

## BBC Learning English – Ask About Britain

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### Annual Leave 年假

Helen: Hello everyone. Welcome to Ask About Britain. I'm Helen.

Feifei: 大家好，我是冯菲菲。欢迎收听英国问答 Ask About Britain. 今天我们将回答来自一位云南的听友的提问。

Helen: The question is: how many days of paid annual leave do people in the UK get?

Feifei: Annual leave 或者 annual holiday 就是年假，英国人一年的带薪年假到底有多少天？

### Insert

*Am I allowed to answer that? Well it's three, four weeks.*

*20 days.*

*Pro rota 23 days.*

*I get probably four weeks off a year.*

Helen: So most people have about four weeks of paid annual leave a year. That seems to be pretty standard.

Feifei: Pretty standard 符合惯例，基本上每年多数人会有 20 天也就是 4 周的带薪假期 paid annual leave.

Helen: We spoke to BBC World Service Human Resources Manager Jill Wookey to get a better idea of what kind of leave workers are entitled to.

Feifei: 就这个问题，我们采访了 BBC 国际台人事部经理 Jill Wookey 给我们做一个全面的介绍。

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*In the UK, the law says that you're entitled to 28 days of annual leave. The 28 days includes eight UK public holidays. However, many employers in the UK now give more than the statutory minimum. So for example, at the BBC, we get eight public holidays and 25 additional holidays in the year. This is of course for full-time employees, people who work five days a week.*

Helen: According to Jill, the law says that full-time workers are entitled to 28 days of annual leave.



Feifei: **Entitled to** 就是有权享受的。只要是全职人员根据法律规定，每年就可以享受 28 天带薪假日，其中 8 天是公休假日 **public holidays**，比如说圣诞节。

Helen: This 28 days annual leave is the statutory minimum.

Feifei: **Statutory minimum** 法定最少的。

Helen: Many larger organisations give their staff more than the statutory minimum of 28 days. For example, at the BBC, we get 25 days plus eight public holidays.

Feifei: That makes it 33 days of holiday in total. 一般大公司或者政府部门，会给职员们更多一些假期，像在 BBC，我们一年有 25 天假，在加上 8 天公休假日，一共 33 天。

Helen: What about part-time workers, how many days of annual leave do they get?

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*For part-time employees, their holiday entitlement is calculated on a pro rata basis, this means you get a proportion of the entitlement of annual leave that a full-time worker would get.*

Feifei: Jill 介绍说 **part-time employees** 兼职员工的年假是根据工作时间，按比例计算的 **calculated on a pro rata basis**.

Helen: So if someone worked three days a week at the BBC, they would get 15 days of annual leave based on the holiday entitlement for a full-time employee.

Feifei: Right. The less you work, the less annual leave you'll get.

Helen: Now, let's hear from Michael McDonald, who is self-employed, does that make any difference?

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*Because I'm pretty much self-employed, I really have to fit my holiday time around my work activities. These holidays that I have are really time off from work where I could be earning, so I'm not actually paid or being paid whilst I'm away.*

Feifei: **Michael** 是个体户 **self-employed**，他不是任何公司的固定职员，所以休假要看他自己工作上的安排。

Helen: As he's self-employed, he doesn't get any statutory paid holiday. Michael can take as much or as little holiday as he wants, but it will have an impact on his financial earnings.

Feifei: 收入 **earnings**. **Michael** 休假是没有工资的，所以他尽量会在没有工作的时候去度假。

- Helen:** Even though there's no paid annual leave or other company benefits, many people still choose to be self-employed, because of the freedom it gives them.
- Feifei:** 是的, 在英国很多人都选择 **self-employed**, 主要是因为这样很自由。
- Helen:** Apart from paid annual leave, there are other types of leave employees are entitled to.
- Feifei:** 英国的劳工制度很健全, 所以除了带薪年假外, 职工还可以享受其它假期。
- Helen:** We'll go through some of them very quickly here. For example, maternity leave can be up to one year.
- Feifei:** 女职工可以享受近 1 年的带薪产假 **maternity leave**.
- Helen:** And if you're a new father, you can take two weeks of paternity leave.
- Feifei:** 当新爸爸的男职员们就可以享受 2 周的陪产假 **paternity leave**.
- Helen:** If I fall ill, I can take sick leave.
- Feifei:** 如果生病可以请病假 **sick leave**.
- Helen:** OK, I think we've covered almost everything on the subject of annual leave. Many people think that we're quite lucky in the UK to have 28 days of annual leave.
- Feifei:** I think so. Apparently in the US people only get half of what we get. 关于英国带薪年假我们就介绍到这儿, 谢谢收听, 我们下次节目再会。
- Helen:** Bye.

### Glossary

<b>public holiday</b> 公休假日	<b>statutory minimum</b> 法定最少的
<b>pro rata</b> 按比例分	<b>entitlement</b> 有权得到的
<b>time off</b> 休假	<b>self-employed</b> 个体户, 自雇的
<b>financial earnings</b> 经济收入	<b>freedom</b> 自由
<b>maternity leave</b> 产假	<b>paternity leave</b> 陪产假