



Maven - Parental Leave Challenge



by Balu Chelluri

Industry

All

Sub Industry

All

Company

All

Industries

50

Companies

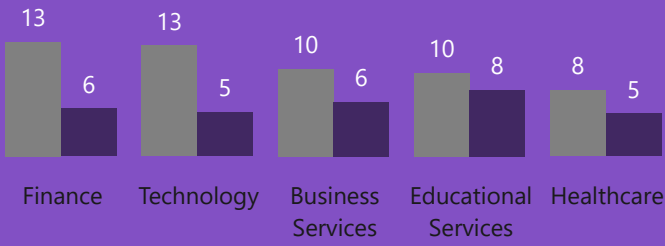
1600



Top 5 Industries by Maternity Leave

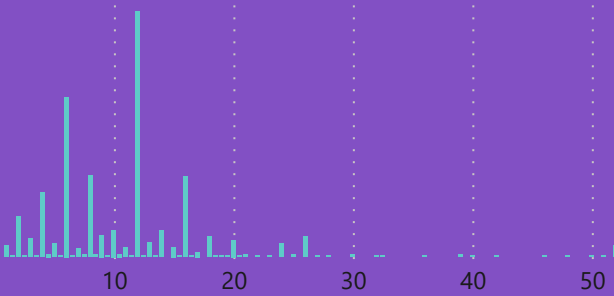
Paid - Unpaid Maternity Leaves

Average of Paid Maternity Leave Average of Unpaid Maternity Leave



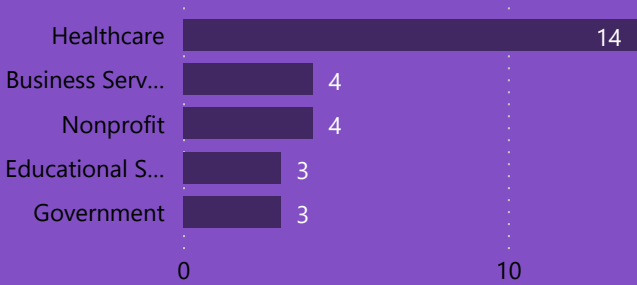
Paid Maternity Leaves > 0

Based on the number of companies



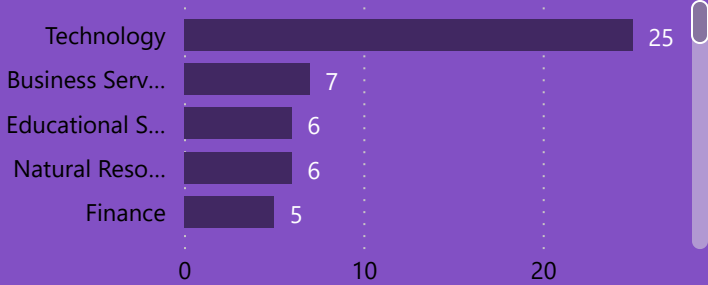
Companies with '0' week PML

Grouped by Industry



Companies with atleast 24 weeks PML

Grouped by Industry



Paid Maternity Leave

Only

97%

