

Washington
Paid Family & Medical Leave

Program Participation by Industry



Employment Security Department
WASHINGTON STATE

December

2021

Paid Family & Medical Leave Program Participation by Industry

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Program participant employment characteristics

Here we compare approved customers to a sample of eligible Washington workers by industry alone, industry together with business size, and industry together with average hourly wage range, estimated as described below. For more information about Paid Family & Medical Leave, [see the 2021 Annual Program Report to the Legislature](#).

As part of the application and eligibility verification process, each claim is linked to the customer's wage records in our system and any additional documentation of hours and wages the employee provides. This information is used to determine the amount of leave available to them and their weekly benefit amount. In the program report, we used quarterly wages, quarterly hours worked, average employee count, and employer information from the quarterly wage reports to estimate average hourly wage, business size, and sector of employment for each customer and to construct a comparison sample of eligible Washington workers. An average hourly wage was calculated by taking the average of quarterly wages over hours worked for each customer in each quarter that reports were available and linked to a claim. Like the gender, race, ethnic identity and age comparisons, we compare approved customers with an estimate of eligible Washington workers.

The key takeaways are:

- Those working in "Accommodation & Food Services," "Information," "Agriculture," and "Arts, Entertainment, & Recreation" had the lowest participation relative to their share of the eligible worker population. Those working in "Healthcare," "Public Administration," and "Management" had the highest participation.
- Previous analyses have shown that customers that work for small employers had lower participation relative to their share of the eligible worker population while those who work for large employers had higher participation. When looking at industry and employer size together, these patterns were not as consistent — it appears there are certain industries with lower participation relative to the eligible worker population across both large and small employers. Participation was lowest for those working at large companies in the Information, Agriculture and Arts, Entertainment, & Recreation sectors, and both small and large companies in the Accommodation & Food Services sector. It was highest for those working at small and large companies in the Healthcare and Public Administration sectors, and small companies in the Finance & Insurance sector.
- Previous analyses have shown that customers making up to \$16 and more than \$54 an hour had lower participation, while those in the middle wage groups (making between \$16 and \$54 an hour) had higher participation relative to the eligible worker population. As above, a look at industry and average hourly wage together showed that this pattern is not as consistent across industries because there are some industries that appear to have lower and higher participation across wage levels. Participation was lowest for those making \$54 an hour or more working in Agriculture, up to \$16 in Arts, Entertainment, & Recreation, \$54 in Information, \$16-\$22 in Mining, and up to \$16 in Utilities. It was highest for those making \$54 an hour or more working in Healthcare, up to \$16 in Finance & Insurance, \$32-\$54 in Healthcare, \$16-\$22 in Public Administration, and \$16-\$22 in Healthcare.

Industry

Table 1.A. shows the percentage breakdown of the customer populations compared to eligible workers by the industry of their primary employer¹. It appeared that workers in Accommodation & Food Services, Information, Construction, Wholesale Trade, and Agriculture were among some of the industries that had lower participation. Those working in Healthcare and Social Assistance had the highest participation. The Healthcare sector was the only sector that the division did industry specific outreach to prior to the launch of benefits, given their responsibility to assess serious medical conditions and the likelihood that they are in contact with employees closest to their time of need for Paid Leave. Awareness in this sector is likely to be high. We were unable to identify the employment industry for customers associated with almost 11 percent of submitted applications and 9 percent of approved applications.

Table 1.A. WA Paid Leave Customer Comparison to Eligible WA Workers by Industry²

	Submitted Applications	Approved Applications	Eligible WA Workers
Accommodation & Food Services	3.0%	2.8%	7.2%
Administrative & Waste Services	7.4%	7.4%	7.3%
Agriculture, Forestry, Fishing & Hunting	0.9%	0.9%	2.2%
Arts, Entertainment, & Recreation	0.5%	0.5%	1.2%
Construction	4.8%	4.9%	6.8%
Educational Services	5.9%	6.3%	6.7%
Finance & Insurance	3.2%	3.4%	3.2%
Health Care & Social Assistance	19.6%	20.1%	11.7%
Information	1.4%	1.5%	3.8%
Management of Companies & Enterprises	0.3%	0.4%	0.3%
Manufacturing	8.0%	8.1%	7.8%
Mining, Quarrying, & Oil & Gas Extraction	0.03%	0.04%	0.1%
Other Services, Except Public Administration	2.3%	2.3%	3.3%
Professional & Technical Services	6.1%	6.4%	7.8%
Public Administration	4.4%	4.7%	3.2%
Real Estate & Rental & Leasing	1.5%	1.5%	1.7%
Retail Trade	12.0%	11.9%	11.8%
Transportation & Warehousing	3.0%	2.9%	2.9%
Unknown	10.6%	9.2%	4.0%
Utilities	1.1%	1.2%	1.7%
Wholesale Trade	3.8%	3.8%	5.2%

