

Just the facts.

Stay informed on these new and emerging leave trends around the world.

Companies around the world are tailoring their leave policies to be sustainable for the recovery and aftermath of COVID-19. As workers return to the office, go on hybrid schedules or settle into fully remote positions, organizations are looking for new and innovative ways to keep their benefits packages competitive.

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1

Home and family

The most common type of leave around the world is marriage leave, which is offered by 64% of companies (**95%** of which offer it as paid leave). Caregiver and dependent care leave is offered by 46% of companies (**75%** of which offer it as paid leave). Foster care leave is also a noteworthy emerging leave type, offered by 20% of companies worldwide.

2

Health and well-being

Miscarriage leave is the second most common emerging leave type worldwide, offered by 49% of companies (**88%** of which offer it as paid leave). Globally, 22% of companies offer well-being days, with the majority offering them as paid time off. Mental health days are offered by 20% of companies worldwide, with **86%** of those companies providing them as paid.

3

Public and communal service

Military leave policies are offered by 38% of companies worldwide, with a slight majority of them offering unpaid leave. Volunteer leave is offered by 35% of companies, with **88%** of those companies providing it as a paid benefit.

4

Study and education

Worldwide, 34% of companies offer study and exam leave, and 30% offer leave for sabbaticals. While sabbaticals typically take the form of unpaid leave, **73%** of companies who offer study and exam leave provide this as a paid benefit.

5

Celebration and festivity

About one quarter (24%) of companies provide leave for religious holidays and **76%** of those companies offer it as a paid benefit. Approximately 18% of companies provide leave for birthdays (with the majority of them — around **95%** — providing it as paid leave), and 14% of companies provide paid time off as a gift.