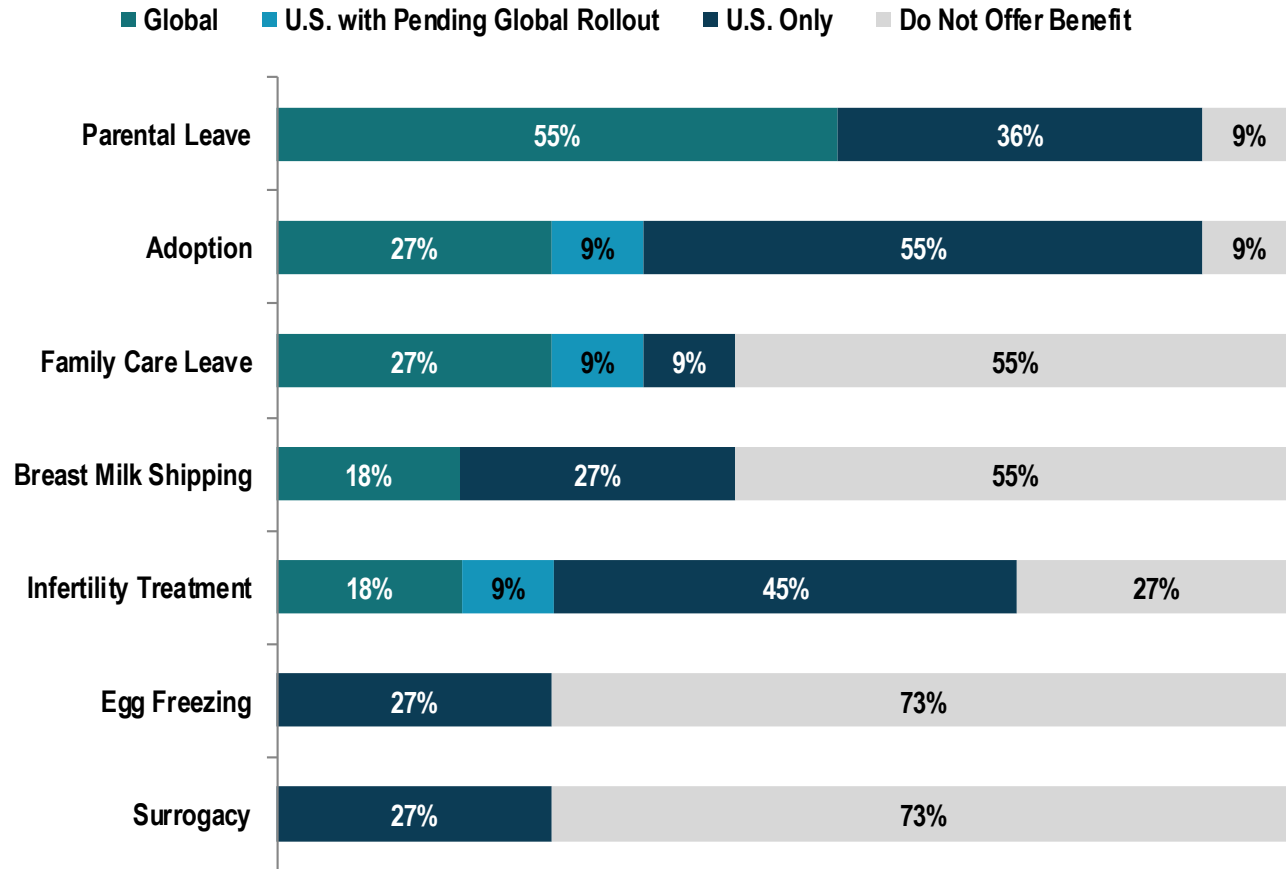


# Leave & Family Benefits – Global Member Survey



# Prevalence of Employers Offering Supplemental Leave and Benefits

This chart shows the number of employers who offer supplemental leave and work/life benefits in select markets/regions

