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EMPLOYEE BENEFITS IN THE UNITED STATES – MARCH 2023

Retirement benefits were available to 94 percent of private industry union workers and 68 percent of private industry nonunion workers in March 2023, the U.S. Bureau of Labor Statistics reported today. Sixty-six percent of private industry union workers had access to defined benefit plans and 63 percent had access to defined contribution plans. Ten percent of private industry nonunion workers had access to defined benefit plans and 68 percent had access to defined contribution plans. (See chart 1 and table 1.)

Among private industry workers, paid sick leave was available to 86 percent of union workers and 77 percent of nonunion workers while paid family leave was available to 23 percent of union workers and 27 percent of nonunion workers. Ninety-two percent of union workers had access to paid holidays and 56 percent had access to paid personal leave, while 79 percent of nonunion workers had access to paid holidays and 45 percent had access to paid personal leave. (See chart 2 and table 6.)

Chart 1. Percent of private industry workers with access to retirement benefits by bargaining status, March 2023

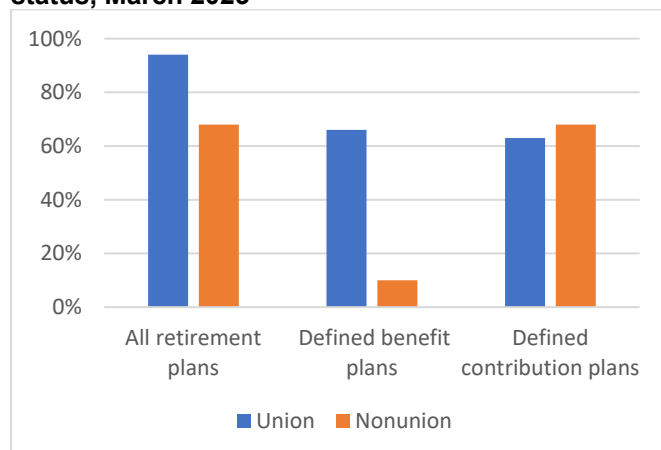
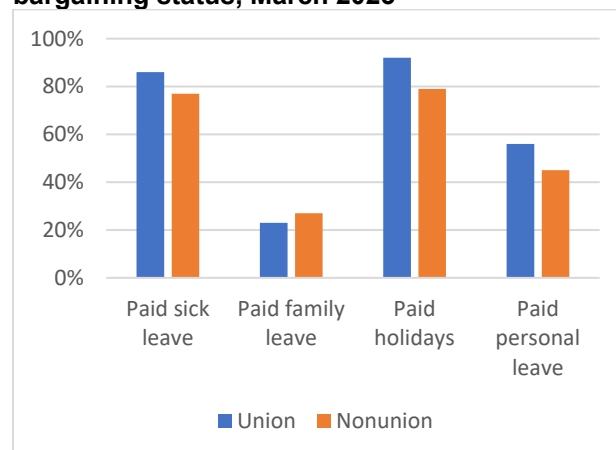
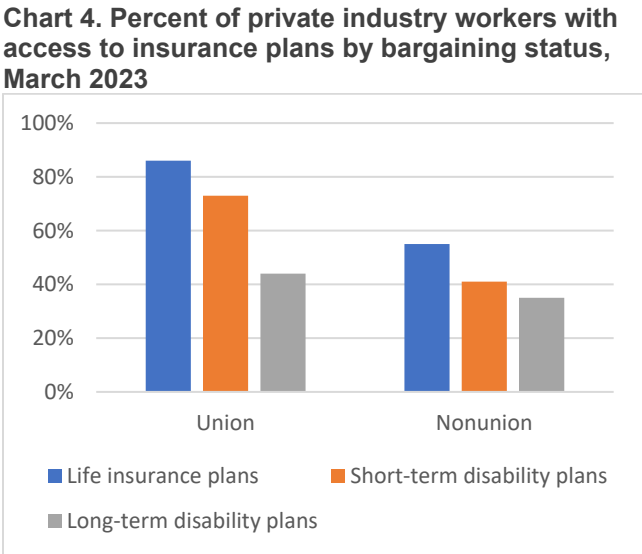
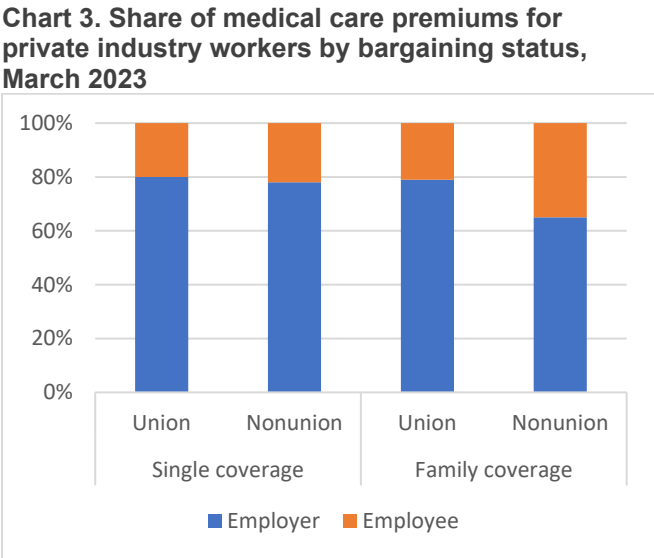


