



For release 10:00 a.m. (EDT) Thursday, August 29, 2019

USDL-19-1542

Technical information: (202) 691-6339 • atusinfo@bls.gov • www.bls.gov/tus

Media contact: (202) 691-5902 • PressOffice@bls.gov

ACCESS TO AND USE OF LEAVE — 2017-2018 DATA FROM THE AMERICAN TIME USE SURVEY

In 2017-18, 66 percent of wage and salary workers had access to paid leave at their jobs, the U.S. Bureau of Labor Statistics reported today. This was an increase from 2011, when 60 percent of workers had access to paid leave.

These findings are from a supplementary set of questions—the 2017-18 Leave and Job Flexibilities Module—that was asked as part of the American Time Use Survey (ATUS), and sponsored by the Department of Labor’s Women’s Bureau. The data on leave were collected directly from wage and salary workers, excluding the self-employed. Workers sometimes do not know whether they can use leave until they have a need to do so. The measures of leave apply only to a person’s sole or main job. For individuals with more than one job, this is the job in which they usually work the most hours. For more information about the ATUS Leave and Job Flexibilities Module, see the Technical Note.

Comparisons in this news release are on a broad level and do not control for many factors that can be important in explaining differences in leave access, including differences in the distribution of workers by their full- or part-time work status.

Access to paid or unpaid leave in 2017-18:

- On average, 66 percent of wage and salary workers had access to paid leave at their jobs. Seventy-eight percent of wage and salary workers had access to unpaid leave, and an additional 9 percent were unsure whether they had access to unpaid leave. Ninety-three percent of workers had access to either paid or unpaid leave. (See table 2.)
- The percentage of wage and salary workers with access to paid leave increased from 60 percent in 2011 to 66 percent in 2017-18. The gains in access to paid leave were widespread across demographic and other characteristics. (See table 1.)
- The percentage of women with access to paid leave increased from 58 percent in 2011 to 65 percent in 2017-18. The percentage of men with access to paid leave increased from 62 percent to 67 percent over the same time period. (See table 1.)

- The wage and salary workers most likely to have access to paid leave were in management, business, and financial operations occupations (82 percent); installation, maintenance, and repair occupations (79 percent); and professional and related occupations (76 percent). Workers least likely to have access to paid leave were in construction and extraction occupations (36 percent) and service occupations (43 percent). (See table 2.)
- Seventy-nine percent of public-sector workers had access to paid leave, compared with 63 percent of private-sector workers. (See table 2.)
- Among single jobholders, full-time workers were about three times more likely than part-time workers to have access to paid leave—77 percent, compared with 23 percent. (See table 2.)
- Among full-time wage and salary workers with only one job, higher earners had greater access to paid leave. Eighty-six percent of workers in the top 25 percent of earners had access to paid leave, compared with 57 percent of workers who were among the lowest 25 percent of earners. (See table 2.)
- Vacation (95 percent) and own illness or medical care (94 percent) were the most common reasons for which workers could use paid leave. The most common reasons for which workers could use unpaid leave were for own illness or medical care (93 percent) and illness or medical care of a family member (86 percent). (See table 3.)
- Wage and salary workers who could work at home as part of their job were more likely to have access to paid leave (81 percent) than were workers who could not work at home (60 percent). (See table 2.)

Use of paid or unpaid leave in 2017-18:

- During an average week, 21 percent of wage and salary workers took leave, either paid or unpaid, from their job. These workers took an average of 13.7 hours of leave. (See table 4.)
- In an average week, 6 percent of wage and salary workers took leave for vacation, 5 percent took leave because they were ill or needed medical care, and 4 percent took leave to run errands or for personal reasons. (See table 6.)
- Women were more likely than men to take leave from their jobs during an average week (23 percent, compared with 19 percent). Of those who took leave during an average week, women were more likely than men to take leave because a family member was ill or needed medical care (10 percent, compared with 6 percent). (See table 4.)
- Of those wage and salary workers who took leave from their jobs during an average week, about two-thirds used paid leave. (See table 5.)

- Among workers who took leave during an average week, parents living with children under age 18 were more likely to take leave because a family member was ill or needed medical care than were workers who were not parents living with children (13 percent, compared with 5 percent). Those who were not parents were more likely to take leave for their own illness or medical care (24 percent) than were workers who were parents of household children (18 percent). (See table 4.)

Non-use of leave in 2017-18:

- Nine percent of wage and salary workers needed to take leave during an average month, but for various reasons did not take leave. About one-third of these workers needed to take leave for their own illness or medical care, and about one-third needed to take leave for errands or personal reasons. (See table 7.)
- During an average month, women were more likely than men to experience times when they needed to take leave but did not (10 percent, compared with 7 percent). Of those women who needed to take leave but did not, the most common reason for needing leave was for their own illness or medical care (42 percent). By comparison, men most often needed leave for errands or personal reasons (40 percent). (See table 7.)
- Of those workers who needed to take leave during an average month but did not, 23 percent did not take leave because they had too much work, 21 percent did not take leave because they feared negative employment consequences or because their leave request was denied, and 15 percent did not take leave because they could not afford the loss in income. (See table 8.)

Technical Note

The data in this release were collected with a supplementary set of questions, the 2017-18 Leave and Job Flexibilities Module, asked as part of the American Time Use Survey (ATUS) in 2017 and 2018. The ATUS—a continuous survey conducted by the U.S. Census Bureau for the Bureau of Labor Statistics—focuses on obtaining information about how individuals age 15 and over spend their time. For more information about the survey, see the ATUS User’s Guide at www.bls.gov/tus/atususersguide.pdf.

The 2017-18 Leave and Job Flexibilities Module was sponsored by the Department of Labor’s Women’s Bureau. The purpose of this module was to obtain information about workers’ access to and use of leave, job flexibilities, and work schedules. The data in this release pertain to wage and salary workers and their main job. The data exclude all self-employed workers. Respondents to the 2017-18 Leave and Job Flexibilities Module answered questions about access to paid and unpaid leave, reasons for taking leave, use of leave during the past 7 days, times when leave was needed but not taken, shift work, advance notice of schedules, workers’ control over their schedules, work-at-home arrangements, and other related topics. There were about 10,000 respondents to the Leave and Job Flexibilities Module in 2017-18.

These data on leave were collected directly from wage and salary workers. The data thus represent workers’ knowledge on these topics. Workers sometimes do not know whether they can use leave or adjust their work schedules until they have a need to do so. Leave and Job Flexibilities Module data were collected from January 2017 through December 2018.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: (800) 877-8339.

Leave questions and concepts

The 2017-18 Leave and Job Flexibilities Module was introduced with the statement, “The next few questions are about paid and unpaid leave from a job.” Following the introduction, respondents were asked whether they receive paid leave at their main job and, if so, the reasons for which they can take paid leave. Respondents were then asked about their ability to take leave without pay and reasons for which they can take unpaid leave from their main job.

Respondents with access to paid or unpaid leave were asked whether they had taken any leave during the past 7 days. If they took leave, they were asked about the length and main reason for taking leave.

In the next set of questions, respondents were asked about how much flexibility they have in arranging their work schedules. Respondents were asked if they can vary or change the times they begin and end work. If able to do so, respondents were asked how often they can change these times, and whether their ability to do so was governed by a formal or informal arrangement with their employer.

Workers unable to vary the times they begin and end work were asked whether they have input into their work schedules. Respondents were then asked how far in advance they know their work schedule.

Next, respondents were asked about the time of day and days of the week they usually work. Those working a non-daytime schedule were asked about the shift they usually work, and the main reason why they work this shift. Respondents were then asked on which days they usually work during the week.

Next, respondents were asked if they can work at home. Respondents who indicated they can work at home were asked if they ever do work at home, if they are paid for the hours they work at home, and the main reason they work at home. Those who do work at home were asked if there are days they work only at home and, if so, how often.

In the last section, respondents were asked if there were times during the past month in which they needed to take off from work but did not. If so, respondents were asked their reasons for needing to take leave. Respondents with access to paid or unpaid leave were asked about their reasons for not using leave.

The Leave and Job Flexibilities Module questionnaire is available at www.bls.gov/tus/lvmquestionnaire1718.pdf.

Definitions

Employment and earnings

- *Employed.* All persons who:
 - 1) At any time during the 7 days prior to the interview did any work at all as paid employees, or worked in their own business or profession or on their own farm; or
 - 2) Were not working during the 7 days prior to the interview but had jobs or businesses from which they were temporarily absent because of illness, bad weather, vacation, childcare problems, labor-management disputes, maternity or paternity leave, job training, or other family or personal reasons, whether or not they were paid for the time off or were seeking other jobs; or
 - 3) Usually worked 15 hours or more as unpaid workers in a family-operated enterprise.
- *Employed full time.* For the purpose of producing estimates related to leave, full-time workers are single jobholders who usually worked 35 or more hours per week.
- *Employed part time.* For the purpose of producing estimates related to leave, part-time workers are single jobholders who usually worked fewer than 35 hours per week.

