

LEAVE BENCHMARKING SURVEY

SABBATICAL LEAVE



In September 2023, IBI surveyed more than 400 employers about their Sabbatical Leave Benefits. Respondents were instructed to focus on an employer sponsored standalone leave benefit that is not part of any other leave or PTO benefit.

Benefit Offering

75% of employers surveyed offer a standalone employer sponsored sabbatical benefit

9% of employers offer 100% paid sabbatical leave

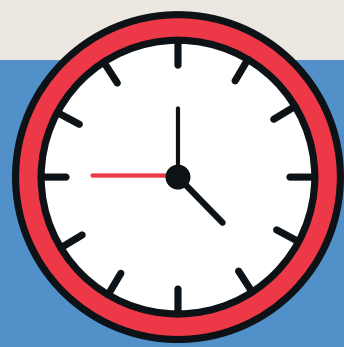
43% of employers require more than 5 years of service to be eligible for sabbatical leave



Benefit Changes

47% of employers made changes to their organization's policy on sabbatical leave since 2020

Of those who made changes, 73% started or expanded benefit provisions/conditions on sabbatical leave since 2020



Mid-size and large companies are more likely to provide longer sabbatical durations than small companies.

Length of Time

33%

of employers offer between 4 and 6 weeks of sabbatical leave

Employee Satisfaction

71% of employers who gather post-sabbatical leave input from employees to track satisfaction report their employees are very satisfied after returning from leave

60% of employers support offering a sabbatical leave benefit because employees return rejuvenated and often feel like they have a new job

No Sabbatical Leave

53% of employers who do not offer sabbatical leave say it's because their PTO policy is very generous



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