



Sample

# Leave Programs

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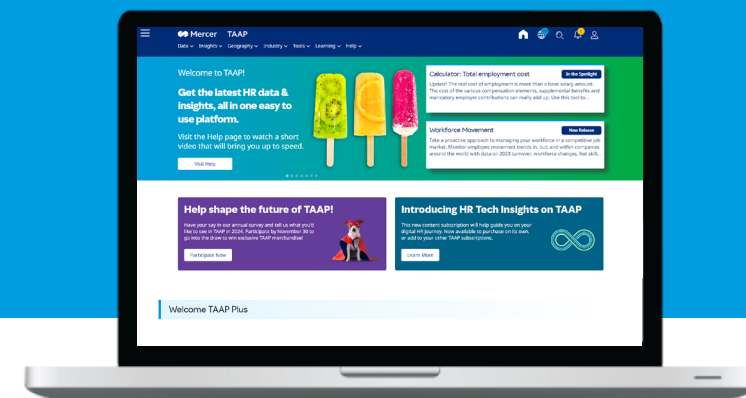
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# Primary caregiver/maternity leave

## Statutory information

Type of leave	Amount of leave	Amount paid
Primary caregiver/maternity	12 weeks	Unpaid

## 50% of employers provide leave above statutory requirements

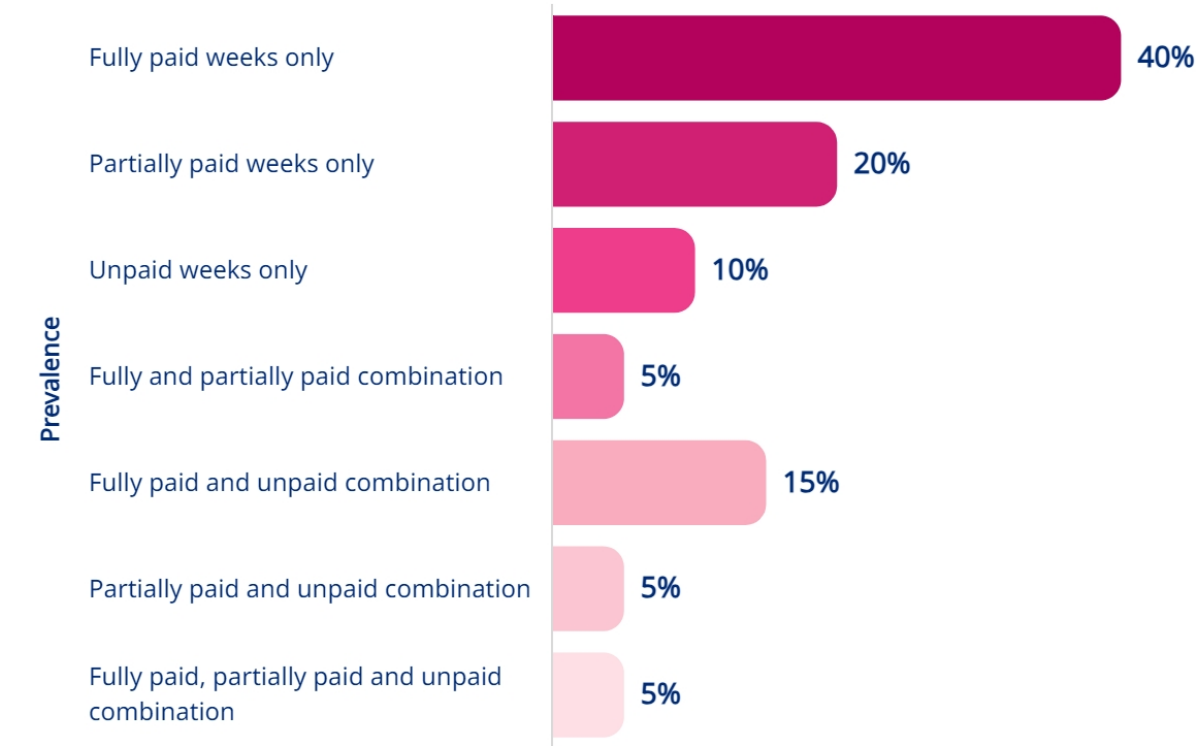
N=200

Primary caregiver/maternity leave

Last updated: September 11, 2024

Typical employer practice

Leave combinations offered



N=100

Primary caregiver/maternity leave

Last updated: September 11, 2024

Typical employer practice

Number of weeks of leave — Fully paid only, partially paid only, unpaid only

Leave combination	Median weeks	Average weeks	N=
Fully paid weeks only	10	12	50
Partially paid weeks only	17	20	25
Unpaid weeks only	15	18	10

