

# Report on the Use of the Federal Employee Paid Parental Leave Benefit



This Paid Parental Leave research report examines the use of the new paid parental leave benefit for federal employees, including how many federal employees used the benefit, how many weeks of the allowed leave employees used, and what factors employees cited for taking less than the allowed amount of paid parental leave. This study was conducted as part of the agency's [Annual Evaluation Plan](#).

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# Executive Summary

This report examines the initial use of the Federal paid parental leave benefit, which went into effect for qualifying events on or after October 1, 2020. The report leverages administrative human resources and survey data to answer the following questions by various personal and employment demographics:

1. How many Federal employees accessed the paid parental leave benefit in Calendar Year 2022? For what purpose (e.g., birth of a child, adoption, or foster care placement) was the benefit used?
2. How much of the paid parental leave benefit, in total weeks, did employees use?
3. What did Federal employees who used the benefit cite as factors contributing to their decision to take less than their allowed amount of paid parental leave?

## Key Findings

- In Calendar Year 2022, an estimated **68,986 total employees used paid parental leave**. Most employees used paid parental leave for the birth of a child (96.9%).
- **According to available payroll data, more than one-fifth (22.4%) of all employees who first reported using the benefit between October 1, 2020, and December 31, 2021, used fewer than 4 weeks of paid parental leave within 12 months.** However, low use may be driven by incomplete data due to delayed and phased adoption of paid parental leave reporting in payroll systems.
- **Female employees were more likely than male employees to use 12+ weeks of paid parental leave (27.2% versus 19.1%).** However, **female employees and male employees had similar rates of using fewer than 4 weeks of paid parental leave (22.4% versus 22.5%),** indicating the large number of employees using fewer than 4 weeks is not explained by gender differences.
- Employees in **older age groups used paid parental leave for adoption and foster care placements at higher rates** and were **less likely to take the full 12 weeks of leave** relative to younger age groups.
- Employees in the **Federal Wage System** and at **lower General Schedule (GS) levels** tended to **take less paid parental leave, in weeks,** relative to employees at higher GS levels who accessed the benefit.
- Among **employees who took fewer than 12 weeks of paid parental leave, the most cited factors** contributing to their decision to take less than their allowed amount include: **feeling that they could not be away from job responsibilities (57.0%), concerns about how taking 12 weeks of leave could affect career advancement (29.0%), and not needing the full 12 weeks (28.7%).**

- Among the employees who took fewer than 12 weeks of paid parental leave, **female employees**, relative to male employees, were **more likely to cite meeting all Family and Medical Leave Act (FMLA) requirements (8.4% versus 3.1%) or previous FMLA use (7.0% versus 1.7%) as reasons affecting the amount of paid parental leave they used.**

# Introduction

The Federal Employee Paid Leave Act<sup>1</sup> (FEPLA) provided a new paid leave benefit for eligible Federal employees—up to 12 weeks of paid parental leave in connection with the birth or placement (for adoption or foster care) of an employee’s child occurring on or after October 1, 2020. Employees may take paid parental leave for which they qualify all at one time or, with agency approval, may access the benefit throughout the 12-month period following the date of the qualifying event. To be eligible for paid parental leave, an employee must have a full-time or part-time work schedule and be on an appointment of more than 1 year in duration. Also, for most Federal employees who are covered by the paid parental leave authority in title 5 United States Code, an employee must have completed at least 12 months of covered service to be eligible for paid parental leave. Appendix 1 provides more information on statutory and regulatory provisions dealing with paid parental leave.

This report examines the initial use of the paid parental leave benefit across the Federal government and the number of weeks of leave taken by employees accessing the benefits. Additionally, this report explores potential reasons why some employees did not take the full 12 weeks of paid parental leave to which they were entitled.

The results presented in this report derive from two key data assets housed by the Office of Personnel Management (OPM): the Enterprise Human Resources Integration Statistical Data Mart (EHRI-SDM, hereinafter EHRI) and the OPM Federal Employee Viewpoint Survey (hereinafter OPM FEVS). To determine the number of employees accessing the paid parental leave benefit, the report uses EHRI payroll and human resources data from Calendar Year 2022 (January 1, 2022, to December 31, 2022) as this period represents the most complete period of agency-level reporting of paid parental leave to date. This report further uses the EHRI payroll and human resources data from October 1, 2020, to December 31, 2022, to identify the number of weeks of leave taken by employees accessing the benefits, including employees whose first use of the benefit occurred by December 31, 2021. Finally, the report presents descriptive findings from

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<sup>1</sup> The Federal Employee Paid Leave Act was in subtitle A of title LXXVI of division F of the National Defense Authorization Act for Fiscal Year 2020, Public Law 116-92, December 20, 2019. The paid parental leave provisions applicable to most Federal employees were codified in 5 U.S.C. 6382(d), which is within the Family and Medical Leave Act (FMLA) provisions found in 5 U.S.C. chapter 63, subchapter V. Section 1103 of the William M. (Mac) Thornberry National Defense Authorization Act for Fiscal Year 2021 (Public Law 116-283, January 1, 2021) made technical amendments to the laws governing FMLA leave and paid parental leave. The technical amendments included provisions addressing the coverage of certain categories of employees under agency-administered FMLA leave (including paid parental leave) programs. Affected executive branch employees include employees of the Federal Aviation Administration, employees of the Transportation Security Administration, employees in the Executive Office of the President, and employees of the Department of Veterans Affairs covered by a title 38 leave system. The technical amendments also included some changes to the title 5 FMLA provisions.

the 2022 OPM FEVS to understand the potential reasons some employees did not utilize the full 12 weeks of the benefit to which they were entitled. Additional results tables for all sections appear in the Appendix.

## Federal Paid Parental Leave Benefit

This section describes the paid parental leave benefit established under title 5, United States Code, which applies to most Federal employees. Similar paid parental leave benefits for other Federal employees are established under other laws.

Paid parental leave may be used only “in connection with the birth or placement involved” ([5 U.S.C. 6382\(d\)\(2\)\(B\)\(i\)](#))—that is, *after* the occurrence of the birth or placement involved—which results in the employee assuming a “parental” role with respect to the newly born or placed child. An employee may take *unpaid* FMLA leave under [5 U.S.C. 6382\(a\)\(1\)\(A\)](#) or [\(B\)](#) before the birth or placement to cover certain activities related to the birth or placement but cannot substitute paid parental leave for those pre-birth/placement FMLA unpaid leave periods. An employee could substitute annual leave or sick leave for pre-birth/placement FMLA unpaid leave periods (for example, sick leave for prenatal care up to the point of birth or in connection with pre-placement activities necessary to allow an adoption to proceed); however, to preserve FMLA leave for substitution of paid parental leave, an employee could decide not to invoke the right to FMLA leave and instead just request annual or sick leave.

Paid parental leave must be used before the end of the 12-month period beginning on the date of the birth or placement involved. At the end of that 12-month period, any unused balance of paid parental leave granted in connection with the given birth or placement permanently expires and is not available for future use. No payment may be made for unused paid parental leave or paid parental leave that has expired. Paid parental leave is not considered to be annual leave and thus may not be included in a lump-sum payment for annual leave following separation ([5 U.S.C. 6382\(d\)\(2\)\(D\)](#)).

Under the title 5 paid parental leave law, to use any paid parental leave, an employee must agree in writing, before the leave begins, to subsequently work for the applicable employing agency for at least 12 weeks. This 12-week work obligation is triggered once the employee’s paid parental leave concludes. The work obligation is statutorily fixed at 12 weeks regardless of the amount of leave used by an employee. If an employee fails to return to work for the required 12 weeks, the employing agency “may” (but is not required to) recover from the employee an amount equal to the total amount of Government contributions paid by the agency under [5 U.S.C. 8906](#) on behalf of the employee to maintain the employee’s health insurance coverage during the period of paid parental leave. In certain circumstances described in law and regulation, the 12-week work obligation and associated FEHB premium reimbursement requirement may be waived. Additional information on the technical implementation of paid parental leave is included in Appendix 1.

## Methodological Approach

This report takes a descriptive approach to identify the number of Federal employees who accessed paid parental leave benefits provided under any federal law and how much of the benefit they accessed and to explore potential reasons employees take less than the full amount of leave to which they are entitled.

The analysis of paid parental leave use in EHRI data follows two approaches: a point-in-time analysis of Calendar Year 2022 to estimate leave use at the agency level and a panel analysis following paid parental leave users through December 2022 to identify trends at the individual level. Calendar Year 2022 (January 1, 2022, to December 31, 2022) represents the most complete time period of paid parental leave reporting government-wide; for the point-in-time analysis, the payroll and human resources data were restricted to only employees who used any type of paid parental leave in this period. A point-in-time approach allows for better identification of agency-level estimates of the number and percentage of employees using paid parental leave for different qualifying events.

However, because the point-in-time approach is focused on the use of paid parental leave in a single calendar year, it will underestimate the number of paid parental leave hours used by employees in connection with a qualifying event. Employees can access their paid parental leave benefits at any point within one year from the date of the qualifying event and can do so in a consecutive or, with agency approval, in a non-consecutive manner. By restricting the point-in-time analysis to Calendar Year 2022, the data will not accurately reflect the true number of hours taken by some employees as some employees will begin taking leave prior to January 1, 2022 (or, conversely, will begin taking leave at the end of 2022 and continue into 2023). In such cases, the point-in-time approach will only capture the number of hours taken by these employees within Calendar Year 2022. The point-in-time approach is useful in determining annual use and annual costs of paid parental leave on a macro or aggregate basis. It is also useful in providing data on the percentage of employees by type of qualifying event.

Given the limitations of the point-in-time approach, the analysis is supplemented with a panel approach to estimate better individual-level paid parental leave use. The panel approach uses data from October 1, 2020, to December 31, 2022; however, only employees whose first instance of paid parental leave use occurred by the last pay period of Calendar Year 2021 were included in the sample. The first instance of paid parental leave use in this analysis is used as a proxy for the date of the qualifying event, and employees' use of the benefit is tracked for the subsequent 12 months.

Because both full-time and part-time employees qualify for paid parental leave, employees who are on part-time work schedules who took paid parental leave were



included in the analysis. While part-time employees may qualify for less paid parental leave in terms of hours, part-time employees make up approximately 1% of the employees included in the analysis.

The report also synthesizes descriptive results from questions contained in the 2022 OPM FEVS related to the use of paid parental leave. The paid parental leave questions were tested in the 2021 OPM FEVS test section and subsequently incorporated into the core set of questions asked to all respondents in the 2022 OPM FEVS. This report includes crosstabulations by various personal and employment demographics for the responses to the new paid parental leave core questions.

## EHRI Data

EHRI is one of five OPM-led e-Government Initiatives designed to leverage the benefits of information technology. EHRI's comprehensive Data Warehouse regularly collects, integrates, and publishes human resources data for over 2 million Executive Branch employees.

We leveraged two data assets in OPM's EHRI Data Warehouse to understand the usage of paid parental leave since October 1, 2020: payroll records and human resources data. Payroll data are provided from agencies to OPM's EHRI Data Warehouse on a biweekly basis and captured as monthly summaries at the employee-agency-pay period level. The payroll data capture employees whose current appointment is split across multiple agencies in any given pay period. Importantly, the payroll data provide the number of paid parental leave hours, classified by qualifying event, billed by an employee for each pay period.

OPM's EHRI Data Warehouse provides snapshots of human resources records at the end of each month at the employee-month level. The human resources records reflect the employee's personal and employment demographics as of the end of the month.

# Employee Personal and Employment Demographics

OPM's EHRI human resources data include personal and employment demographic information able to be matched to payroll data entries. The monthly human resources records contain key fields of interest including employee gender identification, race, ethnicity, disability status, pay plan, supervisory status, and current length of service with the Federal government. For a detailed descriptions of demographics fields, please refer to OPM's [Data Standards](#).

**Gender identification:** Within the human resources data, each employee's gender identification is listed as male or female.

**Age:** Within the human resources data, the age of each employee, measured as a continuous variable, is captured at the end of each month. For all results, the age of the employee in the month of their first reported instance of paid parental leave is retained. The age of employees using paid parental leave were categorized into the following bins: under 25, 25 to 29, 30 to 34, 35 to 39, 40 to 44, and 45 and over.

**Race:** Within the human resources data, each employee's racial identification is categorized as: American Indian or Alaska Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, White, More Than One Race, or Unspecified. Ethnicity is captured in a separate data field.

**Ethnicity:** Within the human resources data, each employee's ethnicity is captured in a separate variable as either Hispanic/Latino or Not Hispanic/Latino at the intersection of the race categories.

**Disability status:** The human resources data capture each employee's disability status identification in the following categories: has a disability, does not wish to identify disability, has a disability or serious health condition not listed, does not have a disability, or disability status unknown. For all results, the disability status of the employee in the month of their first reported instance of paid parental leave is retained.

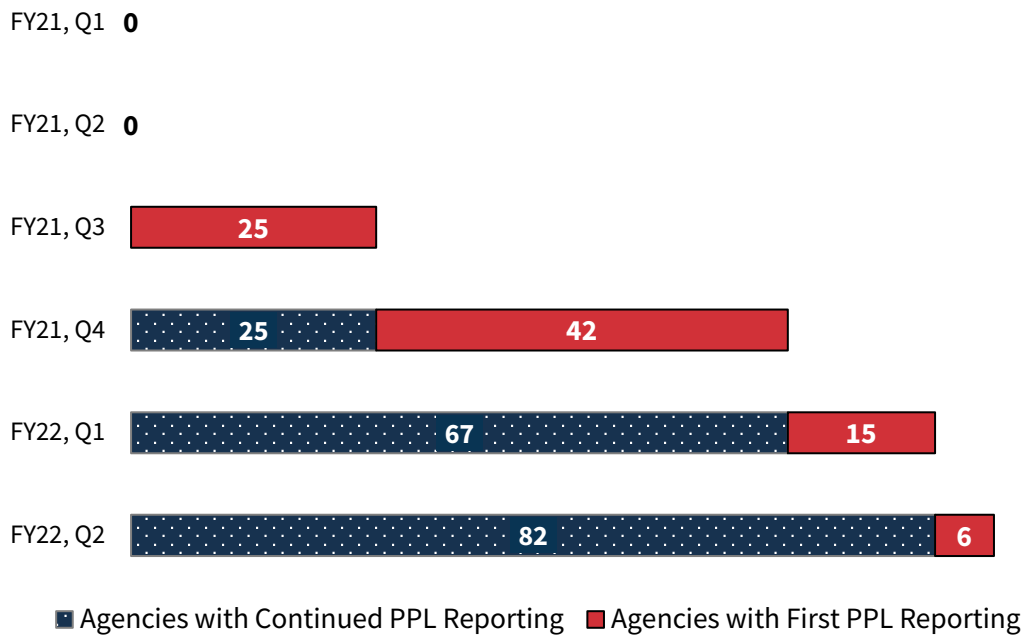
**Supervisory status:** The human resources data capture each employee's supervisory status assigned to their position. For all results, the supervisory status in the month of their first reported instance of paid parental leave is retained.

**Pay Plan/grade level:** The human resources data reflect each employee's pay plan or grade at the end of each month. For all results, the pay plan or grade of the employee in the month of their first reported instance of paid parental leave is retained.

# Agency-Level Reporting of Paid Parental Leave Use

Agencies differed in their systematic adoption of the payroll data elements, with the earliest agencies reporting in April 2021. By the end of March 2022, approximately 88 Federal agencies (out of 137 Federal agencies reporting payroll data to EHRI between October 2020 and March 2022) implemented the data elements and reported at least one instance of paid parental leave use. The number of agencies reporting paid parental leave use, by Fiscal Year quarter, appears in Figure 1.

**Figure 1: Number of agencies reporting paid parental leave, by fiscal year quarter**



## OPM FEVS

OPM has conducted the OPM FEVS since 2002. The survey was conducted biennially between 2002 and 2010, and annually thereafter. The OPM FEVS is a climate survey designed to capture Federal employees' perceptions of organizational policies, practices, and procedures, and subsequent patterns of interactions and behaviors that support organizational performance. The OPM FEVS is designed to provide agencies with employee feedback on dimensions critical to organizational performance. Aligning with goals to achieve high-quality data to drive decisions, the sample design and statistical weighting for the OPM FEVS ensures that the survey results are statistically representative, not only at the overall Federal workforce (governmentwide) level, but also at the agency level.

### 2022 OPM FEVS Methodology

The 2022 OPM FEVS was a web-based, self-administered survey. OPM sent emails to employees in participating agencies with an invitation to participate in the survey. The invitation email included instructions for accessing the survey and several reminder emails were also sent to non-respondents. Reminder emails were no longer sent once an employee completed the survey. Employees were informed that official work time could be used to complete the survey. The data collection period for the 2022 OPM FEVS was in the late spring through early summer 2022 timeframe. The survey was conducted over a six-week fielding period and was a census of all eligible employees in participating agencies. The governmentwide response rate for the survey was 35 percent.

### Paid Parental Leave Use Questions in the 2022 OPM FEVS

Paid parental leave questions were tested as part of the 2021 OPM FEVS test item section, which required respondents to opt in. After first testing paid parental leave items as part of the 2021 OPM FEVS test item section, paid parental leave items were then incorporated into the core survey content in the 2022 OPM FEVS. The full list of paid parental leave questions and response sets appear in Appendix 2.

# Data Limitations

## EHRI Data Quality

The analysis of EHRI data identified instances of data reliability issues, potentially due to the delayed and phased adoption of the OPM Data Standards for reporting paid parental leave use. Some individuals using paid parental leave may have coded their time using other leave codes, or reporting may have been otherwise inaccurately processed by shared service providers maintaining the payroll submissions of agencies. Thus, results likely reflect the underreporting of the paid parental leave benefit. In particular, results from the panel analysis reflecting the amount of paid parental leave, in weeks, used by employees may underestimate the true number of weeks taken by paid parental leave users.

The Department of Health and Human Services had a small number of employees who reported taking paid parental leave in Calendar Year 2022 in EHRI, which did not match the agency records. For this reason, the Department of Health and Human Services is not reflected in the data. The Department of Veterans Affairs had many employees reporting using a fraction of their eligible leave. Veterans Affairs employees were retained in the analysis for the period after more accurate reporting began, but this analysis may not capture the true amount of leave used by these employees.

EHRI payroll data also had instances of employees recording negative or extreme paid parental leave hours used in a single pay period. Employees with negative paid parental leave hours were excluded from the analysis. Only employees who reported 160 hours or less in a single pay period were included to account for some employees on a tour of duty requiring more than the standard 80 hours per pay period.

Employees have 12 months from the date of the qualifying event to use their paid parental leave benefit. However, EHRI payroll data do not include the date of the qualifying event and do not indicate multiple qualifying events. Instead, the analysis relies on the employee's first reported instance (first use) of paid parental leave as a proxy for the qualifying event.

Finally, employees' entries from EHRI payroll data do not always have a corresponding matching record in human resources data that contains their demographic information. This report, aside from the government-wide estimation of paid parental leave users, retains only employees whose payroll and human resources records were successfully matched.

## OPM FEVS Self-Reporting and Response Rates

The OPM FEVS is self-reported and may be subject to errors or biases associated with self-reported data. For example, the question related to paid parental leave use amount asks respondents to recall the amount of leave they took or the amount of leave they plan to take. An employee may not be able to accurately recall the number of hours taken or project the number of hours they plan to take in the future.

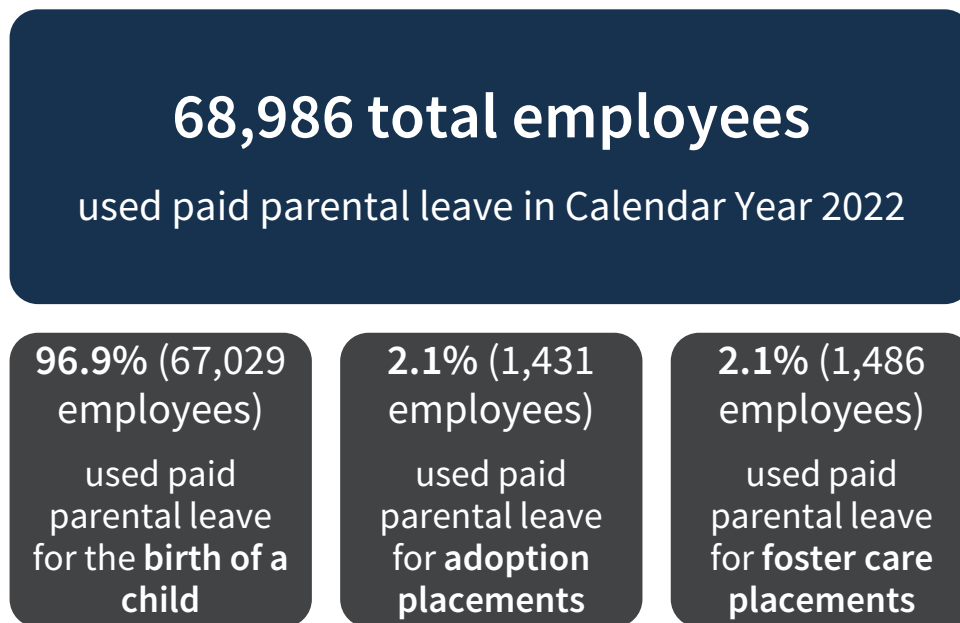
Another consideration when interpreting results is the length of the survey. The paid parental leave items were added towards the end of the survey, which may decrease the response rate for these items as some respondents fail to complete all questions. The OPM FEVS is statistically weighted to be representative of the Federal workforce and in participating agencies, but not all Federal agencies participate in the OPM FEVS. Individuals who were actively using paid parental leave at the time of the survey may also not be captured as they would be on leave during the administration of the survey.

