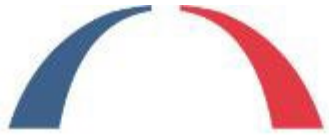


August 2023



Bipartisan Policy Center

# Non-Worker Challenges and Policy Solutions

Quantitative Research Report



artemis  
STRATEGY GROUP



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# Background and Objectives

The Paid Family Leave Initiative and others at the Bipartisan Policy Center undertook this research to highlight challenges non-workers face and to elevate paid leave and other policies and help overcome these barriers to entering or rejoining the workforce.

## Background

This research pinpoints connections between non-worker challenges and policy solutions, with the primary objective of identifying caregiving-related barriers to employment and the role of paid family leave in enabling prime-age adults to work.

This study focuses on the portion of the non-working, prime-age workers (ages 20-54 years) who are not looking for work. This report compares this group to those who are looking for work to identify differences.

## Objectives

To build a picture of the connections between non-worker challenges and policy solutions, this research:

- Highlights how caregiving prevents prime-age adults from working and measures the potential role of paid family leave in encouraging future employment.
- Identifies distinguishing demographic and behavioral characteristics of 20–54-year-olds not looking for work.
- Explores barriers to starting or returning to work.
- Measures permanence or fluidity of respondents' situations, and their desire for future employment.
- Outlines how this audience responds to policy initiatives designed to reduce or eliminate barriers to employment.

# Methodology



Online survey



Conducted from  
July 14 – July 26, 2023



Median interview length  
was about 12.5 minutes



**2,165** Non-working U.S.  
adults, ages 20-54,  
excluding full-time  
students ages 20-24



Overall demographic targets have been set for age, gender, race/ethnicity, geographic region, education, and income to obtain a sample reflective of the non-working U.S. adult population (excluding full time students ages 20-24) based on census data.

### Throughout this report:



References to those **Looking for Work (LFW)** will be identified with this icon and/or dark green color



References to those **NOT Looking for Work (NLFW)** will be identified with this icon and/or teal blue color



References to **Prime-Age, Non-Working (PA/NW)** Americans are identified with this icon and/or grey color

# Methodology Sample Details



PA/NW

The sample represents U.S. adults, ages 20-54, excluding full-time students ages 20-24 who are **not-working**. This sample is used to report findings for **prime-age, non-working** Americans.

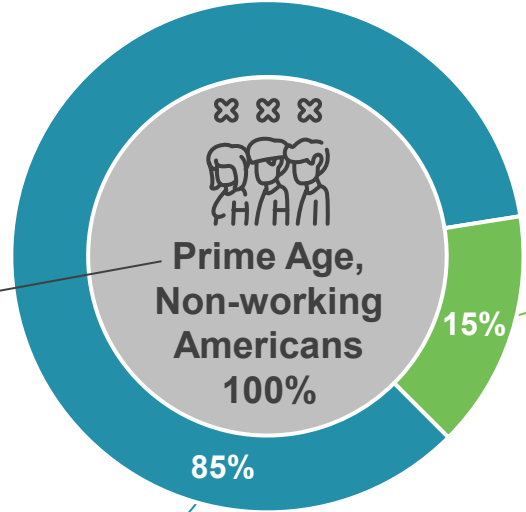
**U.S. Non-worker Sample: N=1,913** weighted to Census\* characteristics of U.S. non-workers



NLFW

Non-workers **not looking for work (NLFW)** make up **85%\*** of those non-working ages 20-54, excluding full-time students ages 20-24. This sample is used to report NLFW findings and for comparison to LFW.

**NLFW Sample Size: N=1,626** weighted to Census\* characteristics of U.S. NLFW



LFW

To represent the remaining **15%** the total population of non-workers, we sampled **N=287 non-workers who are looking for work**, also ages 20-54, excluding full-time students.

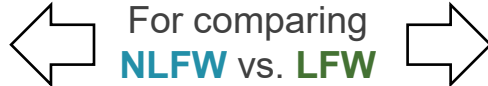
**LFW portion of Non-Working Sample: N=287**

An oversample of **N=252 additional cases** ensures adequate bases sizes for subgroup comparisons of those LFW to the NLFW sample.

**LFW Oversample Cases: N=252**

The combined LFW cases are used to report findings for the LFW and for comparison to NLFW.

**Total LFW Cases (to Compare to NLFW): N=539** weighted to Census\* characteristics of U.S. LFW



**Total Cases N=2,165**



# Executive Summary

# **Paid family or medical leave and flexible work arrangements are equivalent to compensation when considering a return to work**

- Over 7 out of 10 (72%) of prime-age adults who are not looking for work say that **personal health and family caregiving** are the main reasons they are not employed.
- When compared to a wide range of benefits and workplace characteristics, prime-age adults who are not in the labor force **think paid family and medical leave and flexible work arrangements are just as important as compensation when considering returning to work.**

## **Prime-age adults who are not looking for work embrace paid family and medical leave**

**Of prime-age adults not looking for work due to reasons related to caring for children:**

- 39% say they likely would have continued to work in their last job if they had paid parental leave.
- 45% would be more likely to start or return to work if a future employer offered paid parental leave.

**Of prime-age adults not looking for work because they are caring for other family members:**

- 46% say they likely would have continued to work in their last job if they had paid family caregiving leave
- 47% would be more likely to return to work if their future employer provided paid family caregiving leave

**Of prime-age adults not looking for work because of their personal health:**

- 33% say they likely would have continued to work in their last job if they had paid personal medical leave
- 37% would be more likely to return to work if their future employer provided paid personal medical leave.



# Headlines

- 1 Many prime age Americans not currently in the workforce lead patchwork lives, stitching together solutions amid expensive child care, personal limitations, and income challenges.
- 2 Those not looking for work are not a homogenous group; many have income challenges, but some don't need to work because they have income sources.
- 3 Two issues top the list of reasons that those not in the labor force are not seeking work: having a disability or caring for children or others.
- 4 Nearly half (45%) of prime age, non-working Americans have one or more children under age 18 and for more than three-quarters (78%) it is a factor in their decision to be out of the labor force.

# Headlines

- 5 Among those not looking for work, 4 in 10 plan to return to the workforce, one-quarter don't know if they will, and one-third don't plan to work in the future.
- 6 Policies offering more work flexibility, support for children or paid parental leave would help many follow through more quickly and successfully on their intent to return to work.
- 7 A combination of such policies would have an additive effect by drawing in a wider swath of potential workers and adding to the likelihood of success for those able to use multiple benefits.
- 8 Americans who are not working but looking for work find these same policies beneficial, so implementing them will likely help retain those currently working.

# The American workforce

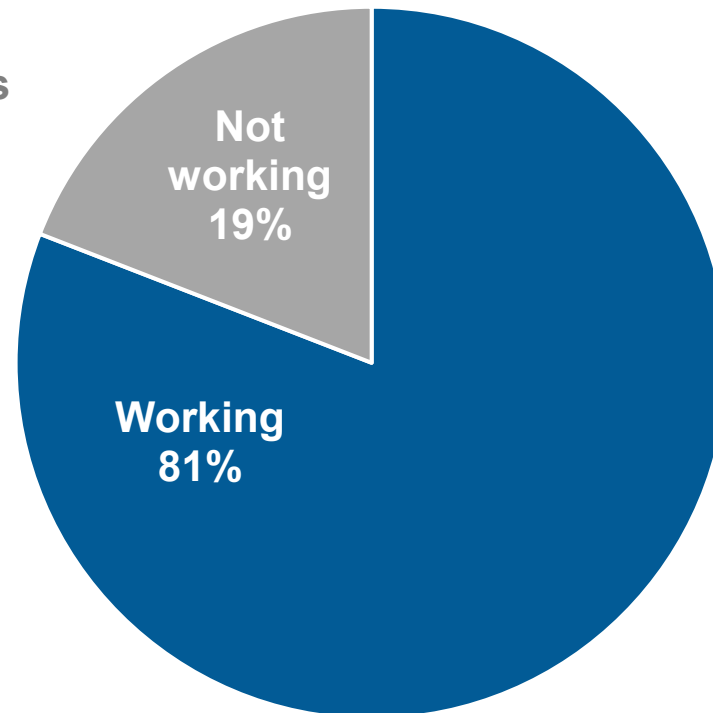
80.9% of the 127 million prime age Americans (ages 25 – 54) are working as of June 2023.



24 million Americans

103 million Americans

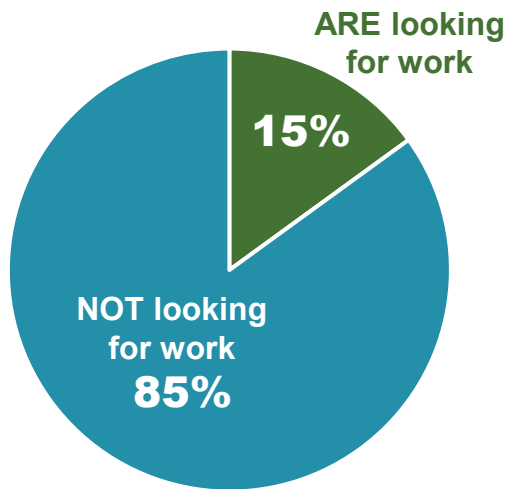
Prime Age Americans Ages 25-54



- This research surveys the approximately **24 million** prime age Americans **not working**.
- It also includes perspectives of **20- to 24-year-old Americans** (representing 3 about million people) who are not working **and** not in school full time, to provide insights into the employment factors, barriers and motivations most important to them.

# Who is not in the workforce?

## Prime Age Population in the U.S. Not Working



## Among those NOT looking for work:

- Two-thirds are **female** and 7 out of 10 are **white**.
- They are more likely to be **older, have children and be married** than those looking for work.
- They are more likely than those looking to have a **higher household income** (likely related to being older and married).

## TAKEAWAY



*Demographics don't tell the whole story - while many not looking for work don't need employment, some would like to work but feel it isn't worth trying to find a situation that fits their needs.*

# Why aren't they working?



## Main Reason: Among those who ARE looking for work:

- One-quarter are not working **by choice**
- One-quarter are **caring for others**
- Nearly 4 out of 10 are **having difficulty finding work**
- 14% cite a **physical, mental or behavioral health issue**



## Main Reason: Among those who are NOT looking for work:

- One-quarter are **not working by choice** (12% don't need to work)
- Over one-third are **caring for others**
- Over one-third cite a **physical, mental or behavioral health issue**

### TAKEAWAY



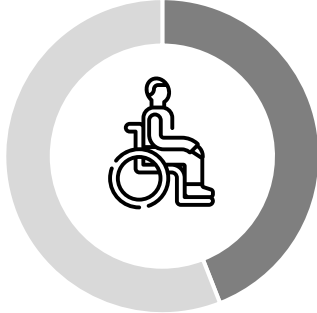
*Those not looking for work are much more likely to be caring for others or be struggling with a physical, mental, or behavioral health issue than those looking for work.*

*Reasons for not working are complex and multifaceted.*

# Many factors contribute to not working



Factors that contribute to not working are varied. Major factors among all not working (looking or not looking for work):



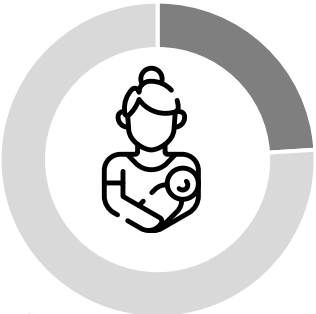
**37%**

Cite personal illness, injury, or disability



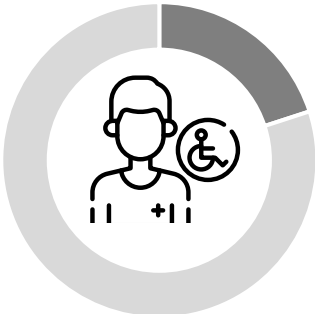
**26%**

Identify mental health challenges



**24%**

Cite issues related to having children, parenting, or adopting/ fostering child(ren)



**20%**

Responsibilities related to seriously ill, special needs, disabled, or aging family member

## TAKEAWAY



*People are in and out of the workforce depending on a variety of circumstances.*

*Multiple factors influence the decision to not work or get in the way of finding employment.*

# Will they return to work?



## Among those who ARE looking for work:

- **Two-thirds** expect to begin working in the **next six months**.
- **Two out of 10** expect to begin working in the next year and 14% are unsure when they'll begin working again.



## Among those NOT looking for work:

- **Over one-third don't plan to work** in the future.
- **One-quarter don't know** if they will ever work in the future.
- **Over one-third haven't worked** in five or more years.

### TAKEAWAY



*Most of those looking for work appear to consider it a temporary situation, resolved within a year.*

*Many of those not looking for work have been out of the workforce or plan to be for several years.*

# Family-friendly benefits are motivating



Among those **NOT** looking for work with one or more issue related to parenting or having a child, care for an ill family member, physical/mental/behavioral health challenge, or lack of family-friendly benefits:

**37%** would be more likely to return to work if an employer offers leave for their illness

**33%** would be more likely to return to work if an employer offers leave to care for their family members

**28%** would be more likely to return to work if an employer offers parental leave to welcome a new child (this number is higher among those who have a child)

## TAKEAWAY



*While people face several barriers returning to the workforce, benefits designed to ease their own wellbeing and caregiving responsibilities would provide physical and emotional encouragement as they make work-related decisions.*



# Job protection and longer duration of leave influence the decision to work



Among those not looking for work:

**61%** say protecting their job should they take leave would be a factor in their decision to return to the workforce

The trade-off between **duration of leave** vs. a **higher percentage of pay during leave** is a toss-up. Duration is somewhat favored over percentage of pay, though a plurality considers the two equally important.

**Duration of leave is more favored over higher percentage of pay among subgroups** who have personally experienced the situation addressed by the type of leave.

## TAKEAWAY



*For many out of the workforce, the possibility of taking leave in the future is real. Job protection, the duration of leave, and the percentage of pay they would receive should a leave be necessary are all powerful motivators when considering returning to the workforce.*

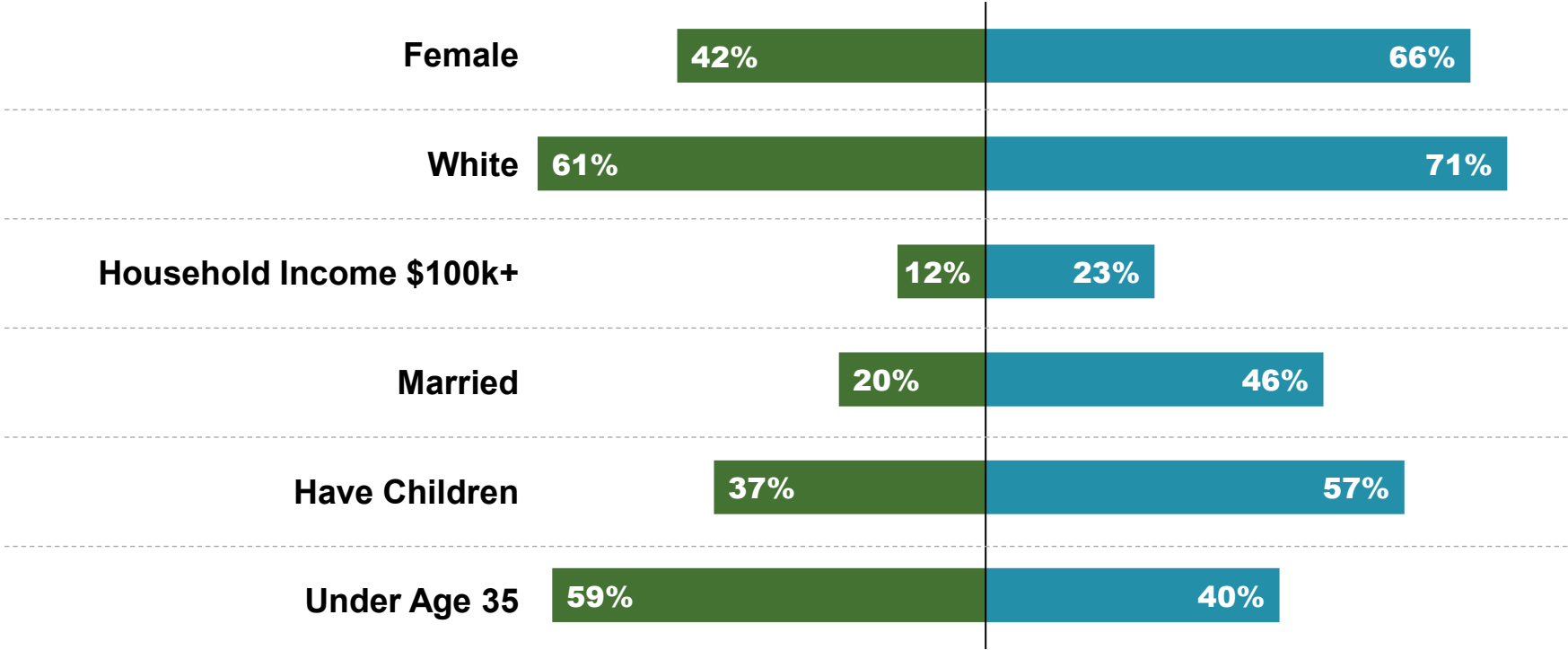
# Detailed Findings



# Profile of Prime-Age, Non-Working Americans

*“My husband works till 7, my children get dropped off by bus at 3:30, 3:55 and 4:15 and I have a toddler, age 4, at home until next year and after school care and full day care costs more than I would make working.”*

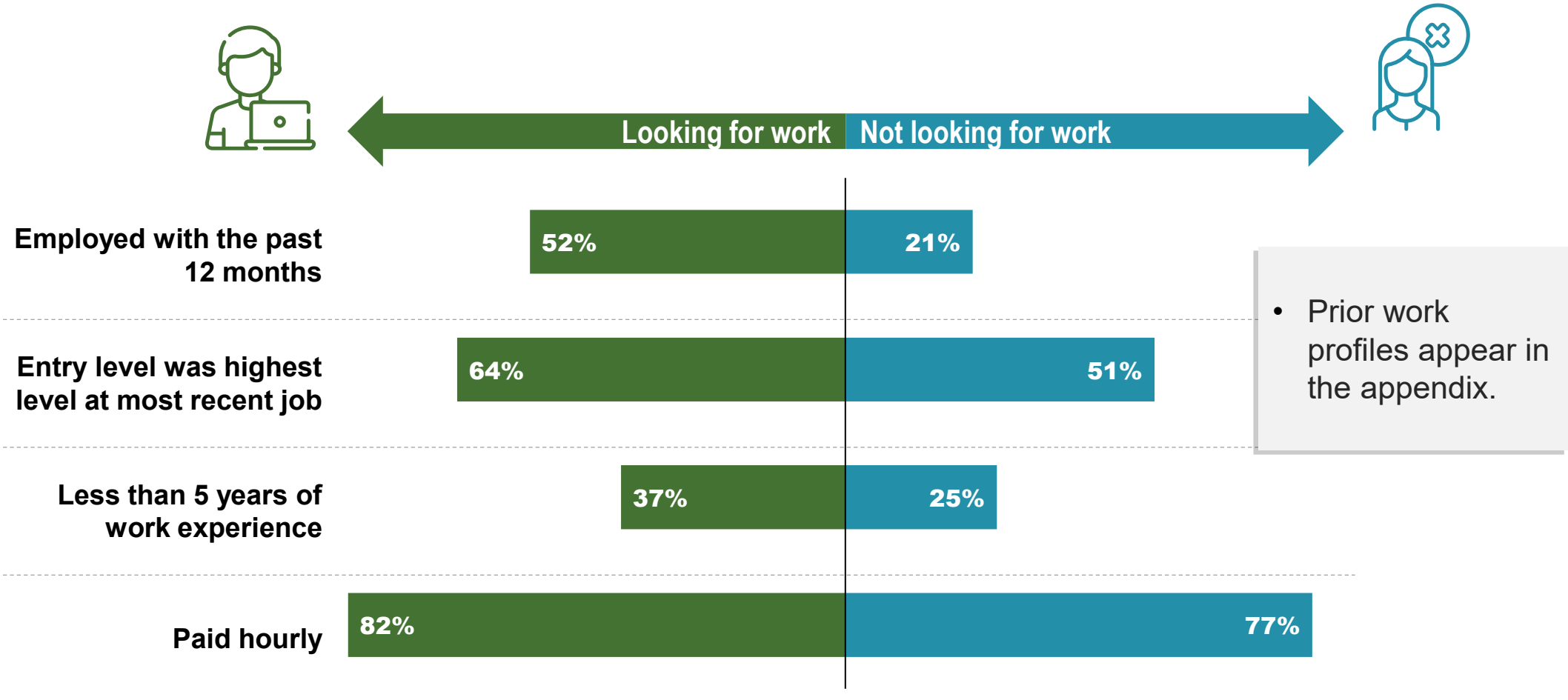
# Americans **NOT looking for work** are more likely than those who are to be female, white, older, and married with children.



- Detailed demographic profiles appear in the appendix

# Nearly eight out of 10 of those not looking for work have been out of the labor force for over a year

- Those not looking for work had attained a higher level at their most recent job than those looking for work, and most have over five years of work experience. This stands to reason as they are older, on average, than those looking for work.



# Sources of income and health benefits differ between those looking for work and those who are not



- Those **not looking for work** are much more likely than those looking for work to have income from:
  - A spouse/partner
  - SSI (Supplemental Security Income)
  - SSDI (Social Security Disability Income)
- Those **not looking for work** are more likely to be on an employer sponsored health insurance plan (likely their partner's).



- Those who **are looking for work** are more likely to not have any health insurance coverage.



- About 4 out of 10 of both those **looking for work** and those **not looking** are on Medicaid.

