

Sample

# Leave Programs

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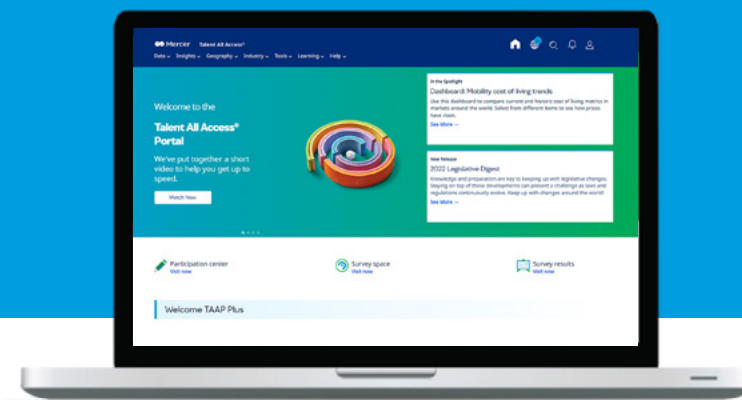
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# Primary caregiver/maternity leave

## Statutory information

Type of leave	Amount of leave	Amount paid
Primary caregiver/maternity	60 calendar days	100% of salary

## 56% of employers provide leave above statutory requirements

N=108

## Primary caregiver/maternity leave

### Typical employer practice

#### Number of weeks of leave

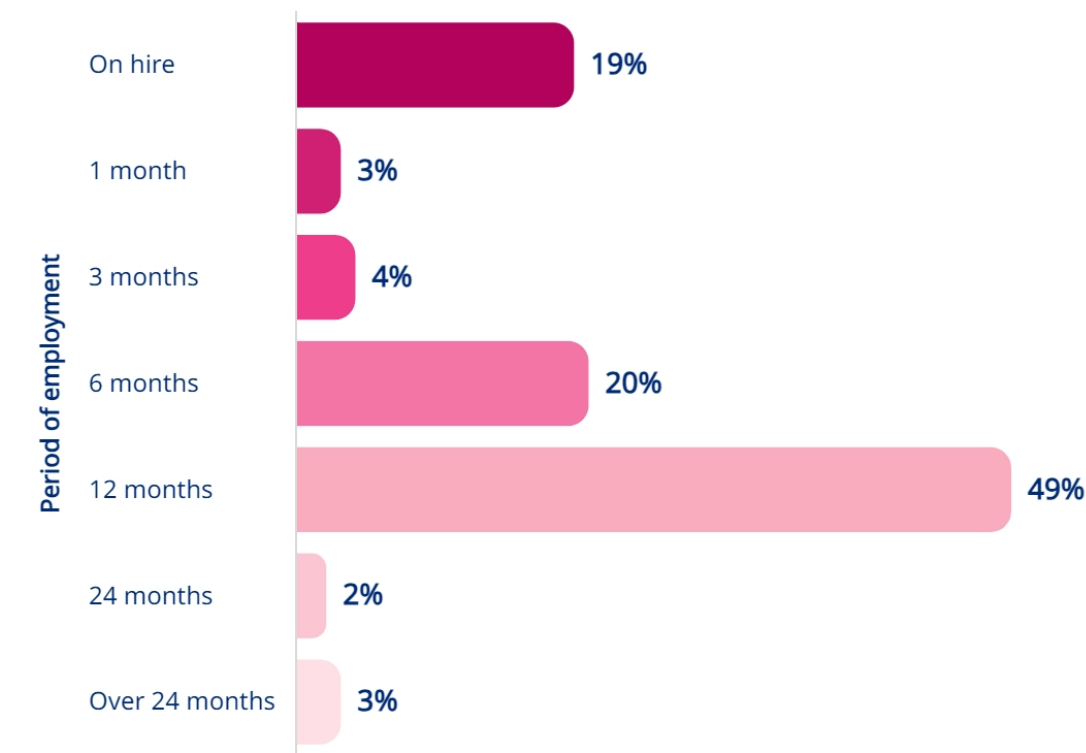
	Median weeks	Average weeks	N=
Fully paid weeks	10	11	42
Partially paid weeks	14	13	10
Unpaid weeks	50	49	20
Total amount of leave	30	36	50

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

	Percentage of salary			Number of weeks		
Interval of partially paid leave	Median	Average	N=	Median	Average	N=
First interval	60%	63%	29	6	9	16
Second interval	63%	58%	15	6	13	10
Third interval	55%	60%	19	6	7	9

Primary caregiver/maternity leave

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



N=45

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

## Primary caregiver/maternity leave

### Statutory information

Amount of leave	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Amount paid	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Maximum salary payable	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Leave transferrable to secondary caregiver	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Miscarriage leave	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Breastfeeding/nursing breaks	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Leave for antenatal appointments	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.

