

A supplementary analysis of the #showusyourleave data

If you work in people operations, you already know of the importance of paid leave for your employees. After all, if the past few years have reinforced anything, it's reinforced that family matters. That wellness comes first. That being able to focus 100% of your attention onto something that matters to you, matters. And that the companies that acknowledge this, and support this, will be the companies that more and more people will choose to work for.

Thank you theSkimm for initiating the #showusyourleave challenge, and sounding the call that more has to be done here. We took the data collected from it, and added to it, in hopes we might learn something more.

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Introduction

What is this report about?

This is an analysis of the #showusyourleave data that theSkimm freely provided online*, appended with demographic information from a third party data provider. The intent was to see if there were any insights to be gleaned so that you as an employer could be better informed in relation to paid leave benefits.

*<https://www.theskimm.com/paid-family-leave-benefits>

How was the analysis conducted?

1. Leveraged third party data to append every record with demographic information including headquarters location (US state), size of company, country.
2. Normalized and grouped responses by industry, and number of weeks offered for paid, primary, secondary, miscarriage or pregnancy loss, fertility support, adoption support and transition back to work plans.
3. Regrouped demographic variables as needed to ensure sufficient sample size for each group.
4. Ran frequencies and crosstabs for all demographic variables against leave policies, and examined large differences between demographic groups.
5. Examined cross-relationships between different leave policies.
6. Tested select results for statistical significance.

What's in the data set?

Please keep in mind that this analysis is conducted from responses gathered to the aforementioned social media challenge. At the time of the data was downloaded it contained 505 responses. But bear in mind the data was not collected in a controlled environment. In other words, because the responses were in relation to “showing us your leave” policies, 100% of responses were of companies that offered some level of a policy. However, because demographic data was not collected, we felt it could be insightful to layer this information into an analysis.

Disclaimer:

The views expressed in this report are solely from Sparrow. The analysis of the data provided falls under the guidelines of the fair use act. Sparrow makes no representations and takes no responsibilities, express or implied, with respect to the views made in this report.

Section 1

Overall results

Findings

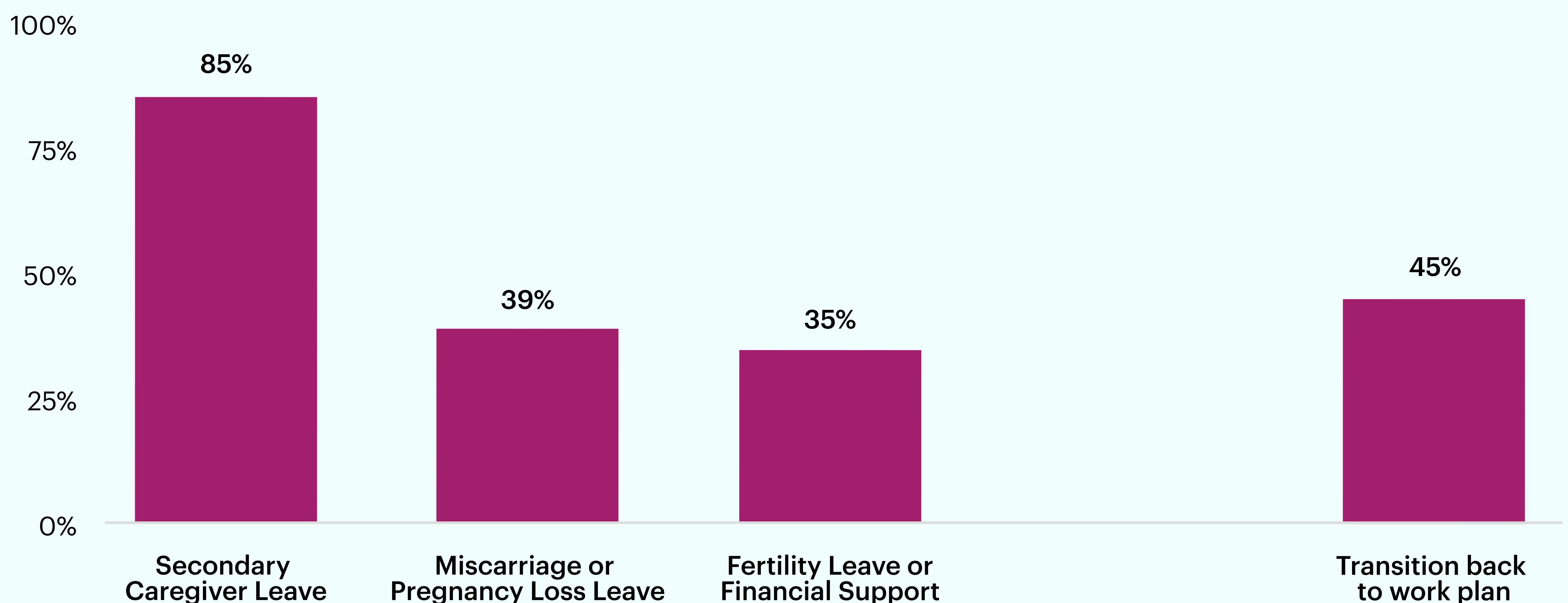
While 85 percent of companies offering primary caregiver leave also offer secondary caregiver leave, less than 4 in 10 offer pregnancy loss or fertility leave. In addition, less than half maintain a formal transition back to work plan program.



Our take

It makes sense that a high percentage of employers that offer primary caregiver leave would also offer secondary. And while it's interesting only 4 in 10 offer support for pregnancy loss or fertility leave, less than half indicated they have a transition back to work plan. Businesses need to be cognizant that while it's critical to offer paid leave benefits, they should also intend to bring that employee back into the workforce. More companies need to consider how they do that exactly, especially, when roles and responsibilities have shifted during that person's leave.

Organizations with Primary Caregiver Family Leave Offering Additional Benefit



Findings

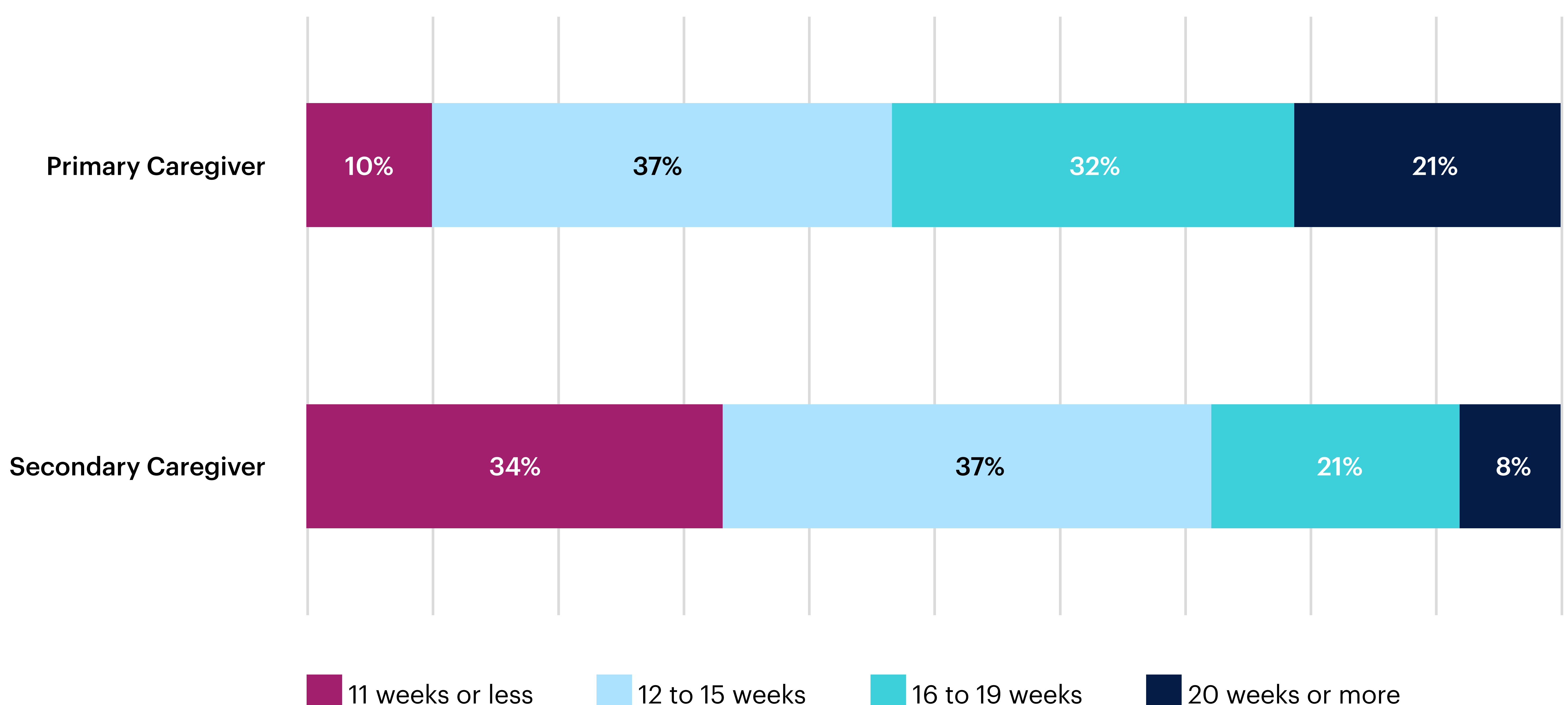
Roughly 70 percent of organizations offer between 12 and 19 weeks of primary caregiver leave, and 15 weeks or less of secondary caregiver leave. A significant minority, however, maintain more generous policies.



