

REVIEW

Legal acts in Brazil promoting men's parenthood: a documentary review

HIGHLIGHTS

1. Only 26 legal acts included provisions on men's parenthood.
2. Existing acts guarantee insufficient paternity leave for child care.
3. There is an absence of strategies for implementing these legal acts.
4. Policies that promote male parenthood are needed.

Gustavo Selenko de Aquino¹ 

Jéssica Batistela Vicente² 

Cristina Araújo Martins³ 

Gisele Weissheimer Kaufmann¹ 

Victoria Beatriz Trevisan Nóbrega Martins Ruthes⁴ 

Verônica de Azevedo Mazza¹ 

ABSTRACT

Objective: To identify and analyze Brazilian legal acts that promote men's parenthood.

Methods: This is a documentary review based on governmental websites and secondary manual searches of legal acts identified. Data were analyzed using thematic categorical analysis, with no temporal restriction. **Results:** A total of 26 legal acts were included, organized into two categories: actions for promoting and raising awareness of men's parenthood, and labor legislation and benefits related to men's parenthood. Brazilian legal acts show limited progress in promoting men's parenthood, particularly during the child's early years. Current policies guarantee insufficient paternity leave, preventing the strengthening of paternal presence in the provision of child care. **Conclusion:** This review highlights the need to strengthen and reformulate public policies that protect and promote men's parenthood, as well as to encourage changes in the practice of masculinity within communities.

DESCRIPTORS: Paternity; Parenting; Parent-Child Relations; Enacted Statutes; Legislation, Labor.

HOW TO REFERENCE THIS ARTICLE:

de Aquino GS, Vicente JB, Martins CA, Kaufmann GW, Ruthes VBTNM, Mazza VA. Legal acts in Brazil promoting men's parenthood: a documentary review. Cogitare Enferm [Internet]. 2025 [cited "insert year, month and day"];30:e98874en. Available from: <https://doi.org/10.1590/ce.v30i.98874en>

¹Universidade Federal do Paraná, Programa de Pós-Graduação em Enfermagem, Curitiba, Paraná, Brasil.

²Universidade Federal do Paraná, Coordenadoria de Atenção Integral à Saúde Estudantil, Curitiba, Paraná, Brasil.

³Universidade do Minho, Escola Superior de Enfermagem, Gualtar, Braga, Portugal.

⁴Universidade Federal do Paraná, Curitiba, Paraná, Brasil.

INTRODUCTION

Parenthood, or parental authority, refers to a set of interactions and practices that promote child care and overall development¹. In the paternal context, its exercise is influenced by gender identity, family structures, and the culture of early child care—traditionally associated with women, particularly due to breastfeeding².

Traditionally, men's role in child care has been associated with functions as caregiver, educator, and provider. However, these responsibilities are still mediated by social norms that restrict men's engagement in daily caregiving practices³. Paternal presence, especially during the child's early years, is recognized as a factor that fosters child development and gender equity within families⁴.

Public policies such as paternity leave and other forms of support have been implemented in several countries with the aim of ensuring equality and strengthening family bonds, aligned with the goals of the Sustainable Development Goals (SDGs)⁵⁻⁶. However, in the Americas - and particularly in Brazil - such policies remain incipient, with low effectiveness in expanding men's participation in child care⁷⁻⁸.

Studies show that men's parenting experiences are shaped by social class, race, and culture. Black fathers face stereotypes that hinder their participation in educational and domestic activities, while more acculturated Latino fathers demonstrate greater engagement in cognitive activities with their children. White middle-class men tend to be more involved in caregiving, particularly when aligned with ideals of changing gender roles⁸⁻¹⁰. In Brazil, fatherhood is still socially constructed along traditional lines, more strongly associated with provision than with direct care, which directly impacts men's parenthood.

Despite isolated advances, Brazil still lacks structured policies that promote men's parenthood. The promotion of men's involvement during early childhood depends on the existence of legal frameworks that guarantee both rights and responsibilities in the labor sphere and in health policies. Legal norms play a central role in promoting fatherhood, particularly regarding the exercise of shared parental responsibility in contemporary contexts. Although legislative advances have expanded men's participation in their children's lives, current legal norms continue to reproduce traditional models of gender identity, framing male caregiving as primarily linked to economic provision and authority¹¹.

Given this scenario, this study sought to answer the research question: "Which Brazilian legal acts promote men's parenthood?" The objective was to identify and analyze the Brazilian legal acts that promote men's parenthood.

METHODS

This was a documentary review¹² that included legal acts in force in Brazil at the national level and in two states from each geographic region, selected based on the lowest and highest Human Development Index (HDI) values for 2022. Legal acts from the Federal District, Mato Grosso, Ceará, Maranhão, Tocantins, Amapá, São Paulo, Rio de Janeiro, Santa Catarina, and Paraná were analyzed. Acts aimed at specific individuals (e.g., leave of absence for public servants), those of an exclusively financial or patrimonial nature, and those no longer in force were excluded.

The search was conducted in December 2024 on official government websites and was supplemented by secondary manual searches. The terms “paternidade” (fatherhood) and “parentalidade” (parenthood) were used as isolated keywords. Full-text reading of the documents allowed verification of legal validity and definition of the final sample. For data extraction, an instrument was developed to identify the following items: scope (jurisdiction), year, general provisions, updates, and specific references to men’s parenthood. For organizational purposes, the acts were coded with the letters E (state-level) and F (federal).

Data analysis followed the steps of thematic categorical analysis proposed by Bardin¹³: (i) pre-analysis with floating reading of the material; (ii) exploration with coding and categorization; and (iii) interpretation through regrouping by similarity in electronic spreadsheets.

RESULTS

A total of 851 legal acts were initially identified in the legislative databases, of which only 26 were included in the final sample. The PRISMA flow diagram¹³ is presented in Figure 1.

