Mercer TAAP

Leave Programs

A competitive leave policy is a benefit to everyone.

Review market practice and statutory requirements of paid and unpaid time off for a selection of core leave programs.

i Participate in the survey to receive a free report for all available markets in which you submit data!

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✓ **Included in a TAAP+ subscription!**

This product can help you...

- Create and manage leave programs that follow local legislation while remaining competitive within the market.
- Save time by comparing statutory requirements and typical market practices side by side.

TAAP+ bonus

TAAP+ subscribers have exclusive access to our **emerging leave policies benchmarking tool!**

What's included?

- Primary caregiver/maternity leave
- Secondary caregiver/paternity leave
- Other family leave, including parental leave and dependent care leave
- Annual vacation leave
- Other annual leave, including personal days and volunteer leave
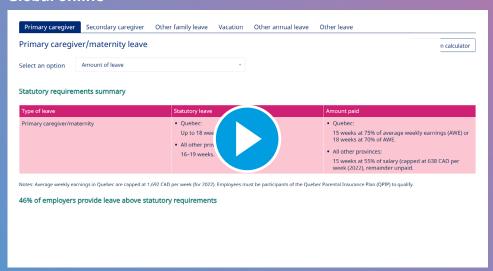- Other leave, including bereavement leave and sabbaticals

[Buy Now]   [Demo Video]   [Region Sample]   [Single Market Sample]

Take a closer look...

Global online

Primary caregiver | Secondary caregiver | Other family leave | Vacation | Other annual leave | Other leave

Primary caregiver/maternity leave

n calculator

Select an option: Amount of leave

Statutory requirements summary

Type of leave	Statutory leave	Amount paid
Primary caregiver/maternity	• Quebec: Up to 18 wee... • All other prov... 16–19 weeks.	• Quebec: 15 weeks at 75% of average weekly earnings (AWE) or 18 weeks at 70% of AWE. • All other provinces: 15 weeks at 55% of salary (capped at 638 CAD per week (2022), remainder unpaid.

Notes: Average weekly earnings in Quebec are capped at 1,692 CAD per week (for 2022). Employees must be participants of the Quebec Parental Insurance Plan (QPIP) to qualify.

46% of employers provide leave above statutory requirements

Single market PDF

Annual vacation leave

Statutory requirements summary

Length of service	Minimum annual vacation leave
Less than 6 months	1 day for every 20 days worked
6 months to 5 years	10 days
5–10 years	15 days
10–20 years	20 days
Over 20 years	30 days

Typical employer practice

Number of annual vacation days

All employees

	Median days	Average days
1 year of service	20	20
5 years of service	20	20

Region Excel

Leave Programs | Sample

Period of service required to be eligible for leave

Region	Sub region	Market	Leave type	On hire	1 month
Region 1	Sub region 1	Market 1	Primary caregiver	85%	0%
Region 1	Sub region 1	Market 1	...ary caregiver	84%	7%
Region 1	Sub region 1	Market 1	...care	50%	4%
Region 1	Sub region 1	Market 1		50%	4%
Region 1	Sub region 1	Market 1	...ve	85%	0%
Region 1	Sub region 1	Market 1		24%	0%
Region 2	Sub region 2	Market 2	...car...	85%	
Region 2	Sub region 2	Market 2	Secondary caregiv...	4%	7%
Region 2	Sub region 2	Market 2	Dependent c...e	0%	4%
Region 2	Sub region 2	Market 2	Vacation	50%	4%
Region 2	Sub region 2	Market 2	Volunteer leave	85%	0%
Region 2	Sub region 2	Market 2	Sabbaticals	24%	0%

Eligibility | Primary caregiver | Secondary caregiver

Sample

Other annual leave

Personal days

Companies provide personal days

- Yes 43%
- No 57%

Typical employer practice

Number of annual personal days

	Median days	Average days	N=
Paid days	3	3	27
Unpaid days	14	16	4
Total amount of leave	14	16	25

Leave Programs

2024 Release: September 18

Online pricing

Get access for up to 15 users from as little as $34 per user per month!*

	USD	EUR
Global online | Up to 15 users	6,000	5,900
Global online | Up to 5 users	3,700	3,600
Add single user	1,000	975

Excel and PDF pricing

	USD	EUR
Region Excel	2,000	1,950
Single market PDF	1,000	975

Pricing note

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Market coverage

A global online subscription includes 12 months' access to market-specific data for all available markets. Global online includes Excel and PDF downloads. Region Excel reports include access to market-specific data for all available markets within the selected region.