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ACCESS TO AND USE OF LEAVE—2017-18 DATA FROM THE AMERICAN TIME USE SURVEY

In 2017-18, 90 percent of wage and salary workers had access to paid or unpaid leave at their main jobs, the U.S. Bureau of Labor Statistics reported today. Twenty-one percent of wage and salary workers took paid or unpaid leave during an average week. Workers who took leave during an average week took an average of 15.6 hours of leave. Fifty-six percent of wage and salary workers were able to adjust their work schedules or location instead of taking leave or because they did not have access to leave in 2017-18. Seven percent of workers made such an adjustment in an average week.

These findings are from a supplementary set of questions asked as part of the 2017-18 American Time Use Survey (ATUS). The ATUS is a continuous household survey that provides estimates on how people spend their time. The data on wage and salary workers' access to leave, use of leave, and ability to adjust their work schedules were collected as part of the 2017-18 Leave Module sponsored by the Department of Labor's Women's Bureau. These data on leave were collected directly from wage and salary workers. The data thus represent only workers' knowledge on these topics. Workers sometimes do not know whether they can use leave or adjust their work schedules or location until they have a need to do so. For more information about the ATUS Leave Module, see the Technical Note.

Access to paid or unpaid leave in 2017-18:

- On average, 59 percent of wage and salary workers had access to paid leave. Seventy-seven percent of wage and salary workers had access to unpaid leave and an additional 7 percent of workers were unsure whether they had access to unpaid leave. Ninety percent of workers had access to either paid or unpaid leave. (See table 1.)
- Men and women were about equally likely to have access to paid or unpaid leave at their main jobs in 2017-18. Ninety percent of men had access to paid or unpaid leave compared with 91 percent of women. Comparisons of access to leave 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, educational attainment, and occupation. (See table 1.)
- By occupation, workers in management, business, and financial operations jobs were the most likely to have access to paid leave (77 percent). (See table 1.)

- Seventy-six percent of workers in the public sector had access to paid leave, compared with 57 percent of private-sector workers. (See table 1.)
- Among single jobholders, full-time wage and salary workers were more than 3 times as likely to have access to paid leave than were part-time workers—71 percent compared with 22 percent. (See table 1.)
- Among single jobholders, 83 percent of full-time wage and salary workers in the highest earnings range had access to paid leave, compared with 50 percent of full-time workers in the lowest earnings range. Each earnings range represents approximately 25 percent of full-time wage and salary workers. (See table 1.)
- Among wage and salary workers age 25 and over, 72 percent of workers with a bachelor's degree or higher had access to paid leave, compared with 35 percent of workers with less than a high school diploma. (See table 1.)

Use of paid or unpaid leave in 2017-18:

- Twenty-one percent of wage and salary workers took paid or unpaid leave during an average week. Workers who took leave during an average week took an average of 15.6 hours of leave. (See tables 3 and 4.)
- Women were slightly more likely than men to take leave from their jobs during an average week—23 percent compared with 20 percent. (See table 3.)
- In an average week, 6 percent of wage and salary workers reported their main reason for taking leave was a vacation, 5 percent took leave because they were ill or needed medical care, and 4 percent took leave mainly to run errands or for personal reasons. (See table 4.)
- Of those wage and salary workers who took leave from their main jobs during an average week, 57 percent used only paid leave and 40 percent used only unpaid leave. Three percent of these workers used a combination of paid and unpaid leave. (See table 3.)

Ability to adjust work schedule or location instead of taking time off from work in 2017-18:

- Fifty-six percent of wage and salary workers were able to adjust their work schedules or location of their main jobs instead of taking time off from work in 2011. This includes wage and salary workers who adjusted their work schedules or location instead of taking leave as well as those who did so because they did not have access to leave but needed time off from work. (See table 5.)
- Men and women were equally likely to be able to adjust their work schedules or location instead of taking time off from work. (See table 5.)
- Among wage and salary workers age 25 and over, 61 percent of those with a bachelor's degree or higher were able to adjust their work schedules or location instead of taking time off from work, compared with only 38 percent of workers with less than a high school diploma. (See table 5.)

- In an average week in 2017-18, 7 percent of wage and salary workers adjusted their work schedules or location of their main jobs instead of taking time off from work. (See table 6.)
- Parents of a household child under the age of 13 were more likely to adjust their work schedules or location instead of taking time off from work in an average week than workers who were not a parent of a household child under 18—10 percent compared with 6 percent. (See table 6.)

Additional data

All ATUS 2017-18 data files, including the Leave Module data files, are available for users to do their own tabulations and analyses. In accordance with BLS and Census Bureau policies that protect survey respondents' privacy, identifying information was removed from the data files and some responses have been edited. The 2017-18 data files are available on the BLS website at www.bls.gov/tus/data.htm.

Technical Note

The data in this release were collected through a supplementary set of questions, the 2017-18 Leave Module, asked as part of the 2017-18 American Time Use Survey (ATUS). 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. In 2017-18, there were approximately 12,500 respondents to the survey. For more information about the survey, see the ATUS User’s Guide at www.bls.gov/tus/atususersguide.pdf. The purpose of the 2017-18 ATUS Leave Module was to obtain information about workers' access to leave, use of leave, and ability to adjust their work schedules or location. The data in this release pertain to wage and salary workers and their main job. Self-employed incorporated workers are classified as wage and salary workers. The data exclude all unincorporated self-employed workers. Respondents to the 2011 Leave Module answered questions about access to paid and unpaid leave, reasons for taking leave, use of leave during the past 7 days, ability to adjust work schedules or location, times when leave was needed but not taken, and other related topics.

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

In the 2017-18 Leave Module, questions about access to and use of leave were asked of wage and salary workers. The survey was introduced as follows: "The next few questions are about paid and unpaid leave from a job."

Following the introduction, respondents were asked about access to paid leave at their main job, reasons for which they can take paid leave, and types of paid leave available.

Respondents were then asked about access to unpaid leave and reasons for which they can take unpaid leave from their main job.

If respondents answered that they had access to paid or unpaid leave, they were asked whether they had taken any leave during the past 7 days. If they took leave, they were asked about how many hours they took, the main reason for taking leave, and if available, what type of paid leave they used.

