Vacation Tracker

NOVEMBER 1, 2026

Leave Trends Report

Time Off Around the World

median yearly allowance

15 days

vacation days taken per employee per year

11.3 days

median booking lead time

14 days

median approval time inside Microsoft Teams or Slack

32 min

vacationtracker.io/tools/leave-trends/

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Key findings

01 Christmas week is the busiest week of the year for time off, with 6.3% of all vacation days. That's more than 3 times an average week.

02 December is the busiest month, at 193% of an average month. January is the quietest, at 63%.

03 Companies that set their own policy give a median of 15 days of paid time off a year. It's 13 days in the United States and 28 in Germany.

04 Employees record a median of 11.3 vacation days a year. It's 9 in the United States and 14.8 in Germany.

05 61% of vacation requests are for one day or less. Only 3.3% are for 10 working days or more.

06 People book vacation a median of 14 days ahead. It's 22 days in the United Kingdom and 7 in India.

07 Sick leave peaks in February, at 12.9% of all leave requests, against a low of 10.2% in early summer.

08 Remote-work days make up 14% of all requests, and peak every September.

09 86.5% of leave requests are approved, and only 1.6% are denied.

10 Requests approved inside Microsoft Teams or Slack were decided in a median of 32 minutes. Those approved elsewhere took 152 minutes.

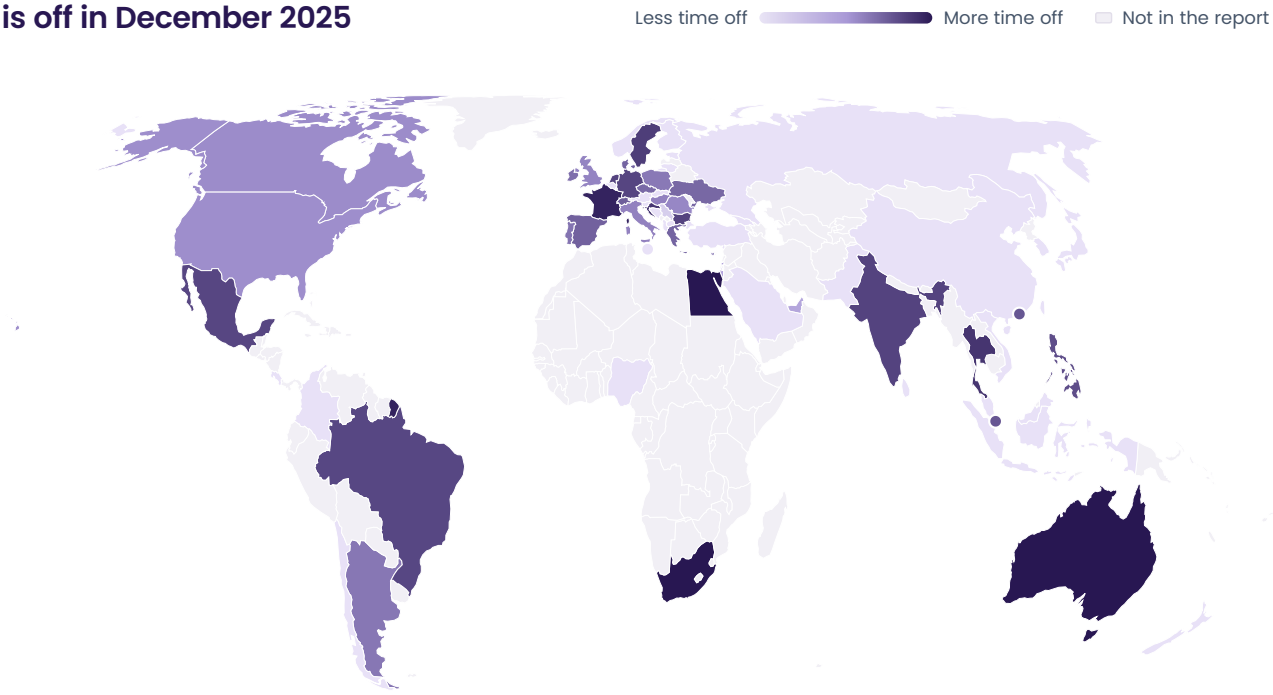
11 88% of companies with more than one location run two or more public-holiday calendars, and 64% give different time-off allowances in different locations.

When do people take time off?

Christmas week is the busiest week of the year for time off, with 6.3% of all vacation days. That's more than 3 times an average week.

December is the busiest month, at **193%** of an average month. January is the quietest, at **63%**.

