

# VALUE OF PAID FAMILY MEDICAL LEAVE

Bipartisan Policy Center

AUGUST 2021

# KEY FINDINGS

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- 1. Parents and caregivers are more likely to say their work hours have been reduced over the course of the pandemic.** Nearly two in five (37%) parents and caregivers (39%) reduced their work hours at some point during the pandemic, compared to 23% of adults overall.
- 2. Unemployed adults say access to paid family leave would help them return to work sooner.** Two in five (37%) unemployed adults would be likely to return to work sooner if a new employer provided paid family leave, including 45% of unemployed parents and caregivers who say the same.
- 3. Among parents who reduced their work hours during COVID-19, 78% would be likely to increase their work hours if an employer offered paid family leave as a benefit.**

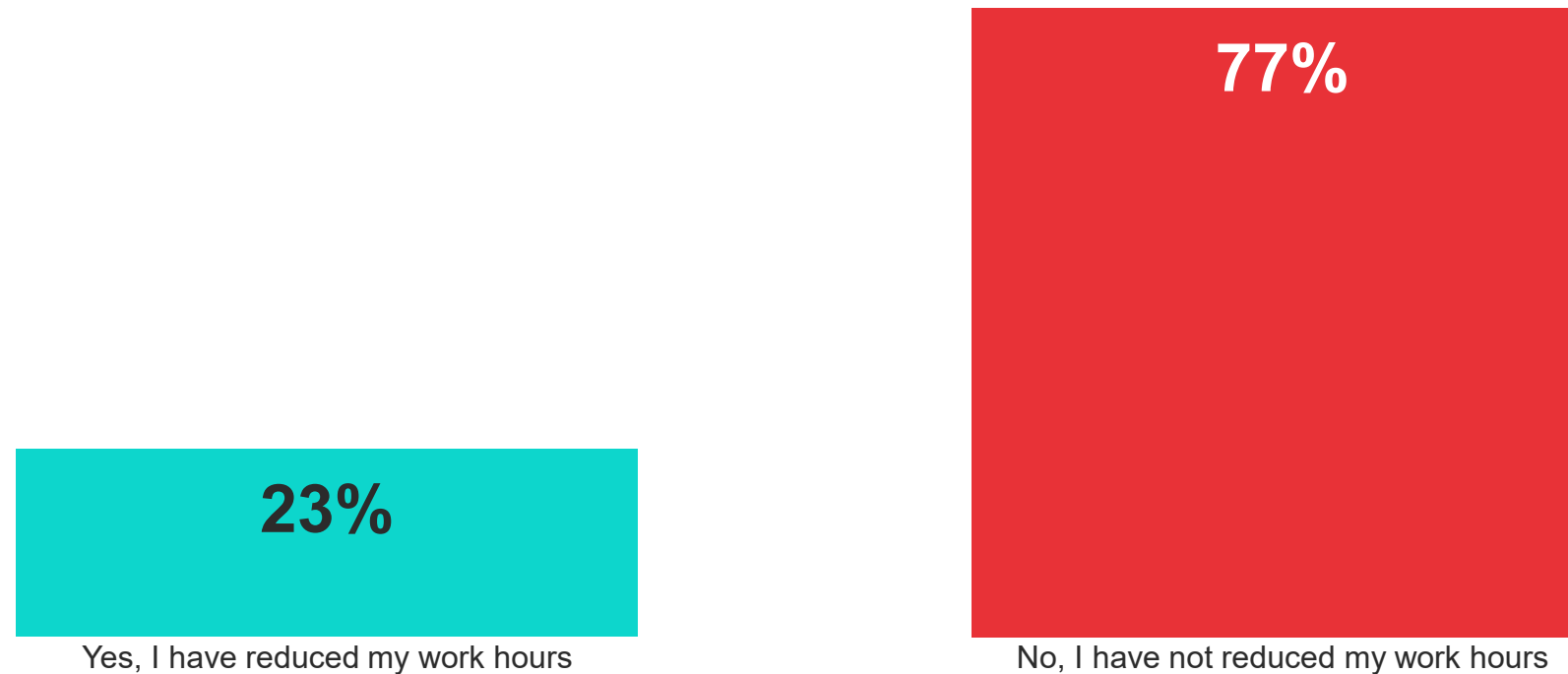
**Methodology:** This poll was conducted between August 13-17, 2021 among a national sample of 2,200 adults. The interviews were conducted online and the data were weighted to approximate a target sample of adults based on gender, educational attainment, age, race, and region. Results from the full survey have a margin of error of plus or minus 2 percentage points.

## IMPACT OF COVID-19 ON WORKFORCE

A quarter of adults (23%) have reduced their work hours at some point during the pandemic.

