

PATRIOT VOICES

Statistics helpful in talking about Paid Family Leave



Health of Baby

- “An increase of 10 full-time-equivalent weeks of paid maternal leave was associated with a 10% lower neonatal and infant mortality rate”
[NCBI: Creating and Using New Data Sources to Analyze the Relationship Between Social Policy and Global Health: The Case of Maternal Leave](#)
- “In 2016 a McGill University study found that with each additional month of paid leave, infant mortality can drop up to 13 percent”
[FOX NEWS: My baby boy is dead -- I'm a proud conservative and I believe we need paid family leave to prevent more deaths](#)

Statistics in article from:

[PLOS: Increased Duration of Paid Maternity Leave Lowers Infant Mortality in Low- and Middle-Income Countries: A Quasi-Experimental Study](#)

- “Children whose mothers return to work early are less likely to receive regular medical checkups and breastfeeding in the first year of life.”[The Economic Journal - MATERNITY LEAVE, EARLY MATERNAL EMPLOYMENT AND CHILD HEALTH AND DEVELOPMENT IN THE US](#)
- “Researchers say that the lack of bonding time with a new child can lead to long-term mental health problems as well as to reduced overall potential and happiness. These impairments can also result in weakened family ties and a much more difficult life for the child.”

[National Review - Paid Family Leave Will Support Working Families](#)

Statistics in article from:

[NCBI: The importance of early bonding on the long-term mental health and resilience of children](#)

- “Secure early bonding is the difference between the baby that grows up a secure, emotionally capable adult, and a baby that will become a depressive, anxious child, who will not cope well with life's ups and downs.”

[The Guardian: Why secure early bonding is essential for babies](#)



Benefit to Women

- “Women who receive at least 12 weeks of paid leave also report fewer depressive symptoms and improved physical and mental health.”

[Independent Women's Forum: A Budget-Neutral Approach to Parental Leave](#)

Statistics in article from: [The Journal of Mental Health Policy and Economics: Family Leave After Childbirth and the Mental Health of New Mothers](#)

- Barna Group Study: “a majority of women (59%) are dissatisfied with their balance between work and home life. Among moms with children still at home, this rate increases to 62%. Eight in 10 moms (80%) feel overwhelmed by stress (compared to 72% among all women), and seven out of 10 (70%) say they do not get enough rest (compared to 58% of all women).”

[Barna: Tired & Stressed, but Satisfied: Moms Juggle Kids, Career & Identity](#)

- “Recent research suggests that when compared to other countries in the Organization for Economic Co-operation and Development, women’s labor force participation in the US has stalled, and nearly a third of the gap can be explained by the lack of family-friendly policies such as paid leave.”

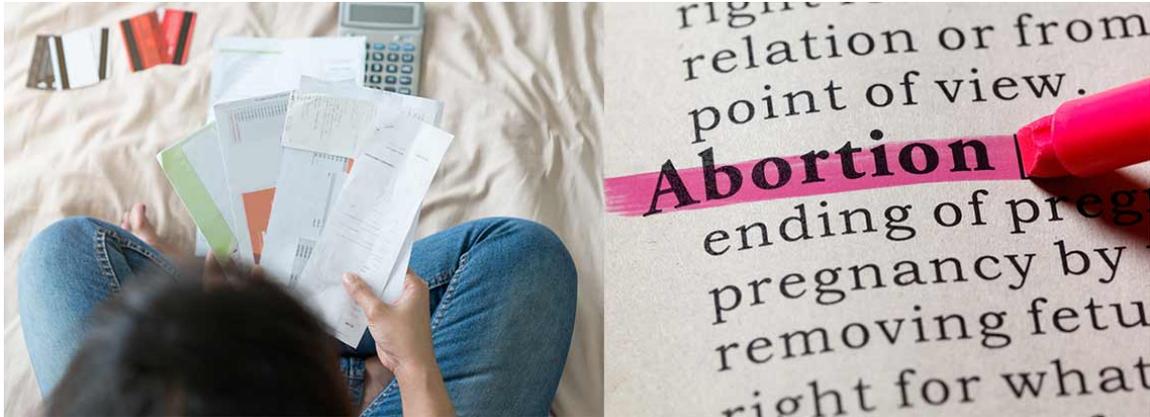
[AEI: Paid family and medical leave: An issue whose time has come](#)

