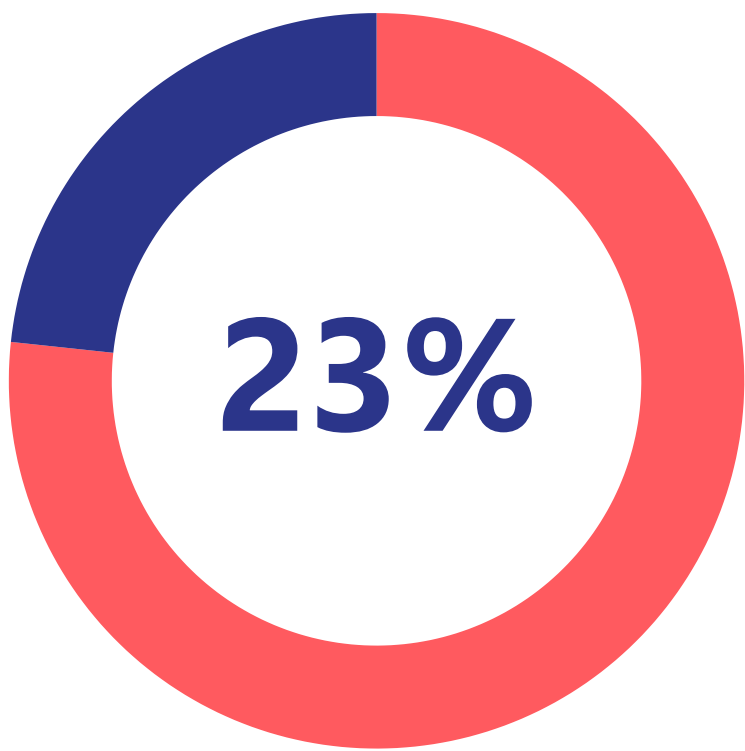


PARENT LEAVE ANALYSIS

According to **The International Labour Organization (ILO)** Maternity leave is the right of a new mother to have sufficient time to recover and care for her newborn. The ILO standards recommend that every mother should be entitled to **at least 14 weeks of maternity leave with full or partial pay**. This is important to ensure that mothers have adequate time to recover physically and mentally after childbirth, as well as to provide necessary care for their babies.

The International Labour Organization (ILO) recognizes the importance of paternity leave as part of its efforts to promote gender equality and work-life balance. However, there are currently **no specific ILO standards in place regarding paternity Leave**.

For this report, we will consider 14 weeks as a foundational benchmark for Paid Maternity Leave



Are the companies providing at least 14 Weeks of Paid Maternity Leave?

It is worth noting that **only 23% of companies adhere to the ILO recommendation of providing a minimum of 14 weeks of Paid Maternity Leave to their employees**. This statistic emphasizes the importance of aligning with international labor standards to ensure sufficient support for working mothers during the critical postnatal phase.