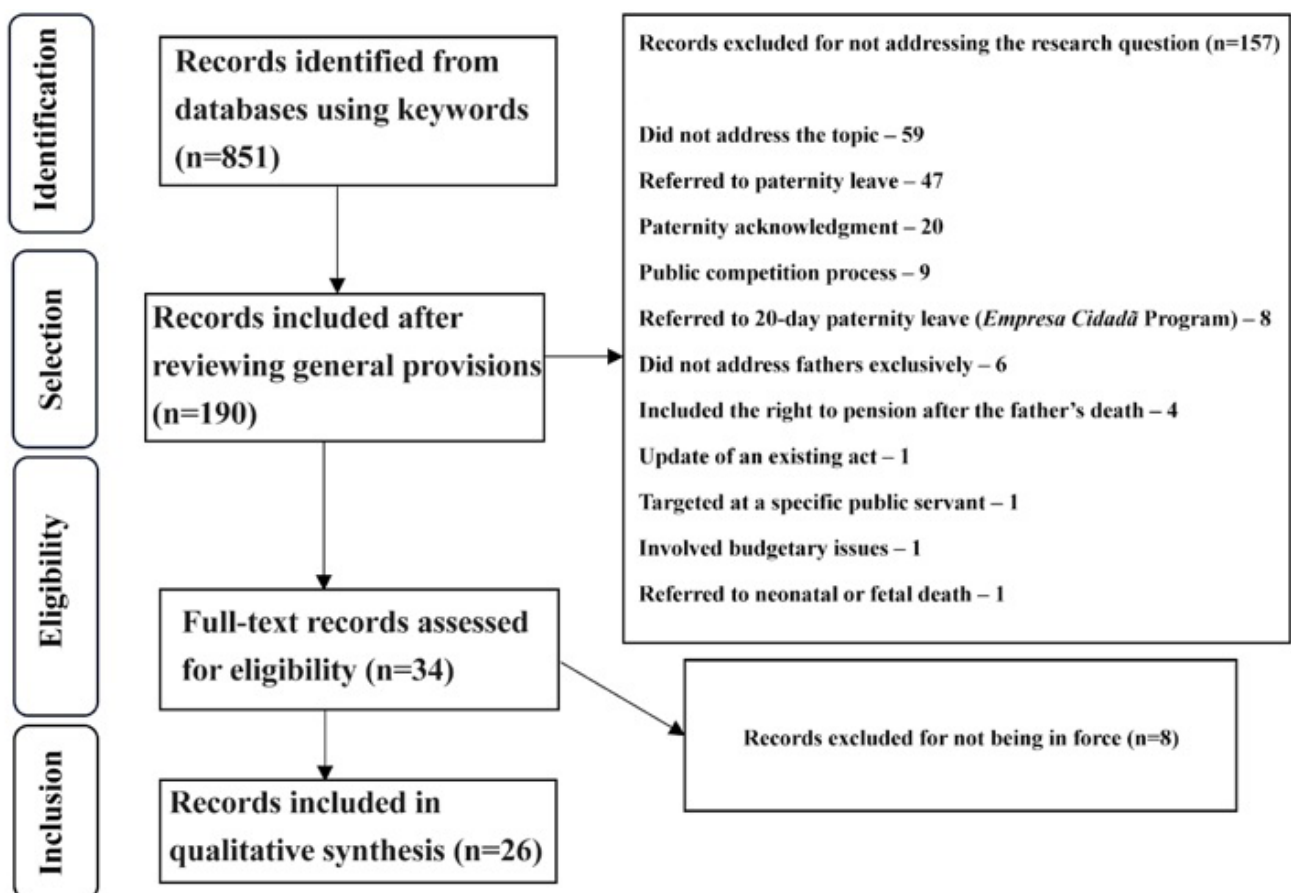


Figure 1. PRISMA flow diagram¹⁴. Curitiba, PR, Brazil, 2025

Source: Authors (2025).

This review included 26 legal acts from different jurisdictions: Brazil (n=6), Federal District (n=6), Mato Grosso (n=5), Ceará (n=2), São Paulo (n=3), Santa Catarina (n=2), Paraná (n=1), and Tocantins (n=1) (Chart 1).

Chart 1. Legal acts addressing men's parenthood (n=26). Curitiba, PR, Brazil, 2025

Code	Legal Act Identification	Jurisdiction
E1 ¹⁵	Law No. 13,996 of 2007	Ceará
E2 ¹⁶	Law No. 8,819 of 2008	Mato Grosso
E3 ¹⁷	Law No. 12,865 of 2008	São Paulo
E4 ¹⁸	Complementary Law No. 1,054 of 2008	São Paulo
E5 ¹⁹	Complementary Law No. 447 of 2009	Santa Catarina
E6 ²⁰	Complementary Law No. 475 of 2009	Santa Catarina
E7 ²¹	Complementary Law No. 416 of 2010	Mato Grosso
E8 ²²	Law No. 2,578 of 2012	Tocantins
E9 ²³	Decree No. 35,991 of 2014	Federal District
E10 ²⁴	Complementary Law No. 555 of 2014	Mato Grosso
E11 ²⁵	Decree No. 37,669 of 2016	Federal District
E12 ²⁶	Resolution No. 298 of 2016	Federal District
E13 ²⁷	Complementary Law No. 608 of 2018	Mato Grosso
E14 ²⁸	Decree No. 40,208 of 2019	Federal District
E15 ²⁹	Law No. 7,006 of 2021	Federal District
E16 ³⁰	Law No. 17,347 of 2021	São Paulo
E17 ³¹	Ordinance No. 96 of 2022	Federal District
E18 ³²	Law No. 11,774 of 2022	Mato Grosso
E19 ³³	Law No. 18,332 of 2023	Ceará
E20 ³⁴	Law No. 21,536 of 2023	Paraná
F1 ³⁵	Decree No. 5,452 of 1943	Brazil
F2 ³⁶	Law No. 11,770 of 2008	Brazil
F3 ³⁷	Decree No. 7,037 of 2009	Brazil
F4 ³⁸	Law No. 13,257 of 2016	Brazil
F5 ³⁹	Decree No. 10,854 of 2021	Brazil
F6 ⁴⁰	Law No. 14,623 of 2023	Brazil

Source: Authors (2025).