# Secondary caregiver/paternity leave

## Statutory information

Type of leave	Amount of leave	Amount paid
Secondary caregiver/paternity	60 working days	100% of salary

46% of employers provide leave above statutory requirements

N=102

# Secondary caregiver/paternity leave

## Typical employer practice

### Number of days of leave

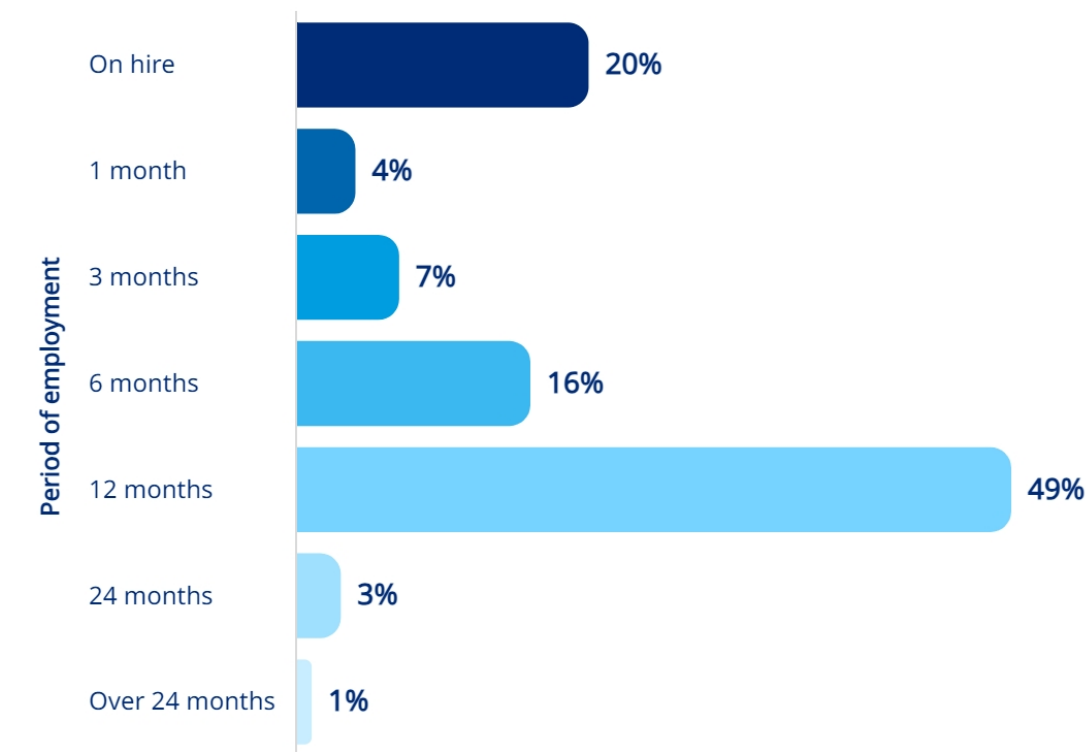
	Median days	Average days	N=
Fully paid days	17	28	45
Partially paid days	6	7	6
Unpaid days	40	45	10
Total amount of leave	25	41	52

### Percentage of salary paid during partially paid days

	Percentage of salary			Number of days		
	Median	Average	N=	Median	Average	N=
Partially paid leave	65%	70%	6	24	25	7

