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2018

GLOBAL PARENTAL LEAVE

INDIVIDUAL MARKET SAMPLE

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INDIVIDUAL MARKET REPORTS ARE AVAILABLE FOR THE FOLLOWING MARKETS:

ARGENTINA	INDIA	SOUTH AFRICA
AUSTRALIA	INDONESIA	THAILAND
BRAZIL	JAPAN	UNITED ARAB EMIRATES
CANADA	MALAYSIA	UNITED KINGDOM
CHILE	MEXICO	UNITED STATES
CHINA	PHILIPPINES	
HONG KONG	SINGAPORE	

Note: A global findings report is also available. It includes data from additional markets and is not presented in this format.

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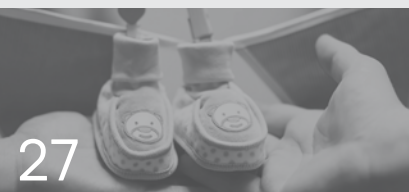
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HEALTH & BENEFITS



Car Benefit Policies Around the World



Car Benefit Policies — Global Industry Findings



Global Parental Leave



Global Parental Leave Industry Scorecard



LGBT Benefits Around The World



Severance Pay Policies Around the World



Severance Pay Policies Industry Scorecard



Vacation and Other Leave Policies Around the World



Vacation and Other Leave Industry Scorecard



Worldwide Benefit & Employment Guidelines

WORKFORCE & CAREERS



Global Compensation Planning Report



GCPR 20 Year Look Back



Global Pay Summary



International Geographic Salary Differentials



New Graduate Starting Salaries



Short-Term Incentives Around the World



STI Trends — A 10 Year Review



Workforce Turnover Around the World

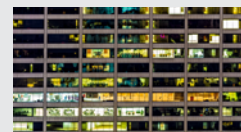
HANDBOOKS & GUIDES



Compensation Handbook



Global Mobility Handbook



HR Atlas



HR Guide to Doing Business



HR Management Terms

INTRODUCTION

In recent years, many governments around the world have implemented new legislation to establish or expand parental leave for workers. Historically, governments provided this statutory leave for mothers to care for their newborn child in the months following childbirth. But, over time, many countries have expanded this time off to include longer durations, part-time employees, fathers, and caregivers or parents.

In 2017, India increased paid maternity leave from 12 weeks to 26 weeks and introduced leave for adoptions. Canada has expanded their parental leave offering to allow workers the option of taking up to 12 or 18 months leave, with the same amount of pay spread over these time frames. Even more recently, New Zealand increased the paid portion of maternity leave from 18 weeks to 22 weeks.

In nations with already generous mandated leave, such as those in Western Europe, many companies simply rely on current laws and have not further expanded their paid-time off benefits. In countries with less prevalent, or even no, legal requirement for paid parental leave (such as the United States), many companies have filled the void with a limited number of weeks for mothers and fathers to care for newborn children.

Today, regardless of their country's legislated parental leave policies, companies are beginning to expand these offerings as parental leave benefits become a frontline tool in the battle to attract, develop, and retain the right talent. With benefits playing such a significant role in employees' choice of employer — along with changing demographics, social attitudes, and a push for greater gender equity — companies worldwide are making perhaps their biggest changes to parental leave policies since adopting these benefits.

REPORT STRUCTURE

This publication focuses on leave benefits provided to parents around the world. It includes information related to whether companies are providing the statutory minimums or going above and beyond to provide additional time off and/or pay to their employees, as well as information on support programs offered to help an employee prepare for an extended leave and then transition smoothly when they return from leave. The statutory leave requirements for each market are included, along with typical market practice.

The report includes the following sections:

OVERVIEW OF BENEFITS FOR PARENTS

This section highlights the types of leave that are commonly provided, along with information on other parent-related benefits such as fertility treatment, childcare assistance, and gift giving practices.

MATERNITY LEAVE

This section includes information on support programs provided to employees and their managers, how jobs are covered during an extended leave and whether policies differ for part-time employees.

PATERNITY LEAVE

This section includes information on support programs provided to fathers or secondary caregivers, whether companies are planning to increase the amount of leave they currently offer, and the percentage of employees who use their paid or unpaid paternity leave.

PARENTAL LEAVE

This section summarizes which employees are included in parental leave programs and whether companies supplement the statutory requirements by providing additional leave or pay.

ADOPTION LEAVE

This section focuses on benefits for adoptive parents, including whether those benefits are provided to same-sex couples, the types of assistance provided, and leave amounts according to the child's age at the time of adoption. Leave information is reported for both primary and secondary caregivers.

FAMILY CAREGIVER LEAVE

This section outlines the leave benefits available to employees who may need to care for a loved one who has been diagnosed with a serious medical condition. It includes the family members covered in the policy and whether the leave is provided as paid or unpaid leave.

STATUTORY REQUIREMENTS

This section provides details of any statutory requirements on maternity, paternity, or parental leave.

ABOUT THIS REPORT

This section delineates the methods used in the report and lists key definitions.

- ▶ **Methodology** includes data sources used to compile this report, leave time conversions, and other details on calculations and assumptions.
- ▶ **Glossary** provides definitions for many of the terms used throughout this report, as well as other HR-related terms.

READING THIS REPORT

The following pages provide tips and guidelines to help navigate the report content.

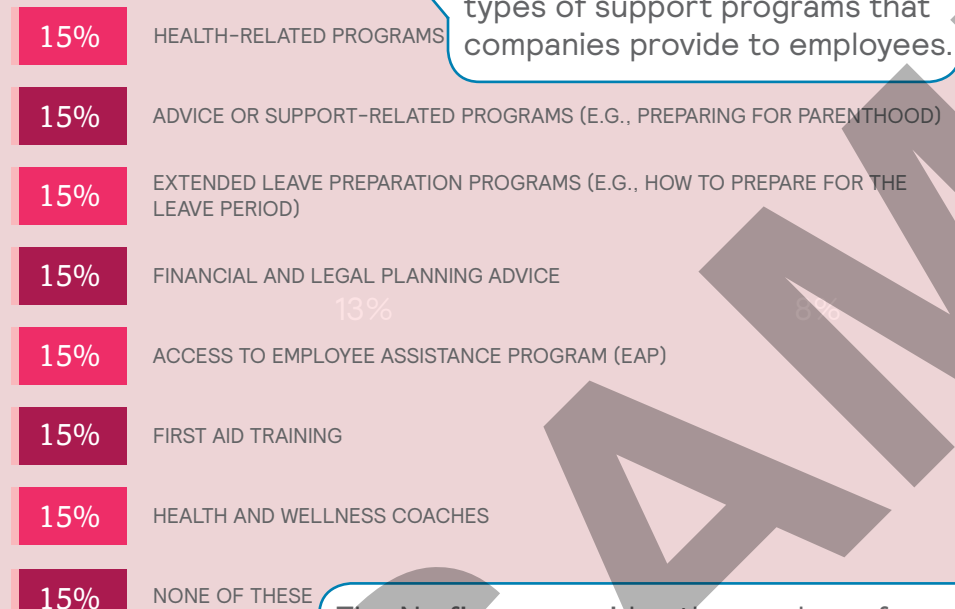
COUNTRY

MATERNITY LEAVE

All pages relating to maternity leave feature pink as an accent color.

PREPARING FOR LEAVE

WHICH OF THE FOLLOWING PROGRAMS ARE PROVIDED TO NEW OR RETURNING EMPLOYEES?



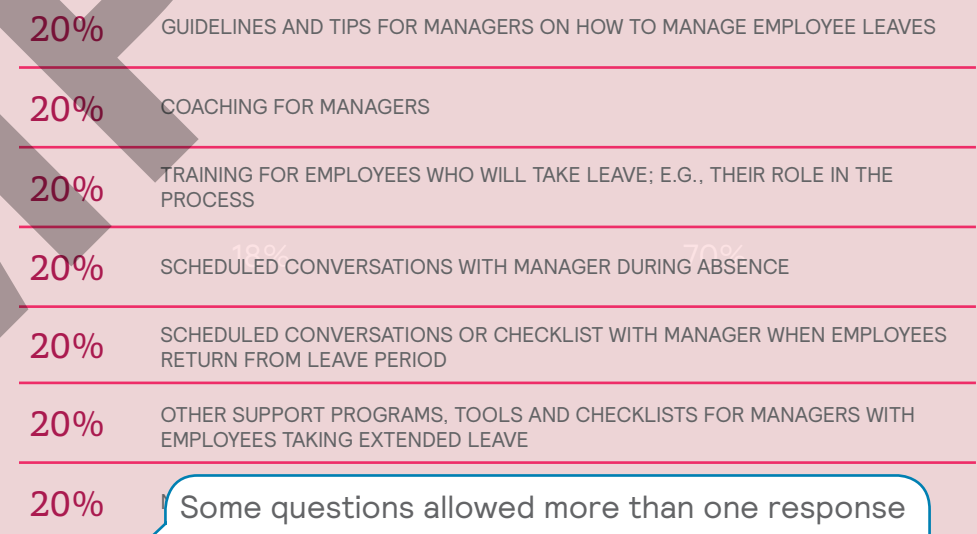
The information on 'Preparing for Leave' covers common types of support programs that companies provide to employees.

N=100

The N= figure provides the number of companies that responded to each question.

Note: More than one response was permitted; the sum may total more than 100%.

WHICH OF THE FOLLOWING PROGRAMS ARE PROVIDED TO HELP MANAGEMENT ACTIVELY MANAGE MATERNITY LEAVE PERIODS?



N=100

Some questions allowed more than one response from survey participants. The total percentage of these questions may be greater than 100%.

Note: More than one response was permitted; the sum may total more than 100%.

