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ACCESS TO AND USE OF LEAVE — 2024-2025 DATA FROM THE AMERICAN TIME USE SURVEY

In 2024-25, 71 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 2017-18, when 66 percent of workers had access to paid leave.

These findings are from a supplementary set of questions—the 2024-25 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 2024-25:

- On average, 71 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 8 percent were unsure whether they had access to unpaid leave. Ninety-four 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 66 percent in 2017-18 to 71 percent in 2024-25. 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 65 percent in 2017-18 to 69 percent in 2024-25. The percentage of men with access to paid leave increased from 67 percent to 73 percent over the same time period. (See table 1.)

- Wage and salary workers in management, business, and financial operations occupations were the most likely to have access to paid leave (90 percent). Workers in service occupations (45 percent) and construction and extraction occupations (50 percent) were the least likely to have access to paid leave. (See table 2.)
- Public-sector workers were more likely than private-sector workers to have access to paid leave—81 percent, compared with 69 percent. While the share of public-sector workers with access to paid leave was about the same in 2017-18 (79 percent), the share of private-sector workers with access to paid leave rose by 6 percentage points, up from 63 percent in 2017-18. (See table 1.)
- Among single jobholders, full-time workers were more than twice as likely as part-time workers to have access to paid leave—81 percent, compared with 32 percent. (See table 2.)
- Among full-time wage and salary workers with only one job, those in the top 25 percent of earners were the most likely to have access to paid leave (91 percent). Workers in the lowest 25 percent of earners were the least likely to have access to paid leave (63 percent). (See table 2.)
- Own illness or medical care (95 percent) and vacation (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 (92 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 (86 percent) than were workers who could not work at home (63 percent). (See table 2.)

Use of paid or unpaid leave in 2024-25:

- 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 14.4 hours of leave. (See table 4.)
- Of those wage and salary workers who took leave from their jobs during an average week, 69 percent used paid leave only. (See table 5.)
- In an average week, 8 percent of wage and salary workers took leave for vacation, 4 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.)
- During an average week, women were more likely than men to take leave from their jobs (23 percent, compared with 20 percent) and took over an hour more of leave than men (15 hours, compared with 13.8 hours). (See table 4.)
- Of those who took leave during an average week, women and men were equally likely to take leave for their own illness or medical care (20 percent and 21 percent, respectively).

However, women were more likely than men to take leave because a family member was ill or needed medical care (10 percent, compared with 7 percent) or a vacation (41 percent, compared with 35 percent). Men were more likely than women to take leave for errands or personal reasons (23 percent, compared with 14 percent). (See table 4.)

- 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 (10 percent, compared with 7 percent). Those who were not parents were more likely to take leave for their own illness or medical care (22 percent) than were workers who were parents of household children (18 percent). (See table 4.)

Non-use of leave in 2024-25:

- Eight percent of wage and salary workers needed to take leave during an average month but, for various reasons, did not take leave. About 40 percent of these workers needed to take leave for their own illness or medical care, 24 percent needed to take leave for illness or medical care of a family member, and 21 percent 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). The most common reason for needing leave for both women and men was for their own illness or medical care (40 percent and 39 percent, respectively). (See table 7.)
- Of those workers who needed to take leave during an average month but did not, 29 percent did not take leave because they had too much work, 14 percent did not take leave because they feared negative employment consequences or because their leave request was denied, and 13 percent did not take leave because they could not afford the loss in income. (See table 8.)

Federal Government Shutdown

Some agencies of the federal government—including the Bureau of Labor Statistics—were shut down or operating at reduced staffing levels from October 1, 2025, through November 12, 2025.

All American Time Use Survey (ATUS) operations were suspended from October 1 through November 12. No call attempts were made and no interviews were completed during the shutdown. Because ATUS interviews are conducted every day and collect time diaries about “yesterday”—that is, the day prior to the interview day—there are no data for the 2024-25 Leave and Job Flexibilities Module for September 30 through November 11, 2025. Data collection resumed on November 13, 2025.

Leave and Job Flexibilities estimates are generated using statistical weights. The method used to generate the Leave and Job Flexibilities Module weights differs from the method used for the ATUS weights. The sum of the module weights is equal to the number of person-days in the month for the population of wage and salary workers as a whole and for selected subpopulations of wage and salary workers. Because the data use monthly weights and no data were collected in October 2025, the estimates presented in this news release represent 12-month annual averages for 2024 and 11-month annual averages for 2025.

Technical Note

The data in this news release were collected with a supplementary set of questions, the 2024-25 Leave and Job Flexibilities Module, asked as part of the American Time Use Survey (ATUS) in 2024 and 2025. 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 2024-25 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 news release pertain to wage and salary workers and their main job. The data exclude all self-employed workers. Respondents to the 2024-25 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 6,600 respondents to the Leave and Job Flexibilities Module in 2024-25.

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 2024 through December 2025. (Due to the federal government shutdown, no data for this module were collected from October 1, 2025 to November 12, 2025.)

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

Leave questions and concepts

The 2024-25 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. 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 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.

Next, respondents were asked about the greatest number of hours they worked in a week and the fewest number of hours they worked in a week over the last month. Respondents were then asked how difficult it would be to take an hour or two off during work hours to take care of personal or family matters. 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 were paid for the hours they work at home were asked if they are required to work at home on a regular basis. 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 2024-25 Leave and Job Flexibilities Module questionnaire is available at www.bls.gov/tus/questionnaires/lvmquestionnaire2425.pdf.

Definitions

Employment and earnings

- *Employed.* All people 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 people 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 \$840 or less in 2024 and 2025. Weekly earnings in the 25th to the 50th percentile range amounted to \$841 to \$1,250 in 2024 and \$841 to \$1,320 in 2025. Weekly earnings in the 50th to the 75th percentile range were \$1,251 to \$1,970 in 2024 and \$1,321 to \$2,020 in 2025. Those earning greater than the 75th percentile had earnings of \$1,971 and higher in 2024 and \$2,021 and higher in 2025. Earnings ranges were estimated using the 2024 and 2025 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

The 2024-25 Leave and Job Flexibilities Module is very similar to the previous 2017-18 Leave and Job Flexibilities Module to the ATUS. However, there are a few differences. In order to obtain better information about the availability and use of flexible and alternative work schedules, a few questions were added, dropped, or modified. The questions about access to leave, reasons for taking leave, and unmet leave were the same in both modules.

In the 2024-25 Leave and Job Flexibilities Module, an instruction about what respondents should include as “work at home” was added for clarity. If needed, respondents were instructed to include any other remote or off-site location where they chose to work as “work at home.” While this instruction was not included in the 2017-18 Leave and Job Flexibilities Module, the addition of this instruction is thought to have minimal effect on the estimate.

