

# PAID LEAVE: QUICK FACTS

Only 14% of U.S. workers have access to paid leave (Pew Research Center)

76% of Americans are living paycheck to paycheck (Bankrate Financial Security Index)

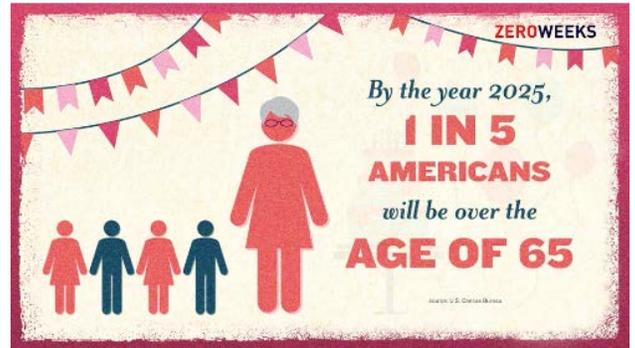
About 60% of the American workforce is eligible for the current Family and Medical Leave Act guaranteeing unpaid leave. Of those that qualify, only 48% can't take unpaid leave because they can't afford to go without a paycheck. (Department of Labor)

With access to paid family leave:

- women are more likely to stay in the workforce and off public assistance
- families are less likely to declare bankruptcy
- children have better long-term health
- infants whose parents spend time at home during their first year have long-lasting effects on their eventual academic performance

(Center for Economic and Policy Research, Center for American Progress)

1 in 4 women return to work within 2 weeks of having a baby. (In These Times magazine)



There is a looming elder care crisis: Every 8 seconds, a "baby boomer" turns 65. By 2025, 1 in 5 Americans will be over 65. (U.S. Census Bureau)

Of the 39 industrialized countries, the United States ranks dead last in Maternal Health, Child Health and Family-friendly policies (Center for Disease Control, World Economic Forum)

Three states have implemented paid leave policies: California, Rhode Island and New Jersey. New York state, Washington D.C. and Washington state have passed legislation and are preparing for implementation.

Since California instituted paid leave in 2004, 91% of employers said it either boosted profits or had no effect. They also reported higher productivity, higher morale and lower turnover. (Center for Economic and Policy Research, Center for American Research)

More than 20 states will explore paid leave legislation in the coming year. (Family Values @ Work)

Many countries with paid leave have stronger female labor force participation than the United States. In fact, if women between the ages of 25 and 54 participated in the U.S. labor force at the same rate as they do in Canada or Germany, the U.S. GDP would increase by roughly 3.5 %, which translates into more than \$500 billion of additional economic activity. (U.S. Dept of Labor)



Countries guaranteeing leave to care for personal or family health had the highest levels of economic competitiveness (Human Rights Watch)

Women comprise about 47 percent of the workforce in the United States and two-thirds of the low-wage workforce. (New Republic)

For every dollar that a white man earns, moms earn 73 cents; single moms earn 56 cents; and moms of color earn even less than that. (Nationals Women's Law Center.)