Total

10.9

11

Avg Weeks

Unpaid Maternity Leave

Only

60%

Total

6.2

10

Avg Weeks

Paid Paternity Leave

Only

16%

Total

1.3

8

Avg Weeks

Unpaid Paternity Leave

Only

3%

Total

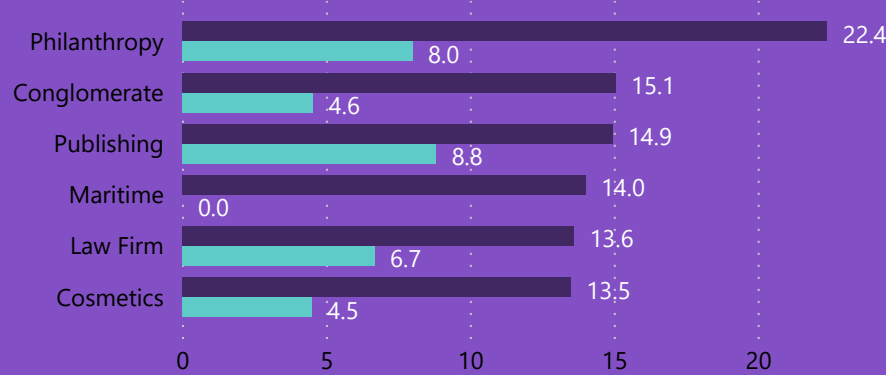
0.3

10

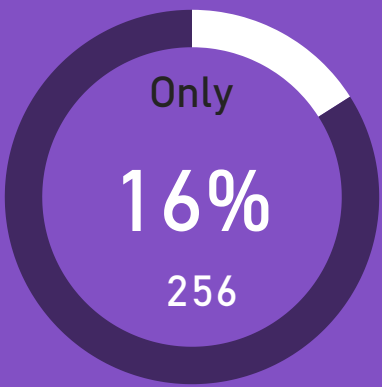
Avg Weeks

Top 5 avg Paid - Unpaid Maternity Leave by Industry

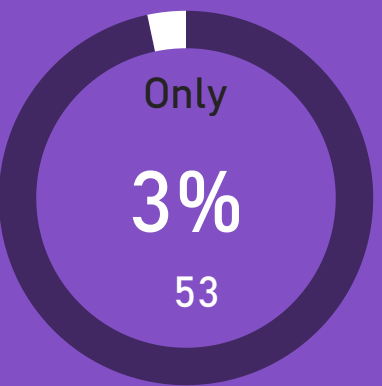
Average of Paid Maternity Leave Average of Unpaid Maternity Leave



Companies with both PPL and PML

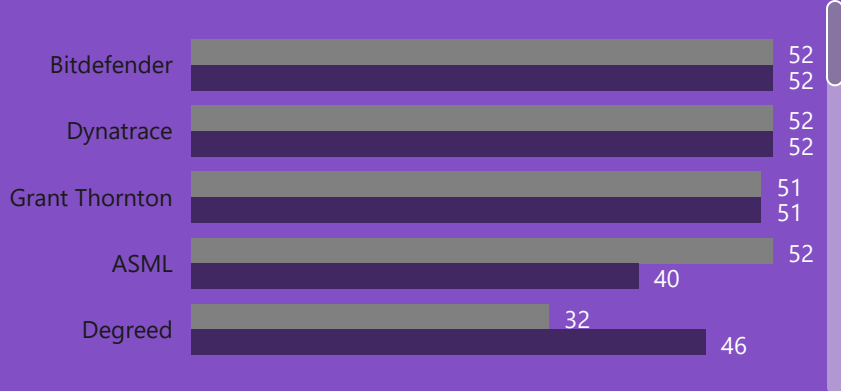


Companies with '0' PPL and PML



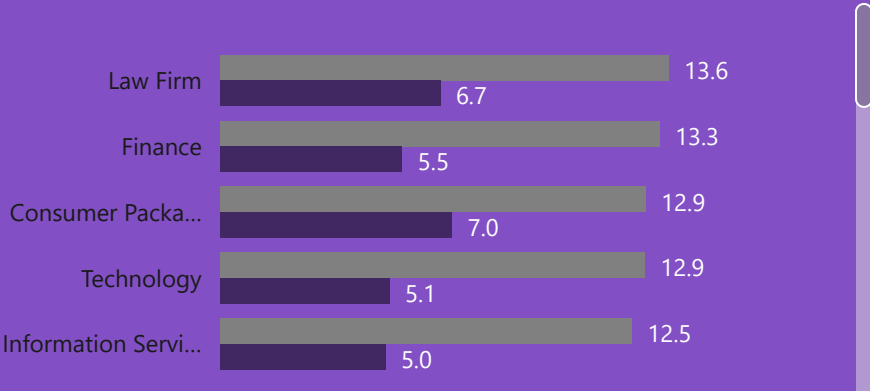
Top 5 Companies by Total Maternity Leave

