

MERCER TALENT ALL ACCESS®

vacation and other leave | sample

2020

welcome to brighter

[Order Now](#)

The workforce is evolving. Data is powerful.

The Talent All Access® portfolio puts global data at your fingertips to help you manage your workforce.

Get everything in one place

Knowledge is powerful. Time is limited.

Talent All Access® Portal+ gives you both at our fingertips with quick to find and easy to digest content.



[Learn More](#)

[Demo Video](#)



Car Benefit Policies



Car Cost Report



Global Compensation Planning



Global Parental Leave



Global Parental Leave Industry Scorecard



Global Pay Summary



Incentives Around the World



Salary Movement Snapshot*



Severance Pay Policies



The Design of Work



Vacation and Other Leave Policies



Worldwide Benefit & Employment Guidelines



Workforce Metrics Around the World



Workforce Turnover Around the World

* Not included in Talent All Access®

Introduction

Paid vacation leave is far from a luxury. In the modern employment landscape, this particular benefit is an absolutely integral part of most companies' workforce management strategy. Counter-intuitive as it may seem, offering employees an opportunity to spend time away from the office while maintaining compensation can actually improve an organization's efficiency, production, and overall well-being. Indeed, allowing employees to spend time away from the office so they can bounce back refreshed and revitalized will enable a more engaged and collaborative workforce, who are more likely to contribute to a positive workplace for all.

However, creating and instituting a successful annual leave program is about more than deciding on a number of days. For instance, any corporation with a multinational footprint must consider how local regulations and statutes dictate the number of days for any given type of leave, and some organizations are compelled to ask whether they might be better served by offering employees an unlimited number of paid leave days.

As the push for top talent in the tech and start-up sectors spawns revolutionary new approaches to vacation policies, HR managers around the world must determine how these new solutions fit into their own organization's employee value proposition.

Creating a win-win that actually works

As with other employee benefit areas, leave programs should be a win for both the employer and employees. A scenario in which employees are overworked is just as detrimental to an organization as the one in which managers are left short-handed. Though the solution may seem as simple as arriving at the right number of days, today's HR managers must create policies that work in practice. This means, for example, that instead of deciding to offer an employee sabbatical program, they must create policies that enable employees to actually take a sabbatical and return to work effectively. At the end of the day, leave programs — vacation, sick leave, sabbaticals, volunteer leave, and so on — should allow employees to refuel, deal with personal issues that encroach on everyday life, and return feeling refreshed and ready to engage at work.



Nontraditional leaves

One facet of a leave policy that complicates matters for HR professionals is the sheer variety of leave types. In addition to national and corporate holidays, employees may be away on vacation leave, personal leave, sick leave, extended medical leave, bereavement leave, marriage leave, study leave, sabbatical, or any number of other leaves that employers may grant their employees. How might employers discern between and parse out these types of leave to their employees, and how does an organization offer each distinct policy?

For instance, if employers wish to offer a separate allocation of sick and personal leave days, what administrative support and tracking mechanisms do they need to implement these programs? Some companies, recognizing this headache, have elected to adopt an “unlimited” annual leave policy that grants employees as much time away from the office as they need. Sounds simple, but these policies bring their own headaches. Navigating these waters can be more difficult than one might expect, but doing so correctly can save hours of needless work.

Think it over

There are several considerations for every employer to consider when devising their annual leave policy:

- What types of leaves are required in the various countries in which my organization is active?
- How do my company's annual leave policies compare to those of my competitors?
- Should my company create a global employee leave program, or should we allow each market or region to determine its own policy?
- Which types of leave are most important to my specific workforce?
- How might a generous or miserly annual leave policy impact my company's ability to attract and retain top talent?



Report structure

The **2020 Vacation and Other Leave Policies Around the World** publication provides hard-to-find current information on the amount and types of leave that most organizations provide to their employees. Drawing on a global survey of more than 1,400 submissions, this report offers a market-by-market analysis of trends in common and emerging types of leave, including prevalence data, number of leave days, and potential upcoming changes.

The report also includes information on each market's statutory leave requirements as mandated by law, thereby ensuring that readers have a complete sense of the vacation and other leave landscape for all markets in the publication. The report includes the following sections:

Regional results

Each regional section provides critical information for those looking to learn more about specific countries or markets. The regional sections contain individual market pages with an overview of statutory requirements for that market, as well as national survey results for each type of leave policy.

Individual market pages include:

- Annual leave policy
 - Unlimited leave days
 - Vacation days
 - Paid time-off pool
 - Personal days
 - Sick leave
 - Holidays

- Other leave policies
 - Extended medical leave
 - Bereavement leave
 - Marriage leave
 - Volunteer leave
 - Study leave
 - Sabbaticals
- Statutory requirements

About this report

This section delineates the methods used in the report and lists key definitions.

- **Methodology** includes data sources used to compile this report, currency conversion rates, and other details on calculations and assumptions.
- **Glossary** provides definitions for many of the terms used throughout this report, as well as other HR-related terms.

Reading this report

Average annual leave days

This table shows average annual leave days across each region after 1 year of service.

Personal days are shaded pink, sick days are green, and public holidays are a darker shade of blue.

Market	Average vacation days after 1 year of service				Average paid leave days		
	Executive	Management	Professional	Para professional	Personal days	Sick days	Holidays
Argentina	20	20	20	20	10	10	10
Brazil	20	20	20	20	10	10	10
Canada	20	20	20	20	10	10	10
Chile	20	20	20	20	10	10	10
Colombia	20	20	20	20	10	10	10
Mexico	20	20	20	20	10	10	10
Peru	20	20	20	20	10	10	10
Puerto Rico	20	20	20	20	10	10	10
United States	20	20	20	20	10	10	10

Note: Days are based on a 5-day working week.

All vacation days have been calculated based on a 5-day working week. The **Methodology** section includes a table for easy conversion to other formats, such as calendar days.

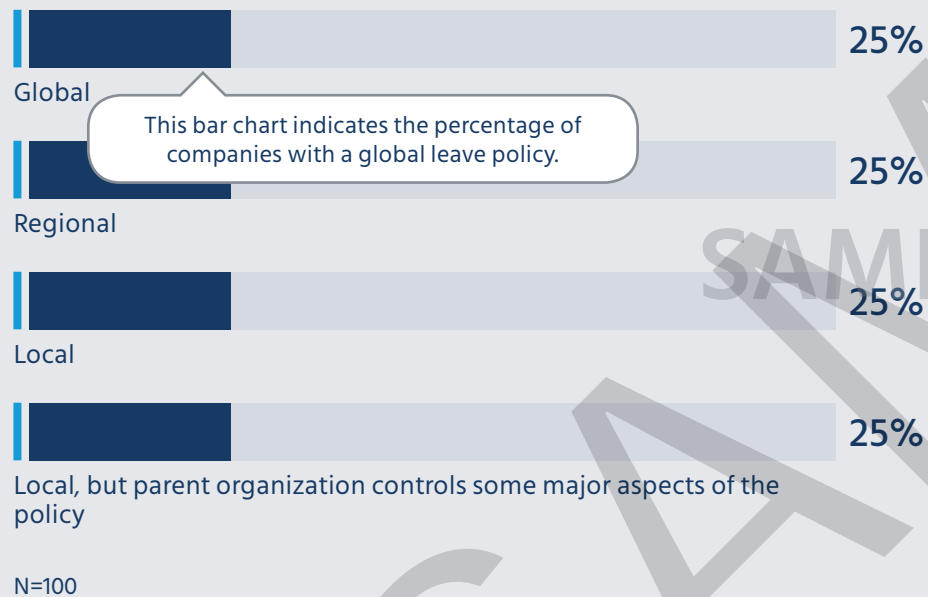
Market

The first page of each market provides data for annual leave and other leave policies. The remaining pages provide information on statutory leave requirements.

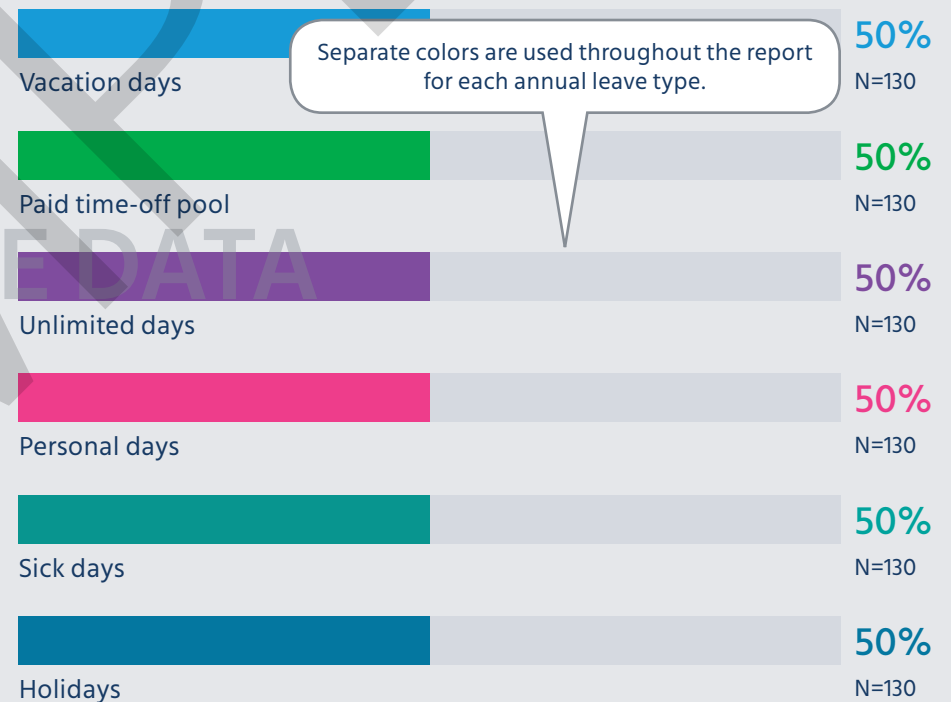
Annual leave policies

Policy types

At which organizational level are leave policies managed?

