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THE PERCEPTIONS AND EXPERIENCES OF EMPLOYED FATHERS ON PATERNITY LEAVE

A Research Report presented to

The Department of Social Work

School of Human and Community Development

Faculty of Humanities

University of the Witwatersrand

In partial fulfilment of the requirements

for the degree in Masters of Arts in Occupational Social Work

by Coursework and Research Report

by

Nkatane Tladi

March, 2017

DECLARATION

I, Nkatane Tladi, declare that this is my own work and that all the sources that I have used or quoted have been referenced and acknowledged.

……

Nkatane Tladi

ACKNOWLEDGEMENTS

I would like to pass and express my appreciation to the following people and organisations;

My supervisor, Ms Busisiwe Nkala-Dlamini for the continuous support, guidance, motivation and patience.

The support of the DST-NRF Centre of Excellence in Human Development at the University of the Witwatersrand, Johannesburg in the Republic of South Africa towards this research is hereby acknowledged. Opinions expressed and conclusions arrived at, are those of the author and are not to be attributed to the CoE in Human Development.

To Legal-Aid South Africa, Jesuit Refugee Services South Africa and the University of the Witwatersrand, thank you for allowing me to access participants from your organizations.

The participants for giving me the opportunity to engage with them, their time and efforts in the study.

To my family and friends who supported me emotionally and gave me the strength when most needed. I am truly blessed.

God of Mount Zion for his everlasting love, guidance and strength. Indeed, I am highly favoured by God.

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CHAPTER ONE

1. INTRODUCTION

1.2.CHAPTER OUTLINE

Over the past decades fatherhood has been a field increasingly investigated and produced different knowledge and understanding of fatherhood. Although, there has been an increased interest in the field, there appears to be an existing gap in policies that promote fatherhood in the workplace. This chapter will look at the statement of the problem, rationale of the study, research questions and the aims and objectives of the study. It will also outline the methodology used in the study and its limitations. Lastly, the structure of the research report will be discussed.

1.3.STATEMENT OF THE PROBLEM AND RATIONALE FOR THE STUDY

The major workforce transformation that took place in the 1960's in South Africa led to more women entering the labour market. With that transformation came a number of diverse changes as women presented with different needs, such as child care and maternity leave (Shaw & Lohan, 2012). However, there are indications that parental responsibility roles have not been transformed. The birth of a child is seen in some cultures to be a blessing to the mother and the father of the child. Studies have reported the importance of a father's presence during the child's birth and in the early days of the child's life. In the South African context, it has been difficult for fathers to be present due various factors such as class, culture and race (Lesejane, 2006). South African fathers are not a homogenous group, but they are faced with socio-economic inequalities and these fuel different levels of education. Although this is the case, the notion of fatherhood in South Africa is contested by both men and women (Lesejane, 2006). The majority of employed fathers feel unsupported in assuming their childcare responsibilities (Sosibe, 2015).

Post-1994, South Africa saw the introduction of progressive workplace legislations, such as the Basic Conditions of Employment Amendment Act No. 11 of 2002 (BCEA). This legislation brought about a restructuring of the workplace in making workplaces more conducive for both employers and the employees. According to the BCEA (2002), women

are entitled to four months maternity leave when they give birth to or adopt a child. However, men are only entitled to three days of family responsibility leave. This short period that fathers are given to care for their children has encouraged debates around inequality in the workplace because more fathers want to be involved in their children's lives from birth (Sosibe, 2015). There is a gap in South African literature this area of research on fatherhood and workplace policies. The aim of this study was to look at the perceptions and experiences of a father's involvement when children are born or adopted. Research has been conducted focusing on absent fathers, work-family conflict, working schedules, parental leave and how they impact on the child and family structures (Dancaster & Cohen, 2010). Not much focus has been placed on how the current policies and legislation contribute to keeping fathers absent from their children's lives in South Africa (Field, Bargraim & Rycroft, 2012).

According to the International Labour Organisation (2014), paternity leave can be viewed as leave which a male will take when his child is born. During this period the father has the opportunity to develop a meaningful relationship with his new-born child and assist the mother (International Labour Organisation, 2014). The International Labour Organisation (2014, p.6), stated that paternity leave will, "have positive effects for gender equality in the home and at work and may indicate a shift in relationships and perceptions." This clearly indicates the need to advocate for paternity leave in order for paternal child care and men's rights to be realised.

Debate about paternity leave has been ongoing amongst South African working fathers. According to Sosibe (2015), working fathers have been challenging the review of paternity leave in the country's legislation. The African Christian Democratic Party (ACDP) also argues that the legislation needs to review its leave benefits in order for more fathers to have the right to be present during the birth and early stages of development of the child (Gqirana, 2016).

Parents need to be provided with the opportunity to equal maternity and paternity leave (parental leave) although for the purpose of this study the focus is mainly on paternity leave. According to the South African Constitution (1996), every person is equal and has the right to be protected by legal structures in the country on an equal basis. However, not every person is protected; leave provisions for paternity leave for men in the workplace is one example where men have received less recognition (International Labour Organisation, 2014). One can argue that this has created inequality in the workplace, in that the BCEA does not fully

endorse the non-discriminatory clause written in the Constitution. The Bill of Rights section 9 (3) that states that the government may not discriminate against anyone on the basis of their sex, race or gender (Constitution, 2006). It is clear that there is a discrepancy between the two documents; the Constitution encourages gender equality while the Basic Conditions of Employment declines men the opportunity to be more involved and present at an early stage of their children's development. The researcher argues that men should be afforded an opportunity to care for their new-born babies through the development and implementation of workplace policies that are supported by the BCEA (2002). It may be argued that labour legislation has been designed with the assumption that men are the sole breadwinners while women are caregivers in the home (Field et al., 2012).

With the current South African workplace transforming and more women entering the workplace, there is a need for legislation to support working families with shared family responsibilities. Failure to equal leave provision for fathers results in gender inequality and discrimination in the workplace (Field et al., 2012). Although, the BCEA is used as a guide there are employers that offer their male employees paternity leave exceeding the recommended three days family leave stipulated in the BCEA. However, not all employers are generous and offer their male employees paternity leave because it is not a requirement as per BCEA. Challenging the BCEA to include paternity leave for all working men to be entitled to paternity leave will be a progressive move because men will be provided with leave as it will be legislated and they will have a choice on whether to use it or not.

1.4.RESEARCH QUESTIONS

The study focused on two fundamental questions,

- What are the perceptions of employed fathers with regard to paternity leave?
- What are the experiences of employed fathers on paternity leave?

1.5.PRIMARY AIMS

The primary aims of the study were to explore the perceptions of paternity leave and to explore the experiences of employed fathers.

1.6.OBJECTIVES OF THE STUDY

- To explore the perceptions of employed fathers with regard to paternity leave in the workplace.
- To elicit the experiences of child care from employed fathers.
- To understand the role of fathers in child care.

1.7.OVERVIEW OF RESEARCH METHODOLOGY

A qualitative research approach was employed in the study. The research approach was selected as the study aimed to construct reality glance into the lived reality in society (Babbie, Mouton, Vorster, and Prozesky, 2008). Creswell (2009), further emphasises that qualitative research explores human problems that affect society. Qualitative approaches aim at understanding human problems based on peoples experiences (Creswell, 2009). The approach enabled the researcher to explore the perceptions and experiences of working fathers on paternity leave. The research design was a case study because of the dimensions that were created. This study focused on working fathers with regard to paternity leave. The study population comprised working fathers, with a sample of 15 fathers with ages that ranged between 25 and 55 years. The study employed a purposive and convenience sampling method that allowed the researcher to choose participants based on certain characterises that would achieve the aim of the study. Data was collected using a semi-structured interview; this allowed the participants to report on their understanding of their reality. The method further allowed the researcher to probe during the interview to seek more information and for clarification. A thematic content analysis was applied where a consideration of differences and similarities between the interviews was performed. This then allowed the researcher to draw conclusions about the perceptions and experiences of the working fathers on caring for their new-borns.

1.8.LIMITATIONS OF THE STUDY

The first limitation is that participants may have provided socially desirable responses. This means that participants may have provided the researcher with responses that they think the researcher would like to hear. In order to try and minimise this, the researcher probed further during the interviews to ensure that the responses were what the participants felt, viewed and experienced. The second limitation was that the sample was very small and findings may not

be a reflection of every employed father. Although, this may be a limitation the researcher believed that the sample would make valuable contributions to understanding the father's experiences and perceptions. The third limitation of the study was that most of the participants came from one race group and this may have impacted on the findings. Another limitation to the study was that the participants of the study were self-selecting, meaning not all employed fathers were part of the study but only those who agreed to participate were involved in the study.

1.9.ORGANISATION OF REPORT

The current chapter offers an introduction to the study and provides a statement of the problem, the rationale of the study, research questions, primary aim and objectives of the study. It further outlines a brief overview of the methodology and the limitations of the study. In Chapter two, the literature pertaining to the study will be explored and discussed. The research methodology is outlined in Chapter three. Chapter four will present and discuss the findings of the study. Chapter 5 gives a summary of the insights obtained from the study and provides recommendations.

CHAPTER TWO

2. LITERATURE REVIEW

2.1. INTRODUCTION

In South Africa, paternity leave has been an ongoing debate because more fathers want to be present for their new-borns. This chapter begins by defining the main concepts of the study, followed by an interrogation on fatherhood and a discussion on some of the views about fatherhood prior to the 21st and in the 21st century. The chapter also examines the role, participation and presences of the father. It further looks at South African families and global trends on paternity leave. Lastly, the chapter reviews the theoretical framework underpinning this study and the chapter summary is presented.

2.2. DEFINITIONS OF TERMS

2.2.1. Family

There are various definitions of family, for the purpose of this study a family will be viewed according to the South African White Paper on family which states that a family is "a societal group that is related by blood (kinship), adoption, foster care or the ties of marriage (civil, customary or religious), civil union or cohabitation and goes beyond a particular physical residence" (Department of Social Development, 2012, p.11).

2.2.2. Fatherhood, father involvement and fathering

The concepts of fatherhood, father involvement and fathering are used interchangeably in literature.

Fatherhood can be viewed as a process of childrearing; taking on responsibilities and roles to care for a child. This does not only apply to biological fathers but also social fathers who may have adopted the child (Langa, 2014). A social father could be any man who is involved in supporting the life of the child such as, the uncle, the grandfather, a brother and the men in

the neighbourhood (Makusha & Richter, 2014; Morrell & Richter, 2008; Williams, 2008). A social father can provide financially, role model and support the mother of the child (Makusha & Richter, 2014; Morell & Richter, 2008).

Father involvement is not only the presence of a father but an involved father is one who takes responsibility for the welfare of his child, such as protecting the child from harm and providing for his/her needs (Flouri, 2005; Makusha & Ricther, 2014).

According to Flouri (2005; Williams, 2008), **fathering** is the presence and involvement of fathers in their children's and families lives as well as social, developmental and economical participation in the child's life.

2.2.3. Maternity leave

Maternity leave is a period which a female employee is entitled to four consecutive months which can be used before, during and after the birth of her child in South Africa (BCEA, 2002; Smit, 2011). The duration of maternity leave varies from country to country. This type of leave is important for the mother to rest, care for her new born child and establish breastfeeding. Maternity leave is a legislated benefit for women in South African, they can be absent from work for the four months and their employment is protected (BCEA, 2002).