# Use of Paid Parental Leave and Weeks of Use

## Paid Parental Leave Use Government-Wide

In Calendar Year 2022, among all agencies reporting the paid parental leave use of employees, nearly 70,000 individual employees accessed paid parental leave benefits, or approximately 3.5% of the Federal workforce<sup>2</sup>. A summary of the total number of paid parental leave users and the distribution of their qualifying events appears in Figure 2.

Figure 2: Summary of total paid parental leave users in calendar year 2022 and by qualifying event



A substantial number of employees accessed paid parental leave benefits for the birth of a child (approximately 96.9% of all individuals using paid parental leave during this period). Conversely, a small percentage of employees used paid parental leave benefits for adoption and foster care placements. The percentages reflected in Figure 2 (and all subsequent tables reporting on the number of employees using paid parental leave by qualifying event) may not add up to 100% due to some employees using more than one type of paid parental leave within the year. Some employees who reported more than one type of leave used paid parental leave for both adoption and foster care placements.

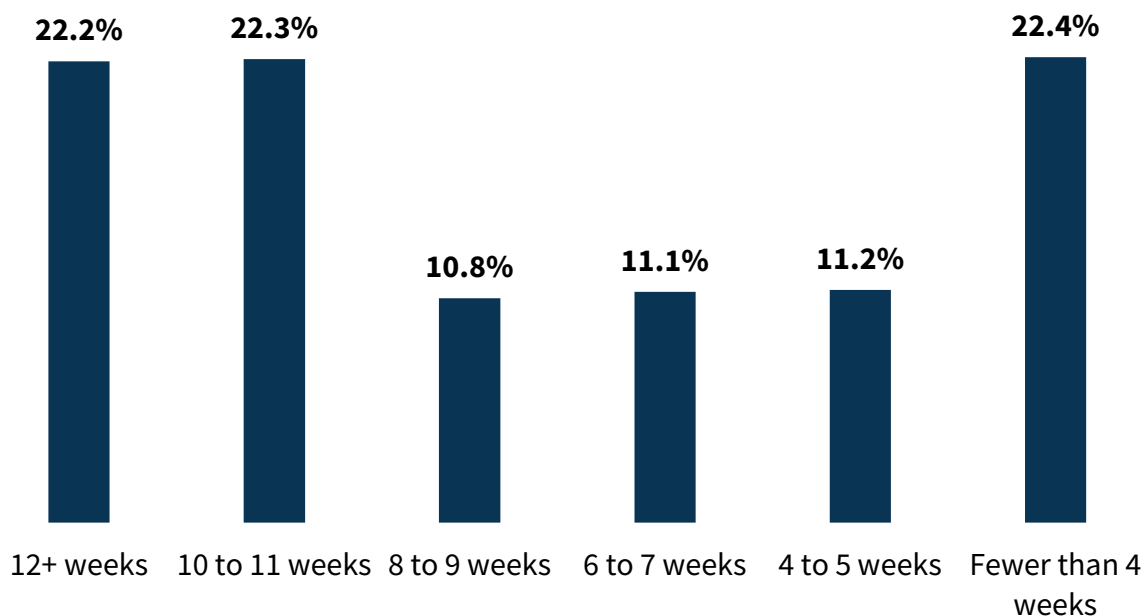
The panel analysis of amount of leave used by employees (those who first used paid parental leave between October 1, 2020, and December 31, 2021, and were tracked for 12 months through December 31, 2022) showed that just under half of employees took all or nearly all of the benefit allowed (10 to 12 weeks or more). Approximately 22.4% of employees took fewer than 4 weeks of paid parental leave. However, low use may be

<sup>2</sup>Estimated using a monthly average of 1,981,434 employees included in EHRI human resources data for Calendar Year 2022.



driven by incomplete leave reporting within payroll systems (see Data Limitations section). Figure 3 shows the distribution of paid parental leave use in weeks across government. The number of employees who first used paid parental leave between October 1, 2020, and December 31, 2021, by weeks of use, appears in Table 1.

**Figure 3: Distribution of paid parental leave use in weeks, government-wide (for employees whose first use of paid parental leave was between October 1, 2020, and December 31, 2021)**



**Table 1: Weeks of use of paid parental leave for employees whose first use of paid parental leave was between October 1, 2020, and December 31, 2021, government-wide**

Federal Population	12+ weeks (%)	10 to 11 weeks (%)	8 to 9 weeks (%)	6 to 7 weeks (%)	4 to 5 weeks (%)	Fewer than 4 weeks (%)	Total Employees
Government-Wide	5,744 (22.2%)	5,768 (22.3%)	2,808 (10.8%)	2,886 (11.1%)	2,899 (11.2%)	5,810 (22.4%)	25,915

Notes: The calculations include all paid parental leave users reported in OPM’s payroll data.

The estimated number of weeks of paid parental leave use is based on a full-time, 40 hour per week work schedule: 12+ weeks = 480+ hours, 10 to 11 weeks = 400 to 479 hours, 8 to 9 weeks = 320 to 399 hours, 6 to 7 weeks = 240 to 319 hours, 4 to 5 weeks = 160 to 239 hours, fewer than 4 weeks = fewer than 160 hours.

All percentages reflect the number of users within the specified bin of paid parental leave week usage divided by the total employees for each row.

## Paid Parental Leave Use by Gender

Female and male employees used paid parental leave for different qualifying events at similar rates. For both female and male employees, like the government-wide estimate, paid parental leave was predominantly used for the birth of a child. The number of employees who used paid parental leave in Calendar Year 2022, by qualifying event and gender, is reflected in Table 2a.

**Table 2a: Qualifying events for employees who used paid parental leave in calendar year 2022, by gender**

Gender	Birth (%)	Adoption (%)	Foster Care (%)	Total Employees
Female	24,459 (95.7%)	560 (2.2%)	808 (3.2%)	25,563
Male	42,025 (97.5%)	842 (2.0%)	655 (1.5%)	43,116

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM's EHRI human resources data, though not all demographic fields are required.

The Total Employees column captures the number of unique employees. The values in this column may not add up to equal the sum of values across the row as employees may take paid parental leave for more than one type of qualifying event.

All percentages reflect the number of users within the specified bin of qualifying event divided by the total employees for each row. Percentages across columns may not add up to 100% as employees may take paid parental leave for more than one type of qualifying event.

The panel analysis of amount of leave used by employees who first used paid parental leave between October 1, 2020, and December 31, 2021, was used to show weeks of use by gender. Female employees more often used the full 12 weeks of paid parental leave benefits relative to male employees, with approximately 27.2% of female employees taking paid parental leave benefits using 12 or more weeks compared to 19.1% of male employees. The number of employees who first used paid parental leave between October 1, 2020, and December 31, 2021, by weeks of use and gender, is reflected in Table 2b.

**Table 2b: Weeks of use of paid parental leave for employees whose first use of paid parental leave was between October 1, 2020, and December 31, 2021, by gender**

<b>Gender</b>	<b>12+ weeks (%)</b>	<b>10 to 11 weeks (%)</b>	<b>8 to 9 weeks (%)</b>	<b>6 to 7 weeks (%)</b>	<b>4 to 5 weeks (%)</b>	<b>Fewer than 4 weeks (%)</b>	<b>Total Employees</b>
Female	2,485 (27.2%)	1,955 (21.4%)	888 (9.7%)	843 (9.2%)	913 (10.0%)	2,049 (22.4%)	9,133
Male	3,171 (19.1%)	3,763 (22.7%)	1,917 (11.6%)	2,025 (12.2%)	1,964 (11.9%)	3,726 (22.5%)	16,566

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The estimated number of weeks of paid parental leave use is based on a full-time, 40 hour per week work schedule: 12+ weeks = 480+ hours, 10 to 11 weeks = 400 to 479 hours, 8 to 9 weeks = 320 to 399 hours, 6 to 7 weeks = 240 to 319 hours, 4 to 5 weeks = 160 to 239 hours, fewer than 4 weeks = fewer than 160 hours.

All percentages reflect the number of users within the specified bin of paid parental leave week usage divided by the total employees for each row.

## Paid Parental Leave Use by Age Group

Most employees who used paid parental leave were between 30 and 39 years old. Additionally, employees in older age categories increasingly used paid parental leave benefits for adoption or foster care placements and were less likely to do so for the birth of a child. The number of employees who used paid parental leave in Calendar Year 2022, by qualifying event and age group, appears in Table 3a.

**Table 3a: Qualifying events for employees who used paid parental leave in calendar year 2022, by age group**

Age Group	Birth (%)	Adoption (%)	Foster Care (%)	Total Employees
Under 25	1,141 (99.4%)	5 (0.4%)	6 (0.5%)	1,148
25 to 29	9,395 (99.1%)	63 (0.7%)	64 (0.7%)	9,480
30 to 34	22,630 (98.7%)	252 (1.1%)	228 (1.0%)	22,933
35 to 39	22,722 (97.8%)	439 (1.9%)	326 (1.4%)	23,230
40 to 44	8,071 (94.8%)	275 (3.2%)	298 (3.5%)	8,518
45+	2,525 (74.9%)	368 (10.9%)	541 (16.1%)	3,370

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM's EHRI human resources data, though not all demographic fields are required.

The Total Employees column captures the number of unique employees. The values in this column may not add up to equal the sum of values across the row as employees may take paid parental leave for more than one type of qualifying event.

All percentages reflect the number of users within the specified bin of qualifying event divided by the total employees for each row. Percentages across columns may not add up to 100% as employees may take paid parental leave for more than one type of qualifying event.

The panel analysis of amount of leave used by employees who first used paid parental leave between October 1, 2020, and December 31, 2021, was used to show weeks of use by age group. Employees who were 45 years or older at the time of their qualifying event were among the least likely age group to take 12 or more weeks of paid parental leave. Employees in this age group were also the most likely to take fewer than 4 weeks of paid parental leave. The number of employees who first used paid parental leave between October 1, 2020, and December 31, 2021, by weeks of use and gender, is reflected in Table 3b.

**Table 3b: Weeks of use of paid parental leave for employees whose first use of paid parental leave was between October 1, 2020, and December 31, 2021, by age group**

Age Group	12+ weeks (%)	10 to 11 weeks (%)	8 to 9 weeks (%)	6 to 7 weeks (%)	4 to 5 weeks (%)	Fewer than 4 weeks (%)	Total Employees
Under 25	61 (15.7%)	100 (25.8%)	51 (13.1%)	50 (12.9%)	45 (11.6%)	81 (20.9%)	388
25 to 29	705 (21.4%)	755 (22.9%)	385 (11.7%)	346 (10.5%)	380 (11.5%)	727 (22.0%)	3,298
30 to 34	1,987 (23.3%)	1,894 (22.2%)	894 (10.5%)	944 (11.1%)	931 (10.9%)	1,887 (22.1%)	8,537
35 to 39	2,001 (22.4%)	2,014 (22.6%)	964 (10.8%)	990 (11.1%)	1,008 (11.3%)	1,952 (21.9%)	8,929
40 to 44	696 (21.4%)	695 (21.4%)	360 (11.1%)	364 (11.2%)	359 (11.1%)	772 (23.8%)	3,246
45+	206 (15.8%)	260 (20.0%)	151 (11.6%)	174 (13.4%)	154 (11.8%)	356 (27.4%)	1,301

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The estimated number of weeks of paid parental leave use is based on a full-time, 40 hour per week work schedule: 12+ weeks = 480+ hours, 10 to 11 weeks = 400 to 479 hours, 8 to 9 weeks = 320 to 399 hours, 6 to 7 weeks = 240 to 319 hours, 4 to 5 weeks = 160 to 239 hours, fewer than 4 weeks = fewer than 160 hours.

All percentages reflect the number of users within the specified bin of paid parental leave week usage divided by the total employees for each row.

## Paid Parental Leave Use by Race and Ethnicity

The use of paid parental leave for different qualifying events was comparable across all race categories, with birth being the predominant qualifying event. The number of employees who used paid parental leave in Calendar Year 2022, by qualifying event and race, appears in Table 4a.

**Table 4a: Qualifying events for employees who used paid parental leave in calendar year 2022, by race**

Race	Birth (%)	Adoption (%)	Foster Care (%)	Total Employees
American Indian or Alaska Native	931 (95.4%)	25 (2.6%)	39 (4.0%)	976
Asian	4,709 (98.9%)	70 (1.5%)	22 (0.5%)	4,759
Black or African American	8,199 (95.7%)	231 (2.7%)	236 (2.8%)	8,564
Native Hawaiian or Other Pacific Islander	499 (97.1%)	11 (2.1%)	7 (1.4%)	514
White	47,057 (96.8%)	951 (2.0%)	1,029 (2.1%)	48,606
More than one race	2,468 (97.3%)	43 (1.7%)	52 (2.1%)	2,536
Race information not available	2,621 (96.2%)	71 (2.6%)	78 (2.9%)	2,724

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM's EHRI human resources data, though not all demographic fields are required.

The Total Employees column captures the number of unique employees. The values in this column may not add up to equal the sum of values across the row as employees may take paid parental leave for more than one type of qualifying event.

All percentages reflect the number of users within the specified bin of qualifying event divided by the total employees for each row. Percentages across columns may not add up to 100% as employees may take paid parental leave for more than one type of qualifying event.

The panel analysis of amount of leave used by employees who first used paid parental leave between October 1, 2020, and December 31, 2021, was used to show weeks of use by various race categories, as reflected in Table 4b.

**Table 4b: Weeks of use of paid parental leave for employees whose first use of paid parental leave was between October 1, 2020, and December 31, 2021, by race**

<b>Race</b>	<b>12+ weeks (%)</b>	<b>10 to 11 weeks (%)</b>	<b>8 to 9 weeks (%)</b>	<b>6 to 7 weeks (%)</b>	<b>4 to 5 weeks (%)</b>	<b>Fewer than 4 weeks (%)</b>	<b>Total Employees</b>
American Indian or Alaska Native	73 (21.4%)	81 (23.8%)	44 (12.9%)	29 (8.5%)	36 (10.6%)	78 (22.9%)	341
Asian	364 (23.0%)	303 (19.2%)	171 (10.8%)	193 (12.2%)	182 (11.5%)	367 (23.2%)	1,580
Black or African American	709 (22.7%)	749 (24.0%)	306 (9.8%)	338 (10.8%)	357 (11.4%)	663 (21.2%)	3,122
Native Hawaiian or Other Pacific Islander	24 (14.8%)	30 (18.5%)	18 (11.1%)	23 (14.2%)	22 (13.6%)	45 (27.8%)	162
White	3,980 (21.5%)	4,075 (22.0%)	2,071 (11.2%)	2,068 (11.2%)	2,081 (11.2%)	4,241 (22.9%)	18,516
More than one race	200 (21.9%)	204 (22.3%)	102 (11.2%)	107 (11.7%)	100 (11.0%)	200 (21.9%)	913
Race information not available	306 (28.7%)	276 (25.9%)	93 (8.7%)	110 (10.3%)	99 (9.3%)	181 (17.0%)	1,065

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The estimated number of weeks of paid parental leave use is based on a full-time, 40 hour per week work schedule: 12+ weeks = 480+ hours, 10 to 11 weeks = 400 to 479 hours, 8 to 9 weeks = 320 to 399 hours, 6 to 7 weeks = 240 to 319 hours, 4 to 5 weeks = 160 to 239 hours, fewer than 4 weeks = fewer than 160 hours.

All percentages reflect the number of users within the specified bin of paid parental leave week usage divided by the total employees for each row.

The use of paid parental leave for different qualifying events was comparable across employees who identify as Hispanic/Latino and those who do not, with birth being the predominant qualifying event. The number of employees who used paid parental leave in Calendar Year 2022, by qualifying event and ethnicity, appears in Table 5a.

**Table 5a: Qualifying events for employees who used paid parental leave in calendar year 2022, by ethnicity**

<b>Ethnicity</b>	<b>Birth (%)</b>	<b>Adoption (%)</b>	<b>Foster Care (%)</b>	<b>Total Employees</b>
Hispanic/Latino	7,180 (97.3%)	150 (2.0%)	134 (1.8%)	7,376
Not Hispanic/Latino	59,304 (96.7%)	1,252 (2.0%)	1,329 (2.2%)	61,303

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The Total Employees column captures the number of unique employees. The values in this column may not add up to equal the sum of values across the row as employees may take paid parental leave for more than one type of qualifying event.

All percentages reflect the number of users within the specified bin of qualifying event divided by the total employees for each row. Percentages across columns may not add up to 100% as employees may take paid parental leave for more than one type of qualifying event.



The panel analysis of amount of leave used by employees who first used paid parental leave between October 1, 2020, and December 31, 2021, was used to compare weeks of use by employees identifying as Hispanic/Latino and employees who do not, as reflected in Table 5b. Employees who identify as Hispanic/Latino tended to use the full 12 or more weeks at higher rates than employees who identify as Not Hispanic/Latino, 26.1% to 21.5%, respectively. Similarly, only 18.0% of employees who identify as Hispanic/Latino using paid parental leave used fewer than 4 weeks, which is a smaller share when compared to employees who identify as Not Hispanic/Latino.

**Table 5b: Weeks of use of paid parental leave for employees whose first use of paid parental leave was between October 1, 2020, and December 31, 2021, by ethnicity**

<b>Ethnicity</b>	<b>12+ weeks (%)</b>	<b>10 to 11 weeks (%)</b>	<b>8 to 9 weeks (%)</b>	<b>6 to 7 weeks (%)</b>	<b>4 to 5 weeks (%)</b>	<b>Fewer than 4 weeks (%)</b>	<b>Total Employees</b>
Hispanic/Latino	783 (26.1%)	777 (25.9%)	305 (10.2%)	304 (10.2%)	286 (9.5%)	540 (18.0%)	2,995
Not Hispanic/Latino	4,873 (21.5%)	4,941 (21.8%)	2,500 (11.0%)	2,564 (11.3%)	2,591 (11.4%)	5,235 (23.1%)	22,704

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The estimated number of weeks of paid parental leave use is based on a full-time, 40 hour per week work schedule: 12+ weeks = 480+ hours, 10 to 11 weeks = 400 to 479 hours, 8 to 9 weeks = 320 to 399 hours, 6 to 7 weeks = 240 to 319 hours, 4 to 5 weeks = 160 to 239 hours, fewer than 4 weeks = fewer than 160 hours.

All percentages reflect the number of users within the specified bin of paid parental leave week usage divided by the total employees for each row.

## Paid Parental Leave Use by Disability Status

Employees identifying as having a disability were marginally more likely to use paid parental leave for adoption or foster care placements<sup>3</sup>. Approximately 4.1% and 4.6% of employees identifying as having a disability used paid parental leave for an adoption or foster care placement, respectively. The number of employees who used paid parental leave in Calendar Year 2022, by qualifying event and disability status, is reflected in Table 6a.

**Table 6a: Qualifying events for employees who used paid parental leave in calendar year 2022, by disability status**

Disability Status	Birth (%)	Adoption (%)	Foster Care (%)	Total Employees
Has a disability	3,429 (93.2%)	149 (4.1%)	169 (4.6%)	3,679
Does not wish to identify disability	5,914 (97.3%)	120 (2.0%)	100 (1.6%)	6,078
Has a disability or serious health condition not listed	665 (94.3%)	31 (4.4%)	23 (3.3%)	705
Does not have a disability	56,473 (97.0%)	1,102 (1.9%)	1,171 (2.0%)	58,214
Disability status not available	3 (100.0%)	-	-	3

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM's EHRI human resources data, though not all demographic fields are required.

The Total Employees column captures the number of unique employees. The values in this column may not add up to equal the sum of values across the row as employees may take paid parental leave for more than one type of qualifying event.

All percentages reflect the number of users within the specified bin of qualifying event divided by the total employees for each row. Percentages across columns may not add up to 100% as employees may take paid parental leave for more than one type of qualifying event.

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<sup>3</sup> While employees who identified as having a disability or serious health condition not listed also appeared to be more likely to use paid parental leave for an adoption or foster care placement, the small sample size prevents the identification of clear usage trends.

The panel analysis of amount of leave used by employees who first used paid parental leave between October 1, 2020, and December 31, 2021, was used to show weeks of use by employees in various disability status categories, as reflected in Table 6b.

