

# THE STATE OF LEAVE PARENTAL LEAVE FACT SHEET

2023



## #3

Paid parental leave is the third most requested workplace benefit, perk or incentive<sup>1</sup>

## 27%

Only 27% of employees in the private sector have access to paid parental leave<sup>2</sup>

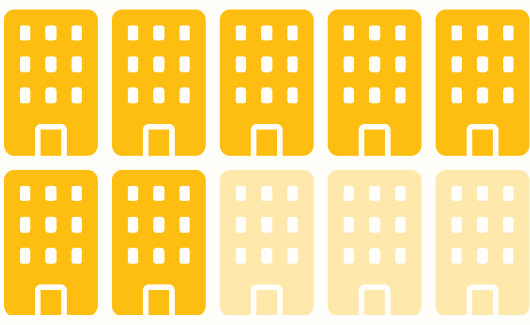
### EMPLOYEE REQUESTS

## 33%

Of employees request additional maternity leave<sup>3</sup>

## 47%

Of employees request expanded family leave<sup>3</sup>



## 7 OUT OF 10

Employers want to add or expand paid parental leave<sup>4</sup>

### PPL + TALENT RETENTION

## 59%

Of employers say family-friendly policies are essential for recruitment + retention<sup>5</sup>

## 70%

Reduction in turnover among working moms with access to 12 weeks of paid leave<sup>6</sup>

### PPL + EMPLOYEE LOYALTY

## 10-15%

Average increase in employee tenure after implementing a paid parental leave policy<sup>7</sup>

## 86%

Of employees would be more loyal to their employer with access to paid parental leave<sup>8</sup>

### EXPLORE PARENTO

The business solution  
for paid parental leave

Why Parento?

Contact Sales