

Paid Leave Means A Stronger California

FEBRUARY 2024

California is home to the first paid family and medical leave insurance program in the United States. The state's paid leave program builds on its decades-old disability insurance plan, which has guaranteed paid medical leave to people who need to be out of work for serious health issues.¹ Studies of California's paid family leave law show that paid leave works for working people, families and businesses.²

Californians have work and family responsibilities. Paid leave means no longer having to choose between job and family.

People in
California both
work and provide
care

- ▶ More than 418,500 children are born in California each year, and in 69 percent of all California households with children – more than 5.5 million homes – all parents have paying jobs.³
- ▶ Women's wages support their households. In California, 75 percent of Black mothers, 46 percent of Latina mothers, 46 percent of AAPI mothers and 45 percent of white mothers are key family breadwinners. State-level data is limited, but nationally 64 percent of Native American mothers are breadwinners.⁴
- ▶ Women make up nearly half of California's labor force (45 percent) and three in ten of its business owners (30 percent).⁵
- ▶ Across the country, many men want to play a larger role in caring for their children, but unsupportive policies and stigma hold them back.⁶

California families' care needs are increasing. Paid leave means older adults and people with disabilities can provide and receive care, and our care workforce is more resilient.

- ▶ In California, more than one-fifth of workers are 55 and older,⁷ and in the next 20 years, the state's population age 65 and older will grow by more than 1,632,000.⁸
- ▶ Nationwide, nearly one-third of all adults – and 41 percent of older Black women and 43 percent of older Latinas – hold a physically demanding job,⁹ which may exacerbate or cause serious medical conditions that require care, particularly in older workers and workers with disabilities.¹⁰ In California, that would mean 976,800 older workers, 36,000 older Black women workers and 166,800 older Latina workers.¹¹

The state's
caregiving
needs are
growing

- ▶ Paid leave reduces nursing home utilization and can help recruitment and retention of care workers.¹²
- ▶ About 3,740,000 Californians report having long-term COVID-19 symptoms that affect their daily activities.¹³ Paid leave is a critical support as we continue through this mass disabling event, which disproportionately impacts women, people of color and workers with low incomes.¹⁴
- ▶ Paid leave helps family caregivers and people with disabilities (who are often caregivers themselves) manage their health and care needs while maintaining their income and employment.¹⁵

State paid leave plans like California’s show workers, families and businesses benefit from paid leave. Paid leave means people – especially women – aren’t forced to leave the labor force to care for their families or health, reducing turnover for employers of all sizes and boosting the economy.

**California’s
paid leave
program
strengthens
the state**

- ▶ Paid leave helps improve health outcomes and helps working people remain economically secure and stay connected to their jobs.¹⁶
- ▶ Businesses’ employee retention can also improve significantly with paid leave, helping to strengthen bottom lines.¹⁷
- ▶ State programs are used as intended by workers without overburdening employers.¹⁸

California’s paid leave plan shows that paid leave programs work – a common sense, tested approach that works for families, businesses and economies. But people’s access to paid leave shouldn’t depend on where they live or work or what job they hold. The United States needs a common sense, national paid leave program that:

- ▶ includes all workers, no matter where they live or work or what kind of job they have;
- ▶ replaces enough income that workers at any income level can afford leave;
- ▶ provides enough time and covers the range of major needs workers face, including addressing their own health conditions, caring for seriously ill, injured or disabled family members and welcoming newborn, newly adopted or foster children;
- ▶ provides education and outreach to ease implementation for workers and small businesses;
- ▶ has a sustainable funding source that is affordable for workers, employers and the government without harming other essential programs.

**A national
paid leave
plan is the
solution**

National paid family and medical leave means a stronger economy, healthier families and businesses, and greater equality for all women and families.

To learn more, visit NationalPartnership.org/PaidLeave.