Country	Maternity Leave	Paternity Leave	Parental Leave	Total Leading Companies Offering Supplemental Leave	Other Work/Life Benefits	Total Survey Responses	Survey Date
<b>Americas</b>							
Argentina	8	10	0	10	13	25	March 2017
Brazil	6	6	0	6	N/A	27	November 2017
Colombia	2	0	3	4	11	18	July 2017
Costa Rica	1	7	1	8	1	10	September 2017
Mexico	4	1	1	5	16	23	November 2018
<b>Asia Pacific</b>							
Australia	6	4	4	9	N/A	19	June 2016
China	6	6	2	8	13	46	April 2017
Hong Kong	2	4	1	5	N/A	14	February 2017
India	9	7	1	10	3	21	March 2018
Japan	2	2	1	4	9	19	February 2019
Philippines	1	0	2	4	4	12	February 2016
Singapore	3	6	3	8	13	23	May 2016
South Korea	2	1	2	4	5	24	October 2016
<b>Europe, Middle East and Africa</b>							
Egypt	1	0	0	1	0	1	September 2018
Israel	1	1	0	1	0	1	September 2018
Middle East	5	0	1	5	1	6	September 2018
Poland	0	0	1	1	1	18	July 2017
Saudi Arabia	1	0	1	1	0	4	September 2018
United Arab Emirates	1	1	0	1	0	5	September 2018
United Kingdom	22	0	8	22	N/A	34	August 2015

Source: [Country Benefits and Well-being Benchmarking Surveys](#) 2015-2019

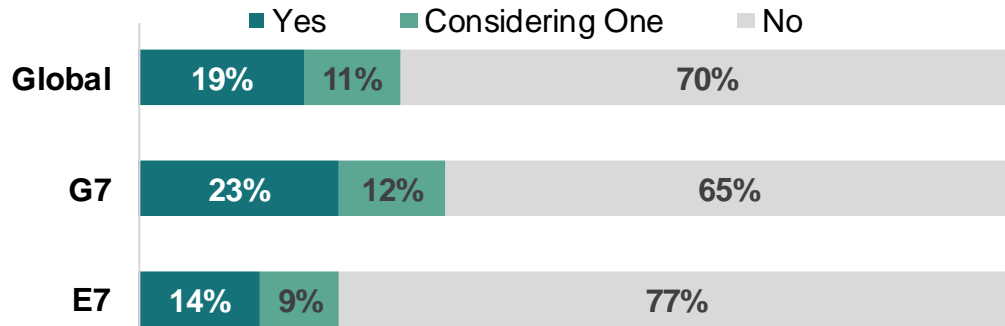
## Key Trends

As maternity benefits are quite generous in other markets, companies have focused on:

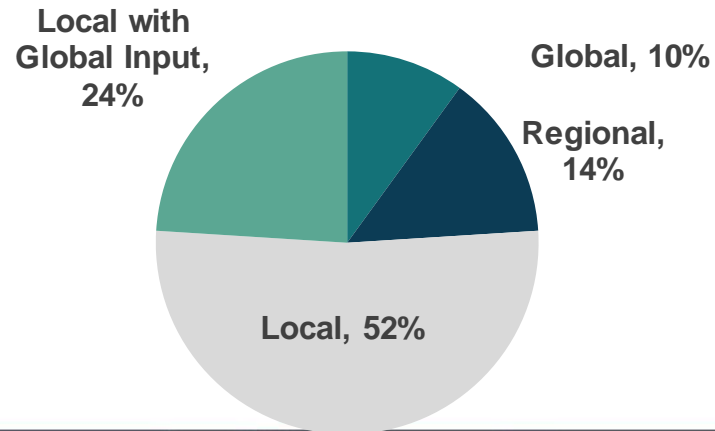
- Enhancing pay,
- Increasing paternity leave,
- Adding adoption / surrogacy / stillborn / pregnancy termination coverage, and
- Expanding coverage terminology to incorporate LGBTQ families and other non-traditional families (*i.e., birth vs. non-birth parents, primary versus secondary caregiver, universal parental coverage*).