Throughout the survey, reducing work hours refers to those who had work prior to the coronavirus pandemic, but for some reason are now working fewer hours per week than they were prior to the coronavirus pandemic. This could include having hours reduced by your company or deciding to work part-time instead of full-time, but does not include being furloughed, fired, laid off, or quitting a previous job. **Have you reduced your work hours at any point during the coronavirus pandemic?**

ADULTS (n=2,200)

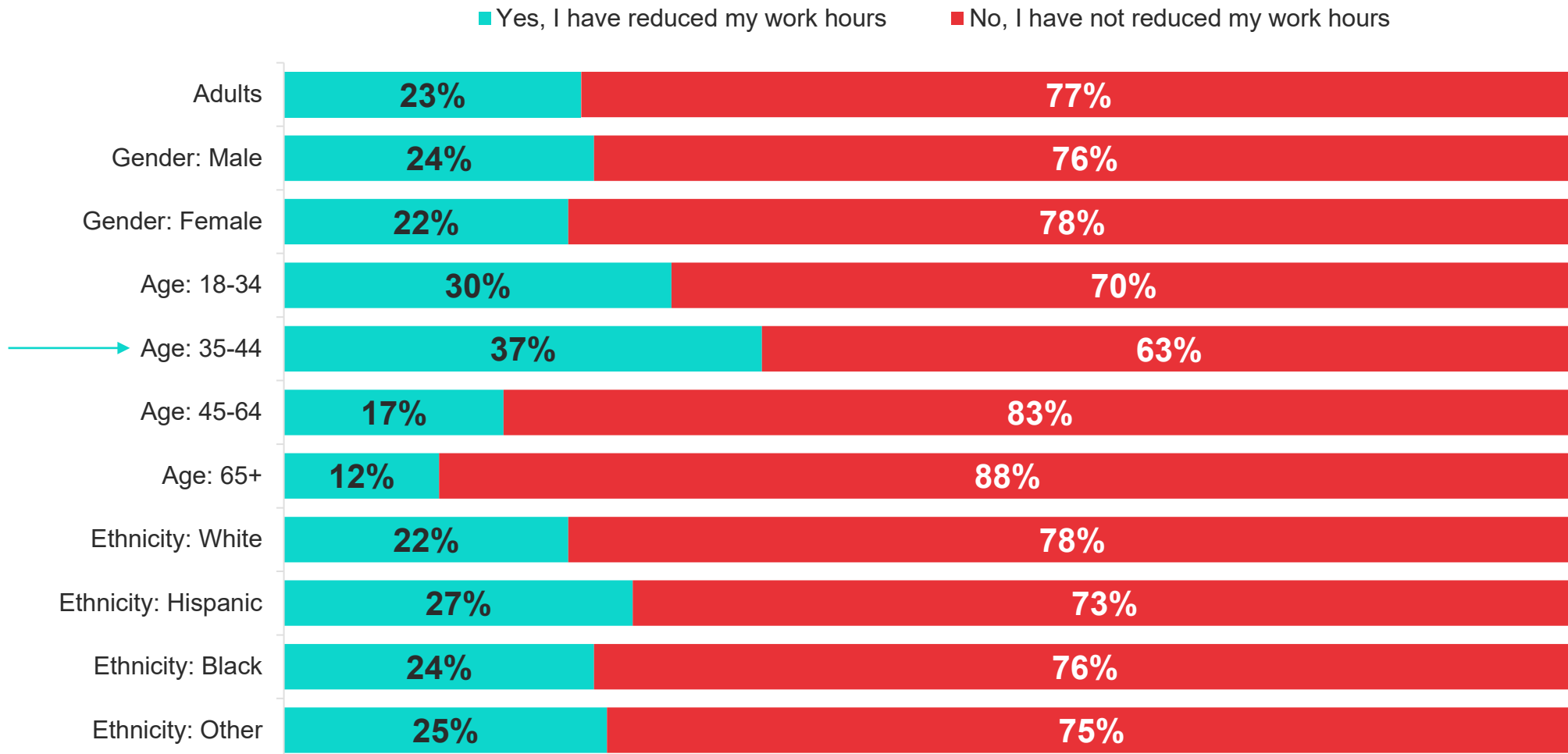


IMPACT OF COVID-19 ON WORKFORCE

Nearly two in five (37%) 35-44 year olds reduced their work hours at some point during the pandemic.

Have you reduced your work hours at any point during the coronavirus pandemic?

ADULTS (n=2,200)