Our take

There are so many factors that come into play on how any business makes a decision on how many weeks to offer, whether that's for primary or secondary caregiver leave. In the war for talent though, offering more weeks may be more appealing for candidates. Perhaps there's an opportunity to attract more talent simply by increasing the number of weeks to secondary caregivers as well.

Number of Weeks of Family Leave by Leave Type



Section 2

Results by world region

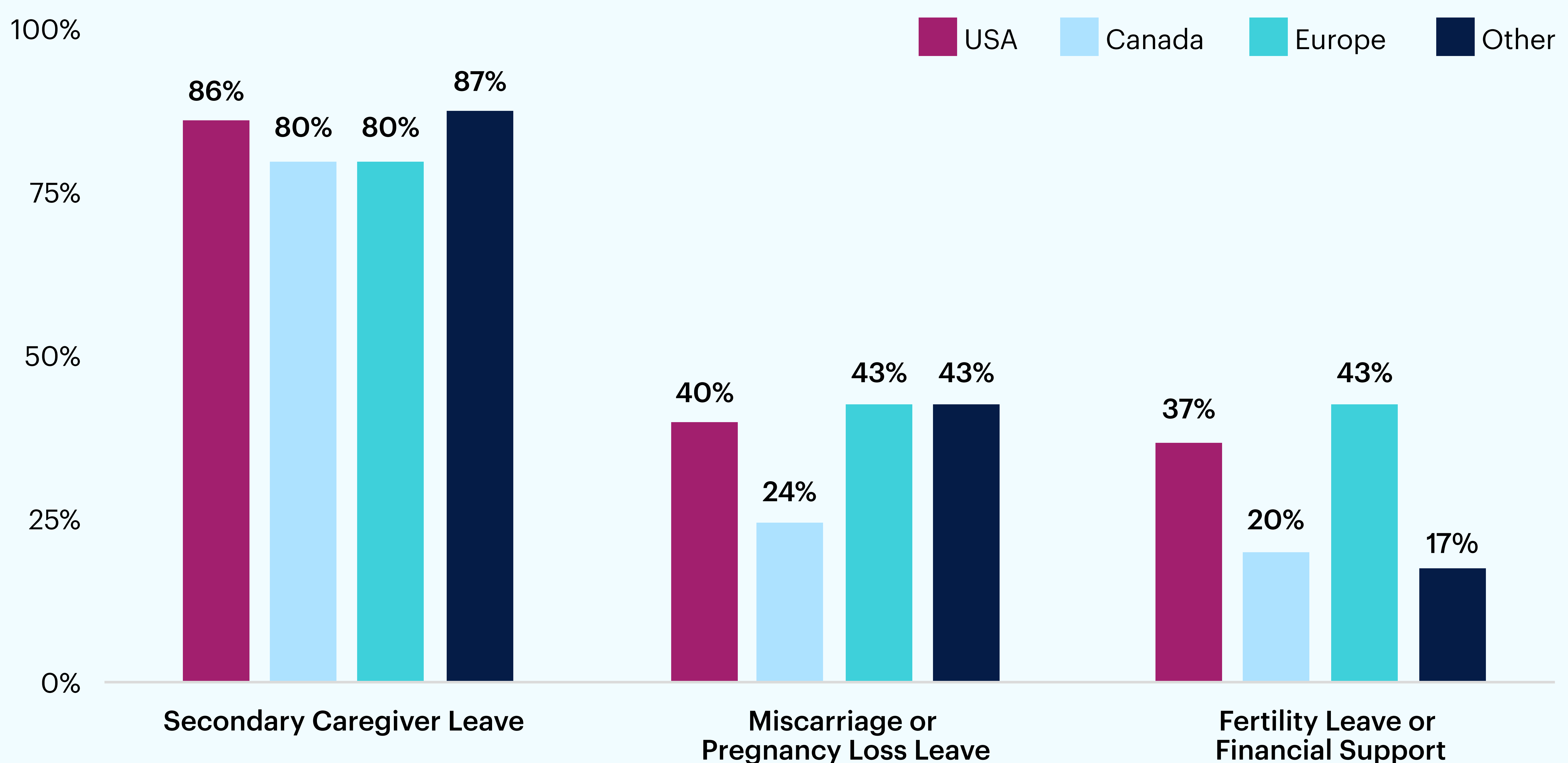
Findings

With a few exceptions, organizations across regions are roughly equally likely to offer different types of family leave.