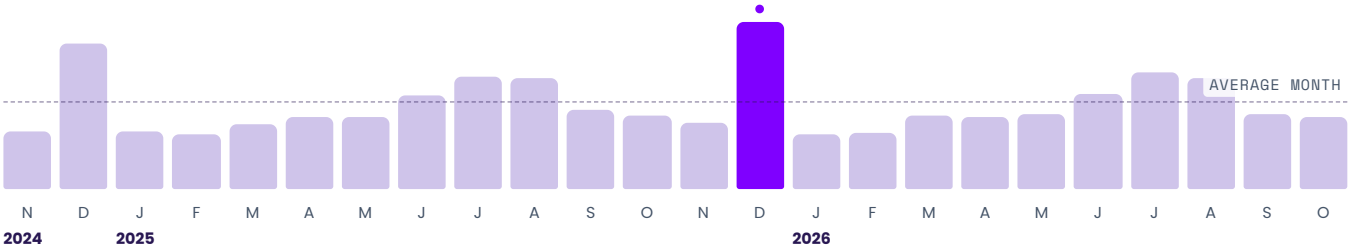
Who is off in December 2025



Each country's share of its yearly vacation days that falls in this month, against an average month.

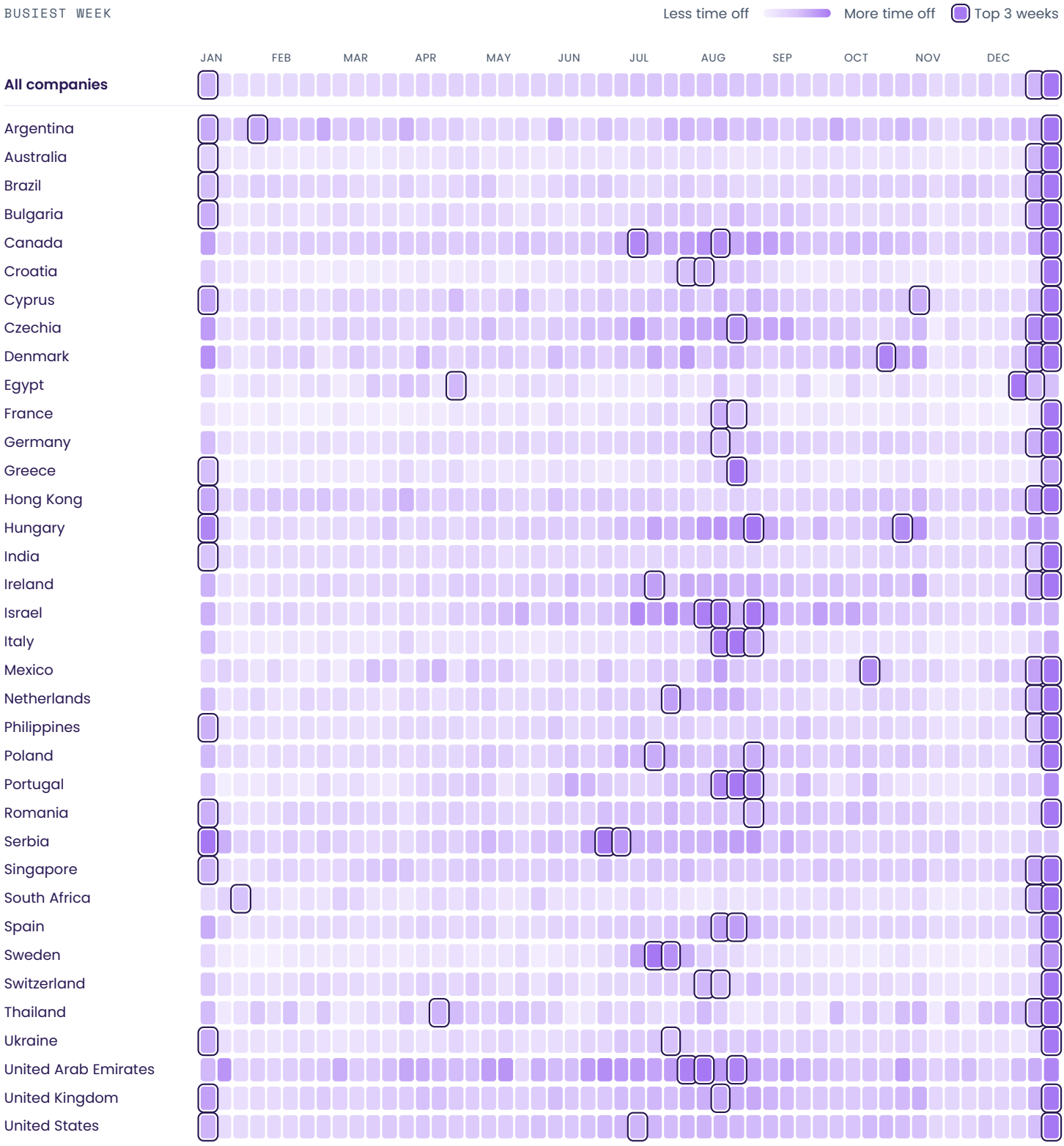
TIME OFF BY MONTH

December 2025: 193% of an average month



Top 3 weeks by country

Each row is one year of vacation, week by week, from January to December. The darker the square, the bigger that week's share of the country's vacation days. Each country's three busiest weeks are outlined: its peaks, usually Christmas and a week or two in summer.



