

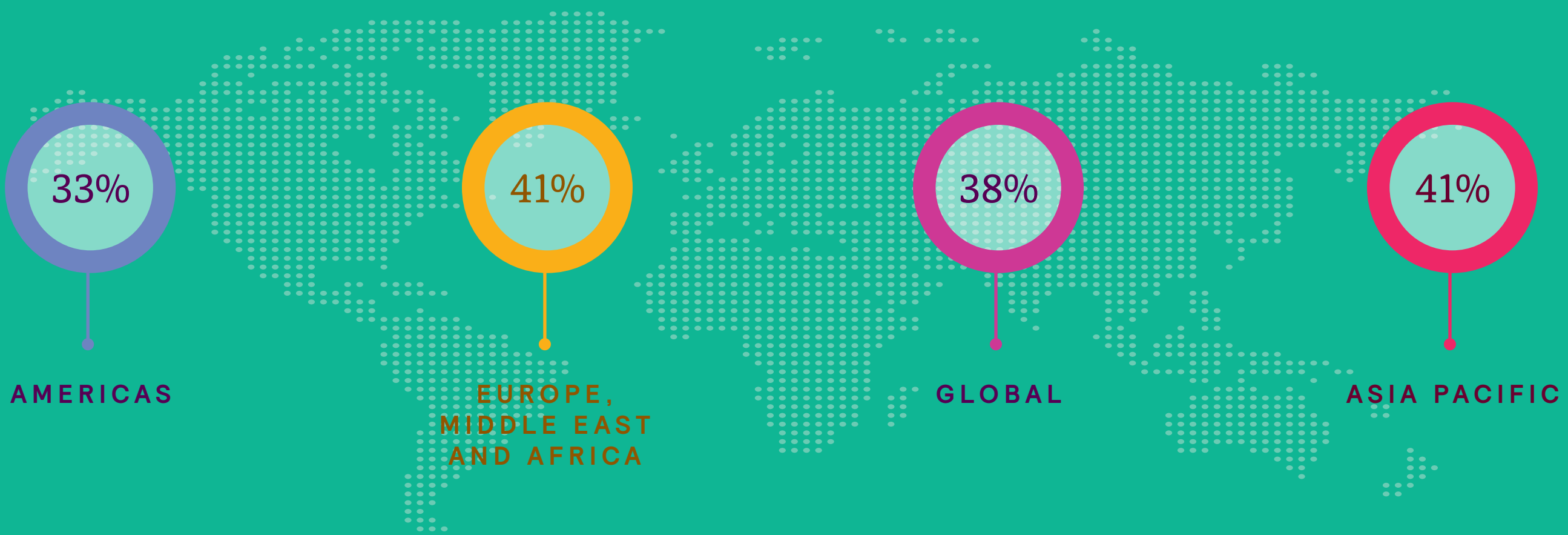
GLOBAL PATERNITY LEAVE TRENDS



Paternity leave is not a statutory requirement in many countries, but it is common for companies to provide two to five days of paid paternal leave at the time of birth. Mercer has carried an extensive investigation into maternity, paternity, adoption and other family leave. The results are available in Mercer's 2016 *Global Parental Leave* report.