2.2.4. Parental leave

Parental leave is leave offered to both parents to care for their children. The parental leave in South Africa is known as family responsibility leave and is provided for a duration of three days. It is commonly used once maternity and paternity leave have been exhausted (Harrington et al., 2014; Smit, 2011). For the purpose of this study parental leave is not the main focus; therefore it will not be used interchangeably with paternity leave.

2.2.5. Paternity leave

This is a type of leave offered to fathers immediately after the birth of the child. The leave assists fathers to support their partner in recovering from child birth, caring for the child and performing other family duties. The duration of this leave differs from country to country and not all countries have legislated the leave as an employee benefit (Harrington, Deusen, Fraone, Eddy & Haas, 2014; Smit, 2011)). However, there are organisations that have made

provisions to offer this leave to their employees for a certain period of time. This is provided to fathers so that they can be involved in their families.

2.2.6. Workplace

A workplace can be viewed as an environment or area that allows an individual to complete their duties; this can be on site or off site (Abraham, 1994). There are different workplace environments such as construction sites, offices or classrooms. Workplace environments are differentiated by the type of industry, employer and the size of an organisation (Abraham, 1994). Within the workplace there are different work schedules, for the purpose of this study the focus is on a 08:00-17:00 work schedule during weekdays (Mathis & Jackson, 2011).

2.3. FATHERHOOD

In Plantins (cited by world Health Organisation, 2007, p. 11), fatherhood is defined as, “becoming a father is a process of maturity, which gives increased consciousness of the importance of relationships, new empathic abilities and better self-confidence". Fatherhood or fathering is a concept that can also be defined culturally and is based on one's experiences; other studies call this social fatherhood (Roopnarine, 2015). This is also influenced by how a community views and understands masculinity and the role of care-giving. Ratele, Shefer and Clowes (2012), note that a good father is a male who is present for his child. For Ratele et al., (2012), the emphasis is on the quality of time the parent spends with his child. The same cannot be said about Black South African men because their perceptions and experiences of what a father is has greatly been influenced by the history of the country (Richter & Morrell, 2006). The presence of a father was fragmented by the apartheid era which defined a Black father's worth to be measured against his ability to provide financially for his children (Richter, Chikovore & Makusha, 2010). The migrant labour system shaped and influenced the way in which black fatherhood is understood today.

2.3.1. Fatherhood pre-21st century

Hunter (2006), argues that pre-colonial era fathering was based on the number of children in a household. Men would get credibility of fatherhood from bearing male children who were considered of fundamental importance because they promoted the continuation of the homestead and the male lineage. In black families, during the 20th century, fatherhood was

strongly based on protecting and providing for your family (Lesejane, 2006). The father was at the pinnacle of the family hierarchical norms and held most of the authority in the family. This enabled men to teach their children morals, norms and laws that were followed by the clan and this was an indication that fathers were present in the lives of their children so that they could teach and share the culture and customs of the family to the children (Hunter, 2006).

The father had to be involved in his children's lives by being a responsible fathers. Before the 21st century, some of the activities that were significant to a father being involved were, preparing his children for initiation school, naming his children and lobola negotiations in some clans. These were central activities that fathers were involved in as a sign of protecting, guiding and caring for their children (Lesejane, 2006). This is because the father was the main decision-maker for matters concerning children.

Some of these practices and customs that affected fatherhood in South Africa have been diluted into meaningless cultural activities due to colonisation which undermined African traditional cultural practices. Lesejane argues (2006), that initiation school for example, has been discredited to a mere circumstances practice but it is a preparatory cultural system for young men to become adults. The interruption of the African traditional cultural practice demonstrates that South African fatherhood has experienced tremendousness interruptions and recently began aiming to reshape its role, particularly amongst black men.

2.3.2. Fatherhood in the 21st century

Based to the history of colonisation and the introduction of migrant labour systems, fathers have moved from being present to being absent from their children (Shaw & Lohan, 2012). Draconian government policies have further facilitated the absence of fathers, where men did not have free migration from and to their homesteads yet women and children were not allowed in mines and industries where men worked (Guy, 1982; Standing, 1996). The society has, however, raised concerns of the absence of the fathers and this has resulted in the growing body of research in the field of father's involvement (Dempsey & Hewitt, 2012). The growth of research and advocacy in the field of father involvement is relatively new and less has happened in employment policies (Shaw & Lohan, 2012).The call for the fathers involvement is influenced by the increasing number of educated and employed women, which leaves children without a caregiver, a role previously filled by a mother (Puur, Oláh,

Tazi-Preve, & Dorbritz, 2010). As women got increasingly involved in the workplaces, the men did not increase their involvement in housework and child care activities (Dempsey & Hewitt, 2012; Purr et al., 2010). The lack of involvement in the housework and child care by men is detrimental to women's economic participation, hence the call for fathers to be present and offer women and children the needed support (Shaw & Lohan, 2012). The South African labour policies continue to contribute to the absence of men from their children's growth and development. The lack of policies such as paternity leave in South Africa is evidence of the deficiency of efforts by the country to support the presence of men in the lives of their children. 21st century fathers are calling for more opportunities to be present and involved in the lives of their children (Eddy, Thomson-de Boor & Mphaka, 2013).

Further factors that contribute to the absence of the fathers in the 21st century are a lack of knowledge on fathering for the younger men. For example, younger men have expressed in other studies that the absence of their own fathers leaves them without role models who will help them navigate the role of fatherhood (Eddy et al., 2013). Studies have demonstrated that the absence of fathers could lead to younger men dropping out of school and hence failing to obtain an education and get qualifications for them to be employable (Shaw & Lohan, 2012). The lack of qualifications for younger men results in them being unemployed and not having income that they could use to support their children (Eddy et al., 2013). The challenge in the masculinity of these young men presented by the lack of income discourages the younger men from contributing to the family and hence adding to the problem of absent fathers.

Another factor to be considered when analysing the absence of fathers in the 21st century is the lack of appreciation for gender diversity. Particularly, there have been no policies designed to allow bisexual and gay fathers to be present and involved in their children's lives (Dempsey & Hewitt, 2012). For example, in South Africa there is no statutory law that allows same sex partners to be parents. The Civil Union Act 17 of 2006, gives partners in a same-sex relationship the same protection as couples in a heterosexual marriage (Motsiri & Timothy, 2015). It becomes a challenge for many same-sex fathers to take paternity or maternity leave. In a recent legal case MIA versus State Information Technology Agency (Pty) Ltd a couple registered a civil union and entered into a surrogacy agreement (Motsiri & Timothy, 2015). Closer to the birth of their child they applied for maternity leave at their workplaces and their employer denied them leave because it was only for female employees. The Case was later solved by the Employment Equity Act 55 of 1998, which states in section 6 that no employee may be discriminated against on the basis of their sexual orientation. This

is an aspect that requires further research; the challenges of parenting for same-sex fathers.

2.4. THE ROLE OF THE FATHER

In this section the role of the father is examined in terms of their role as a provider and role model. These are the prominent roles that are presented in literature, but there other roles that fathers play. The introduction of capitalism through colonialism has created a perception that only men who are employed and have a good income can handle the role of fatherhood. The role of fatherhood has also been compromised by the high demands of consumerism and modernization which have resulted in children and families having a higher demand for material and financial support. On the other hand the high rates of unemployment in South Africa have resulted in many fathers not being able to earn a reliable income which will support their families and hence they lose the fatherhood credibility because fatherhood is associated with the role of a provider (Eddy et al., 2013; Allen & Daly, 207).

The role is embedded in the notion that fathers are the breadwinners and sole providers of their families (Mlotshwa, 2016). This involves the father providing material and financial support for their children (Murray & Hwany, 2015). Providing for one's family is a term that is associated with fatherhood and masculinity (Mlotshwa, 2016). In order to be considered a father or a man, one needs to be able to provide for their family (Eddy et al., 2013; Allen & Daly, 2007). There is evidence that there are similar expectations of female heads of families. For a father this is mostly linked to social pressures that dictate that in order to be a man one needs to demonstrate certain attitudes because fathers have to provide for their families whether they work or not (Murray & Hwany, 2015; Allen & Daly, 2007).This is an indication that gender is a construct that is fluid because women can also fulfil this role of providing for their families when the father is absent.

Fathers play a fundamental role in being role models for their children. A role model is an individual that sets an example of good behaviour or influences others to behaviour or think in a certain way (Murray & Hwany, 2015). A number of studies have reported that boy children need the presence of their father because they model the behaviour of a male (Langa, 2014; Richter &Morrell, 2006; Makusha & Richter, 2014). Although, South African fathers are not always present, frequently social fathers role model behaviour to young children (Richter &Morrell, 2006).

The above discussion reflects the importance of paternity leave. Firstly, there are nuclear families that are in South Africa and a father remains the key financial provider for the children but it is not always the case that the father is the sole provider. The father goes to work on a daily basis in the pursuit of finance and materials that will support the family. The mothers remain the caregivers for the children in the nuclear families, hence there is less time for the fathers to be at home with their children or wives. Traditional roles in the families are still present in many family structures. Fathers are required at work all the time regardless of circumstances that they experience at home, for example when there is a funeral at home or when a child is sick. The employers still disregard the need for time off, including paternity leave. Secondly, role modelling behaviour to children is discussed as a role that contributes to development and behaviour from the father. Lastly, fathers are still viewed as the main disciplinary figures in the household although the role is discussed in relationship to male figures. This study acknowledges that with the rise of female headed families, women can fulfil what were traditionally considered male roles.

2.5. PARTICIPATION AND PRESENCE OF THE FATHER

The father's participation and presence when a baby is born is important. In a study conducted by Sarkadi, Kristinsson, Oberklaid and Bremberg (2007), it was evident that the father's presence contributed to the new-borns development. It is during their infant months that children begin to be emotionally attached to their parents (caregivers) (Scott & De La Hunt, 2011). Therefore, early social development builds the foundation for future relationships with friends, siblings and relatives (Allen & Daly, 2007). Cabrera, Shannon & Tamis-LeMonda (2007, p. 212), argued that "For social and emotional development, fathers' supportiveness mattered only during early ages". Fathers play an important role in the development of their children (Allen & Daly, 2007). The presence of a father in new born children's lives contributes to their cognitive, social and emotional development (Cabrera et al., 2007; Sarkadi et al., 2007). They provide tactile and physical arousal such as playing, tickling and lifting (Scott & De La Hunt, 2011; Allen & Daly, 2007). Scott and De La Hunt (2011), further state that the father's role includes growing the child's language, socio-emotional and cognitive development. This is critical during the early days of the child's development. Rosenberg and Wilcox (2006, p.13), support the above view; "fathers have a powerful and positive impact upon the development and health of children." The presence of a father in a girl child's life contributes to their self-esteem and decreases the aggressive and

violent behaviours amongst boy children (Palkowitz, 2002).

