

Introduce 7 Days of Paternity Leave in the Private Sector

1. Background

- The government has proposed amending the **Employment Act 1955** to introduce 3 days of paid paternity leave in the private sector (currently there is none).
- **We should introduce at least 7 days of paternity leave in the private sector, similar to what fathers in the public sector currently enjoy.**

2. Paternity leave benefits fathers, mothers, and children

- Paternity leave will enable fathers to play an active role during childbirth, bond with their newborn, and support their wife.
- Various studies show that **children with involved fathers have better social, emotional, and cognitive development, and perform better in school.**¹

3. Paternity leave has economic benefits

- Introducing paternity leave sends the message that caregiving is a shared responsibility, and such changes in social norms would **help women stay in the workforce.**
- It is estimated that **2,563,800 women in Malaysia were not working due to “housework or family responsibilities”** – compared to just 69,800 men.²
- Malaysia's female labour force participation is only at 55.7 % — one of the lowest in South East Asia — compared to 80.9 % for that of men.³
- It is estimated that **if Malaysia were to eliminate the gender gap in labour force participation, income per capita could increase by 16 %.**⁴
- Paternity leave has also been found **to reduce the gender wage gap within households** through increasing mothers' wages.⁵



4. Many countries have paternity leave

- According to a 2014 ILO report, **79 out of 167 countries have laws that provide for paternity leave.**⁶
- Singapore has 14 days of paternity leave; Myanmar, 15 days; and the Philippines, between 7 to 14 days.

Sign our #7DaysForDads petition: bit.ly/rights4parents



References

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