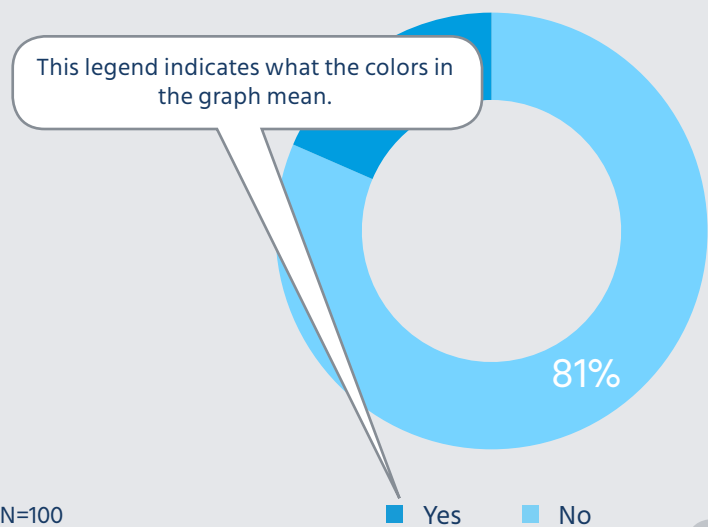


Which types of annual leave do companies provide?



Vacation days

Do companies provide paid vacation leave to employees?

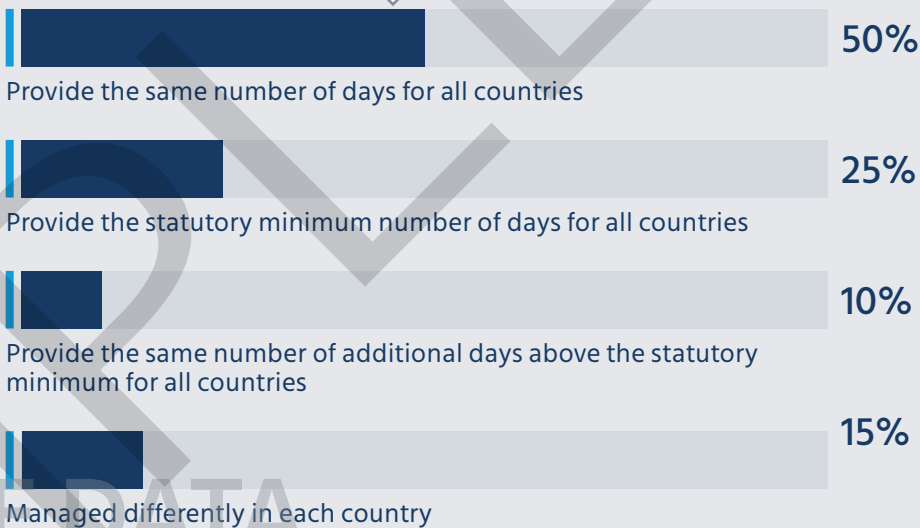


Do companies specify when vacation must be taken?



How do regional

The shaded bar, along with the percentage, indicates the portion of companies that selected each answer.



The N= denotes the sample size, or number of companies that responded to the question. Not all questions applied to all participants, so this number varies throughout.

This figure indicates the percentage of companies who do not specify when vacation must be taken.

Reading this report

How many vacation days does a newly hired employee accrue on a monthly basis?

	Executive	Management	Professional	Para professional
Monthly accrual rate upon hire	1.0	1.0	1.0	1.0
N=	30	30	40	40

Note: Accrual rate is an average; data exclude zero values.

How many paid vacation days are provided below?

	Executive	Management	Professional	Para professional
After 1 year	15	15	20	20
After 5 years	15	15	20	20
After 10 years	20	20	20	20
After 15 years	20	20	20	20
After 20 years	20	20	20	20
After 25 years	25	25	25	25
After 30 years	25	25	25	25
N=	30	30	40	40

Note: Number of days per year of service is an average; data exclude zero values.

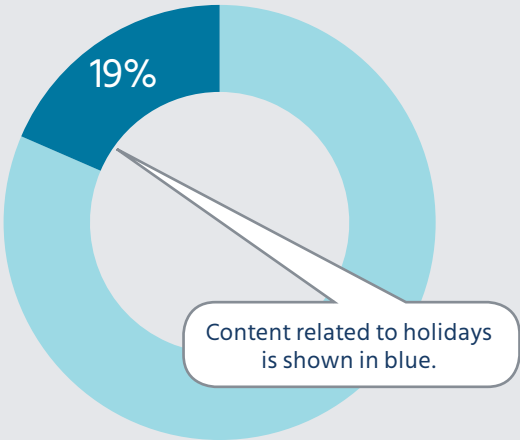
N= indicates the sample size for each column of data. This number may be different for each individual category.

Reading this report

Holidays

"Public" holidays are sometimes referred to as fixed, federal, or statutory holidays.

Do companies provide public (fixed) holidays (paid or unpaid) to employees?



N=100

■ Yes ■ No

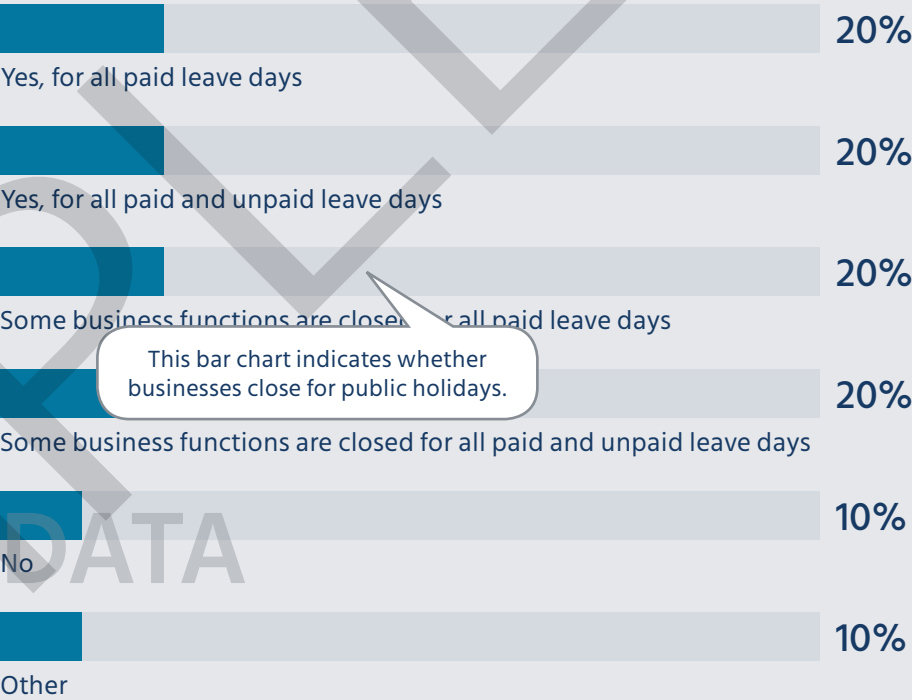
How many public holidays are provided annually?

	Average number of days	N=
Paid leave days	10	45
Unpaid leave days	-	2

Note: Data excludes zero values

A dash indicates insufficient data to report a statistic. This is often because a type of leave or policy is not common in a market.

Are companies closed for business on all public holidays?



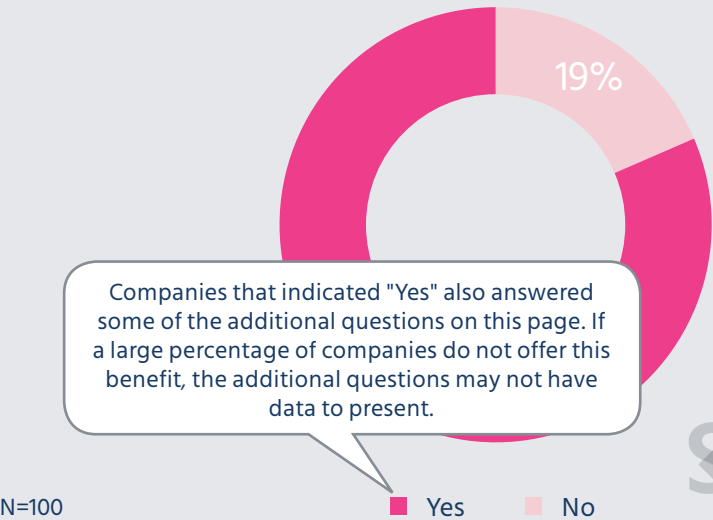
N=xxxx

Other leave policies

Extended medical leave

Extended medical leave is just one of the leaves covered in this section. You will also find information on bereavement leave, marriage leave, volunteer leave, study/exam leave, and sabbaticals.

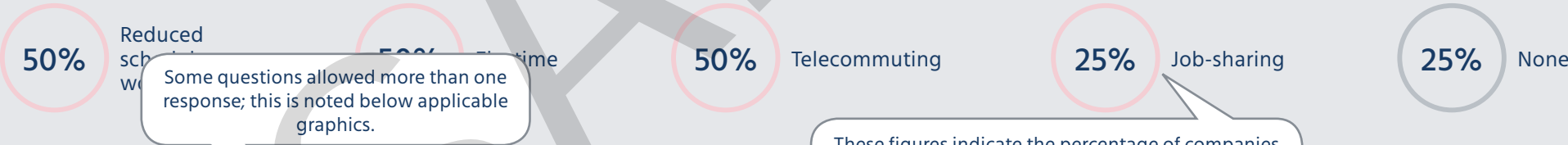
Do companies have a policy that includes extended medical leave?



