

For Women and Workers of Color in Every State, Paid Leave Is a Lifeline

By Amanda Novello

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Universal paid family and medical leave is critical to American families' financial security, especially for low-income women and workers of color. As we showed in [Paid Leave Is a Lifeline](#), a median income earner who takes 12 weeks of paid leave for a family or medical reason would receive a portion of their pay that is enough to cover more than a half-year's rent, nearly a year of child care payments, or more than a year of food.¹ Establishing national paid leave by passing the Build Back Better Act would provide this vital benefit to the 77 percent of workers who don't have paid family leave, and the 60 percent of workers without paid medical leave.²

Paid Leave Targets Those Hit Hardest by the Pandemic

Due to progressive wage replacement in the details of the Build Back Better paid leave plan, demographic groups with lower median earnings will see a larger share of their usual income replaced than those who earn more. For example, older women working full-time who take twelve weeks of paid leave would have nearly \$8,400 more in pay than they would have without paid leave, or 21.5 percent higher annual earnings compared with taking unpaid leave, whereas men in the same age group would see 20.4 percent higher earnings.³ Latinx and Black workers who take twelve weeks of paid leave will each end the year with at least 23 percent higher annual pay than what they would have if they had taken unpaid leave, compared with 21.7 percent for white workers.⁴ Latina and Black women — the same workers who currently have the least access to paid leave and are more likely to need to take family or medical leave — will see higher earnings replacement from paid leave than any other group.⁵ At the same time, Black, Hispanic, Native and Pacific Islander workers,⁶ and women report the highest levels of unmet need, and the higher income replacement rate will ensure that lower income workers are able to take leave at all.⁷

Figures 1 and 2: Earnings with and without 12 weeks of paid leave, median, by demographic

Womens' Earnings With and Without Paid Leave, Median



Mens' Earnings With and Without Paid Leave, Median



Table 1: Benefits of 12 weeks of paid leave, by demographic

	Median Earnings with 12 Weeks of Wage Loss		Benefit of 12 Weeks of Paid Leave		Median Earnings With 12 Weeks of Paid Leave		Earnings Increase, 12 Weeks of Paid Leave, Compared with Unpaid	
	Men	Women	Men	Women	Men	Women	Men	Women
Race/Ethnicity								
White	\$44,600	\$36,840	\$9,288	\$8,007	\$53,888	\$44,847	20.8%	21.7%
Black or African American	\$35,080	\$29,840	\$7,717	\$6,852	\$42,797	\$36,692	22.0%	23.0%
Asian	\$58,920	\$41,480	\$11,332	\$8,773	\$70,252	\$50,253	19.2%	21.1%
Hispanic or Latino	\$33,000	\$28,560	\$7,374	\$6,641	\$40,374	\$35,201	22.3%	23.3%
Age								
<24	\$25,020	\$22,280	\$5,978	\$5,361	\$30,998	\$27,641	23.9%	24.1%
25 to 34 years	\$38,440	\$35,440	\$8,271	\$7,776	\$46,711	\$43,216	21.5%	21.9%
35 to 44 years	\$49,680	\$38,720	\$10,126	\$8,317	\$59,806	\$47,037	20.4%	21.5%
45 to 54 years	\$51,160	\$39,400	\$10,370	\$8,430	\$61,530	\$47,830	20.3%	21.4%
55 to 64 years	\$49,840	\$38,920	\$10,152	\$8,350	\$59,992	\$47,270	20.4%	21.5%
65+	\$45,640	\$32,640	\$9,459	\$7,314	\$55,099	\$39,954	20.7%	22.4%

Source: Average annual benefit calculations are based on BLS income data, program details of the Build Back Better Act, and a twelve week benefit duration.⁸

Women, people of color and low-income workers will benefit most from a federal paid leave program. Because the burden of care too often falls on women, women currently take more leave than men. States that have implemented paid family and medical leave programs provide evidence that this will be the case nationally. In California, that was the case every year since the program began,⁹ and in New York, women accounted for two out of every three leave claims.¹⁰ But implementing paid leave eases the burden on women and is a force for equity at home and in the workplace. In states that implemented paid leave, men are more likely to take leave as awareness of the program grows over time.¹¹

But a majority of workers in most states lack any access to paid leave, and that impacts their financial security and their contributions to the economy. Research by AARP shows that more than half of all working caregivers (53 percent) experienced at least one work-related impact due to caregiving, such as taking time off, changing their hours, or working fewer hours.¹² The same study shows the financial impact of providing care—more than \$7,000 in out-of-pocket expenses on average—that paid leave benefits would go a long way to recoup. The ability of workers to take paid leave is fundamental to making sure no one has to face these impossible tradeoffs or endure financial distress while doing so.

