

Inside Look: Leave Programs

Leave Programs releases on
September 10, 2025!

While preparing the data, we found some interesting insights that we couldn't wait to share with you. Check out this sneak peek into the data and mark your calendar for the full release coming soon!

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Approximately one-quarter of companies worldwide offer sabbaticals to employees

Globally, 26% of companies offer sabbaticals to employees — an extended break from work for personal development or other opportunities. Most sabbaticals are unpaid, with only 8% of companies offering paid leave for part or all of the sabbatical period. Western Europe leads in offering sabbaticals, with 39% of companies providing such leave; in the Americas, only 19% of companies do so. Austria and France have the highest rates, with 50% and 47% of companies offering sabbaticals, respectively. In contrast, just 14% of US companies offer this benefit.



Nearly half of companies allow employees time off to volunteer

Volunteer leave is available at 46% of companies globally. It is most prevalent in Europe where around 57% of companies offer this benefit. In the Asia Pacific region, volunteer leave is less common, although it is still offered by 40% of companies. This leave is typically paid and usually provides employees with between one and three days annually to volunteer at charities within their communities. Volunteer leave is most common in Czechia and Finland where it is offered by 73% and 67% of companies, respectively. Several Asia Pacific markets report a much lower prevalence, with only 31% of companies in Malaysia, Philippines and Vietnam providing time off to volunteer.



Europe offers the most paid vacation days

Europe provides the highest median number of paid vacation days, with 25 days of leave provided after one year of service. In Central & Eastern Europe, this increases to 26 days after 10 years. In the Americas, the median is 15 days' vacation after one year, increasing to 20 days after five years of service and reaching 25 days after 20 years of service. Germany offers the highest median number of vacation days at 30 days after one year of service, although this remains the same regardless of additional years of service. In Mexico, vacation starts with a median of 12 days after one year of service and increases to 20 days after five years of service, reaching 26 days after 20 years of service.