

FAMILY AND PARENTAL LEAVE BENEFITS



IBI Leave Benchmarking Survey

In August-October 2023, IBI surveyed more than 500 employers about their Family Leave Benefits. Respondents were instructed to focus on standalone employer-sponsored paid family and/or parental leave benefits NOT included as part of a PTO/vacation/statutory/FMLA or short-term disability benefit provided to employees. For the full results visit <https://bit.ly/3tCnfli>.

BENEFITS OFFERED

Employers were asked what their organization offers as a standalone employer-sponsored paid leave benefit.

51%



of employers offer both paid family and parental leave

31% of employers offer paid family leave

11% of employers do not offer any type of paid family or parental leave

8% of employers offer only paid parental leave

Policy Changes Since 2020

76% expanded paid family leave benefits/provisions

32% reduced or canceled benefit provisions/conditions

63% offered the benefit to more employees

17% offered the benefit to fewer employees

AMOUNT OF TIME OFFERED

Companies with more than 10,000 employees were more likely to offer 9-12 weeks of employer-sponsored paid leave.

The Education industry was the most likely industry to offer 5-6 weeks of paid leave.

33%



of employers offer 3-4 weeks of employer-sponsored paid family leave

Paid Leave Policy Provisions

19% of employers provide 100% of wages, mostly large employers (10k+)

63% of companies offer the benefit to the employee on their date-of-hire

25% offer the benefit to all employees

58% provide additional paid transitional parental leave

ATTRACTION AND RETENTION

66% of employers have seen an increase in attraction and/or retention as a result of implementing a family leave policy.



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