

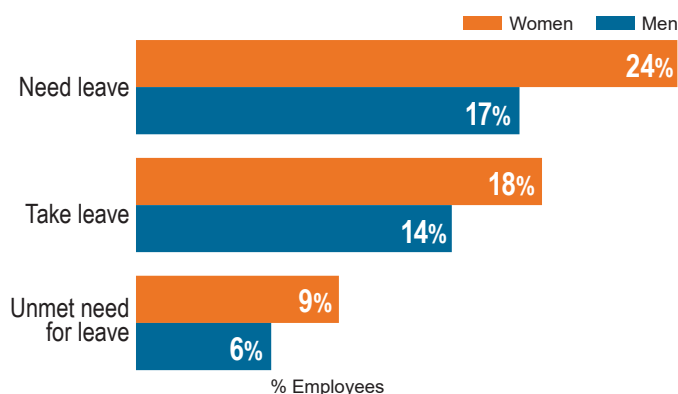
Family and Medical Leave Experiences Vary by Gender and Wages



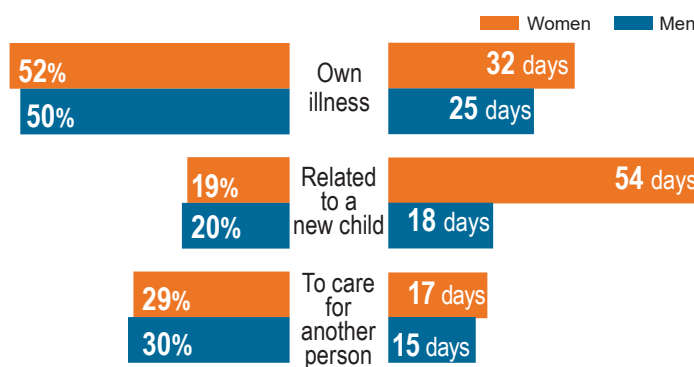
Abt Associates surveyed employees and employers to understand how they experience the Family and Medical Leave Act (FMLA) under a project sponsored by the U.S. Department of Labor. The 2018 FMLA employee survey examined how workers take leave and their access to pay while on leave. This brief focuses on differences in leave and pay between women and men and between low-wage and non-low-wage workers.

Women need, and take, more leave but receive less pay for it.

Women need and take leave at higher rates than men. Women also have a higher rate of unmet need for leave.

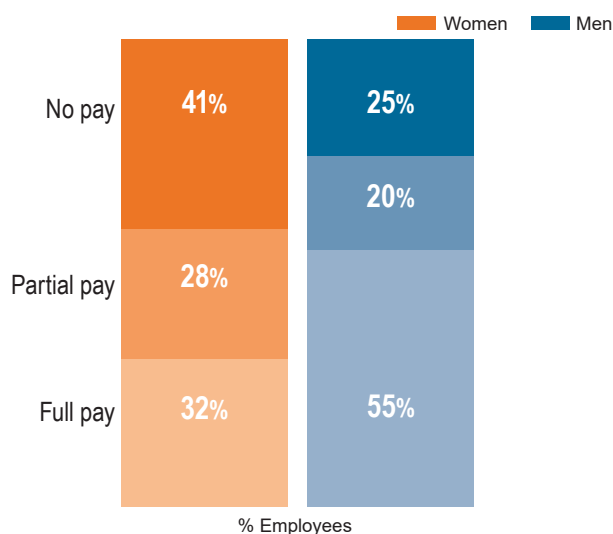


Women and men take leave for similar reasons. Women take longer leaves than men for a new child.



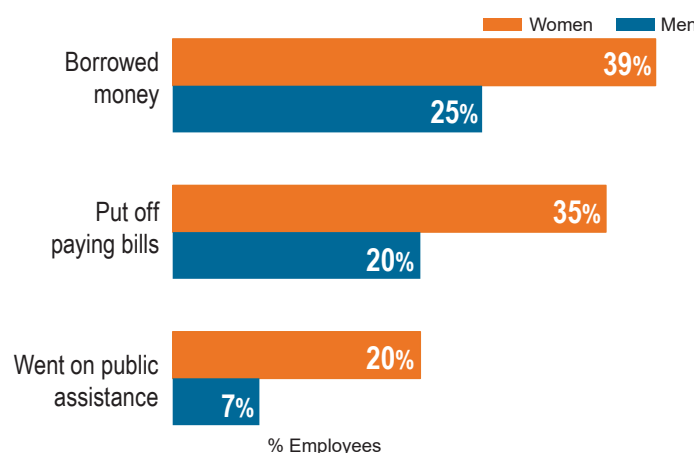
Difference in length of leave for a new child is statistically different between groups. All other differences are not statistically significant.

Fewer women receive full pay, and more women receive no pay.



Differences in full pay and no pay are statistically different between groups at 5% level.

Among employees who do not receive full pay while on leave, more women report borrowing money, putting off paying bills or going on public assistance than men.



The **Family and Medical Leave Act** guarantees eligible U.S. employees up to 12 workweeks of unpaid leave each year for specified family and medical reasons and up to 26 workweeks of leave to care for a service member. While there is no requirement that employers provide any pay during the leave, employees can receive pay while on leave, through vacation and sick leave or state-paid family leave.

Leave is defined as time away from work for a new child, employee's serious health condition, or family member's health condition.

