

States' Need for Inclusive Paid Family and Medical Leave

June 2017

As outlined in *Our Aging, Caring Nation*, 24 states stand out in one or more dimensions below as especially in need of a policy that includes parental leave, family care leave and personal medical leave. Half of these states (12) rank in high need in two or more of these dimensions.

State	Parental Leave	Family Care Leave	Medical Leave	Economic Case for Paid Leave
Arizona		<ul style="list-style-type: none"> • 804,000 - family caregivers • 15.4 - percent of adults who are family caregivers (tied for 35th largest) • 16.4 - percent pop. 65+ (tied for 9th largest) • 27.4 - old age dependency ratio (8th largest) • 32.6 - percent adults 65+ with multiple chronic conditions (36th largest) • 1.8 - 2050 projected ratio of potential family caregivers to elderly adults (1st smallest) • 19.8 - 2030 projected percent pop. 65+ (31st largest) • 20.7 - 2015-2030 projected percent increase in proportion of pop. 65+ (48th largest) • 53.8 - 2017-2025 projected percent increase in adults 65+ with Alzheimer's (2nd largest) 		<p>Percentage point difference between men's and women's LFPRs:</p> <ul style="list-style-type: none"> • 12.6 - overall (12th largest) • 20.3 - 25-34 age range (tied for 5th largest) • 12.2 - 55-64 age range (14th largest)

LFPR means labor force participation rate and *pop.* means population.

State	Parental Leave	Family Care Leave	Medical Leave	Economic Case for Paid Leave
California				Percentage point difference between men's and women's LFPRs: <ul style="list-style-type: none"> • 14.7 - overall (5th largest) • 17.6 - 25-34 age range (11th largest) • 14.2 - 55-64 age range (7th largest)
Colorado				Percentage point difference between men's and women's LFPRs: <ul style="list-style-type: none"> • 13.3 - overall (8th largest) • 17.8 - 25-34 age range (10th largest) • 12.1 - 55-64 age range (15th largest)
Connecticut	<ul style="list-style-type: none"> • 4th lowest birth rate • 10.0 births per 1,000 population 		<ul style="list-style-type: none"> • 7th largest share of older workers • 468,000 - total labor force age 55+ • 46.6 - percent age 55+ in LFPR • 24.7 - percent of labor force age 55+ 	

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State	Parental Leave	Family Care Leave	Medical Leave	Economic Case for Paid Leave
Delaware		<ul style="list-style-type: none"> • 123,000 - family caregivers • 16.6 - percent of adults who are family caregivers (tied for 13th largest) • 17.0 - percent pop. 65+ (tied for 6th largest) • 27.7 - old age dependency ratio (6th largest) • 40.9 - percent adults 65+ with multiple chronic conditions (9th largest) • 2.8 - 2050 projected ratio of potential family caregivers to elderly adults (tied for 13th smallest) • 24.1 - 2030 projected percent pop. 65+ (6th largest) • 41.9 - 2015-2030 projected percent increase in proportion of pop. 65+ (11th largest) • 27.8 - 2017-2025 projected percent increase in adults 65+ with Alzheimer's (25th largest) 		
Florida	<ul style="list-style-type: none"> • 9th lowest birth rate • 11.1 births per 1,000 population 	<ul style="list-style-type: none"> • 2,670,000 - family caregivers • 16.5 - percent of adults who are family caregivers (tied for 18th largest) • 19.5 - percent pop. 65+ (1st largest) • 32.3 - old age dependency ratio (1st largest) • 45.4 - percent adults 65+ with multiple chronic conditions (1st largest) • 2.3 - 2050 projected ratio of potential family caregivers to elderly adults (tied for 4th smallest) • 23.0 - 2030 projected percent pop. 65+ (tied for 9th largest) • 18.2 - 2015-2030 projected percent increase in proportion of pop. 65+ (49th largest) • 38.5 - 2017-2025 projected percent increase in adults 65+ with Alzheimer's (8th largest) 		

