



FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

Alabama's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Alabama is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Alabama's economy, making the state less competitive, and hurting Alabamians' personal finances in the long run.

The new study shows that 73 percent of working people in the state do not have paid family leave through their jobs, and 63 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **If women in Alabama participated in the labor force at the same rate as women in countries with paid leave, they would take home \$3.7 billion more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **Alabama's workers lost \$752 million in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 168,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Alabama's economy.** 79 percent of small business owners support national paid leave. And in Alabama, 28 percent of business owners are women. Paid leave would go a long way to help women business owners, because it's women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Alabamians over 55 is expected to grow by 158,000 in the next 25 years.** Along with the work and caregiving needs of the state's disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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Contact: Gail Zuagar
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Alaska's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Alaska is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Alaska's economy, making the state less competitive, and hurting Alaskans' personal finances in the long run.

The new study shows that 75 percent of working people in the state do not have paid family leave through their jobs, and 68 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **If women in Alaska participated in the labor force at the same rate as women in countries with paid leave, they would take home \$360 million more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **Alaska's workers lost \$118 million in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 32,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Alaska’s economy.** 79 percent of small business owners support national paid leave. And in Alaska, 26 percent of business owners are women. Paid leave would go a long way to help women business owners, because it’s women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Alaskans over 55 is expected to grow by 16,000 in the next 25 years.** Along with the work and caregiving needs of the state’s disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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Contact: Gail Zuagar
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Arizona's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Arizona is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Arizona's economy, making the state less competitive, and hurting Arizonans' personal finances in the long run.

The new study shows that 72 percent of working people in the state do not have paid family leave through their jobs, and 66 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **If women in Arizona participated in the labor force at the same rate as women in countries with paid leave, they would take home \$3.3 billion more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **Arizona's workers lost \$1.3 billion in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 263,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Arizona's economy.** 79 percent of small business owners support national paid leave. And in Arizona, 28 percent of business owners are women. Paid leave would go a long way to help women business owners, because it's women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Arizonans over 55 is expected to grow by 687,000 in the next 25 years.** Along with the work and caregiving needs of the state's disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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Contact: Gail Zuagar
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Arkansas' Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Arkansas is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Arkansas's economy, making the state less competitive, and hurting Arkansans' personal finances in the long run.

The new study shows that 73 percent of working people in the state do not have paid family leave through their jobs, and 64 percent do not have access to unpaid leave through the Family and Medical Leave Act.

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- **If women in Arkansas participated in the labor force at the same rate as women in countries with paid leave, they would take home \$2.2 billion more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **Arkansas's workers lost \$468 million in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 104,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Arkansas’s economy.** 79 percent of small business owners support national paid leave. And in Arkansas, 25 percent of business owners are women. Paid leave would go a long way to help women business owners, because it’s women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Arkansans over 55 is expected to grow by 68,000 in the next 25 years.** Along with the work and caregiving needs of the state’s disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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Florida's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Florida is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Florida's economy, making the state less competitive, and hurting Floridians' personal finances in the long run.

The new study shows that 76 percent of working people in the state do not have paid family leave through their jobs, and 69 percent do not have access to unpaid leave through the Family and Medical Leave Act.

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- **If women in Florida participated in the labor force at the same rate as women in countries with paid leave, they would take home \$12.8 billion more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **Florida's workers lost \$2.8 billion in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 800,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Florida’s economy.** 79 percent of small business owners support national paid leave. And in Florida, 29 percent of business owners are women. Paid leave would go a long way to help women business owners, because it’s women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Floridians over 55 is expected to grow by 2.2 million in the next 25 years.** Along with the work and caregiving needs of the state’s disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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Contact: Gail Zuagar
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Georgia's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Georgia is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Georgia's economy, making the state less competitive, and hurting Georgians' personal finances in the long run.

The new study shows that 73 percent of working people in the state do not have paid family leave through their jobs, and 66 percent do not have access to unpaid leave through the Family and Medical Leave Act.

