

ELIGIBILITY FOR SUPPLEMENTAL LEAVE

Eligibility defines the types of employees who qualify to receive a benefit or access a particular program. Eligibility requirements for statutory maternity leave are typically defined by state-mandated programs, but a company's policy may expand on this mandate and provide benefits to a broader group of employees.

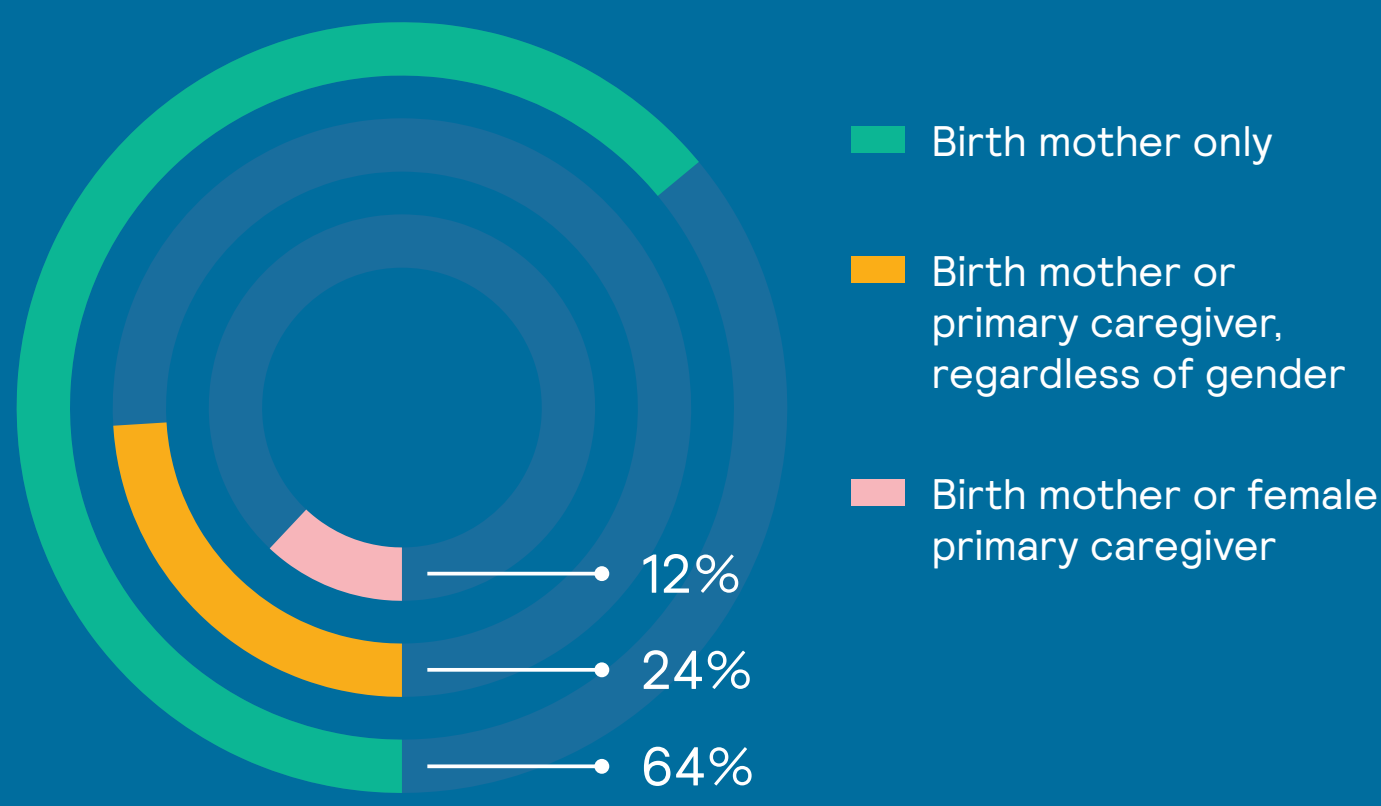
Mercer has conducted extensive research on maternity, paternity, adoption and other family leave. The results are available in Mercer's 2016 *Global Parental Leave* report.