There were no substantial differences across disability identification in terms of the weeks of paid parental leave used.

**Table 6b: Weeks of use of paid parental leave for employees whose first use of paid parental leave was between October 1, 2020, and December 31, 2021, by disability status**

<b>Disability Status</b>	<b>12+ weeks (%)</b>	<b>10 to 11 weeks (%)</b>	<b>8 to 9 weeks (%)</b>	<b>6 to 7 weeks (%)</b>	<b>4 to 5 weeks (%)</b>	<b>Fewer than 4 weeks (%)</b>	<b>Total Employees</b>
Has a disability	299 (23.0%)	287 (22.1%)	145 (11.2%)	141 (10.9%)	151 (11.6%)	275 (21.2%)	1,298
Does not wish to identify disability	416 (20.8%)	470 (23.5%)	240 (12.0%)	216 (10.8%)	217 (10.9%)	438 (21.9%)	1,997
Has a disability or serious health condition not listed	54 (19.4%)	59 (21.2%)	32 (11.5%)	35 (12.6%)	37 (13.3%)	61 (21.9%)	278
Does not have a disability	4,887 (22.1%)	4,902 (22.2%)	2,388 (10.8%)	2,476 (11.2%)	2,472 (11.2%)	5,000 (22.6%)	22,125
Disability status not available	-	-	-	-	-	1 (100.0%)	1

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The estimated number of weeks of paid parental leave use is based on a full-time, 40 hour per week work schedule: 12+ weeks = 480+ hours, 10 to 11 weeks = 400 to 479 hours, 8 to 9 weeks = 320 to 399 hours, 6 to 7 weeks = 240 to 319 hours, 4 to 5 weeks = 160 to 239 hours, fewer than 4 weeks = fewer than 160 hours.

All percentages reflect the number of users within the specified bin of paid parental leave week usage divided by the total employees for each row.

## Paid Parental Leave Use by Supervisory Status

Employees who were supervisors or managers were marginally more likely to use paid parental leave for adoption or foster care placements than non-supervisory employees. Approximately 3.3% and 3.4% of employees who are supervisors or managers used paid parental leave for an adoption or foster care placement, respectively. The number of employees who used paid parental leave in Calendar Year 2022, by qualifying event and supervisory status, is reflected in Table 7a.

**Table 7a: Qualifying events for employees who used paid parental leave in calendar year 2022, by supervisory status**

Supervisory Status	Birth (%)	Adoption (%)	Foster Care (%)	Total Employees
Supervisor or Manager	5,364 (94.8%)	188 (3.3%)	195 (3.4%)	5,661
Supervisor (CRSA)	665 (97.2%)	16 (2.3%)	14 (2.0%)	684
Management Official (CRSA)	353 (95.1%)	6 (1.6%)	13 (3.5%)	371
Leader	952 (96.6%)	22 (2.2%)	29 (2.9%)	985
Team Leader	340 (96.6%)	6 (1.7%)	6 (1.7%)	352
All other positions	58,809 (97.0%)	1,164 (1.9%)	1,206 (2.0%)	60,625
Supervisory status not available	1 (100.0%)	-	-	1

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM's EHRI human resources data, though not all demographic fields are required.

The Total Employees column captures the number of unique employees. The values in this column may not add up to equal the sum of values across the row as employees may take paid parental leave for more than one type of qualifying event.

All percentages reflect the number of users within the specified bin of qualifying event divided by the total employees for each row. Percentages across columns may not add up to 100% as employees may take paid parental leave for more than one type of qualifying event.

The panel analysis of amount of leave used by employees who first used paid parental leave between October 1, 2020, and December 31, 2021, was used to show weeks of use by employees in various supervisory status categories, as reflected in Table 7b.

Employees who were supervisors or managers tended to take marginally less paid parental leave, with only 19.6% taking the full 12 weeks or more compared to 22.3% of employees in non-supervisory or managerial positions.

**Table 7b: Weeks of use of paid parental leave for employees whose first use of paid parental leave was between October 1, 2020, and December 31, 2021, by supervisory status**

Supervisory Status	12+ weeks (%)	10 to 11 weeks (%)	8 to 9 weeks (%)	6 to 7 weeks (%)	4 to 5 weeks (%)	Fewer than 4 weeks (%)	Total Employees
Supervisor or Manager	448 (19.6%)	486 (21.3%)	269 (11.8%)	271 (11.9%)	272 (11.9%)	535 (23.5%)	2,281
Supervisor (CRSA)	66 (22.3%)	72 (24.3%)	28 (9.5%)	36 (12.2%)	26 (8.8%)	68 (23.0%)	296
Management Official (CRSA)	37 (24.2%)	28 (18.3%)	11 (7.2%)	17 (11.1%)	20 (13.1%)	40 (26.1%)	153
Leader	77 (20.8%)	79 (21.3%)	39 (10.5%)	36 (9.7%)	45 (12.1%)	95 (25.6%)	371
Team Leader	23 (20.7%)	24 (21.6%)	9 (8.1%)	13 (11.7%)	14 (12.6%)	28 (25.2%)	111
All other positions	5,005 (22.3%)	5,029 (22.4%)	2,449 (10.9%)	2,495 (11.1%)	2,500 (11.1%)	5,009 (22.3%)	22,487

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM's EHRI human resources data, though not all demographic fields are required.

The estimated number of weeks of paid parental leave use is based on a full-time, 40 hour per week work schedule: 12+ weeks = 480+ hours, 10 to 11 weeks = 400 to 479 hours, 8 to 9 weeks = 320 to 399 hours, 6 to 7 weeks = 240 to 319 hours, 4 to 5 weeks = 160 to 239 hours, fewer than 4 weeks = fewer than 160 hours.

All percentages reflect the number of users within the specified bin of paid parental leave week usage divided by the total employees for each row.

## Paid Parental Leave Use by Pay Plan/Grade Level

Employees across pay categories and grade levels used paid parental leave at similar rates for the different qualifying events. The number of employees who used paid parental leave in Calendar Year 2022, by qualifying event and pay plan/grade level, is reflected in Table 8a.

**Table 8a: Qualifying events for employees who used paid parental leave in calendar year 2022, by pay plan/grade level**

Pay Plan/Grade Level	Birth (%)	Adoption (%)	Foster Care (%)	Total Employees
Federal Wage System	6,152 (97.0%)	93 (1.5%)	117 (1.8%)	6,345
GS 1-6	4,559 (96.5%)	74 (1.6%)	129 (2.7%)	4,722
GS 7-12	13,890 (96.7%)	302 (2.1%)	284 (2.0%)	14,361
GS 13-15	27,244 (96.6%)	663 (2.4%)	691 (2.4%)	28,205
Senior Executive Service	78 (98.7%)	3 (3.8%)	-	79
Senior Level (SL) or Scientific or Professional (ST)	12 (100.0%)	-	-	12
Other	14,549 (97.3%)	267 (1.8%)	242 (1.6%)	14,955

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM's EHRI human resources data, though not all demographic fields are required.

The Total Employees column captures the number of unique employees. The values in this column may not add up to equal the sum of values across the row as employees may take paid parental leave for more than one type of qualifying event.

All percentages reflect the number of users within the specified bin of qualifying event divided by the total employees for each row. Percentages across columns may not add up to 100% as employees may take paid parental leave for more than one type of qualifying event.

The panel analysis of amount of leave used by employees who first used paid parental leave between October 1, 2020, and December 31, 2021, was used to show weeks of use by employees in various pay plan/grade level groupings, as reflected in Table 8b. Employees on the Federal Wage System tended to take lower amounts of leave, with approximately 35.0% of these employees who used paid parental leave taking fewer than 4 weeks. Among paid parental leave users throughout during this time, employees on the Federal Wage System were primarily male, in the Department of the Navy, the Department of the Army, and the Department of the Air Force, and between the ages of 30 and 39. However, the distribution of weeks of use for Federal Wage System employees still differs from the distribution of weeks of use for male employees overall. Similarly, employees at lower GS levels (GS 1-6) also tended to take less weeks of paid parental leave, with 25.3% of these employees taking fewer than 4 weeks of their entitled paid parental leave.

**Table 8b: Weeks of use of paid parental leave for employees whose first use of paid parental leave was between October 1, 2020, and December 31, 2021, by pay plan/grade level**

Pay Plan/Grade Level	12+ weeks (%)	10 to 11 weeks (%)	8 to 9 weeks (%)	6 to 7 weeks (%)	4 to 5 weeks (%)	Fewer than 4 weeks (%)	Total Employees
Federal Wage System	136 (8.8%)	191 (12.3%)	182 (11.7%)	261 (16.8%)	238 (15.4%)	542 (35.0%)	1,550
GS 1-6	299 (19.1%)	321 (20.5%)	178 (11.4%)	179 (11.5%)	190 (12.2%)	396 (25.3%)	1,563
GS 7-12	1,559 (25.8%)	1,306 (21.6%)	622 (10.3%)	641 (10.6%)	630 (10.4%)	1,284 (21.3%)	6,042
GS 13-15	2,738 (25.2%)	2,460 (22.6%)	1,149 (10.6%)	1,105 (10.2%)	1,144 (10.5%)	2,275 (20.9%)	10,871
Senior Executive Service	5 (17.9%)	4 (14.3%)	5 (17.9%)	5 (17.9%)	2 (7.1%)	7 (25.0%)	28
Senior Level (SL) or Scientific or Professional (ST)	2 (40.0%)	1 (20.0%)	-	1 (20.0%)	1 (20.0%)	-	5
Other	917 (16.3%)	1,435 (25.4%)	669 (11.9%)	676 (12.0%)	672 (11.9%)	1,271 (22.5%)	5,640

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM's EHRI human resources data, though not all demographic fields are required.

The estimated number of weeks of paid parental leave use is based on a full-time, 40 hour per week work schedule: 12+ weeks = 480+ hours, 10 to 11 weeks = 400 to 479 hours, 8 to 9 weeks = 320 to 399 hours, 6 to 7 weeks = 240 to 319 hours, 4 to 5 weeks = 160 to 239 hours, fewer than 4 weeks = fewer than 160 hours.

All percentages reflect the number of users within the specified bin of paid parental leave week usage divided by the total employees for each row.

## Reasons for Not Using the Full Paid Parental Leave Benefit

Respondents in the 2022 OPM FEVS were asked if they had used the benefit at any point from October 1, 2020, to the present (spring/summer 2022). Most respondents (93.1%) indicated they did not have a qualifying event in that timeframe and 3.6 percent reported they had used the benefit. The self-reported use of paid parental leave is comparable to the government-wide usage of paid parental leave reported in EHRI payroll data. The full set of responses and results is shown in Table 9.

**Table 9: Government-wide results from 2022 OPM FEVS item: have you used the paid parental leave benefit at any point from October 1, 2020, to today?**

Federal Population	Yes	No, Did Not Have Qualifying Event	No, Not Aware of Leave	No, Chose Not to Use Leave	No, Not Eligible to Use Leave	No, Used All Leave Previously
Government-Wide	3.6%	93.1%	1.5%	0.6%	0.7%	0.5%

A higher percentage of males (4.0%) reported using the benefit compared to females (3.2%). No differences by gender were found for responses regarding not being aware of leave benefit, not choosing to access leave, not being eligible for leave, nor previously using all leave. The full set of responses and results by gender is listed in Table 10.

**Table 10: Results by gender from 2022 OPM FEVS item: Have you used the paid parental leave benefit at any point from October 1, 2020, to today?**

Gender	Yes	No, Did Not Have Qualifying Event	No, Not Aware of Leave	No, Chose Not to Use Leave	No, Not Eligible to Use Leave	No, Used All Leave Previously
Female	3.2%	93.7%	1.4%	0.5%	0.7%	0.5%
Male	4.0%	92.6%	1.5%	0.7%	0.7%	0.5%

Respondents in the 30-39 age group had the highest rate of reporting the use of the paid parental leave benefit. The self-reported use of paid parental leave by age group is comparable to the age distribution reported in the EHRI payroll data among employees using paid parental leave. The full set of responses and results by age group is listed in Table 11.



**Table 11: Results by age group from 2022 OPM FEVS item: Have you used the paid parental leave benefit at any point from October 1, 2020, to today?**

Age Group	Yes	No, Did Not Have Qualifying Event	No, Not Aware of Leave	No, Chose Not to Use Leave	No, Not Eligible to Use Leave	No, Used All Leave Previously
25 and under	1.9%	96.1%	1.1%	0.2%	0.5%	0.2%
26 to 29	7.0%	90.5%	0.9%	0.3%	1.1%	0.2%
30 to 39	11.7%	84.4%	1.5%	0.6%	1.4%	0.4%
40 to 49	2.6%	93.8%	1.7%	0.7%	0.7%	0.5%
50 to 59	0.3%	96.7%	1.5%	0.6%	0.4%	0.5%
60+	0.2%	97.1%	1.2%	0.6%	0.3%	0.6%

## Distribution of Use in Weeks

Respondents who indicated use of the paid parental leave benefit were also asked to report how many weeks of leave they had used to get a better sense of whether employees are taking advantage of the full benefit or taking fewer than 12 weeks. Most respondents (81.3%) indicated taking the full 12 weeks of leave and another 9.3% reported taking 8-11 weeks of leave. The full breakout of responses is shown in Table 12.

**Table 12: Government-wide results from 2022 OPM FEVS item: How many weeks of paid parental leave did you use during the 12-month period following a qualifying event (use can be either continuous or intermittent)?**

Federal Population	Full 12 weeks	8-11 weeks	6-7 weeks	3-5 weeks	Less than 3 weeks
Government-Wide	81.3%	9.3%	3.3%	3.6%	2.4%

Note: Only those who answered "Yes" they used the benefit were presented with this question

Women were more likely to report using the full 12 weeks of paid parental leave (92.3%) compared to men (75.6%). Men were more likely to report taking smaller leave amounts, with 8.2% of men taking 5 weeks or less compared to 2.1% of women. The full breakout of responses by gender appears in Table 13. While the distribution does not align with the EHRI use data, the overall trend of women being more likely to take the full amount of leave remains constant across both sets of results.

**Table 13: Results by gender from 2022 OPM FEVS item: How many weeks of paid parental leave did you use during the 12-month period following a qualifying event (use can be either continuous or intermittent)?**

Gender	Full 12 weeks	8-11 weeks	6-7 weeks	3-5 weeks	Less than 3 weeks
Female	92.3%	4.7%	1.0%	1.1%	1.0%
Male	75.6%	11.7%	4.5%	5.0%	3.2%

Note: Only those who answered "Yes" they used the benefit were presented with this question

When considering the results by age group, employees in higher age groups tended to report using less leave relative to employees in younger age groups. Among employees aged 39 and younger, over 80% of respondents reported using or intending to use the full 12 weeks of paid parental leave. The frequency of reporting using the full 12 weeks decreased for older age groups. The full distribution of responses by age group appears in Table 14.

**Table 14: Results by age category from 2022 OPM FEVS item: How many weeks of paid parental leave did you use during the 12-month period following a qualifying event (use can be either continuous or intermittent)?**

Age Group	Full 12 weeks	8-11 weeks	6-7 weeks	3-5 weeks	Less than 3 weeks
25 and under	83.3%	8.7%	1.4%	4.1%	2.5%
26 to 29	86.9%	7.6%	1.9%	2.6%	1.0%
30 to 39	83.7%	8.8%	3.0%	3.0%	1.6%
40 to 49	75.7%	11.0%	4.3%	5.4%	3.6%
50 to 59	58.7%	14.3%	5.3%	6.6%	15.1%
60+	49.2%	6.6%	5.9%	11.9%	26.3%

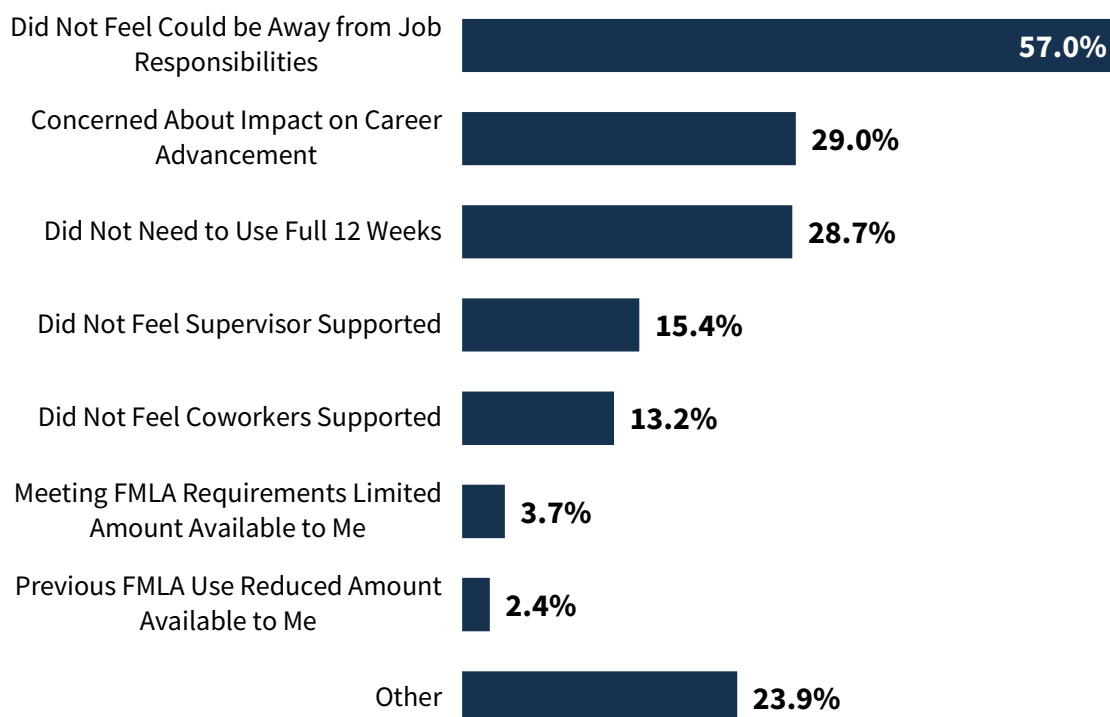
Note: Only those who answered "Yes" they used the benefit were presented with this question.

## Reasons for Using Fewer than 12 Weeks of Paid Parental Leave

Respondents who indicated they used fewer than 12 weeks of paid parental leave were asked an additional question about the primary reason or reasons they used or expected to use fewer than the full amount of the benefit. Most respondents (57.0%) indicated that they did not feel as though they could be away from their job responsibilities for a full 12 weeks. Concerns about how taking 12 weeks of leave could impact career advancement (29.0%) and not needing to take a full 12 weeks (28.7%) also were frequently cited reasons

for not taking the full leave amount. The full distribution of responses appears in Figure 4.

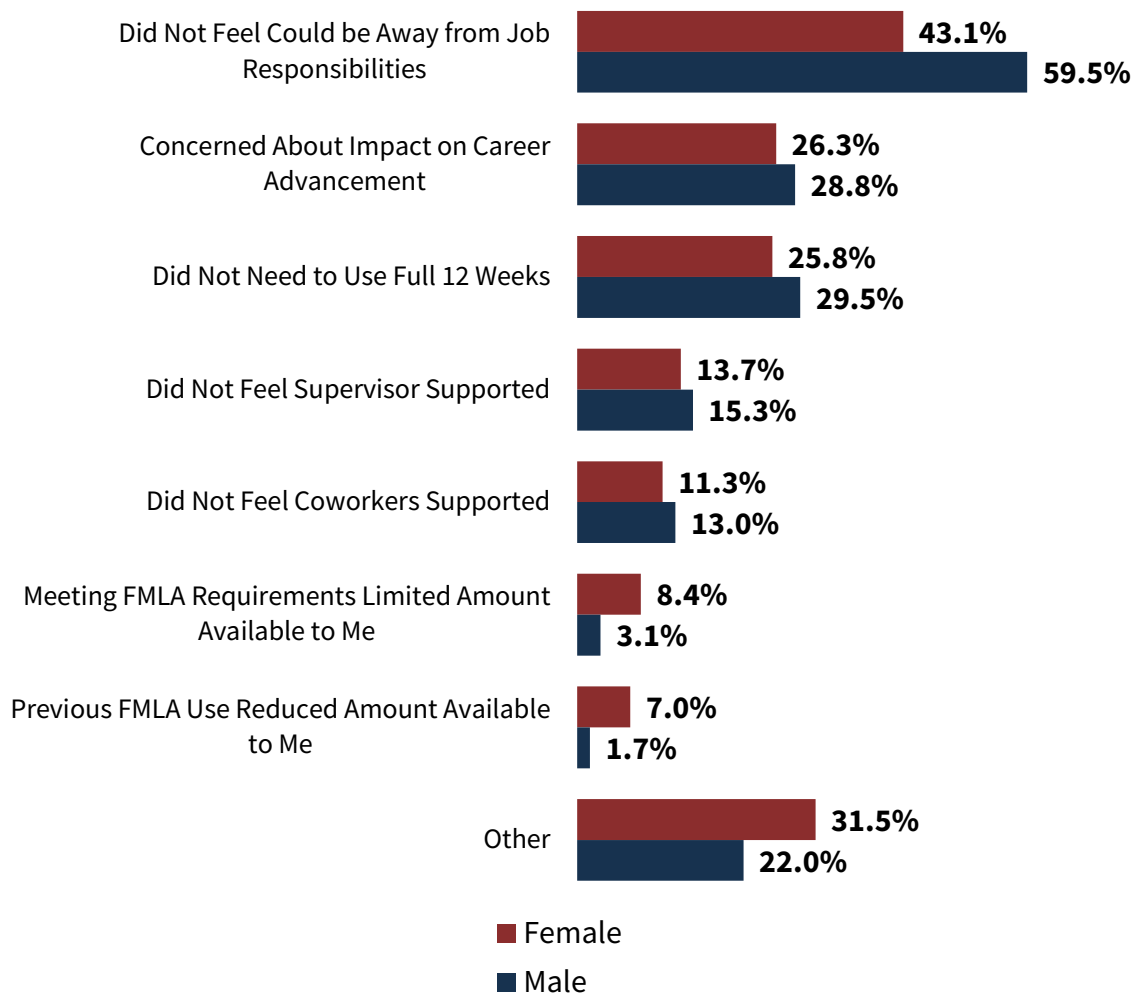
**Figure 4: Government-wide results from 2022 OPM FEVS item: What are the primary reasons you used (or expect to use) less than 12 weeks of paid parental leave? (Choose all that apply)**



Notes: Only those who answered "Yes" they used the benefit were presented with this question. If the response to the question above was "Full 12 weeks" then the respondent was not presented with this question.

