

Kiwi Dads

Whakanui i ngā Pāpā | Celebrating Fatherhood



E tipu, e rea Ka tipu koe, hei tangata Ka ruru e koe ki te tuauri

Taken from an old Māori moteatea (traditional song), this oriori or lullaby is sung to children to help them grow strong, cement their identities, and to reach higher knowledge. Parents enable children in these ways, and fathers have a unique and special role to play in this development.

**E ngā mātua, e ngā tamariki,
e ngā tāngata katoa
– tēnā koutou.**

Fathers matter



On Father's Day, about 300 Kiwi fathers who took paid parental leave celebrated being stay-at-home dads. That number for new mothers? More than 30,000.

Slightly more than 1% of new fathers take paid parental leave in New Zealand each year. Yet research tells us that Millennial men want the option of having time at home with their children. The barriers are both cultural and financial.

Men are usually relegated to a secondary carer role in the eyes of both the government and their employer.

Legally, fathers are entitled to two weeks' unpaid leave; for many, financial barriers mean that even taking that time off work is a challenge.

Yet when men can and do take parental leave, the benefits for them, their families and their employers are long-lasting.

Sharing parental leave helps to close the gender pay gap: instead of imposing a "motherhood penalty" of a 12.5% difference in wages, men sharing care allows women to return to work faster, and to accept promotions or new roles.

International studies have found that men who take extended parental leave are more likely to remain as equal carers, working flexibly and sharing more of the domestic household and childcare duties.

And, a Swedish study found a mother's future earnings rose 7% on average for each month of parental leave her husband took.

Simply put, when we actively promote men and women as equal carers, we can support both parents to achieve their family and work goals.

About the Kiwi Dads initiative

Inspired by the iconic Swedish Dads photo exhibition, Global Women and Parents At Work have co-created Kiwi Dads – a collection of images depicting fathers at home with their children. It is designed to shine a light on the important roles fathers play in caring for their families as part of a global initiative to advance parental leave equality.

Parental leave normalises caring fatherhood in the workplace by making fathers visible and embedding fatherhood into company culture. Parental leave equality normalises men as carers in the workplace by making fathers more visible and embedding fatherhood into company culture.

This campaign encourages organisations to adopt a shared parental-leave approach: to offer the same leave equally to fathers and mothers, regardless of who is the primary caregiver. The photos are of 13 Kiwi dads from different parts of New Zealand. Some of the fathers work for employers that offer equal and/or generous parental leave policies.

The photos and business leaders launch event are designed to encourage frank and open discussions about how we can take practical steps towards improving parental leave and flexible working opportunities for men.



About the Dads

Kiwi Dads features fathers who have taken extended parental leave, or who work flexibly to accommodate their children's schedules, sick days and their partner's travel needs. It also includes fathers who left their highly-paid jobs to care for their children in support of their partner's burgeoning careers.

While supporting their partners and their families is often cited by the Kiwi dads featured in the exhibition as a reason they decided to take leave, every dad says the experience was about so much more than that.

Being home with their children was a chance for dads to deepen their bonds with their sons and daughters, to improve and deepen their relationships with their partners, and to understand the role that so many women are expected to play in family life.

For many, it was also a crucial time to grow their confidence as parents: to know what to do to fill the time with a curious 10-month-old; to understand how to console a distraught toddler; to know when children need to be fed or put to bed; and to be able to find nappy-changing tables that were not hidden away in the female toilets.

Dads also spoke about the moment their daughter or son chose them as the reader of a book, or the singer of a song, or as the one to go to first with a scraped knee or for a kiss on a sore elbow. These were the magic moments when the fathers realised how much their relationships with their children had been transformed by their time at home.

As every Kiwi dad who features in these photos has said, these are the times with your children you can never get back.

Fathers deserve that time, too.





Dave Gascoigne

Head of Digital Marketing, ANZ

On leave for five months with Monty (1), Frida (3) and Georgie (6). For both daughters, Dave took two weeks' paid leave when they were born.

“Seeing the kids in their environments during work hours was a real highlight. Knowing teachers, knowing my daughters’ friends’ parents; being more involved with school work and what’s happening at kindy – it feels like you’re more in tune with the needs of the family.”