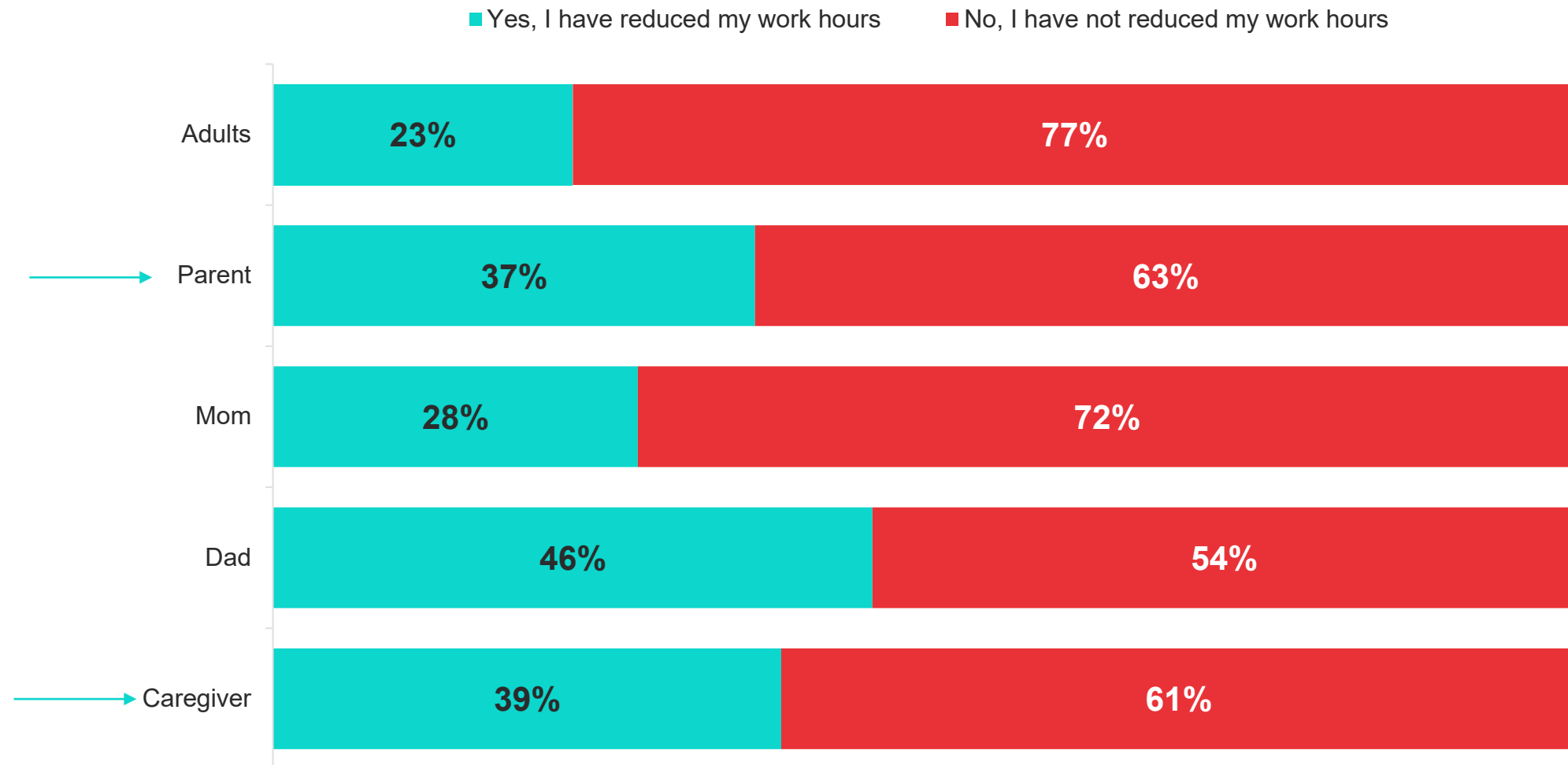


IMPACT OF COVID-19 ON WORKFORCE

Nearly two in five (37%) parents and caregivers (39%) reduced their work hours at some point during the pandemic.

Have you reduced your work hours at any point during the coronavirus pandemic?

ADULTS (n=2,200)

