# Analysis of Paid Parental Leave Use

As part of a Fiscal Year 2024 public report, the U.S. Office of Personnel Management (OPM) examined the initial uptake of the Federal paid parental leave (PPL) benefit, which went into effect for qualifying events (birth of a child, an adoption placement, or a foster care placement) on or after October 1, 2020. The report leveraged data from OPM’s Enterprise Human Resources Integration Statistical Data Mart and the OPM Federal Employee Viewpoint Survey.

## How many Federal employees accessed the PPL benefit in Calendar Year 2022, and for what purpose?

****An estimated **68,986 total employees** used PPL. **Most employees used the benefit for the birth of a child** (96.9%). Employees in older age groups used PPL for adoption and foster care placements at higher rates.

## How much of the benefit did employees use, and were there differences across relevant demographics?

**More than one-fifth** (22.4%) of all employees **used fewer than 4 weeks** of PPL within 12 months. While female employees were more likely than male employees to use 12+ weeks of PPL, both genders had similar rates of using fewer than 4 weeks of PPL.

**Male** **employees**, employees in **older age groups**, and employees on the Federal Wage System and at lower General Schedule (GS) levels **took lower amounts of PPL** as compared to the overall population of PPL users.

## What reasons did employees cite for taking less than their allowed amount of PPL?

****The most cited factors for not taking the full 12 weeks were feeling that they **could not be away from job responsibilities** (57.0%), **concerns about** **affecting career advancement** (29.0%), and **not needing the full 12 weeks** (28.7%).

**Female employees** who took less than 12 weeks of PPL were **more likely to cite meeting all Family and Medical Leave Act (FMLA) requirements or previous FMLA use** as factors affecting the amount of PPL taken.