Number of weeks of leave — Fully and partially paid combination

Leave combination	Median weeks	Average weeks	N=
Fully paid weeks	10	10	50
Partially paid weeks	12	12	50
Total amount of leave	22	22	50

Primary caregiver/maternity leave

Last updated: September 11, 2024

Typical employer practice

Number of weeks of leave — Fully paid and unpaid combination

Leave combination	Median weeks	Average weeks	N=
Fully paid weeks	10	10	50
Unpaid weeks	15	15	50
Total amount of leave	25	25	50

Number of weeks of leave — Partially paid and unpaid combination

Leave combination	Median weeks	Average weeks	N=
Partially paid weeks	10	10	25
Unpaid weeks	15	15	25
Total amount of leave	25	25	25

## Primary caregiver/maternity leave

Last updated: September 11, 2024

### Typical employer practice

#### Number of weeks of leave — Fully paid, partially paid and unpaid combination

Leave combination	Median weeks	Average weeks	N=
Fully paid weeks	5	5	25
Partially paid weeks	6	6	25
Unpaid weeks	5	5	25
<b>Total amount of leave</b>	<b>16</b>	<b>16</b>	<b>25</b>

#### Percentage of salary paid during partially paid weeks

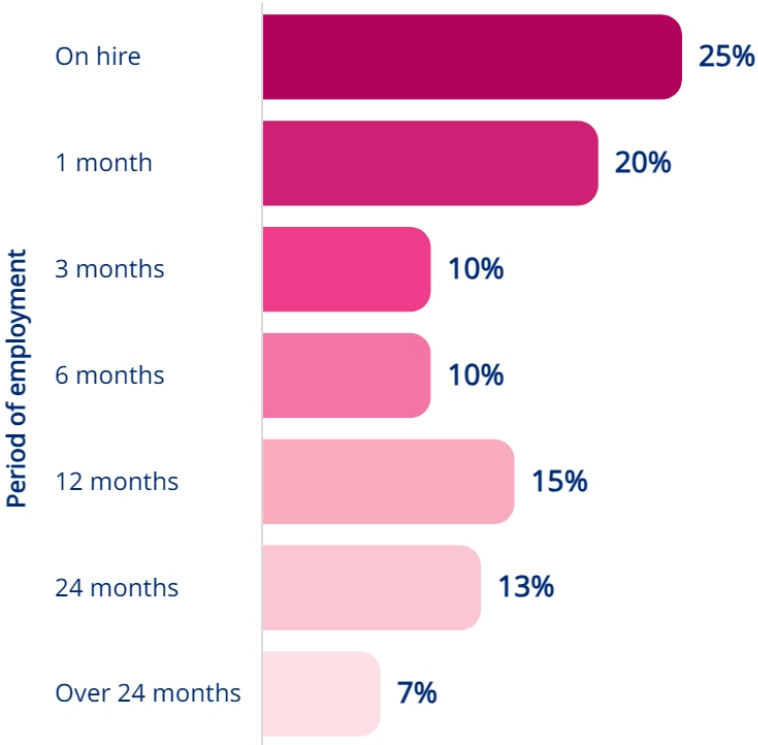
Leave combination	Median	Average	N=
Partially paid only	50%	55%	25
Fully and partially paid combination	50%	60%	50
Partially paid and unpaid combination	55%	50%	35
Fully paid, partially paid and unpaid combination	60%	65%	20

Note: Tables above display based on availability of data and prevalence of the leave combinations offered in this market.

Primary caregiver/maternity leave

Last updated: September 11, 2024

Minimum number of months of employment to be eligible for company-specific leave



N=170

Note: This applies to eligibility for additional company leave, not statutory requirements.



