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Technical information: (202) 691-6199 • ncsinfo@bls.gov • www.bls.gov/ebs
 Media contact: (202) 691-5902 • pressoffice@bls.gov

EMPLOYEE BENEFITS IN THE UNITED STATES – MARCH 2024

Medical care benefits were available to 72 percent of private industry workers and 89 percent of state and local government workers in March 2024, the U.S. Bureau of Labor Statistics reported today. Forty-three percent of private industry workers had access to dental benefits and 60 percent of state and local government workers had access. Twenty-eight percent of private industry workers had access to vision benefits while 39 percent of state and local government workers had access. (See chart 1 and table 2.)

For private industry workers participating in medical plans with single coverage, the employer share of premiums was 80 percent and the employee share was 20 percent. State and local government workers participating in medical plans with single coverage saw 86 percent of premiums covered by employers and 14 percent by employees. For family coverage, employers paid 68 percent of premiums for private industry workers and 71 percent for state and local government workers. Thirty-two percent of premiums were funded by the employee for family coverage among private industry workers. For state and local government workers, employees covered 29 percent of such plans. (See chart 2 and tables 3 and 4.)

Chart 1. Percent of workers with access to healthcare benefits, March 2024

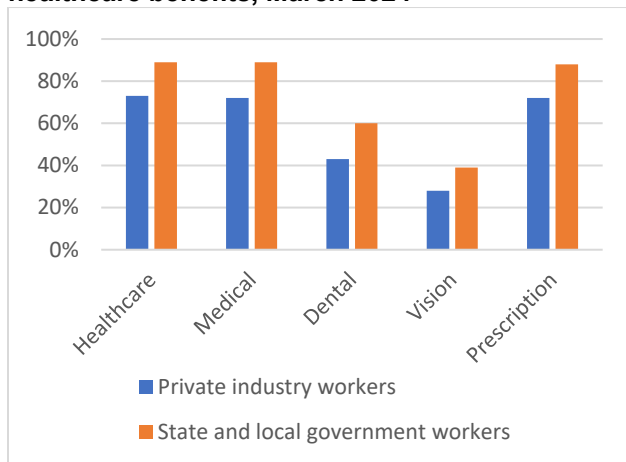
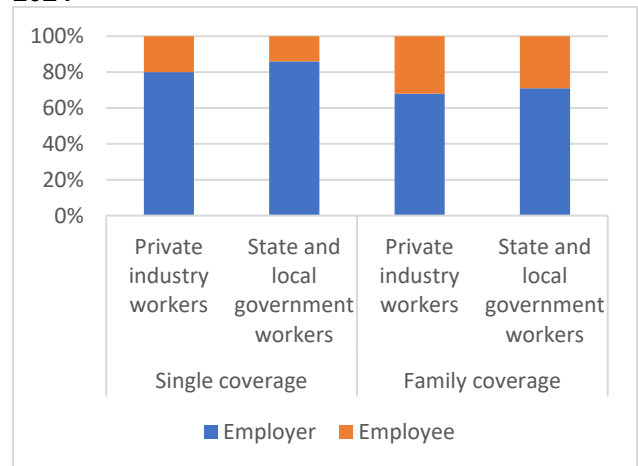


Chart 2. Share of medical care premiums, March 2024



Seventy-nine percent of private industry workers and 92 percent of state and local government workers had access to paid sick leave. Eighty-one percent of private industry workers and 68 percent of state and

local government workers had access to paid holidays. Paid personal leave is defined as a leave benefit, used for reasons important to the individual employee, but not otherwise provided by other forms of leave (for example, sick leave, vacations, and holidays). This benefit was available to 49 percent of private industry workers and 62 percent of state and local government workers. (See chart 3 and table 6.)

For private industry workers in establishments with 1 to 99 employees, the average number of annual paid vacation days for workers was 10 days after 1 year of employment, 14 days after 5 years, 16 days after 10 years, and 17 days after 20 years. For private industry workers in establishments with 500 or more employees, the average number of annual paid vacation days for workers was 14 days after 1 year of employment, 18 days after 5 years, 21 days after 10 years, and 24 days after 20 years. (See chart 4.)

Chart 3. Percent of workers with access to select paid leave benefits by ownership group, March 2024

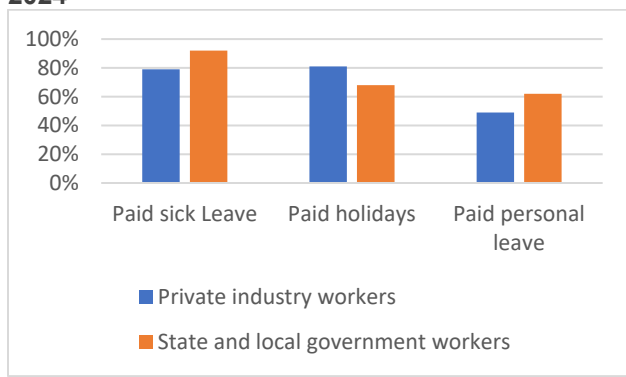
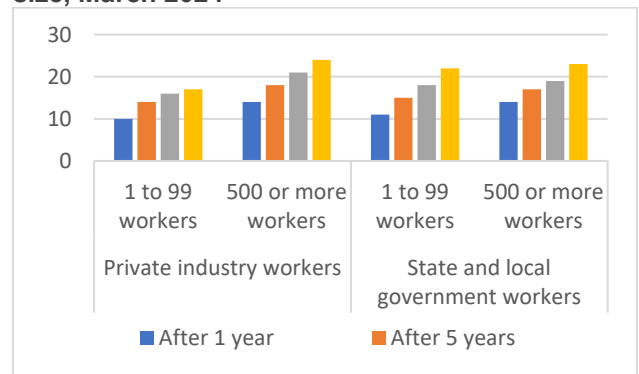
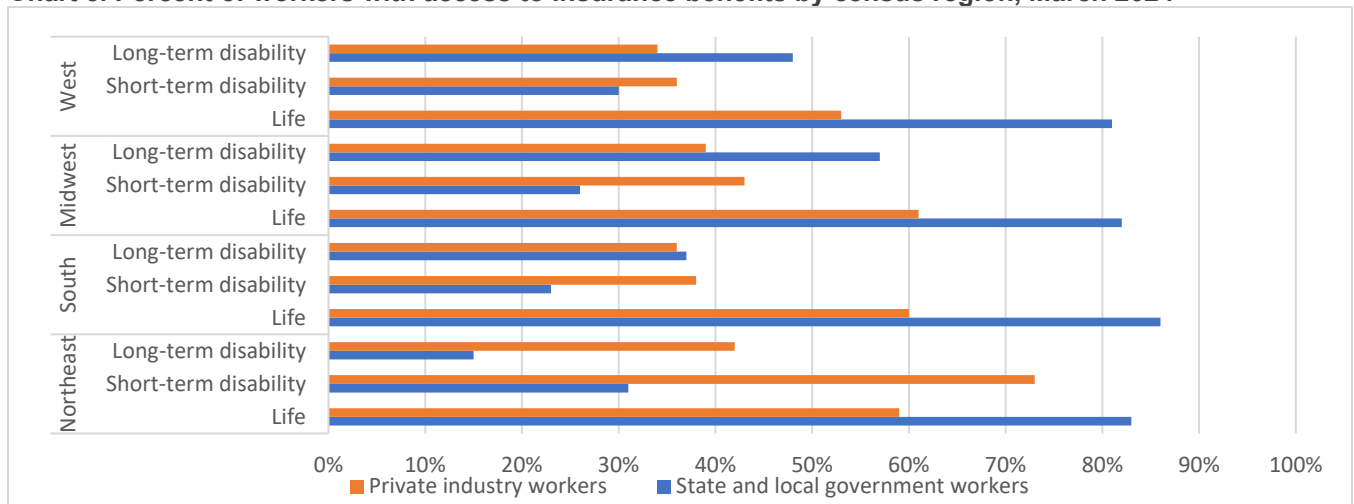


Chart 4. Average number of annual paid vacation days by service requirement and establishment size, March 2024



In the West Census region, 53 percent of private industry workers and 81 percent of state and local government workers had access to life insurance. Long-term disability insurance was available to 34 percent of private industry workers and 48 percent of state and local government workers in this region. Thirty-six percent of private industry workers and 30 percent of state and local government workers had access to short-term disability insurance in the West Census region. (See chart 5 and table 5.)

