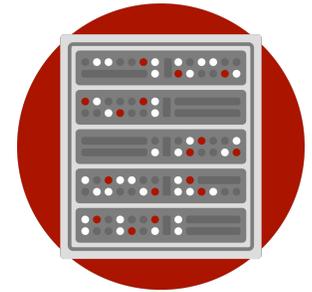


What Should Businesses Consider When Establishing a Paid Family Leave Policy?

The United States is the only industrialized country in the world that does not require paid family leave benefits at a national level. Research has indicated that strong family leave policies benefit employers and employees. "In general, companies with paid leave see less turnover and have happier, more productive employees."¹ Paid family leave increases a company's ability to attract talent.² Some major companies are now offering paid family leave benefits anyways, including Microsoft, Adobe, Twitter, Facebook, Spotify and IKEA.

Whether a business is considering support of a bill or the implementation of its own policy, members of the i2Coalition Diversity & Inclusion Initiative recommend the following principles:

- Policy should be **gender neutral** and **support diverse family structures**. This means parents who are male, female, transgender, queer, or non-binary. It also means covering single parents, heterosexual parents, same-sex parents with biological, adoptive and surrogate births.
- Policy should apply to **all employees**. Non-management employees who earn lower- to middle-income salaries, may struggle without paid family leave benefits.
- Policy should provide **adequate time** for new parents to bond with a child. This reduces incidence of maternal depression and encouraging long-term engagement with the child.³ Bernard Dreyer, M.D., President of the Academic Pediatric Association (APA), recommends six months of family leave for new parents.⁴
- Policy should **go beyond parental leave**. Employees may need to care for new and young children, aging parents, or an ill partner. Paid family leave that covers caring for other family members promotes employee retention. This allows them to continue as a dedicated, contributing employee in the future.
- Employers and senior leadership must **encourage use of family leave**. A paid family leave policy accomplishes little if employees do not feel supported using it.



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¹ "America's 60 largest companies all fail to provide the recommended amount of parental leave," *Business Insider*, Chris Weller, 1 December 2016, <http://www.businessinsider.com/americas-largest-companies-fail-parental-leave-2016-12>.

² "Why Paid Family Leave Is Good Business," *BCG Perspectives*, Trish Stroman, 7 February 2017, <https://www.bcgperspectives.com/content/articles/human-resources-people-organization-why-paid-family-leave-is-good-business/>.

³ "A Pediatrician's View of Paid Parental Leave," *NPR*, Heard on *All Things Considered*, 10 October 2016, <https://www.npr.org/sections/health-shots/2016/10/10/497052014/a-pediatricians-view-of-paid-parental-leave>.

⁴ "America's 60 largest companies all fail to provide the recommended amount of parental leave," *Business Insider*, Chris Weller, 1 December 2016, <http://www.businessinsider.com/americas-largest-companies-fail-parental-leave-2016-12>.