Statistics in article from: [NBER - Female Labor Supply: Why is the US Falling Behind?](#)

- “In 2017, there were 75,175,000 women aged 16 and over in the labor force, representing 46.9% of the total labor force. ”

[Catalyst: Women In The Workforce: United States](#)

- 2016 Article: When Google increased paid maternity leave, the rate at which new mothers quit dropped 50%
[When Google increased paid maternity leave, the rate at which new mothers quit dropped 50%](#)
- “Evidence from numerous countries shows that paid maternity leave increases the likelihood that women return to work after childbirth, resulting in higher wages and employment in the long run.”
[AEI: Why America needs a paid family leave policy](#)
 Statistics in article from: [Springer Link - Family leave policies and women's retention after childbirth: Evidence from the United States, Britain, and Japan](#)
- “A record 40% of all households with children under the age of 18 include mothers who are either the sole or primary source of income for the family, according to a new Pew Research Center analysis of data from the U.S. Census Bureau. The share was just 11% in 1960.”
[Pew Research Center - Breadwinner Moms](#)
- “The Department of Labor recently found that one of out every four American women return to work within two weeks of giving birth because their families can’t afford to go without a paycheck.”
[FOX NEWS - My baby boy is dead - I'm a proud conservative and I believe we need paid family leave to prevent more deaths](#)
- “In the United States, nearly a quarter of employed mothers return to work within two weeks of giving birth”
[Washington Post - The shocking number of new moms who return to work two weeks after childbirth](#)
- “That means that about 23 percent—nearly 1 in 4—of the women interviewed were back at work within two weeks of having a child.”
[In These Times - The Real War on Families: Why the U.S. Needs Paid Leave Now](#)
- “20 percent of new mothers must return to work within days or weeks of a child’s birth.”
[Family and Medical Leave in 2012: Detailed Results Appendix](#)



Keeps Moms off Public Assistance

- “There is the Rutgers study that found that women who return to work after taking paid leave are 39 percent less likely to go on public assistance and 40 percent less likely to need food stamps the following year.”

[Washington Post - How conservatives are poised to actually make paid family leave a reality](#)

Statistics in article from: [National Partnership - Pay Matters: The Positive Economic Impacts of Paid Family Leave for Families, Businesses and the Public](#)

- “To deal with the loss of wages or salary, about six-in-ten (57%) parental-leave takers with household incomes under \$30,000 who didn’t receive full pay during their leave say they took on debt and 48% say they went on public assistance. By comparison, 36% of parental-leave takers with household incomes of at least \$75,000 who didn’t receive full pay during their leave say they took on debt and just 5% say they went on public assistance.”

[Pew Research Center - Key takeaways on Americans’ views of and experiences with family and medical leave](#)

Abortion

- “Most abortion patients say that they cannot afford a child or another child.”
[Guttmacher Institute - Abortion in the Lives of Women Struggling Financially: Why Insurance Coverage Matters](#)
- “Unintended pregnancies and abortions are concentrated among women in difficult economic circumstances. In 2014, 49 percent of women who chose abortion were living below the poverty line.”

[Time to Flourish PROTECTING FAMILIES’ TIME FOR WORK AND CARE](#)

Statistics in article from: [Guttmacher Institute - Abortion Patients More Likely to be Poor in 2014 than in 2008](#)



Fathers and Paid Family Leave

- “Oxytocin has been called the “love hormone,” even though its effect isn't always that lovely. It's thought to deepen the bond that a mom has with her newborn. But what about the dads, who don't get pregnant or breastfeed? It turns out that a father's interactions with his children produce a similar rise in oxytocin levels.”
[NBC NEWS - This is your brain on fatherhood: Dads experience hormonal changes too, research shows](#)
- “Pregnancy and parenting research has disproportionately favored mothers, for obvious reasons, but there is a growing scientific interest in what happens in the brains and bodies of men who become fathers.”
[National Post - Better off dad: the biological changes of fatherhood](#)
- “The bursts of oxytocin that women experience during birth and breastfeeding have been documented, so the mothers' high oxytocin levels didn't surprise researchers. What did surprise them was the fact that even without these huge hormonal triggers, fathers showed levels of oxytocin matching those of mothers during both time periods.”
[Live Science - Dads, Too, Get Hormone Boost While Caring for Baby](#)
- “Only 9 percent of work sites in the United States offer paid paternity leave to all male employees, and 76 percent of fathers are back to work within a week after the birth or adoption of a child.”
[Why Is There Such a Stigma Against Men Taking Paternity Leave?](#)
- “Furthermore, evidence suggests that children with fathers who are ‘more involved’ perform better during the early years than their peers with less involved fathers. “
“Fathers who take leave, especially those taking two weeks or more, are more likely to carry out childcare related activities when children are young. This study finds some evidence that children with highly involved fathers tend to perform better in terms of cognitive test scores.” [Fathers' Leave, Fathers' Involvement and Child Development: Are They Related? Evidence From Four OECD Countries](#)