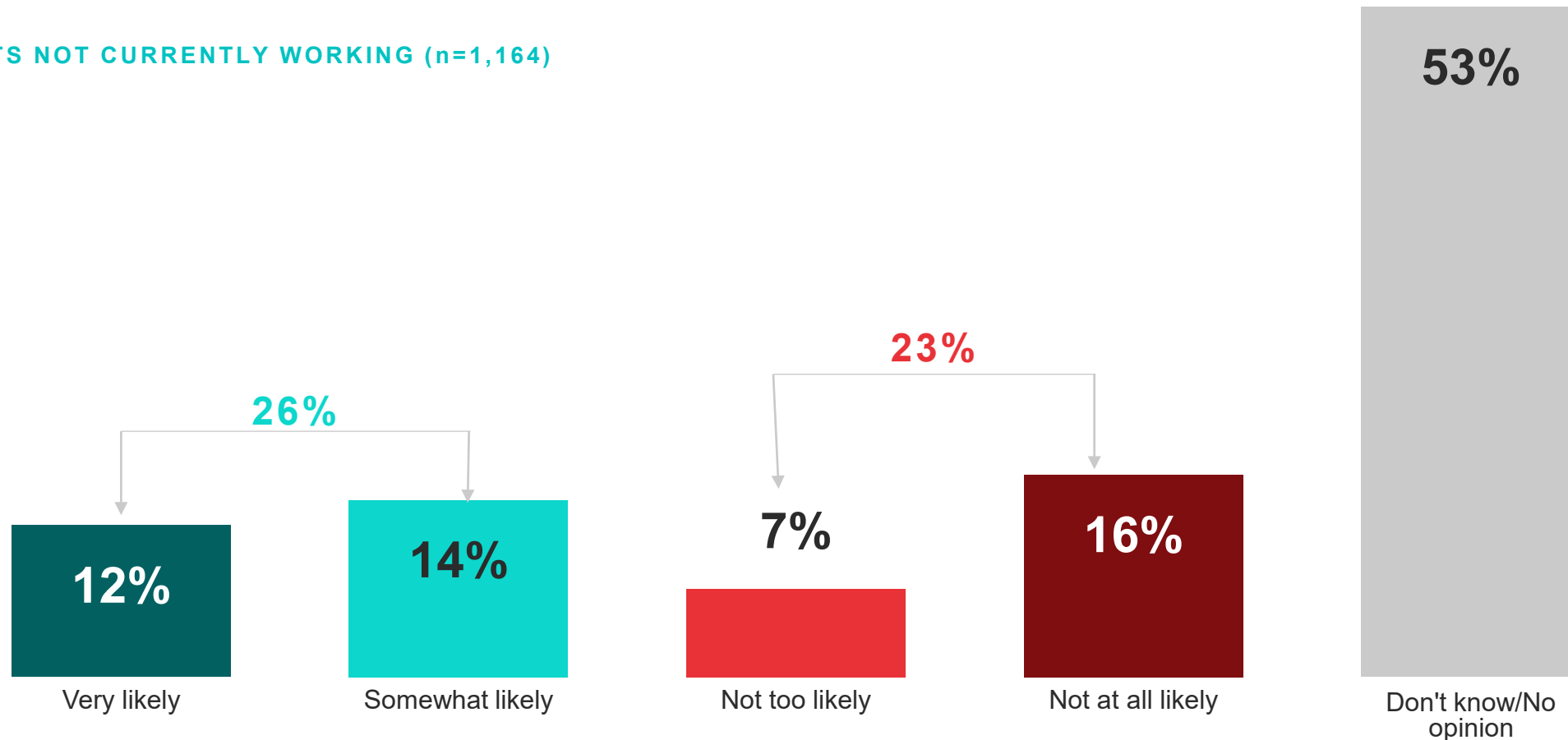


IMPACT OF PAID FAMILY LEAVE ON RETURNING TO WORK

Among adults not currently working, 26% say they would be likely to return to work sooner if a new employer provided paid family leave.

As you may know, paid family leave refers to employers compensating their employees time away from work for family caregiving needs, such as the arrival of a new child or serious illness of a close family member. **If a new employer provided paid family leave, how likely, if at all, would you be to return to work sooner?**

ADULTS NOT CURRENTLY WORKING (n=1,164)



\*Adults not working includes adults who identified their employment status as homemakers, students, retired, or other

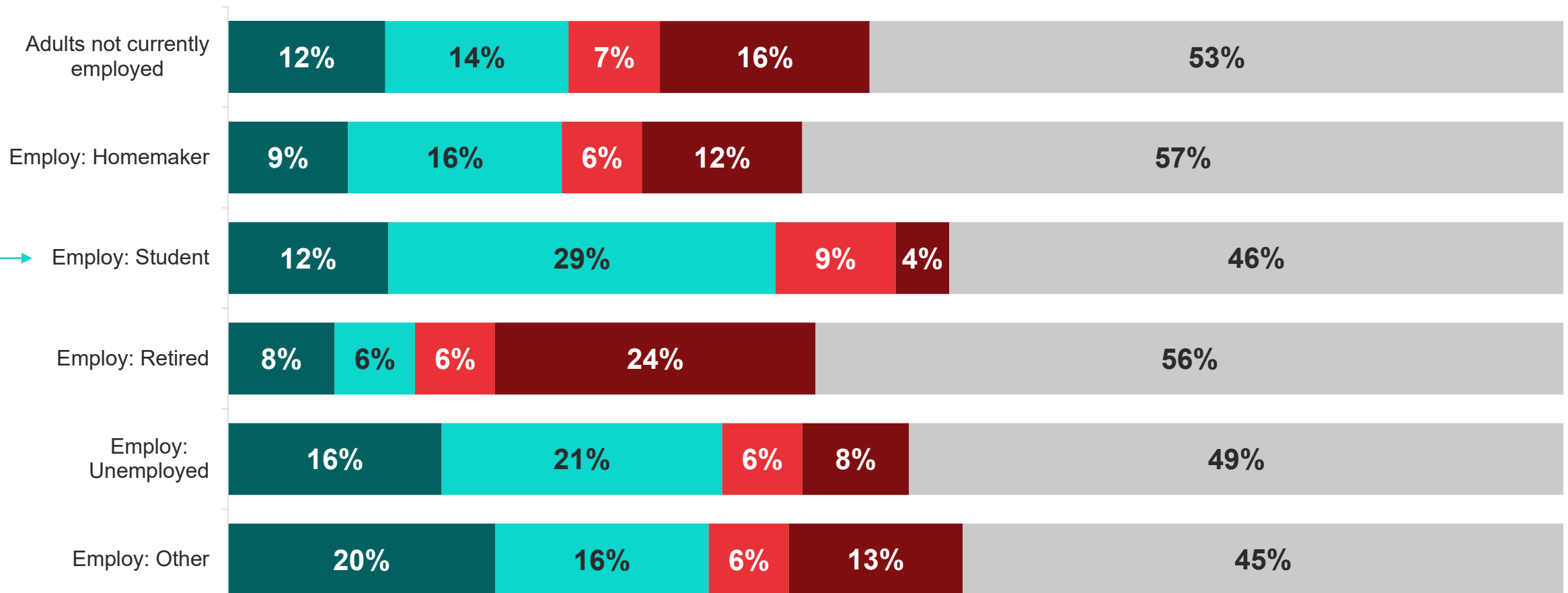
IMPACT OF PAID FAMILY LEAVE ON RETURNING TO WORK

Two in five (41%) students would be likely to return to work sooner if a new employer provided paid family leave.

If a new employer provided paid family leave, how likely, if at all, would you be to return to work sooner?