Companies that indicated "Yes" also answered some of the additional questions on this page. If a large percentage of companies do not offer this benefit, the additional questions may not have data to present.

N=100

What alternative work arrangements do companies offer to help employees transition back to work?



Some questions allowed more than one response; this is noted below applicable graphics.

N=115

Note: More than one response was permitted; percentages may sum to more than 100%.

How many weeks are provided for extended medical leave after one year of service?

	Average number of weeks	N=
Fully paid leave	10	45
Partially paid leave	10	45
Unpaid leave		45

Note: Data exclude 2

This table indicates the average number of weeks of paid, partially paid, and unpaid medical leave available after one year of service.

region

Region summary

Average annual leave days

Market	Average vacation days after 1 year of service				Average paid leave days		
	Executive	Management	Professional	Para professional	Personal days	Sick days	Holidays
Argentina	20	20	20	20	10	10	10
Brazil	20	20	20	20	10	10	10
Canada	20	20	20	20	10	10	10
Chile	20	20	20	20	10	10	10
Colombia	20	20	20	20	10	10	10
Mexico	20	20	20	20	10	10	10
Peru	20	20	20	20	10	10	10
Puerto Rico	20	20	20	20	10	10	10
United States	20	20	20	20	10	10	10

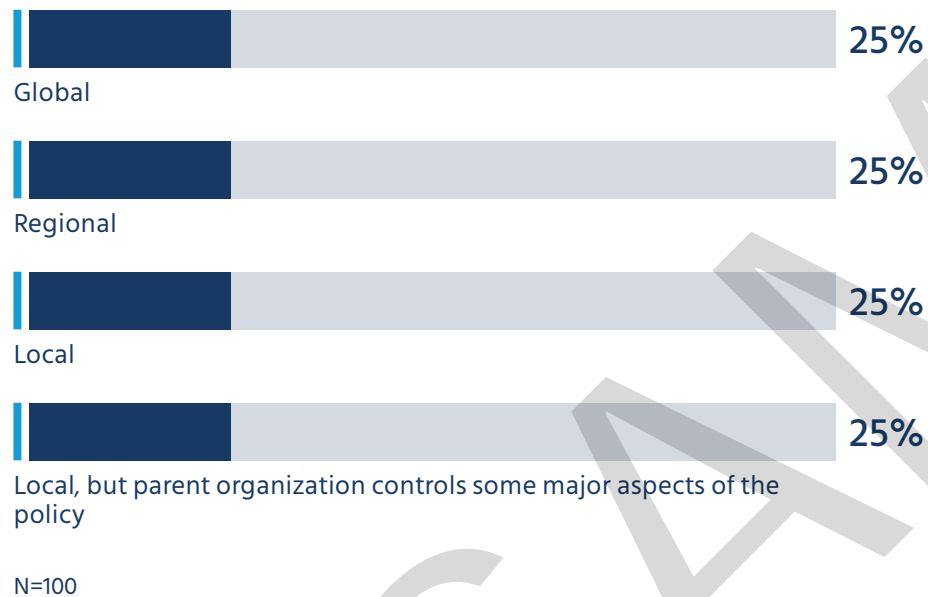
Note: Days are based on a 5-day working week.

Market

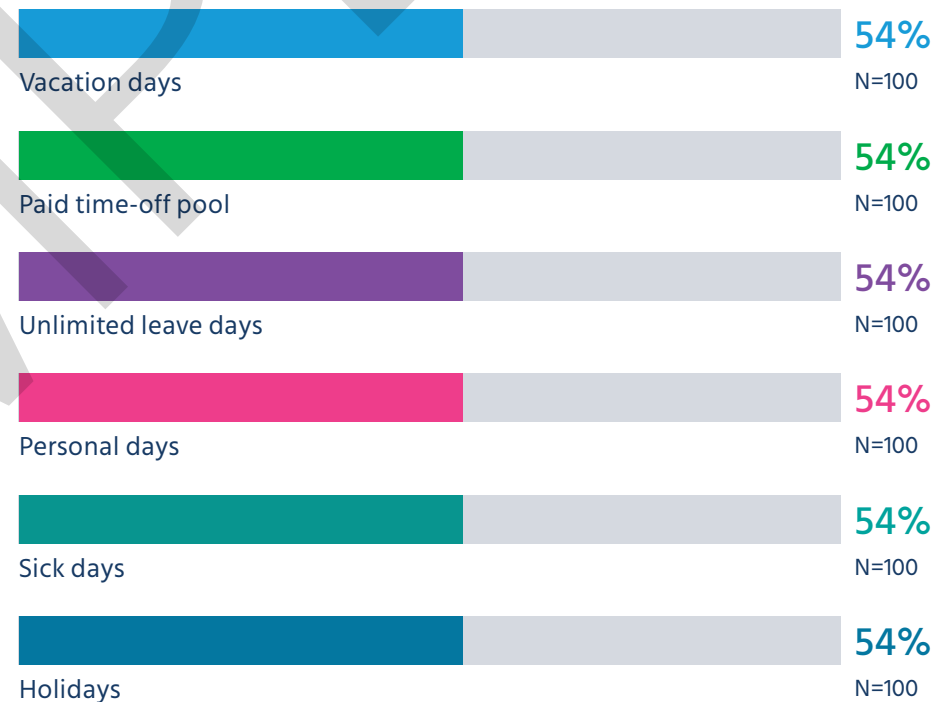
Annual leave policies

Policy types

At which organizational level are leave policies managed?



Which types of annual leave do companies provide?



Country

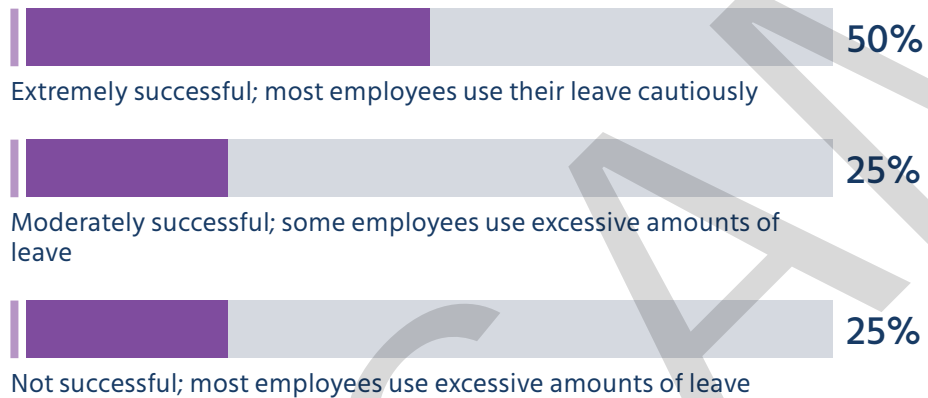
Unlimited leave days

Have companies implemented an “unlimited days” paid annual leave policy?



N=100

How successful are “unlimited days” paid annual leave policies?



N=100

Do companies plan to discontinue “unlimited days” paid annual leave policies?

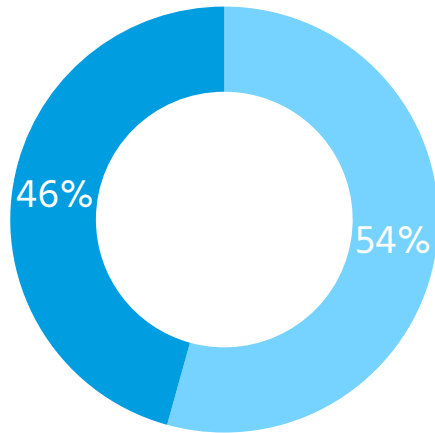


N=100

Country

Vacation days

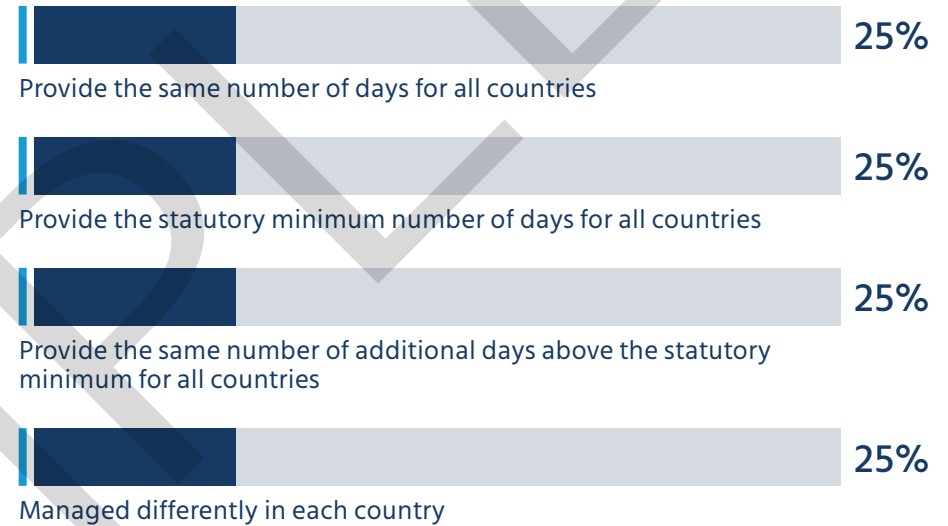
Do companies provide paid vacation leave to employees?



N=100

■ Yes ■ No

How do companies manage vacation days as part of a global or regional leave policy?