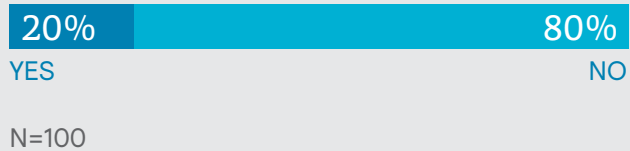
READING THIS REPORT

COUNTRY

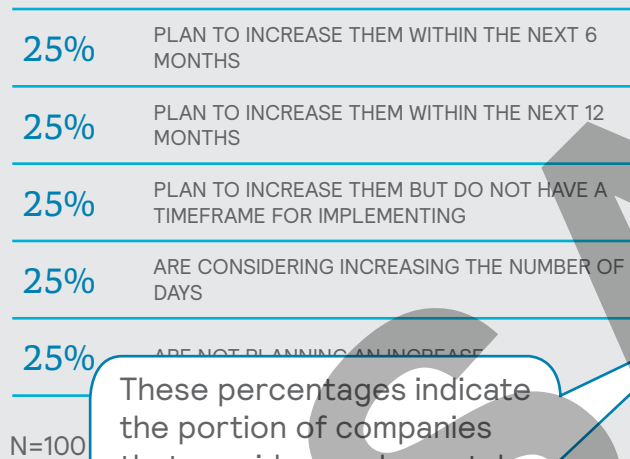
DURING LEAVE

The information on the 'During Leave' period primarily focuses on whether additional leave or pay is provided to the employee.

DO COMPANIES SUPPLEMENT STATUTORY REQUIREMENTS FOR THE LENGTH OF PATERNITY LEAVE?



ARE COMPANIES CONSIDERING INCREASING THE NUMBER OF SUPPLEMENTAL DAYS PROVIDED FOR PATERNITY LEAVE?



These percentages indicate the portion of companies that provide supplemental leave as paid or unpaid.

PATERNITY LEAVE

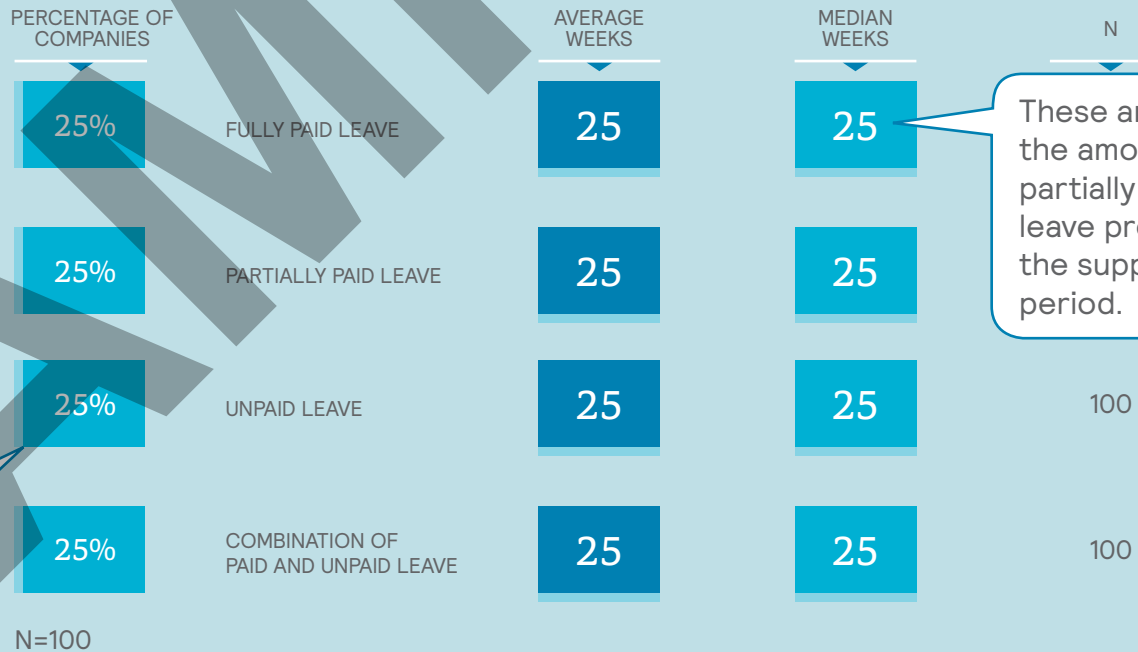
All pages relating to paternity leave feature blue as an accent color.

HOW MUCH SUPPLEMENTAL PATERNITY LEAVE IS PROVIDED?



This is the overall length of supplemental leave provided; the median and average amounts are provided.

IS THIS SUPPLEMENTAL LEAVE PROVIDED AS PAID OR UNPAID LEAVE?



These amounts indicate the amount of fully paid, partially paid and unpaid leave provided during the supplemental leave period.

READING THIS REPORT

COUNTRY

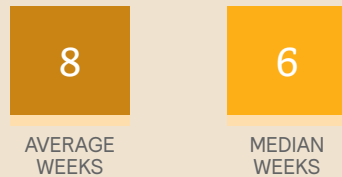
PAYMENTS DURING THE STATUTORY PORTION OF LEAVE

DO COMPANIES PROVIDE PAY IN EXCESS OF THE STATUTORY REQUIREMENTS?



FOR WHAT PORTION OF THE STATUTORY PARENTAL LEAVE PERIOD IS PAY PROVIDED IN EXCESS OF THE STATUTORY REQUIREMENTS?

FULL PAY (100% OF BASE SALARY)



N=100

PARTIAL PAY (LESS THAN 100% OF BASE SALARY)



N=100

PARENTAL LEAVE

All pages relating to parental leave feature yellow as an accent color.

Globally, less than half of companies provide parental leave that may be used by the birth mother or the birth father.

This content relates specifically to additional payments made to the employee during the statutory portion of leave.

The average and median number of weeks are provided based on whether the employee is receiving payments that are equal to their full salary, or payments that are less than their full, regular salary.

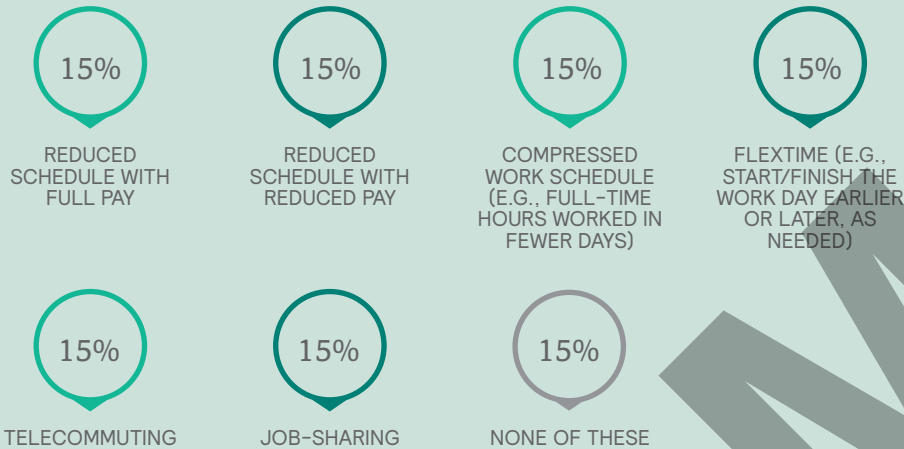
READING THIS REPORT

COUNTRY

RETURNING TO WORK

The 'Returning to Work' section includes information on the types of support and flexible working arrangements available to employees who have returned from an extended leave.

WHICH OF THE FOLLOWING TIME MANAGEMENT OPTIONS ARE OFFERED TO HELP PROVIDE SUPPORT TO NEW PARENTS RETURNING FROM ADOPTION LEAVE?



N=100

Note: More than one response was permitted; the sum may total more than 100%

Some questions allowed more than one response from survey participants. The total percentage of these questions may be greater than 100%.

ADOPTION LEAVE

All pages relating to adoption leave feature green as an accent color.

HOW MANY WEEKS CAN THE EMPLOYEE STAY ON A REDUCED SCHEDULE?

REDUCED SCHEDULE WITH FULL PAY

16%	16%	16%	16%	16%	16%
2 WEEKS OR LESS	MORE THAN 2 BUT LESS THAN 4 WEEKS	MORE THAN 4 BUT LESS THAN 6 WEEKS	MORE THAN 6 BUT LESS THAN 8 WEEKS	MORE THAN 8 WEEKS	NO TIME LIMIT

N=100

REDUCED SCHEDULE WITH REDUCED PAY

16%	16%	16%	16%	16%	16%
2 WEEKS OR LESS	MORE THAN 2 BUT LESS THAN 4 WEEKS	MORE THAN 4 BUT LESS THAN 6 WEEKS	MORE THAN 6 BUT LESS THAN 8 WEEKS	MORE THAN 8 WEEKS	NO TIME LIMIT

N=100

INTRODUCTION

COUNTRY

HOW MUCH FAMILY CAREGIVER LEAVE IS PROVIDED?

All pages relating to family caregiver leave feature blue as an accent color.

FAMILY CAREGIVER LEAVE

The paid portion of this leave can be relatively short so it is reported in workdays (based on a five day working week).

The unpaid portion of this leave can be long so it is reported in weeks.

This table provides the amount of leave companies grant, including any statutory leave amounts.

	PAID			UNPAID		
	AVERAGE	MEDIAN	N=	AVERAGE	MEDIAN	N=
	WORKDAYS			WEEKS		
	4	2	203	17	12	377
OPPOSITE-SEX DOMESTIC PARTNER	5	2	149	18	12	269
SAME-SEX SPOUSE	5	2	177	16	12	344
SAME-SEX DOMESTIC PARTNER	4	2	144	17	12	260
CHILDREN	4	2	206	16	12	381
PARENTS	5	2	190	16	12	370
PARENTS-IN-LAW	4	2	120	18	12	238
SIBLINGS	4	2	105	18	12	208

SAMPLE

COUNTRY

OVERVIEW OF BENEFITS FOR PARENTS

PROGRAM ELIGIBILITY

WHICH OF THESE PARENTAL-BASED LEAVE BENEFITS ARE PROVIDED TO EMPLOYEES?



