

Thirty Successful Experiences of Redistribution, Reduction,
Recognition, Remuneration and Representation in Care Work

Private Initiative
**Extension of paternity
leave in Curaçao**



Private Initiative

Extension of paternity leave in Curaçao

Country and/or location of implementation: Willemstad, Curaçao (English-speaking Caribbean)

Instances and/or legal framework responsible for its implementation: Flow and United Telecommunication Services, Liberty Latin America, a private sector company

Specific issue covered and beneficiaries of the action or policy

In Curaçao, fathers have only five days of paternity leave, while mothers enjoy up to 14 weeks of maternity leave. This disproportionate allocation of paid care time between mothers and fathers surrounding the arrival of new children contributes to crystallizing the gender roles associated with those who must remain in the domestic space performing care tasks (mothers) and those who must return almost immediately to the world of paid work (fathers). In 2019, the telecommunications provider in Curaçao, *Flow and United Telecommunication Services*, extended family leave for their full-time staff. Their female employees can benefit from a paid maternity leave of 16 weeks and their male employees from a paid paternity leave of eight weeks. This implies an increase of almost 1000% in the time allocated for paternity leave.

The parent company behind *Flow and United Telecommunication Services* is Liberty Latin America, a communications company with operations in Chile, Puerto Rico, the Caribbean, and other parts of the region. On its website, under “organizational culture”, the company states it has employee-friendly policies to enable employees to reconcile work and family responsibilities. In that sense, it has a global parental leave policy for all its employees, no matter where they are located in the region in which this company operates (Liberty Latin America, n.d.).

These family parental leave provisions are an example of how the company is taking concrete and specific actions, beyond the regulatory provisions in force in Curaçao, to contribute to transforming the family organization of early childhood care for all its personnel. The company, through its human resources director, explains that this is in recognition of the fact that family dynamics and structures have changed. It also mentions that this new policy reflects its commitment to a culture of diversity and inclusion and that it

puts its employees at the center of the organization's success. They further express great pride in implementing a family policy which they describe as innovative and progressive (United Telecommunication Services, 2019).

Results expected from and obtained with the action or policy

Since this is an internal company provision, it applies to all employees regardless of the country in which they operate. These are maternity and paternity leave provisions that exceed national regulations. The expected results, based on the company's statements and the information available on its website, are employees who feel at the center of the organization and will be able to better reconcile their work tasks with their family responsibilities of care and upbringing.

Obstacles and challenges in the implementation of these policies and actions

Being an internal implementation policy and unilaterally applied by the company, the obstacle and challenge is that it is upheld, since its implementation depends entirely on the current directive, except when it is mandatory according to any of the company's regulations.

Justification of compliance with the inclusion criteria

This is an innovative policy within the private sector that seeks to recognize, redistribute, and remunerate the care work performed by both mothers and fathers employed by this company. It should be noted that the cost of this leave—of a longer duration than that established in the regulations of the country in question—is assumed by the company, thus guaranteeing labor rights and decent conditions for caregiving without giving up employment. By doing so—not only for mothers but for fathers too—this policy redistributes in a fairer and more balanced way—even when the duration of paternity leave is not of the same length as maternity leave—the work of caring for and raising children between men and women.

For more information, visit lla.com/people#diversity