

# Paternity leave

Upper-Intermediate level

## Task 1 - Warm up

# What is paternity leave?

Look at the picture and try to guess the meaning.



## Task 2 - Check your guess

### **PATERNITY LEAVE:**

**a period of time that a father is legally allowed to be away from his job so that he can spend time with his new baby**

# Task 3 - Discussion

## **Answer the following questions:**

- What is your attitude towards paternity leave?
- Do you know any man who has taken paternity leave?
- Is it legal in your country for men to take paternity leave? Is there any problem about it?
- (for men) Would you like to take paternity leave?
- (for women) Would you consider your husband to take paternity leave?



# Task 4 - Let's find out more about paternity leave

Watch the [video](#) from 1:16 up to 4:58 and mark the sentences True or False.

1. According to a UNICEF survey, 41 richest countries provide paid paternity leave.
2. The US provides paid 26-month leave.
3. Men are not keen on taking paternity leave even if companies guarantee it.
4. Men don't take paternity leave due to their desire to spend more time with their colleagues.
5. Any man should have an option whether to have paternity leave or not.
6. Paternity leave is not and will never be popular among men because of financial issues.

# Task 5 - Discussion

## Discuss the questions:

1. Have the facts in this video surprised you?
2. What is the situation with paternity leave in your country? Is it paid by the companies?
3. Is paternity leave popular among men in your country?
4. Should spouses have an option who is going to take a leave or it could be compulsory, i.e. some weeks for men and some months for women?
5. Do you agree with the speaker that finance is the basic reason why men don't want to take paternity leave?



# Task 6 - Reading

**Read the statistics and express your opinion whether you find the results of the survey to be shocking or not.**

1. Brad Harrington, executive director of the center and lead author of the **study**, estimates only 20% to 30% of companies in the US offers paid parental leave.

2. The vast majority of men, 97%, said one of the top reasons to take leave was to share caregiving with their partner. But when they were asked about how caregiving and household tasks were divided, their answers painted a different picture.

While about 75% of employees said both genders should give the same amount of care, the majority of men and nearly half of women admitted that in reality the female actually did most of it. A tiny fraction, 2%, of men said they do more of the childcare.

3. More women reported an increase in their responsibilities and manager expectations after birth. Half of the women said they used flexible work arrangements after becoming a parent, while just 27% of men did.

# Task 6 - Reading

**Read the statistics and express your opinion whether you find the results of the survey to be shocking or not.**

4. On the subject of career advancement, 59% of women and 49% of men said leave could be limiting and both genders said they feared it would have an impact on their progression long-term.

5. But on opportunity for promotion, more than double the number of women, 30% compared to 15% of men, believed their chances to be lower after becoming a parent.



# Task 7 - Discussion

## **Discuss the questions:**

1. Do you agree with the fact that men are on little of no help for women even if they take paternity leave?
2. Does paternity/maternity leave limit career opportunities? Do you know any real life example?
3. Does it really matter when to built a career - before having children or after?
4. Should paternity leave be supported on a governmental level in your country?



# Homework

**Write an essay on the topic “Paternity leave: advantages and imperfections”**

# Keys

## Task 4

1.F, 2.F, 3.T, 4.F, 5.T, 6.T