



# LEAVE OF ABSENCE TRENDS

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# WHAT CAN YOU GET FROM US?



## Research



## Data



## Tools

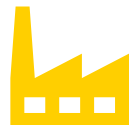


## Learning Opportunities

- Assess the impact of disability and absence on employee productivity.
- Leverage investments in employee health for a competitive edge.
- Align health benefit strategies with business goals.

# INDUSTRY LEADING BENCHMARKING

Access to industry-specific benchmarking reports from the nation's largest leave and disability carriers. Our database includes claims from over 100,000 employer policies



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**13 Data Suppliers**



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**9M Claims & Leaves**



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**1,500+ Industry Groups**

# LEAVE OF ABSENCE BENCHMARKING

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**5.0K Employers**



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**20.3M Covered Lives**



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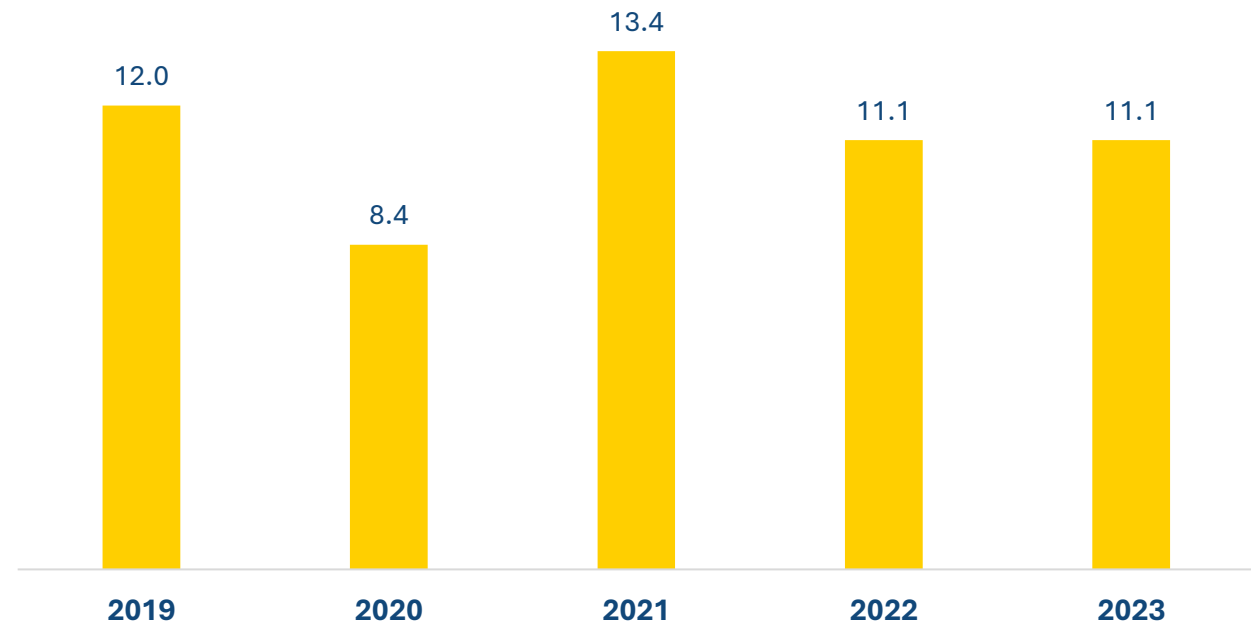
**3.4M Leaves**



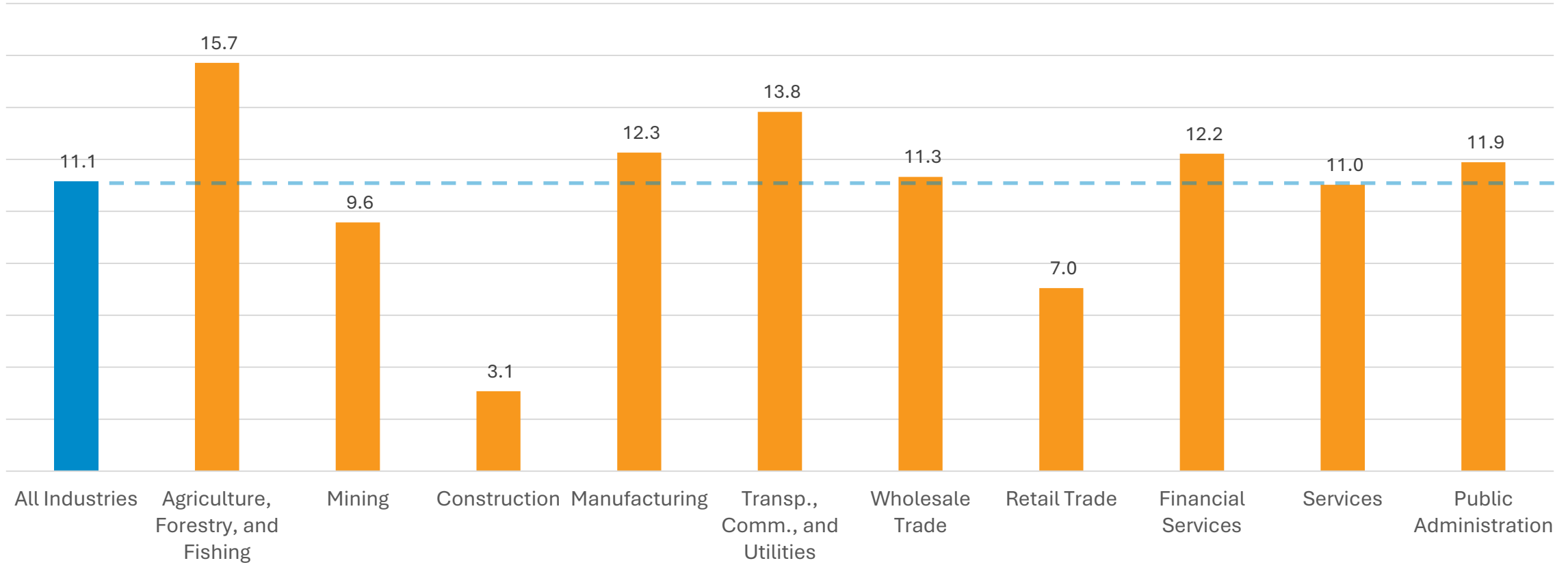
# LEAVE OF ABSENCE PREVALENCE OVER THE YEARS