-
- 1 National Partnership for Women & Families. (2023, October). *State Paid Family and Medical Leave Insurance Laws*. Retrieved 12 January 2024, from <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-leave/state-paid-family-leave-laws.pdf>
- 2 Appelbaum, E., & Milkman, R. (2013). *Unfinished Business: Paid Family Leave in California and the Future of U.S. Work-Family Policy*. Ithaca, NY: Cornell University Press; Bartel, A., Baum, C., Rossin-Slater, M., Ruhm, C., & Waldfogel, J. (2014, June 23). *California's Paid Family Leave Law: Lessons from the First Decade*. U.S. Department of Labor Publication. Retrieved 12 January, from <http://www.dol.gov/asp/evaluation/reports/PaidLeaveDeliverable.pdf>
- 3 Centers for Disease Control and Prevention. (2023, June). *National Vital Statistics Rapid Release, Births: Provisional Data for 2022 (Table 4. Total number of births, by state of residence, provisional 2021, and percentage of cesarean delivery and preterm births, by state of residence: United States, each state and territory, final 2020 and provisional 2021)*. Retrieved 12 January 2024, from <https://www.cdc.gov/nchs/data/vsrr/vsrr020.pdf>; U.S. Census Bureau. (2023). *American Community Survey 1-Year Estimates 2022, Geographies: All States within United States and Puerto Rico (Table DP03: Selected Economic Characteristics)*. Retrieved 12 January 2024, from <https://data.census.gov>
- 4 Shaw, E., Mason, C. N., Lacarte, V., & Jauregui, E. (2020, May). *Holding Up Half the Sky: Mothers as Workers, Primary Caregivers, & Breadwinners During COVID-19*. Retrieved 12 January 2024, from Institute for Women's Policy Research website: <http://iwpr.org/wp-content/uploads/2020/07/Holding-Up-Half-the-Sky-Mothers-as-Breadwinners.pdf>; "Key breadwinner" means a single mother who heads a household or a married mother who contributes 40 percent or more of the couple's joint earnings. Nationally, 79 percent of Black mothers are key breadwinners; 64 percent of Native American mothers are key breadwinners; 60 percent of mothers identifying as multiracial or "other" race are key breadwinners; 49 percent of Latina mothers are key breadwinners; 48 percent of white mothers are key breadwinners; and 43 percent of Asian/Pacific Islander mothers are key breadwinners.
- 5 U.S. Bureau of Labor Statistics. (2023). *Local Area Unemployment Statistics, Expanded State Employment Status Demographic Data (2022 Annual Averages)*. Retrieved 12 January 2024, from <https://www.bls.gov/lau/ex14tables.htm>; Institute for Women's Policy Research. (2021). *Status of Women in the States (Table 4.1)*. Retrieved 12 January 2024, from <https://statusofwomensdata.org/explore-the-data/poverty-opportunity/additional-state-data/composite/>
- 6 Lenhart, A., Swenson, H., & Schulte, B. (2019, December). *Lifting the Barriers to Paid Family and Medical Leave for Men in the United States*. Retrieved 12 January 2024 from New America website: <https://www.newamerica.org/better-life-lab/reports/lifting-barriers-paid-family-and-medical-leave-men-united-states/>; Livingston, G. (2018, January 8). *Most dads say they spend too little time with their children; about a quarter live apart from them*. Pew Research Center Publication. Retrieved 12 January 2024, from <http://www.pewresearch.org/fact-tank/2018/01/08/most-dads-say-they-spend-too-little-time-with-their-children-about-a-quarter-live-apart-from-them/>
- 7 See note 5, U.S. Bureau of Labor Statistics.
- 8 See note 5, U.S. Bureau of Labor Statistics; University of Virginia Demographics Research Group. (2018). *National Population Projections: Projections for the 50 States and D.C. (Age and Sex)*. Retrieved 12 January 2024, from <http://demographics.coopercenter.org/national-population-projections/?q=demographics/national-population-projections>
- 9 National Academy of Social Insurance. (2023, September). *Older Workers in Physically Challenging Jobs Need Stronger Social Insurance Supports*. Retrieved 12 January 2024, from: <https://www.nasi.org/wp-content/uploads/2023/09/OlderWorkersTaskForce-Report-FINAL.pdf>
- 10 Ibid.
- 11 See note 5, U.S. Bureau of Labor Statistics; National Partnership analysis of 2018-2022 American Community Survey accessed via IPUMS USA, University of Minnesota, www.ipums.org. Number of Black, non-Hispanic women and Hispanic/Latina women in the state's labor force who are aged 55 to 64. We use a five-year dataset to have a sufficient sample size to analyze state-level data; due to pandemic-related labor force impacts in 2020 and 2021, this is a conservative estimate and we expect the population of older women workers to be higher in future years.
- 12 Arora, K., & Wolf, D. A. (2017, November.) Does Paid Family Leave Reduce Nursing Home Use? The California Experience. *Journal of Policy Analysis and Management*, 37(1), 38-62; Espinoza, R. (2020). *Would You Stay? Rethinking Direct Care Job Quality*. Retrieved 12 January 2024, from PHI National website: <https://www.phinational.org/caringforthefuture/wouldyoustay/>
- 13 U.S. Census Bureau. (2023). *Week 63 Household Pulse Survey: October 18 - 30 (Long COVID-19 Symptoms: Adults who previously had COVID-19, with symptoms lasting 3 months or longer)*. Retrieved 12 January 2024, from <https://www.census.gov/data-tools/demo/hhp/#/?>
- 14 Ives-Ruble, M. & Neal, A. (2023, October 26). *The Recent COVID-Fueled Rise in Disability Calls for Better Worker Protections*. Retrieved 12 January 2024, from Center for American Progress website: <https://www.americanprogress.org/article/the-recent-covid-fueled-rise-in-disability-calls-for-better-worker-protections/>
- 15 Setty, S., Koball, H., Hartig, S., & Sutcliffe, T. J. (2019, February). *Disability Perspectives on Paid Leave: A Qualitative Analysis of Leave-taking Among Workers Affected by Disabilities or Serious Health Conditions*. Retrieved 12 January 2024, from The Arc of the U.S. website: <https://thearc.org/policy-advocacy/paid-family-medical-leave/>
- 16 National Partnership for Women & Families. (2023, November). *Paid Leave Works: Evidence from State Programs*. Retrieved 12 January 2024, from <https://nationalpartnership.org/wp-content/uploads/2023/02/paid-leave-works-evidence-from-state-programs.pdf>

17 Ibid.

18 Ibid.

The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy group dedicated to promoting fairness in the workplace, reproductive health and rights, access to quality, affordable health care and policies that help all people meet the dual demands of work and family. More information is available at NationalPartnership.org.

© 2024 National Partnership for Women & Families. All rights reserved.