- *Main job.* For persons holding more than one job, the questions in the Leave and Job Flexibilities Module referred to the characteristics of their main job—the job in which they usually worked the most hours.
- *Wage and salary workers.* These are workers who receive wages, salaries, commissions, tips, payment in kind, or piece rates. The group includes employees in both the private and public sectors. For the purpose of producing estimates related to leave, wage and salary workers do not include any self-employed workers; this differs from the annual ATUS news release, in which workers who are self-employed and whose businesses are incorporated are classified as wage and salary workers.
- *Usual weekly earnings.* Estimates represent the earnings of full-time wage and salary workers with one job only, before taxes and other deductions.
- *Weekly earnings quartiles.* The ranges used for the quartiles represent approximately 25 percent of full-time wage and salary workers who held only one job. For example, 25 percent of full-time wage and salary workers with one job only had weekly earnings of \$590 or less in 2017 and \$630 or less in 2018. Weekly earnings in the 25th to the 50th percentile range amounted to \$591 to \$920 in 2017 and \$631 to \$960 in 2018. Weekly earnings in the 50th to the 75th percentile range were \$921 to \$1,440 in 2017 and \$961 to \$1,530 in 2018. Those earning greater than the 75th percentile had earnings of \$1,441 and higher in 2017 and \$1,531 and higher in 2018. Earnings ranges were estimated using the 2017 and 2018 ATUS data.

Leave related

- *Paid leave.* Respondents were asked “Do you receive paid leave on your current job?” or, for those with multiple jobs, “Do you receive paid leave on your main job? By main job, we mean the one at which you usually work the most hours.” Respondents were identified as having paid leave at their main job if they answered “yes” to one of these questions.
- *Unpaid leave.* Respondents were asked “Are you allowed to take time off from work without pay?” or, for those with multiple jobs, “In your main job, are you allowed to take time off from work without pay?” Respondents were identified as having unpaid leave at their main job if they answered “yes” to one of these questions.
- *Reasons for taking leave.* If respondents answered “yes” to having paid or unpaid leave, they were

asked about specific reasons for which they could take paid and unpaid leave. The reasons are: own illness or medical care; illness or medical care of another family member; childcare, other than for illness; eldercare; vacation; errands or personal reasons; and birth or adoption of a child.

- *Workers who needed to take leave.* Respondents were asked if there were times in the previous month when they needed to take leave, but did not. Those who responded “yes” were asked, “Why did you need to take off work?” Those with access to paid or unpaid leave were asked, “Why did you decide not to take leave?”

Other

- *Average week.* The average week reflects an average across all wage and salary workers in the population, for the period of 7 days prior to the interview day. Interviews are conducted on nearly all days of the year. The sequence of days included in the average week differs for respondents whose interviews were conducted on different days of the week. For example, if the interview was conducted on a Friday, the average week refers to the previous Friday through Thursday (yesterday). If the interview was conducted on a Monday, the average week refers to the previous Monday through Sunday (yesterday).
- *Work schedule flexibility.* Respondents were asked “Do you have flexible work hours that allow you to vary or make changes in the times you begin and end work?” Respondents were identified as having work schedule flexibility if they answered “yes” to this question.
- *Workplace flexibility.* Respondents were asked “As part of your job, can you work at home?” or, for those with multiple jobs, “As part of your main job, can you work at home?” Respondents were identified as having workplace flexibility if they answered “yes” to one of these questions.

Comparability of the estimates

There are some key differences between the 2017-18 Leave and Job Flexibilities Module and the 2011 Leave Module to the ATUS. Some of these differences affect the comparability of estimates produced from the two modules.

Both modules asked wage and salary workers about their access to and use of leave; however, wage and salary workers were defined differently in the two modules. The difference was in how self-employed workers of incorporated businesses were classified. This group of self-employed workers was included in the 2011 Leave Module definition of wage and salary workers, but excluded from the

2017-18 Leave and Job Flexibilities Module definition. All estimates shown in this release—for 2011 and 2017-18—were generated using the narrower 2017-18 definition of wage and salary workers. However, because of this change, estimates published in the news release “Access to and use of leave—2011 data from the American Time Use Survey” should not be compared to the results in this news release. Additionally, this is why 2011 estimates on access to paid leave in this news release differ from estimates appearing in the original release of 2011 data.

The methods used to generate statistical weights for the 2011 Leave Module and the 2017-18 Leave Module data were slightly different. The 2017-18 weighting methodology included a modified adjustment for weekday and weekend diaries such that the distribution of weighted person-days corresponded to the proportion in the calendar for each month. This is important for time-use estimates, as people spend their weekdays and weekend days differently. BLS analysis indicates that this change in weighting methodology had only a negligible effect on the estimates about access to leave shown in table 1.

The 2017-18 Leave and Job Flexibilities Module questionnaire is a re-designed and improved version of the 2011 Leave Module questionnaire. Questions were added, dropped, and modified, and these changes affected the comparability of some results. The 2011 Leave Module questionnaire included some questions about types of leave that were not asked in 2017-18. While this change affected the ordering of some questions, any impact on the results is thought to be minimal. Additionally, questions about respondents’ use of leave were streamlined in 2017-18, so that everyone with access to leave was asked whether they had taken leave in the prior 7 days. In 2011, information collected earlier in the ATUS about labor force participation in the previous week was used to determine which questions about use of leave respondents were asked in the module. Questions about an unmet need for leave were asked in both of the modules, but the period referenced by the questions differed. In 2011, workers were asked whether, in the past 7 days, there were situations in which they needed to take off from work but did not; in 2017-18, the question instead referenced the previous month.

The 2017-18 Leave and Job Flexibilities questionnaire collected more detail than the 2011 questionnaire about the reasons people took leave, and for those who needed to take leave but did not use it, it collected additional information about the reasons they needed to take leave and the reasons why they decided not to take leave. Collecting this additional detail about workers’ reasons for using or not using leave improved the 2017-18 results by reducing the percentage of workers appearing in the residual “other” columns in the tables of this news release; however, because of these changes, the 2017-18 results for these questions are not comparable to the 2011 results.

Reliability of the estimates

Statistics based on the ATUS Leave and Job Flexibilities Module are subject to both sampling and

nonsampling error. When a sample, rather than the entire population, is surveyed, estimates differ from the true population values they represent. The component of this difference that occurs because samples differ by chance is known as *sampling error*, and its variability is measured by the standard error of the estimate.

Sample estimates from a given survey design are unbiased when an average of the estimates from all possible samples would yield, hypothetically, the true population value. In this case, the sample estimate and its standard error can be used to construct approximate confidence intervals, or ranges of values that include the true population value with known probabilities. If the process of selecting a sample from the population were repeated many times, an estimate made from each sample, and a suitable estimate of its standard error calculated for each sample, then approximately 90 percent of the intervals from 1.645 standard errors below the estimate to 1.645 standard errors above the estimate would include the true population value. BLS analyses are generally conducted at the 90-percent level of confidence.

The ATUS Leave and Job Flexibilities Module data also are affected by *nonsampling error*, which is the average difference between population and sample values for samples generated by a given process. Nonsampling error can occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or unwillingness of respondents to provide correct information, and errors made in the collection or processing of the data.

Nonsampling error and leave. Data provided in the Leave and Job Flexibilities Module may be affected by nonsampling error for a variety of reasons. Access to paid or unpaid leave may be misreported if respondents are unaware of their employers’ leave policies. For example, newer employees may not yet know whether they can take paid or unpaid leave from their jobs, under what circumstances or for which reasons they can take leave, or the different types of paid leave available to them. Some employers may have formal or written leave policies, while others may rely on employees’ supervisors to convey and implement leave policies. Unless employees have inquired about the specific leave arrangements, they may not know if the specific leave arrangements are possible. For example, workers with paid leave who have never used unpaid leave may not know if they can use unpaid leave, or under what circumstances they may use unpaid leave.

Differences between employer- and employee-based surveys. Estimates of access to leave that are derived from responses to household (or employee-based) surveys may differ from estimates produced using establishment (or employer-based) surveys. In general, employer-based surveys often provide more detailed and accurate data on employer leave policies, while household surveys allow researchers to examine demographic factors such as sex, age, ethnicity, education, and race, and how they relate to leave availability and usage.

Table 1. Workers with access to paid leave by selected characteristics, averages for the periods 2011 and 2017-2018

