

# STATE OF THE WORLD'S FATHERS 2021



*Structural Solutions to Achieve Equality in Care Work*



## BY THE NUMBERS:

CARE AND FATHERHOOD IN 2021<sup>e</sup>

Factor by which the average **time spent on unpaid care work** by women worldwide exceeds the time spent by men

3+

Factor by which the total global **time spent on unpaid care work** by girls aged 5 to 14 exceeds the time spent by boys

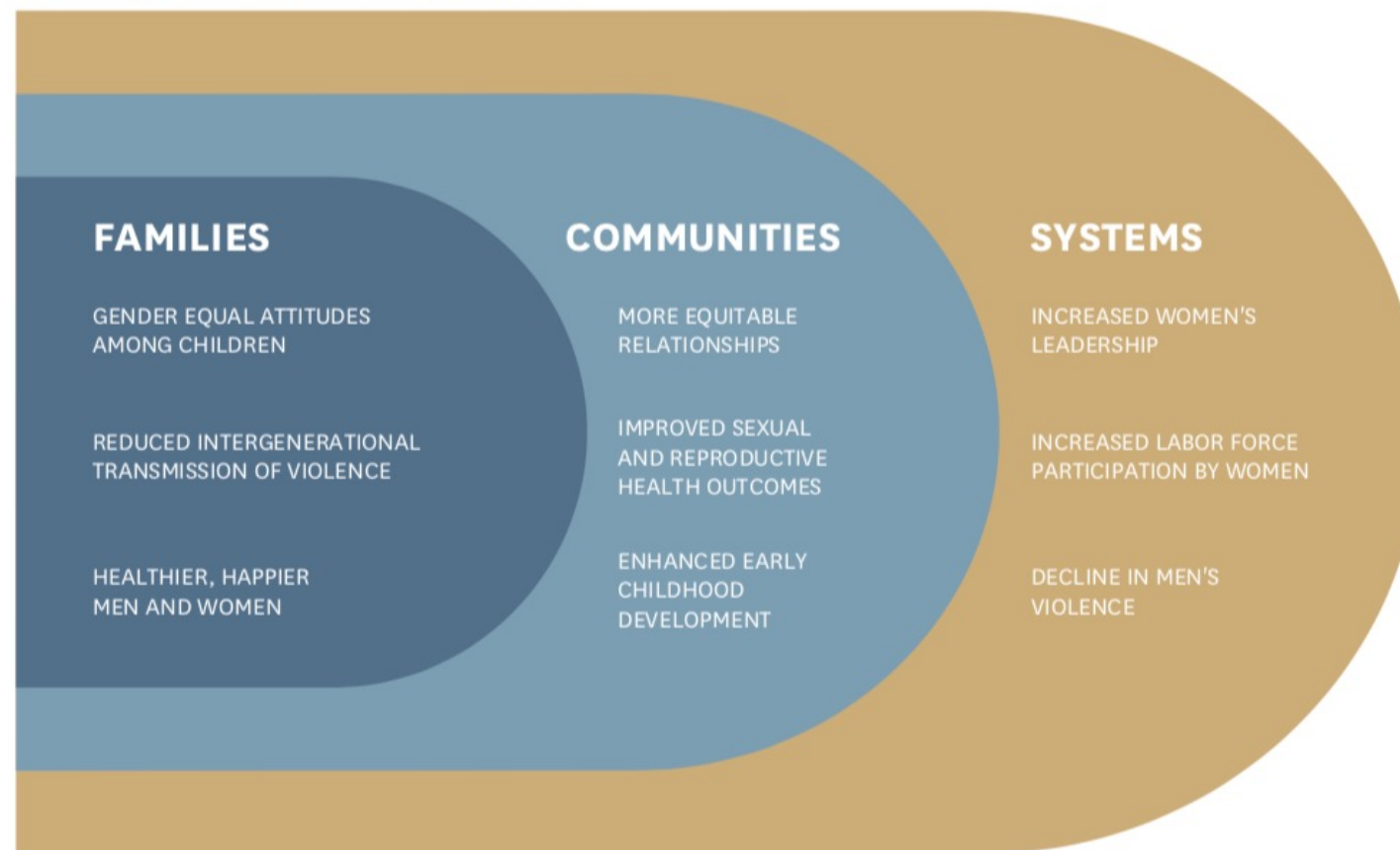
3.5

Number of countries that have **achieved equality in unpaid care** between men and women

