



Addis Ababa University

School of Graduate Studies

College of Developmental Studies

Centre for Gender Studies

**Assessment on Awareness and Attitude of Paternity Leave Grant to
See Contribution of the Leave for Gender Equality: The Case of
Ministry of Agriculture**

By: Selome Melese

Addis Ababa, Ethiopia

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the Requirements for the Degree of Master of Arts (MA) in Gender Studies**

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DEDICATED

To the best father in the world Melese Asres may your soul rest in peace dad.

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My esteemed gratitude goes to the almighty God who has never left me alone throughout my ups and downs ,I would like to extend my heartfelt thanks to my advisor Dr. Emezat Mengesha and W/ro Emebet who have been supportive through my journey. My gratitude also goes to my family and friends who have gave me the strength to peruse my dream.

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LIST OF ACRONYMS

Art	Article
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
FMLA	Family Leave Act
HR	Human Resource
ICCPR	International Covenant on Civil and Political Rights
ILO	International Labor Organization
OECD	Organization for Economic Cooperation and Development
PROC	Proclamation
UN	United Nations
UNDESA	United Nations Development of Economic and Social Affairs
UNICEF	United Nations International Children Emergency Fund
WB	Work Life Balance

ABSTRACT

This study has explored the level of awareness and attitude that employees of ministry of agriculture have on paternity leave grant and contribution of paternity leave towards gender equality. To assess the picked title the author utilized mixed exploratory and descriptive approach. The specific objectives of the study were assessing awareness and attitude of employees at Ministry of agriculture on the grant of paternity leave ,to investigate the trend of paternity leave uptake ,to identify factors that affect father's decision to take or not to take the leave and to assess if at all paternity leave has a contribution towards gender equality .The study used reconstructive feminism as a theoretical frame work as the study use the ten days paternity leave grant against the practice of paternity leave ,perception and gender norms attached to role division of men and women .In this study 156 male and female employees have participated in the survey for the quantitative part , which were randomly selected and for the qualitative part in-depth interview was conducted with 5 men employees selected purposively as they are fathers and have taken paternity leave grant .Moreover key informant interview was conducted with 5 purposively selected three employees who are employees of ministry of agriculture and two employees from federal civil servant commission .The data obtained from the qualitative part has helped the author to frame questionnaires for the survey . The raw data collected from the survey (quantitative part) was analysed using SPSS using Chi square test and data was triangulated from the in-depth, key informant and survey collected .The finding reveals that both male and female sampled employees have high level of awareness on the existence of the leave (82.7%) of the sampled population are aware . From the sampled male, married and those with children who are eligible to take the leave which are 44 in number 17 of them have taken the leave. This is quite a good number which shows that there is a good uptake rate in the ministry. Therefore, uptake is strongly associated with awareness and marital status. With regard to attitude towards importance of the leave from the sampled employees (48.0%) have positive attitude towards the importance of the leave .The short duration of the leave also result in preference of fathers to go to other leaves like annual leave with better duration .Hence (84.7%) of the sampled employees replied as duration of the leave is not adequate and (54.7%) recommended that the duration should be increased to one month .Among the sampled female employees the finding reveals that (36.0%) of them have positive attitude towards uptake of the leave by their partners .(54.7%) of men are positive to take the leave if the duration is increased to the recommended date. The contribution of paternity leave for gender equality was seen as being positive .But fathers have confirmed the load for the household task is levied on women and the grant would have contributed a lot to gender equality had the duration of the grant was raised to one month and above . The finding informed the author that fathers prefer to go on to annual leave than paternity leave as annual leave is longer than paternity leave grant and that it doesn't require occurrence of a specific situation like birth of a child .Thereby the author recommend for the increment of paternity leave to insure better uptake .Furthermore , disseminating the existence of the law on paternity leave and designing a one size fit all procedure for the process of paternity leave grant in every ministry is important .

Key words: family leave, paternity leave, parental leave, reconstructive feminism, gender norms

CHAPTER ONE

INTRODUCTION

1.1 Background of the Study

According to ILO (International Labor Organization), paternity leave is a leave grant given to fathers immediately after the birth of a baby (ILO, 2014). Giving paternity leave for fathers is justified with two rationales: the first one is helping the mother to recover from the possible pain that giving birth might cause. The second rationale is helping the father to spend time with the newly born baby since the father's engagement in raising a child has a vital contribution to the baby's development (ILO, 2014).

The International Leave Review Institute has proclaimed that paternity leave grant is different among continents and so between and among different countries. The difference is concerning the duration of the leave, flexibility, eligibility criteria, job security, rate of compensation, and organ authorized for the granting of the leave (The International Leave Review Institute, 2019). Among the existing differences among countries, the main one is being compulsory in some countries and optional in others. (ILO, 2014)

The report by the ILO (2014) notified that the grant and uptake of paternity leave can have a positive effect on gender equality, both at home and workplace. This might be the case as the grant of paternity leave help fathers reconcile their household and their workplace tasks. Thereby they will get the chance to help their wives at home (ILO, 2014).

The attainment of gender equality among couples needs collaborative parenting. Moreover, it requires couples to share household chores between themselves. Hence, the government is responsible to formulate a policy about grant leave and to help them to reconcile the work and family responsibilities. This in return help to contribute to gender equality both in the household and in the workplace (Allen, 2017).

Redressing gender inequality requires the examination of the role, participation, and the different kinds of inequalities in political, social, economic, and family life (Barker and Pawlak, 2011). Even if it is believed that men should play a part in the process of redressing gender inequality,

often policy reforms indicating the role of men are very slow. Less emphasis is given to caring activities done by men as most of the time men are considered to be “unchanging and static ” regarding their role in society. Society perceives men to possess the role of a breadwinner while the primary caregiving activity is left for women (Barker and Pawlak, 2011).

It is very recently that policymakers start considering men as part of the gender equality strife. The old perception of considering the issue of gender to be only women-centered shows a change by bringing men on board (Barker and Pawlak, 2011). Engaging men in the struggle of gender inequality will be of considerable help to tackle the different forms of inequalities (Flood, 2015).

In Ethiopia, the first-ever enacted law that embraces paternity leave grant is the Civil Servant Proclamation No 515 /1999 E.C, under article 41(6), stipulated that fathers on the birth of a baby granted five days leave. The revised proclamation, Proclamation No 1064/2010, under Article 42(10), the duration of paternity leave has increased to ten working days. Moreover, proclamation No 1155/2010 E.C, is recently issued for private organizations that obligate employers to give a three days paternity leave grant for fathers while their wife gives birth.

The researcher has the interest to see men as part of the attainment of gender equality to minimize, if possible to eradicate, the gender inequality that endures in Ethiopia. To the attainment of the aim of this research, the researcher has assessed awareness regarding the existence of paternity leave, attitude towards paternity leave, and the level of uptake, and the contribution of paternity leave grant towards the struggle to gender inequality.

1.2 Statement of the Problem

Globally one of the very known and largely seen attribute of gender inequality is the unequal work-life divide (Barker and Pawlak, 2011). This attribute emanates from the fact that men are generally expected to be providers and are considered to be breadwinners for their family .But women and girls on the other hand are expected to be primary care givers for their family (Barker and Pawlak, 2011).

Redressing gender inequality needs an assessment of role of men and women. (Barker and Pawlak, 2011).One instrument to redress gender inequality is changing laws and policies that are

capable of perpetuating gender stereotypes and norms .Governments are expected to play a huge role in restructuring laws of their countries in a way that can assure gender equality .Hence changing the narrative that says caregiving is role exclusively left for the women (Barker and Pawlak, 2011).

One policy instrument that can narrow down the gender gap by treating men and women equally is providing men paternity leave grant. (ILO, 2014) The grant help fathers to spend time with their newly born child and share the caring role that has been left for the mother. This leave arrangement is given in many countries and it has now become a norm next to maternity leave provision. (ILO, 2014)

We also need to have a change in attitude regarding gender role allocation and perception which has a significant negative effect for women employment. (Sundström, 2003)

According to world health organization guideline of 2019 children should get their mothers exclusive breast milk for six month for their better development (WHO, 2019). On the other hand a study by Barker and Pawlak (2011) mentioned that women breast feed more when their life partners are beside for the caring activity. Reading the first sentence in conjunction with the second will give us the meaning that men should involve in the caring activity as it will help both the mother and the child in the family.

A policy brief prepared by United Nations Children's Fund (UNICEF, 2019) stated that children get a better start in life and parents are better able to balance work and home commitments in countries that have family-friendly policies. Policies that are said to be family friendly are those that are designed to help Working families to reconcile their work and family life like paternity leave which is provided for father to help them support their family which includes helping the mother giving birth both emotionally and psychologically and build attachment with their child/children. (UNICEF, 2019)

According to Gíslason, providing parents with job-protected leave has multiple benefits in creating the opportunity of balancing paid work and family life; strengthening parents' rights, especially those of working mothers as it might help them to be informed and hence smoothen their relation with their employers, the provision also serves the best interest of the child and hence give parents time to bond with their children (Gíslason 2011).

International labour organization has confirmed that those fathers who took paternity leave grant for two week and more are likely to be involved with their young children's life .This will have a positive effect in helping the mother in the car work activities .Thereby will have positive effects for gender equality in the home and at work and may indicate shifts in relationships and perceptions of parenting roles and prevailing stereotypes. (ILO,2014)

As per to a research assessment done on certain OECD countries there is a positive relationship between incorporating women into paid employment and increasing men's involvement in domestic tasks. As the more supported women are in the household, they would be able to engage themselves in the public sphere (OECD, 2011).

According to a study done by Mohammed and two other researchers on firms in 53 developing countries, the finding shows that there exists a positive relationship between the provision of paternity leave and women employment. (Mohammed, et al 2016)

A research study conducted by Ebla at the Kenyan state power ,shows that there exist a positive relationship between the grant of paternity leave and employees performance .This is because employees satisfactions and commitment increase because of the grant which in return increase organizational productivity .Moreover the research has reviled the existence of awareness about the leave doesn't necessary guarantee uptake as individuals might prefer to go on to other leaves for personal preference that employees might have .(Elba,2016)

Ethiopia is said to be in a good track regarding the struggling for gender equality and women empowerment. The country has registered remarkable achievements over the last two and half decades. (Dereje, 2020) The integration of gender issues into national policies is a basic principle within the Constitution of Ethiopia (FDRE, 1997). (Dereje, 2020) The country has also ratified different international instruments that help to work for gender equality.

To this end the country has adopted its first paternity leave grant under civil servant proclamation No 515/1999 under article 41(6) with five working days grant which recently revised and become ten days after the coming of the repelling proclamation No 1064/2010 Article 42 (10).

Even if different individual researchers and organizations have conducted a study on the possible contribution of paternity leave grant to gender equality there is no study done in Ethiopia regarding the picked issue.

The study intended to see the level of awareness and attitude that targeted employees in the selected ministry have, there by assess possible contribution of paternity leave grant towards tackling gender inequality in Ethiopia. This problem is identified for there is gap in knowledge as nothing is known on the area in the selected country.

1.3 Objective of the Study

The general objective of the study is to assess level of awareness and attitude of paternity leave grant and to see the contribution of paternity leave towards gender equality: the case of Ministry of agriculture

1.3.1 Specific Objective

- Assessing awareness and attitude of employees at Ministry of agriculture on the grant of paternity leave
- To investigate the trend of paternity leave uptake
- To identify factors that affect father's decision to take or not to take the leave
- To assess if at all paternity leave has a contribution towards gender equality

1.4 Research Question

1. What does the awareness and attitude of employees towards paternity leave look like in ministry of agriculture?
2. What does the practice of paternity leave look like in the Ministry?
3. What are the factors that affect the decision of fathers on taking or not taking paternity leave?
4. What are the possible contribution of paternity leave towards gender equality?