Chart 2. Percent of private industry workers with access to select paid leave benefits by bargaining status, March 2023

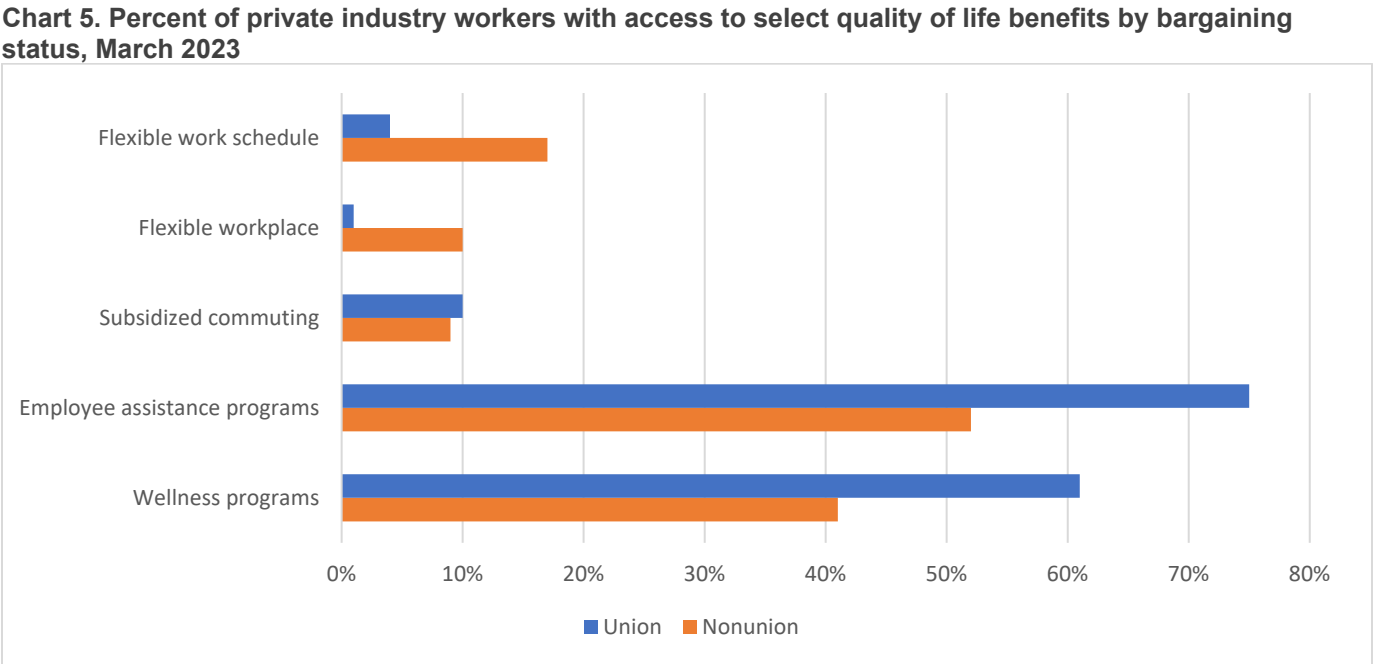


Ninety-six percent of private industry union workers and 69 percent of private industry nonunion workers had access to medical care benefits. Among private industry union workers, employer share of premiums was 80 percent for single coverage and 79 percent for family coverage. Among private industry nonunion workers, employer share of premiums was 78 percent for single coverage and 65 percent for family coverage. (See chart 3 and tables 2, 3, and 4.)

Eighty-six percent of private industry union workers had access to life insurance plans, 73 percent had access to short-term disability plans, and 44 percent had access to long-term disability plans. Fifty-five percent of private industry nonunion workers had access to life insurance plans, 41 percent had access to short-term disability plans, and 35 percent had access to long-term disability plans. (See chart 4 and table 5.)