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State	Parental Leave	Family Care Leave	Medical Leave	Economic Case for Paid Leave
Hawaii		<ul style="list-style-type: none"> • 154,000 - family caregivers • 13.7 - percent of adults who are family caregivers (tied for 45th largest) • 16.6 - percent pop. 65+ (8th largest) • 26.9 - old age dependency ratio (9th largest) • 33.6 - percent adults 65+ with multiple chronic conditions (tied for 31st largest) • 2.1 - 2050 projected ratio of potential family caregivers to elderly adults (3rd smallest) • 22.7 - 2030 projected percent pop. 65+ (11th largest) • 37.0 - 2015-2030 projected percent increase in proportion of pop. 65+ (tied for 24th largest) • 29.6 - 2017-2025 projected percent increase in adults 65+ with Alzheimer's (tied for 22nd largest) 	<ul style="list-style-type: none"> • 5th largest share of older workers • 170,000 - total labor force age 55+ • 41.8 - percent age 55+ in LFPR • 25.1 - percent of labor force age 55+ 	
Maine	<ul style="list-style-type: none"> • 3rd lowest birth rate • 9.5 births per 1,000 population 	<ul style="list-style-type: none"> • 178,000 - family caregivers • 16.6 - percent of adults who are family caregivers (tied for 13th largest) • 18.8 - percent pop. 65+ (2nd largest) • 30.4 - old age dependency ratio (2nd largest) • 33.6 - percent adults 65+ with multiple chronic conditions (tied for 31st largest) • 3.0 - 2050 projected ratio of potential family caregivers to elderly adults (tied for 28th smallest) • 28.2 - 2030 projected percent pop. 65+ (1st largest) • 50.1 - 2015-2030 projected percent increase in proportion of pop. 65+ (3rd largest) • 29.6 - 2017-2025 projected percent increase in adults 65+ with Alzheimer's (tied for 22nd largest) 	<ul style="list-style-type: none"> • Largest share of older workers • 200,000 - total labor force age 55+ • 42.8 - percent age 55+ in LFPR • 29.5 - percent of labor force age 55+ 	
Massachusetts	<ul style="list-style-type: none"> • 6th lowest birth rate • 10.5 births per 1,000 population 		<ul style="list-style-type: none"> • 9th largest share of older workers • 877,000 - total labor force age 55+ • 44.5 - percent age 55+ in LFPR • 24.4 - percent of labor force age 55+ 	

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State	Parental Leave	Family Care Leave	Medical Leave	Economic Case for Paid Leave
Montana		<ul style="list-style-type: none"> • 118,000 - family caregivers • 14.6 - percent of adults who are family caregivers (42nd largest) • 17.3 - percent pop. 65+ (5th largest) • 28.5 - old age dependency ratio (4th largest) • 25.1 - percent adults 65+ with multiple chronic conditions (49th largest) • 2.9 - 2050 projected ratio of potential family caregivers to elderly adults (tied for 20th smallest) • 24.3 - 2030 projected percent pop. 65+ (5th largest) • 40.3 - 2015-2030 projected percent increase in proportion of pop. 65+ (tied for 13th largest) • 35.0 - 2017-2025 projected percent increase in adults 65+ with Alzheimer's (14th largest) 	<ul style="list-style-type: none"> • 4th largest share of older workers • 137,000 - total labor force age 55+ • 41.9 - percent age 55+ in LFPR • 26.2 - percent of labor force age 55+ 	
Nevada				Percentage point difference between men's and women's LFPRs: <ul style="list-style-type: none"> • 13.0 - overall (10th largest) • 21.6 - 25-34 age range (tied for 3rd largest) • 12.5 - 55-64 age range (13th largest)
New Hampshire	<ul style="list-style-type: none"> • 1st lowest birth rate • 9.3 births per 1,000 population 	<ul style="list-style-type: none"> • 173,000 - family caregivers • 16.2 - percent of adults who are family caregivers (tied for 24th largest) • 16.4 - percent pop. 65+ (tied for 9th largest) • 25.7 - old age dependency ratio (tied for 16th largest) • 31.6 - percent adults 65+ with multiple chronic conditions (38th largest) • 2.9 - 2050 projected ratio of potential family caregivers to elderly adults (tied for 20th smallest) • 24.6 - 2030 projected percent pop. 65+ (3rd largest) • 50.2 - 2015-2030 projected percent increase in proportion of pop. 65+ (2nd largest) • 33.3 - 2017-2025 projected percent increase in adults 65+ with Alzheimer's (tied for 15th largest) 	<ul style="list-style-type: none"> • 3rd largest share of older workers • 195,000 - total labor force age 55+ • 47.3 - percent age 55+ in LFPR • 26.3 - percent of labor force age 55+ 	

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New Jersey			<ul style="list-style-type: none"> • 6th largest share of older workers • 1,129,000 - total labor force age 55+ • 45.8 - percent age 55+ in LFPR • 24.9 - percent of labor force age 55+ 	Percentage point difference between men's and women's LFPRs: <ul style="list-style-type: none"> • 14.8 - overall (tied for 3rd largest) • 16.4 - 25-34 age range (15th largest) • 13.1 - 55-64 age range (tied for 10th largest)
New Mexico		<ul style="list-style-type: none"> • 277,000 - family caregivers • 17.5 - percent of adults who are family caregivers (10th largest) • 15.9 - percent pop. 65+ (16th largest) • 26.3 - old age dependency ratio (tied for 13th largest) • 29.6 - percent adults 65+ with multiple chronic conditions (41st largest) • 2.5 - 2050 projected ratio of potential family caregivers to elderly adults (6th smallest) • 23.0 - 2030 projected percent pop. 65+ (tied for 9th largest) • 45.0 - 2015-2030 projected percent increase in proportion of pop. 65+ (6th largest) • 39.5 - 2017-2025 projected percent increase in adults 65+ with Alzheimer's (tied for 6th largest) 		
Oklahoma				Percentage point difference between men's and women's LFPRs: <ul style="list-style-type: none"> • 14.8 - overall (tied for 3rd largest) • 18.7 - 25-34 age range (8th largest) • 15.7 - 55-64 age range (3rd largest)
Oregon	<ul style="list-style-type: none"> • 10th lowest birth rate • 11.3 births per 1,000 population 			