ADULTS NOT CURRENTLY WORKING (n=1,164)

Very likely   Somewhat likely   Not too likely   Not at all likely   Don't know/No opinion

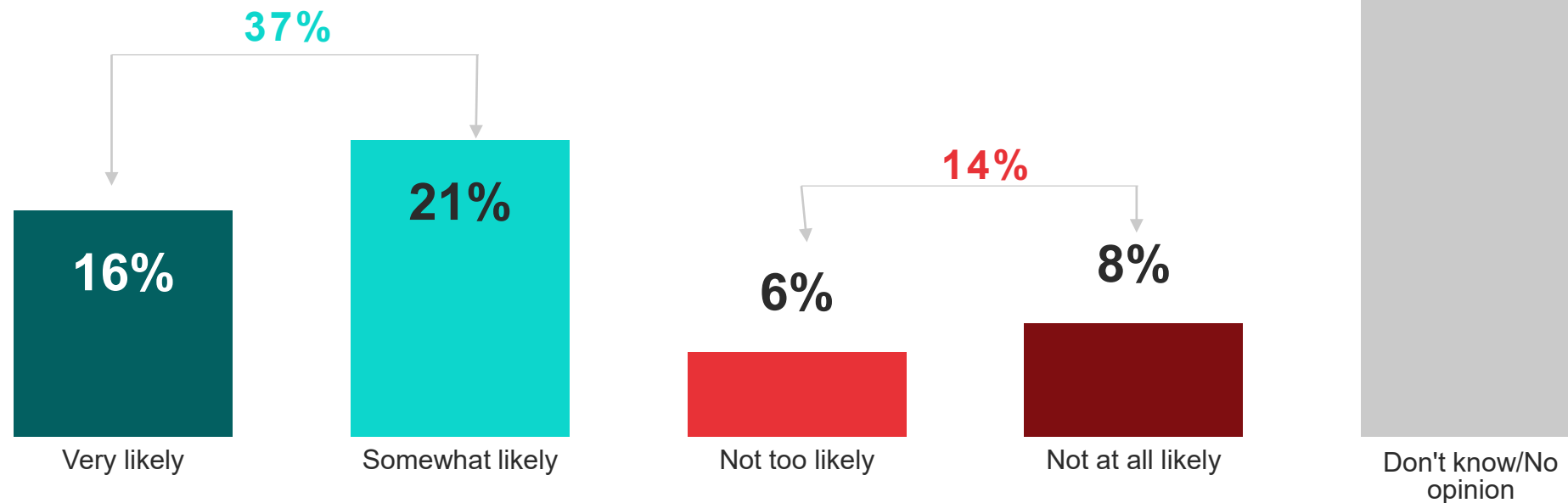


IMPACT OF PAID FAMILY LEAVE ON RETURNING TO WORK

Two in five (37%) unemployed adults would be likely to return to work sooner if a new employer provided paid family leave.

If a new employer provided paid family leave, how likely, if at all, would you be to return to work sooner?

UNEMPLOYED ADULTS, n=252



Nearly half (49%) of unemployed adults are unsure how paid family leave would impact their likelihood to return to work showing the opportunity for education around the benefits and impacts of paid family leave.

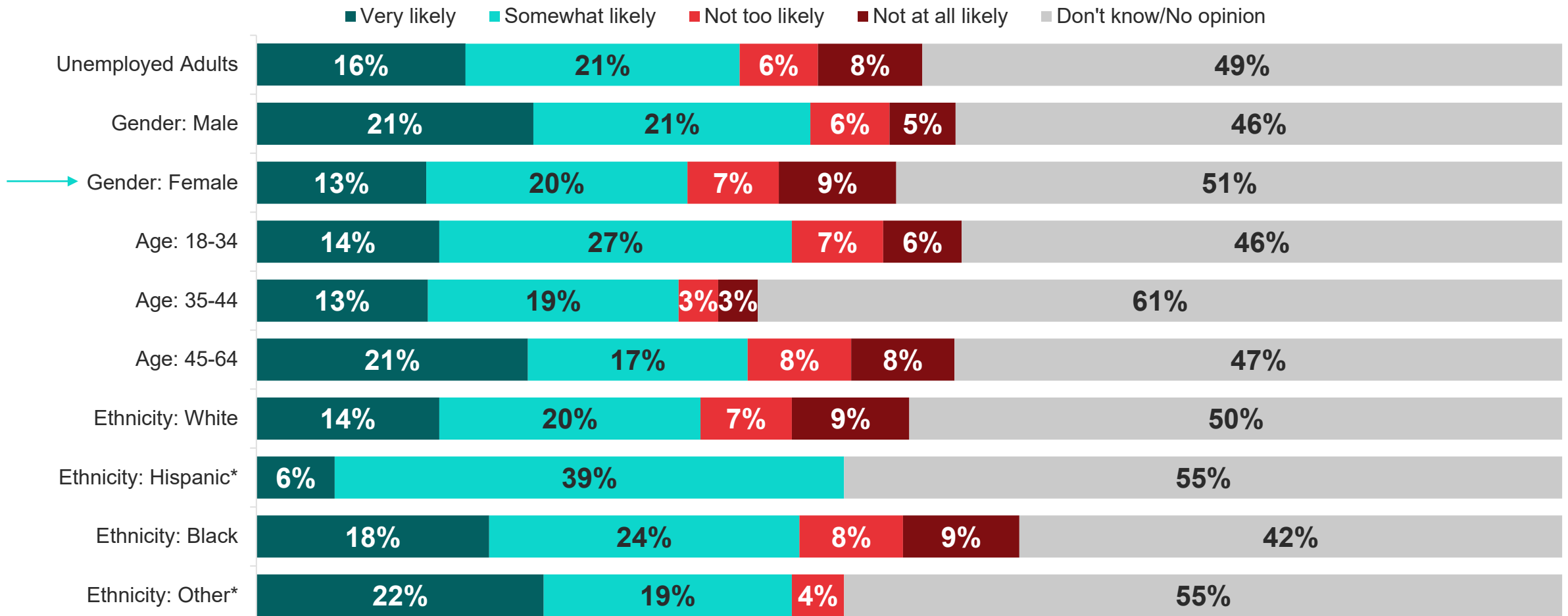


IMPACT OF PAID FAMILY LEAVE ON RETURNING TO WORK

A third of unemployed women (33%) would be likely to return to work sooner if a new employer provide paid family leave.