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- **If women in Georgia participated in the labor force at the same rate as women in countries with paid leave, they would take home \$7.2 billion more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **Georgia's workers lost \$1.7 billion in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 430,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Georgia’s economy.** 79 percent of small business owners support national paid leave. And in Georgia, 31 percent of business owners are women. Paid leave would go a long way to help women business owners, because it’s women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Georgians over 55 is expected to grow by 767,000 in the next 25 years.** Along with the work and caregiving needs of the state’s disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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Contact: Gail Zuagar
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Hawai'i's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Hawai'i is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Hawai'i's economy, making the state less competitive, and hurting Hawai'i residents' personal finances in the long run.

The new study shows that 75 percent of working people in the state do not have paid family leave through their jobs, and 69 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **If women in Hawai'i participated in the labor force at the same rate as women in countries with paid leave, they would take home \$705 million more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **Hawai'i's workers lost \$193 million in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 64,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Hawai'i's economy.** 79 percent of small business owners support national paid leave. And in Hawai'i, 31 percent of business owners are women. Paid leave would go a long way to help women business owners, because it's women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Hawai'i residents over 55 is expected to grow by 82,000 in the next 25 years.** Along with the work and caregiving needs of the state's disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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Idaho's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Idaho is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Idaho's economy, making the state less competitive, and hurting Idahoans' personal finances in the long run.

The new study shows that 76 percent of working people in the state do not have paid family leave through their jobs, and 69 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **If women in Idaho participated in the labor force at the same rate as women in countries with paid leave, they would take home \$1.0 billion more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **Idaho's workers lost \$228 million in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 64,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Idaho's economy.** 79 percent of small business owners support national paid leave. And in Idaho, 24 percent of business owners are women. Paid leave would go a long way to help women business owners, because it's women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Idahoans over 55 is expected to grow by 175,000 in the next 25 years.** Along with the work and caregiving needs of the state's disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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Illinois' Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Illinois is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

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According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Illinois's economy, making the state less competitive, and hurting Illinoisans' personal finances in the long run.

The new study shows that 76 percent of working people in the state do not have paid family leave through their jobs, and 62 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **If women in Illinois participated in the labor force at the same rate as women in countries with paid leave, they would take home \$5.2 billion more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **Illinois's workers lost \$2.4 billion in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 496,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Illinois's economy.** 79 percent of small business owners support national paid leave. And in Illinois, 31 percent of business owners are women. Paid leave would go a long way to help women business owners, because it's women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Illinoisans over 55 is expected to grow by 258,000 in the next 25 years.** Along with the work and caregiving needs of the state's disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar

gzuagar@nationalpartnership.org

Indiana's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Indiana is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Indiana's economy, making the state less competitive, and hurting Hoosiers' personal finances in the long run.

The new study shows that 79 percent of working people in the state do not have paid family leave through their jobs, and 64 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **If women in Indiana participated in the labor force at the same rate as women in countries with paid leave, they would take home \$3.3 billion more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **Indiana's workers lost \$1.2 billion in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 262,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Indiana’s economy.** 79 percent of small business owners support national paid leave. And in Indiana, 27 percent of business owners are women. Paid leave would go a long way to help women business owners, because it’s women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Hoosiers over 55 is expected to grow by 186,000 in the next 25 years.** Along with the work and caregiving needs of the state’s disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

Iowa's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Iowa is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Iowa's economy, making the state less competitive, and hurting Iowans' personal finances in the long run.

The new study shows that 79 percent of working people in the state do not have paid family leave through their jobs, and 64 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **Iowa's workers lost \$484 million in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 131,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.
- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Iowa's economy.** 79 percent of small business owners support national paid leave. And in Iowa, 26 percent of business owners are women. Paid leave would go a long way to help women business owners, because it's

women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.

- **The number of lowans over 55 is expected to grow by 73,000 in the next 25 years.** Along with the work and caregiving needs of the state's disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

Kansas' Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Kansas is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Kansas's economy, making the state less competitive, and hurting Kansans' personal finances in the long run.

