

# Survey of Paid Parental Leave in the United States

A Report by WorldatWork,  
Underwritten by Mercer  
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research



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# Introduction & Methodology

This report summarizes the results of a November 2016 survey of United States (U.S.) organizations to gather data about the use of paid parental leave programs that provide paid time off to new-parent employees, separate from other paid-time off programs (PTO, vacation, sick, etc.). This survey explored how much paid leave is given, eligibility requirements and the relationship to other paid time off programs.

On Nov. 30, 2016, survey invitations were sent electronically to 5,428 WorldatWork members. Members invited to participate were randomly selected members with responsibility for compensation, benefits and human resources functions.

The survey closed on Dec. 19, 2016, with 439 responses, an 8% response rate. The dataset was cleaned and analyzed using statistical software. Any duplicate records were removed, resulting in a final dataset of 386 responses.

The demographics of the survey sample and the respondents are like the WorldatWork membership as a whole. The typical WorldatWork member works at the managerial level or higher in the headquarters of a large company in North America.

The frequencies or response distributions listed in the report show the number of times or percentage of times a value appears in a dataset. Due to rounding, frequencies of data responses provided in this survey may not total 100%.

Due to a technical glitch, only participating organizations that offer paid parental leave to some or all new-parent employees in the unit/location/group for which they are responding were asked to provide demographic information and company name. Thus, a complete list of participating companies is not available.

## Definition of Paid Parental Leave

For the purposes of this survey, “paid parental leave” is defined as:

- ✓ **Paid leave for use by new-parent employees to recover from the birth of a child and/or to care for or bond with a new child.** Definition of “new-parent employee” (e.g., birth mother, father, domestic partner, adoptive parent) and qualifying circumstances (e.g., birth, adoption, foster placement) may vary and will be covered in this survey.
- ✓ **Paid parental leave that is distinct from other paid leave programs.** While using this type of paid leave, a new-parent employee does not need to use or exhaust other paid time off earnings or accruals such as vacation, sick time, personal leave or PTO; although, an employee may be able to use other earned/accrued paid time off *after* paid parental leave benefit is exhausted, if organizational policy allows.

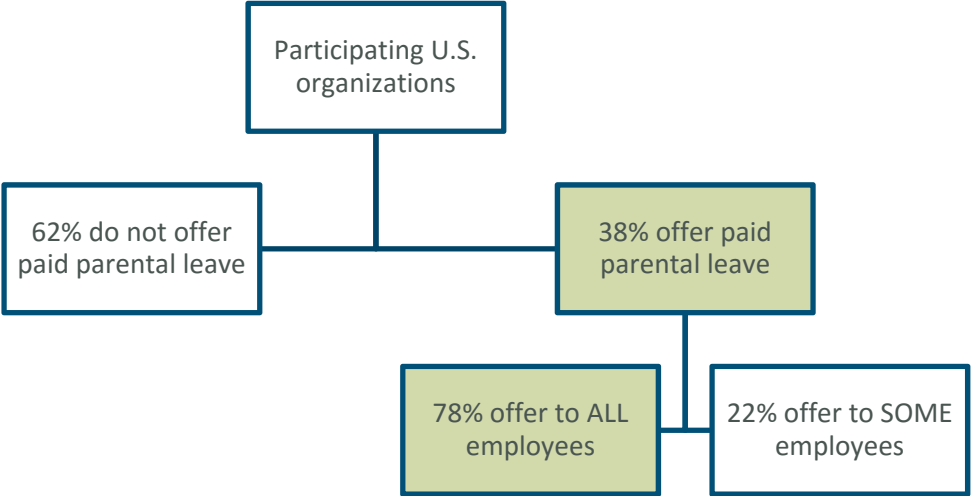
What is *not* considered “paid parental leave” for purposes of this survey?

- ∅ **Unpaid, job-protected time off.** Job-protected time off that an organization may offer new-parent employees — whether legally-required to or not — if it does not include a specific paid leave benefit for new-parent employees that is paid for by the employer.
- ∅ **Paid leave that is NOT distinct from other paid leave programs.** Paid time off that requires the new-parent employee to use or exhaust other paid time off earnings or accruals such as vacation, sick time, personal leave or PTO.
- ∅ **Short-term disability.** Any portion of paid leave for a new-parent employee that is paid for by an employer- or employee-funded disability program (e.g., STD, LTD). While not considered paid parental leave for this survey, there will be separate questions asked about these programs.
- ∅ **Government/state-funded disability or insurance.** Any portion of paid leave for a new-parent employee that is paid for by a government/state-funded program. While not considered paid parental leave for this survey, there will be separate questions asked about these programs.
- ∅ **Pay that supplements partial-pay disability insurance benefits.** When offered, this practice is usually intended to keep the employee’s compensation “whole” or at 100% because the insurance or disability payment only covers a portion of the employee’s pay (e.g., state-funded disability insurance, short-term disability [STD]). While not considered paid parental leave for this survey, there will be separate questions asked about these practices.

# Executive Summary

This survey was intended to measure the availability of paid leave for new-parent employees that is separate from other paid leave and disability insurance programs (e.g., short-term disability). (See page 3 for full “paid parental leave” definition.)

38% of participating U.S. organizations offer paid parental leave as defined by this survey (Figure 1), with 78% of those organizations offering it to all their employees (Figure 5).



Of the 38% of organizations that offer paid parental leave to all or some new-parent employees:

- Legal Requirements**
  - 64% are subject to state/local laws requiring paid parental leave.
  - 88% of those subject to state/local laws offer more/expanded paid parental leave than legally required.
- Determination of Paid Leave Amounts**
  - 58% offer the same amount of paid parental leave to all qualifying new-parent employees.
  - 25% give more paid parental leave to birth mothers (excluding disability).
  - 15% differentiate amount of paid parental leave for primary versus secondary caregivers.
- Amount of Paid Leave Offered**
  - 80% provide employees full/normal pay during paid parental leave.
  - Average length of paid parental leave offered to full-time employees at full pay, is 4.1 weeks (median: 3.0 weeks).

## Legal Requirements

Participating organizations are subject to state/local laws requiring paid leave for new-parent



employees in California (55%), New York (47%), New Jersey (40%), San Francisco (30%), Rhode Island (18%), Hawaii (15%), and/or other locations; however, 36% of responding organizations are not subject to any state or local laws for paid parental leave (Figure 7). When organizations are more generous with paid parental leave policies than they are required to be by law, they are most often providing a longer duration of paid parental leave (70%) and/or a greater percentage of an

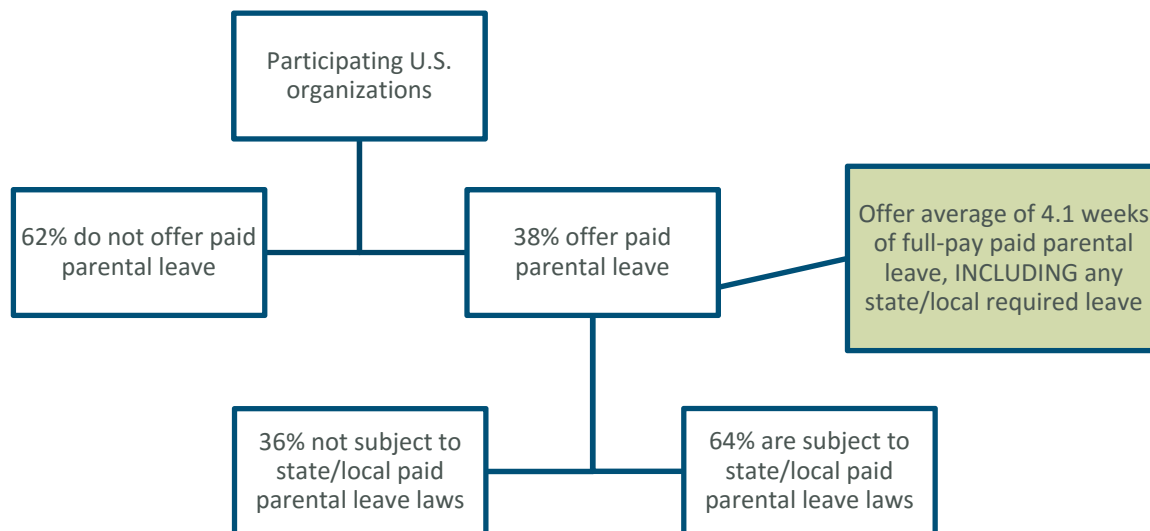
employee's normal pay rate (47%) (Figure 8).