Primary caregiver/maternity leave

Last updated: September 11, 2024

Statutory information

Amount of leave	12 weeks
Amount paid	Unpaid
Maximum salary payable	There are no statutory benefits
Leave transferrable to secondary caregiver	Information not available
Miscarriage leave	Information not available
Breastfeeding/nursing breaks	Information not available
Leave for antenatal appointments	Information not available

# Secondary caregiver/paternity leave

## Statutory information

Type of leave	Amount of leave	Amount paid
Secondary caregiver/paternity	There are no statutory benefits	There are no statutory benefits

## 75% of employers provide leave above statutory requirements

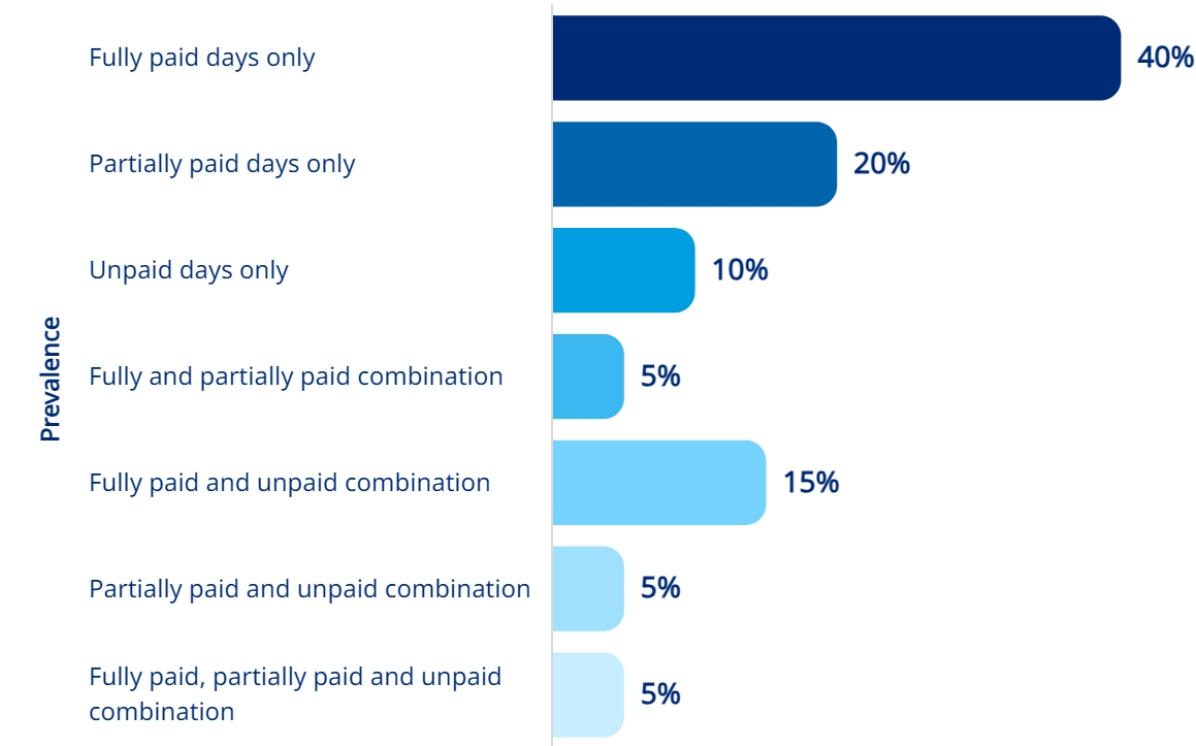
N=200

Secondary caregiver/paternity leave

Last updated: September 11, 2024

Typical employer practice

Leave combinations offered



N=150

Secondary caregiver/paternity leave

Last updated: September 11, 2024

Typical employer practice

Number of days of leave — Fully paid only, partially paid only, unpaid only

Leave combination	Median days	Average days	N=
Fully paid days	20	35	20
Partially paid days	15	30	20
Unpaid days	25	35	20
Total amount of leave	60	100	20

Number of days of leave — Fully and partially paid combination

Leave combination	Median days	Average days	N=
Fully paid days	15	15	25
Partially paid days	25	25	25
Total amount of leave	40	40	25

Secondary caregiver/paternity leave

Last updated: September 11, 2024

Typical employer practice

Number of days of leave — Fully paid and unpaid combination

Leave combination	Median days	Average days	N=
Fully paid days	30	45	75
Unpaid days	35	55	75
Total amount of leave	65	100	75

Number of days of leave — Partially paid and unpaid combination

Leave combination	Median days	Average days	N=
Partially paid days	50	40	10
Unpaid days	40	50	10
Total amount of leave	90	90	10

## Secondary caregiver/paternity leave

Last updated: September 11, 2024

### Typical employer practice

#### Number of days of leave — Fully paid, partially paid and unpaid combination

Leave combination	Median days	Average days	N=
Fully paid days	10	10	20
Partially paid days	8	8	20
Unpaid days	12	12	20
Total amount of leave	30	30	20

#### Percentage of salary paid during partially paid days

Leave combination	Median	Average	N=
Partially paid only	50%	55%	15
Fully and partially paid combination	40%	40%	20
Partially paid and unpaid combination	50%	50%	10
Fully paid, partially paid and unpaid combination	60%	60%	15

Note: Tables above display based on availability of data and prevalence of the leave combinations offered in this market.