The new study shows that 76 percent of working people in the state do not have paid family leave through their jobs, and 62 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **If women in Kansas participated in the labor force at the same rate as women in countries with paid leave, they would take home \$655 million more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **Kansas's workers lost \$582 million in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 115,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Kansas’s economy.** 79 percent of small business owners support national paid leave. And in Kansas, 28 percent of business owners are women. Paid leave would go a long way to help women business owners, because it’s women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Kansans over 55 is expected to grow by 57,000 in the next 25 years.** Along with the work and caregiving needs of the state’s disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

Kentucky's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Kentucky is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Kentucky's economy, making the state less competitive, and hurting Kentuckians' personal finances in the long run.

The new study shows that 72 percent of working people in the state do not have paid family leave through their jobs, and 64 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **If women in Kentucky participated in the labor force at the same rate as women in countries with paid leave, they would take home \$2.7 billion more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **Kentucky's workers lost \$611 million in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 148,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Kentucky’s economy.** 79 percent of small business owners support national paid leave. And in Kentucky, 26 percent of business owners are women. Paid leave would go a long way to help women business owners, because it’s women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Kentuckians over 55 is expected to grow by 113,000 in the next 25 years.** Along with the work and caregiving needs of the state’s disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

Louisiana's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Louisiana is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Louisiana's economy, making the state less competitive, and hurting Louisianians' personal finances in the long run.

The new study shows that 69 percent of working people in the state do not have paid family leave through their jobs, and 66 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **If women in Louisiana participated in the labor force at the same rate as women in countries with paid leave, they would take home \$3.2 billion more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **Louisiana's workers lost \$850 million in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 195,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Louisiana’s economy.** 79 percent of small business owners support national paid leave. And in Louisiana, 27 percent of business owners are women. Paid leave would go a long way to help women business owners, because it’s women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Louisianians over 55 is expected to grow by 114,000 in the next 25 years.** Along with the work and caregiving needs of the state’s disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

Michigan's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Michigan is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Michigan's economy, making the state less competitive, and hurting Michiganders' personal finances in the long run.

The new study shows that 79 percent of working people in the state do not have paid family leave through their jobs, and 63 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **If women in Michigan participated in the labor force at the same rate as women in countries with paid leave, they would take home \$5.1 billion more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **Michigan's workers lost \$1.6 billion in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 355,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Michigan's economy.** In Michigan, 79 percent of small business owners support paid leave, and 30 percent of business owners are women. Paid leave would go a long way to help women business owners, because it's women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Michiganders over 55 is expected to grow by 137,000 in the next 25 years.** Along with the work and caregiving needs of the state's disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

Mississippi's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Mississippi is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Mississippi's economy, making the state less competitive, and hurting Mississippians' personal finances in the long run.

The new study shows that 79 percent of working people in the state do not have paid family leave through their jobs, and 67 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **If women in Mississippi participated in the labor force at the same rate as women in countries with paid leave, they would take home \$2.1 billion more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **Mississippi's workers lost \$372 million in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 119,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Mississippi’s economy.** 79 percent of small business owners support national paid leave. And in Mississippi, 27 percent of business owners are women. Paid leave would go a long way to help women business owners, because it’s women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Mississippians over 55 is expected to grow by 79,000 in the next 25 years.** Along with the work and caregiving needs of the state’s disabled population, older workers’ need for paid leave to care for themselves – and caregivers’ need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

Missouri's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Missouri is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Missouri's economy, making the state less competitive, and hurting Missourians' personal finances in the long run.

The new study shows that 75 percent of working people in the state do not have paid family leave through their jobs, and 62 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **If women in Missouri participated in the labor force at the same rate as women in countries with paid leave, they would take home \$2.0 billion more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **Missouri's workers lost \$1.1 billion in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 224,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Missouri’s economy.** 79 percent of small business owners support national paid leave. And in Missouri, 26 percent of business owners are women. Paid leave would go a long way to help women business owners, because it’s women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Missourians over 55 is expected to grow by 116,000 in the next 25 years.** Along with the work and caregiving needs of the state’s disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

Montana's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Montana is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Montana's economy, making the state less competitive, and hurting Montanans' personal finances in the long run.