To other new dads, I would say that at times it will be the hardest job you’ll ever do and at times the easiest and most rewarding job. It gives you more of an appreciation for the role so many women take on. Taking the leave strengthens relationships and means there is better balance.”



“It feels like you’re more in tune with the needs of the family.”



Jonathan Fuimaono

Commercial & Agricultural Specialist, ANZ

On leave for seven months with Luna (21 months). Jonathan will also take 4.5 months' leave with Fern (4 months).

The children share Māori, Samoan and Dutch heritage through their father; their Māori whakapapa is Ngā Puhī (iwi) and Ngāti Rehia (hapu).

“Seeing their personalities develop is really special.”

“There are all these little things you notice about them growing up. Things like their hair getting longer and their faces changing. Seeing them become little humans.

My dad was often at home during the day, because as a professional musician he often worked nights. I've got a really good connection with my dad, so I wanted my kids to know me in a similar way.”



“Our approach to flexible working and parental leave shows our commitment to providing an environment where both parents have the opportunity to balance family life and career.”

Shared child care in all its different forms is part of today's society. Helping to encourage it has positive benefits for our business and the wider community by improving gender equality outcomes.

Deloitte.



“Organisations can encourage men and women to consider their caring role as a part of their career, not a break in their career.”

Scentre Group is committed to parental leave equality – equal rights and opportunities for men and women to share the care.

Sharing the caring allows both women and men to pursue their career aspirations, eliminating breadwinner versus carer stereotypes which hold back gender equality progress.’

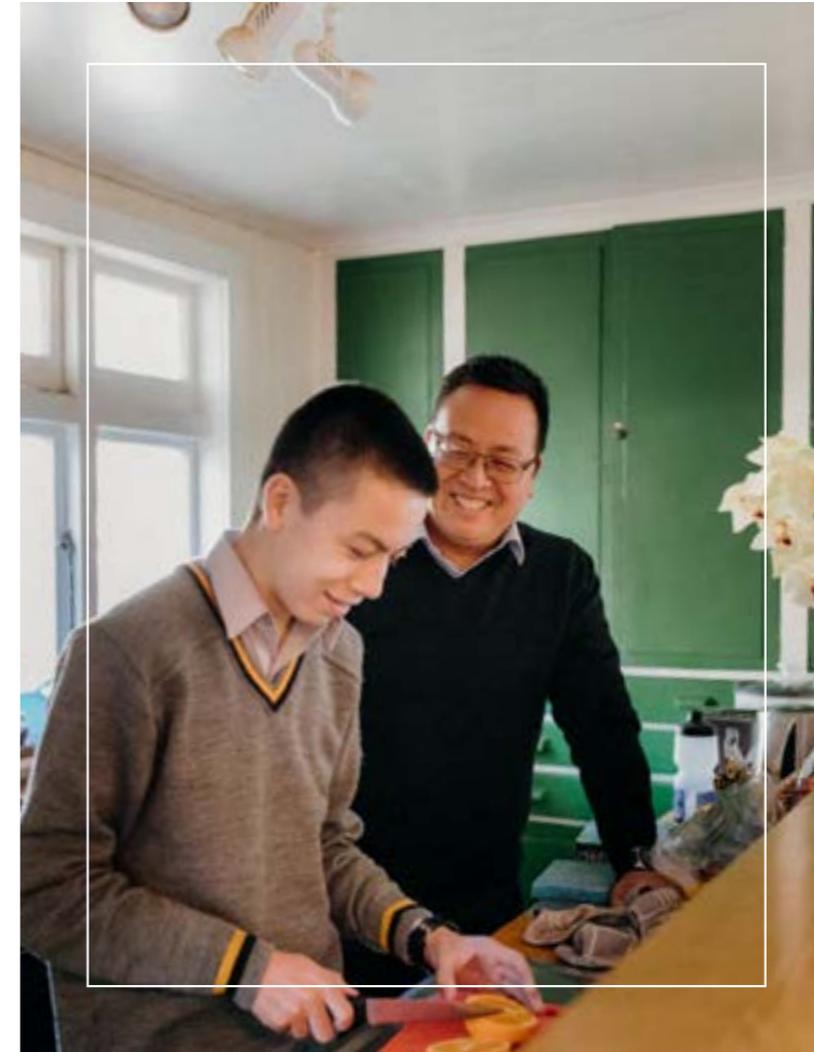
**SCENTRE
GROUP**



David Wu

David worked for National Bank/ANZ when he took six months' leave with Cameron (now 15) and six months' leave with Olivia (now 13).