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State	Parental Leave	Family Care Leave	Medical Leave	Economic Case for Paid Leave
Pennsylvania	<ul style="list-style-type: none"> • 8th lowest birth rate • 11.0 births per 1,000 population 	<ul style="list-style-type: none"> • 1,650,000 - family caregivers • 16.3 - percent of adults who are family caregivers (23rd largest) • 17.0 - percent pop. 65+ (tied for 6th largest) • 27.5 - old age dependency ratio (7th largest) • 40.5 - percent adults 65+ with multiple chronic conditions (tied for 10th largest) • 3.3 - 2050 projected ratio of potential family caregivers to elderly adults (tied for 43rd smallest) • 23.2 - 2030 projected percent pop. 65+ (7th largest) • 36.2 - 2015-2030 projected percent increase in proportion of pop. 65+ (28th largest) • 18.5 - 2017-2025 projected percent increase in adults 65+ with Alzheimer's (41st largest) 	<ul style="list-style-type: none"> • 8th largest share of older workers • 1,585,000 - total labor force age 55+ • 40.3 - percent age 55+ in LFPR • 24.7 - percent of labor force age 55+ 	
Rhode Island	<ul style="list-style-type: none"> • 5th lowest birth rate • 10.4 births per 1,000 population 			
Tennessee				Percentage point difference between men's and women's LFPRs: <ul style="list-style-type: none"> • 14.3 - overall (6th largest) • 20.3 - 25-34 age range (tied for 5th largest) • 13.0 - 55-64 age range (12th largest)
Texas				Percentage point difference between men's and women's LFPRs: <ul style="list-style-type: none"> • 16.8 - overall (2nd largest) • 21.6 - 25-34 age range (tied for 3rd largest) • 17.2 - 55-64 age range (2nd largest)

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State	Parental Leave	Family Care Leave	Medical Leave	Economic Case for Paid Leave
Utah				Percentage point difference between men's and women's LFPRs: <ul style="list-style-type: none"> • 20.6 - overall (1st largest) • 26.6 - 25-34 age range (1st largest) • 20.2 - 55-64 age range (1st largest)
Vermont	<ul style="list-style-type: none"> • 2nd lowest birth rate • 9.4 births per 1,000 population 	<ul style="list-style-type: none"> • 74,900 - family caregivers • 14.8 - percent of adults who are family caregivers (tied for 38th largest) • 17.6 - percent pop. 65+ (4th largest) • 27.8 - old age dependency ratio (5th largest) • 26.1 - percent adults 65+ with multiple chronic conditions (47th largest) • 2.9 - 2050 projected ratio of potential family caregivers to elderly adults (tied for 20th smallest) • 24.4 - 2030 projected percent pop. 65+ (4th largest) • 38.5 - 2015-2030 projected percent increase in proportion of pop. 65+ (20th largest) • 41.7 - 2017-2025 projected percent increase in adults 65+ with Alzheimer's (4th largest) 	<ul style="list-style-type: none"> • 2nd largest share of older workers • 99,000 - total labor force age 55+ • 48.3 - percent age 55+ in LFPR • 28.8 - percent of labor force age 55+ 	
West Virginia	<ul style="list-style-type: none"> • 7th lowest birth rate • 10.7 births per 1,000 population 	<ul style="list-style-type: none"> • 282,000 - family caregivers • 19.3 - percent of adults who are family caregivers (4th largest) • 18.2 - percent pop. 65+ (3rd largest) • 29.8 - old age dependency ratio (3rd largest) • 42.8 - percent adults 65+ with multiple chronic conditions (4th largest) • 3.1 - 2050 projected ratio of potential family caregivers to elderly adults (tied for 33rd smallest) • 25.3 - 2030 projected percent pop. 65+ (2nd largest) • 39.1 - 2015-2030 projected percent increase in proportion of pop. 65+ (18th largest) • 18.9 - projected percent increase in adults 65+ with Alzheimer's 2017-2025 (40th largest) 	<ul style="list-style-type: none"> • 10th largest share of older workers • 188,000 - total labor force age 55+ • 30.8 - percent age 55+ in LFPR • 23.9 - percent of labor force age 55+ 	

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State	Parental Leave	Family Care Leave	Medical Leave	Economic Case for Paid Leave
Wyoming				Percentage point difference between men's and women's LFPRs: <ul style="list-style-type: none"> • 13.1 - overall (9th largest) • 22.2 - 25-34 age range (2nd largest) • 14.1 - 55-64 age range (8th largest)

Paid parental leave is needed in states in which birth rates are low and, as a result, the long-term strength of the labor force, the tax base and the care base may be in jeopardy.

Paid leave for family caregiving is needed in states with significant current and projected caregiving needs.

Paid medical leave would help bolster the labor force in states with high shares of workers ages 55 and older who are more likely to experience serious medical conditions and to take leave for medical reasons.

States with the greatest **economic case for paid leave** have a high percentage point difference between men's and women's labor force participation rates, because paid leave helps women remain attached to the labor force and provides economic security.