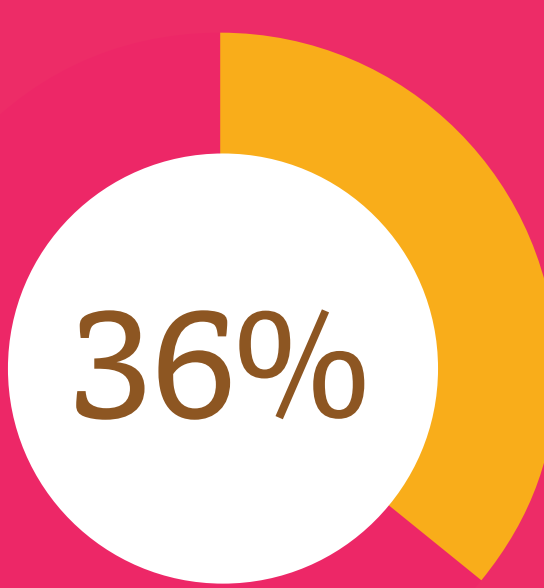


PREVALENCE OF GLOBAL PARENTAL LEAVE POLICIES

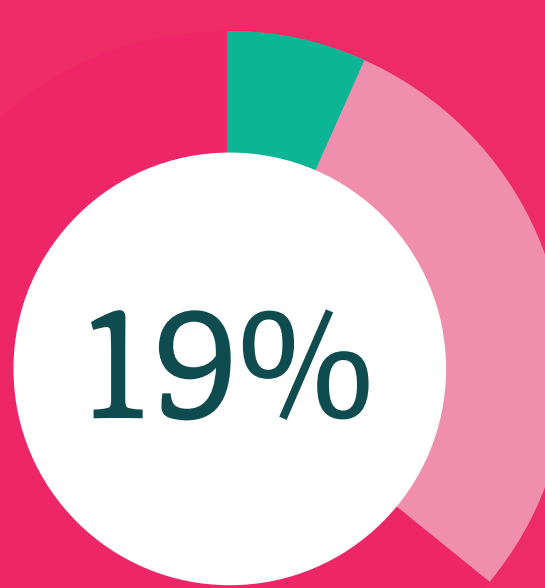
Parental leave policies continue to expand as new legislation ventures beyond the traditional maternity leave provisions. Some employers use enhanced statutory leave as a tool for attracting and retaining talent. Mercer has conducted extensive research on maternity, paternity, adoption and other family leave. The results are available in Mercer's 2016 Global Parental Leave report.



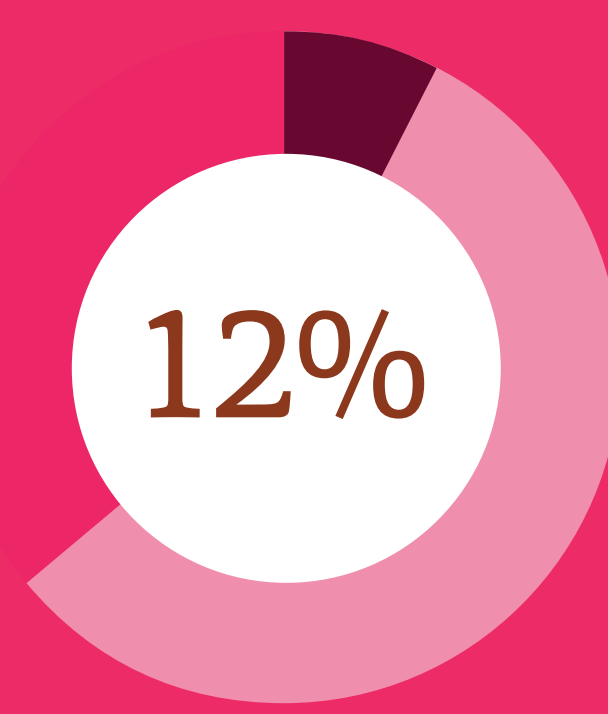
OVERVIEW



Slightly more than one-third (36%) of the companies surveyed worldwide have a global parental leave policy covering multiple types of leave.