Among the legal acts, one³⁵ was updated, with the purpose of revising the laws governing formal employment in Brazil through the Consolidation of Labor Laws (CLT), under Law No. 13.467, of July 13, 2017.

After data analysis, the following categories were identified: Actions to promote and raise awareness of men's parenthood and Labor legislation and benefits aimed at men's parenthood.

Actions to Promote and Raise Awareness of Men's Parenthood

Legal acts have demonstrated limited progress in promoting men's parenthood. The integration of public policies remains a key point, as indicated by the establishment of governmental programs on parenthood, which should be interdisciplinary and involve the areas of health, education, social assistance, and human rights. However, no methods for implementation or evaluation of the proposed actions have been observed. Such mechanisms are essential to ensure a comprehensive approach to child development³⁸.

In the health sector, legal acts suggest the implementation of prenatal services directed toward men, promoting both self-care and men's parenthood²³. In parallel, the right of women to be accompanied by their partner/father during prenatal consultations is guaranteed, underscoring the need to involve men from the earliest stages of pregnancy²⁹.

For adolescents, access to services and information regarding their sexual and reproductive rights is emphasized, including awareness of reproductive health, responsible sexual practices, and the promotion of parenthood¹⁶.

Commemorative dates highlight specific groups of fathers. One act³⁴ proposes a State Week for the Parenthood of Atypical Children, celebrated in the third week of May. This week is dedicated to fathers of children with special health needs, serving as an initiative to generate debate and discussion regarding public policies aimed at this population, with an emphasis on issues such as mental health and accessibility.

The National Day of Awareness of Men's Parenthood is celebrated on August 14⁴⁰. Similarly, the states of Ceará and São Paulo have established Fatherhood Day in their official calendars, observed on the first Sunday of August^{15,17}.

Regarding the visibility of men's parenthood, legal provisions emphasize paternal responsibilities both at the individual level and within the broader societal context³¹. The central idea is that, upon deciding to bring a new life into the world, fathers must prioritize the physical, psychological, and spiritual well-being of their children³¹. In this respect, two acts^{30,32} highlight the need for fathers to be actively engaged in all stages of reproduction, reinforcing the importance of their active and responsible presence throughout the gestational process.

Labor Legislation and Benefits Related to Men's Parenthood

Brazilian legislation demonstrates that current policies grant insufficient paternity leave, limiting fathers' ability to play an active role in caring for their children, particularly during the earliest stages of life. The first measure was the implementation of a five-day paternity leave, established by the Consolidação das Leis do Trabalho (CLT, Consolidation of Labor Laws)³⁵, granted to all formally employed fathers. To date, no further expansion has occurred. Among the modifications to the CLT in 2017, the only relevant change was the inclusion of the Empresa Cidadã (Citizen Company) Program³⁶. This initiative allowed the extension of paternity leave from 15 to 20 days for state public servants and for employees of companies that joined the Program.

To qualify for this benefit, men must demonstrate participation in a parenthood promotion program. This law was subsequently amended³⁹, establishing that employees on extended paternity leave are prohibited from engaging in remunerated activities, except in cases of simultaneous employment contracts.

Awareness regarding gender equity in the workplace is also a crucial issue. Policies must include flexible work arrangements, differentiated parental leaves, and, most importantly, actions that promote responsible and active male participation³³. Ensuring decent work conditions, as well as a safe and equitable work environment for both men and women, is essential³⁷.

At the state level, fathers' rights have been expanded and adapted to local realities. In the Federal District,^{25,28} paternity leave was extended by 23 days for civil servants, with immediate initiation following the first five days of leave. Regarding adoption, an additional seven consecutive days of leave were granted²⁸. For military personnel, paternity leave was extended from seven to 30 days²⁶.

In the state of Mato Grosso, civil servants are entitled to eight days of paternity leave²¹. In the State Public Defender's Office, however, 20 days of leave are granted from the birth of a child²⁷. In addition, depending on the age of the adopted child, public defenders may receive different leave durations ranging from 30 to 180 days²⁷. In this state, military personnel are entitled to 10 days of leave after the birth or adoption of a child²⁴.

In Santa Catarina, civil servants are entitled to up to 15 days of leave in cases of childbirth¹⁹. Military personnel may also take up to 15 days of leave following childbirth. In cases of maternal death or abandonment, they are entitled to the full duration of maternity leave²⁰.

In São Paulo, civil servants are entitled to paternity leave ranging from five to 180 days in cases of adoption or judicial custody¹⁸. Finally, in the state of Tocantins, military personnel are granted eight days of leave in cases of childbirth, paternity recognition, or adoption²².

DISCUSSION

This study mapped Brazilian legal acts promoting men's parenthood, which overall have shown little progress, particularly concerning the early stages of child development. The acts do not provide mechanisms for the implementation or measurement of proposed actions, nor do they include government initiatives aimed at increasing visibility and encouraging paternal involvement.

With the exception of the Consolidation of Labor Laws (CLT)³⁵, enacted in 1943 and updated in 2017, all included acts were promulgated after 2007^{15-34,36-40}, indicating a recent movement in the development of public policies in Brazil.

Promotion and awareness actions for men's parenthood were identified through policies in the fields of health, education, social assistance, human rights, and commemorative dates. Comprehensive child care is a recurring theme³⁸, highlighting the intersectoral approach necessary for effective public policy implementation. Despite being a constitutionally protected topic, it remains underexplored in other domains⁴¹.

A network-based approach promotes the articulation and integration of child-focused policies, strengthening intersectorality. Social policies extend beyond mere provision of subsistence, representing a guarantee of promotion and holistic development. Under these conditions, intersectorality is considered a new management paradigm to optimize knowledge and relationships toward common goals⁴¹.