Another major legislative priority, once a program is established, is job protection. Since low-income workers of color and women are more likely to face workplace discrimination, implementing legal protections to ensure that workers who take paid leave do not get fired is critical for ensuring equity in a federal program.*

As summarized in our brief, [“Called to Care: A Racially Just Recovery Demands Paid Family and Medical Leave,”](#) access to paid family and medical leave is matter of racial justice in the United States:

“[I]n the United States, our public policies have been shaped by racism and sexism, depriving tens of millions of working people a meaningful right to care for themselves and their loved ones without risking their livelihoods. Nearly eight in ten civilian workers do not have paid family leave at their jobs, meaning that when the need to care arises, they are forced to choose between their health or the health of their loved ones and their income. The coronavirus pandemic has brought into stark relief the fact that Black, Native American, Latinx and Asian American and Pacific Islander workers have been especially likely to face this hard choice. This has resulted in greater economic insecurity, worse health outcomes and lost time with family when it was needed most.”¹³

Paid Leave Is a Lifeline for Workers in Every State

Our state-level estimates show that for median workers in every state, the amount of income replaced for a twelve-week paid leave will amount to between \$6,000-\$9,000 (see Figure 3 and Appendix Table 1).¹⁴

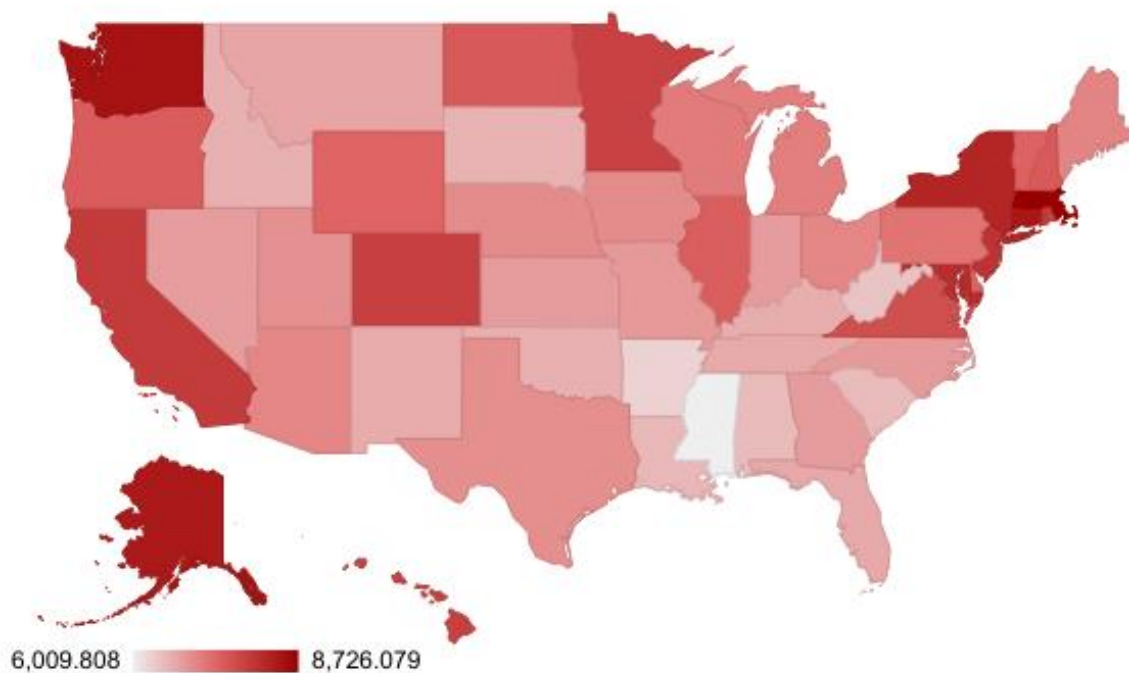
* Job protection is not included in the Build Back Better Act.