Characteristic	Percent of workers with access to paid leave								
	2011 ¹			2017-18 ¹			Change from 2011 to 2017-18 (percentage points) ²		
	Yes	No	Do not know	Yes	No	Do not know	Yes	No	Do not know
Age									
Total, 15 years and over.....	60.2	38.4	1.2	66.0	32.9	1.1	5.8	-5.5	-0.1
15 to 24 years.....	25.9	71.0	3.0	35.4	62.0	2.6	9.4	-9.0	-0.4
25 to 34 years.....	63.9	35.0	0.9	70.3	29.1	0.6	6.4	-5.9	-0.2
35 to 44 years.....	67.3	31.5	0.8	71.7	27.4	0.9	4.4	-4.1	0.1
45 to 54 years.....	71.5	28.1	0.4	74.4	24.4	1.2	2.9	-3.6	0.7
55 to 64 years.....	66.7	31.7	1.1	74.2	24.9	0.9	7.5	-6.8	-0.2
65 years and over.....	46.6	51.3	1.8	51.7	48.2	0.1	5.0	-3.1	-1.7
Sex									
Men.....	61.9	36.9	1.0	66.8	32.3	0.9	4.9	-4.6	-0.1
Women.....	58.3	40.1	1.4	65.0	33.6	1.3	6.8	-6.5	0.0
Race									
White.....	60.2	38.5	1.2	66.3	32.6	1.1	6.1	-5.8	-0.1
Black or African American.....	60.9	37.9	1.0	62.6	36.3	1.2	1.7	-1.7	0.2
Asian.....	64.8	34.1	0.2	71.5	27.9	0.6	6.7	-6.2	0.4
Hispanic or Latino ethnicity³									
Hispanic or Latino ethnicity.....	43.6	54.5	1.9	49.9	48.4	1.7	6.3	-6.1	-0.2
Non-Hispanic or Latino.....	62.8	35.9	1.0	69.2	29.8	1.0	6.4	-6.1	-0.1
Educational attainment (25 years and over)									
Less than a high school diploma.....	35.0	63.8	1.2	38.9	57.8	3.3	3.9	-5.9	2.1
High school graduates, no college.....	62.5	36.9	0.5	64.0	35.2	0.8	1.5	-1.7	0.4
Some college or associate degree.....	68.0	30.8	0.9	71.8	27.4	0.8	3.9	-3.5	-0.1
Bachelor's degree and higher.....	74.1	24.6	1.0	79.0	20.4	0.6	4.9	-4.2	-0.4
Parent of a household child									
Parent of a household child under 18 years.....	65.0	34.2	0.7	70.2	28.9	1.0	5.2	-5.3	0.3
Parent of a child 13 to 17 years (none younger).....	68.1	31.6	0.3	70.4	29.1	0.5	2.3	-2.5	0.2
Parent of a child under 13 years.....	64.2	34.8	0.8	70.1	28.8	1.1	5.9	-6.0	0.3
Not a parent of a household child under 18 years.....	57.7	40.6	1.4	63.9	34.9	1.2	6.1	-5.7	-0.2
Occupation									
Management, business, and financial operations.....	81.5	17.1	0.9	81.5	17.8	0.7	0.0	0.7	-0.2
Professional and related.....	71.0	27.9	0.8	75.8	23.6	0.5	4.9	-4.2	-0.3
Services.....	36.0	62.0	2.0	43.2	54.3	2.5	7.2	-7.7	0.5
Sales and related.....	46.0	50.6	3.3	55.7	41.6	2.7	9.7	-9.0	-0.6
Office and administrative support.....	66.4	32.7	0.6	71.1	28.3	0.6	4.7	-4.5	0.0

See footnotes at end of table.

Table 1. Workers with access to paid leave by selected characteristics, averages for the periods 2011 and 2017-2018 — Continued

Characteristic	Percent of workers with access to paid leave								
	2011 ¹			2017-18 ¹			Change from 2011 to 2017-18 (percentage points) ²		
	Yes	No	Do not know	Yes	No	Do not know	Yes	No	Do not know
Farming, fishing, and forestry.....	s	s	s	s	s	s	s	s	s
Construction and extraction.....	37.0	62.6	0.4	35.8	64.0	0.3	-1.3	1.4	-0.1
Installation, maintenance, and repair.....	71.1	28.7	0.1	79.2	19.6	1.2	8.1	-9.1	1.1
Production.....	63.6	35.7	0.7	70.2	28.9	0.9	6.5	-6.7	0.2
Transportation and material moving.....	58.7	40.6	0.5	55.7	43.3	0.9	-3.0	2.8	0.4
Industry									
Agriculture, forestry, fishing, and hunting.....	s	s	s	44.9	53.5	1.6	s	s	s
Mining, quarrying, and oil and gas extraction.....	s	s	s	s	s	s	s	s	s
Construction.....	41.1	58.2	0.5	43.3	56.2	0.5	2.2	-2.0	-0.1
Manufacturing.....	73.8	25.3	0.8	79.8	19.7	0.5	6.0	-5.6	-0.3
Wholesale and retail trade.....	54.4	42.7	2.9	61.3	36.7	2.0	6.9	-6.0	-0.9
Transportation and utilities.....	73.1	26.4	z	73.2	26.3	0.5	0.1	-0.1	0.5
Information.....	62.4	36.5	1.1	80.1	19.9	z	17.7	-16.6	-1.1
Financial activities.....	81.1	18.1	0.2	78.8	20.0	1.1	-2.3	1.9	1.0
Professional and business services.....	59.1	39.5	1.4	70.0	29.0	1.1	10.9	-10.6	-0.3
Education and health services.....	65.9	33.2	0.6	69.5	29.6	0.9	3.6	-3.6	0.3
Leisure and hospitality.....	24.7	71.8	3.2	33.4	64.0	2.6	8.8	-7.9	-0.6
Other services.....	43.4	56.3	0.2	44.8	54.6	0.7	1.3	-1.8	0.4
Public administration.....	89.2	10.7	0.2	88.0	11.3	0.6	-1.2	0.7	0.5
Class of worker									
Private sector.....	56.8	41.7	1.3	63.1	35.7	1.2	6.3	-6.0	0.0
Private, for profit.....	56.2	42.2	1.4	62.6	36.1	1.3	6.4	-6.1	-0.1
Private, not for profit.....	63.0	36.7	0.3	68.2	31.4	0.4	5.2	-5.2	0.1
Public sector.....	76.1	23.1	0.7	79.2	20.2	0.6	3.2	-2.9	-0.1
Federal government.....	86.3	12.0	1.7	91.3	8.7	z	5.0	-3.3	-1.7
State government.....	75.3	24.2	0.5	74.6	24.5	0.9	-0.6	0.2	0.4
Local government.....	73.1	26.0	0.6	78.0	21.4	0.6	4.9	-4.6	0.1
Full- and part-time status (single jobholders only)⁴									
Full-time workers.....	72.7	26.2	0.9	77.0	22.2	0.8	4.3	-4.0	0.0
Part-time workers.....	22.7	74.4	2.7	23.3	74.1	2.5	0.6	-0.3	-0.1

See footnotes at end of table.

Table 1. Workers with access to paid leave by selected characteristics, averages for the periods 2011 and 2017-2018 — Continued

Characteristic	Percent of workers with access to paid leave								
	2011 ¹			2017-18 ¹			Change from 2011 to 2017-18 (percentage points) ²		
	Yes	No	Do not know	Yes	No	Do not know	Yes	No	Do not know
Usual weekly earnings of full-time wage and salary workers (single jobholders only)									
Earnings less than or equal to the 25th percentile.....	50.1	48.2	1.5	56.5	42.1	1.3	6.4	-6.1	-0.2
Earnings from 25th to 50th percentiles.....	77.1	21.9	0.9	80.0	19.2	0.8	2.9	-2.7	-0.1
Earnings from 50th to 75th percentiles.....	81.2	17.8	0.7	83.9	15.5	0.6	2.7	-2.3	-0.1
Earnings greater than the 75th percentile.....	82.8	16.4	0.4	86.0	13.5	0.6	3.1	-3.0	0.2

¹ The subcategories do not sum to 100 percent because a small number of workers did not provide this information.

² Changes were calculated using unrounded estimates for 2011 and 2017-18, and thus they sometimes differ from calculations based on the estimates shown in this table.

³ Persons of Hispanic or Latino ethnicity may be of any race.

⁴ Full-time workers usually work 35 hours or more per week. Part-time workers usually work less than 35 hours per week.

s - Estimate is suppressed because it does not meet the American Time Use Survey publication standards.

z - Estimate is approximately zero.

Note: Data refer to wage and salary workers at their main jobs. All self-employed workers (including workers with incorporated businesses and those with unincorporated businesses) are excluded. Unless otherwise specified, data refer to workers 15 years and over.

Table 2. Workers with access to paid or unpaid leave by selected characteristics, averages for the period 2017-2018

Characteristic	Total workers (in thousands)	Percent of workers with access to:								
		Paid leave ¹			Unpaid leave ¹			Paid or unpaid leave ^{1,2}		
		Yes	No	Do not know	Yes	No	Do not know	Yes	No	Do not know
Age										
Total, 15 years and over.....	144,295	66.0	32.9	1.1	78.3	13.2	8.5	93.1	4.9	2.0
15 to 24 years.....	21,296	35.4	62.0	2.6	84.3	10.8	4.9	91.4	5.8	2.8
25 to 34 years.....	33,682	70.3	29.1	0.6	77.2	13.9	8.9	92.6	5.4	2.1
35 to 44 years.....	30,159	71.7	27.4	0.9	78.0	12.8	9.1	93.9	4.2	1.9
45 to 54 years.....	29,484	74.4	24.4	1.2	77.5	12.5	10.1	94.2	3.8	2.0
55 to 64 years.....	22,514	74.2	24.9	0.9	76.5	14.7	8.8	93.9	5.0	1.1
65 years and over.....	7,160	51.7	48.2	0.1	76.1	16.3	7.6	89.3	7.8	2.9
Sex										
Men.....	74,830	66.8	32.3	0.9	78.0	14.0	8.0	92.9	5.3	1.7
Women.....	69,465	65.0	33.6	1.3	78.6	12.3	9.1	93.2	4.5	2.3
Race³										
White.....	115,129	66.3	32.6	1.1	78.6	12.8	8.6	93.5	4.4	2.1
Black or African American.....	17,924	62.6	36.3	1.2	77.6	14.7	7.8	90.1	7.9	2.0
Asian.....	7,849	71.5	27.9	0.6	74.7	16.9	8.5	92.0	6.7	1.3
Hispanic or Latino ethnicity⁴										
Hispanic or Latino ethnicity.....	24,375	49.9	48.4	1.7	77.0	15.6	7.4	88.0	8.6	3.4
Non-Hispanic or Latino.....	119,920	69.2	29.8	1.0	78.6	12.7	8.8	94.1	4.2	1.7
Educational attainment (25 years and over)										
Less than a high school diploma.....	6,743	38.9	57.8	3.3	73.7	19.6	6.7	81.1	13.7	5.3
High school graduates, no college.....	31,425	64.0	35.2	0.8	80.5	14.1	5.4	91.5	6.4	2.1
Some college or associate degree.....	29,407	71.8	27.4	0.8	78.6	13.4	8.1	94.9	3.8	1.3
Bachelor's degree and higher.....	55,424	79.0	20.4	0.6	75.2	12.7	12.1	95.1	3.3	1.6
Parent of a household child										
Parent of a household child under 18 years.....	47,693	70.2	28.9	1.0	77.3	14.1	8.7	93.1	4.9	2.0
Parent of a child 13 to 17 years (none younger).....	10,003	70.4	29.1	0.5	75.5	14.2	10.3	93.1	5.8	1.1
Parent of a child under 13 years.....	37,690	70.1	28.8	1.1	77.7	14.0	8.2	93.1	4.7	2.2
Not a parent of a household child under 18 years.....	96,602	63.9	34.9	1.2	78.8	12.8	8.5	93.0	4.9	2.0
Occupation										
Management, business, and financial operations.....	22,754	81.5	17.8	0.7	76.8	13.1	10.1	95.9	3.0	1.1
Professional and related.....	40,284	75.8	23.6	0.5	74.7	13.5	11.8	93.9	4.1	2.1