Chart 5. Percent of workers with access to insurance benefits by census region, March 2024



Highlights of employer-sponsored benefits

Occupational group

- Access to medical care benefits ranged from 52 percent for service occupations to 94 percent for management, business, and financial occupations among civilian workers.
- Eighty-three percent of teachers had access to medical care benefits and 60 percent participated among civilian workers.
- Among state and local government workers, 92 percent of teachers had access to medical care benefits and the take-up rate for these benefits was 74 percent.

Work status

- Eighty-nine percent of full-time civilian workers had access to medical care benefits and 26 percent of part-time workers had access to medical care benefits. The take-up rate was 66 percent for full-time workers and 46 percent for part-time workers.
- Ninety-nine percent of full-time state and local government workers had access to retirement benefits and 89 percent participated, while 43 percent of part-time workers had access to retirement benefits and 37 percent participated.
- In the private industry, 87 percent of full-time workers had access to medical care benefits and the take-up rate was 65 percent. Twenty-six percent of part-time workers had access to these benefits and the take-up rate was 45 percent.

Industry group

- Eighty-five percent of workers in goods-producing industries had access to medical care benefits and 70 percent of workers in service-providing industries had access among private industry workers.
- Within education and health services, 75 percent of workers had access to medical care benefits and 44 percent of workers participated in such benefits for private industry workers.
- Eighty-nine percent of state and local government workers in service-providing industries had access to medical care benefits and the take-up rate was 75 percent.

Establishment size

- Access to medical care benefits among all civilian workers ranged from 56 percent for establishments with less than 50 workers to 91 percent for establishments with 500 workers or more.
- Take-up rates among all civilian workers were 60 percent for establishments with less than 50 workers, 60 percent for establishments with 50 to 99 workers, 68 percent for establishments with 100 or more workers, 66 percent for establishments with 100 to 499 workers, and 70 percent for establishments with 500 workers or more.

Census area

- Medical care benefits access among private industry workers by Census region was 73 percent in the Northeast, 71 percent in the Midwest, 71 percent in the South, and 74 percent in the West. Take-up rates for medical care benefits ranged from 61 percent in the South to 66 percent in the Midwest.
- Breaking these numbers down further by Census division, access to medical care benefits in the Pacific division was 76 percent for private industry workers. The access rate was 68 percent for workers in the East South Central division.

TECHNICAL NOTE

Estimates in this release are from the National Compensation Survey (NCS), conducted by the U.S. Department of Labor, Bureau of Labor Statistics (BLS). The NCS provides comprehensive measures of compensation cost levels and trends and also provides benefits incidence estimates on the percentage of workers with access to and participating in employer-provided benefit plans.

Employee Benefits data: The Employee Benefits in the United States, March 2024 includes additional details on the coverage, costs, and provisions of employer-sponsored benefits, and will be published shortly after this news release. See www.bls.gov/ebs/publications/annual-benefits-summary.htm for the latest benefits publications. Historical estimates are also accessible in Excel format at www.bls.gov/ebs/publications/xlsx/employee-benefits-in-the-united-states-dataset.xlsx and through the database query tool at www.bls.gov/ebs/data.htm.

Standard errors: Measures of reliability are available for published estimates, which provide users a measure of the precision of an estimate to ensure that it is within an acceptable range for their intended purpose. For further information see www.bls.gov/ebs/technical-notes/standard-errors.htm.

Comparing private and public sector data: Incidence of employee benefits in state and local government should not be directly compared to private industry. Differences between these sectors stem from factors such as variation in work activities and occupational structures. Manufacturing and sales, for example, make up a large part of private industry work activities but are rare in state and local government.

Civilian workers: Statistics for private industry and state and local government are published separately and then combined to measure the civilian economy. Excluded from the civilian economy are workers employed in federal government and quasi-federal agencies, military personnel, agricultural workers, volunteers, unpaid workers, individuals receiving long-term disability compensation, and those working overseas. In addition, private industry excludes workers in private households, the self-employed, workers who set their own pay (e.g., proprietors, owners, major stockholders, and partners in unincorporated firms), and family members paid token wages.

Leave benefits for teachers: Primary, secondary, and special education teachers typically have a contracted work schedule of 37 or 38 weeks per year. Because of this work schedule, they are generally not offered vacations or holidays. In many cases, the time off during winter and spring breaks during the school year are not considered vacation days for the purposes of this survey.

Medical care premiums: The estimates for medical care premiums are not based on actual decisions regarding medical coverage made by employees; instead, it is assumed that all employees in the occupation can opt for single or family coverage. Monthly premiums are collected when possible. Annual premiums are converted to monthly premiums by dividing by 12 months.

Sample rotation: One-third of the private industry sample is rotated each year except in years when the government sample is replaced. For the March 2022 and 2023 publications, however, an additional (fourth) private industry sample was used in estimation to mitigate the impact of decreasing response rates. The government sample is replaced less frequently than the private industry sample. The state and local government sample was replaced in its entirety for the March 2017 reference period.

Classification system: The National Compensation Survey publishes estimates of compensation costs and trends as well as benefit coverage by ownership, industry group, occupational group, and geographic areas, see www.bls.gov/eci/factsheets/national-compensation-survey-classification-systems-mapping-files.htm.

Sample size:

Survey establishment response¹, March 2024

| Establishments | Civilian | Private industry | State and local governments |
|--|-----------|------------------|-----------------------------|
| Total in sampling frame ² | 7,365,750 | 7,134,360 | 231,390 |
| Total in sample | 13,090 | 11,500 | 1,600 |
| Responding ³ | 6,970 | 5,550 | 1,430 |
| Refused ⁴ | 5,340 | 5,200 | 140 |
| Out of business or not in survey scope | 790 | 760 | 30 |

¹ The number of establishments is rounded to the nearest 10. Because of rounding, sums of individual items may not equal totals.

² The sampling frame was developed from state unemployment insurance reports and the publication is based on the 2022 North American Industry Classification System (NAICS). With some minor exceptions, an establishment is a single economic unit that engages in one, or predominantly one, type of economic activity. For private industry, the establishment is usually at a single physical location such as a mine, factory, office, or store; if a sampled establishment is owned by a larger entity with many locations, only the employment and characteristics of the establishment selected for the sample are considered for the survey. For state and local governments, an establishment can include more than one physical location, such as a school district or a police department.

³ Establishments that provided data at the initial interview.

⁴ Establishments that did not provide data at the initial interview. For information on nonresponse adjustment and imputation, see the Handbook of Methods: National Compensation Measures available at www.bls.gov/opub/hom/ncs/home.htm.

Survey scope:

Number of workers represented¹, March 2024

| Occupational group ² | Civilian workers | Private industry workers | State and local government workers |
|---|------------------|--------------------------|------------------------------------|
| All workers | 146,471,100 | 126,740,000 | 19,731,100 |
| Management, professional, and related | 48,956,900 | 37,666,800 | 11,290,100 |
| Management, business, and financial | 14,922,100 | 13,381,900 | - |
| Professional and related | 34,034,800 | 24,284,900 | 9,750,000 |
| Teachers | 7,393,600 | - | 5,298,500 |
| Primary, secondary, and special education school teachers | 5,100,800 | - | 4,070,500 |
| Registered nurses | 3,477,600 | - | - |
| Service | 31,668,900 | 27,527,400 | 4,141,500 |
| Protective service | 3,705,700 | 1,674,000 | 2,031,700 |
| Sales and office | 30,274,900 | 27,617,200 | 2,657,700 |
| Sales and related | 12,438,100 | 12,356,800 | - |
| Office and administrative support | 17,836,800 | 15,260,500 | 2,576,400 |
| Natural resources, construction, and maintenance | 11,433,000 | 10,594,000 | 839,000 |
| Construction, extraction, farming, fishing, and forestry | 5,895,500 | 5,433,900 | - |
| Installation, maintenance, and repair | 5,537,500 | 5,160,100 | - |
| Production, transportation, and material moving | 24,137,300 | 23,334,600 | 802,800 |
| Production | 8,994,500 | 8,865,600 | - |
| Transportation and material moving | 15,142,800 | 14,469,000 | - |

¹ The numbers of workers represented by the survey are rounded to the nearest 100. For information on weighting, see the Handbook of Methods: National Compensation Measures available at www.bls.gov/opub/hom/ncs/home.htm.

