

Men in care

WORKPLACE SUPPORT FOR CARING MASCULINITIES

dr. Živa Humer (Peace Institute):

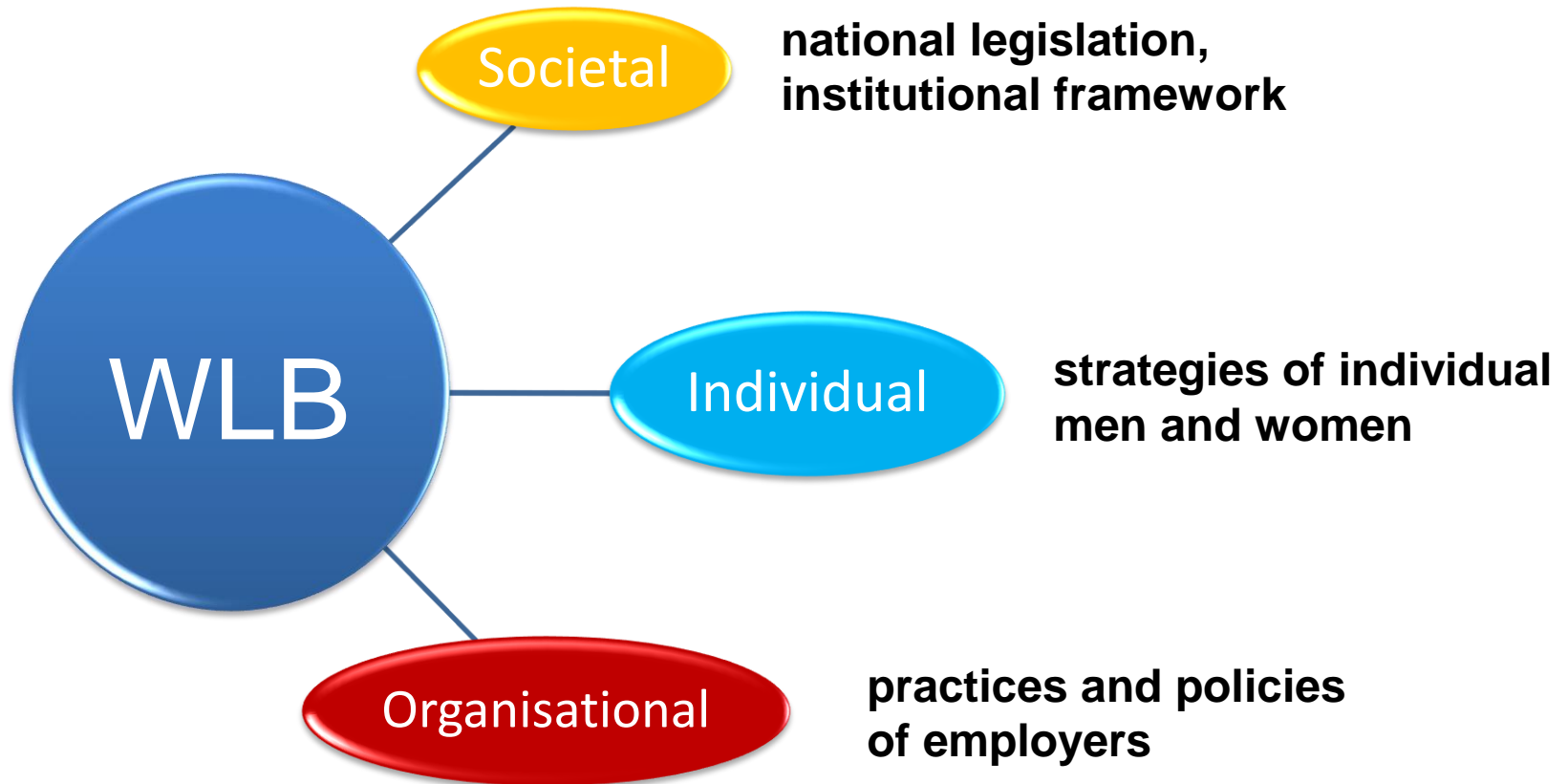
Men, Work-Life Balance and Caring Companies

International Conference Balance for All
5 March 2021, Riga

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A successful work - life balance (WLB) depends on the intersection of three levels



Societal level

- **Slovenia** - tradition of a dual career model with women full-time participating in paid jobs since 1960'.
- **The currently applicable paid leave scheme:**
 - 105 days of maternity leave,
 - 30 days of **paternity** leave,
 - 260 days of **parental** leave.