Average of Paid Maternity Leave Average of Unpaid Maternity Leave



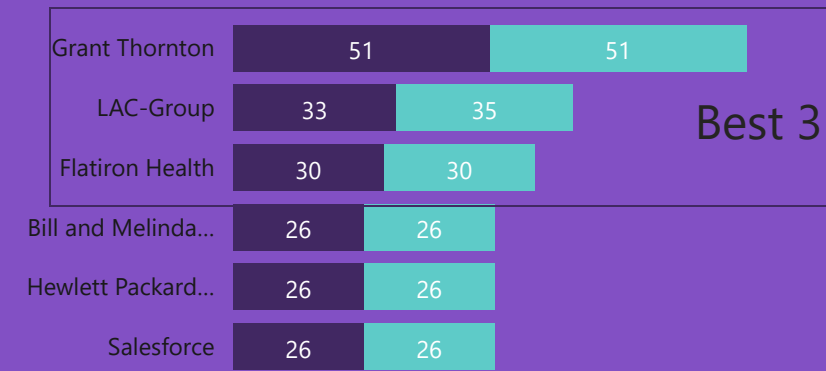
Top 5 Industries by Total Maternity Leave

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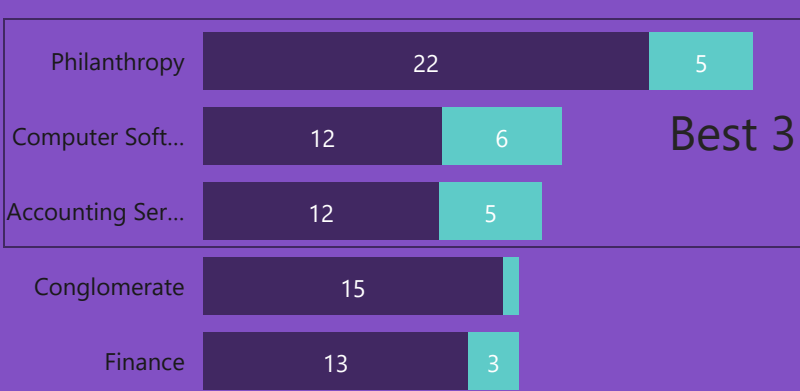
Top 5 Companies by Average Maternity

Average of Paid Maternity Leave Average of Paid Paternity Leave



Top 5 Industries by Average Maternity

Average of Paid Maternity Leave Average of Paid Paternity Leave



PML - Paid Maternity Leave ,UPML - Unpaid Maternity Leave ,PPL - Paid Paternity Leave ,UPPL - Unpaid Paternity Leave

INSIGHTS

- The Highest number of companies offer **12** weeks paid maternity leave and **6** weeks paid paternity leave ,**109 (6.8%)** companies provide both.
- Only **16%** of companies (**256** out of 1600) provide paid leaves for both the parents.
- **3%** of companies (**53** out of 1600) does not provide paid leaves for both the parents.
- **20** companies Provide **52** weeks Paid Maternity Leave and **102** companies provide at least **24** weeks.
- Most of the companies from Technology and Finance with an average of 13 weeks Paid Maternity Leave.
- The Top 5 **Industries** for paid leaves based on average PML are **Philanthropy** , **Conglomerate** , **Publishing** , **Maritime** , **Law Firm**.
- The Top 5 **Industries** based on Average PPL are **Philanthropy**, **Accounting Services**, **Leisure - Travel & Tourism**, **Public Relations** , **Law Firm**.
- The Top 3 **Industries** for paid leaves based on total average (average PML +average PPL) are **Philanthropy**, **Computer Software**, **Accounting Services**.
- The Top 3 **Companies** for paid leaves based on total average (average PML +average PPL) are **Grant Thornton** , **LAC -Group** , **Flatiron Health**.

THANK YOU