When considering reasons cited for not taking the full amount of leave by gender, male employees relative to female employees were more likely to cite not feeling that they could be away from job responsibilities as a reason for not taking the full 12 weeks. While not the largest factors, female employees, relative to male employees, were more likely to cite meeting all Family and Medical Leave Act (FMLA) requirements (8.4%) or previous FMLA use (7.0%) as factors affecting the amount of paid parental leave they used. The full distribution of responses by gender appears in Figure 5.

**Figure 5: Results by Gender from 2022 OPM FEVS item: What are the primary reasons you used (or expect to use) less than 12 weeks of paid parental leave? (Choose all that apply)**



Notes: Only those who answered "Yes" they used the benefit were presented with this question. If the response to the question above was "Full 12 weeks" then the respondent was not presented with this question.

## Conclusions

This report provides the first descriptive analysis of government-wide use of paid parental leave since it went into effect on October 1, 2020. This report examines the initial use of the paid parental leave benefit, identifies the number of weeks used by employees accessing the benefit, and explores potential reasons why some employees did not take the full 12 weeks of paid parental leave to which they were entitled.

In Calendar Year 2022, an estimated 68,986 employees used the paid parental leave benefit, predominantly for the birth of a child. For employees who first used paid parental leave between October 1, 2020, and December 31, 2021, approximately one-fifth of employees taking leave used the full 12 weeks of the benefit, with a similar number of employees taking fewer than 4 weeks. As previously noted, this may be a reflection of underreporting due to incomplete payroll data.

Some employee groups were less likely to take the full amount of the paid parental leave benefit, namely those at lower GS levels and within the Federal Wage System. Federal Wage System employees are predominantly male, but this does not fully explain the use patterns as employees in the Federal Wage System used lower amounts of paid parental leave than men overall. Those at GS levels 1-6 were predominantly female, whereas GS levels 7-12 had a similar gender distribution as the overall population of paid parental leave users. As such, gender does not appear to explain these variations in use.

The 2022 OPM FEVS provides valuable insights into the reasons employees take fewer than 12 weeks of paid parental leave. The most-cited factors contributing to their decision include feeling that they could not be away from job responsibilities, concerns about how taking 12 weeks of leave could affect career advancement, and not needing the full 12 weeks.

Other employment factors may affect the number of weeks of leave employees use. For example, some employees may have had a qualifying event but did not meet the 12-month qualifying Federal service requirement, which may limit their ability to take the full 12 weeks of paid parental leave. Similarly, employees whose tours of duty differ from 40 hours per week (including part-time employees) may qualify for a differing amount of paid parental leave.

Based on maternity<sup>4</sup> and paternity<sup>5</sup> rates by age group in National Vital Statistics Reports issued by the Centers for Disease Control and Prevention and July 2019 Federal

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<sup>4</sup> Estimates of maternity rates derived from the National Vital Statistics Report, [Birth: Final Data for 2021](#)

<sup>5</sup> Estimates of paternity rates derived from the National Vital Statistics Report, [Birth: Final Data for 2015](#)

workforce data, OPM estimated in 2020 that the overall maternity and paternity rate for Federal employees was 2.71%. In addition, based on limited available data, OPM estimated that 0.18% of Federal employees would have a child placed with them for adoption or foster care, yielding an overall projected birth and placement rate of 2.89%. Since OPM estimated that approximately 2 million Federal employees were covered by the new paid parental leave law, it was projected that just under 54,000 birth events and just over 3,500 adoption and/or foster care placements would occur annually. The number of paid parental leave users in Calendar Year 2022 (68,986) was about 20% above the projected number of birth events and adoption/foster care placements<sup>6</sup>, which may be due to the fact that individuals using paid parental leave in Calendar Year 2022 may include some whose qualifying event occurred the previous year.

## OPM FEVS and EHRI Data

The weeks of use results from the analysis of EHRI payroll data do not match the results from the related 2022 OPM FEVS item asking respondents to report their weeks of use. In the analysis of EHRI data, roughly one-fifth of employees used the full 12 weeks, whereas OPM FEVS respondents overwhelmingly indicated that they had taken or planned to take the full 12 weeks of leave.

While these differences between data sources warrant additional exploration, a few factors could be contributing to the discrepancies. First, the EHRI payroll data fields reporting the number of paid parental leave hours could be inaccurately recording the true number of hours used by each employee given issues with delayed adoption of payroll codes. Additionally, the OPM FEVS item asks respondents to self-report the amount of leave they have taken or plan to take, which could lead to inaccurate recollection of past leave-taking or inaccurate estimation of future leave-taking. Finally, as previously cited, EHRI and OPM FEVS represent overlapping yet different samples of Federal employees. Similarly, the formulation of certain demographic variables, such as age group, as well as the categorization of weeks of use differ across the two data sources.

## Future Studies

This report provides the first descriptive snapshot of paid parental leave use after the benefit became available to Federal employees. Future studies may explore trends over time in paid parental leave use patterns with additional years of paid parental leave use

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<sup>6</sup> Estimated by 1,981,434 total employees multiplied by the projected overall maternity and paternity rate (2.71%) plus the projected overall adoption and foster care placement rate (0.18%).

reporting. Such studies may also explore patterns of leave use for paid parental leave separately and in conjunction with other leave such as sick leave or annual leave.

Further, the questions contained in the 2022 OPM FEVS paid parental leave section begin to illustrate potential reasons employees take less than the 12 weeks for which they qualify. These questions were included in the 2023 OPM Federal Employee Benefits Survey (OPM FEBS) and may be included in future administrations of the OPM FEBS to measure any changes in reasons for non-use over time. Future studies may also utilize qualitative methods to explore the reasons employees do not fully use this benefit.

Finally, future studies will center on the effects of taking paid parental leave on employee attrition and retention, particularly among women and other underrepresented groups in the Federal workforce.

## Appendix 1: Supplemental Information on the Technical Implementation of FEPLA

### Family and Medical Leave Act Unpaid Leave and Paid Parental Leave

By law, paid parental leave may be used only in substitution for Family and Medical Leave Act (FMLA) unpaid leave. Thus, to be eligible for paid parental leave under the title 5 paid parental leave law, an employee must be eligible to receive title 5 FMLA leave. Title 5 FMLA leave eligibility is generally based on being currently covered by the title 5 annual and sick leave law and having 12 months of covered Federal service<sup>7</sup>; however, employees with temporary appointments or intermittent work schedules are not eligible for FMLA leave and thus not eligible for paid parental leave.

FMLA unpaid leave is generally limited to a total of 12 weeks in any 12-month period. The FMLA unpaid leave is permitted for various specified purposes, not just a birth or placement event. Thus, use of FMLA unpaid leave for other purposes (for example, based on the employee's own serious health condition or to care for certain family members with a serious health condition) can—depending on the timeframe in which it is taken—limit the amount of FMLA unpaid leave available for a birth or placement event, and thus limit the amount of paid parental leave that can be substituted for it. (Employees may request to use their annual or sick leave to cover other periods of time

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<sup>7</sup> The definition of what service is covered for purposes of applying the 12-month service requirement was changed by section 1103 of Public Law 116-283. The law in effect before the amendment required completion of at least 12 months of service as an “employee” who was otherwise eligible to be covered by the title 5 FMLA leave provisions (as described in 5 U.S.C. 6381(1)(A)). Thus, Federal service under other family and medical leave laws was not qualifying service. The law in effect after the amendment requires that an employee complete at least 12 months of service as an employee (as defined in 5 U.S.C. 2105) of the Government of the United States, including service with the United States Postal Service, the Postal Regulatory Commission, and a nonappropriated fund instrumentality as described in section 2105(c). Thus, virtually all types of civilian Federal service (including employment on a temporary or intermittent basis) are now qualifying for purposes of applying the FMLA eligibility requirement for 12 months of qualifying service. (Those currently employed on a temporary or intermittent basis remain ineligible to use FMLA leave.) This statutory change supersedes OPM's FMLA regulation at 5 CFR 630.1201(b)(1)(ii). This change was effective on the date of the enactment of the FY 2021 NDAA, January 1, 2021. Thus, the change does not affect the FMLA leave eligibility rule applicable during periods of time before January 1, 2021. We note that, under section 7605(a) of the Federal Employee Paid Leave Act (in subtitle A of title LXXVI of division F of Public Law 116-92, December 20, 2019) certain periods of active duty in the uniformed services by members of the National Guard or Reserves that interrupt civilian service due to a qualifying call or order for deployment to a foreign country are counted toward the 12-month service requirement. (See OPM regulation at 5 CFR 630.1201(b)(1)(ii)(F).) Section 1114 of the National Defense Authorization Act for Fiscal Year 2024 (Public Law 118-31, December 22, 2023) amended the FMLA statute to make honorable active service in the Army, Navy, Air Force, Space Force, or Marine Corps of the United States qualifying service for FMLA leave eligibility purposes.



outside of FMLA leave periods in accordance with governing statutes and regulations.) For example, if an employee uses 6 consecutive weeks of FMLA unpaid leave based on the employee's own serious health condition, the employee could only use 6 weeks of FMLA unpaid leave based on birth or placement (for which paid parental leave could be substituted) during the 12-month period that began when the employee commenced using FMLA unpaid leave based on the employee's serious health condition.

## OPM Regulations and Guidance

OPM established three independent data elements for agencies to implement within their time and attendance and payroll systems for the use of paid parental leave. These data elements are (1) [Paid Parental Leave \(Birth Of Child\) - Hours Used](#), (2) [Paid Parental Leave \(Adoption-Related Placement\) - Hours Used](#), and (3) [Paid Parental Leave \(Foster Care Placement\) - Hours Used](#).

OPM issued a compensation policy memorandum ([CPM 2020-10](#)) to heads of agencies on August 7, 2020, announcing the publication of the interim regulations and to provide additional guidance, including a "Key Features" document that summarized the law and regulations governing paid parental leave and Family and Medical Leave Act (FMLA) leave. The CPM also included two sample templates agencies could tailor for their use—(1) Employee Request to Use Paid Parental Leave and (2) Employee Agreement to Complete 12-Week Work Obligation—and examples of types of supporting documentation for the use of paid parental leave.

OPM published interim regulations ([85 FR 48075](#)) on August 10, 2020. In order to implement FEPLA, OPM added a new subpart—subpart Q (Paid Parental Leave)—in part 630 (Absence and Leave) of [title 5, Code of Federal Regulations](#), and made necessary clarifications, changes, and additions in subpart L (Family and Medical Leave).

OPM issued [CPM 2021-07](#) on January 14, 2021, to provide guidance on the amendments made by Public Law 116-283. This included guidance on the amendment to 5 U.S.C. 6381(1)(B), which changed the FMLA leave eligibility criteria to broaden the types of qualifying Federal service satisfying the minimum Federal service requirement.

## Appendix 2: Paid Parental Leave Questions and Responses in the OPM FEVS

**100. Have you used the Paid Parental Leave benefit at any point from October 1, 2020 to today?**

- Yes
- No, did not have a qualifying event
- No, I was not aware of the leave although I had a qualifying event
- No, I chose not to use the leave although I had a qualifying event
- No, I had a qualifying event (e.g., birth of a child) but was not eligible to use the leave
- No, I had a qualifying event, but used all my FMLA leave previously

*Only those who answered "Yes" to Question 100 received Questions 100a and 100b.*

**100a. For what purpose did you use Paid Parental Leave? (Choose all that apply)**

- Birth of a child
- Placement of a child for adoption
- Placement of a child for foster care

**100b. How many weeks of Paid Parental Leave did you use during the 12-month period following a qualifying event (use can be either continuous or intermittent)?**

- Full 12 weeks
- At least 8 weeks but less than 12 weeks
- At least 6 weeks but less than 8 weeks
- At least 3 weeks but less than 6 weeks
- Less than 3 weeks

*If the response to Question 100b was "Full 12 weeks" then Question 100c was skipped.*

**100c. What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? (Choose all that apply)**

- Did not need to use the full 12 weeks of leave
- Previous use of FMLA leave reduced the amount of Paid Parental Leave available to me

- Meeting FMLA eligibility requirements limited the amount of FMLA leave available to use within my FMLA 12-month period
- Did not feel I could be away from job responsibilities for a full 12 weeks
- Concerned about the impact using the leave would have on my career advancement
- Did not feel that my coworkers supported my use of all 12 weeks of the leave
- Did not feel that my supervisor supported my use of all 12 weeks of the leave
- Other reason

## Appendix 3: Supplemental Results Table for Usage and Weeks of Paid Parental Leave

Table C-1a: Qualifying events for employees who used paid parental leave in calendar year 2022, by age group and gender, showing percent within each qualifying event by gender

Age Group	Gender	Birth (%)	Adoption (%)	Foster Care (%)	Total Employees
Under 25	Female	516 (2.1%)	2 (0.4%)	3 (0.4%)	520
Under 25	Male	625 (1.5%)	3 (0.4%)	3 (0.5%)	628
25 to 29	Female	3,916 (16.0%)	28 (5.0%)	36 (4.5%)	3,959
25 to 29	Male	5,479 (13.0%)	35 (4.2%)	28 (4.3%)	5,521
30 to 34	Female	9,127 (37.3%)	98 (17.5%)	130 (16.1%)	9,287
30 to 34	Male	13,503 (32.1%)	154 (18.3%)	98 (15.0%)	13,646
35 to 39	Female	8,429 (34.5%)	172 (30.7%)	154 (19.1%)	8,649
35 to 39	Male	14,293 (34.0%)	267 (31.7%)	172 (26.3%)	14,581
40 to 44	Female	2,226 (9.1%)	103 (18.4%)	154 (19.1%)	2,447
40 to 44	Male	5,845 (13.9%)	172 (20.4%)	144 (22.0%)	6,071
45+	Female	245 (1.0%)	157 (28.0%)	331 (41.0%)	701
45+	Male	2,280 (5.4%)	211 (25.1%)	210 (32.1%)	2,669
Total	Female	24,459	560	808	25,563
Total	Male	42,025	842	655	43,116

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM's EHRI human resources data, though not all demographic fields are required.

All percentages reflect the number of users within the specified bin of qualifying event divided by the total employees for each row. Percentages across columns may not add up to 100% as employees may take paid parental leave for more than one type of qualifying event.

All percentages reflect the percent of users within the column, divided by the gender subtotal, to show the distribution across age groups of each qualifying event.

**Table C-1b: Weeks of use of paid parental leave for employees whose first use of paid parental leave was between October 1, 2020, and December 31, 2021, by age group and gender, showing percent within each weeks of use category by gender**

Age Group	Gender	12+ weeks (%)	10 to 11 weeks (%)	8 to 9 weeks (%)	6 to 7 weeks (%)	4 to 5 weeks (%)	Fewer than 4 weeks (%)	Total Employees
Under 25	Female	31 (1.2%)	52 (2.7%)	23 (2.6%)	18 (2.1%)	16 (1.8%)	33 (1.6%)	173
Under 25	Male	30 (0.9%)	48 (1.3%)	28 (1.5%)	32 (1.6%)	29 (1.5%)	48 (1.3%)	215
25 to 29	Female	340 (13.7%)	301 (15.4%)	150 (16.9%)	138 (16.4%)	142 (15.6%)	291 (14.2%)	1,362
25 to 29	Male	365 (11.5%)	454 (12.1%)	235 (12.3%)	208 (10.3%)	238 (12.1%)	436 (11.7%)	1,936
30 to 34	Female	883 (35.5%)	674 (34.5%)	312 (35.1%)	312 (37.0%)	300 (32.9%)	727 (35.5%)	3,208
30 to 34	Male	1,104 (34.8%)	1,220 (32.4%)	582 (30.4%)	632 (31.2%)	631 (32.1%)	1,160 (31.1%)	5,329
35 to 39	Female	916 (36.9%)	683 (34.9%)	293 (33.0%)	280 (33.2%)	329 (36.0%)	688 (33.6%)	3,189
35 to 39	Male	1,085 (34.2%)	1,331 (35.4%)	671 (35.0%)	710 (35.1%)	679 (34.6%)	1,264 (33.9%)	5,740
40 to 44	Female	263 (10.6%)	191 (9.8%)	80 (9.0%)	68 (8.1%)	88 (9.6%)	216 (10.5%)	906
40 to 44	Male	433 (13.7%)	504 (13.4%)	280 (14.6%)	296 (14.6%)	271 (13.8%)	556 (14.9%)	2,340
45+	Female	52 (2.1%)	54 (2.8%)	30 (3.4%)	27 (3.2%)	38 (4.2%)	94 (4.6%)	295
45+	Male	154 (4.9%)	206 (5.5%)	121 (6.3%)	147 (7.3%)	116 (5.9%)	262 (7.0%)	1,006
Total	Female	2,485	1,955	888	843	913	2,049	9,133
Total	Male	3,171	3,763	1,917	2,025	1,964	3,726	16,566

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM's EHRI human resources data, though not all demographic fields are required.

The estimated number of weeks of paid parental leave use is based on a full-time, 40 hour per week work schedule: 12+ weeks = 480+ hours, 10 to 11 weeks = 400 to 479 hours, 8 to 9 weeks = 320 to 399 hours, 6 to 7 weeks = 240 to 319 hours, 4 to 5 weeks = 160 to 239 hours, fewer than 4 weeks = fewer than 160 hours.

All percentages reflect the number of users within the specified bin of weeks of use divided by the gender subtotal for the specified bin of weeks of use.

**Table C-2a: Qualifying events for employees who used paid parental leave in calendar year 2022, by supervisory status and gender, showing percent within each qualifying event by gender**

Supervisory Status	Gender	Birth (%)	Adoption (%)	Foster Care (%)	Total Employees
Supervisor or Manager	Female	1,379 (5.6%)	56 (10.0%)	91 (11.3%)	1,504
Supervisor or Manager	Male	3,985 (9.5%)	132 (15.7%)	104 (15.9%)	4,157
Supervisor (CRSA)	Female	206 (0.8%)	7 (1.3%)	9 (1.1%)	218
Supervisor (CRSA)	Male	459 (1.1%)	9 (1.1%)	5 (0.8%)	466
Management Official (CRSA)	Female	120 (0.5%)	2 (0.4%)	6 (0.7%)	128
Management Official (CRSA)	Male	233 (0.6%)	4 (0.5%)	7 (1.1%)	243
Leader	Female	167 (0.7%)	3 (0.5%)	10 (1.2%)	175
Leader	Male	785 (1.9%)	19 (2.3%)	19 (2.9%)	810
Team Leader	Female	135 (0.6%)	2 (0.4%)	1 (0.1%)	138
Team Leader	Male	205 (0.5%)	4 (0.5%)	5 (0.8%)	214
All other positions	Female	22,452 (91.8%)	490 (87.5%)	691 (85.5%)	23,400
All other positions	Male	36,357 (86.5%)	674 (80.0%)	515 (78.6%)	37,225
Supervisory Status not available	Female	-	-	-	-
Supervisory Status not available	Male	1 (0.0%)	-	-	1
Total	Female	24,459	560	808	25,563
Total	Male	42,025	842	655	43,116

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM's EHRI human resources data, though not all demographic fields are required.

All percentages reflect the number of users within the specified bin of qualifying event divided by the total employees for each row. Percentages across columns may not add up to 100% as employees may take paid parental leave for more than one type of qualifying event.