David reduced his hours upon returning to work to around 80% of a full-time role.



“A distinct memory was when I joined the antenatal and Plunket get-togethers where I was the only full-time male carer.”

It made me feel like I was there at a special time. I was privileged to be there.

I think men taking care of babies should be totally normal, but it was quite nice to be the only man in the groups at that time. Tourists would take photos of me when I took the kids out; that was cool.”



Craig Renshaw

Associate Director,
Deloitte

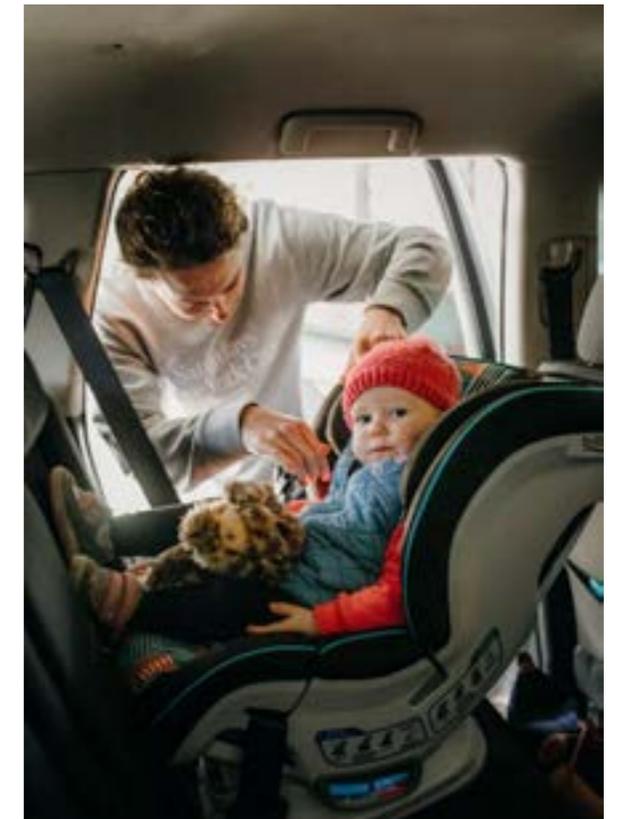
On leave with Eloise (18 months) for three months. He now works a four-day week.

“My three months as a primary carer were awesome. It changed our relationship and changed my understanding of my role and my confidence with Eloise.

If fathers taking leave was normal, it would take the stress out of feeling like one person in the couple has to choose between career and family, because you are doing it together.”

Deloitte.

“My three months as a primary carer were awesome.”



“At Spotify, we are proud to provide all of our employees with a global parental leave policy that reflects our belief in the importance of a **diverse and inclusive workplace.”**

Stemming from our Swedish inspired culture and values, our plan offers equal benefits to all new parents, providing the flexibility to take time away from work that's right for them during their child's first years. Spotify offer six months fully paid parental leave globally to all parents both mothers and fathers. It can be taken all at once or broken up until their child's third birthday.

With our global parental leave policy not differentiating between dads and mums, we give dads the equal opportunity to fully engage in their child's early years, without the stereotypical gender pressure of returning to work.



“It is important that we continue to break down gender stereotypes and in particular to continue to advocate men's participation in parental leave and access to flexibility.”

HSBC New Zealand is committed to creating an inclusive environment where every colleague is able to bring their full selves to work. This means supporting our employees in every stage of life, regardless of their gender, faith, ethnicity, sexuality, responsibilities or physical ability. We believe in gender equality, both at home and in the workplace and are fully supportive of our staff who are working parents.



Atawhai Tibble

While living overseas, Atawhai took two years unpaid leave when sons Manaaki (now 16) and Kaea (now 18) were infants, then three years unpaid leave starting when Manaaki was 9-years-old. The children share whakapapa (genealogy) to Ngāti Porou, Ngāti Tuwharetoa and Ngāti Raukawa te au ki te Tonga.

By taking leave, Atawhai's wife was able to pursue her career as an advocate for women's rights.

