

Pregnant Workers Need the **Pregnant Workers Fairness Act**

MAY 2013

Despite existing protections, pregnant workers in this country still face discrimination. Pregnant workers are forced out of their jobs and denied reasonable accommodations that would enable them to continue working and supporting their families. The Pregnant Workers Fairness Act would help end this discrimination and promote the health and economic security of pregnant women, their babies and their families.

According to the most recent data, 62 percent of women in the United States who gave birth in a one-year period also worked during that time.¹ In Rhode Island, North Dakota, South Dakota and Wisconsin, nearly three quarters of women who gave birth were also in the labor force.² California had the greatest number of pregnant workers and new moms in the labor force (296,225 women). **The fact is, in every single state, the majority of women who gave birth in a one-year period were also in the labor force.**³

The data confirm what women, families, workers and employers across the country have long known: A significant number of women in the United States work while pregnant. Given that the majority of women are breadwinners and primary caregivers for their families, this means that helping to ensure that pregnant workers are treated equally is essential to working families and our economy. That is why the Pregnant Workers Fairness Act is urgently needed.

Women 16 to 50 Years Old who Gave Birth in a 12-Month Period and were in the Labor Force⁴

| State | Total number of women who gave birth in past 12 months | Total number of women who gave birth in the past 12 months who were in the labor force | Percentage of pregnant and new moms who were in the labor force |
|----------------------|--|--|---|
| National | 4,216,387 | 2,600,379 | 62% |
| Alabama | 68,661 | 42,217 | 61% |
| Alaska | 12,826 | 7,166 | 56% |
| Arizona | 88,217 | 48,287 | 55% |
| Arkansas | 39,100 | 24,112 | 62% |
| California | 520,619 | 296,225 | 57% |
| Colorado | 71,690 | 43,767 | 61% |
| Connecticut | 41,687 | 28,416 | 68% |
| Delaware | 10,903 | 7,423 | 68% |
| District of Columbia | 7,894 | 5,037 | 64% |
| Florida | 217,289 | 137,899 | 63% |
| Georgia | 142,821 | 87,878 | 62% |

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|-----------------------|---------|---------|------------|
| Hawaii | 20,707 | 12,544 | 61% |
| Idaho | 26,235 | 14,588 | 56% |
| Illinois | 176,850 | 111,413 | 63% |
| Indiana | 87,922 | 57,933 | 66% |
| Iowa | 40,533 | 28,904 | 71% |
| Kansas | 43,536 | 29,120 | 67% |
| Kentucky | 57,772 | 36,461 | 63% |
| Louisiana | 67,377 | 41,084 | 61% |
| Maine | 14,642 | 9,959 | 68% |
| Maryland | 80,601 | 55,300 | 69% |
| Massachusetts | 79,564 | 53,923 | 68% |
| Michigan | 126,772 | 82,372 | 65% |
| Minnesota | 75,007 | 52,652 | 70% |
| Mississippi | 43,230 | 26,619 | 62% |
| Missouri | 80,283 | 52,713 | 66% |
| Montana | 13,365 | 8,337 | 62% |
| Nebraska | 28,115 | 20,015 | 71% |
| Nevada | 38,049 | 22,657 | 60% |
| New Hampshire | 14,618 | 10,211 | 70% |
| New Jersey | 112,539 | 72,307 | 64% |
| New Mexico | 29,516 | 16,619 | 56% |
| New York | 247,445 | 151,411 | 61% |
| North Carolina | 132,429 | 82,322 | 62% |
| North Dakota | 9,643 | 7,103 | 74% |
| Ohio | 146,054 | 96,220 | 66% |
| Oklahoma | 52,824 | 30,658 | 58% |
| Oregon | 48,688 | 29,715 | 61% |
| Pennsylvania | 148,298 | 96,729 | 65% |
| Rhode Island | 12,210 | 9,205 | 75% |
| South Carolina | 65,943 | 42,154 | 64% |
| South Dakota | 11,456 | 8,390 | 73% |
| Tennessee | 96,075 | 61,875 | 64% |
| Texas | 403,653 | 218,488 | 54% |
| Utah | 52,721 | 26,511 | 50% |
| Vermont | 6,429 | 4,509 | 70% |
| Virginia | 108,589 | 69,527 | 64% |
| Washington | 92,578 | 52,278 | 56% |
| West Virginia | 19,854 | 10,622 | 54% |
| Wisconsin | 74,677 | 53,943 | 72% |
| Wyoming | 7,881 | 4,561 | 58% |

1 U.S. Census Bureau. (2011). *American Community Survey 3 Year Estimates, Geographies: All States within United States, Table B13012: WOMEN 16 TO 50 YEARS WHO HAD A BIRTH IN THE PAST 12 MONTHS BY MARITAL STATUS AND LABOR FORCE STATUS*

Universe: Women 16 to 50 years, Retrieved 13 January 2013, from

http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_11_3YR_B13012&prodType=table. National Partnership for Women & Families calculation based on the total of unmarried and married women who have had births in the past 12 months who are in the labor force divided by the total number of women who have had a birth in the past 12 months.

2 Ibid.

3 Ibid.

4 Ibid.

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