## Determination of Paid Leave Amounts

58% of organizations offering paid parental leave to some or all employees offer the same amount of paid leave to all qualifying new-parent employees. Excluding any disability or insurance programs that cover the medical portion of a birth mother's leave, 25% of organizations award birth mothers more paid parental leave than other new-parent employees (Figure 13). The amount of paid parental leave available to new-parent employees is dependent on whether they are designated as a primary or secondary caregiver to the new child in 15% of organizations (Figure 14). 83% of organizations do not determine the amount of paid parental leave by full- or part-time status (Figure 15).

## Amount of Paid Parental Leave Offered

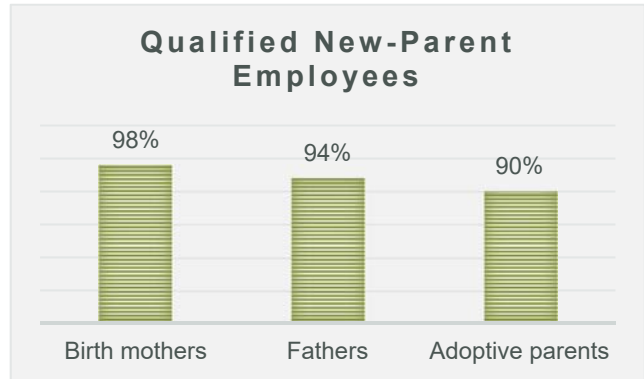
80% of organizations that offer paid parental leave to some or all new-parent employees, pay eligible employees their full salary/wages during the entire paid parental leave (Figure 17). The average length of full-pay paid parental leave is 4.1 weeks (median: 3.0 weeks) for eligible, full-time new-parent employees for each qualifying event (assuming a normal delivery if employee is the birth mother), including any portion an organization is legally mandated to provide (Figure 18). In 86% of organizations, additional paid parental leave is not given for special circumstances (e.g., C-section, birth of multiples) (Figure 19).



### Qualified Employees

The following new-parent employees most often qualify to use paid parental leave in organizations offering the benefit: birth mothers (98%), fathers (94%) and adoptive parents (90%) (Figure 11).

100% of full-time employees and 47% of part-time employees are eligible for paid parental leave should they have a qualifying new-parent status (Figure 12).



### Timing of Use of Paid Parental Leave

Nearly half of eligible employees are authorized to take paid parental leave upon their hire date (47%), and 37% of employees must wait 12 months or more (Figure 20). In 53% of organizations offering paid parental leave, eligible employees can begin using the benefit on the delivery date or parental effective date (Figure 21), and 53% of organizations allow eligible employees the first year of parenthood to take their paid parental leave (Figure 22).

### Disability Insurance Supplements

While absences covered by disability insurance are not considered paid parental leave for purposes of this survey, WorldatWork did inquire about the availability of disability insurance and any supplemental benefits offered by organizations. These questions were asked only of organizations that offer paid parental leave to some or all employee. 45% of these organizations provide supplemental payments to meet more or all of a new-employee's normal wage/salary during their absence if the *government/state-sponsored* disability/insurance payments do not cover 100%; while, 38% of these organizations with an *employer-sponsored* disability/insurance program make up full wages/salary for qualified new-parent leave (Figures 9 and 10).

Reminder: For this survey, "paid parental leave" does not include unpaid, job-protected time off; paid leave that is not distinct from other programs; short- or long-term disability (STD, LTD); government/state-sponsored disability or insurance; or pay that supplements partial-pay disability/insurance benefits.

For more information on the definition of "paid parental leave," please click [here](#).

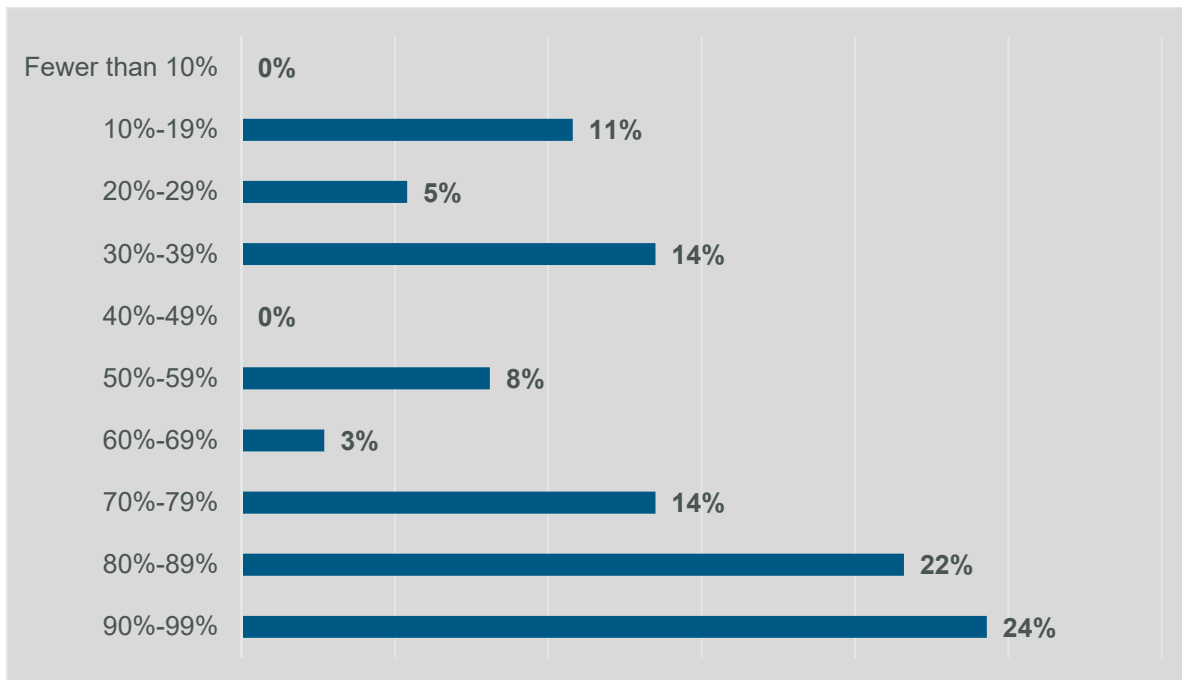


## Results and Analysis

**Figure 1:** “Does your organization offer new-parent employees in the U.S. paid parental leave as defined by this survey?” *All respondents received this question.*

	2016
n=	386
We offer paid parental leave to all new-parent employees.	27%
We offer paid parental leave to some new-parent employees.	11%
We do not offer paid parental leave to any new-parent employees.	62%