# The Caregiving Landscape



## Parenting or Child Care Responsibilities



- Those who have a child or have been a parent
- Those expecting a child or have given birth
- Are in the process of adopting or have adopted a child
- Those in the fostering process or who have a foster child in their care
- Are legal guardian to a child in their care
- Those who are a caregiver to a child for whom they are not a legal guardian such as a step-child, grandchild, niece/nephew or younger sibling



## Caregiver for Seriously Ill, Elderly or Special Needs Family Member

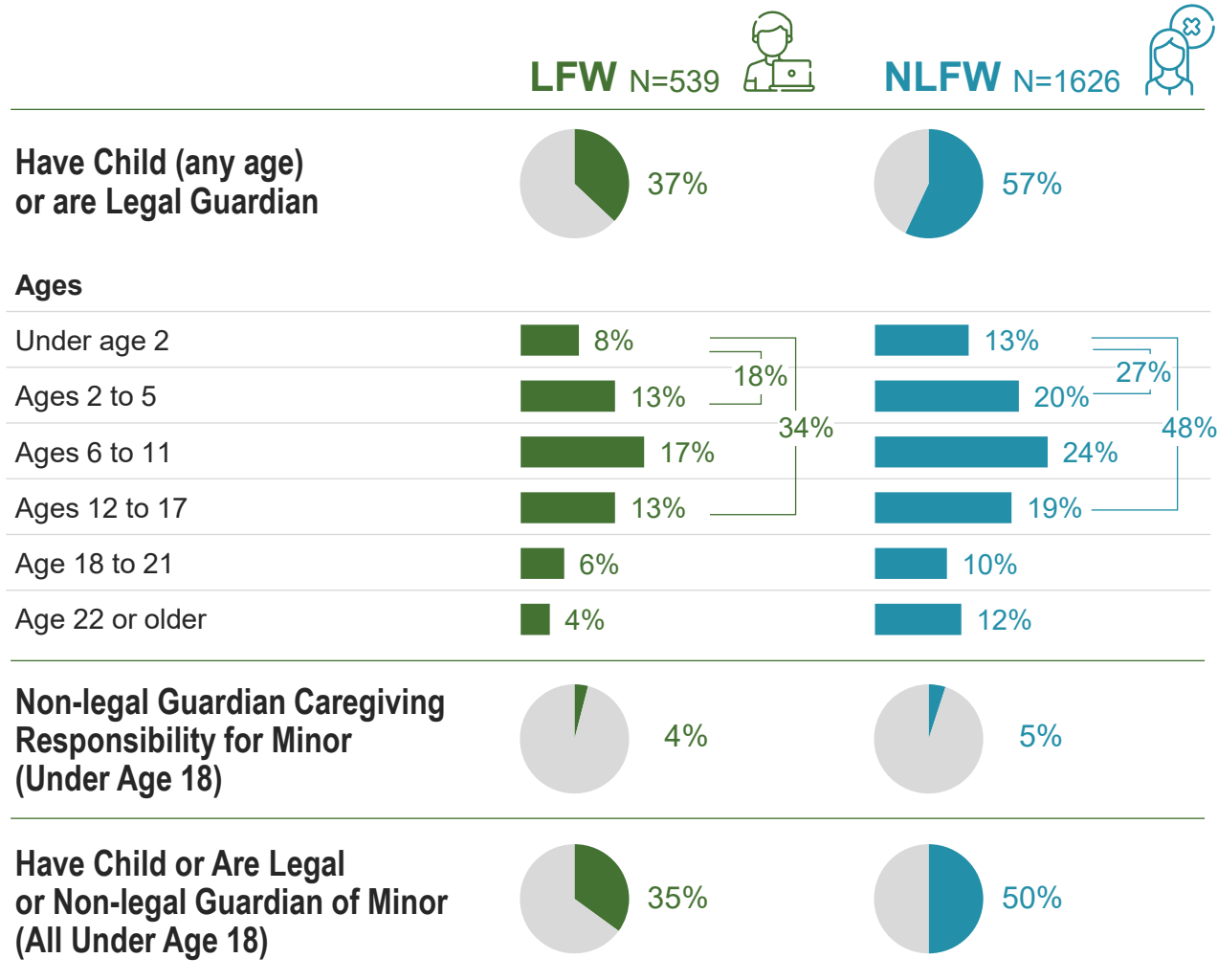


- Those caring for a seriously ill, elderly, or special needs family member including:
  - A minor child, foster child, step-child, grandchild, sibling, etc.
- An adult family member such as:
  - Adult child
  - Spouse
  - Parent
  - Grandparent
  - Sibling

# Six out of 10 not looking for work have children



## Parenting or Child Care Responsibilities



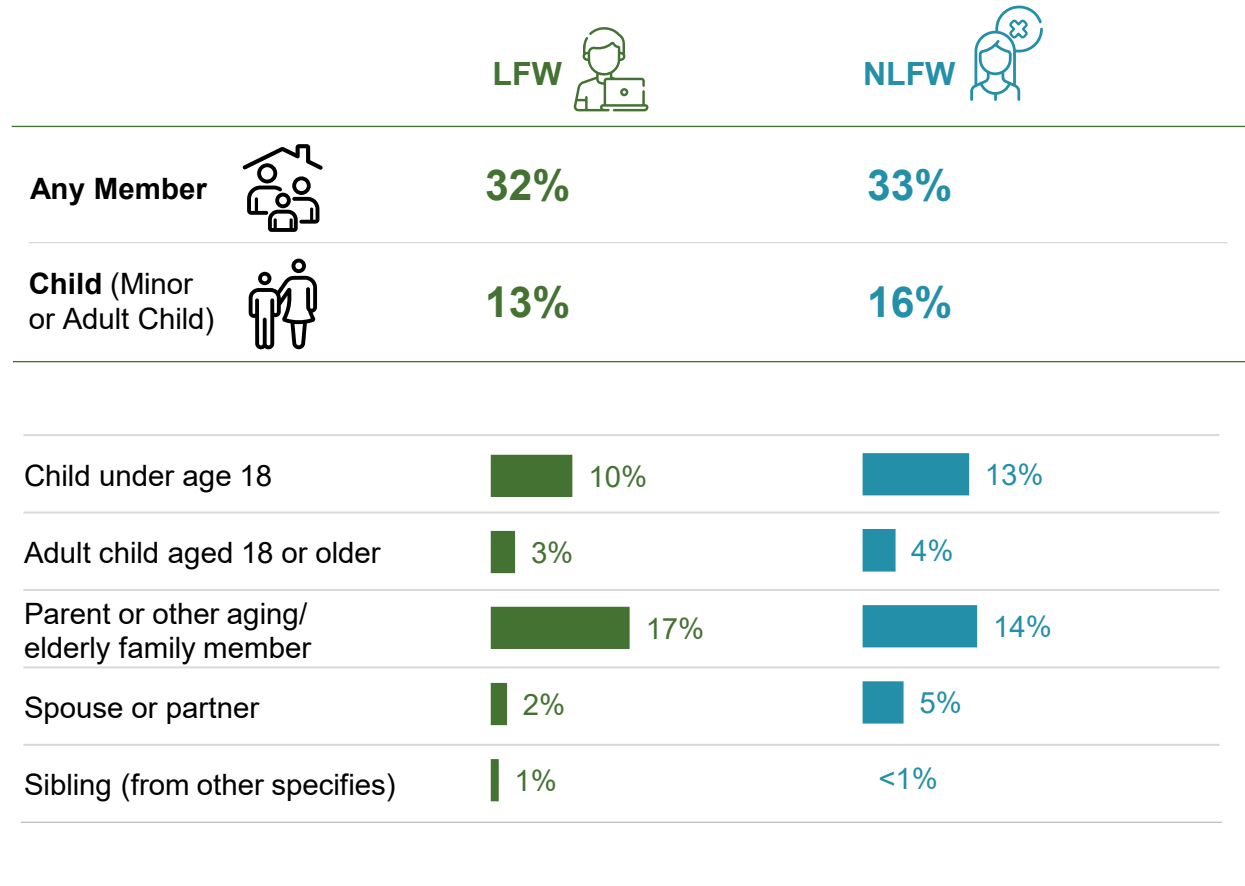
- Nearly half of those **not looking for work** have a child under the age 18, and almost 3 out of 10 have a child under age 6
- One-third (35%) of those **not looking for work** and age 20-24 have a child under age 18 vs. 50% of those age 25-54.
- Among those **not looking for work**, 24% of 20- to 24-year-olds have a child under age 2 compared to only 12% of those ages 25-54.



# About a third of prime age, non-working Americans have provided care for a family member



## Provided Care/Assistance to Family Member(s)





# Challenges and Barriers



*“I have social anxiety disorder and also a generalized anxiety disorder, which makes it extremely difficult for me to be around the public, so working at home would be the most important factor for me.”*

# Reasons for not working are multifaceted and vary by circumstance

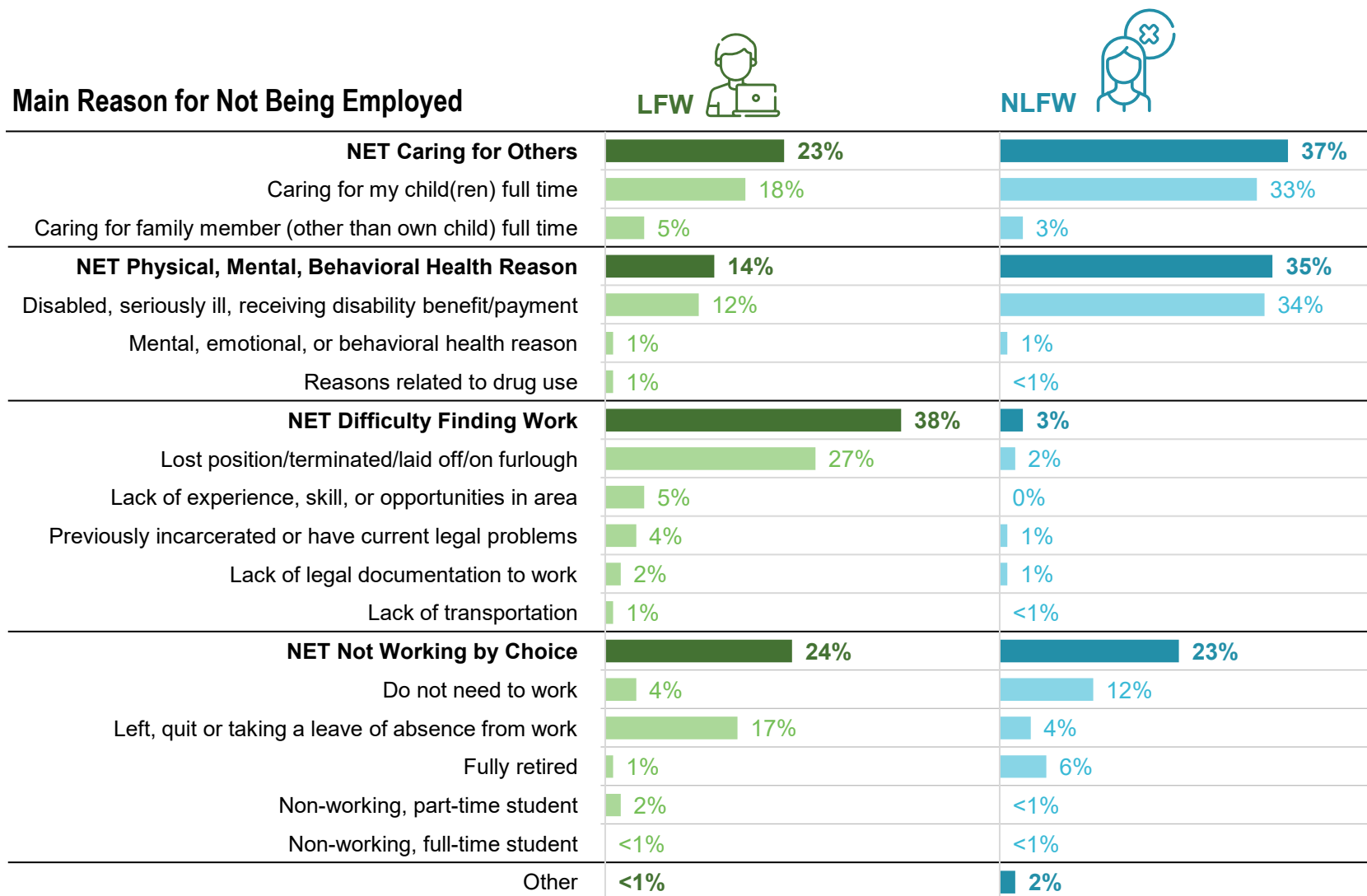


- Those **looking for work** are much more likely to have left, quit or be taking a leave of absence. Four out of 10 are having difficulty finding work.



- Those **not looking for work** are much more likely to be caring for others or be struggling with a physical, mental, or behavioral health issue than those looking for work. They are also more likely to say they don't need to work.

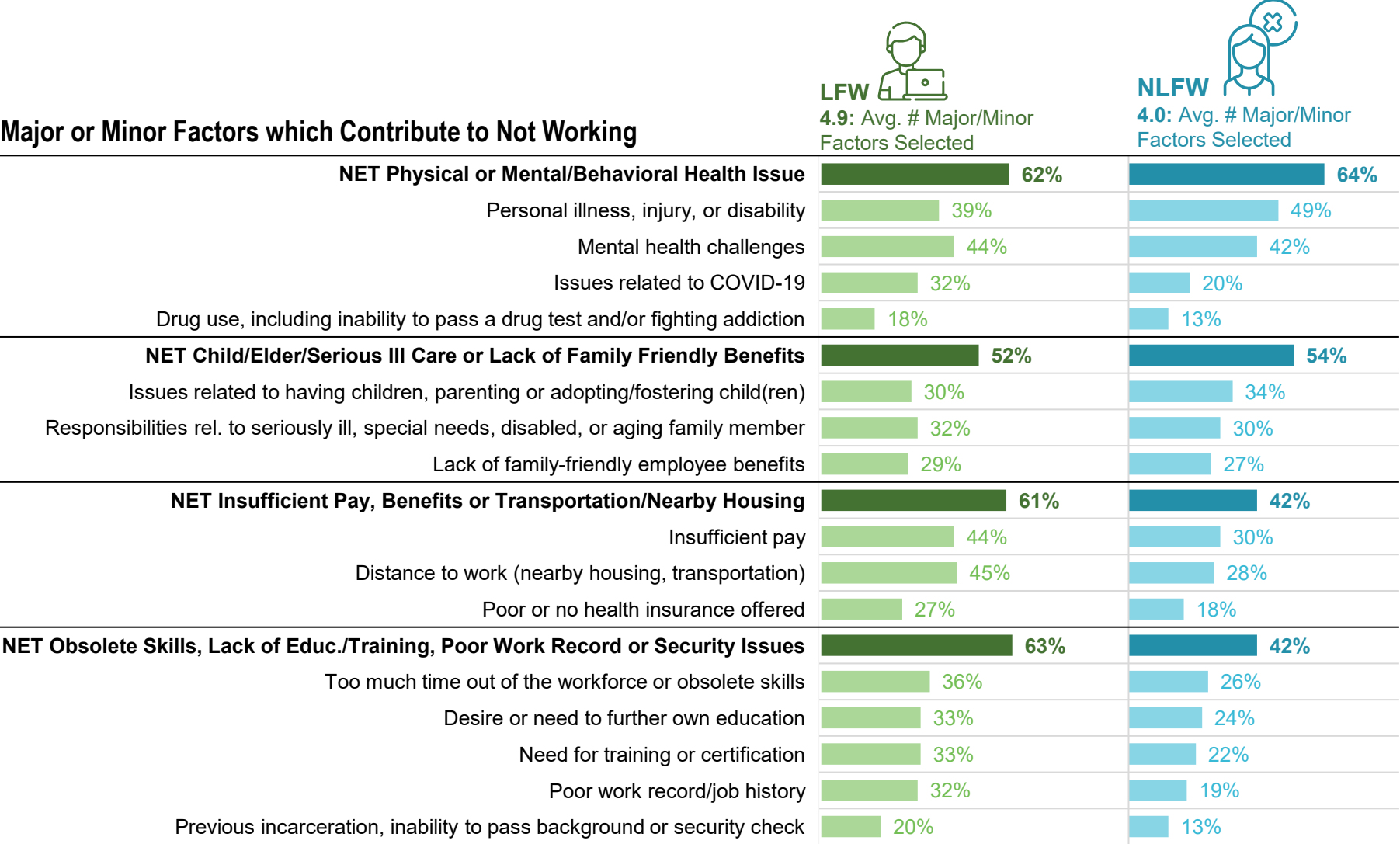
# Caring for others and personal limitations top the reasons for being out of the workforce



## Among those not looking for work:

- They are much more likely to be caring for others or be struggling with a physical, mental, or behavioral health issue than those looking for work.
- They are also more likely to say they don't need to work.
- Women are much more likely to be out of the workforce because they are caring for their children full time (48%) than men (5%).
- Among those with children under the age 6, 82% say they are out of the workforce because they're caring for children full time; 91% among those with children under age 2.

# Multiple factors contribute to not working from personal matters to pay and benefits



**LFW**  
4.9: Avg. # Major/Minor Factors Selected



**NFLW**  
4.0: Avg. # Major/Minor Factors Selected

## Major or Minor Factors which Contribute to Not Working

- Caring for others is a factor for over half of those **not working**.

### Those not looking for work:

- Are more likely to cite personal illness, injury, or disability as a factor they are not working.
- 43% of females cite issues related to having children or parenting vs. 16% of males. This reason is also more prevalent among people who are less than 45 years of age.
- Two-thirds (67%) of those with children under the age of 6 cite having children or parenting as a factor they are out of the workforce (74% among those with children under age 2).

# Physical and mental health issues are a considerable force for those who are not working



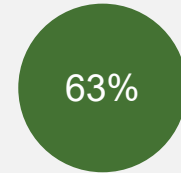
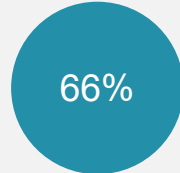
NLFW



LFW



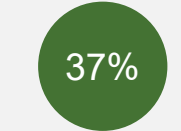
Factor related to own physical, mental or behavioral health issue



Factor related to having children or parenting



Factor related to care for seriously ill, elderly or special needs family member



Have factors in **none** of these areas

10%

20%

Have factors in **only one** of these areas

51%

42%

Have factors in **more than one** of these areas

39%

38%



Nearly 4 in 10 (39%) prime-age, non-working Americans experience more than one of these factors: own health issue, children/parenting, and/or caring for an ill/elderly family member which contribute to keeping them out of the workforce.

# Issues related to schedule inflexibility and juggling the needs of children and families are common reasons for not working.

“

*The job title I held required that I be available either remotely or in person at any time of day or night. I had just given birth to a severely disabled child who needed open heart surgery. The job had no time off or family leave let alone health benefits.*

”

“

*I'm a father with full custody of a ten-year-old boy and I have no money for daycare and need to work around his school schedule. I have no available family and I have no real dependable friends either.*

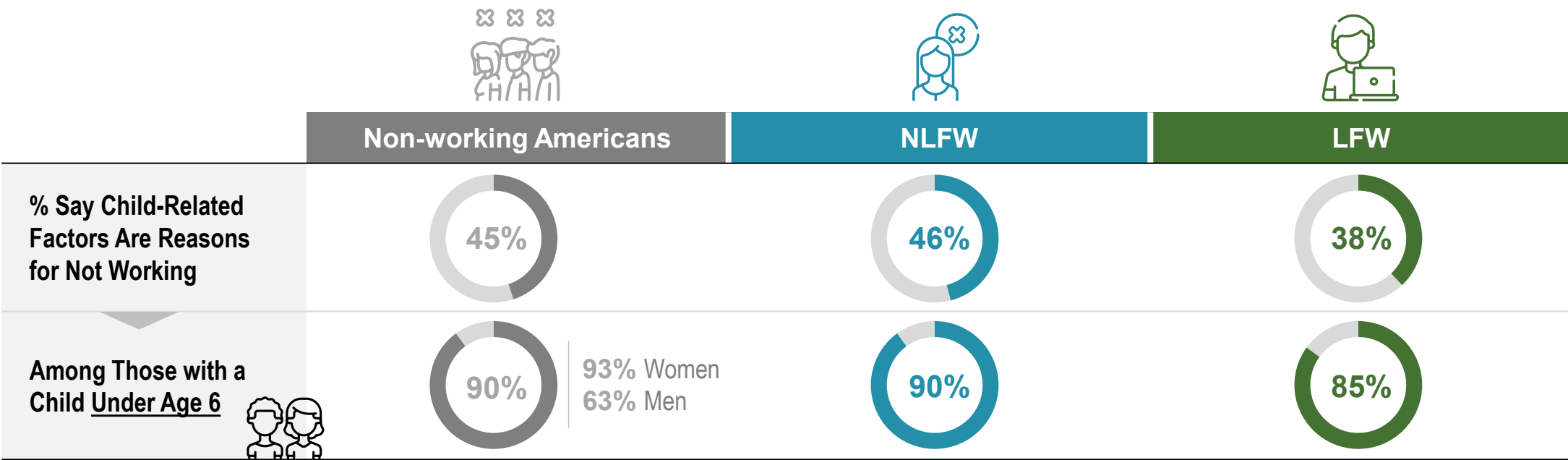
”

“

*Parents that are working there can't take the time needed to spend with their family. Paid time has to be added up before you can take time off and management would never approve anything that was over a certain amount of days because we were already running on a skeleton crew.*

”

# Three in four parents of minors who are not working identify child-related obstacles



Child-Related Reasons for Not Working are More Likely Among:

Women  
 Age 20-44  
 White  
 College Grads  
 Household Income \$50K+  
 Mid-Size City, Small Town, or Suburb  
 Married or Living w/ Partner