N=100

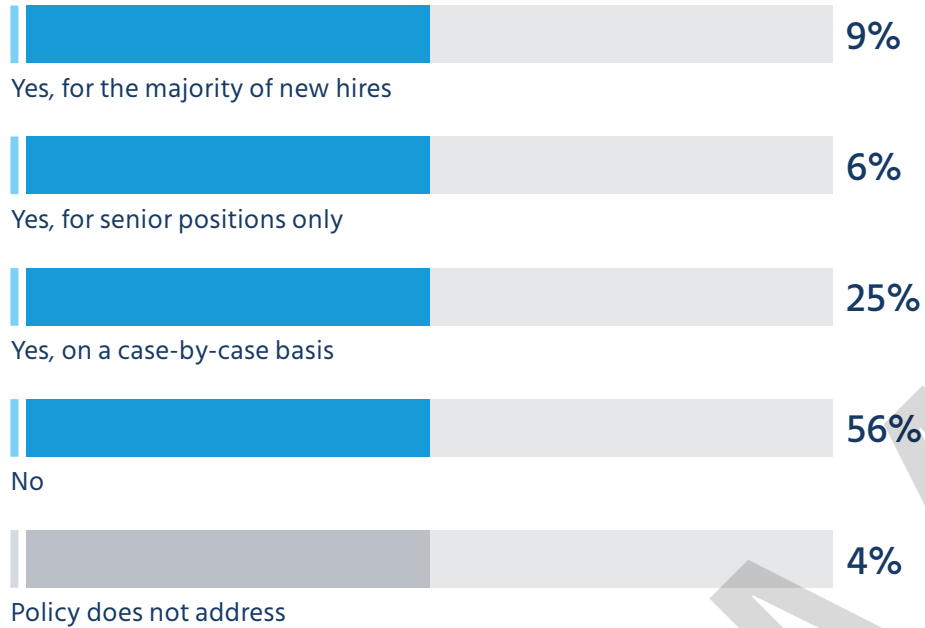
Do companies specify when vacation must be taken?



N=100

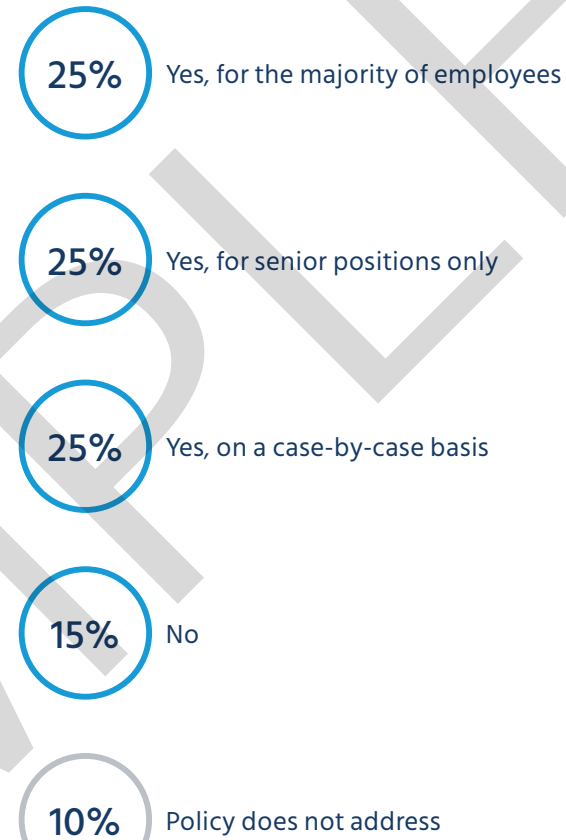
Country

Do companies recognize prior service with other organizations when determining vacation entitlement for new hires?



N=100

Do companies provide leave in advance of accruing vacation?



N=100

Country

How many vacation days does a newly hired employee accrue on a monthly basis?

	Executive	Management	Professional	Para professional
Monthly accrual rate upon hire	1	1	1	1
N=	100	100	100	100

Note: Accrual rate is an average; data exclude zero values.

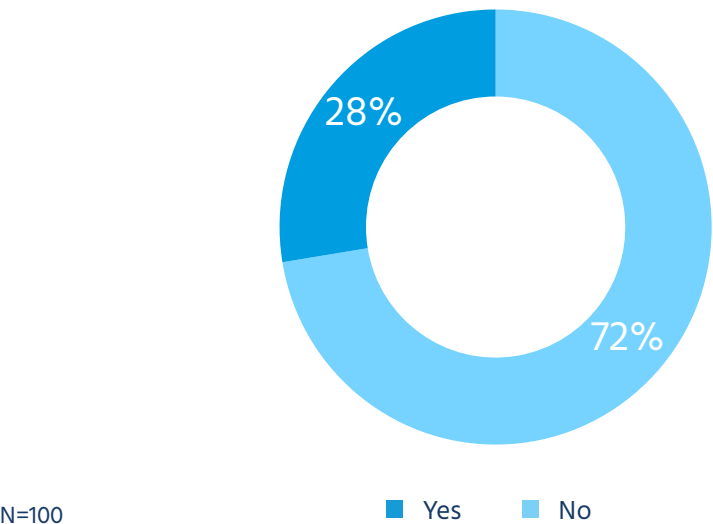
How many paid vacation days are provided for each of the years of service listed below?

	Executive	Management	Professional	Para professional
After 1 year	10	10	10	10
After 5 years	10	10	10	10
After 10 years	10	10	10	10
After 15 years	20	20	20	20
After 20 years	20	20	20	20
After 25 years	20	20	20	20
After 30 years	20	20	20	20
N=	100	100	100	100

Note: Number of days per year of service is an average; data exclude zero values.

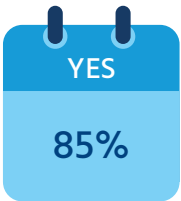
Country

Are employees allowed to carry over unused vacation days?



Is there a maximum limit on the number of days that may be carried over?

Note: Percentage represents companies that have a maximum limit.

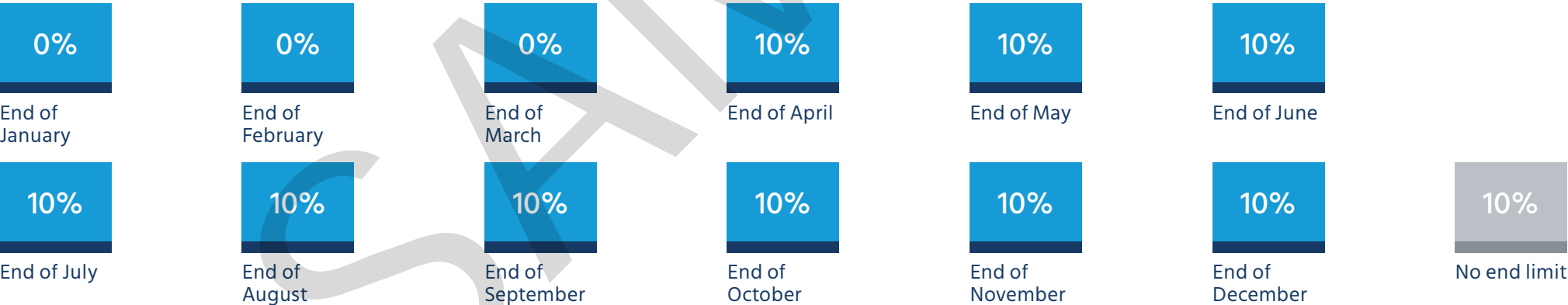


What is the maximum number of days that may be carried over annually?

Note: Number of days is an average; data exclude zero values. Some companies define maximum days as a percentage of annual allowance.

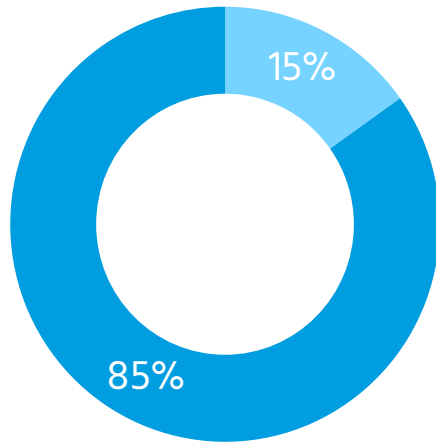


What is the cutoff date for using vacation days carried over from the previous year?



Country

Are employees allowed to cash out vacation days (other than upon termination of contract)?



N=100

■ Yes ■ No

Is there a maximum limit on the number of days that may be cashed out?



N=100

Note: Percentage represents companies that have a maximum limit.

What is the maximum number of days that may be cashed out annually?



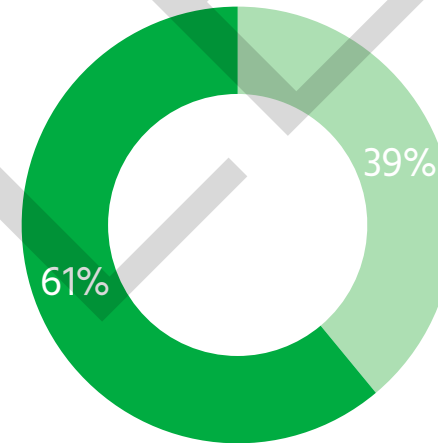
N=100

Note: Number of days is an average; data exclude zero values.
Some companies define maximum days as a percentage of annual allowance.

Country

Paid time-off pool

Do companies provide a paid time-off pool of leave to employees?



N=100

■ Yes ■ No

Country

How many paid time-off pool days does a newly hired employee accrue on a monthly basis?

	Executive	Management	Professional	Para professional
Monthly accrual rate upon hire	1	1	1	1
N=	100	100	100	100

Note: Accrual rate is an average; data exclude zero values.

