



PAID FAMILY LEAVE FACT SHEET



paid family
leave

Learn more at
www.PaidLeaveForFamilies.com

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

THE NEED:

- Only 23% 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
- Nearly 40 of Americans cannot cover an unexpected \$400 expense⁵

HELPS FEDERAL BUDGET:

- Could increase future taxpayers by reversing the plummeting birthrate of 1.64 live births per woman, the lowest level ever recorded (need 2.1 in order to maintain taxpayer population)⁶

PRO-LIFE:

- Supports pro-life choices as most women who have abortions cite the inability to afford a child as a key determinant in their decision⁷

IMPORTANCE OF BONDING:

- Studies show that early bonding is crucial for the long-term mental health and resilience of children⁸
- Fathers also produce the love hormone “oxytocin” when with their baby those first few weeks, leading to them being more involved in childrearing later⁹

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

INFANT BRAIN DEVELOPMENT:

- Infants with increased activity of higher-frequency brain waves were 7.39 times more likely to have mothers with paid leave¹²
- Babies whose mothers received three months of paid leave have more complex brain wave patterns¹³

HEALTH OF MOTHER:

- Women with at least 12 weeks of paid leave reported fewer depressive symptoms and better mental and physical health¹⁴

KEEPS MOTHERS OFF PUBLIC ASSISTANCE AND CONNECTED TO WORKFORCE:

- 48% with household incomes under \$30,000 go on public assistance after the birth of a baby¹⁵
- After taking paid leave, mothers are 39% less likely to go on public assistance and 40% less likely to need food stamps¹⁶
- Women who had access to PFL at the time of the birth are more likely to be in the labor force up to five years after that birth¹⁷

BENEFITS BUSINESSES:

- 90% employers reported a positive impact or no impact from introduction of paid leave policies¹⁸
- A federal PFL plan would help employers with worker retention and recruitment of employees while increasing worker productivity

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)¹⁹
- Hispanic voters, who are critical to building winning coalitions, support paid leave at 80%, with 53% supporting strongly²⁰

FITS CONSERVATIVE VALUES:

- No mandates on business, fiscally responsible, optional.

Footnotes:

1 [“National Compensation Survey: Employee Benefits in the United States.”](#) 2021. U.S. Bureau of Labor Statistics.

2 [“Employment Characteristics of Families.”](#) 2022. U.S. Bureau of Labor Statistics.

3 Bureau, U. C. (2023, March 8). [National Single Parent Day: March 21, 2023.](#) *Census.gov.*

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

5 Daniel, W. (2023, May 24). [“Turbulence Ahead”: Nearly 4 in 10 Americans lack enough money to cover a \\$400 emergency expense, fed survey shows.](#) *Fortune.*

6 [“Why Is the U.S. Birth Rate Declining?”](#) 2021. *Population Reference Bureau.*

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 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 Brito, Natalie, David Werchan, Annie Brandes-Aitkens et al. 2022. "[Paid maternal leave is associated with infant brain function at 3 months of age.](#)" *Society for Research in Child Development*.

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14 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*.

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

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

17 Jones, Kelly. "[Paid Family Leave Increases Mothers' Labor Market Attachment.](#)" *IWPR*, 28 Oct. 2021.

19 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*.

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

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