On the contrary in the South African context, families had been greatly shaped by the history of the country and apartheid contributed to black fathers being absent from family structures. This is particularly so during the twentieth century when colonialism was at its peak. The introduction of land seizure resulted in the government taxing land owners. The colonists drove away the indigenous occupants and occupied and industrialized the land that was previously occupied by the indigenous citizens. The industries and mines required migrant masculine labour, but this was not easy to access because the indigenous men did not want to work in the mines (Castells, 1975; Wolpe, 1972). To force men to surrender their labour to the mines and industries there was an introduction of the land tax that required them to work so they could be able to access the money for tax (Wolpe, 1972).The introduction of paid labour resulted in the changing nature of fatherhood, from largely social fathering to financial support as the main role (Richter et al., 2010).This heavily impacted on the unstable political environment. In the discussion above it is clear that fathers play various roles that contribute to the development of children but based on the South Africa history fathers were not always present to engage in these roles.

2.6. SOUTH AFRICAN FAMILIES

For the larger part of the pre-colonial era, families had been largely nuclear and the father was the main figure that supported the family in South Africa (Wolpe, 1972). It is the financial challenges and the demand for consumerism as well as modernity that contributed to the decrease of the nuclear families (from 46% to 40%) between the years 1996 and 2001, (Holborn & Eddy, 2011). The decrease in nuclear families has been viewed as contributing to the disjointed families and the increase in single parenting, particularly that of single mothers (Department of Social Development, 2012). Female-headed households increased over the years this resulted from death or absense spouse (Bigombe & Khadiagala, 2004). Male headed families are not as numerous as female-headed families in South Africa. The female-headed families are more likely to be faced with socio-economic challenges such as poor access to health, education and land (Department of Social Development, 2012).

According to the White Paper on Families (Department of Social Development, 2012), there are 11 types of families in South Africa that are shaped by various social issues such as poverty HIV and AIDS. The common types of families include a nuclear, single-parent,

female-headed, skip generation, child-headed and same-sex families. Some children are cared for by their grandparents and this is a skip-generation family. In a survey conducted by South African Statistics, it was estimated that 7.6% of children were living with their grandparents. Some of the challenges with such families are that grandparents are faced with challenges on their health, as well as financial constraints (Department of Social Development, 2012). The main factor that leads to this type of a family is HIV and AIDS according to Mturi et al (cited in Department of Social Development, 2012). In situations where both the biological and grandparents are not present to care for children, the children become child headed families (Bigombe & Khadiagala, 2004). The challenge for these children is trying to cope with life situations that require the guidance of adults, for example, financial support (Bigombe & Khadiagala, 2004). This affected many families as, "Some described the pain they experience when they leave home to take up work in places so that they can earn money and support their families" (Richter et al., 2010, p.362). Therefore, South African families have been disrupted by a system that stole Black fatherhood.

The HIV pandemic and the Apartheid legacy also impacted on the number of single parents. There has been an increase in single parents, many of which are female (Department of Social Development, 2012). Nuclear families are central types of families to this study is because the study makes an assumption that paternity leave will contribute to decreasing work-family conflict. With the different types of South African families it is clear that fathers are not always present. There has been a rise in the number of families that are led by fathers only. This means that the father is needed mostly at home as the father and also takes on the roles a mother would ordinarily have assumed. Children of single-father families or in a single parent circumstance require their father's presences during their early development, for instance, in cases where the mother is not available for the child. Owing to some of these challenges there have been reviews of the White paper by the Department of Labour and Social Development on Families to examine the feasibility of developing paternity leave (Patel & Van den Berg, 2014).

2.7. GLOBAL TRENDS ON PATERNITY LEAVE

Heymann and McNeil (2012, p.2) state that, "the ability of working adults to succeed at work while meeting the needs of those at home is fundamentally shaped by their working conditions." The manner in which most countries have offered support to working families is

through the provision of maternity and paternity leave as benefits to decrease the conflict between work and family life, especially when there is a new-born child.

Maternity leave is provided to any employed women and the length of the leave varies from country to country. Paternity leave is defined as a right for men to take a period of time when their child is about to be born or about to be adopted (Nepomnyaschy & Waldfogel, 2007). The same leave that is defined as parental leave by International Labour Organisation (2014), further covers a period of time that is accessible to one or both parents to care for their young child. This type of leave is available once paternity and maternity leave have been exhausted (International Labour Organisation, 2014).

In this section, Sweden, Germany, Spain, Kenya, Nigeria and Ethiopia's position on paternity leave are discussed as examples of countries that have family leave. It is an undisputed fact that countries are governed by different laws with regard to paternity leave. Sweden accepted parental leave for fathers in 1995 (Escot, Fernandez-Cornejo & Poza, 2013; Field et al., 2012). Sweden then approved one month of leave which was later increased to two months in the year 2000 (Escot et al., 2013; World Health Organisation, 2007; Almqvist & Duvander, 2014). Germany passed their leave policy in 2007; the leave provides both parents with 14 months of parental leave (Escot et al., 2013; Geisler & Kreyenfeld, 2012). The first 12 months can be used consecutively by one parent and the last two months by the parent who did not use the 12 months; this can be used by both parents (Escot et al., 2013). This led to an increase in fathers in these countries participating in the early stages of their child's development (Escot et al, 2013).

In Spain men who are employed and expecting a new-born child or about to adopt are allowed 15 consecutive days of paternity leave to care for the child and to support the mother (Escot et al., 2013). The aim of having such a right for men meant increasing father's involvement in the development of their children and their involvement in household duties (Escot et al., 2013).

Kenya offers two weeks full pay for employed men around the birth of their child (Employment Act, 2007). Recently, Nigeria also sanctioned employed men with a ten-day paternity leave, which was not considered in past labour policies (Ogunbiyi, 2014). Ethiopia gives employed men paternity leave for five days (Federal Civil Servants Proclamation,

2007). This demonstrates that there are countries that realize the importance of the father's involvement during the early stages of a child's development. Not all countries provide paid leave for their employees; the United States of America does not provide paid parental leave for their employees (International Labour Organisation, 2014). South Africa is also one of the countries lagging behind in making provisions and benefits for fathers at statutory levels. South African Labour Law has not yet made provisions for men to have access to paternity leave. The legislation offers men three days of family responsibility leave which is equivalent to parental leave because it can be used for family-related matters such funerals and child care (BCEA, 2002).

There are companies in South Africa that have made provisions for paternity leave for their male employees. The University of the Witwatersrand is one such institution that offers the same maternity leave benefits to male employees as paternity leave (Academic Staff Association Wits University, n.d). Pick n Pay is one of the largest grocery companies in the country and offers both men and women parental leave (Patel, 2015). Women receive their full four months of paid maternity leave as provided by law and they receive an additional 7 months of unpaid leave, while men receive eight days of paid paternity leave (Patel, 2015). Although, the number of months and days of the maternity and paternity leave are not equal, these companies demonstrate a commitment to shifting the leave provisions for their employees. However, not all organisations have been able to offer this as a benefit because they are not legally required to offer their male employees with paternity leave. The table below illustrates the family leave per country.

Table 1: global leave provisions

Country	**Maternity leave**	**Paternity leave**	**Parental leave**
Ethiopia	90 days	5 days	No provision
Germany	98 days	No provision	547 days
Kenya	91 days	10 days	No provision
Nigeria	84 days	10 days	No provision
South Africa	121 days	No provision	3 days

Spain	112 days	15 days	No provision
Sweden	365 days	No provision	480 days

The next section discusses the importance of paternity leave. Making leave provisions for men would mean that the legislation is equal for all employees but the implications of leave on the employer's business can be negative. The birth of a child can be viewed as a condition that does not occur frequently (Field et al., 2012). In developed countries, it has been noted that paid leave does not have a negative impact on business but it increases the morale and productivity of the business (West, 2015). Leave also has positive benefits for women, men and children, this means that men can bond with their children and children can have longer breastfeeding periods. Both of these benefits are crucial in the development of the child. According to West (2015, p. 120), "leave yields economic gains in terms of reduced health care costs, reduced recruitment and retraining, and improved long-term earnings". It is a complex process to compare statutory leave provision and benefits of different countries due to the classifications and identification (Field et al., 2012).

Increased paternity leave in South Africa will result in reverse gender equality in the workplace for men, especially those men who are public servants or in the informal sector where it is difficult to even access the three days offered by the BCEA. The leave will mean more time for men to be involved in the care and development of their children. It will enable men to begin to develop a relationship and a bond with their new born child. This will also result in the developmental needs of the child being met. With women entering the workplace this means that geographically they may be away from their extended families and support post-delivery becomes essential. (Richter et al., 2010). This is because traditional extended family members helped the new mom with physical and emotional support. The more time fathers are given to be with their new-born babies, the more they will be able to develop bonds with their child opportunities will be created to discover their roles as caregivers. (Fernandez-Cornejo, Escot, Del-Pozo & Cstellanos-Serrano, 2016).

Many fathers are not confident in their skills as caregivers because they are not given the opportunity to be caregivers to understand and develop as caregivers but the focus is on them as breadwinners (Fernandez-Cornejo et al., 2016). The role of the fathers needs to be challenged and explored further than just being a breadwinner. Women have proved

countless times that they can be caregivers and breadwinners, yet the men have not fully engaged themselves as caregivers (Fernandez-Cornejo et al., 2016). Although, the case is that men have not been involved, more young fathers are prepared to be challenged and explore themselves beyond being breadwinners for their children. Essentially, paternity leave will challenge stereotypes, myths and facilitate mind shifts. In most cases it is easier for female managers to take maternity leave because it is expected even though they are in a position of power but when it comes to a man who wants to take paternity leave stereotypes have been reported to surface. The CEO of Toms Shoes was asked how he could be effective in running the company while changing nappies (Field, 2015). This is a stereotype that needs to be challenged in the workplace so that there can be gender equality because it perpetuates that notion that child care is mainly for women.

2.8. THEORETICAL FRAMEWORK

2.8.1. Social Construction

Social construction will be the theoretical perspective underpinning this study. Social construction focuses on meaning and notions that individuals attach to reality and their understanding of the world. Burr (1995, p.3), proposes that "Social Constructionism insists that we take a critical stance towards our taken-for-granted ways of understanding the world". Burr is stating that the way in which society is constructed needs to be critically challenged as constructs can be true or false realities. It is how individuals and groups construct or make sense of their reality (Greene, 2008). For example, Gilbert (2010) argues that culture is something that one is not born with, but it is a social construct where an individual learns through socialisation. It is also the way in which individuals understand and perceive human interactions (Greene, 2008). Social construction theory challenges the way which the world constructs reality (Greene, 2008). It is a theoretical framework that aims to challenge people's reality and common sense about their everyday lives. It is emphatic about social interactions between human beings (relationships/cultural norms). Burr (1995, p.3) states that, "Social constructionism insists that we take a critical stance…" this means that we need to question the way we understand and see society. The way in which society constructed notions is not the only reality to be accepted.

This study identifies gender as constructed not only in families and communities but also in the workplace. Gender in the workplace has been socially constructed; were men are given

more opportunities then women, and women are given more parental leave benefits. Social construction challenges the way in which gender is categorized. This is because of the benefits that are unequally provided to employees. The provision for maternity leave for women illustrated that the role of care giving has been constructed to be a female's role. Therefore, it was through socialisation that a woman's role was defined as that of care giving but social construction challenges the way which individuals see and understand their world. This construct is clearly culturally and historically embedded because of the way in which young girls are socialised to be become caregivers and boys to work hard labour. This is evident in Masuku's (2005, p. 62) study that found that, "women are helped by their daughters, who at an early age begin to fetch water, sweep and look after their young brothers and sisters. While they are doing this the boys are expected to herd and milk the cattle as it is seen as hard labour." This is a clear indication that gender roles have been learned through constructed norms by society. Social construction argues that we need to challenge the gender roles because they are at the centre of the discourse in family structures. If there were no gender roles men would be fathers that are caregivers and women breadwinners, but they would be essentially equal.

