

A decorative graphic on the left side of the slide consisting of two overlapping parallelograms. The front one is blue and the back one is a light green. They are positioned diagonally, with the blue one partially covering the green one.

Family Leave Policies

Maternity and Paternity



What are maternity or paternity leave policies?

Maternity Leave is a period in time when a mother takes time off of work after child birth or in some cases adoption, on average for about 12 weeks but can be as long as a year.

Paternity Leave is a period in time when a father is granted absence from work after or shortly after the birth of a child.

The U.S doesn't have a national paid family leave policy. The length of maternity and paternity leave depends on many factors, including where you live, your company's paid leave policies, whether you qualify for unpaid benefits under the FMLA (Family & Medical Leave Act) and how much unpaid time you can afford to take.



The Problem

- How many companies provide paid and unpaid leave?
- What is the total amount of companies offering them?
- What are the top industries for paid and unpaid leave?
- What are some of the companies that are already offering them?

The Solution

- Find out how many companies offer paid and unpaid leave.
- Figure out the ratio of maternity and paternity leave.
- What industries present the better opportunities for it.
- What industries to be aware of that offer unpaid.
- What types of companies offer it now that we didn't think of.



How many Companies have paid leaves?

Total companies with paid leaves for maternity and paternity are:

Paid Maternity: 1545

Paid Paternity: 257

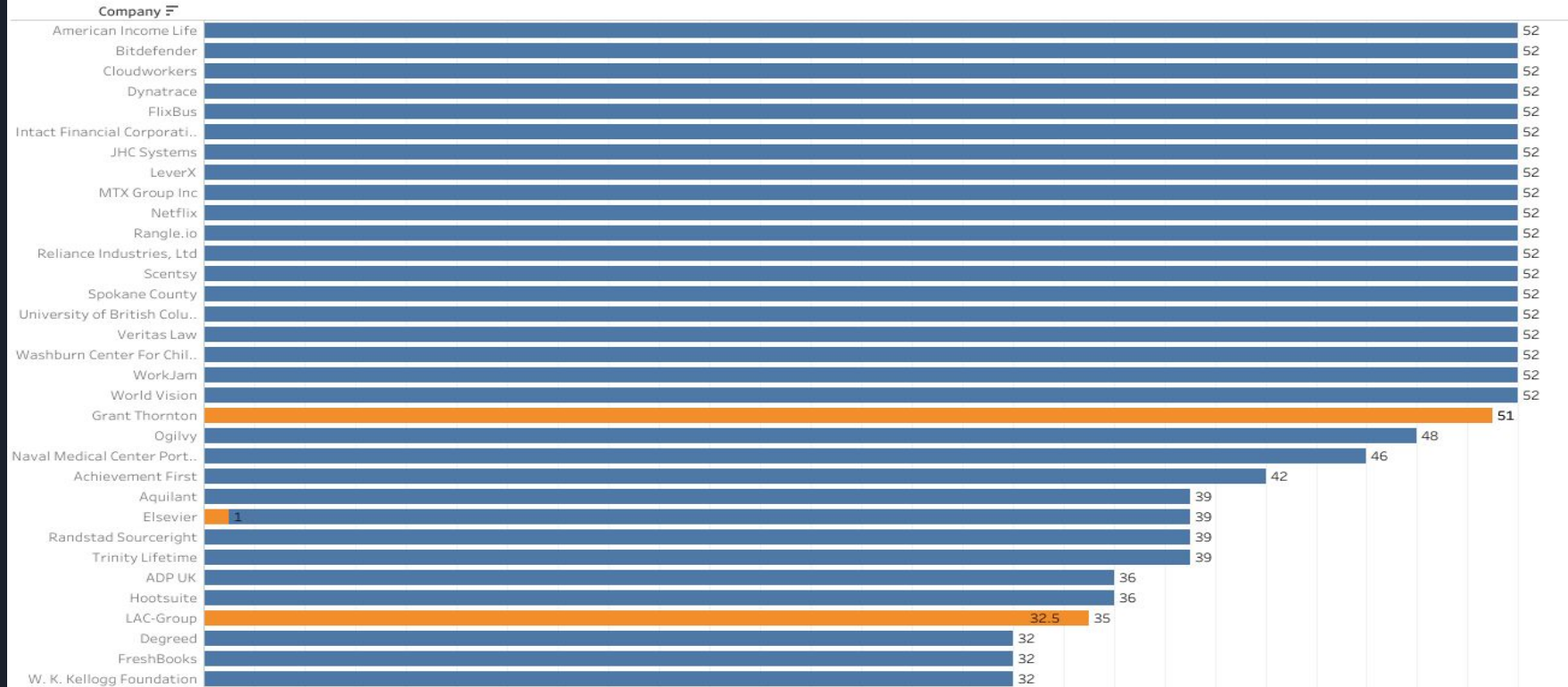
Total : 1802

Companies for Paid Maternity

Measure Names

- Paid Maternity Leave
- Paid Paternity Leave

Paid Maternity vs Paid Paternity



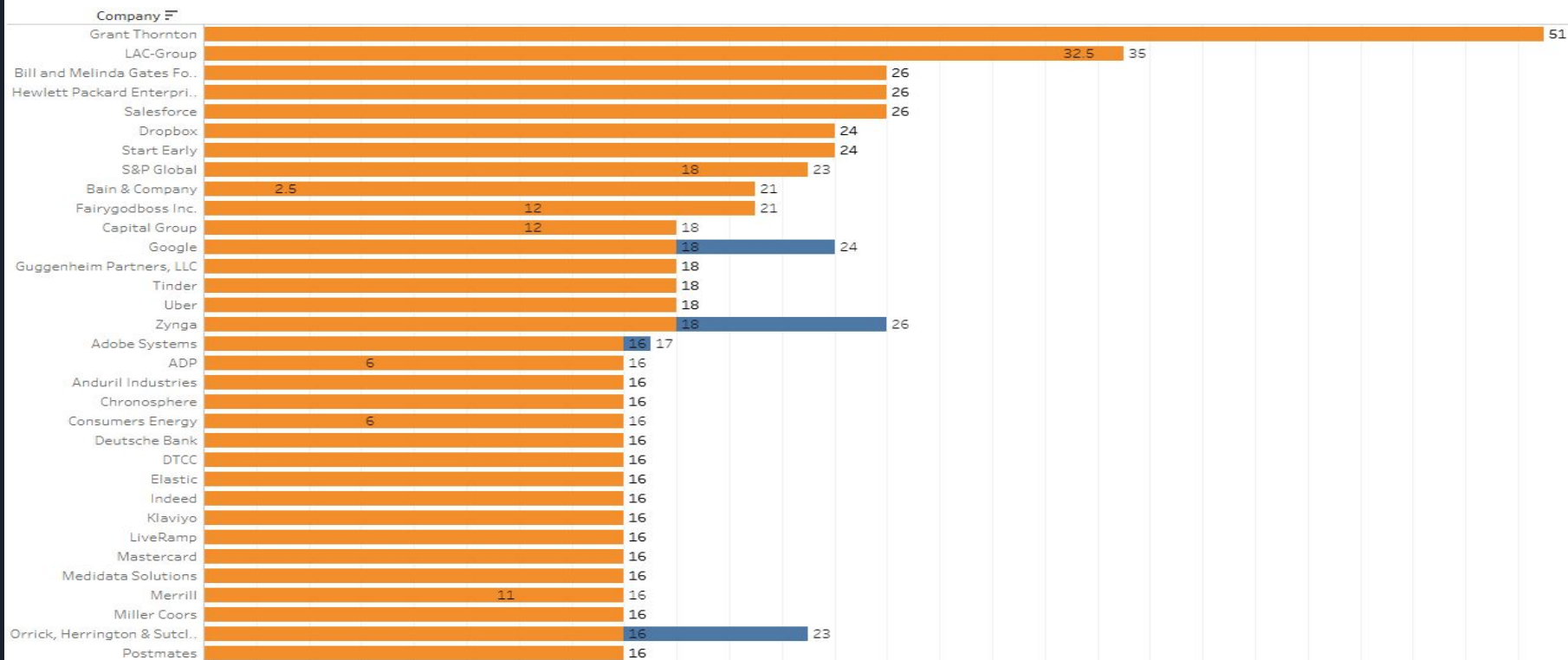
Companies for Paid Paternity

Measure Names

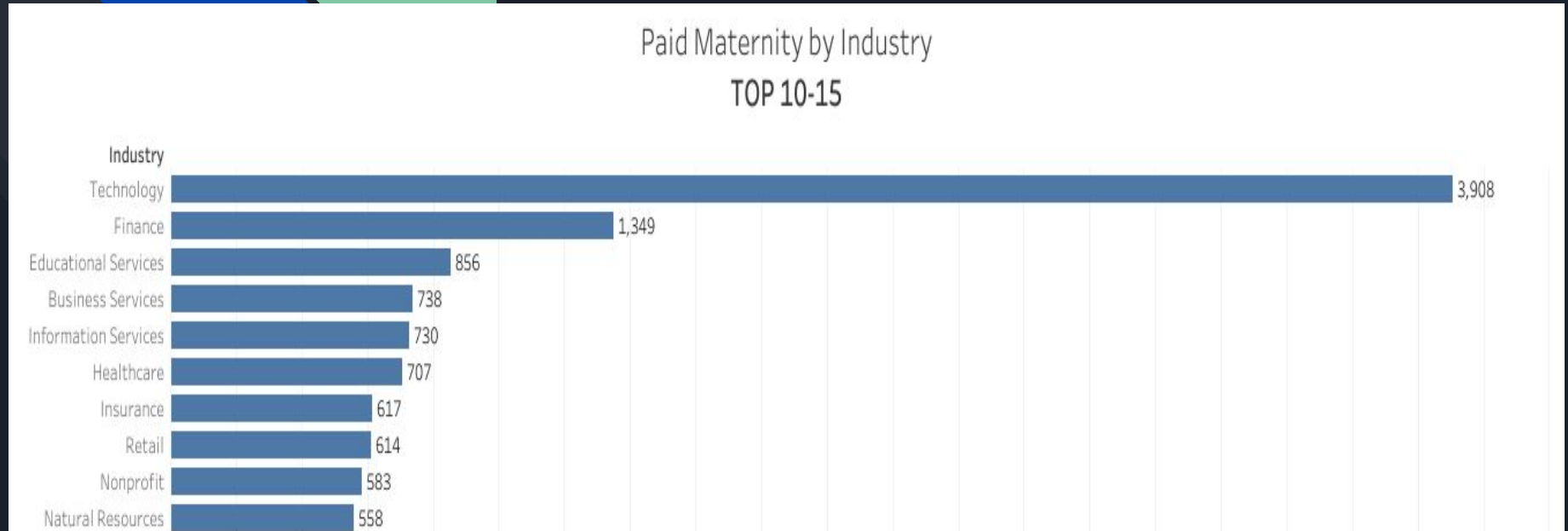
Paid Maternity Leave

Paid Paternity Leave

Paid Maternity vs Paid Paternity

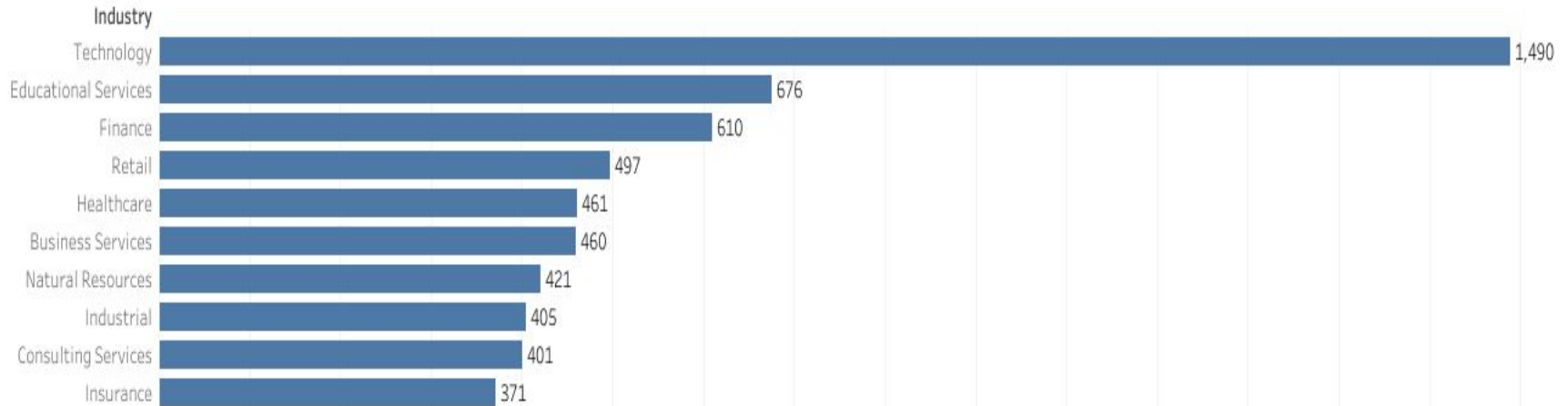


Top 10 Paid Maternity by Industry (in days)