# Secondary caregiver/paternity leave

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



N=49

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

# Secondary caregiver/paternity leave

## Statutory secondary caregiver/paternity benefits

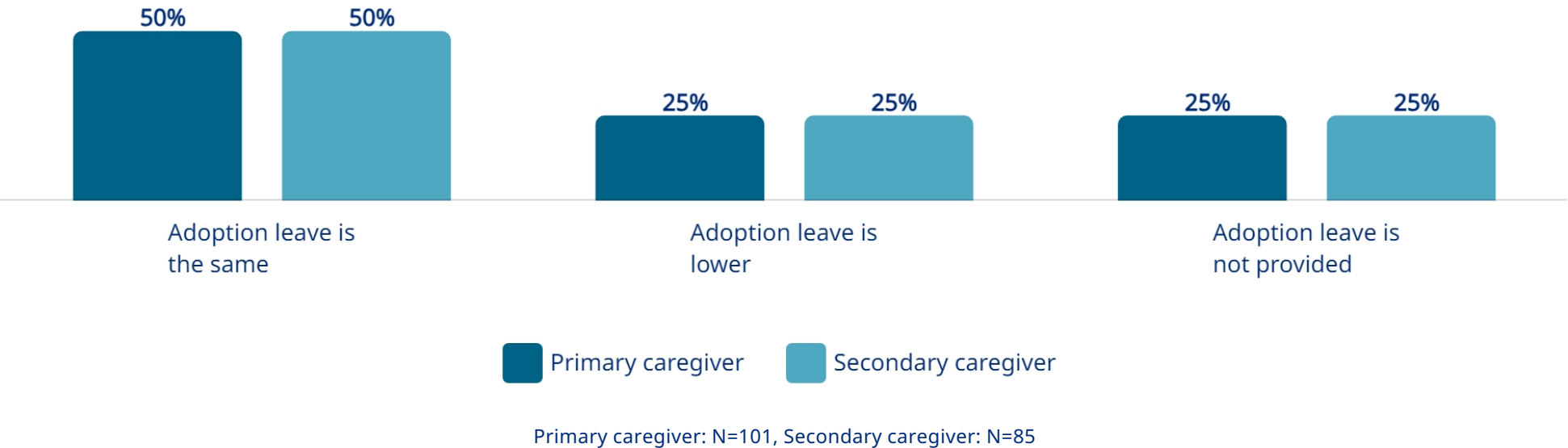
Amount of leave	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Amount paid	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Maximum salary payable	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.

# Other family leave

Statutory information

Typical employer practice

Amount of leave provided for adoption leave



# Other family leave

## Statutory information

### Statutory adoption leave benefits

Amount of leave	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Amount paid	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Maximum salary payable	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Maximum age of child being adopted	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.

# Other family leave

## Statutory information

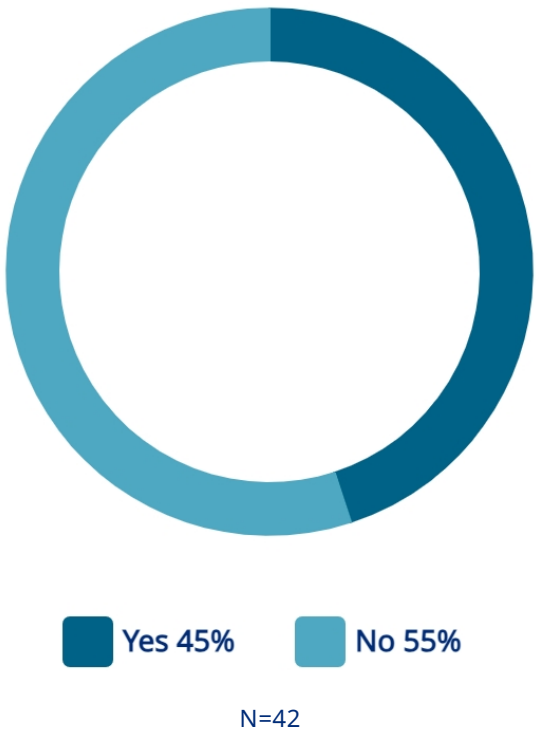
### Statutory joint parental leave benefits

Total amount of leave	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Leave exclusively for each parent	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Amount paid	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Maximum salary payable	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Timescale for taking leave	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.