Planning your own time off? Try the free PTO planner.

How much paid time off do companies give?

Companies that set their own policy give a median of **15** days of paid time off a year. It's **13** days in the United States and **28** in Germany.

ALLOWANCE (DAYS)

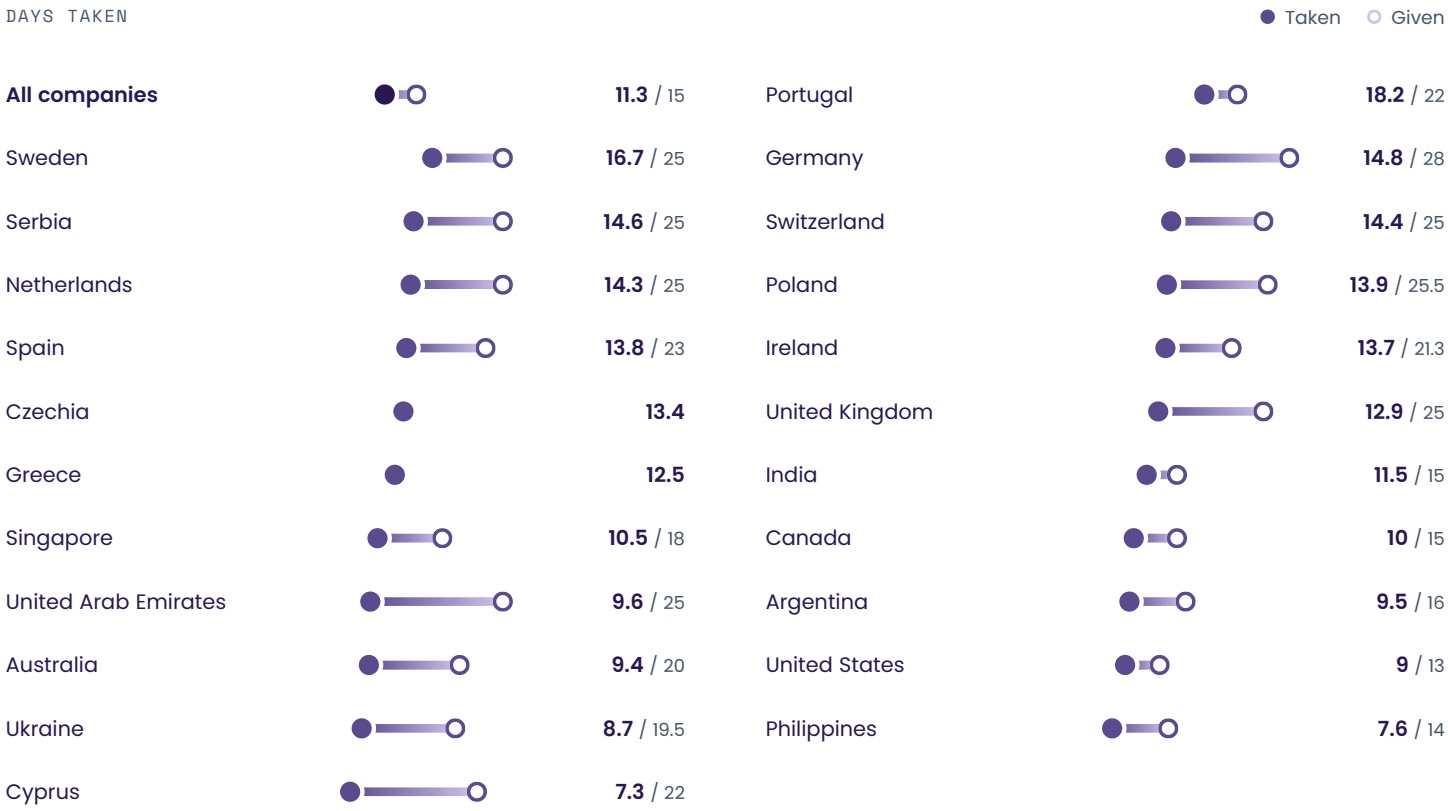


The median is 15 days.

How much time off do people actually take?

Employees record a median of **11.3** vacation days a year. It's **9** in the United States and **14.8** in Germany.