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 2017-2018 and 2024-2025

Characteristic	Percent of workers with access to paid leave								
	2017-2018 ¹			2024-2025 ¹			Change from 2017-2018 to 2024-2025 (percentage points) ²		
	Yes	No	Do not know	Yes	No	Do not know	Yes	No	Do not know
Age									
Total, 15 years and over.....	66.0	32.9	1.1	71.0	27.8	1.2	5.1	-5.2	0.1
15 to 24 years.....	35.4	62.0	2.6	44.1	52.9	3.0	8.7	-9.1	0.4
25 to 34 years.....	70.3	29.1	0.6	76.3	22.9	0.8	6.1	-6.2	0.2
35 to 44 years.....	71.7	27.4	0.9	77.0	22.2	0.8	5.3	-5.2	-0.1
45 to 54 years.....	74.4	24.4	1.2	75.9	22.4	1.7	1.5	-2.1	0.5
55 to 64 years.....	74.2	24.9	0.9	81.5	18.1	0.4	7.3	-6.7	-0.5
65 years and over.....	51.7	48.2	0.1	55.2	44.3	0.5	3.5	-3.9	0.4
Sex									
Men.....	66.8	32.3	0.9	72.6	26.3	1.1	5.8	-6.0	0.2
Women.....	65.0	33.6	1.3	69.3	29.4	1.3	4.3	-4.3	0.0
Race									
White.....	66.3	32.6	1.1	71.6	27.3	1.1	5.4	-5.4	0.0
Black or African American.....	62.6	36.3	1.2	66.5	32.0	1.5	3.9	-4.3	0.3
Asian.....	71.5	27.9	0.6	75.3	22.6	2.2	3.8	-5.4	1.6
Hispanic or Latino ethnicity³									
Hispanic or Latino ethnicity.....	49.9	48.4	1.7	59.4	38.2	2.4	9.5	-10.2	0.7
Non-Hispanic or Latino.....	69.2	29.8	1.0	73.9	25.2	0.9	4.7	-4.6	-0.1
Educational attainment (25 years and over)									
Less than a high school diploma.....	38.9	57.8	3.3	42.5	53.0	4.4	3.6	-4.8	1.2
High school graduates, no college.....	64.0	35.2	0.8	71.8	27.1	1.1	7.8	-8.1	0.3
Some college or associate degree.....	71.8	27.4	0.8	72.6	26.8	0.6	0.8	-0.6	-0.2
Bachelor's degree and higher.....	79.0	20.4	0.6	82.9	16.6	0.5	3.9	-3.9	-0.1
Parent of a household child									
Parent of a household child under 18 years.....	70.2	28.9	1.0	75.5	23.6	0.9	5.3	-5.3	0.0
Parent of a child 13 to 17 years (none younger).....	70.4	29.1	0.5	76.3	23.7	z	5.9	-5.5	-0.5
Parent of a child under 13 years.....	70.1	28.8	1.1	75.3	23.5	1.2	5.1	-5.3	0.1
Not a parent of a household child under 18 years.....	63.9	34.9	1.2	69.0	29.7	1.3	5.1	-5.3	0.2

See footnotes at end of table.

Table 1. Workers with access to paid leave by selected characteristics, averages for the periods 2017-2018 and 2024-2025 — Continued

Characteristic	Percent of workers with access to paid leave								
	2017-2018 ¹			2024-2025 ¹			Change from 2017-2018 to 2024-2025 (percentage points) ²		
	Yes	No	Do not know	Yes	No	Do not know	Yes	No	Do not know
Occupation									
Management, business, and financial operations	81.5	17.8	0.7	89.5	9.7	0.9	7.9	-8.1	0.2
Professional and related.....	75.8	23.6	0.5	80.3	19.3	0.4	4.5	-4.3	-0.2
Services.....	43.2	54.3	2.5	44.9	52.7	2.4	1.8	-1.6	-0.2
Sales and related.....	55.7	41.6	2.7	61.4	35.4	3.2	5.7	-6.2	0.5
Office and administrative support.....	71.1	28.3	0.6	70.8	28.9	0.3	-0.3	0.7	-0.3
Farming, fishing, and forestry.....	s	s	s	s	s	s	s	s	s
Construction and extraction.....	35.8	64.0	0.3	50.0	48.9	1.1	14.3	-15.0	0.8
Installation, maintenance, and repair.....	79.2	19.6	1.2	77.5	20.3	2.1	-1.7	0.7	0.9
Production.....	70.2	28.9	0.9	73.4	25.9	0.7	3.2	-3.0	-0.1
Transportation and material moving	55.7	43.3	0.9	65.7	32.9	1.4	10.0	-10.4	0.5
Industry									
Agriculture, forestry, fishing, and hunting.....	44.9	53.5	1.6	s	s	s	s	s	s
Mining, quarrying, and oil and gas extraction.....	s	s	s	s	s	s	s	s	s
Construction.....	43.3	56.2	0.5	57.7	41.3	1.0	14.4	-14.9	0.6
Manufacturing.....	79.8	19.7	0.5	83.0	16.3	0.7	3.2	-3.4	0.2
Wholesale and retail trade.....	61.3	36.7	2.0	66.0	31.5	2.5	4.7	-5.2	0.5
Transportation and utilities.....	73.2	26.3	0.5	75.7	23.6	0.7	2.5	-2.7	0.2
Information.....	80.1	19.9	z	77.0	19.1	3.9	-3.1	-0.8	3.9
Financial activities.....	78.8	20.0	1.1	86.1	13.6	0.3	7.3	-6.5	-0.8
Professional and business services.....	70.0	29.0	1.1	78.5	20.3	1.2	8.6	-8.6	0.1
Education and health services.....	69.5	29.6	0.9	72.1	27.1	0.8	2.5	-2.5	-0.1
Leisure and hospitality.....	33.4	64.0	2.6	38.7	60.3	1.0	5.3	-3.7	-1.6
Other services.....	44.8	54.6	0.7	57.6	40.3	2.0	12.9	-14.2	1.4
Public administration.....	88.0	11.3	0.6	91.8	7.3	0.9	3.7	-4.0	0.3
Class of worker									
Private sector.....	63.1	35.7	1.2	69.2	29.5	1.3	6.1	-6.2	0.1
Private, for profit.....	62.6	36.1	1.3	68.1	30.5	1.4	5.6	-5.7	0.1
Private, not for profit.....	68.2	31.4	0.4	77.7	21.9	0.4	9.5	-9.6	0.0
Public sector.....	79.2	20.2	0.6	80.8	18.4	0.8	1.6	-1.8	0.2
Federal government.....	91.3	8.7	z	92.9	6.5	0.6	1.6	-2.2	0.6
State government.....	74.6	24.5	0.9	75.1	23.1	1.9	0.4	-1.4	1.0
Local government.....	78.0	21.4	0.6	80.0	19.8	0.1	2.1	-1.5	-0.5

See footnotes at end of table.