See footnotes at end of table.

Table 2. Workers with access to paid or unpaid leave by selected characteristics, averages for the period 2017-2018 — Continued

Characteristic	Total workers (in thousands)	Percent of workers with access to:								
		Paid leave ¹			Unpaid leave ¹			Paid or unpaid leave ^{1,2}		
		Yes	No	Do not know	Yes	No	Do not know	Yes	No	Do not know
Services.....	23,548	43.2	54.3	2.5	82.1	13.1	4.8	90.6	6.8	2.6
Sales and related.....	11,290	55.7	41.6	2.7	80.9	10.1	9.0	92.8	4.5	2.7
Office and administrative support.....	18,967	71.1	28.3	0.6	78.5	13.0	8.5	94.0	4.1	1.9
Farming, fishing, and forestry.....	s	s	s	s	s	s	s	s	s	s
Construction and extraction.....	5,853	35.8	64.0	0.3	82.3	13.3	4.4	89.9	8.3	1.8
Installation, maintenance, and repair.....	4,053	79.2	19.6	1.2	79.8	10.6	9.6	94.1	3.4	2.4
Production.....	8,560	70.2	28.9	0.9	77.1	18.1	4.7	90.0	8.0	2.0
Transportation and material moving.....	7,859	55.7	43.3	0.9	81.6	13.8	4.7	92.2	6.5	1.2
Industry										
Agriculture, forestry, fishing, and hunting.....	1,634	44.9	53.5	1.6	81.3	10.4	8.3	86.8	8.8	4.4
Mining, quarrying, and oil and gas extraction.....	s	s	s	s	s	s	s	s	s	s
Construction.....	6,860	43.3	56.2	0.5	83.1	12.2	4.7	91.6	7.4	1.0
Manufacturing.....	16,185	79.8	19.7	0.5	76.7	15.2	8.1	94.8	3.7	1.5
Wholesale and retail trade.....	18,030	61.3	36.7	2.0	84.9	9.7	5.4	94.2	4.1	1.7
Transportation and utilities.....	7,357	73.2	26.3	0.5	77.4	16.0	6.7	94.6	4.5	0.9
Information.....	2,685	80.1	19.9	z	70.8	12.8	16.4	94.8	4.9	0.4
Financial activities.....	10,370	78.8	20.0	1.1	75.9	12.8	11.3	93.2	4.9	1.9
Professional and business services.....	16,778	70.0	29.0	1.1	75.8	13.5	10.6	93.7	4.1	2.3
Education and health services.....	37,294	69.5	29.6	0.9	74.7	14.8	10.5	92.4	5.4	2.2
Leisure and hospitality.....	13,450	33.4	64.0	2.6	85.0	10.2	4.8	89.1	6.8	4.0
Other services.....	5,475	44.8	54.6	0.7	84.2	9.4	6.4	91.3	5.7	3.0
Public administration.....	7,552	88.0	11.3	0.6	75.1	15.6	9.2	96.8	2.5	0.7
Class of worker										
Private sector.....	118,872	63.1	35.7	1.2	79.1	12.8	8.0	92.8	5.2	2.0
Private, for profit.....	107,072	62.6	36.1	1.3	79.5	12.6	7.9	92.8	5.2	2.0
Private, not for profit.....	11,800	68.2	31.4	0.4	76.1	14.7	9.2	92.8	5.2	2.0
Public sector.....	25,423	79.2	20.2	0.6	74.3	14.9	10.8	94.1	3.7	2.2
Federal government.....	4,595	91.3	8.7	z	81.0	10.8	8.2	98.7	0.4	0.9
State government.....	8,807	74.6	24.5	0.9	72.4	16.2	11.4	91.8	4.4	3.7
Local government.....	12,022	78.0	21.4	0.6	73.2	15.6	11.2	94.1	4.4	1.5
Full- and part-time status (single jobholders only)⁵										
Full-time workers.....	106,369	77.0	22.2	0.8	76.6	13.7	9.7	94.2	4.0	1.8
Part-time workers.....	25,882	23.3	74.1	2.5	84.3	11.0	4.6	88.4	8.4	3.2

See footnotes at end of table.

Table 2. Workers with access to paid or unpaid leave by selected characteristics, averages for the period 2017-2018 — Continued

Characteristic	Total workers (in thousands)	Percent of workers with access to:								
		Paid leave ¹			Unpaid leave ¹			Paid or unpaid leave ^{1,2}		
		Yes	No	Do not know	Yes	No	Do not know	Yes	No	Do not know
Usual weekly earnings of full-time wage and salary workers (single jobholders only)										
Earnings less than or equal to the 25th percentile.....	25,200	56.5	42.1	1.3	80.0	13.7	6.3	90.6	6.3	3.0
Earnings from 25th to 50th percentiles.....	26,521	80.0	19.2	0.8	76.5	14.9	8.5	95.1	3.7	1.2
Earnings from 50th to 75th percentiles.....	27,193	83.9	15.5	0.6	75.9	12.6	11.5	94.7	3.2	2.0
Earnings greater than the 75th percentile.....	27,454	86.0	13.5	0.6	74.2	13.6	12.2	96.0	2.9	1.2
Work schedule flexibility⁶										
Had flexible schedule.....	81,533	65.5	33.4	1.1	80.6	11.2	8.3	94.1	4.1	1.8
Did not have flexible schedule.....	62,762	66.6	32.3	1.1	75.3	15.8	8.9	91.7	5.9	2.3
Workplace flexibility⁷										
Could work at home.....	41,571	80.9	18.4	0.7	76.4	11.4	12.2	95.4	2.8	1.7
Could not work at home.....	102,338	60.0	38.9	1.1	79.2	13.9	6.9	92.2	5.8	2.0

¹ The subcategories do not sum to 100 percent because a small number of workers did not provide this information.

² Some workers have access to both paid and unpaid leave.

³ Estimates for race groups (White, Black or African American, and Asian) do not sum to the total because data are not presented for all races.

⁴ Persons of Hispanic or Latino ethnicity may be of any race.

⁵ Full-time workers usually work 35 hours or more per week. Part-time workers usually work less than 35 hours per week.

⁶ Workers with flexible schedules were able to vary or change the times they began and stopped working.

⁷ The subcategories do not sum to the total because a small number of workers did not provide this information.

s - Estimate is suppressed because it does not meet the American Time Use Survey publication standards.

z - Estimate is approximately zero.

Note: Data refer to wage and salary workers at their main jobs. All self-employed workers (including workers with incorporated businesses and those with unincorporated businesses) are excluded. Unless otherwise specified, data refer to workers 15 years and over.

