

RESOURCE

Understanding historical parental leave data

When you're not tracking historical parental leaves, how can you predict future usage?



Parental leave goes largely unreported, especially by non-birthing parents. Here's why.

01 Employees are in a state without PFL and have no need to notify HR

Employees in states without PFL often opt to not notify HR of an upcoming new birth, adoption or foster, especially if they are the non-birthing parent. Without PFL reimbursement or program benefits, employees see notifying HR as an unnecessary compliance step with no reward.

02 Employees use generous or unlimited PTO to mask their parental leave

Companies with generous and unlimited PTO often see significant parental leave underreporting as employees use their PTO in 2-week increments for parental leave. We also see many fully remote employees skip taking a formal parental leave since they have work-life flexibility.

03 Parental leave is tied to stigmas, especially for LGBTQ+ employees

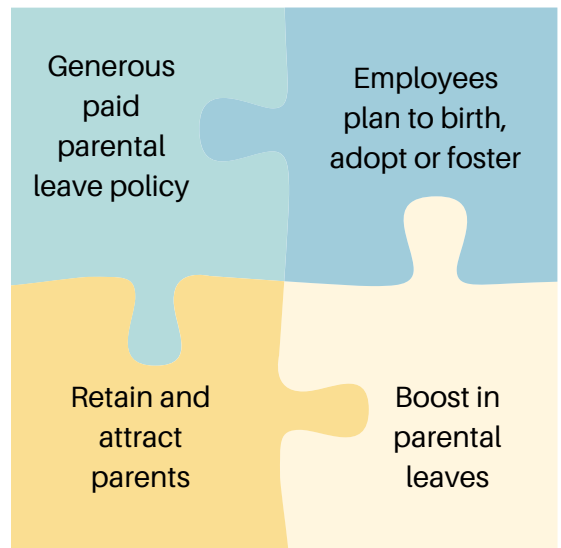
Almost 70% of LGBTQ+ parents worry that taking parental leave would negatively affect their job or career. Parental leave continues to be heavily stigmatized especially for marginalized groups who fear workplace repercussions, including delays in promotions, coworker animosity, and their commitment to work being questioned.

04 Without a paid parental leave policy, employees delay or halt family planning

Employees without access to paid parental leave are more likely to delay starting a family, in favor of saving and planning for said leave. 60% of mothers want to spend at least 12 weeks with their child after birth, driving the need for robust savings even before pregnancy. With access to parental leave, families go from planning for to having children.

A new paid parental leave policy will encourage family planning and prompt program usage

Paid parental leave makes parenthood attainable and possible for many. Once a policy is enacted, expect to see employees begin family planning, followed by a boost in program usage, and the retention and attraction of parents, restarting the cycle.



Compliance risk

It's important to track employee time away accurately (e.g. leave entitlements like FMLA). Pay or no pay, it's a compliance risk.