
Maven Family Leave Challenge

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Parental Leave Status

The United States is one of the few developed countries in the world that does not mandate paid parental leave. The only federal law that addresses parental leave is the Family and Medical Leave Act (FMLA), which allows eligible employees to take up to **12 weeks of paid leave** for certain family or medical reasons, including the birth or adoption of a child.



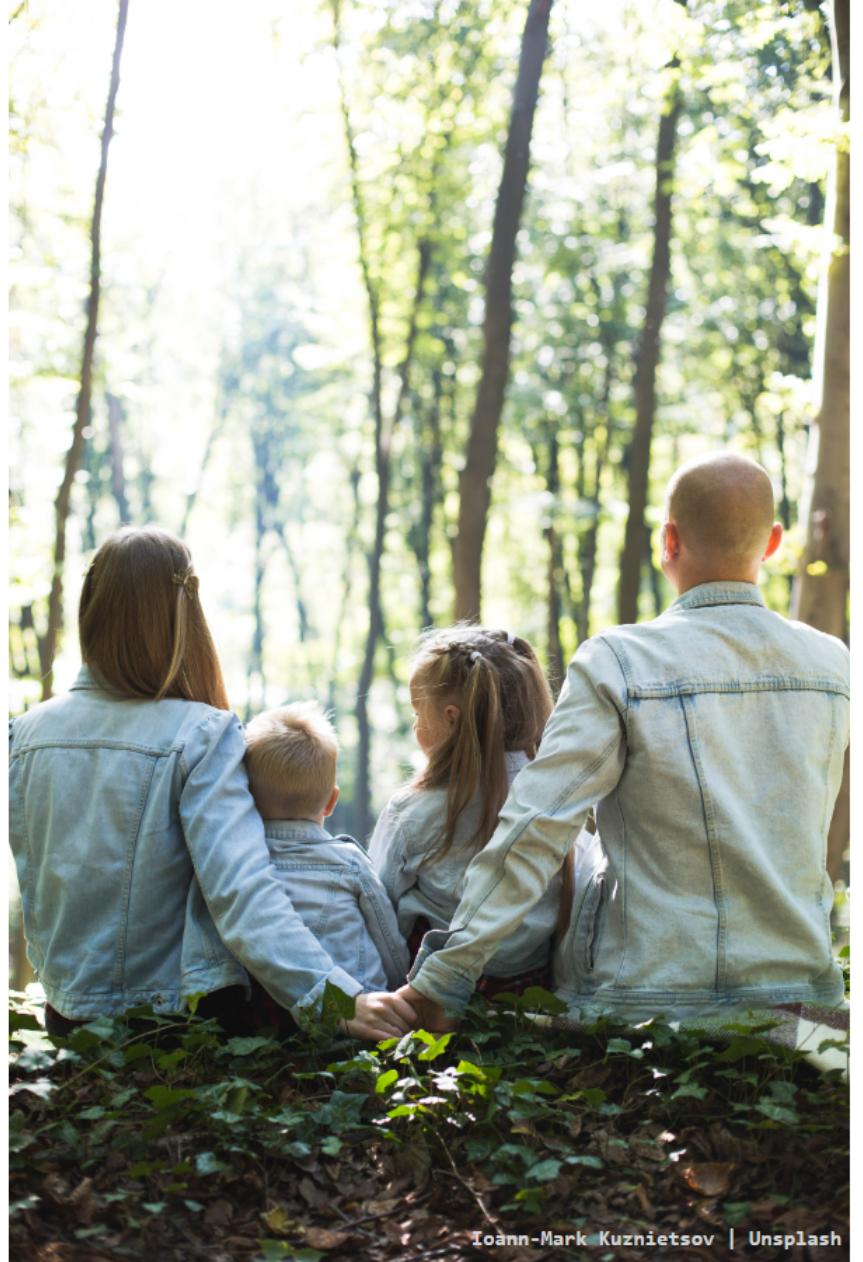
Even though paid parental leave is not mandated, some sectors have access to parental leave as employee benefit.

**THE REPORT HAS
CROWDSOURCED PARENTAL
LEAVE DATA FROM 1,601
COMPANIES ACROSS
DIFFERENT INDUSTRIES.**



Average Paid Leave

According to the report, it is average to take **10.41 weeks** of maternity leave and **7.152 weeks** of paternity leave.



**TOP
10**

Best Industries that provide Paid Maternity (in weeks)



The best industries that provide paid maternity leave is Finance Industry with 13.450 weeks on average, followed by Technology & Consumer Packaged Goods with 13 weeks and 12.9 weeks on average.

**TOP
10**

Best Industries that provide Paid Paternity (in weeks)



The best industries that provide paid paternity leave is Accounting Industry with 13.4 weeks on average, followed by Advertising & Technology with 11 weeks and 10.4 weeks on average.

Conclusion

- Companies offer paternity leave less likely than maternity leave.
- Maternity leave ranges from 5-13 weeks whereas paternity leave ranges from 2-13 weeks.
- There is a growing trend among employers to offer more generous parental leave policies as a way to attract and retain talent.
- Some companies, such as Netflix and Microsoft, offer up to a year of paid parental leave to employees. However, these policies are still the exception rather than the norm in the United States.