While intersectorality can reduce policy fragmentation, it still requires overcoming subordination practices and promoting cultural change to ensure equitable and effective public governance⁴¹. In this regard, legal acts^{23,29}, emphasize strengthening partner-inclusive prenatal care as a key strategy for promoting men's parenthood.

Another relevant strategy is the establishment of the National Policy for Comprehensive Men's Health Care, created by the Ministry of Health in 2008⁴², aimed at improving health conditions for the male population in Brazil. Among its priority axes is Fatherhood and Care, designed to promote men's roles as present and caregiving fathers, including during prenatal care and childbirth.

Despite this policy⁴² men's participation during prenatal visits often remains passive. Men are usually limited to the role of companions, without opportunities to express their own health needs or to be engaged in care practices⁴³. men's participation during prenatal visits often remains passive. Men are usually limited to the role of companions, without opportunities to express their own health needs or to be engaged in care practices. Addressing men's passive participation requires professional approaches such as offering accessible hours, creating welcoming environments, and encouraging involvement in family planning⁴³. Understanding men's experiences and needs must be integrated into health actions to foster a more inclusive approach to parenthood.

In nursing, it is essential to consider family dynamics in care planning, focusing on role adaptation and emotional support strategies for fathers. Family-based interventions, combined with home visits, may enhance paternal involvement in daily childcare⁴⁴. However, the analyzed legal acts did not propose practical measures for promoting men's parenthood, restricting themselves to generic recognition of its benefits.

Thus, continuous professional education and opportunities for reflection on gender and parenthood are essential. Educational strategies targeting male engagement and sensitizing health professionals may support a more equitable transition to parenthood⁴⁵. Some acts³⁰⁻³², address this perspective, recommending men's inclusion in childcare and challenging traditional masculinity patterns.

Redefining men's roles requires breaking stereotypes, positioning support to pregnant women and fetuses as central to paternal identity. Beyond mobilizing reflections on family history, pregnancy promotes responsibility and psychological maturity⁴⁶. Nursing contributes to this process by establishing bonds from gestation onward, improving family access to services, and qualifying care through specialized training.

Nevertheless, several barriers hinder the promotion of fatherhood, including biomedical culture, family resistance to professional guidance, workforce shortages, work overload, and fragmented services⁴⁷. Overcoming these challenges requires cross-sectoral coordination and strengthening gender-sensitive policies.

Early stimulation of men's parenthood is crucial, beginning in adolescence¹⁶, alongside discussions of sexuality and gender relations. Evidence shows that support for young men in assuming parenthood influences autonomy, personal satisfaction, and well-being, particularly in decision-making and responsibility-taking⁴⁸.

This perspective aligns with the Sustainable Development Goals (SDGs) by integrating dimensions of health, equity, and social inclusion. Labor legislation and benefit-related acts supporting men's parenthood highlight educational campaigns, training programs, and workplace actions that ensure men's participation without jeopardizing their careers—recommended strategies for promoting parental equity⁴.

In terms of visibility, several legal acts^{15,17,34,40} have established commemorative dates. However, when examining official communication channels, such as those of the Ministry of Health, little institutional mobilization is evident, undermining the potential impact of these dates.

Social representations of fatherhood have also shifted. In 2004, fatherhood was primarily associated with education and value transmission. By 2014, a more subjective dimension emerged, emphasizing introspection and emotional bonding⁴⁹. This change reflects an identity reconstruction of men's parenthood, perceived as an affective and transformative social process.

Nonetheless, current legislation only partially reflects these changes. The CLT³⁵ grants just five days of paternity leave, extended to 20 days for workers under the Empresa Cidadã Program³⁶. This period is deemed insufficient by 92% of Brazilians, who advocate for expansion to enable meaningful paternal involvement⁵⁰.

Furthermore, paternity leave remains embedded in a transitional constitutional provision, without a consolidated regulatory framework⁵¹. A bill under discussion since 2023 proposes merging maternity and paternity leave into a 120-day parental leave to be shared between parents according to their needs.

Parental leave, defined as paid leave from professional activities after the birth or adoption of a child, is already regulated in some Brazilian states¹⁸⁻²⁰, especially in adoption or maternal absence contexts. In OECD countries, this measure has helped reduce gender inequalities and strengthen family bonds⁷. However, few countries grant men more than three weeks of leave, reflecting enduring cultural and institutional barriers.

In the United States, unequal access to paid parental leave is associated with stress, mood disorders, and weakened parent-child bonding⁵². In the United Kingdom, the implementation of shared leave has proven insufficient to reduce disparities, requiring additional incentives, such as tax benefits and extended leave for families sharing childcare⁵³⁻⁵⁴.

This study did not analyze all Brazilian states or their capitals. As emphasized by the Early Childhood Policy, municipalities are responsible for creating local action plans, and some legal acts may be limited to municipal jurisdictions. Another limitation is the lack of a national database compiling all legal acts, which could consolidate state actions across all levels. Such an initiative is essential to strengthen legislative transparency and ensure public access to social rights.

CONCLUSIONS

Men's parenthood remains incipient in Brazilian legal acts, characterized by cultural and social limitations that result in low effectiveness and highlight the need to expand participation in childcare. The findings of this review indicate that existing acts are concentrated in isolated initiatives, most notably paternity leave, whose duration remains insufficient to strengthen paternal presence during the child's early years.

This study contributes by identifying and analyzing legal acts related to men's parenthood, showing that although there has been a recent movement in the development of regulations, significant gaps persist that restrict meaningful progress.

Therefore, strengthening and reformulating public policies is necessary to ensure more equitable rights and to expand paternal involvement in childcare and child development.

FUNDING

This study was supported by the Brazilian Federal Agency for Support and Evaluation of Graduate Education (CAPES) – Funding Code 001, and by the National Council for Scientific and Technological Development (CNPq) – Level 2.