Secondary caregiver/paternity leave

Last updated: September 11, 2024

Minimum number of months of employment to be eligible for company-specific leave



N=150

Note: This applies to eligibility for additional company leave, not statutory requirements.

# Secondary caregiver/paternity leave

Last updated: September 11, 2024

## Statutory secondary caregiver/paternity benefits

Amount of leave	There are no statutory benefits
Amount paid	There are no statutory benefits
Maximum salary payable	There are no statutory benefits

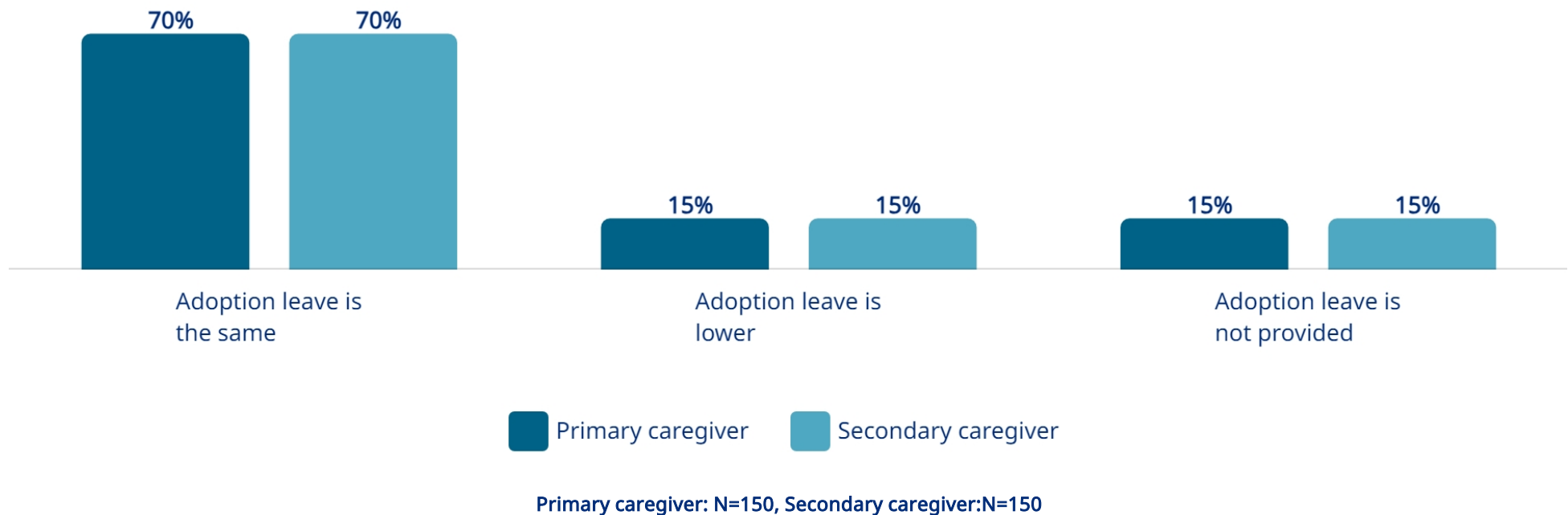


# Other family leave

## Statutory information

## Typical employer practice

Amount of leave provided for adoption leave



# Other family leave

Last updated: September 11, 2024

## Statutory information

### Statutory adoption leave benefits

Amount of leave	12 weeks
Amount paid	Unpaid
Maximum salary payable	There are no statutory benefits
Maximum age of child being adopted	Information not available