² The 2018 Standard Occupational Classification system was used to classify workers.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no estimates for this characteristic are provided in this publication.

Average hourly wage percentiles: Estimates by worker average wage are grouped into six wage categories- the lowest 10 percent, the lowest 25 percent, the second 25 percent, the third 25 percent, the highest 25 percent, and the highest 10 percent. The categories use percentile values based on unpublished March 2024 wages and salaries from the BLS *Employer Costs for Employee Compensation* publication at www.bls.gov/news.release/archives/ecec_06182024.pdf.

The percentiles are computed using hourly wages and salaries along with scheduled hours of work reported for individual workers in sampled establishments. Establishments in the survey are asked to report only individual worker wages and salaries for each sampled job. For the calculation of the percentile values, the individual worker hourly wages and salaries are weighted and arrayed from lowest to highest. The values corresponding to the percentiles are:

| Ownership | Average hourly wage percentiles | | | | |
|------------------------------------|---------------------------------|------------------|------------------------------|------------------|------------------|
| | 10 th | 25 th | 50 th (median) | 75 th | 90 th |
| Civilian workers | \$15.00 | \$18.00 | \$25.00 | \$39.20 | \$59.97 |
| Private industry workers | \$14.50 | \$17.69 | \$24.00 | \$37.88 | \$59.35 |
| State and local government workers | \$17.49 | \$22.62 | \$33.16 | \$46.25 | \$63.00 |

The lowest 10- and 25-percent wage categories include those occupations with an average hourly rate less than the 10th percentile value and 25th percentile value, respectively. The second 25-percent category includes those occupations with rates at or above the 25th percentile value but less than the 50th percentile value. The third 25-percent category includes those occupations with rates at or above the 50th percentile value but less than the 75th percentile value. Finally, the highest 25- and 10-percent wage categories include those occupations with an average hourly wage greater than or equal to the 75th percentile value and 90th percentile value, respectively.

Individual workers can fall into a wage category different from the average for the occupation into which they are classified because average hourly wages for the occupation are used to produce the benefit estimates.

Obtaining information: For articles on employee benefits, see the *Monthly Labor Review* benefits section at www.bls.gov/opub/mlr/subject/b.htm and *Beyond the Numbers: Pay and Benefits* at www.bls.gov/opub/btn/archive/home.htm. *The Economics Daily* articles archive is available at www.bls.gov/opub/tesd/employee-benefits-survey.htm. For technical information, see "National Compensation Measures," in the BLS *Handbook of Methods* at www.bls.gov/opub/hom/ncs/home.htm.

Benefit publications from 1980 to the present are also available at www.bls.gov/ebs/publications/annual-benefits-summary.htm. The latest glossary of benefit terms is available at www.bls.gov/ebs/publications/national-compensation-survey-glossary-of-employee-benefit-terms.htm. In addition, the public databases may also be used to obtain data from 1985 to 2006 and 2010 to the present, see www.bls.gov/ebs/data.htm.

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

Table 1. Retirement benefits: Access, participation, and take-up rates, March 2024¹
 [All workers = 100 percent]

| Characteristics | Civilian ² | | | Private industry | | | State and local government | | |
|---|-----------------------|---------------|---------------------------|------------------|---------------|---------------------------|----------------------------|---------------|---------------------------|
| | Access | Participation | Take-up rate ³ | Access | Participation | Take-up rate ³ | Access | Participation | Take-up rate ³ |
| All workers..... | 75 | 57 | 76 | 72 | 53 | 73 | 92 | 82 | 89 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related occupations..... | 87 | 75 | 86 | 86 | 73 | 85 | 94 | 83 | 89 |
| Management, business, and financial occupations..... | 90 | 78 | 87 | 89 | 77 | 87 | — | — | — |
| Professional and related occupations... | 86 | 74 | 86 | 84 | 71 | 85 | 93 | 82 | 88 |
| Teachers..... | 84 | 73 | 87 | — | — | — | 94 | 84 | 90 |
| Primary, secondary, and special education school teachers..... | 93 | 81 | 87 | — | — | — | 99 | 90 | 90 |
| Registered nurses..... | 91 | 81 | 89 | — | — | — | — | — | — |
| Service occupations..... | 52 | 34 | 65 | 47 | 27 | 58 | 85 | 76 | 90 |
| Protective service occupations..... | — | — | — | — | — | — | 93 | 85 | 92 |
| Sales and office occupations..... | 77 | 54 | 69 | 76 | 51 | 67 | 92 | 83 | 91 |
| Sales and related occupations..... | 76 | 43 | 57 | 76 | 43 | 57 | — | — | — |
| Office and administrative support occupations..... | 79 | 61 | 77 | 77 | 57 | 75 | 92 | 83 | 91 |
| Natural resources, construction, and maintenance occupations..... | 75 | 56 | 75 | 73 | 53 | 73 | 98 | 92 | 94 |
| Construction, extraction, farming, fishing, and forestry occupations..... | 72 | 54 | 75 | 70 | 51 | 72 | — | — | — |
| Installation, maintenance, and repair occupations..... | 77 | 58 | 75 | 75 | 55 | 73 | — | — | — |
| Production, transportation, and material moving occupations..... | 76 | 55 | 72 | 76 | 54 | 71 | 91 | 85 | 93 |
| Production occupations..... | 75 | 58 | 78 | 75 | 58 | 77 | — | — | — |
| Transportation and material moving occupations..... | 77 | 52 | 68 | 77 | 51 | 67 | — | — | — |
| Full time..... | 83 | 66 | 80 | 80 | 62 | 78 | 99 | 89 | 90 |
| Part time..... | 47 | 25 | 53 | 47 | 24 | 51 | 43 | 37 | 86 |
| Union..... | 95 | 84 | 89 | 92 | 82 | 89 | 97 | 86 | 89 |
| Nonunion..... | 72 | 53 | 73 | 70 | 50 | 72 | 87 | 78 | 90 |
| Average wage within the following categories:⁴ | | | | | | | | | |
| Lowest 25 percent..... | 54 | 29 | 55 | 52 | 27 | 51 | 78 | 69 | 88 |
| Lowest 10 percent..... | — | — | — | — | — | — | 70 | 61 | 87 |
| Second 25 percent..... | 74 | 53 | 72 | 72 | 49 | 69 | 94 | 85 | 90 |
| Third 25 percent..... | 84 | 69 | 82 | 81 | 64 | 79 | 98 | 88 | 90 |
| Highest 25 percent..... | 92 | 81 | 88 | 90 | 79 | 88 | 97 | 87 | 90 |
| Highest 10 percent..... | 94 | 84 | 89 | 93 | 83 | 89 | 96 | 85 | 88 |

See footnotes at end of table.