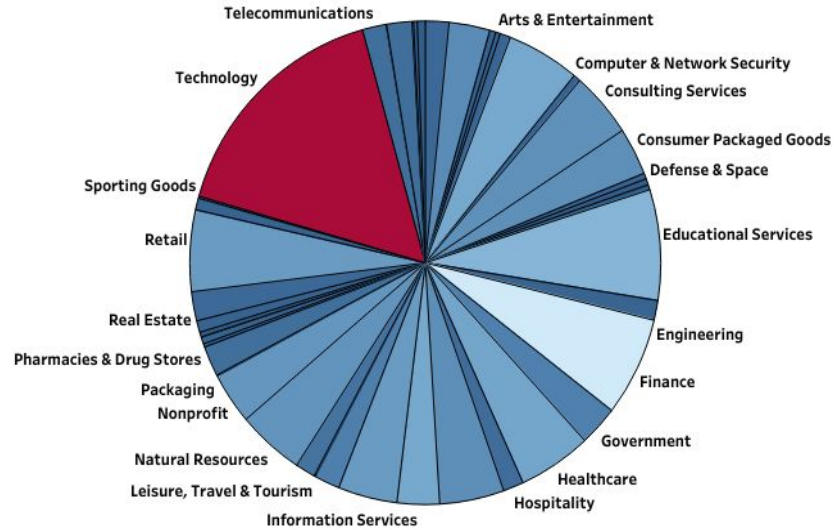
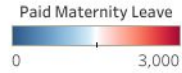


Top 10 Unpaid Maternity by Industry (in days)