0

Number of countries that have a specific **policy goal and target date** for achieving equality between men and women in unpaid care

0

**CARE EQUALITY CONTRIBUTES TO:**

# Why care equality matters

# How long will it take to achieve care equality?

*At current rate of change  
based on available ILO time  
use studies 1998-2012*

# 92 years





## BY THE NUMBERS:

## COVID-19 AND CARE WORK

|  |           |
|--|-----------|
| Percentage of women from 47 countries who said their time spent on <b>unpaid care work</b> had increased since the COVID-19 pandemic began | 56        |
| Of men   | 51        |
| Percentage of men from the same countries who said their time spent <b>caring for older family members</b> increased during COVID-19       | 21        |
| Percentage of women who reported the same  | 20        |
| Among women with children in 16 countries, average increase in time per week spent on <b>childcare</b> during COVID-19: 5.2 hours          | 5.2 HOURS |
| Average increase among men   | 3.5 HOURS |

***“During the current crisis, many millions of men are on a form of forced paternity leave ... even while women carry a higher burden during the crisis, it is still highly likely that we will observe a sizeable impact of this forced experiment on social norms, and ultimately on gender equality, in the near future.”***

**National Bureau of Economic Research  
(US) (2020)**

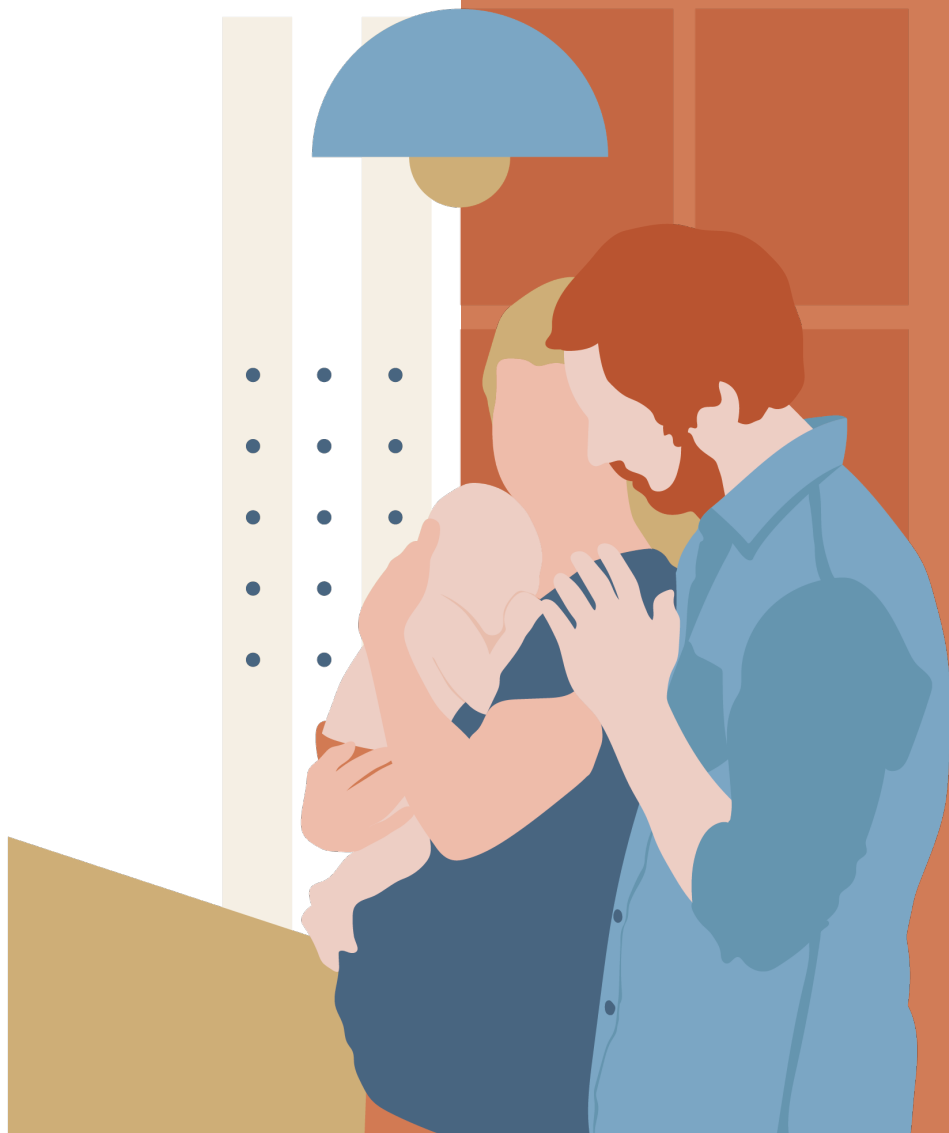
**THINKING  
STRUCTURALLY:**  
*SEVEN ACTIONS  
TOWARD A MORE  
CARING WORLD*



## ACTION 1

Put in place **NATIONAL CARE POLICIES** and campaigns that recognize, reduce, and redistribute care work equally between men and women





## ACTION 2

Provide equal, job-protected, fully paid PARENTAL LEAVE for all parents as a national policy

