

An Investigation into the Perceptions and Attitudes Pertaining to the Uptake of Paternity Leave in the United Arab Emirates

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This paper investigates how management attitudes within companies influence the uptake of Paternity Leave (PL) and the request for flexible working arrangements among men, contributing to family care. It explores the flexibility stigma and gender stereotypes that act as barriers to men taking PL, referencing global examples to underscore the relevance of incentivized leaves and supportive leadership. The study focuses on balancing work-life responsibilities and challenges the notion that effective fatherhood equates to financial provision alone. It also examines the phenomenon of pluralistic ignorance, where men's perceptions of colleagues' attitudes impact their decisions about PL.