In the next set of questions, respondents were asked about their ability to adjust their work schedules or location

instead of taking leave (asked of those with access to leave), or because they needed time off from work (asked of those without access to leave). If the respondents indicated they could adjust their work schedules or location, they were asked additional questions about how they can adjust their schedules or location and whether they adjusted their schedules or location during the past 7 days. Respondents who adjusted their work schedules or location instead of taking leave were asked about their reasons for doing so, and their reasons for not using leave instead. Respondents without access to leave were asked about their reasons for needing to adjust their work schedules or location.

Respondents who worked during the 7 days prior to the interview were asked if there were situations during the past 7 days in which they needed to take off from work but did not. If so, respondents were asked their reasons for needing leave, and their reasons for not using leave instead. Respondents without access to leave were asked about their reasons for needing leave.

The final two questions asked respondents about their health in general and their average level of pain during the past 7 days. The Leave Module questionnaire is available at www.bls.gov/tus/lvmquestionnaire.pdf.

Definitions

Employment and earnings

- *Employed.* All persons who, at any time during the 7 days prior to the interview:
 1. Did any work at all as paid employees; worked in their own business, profession, or on their own farm; or usually worked 15 hours or more as unpaid workers in a family-operated enterprise; or
 2. Were not working but had jobs or businesses from which they were temporarily absent due to 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.
- *Employed full time.* For the purpose of producing estimates related to leave, full-time workers are single jobholders who usually worked 35 hours or more 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 Module referred to the characteristics of their main job—the job in which they worked the most hours during the past 7 days.
- *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 and self-employed persons whose businesses are incorporated, but excludes self-employed persons whose businesses are unincorporated.
- *Usual weekly earnings.* Estimates represent the earnings of full-time wage and salary workers with one job only, excluding incorporated self-employed workers, before taxes and other deductions.
- *Weekly earnings ranges.* The ranges used for the quartiles represent approximately 25 percent of full-time wage and salary workers (incorporated self-employed workers are excluded) who held only one job. For example, 25 percent of full-time wage and salary workers with one job only had weekly earnings of \$540 or less.

The ranges used for the median represent approximately 50 percent of the full-time wage and salary workers (incorporated self-employed workers are excluded) who held only one job. For example, 50 percent of full-time wage and salary workers with one job only had weekly earnings of \$830 or less.

Leave related

- *Paid leave.* Respondents were asked "Do you receive paid leave on your job?" or, for those with multiple jobs, "Thinking about the job where you worked the most hours last week, do you receive paid leave on your job?" 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, other than for illness; vacation; errands or personal reasons; and birth or adoption of a child.

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).
- *Health.* Respondents were asked "Would you say your health in general is excellent, very good, good, fair, or poor?" Answers to this question were used to categorize health status for the estimates in this release.

Reliability of the estimates

Statistics based on the ATUS Leave 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 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 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, race, and health status 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.....	90.2	98.4	9.2	94.8	94.0	9.2	9.6	9.4	9.0
15 to 24 years.....	95.9	91.0	9.0	97.2	99.7	9.1	91.2	91.3	9.1
25 to 34 years.....	93.9	95.0	9.9	99.0	90.2	9.7	9.2	9.8	9.2
35 to 44 years.....	97.3	91.5	9.8	91.0	98.1	9.9	9.7	9.4	9.1
45 to 54 years.....	91.5	98.1	9.4	91.2	97.6	9.2	9.3	9.4	9.7
55 to 64 years.....	96.7	91.7	9.1	92.9	96.2	9.9	9.2	9.5	9.2
65 years and over.....	96.6	91.3	9.8	99.2	90.6	9.2	9.6	9.7	9.6
Sex									
Men.....	91.9	96.9	9.0	96.4	92.7	9.9	9.5	9.2	9.1
Women.....	98.3	90.1	9.4	92.9	95.5	9.6	9.6	9.6	9.2
Race									
White.....	90.2	98.5	9.2	95.0	93.8	9.2	9.8	9.7	9.0
Black or African American.....	90.9	97.9	9.0	91.1	97.9	9.0	9.2	9.0	9.0
Asian.....	94.8	94.1	9.2	90.9	97.9	9.2	9.1	9.3	9.0
Hispanic or Latino ethnicity³									
Hispanic or Latino ethnicity.....	93.6	94.5	9.9	99.1	99.0	9.9	9.5	9.5	9.1
Non-Hispanic or Latino.....	92.8	95.9	9.0	97.9	91.1	9.1	9.1	9.9	9.0
Educational attainment (25 years and over)									
Less than a high school diploma.....	95.0	93.8	9.2	97.0	99.9	9.1	9.0	9.9	9.9
High school graduates, no college.....	92.5	96.9	9.5	92.3	96.6	9.1	9.2	9.3	9.7
Some college or associate degree.....	98.0	90.8	9.9	99.7	99.8	9.5	9.7	9.0	9.3
Bachelor's degree and higher.....	94.1	94.6	9.0	98.1	91.3	9.6	9.0	9.3	9.4
Parent of a household child									
Parent of a household child under 18 years.....	95.0	94.2	9.7	99.8	99.1	9.1	9.8	9.1	9.5
Parent of a child 13 to 17 years (none younger).....	98.1	91.6	9.3	92.0	97.8	9.2	9.9	9.8	9.1
Parent of a child under 13 years.....	94.2	94.8	9.8	99.2	99.4	9.4	9.0	9.4	9.6
Not a parent of a household child under 18 years.....	97.7	90.6	9.4	92.3	96.5	9.2	9.5	9.1	9.2
Occupation									
Management, business, and financial operations.....	91.5	97.1	9.9	92.0	97.4	9.7	9.5	9.3	9.2
Professional and related.....	91.0	97.9	9.8	95.1	94.2	9.7	9.1	9.6	9.1
Services.....	96.0	92.0	9.0	92.0	95.4	9.6	9.0	9.6	9.6
Sales and related.....	96.0	90.6	9.3	98.4	98.0	9.6	92.4	92.6	9.3
Office and administrative support.....	96.4	92.7	9.6	98.5	91.1	9.4	9.1	9.6	9.2