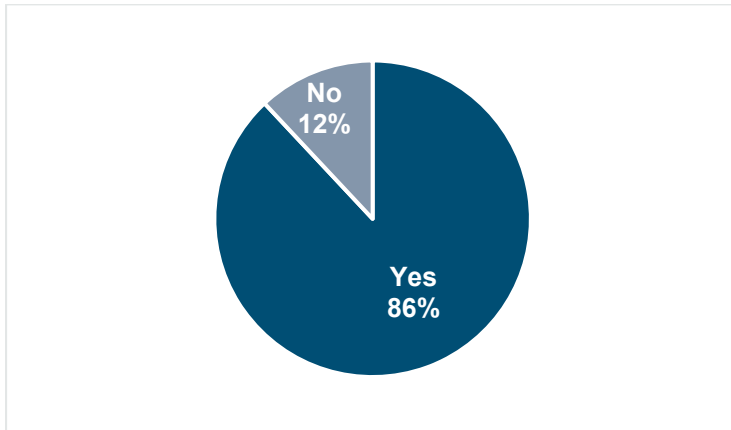
**Figure 2:** “To what portion of its U.S. workforce does your organization offer paid parental leave?” (n=37) *Only respondents indicating that their organization offers paid parental leave to some but not all employees received this question.*



Reminder: For this survey, “paid parental leave” does not include unpaid, job-protected time off; paid leave that is not distinct from other programs; short- or long-term disability (STD, LTD); government/state-sponsored disability or insurance; or pay that supplements partial-pay disability/insurance benefits.

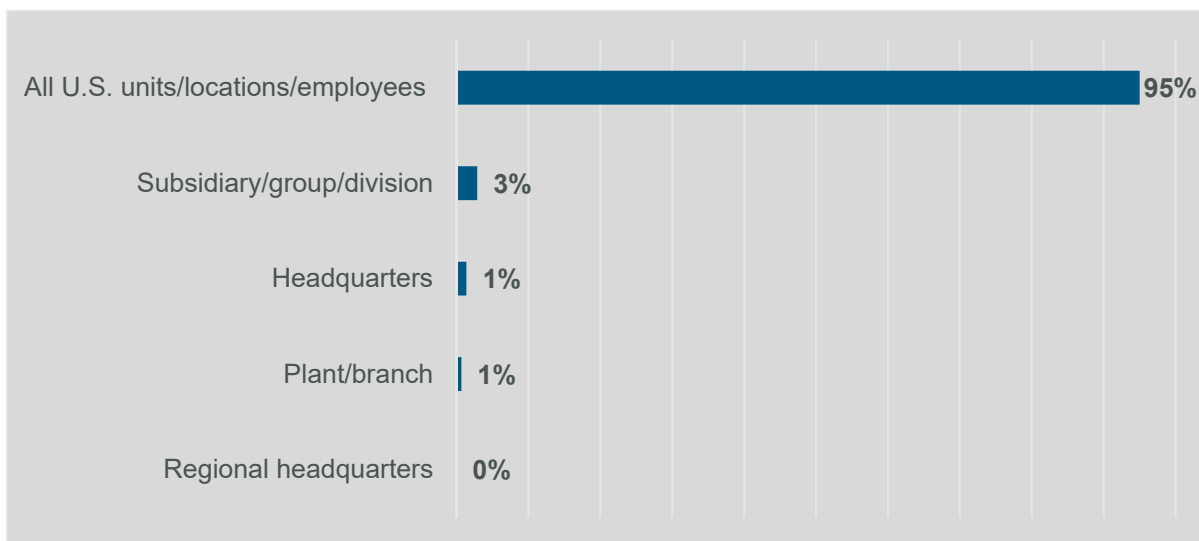
For more information on the definition of “paid parental leave,” please click [here](#).

**Figure 3:** “Separate from any paid parental leave or other paid-time-off program, does your organization offer employer-sponsored disability insurance (e.g., insured or self-insured STD) that compensates birth mothers during their medical recovery?” (n=377) All respondents received this question.



The remainder of the questions were answered for an organization’s paid parental leave program or practice that applies to the largest number of U.S. employees.

**Figure 4:** “The organizational unit, location or group of employees that are covered by the paid parental leave approach you are reporting for in the remainder of this questionnaire is:” (n=140) Respondents indicating that their organization offers paid parental leave to some or all employees received this question.



Reminder: For this survey, “paid parental leave” does not include unpaid, job-protected time off; paid leave that is not distinct from other programs; short- or long-term disability (STD, LTD); government/state-sponsored disability or insurance; or pay that supplements partial-pay disability/insurance benefits.

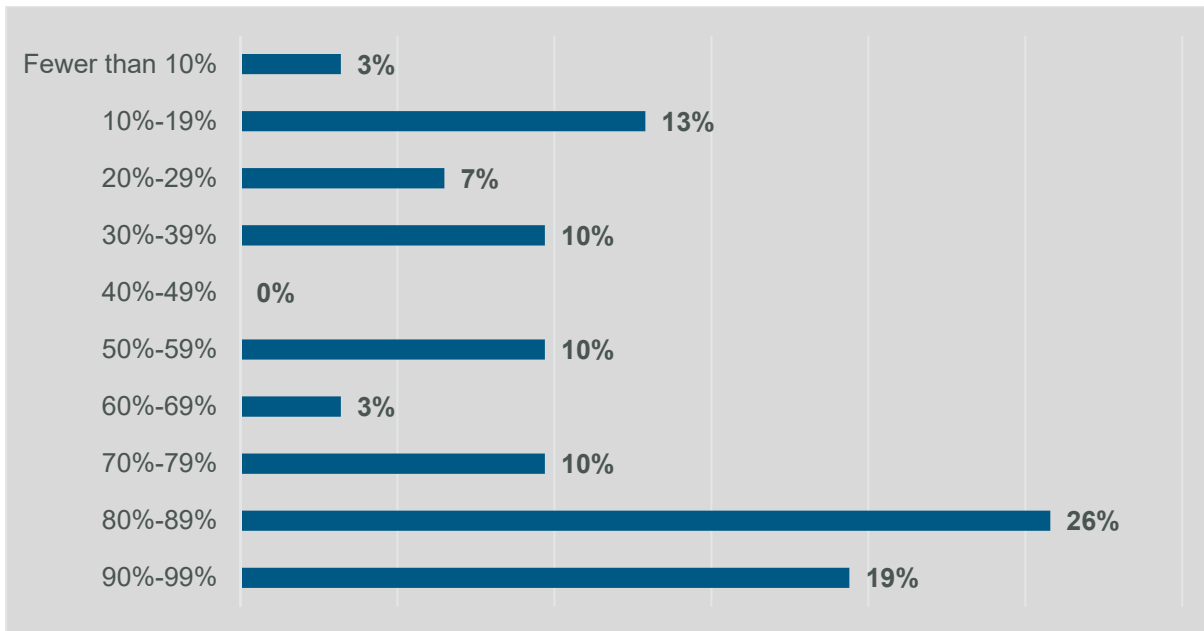
For more information on the definition of “paid parental leave,” please click [here](#).

## Prevalence

**Figure 5:** “Does the unit/location/group for which you are responding in this survey offer new-parent employees paid parental leave?” Respondents indicating that their organization offers paid parental leave to some or all employees received this question.

	2016
	n= 140
We offer paid parental leave to all new-parent employees within this unit/location/group.	78%
We offer paid parental leave to some new-parent employees within this unit/location/group.	22%
We do not offer paid parental leave to any new-parent employees within this unit/location/group.	0%

**Figure 6:** “To what portion of the unit/location/group’s workforce that you are responding for in this questionnaire does your organization offer paid parental leave?” (n=31) Only respondents indicating that their organization offers paid parental leave to some but not all employees in the unit/location/group for which they were responding in this survey received this question.



Reminder: For this survey, “paid parental leave” does not include unpaid, job-protected time off; paid leave that is not distinct from other programs; short- or long-term disability (STD, LTD); government/state-sponsored disability or insurance; or pay that supplements partial-pay disability/insurance benefits.