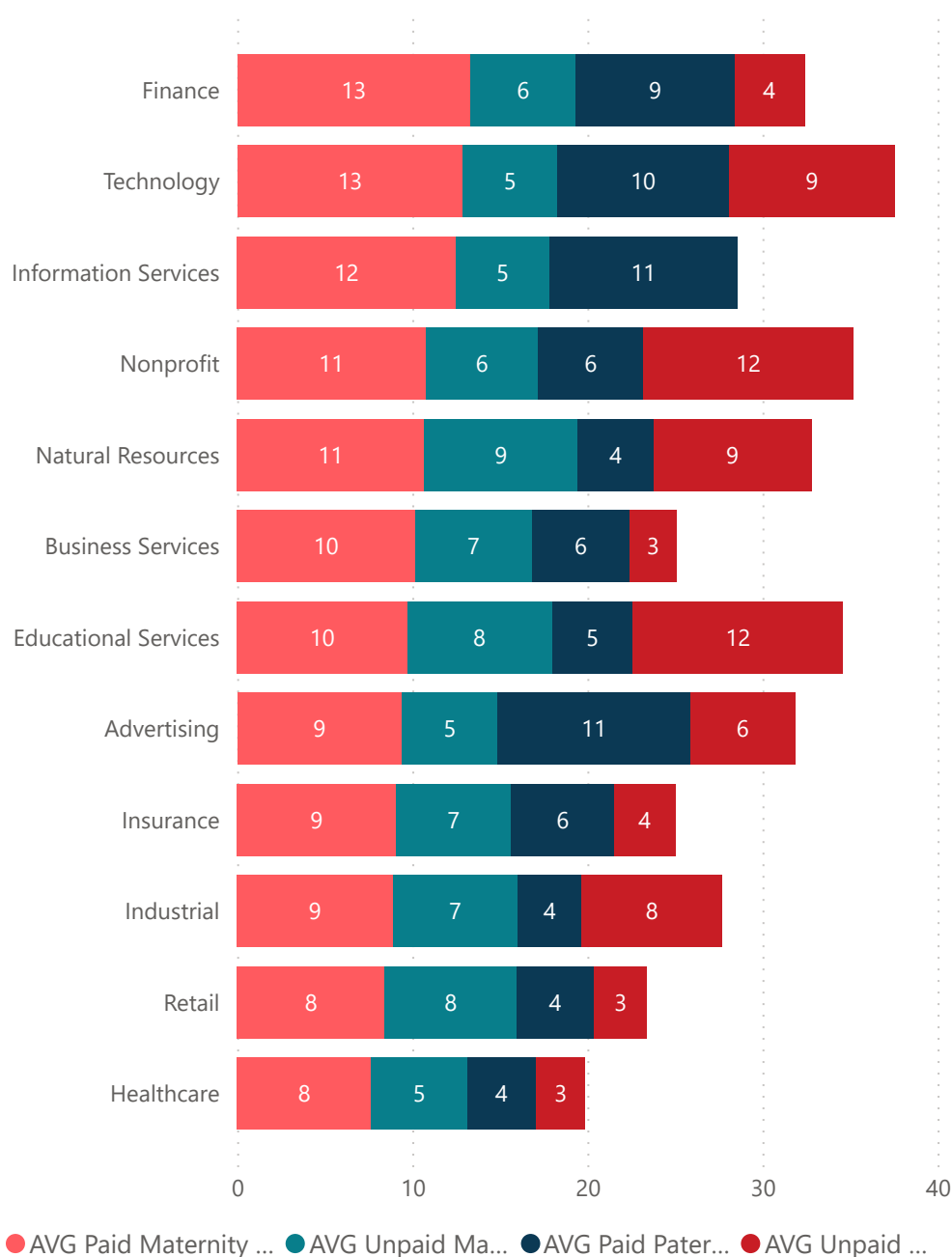
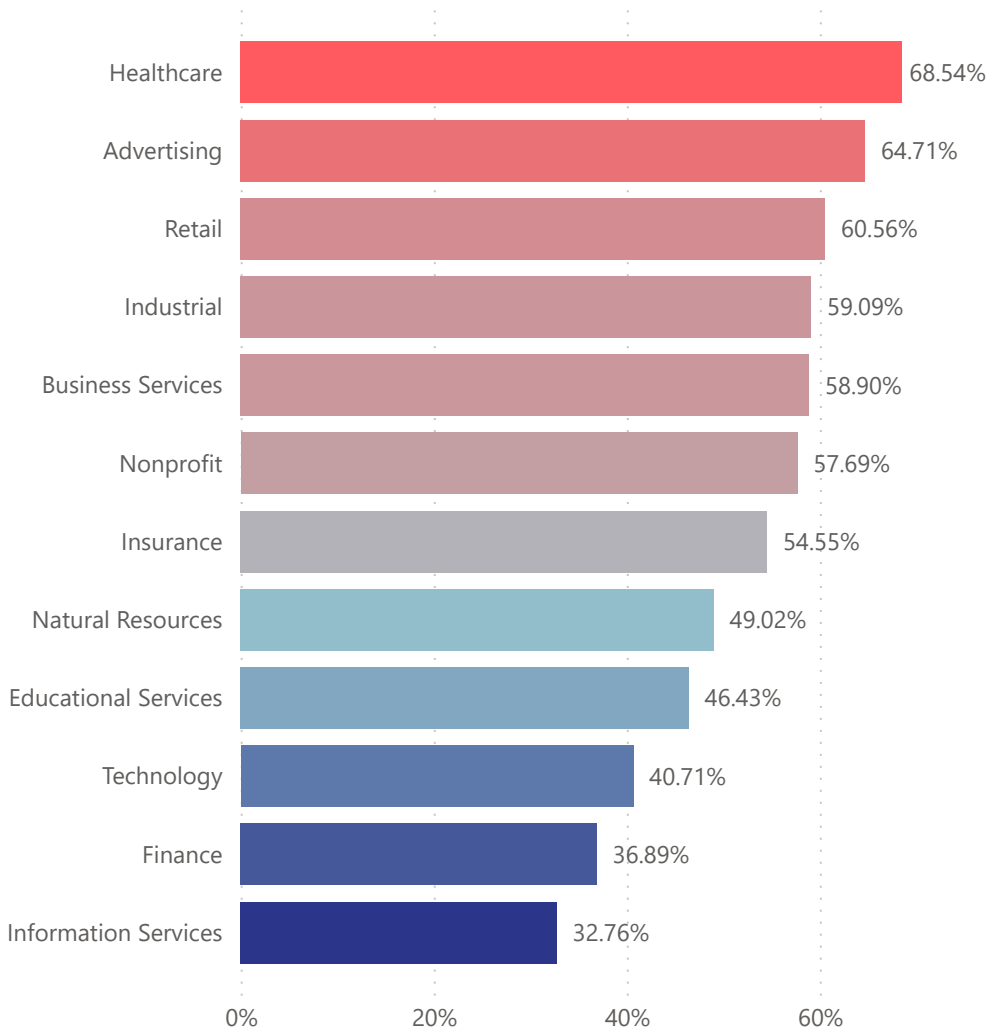
it is important to mention that a considerable **77% of companies do not align with the ILO recommendation of offering a minimum of 14 weeks of Paid Maternity Leave**. This data highlights the significance of striving to meet the suggested guidelines set by the International Labour Organization to enhance support for working mothers in the workplace.

