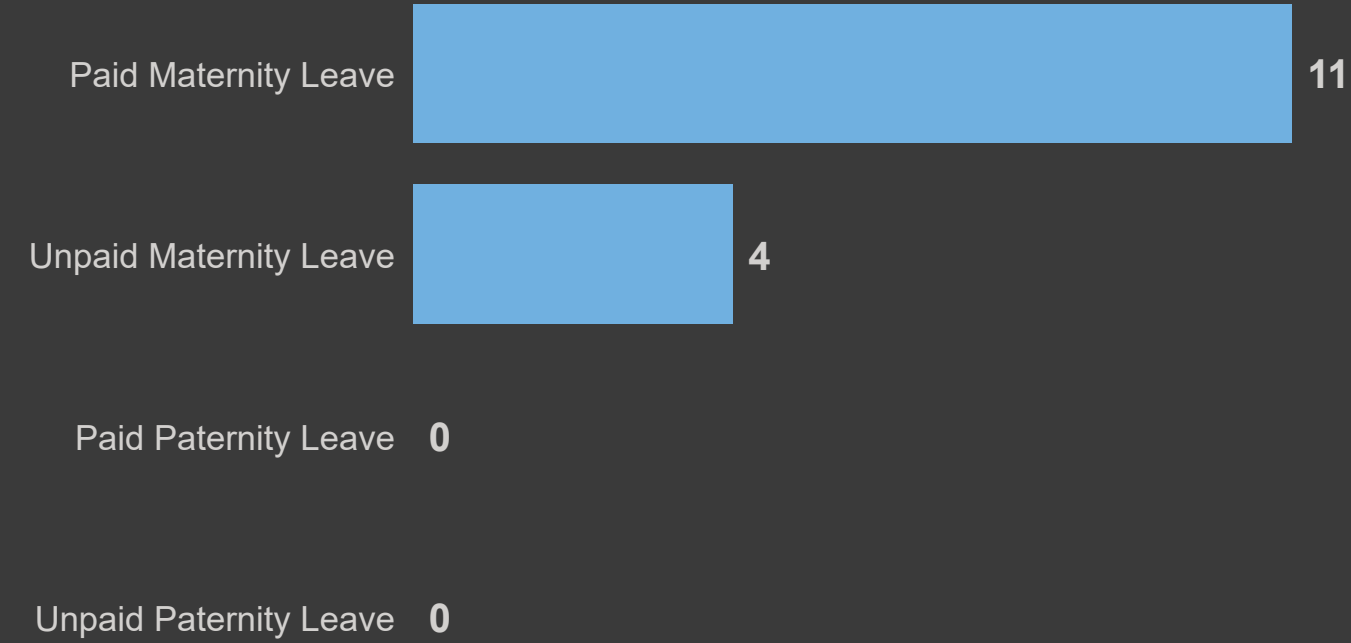


Overview of Leave policy by global companies and industries

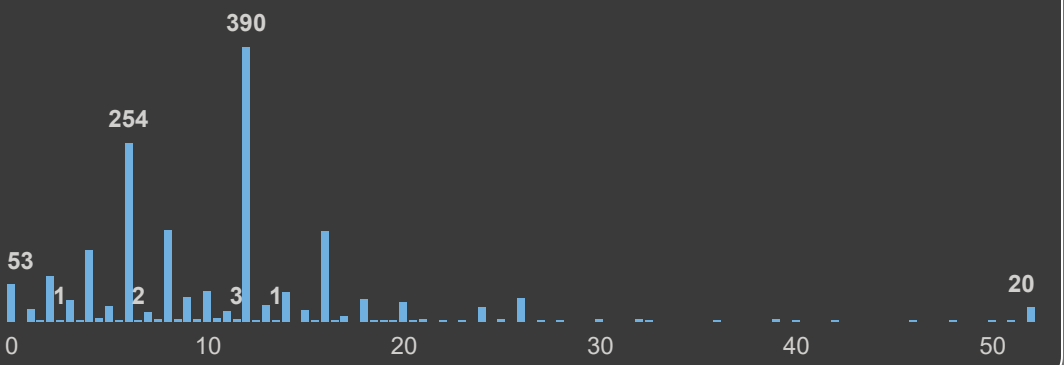
Comparing Median Maternity Leave and Paternity Leave (weeks)

Leave policies favor female employees, their male counterparts virtually receive no leave. Hence female staff are more likely to take time off work, affecting career and super balance.



