



PARENTAL LEAVE

PROJECT OWNER
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An illustration of a pregnant woman in profile, facing right. She has long, dark, wavy hair and is wearing a dark, sleeveless top. Her hands are resting on her belly. The background is a solid light pink color.

INTRODUCTION

In our data-driven world, talent is key. But what happens when talent becomes parents? Enter: parental leave. Our analysis shows a direct link between generous leave policies and employee retention, especially in data analytics fields. Studies reveal reduced turnover, stronger loyalty, and increased productivity upon return. Investing in leave now fosters long-term data-driven success. Let's dive into the numbers and explore how tailored leave policies can empower both families and our bottom line.

KPI/OBJECTIVES

- ❑ Which companies offer the most paid parental leave weeks?
- ❑ Is maternity leave typically longer than paternity leave?
- ❑ What is the distribution of parental leave weeks offered?
- ❑ Are there noticeable differences between industries?

INSIGHTS



Grant
Thornton



1501

#1 in Paid Parental Leave

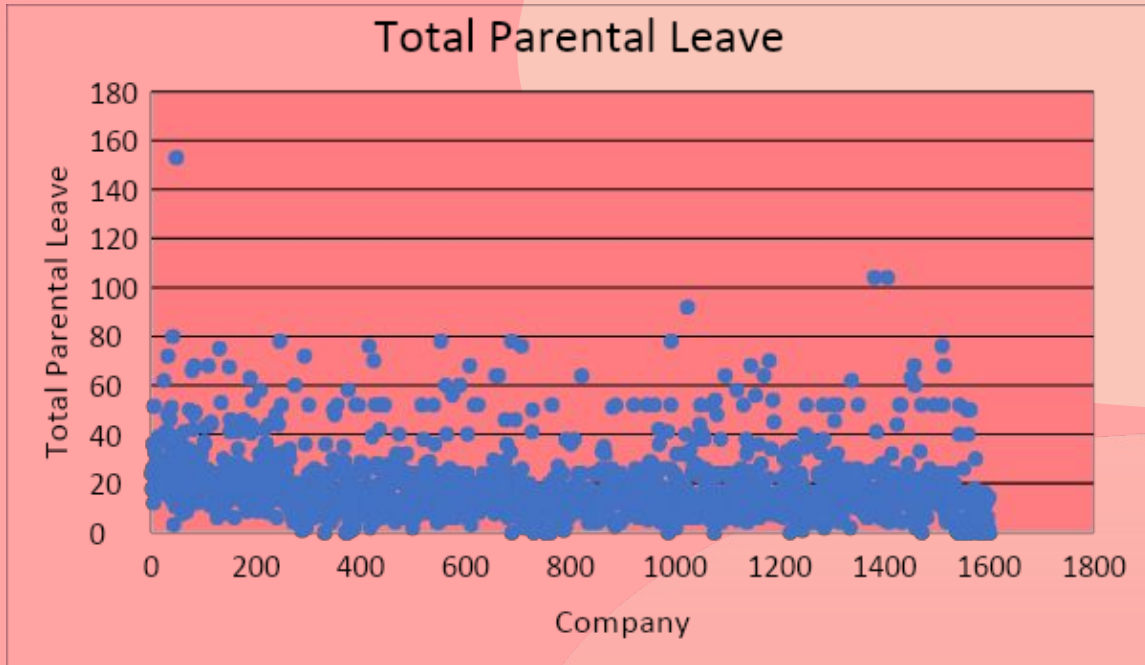
Which companies offer the most paid parental leave weeks?

Maternity Leave

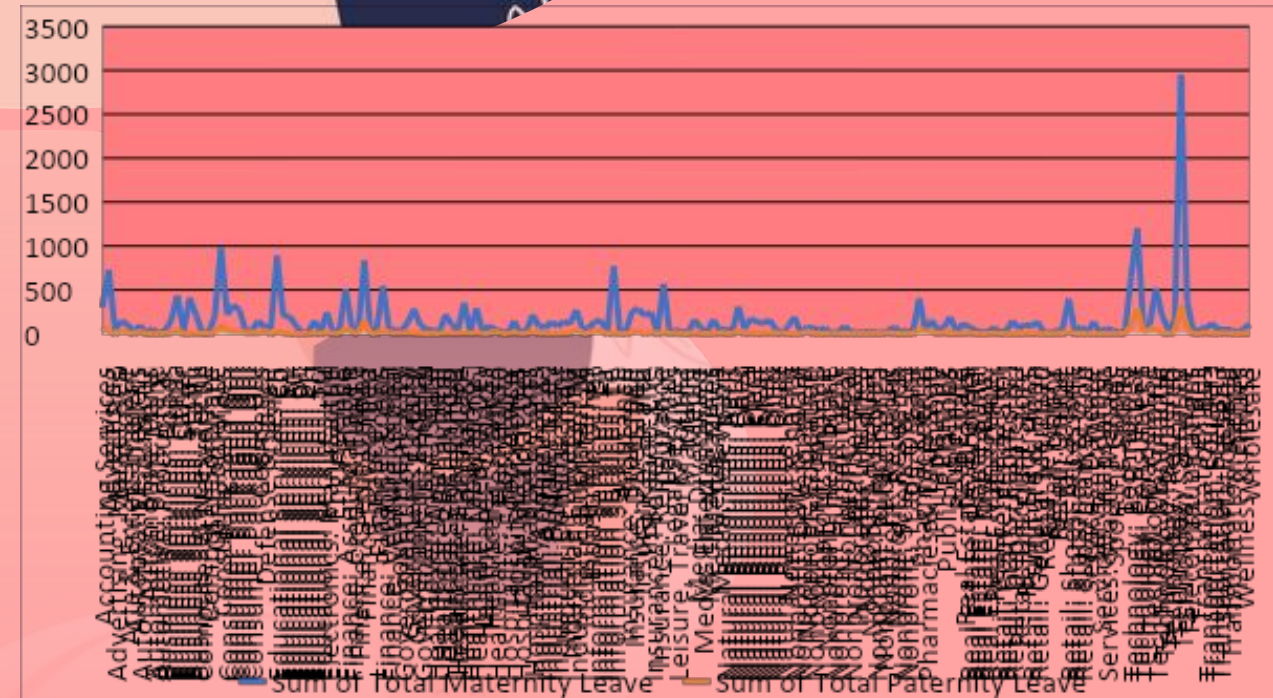
Is maternity leave typically longer than paternity leave?



What is the distribution of parental leave weeks offered?



Are there noticeable differences between industries?



CONCLUSION

Grant Thornton takes the crown for parental leave generosity, leading the pack with the highest-paid package. While maternity leave reigns supreme within their policy, they also recognize the importance of fathers, offering a strong paternity leave option. Interestingly, company size shows no significant link to total leave offered, but tech companies seem particularly passionate about supporting mothers, boasting higher average maternity leave periods. These trends highlight a growing focus on family-friendly workplaces, and Grant Thornton stands tall as a champion for employee well-being in this important domain.



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