1.5 Scope and Limitation of the Study

To address the objective of the research the scope of this study was limited to Ministry of agriculture as the study participants were selected from the Ministry and their level of awareness and attitude towards paternity leave grant and uptake were captured. The researcher at the start of the study intended to conduct a focus group discussion (FGD) but it was unfortunate as the researcher was unable to meet all fathers who have taken the leave at a specific time and place. Hence the research was confined to in-depth interview, key informant interview and survey. The study is the first ever conducted in Ethiopia and no prior studies are available hence this makes the work so hard as the researcher was not able to see level of awareness, the trend on paternity leave grant, uptake and the contribution of paternity leave to gender equality.

1.6 Significance of the Study

This research is the first and original work that is conducted on paternity leave in Ethiopia. Hence, assessing and knowing the level of awareness and attitude of employees on the issue would be very important as it would shed light for other researchers to use this study as a base line to explore other issues related to paternity leave grant and its uptake. Hence fill knowledge gap in the area.

The findings of the study would inform concerned bodies to play their role in raising awareness as to the existence of the right and the way it will be exercised. The study will inform policy change in the area like making the necessary change in the duration of the leave and it will forward a policy recommendation on the enactment of paternal leave if at all providing parental leave in addition to paternity leave would be of help to minimize gender inequality.

1.7 Definitions and Concepts

Before zooming into the identified issue of the study the researcher need to define some basic concepts for a common understanding of terms throughout the study.

1.7.1 Maternity Leave

The international network on leave policies and research 2019 has defined maternity leave as a leave policy that is available for mothers only (except in a few cases where part of the leave can

be transferred to other cares under certain circumstances). It is usually understood to be a health and welfare measure, intended to protect the health of the mother and new born child, and to be taken just before, during and immediately after childbirth.

1.7.2 Paternity Leave

The international labour organization has defined paternity leave as a short period of leave for the father immediately following childbirth. (ILO 2,014)

1.7.3 Parental Leave

Is a leave grant available other than maternity and paternity leave and its might be available equally to mothers and fathers but the allocation and division of the right between the mother and the father differs from one country to the other .Some countries make it as a non-transferable individual right (i.e. both parents have an entitlement to an equal amount of leave) there are other countries which treat the right as an individual right that can be transferred to the other parent and there are times which the right is treated as a family right that parents can divide between themselves as they choose. It is generally understood to be a care measure, intended to give both parents an equal opportunity to spend time caring for a young child; it usually can only be taken after the end of Maternity leave. In some cases, parents can choose to take all or part of their Parental leave on a part-time basis. (leave review, 2018) The international labour organization also defined the leave as being relatively longer period given the fact that the arrangement or allocation of the leave differ from one country to the other

CHAPTER TWO

INTRODUCTION

In this chapter different literatures which have relevance for the issue identified were reviewed, a comparative overview were considered on paternity leave and contribution to gender inequality, patriarchy and also the concept of fatherhood are discussed. The theoretical framework embraces one supportive and explanatory feminist theory for the identified problem of the study, moreover legal frameworks are discussed to see the international as well as the national trend on paternity leave.

2.1 Historical Overview on Paternity Leave Policy

The history of paternity leave grant goes back to 19th century, it first started as being parental leave package as there was no independently assigned leave for fathers only and in 1967 Hungary included parental leave in the state policy and mentioned as one of the first to have statutory leave package. (OECD, 2001)

But then parental leave started to be included in laws of different countries like in Sweden in 1974 and in 1971 Italy has followed then Norway in 1977; Finland in 1978; Iceland in 1980; Denmark, France, Greece and Portugal in 1984; West Germany and Belgium in 1985; Spain in 1989; the Netherlands in 1991; US in 1992(family medical act); and Australia in 1993. As has been defined by the researcher parental leave is a leave package available for both the mother and father beyond maternity and paternity leave but at the start paternity leave was not known or introduced as an independent right that can only be exercise by the fathers it was rather embraced with in parental leave package. (OECD, 2001)

The first country to have, while offering parental leave, a non-transferable period of leave available to fathers, was Norway in 1993 and Slovenia was the first country in the world to provide paid paternity leave in 1974 as an independent men right. (OECD, 2001)

The level of awareness and uptake of paternity leave grant are two different issues as even in countries where there is a statutory leave provision, with longer duration of leave and high flexibility the uptake might be very low, this can be the case for different reasons one

mentionable reason is payment, and cultural perceptions that doesn't accept the importance of caring role of men in a family. Hence, in countries where there exist hundred percent payment rate for fathers on leave there exist a high uptake rate this is one evidence that even if fathers are willing to take paternity leave they still want to make sure that they are the provider for the family and in countries where there exist a cultural perception that consider women as the primary care taker men are less likely to take paternity leave grant (Karr, 2017)

Among the industrialized countries and one which is mentioned to be in OECD but failed to have a statutory paid maternity as well as paternity and paternal leave is USA which is blamed to reinforce the traditional stereotyped family structure by not giving paid paternity right for fathers which could have helped them in participating in care work activities beyond their breadwinning role in a family. (Karr, 2017)

According to ILO review on paternity leave it has mentioned paternity leave has a great impact on gender equality as it gives the chance for parents in the family to participate both in private and public life .(ILO,2014)

Those countries with family friendly leave arrangement are mentioned to achieve a better gender equality .Scandinavian countries are mentioned as being the most generous in paternity leave grant both in having long duration of leave for fathers and high compensation rate which shows to encourage the high uptake rate that is exhibited in countries in Scandinavian. For example Norway grants 46 weeks which is 100% paid and 56 week paid at 80% of the employee's salary .Denmark gives 14days added with 32 weeks which is 100% paid, Iceland grants 210days with 80% payment, Finland grants 54days plus 26 weeks the compensation rate ranges from 70% to 90% In Sweden the compensation rate is 90% and the duration is 90plus 390 days. The data is evident that there is a longer duration of paternity leave grant with high compensation rate which is one reason for high uptake rate in Scandinavia. (Karr, 2017)

In western Europe in countries like Germany, France, Uk, New Zealand, Spain just like the trend in Scandinavian countries high uptake is dependent on high compensation rate .Among the mentioned countries France and Spain are with the highest uptake rate related to the compensation rate and New Zealand is mentioned for having the lowest uptake rate for there exist high work commitment and the role of fathers is not as such celebrated which is a caused

by cultural issues .In France they give 11days leave with 100%pay, UK two weeks with 12.6% pay , Spain 100% pay for 30days, Germany 12 month split by parents and two month is reserved for the fathers New Zealand there us 14days unpaid and the mother can transfer 14weeks paid leave for the father,

In UK even if the level of compensation is one factor for the uptake rate ,level of awareness as to the existence of the leave is also one factor for low uptake rate and furthermore the society is more dependent on the traditional gender role that doesn't consider men to be care takers than breadwinners . This informs us that awareness is one factor for uptake .The trend in Germany is that Men are much more likely to take leave when they earn less than their partner. In eastern Europe countries like Estonia, Romaine, Poland, Bulgaria, Czech Republic, Lithuania, Slovenia. As has been mentioned earlier Slovenia is the first country in the world to provide paid paternity leave in 1974 (International leave review, 2019). There exist a traditional gender role perception in the country .They provide 90days paternity leave grant at 100% pay for the first 15days and flat rate for the remaining 75days .Estonia provides 10 days grant with 100% pay ,Romania provide 10 days grant with 100%pay ,Lithuania provide 30days leave with 100% pay ,Bulgaria grant 15days with 90%pay ,Poland pay 100% for 14days leave grant and Czech Republic seven calendar days with 70% depending on the employees earning .As can be seen from the above data many of the eastern European countries provide 100% compensation which is one reason for high uptake rate next to Scandinavian countries.(Håkansson, 2005)

According to ILO report of 2013 even if Africa is said to lag in the provision of maternity leave with longer duration the continent leads in the provision of paternity leave as its available in 29 countries (ILO et al, 2014). A study conducted on 53 developing countries to see the relationship between women employment and paternity leave grant have shown that paternity leave plays a greater role in the realization of women career in their work place and in adjusting the time allocated to household chores and hence minimize the trajectories of women . (Mohammad, 2016)

In Asia countries like Bangladesh ten days ,Cambodia ten days, Philippines seven days and Singapore one week paternity leave grant .(ILO ,2014) In china even if there exist no statutory leave that is provided in national laws different provinces provide paternity leave from 15days to 1month. (International leave review, 2019)

In Eastern Africa countries of Tanzania, paternity leave is provided for one week. Kenya provides a total of 11 – 15 working days as paternity leave (ILO, 2014). Uganda, provide an average of 1 – 6 days in paternity leave. Ethiopia provides 10 working days Proclamation No 1064/201 Article 42(10) Rwanda and Kenya have the highest number of days for paternity leave providing 11 – 15 days (ILO, 2014).

The level of payment and funding mechanisms are also different among and between countries .According to the report of ILO “In 58 per cent of the 78 countries which provide for paternity leave, this entitlement is paid by the employer (45 countries), while a social security system is found in only 28 per cent of the total (22 countries). Employer liability is prevalent in all regions, ranging from 86 per cent (24 countries out of 28) in Africa to 17 per cent (4 countries out of 24) in the Developed economies. Only among Developed Economies is social security the prevalent funding system, with 15 countries out of 24 (63 per cent) providing paternity leave benefits out of social insurance or public funds. (ILO, 2014)

2.2 Legal Frame Work of Paternity

2.2.1 International Framework

International conventions that discuss about gender equality and that oblige state parties to redress gender inequality don’t have explicit provision that mention paternity leave as being a human right .Nevertheless, a father whose right to paternity leave has been violated or denied can claim the right under different international instruments which will be discussed below

2.2.2.1 Convention for the Elimination and Discrimination against Women (CEDAW)

Convention for the elimination and discrimination against women is mentioned among the different conventions issued to fight gender inequality .Ethiopia has signed the convention and there by obliged to adhere to the commitments .Even if there is no specific article in CEDAW which specifically grant paternity leave or parental leave a complaints procedure under its Optional Protocol can be used to claim the right to paternity leave. The convention under Article 5 (a) stipulated that States Parties shall take all appropriate measures:

- (a) “To modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are

based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women.”

Hence the convention has highlighted that at times when there exist a stereotypes role of men and women state party should play a role in the modification of cultural as well as social patterns one of which is the stereotyped attitude toward the role of women. This is because mostly women are considered to be the primary caretakes for children and men are given the role of breadwinning .This attitude is now changing with the coming of modern parenting style which require both parents to play their part for the family.

Moreover, the convention has mentioned the need for state parties to work towards any practice or customary trends which are based on inferiority or superiority perception.

- (b) “To ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children, it being understood that the interest of the children is the primordial consideration in all cases.”