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Nichole **couldn't afford to take unpaid leave to care for her dying mother** and was making mistakes at work that could have cost her job. A median-income Black woman in Virginia makes just under \$38,600 per year. With four weeks of paid leave and almost \$2,300 more in her pocket, she could have stayed afloat financially and been there to care for her mom.

On the other hand, when [Lindsay](#) was in a similar situation with her mother, she was able to take three weeks of paid leave through her employer's plan and went on to stay with that company for years after, and progress in her career. Under the Build Back Better plan, nearly 500,000 more workers in Maine would have the opportunity to take supported leave (see Appendix Table 2). In a three-week period, national paid leave would replace \$1,800 of the \$2,300 wages that would have been lost with unpaid leave, for a median worker in Maine. In Lindsay's words, **paid leave "allowed [her] to meet [her] family and personal obligations while maintaining the financial security of a career [she] had worked so hard to build."**

Figure 3: Income replaced during a 12 week leave for a median-wage worker, by state

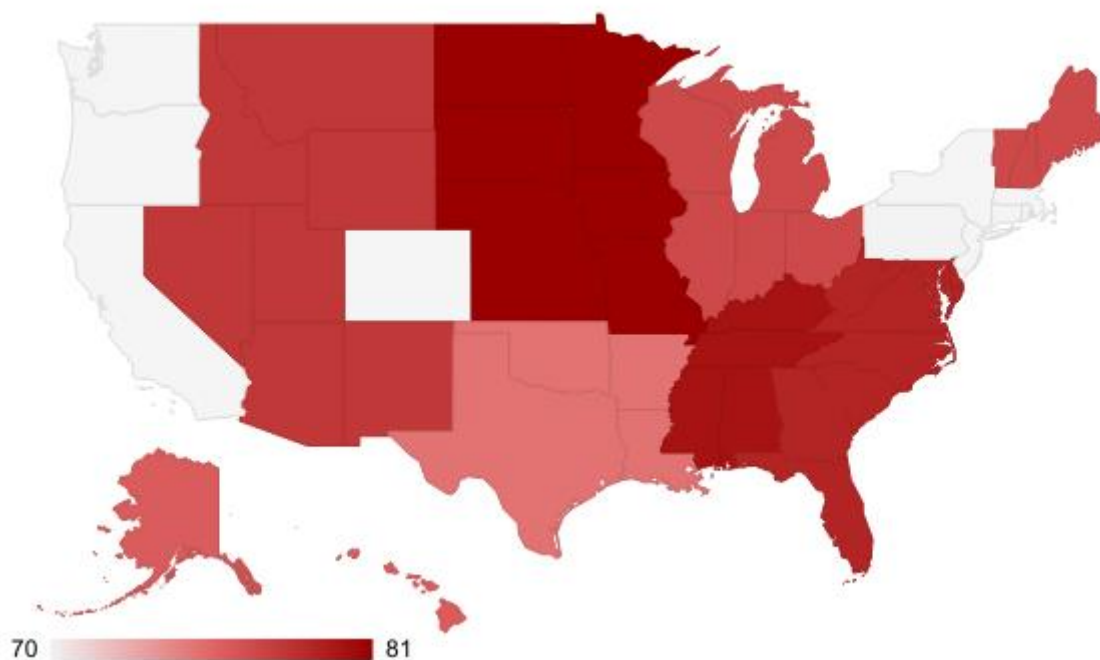


Source: Average annual benefit calculations are based on BLS income data, program details of the Build Back Better Act, and a twelve week benefit duration.¹⁵

The states in which the most people will newly access paid family leave (once a federal program is passed and implemented), are Texas, Florida, Illinois, Ohio, and Pennsylvania, with up to 10 million workers newly set to access benefits in Texas alone. States that would have the largest percentage of workers newly accessing paid family leave (where workers currently have the lowest access rates) are Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota (see Figure 4 and Appendix Table 2).

That means that women in those same states mentioned will likely see the biggest gains in access to paid leave. And since better care economy policies, including paid leave, are correlated with better labor market outcomes for women and narrower gender pay gaps, those gaps will likely narrow in states where the most women will newly access those benefits.¹⁶

Figure 4: Share of workers who will gain access to paid leave, by state



Source: Access rates are regional estimates for civilian paid family leave from the 2021 National Compensation Survey. Employment data are from BLS.¹⁷

Note: Map excludes data on states that have already implemented state-level paid family leave.