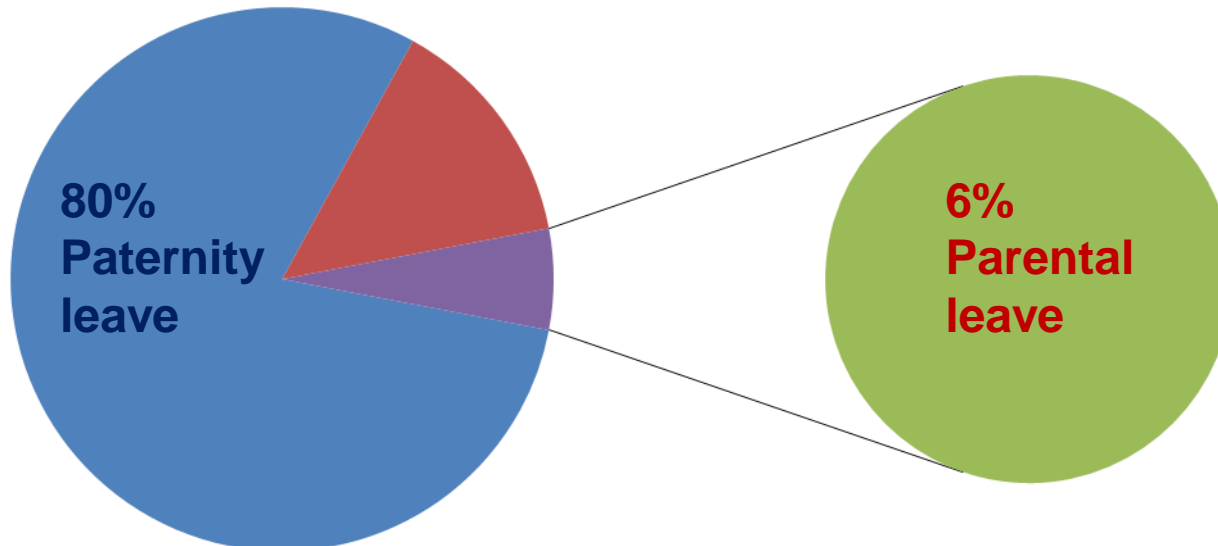
Maternity, paternity and parental allowances are 100% and base on employment status.

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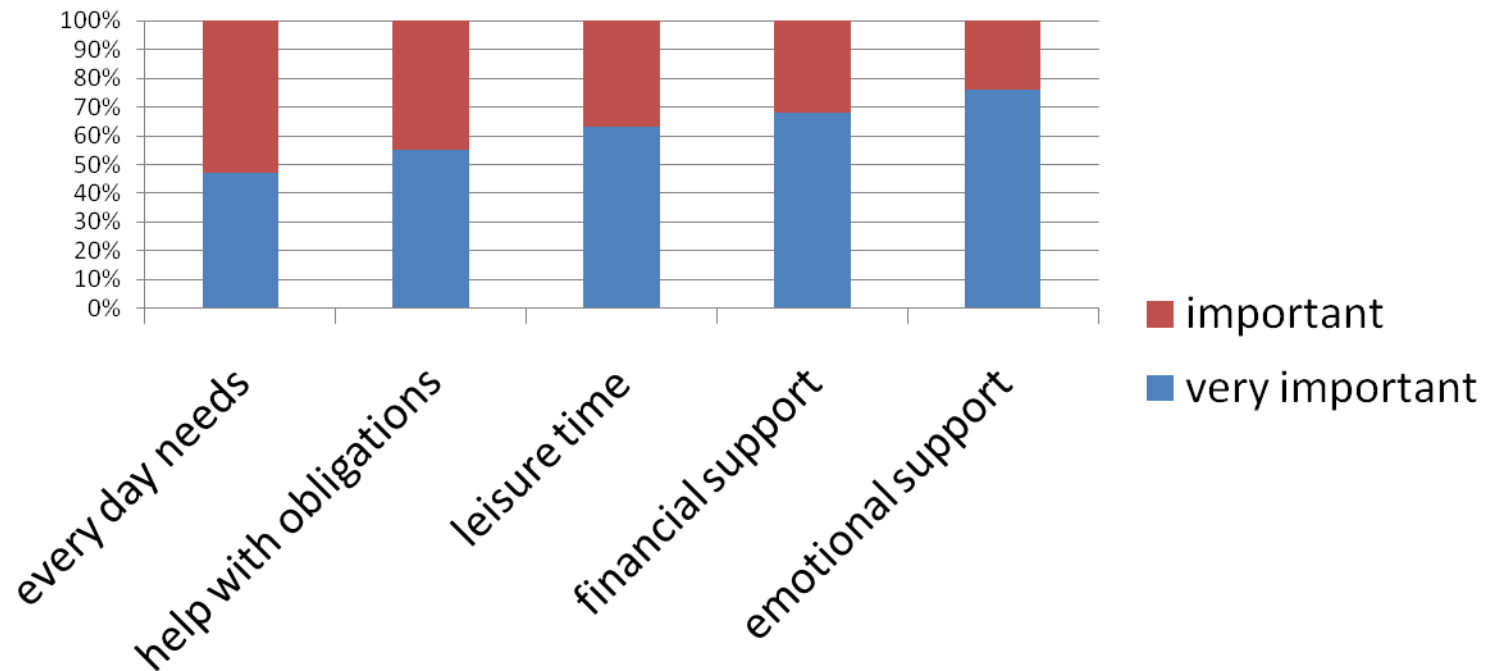
Societal level