The sub article is evident that the role of men and women should be equal in the upbringing of a child .This is because the best interest of the child should be served .So if mothers are get maternity leave grant as a norm so should fathers get paternity leave to perform their responsibility for the newly born child . The same convention under article 2(a) stipulate that

States Parties ensure that they work against discrimination via

- (a) “ To embody the principle of the equality of men and women in their national constitutions or other appropriate legislation if not yet incorporated therein and to ensure, through law and other appropriate means” reading this sub article with article 11(2(b)) of the convention which reads as “To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances”

Reading the two sub articles would give us the meaning that the convention requires state party to work for equality of men and women. One way for the attainment of equality is issuing legislation and different law at the national level. Among these laws the one that is specifically

stipulated is the right for maternity leave for women with pay or with comparable social benefits without loss of former employment ,seniority or social allowance hence, if a state part has to work toward equality and issue a law in the country it should grant rights both for men and women thereby men should have the right for paternity leave and they can bring a claim in international court for human right basing their claim as they are discriminated against . (Håkansson, 2005)

2.2.2.2 International Convention for Civil and Political Right (ICCPR)

International convention on civil and political right intended to insure equality. Even if the convention doesn't incorporate a specific article with paternity leave grant but by analogy a claim on denial of paternity leave can be submitted under Article 26

“All persons are equal before the law and are entitled without any discrimination to the equal protection of the law. In this respect, the law shall prohibit any discrimination and guarantee to all persons equal and effective protection against discrimination on any ground such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.”

The convention has stipulated that men and women are equal before the law there by should not be discriminated against so as women are provided with maternity leave men can claim their right to paternity leave when they are deprived of the right. An individual complaint can be submitted to the Human Rights Committee claiming discrimination. (Håkansson, 2005)

2.2.2.3 Convention on the Right of Child (CRC)

A person can also claim the deprivation of his paternity right basing his argument on convention on right of child as the convention specifically stipulated under Article 3(1) “ In all actions concerning children, whether undertaken by public or private social welfare institutions, courts of law, administrative authorities or legislative bodies, the best interests of the child shall be a primary consideration” According to the report of the international labour organization the main aim of granting fathers paternity leave is to enable them to develop an attachment with the newly born child and young children in the household and help the mother .(ILO,2014) The convention

on the right of child has stipulated that signatory states should give priority for the best interest of the child and this requires the full engagement of the mother and the father in the parenting .

More over under Article 3(2) of CRC stipulates that the protection of the best interest of the child requires that “states Parties undertake to insure the child such protection and care as is necessary for his or her well-being, taking into account the rights and duties of his or her parents, legal guardians, or other individuals legally responsible for him or her and to this end, shall take all appropriate legislative and administrative measures” therefore one measure to insure that the interest of the child is protected is taking into account the rights of his/her parents ,guardians through legislative and administrative measures which includes formulating of laws that grant rights for parents ,guardians .

The provision of maternity and paternity leave is one way that can help a child to have the necessary wellbeing as he /she will get the chance to get treatments from his/her parents .Furthermore, it should be noted that Member States (signatory states) should abide by their obligations in all the Conventions they are part of no matter if they have signed an Optional Protocol. (Håkansson, 2005)

2.2.2.4 International Labor Organization

Paternity leave grant can be provided by countries either in statutory form or by the agreement of an employer to offer the leave to the employees in the company in a collective agreement. A father whose right to paternity leave violated can claim his right by instituting a suite to international court of human right basing his argument on being discriminated against and mentioning rights under different international instruments one of which is international labor law.

Even if there is no ILO standard that deals specifically about paternity leave, the 98th international labor conference (ILC) that was held in 2009 passed a resolution concerning gender equality at the heart of decent work which recognizes that work–family reconciliation measures concern not only women but also men and a variety of new measures (such as provision of paternity leave and/ or parental leave) have succeeded in permitting working fathers to be more involved in the sharing of family responsibilities.

Thus, the Resolution calls for governments to develop, together with the social partners, adequate policies allowing for a better balance of work and family responsibilities for both women and men .While maternity leave aims to protect working women during their pregnancy and recovery from childbirth. This calls for the need to grant fathers paternity leave. (Håkansson, 2005)

Hence a father can claim his right based on the ILO convention as the above mentioned resolutions are evident that the right should be granted if one has to reconcile his /her work and family responsibility.

2.2.2.5 European Convention on Human Right (ECHR)

The claim of paternity leave can also be instituted via European court for those persons under the jurisdiction of European union (EU) Member States or the Council of Europe Member States to instigate proceedings against their country if denied the right to paternity leave in the European court of justice (ECJ) European court of human rights or European convention on human right (ECHR) (Håkansson, 2005)

2.2.2 Paternity Leave in Ethiopia

The history of paternity leave is relatively new in Ethiopia as the country has included paternity leave package in 1999 EC which was first confined to civil servants. The first proclamation was issued in 1999 EC proclamation No 515 /1999 it has embraced the right under article 41(6) which was five days duration. The researcher has goes through the minute finds out that the proclamation is issued repealing proc No 262/1994 with specific aim of(which is translated by the researcher from Amharic to English as the minute was written in Amharic):

“Granting paternity leave is justified for an employee whose marriage partner has given birth to a child as it reflects a modern human resource management attitude. In addition, it intended in addressing the psychological burden of an employee whose partner has given birth. Furthermore, having an article that is dedicated to fathers helps them perform their family responsibilities in collaboration with their partner. This will result in a surge of change reflecting the evolving attitude that people have about gender. Consequentially, article 41(6) is dedicated to those male civil servant whose marriage partner has given birth to take five working days off”

This first ever issued paternity leave package was included under the article that list the right for maternity leave grant and the very basic purpose of having the law was as the law makers consider having the leave grant is one of the manifestation of a modern human resource management .As has been expressed earlier it intended to make sure that fathers help their family and their wife .The law offered five working days with pay for even if men whose marriage parents gave birth are obliged to stay at the work place they wouldn't be productive .Hence the law was issued looking both from the benefit of the employee and the employer . As can be understood from the wording of the proclamation the law put some eligibility criteria's like being a man, civil servant, birth of a child from his marriage partner. The proclamation failed to define what amounts to a partner, but one can refer to the family code of the country as to what marriage is and their forms are about. Thus, the researcher believe that giving a definition for what a marriage partner is would have been very helpful to know the scope of the law.

The second proclamation which repealed proc No 515/1999 is proc No 1064/2010 which grant civil servants paternity right under article 42(10)“Any civil servant shall be entitled to paternity leave with pay for 10 working days at the time of his wife's delivery ”

The proclamation has a clear stipulation about paternity leave grant as it mentioned the duration, eligibility. A male employees who is civil servants and whose marriage partner given birth is entitled with 10 days paternity leave .The leave is mentioned under sub article of maternity leave grant and the researcher noticed that paternity leave don't still have an independent article which should have been the case to stress its importance and uptake .The main justification for repealing the provision of proc 515/1999 is that five days grant is not sufficient for the mother who might suffer from giving birth .The following sentence is taken from the minute conducted at the house of people representative and its translated from Amharic to English by the researcher verbatim

“There are different problems that women face during, after pregnancy hence the paternity leave grant should be increased from five to ten working days”

A discussion has been held with different stakeholders and questions on the necessity of increasing the duration from ten days to 15 working days was proposed .But the ruling of the

discussion was that ten working days is enough for civil servant fathers as there are other leave arrangements which are available in addition to paternity leave grant.

The aim of having a longer duration of leave grant under proc No 1064/2010 was justified as follows

“Attracting employees who are productive and to preserve those productive employees by providing job security, comfortable working environment and different benefits” (Minute held at house of people representative on October 20/2010)

According to the aim of the new proclamation the very purpose of having ten days grant is to attract productive employees and to preserve those employees who are productive by providing job security, comfortable working environment and different benefits .Unlike proclamation No 515/1999 this proc No 1064/2010 seems to incline on the protection of the employers profitability and productivity as it stress more on how civil service can attract and preserve their employees by offering benefits and not on the benefit of paternity leave. The current proclamation do not consider the benefits that paternity leave offers for fathers like spending time with newly born child and supporting their wife’s .Following the proclamations issued for civil servants the private sector has also provided with proclamation No 1155 /2010 that grant fathers working in private organizations to have three days paternity leave .

The researcher believes that availability of the proclamation with its amendment is very important as having a statutory provision for paternity leave grant allow fathers to claiming the leave as of right. According to an expert at the legal department in federal civil service commission “Even if there has never been a claim instituted by fathers on the ground that their right to paternity leave has been denied; one of the mandate of the commission is to evaluate content of suits and make decisions of leaves in general and paternity leave claims in particular.”

2.3 Theoretical Framework

2.3.1 Reconstructive Feminism

In this study reconstructive feminism is used as a theoretical framework as it focus on decoupling of the role of men and women focusing on the social norm that has not been considered by sameness (liberal) and difference feminism. The researcher believed that defining

and knowing the content of sameness and difference feminism is important to have a clear picture of reconstructive feminism .

2.3.1.1 Sameness Feminism (Liberal)

This strand of feminism propose that men and women should be treated equally and the biological difference should not matter .The strand is born from Second Wave movement assert that women are the same as men and therefore should be allowed into the traditionally masculine sphere, the problem with this strand of feminism is that they proponents focused only on women and they fail to see men entering in to the traditional feminine sphere.(Williams,1990)

2.3.1.2 Difference Feminism

This strand of feminism propose that men and women should be treated differently but they fail to take into account women who do exhibit more traditionally masculine traits and desires.(Karr, 2017)

Reconstructive feminism encompasses the different aspects of sameness and difference feminism and it stressed on the idea why differences matter at all and it accepted the existence of physical difference between men and women unlike sameness feminism and it goes beyond the physical difference of men and women and look at the social norm in a society .Hence the grant of paternity leave for fathers will allow them to perform their role as a father as paternity leave intended to allow fathers to help their wife who has given birth and to build an attachment with their newly born child. (Karr 2017)

Therefore reconstructive feminist has at its heart that the social norm has disadvantages both men and women as society tends to treat women as mothers first and workers second and men are treated as workers first and fathers second hence this classification is made with the gender norm that is socially constructed by the society that men and women are raised and lived in which make the work and family life reconciliation very hard. (Williams, 2009)

The stereotyped attitude that regard women as a caregiver and as born for reproductive work and that grant men the role of being a productive being whose role is bread winning has for long been in reality (Stark, 2014)

As attitudes are changing and science has shown the benefit of father-child interaction, it is important that legislation change as well. Using the lens of reconstructive feminism as the 21st century necessitates the decoupling of men and women role in one and vice versa. As now men and women should be treated as parents in one side and workers in another thereby to reconcile the two roles there should be a law that support family. (Karr 2017)

This theoretical framework is chosen as the researcher believed that gender role is a hindering factor for fathers in Ethiopia not to perform their caring role as the general perception is men should bread win their family. Hence decoupling role of men and women in one and vice versa is very important so as to bring about gender equality. Therefore issuing law for men that grant them paternity leave grant is one way forward in the process of decoupling the role of men and women as men will get time to spend at home and help their partner and build an attachment with their child /children.

2.4 Patriarchy and Gender Inequality

Before discussing patriarchy and paternity leave its important to define what a patriarchy constitute of ,there are different definitions forwarded by scholars and writers and in this study the researcher use the definition given by Lerner who claims that “patriarchy refers to the system historically derived from Greek and Roman law, in which the male head of household had absolute legal and economic power over his dependent female and male family members” (Lerner, 1986: 217).

Hence from the definition one can understand that patriarchy is not about subordination of women its rather concept of control and as the definition implies its an absolute legal and economic power over dependent female as well as male family members. Thereby one who is lesser in power either in economic or other social situations can be a victim of patriarchy even if he is a male member.