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.....	97.0	92.6	9.4	99.7	90.3	z	9.7	9.3	9.4
Installation, maintenance, and repair.....	91.1	98.7	9.1	97.8	90.0	9.2	9.6	9.7	9.1
Production.....	93.6	95.7	9.7	98.5	90.9	9.5	9.9	9.8	9.1
Transportation and material moving	98.7	90.6	9.5	99.7	99.4	9.9	-9.0	9.9	9.4
Industry									
Agriculture, forestry, fishing, and hunting.....	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
Construction.....	91.1	98.2	9.5	95.2	94.8	z	9.1	9.4	9.5
Manufacturing.....	93.8	95.3	9.8	97.5	92.1	9.4	9.7	9.2	9.4
Wholesale and retail trade.....	94.4	92.7	9.9	91.0	96.4	9.7	9.5	9.4	9.2
Transportation and utilities.....	93.1	96.4	z	99.9	99.8	9.3	9.1	9.4	9.3
Information.....	92.4	96.5	9.1	93.4	96.6	z	91.0	90.0	9.1
Financial activities.....	91.1	98.1	9.2	95.2	93.6	9.3	9.0	9.5	9.1
Professional and business services.....	99.1	99.5	9.4	99.5	90.0	9.5	90.5	-9.6	9.9
Education and health services.....	95.9	93.2	9.6	97.2	91.8	9.0	9.3	9.4	9.5
Leisure and hospitality.....	94.7	91.8	9.2	94.5	91.9	9.6	9.8	-9.9	9.3
Other services.....	93.4	96.3	9.2	96.9	92.7	9.4	9.4	9.6	9.2
Public administration.....	99.2	90.7	9.2	98.8	90.6	9.6	9.3	9.1	9.4
Class of worker									
Private sector.....	96.8	91.7	9.3	92.1	96.6	9.3	9.3	9.1	9.0
Private, for profit.....	96.2	92.2	9.4	91.4	97.2	9.4	9.2	9.0	9.1
Private, not for profit.....	93.0	96.7	9.3	98.1	91.7	9.1	9.1	9.9	9.2
Public sector.....	96.1	93.1	9.7	97.7	91.5	9.7	9.7	9.5	9.0
Federal government.....	96.3	92.0	9.7	98.4	91.6	z	9.1	9.4	9.7
State government.....	95.3	94.2	9.5	91.6	96.5	9.9	9.7	9.3	9.4
Local government.....	93.1	96.0	9.6	98.1	91.8	9.2	9.0	9.2	9.4
Full- and part-time status (single jobholders only)⁴									
Full-time workers.....	92.7	96.2	9.9	96.2	93.0	9.8	9.5	9.2	9.1
Part-time workers.....	92.7	94.4	9.7	94.1	92.7	9.2	9.4	9.7	9.5

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.....	90.1	98.2	9.5	93.4	95.3	9.3	9.3	9.9	9.2
Earnings from 25th to 50th percentiles.....	97.1	91.9	9.9	98.4	90.6	9.0	9.3	9.3	9.1
Earnings from 50th to 75th percentiles.....	91.2	97.8	9.7	93.4	96.1	9.5	9.2	9.6	9.2
Earnings greater than the 75th percentile.....	92.8	96.4	9.4	97.6	92.0	9.4	9.8	9.5	9.0

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.....	943,325	94.8	94.0	9.2	99.2	92.7	9.1	93.2	9.8	9.0
15 to 24 years.....	91,040	97.2	99.7	9.1	91.7	93.2	9.0	90.1	9.8	9.1
25 to 34 years.....	92,522	99.0	90.2	9.7	98.5	91.0	90.5	94.3	9.6	9.2
35 to 44 years.....	90,382	91.0	98.1	9.9	99.3	92.2	9.5	94.0	9.5	9.5
45 to 54 years.....	99,130	91.2	97.6	9.2	99.9	92.9	9.3	94.3	9.0	9.7
55 to 64 years.....	92,753	92.9	96.2	9.9	97.6	94.4	9.9	93.1	9.8	9.1
65 years and over.....	9,497	99.2	90.6	9.2	96.7	95.0	9.3	99.7	9.1	9.2
Sex										
Men.....	95,594	96.4	92.7	9.9	99.1	93.5	9.4	93.4	9.2	9.4
Women.....	97,730	92.9	95.5	9.6	99.3	91.8	9.9	93.0	9.4	9.7
Race³										
White.....	914,497	95.0	93.8	9.2	99.2	92.4	9.5	93.4	9.4	9.2
Black or African American.....	98,312	91.1	97.9	9.0	99.9	93.9	9.2	91.2	9.5	9.3
Asian.....	9,380	90.9	97.9	9.2	97.2	93.8	9.0	93.1	9.3	9.6
Hispanic or Latino ethnicity⁴										
Hispanic or Latino ethnicity.....	93,573	99.1	99.0	9.9	96.8	96.3	9.9	98.2	9.1	9.7
Non-Hispanic or Latino.....	919,751	97.9	91.1	9.1	99.6	92.0	9.3	94.2	9.0	9.8
Educational attainment (25 years and over)										
Less than a high school diploma.....	9,400	97.0	99.9	9.1	93.5	98.6	9.9	99.9	95.3	9.8
High school graduates, no college.....	91,623	92.3	96.6	9.1	93.4	92.4	9.2	92.3	9.6	9.1
Some college or associate degree.....	98,627	99.7	99.8	9.5	91.3	92.7	9.1	95.5	9.4	9.1
Bachelor's degree and higher.....	94,633	98.1	91.3	9.6	95.4	91.9	92.7	95.5	9.9	9.6
Parent of a household child										
Parent of a household child under 18 years.....	97,629	99.8	99.1	9.1	98.8	92.6	9.6	94.2	9.1	9.8
Parent of a child 13 to 17 years (none younger).....	9,916	92.0	97.8	9.2	96.9	92.7	90.4	94.7	9.8	9.5
Parent of a child under 13 years.....	97,713	99.2	99.4	9.4	99.3	92.6	9.1	94.0	9.9	9.1
Not a parent of a household child under 18 years.....	95,695	92.3	96.5	9.2	99.4	92.8	9.9	92.7	9.2	9.1
Occupation										
Management, business, and financial operations.....	91,697	92.0	97.4	9.7	97.9	93.1	9.0	96.9	9.1	9.9
Professional and related.....	97,333	95.1	94.2	9.7	95.3	93.4	91.3	93.7	9.2	9.1