2.9. CHAPTER SUMMARY

This chapter has explored existing literature on the topic. It begins by looking at the definitions that are in line with the study. In so doing it discussed fatherhood and how it was viewed historical and currently. The chapter then discussed the role, participation and the presence of the father. South African families were looked at and global trends on paternity leave were laid out. Lastly, the chapter provides the theoretical framework that underpins the study and the impact this has on the study.

CHAPTER THREE

3. METHODOLOGY

3.1. INTRODUCTION

This chapter will discuss the methods that were employed in guiding the study. It will first, focus on the research approach and design that was selected for the study. Next is an elaboration of the population and sampling techniques, then a description of the research instrument and pretesting will follow. An explanation of the method of data collection and data analysis that were employed in the study is provided. In doing so, the ethical considerations will be discussed, furthermore an overview on the trustworthiness of the study will be provided. Lastly, the chapter will close with a presentation of a summary of this chapter.

3.2. RESEARCH APPROACH AND DESIGN

The study took on a qualitative research approach. McLaughlin (2007), states that a qualitative method is related to an interactional perspective that looks at how people observe, understand and describe their everyday lives. Qualitative research is concerned with human behaviour, for example, why people behave a certain way, the decisions they make, and their experiences (Kothari, 2004). It aims at generating comprehensive accounts of meanings that people create of their everyday lives. For this study, a qualitative approach was suitable in order to obtain an understanding of the experiences and perceptions of employed fathers on paternity leave. The study was an exploratory study that focused on understanding the perceptions and experiences of employed fathers. Neuman (2006), states that exploratory studies aim at exploring new issues that have not yet been explored, or have been limitedly studied. The approach assisted the researcher to explore the experiences and perceptions that were held by the fathers based on how they viewed themselves as fathers and the memories they have about the time of the birth of their children. Exploring also meant that the researcher could unpack some of the issues that were discussed in the interview.

The research adopted a case study research design. Case studies can be viewed as, "a bounded system of action" (Padgett, 2008, p. 33). The study used this design because it aimed at gathering detailed descriptions from its participants (Monette, Sullivan & DeJong, 2005). Case studies, "focus on an in-depth understanding of a particular case" (Monette et al., p. 241). In this research, the specific focus was the perceptions of employed fathers with regard to paternity leave.

3.3. POPULATION

Marlow 1998 (as cited in Alpaslan, 2010, p.19), views a population as, "the sum of all possible cases that the researcher is ultimately interested in studying". A population can be viewed as a case or group of individuals who share common characteristics which are linked to the research problem (Neuman, 2011). The study population were fathers employed in formal industries that adhere to labour laws with a particular focus on men. The study population comprised three formal organisations that consisted of employed fathers with a working schedule of 08:00-16:00 in a day and who worked for five days a week. The researcher approached various organisations that offered paternity leave and those that did not offer paternity leave as an organisational policy. The three study sites were the *University of the Witwatersrand, Jesuit Refugee Service* and *Legal-Aid South Africa,* (see appendix A) these organisations gave consent to participant in the study and were available at the time that the study was being conducted.

The *University of the Witwatersrand* is an institution that encompasses different labour requirements because of the different functions that need to be performed in order for the organisation to meet its daily requirements. This institution offers both male and female employees four months of paternity. The university is made up of management, labour and academia. For the purpose of this study it focused on men in academia in the Faculty of Humanities, School of Human and Community Development. The sample group was in a reproductive age ranging from 23-58 years, from an estimated total of 25 male employees in both administration and academia.

Jesuit Refugee Service is an international Non-Governmental Organisation that provides services to refugees and displaced persons. The company offers ten days of paternity leave for their male employees. The study focused on the Johannesburg branch which consists of an estimated 15 employees and one employer. With 13 male employees and the age ranging

from 25 to 65, reproductive ages estimated at 25- 55 years were included in the study.

Legal-Aid South Africa is an organisation that offers legal representation to the most vulnerable individuals in society. The study population was based in the Johannesburg region which is the headquarters of the organisation. This company does not have provisions for paternity leave but offers their male employees three days of the family responsibility. The study sample came from an estimated total of 30 male employees, with an age range between 25 and 55 years, the race/ethnicity was various but it was predominantly black African fathers that participated in the study.

3.4. SAMPLING

Purposive sampling is a non-probability sampling procedure where the researcher does not randomly select participants (Bryman, 2008). The aim of using a purposeful sampling procedure was for the researcher to sample a case and find fitting participants that would contribute specific answers to the research questions. The study took on a non-probability sampling approach because it aimed to explore attitudes that are held by specific individuals in society (Bernard & Bernard, 2014). Purposive sampling is a type of sampling method which is used in exploratory research. The selection of the sample is based on the researcher's sample judgment (Neuman, 2011). This means that the participants in this research study were selected based on the researcher's judgment. The researcher also used convenience sampling when sampling for the study. Convenience sampling is a type of sampling procedure this is used when participants with the ideal characteristics are willing and are available to for the study (Gravetter & Forzano, 2015).

Sampling for the research was not only based on the participant's profile but the characteristics of an organisation which the participants were coming from had to match the needs of the study. The researcher approached various organisations and individuals. The researcher consulted with the organisations gatekeepers who were the Senior Social Worker, Registrar and the Labour Relations Manager to recruit the participants and to seek consent for the organisation to participate in the study. This assisted the researcher to assess if they met their selection criteria for this study. Initially, the researcher aimed to sample participants from two environments. Owing to the challenges of accessibility of companies the researcher worked with companies that were available to be part of the study and gave consent to participate. The participants consisted of parents who reside with or without their children or

have at least one child. The participants in the study were from Johannesburg, Gauteng. A purposive sampling and convenience procedure was used to select a sample of 15 participants aged between 25 and 55 years with at least one child between the ages of 0-15 years. Recruiting the participants, researcher sent emails to participants at the University of the Witwatersrand, and set appointments with participants who met the criteria of the study with participants from Legal Aid South Africa and Jesuit Refugee Service. This was also done through the gatekeepers of the organisations

3.5. RESEARCH INSTRUMENTATION

A semi-structured interview schedule was used as the research instrument. This type of research instrument allowed the researcher to set questions with the opportunity to explore and probe on what the participant would express during the interview (see appendix E). According to Padgett (1998, p. 60), "an interview guide should contain an initial set of questions that focus on your areas of interest". Padgett (2008) and Bernard and Bernard (2014), state that an interview guide assists the researcher to conduct in-depth interviews because they have fully looked at the wording and leading questions which may influence the participants in providing socially desirable responses. It is a guide that assisted the researcher in asking questions which were directed to the research problem and were not designed in such a way that they did not lead the participant into giving correct answers but aimed to explore new leads during the interview (Bernard & Bernard, 2014). This type of instrumentation allowed the researcher to probe into what the participant was sharing, effective probing is, “to stimulate a respondent to produce more information, without injecting yourself so much into the interaction that you only get a reflection of yourself in the data” (Bernard & Bernard, 2014, p.186).

3.6. PRE-TESTING OF THE RESEARCH TOOL

The research instrument was pre-tested on two male parents. This enabled the researcher to check whether the questions were understood and if the wording was comprehensive for the participants (Babbie & Mouton, 2001). The outcomes of pre-testing allowed the researcher to amend the questions so that they were suitable for the study participants (Babbie & Mouton, 2001). The pre-test assisted the researcher to amend her approach and one of the questions while understanding the participant’s background assisted the researcher contextualize some of the questions through probing. The researcher found the question ‘*What does it mean to*

you to be a father?' to be problematic because participants described themselves as fathers and not how they viewed fathers. Therefore, the researcher opted to looking at how the participants described themselves as fathers. The amendment of the question did not impact on the objectives of the study because the question on '*What does it mean to you to be a father?'* was closely related to '*How would you describe yourself as a father?* This is because participants were more comfortable with narrating themselves as a father though their experiences then describing a perceived father.

3.7. DATA COLLECTION

Data was collected through face to face in-depth interviews. The researcher had aimed at looking at company policies as part of her data collection but two of the three organisations namely, *Jesuit Refugee Service and Legal-Aid South Africa* refused to share their workplace policies as this is not done with the public. The researcher conducted the interviews, she was aware of what needed to be probed into further during the interviews in order to achieve the objectives of the study. All interviews were tape recorded; participants consented to being recorded. The advantage of using face to face interviews is that it enabled the researcher to take note of social cues, such as body language, tone of voice and other non-verbal behaviour clues Opdenakker (2006). During the interview the researcher could observe some of the participants had a passion for their children and some of the participants were reserved. What assisted the researcher was her social work background and capitalizing on the importance of building rapport with the participants so that they could be comfortable. Rapport was established through introductions and asking the participants their role in the organisations. Some of the skills that the researcher used were active listening, which assisted the researcher to not only listen to the messages that were shared but to observe how the individual shared their experiences and if they were reserved or passionate about their children. Sensitivity was also important in this study especially for those fathers who did not reside with their children and displayed signs of guilt because they could not be with their families.

Advanced empathy was a skill that further assisted the researcher in probing beyond what is said and listening to hidden messages that were shared during the interview and clarifying these with the participant. The researcher took notes of issues that were of interest as they arose during the interview. Creswell (2014), agrees with the advantages of interviews as they provide the researcher with an opportunity to explore historical information or past experiences and to direct the interview. This method of data collection was helpful especially

with participants who did not have a child younger than 7 years old, to explore some of their past experiences during the time of their child's birth. According to Opdenakker (2006), face to face interviews make it possible for a researcher to probe further on a topic. Interviews also have a limitation, an example is the researcher's presence which may influence the participant's responses and some participants may find it difficult to articulate their experiences or perceptions to the researcher (Creswell, 2014). It was evident that during some of the interviews that the researcher conducted, the researcher's presence was a factor that contributed to some participants being reserved. The researcher noted that of the 15 interviews, approximately 9 were motivated to participate in the study and this was evident in the non-verbal behaviour and the quality of the responses. While the other 6 were reserved to share, the researcher motivated and gently probed the participants, if they were interested in participating in the study, they were further reminded of their rights as participants.

3.8. DATA ANALYSIS

Data analysis is a process that involves putting that data collected in order, giving it a structure and making sense of the raw data (De Vos, Strydom, Fouche, Delport, 2011). Data was collected between 25 January and the 10 February 2017. The data was analysed through a thematic content analysis. Thematic content analysis is a process where the researcher identifies common themes that emerge during the collection of the data. The themes were identified based on participant's responses. The identified themes are a guide to answering the objectives of the study. In the analysis of the data the participant's real names were not used. The stages that were be followed to analyse the data are as follows;

3.8.1. Stage one

During this stage, the researcher transferred the raw data which was on an audio tape into text, this was done by transcribing the data onto transcripts, on Microsoft word documents. The researcher included observation notes that were taken during the interview. Bogdan and Biklen (cited in De Vos et al., 2011), stated that researchers make notes during data collection to capture what they see, hear and reflect on during the interview. This is to allow the researcher to ensure that they have captured all the necessary information during the interviews.