N=100

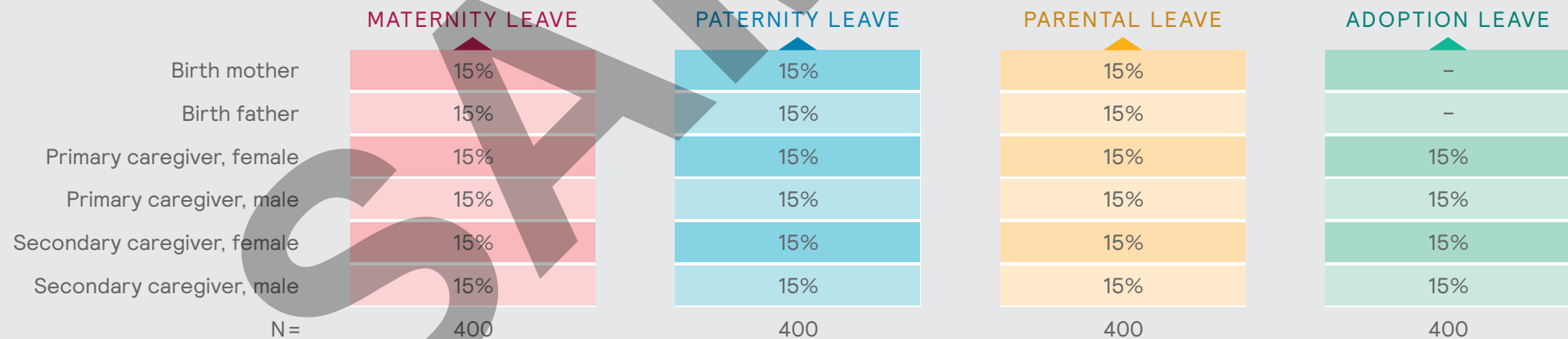
IS ADOPTION LEAVE COVERED IN ANY OF THESE LEAVE BENEFITS?



N=100

Note: More than one response was permitted; the sum may total more than 100%.

WHO IS ELIGIBLE TO PARTICIPATE IN EACH BENEFIT PROGRAM?

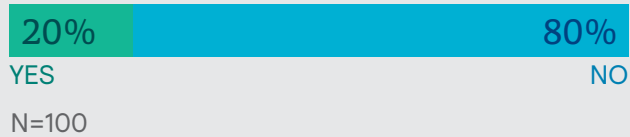


Note: More than one response was permitted; the sum may total more than 100%.

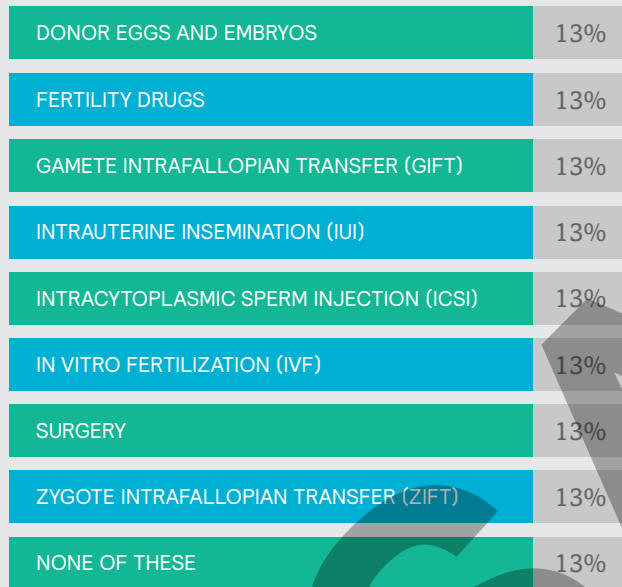
COUNTRY

FERTILITY TREATMENT

DO COMPANIES PROVIDE BENEFITS COVERAGE FOR ANY FERTILITY TREATMENTS?



WHICH FERTILITY TREATMENTS ARE COVERED IN BENEFITS PLANS?

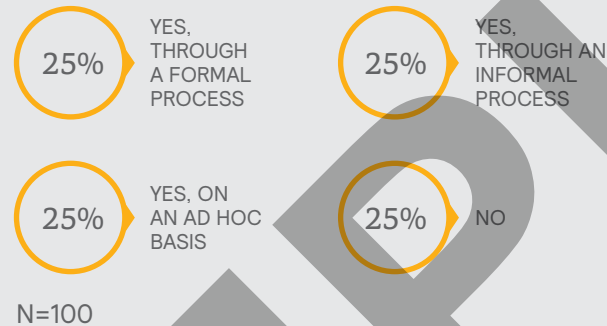


N=100

Note: More than one response was permitted; the sum may total more than 100%.

BABY GIFTS

DO COMPANIES PROVIDE A “BABY GIFT” OR CARE PACKAGE TO NEW PARENTS?



WHO PAYS FOR THE “BABY GIFT” OR CARE PACKAGE?



10%

OF COMPANIES PROVIDE FERTILITY TREATMENT BENEFITS FOR SAME-SEX COUPLES (N= 100)

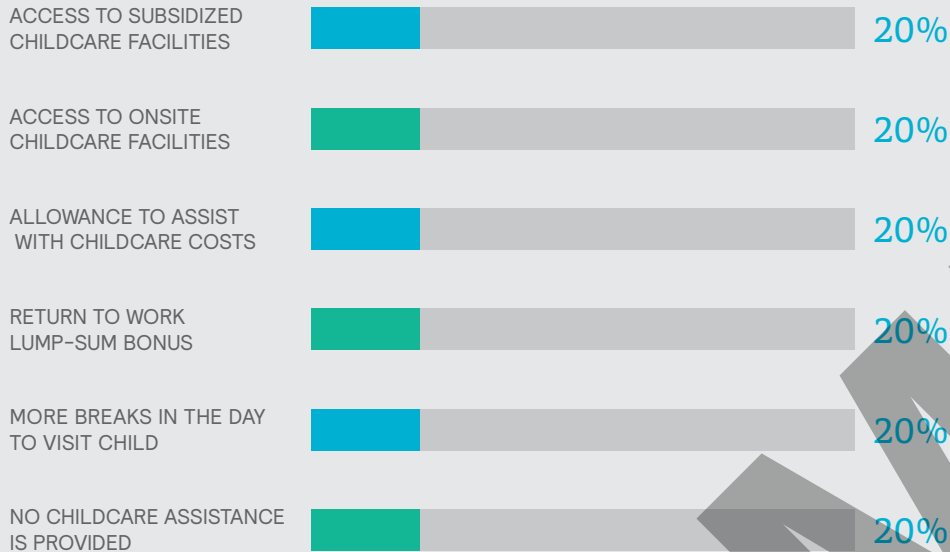
40%

OF COMPANIES COVER ANY APPLICABLE TAXES FOR THE EMPLOYEE RECEIVING THE GIFT (N=100)

COUNTRY

CHILDCARE ASSISTANCE

WHICH OF THE FOLLOWING TYPES OF CHILDCARE ASSISTANCE DO COMPANIES PROVIDE?



N=100

Note: More than one response was permitted; the sum may total more than 100%.

Globally, almost one-third of companies provide some form of childcare assistance to their employees.

COUNTRY

MATERNITY LEAVE

PREPARING FOR LEAVE

WHICH OF THE FOLLOWING SUPPORT PROGRAMS ARE PROVIDED TO NEW OR FUTURE MOTHERS?

- 20% HEALTH-RELATED PROGRAMS (E.G., HEALTHY PREGNANCY, SLEEP MANAGEMENT)
- 20% ADVICE OR SUPPORT-RELATED PROGRAMS (E.G., PREPARING FOR PARENTHOOD)
- 20% EXTENDED LEAVE PREPARATION PROGRAMS (E.G., HOW TO PREPARE FOR THE LEAVE PERIOD)
- 20% FINANCIAL AND LEGAL PLANNING ADVICE
- 20% ACCESS TO EMPLOYEE ASSISTANCE PROGRAM (EAP)
- 20% FIRST AID TRAINING
- 20% HEALTH AND WELLNESS COACHES
- 20% NONE OF THESE

N=100

Note: More than one response was permitted; the sum may total more than 100%.

WHICH OF THE FOLLOWING PROGRAMS ARE PROVIDED TO HELP MANAGEMENT ACTIVELY MANAGE MATERNITY LEAVE PERIODS?

- 20% GUIDELINES AND TIPS FOR MANAGERS ON HOW TO MANAGE EMPLOYEE LEAVES
- 20% COACHING FOR MANAGERS
- 20% TRAINING FOR EMPLOYEES WHO WILL TAKE LEAVE; E.G., THEIR ROLE IN THE PROCESS
- 20% SCHEDULED CONVERSATIONS WITH MANAGER DURING ABSENCE
- 20% SCHEDULED CONVERSATIONS OR CHECKLIST WITH MANAGER WHEN EMPLOYEES RETURN FROM LEAVE PERIOD
- 20% OTHER SUPPORT PROGRAMS, TOOLS AND CHECKLISTS FOR MANAGERS WITH EMPLOYEES TAKING EXTENDED LEAVE
- 20% NONE OF THESE

N=100

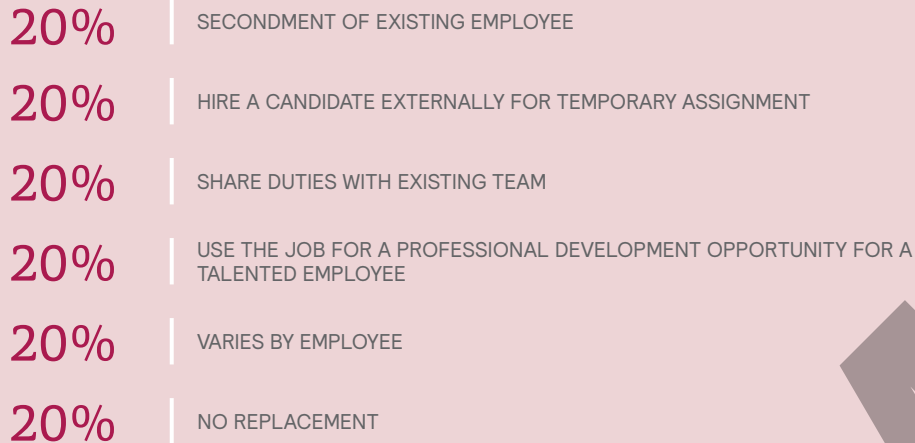
Note: More than one response was permitted; the sum may total more than 100%.