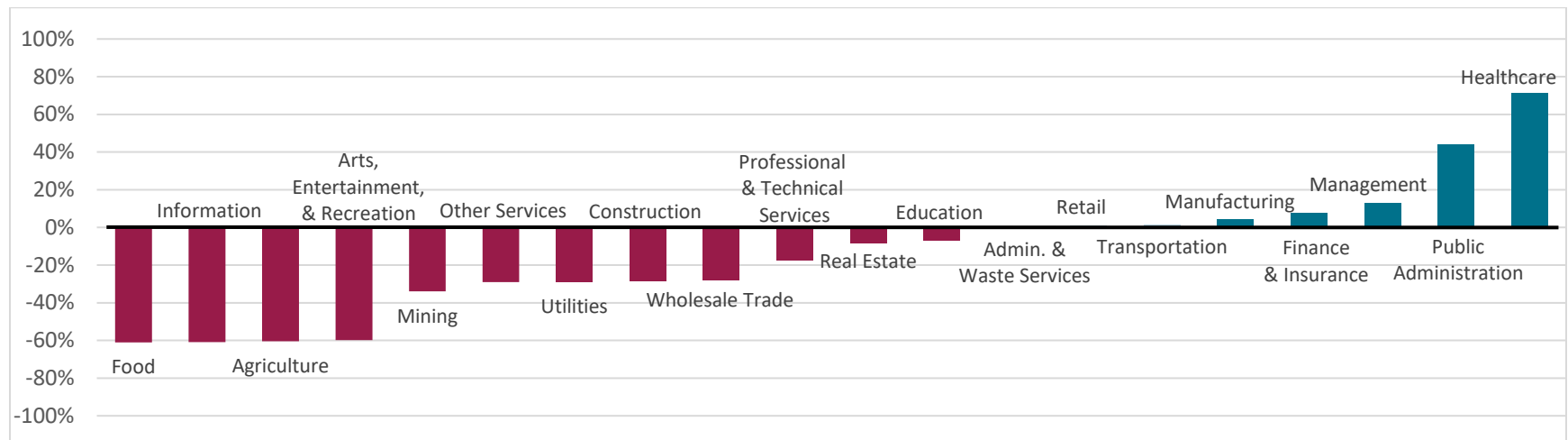
Source: WA Paid Leave Administrative Data 7/1/2020 - 6/30/2021

¹ Those with multiple employers are categorized by the industry of the employer where they worked the most hours in the qualifying period.

² Industry is reported by employers using the North American Industry Classification System (NAICS).

Figure 1.B. shows the percent difference results between approved customers and eligible workers. Participation for those working in Accommodation & Food Services, Information, Agriculture, and Arts, Entertainment, & Recreation was approximately 60 percent lower relative to each industry's share of the eligible worker population. Participation for those working in Finance & Insurance, Management, Public Administration, and Healthcare was higher relative to their share of the eligible worker population. Statistical tests showed that all approved customer populations differed from that of the greater eligible worker population, except for the Administrative & Waste Services, Retail Trade, and Transportation industries.

Figure 1.B. Percent Difference Results of Approved Customers to Eligible WA Workers by Industry



Source: WA Paid Leave Administrative Data 7/1/2020 - 6/30/2021

Table 1.C below shows the percent breakdown of claims by leave type and industry at the claim level.

