PARENTAL LEAVE

REPORT

By

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"We never know the love of a parent
until we become parents ourselves."

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Problem Summary & Background:

➢ Parental leave is a policy or provision that allows individuals to take time off from work to care for their newborn, newly adopted, or fostered child, or to care for a sick child or family member. It is a form of leave specifically designed to support employees in their roles as parents or caregivers. It has positive effects on families, workplaces, and society as a whole.

➢ The analysis of parental leave data shows a significant difference between the paid/unpaid and maternity/paternity leaves offered, indicating a huge disparity between the pay scale and the gender role respectively.

➢ We have been provided with a crowdsourced parental leave data from 1,601 companies across different industries, including paid/unpaid maternity and paternity leave weeks. Using this data-set we have to generate useful insights like which companies offer most parental leave, difference between maternity & paternity leave, distribution of leave and any noticeable differences between them.

Analysis & Solution:

(1) Which companies offer the most paid parental leave weeks?

| Top 5 Companies with most paid parental leave weeks	
Company	Leave Weeks
Grant Thornton	102
LAC-Group	67.5
Flatiron Health	60
Washburn Center For Children	52
Veritas Law	52

➢ These companies offer the most paid parental leave weeks.

(2) Is maternity leave typically longer than paternity leave?

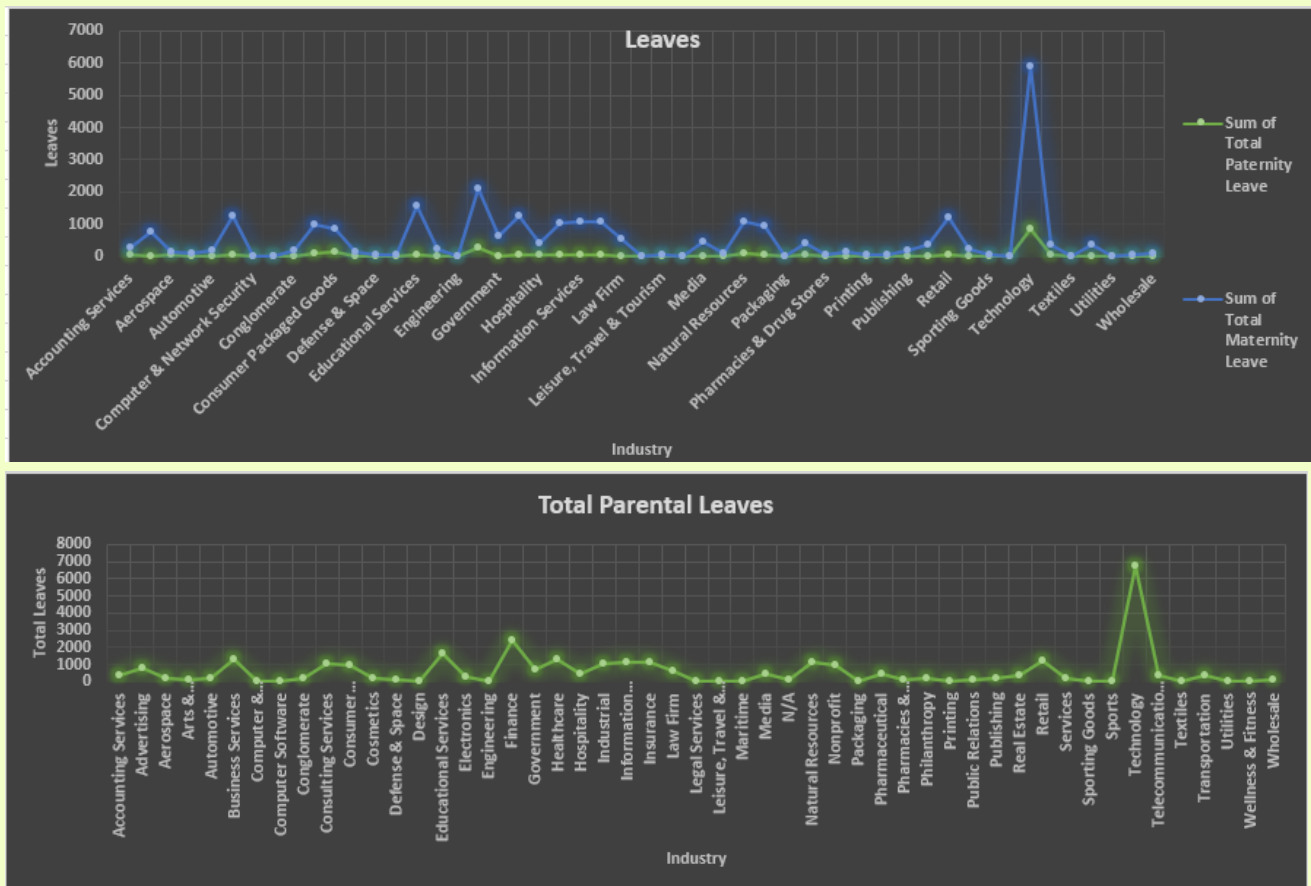| Leave	Total
Total meternity Leaves	1503
Total Paternity Leaves	98

➢ Hence, Maternity Leave is typically longer than Paternity Leave.