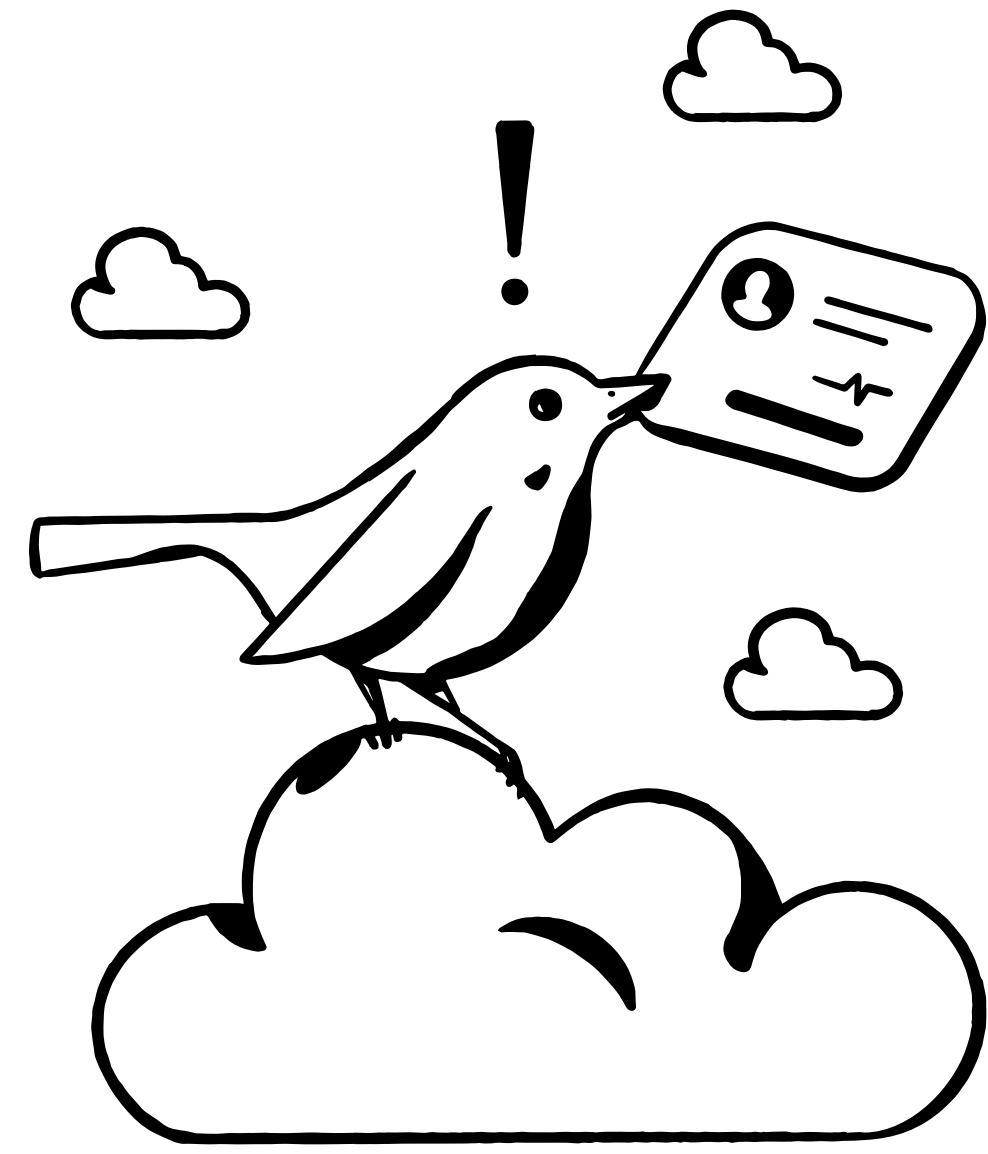
Our take

If we take a step back and recognize that the US is one of the few countries in the world that does not offer a nationally funded paid leave program, and that the private sector has been filling the void, it would make sense that US companies look for ways to offer leave benefits to increase their competitiveness amongst employers. So it's not surprising that the US is comparable to other parts of the world in terms of the variety of programs.

Organizations with Primary Caregiver Family Leave Offering Additional Benefit by Region



Findings



US organizations, however, tend to be less generous with the number of weeks of leave offered. US organizations offer 20 weeks or more of primary caregiver leave far less frequently than their counterparts worldwide. Just 17 percent of US organizations offer 20 weeks or more of leave, less than half of the percentage of organizations offering 20 weeks or more elsewhere.

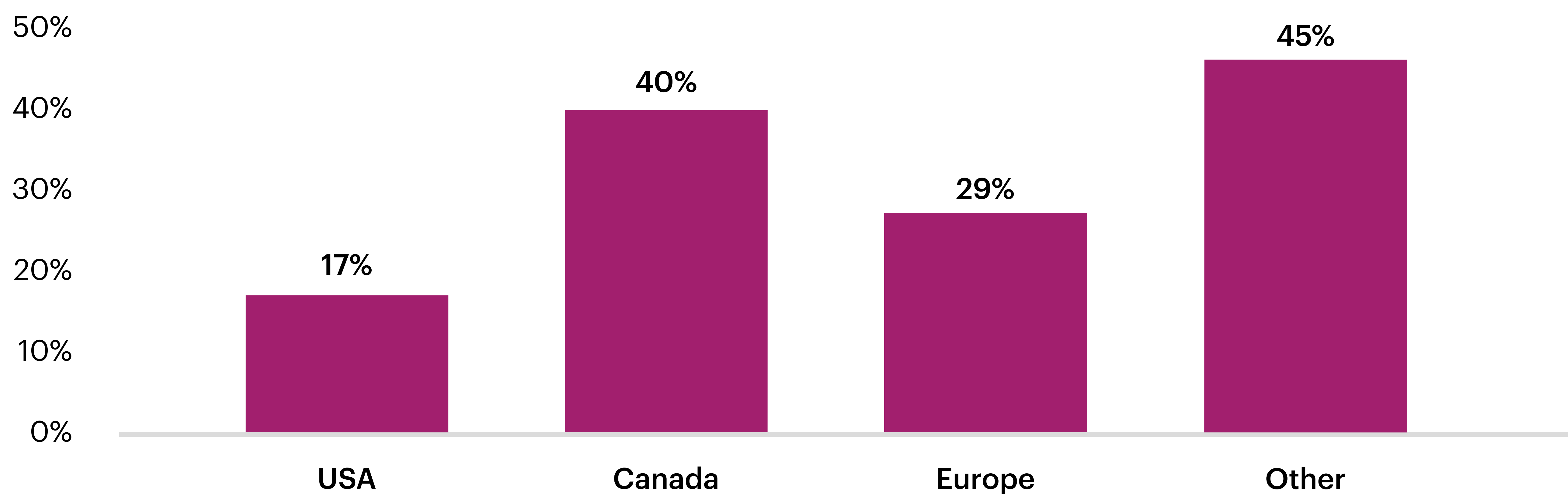
Charts referenced are on page 8/next page.

Our take

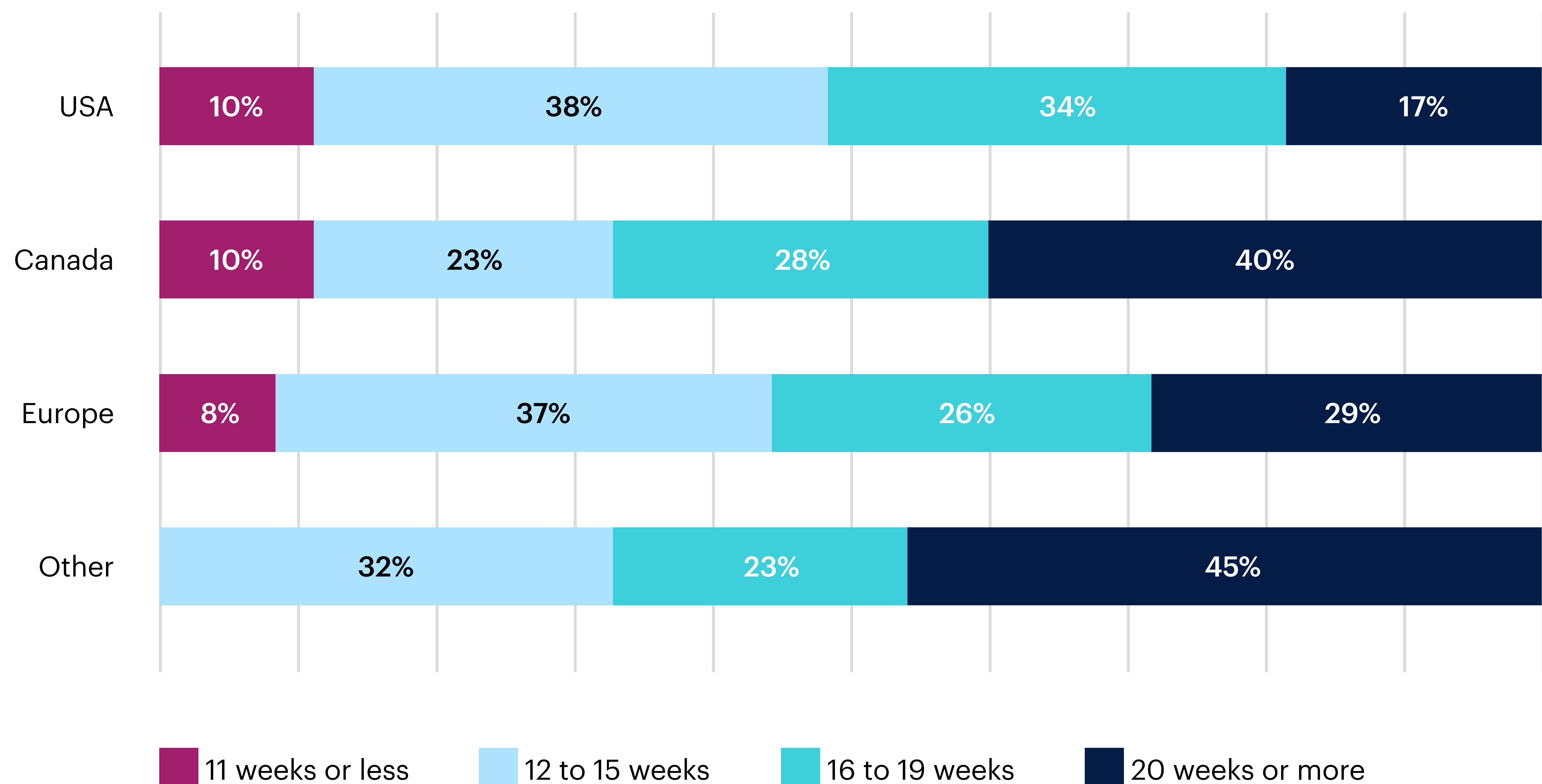
In similar fashion because US based organizations seek to fill the gap, and provide a variety of programs, perhaps that's where the cost-benefit comes into play in relation to how many weeks can be offered. And because other regions are more forward-thinking, it comes to no surprise that as far as offering 20 weeks or more in primary caregiver leave, the US falls strikingly short in comparison to the rest of the world.



