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Benefits of the Universal Application of Paternity Leave in the United States

Providing employees with benefits is one of the foundational aspects of creating a productive organizational culture. Paid maternity leave ensures that female employees have sufficient time to raise their children and receive an income at the same time. In the contemporary world, an increasing number of nations practice paternity leave. Though such an initiative is still germinating, it has already shown massive potential in terms of various benefits. When universally adopted in the United States, paternity leave will have positive effects on divorce rates, thus creating more nuclear and productive families, will contribute to the nation's GDP by creating equal workforce participation among men and women, and will boost organizational culture by supporting the idea on a corporate level.

Reduced Divorce Rates and Nuclear Families

Sociologists and economists offer a sufficient degree of evidence to suggest that paternity leave has a positive effect on familial relations. In an article published in 2019, researchers provided experimental evidence showing that even short-term paternity leave made the rate of divorce among such couples drop, thus creating more nuclear and functional families (Popper). Evidently, with more nuclear and functional families participating in the workforce,

one can assume that people will be exposed to a fewer degree of family-related stress—an external factor having a direct effect on employees' productivity. When one is seeking a positive impact on the decline of divorce rates, there is an increasing trend toward paternity leave in the U.S. According to a Pew Research Center study, about 70 percent of Americans support paid leave for fathers (Popper). In such a context, while paternity leave offers specific benefits in the form of decreased divorce rates and more nuclear families, both the private and the public sector should appeal to the practice to assist employees in reducing family-related stress, thus improving efficiency and productivity.

Equal Workforce Participation

It would be reasonable to say that with paternity leave, an increased number of women will have an opportunity to participate in the workforce—a phenomenon that has a direct impact on equal professional participation. While there are distinct economic benefits of maternity leave, the similar is suggested about the practice of paid fathers leave. Importantly, one of the economic upsides of the practice is about increased female workforce participation—something that proved extremely beneficial in terms of raising the nation's GDP. Evidence-based reports offered by the Organization of Economic Coordination and Development suggest that if women in the U.S. worked at a similar rate as men did, the nation's GDP would grow 9 percent annually. On a broader scale, studies across OECD countries showed that equal workforce participation among men and women, something that can be reached by 2030, will provide a 12 percent increase in GDP on average (Barker). In such a context, men taking an equal share in childcare proved to be an essential component in boosting women's workplace participation. As a result,

with paternity leave, more women will receive an opportunity to participate in the workforce, which in turn will have a positive impact on the nation's economy.

Decreased Turnover and Increased Workforce Satisfaction

When employed in the U.S., paternity leave can become a tool for building employees' work engagement—a factor that will decrease worker turnover and make people more loyal to their jobs. Research based on longitudinal surveys and interviews of fathers who engaged in paid paternity leave showed that the practice allowed individuals to participate in their jobs more effectively after the leave and stay in the job longer (Koslowski). The evidence shows that having an option to parent a child is something that decreases turnover and increases workforce engagement. In such a regard, when such practice was applied in the U.S., the results showed that fathers who envisioned paternity leave as a part of corporate perks, and culture perceived such an option as more valued than a salary increase (Koslowski). Therefore, when thinking about ways of boosting workforce engagement and decreasing turnover, American companies should consider the possibility of paternity leave. The practice of paid fathers leave can become a useful tool of corporate culture, showing employees that they are valued and their choice of taking care of a child is something that is supported. In return, such individuals will repay a company with increased engagement and loyalty.

Conclusion

All in all, when considering the option of the universal application of paternity leave in the United States, one can anticipate several essential benefits to occur. Evidence shows that paid fathers leave has a positive impact on divorce rates, thus creating more nuclear and functional

families. Besides, the practice allows women to engage in their professional duties more effectively—a factor having a direct impact on equal workplace participation, which proved to increase the nation's GDP. Finally, paternity leave is a significant instrument of organizational culture—one that executives can use to decrease employee turnover and increase loyalty. The universal application of paternity leave will make the United States more prosperous through equal workplace participation, increased GDP, and more loyal workers.

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