Table 1. Retirement benefits: Access, participation, and take-up rates, March 2024¹ — Continued
 [All workers = 100 percent]

| Characteristics | Civilian ² | | | Private industry | | | State and local government | | |
|--|-----------------------|---------------|---------------------------|------------------|---------------|---------------------------|----------------------------|---------------|---------------------------|
| | Access | Participation | Take-up rate ³ | Access | Participation | Take-up rate ³ | Access | Participation | Take-up rate ³ |
| Establishment characteristics | | | | | | | | | |
| Goods-producing industries..... | 81 | 64 | 79 | 80 | 64 | 79 | — | — | — |
| Service-providing industries..... | 74 | 56 | 75 | 71 | 51 | 72 | 91 | 82 | 89 |
| Education and health services..... | 80 | 67 | 84 | 74 | 61 | 82 | 93 | 82 | 88 |
| Educational services..... | 87 | 77 | 88 | 70 | 60 | 86 | 93 | 82 | 89 |
| Elementary and secondary schools..... | 92 | 82 | 89 | — | — | — | 93 | 83 | 90 |
| Junior colleges, colleges, universities, and professional schools..... | 91 | 79 | 87 | 88 | 78 | 89 | 92 | 79 | 86 |
| Health care and social assistance.... | 76 | 62 | 81 | 75 | 61 | 81 | 92 | 77 | 84 |
| Hospitals..... | 95 | 86 | 91 | 96 | 88 | 93 | 92 | 75 | 81 |
| Public administration..... | 92 | 84 | 92 | — | — | — | 92 | 84 | 92 |
| 1 to 99 workers..... | 60 | 42 | 71 | 58 | 40 | 69 | 87 | 81 | 92 |
| 1 to 49 workers..... | 56 | 40 | 72 | 55 | 38 | 70 | 85 | 79 | 92 |
| 50 to 99 workers..... | 72 | 49 | 69 | 70 | 45 | 65 | 89 | 82 | 92 |
| 100 workers or more..... | 90 | 72 | 80 | 89 | 69 | 77 | 93 | 82 | 89 |
| 100 to 499 workers..... | 88 | 64 | 73 | 88 | 61 | 70 | 92 | 83 | 91 |
| 500 workers or more..... | 91 | 79 | 87 | 90 | 78 | 86 | 93 | 82 | 88 |
| Geographic areas | | | | | | | | | |
| Northeast..... | 76 | 62 | 82 | 73 | 59 | 81 | 91 | 81 | 89 |
| New England..... | 76 | 62 | 81 | 74 | 60 | 81 | 87 | 75 | 86 |
| Middle Atlantic..... | 75 | 62 | 82 | 73 | 59 | 81 | 93 | 83 | 90 |
| South..... | 75 | 54 | 73 | 71 | 49 | 69 | 94 | 84 | 90 |
| South Atlantic..... | 77 | 54 | 70 | 74 | 50 | 67 | 91 | 80 | 87 |
| East South Central..... | 74 | 54 | 72 | 70 | 48 | 68 | 94 | 84 | 89 |
| West South Central..... | 71 | 55 | 77 | 67 | 49 | 73 | 97 | 90 | 93 |
| Midwest..... | 77 | 59 | 76 | 75 | 56 | 75 | 90 | 79 | 88 |
| East North Central..... | 76 | 58 | 76 | 75 | 56 | 75 | 89 | 77 | 87 |
| West North Central..... | 77 | 59 | 77 | 75 | 55 | 74 | 92 | 83 | 90 |
| West..... | 73 | 55 | 76 | 70 | 51 | 73 | 90 | 82 | 91 |
| Mountain..... | 72 | 51 | 71 | 69 | 47 | 67 | 89 | 83 | 93 |
| Pacific..... | 74 | 57 | 78 | 71 | 54 | 76 | 90 | 81 | 90 |

¹ Includes defined benefit pension plans and defined contribution retirement plans. Workers are considered as having access or as participating if they have access to or are participating in at least one of these plan types.

² Includes workers in private industry and state and local government. See the Handbook of Methods: National Compensation Measures at www.bls.gov/opub/hom/ncs/home.htm for further explanation.

³ The take-up rate is calculated from the unrounded percentage of workers with access to a plan and who participate in the plan.

⁴ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, Employer Costs for Employee Compensation.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ebs/publications/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey.

Table 2. Medical care benefits: Access, participation, and take-up rates, March 2024
 [All workers = 100 percent]

| Characteristics | Civilian ¹ | | | Private industry | | | State and local government | | |
|---|-----------------------|---------------|---------------------------|------------------|---------------|---------------------------|----------------------------|---------------|---------------------------|
| | Access | Participation | Take-up rate ² | Access | Participation | Take-up rate ² | Access | Participation | Take-up rate ² |
| All workers..... | 75 | 48 | 65 | 72 | 45 | 63 | 89 | 67 | 75 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related occupations..... | 89 | 62 | 70 | 88 | 61 | 69 | 92 | 68 | 74 |
| Management, business, and financial occupations..... | 94 | 69 | 74 | 94 | 69 | 74 | — | — | — |
| Professional and related occupations... | 86 | 59 | 69 | 84 | 56 | 66 | 91 | 67 | 74 |
| Teachers..... | 83 | 60 | 72 | — | — | — | 92 | 68 | 74 |
| Primary, secondary, and special education school teachers..... | 93 | 67 | 71 | — | — | — | 99 | 72 | 73 |
| Registered nurses..... | 90 | 58 | 65 | — | — | — | — | — | — |
| Service occupations..... | 52 | 28 | 55 | 47 | 23 | 49 | 82 | 61 | 75 |
| Protective service occupations..... | — | — | — | — | — | — | 90 | 68 | 76 |
| Sales and office occupations..... | 70 | 43 | 61 | 68 | 40 | 59 | 89 | 69 | 78 |
| Sales and related occupations..... | 55 | 30 | 55 | 55 | 30 | 55 | — | — | — |
| Office and administrative support occupations..... | 80 | 52 | 65 | 78 | 49 | 62 | 90 | 70 | 78 |
| Natural resources, construction, and maintenance occupations..... | 79 | 56 | 71 | 78 | 55 | 70 | 96 | 76 | 79 |
| Construction, extraction, farming, fishing, and forestry occupations..... | 75 | 52 | 70 | 73 | 50 | 69 | — | — | — |
| Installation, maintenance, and repair occupations..... | 84 | 61 | 72 | 83 | 59 | 72 | — | — | — |
| Production, transportation, and material moving occupations..... | 80 | 50 | 62 | 80 | 49 | 61 | 85 | 63 | 74 |
| Production occupations..... | 83 | 56 | 67 | 83 | 56 | 67 | — | — | — |
| Transportation and material moving occupations..... | 78 | 46 | 58 | 78 | 45 | 58 | — | — | — |
| Full time..... | 89 | 59 | 66 | 87 | 56 | 65 | 99 | 75 | 75 |
| Part time..... | 26 | 12 | 46 | 26 | 12 | 45 | 23 | 16 | 71 |
| Union..... | 95 | 71 | 75 | 95 | 74 | 78 | 95 | 68 | 72 |
| Nonunion..... | 71 | 45 | 63 | 70 | 43 | 61 | 84 | 65 | 78 |
| Average wage within the following categories:³ | | | | | | | | | |
| Lowest 25 percent..... | 45 | 21 | 48 | 43 | 19 | 45 | 72 | 54 | 75 |
| Lowest 10 percent..... | — | — | — | — | — | — | 62 | 47 | 76 |
| Second 25 percent..... | 77 | 48 | 62 | 75 | 45 | 60 | 93 | 71 | 77 |
| Third 25 percent..... | 88 | 62 | 70 | 86 | 59 | 69 | 97 | 74 | 76 |
| Highest 25 percent..... | 94 | 67 | 71 | 94 | 66 | 71 | 95 | 69 | 73 |
| Highest 10 percent..... | 95 | 68 | 71 | 96 | 68 | 71 | 93 | 68 | 73 |

See footnotes at end of table.