Among quality of life benefits in the private industry, 4 percent of union workers had access to a flexible work schedule, 1 percent had access to a flexible workplace, and 75 percent had access to employee assistance programs. Seventeen percent of nonunion workers had access to a flexible work schedule, 10 percent had access to a flexible workplace, and 52 percent had access to employee assistance programs. (See chart 5.)



Highlights of employer-sponsored benefits

Occupational group

- Access to nonproduction bonuses ranged from 30 percent for service occupations to 54 percent for management, professional, and related occupations among private industry workers.
- Six percent of state and local government teachers had access to subsidized commuting and 12 percent had access to childcare assistance.

Work status

- Eighty-seven percent of full-time private industry workers had access to medical care benefits and 25 percent of part-time workers had access to medical care benefits. The take-up rate was 65 percent for full-time workers and 54 percent for part-time workers.
- Twelve percent of full-time private industry workers had access to a flexible workplace and 17 percent had access to a flexible work schedule, while 2 percent of part-time workers had access to a flexible workplace and 13 percent had access to a flexible work schedule.

Average wage category

- Access to student loan repayment assistance ranged from 2 percent for the lowest 10th average wage category to 11 percent for the highest 10th average wage category among private industry workers.
- Access to healthcare flexible spending accounts for private industry workers ranged from 22 percent for the lowest 25th average wage category to 70 percent for the highest 25th average wage category.

Industry group

- Access to paid family leave for private industry workers ranged from 8 percent for the leisure and hospitality industry to 55 percent for the information industry.
- Employers paid 88 percent of premiums for single coverage and 78 percent for family coverage among state and local government workers with medical care plans in public administration. The average flat monthly premium paid by employers was \$676.71 for single coverage and \$1,547.50 for family coverage.

Establishment size

- Access to wellness programs in the private industry ranged from 23 percent for establishments with less than 50 workers to 76 percent for establishments with 500 workers or more.
- The average number of paid vacation days by service requirement for private industry workers after 1 year ranged from 10 days for establishments with less than 100 workers to 14 days for establishments with 500 or more workers. After 20 years, the average number of paid vacation days ranged from 17 days for establishments with less than 100 workers to 24 days for establishments with more than 500 workers.

Census area

- Life insurance access among state and local government workers by census area ranged from 80 percent in the West census area to 85 percent in the South census area. The take-up rate was 100 percent for West census area workers and 97 percent for South census area workers.
- Access to short-term disability plans was available to 33 percent of civilian workers in the South census area with a participation rate of 32 percent. Sixty-six percent of civilian workers in the Northeast had access with a participation rate of 65 percent.

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 2023 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 had been rotated each year except in years when the government sample was replaced. Beginning with the March 2022 publication, however, an additional (fourth) private industry sample is 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 2023**

Establishments	Civilian	Private industry	State and local governments
Total in sampling frame ²	7,161,550	6,930,620	230,930
Total in sample	14,720	13,120	1,600
Responding ³	8,420	6,990	1,430
Refused ⁴	5,260	5,120	140
Out of business or not in survey scope	1,040	1,010	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 is based on the 2017 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 2023**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	145,300,100	126,227,200	19,072,900
Management, professional, and related	46,834,300	35,920,600	10,913,700
Management, business, and financial	14,624,400	13,126,900	-
Professional and related	32,209,900	22,793,700	9,416,200
Teachers	7,014,300	-	5,112,800
Primary, secondary, and special education school teachers	5,035,900	-	3,988,300
Registered nurses	3,077,300	-	-
Service	32,036,200	28,053,300	3,982,900
Protective service	3,565,300	1,621,500	1,943,800
Sales and office	31,030,400	28,453,800	2,576,600
Sales and related	13,076,400	12,996,900	-
Office and administrative support	17,954,000	15,456,900	2,497,000
Natural resources, construction, and maintenance	11,591,700	10,777,800	813,900
Construction, extraction, farming, fishing, and forestry	6,090,400	5,643,000	-
Installation, maintenance, and repair	5,501,200	5,134,900	-
Production, transportation, and material moving	23,807,500	23,021,700	785,800
Production	9,087,500	8,965,000	-
Transportation and material moving	14,720,000	14,056,700	-

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 2023 wages and salaries from the BLS *Employer Costs for Employee Compensation* publication at www.bls.gov/news.release/archives/ecec_06162023.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	\$14.00	\$17.12	\$23.55	\$37.02	\$56.06
Private industry workers	\$14.00	\$17.00	\$22.57	\$35.64	\$55.29
State and local government workers	\$16.50	\$21.50	\$31.68	\$44.10	\$59.80