Paid Leave Reduces the Parent Penalty for Women and People of Color

Robust paid leave is essential to correcting existing racial inequities in access to parental leave,¹⁸ reducing the parenthood penalty, especially for women of color,¹⁹ and reducing the disproportionate poverty levels experienced by Black and Latinx parents and

babies.²⁰ Paid leave reduces the likelihood that new parents fall into poverty: California's paid leave program increased the average income of mothers with a one-year-old child by more than \$3,000 and reduced their risk of dropping below the poverty line by 10 percent.²¹ A national paid leave policy will offer a critical lifeline for parents with the lowest-incomes; only seven percent of whom currently have access to paid family leave.²²

Further, new data from the Census Bureau show that more than half of all women work during their pregnancy and that men are increasingly taking time to care for newborns.²³ Both of these trends indicate a growing need for universal and comprehensive paid family leave. Less than half of women and just one-third of men reported having dedicated paid parental leave, and substantial shares of both men and women reported taking at least some unpaid leave. The data also show it is common for new parents to cobble together leave time by using up sick or vacation leave—which risks leaving them with no paid time off for an illness or family emergency that occurs after they return to work.²⁴

The Build Back Better Act will ensure women can no longer have to patch together insufficient and too-often unpaid leave – and will resolve the inequities driven by a lack of paid paternity leave.²⁵ In states that have paid parental leave, there is clear evidence that over time, more and more fathers take that leave, easing the lopsided impacts that a maternity-only leave can have on women.^{26 27}

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Christine had to stay in the hospital for 48 days after giving birth, since her child was born with a heart issue that required surgery and intensive care. Christine is a union worker with the SEIU, and has paid leave through her employer. Without it, she would have lost at least six weeks of pay, or more than \$5,000 for a median worker in Virginia, but with paid leave, she would recover \$3,800, or 73 percent of those lost wages.

Sarah in Maine didn't have paid maternity leave, and had to patch together different forms of paid and unpaid leave in order to take time off during and after her child's birth. While she was able to recover some funds, she was determined to take a full twelve weeks off to recover and bond with her child. The median income replacement for a Maine worker for twelve weeks of family leave would have been more than \$7,000. This would have covered the \$2,000 in expenses Sarah incurred at the hospital, and eased stress and financial burden at such a critical time.

Appendix Table 1: Median income replaced for a six- and twelve- week leave, by state

(See Figure 3 for map graph)

State	Median wage	Wage Replacement Rate	Income Replacement for 6 Weeks of Paid Leave	Income Replacement for 12 Weeks of Paid Leave
Alabama	\$36,250	78.1%	\$3,265	\$6,530
Alaska	\$50,860	71.4%	\$4,192	\$8,385
Arizona	\$40,260	75.8%	\$3,520	\$7,039
Arkansas	\$34,330	79.3%	\$3,143	\$6,286
California	\$47,290	72.7%	\$3,966	\$7,931
Colorado	\$46,850	72.8%	\$3,938	\$7,876
Connecticut	\$51,090	71.4%	\$4,207	\$8,414
Delaware	\$43,090	74.4%	\$3,699	\$7,398
District of Columbia	\$79,650	62.6%	\$5,754	\$11,507
Florida	\$37,580	77.2%	\$3,349	\$6,699
Georgia	\$38,660	76.6%	\$3,418	\$6,836
Hawaii	\$46,680	72.9%	\$3,927	\$7,854
Idaho	\$37,010	77.6%	\$3,313	\$6,627
Illinois	\$43,700	74.1%	\$3,738	\$7,476
Indiana	\$38,600	76.7%	\$3,414	\$6,828
Iowa	\$39,920	75.9%	\$3,498	\$6,996
Kansas	\$38,670	76.6%	\$3,419	\$6,837
Kentucky	\$37,230	77.4%	\$3,327	\$6,655
Louisiana	\$36,460	77.9%	\$3,278	\$6,557
Maine	\$40,460	75.7%	\$3,532	\$7,065
Maryland	\$48,740	72.1%	\$4,058	\$8,116
Massachusetts	\$53,550	70.6%	\$4,363	\$8,726
Michigan	\$40,920	75.4%	\$3,561	\$7,123
Minnesota	\$46,610	72.9%	\$3,923	\$7,845
Mississippi	\$32,710	79.6%	\$3,005	\$6,010