According to Becker, 1999 “most feminists agree that we live in a patriarchal society”. This goes without say that even if patriarchy is said to be dominance of men over women and there is an old but not always true believe that consider all men as being a beneficiary of patriarchy the truth is that there are men fighting for power as patriarchy born in fear and fight for control thereby there are men who are disadvantaged but of course “In a patriarchal society masculine

traits are valued than femininity traits”. This implies that not all men benefited from the system of patriarchy and even men can be under subordination as the fear of losing power and fight for power always exist when one speaks about patriarchy .One manifestation of subordination in this sense can be discrimination of men from women in the provision of rights one of which is paternity leave grant ,even when men wants to be part of the gender inequality struggle the system of patriarchy becomes a bottle neck to hinder men from being care takes as manhood and traits of masculinity are predefined in a patriarchal society which is bread winning and being head in a family which Leavy the burden of taking care of the family and children in the household for women. There by patriarchy perpetuates not only inequality between men and women but also among men themselves.

Gender role theorists stated that, gender roles are cultivated from the age of children or at a very young age. Traditional gender roles focus on masculinity and femininity personality which could affect the role preference of individuals. Traditionally males considered independent, self-confident, and aggressive. Females, on the other hand, are taught to be more Passive, sensitive and supportive. This is an extension of the role mandate that males are expected to provide for their families as the breadwinner and female stays at home to raise the children and take care of household duties (Zuo & Tang, 2000) Hence in a patriarchal society children are nurtured accordingly as there is a general perception that consider men to possess the role of breadwinning even if the subordination of some men is also exhibited .One way of rectifying old beliefs is granting men with opportunities in being part of the private caring sphere.

Tackling traditional beliefs and problem related to patriarchy needs a work to be done on the part of state as state might take part in perpetuating gender stereotype and there by feed gender inequality ,one manifestation of this can be the pay gap , discriminatory laws .(Stark 2014)

2.5 Fatherhood and Modern Parenting

According to (Barker and et al, 2011) engaging men in the lives of their children has becoming profoundly important. Their engagement in the caring activities of the household help both the women and children as it shows some sort of care. Fatherhood used to be defined as being a reproductive and it was more linked with manhood and how a mas should behave in a family which seems to revolve around breadwinning. But now a days the notion is getting a different

meaning with the growing of modern parenting which requires co-parenting ,thereby a father needs to bread win but also perform his caring role for the family .

Rose (2010) has stated that “second-wave” feminist movements and masculinity movements of 1960s and 1970s call for fathers active involvement in childcare, housework and unpaid domestic chores. Men’s role as fathers has not been given much emphasis but their role in paid work is recognized thus this has changed the traditional attitude that consider fathers as providers and not care takers and thereby reshaped the thinking towards fatherhood. (Becker, 2013)

According to Giddens (2000) there are different factors that have played their role in changing the definition given and perception towards fatherhood. Among the factors “globalization, democracy, feminist movement, birth control and the spread of western culture specifically the concept of romantic love and life, increasing appreciation of human rights” are mentionable. These factors change how men and women are depicted and the role and responsibility they have in a society which in fact affect family relationships and parenting. He explained the role of globalization in changing role and responsibility of men and women in such a way that as more women are joining the work force worldwide and men are becoming part of the co-parenting responsibility globalization makes it a necessity for men and women to help one another for survival ,furthermore the growing advocacy movement for fathers’ rights and custody have led to the need for changing trends in parenting .

A study on USA is evident that the 21st century is identified for increased female employment, increased father absence, increased father involvement, and increased cultural diversity. These changes have led to different family structures as well as to different expectations and beliefs about the roles of fathers. (Cabrera, etal2000)

One very important instrument to engage men in the struggle for gender equality is granting them the right to paternity leave so as to enable them to perform their family responsibility in general and their parenting role in specific .(Men and masculinity ,2014)

2.6 Work and Family Life Balance

As has been defined by Pavalko & Henderson, work-home balance refers to the equilibrium between the amount of time and effort devoted by a person to work and that devoted to other

personal and social aspects of his or her life. The issue of work-family balance has been a source of much international and interdisciplinary interest and debate over the past three decades (Pavalko & Henderson, 2006).

Balancing work and family life needs the collaborative effort of both men and women in a family, employers, the government and other stakeholders, especially in a family where there are children and the productive and reproductive role of the household is levied on the women hence, men are expected to support and show care, thereby play their role as a worker as well as a father and husband in the family. One way of helping men to be supportive and caring is providing them with right of paternity leave as it will help them to balance their work and family life.

Countries are struggling to bring about gender equality one of which is by having family friendly laws that has a capacity of helping working men and women to balance their work and family life and hence increase their productivity. One of the family friendly leave package is paternity leave which is given for fathers to support their partner and develop attachment with their children.

Researches by Mohamed Ebla Mohamud reviled that the provision of paternity leave grant help fathers who go on a leave as it has the capacity of reconciling or balancing their family and work life, it increases their productivity as well. The same is established by ILO report of 2014 as one of the aim of providing fathers with paternity leave grant is enable them to reconcile their work and family life.

CHAPTER THREE

RESEARCH METHODOLOGY

This section describes the methods used, the design and approach; subjects included in the study; the instruments and procedures used for data collection and the techniques employed for data analysis.

3.1 Research Methods

According to Creswell a research method encompasses the forms of data collection, analysis, and interpretation that researchers propose in a study. (Creswell, 2014)

3.2 Research Design

A research design is the overall strategy that guides a study. (Bryman & Bell, 2003) In this research the researcher has designed strategies that help for the successful completion of the study. Among the classification of a mixed research approach developed by Creswell exploratory sequential and descriptive design is utilized for the study. Exploratory sequential design is an exploration which first start from qualitative research phase and explores the views of participants. The data obtained from the qualitative approach is then analyzed and help to build on the quantitative phase. (Creswell, 2014)

Creswell in his writing confirmed using a mixed approach with the combination of both qualitative and quantitative approach which help the inquiry to provide a more complete understanding of a research problem than either of the two approaches. (Creswell, 2014)

To benefit from the two approaches a mixed method is utilized to assess level of awareness and attitude of employees and explore if at all paternity leave has a contribution for gender equality.

According to Bian ,a mixed exploratory sequential study needs to pass through four steps so as to meet the goal of a certain study .The first step require designing and implementing the qualitative approach with an open ended question and data collection with the needed protocol .The second is refining the quantitative question using the analysis from the qualitative approach and implement the questions with the necessary steps .The third is select quantitative sample and

prepare a close ended question and analyze using descriptive analysis. The forth and the final step is to summarize and interpret the data received from the two approaches that will test or generalize the qualitative analysis. (Bian, 2008)

Accordingly, the researcher first designed an open-ended questionnaire for the qualitative approach and collected data from the targeted employees at the ministry of agriculture. The participants for the qualitative study were selected from the data base of the ministry for they have taken paternity leave grant. Using exploratory sequential design was very much helpful as the data collected from the qualitative approach was used as a guideline to draft a questionnaire for the quantitative survey .It has also helped the researcher to generalize the outcome for the analysis part.

3.3 Description of Study Site

The selected Ministry is one among the 20 ministries in Addis Ababa Ethiopia. Ministry of agriculture has 1560 employees of which 531 are female and the remaining 1029 are male employees. (HR data base)

This Ministry is chosen for there are many male employees .The other reason why the ministry is chosen as a site for the study is because the researcher has a prior knowledge on the existence of a better trend in the uptake of paternity leave and works have been done by the ministry in promoting the leave package. (HR data base)

3.3.1 Population size and Sampling Method

In this research the population is employees of Ministry of agriculture which are 1560 in number.

According to Creswell in the selection of a sampling method a researcher need to adhere to what questions are to be answered by the study. (Creswell, 2014)

According to International Journal of Academic Research in Management (2016) there are two classification of sampling which are probability and non-probability sampling. Furthermore these two are subdivided. Among the different subdivisions of probability sampling the researcher used simple random sampling technique for the quantitative part. For the qualitative part the researcher chooses purposive /judgmental sampling technique. The use of simple random

sampling is justified for giving the population of the targeted ministry equal chance of being included in the study.

Purposive sampling technique is also called judgment sampling. It is the deliberate choice of an informant due to the qualities the informant possesses. There by ones the researcher decides what is to be studied he/she will set out to find people who can and are willing to provide the information by knowledge or experience (Bernard 2002, Lewis & Sheppard 2006).

Purposive sampling is an ideal technique when a researcher wants to study types of cases for in-depth investigation or when the purpose is less to generalize to a larger population (Kreuger & Neuman, 2006).

3.3.1.1 Sample Size

Sample size is determined from targeted population size. For this study, the researcher has used 10% of the total population and conducted a survey on 156 employees in the Ministry.

The sample size determination is taken from Mugenda, even if the sampling that is recommended by the researcher is 30% of the total population (Mugenda, O.M & Mugenda, A.G. 2013). In this study the researcher used 10% as it wouldn't be economical to reach 30% of the total population which is 1560.

3.3.2 Selection of Target Population

Exploratory research design requires to have a population both for qualitative and quantitative data method. This study selected five fathers who have taken paternity leave grant to see the trend in uptake and assess their attitude. The qualitative part of the study also includes five Key informants two of them were from the targeted ministry and three from federal civil service commission. The quantitative part of the study incorporates 156 employees who are randomly selected and from different age, sex, educational and marital status.

3.4 Data Collection Procedure

A month before data collection the researcher requested for a support letter from center for gender studies at Addis Ababa university and give it to head of the HR directorate Ato Kassahun at ministry of agriculture .The researcher give a brief explanation about the aim of the study and

why the ministry was choose as a research site and how the researcher intended to approach the targeted population in the ministry . The study utilized exploratory design which requires data collection and analysis of qualitative method followed by quantitative data collection. The qualitative part of the study the author acquired list of fathers who have taken paternity leave for the last five years from HR directorate and made sure that participants were briefed of the procedures and read the consent form. (see the annex)

For ease of communication the questionnaire were translated into Amharic and discussion was made in Amharic with participants in the in-depth interview as well as participants of key informant interview.

For the quantitative part the researcher personally distributed the questionnaires for the survey as personal distribution was needed to brief the aim of the study for the targeted participants of the study and to help them understand and to help them in clarifying vague questions they found hard to understand once consent was acquired from participants.(see the annex attached for consent

3.5 Tools for Data Collection

In the study both primary and secondary data were utilized. Questionnaires with closed ended questions for the quantitative part and open ended and unstructured guide were used for the in-depth interview for the qualitative part of the study. The researcher also utilized literatures from different sources (books, journals, official internet documents). So as to get the intention of the law the researcher has go through minutes that were conducted when the first proclamation that embraced paternity leave grant was issued.

According to Kumar (2005), interview data is an appropriate inter- subjective way for participants and researchers to exchange meanings and interpretations of events or actions.

In-depth interview is less formal and the least structured, in which the wording and questions are not predetermined. It is more suitable method of data collection when a researcher needs to gain insight into things like opinions, feelings, emotions, and experiences (Denscombe, 2007).The researcher obtained the needed information from participants and grasped their experience , and opinions on paternity leave and for further administrative procedures key informants were

interviewed which helped the researcher to triangulate the information obtained from in-depth and questionnaire and also literatures .

3.6 Research Procedures

In this study different research procedures were applied to enhance validity and reliability of data collected. So as to make sure that questions are designed in a way which can easily be understood by participants a pilot test was conducted on ten employees and some correction was made to vague and ambiguous questions.

