



Global landscape of leave

key findings

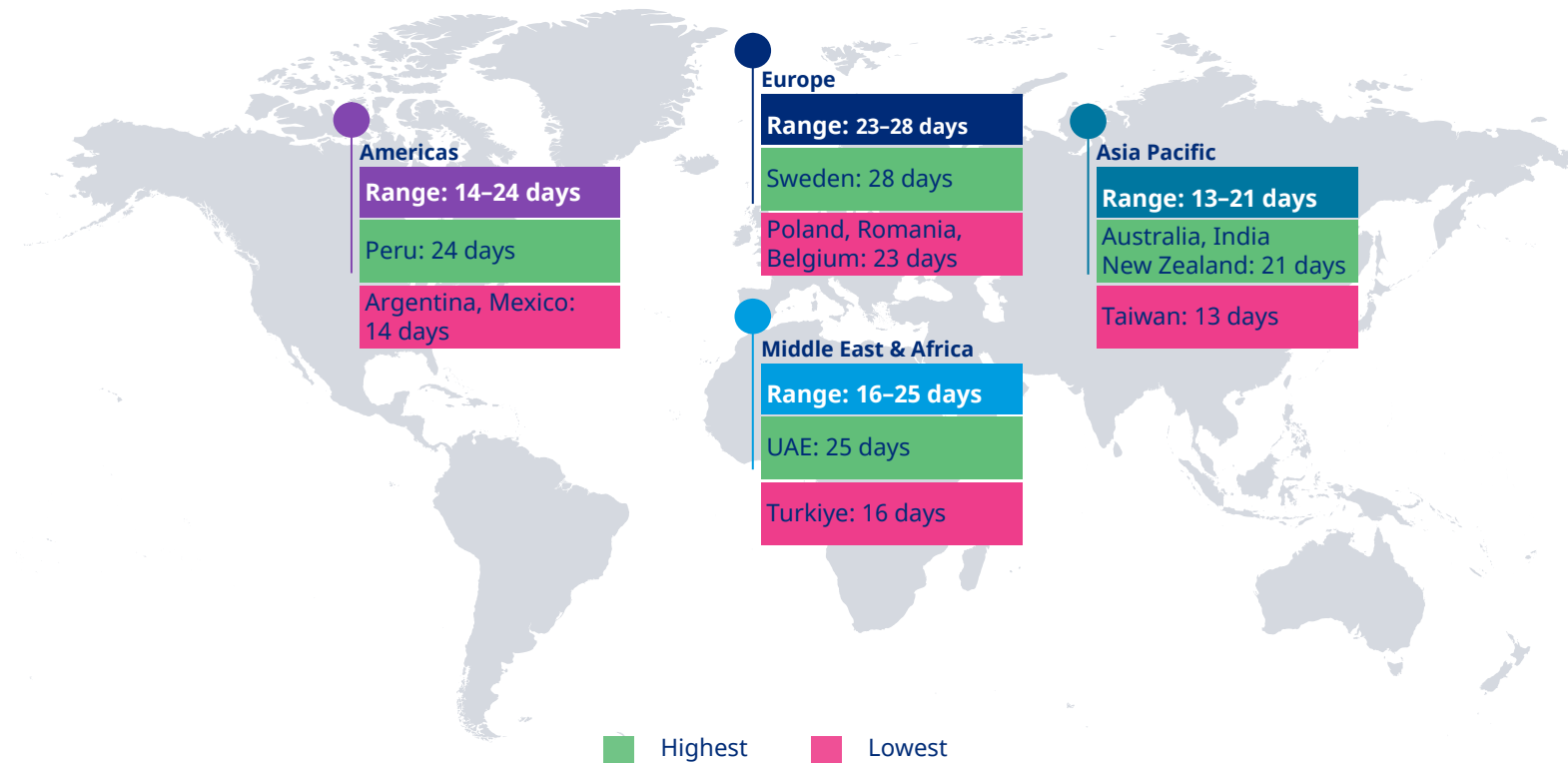
To create a supportive work environment that prioritizes employee wellbeing, it is important to acknowledge the diverse leave entitlements across the globe.