3.8.2. Stage two

Once the data was organised the researcher began to re-read the transcriptions so that she was familiar with the content of the data. This process allowed the researcher to identify common themes that emerged within the interviews. Once the themes were identified they were then measured based on frequency of the theme that was recognised.

3.8.3. Stage three

The themes that were identified were coded under each of the objectives of the study. Coding involves the process of turning the raw data into groups and labelling the data with a word or phrase that represents the data (Creswell, 2014). The data was coded according from common themes to less common themes that emerged during the interviews. Lastly, once the themes were coded the relationship between themes was then analysed to look at how they related to each other.

3.9. ETHICAL CONSIDERATIONS

The following ethical considerations were made:

3.9.1. Permission to conduct research

The researcher applied to conduct research in the field of social sciences. This field involved looking at experiences and perceptions that are held by employed fathers. The researcher was granted permission by the Department of Social Work Ethics Committee to conduct the study, once the ethical clearance was obtained the researcher began with the data collection process (see appendix B).

3.9.2. Informed consent

Informed consent is a critical part of the research process because it empowers the participant to be knowledgeable about the research and make an informed decision to be part of the research process (Wagner, Kawulich & Garner, 2012). The nature of the study involves in-depth contact and active engagement. Therefore, informed consent becomes a requirement. In this study potential participants were informed about the study and invited to participate. The

participants were informed about the study aims, before asking for their consent to participate in the study. This enabled the participants to make an informed decision. Potential participates were also given a participation information sheet (see appendix C) that highlighted how consent was obtained in the study. Then the participants were asked to sign the consent form for participating in the study and for the recording of the interview (see appendix D). Of the 15 interviews, 11 participants gave consent to be audio recorded.

3.9.3. Voluntary participation

Researchers have an obligation to inform the potential participant about the research and what it aims to achieve (Wagner et al., 2012). The study was voluntary so participants were told that participation in the study was voluntary and no one was coerced into participating in the study. This allowed participants who wanted to voice their opinions in the study to do so and this gave participants the opportunity to choose whether to participate or not. Participants were given a participation information sheet which explained the research process. Participants were told that they could withdraw from the study at any time without prejudice. They were also told that there would be no rewards for participating in the study.

3.9.4. Anonymity and confidentiality

The purpose of ethics in research is to protect participant's identities from harm. Anonymity entails protecting the identity of participants (Wagner et al., 2012). However, the details of the companies have been stated (see appendix A).The identity of participants was protected by using pseudo names when collecting data. Confidentiality means that the information supplied by participants was held in confidence. Neuman (2011), states the presentation of the results should be done in such a way that it does not contain any participant's information that will link them to the study. The interviews were conducted once the researcher had received ethical clearance. Participants were informed that only the researcher and her supervisor had access to the raw data. The data is stored in a password computer system and would be destroyed after two years if published along with any hard copies such as consent forms.

3.10. TRUSTWORTHINESS

Patton (as cited in Golafshani, 2003, p.601) states that "validity and reliability are two factors which any qualitative researcher should be concerned about while designing a study, analysing results and judging the quality of the study". The trustworthiness of a qualitative study is looking at the credibility (internal validity), transferability (external validity), and dependability (reliability) (Shenton, 2004). Credibility looks at whether the measure really tests what is planned and the correctness of the findings based on the procedures used (Shenton, 2004; Creswell, 2014). Lincoln and Guba (cited in Shenton, (2004, p.64) "argue that ensuring credibility is one of the most important factors in establishing trustworthiness". The researcher achieved this by ensuring that she applied only research instrumentation that was in line with the objectives of the study. Transferability looks at whether the results of the study can be generalised to the wider population or other situations (Shenton, 2004). It is also a process of checking for similarity in the data collected (Wagner et al., 2012). Although, the data was collected from different work environments the results cannot be generalised, the experiences are subjective and how one father experienced paternity leave is not always similar to the next participant.

The nature of qualitative research is that it studies small groups of a population or individuals and the data cannot be generalised (Shenton, 2004). Trustworthiness was ensured by using a semi-structured interview with all the participants and they were conducted in a safe and comfortable environment. The researcher ensured that the interview process was in line with the objectives of the study. It is possible that participants may have provided socially desirable responses. This means participants provided the researcher with responses that they think the researcher would like to hear.

3.11. CHAPTER SUMMARY

In this chapter the researcher has examined the research approach and design that were utilised in the study. The population, sampling procedures and research instrumentation were also discussed. The researcher also briefly looked at the data collection method and data analysis which is discussed in the next chapter. Lastly the researcher discussed trustworthiness and ethical considerations pertaining to the study.

CHAPTER FOUR

4. PRESENTATIONAND DISCUSSION OF FINDINGS

4.1.INTRODUCTION

This chapter presents the themes that emerged from the study together with the discussion. The presentation is guided by the themes that have emerged in the study and existing literature will be integrated into the discussion. The presentation will first provide the demographic details of participants, which is followed by the participants profile to better understand the background of the participants. This is then followed by the following themes that emerged; bonding, duration of paternity leave, emotionally absent from work, the helper and supportive partner and misuse of paternal leave. Finally, the chapter will close with a summary.

Table 2: Demographic details of participants

Demographic factor	**Subcategory**	**No.**
Reproductive Age	25-30	2
	31-35	3
	36-40	3
	41-45	2
	46-50	2
	51-55	3
Race/ethnicity	African/black	13
	White	2
Highest level of education	Matric	3

	Diploma Honours Masters PhD	4 4 1 3
Residing with child(ren)	Yes	9
Not residing with children	No	4
Residing with at least one child but without the other child	Yes	2

The table above presents the participants ages. It looked at the age range of 25 to 55 years because the study sample included fathers who had at least one child aged between 0-15 years. The reason for this sample was to look at the earliest experiences the fathers have during the birth of their child and it is largely within this age range that men are reproductive. The father's race/ethnicity specified the number of African or white people that participated in the study. When looking at the South Africa fatherhood it is clear that black fathers were affected the most because of the South African history (Hunter, 2006). The education level of the participants was important to understand because this had a direct impact on the type of position they are currently holding.

Table 3: Participants profile

Pseudo name	**No. of children**	**Residing with child or not**	**Educational level**
Thabo	3	Not residing with children	PhD
Tony	1	Not residing with children	Matric
Sipho	3	Residing with children	Honours
Sello	2	Residing with at least one child	

Thapelo	1	Not residing with children	Matric
Mpho	2	Residing with children	Masters
Nick	2	Not residing with children	Honours
Lucky	1	Residing with child	Honours
Ziyanda	2	Residing with child	PhD
Thabiso	2	Residing with children	Diploma
Zola	2	Residing with children	Diploma
Brian	7	Residing with children	Diploma
Tshepo	1	Residing with children	PhD
Logon	2	Residing with at least one child	Diploma
John	4	Residing with children	Honours

The above table provides information on the participant's pseudo names, the number of children per father and whether the father lives with the child or not. Those who stayed with their children reported different challenges to those that do not reside with their children. It was important to have this data because it is clear that males residing with their children quantitatively have more time to bond with their children. The education level is criticality because it has an impact on the participant's position in the organisation.

4.2.BONDING

The study found that bonding was an important factor to consider when looking at the experiences of child care. Child care was experienced by the study participants as an activity that begins when their children are still young. Taking Thabo's narrative, as a father of three children, he sees bonding as a very important factor in developing a relationship with his children. His experience is informed by his temporary separation from his family while he was away pursuing his studies as part of his work. His third child was born while he was away and he realised that the relationship he has with the first two children is different to the

one he has with the third child. He attributes this to a lack of bonding that resulted from him not being present during the early years of his child's life critical time with his son was lost. The relationship between a father and a child needs to be established from a young age and this is supported by Eerola (2015, p.40), "Psychological and emotional presence and care of the father from the very beginning was emphasised as the essence of paternal responsibility." This is an indication that the bonding is a process that the father needs to begin from an early stage of the development of the child.

As Lamb (cited in Howard, 2010), reported that the attachment between the father and child is just as important as that between the mother and child, the findings of this study are similar, Sipho mentioned the following:

"I believe that (emotional bond) is for both the father and mother and these days there is a lot of education about bonding. So personally I have read a lot about that and I have seen the importance of that. So it begins from the moment it is a foetus you begin to bond with your child before the time they are born and when they grow.

In the quotation above Sipho demonstrated the awareness that fathers have of the demand for their emotional presence for their children. It therefore, becomes a strain when fathers know but are not allowed to express their emotional connection to their children particularly at during the formative years (Eerola (2015). This may have a negative impact on both the father and the child. Sello is also one of the fathers that acknowledge the need to bond with their children. This is supported by his reflection, "*bonding with my children meant that my children can come to me if the problems at school or voice out their opinions.*

The dissatisfaction with working conditions creates friction between fathers and their employers who do not support them in their quest to fulfil family duties (Rehel, 2014). This makes working a hostile activity which inhibits the contentment of working fathers. Fathers may be physically present at work, but are worried about their new born babies and at the same time thinking about the future of their emotional connections.

Sipho also demonstrated similar views to those of Thabo and Sello. The fathers show concern that they will not be able to have good relationships with their children later in life if they do not connect from birth. It should however be noted that Sipho's access to information might be different from other working fathers. Sipho has demonstrated that he is a father interested in fulfilling more than his work and study obligations. He mentions in the quotation that he has been reading about the needs for an emotional connection with his child after birth. This

shows that the fathers also need to be more sensitive to this topic and they need to confront their employers by using their agency. Sipho's approach is different from that of the other participants. In a study conducted by Redshaw and Henderson (2013), on father engagement in pregnancy and childbirth, it was noted that engagement from the father started during the pregnancy. Based on what is said on bonding it is clear that the fathers also view their relationships with their new born children as a critical child development process in bonding and establishing a relationship with their children.

4.2.1. Guilt

This is evident in Thabo's reflection, *"I feel very guilty because when my third child was born I was in Germany, and I was never there. I was talking to the mommy over the phone and Skype but it does not really help because it really affects how you relate to the child in the long term.*" In the quotation above, when Thabo says he felt guilty, he was expressing his concern for not getting an opportunity to be with his child from birth. He felt that it was necessary to be present particularly for the reasons of bonding with the new born and this was a very important moment and it would help him develop an important life time parental relationship with the baby. The guilt that Thabo mentioned demonstrated the frustrations that fathers have due to their absence, particularly during the birth of their children. The guilt that Thabo have was owing to the demands of work which would keep him in his work duties. In Froning's (2016), study mentions guilt as a feeling that fathers experience due to their need to present for their new born child.