COUNTRY

MATERNITY LEAVE

DURING LEAVE

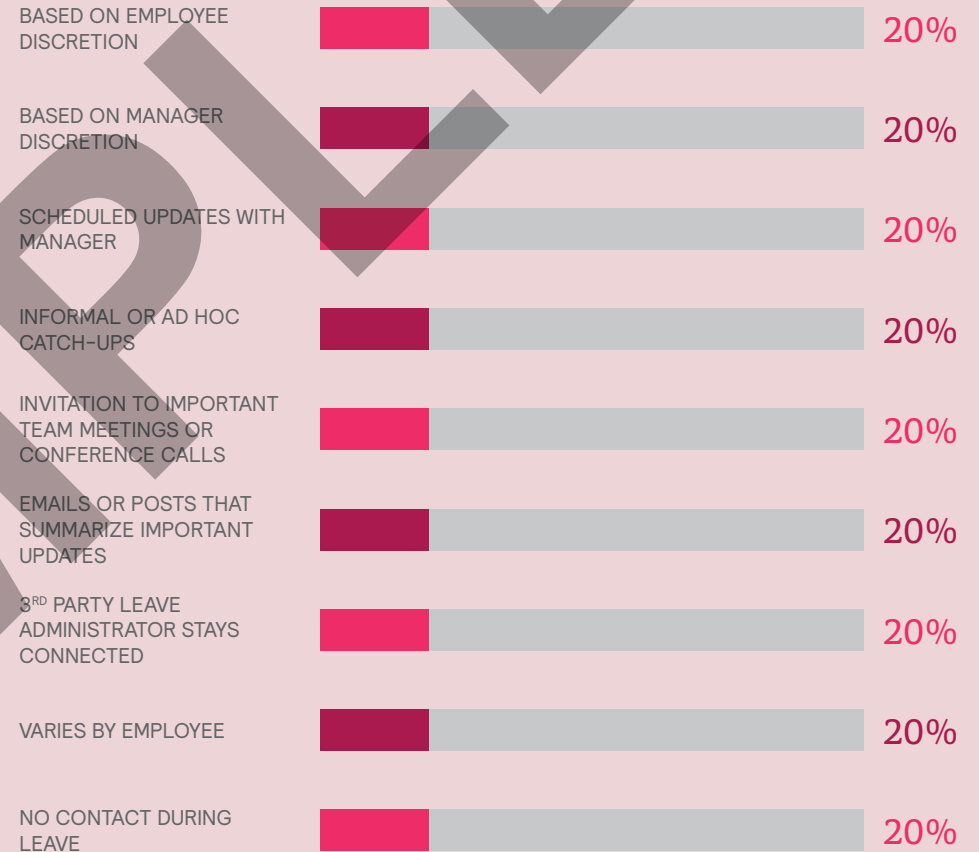
HOW DO COMPANIES COVER JOB DUTIES WHILE EMPLOYEES ARE OUT ON MATERNITY LEAVE?



N=100

Note: More than one response was permitted; the sum may total more than 100%.

HOW DO COMPANIES STAY IN CONTACT WITH AN EMPLOYEE WHILE THEY ARE ON MATERNITY LEAVE?



N=100

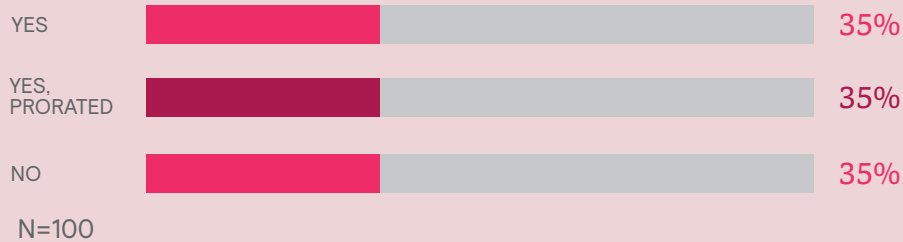
Note: More than one response was permitted; the sum may total more than 100%.

COUNTRY

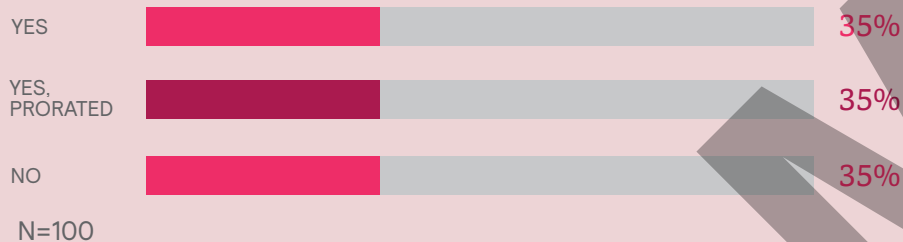
MATERNITY LEAVE

DO PART-TIME OR REDUCED-HOURS EMPLOYEES RECEIVE THE SAME SUPPLEMENTAL BENEFITS AS FULL-TIME EMPLOYEES?

PART-TIME EMPLOYEES



REDUCED-HOURS EMPLOYEES

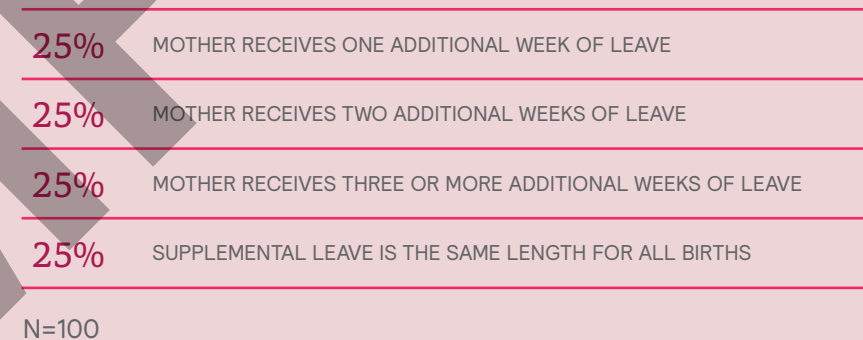


PROVIDING ADDITIONAL LEAVE

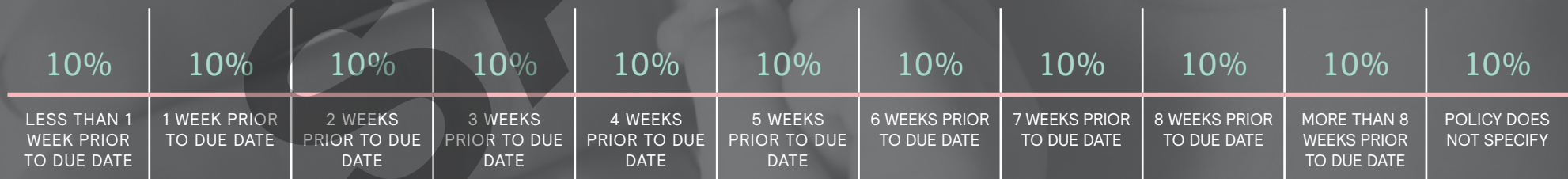
DO COMPANIES SUPPLEMENT STATUTORY REQUIREMENTS FOR THE LENGTH OF MATERNITY LEAVE?



HOW DOES THE LENGTH OF SUPPLEMENTAL MATERNITY LEAVE DIFFER FOR A CESAREAN BIRTH?



FOR A TYPICAL, HEALTHY PREGNANCY, HOW FAR IN ADVANCE OF AN EMPLOYEE'S DUE DATE CAN THEY BEGIN THEIR MATERNITY LEAVE?



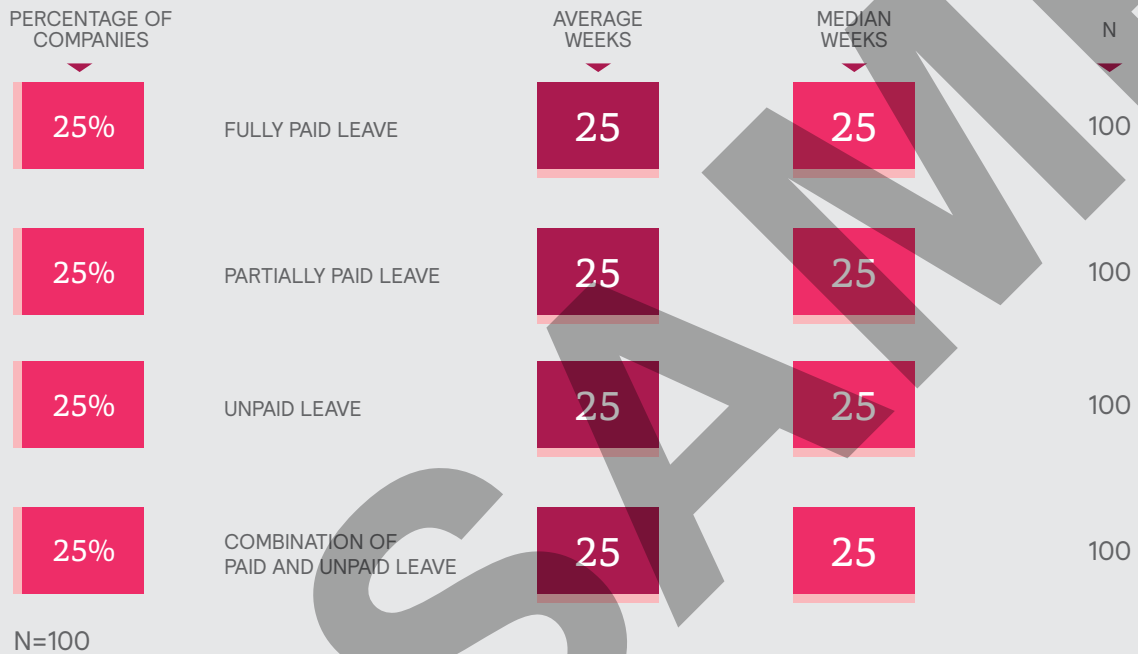
N=100

COUNTRY

HOW MUCH SUPPLEMENTAL MATERNITY LEAVE IS PROVIDED?