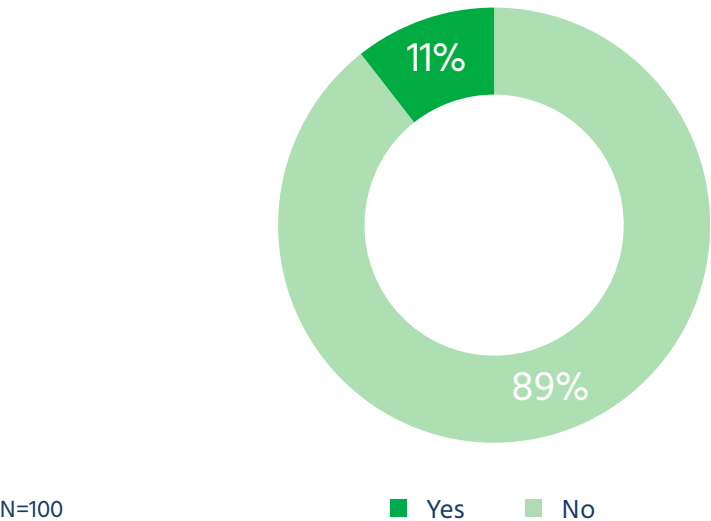
How many paid time-off pool days are provided for each of the years of service listed below?

	Executive	Management	Professional	Para professional
After 1 year	20	20	20	20
After 5 years	20	20	20	20
After 10 years	20	20	20	20
After 15 years	20	20	20	20
After 20 years	22	22	22	22
After 25 years	22	22	22	22
After 30 years	22	22	22	22
N=	22	22	22	22

Note: Number of days per year of service is an average; data exclude zero values.

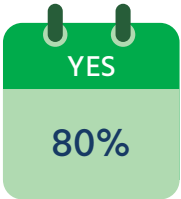
Country

Are employees allowed to carry over unused paid time-off pool days?



Is there a maximum limit on the number of days that may be carried over?

Note: Percentage represents companies that have a maximum limit.



N=100

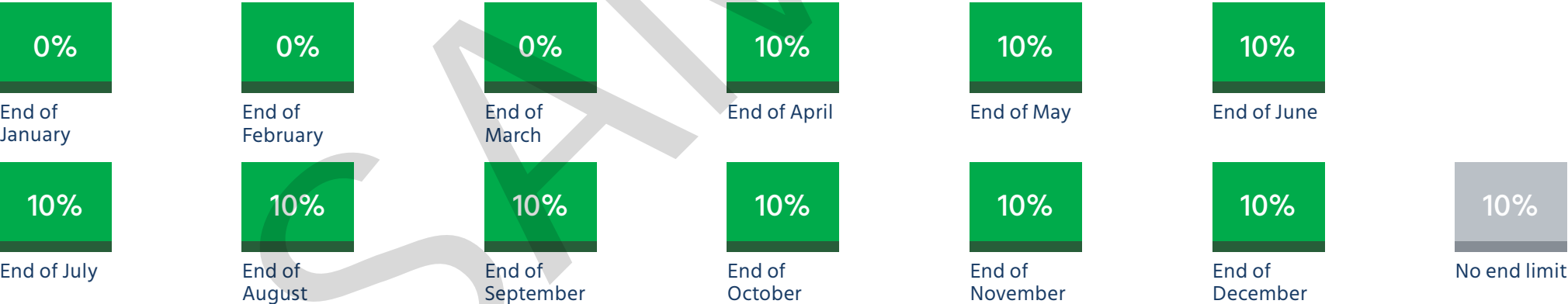
What is the maximum number of days that may be carried over annually?

Note: Number of days is an average; data exclude zero values. Some companies define maximum days as a percentage of annual allowance.



N=100

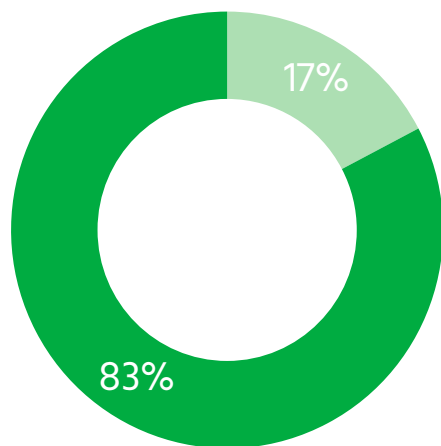
What is the cutoff date for using paid time-off pool days carried over from the previous year?



N=100

Country

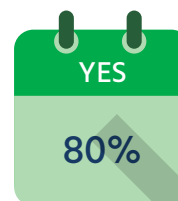
Are employees allowed to cash out paid time-off pool days (other than upon termination of contract)?



N=100

■ Yes ■ No

Is there a maximum limit on the number of days that may be cashed out?



N=100

Note: Percentage represents companies that have a maximum limit.

What is the maximum number of days that may be cashed out annually?



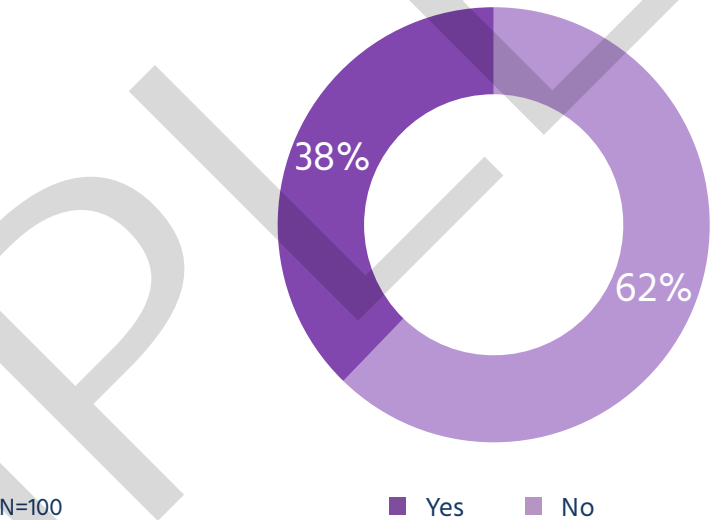
N=100

Note: Number of days is an average; data exclude zero values.
Some companies define maximum days as a percentage of annual allowance.

Country

Personal days

Do companies provide personal leave (paid or unpaid) to employees?



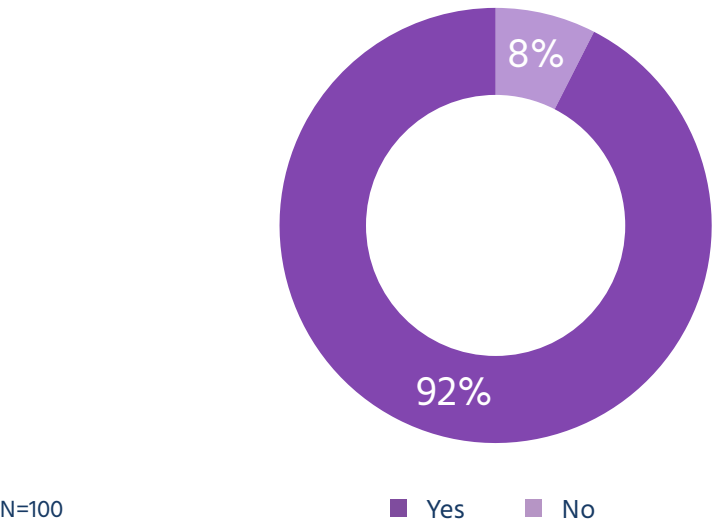
How many personal days are provided annually?

	Average number of days	N=
Paid leave days	3	100
Unpaid leave days	12	100

Note: Data exclude zero values.

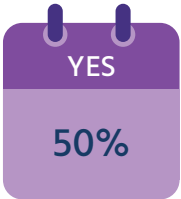
Country

Are employees allowed to carry over unused personal days?



Is there a maximum limit on the number of days that may be carried over?

Note: Percentage represents companies that have a maximum limit.

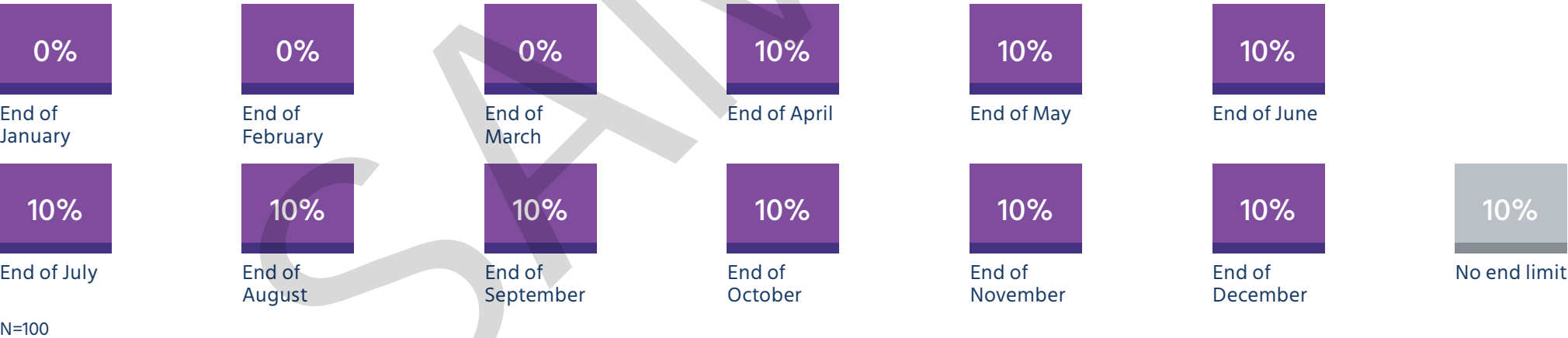


What is the maximum number of days that may be carried over annually?

Note: Number of days is an average; data exclude zero values. Some companies define maximum days as a percentage of annual allowance.

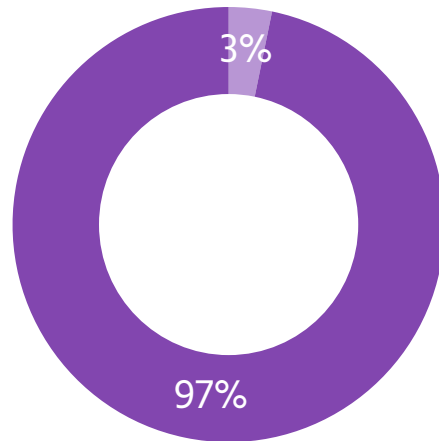


What is the cutoff date for using personal days carried over from the previous year?