REFERENCES

1. Altafim ERP, Souza M, Teixeira L, Brum D, Velho C. O cuidado integral e a parentalidade positiva na primeira infância [Internet]. Brasília, DF: Fundo das Nações Unidas para a Infância (UNICEF); 2023 [cited 2024 Jan 20]. 30 p. Available from: <https://www.unicef.org/brazil/media/23611/file/o-cuidado-integral-e-a-parentalidade-positiva-na-primeira-infancia.pdf>
2. Parenti MR, da Costa PJ, Abeche RPC. Função paterna e desenvolvimento infantil: o estado da arte. Col Hum [Internet]. 2017 [cited 2024 Jan 20];14:75-86. Available from: <https://journal.unoeste.br/index.php/ch/article/view/1500/1896>
3. Oliveira MAS, da Cruz MA, Estrela FM, da Silva AFS, de Magalhães JRF, Gomes NP, et al. Paternal role in family relations: an integrative review. Acta Paul Enferm [Internet]. 2022 [cited 2024 Jan 20];35:eAPE0306345. Available from: <http://dx.doi.org/10.37689/acta-ape/2022AO0306345>
4. Malta DC, dos Reis AAC, Jaime PC, Morais Neto OL, da Silva MMA, Akerman M Brazil's Unified Health System and the National Health Promotion Policy: prospects, results, progress and challenges in times of crisis. Ciênc Saúde Colet [Internet]. 2018 [cited 2024 Jan 20];23(6):1799-1809. Available from: <https://doi.org/10.1590/1413-81232018236.04782018>
5. Bilo C, Tebaldi R. Maternidad y paternidad en el lugar de trabajo en América Latina y el Caribe - políticas para la licencia de maternidad y paternidad y apoyo a la lactancia materna [Internet]. Ciudad de Panamá: Centro Internacional de Políticas para el Crecimiento Inclusivo y Fondo de las Naciones Unidas para la Infancia; [date unknown] [cited 2024 Mar 20]. 118 p. Available from: https://www.unicef.org/lac/media/13931/file/Maternidad_y_paternidad_en_el_lugar_de_trabajo_en_ALC.pdf
6. Organização Pan-Americana da Saúde (OPAS). Relatório final. 172ª Sessão do Comitê Executivo [Internet]. Washington: OPAS; 2023 [cited 2024 Mar 20]. 92 p. Available from: <https://www.paho.org/pt/documentos/ce172fr-relatorio-final>
7. Malamitsi-Puchner A, Addati L, Eydal GB, Briana DD, Bustreo F, Renzo GC, et al. Paid leave to support parenting - A neglected tool to improve societal well-being and prosperity. Acta Paediatr [Internet]. 2023 [cited 2024 Mar 20];112(10):2045-49. Available from: <https://doi.org/10.1111/apa.16929>
8. Volling BL, Palkovitz R. Fathering: new perspectives, paradigms, and possibilities. Psychol Men Masc [Internet]. 2021 [cited 2024 Mar 20];22(3):427-32. Available from: <https://doi.org/10.1037/men0000354>
9. Omidakhsh N, Sprague A, Heymann J. Dismantling restrictive gender norms: Can better designed paternal leave policies help? Anal Soc Issues Public Policy [Internet]. 2020 [cited 2024 Mar 20];20(1):382-96. Available from: <https://doi.org/10.1111/asap.12205>
10. Blum S, Dobrotić I, Kaufman G, Koslowski A, Moss P, editors. 19th International Review of Leave Policies and Related Research [Internet]. [place unknown]: International Network on Leave Policies and Research; 2023 [cited 2024 Mar 15]. 604 p. Available from: https://www.leavenetwork.org/fileadmin/user_upload/k_leavenetwork/annual_reviews/2023/Blum_etal_LPRN_full_report_2023.pdf