Missouri	\$38,890	76.5%	\$3,433	\$6,865
Montana	\$37,860	77.1%	\$3,367	\$6,735
Nebraska	\$39,850	76.0%	\$3,494	\$6,987
Nevada	\$38,580	76.7%	\$3,413	\$6,826
New Hampshire	\$44,130	73.9%	\$3,765	\$7,530
New Jersey	\$48,130	72.4%	\$4,019	\$8,038
New Mexico	\$37,380	77.4%	\$3,337	\$6,674
New York	\$49,580	71.9%	\$4,111	\$8,222
North Carolina	\$38,740	76.6%	\$3,423	\$6,846
North Dakota	\$44,220	73.9%	\$3,771	\$7,542
Ohio	\$40,300	75.7%	\$3,522	\$7,044
Oklahoma	\$37,110	77.5%	\$3,320	\$6,639
Oregon	\$43,760	74.1%	\$3,742	\$7,483
Pennsylvania	\$41,760	75.0%	\$3,615	\$7,230
Rhode Island	\$47,360	72.6%	\$3,970	\$7,940
South Carolina	\$36,100	78.2%	\$3,256	\$6,511
South Dakota	\$36,820	77.7%	\$3,301	\$6,602
Tennessee	\$37,440	77.3%	\$3,341	\$6,681
Texas	\$39,640	76.1%	\$3,480	\$6,960
Utah	\$39,480	76.2%	\$3,470	\$6,940
Vermont	\$43,270	74.3%	\$3,711	\$7,421
Virginia	\$45,210	73.5%	\$3,834	\$7,667
Washington	\$51,600	71.2%	\$4,239	\$8,479
West Virginia	\$35,500	78.5%	\$3,217	\$6,435
Wisconsin	\$41,150	75.3%	\$3,576	\$7,152
Wyoming	\$43,030	74.4%	\$3,695	\$7,391

Source: Average annual benefit calculations are based on BLS income data, program details of the Build Back Better Act, and four week benefit duration.²⁸

Appendix Table 2: Women and all workers who will newly have paid leave through a national program, by state

(see Figure 4 for map graph)

State	Paid Family Leave, % Civilian Workers with Access	% Workers who Will Gain Paid Family Leave	Total Employed, 2020 (thousands)	# Workers who Will Gain Paid Leave (thousands)	# Women who Will Gain Paid Leave (thousands)
Alabama	20	80	2,099	1,679	801
Alaska	24	76	317	241	115
Arizona	22	78	3,307	2,579	1,198
Arkansas	25	75	1,273	955	451
Delaware	21	79	446	352	169
Florida	21	79	9,271	7,324	3,410
Georgia	21	79	4,716	3,726	1,808
Hawaii	24	76	571	434	209
Idaho	22	78	849	662	294
Illinois	23	77	5,677	4,371	2,076
Indiana	23	77	3,100	2,387	1,117
Iowa	19	81	1,570	1,272	597
Kansas	19	81	1,417	1,148	544
Kentucky	20	80	1,879	1,503	702
Louisiana	25	75	1,906	1,430	688
Maine	23	77	643	495	240
Maryland	21	79	2,966	2,343	1,150
Michigan	23	77	4,377	3,370	1,611
Minnesota	19	81	2,896	2,346	1,127
Mississippi	20	80	1,153	922	449
Missouri	19	81	2,852	2,310	1,114
Montana	22	78	508	396	185
Nebraska	19	81	997	808	379
Nevada	22	78	1,336	1,042	476
New Hampshire	23	77	704	542	256

New Mexico	22	78	849	662	307
North Carolina	21	79	4,623	3,652	1,740
North Dakota	19	81	383	310	144
Ohio	23	77	5,246	4,039	1,943
Oklahoma	25	75	1,736	1,302	587
Pennsylvania	30	70	5,810	4,067	1,948
South Carolina	21	79	2,236	1,766	856
South Dakota	19	81	447	362	168
Tennessee	20	80	3,040	2,432	1,151
Texas	25	75	12,945	9,709	4,360
Utah	22	78	1,549	1,208	535
Vermont	23	77	312	240	119
Virginia	21	79	4,109	3,246	1,545
West Virginia	21	79	728	575	273
Wisconsin	23	77	2,878	2,216	1,045
Wyoming	22	78	279	218	101

Source: Access rates are regional estimates for civilian paid family leave from the National Compensation Survey, therefore percentages and numbers of workers who will newly get access are estimates based on these regional data. Employment data are from the Bureau of Labor Statistics.²⁹

Note: Numbers are likely a lower bound because they are based on the current number of individuals employed, rather than the labor force of those who might get jobs and therefore will also be eligible to receive paid leave. Table excludes states where paid family and medical leave has been implemented: California, Colorado, Connecticut, District of Columbia, Massachusetts, New Jersey, New York, Oregon, Rhode Island, and Washington.

