

# The Family and Medical Leave Act

## Limited Eligibility and Affordability for Fathers

October 2015

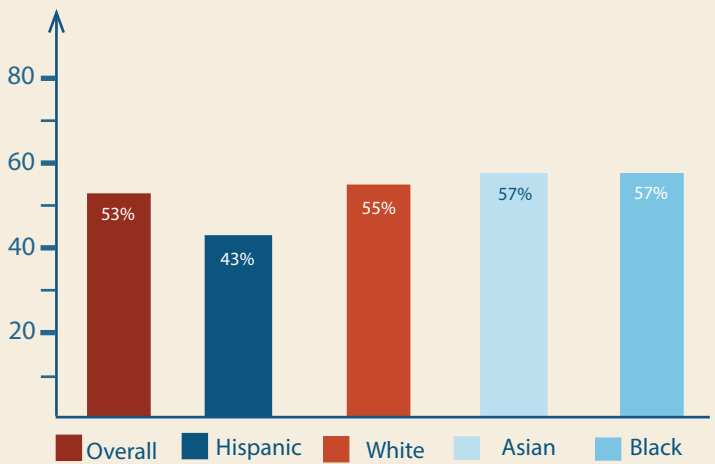
The Family and Medical Leave Act provides job-protected, unpaid leave to eligible workers. New estimates show that 53% of all working fathers are eligible for FMLA unpaid leave, although only 43% have family incomes high enough to potentially take it.



THE FMLA GRANTS ELIGIBLE PARENTS UNPAID TIME OFF TO CARE FOR A SERIOUSLY ILL CHILD, AND AFTER BIRTH OR ADOPTION.

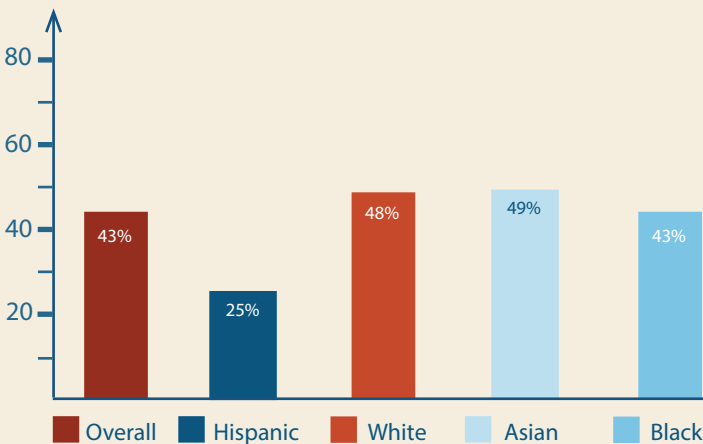
Hispanic working fathers are least likely to be eligible for FMLA leave.

Percent of working fathers who are eligible for FMLA unpaid leave



Only about half of working fathers are eligible under the FMLA, and the unpaid nature of FMLA leave may make it financially difficult for fathers to take time off. This may be especially true for Hispanic fathers.

Percent of working fathers who are eligible for and can potentially afford FMLA unpaid leave



FMLA IS OUT OF REACH FOR MANY FATHERS.

Only one quarter of Hispanic fathers are eligible for and could afford to take FMLA unpaid leave.

Visit [diversitydatakids.org](http://diversitydatakids.org) to explore more national and state indicators of FMLA eligibility and affordability for working fathers, mothers, and parents.

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