Table 3. Workers with access to paid or unpaid leave and their ability to use leave by reason, averages for the period 2017-2018

Leave types and reasons	Percent of workers with access to leave											
	Yes, could use leave			No, could not use leave			It depends			Did not know		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Workers with access to paid leave												
Ability to use paid leave by reason:												
Own illness or medical care.....	93.7	92.2	95.3	5.5	6.9	3.9	-	-	-	0.8	0.9	0.7
Illness or medical care of another family member.....	78.0	75.8	80.3	16.2	18.1	14.0	-	-	-	5.9	6.1	5.7
Childcare, other than for illness ¹	64.7	66.5	62.5	31.1	29.9	32.5	-	-	-	4.2	3.6	5.0
Eldercare ²	64.0	63.8	64.2	28.0	29.9	26.3	-	-	-	8.0	6.3	9.5
Vacation.....	94.7	96.0	93.2	4.9	3.6	6.3	-	-	-	0.4	0.4	0.5
Errands or personal reasons.....	70.4	71.2	69.4	27.6	27.2	28.1	-	-	-	2.0	1.6	2.6
Birth or adoption of a child.....	75.8	74.6	77.1	14.9	16.8	12.8	-	-	-	9.3	8.7	10.1
Workers with access to unpaid leave												
Ability to use unpaid leave by reason:												
Own illness or medical care.....	92.8	92.1	93.5	2.9	3.5	2.3	2.1	1.9	2.3	2.3	2.6	1.9
Illness or medical care of another family member.....	85.9	85.3	86.5	5.7	5.9	5.4	3.3	3.6	3.0	5.1	5.2	5.1
Childcare, other than for illness ¹	73.8	74.4	73.3	14.8	14.8	14.8	4.5	4.4	4.6	6.8	6.4	7.2
Eldercare ²	75.7	79.7	72.7	12.4	10.9	13.6	3.8	2.7	4.7	8.0	6.7	9.1
Vacation.....	72.5	72.9	72.1	18.8	18.1	19.6	3.5	3.7	3.4	5.1	5.3	4.9
Errands or personal reasons.....	68.1	71.1	65.0	22.3	20.2	24.6	4.9	5.2	4.6	4.6	3.5	5.8
Birth or adoption of a child.....	80.3	80.0	80.6	8.6	9.6	7.6	2.2	2.2	2.2	8.9	8.3	9.7

¹ Results are for workers who were parents of household children under age 18.

² Results are for workers who, in the previous 3 to 4 months, provided care to someone age 65 or older with a condition related to aging.

- Data not collected.

Note: Data refer to wage and salary workers, 15 years and over, at their main jobs. All self-employed workers (including workers with incorporated businesses and those with unincorporated businesses) are excluded.

Table 4. Workers who took leave from their jobs during an average week, hours of leave taken, and main reason for taking leave, by selected characteristics, averages for the period 2017-2018

Characteristic	Total workers (in thousands)	Workers who took paid or unpaid leave during an average week for any reason												
		Total (in thousands)	Percent	Average hours of leave taken	Percent distribution by main reason for taking leave									
					Total	Own illness or medical care	Illness or medical care of a family member	Childcare or eldercare (other than for illness)	Vacation	Errands or personal reasons	Birth or adoption of a child	Holiday	Weather	Other
Age														
Total, 15 years and over.....	144,295	29,937	20.7	13.67	100.0	21.9	8.0	3.1	31.0	19.8	1.4	6.9	1.8	6.2
15 to 24 years.....	21,296	3,476	16.3	11.86	100.0	22.3	11.1	1.9	23.9	21.5	z	5.2	0.6	13.4
25 to 34 years.....	33,682	7,138	21.2	13.88	100.0	17.9	7.7	2.4	32.6	20.5	4.1	7.2	1.9	5.7
35 to 44 years.....	30,159	6,731	22.3	12.79	100.0	23.4	11.4	6.6	28.2	14.8	1.4	7.1	2.2	4.9
45 to 54 years.....	29,484	6,411	21.7	13.10	100.0	24.3	4.0	1.9	30.5	24.4	0.4	6.9	1.6	6.1
55 to 64 years.....	22,514	4,984	22.1	16.31	100.0	21.1	7.9	2.2	38.0	17.0	z	7.1	2.7	4.0
65 years and over.....	7,160	1,197	16.7	14.68	100.0	26.4	3.7	1.8	31.0	25.0	0.4	7.0	z	4.7
Sex														
Men.....	74,830	14,337	19.2	13.54	100.0	22.2	5.5	2.6	32.4	21.0	0.3	7.5	1.9	6.5
Women.....	69,465	15,600	22.5	13.79	100.0	21.6	10.3	3.6	29.6	18.6	2.4	6.3	1.7	5.9
Race¹														
White.....	115,129	24,799	21.5	13.41	100.0	21.5	8.1	3.3	30.5	19.9	1.4	7.3	1.8	6.2
Black or African American.....	17,924	3,087	17.2	15.45	100.0	26.4	6.2	1.3	30.2	23.3	0.5	5.0	2.7	4.3
Asian.....	7,849	1,230	15.7	14.38	100.0	18.3	3.6	4.8	44.2	14.4	3.6	4.9	1.8	4.6
Hispanic or Latino ethnicity²														
Hispanic or Latino ethnicity.....	24,375	3,860	15.8	12.86	100.0	30.1	9.6	3.4	23.1	25.5	0.2	1.4	1.6	5.1
Non-Hispanic or Latino.....	119,920	26,077	21.7	13.79	100.0	20.7	7.8	3.1	32.1	18.9	1.5	7.7	1.8	6.3
Educational attainment (25 years and over)														
Less than a high school diploma.....	6,743	1,115	16.5	13.40	100.0	40.4	8.6	0.4	22.9	20.7	z	1.2	5.8	z
High school graduates, no college.....	31,425	6,067	19.3	14.87	100.0	20.2	8.1	1.4	35.5	18.7	1.1	5.3	3.6	6.1
Some college or associate degree.....	29,407	6,216	21.1	13.97	100.0	29.4	6.3	3.7	24.8	20.9	1.1	8.4	1.9	3.6
Bachelor's degree and higher.....	55,424	13,063	23.6	13.47	100.0	17.4	7.9	4.2	34.4	19.2	2.1	7.8	0.9	6.1
Parent of a household child														
Parent of a household child under 18 years.....	47,693	10,463	21.9	13.14	100.0	18.1	13.3	6.8	27.2	17.3	3.8	6.1	1.9	5.5
Parent of a child 13 to 17 years (none younger).	10,003	2,215	22.1	11.17	100.0	23.4	9.1	2.6	24.0	19.4	z	9.2	0.4	12.0
Parent of a child under 13 years.....	37,690	8,248	21.9	13.67	100.0	16.7	14.4	8.0	28.0	16.8	4.8	5.2	2.3	3.8
Not a parent of a household child under 18 years.	96,602	19,474	20.2	13.96	100.0	23.9	5.2	1.1	33.0	21.1	0.1	7.3	1.8	6.5

See footnotes at end of table.

Table 4. Workers who took leave from their jobs during an average week, hours of leave taken, and main reason for taking leave, by selected characteristics, averages for the period 2017-2018 — Continued

Characteristic	Total workers (in thousands)	Workers who took paid or unpaid leave during an average week for any reason												
		Total (in thousands)	Percent	Average hours of leave taken	Percent distribution by main reason for taking leave									
					Total	Own illness or medical care	Illness or medical care of a family member	Childcare or eldercare (other than for illness)	Vacation	Errands or personal reasons	Birth or adoption of a child	Holiday	Weather	Other
Occupation														
Management, business, and financial operations	22,754	5,404	23.7	12.66	100.0	16.5	7.8	5.3	36.5	19.4	0.8	10.5	0.4	2.7
Professional and related.....	40,284	8,653	21.5	14.25	100.0	24.6	6.9	2.2	30.7	17.9	2.8	7.1	1.4	6.2
Services.....	23,548	4,111	17.5	14.62	100.0	25.3	10.1	0.9	30.9	15.4	0.9	4.3	0.6	11.7
Sales and related.....	11,290	2,149	19.0	15.02	100.0	14.9	5.8	2.1	35.0	28.8	0.2	10.1	1.1	2.0
Office and administrative support.....	18,967	4,536	23.9	12.32	100.0	18.8	10.5	5.5	29.0	22.2	1.6	4.5	2.6	5.2
Farming, fishing, and forestry.....	s	s	s	s	s	s	s	s	s	s	s	s	s	s
Construction and extraction.....	5,853	1,069	18.3	s	s	s	s	s	s	s	s	s	s	s
Installation, maintenance, and repair.....	4,053	739	18.2	s	s	s	s	s	s	s	s	s	s	s
Production.....	8,560	1,621	18.9	13.04	100.0	24.3	6.5	1.7	25.4	13.7	0.5	8.9	5.6	13.4
Transportation and material moving	7,859	1,519	19.3	15.52	100.0	31.0	9.2	3.0	26.1	23.6	z	1.6	z	5.4
Industry														
Agriculture, forestry, fishing, and hunting.....	1,634	345	21.1	s	s	s	s	s	s	s	s	s	s	s
Mining, quarrying, and oil and gas extraction.....	s	s	s	s	s	s	s	s	s	s	s	s	s	s
Construction.....	6,860	1,281	18.7	11.06	100.0	21.9	2.9	1.2	24.6	30.1	z	11.5	7.1	0.7
Manufacturing.....	16,185	3,560	22.0	13.34	100.0	21.3	3.1	2.0	32.4	20.2	0.5	10.8	3.4	6.4
Wholesale and retail trade.....	18,030	3,315	18.4	15.64	100.0	22.0	7.0	1.4	33.8	19.9	0.2	11.0	3.0	1.7
Transportation and utilities.....	7,357	1,693	23.0	16.72	100.0	29.6	7.4	1.4	28.7	20.2	2.1	3.7	0.5	6.4
Information.....	2,685	822	30.6	s	s	s	s	s	s	s	s	s	s	s
Financial activities.....	10,370	2,397	23.1	14.16	100.0	18.5	2.6	3.9	40.6	24.9	1.8	4.9	z	2.9
Professional and business services.....	16,778	3,400	20.3	11.96	100.0	23.9	6.8	4.9	30.1	19.1	1.3	8.5	1.5	3.9
Education and health services.....	37,294	6,999	18.8	14.23	100.0	22.0	11.1	4.9	28.8	15.5	2.8	4.1	1.5	9.3
Leisure and hospitality.....	13,450	2,316	17.2	12.54	100.0	14.3	18.3	1.0	30.3	20.5	1.3	3.9	z	10.4
Other services.....	5,475	977	17.8	s	s	s	s	s	s	s	s	s	s	s
Public administration.....	7,552	2,688	35.6	13.70	100.0	23.3	7.3	1.5	28.8	21.8	1.2	6.3	1.5	8.4
Class of worker														
Private sector.....	118,872	23,662	19.9	13.71	100.0	21.1	7.8	3.1	32.1	19.7	1.4	7.2	2.0	5.6
Private, for profit.....	107,072	21,132	19.7	13.87	100.0	20.5	7.8	2.6	33.0	20.4	1.4	7.4	2.1	4.7
Private, not for profit.....	11,800	2,530	21.4	12.37	100.0	26.2	8.1	6.7	24.5	13.7	1.9	5.2	0.6	13.2
Public sector.....	25,423	6,275	24.7	13.52	100.0	24.7	8.7	3.3	26.9	19.9	1.2	5.7	1.3	8.3
Federal government.....	4,595	1,525	33.2	10.54	100.0	32.9	9.1	5.4	19.5	18.1	0.9	6.2	z	7.8

See footnotes at end of table.