All percentages reflect the percent of users within the column, divided by the gender subtotal, to show the distribution across age groups of each qualifying event.

**Table C-2b: Weeks of use of paid parental leave for employees whose first use of paid parental leave was between October 1, 2020, and December 31, 2021, by supervisory status and gender, showing percent within each weeks of use category by gender**

Supervisory Status	Gender	12+ weeks (%)	10 to 11 weeks (%)	8 to 9 weeks (%)	6 to 7 weeks (%)	4 to 5 weeks (%)	Fewer than 4 weeks (%)	Total Employees
Supervisor or Manager	Female	188 (7.6%)	132 (6.8%)	62 (7.0%)	53 (6.3%)	65 (7.1%)	141 (6.9%)	641
Supervisor or Manager	Male	260 (8.2%)	354 (9.4%)	207 (10.8%)	218 (10.8%)	207 (10.5%)	394 (10.6%)	1,640
Supervisor (CRSA)	Female	31 (1.2%)	28 (1.4%)	5 (0.6%)	6 (0.7%)	7 (0.8%)	15 (0.7%)	92
Supervisor (CRSA)	Male	35 (1.1%)	44 (1.2%)	23 (1.2%)	30 (1.5%)	19 (1.0%)	53 (1.4%)	204
Management Official (CRSA)	Female	23 (0.9%)	15 (0.8%)	3 (0.3%)	5 (0.6%)	5 (0.5%)	13 (0.6%)	64
Management Official (CRSA)	Male	14 (0.4%)	13 (0.3%)	8 (0.4%)	12 (0.6%)	15 (0.8%)	27 (0.7%)	89
Leader	Female	29 (1.2%)	24 (1.2%)	10 (1.1%)	7 (0.8%)	7 (0.8%)	15 (0.7%)	92
Leader	Male	48 (1.5%)	55 (1.5%)	29 (1.5%)	29 (1.4%)	38 (1.9%)	80 (2.1%)	279
Team Leader	Female	16 (0.6%)	10 (0.5%)	4 (0.5%)	5 (0.6%)	4 (0.4%)	8 (0.4%)	47
Team Leader	Male	7 (0.2%)	14 (0.4%)	5 (0.3%)	8 (0.4%)	10 (0.5%)	20 (0.5%)	64
All other positions	Female	2,198 (88.5%)	1,746 (89.3%)	804 (90.5%)	767 (91.0%)	825 (90.4%)	1,857 (90.6%)	8,197
All other positions	Male	2,807 (88.5%)	3,283 (87.2%)	1,645 (85.8%)	1,728 (85.3%)	1,675 (85.3%)	3,152 (84.6%)	14,290
Total	Female	2,485	1,955	888	843	913	2,049	9,133
Total	Male	3,171	3,763	1,917	2,025	1,964	3,726	16,566

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The estimated number of weeks of paid parental leave use is based on a full-time, 40 hour per week work schedule: 12+ weeks = 480+ hours, 10 to 11 weeks = 400 to 479 hours, 8 to 9 weeks = 320 to 399 hours, 6 to 7 weeks = 240 to 319 hours, 4 to 5 weeks = 160 to 239 hours, fewer than 4 weeks = fewer than 160 hours.

All percentages reflect the number of users within the specified bin of weeks of use divided by the gender subtotal for the specified bin of weeks of use.

**Table C-3a: Qualifying events for employees who used paid parental leave in calendar year 2022, by salary band**

<b>Pay Plan/Grade Level</b>	<b>Birth (%)</b>	<b>Adoption (%)</b>	<b>Foster Care (%)</b>	<b>Total Employees</b>
Less than \$50,000	7,338 (97.2%)	116 (1.5%)	155 (2.1%)	7,549
\$50,000 - \$74,999	17,906 (96.7%)	374 (2.0%)	428 (2.3%)	18,515
\$75,000 - \$99,999	16,926 (96.6%)	391 (2.2%)	402 (2.3%)	17,522
\$100,000 - \$124,999	12,328 (96.9%)	248 (1.9%)	244 (1.9%)	12,718
\$125,000 - \$149,999	6,998 (96.9%)	143 (2.0%)	141 (2.0%)	7,223
\$150,000 - \$199,999	3,763 (96.6%)	109 (2.8%)	81 (2.1%)	3,895
\$200,000 and up	1,084 (97.5%)	21 (1.9%)	8 (0.7%)	1,112
Salary information not available	141 (97.2%)	-	4 (2.8%)	145

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The Total Employees column captures the number of unique employees. The values in this column may not add up to equal the sum of values across the row as employees may take paid parental leave for more than one type of qualifying event.

All percentages reflect the number of users within the specified bin of qualifying event divided by the total employees for each row. Percentages across columns may not add up to 100% as employees may take paid parental leave for more than one type of qualifying event.



**Table C-3b: Weeks of use of paid parental leave for employees whose first use of paid parental leave was between October 1, 2020, and December 31, 2021, by salary band**

<b>Pay Plan/Grade Level</b>	<b>12+ weeks (%)</b>	<b>10 to 11 weeks (%)</b>	<b>8 to 9 weeks (%)</b>	<b>6 to 7 weeks (%)</b>	<b>4 to 5 weeks (%)</b>	<b>Fewer than 4 weeks (%)</b>	<b>Total Employees</b>
Less than \$50,000	634 (19.7%)	777 (24.2%)	343 (10.7%)	359 (11.2%)	378 (11.8%)	725 (22.5%)	3,216
\$50,000 - \$74,999	1,399 (21.5%)	1,420 (21.8%)	680 (10.5%)	733 (11.3%)	729 (11.2%)	1,543 (23.7%)	6,504
\$75,000 - \$99,999	1,447 (22.6%)	1,372 (21.5%)	727 (11.4%)	713 (11.2%)	731 (11.4%)	1,403 (21.9%)	6,393
\$100,000 - \$124,999	1,142 (23.0%)	1,088 (22.0%)	535 (10.8%)	552 (11.1%)	527 (10.6%)	1,111 (22.4%)	4,955
\$125,000 - \$149,999	688 (24.3%)	642 (22.7%)	314 (11.1%)	312 (11.0%)	295 (10.4%)	582 (20.5%)	2,833
\$150,000 - \$199,999	325 (21.2%)	389 (25.4%)	176 (11.5%)	162 (10.6%)	164 (10.7%)	318 (20.7%)	1,534
\$200,000 and up	18 (7.7%)	28 (12.0%)	25 (10.7%)	35 (15.0%)	48 (20.5%)	80 (34.2%)	234
Salary information not available	3 (10.0%)	2 (6.7%)	5 (16.7%)	2 (6.7%)	5 (16.7%)	13 (43.3%)	30

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The estimated number of weeks of paid parental leave use is based on a full-time, 40 hour per week work schedule: 12+ weeks = 480+ hours, 10 to 11 weeks = 400 to 479 hours, 8 to 9 weeks = 320 to 399 hours, 6 to 7 weeks = 240 to 319 hours, 4 to 5 weeks = 160 to 239 hours, fewer than 4 weeks = fewer than 160 hours.

All percentages reflect the number of users within the specified bin of paid parental leave week usage divided by the total employees for each row.

**Table C-4a: Qualifying events for employees who used paid parental leave in calendar year 2022, by CFO Act agency status**

<b>Agency Group</b>	<b>Birth (%)</b>	<b>Adoption (%)</b>	<b>Foster Care (%)</b>	<b>Total Employees</b>
CFO Act Agencies, combined	65,553 (96.9%)	1,386 (2.0%)	1,463 (2.2%)	67,679
All other agencies, combined	1,476 (97.9%)	45 (3.0%)	23 (1.5%)	1,508

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The Total Employees column captures the number of unique employees. The values in this column may not add up to equal the sum of values across the row as employees may take paid parental leave for more than one type of qualifying event.

All CFO Act Agencies totals exclude the Department of Health and Human Services due to data quality.

All percentages reflect the number of users within the specified bin of qualifying event divided by the total employees for each row. Percentages across columns may not add up to 100% as employees may take paid parental leave for more than one type of qualifying event.

**Table C-4b: Weeks of use of paid parental leave for employees whose first use of paid parental leave was between October 1, 2020, and December 31, 2021, by CFO Act agency status**

<b>Agency Group</b>	<b>12+ weeks (%)</b>	<b>10 to 11 weeks (%)</b>	<b>8 to 9 weeks (%)</b>	<b>6 to 7 weeks (%)</b>	<b>4 to 5 weeks (%)</b>	<b>Fewer than 4 weeks (%)</b>	<b>Total Employees</b>
CFO Act Agencies, combined	5,499 (21.9%)	5,568 (22.2%)	2,730 (10.9%)	2,800 (11.2%)	2,813 (11.2%)	5,655 (22.6%)	25,065
All other agencies, combined	245 (28.8%)	200 (23.5%)	78 (9.2%)	86 (10.1%)	86 (10.1%)	155 (18.2%)	850

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The estimated number of weeks of paid parental leave use is based on a full-time, 40 hour per week work schedule: 12+ weeks = 480+ hours, 10 to 11 weeks = 400 to 479 hours, 8 to 9 weeks = 320 to 399 hours, 6 to 7 weeks = 240 to 319 hours, 4 to 5 weeks = 160 to 239 hours, fewer than 4 weeks = fewer than 160 hours.

All CFO Act Agencies totals exclude the Department of Health and Human Services due to data quality.

All percentages reflect the number of users within the specified bin of paid parental leave week usage divided by the total employees for each row

**Table C-5a: Qualifying events for employees who used paid parental leave in calendar year 2022, by agency, showing percent within each qualifying event by agency projected number of eligible employees**

Agency	Projected Number of Eligible Employees	Birth (% of eligible)	Adoption (% of eligible)	Foster Care (% of eligible)	Total Employees
U.S. Agency for International Development	3,915	204 (5.2%)	2 (0.1%)	-	206
Department of Agriculture	77,585	2,925 (3.8%)	92 (0.1%)	99 (0.1%)	3,008
Department of Commerce	39,230	1,323 (3.4%)	17 (0.0%)	13 (0.0%)	1,351
Department of Defense	689,768	23,060 (3.3%)	302 (0.0%)	413 (0.1%)	23,757
Department of Education	3,862	123 (3.2%)	18 (0.5%)	4 (0.1%)	125
Department of Energy	13,733	330 (2.4%)	17 (0.1%)	6 (0.0%)	341
Department of Homeland Security	188,472	8,123 (4.3%)	99 (0.1%)	122 (0.1%)	8,291
Department of Housing and Urban Development	7,613	213 (2.8%)	6 (0.1%)	7 (0.1%)	225
Department of Interior	58,268	1,871 (3.2%)	65 (0.1%)	50 (0.1%)	1,940
Department of Justice	108,361	6,406 (5.9%)	117 (0.1%)	134 (0.1%)	6,611
Department of Labor	13,418	375 (2.8%)	6 (0.0%)	10 (0.1%)	390
Department of State	10,834	363 (3.4%)	2 (0.0%)	5 (0.0%)	368
Department of Transportation	51,066	2,292 (4.5%)	109 (0.2%)	61 (0.1%)	2,362
Department of Treasury	86,860	2,140 (2.5%)	27 (0.0%)	91 (0.1%)	2,250
Department of Veterans Affairs	381,635	12,345 (3.2%)	182 (0.0%)	310 (0.1%)	12,813
Environmental Protection Agency	13,620	456 (3.3%)	6 (0.0%)	10 (0.1%)	471
General Services Administration	11,299	433 (3.8%)	9 (0.1%)	2 (0.0%)	444
National Aeronautics and Space Administration	16,980	713 (4.2%)	8 (0.0%)	9 (0.1%)	730
National Science Foundation	1,401	33 (2.4%)	7 (0.5%)	-	34
Nuclear Regulatory Commission	2,591	73 (2.8%)	1 (0.0%)	1 (0.0%)	75
Office of Personnel Management	2,445	75 (3.1%)	-	2 (0.1%)	77
Small Business Administration	5,550	60 (1.1%)	1 (0.0%)	-	61

Agency	Projected Number of Eligible Employees	Birth (% of eligible)	Adoption (% of eligible)	Foster Care (% of eligible)	Total Employees
Social Security Administration	55,718	1,617 (2.9%)	293 (0.5%)	114 (0.2%)	1,749
All other agencies, combined	38,895	1,331 (3.4%)	41 (0.1%)	22 (0.1%)	1,360

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM's EHRI human resources data, though not all demographic fields are required.

The Total Employees column captures the number of unique employees. The values in this column may not add up to equal the sum of values across the row as employees may take paid parental leave for more than one type of qualifying event.

All percentages reflect the number of users within the specified bin of qualifying event divided by the projected number of eligible employees for each agency.

**Table C-5b: Weeks of use of paid parental leave for employees whose first use of paid parental leave was between October 1, 2020, and December 31, 2021, by agency**

<b>Agency Group</b>	<b>12+ weeks (%)</b>	<b>10 to 11 weeks (%)</b>	<b>8 to 9 weeks (%)</b>	<b>6 to 7 weeks (%)</b>	<b>4 to 5 weeks (%)</b>	<b>Fewer than 4 weeks (%)</b>	<b>Total Employees</b>
U.S. Agency for International Development	26 (25.2%)	30 (29.1%)	12 (11.7%)	11 (10.7%)	7 (6.8%)	17 (16.5%)	103
Department of Agriculture	428 (26.7%)	373 (23.3%)	151 (9.4%)	154 (9.6%)	176 (11.0%)	320 (20.0%)	1,602
Department of Commerce	252 (32.4%)	171 (22.0%)	71 (9.1%)	72 (9.3%)	63 (8.1%)	148 (19.0%)	777
Department of Defense	201 (4.2%)	465 (9.8%)	615 (12.9%)	813 (17.1%)	874 (18.4%)	1,793 (37.7%)	4,761
Department of Education	29 (39.7%)	18 (24.7%)	3 (4.1%)	7 (9.6%)	3 (4.1%)	13 (17.8%)	73
Department of Energy	17 (28.8%)	17 (28.8%)	8 (13.6%)	5 (8.5%)	1 (1.7%)	11 (18.6%)	59
Department of Homeland Security	1,336 (29.0%)	1,315 (28.5%)	428 (9.3%)	437 (9.5%)	385 (8.4%)	706 (15.3%)	4,607
Department of Housing and Urban Development	39 (33.1%)	26 (22.0%)	17 (14.4%)	14 (11.9%)	9 (7.6%)	13 (11.0%)	118
Department of Interior	331 (26.8%)	373 (30.2%)	128 (10.4%)	111 (9.0%)	89 (7.2%)	202 (16.4%)	1,234
Department of Justice	1,145 (31.3%)	850 (23.2%)	380 (10.4%)	322 (8.8%)	318 (8.7%)	648 (17.7%)	3,663
Department of Labor	81 (36.0%)	51 (22.7%)	14 (6.2%)	25 (11.1%)	20 (8.9%)	34 (15.1%)	225
Department of Transportation	355 (20.5%)	662 (38.3%)	221 (12.8%)	146 (8.4%)	108 (6.3%)	236 (13.7%)	1,728
Department of Treasury	386 (33.3%)	250 (21.6%)	109 (9.4%)	108 (9.3%)	100 (8.6%)	206 (17.8%)	1,159
Department of Veterans Affairs	143 (5.4%)	334 (12.5%)	374 (14.0%)	379 (14.2%)	467 (17.5%)	966 (36.3%)	2,663
Environmental Protection Agency	99 (33.4%)	84 (28.4%)	31 (10.5%)	27 (9.1%)	22 (7.4%)	33 (11.1%)	296
General Services Administration	19 (14.2%)	20 (14.9%)	18 (13.4%)	16 (11.9%)	13 (9.7%)	48 (35.8%)	134
National Aeronautics and Space Administration	137 (27.8%)	103 (20.9%)	57 (11.6%)	57 (11.6%)	56 (11.4%)	83 (16.8%)	493
National Science Foundation	10 (43.5%)	6 (26.1%)	2 (8.7%)	1 (4.3%)	2 (8.7%)	2 (8.7%)	23
Nuclear Regulatory Commission	10 (20.8%)	19 (39.6%)	5 (10.4%)	4 (8.3%)	4 (8.3%)	6 (12.5%)	48
Office of Personnel Management	1 (4.2%)	1 (4.2%)	2 (8.3%)	2 (8.3%)	4 (16.7%)	14 (58.3%)	24
Small Business Administration	7 (31.8%)	6 (27.3%)	-	1 (4.5%)	6 (27.3%)	2 (9.1%)	22

<b>Agency Group</b>	<b>12+ weeks (%)</b>	<b>10 to 11 weeks (%)</b>	<b>8 to 9 weeks (%)</b>	<b>6 to 7 weeks (%)</b>	<b>4 to 5 weeks (%)</b>	<b>Fewer than 4 weeks (%)</b>	<b>Total Employees</b>
Social Security Administration	389 (33.4%)	370 (31.8%)	94 (8.1%)	80 (6.9%)	79 (6.8%)	151 (13.0%)	1,163
All other agencies, combined	215 (29.7%)	174 (24.0%)	65 (9.0%)	76 (10.5%)	71 (9.8%)	123 (17.0%)	724

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The estimated number of weeks of paid parental leave use is based on a full-time, 40 hour per week work schedule: 12+ weeks = 480+ hours, 10 to 11 weeks = 400 to 479 hours, 8 to 9 weeks = 320 to 399 hours, 6 to 7 weeks = 240 to 319 hours, 4 to 5 weeks = 160 to 239 hours, fewer than 4 weeks = fewer than 160 hours.

All percentages reflect the number of users within the specified bin of paid parental leave week usage divided by the total employees for each row.

**Table C-6a: Qualifying events for employees who used paid parental leave in calendar year 2022, by CFO Act agency status and gender**

Agency Group	Gender	Birth (%)	Adoption (%)	Foster Care (%)	Total Employees
CFO Act Agencies, combined	Female	23,899 (95.7%)	540 (2.2%)	799 (3.2%)	24,984
CFO Act Agencies, combined	Male	41,293 (97.5%)	821 (1.9%)	643 (1.5%)	42,372
All other agencies, combined	Female	560 (96.7%)	20 (3.5%)	9 (1.6%)	579
All other agencies, combined	Male	732 (98.4%)	21 (2.8%)	12 (1.6%)	744

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The Total Employees column captures the number of unique employees. The values in this column may not add up to equal the sum of values across the row as employees may take paid parental leave for more than one type of qualifying event.

All CFO Act Agencies totals exclude the Department of Health and Human Services due to data quality.

All percentages reflect the number of users within the specified bin of qualifying event divided by the total employees for each row. Percentages across columns may not add up to 100% as employees may take paid parental leave for more than one type of qualifying event.



**Table C-6b: Weeks of Use of Paid Parental Leave for Employees whose First Use of Paid Parental Leave was between October 1, 2020, and December 31, 2021, by CFO Act Agency Status and Gender**

Agency Group	Gender	12+ weeks (%)	10 to 11 weeks (%)	8 to 9 weeks (%)	6 to 7 weeks (%)	4 to 5 weeks (%)	Fewer than 4 weeks (%)	Total Employees
CFO Act Agencies, combined	Female	2,359 (26.9%)	1,870 (21.3%)	857 (9.8%)	817 (9.3%)	889 (10.1%)	1,988 (22.6%)	8,780
CFO Act Agencies, combined	Male	3,082 (19.0%)	3,674 (22.7%)	1,883 (11.6%)	1,975 (12.2%)	1,917 (11.8%)	3,664 (22.6%)	16,195
All other agencies, combined	Female	126 (35.7%)	85 (24.1%)	31 (8.8%)	26 (7.4%)	24 (6.8%)	61 (17.3%)	353
All other agencies, combined	Male	89 (24.0%)	89 (24.0%)	34 (9.2%)	50 (13.5%)	47 (12.7%)	62 (16.7%)	371

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The estimated number of weeks of paid parental leave use is based on a full-time, 40 hour per week work schedule: 12+ weeks = 480+ hours, 10 to 11 weeks = 400 to 479 hours, 8 to 9 weeks = 320 to 399 hours, 6 to 7 weeks = 240 to 319 hours, 4 to 5 weeks = 160 to 239 hours, fewer than 4 weeks = fewer than 160 hours.

All CFO Act Agencies totals exclude the Department of Health and Human Services due to data quality.

All percentages reflect the number of users within the specified bin of paid parental leave week usage divided by the total employees for each row.