(3) What is the distribution of parental leave weeks offered?
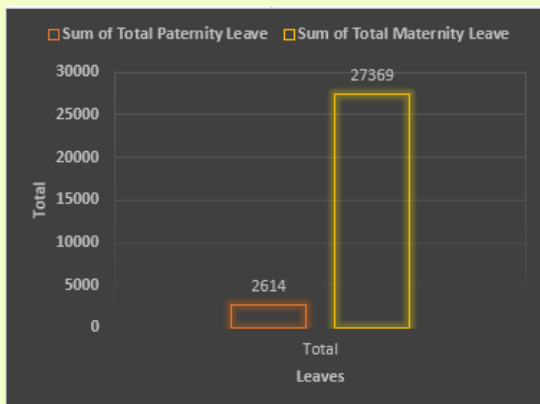
> ➢ The distribution of maternity leave is more prevalent in various industries than the paternity leave.

(4) Are there noticeable differences between industries?

> ➢ Hence, we can say that the maximum number of leaves is given by the Technology industry to its employees.
> ➢ Women are offered more maternity leaves in Technology industry than the male parents.

Methodology:

The following methods are followed in our data analysis-

1. **Data Collection:** We downloaded the csv dataset from Kaggle:
2. https://www.kaggle.com/datasets/shilongzhuang/things-we-do-for-family-some-bald-guy
3. **Data Cleaning & organization**: The collected data is cleaned and organized in a comprehensive manner. The date and time are converted into suitable formats and organized, and thorough understanding of the data dictionary is done to do necessary analysis.
4. **Data Analysis:** Using Excel formulas we performed necessary calculations. The obtained data is visualized using Excel tools like Pivot table graphs and charts.
5. **Conclusions:** On the basis of our analysis, we identified the business trends, sales patterns, peak hours and more opportunities for business growth.

Project scope & Goals:

➢ Identify problem background.
➢ Determine which companies offer the most parental leave.
➢ Determine the difference between the maternity and paternity leaves offered.
➢ Determine the distribution of parental leaves.
➢ Determine any noticeable differences between industries.

KPIs:

➢ Company Name and Industry.
➢ Number of Paid and Unpaid Maternity leave offered by a company.
➢ Number of Paid and Unpaid Paternity leave offered by a company.

Concepts used:

The key approach used in the Parental Leave analysis is mainly Excel based concepts.

1. Data Import: Excel allows us to import data from various sources, such as CSV files, databases, or other spreadsheet formats.
2. Data Cleaning: Excel provides tools to clean and prepare data for analysis. Here, we checked for blanks and used "Find and Replace" to correct errors or inconsistencies

in the data also we changed NULL 0 in order to avoid mathematical errors while doing calculations.

3. Sorting and Filtering: Excel allows us to sort and filter data based on specific criteria. We sorted data on the basis of number of leaves and other fields for analysis. Filtering enables us to display specific subsets of data based on certain conditions or values.

4. Formulas and Functions: Excel's formula and function capabilities are essential for performing calculations and deriving insights from data. Functions such as SUM, COUNT, IF, sorting, filter, Text to Columns and conditional formatting are used in this analysis to calculate totals and perform conditional analysis.

5. Pivot Tables: Pivot Tables are a powerful feature in Excel for summarizing and analyzing large datasets. Pivot Tables allow for easy exploration and visualization of data.

6. Charts and Graphs: Excel provides a range of chart types (bar charts, line charts, pie charts, etc.) to visually represent data. By creating charts and graphs, we visually analyzed patterns, trends, and disparities in the data.

Conclusion:

➢ The detailed analysis of Parental Leave data unveils huge disparities between the pay-scale and duration for maternity and paternity leaves respectively. Out of 1,601 companies from various industries maternity leave is about 91% whereas paternity leave is 9%, Technology followed by finance sectors have emerged out to be the leaders in supporting and providing parental leave policies and benefits. Among all the industries, a significant difference between the paid/unpaid and duration for maternity/paternity leaves offered have been observed.

➢ Overall, the analysis of parental leave data provides valuable information to organizations, policy-makers, and stakeholders interested in promoting work-life balance, gender equality, and the well-being of employees and their families.

Project Owner:

➢ Neel Balar
➢ 18th July, 2023