

Quality of Employment in Canada

Paid leave entitlement, 2024

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Paid leave entitlement, 2024

In 2024, just under three quarters (72.9%) of employees in Canada reported that they were entitled to paid vacation leave. Permanent employees had a notably higher rate of paid leave entitlement than non-permanent employees, as did employees with job tenure of one year or more compared with employees with job tenure of less than 12 months.

Access to paid vacation leave is an important consideration for quality of employment and is associated with greater job satisfaction and well-being.¹ In the United Nations Economic Commission for Europe's (UNECE) quality of employment framework, the paid leave entitlement indicator refers to the percentage of employees entitled to paid vacation leave in their main job.

Canada has employment standards on paid vacation leave for federally, provincially, and territorially regulated industries and workplaces.² In most jurisdictions, employees who have been with their employer for less than 12 months are not guaranteed paid vacation leave.³ While employers are required to treat non-permanent employees the same way as permanent employees, many non-permanent employees are not entitled to vacation leave due to the short duration of their contract. Employers in specific industries are also exempt from having to provide paid vacation leave to certain categories of employees, regardless of tenure.⁴

Data and analyses for this indicator are based on the Labour Force Survey (LFS). Unless otherwise specified, the estimates are annual averages for paid employees aged 15 and older.

Recent trends

The proportion of employees with access to paid vacation leave has risen slightly since 2021. In 2021, 70.3% of employees had paid leave entitlement. This proportion increased to 71.0% in 2022, 72.4% in 2023, and 72.9% in 2024.

A recent snapshot

Permanent employees and employees with job tenure of at least one year were more likely to have access to paid vacation leave

In 2024, over three-quarters (78.0%) of permanent employees had access to paid vacation leave, compared to under one-third (32.0%) of non-permanent employees. Among non-permanent employees, those with a seasonal job (20.8%) or a casual job (15.1%) were less likely to have paid leave entitlement than those with a temporary, term, or contract job (43.5%).

In line with Canadian employment standards, employees with job tenure of under one year were less likely to have paid leave entitlement. Less than half (49.3%) of employees with a tenure of less than one year had access to vacation leave in their job, 23.6 percentage points lower than the national average (72.9%).

Employees in management occupations and in natural and applied sciences had the highest rates of paid leave entitlement

In 2024, employees in management occupations had the highest rate of paid leave entitlement, followed closely by those in natural and applied sciences. Over 9 in 10 (92.2%) employees in management occupations had access to paid vacation leave, a proportion markedly higher than the national average (72.9%). Similarly, 90.3%

1. Hilbrecht, M., & Smale, B. (2016). *The contribution of paid vacation time to wellbeing among employed Canadians*. *Leisure/Loisir*, 40(1), 31–54.

2. Government of Canada. (2024). *Annual vacations and general holidays for employees working for federally regulated employers*. For provincial rules, see information compiled by Indeed: [Everything You Need To Know About Vacation Pay in Canada](#).

3. Most jurisdictions distinguish between vacation pay and vacation leave. Vacation pay (e.g. 4%) must be provided, even for employees who have not reached 12 months of tenure with their employer.

4. In Alberta for example, teachers, as well as licensed insurance salespersons paid by commission, were not covered by regulations pertaining to paid vacation leave as of 2024: [Employment standards rules – Vacations and vacation pay](#).