The new study shows that 79 percent of working people in the state do not have paid family leave through their jobs, and 71 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **Montana's workers lost \$158 million in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 39,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.
- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Montana's economy.** 79 percent of small business owners support national paid leave. And in Montana, 25 percent of business owners are women. Paid leave would go a long way to help women business owners, because it's

women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.

- **The number of Montanans over 55 is expected to grow by 41,000 in the next 25 years.** Along with the work and caregiving needs of the state's disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

Nebraska's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Nebraska is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Nebraska's economy, making the state less competitive, and hurting Nebraskans' personal finances in the long run.

The new study shows that 75 percent of working people in the state do not have paid family leave through their jobs, and 63 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **Nebraska's workers lost \$335 million in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 78,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.
- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Nebraska's economy.** 79 percent of small business owners support national paid leave. And in Nebraska, 26 percent of business owners are women. Paid leave would go a long way to help women business owners, because it's

women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.

- **The number of Nebraskans over 55 is expected to grow by 63,000 in the next 25 years.** Along with the work and caregiving needs of the state's disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

Nevada's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Nevada is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Nevada's economy, making the state less competitive, and hurting Nevadans' personal finances in the long run.

The new study shows that 69 percent of working people in the state do not have paid family leave through their jobs, and 66 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **If women in Nevada participated in the labor force at the same rate as women in countries with paid leave, they would take home \$1.9 billion more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **Nevada's workers lost \$395 million in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 129,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Nevada’s economy.** 79 percent of small business owners support national paid leave. And in Nevada, 29 percent of business owners are women. Paid leave would go a long way to help women business owners, because it’s women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Nevadans over 55 is expected to grow by 299,000 in the next 25 years.** Along with the work and caregiving needs of the state’s disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

New Hampshire's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - New Hampshire is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting New Hampshire's economy, making the state less competitive, and hurting New Hampshire's personal finances in the long run.

The new study shows that 62 percent of working people in the state do not have paid family leave through their jobs, and 62 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **If women in New Hampshire participated in the labor force at the same rate as women in countries with paid leave, they would take home \$369 million more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **New Hampshire's workers lost \$254 million in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 49,000 times for things like caring for a new child, taking care of

themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to New Hampshire's economy.** 79 percent of small business owners support national paid leave. And in New Hampshire, 26 percent of business owners are women. Paid leave would go a long way to help women business owners, because it's women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of New Hampshire residents over 55 is expected to grow by 48,000 in the next 25 years.** Along with the work and caregiving needs of the state's disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

New Mexico's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - New Mexico is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting New Mexico's economy, making the state less competitive, and hurting New Mexicans' personal finances in the long run.

The new study shows that 62 percent of working people in the state do not have paid family leave through their jobs, and 66 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **If women in New Mexico participated in the labor force at the same rate as women in countries with paid leave, they would take home \$1.5 billion more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **New Mexico's workers lost \$229 million in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 77,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to New Mexico's economy.** 79 percent of small business owners support national paid leave. And in New Mexico, 32 percent of business owners are women. Paid leave would go a long way to help women business owners, because it's women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of New Mexicans over 55 is expected to grow by 62,000 in the next 25 years.** Along with the work and caregiving needs of the state's disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

North Carolina's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - North Carolina is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting North Carolina's economy, making the state less competitive, and hurting North Carolinians' personal finances in the long run.

The new study shows that 79 percent of working people in the state do not have paid family leave through their jobs, and 65 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **If women in North Carolina participated in the labor force at the same rate as women in countries with paid leave, they would take home \$8.1 billion more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **North Carolina's workers lost \$1.7 billion in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 400,000 times for things like caring for a new child, taking care of

themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to North Carolina's economy.** In North Carolina, 82 percent of small business owners support paid leave, and 28 percent of business owners are women. Paid leave would go a long way to help women business owners, because it's women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of North Carolinians over 55 is expected to grow by 678,000 in the next 25 years.** Along with the work and caregiving needs of the state's disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

North Dakota's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - North Dakota is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting North Dakota's economy, making the state less competitive, and hurting North Dakotans' personal finances in the long run.