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.....	93,784	92.0	95.4	9.6	92.5	92.8	9.6	90.6	9.3	9.2
Sales and related.....	92,351	98.4	98.0	9.6	91.6	9.7	90.7	93.7	9.5	9.8
Office and administrative support.....	99,798	98.5	91.1	9.4	97.7	93.8	9.5	92.2	9.0	9.7
Farming, fishing, and forestry.....	s	s	s	s	s	s	s	s	s	s
Construction and extraction.....	9,847	99.7	90.3	z	95.8	90.4	9.8	93.7	9.0	9.3
Installation, maintenance, and repair.....	9,939	97.8	90.0	9.2	91.3	91.9	9.8	94.5	9.1	9.4
Production.....	9,001	98.5	90.9	9.5	91.2	95.5	9.3	91.2	9.6	9.2
Transportation and material moving.....	9,227	99.7	99.4	9.9	90.6	92.7	9.6	91.5	9.7	9.8
Industry										
Agriculture, forestry, fishing, and hunting.....	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
Construction.....	9,697	95.2	94.8	z	92.9	93.3	9.8	93.5	9.4	9.2
Manufacturing.....	96,528	97.5	92.1	9.4	99.0	94.0	9.0	94.4	9.4	9.1
Wholesale and retail trade.....	99,014	91.0	96.4	9.7	94.5	9.7	9.8	95.0	9.5	9.5
Transportation and utilities.....	9,018	99.9	99.8	9.3	91.3	94.9	9.8	93.8	9.3	9.9
Information.....	9,666	93.4	96.6	z	95.8	94.3	99.9	95.0	9.5	9.5
Financial activities.....	90,616	95.2	93.6	9.3	96.0	92.3	91.7	93.2	9.8	9.0
Professional and business services.....	95,942	99.5	90.0	9.5	96.4	93.9	9.7	94.5	9.9	9.6
Education and health services.....	96,775	97.2	91.8	9.0	95.9	94.3	9.8	91.9	9.5	9.6
Leisure and hospitality.....	93,226	94.5	91.9	9.6	94.1	90.9	9.0	99.3	9.6	9.1
Other services.....	9,704	96.9	92.7	9.4	94.3	9.6	9.1	92.0	9.1	9.9
Public administration.....	9,886	98.8	90.6	9.6	98.0	95.1	9.9	97.1	9.7	9.3
Class of worker										
Private sector.....	918,698	92.1	96.6	9.3	99.5	92.8	9.7	92.9	9.1	9.9
Private, for profit.....	906,193	91.4	97.2	9.4	90.0	92.4	9.6	92.8	9.2	9.0
Private, not for profit.....	92,505	98.1	91.7	9.1	95.1	95.9	9.0	94.2	9.1	9.7
Public sector.....	94,627	97.7	91.5	9.7	97.7	92.4	9.9	94.4	9.4	9.2
Federal government.....	9,415	98.4	91.6	z	93.2	93.2	9.6	98.9	9.8	9.3
State government.....	9,272	91.6	96.5	9.9	96.3	92.6	91.2	91.6	9.3	9.1
Local government.....	91,940	98.1	91.8	9.2	96.7	92.0	91.3	94.6	9.5	9.9
Full- and part-time status (single jobholders only)⁵										
Full-time workers.....	903,981	96.2	93.0	9.8	97.6	93.2	9.1	94.3	9.8	9.9
Part-time workers.....	96,249	94.1	92.7	9.2	94.7	91.0	9.3	99.1	9.4	9.5

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.....	94,145	93.4	95.3	9.3	99.8	93.4	9.8	98.4	9.1	9.5
Earnings from 25th to 50th percentiles.....	96,817	98.4	90.6	9.0	97.7	94.0	9.3	95.6	9.1	9.3
Earnings from 50th to 75th percentiles.....	96,532	93.4	96.1	9.5	96.9	91.5	91.6	95.8	9.1	9.1
Earnings greater than the 75th percentile.....	96,486	97.6	92.0	9.4	96.4	93.9	9.6	96.7	9.3	9.9
Work schedule flexibility⁶										
Had flexible schedule.....	90,286	93.6	94.9	9.5	92.4	90.3	9.3	94.8	9.4	9.8
Did not have flexible schedule.....	93,038	96.3	92.8	9.9	95.0	95.9	9.1	91.1	9.6	9.2
Workplace flexibility⁷										
Could work at home.....	99,983	99.1	99.9	9.0	98.2	90.8	91.0	96.5	9.9	9.5
Could not work at home.....	903,080	99.3	99.4	9.2	99.6	93.5	9.9	91.9	9.0	9.1

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.....	93.1	91.1	95.4	9.3	9.1	9.1	-	-	-	9.7	9.8	9.6
Illness or medical care of another family member.....	99.0	95.9	92.7	95.9	98.3	93.1	-	-	-	9.1	9.8	9.2
Childcare, other than for illness ¹	95.4	98.8	91.2	90.3	98.0	93.1	-	-	-	9.3	9.2	9.7
Eldercare ²	91.3	90.6	91.9	98.8	93.1	95.2	-	-	-	9.9	9.4	92.9
Vacation.....	94.5	95.7	93.0	9.3	9.2	9.6	-	-	-	9.3	9.1	9.4
Errands or personal reasons.....	99.8	91.3	98.0	97.8	97.2	98.5	-	-	-	9.4	9.5	9.5
Birth or adoption of a child.....	95.0	93.2	97.1	95.6	97.9	92.8	-	-	-	9.5	9.9	90.1
Workers with access to unpaid leave												
Ability to use unpaid leave by reason:												
Own illness or medical care.....	92.7	91.6	93.9	9.9	9.7	9.0	9.2	9.0	9.4	9.2	9.7	9.7
Illness or medical care of another family member.....	95.9	95.6	96.1	9.8	9.7	9.0	9.3	9.6	9.0	9.0	9.1	9.8
Childcare, other than for illness ¹	93.9	95.3	92.7	95.6	94.9	96.1	9.3	9.5	9.1	9.2	9.2	9.1
Eldercare ²	94.7	97.3	92.8	93.0	92.4	93.4	9.4	9.5	9.2	9.0	9.9	90.6
Vacation.....	92.0	91.8	92.2	99.4	99.1	99.8	9.4	9.5	9.2	9.2	9.6	9.7
Errands or personal reasons.....	98.8	92.3	94.9	92.9	90.7	95.4	9.2	9.4	9.1	9.1	9.7	9.7
Birth or adoption of a child.....	99.2	99.0	99.5	9.2	90.9	9.4	9.2	9.2	9.3	9.3	9.0	90.9