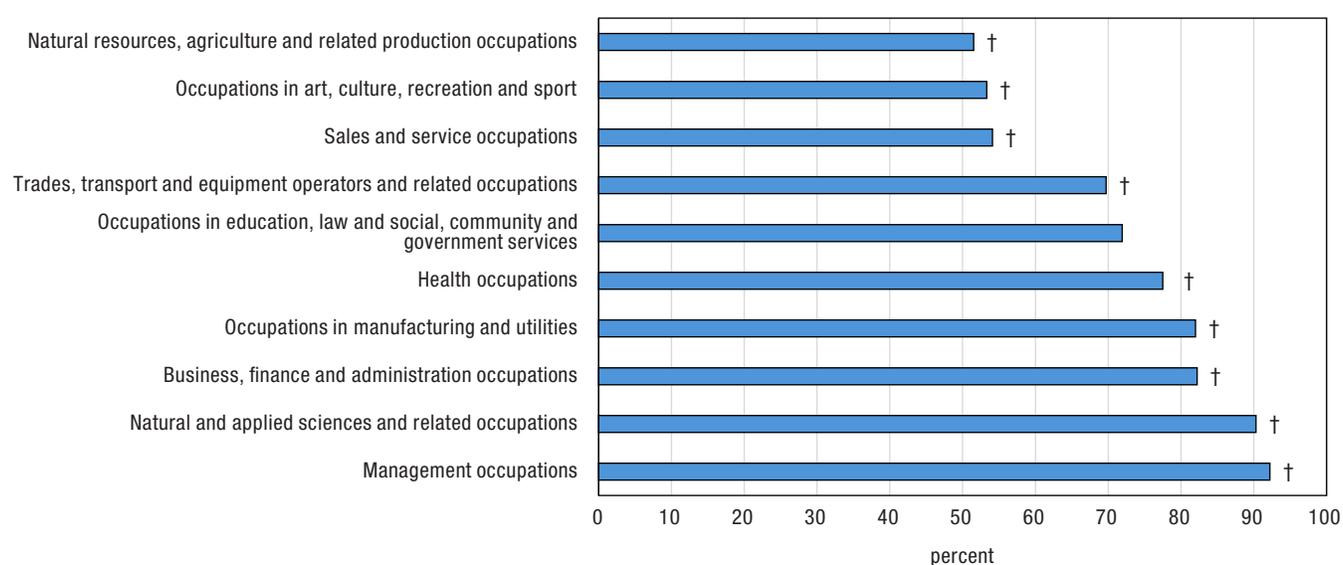
Paid leave entitlement, 2024

of employees in natural and applied sciences had paid leave entitlement. Employees in business, finance, and administration (82.2%), manufacturing and utilities (82.0%), and health occupations (77.5%), also had above-average rates of leave entitlement.

In contrast, just over half of employees in natural resources and agriculture (51.5%), art, culture, recreation and sport (53.3%), and sales and service occupations (54.1%) had access to paid vacation leave in 2024. Rates of entitlement to paid vacation leave for these occupations were notably lower than the overall average.

Overall, employees in jobs that typically require more education or experience had higher rates of access to paid vacation. Notably, more than 4 in 5 employees (83.6%) in professional occupations that usually require at least a bachelor's degree (TEER 1)⁵ had paid leave entitlement.

Chart 1
Proportion of employees with paid leave entitlement by occupation, Canada, 2024



† statistically significant relative to national average

Note: Due to rounding, estimates and percentages may differ slightly between different Statistics Canada products, such as analytical documents and data tables.

Source: Statistics Canada, Labour Force Survey, custom tabulation.

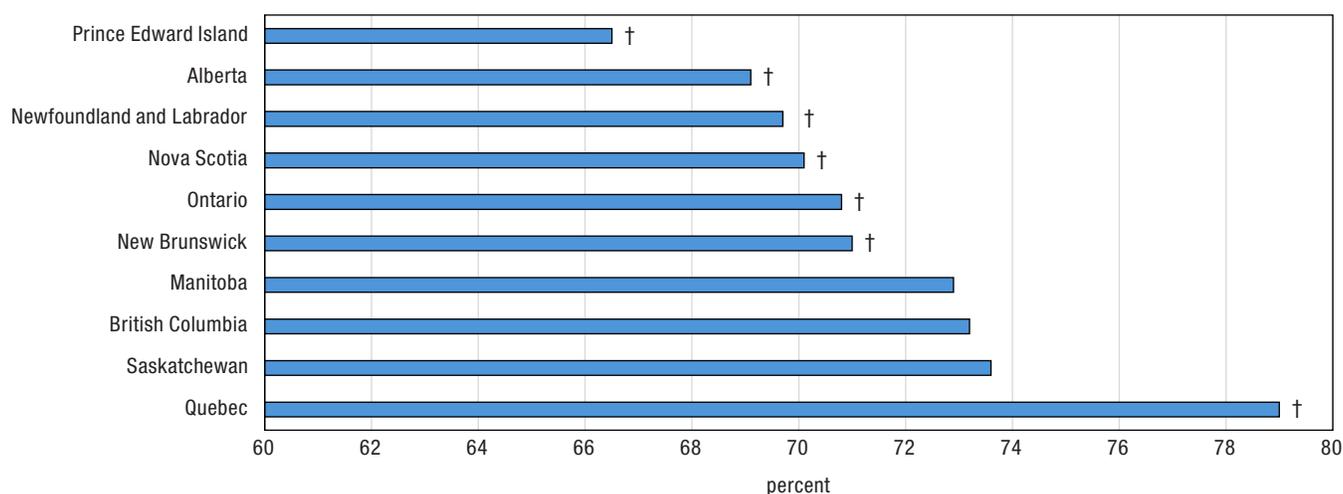
Employees in Quebec have the highest rate of paid leave entitlement