DAYS TAKEN

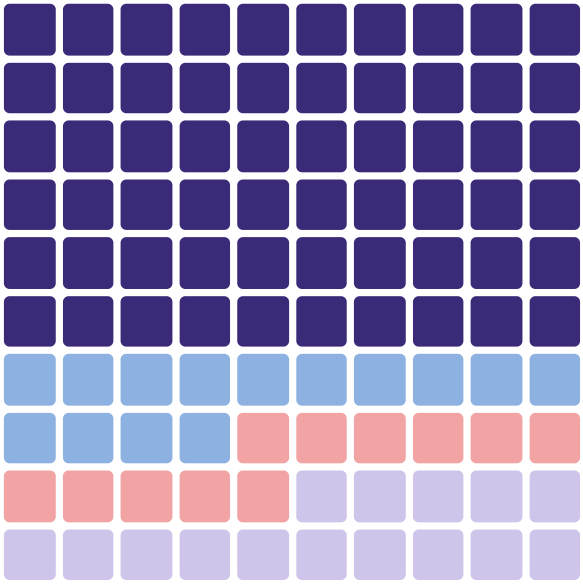


People record fewer vacation days than they're given. Larger companies record more (12.6 days at 50–249 employees vs 8.5 at 1–9).

What is leave taken for?

Vacation is 59.9% of requests, remote work 14% and sick leave 10.9%.

SHARE OF REQUESTS



Each square is 1% of requests

Vacation	59.9%
Remote work	14%
Sick leave	10.9%
Other	7.3%
Comp time	2.2%
Personal leave	2%
Unpaid leave	1.2%
Business travel	1.1%
Floating holiday	0.8%
Parental leave	0.5%
Bereavement	0.2%

BY COMPANY SIZE



How far in advance do people request time off?

People book vacation a median of 14 days ahead. It's 22 days in the United Kingdom and 7 in India.

BOOKING LEAD TIME (DAYS)

-- All companies: 14 days

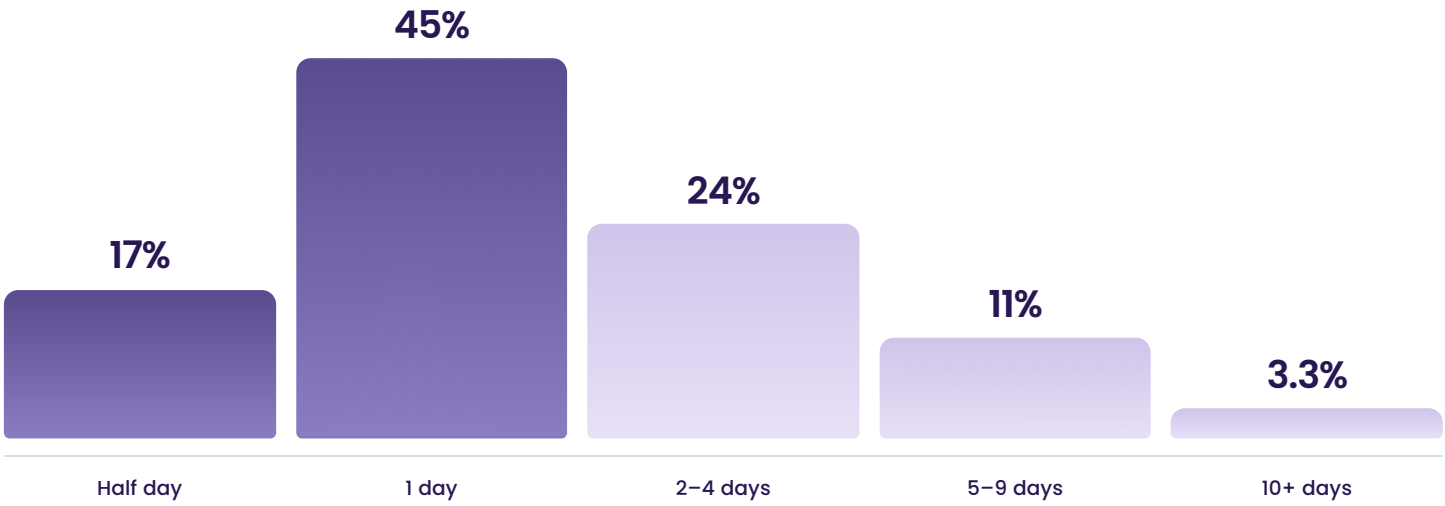


A median of 14 days. Furthest ahead: Portugal (34 days). Shortest notice: Romania (3).

