



Infographic

Paid Family & Medical Leave

BEN GITIS | FEBRUARY 22, 2018

Today the American Action Forum released an infographic on paid family and medical leave in the United States. AAF analyzes the paid leave benefits available to workers in the private sector for family and medical reasons. The findings provide a more complete picture of how these workers currently afford family and medical leave.

[Read the entire analysis here.](#)

Paid Family & Medical Leave

Understanding how American workers use family and medical leave is the first step to identifying where paid leave is **missing** in the labor force.



66.2%* of workers who took family and medical leave were paid by their employers.



Workers tended to use other forms of benefits and even used a combination of benefits to receive paid family and medical leave.

THE BENEFITS *Used* BY WORKERS WHO HAVE PAID LEAVE

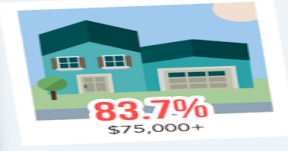
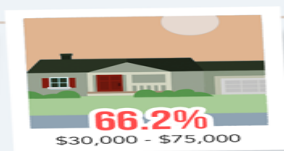
Percent of Workers Using Leave Benefits (2012)



The most commonly used paid leave benefit was **paid time off (PTO)**. It is assumed that anyone who received PTO was not offered distinct vacation and sick days.

HOW *Accessible* IS PAID FAMILY & MEDICAL LEAVE?

Percent of Workers Receiving Paid Leave by Family Income (2012)



Workers in low-income families are significantly **less likely** to be paid than workers in middle- and high-income families.



12.6%* of all workers used family and medical leave - most of them for their own serious medical condition.



15.7%* of all Family and Medical Leave Act-eligible workers used family and medical leave.

Duration OF LEAVE BY GENDER AND PAY

In weeks (2012)



Men averaged **6.6 weeks** of family leave and women averaged **7.8 weeks**.



Those who were compensated while on family leave tended to take **shorter leaves** than those who went unpaid.

The private sector is harnessing enough resources to ensure that the vast majority of workers are paid when they take family and medical leave. However, workers in low-income families who take leave are unlikely to be paid. This suggests that proposals that prioritize providing the benefits to low-income families would be particularly helpful in expanding access to paid leave.



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* Based on 2012 data