Country

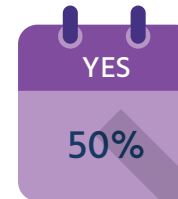
Are employees allowed to cash out personal days (other than upon termination of contract)?



N=100

■ Yes ■ No

Is there a maximum limit on the number of days that may be cashed out?



N=100

Note: Percentage represents companies that have a maximum limit.

What is the maximum number of days that may be cashed out annually?

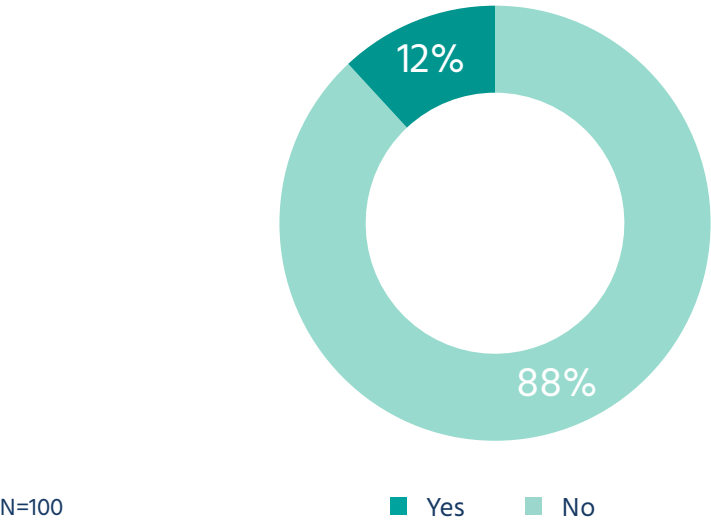


N=100

Note: Number of days is an average; data exclude zero values.
Some companies define maximum days as a percentage of annual allowance.

Sick leave

Do companies provide sick leave (paid or unpaid) to employees?

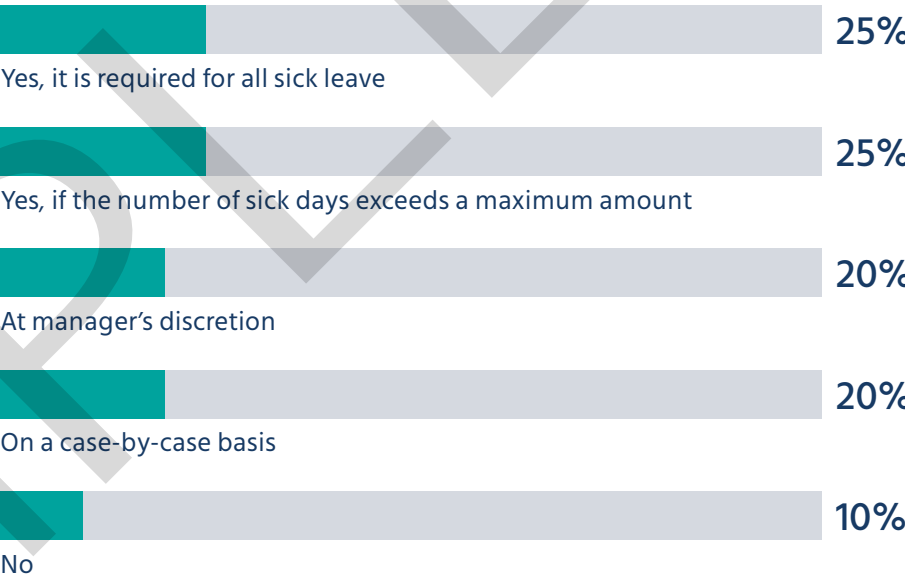


How many sick days are provided annually?

	Average number of days	N=
Paid leave days	10	100
Unpaid leave days	10	100

Note: Data exclude zero values.

Do companies require employees to produce medical certificate while using their sick leave entitlement?



After how many sick days is a medical certificate required?

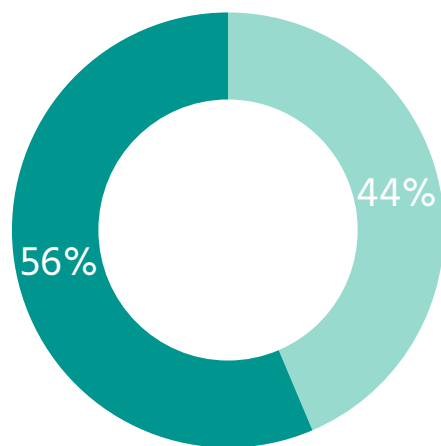


N=100

Note: Number of days is an average; data exclude zero values.

Country

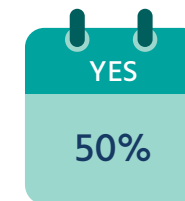
Are employees allowed to carry over unused sick days?



N=100

■ Yes ■ No

Is there a maximum limit on the number of days that may be carried over?



N=100

Note: Percentage represents companies that have a maximum limit.

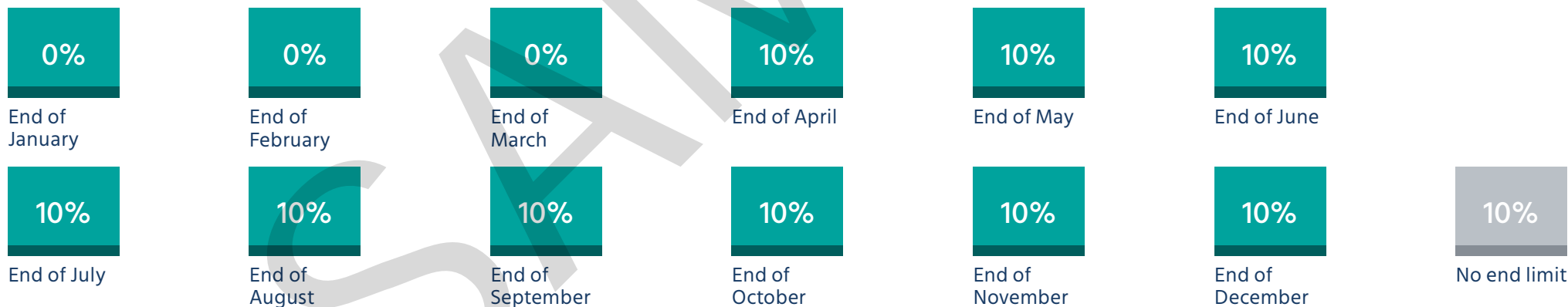
What is the maximum number of days that may be carried over annually?



N=100

Note: Number of days is an average; data exclude zero values. Some companies define maximum days as a percentage of annual allowance.

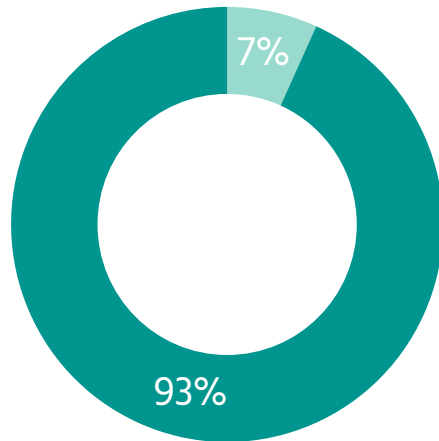
What is the cutoff date for using sick days carried over from the previous year?



N=100

Country

Are employees allowed to cash out sick days (other than upon termination of contract)?



N=100

■ Yes ■ No

Is there a maximum limit on the number of days that may be cashed out?



N=100

Note: Percentage represents companies that have a maximum limit.

What is the maximum number of days that may be cashed out annually?

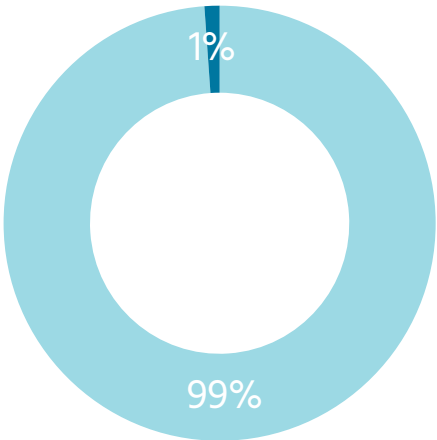


N=100

Note: Number of days is an average; data exclude zero values.
Some companies define maximum days as a percentage of annual allowance.

Holidays

Do companies provide public (fixed) holidays (paid or unpaid) to employees?



N=100

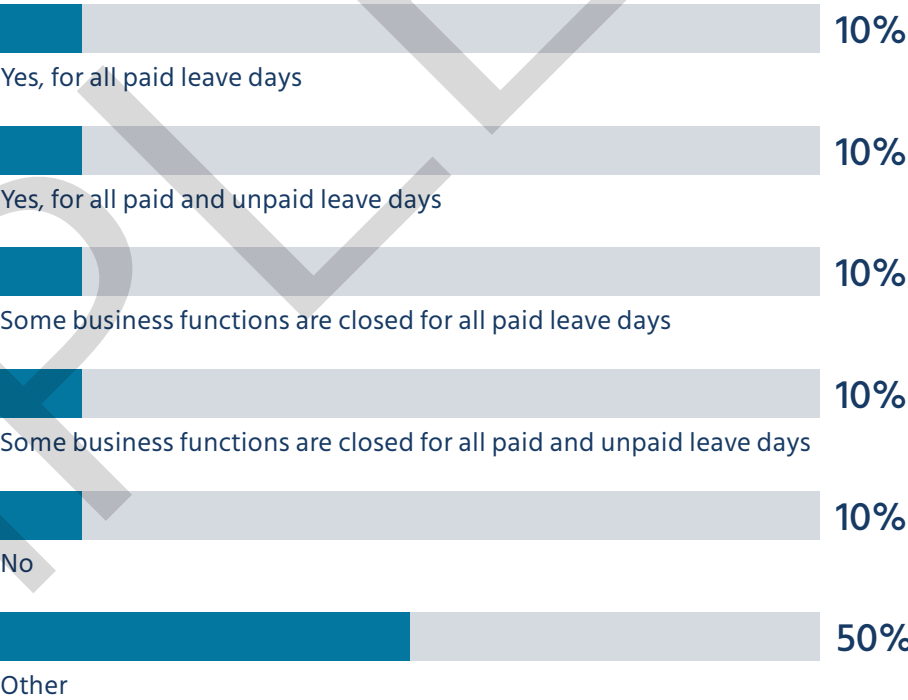
■ Yes ■ No

How many public holidays are provided annually?