**Table C-7a: Qualifying events for employees who used paid parental leave in calendar year 2022, by CFO Act agency status and age group**

Agency Group	Age Group	Birth (%)	Adoption (%)	Foster Care (%)	Total Employees
CFO Act Agencies, combined	Under 25	1,133 (99.4%)	5 (0.4%)	6 (0.5%)	1,140
CFO Act Agencies, combined	25 to 29	9,324 (99.1%)	63 (0.7%)	63 (0.7%)	9,407
CFO Act Agencies, combined	30 to 34	22,278 (98.7%)	243 (1.1%)	224 (1.0%)	22,576
CFO Act Agencies, combined	35 to 39	22,144 (97.8%)	424 (1.9%)	322 (1.4%)	22,647
CFO Act Agencies, combined	40 to 44	7,862 (94.7%)	267 (3.2%)	294 (3.5%)	8,304
CFO Act Agencies, combined	45+	2,451 (74.7%)	359 (10.9%)	533 (16.2%)	3,282
All other agencies, combined	Under 25	8 (100.0%)	-	-	8
All other agencies, combined	25 to 29	71 (97.3%)	-	1 (1.4%)	73
All other agencies, combined	30 to 34	352 (98.6%)	9 (2.5%)	4 (1.1%)	357
All other agencies, combined	35 to 39	578 (99.1%)	15 (2.6%)	4 (0.7%)	583
All other agencies, combined	40 to 44	209 (97.7%)	8 (3.7%)	4 (1.9%)	214
All other agencies, combined	45+	74 (84.1%)	9 (10.2%)	8 (9.1%)	88

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The Total Employees column captures the number of unique employees. The values in this column may not add up to equal the sum of values across the row as employees may take paid parental leave for more than one type of qualifying event.

All CFO Act Agencies totals exclude the Department of Health and Human Services due to data quality.

All percentages reflect the number of users within the specified bin of qualifying event divided by the total employees for each row. Percentages across columns may not add up to 100% as employees may take paid parental leave for more than one type of qualifying event.

**Table C-7b: Weeks of use of paid parental leave for employees whose first use of paid parental leave was between October 1, 2020, and December 31, 2021, by CFO Act agency status and age group**

Agency Group	Age Group	12+ weeks (%)	10 to 11 weeks (%)	8 to 9 weeks (%)	6 to 7 weeks (%)	4 to 5 weeks (%)	Fewer than 4 weeks (%)	Total Employees
CFO Act Agencies, combined	Under 25	59 (15.4%)	100 (26.2%)	50 (13.1%)	49 (12.8%)	45 (11.8%)	79 (20.7%)	382
CFO Act Agencies, combined	25 to 29	685 (21.1%)	743 (22.9%)	384 (11.8%)	342 (10.5%)	375 (11.5%)	721 (22.2%)	3,250
CFO Act Agencies, combined	30 to 34	1,922 (23.1%)	1,843 (22.1%)	882 (10.6%)	921 (11.0%)	911 (10.9%)	1,856 (22.3%)	8,335
CFO Act Agencies, combined	35 to 39	1,906 (22.1%)	1,940 (22.5%)	925 (10.7%)	956 (11.1%)	979 (11.4%)	1,904 (22.1%)	8,610
CFO Act Agencies, combined	40 to 44	670 (21.4%)	671 (21.4%)	353 (11.3%)	354 (11.3%)	345 (11.0%)	744 (23.7%)	3,137
CFO Act Agencies, combined	45+	199 (15.8%)	247 (19.6%)	146 (11.6%)	170 (13.5%)	151 (12.0%)	348 (27.6%)	1,261
All other agencies, combined	Under 25	2 (33.3%)	-	1 (16.7%)	1 (16.7%)	-	2 (33.3%)	6
All other agencies, combined	25 to 29	20 (41.7%)	12 (25.0%)	1 (2.1%)	4 (8.3%)	5 (10.4%)	6 (12.5%)	48
All other agencies, combined	30 to 34	65 (32.2%)	51 (25.2%)	12 (5.9%)	23 (11.4%)	20 (9.9%)	31 (15.3%)	202
All other agencies, combined	35 to 39	95 (29.8%)	74 (23.2%)	39 (12.2%)	34 (10.7%)	29 (9.1%)	48 (15.0%)	319
All other agencies, combined	40 to 44	26 (23.9%)	24 (22.0%)	7 (6.4%)	10 (9.2%)	14 (12.8%)	28 (25.7%)	109
All other agencies, combined	45+	7 (17.5%)	13 (32.5%)	5 (12.5%)	4 (10.0%)	3 (7.5%)	8 (20.0%)	40

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The estimated number of weeks of paid parental leave use is based on a full-time, 40 hour per week work schedule: 12+ weeks = 480+ hours, 10 to 11 weeks = 400 to 479 hours, 8 to 9 weeks = 320 to 399 hours, 6 to 7 weeks = 240 to 319 hours, 4 to 5 weeks = 160 to 239 hours, fewer than 4 weeks = fewer than 160 hours.

All CFO Act Agencies totals exclude the Department of Health and Human Services due to data quality.

All percentages reflect the number of users within the specified bin of paid parental leave week usage divided by the total employees for each row.

Table C-8a: Qualifying events for employees who used paid parental leave in calendar year 2022, by CFO Act agency status, age group, and gender, showing percent within each qualifying event and agency group by gender

Agency Group	Age Group	Gender	Birth (%)	Adoption (%)	Foster Care (%)	Total Employees
CFO Act Agencies, combined	Under 25	Female	511 (2.1%)	2 (0.4%)	3 (0.4%)	515
CFO Act Agencies, combined	Under 25	Male	622 (1.5%)	3 (0.4%)	3 (0.5%)	625
CFO Act Agencies, combined	25 to 29	Female	3,888 (16.3%)	28 (5.2%)	35 (4.4%)	3,929
CFO Act Agencies, combined	25 to 29	Male	5,436 (13.2%)	35 (4.3%)	28 (4.4%)	5,478
CFO Act Agencies, combined	30 to 34	Female	8,948 (37.4%)	95 (17.6%)	128 (16.0%)	9,105
CFO Act Agencies, combined	30 to 34	Male	13,330 (32.3%)	148 (18.0%)	96 (14.9%)	13,471
CFO Act Agencies, combined	35 to 39	Female	8,174 (34.2%)	166 (30.7%)	153 (19.1%)	8,392
CFO Act Agencies, combined	35 to 39	Male	13,970 (33.8%)	258 (31.4%)	169 (26.3%)	14,255
CFO Act Agencies, combined	40 to 44	Female	2,150 (9.0%)	98 (18.1%)	152 (19.0%)	2,367
CFO Act Agencies, combined	40 to 44	Male	5,712 (13.8%)	169 (20.6%)	142 (22.1%)	5,937
CFO Act Agencies, combined	45+	Female	228 (1.0%)	151 (28.0%)	328 (41.1%)	676
CFO Act Agencies, combined	45+	Male	2,223 (5.4%)	208 (25.3%)	205 (31.9%)	2,606
<b>CFO Act Agencies, combined</b>	<b>Subtotal, all ages combined</b>	<b>Female</b>	<b>23,899</b>	<b>540</b>	<b>799</b>	<b>24,984</b>
<b>CFO Act Agencies, combined</b>	<b>Subtotal, all ages combined</b>	<b>Male</b>	<b>41,293</b>	<b>821</b>	<b>643</b>	<b>42,372</b>
All other agencies, combined	Under 25	Female	5 (0.9%)	-	-	5
All other agencies, combined	Under 25	Male	3 (0.4%)	-	-	3
All other agencies, combined	25 to 29	Female	28 (5.0%)	-	1 (11.1%)	30
All other agencies, combined	25 to 29	Male	43 (5.9%)	-	-	43
All other agencies, combined	30 to 34	Female	179 (32.0%)	3 (15.0%)	2 (22.2%)	182

Agency Group	Age Group	Gender	Birth (%)	Adoption (%)	Foster Care (%)	Total Employees
All other agencies, combined	30 to 34	Male	173 (23.6%)	6 (28.6%)	2 (16.7%)	175
All other agencies, combined	35 to 39	Female	255 (45.5%)	6 (30.0%)	1 (11.1%)	257
All other agencies, combined	35 to 39	Male	323 (44.1%)	9 (42.9%)	3 (25.0%)	326
All other agencies, combined	40 to 44	Female	76 (13.6%)	5 (25.0%)	2 (22.2%)	80
All other agencies, combined	40 to 44	Male	133 (18.2%)	3 (14.3%)	2 (16.7%)	134
All other agencies, combined	45+	Female	17 (3.0%)	6 (30.0%)	3 (33.3%)	25
All other agencies, combined	45+	Male	57 (7.8%)	3 (14.3%)	5 (41.7%)	63
<b>All other agencies, combined</b>	<b>Subtotal, all ages combined</b>	<b>Female</b>	<b>560</b>	<b>20</b>	<b>9</b>	<b>579</b>
<b>All other agencies, combined</b>	<b>Subtotal, all ages combined</b>	<b>Male</b>	<b>732</b>	<b>21</b>	<b>12</b>	<b>744</b>

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM's EHRI human resources data, though not all demographic fields are required.

The Total Employees column captures the number of unique employees. The values in this column may not add up to equal the sum of values across the row as employees may take paid parental leave for more than one type of qualifying event.

All CFO Act Agencies totals exclude the Department of Health and Human Services due to data quality.

All percentages reflect the percent of users within the column, divided by the gender subtotal within each agency group, to show the distribution across age groups of each qualifying event.

**Table C-8b: Weeks of use of paid parental leave for employees whose first use of paid parental leave was between October 1, 2020, and December 31, 2021, by CFO Act agency status, age group, and gender, showing percent within each qualifying event and agency group by gender**

Agency Group	Age Group	Gender	12+ weeks (%)	10 to 11 weeks (%)	8 to 9 weeks (%)	6 to 7 weeks (%)	4 to 5 weeks (%)	Fewer than 4 weeks (%)	Total Employees
CFO Act Agencies, combined	Under 25	Female	29 (17.2%)	52 (30.8%)	23 (13.6%)	18 (10.7%)	16 (9.5%)	31 (18.3%)	169
CFO Act Agencies, combined	Under 25	Male	30 (14.1%)	48 (22.5%)	27 (12.7%)	31 (14.6%)	29 (13.6%)	48 (22.5%)	213
CFO Act Agencies, combined	25 to 29	Female	330 (24.6%)	294 (22.0%)	149 (11.1%)	136 (10.2%)	142 (10.6%)	288 (21.5%)	1,339
CFO Act Agencies, combined	25 to 29	Male	355 (18.6%)	449 (23.5%)	235 (12.3%)	206 (10.8%)	233 (12.2%)	433 (22.7%)	1,911
CFO Act Agencies, combined	30 to 34	Female	846 (27.4%)	645 (20.9%)	303 (9.8%)	304 (9.8%)	289 (9.3%)	704 (22.8%)	3,091
CFO Act Agencies, combined	30 to 34	Male	1,076 (20.5%)	1,198 (22.8%)	579 (11.0%)	617 (11.8%)	622 (11.9%)	1,152 (22.0%)	5,244
CFO Act Agencies, combined	35 to 39	Female	855 (28.2%)	651 (21.4%)	275 (9.1%)	267 (8.8%)	320 (10.5%)	668 (22.0%)	3,036
CFO Act Agencies, combined	35 to 39	Male	1,051 (18.9%)	1,289 (23.1%)	650 (11.7%)	689 (12.4%)	659 (11.8%)	1,236 (22.2%)	5,574
CFO Act Agencies, combined	40 to 44	Female	250 (28.9%)	180 (20.8%)	79 (9.1%)	66 (7.6%)	84 (9.7%)	205 (23.7%)	864
CFO Act Agencies, combined	40 to 44	Male	420 (18.5%)	491 (21.6%)	274 (12.1%)	288 (12.7%)	261 (11.5%)	539 (23.7%)	2,273
CFO Act Agencies, combined	45+	Female	49 (17.4%)	48 (17.1%)	28 (10.0%)	26 (9.3%)	38 (13.5%)	92 (32.7%)	281
CFO Act Agencies, combined	45+	Male	150 (15.3%)	199 (20.3%)	118 (12.0%)	144 (14.7%)	113 (11.5%)	256 (26.1%)	980
All other agencies, combined	Under 25	Female	2 (50.0%)	-	-	-	-	2 (50.0%)	4
All other agencies, combined	Under 26	Male	-	-	1 (50.0%)	1 (50.0%)	-	-	2
All other agencies, combined	25 to 29	Female	10 (43.5%)	7 (30.4%)	1 (4.3%)	2 (8.7%)	-	3 (13.0%)	23
All other agencies, combined	25 to 29	Male	10 (40.0%)	5 (20.0%)	-	2 (8.0%)	5 (20.0%)	3 (12.0%)	25
All other agencies, combined	30 to 34	Female	37 (31.6%)	29 (24.8%)	9 (7.7%)	8 (6.8%)	11 (9.4%)	23 (19.7%)	117
All other agencies, combined	30 to 34	Male	28 (32.9%)	22 (25.9%)	3 (3.5%)	15 (17.6%)	9 (10.6%)	8 (9.4%)	85
All other agencies, combined	35 to 39	Female	61 (39.9%)	32 (20.9%)	18 (11.8%)	13 (8.5%)	9 (5.9%)	20 (13.1%)	153
All other agencies, combined	35 to 39	Male	34 (20.5%)	42 (25.3%)	21 (12.7%)	21 (12.7%)	20 (12.0%)	28 (16.9%)	166
All other agencies, combined	40 to 44	Female	13 (31.0%)	11 (26.2%)	1 (2.4%)	2 (4.8%)	4 (9.5%)	11 (26.2%)	42

Agency Group	Age Group	Gender	12+ weeks (%)	10 to 11 weeks (%)	8 to 9 weeks (%)	6 to 7 weeks (%)	4 to 5 weeks (%)	Fewer than 4 weeks (%)	Total Employees
All other agencies, combined	40 to 44	Male	13 (19.4%)	13 (19.4%)	6 (9.0%)	8 (11.9%)	10 (14.9%)	17 (25.4%)	67
All other agencies, combined	45+	Female	3 (21.4%)	6 (42.9%)	2 (14.3%)	1 (7.1%)	-	2 (14.3%)	14
All other agencies, combined	45+	Male	4 (15.4%)	7 (26.9%)	3 (11.5%)	3 (11.5%)	3 (11.5%)	6 (23.1%)	26

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The estimated number of weeks of paid parental leave use is based on a full-time, 40 hour per week work schedule: 12+ weeks = 480+ hours, 10 to 11 weeks = 400 to 479 hours, 8 to 9 weeks = 320 to 399 hours, 6 to 7 weeks = 240 to 319 hours, 4 to 5 weeks = 160 to 239 hours, fewer than 4 weeks = fewer than 160 hours.

All CFO Act Agencies totals exclude the Department of Health and Human Services due to data quality.

All percentages reflect the number of users within the specified bin of paid parental leave week usage divided by the total employees for each row.

**Table C-9a: Qualifying events for employees who used paid parental leave in calendar year 2022, by CFO Act agency status and race**

Agency Group	Race	Birth (%)	Adoption (%)	Foster Care (%)	Total Employees
CFO Act Agencies, combined	American Indian or Alaska Native	919 (95.4%)	24 (2.5%)	38 (3.9%)	963
CFO Act Agencies, combined	Asian	4,603 (98.9%)	69 (1.5%)	22 (0.5%)	4,652
CFO Act Agencies, combined	Black or African American	7,981 (95.7%)	223 (2.7%)	232 (2.8%)	8,339
CFO Act Agencies, combined	Native Hawaiian or Other Pacific Islander	495 (97.1%)	10 (2.0%)	7 (1.4%)	510
CFO Act Agencies, combined	White	46,186 (96.8%)	922 (1.9%)	1,016 (2.1%)	47,715
CFO Act Agencies, combined	More than one race	2,413 (97.3%)	43 (1.7%)	51 (2.1%)	2,480
CFO Act Agencies, combined	Race information not available	2,595 (96.2%)	70 (2.6%)	76 (2.8%)	2,697
All other agencies, combined	American Indian or Alaska Native	12 (92.3%)	1 (7.7%)	1 (7.7%)	13
All other agencies, combined	Asian	106 (99.1%)	1 (0.9%)	-	107
All other agencies, combined	Black or African American	218 (96.9%)	8 (3.6%)	4 (1.8%)	225
All other agencies, combined	Native Hawaiian or Other Pacific Islander	4 (100.0%)	1 (25.0%)	-	4
All other agencies, combined	White	871 (97.8%)	29 (3.3%)	13 (1.5%)	891
All other agencies, combined	More than one race	55 (98.2%)	-	1 (1.8%)	56
All other agencies, combined	Race information not available	26 (96.3%)	1 (3.7%)	2 (7.4%)	27

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The Total Employees column captures the number of unique employees. The values in this column may not add up to equal the sum of values across the row as employees may take paid parental leave for more than one type of qualifying event.

All CFO Act Agencies totals exclude the Department of Health and Human Services due to data quality.

All percentages reflect the number of users within the specified bin of qualifying event divided by the total employees for each row.

Percentages across columns may take paid parental leave for more than one type of qualifying event.



**Table C-9b: Weeks of use of paid parental leave for employees whose first use of paid parental leave was between October 1, 2020, and December 31, 2021, by CFO Act agency status and race**

Agency Group	Race	12+ weeks (%)	10 to 11 weeks (%)	8 to 9 weeks (%)	6 to 7 weeks (%)	4 to 5 weeks (%)	Fewer than 4 weeks (%)	Total Employees
CFO Act Agencies, combined	American Indian or Alaska Native	71 (21.5%)	80 (24.2%)	43 (13.0%)	29 (8.8%)	34 (10.3%)	74 (22.4%)	331
CFO Act Agencies, combined	Asian	342 (22.5%)	293 (19.3%)	168 (11.1%)	187 (12.3%)	174 (11.5%)	355 (23.4%)	1,519
CFO Act Agencies, combined	Black or African American	673 (22.4%)	715 (23.8%)	296 (9.9%)	328 (10.9%)	349 (11.6%)	641 (21.4%)	3,002
CFO Act Agencies, combined	Native Hawaiian or Other Pacific Islander	24 (14.9%)	30 (18.6%)	17 (10.6%)	23 (14.3%)	22 (13.7%)	45 (28.0%)	161
CFO Act Agencies, combined	White	3,839 (21.3%)	3,963 (22.0%)	2,024 (11.2%)	2,009 (11.1%)	2,031 (11.3%)	4,163 (23.1%)	18,029
CFO Act Agencies, combined	More than one race	191 (21.7%)	191 (21.7%)	100 (11.4%)	106 (12.0%)	98 (11.1%)	195 (22.1%)	881
CFO Act Agencies, combined	Race information not available	301 (28.6%)	272 (25.9%)	92 (8.7%)	110 (10.5%)	98 (9.3%)	179 (17.0%)	1,052
All other agencies, combined	American Indian or Alaska Native	2 (20.0%)	1 (10.0%)	1 (10.0%)	-	2 (20.0%)	4 (40.0%)	10
All other agencies, combined	Asian	22 (36.1%)	10 (16.4%)	3 (4.9%)	6 (9.8%)	8 (13.1%)	12 (19.7%)	61
All other agencies, combined	Black or African American	36 (30.0%)	34 (28.3%)	10 (8.3%)	10 (8.3%)	8 (6.7%)	22 (18.3%)	120
All other agencies, combined	Native Hawaiian or Other Pacific Islander	-	-	1 (100.0%)	-	-	-	1
All other agencies, combined	White	141 (29.0%)	112 (23.0%)	47 (9.7%)	59 (12.1%)	50 (10.3%)	78 (16.0%)	487

Agency Group	Race	12+ weeks (%)	10 to 11 weeks (%)	8 to 9 weeks (%)	6 to 7 weeks (%)	4 to 5 weeks (%)	Fewer than 4 weeks (%)	Total Employees
All other agencies, combined	More than one race	9 (28.1%)	13 (40.6%)	2 (6.3%)	1 (3.1%)	2 (6.3%)	5 (15.6%)	32
All other agencies, combined	Race information not available	5 (38.5%)	4 (30.8%)	1 (7.7%)	-	1 (7.7%)	2 (15.4%)	13

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The estimated number of weeks of paid parental leave use is based on a full-time, 40 hour per week work schedule: 12+ weeks = 480+ hours, 10 to 11 weeks = 400 to 479 hours, 8 to 9 weeks = 320 to 399 hours, 6 to 7 weeks = 240 to 319 hours, 4 to 5 weeks = 160 to 239 hours, fewer than 4 weeks = fewer than 160 hours.

All CFO Act Agencies totals exclude the Department of Health and Human Services due to data quality.

All percentages reflect the number of users within the specified bin of paid parental leave week usage divided by the total employees for each row.

**Table C-10a: Qualifying events for employees who used paid parental leave in calendar year 2022, by CFO Act agency status and ethnicity**

<b>Agency Group</b>	<b>Ethnicity</b>	<b>Birth (%)</b>	<b>Adoption (%)</b>	<b>Foster Care (%)</b>	<b>Total Employees</b>
CFO Act Agencies, combined	Hispanic/Latino	7,099 (97.3%)	147 (2.0%)	131 (1.8%)	7,294
CFO Act Agencies, combined	Not Hispanic/Latino	58,093 (96.7%)	1,214 (2.0%)	1,311 (2.2%)	60,062
All other agencies, combined	Hispanic/Latino	81 (98.8%)	3 (3.7%)	3 (3.7%)	82
All other agencies, combined	Not Hispanic/Latino	1,211 (97.6%)	38 (3.1%)	18 (1.5%)	1,241

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The Total Employees column captures the number of unique employees. The values in this column may not add up to equal the sum of values across the row as employees may take paid parental leave for more than one type of qualifying event.