Table 4. Workers who took leave from their jobs during an average week, hours of leave taken, and main reason for taking leave, by selected characteristics, averages for the period 2017-2018 — Continued

Characteristic	Total workers (in thousands)	Workers who took paid or unpaid leave during an average week for any reason													
		Total (in thousands)	Percent	Average hours of leave taken	Percent distribution by main reason for taking leave										
					Total	Own illness or medical care	Illness or medical care of a family member	Childcare or eldercare (other than for illness)	Vacation	Errands or personal reasons	Birth or adoption of a child	Holiday	Weather	Other	
State government.....	8,807	2,225	25.3	13.56	100.0	25.0	7.2	3.1	25.6	25.6	1.2	6.2	1.8	4.2	
Local government.....	12,022	2,524	21.0	15.29	100.0	19.6	9.7	2.2	32.5	16.0	1.3	4.9	1.7	12.1	
Full- and part-time status (single jobholders only)³															
Full-time workers.....	106,369	22,606	21.3	14.02	100.0	21.9	7.2	2.7	33.6	18.3	1.4	7.2	2.1	5.7	
Part-time workers.....	25,882	4,433	17.1	11.38	100.0	23.9	13.6	5.0	22.1	24.4	0.8	3.9	1.1	5.2	
Usual weekly earnings of full-time wage and salary workers (single jobholders only)															
Earnings less than or equal to the 25th percentile	25,200	3,860	15.3	14.83	100.0	30.3	9.4	3.7	22.9	17.4	2.2	3.6	5.0	5.4	
Earnings from 25th to 50th percentiles.....	26,521	6,221	23.5	13.21	100.0	23.7	8.4	2.7	29.8	17.9	1.1	6.4	2.3	7.7	
Earnings from 50th to 75th percentiles.....	27,193	6,313	23.2	13.91	100.0	18.5	6.5	2.2	40.3	18.2	0.9	7.2	1.4	4.9	
Earnings greater than the 75th percentile.....	27,454	6,213	22.6	14.45	100.0	18.4	5.3	2.5	37.1	19.4	1.6	10.2	0.7	4.7	
Work schedule flexibility⁴															
Had flexible schedule.....	81,533	17,494	21.5	13.54	100.0	20.3	9.0	3.9	31.7	19.1	1.0	7.6	1.1	6.2	
Did not have flexible schedule.....	62,762	12,443	19.8	13.85	100.0	24.1	6.6	2.0	29.9	20.7	1.9	5.8	2.9	6.1	
Workplace flexibility⁵															
Could work at home.....	41,571	9,540	22.9	12.83	100.0	17.9	8.4	4.1	32.1	22.0	1.1	9.6	0.8	4.1	
Could not work at home.....	102,338	20,309	19.8	14.10	100.0	23.7	7.9	2.7	30.5	18.7	1.5	5.5	2.3	7.2	

¹ Estimates for race groups (White, Black or African American, and Asian) do not sum to the total because data are not presented for all races.

² Persons of Hispanic or Latino ethnicity may be of any race.

³ Full-time workers usually work 35 hours or more per week. Part-time workers usually work less than 35 hours per week.

⁴ Workers with flexible schedules were able to vary or change the times they began and stopped working.

⁵ The subcategories do not sum to the totals because a small number of workers did not provide this information.

s - Estimate is suppressed because it does not meet the American Time Use Survey publication standards.

z - Estimate is approximately zero.

Note: Data refer to wage and salary workers at their main jobs. All self-employed workers (including workers with incorporated businesses and those with unincorporated businesses) are excluded. Unless otherwise specified, data refer to workers 15 years and over.

Table 5. Workers who took leave from their jobs during an average week by type of leave used and selected characteristics, averages for the period 2017-2018

Characteristic	Total workers (in thousands)	Workers who took paid or unpaid leave during an average week for any reason					
		Total (in thousands)	Percent	Percent distribution by type of leave used			
				Total	Paid leave only	Unpaid leave only	Paid and unpaid leave
Age							
Total, 15 years and over.....	144,295	29,937	20.7	100.0	64.5	33.0	2.4
15 to 24 years.....	21,296	3,476	16.3	100.0	22.2	75.7	2.0
25 to 34 years.....	33,682	7,138	21.2	100.0	66.1	30.8	3.1
35 to 44 years.....	30,159	6,731	22.3	100.0	67.8	28.4	3.8
45 to 54 years.....	29,484	6,411	21.7	100.0	79.1	19.7	1.2
55 to 64 years.....	22,514	4,984	22.1	100.0	71.4	26.5	2.1
65 years and over.....	7,160	1,197	16.7	100.0	51.9	47.7	0.4
Sex							
Men.....	74,830	14,337	19.2	100.0	67.4	30.3	2.3
Women.....	69,465	15,600	22.5	100.0	61.9	35.6	2.6
Race¹							
White.....	115,129	24,799	21.5	100.0	64.1	33.4	2.5
Black or African American.....	17,924	3,087	17.2	100.0	64.6	32.2	3.3
Asian.....	7,849	1,230	15.7	100.0	74.7	24.3	1.0
Hispanic or Latino ethnicity²							
Hispanic or Latino ethnicity.....	24,375	3,860	15.8	100.0	51.6	47.1	1.3
Non-Hispanic or Latino.....	119,920	26,077	21.7	100.0	66.4	31.0	2.6
Educational attainment (25 years and over)							
Less than a high school diploma.....	6,743	1,115	16.5	100.0	33.5	65.1	1.4
High school graduates, no college.....	31,425	6,067	19.3	100.0	60.7	34.8	4.5
Some college or associate degree.....	29,407	6,216	21.1	100.0	66.9	30.2	2.9
Bachelor's degree and higher.....	55,424	13,063	23.6	100.0	79.0	19.5	1.5
Parent of a household child							
Parent of a household child under 18 years.....	47,693	10,463	21.9	100.0	67.5	29.2	3.2
Parent of a child 13 to 17 years (none younger).....	10,003	2,215	22.1	100.0	70.8	28.9	0.3
Parent of a child under 13 years.....	37,690	8,248	21.9	100.0	66.7	29.3	4.0
Not a parent of a household child under 18 years.....	96,602	19,474	20.2	100.0	62.9	35.1	2.0
Occupation							
Management, business, and financial operations	22,754	5,404	23.7	100.0	81.1	18.0	0.9
Professional and related.....	40,284	8,653	21.5	100.0	74.5	22.5	3.0
Services.....	23,548	4,111	17.5	100.0	36.7	62.0	1.3

See footnotes at end of table.

Table 5. Workers who took leave from their jobs during an average week by type of leave used and selected characteristics, averages for the period 2017-2018 — Continued

Characteristic	Total workers (in thousands)	Workers who took paid or unpaid leave during an average week for any reason					
		Total (in thousands)	Percent	Percent distribution by type of leave used			
				Total	Paid leave only	Unpaid leave only	Paid and unpaid leave
Sales and related.....	11,290	2,149	19.0	100.0	50.2	48.7	1.2
Office and administrative support.....	18,967	4,536	23.9	100.0	67.3	29.1	3.6
Farming, fishing, and forestry.....	s	s	s	s	s	s	s
Construction and extraction.....	5,853	1,069	18.3	s	s	s	s
Installation, maintenance, and repair.....	4,053	739	18.2	s	s	s	s
Production.....	8,560	1,621	18.9	100.0	70.2	24.0	5.8
Transportation and material moving	7,859	1,519	19.3	100.0	45.0	49.6	5.5
Industry							
Agriculture, forestry, fishing, and hunting.....	1,634	345	21.1	s	s	s	s
Mining, quarrying, and oil and gas extraction.....	s	s	s	s	s	s	s
Construction.....	6,860	1,281	18.7	100.0	40.9	57.2	1.9
Manufacturing.....	16,185	3,560	22.0	100.0	72.5	23.5	4.0
Wholesale and retail trade.....	18,030	3,315	18.4	100.0	57.0	40.8	2.2
Transportation and utilities.....	7,357	1,693	23.0	100.0	63.8	33.0	3.3
Information.....	2,685	822	30.6	s	s	s	s
Financial activities.....	10,370	2,397	23.1	100.0	83.7	14.5	1.9
Professional and business services.....	16,778	3,400	20.3	100.0	58.4	38.6	2.9
Education and health services.....	37,294	6,999	18.8	100.0	73.2	23.8	3.0
Leisure and hospitality.....	13,450	2,316	17.2	100.0	16.5	80.4	3.1
Other services.....	5,475	977	17.8	s	s	s	s
Public administration.....	7,552	2,688	35.6	100.0	90.9	9.1	z
Class of worker							
Private sector.....	118,872	23,662	19.9	100.0	59.2	38.1	2.7
Private, for profit.....	107,072	21,132	19.7	100.0	57.6	39.7	2.7
Private, not for profit.....	11,800	2,530	21.4	100.0	72.6	24.4	2.9
Public sector.....	25,423	6,275	24.7	100.0	84.5	14.2	1.4
Federal government.....	4,595	1,525	33.2	100.0	84.2	14.1	1.6
State government.....	8,807	2,225	25.3	100.0	88.7	10.7	0.7
Local government.....	12,022	2,524	21.0	100.0	80.9	17.3	1.8
Full- and part-time status (single jobholders only)³							
Full-time workers.....	106,369	22,606	21.3	100.0	75.0	22.3	2.8
Part-time workers.....	25,882	4,433	17.1	100.0	17.3	81.8	0.9

See footnotes at end of table.

