

Report: Employee Leave Requests Rose in 2024, Mental Health Among Key Reasons

Employee leave requests increased for the third consecutive year in 2024, according to the [2025 State of Leave and Accommodations](#) report from software firm AbsenceSoft.

As expected, the survey revealed that recovery from an illness or injury is the top reason for employees' leave requests at 57%. However, managing mental health issues follows closely at 47%, making it the second most common reason for leave requests. Other top reasons included caring for a parent, relative or child and bereavement and pregnancy leave.

Furthermore, mental health conditions were the most frequently cited reason for employees seeking job accommodations in 2024.

“When it comes to leave and accommodations, both employers and employees reported wanting a streamlined, simplified and transparent process.”

- *Seth Turner, AbsenceSoft co-founder and chief strategy officer*

Key Findings

The AbsenceSoft report highlighted new trends and challenges HR professionals face regarding leave and accommodations. Other notable findings include the following:

- The most requested accommodation in 2024 was remote work, followed by intermittent leave and additional breaks. Other common accommodations include specialized equipment or changes in workspace.
- Both employers and employees want a streamlined, transparent process for leave and accommodation requests.
- A positive leave or accommodations experience boosts employee motivation, productivity and workplace loyalty. Conversely, negative experiences can lead to feelings of being undervalued and unsupported.
- Nearly one-third of employers plan to introduce new paid leave benefits in 2025; paid medical and parental leave are the most common additions.

Employer Takeaway

This report shows that leave and accommodations are on the rise. As such, employers should be prepared to meet the needs of employees and comply with all applicable rules and regulations.

Contact us for more resources.