The pilot study captured the respondents ease of understanding, grammatical and other errors in the questionnaire as well as the speed with which data can be collected from each respondent. The pilot study also involved getting the feedback from the supervisor who was a professional in questionnaires and data collection on the appropriateness and structure of the questionnaire. Findings from this test were used in ensuring that the data collection instrument is valid. Respondents included in the pilot test were not included in the actual data collection. The other research procedure was personal administration of the questionnaire. Personal administration involved personally giving the respondents the questionnaire to complete and collecting the same after an agreed period of time. This allow to have a data that is complete and availability of the researcher around the targeted participants help to have response rate as participants get the chance to ask any question that is vague or ambiguous.

3.7 Research Ethics

Research ethics is one very important element that a researcher should take in to consideration This study has passes through the process of securing informed consent through the provision of full information to the study participants on the aim, process and possible risks of the study .For this a written consent form was provided for the study participants to get their consent assuring that they are informed and are willing to take part in the study. The researcher made sure that participants are aware that they have the right to interrupt or terminate their participation at any point in time.

To secure the confidentiality and anonymity, each participant is assigned pseudonyms. Such approach was used to give participants the freedom to express themselves without fear of their identities being detected.

3.8 Method of Data Analysis

In a descriptive and exploratory studies, the researcher use the data that has been obtained through quantitative and qualitative research method and analyze the information obtained as on method will help to support the issue raised in another method.

In this study data collected was inspected for errors, and later coded for entry into SPSS and chi-square test was used for analysing the quantitative data. All the data was codified using standard codes for ease of analysis.

Coded data was scrutinized using descriptive data analysis method. This was as outlined by the research design adopted. Descriptive statistics included the analysis of frequency tables and means. This was expected to provide statistics to describe patterns and phenomenon in the data. Analysed data was presented using tables and figures. This helps in the graphical presentation of the findings as well as in the interpretation and discussion of the findings.

CHAPTER FOUR

RESULTS AND DISCUSSION

In this chapter, data collected from side to side survey are presented, analysed, and interpreted using percentages and frequencies with the help of Statistical Package for Social Science (SPSS 20) and Stata 14. To assess level of awareness, attitude, and the contribution of paternity leave to gender equality 156 employees have participated in the survey to fill the closed ended questionnaire of the quantitative part of the study. Of the total questionnaire distributed only 150 of them were filled properly. This has made the response rate is 96.15 percent. According to the organized questionnaires, the researcher produced the following analyses.

Quantitative Analysis Part

4.1 Demography of the Respondents

So as to get a segregated data the researcher has used categories, one of which is sex of respondents

4.1.1 Sex of Respondents

The demographic data for sex shows that out of the 150 respondents 89 respondents are male and 61 respondents are female. As table 4.1.1 shows most respondents are male that represented 40.7 percent, while female represent the remaining 59.3 percent.

Table 4.1.1: Sex of the respondent

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Male	89	59.3	59.3	59.3
Female	61	40.7	40.7	100.0
Total	150	100.0	100.0	

4.1.2 Age of respondents

The instrument administered categorized the age of respondents in to four major categories namely: 18-24, 25-34, 35-44, 45-55 and 56-65 accordingly, the results were 2%, 40.7%, 36% 17.3%, and 4% respectively. Hence most of the respondents fall under the age group of 25-34 .Thus, it can be implied the randomly selected respondents were younger which is to have a positive impact on uptake , which has a positive implication to the study .

Table 4.1.2: Age of the respondent

.	Frequency	Percent	Valid Percent	Cumulative Percent
25-34	61	40.7	40.7	40.7
35-44	54	36.0	36.0	76.7
45-55	26	17.3	17.3	94.0
56-65	6	4.0	4.0	98.0
18-24	3	2.0	2.0	100.0
Total	150	100.0	100.0	

4.1.3. Educational Level of Respondents

The table 4.1.3 shows those respondents' educational level ranges from certificates to master's degree and 9-12. Majority of the respondents, i.e. 84 percent of the respondents (126 out of the total 150 respondents) hold BSc and Masters, 8.7 percent of the respondents (13 out of total 150) hold Diploma While the remaining .7 percent of them are certificates (1 out of 150), grade 9-12 6% of (9 out of 150) . This shows that almost all employees are capable of updating themselves with developments and implementations in the ministry.

Table 4.1.3: Educational background of the respondent

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	9-12	9	6.0	6.0	6.0
	Certificate	1	.7	.7	6.7
	Diploma	13	8.7	8.7	15.4
	BA/BSc	94	62.7	63.1	78.5
	MA/MSc	32	21.3	21.5	100.0
	Total	149	99.3	100.0	
Missing	System	1	.7		
Total		150	100.0		

4.1.4. Marital Status of the Respondent

Regarding the respondents Marital Status as shown in the above table 4.1.4 the majority 52.7 % of the respondents are married and 42.0% are unmarried, the separated respondents are 4.7% and widow/widower 0.7% of the total respondents.

Table 4.1.4: Marital Status of the respondent

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Married	79	52.7	52.7	52.7
	Unmarried	63	42.0	42.0	94.7
	Separated	7	4.7	4.7	99.3
	widow/widower	1	.7	.7	100.0
	Total	150	100.0	100.0	

4.1.5. Presence/absence of Children in the Household

Regarding the respondent's Presence/absence of children in the household as shown in the above table 4.1.5 the majority 54.0 % of the respondents have children and 46.0% don't have children.

Table 4.1.5: Presence/absence of children in the household

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Yes	81	54.0	54.0	54.0
No	69	46.0	46.0	100.0
Total	150	100.0	100.0	

4.1.6. Awareness Level of Paternity leave in the Ministry

Next the respondents Awareness level of paternity leave in the ministry as shown below table 4.1.6 the majority 82 % of the respondents were aware as to the existence of the leave while 17% of them were not aware of the existence.

Table 4.1.6: Awareness level of paternity leave in the ministry

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Yes	123	82.0	82.0	82.0
No	26	17.3	17.3	99.3
Yes but not in-depth	1	.7	.7	100.0
Total	150	100.0	100.0	

4.1.7. Source of Information to Know the Existence of the Leave

Respondents were also asked the source of the information about the leave grant and the majority 34% have acquired the information from their work colleagues 18%, from family, 14%, from media members 12%, and 5.3% from trainings.

Table 4.1.7: Source of information to know the existence of the leave

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
From friends	21	14.0	16.8	16.8
From media	27	18.0	21.6	38.4
From family members	18	12.0	14.4	52.8
From work colleague	51	34.0	40.8	93.6
From trainings	8	5.3	6.4	100.0
Total	125	83.3	100.0	
Missing				
no answer	25	16.7		
Total	150	100.0		

4.2 Attitude of Uptake of paternity leave (only for men) * Educational background of the respondents Cross tabulation

Table 4.2: Count Attitude of Uptake of paternity leave (only for men) * Educational background of the respondents

		Educational background of the respondents				Total
		9-12	Diploma	BA/BSc	MA/MSc	
Attitude of Uptake of paternity leave (only for men)	Positive	0	1	15	2	18
	Negative	5	3	41	15	64
Total		5	4	56	17	82

Regarding the attitude of uptake of paternity leave in correspondents to education level, the respondents from table 4.2 those who are positive on the uptake of the leave” are 15 (BA/BSc) and 2 (MSc) and, respondents who have “ negative attitude ” are 41 (BA/ BSc) and 15 MA/MSc the missing values are about 68 .From the count majority of the respondents BA/BSc and MSc are count 56. Thereby even if the researcher at the start of the study anticipated that those educated employees would be pro leave and would have positive attitude towards uptake ,this study has proven that wrong as most of the respondents are negative about uptake of the leave .

4.2.1 Attitude of Uptake of Paternity Leave (Only for Men) * Marital Status of the Respondents

Table 4.2.1: Count Attitude of Uptake of paternity leave (only for men) * Marital Status of the respondents Cross tabulation

		Marital Status of the respondents				Total
		Married	Unmarried	Separated	widow/widower	
Attitude of Uptake of paternity leave (only for men)	Positive	16	2	0	1	19
	Negative	24	36	4	0	64
Total		40	38	4	1	83

Regarding the attitude towards uptake of paternity leave in correspondents to marital status. The respondents from table 4.2.1 among married respondents which are 40 in number only 16 of them have “positive attitude ” towards uptake .The Same holds true for those respondents who are unmarried as majority 36 out of 38 have negative attitude to uptake of paternity leave .The missing values are about 67 .As uptake of paternity leave directly related to being a married man ,the researcher has expected to get a positive feedback towards uptake of the leave by those who are married .But that was not the case .On the other hand the unmarried respondents have a negative attitude towards uptake and this implies even if they are not married and they are not expected to be positive towards the uptake the response gives the researcher a perception that being married or unmarried doesn’t have an impact on the attitude of employees towards the importance of the leave .

4.2.2 Attitude of Uptake of Paternity Leave (Only for Men)

Table 4.2.2: Count Attitude of Uptake of paternity leave (only for men) * Presence/absence of children in the household Cross tabulation

		Presence/absence of children in the household		Total
		Positive	Negative	
Attitude of Uptake of paternity leave (only for men)	Positive	18	1	19
	Negative	25	39	64
Total		43	40	83

In the case of the attitude of uptake of paternity leave in correspondents to marital status, the respondents from table 4.2.2 those who responded “positively” are count 18 who have children and count 39 who had no children. The missing values are about 67. Hence even those employees who have children majority of them have negative attitude toward uptake.

4.3 Role in the Household

4.3.1 Role in the Household * Sex of the Respondents Cross Tabulation

Table 4.3.1: Role in the household * Sex of the respondents Cross tabulation Count

		Sex of the respondents		Total
		Male	Female	
Role in the household	I am the bread winner for the family	20	0	20
	I play the role of a father / a mother	11	1	12
	I play a role of a husband/ a wife	1	0	1
	B,C	14	0	14
	All	40	3	43
Total		86	4	90

In the case of the Role in the household in relation to Sex of the respondent has provided about I am the bread winner for the family, the respondents from table 4.3.1 those who responded counted 20 males, about those I play the role of a father / a mother are count 11 are males, and those who responded both of them counted 14 and the respondents who responded a bread winner, a husband/wife and play the role of a father counted 40, those who did not accept uptake. The missing values are about 60. The respondents responded both sexes counted 90 out of 150.

This result shows that targeted respondents play both role in the household and also role of a husband and wife which indicates that the old role of being a bread winner is now shifting .As both men and women are shouldering the burden in the household which will help to have a progressive move on gender equality.

4.3.2 Role in the Household * Presence/absence of Children in the Household Cross Tabulation

Table 4.3.2: Role in the household * Presence/absence of children in the household Cross tabulation Count

		Presence/absence of children in the household		Total
		Yes	No	
Role in the household	I am the bread winner for the family	3	17	20
	I play the role of a father / a mother	6	6	12
	I play a role of a husband/ a wife	0	1	1
	B,C	10	4	14
	All	28	15	43
Total		47	43	90

In the case of the Role in the household in relation to **Presence/absence of children in the household** of the respondents has provided about I am the bread winner for the family, the respondents from table 4.3.2 those who responded counted 3 of “Yes”, and “No” counted 17 , I play the role of a father / a mother married “Yes” counted 6 and “No” counted 6., and the respondents who responded a bread winner, a husband/wife and play the role of a father counted 28 “Yes” and counted 15 of “No” , all counted 47 “Yes” and counted 43 ,of ”No” ,and in general in all the counted 90 out of 150 ad the missing values are about counted 60.

There by the result shows there are more parents working and helping their parents at home as well, which is a positive feedback.

