

FAMILY CARE LEAVE TRENDS

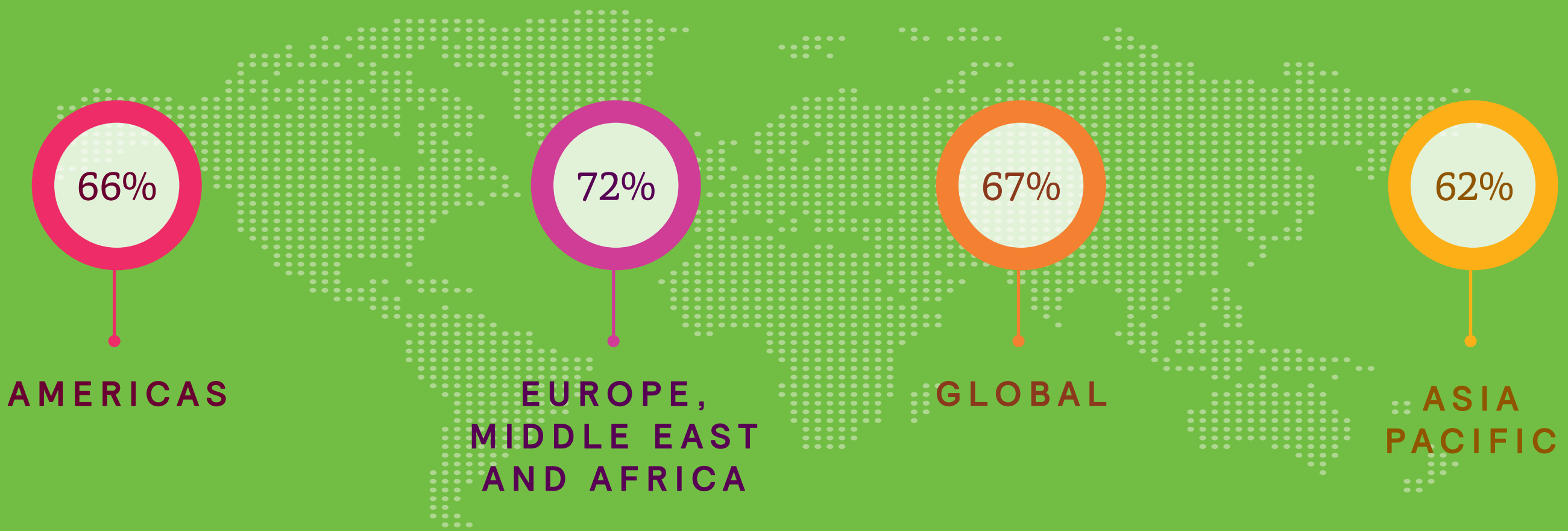
Family care leave provides employees with time-off (either paid or unpaid) to care for their loved ones. This frequently includes care for their children, but may also include their spouse, parents, parents-in-law or siblings. While the length of paid leave is typically only a few days, some countries allow for an extended period of unpaid family leave.