In the quotation above, Thabo mentions that he *'... was never there*', for Thabo, this could mean the extent to which fathers are not regarded as caring by society and further depicts the economic system of capitalism that demands him to be at work. Work for fathers has become more demanding than their families (Shaw & Lohan, 2012; Fägerskiöld, 2008). They are expected to sacrifice their love for their families and in lieu fulfil work requirements (Eddy et al., 2013; Fägerskiöld, 2008).If Thabo had chosen to disregard the requirements of work; he may have risked losing his job. If he loses his job he would also be at risk to lose access to his own family; to his wife and the children. This is demonstrated by Eddy et al. (2013), in their paper that describes how financial provision has overtaken all other roles of fathers in the

community. A father is recognized and allowed access to his family if he has strong financial muscles (Eddy et al., 2013; Fägerskiöld, 2008).

4.2.2. Migration due to work opportunities

Fathers are faced with predicaments. They want to be with their families but they also need to be able to play the role of financial provider. The recognisable way of accumulating financial and material demands for families is by fathers being employed. This forces men to go to work in different parts of the world and across the country away from their families. The fathers, as demonstrated by Thabo and other studies of fatherhood, would like to keep consistent contact with their families. This not different for Tony because he does not reside with his child. He started, *"I want my child and wife to be closer to me so that I can develop a relationship with my child but I cannot do that because my work does not pay much".* It is complicated for fathers because they are supposed to be employed and be complying with the work demands, which constrains them from seeing their children. At the same time fathers can only get recognition by their families and the society in general if they are able to provide for the financial and material needs of their families. As Thabo demonstrated in the quotation above, fathers are willing to be with their families and have strong interests to bond with their own children. However, these complications inhibit fathers from fulfilling their emotional needs. The employers seem to take advantage of the fathers, who could be deemed vulnerable, and disregard their emotional needs to be with their families while they demand that the fathers should work (Eerola, 2015).

Although some argue that modernization and globalization helps fathers to continue communicating with their families and children, this is not sufficient for them. As Thabo mentioned, he spoke to his wife on the telephone or Skype, but this was not sufficient for him. He still wanted to be with his family, especially at the time of welcoming the new born. However, Thabo demonstrated that fathers put an effort to fulfil their families' emotional needs. This finding, therefore, demonstrates the need for considerations for better working conditions for fathers so that they get an opportunity to be with their children.

Furthermore, the emotional connection between the fathers and their children appears to be grounded on the basis that they were there from the beginning and they saw the baby when he

was still young. Studies have reported the impact of the presence of the fathers in the early stages of their children's lives (Sarkadi et al., 2007).The failure, therefore, to recognize the need for paternity leave for fathers, should be considered a failure by employers and the government to support families. It is also the lack of effort to implement better paternity leave for fathers that propels father's absences. This was clearly demonstrated by Thabo when he said, *'it because it really affects how you relate to the child in the long term'*. In this expression Thabo highlights constrains that his work conditions have contributed to the bond of the fathers, not only at birth but also in the later life of the child (Eerola, 2015). The expression of concern by Thabo in the quotation above shows that not only is the child negatively impacted but also the father is impacted on. This finding is also supported by Richter et al. (2010), as they reported that both the father and the child need each other, especially during the early years of a child's development. This is supported by Tony's experience has he felt the need to be with his child.

4.3.DURATION OF PATERNITY LEAVE

The participants of the study requested 10 days of paternity leave and this is based on their experiences. The participants shared various experiences based on the challenges they experienced at the birth of their new born baby. The consensus from the participants was that there are some challenges that they experienced during the birth of their children which could have been avoided if they had more time to be at home.

Thapelo shared how difficult it was for him to care for his family when his company offered him 3 days of family responsibility leave at the birth of their child. One of the challenges that Thapelo shared was the limited time he had to assist his partner. He described how his wife needed continuous support after the three days had expired. This is an indication that three days of family responsibility leave is not enough for fathers to play their roles as present fathers.

Mphos's experience was similar in that he applied for the family responsibility leave but his partner was still in hospital after the three days had passed. This posed a challenge for him because he had to go back to work and he wanted to be there for his wife and child. This is an indication that three days are not enough because there can be complications that arise and these require the father to be present for more days then the regulated days. Dancaster and Cohen (2010), argue that paternity leave should be separate from family responsibility leave

because if fathers use the family responsibility leave as paternity leave, they cannot use it for family related needs such as funerals. Both Thapelo and Mpho agreed that ten days of paternity leave would help them to care for their family. There is an indication in the Redshaw and Henderson study that first time fathers took paternity leave and extended the leave once it was exhausted. This is because first time fathers are more anxious and stressed about having a new born child.

Sipho shared his experiences of been afforded with the opportunity to spend ten days with his family. Sipho narrated that he was able to assist his partner by supporting her emotionally and with physical support. He took on all the physical labour in the household because of the manner which his wife delivered. Sipho reported that, "*She became incapable of doing many things because of the caesarean wound that made cooking, cleaning the house and then preparing things for the other children difficult. The ten days helped me to be there for my wife while she was healing.*"

In the quotation, Sipho demonstrated the emotional and practical support that he was willing to give to his wife and the new born baby. The expression that *'... she becomes incapable of doing things ...'* illustrated Sipho's concerns. The concern was associated with the frustration that Sipho did not have enough time to take care of his wife due the complications that occurred and exceed the three days he had applied for. Sipho blamed his work place for the inadequate paternal leave. Instead of spending the necessary time with his family he was required to report for duty at work. He was not able to stay away from work and give time to his family without permission from his employer. If he did, he would be absent from work and he would risk losing his job and he could not afford this.

4.3.1. Financial Provider

A theme that emerged from the study was that a father could not afford to lose his job because it was his duty to provide financially for the family. If they fail to provide they will not be accepted as fathers of the children (Eddy et al., 2013).The demands for financial provision for the family forces the father to be at work although they would rather be supporting their family in other ways early in the children's lives.

The role of a father as the sole financial provider for the family has grown in South Africa since the introduction of capitalism. It has become a norm in communities and there are few

challenges to this culture. It appears in literature that the employers continue to not support fathers who work for them. In addition, the government contributes to the oppression by the implementation of policies that are not friendly to fathers. The oppression that comes with different policies implemented by both the government and the employers are not only oppressive to the fathers, but to the rest of the family. The family will suffer the consequences of these policies by not getting sufficient time with the men and lacking the emotional support from them (Rehel, 2014).This is not to say that men are the only people in the society that could play this role, but they are needed to contribute to a better society, as other studies have demonstrated (Rehel, 2014).

Other studies have reported that it is beneficial for fathers to be present for their children because this promotes their wellbeing and the children will receive moral support, role modelling and discipline as they grow up (Murray & Hwang, 2015). Other studies have demonstrated that children who do not grow up with their fathers lose their identity (Hunter, 2006). They are identified with other surnames which are not their clan ones (Nduna & Jewkes, 2011). This results in children not being identified as community members. In an African traditional culture when the child does not identify as a community member, they lose access to economic and material resources, as these resources can only be accessed by the people that belong to the community. Therefore, the absence of the fathers has a negative economic outcome on the children and this must be discouraged. This speaks to what Nick emphasis in his quotation,*" I believe that father absences in the country has contributed to the high levels of crime and drug abuse amongst the youth, if more fathers were their children there would be less social issues in the country. Its quiet unfortunate that I do not stay with my own children but I make it a point to be a good father them.* This is supported by Langa's (2014), study on meaning making in growing up without a Father: narratives of young adolescent boys.

Other studies have reported that fathers sometimes lose interest in their children when their relationship is consistently interrupted (Fernández-Cornejo et al., 2016). The interruptions are either owing to the father's inability to provide in circumstances of unemployment or underemployment and he has a limited income. Sometimes the father is forced to be absent by the societal expectations, which are beyond his abilities. These detrimental employment conditions such as lack of paternity leave are not favourable to fathers' emotional needs of being present in the lives of their children (Fernández-Cornejo et al., 2016; Eddy et al., 2013).

The above discussion demonstrates the need for the policy to consider making fathers presence easier for men, by making working conditions friendly towards them. However, this seems to remain unchanged, men continue to have only three days of leave and this happens only after the child is born. Ten days after the child is born will be the beginning of progressively moving towards gender equality in the workplace. Fathers have reported that they feel that they should start the bonding process with the foetus before the mother gives birth. This is not catered for by employers and the government does not seem to have interests in intervening with this challenge. This demonstrates that the presence of the fathers for their children is not considered an important factor (Fernández-Cornejo et al., 2016; Eddy et al., 2013). On the other hand, gender advocates propose that the ten days does not represent equality but it is a start to getting the four months that women get. Lucky stated that, "*We should actually get four months like the mothers; I mean the first word children say is mama. Why? Because mothers get more time so we as fathers should also get the same time so that we can bond with our children and get into a routine."*

Lucky, in the above quotation shares similar sentiments that demonstrate the concern for gender equality in the work place. Lucky elucidated on the fact that the children learn to know their mothers more than their fathers, owing to the amount of time that they spend with them after birth. The amount of time spent with the child after birth for fathers like Lucky is a concern. Men's roles as caregivers will be highlighted if they are offered paternity leave and will result in more involved fathers.

4.4.EMOTIONALLY ABSENT FROM WORK

Participants of the study agreed that during the time of the birth of their child they were not emotionally present at work. They were more concerned about the events at home than the work they had to perform. This phenomena is known as presentism, it can be viewed as an event or situation whereby an employee is present for work to fulfil their duties but they are not emotionally or psychological present in the workplace (Zakrzewska, 2014). This is mostly experienced by employees who are distracted by health issues or work-family conflict that impacts on their work. Zakrzewska (2014, p.77), offers a definition, "presenteeism can be limited to the following statement: employee is present at work but works less efficiently, he is burdened with health problems and/or concerns for relatives without due care or possibility of his position reduction." This definition offers various reasons why an employee

would experience presentieesm in the work place and further explains the effects that presenteeism have on workplace.

Participants shared their experiences of work and how this has impacted them on an emotional level. Lucky shared his experience as follows, "*so when I was at work, I was stressed about how are things at home and then I lost my focus because I became more anxious about what is going on at home and then I tend to lose focus on the job and as results my performance declined*".

Lucky shares how the lack of support from his company impacted on his performance because he was not given enough time to be at home to care for his family. During the time he was at work he was constantly thinking about his family and this impacted on his productivity. This was due to emotions that he experienced such as anxiety and stress that led to a decrease in his interest at work. This demonstrates that there is a continuous need for a father to be supported as they assume their new roles as fathers. It is clear that it is not to the advantage of the employer to have employees that are not productive due to the employee's family responsibilities. A productive employee is one that is motivated and is engaged in their work (Smit, 2011).

Ziyanda states that "*When this person comes to work we are going to have presenteeism, this person is not going to be productive and what comes next is a disciplinary hearing because you would be making mistakes. This can result in use losing talent because this person would be dissatisfied here at work".* This quotation defines some of the issues that can result from not supporting fathers but this can be avoided if they were given paternity leave. What Ziyanda alludes to in this quotation is that there are disciplinary hearings that stem from the lack of family benefits that can reflect supportive employers. A family friendly culture can be created if these types of benefits are provided for employees. This is supported by Tshepo's reflection on how his mind was not on the work he had to perform, which become more difficult for him to get his work done on time. This could have been avoided with a supportive working environment.

