

Holiday entitlements – global comparison

Country	Statutory minimum holidays (days)	Ranking by statutory minimum holidays	Public holidays (days)	Rankings by total number of available bank holidays	Total (days)
Finland	30 ¹	1=	10 ²	7=	40
Brazil	30	1=	11	6=	41
France	30 ³	1=	10	7=	40
Lithuania	28 ⁴	2=	13	4=	41
Russia	28 ⁵	2=	12	5=	40
United Kingdom	28 ⁶	2=	8	9=	36
Poland	26 ⁷	3	10	7=	36
Greece	25 ⁸	4=	12	5=	37
Austria	25	4=	13	4=	38
Denmark	25	4=	9	8=	34
Sweden	25	4=	11	6=	36
Norway	25 ⁹	4=	10	7=	35
Luxembourg	25	4=	10	7=	35
Malta	24	5	14	3=	38
Hungary	23 (age 31/32) ¹⁰	6	10	7=	33
Spain	22 ¹¹	7=	14	3=	36
Portugal	22 ¹²	7=	13	4=	35
Romania	21	8=	9	8=	30
South Africa	21 ¹³	8=	12	5=	33
Belgium	20	9=	10	7=	30
Germany	20 ¹⁴	9=	10 ¹⁵	7=	30
Cyprus	20	9=	15	2=	35
Australia	20 ¹⁶	9=	8 ¹⁷	9=	28

Czech Republic	20	9=	12	5=	32
Japan	20 ¹⁸	9=	16	1=	36
Ireland	20	9=	9	8=	29
Italy	20	9=	11	6=	31
Latvia	20	9=	12	5=	32
Netherlands	20 ¹⁹	9=	8	9=	28
Slovakia	20	9=	15	2=	35
Slovenia	20	9=	13	4=	33
Switzerland	20 ²⁰	9=	9	8=	29
New Zealand	20 ²¹	9=	11	6=	31
South Korea	19 ²²	10	15	2=	34
Taiwan	15 ²³	11=	13	4=	28
United States	No mandatory requirement, see explanations below. Typical practice would be 15 days ²⁴	11=	10	7=	10 (25 including typical vacation time)
Hong Kong	14 ²⁵	12=	12	5=	26
Singapore	14 ²⁶	12=	11	6=	25
India	12 ²⁷	13	16 ²⁸	1=	28
Canada	10 ²⁹	14=	9 ³⁰	8=	19
China	10 ³¹	14=	11	6=	21

Comments:

The figures are based on statutory entitlements for an employee working five days a week, with 10 years' service.

Public holidays do not include Saturdays and Sundays.

¹**Finland:** Sundays are not included in the calculation, but Saturdays are. This means that employees are entitled to five weeks of vacation per year

²**Finland:** Midsummer's Eve and Christmas Eve are not official public holidays by legislation and not included in the list above. However, most employment contracts provide these two days as full holiday.

³**France:** the law provides for five weeks of paid vacation (that is, 30 calendar days + Sundays)

⁴**Lithuania:** minimum annual leave is 28 calendar days

⁵**Russia:** 28 calendar days

⁶**United Kingdom:** effective from 1 April 2009, a worker is entitled to 28 days of annual leave each year (up from 24 previously). Public holidays (of which there are eight days in the UK) may count towards the employee's annual leave entitlement.

⁷**Poland:** the length of holiday in a calendar year depends on the seniority of the employee – 20 working days under 10 years' service, 26 working days above 10 years' service.

⁸**Greece:** employees who have completed 10 years of service with the same employer, or 12 years with several employers, are entitled to 25 working days of paid leave per year.

⁹**Norway:** employees are entitled to 25 working days of vacation per year. Working days are defined as all days except Sundays.

¹⁰**Hungary:** mandatory vacation is calculated according to the age of the employee (minimum 20 max. 30 after age 45). An employee aged 31 to 32 would be entitled to 23 days.

¹¹**Spain:** paid vacation period is not lower than 30 calendar days or 22 working days.

¹²**Portugal:** the number of 22 workdays is increased, by between one and three days, if the employee did not miss without justification any working day in the previous year.

¹³**South Africa:** 21 consecutive days' paid leave per year. This is the equivalent of three weeks' time off. Weekends during the vacation period are counted as leave days.

¹⁴**Germany:** for a five-day week, the mandatory vacation entitlement is 20 working days. Companies typically supplement: typically 30 working days based on a five-workday week.

¹⁵**Germany:** public holidays differ from each state (Bundesland). The overall amount of public holidays ranges from nine to 13 days in the course of a calendar year.

¹⁶**Australia:** the law provides for four weeks of paid annual leave

¹⁷**Australia:** there are usually at least two additional public holidays proclaimed in each state/territory each year, which must also be observed. Some are applicable to certain industries, such as banking, or only apply to certain regions.

¹⁸**Japan:** annual vacation is variable according to length of service – 20 days for an employee with 10 years of service

¹⁹**Netherlands:** the statutory rules have a minimum character. It is customary for employers to grant more paid vacation (between 25 and 30 days).

²⁰**Switzerland:** public holidays vary across cantons and municipalities. 1 August is a federal holiday; in addition, each Swiss canton is authorised to institute a maximum of eight public holidays per year. In addition, there might be several work free days according to the canton/municipality.

²¹**New Zealand:** every employee is entitled to four weeks' paid vacation after 12 months' service.

²²**South Korea:** annual vacation is variable according to length of service – 19 days for an employee with 10 years of service

²³**Taiwan:** annual vacation is variable according to length of service – employees with more than five but less than 10 years of service are entitled to 14 days of leave, employees with over 10 years of service are entitled to one additional day per year of service up to a maximum of 30 days.

²⁴**United States:** Federal law does not mandate pay for time not worked. Although vacation policies vary widely, many organisations provide three weeks of vacation after five to ten years of service. Unionised employees generally have vacation time specified under collective agreements.

²⁵**Hong Kong:** annual vacation is variable according to length of service – 14 days for an employee with 10 years of service

²⁶**Singapore:** annual vacation is variable according to length of service – 14 days for an employee with 10 years of service

²⁷**India:** every worker who has worked for 240 days or more during a calendar year is entitled to leave at the following rate: one day for every 20 days of work performed during the previous calendar year.

²⁸**India:** the use of public holidays is not appropriate in the Indian context when dealing with private establishments. Private establishments must observe national holidays (26 January, 15 August and 2 October) and holidays on major festivals. The average number of such festivals may vary from five to seven. Local variations, depending on the state, are prevalent.

²⁹**Canada:** mandatory vacation entitlements vary between provinces. Figures in the table represent the mandatory entitlement for Ontario: two weeks of paid time off. Companies typically supplement statutory requirements, vacation schedules vary by company and may provide up to six weeks' vacation after 20 or 25 years of service.

³⁰**Canada:** Ontario's Civic Monday (first Monday in August) is not provided by statute but is generally offered. Not included in the public holidays above as it is not mandatory.

³¹**China:** the employee is entitled to five days' paid vacation if the accumulated service year is more than one year and less than 10 years; 10 days' paid vacation if the accumulated service year is more than 10 years and less than 20 years.