11. Kostulski CA, Arpini DM. Reflexões sobre a paternidade em diferentes contextos: uma revisão do estado da arte. *Interação Psicol* [Internet]. 2024 [cited 2025 Jun 18];28(2):194-200. Available from: <https://dx.doi.org/10.5380/riep.v28i2.86405>
12. Marconi MA, Lakatos EM. Metodologia do trabalho científico. São Paulo: Atlas; 2024. 239 p.
13. Bardin L. Análise de Conteúdo. Lisboa: Edições 70; 2015. 288 p.
14. Page MJ, McKenzie JE, Bossuyt PM, Boutron I, Hoffmann TC, Mulrow CD, et al. The PRISMA 2020 statement: an updated guideline for reporting systematic reviews. *BMJ* [Internet]. 2021 [cited 2024 Mai 20];372:n71. Available from: <https://doi.org/10.1136/bmj.n71>
15. Ceará. Lei nº 13.996, de 6 de novembro de 2007. Institui o Dia da Paternidade Responsável, a ser comemorado, anualmente, no primeiro domingo do mês de agosto [Internet]. Fortaleza, CE: Assembleia Legislativa do Estado do Ceará; 2007 [cited 2025 Jan 10]. Available from: <https://bela.ce.gov.br/index.php/legislacao-do-ceara/datas-comemorativas/item/4408-lei-n-13-996-de-06-11-07-d-o-de-14-11-07>
16. Mato Grosso. Lei nº 8.819, de 15 de janeiro de 2008. Institui o Estatuto da Juventude e dá outras providências [Internet]. Cuiabá, MT: Assembleia Legislativa do Estado do Mato Grosso; 2008 [cited 2025 Jan 10]. Available from: <https://leisestaduais.com.br/mt/lei-ordinaria-n-8819-2008-mato-grosso-institui-o-estatuto-da-juventude-e-da-outras-providencias>
17. São Paulo (Estado). Lei nº 12.865, de 27 de março de 2008: Institui o “Dia da Paternidade Responsável”, a ser comemorado, anualmente, no primeiro domingo de agosto [Internet]. São Paulo, SP: Assembleia Legislativa do Estado de São Paulo; 2008 [cited 2025 Jan 10]. Available from: <https://www.al.sp.gov.br/norma/76628>
18. São Paulo (Estado). Lei Complementar nº 1.054, de 7 de julho de 2008. Amplia os períodos da licença à gestante, da licença-paternidade e da licença por adoção [Internet]. São Paulo, SP: Assembleia Legislativa do Estado de São Paulo; 2008 [cited 2025 Jan 10]. Available from: <https://www.al.sp.gov.br/repositorio/legislacao/lei.complementar/2008/lei.complementar-1054-07.07.2008.html>
19. Santa Catarina. Lei Complementar nº 447, de 7 de julho de 2009. Dispõe sobre a ampliação da licença gestação para a servidora efetiva e da licença paternidade ao servidor efetivo, cria a licença parental e estabelece outras providências [Internet]. Florianópolis, SC: Assembleia Legislativa do Estado de Santa Catarina; 2009 [cited 2025 Jan 10]. 4 p. Available from: https://www.udesc.br/arquivos/faed/id_cpmenu/1598/licenca_gestacao_lei_complementar_447_2009_1565716005948_1598.pdf
20. Santa Catarina. Lei Complementar nº 475, de 22 de dezembro de 2009. Dispõe sobre a regulamentação da licença à maternidade e da licença à paternidade aos militares estaduais e estabelece outras providências [Internet]. Assembleia Legislativa do Estado de Santa Catarina; 2009 [cited 2025 Jan 10]. Available from: http://leis.alesc.sc.gov.br/html/2009/475_2009_Lei_complementar.html
21. Mato Grosso. Lei Complementar nº 416, de 22 de dezembro de 2010. Altera a Lei Complementar nº 27, de 19 de novembro de 1993, que institui a Lei Orgânica e o Estatuto do Ministério Público de Mato Grosso [Internet]. Cuiabá, MT: Assembleia Legislativa do Estado do Mato Grosso; 2010 [cited 2025 Jan 10]. Available from: <https://www.al.mt.gov.br/norma-juridica/urn:lex:br:mato.grosso:estadual:lei.complementar:2010-12-22:416/ficha-tecnica>
22. Tocantins. Lei nº 2.578, de 20 de abril de 2012. Dispõe sobre os direitos e obrigações dos policiais militares e bombeiro militares tocantinenses, e estabelece outras providências [Internet]. Palmas: Assembleia Legislativa do Estado do Tocantins; 2012 [cited 2025 Jan 10]. 50 p. Available from: https://asmir.org.br/wp-content/uploads/2020/06/Lei-2.578_2012.pdf
23. Distrito Federal (BR). Decreto nº 35.191, de 21 de fevereiro de 2014. Regulamenta a Lei nº 5.165, de 04 de setembro de 2013, que dispõe sobre os benefícios eventuais da Política de Assistência Social do Distrito Federal e dá outras providências [Internet]. Brasília, DF: Governo do Distrito Federal; 2014 [cited 2025 Jan 10]. Available from: https://www.sinj.df.gov.br/sinj/Norma/76276/Decreto_35191_21_02_2014.html
24. Mato Grosso. Lei Complementar nº 555, de 29 de dezembro de 2014. Dispõe sobre o Estatuto dos Militares do Estado de Mato Grosso [Internet]. Cuiabá, MT: Assembleia Legislativa do Estado

do Mato Grosso; 2014 [cited 2025 Jan 10]. Available from: <https://www.al.mt.gov.br/norma-juridica/urn:lex:br;mato.grosso:estadual:lei.complementar:2014-12-29;555>

25. Distrito Federal. Decreto nº 37.669, de setembro de 2016: Institui o Programa de Prorrogação da Licença-Paternidade para os servidores regidos pela Lei Complementar nº 840/2011 [Internet]. Brasília, DF: Governo do Distrito Federal; 2016 [cited 2025 Jan 10]. Available from: https://www.sinj.df.gov.br/sinj/Norma/31e950364a924f728e650c0ea5479a2b/Decreto_37669_29_09_2016.html

26. Tribunal de Contas Distrito Federal. Resolução nº 298 de 2016. Altera a Resolução nº 258/13, que dispõe sobre a concessão de licenças aos membros e servidores do Tribunal de Contas do Distrito Federal [Internet]. Brasília, DF: Tribunal de Contas Distrito Federal; 2016 [cited 2025 Jan 10]. Available from: https://www.sinj.df.gov.br/sinj/Norma/4aaeadcde29d43bb88ed747ae1728b8d/Resolu_o_298_27_10_2016.html

27. Mato Grosso. Lei Complementar nº 608, de 5 de dezembro de 2018. Altera dispositivos da Lei Complementar nº 146, de 29 de dezembro de 2003, que dispõe sobre a Lei Orgânica da Defensoria Pública do Estado de Mato Grosso e dá outras providências [Internet]. Cuiabá, MT: Assembleia Legislativa do Estado de Mato Grosso; 2018 [cited 2025 Jan 10]. Available from: <https://iframe.leisestaduais.com.br/mt/lei-complementar-n-608-2018-mato-grosso-altera-dispositivos-da-lei-complementar-no-146-de-29-de-dezembro-de-2003-que-dispoe-sobre-a-lei-organica-da-defensoria-publica-do-estado-de-mato-grosso-e-da-outras-providencias?origin=instituicao>

28. Distrito Federal. Decreto nº 40.208, de 30 de outubro de 2019. Regulamenta a Lei Complementar nº 952, de 16 de julho de 2019, a qual altera a Lei Complementar nº 840, de 23 de dezembro de 2011, e dá outras providências [Internet]. Brasília, DF: Governo do Distrito Federal; 2019 [cited 2025 Jan 10]. Available from: https://www.sinj.df.gov.br/sinj/Norma/c64fdbbb61ec4a1ea14e97287cac1f2d/Decreto_40208_30_10_2019.html