IS THIS SUPPLEMENTAL LEAVE PROVIDED AS PAID OR UNPAID LEAVE?



MATERNITY LEAVE

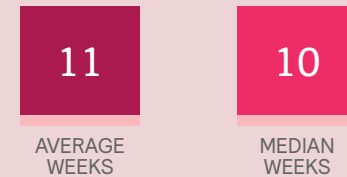
PAYMENTS DURING THE STATUTORY PORTION OF LEAVE

DO COMPANIES PROVIDE PAY IN EXCESS OF THE STATUTORY REQUIREMENTS?

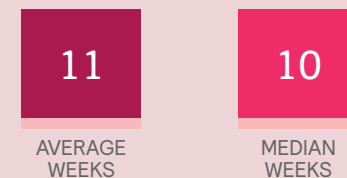


FOR WHAT PORTION OF THE STATUTORY MATERNITY LEAVE PERIOD IS PAY PROVIDED IN EXCESS OF THE STATUTORY REQUIREMENTS?

FULL PAY (100% OF BASE SALARY)



PARTIAL PAY (LESS THAN 100% OF BASE SALARY)

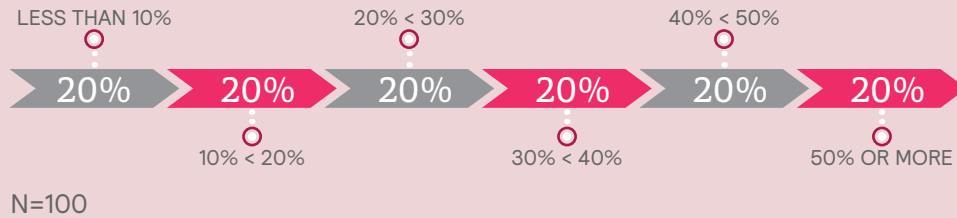


COUNTRY

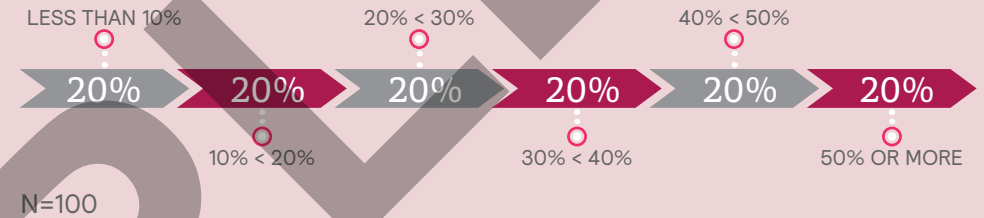
MATERNITY LEAVE

RETURNING TO WORK

APPROXIMATELY WHAT PERCENTAGE OF EMPLOYEES DO NOT RETURN TO WORK AFTER THEIR MATERNITY LEAVE?



APPROXIMATELY WHAT PERCENTAGE OF EMPLOYEES LEAVE WITHIN ONE YEAR OF RETURNING FROM MATERNITY LEAVE?



65% OF COMPANIES PROVIDE LACTATION FACILITIES FOR NEW MOTHERS WHO HAVE RETURNED TO WORK (N=100)

WHICH OF THE FOLLOWING TIME MANAGEMENT OPTIONS ARE OFFERED TO HELP PROVIDE SUPPORT TO A MOTHER RETURNING FROM MATERNITY LEAVE?



N=100

Note: More than one response was permitted; the sum may total more than 100%.

HOW MANY WEEKS CAN THE EMPLOYEE STAY ON A REDUCED SCHEDULE?

REDUCED SCHEDULE WITH FULL PAY

20%	20%	20%	20%	20%	20%
2 WEEKS OR LESS	MORE THAN 2 BUT LESS THAN 4 WEEKS	MORE THAN 4 BUT LESS THAN 6 WEEKS	MORE THAN 6 BUT LESS THAN 8 WEEKS	MORE THAN 8 WEEKS	NO TIME LIMIT

N=100

REDUCED SCHEDULE WITH REDUCED PAY

20%	20%	20%	20%	20%	20%
2 WEEKS OR LESS	MORE THAN 2 BUT LESS THAN 4 WEEKS	MORE THAN 4 BUT LESS THAN 6 WEEKS	MORE THAN 6 BUT LESS THAN 8 WEEKS	MORE THAN 8 WEEKS	NO TIME LIMIT

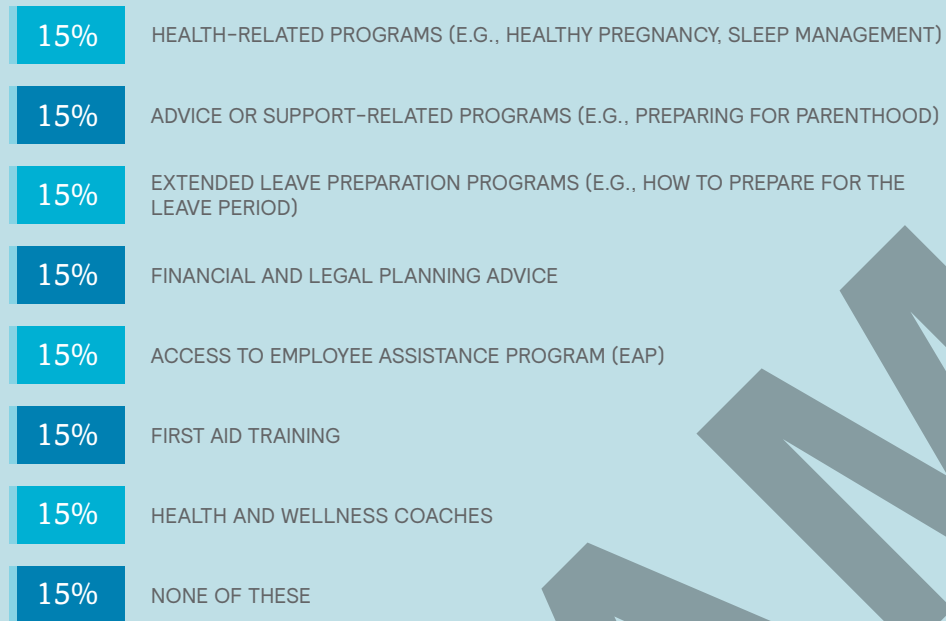
N=100

COUNTRY

PATERNITY LEAVE

PREPARING FOR LEAVE

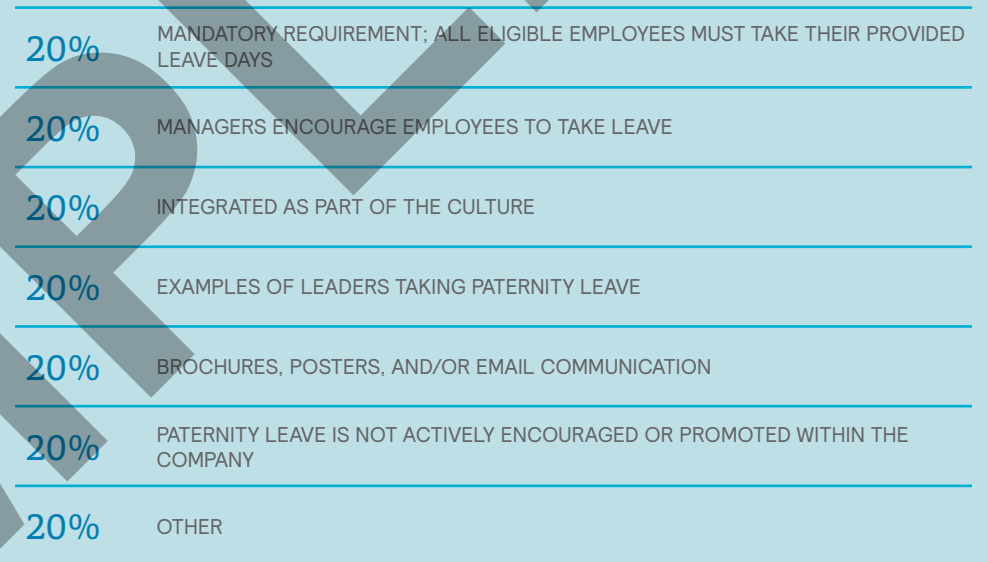
WHICH OF THE FOLLOWING SUPPORT PROGRAMS ARE PROVIDED TO NEW OR FUTURE FATHERS?



N=100

Note: More than one response was permitted; the sum may total more than 100%.

HOW ARE ELIGIBLE EMPLOYEES ENCOURAGED TO TAKE PATERNITY LEAVE?



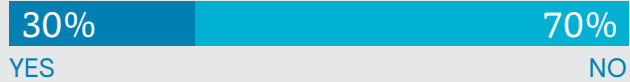
N=100

Note: More than one response was permitted; the sum may total more than 100%.

COUNTRY

DURING LEAVE

DO COMPANIES SUPPLEMENT STATUTORY REQUIREMENTS FOR THE LENGTH OF PATERNITY LEAVE?



N=100

ARE COMPANIES CONSIDERING INCREASING THE NUMBER OF SUPPLEMENTAL DAYS PROVIDED FOR PATERNITY LEAVE?

20%	PLAN TO INCREASE THEM WITHIN THE NEXT 6 MONTHS
20%	PLAN TO INCREASE THEM WITHIN THE NEXT 12 MONTHS
20%	PLAN TO INCREASE THEM BUT DO NOT HAVE A TIMEFRAME FOR IMPLEMENTING
20%	ARE CONSIDERING INCREASING THE NUMBER OF DAYS
20%	ARE NOT PLANNING AN INCREASE

N=100

PATERNITY LEAVE

HOW MUCH SUPPLEMENTAL PATERNITY LEAVE IS PROVIDED?