- More than 80% of men take **paternity leave**, less than 6% of men take **parental leave**.



Individual level

➤ **Fathers perceive their role in its entirety:**

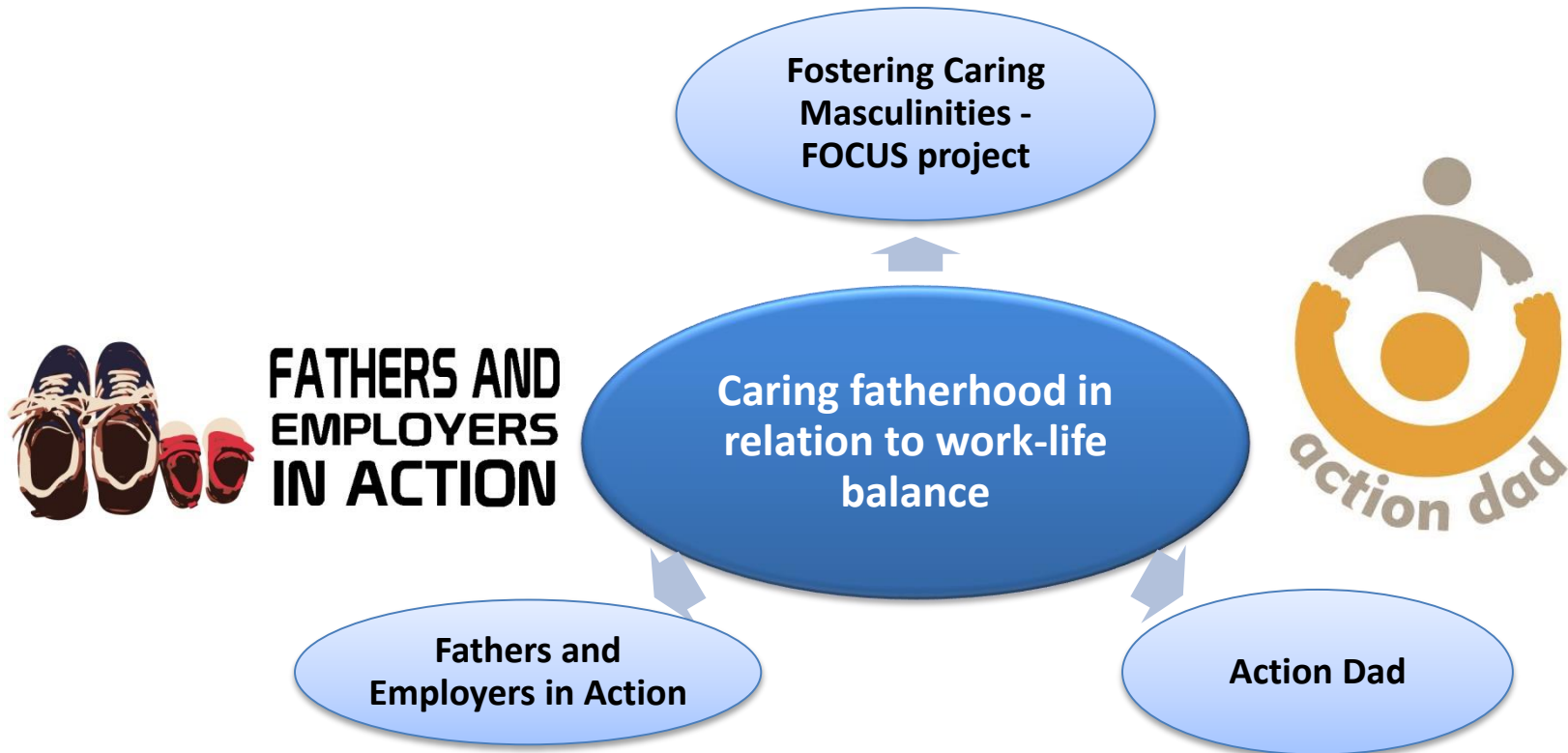


➤ **80 % of fathers are facing conflicts in work-life balance.**

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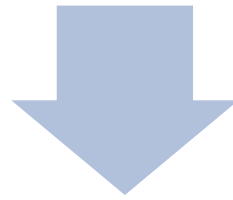
Cooperation with companies and organisations from private and public sectors for more than 15 years:



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Men in caring for children,
elderly, partners, friends