Table 1.C. Percent Breakdown of WA Paid Leave Customers by Industry & Leave Type

	Family Bonding		Family Care		Family Military		Medical		Pregnancy Complication	
	Subm	Appr ³	Subm	Appr	Subm	Appr	Subm	Appr	Subm	Appr
Accommodation & Food Services	3.6%	3.3%	1.9%	1.7%	1.9%	-	2.7%	2.4%	3.8%	3.6%
Admin. & Waste Services	9.2%	9.3%	5.1%	4.9%	5.7%	5.4%	6.6%	6.4%	7.5%	7.5%
Agriculture	0.7%	0.7%	1.5%	1.5%	0.6%	-	0.8%	0.8%	0.6%	0.6%
Arts, Ent., & Recreation	0.6%	0.6%	0.4%	0.3%	-	-	0.4%	0.4%	0.6%	0.5%
Construction	6.5%	6.4%	3.7%	3.6%	1.3%	-	3.7%	3.8%	1.6%	1.4%
Educational Services	6.8%	7.1%	6.3%	6.6%	6.3%	6.5%	5.1%	5.4%	8.0%	8.6%
Finance & Insurance	3.3%	3.5%	2.5%	2.8%	5.0%	5.4%	3.3%	3.5%	4.6%	4.8%
Healthcare	15.8%	16.2%	24.2%	25.0%	37.1%	38%	22.1%	22.8%	27.8%	28.4%
Information	2.0%	2.0%	1.1%	1.1%	0.6%	1.1%	1.1%	1.1%	1.3%	1.3%
Management	0.4%	0.4%	0.4%	0.5%	-	-	0.3%	0.4%	0.4%	0.4%
Manufacturing	8.6%	8.6%	9.1%	9.1%	4.4%	4.3%	8.0%	8.1%	3.8%	3.4%
Mining	0.03%	0.03%	0.03%	0.03%	-	-	0.03%	0.04%	0.01%	0.01%
Other Services	2.5%	2.4%	2.0%	2.0%	2.5%	2.2%	2.2%	2.2%	2.6%	2.6%
Professional & Tech. Services	7.9%	8.2%	4.1%	4.4%	5.7%	6.5%	5.0%	5.2%	7.5%	8.2%
Public Administration	3.6%	3.7%	6.4%	6.9%	10.7%	17.4%	4.8%	5.1%	4.4%	4.5%
Real Estate	1.5%	1.5%	1.3%	1.3%	1.3%	2.2%	1.5%	1.5%	1.7%	1.7%
Retail Trade	9.8%	9.8%	11.7%	11.5%	4.4%	2.2%	14.3%	14.0%	9.9%	9.4%
Transportation	2.4%	2.3%	3.8%	3.8%	1.9%	1.1%	3.3%	3.1%	1.5%	1.4%
Utilities	1.2%	1.3%	1.3%	1.4%	1.3%	2.2%	0.9%	1.0%	0.6%	0.6%
Wholesale Trade	3.7%	3.6%	3.8%	3.7%	0.6%	1.1%	3.9%	3.8%	2.2%	2.2%
Unknown	10.0%	9.0%	9.2%	7.9%	8.8%	4.3%	10.0%	8.9%	9.8%	8.7%

Source: WA Paid Leave Administrative Data 7/1/2020 - 6/30/2021

³ Subm = Submitted Applications and Appr = Approved Applications

Industry & Employer Size

In general, previous analyses have shown that customers that work for small employers had lower participation relative to their share of the eligible worker population, while those who work for large employers had higher participation. When looking at industry and employer size together, these patterns were not as consistent — it appears there are certain industries with lower participation relative to the eligible worker population across both large and small employers. Table 2.A. shows the percent difference results between approved customers and eligible workers by industry and employer size. Those working at both large (50 or more employees) and small companies (49 or fewer employees) in the Arts, Entertainment, & Recreation, Agriculture, and Accommodation & Food Services sectors and large companies only in the Information sector had the lowest participation relative to the eligible worker population. Those working at small and large companies in the Healthcare and Public Administration sectors, and small companies in the Finance & Insurance sector had the highest participation. Statistical tests showed that the approved customer populations differed from that of the eligible worker population in most cases, denoted by the bolded type with an asterisk (*) in Table 2.A. below.

**Table 2.A. Percent Difference Results of Approved Customers to Eligible WA Workers:
Industry & Employer Size**

	Small Employer (49 or fewer employees)	Large Employer (50 or more employees)
Accommodation & Food Services	-58.5%*	-53.7%*
Administrative & Waste Services	-10.4%*	5.0%*
Agriculture, Forestry, Fishing & Hunting	-50.8%*	-60.0%*
Arts, Entertainment, & Recreation	-40.2%*	-60.7%*
Construction	-1.9%	-19.8%*
Educational Services	8.8%	-11.5%*
Finance & Insurance	22.1%*	7.9%*
Health Care & Social Assistance	94.8%*	73.0%*
Information	8.9%	-67.2%*
Management of Companies & Enterprises	20.6%	10.2%
Manufacturing	-4.9%	9.2%*
Mining, Quarrying, & Oil & Gas Extraction	-13.8%	-16.3%
Other Services, Except Public Administration	-3.0%	-21.6%*
Professional & Technical Services	14.7%*	-13.7%*
Public Administration	50.2%*	35.4%*
Real Estate & Rental & Leasing	3.7%	4.5%
Retail Trade	-19.4%*	11.7%*
Transportation & Warehousing	17.9%*	4.9%*
Utilities	2.5%	-32.7%*
Wholesale Trade	-17.6%*	-22.7%*

