

Holiday Profile – Christmas Day

December 2018

The National Compensation Survey¹ (NCS) captures the provisions and costs of employer-provided benefits in private industry and state and local government, including leave benefits such as vacation, sick leave, and holidays. In a series of holiday profiles, BLS is publishing new data on the incidence of federal and other prominent holidays. Christmas Day is observed on the 25th of December.

Over 3 in 4 civilian workers² (77 percent) received paid holidays in March 2018.³ Paid holidays cost employers an average of 76 cents per employee hour worked.⁴ Among civilian workers who received paid holidays, 97 percent received Christmas Day as a paid holiday, along with 97 percent of private industry workers and 93 percent of state and local government workers. (See Table 1.)

Table 1. Percent of workers receiving Christmas Day paid holiday, March 2018
(All workers with paid holidays = 100 percent)

Characteristics	Civilian		Private industry		State and local government	
	Percent	Standard Error	Percent	Standard Error	Percent	Standard Error
All workers	97	0.3	97	0.3	93	0.8
Occupational group:						
Management, business, and financial	98	0.6	98	0.6	95	1.6
Professional and related	96	0.4	98	0.3	88	1.7
Service	97	0.8	97	1.0	96	1.1
Sales and office	96	0.8	96	0.8	97	0.9
Natural resources, construction, and maintenance	97	0.9	97	0.9	98	1.4
Production, transportation, and material moving	97	0.6	97	0.6	96	2.3
Bargaining status¹:						
Union	94	0.8	97	0.9	90	1.5
Nonunion	97	0.3	97	0.4	95	0.8
Establishment size:						
1-99 workers	97	0.5	97	0.6	94	1.9
100 workers or more	97	0.3	98	0.3	93	0.9
Census region¹:						
Northeast	98	0.6	98	0.6	98	0.9
South	97	0.4	98	0.5	93	1.2
Midwest	96	0.9	96	0.9	91	1.8
West	96	0.6	96	0.6	93	2.2

Footnotes:

(1) For more information on bargaining status and census region definitions, see the *Bureau of Labor Statistics, Handbook of Methods, National Compensation Measures*, www.bls.gov/opub/hom/ncs/concepts.htm.

More highlights of Christmas Day paid holiday benefits include:

- The incidence ranged from 98 percent of civilian workers in management, business, and financial occupations to 96 percent in professional and related and sales and office occupations.
- Nonunion workers (97 percent) were more likely than union workers (94 percent) to receive the paid holiday.

- Establishment size had little or no effect on receiving the benefit for civilian, private industry, and state and local government workers.
- Ninety-eight percent of state and local government workers in the Northeast region received the paid holiday, compared with 91 percent in the Midwest.

Estimation Methods for Specific Paid Holidays

The estimates of specific paid holiday percentages for this profile are based on information field economists collected for sample establishments. Missing data were not subject to imputation procedures used in other NCS publications. Workers were included as having paid holiday leave for either partial or full workday paid holidays. Data are rounded to the nearest whole number. Use caution in applying these estimates because they are only based on collected data, part of the overall sample, and not subject to standard imputation and processing methods. Those methods can affect estimates based on establishment and worker characteristics of available and missing holiday information.⁵

Standard errors are based only on collected holiday information. (See Table 1.) Data that satisfied strict relative standard error criteria for collected and matched holiday collection information were used in this profile.

Additional Holidays Data

Upcoming paid holiday benefit profiles in 2018 will be available at www.bls.gov/ncs/ebs/holiday_profiles.htm.

In addition to the paid holidays data in this profile, BLS also publishes the average number of paid holidays offered. Civilian workers² received an average of 8 paid holidays per year with approximately one-third of all workers (33 percent) receiving 10 or more paid holidays per year. Private industry workers averaged 8 paid holidays per year and state and local government workers averaged 11 paid holidays per year. For more information, see www.bls.gov/ncs/ebs/benefits/2018/benefits_leave.htm.

END NOTES

⁽¹⁾ The National Compensation Survey (NCS) collects information on employee wages and salaries and benefits from a nationally-representative sample of about 8,200 responding establishments. (See [March 2018 Appendix 1](#)). The NCS program produces the Employment Cost Index (ECI) and Employer Costs for Employee Compensation (ECEC). The ECI tracks changes over time in average employer costs for pay and benefits, while the ECEC expresses average employer costs for pay and benefits in dollars and cents. The NCS also tracks coverage and provisions of employer-sponsored benefits such as healthcare, retirement, and leave benefits. For more information, see www.bls.gov/ncs.

⁽²⁾ Civilian workers include both private industry and state and local government workers.

⁽³⁾ *Bureau of Labor Statistics: National Compensation Survey: Employee Benefits in the United States, March 2018*, www.bls.gov/ncs/ebs/benefits/2018.

⁽⁴⁾ *Bureau of Labor Statistics: National Compensation Survey: Employer Costs for Employee Compensation, March 2018*, http://www.bls.gov/news.release/archives/ecec_06082018.pdf.

⁽⁵⁾ *Bureau of Labor Statistics: Handbook of Methods, National Compensation Measures*, www.bls.gov/opub/hom/ncs/home.htm.