For more information on the definition of “paid parental leave,” please click [here](#).

## Legally-Mandated Programs

**Figure 7:** “Which of the following state/local laws that require paid leave for new-parent employees is your organization (or the unit/location/group you are responding for in this survey) subject to? (Select all that apply.)” Respondents indicating that their organization offers paid parental leave to some or all employees received this question.

	2016
n=	138
California	55%
Hawaii	15%
New Jersey	40%
New York	47%
Rhode Island	18%
San Francisco	30%
Other, please provide state or other governing body	4%
My organization is not subject to any state/local laws that require paid leave for new-parent employees.	36%

**Figure 7a:** “Which state/local law that your organization (or the unit/location/group you are responding for in this survey) is subject to, applies to the largest segment of your employee population?” Only respondents indicating that their organization is subject to state/local paid parental leave requirements received this question.

	2016
n=	54
California	43%
Hawaii	2%
New Jersey	13%
New York	19%
Rhode Island	4%
San Francisco	7%
Other, please provide state or other governing body	7%

Reminder: For this survey, “paid parental leave” does not include unpaid, job-protected time off; paid leave that is not distinct from other programs; short- or long-term disability (STD, LTD); government/state-sponsored disability or insurance; or pay that supplements partial-pay disability/insurance benefits.

For more information on the definition of “paid parental leave,” please click [here](#).

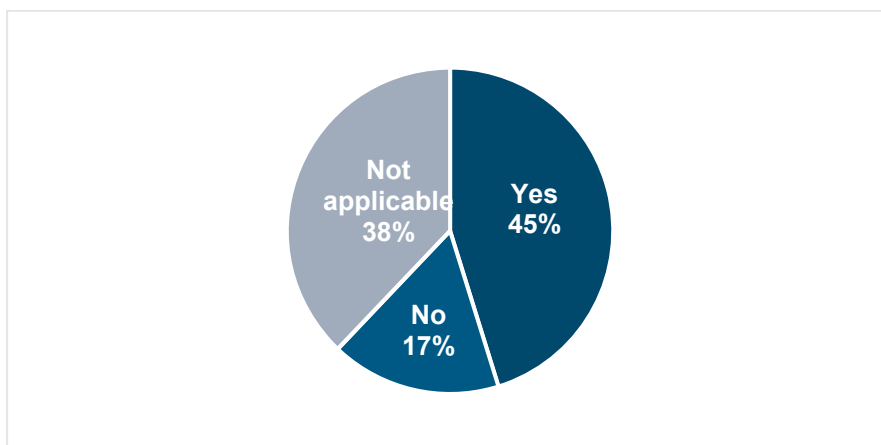
**Figure 8:** “Do you offer new-parent employees more/expanded paid parental leave than what is required by any state/local laws that your organization is subject to? (Select all that apply.)” Only respondents indicating that their organization is subject to state/local paid parental leave requirements received this question.

	2016
	n= 83
We offer a longer duration of paid parental leave than is legally required.	70%
We offer a larger percentage of employee’s normal pay rate during paid parental leave than is legally required.	47%
We offer paid parental leave for a broader set of new-parent circumstances or qualifying employees than is legally required.	31%
We offer paid parental leave with fewer/no administrative requirements for the employee to adhere to than is legally required (e.g., less or no documentation needed).	18%
We only offer the paid parental leave that is mandated by state/local laws.	12%

### Supplemental Pay

For purposes of this survey, pay that supplements partial-pay disability/insurance benefits is not considered paid parental leave. Figures 15 and 16 address whether organizations that offer paid parental leave also provide supplemental pay when a government/state-sponsored and/or employer-sponsored disability payment during leave for a new-parent employee does not cover the employee’s full wages/salary.

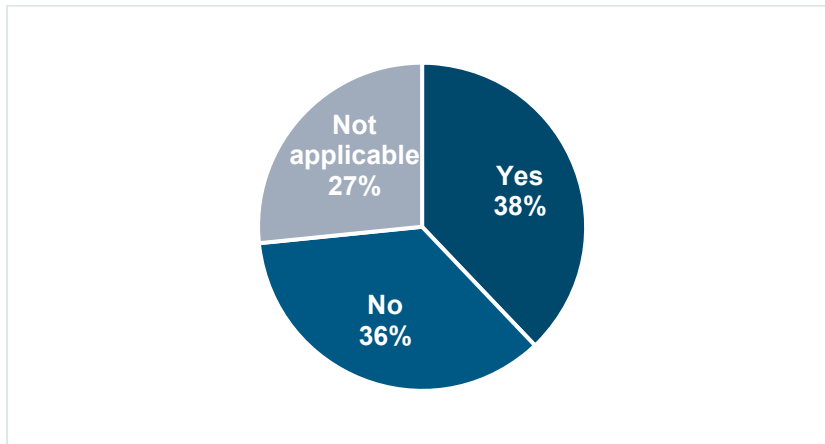
**Figure 9:** “If the new-parent employee’s leave qualifies for a government/state-sponsored disability/insurance payment that does not cover 100% of the employee’s wages/salary during their absence, does your organization offer a supplemental payment so that the employee receives more or all of their normal wage/salary during the covered portion of their absence?” (n=124) Respondents indicating that their organization offers paid parental leave to some or all employees received this question.



Reminder: For this survey, “paid parental leave” does not include unpaid, job-protected time off; paid leave that is not distinct from other programs; short- or long-term disability (STD, LTD); government/state-sponsored disability or insurance; or pay that supplements partial-pay disability/insurance benefits.

For more information on the definition of “paid parental leave,” please click [here](#).

**Figure 10:** “If the new-parent employee’s leave qualifies for an employer-sponsored disability/insurance program payment that does not cover 100% of the employee’s wages/salary during their absence, does your organization offer a supplemental payment so that the employee receives more or all of their normal wage/salary during the covered portion of their absence?” (n=124) Respondents indicating that their organization offers paid parental leave to some or all employees received this question.



## Qualifying Circumstances and Employee Eligibility

**Figure 11:** “For which of the following new-parent employees does your organization offer paid parental leave? (Select all that apply.)” Respondents indicating that their organization offers paid parental leave to some or all employees received this question.

	2016
n=	124
Birth mothers	98%
Fathers	94%
Adoptive parents	90%
Domestic partners	76%
Foster parents	56%
Other mothers (mother as result of surrogacy or other circumstances not listed above)	29%
Individuals acting “in loco parentis”	17%
Grandparents	2%
Other, please specify	2%