Other family leave

Dependent care leave

Companies provide dependent care leave



Typical employer practice

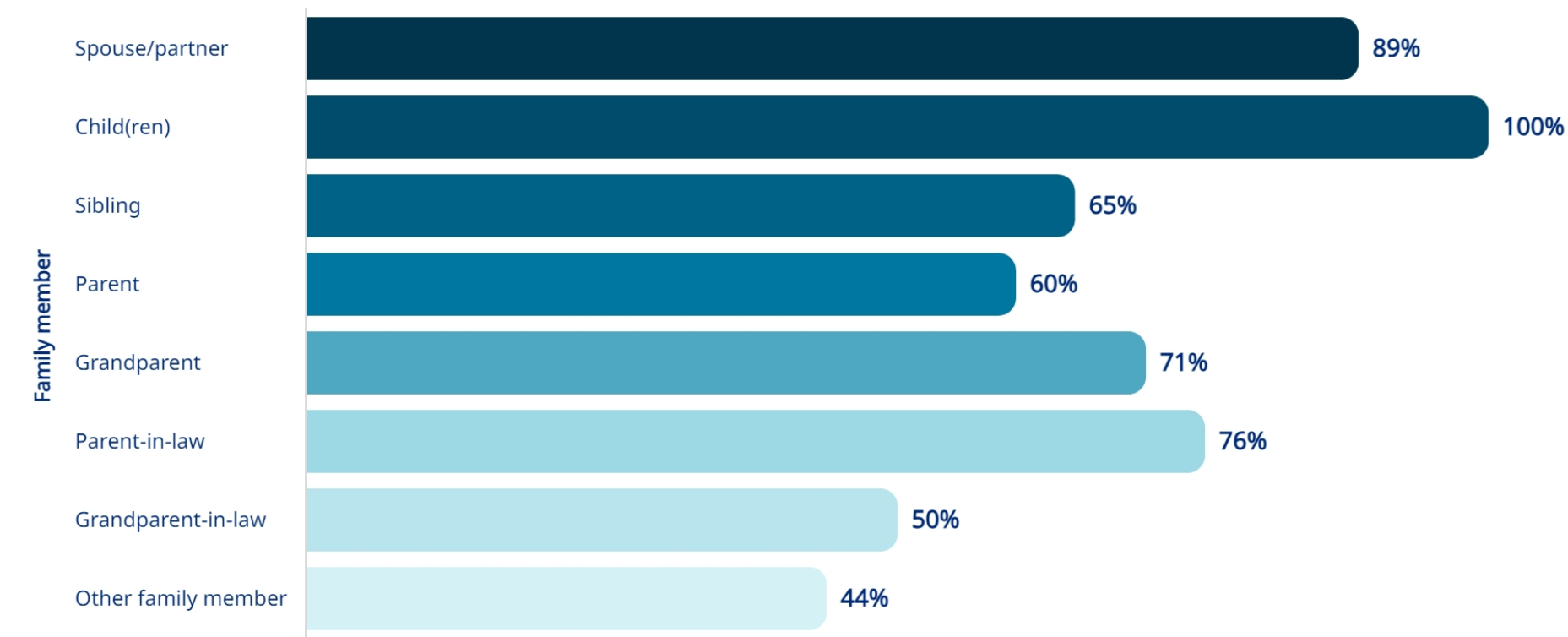
Number of annual days of dependent care leave

	Median days	Average days	N=
Paid days	10	15	14
Partially paid days	22	20	21
Unpaid days	1	2	7
Total amount of leave	11	18	23

Other family leave

Dependent care leave

Family members covered by dependent care leave



N=17

# Annual vacation leave

## Statutory information

Eligibility	Amount of leave
Up to 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	25 days

# Annual vacation leave

## Typical employer practice

### Number of annual vacation days

All employees

	Median days	Average days
1 year of service	22	22
5 years of service	22	22
10 years of service	22	22
15 years of service	22	22
20 years of service	22	22

N=93

## Annual vacation leave

### Typical employer practice

#### Number of annual vacation days

##### Executive

	Median days	Average days
1 year of service	22	22
5 years of service	22	22
10 years of service	22	22
15 years of service	22	22
20 years of service	22	22

N=89

##### Manager

	Median days	Average days
1 year of service	22	22
5 years of service	22	22
10 years of service	22	22
15 years of service	22	22
20 years of service	22	22

N=92

# Annual vacation leave

## Typical employer practice

### Number of annual vacation days

#### Professional

	Median days	Average days
1 year of service	22	22
5 years of service	22	22
10 years of service	22	22
15 years of service	22	22
20 years of service	22	22