Organizations Offering 20 Weeks or More of Primary Caregiver Family Leave by Region



Number of Weeks of Primary Caregiver Leave by Region



Section 3

Results by U.S. regions

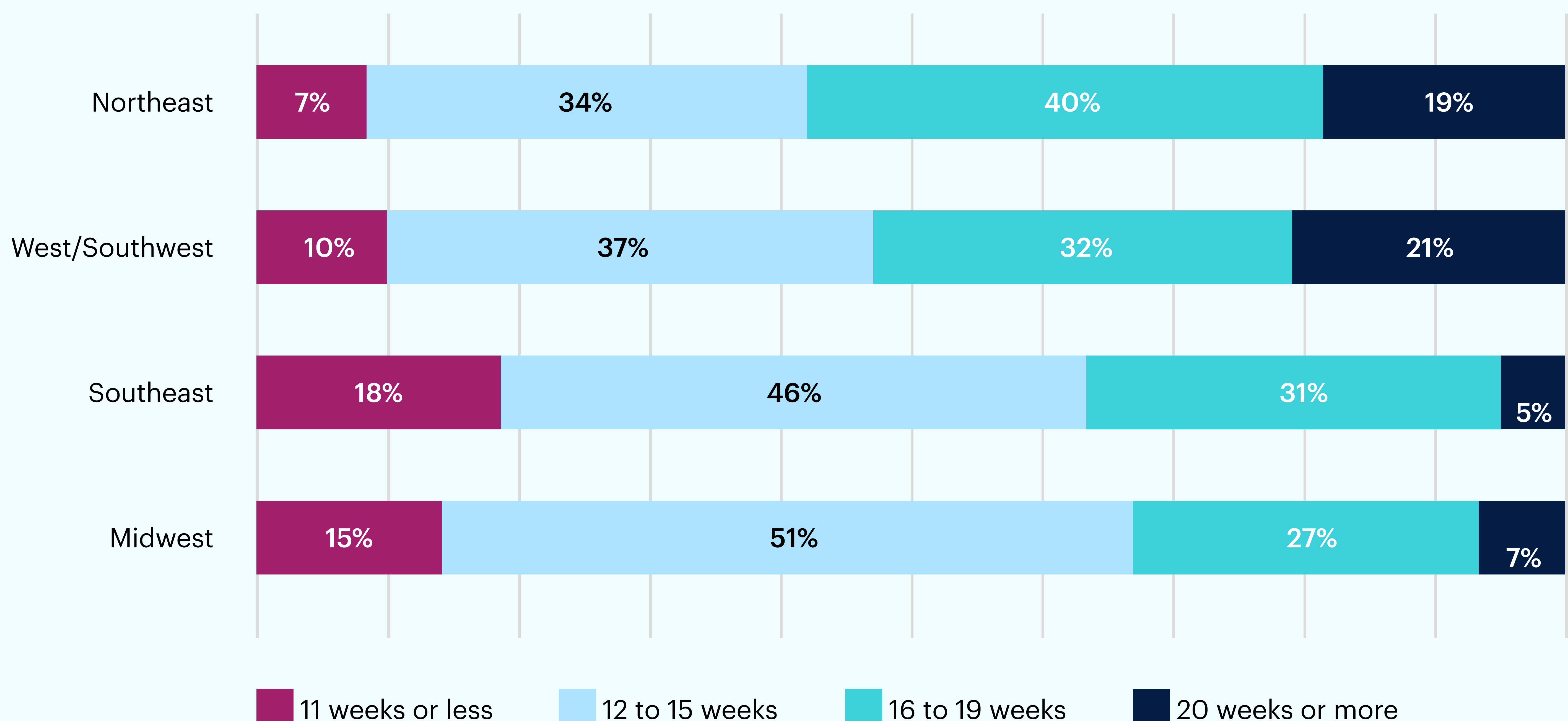
Findings

US organizations headquartered in the northeast and west/southwest are far more generous in the number of weeks of family leave they offer than those headquartered in the southeast and midwest.

Our take

The northeast is typically associated with long established financial institutions, media companies, business services, and more. Additionally, the west/southwest regions are typically associated with tech, internet, and entertainment. For these reasons, the fact they offer significantly more weeks of leave is not surprising, as these kinds of companies tend to compete within the same talent pools. Again, it begs the question for companies that reside in other regions, to consider increasing competitiveness with such benefits to attract and retain people.

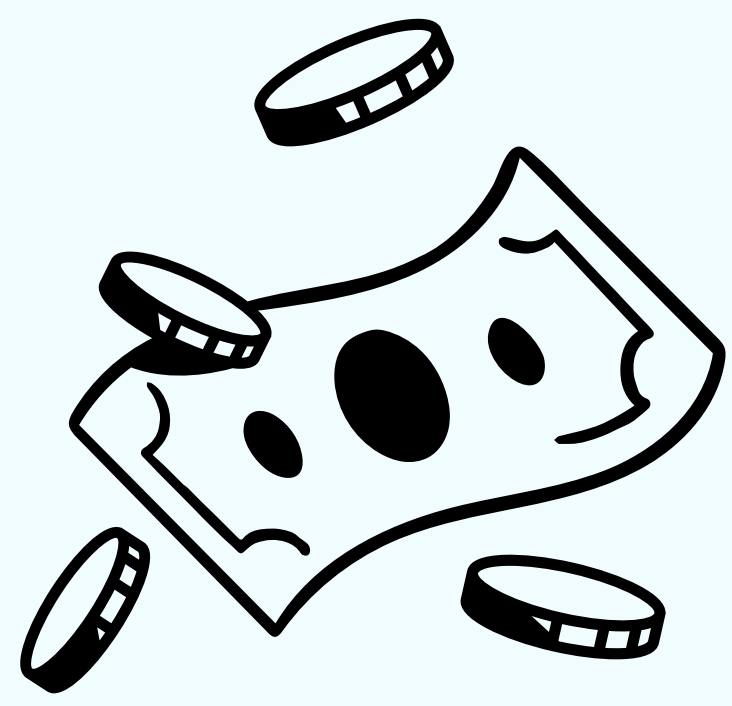
Percent of Organizations Offering Number of Weeks of Primary Caregiver Family Leave by U.S. Region