# Other family leave

Last updated: September 11, 2024

## Statutory information

### Statutory joint parental leave benefits

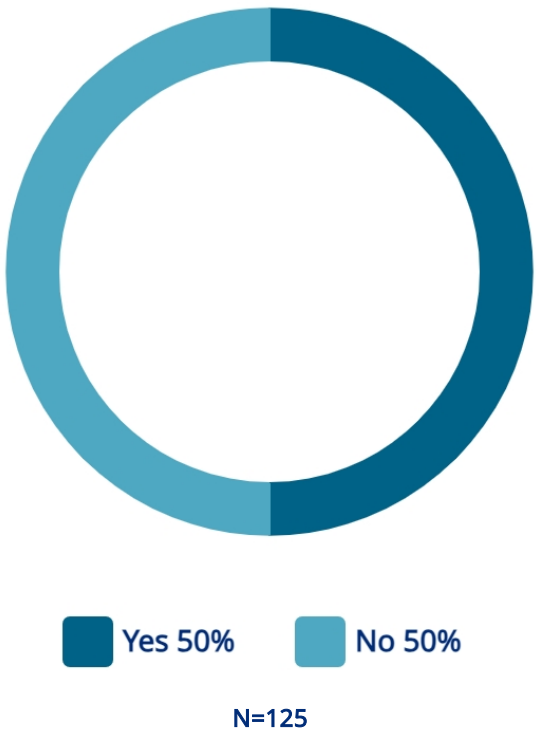
Total amount of leave	12 weeks
Leave exclusively for each parent	Information not available
Amount paid	There are no statutory benefits
Maximum salary payable	There are no statutory benefits
Timescale for taking leave	Information not available

# Other family leave

Last updated: September 11, 2024

## Dependent care leave

Companies provide dependent care leave



## Typical employer practice

Number of annual days of dependent care leave

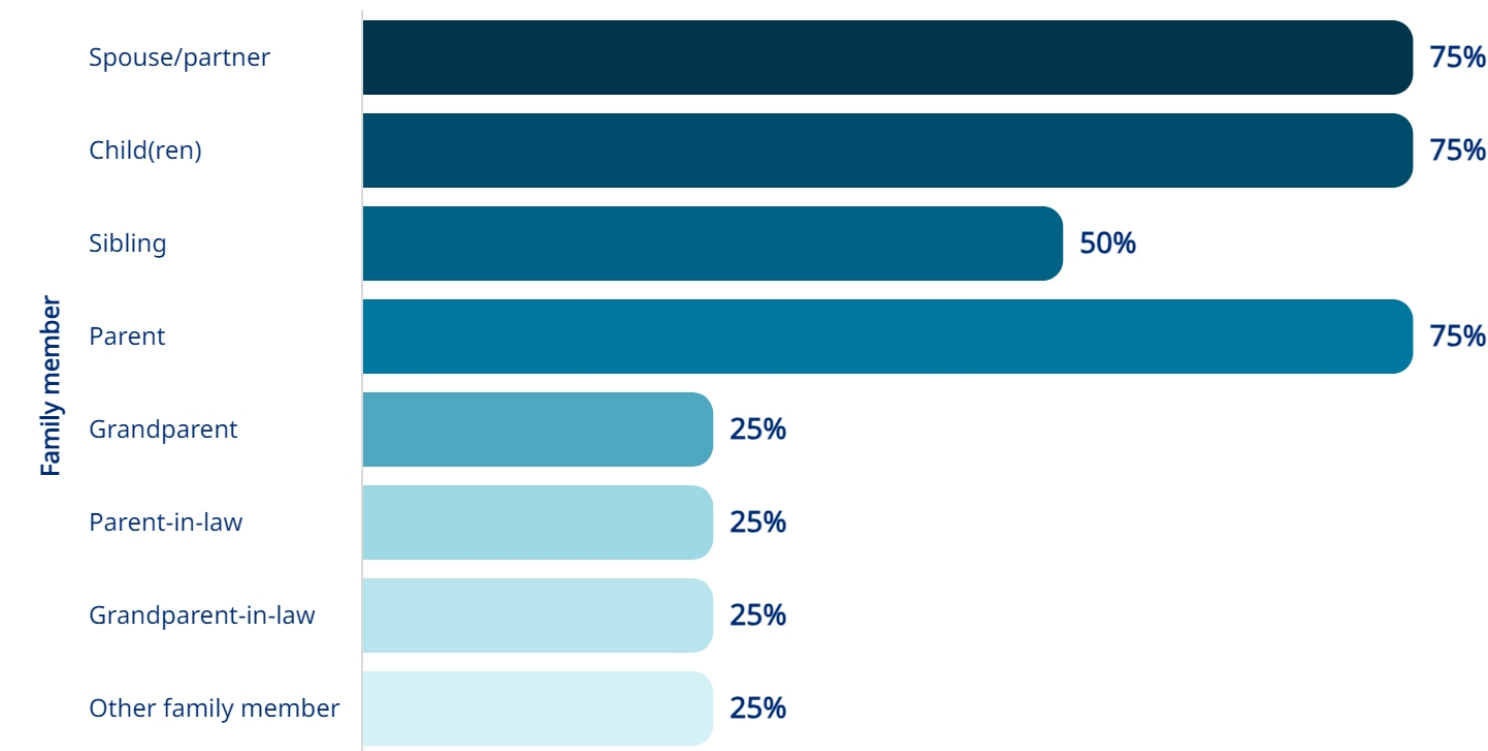
	Median days	Average days	N=
Paid days	10	15	50
Partially paid days	55	55	25
Unpaid days	65	50	50
Total amount of leave	70	75	55