If a new employer provided paid family leave, how likely, if at all, would you be to return to work sooner?

UNEMPLOYED ADULTS, n=252



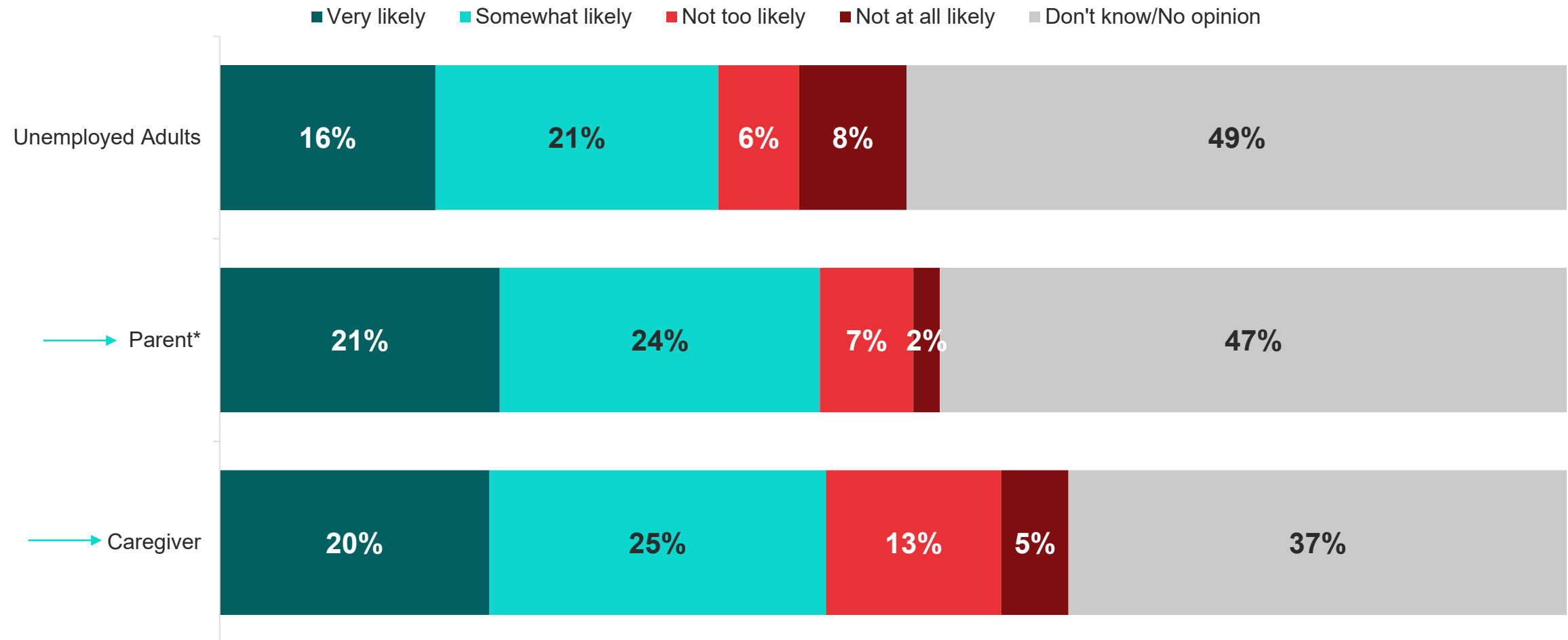
\*Caution small n size, Hispanic, n=36, Other, n=36

IMPACT OF PAID FAMILY LEAVE ON RETURNING TO WORK

Forty-five percent of unemployed parents and caregivers would be likely to return to work sooner if a new employer provided paid family leave.

If a new employer provided paid family leave, how likely, if at all, would you be to return to work sooner?