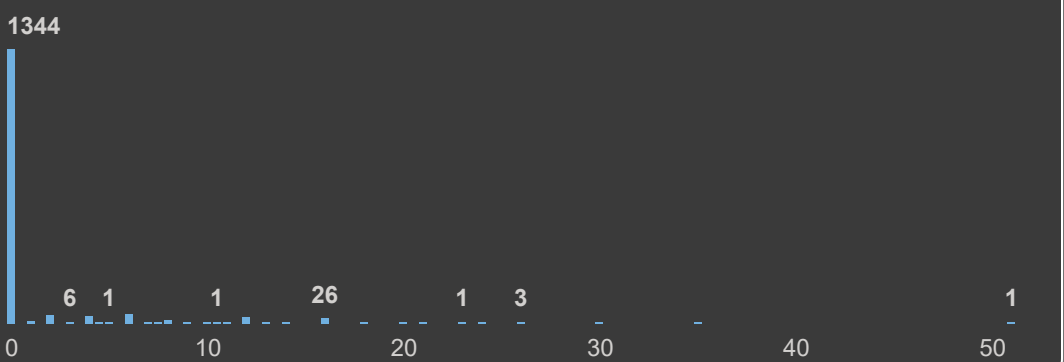
Distribution of Paid Maternity Leave

97% of surveyed companies provide 26 weeks or fewer. 75% provide 12 weeks or fewer.