Source: WA Paid Leave Administrative Data 7/1/2020 - 6/30/2021; An asterisk (*) denotes percentages that are statistically significant or different from that of the eligible population.

Industry and Average Hourly Wage

Previous analyses have shown that customers making up to \$16 and more than \$54 an hour had lower participation, while those in the middle wage groups (making between \$16 and \$54 an hour) had higher participation relative to the eligible worker population. As above, a look at industry & average hourly wage together showed that this pattern is not as consistent across industries because there are some industries that appear to have lower and higher participation across wage level and employer size. Table 2.B. shows the percent difference results between approved customers and eligible workers by industry and average hourly wage. Those making \$54 an hour or more working in Agriculture, up to \$16 in Arts, Entertainment, & Recreation, \$54 in Information, \$16-\$22 in Mining, and up to \$16 in Utilities had the lowest participation. Those making \$54 an hour or more working in Healthcare, up to \$16 in Finance & Insurance, \$32-\$54 in Healthcare, \$16-\$22 in Public Administration, and \$16-\$22 in Healthcare had the highest participation. Statistical tests showed that the approved customer populations differed from that of the eligible worker population in most cases, denoted by the bolded type with an asterisk (*) in Table 2.B. below.

**Table 2.B. Percent Difference Results of Approved Customers to Eligible WA Workers:
Industry & Average Hourly Wage Range**

	Up to \$16	\$16-\$22	\$22-\$32	\$32-\$54	\$54+
Accommodation & Food Services	-51.3%*	-60.1%*	-50.8%*	-35.1%*	-1.2%
Administrative & Waste Services	-24.6%*	-23.3%*	-26.4%*	-13.9%*	64.4%*
Agriculture, Forestry, Fishing & Hunting	-36.1%*	-57.8%*	-65.1%*	-61.1%*	-78.0%*
Arts, Entertainment, & Recreation	-69.9%*	-62.6%*	-51.6%*	-51.9%*	-62.6%*
Construction	-36.3%*	-39.2%*	-38.2%*	-35.2%*	-30.8%*
Educational Services	-11.0%	-14.8%*	-16.3%*	-4.2%*	-16.1%*
Finance & Insurance	91.8%*	25.5%*	-0.1%	-12.8%*	-13.0%*
Health Care & Social Assistance	62.5%*	65.0%*	53.0%*	74.8%*	92.8%*
Information	-45.0%*	-41.3%*	-31.3%*	-35.8%*	-68.1%*
Management of Companies & Enterprises	38.3%	25.8%	9.9%	0.2%	-16.2%
Manufacturing	18.6%*	-8.1%*	-1.2%	13.1%*	-9.1%*
Mining, Quarrying, & Oil & Gas Extraction	-100.0%	-67.3%*	-42.8%*	-3.5%	-82.5%
Other Services, Except Public Administration	-31.2%*	-22.3%*	-31.2%*	-34.2%*	-4.0%
Professional & Technical Services	5.2%	-20.6%*	-25.4%*	-25.2%*	-15.5%*
Public Administration	42.0%*	69.3%*	42.9%*	1.6%	7.1%
Real Estate & Rental & Leasing	-11.8%	-2.9%	-9.0%*	-18.9%*	-35.9%*
Retail Trade	0.3%	4.1%*	3.0%	20.7%*	28.5%
Transportation & Warehousing	25.1%*	-7.1%*	-2.3%	-10.0%*	-8.1%
Utilities	-66.3%*	-25.7%*	-8.2%	-40.0%*	-62.7%*
Wholesale Trade	-16.1%*	-22.8%*	-18.0%*	-40.4%*	-52.8%*

Source: WA Paid Leave Administrative Data 7/1/2020 - 6/30/2021; An asterisk (*) denotes percentages that are statistically significant or different from that of the eligible population.

Questions about this report or the Paid Family and Medical Leave Program?
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