Section 4

Results by company size

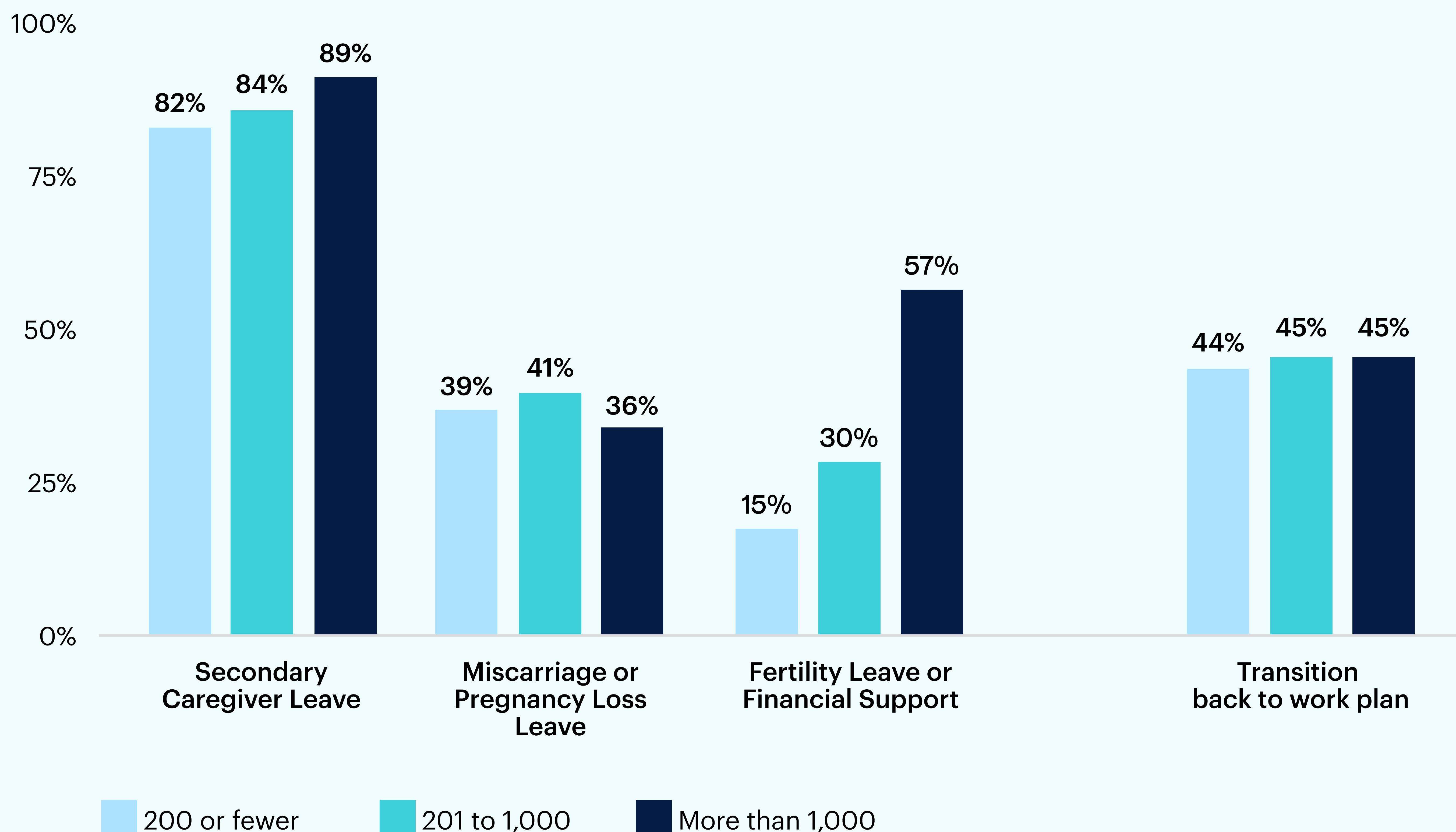
Larger organizations tend to have more generous family leave policies, both in terms of the types and number of weeks offered.



Findings

Larger organizations are somewhat more likely to offer secondary caregiver leave and much more likely to offer fertility leave or financial support.

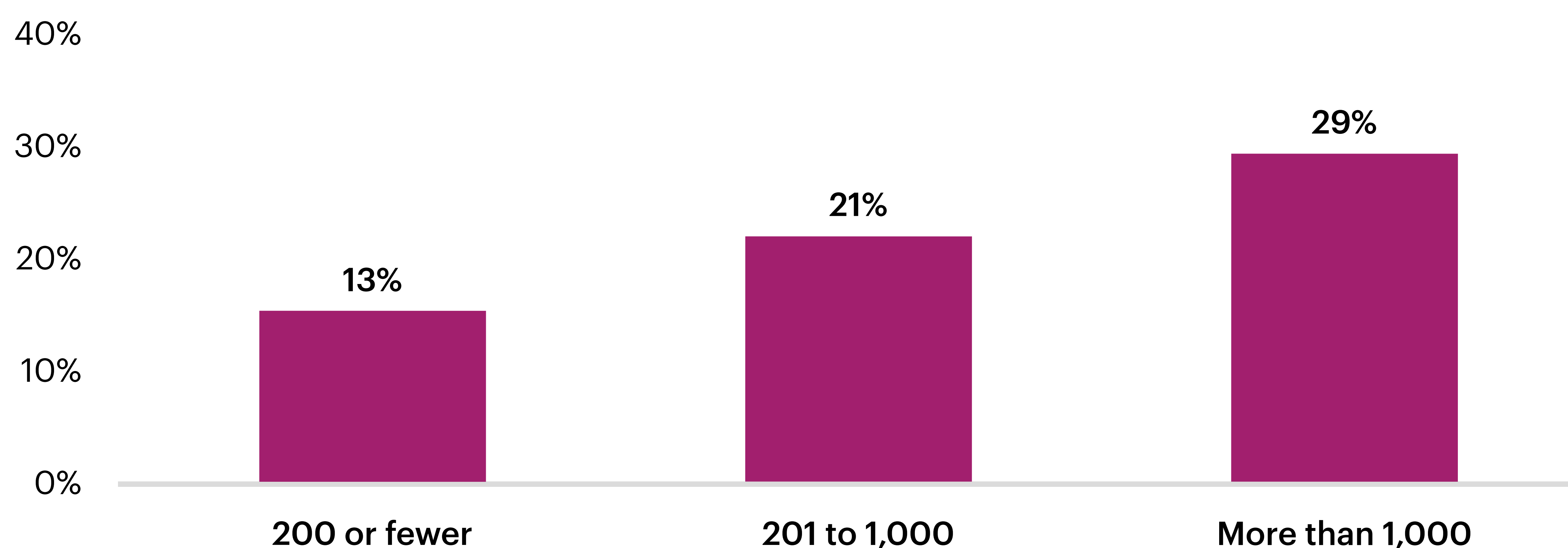
Organizations with Primary Caregiver Family Leave Offering Additional Benefit by Number of Employees