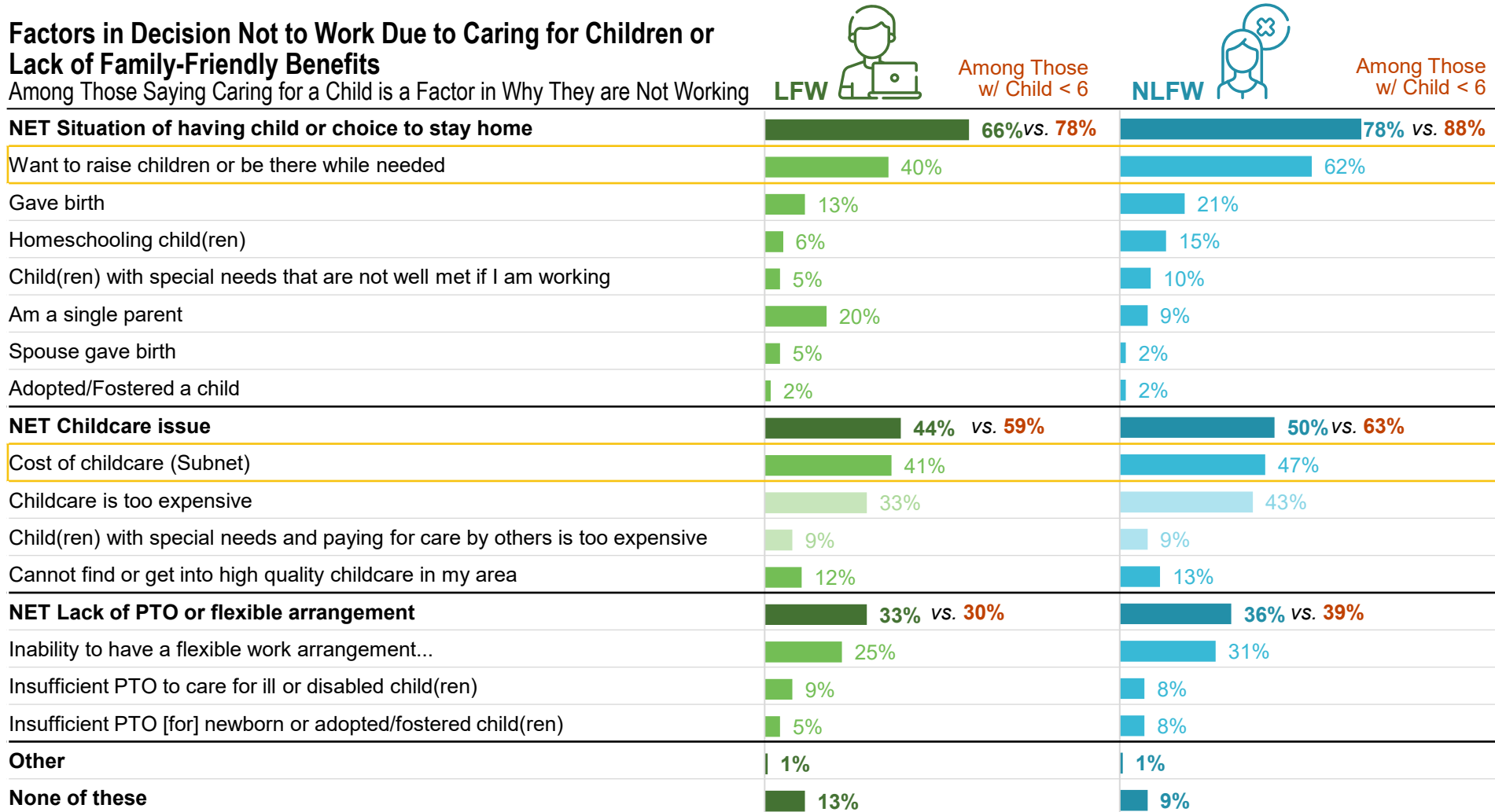
Women  
 Age 25-34 (35-44 least likely)  
 Hispanic  
 Some College (vs. College Grad)  
 Married or Living w/ Partner



# Being home to raise their children and cost of care are top considerations for parents not working

## Factors in Decision Not to Work Due to Caring for Children or Lack of Family-Friendly Benefits

Among Those Saying Caring for a Child is a Factor in Why They are Not Working



Those **not looking for work** are significantly **more likely** than those looking for work to say the following apply to their situation:

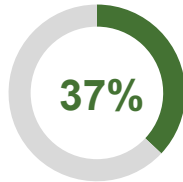
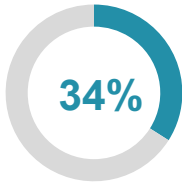
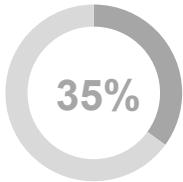
- Gave birth
- Want to raise children or be there while needed
- Homeschooling
- Children with special needs are not well met if working
- Child care is too expensive

# For more than a third of Americans caring for a family member is a factor in their not working



	Non-working Americans	NLFW	LFW
--	-----------------------	------	-----

% Say Factors Related to Care for Seriously Ill, Elderly, or Special Needs Family Members Are Reasons for Not Working



Factors Related to Caring for Seriously Ill, Elderly, or Special Needs Family Members which Contribute to Not Working are More Likely Among:

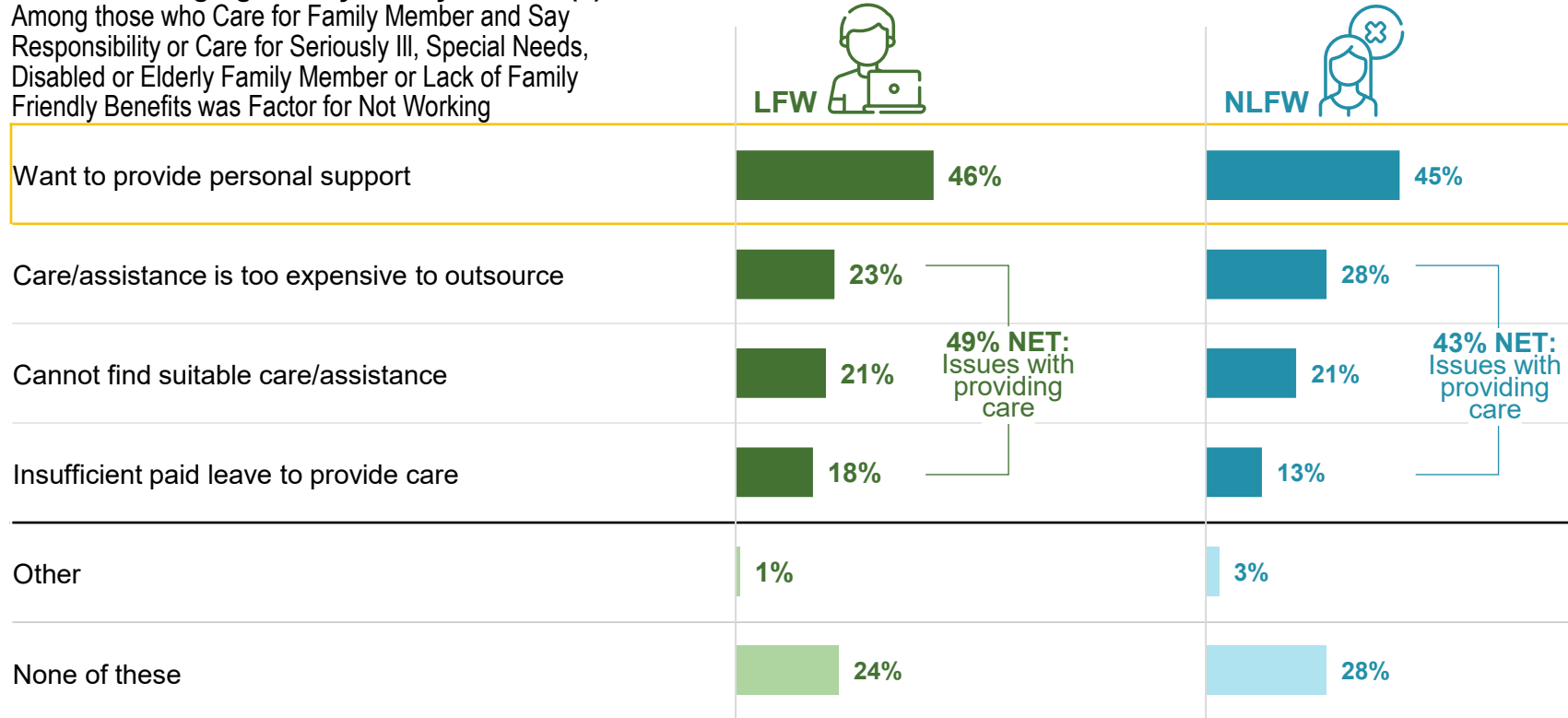
**Non-White**  
**Hispanic**  
**Non-College Graduate**  
**Household Income Under \$50K**

**Black**  
**Non-college Graduate**  
**Age 25-34 (less likely 20-24)**  
**Living with Partner (vs. Married or Single, Never Married)**

# Providing personal support of their family member is a top factor for people who are not working due to caregiving

## Factors in Decision Not to Work Due to Caring for Seriously Ill, Special Needs, Disabled or Aging/Elderly Family Member(s)

Among those who Care for Family Member and Say Responsibility or Care for Seriously Ill, Special Needs, Disabled or Elderly Family Member or Lack of Family Friendly Benefits was Factor for Not Working



### Among those **not looking for work**:

- Females are more likely to want to provide personal support (48%) vs. males (37%).
- More Hispanics are unable to find suitable care/assistance (31%) vs. non-Hispanics (17%).
- Those age 45-54 are more likely to say none of these are a reason (34%) vs. those 20-44 (25%).



# The Importance of Family- Friendly Benefits

*“Because I took care of my Mom towards the end of her life and there was no way I could have worked it was the craziest time of my life, but I would not have changed it for the world.”*

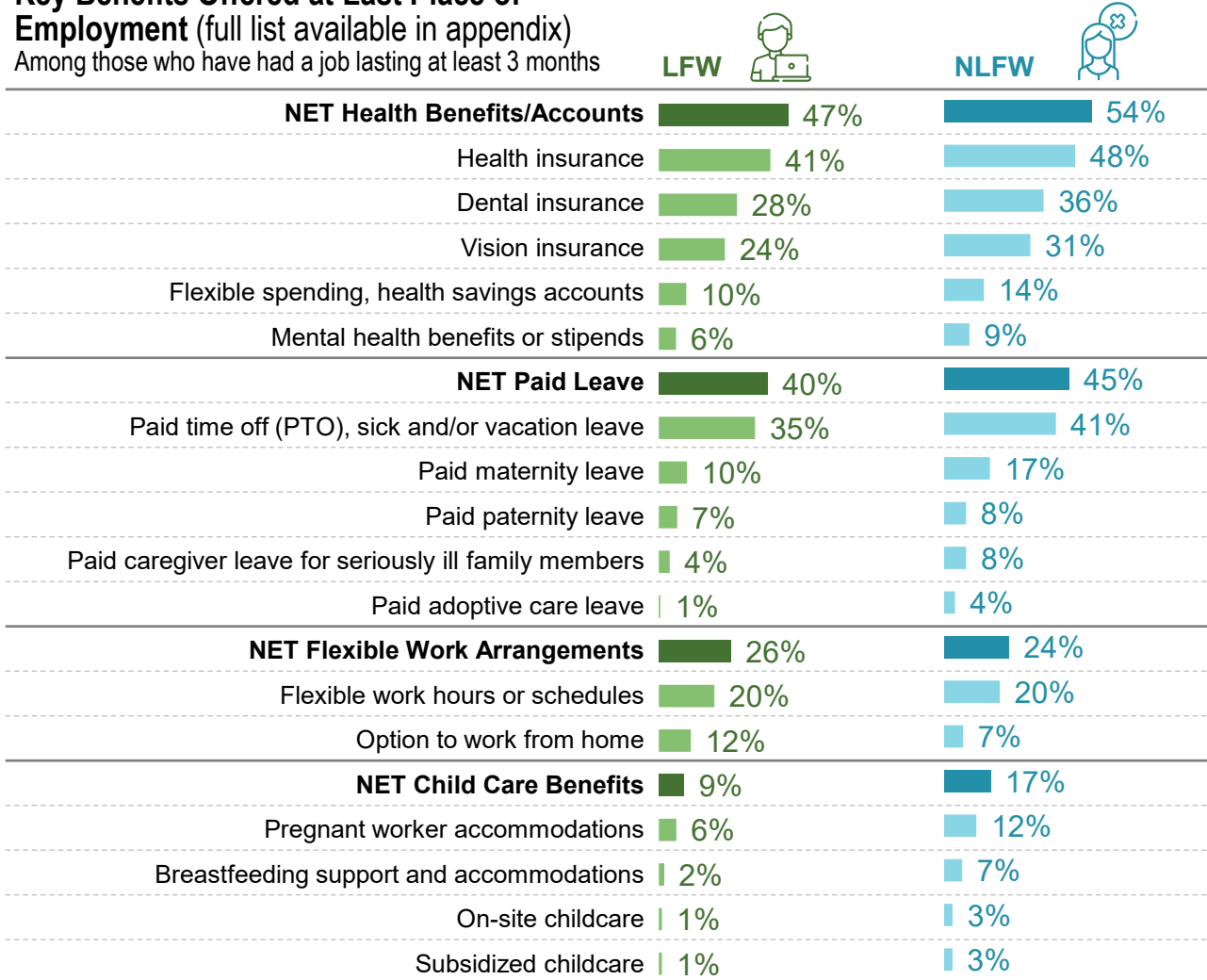
## Family-friendly benefits make a difference in decisions to return to work

- **Most of those not working were not offered family-friendly benefits at their last job.**
- Among those **not looking for work**:
  - **Of those out of work because of child-related reasons, nearly half would be more likely return to work if an employer offers parental leave.**
  - **Of those out of work who care for family members, nearly half would be more likely return to work if an employer offers leave to care for family members.**
  - **Of those with their own physical, mental or behavioral health condition, over a third would be more likely to return to work if an employer offers medical leave for their illness.**

# Many non-working Americans did not have family-friendly benefits in the last job they held

## Key Benefits Offered at Last Place of Employment (full list available in appendix)

Among those who have had a job lasting at least 3 months



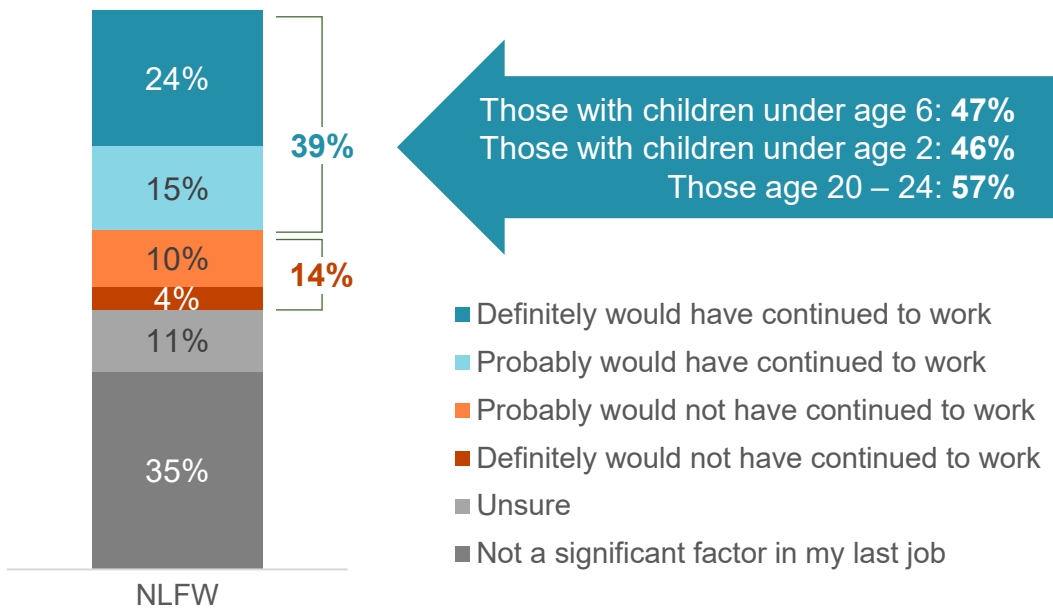
- The lack of family friendly benefits with previous employers likely influences expectations and decisions about returning to the labor force.
- Only about four out of 10 had paid leave benefits, with only **10% of those looking for work** and **17% of those not looking for work** being offered paid maternity leave.
- Childcare benefits (on-site or subsidized care) are virtually non-existent within this sample of Americans who are not working.



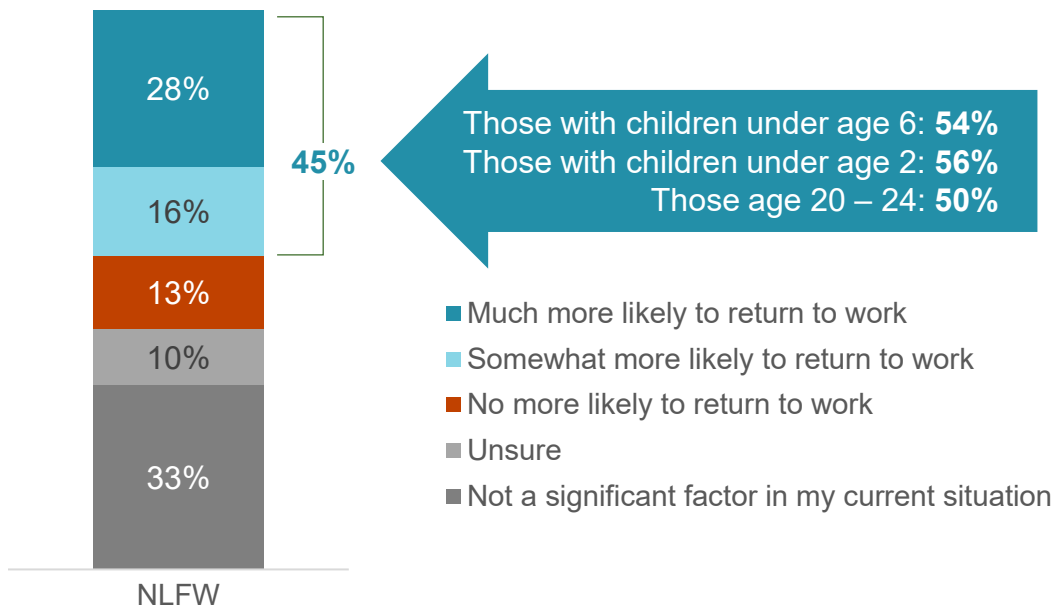
# Parental leave would motivate about half of parents who are not looking for work to consider employment



**Likelihood to have continued to work if parental leave were available when left last job**  
 Among those who worked in past and who say care for child is a reason for not being in the workforce



**Likelihood to start or return to work if an employer offers parental leave to welcome new child**  
 Among those who say caring for child is a reason for not being in the workforce



Base: Caring for a child is a factor for not being in workforce and have held a job in past for at least three months NFLW (n=430, Child under age 6: n=235, child under age 2: n=131, age 20-24 n=30)  
 Q14R1. Please select the response that best describes your likelihood to have continued to work if any of the following were available to you when you left your last job: parental leave to welcome a newborn, adopted or foster child  
 Base: Caring for a child is a factor for not being in workforce NFLW (n=669, Child under age 6: n=340, child under age 2: n=176, age 20-24 n=52)  
 Q15R1 If an employer offered any of the following, how likely would you be to start or return to work: parental leave to welcome a newborn, adopted or foster child

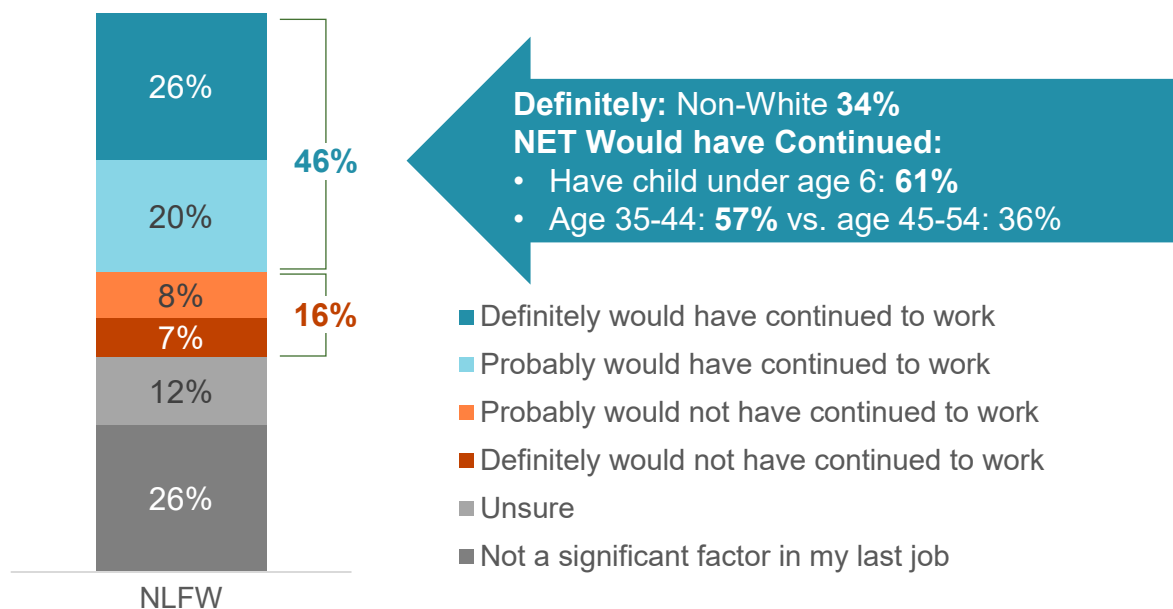


# Personal leave would motivate about half of those who are not working due to caring for a family member to return to employment