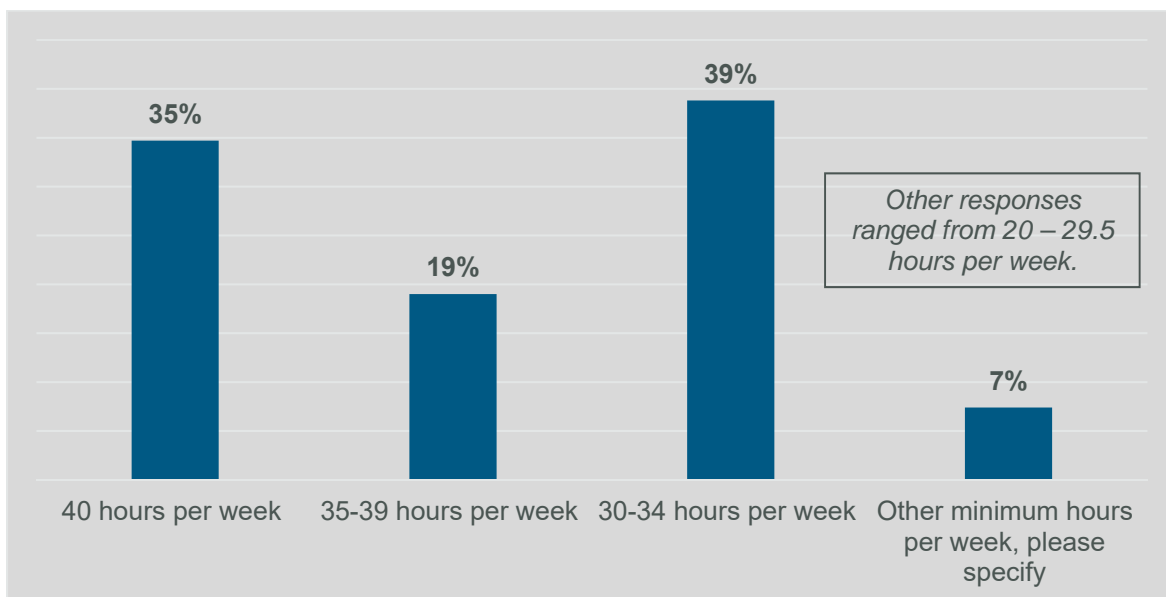
Reminder: For this survey, “paid parental leave” does not include unpaid, job-protected time off; paid leave that is not distinct from other programs; short- or long-term disability (STD, LTD); government/state-sponsored disability or insurance; or pay that supplements partial-pay disability/insurance benefits.

For more information on the definition of “paid parental leave,” please click [here](#).

**Figure 12: “New-parent employees with which of the following work arrangements are eligible for paid parental leave? (Select all that apply.)”** Respondents indicating that their organization offers paid parental leave to some or all employees received this question.

	2016
n=	124
Full-time employees	100%
Part-time employees	47%
Seasonal employees	0%
Temporary employees	1%
Casual employees	0%
Other, please specify	3%

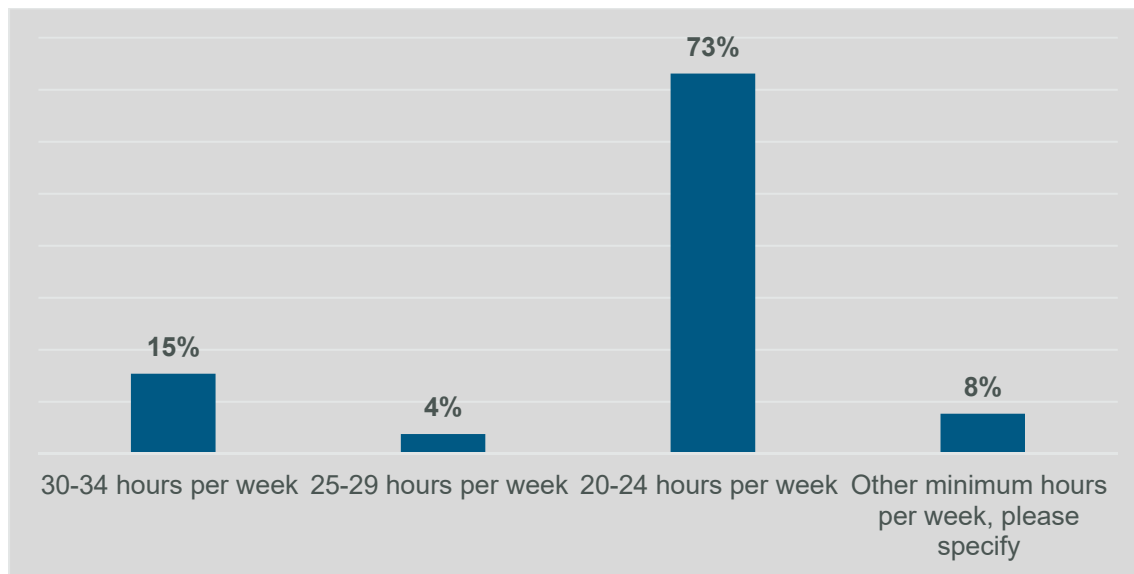
**Figure 12a: “Which range captures the minimum number of regularly-scheduled work hours to be classified as a full-time employee for determining paid parental leave eligibility at your organization?”** (n=121) Respondents indicating that their organization offers paid parental leave to full-time employees received this question.



Reminder: For this survey, “paid parental leave” does not include unpaid, job-protected time off; paid leave that is not distinct from other programs; short- or long-term disability (STD, LTD); government/state-sponsored disability or insurance; or pay that supplements partial-pay disability/insurance benefits.

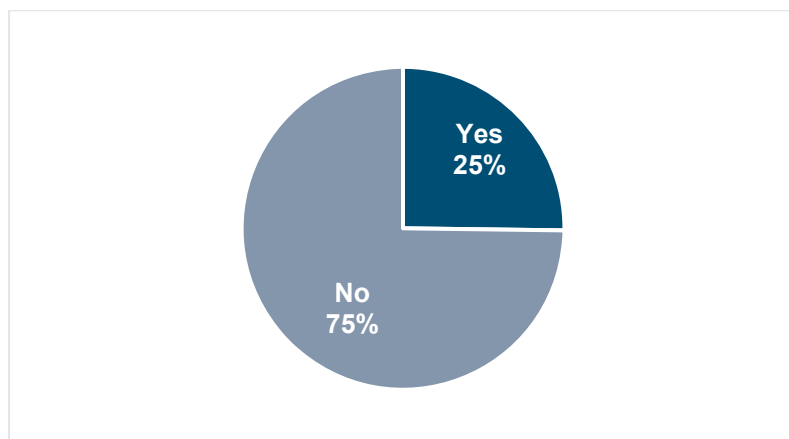
For more information on the definition of “paid parental leave,” please click [here](#).

**Figure 12b: “Which range captures the minimum number of regularly-scheduled work hours to be classified as a part-time employee for determining paid parental leave eligibility at your organization?”** (n=52) Respondents indicating that their organization offers paid parental leave to part-time employees received this question.



## Determination of Paid Leave Amounts

**Figure 13: “Excluding any disability or insurance program that covers the medical portion of a birth mother’s leave, do birth mothers receive more paid parental leave than other new-parent employees?”** (n=123) Respondents indicating that their organization offers paid parental leave to some or all employees received this question.

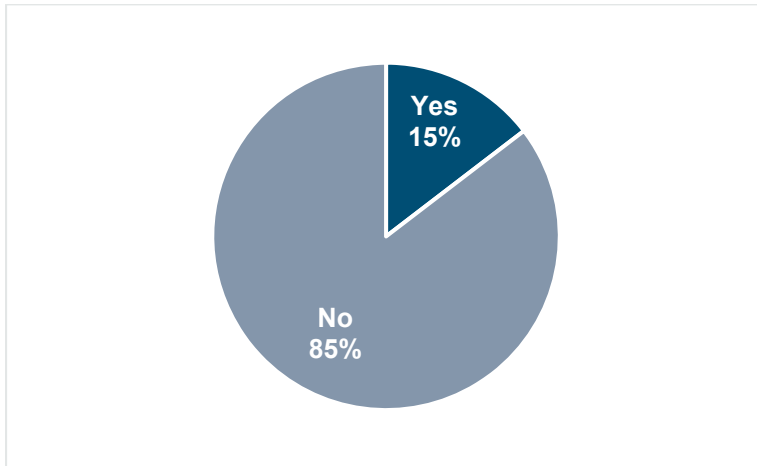


Reminder: For this survey, “paid parental leave” does not include unpaid, job-protected time off; paid leave that is not distinct from other programs; short- or long-term disability (STD, LTD); government/state-sponsored disability or insurance; or pay that supplements partial-pay disability/insurance benefits.

