Female respondents were far more likely to indicate that they do not plan to take advantage of their workplace paid parental leave benefits.

Millennials were more likely to value additional paid leave than any other generation.

Half of all respondents said that if they were given the choice, they would pick more parental leave time over a pay raise at work.

A vast majority (77%) of all respondents claim that the amount of parental leave offered by an employer could sway their decision when choosing one employer over another.

4 in 5 respondents would be happier in their workplace if additional parental leave was an option.

Gender Differences

Male respondents were far more likely to indicate that they do not plan to take advantage of their workplace paid parental leave benefits.

63% of all respondents said that women and men should get the same amount of parental leave.

88% of all respondents would value a broader paid leave policy to include family care beyond parental leave.

43% of all respondents say that their organization fosters an environment in which men feel comfortable taking parental leave.

1 in 3 male respondents claim that their position could be in jeopardy.

63% of all respondents said that their colleagues would judge a man more than a woman for taking the same amount of parental leave.

43% of all respondents said that their organization fosters an environment in which men feel comfortable taking parental leave.

In an online poll of 1,000 employed adults across America with access to employer benefits...

More than a third of respondents (36%) would like to have more than 3 months paid parental leave.

15% of all respondents claim that they are willing to go the distance to get that time off and would forgo having a better job title, or more convenient commute.

88% of all respondents say that their organization fosters an environment in which men feel comfortable taking parental leave.

41% said “much happier”

39% said “somewhat happier”

23% said “very likely”

37% said “somewhat likely”

17% said “a little likely”

15%