¹ Novello, A., & Mason, J. (2021, October). *Paid Leave is a Lifeline for Workers and Families*. Retrieved 18 October 2021, from <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-leave/paid-leave-is-lifeline-for-workers-families.pdf>

² National Partnership for Women and Families. (September 2021). *Key Facts: Paid Family and Medical Leave*. Retrieved 18 October 2021, from <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-leave/key-facts-paid-family-and-medical-leave.pdf>; and U.S. Bureau of Labor Statistics. (2021, September). *National Compensation Survey: Employee Benefits in the United States, March 2021* (Tables 17, 33). Retrieved 18 October 2021, from <https://www.bls.gov/ncs/ebs/benefits/2021/employee-benefits-in-the-united-states-march-2021.pdf>

³ U.S. Census Bureau. (2021). *Data Retrieval: Labor Force Statistics (CPS) Table 2. Median usual weekly earnings of full-time wage and salary workers by selected characteristics, not seasonally adjusted*. Retrieved 18 October 2021, from <https://www.bls.gov/webapps/legacy/cpswktab2.htm>; This calculation refers to median wages for women aged 55-64 (See Table 1).

⁴ Ibid; This calculation refers to median wages for Latinx workers (See Table 1).

⁵ U.S. Department of Labor. (2020, July). *Employee and Worksite Perspectives of the Family and Medical Leave Act: Supplemental Results from the 2018 Surveys* (Tables B2-1 and B4-2). Retrieved 18 October 2021, from

https://www.dol.gov/sites/dolgov/files/OASP/evaluation/pdf/WHD_FMLA2018SurveyResults_Appendices_Aug2020.pdf; From FMLA data we know that Black and Latinx workers are less likely to be eligible even for unpaid FMLA leave. Out of all employees, one in five Black and Latinx workers took family or medical leave in the survey year, compared with one in seven white workers.

⁶ Ibid; Women report unmet need for leave at higher rates than men, Black and Latinx workers report unmet need for leave at higher rates than white workers (Table B6-2).

⁷ State of California Employment Development Department. (2021, March). *Impact of Increasing the State Disability Insurance Wage Replacement Rate Effective January 1, 2018*. Retrieved 8 October 2021, from https://www.edd.ca.gov/about_edd/pdf/Impact-of-Increasing-the-State-Disability-Insurance-Wage-Replacement.pdf

⁸ U.S. Census Bureau. (2021). *Data Retrieval: Labor Force Statistics (CPS) Table 2. Median usual weekly earnings of full-time wage and salary workers by selected characteristics, not seasonally adjusted*. Retrieved 18 October 2021, from <https://www.bls.gov/webapps/legacy/cpswktab2.htm>

⁹ State of California Employment Development Department. (2021). *Overview of California's Paid Family Leave Program*. Retrieved 18 October 2021, from https://edd.ca.gov/pdf_pub_ctr/de2530.pdf

¹⁰ Office of Governor Andrew C. Cuomo. (2019, August 13). *New York State Paid Family Leave: 2018 Year in Review*. Retrieved 18 October 2021, from https://www.governor.ny.gov/sites/governor.ny.gov/files/atoms/files/PFL_EOYReport_2018_FINAL.pdf

¹¹ National Partnership for Women & Families (2021). *Meeting the Promise of Paid Leave: Best Practices in State Paid Leave Implementation*. Retrieved 18 October 2021, from <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-leave/meeting-the-promise-of-paid-leave.pdf>

¹² AARP Research. (2021, June). *CAREGIVING OUT-OF-POCKET COSTS STUDY*. Retrieved 18 October 2021, from AARP website: https://www.aarp.org/content/dam/aarp/research/surveys_statistics/ltc/2021/family-caregivers-cost-survey-2021.doi.10.26419-2Fres.00473.001.pdf