"The experience of being a stay-at-home dad was transformational. I was able to have so many cherished moments – I know kids' books off by heart. I know The Wiggles' songs off by heart. All that is part and parcel of what you get, being with the kids, looking after the kids.

It was good to have a break from my job, which was a big job. But it was quite hard transitioning back. Some people who interviewed me didn't believe me when I said I had been a full-time dad to my kids while overseas. I have real empathy for women whose careers are impacted by this time off."



"The experience of being a stay-at-home dad was transformational."



Tom Herring

Director, HSBC

Tom works flexibly to support Kate (6) and Ben (3.5) and his wife, whose job includes regular travel. He took two weeks' leave for both children when they were born.



“To be there for those tear-jerker moments is pretty awesome. You can’t get those moments back.”

“I used to enjoy taking the ferry to work. Now walking to school with the kids is my favourite part of the day. That time is just Dad and kid time. Being home more often has changed my relationship with the kids, too. I can see it in the way they cooperate and in the way they help out.

Looking back, I feel like I’ve missed an opportunity to be with the kids when they were very young. I’m actively encouraging anyone whose partner has a baby to think about working flexibly and taking parental leave.”



“At Lion we know that supporting the transition to parenthood for *both* parents helps the wellbeing of families, and supports our people to be best they can be; both at work and in their broader lives.”

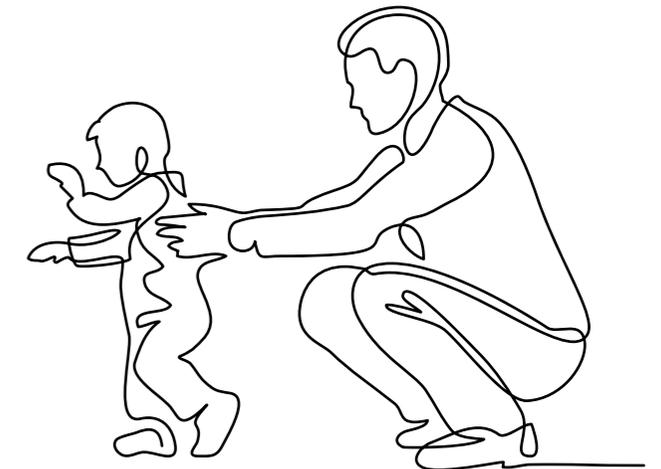
It's also one way we are creating a more inclusive and flexible workplace. We are proud to have many leave options available for Lion parents, and to encourage more organisations to support working Dads across New Zealand via sponsoring Kiwi Dads.



“At QBE, we’re committed to supporting gender-equality in the workplace, and in the home.”

We recently introduced a progressive flexible paid parental leave policy, Share the Care, which aims to make parenting, career breaks and flexible working business as usual for both men and women. We've eliminated the gendered terms of “primary” and “secondary” carer to reset expectations around caring responsibilities and make the policy available to all new parents.

By making these bold changes we've removed the barriers that prevent men from taking paid parental leave, which in turn positively impacts on women's career trajectories once they become a parent.



Tumarangai (Tu) Sciascia

On leave from The Treasury for two weeks with son Piriponatahuri (3) and six weeks with daughter Hinerākei (1).

The children share whakapapa (genealogy) to Ngāruahine, Ngāti Ruanui, Te Ati Awa from their mother Dee, and Ngāti Kahungunu and Ngāi Tahu from their father.

“Our house is an all-hands-on-deck house as my wife Dee is a busy academic and I work almost full time. If Dee is away, then I’m home with the kids.

My dreams have changed in a sense of what I want to leave for our children – be that a place in Porangahau (Central Hawkes Bay) where our kids can connect to our marae, or thinking of taonga I can leave to our children.

I would say to other fathers that, if you can, make as much time as you can to be with your tamariki and your partners, because you never get that time back.”



“It’s really important for them to equally have their mother’s and father’s love.”



Adam Walters

Project Coordinator,
Scentre Group

On leave with Louis (1) for 18 weeks and worked flexibly when Ollie (3.5) was an infant, enabling him to spend one day at home.



“You can really tell that taking the time strengthens the bonds you have with them.”