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/ted/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 2023¹

[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.....	73	56	77	70	53	75	91	81	89
Worker characteristics									
Management, professional, and related occupations.....	88	76	86	86	74	85	93	82	88
Management, business, and financial occupations.....	88	79	89	88	78	89	—	—	—
Professional and related occupations...	88	75	85	86	72	83	93	82	88
Teachers.....	88	75	85	—	—	—	94	83	88
Primary, secondary, and special education school teachers.....	96	82	85	—	—	—	99	88	89
Registered nurses.....	91	82	89	—	—	—	—	—	—
Service occupations.....	48	31	65	43	25	59	85	76	89
Protective service occupations.....	75	64	85	55	38	69	92	85	92
Sales and office occupations.....	75	54	72	73	51	70	92	82	89
Sales and related occupations.....	73	43	59	72	43	59	—	—	—
Office and administrative support occupations.....	76	62	81	74	58	79	92	82	89
Natural resources, construction, and maintenance occupations.....	72	57	78	70	54	77	97	91	93
Construction, extraction, farming, fishing, and forestry occupations....	69	54	79	67	51	77	—	—	—
Installation, maintenance, and repair occupations.....	76	59	78	74	57	77	—	—	—
Production, transportation, and material moving occupations.....	75	55	74	75	55	73	90	82	91
Production occupations.....	75	57	76	74	57	76	—	—	—
Transportation and material moving occupations.....	76	55	72	75	53	71	—	—	—
Full time.....	82	66	81	79	63	79	99	88	89
Part time.....	44	24	54	44	22	51	43	37	86
Union.....	95	85	89	94	84	90	97	85	88
Nonunion.....	70	52	75	68	50	73	86	78	90
Average wage within the following categories:⁴									
Lowest 25 percent.....	49	28	56	48	25	52	78	68	87
Lowest 10 percent.....	38	20	51	37	18	47	70	60	86
Second 25 percent.....	73	53	73	69	48	70	94	84	90
Third 25 percent.....	83	70	83	81	65	81	98	88	90
Highest 25 percent.....	92	82	89	90	81	90	97	85	88
Highest 10 percent.....	93	84	90	92	84	91	97	83	85

See footnotes at end of table.

Table 1. Retirement benefits: Access, participation, and take-up rates, March 2023¹ — 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.....	78	63	80	78	63	80	—	—	—
Service-providing industries.....	72	55	77	69	51	74	91	81	89
Education and health services.....	81	65	81	75	58	78	93	81	87
Educational services.....	88	77	88	73	62	85	93	82	88
Elementary and secondary schools.....	92	81	88	—	—	—	93	82	89
Junior colleges, colleges, universities, and professional schools.....	90	79	87	87	79	90	92	79	86
Health care and social assistance....	77	59	77	75	58	76	92	76	82
Hospitals.....	93	83	89	—	—	—	92	73	80
Public administration.....	92	84	92	—	—	—	92	84	92
1 to 99 workers.....	59	42	72	57	40	70	87	78	90
1 to 49 workers.....	54	39	71	53	37	70	85	76	90
50 to 99 workers.....	73	54	73	71	50	70	89	81	91
100 workers or more.....	88	71	81	86	68	79	93	82	88
100 to 499 workers.....	84	64	76	83	61	73	92	84	91
500 workers or more.....	91	79	86	91	78	86	93	81	87
Geographic areas									
Northeast.....	72	60	83	69	57	82	91	79	86
New England.....	72	59	81	70	56	80	87	75	86
Middle Atlantic.....	72	60	84	68	57	83	93	80	86
South.....	73	54	74	69	49	71	93	83	89
South Atlantic.....	75	54	73	73	51	70	91	79	86
East South Central.....	73	55	75	69	49	71	94	84	90
West South Central.....	68	53	77	63	46	73	97	89	92
Midwest.....	75	58	78	73	55	76	90	80	89
East North Central.....	77	60	78	75	57	76	89	79	89
West North Central.....	72	56	77	70	52	75	92	83	90
West.....	72	56	77	70	52	75	90	81	90
Mountain.....	74	55	74	72	51	71	88	82	93
Pacific.....	71	56	79	69	53	77	90	81	89