Table 1. Workers with access to paid leave by selected characteristics, averages for the periods 2017-2018 and 2024-2025 — Continued

Characteristic	Percent of workers with access to paid leave								
	2017-2018 ¹			2024-2025 ¹			Change from 2017-2018 to 2024-2025 (percentage points) ²		
	Yes	No	Do not know	Yes	No	Do not know	Yes	No	Do not know
Full- and part-time status (single jobholders only)⁴									
Full-time workers.....	77.0	22.2	0.8	80.7	18.4	0.8	3.7	-3.8	0.0
Part-time workers.....	23.3	74.1	2.5	32.2	64.5	3.2	8.9	-9.6	0.7
Usual weekly earnings of full-time wage and salary workers (single jobholders only)									
Earnings less than or equal to the 25th percentile.....	56.5	42.1	1.3	62.6	35.6	1.8	6.0	-6.5	0.5
Earnings from 25th to 50th percentiles.....	80.0	19.2	0.8	85.5	14.3	0.3	5.4	-4.9	-0.5
Earnings from 50th to 75th percentiles.....	83.9	15.5	0.6	84.3	15.2	0.5	0.4	-0.3	-0.1
Earnings greater than the 75th percentile.....	86.0	13.5	0.6	90.9	8.3	0.8	4.9	-5.2	0.3

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 2017-2018 and 2024-2025.

³ People whose ethnicity is identified as Hispanic or Latino 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. Effective with January 2020 ATUS data, occupations reflect the introduction of the 2018 Census occupational classification system, derived from the 2018 Standard Occupational Classification (SOC). No historical data have been revised. Data for 2024-2025 are not strictly comparable with earlier years.

Table 2. Workers with access to paid or unpaid leave by selected characteristics, averages for the period 2024-2025

Characteristic	Total workers (in thou- sands)	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.....	151,490	71.0	27.8	1.2	77.7	14.0	8.3	94.2	4.6	1.2
15 to 24 years.....	22,534	44.1	52.9	3.0	85.2	10.6	4.2	93.6	5.7	0.7
25 to 34 years.....	35,371	76.3	22.9	0.8	76.5	14.4	9.1	94.0	4.2	1.8
35 to 44 years.....	33,520	77.0	22.2	0.8	77.3	13.7	9.0	95.7	3.4	0.9
45 to 54 years.....	28,735	75.9	22.4	1.7	75.6	15.3	9.1	94.1	4.2	1.6
55 to 64 years.....	21,795	81.5	18.1	0.4	76.2	14.2	9.6	95.2	3.8	1.0
65 years and over.....	9,535	55.2	44.3	0.5	75.6	17.8	6.6	88.8	10.0	1.2
Sex										
Men.....	78,956	72.6	26.3	1.1	76.8	14.3	8.9	94.1	4.2	1.7
Women.....	72,534	69.3	29.4	1.3	78.7	13.7	7.6	94.3	4.9	0.8
Race³										
White.....	117,311	71.6	27.3	1.1	78.2	13.8	8.1	95.0	3.9	1.1
Black or African American.....	19,628	66.5	32.0	1.5	76.3	16.4	7.3	90.6	7.5	1.8
Asian.....	10,294	75.3	22.6	2.2	73.8	11.9	14.3	93.3	4.6	2.1
Hispanic or Latino ethnicity⁴										
Hispanic or Latino ethnicity.....	30,290	59.4	38.2	2.4	79.7	13.2	7.2	91.4	6.1	2.5
Non-Hispanic or Latino.....	121,200	73.9	25.2	0.9	77.2	14.2	8.5	94.9	4.2	0.9
Educational attainment (25 years and over)										
Less than a high school diploma.....	7,529	42.5	53.0	4.4	80.4	12.3	7.3	87.9	8.6	3.5
High school graduates, no college.....	31,732	71.8	27.1	1.1	77.5	16.4	6.1	92.8	5.6	1.6
Some college or associate degree.....	26,327	72.6	26.8	0.6	78.9	14.7	6.5	95.6	4.0	0.4
Bachelor's degree and higher.....	63,369	82.9	16.6	0.5	74.3	14.0	11.7	95.3	3.4	1.3
Parent of a household child										
Parent of a household child under 18 years.....	47,477	75.5	23.6	0.9	76.0	15.4	8.6	93.4	5.3	1.3
Parent of a child 13 to 17 years (none younger).....	10,062	76.3	23.7	z	77.6	12.8	9.6	94.7	4.4	0.9
Parent of a child under 13 years.....	37,415	75.3	23.5	1.2	75.6	16.1	8.3	93.0	5.6	1.4
Not a parent of a household child under 18 years.....	104,014	69.0	29.7	1.3	78.5	13.4	8.1	94.6	4.2	1.2
Occupation										
Management, business, and financial operations	26,106	89.5	9.7	0.9	74.6	14.0	11.4	97.4	1.8	0.8
Professional and related.....	43,567	80.3	19.3	0.4	74.1	14.8	11.2	94.8	3.8	1.4

See footnotes at end of table.