Table 2. Medical care benefits: Access, participation, and take-up rates, March 2024 — Continued
 [All workers = 100 percent]

| Characteristics | Civilian ¹ | | | Private industry | | | State and local government | | |
|--|-----------------------|---------------|---------------------------|------------------|---------------|---------------------------|----------------------------|---------------|---------------------------|
| | Access | Participation | Take-up rate ² | Access | Participation | Take-up rate ² | Access | Participation | Take-up rate ² |
| Establishment characteristics | | | | | | | | | |
| Goods-producing industries..... | 85 | 61 | 72 | 85 | 61 | 72 | — | — | — |
| Service-providing industries..... | 73 | 46 | 63 | 70 | 42 | 61 | 89 | 67 | 75 |
| Education and health services..... | 80 | 51 | 64 | 75 | 44 | 58 | 90 | 66 | 74 |
| Educational services..... | 85 | 62 | 73 | 71 | 51 | 71 | 90 | 66 | 73 |
| Elementary and secondary schools..... | 89 | 65 | 73 | — | — | — | 90 | 65 | 73 |
| Junior colleges, colleges, universities, and professional schools..... | 90 | 66 | 74 | 91 | 63 | 69 | 90 | 68 | 76 |
| Health care and social assistance.... | 77 | 45 | 58 | 76 | 43 | 57 | 91 | 70 | 77 |
| Hospitals..... | 92 | 61 | 66 | 92 | 58 | 64 | 92 | 72 | 79 |
| Public administration..... | 91 | 71 | 78 | — | — | — | 91 | 71 | 78 |
| 1 to 99 workers..... | 61 | 36 | 60 | 59 | 34 | 58 | 84 | 66 | 78 |
| 1 to 49 workers..... | 56 | 33 | 60 | 55 | 32 | 58 | 82 | 65 | 80 |
| 50 to 99 workers..... | 73 | 44 | 60 | 71 | 41 | 58 | 86 | 66 | 76 |
| 100 workers or more..... | 89 | 61 | 68 | 88 | 59 | 67 | 90 | 67 | 74 |
| 100 to 499 workers..... | 87 | 58 | 66 | 87 | 57 | 66 | 87 | 63 | 72 |
| 500 workers or more..... | 91 | 64 | 70 | 90 | 61 | 68 | 92 | 69 | 75 |
| Geographic areas | | | | | | | | | |
| Northeast..... | 75 | 49 | 65 | 73 | 47 | 64 | 88 | 61 | 70 |
| New England..... | 75 | 48 | 64 | 73 | 46 | 64 | 90 | 58 | 64 |
| Middle Atlantic..... | 76 | 49 | 65 | 74 | 47 | 64 | 87 | 62 | 72 |
| South..... | 74 | 48 | 64 | 71 | 43 | 61 | 92 | 73 | 79 |
| South Atlantic..... | 76 | 46 | 61 | 73 | 43 | 58 | 90 | 70 | 78 |
| East South Central..... | 71 | 49 | 69 | 68 | 43 | 64 | 92 | 81 | 88 |
| West South Central..... | 74 | 49 | 66 | 70 | 44 | 64 | 96 | 74 | 77 |
| Midwest..... | 73 | 49 | 67 | 71 | 47 | 66 | 86 | 63 | 73 |
| East North Central..... | 73 | 49 | 67 | 72 | 47 | 66 | 84 | 61 | 73 |
| West North Central..... | 72 | 48 | 67 | 70 | 45 | 65 | 89 | 66 | 75 |
| West..... | 76 | 49 | 64 | 74 | 46 | 62 | 87 | 64 | 73 |
| Mountain..... | 74 | 44 | 59 | 72 | 42 | 58 | 88 | 61 | 70 |
| Pacific..... | 77 | 51 | 66 | 76 | 49 | 64 | 87 | 65 | 74 |

¹ Includes workers in private industry and state and local government. See the Handbook of Methods: National Compensation Measures at www.bls.gov/opub/hom/ncs/home.htm for further explanation.

² The take-up rate is calculated from the unrounded percentage of workers with access to a plan and who participate in the plan.

³ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, Employer Costs for Employee Compensation.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ebs/publications/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey.

Table 3. Medical plans: Share of premiums paid by employer and employee for single coverage, March 2024
 [In percent]

| Characteristics | Civilian ¹ | | Private industry | | State and local government | |
|---|---------------------------|---------------------------|---------------------------|---------------------------|----------------------------|---------------------------|
| | Employer share of premium | Employee share of premium | Employer share of premium | Employee share of premium | Employer share of premium | Employee share of premium |
| All workers participating in single coverage medical plans..... | 81 | 19 | 80 | 20 | 86 | 14 |
| Worker characteristics | | | | | | |
| Management, professional, and related occupations..... | 82 | 18 | 81 | 19 | 86 | 14 |
| Management, business, and financial occupations..... | 81 | 19 | 80 | 20 | — | — |
| Professional and related occupations..... | 83 | 17 | 82 | 18 | 85 | 15 |
| Teachers..... | 84 | 16 | — | — | 85 | 15 |
| Primary, secondary, and special education school teachers..... | 84 | 16 | — | — | 85 | 15 |
| Registered nurses..... | 83 | 17 | — | — | — | — |
| Service occupations..... | 80 | 20 | 77 | 23 | 87 | 13 |
| Protective service occupations..... | — | — | — | — | 88 | 12 |
| Sales and office occupations..... | 80 | 20 | 79 | 21 | 88 | 12 |
| Sales and related occupations..... | 77 | 23 | 77 | 23 | — | — |
| Office and administrative support occupations..... | 82 | 18 | 80 | 20 | 88 | 12 |
| Natural resources, construction, and maintenance occupations..... | 80 | 20 | 78 | 22 | 89 | 11 |
| Construction, extraction, farming, fishing, and forestry occupations..... | 80 | 20 | 79 | 21 | — | — |
| Installation, maintenance, and repair occupations..... | 79 | 21 | 78 | 22 | — | — |
| Production, transportation, and material moving occupations. ... | 79 | 21 | 79 | 21 | 86 | 14 |
| Production occupations..... | 79 | 21 | 79 | 21 | — | — |
| Transportation and material moving occupations..... | 79 | 21 | 78 | 22 | — | — |
| Full time..... | 81 | 19 | 80 | 20 | 87 | 13 |
| Part time..... | 78 | 22 | 78 | 22 | 82 | 18 |
| Union..... | 83 | 17 | 80 | 20 | 86 | 14 |
| Nonunion..... | 80 | 20 | 79 | 21 | 87 | 13 |
| Average wage within the following categories:² | | | | | | |
| Lowest 25 percent..... | 78 | 22 | 77 | 23 | 87 | 13 |
| Lowest 10 percent..... | — | — | — | — | 87 | 13 |
| Second 25 percent..... | 81 | 19 | 79 | 21 | 87 | 13 |
| Third 25 percent..... | 81 | 19 | 80 | 20 | 86 | 14 |
| Highest 25 percent..... | 82 | 18 | 81 | 19 | 86 | 14 |
| Highest 10 percent..... | 82 | 18 | 81 | 19 | 86 | 14 |
| Establishment characteristics | | | | | | |
| Goods-producing industries..... | 78 | 22 | 78 | 22 | — | — |
| Service-providing industries..... | 81 | 19 | 80 | 20 | 86 | 14 |
| Education and health services..... | 83 | 17 | 82 | 18 | 85 | 15 |
| Educational services..... | 84 | 16 | 81 | 19 | 85 | 15 |
| Elementary and secondary schools..... | 84 | 16 | — | — | 85 | 15 |
| Junior colleges, colleges, universities, and professional schools..... | 85 | 15 | 83 | 17 | 86 | 14 |
| Health care and social assistance..... | 82 | 18 | 82 | 18 | 87 | 13 |
| Hospitals..... | 83 | 17 | 83 | 17 | 87 | 13 |
| Public administration..... | 88 | 12 | — | — | 88 | 12 |
| 1 to 99 workers..... | 80 | 20 | 79 | 21 | 87 | 13 |
| 1 to 49 workers..... | 79 | 21 | 79 | 21 | 88 | 12 |
| 50 to 99 workers..... | 80 | 20 | 79 | 21 | 86 | 14 |
| 100 workers or more..... | 81 | 19 | 80 | 20 | 86 | 14 |
| 100 to 499 workers..... | 81 | 19 | 80 | 20 | 86 | 14 |
| 500 workers or more..... | 82 | 18 | 80 | 20 | 86 | 14 |

See footnotes at end of table.

