



#SHARETHECARE

OUR NEW PARENTAL LEAVE POLICY IN EUROPE

8+ Paid
weeks

To fathers (or parents in same sex couples) within 18 months from child birth or adoption.



**Cultural
shift**

From few parents “daring to ask” to parents encouraged to take it.

IMPACT

of men taking
co-responsibility
on childcare:*

MEN



Higher personal & family well-being. Fewer conflicts over household division of labour.

WOMEN



Easier return to work of mothers. **Higher female employment.** Lower earning gap.

CHILDREN



Children develop more completely and do better in school.

COMPANY



Positive feelings in the workplace, engagement, performance and loyalty at work.

* European Commission Reports