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 2023

[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.....	74	49	66	72	46	64	89	67	76
Worker characteristics									
Management, professional, and related occupations.....	90	63	70	89	61	69	91	68	75
Management, business, and financial occupations.....	95	67	71	95	67	70	—	—	—
Professional and related occupations...	88	61	70	86	58	68	91	68	75
Teachers.....	87	62	72	—	—	—	92	68	74
Primary, secondary, and special education school teachers.....	97	70	72	—	—	—	99	73	74
Registered nurses.....	91	61	67	—	—	—	—	—	—
Service occupations.....	49	29	59	44	24	54	82	63	77
Protective service occupations.....	75	53	70	56	32	57	90	70	77
Sales and office occupations.....	69	43	62	68	40	60	89	69	78
Sales and related occupations.....	54	31	58	54	31	58	—	—	—
Office and administrative support occupations.....	80	51	63	79	48	61	90	70	78
Natural resources, construction, and maintenance occupations.....	79	56	71	78	55	70	95	76	79
Construction, extraction, farming, fishing, and forestry occupations.....	75	53	70	74	51	69	—	—	—
Installation, maintenance, and repair occupations.....	84	60	71	83	58	71	—	—	—
Production, transportation, and material moving occupations.....	80	53	66	79	53	66	84	61	73
Production occupations.....	82	57	69	82	57	69	—	—	—
Transportation and material moving occupations.....	78	50	64	78	50	64	—	—	—
Full time.....	89	60	67	87	57	65	99	75	76
Part time.....	25	13	55	25	13	54	24	17	72
Union.....	95	74	77	96	78	81	95	69	73
Nonunion.....	71	45	64	69	43	62	84	66	78
Average wage within the following categories:³									
Lowest 25 percent.....	43	23	54	41	21	52	72	54	75
Lowest 10 percent.....	30	15	51	28	14	48	63	49	78
Second 25 percent.....	76	49	64	73	45	61	93	72	77
Third 25 percent.....	89	61	69	87	59	68	97	74	76
Highest 25 percent.....	94	68	72	94	67	71	95	71	74
Highest 10 percent.....	95	69	72	95	69	72	94	71	75

See footnotes at end of table.