Table 2. Workers with access to paid or unpaid leave by selected characteristics, averages for the period 2024-2025 — 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.....	23,282	44.9	52.7	2.4	81.1	13.4	5.5	90.6	7.5	2.0
Sales and related.....	11,810	61.4	35.4	3.2	81.9	11.1	7.1	95.0	5.0	z
Office and administrative support.....	14,976	70.8	28.9	0.3	77.0	17.2	5.8	94.1	5.4	0.4
Farming, fishing, and forestry.....	s	s	s	s	s	s	s	s	s	s
Construction and extraction.....	5,848	50.0	48.9	1.1	87.7	9.9	2.4	92.9	6.8	0.3
Installation, maintenance, and repair.....	5,234	77.5	20.3	2.1	79.2	13.2	7.7	95.4	2.2	2.5
Production.....	8,669	73.4	25.9	0.7	76.3	19.3	4.3	91.5	7.3	1.3
Transportation and material moving	10,937	65.7	32.9	1.4	83.7	10.4	6.0	94.2	4.2	1.6
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.....	7,995	57.7	41.3	1.0	86.1	9.2	4.7	93.5	4.9	1.6
Manufacturing.....	16,137	83.0	16.3	0.7	72.8	18.6	8.6	94.9	4.7	0.4
Wholesale and retail trade.....	18,855	66.0	31.5	2.5	82.1	11.7	6.2	95.4	4.0	0.6
Transportation and utilities.....	9,235	75.7	23.6	0.7	77.2	15.9	6.9	95.7	3.6	0.7
Information.....	2,796	77.0	19.1	3.9	79.4	12.5	8.1	93.9	5.5	0.7
Financial activities.....	9,304	86.1	13.6	0.3	72.5	13.6	13.8	96.3	3.2	0.6
Professional and business services.....	20,943	78.5	20.3	1.2	74.6	12.9	12.5	93.7	4.3	2.0
Education and health services.....	37,769	72.1	27.1	0.8	76.0	15.8	8.3	93.4	4.9	1.6
Leisure and hospitality.....	13,163	38.7	60.3	1.0	84.6	10.7	4.7	92.2	7.0	0.8
Other services.....	5,576	57.6	40.3	2.0	83.2	11.9	4.9	91.2	6.8	2.1
Public administration.....	7,435	91.8	7.3	0.9	74.1	17.9	8.0	97.7	1.1	1.1
Class of worker										
Private sector.....	127,651	69.2	29.5	1.3	78.4	13.4	8.2	94.3	4.4	1.2
Private, for profit.....	113,693	68.1	30.5	1.4	78.6	13.4	8.0	94.1	4.7	1.2
Private, not for profit.....	13,959	77.7	21.9	0.4	76.8	13.4	9.8	96.3	2.2	1.5
Public sector.....	23,839	80.8	18.4	0.8	74.0	17.4	8.6	93.6	5.1	1.3
Federal government.....	4,577	92.9	6.5	0.6	78.3	13.4	8.3	98.3	z	1.7
State government.....	8,116	75.1	23.1	1.9	73.1	17.8	9.1	89.4	8.2	2.4
Local government.....	11,146	80.0	19.8	0.1	73.0	18.6	8.4	94.7	5.0	0.3
Full- and part-time status (single jobholders only)⁵										
Full-time workers.....	111,686	80.7	18.4	0.8	76.7	14.3	9.0	96.0	3.1	0.9
Part-time workers.....	27,294	32.2	64.5	3.2	82.4	12.3	5.3	88.4	9.1	2.5

See footnotes at end of table.

Table 2. Workers with access to paid or unpaid leave by selected characteristics, averages for the period 2024-2025 — Continued

Characteristic	Total workers (in thou- sands)	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.....	28,286	62.6	35.6	1.8	80.1	13.6	6.3	93.0	5.4	1.6
Earnings from 25th to 50th percentiles.....	28,076	85.5	14.3	0.3	76.8	15.0	8.2	97.2	2.1	0.7
Earnings from 50th to 75th percentiles.....	27,440	84.3	15.2	0.5	76.9	14.3	8.8	96.5	3.1	0.4
Earnings greater than the 75th percentile.....	27,884	90.9	8.3	0.8	73.2	14.2	12.7	97.3	1.7	1.0
Work schedule flexibility⁶										
Had flexible schedule.....	85,878	70.3	28.1	1.5	79.9	11.3	8.8	94.6	4.1	1.3
Did not have flexible schedule.....	65,612	71.9	27.3	0.8	74.8	17.6	7.6	93.7	5.1	1.1
Workplace flexibility⁷										
Could work at home.....	55,899	85.6	13.8	0.6	73.4	13.7	12.9	96.0	2.9	1.0
Could not work at home.....	94,893	62.7	36.1	1.2	80.5	14.2	5.2	93.5	5.5	1.0

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 People whose ethnicity is identified as Hispanic or Latino 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 2024-2025

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.....	95.4	94.8	96.0	4.2	4.8	3.5	-	-	-	0.5	0.4	0.5
Illness or medical care of another family member.....	81.6	80.6	82.8	14.3	14.9	13.5	-	-	-	4.1	4.5	3.7
Childcare, other than for illness ¹	73.7	74.4	72.8	22.4	20.7	24.2	-	-	-	4.0	4.9	2.9
Eldercare ²	70.5	71.1	69.9	21.9	19.7	24.0	-	-	-	7.6	9.2	6.1
Vacation.....	94.4	96.2	92.3	5.2	3.4	7.2	-	-	-	0.4	0.3	0.5
Errands or personal reasons.....	75.4	76.8	73.8	22.4	21.2	23.6	-	-	-	2.3	2.0	2.6
Birth or adoption of a child.....	81.8	82.4	81.0	10.9	11.1	10.8	-	-	-	7.3	6.5	8.2
Workers with access to unpaid leave												
Ability to use unpaid leave by reason:												
Own illness or medical care.....	91.9	91.9	92.0	2.9	2.8	3.1	3.0	3.3	2.7	2.1	2.1	2.2
Illness or medical care of another family member.....	86.1	86.4	85.9	5.6	5.6	5.6	3.9	4.1	3.8	4.3	3.9	4.7
Childcare, other than for illness ¹	77.9	77.4	78.4	10.6	11.1	10.1	5.5	5.9	5.1	6.0	5.6	6.4
Eldercare ²	79.0	79.5	78.5	8.2	9.1	7.4	4.9	3.8	5.9	7.9	7.6	8.2
Vacation.....	71.8	71.0	72.7	18.6	19.1	18.0	4.6	5.3	3.9	5.0	4.7	5.4
Errands or personal reasons.....	70.5	71.5	69.5	19.4	19.2	19.7	5.5	5.4	5.7	4.6	3.9	5.2
Birth or adoption of a child.....	82.5	81.9	83.2	7.7	9.0	6.3	2.4	2.5	2.3	7.4	6.7	8.2