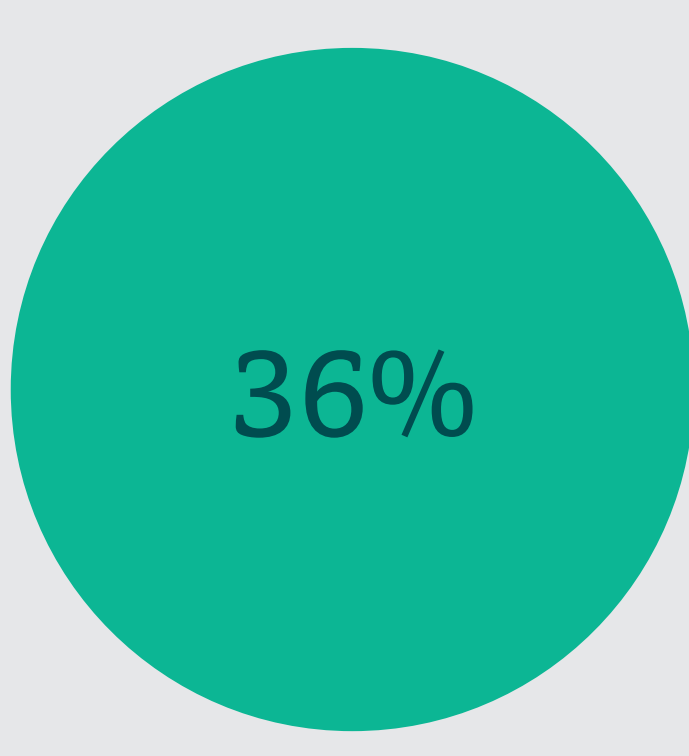


Among companies with a global policy, 19% have a global policy that covers all four types of leave - maternity, paternity, adoption and parental.

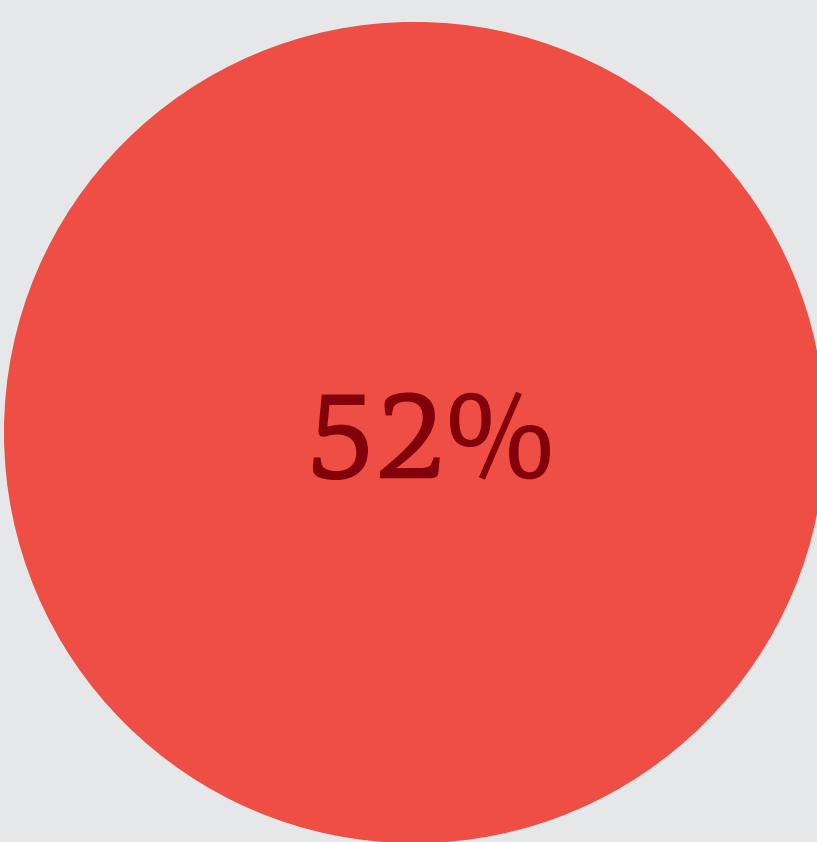


Of the two-thirds of companies that do not have a global policy, 12% are considering implementing one in the future.