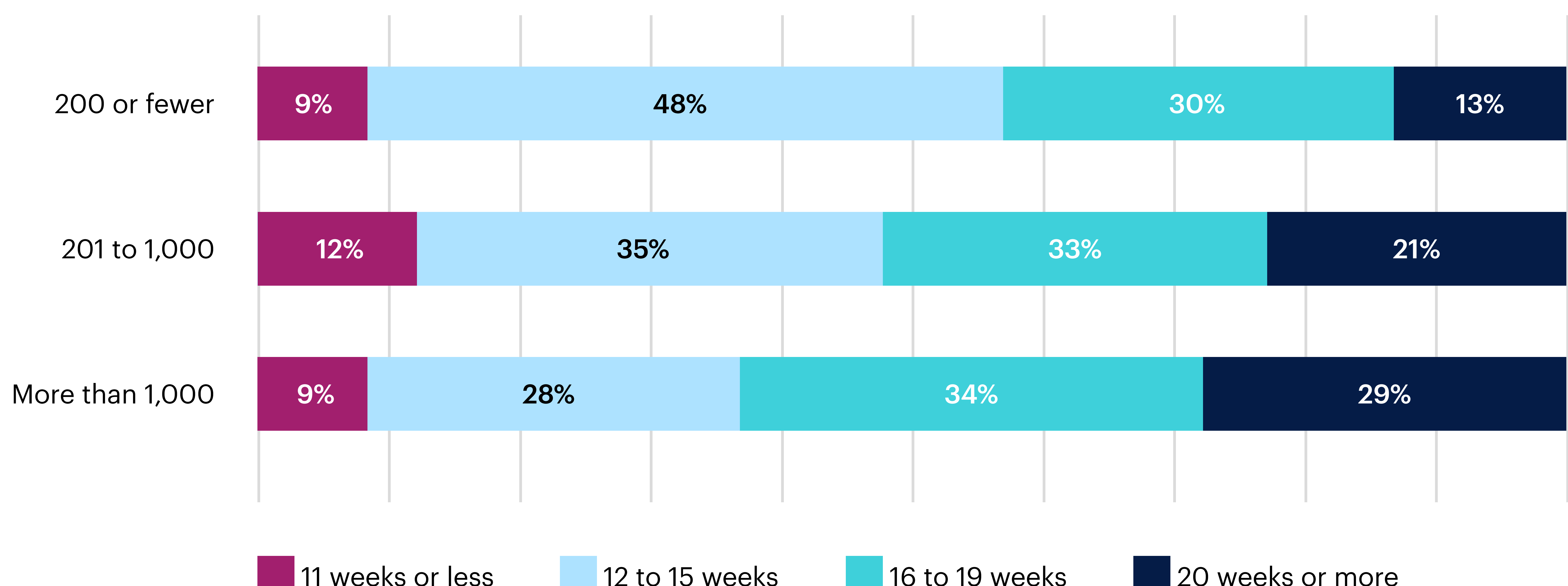
Findings

Larger organizations offer much more generous terms on primary caregiver leave. They are more than twice as likely as the smallest organizations to offer 20 weeks or more of leave.

Organizations Offering 20 Weeks or More of Primary Caregiver Family Leave by Number of Employees