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 2024-2025

Characteristic	Total workers (in thou- sands)	Workers who took paid or unpaid leave during an average week for any reason												
		Total (in thou- sands)	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)	Vaca- tion	Errands or personal reasons	Birth or adoption of a child	Holiday	Weather	Other
Age														
Total, 15 years and over.....	151,490	32,450	21.4	14.39	100.0	20.3	8.3	3.7	38.0	18.1	1.9	4.6	1.2	4.0
15 to 24 years.....	22,534	5,196	23.1	14.06	100.0	24.5	4.6	5.6	33.7	16.6	3.0	2.0	2.3	7.7
25 to 34 years.....	35,371	7,103	20.1	14.59	100.0	21.0	5.9	2.9	39.9	18.8	2.8	7.9	0.5	0.4
35 to 44 years.....	33,520	7,438	22.2	14.53	100.0	19.6	10.0	6.4	37.8	15.1	3.3	3.7	1.2	3.0
45 to 54 years.....	28,735	6,267	21.8	15.24	100.0	17.0	11.1	2.0	40.2	20.4	0.4	3.5	0.8	4.6
55 to 64 years.....	21,795	4,870	22.3	13.01	100.0	19.4	10.3	1.2	38.2	20.6	z	5.5	1.1	3.7
65 years and over.....	9,535	1,575	16.5	14.73	100.0	20.9	7.1	2.5	35.3	16.3	z	5.4	2.2	10.3
Sex														
Men.....	78,956	15,959	20.2	13.78	100.0	20.6	7.1	3.7	35.1	22.5	1.1	4.8	0.5	4.6
Women.....	72,534	16,491	22.7	14.98	100.0	19.9	9.6	3.7	40.8	13.7	2.7	4.5	1.8	3.3
Race¹														
White.....	117,311	25,322	21.6	14.49	100.0	19.9	8.5	4.0	38.8	17.1	2.4	4.4	1.2	3.6
Black or African American.....	19,628	3,964	20.2	13.32	100.0	18.2	10.9	z	35.5	29.3	0.4	2.8	1.0	2.0
Asian.....	10,294	2,039	19.8	14.84	100.0	23.6	4.0	6.6	43.1	15.7	0.6	3.1	z	3.2
Hispanic or Latino ethnicity²														
Hispanic or Latino ethnicity.....	30,290	4,822	15.9	15.19	100.0	32.4	10.6	2.4	28.5	11.4	2.7	5.3	1.2	5.4
Non-Hispanic or Latino.....	121,200	27,628	22.8	14.25	100.0	18.1	7.9	3.9	39.6	19.2	1.8	4.5	1.1	3.7
Educational attainment (25 years and over)														
Less than a high school diploma.....	7,529	728	9.7	s	s	s	s	s	s	s	s	s	s	s
High school graduates, no college.....	31,732	5,664	17.8	13.72	100.0	20.8	9.9	2.4	32.8	27.6	0.9	2.4	1.6	1.7
Some college or associate degree.....	26,327	5,306	20.2	14.18	100.0	22.2	8.4	3.9	33.1	15.7	0.2	8.0	1.2	7.3
Bachelor's degree and higher.....	63,369	15,556	24.5	14.75	100.0	17.9	8.6	3.3	44.0	16.1	2.6	5.0	0.5	2.1
Parent of a household child														
Parent of a household child under 18 years.....	47,477	10,774	22.7	15.44	100.0	17.6	10.1	8.4	34.0	17.7	5.6	2.9	0.6	3.1
Parent of a child 13 to 17 years (none younger).	10,062	2,045	20.3	12.33	100.0	23.6	2.5	2.4	35.2	27.2	z	3.5	z	5.6
Parent of a child under 13 years.....	37,415	8,729	23.3	16.17	100.0	16.2	11.9	9.8	33.7	15.5	6.9	2.8	0.8	2.5
Not a parent of a household child under 18 years.	104,014	21,675	20.8	13.86	100.0	21.6	7.4	1.3	40.0	18.2	0.1	5.5	1.4	4.4

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 2024-2025 — Continued

Characteristic	Total workers (in thou- sands)	Workers who took paid or unpaid leave during an average week for any reason												
		Total (in thou- sands)	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)	Vaca- tion	Errands or personal reasons	Birth or adoption of a child	Holiday	Weather	Other
Occupation														
Management, business, and financial operations	26,106	6,350	24.3	14.08	100.0	15.2	5.2	1.4	57.3	12.6	1.7	3.3	1.3	2.0
Professional and related.....	43,567	10,639	24.4	15.73	100.0	21.0	9.7	5.0	36.5	15.2	3.0	5.2	0.4	3.9
Services.....	23,282	3,827	16.4	14.87	100.0	21.5	7.3	2.2	33.2	21.4	2.1	4.6	1.6	6.1
Sales and related.....	11,810	2,375	20.1	13.61	100.0	16.6	9.3	4.8	31.1	24.5	2.3	2.4	5.5	3.6
Office and administrative support.....	14,976	3,479	23.2	13.03	100.0	23.4	14.2	2.0	35.4	17.4	1.3	3.3	0.7	2.3
Farming, fishing, and forestry.....	s	s	s	s	s	s	s	s	s	s	s	s	s	s
Construction and extraction.....	5,848	997	17.1	s	s	s	s	s	s	s	s	s	s	s
Installation, maintenance, and repair.....	5,234	1,148	21.9	s	s	s	s	s	s	s	s	s	s	s
Production.....	8,669	1,775	20.5	s	s	s	s	s	s	s	s	s	s	s
Transportation and material moving	10,937	1,684	15.4	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.....	7,995	1,233	15.4	s	s	s	s	s	s	s	s	s	s	s
Manufacturing.....	16,137	3,655	22.7	13.94	100.0	27.6	6.1	1.8	45.1	11.0	1.4	5.7	0.4	1.0
Wholesale and retail trade.....	18,855	3,502	18.6	12.27	100.0	20.6	12.3	9.0	21.2	24.2	1.0	4.4	3.7	3.6
Transportation and utilities.....	9,235	1,615	17.5	s	s	s	s	s	s	s	s	s	s	s
Information.....	2,796	442	15.8	s	s	s	s	s	s	s	s	s	s	s
Financial activities.....	9,304	2,046	22.0	13.22	100.0	11.0	1.9	4.0	53.8	20.2	z	1.6	1.8	5.7
Professional and business services.....	20,943	5,091	24.3	14.69	100.0	13.9	5.5	5.5	43.3	15.5	1.3	9.1	0.8	5.0
Education and health services.....	37,769	8,082	21.4	16.19	100.0	21.7	11.5	2.9	40.1	12.3	3.8	2.7	0.8	4.2
Leisure and hospitality.....	13,163	2,213	16.8	s	s	s	s	s	s	s	s	s	s	s
Other services.....	5,576	1,294	23.2	s	s	s	s	s	s	s	s	s	s	s
Public administration.....	7,435	2,944	39.6	14.05	100.0	21.3	10.6	2.4	33.7	24.3	1.4	4.4	z	1.9
Class of worker														
Private sector.....	127,651	26,414	20.7	14.42	100.0	19.7	7.7	4.2	39.5	16.8	1.8	4.7	1.3	4.3
Private, for profit.....	113,693	23,312	20.5	14.22	100.0	19.7	7.5	4.0	39.2	17.8	1.7	4.7	1.0	4.5
Private, not for profit.....	13,959	3,102	22.2	15.92	100.0	19.4	8.8	5.7	42.4	9.3	3.1	4.9	3.7	2.7
Public sector.....	23,839	6,035	25.3	14.23	100.0	22.7	11.3	1.4	31.2	23.8	2.4	4.2	0.6	2.4
Federal government.....	4,577	1,427	31.2	15.23	100.0	24.4	8.5	0.8	37.6	15.6	2.9	5.3	z	4.7

