

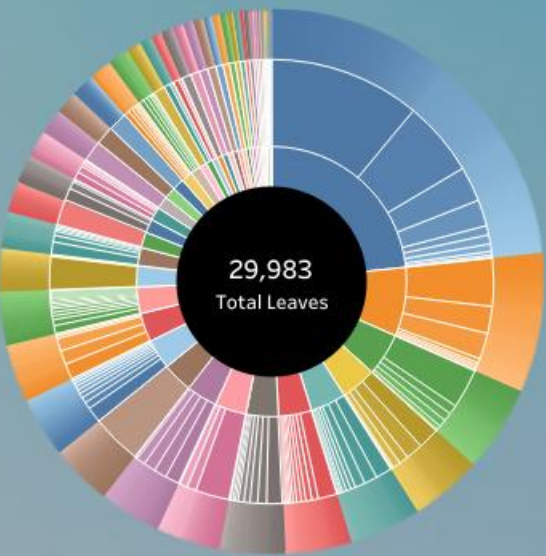
PARENTAL LEAVES ANALYSIS  
ACROSS INDUSTRIES

% of Paid Paternity  
Leaves  
58.24%

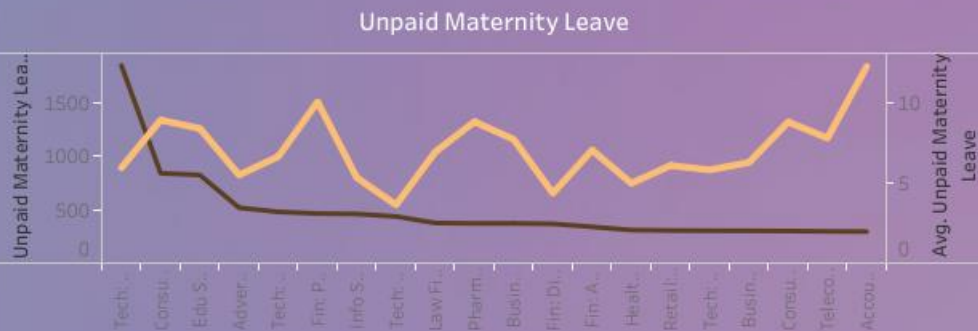
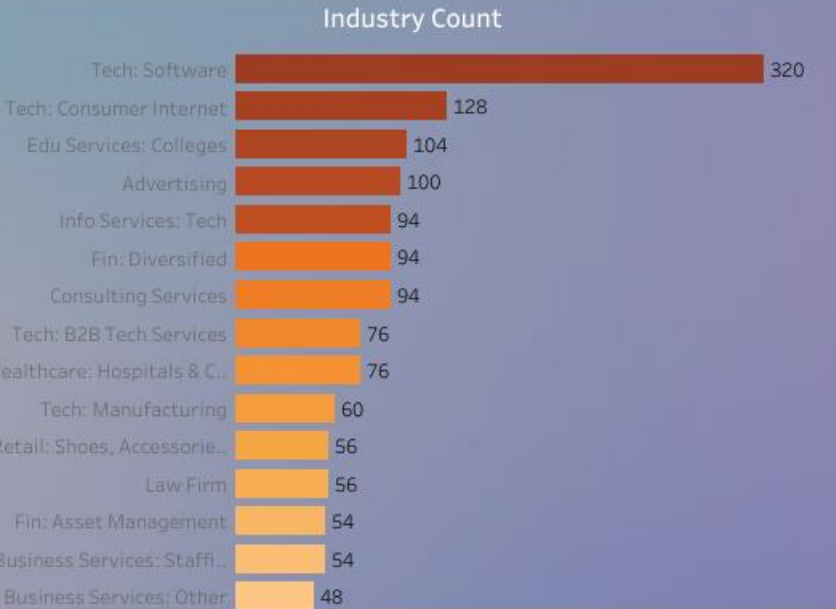
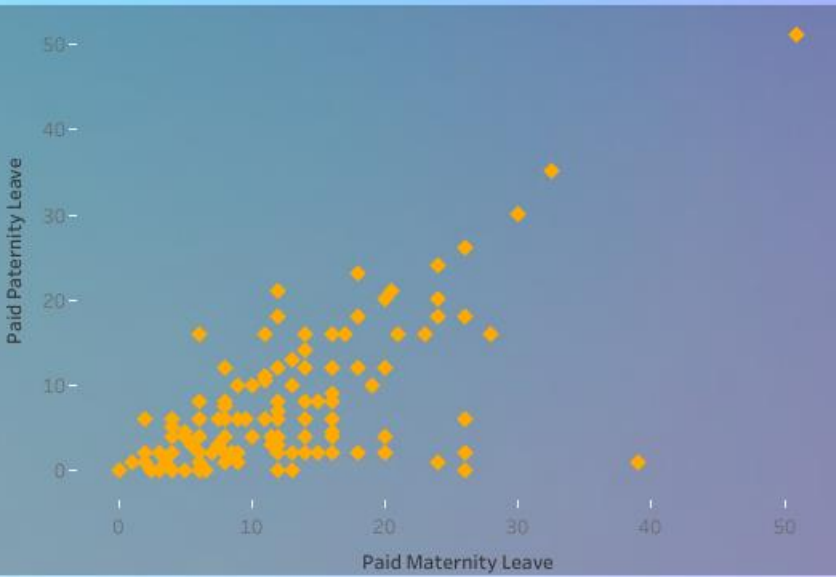
Maximum leaves given  
by a company  
52