N=92

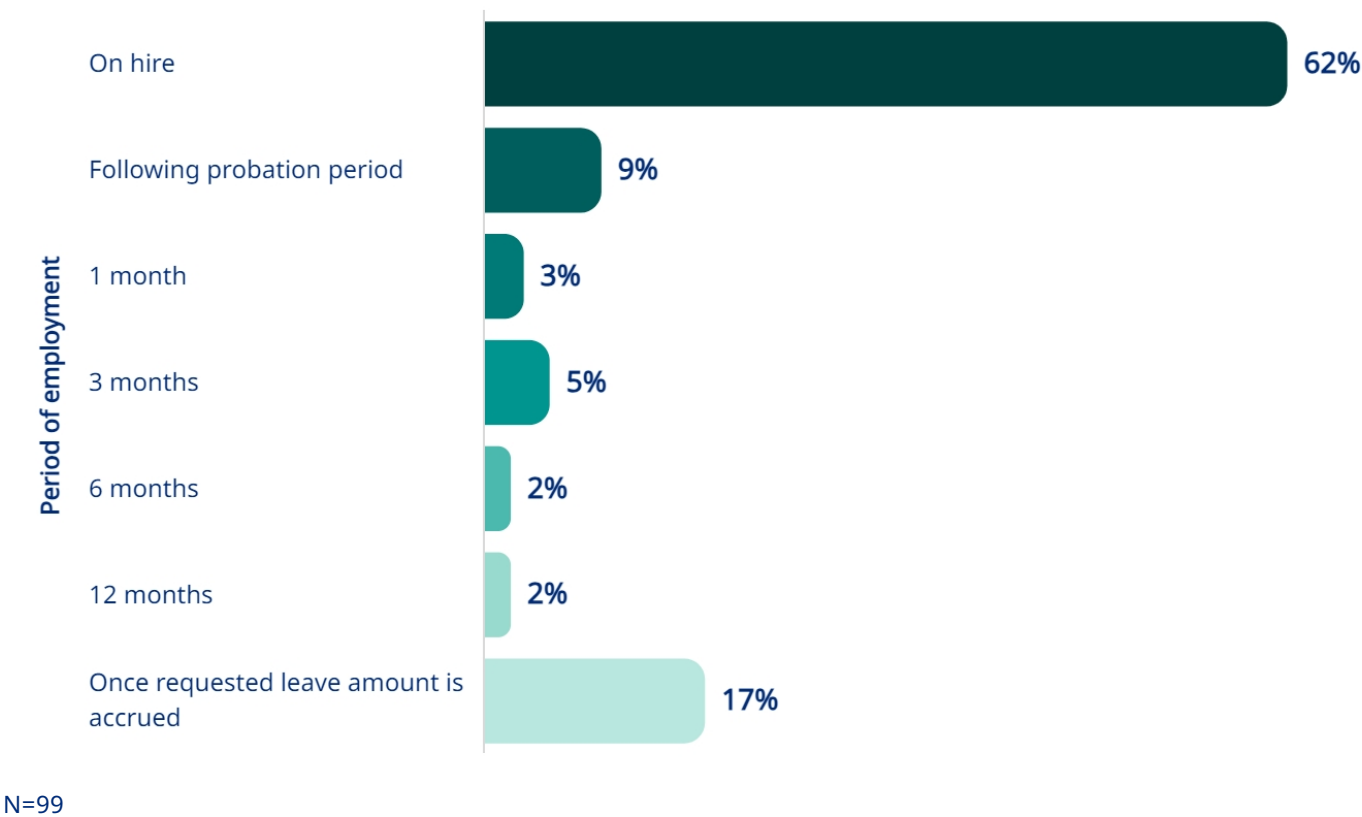
#### Para-professional

	Median days	Average days
1 year of service	22	22
5 years of service	22	22
10 years of service	22	22
15 years of service	22	22
20 years of service	22	22

N=89

# Annual vacation leave

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



# Annual vacation leave

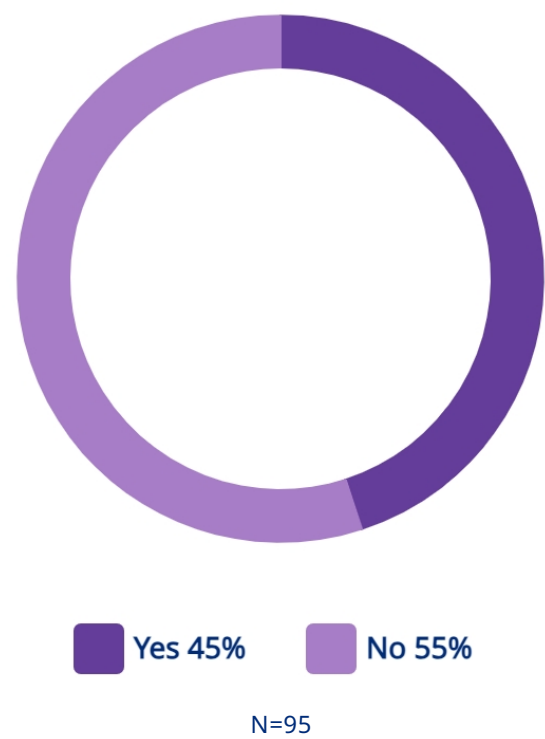
## Statutory information

Carry-over of vacation permitted	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Pay-out of unused vacation permitted	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.
Vacation bonus	Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua.