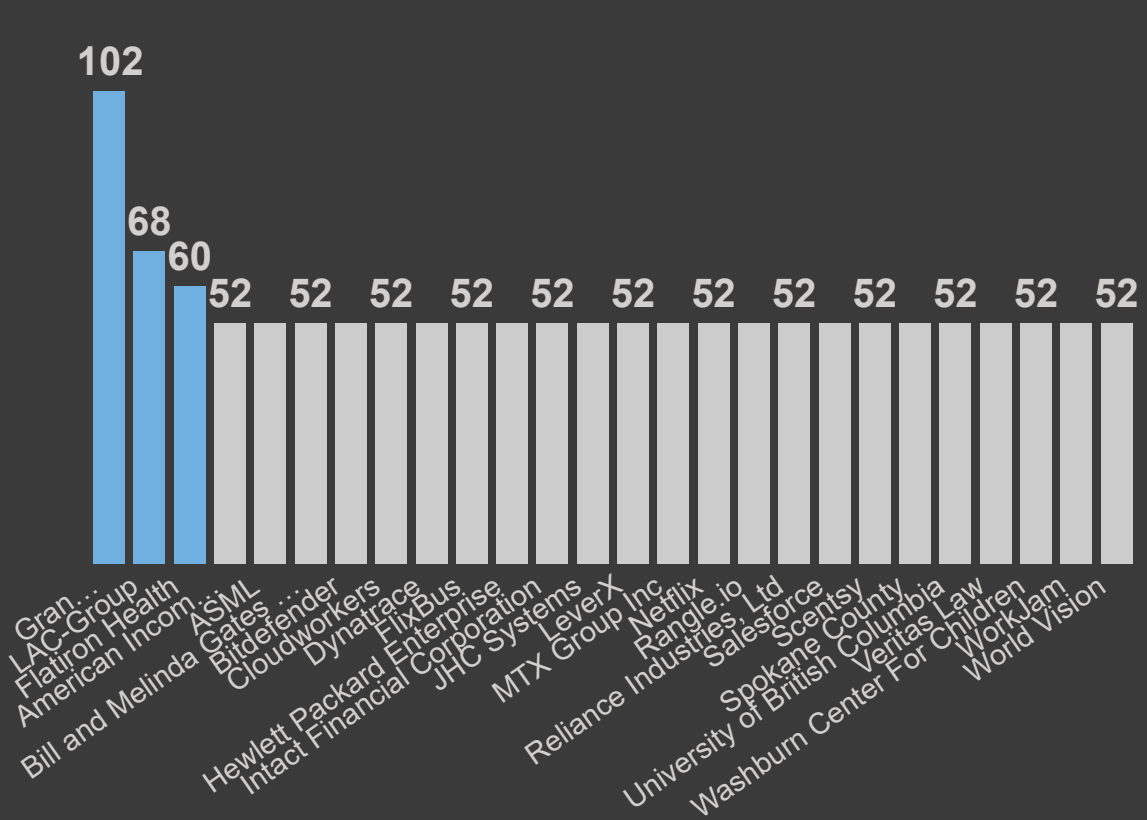
Distribution of Paid Paternity Leave

84% of surveyed companies provide no Paid Paternity Leave.



Top companies with highest Total Paid Leave (weeks)

While the top companies give generous Paid Leave, only the top 3 give Paid Leave to both parents, the rest solely provides Paid Maternity Leave.



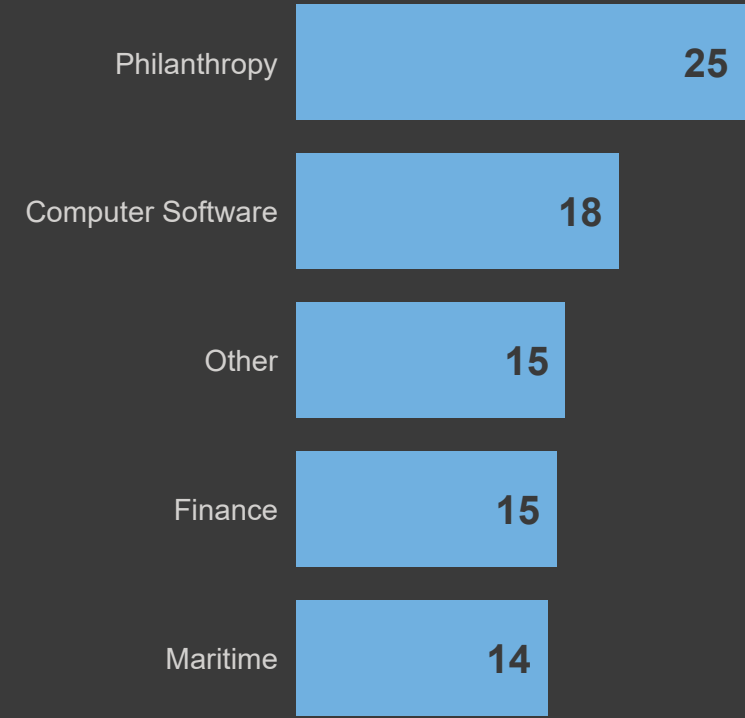
Top companies to avoid

No Leave period is reported at these companies, causing concerns over their family inclusivity practice.

Company	Industry
24-7 Intouch	Business Services
247 Private Security	Business Services
American Bridge Company	Industrial
BAYADA	Healthcare
Bright Horizons	Services
Compass Group PLC	Business Services
Corporation for National and Community Service	Government
Food Lion	Retail
GoDigital Media Group	Arts & Entertainment
Mayer Brown	Law Firm
Merrimac Industrial Sales	Wholesale
Montefiore Medical Center	Healthcare
Moses Cone	Healthcare
Nemours	Healthcare
NxStage Medical, Inc.	Healthcare
Project Renewal	Nonprofit
ProMedica	Healthcare
Red Hat	Technology
Round Rock ISD	Educational Services
S.i. Systems	Business Services
Schneider National	Transportation
SHI International Corp.	Technology
SPECA	Nonprofit

Top Industries by Median Total Paid Leave (weeks)

There are great variances among companies in the same industry. Some give a whole year, while some give none.



Top Industries by Median Total Unpaid Leave (weeks)

Few industries, on average, provide sizeable Unpaid Leave to supplement Paid Leave.



Worst performing industries in Median Total Leave (weeks)

The below industries provide fewer than 3 months of Total Leave to employees.

