

# Inside Look: Leave Programs, 2024

Leave Programs will be released on  
September 11, 2024!



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!

[Buy Now](#)

[Learn More](#)



## Changes in legislation will impact typical employer practices

When reviewing employer leave policies, it is important to consider the legal requirements for parental, vacation, and bereavement leave. These requirements are set by national or local laws and companies must ensure at least the minimum amount of leave is provided. If a market introduces legislation to increase leave, it can affect the number of companies offering leave above the legal minimum. As an example, Finland introduced 53 weeks of leave in August 2022, which can be shared equally between both parents. Since then, the prevalence of offering leave above the statutory minimum has decreased from 15% to 3% for primary caregiver leave and from 20% to 5% for secondary caregivers.



## Australia and Malaysia have recently increased statutory parental leave

Australia now offers up to 22 weeks of parental leave with plans to increase to 26 weeks by 2026. Both parents are required to take a minimum of two weeks. The prevalence of employers offering primary caregiver leave above the statutory minimum has fallen from 36% to 22% and from 44% to 5% for secondary caregivers. Additionally, Malaysia increased primary caregiver leave from 60 to 98 days in 2023 and introduced one week of secondary caregiver leave. In Malaysia, the prevalence of employers providing secondary caregiver leave in excess of statutory requirements has reduced from 33% to 19%, and for primary caregiver leave, this has fallen from 23% to 17%.



## Changes to Mexico's vacation laws have increased employee leave

In 2023, Mexico introduced six additional statutory days of vacation for employees. This increased mandated leave for one year of service from six days to 12 days. After five years of service, the mandated leave increased from 14 to 20 days, and after 10 years of service, it increased from 16 to 22 days. These new statutory amounts are now the minimum requirement for companies to provide. Following the September 2024 Leave Programs data release, the median vacation days typically provided by employers in Mexico are now aligned with the new legal requirements — previously, the typical employer practice was to provide 1–3 days of leave above the mandated minimum.