Other family leave

Last updated: September 11, 2024

Dependent care leave

Family members covered by dependent care leave



N=125

# Annual vacation leave

## Statutory information

Eligibility	Amount of leave
There are no statutory benefits	None

Annual vacation leave

Last updated: September 11, 2024

Typical employer practice

Number of annual vacation days

All employees

	Median days	Average days
1 year of service	10	10
5 years of service	15	15
10 years of service	20	20
15 years of service	25	25
20 years of service	35	35

N=150

Annual vacation leave

Last updated: September 11, 2024

Typical employer practice

Number of annual vacation days

Executive

	Median days	Average days
1 year of service	10	10
5 years of service	15	15
10 years of service	20	20
15 years of service	25	25
20 years of service	25	25

N=150

Manager

	Median days	Average days
1 year of service	10	10
5 years of service	15	15
10 years of service	20	20
15 years of service	25	25
20 years of service	25	25

N=150



# Annual vacation leave

Last updated: September 11, 2024

## Typical employer practice

### Number of annual vacation days

#### Professional

	Median days	Average days
1 year of service	10	10
5 years of service	15	15
10 years of service	20	20
15 years of service	25	25
20 years of service	25	25

N=150

#### Para-professional

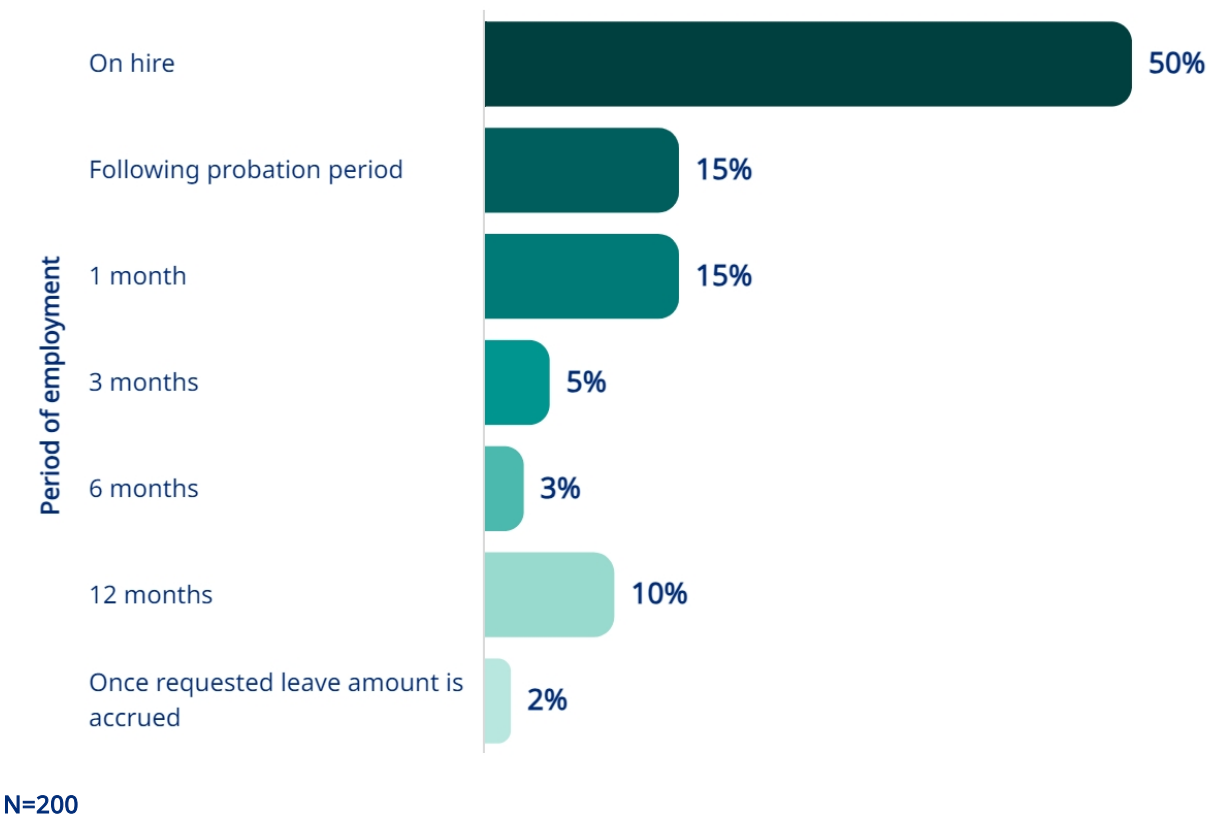
	Median days	Average days
1 year of service	10	10
5 years of service	15	15
10 years of service	20	20
15 years of service	25	25
20 years of service	25	25