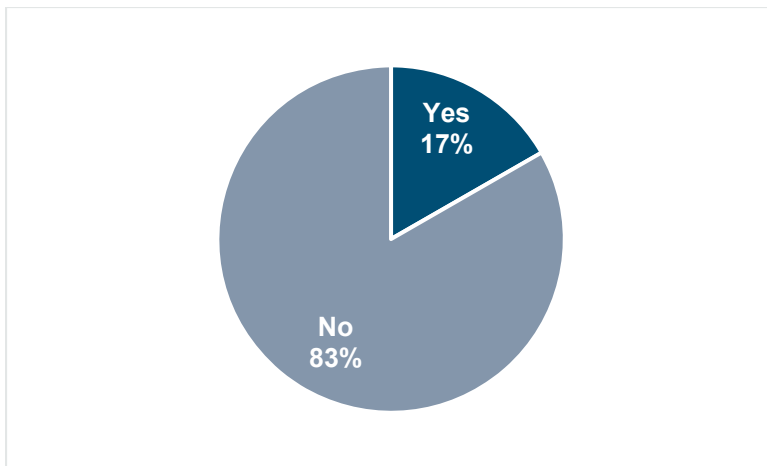
For more information on the definition of “paid parental leave,” please click [here](#).



**Figure 14:** “Does the amount of paid parental leave available to a new-parent employee depend on whether they are designated as a primary or secondary caregiver to the new child (may be referred to as “lopsided parental leave”)?” (n=123) Respondents indicating that their organization offers paid parental leave to some or all employees received this question.



**Figure 15:** “Does the amount of paid parental leave available to a new-parent employee depend on whether they are designated as a full-time or part-time employee within your organization?” (n=54) Respondents indicating that their organization offers paid parental leave to part-time employees received this question.



Respondents from organizations that offer paid parental leave to part-time employees were also asked how the amount of paid parental leave offered to part-time employees was determined if different from full-time employees. Due to low response, the results are unable to be reported.

Reminder: For this survey, “paid parental leave” does not include unpaid, job-protected time off; paid leave that is not distinct from other programs; short- or long-term disability (STD, LTD); government/state-sponsored disability or insurance; or pay that supplements partial-pay disability/insurance benefits.

For more information on the definition of “paid parental leave,” please click [here](#).

**Figure 16:** “In prior questions, you were asked about any distinction for birth mothers, primary/secondary caregivers and full/part-time employees for determining the amount of paid parental leave for new-parent employees. Below, please indicate any other classifications that your organization uses to differentiate the amount of paid parental leave available to new-parent employees. (Select all that apply.)” Respondents indicating that their organization offers paid parental leave to some or all employees received this question.

	2016
n=	121
Job level	3%
FLSA classification	3%
Salaried/hourly	5%
Tenure	8%
Business unit	1%
Other, please specify	3%
There are no other classifications by which the amount of paid parental leave available varies.	79%

**Figure 17:** “When an employee is using paid parental leave, do they receive their full or normal salary/wages during the entire paid parental leave?” Respondents indicating that their organization offers paid parental leave to some or all employees received this question.

	2016
n=	122
Yes, the new-parent employee receives their full salary/wages during the entire paid parental leave.	80%
No, the new-parent employee receives their full salary/wages for a specified period of time, and then a partial payment (less than 100% of their normal salary/wages) for a specified period of time.	16%
No, all paid parental leave is paid at a partial rate of pay (less than 100% of the new-parent employee’s normal salary/wage).	4%

Reminder: For this survey, “paid parental leave” does not include unpaid, job-protected time off; paid leave that is not distinct from other programs; short- or long-term disability (STD, LTD); government/state-sponsored disability or insurance; or pay that supplements partial-pay disability/insurance benefits.

For more information on the definition of “paid parental leave,” please click [here](#).

## Amount of Paid Leave Offered

**Figure 18:** “What is the total amount of paid parental leave your organization offers to eligible, full-time new-parent employees for each qualifying event (assuming a normal delivery if employee is birth mother), including any portion that your organization is legally required to offer? (If the amount varies by job level, business unit, tenure or other criteria, please respond for the largest eligible employee group at your organization or within the unit/location/group for which you are reporting in this survey.)” Respondents indicating that their organization offers paid parental leave to some or all employees and offer the same amount of paid parental leave to all new-parent employees received this question.

System Type	Number of weeks at full pay (100% of salary/rate paid)
n=	72
All new-parent employees receive the same amount	<ul style="list-style-type: none"> <li>➤ Mean: 4.1</li> <li>➤ 25<sup>th</sup> Percentile: 2.0</li> <li>➤ 50<sup>th</sup> Percentile/Median: 3.0</li> <li>➤ 75<sup>th</sup> Percentile: 6.0</li> <li>➤ Minimum: 0.6</li> <li>➤ Maximum: 16.0</li> </ul>

**Figure 19:** “Which special circumstances, if any, qualify for additional paid parental leave? If the circumstance triggers another program or insurance to cover the employee’s pay (e.g., LTD), paid leave under the program or insurance would not be counted as additional paid parental leave for the purpose of this survey or question. (Select all that apply.)” Respondents indicating that their organization offers paid parental leave to some or all employees received this question.

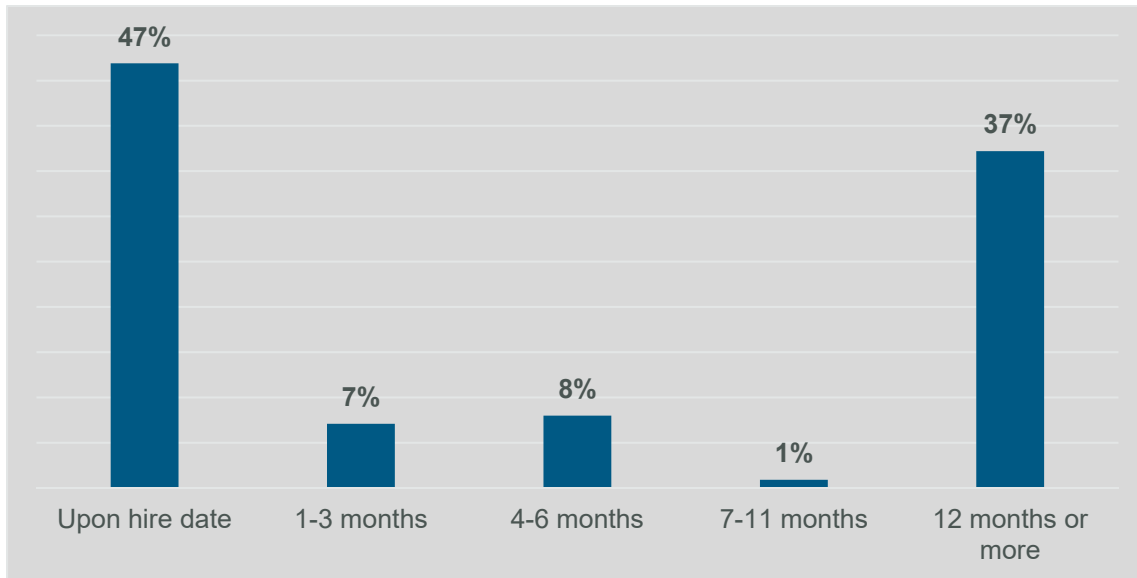
	2016
n=	108
C-section	11%
Birth of multiples	2%
Premature birth	2%
Other, please specify	5%
Additional paid parental leave is not given for special circumstances.	86%

Reminder: For this survey, “paid parental leave” does not include unpaid, job-protected time off; paid leave that is not distinct from other programs; short- or long-term disability (STD, LTD); government/state-sponsored disability or insurance; or pay that supplements partial-pay disability/insurance benefits.