N=100

IS THIS SUPPLEMENTAL LEAVE PROVIDED AS PAID OR UNPAID LEAVE?

PERCENTAGE OF COMPANIES		AVERAGE WORKDAYS	MEDIAN WORKDAYS	N
25%	FULLY PAID LEAVE	25	25	100
25%	PARTIALLY PAID LEAVE	25	25	100
25%	UNPAID LEAVE	25	25	100
25%	COMBINATION OF PAID AND UNPAID LEAVE	25	25	100

N=100

COUNTRY

PAYMENTS DURING THE STATUTORY PORTION OF LEAVE

DO COMPANIES PROVIDE PAY IN EXCESS OF THE STATUTORY REQUIREMENTS?



N=100

FOR WHAT PORTION OF THE STATUTORY PATERNITY LEAVE PERIOD IS PAY PROVIDED IN EXCESS OF THE STATUTORY REQUIREMENTS?

FULL PAY (100% OF BASE SALARY)



N=100

PARTIAL PAY (LESS THAN 100% OF BASE SALARY)

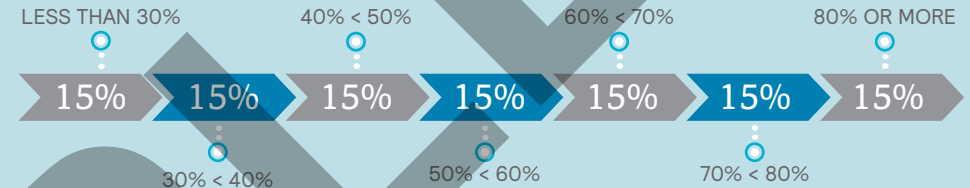


N=100

PATERNITY LEAVE

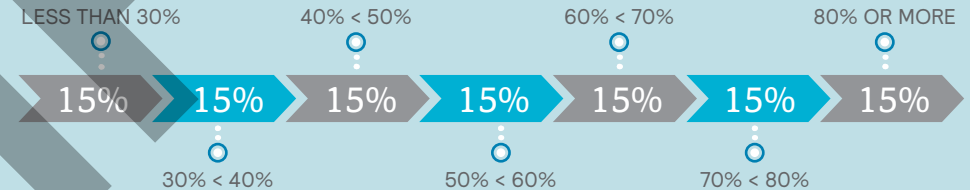
WHAT IS THE ESTIMATED PERCENTAGE OF ELIGIBLE EMPLOYEES WHO USE THEIR PATERNITY LEAVE?

FULLY PAID LEAVE



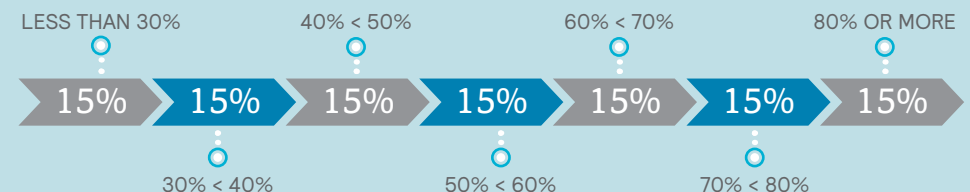
N=100

PARTIALLY PAID LEAVE



N=100

UNPAID LEAVE

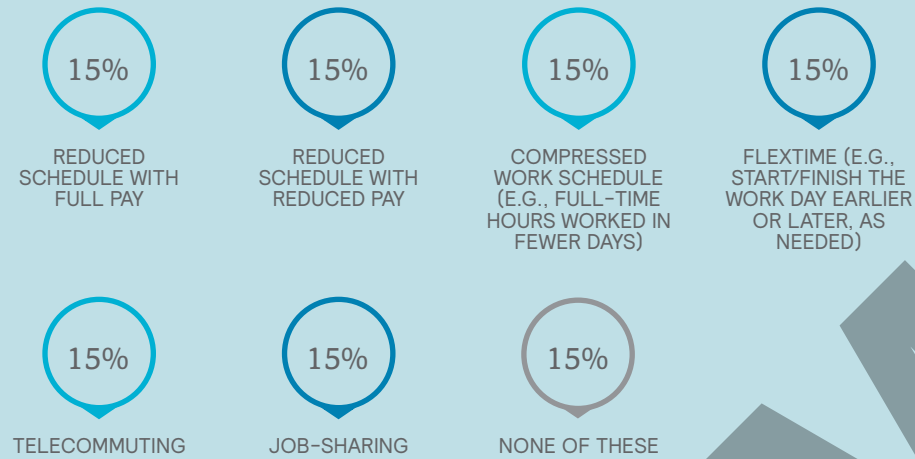


N=100

COUNTRY

RETURNING TO WORK

WHICH OF THE FOLLOWING TIME MANAGEMENT OPTIONS ARE OFFERED TO HELP PROVIDE SUPPORT TO A NEW FATHER RETURNING FROM PATERNITY LEAVE?



N=100

Note: More than one response was permitted; the sum may total more than 100%.

PATERNITY LEAVE

HOW MANY WEEKS CAN THE EMPLOYEE STAY ON A REDUCED SCHEDULE?

REDUCED SCHEDULE WITH FULL PAY

15%	15%	15%	15%	15%	15%
2 WEEKS OR LESS	MORE THAN 2 BUT LESS THAN 4 WEEKS	MORE THAN 4 BUT LESS THAN 6 WEEKS	MORE THAN 6 BUT LESS THAN 8 WEEKS	MORE THAN 8 WEEKS	NO TIME LIMIT
N=100					

REDUCED SCHEDULE WITH REDUCED PAY

15%	15%	15%	15%	15%	15%
2 WEEKS OR LESS	MORE THAN 2 BUT LESS THAN 4 WEEKS	MORE THAN 4 BUT LESS THAN 6 WEEKS	MORE THAN 6 BUT LESS THAN 8 WEEKS	MORE THAN 8 WEEKS	NO TIME LIMIT
N=100					

COUNTRY

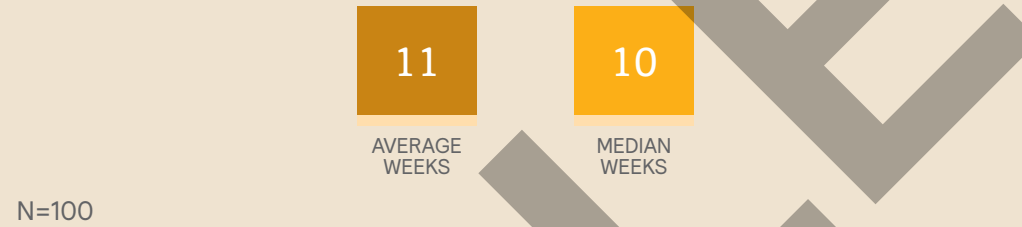
PARENTAL LEAVE

PROVIDING ADDITIONAL LEAVE

DO COMPANIES SUPPLEMENT STATUTORY REQUIREMENTS FOR THE LENGTH OF PARENTAL LEAVE?



HOW MUCH SUPPLEMENTAL PARENTAL LEAVE IS PROVIDED?



IS THIS SUPPLEMENTAL LEAVE PROVIDED AS PAID OR UNPAID LEAVE?

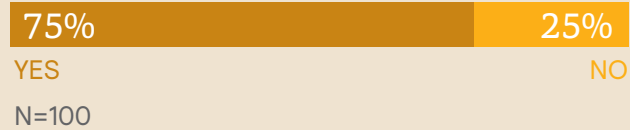
PERCENTAGE OF COMPANIES		AVERAGE WEEKS	MEDIAN WEEKS	N
25%	FULLY PAID LEAVE	25	25	100
25%	PARTIALLY PAID LEAVE	25	25	100
25%	UNPAID LEAVE	25	25	100
25%	COMBINATION OF PAID AND UNPAID LEAVE	25	25	100

N=100

COUNTRY

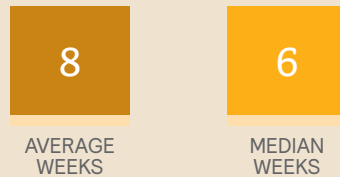
PAYMENTS DURING THE STATUTORY PORTION OF LEAVE

DO COMPANIES PROVIDE PAY IN EXCESS OF THE STATUTORY REQUIREMENTS?

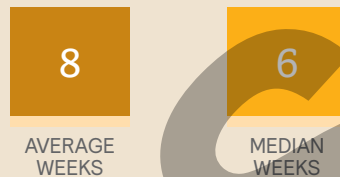


FOR WHAT PORTION OF THE STATUTORY PARENTAL LEAVE PERIOD IS PAY PROVIDED IN EXCESS OF THE STATUTORY REQUIREMENTS?

FULL PAY (100% OF BASE SALARY)



PARTIAL PAY (LESS THAN 100% OF BASE SALARY)



PARENTAL LEAVE

Globally, less than half of companies provide parental leave that may be used by the birth mother or the birth father.

COUNTRY

ADOPTION LEAVE

PREPARING FOR LEAVE

WHICH OF THE FOLLOWING SUPPORT PROGRAMS DO COMPANIES PROVIDE TO NEW OR FUTURE ADOPTIVE PARENTS?

- 10% HEALTH-RELATED PROGRAMS (E.G., HEALTHY PREGNANCY, SLEEP MANAGEMENT)
- 10% ADVICE OR SUPPORT-RELATED PROGRAMS (E.G., PREPARING FOR PARENTHOOD)
- 10% EXTENDED LEAVE PREPARATION PROGRAMS (E.G., HOW TO PREPARE FOR THE LEAVE PERIOD)
- 10% FINANCIAL AND LEGAL PLANNING ADVICE
- 10% ACCESS TO EMPLOYEE ASSISTANCE PROGRAM (EAP)
- 10% FIRST AID TRAINING
- 10% HEALTH AND WELLNESS COACHES
- 10% NONE OF THESE

N=100

Note: More than one response was permitted; the sum may total more than 100%.