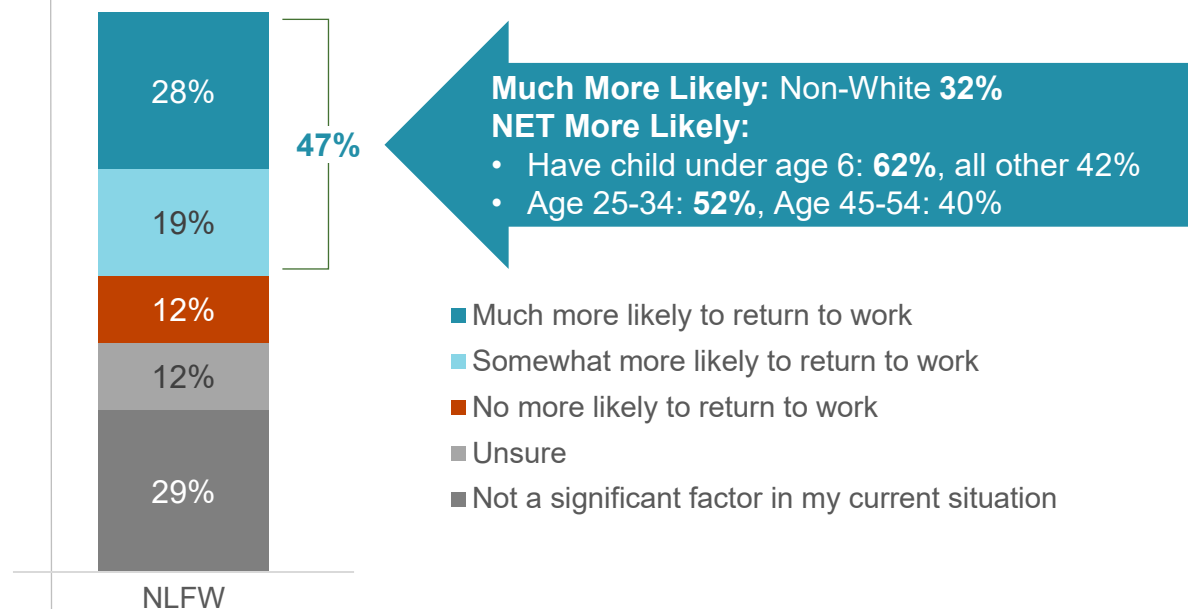
## Likelihood to have continued to work if leave to care for an aging parent or seriously ill family member were available when left last job

Among those who worked in past and who say ill/elder care is a reason for not being in the workforce



## Likelihood to start or return to work if an employer offered leave to care for an aging parent or seriously ill family member

Among those who say ill/elder care is a reason for not being in the workforce



Base: Care for ill, elderly or special needs family member is a factor in not working and have held a job in past for at least three months NFLW (n=309, Non-White n=110, Child under age 6: n=88, age 35-44 n=78, age 45-54 n=110) Q14R2. Please select the response that best describes your likelihood to have continued to work if any of the following were available to you when you left your last job: leave to care for an aging parent or seriously ill family member  
 Base: Care for ill, elderly or special needs family member is a factor in not working NFLW (n=564, Non-White n=221, Child under age 6: n=137, age 25-34 n=177, age 45-54 n=196) Q15R2 If an employer offered any of the following, how likely would you be to start or return to work: leave to care for an aging parent or seriously ill family member

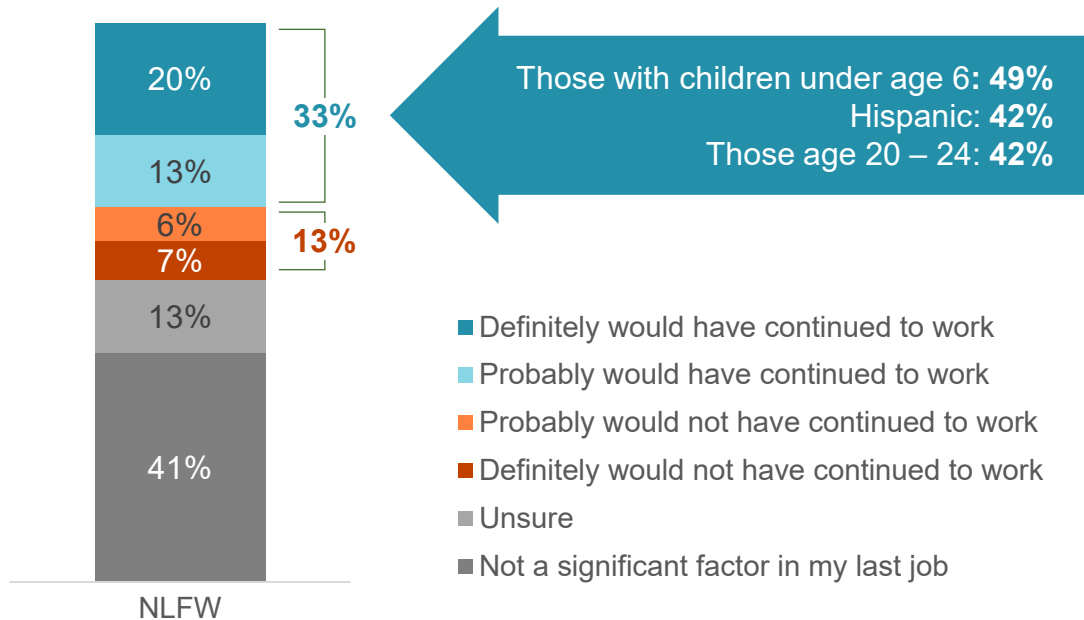




# Personal leave would motivate about four out of ten of those with a health challenge who are not working to return to employment

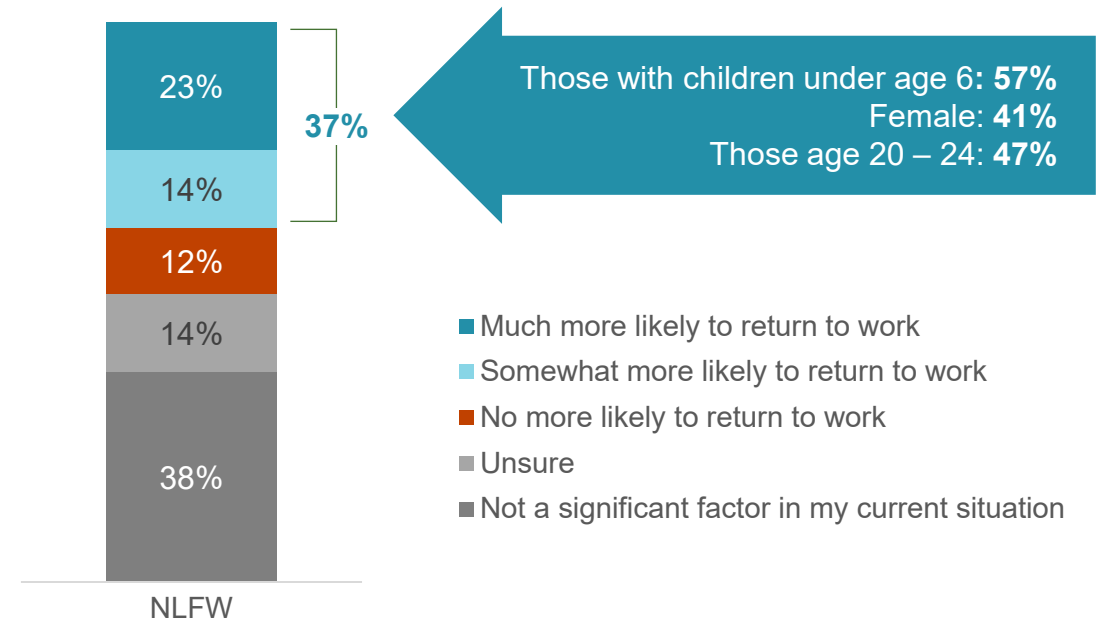
## Likelihood to have continued to work if an employer offered medical leave for your own serious illness

Among those who worked in past and have own physical, mental or behavioral health illness



## Likelihood to start or return to work if an employer offered medical leave for your own serious illness

Among those who have own physical, mental or behavioral health illness



Base: Have own physical, mental or behavioral illness and have held a job in past for at least three months NFLW (n=569, Hispanic n=151, Child under age 6: n=132, age 20-24 n=30) Q14R3. Please select the response that best describes your likelihood to have continued to work if any of the following were available to you when you left your last job: medical leave for your own serious illness  
Base: Have own physical, mental or behavioral illness NFLW (n=1069, Female=678, Child under age 6: n=203, age 20-24 n=68) Q15R3 If an employer offered any of the following, how likely would you be to start or return to work: medical leave for your own serious illness



# The Path to Work

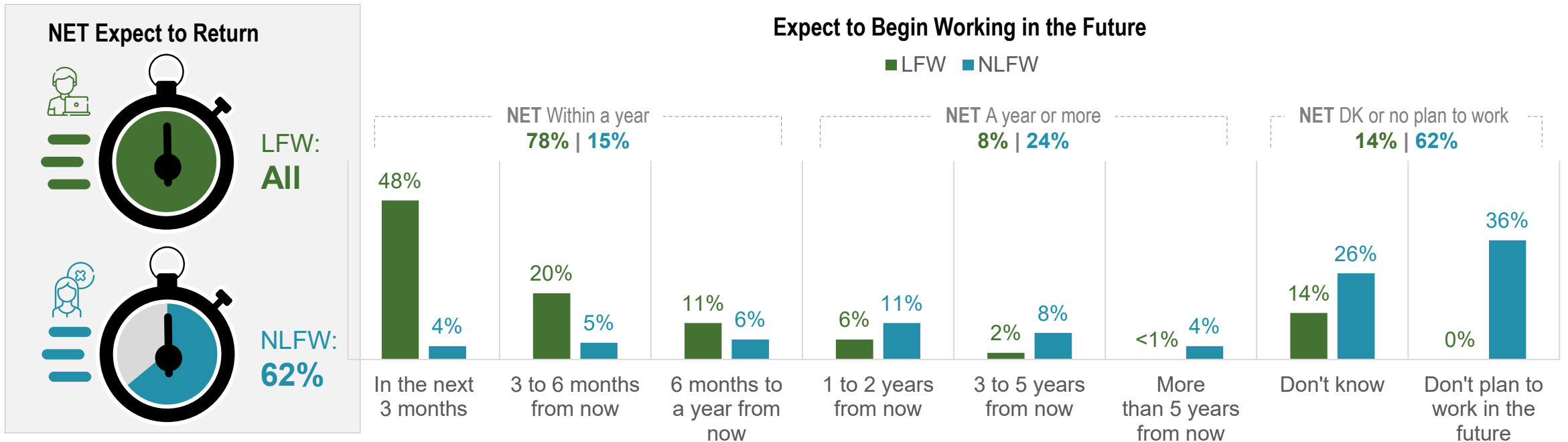
*“For someone like me who struggles to keep a job, having better training could potentially solve all the issues I have.”*

## **Flexibility, family-friendly benefits, and competitive compensation appeal to non-workers**

- Most of **those looking for work consider it a temporary situation**, resolved within a year.
- Many of those **NOT** looking for work **have been out of the workforce or plan to be for several years** (26% don't know when/if they'll go back to work, and 36% don't plan to).
- **Part time work is most appealing** to those not looking to enter the job force; two-thirds of those looking are seeking full time employment.
- **Flexibility and control hold interest:** opportunities to work for oneself via starting a business, self employment, gig work, etc. are appealing to many who are not working. In fact, a flexible work arrangement is equal to competitive compensation in deciding whether to enter or return to the workforce.

# Over one-third of those not looking for work do not plan to work in the future

- Nearly eight in 10 of those looking for work expect to enter or re-enter the workforce within a year.



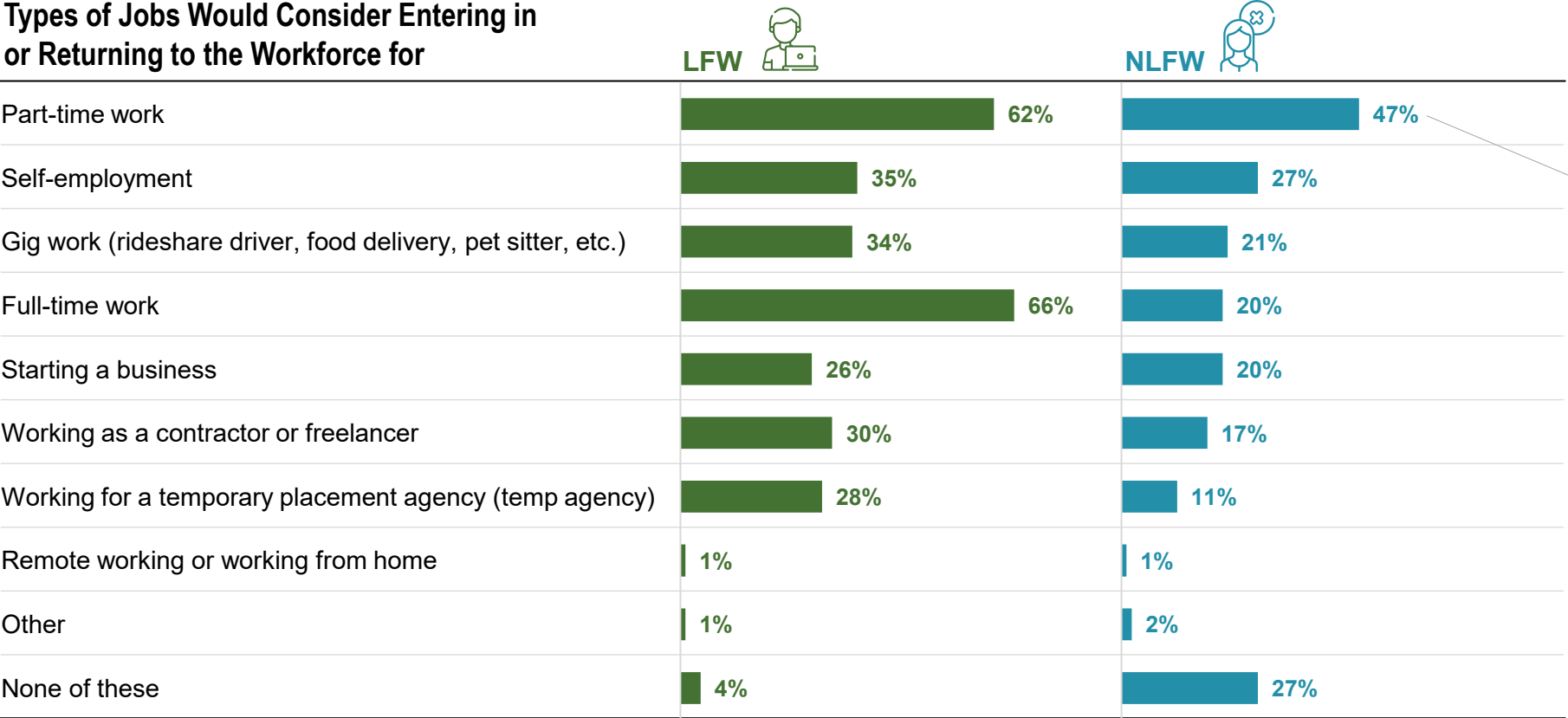
## Among those not looking for work:

- The youngest age cohort (20 – 24) is most likely to expect to work within a year (31% vs. 13% of those age 25 – 54)
- Those with children under age 6 are more likely to expect to work within a year (19% vs. those without a child that young 13%)
- Females are more likely to expect to work in a year or more (28% vs. 14% of males)
- Non-White are more likely to expect to work within a year (19% vs. White 13%)

# Part time work is the most appealing option to those not looking for work

- Opportunities to work for oneself via starting a business, self employment, gig work, etc. are attractive to many who are not in the work force.

## Types of Jobs Would Consider Entering in or Returning to the Workforce for



Those **not looking for work** who are more likely to consider **part-time** work in the future:

- Females
- Age 25-34
- Non-Black race
- Some college or more education
- Household income \$50K+



# Flexibility, competitive compensation and paid sick leave are top considerations when considering entering the workforce; parents value affordable childcare

## Most Important Consideration Whether to Enter or Return to the Workforce

Among those Not Looking for Work

	Very Important	Somewhat Important	NET Important	Rank #1
NET Paid Personal Medical, Family Caregiving and Parental Leaves*	59%	23%	82%	15%
Paid personal medical leave or short-term disability to recover from one's own serious medical condition	47%	30%	76%	4%
Paid family caregiving leave to care for ill, disabled or elderly family members	38%	26%	65%	5%
▶ Paid parental leave for newborn or adopted child	32%	17%	49%	6%
Flexible work arrangement, including flexible schedule and/or ability to work from home	57%	26%	82%	19%
Competitive pay, salary, compensation and/or bonuses	56%	25%	82%	16%
Paid sick leave	56%	25%	81%	8%
Health insurance benefits	54%	24%	78%	8%
Retirement savings plan	41%	33%	74%	2%
Mental health benefits, including insurance coverage and/or workplace programs	44%	29%	73%	4%
Transportation/housing close to work location	40%	29%	69%	5%
Training and education programs	31%	35%	66%	2%
Accommodations for disability	40%	25%	65%	11%
COVID safety measures in the work environment	33%	26%	58%	2%
▶ Affordable, quality childcare	34%	17%	51%	5%

\* Note: Net of "very important" includes those who consider any of the three netted leave types "very important." "Somewhat important" includes those who didn't rank any of the sub-netted leave types "very important" but consider at least one "somewhat important." None are important: 5%

### Among NLFW:

- ▶ Consider **paid parental leave for newborn or adopted child important** among those:
  - With child < age 18: **61%**
  - With child < age 6: **75%**
  - With child < age 2: **82%**
  - Female: **52%** (Male: 41%)
  - Age 20-24: **56%** (25-54: 45%)
  - Hispanic: **59%** (others: 46%)
  - Non-White: **54%** (White: 46%)
- ▶ Consider **affordable, quality childcare important** among those:
  - With child < age 18: **72%**
  - With child < age 6: **86%**
  - With child < age 2: **89%**
  - Female: **57%** (Male: 39%)
  - Hispanic: **62%** (others: 48%)
  - Black: **57%** (White: 49%)



Base: Total NLFW (n=1626, Child Under Age 18 n=783, Child Under Age 6 n=432, Child Under Age 2 N=210, male n=464, female n=1148, age 20-24 n=107, age 25-54 n=1519, Hispanic n=396, Non-Hispanic or prefer not to say N=1230, White only N=1083, Non-White Only N=543, Black N=275)  
 Q19. Which of the following are most important to you when considering whether to enter or return to the workforce? Select one response for each characteristic.  
 Q20r. Now, among those you rated as more important, which would you say are most important? (RANK #1)

**Two in 10 prime-age, non-working Americans consider flexible work arrangements the most important factor when they consider whether to enter or return to work.**



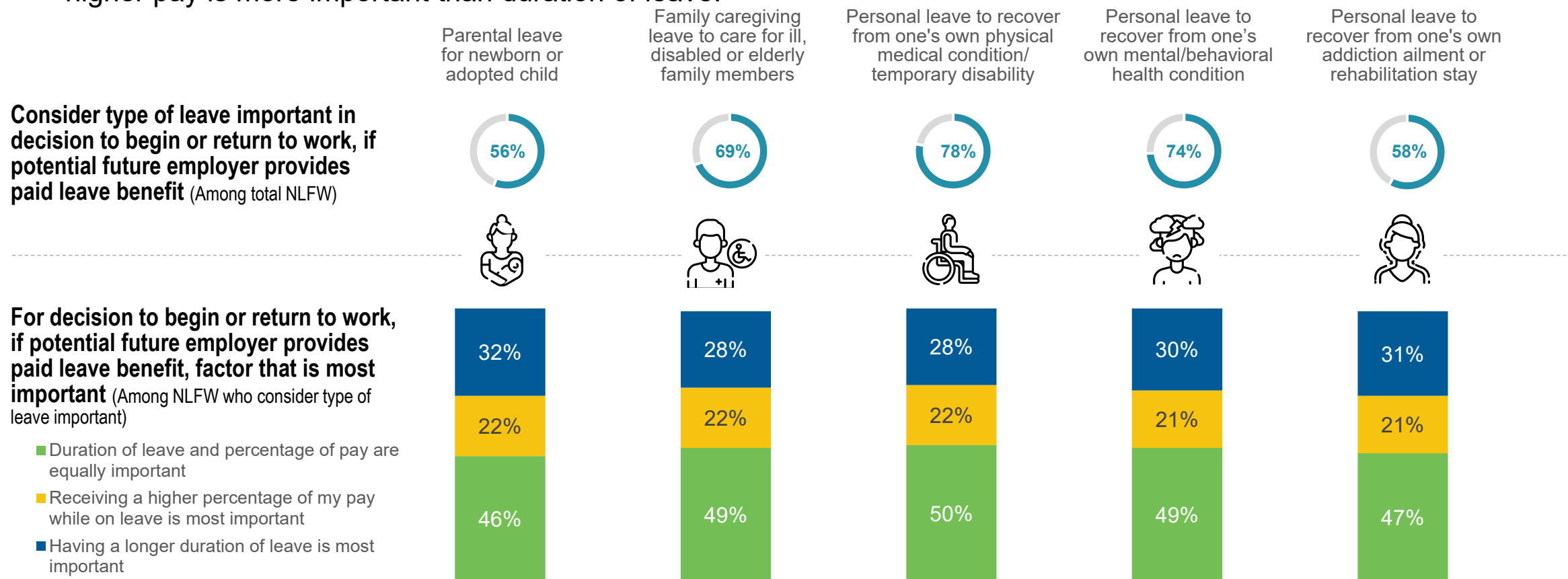
*Motherhood is my first job, and I cannot just quit it or drop it for a career that is meant to help me do that job. I almost always complete my tasks by their deadlines, but I may have to work some weird hours to make it work, and I need a company that is willing to work with me instead of expecting everyone to fit into their cookie-cutter expectations. Everyone has different things going on in their lives and companies need to recognize that.*





# About half consider duration of leave and percentage of pay equally important in their decision to return to work

- Parental leave and personal leave for addiction are not relevant or important to over four out of 10 not looking for work.
- Among those not looking for work, Democrats, males, Black and those with lower education are more likely to say that higher pay is more important than duration of leave.