	Average number of days	N=
Paid leave days	10	100
Unpaid leave days	10	100

Note: Data exclude zero values.

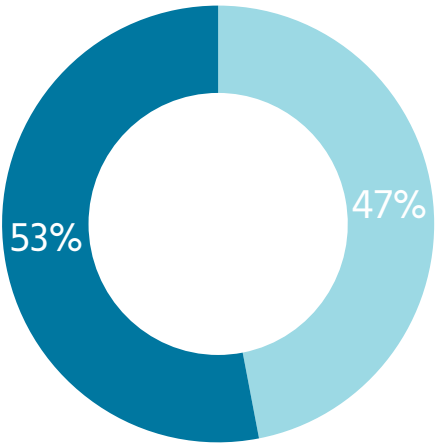
Are companies closed for business on all public holidays?



N=100

Country

Do companies provide "floating" holidays (paid or unpaid) to employees?



N=100

■ Yes ■ No

How many "floating" holidays are provided annually?

	Average number of days	N=
Paid leave days	5	100
Unpaid leave days	5	100

Note: Data exclude zero values.

Why do companies provide "floating" holidays?



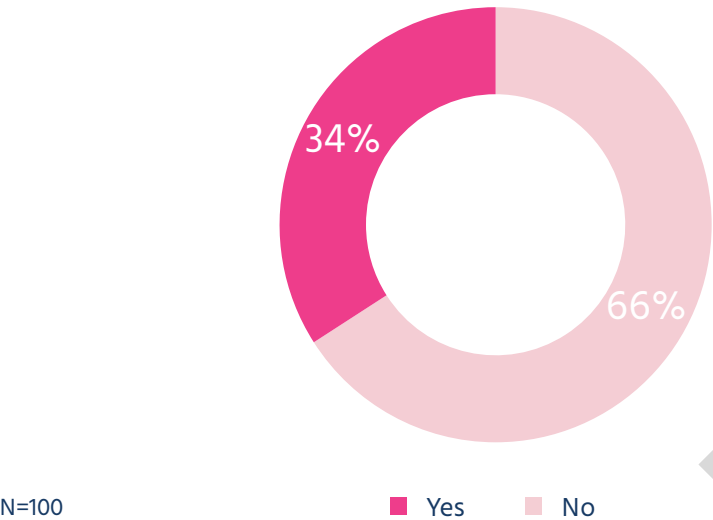
N=100

Country

Other leave policies

Extended medical leave

Do companies have a policy that includes extended medical leave?



N=100

What alternative work arrangements do companies offer to help employees transition back to work?



N=100

Note: More than one response was permitted; percentages may sum to more than 100%.

How many weeks are provided for extended medical leave after one year of service?

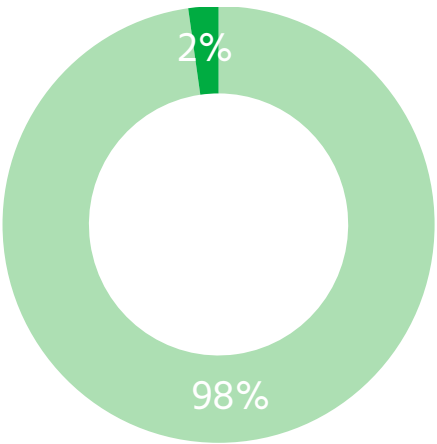
	Average number of weeks	N=
Fully paid leave	13	100
Partially paid leave	17	100
Unpaid leave	14	100

Note: Data exclude zero values.

Country

Bereavement leave

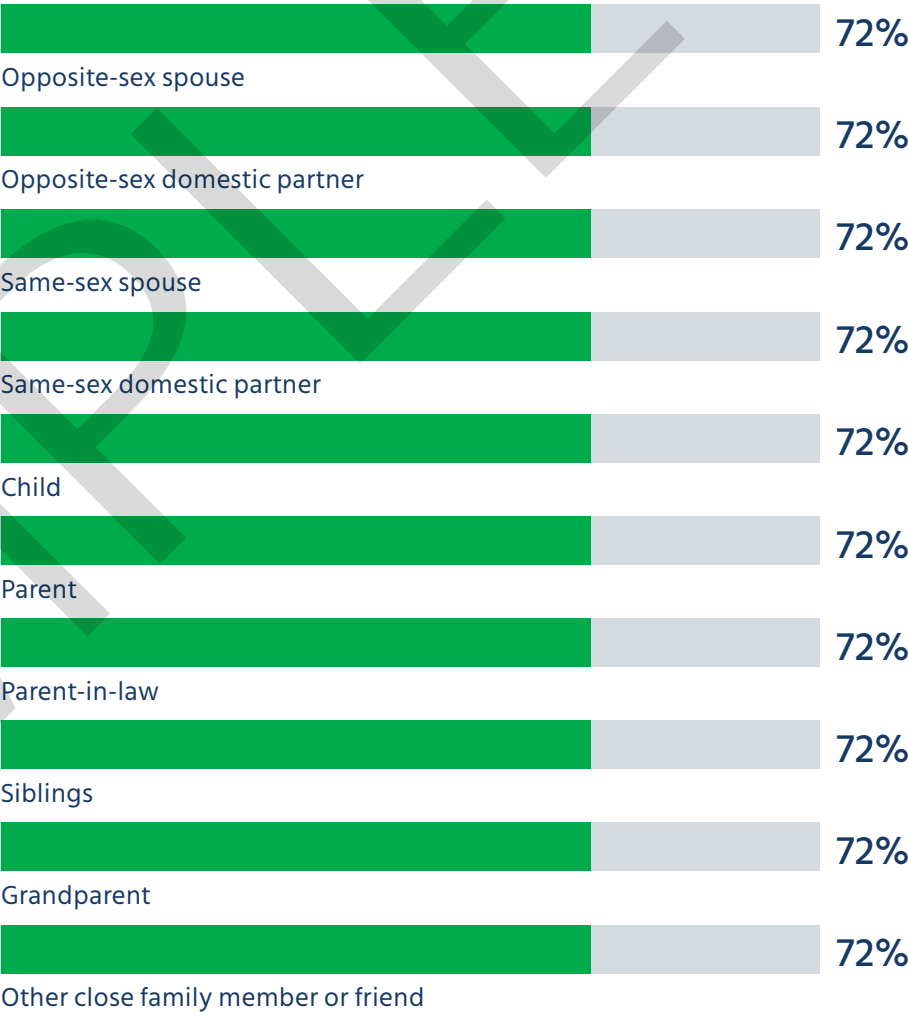
Do companies provide bereavement leave (paid or unpaid) to employees upon the death of a family member or close friend?



N=100

Yes No

Which of the following family members are included in the bereavement leave policy?



N=100

Note: More than one response was permitted; percentages may sum to more than 100%.

Country

How many leave days are provided to an employee following the death of a family member?

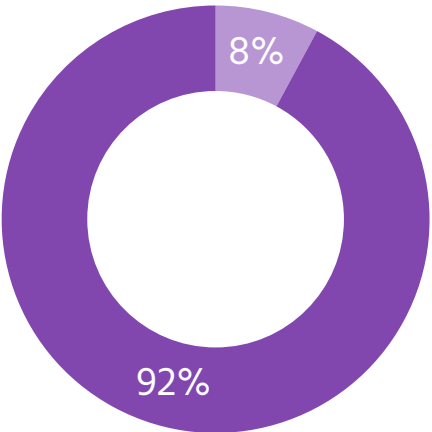
	Number of paid leave days	N=	Number of unpaid leave days	N=
Opposite-sex spouse	4	50	4	50
Opposite-sex domestic partner	4	50	4	50
Same-sex spouse	4	50	4	50
Same-sex domestic partner	4	50	4	50
Child	4	50	4	50
Parent	4	50	4	50
Parent-in-law	4	50	4	50
Siblings	4	50	4	50
Grandparent	4	50	4	50
Other close family member or friend	4	50	4	50

Note: Number of days for each family member is an average; data exclude zero values.

Country

Marriage leave

Do companies provide leave (paid or unpaid) in the event of an employee’s marriage?



N=100

Yes No

How many leave days are provided to an employee in the event of their marriage?

	Average number of days	N=
Paid leave days	3	100
Unpaid leave days	3	100

Note: Data exclude zero values.

Does marriage leave also apply to same-sex marriage/civil unions?

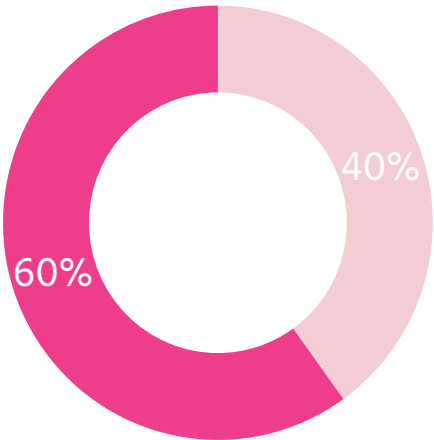


N=100

Country

Volunteer leave

Do companies provide leave (paid or unpaid) for employees to perform volunteer or community service work?