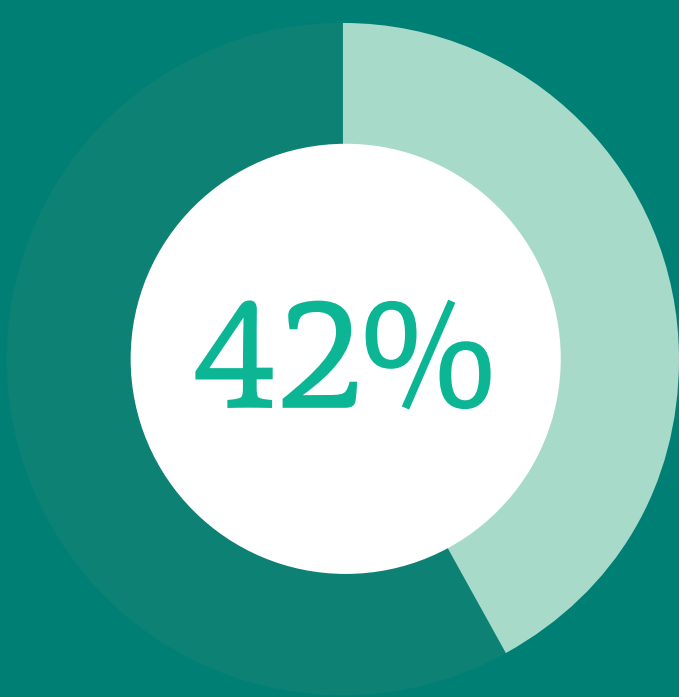
PATERNITY LEAVE ABOVE THE STATUTORY MINIMUM, BY REGION



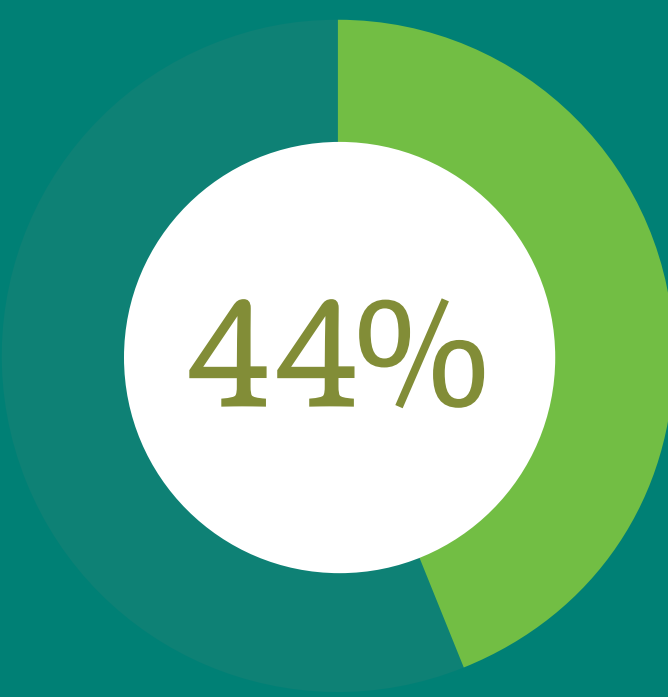
Globally and regionally, approximately one-third of companies (38%) provide paid paternity leave above the statutory minimum to their employees. Several countries mandate a parental leave program that may be used by either parent.

CHANGING ATTITUDES

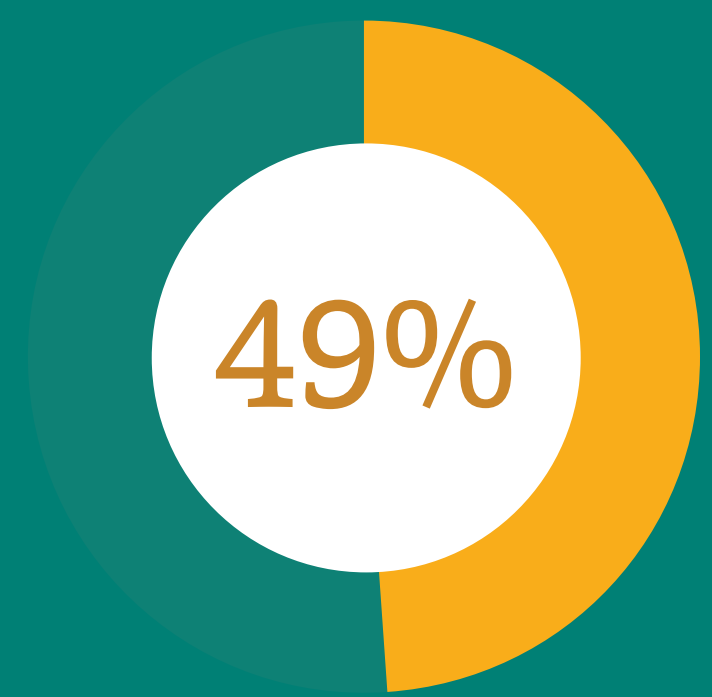
Attitudes toward fathers taking paternity leave are shifting.



of companies encourage their employees to take paternity leave



of companies indicated that most of their eligible employees use their statutory paternity leave

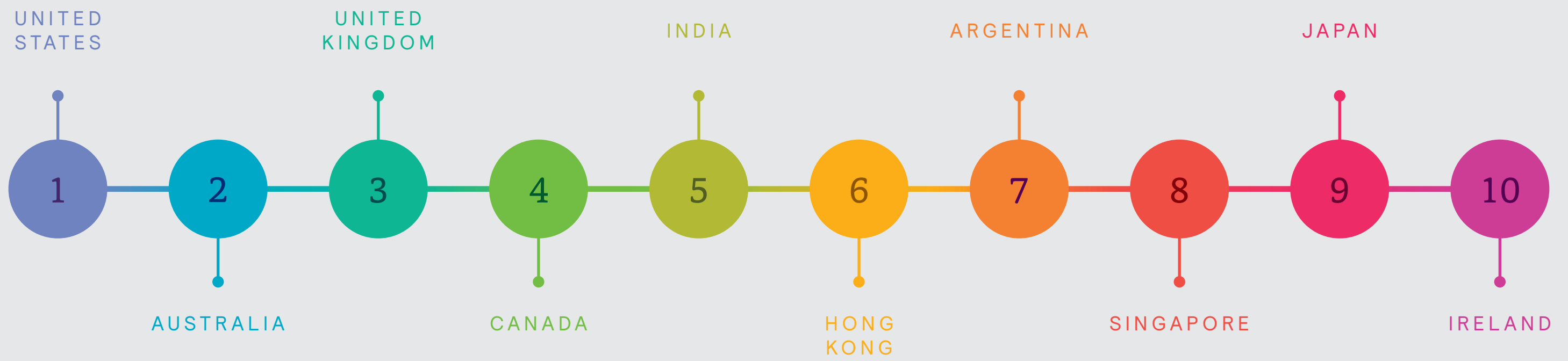


of companies indicated that most employees also use the additional company-provided days

THE TOP TEN

The top ten countries with the highest percentage of companies providing paternity leave above the statutory requirement are shown below. Several of these countries do not require companies to provide paid paternity leave, but many firms do so anyway.

PATERNITY LEAVE ABOVE THE STATUTORY MINIMUM, BY PERCENTAGE OF COMPANIES



Note: The country rankings are based on weighted statistics within the global database, which includes 50 countries. Some countries do not have a statutory requirement for companies to provide paternity leave; therefore, any leave provided is considered "above" the statutory minimum. There is no statutory requirement for paid paternity at the federal level in the United States, Canada, India, Japan, and Ireland; however, several US states and the province of Quebec in Canada have statutory leave requirements.

To attract and retain skilled global talent, and manage a diverse global workforce, organizations need accurate, up-to-date information on everything from salary trends to local statutory benefits.

For more information on Mercer's 2016 *Global Parental Leave* report or to download a copy of the global, regional or country report, visit our website at www.imercer.com/gpl.