Industries where a high percentage of companies provide less than 14 weeks of paid and unpaid maternity leave.

Industries that has at least **50 different companies** are considered

Healthcare has a highest negative trend, with **68.54%** of companies providing less than 14 weeks of paid and unpaid maternity leave. This is followed by **Advertising at 64.71%** and **Retail at 60.56%**.

The healthcare industry may have a higher negative score due to various factors such as the demanding nature of the work, staffing shortages, budget constraints, and the need for continuous patient care, which could potentially impact the provision of longer maternity leave benefits.



Industries and their Average Parental Leaves.

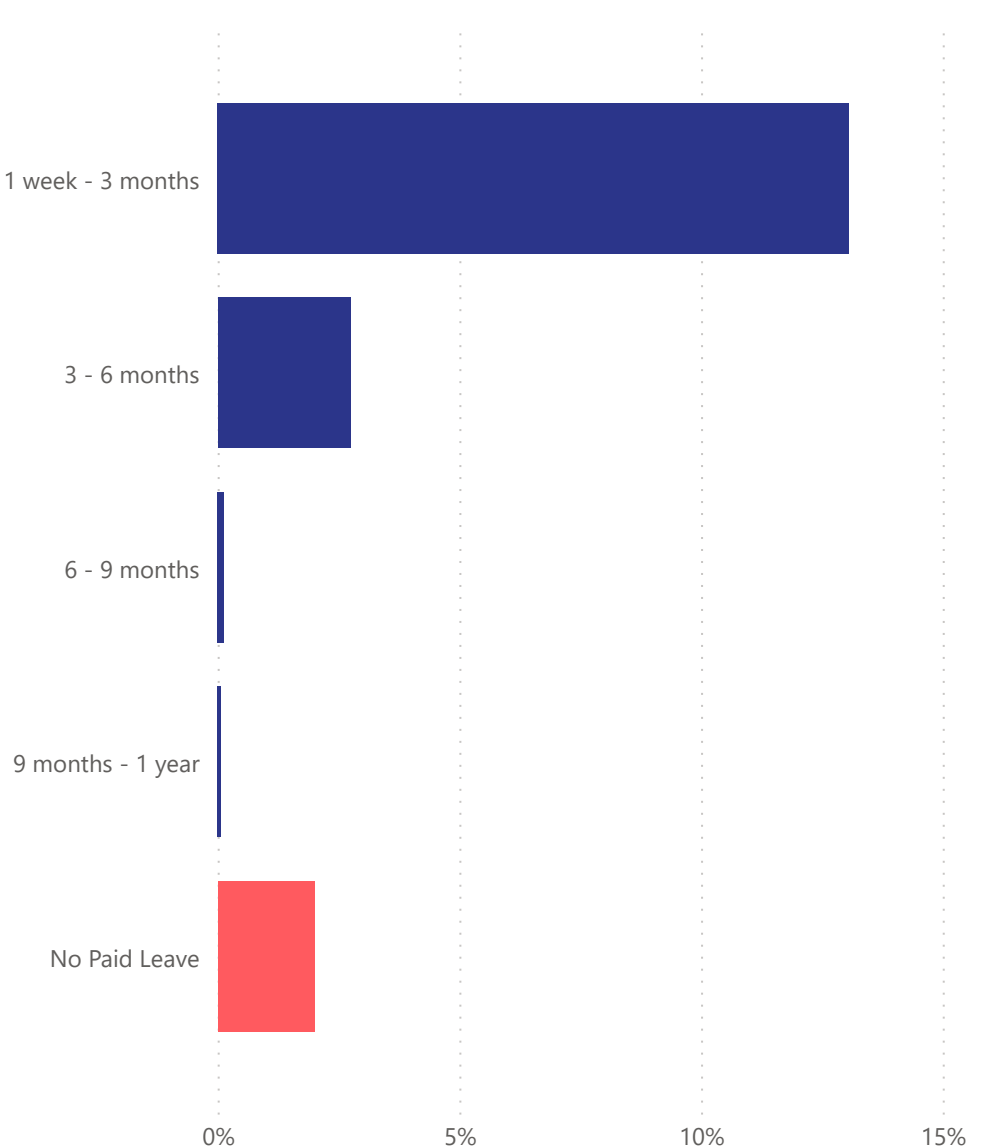
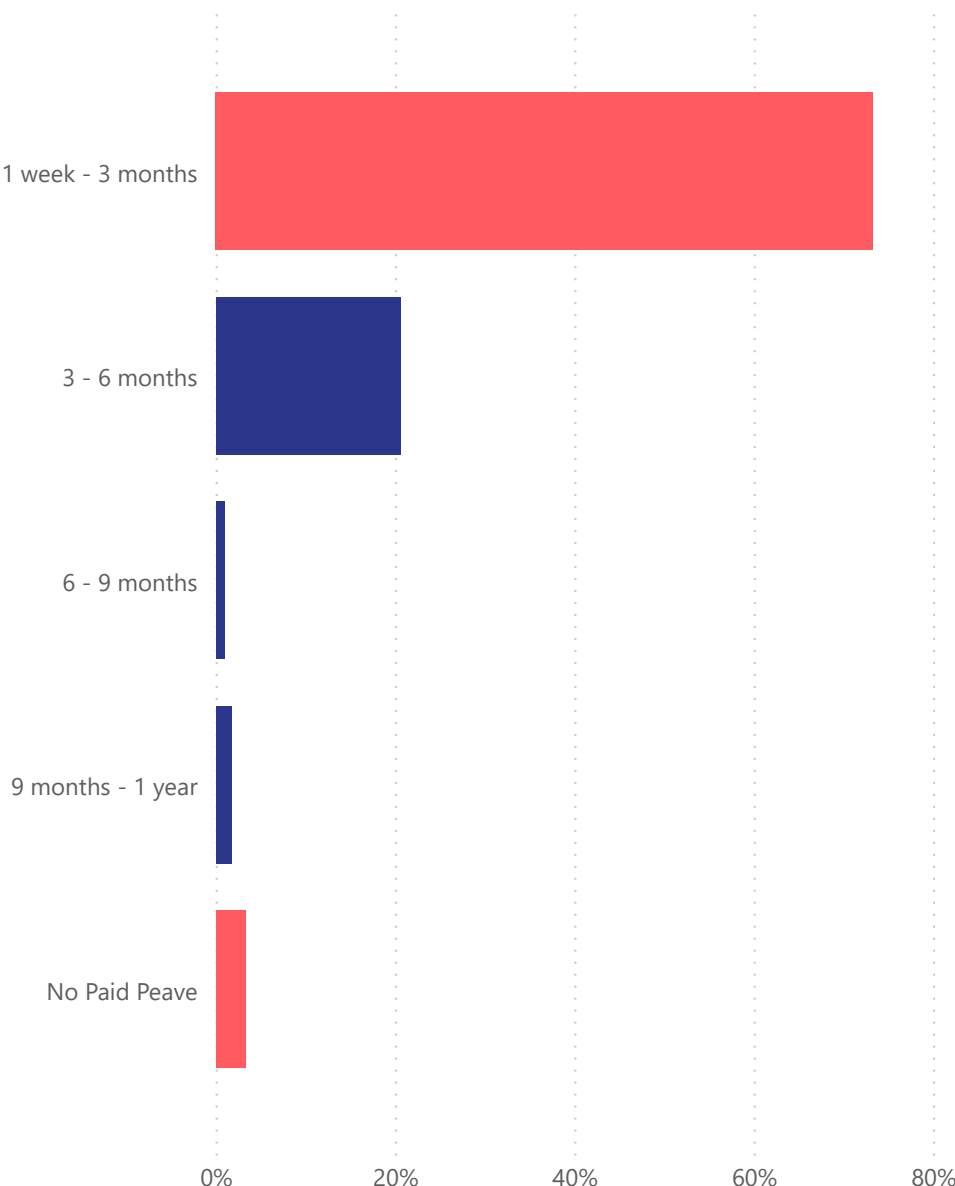
Industries that has at least **50 different companies** are considered