PREVALENCE OF GLOBAL PARENTAL LEAVE POLICIES, PERCENTAGE OF COMPANIES



Yes

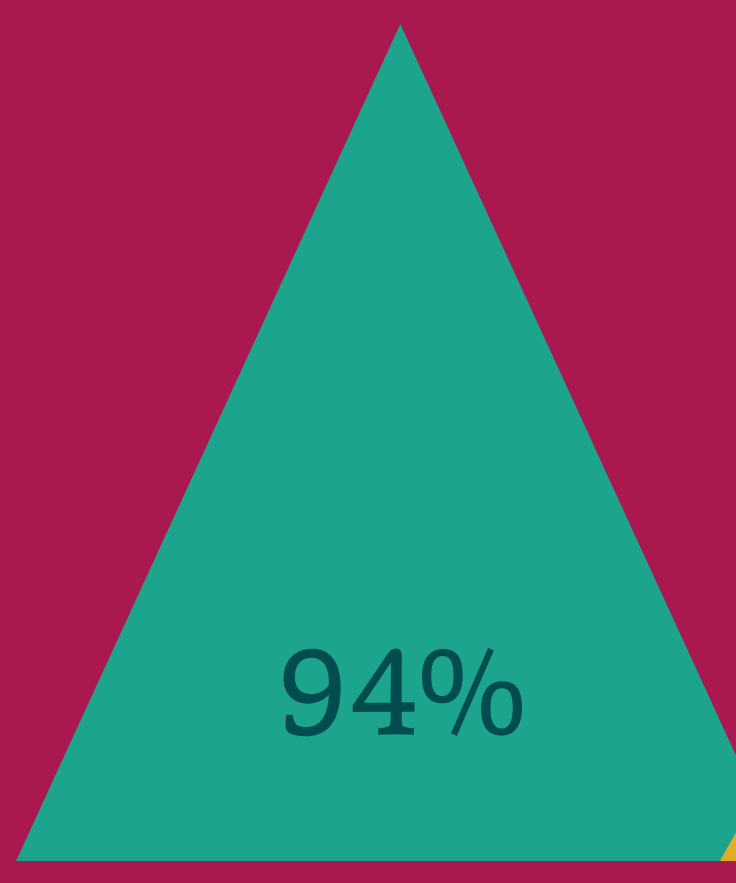


No

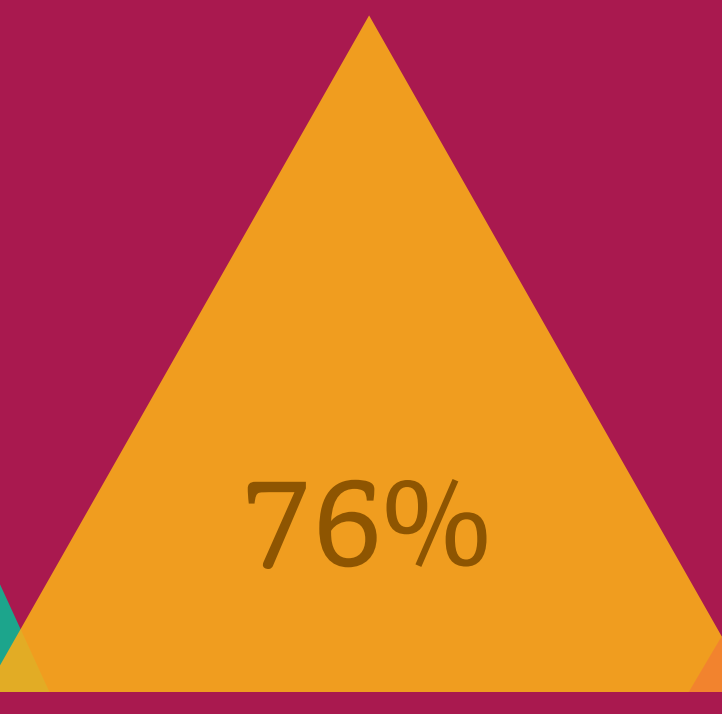


No, but considering implementing one

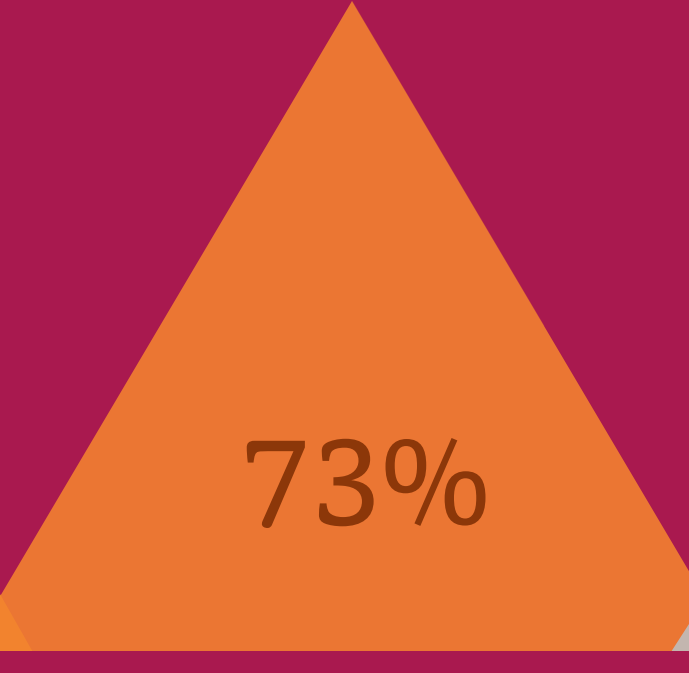
LEAVE TYPES INCLUDED IN GLOBAL POLICIES, PERCENTAGE OF COMPANIES



