

## Leave Programs

A competitive leave policy is a benefit to everyone.

Review market practice and statutory requirements of paid and unpaid time off for a selection of core leave programs.



Participate in the survey to receive a free report for all available markets in which you submit data!

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**Included in a TAAP+ subscription!**

### This product can help you...

- Create and manage leave programs that follow local legislation while remaining competitive within the market.
- Save time by comparing statutory requirements and typical market practices side by side.



### TAAP+ bonus

TAAP+ subscribers have exclusive access to our **emerging leave policies benchmarking tool!**

### What's included?

- Primary caregiver/maternity leave
- Secondary caregiver/paternity leave
- Other family leave, including parental leave and dependent care leave
- Annual vacation leave
- Other annual leave, including personal days and volunteer leave
- Other leave, including bereavement leave and sabbaticals

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[Single Market Sample](#)

# Take a closer look...

## Global online

Primary caregiver Secondary caregiver Other family leave Vacation Other annual leave Other leave

Primary caregiver/maternity leave calculator

Select an option

### Statutory requirements summary

Type of leave	Statutory leave	Amount paid
Primary caregiver/maternity	<ul style="list-style-type: none"> <li>Quebec: Up to 18 weeks</li> <li>All other provinces: 16-19 weeks.</li> </ul>	<ul style="list-style-type: none"> <li>Quebec: 15 weeks at 75% of average weekly earnings (AWE) or 18 weeks at 70% of AWE.</li> <li>All other provinces: 15 weeks at 55% of salary (capped at 638 CAD per week (2022), remainder unpaid).</li> </ul>

Notes: Average weekly earnings in Quebec are capped at 1,692 CAD per week (for 2022). Employees must be participants of the Quebec Parental Insurance Plan (QPIP) to qualify.

**46% of employers provide leave above statutory requirements**

## Region Excel

### Leave Programs | Sample

Period of service required to be eligible for leave

Region	Sub region	Market	Leave type	On hire	1 month	3 months
Region 1	Sub region 1	Market 1	Primary caregiver	85%	0%	0%
Region 1	Sub region 1	Market 1	Secondary caregiver	84%	7%	0%
Region 1	Sub region 1	Market 1	Other family leave	50%	4%	0%
Region 1	Sub region 1	Market 1	Vacation	50%	4%	0%
Region 1	Sub region 1	Market 1	Other annual leave	85%	0%	0%
Region 1	Sub region 1	Market 1	Sabbaticals	24%	0%	0%
Region 2	Sub region 2	Market 2	Primary caregiver	85%	0%	0%
Region 2	Sub region 2	Market 2	Secondary caregiver	4%	7%	0%
Region 2	Sub region 2	Market 2	Dependent care	0%	4%	0%
Region 2	Sub region 2	Market 2	Vacation	50%	4%	0%
Region 2	Sub region 2	Market 2	Volunteer leave	85%	0%	0%
Region 2	Sub region 2	Market 2	Sabbaticals	24%	0%	0%

Eligibility: Primary caregiver, Secondary caregiver

## Single market PDF

### Annual vacation leave

#### Statutory requirements summary

Length of service	Minimum annual vacation leave
Less than 6 months	1 day for every 20 days worked
6 months to 5 years	10 days
5-10 years	15 days
10-20 years	20 days
Over 20 years	30 days

#### Typical employer practice

##### Number of annual vacation days

All employees

	Median days	Average days
1 year of service	20	20
5 years of service	20	20

### Other annual leave

#### Personal days

Companies provide personal days

Legend: Yes 43%, No 57%

#### Typical employer practice

##### Number of annual personal days

	Median days	Average days	N=
Paid days	3	3	27
Unpaid days	14	16	4
Total amount of leave	14	16	25

# Leave Programs

2024 Release: September 18

## Online pricing

	USD	CAD
Global online   Up to 15 users	6,000	8,100
Global online   Up to 5 users	3,700	5,000
Add single user	1,000	1,350

## Excel and PDF pricing

	USD	CAD
Region Excel	2,000	2,700
Single market PDF	1,000	1,350

## Pricing notes

Global online includes two options: access for up to 15 users or access for up to 5 users; additional users may be added for a fee (add single user).

Regions available: Americas; Asia Pacific; and Europe, Middle East & Africa. Selection of single market PDFs available on request including the United States and Canada.

Global online orders automatically renew every 12 months. Renewals will be invoiced on or around the renewal date each year. If you wish to cancel your auto renewal, notify us at least 30 days prior to your expiration date.



Online version can be viewed in English, French, German, Portuguese and Spanish!

## Market coverage

A global online subscription includes 12 months' access to market-specific data for all available markets. Global online includes Excel and PDF downloads. Region Excel reports include access to market-specific data for all available markets within the selected region.