All CFO Act Agencies totals exclude the Department of Health and Human Services due to data quality.

All percentages reflect the number of users within the specified bin of qualifying event divided by the total employees for each row. Percentages across columns may take paid parental leave for more than one type of qualifying event.

**Table C-10b: Weeks of use of paid parental leave for employees whose first use of paid parental leave was between October 1, 2020, and December 31, 2021, by CFO Act agency status and ethnicity**

Agency Group	Ethnicity	12+ weeks (%)	10 to 11 weeks (%)	8 to 9 weeks (%)	6 to 7 weeks (%)	4 to 5 weeks (%)	Fewer than 4 weeks (%)	Total Employees
CFO Act Agencies, combined	Hispanic/Latino	770 (26.0%)	768 (26.0%)	301 (10.2%)	302 (10.2%)	282 (9.5%)	536 (18.1%)	2,959
CFO Act Agencies, combined	Not Hispanic/Latino	4,671 (21.2%)	4,776 (21.7%)	2,439 (11.1%)	2,490 (11.3%)	2,524 (11.5%)	5,116 (23.2%)	22,016
All other agencies, combined	Hispanic/Latino	13 (36.1%)	9 (25.0%)	4 (11.1%)	2 (5.6%)	4 (11.1%)	4 (11.1%)	36
All other agencies, combined	Not Hispanic/Latino	202 (29.4%)	165 (24.0%)	61 (8.9%)	74 (10.8%)	67 (9.7%)	119 (17.3%)	688

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The estimated number of weeks of paid parental leave use is based on a full-time, 40 hour per week work schedule: 12+ weeks = 480+ hours, 10 to 11 weeks = 400 to 479 hours, 8 to 9 weeks = 320 to 399 hours, 6 to 7 weeks = 240 to 319 hours, 4 to 5 weeks = 160 to 239 hours, fewer than 4 weeks = fewer than 160 hours.

All CFO Act Agencies totals exclude the Department of Health and Human Services due to data quality.

All percentages reflect the number of users within the specified bin of paid parental leave week usage divided by the total employees for each row.

**Table C-11a: Qualifying events for employees who used paid parental leave in calendar year 2022, by CFO Act agency status and disability status**

<b>Agency Group</b>	<b>Disability Status</b>	<b>Birth (%)</b>	<b>Adoption (%)</b>	<b>Foster Care (%)</b>	<b>Total Employees</b>
CFO Act Agencies, combined	Has a disability	3,320 (93.2%)	145 (4.1%)	163 (4.6%)	3,564
CFO Act Agencies, combined	Does not wish to identify disability	5,830 (97.3%)	119 (2.0%)	100 (1.7%)	5,992
CFO Act Agencies, combined	Has a disability or serious health condition not listed	657 (94.4%)	30 (4.3%)	21 (3.0%)	696
CFO Act Agencies, combined	Does not have a disability	55,383 (97.0%)	1,067 (1.9%)	1,158 (2.0%)	57,102
CFO Act Agencies, combined	Disability status not available	2 (100.0%)	-	-	2
All other agencies, combined	Has a disability	109 (94.8%)	4 (3.5%)	6 (5.2%)	115
All other agencies, combined	Does not wish to identify disability	84 (97.7%)	1 (1.2%)	-	86
All other agencies, combined	Has a disability or serious health condition not listed	8 (88.9%)	1 (11.1%)	2 (22.2%)	9
All other agencies, combined	Does not have a disability	1,090 (98.0%)	35 (3.1%)	13 (1.2%)	1,112
All other agencies, combined	Disability status not available	1 (100.0%)	-	-	1

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The Total Employees column captures the number of unique employees. The values in this column may not add up to equal the sum of values across the row as employees may take paid parental leave for more than one type of qualifying event.

All CFO Act Agencies totals exclude the Department of Health and Human Services due to data quality.

All percentages reflect the number of users within the specified bin of qualifying event divided by the total employees for each row. Percentages across columns may take paid parental leave for more than one type of qualifying event.

**Table C-11b: Weeks of use of paid parental leave for employees whose first use of paid parental leave was between October 1, 2020, and December 31, 2021, by CFO Act agency status and disability status**

Agency Group	Disability Status	12+ weeks (%)	10 to 11 weeks (%)	8 to 9 weeks (%)	6 to 7 weeks (%)	4 to 5 weeks (%)	Fewer than 4 weeks (%)	Total Employees
CFO Act Agencies, combined	Has a disability	283 (22.7%)	271 (21.8%)	139 (11.2%)	136 (10.9%)	149 (12.0%)	267 (21.4%)	1,245
CFO Act Agencies, combined	Does not wish to identify disability	404 (20.7%)	456 (23.4%)	238 (12.2%)	210 (10.8%)	212 (10.9%)	429 (22.0%)	1,949
CFO Act Agencies, combined	Has a disability or serious health condition not listed	53 (19.4%)	57 (20.9%)	32 (11.7%)	34 (12.5%)	36 (13.2%)	61 (22.3%)	273
CFO Act Agencies, combined	Does not have a disability	4,701 (21.9%)	4,760 (22.1%)	2,331 (10.8%)	2,412 (11.2%)	2,409 (11.2%)	4,894 (22.8%)	21,507
CFO Act Agencies, combined	Disability status not available	-	-	-	-	-	1 (100.0%)	1
All other agencies, combined	Has a disability	16 (30.2%)	16 (30.2%)	6 (11.3%)	5 (9.4%)	2 (3.8%)	8 (15.1%)	53
All other agencies, combined	Does not wish to identify disability	12 (25.0%)	14 (29.2%)	2 (4.2%)	6 (12.5%)	5 (10.4%)	9 (18.8%)	48
All other agencies, combined	Has a disability or serious health condition not listed	1 (20.0%)	2 (40.0%)	-	1 (20.0%)	1 (20.0%)	-	5
All other agencies, combined	Does not have a disability	186 (30.1%)	142 (23.0%)	57 (9.2%)	64 (10.4%)	63 (10.2%)	106 (17.2%)	618

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The estimated number of weeks of paid parental leave use is based on a full-time, 40 hour per week work schedule: 12+ weeks = 480+ hours, 10 to 11 weeks = 400 to 479 hours, 8 to 9 weeks = 320 to 399 hours, 6 to 7 weeks = 240 to 319 hours, 4 to 5 weeks = 160 to 239 hours, fewer than 4 weeks = fewer than 160 hours.

All CFO Act Agencies totals exclude the Department of Health and Human Services due to data quality.

All percentages reflect the number of users within the specified bin of paid parental leave week usage divided by the total employees for each row.

**Table C-12a: Qualifying events for employees who used paid parental leave in calendar year 2022, by CFO Act Agency status and supervisory status**

<b>Agency Group</b>	<b>Supervisory Status</b>	<b>Birth (%)</b>	<b>Adoption (%)</b>	<b>Foster Care (%)</b>	<b>Total Employees</b>
CFO Act Agencies, combined	Supervisor or Manager	5,202 (94.7%)	180 (3.3%)	194 (3.5%)	5,492
CFO Act Agencies, combined	Supervisor (CRSA)	343 (95.0%)	6 (1.7%)	13 (3.6%)	361
CFO Act Agencies, combined	Management Official (CRSA)	663 (97.2%)	16 (2.3%)	14 (2.1%)	682
CFO Act Agencies, combined	Leader	945 (96.6%)	22 (2.2%)	29 (3.0%)	978
CFO Act Agencies, combined	Team Leader	336 (96.6%)	6 (1.7%)	6 (1.7%)	348
CFO Act Agencies, combined	All other positions	57,702 (97.0%)	1,131 (1.9%)	1,186 (2.0%)	59,494
CFO Act Agencies, combined	Supervisory status not available	1 (100.0%)	-	-	1
All other agencies, combined	Supervisor or Manager	162 (95.9%)	8 (4.7%)	1 (0.6%)	169
All other agencies, combined	Supervisor (CRSA)	2 (100.0%)	-	-	2
All other agencies, combined	Management Official (CRSA)	10 (100.0%)	-	-	10
All other agencies, combined	Leader	7 (100.0%)	-	-	7
All other agencies, combined	Team Leader	4 (100.0%)	-	-	4
All other agencies, combined	All other positions	1,107 (97.9%)	33 (2.9%)	20 (1.8%)	1,131

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The Total Employees column captures the number of unique employees. The values in this column may not add up to equal the sum of values across the row as employees may take paid parental leave for more than one type of qualifying event.

All CFO Act Agencies totals exclude the Department of Health and Human Services due to data quality.

All percentages reflect the number of users within the specified bin of qualifying event divided by the total employees for each row. Percentages across columns may take paid parental leave for more than one type of qualifying event.

**Table C-12b: Weeks of use of paid parental leave for employees whose first use of paid parental leave was between October 1, 2020, and December 31, 2021, by CFO Act agency status and supervisory status**

Agency Group	Supervisory Status	12+ weeks (%)	10 to 11 weeks (%)	8 to 9 weeks (%)	6 to 7 weeks (%)	4 to 5 weeks (%)	Fewer than 4 weeks (%)	Total Employees
CFO Act Agencies, combined	Supervisor or Manager	427 (19.5%)	464 (21.1%)	262 (11.9%)	260 (11.8%)	262 (11.9%)	520 (23.7%)	2,195
CFO Act Agencies, combined	Supervisor (CRSA)	66 (22.4%)	71 (24.1%)	28 (9.5%)	35 (11.9%)	26 (8.8%)	68 (23.1%)	294
CFO Act Agencies, combined	Management Official (CRSA)	35 (23.5%)	28 (18.8%)	11 (7.4%)	16 (10.7%)	19 (12.8%)	40 (26.8%)	149
CFO Act Agencies, combined	Leader	76 (20.8%)	77 (21.0%)	38 (10.4%)	36 (9.8%)	45 (12.3%)	94 (25.7%)	366
CFO Act Agencies, combined	Team Leader	22 (20.2%)	24 (22.0%)	9 (8.3%)	12 (11.0%)	14 (12.8%)	28 (25.7%)	109
CFO Act Agencies, combined	All other positions	4,815 (22.0%)	4,880 (22.3%)	2,392 (10.9%)	2,433 (11.1%)	2,440 (11.2%)	4,902 (22.4%)	21,862
All other agencies, combined	Supervisor or Manager	21 (24.4%)	22 (25.6%)	7 (8.1%)	11 (12.8%)	10 (11.6%)	15 (17.4%)	86
All other agencies, combined	Supervisor (CRSA)	-	1 (50.0%)	-	1 (50.0%)	-	-	2
All other agencies, combined	Management Official (CRSA)	2 (50.0%)	-	-	1 (25.0%)	1 (25.0%)	-	4
All other agencies, combined	Leader	1 (20.0%)	2 (40.0%)	1 (20.0%)	-	-	1 (20.0%)	5
All other agencies, combined	Team Leader	1 (50.0%)	-	-	1 (50.0%)	-	-	2
All other agencies, combined	All other positions	190 (30.4%)	149 (23.8%)	57 (9.1%)	62 (9.9%)	60 (9.6%)	107 (17.1%)	625

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.



The estimated number of weeks of paid parental leave use is based on a full-time, 40 hour per week work schedule: 12+ weeks = 480+ hours, 10 to 11 weeks = 400 to 479 hours, 8 to 9 weeks = 320 to 399 hours, 6 to 7 weeks = 240 to 319 hours, 4 to 5 weeks = 160 to 239 hours, fewer than 4 weeks = fewer than 160 hours.

All CFO Act Agencies totals exclude the Department of Health and Human Services due to data quality.

All percentages reflect the number of users within the specified bin of paid parental leave week usage divided by the total employees for each row.

Table C-13a: Qualifying events for employees who used paid parental leave in calendar year 2022, by CFO Act agency status, supervisory status, and gender, showing percent within each qualifying event and agency group by gender

Agency Group	Supervisory Status	Gender	Birth (%)	Adoption (%)	Foster Care (%)	Total Employees
CFO Act Agencies, combined	Supervisor or Manager	Female	1,304 (5.5%)	49 (9.1%)	91 (11.4%)	1,423
CFO Act Agencies, combined	Supervisor or Manager	Male	3,898 (9.4%)	131 (16.0%)	103 (16.0%)	4,069
CFO Act Agencies, combined	Supervisor (CRSA)	Female	206 (0.9%)	7 (1.3%)	9 (1.1%)	218
CFO Act Agencies, combined	Supervisor (CRSA)	Male	457 (1.1%)	9 (1.1%)	5 (0.8%)	464
CFO Act Agencies, combined	Management Official (CRSA)	Female	116 (0.5%)	2 (0.4%)	6 (0.8%)	124
CFO Act Agencies, combined	Management Official (CRSA)	Male	227 (0.5%)	4 (0.5%)	7 (1.1%)	237
CFO Act Agencies, combined	Leader	Female	167 (0.7%)	3 (0.6%)	10 (1.3%)	175
CFO Act Agencies, combined	Leader	Male	778 (1.9%)	19 (2.3%)	19 (3.0%)	803
CFO Act Agencies, combined	Team Leader	Female	134 (0.6%)	2 (0.4%)	1 (0.1%)	137
CFO Act Agencies, combined	Team Leader	Male	202 (0.5%)	4 (0.5%)	5 (0.8%)	211
CFO Act Agencies, combined	All other positions	Female	21,972 (91.9%)	477 (88.3%)	682 (85.4%)	22,907
CFO Act Agencies, combined	All other positions	Male	35,730 (86.5%)	654 (79.7%)	504 (78.4%)	36,587
CFO Act Agencies, combined	Supervisory Status not available	Female	-	-	-	-
CFO Act Agencies, combined	Supervisory Status not available	Male	1 (0.0%)	-	-	1
<b>CFO Act Agencies, combined</b>	<b>Subtotal, all supervisory statuses combined</b>	<b>Female</b>	<b>23,899</b>	<b>540</b>	<b>799</b>	<b>24,984</b>
<b>CFO Act Agencies, combined</b>	<b>Subtotal, all supervisory statuses combined</b>	<b>Male</b>	<b>41,293</b>	<b>821</b>	<b>643</b>	<b>42,371</b>
All other agencies, combined	Supervisor or Manager	Female	75 (13.4%)	7 (35.0%)	-	81
All other agencies, combined	Supervisor or Manager	Male	87 (11.9%)	1 (4.8%)	1 (8.3%)	88
All other agencies, combined	Supervisor (CRSA)	Female	-	-	-	-
All other agencies, combined	Supervisor (CRSA)	Male	2 (0.3%)	-	-	2
All other agencies, combined	Management Official (CRSA)	Female	4 (0.7%)	-	-	4
All other agencies, combined	Management Official (CRSA)	Male	6 (0.8%)	-	-	6
All other agencies, combined	Leader	Female	-	-	-	-

Agency Group	Supervisory Status	Gender	Birth (%)	Adoption (%)	Foster Care (%)	Total Employees
All other agencies, combined	Leader	Male	7 (1.0%)	-	-	7
All other agencies, combined	Team Leader	Female	1 (0.2%)	-	-	1
All other agencies, combined	Team Leader	Male	3 (0.4%)	-	-	3
All other agencies, combined	All other positions	Female	480 (85.7%)	13 (65.0%)	9 (100.0%)	493
All other agencies, combined	All other positions	Male	627 (85.7%)	20 (95.2%)	11 (91.7%)	638
<b>All other agencies, combined</b>	<b>Subtotal, all supervisory statuses combined</b>	<b>Female</b>	<b>560</b>	<b>20</b>	<b>9</b>	<b>579</b>
<b>All other agencies, combined</b>	<b>Subtotal, all supervisory statuses combined</b>	<b>Male</b>	<b>732</b>	<b>21</b>	<b>12</b>	<b>744</b>

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The Total Employees column captures the number of unique employees. The values in this column may not add up to equal the sum of values across the row as employees may take paid parental leave for more than one type of qualifying event.

All CFO Act Agencies totals exclude the Department of Health and Human Services due to data quality.

All percentages reflect the percent of users within the column, divided by the gender subtotal within each agency group, to show the distribution across age groups of each qualifying event.

**Table C-13b: Weeks of use of paid parental leave for employees whose first use of paid parental leave was between October 1, 2020, and December 31, 2021, by CFO Act agency status, supervisory status, and gender**

Agency Group	Supervisory Status	Gender	12+ weeks (%)	10 to 11 weeks (%)	8 to 9 weeks (%)	6 to 7 weeks (%)	4 to 5 weeks (%)	Fewer than 4 weeks (%)	Total Employees
CFO Act Agencies, combined	Supervisor or Manager	Female	172 (29.0%)	121 (20.4%)	57 (9.6%)	50 (8.4%)	61 (10.3%)	132 (22.3%)	593
CFO Act Agencies, combined	Supervisor or Manager	Male	255 (15.9%)	343 (21.4%)	205 (12.8%)	210 (13.1%)	201 (12.5%)	388 (24.2%)	1,602
CFO Act Agencies, combined	Supervisor (CRSA)	Female	31 (34.1%)	28 (30.8%)	5 (5.5%)	5 (5.5%)	7 (7.7%)	15 (16.5%)	91
CFO Act Agencies, combined	Supervisor (CRSA)	Male	35 (17.2%)	43 (21.2%)	23 (11.3%)	30 (14.8%)	19 (9.4%)	53 (26.1%)	203
CFO Act Agencies, combined	Management Official (CRSA)	Female	23 (36.5%)	15 (23.8%)	3 (4.8%)	4 (6.3%)	5 (7.9%)	13 (20.6%)	63
CFO Act Agencies, combined	Management Official (CRSA)	Male	12 (14.0%)	13 (15.1%)	8 (9.3%)	12 (14.0%)	14 (16.3%)	27 (31.4%)	86
CFO Act Agencies, combined	Leader	Female	29 (31.5%)	24 (26.1%)	10 (10.9%)	7 (7.6%)	7 (7.6%)	15 (16.3%)	92
CFO Act Agencies, combined	Leader	Male	47 (17.2%)	53 (19.3%)	28 (10.2%)	29 (10.6%)	38 (13.9%)	79 (28.8%)	274
CFO Act Agencies, combined	Team Leader	Female	15 (32.6%)	10 (21.7%)	4 (8.7%)	5 (10.9%)	4 (8.7%)	8 (17.4%)	46
CFO Act Agencies, combined	Team Leader	Male	7 (11.1%)	14 (22.2%)	5 (7.9%)	7 (11.1%)	10 (15.9%)	20 (31.7%)	63
CFO Act Agencies, combined	All other positions	Female	2,089 (26.5%)	1,672 (21.2%)	778 (9.9%)	746 (9.4%)	805 (10.2%)	1,805 (22.9%)	7,895
CFO Act Agencies, combined	All other positions	Male	2,726 (19.5%)	3,208 (23.0%)	1,614 (11.6%)	1,687 (12.1%)	1,635 (11.7%)	3,097 (22.2%)	13,967
All other agencies, combined	Supervisor or Manager	Female	16 (33.3%)	11 (22.9%)	5 (10.4%)	3 (6.3%)	4 (8.3%)	9 (18.8%)	48
All other agencies, combined	Supervisor or Manager	Male	5 (13.2%)	11 (28.9%)	2 (5.3%)	8 (21.1%)	6 (15.8%)	6 (15.8%)	38
All other agencies, combined	Supervisor (CRSA)	Female	-	-	-	1 (100.0%)	-	-	1
All other agencies, combined	Supervisor (CRSA)	Male	-	1 (100.0%)	-	-	-	-	1

Agency Group	Supervisory Status	Gender	12+ weeks (%)	10 to 11 weeks (%)	8 to 9 weeks (%)	6 to 7 weeks (%)	4 to 5 weeks (%)	Fewer than 4 weeks (%)	Total Employees
All other agencies, combined	Management Official (CRSA)	Female	-	-	-	1 (100.0%)	-	-	1
All other agencies, combined	Management Official (CRSA)	Male	2 (66.7%)	-	-	-	1 (33.3%)	-	3
All other agencies, combined	Leader	Female	-	-	-	-	-	-	-
All other agencies, combined	Leader	Male	1 (20.0%)	2 (40.0%)	1 (20.0%)	-	-	1 (20.0%)	5
All other agencies, combined	Team Leader	Female	1 (100.0%)	-	-	-	-	-	1
All other agencies, combined	Team Leader	Male	-	-	-	1 (100.0%)	-	-	1
All other agencies, combined	All other positions	Female	109 (36.1%)	74 (24.5%)	26 (8.6%)	21 (7.0%)	20 (6.6%)	52 (17.2%)	302
All other agencies, combined	All other positions	Male	81 (25.1%)	75 (23.2%)	31 (9.6%)	41 (12.7%)	40 (12.4%)	55 (17.0%)	323

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The estimated number of weeks of paid parental leave use is based on a full-time, 40 hour per week work schedule: 12+ weeks = 480+ hours, 10 to 11 weeks = 400 to 479 hours, 8 to 9 weeks = 320 to 399 hours, 6 to 7 weeks = 240 to 319 hours, 4 to 5 weeks = 160 to 239 hours, fewer than 4 weeks = fewer than 160 hours.