Few Employers Offer PFL

- AEI “85 percent of workers did not have a paid family leave benefit in 2017”
[AEI - Paid leave policy should consider what’s already working](#)
- Kirsten Gillibrand: “85 percent of Americans don’t have access to paid leave.”
[The Century Foundation - Paid Family Leave Should Not Come at the Expense of Retirement](#)
- “According to a national survey of employers conducted by the Bureau of Labor Statistics, 13% of private-industry employees had access to PFL through their employers in March 2017.” (Sen. Marco Rubio)
[Congressional Research Services - Paid Family Leave in the United States](#)
Statistics in article from: [Bureau of Labor Statistics - Employee Benefits Survey](#)
- “The federal Family and Medical Leave Act, passed in 1993, offers 12 weeks of job-protected, *unpaid* leave, but only about 60 percent of the workforce is eligible for its protections.”
[AEI - Paid family and medical leave: An issue whose time has come](#)
Statistics in article from: [ABT - Family and Medical Leave in 2012: Executive Summary](#)



PFL Helps Low-Income Workers

- Only 6% of low-income workers have access to paid family leave.
[Employee Benefits Survey](#)
- AEI 2018 report: Low-wage workers are falling through the cracks of paid leave coverage
 - 15% of workers have access to defined paid family leave
 - 39% of workers have access to short-term employer-provided disability insurance
 - Can use paid sick leave (72% eligible)
 - Can use paid vacation (74% eligible)
 - 2% of workers met FMLA requirements in 2012

- 53% of those with family income below the median received no pay while on leave.
- Workers with incomes below \$30,000, only 34% received pay during medical leave, 49% during family care leave, and 18.7% during parental leave.
[AEI - Low-wage workers are falling through the cracks of paid leave coverage](#)
- “62% of households with incomes below \$30,000 received no pay while on leave” (Pew Report, AEI quotes)
[Pew Research Center - Americans Widely Support Paid Family and Medical Leave, but Differ Over Specific Policies](#)
- “Only 33.3 percent of those with family incomes below \$30,000 per year were paid by their employers” during leave.
[AEI - Paid leave policy should consider what’s already working](#)
- AEI Report: America’s lack of paid leave exacerbates class inequality among women (narrative, no statistics)
[AEI - America’s lack of paid leave exacerbates class inequality among women](#)
- “44 percent of all respondents could not cover an unexpected \$400 emergency expense”
[Federal Reserve Board issues Report on the Economic Well-Being of U.S. Households](#)

Expenses of Raising Children

- “The latest statistics from the United States Department of Agriculture, which tracks this data, is that for a two-parent, two-child, middle-income family, child rearing will cost upwards of \$230,000 for a child through age 17 (and that’s before college).”
[The Century Foundation - Paid Family Leave Should Not Come at the Expense of Retirement](#)
 Statistics in article from: [USDA - The Cost of Raising a Child](#)
- “The cost of child care has grown out of proportion to the growth in other household costs; in 33 states the cost of child care exceeds the cost of in-state college tuition and fees.”
[National Review - Paid Family Leave Will Support Working Families](#)
 Statistics in article from: [Our Fragmented, Patchwork Care System](#)



Helps Working Parents

- “Nearly 70 percent of mothers with children under the age of 18 are working, and millions of homes are headed by single mothers juggling care for their families while trying to make ends meet.”
[National Review - Paid Family Leave Will Support Working Families](#)
[Women's Bureau - Working Mothers](#)
- “Among married-couple families with children, 96.9 percent had at least one employed parent, and 61.9 percent had both parents employed.”
[Bureau of Labor - Employment Characteristics of Families Summary](#)
- “Today, fully 62% of children live with two married parents – an all-time low. Some 15% are living with parents in a remarriage and 7% are living with parents who are cohabiting. Conversely, the share of children living with one parent stands at 26%, up from 22% in 2000 and just 9% in 1960.”
[Pew Research Center - The American family today](#)
- One quarter of households are headed up by a single parent.
[Pew Research Center - The Changing Profile of Unmarried Parents](#)