# Other annual leave

## Personal days

Companies provide personal days



## Typical employer practice

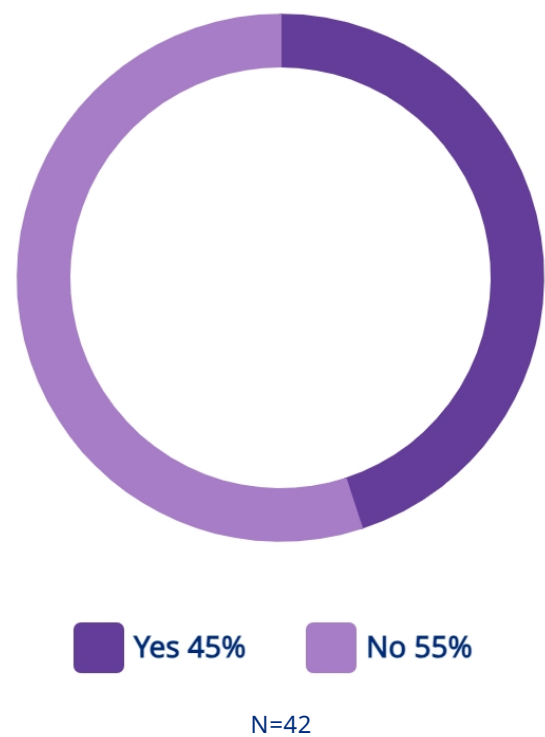
Number of annual personal days

	Median days	Average days	N=
Paid days	12	9	32
Unpaid days	29	22	12
Total amount of leave	11	16	32

# Other annual leave

## Volunteer leave

Companies provide volunteer leave



## Typical employer practice

Number of annual days of volunteer leave

	Median days	Average days	N=
Paid days	4	3	19
Unpaid days	11	10	15
Total amount of leave	2	5	23

# 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	4	6	98	5	6	20	4	4	98
Child	3	5	97	6	7	20	3	5	97
Parent	3	5	96	10	10	30	3	5	96
Other family member	3	4	83	4	4	20	3	4	83

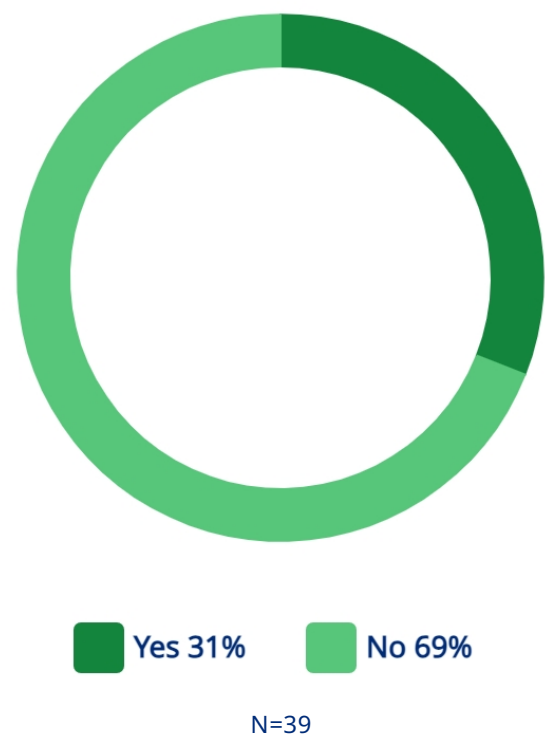
### Statutory information

Family member	Amount of leave
Spouse/partner	Lorem ipsum dolor sit amet
Child	Lorem ipsum dolor sit amet
Parent	Lorem ipsum dolor sit amet
Other family member	Lorem ipsum dolor sit amet

Other leave

Sabbaticals

Companies provide sabbaticals



Typical employer practice

Number of weeks of sabbatical leave

	Median weeks	Average weeks	N=
Paid weeks	5	47	4
Unpaid weeks	27	37	27
Total amount of leave	26	39	31

# 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 25<sup>th</sup> 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 50<sup>th</sup> 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 75<sup>th</sup> 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, 50<sup>th</sup> percentile or median, 25<sup>th</sup> and 75<sup>th</sup> percentiles.

## Methodology

### Data exceptions and notes

Some data received appeared to indicate that some companies may not be following the local statutory requirements. In most instances, data has been preserved as it was received in case of local exceptions that were not detailed in the participant's submission.

Note: 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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