Table 2. Medical care benefits: Access, participation, and take-up rates, March 2023 — 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.....	72	47	65	69	43	63	89	67	76
Education and health services.....	81	53	65	77	46	60	90	67	75
Educational services.....	86	63	74	72	51	71	90	67	74
Elementary and secondary schools.....	90	66	74	—	—	—	90	67	74
Junior colleges, colleges, universities, and professional schools.....	90	66	73	92	65	71	89	67	75
Health care and social assistance....	78	47	60	77	45	58	91	71	79
Hospitals.....	91	62	68	—	—	—	91	74	81
Public administration.....	91	71	78	—	—	—	91	71	78
1 to 99 workers.....	61	38	62	59	36	60	84	66	79
1 to 49 workers.....	56	35	62	55	34	61	82	66	80
50 to 99 workers.....	75	47	62	74	44	60	85	66	78
100 workers or more.....	87	60	69	87	59	68	91	68	75
100 to 499 workers.....	85	57	67	84	55	65	88	65	74
500 workers or more.....	90	65	72	89	63	71	92	69	75
Geographic areas									
Northeast.....	72	48	67	69	46	66	88	63	71
New England.....	73	—	—	71	44	62	90	59	65
Middle Atlantic.....	71	48	68	69	46	67	87	64	74
South.....	73	48	66	70	44	63	92	74	80
South Atlantic.....	75	48	64	73	45	61	90	71	79
East South Central.....	72	49	68	68	44	64	92	80	87
West South Central.....	72	48	68	67	44	65	96	75	78
Midwest.....	73	49	67	71	47	66	86	63	74
East North Central.....	73	49	67	72	48	66	84	62	73
West North Central.....	71	47	66	68	44	65	89	66	74
West.....	77	51	66	76	49	65	88	65	74
Mountain.....	77	48	62	76	46	60	87	62	71
Pacific.....	78	53	68	76	51	67	88	66	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 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 2023
[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.....	80	20	79	21	86	14
Worker characteristics						
Management, professional, and related occupations.....	81	19	79	21	85	15
Management, business, and financial occupations.....	79	21	79	21	—	—
Professional and related occupations.....	82	18	80	20	85	15
Teachers.....	84	16	—	—	85	15
Primary, secondary, and special education school teachers.....	84	16	—	—	85	15
Registered nurses.....	82	18	—	—	—	—
Service occupations.....	80	20	78	22	87	13
Protective service occupations.....	86	14	78	22	88	12
Sales and office occupations.....	80	20	79	21	88	12
Sales and related occupations.....	78	22	78	22	—	—
Office and administrative support occupations.....	82	18	80	20	88	12
Natural resources, construction, and maintenance occupations.....	78	22	77	23	89	11
Construction, extraction, farming, fishing, and forestry occupations.....	78	22	77	23	—	—
Installation, maintenance, and repair occupations.....	78	22	77	23	—	—
Production, transportation, and material moving occupations. ..	78	22	78	22	86	14
Production occupations.....	78	22	78	22	—	—
Transportation and material moving occupations.....	78	22	78	22	—	—
Full time.....	80	20	79	21	86	14
Part time.....	78	22	78	22	82	18
Union.....	83	17	80	20	86	14
Nonunion.....	79	21	78	22	87	13
Average wage within the following categories:²						
Lowest 25 percent.....	78	22	77	23	87	13
Lowest 10 percent.....	78	22	77	23	87	13
Second 25 percent.....	80	20	78	22	87	13
Third 25 percent.....	80	20	79	21	86	14
Highest 25 percent.....	81	19	80	20	85	15
Highest 10 percent.....	81	19	80	20	85	15
Establishment characteristics						
Goods-producing industries.....	78	22	78	22	—	—
Service-providing industries.....	81	19	79	21	86	14
Education and health services.....	83	17	82	18	85	15
Educational services.....	84	16	82	18	85	15
Elementary and secondary schools.....	84	16	—	—	84	16
Junior colleges, colleges, universities, and professional schools.....	84	16	82	18	85	15
Health care and social assistance.....	82	18	82	18	87	13
Hospitals.....	82	18	—	—	87	13
Public administration.....	88	12	—	—	88	12
1 to 99 workers.....	79	21	78	22	87	13
1 to 49 workers.....	79	21	78	22	88	12
50 to 99 workers.....	79	21	78	22	85	15
100 workers or more.....	81	19	79	21	86	14
100 to 499 workers.....	80	20	79	21	87	13
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 2023 — 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.....	80	20	79	21	85	15
New England.....	78	22	78	22	77	23
Middle Atlantic.....	81	19	79	21	87	13
South.....	80	20	78	22	87	13
South Atlantic.....	81	19	79	21	87	13
East South Central.....	80	20	76	24	89	11
West South Central.....	80	20	78	22	85	15
Midwest.....	80	20	79	21	87	13
East North Central.....	79	21	78	22	85	15
West North Central.....	81	19	79	21	90	10
West.....	80	20	79	21	86	14
Mountain.....	80	20	78	22	87	13
Pacific.....	80	20	79	21	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 2023
[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.....	68	32	67	33	71	29
Worker characteristics						
Management, professional, and related occupations.....	68	32	68	32	70	30
Management, business, and financial occupations.....	69	31	68	32	—	—
Professional and related occupations.....	68	32	68	32	69	31
Teachers.....	65	35	—	—	66	34
Primary, secondary, and special education school teachers.....	64	36	—	—	65	35
Registered nurses.....	73	27	—	—	—	—
Service occupations.....	65	35	62	38	73	27
Protective service occupations.....	75	25	68	32	78	22
Sales and office occupations.....	67	33	66	34	74	26
Sales and related occupations.....	64	36	64	36	—	—
Office and administrative support occupations.....	69	31	68	32	74	26
Natural resources, construction, and maintenance occupations.....	66	34	65	35	77	23
Construction, extraction, farming, fishing, and forestry occupations.....	66	34	65	35	—	—
Installation, maintenance, and repair occupations.....	65	35	64	36	—	—
Production, transportation, and material moving occupations. ..	70	30	70	30	70	30
Production occupations.....	70	30	70	30	—	—
Transportation and material moving occupations.....	69	31	69	31	—	—
Full time.....	68	32	67	33	71	29
Part time.....	67	33	67	33	68	32
Union.....	78	22	79	21	76	24
Nonunion.....	65	35	65	35	67	33
Average wage within the following categories:²						
Lowest 25 percent.....	61	39	61	39	67	33
Lowest 10 percent.....	56	44	57	43	61	39
Second 25 percent.....	66	34	65	35	75	25
Third 25 percent.....	68	32	67	33	68	32
Highest 25 percent.....	71	29	71	29	75	25
Highest 10 percent.....	72	28	71	29	76	24
Establishment characteristics						
Goods-producing industries.....	69	31	69	31	—	—
Service-providing industries.....	67	33	66	34	71	29
Education and health services.....	66	34	65	35	67	33
Educational services.....	66	34	68	32	66	34
Elementary and secondary schools.....	64	36	—	—	64	36
Junior colleges, colleges, universities, and professional schools.....	72	28	71	29	72	28
Health care and social assistance.....	66	34	65	35	75	25
Hospitals.....	74	26	—	—	75	25
Public administration.....	78	22	—	—	78	22
1 to 99 workers.....	63	37	61	39	73	27
1 to 49 workers.....	63	37	62	38	73	27
50 to 99 workers.....	63	37	61	39	73	27
100 workers or more.....	71	29	71	29	71	29
100 to 499 workers.....	69	31	68	32	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 2023 — 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.....	72	28	70	30	83	17
New England.....	71	29	70	30	77	23
Middle Atlantic.....	73	27	70	30	85	15
South.....	63	37	63	37	63	37
South Atlantic.....	65	35	65	35	68	32
East South Central.....	62	38	61	39	65	35
West South Central.....	60	40	62	38	55	45
Midwest.....	70	30	70	30	74	26
East North Central.....	71	29	70	30	77	23
West North Central.....	69	31	69	31	70	30
West.....	68	32	67	33	74	26
Mountain.....	66	34	65	35	71	29
Pacific.....	69	31	67	33	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 2023