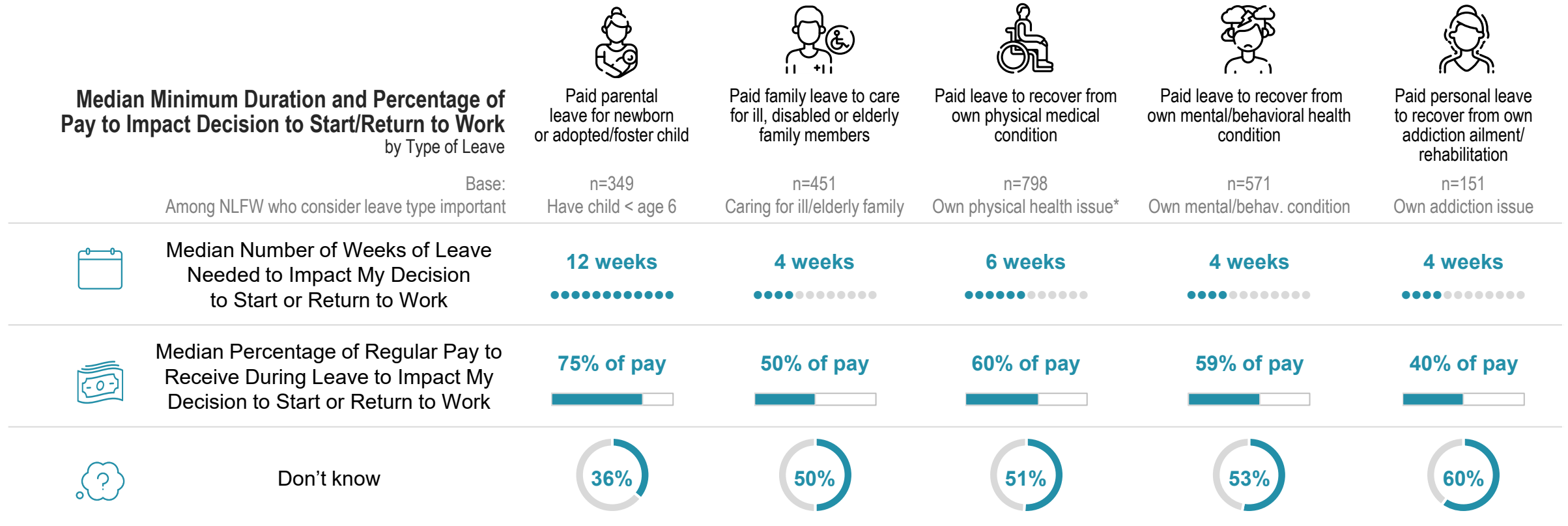
Base: Among NLFW total (n=1626) and NLFW and consider type of leave important: Parental leave for newborn or adopted child (n=908), Family caregiving leave to care for ill, disabled or elderly family members (n=1125), Personal leave to recover from one's own physical medical condition/temporary disability (n=1278), Personal leave to recover from one's own mental/behavioral health condition (n=1211), Personal leave to recover from one's own addiction ailment or rehabilitation stay (n=930)  
 Q22. Thinking about your decision to begin or return to work, if a potential future employer provides a paid leave benefit, please select the factor that is most important to you for each type of leave: a longer duration leave or continuing to receive a higher percentage of your pay while on leave? Select one.





# Expectations for the duration of paid parental leave is 12 weeks (median); expectations for other forms of leave are shorter

- About half of those not looking for work are unsure what duration and percentage of pay would impact their decision to start/return to work across these leave types. This finding highlights the importance of context and the complexity of these decisions for individuals and their families.

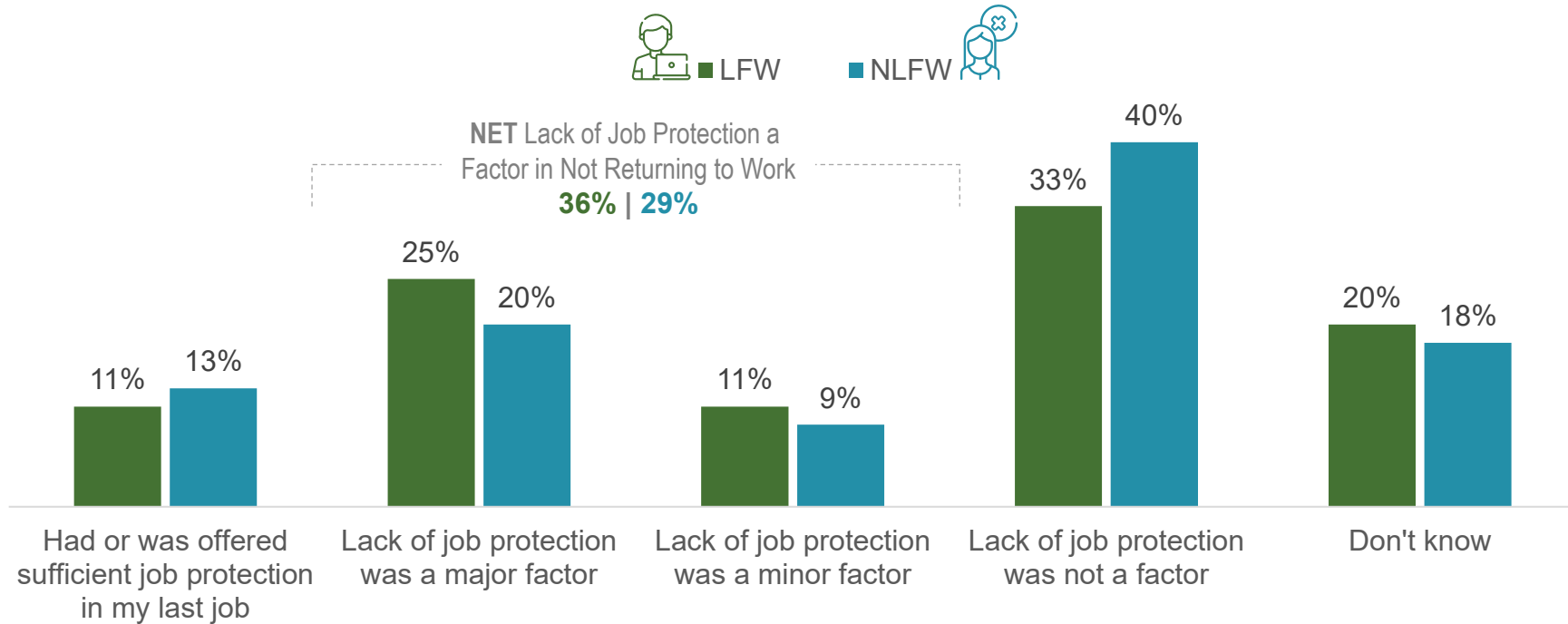


Base: Bases vary (among those say leave type is important and have an issue related to the type of leave)  
 Q23. Please select the lowest duration of leave and lowest percentage of pay an employer could offer that would impact your decision to start or return to work. Enter one duration and one percentage of pay per row. You may enter 0 if the leave or pay is not important to you.  
 \*Note: Own physical health issue includes personal illness, injury, disability or issues related to COVID-19 (including long-COVID, increased risk due to underlying health conditions and/or fear of contract and/or spreading COVID-19)

# Three in 10 NOT looking for work say a lack of job protection factored into their decision to not return to work

- Only 11% of those NOT looking for work and 13% of those looking for work were offered job protection in their last place of employment

## Degree a Lack of Job Protection Factored into the Reason to Not Return to Last Job (Among those who held a job lasting at least 3 months)

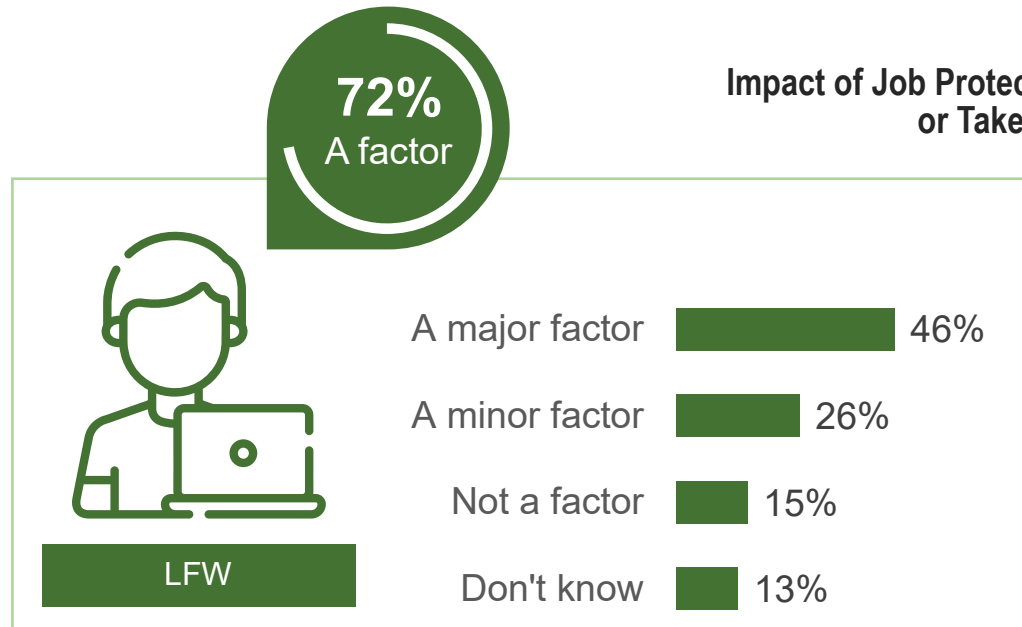


Significantly more of those **looking for work** (36%) say lack of job protection is a factor in not returning to work compared to those **not looking for work** (29%).

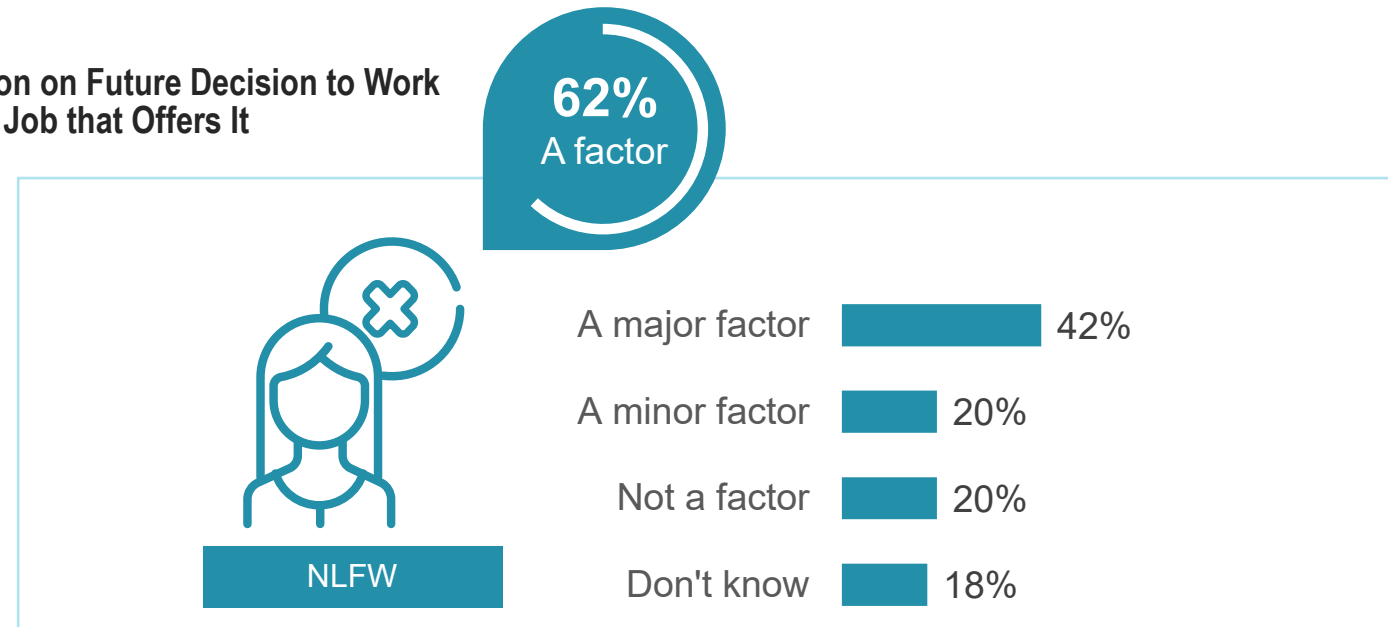
### Among those not looking for work:

- 38% of those with children under age 2 and 34% of those with children under age 6 say job protection was a factor.
- Hispanics are more likely to say job protection was a factor (40%) than non-Hispanics (26%).

# More than six in 10 not looking for work say job protection would impact their decisions to start or return to work



Impact of Job Protection on Future Decision to Work or Take a Job that Offers It




## Job protection impact on future work decision, **among those NLFW:**

- **78%** of those with child under age 2, **75%** of those with child under age 6
- **65%** of females vs. 55% of males
- **71%** of those ages 25-34 (20-24: 62%, 35-44: 62%, 45-54: 53%)
- **68%** of Hispanics vs. 60% of non-Hispanics

# Appendix

# Demographic Profiles


■ Looking for Work (LFW), N=539 ■ Not Looking for Work (NLFW), N=1626




GENDER	LFW	NLFW
Male	57%	33%
Female	42%	66%
Gender variant/Non-binary	1%	1%




AGE	LFW	NLFW
20-24	22%	10%
25-34	37%	30%
35-44	24%	29%
45-54	18%	31%



RACE/ETHNICITY	LFW	NLFW
White/Caucasian	61%	71%
Black/African American	24%	18%
Hispanic/Latin	23%	23%
Asian/Asian American	6%	6%
American Indian or Alaska Native	3%	5%
Native Hawaiian or Pacific Islander	1%	1%
Some other race	8%	7%
Prefer not to answer	1%	1%




RESIDENCE TYPE	LFW	NLFW
A large city	20%	17%
A mid-sized city	13%	13%
A suburb near large/mid-sized city	34%	34%
A small city or town	18%	19%
A rural area	14%	17%




REGISTERED TO VOTE	LFW	NLFW
Yes	73%	74%
No	27%	26%




REGION	LFW	NLFW
Midwest	21%	18%
Northeast	20%	16%
South	34%	41%
West	25%	25%




EDUCATION	LFW	NLFW
High School or Less	53%	52%
Some College no Degree	23%	28%
College Grad or Higher	23%	20%
Prefer Not to Say	<1%	<1%




HOUSEHOLD INCOME	LFW	NLFW
Less than \$10,000	17%	14%
\$10,000 to \$24,999	10%	16%
\$25,000 to \$34,999	8%	9%
\$35,000 to \$49,999	7%	8%
\$50,000 to \$74,999	25%	15%
\$75,000 to \$99,999	14%	8%
NET \$100,000 or more	12%	24%
Prefer not to say	4%	2%
Don't know	4%	4%




POLITICAL AFFILIATION	LFW	NLFW
NET Republican	19%	27%
Independent	27%	24%
NET Democrat	36%	31%
Other/3 <sup>rd</sup> Party	2%	1%
Don't know/undecided	16%	16%



HOUSEHOLD ASSETS	LFW	NLFW
Less than \$10,000	38%	39%
\$10,000 to \$24,999	7%	8%
\$25,000 to \$49,999	8%	6%
\$50,000 to \$99,999	6%	6%
NET \$100,000 or more	14%	16%
Prefer not to say	7%	8%
Don't know	19%	18%



MARITAL STATUS	LFW	NLFW
Married	20%	46%
Living with partner	14%	14%
Single, never married	60%	30%
Divorced	3%	6%
Separated	2%	2%
Widowed	1%	2%



HAVE CHILDREN	LFW	NLFW
NET Any child	37%	57%
SUBNET Under Age 18	34%	48%
SUBNET Under Age 6	18%	27%
Under age 2	8%	13%
Ages 2 to 5	13%	20%
Ages 6 to 11	17%	24%
Ages 12 to 17	13%	19%
Ages 18 to 21	6%	10%
Ages 22 or older	4%	12%

# Prior Work Profiles

Those who have had a job that lasted at least 3 months – ■ Looking for Work (LFW), N=354 ■ Not Looking for Work (NLFW), N=913

TIME SINCE LAST JOB	LFW	NLFW
Within past 6 months	35%	11%
6 to 12 months ago	17%	10%
1 to 2 years ago	23%	21%
3 to 4 years ago	11%	20%
5 to 9 years ago	8%	18%
10 years ago or more	4%	18%
Unsure	2%	2%

HIGHEST LEVEL OF MOST RECENT JOB	LFW	NLFW
Entry level, staff, assistant or associate	64%	51%
Manager or senior manager + Intern or apprentice	19%	23%
Senior associate, analyst, specialist, designer, technician	7%	13%
Owner, partner, principal	1%	2%
Certified work such as teacher, nurse, therapist (from other specifiers)	1%	2%
Professional (lawyer, doctor)	1%	2%
Director	2%	2%
Trade position or laborer (from other specifiers)	2%	1%
Executive or C-level	1%	1%
Other	3%	3%

YEARS OF WORK EXPERIENCE	LFW	NLFW
<b>NET Less than 5</b>	<b>37%</b>	<b>25%</b>
Less than 1 year	8%	4%
1-2 years	11%	8%
3-4 years	18%	14%
<b>NET 5+</b>	<b>63%</b>	<b>75%</b>
5-9 years	20%	22%
10-14 years	21%	19%
15-19 years	8%	12%
20-24 years	8%	9%
25 years or more	7%	13%

# OF EMPLOYEES AT LAST JOB	LFW	NLFW
<b>NET Under 20</b>	<b>34%</b>	<b>34%</b>
1	6%	5%
2-4	7%	7%
5-9	12%	9%
10-19	8%	13%
<b>NET 20+</b>	<b>46%</b>	<b>46%</b>
20-49	12%	12%
50-99	8%	8%
100-249	9%	8%
250-499	4%	3%
500-999	3%	4%
1000 or more	10%	12%
Don't know	20%	20%

INDUSTRY	LFW	NLFW
Agriculture, hunting, forestry and fishing	2%	1%
Banking	2%	2%
Business svcs/activities and legal svcs	7%	4%
Communication, broadcasting, publishing, media, data processing/hosting	1%	2%
Construction	9%	4%
Education	9%	9%
Electricity, gas and water supply/utilities	<1%	<1%
Financial services and insurance	2%	2%
Health, social services, personal services	10%	17%
Hotels and hospitality	4%	5%
Manufacturing	6%	5%
Mining	0%	<1%
Not for profit / Non-profit	1%	2%
Real estate, rentals, and property mgmt	2%	1%
Repair of motor vehicles, personal & household goods	1%	1%
Restaurants	12%	13%
Retail, stores and online sales	16%	17%
Transport, storage	6%	5%
Wholesale trade	3%	1%
U.S. Military	0%	2%
Non-military gov't / public administration	2%	2%
Other	0%	<1%
Don't know	4%	4%

# Prior Work Profiles

Those who have had a job that lasted at least 3 months – ■ Looking for Work (LFW), N=354 ■ Not Looking for Work (NLFW), N=913

LOCATION	LFW	NLFW
In person	87%	89%
From home	8%	5%
A mix of in person and from home	5%	6%

PART- OR FULL-TIME	LFW	NLFW
Part-time	37%	35%
Full-time	63%	65%

PAYMENT	LFW	NLFW
Hourly	82%	77%
Salaried, commission-based or a combination	18%	23%

APPROXIMATE ANNUAL SALARY	LFW	NLFW
Base	50	202
Under \$25,000	33%	21%
\$25,000 - \$49,999	22%	31%
\$50,000 to \$74,999	17%	23%
\$75,000 to \$99,999	10%	10%
\$100,000 to \$149,999	9%	8%
\$150,000 to \$199,999	0%	2%
\$200,000 or more	0%	1%
Prefer not to say	10%	5%

APPROXIMATE HOURLY WAGE	LFW	NLFW
Base	304	711
Under \$7 per hour	1%	3%
\$7 - \$9 per hour	8%	15%
\$10 - \$14 per hour	32%	34%
\$15 - \$19 per hour	35%	28%
\$20 - \$24 per hour	8%	8%
\$25 - \$29 per hour	6%	3%
\$30 - \$39 per hour	3%	1%
\$40 - \$49 per hour	0%	1%
\$50 - \$99 per hour	2%	1%
\$100 or more, per hour	0%	<1%
Prefer not to say	5%	5%

BENEFITS AT PRIOR WORK	LFW	NLFW
<b>Any (Net)</b>	<b>72%</b>	<b>74%</b>
<b>Health Benefits/Accounts (Net)</b>	<b>47%</b>	<b>54%</b>
Health Insurance	41%	48%
Dental Insurance	28%	36%
Vision Insurance	24%	31%
Life Insurance	17%	23%
Short/Long-term Disability Insurance	9%	18%
Flex. Spend./Health Savings Account	10%	14%
Mental Health Benefits/Stipends	6%	9%

BENEFITS AT PRIOR WORK (CONTINUED)	LFW	NLFW
<b>Paid Leave (Net)</b>	<b>40%</b>	<b>45%</b>
Paid time off (PTO), including sick/vacation	35%	41%
Paid maternity leave	10%	17%
Paid paternity leave	7%	8%
Paid caregiving leave (for seriously ill family)	4%	8%
Paid adoptive care leave	1%	4%
<b>Retirement Savings/Pension Plan (Net)</b>	<b>33%</b>	<b>37%</b>
401(k)/403(b) or similar plan	31%	35%
Defined benefit pension plan	3%	7%
<b>Flexible Work Arrangements (Net)</b>	<b>26%</b>	<b>24%</b>
Flexible work hours or schedules	20%	20%
Option to work from home	12%	7%
<b>Child Care Benefits (Net)</b>	<b>9%</b>	<b>17%</b>
Pregnant worker accommodations	6%	12%
Breastfeeding support and accommodations	2%	7%
On-site child care	1%	3%
Subsidized child care	1%	3%
<b>Employee Reimbursement/Discount (Net)</b>	<b>29%</b>	<b>34%</b>
Employee discount program	18%	23%
Transportation reimbursement benefit	9%	8%
Prof. development or tuition reimbursement	5%	9%
Fitness or wellness reimbursement/benefit	4%	6%
Student loan repayment benefit	3%	3%