WHAT TYPES OF ASSISTANCE DO COMPANIES PROVIDE TO ADOPTIVE PARENTS?

- 20% LEGAL ASSISTANCE
- 20% FINANCIAL ASSISTANCE
- 20% TRAVEL (E.G., FOR INTERNATIONAL OR CROSS-COUNTRY ADOPTIONS)
- 20% EXTRA TIME OFF FOR TRAVEL RELATING TO THE ADOPTION
- 20% ADVICE THROUGH EMPLOYEE ASSISTANCE PROGRAM
- 20% ACCESS TO ADOPTION CONSULTING SERVICES
- 20% OTHER

N=100

Note: More than one response was permitted; the sum may total more than 100%.

ADOPTION LEAVE

100%

OF COMPANIES INCLUDE COVERAGE FOR SAME-SEX COUPLES IN THEIR ADOPTION LEAVE POLICY (N=100)

COUNTRY

ADOPTION LEAVE

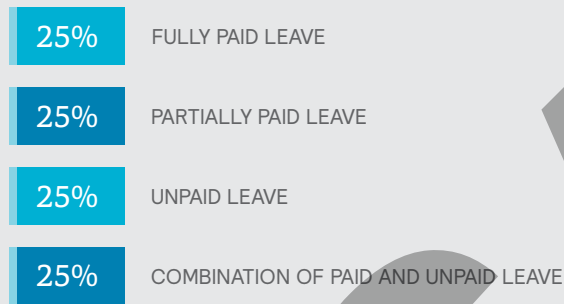
DURING LEAVE

HOW MUCH LEAVE IS PROVIDED BASED ON THE AGE OF THE CHILD AT THE TIME OF THE ADOPTION?

PRIMARY CAREGIVER			AGE OF ADOPTIVE CHILD	SECONDARY CAREGIVER		
AVERAGE WEEKS	MEDIAN WEEKS	N=		AVERAGE WEEKS	MEDIAN WEEKS	N=
21	12	100	LESS THAN 12 MONTHS OLD	15	8	100
21	12	100	1-2 YEARS OLD	15	8	100
21	12	100	2-5 YEARS OLD	15	8	100

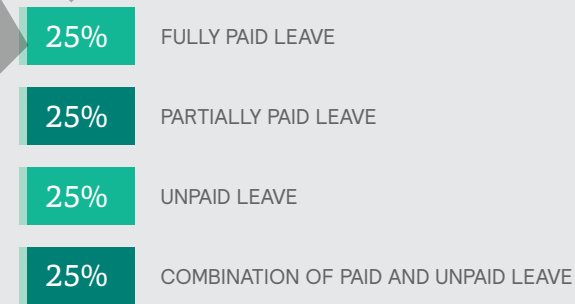
IS ADOPTION LEAVE PROVIDED AS PAID (BY COMPANIES) OR UNPAID LEAVE?

PRIMARY CAREGIVER



N=100

SECONDARY CAREGIVER



N=100

COUNTRY

ADOPTION LEAVE

HOW MUCH PAID AND UNPAID ADOPTION LEAVE IS PROVIDED?

PRIMARY CAREGIVER

	LESS THAN 12 MONTHS OLD			1-2 YEARS OLD			2-5 YEARS OLD		
	AVERAGE WEEKS	MEDIAN WEEKS	N=	AVERAGE WEEKS	MEDIAN WEEKS	N=	AVERAGE WEEKS	MEDIAN WEEKS	N=
FULLY PAID LEAVE	10	5	100	10	5	100	10	5	100
PARTIALLY PAID LEAVE	10	5	100	10	5	100	10	5	100
UNPAID LEAVE	10	5	100	10	5	100	10	5	100
COMBINATION OF PAID AND UNPAID LEAVE	10	5	100	10	5	100	10	5	100

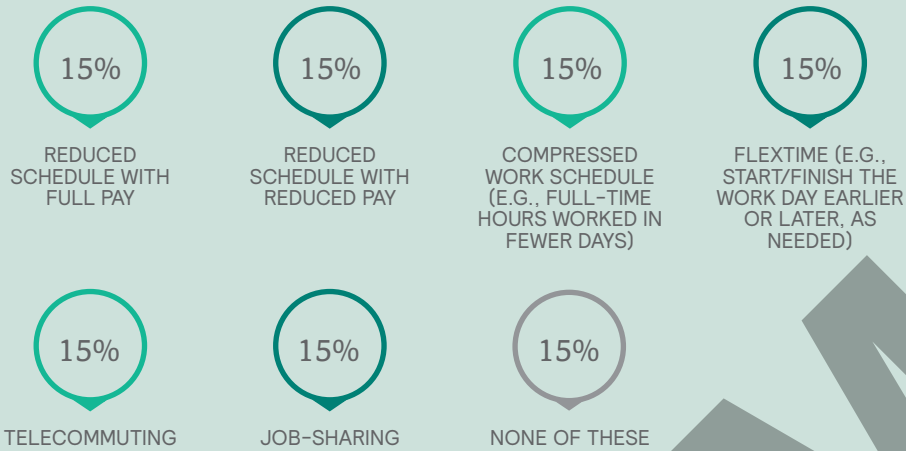
SECONDARY CAREGIVER

	LESS THAN 12 MONTHS OLD			1-2 YEARS OLD			2-5 YEARS OLD		
	AVERAGE WEEKS	MEDIAN WEEKS	N=	AVERAGE WEEKS	MEDIAN WEEKS	N=	AVERAGE WEEKS	MEDIAN WEEKS	N=
FULLY PAID LEAVE	10	5	100	10	5	100	10	5	100
PARTIALLY PAID LEAVE	10	5	100	10	5	100	10	5	100
UNPAID LEAVE	10	5	100	10	5	100	10	5	100
COMBINATION OF PAID AND UNPAID LEAVE	10	5	100	10	5	100	10	5	100

COUNTRY

RETURNING TO WORK

WHICH OF THE FOLLOWING TIME MANAGEMENT OPTIONS ARE OFFERED TO HELP PROVIDE SUPPORT TO NEW PARENTS RETURNING FROM ADOPTION LEAVE?



N=100

Note: More than one response was permitted; the sum may total more than 100%

ADOPTION LEAVE

HOW MANY WEEKS CAN THE EMPLOYEE STAY ON A REDUCED SCHEDULE?

REDUCED SCHEDULE WITH FULL PAY

16%	16%	16%	16%	16%	16%
2 WEEKS OR LESS	MORE THAN 2 BUT LESS THAN 4 WEEKS	MORE THAN 4 BUT LESS THAN 6 WEEKS	MORE THAN 6 BUT LESS THAN 8 WEEKS	MORE THAN 8 WEEKS	NO TIME LIMIT

N=100

REDUCED SCHEDULE WITH REDUCED PAY

16%	16%	16%	16%	16%	16%
2 WEEKS OR LESS	MORE THAN 2 BUT LESS THAN 4 WEEKS	MORE THAN 4 BUT LESS THAN 6 WEEKS	MORE THAN 6 BUT LESS THAN 8 WEEKS	MORE THAN 8 WEEKS	NO TIME LIMIT

N=100

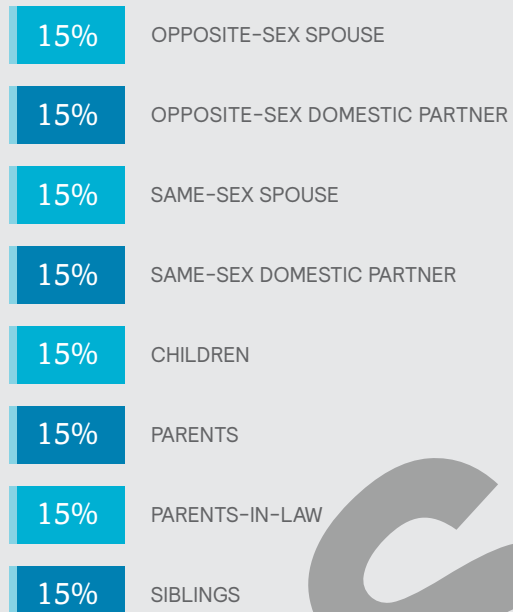
COUNTRY

FAMILY CAREGIVER LEAVE

DO COMPANIES PROVIDE FAMILY CAREGIVER LEAVE BENEFITS TO EMPLOYEES?



WHICH OF THE EMPLOYEE'S FAMILY MEMBERS ARE COVERED IN THE FAMILY CAREGIVER LEAVE POLICY?



N=100

Note: More than one response was permitted; the sum may total more than 100%.

IS FAMILY CAREGIVER LEAVE PROVIDED AS PAID OR UNPAID LEAVE?

FAMILY MEMBER	PAID	UNPAID	COMBINATION OF PAID AND UNPAID	N=
OPPOSITE-SEX SPOUSE	16%	16%	16%	100
OPPOSITE-SEX DOMESTIC PARTNER	16%	16%	16%	100
SAME-SEX SPOUSE	16%	16%	16%	100
SAME-SEX DOMESTIC PARTNER	16%	16%	16%	100
CHILDREN	16%	16%	16%	100
PARENTS	16%	16%	16%	100
PARENTS-IN-LAW	16%	16%	16%	100
SIBLINGS	16%	16%	16%	100

HOW MUCH FAMILY CAREGIVER LEAVE IS PROVIDED?

FAMILY MEMBER	PAID			UNPAID		
	WORKDAYS			WEEKS		
	AVERAGE	MEDIAN	N=	AVERAGE	MEDIAN	N=
OPPOSITE-SEX SPOUSE	10	5	100	10	5	100
OPPOSITE-SEX DOMESTIC PARTNER	10	5	100	10	5	100
SAME-SEX SPOUSE	10	5	100	10	5	100
SAME-SEX DOMESTIC PARTNER	10	5	100	10	5	100
CHILDREN	10	5	100	10	5	100
PARENTS	10	5	100	10	5	100
PARENTS-IN-LAW	10	5	100	10	5	100
SIBLINGS	10	5	100	10	5	100

SAMPLE

COUNTRY

STATUTORY REQUIREMENTS

MATERNITY

There are no provisions for the payment of maternity benefits at the federal level. However, the Family and Medical Leave Act requires covered employers to provide eligible employees up to twelve weeks of unpaid leave and job protection for a woman's serious health condition (including pregnancy disability and/or childbirth related medical conditions). Federal law provides that if any state enacts more generous laws, state law must be followed.