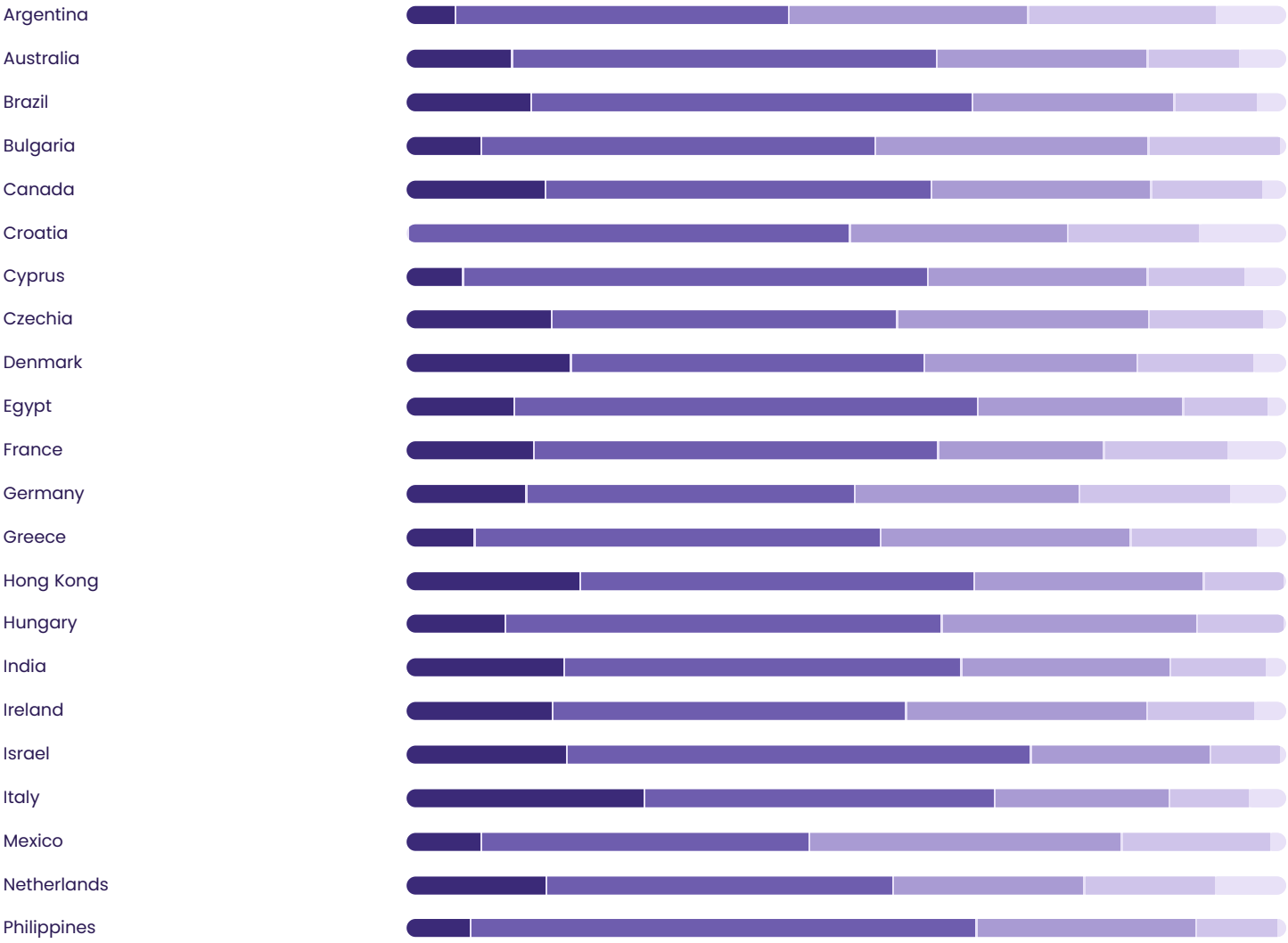
How long is a typical vacation?