- Pre-pandemic vs. post-pandemic trends
- 2020 trends—**30%** decline in LOA prevalence
- Post-2020 trends—**60%** then **32%** increase in LOA prevalence

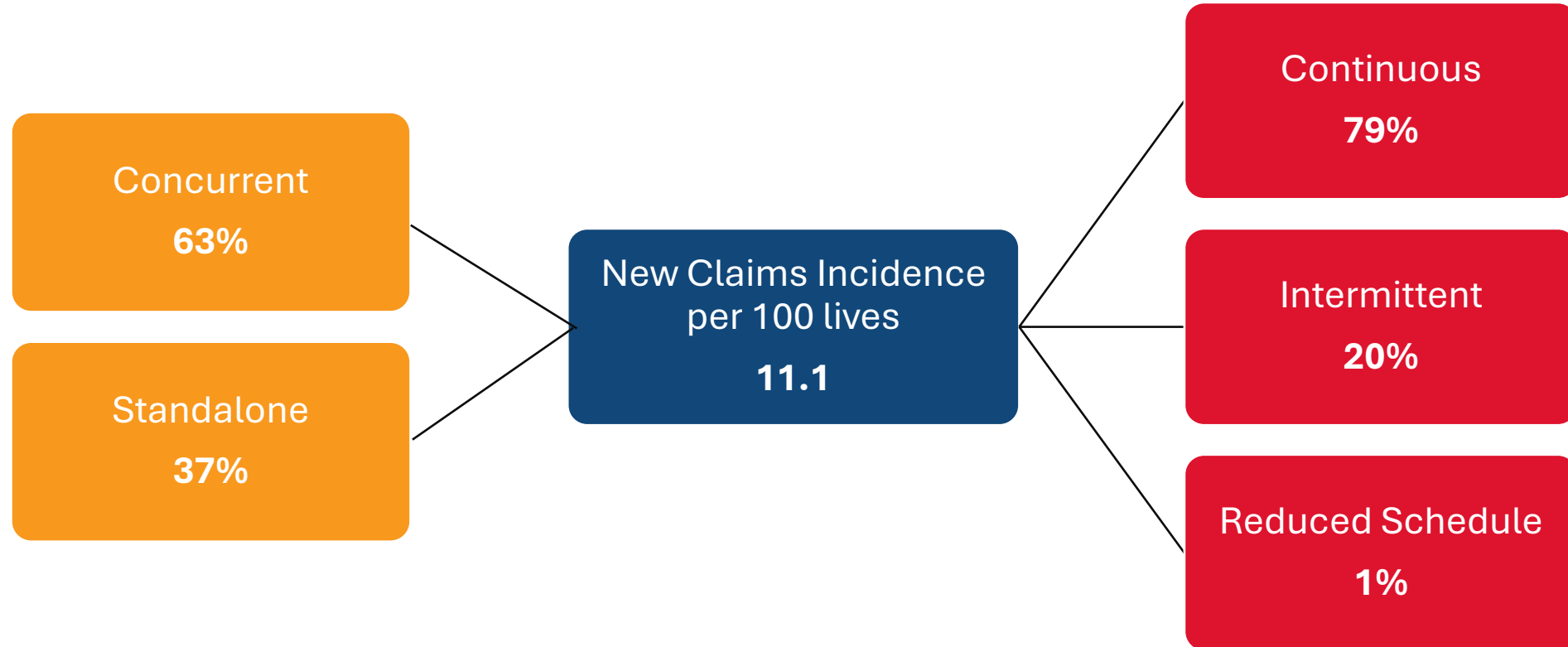
New Claim Incidence per 100 lives



# 2023 BENCHMARKING INDUSTRY PREVALENCE COMPARISON



# CONTINUOUS, INTERMITTENT, CONCURRENT?



# DECODING LEAVE TRENDS

- Own Serious Health Condition and Care of Family Member declined
- Maternity & Bonding for Females increased by 29%
- Maternity & Bonding for Males increased by 87%