The new study shows that 76 percent of working people in the state do not have paid family leave through their jobs, and 62 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **North Dakota's workers lost \$208 million in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 34,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.
- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to North Dakota's economy.** 79 percent of small business owners support national paid leave. And in North Dakota, 25 percent of business owners are women. Paid leave would go a long way to help women business

owners, because it's women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.

- **The number of North Dakotans over 55 is expected to grow by 36,000 in the next 25 years.** Along with the work and caregiving needs of the state's disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

Ohio's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Ohio is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Ohio's economy, making the state less competitive, and hurting Ohioans' personal finances in the long run.

The new study shows that 72 percent of working people in the state do not have paid family leave through their jobs, and 60 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **If women in Ohio participated in the labor force at the same rate as women in countries with paid leave, they would take home \$4.5 billion more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **Ohio's workers lost \$1.9 billion in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 408,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Ohio's economy.** 79 percent of small business owners support national paid leave. And in Ohio, 28 percent of business owners are women. Paid leave would go a long way to help women business owners, because it's women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Ohioans over 55 is expected to grow by 171,000 in the next 25 years.** Along with the work and caregiving needs of the state's disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

Oklahoma's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Oklahoma is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Oklahoma's economy, making the state less competitive, and hurting Oklahomans' personal finances in the long run.

The new study shows that 73 percent of working people in the state do not have paid family leave through their jobs, and 64 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **If women in Oklahoma participated in the labor force at the same rate as women in countries with paid leave, they would take home \$2.3 billion more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **Oklahoma's workers lost \$645 million in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 153,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Oklahoma’s economy.** 79 percent of small business owners support national paid leave. And in Oklahoma, 25 percent of business owners are women. Paid leave would go a long way to help women business owners, because it’s women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Oklahomans over 55 is expected to grow by 109,000 in the next 25 years.** Along with the work and caregiving needs of the state’s disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

Pennsylvania's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Pennsylvania is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Pennsylvania's economy, making the state less competitive, and hurting Pennsylvanians' personal finances in the long run.

The new study shows that 69 percent of working people in the state do not have paid family leave through their jobs, and 61 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **If women in Pennsylvania participated in the labor force at the same rate as women in countries with paid leave, they would take home \$4.8 billion more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **Pennsylvania's workers lost \$2.0 billion in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 462,000 times for things like caring for a new child, taking care of

themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Pennsylvania's economy.** In Pennsylvania, 78 percent of small business owners support paid leave, and 27 percent of business owners are women. Paid leave would go a long way to help women business owners, because it's women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Pennsylvanians over 55 is expected to grow by 159,000 in the next 25 years.** Along with the work and caregiving needs of the state's disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar

gzuagar@nationalpartnership.org

South Carolina's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - South Carolina is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting South Carolina's economy, making the state less competitive, and hurting South Carolinians' personal finances in the long run.

The new study shows that 79 percent of working people in the state do not have paid family leave through their jobs, and 64 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **If women in South Carolina participated in the labor force at the same rate as women in countries with paid leave, they would take home \$2.9 billion more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **South Carolina's workers lost \$682 million in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 177,000 times for things like caring for a new child, taking care of

themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to South Carolina's economy.** In South Carolina, 90 percent of small business owners support paid leave, and 28 percent of business owners are women. Paid leave would go a long way to help women business owners, because it's women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of South Carolinians over 55 is expected to grow by 363,000 in the next 25 years.** Along with the work and caregiving needs of the state's disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

South Dakota's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - South Dakota is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting South Dakota's economy, making the state less competitive, and hurting South Dakotans' personal finances in the long run.

The new study shows that 76 percent of working people in the state do not have paid family leave through their jobs, and 62 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **South Dakota's workers lost \$125 million in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 38,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.
- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to South Dakota's economy.** 79 percent of small business owners support national paid leave. And in South Dakota, 22 percent of business owners are women. Paid leave would go a long way to help women business

owners, because it's women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.