Table 5. Workers who took leave from their jobs during an average week by type of leave used and selected characteristics, averages for the period 2017-2018 — Continued

Characteristic	Total workers (in thousands)	Workers who took paid or unpaid leave during an average week for any reason					
		Total (in thousands)	Percent	Percent distribution by type of leave used			
				Total	Paid leave only	Unpaid leave only	Paid and unpaid leave
Usual weekly earnings of full-time wage and salary workers (single jobholders only)							
Earnings less than or equal to the 25th percentile.....	25,200	3,860	15.3	100.0	42.4	55.1	2.5
Earnings from 25th to 50th percentiles.....	26,521	6,221	23.5	100.0	78.1	19.2	2.7
Earnings from 50th to 75th percentiles.....	27,193	6,313	23.2	100.0	80.4	15.7	3.9
Earnings greater than the 75th percentile.....	27,454	6,213	22.6	100.0	86.5	11.6	1.9
Work schedule flexibility⁴							
Had flexible schedule.....	81,533	17,494	21.5	100.0	65.2	33.2	1.6
Did not have flexible schedule.....	62,762	12,443	19.8	100.0	63.5	32.8	3.7
Workplace flexibility⁵							
Could work at home.....	41,571	9,540	22.9	100.0	79.6	18.5	1.9
Could not work at home.....	102,338	20,309	19.8	100.0	57.4	39.9	2.7

¹ Estimates for race groups (White, Black or African American, and Asian) do not sum to the totals because data are not presented for all races.

² Persons of Hispanic or Latino ethnicity may be of any race.

³ Full-time workers usually work 35 hours or more per week. Part-time workers usually work less than 35 hours per week.

⁴ Workers with flexible schedules were able to vary or change the times they began and stopped working.

⁵ The subcategories do not sum to the totals because a small number of workers did not provide this information.

s - Estimate is suppressed because it does not meet the American Time Use Survey publication standards.

z - Estimate is approximately zero.

Note: Data refer to wage and salary workers at their main jobs. All self-employed workers (including workers with incorporated businesses and those with unincorporated businesses) are excluded. Unless otherwise specified, data refer to workers 15 years and over.

Table 6. Workers who took leave from their jobs during an average week, hours of leave taken, and type of leave used, by main reason for taking leave, averages for the period 2017-2018

Main reason for taking leave	Workers who took paid or unpaid leave during an average week						
	Total (in thousands)	Percent	Average hours of leave taken	Percent distribution by type of leave used			
				Total	Paid leave only	Unpaid leave only	Paid and unpaid leave
Total.....	29,937	20.7	13.67	100.0	64.5	33.0	2.4
Own illness or medical care.....	6,553	4.5	11.59	100.0	60.5	37.1	2.4
Illness or medical care of another family member.....	2,397	1.7	10.31	100.0	52.0	41.9	6.1
Childcare or eldercare (other than for illness).....	937	0.6	9.38	100.0	56.3	40.3	3.4
Vacation.....	9,274	6.4	19.06	100.0	76.0	22.2	1.8
Errands or personal reasons.....	5,917	4.1	9.50	100.0	60.2	37.5	2.2
Birth or adoption of a child.....	411	0.3	s	s	s	s	s
Holiday.....	2,054	1.4	10.67	100.0	71.3	27.2	1.4
Weather.....	545	0.4	s	s	s	s	s
Other.....	1,850	1.3	12.61	100.0	57.4	40.6	2.0

s - Estimate is suppressed because it does not meet the American Time Use Survey publication standards.

Note: Data refer to wage and salary workers, 15 years and over, at their main jobs. All self-employed workers (including workers with incorporated businesses and those with unincorporated businesses) are excluded.

Table 7. Workers who needed to take leave from their jobs but did not take it: reasons for needing to take leave by selected characteristics, averages for the period 2017-2018

Characteristic	Total workers (in thousands)	Workers who needed to take leave during an average month but did not								
		Total (in thousands)	Percent	Percent distribution by reasons for needing to take leave ¹						
				Own illness or medical care	Illness or medical care of a family member	Childcare or eldercare (other than for illness)	Vacation	Errands or personal reasons	Other	
Age										
Total, 15 years and over.....	144,295	12,485	8.7	35.8	17.4	9.5	3.7	31.8	3.7	
15 to 24 years.....	21,296	2,164	10.2	s	s	s	s	s	s	
25 to 34 years.....	33,682	2,768	8.2	36.1	19.7	9.0	1.5	32.8	2.4	
35 to 44 years.....	30,159	3,022	10.0	34.0	21.2	16.0	6.7	21.3	2.6	
45 to 54 years.....	29,484	2,507	8.5	39.7	15.3	10.4	2.4	34.0	2.5	
55 to 64 years.....	22,514	1,682	7.5	38.0	17.1	6.7	0.5	36.5	1.1	
65 years and over.....	7,160	342	4.8	s	s	s	s	s	s	
Sex										
Men.....	74,830	5,304	7.1	28.0	14.1	8.6	3.3	40.1	7.1	
Women.....	69,465	7,181	10.3	41.6	19.8	10.1	4.0	25.7	1.2	
Race²										
White.....	115,129	8,954	7.8	35.0	18.5	10.2	3.4	29.9	4.3	
Black or African American.....	17,924	2,549	14.2	36.4	18.5	7.3	5.1	34.7	1.9	
Asian.....	7,849	419	5.3	s	s	s	s	s	s	
Hispanic or Latino ethnicity³										
Hispanic or Latino ethnicity.....	24,375	2,038	8.4	37.7	19.2	11.6	1.9	30.1	0.3	
Non-Hispanic or Latino.....	119,920	10,447	8.7	35.4	17.1	9.0	4.1	32.2	4.4	
Educational attainment (25 years and over)										
Less than a high school diploma.....	6,743	706	10.5	s	s	s	s	s	s	
High school graduates, no college.....	31,425	2,831	9.0	38.1	22.5	8.3	1.7	26.8	3.5	
Some college or associate degree.....	29,407	2,635	9.0	35.2	19.0	13.1	4.4	28.2	1.2	
Bachelor's degree and higher.....	55,424	4,149	7.5	33.3	16.4	12.7	4.2	34.6	2.3	
Parent of a household child										
Parent of a household child under 18 years.....	47,693	5,112	10.7	31.3	23.8	17.3	3.1	25.3	2.6	
Parent of a child 13 to 17 years (none younger).....	10,003	866	8.7	32.8	18.9	10.7	6.5	25.7	5.4	
Parent of a child under 13 years.....	37,690	4,247	11.3	31.0	24.8	18.7	2.4	25.2	2.0	
Not a parent of a household child under 18 years.....	96,602	7,373	7.6	38.9	13.0	4.0	4.1	36.3	4.4	
Class of worker										
Private sector.....	118,872	10,251	8.6	35.1	16.8	9.5	4.2	31.9	4.4	
Private, for profit.....	107,072	9,046	8.4	35.3	17.6	10.5	4.2	29.3	4.9	
Private, not for profit.....	11,800	1,205	10.2	s	s	s	s	s	s	
Public sector.....	25,423	2,234	8.8	39.0	20.3	9.4	1.4	31.2	0.5	

See footnotes at end of table.