29. Distrito Federal. Lei nº 7.006, de 14 de dezembro de 2021. Institui a Política Distrital pela Primeira Infância [Internet]. Brasília, DF: Câmara Legislativa do Distrito Federal; 2021 [cited 2025 Jan 10]. Available from: https://www.sinj.df.gov.br/sinj/Norma/129b70abf41f4ac5ac7877e031b5baea/Lei_7006_2021.html

30. São Paulo (Estado). Lei nº 17.347, de 12 de março de 2021. Institui a Política Estadual pela Primeira Infância de São Paulo [Internet]. São Paulo, SP: Assembleia Legislativa do Estado de São Paulo; 2021 [cited 2025 Jan 10]. Available from: <https://www.al.sp.gov.br/repositorio/legislacao/lei/2021/lei-17347-12.03.2021.html#:~:text=Artigo%201%20%2D%20Esta%20Lei%20institui,pelo%20Estado%20de%20S%C3%A3o%20Paulo>

31. Distrito Federal. Portaria nº 96, de 18 de março de 2022. Aprova o regimento interno do berçário institucional [Internet]. Brasília, DF: Governo do Distrito Federal; 2022 [cited 2025 Jan 10]. Available from: https://www.sinj.df.gov.br/sinj/Norma/c1f314e111794fc89cb6889d3191ab9c/Portaria_96_18_03_2022.html

32. Mato Grosso. Lei nº 11.774, de 24 de maio de 2022. Institui a Política Estadual Integrada pela Primeira Infância do Estado de Mato Grosso [Internet]. Cuiabá, MT: Assembleia Legislativa do Estado de Mato Grosso. 2022 [cited 2025 Jan 10]. Available from: <https://www.al.mt.gov.br/norma-juridica/urn:lex:br;mato.grosso:estadual:lei.ordinaria:2022-05-24;11774>

33. Ceará. Lei nº 18.332, de 23 de março de 2023. Cria o selo equidade de gênero e inclusão no âmbito do Estado do Ceará [Internet]. Fortaleza, CE: Assembleia Legislativa do Estado do Ceará; 2023 [cited 2025 Jan 10]. Available from: <https://bela.al.ce.gov.br/index.php/legislacao-do-ceara/organizacao-tematica/direitos-humanos-e-cidadania/item/8291-lei-n-18-332-de-23-03-23-d-o-24-03-23>

34. Paraná. Lei nº 21.536, de 3 de julho de 2023. Institui a Semana Estadual da Maternidade e Paternidade Atípica e dá outras providências [Internet]. Curitiba, PR: Assembleia Legislativa do Estado do Paraná; 2023 [cited 2025 Jan 10]. Available from: <https://leisestaduais.com.br/pr/lei-ordinaria-n-21536-2023-parana>

35. Brasil. Decreto nº 5.452, de 1 de maio de 1943. Aprova a Consolidação das Leis do Trabalho - Retificado pelo Decreto-Lei nº 6.353, de 1944 e retificado pelo Decreto-Lei nº 9.797, de 1946 [Internet]. Brasília, DF: Governo Federal; [1943] [cited 2025 Jan 10]. Available from: https://www.planalto.gov.br/ccivil_03/decreto-lei/del5452.htm

36. Brasil. Lei nº 11.770, de 9 de setembro de 2008. Cria o Programa Empresa Cidadã, destinado à prorrogação da licença-maternidade mediante concessão de incentivo fiscal, e altera a Lei nº 8.212, de 24 de julho de 1991. Diário Oficial da União [Internet]. 2008 Aug 9 [cited 2025 Jan 10];145(172 Seção 1):1. Available from: https://www.planalto.gov.br/ccivil_03/_ato2007-2010/2008/lei/l11770.htm
37. Brasil. Decreto nº 7.037 de 2009. Aprova o Programa Nacional de Direitos Humanos - PNDH-3 e dá outras providências [Internet]. Brasília, DF: Ministério da Justiça; 2009 [cited 2025 Jan 10]. Available from: https://www.planalto.gov.br/ccivil_03/_ato2007-2010/2009/decreto/d7037.htm
38. Brasil. Lei nº 13.257, de 8 de março de 2016. Dispõe sobre as políticas públicas para a primeira infância e altera a Lei nº 8.069, de 13 de julho de 1990 (Estatuto da Criança e do Adolescente), o Decreto-Lei nº 3.689, de 3 de outubro de 1941 (Código de Processo Penal), a Consolidação das Leis do Trabalho (CLT), aprovada pelo Decreto-Lei nº 5.452, de 1º de maio de 1943, a Lei nº 11.770, de 9 de setembro de 2008, e a Lei nº 12.662, de 5 de junho de 2012. Diário Oficial da União [Internet]. 2016 Mar 9 [cited 2025 Jan 10];153(46 Seção 1):1-4. Available from: <https://pesquisa.in.gov.br/imprensa/jsp/visualiza/index.jsp?data=09/03/2016&jornal=1&pagina=1&totalArquivos=256>
39. Brasil. Decreto nº 10.854, de 10 de novembro de 2021. Regulamenta disposições relativas à legislação trabalhista e institui o Programa Permanente de Consolidação, Simplificação e Desburocratização de Normas Trabalhistas Infralegais e o Prêmio Nacional Trabalhista, e altera o Decreto nº 9.580, de 22 de novembro de 2018 [Internet]. Brasília, DF: Presidência da República; 2021 [cited 2025 Jan 10]. Available from: https://www.planalto.gov.br/ccivil_03/_ato2019-2022/2021/decreto/d10854.htm
40. Brasil. Lei nº 14.623, de 17 de julho de 2023. Institui o Dia Nacional de Conscientização sobre a Paternidade Responsável, a ser comemorado, anualmente, em 14 de agosto. Diário Oficial da União [Internet]. 2023 Jul 17 [cited 2025 Jan 10];161(134-A Seção 1):1. Available from: <https://pesquisa.in.gov.br/imprensa/jsp/visualiza/index.jsp?jornal=600&pagina=1&data=17/07/2023&totalArquivos=1>
41. do Carmo ME, Guizardi FL. Desafios da intersectorialidade nas políticas públicas de saúde e assistência social: uma revisão do estado da arte. *Physis* [Internet]. 2017 [cited 2024 Jun 12];27(4):1265-86. Available from: <https://doi.org/10.1590/S0103-73312017000400021>
42. Ministério da Saúde (BR). Política Nacional de Atenção Integral à Saúde do Homem - princípios e diretrizes [internet]. Brasília, DF: Ministério da Saúde; 2008 [cited 2025 Jun 18]. 40 p. Available from: https://bvsms.saude.gov.br/bvs/publicacoes/politica_nacional_atencao_saude_homem.pdf
43. Bueno AC, Gomes ENF, Souza AS, Silva JSLG, da Silva GSV, da Silva TASM. Ausência do homem no pré-natal da parceira e no pré-natal do pai. *Rev Pró-UniverSUS* [Internet] 2021 [cited 2024 Jun 12];12(2):39-46. Available from: <https://editora.univassouras.edu.br/index.php/RPU/article/view/2690#:~:text=Os%20estudos%20indicam%20a%20ausencia,não%20ocorre%20de%20maneira%20ativa>
44. Martins CA, de Abreu WJC, de Figueiredo MCB. Tornar-se pai ou mãe: o desenvolvimento do processo parental. *Front, J Soc, Technol Environ Sci (Anápolis)* [Internet]. 2017 [cited 2024 Jun 12];6(4):146-61. Available from: <https://repositorium.sdum.uminho.pt/handle/1822/49578>
45. Barratt M, Bail K, Lewis P, Paterson C. Nurse experiences of partnership nursing when caring for children with long-term conditions and their families: a qualitative systematic review. *J Clin Nurs* [Internet]. 2024 [cited 2024 Jun 12];33:932-50. Available from: <https://doi.org/10.1111/jocn.16924>
46. Silva C, Pinto C, Martins C. Transition to fatherhood in the prenatal period: a qualitative study. *Ciênc Saúde Colet* [Internet]. 2021 [cited 2024 Jun 24];26(2):465-74. Available from: <https://www.scielo.br/j/csc/a/cNfcnJXBhkm39yN7YxTMffd/?format=pdf&lang=en>
47. Reticena KO, Gomes MFP, Fracolli LA. Promotion of positive parenting: the perception of primary care nurses. *Tex Cont Enferm* [Internet]. 2022 [cited 2024 Jun 12];3:e20220203. Available from: <https://doi.org/10.1590/1980-265X-TCE-2022-0203en>
48. Cordero-López B, Calventus-Salvador J. Parentalidad y su efecto en la autodeterminación y el bienestar adolescente. *Rev Latinoam Cienc Soc Niñez Juv* [Internet]. 2022 [cited 2024 Jun 12];20(1):1-23. Available from: <https://www.redalyc.org/journal/773/77370641002/>