- **The number of South Dakotans over 55 is expected to grow by 36,000 in the next 25 years.** Along with the work and caregiving needs of the state's disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

Tennessee's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Tennessee is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Tennessee's economy, making the state less competitive, and hurting Tennesseans' personal finances in the long run.

The new study shows that 72 percent of working people in the state do not have paid family leave through their jobs, and 63 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **If women in Tennessee participated in the labor force at the same rate as women in countries with paid leave, they would take home \$5.0 billion more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **Tennessee's workers lost \$1.2 billion in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 259,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Tennessee’s economy.** 79 percent of small business owners support national paid leave. And in Tennessee, 26 percent of business owners are women. Paid leave would go a long way to help women business owners, because it’s women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Tennesseans over 55 is expected to grow by 321,000 in the next 25 years.** Along with the work and caregiving needs of the state’s disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

Texas' Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Texas is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Texas's economy, making the state less competitive, and hurting Texans' personal finances in the long run.

The new study shows that 75 percent of working people in the state do not have paid family leave through their jobs, and 64 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **If women in Texas participated in the labor force at the same rate as women in countries with paid leave, they would take home \$19.8 billion more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **Texas's workers lost \$4.6 billion in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 1,244,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Texas’s economy.** 79 percent of small business owners support national paid leave. And in Texas, 28 percent of business owners are women. Paid leave would go a long way to help women business owners, because it’s women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Texans over 55 is expected to grow by 2.6 million in the next 25 years.** Along with the work and caregiving needs of the state’s disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

Utah's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Utah is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Utah's economy, making the state less competitive, and hurting Utahns' personal finances in the long run.

The new study shows that 69 percent of working people in the state do not have paid family leave through their jobs, and 65 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **If women in Utah participated in the labor force at the same rate as women in countries with paid leave, they would take home \$2.0 billion more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **Utah's workers lost \$520 million in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 131,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Utah’s economy.** 79 percent of small business owners support national paid leave. And in Utah, 25 percent of business owners are women. Paid leave would go a long way to help women business owners, because it’s women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Utahns over 55 is expected to grow by 344,000 in the next 25 years.** Along with the work and caregiving needs of the state’s disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

Vermont's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Vermont is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Vermont's economy, making the state less competitive, and hurting Vermonters' personal finances in the long run.

The new study shows that 76 percent of working people in the state do not have paid family leave through their jobs, and 66 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **Vermont's workers lost \$85 million in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 19,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.
- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Vermont's economy.** 79 percent of small business owners support national paid leave. And in Vermont, 26 percent of business owners are women. Paid leave would go a long way to help women business owners, because it's

women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.

- **The number of Vermonters over 55 is expected to grow by ALT: by 2050, more than 150,000 Vermonters will be 65 and older in the next 25 years.** Along with the work and caregiving needs of the state's disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

Virginia's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Virginia is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Virginia's economy, making the state less competitive, and hurting Virginians' personal finances in the long run.

The new study shows that 73 percent of working people in the state do not have paid family leave through their jobs, and 61 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **If women in Virginia participated in the labor force at the same rate as women in countries with paid leave, they would take home \$2.0 billion more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **Virginia's workers lost \$1.4 billion in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 339,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Virginia's economy.** 79 percent of small business owners support national paid leave. And in Virginia, 30 percent of business owners are women. Paid leave would go a long way to help women business owners, because it's women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Virginians over 55 is expected to grow by 361,000 in the next 25 years.** Along with the work and caregiving needs of the state's disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

West Virginia's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - West Virginia is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting West Virginia's economy, making the state less competitive, and hurting West Virginians' personal finances in the long run.

The new study shows that 76 percent of working people in the state do not have paid family leave through their jobs, and 64 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **If women in West Virginia participated in the labor force at the same rate as women in countries with paid leave, they would take home \$1.2 billion more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **West Virginia's workers lost \$259 million in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 62,000 times for things like caring for a new child, taking care of

themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to West Virginia's economy.** 79 percent of small business owners support national paid leave. And in West Virginia, 28 percent of business owners are women. Paid leave would go a long way to help women business owners, because it's women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of West Virginians over 55 is expected to grow by ALT: by 2050, more than 350,000 West Virginians will be 65 and older in the next 25 years.** Along with the work and caregiving needs of the state's disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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FOR IMMEDIATE RELEASE

February 3, 2025

Contact: Gail Zuagar
gzuagar@nationalpartnership.org

Wisconsin's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Wisconsin is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Wisconsin's economy, making the state less competitive, and hurting Wisconsinites' personal finances in the long run.