Table 3. Medical plans: Share of premiums paid by employer and employee for single coverage, March 2024 — Continued

[In percent]

| Characteristics | Civilian ¹ | | Private industry | | State and local government | |
|-------------------------|---------------------------|---------------------------|---------------------------|---------------------------|----------------------------|---------------------------|
| | Employer share of premium | Employee share of premium | Employer share of premium | Employee share of premium | Employer share of premium | Employee share of premium |
| Geographic areas | | | | | | |
| Northeast..... | 81 | 19 | 80 | 20 | 85 | 15 |
| New England..... | 80 | 20 | 80 | 20 | 78 | 22 |
| Middle Atlantic..... | 81 | 19 | 80 | 20 | 87 | 13 |
| South..... | 81 | 19 | 79 | 21 | 86 | 14 |
| South Atlantic..... | 81 | 19 | 80 | 20 | 87 | 13 |
| East South Central..... | 81 | 19 | 79 | 21 | 88 | 12 |
| West South Central..... | 80 | 20 | 78 | 22 | 85 | 15 |
| Midwest..... | 80 | 20 | 79 | 21 | 88 | 12 |
| East North Central..... | 80 | 20 | 79 | 21 | 86 | 14 |
| West North Central..... | 81 | 19 | 79 | 21 | 90 | 10 |
| West..... | 81 | 19 | 80 | 20 | 86 | 14 |
| Mountain..... | 81 | 19 | 79 | 21 | 87 | 13 |
| Pacific..... | 82 | 18 | 81 | 19 | 86 | 14 |

¹ Includes workers in private industry and state and local government. See the Handbook of Methods: National Compensation Measures at www.bls.gov/opub/hom/ncs/home.htm for further explanation.

² Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, Employer Costs for Employee Compensation.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ebs/publications/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey.

Table 4. Medical plans: Share of premiums paid by employer and employee for family coverage, March 2024
 [In percent]

| Characteristics | Civilian ¹ | | Private industry | | State and local government | |
|---|---------------------------|---------------------------|---------------------------|---------------------------|----------------------------|---------------------------|
| | Employer share of premium | Employee share of premium | Employer share of premium | Employee share of premium | Employer share of premium | Employee share of premium |
| All workers participating in family coverage medical plans..... | 69 | 31 | 68 | 32 | 71 | 29 |
| Worker characteristics | | | | | | |
| Management, professional, and related occupations..... | 70 | 30 | 70 | 30 | 70 | 30 |
| Management, business, and financial occupations..... | 70 | 30 | 69 | 31 | — | — |
| Professional and related occupations..... | 70 | 30 | 71 | 29 | 69 | 31 |
| Teachers..... | 65 | 35 | — | — | 66 | 34 |
| Primary, secondary, and special education school teachers..... | 63 | 37 | — | — | 64 | 36 |
| Registered nurses..... | 75 | 25 | — | — | — | — |
| Service occupations..... | 67 | 33 | 64 | 36 | 73 | 27 |
| Protective service occupations..... | — | — | — | — | 78 | 22 |
| Sales and office occupations..... | 68 | 32 | 67 | 33 | 74 | 26 |
| Sales and related occupations..... | 65 | 35 | 65 | 35 | — | — |
| Office and administrative support occupations..... | 69 | 31 | 67 | 33 | 74 | 26 |
| Natural resources, construction, and maintenance occupations..... | 65 | 35 | 63 | 37 | 77 | 23 |
| Construction, extraction, farming, fishing, and forestry occupations..... | 65 | 35 | 63 | 37 | — | — |
| Installation, maintenance, and repair occupations..... | 64 | 36 | 63 | 37 | — | — |
| Production, transportation, and material moving occupations. ... | 70 | 30 | 70 | 30 | 70 | 30 |
| Production occupations..... | 71 | 29 | 71 | 29 | — | — |
| Transportation and material moving occupations..... | 70 | 30 | 70 | 30 | — | — |
| Full time..... | 69 | 31 | 68 | 32 | 71 | 29 |
| Part time..... | 69 | 31 | 69 | 31 | 67 | 33 |
| Union..... | 77 | 23 | 78 | 22 | 76 | 24 |
| Nonunion..... | 67 | 33 | 67 | 33 | 67 | 33 |
| Average wage within the following categories:² | | | | | | |
| Lowest 25 percent..... | 63 | 37 | 63 | 37 | 67 | 33 |
| Lowest 10 percent..... | — | — | — | — | 60 | 40 |
| Second 25 percent..... | 68 | 32 | 67 | 33 | 75 | 25 |
| Third 25 percent..... | 68 | 32 | 67 | 33 | 68 | 32 |
| Highest 25 percent..... | 72 | 28 | 72 | 28 | 76 | 24 |
| Highest 10 percent..... | 73 | 27 | 72 | 28 | 77 | 23 |
| Establishment characteristics | | | | | | |
| Goods-producing industries..... | 69 | 31 | 69 | 31 | — | — |
| Service-providing industries..... | 69 | 31 | 68 | 32 | 71 | 29 |
| Education and health services..... | 68 | 32 | 69 | 31 | 67 | 33 |
| Educational services..... | 66 | 34 | 68 | 32 | 66 | 34 |
| Elementary and secondary schools..... | 63 | 37 | — | — | 63 | 37 |
| Junior colleges, colleges, universities, and professional schools..... | 73 | 27 | 73 | 27 | 73 | 27 |
| Health care and social assistance..... | 70 | 30 | 70 | 30 | 75 | 25 |
| Hospitals..... | 75 | 25 | 74 | 26 | 75 | 25 |
| Public administration..... | 78 | 22 | — | — | 78 | 22 |
| 1 to 99 workers..... | 64 | 36 | 63 | 37 | 73 | 27 |
| 1 to 49 workers..... | 64 | 36 | 63 | 37 | 73 | 27 |
| 50 to 99 workers..... | 65 | 35 | 63 | 37 | 72 | 28 |
| 100 workers or more..... | 72 | 28 | 72 | 28 | 71 | 29 |
| 100 to 499 workers..... | 70 | 30 | 69 | 31 | 71 | 29 |
| 500 workers or more..... | 73 | 27 | 74 | 26 | 71 | 29 |

See footnotes at end of table.

Table 4. Medical plans: Share of premiums paid by employer and employee for family coverage, March 2024 — Continued
 [In percent]

| Characteristics | Civilian ¹ | | Private industry | | State and local government | |
|-------------------------|---------------------------|---------------------------|---------------------------|---------------------------|----------------------------|---------------------------|
| | Employer share of premium | Employee share of premium | Employer share of premium | Employee share of premium | Employer share of premium | Employee share of premium |
| Geographic areas | | | | | | |
| Northeast..... | 73 | 27 | 71 | 29 | 83 | 17 |
| New England..... | 74 | 26 | 73 | 27 | 77 | 23 |
| Middle Atlantic..... | 73 | 27 | 70 | 30 | 85 | 15 |
| South..... | 65 | 35 | 65 | 35 | 63 | 37 |
| South Atlantic..... | 66 | 34 | 66 | 34 | 68 | 32 |
| East South Central..... | 64 | 36 | 64 | 36 | 64 | 36 |
| West South Central..... | 63 | 37 | 65 | 35 | 55 | 45 |
| Midwest..... | 71 | 29 | 70 | 30 | 75 | 25 |
| East North Central..... | 72 | 28 | 71 | 29 | 77 | 23 |
| West North Central..... | 69 | 31 | 69 | 31 | 71 | 29 |
| West..... | 69 | 31 | 68 | 32 | 75 | 25 |
| Mountain..... | 67 | 33 | 66 | 34 | 72 | 28 |
| Pacific..... | 70 | 30 | 68 | 32 | 76 | 24 |

¹ Includes workers in private industry and state and local government. See the Handbook of Methods: National Compensation Measures at www.bls.gov/opub/hom/ncs/home.htm for further explanation.

² Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, Employer Costs for Employee Compensation.

NOTE: Because of rounding, sums of individual items may not equal totals. Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ebs/publications/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey.

