

## Where is sabbatical and volunteer leave the most prevalent?

In recent years, the concept of offering leave for employees to focus on personal growth and development beyond standard vacation days has increased in popularity.

Sabbatical leave is an extended leave from work which allows employees to take a career break to pursue interests such as academic and personal development, or travel to gain new experiences. Sabbatical leave may be

## Markets with the highest percentage of companies offering paid or unpaid sabbatical leave

1	Austria	53%
2	France	51%
3	Norway	44%
4	Denmark	41%
5	Sweden	41%
6	Spain	40%
7	United Kingdom	40%
8	Portugal	39%
9	South Africa	39%
10	Saudi Arabia	38%

## Markets with the highest percentage of companies offering paid volunteer leave

1	Czechia	68%
2	Denmark	65%
3	Finland	64%
4	Israel	63%
5	Norway	63%
6	Sweden	63%
7	Belgium	58%
8	Switzerland	58%
9	Australia	56%
10	France	56%

Volunteer leave allows employees to take time off to participate in charitable activities or volunteer programs.
Volunteer leave is typically paid.

You can review market practice data on leave policies in Leave Programs Online.

Source: Mercer's 2024 Leave Programs