Work-family legislation & fathers: UK history



Bolder measures

- National competition for workplace organizations to reward & develop creative ways for fathers/ father figures to request flexible working
- Paternity Allowance for insecure workers
- Daddy month – use it or loose it

Father targeted cultural initiatives: “soft” measures



Kurumin Mark
Certification

Paternity Allowance

- To match “Maternity allowance”

Women who are not eligible for Statutory Maternity Pay may be eligible for a Maternity Allowance (MA) of 39 weeks at the flat rate of £138.18 or 90 per cent of average gross weekly earnings, whichever is the lowest.

Women who have recently left work, changed jobs, or are self-employed may be eligible for this payment. To qualify, they must have worked for 26 weeks out of the 66 preceding the expected week of childbirth and have earned at least £30 per week on 13 of these weeks.

Daddy month

Modern Workplaces: flexible parental leave, flexible working, annual leave and equal pay (2011)

Proposal to reconfigure UK's leave system:

- **reduce** the length of Maternity leave to 18 from 52 wks
- **retain** Paternity leave 2 wks
- **reclassify** the remainder of existing Maternity Leave as Parental Leave (to include mummy & daddy period)

Ideas scaled back in *The Children & Families Act 2014*