# Global Leave Policies

## Companies with Global Policies



## How Leave Policies Are Set

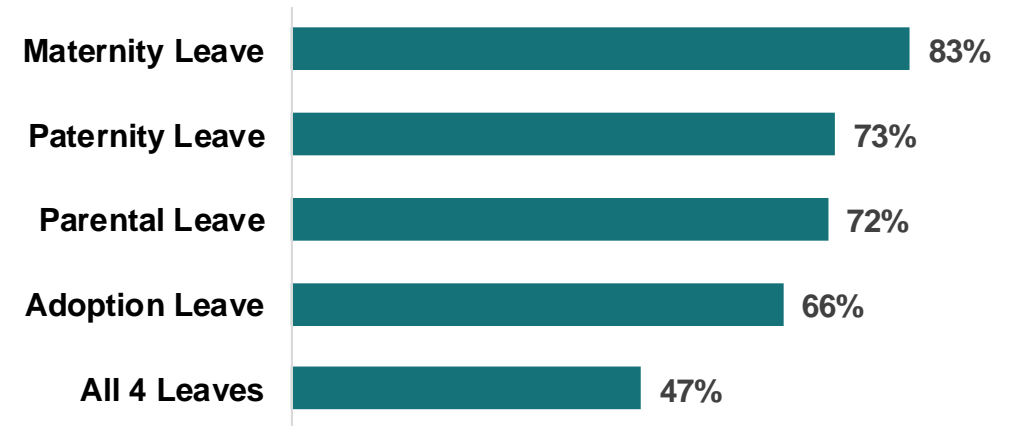


## Definitions

**G7:** Canada, France, Germany, Italy, Japan, U.K., and U.S.

**E7:** Brazil, China, India, Indonesia, Mexico, Russia and Turkey

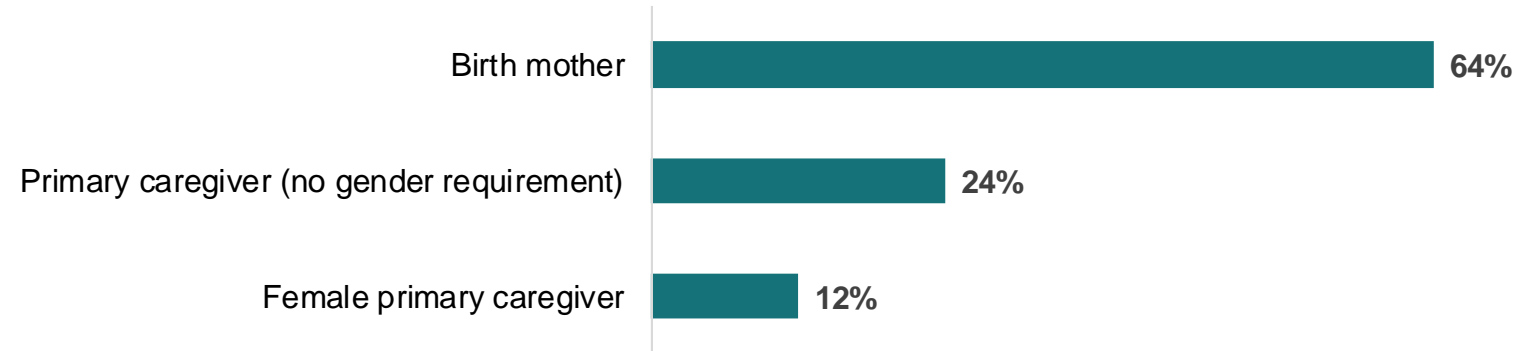
## Types of Leaves Included in Global Policy



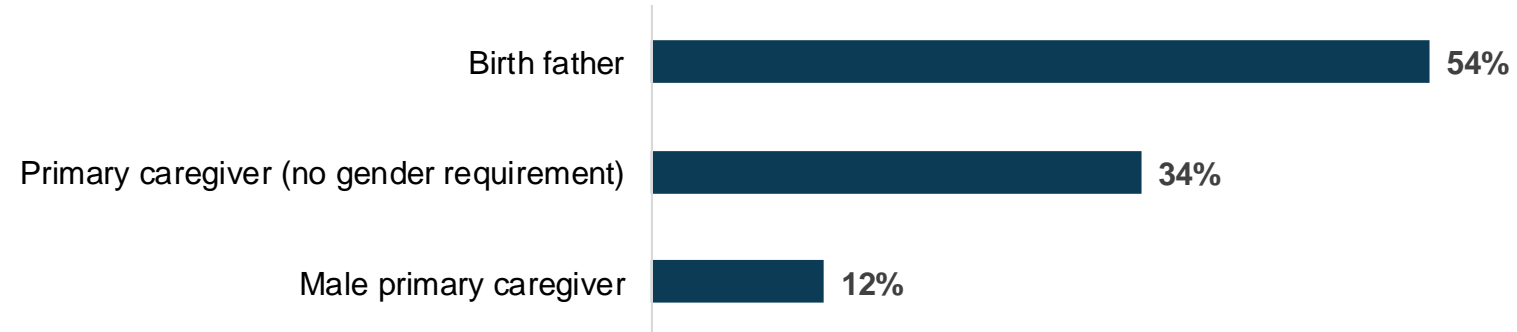
Source: [2018 Mercer Global Parental Leave Report](#)