Table 5. Life insurance benefits: Access, participation, and take-up rates, March 2024
 [All workers = 100 percent]

| Characteristics | Civilian ¹ | | | Private industry | | | State and local government | | |
|---|-----------------------|---------------|---------------------------|------------------|---------------|---------------------------|----------------------------|---------------|---------------------------|
| | Access | Participation | Take-up rate ² | Access | Participation | Take-up rate ² | Access | Participation | Take-up rate ² |
| All workers..... | 62 | 61 | 98 | 58 | 57 | 98 | 83 | 81 | 97 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related occupations..... | 80 | 79 | 99 | 78 | 78 | 100 | 85 | 82 | 97 |
| Management, business, and financial occupations..... | 84 | 83 | 99 | 83 | 83 | 100 | — | — | — |
| Professional and related occupations... Teachers..... | 78 | 77 | 99 | 75 | 75 | 100 | 84 | 82 | 97 |
| Primary, secondary, and special education school teachers..... | 72 | 70 | 97 | — | — | — | 84 | 81 | 97 |
| Registered nurses..... | 79 | 78 | 98 | — | — | — | 89 | 87 | 98 |
| Service occupations..... | 88 | 87 | 99 | — | — | — | — | — | — |
| Protective service occupations..... | 36 | 35 | 97 | 30 | 29 | 96 | 77 | 75 | 97 |
| Sales and office occupations..... | — | — | — | — | — | — | 87 | 85 | 97 |
| Sales and related occupations..... | 57 | 56 | 98 | 55 | 54 | 98 | 83 | 81 | 97 |
| Office and administrative support occupations..... | 44 | 43 | 98 | 44 | 43 | 98 | — | — | — |
| Natural resources, construction, and maintenance occupations..... | 66 | 65 | 99 | 63 | 63 | 99 | 84 | 81 | 97 |
| Construction, extraction, farming, fishing, and forestry occupations..... | 59 | 59 | 99 | 56 | 56 | 99 | 92 | 91 | 99 |
| Installation, maintenance, and repair occupations..... | 49 | 48 | 99 | 45 | 45 | 100 | — | — | — |
| Production, transportation, and material moving occupations..... | 70 | 69 | 99 | 68 | 68 | 99 | — | — | — |
| Production occupations..... | 66 | 63 | 96 | 65 | 63 | 96 | 82 | 81 | 99 |
| Transportation and material moving occupations..... | 72 | 71 | 98 | 72 | 71 | 98 | — | — | — |
| Full time..... | 62 | 59 | 95 | 61 | 58 | 95 | — | — | — |
| Part time..... | 75 | 74 | 98 | 72 | 71 | 99 | 93 | 90 | 97 |
| Union..... | 16 | 15 | 93 | 16 | 15 | 93 | 23 | 22 | 95 |
| Nonunion..... | 87 | 84 | 97 | 85 | 81 | 96 | 89 | 87 | 98 |
| Average wage within the following categories:³ | 58 | 57 | 98 | 56 | 55 | 99 | 78 | 75 | 96 |
| Lowest 25 percent..... | 31 | 29 | 95 | 28 | 27 | 95 | 68 | 65 | 96 |
| Lowest 10 percent..... | — | — | — | — | — | — | 57 | 54 | 96 |
| Second 25 percent..... | 61 | 60 | 98 | 58 | 57 | 98 | 88 | 86 | 97 |
| Third 25 percent..... | 74 | 73 | 99 | 70 | 69 | 99 | 89 | 88 | 98 |
| Highest 25 percent..... | 87 | 86 | 99 | 86 | 85 | 99 | 89 | 87 | 97 |
| Highest 10 percent..... | 90 | 90 | 99 | 91 | 91 | 100 | 85 | 82 | 97 |

See footnotes at end of table.

Table 5. Life insurance benefits: Access, participation, and take-up rates, March 2024 — Continued
 [All workers = 100 percent]

| Characteristics | Civilian ¹ | | | Private industry | | | State and local government | | |
|--|-----------------------|---------------|---------------------------|------------------|---------------|---------------------------|----------------------------|---------------|---------------------------|
| | Access | Participation | Take-up rate ² | Access | Participation | Take-up rate ² | Access | Participation | Take-up rate ² |
| Establishment characteristics | | | | | | | | | |
| Goods-producing industries..... | 69 | 69 | 99 | 69 | 69 | 99 | — | — | — |
| Service-providing industries..... | 60 | 59 | 98 | 56 | 55 | 98 | 83 | 81 | 97 |
| Education and health services..... | 70 | 69 | 98 | 63 | 63 | 99 | 83 | 81 | 97 |
| Educational services..... | 78 | 76 | 98 | 62 | 62 | 99 | 82 | 80 | 97 |
| Elementary and secondary schools..... | 79 | 78 | 98 | — | — | — | 81 | 80 | 98 |
| Junior colleges, colleges, universities, and professional schools..... | 87 | 84 | 97 | 90 | 89 | 100 | 86 | 82 | 95 |
| Health care and social assistance.... | 65 | 64 | 99 | 63 | 63 | 99 | 88 | 83 | 94 |
| Hospitals..... | 91 | 90 | 99 | 91 | 91 | 100 | 89 | 84 | 94 |
| Public administration..... | 87 | 85 | 98 | — | — | — | 87 | 85 | 98 |
| 1 to 99 workers..... | 44 | 43 | 98 | 42 | 41 | 98 | 76 | 74 | 97 |
| 1 to 49 workers..... | 40 | 39 | 99 | 38 | 38 | 99 | 74 | 72 | 98 |
| 50 to 99 workers..... | 55 | 53 | 97 | 52 | 50 | 97 | 79 | 76 | 97 |
| 100 workers or more..... | 80 | 78 | 98 | 78 | 77 | 98 | 85 | 83 | 97 |
| 100 to 499 workers..... | 74 | 72 | 98 | 72 | 71 | 98 | 82 | 80 | 97 |
| 500 workers or more..... | 86 | 84 | 98 | 86 | 84 | 98 | 87 | 85 | 97 |
| Geographic areas | | | | | | | | | |
| Northeast..... | 62 | 61 | 99 | 59 | 58 | 99 | 83 | 80 | 96 |
| New England..... | 63 | 61 | 97 | 60 | 59 | 99 | 85 | 74 | 88 |
| Middle Atlantic..... | 62 | 62 | 99 | 59 | 58 | 99 | 83 | 82 | 99 |
| South..... | 64 | 62 | 97 | 60 | 58 | 97 | 86 | 83 | 97 |
| South Atlantic..... | 64 | 62 | 96 | 61 | 59 | 97 | 86 | 83 | 96 |
| East South Central..... | 64 | 63 | 99 | 60 | 59 | 99 | 83 | 81 | 97 |
| West South Central..... | 63 | 61 | 98 | 58 | 57 | 98 | 86 | 84 | 98 |
| Midwest..... | 63 | 63 | 99 | 61 | 60 | 99 | 82 | 79 | 96 |
| East North Central..... | 65 | 64 | 98 | 63 | 62 | 99 | 82 | 78 | 95 |
| West North Central..... | 60 | 60 | 99 | 57 | 57 | 100 | 82 | 81 | 99 |
| West..... | 57 | 56 | 99 | 53 | 52 | 98 | 81 | 80 | 100 |
| Mountain..... | 55 | 55 | 99 | 51 | 51 | 99 | 84 | 84 | 100 |
| Pacific..... | 58 | 57 | 98 | 54 | 53 | 98 | 79 | 79 | 99 |

¹ Includes workers in private industry and state and local government. See the Handbook of Methods: National Compensation Measures at www.bls.gov/opub/hom/ncs/home.htm for further explanation.

² The take-up rate is calculated from the unrounded percentage of workers with access to a plan and who participate in the plan.

³ Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, Employer Costs for Employee Compensation.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ebs/publications/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey.