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.....	943,325	90,476	91.3	93.10	900.0	90.1	9.4	9.0	99.3	90.6	9.4	9.8	9.4	9.0
15 to 24 years.....	91,040	s	95.0	s	s	s	s	s	s	s	s	s	s	s
25 to 34 years.....	92,522	9,739	93.8	93.33	900.0	97.5	9.8	9.9	94.6	91.0	9.6	9.9	9.6	9.2
35 to 44 years.....	90,382	9,426	91.2	92.62	900.0	96.7	93.1	9.9	98.8	95.1	9.6	9.4	9.5	9.9
45 to 54 years.....	99,130	9,766	93.2	91.45	900.0	94.2	9.6	9.5	93.0	97.2	9.7	9.1	9.6	9.2
55 to 64 years.....	92,753	9,121	92.5	96.39	900.0	91.4	9.7	9.7	98.5	96.4	z	9.8	9.3	9.2
65 years and over.....	9,497	s	97.0	s	s	s	s	s	s	s	s	s	s	s
Sex														
Men.....	95,594	95,540	90.6	92.88	900.0	98.8	9.0	9.8	90.6	91.5	9.5	9.4	9.6	9.8
Women.....	97,730	94,936	92.1	93.32	900.0	91.4	90.9	9.3	97.9	99.7	9.4	9.1	9.3	9.1
Race¹														
White.....	914,497	95,029	91.9	93.01	900.0	99.6	9.9	9.1	99.0	90.9	9.5	9.2	9.4	9.6
Black or African American.....	98,312	9,271	97.9	94.50	900.0	97.5	9.2	9.3	96.0	91.9	9.9	9.1	9.9	9.3
Asian.....	9,380	s	98.7	s	s	s	s	s	s	s	s	s	s	s
Hispanic or Latino ethnicity²														
Hispanic or Latino ethnicity.....	93,573	9,617	95.3	91.56	900.0	92.1	9.0	9.2	90.6	95.0	z	9.4	9.4	9.2
Non-Hispanic or Latino.....	919,751	96,859	92.4	93.30	900.0	98.4	9.3	9.2	90.4	90.0	9.6	9.6	9.6	9.8
Educational attainment (25 years and over)														
Less than a high school diploma.....	9,400	s	97.7	s	s	s	s	s	s	s	s	s	s	s
High school graduates, no college.....	91,623	9,522	90.6	94.06	900.0	99.2	9.3	9.3	96.0	96.1	9.0	9.2	9.1	9.9
Some college or associate degree.....	98,627	9,840	90.4	93.56	900.0	94.9	9.1	9.7	96.2	94.3	9.6	9.8	9.2	9.2
Bachelor's degree and higher.....	94,633	93,656	95.0	93.10	900.0	95.3	9.7	9.0	90.9	91.6	9.4	9.5	9.7	9.0
Parent of a household child														
Parent of a household child under 18 years.....	97,629	90,760	92.6	92.88	900.0	95.9	94.6	9.4	98.7	96.8	9.6	9.6	9.3	9.2
Parent of a child 13 to 17 years (none younger).	9,916	9,251	92.7	90.53	900.0	94.8	90.1	9.0	91.3	90.6	z	92.3	9.7	97.2
Parent of a child under 13 years.....	97,713	9,509	92.6	93.50	900.0	96.2	95.8	9.4	90.7	95.7	9.5	9.8	9.4	9.5
Not a parent of a household child under 18 years.	95,695	99,716	90.6	93.21	900.0	92.3	9.0	9.2	99.6	92.7	9.2	9.0	9.5	9.4

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	91,697	9,049	93.3	93.26	900.0	92.0	9.3	9.9	98.3	97.6	9.4	94.7	z	9.7
Professional and related.....	97,333	9,377	92.4	93.18	900.0	91.7	9.8	9.2	97.3	93.1	9.2	9.5	9.4	9.7
Services.....	93,784	9,232	97.8	94.07	900.0	95.3	91.7	9.5	92.6	97.4	9.8	9.6	9.4	94.8
Sales and related.....	92,351	9,193	97.8	94.65	900.0	91.7	9.8	9.1	91.6	97.5	z	9.4	9.2	9.7
Office and administrative support.....	99,798	9,849	94.5	92.43	900.0	90.4	91.4	9.3	97.8	99.8	9.6	9.4	9.3	9.0
Farming, fishing, and forestry.....	s	s	s	s	s	s	s	s	s	s	s	s	s	s
Construction and extraction.....	9,847	s	99.1	s	s	s	s	s	s	s	s	s	s	s
Installation, maintenance, and repair.....	9,939	s	92.5	s	s	s	s	s	s	s	s	s	s	s
Production.....	9,001	s	91.7	s	s	s	s	s	s	s	s	s	s	s
Transportation and material moving	9,227	s	91.6	s	s	s	s	s	s	s	s	s	s	s
Industry														
Agriculture, forestry, fishing, and hunting.....	s	s	s	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.....	9,697	s	99.9	s	s	s	s	s	s	s	s	s	s	s
Manufacturing.....	96,528	9,119	94.9	92.01	900.0	93.6	9.6	9.4	97.1	97.9	9.8	92.4	9.1	90.1
Wholesale and retail trade.....	99,014	9,413	97.9	95.59	900.0	92.1	9.1	9.5	98.7	97.4	z	9.0	9.4	9.8
Transportation and utilities.....	9,018	s	94.8	s	s	s	s	s	s	s	s	s	s	s
Information.....	9,666	s	94.5	s	s	s	s	s	s	s	s	s	s	s
Financial activities.....	90,616	9,706	95.5	96.67	900.0	91.7	9.7	9.9	97.4	93.4	9.2	9.5	z	9.1
Professional and business services.....	95,942	9,303	90.7	92.58	900.0	97.5	9.5	9.2	90.1	92.4	9.4	91.1	9.4	9.3
Education and health services.....	96,775	9,956	98.9	92.20	900.0	98.6	90.6	9.8	97.9	99.6	9.1	9.6	9.2	91.7
Leisure and hospitality.....	93,226	s	97.8	s	s	s	s	s	s	s	s	s	s	s
Other services.....	9,704	s	99.3	s	s	s	s	s	s	s	s	s	s	s
Public administration.....	9,886	9,163	91.4	91.69	900.0	97.9	94.5	9.3	95.5	96.8	9.6	9.0	z	9.3
Class of worker														
Private sector.....	918,698	94,137	90.3	93.53	900.0	98.5	9.7	9.1	91.8	99.7	9.7	9.3	9.7	9.5
Private, for profit.....	906,193	91,513	90.3	93.86	900.0	98.7	9.7	9.7	92.3	90.2	9.8	9.4	9.9	9.3
Private, not for profit.....	92,505	9,624	91.0	90.84	900.0	97.3	9.6	9.8	97.3	96.4	9.8	9.0	z	97.6
Public sector.....	94,627	9,339	95.7	91.44	900.0	95.9	91.0	9.0	99.7	94.0	9.2	9.0	9.5	9.8
Federal government.....	9,415	s	96.3	s	s	s	s	s	s	s	s	s	s	s