1 Organizations in Europe offer more paid vacation leave than any other region.

In Europe, the statutory requirement for vacation leave ranges from 20–28 days, with a typical market practice to offer 23–28 days of paid vacation after the first year of service. The number of vacation days varies depending on the country and the length of time an employee has been with the company, but overall, vacation days in Europe are highly valued for promoting a healthy work-life balance. In fact, the lowest average days in the region (23 days) is higher than the top end of the offering in Asia Pacific.

In Europe, the minimum statutory required vacation leave is 20–28 days, which is higher than other regions of the world. In Asia, the minimum requirement is 5–15 days, in the Middle East & Africa it is 12–24 days, and in the Americas, it ranges from 6–15 days.

Typical market practice: Average paid vacation days by region for employees with one year of service



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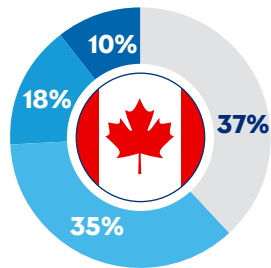
Fully paid dependent care leave is less common than a combination of paid and unpaid leave.

Dependent care leave, also referred to as family care leave or caregiver leave, enables employees to take time off from work to care for a family member like a child, spouse or parent. The availability and terms of dependent care leave vary across countries and organizations, with some offering paid leave, others providing unpaid leave and some offering a combination of both.

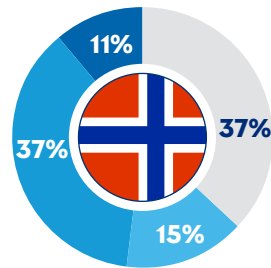
In European markets, organizations are more likely to offer paid dependent care leave than other areas of the world. In nearly all European markets, the percentage of organizations offering paid dependent care leave is higher than those offering unpaid leave. The only exception is found in the United Kingdom where 22% of organizations provide paid leave and 27% provide unpaid leave.

In Canada, approximately 63% of companies offer dependent care leave, with 18% providing it as a paid benefit. In Norway, around 63% of companies offer this leave, but a higher percentage provide it as paid leave (37% — double the rate in Canada). Switzerland stands out with one of the highest percentages of companies offering paid dependent care leave (44%).

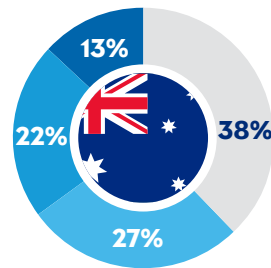
Typical market practice: Dependent care leave in top 10 markets



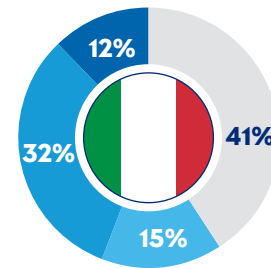
Canada



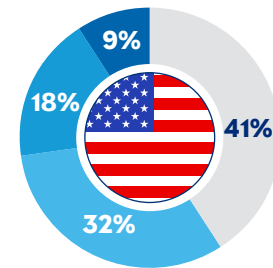
Norway



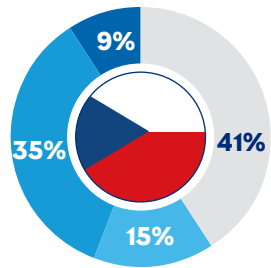
United Kingdom



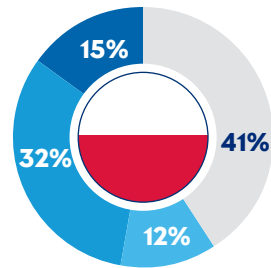
Italy



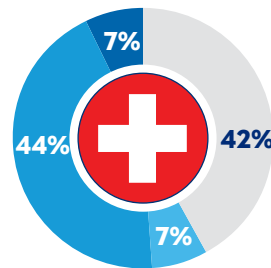
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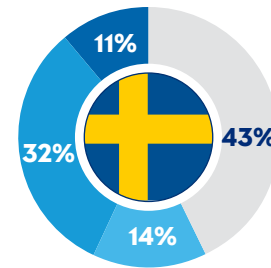
Czechia