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 2024-2025 — 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.....	8,116	1,826	22.5	15.98	100.0	18.7	12.7	1.0	35.2	25.2	0.3	5.0	z	1.9
Local government.....	11,146	2,783	25.0	12.58	100.0	24.6	11.9	2.0	25.2	27.0	3.4	3.2	1.3	1.5
Full- and part-time status (single jobholders only)³														
Full-time workers.....	111,686	24,733	22.1	14.30	100.0	19.5	8.7	3.5	39.1	17.2	1.7	5.6	1.1	3.6
Part-time workers.....	27,294	5,115	18.7	13.32	100.0	24.9	8.8	5.6	26.6	22.3	3.8	1.1	0.8	6.2
Usual weekly earnings of full-time wage and salary workers (single jobholders only)														
Earnings less than or equal to the 25th percentile	28,286	5,043	17.8	14.31	100.0	22.9	12.5	2.3	31.4	15.8	1.9	4.3	4.9	4.1
Earnings from 25th to 50th percentiles.....	28,076	6,459	23.0	13.20	100.0	23.0	9.5	3.7	28.6	26.6	0.9	5.4	0.2	2.1
Earnings from 50th to 75th percentiles.....	27,440	6,394	23.3	15.15	100.0	17.4	7.1	3.8	49.1	11.3	1.8	7.0	0.4	2.0
Earnings greater than the 75th percentile.....	27,884	6,836	24.5	14.55	100.0	15.8	6.5	4.1	45.2	15.0	2.1	5.3	z	6.1
Work schedule flexibility⁴														
Had flexible schedule.....	85,878	20,058	23.4	13.57	100.0	18.7	6.5	4.1	40.7	19.1	1.6	4.8	1.7	2.8
Did not have flexible schedule.....	65,612	12,391	18.9	15.72	100.0	22.8	11.3	2.9	33.6	16.4	2.4	4.3	0.3	5.8
Workplace flexibility⁵														
Could work at home.....	55,899	13,888	24.8	14.45	100.0	15.5	6.9	5.3	48.6	13.7	2.0	4.6	0.3	3.1
Could not work at home.....	94,893	18,426	19.4	14.37	100.0	23.7	9.4	2.5	30.1	21.4	1.9	4.7	1.8	4.6

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 People whose ethnicity is identified as Hispanic or Latino 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 2024-2025

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.....	151,490	32,450	21.4	100.0	69.4	27.9	2.6
15 to 24 years.....	22,534	5,196	23.1	100.0	34.0	62.1	3.9
25 to 34 years.....	35,371	7,103	20.1	100.0	67.7	29.9	2.4
35 to 44 years.....	33,520	7,438	22.2	100.0	77.3	20.7	2.0
45 to 54 years.....	28,735	6,267	21.8	100.0	79.9	17.5	2.6
55 to 64 years.....	21,795	4,870	22.3	100.0	85.8	10.8	3.4
65 years and over.....	9,535	1,575	16.5	100.0	65.4	34.6	z
Sex							
Men.....	78,956	15,959	20.2	100.0	69.2	29.3	1.5
Women.....	72,534	16,491	22.7	100.0	69.7	26.6	3.7
Race¹							
White.....	117,311	25,322	21.6	100.0	69.0	27.9	3.1
Black or African American.....	19,628	3,964	20.2	100.0	70.1	29.3	0.6
Asian.....	10,294	2,039	19.8	100.0	74.0	24.3	1.7
Hispanic or Latino ethnicity²							
Hispanic or Latino ethnicity.....	30,290	4,822	15.9	100.0	59.8	38.9	1.3
Non-Hispanic or Latino.....	121,200	27,628	22.8	100.0	71.1	26.0	2.9
Educational attainment (25 years and over)							
Less than a high school diploma.....	7,529	728	9.7	s	s	s	s
High school graduates, no college.....	31,732	5,664	17.8	100.0	69.7	26.2	4.1
Some college or associate degree.....	26,327	5,306	20.2	100.0	67.4	30.4	2.1
Bachelor's degree and higher.....	63,369	15,556	24.5	100.0	83.6	14.4	2.0
Parent of a household child							
Parent of a household child under 18 years.....	47,477	10,774	22.7	100.0	76.6	20.4	3.1
Parent of a child 13 to 17 years (none younger).....	10,062	2,045	20.3	100.0	84.4	11.7	3.9
Parent of a child under 13 years.....	37,415	8,729	23.3	100.0	74.7	22.4	2.9
Not a parent of a household child under 18 years.....	104,014	21,675	20.8	100.0	65.9	31.7	2.4
Occupation							
Management, business, and financial operations	26,106	6,350	24.3	100.0	88.6	9.8	1.6
Professional and related.....	43,567	10,639	24.4	100.0	80.2	17.0	2.8
Services.....	23,282	3,827	16.4	100.0	38.1	60.1	1.8

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 2024-2025 — 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.....	11,810	2,375	20.1	100.0	51.9	43.2	4.9
Office and administrative support.....	14,976	3,479	23.2	100.0	66.5	29.4	4.0
Farming, fishing, and forestry.....	s	s	s	s	s	s	s
Construction and extraction.....	5,848	997	17.1	s	s	s	s
Installation, maintenance, and repair.....	5,234	1,148	21.9	s	s	s	s
Production.....	8,669	1,775	20.5	s	s	s	s
Transportation and material moving	10,937	1,684	15.4	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.....	7,995	1,233	15.4	s	s	s	s
Manufacturing.....	16,137	3,655	22.7	100.0	81.3	16.5	2.2
Wholesale and retail trade.....	18,855	3,502	18.6	100.0	47.1	48.2	4.7
Transportation and utilities.....	9,235	1,615	17.5	s	s	s	s
Information.....	2,796	442	15.8	s	s	s	s
Financial activities.....	9,304	2,046	22.0	100.0	87.1	12.1	0.9
Professional and business services.....	20,943	5,091	24.3	100.0	77.0	19.3	3.7
Education and health services.....	37,769	8,082	21.4	100.0	71.5	25.4	3.1
Leisure and hospitality.....	13,163	2,213	16.8	s	s	s	s
Other services.....	5,576	1,294	23.2	s	s	s	s
Public administration.....	7,435	2,944	39.6	100.0	93.6	4.9	1.5
Class of worker							
Private sector.....	127,651	26,414	20.7	100.0	65.0	32.0	3.0
Private, for profit.....	113,693	23,312	20.5	100.0	63.6	33.6	2.8
Private, not for profit.....	13,959	3,102	22.2	100.0	75.9	19.6	4.5
Public sector.....	23,839	6,035	25.3	100.0	88.7	10.2	1.1
Federal government.....	4,577	1,427	31.2	100.0	96.2	3.3	0.5
State government.....	8,116	1,826	22.5	100.0	88.8	9.8	1.4
Local government.....	11,146	2,783	25.0	100.0	84.8	14.0	1.1
Full- and part-time status (single jobholders only)³							
Full-time workers.....	111,686	24,733	22.1	100.0	78.7	18.5	2.8
Part-time workers.....	27,294	5,115	18.7	100.0	24.2	73.9	2.0