Table 7. Workers who needed to take leave from their jobs but did not take it: reasons for needing to take leave by selected characteristics, averages for the period 2017-2018 — Continued

Characteristic	Total workers (in thousands)	Workers who needed to take leave during an average month but did not							
		Total (in thousands)	Percent	Percent distribution by reasons for needing to take leave ¹					
				Own illness or medical care	Illness or medical care of a family member	Childcare or eldercare (other than for illness)	Vacation	Errands or personal reasons	Other
Full- and part-time status (single jobholders only)⁴									
Full-time workers.....	106,369	9,114	8.6	35.0	18.5	9.6	3.3	31.6	3.7
Part-time workers.....	25,882	2,193	8.5	39.2	12.2	6.7	5.5	38.1	0.1
Usual weekly earnings of full-time wage and salary workers (single jobholders only)									
Earnings less than or equal to the 25th percentile.....	25,200	2,791	11.1	43.3	17.4	6.5	3.1	21.1	9.4
Earnings from 25th to 50th percentiles.....	26,521	2,121	8.0	29.9	26.8	8.7	1.7	34.0	0.3
Earnings from 50th to 75th percentiles.....	27,193	2,256	8.3	32.1	18.2	9.1	4.2	37.6	1.1
Earnings greater than the 75th percentile.....	27,454	1,946	7.1	31.7	11.5	15.3	4.5	36.9	2.0
Work schedule flexibility⁵									
Had flexible schedule.....	81,533	5,682	7.0	36.9	17.2	10.3	3.4	32.8	1.9
Did not have flexible schedule.....	62,762	6,803	10.8	34.9	17.6	8.7	4.0	31.0	5.2
Workplace flexibility⁶									
Could work at home.....	41,571	2,863	6.9	32.9	18.1	13.0	5.2	31.4	1.4
Could not work at home.....	102,338	9,595	9.4	36.7	17.2	8.4	3.3	31.8	4.4

¹ Estimates for reasons may sum to more than 100 percent because some people had multiple reasons for needing to take leave.

² Estimates for race groups (White, Black or African American, and Asian) do not sum to the totals because data are not presented for all races.

³ Persons of Hispanic or Latino ethnicity may be of any race.

⁴ Full-time workers usually work 35 hours or more per week. Part-time workers usually work less than 35 hours per week.

⁵ Workers with flexible schedules were able to vary or change the times they began and stopped working.

⁶ The subcategories do not sum to the totals because a small number of workers did not provide this information.

s - Estimate is suppressed because it does not meet the American Time Use Survey publication standards.

Note: Data refer to wage and salary workers at their main jobs. All self-employed workers (including workers with incorporated businesses and those with unincorporated businesses) are excluded. Unless otherwise specified, data refer to workers 15 years and over.

Table 8. Workers who needed to take leave from their jobs but did not take it: reasons for not taking leave by selected characteristics, averages for the period 2017-2018

Characteristic	Total workers (in thousands)	Workers who needed to take leave during an average month but did not											
		Total (in thousands)	Percent	Percent distribution by reasons for not taking leave ¹									Other
				Too much work	No one available to cover shift	Made alternate arrangements	Wanted to save leave	Did not have enough leave	Could not afford loss in income	Feared negative employment consequence or leave denied	Did not have access to paid or unpaid leave		
Age													
Total, 15 years and over.....	144,295	12,485	8.7	22.9	6.7	6.0	4.8	6.5	15.2	20.7	8.9	9.3	
15 to 24 years.....	21,296	2,164	10.2	s	s	s	s	s	s	s	s	s	
25 to 34 years.....	33,682	2,768	8.2	23.2	5.9	4.7	4.1	3.8	16.5	24.4	10.3	7.7	
35 to 44 years.....	30,159	3,022	10.0	33.3	7.9	6.5	7.3	8.9	8.6	13.8	6.8	7.8	
45 to 54 years.....	29,484	2,507	8.5	25.3	7.6	7.5	3.0	3.5	15.8	21.1	8.4	9.6	
55 to 64 years.....	22,514	1,682	7.5	19.6	10.1	9.0	1.7	0.3	12.7	27.9	7.0	12.6	
65 years and over.....	7,160	342	4.8	s	s	s	s	s	s	s	s	s	
Sex													
Men.....	74,830	5,304	7.1	23.7	4.4	6.9	4.2	4.4	18.9	20.4	9.3	8.8	
Women.....	69,465	7,181	10.3	22.4	8.3	5.3	5.2	8.0	12.5	20.9	8.5	9.7	
Race²													
White.....	115,129	8,954	7.8	22.8	6.4	5.9	4.1	6.8	15.7	23.7	7.0	8.4	
Black or African American.....	17,924	2,549	14.2	20.3	6.4	7.1	7.7	2.1	15.1	12.5	17.1	13.0	
Asian.....	7,849	419	5.3	s	s	s	s	s	s	s	s	s	
Hispanic or Latino ethnicity³													
Hispanic or Latino ethnicity.....	24,375	2,038	8.4	12.8	4.5	8.6	5.4	16.5	14.5	27.3	9.2	2.8	
Non-Hispanic or Latino.....	119,920	10,447	8.7	24.9	7.1	5.5	4.6	4.5	15.3	19.4	8.8	10.6	
Educational attainment (25 years and over)													
Less than a high school diploma.....	6,743	706	10.5	s	s	s	s	s	s	s	s	s	
High school graduates, no college.....	31,425	2,831	9.0	19.7	4.7	9.0	7.0	1.7	20.4	19.3	10.2	9.2	
Some college or associate degree.....	29,407	2,635	9.0	20.1	10.9	6.0	2.3	3.3	13.2	29.2	7.0	8.6	
Bachelor's degree and higher.....	55,424	4,149	7.5	34.6	8.4	5.7	4.2	7.8	6.0	16.8	6.9	10.8	
Parent of a household child													
Parent of a household child under 18 years.....	47,693	5,112	10.7	25.8	7.4	6.7	7.9	6.9	14.3	14.5	7.8	9.4	
Parent of a child 13 to 17 years (none younger).....	10,003	866	8.7	37.2	11.2	1.7	2.0	1.8	14.0	17.2	5.3	11.7	
Parent of a child under 13 years.....	37,690	4,247	11.3	23.5	6.6	7.7	9.1	7.9	14.3	13.9	8.4	8.9	
Not a parent of a household child under 18 years.....	96,602	7,373	7.6	20.9	6.1	5.5	2.6	6.2	15.8	25.0	9.6	9.2	

See footnotes at end of table.

Table 8. Workers who needed to take leave from their jobs but did not take it: reasons for not taking leave by selected characteristics, averages for the period 2017-2018 — Continued

Characteristic	Total workers (in thousands)	Workers who needed to take leave during an average month but did not											
		Total (in thousands)	Percent	Percent distribution by reasons for not taking leave ¹									Other
				Too much work	No one available to cover shift	Made alternate arrangements	Wanted to save leave	Did not have enough leave	Could not afford loss in income	Feared negative employment consequence or leave denied	Did not have access to paid or unpaid leave		
Class of worker													
Private sector.....	118,872	10,251	8.6	23.2	6.0	5.2	4.3	6.9	16.5	20.0	9.8	9.0	
Private, for profit.....	107,072	9,046	8.4	24.4	5.9	5.5	4.6	5.8	17.3	18.6	10.1	8.8	
Private, not for profit.....	11,800	1,205	10.2	s	s	s	s	s	s	s	s	s	
Public sector.....	25,423	2,234	8.8	21.7	9.5	9.8	7.0	4.5	9.1	23.9	4.6	10.7	
Full- and part-time status (single jobholders only)⁴													
Full-time workers.....	106,369	9,114	8.6	27.8	7.0	5.8	4.7	7.3	12.7	19.2	8.2	8.3	
Part-time workers.....	25,882	2,193	8.5	6.0	3.5	6.1	5.7	3.1	23.1	29.6	10.0	12.8	
Usual weekly earnings of full-time wage and salary workers (single jobholders only)													
Earnings less than or equal to the 25th percentile.....	25,200	2,791	11.1	16.5	7.7	5.7	2.3	8.6	25.1	19.9	9.2	6.1	
Earnings from 25th to 50th percentiles.....	26,521	2,121	8.0	18.7	6.9	6.9	7.4	12.4	7.3	25.3	5.2	11.2	
Earnings from 50th to 75th percentiles.....	27,193	2,256	8.3	34.5	9.3	6.9	1.7	5.2	10.5	18.2	7.8	7.1	
Earnings greater than the 75th percentile.....	27,454	1,946	7.1	46.3	3.5	3.6	8.7	2.2	3.4	12.7	10.5	9.5	
Work schedule flexibility⁵													
Had flexible schedule.....	81,533	5,682	7.0	31.9	3.1	6.5	6.7	7.3	12.8	13.1	9.9	9.1	
Did not have flexible schedule.....	62,762	6,803	10.8	15.4	9.7	5.6	3.1	5.8	17.2	27.0	8.0	9.5	
Workplace flexibility⁶													
Could work at home.....	41,571	2,863	6.9	47.2	3.0	2.8	4.1	4.9	6.6	10.0	8.4	13.5	
Could not work at home.....	102,338	9,595	9.4	15.7	7.7	7.0	5.0	6.9	17.7	23.9	8.9	8.1	

¹ Estimates for reasons may sum to more than 100 percent because some people had multiple reasons for not taking leave.

² Estimates for race groups (White, Black or African American, and Asian) do not sum to the totals because data are not presented for all races.

³ Persons of Hispanic or Latino ethnicity may be of any race.

⁴ Full-time workers usually work 35 hours or more per week. Part-time workers usually work less than 35 hours per week.

⁵ Workers with flexible schedules were able to vary or change the times they began and stopped working.

⁶ The subcategories do not sum to the totals because a small number of workers did not provide this information.

s - Estimate is suppressed because it does not meet the American Time Use Survey publication standards.

Note: Data refer to wage and salary workers at their main jobs. All self-employed workers (including workers with incorporated businesses and those with unincorporated businesses) are excluded. Unless otherwise specified, data refer to workers 15 years and over.