UNEMPLOYED ADULTS, n=252



\*Caution small n size, Parent n=38



78%

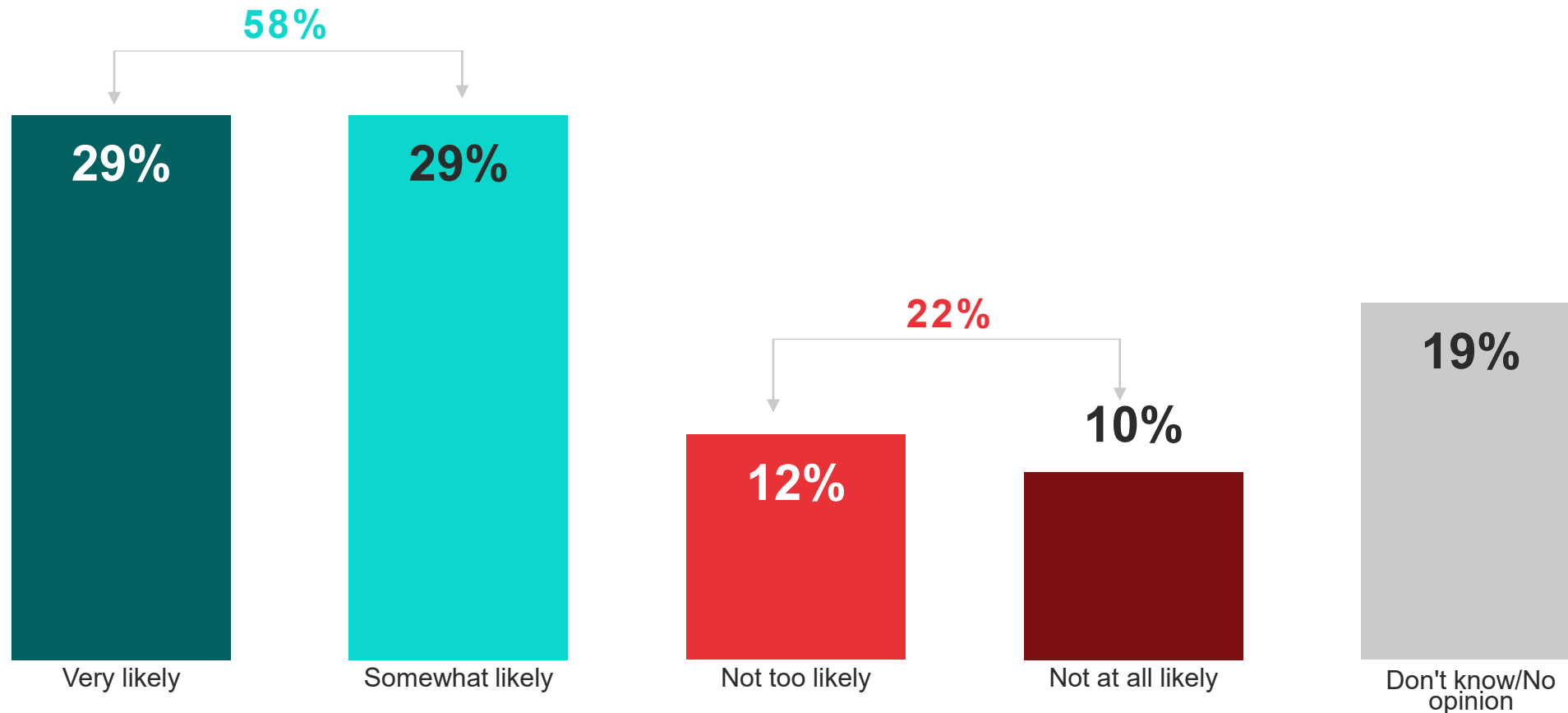
of parents who reduced their hours during COVID-19 say they would be *likely to increase their work hours* if an employer provided **paid family leave**.

IMPACT OF PAID FAMILY LEAVE ON RETURNING TO WORK

Among adults who reduced their work hours during COVID-19, nearly 3 in 5 (58%) say they would be likely to increase their work hours if an employer provided paid family leave.

If an employer provided paid family leave, how likely, if at all, would you be to increase your work hours?