[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.....	61	60	98	57	56	98	83	80	97
Worker characteristics									
Management, professional, and related occupations.....	80	79	99	79	79	99	84	82	97
Management, business, and financial occupations.....	85	84	99	85	84	99	—	—	—
Professional and related occupations...	78	77	98	76	76	99	84	81	97
Teachers.....	77	75	97	—	—	—	83	81	98
Primary, secondary, and special education school teachers.....	84	82	97	—	—	—	88	87	98
Registered nurses.....	88	87	99	—	—	—	—	—	—
Service occupations.....	32	31	96	26	25	95	77	74	97
Protective service occupations.....	66	63	96	42	38	92	86	84	97
Sales and office occupations.....	56	55	98	54	53	98	83	80	97
Sales and related occupations.....	44	43	98	44	43	98	—	—	—
Office and administrative support occupations.....	65	64	98	63	61	98	83	81	97
Natural resources, construction, and maintenance occupations.....	59	58	99	56	56	99	90	88	98
Construction, extraction, farming, fishing, and forestry occupations....	49	49	99	46	46	99	—	—	—
Installation, maintenance, and repair occupations.....	70	69	99	68	67	99	—	—	—
Production, transportation, and material moving occupations.....	67	65	98	66	65	98	79	79	99
Production occupations.....	73	72	99	72	72	99	—	—	—
Transportation and material moving occupations.....	63	61	97	62	61	97	—	—	—
Full time.....	74	73	98	71	70	99	92	90	97
Part time.....	16	15	93	16	14	92	23	22	95
Union.....	87	85	98	86	84	98	88	87	98
Nonunion.....	57	56	98	55	54	98	77	75	97
Average wage within the following categories:³									
Lowest 25 percent.....	29	28	96	26	25	96	66	64	97
Lowest 10 percent.....	17	16	93	16	14	93	56	—	—
Second 25 percent.....	61	59	98	57	55	98	88	85	97
Third 25 percent.....	74	73	99	71	70	99	89	87	98
Highest 25 percent.....	86	85	99	85	84	99	89	87	98
Highest 10 percent.....	89	88	99	90	89	99	86	83	97

See footnotes at end of table.

Table 5. Life insurance benefits: Access, participation, and take-up rates, March 2023 — 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.....	70	69	99	70	69	99	—	—	—
Service-providing industries.....	59	58	98	55	54	98	83	80	97
Education and health services.....	69	68	98	63	62	98	83	80	97
Educational services.....	78	77	98	67	67	100	82	80	98
Elementary and secondary schools.....	79	78	98	—	—	—	80	79	98
Junior colleges, colleges, universities, and professional schools.....	87	85	97	89	88	100	86	82	96
Health care and social assistance....	64	63	98	62	61	98	88	83	95
Hospitals.....	90	89	99	—	—	—	88	84	95
Public administration.....	86	84	98	—	—	—	86	84	98
1 to 99 workers.....	44	43	98	42	41	98	75	73	98
1 to 49 workers.....	39	39	98	38	37	98	73	71	98
50 to 99 workers.....	59	58	98	57	56	98	—	—	—
100 workers or more.....	78	76	98	76	75	98	85	83	97
100 to 499 workers.....	72	71	98	70	69	98	82	79	97
500 workers or more.....	84	83	98	84	82	98	86	84	97
Geographic areas									
Northeast.....	59	58	99	56	55	99	82	79	96
New England.....	64	62	97	61	61	99	85	75	88
Middle Atlantic.....	57	57	99	54	53	99	81	80	99
South.....	61	60	98	57	56	98	85	82	97
South Atlantic.....	62	60	98	58	57	98	85	82	96
East South Central.....	63	62	98	60	58	98	83	81	97
West South Central.....	59	58	98	55	54	98	84	83	99
Midwest.....	63	62	98	60	59	98	82	79	96
East North Central.....	65	63	98	63	61	98	82	78	95
West North Central.....	59	58	99	56	55	99	82	81	99
West.....	59	58	99	56	55	98	80	80	100
Mountain.....	61	60	99	57	57	99	83	83	100
Pacific.....	58	57	98	55	54	98	79	78	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 2023