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 2024-2025 — 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.....	28,286	5,043	17.8	100.0	51.5	45.2	3.3
Earnings from 25th to 50th percentiles.....	28,076	6,459	23.0	100.0	80.7	16.6	2.7
Earnings from 50th to 75th percentiles.....	27,440	6,394	23.3	100.0	86.0	11.0	3.0
Earnings greater than the 75th percentile.....	27,884	6,836	24.5	100.0	90.2	7.6	2.2
Work schedule flexibility⁴							
Had flexible schedule.....	85,878	20,058	23.4	100.0	67.2	31.2	1.7
Did not have flexible schedule.....	65,612	12,391	18.9	100.0	73.2	22.7	4.2
Workplace flexibility⁵							
Could work at home.....	55,899	13,888	24.8	100.0	85.9	12.0	2.1
Could not work at home.....	94,893	18,426	19.4	100.0	56.9	40.0	3.0

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 People whose ethnicity is identified as Hispanic or Latino 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 2024-2025

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.....	32,450	21.4	14.39	100.0	69.4	27.9	2.6
Own illness or medical care.....	6,571	4.3	10.91	100.0	65.8	32.7	1.5
Illness or medical care of another family member.....	2,707	1.8	11.91	100.0	65.6	30.3	4.1
Childcare or eldercare (other than for illness).....	1,193	0.8	s	s	s	s	s
Vacation.....	12,327	8.1	18.97	100.0	79.0	18.3	2.7
Errands or personal reasons.....	5,862	3.9	9.10	100.0	63.0	33.9	3.1
Birth or adoption of a child.....	626	0.4	s	s	s	s	s
Holiday.....	1,508	1.0	s	s	s	s	s
Weather.....	374	0.2	s	s	s	s	s
Other.....	1,282	0.8	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 2024-2025

Characteristic	Total workers (in thou- sands)	Workers who needed to take leave during an average month but did not							
		Total (in thou- sands)	Percent	Percent distribution by reasons for needing to take leave¹					
				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.....	151,490	12,265	8.1	39.7	23.5	9.9	3.7	21.1	5.4
15 to 24 years.....	22,534	1,546	6.9	s	s	s	s	s	s
25 to 34 years.....	35,371	3,067	8.7	49.8	24.9	5.2	2.3	19.3	5.3
35 to 44 years.....	33,520	3,038	9.1	34.2	24.1	20.7	4.6	16.7	2.6
45 to 54 years.....	28,735	2,535	8.8	35.0	20.1	9.8	2.5	32.0	4.5
55 to 64 years.....	21,795	1,642	7.5	s	s	s	s	s	s
65 years and over.....	9,535	437	4.6	s	s	s	s	s	s
Sex									
Men.....	78,956	5,128	6.5	38.8	22.4	6.7	4.6	25.2	6.3
Women.....	72,534	7,137	9.8	40.4	24.3	12.2	3.0	18.1	4.7
Race²									
White.....	117,311	8,348	7.1	36.8	23.7	11.6	4.8	22.2	4.8
Black or African American.....	19,628	2,930	14.9	49.2	19.2	7.0	0.9	18.2	6.6
Asian.....	10,294	692	6.7	s	s	s	s	s	s
Hispanic or Latino ethnicity³									
Hispanic or Latino ethnicity.....	30,290	2,253	7.4	51.1	18.5	9.4	3.7	13.1	6.5
Non-Hispanic or Latino.....	121,200	10,012	8.3	37.2	24.6	10.0	3.7	22.9	5.1
Educational attainment (25 years and over)									
Less than a high school diploma.....	7,529	640	8.5	s	s	s	s	s	s
High school graduates, no college.....	31,732	2,659	8.4	45.2	19.3	5.3	4.7	24.1	5.4
Some college or associate degree.....	26,327	1,944	7.4	51.7	21.6	8.6	0.4	18.5	0.4
Bachelor's degree and higher.....	63,369	5,475	8.6	37.1	25.9	13.1	4.7	20.0	4.1
Parent of a household child									
Parent of a household child under 18 years.....	47,477	4,632	9.8	28.1	27.9	24.5	3.1	17.8	4.7
Parent of a child 13 to 17 years (none younger).....	10,062	817	8.1	s	s	s	s	s	s
Parent of a child under 13 years.....	37,415	3,815	10.2	27.0	31.5	25.4	2.9	14.4	5.2
Not a parent of a household child under 18 years.....	104,014	7,633	7.3	46.8	20.9	1.0	4.0	23.1	5.8
Class of worker									
Private sector.....	127,651	9,833	7.7	40.6	21.9	9.1	4.0	21.8	6.0
Private, for profit.....	113,693	8,733	7.7	41.3	20.8	9.2	3.4	22.6	6.1
Private, not for profit.....	13,959	1,100	7.9	s	s	s	s	s	s
Public sector.....	23,839	2,431	10.2	36.1	30.1	13.1	2.3	18.3	2.6

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 2024-2025
— Continued

Characteristic	Total workers (in thou- sands)	Workers who needed to take leave during an average month but did not							
		Total (in thou- sands)	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.....	111,686	9,129	8.2	40.4	23.9	10.9	4.0	21.2	3.1
Part-time workers.....	27,294	1,664	6.1	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.....	28,286	2,325	8.2	42.4	25.9	12.9	3.7	14.0	1.9
Earnings from 25th to 50th percentiles.....	28,076	2,172	7.7	45.7	30.7	6.7	1.7	19.6	2.9
Earnings from 50th to 75th percentiles.....	27,440	2,713	9.9	42.7	16.0	14.6	8.2	16.4	3.5
Earnings greater than the 75th percentile.....	27,884	1,919	6.9	29.0	25.0	7.8	1.0	38.6	4.0
Work schedule flexibility⁵									
Had flexible schedule.....	85,878	5,333	6.2	35.7	19.5	8.6	5.0	25.4	7.7
Did not have flexible schedule.....	65,612	6,932	10.6	42.9	26.6	10.9	2.7	17.8	3.5
Workplace flexibility⁶									
Could work at home.....	55,899	3,906	7.0	37.8	24.6	10.0	5.0	25.2	3.6
Could not work at home.....	94,893	8,350	8.8	40.7	23.0	9.9	3.1	19.2	6.0