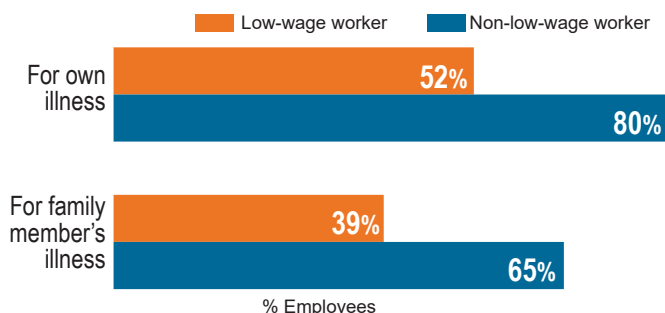
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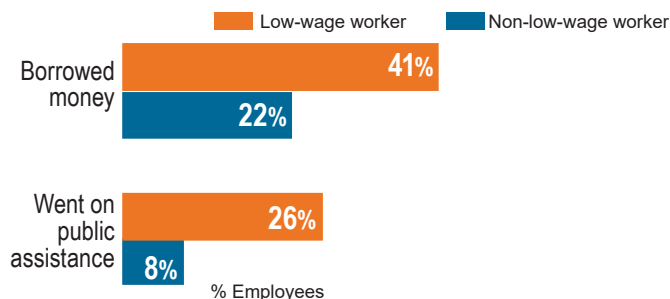
Low-wage workers are more likely to receive no pay and to lose their job when they take leave.

Low-wage workers are defined as those who reported earning less than \$15 per hour at their main job. They comprise about 30 percent of all US workers. Low-wage workers are more likely to be women of color, have lower levels of education, and working in two or more jobs. Low-wage and non-low wage workers have similar overall rates of needing and taking family and medical leave.

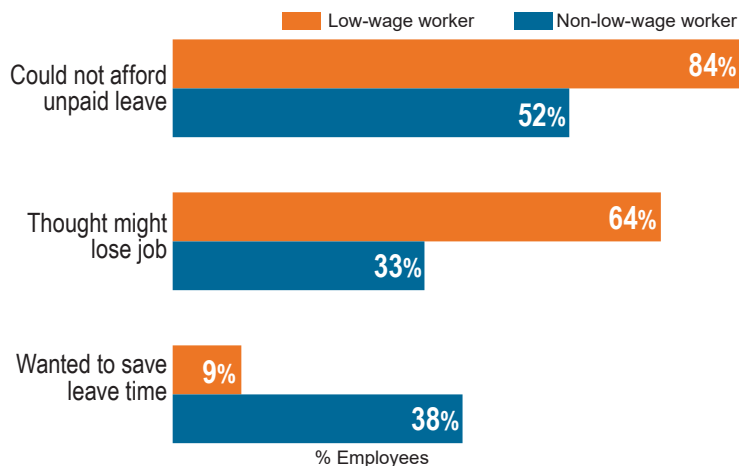
Fewer low-wage workers have access to paid leave for illness.



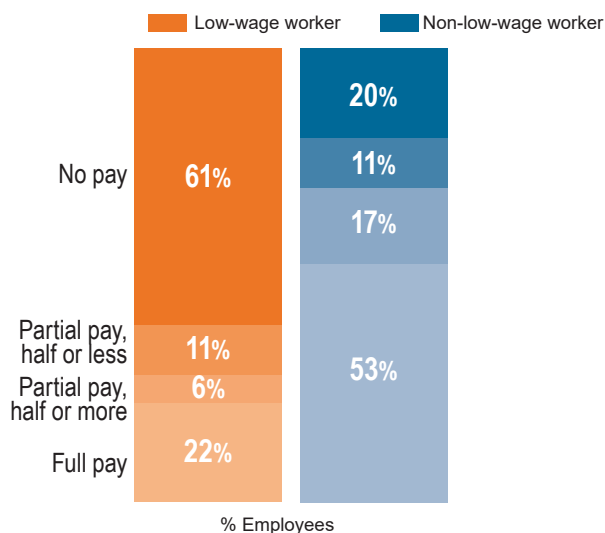
Low-wage workers more commonly borrow money and go on public assistance to cover lost pay.



Low-wage workers more commonly report they did not take leave because of inability to afford paid leave and fear of job loss.

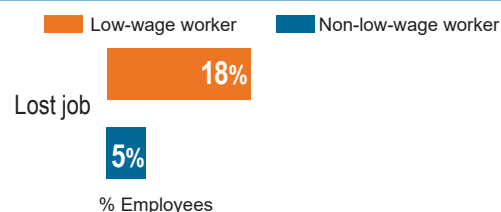


More low-wage workers receive no pay while on leave.



Differences in full pay, partial pay, half or more, and no pay are statistically different between groups at the 5% level.

Low-wage workers are more likely to lose their job when they take leave.



Note:

All differences between men/women and low/non-low-wage workers are statistically different at 5% level unless otherwise noted.

Sources:

Herr, J., Roy, R., & Klerman, J. A. (2020). **Gender Differences in Needing and Taking Leave**. Produced for the U.S. Department of Labor, Chief Evaluation Office. Rockville, MD: Abt Associates Inc.

Brown, S., Roy, R., & Klerman, J. A. (2020). **Leave Experiences of Low-Wage Workers**. Produced for the U.S. Department of Labor, Chief Evaluation Office. Rockville, MD: Abt Associates Inc.

The 2018 Employee and Worksite Perspectives of the FMLA study series are available online at: <https://www.dol.gov/agencies/oaspevaluation/currentstudies/Family-and-Medical-Leave-Act-Wave-4-Surveys>



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