N=150

# Annual vacation leave

Last updated: September 11, 2024

## Minimum number of months of employment to be eligible for vacation leave



# Annual vacation leave

Last updated: September 11, 2024

## Statutory information

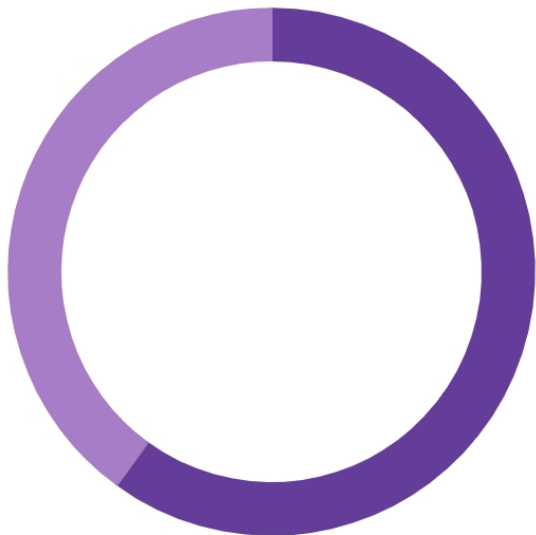
Carry-over of vacation permitted	Employer's discretion
Pay-out of unused vacation permitted	There are no statutory benefits
Vacation bonus	No

# Other annual leave

Last updated: September 11, 2024

## Personal days

Companies provide personal days



Yes 60%    No 40%

N=300

## Typical employer practice

Number of annual personal days

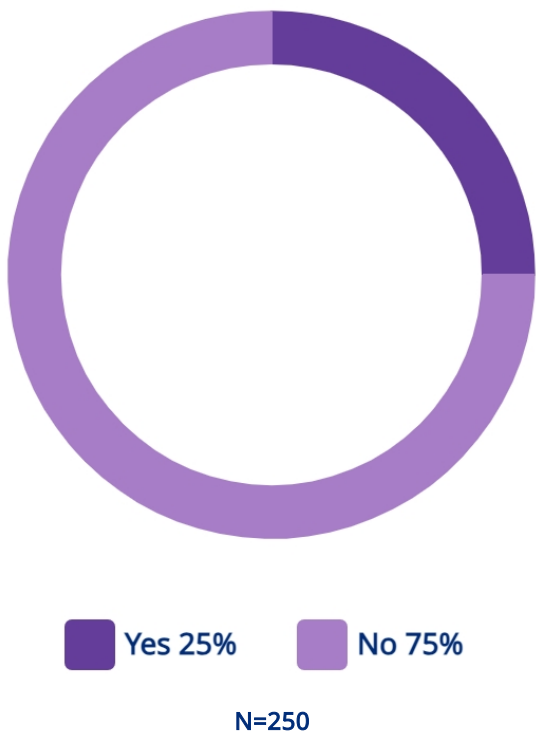
	Median days	Average days	N=
Paid days	10	10	200
Unpaid days	25	25	150
Total amount of leave	15	15	250

# Other annual leave

Last updated: September 11, 2024

## Volunteer leave

Companies provide volunteer leave



## Typical employer practice

Number of annual days of volunteer leave

	Median days	Average days	N=
Paid days	5	5	100
Unpaid days	8	12	10
Total amount of leave	4	6	102