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



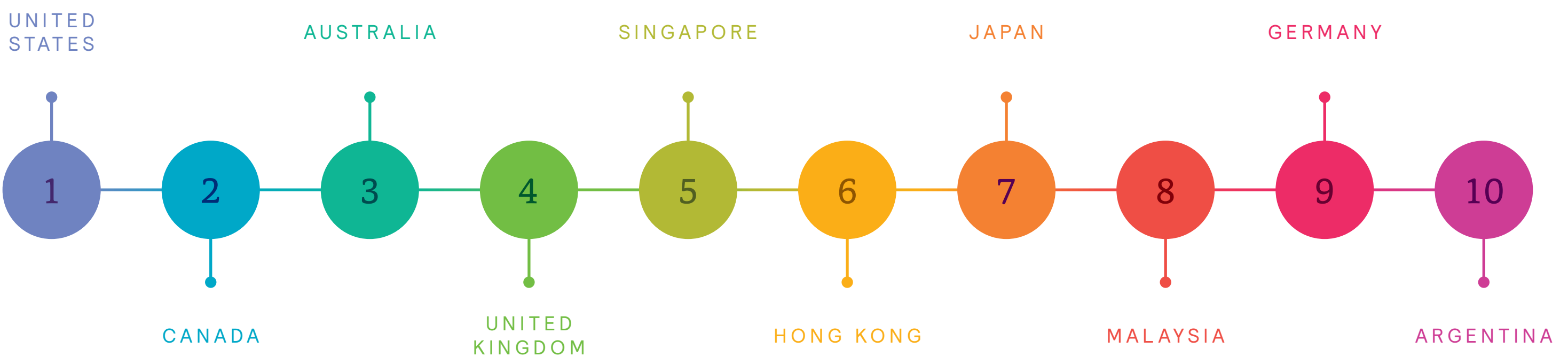
PREVALENCE OF FAMILY CARE LEAVE, PERCENTAGE OF COMPANIES

Globally, two-thirds of companies provide family care leave to their employees; this practice is highest in Europe, Middle East and Africa and lowest in Asia Pacific.



THE TOP TEN

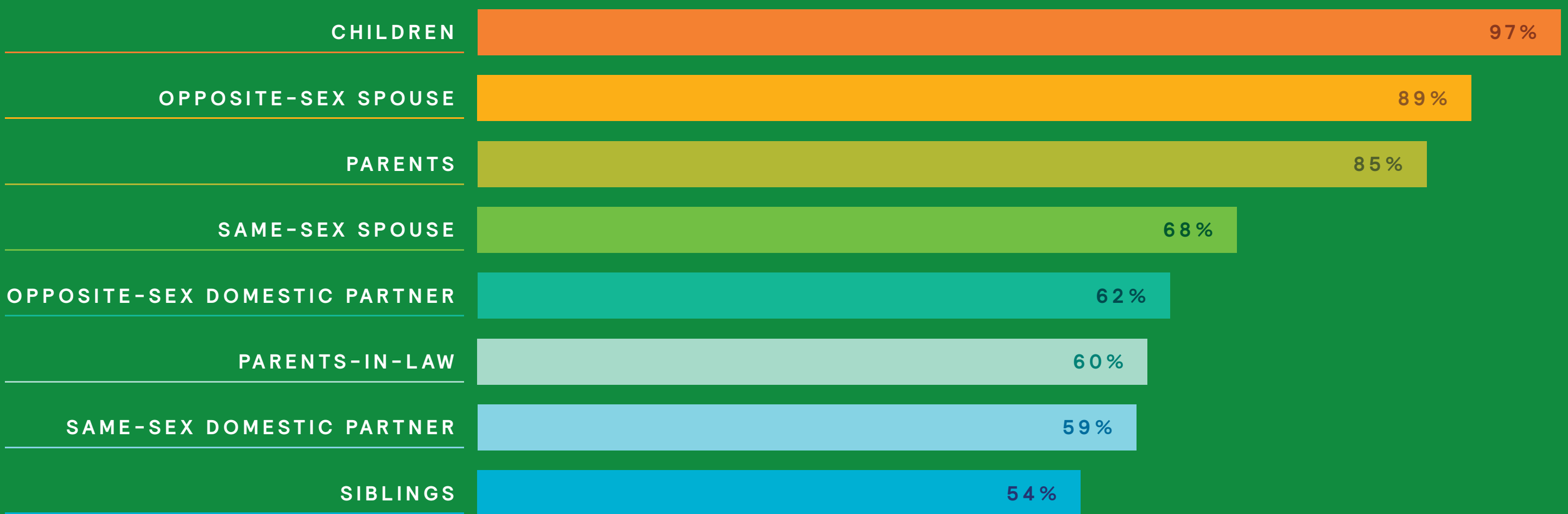
The top ten countries with the highest percentage of organizations providing family care leave are indicated below. Several of these countries do not require companies to provide family care leave, but many do so anyway.



Note: The country rankings are based on weighted statistics within the global database. The database includes 50 countries.

FAMILY MEMBERS COVERED BY THE POLICY, PERCENTAGE OF COMPANIES

The family members that are most frequently covered by a family care leave policy are the employee's children, opposite-sex spouse and parents.



As the definition and gender composition of families evolve over time, 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.