“I initially wasn’t going to take the 18 weeks’ leave. I thought there would be stigma associated with having that much time off. But it was all in my own head. Work has been fantastic. It’s made me feel like I’m a really integral part of the company; it’s like a family. My boss has been really supportive and encouraging.

The boys are two-and-a-half years apart. My favourite part of being home was watching that connection grow between them and watching their interactions – and being a part of that development.”

SCENTRE
GROUP



“Advancing diversity, inclusion and equality is fundamental to improving the quality of life for us all.”

To end the gender pay gap requires a few things to happen in concert: supportive practices for mothers, especially in the baby's first months; equal access to parental leave for both parents; and, measurement of remuneration to avoid salary gaps.

Siobhan McKenna
CEO, Global Women

 GLOBAL WOMEN



“We hope the event and photographic exhibition will send a powerful visual message to fathers to normalise men taking parental leave and to lean in to work knowing they are supported by their community and their organisation.”

Emma Walsh
CEO, Parents At Work

 PARENTS
AT WORK



Peter Nunns

On leave for seven months with Joaquin (1); Peter has recently returned to work and will be part-time until late 2019, after which time he will resume full time work.

Peter is the partner of Minister for Women and Associate Minister of Transport, Julie Anne Genter.



“I want him to see me doing practical things so he gets interested in them himself. I try to do small home improvement projects when he’s around, like installing shelves or assembling furniture or digging in the garden, because I want him to get the sense that he can do things for himself. I think it’s working!”

I’d recommend other dads take the time to be with their babies. It’s the best way to develop a bond with your kid. It’s healthy to be involved physically and emotionally. Developing that bond takes time – it’s not something you can retrofit when they are 18.”

“It’s the best way to develop a bond with your kid.”

Tupa'i Peter Peilua

When Frances (3) was four-months-old, Peter left his job to care for both daughters for 15 months. Previously, Peter had taken two weeks leave when Mackenzie (5) was born.

The children share Malaemalu, Falealili and Sataua, Savaii Samoan heritage through their father.



“I was giving my daughters that future and opportunity by being at home.”



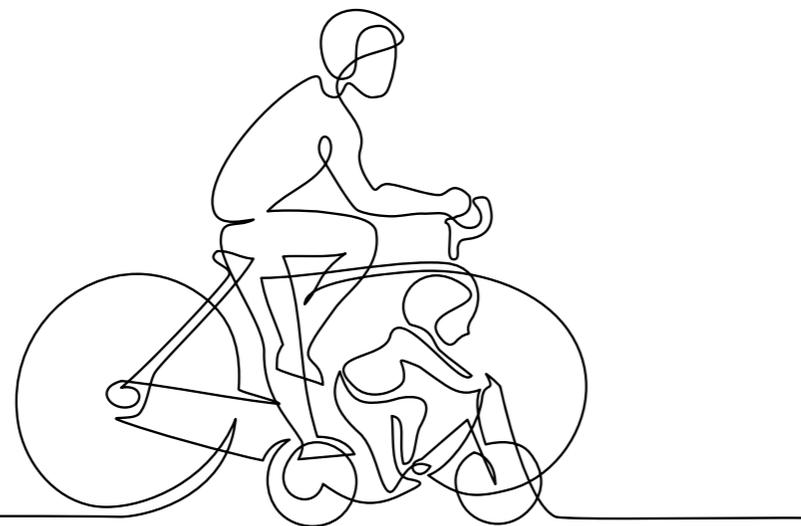
“Because of my parents’ upbringing in Samoa, it was out-of-the-box and difficult for them to understand our decision: Why would you leave a great paying job and good career, when that was our dream for you when we came to New Zealand?”

But the way I saw it, and the way they came to understand it, was that I was giving my daughters that future and opportunity by being at home and spending time with them in their early years.

Our daughters taught me patience and resilience and allowed me to appreciate the time I have with them. I learned to plan for a lot more structure in the day, too. I’ve taken these, and many other, life skills back into the workforce, where timing and organisation are important.”

“We are proud to say that in 2018, our dads took an average of four-and-a-half months’ parental leave, up six weeks from the previous year.”

More ANZ employees are staying at home as their family’s primary caregiver since we extended our paid parental leave in July 2017; and they are staying home for longer. We want our employees to feel supported to give their children the best start in life. We know that by providing 26 weeks of paid parental leave, and two weeks of paid family leave, we reduce the financial strain many families face.





