

Paid Family Leave Fact Sheet

Imagine if all families could welcome a new baby or adopted child by spending the first few months together bonding as a family. What kind of impact could that have on our nation?

The need:

- Only 19% of workers (9% of low-wage workers) have access to paid family leave after the birth or adoption of a child¹
- 64% of households with children have both parents working²
- 25% of households with children are headed by a single parent³
- 23% of all mothers go back to work within two weeks of giving birth⁴
- 44% of Americans cannot cover an unexpected \$400 expense⁵

Helps Federal Budget:

- Could increase future taxpayers by reversing plummeting birthrate of 1.71 live births per woman (need 2.1 in order to maintain taxpayer population).⁶

Pro-Life:

- Supports women who choose life since most who have abortions say they cannot afford the child.⁷

Importance of Bonding:

- Studies show that early bonding is crucial for the long-term mental health and resilience of children.⁸
- Fathers also produce the love hormone “oxytocin” when with their baby those first few weeks, leading to them being more involved in childrearing later.⁹

Health of Baby:

¹ [“National Compensation Survey: Employee Benefits in the United States.”](#) 2019. U.S. Bureau of Labor Statistics.

² [“Employment Characteristics of Families Summary.”](#) 2020. U.S. Bureau of Labor Statistics.

³ Livingston, Gretchen. 2019. [“Facts On Unmarried Parents in the U.S.”](#) Pew Research Center's Social & Demographic Trends Project.

⁴ Paquette, Danielle. 2015. [“The Shocking Number of New Moms Who Return to Work Two Weeks after Childbirth.”](#) *The Washington Post*.

⁵ Sherter, Alain. 2019. [“Nearly 40% of Americans Can't Cover a Surprise \\$400 Expense.”](#) CBS News

⁶ Galvin, Gabby. 2020. [“U.S. Births Continue to Fall, Fertility Rate Hits Record Low.”](#) *U.S. News & World Report*

⁷ Boonstra, Heather D. 2018. [“Abortion in the Lives of Women Struggling Financially: Why Insurance Coverage Matters.”](#) *Guttmacher Institute*.

⁸ Winston, Robert, and Rebecca Chicot. 2016. [“The Importance of Early Bonding on the Long-Term Mental Health and Resilience of Children.”](#) *London journal of primary care*.

⁹ Boyle, Alan, Science Editor, and NBC News. 2013. [“This Is Your Brain on Fatherhood: Dads Experience Hormonal Changes Too, Research Shows.”](#) NBCNews.com.

- 10 weeks of paid maternal leave was associated with a 10% lower infant mortality rate¹⁰
- Babies with mothers at home are more likely to be breastfed and have regular doctors' visits¹¹

Health of Mother:

- Women with at least 12 weeks of paid leave reported fewer depressive symptoms and better mental and physical health¹²

Keeps Mothers off Public Assistance:

- 48% with household incomes under \$30,000 go on public assistance after the birth of a baby¹³
- After taking paid leave, mothers are 39% less likely to go on public assistance and 40% less likely to need food stamps¹⁴

Benefits Businesses:

- 90% employers reported a positive impact or no impact from introduction of paid leave policies¹⁵

Public Support:

- 71% of registered voters support paid leave for parents, crossing party, gender, and ideological lines (65% of conservatives, 68% of moderates, 83% of liberals)¹⁶

Fits Conservative Values:

- No mandates on business, fiscally responsible, optional

Learn more at www.paidleaveforfamilies.com

¹⁰ Heymann, Jody, Amy Raub, and Alison Earle. 2011. "[Creating and Using New Data Sources to Analyze the Relationship between Social Policy and Global Health: the Case of Maternal Leave.](#)" *Public Health Reports*.

¹¹ Berger, Lawrence M., Jennifer Hill, and Jane Waldfogel. 2005. "[Maternity Leave, Early Maternal Employment and Child Health and Development in the US.](#)" *Wiley Online Library*.

¹² Chatterji, Pinka, and Sara Markowitz. 2012. "[Family Leave After Childbirth and the Mental Health of New Mothers.](#)" *The Journal of Mental Health Policy and Economics*.

¹³ Stepler, Renee. 2017. "[U.S. Views on Paid Family and Medical Leave: Key Findings.](#)" *Pew Research Center*.

¹⁴ McGuire, Ashley E. 2018. "Perspective. [How Conservatives Are Poised to Actually Make Paid Family Leave a Reality.](#)" *The Washington Post*.

¹⁵ Bartle, Ann, Charles Baum, and Maya Rossin-Slater. 2014. "[California's Paid Family Leave Law: Lessons from the First Decade.](#)" *U.S. Department of Labor*.

¹⁶ Anderson, Kristen Soltis. 2020. "[The Voters' Policy Preference on Paid Family Leave.](#)" *Echelon Insights on behalf of Ethics and Public Policy*.