

BEREAVEMENT LEAVE

Leave Benchmarking Survey

In July 2023, IBI surveyed more than 400 employers about their Bereavement Leave Benefits. Respondents were instructed to focus on an employer-sponsored standalone bereavement leave benefit.



BENEFIT OFFERING

81%

of employers offer a standalone employer-sponsored bereavement leave benefit

Small companies (1-49 employees) are less likely to offer standalone bereavement leave

Among those who don't offer a standalone bereavement leave benefit, 44% of employers indicate cost as their main roadblock

POLICY CHANGES

- 71% expanded benefit provisions/conditions
- 62% offered benefit to more employees
- 19% offered the benefit to fewer employees

57%

of employers changed their policy on bereavement leave since 2020

ATTRACTION AND RETENTION

60%

(%) of employers have seen an increase in attraction and/or retention as a result of implementing a bereavement leave policy

QUALIFYING EVENTS

57%

include pregnancy related grief in their definition of qualifying bereavement events

16%

include pet loss in their definition of qualifying bereavement events



INTEGRATED
BENEFITS
INSTITUTE