Varun Bhawnani

Financial Lines Claims Consultant, QBE

On leave and working flexibly during his son Aaryan's (5 weeks) first few weeks. Varun is entitled to 12 weeks' paid parental leave during Aaryan's first 24 months.

"If you think you respected your wife before, trust me, after delivery, you will respect her even more.

After the first weeks at home with Aaryan, I knew I was going back to work and I wasn't going to be the primary carer. So, I mentally adjusted to being the secondary carer. I said to my wife, I'll do the cooking and cleaning and laundry and sterilizing, because you need to be the primary carer. Now I know I'll have those 12 weeks, I joke that she'll be the one doing the work while I look after him. I'm really looking forward to having time with him.

If I was to take the primary carer role without it being fully paid, it would be difficult to run our household with just one income. It was nice that I could do it and we don't have to have a financial set-back; it's another major concern taken off my mind."



"What I would say to other expectant fathers is that you learn a lot very quickly."

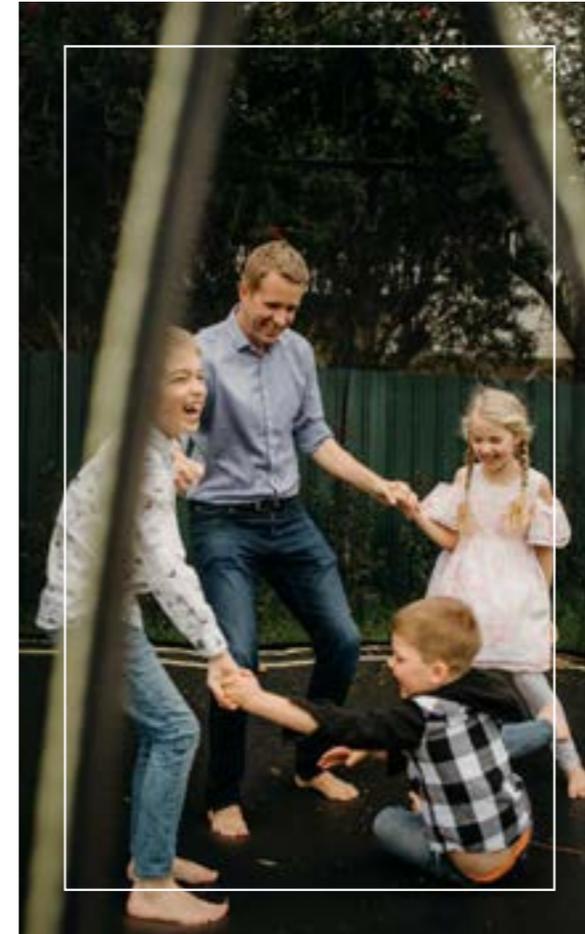




Mark Paul

In March 2019, Mark left a senior position at a major bank to be with his three children, James (8), Lottie (6), and Jack (4), and to support his wife as she pursues an MBA while working full time in a corporate role.

He expects to be a stay-at-home dad for at least 18 months.



“They run to me when they need things, and it’s quite nice to be in that new role in the children’s eyes.”

“Immediately as you become a father you want to spend more time with your children, but traditionally it is the woman who is home, at least in the first few months. But there’s nothing to suggest that a father can’t step into the primary carer role at different times as well.

When I was working, I thought I was present with the kids, but sometimes I’d be preoccupied or not in the moment, because I was thinking about work or I was tired. I have started noticing the small things and being fully present in the moment. I’ve felt that the relationship that I have with my children is different as well; we are closer.”

Ben Goodwin

National Sales Manager, Lion

Ben will work flexibly three or four days a week to care for Olivia (4.5 months), Freddie (3), and Archer (5 years) from August 2019. He will do this for two months, enabling his wife to further her career.



“We’ve both been able to work flexibly when we need to, for example when the kids are sick.”

“Olivia is great – she just radiates a smile all the time. Even when she wakes up she is smiling. I’m looking forward to being the homework guy for Archer and having proper time with both of the boys to be able to do things like walk the kids home from school and give them more one-on-one attention.

