

# Paternity Leave

A NEW GRAVE FOR THE CORPORATE MAN

Welcoming a new child into your family often brings some excitement. The first few weeks and months of becoming a parent to a new child are usually busy, happy, and sometimes stressful. While maternity leave is common throughout the world, mothers are not alone in needing time away from work after having a child. Paternity leave for new fathers is also rapidly gaining popularity throughout the world – Ghana inclusive.

## Policy Statement

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As the constitutionally-mandated apex human resource body, the Public Services Commission (PSC) is committed to developing responsive work practices and human resource policies that support work-life and balance. It is in the light of ensuring this balance that PSC initially developed a policy framework on leave entitlements and subsequently developed the Human Resource Management Policy Framework and Manual (HRMPF&M) for the Ghana Public Services with the aim to ensuring better management and administration of leave in the Public Service.

The HRMPF&M lists a number of leaves and key amongst them is the paternity leave which is available to public/civil servants.

## How is Paternity Leave Structured?

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In Ghana, paternity leave is a period of days (five days for public servants) during which a new father is allowed to stay home from work. Paternity leave is a paid leave which is offered by an employer after it has been applied for by the officer with evidence of birth of a new child.

### Benefits of Paternity Leave

- Paternity leave offers a new dad the chance to bond with his child and to also assist the family make it through the first challenging weeks of birth / parenthood.
- With fathers around on paternity leave, research has proven that mothers are likely to recover more quickly from any psychological or emotional trauma associated with the child birth.
- Fathers bond with their children. The first few months of a child's life are crucial for forming strong parent-child relationships. When fathers miss out on important parts of their child's first

year, they are often less engaged for life. Fathers who take paternity leave and bond with their child may be more likely to remain involved with the family over time.

- Children become healthier. Babies are a lot of work. Having more people around to care for a baby can help keep that baby healthier. In fact, just offering parental leave can help lower child mortality rate.

**PATERNITY LEAVE IS AVAILABLE TO YOU AS A NEW FATHER.**

**TAKE ADVANTAGE OF IT!**

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