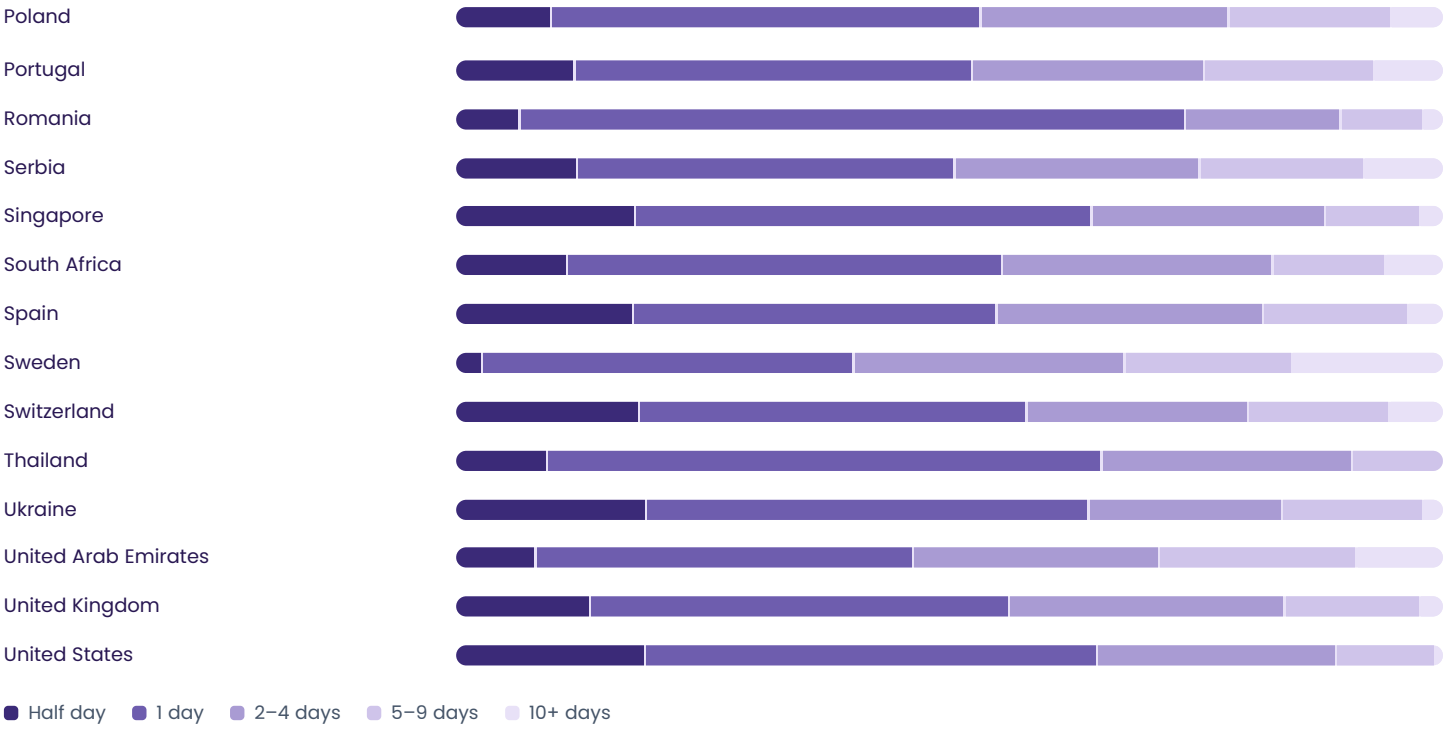
61% of vacation requests are for one day or less. Only **3.3%** are for **10** working days or more.

LENGTH



BY COUNTRY



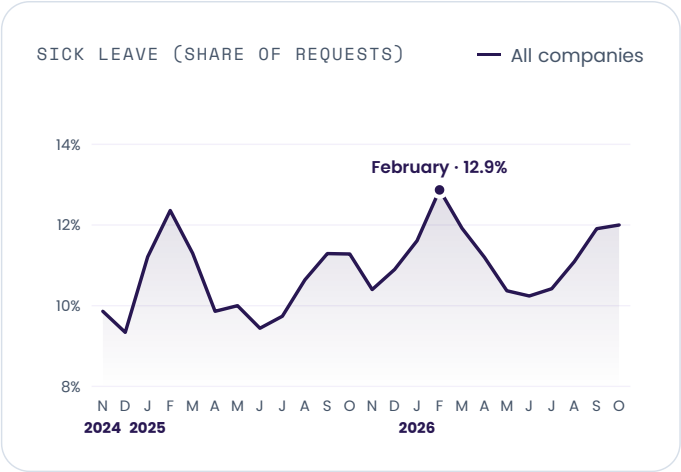


Most requests are single days. Week-long breaks are about 1 in 9.

07 /12

When are people off sick?

Sick leave peaks in February, at **12.9%** of all leave requests, against a low of **10.2%** in early summer.

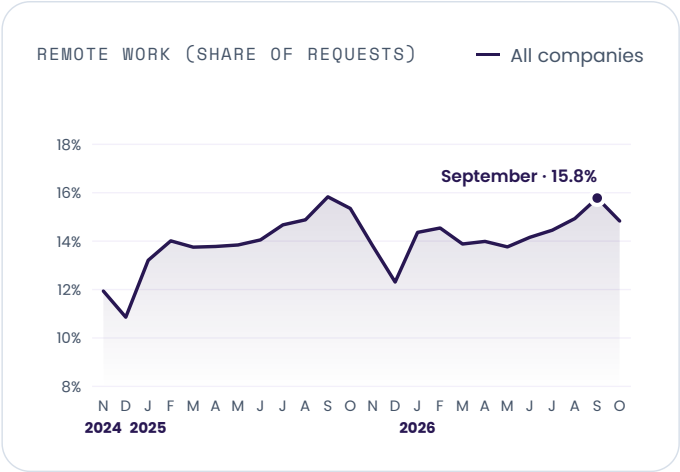


February is the peak, and early summer is the low.