4.4 What do You Think is the Contribution of Paternity Leave

4.4.1 What do you Think is the Contribution of Paternity Leave * Sex of the Respondents Cross Tabulation

Table 4.4.1: What do you think is the contribution of paternity leave * Sex of the respondents Cross Count

		Sex of the respondents		Total
		Male	Female	
what do you think is the contribution of paternity leave	It help the father to spend time with his family and support his wife and child /children	42	30	72
	It is an additional leave than annual leave and other leaves enshrined in the law	0	1	1
	both 1 and 2	36	23	59
	I do not know	7	3	10
	Not important	3	0	3
	8	1	4	5
Total		89	61	150

In the case of the what do you think is the contribution of paternity leave of the respondent has provided about It help the father to spend time with his family and support his wife and child /children, the respondents from table 4.4.1 those who responded counted 42 males and 30 “females” , about those It is an additional leave than annual leave and other leaves enshrined in the law for both are count 36 are males and counted 23 females , and the respondents who It help the It is an additional leave than annual leave and other leaves enshrined in the law responded counted 40, those who did not accept uptake. The missing values are about 89 “males” and 61 “females”. The respondents responded both sex counted of 150.

This result shows that among the targeted employees majority of them have an attitude that the leave helps the father to spend time with the newly born child and to support his wife .

4.4.2 What Do You Think is the Contribution of Paternity Leave * Marital Status of the Respondents Cross Tabulation

Table 4.4.2: What do you think is the contribution of paternity leave * Marital Status Count

		Marital Status of the respondents				Total
		Married	Unmarried	Separated	widow/widower	
what do you think is the contribution of paternity leave	It help the father to spend time with his family and support his wife and child /children	40	29	2	1	72
	It is an additional leave than annual leave and other leaves enshrined in the law	1	0	0	0	1
	both 1 and 2	30	25	4	0	59
	I do not know	4	6	0	0	10
	Not important	2	1	0	0	3
	8	2	2	1	0	5
Total		79	63	7	1	150

In the case of the **what do you think is the contribution of paternity leave** to Marital Status of the respondents has It help the father to spend time with his family and support his wife and child /children, the respondents from table 4.4.2 those who responded counted 40 of married, counted 29 of unmarried , It is an additional leave than annual leave and other leaves enshrined in the law married counted 1 and counted 0 of unmarried, both counted 30 married and counted 25 of unmarried , all counted 79 married and 63 unmarried out of 150.This shows that those married respondents have the attitude that the contribution of the leave is to benefit both the child and the wife .

4.4.3 What Do You Think is the Contribution of Paternity Leave * Presence/absence of Children in the Household Cross Tabulation

Table 4.4.3: What do you think is the contribution of paternity leave * Presence/absence of children Count

		Presence/absence of children in the household		Total
		Yes	No	
what do you think is the contribution of paternity leave	It help the father to spend time with his family and support his wife and child /children	43	29	72
	It is an additional leave than annual leave and other leaves enshrined in the law	0	1	1
	both 1 and 2	30	29	59
	I do not know	3	7	10
	Not important	2	1	3
	8	3	2	5
	Total	81	69	150

In the case of the what do you think is the contribution of paternity leave to * Presence/absence of children in the household of the respondents has It help the father to spend time with his family and support his wife and child /children, the respondents from table 4.4.3 those who responded counted 43 of “Yes”, counted 29 of “No” , It is an additional leave than annual leave and other leaves enshrined in the law “Yes” counted 0 and counted 1 of unmarried, both counted 30 married and counted 29 of unmarried , all counted 81 married and 69 unmarried out of 150.

4.5 Adequacy of Paternity Leave Duration (Period) 10 Days Sufficient

4.5.1 Adequacy of Paternity Leave Duration (Period) 10 Days Sufficient * Sex of the Respondent Cross Tabulation

Table 4.5.1: Adequacy of paternity leave duration (period) 10 days sufficient * Sex Count

		Sex of the respondent		Total
		Male	Female	
Adequacy of paternity leave	Yes	14	8	22
duration (period) 10 days	No	75	52	127
sufficient	8	0	1	1
Total		89	61	150

In the case of Adequacy of paternity leave duration (period) 10 days sufficient in relation sex the respondents has Adequacy of paternity leave duration (period) 10 days sufficient from table 4.5.1 those who responded counted 14 of “Male”, counted 8 of “Females ” , Adequacy of paternity leave duration (period) 10 days sufficient “No” counted 75 and counted 52 of “Females” out of 150.

The result shows that the duration of the leave is not adequate as has been answered by the targeted respondents.

4.5.2 Adequacy of Paternity Leave Duration (Period) 10 Days Sufficient * Educational Background of the Respondents Cross Tabulation

Table 4.5.2: Adequacy of paternity leave duration (period) 10 days sufficient * Educational background Count

		Educational background of the respondents					Total
		9-12	Certificate	Diploma	BA/BSc	MA/MSc	
Adequacy of paternity leave	Yes	2	0	2	14	4	22
duration (period) 10 days	No	7	1	11	79	28	126
sufficient	8	0	0	0	1	0	1
Total		9	1	13	94	32	149

In the case of Adequacy of paternity leave duration (period) 10 days sufficient in relation level of education ,the respondents has Adequacy of paternity leave duration (period) 10 days sufficient from table 4.5.2 those who responded counted 11of “No”, Diploma, counted 79 of BA/BSc and counted 28 of MA/MSc, Adequacy of paternity leave duration (period) 10 days sufficient “No” counted 126 and counted out of 150.

4.5.3 Adequacy of Paternity Leave Duration (Period) 10 Days Sufficient * Marital Status of the Respondents Cross Tabulation

Table 4.5.3: Adequacy of paternity leave duration (period) 10 days sufficient * Marital Count

		Marital Status of the respondents				Total
		Married	Unmarried	Separated	widow/widower	
Adequacy of paternity leave	Yes	16	4	2	0	22
duration (period) 10 days	No	63	58	5	1	127
sufficient	8	0	1	0	0	1
Total		79	63	7	1	150

In the case of Adequacy of paternity leave duration (period) 10 days sufficient in relation * Marital status Count the respondents has Adequacy of paternity leave duration (period) 10 days sufficient from table 4.5.3 those who responded counted 16 of “Yes”, counted 4 of “unmarried ” , Adequacy of paternity leave duration (period) 10 days sufficient “No” counted 63 and counted 58 of “married” and “unmarried” respectively out of 150.

4.5.4 Adequacy of Paternity Leave Duration (Period) 10 Days Sufficient * Presence/absence of Children in the Household Cross Tabulation

Count

		Presence/absence of children in the household		Total
		Yes	No	
Adequacy of paternity leave	Yes	18	4	22
duration (period) 10 days	No	63	64	127
sufficient	8	0	1	1
Total		81	69	150

In the case of Adequacy of paternity leave duration (period) 10 days sufficient in relation * Presence/absence of children in the household Count the respondents has Adequacy of paternity leave duration (period) 10 days sufficient from table 4.5.4 those who responded counted 18 of “Yes”, counted 63 of “No ”, out of 127.

4.6 Recommendation of Future Perception on Usage (Preference to go on Leave)

4.6.1 Recommendation of Future Perception on Usage (Preference to Go On Leave)

* Sex of the Respondents Cross Tabulation

Table 4.6.1: Recommendation of future perception on usage (preference to go on leave Count

		Sex of the respondents		Total
		Male	Female	
Recommendation of future perception on usage (preference to go on leave)	15 Days	13	19	32
	1 Month	50	32	82
	2 Month	8	1	9
	3 Month and more	4	0	4
Total		75	52	127

In the case of Recommendation of future perception on usage (preference to go on leave)* Presence/absence of children in the household Count the respondents has Adequacy of paternity leave duration counted 13,15 days “male”,19 days “females” totally 32 ,a month 5 days counted 50 of 1 month “Males” .counted 32 of “Females” ,and 82 total and 2 month counted 8 of “males”, counted 1 of “females” from table 4.6.1 those who responded counted 18 of “Yes”, counted 63 of “No ”, out of 127.

4.6.2 Recommendation of Future Perception on Usage (Preference to Go On Leave)

* Marital Status of the Respondents Cross Tabulation

Table 4.6.2: Recommendation of future perception on usage (preference to go on leave) * Marital Status Count

		Marital Status of the respondents				Total
		Married	Unmarried	Separated	widow/widower	
Recommendation of future perception on usage (preference to go on leave)	15 Days	10	20	2	0	32
	1 Month	49	29	3	1	82
	2 Month	2	7	0	0	9
	3 Month and more	2	2	0	0	4
	Total	63	58	5	1	127

In the case of Recommendation of future perception on usage (preference to go on leave in relation Marital Status of the respondents Presence/absence of children in the household Count the respondents has Adequacy of paternity leave duration counted 10,”married”, 20 “unmarried”, of 15 days, and counted 49 “married” counted 29 of “unmarried”, out of 127 the remaining’s are missing values.

4.6.3 Recommendation of Future Perception on Usage (Preference to go on Leave) *

Presence/absence of Children in the Household Cross Tabulation

Table 4.6.3: Recommendation of future perception on usage (preference to go on leave) * Presence Count

		Presence/absence of children in the household		Total
		Yes	No	
Recommendation of future perception on usage (preference to go on leave)	15 Days	9	23	32
	1 Month	50	32	82
	2 Month	2	7	9
	3 Month and more	2	2	4
	Total	63	64	127

In the case of Recommendation of future perception on usage (preference to go on leave in relation Presence/absence of children in the household of the respondents 1 month counted “Yes”, counted 32 of ,”No “

4.7 Friends or Family Members Who Have Taken the Leave

4.7.1 Friends or Family Member Who Have Taken the Leave * Sex of the Respondents Cross Tabulation

Table 4.7.1: Friends or family member who have taken the leave * Sex of the Count

		Sex of the respondents		Total
		Male	Female	
Friends or family member who have taken the leave	Yes	34	29	63
	No	54	30	84
	8	0	2	2
Total		88	61	149

In the case of Friends or family member who have taken the leave in relation Marital Status of the respondents Presence/absence of children in the household Table 4.7.1 Count the respondents has Sex of the respondents counted 34,”Males”,29 “Females”, of total 63 respondents “No” counted 54 “Males” and 30 counted “Females “ totally counted “NO” out of 84 days .

4.8 Women Perception on Uptake of Paternity Leave My Men (Positive or Negative) Answered only by Women

4.8.1 Women Perception on Uptake of Paternity Leave My Men (Positive or Negative) Answered Only By Women * Sex of the Respondents Cross Tabulation

Table 4.8.1: Women perception on uptake of paternity leave my men (positive or negative) Count

		Sex of the respondents	Total
		Female	
Women perception on uptake of paternity leave my men (positive or negative) answered only by women	Yes	54	54
	No	3	3
	I don't mind	2	2
	Total	59	59

In the case of Women perception on uptake of paternity leave my men (positive or negative) answered only by women in relation to sex , Table 4.8.1 Count the respondents has Sex of the respondents counted 54,"Females" of "Yes" ,counted 3 of "No", of total 59.

4.8.2 Women Perception on Uptake of Paternity Leave My Men (Positive or Negative) Answered Only By Women * Marital Status of the Respondents Cross Tabulation

Table 4.8.2: Women perception on uptake of paternity leave my men (positive or negative) Count

		Marital Status of the respondents			Total
		Married	Unmarried	Separated	
Women perception on uptake of paternity leave my men (positive or negative) answered only by women	Yes	32	22	0	54
	No	2	1	0	3
	I don't mind	1	0	1	2
	Total	35	23	1	59

In the case of Women perception on uptake of paternity leave my men (positive or negative) answered only by women in relation to marital status , Table 4.8.2 Count the respondents has the respondents counted 32,”married” of “Yes” ,counted 22 of “unmarried” of 54 of the total.