# The State of Paid Parental Leave

**Figure 3.** Is paid leave available for mothers and fathers of infants?

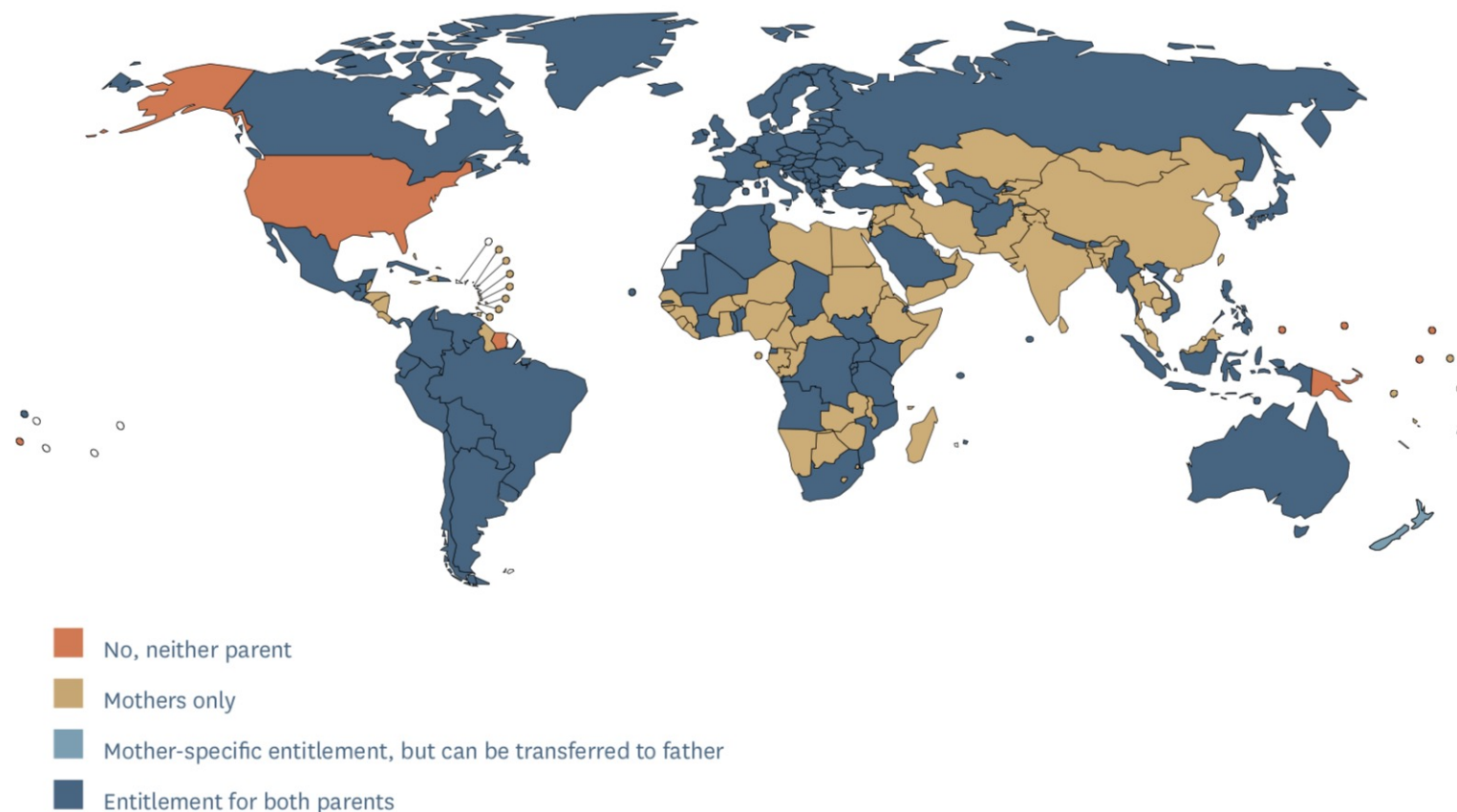
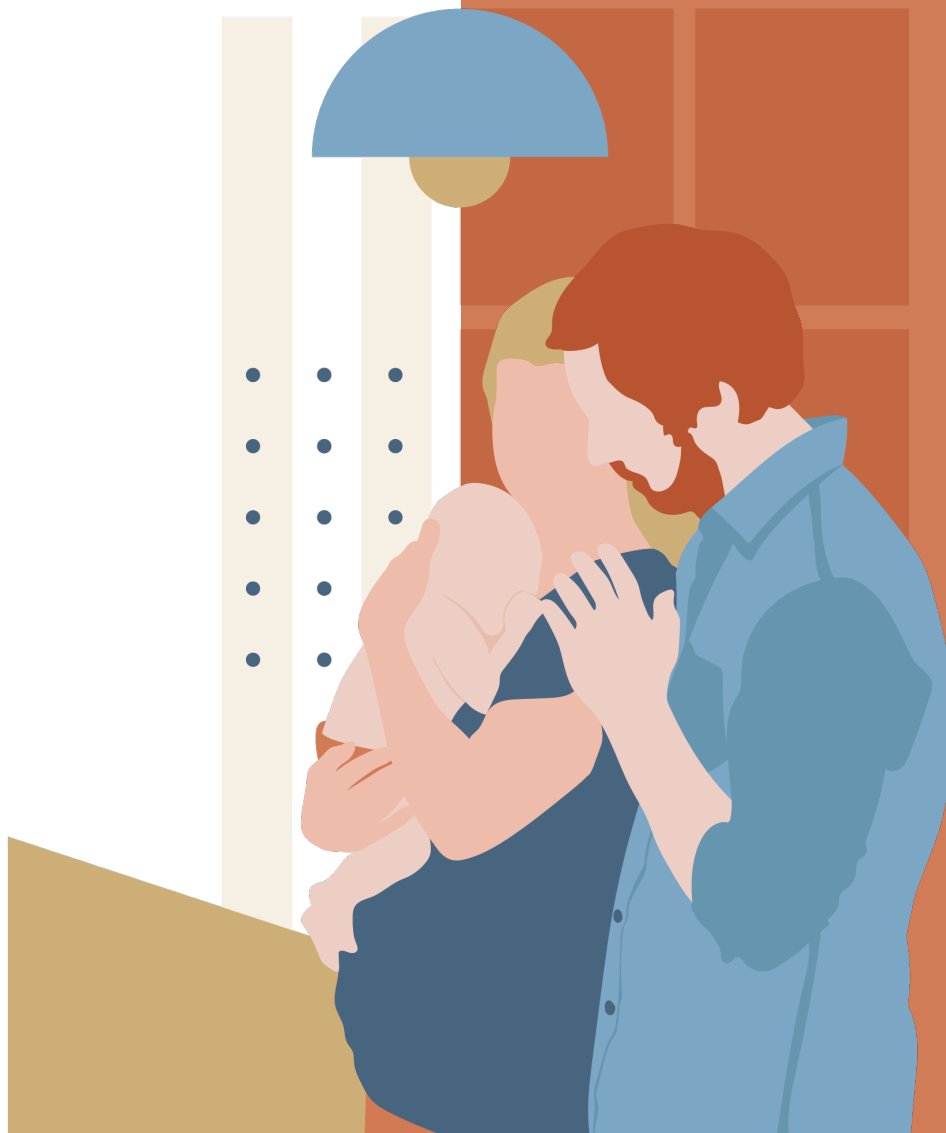