08 /12

When do people work remotely?

Remote-work days make up **14%** of all requests, and peak every September.



Remote work rises through the summer, peaks in September and dips at Christmas.

How fast are leave requests approved?

86.5% of leave requests are approved, and only 1.6% are denied.

Requests approved inside Microsoft Teams or Slack were decided in a median of **32** minutes. Those approved elsewhere took **152** minutes.

ALL REQUESTS



86.5%	6.4%	5.2%	1.6%	0.4%
Approved	Cancelled	Expired	Denied	Pending

BY COMPANY SIZE



Inside Microsoft Teams or Slack

32 min

57.6% decided within an hour

Elsewhere

152 min

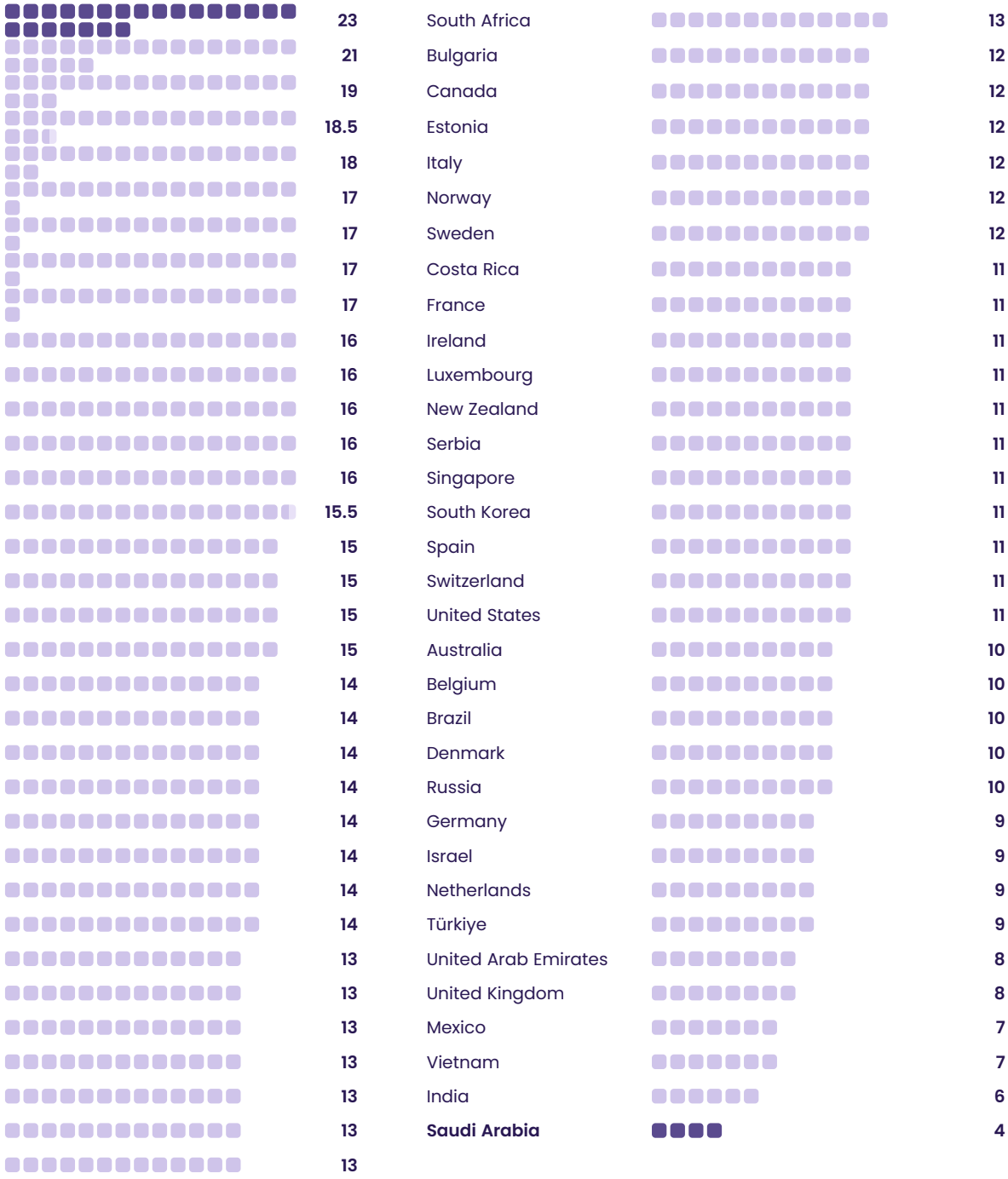
39.3% decided within an hour

A median of 48 minutes overall. 57.6% of requests approved inside Microsoft Teams or Slack are decided within an hour.

How many public holidays does each country have?