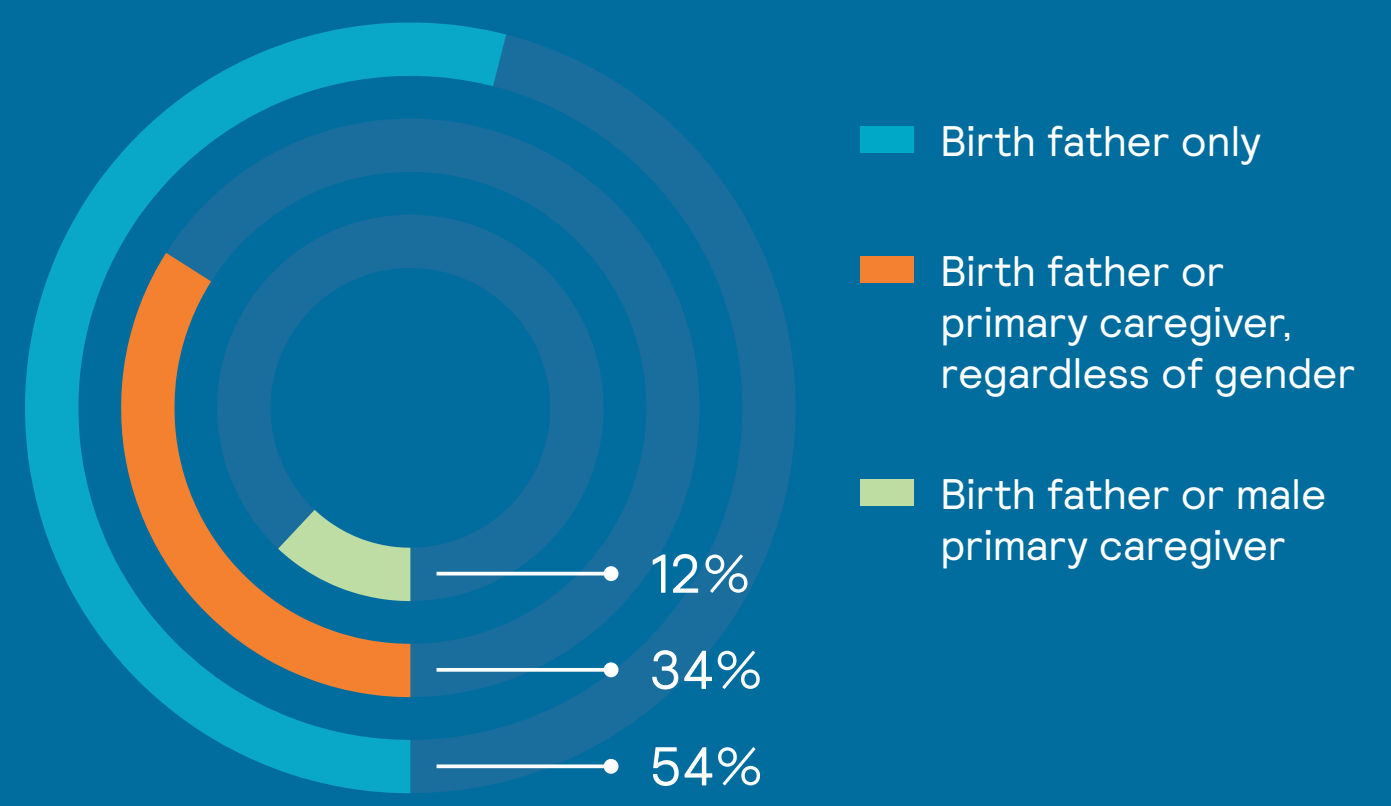
ATTITUDES TO ELIGIBILITY

Criteria for leave eligibility vary by policy type, country and company. On the whole, the view of family and gender roles is more progressive when defining eligibility for paternity leave.

MATERNITY LEAVE ELIGIBILITY WORLDWIDE¹



PATERNITY LEAVE ELIGIBILITY WORLDWIDE¹



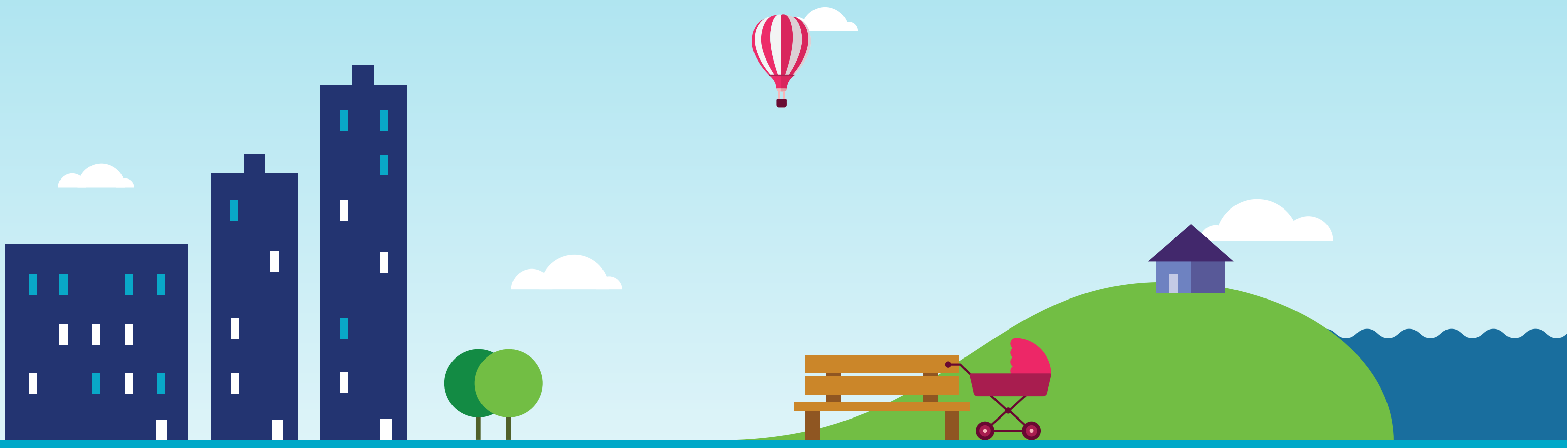
¹By percentage of companies offering this type of leave.

INDUSTRY HIGHLIGHTS

Percentage of companies worldwide, by industry, planning to increase paternity leave days are shown below.²



²Based on the percentage of companies that indicated "Yes" when asked whether they were planning to increase the number of paternity leave days offered to employees.



14% OF COMPANIES WORLDWIDE ARE CONSIDERING INCREASING THE NUMBER OF PATERNITY DAYS BUT DO NOT PLAN TO INCREASE THEM IN THE NEAR FUTURE.

41% OF COMPANIES WORLDWIDE PROVIDE PART-TIME EMPLOYEES THE SAME SUPPLEMENTARY MATERNITY BENEFITS AS THEIR FULL-TIME EMPLOYEES.

As the definition and gender composition of families evolve, companies may choose to redefine their policies to ensure inclusivity. 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, visit www.mercer.com. To purchase a copy of the global, regional or country report, visit our website at www.imercer.com/gpl.