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## General

**Figure 20:** “How long does an eligible employee need to work for the organization before he/she can take paid parental leave? (If the requirement varies by job level, business unit, tenure or other criteria, please respond for the largest eligible employee group at your organization.)” (n=113) Respondents indicating that their organization offers paid parental leave to some or all employees received this question.



**Figure 21:** “When does the use of paid parental leave commence?” Respondents indicating that their organization offers paid parental leave to some or all employees received this question.

	2016
n=	112
2 weeks before due date/expected parental effective date	2%
1 week before due date/expected parental effective date	2%
___ workdays before due date/expected parental effective date	0%
Due date/expected parental effective date	13%
Delivery date/parental effective date	53%
When employee’s state disability/insurance payments expire	1%
When employee’s short-term disability payments expire	13%
Other, please specify <ul style="list-style-type: none"> <li>• Most common answers:               <ul style="list-style-type: none"> <li>○ When disability/STD expires for birth mother; parental effective date for others</li> <li>○ On or about delivery date</li> <li>○ As requested by employee</li> <li>○ When deemed necessary by doctor</li> </ul> </li> </ul>	16%

Reminder: For this survey, “paid parental leave” does not include unpaid, job-protected time off; paid leave that is not distinct from other programs; short- or long-term disability (STD, LTD); government/state-sponsored disability or insurance; or pay that supplements partial-pay disability/insurance benefits.

For more information on the definition of “paid parental leave,” please click [here](#).

**Figure 22: “How long does an eligible employee have from the child’s birth/parental effective date to take paid parental leave? (If the duration varies by job level, business unit, tenure or other criteria, please respond for the largest eligible employee group at your organization.)” Respondents indicating that their organization offers paid parental leave to some or all employees received this question.**

	2016
n=	110
Within the first 6 months of parenthood	28%
Within the first year of parenthood	53%
Within the first 18 months of parenthood	0%
Within the first 2 years of parenthood	0%
Other, please specify	
➤ Commences immediately	19%
➤ Within the first 12 weeks/three months	

**Figure 23: “What is the formal program name or label used to identify paid parental leave for new-parent employees?” Respondents indicating that their organization offers paid parental leave to some or all employees received this question.**

	2016
n=	113
Paid parental leave	29%
Parental leave	33%
New-parent leave	4%
Maternity leave	5%
Maternity/paternity leave	10%
Caregiver leave	0%
Family leave	4%
FMLA leave (even though FMLA only requires <i>job-protected</i> leave and not <i>paid</i> leave)	4%
There are multiple program names and the program benefits vary by type of new-parent employee (e.g., birth mother = maternity; birth or adoptive father = paternity). Please explain: <ul style="list-style-type: none"> <li>• Notable answers: <ul style="list-style-type: none"> <li>○ Birth mother = pregnancy disability; birth mother and father = baby bonding</li> <li>○ Primary caregiver leave, secondary caregiver leave</li> <li>○ Birth mother = maternity leave; father, adoption, same sex couples, domestic partner = parental leave</li> <li>○ Birth mother = maternity leave; Others = family leave</li> </ul> </li> </ul>	8%
Other, please specify	4%
There is no formal program name or common label used to identify this leave	1%

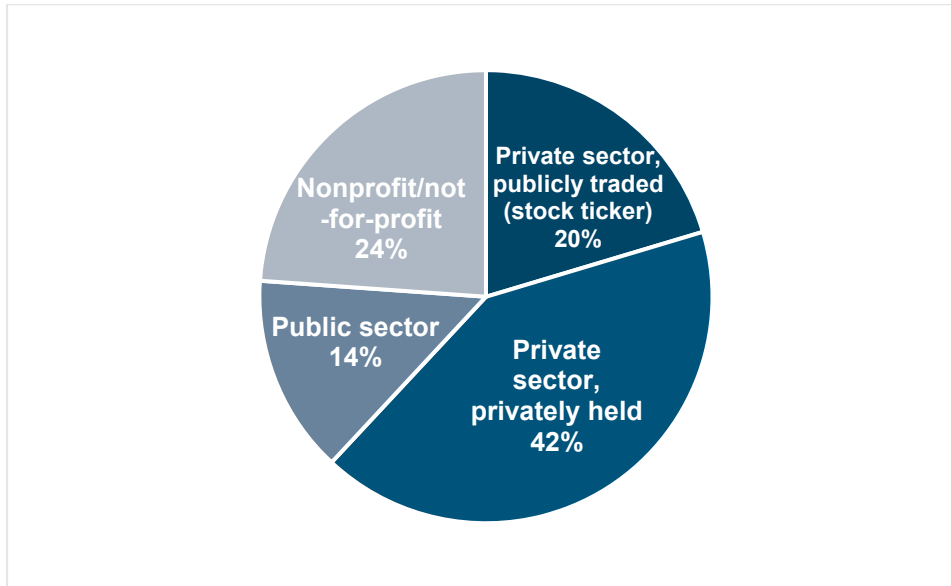
Reminder: For this survey, “paid parental leave” does not include unpaid, job-protected time off; paid leave that is not distinct from other programs; short- or long-term disability (STD, LTD); government/state-sponsored disability or insurance; or pay that supplements partial-pay disability/insurance benefits.

For more information on the definition of “paid parental leave,” please click [here](#).

## Demographics

Due to a technical glitch, only participating organizations that offer paid parental leave to some or all new-parent employees in the unit/location/group for which they are responding were asked to provide demographics information.

**Figure 24: “Your organization is:”** (n=113) Respondents indicating that their organization offers paid parental leave to some or all employees received this question.



**Figure 25: “Please choose the total number of full-time employees (FTEs) your organization employs worldwide:”** (n=113) Respondents indicating that their organization offers paid parental leave to some or all employees received this question.

Option	Percentage
Fewer than 100 employees	4%
100 to 499	20%
500 to 999	20%
1,000 to 2,499	21%
2,500 to 4,999	7%
5,000 to 9,999	14%
10,000 to 19,999	8%
20,000 to 39,999	3%
40,000 to 99,999	2%
100,000 or more employees	1%

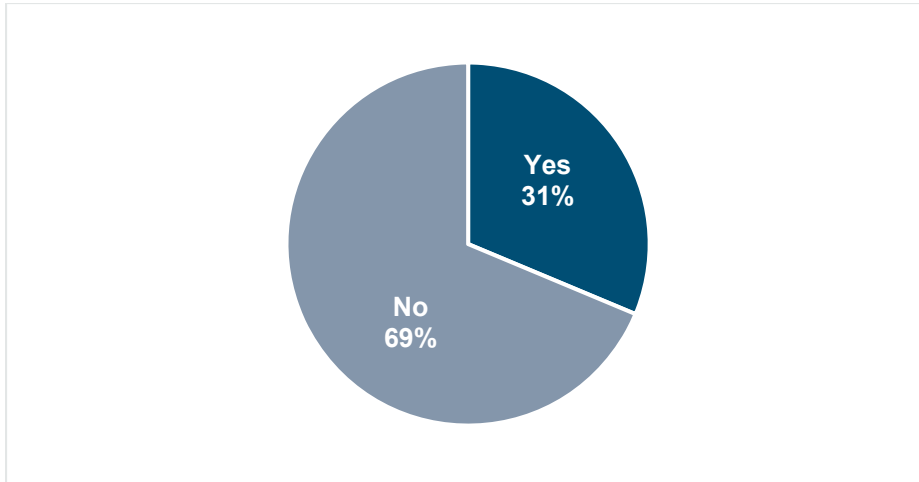
**Figure 26: “Please choose one category that best describes the industry in which your organization operates:”** (n=112) Respondents indicating that their organization offers paid parental leave to some or all employees received this question. Industries with less than 2% are not listed in this table.