Average leaves given  
8.69

Total leaves by Industry category, SubCategory and Comany



Number of Companies	1,600
Number of Industry Categories	51
Number of Industries	186
Avg. Paid Maternity Leave	11
Avg. Unpaid Maternity Leave	7
Avg. Paid Paternity Leave	7
Avg. Unpaid Paternity Leave	8
Total Paid Maternity Leaves	17,466
Total Unpaid Maternity Leaves	9,904
Total Paid Paternity Leaves	2,119
Total Unpaid Paternity Leaves	495





# KEY FINDINGS

- 1) Maximum leaves are given as paid maternity leaves comprises of 58% of total leaves. Second comes unpaid maternity leaves (33%), then paid paternity leaves (7%) and unpaid paternity leaves (1.65%).
- 2) There are many null values in the dataset. They could be either 0 or information is not available for them. percentages of null vales out of 1601 entries are - maternity leaves (0%), unpaid maternity leaves (6%), paid paternity leaves (82%), unpaid paternity leaves (96%).
- 3) We have the data of 186 type of industries in which mamximum companies are from Tech Software (160). Second highest occurance of companies are from industry Tech Consumer Internet (64) and then Educational Services: College (52 companies).
- 4) Tech Software industry totally has given 2,026 leaves which is also the highest, but their average is lower than others, which means in average a comapny in Software industry gives 12 paid maternity leaves. In contrast, Tech Consumer Internet gives in total 986 maternity leaves with 15.40 as average whoch is greater than Software.
- 5) Maximum total paid paternity leaves given is highest in Tech Consumer Internet (251) with an average of 14. Second highest industry is Tech software with total paid leaves are 231 with average of 9.26 which is even lower than Consumer internet. Total paid paternity leaves is far more less than paid maternity leaves in approx most industries.
- 6) Maximum total unpaid maternity leaves given is highest in Tech Software (921) with an average of 6. Second highest industry is Consulting services with total paid leaves are 419 with average of 9 which is higher than Tech Software. Total unpaid maternity leaves is less than paid maternity leaves but still far more than paid paternity leaves.
- 7) Maximum total unpaid paternity leaves given is highest in Tech Software (90) with an average of 12.8. Second highest industry is Tech Consumer Internet with total paid leaves are 37 with average of 9.25. Total unpaid paternity leaves is far less than any type of leaves given.
- 8) There are many cases when Paid maternity leaves given are greater than Paid paternity leaves given in a company. But the opposite is not true. There are very less instances where paternity leave is more than maternity leave.