Sipho's account provides an overview of how paternity leave would be used by fathers and effects it would have on the individual and the organisation. He shared, *"You know we talk about people who are physically absent from work and those that are emotionally absent from work. I think if the ten days were not there I would have not been emotionally there so I think if ten days were not there I would not be emotionally at work."* The implementation of

paternity leave in an organisation can be seen as an intervention at both micro and macro levels because it directly impacts on the men in the workplace because they would be able to be present at home and support their family while their performance at work is not affected. On a macro level the organisation will have productive and motivated fathers who contribute to the growth and functioning of the organisation.

When looking at the quotations it is clear that three days of family responsibility leave is not adequate and it does not only impact on the family but the company too. Lack of support from the organization can lead to decreased productivity and impacts on the organisations functioning. This can result in poor performance and further causes stress for the employee.

4.4. THE HELPER AND SUPPORTIVE PARTNER

Participants felt that during the time their child was born they assumed the role of the helper through supporting their partners. Their role was focused on helping the partners during the early days of the arrival of their child. The assumption in the South African context is that the family members are always there to support the new partners in adjusting to their new roles (Froning, 2016). "*My mother was there to help around and with my last child she was not but my wife still needed me to be there. During the birth of a child both parents need to be there because it is something new for both partners,"* Thabiso reflected on these experiences during the birth of his child. Due to urbanisation, people have moved away from their families and are not always present and even if they are present, mothers have reported the need to have their partners with them during this time (Field et al. 2012; Castells, 1975). Thabiso further, stated that, "*There has to be a support system because you find that she is still in pain and wants to go the bathroom, at least she knows that you are there to look after the child."* Support is critical during the postnatal period for the women because they are biologically vulnerable and need to rest and heal during this period (International Labour Organisation, 2010). Logon shared that the transition to parenthood his partner and him was a difficult period because they were young parents. They needed more time to adjust to the new roles and especially for him as he was expected to perform roles which he did not perform before the arrival of their child.

In a study conducted by Rowe, Holton and Fisher (2013), on postpartum support for women and men, the authors noted that fathers assumed the role helper because they desired to emotionally support their partners. Mpho expressed that he assumed the role of helper by,

"doing things like changing nappies, warming up bottles and cleaning up bottles and those type of things and making food for my wife, when she was still in bed." This quotation illustrates that it is clear that fathers need to be present during the period their partners are recovering from delivery because it is at this stage that most fathers begin to assume their role as caregivers to their new born children but their families. This is an indication that fathers have the potential to be caregivers and to be nurturing towards their family. Historically, roles such as cooking, cleaning and caring for children are roles that are assumed by women and Mpho shared that he played these roles during the period when his partner had returned home from the hospital. When reviewing social constructs it is clear that the roles of fathers have been evolving because there is a shift of gender roles and social constructionism challenges the traditional roles that were assumed by males and females.

Lucky is a father who supports the argument that fathers want to be involved and present during the early days of the birth of their child. He expresses his experiences through this quote, *"I wanted to be there to help my girlfriend cope since it was our first child I was excited about being at home because I wanted to be involved in everything. I remember there was a time when my girlfriend was sleeping and the child was crying and I would take the bottle to feed her…"* Lucky's account illustrates that there are fathers who want to be invested in child care through being supportive to their partners and children. Lucky expresses his excitement of being a father and being involved with the new born. He was present and involved in his child's life from infancy. He believed in his roles as a caregiver, "*I would take the bottle to feed her",* he knew what he had to do in order to care for their child without being informed by his partner. It is evident that fathers have not frequently been afforded the opportunity to care for children. They have always been told that their role is to provide and they excelled in that role but now there is a shift as more women enter the formal work environment and men are gradually moving back helping in with household affairs.

Brian is a father to a new born baby, who did not take paternity leave but realised that he needed to support his partner. Brian stated that, "*If I had taken paternity leave I was going to support my girlfriend during and after the birth since we do not stay together and the baby cries a lot. I told her that if she is overwhelmed at night she should call me so that she does not feel alone in this*". This is an indication that there is a need for more fathers to be aware of their roles as caregivers and be motivated to challenge traditional roles that fathers hold in society because it was clear that fathers need to be present for their children from a young

age. The bonding that takes places at the infancy level is crucial for the relationship between a father and a child and for the development of the child (Fägerskiöld, 2008).

4.5.MISUSE OF PATERNAL LEAVE

Although the participants were for paternity leave, they also shared their concerns around the misuse of paternity leave. The mutual notion was the need for measures to be implemented in the use of paternity leave. The understanding of participants was that a woman can only give birth once in a year based on the nine month pregnancy cycle but the reality is that men can impregnate more than one woman in a year.

The narratives shared by participants concerning the considerations for protecting the employers should be linked to the discourses of gender roles in the South African society. South Africa is a country which is deemed patriarchal, men are viewed as people who should be concerned about the economic performance of the country and they are expected to be able to provide for their children. This notion is being challenged by women who are entering the workforce and still preform their parental duties. Zola shares this discourse in the following quotation that, '*…It should be fair for everyone …'* refers to the need to protect the workplace. When he says everyone he is referring to the men who are employed and the company. The two parties; the employer and the employee, are supposed to be taken good care of according to Zola. However, this should be understood in the context were the father is supposed to be the provider and he has to protect his employment by being paid during his paternity leave. Therefore, Zola seems more concerned about the employer and does not propose the abandonment of paternity leave. In doing this, Zola has to be a man who is very careful and protective of the economic system that is feeding him.

In the quotation below Ziyanda demonstrates his concerns on how paternity leave could be detrimental to the economy. Ziyanda proves a scenario, *"we can say that we will give you ten days per year, because as a man I can impregnate more them one women unlike women have a one year pregnancy cycle. This can be a problem."* Ziyanda highlights the challenges of men having the possibilities of impregnating more than one woman during one year and he would have to apply for the paternity leave more than once in a year. This is detrimental to the economy because the company will function on a limited labour force. Similar to Zola above, these discourses should be understood in the context where men are viewed as the financial providers and leaders of the community. This calls for policy makers to design a

policy that will not have room to be abused by men by applying measures that will protect the leave.

"Claiming paternity while in fact they are not the fathers would also be a misuse of paternal leave". Here Mpho provides a different way in which paternity leave can be abused. Paternity leave is open to be abused by fathers because it is not as simple to determine the parent for men as it is for women. Women cannot abuse maternity leave because they not only have biological changes as proof but documents to support their absence from work. Unlike men who can claim to be a father of a child that is not biologically their child. This can further create challenges for social fathers and men who are not married. Essentially, how will paternity leave ensure that fathers claim of paternity leave is legitimate and not abused to be absent from work? This question is critical as it creates dimensions that policy makers need to be aware off so that they do not abuse the use of paternity leave. This question is asked by John, "*I think you will need to divide the days because it will like you are abusing the Act. It should be fair for everyone for because not everyone will find themselves in a situation of having more than one child"* Although said it can be stipulated that paternity leave can only be claimed once a year, fathers can still take advantage of and claim the paternity leave every year. This will impact on the productivity of companies.

4.6. SUMMARY OF CHAPTER

The chapter begins by demonstrating the participant's profiles and how demographic factors were in line with the study's sample. The chapter discusses the themes that emerged in the study that were noted as the main themes. The first theme was bonding and how fathers feel about bonding with their children. The chapter also discussed the duration of paternity leave as suggested by working fathers and how it will support them to be more involved and present at home. The chapter then explored how fathers feel emotionally absent from work during the birth of their children. The role of the father as a helper and supportive partner is also discussed in the chapter. Lastly, the chapter discussed how the implementation of paternity leave can be open for abuse by fathers.

CHAPTER FIVE

5. MAIN FINDINGS, CONCLUSION AND RECOMMENDATIONS

5.1.INTRODUCTION

The study aimed at studying the perceptions and experiences of employed fathers with regards to paternity leave. It sought to understand the perceptions of paternity leave and to explore the experiences of those who had the opportunity to benefit from paternity leave. Interviews were used to explore the perceptions and experiences that the fathers narrated. This resulted in the study yielding results in the form of various themes that were reported to be important to the participants. This chapter will offer a summary of the main findings and the conclusion to the findings. Recommendations to the study will be discussed under policy and further research interventions.

5.2.MAIN FINDINGS

5.2.1. Bonding

It is clear in the findings that bonding is an important factor in child rearing for fathers to be able to develop a bond with their new born child. This becomes different if they are not offered the opportunity to be with their family. The study has emphasized the importance of bonding with new born children because it enables the father to establish a relationship with their new born from an early stage. The attachment between a father and child is important, just as important as the father's role to provide for their child. The relationship between a father and child contributes to the development of the child. Paquette (2004), states that new born children become attached to both their parents during the first year of their lives. The process of the attachment needs both parents to be present and involved in their child's life. It is clear in studies that have been conducted on attachment that children become more attached to their mothers because they spend more time with their mothers than their fathers. The participants highlighted their need to be involved in developing an attachment with their new born babies.

5.2.2. Duration of paternity leave

The absence of paternity leave has created challenges for fathers and the three days family responsibility has proven to not be enough. Participants expressed that the duration of paternity leave should begin at ten days in order to support working fathers to be present for their families. The historical assumption is that fathers do not want to be present for their families but to essentially provide for their families. This is not the case, as participants want to go beyond their roles as providers. The study has demonstrated that fathers want to challenge this assumption and their first step towards this is to advocate for an official paternity leave. Paternity leave will allow fathers to be more involved, present and will help them assume new roles as caregivers. The call for ten days of paternity leave is supported by COSTAU (2015). The trade union recognises the need for fathers to have access to parental benefits that will allow them to support their partners during the pregnancy and immediately after the birth of their child. They advocate for the presence and involvement of fathers as they care for their families. Participants indicated that the ten days would support them to care for their partners and new born children. It is seen by both the participants and COSTAU as the beginning to moving to a longer period for the paternity leave.

5.2.3. Emotionally absent from work

The lack of paternity leave contributes to fathers not being able to perform optimally at work because they are not emotionally invested in their work and are rather concerned about their families. It is not to the advantage of the employer to keep an employee who is not productive because the employee is emotionally not present at work due to their family situation. Employees who go to work for the sake of going to work even though they are not feeling well physically or emotionally can impact on the company by contributing to a loss in productivity (Johns, 2010). Essentially, employers will have employees who are not productive but still have to pay their employees even though productivity has decreased. One participant indicated that the ten days of paternity leave assisted him to focus more on what was imminent at home without being concerned about his work duties which could have been affected if he had not taken paternity leave. This goes back to the role that fathers play as providers. Most participants felt that there was a relationship between the pressure of being a father and that of being a provider, this was one of the reasons why paternity leave was not accessed.

5.2.4. The helper and supportive partner

Mothers need help and support from their partners after the birth of their child. The findings revealed that participants assume the role of the helper by helping with household tasks. Participants put a strong emphasis on how they practically and emotionally support their partners during the postnatal period. In this regard their role in the household is important because it involves emotions and that need both the mother and the father to support one another. This was noted to be a crucial factor for fathers who had recently had a new born child. The three days family responsibility leave is not adequate to allow fathers to take on the role of being caregivers and support their families from an early stage. One participant mentioned the birth of his first child and because of the lack of paternity leave offered at work he could support his partner in all the ways he would have liked to. This experience that he missed out on was an emotional process for both of them because it was their first child. The finding is clear that fathers take on roles that require them to have more time to be at home for their families.