Option	Percentage
Finance & Insurance	14%
All Other Manufacturing	10%
Information (includes Publishing, IT, etc.)	10%
Consulting, Professional, Scientific & Technical Services	9%
Educational Services	8%
Other services (except Public Administration)	6%
Chemical Manufacturing (including Pharmaceuticals)	4%
Computer and Electronic Manufacturing	4%
Construction	4%
Accommodations & Food Services	3%
Health Care & Social Assistance	3%
Public Administration (includes Government)	3%
Utilities, Oil & Gas	3%
Agriculture, Forestry, Fishing & Hunting	2%
Arts, Entertainment & Recreation	2%
Retail Trade	2%
Wholesale Trade	2%
Other	13%

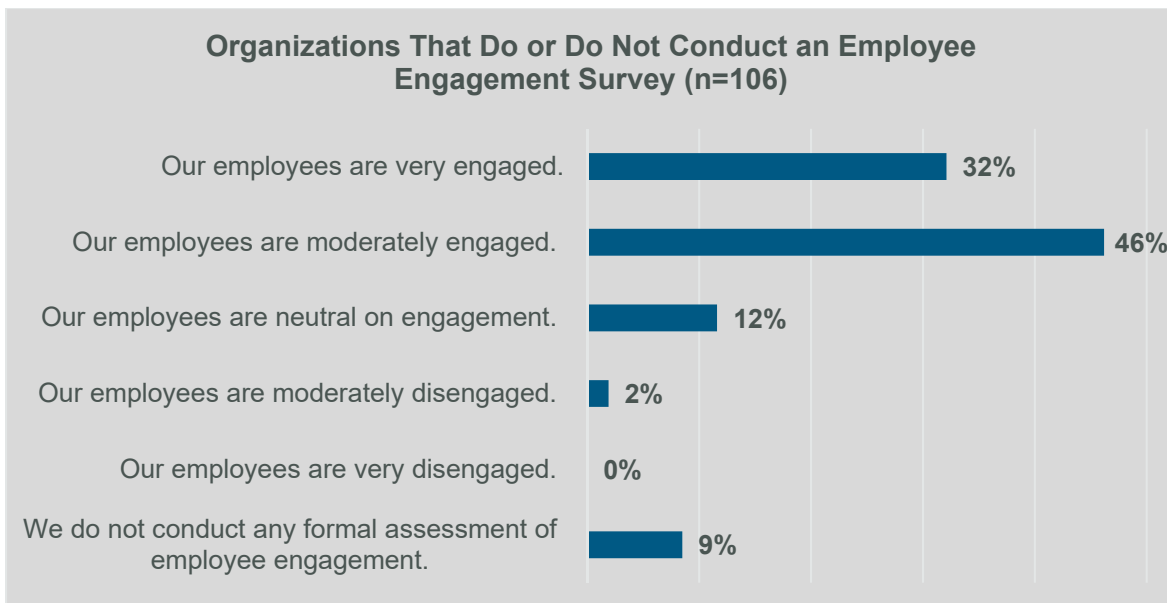
**Figure 27: “What is your organization’s annual voluntary turnover for employees?”** (n=88) Respondents indicating that their organization offers paid parental leave to some or all employees received this question.  
*Definition:* Voluntary turnover consists of voluntary separations by employees (often referred to as quits) and does not include: mandated retirements, layoffs, discharges, termination (permanent or short-term employees or seasonal employees), transfers to other location, deaths or separations because of disability.  
*Formula:* Divide the total number of voluntary separations during the year by the total number of employees at the beginning of the year.

	Percentage
Mean	11.4%
25 <sup>th</sup> Percentile	7.0%
50 <sup>th</sup> Percentile/Median	10.0%
75 <sup>th</sup> Percentile	15.0%
Minimum	0%
Maximum	40%

**Figure 27a:** “Regrettable turnover, also known as undesirable turnover, includes voluntary separations by top performers, high-performers and separations from key positions for which a successor has not been previously identified. Does your organization track regrettable/undesirable turnover?” (n=99) Respondents indicating that their organization offers paid parental leave to some or all employees received this question.

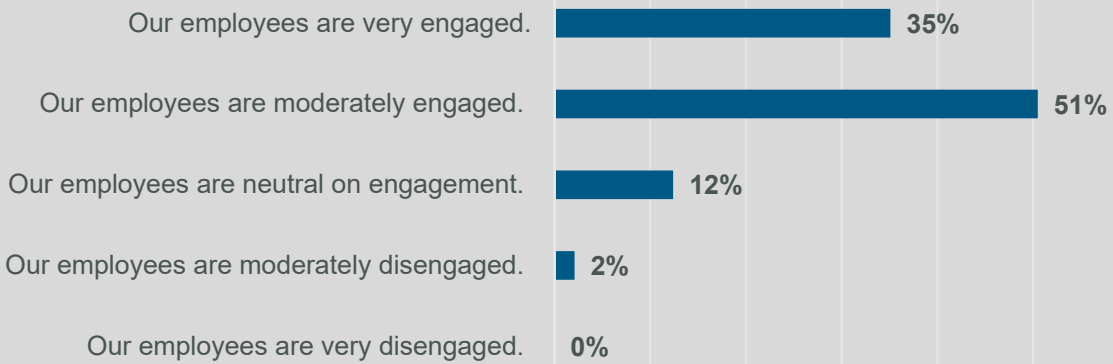


**Figure 28:** “Based on your internal employee-engagement survey, select the answer that best aligns with your overall survey results.” Respondents indicating that their organization offers paid parental leave to some or all employees received this question.





**Organizations That Do Conduct an Employee Engagement Survey  
(n=97)**



## Low Response

The following results from the questions below are unable to be reported due to low response.

\*Question numbers correspond to [survey instrument](#)

- 15a. How is the amount of paid parental leave offered to part-time employees determined, no matter how your organization defines part time?
- 16a. Please choose the best descriptor for the largest paid parental leave-eligible employee group within your organization (or within the unit/location/group for which you are responding in this survey.)
- 16b. What portion of your organization's total workforce (or of the unit/location/group for which you are responding in this survey) is the largest paid parental leave-eligible employee group that you described/labeled in the previous question?
- 18.-18c. (some or all parts): What is the total amount of paid parental leave your organization offers to eligible, full-time new-parent employees for each qualifying event (assuming a normal delivery if employee is birth mother), including any portion that your organization is legally required to offer? (If the amount varies by job level, business unit, tenure or other criteria, please respond for the largest eligible employee group at your organization or within the unit/location/group for which you are reporting in this survey.)
  - Number of paid parental leave weeks at partial pay
  - Number of paid parental leave weeks at full and partial pay for organizations differentiating amount for birth mothers and/or primary/secondary caregivers
- 19.-19c. (some or all parts): How much paid parental leave does your organization offer to eligible, full-time new-parent employees for each qualifying event, BEYOND what is required of your organization by state/local laws (assuming a normal delivery if employee is birth mother)? (If the amount varies by job level, business unit, tenure or other criteria, please respond for the largest eligible employee group at your organization or within the unit/location/group for which you are reporting in this survey. If the amount varies because your organization [or the unit/location/group for which you are reporting in this survey] is subject to more than one state/local law, please respond for the state/local law that applies to the largest segment of your employee population.)
  - Number of paid parental leave weeks at partial pay, BEYOND state/local requirement
  - Number of paid parental leave weeks at full and partial pay for organizations differentiating amount of birth mothers and/or primary/secondary caregivers, BEYOND state/local requirements
- D4b. What is your organization's annual regrettable/undesirable turnover for employees?
- D5. Please provide your annual labor cost as a percentage of total revenue.