In 2024, Quebec (79.0%) had the highest rate of paid leave entitlement among employees, whereas Prince Edward Island (66.5%) had the lowest rate. The proportion of employees with access to paid vacation leave was slightly lower than the national average in Alberta (69.1%), Newfoundland and Labrador (69.7%), Nova Scotia (70.1%), Ontario (70.8%), and New Brunswick (71.0%).

5. Statistics Canada. (2022). Variant of the National Occupation Classification (NOC) 2021 Version 1.0 for Analysis by TEER categories – Background Information.

Chart 2

Proportion of employees with paid leave entitlement by province, Canada, 2024



† statistically significant relative to national average

Note: Due to rounding, estimates and percentages may differ slightly between different Statistics Canada products, such as analytical documents and data tables.

Source: Statistics Canada, Labour Force Survey, custom tabulation.

Public sector employees more likely to have paid vacation leave, reflecting in part their higher unionization rate

Being employed in the public sector was associated with a higher probability of having paid vacation leave. In 2024, more than 8 in 10 (81.7%) public sector employees had access to paid vacation leave, compared to 7 in 10 (70.0%) private sector employees. This may partly reflect public sector employees’ higher unionization rate, since collective bargaining agreements can provide additional provisions for paid leave beyond employment standards legislation. Indeed, just over three-quarters (76.6%) of public sector employees were unionized, relative to 15.0% of private sector employees.

Public sector employees who were covered by a collective agreement were 16.8 percentage points more likely to be entitled to paid leave than private sector employees who were not unionized (84.8% vs. 68.0%). The proportion of unionized employees in the private sector who had access to paid vacation leave (81.2%) was slightly lower than the rate observed among their public sector counterparts (84.8%).

West Asian employees less likely to have access to paid vacation leave than non-racialized, non-Indigenous employees

Racialized employees may experience inequities with respect to some aspects of quality of employment. Notably, as part of their transition from the education system to the labour market, workers in several racialized groups are less likely to find jobs with comparable pay and benefits to the jobs of non-racialized and non-Indigenous employees.⁶ Further, most racialized groups are less unionized,⁷ a factor associated with lower rates of paid leave entitlement.

In 2024, West Asian (66.1%), Black (69.1%), South Asian (69.3%), Arab (70.3%), and Southeast Asian (71.0%) employees all had lower rates of paid leave entitlement than non-racialized and non-Indigenous employees (74.0%).

For West Asian employees, additional contributing factors include their higher likelihood of having a non-permanent job (18.5% vs. 10.2%) and their higher probability of having job tenure of less than 12 months (26.6% vs. 15.4%) compared with non-racialized, non-Indigenous employees.

6. See: [The Daily — Racialized Canadians are less likely to find as good jobs as their non-racialized and non-Indigenous counterparts early in their careers](#)

7. Galarneau, D., Corak, L., & Brunet, S. (2023, January 18). *Early career job quality of racialized Canadian graduates with a bachelor's degree, 2014 to 2017 cohorts*. Insights on Canadian Society (Catalogue No. 75-006-X2023001). Statistics Canada

Information on the indicator

Description or definition

The **paid leave entitlement** indicator is the number of employees aged 15 and older who report having access to paid vacation leave in their main job, expressed as a percentage of all employees.

Source

Statistics Canada, Labour Force Survey, 2021 to 2024.

Information for interpretation

For more information on the Labour Force Survey (LFS) methodology and population coverage, please consult the [Guide to the Labour Force Survey, 2025](#).

The LFS estimates are based on a sample and are therefore subject to sampling variability. The analysis focuses on differences between estimates that are statistically significant at the 95% confidence level. Due to rounding, estimates and percentages may differ slightly between different Statistics Canada products, such as analytical documents and data tables.

Occupations are coded according to the National Occupational Classification (NOC) 2021. Single digit NOC codes were used for this analysis, and anyone employed in management (not limited to senior management) was coded as management (TEER 0).

Other related information

Additional Statistics Canada data are available on the following subject:

[Earnings, wages and non-wage benefits](#)