

G4-LA3

RETURN TO WORK AND RETENTION RATES AFTER PARENTAL LEAVE, BY GENDER

- Report the total number of employees that were entitled to parental leave, by gender.
- Report the total number of employees that took parental leave, by gender.
- Report the total number of employees who returned to work after parental leave ended, by gender.
- Report the total number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work, by gender.
- Report the return to work and retention rates of employees who took parental leave, by gender.

GUIDANCE**Relevance**

Many countries have introduced legislation to provide parental leave. The aim of the legislation is to allow employees to take leave and return to work to the same or a comparable position.

The application of legislation varies according to interpretation by government, employers and employees. Many women are discouraged from taking leave and returning to work by employer practices that affect their employment security, remuneration and career path. Many men are not encouraged to take the leave to which they are entitled.

Equitable gender choice for maternity and paternity leave, and other leave entitlements, can lead to the greater recruitment and retention of qualified staff, and boost employee morale and productivity. Men's uptake of paternity leave options can indicate the degree to which an organization encourages fathers to take such leave. More men taking advantage of leave entitlements has a positive effect for women in taking such leave without prejudicing their career path.

Compilation

Identify the proportion of employees, by gender, who are covered by organizational policies, agreements or contracts that contain parental leave entitlements.

Identify the total number of employees, by gender:

- Who took parental leave in the reporting period
- Who returned to work in the reporting period after the leave ended
- Who after returning to work were still employed 12 months later. To complete this part, consult records from the prior reporting periods.

Using this information, calculate the following return to work and retention rates by gender. Use these formulas:

$$\text{Return to work rate} = \frac{\text{Total number of employees who did return to work after parental leave}}{\text{Total number of employees due to return to work after taking parental leave}} \times 100$$

$$\text{Retention rate} = \frac{\text{Total number of employees retained 12 months after returning to work following a period of parental leave}}{\text{Total number of employees returning from parental leave in the prior reporting period(s)}} \times 100$$

Definitions

See Glossary in *Implementation Manual*, p. 244

- [Employee](#)
- [Parental leave](#)

Documentation sources

Potential sources of information include the organization's human resources department.