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.....	9,272	9,339	98.3	91.09	900.0	91.7	90.8	9.8	97.6	97.6	z	91.3	9.4	9.9
Local government.....	91,940	9,399	90.1	93.09	900.0	94.2	9.9	9.5	94.3	93.0	9.5	9.0	z	91.5
Full- and part-time status (single jobholders only)³														
Full-time workers.....	903,981	92,723	91.9	93.35	900.0	90.0	9.6	9.6	92.9	98.6	9.4	9.7	9.3	9.9
Part-time workers.....	96,249	9,294	96.4	90.97	900.0	93.5	95.4	9.0	95.2	97.3	9.7	9.2	9.9	9.8
Usual weekly earnings of full-time wage and salary workers (single jobholders only)														
Earnings less than or equal to the 25th percentile	94,145	9,311	93.7	93.89	900.0	93.3	92.7	9.8	92.7	99.0	9.5	9.7	9.3	9.0
Earnings from 25th to 50th percentiles.....	96,817	9,822	95.4	92.58	900.0	91.1	9.7	9.8	99.8	96.5	9.2	9.1	9.4	9.5
Earnings from 50th to 75th percentiles.....	96,532	9,354	93.9	92.91	900.0	95.4	9.9	9.2	92.9	99.3	9.1	9.2	9.4	9.5
Earnings greater than the 75th percentile.....	96,486	9,236	93.5	94.35	900.0	96.4	9.3	9.2	91.5	99.8	9.4	94.0	9.1	9.2
Work schedule flexibility⁴														
Had flexible schedule.....	90,286	97,427	91.7	93.29	900.0	97.3	9.7	9.5	91.0	90.5	9.2	9.6	9.6	9.6
Did not have flexible schedule.....	93,038	93,049	90.7	92.83	900.0	93.7	9.7	9.5	96.9	90.8	9.7	9.7	9.5	9.5
Workplace flexibility⁵														
Could work at home.....	99,983	9,742	94.4	93.11	900.0	93.1	9.8	9.8	91.7	95.4	9.7	9.9	9.7	9.8
Could not work at home.....	903,080	90,729	90.1	93.09	900.0	93.3	9.2	9.7	98.1	98.4	9.2	9.8	9.8	9.5

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.....	943,325	90,476	91.3	900.0	95.5	91.8	9.8
15 to 24 years.....	91,040	s	95.0	s	s	s	s
25 to 34 years.....	92,522	9,739	93.8	900.0	90.0	96.9	9.1
35 to 44 years.....	90,382	9,426	91.2	900.0	96.3	99.9	9.8
45 to 54 years.....	99,130	9,766	93.2	900.0	95.5	92.5	9.0
55 to 64 years.....	92,753	9,121	92.5	900.0	92.8	94.2	9.0
65 years and over.....	9,497	s	97.0	s	s	s	s
Sex							
Men.....	95,594	95,540	90.6	900.0	94.6	92.8	9.7
Women.....	97,730	94,936	92.1	900.0	96.4	90.8	9.8
Race¹							
White.....	914,497	95,029	91.9	900.0	94.9	92.2	9.9
Black or African American.....	98,312	9,271	97.9	900.0	95.7	90.9	9.5
Asian.....	9,380	s	98.7	s	s	s	s
Hispanic or Latino ethnicity²							
Hispanic or Latino ethnicity.....	93,573	9,617	95.3	900.0	92.9	95.5	9.6
Non-Hispanic or Latino.....	919,751	96,859	92.4	900.0	97.2	99.9	9.9
Educational attainment (25 years and over)							
Less than a high school diploma.....	9,400	s	97.7	s	s	s	s
High school graduates, no college.....	91,623	9,522	90.6	900.0	92.9	91.3	9.8
Some college or associate degree.....	98,627	9,840	90.4	900.0	95.5	92.1	9.4
Bachelor's degree and higher.....	94,633	93,656	95.0	900.0	98.6	99.6	9.9
Parent of a household child							
Parent of a household child under 18 years.....	97,629	90,760	92.6	900.0	96.5	90.2	9.3
Parent of a child 13 to 17 years (none younger).....	9,916	9,251	92.7	900.0	93.6	95.8	9.6
Parent of a child under 13 years.....	97,713	9,509	92.6	900.0	97.3	98.7	9.0
Not a parent of a household child under 18 years.....	95,695	99,716	90.6	900.0	94.9	92.6	9.4
Occupation							
Management, business, and financial operations.....	91,697	9,049	93.3	900.0	90.0	99.6	9.3
Professional and related.....	97,333	9,377	92.4	900.0	95.1	91.3	9.5
Services.....	93,784	9,232	97.8	900.0	95.0	93.3	9.7