My wife Alisha and I have always been supportive of each other, and we’ve had a pretty fair and balanced relationship in that sense. We’re lucky because both of our employers offer flexibility; if one did but the other didn’t it would be much harder.”





Parental leave in New Zealand

- One parent is entitled to 22 weeks paid primary carer leave; this will increase to 26 weeks from 1 July 2020. This leave starts at the date the baby is born.
- Leave is paid at up to \$585.80 a week before tax – one of the lowest allowances in the OECD and usually a significant drop in earnings.
- Payments can be 'transferred' to the spouse if they become the primary carer instead.
- The primary eligibility for paid parental leave lies with the mother.

What does best practice look like?



Parental leave policies that are equally available to men and women

- Ensuring that language is gender neutral
- Easy to understand with clearly communicated and accessible information

Flexible in application

- Empowering parents to take parental leave as it suits their circumstances
- Enabling opportunities to take it in a chunk or to use it to work part-time over a set period

Actively encouraged and incentivised

- Having a workplace culture that supports conversations about taking parental leave and returning from parental leave for both men and women
- Identify blocks, stigmas and attitudes that prevent men taking parental leave
- Adequately compensating both men and women who take parental leave

About the photographer



Sarah Weber is a freelance photographer trained in photography and design. She is based in Auckland, New Zealand.

Sarah is an in-demand photographer for weddings and lifestyle portraiture and events, she is known for her ability to put adults, children and babies at ease. She has two daughters and is married to Lars, from Sweden, who often works flexibly to care for their children to support Sarah's career.

"I wanted to bring out the warmth in the interactions between the dads and their children, to show that while parenting may not always be easy, it is almost always rewarding.

It was also important to us to photograph Kiwi dads from different ethnic groups, because we wanted Kiwi Dads to be authentic and reflective of New Zealand life,"

– Sarah Weber, Kiwi Dads.

About Swedish Dads



Sweden was the first country in the world to replace maternity leave with parental leave, in 1974. More than 40 years later, fathers take roughly 25 per cent of the total number of days available to the couple. If fathers' paternity leave continues to increase at the same pace it has kept so far during the 21st century, the use of parental leave will not be gender equal until 2040.

Swedish Dads is a photo exhibition based on portraits of fathers who choose to stay home with their babies for at least six months. Photographer Johan Bävman examines why these fathers have chosen to stay home with their children, what the experience has given them, and how their relationship with both their partners and their children has changed as a result. The exhibition aims to show the effects of gender equality in parenting on both individuals and society.

Brought to you by:

Global Women

When men and women are more equal in the home, they can be more equal at work. Equal access to parental leave is crucial to helping us close the gender pay gap and build a more resilient, productive and welcoming New Zealand.

At Global Women, we encourage equality and diversity in leadership through promoting, encouraging and facilitating the development of New Zealand women.

We have over 300 members, each one recognised for her ability to influence and advocate for diversity, equality and leadership. Our leadership programmes have accelerated the careers of more than 400 women. We also provide thought leadership, research, information and advice for those who wish to join us in speaking out for positive change.

We are proud to partner with and support some of New Zealand's most ambitious organisations, representing more than 110,000 employees.

For more information, go to globalwomen.org.nz

Parents At Work

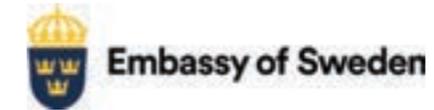
Parents At Work is a world leading provider of education and coaching services for workplaces, parents, carers and leaders. Over 100,000 families have benefited from the support provided by the Parents At Work team since 2007.

Parents At Work is a membership-based organisation for employers to join and be recognised as a family friendly workplace. Employers gain access to global thought leadership, as well as best practice solutions to support their working parents, carers and leaders.

Parents At Work is leading an parental leave equality campaign aimed at workplaces and the community to normalise and support fathers share the caring for their children. Parents At Work was recognised in 2015 by the Australian Human Rights Commission for our work in supporting working parents and contributing to gender equity goals.

For more information, go to parentsandcarersatwork.com

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Tumarangai (Tu) Sciascia

**Mā te aroha o te pāpā,
Ka tipu ai te whānau.**
With the love of fathers,
families will flourish.

Kiwi Dads

Whakanui i ngā Pāpā | Celebrating Fatherhood