[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.....	80	77	79	78	79	80	92	60	67
Worker characteristics									
Management, professional, and related occupations.....	93	81	84	93	92	92	94	45	55
Management, business, and financial occupations.....	96	96	96	96	98	97	—	—	—
Professional and related occupations.....	92	74	78	91	88	90	94	38	51
Teachers.....	91	23	38	—	—	—	93	12	30
Primary, secondary, and special education school teachers.....	99	22	34	—	—	—	99	11	25
Registered nurses.....	94	92	93	—	—	—	—	—	—
Service occupations.....	64	58	57	61	55	54	87	76	80
Protective service occupations.....	81	77	81	68	60	70	92	90	90
Sales and office occupations.....	81	80	84	80	79	84	92	85	88
Sales and related occupations.....	71	70	77	71	70	77	—	—	—
Office and administrative support occupations.....	88	87	89	87	88	89	93	86	88
Natural resources, construction, and maintenance occupations.....	74	86	86	73	85	86	96	96	95
Construction, extraction, farming, fishing, and forestry occupations.....	68	78	79	66	77	78	—	—	—
Installation, maintenance, and repair occupations.....	81	95	94	80	94	94	—	—	—
Production, transportation, and material moving occupations.....	76	85	87	76	86	88	90	63	74
Production occupations.....	72	91	93	72	91	93	—	—	—
Transportation and material moving occupations.....	79	82	83	78	83	84	—	—	—
Full time.....	89	88	88	87	92	91	99	66	73
Part time.....	51	39	48	51	40	49	49	22	34
Union.....	92	75	81	86	92	92	98	57	69
Nonunion.....	78	77	78	77	78	79	87	62	66
Average wage within the following categories:²									
Lowest 25 percent.....	58	55	60	56	55	60	81	58	66
Lowest 10 percent.....	40	43	46	39	43	47	71	45	54
Second 25 percent.....	84	83	84	82	83	83	95	85	87
Third 25 percent.....	88	90	90	86	92	91	98	59	69
Highest 25 percent.....	95	82	85	94	94	94	96	41	51
Highest 10 percent.....	96	84	86	96	95	95	95	36	50

See footnotes at end of table.

Table 6. Selected paid leave benefits: Access, March 2023 — 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	75	90	91	—	—	—
Service-providing industries.....	81	74	77	78	77	78	92	59	67
Education and health services.....	89	70	75	87	84	85	93	42	54
Educational services.....	90	40	51	81	59	64	93	34	47
Elementary and secondary schools.....	94	26	39	—	—	—	94	24	37
Junior colleges, colleges, universities, and professional schools.....	90	69	81	87	74	83	91	67	80
Health care and social assistance.....	88	88	88	87	88	88	93	92	91
Hospitals.....	94	93	93	—	—	—	93	92	91
Public administration.....	93	91	92	—	—	—	93	91	92
1 to 99 workers.....	73	71	73	72	72	74	89	53	61
1 to 49 workers.....	71	70	73	71	71	73	87	63	69
50 to 99 workers.....	76	72	73	74	76	75	90	43	55
100 workers or more.....	87	83	85	86	88	89	93	62	69
100 to 499 workers.....	84	83	84	83	86	86	92	60	69
500 workers or more.....	90	83	85	89	91	92	94	62	69
Geographic areas									
Northeast.....	85	75	77	84	77	79	91	56	63
New England.....	88	74	78	87	77	80	91	53	59
Middle Atlantic.....	84	75	77	83	78	79	91	57	65
South.....	73	77	79	70	79	81	93	61	68
South Atlantic.....	76	79	82	74	82	82	91	65	75
East South Central.....	69	79	82	65	82	85	92	63	70
West South Central.....	68	71	72	64	75	75	95	54	55
Midwest.....	75	77	79	73	80	81	89	55	65
East North Central.....	75	77	80	74	80	82	88	54	68
West North Central.....	73	76	76	70	79	78	92	56	60
West.....	91	78	80	91	80	81	95	65	72
Mountain.....	83	79	80	82	82	82	90	59	64
Pacific.....	95	77	80	94	79	80	97	68	76

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.