# Eligibility

## Maternity Leave Eligibility

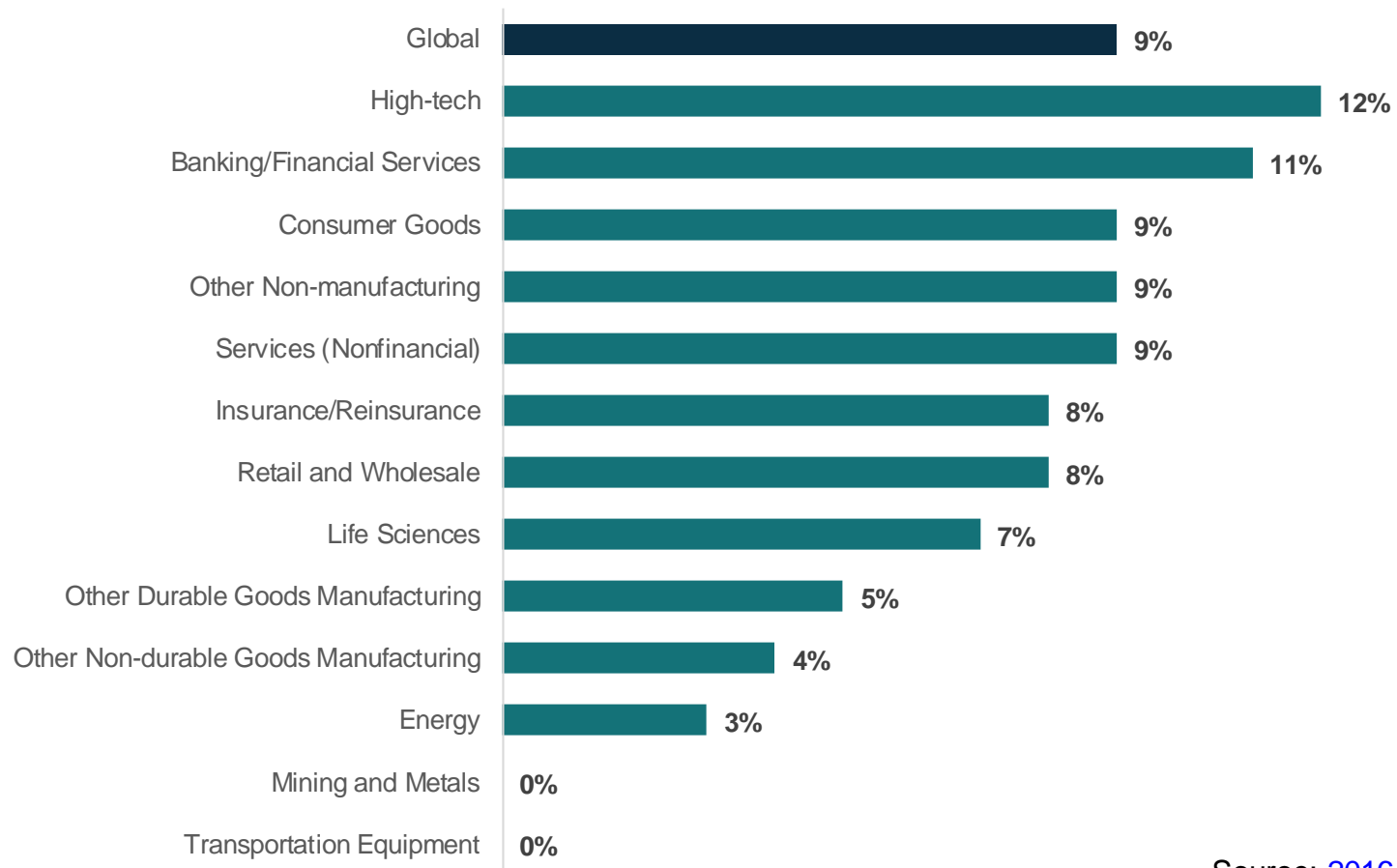


## Paternity Leave Eligibility



Source: [2016 Mercer Global Parental Leave Report](#)

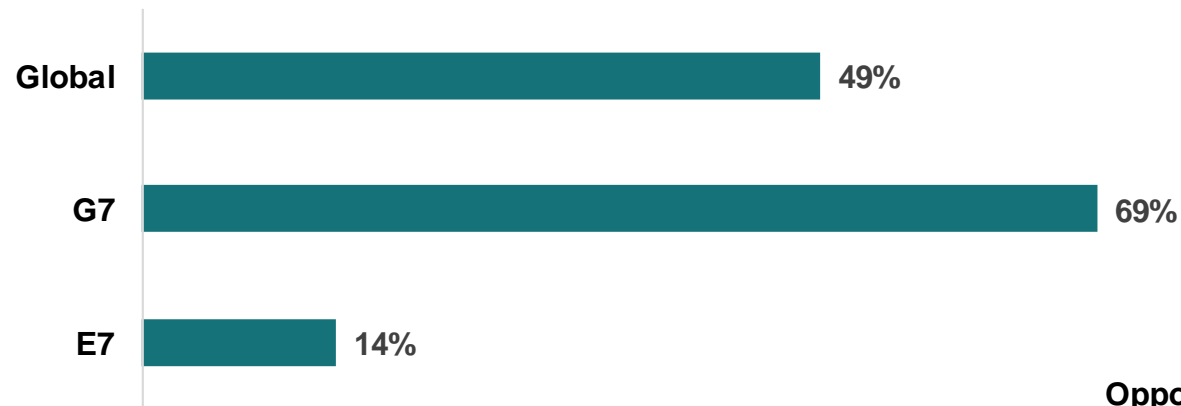
# Expanding Supplemental Paternity Leave by Sector



Source: [2016 Mercer Global Parental Leave Report](#)

# Family Care Leave

## Prevalence of Family Care Leave



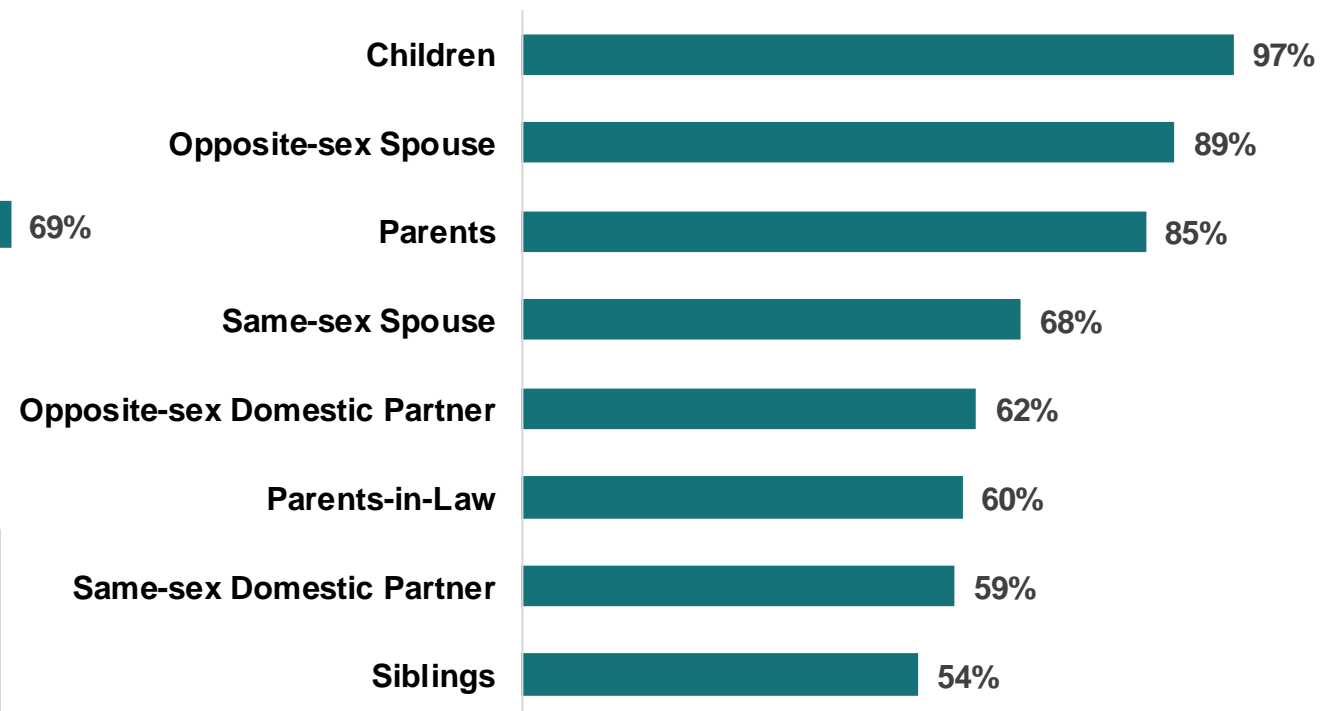
Source: [2018 Mercer Global Parental Leave Report](#)

When family care leave is offered, 56% of companies offer it unpaid.

Paid – Typically 10 working days

Unpaid – 12 weeks

## Types of Family Members Covered



Source: [2016 Mercer Global Parental Leave Report](#)