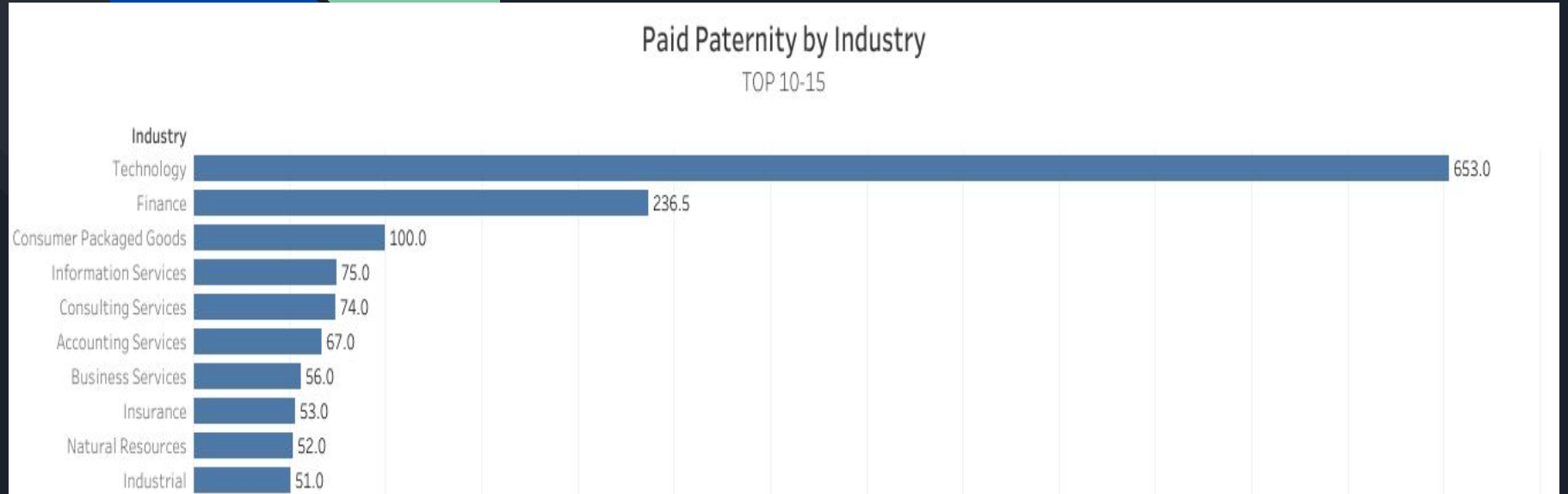
Unpaid Maternity by Industry Top 10-15



Paid vs Unpaid Maternity by Industry

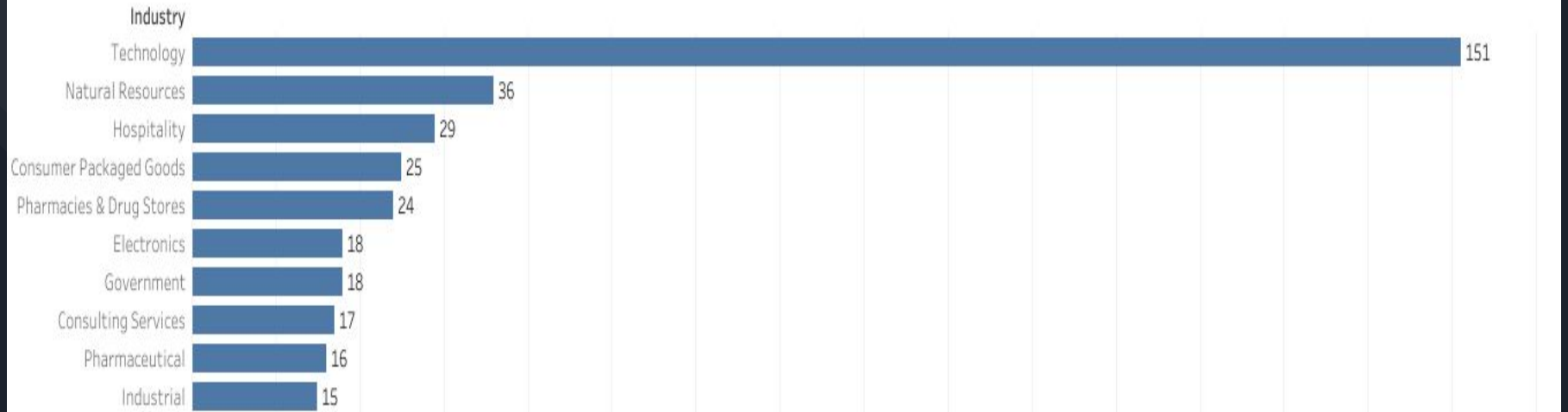


Top 10 Paid Paternity by Industry (in days)



Top 10 Unpaid Paternity by Industry (in days)

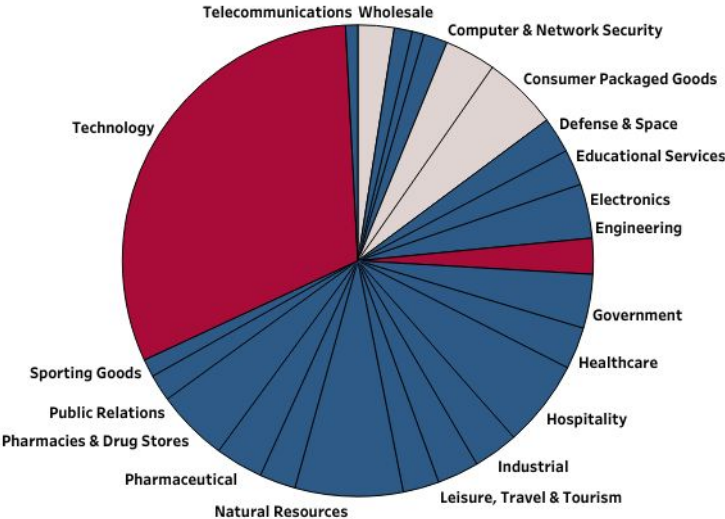
Unpaid Paternity by Industry



Paid vs Unpaid Paternity by Industry

By Industry

Paid Paternity Leave
-2.131628207e-14 200





Executive Summary

There are 7 times more companies that offer paid maternity than paternity leaves.

Top 3 industries for paid and unpaid leaves for maternity are:
Technology, Finance, and Educational Services.

Top 3 industries for Paid Paternity are: Technology, Finance, and Consumer Goods

Top 3 industries for Unpaid Paternity are: Technology, Natural Resources, and Hospitality

Technology and Finance are both industries that have the best paid leaves for maternity and paternity.