Table 6. Selected paid leave benefits: Access, March 2024
 [All workers = 100 percent]

| Characteristics | Civilian ¹ | | | Private industry | | | State and local government | | |
|---|-----------------------|---------------|---------------|------------------|---------------|---------------|----------------------------|---------------|---------------|
| | Paid sick leave | Paid vacation | Paid holidays | Paid sick leave | Paid vacation | Paid holidays | Paid sick leave | Paid vacation | Paid holidays |
| All workers..... | 81 | 77 | 79 | 79 | 80 | 81 | 92 | 60 | 68 |
| Worker characteristics | | | | | | | | | |
| Management, professional, and related occupations..... | 93 | 80 | 84 | 92 | 91 | 92 | 94 | 44 | 56 |
| Management, business, and financial occupations..... | 95 | 96 | 95 | 96 | 97 | 95 | — | — | — |
| Professional and related occupations..... | 91 | 74 | 79 | 91 | 88 | 90 | 94 | 38 | 51 |
| Teachers..... | 90 | 24 | 40 | — | — | — | 93 | 12 | 30 |
| Primary, secondary, and special education school teachers..... | 98 | 21 | 36 | — | — | — | 99 | 10 | 25 |
| Registered nurses..... | 95 | 91 | 93 | — | — | — | — | — | — |
| Service occupations..... | 67 | 59 | 57 | 64 | 57 | 54 | 87 | 76 | 80 |
| Protective service occupations..... | — | — | — | — | — | — | 92 | 90 | 90 |
| Sales and office occupations..... | 81 | 79 | 85 | 80 | 79 | 85 | 93 | 85 | 88 |
| Sales and related occupations..... | 70 | 68 | 78 | 70 | 69 | 78 | — | — | — |
| Office and administrative support occupations..... | 88 | 87 | 90 | 87 | 87 | 90 | 93 | 86 | 88 |
| Natural resources, construction, and maintenance occupations..... | 74 | 83 | 86 | 72 | 82 | 85 | 97 | 97 | 96 |
| Construction, extraction, farming, fishing, and forestry occupations..... | 68 | 75 | 79 | 66 | 73 | 78 | — | — | — |
| Installation, maintenance, and repair occupations..... | 80 | 92 | 93 | 78 | 91 | 93 | — | — | — |
| Production, transportation, and material moving occupations..... | 79 | 86 | 88 | 78 | 87 | 88 | 91 | 64 | 75 |
| Production occupations..... | 74 | 90 | 94 | 74 | 90 | 94 | — | — | — |
| Transportation and material moving occupations..... | 81 | 84 | 84 | 81 | 85 | 85 | — | — | — |
| Full time..... | 89 | 88 | 88 | 87 | 92 | 91 | 99 | 65 | 73 |
| Part time..... | 55 | 38 | 48 | 55 | 40 | 49 | 49 | 22 | 34 |
| Union..... | 91 | 75 | 82 | 84 | 91 | 94 | 98 | 57 | 69 |
| Nonunion..... | 79 | 77 | 79 | 79 | 78 | 80 | 88 | 62 | 66 |
| Average wage within the following categories:² | | | | | | | | | |
| Lowest 25 percent..... | 60 | 56 | 61 | 58 | 56 | 60 | 81 | 58 | 66 |
| Lowest 10 percent..... | — | — | — | — | — | — | 71 | 45 | 53 |
| Second 25 percent..... | 84 | 83 | 84 | 84 | 83 | 84 | 95 | 86 | 88 |
| Third 25 percent..... | 88 | 90 | 90 | 86 | 92 | 91 | 98 | 58 | 68 |
| Highest 25 percent..... | 95 | 82 | 85 | 94 | 93 | 94 | 96 | 41 | 52 |
| Highest 10 percent..... | 95 | 85 | 87 | 95 | 95 | 95 | 94 | 36 | 49 |

See footnotes at end of table.

Table 6. Selected paid leave benefits: Access, March 2024 — Continued
 [All workers = 100 percent]

| Characteristics | Civilian ¹ | | | Private industry | | | State and local government | | |
|---|-----------------------|---------------|---------------|------------------|---------------|---------------|----------------------------|---------------|---------------|
| | Paid sick leave | Paid vacation | Paid holidays | Paid sick leave | Paid vacation | Paid holidays | Paid sick leave | Paid vacation | Paid holidays |
| Establishment characteristics | | | | | | | | | |
| Goods-producing industries..... | 76 | 90 | 91 | 76 | 89 | 91 | — | — | — |
| Service-providing industries..... | 82 | 75 | 77 | 80 | 78 | 79 | 92 | 59 | 67 |
| Education and health services..... | 90 | 71 | 76 | 88 | 84 | 87 | 93 | 42 | 54 |
| Educational services..... | 91 | 42 | 54 | 83 | 70 | 74 | 93 | 34 | 48 |
| Elementary and secondary schools..... | 94 | 27 | 39 | — | — | — | 94 | 23 | 37 |
| Junior colleges, colleges, universities, and professional schools..... | 90 | 69 | 81 | 89 | 75 | 85 | 91 | 66 | 79 |
| Health care and social assistance..... | 89 | 87 | 89 | 88 | 86 | 89 | 94 | 92 | 92 |
| Hospitals..... | 94 | 94 | 93 | 94 | 94 | 93 | 94 | 92 | 91 |
| Public administration..... | 93 | 91 | 92 | — | — | — | 93 | 91 | 92 |
| 1 to 99 workers..... | 73 | 70 | 72 | 72 | 72 | 73 | 90 | 53 | 61 |
| 1 to 49 workers..... | 72 | 70 | 73 | 71 | 70 | 73 | 87 | 63 | 68 |
| 50 to 99 workers..... | 76 | 72 | 69 | 74 | 76 | 71 | 92 | 44 | 55 |
| 100 workers or more..... | 89 | 83 | 86 | 88 | 89 | 91 | 93 | 61 | 69 |
| 100 to 499 workers..... | 88 | 84 | 87 | 87 | 88 | 90 | 92 | 60 | 69 |
| 500 workers or more..... | 90 | 82 | 86 | 88 | 91 | 92 | 94 | 62 | 69 |
| Geographic areas | | | | | | | | | |
| Northeast..... | 88 | 76 | 79 | 88 | 79 | 82 | 91 | 56 | 63 |
| New England..... | 89 | 74 | 77 | 89 | 77 | 79 | 91 | 54 | 59 |
| Middle Atlantic..... | 88 | 77 | 80 | 88 | 80 | 82 | 92 | 56 | 64 |
| South..... | 72 | 77 | 78 | 69 | 79 | 80 | 93 | 61 | 68 |
| South Atlantic..... | 74 | 79 | 81 | 72 | 81 | 81 | 91 | 65 | 76 |
| East South Central..... | 68 | 76 | 78 | 64 | 78 | 79 | 92 | 63 | 70 |
| West South Central..... | 70 | 73 | 75 | 65 | 77 | 78 | 96 | 54 | 56 |
| Midwest..... | 76 | 78 | 81 | 75 | 81 | 83 | 89 | 55 | 65 |
| East North Central..... | 76 | 77 | 81 | 74 | 80 | 83 | 88 | 55 | 68 |
| West North Central..... | 77 | 79 | 79 | 75 | 82 | 82 | 92 | 55 | 59 |
| West..... | 92 | 77 | 79 | 92 | 78 | 80 | 95 | 65 | 72 |
| Mountain..... | 86 | 76 | 76 | 86 | 78 | 78 | 91 | 58 | 65 |
| Pacific..... | 95 | 77 | 81 | 95 | 79 | 81 | 97 | 68 | 75 |

¹ Includes workers in private industry and state and local government. See the Handbook of Methods: National Compensation Measures at www.bls.gov/opub/hom/ncs/home.htm for further explanation.

² Surveyed occupations are classified into wage categories based on the average wage for the occupation, which may include workers with earnings both above and below the threshold. The categories were formed using percentile estimates generated using data from the National Compensation Survey publication, Employer Costs for Employee Compensation.

NOTE: Dash indicates no workers in this category or data did not meet publication criteria. For definitions of major plans, key provisions, and related terms, see the "Glossary of Employee Benefit Terms" at www.bls.gov/ebs/publications/national-compensation-survey-glossary-of-employee-benefit-terms.htm.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey.