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## ACCESS TO AND USE OF LEAVE—2011 DATA FROM THE AMERICAN TIME USE SURVEY

In 2011, 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 2011. 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 2011 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 2011 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 2011:

- 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 2011. 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 2011:**

- 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 2011:**

- 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 2011, 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 2011 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 2011 data files are available on the BLS website at [www.bls.gov/tus/data.htm](http://www.bls.gov/tus/data.htm).

# Technical Note

The data in this release were collected through a supplementary set of questions, the 2011 Leave Module, asked as part of the 2011 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 2011, 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](http://www.bls.gov/tus/atususersguide.pdf). The purpose of the 2011 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 2011.

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 2011 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](http://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. Wage and salary workers with access to paid or unpaid leave at their main job by selected characteristics, 2011 annual averages**

Characteristic	Total wage and salary workers (in thousands)	Percent of workers with access to:								
		Paid leave <sup>1</sup>			Unpaid leave <sup>1</sup>			Paid or unpaid leave <sup>1,2</sup>		
		Yes	No	Do not know	Yes	No	Do not know	Yes	No	Do not know
<b>Age</b>										
Total, 15 years and over .....	139,058	59.0	39.7	1.1	76.6	15.9	7.3	90.2	7.8	1.8
15 to 24 years .....	20,880	26.0	71.0	3.0	80.5	15.1	4.4	86.0	11.2	2.8
25 to 34 years .....	30,901	63.0	35.9	.9	79.0	13.4	7.3	92.7	5.4	1.7
35 to 44 years .....	28,954	65.6	33.3	.8	72.3	19.1	8.2	89.4	8.7	1.6
45 to 54 years .....	31,566	69.7	29.8	.5	77.3	14.7	8.0	92.2	6.3	1.5
55 to 64 years .....	21,254	63.9	34.6	1.0	74.5	17.3	7.7	89.2	9.1	1.4
65 years and over .....	5,503	45.5	52.6	1.7	74.3	17.5	7.5	88.5	8.3	2.4
<b>Sex</b>										
Men .....	73,430	60.3	38.6	1.0	75.4	17.3	7.0	89.8	8.4	1.5
Women .....	65,628	57.5	41.0	1.3	77.9	14.3	7.6	90.6	7.1	2.1
<b>Race <sup>3</sup></b>										
White .....	116,125	58.9	39.8	1.2	76.9	15.4	7.5	90.5	7.7	1.7
Black or African American .....	15,204	60.6	38.2	1.0	76.7	17.5	5.5	90.4	7.6	1.8
Asian .....	5,188	62.2	36.8	.2	72.1	20.0	6.8	87.1	9.7	2.1
<b>Hispanic or Latino ethnicity <sup>4</sup></b>										
Hispanic or Latino ethnicity .....	18,511	43.0	55.1	1.9	71.2	23.3	5.6	81.8	15.6	2.6
Nonhispanic .....	120,548	61.4	37.3	1.0	77.4	14.8	7.5	91.5	6.6	1.7
<b>Educational attainment (25 years and over)</b>										
Less than a high school diploma .....	8,002	34.9	63.9	1.2	70.4	24.9	4.8	80.7	16.6	2.7
High school graduates, no college .....	33,358	61.1	38.2	.4	75.8	18.0	5.9	88.6	9.1	2.1
Some college or associate degree .....	30,886	66.4	32.4	.9	78.2	14.6	6.9	92.8	6.1	.8
Bachelor's degree and higher .....	45,932	71.6	27.2	.9	75.3	14.1	10.3	93.1	5.0	1.6
<b>Parent of a household child</b>										
Parent of a household child under 18 years .....	47,401	63.2	36.0	.7	76.6	16.6	6.6	90.2	7.9	1.8
Parent of a child 13 to 17 (none younger) .....	9,711	66.3	33.4	.3	71.6	18.7	9.7	87.8	9.4	2.9
Parent of a child under 13 .....	37,690	62.4	36.7	.7	77.9	16.1	5.8	90.9	7.5	1.5
Not a parent of a household child under 18 .....	91,657	56.8	41.6	1.4	76.5	15.5	7.6	90.2	7.8	1.8
<b>Health <sup>5</sup></b>										
Excellent .....	38,052	58.6	39.6	1.2	75.0	17.5	7.0	89.3	8.8	1.4
Very good .....	52,725	62.0	36.9	1.0	79.9	13.0	7.0	92.8	5.3	1.8
Good .....	38,054	56.5	42.5	1.0	74.8	17.0	7.9	88.1	9.7	2.1
Fair or poor .....	10,227	53.4	44.5	2.0	71.8	20.8	7.2	87.8	10.0	2.1

See footnotes at end of table.

**Table 1. Wage and salary workers with access to paid or unpaid leave at their main job by selected characteristics, 2011 annual averages—Continued**

Characteristic	Total wage and salary workers (in thousands)	Percent of workers with access to:								
		Paid leave <sup>1</sup>			Unpaid leave <sup>1</sup>			Paid or unpaid leave <sup>1,2</sup>		
		Yes	No	Do not know	Yes	No	Do not know	Yes	No	Do not know
<b>Occupation</b>										
Management, business, and financial operations ...	21,246	77.2	21.5	0.9	72.3	16.9	10.2	92.8	5.1	1.5
Professional and related .....	32,140	69.4	29.5	.8	76.2	13.2	10.2	93.0	5.2	1.5
Services .....	24,004	35.7	62.4	2.0	79.7	15.5	4.7	87.3	10.9	1.8
Sales and related .....	14,042	44.6	52.2	3.1	75.3	18.1	6.5	85.4	10.5	3.9
Office and administrative support .....	18,929	66.0	33.2	.6	78.6	14.6	6.5	91.7	6.5	1.5
Farming, fishing, and forestry .....	703	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )
Construction and extraction .....	6,878	36.1	63.5	.4	71.3	24.2	4.5	84.7	13.7	1.6
Installation, maintenance, and repair .....	4,972	71.3	28.6	.1	79.0	16.7	4.3	91.6	7.2	1.2
Production .....	7,688	62.9	36.4	.7	81.5	14.7	3.8	90.4	8.1	1.4
Transportation and material moving .....	8,456	58.3	41.0	.5	75.6	17.7	6.5	89.0	9.3	1.6
<b>Industry</b>										
Agriculture, forestry, fishing, and hunting .....	1,251	32.5	67.1	~0	83.5	16.1	~0	87.7	11.9	~0
Mining, quarrying, and oil and gas extraction .....	1,014	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )
Construction .....	8,684	38.5	60.9	.5	71.2	23.8	4.9	85.2	13.3	1.3
Manufacturing .....	14,272	73.2	25.9	.8	79.5	12.8	7.5	92.5	5.6	1.7
Wholesale and retail trade .....	19,279	53.5	43.7	2.8	77.6	16.1	6.2	88.8	8.3	2.8
Transportation and utilities .....	7,411	72.2	27.2	~0	74.6	18.8	6.1	89.0	10.4	~0
Information .....	3,548	59.9	38.7	1.3	69.1	20.8	9.3	85.7	10.1	3.4
Financial activities .....	8,096	79.0	20.3	.2	74.9	13.4	11.0	95.4	3.9	.2
Professional and business services .....	15,433	56.4	42.3	1.3	77.5	13.0	9.4	89.5	7.9	2.6
Education and health services .....	34,912	65.3	33.8	.6	76.5	14.9	8.2	91.9	6.0	1.9
Leisure and hospitality .....	13,224	24.8	71.7	3.2	80.2	16.1	3.4	86.5	11.1	2.2
Other services .....	5,066	42.2	57.6	.2	72.9	21.2	6.0	85.7	13.5	.8
Public administration .....	6,870	89.2	10.7	.2	76.0	14.6	9.4	98.2	1.7	.2

See footnotes at end of table.



**Table 1. Wage and salary workers with access to paid or unpaid leave at their main job by selected characteristics, 2011 annual averages—Continued**

Characteristic	Total wage and salary workers (in thousands)	Percent of workers with access to:								
		Paid leave <sup>1</sup>			Unpaid leave <sup>1</sup>			Paid or unpaid leave <sup>1, 2</sup>		
		Yes	No	Do not know	Yes	No	Do not know	Yes	No	Do not know
<b>Class of worker <sup>6</sup></b>										
Private sector .....	111,092	56.8	41.7	1.3	77.3	15.4	7.0	90.4	7.5	1.8
Private, for profit .....	100,795	56.2	42.2	1.4	77.7	15.3	6.7	90.2	7.7	1.8
Private, not for profit .....	10,296	63.0	36.7	.3	73.2	16.4	10.0	92.3	6.3	1.4
Public sector .....	23,586	76.1	23.1	.7	75.5	15.2	9.2	92.9	5.1	1.9
Federal government .....	3,878	86.3	12.0	1.7	79.2	9.1	11.7	95.7	2.6	1.7
State government .....	8,627	75.3	24.2	.5	76.3	14.3	9.5	94.7	3.6	1.7
Local government .....	11,082	73.1	26.0	.6	73.6	18.0	8.1	90.4	7.2	2.0
<b>Full- and part-time status (single jobholders only)</b>										
Full-time workers .....	98,492	71.4	27.5	.8	76.3	15.5	7.8	92.6	6.0	1.1
Part-time workers .....	27,743	22.4	74.8	2.6	81.4	14.3	4.3	85.2	11.8	3.0
<b>Earnings of full-time workers (single jobholders only) <sup>7</sup></b>										
\$0 - \$540 .....	24,229	50.1	48.2	1.5	78.0	16.5	5.1	88.4	9.6	1.6
\$541 - \$830 .....	23,989	77.1	21.9	.9	78.9	14.1	6.9	94.7	4.0	1.2
\$831 - \$1,230 .....	23,260	81.2	17.8	.7	74.8	15.0	9.7	95.3	3.4	1.0
\$1,231 and higher .....	24,195	82.8	16.4	.4	75.4	14.1	10.1	94.9	4.0	.7

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

<sup>2</sup> Some workers have access to both paid and unpaid leave.

<sup>3</sup> Estimates for the race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races.

<sup>4</sup> Persons of Hispanic or Latino ethnicity may be of any race.

<sup>5</sup> Health status was self-reported by individuals who participated in the survey.

<sup>6</sup> Class of worker estimates do not include self-employed incorporated workers.

<sup>7</sup> These values are based on usual weekly earnings. Each earnings range represents approximately 25 percent of full-time wage and salary workers (except self-employed incorporated workers) who held only one job.

<sup>8</sup> Estimate is suppressed because it does not meet the American Time Use Survey publication standards.

~0 Estimate is approximately zero.

NOTE: Unless otherwise specified, data refer to wage and salary workers age 15 years and over. Self-employed workers whose businesses are incorporated are classified as wage and salary workers.

**Table 2. Wage and salary workers who took leave from their main job during an average week: percent of workers taking leave, hours of leave taken, and main reason for taking leave, 2011 annual averages**

Characteristic	Total wage and salary workers (in thousands)	Workers who took paid or unpaid leave during an average week for any reason										
		Number (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	Child-care or elder-care (other than for illness)	Vacation	Errands or personal reasons	Birth or adoption of a child	Other
<b>Age</b>												
Total, 15 years and over .....	139,058	29,653	21.3	15.61	100.0	21.9	5.6	2.3	29.5	16.5	1.7	22.5
15 to 24 years .....	20,880	4,253	20.4	13.81	100.0	22.6	.5	1.1	21.3	23.4	~0	31.0
25 to 34 years .....	30,901	6,252	20.2	13.94	100.0	17.0	7.7	3.7	25.6	20.3	5.7	20.1
35 to 44 years .....	28,954	5,972	20.6	17.49	100.0	18.8	6.1	3.5	32.8	14.6	2.4	21.7
45 to 54 years .....	31,566	7,674	24.3	16.23	100.0	24.6	7.0	2.2	32.7	12.1	~0	21.4
55 to 64 years .....	21,254	4,742	22.3	16.09	100.0	27.3	4.3	.4	31.8	14.3	~0	21.8
65 years and over .....	5,503	760	13.8	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
<b>Sex</b>												
Men .....	73,430	14,456	19.7	15.73	100.0	16.9	5.1	2.6	30.8	19.5	.1	25.0
Women .....	65,628	15,198	23.2	15.50	100.0	26.8	6.1	1.9	28.3	13.7	3.2	20.1
<b>Race<sup>1</sup></b>												
White .....	116,125	25,228	21.7	15.45	100.0	20.8	5.7	2.4	29.8	16.6	1.4	23.3
Black or African American .....	15,204	3,219	21.2	16.25	100.0	31.1	4.9	1.0	26.0	14.9	2.7	19.5
Asian .....	5,188	822	15.8	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
<b>Hispanic or Latino ethnicity<sup>2</sup></b>												
Hispanic or Latino ethnicity .....	18,511	2,564	13.9	15.93	100.0	22.8	6.2	6.2	23.1	18.0	.9	22.8
Nonhispanic .....	120,548	27,089	22.5	15.58	100.0	21.8	5.5	1.9	30.1	16.4	1.7	22.5
<b>Educational attainment (25 years and over)</b>												
Less than a high school diploma .....	8,002	1,050	13.1	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
High school graduates, no college .....	33,358	7,170	21.5	17.29	100.0	24.8	7.3	2.3	26.7	17.2	1.4	20.4
Some college or associate degree .....	30,886	6,538	21.2	15.06	100.0	20.7	7.7	2.0	31.2	15.2	2.1	21.1
Bachelor's degree and higher .....	45,932	10,642	23.2	15.42	100.0	19.7	4.5	2.2	36.0	14.0	2.2	21.3

See footnotes at end of table.

**Table 2. Wage and salary workers who took leave from their main job during an average week: percent of workers taking leave, hours of leave taken, and main reason for taking leave, 2011 annual averages—Continued**

Characteristic	Total wage and salary workers (in thousands)	Workers who took paid or unpaid leave during an average week for any reason										
		Number (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	Child-care or elder-care (other than for illness)	Vacation	Errands or personal reasons	Birth or adoption of a child	Other
<b>Parent of a household child</b>												
Parent of a household child under 18 years .....	47,401	10,260	21.6	16.21	100.0	18.2	8.6	6.0	26.5	15.2	3.8	21.8
Parent of a child 13 to 17 (none younger) .....	9,711	1,865	19.2	16.48	100.0	21.8	7.6	7.5	38.2	11.6	~0	13.3
Parent of a child under 13 .....	37,690	8,396	22.3	16.15	100.0	17.4	8.8	5.6	23.9	16.0	4.6	23.6
Not a parent of a household child under 18 .....	91,657	19,393	21.2	15.29	100.0	23.9	4.0	.3	31.1	17.2	.6	22.9
<b>Health <sup>3</sup></b>												
Excellent .....	38,052	8,253	21.7	16.00	100.0	12.8	4.4	1.2	39.5	17.5	2.0	22.6
Very good .....	52,725	10,855	20.6	15.31	100.0	17.8	4.9	2.6	30.6	15.9	1.1	27.1
Good .....	38,054	8,596	22.6	15.46	100.0	32.2	6.7	2.3	21.7	17.2	2.0	17.8
Fair or poor .....	10,227	1,950	19.1	16.37	100.0	38.2	9.9	4.7	15.5	12.1	2.3	17.2
<b>Occupation</b>												
Management, business, and financial operations .....	21,246	4,465	21.0	15.88	100.0	17.6	5.6	2.9	36.9	13.5	.3	23.3
Professional and related .....	32,140	8,110	25.2	15.97	100.0	19.4	4.6	2.2	36.3	14.4	2.8	20.3
Services .....	24,004	4,369	18.2	14.00	100.0	27.6	9.0	1.1	20.2	20.5	1.1	20.6
Sales and related .....	14,042	2,480	17.7	14.73	100.0	21.1	1.9	3.7	35.5	15.8	3.1	18.9
Office and administrative support .....	18,929	4,633	24.5	12.68	100.0	24.5	4.6	1.5	25.2	17.6	1.6	25.0
Farming, fishing, and forestry .....	703	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Construction and extraction .....	6,878	1,141	16.6	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Installation, maintenance, and repair ...	4,972	1,141	23.0	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Production .....	7,688	1,527	19.9	20.33	100.0	22.4	2.2	2.7	33.0	19.2	~0	20.5
Transportation and material moving ....	8,456	1,541	18.2	16.92	100.0	30.0	3.6	3.9	12.8	21.5	1.5	26.6

See footnotes at end of table.

**Table 2. Wage and salary workers who took leave from their main job during an average week: percent of workers taking leave, hours of leave taken, and main reason for taking leave, 2011 annual averages—Continued**

Characteristic	Total wage and salary workers (in thousands)	Workers who took paid or unpaid leave during an average week for any reason										
		Number (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	Child-care or elder-care (other than for illness)	Vacation	Errands or personal reasons	Birth or adoption of a child	Other
<b>Industry</b>												
Agriculture, forestry, fishing, and hunting .....	1,251	423	33.8	( 6 )	( 6 )	( 6 )	( 6 )	( 6 )	( 6 )	( 6 )	( 6 )	( 6 )
Mining, quarrying, and oil and gas extraction .....	1,014	( 6 )	( 6 )	( 6 )	( 6 )	( 6 )	( 6 )	( 6 )	( 6 )	( 6 )	( 6 )	( 6 )
Construction .....	8,684	1,517	17.5	16.14	100.0	12.1	9.9	5.6	19.6	13.9	2.5	36.3
Manufacturing .....	14,272	3,037	21.3	17.95	100.0	16.1	4.2	3.3	37.5	18.2	.6	20.2
Wholesale and retail trade .....	19,279	3,179	16.5	14.89	100.0	23.1	4.4	3.3	27.6	11.0	2.5	28.1
Transportation and utilities .....	7,411	1,763	23.8	20.32	100.0	35.2	4.5	1.8	23.5	13.1	1.7	20.2
Information .....	3,548	871	24.6	( 6 )	( 6 )	( 6 )	( 6 )	( 6 )	( 6 )	( 6 )	( 6 )	( 6 )
Financial activities .....	8,096	1,780	22.0	16.49	100.0	17.2	6.0	3.4	42.0	18.2	~0	13.2
Professional and business services .....	15,433	4,246	27.5	13.60	100.0	12.3	6.4	.4	26.3	26.8	1.7	26.1
Education and health services .....	34,912	7,076	20.3	16.75	100.0	26.8	4.8	2.2	29.5	12.4	3.1	21.2
Leisure and hospitality .....	13,224	2,556	19.3	15.75	100.0	22.5	6.5	3.1	32.0	20.1	1.3	14.5
Other services .....	5,066	652	12.9	( 6 )	( 6 )	( 6 )	( 6 )	( 6 )	( 6 )	( 6 )	( 6 )	( 6 )
Public administration .....	6,870	2,395	34.9	10.99	100.0	30.8	7.4	1.1	32.2	11.3	~0	17.1
<b>Class of worker <sup>4</sup></b>												
Private sector .....	111,092	21,788	19.6	15.37	100.0	21.4	5.7	2.2	28.6	16.8	1.8	23.5
Private, for profit .....	100,795	19,854	19.7	15.40	100.0	20.7	5.7	2.2	28.2	17.4	1.5	24.4
Private, not for profit .....	10,296	1,935	18.8	15.06	100.0	28.5	5.7	2.4	33.1	11.0	5.0	14.3
Public sector .....	23,586	6,792	28.8	16.12	100.0	25.7	5.4	2.3	32.6	14.4	1.6	18.1
Federal government .....	3,878	1,419	36.6	11.02	100.0	34.7	4.2	.3	28.8	17.4	.5	14.2
State government .....	8,627	2,122	24.6	14.64	100.0	25.8	7.6	1.9	26.3	14.1	2.6	21.7
Local government .....	11,082	3,251	29.3	19.31	100.0	21.7	4.5	3.4	38.3	13.4	1.4	17.4

See footnotes at end of table.

**Table 2. Wage and salary workers who took leave from their main job during an average week: percent of workers taking leave, hours of leave taken, and main reason for taking leave, 2011 annual averages—Continued**

Characteristic	Total wage and salary workers (in thousands)	Workers who took paid or unpaid leave during an average week for any reason										
		Number (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	Child-care or elder-care (other than for illness)	Vacation	Errands or personal reasons	Birth or adoption of a child	Other
<b>Full- and part-time status (single jobholders only)</b>												
Full-time workers .....	98,492	21,628	22.0	16.26	100.0	22.9	5.4	2.4	30.7	14.6	2.2	21.9
Part-time workers .....	27,743	5,477	19.7	13.72	100.0	17.8	6.5	1.3	27.2	20.5	.4	26.4
<b>Earnings of full-time workers (single jobholders only)<sup>5</sup></b>												
\$0 - \$540 .....	24,229	4,208	17.4	14.14	100.0	30.1	5.2	4.3	19.9	17.7	2.5	20.3
\$541 - \$830 .....	23,989	5,241	21.8	15.77	100.0	26.5	6.0	2.1	27.8	10.0	1.1	26.4
\$831 - \$1,230 .....	23,260	5,527	23.8	17.84	100.0	21.4	5.3	.9	31.9	16.4	1.5	22.6
\$1,231 and higher .....	24,195	6,083	25.1	16.47	100.0	17.1	5.3	2.0	39.4	15.0	3.8	17.3

<sup>1</sup> Estimates for the race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races.

<sup>2</sup> Persons of Hispanic or Latino ethnicity may be of any race.

<sup>3</sup> Health status was self-reported by individuals who participated in the survey.

<sup>4</sup> Class of worker estimates do not include self-employed incorporated workers.

<sup>5</sup> These values are based on usual weekly earnings. Each earnings range represents approximately 25 percent of full-time wage and salary workers (except self-employed incorporated workers) who held only one job.

<sup>6</sup> Estimate is suppressed because it does not meet the American Time Use Survey publication standards.

~0 Estimate is approximately zero.

NOTE: Unless otherwise specified, data refer to wage and salary workers age 15 years and over. Self-employed workers whose businesses are incorporated are classified as wage and salary workers.

**Table 3. Wage and salary workers who took leave from their main job during an average week: percent of workers taking leave and type of leave used, 2011 annual averages**

Characteristic	Total wage and salary workers (in thousands)	Workers who took paid or unpaid leave during an average week for any reason					
		Number (in thousands)	Percent	Percent distribution by type of leave used			
				Total	Paid leave only	Unpaid leave only	Paid and unpaid leave
<b>Age</b>							
Total, 15 years and over .....	139,058	29,653	21.3	100.0	57.1	40.0	2.9
15 to 24 years .....	20,880	4,253	20.4	100.0	19.8	78.3	2.0
25 to 34 years .....	30,901	6,252	20.2	100.0	57.7	38.4	3.9
35 to 44 years .....	28,954	5,972	20.6	100.0	63.1	33.9	2.9
45 to 54 years .....	31,566	7,674	24.3	100.0	68.9	27.2	3.9
55 to 64 years .....	21,254	4,742	22.3	100.0	65.8	32.9	1.3
65 years and over .....	5,503	760	13.8	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
<b>Sex</b>							
Men .....	73,430	14,456	19.7	100.0	58.7	38.0	3.3
Women .....	65,628	15,198	23.2	100.0	55.6	41.9	2.5
<b>Race<sup>1</sup></b>							
White .....	116,125	25,228	21.7	100.0	57.7	39.5	2.8
Black or African American .....	15,204	3,219	21.2	100.0	54.6	43.8	1.6
Asian .....	5,188	822	15.8	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
<b>Hispanic or Latino ethnicity<sup>2</sup></b>							
Hispanic or Latino ethnicity .....	18,511	2,564	13.9	100.0	41.6	54.7	3.7
Nonhispanic .....	120,548	27,089	22.5	100.0	58.6	38.6	2.8
<b>Educational attainment (25 years and over)</b>							
Less than a high school diploma .....	8,002	1,050	13.1	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
High school graduates, no college .....	33,358	7,170	21.5	100.0	57.4	40.4	2.1
Some college or associate degree .....	30,886	6,538	21.2	100.0	61.4	33.8	4.9
Bachelor's degree and higher .....	45,932	10,642	23.2	100.0	72.2	25.3	2.5

See footnotes at end of table.

**Table 3. Wage and salary workers who took leave from their main job during an average week: percent of workers taking leave and type of leave used, 2011 annual averages—Continued**

Characteristic	Total wage and salary workers (in thousands)	Workers who took paid or unpaid leave during an average week for any reason					
		Number (in thousands)	Percent	Percent distribution by type of leave used			
				Total	Paid leave only	Unpaid leave only	Paid and unpaid leave
<b>Parent of a household child</b>							
Parent of a household child under 18 years .....	47,401	10,260	21.6	100.0	63.1	33.5	3.5
Parent of a child 13 to 17 (none younger) .....	9,711	1,865	19.2	100.0	67.8	31.5	.7
Parent of a child under 13 .....	37,690	8,396	22.3	100.0	62.0	33.9	4.1
Not a parent of a household child under 18 .....	91,657	19,393	21.2	100.0	53.9	43.5	2.6
<b>Health <sup>3</sup></b>							
Excellent .....	38,052	8,253	21.7	100.0	57.4	38.9	3.7
Very good .....	52,725	10,855	20.6	100.0	58.9	38.1	3.0
Good .....	38,054	8,596	22.6	100.0	58.7	39.0	2.3
Fair or poor .....	10,227	1,950	19.1	100.0	38.8	59.7	1.5
<b>Occupation</b>							
Management, business, and financial operations .....	21,246	4,465	21.0	100.0	77.2	20.2	2.5
Professional and related .....	32,140	8,110	25.2	100.0	68.3	28.8	2.8
Services .....	24,004	4,369	18.2	100.0	33.2	65.8	1.0
Sales and related .....	14,042	2,480	17.7	100.0	34.6	64.1	1.2
Office and administrative support .....	18,929	4,633	24.5	100.0	59.6	36.9	3.6
Farming, fishing, and forestry .....	703	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Construction and extraction .....	6,878	1,141	16.6	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Installation, maintenance, and repair ...	4,972	1,141	23.0	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Production .....	7,688	1,527	19.9	100.0	51.2	41.3	7.5
Transportation and material moving ....	8,456	1,541	18.2	100.0	46.6	49.4	4.0

See footnotes at end of table.

**Table 3. Wage and salary workers who took leave from their main job during an average week: percent of workers taking leave and type of leave used, 2011 annual averages—Continued**

Characteristic	Total wage and salary workers (in thousands)	Workers who took paid or unpaid leave during an average week for any reason					
		Number (in thousands)	Percent	Percent distribution by type of leave used			
				Total	Paid leave only	Unpaid leave only	Paid and unpaid leave
<b>Industry</b>							
Agriculture, forestry, fishing, and hunting .....	1,251	423	33.8	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Mining, quarrying, and oil and gas extraction .....	1,014	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Construction .....	8,684	1,517	17.5	100.0	43.1	56.2	.6
Manufacturing .....	14,272	3,037	21.3	100.0	67.9	27.8	4.4
Wholesale and retail trade .....	19,279	3,179	16.5	100.0	48.9	46.0	5.1
Transportation and utilities .....	7,411	1,763	23.8	100.0	71.4	25.0	3.5
Information .....	3,548	871	24.6	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Financial activities .....	8,096	1,780	22.0	100.0	68.3	28.5	3.2
Professional and business services .....	15,433	4,246	27.5	100.0	46.4	50.0	3.5
Education and health services .....	34,912	7,076	20.3	100.0	66.7	30.2	3.2
Leisure and hospitality .....	13,224	2,556	19.3	100.0	12.8	86.0	1.2
Other services .....	5,066	652	12.9	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )	( <sup>6</sup> )
Public administration .....	6,870	2,395	34.9	100.0	91.2	8.8	-0
<b>Class of worker <sup>4</sup></b>							
Private sector .....	111,092	21,788	19.6	100.0	53.5	43.3	3.2
Private, for profit .....	100,795	19,854	19.7	100.0	51.3	45.2	3.5
Private, not for profit .....	10,296	1,935	18.8	100.0	76.5	23.5	-0
Public sector .....	23,586	6,792	28.8	100.0	74.9	22.8	2.3
Federal government .....	3,878	1,419	36.6	100.0	94.4	5.0	.6
State government .....	8,627	2,122	24.6	100.0	77.5	19.8	2.7
Local government .....	11,082	3,251	29.3	100.0	64.8	32.4	2.8

See footnotes at end of table.



**Table 3. Wage and salary workers who took leave from their main job during an average week: percent of workers taking leave and type of leave used, 2011 annual averages—Continued**

Characteristic	Total wage and salary workers (in thousands)	Workers who took paid or unpaid leave during an average week for any reason					
		Number (in thousands)	Percent	Percent distribution by type of leave used			
				Total	Paid leave only	Unpaid leave only	Paid and unpaid leave
<b>Full- and part-time status (single jobholders only)</b>							
Full-time workers .....	98,492	21,628	22.0	100.0	67.6	29.0	3.3
Part-time workers .....	27,743	5,477	19.7	100.0	10.6	86.9	2.4
<b>Earnings of full-time workers (single jobholders only)<sup>5</sup></b>							
\$0 - \$540 .....	24,229	4,208	17.4	100.0	39.8	55.3	5.0
\$541 - \$830 .....	23,989	5,241	21.8	100.0	68.8	26.9	4.3
\$831 - \$1,230 .....	23,260	5,527	23.8	100.0	76.2	20.5	3.3
\$1,231 and higher .....	24,195	6,083	25.1	100.0	82.3	16.0	1.7

<sup>1</sup> Estimates for the race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races.

<sup>2</sup> Persons of Hispanic or Latino ethnicity may be of any race.

<sup>3</sup> Health status was self-reported by individuals who participated in the survey.

<sup>4</sup> Class of worker estimates do not include self-employed incorporated workers.

<sup>5</sup> These values are based on usual weekly earnings. Each earnings range represents approximately 25 percent of full-time wage and salary workers (except self-employed incorporated workers) who held only one job.

<sup>6</sup> Estimate is suppressed because it does not meet the American Time Use Survey publication standards.

-0 Estimate is approximately zero.

NOTE: Unless otherwise specified, data refer to wage and salary workers age 15 years and over. Self-employed workers whose businesses are incorporated are classified as wage and salary workers.

**Table 4. Wage and salary workers who took leave from their main job during an average week: percent of workers taking leave, hours of leave taken, and type of leave used by main reason for taking leave, 2011 annual averages**

Main reason for taking leave	Workers who took paid or unpaid leave during an average week						
	Number (in thousands)	Percent	Average hours of leave taken	Percent distribution by type of leave			
				Total	Paid leave only	Unpaid leave only	Paid and unpaid leave
Total .....	29,653	21.3	15.61	100.0	57.1	40.0	2.9
Own illness or medical care .....	6,502	4.7	13.79	100.0	62.6	34.8	2.7
Illness or medical care of another family member ..	1,656	1.2	11.52	100.0	65.0	30.7	4.2
Childcare or eldercare (other than for illness) .....	677	.5	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
Vacation .....	8,758	6.3	21.53	100.0	68.3	28.9	2.7
Errands or personal reasons .....	4,890	3.5	8.79	100.0	47.1	51.3	1.6
Birth or adoption of a child .....	497	.4	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )	( <sup>1</sup> )
Other .....	6,673	4.8	14.29	100.0	44.8	51.4	3.8

<sup>1</sup> Estimate is suppressed because it does not meet the American Time Use Survey publication standards.

NOTE: Data refer to wage and salary workers age 15 years and over. Self-employed workers whose businesses are incorporated are classified as wage and salary workers.

**Table 5. Wage and salary workers who can adjust their schedule or location <sup>1</sup> at their main job by selected characteristics, 2011 annual averages**

Characteristic	Wage and salary workers (in thousands)			Percent of workers who can adjust their:								
				Schedule			Location			Schedule or Location		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
<b>Age</b>												
Total, 15 years and over .....	139,058	73,430	65,628	53.1	52.5	53.8	22.1	23.3	20.7	55.9	55.6	56.3
15 to 24 years .....	20,880	10,535	10,346	62.6	59.8	65.6	16.0	16.6	15.3	65.4	61.4	69.4
25 to 34 years .....	30,901	16,712	14,189	55.3	53.1	57.9	23.8	24.0	23.6	57.9	56.0	60.2
35 to 44 years .....	28,954	15,939	13,015	51.8	51.2	52.5	25.0	25.0	24.9	55.4	55.6	55.0
45 to 54 years .....	31,566	16,297	15,268	49.0	49.0	49.1	23.5	25.7	21.2	51.7	51.8	51.5
55 to 64 years .....	21,254	11,264	9,990	48.9	51.9	45.6	20.4	23.0	17.6	51.5	55.0	47.6
65 years and over .....	5,503	2,684	2,819	51.2	52.4	50.2	18.5	22.1	15.0	53.0	53.9	52.2
<b>Race <sup>2</sup></b>												
White .....	116,125	62,571	53,554	53.7	53.3	54.1	22.3	23.8	20.6	56.6	56.5	56.7
Black or African American .....	15,204	6,809	8,395	47.9	41.2	53.4	18.2	17.5	18.8	49.8	43.2	55.2
Asian .....	5,188	2,565	2,623	57.6	60.7	54.6	30.5	35.9	25.3	59.8	64.9	54.8
<b>Hispanic or Latino ethnicity <sup>3</sup></b>												
Hispanic or Latino ethnicity .....	18,511	10,938	7,573	44.1	40.8	48.9	14.9	12.3	18.6	48.2	45.7	51.9
Nonhispanic .....	120,548	62,492	58,055	54.5	54.6	54.4	23.2	25.2	21.0	57.1	57.3	56.9
<b>Educational attainment (25 years and over)</b>												
Less than a high school diploma .....	8,002	5,286	2,716	32.0	29.8	36.1	11.7	11.2	12.5	37.6	35.8	41.3
High school graduates, no college .....	33,358	19,044	14,313	44.4	40.2	50.1	13.3	11.1	16.2	48.2	45.1	52.5
Some college or associate degree .....	30,886	15,043	15,843	53.8	52.6	55.0	18.8	18.8	18.8	55.8	54.6	56.9
Bachelor's degree and higher .....	45,932	23,522	22,410	58.3	64.3	52.0	35.3	41.9	28.4	60.5	66.5	54.2
<b>Parent of a household child</b>												
Parent of a household child under 18 years .....	47,401	24,631	22,770	52.5	51.2	54.0	24.6	26.8	22.3	55.1	54.5	55.7
Parent of a child 13 to 17 (none younger) .....	9,711	4,937	4,774	46.4	48.1	44.6	21.6	23.9	19.2	50.3	53.8	46.8
Parent of a child under 13 .....	37,690	19,695	17,996	54.1	52.0	56.5	25.4	27.5	23.1	56.3	54.7	58.1
Not a parent of a household child under 18 .....	91,657	48,799	42,858	53.4	53.2	53.7	20.8	21.6	19.9	56.3	56.1	56.7
<b>Health <sup>4</sup></b>												
Excellent .....	38,052	19,423	18,629	56.7	59.4	53.9	25.4	28.8	21.9	59.1	61.7	56.3
Very good .....	52,725	28,664	24,061	56.1	55.3	57.1	24.4	25.4	23.2	58.3	57.6	59.1
Good .....	38,054	20,092	17,962	48.7	45.1	52.6	17.2	17.6	16.8	52.7	49.7	56.1
Fair or poor .....	10,227	5,252	4,975	40.8	40.0	41.6	16.0	13.7	18.4	43.8	44.0	43.6

See footnotes at end of table.

**Table 5. Wage and salary workers who can adjust their schedule or location <sup>1</sup> at their main job by selected characteristics, 2011 annual averages—Continued**

Characteristic	Wage and salary workers (in thousands)			Percent of workers who can adjust their:								
				Schedule			Location			Schedule or Location		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
<b>Occupation</b>												
Management, business, and financial operations	21,246	12,324	8,922	64.7	65.5	63.5	38.6	39.5	37.3	67.1	68.2	65.5
Professional and related .....	32,140	13,599	18,540	51.3	59.9	45.1	28.4	36.7	22.3	53.5	62.7	46.7
Services .....	24,004	10,660	13,343	55.5	55.5	55.4	12.3	12.4	12.2	58.7	58.6	58.7
Sales and related .....	14,042	6,857	7,185	68.5	68.2	68.7	27.2	32.5	22.2	71.1	69.2	72.8
Office and administrative support .....	18,929	5,166	13,762	55.7	59.4	54.3	17.1	18.1	16.8	57.0	60.4	55.7
Farming, fishing, and forestry .....	703	430	273	( 7 )	( 7 )	( 7 )	( 7 )	( 7 )	( 7 )	( 7 )	( 7 )	( 7 )
Construction and extraction .....	6,878	6,629	249	31.1	30.9	( 7 )	14.8	15.1	( 7 )	38.7	37.2	( 7 )
Installation, maintenance, and repair .....	4,972	4,819	153	44.1	43.2	( 7 )	13.0	11.9	( 7 )	45.5	44.7	( 7 )
Production .....	7,688	5,661	2,027	35.5	34.0	39.8	8.7	7.2	12.8	40.4	39.3	43.2
Transportation and material moving .....	8,456	7,285	1,171	32.7	32.9	( 7 )	12.0	10.5	( 7 )	36.5	36.4	( 7 )
<b>Industry</b>												
Agriculture, forestry, fishing, and hunting .....	1,251	981	270	55.2	( 7 )	( 7 )	17.2	( 7 )	( 7 )	58.1	( 7 )	( 7 )
Mining, quarrying, and oil and gas extraction .....	1,014	925	90	( 7 )	( 7 )	( 7 )	( 7 )	( 7 )	( 7 )	( 7 )	( 7 )	( 7 )
Construction .....	8,684	7,924	760	33.5	30.9	( 7 )	20.4	18.0	( 7 )	38.1	34.6	( 7 )
Manufacturing .....	14,272	10,735	3,537	48.1	47.6	49.7	20.9	19.3	25.5	52.1	52.0	52.5
Wholesale and retail trade .....	19,279	10,295	8,983	63.1	63.6	62.5	22.8	25.4	19.8	66.2	65.3	67.2
Transportation and utilities .....	7,411	5,633	1,778	34.3	30.5	46.1	14.1	11.3	23.2	38.2	34.7	49.2
Information .....	3,548	1,789	1,759	67.8	67.0	68.5	42.4	41.5	43.4	69.0	68.3	69.6
Financial activities .....	8,096	3,321	4,775	58.4	62.9	55.4	31.4	45.1	21.9	60.9	67.9	56.1
Professional and business services .....	15,433	9,814	5,619	61.2	60.9	61.9	36.8	38.8	33.2	65.1	64.8	65.6
Education and health services .....	34,912	9,458	25,453	44.6	48.2	43.2	16.6	19.5	15.5	46.5	50.9	44.9
Leisure and hospitality .....	13,224	6,276	6,948	69.1	69.3	68.9	14.7	12.7	16.5	70.5	69.8	71.2
Other services .....	5,066	2,269	2,797	58.6	53.9	62.4	25.5	23.8	26.8	60.9	54.9	65.8
Public administration .....	6,870	4,011	2,859	58.0	57.5	58.7	21.4	21.1	21.8	59.6	59.6	59.6

See footnotes at end of table.

**Table 5. Wage and salary workers who can adjust their schedule or location <sup>1</sup> at their main job by selected characteristics, 2011 annual averages—Continued**

Characteristic	Wage and salary workers (in thousands)			Percent of workers who can adjust their:								
				Schedule			Location			Schedule or Location		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
<b>Class of worker <sup>5</sup></b>												
Private sector .....	111,092	59,928	51,164	54.9	52.4	57.9	22.6	22.9	22.2	58.0	55.6	60.8
Private, for profit .....	100,795	56,456	44,339	54.4	52.0	57.3	22.0	22.3	21.7	57.6	55.3	60.5
Private, not for profit .....	10,296	3,472	6,825	60.4	58.6	61.4	28.2	33.7	25.3	62.2	61.1	62.8
Public sector .....	23,586	10,474	13,112	39.6	45.4	35.0	14.9	18.3	12.1	40.8	46.8	36.0
Federal government .....	3,878	2,404	1,473	49.5	49.0	50.4	20.6	20.9	20.3	52.7	53.3	51.7
State government .....	8,627	3,587	5,039	45.4	53.0	40.0	20.1	29.3	13.4	46.3	54.0	40.8
Local government .....	11,082	4,482	6,599	31.7	37.4	27.9	8.8	8.0	9.3	32.4	37.5	28.9
<b>Full- and part-time status (single jobholders only)</b>												
Full-time workers .....	98,492	56,935	41,557	50.0	50.3	49.6	22.5	23.9	20.7	52.8	53.4	52.0
Part-time workers .....	27,743	10,021	17,722	63.0	62.3	63.4	19.2	17.5	20.2	65.7	64.9	66.2
<b>Earnings of full-time workers (single jobholders only) <sup>6</sup></b>												
\$0 - \$540 .....	24,229	11,941	12,287	43.9	41.9	45.8	11.7	11.6	11.8	47.2	45.1	49.3
\$541 - \$830 .....	23,989	12,260	11,729	46.3	44.1	48.5	14.4	13.5	15.5	48.8	47.4	50.3
\$831 - \$1,230 .....	23,260	14,367	8,892	48.6	47.3	50.8	22.4	20.3	25.8	51.5	51.1	52.1
\$1,231 and higher .....	24,195	16,243	7,952	58.1	60.0	54.1	39.3	41.5	34.7	60.2	62.1	56.4

<sup>1</sup> Data refer to workers who can adjust their schedule or location instead of taking leave or because they need to take time off from work.

<sup>2</sup> Estimates for the race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races.

<sup>3</sup> Persons of Hispanic or Latino ethnicity may be of any race.

<sup>4</sup> Health status was self-reported by individuals who participated in the survey.

<sup>5</sup> Class of worker estimates do not include self-employed incorporated workers.

<sup>6</sup> These values are based on usual weekly earnings. Each earnings range represents approximately 25 percent of full-time wage and salary workers (except self-employed incorporated workers) who held only one job.

<sup>7</sup> Estimate is suppressed because it does not meet the American Time Use Survey publication standards.

NOTE: Unless otherwise specified, data refer to wage and salary workers age 15 years and over. Self-employed workers whose businesses are incorporated are classified as wage and salary workers.

**Table 6. Wage and salary workers who adjusted their schedule or location <sup>1</sup> at their main job during an average week by selected characteristics, 2011 annual averages**

Characteristic	Wage and salary workers (in thousands)			Percent of workers who adjusted their schedule or location during an average week		
	Total	Men	Women	Total	Men	Women
<b>Age</b>						
Total, 15 years and over .....	139,058	73,430	65,628	6.8	6.4	7.2
15 to 24 years .....	20,880	10,535	10,346	5.5	4.6	6.3
25 to 34 years .....	30,901	16,712	14,189	8.0	7.6	8.6
35 to 44 years .....	28,954	15,939	13,015	8.4	6.7	10.5
45 to 54 years .....	31,566	16,297	15,268	6.3	5.9	6.7
55 to 64 years .....	21,254	11,264	9,990	4.6	5.4	3.7
65 years and over .....	5,503	2,684	2,819	7.4	11.4	3.5
<b>Race <sup>2</sup></b>						
White .....	116,125	62,571	53,554	7.0	6.4	7.6
Black or African American .....	15,204	6,809	8,395	3.9	3.0	4.6
Asian .....	5,188	2,565	2,623	8.8	12.2	5.5
<b>Hispanic or Latino ethnicity <sup>3</sup></b>						
Hispanic or Latino ethnicity .....	18,511	10,938	7,573	3.3	2.8	4.1
Nonhispanic .....	120,548	62,492	58,055	7.3	7.0	7.6
<b>Educational attainment (25 years and over)</b>						
Less than a high school diploma .....	8,002	5,286	2,716	1.6	2.1	.7
High school graduates, no college .....	33,358	19,044	14,313	3.7	3.4	4.0
Some college or associate degree .....	30,886	15,043	15,843	6.9	6.7	7.1
Bachelor's degree and higher .....	45,932	23,522	22,410	10.4	10.4	10.5
<b>Parent of a household child</b>						
Parent of a household child under 18 years .....	47,401	24,631	22,770	9.1	8.9	9.4
Parent of a child 13 to 17 (none younger) .....	9,711	4,937	4,774	7.2	8.2	6.1
Parent of a child under 13 .....	37,690	19,695	17,996	9.6	9.1	10.3
Not a parent of a household child under 18 .....	91,657	48,799	42,858	5.6	5.1	6.0
<b>Health <sup>4</sup></b>						
Excellent .....	38,052	19,423	18,629	6.7	6.1	7.3
Very good .....	52,725	28,664	24,061	7.8	7.8	7.9
Good .....	38,054	20,092	17,962	5.9	5.1	6.7
Fair or poor .....	10,227	5,252	4,975	5.2	5.0	5.3

See footnotes at end of table.

**Table 6. Wage and salary workers who adjusted their schedule or location <sup>1</sup> at their main job during an average week by selected characteristics, 2011 annual averages—Continued**

Characteristic	Wage and salary workers (in thousands)			Percent of workers who adjusted their schedule or location during an average week		
	Total	Men	Women	Total	Men	Women
<b>Occupation</b>						
Management, business, and financial operations .....	21,246	12,324	8,922	12.0	11.4	12.9
Professional and related .....	32,140	13,599	18,540	9.9	11.1	9.0
Services .....	24,004	10,660	13,343	4.4	4.4	4.4
Sales and related .....	14,042	6,857	7,185	5.3	5.6	5.0
Office and administrative support .....	18,929	5,166	13,762	6.2	5.3	6.6
Farming, fishing, and forestry .....	703	430	273	( <sup>7</sup> )	( <sup>7</sup> )	( <sup>7</sup> )
Construction and extraction .....	6,878	6,629	249	2.4	2.5	( <sup>7</sup> )
Installation, maintenance, and repair .....	4,972	4,819	153	4.7	4.8	( <sup>7</sup> )
Production .....	7,688	5,661	2,027	2.8	2.9	2.5
Transportation and material moving .....	8,456	7,285	1,171	1.1	1.3	( <sup>7</sup> )
<b>Industry</b>						
Agriculture, forestry, fishing, and hunting .....	1,251	981	270	2.8	( <sup>7</sup> )	( <sup>7</sup> )
Mining, quarrying, and oil and gas extraction .....	1,014	925	90	( <sup>7</sup> )	( <sup>7</sup> )	( <sup>7</sup> )
Construction .....	8,684	7,924	760	3.4	2.9	( <sup>7</sup> )
Manufacturing .....	14,272	10,735	3,537	7.4	6.2	11.2
Wholesale and retail trade .....	19,279	10,295	8,983	4.2	4.0	4.5
Transportation and utilities .....	7,411	5,633	1,778	2.8	1.8	5.9
Information .....	3,548	1,789	1,759	12.8	9.5	16.2
Financial activities .....	8,096	3,321	4,775	10.3	9.5	10.9
Professional and business services .....	15,433	9,814	5,619	12.6	12.3	13.2
Education and health services .....	34,912	9,458	25,453	6.1	8.0	5.4
Leisure and hospitality .....	13,224	6,276	6,948	5.7	4.9	6.3
Other services .....	5,066	2,269	2,797	8.4	8.7	8.2
Public administration .....	6,870	4,011	2,859	6.6	6.9	6.1

See footnotes at end of table.

**Table 6. Wage and salary workers who adjusted their schedule or location <sup>1</sup> at their main job during an average week by selected characteristics, 2011 annual averages—Continued**

Characteristic	Wage and salary workers (in thousands)			Percent of workers who adjusted their schedule or location during an average week		
	Total	Men	Women	Total	Men	Women
<b>Class of worker <sup>5</sup></b>						
Private sector .....	111,092	59,928	51,164	6.9	6.2	7.7
Private, for profit .....	100,795	56,456	44,339	6.9	6.0	8.0
Private, not for profit .....	10,296	3,472	6,825	7.6	10.4	6.1
Public sector .....	23,586	10,474	13,112	5.1	4.8	5.2
Federal government .....	3,878	2,404	1,473	5.3	4.6	6.4
State government .....	8,627	3,587	5,039	7.0	7.7	6.4
Local government .....	11,082	4,482	6,599	3.5	2.7	4.1
<b>Full- and part-time status (single jobholders only)</b>						
Full-time workers .....	98,492	56,935	41,557	6.8	6.3	7.4
Part-time workers .....	27,743	10,021	17,722	6.4	5.7	6.8
<b>Earnings of full-time workers (single jobholders only) <sup>6</sup></b>						
\$0 - \$540 .....	24,229	11,941	12,287	3.9	3.3	4.6
\$541 - \$830 .....	23,989	12,260	11,729	4.4	4.8	3.9
\$831 - \$1,230 .....	23,260	14,367	8,892	7.4	4.4	12.3
\$1,231 and higher .....	24,195	16,243	7,952	10.8	10.6	11.2

<sup>1</sup> Data refer to workers who can adjust their schedule or location instead of taking leave or because they need to take time off from work.

<sup>2</sup> Estimates for the race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races.

<sup>3</sup> Persons of Hispanic or Latino ethnicity may be of any race.

<sup>4</sup> Health status was self-reported by individuals who participated in the survey.

<sup>5</sup> Class of worker estimates do not include self-employed incorporated workers.

<sup>6</sup> These values are based on usual weekly earnings. Each earnings range represents approximately 25 percent of full-time wage and salary workers (except self-employed incorporated workers) who held only one job.

<sup>7</sup> Estimate is suppressed because it does not meet the American Time Use Survey publication standards.

NOTE: Unless otherwise specified, data refer to wage and salary workers age 15 years and over. Self-employed workers whose businesses are incorporated are classified as wage and salary workers.



**Table 7. Wage and salary workers who adjusted their schedule or location <sup>1</sup> at their main job: reasons for not taking leave by selected characteristics, 2011 annual averages**

Characteristic	Workers who adjusted their schedule or location during an average week							
	Number (in thousands)	Percent distribution by reasons for not taking leave <sup>2</sup>						
		Too much work	Wanted to save leave	Did not have enough leave	Could not afford loss in income	Feared negative employment conse- quences or leave denied	Did not have access to paid or unpaid leave	Other
Total .....	9,426	16.6	26.3	2.7	12.9	0.7	9.5	32.0
Men .....	4,699	17.2	20.3	2.3	12.1	1.3	7.5	39.0
Women .....	4,727	15.9	32.4	3.1	13.6	.1	11.5	25.1
<b>Race <sup>3</sup></b>								
White .....	8,074	15.2	26.2	3.0	14.4	.8	8.7	32.5
Black or African American .....	596	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )
Asian .....	458	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )
<b>Hispanic or Latino ethnicity <sup>4</sup></b>								
Hispanic or Latino ethnicity .....	616	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )
Nonhispanic .....	8,810	17.6	27.1	2.0	12.5	.8	9.0	32.0
<b>Educational attainment (25 years and over)</b>								
High school graduate or less <sup>5</sup> .....	1,363	10.1	32.0	5.0	18.5	2.9	8.5	23.3
Some college or associate degree .....	2,125	18.5	22.0	.4	16.5	1.3	8.5	32.9
Bachelor's degree and higher .....	4,797	19.9	27.5	3.3	5.0	-0	9.0	36.6
<b>Parent of a household child</b>								
Parent of a household child under 18 years .....	4,332	17.8	24.6	3.2	12.1	.5	8.5	34.5
Parent of a child 13 to 17 (none younger) .....	697	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )
Parent of a child under 13 .....	3,635	18.5	25.6	1.6	13.8	.2	7.9	33.6
Not a parent of a household child under 18 .....	5,095	15.5	27.8	2.4	13.5	.9	10.3	29.9

See footnotes at end of table.

**Table 7. Wage and salary workers who adjusted their schedule or location<sup>1</sup> at their main job: reasons for not taking leave by selected characteristics, 2011 annual averages—Continued**

Characteristic	Workers who adjusted their schedule or location during an average week							
	Number (in thousands)	Percent distribution by reasons for not taking leave <sup>2</sup>						
		Too much work	Wanted to save leave	Did not have enough leave	Could not afford loss in income	Feared negative employment conse- quences or leave denied	Did not have access to paid or unpaid leave	Other
<b>Health<sup>6</sup></b>								
Excellent .....	2,541	13.6	35.0	1.4	4.8	-0	9.2	36.0
Very good .....	4,128	17.4	25.4	1.1	19.8	0.8	6.5	31.6
Good .....	2,230	20.2	19.1	4.4	7.0	1.5	16.6	30.9
Fair or poor .....	528	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )	( <sup>8</sup> )
<b>Full- and part-time status (single jobholders only)</b>								
Full-time workers .....	6,658	19.4	30.3	2.4	9.9	1.0	4.8	33.2
Part-time workers .....	1,773	8.5	11.6	5.4	20.0	-0	24.7	29.9
<b>Earnings of full-time workers (single jobholders only)<sup>7</sup></b>								
\$0 - \$830 .....	2,001	7.0	26.6	5.8	19.6	3.4	3.2	32.9
\$831 and higher .....	4,332	25.0	33.8	1.1	5.8	-0	4.4	32.5

<sup>1</sup> Data refer to workers who can adjust their schedule or location instead of taking leave or because they need to take time off from work.

<sup>2</sup> Estimates for reasons may sum to more than 100 percent because some people had multiple reasons for not taking leave.

<sup>3</sup> Estimates for the race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races.

<sup>4</sup> Persons of Hispanic or Latino ethnicity may be of any race.

<sup>5</sup> The categories for persons with a high school diploma only and those with less than a high school diploma are combined because there were insufficient data to produce estimates for each category.

<sup>6</sup> Health status was self-reported by individuals who participated in the survey.

<sup>7</sup> These values are based on usual weekly earnings. Each earnings range represents approximately 50 percent of full-time wage and salary workers (except self-employed incorporated workers) who held only one job.

<sup>8</sup> Estimate is suppressed because it does not meet the American Time Use Survey publication standards.

-0 Estimate is approximately zero.

NOTE: Unless otherwise specified, data refer to wage and salary workers age 15 years and over. Self-employed workers whose businesses are incorporated are classified as wage and salary workers.