N=100

Yes No

How many days of volunteer leave are provided annually?

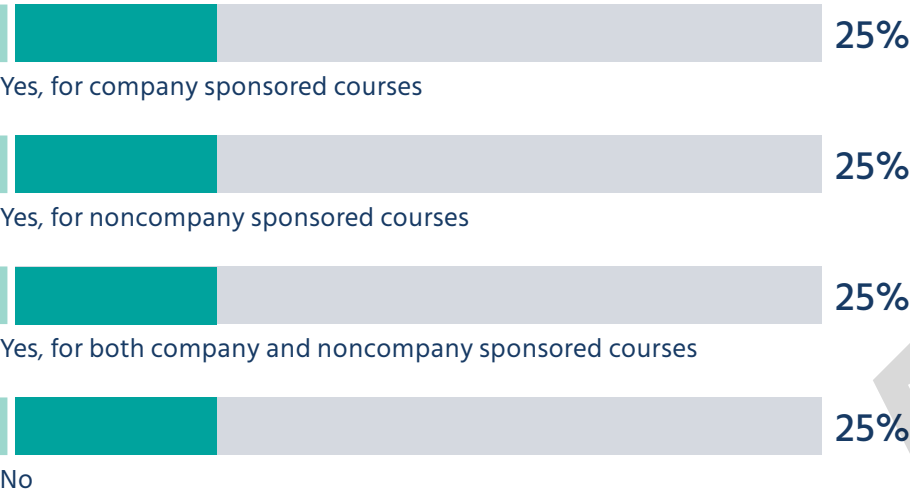
	Average number of days	N=
Paid leave days	5	100
Unpaid leave days	5	100

Note: Data exclude zero values.

Country

Study or exam leave

Do companies provide study or exam leave (paid or unpaid)?



N=100

Is paid leave provided on the day or days of an exam?



N=100

How many study leave days are provided annually?

Company sponsored courses

	Average number of days	N=
Paid leave days	3	100
Unpaid leave days	3	100

Noncompany sponsored courses

	Average number of days	N=
Paid leave days	3	100
Unpaid leave days	3	100

Note: Data exclude zero values.

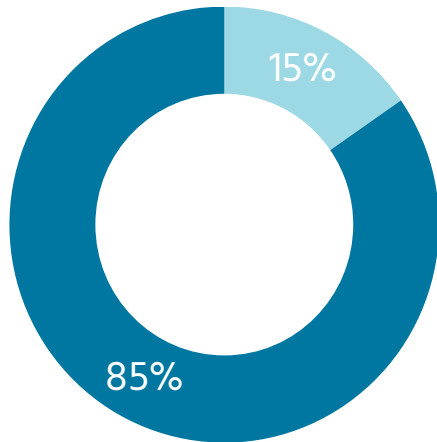


N=100

Country

Sabbaticals

Do companies provide employees with the option to take a career break or sabbatical leave (paid or unpaid)?



N=100

■ Yes ■ No

What is the minimum length of service required before an employee is eligible to take a career break or sabbatical?



N=100

Note: Number of months is an average; data exclude zero values.

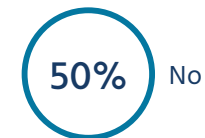
What is the maximum number of months an employee may take as a career break or sabbatical?



N=100

Note: Number of months is an average; data exclude zero values.

Do companies guarantee the same job position upon return of the employee from a career break or sabbatical?



N=100

Country

Statutory requirements

Vacation leave

Summary of leave requirements

Eligibility requirements	Minimum annual vacation leave	Must be provided as paid leave	Payout of unused days permitted (excluding on termination)	Carry over of unused days permitted	Notes
1 year's service	6 days	Yes	No	Yes, for 18 months	
2 years' service	8 days	Yes	No	Yes, for 18 months	
3 years' service	10 days	Yes	No	Yes, for 18 months	
4 years' service	12 days	Yes	No	Yes, for 18 months	
5 to 9 years' service	14 days	Yes	No	Yes, for 18 months	
10 to 14 years' service	16 days	Yes	No	Yes, for 18 months	
15 to 19 years' service	18 days	Yes	No	Yes, for 18 months	
20 to 24 years' service	20 days	Yes	No	Yes, for 18 months	
25 to 29 years' service	22 days	Yes	No	Yes, for 18 months	

Country

Mandatory vacation entitlement

Vacation is paid time off.

Supplemental vacation provided

Companies typically supplement statutory requirements. The paid time-off practice for most companies is to provide 10 working days to employees with less than three years of service.

Options for carry-forward of unused vacation days

The law requires that a company specify in its policy that vacation days should be taken within 18 months and may not be carried forward further.

Options for pay-out in cash of unused vacation days

Vacation days cannot be paid in cash or any other kind of remuneration, except for termination. The termination payment must include accrued but unused vacation days.

Vacation bonus

For each vacation day, employees are entitled to a vacation bonus of no less than 25% of their salary per vacation day.

Companies typically supplement statutory requirements. The supplementary practice varies from company to company, with vacation premium typically ranging from 50% to 100% of vacation days' salary.

Public holidays

Mandatory public holidays entitlement

Holidays are paid time off.

Supplementary public holidays provided

Companies typically supplement statutory requirements.

Sick leave

Social security pays 60% of salary after the third day the condition exists, up to 52 weeks for general sickness. Some companies supplement social security benefits and pay 100% of salary during the first three days' absence and supplement to 80% of salary after the third day. Employers typically provide this benefit to all employees (union and nonunion); it is usually company-paid.

If the sickness is work-related, social security pays 100% of current salary during the employee's disability.

Bereavement leave

Although it is not a statutory benefit, companies typically grant three days off for death of the employee's parent, spouse, or child.

Miscellaneous paid leave

Although it is not a statutory benefit, some companies grant three days for marriage.

Miscellaneous unpaid leave

Although it is not a statutory benefit, some companies allow unpaid leave for educational reasons.

Country

Public holiday	2020	2021	2022
New Year's Day	January 1	January 1	January 1
Constitution Day	February 5	February 5	February 5
Labor Day	May 1	May 1	May 1
Independence Day	September 16	September 16	September 16
Revolution Day	November 20	November 20	November 20
Christmas Day	December 25	December 25	December 25

Notes: Some of these holidays may fall on a Saturday or Sunday.
Source: www.timeanddate.com

about this

report

Methodology

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

Data collection

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

- 2019 Vacation and Other Leave survey
- Mercer's 2019 Worldwide Benefit & Employment Guidelines

Data were collected through a global survey on Vacation and Other Leave during September and October 2019. The survey was open to all companies that offer leave benefits and have operations in at least one of the markets included in the survey. More than 1,400 survey submissions were received.

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.

The statutory requirements were sourced from Mercer's Worldwide Benefit & Employment Guidelines (WBEG). This information is for guidance purposes only.

Data analysis

Statistics

The following statistics are presented in this report:

- **Average:** The sum of all data reported divided by the number of data observations in the sample. Also known as the mean.
- **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 three data points are required to report the average and prevalence percentages.

Data exceptions and notes

For leave types where the number of paid, partially paid, and/or unpaid days was collected, the statistics provided include only those companies that provided data for each type of day. The sample size, therefore, varies for each leave type.

Asia Pacific

Data were collected separately for China-Beijing and China-Shanghai; however, data have been merged to show overall results for China.

Working days

Survey participants were provided with options for the format in which they provided leave, for example, working days, calendar days, etc. Based on the information provided, values were converted to a common format for ease of analysis. Working days is the most common format used but note that some leaves are reported in other formats, for example, sabbaticals are reported in months. See the "Common conversions" table if you would like to evaluate leave in an alternate format.

Common conversions

Workdays	Calendar days	Weeks	Months
5	7	1	0.2
10	14	2	0.5
15	21	3	0.7
20	28	4	0.9
25	35	5	1.2
30	42	6	1.4
40	56	8	1.8
50	70	10	2.3
60	84	12	2.8
65	91	13	3.0
70	98	14	3.2
75	105	15	3.5
85	119	17	3.9
90	126	18	4.2
95	133	19	4.4
100	140	20	4.6
130	182	26	6.0
260	364	52	12.0
390	546	78	18.0
520	728	104	24.0
780	1092	156	36.0

MERCER TALENT ALL ACCESS®

Start putting more time back into your day.

Knowledge is powerful. Time is limited.

Talent All Access® gives you both at your fingertips with quick to find and easy to digest content.

Looking for actionable insights?

Access articles, videos, infographics, checklists (and more) to help you design, deliver, grow and transform your workforce.

More hands-on?

Manipulate data with or using interactive online dashboards and tools; or download excel files to run your own calculations.

Need to present to your boss?

Grab graphics and visuals directly from our reports to incorporate into your presentations, or use our prepared PowerPoint decks.

Planning for the future?

Use the salary budget projections calculator to help forecast increases through 2023.

[Learn More](#)[Watch Video](#)[Request Demo](#)



Mercer delivers advice and technology-driven solutions that help organizations meet the health, wealth and career needs of a changing workforce. Mercer's more than 25,000 employees are based in 44 countries and the firm operates in over 130 countries. Mercer is a business of **Marsh & McLennan Companies** (NYSE: MMC), the world's leading professional services firm in the areas of risk, strategy and people with 76,000 colleagues and annualized revenue approaching \$17 billion. Through its market-leading businesses including **Marsh**, **Guy Carpenter** and **Oliver Wyman**, Marsh & McLennan helps clients navigate an increasingly dynamic and complex environment. For more information, visit www.mercer.com. Follow Mercer on Twitter [@Mercer](https://twitter.com/Mercer).



welcome to brighter