PFL Helps Black/Hispanic Communities

- “Some 64 percent of black children
 - n are born to single mothers, the highest rate for all races, and more than double the rate for white children.”
[Washington Examiner - Marco Rubio's paid leave plan would help black moms](#)
- Statistics in article from:
[Kid Count Data Center - Children in single-parent families by race in the United States](#)
- “70.7% of black mothers and 40.5% of Latina mothers are the sole breadwinners of their families.”
[Time - More Women Are Their Family's Sole Breadwinner Than Ever Before](#)

Financial Insecurity Hurts Children

- Center of Budget and Policy Priorities Study: Various Supports for Low-Income Families Reduce Poverty and Have Long-Term Positive Effects on Families and Children
[Center on Budget and Policy Priorities - Various Supports for Low-Income Families Reduce Poverty and Have Long-Term Positive Effects On Families and Children](#)

Benefits Businesses

- “90 percent of employers have reported a positive impact or no impact from the introduction of the policy, and many have benefited from reduced turnover costs as workers have returned to their same jobs.”
[National Review - Paid Parental Leave, Sensibly Applied, Benefits Working Mothers the Most](#)
Statistics in article from: [California’s Paid Family Leave Law: Lessons from the First Decade](#)

Only Industrialized Country without PFL

- “Yes, the United States is the only industrialized nation without paid family leave.”
[Yes, the United States is the only industrialized nation without paid family leave](#)
- “The world is getting better at paid maternity leave. The U.S. is not.”
[Washington Post - The world is getting better at paid maternity leave. The U.S. is not.](#)
- “Out of 193 countries in the United Nations, only a small handful do not have a national paid parental leave law: New Guinea, Suriname, a few South Pacific island nations and the United States.”
[NPR - Countries Around The World Beat The U.S. On Paid Parental Leave](#)

Fear of Fraudulent Use

- “Another striking observation is that the vast majority of program users only make one claim over the ten-year period that we study: 80% (83%) of female (male) bonding claimants and 92% (93%) of female (male) caring claimants are observed with a single claim. Most of the remainder have two claims, and less than 2% of all PFL claimants have three or more claims. These findings are relevant for tempering concerns regarding frequent or even fraudulent use of PFL.” If fraud is not happening in CA...
[AEI - Learning from California: Trends and disparities in the nation’s first paid family leave program](#)



Declining Rate of Childbirth

- “The total fertility rate, meanwhile, which estimate the average number of children a woman could expect to have over her lifetime at current birth rates for each age, at 1.76 births per woman, is below the "replacement rate" for fertility That is the level that keeps populations stable (about 2.1 children per woman). And it is a considerable drop from a decade earlier, when the rate was 2.12 births per woman. [America's Fertility Rate Continues It's Deep Decline](#)
- “The provisional number of births for the United States in 2017 was 3,853,472, down 2% from 2016 and the lowest number in 30 years. The general fertility rate was 60.2 births per 1,000 women aged 15–44, down 3% from 2016 and another and another record low for the United States.”

[CDC NVSS: Vital Statistics Surveillance Report](#)

Public Support of PFL

- “About eight-in-ten Americans (82%) say mothers should have paid maternity leave, while fewer (69%) support paid paternity leave”
[Pew Research Center - Americans Widely Support Paid Family and Medical Leave, but Differ Over Specific Policies](#)
- “In a Fortune-Morning Consult poll, 74% of registered voters said they supported requiring employers to offer paid parental leave for new parents. In the poll, the majority of men and women, white-collar and blue-collar workers, and Democrats and Republicans—even Tea Party supporters—all supported mandating paid parental leave. 70% of male respondents and 78% of women said they were in favor of a mandate, and 83% of Democrats and 71% of Republicans supported it. Only less than a quarter of respondents who identified with the Tea Party opposed paid parental leave; 70% supported it.”

[Fortune - An Overwhelming Majority of Americans Support Paid Parental Leave](#)