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 People whose ethnicity is identified as Hispanic or Latino 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 2024-2025

Characteristic	Total workers (in thou- sands)	Workers who needed to take leave during an average month but did not										
		Total (in thou- sands)	Per- cent	Percent distribution by reasons for not taking leave ¹								
				Too much work	No one available to cover shift	Made alternate arrange- ments	Wanted to save leave	Did not have enough leave	Could not afford loss in income	Feared negative employ- ment conse- quence or leave denied	Did not have access to paid or unpaid leave	Other
Age												
Total, 15 years and over.....	151,490	12,265	8.1	28.5	8.0	4.2	8.7	10.3	13.1	13.7	8.9	7.0
15 to 24 years.....	22,534	1,546	6.9	s	s	s	s	s	s	s	s	s
25 to 34 years.....	35,371	3,067	8.7	22.5	12.7	0.1	9.2	7.9	16.6	17.2	8.4	7.1
35 to 44 years.....	33,520	3,038	9.1	35.7	6.6	5.3	6.6	13.0	6.1	13.3	8.9	6.9
45 to 54 years.....	28,735	2,535	8.8	37.2	8.9	4.1	3.4	13.9	10.4	12.1	11.1	4.5
55 to 64 years.....	21,795	1,642	7.5	s	s	s	s	s	s	s	s	s
65 years and over.....	9,535	437	4.6	s	s	s	s	s	s	s	s	s
Sex												
Men.....	78,956	5,128	6.5	27.2	10.2	2.7	8.8	9.7	15.7	17.0	7.4	4.7
Women.....	72,534	7,137	9.8	29.4	6.5	5.3	8.6	10.7	11.3	11.4	10.0	8.7
Race²												
White.....	117,311	8,348	7.1	29.9	10.6	4.3	8.6	10.0	10.9	15.5	5.8	8.0
Black or African American.....	19,628	2,930	14.9	23.7	1.9	4.4	10.4	7.8	17.9	8.2	18.9	6.1
Asian.....	10,294	692	6.7	s	s	s	s	s	s	s	s	s
Hispanic or Latino ethnicity³												
Hispanic or Latino ethnicity.....	30,290	2,253	7.4	15.1	8.6	3.9	11.2	17.1	19.8	10.7	6.8	7.5
Non-Hispanic or Latino.....	121,200	10,012	8.3	31.5	7.9	4.3	8.2	8.8	11.6	14.4	9.4	6.9
Educational attainment (25 years and over)												
Less than a high school diploma.....	7,529	640	8.5	s	s	s	s	s	s	s	s	s
High school graduates, no college.....	31,732	2,659	8.4	25.0	10.0	0.7	4.1	8.0	20.1	10.5	13.5	8.2
Some college or associate degree.....	26,327	1,944	7.4	26.7	11.2	7.0	13.8	15.7	10.3	7.7	4.9	6.1
Bachelor's degree and higher.....	63,369	5,475	8.6	36.9	7.8	5.7	7.8	10.3	5.3	17.0	8.1	4.9
Parent of a household child												
Parent of a household child under 18 years.....	47,477	4,632	9.8	32.3	8.5	5.9	6.0	9.2	13.6	13.0	6.5	6.4
Parent of a child 13 to 17 years (none younger).....	10,062	817	8.1	s	s	s	s	s	s	s	s	s
Parent of a child under 13 years.....	37,415	3,815	10.2	33.0	7.4	4.5	7.0	8.4	16.4	14.9	6.1	3.8
Not a parent of a household child under 18 years.....	104,014	7,633	7.3	26.1	7.7	3.2	10.4	11.0	12.8	14.2	10.3	7.4

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 2024-2025 — Continued

Characteristic	Total workers (in thou- sands)	Workers who needed to take leave during an average month but did not										
		Total (in thou- sands)	Per- cent	Percent distribution by reasons for not taking leave ¹								
				Too much work	No one available to cover shift	Made alternate arrange- ments	Wanted to save leave	Did not have enough leave	Could not afford loss in income	Feared negative employ- ment conse- quence or leave denied	Did not have access to paid or unpaid leave	Other
Class of worker												
Private sector.....	127,651	9,833	7.7	28.7	8.7	2.7	7.5	10.6	14.4	12.8	10.5	6.7
Private, for profit.....	113,693	8,733	7.7	28.5	7.7	2.0	7.1	11.0	16.0	12.0	11.2	7.0
Private, not for profit.....	13,959	1,100	7.9	s	s	s	s	s	s	s	s	s
Public sector.....	23,839	2,431	10.2	27.7	5.3	10.4	13.8	8.9	8.0	17.4	2.3	8.2
Full- and part-time status (single jobholders only)⁴												
Full-time workers.....	111,686	9,129	8.2	30.9	7.9	4.5	7.0	11.2	12.2	15.2	7.3	6.9
Part-time workers.....	27,294	1,664	6.1	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.....	28,286	2,325	8.2	24.8	10.0	0.8	6.2	8.5	21.7	9.5	7.9	11.3
Earnings from 25th to 50th percentiles.....	28,076	2,172	7.7	16.3	6.6	4.7	10.8	9.0	12.6	25.8	4.2	10.4
Earnings from 50th to 75th percentiles.....	27,440	2,713	9.9	28.8	10.2	6.1	7.3	17.1	8.4	13.4	9.6	4.7
Earnings greater than the 75th percentile.....	27,884	1,919	6.9	57.7	3.4	6.6	3.3	8.7	5.6	12.8	6.5	0.9
Work schedule flexibility⁵												
Had flexible schedule.....	85,878	5,333	6.2	40.6	7.7	3.3	8.2	9.5	8.9	10.2	7.1	6.8
Did not have flexible schedule.....	65,612	6,932	10.6	19.1	8.2	4.9	9.2	10.9	16.3	16.4	10.2	7.2
Workplace flexibility ⁶												
Could work at home.....	55,899	3,906	7.0	46.0	7.5	5.4	6.6	6.6	4.6	14.6	7.0	4.3
Could not work at home.....	94,893	8,350	8.8	20.3	8.3	3.7	9.7	12.0	17.1	13.4	9.7	8.3

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 People whose ethnicity is identified as Hispanic or Latino 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.