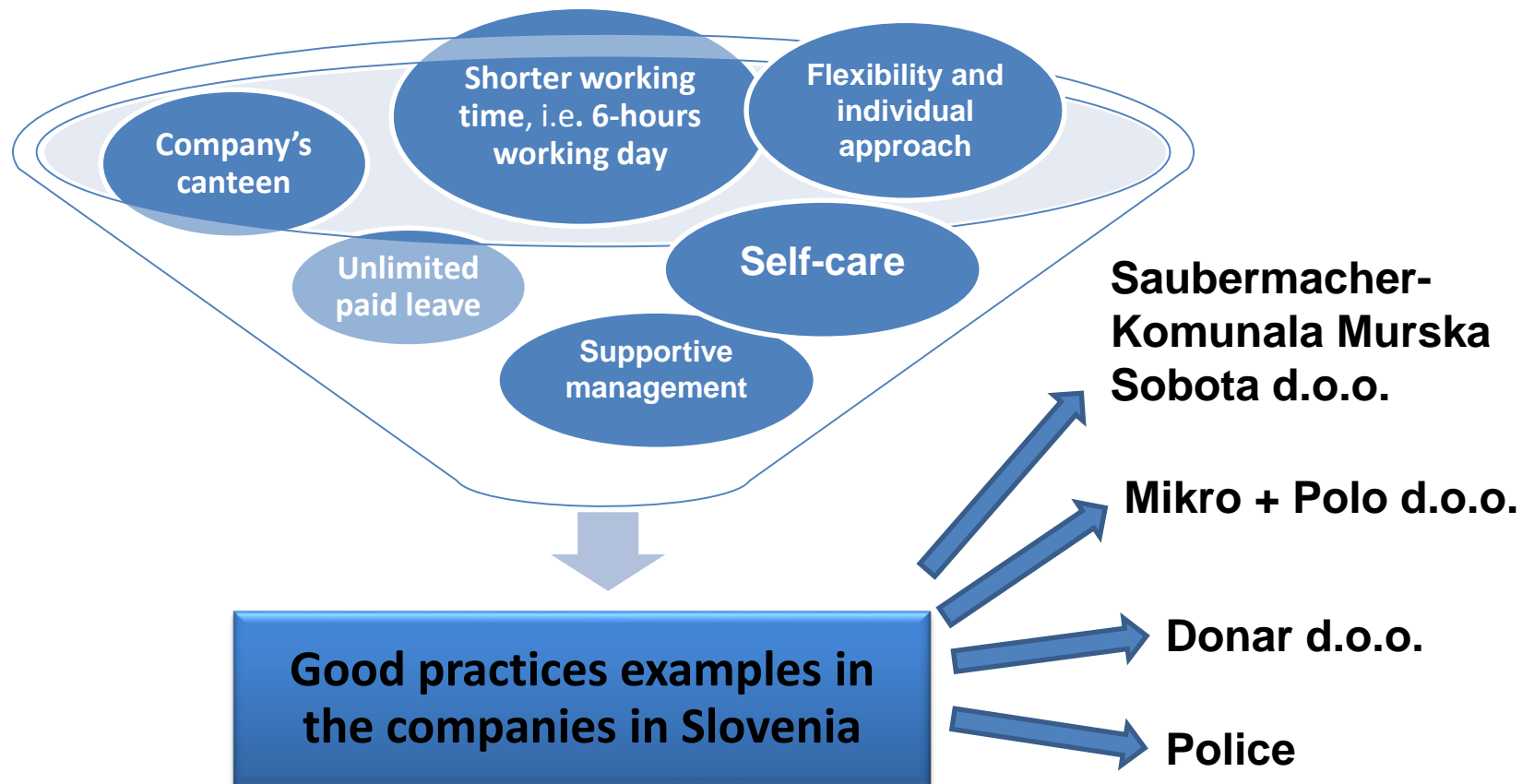
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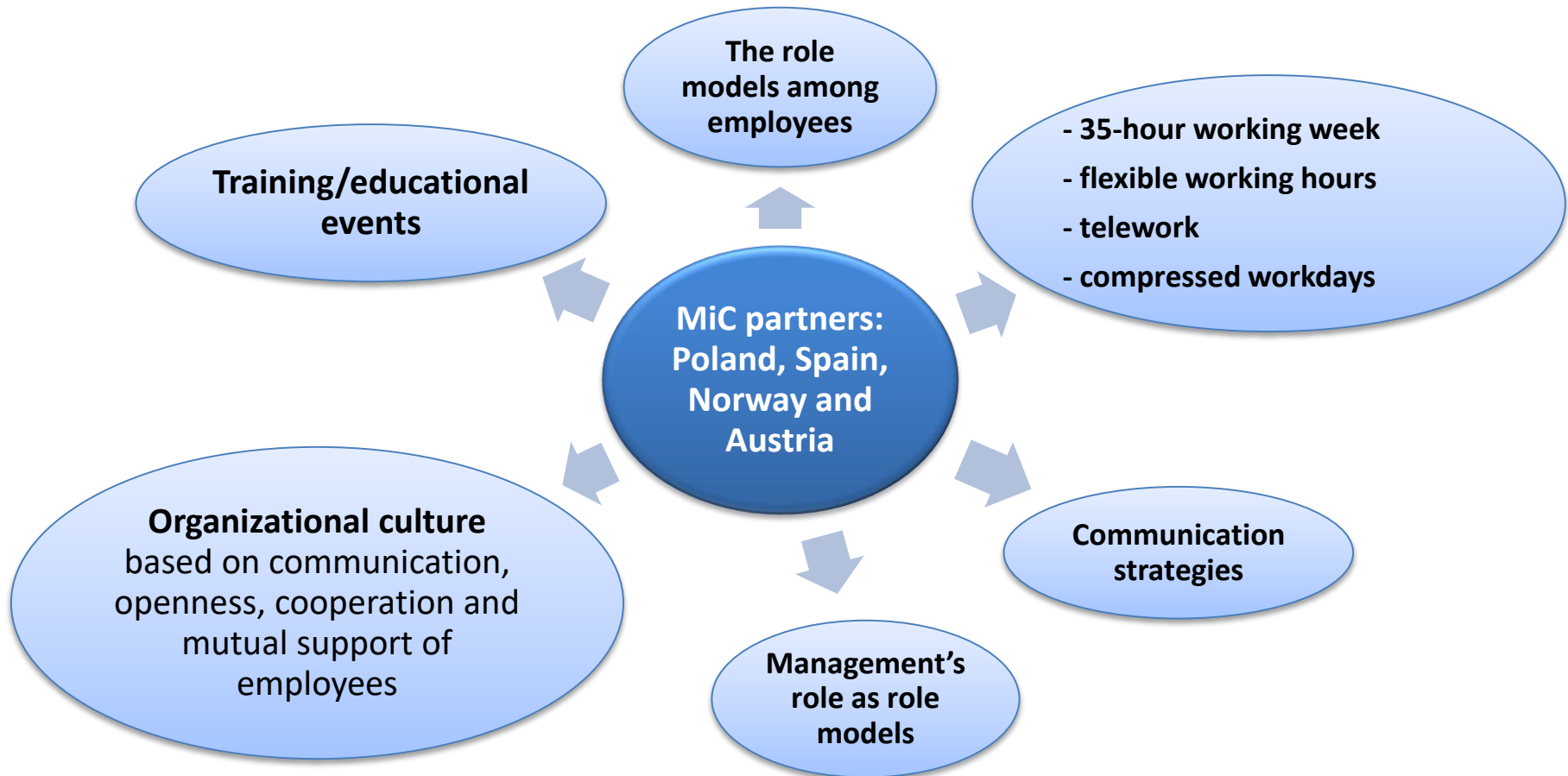
Organizational level



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Organizational level



What is there for men?

Paternity and parental leave

1 to 3 days of paid leave at the birth of a child, intended for fathers

male care role models

peer-to-peer exchange information about rights and possibilities for WLB can be highlighted as examples of good practice

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Men's involvement in care obligations in their private lives have positive effects on themselves, on children, partners and other family members, on employers/companies and the whole society.

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Thank you for your attention!

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<https://www.men-in-care.eu/>