# Other leave

## Bereavement leave

### Typical employer practice

	Paid days			Unpaid days			Total amount of leave		
	Median	Average	N=	Median	Average	N=	Median	Average	N=
Spouse/Partner	10	12	100	12	10	50	11	1	112
Child	5	5	75	2	2	25	5	5	90
Parent	3	3	110	2	2	50	3	2	155
Other family member	5	5	100	5	5	25	5	5	110

### Statutory information

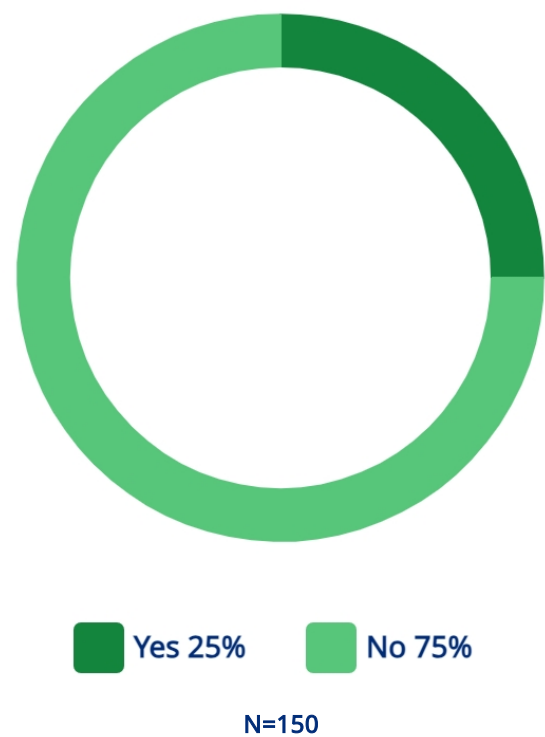
There are no statutory benefits.

Other leave

Last updated: September 11, 2024

Sabbaticals

Companies provide sabbaticals



Typical employer practice

Number of weeks of sabbatical leave

	Median weeks	Average weeks	N=
Paid weeks	10	7	25
Unpaid weeks	15	20	25
Total amount of leave	18	22	40

# Methodology

This section provides information on the methods of collecting, collating and analyzing data for this product. You will also find notes on exceptions and exclusions in the data, information on data sources and relevant equations along with a [glossary](#) of key terms.

## Data collection

Data for this product were collected from the following primary data sources:

- Mercer's Leave Programs Survey
- Mercer's Worldwide Benefit & Employment Guidelines

Note: Sources may differ for select markets; refer to the data sources section in each market for more information.

## Data analysis

The following statistics are presented in this report:

- **P25 or 25th percentile:** The data point that is higher than 25% of all other data in the sample when ranked from low to high. Also known as the first quartile.
- **Median or 50th percentile:** The data point that is higher than 50% of all other data in the sample when ranked from low to high.
- **Average:** The sum of all data reported divided by the number of data observations in the sample. Also known as the mean.
- **P75 or 75th percentile:** The data point that is higher than 75% of all other data in the sample when ranked from low to high. Also known as the third quartile.
- **Prevalence:** The percentage of companies that provided a response to a question with a defined number of options to choose from. For example, a single response question or a multiple response (select all that apply) style question.
  - In single response questions, the sum of all responses may not equal 100% due to rounding.
  - In multiple response questions, the sum of all responses will be greater than 100%.
- **N or sample size:** The number of companies that reported data for the statistic.
- **Endash or "-":** The sample is too small to provide the statistic.

## Data masking

To ensure the confidentiality of all companies that provide data to Mercer's surveys, statistics have been "masked" by displaying an endash or "-" when minimum sample sizes are not met.

- A minimum of five data points are required to report the average, 50th percentile or median, 25th and 75th percentiles.



## Methodology

### Data exceptions and notes

Data received were validated to ensure they met statutory minimum requirements in each market.

Participants completed questions that were applicable to their policies; therefore, sample sizes vary by question. Keep sample size in mind when making decisions; a small sample size may not be a true reflection of the market.

#### China

Statutory requirements vary by province; this survey collected data for Beijing and Shanghai only.

#### United Kingdom

Statutory requirements for vacation under UK law include 8 days for public holidays. The survey results exclude public holiday days and refer to base vacation days only.

#### United States

For the purposes of this study, the Family and Medical Leave Act is considered the statutory requirement for primary caregiver leave. Note that some states may have additional legislative requirements for leave and/or pay. This is reported as supplemental leave.



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