ADULTS WHO REDUCED WORK HOURS DURING COVID-19, n=502

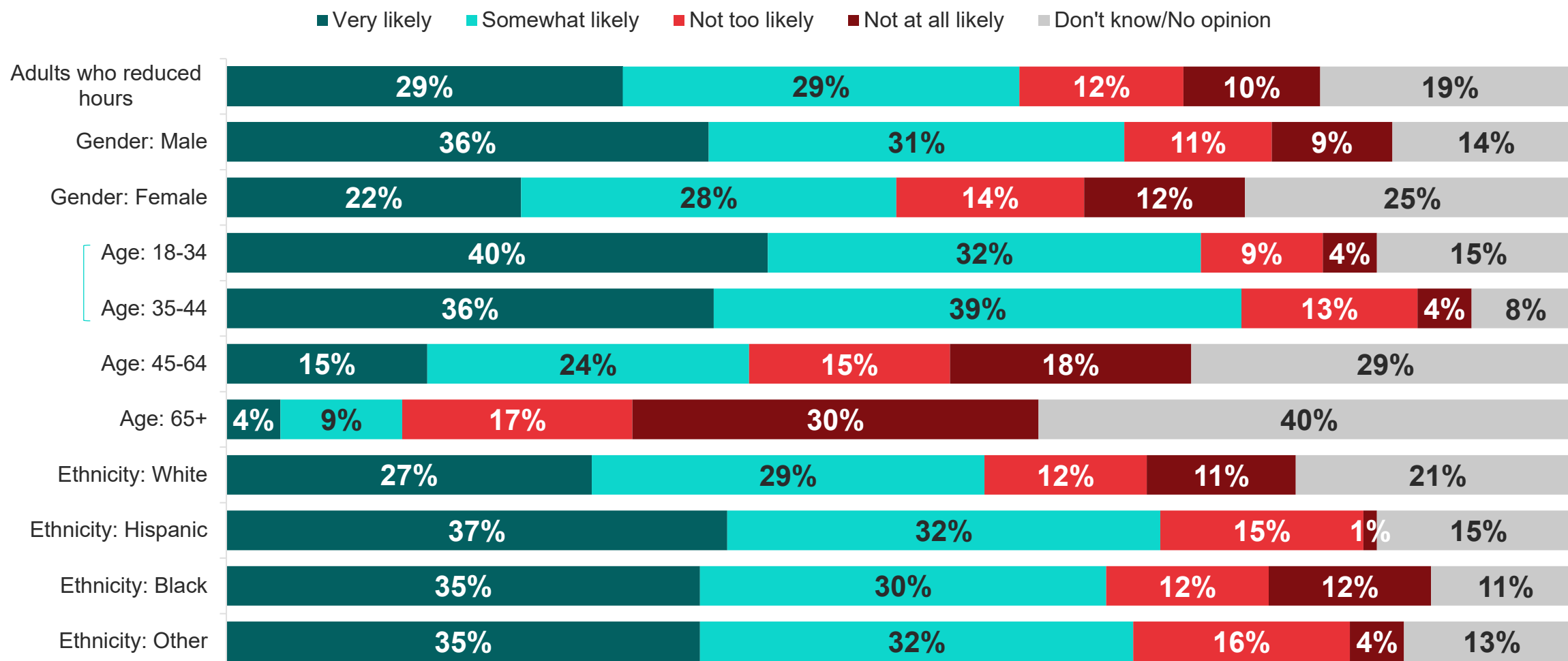


IMPACT OF PAID FAMILY LEAVE ON RETURNING TO WORK

Younger adults who reduced their work hours during COVID-19 are specifically likely to increase their work hours if an employer provided paid family leave.

If an employer provided paid family leave, how likely, if at all, would you be to increase your work hours?

ADULTS WHO REDUCED WORK HOURS DURING COVID-19, n=502

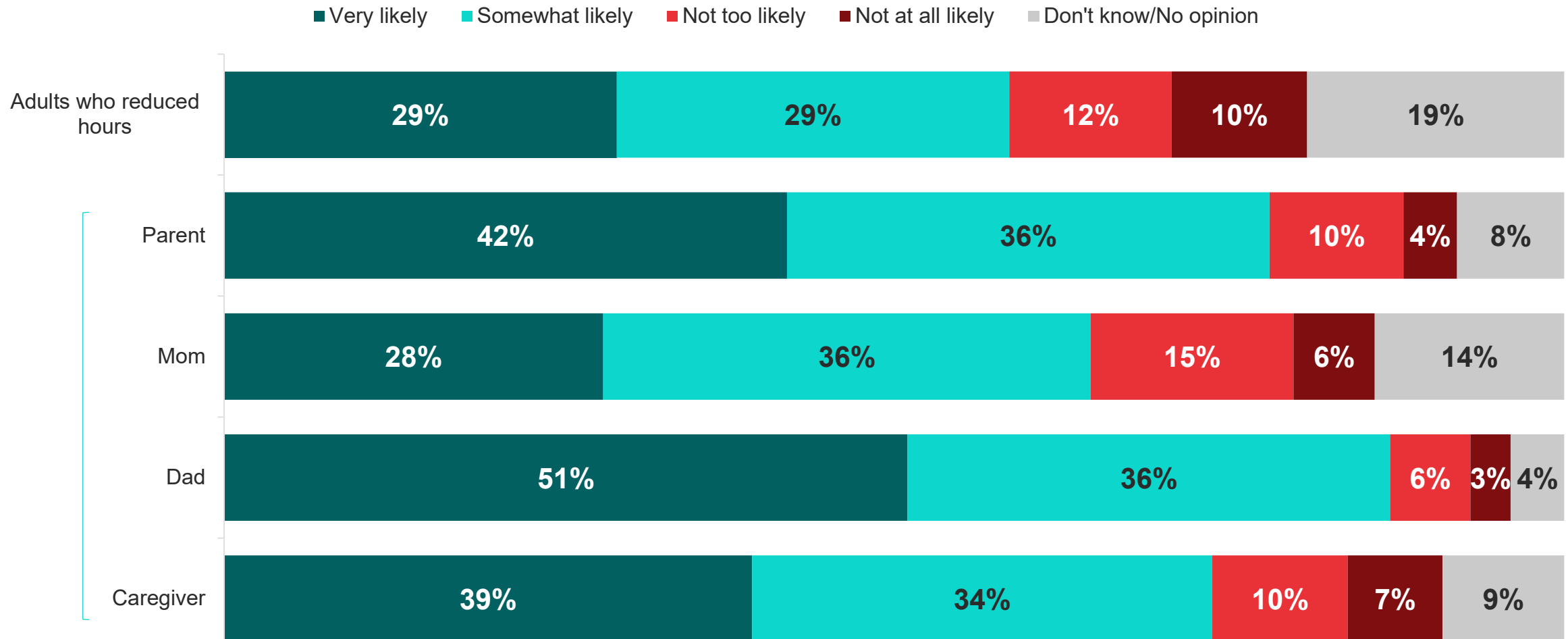


IMPACT OF PAID FAMILY LEAVE ON RETURNING TO WORK

A strong majority of parents and caregivers who reduced their workhours during COVID-19 would be likely to increase their work hours if an employer provided paid family leave.

If an employer provided paid family leave, how likely, if at all, would you be to increase your work hours?

ADULTS WHO REDUCED WORK HOURS DURING COVID-19, n=502





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