



PAID FAMILY LEAVE FACT SHEET



Learn more at
www.PaidLeaveForFamilies.com

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:

- 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

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- 2 "[Employment Characteristics of Families Summary.](#)" 2020. U.S. Bureau of Labor Statistics.
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- 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.*
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- 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.*
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- 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.*
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