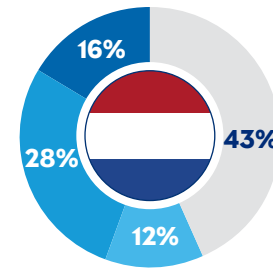
Poland



Switzerland



Sweden



Netherlands

- Yes, both paid and unpaid dependent care leave is provided
- Yes, unpaid dependent care leave is provided

- Yes, paid dependent care leave is provided
- No, dependent care leave is not provided

3

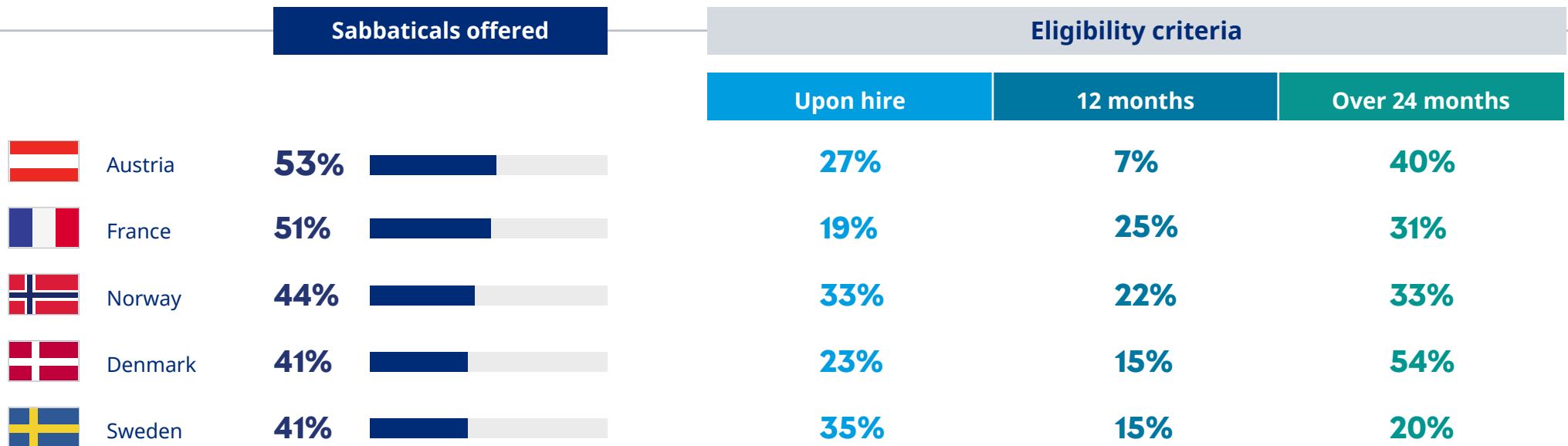
Sabbatical leave is most commonly offered in Western Europe.

Sabbatical leave is an extended period off from work, lasting from a few months to a year or more. During this time, employees keep their job position and may be unpaid, partially paid or fully paid — although it's most often an unpaid leave.

European markets, specifically Western European markets, have a higher percentage of companies offering this type of leave. On average, 39% of companies offer this leave benefit with Austria (53%) and France (51%) leading the way. While the typical approach is to tie employee tenure to eligibility for using this benefit, in some of markets, including Norway and Sweden, over 30% of organizations offer this benefit to employees upon hire.

Sabbaticals are not as widely offered in other parts of the world. In the Americas, Canada and Colombia top the list with 27% of companies offering this benefit and in Asia Pacific, 28% of companies operating in India offer sabbatical leave where it is most often provided for a median of 26 weeks unpaid leave.

Typical market practice: Sabbatical leave in top five markets





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Source: 2024 Leave Programs