4.8.3 Women Perception on Uptake of Paternity Leave My Men (Positive or Negative) Answered Only By Women * Presence/Absence of Children in the Household Cross Tabulation

**Table 4.8.3: Women perception on uptake of paternity leave my men (positive or negative)
Count**

		Presence/absence of children in the household		Total
		Yes	No	
Women perception on uptake of paternity leave my men (positive or negative) answered only by women	Yes	29	25	54
	No	2	1	3
	I don't mind	2	0	2
	Total	33	26	59

In the case of Women perception on uptake of paternity leave my men (positive or negative) answered only by women in relation to Presence/absence of children in the household, Table 4.8.3 Count the respondents has the respondents counted 29 of “Yes” ,counted 2 of “no” of 54 of the total 59 .

4.9 Are You Willing To Take The Leave Afterwards? (Answered Only By Men)

4.9.1 Are You Willing to Take the Leave Afterwards? (Answered Only By Men) * Sex of the Respondents Cross Tabulation

Table 4.9.1: Are you willing to take the leave afterwards? (Answered only by men Count

		Sex of the respondents		Total
		Male	Female	
Are you willing to take the leave afterwards? (answered only by men)	Yes	80	1	81
	No	6	0	6
Total		86	1	87

In the case of are you willing to take the leave afterwards? (answered only by men) in relation Sex of the respondents, Table 4.9.1 Count the respondents has the respondents counted 80 of “Yes” ,counted 1 of “no” of 81 of the total 81.

4.9.2 Are You Willing to Take the Leave Afterwards? (Answered Only By Men) * Marital Status of the Respondents Cross Tabulation

Table 4.9.2: Are you willing to take the leave afterwards? (answered only by men) Count

		Marital Status of the respondents				Total
		Married	Unmarried	Separated	widow/widower	
Are you willing to take the leave afterwards? (answered only by men)	Yes	41	36	3	1	81
	No	3	2	1	0	6
	Total	44	38	4	1	87

In the case of are you willing to take the leave afterwards? (answered only by men) in relation Marital Status of the respondents dents, Table 4.9.2 Count 41 “Yes” of “married” and counted 36 of “unmarried” total of 81 out of 87 the respondents 2 are missing.

4.9.3 Are You Willing to Take the Leave Afterwards? (Answered Only By Men) * Presence/Absence of Children in the Household Cross Tabulation

Table 4.9.3: Are you willing to take the leave afterwards? (answered only by men Count

		Presence/absence of children in the household		Total
		Yes	No	
Are you willing to take the leave afterwards? (answered only by men)	Yes	42	39	81
	No	4	2	6
	Total	46	41	87

In the case of are you willing to take the leave afterwards? (answered only by men) in relation Presence/absence of children in the household of the respondents dents, Table 4.9.3 Count 42 “Yes” of “yes” and counted 39 of “no” total of 81 out of 87 the respondents are willing both who had children or not had children.

4.9.4 Are You Willing to Take the Leave Afterwards? (Answered Only By Men) * Source of Information to Know the Existence of the Leave Cross Tabulation

Table 4.9.4: Are you willing to take the leave afterwards? (answered only by men) * Source of information Count

		Source of information to know the existence of the leave					Total
		From friends	From media	From family members	From work collouge	From trainings	
Are you willing to take the leave afterwards? (answered only by men)	Yes	12	17	4	32	3	68
	No	0	2	0	2	0	4
Total		12	19	4	34	3	72

In the case of are you willing to take the leave afterwards? (Answered only by men) * Source of information to in correspondents to marital status, the respondents from table **4.9.4** those who responded “Yes” are count 17 who have awareness from the ministry and not from ministry count 2, those who did not accept uptake of paternity leave count 39 who had no children. The missing values are about 67. From the count the amazing part those who had children responded the uptake of paternity leave not important.

Qualitative part of analysis

4.10 Demographic Data Respondents of the Interviews

4.10.1 Educational Background, Responsibility

Table 4.10.1: Demographic category of educational background and position of respondents

Name	Sex	Educational background	Directorate	Organization
Tigist	F	Masters	Gender ,women and youth	Ministry of agriculture
Kebnesh	F	Degree	Human resource	Ministry of agriculture
Abebu	F	Masters	Gender, women and youth	Federal civil servant commission
Ato Deginent	M	Masters	Legal	Federal civil servant commission
Yetemork	F	Degree	Human resource	Federal civil servant commission

From table 4.10.1 respondents of interview as mentioned, out of five respondents 4 of them were females and one male respondent interviewed. Concerning their educational background 3 of them had master's degree and 2 of them had first degree, the organization they represented, respondents of 2 were from ministry of agriculture and 3 of them were from Federal civil servant commission and the position they represented (gender, women and youth) directorate, HR and legal .the difference of respondents in gender, higher in educational level, different ministry and positions helped this research to collect data randomly ,this implied that the sample has a chance of representing the target studied population .

4.10.2 Educational Background, Responsibility, Family Size and Children

From table 4.10.2, the interviewed persons were about five, the age intervals were between 31 and 54, but majority of them were young. The family size they had between 5 and 3 and they had at least a child, this implied that the paternity leave importance and attitude assessment were right in the sampling respondents and also the different position helped to assess attitude about paternity leave by men

Table 4.10.2: Demographic category of Interviewed of respondents

Name	Age	Educational background	Position	Family size	Number of children
P1.	54	Masters	Public relation expert	5	3
P2.	32	Degree	Rural land management	4	2
P3.	31	Degree	Driver	3	1
P4.	31	Masters	Plant expert	3	1
P5.	33	Degree	IT expert	3	1

4.11. Response Summary of Persons Interview's

4.11.1 Responses of Interview's Questions for Fathers who have Taken Paternity Leave

The interview questions prepared to assess the attitude and awareness level of fathers who have taken paternity leave grants .The participants have been asked on factors affecting their uptake

rate ,eligibility criteria's ,if the leave was part of their contract and if at all the leave contributes for gender equality .

4.11.2 Key Informant Interview for Gender Department in the Ministry

The other group of respondents of interview was key informant interview with gender department at the ministry .The assessment was on whether they have a platform where they share information about paternity leave .Challenges they faced on the process of creating awareness about the leave .What are the feedbacks from participants on trainings and awareness creation sessions .

4.11.3 Responses of In-depth Interview's Questions for Fathers who have Taken Paternity Leave

P1

- He has acquired the information **from the department** he is working at public relation department ,he took the leave when the leave was a **five day grant** and he said there was **no much eligibility requirement** was not that strict as he only consulted to his immediate boss and then get the leave ,
- He took paternity leave **along with his annual leave to support his wife before delivery.**
- The contribution of paternity leave as the respondent explains is helping the mother during pregnancy and also after giving birth , he has mentioned that its costly to hire a house maid and even if one afford to pay they might not serve the will of the mother who give birth ,more over the leave will allow fathers to build up the bond with the newly born child and share the burden of the mother by sharing the household chores that used to be covered by the mother hence change the narrative of old perception ,thereby **contributes for gender equality .**
- The duration of the **leave is not enough to support the mother** who suffers from giving birth and I wish if it's risen to one month .Fatherhood is a blessing and its more than being a guardian.

- The role of a father is not confined to breadwinning as a **father is expected to play a role in the physical as well as psychological development of the child.**
- He has also mentioned that he needs to **play a role as a husband by** supporting the wife by being supportive during pregnancy and after giving birth .Even if there is no clearly set rule as who does what in the household I support my wife in each and every day today activity .The leave was with full salary .I spent it by supporting my wife in the household, cooking, bathing the baby and also by serving guests .I have been at home a month before the delivery of my wife.
- ***Paternity leave is a different leave package with short period of time and need occurrence of birth of a child unlike annual leave which can be taken anytime and relatively with longer period of time.***
- I usually take **my annual leave** as It's a longer duration and I don't use it for other occasions but only when my wife give birth **I take the leave before her delivery date,** the leave grant for paternity is very short as it was only five days grant when I request for it so I only use it to add up with my annual leave.
- I can't say I have benefited a lot as its very short period of time, but using the **grant along with annual leave it has helped me to build up the relationship with my wife and the newly born child** .In fact I didn't told my wife that I was processing the leave and she thought I am on my annual leave, but she like the fact that I stayed home with her to support. I didn't receive any feedback from friend and there is no challenge which I can mention.

The response of the interview of P1 as it summarized, about the use of paternity leave no doubt about its importance, however the duration of the leave is not enough to support the child and his mother .He got the paternity leave awareness from the department of their organization . He believes that paternity leave contributes to gender equality. The role father on the paternity leave to physical and psychological development of child.

P2.

- He has got the information from friends and he explains that the duration of the leave is not sufficient to support his wife and the newly born child
- He doesn't have any specific role in the household but he support his wife
- He suggest if the duration of the grant is raised to one month
- He believes that the leave grant cant play a role on gender equality as the duration is too short to help the mother

The response of the participant is evident that the leave grant is not as such beneficial if the duration is not raised to one month

P3

- He comes to know the leave **from friends**
- Annual leave has longer duration as one can use the days that he has not used before and it can also be changed to monetary value and given to an employee but **paternity leave can be taken when a child is born and also it can't be changed to monetary value**
- The challenge is the **duration is too short to support** ones wife
- I was only asked to bring **medical certificate**
- My wife was not aware that I took paternity leave she thought I took annual leave
- Mentioned that there is no specific role which is regarded to him but he claimed to help his wife in the household.
- Fatherhood is unexplainable blessing

From the above the summary of the respondents of P3 described, that the existence of paternity leave awareness were from friends, the leave duration is too short. Eligibility requirement was bringing medical certificate that mention his wife has given birth. Regarding the role father had no specific role. And the fatherhood is unexplainable.

Person 4

- He get the information from friends
- Mentioned fatherhood is a **blessing and a great task**,
- He mentioned that there is a role division in their house he usually takes the kids to school and helping them with their study is his role in the household. “I play a role of a husband in the family ,my wife used to work as well and we both provide money for the household but once my wife become pregnant she was fired from her work place claiming that she is not effective anymore and we sued the company ,she felt like I am over burden and she consider my support as something very special for her and she became so submissive considering it as a favour ”.
- When he mention the difference between paternity leave and annual leave he has mentioned “ I prefer to take my annual leave as I can take it anytime without any restriction by restriction I mean I don’t need to tell the HR that my wife has gave birth or another occasion and of course it has better duration than paternity leave ”
- My wife was happy about my paternity leave but she was thinking as if I was doing a favour for her ”
- “At the time I ask for paternity leave grant they **ask me for marriage certificate which make** it very hard for those who are living in cohabitation, I have a friend in the ministry who preferred to take his annual leave as
- the process of **paternity leave and the requirements are very strict**”

From the above the summary of the respondents of P4 , that described the role of father is the breadwinners has the lion share of other roles ,regarding paternity leave the respondent is not interested to take paternity leave rather needs to take annual leave because of the restrictive organizational requirement ,he mentioned he has benefited a lot for staying home to raise his child and support his wife .

Person 5

- He get the information **from HR department in the ministry**
- “ When I request for the leave I was **asked of a medical certificate** that shows that my wife has given birth and I told them that I will bring it later after the leave as my wife was on her labour and I went to the ministry to inform them it was really tough for me ,but I manage to get their permission to provide the evidence later which was because I had a good relationship with the HR experts had it not be so they might not allow me to take time off without the evidence”
- My wife was **happy that I took the leave**
- I prefer annual leave as it can serve for many social engagements, but **paternity leave is used only on birth of a child**
- He has mentioned that he was also asked of **marriage certificate**, the other two have already attached their marriage certificate when they initially hired so they were not asked for it .
- He mentioned fatherhood has **honourable feeling**
- Mentioned that there is no specific role which is regarded to him but they claimed to help their wife in the household.