# Sources of Income and Current Health Care Insurance

■ Looking for Work (LFW), N=539 ■ Not Looking for Work (NLFW), N=1626

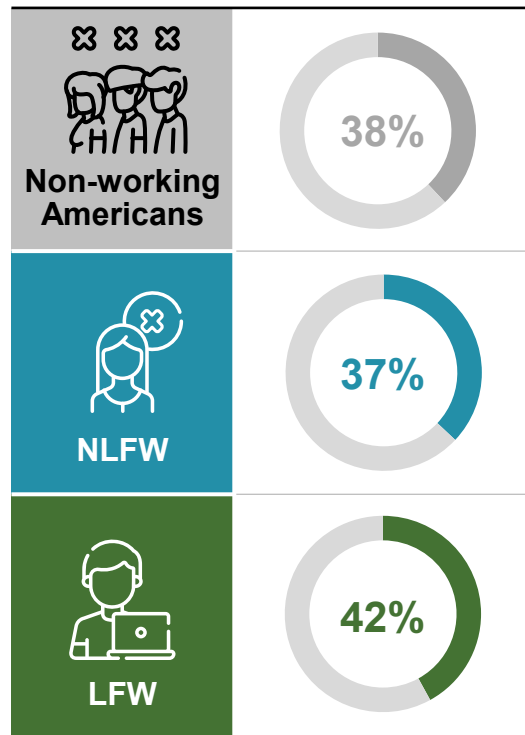
SOURCES OF INCOME OR BENEFITS FOR HOUSEHOLD	LFW	NLFW
Spouse/Partner employment income (salary, wages, tips, commission, etc.)	46%	56%
Withdrawal or disbursement from retirement or pension fund	18%	11%
Investment income	15%	11%
Rental, real estate or royalty income	6%	6%
Insurance or annuity payments	7%	6%
Inheritance, gifts or trust fund	11%	7%
Alimony or child support	4%	4%
SSI: Supplemental Security Income	16%	21%
SNAP: Supplemental Nutrition Assistance Program	34%	32%
WIC: Special Supplemental Nutrition Program for Women, Infants and Children	9%	9%
TANF: Temporary Assistance for Needy Families	5%	4%
SSDI: Social Security Disability Insurance	9%	19%
Tax Credits (e.g., Child Tax Credit/CTC, Earned Income Tax Credit/EITC, Child and Dependent Care Tax Credit/CDCTC)	7%	9%
Other	4%	3%
Family or friend support (back-coded from specifics)	3%	2%
Prior savings (back-coded from specifics)	2%	0%
Odd jobs (back-coded from specifics)	<1%	<1%
Military or VA Benefits (back-coded from specifics)	<1%	1%
Unemployment (non-specific, back-coded from specifics)	1%	<1%
Survivor benefits (back-coded from specifics)	0%	<1%
Other social security benefit (back-coded from specifics)	<1%	<1%
Don't know/Prefer not to say (back-coded from specifics)	<1%	1%

CURRENT HEALTH CARE INSURANCE	LFW	NLFW
Medicaid	37%	40%
An employer-sponsored health insurance plan	19%	29%
Medicare	14%	19%
Veterans Administration (VA) health benefits	<1%	2%
Other	2%	1%
Other government sources (back-coded from specifics)	1%	2%
Exchange/Marketplace/ACA, private, direct purchase, self-purchase (back-coded from specifics)	4%	2%
Spouse, parent or relative's plan (back-coded from specifics)	2%	1%
Unsure	6%	4%
I do not have health insurance coverage	21%	11%



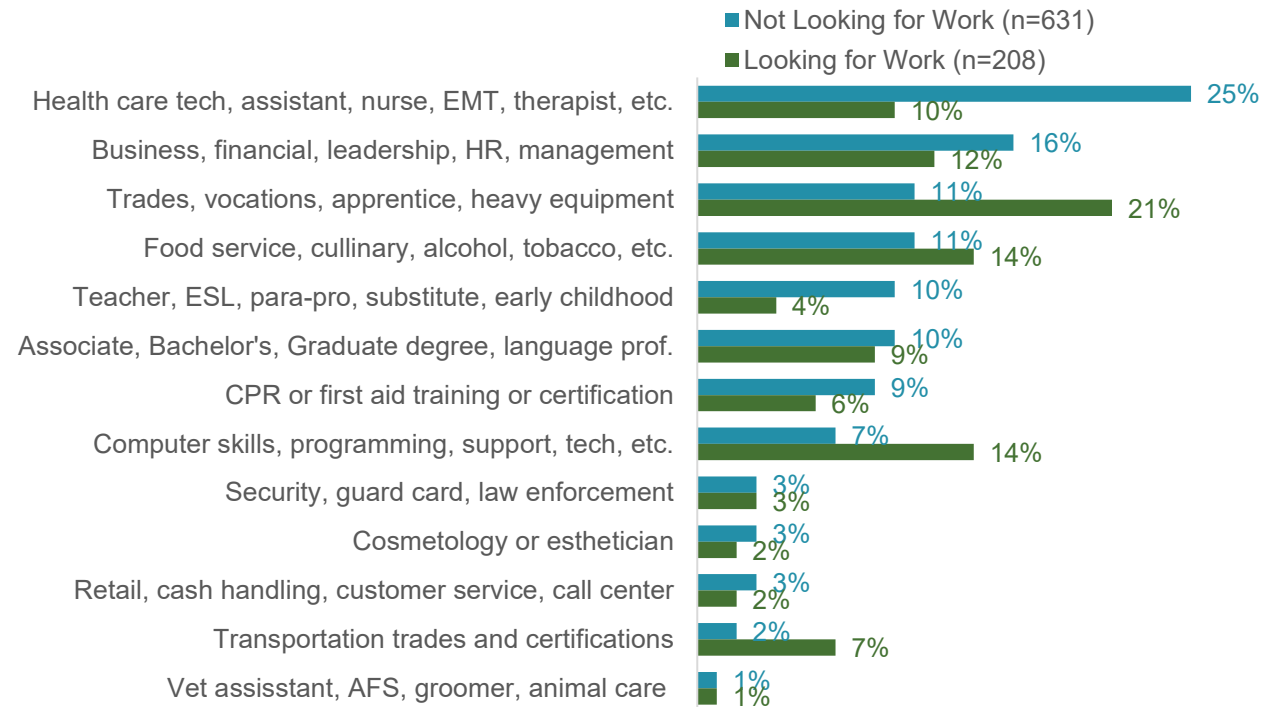
# More than a third (38%) of all prime age, non-working Americans have a certification, completed formal training or have specific trade or job skill.

## Have Formal Certification, Completed Training Program or Have Specific Trade/Job Skills



## Types of Certifications, Training, Trade or Job Skills

Among those who say they have completed a certification, training program or acquired a trade/job skill (from coded open ends)



Base: LFW (n=539), NFLW (n=1626)

D15: Have you completed any formal certifications or training programs, or do you have any specific trade or job-related skills?

Base: Have certification or training or acquired trade/job skill LFW (n=208), NFLW (n=631)

D16: Please describe any certifications, formal training programs or specific trade or job-related skills you have



NLFW

# Among those NOT looking for work, nearly 40% have a household income of \$50k+ and are more likely to have a partner with income



Those **NLFW** with household income under \$50K are more likely to:

- Have a **lower level of formal education**
- More likely to have had an **entry-level job** prior to being out of the workforce if they held a job in the past

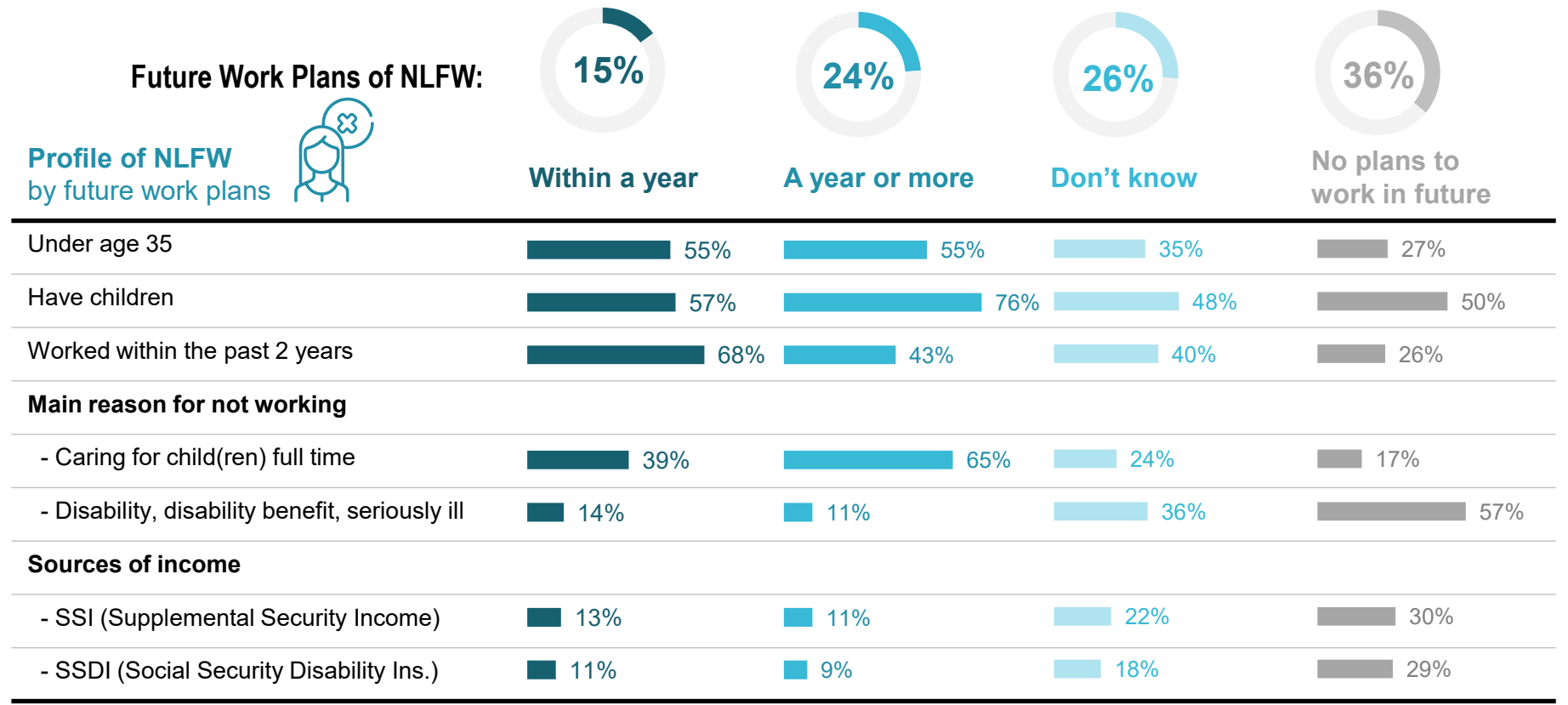
Profile of those Not Looking for Work by Household Income	Household Income Under \$50K (61%)	Household Income \$50K+ (39%)
Female	56%	77%
Married	24%	70%
Have children	47%	68%
White/Caucasian	66%	77%
<b>Main reason for not working:</b>		
- Do not need to work	7%	17%
- Caring for child(ren) full time	22%	45%
- Disabled, seriously ill, or receiving disability benefit	53%	17%
Disability accommodation important in decision to work	76%	55%
<b>Sources of income:</b>		
- Spouse/partner employment income	36%	77%
- SSI (Supplemental Security Income)	34%	8%
- SSDI (Social Security Disability Insurance)	27%	12%

# Those not currently looking for work but planning to return eventually differ considerably from those who do not plan to return to work

- Nearly six out of 10 of those who do not plan to return to work have a disability.

Those **not looking for work** now but planning to return to the workforce (within a year or more than a year) are:

- More likely to be younger with children
- More likely to be out of the workforce because they're caring for children
- Much less likely than those who are not returning to the workforce to receive SSI or SSDI
- More likely to be politically undecided

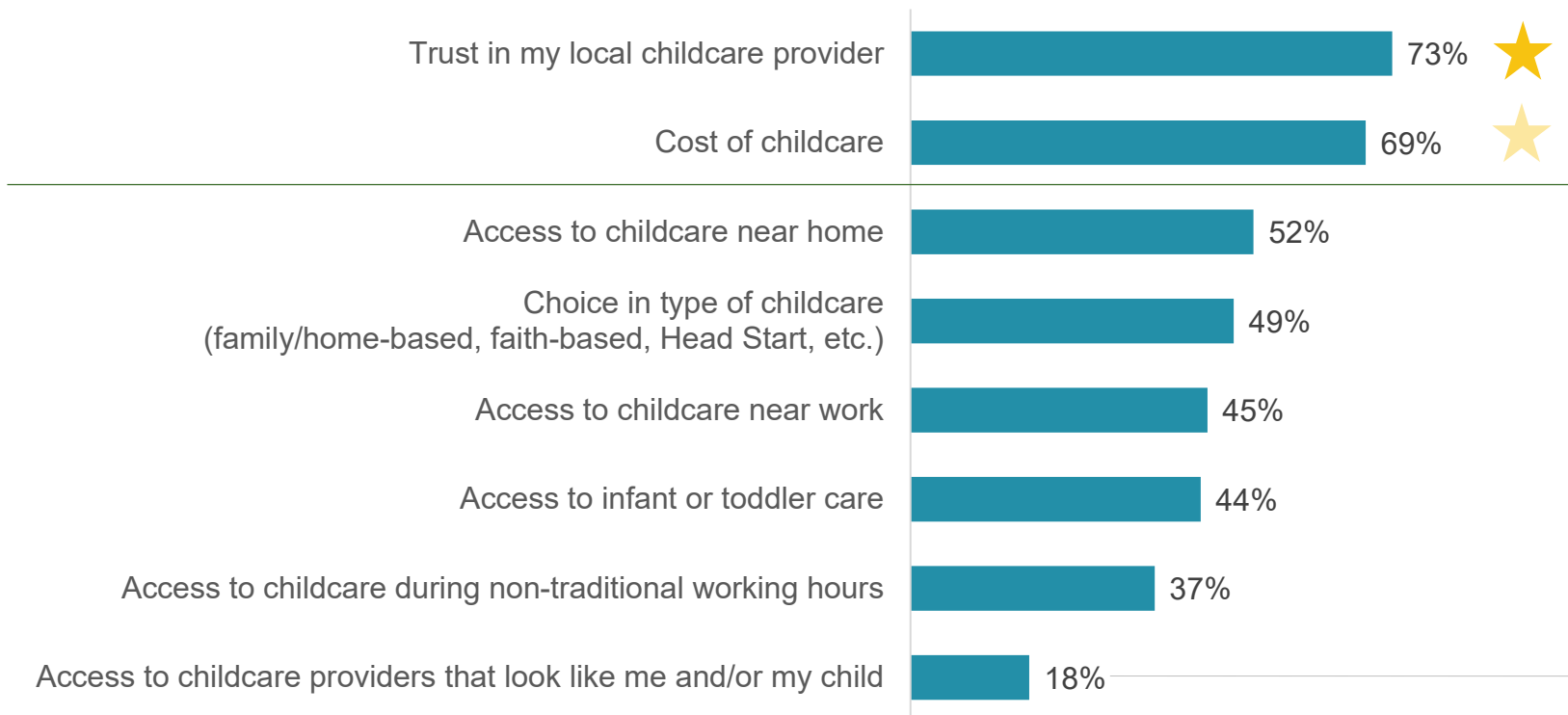




# Trust in provider and cost of care top the list of childcare considerations



## Characteristics of Childcare Deemed Very Important When Considering Whether to Enter or Return to the Workforce Among NLFW who say caring for a child is a reason for not being in the workforce



**Cost of childcare** is second only to provider trust when it comes to decisions about returning to the workforce with 69% considering it very important.

**Access to childcare providers that look like me and/or my child**  
**LFW (25%) vs. NLFW (18%)**



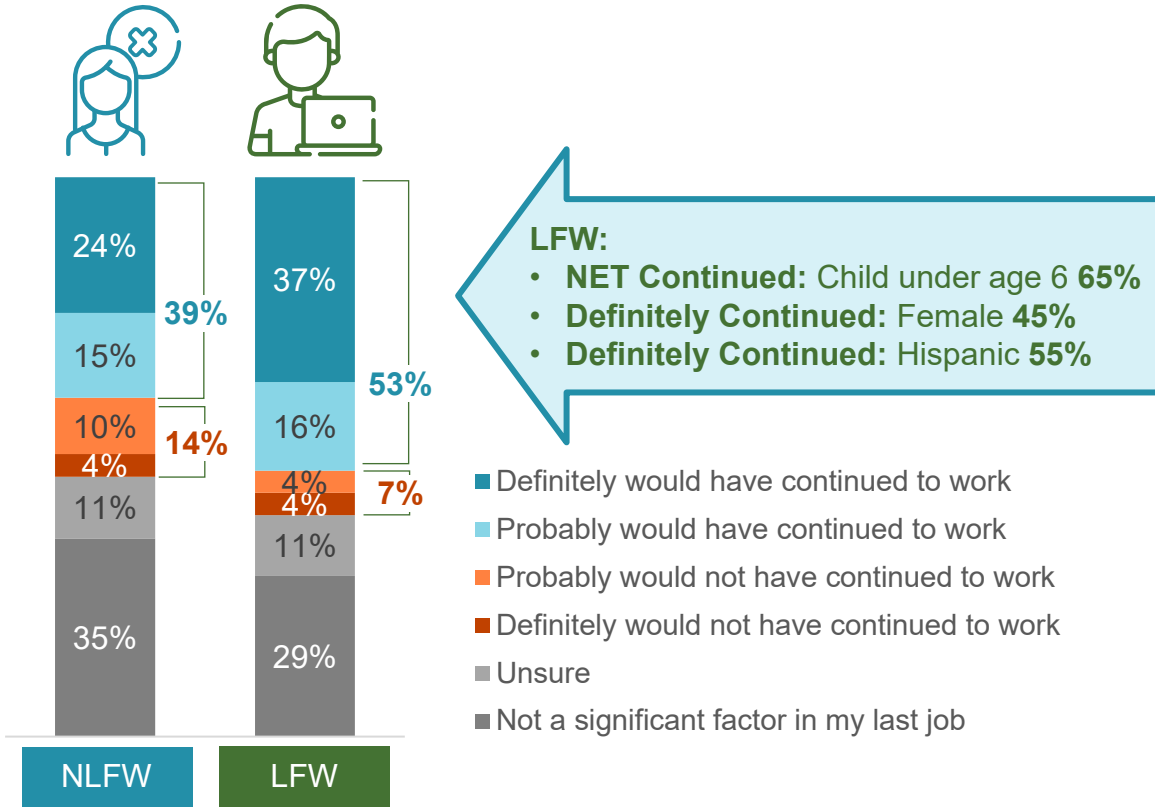
# Comparison of NLFW and LFW

## Likelihood to Return to Work if Parental Leave Offered

Among Those for Whom Caring for Child is Reason for Being Out of the Workforce

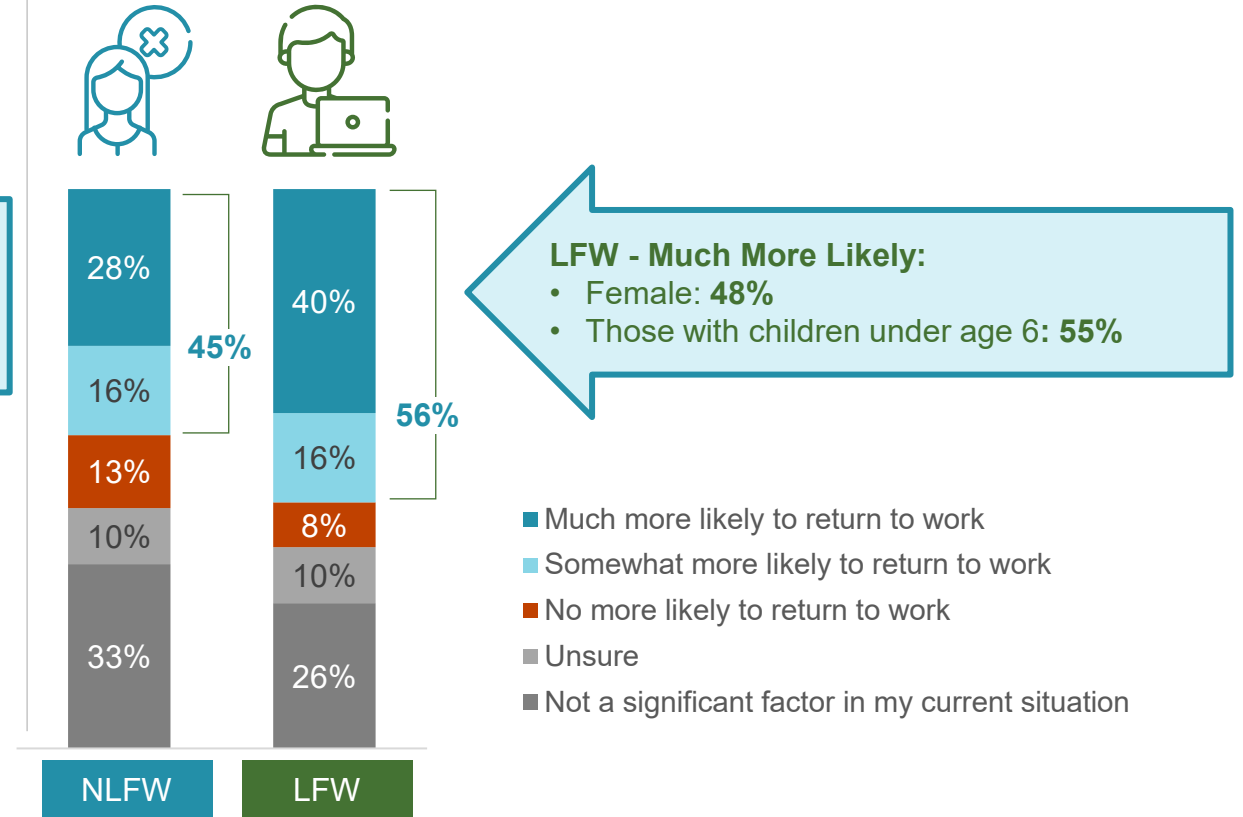
### Likelihood to have continued to work if parental leave available when left last job