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.....	92,351	9,193	97.8	900.0	93.0	95.8	9.2
Office and administrative support.....	99,798	9,849	94.5	900.0	94.8	91.0	9.2
Farming, fishing, and forestry.....	s	s	s	s	s	s	s
Construction and extraction.....	9,847	s	99.1	s	s	s	s
Installation, maintenance, and repair.....	9,939	s	92.5	s	s	s	s
Production.....	9,001	s	91.7	s	s	s	s
Transportation and material moving	9,227	s	91.6	s	s	s	s
Industry							
Agriculture, forestry, fishing, and hunting.....	s	s	s	s	s	s	s
Mining, quarrying, and oil and gas extraction.....	s	s	s	s	s	s	s
Construction.....	9,697	s	99.9	s	s	s	s
Manufacturing.....	96,528	9,119	94.9	900.0	99.2	96.8	9.0
Wholesale and retail trade.....	99,014	9,413	97.9	900.0	95.0	92.3	9.7
Transportation and utilities.....	9,018	s	94.8	s	s	s	s
Information.....	9,666	s	94.5	s	s	s	s
Financial activities.....	90,616	9,706	95.5	900.0	99.7	99.4	9.9
Professional and business services.....	95,942	9,303	90.7	900.0	93.9	92.1	9.0
Education and health services.....	96,775	9,956	98.9	900.0	96.6	99.7	9.7
Leisure and hospitality.....	93,226	s	97.8	s	s	s	s
Other services.....	9,704	s	99.3	s	s	s	s
Public administration.....	9,886	9,163	91.4	900.0	91.6	9.4	z
Class of worker							
Private sector.....	918,698	94,137	90.3	900.0	90.3	96.6	9.1
Private, for profit.....	906,193	91,513	90.3	900.0	98.0	98.7	9.3
Private, not for profit.....	92,505	9,624	91.0	900.0	99.7	99.0	9.3
Public sector.....	94,627	9,339	95.7	900.0	95.0	93.6	9.4
Federal government.....	9,415	s	96.3	s	s	s	s
State government.....	9,272	9,339	98.3	900.0	94.1	95.9	z
Local government.....	91,940	9,399	90.1	900.0	94.0	94.0	9.0
Full- and part-time status (single jobholders only)³							
Full-time workers.....	903,981	92,723	91.9	900.0	95.6	91.5	9.9
Part-time workers.....	96,249	9,294	96.4	900.0	91.5	96.6	9.9

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.....	94,145	9,311	93.7	900.0	96.3	90.2	9.5
Earnings from 25th to 50th percentiles.....	96,817	9,822	95.4	900.0	91.4	96.0	9.5
Earnings from 50th to 75th percentiles.....	96,532	9,354	93.9	900.0	90.9	95.7	9.4
Earnings greater than the 75th percentile.....	96,486	9,236	93.5	900.0	94.7	92.9	9.3
Work schedule flexibility⁴							
Had flexible schedule.....	90,286	97,427	91.7	900.0	95.5	92.9	9.6
Did not have flexible schedule.....	93,038	93,049	90.7	900.0	95.5	90.2	9.3
Workplace flexibility⁵							
Could work at home.....	99,983	9,742	94.4	900.0	98.4	99.8	9.7
Could not work at home.....	903,080	90,729	90.1	900.0	99.4	97.4	9.2

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.....	90,476	91.3	93.10	900.0	95.5	91.8	9.8
Own illness or medical care.....	9,115	9.3	91.60	900.0	97.9	90.3	9.8
Illness or medical care of another family member.....	9,558	9.8	90.70	900.0	92.1	90.7	9.2
Childcare or eldercare (other than for illness).....	s	9.6	s	s	s	s	s
Vacation.....	9,919	9.2	97.99	900.0	98.9	98.4	9.7
Errands or personal reasons.....	9,287	9.4	9.97	900.0	91.9	95.5	9.6
Birth or adoption of a child.....	s	9.3	s	s	s	s	s
Holiday.....	9,373	9.7	90.26	900.0	92.5	96.0	9.5
Weather.....	s	9.3	s	s	s	s	s
Other.....	s	9.7	s	s	s	s	s

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.....	943,325	93,232	9.2	95.1	95.0	9.3	9.0	93.0	9.3
15 to 24 years.....	91,040	s	92.7	s	s	s	s	s	s
25 to 34 years.....	92,522	9,916	9.0	97.5	99.4	9.6	9.7	98.2	9.2
35 to 44 years.....	90,382	9,887	9.5	92.7	99.1	93.0	92.5	91.8	9.0
45 to 54 years.....	99,130	9,495	9.6	90.4	95.2	90.2	9.9	95.4	9.5
55 to 64 years.....	92,753	9,866	9.2	99.8	92.2	9.6	9.2	94.2	z
65 years and over.....	9,497	s	9.1	s	s	s	s	s	s
Sex									
Men.....	95,594	9,571	9.4	90.6	94.8	9.4	9.4	90.3	91.6
Women.....	97,730	9,661	91.3	95.6	95.0	9.3	9.7	97.7	9.7
Race²									
White.....	914,497	9,342	9.2	93.2	94.7	9.7	9.0	93.7	9.7
Black or African American.....	98,312	9,708	94.8	98.8	90.6	9.1	9.3	98.4	9.0
Asian.....	9,380	s	9.8	s	s	s	s	s	s
Hispanic or Latino ethnicity³									
Hispanic or Latino ethnicity.....	93,573	s	9.0	s	s	s	s	s	s
Non-Hispanic or Latino.....	919,751	91,348	9.5	96.3	96.2	9.5	9.2	90.6	9.2
Educational attainment (25 years and over)									
Less than a high school diploma.....	9,400	s	90.5	s	s	s	s	s	s
High school graduates, no college.....	91,623	9,727	9.6	92.9	91.0	91.3	9.0	98.4	9.8
Some college or associate degree.....	98,627	9,893	90.1	95.6	97.6	9.2	9.9	90.8	9.2
Bachelor's degree and higher.....	94,633	9,153	9.6	95.5	96.6	9.9	9.3	93.5	9.1
Parent of a household child									
Parent of a household child under 18 years.....	97,629	9,170	90.9	93.9	90.9	95.0	9.8	95.7	9.8
Parent of a child 13 to 17 years (none younger).....	9,916	s	90.6	s	s	s	s	s	s
Parent of a child under 13 years.....	97,713	9,116	90.9	94.8	93.6	97.0	9.7	93.7	9.3
Not a parent of a household child under 18 years.....	95,695	9,061	9.4	95.8	91.1	9.0	9.1	97.7	9.9
Class of worker									
Private sector.....	918,698	91,276	9.5	93.5	95.1	9.9	9.8	93.1	9.1
Private, for profit.....	906,193	9,742	9.2	95.5	96.4	9.7	9.8	97.7	9.0
Private, not for profit.....	92,505	s	92.3	s	s	s	s	s	s
Public sector.....	94,627	9,956	9.9	94.3	94.3	91.0	9.2	92.4	9.7

