## Mercer TAAP

## **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.



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

Participate Now Learn More

**Buy Now** 

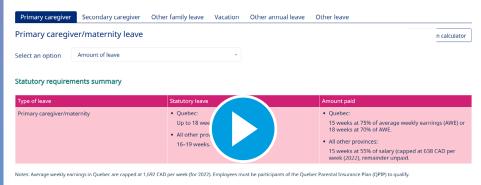
Demo Video

Region Sample

Single Market Sample

# Take a closer look...

#### **Global online**



46% of employers provide leave above statutory requirements

#### 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		

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**Typical employer practice** 

Number of annual vacation days

All employees

 Median days

 1 year of service
 20

 5 years of service
 20

#### **Region Excel**

#### Leave Programs | Sample

Period of service required to be eligible for leave

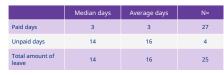
Region 🚽	Sub region 🛛 🚽	Market 🚽	Leave type 🛛 🖵	On hire 🖵	1 month 🤟 🗧
Region 1	Sub region 1	Market 1	Primary caregiver	85%	0%
Region 1	Sub region 1	Market 1	vy caregiver	84%	7%
Region 1	Sub region 1	Market 1	hare	50%	4%
Region 1	Sub region 1	Market 1		50%	4%
Region 1	Sub region 1	Market 1	V ve	85%	0%
Region 1	Sub region 1	Market 1		24%	0%
Region 2	Sub region 2	Market 2	care iver		
Region 2	Sub region 2	Market 2	Secondary caregive		7%
Region 2	Sub region 2	Market 2	Dependent cre		
Region 2	Sub region 2	Market 2	Vacation	50%	4%
Region 2	Sub region 2	Market 2	Volunteer leave	85%	0%
Region 2	Sub region 2	Market 2	Sabbaticals	24%	0%
Elig	ibility	Primary ca	aregiver	Secondar	y caregiver

## **Other annual leave**

Personal days

#### Typical employer practice

Number of annual personal days

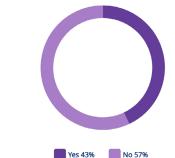


Average days

20

20





# 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.