Paid Leave: How much time is enough?

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PAID FAMILY LEAVE: POLITICAL & HEALTH MILESTONES

PAID FAMILY LEAVE MILESTONES

- **6 Weeks**
  - Length of paid parental leave proposed by the Trump administration

- **0 Weeks**
  - Infant's needs begin to form
  - Immediate need for emotional support and physical care

- **10-15 Months**
  - Time that insurance companies recommend for women to recover from childbirth and postpartum depression

Maternal Health Milestones

- **8 Weeks**
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Infant Health Milestones

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  - Infant's need for protection from illness and injury

Further research finds no evidence of higher costs or turnover for firms with longer paid leave usage.

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Infant and Child Health and Wellbeing

- Reduced infant mortality, low-weight and pre-term babies
- Increased long-term achievement
- Longer parental lifespan
Maternal Health and Wellbeing

- Increase in breastfeeding rates
- Improved physical health, lower stress and partner violence
- Mental health benefits that last into old age
Gender Equality & The Economy

- Lower paternal mortality
- More involved fathering
- Long-term shared caregiving
- Closes wage gap
- Women’s labor force participation
- Productivity increases
- Reduced economic inequality
- Decreased risk of poverty
1. **Infant & Child Health & Wellbeing**
   One year, split between parents

2. **Maternal Health & Wellbeing**
   Six months

3. **Gender Equality**
   Equal bonding leave time, continuous or intermittent, with policy and culture support for men to use leave

4. **Economic Impact**
   Nine months to one year for women’s labor force participation, with graduated return to flexible work
New Research Findings

• Even the United States’ long-shot policy is only half the ideal length
• Job tenure and employer size—No need for requirement
• Leave has to be affordable and equal
• 6 months is enough to cover average severe illnesses and leading causes of death
• U.S. could take the lead in new policy by more broadly defining family
Is Any Plan Better Than No Plan?

- To be introduced by Sen. Rubio this week
- “A conservative approach to paid leave”
- Drawn from one’s own Social Security
- Average worker 45% wage replacement
- Up to six weeks
- Parental leave only
Paid Leave: Necessary, But Not Sufficient

- Cost makes it impossible for most workers (a gender, race, and income inequality issue)
- Insufficient duration
- Social Security’s own limitations just magnified
- Gender and stigma
- Limited to parental leave
- Republican paid leave – political distraction from bigger work-family landscape