Because of discrimination issues, an employer must treat pregnancy disability leave in the same way it treats any other disability leave. The criteria for time off are based on a doctor's specification. The FMLA requires covered employers to provide eligible employees up to twelve weeks of unpaid leave and job protection for a woman's serious health condition (including pregnancy disability and/or childbirth related medical conditions) and baby bonding. See "Parental."

PATERNITY

See "Parental."

PARENTAL

The FMLA requires employers with 50 or more employees to provide 12 weeks of unpaid leave annually for the care of newly born or newly adopted children or for the serious illness of the employee or a close family member. An employee can also take unpaid leave up to 12 weeks in a 12-month period for qualifying exigencies caused by a family member's active military service or call to duty. Family members of a wounded service person can take up to 26 weeks of unpaid leave for a wounded service person. Upon return from leave, the employee is entitled to the same or equivalent position with no loss in seniority, wage variations or entitlements. The employer must continue any health insurance coverage the employee was receiving at the time of leave.

Many states (and some localities) have enacted their own family and medical leave laws. The federal FMLA expressly provides that it does not supersede any provision of a state or local law that provides greater family or medical leave rights than the act provides. State laws may differ from the federal act in a number of ways, and employers in many states need to understand and comply with them.

STATUTORY REQUIREMENTS

ABOUT THIS REPORT



ABOUT THIS REPORT

This section provides information on the methods of collecting, collating, and analyzing data for this publication. Below are notes on exceptions and exclusions in the data and a list of data sources, relevant equations, and currency conversions rates. Readers will also find a glossary of key terms.

METHODOLOGY

STATISTICS

The following statistics are presented in this report:

- ▶ **P50 or 50th Percentile:** The data point that is higher than 50% of all other data in the sample when ranked from low to high.
- ▶ **Average:** The sum of all data reported divided by the number of data observations in the sample. Also known as the mean.
- ▶ **Prevalence:** The percentage of companies that provided a response to a question with a defined number of options to choose from. For example, a single response question or a check box (select all that apply) style question.
 - ▶ In **single response** questions, the sum of all responses may not equal 100% due to rounding.
 - ▶ In **check box** response questions, the sum of all responses will be greater than 100%.
- ▶ **N:** The number of companies that reported data for the statistic.
- ▶ **Endash or “-”:** The sample is too small to provide the statistic.

DATA MASKING

To ensure the confidentiality of all companies that provide data to Mercer’s surveys, statistics have been “masked” by displaying an endash or “-” when minimum sample sizes are not met.

- ▶ A minimum of five data points are required to report the average, median, and prevalence percentages.

WORKDAYS AND WEEKS

Survey participants provided information on supplemental leave according to the number of workdays, calendar days, weeks, or months. The amounts provided were converted into a consistent format of either workdays or weeks, depending on the type of leave. The table below provides a guideline for converting from one format to another.

COMMON CONVERSIONS

WORKDAYS	CALENDAR DAYS	WEEKS	MONTHS
5	7	1	0.2
10	14	2	0.5
15	21	3	0.7
20	28	4	0.9
25	35	5	1.2
30	42	6	1.4
40	56	8	1.8
50	70	10	2.3
60	84	12	2.8
65	91	13	3.0
70	98	14	3.2
75	105	15	3.5
85	119	17	3.9
90	126	18	4.2
95	133	19	4.4
100	140	20	4.6
130	182	26	6.0
260	364	52	12.0
390	546	78	18.0
520	728	104	24.0
780	1092	156	36.0

ABOUT THIS REPORT

GLOSSARY

ADOPTION LEAVE

Paid or unpaid leave provided to the primary and/or secondary caregivers of a recently adopted child. This leave varies by country and may or may not be a statutory required leave. Eligibility requirements will typically define the maximum age of the adopted child.

Parental leave may include a provision for adoptive parents.

BONUS

A discretionary reward or payment based on the performance of an individual, group of workers operating as a unit, division or business unit, or entire workforce. Payments may be in cash, shares, share options, or other items of value.

CALENDAR DAY

Any day of the week, month or year, including weekends and holidays.

COMMISSION

A predetermined, direct cash payment made as an incentive for the sale of a product or service, usually calculated as a percentage of the gross sale amount or flat amount for each unit sold. A commission-only compensation program is sometimes known as full or straight commission.

ELIGIBILITY

Defines the type of employees who qualify to receive a benefit (e.g., paid leave) or access a particular program. The criteria vary by policy type, country, and company.

FAMILY CARE LEAVE

Paid or unpaid leave provided to employees to allow for the care of their immediate or extended family members.

FULLY PAID DAYS

Work days for which employees receive 100% of their regular compensation.

HEALTH INSURANCE

A company benefit providing coverage for medical and surgical expenses incurred by covered employees and their eligible dependents.

LIFE INSURANCE

A company benefit that pays out a sum of money on the death of the insured person.

MATERNITY LEAVE

Paid or unpaid leave provided to female employees in the weeks before and immediately after giving birth to a child. This leave may be categorized as medical leave or disability leave. It is typically provided to allow the mother time to recover from childbirth and bond with her child. It may also include extended time for the care of the infant, though some countries and/or companies require the use of parental leave.

This type of leave may also be offered to a female or primary caregiver who has adopted a child.

MISCARRIAGE LEAVE

Paid or unpaid leave provided to a female employee that has suffered the unplanned loss of a pregnancy. The leave is typically provided to allow the employee time to recover physically and emotionally. The length of leave may vary depending on which trimester or week of pregnancy the employee miscarries.

ABOUT THIS REPORT

PARENTAL LEAVE

Paid or unpaid leave provided to care for a newly born or newly adopted child. The length of time available is typically based on the child's age; most often up to age one but for some countries, this period extends until age three.

Eligibility for parental leave varies by country and company. In many instances this is a shared leave that either parent may use, or each parent may have a defined number of days allocated to them.

This type of leave may also be available to parents (primary or secondary caregivers) who have adopted a child.

The **Global Parental Leave Survey** did not specifically collect information on parental leave days; however, these days may be included as part of the maternity, paternity, and adoption leave days provided for some countries. Refer to the individual country under *Additional Information* to learn more.

PARTIALLY PAID DAYS

Work days for which employees receive a portion of their regular compensation. For example, the employee may receive 80% of their base salary or the amount provided may have a maximum or cap applied.

PARTNER/DOMESTIC PARTNER

A domestic partnership is an interpersonal relationship between two individuals who live together and share a common domestic life but are not married (to each other or to anyone else).

PATERNITY LEAVE

Paid or unpaid leave provided to a male around the time that his wife or partner gives birth to their child.

This type of leave may also be offered to a male or secondary caregiver who has adopted a child.

PAY SCHEDULE

The timetable by which employees receive their compensation (salary, pay cheque, etc.). The "regular pay schedule" is the timetable that all or most employees are paid. In other words, the employee that is on leave would receive payments on the same dates as if they were working.

PERQUISITES

A benefit or item received in addition to a regular salary. For example, a company car or laptop computer may be provided as a perquisite.

RETIREMENT CONTRIBUTION

A monetary contribution made into a retirement plan for the employee, by the employer.

SECONDMENT

An employee temporarily transfers to another job for a defined period of time for a specific purpose, to the mutual benefit of all parties.

STATUTORY

Requirements mandated by a governing body which may carry a penalty if they are not followed.

SUPPLEMENTAL

Leave or other benefits provided to employees in addition to the statutory requirements.

UNPAID DAYS

Work days for which employees do not receive any compensation. For the purposes of the leave types included in this publication, there is typically an element of job security for employees when they are provided unpaid leave and they remain employed by the company that has provided the leave. They may or may not receive company benefits while on leave.

WORK DAYS

A day that employees would typically work or be compensated as if they had worked (e.g., a paid statutory holiday). For the purposes of this publication, work days are defined based on a five day work week.

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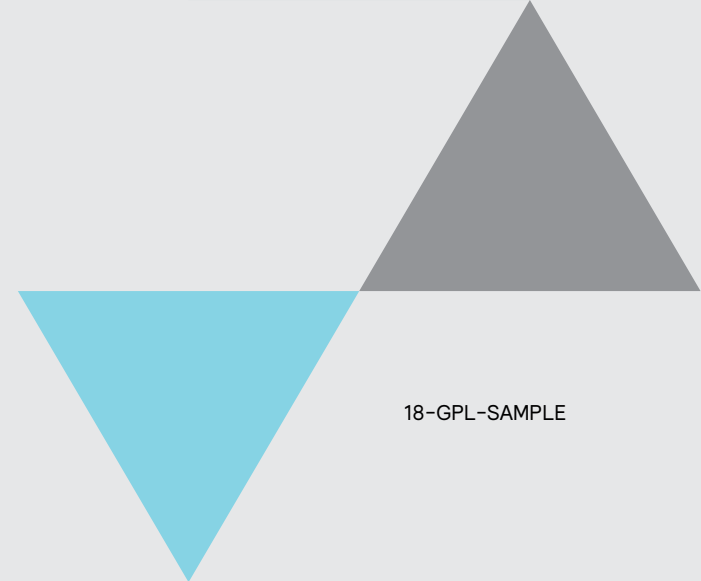
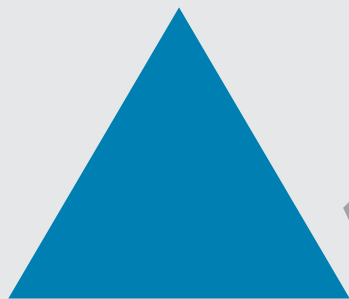
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18-GPL-SAMPLE

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