¹³ Mason, J. & Molina Acosta, P. (2021, March). *Called to Care. A Racially Just Recovery Demands Paid Family and Medical Leave*. Retrieved 18 October 2021, from National Partnership for Women & Families website: <https://www.nationalpartnership.org/our-work/economic-justice/reports/called-to-care-a-racially-just-demands-paid-family-and-medical-leave.html>

¹⁴ Citations to first "Stories" text box: National Women's Law Center. (2020, February). *Black Women Wage Gap State Rankings: 2019*. Retrieved 8 October 2021, from <https://nwlc.org/wp-content/uploads/2018/12/Black-Women-Wage-Gap-State-By-State-2020.pdf>; Nichole's story provided to the Virginia Campaign for a Family Friendly Economy; Lindsay's story provided to the Maine Paid Leave Coalition.

¹⁵ See note 3.

¹⁶ Kashen, J. & Novello, A. (2021, September). *Care Matters: A Report Card for Care Policies in the States*. Retrieved 18 October 2021, from The Century Foundation website: <https://tcf.org/content/report/care-matters-a-report-card-for-care-policies-in-the-states/>

¹⁷ See note 3.

¹⁸ U.S. Bureau of Labor Statistics. (2019, January). *Racial and ethnic disparities in access to and use of paid family and medical leave: evidence from four nationally representative datasets*. Retrieved 18 October 2021, from <https://www.bls.gov/opub/mlr/2019/article/racial-and-ethnic-disparities-in-access-to-and-use-of-paid-family-and-medical-leave.htm>

¹⁹ Kashen, J. & Milli, J. (2021, October). *The Build Back Better Plan Would Reduce the Motherhood Penalty*. Retrieved 18 October 2021, from The Century Foundation website: <https://tcf.org/content/report/build-back-better-plan-reduce-motherhood-penalty/>

²⁰ National Partnership for Women & Families. (2019, September). *Paid Leave Works: Evidence from State Programs*. Retrieved 18 October 2021, from <https://www.nationalpartnership.org/our-work/resources/economic-justice/paid-leave/paid-leave-works-evidence-from-state-programs.pdf>

²¹ Policelli, K., Gould-Werth, A. (2019, August). *New research shows California Paid Family Leave reduces poverty*. Retrieved 18 October 2021, from Washington Center for Equitable Growth website: <https://equitablegrowth.org/new-research-shows-california-paid-family-leave-reduces-poverty/>

²² See note 1; Data refers to the lowest decile civilian earners.

²³ Scherer, Z. (2021, September). *College-Educated Women and Non-Hispanic White Women More Likely to Work During First Pregnancy*. Retrieved 18 October 2021, from U.S. Census Bureau website: <https://www.census.gov/library/stories/2021/09/two-thirds-recent-first-time-fathers-took-time-off-after-birth.html>

²⁴ Ibid; Out of women who gave birth and worked up until/through pregnancy, 45 percent used paid maternity leave, 39 percent of women unpaid maternity leave, 10 percent used paid vacation, 9 percent used disability, 9 percent used paid sick, 6 percent unpaid

sick (respondents could choose more than one). Out of men who took leave for paternity, 35 percent used paid vacation, 33 percent used paternity leave, and 16.5 percent used unpaid paternity leave.

²⁵ Lenhart, A., Swenson, H., Schulte, B. (2019). *Lifting the Barriers to Paid Family and Medical Leave for Men in the United States*. Retrieved 18 October 2021, from New America website: <https://www.newamerica.org/better-life-lab/reports/lifting-barriers-paid-family-and-medical-leave-men-united-states/>

²⁶ Mason, J. (2019, July). *Meeting the Promise of Paid Leave: Best Practices in State Implementation*. Retrieved 14 October 2021, from National Partnership for Women and Families website: <https://www.nationalpartnership.org/our-work/economic-justice/meeting-the-promise-of-paid-leave.html>

²⁷ Citations to second “Stories” text box; BLS income data and authors’ calculations. Christine’s story provided to the Virginia Campaign for a Family Friendly Economy; Sarah’s story provided to the Maine Paid Leave Coalition; According to 2020 NCS data, 24 percent of unionized workers have paid family leave, compared with 23% non-unionized workers.

²⁸ See note 3.

²⁹ See note 3.

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.

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