

THE STATE OF LEAVE PARENTAL LEAVE FACT SHEET

2023



#3

Paid parental leave is the third most requested workplace benefit, perk or incentive¹

27%

Only 27% of employees in the private sector have access to paid parental leave²

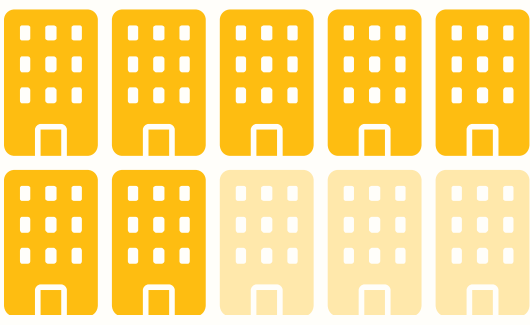
EMPLOYEE REQUESTS

33%

Of employees request additional maternity leave³

47%

Of employees request expanded family leave³



7 OUT OF 10

Employers want to add or expand paid parental leave⁴

PPL + TALENT RETENTION

59%

Of employers say family-friendly policies are essential for recruitment + retention⁵

70%

Reduction in turnover among working moms with access to 12 weeks of paid leave⁶

PPL + EMPLOYEE LOYALTY

10-15%

Average increase in employee tenure after implementing a paid parental leave policy⁷

86%

Of employees would be more loyal to their employer with access to paid parental leave⁸

EXPLORE PARENTO

The business solution for paid parental leave

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