Among those who worked in past and who say care for child is a reason for not being in the workforce



### Likelihood to work if an employer offers parental leave to welcome new child

Among those who say caring for child is a reason for not being in the workforce



Base: Caring for a child is a reason for not being in workforce and have held a job in past for at least three months NLFW (n=430), LFW (n=142, child under age 6 n=60, Female n=88, Hispanic n=50)

Q14R1. Please select the response that best describes your likelihood to have continued to work if any of the following were available to you when you left your last job: parental leave to welcome a newborn, adopted or foster child

Base: Caring for a child is a reason for not being in workforce NLFW (n=669), LFW (n=207, female n=122, child under age 6 n=89)

Q15R1 If an employer offered any of the following, how likely would you be to start or return to work: parental leave to welcome a newborn, adopted or foster child

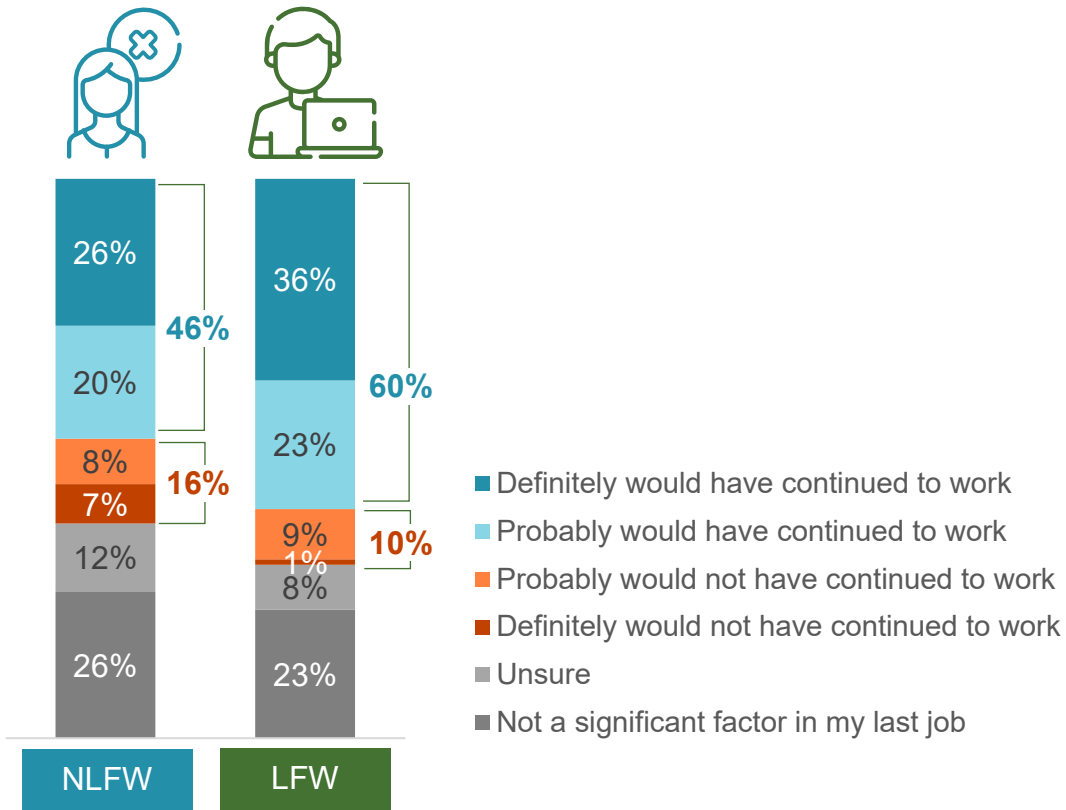


# Comparison of NFLW and LFW

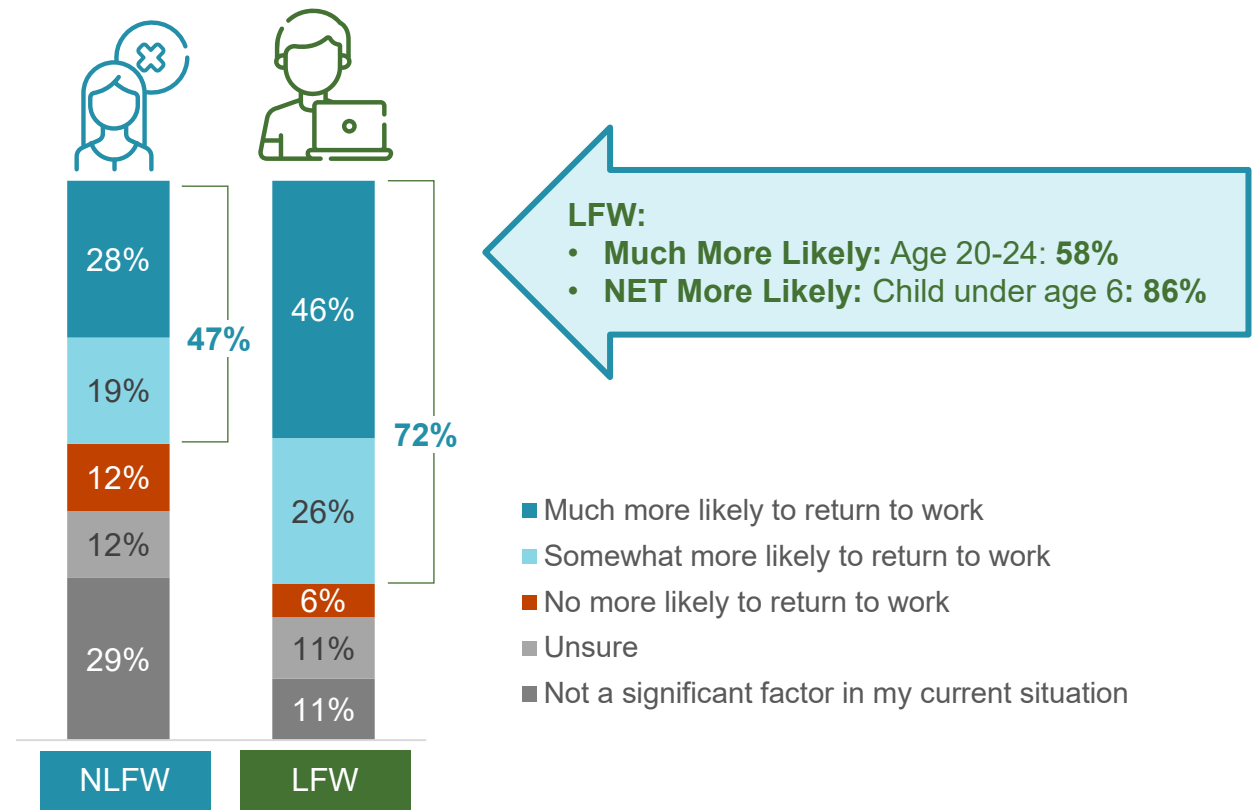
## Likelihood to Return to Work if Offered Leave to Care Ill/Elderly Family

Among Those for Whom Caring for Ill/Elderly Family is Reason for Being Out of the Workforce

**Likelihood to have continued to work if leave to care for an aging parent or seriously ill family member were available when left last job**  
Among those who worked in past and who say ill/elder care is a reason for not being in workforce



**Likelihood to start or return to work if an employer offered leave to care for an aging parent or seriously ill family member**  
Among those who say ill/elder care is a reason for not being in the workforce



Base: Care for ill, elderly or special needs family member is a factor in not working and have held a job in past for at least three months NFLW (n=309), LFW (n=134)  
Q14R2. Please select the response that best describes your likelihood to have continued to work if any of the following were available to you when you left your last job: leave to care for an aging parent or seriously ill family member  
Base: Care for ill, elderly or special needs family member is a factor in not working NFLW (n=564), LFW (n=200)  
Q15R2 If an employer offered any of the following, how likely would you be to start or return to work: leave to care for an aging parent or seriously ill family member



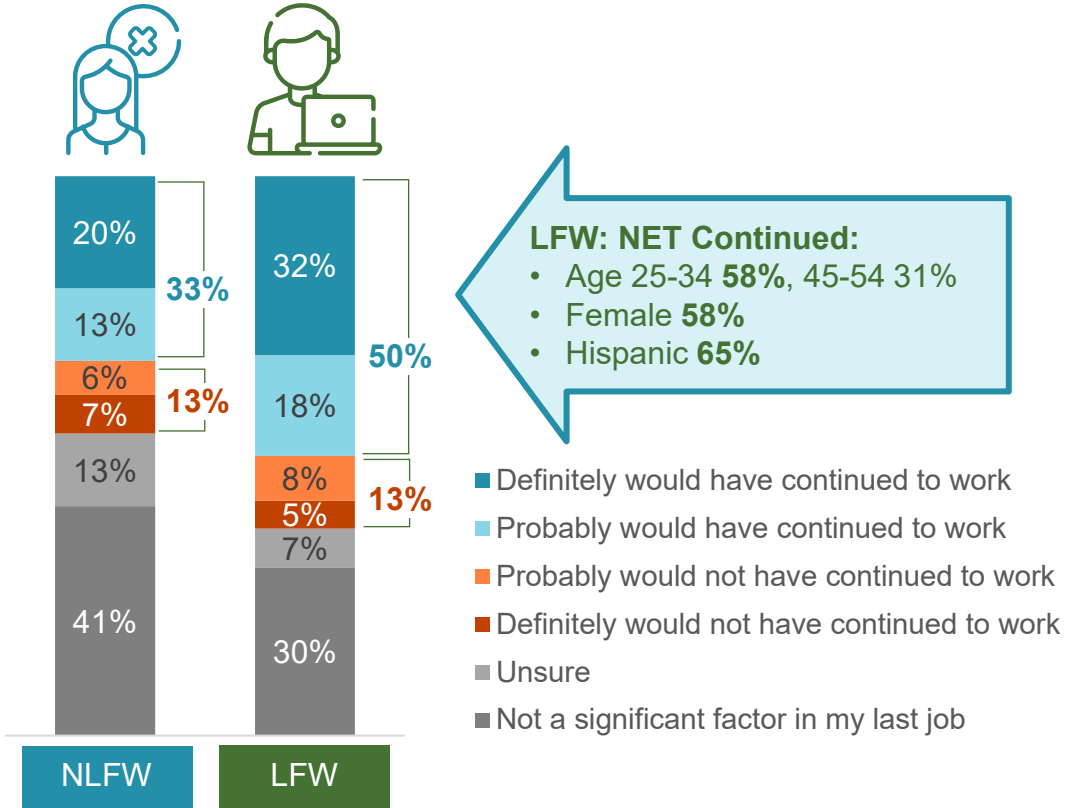
# Comparison of NLFW and LFW

## Likelihood to Return to Work if Offered Medical Leave for Illness

Among Those for Whom Illness (Physical/Mental/Behavioral) is Reason for Being Out of the Workforce

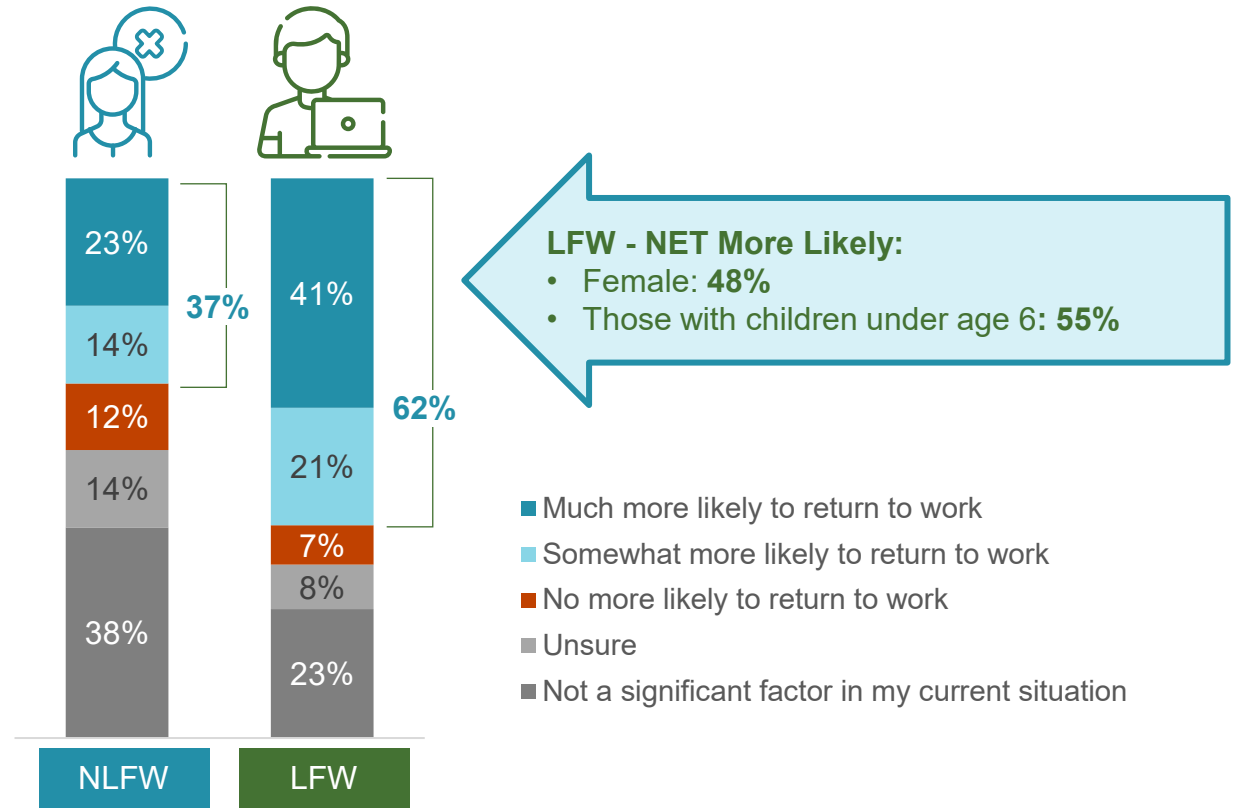
### Likelihood to have continued to work if an employer offered medical leave for your own serious illness

Among those who worked in past and have own physical, mental or behavioral health illness



### Likelihood to start or return to work if an employer offered medical leave for your own serious illness

Among those who have own physical, mental or behavioral health illness

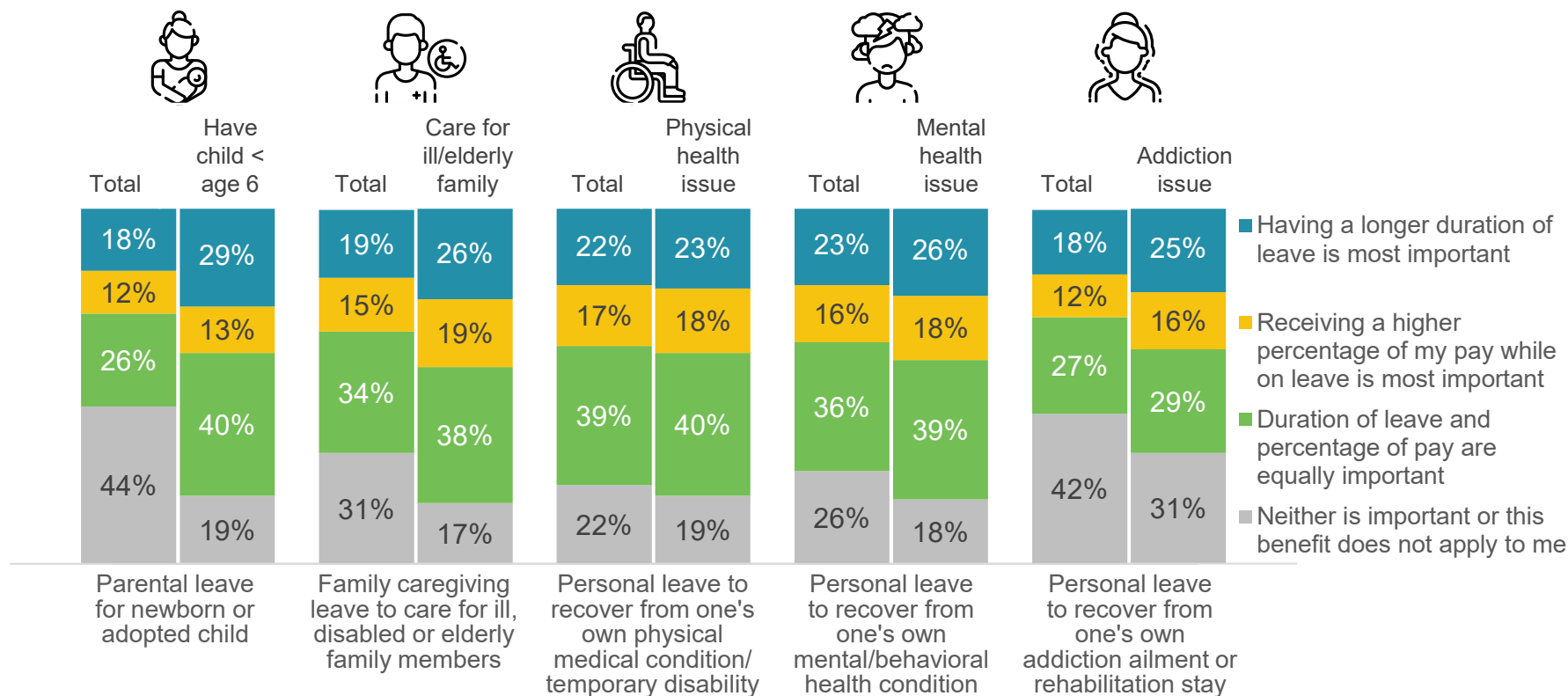


Base: Have own physical, mental or behavioral illness and have held a job in past for at least three months LFW (n=227, female N=102, Age 25-34 n=101, Age 45-54 n=35, Hispanic n=69), NLFW (n=569) Q14R3. Please select the response that best describes your likelihood to have continued to work if any of the following were available to you when you left your last job: medical leave for your own serious illness  
 Base: Have own physical, mental or behavioral illness LFW (n=341, Female N=142, Have child under age 6 n=65), NLFW (n=1069) Q15R3 If an employer offered any of the following, how likely would you be to start or return to work: medical leave for your own serious illness



# The subgroup of parents of children under age 6 find the prospect of parental leave more valuable than the total population of those not looking for work

Thinking about your decision to begin or return to work, if a potential future employer provides a paid leave benefit, please select the factor that is most important to you for...  
Among those Not Looking for work (Bases Vary)



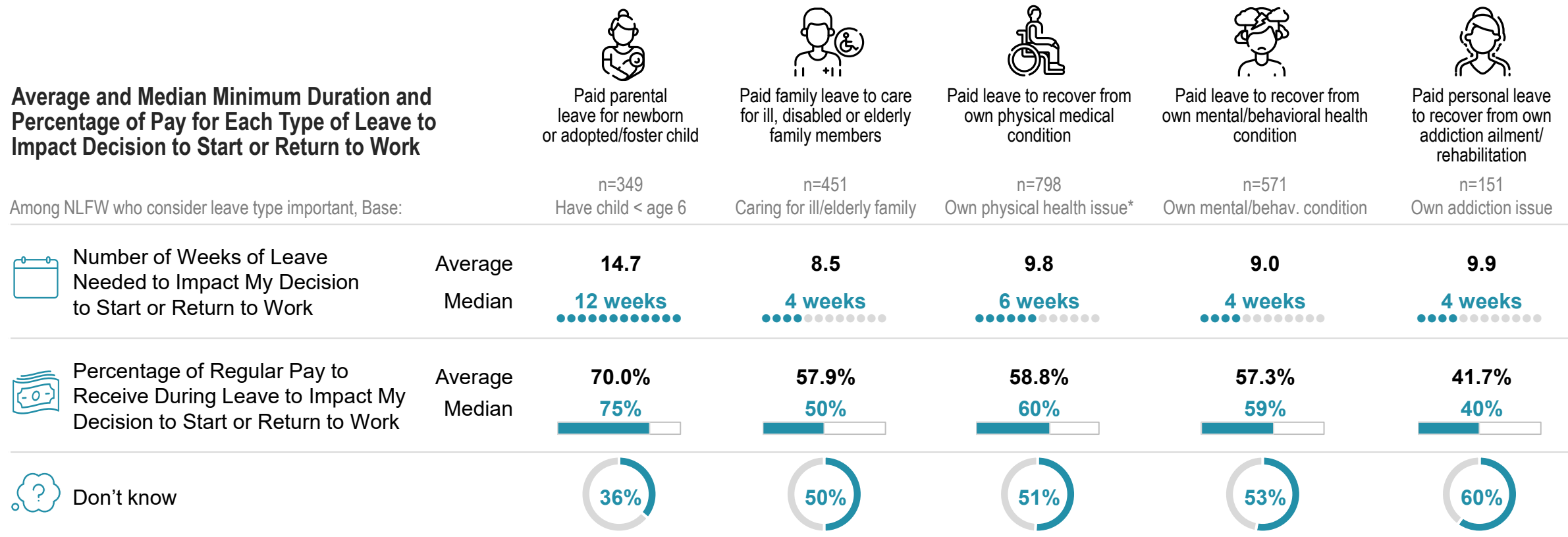
Base: Total Respondents NLFW (n=1626), Have child under age 6 and NLFW (n=432), Care for ill/elderly family member and NLFW (n=542), Have own physical health issue or COVID challenge and NLFW (n=990), Have mental health issue and NLFW (n=689), Have own addiction issue and NLFW (n=216)  
Q22. Thinking about your decision to begin or return to work, if a potential future employer provides a paid leave benefit, please select the factor that is most important to you for each type of leave: a longer duration leave or continuing to receive a higher percentage of your pay while on leave? Select one.



