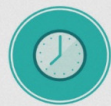


Paid Leave: How much time is enough?

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PAID FAMILY LEAVE: POLITICAL & HEALTH MILESTONES



PAID FAMILY LEAVE MILESTONES

Childbirth

1 Week

Average time new fathers in the U.S. take paid or unpaid leave.³¹

2 Weeks

Time at which one in four U.S. mothers have returned to work.²⁴

4 Weeks

Length of job-protected paid leave given to new parents by the state of Rhode Island.²⁴ In addition to 8-8 weeks of paid disability for new mothers. Research shows the law had no significant effect on employers³², and that a majority of employers supported the law.



MATERNAL HEALTH MILESTONES

Childbirth

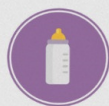
0 Weeks

14 per 100,000 births: 2015 U.S. maternal mortality rate, higher than Bosnia, Greece, Libya, and Kazakhstan.

While the average OECD rate decreased from 32 to 14 between 1990 and 2015, the U.S. rate increased from 12 to 14.²

2-24 Weeks

Time during which postpartum depression can set in. Postpartum depression differs from "baby blues" in that it lasts for a prolonged period of time. Untreated, postpartum depression³³ can last up to a year. Women untreated for postpartum depression are more likely to develop chronic depression.



INFANT HEALTH MILESTONES

Childbirth

0 Weeks

Infant's brain begins to form 1 million new neural connections per second through experience, environment, and warm, responsive interactions with adults, building the architecture of future learning, behavior, and health.³

One in four U.S. mothers have returned to work two weeks after childbirth

PAID FAMILY LEAVE MILESTONES

6 Weeks

Length of paid parental leave proposed by the Trump administration

Time that insurance companies and some states will reimburse women for the "temporary disability" associated with childbirth by vaginal delivery and postpartum recovery.

Minimum length of paid family leave recommended by the American College of Obstetricians and Gynecologists for all workers at 100 percent pay.²⁴

Amount of paid family leave given to new parents by the states of New Jersey³² and California.²⁴ In addition to 8-8 weeks of paid temporary disability for new mothers. Neither paid leave system offers job protection.

80 percent of businesses reported no or small positive effect of California's paid family leave law on productivity, profit, morale, and costs.³¹

Further research finds no evidence of higher costs or turnover for firms with higher paid leave usage.²⁹

8 Weeks

Time that insurance companies and some states will reimburse women for the "temporary disability" associated with childbirth by C-section delivery and postpartum recovery.

Length of paid leave available in Washington, D.C. in 2020.³⁴

MATERNAL HEALTH MILESTONES

6 Weeks

The traditional medical perspective on the amount of time established for organs to return to a nonreproductive state, which has since been contested.²³

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

8 Weeks

Time when 76 percent of U.S. mothers still experience fatigue, associated with postpartum depressive symptoms and breastfeeding issues.²⁸

Mothers also report back, head, cesarean incision, and perineal pain, as well as hemorrhoids, constipation, urinary incontinence, disturbed sleep, sleeping disorders, lack of sexual desire, and painful intercourse.³⁴

INFANT HEALTH MILESTONES

6 Weeks

Age at which most child care centers accept infants. The National Association for the Education of Young Children recommends one caregiver take care of no more than three or four infants for safety and quality. Only 35 states and the Department of Defense meet that standard for child care centers. Only 16 states and DOD meet the standard for family child care homes.

Infant care is the most expensive kind of child care, outstripping the cost of toddler care by 12 percent and costing more than in-state college tuition in 33 states.

8 Weeks

Infants begin to recognize faces, smile, and respond to sounds.²⁷

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

A New Study Shows How Other Countries Are Making Paid Leave Work

By ALIEZA DURANA and HALEY SWENSON

FEB 28, 2018 • 12:01 PM



| Photo illustration by Slate. Images by Thinkstock.

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



A woman with long brown hair, wearing a light blue button-down shirt, is seated at a wooden desk. She is looking down at a large sheet of paper in front of her, with her hand resting on her chin in a thoughtful pose. The desk is cluttered with various items, including pens, pencils, and other papers. The background is slightly blurred, showing what appears to be an office or study environment.

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