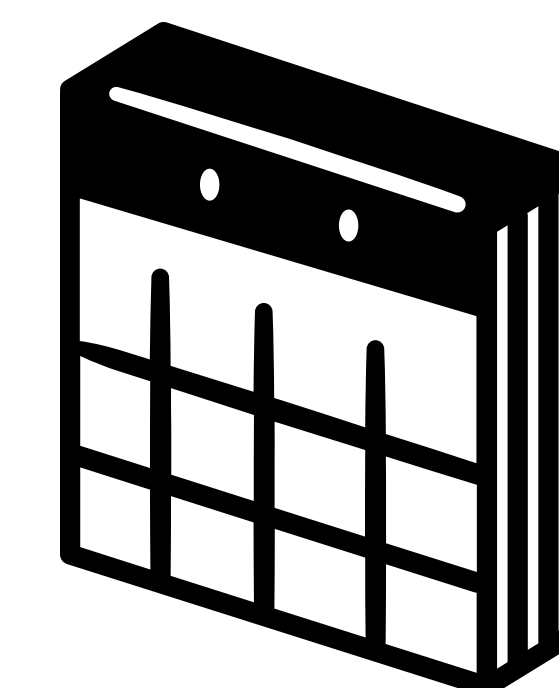


Number of Weeks of Primary Caregiver Family Leave by Number of Employees

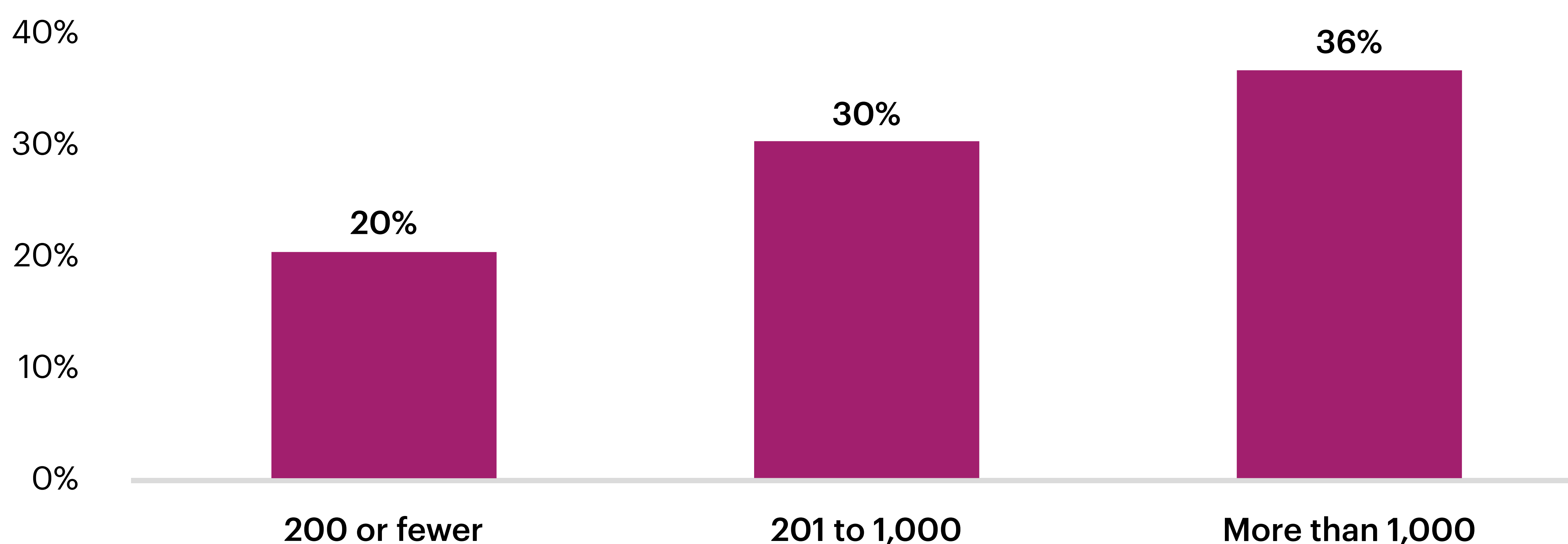


Findings

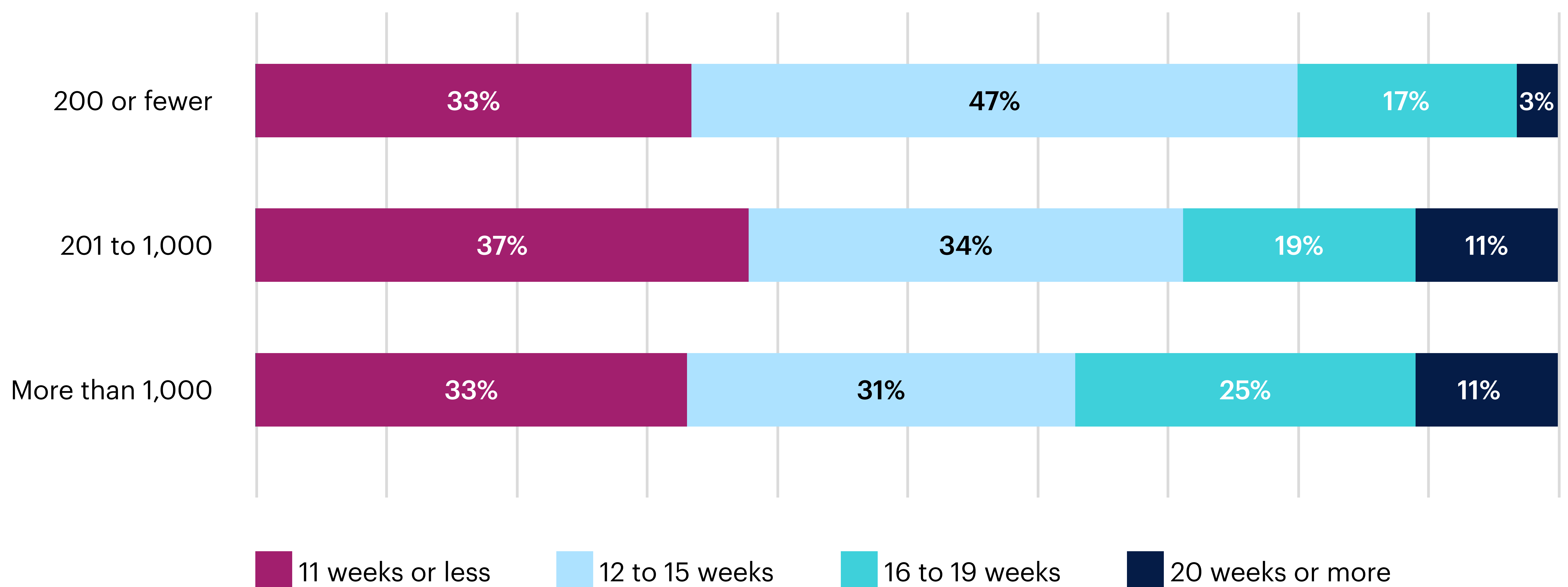
Larger organizations also tend to offer more generous terms on secondary caregiver leave. 36 percent of organizations with more than 1,000 employees offer 16 weeks or more of secondary caregiver leave, compared to 20 percent of organizations with 200 or fewer employees.



Percent of Organizations Offering 16 Weeks or More of Secondary Caregiver Family Leave by Number of Employees

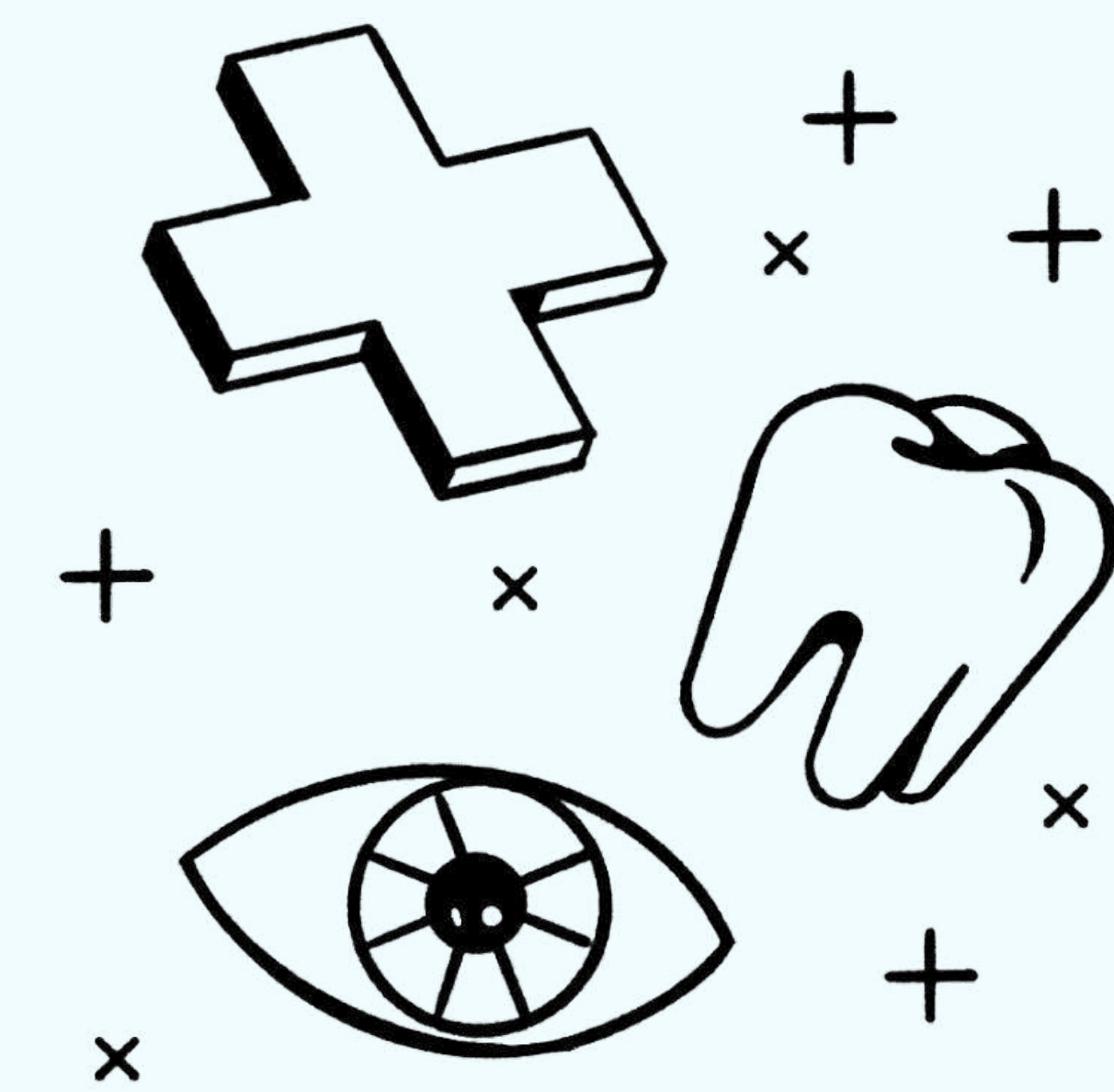


Percent of Organizations Offering Number of Weeks of Secondary Caregiver Family Leave by Number of Employees



Our take

Again, in the war for talent, larger companies have the benefit of larger budgets; and in this case the ability to offer more benefits. To remain competitive, smaller organizations should consider enhancing their leave policies and/or will have to find ways to compete with perhaps lower cost solutions or different kinds of benefits.



