

Première partie de l'épreuve**Gender equality is not a 'women's issue' – it's good for men too**

Men have always played critical roles in the women's movement. Male allies have long supported the struggle for gender equality. And today there are plenty of men who are proud feminists – just ask Andy Murray, who hired and championed a female coach, Amélie Mauresmo. But there is still a long way to go, and we'll only get there by drawing
5 more men into the conversation.

Despite all the progress made, men still dominate positions of power. And, as a string of recent harassment scandals has shown, the behaviour of some men has had profound effects on women's careers, their success and their lives. The good news is that many men are acknowledging the importance of playing their part to make gender equality a
10 reality.

A new study by Ipsos Mori, in collaboration with the Global Institute for Women's Leadership at King's College London (of which I am the chair) and International Women's Day, has found that while a third of British men think they are being expected to do too much to support women's equality, far more – half – do not. In fact, three in
15 five men in Britain agree that gender equality won't be achieved unless they also take action to support women's rights.

Government policy needs to catch up with this new reality, and the evidence is clear that, unless paternity leave is non-transferable and well paid, uptake will be low. Sweden and Norway show us that the introduction of the "daddy quota" – the period of parental
20 leave reserved specifically for fathers – has a positive effect on male take-up of parental leave, and then on men's long-term involvement in household work and childcare. This reaps economic dividends, as women's talents are no longer lost to the labour force, and having an involved father has a positive effect on children's wellbeing.

Men want employers to do more. Globally, three-quarters (72%) agree that employers
25 should make it easier for men to combine childcare with work. We are seeing an increasing number of jobs that offer flexible working schemes to do just this, but too often they are targeted at women, and associated with being on the "mummy track". We need to tackle this flexibility stigma, and the most effective way to do so would be to encourage more men to take on part-time and flexible work.

- 30 Women gain from having flexible partners, too. A study of German couples found that having a partner who works flexibly boosted the wages of men and women, with the effect most pronounced for mothers. Conversely, women whose partners work very long hours are significantly more likely to quit the labour force – taking their talent and experience with them.

Adapted from www.theguardian.com, Friday 8 March 2019