49. Visentin PM, Lhullier C. Representações sociais da paternidade: um estudo comparativo. *Fractal* [Internet]. 2019 [cited 2024 Jun 12];31(3):305-12. Available from: <https://doi.org/10.22409/1984-0292/v31i3/5640>
50. Desidério M. Entrei na rotina de pai, diz chefe da Amazon; 92% apoiam licença maior. *Uol* [Internet]. 2024 Nov 2 [cited 2025 Abr 29];Economia:[about 8 screens]. Available from: <https://economia.uol.com.br/noticias/redacao/2024/11/02/licenca-paternidade.htm?cmpid=copiaecola>
51. Fernandes FS, Sandalowski MC, Müller M. Licença paternidade no Brasil: entre o texto e a aplicação. *Rev Sul-Am Ciênc Pol* [Internet]. 2023 [cited 2024 Jun 12];9(2):1-20. Available from: <https://doi.org/10.15210/rsulacp.v9i2.25357>
52. Saxbe D, Rossin-Slater M, Goldenberg D. The transition to parenthood as a critical window for adult health. *Am Psychol* [Internet] 2018 [cited 2024 Jun 12];73(9):1190-200. Available from: <https://doi.org/10.1037/amp0000376>
53. Paiva L. Experiências de famílias com a política de licença parental compartilhada do Reino Unido. *Humanidades em Diálogo* [Internet] 2021 [cited 2024 Jun 12];10:163-76. Available from: <https://doi.org/10.11606/issn.1982-7547.hd.2021.159336>
54. European Union [Internet]. [Brussels, BE]: European Union; c2024 [cited 2024 Jun 12]. Leave and flexible working; [about 4 screens]. Available from: https://europa.eu/youreurope/business/human-resources/working-hours-holiday-leave/leave-flexible-working/index_pt.htm

Received: 11/03/2025

Approved: 29/08/2025

Associate editor: Dra. Luciana de Alcantara Nogueira

Corresponding author:

Gustavo Selenko de Aquino

Universidade Federal do Paraná

Av. Pref. Lothario Meissner, 632, Jardim Botânico, Curitiba, PR, Brasil.

E-mail: gustavodeaquino@gmail.com

Role of Authors:

Substantial contributions to the conception or design of the work; or the acquisition, analysis, or interpretation of data for the work - **de Aquino GS, Vicente JB, Mazza VA**. Drafting the work or revising it critically for important intellectual content - **de Aquino GS, Vicente JB, Martins CA, Kaufmann GW, Ruthes VBTNM, Mazza VA**. Agreement to be accountable for all aspects of the work in ensuring that questions related to the accuracy or integrity of any part of the work are appropriately investigated and resolved - **de Aquino GS, Vicente JB, Martins CA, Kaufmann GW, Ruthes VBTNM, Mazza VA**. All authors approved the final version of the text.

Conflicts of interest:

The authors have no conflicts of interest to declare.

Data availability:

The authors declare that all data are fully available within the article.

ISSN 2176-9133



This work is licensed under a [Creative Commons Attribution 4.0 International License](https://creativecommons.org/licenses/by/4.0/).