The new study shows that 75 percent of working people in the state do not have paid family leave through their jobs, and 62 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **If women in Wisconsin participated in the labor force at the same rate as women in countries with paid leave, they would take home \$835 million more in wages each year.** Women being able to enter and stay in the workforce means more spending power – to pay for basic needs, support small and large businesses, and to save and build wealth.
- **Wisconsin's workers lost \$843 million in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 223,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.

- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Wisconsin's economy.** 79 percent of small business owners support national paid leave. And in Wisconsin, 26 percent of business owners are women. Paid leave would go a long way to help women business owners, because it's women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.
- **The number of Wisconsinites over 55 is expected to grow by 181,000 in the next 25 years.** Along with the work and caregiving needs of the state's disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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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.



FOR IMMEDIATE RELEASE

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Wyoming's Economy Harmed by Lack of Paid Leave According to New Analysis

WASHINGTON, DC - Wyoming is one of 37 states that does not have a statewide paid leave program, while the U.S. is one of six countries in the world that does not have a guaranteed, comprehensive paid family leave program at the national level. This lack of access has led 14 states (including the District of Columbia) to respond by creating their own statewide programs.

February 5 marks the 32nd anniversary of the FMLA - the Family and Medical Leave Act - which is the only nationwide law that guarantees time off for workers' serious health and caregiving needs. While the FMLA has been used more than 500 million times, it has its shortcomings: it does not guarantee pay during leave, and nearly half the workforce cannot make use of the benefit because they do not fulfill eligibility requirements around work tenure and hours. This current climate means that Americans' ability to take time off is solely dependent on whether they are fortunate enough to have an employer who provides paid family and medical leave, or to work in a state that guarantees the benefit.

According to [new research](#) from the National Partnership for Women & Families (NPWF), this lack of paid leave is hurting Wyoming's economy, making the state less competitive, and hurting Wyomingites' personal finances in the long run.

The new study shows that 75 percent of working people in the state do not have paid family leave through their jobs, and 66 percent do not have access to unpaid leave through the Family and Medical Leave Act.

["Paid Leave Means a Stronger Nation"](#) is NPWF's annual look at state policies on paid leave. The new analysis shows just how harmful a lack of investment in policies that help workers trying to care for their families can be, in states across the country.

- **Wyoming's workers lost \$73 million in pay when they took leave that was either unpaid or partially paid.** Workers needed but were unable to take paid family and medical leave 25,000 times for things like caring for a new child, taking care of themselves when they had a long-term illness or helping an extended family member battle a challenging medical condition or disease.
- **Paid leave would help small businesses keep good employees, improve productivity and give a boost to Wyoming's economy.** 79 percent of small business owners support national paid leave. And in Wyoming, 26 percent of business owners are women. Paid leave would go a long way to help women business owners, because it's

women who bear the brunt of caregiving responsibilities. [Women do](#) one-and-a-half times as much of this work as men, making paid leave especially important for women.

- **The number of Wyomingites over 55 is expected to grow by ALT: by 2050, more than 115,000 Wyomingites will be 65 and older in the next 25 years.** Along with the work and caregiving needs of the state's disabled population, older workers' need for paid leave to care for themselves – and caregivers' need to manage work and care – will only continue to rise.

“Year after year, our research shows that paid leave helps women and their families. Yet the United States still lags far behind other industrialized countries in offering the support workers need to balance their responsibilities at work with their caregiving duties at home,” said **Jocelyn C. Frye, president of the National Partnership for Women & Families**. “Our organization will continue to fight for a national, comprehensive paid leave policy for all – one that meets the needs of workers and their families.”

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