

LEADING ON LEAVE



OVERVIEW

Long a valuable resource for policymakers, the media and business leaders, the *Leading on Leave* program has helped highlight paid leave policies and the benefits they provide to companies and their workers.

In previous versions, *Leading on Leave*, which highlights corporate leaders on paid leave, was compiled through our online search of companies' publicly available paid leave data. Now, our **new *Leading on Leave*** approach offers the private sector a unique opportunity to be benchmarked on paid leave through information provided directly by companies. The application covers a range of topics, demographics and issue areas that are fundamental to supportive paid leave policies for employees. For their participation in the Index, employers also receive guidance on best practices to improve their paid leave offerings.

Through the *Leading on Leave* Index, companies can showcase their values and policies to potential and current employees in addition to their other stakeholders — from policy leaders to customers and beyond.

Access the 2025 *Leading on Leave* findings [here](#).

Get Email Updates

Sign up for email updates to receive the latest news about *Leading on Leave*.

SIGN UP

“In a country where having paid time off is the exception, not the rule, the seven companies highlighted in our 2025 edition of *Leading on Leave* stand out among the rest. Their work — offering robust policies that are inclusive of women and families of all kinds — is not only innovative, but frankly, it is inspiring.

The more that businesses make clear the value of those policies, to both the business and their workforce, the more we expect others to catch on. These ‘Leaders on Leave’ are taking important steps that will help move us toward a national, comprehensive paid leave policy that all workers can use to care for themselves or their loved ones.”

Jocelyn C. Frye, President, National Partnership for Women & Families



Business Leaders Join Together to Call for Paid Family and Medical Leave



“Our employees are our greatest assets and by adopting strong paid leave policies, we're investing in our people to build a stronger business. These policies help employers demonstrate that we have our employees' backs when it's most important, which can encourage retention, support productivity and foster a culture where people can do their best work. For us, it's been a relatively small investment with a very meaningful return.”

Bernard Bedon, Senior Vice President & Chief Human Resources Officer, Levi Strauss & Co.

FAQs

Application Overview

What is the eligibility to apply?

Private sector companies of all sizes that offer paid leave benefits to employees are welcome to apply.

Are organizations from the nonprofit or public sectors eligible to apply?

No, nonprofit or governmental organizations are not eligible to apply to *Leading on Leave*.

Is there a cost to complete the application?

There is no cost to apply.

How does my company submit an application?

Fill out [this form](#) to be notified when the next *Leading on Leave* application period is announced.



How are applications scored?

Companies are scored based on the level of disclosure they provide in the application as well as their level of commitment on leave policies.

Are applications scored if a company is unable to complete the entire application?

No, only fully completed applications are scored.

Are the names of *Leading on Leave* applicants released?

No, the names of companies that have applied to *Leading on Leave* are not released. Only the names of companies that obtain a best practice score are publicized. Prior approval is obtained from companies for any information to be published in the report.

Click [here](#) to view our 2025 Leaders on Leave.

Are companies' identities released if they don't make the Leaders on Leave list?

No, the names of companies that don't make the Leaders on Leave list are not released, and the identities of applicants are kept confidential.

Is a company's data published publicly?

For companies that achieve a best practice score to qualify them for the Leaders on Leave list, we may disclose application data. Prior approval is obtained from companies for any information to be published in the report.

Data from all applicants is aggregated to provide an overview of general trends related to corporate paid leave policies.

What does a company receive for completing the application?

All companies that complete an application receive a complementary action plan highlighting specific paid leave trends and best practices.

Are there other benefits for a company that makes the Leader on Leave list?

Companies that appear on the Leaders on Leave list obtain a digital badge that can be placed on electronic or printed material to highlight their commitment to a family-friendly workplace and dedication to their workforce.

How do companies use *Leading on Leave*?

Leading on Leave can be used by companies in numerous ways, whether it's benchmarking against peers and competitors on paid leave policies or featuring the *Leading on Leave* digital badge on company career pages, impact reports, recruiting events and more.



The **National Partnership for Women & Families** is a nonprofit, nonpartisan advocacy group dedicated to promoting fairness in the workplace, reproductive health and rights, access to quality, affordable health care and policies that help all people meet the dual demands of work and family. More information is available at NationalPartnership.org. © 2025 National Partnership for Women & Families. All rights reserved.