

## Part-Time Workers Need Paid Leave

*Approximately 28 million people in the United States are employed part-time. Yet, part-time workers are often not covered by employer-provided workplace policies like paid family and medical leave and paid sick leave. Ensuring these protections extend to part-time, seasonal, and temporary workers, especially young workers concentrated in these jobs, will have wide reaching benefits not just for the workers, but for employers and the American economy.*

**Despite accounting for a significant segment of the workforce, part-time workers less frequently have access to protective workplace policies that can significantly improve their livelihoods.**

- There are 28 million part-time workers in the United States.<sup>1</sup> Estimated tens of thousands of workers hold seasonal or other temporary positions.<sup>2</sup> Over 9 million people work multiple jobs, which amounts to almost 6% of civilian workers, making it the highest level since 2004.<sup>3</sup>
- Despite these large numbers, part-time workers often lack access to protective workplace policies, like paid family and medical leave, which leaves them and their jobs vulnerable during personal and family caregiving emergencies.<sup>4</sup>
  - For example, in 2023, a mere 14% of part-time workers in the private sector had access to paid family leave, compared to 31% of full-time workers.<sup>5</sup>
  - As of 2025, only 55% of part-time workers employed in private industry have access to paid sick leave.<sup>6</sup>

**Extending protective workplace policies, like paid leave, to part-time, temporary, and seasonal workers can improve the livelihoods and health outcomes of workers, as well as positively influence employers and businesses.**

- Protective workplace policies allow part-time workers to prevent severe health consequences for themselves and their families.<sup>7</sup>
  - For example, access to paid medical leave permits workers to seek treatment they need for serious conditions and focus on recovery, without having to worry about the affordability of missing work.<sup>8</sup> Meanwhile, paid family leave allows workers to take care of their loved ones as emergent health needs arise, often leading to better health outcomes for that family member.<sup>9</sup>
- Protective workplace policies can boost productivity and decrease employer costs. Providing part-time workers with protective benefits helps not only the worker, but the employer too.
  - Studies show that businesses in states with paid family leave laws, which include protections for part-time workers, have higher firm-wide productivity rates as compared to similar businesses without paid family leave benefits.<sup>10</sup>
  - Protective policies like paid medical leave help keep an employer's employee costs low, by keeping workers healthy and safe on the job, and by allowing the workers to return to full productivity after injury or illness does occur.<sup>11</sup>

## Young adults are more likely to work part-time, temporary, or seasonal jobs. Protective workplace policies help young people engage meaningfully in the workforce and reduce disconnection rates.

- In March 2025, approximately 22.4 million 16-to 24-year-olds were employed.<sup>12</sup> There was an estimated 10% growth in the youth labor force between April and July 2024, illustrating that millions of young people work seasonal and temporary positions.<sup>13</sup>
- Workplace policies like paid family and medical leave and paid sick leave can help more youth join and stay connected to the workforce.
- There are over 3 million Gen Z caregivers, and more than 25% of youth aged 16-24 are unable to work or attend school due to a lack of support related to their childrearing needs, as well as family care needs.<sup>14</sup>
- Moreover, young workers also have lower rates of access to leave for their own illness or medical care and the medical care of a family member.<sup>15</sup>
- Fair workplace policies that allow young workers to balance these familial responsibilities with employment make the workforce more accessible, advancing family economic security.

<sup>1</sup> *Number of part-time employees in the United States from 1990 to 2024*, STATISTA (March 27, 2025), <https://www.statista.com/statistics/192338/number-of-part-time-employees-in-the-us-since-1990/#:~:text=In%202024%2C%20almost%2028%20million,basis%20in%20the%20United%20States>.

<sup>2</sup> See *Seasonal Associate Demographics and Statistics in the United States*, ZIPPIA, <https://www.zippia.com/seasonal-associate-jobs/demographics>.

<sup>3</sup> Jennifer Nash, *Multiple Jobholders Account for 5.6% of Workers in March 2025*, Apr. 7, 2025, <https://www.advisorperspectives.com/dshort/updates/2025/04/07/multiple-jobholders-account-for-5-6-of-workers-in-march-2025>; See also US Bureau of Labor Statistics, <https://data.bls.gov/pdq/SurveyOutputServlet>.

<sup>4</sup> See Kathleen Romig & Kathleen Bryant, *A National Paid Leave Program Would Help Workers, Families*, CTR ON BUDGET AND POL'Y PRIORITIES (Apr. 27, 2021), <https://www.cbpp.org/research/economy/a-national-paid-leave-program-would-help-workers-families>.

<sup>5</sup> *The State of Paid Family and Medical Leave in the U.S. in 2025*, Center for American Progress, Jan. 15, 2025, <https://www.americanprogress.org/article/the-state-of-paid-family-and-medical-leave-in-the-u-s-in-2025/>.

<sup>6</sup> *The State of Paid Sick Time in the U.S. in 2025*, Center for American Progress, Jan. 15, 2025, <https://www.americanprogress.org/article/the-state-of-paid-sick-time-in-the-u-s-in-2025/>.

<sup>7</sup> See *The Health Case for Paid Family and Medical Leave*, A Better Balance, <https://www.abetterbalance.org/resources/the-health-case-for-paid-family-and-medical-leave/>.

<sup>8</sup> Elizabeth Harrington & Bill McInturff, *Key Findings – National Surveys of Cancer Patients, Survivors, and Caregivers*, AM. CANCER SOC'Y ACTION NETWORK (2017), <https://www.fightcancer.org/sites/default/files/ACS%20CAN%20Paid%20Leave%20Surveys%20Key%20Findings%20Press%20Memo%20FINAL.pdf>.

<sup>9</sup> See, e.g. Susan C. Reinhard, et. al., *Valuing the Invaluable: The Economic Value of Family Caregiving*, AARP PUB. POL'Y INST. (Mar. 8, 2023), <https://www.aarp.org/ppi/info-2015/valuing-the-invaluable-2015-update.html>.

<sup>10</sup> *The Business Case for Paid Family and Medical Leave*, A Better Balance, <https://www.abetterbalance.org/resources/the-business-case-for-paid-family-and-medical-leave/>

<sup>11</sup> See *Id.*

<sup>12</sup> *Labor Force Statistics from the Current Population Survey, Table A-8b*, U.S. BUREAU OF LAB. STAT, 2025, <https://www.bls.gov/web/empst/cpseea08b.htm>.

<sup>13</sup> *Employment and Unemployment Among Youth – Summer 2024*, U.S. BUREAU OF LAB. STAT., (2024), <https://www.bls.gov/news.release/pdf/youth.pdf>.

<sup>14</sup> Nat Baldino, Carmen McCoy, Kathy Tran, Madison Trice, *Young Workers Speak Out: New Perspectives on the Need for Paid Leave*, Feb. 2025, <https://www.abetterbalance.org/young-workers-speak-out/>.

<sup>15</sup> *Id.*