Holiday calendars range from 23 days (Sri Lanka) to 4 (Saudi Arabia).

PUBLIC HOLIDAYS



Sri Lanka	23	South Africa	13
Bosnia and Herzegovina	21	Bulgaria	12
Colombia	19	Canada	12
Japan	18.5	Estonia	12
Thailand	18	Italy	12
Albania	17	Norway	12
Georgia	17	Sweden	12
Hong Kong	17	Costa Rica	11
Ukraine	17	France	11
Argentina	16	Ireland	11
Chile	16	Luxembourg	11
Indonesia	16	New Zealand	11
Malaysia	16	Serbia	11
Romania	16	Singapore	11
Taiwan	15.5	South Korea	11
Austria	15	Spain	11
Cyprus	15	Switzerland	11
North Macedonia	15	United States	11
Slovenia	15	Australia	10
China	14	Belgium	10
Croatia	14	Brazil	10
Greece	14	Denmark	10
Lithuania	14	Russia	10
Malta	14	Germany	9
Nigeria	14	Israel	9
Poland	14	Netherlands	9
Slovakia	14	Türkiye	9
Czechia	13	United Arab Emirates	8
Egypt	13	United Kingdom	8
Finland	13	Mexico	7
Hungary	13	Vietnam	7
Pakistan	13	India	6
Philippines	13	**Saudi Arabia**	4
Portugal	13		

Each square is one public holiday

These are the holidays companies load into their calendars, not legal requirements.

Companies with more than one location

88% of companies with more than one location run two or more public-holiday calendars, and **64%** give different time-off allowances in different locations.

88%

of companies with more than one location run two or more public-holiday calendars

64%

of companies with more than one location give different allowances in different locations

8

public holidays: median difference between two locations

2 between two US locations

How each industry takes time off

INDUSTRY	YEARLY ALLOWANCE	DAYS TAKEN PER YEAR	BOOKING LEAD TIME	REMOTE-WORK SHARE	PEAK MONTHS
Construction & Real Estate	14 days	10.1 days	14 days	12%	December, July
Education	15 days	8.9 days	9 days	9.9%	June, December
Energy & Utilities	15 days	11.2 days	10 days	27.9%	December, July
Finance & Insurance	17.5 days	12.3 days	14 days	18.6%	December, July
Government & Public Sector	21.1 days	11.1 days	19 days	2.5%	December, August
Healthcare & Life Sciences	15 days	9.1 days	15 days	10.3%	December, July
Hospitality, Travel & Food	15 days	11 days	16 days	5.1%	December, July
Manufacturing & Industrial	15 days	11.4 days	12 days	17%	December, July
Marketing, Media & Creative	16 days	11.2 days	16 days	9.8%	December, August
Non-profit & Religious	15 days	11.3 days	19 days	3.8%	December, July
Professional Services	15 days	10.8 days	16 days	18.8%	December, July
Retail & E-commerce	15 days	9.6 days	12 days	17.4%	December, July
Software & IT	20 days	12.1 days	11 days	12.6%	December, July
Transport & Logistics	14 days	9 days	13 days	19.6%	December, August

Methodology

This report is built from anonymised, aggregated leave data from more than 3,500 companies in 67 countries and 14 industries that use Vacation Tracker, the leave management tool for Microsoft Teams, Slack and Google Workspace. It covers 24 months, from November 2024 to October 2026.

- **Real records, not a survey:** every figure comes from the leave requests and policies companies actually recorded in Vacation Tracker, not from what people say they do.
- **Privacy:** no company names, people or individual requests are ever published. Every figure is based on at least 10 companies; smaller groups aren't shown.
- **Medians:** figures in days and minutes are medians: half the companies (or requests) are above, half below. A few unusual values can't pull them up or down the way they would an average.
- **Time off:** from approved requests that weren't cancelled. Remote-work days and business travel are excluded from time-off figures.
- **Allowance:** the yearly paid-time-off allowance set on each company's main leave policy, in days: what the company gives every year. Days taken are the vacation days employees actually recorded in the last 12 months (the median per employee), in companies where at least 3 people requested leave. Side by side, the two show how much of their allowance people use.
- **Company size:** the number of people who requested leave in the last 12 months.
- **Approval times:** from request to decision, with automatic approvals left out. Requests approved inside Microsoft Teams or Slack are compared with those approved elsewhere: a correlation, not proof that one causes the other.
- **Open data:** every figure on this page is in one file you can download (JSON) and reuse, with a citation.
- **Updates:** monthly; each edition adds the latest month.
- **Not legal advice:** these figures show what companies set up, not what the law requires. Check the leave laws for your country.

Vacation Tracker

Run time off the easy way

Vacation Tracker handles leave requests, approvals, allowances and holiday calendars inside Microsoft Teams, Slack or Google Workspace.

Start free trial

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