From the above the summary of the respondents of P5, the existence of paternity leave awareness were from the ministry, the duration of leave should raise to a month because after the leave the child and the mother could not supported with this short duration of paternity leave .Regarding the role of father the respondents has no specific roles.

4.11.3.1 Summary of Responses of Interview's Questions for Fathers Who Have Taken Paternity Leave

From the interview, what is investigated is that employees of ministry of agriculture are aware as to the existence of the leave. Most men respondents are positive on the contribution of paternity leave. Nevertheless there are different factors that affect fathers not to take the leave .These are the short duration of paternity leave ,stringent requirements in the ministry to bring marriage certificate and medical evidence that shows ones wife has given birth which force fathers to resort to annual leave .The participants of in-depth interview have also commented on the possible contributions of paternity leave to gender equality and they have commented on the burdensome roles levied on the women who has given birth and the leave would have contributed to gender equality if the duration was extended to one month .Fathers who have taken the leave have also mentioned their role as a bread winner takes the lion share than their role in the care work activities and this means women are still burdened with the care work and household chores .They also mentioned had paternity leave grant duration was extended to one month and above it would have helped the women as the husband would be able to support her in care work activities while still performing his bread winning task ,it would have brought a change in the family dynamics as well and contribute for gender equality .The fathers have also mentioned they were paid full salary when they took the leave and they consider it as a positive factor that can initiate fathers to take the leave .All the respondents have agreed on the contribution of the leave as being helpful for the father to help the mother in the household tasks and also to build up the psychological makeup of the newly born child as co-parenting is helpful for child psychology.

4.11.4 Responses of Key Informant Interview from Civil Servant Commission

The participants where asked if there has been any complaints produced to the commission regarding denial of paternity leave ,if there are different procedures in the commission regarding paternity leave grant .

CHAPTER FIVE

DISCUSSION OF RESULTS, CONCLUSION AND RECOMMENDATION

5.1 Introduction

This research were all about assessment on attitudes, level of awareness of paternity leave Grant to assess if the leave grant has contribution to gender equality the case of Ministry of Agriculture. The data collected from 150 respondents of employees of the ministry, assessed the attitudes on paternity leave (uptake of paternity leave, role of the father, law of paternity leave in country, practices of paternity leave in the ministry and gender equality .The data collected by questioners of the views of men(counted 89) and women (counted 61) investigated useful information about the different attitudes of men and women regarding paternity leave and its contribution for gender equality .Therefore the investigation will be presented below by supporting the finding with international laws like ILO, practices of different countries and history of paternity leave both Ethiopia and other counties .

5.2 Discussions on Investigation about the Attitude of

5.2.1 The Uptake Paternity Leave by Men

The finding of the study is evident that there is high uptake rate in the ministry .The old perception that consider men as being primary bread winners for the family still persists .But this study has investigated the existence of change in the family dynamics .Hence the responses obtained from the study reviles that men are supporting their family in care works ,there by perform both their breadwinning and care work responsibilities .

The research investigation regarding the attitude of uptake of paternity leave, support from different papers, the following were some:-

“Men are considered to be breadwinners for their family .But women and girls on the other hand are expected to be primary care givers for their family (Barker and Pawlak, 2011).”

“According to world health organization guideline of 2019 children should get their mothers exclusive breast milk for six month for their better development (WHO, 2019). On the other hand

a study by Barker and Pawlak (2011) mentioned that women breast feed more when their life partners are beside for the caring activity”

“Researches by Mohamed Ebla Mohamud reviled that the provision of paternity leave grant help fathers who go on a leave as it has the capacity of reconciling or balancing their family and work life ,it increases their productivity as well . The same is established by ILO report of 2014 as one of the aim of providing fathers with paternity leave grant is enable them to reconcile their work and family life”

However this study has investigated men attitude towards paternity leave uptake which lean to breadwinning task .Men prefer to support financially neglecting their care work activities .Even if most of the participants in the in-depth interview argue as they would have been more supportive has the duration of the leave was raised to one month ,from the trend what is seen is the influence of cultural attitude deeply rooted in the minds of fathers which push them to value role of breadwinning more than care work .

Regarding practices of paternity leave laws and its historically background, his research investigated the following

And supported by different research

The history of paternity leave grant goes back to 19th century, it first started as being parental leave package as there was no independently assigned leave for fathers only and in 1967 Hungary included parental leave in the state policy and mentioned as one of the first to have statutory leave package.

*But then parental leave **started to be included in laws of different countries like in Sweden in 1974 and in 1971** Italy has followed then **Norway in 1977**; Finland in 1978; Iceland in 1980; Denmark, France, Greece and Portugal in 1984; West Germany and Belgium in 1985; Spain in 1989; the Netherlands in 1991; US in 1992(family medical act); and Australia in 1993. As has been defined by the researcher parental leave is a leave package available for both the mother and father beyond maternity and paternity leave but at the start paternity leave was not known or introduced as an independent right that can only be exercise by the fathers it was rather embraced with in parental leave package.*

The first country to have, while offering parental leave, a non-transferable period of leave available to fathers, was Norway in 1993 and Slovenia was the first country in the world to provide paid paternity leave in 1974 as an independent men right .(OECD, 2001)

In Ethiopia cases “The history of paternity leave is relatively new in Ethiopia as the country has included paternity leave package in 2007 /1999 EC which was first confined to civil servants. The first proclamation was issued in 1999 EC proclamation No 515 /1999 it has embraced the right under article 41(6) which was five days duration. The researcher has goes through the minute finds out that the proclamation is issued repealing proc No 262/1994 with specific aim of(which is translated by the researcher from Amharic to English as the minute was written in Amharic) :-

*“Granting paternity leave is justified for an employee whose marriage partner has given birth to a child as it reflects a modern human resource management attitude. In addition, it intended in addressing the psychological burden of an employee whose partner has given birth. Furthermore, having an article that is dedicated to fathers helps them perform their family responsibilities in collaboration with their partner. This will result in a surge of change reflecting the evolving attitude that people have about gender. Consequentially, article 41(6) is dedicated to those male civil servants whose marriage partner has given birth to take **five working days off**”*

*“The second proclamation which repealed proc No 515/1999 is proc No 1064/2010 which grant civil servants paternity right under article 42(10) “Any civil servant shall be entitled to paternity leave with **pay for 10 working days** at the time of his wife’s delivery ”*

The research investigated that the duration of paternity leave not enough

*“Duration (period) 10 days sufficient 75 out of 150 males and 52 out of 150 females **relied as the duration is not sufficient.***

The research investigated that the source of information about the paternity leave were from friends and departments of the ministry but the ministry did not create the awareness, by involving in different programs,.

5.2.2 The Attitude of Women the Uptake of Paternity Leave By Men

Regarding the attitude of women, on the uptake of paternity leave investigated by this research was “*regarding willingness of taking paternity leave both married and unmarried agreed*”

And also women respondents of this research (54 out of 61 ***females agreed the uptake of paternity leave by men*** ,32 ***married*** out of 61 and 22 out of ***unmarried agreed on perception uptake paternity leave by men*** therefore women attitude about the uptake of paternity leave is positive. The women attitude regarding the positive attitude paternity leave also supported by different scholars.

“As has been defined by Pavalko & Henderson, work-home balance refers to the equilibrium between the amount of time and effort devoted by a person to work and that devoted to other personal and social aspects of his or her life. The issue of work-family balance has been a source of much international and interdisciplinary interest and debate over the past three decades (Pavalko & Henderson, 2006).”

5.3 Discussions on Investigating of the Gender Equality in Accordance Uptake of Paternity Leave

5.3.1 The Attitude of Men in the Uptake Paternity Leave in Relation to Gender Equality

The different supporting about gender equality on the bases of paternity leave:-

“The attainment of gender equality among couples needs collaborative parenting. Moreover, it requires couples to share household chores between themselves. Hence, the government is responsible to formulate a policy about grant leave and to help them to reconcile the work and family responsibilities. This in return helps to contribute to gender equality both in the household and in the workplace (Allen, 2017).”

“Redressing gender inequality requires the examination of the role, participation, and the different kinds of inequalities in political, social, economic, and family life (Barker and Pawlak,2011). Even if it is believed that men should play a part in the process of redressing gender inequality, often policy reforms indicating the role of men are very slow. Less emphasis is

given to caring activities done by men as most of the time men are considered to be "unchanging and static" regarding their role in society. Society perceives men to possess the role of a breadwinner while the primary caregiving activity is left for women (Barker and Pawlak, 2011)."

This study has also assessed if at all the grant of paternity leave have a positive contribution to gender equality. The finding shows that even if the study didn't get a conclusive finding on the issue ,respondents have confirmed one way to support women at home and hence make them part of the paid /public sphere is granting men with the right to paternity leave. As paternity leave has the capacity to change the narrative that consider men as a breadwinner only. Fathers who have taken paternity leave has confirmed that the leave is beneficial for the father and the mother who has given birth as the father would help her in the household and thereby she will be able to peruse her dreams .But on the other hand they all have recommended if the duration of the leave can be raised on one month and above. So that the leave contributes to gender equality.

5.3 Conclusion

The data analysed has revealed the existence of high level of awareness among sampled employees working at the ministry of agriculture. There also exist a high uptake rate among the sampled eligible employees to take the leave. The author concluded that the eligibility requirements in the ministry are bottle neck for sampled employees. The duration of the leave is another issue that can hinder employees prefer other leaves like annual leave. The study has also concludes that sampled employees are positive about the provision and importance of the leave and more over sampled employees believe that paternity leave is important for the mother giving birth as well as the newly born child as they will be able to get support from the father. From what has been mentioned by fathers who have taken paternity leave the research has concluded that the provision of paternity leave plays an important role in creating a support system for the mother /wife who gave birth hence will help her in minimizing if not eradicating the household burden hence work towards gender equality. The other concluding remark is the contribution of paternity leave to gender equality. Even if the finding cant be a conclusive evidence fathers have confirmed the leave would have been of help for gender equality had the duration of the leave was raised to one month and more. There exist unstructured procedure that is available in the HR of the ministry on the grant of the leave. The author has also come to the conclusion that there is an ongoing process of change on role and expectation of men and women, for this paternity leave grant plays an important role .The author has concluded that treating paternity leave as a human right and hence providing fathers with a compliant mechanism would be of help.

5.5 Recommendation

Based on the finding of the study the researcher forwarded different recommendations these are:

For Ministry of agriculture

- There should be public awareness campaigns and education to transform men's perceptions of gender roles.
- There should be an awareness creation not only as to the existence of the leave but on the importance and possible contribution that it can offer for gender inequality
- Gender directorates of every ministry should pave the way for those who have taken paternity leave to share their experience for those who have never taken the leave on its importance of the uptake
- The human resource directorate of the ministry should have a one and known procedure of up taking of leave
- Paternity leave grant should be mentioned in the contract of employment of male employees

For policy makers

- There should be an increment on the duration of the leave to make fathers supportive for their partners and for their newly born child (legal reform)
- The country should adopt parental leave package in addition to paternity leave to realize gender equality to its fullest scale
- Private sectors should work on the leave provision as its at its infant stage
- There should be an international compliant mechanism for fathers to claim their right to paternity leave

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