Section 5

Results by industry

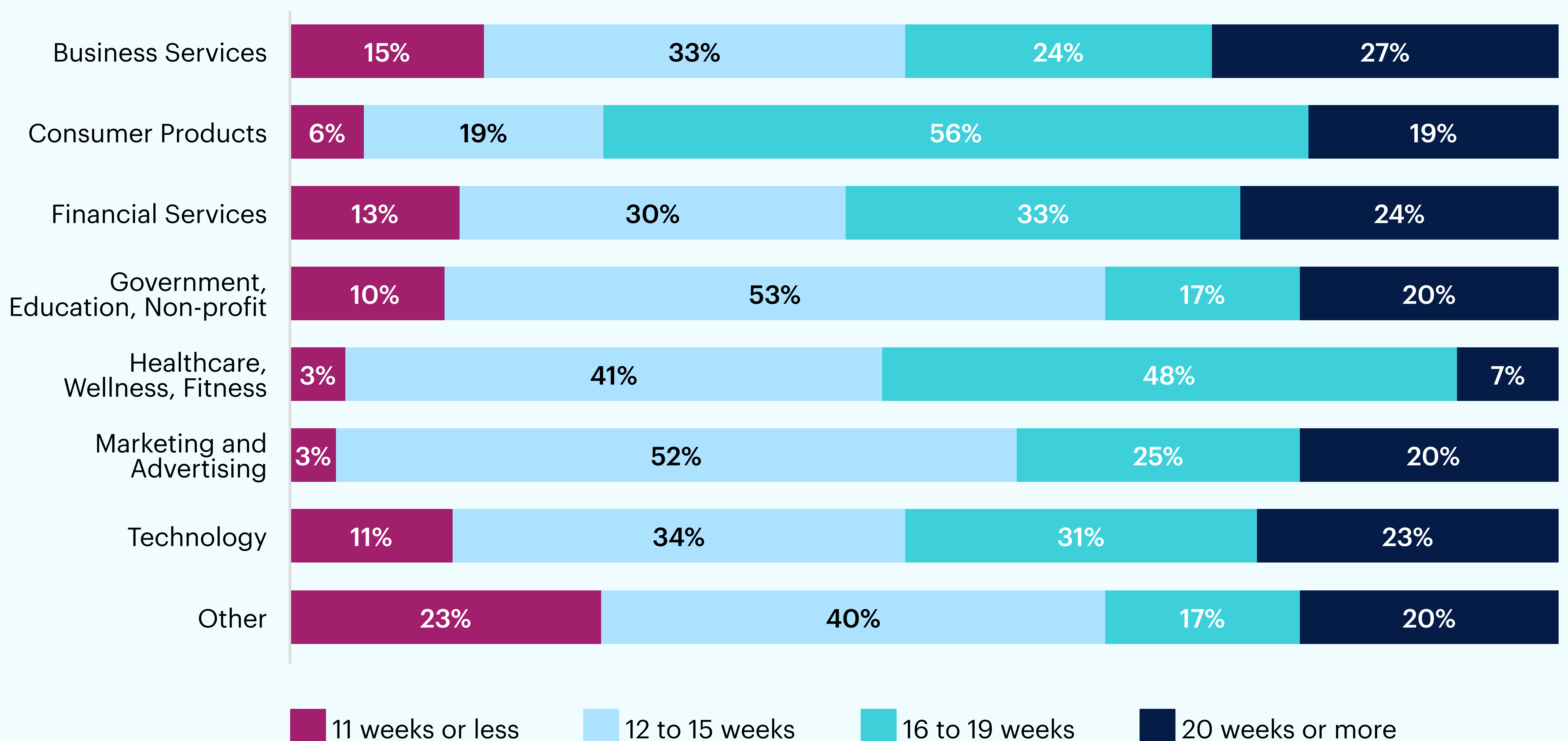
Findings

Industries differ in the types and number of weeks of family leave that they offer.

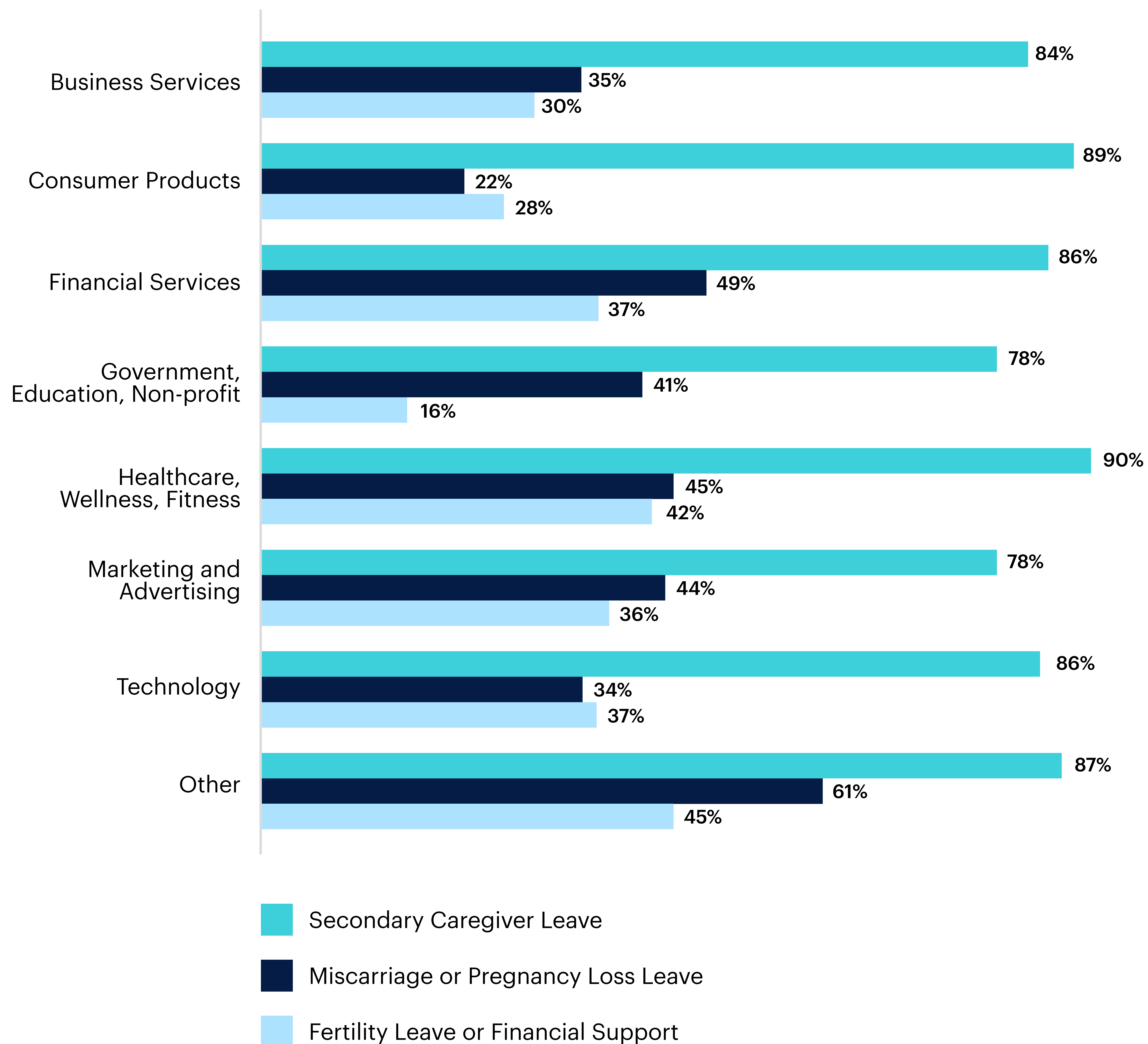
Our take

By industry there weren't any clear patterns or any meaningful stories to tell. The only thing that can be said is that certain industries are more generous with leave benefits than others.

Number of Weeks of Primary Caregiver Family Leave by Industry



Organizations with Primary Caregiver Family Leave Offering Additional Benefit by Industry



Our final take

The perception of employee leave must change.

For some policy makers and business leaders, there is an unfortunate misunderstanding of what employee leave provides to the individual. Some believe that such time off is simply providing more “vacation” time, and that the businesses that provide them (weeks of leave), are losing out on the productivity of that employee. However, for others, they believe that employee leave is about dealing with personal life moments. Enabling the individual to bond with a new child, recover from a medical leave, take care of someone that can’t take care of themselves, and more. Imagine those life events, and the stress of them, being brought into the workplace. Stress of any sort creates reduced employee productivity, which is exactly what employers don’t want. Instead of looking at the price of offering leave, perhaps companies and policy makers are better off analyzing the true cost of not providing such benefits.