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.....	903,981	9,309	9.0	93.6	95.8	9.6	9.9	92.9	9.9
Part-time workers.....	96,249	s	9.7	s	s	s	s	s	s
Usual weekly earnings of full-time wage and salary workers (single jobholders only)									
Earnings less than or equal to the 25th percentile.....	94,145	9,024	92.5	96.3	91.3	9.0	9.3	97.3	96.5
Earnings from 25th to 50th percentiles.....	96,817	9,256	9.4	95.6	99.0	9.3	9.4	96.1	9.3
Earnings from 50th to 75th percentiles.....	96,532	9,944	9.3	91.1	98.5	9.1	9.6	94.2	9.5
Earnings greater than the 75th percentile.....	96,486	9,085	9.9	96.1	96.3	93.7	9.3	90.3	z
Work schedule flexibility⁵									
Had flexible schedule.....	90,286	9,845	9.3	95.3	96.3	9.1	9.5	95.7	9.4
Did not have flexible schedule.....	93,038	9,386	91.7	94.8	93.9	9.3	9.3	90.9	9.6
Workplace flexibility⁶									
Could work at home.....	99,983	9,885	9.2	94.1	99.5	9.4	9.1	99.2	9.4
Could not work at home.....	903,080	90,314	90.0	95.4	93.6	9.1	9.1	94.0	9.4

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.

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 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.....	943,325	93,232	9.2	93.5	9.3	9.6	9.6	9.1	99.0	99.8	9.7	91.5	
15 to 24 years.....	91,040	s	92.7	s	s	s	s	s	s	s	s	s	
25 to 34 years.....	92,522	9,916	9.0	92.5	9.8	9.3	9.9	9.3	94.7	95.7	9.5	90.6	
35 to 44 years.....	90,382	9,887	9.5	98.8	9.2	9.5	9.1	9.5	9.1	94.3	9.9	90.3	
45 to 54 years.....	99,130	9,495	9.6	90.4	9.4	9.6	9.0	9.8	94.1	96.5	9.0	9.7	
55 to 64 years.....	92,753	9,866	9.2	90.7	9.5	9.0	9.2	9.5	94.8	94.2	90.1	95.0	
65 years and over.....	9,497	s	9.1	s	s	s	s	s	s	s	s	s	
Sex													
Men.....	95,594	9,571	9.4	93.8	9.9	9.5	9.5	9.5	94.2	90.6	9.9	90.8	
Women.....	97,730	9,661	91.3	93.3	9.0	9.9	9.7	9.0	95.3	99.2	9.4	92.0	
Race²													
White.....	914,497	9,342	9.2	93.0	9.8	9.7	9.8	9.2	99.3	92.5	9.0	90.8	
Black or African American.....	98,312	9,708	94.8	99.2	9.5	9.4	9.0	9.2	90.1	94.6	92.4	95.8	
Asian.....	9,380	s	9.8	s	s	s	s	s	s	s	s	s	
Hispanic or Latino ethnicity³													
Hispanic or Latino ethnicity.....	93,573	s	9.0	s	s	s	s	s	s	s	s	s	
Non-Hispanic or Latino.....	919,751	91,348	9.5	96.3	9.8	9.9	9.7	9.3	99.7	96.0	9.7	93.3	
Educational attainment (25 years and over)													
Less than a high school diploma.....	9,400	s	90.5	s	s	s	s	s	s	s	s	s	
High school graduates, no college.....	91,623	9,727	9.6	90.5	9.6	9.4	9.1	9.3	98.2	99.1	9.5	95.0	
Some college or associate degree.....	98,627	9,893	90.1	94.7	93.4	9.9	9.4	9.7	92.1	92.1	9.0	9.9	
Bachelor's degree and higher.....	94,633	9,153	9.6	96.2	9.0	9.3	9.3	9.3	9.3	98.5	9.4	90.3	
Parent of a household child													
Parent of a household child under 18 years.....	97,629	9,170	90.9	95.7	9.8	9.2	9.3	9.3	98.6	96.8	9.4	91.0	
Parent of a child 13 to 17 years (none younger).....	9,916	s	90.6	s	s	s	s	s	s	s	s	s	
Parent of a child under 13 years.....	97,713	9,116	90.9	91.1	9.3	9.5	9.5	9.8	98.9	98.5	9.4	90.5	
Not a parent of a household child under 18 years.....	95,695	9,061	9.4	92.0	9.9	9.5	9.5	9.3	99.4	91.6	9.0	91.8	

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.....	918,698	91,276	9.5	93.4	9.7	9.9	9.7	9.2	90.4	99.3	9.9	91.6	
Private, for profit.....	906,193	9,742	9.2	95.1	9.3	9.1	9.6	9.2	92.1	97.6	9.9	91.3	
Private, not for profit.....	92,505	s	92.3	s	s	s	s	s	s	s	s	s	
Public sector.....	94,627	9,956	9.9	93.9	9.5	90.6	9.0	9.5	91.2	92.5	9.8	90.8	
Full- and part-time status (single jobholders only)⁴													
Full-time workers.....	903,981	9,309	9.0	99.8	9.3	9.4	9.1	9.8	95.6	98.3	9.0	90.2	
Part-time workers.....	96,249	s	9.7	s	s	s	s	s	s	s	s	s	
Usual weekly earnings of full-time wage and salary workers (single jobholders only)													
Earnings less than or equal to the 25th percentile.....	94,145	9,024	92.5	96.0	9.9	9.0	9.5	9.6	93.1	95.9	9.3	9.8	
Earnings from 25th to 50th percentiles.....	96,817	9,256	9.4	99.5	9.3	9.3	9.3	90.1	9.5	93.2	9.4	92.9	
Earnings from 50th to 75th percentiles.....	96,532	9,944	9.3	99.8	9.5	9.6	9.7	9.2	91.0	97.7	9.1	93.4	
Earnings greater than the 75th percentile.....	96,486	9,085	9.9	91.5	9.0	9.0	9.3	9.0	9.0	96.9	9.9	9.4	
Work schedule flexibility⁵													
Had flexible schedule.....	90,286	9,845	9.3	94.1	9.0	9.7	9.1	9.3	95.7	90.6	9.0	91.8	
Did not have flexible schedule.....	93,038	9,386	91.7	95.1	9.8	9.9	9.3	9.3	91.7	97.0	9.3	91.2	
Workplace flexibility⁶													
Could work at home.....	99,983	9,885	9.2	91.8	9.2	9.6	9.6	9.0	9.4	9.7	9.2	95.4	
Could not work at home.....	903,080	90,314	90.0	95.6	9.2	9.4	9.4	9.7	92.3	93.5	9.9	90.4	

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.

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