Figure source: WORLD Policy Analysis Center<sup>127</sup>

**115 countries**  
guarantee paid  
leave for mothers

**71 countries**  
guarantee paid  
leave for fathers

**<20 countries**  
guarantee paid leave  
for same sex parents



**Global median days  
of paid leave for  
mothers**

**98**

**For fathers**

**5**



## ACTION 3

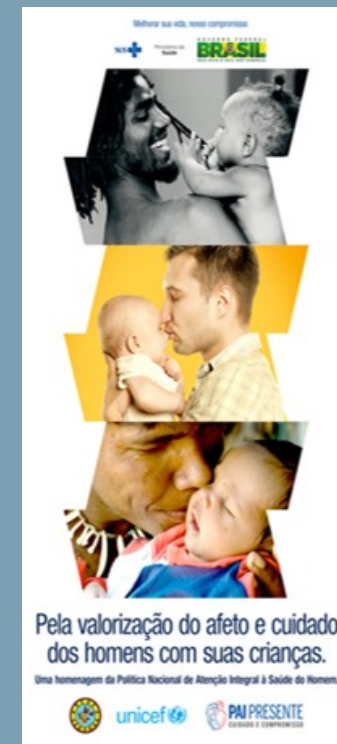
**Design and expand SOCIAL PROTECTION PROGRAMS to redistribute care equally between women and men, while keeping a focus on the needs and rights of women and girls**



## ACTION 4

**Transform HEALTH  
SECTOR INSTITUTIONS**  
to promote fathers'  
involvement from the  
prenatal period through  
birth and childhood and  
men's involvement as  
caregivers

# Examples: Rwanda, Brazil



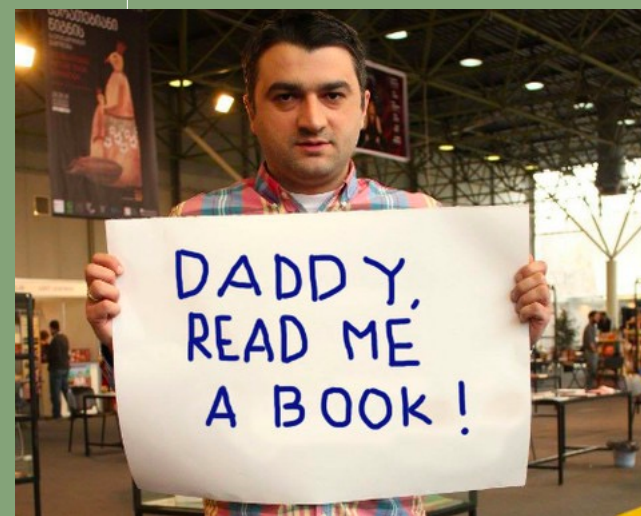


## ACTION 5

Promote an ETHIC OF MALE CARE in schools, media, and other key institutions in which social norms are created and reinforced



## Example: Republic of Georgia







## ACTION 6

**Change WORKPLACE CONDITIONS, culture, and policies to support workers' caregiving – and mandate those changes in national legislation**



## ACTION 7

**Hold male POLITICAL LEADERS accountable for their support of care policies, while advocating for women's equality in political leadership**



*When done by individual men, caregiving changes those men, their families, and their communities. When done by millions of men, it changes societies. When taken up by state-level institutions, it shifts power structures – not by itself, but as part of the still-unfulfilled gender equality revolution led by feminist and feminist-allied activists, leaders, and civil society organizations around the world.*