

mahabis WORK-LIFE INDEX

THE MAHABIS WORK LIFE INDEX

Overall ranking	Country
1	Denmark
2	Norway
3	Sweden
4	Finland
5	Netherlands
6	Austria
6	France
8	Switzerland
9	Luxembourg
10	Canada
11	Germany
11	Spain
13	Ireland
14	Italy
15	Portugal
16	United Kingdom
17	Greece
17	United States
19	Japan
20	Korea

RANKED BY CATEGORY

Country	Wellbeing	Work-life balance	Employment rights
Austria	8	13	3
Canada	5	13	12
Denmark	2	2	1
Finland	4	9	5
France	14	6	4
Germany	8	4	19
Greece	19	17	11
Ireland	11	11	12
Italy	17	12	9
Japan	16	17	15
Korea	18	20	16
Luxembourg	12	7	10
Netherlands	5	1	16
Norway	2	3	2
Portugal	20	15	5
Spain	15	8	8
Sweden	7	5	5
Switzerland	1	10	17
United Kingdom	13	15	14
United States	8	19	20

Wellbeing: Based on the Global Happiness Poll conducted by Gallup.

Work-life balance: Average annual hours worked, Hours per day for leisure,
Percentage of the population working very long hours from the OECD.

Employment rights: Annual leave, maternity leave and pay for a week of sick leave.

RANKING BY CATEGORY:

Wellbeing

Country	Happiness
Austria	7.0
Canada	7.3
Denmark	7.5
Finland	7.4
France	6.4
Germany	7.0
Greece	5.2
Ireland	6.9
Italy	5.9
Japan	5.9
Korea	5.8
Luxembourg	6.8
Netherlands	7.3
Norway	7.5
Portugal	5.1
Spain	6.2
Sweden	7.3
Switzerland	7.5
United Kingdom	6.7
United States	7.0

Source: OECD, three-year average 2015-2017

RANKING BY CATEGORY:

Work and Life

Country	Hours worked	Hours for leisure	Long hours
Austria	1613	14.55	6.78
Canada	1695	14.41	3.73
Denmark	1408	15.87	2.2
Finland	1628	15.17	3.91
France	1514	16.36	7.76
Germany	1356	15.55	4.6
Greece	2018	14.67	7.3
Ireland	1738	15.28	4.66
Italy	1723	14.89	3.9
Japan	1710	14.85	21.81
Korea	2024	14.7	20.84
Luxembourg	1518	15.15	3.76
Netherlands	1433	15.9	0.45
Norway	1419	15.56	3.17
Portugal	1683	14.89	8.2
Spain	1689	15.93	4.55
Sweden	1609	15.18	1.11
Switzerland	1570	15.02	6.91
United Kingdom	1681	14.92	12.68
United States	1780	14.44	11.45

Source: OECD

RANKING BY CATEGORY:

Employment Rights

Country	No. of public holidays*	Statutory leave (not including bank holidays)	Maternity leave** (weeks)
Austria	12	25	16
Canada	11	14	17
Denmark	11	25	18
Finland	13	25	15
France	11	25	16
Germany	9	20	14
Greece	11	20	17
Ireland	9	20	26
Italy	11	20	20
Japan	15	10	14
Korea	16	15	13
Luxembourg	10	25	16
Netherlands	9	20	16
Norway	10	25	52
Portugal	12	22	17
Spain	10	30	16
Sweden	14	25	14
Switzerland	7	28	14
United Kingdom	8	20	39
United States	10	0	12

*Mercer Worldwide Benefit + Employment Guidelines

**ILO Employment Rights Database