5.2.5. Misuse of Paternal Leave

The findings suggest that there is a need for paternity leave but there are concerns about the use of the leave. It is suggested that paternity leave will be abused by fathers and it needs to be fair from the perspectives of both the employee and the employer. There need to be measures put in place that ensure fathers do not request paternity leave when they are not the biological, adoptive or social fathers of the child. This is a concern that the participants shared in study, that abusing paternity leave is something that policy makers need to be aware of when introducing this benefit in South Africa. Just like any other employee benefit or leave has measures in place to allow for the access, control and protection of that benefit of leave so it needs to be with paternity leave. Policy makers need to be aware of the consequences of implementing paternity leave and how they should address the areas that can be open to abuse.

5.3.CONCLUSION

This study found that fathers are demanding paternity leave to be introduced in the workplace as a measure to support them to be more involved and present fathers. It has been found that

bonding is a critical aspect of the development of a child and to establishing a relationship with their new born children is critical for a secure attachment to develop with both parents. This becomes a challenge when fathers are only given three days to be present for their family because it was noted that things do not always go as planned. The provision of the leave should begin at ten days as a measure to working towards gender equality in the workplace. This will allow fathers to be more involved at home with their families and liberate them to assume roles as supportive partners. This will contribute to fathers being able to be more productive and motivated in their workplaces because it will decrease presentieesm. The implementation of the paternity leave benefit needs to be strongly monitored and policy makers need to ensure that the policy is not abused. Therefore, this study achieved its aims and voiced the needs of the fathers.

5.4. RECOMMENDATIONS

The recommendations arising from the study are as follows:

5.4.1. Policy

The recommendations made are based on the findings of the study. There is a need for policies to promote fatherhood and more specifically paternal involvement in young children's lives. By implementing interventions in the workplace such as offering paternity leave at an organizational level will result to into reverse gender equality in the workplace. More organisations need to be supportive of their male employees. By offering paternity leave this will send a strong message to fathers that their role in the family is just as important as the mother's role. Ten days of paternity leave will allow more men to be present during the first days of the child's birth and provide their partner with the necessary support.

5.4.2. Further Research

This study looked at the perceptions of fathers using a small sample; further research should be conducted with mothers to understand the roles of fathers from the mother's perspective. This will provide a holistic view of how paternity leave will contribute to supporting mothers during the postnatal period. Another potential area for further research is to look into the accessibility of paternity leave or maternity leave for same sexed fathers because there is an

indication that there is a challenge for them to access maternity or paternity leave in their organizations.

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APPENDIXES

Appendix A:

Company Consent A



South Africa

Jesuit Refugee Service South Africa
493 Marshall Street, Belgravia, 2094
P.O Box 753164, Garden View, JHB 2047
Tel: +27 (0)11 614 9380
Fax: +27 (0)11 614 9360
www.jrssaf.org
NPO 006-739

20 January 2017

Nkatane Tladi
Social Worker
M.A Student Occupational Social Work
University of the Witwatersrand,
Johannesburg

Dear Nkatane Tladi

PERMISSION TO CONDUCT RESEARCH

I am writing to give you permission to conduct your research as per your request you forwarded to South Africa Jesuit Refugee Service Country Director. You will be allowed to conduct your research on Wednesday, 25 January and Friday, 27 January 2017. All employed fathers who are willing to participate in your research will be made available as per their availability.

Please do not hesitate to contact me if you have any enquiries.

Yours sincerely,

D.W Mhlongo
Project Director/Senior Social Worker: JRS South Africa

Company Consent B

UNIVERSITY OF THE WITWATERSRAND, JOHANNESBURG

OFFICE OF THE DEPUTY REGISTRAR

12 January 2017

Ms NKatane Tladi
Student number 671307
School of Human and Community Development

TO WHOM IT MAY CONCERN

"The perceptions and experiences of employed men on paternity leave"

This letter serves to confirm that the above project has received permission to be conducted on University premises, and/or involving staff and/or students of the University as research participants. In undertaking this research, you agree to abide by all University regulations for conducting research on campus and to respect participants' rights to withdraw from participation at any time.

If you are conducting research on certain student cohorts, year groups or courses within specific Schools and within the teaching term, permission must be sought from Heads of School or individual academics.

Ethical clearance has been obtained.

Nicoleen Potgieter
Deputy Registrar

Company consent C

Authorisation : Research Student from wits : The perceptions and experiences of employed fathers on paternity leave
2 messages

Amanda Clark <AmandaCl@legal-aid.co.za> Mon, Feb 6, 2017 at 8:56 AM
To: "tladinkatane@gmail.com" <tladinkatane@gmail.com>
Cc: Tebogo Choane <TebogoC@legal-aid.co.za>, Dayalan Naidoo <DayalanN@legal-aid.co.za>

Dear Ms Katane

I hereby confirm that you are authorized to conduct the research entitled : "The perceptions and experiences of employed fathers on paternity leave" for the purposes of your Masters Degree finalisation at Wits University as envisaged in your proposal. This authorization is provided on condition that the research is purely for academic purposes and the final research report being made available to Legal Aid SA.

Kind Regards

AMANDA CLARK

HR EXECUTIVE

LEGAL AID SA

From: Nkatane Tladi [mailto:tladinkatane@gmail.com]
Sent: Tuesday, November 1, 2016 9:36 PM
To: Tebogo Choane
Subject: Research Student from wits

Dear Tebogo

I hope this mail finds you will.

I have attached my proposal to look at and the questions are at the end of the document. I have also attached another letter requesting permission to conduct research in the organisation. Please feel free to ask me any question(s) and I will answer to the best of my ability.

Thank you

--

Nkatane Tladi

Social worker

Appendix B: Ethical Clearance

SOCIAL WORK
THE SCHOOL OF HUMAN AND COMMUNITY DEVELOPMENT (SHCD)

DEPARTMENTAL HUMAN RESEARCH ETHICS COMMITTEE (SOCIAL WORK) CLEARANCE CERTIFICATE

PROTOCOL NUMBER: SW1/16/12/02

PROJECT TITLE: The perceptions and experiences of employed fathers on paternity leave.

RESEARCHER/S: Nkatane Tladi (671307)

SCHOOL/DEPARTMENT: Social Work

DATE CONSIDERED: 01/12/2016

DECISION OF THE COMMITTEE: APPROVED

EXPIRY DATE: 03 December 2018

DATE: 02 December 2016

CHAIRPERSON: Dr Francine Masson

Supervisor: Mrs B. Nkala-Dlamini

DECLARATION OF RESEARCHER(S)

To be completed in **DUPLICATE** and **ONE COPY** returned to the Administrative Assistant, Room 8, Department of Social Work, Umthombo Building Basement.

I/We fully understand the conditions under which I am/we are authorised to carry out the abovementioned research and I/we guarantee to ensure compliance with these conditions. Should any departure to be contemplated from the research procedure as approved I/we undertake to resubmit the protocol to the committee. **For Masters and PhD an annual progress report is required.**

SIGNATURE

01/01/2017
DATE

PLEASE QUOTE THE PROTOCOL NUMBER ON ALL ENQUIRIES

Appendix C: Participation Information Sheet



Private Bag 3, Wits, 2050 • Tel: 011 717 4472 • Fax: 011 717 4473 • E-mail: socialwork.SHCD@wits.ac.za

Title: **The perceptions and experiences of employed fathers on paternity leave**

Participation information sheet

Good day,

My name is Nkatane Tladi and I am a postgraduate student registered for the degree Master of Arts in Occupational Social Work at the University of the Witwatersrand. As part of the requirements for my degree, I am conducting research entitled '**the perceptions and experiences of employed fathers on paternity leave'**. It is hoped that this information gathered will assist the researcher to understand the extent to which the men need paternity leave to support the work-family balance influence.

Therefore, I would like to invite you to participate in my study. Your participation is entirely voluntary and refusal to participate will not be held against you in any way. If you agree to take part, I shall arrange an interview with you at a time and place that is suitable for you. The interview will last approximately one hour. You may withdraw from the study at any time and you may also refuse to answer any questions that you feel uncomfortable with answering.

With your permission, the interview will be tape-recorded. No one other than my supervisor will have access to the tapes. The tapes and interviews schedule will be kept for two years following any publications or for six years if no publications emanate from the study. Please

be assured that your name and personal details will be kept confidential and no identifying information will be included in the final research report.

Please feel free to ask any questions regarding the study. I shall answer them to the best of my ability. I may be contacted on 084 2888 475 or at tladinkatane@gmail.com, or my supervisor Busisiwe Nkala-Dlamini on tel no 27 (11) 717 4483 or at busisiwe.nkala-dlamini@wits.ac.za. Should you wish to receive a summary of the results of the study; an abstract will be available on request.

Thank you for taking time to consider participating in the study

Yours sincerely

Nkatane Tladi

Appendix D: Consent form

Title of research: The perceptions and experiences of employed fathers on paternity leave.

Consent form for participation in the study

I hereby consent to participate in the research project. The purpose and procedures of the study have been explained to me. I understand that my participation is voluntary and that I may refuse to answer any particular question or with draw from the study at any time without any negative consequences. I understand that my response will be kept confidential and there will be no rewards for participating in the study.

Name of participant:…….....

Date:……..

Signature:…….…..

Name of researcher:…….…..

Signature of researcher:……

Date:…….…..

Consent form for Audio-taping of the interview

I hereby consent to tape-recording of the interview. I understand that my confidentiality will be maintained at all times and that the tape will be destroyed two years after publication arising from the study or six years after completion of the study if there are no publication.

Name of participant:…….....

Date:……..

Signature:…….…..

Name of researcher:…….…..

Signature of researcher:……

Date:…….

Appendix E: Research Instrumentation

Title of research: The perceptions and experiences of employed fathers on paternity leave.

Interview Schedule

Profile of participants

Age	
Race	
Highest level of education	
Employment sector	
Number of children	
Residing with child	
Residing without child	

1. What does it mean to you to be a father?
2. How would you describe yourself as a father?
3. Can you share your experiences of being a father?
4. What are/were the challenges that you have encountered after the birth of your child as a new born?
5. What is your understanding of paternity leave?
6. What are your experiences with regard to paternity leave in your workplace?
7. If you had paternity leave how did you use it?

   -if you were to be given paternity leave how would you use it.

   -If you never had paternity leave has the birth of your child impacted on your work after the birth of the child.

8. Can you share how you contributed to the care of your child after the child during the early days they were born?

Appendix D: Plagiarism Report

Researchreportturnitin.docx

ORIGINALITY REPORT

8%	7%	2%	1%
SIMILARITY INDEX	INTERNET SOURCES	PUBLICATIONS	STUDENT PAPERS

PRIMARY SOURCES

1	uir.unisa.ac.za Internet Source	2%
2	media.proquest.com Internet Source	<1%
3	dspace.nwu.ac.za Internet Source	<1%
4	"Labour legislation and maternity leave.", Bizcommunity.com, May 18 2015 Issue Publication	<1%
5	kups.ub.uni-koeln.de Internet Source	<1%
6	Submitted to University of Stellenbosch, South Africa Student Paper	<1%
7	www.werksmans.com Internet Source	<1%
8	www.thefreelibrary.com Internet Source	<1%
9	Submitted to North West University Student Paper	<1%