The **Finance industry** has the longest average paid maternity leave of **13 weeks**, which means that overall finance industry companies are doing great compared to the other industries. When it comes to unpaid maternity leave, the **Natural Resource** sector tops the chart with **9 weeks**, even though the natural resource industry only provides 11 weeks on average for paid maternity leave. It is also important to note that there are **107 companies whose data is not present in the dataset in the unpaid maternity leave attribute**. We can see that numbers are getting smaller in the paid paternity leave category, and **1312 companies paid paternity leave data is not found in the dataset, which is 82%**. This trend also continues in the unpaid paternity leave category, where around 96% of the data is missing, which is a whopping percentage. It creates ambiguity in the analysis.

Companies and their Paid Maternity Leave Durations

It is shocking to see that **3% of the companies don't provide paid maternity leave** that is so cruel, as paid maternity leave is important as it allows mothers to recover after childbirth, bond with their newborns, and promotes their well-being. It also helps in retaining employees, increasing productivity, and fostering loyalty by providing support during a significant life event. Additionally, it contributes to gender equality by ensuring that women can balance their careers and family responsibilities effectively. Overall, paid maternity leave benefits both the individual and the society by promoting health, well-being, and equality in the workforce.

The majority of the companies only provide 1 week to 3 months of paid maternity leave, which is below the ILO's recommendation of 14 weeks. On the other side, around **2% of the companies** provide paid maternity leave of **9 months to 12 months (a year)**, which is really great for the employees to create a solid bond with their newborns.



Companies and their Paid Paternity Leave Durations

The first and foremost thing to consider is that **82% of the data is not available for the analysis**. This chart was prepared with 18% of the remaining data available.

Paid paternity leave is often overlooked, which is reflected in the data as well. 82% of the companies do not have any information about paid paternity leave. This may be due to traditional gender roles, social expectations, and the perception that fathers do not need or want time off to care for their children. Some employers may not see the value in offering this type of leave or consider it an unnecessary expense. There may also be concerns about the impact on productivity or the idea that men should prioritize work over family responsibilities.

Even though this is the case, some companies provide 1 week to 3 months of paid paternity leave, which is good, but there are some companies out there that provide more than 3 months of paid paternity leave, which is above and beyond when compared to other companies.