

Father Involvement

Good for Kids . . . Good for Your Bottom Line

Is a man who spends most of his time and energy on his children also an effective employee?

Definitely.

Involved fathers make better employees and better employees make a company more productive and successful.

Consider these facts:

- fathers who are more involved with their children show a stronger commitment and dedication to the workforce out of a greater desire to provide for their children (Snarey 1993)
- fatherhood encourages men to be more serious about their work productivity (Coltrane, 1995; Eggebean and Knoester, 2001, Gutman, 1994)
- men who are involved father during early adulthood turn out to be good spouses, workers, and citizens in midlife (Snarey, 1993)
- high levels of father involvement have a positive impact on occupational mobility, work success, and guiding the next generation (Snarey, 1993; Hawkins, Christiansen, Sargent, & Hill, 1993)
- men's emotional involvement with their children acts as a buffer against work related stresses (Barnett, Marshall, & Pleck, 1992b)
- there is a positive relationship between fathers' involvement with their families and their hours of work and earning (Lerman & Sorenson, 2001)
- men who occupy many roles such as husbands, employees, and fathers reported higher well-being and lower distress (Barnett, 1997) and are more mentally healthy (Westermeyer, 1998)
- flex-time and pro-family corporate practices are associated with more father involvement (Pleck, 1997)



Involved Fathers

- Play** with their children's best interests in mind and enjoy being with them
- Learn** and are engaged in their children's academic and social life
- Provide** all the necessities of life – shelter, food, emotional stability, etc.
- Connect** from the beginning and do all they can to keep that connection
- Respect** and value the role moms and others have in their children's lives



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Consider your corporate practices and policies in light of the needs of father and families.

Here are ways to encourage greater father involvement and an optimal work/family balance for men:

- family responsibility leave
- supportive supervisors and co-workers
- work time flexibility
- work-place flexibility
- flexible implementation of corporate policies at the local level
- contact CFII for a father-friendly check-up of your workplace

And not only will companies who support men in their roles as father be better off, the children these men raise will become more responsible, effective workers themselves when they move into the workforce.

Involved fathers make better employees and involved fathers significantly impact the future workforce.

Remember . . . a father who is better able to balance work and family is a more productive employee.

And that is good for your bottom line . . .



Want more information?

For more on the impact an involved father has on children, on mothers, and on the community, please see:

*The Effects of Father Involvement:
An Updated Research Summary of
Evidence*

by Sarah Allen and Kerry Daly,
2007, available at www.cfii.ca.

Ways to Support CFII:

- fund projects or programs connected with CFII
- fund positions that would support CFII's work
- sponsor and/or promote events
- display father involvement posters
- host a lunch and learn on fathering

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