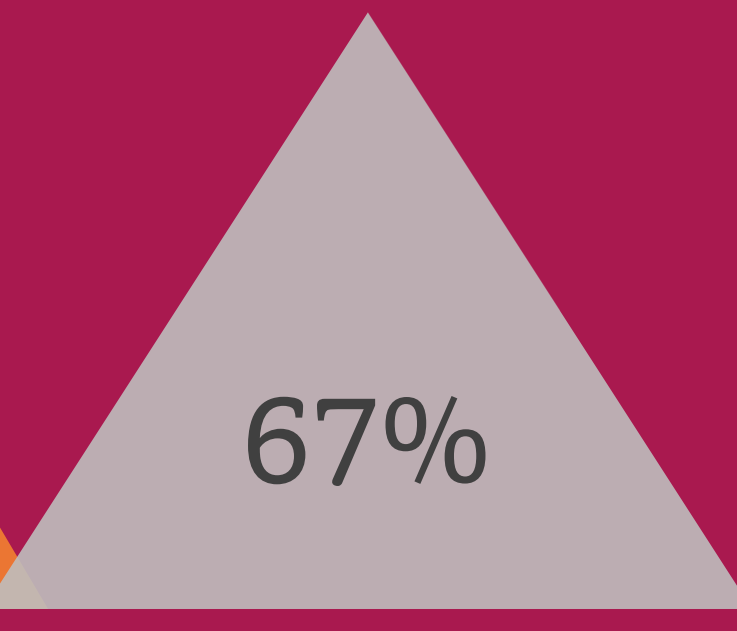
Maternity leave included



Paternity leave included



Adoption leave included



Parental leave included

As benefits play a more significant role in employees' choice of employer, companies may choose to redefine their parental leave 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.