All CFO Act Agencies totals exclude the Department of Health and Human Services due to data quality.

All percentages reflect the number of users within the specified bin of paid parental leave week usage divided by the total employees for each row.

**Table C-14a: Qualifying events for employees who used paid parental leave in calendar year 2022, by CFO Act agency status and pay plan/grade level**

Agency Group	Pay Plan/Grade Level	Birth (%)	Adoption (%)	Foster Care (%)	Total Employees
CFO Act Agencies, combined	Federal Wage System	6,132 (97.0%)	93 (1.5%)	116 (1.8%)	6,324
CFO Act Agencies, combined	GS 1-6	4,529 (96.6%)	73 (1.6%)	127 (2.7%)	4,689
CFO Act Agencies, combined	GS 7-12	26,933 (96.6%)	654 (2.3%)	684 (2.5%)	27,888
CFO Act Agencies, combined	GS 13-15	13,393 (96.7%)	279 (2.0%)	277 (2.0%)	13,855
CFO Act Agencies, combined	Senior Executive Service	71 (98.6%)	3 (4.2%)	-	72
CFO Act Agencies, combined	Senior Level (SL) or Scientific or Professional (ST)	8 (100.0%)	-	-	8
CFO Act Agencies, combined	Other	14,126 (97.3%)	259 (1.8%)	238 (1.6%)	14,520
All other agencies, combined	Federal Wage System	20 (95.2%)	-	1 (4.8%)	21
All other agencies, combined	GS 1-6	30 (90.9%)	1 (3.0%)	2 (6.1%)	33
All other agencies, combined	GS 7-12	311 (98.1%)	9 (2.8%)	7 (2.2%)	317
All other agencies, combined	GS 13-15	497 (98.2%)	23 (4.5%)	7 (1.4%)	506
All other agencies, combined	Senior Executive Service	7 (100.0%)	-	-	7
All other agencies, combined	Senior Level (SL) or Scientific or Professional (ST)	4 (100.0%)	-	-	4
All other agencies, combined	Other	423 (97.2%)	8 (1.8%)	4 (0.9%)	435

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The Total Employees column captures the number of unique employees. The values in this column may not add up to equal the sum of values across the row as employees may take paid parental leave for more than one type of qualifying event.

All CFO Act Agencies totals exclude the Department of Health and Human Services due to data quality.

All percentages reflect the number of users within the specified bin of qualifying event divided by the total employees for each row. Percentages across columns may take paid parental leave for more than one type of qualifying event.

**Table C-14b: Weeks of use of paid parental leave for employees whose first use of paid parental leave was between October 1, 2020 and December 31, 2021, by CFO Act agency status and pay plan/grade level**

Agency Group	Pay Plan/Grade Level	12+ weeks (%)	10 to 11 weeks (%)	8 to 9 weeks (%)	6 to 7 weeks (%)	4 to 5 weeks (%)	Fewer than 4 weeks (%)	Total Employees
CFO Act Agencies, combined	Federal Wage System	133 (8.7%)	189 (12.3%)	182 (11.8%)	257 (16.7%)	236 (15.4%)	540 (35.1%)	1,537
CFO Act Agencies, combined	GS 1-6	294 (19.1%)	313 (20.3%)	175 (11.4%)	178 (11.6%)	186 (12.1%)	395 (25.6%)	1,541
CFO Act Agencies, combined	GS 7-12	2,686 (25.1%)	2,416 (22.6%)	1,133 (10.6%)	1,090 (10.2%)	1,131 (10.6%)	2,244 (21.0%)	10,700
CFO Act Agencies, combined	GS 13-15	1,466 (25.5%)	1,245 (21.6%)	596 (10.4%)	613 (10.6%)	607 (10.5%)	1,230 (21.4%)	5,757
CFO Act Agencies, combined	Senior Executive Service	5 (19.2%)	3 (11.5%)	5 (19.2%)	5 (19.2%)	2 (7.7%)	6 (23.1%)	26
CFO Act Agencies, combined	Senior Level (SL) or Scientific or Professional (ST)	1 (50.0%)	-	-	1 (50.0%)	-	-	2
CFO Act Agencies, combined	Other	856 (15.8%)	1,378 (25.5%)	649 (12.0%)	648 (12.0%)	644 (11.9%)	1,237 (22.9%)	5,412
All other agencies, combined	Federal Wage System	3 (23.1%)	2 (15.4%)	-	4 (30.8%)	2 (15.4%)	2 (15.4%)	13
All other agencies, combined	GS 1-6	5 (22.7%)	8 (36.4%)	3 (13.6%)	1 (4.5%)	4 (18.2%)	1 (4.5%)	22
All other agencies, combined	GS 7-12	52 (30.4%)	44 (25.7%)	16 (9.4%)	15 (8.8%)	13 (7.6%)	31 (18.1%)	171
All other agencies, combined	GS 13-15	93 (32.6%)	61 (21.4%)	26 (9.1%)	28 (9.8%)	23 (8.1%)	54 (18.9%)	285
All other agencies, combined	Senior Executive Service	-	1 (50.0%)	-	-	-	1 (50.0%)	2

Agency Group	Pay Plan/Grade Level	12+ weeks (%)	10 to 11 weeks (%)	8 to 9 weeks (%)	6 to 7 weeks (%)	4 to 5 weeks (%)	Fewer than 4 weeks (%)	Total Employees
All other agencies, combined	Senior Level (SL) or Scientific or Professional (ST)	1 (33.3%)	1 (33.3%)	-	-	1 (33.3%)	-	3
All other agencies, combined	Other	61 (26.8%)	57 (25.0%)	20 (8.8%)	28 (12.3%)	28 (12.3%)	34 (14.9%)	228

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The estimated number of weeks of paid parental leave use is based on a full-time, 40 hour per week work schedule: 12+ weeks = 480+ hours, 10 to 11 weeks = 400 to 479 hours, 8 to 9 weeks = 320 to 399 hours, 6 to 7 weeks = 240 to 319 hours, 4 to 5 weeks = 160 to 239 hours, fewer than 4 weeks = fewer than 160 hours.

All CFO Act Agencies totals exclude the Department of Health and Human Services due to data quality.

All percentages reflect the number of users within the specified bin of paid parental leave week usage divided by the total employees for each row.



**Table C-15a: Qualifying events for employees who used paid parental leave in calendar year 2022, by CFO Act Agency status and salary band**

<b>Agency Group</b>	<b>Salary Band</b>	<b>Birth (%)</b>	<b>Adoption (%)</b>	<b>Foster Care (%)</b>	<b>Total Employees</b>
CFO Act Agencies, combined	Less than \$50,000	7,299 (97.2%)	113 (1.5%)	153 (2.0%)	7,507
CFO Act Agencies, combined	\$50,000 - \$74,999	17,789 (96.7%)	371 (2.0%)	425 (2.3%)	18,396
CFO Act Agencies, combined	\$75,000 - \$99,999	16,716 (96.6%)	388 (2.2%)	395 (2.3%)	17,303
CFO Act Agencies, combined	\$100,000 - \$124,999	12,085 (96.9%)	240 (1.9%)	240 (1.9%)	12,474
CFO Act Agencies, combined	\$125,000 - \$149,999	6,725 (96.8%)	136 (2.0%)	138 (2.0%)	6,946
CFO Act Agencies, combined	\$150,000 - \$199,999	3,451 (96.5%)	99 (2.8%)	79 (2.2%)	3,577
CFO Act Agencies, combined	\$200,000 and up	991 (97.8%)	14 (1.4%)	8 (0.8%)	1,013
CFO Act Agencies, combined	Salary information not available	136 (97.1%)	-	4 (2.9%)	140
All other agencies, combined	Less than \$50,000	39 (92.9%)	3 (7.1%)	2 (4.8%)	42
All other agencies, combined	\$50,000 - \$74,999	117 (98.3%)	3 (2.5%)	3 (2.5%)	119
All other agencies, combined	\$75,000 - \$99,999	210 (95.9%)	3 (1.4%)	7 (3.2%)	219
All other agencies, combined	\$100,000 - \$124,999	243 (99.6%)	8 (3.3%)	4 (1.6%)	244
All other agencies, combined	\$125,000 - \$149,999	273 (98.6%)	7 (2.5%)	3 (1.1%)	277
All other agencies, combined	\$150,000 - \$199,999	312 (98.1%)	10 (3.1%)	2 (0.6%)	318
All other agencies, combined	\$200,000 and up	93 (93.9%)	7 (7.1%)	-	99
All other agencies, combined	Salary information not available	5 (100.0%)	-	-	5

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The Total Employees column captures the number of unique employees. The values in this column may not add up to equal the sum of values across the row as employees may take paid parental leave for more than one type of qualifying event.

All CFO Act Agencies totals exclude the Department of Health and Human Services due to data quality.

All percentages reflect the number of users within the specified bin of qualifying event divided by the total employees for each row. Percentages across columns may take paid parental leave for more than one type of qualifying event.

**Table C-15b: Weeks of use of paid parental leave for employees whose first use of paid parental leave was between October 1, 2020, and December 31, 2021, by CFO Act agency status and salary band**

Agency Group	Salary Band	12+ weeks (%)	10 to 11 weeks (%)	8 to 9 weeks (%)	6 to 7 weeks (%)	4 to 5 weeks (%)	Fewer than 4 weeks (%)	Total Employees
CFO Act Agencies, combined	Less than \$50,000	625 (19.6%)	766 (24.1%)	339 (10.6%)	358 (11.2%)	373 (11.7%)	723 (22.7%)	3,184
CFO Act Agencies, combined	\$50,000 - \$74,999	1,387 (21.5%)	1,402 (21.8%)	674 (10.5%)	725 (11.3%)	723 (11.2%)	1,532 (23.8%)	6,443
CFO Act Agencies, combined	\$75,000 - \$99,999	1,405 (22.4%)	1,340 (21.4%)	720 (11.5%)	698 (11.1%)	722 (11.5%)	1,379 (22.0%)	6,264
CFO Act Agencies, combined	\$100,000 - \$124,999	1,092 (22.7%)	1,055 (21.9%)	522 (10.9%)	539 (11.2%)	515 (10.7%)	1,084 (22.6%)	4,807
CFO Act Agencies, combined	\$125,000 - \$149,999	639 (23.8%)	607 (22.6%)	297 (11.1%)	297 (11.1%)	281 (10.5%)	560 (20.9%)	2,681
CFO Act Agencies, combined	\$150,000 - \$199,999	283 (20.5%)	353 (25.5%)	163 (11.8%)	143 (10.3%)	147 (10.6%)	294 (21.3%)	1,383
CFO Act Agencies, combined	\$200,000 and up	7 (3.8%)	19 (10.4%)	20 (10.9%)	30 (16.4%)	40 (21.9%)	67 (36.6%)	183
CFO Act Agencies, combined	Salary information not available	3 (10.0%)	2 (6.7%)	5 (16.7%)	2 (6.7%)	5 (16.7%)	13 (43.3%)	30
All other agencies, combined	Less than \$50,000	9 (28.1%)	11 (34.4%)	4 (12.5%)	1 (3.1%)	5 (15.6%)	2 (6.3%)	32
All other agencies, combined	\$50,000 - \$74,999	12 (19.7%)	18 (29.5%)	6 (9.8%)	8 (13.1%)	6 (9.8%)	11 (18.0%)	61
All other agencies, combined	\$75,000 - \$99,999	42 (32.6%)	32 (24.8%)	7 (5.4%)	15 (11.6%)	9 (7.0%)	24 (18.6%)	129
All other agencies, combined	\$100,000 - \$124,999	50 (33.8%)	33 (22.3%)	13 (8.8%)	13 (8.8%)	12 (8.1%)	27 (18.2%)	148
All other agencies, combined	\$125,000 - \$149,999	49 (32.2%)	35 (23.0%)	17 (11.2%)	15 (9.9%)	14 (9.2%)	22 (14.5%)	152
All other agencies, combined	\$150,000 - \$199,999	42 (27.8%)	36 (23.8%)	13 (8.6%)	19 (12.6%)	17 (11.3%)	24 (15.9%)	151
All other agencies, combined	\$200,000 and up	11 (21.6%)	9 (17.6%)	5 (9.8%)	5 (9.8%)	8 (15.7%)	13 (25.5%)	51

Notes: The calculations include only paid parental leave users for whom demographic information is reported in OPM’s EHRI human resources data, though not all demographic fields are required.

The estimated number of weeks of paid parental leave use is based on a full-time, 40 hour per week work schedule: 12+ weeks = 480+ hours, 10 to 11 weeks = 400 to 479 hours, 8 to 9 weeks = 320 to 399 hours, 6 to 7 weeks = 240 to 319 hours, 4 to 5 weeks = 160 to 239 hours, fewer than 4 weeks = fewer than 160 hours.

All CFO Act Agencies totals exclude the Department of Health and Human Services due to data quality.

All percentages reflect the number of users within the specified bin of paid parental leave week usage divided by the total employees for each row.

## Appendix 4: Supplemental Results Table from 2022 OPM FEVS

### Summary of Paid Parental Leave Qualifying Events Reported in the 2022 OPM FEVS:

Table D-1: Government-wide results from 2022 OPM FEVS item: For what purpose did you use paid parental leave? (Choose all that apply)

Federal Population	Birth	Adoption	Foster Care
Government-Wide	96.3%	1.8%	2.5%

Note: Only those who answered "Yes" they used the benefit were presented with this question

Table D-2: Results by gender from 2022 OPM FEVS item: For what purpose did you use paid parental leave? (Choose all that apply)

Gender	Birth	Adoption	Foster Care
Female	95.7%	1.8%	3.0%
Male	96.8%	1.7%	2.1%

Note: Only those who answered "Yes" they used the benefit were presented with this question

Table D-3: Results by age category from 2022 OPM FEVS item: For what purpose did you use paid parental leave? (Choose all that apply)

Age Group	Birth	Adoption	Foster Care
25 and under	97.7%	5.8%	4.5%
26 to 29	99.3%	0.5%	0.3%
30 to 39	98.3%	0.8%	1.2%
40 to 49	92.2%	3.6%	4.7%
50 to 59	73.8%	12.9%	18.2%
60+	74.5%	14.9%	23.5%

Note: Only those who answered "Yes" they used the benefit were presented with this question

**Table D-4: Results by race from 2022 OPM FEVS item: For what purpose did you use paid parental leave? (Choose all that apply)**

Race	Birth	Adoption	Foster Care
American Indian or Alaska Native	87.5%	6.7%	11.0%
Asian	98.3%	1.1%	0.8%
Black or African American	96.2%	2.3%	1.9%
Native Hawaiian or Other Pacific Islander	96.4%	1.0%	2.6%
White	96.6%	1.7%	2.3%
More than one race	95.9%	1.3%	2.9%

Note: Only those who answered "Yes" they used the benefit were presented with this question

## Summary of Weeks of Paid Parental Leave Used Reported in the 2022 OPM FEVS:

**Table D-5: Results by race from 2022 OPM FEVS item: How many weeks of paid parental leave did you use during the 12-month period following a qualifying event (use can be either continuous or intermittent)?**

Race	Full 12 weeks	8-11 weeks	6-7 weeks	3-5 weeks	Less than 3 weeks
American Indian or Alaska Native	76.9%	11.4%	3.3%	5.1%	3.4%
Asian	84.6%	7.3%	2.4%	2.6%	3.2%
Black or African American	84.6%	8.0%	2.5%	2.4%	2.5%
Native Hawaiian or Other Pacific Islander	71.5%	18.0%	3.5%	6.6%	0.5%
White	80.9%	9.4%	3.5%	3.8%	2.4%
More than one race	83.2%	8.8%	2.6%	3.6%	1.8%

Note: Only those who answered "Yes" they used the benefit were presented with this question

**Table D-6: Results by ethnicity from 2022 OPM FEVS item: How many weeks of paid parental leave did you use during the 12-month period following a qualifying event (use can be either continuous or intermittent)?**

Ethnicity	Full 12 weeks	8-11 weeks	6-7 weeks	3-5 weeks	Less than 3 weeks
Hispanic/Latino	84.4%	8.1%	2.3%	2.6%	2.6%
Not Hispanic/Latino	81.1%	9.4%	3.4%	3.7%	2.4%

Note: Only those who answered "Yes" they used the benefit were presented with this question

## Summary of Reasons for Limited Paid Parental Leave Use in the 2022 OPM FEVS:

Table D-7: Results by race from 2022 OPM FEVS item: What are the primary reasons you used (or expect to use) less than 12 weeks of paid parental leave? (Choose all that apply)

Race	Did Not Need to Use Full 12 Weeks	Previous FMLA Use Reduced Amount Available to Me	Meeting FMLA Requirements Limited Amount Available to Me	Did Not Feel Could be Away from Job Responsibilities	Concerned About Impact on Career Advancement	Did Not Feel Coworkers Supported	Did Not Feel Supervisor Supported	Other
American Indian or Alaska Native	25.4%	1.8%	4.1%	52.8%	14.0%	12.8%	12.8%	18.1%
Asian	28.4%	7.9%	5.2%	50.8%	20.9%	8.8%	13.2%	23.0%
Black or African American	23.0%	3.6%	9.3%	39.5%	24.2%	6.8%	11.4%	35.0%
Native Hawaiian or Other Pacific Islander	11.7%	0.0%	30.6%	31.7%	30.9%	4.4%	9.8%	26.7%
White	29.2%	1.6%	2.8%	60.1%	29.0%	13.7%	16.2%	22.3%
More than one race	33.8%	5.8%	3.5%	50.9%	35.6%	11.9%	15.4%	24.4%

Note: Only those who answered "Yes" they used the benefit were presented with this question. If the response to the question above was "Full 12 weeks" then the respondent was not presented with this question.

**Table D-8: Results by ethnicity from 2022 OPM FEVS item: What are the primary reasons you used (or expect to use) less than 12 weeks of paid parental leave? (Choose all that apply)**

<b>Ethnicity</b>	<b>Did Not Need to Use Full 12 Weeks</b>	<b>Previous FMLA Use Reduced Amount Available to Me</b>	<b>Meeting FMLA Requirements Limited Amount Available to Me</b>	<b>Did Not Feel Could be Away from Job Responsibilities</b>	<b>Concerned About Impact on Career Advancement</b>	<b>Did Not Feel Coworkers Supported</b>	<b>Did Not Feel Supervisor Supported</b>	<b>Other</b>
Hispanic/Latino	20.4%	6.4%	6.6%	51.7%	34.1%	13.2%	17.4%	28.7%
Not Hispanic/Latino	29.5%	1.9%	3.5%	57.6%	27.8%	13.0%	15.3%	23.1%

Note: Only those who answered "Yes" they used the benefit were presented with this question. If the response to the question above was "Full 12 weeks" then the respondent was not presented with this question.

**Table D-9: Results by pay plan/grade level from 2022 OPM FEVS item: What are the primary reasons you used (or expect to use) less than 12 weeks of paid parental leave? (Choose all that apply)**

<b>Pay Plan/Grade Level</b>	<b>Did Not Need to Use Full 12 Weeks</b>	<b>Previous FMLA Use Reduced Amount Available to Me</b>	<b>Meeting FMLA Requirements Limited Amount Available to Me</b>	<b>Did Not Feel Could be Away from Job Responsibilities</b>	<b>Concerned About Impact on Career Advancement</b>	<b>Did Not Feel Coworkers Supported</b>	<b>Did Not Feel Supervisor Supported</b>	<b>Other</b>
Federal Wage System	33.2%	3.9%	2.7%	40.0%	22.6%	13.6%	22.2%	25.9%
GS 1-6	29.8%	7.2%	4.8%	34.7%	18.6%	17.7%	23.3%	33.2%
GS 7-12	28.5%	1.8%	5.5%	52.7%	29.2%	14.3%	15.7%	27.1%
GS 13-15	29.3%	1.0%	1.9%	66.4%	30.0%	12.6%	15.1%	19.2%
Senior Executive Service	77.5%	4.8%	0.0%	17.7%	5.5%	0.0%	0.0%	0.0%
Senior Level (SL) or Scientific or Professional (ST)	71.9%	0.0%	13.1%	95.0%	17.6%	0.0%	12.8%	5.9%
Other	23.5%	8.9%	4.5%	53.1%	31.2%	10.2%	11.3%	25.6%

Note: Only those who answered "Yes" they used the benefit were presented with this question. If the response to the question above was "Full 12 weeks" then the respondent was not presented with this question.



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