# Expectations for the duration of paid parental leave is 12 weeks (median); expectations for other forms of leave are shorter

- About half of those not looking for work are unsure what duration and percentage of pay would impact their decision to start/return to work across these leave types. This finding highlights the importance of context and the complexity of these decisions for individuals and their families.

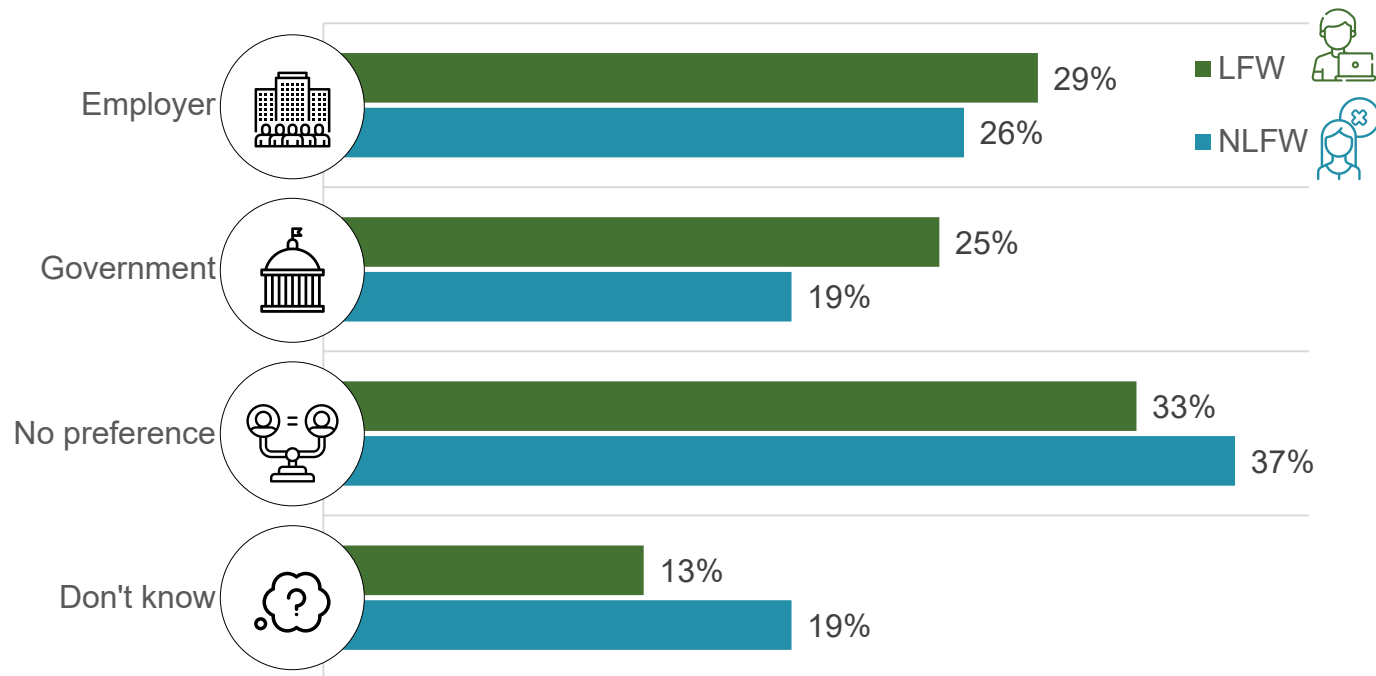
## Average and Median Minimum Duration and Percentage of Pay for Each Type of Leave to Impact Decision to Start or Return to Work



Base: Bases vary (among those say leave type is important and have an issue related to the type of leave)  
 Q23. Please select the lowest duration of leave and lowest percentage of pay an employer could offer that would impact your decision to start or return to work. Enter one duration and one percentage of pay per row. You may enter 0 if the leave or pay is not important to you.

# When considering whether their employer or the government should provide a family leave benefit, those with a preference lean toward the employer

Preference of Source of Paid Family Leave Benefit



- Those looking for work are significantly more likely prefer receiving paid leave benefits from the government (25%) compared to those not looking for work (19%).

# The four out of 10 who plan to return to the workforce at some point are more influenced by benefits such as parental leave than those who don't plan to return



NLFW

Those **not looking for work** but planning to work within a year are:

- Much more likely to start/return to work if offered **parental leave** (37%) vs. those who expect to wait longer (26%)
- More likely to start/return to work if **leave to care for aging or seriously ill family** is offered (57%) vs. those who expect to wait longer (48%)
- **Much** more likely to start/return to work if offered **medical leave for own serious illness** (40%) vs. those who expect to wait longer (27%)
- More likely to say **transportation/housing close to work or mental health benefits** are a top priority vs. those who plan to wait longer



# **The Importance of Benefits: Open-ended Responses**

# Family-Friendly Benefits or Challenges Related to Children and Parenting



**You mentioned a lack of family-friendly benefits such as flexible work arrangements, paid time off or family leave was a factor keeping you out of the workforce. Please explain what specific benefits or types of work inflexibility were an issue for you...**  
Among LFW and NLFW

*In their own words...*




“  
Couldn't accommodate my pregnancy restrictions or schedule for baby (doctor) appointment.  
”




“  
No paid maternity leave, no flexibility or help with childcare.  
”




“  
Getting time off without being threatened to be fired because my child is sick.  
”



“  
Daycare is expensive and has a bad reputation for safety. If more places offered childcare on site, it would make me more willing to work, or if more places paid enough to cover a good high-quality daycare.  
”



“  
Childcare is so expensive. I was going to be paying more for childcare than I would be making working my last job. It wasn't worth it.  
”



“  
Having children and your work not being flexible around when your children need you and you're their only parent.  
”

Base: Lack of family-friendly employee benefits such as flexible work arrangements, paid time off, employer subsidized or on-site child care, family leave, etc. are major or minor factor in not working (LFW N=169, NLFW N=448)  
Q9. You mentioned a lack of family-friendly benefits such as flexible work arrangements, paid time off or family leave was a factor keeping you out of the workforce. Please explain what specific benefits or types of work inflexibility were an issue for you...

# Family-Friendly Benefits or Challenges Related to Health Conditions or Lack of Leave Time



**You mentioned a lack of family-friendly benefits such as flexible work arrangements, paid time off or family leave was a factor keeping you out of the workforce. Please explain what specific benefits or types of work inflexibility were an issue for you...**  
Among LFW and NLFW

*In their own words...*



“  
At my recent job they were very not understanding when it came to taking time off. You were expected to essentially never ask for time off especially because we were short staffed. Just having no set vacation time or any true procedure for sick days or anything was a major problem for me.  
”



“  
I'm legally blind and can't always reliably get a way to any job so I need flexibility to work around family schedules so I can actually get rides to and from work when need be.  
”



“  
Employer put a freeze on vacation time and was difficult to claim sick time when needed.  
”



“  
I have a family member whose work is great with time off for whatever reasons, and its hard not to want that. My previous job required too much paperwork and had a high probability of rejecting time off.  
”



“  
I needed time off after the death of my mom.  
”



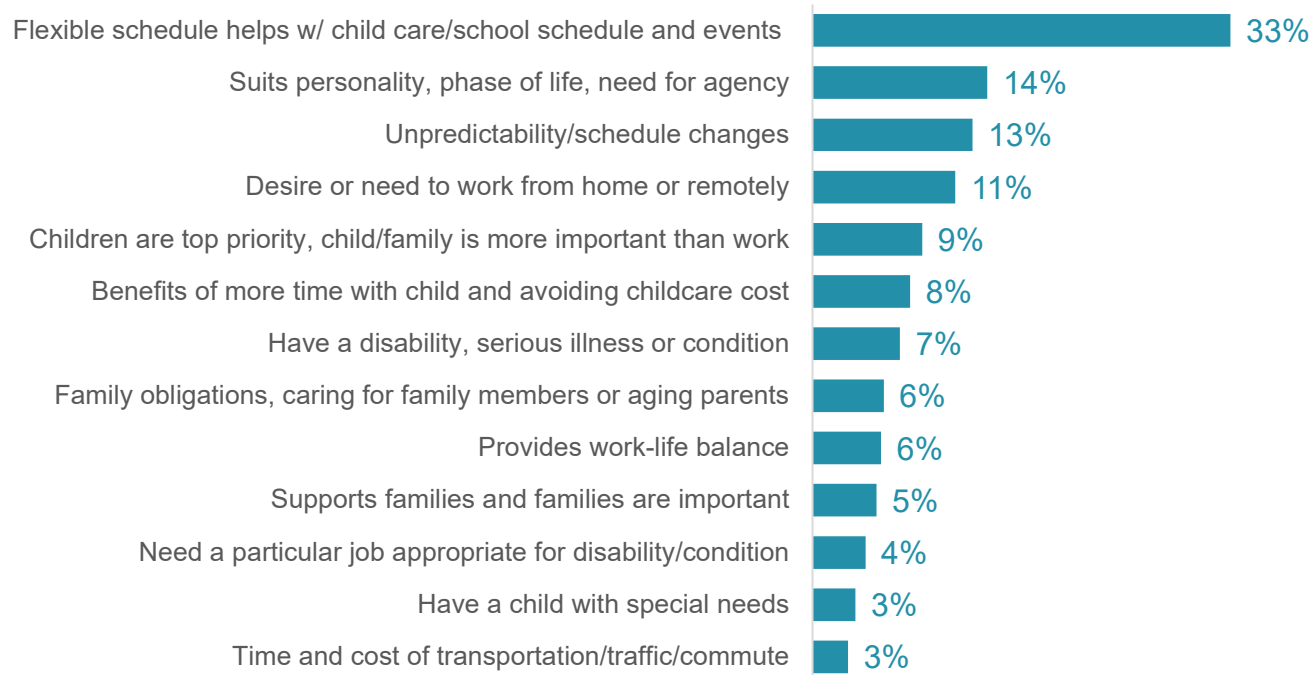
“  
I suffer from PTSD and need supportive people to help me at work.  
”



# Of the two in 10 (19%) of those not looking for work who say flexible work arrangements are the most important factor when considering working, a third say it would help with schedule and transportation needs for their children.

## Top Reasons Flexible Work Arrangement, Including Flexible Schedule and/or Ability to Work from Home is Most Important Factor When Considering Whether to Enter/Return to Work

From Coded Open Ends Among those who Rank Flexible Work Arrangement, Including Flexible Schedule and/or Ability to Work from Home the Most Important Factor When Considering Whether to Enter/Return to Work (N=300)



*“I am a single parent with a very small group of people that I can call for help. If I am needed for any reason for my child, I have to go.”*

*“Because there’s no need to work exactly, and I worked hard most my life and been out of it for a while. It would be hard to get back in on an inconvenience schedule. I don’t want anything to interrupt my fitness schedule and lifestyle either.”*

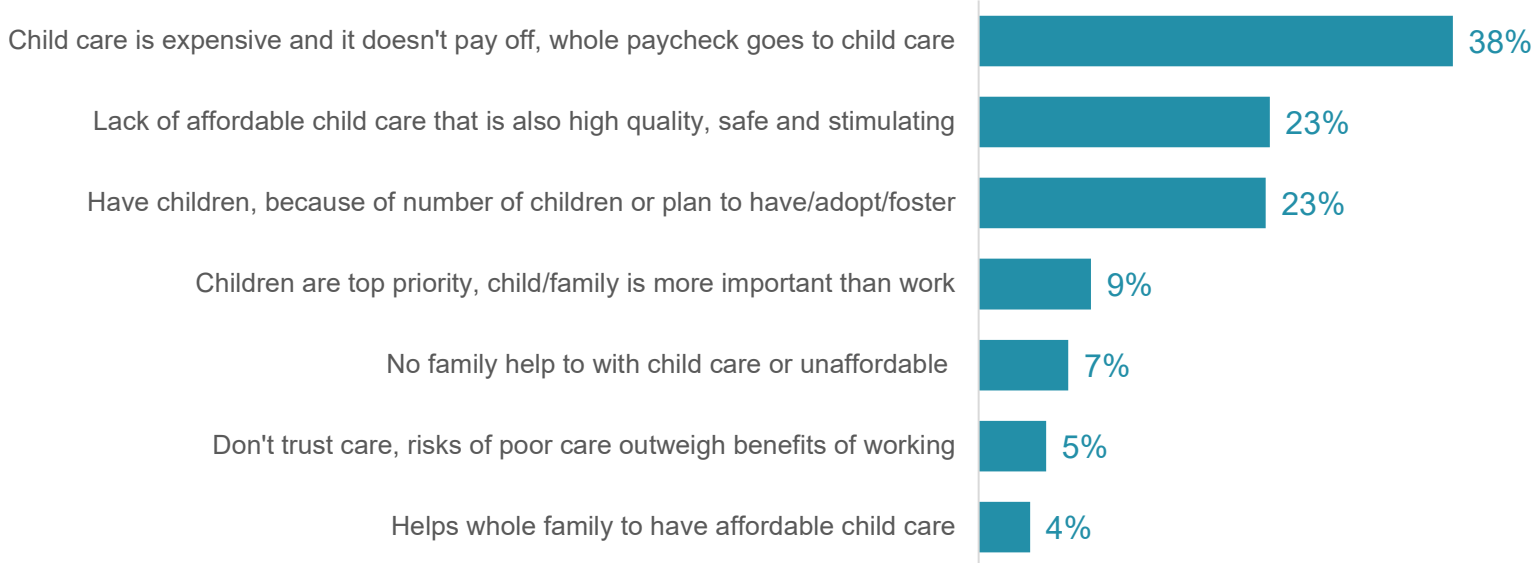
*“There’s not a lot of flexibility in American work hours period. Here we live to work, not work to live. They want a certain amount of hours met, but there aren’t many places that offer schedules like four 10-hour days. Things like that that would enable a weekday off for appointments for myself and family.”*



# Affordable quality childcare is the most important factor when considering working for 5% of NLFW; nearly four in 10 (38%) are concerned about all of their earnings going to pay for child care.

## Top Reasons Affordable, Quality Child Care is Most Important Factor When Considering Whether to Enter/Return to Work

From Coded Open Ends Among those who Rank Affordable, Quality Child Care the Most Important Factor When Considering Whether to Enter/Return to Work (N=71)



*“As a mother of two, I have struggled to get back into and maintain steady work due to issues with safe, affordable childcare. I LOVE working and miss the extra income, but I love my kids more. I NEED to know I can take them some place safe and stimulating that I can ACTUALLY afford, without working ONLY to pay childcare costs.”*

*“Because I have a toddler and finding someone too put my trust into with her is very difficult.”*

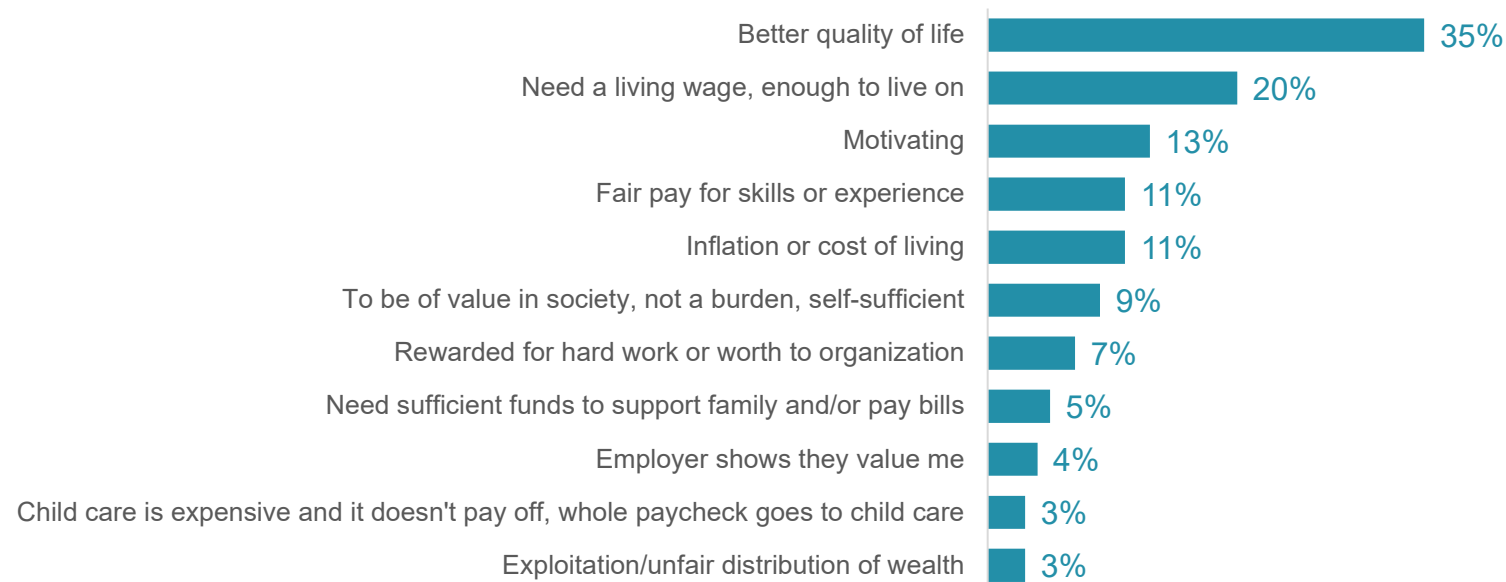




**Nearly two in 10 (18%) of those not looking for work say competitive pay or retirement savings plan is most important when deciding to work; of those, nearly four in 10 (38%) believe it leads to better quality of life, not just getting by.**

### Top Reasons Competitive Pay or Access to a Retirement Savings Plan is Most Important Factor When Considering Whether to Enter/Return to Work

From Coded Open Ends Among those who Rank Competitive Pay or Retirement Savings Plan the Most Important Factor When Considering Whether to Enter/Return to Work (N=282)



*“A high salary can enable me to have a better quality of life.”*

*“The economy is hard right now. Groceries are astronomical. Gas is high. Compensation has to be appropriate for the time we are living in.”*

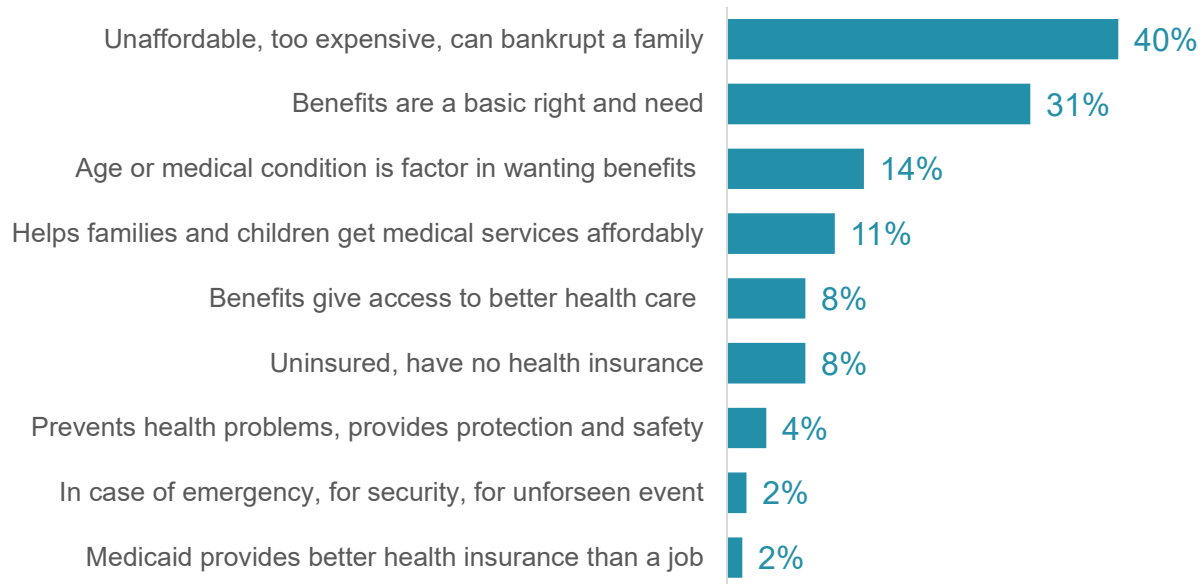
*“99% of jobs are underpaying hard working individuals while the CEO gets his pockets lined. Company’s make 500X more than the workers who make the company possible do.”*



# Nearly one in 10 (8%) of those not looking for work say health insurance benefits are the most important factor for decisions about whether to work and four in 10 say health care is unaffordable or can bankrupt their family.

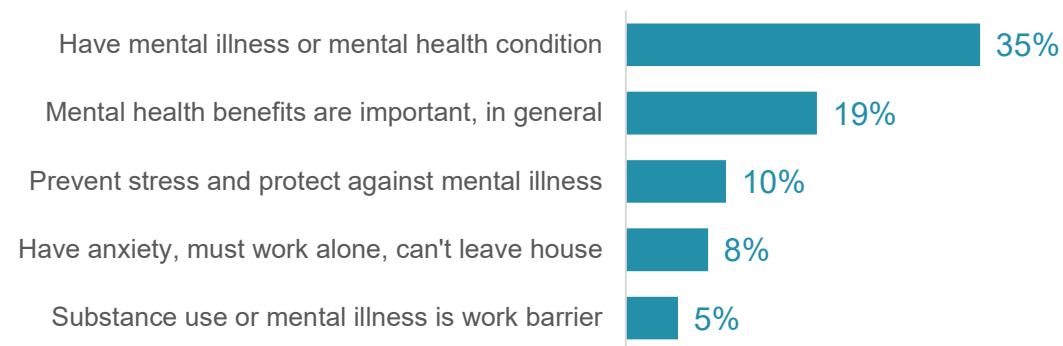
## Top Reasons Access to Health Insurance Benefits is Most Important Factor When Considering Whether to Enter/Return to Work

From Coded Open Ends Among those who Rank Health Insurance Benefits the Most Important Factor When Considering Whether to Enter/Return to Work (N=134)



## Top Reasons Mental Health Benefits\* is Most Important Factor When Considering Whether to Enter/Return to Work

From Coded Open Ends Among those who Rank Mental Health Benefits, Including Insurance Coverage or Workplace Programs the Most Important Factor When Considering Whether to Enter/Return to Work (N=66)



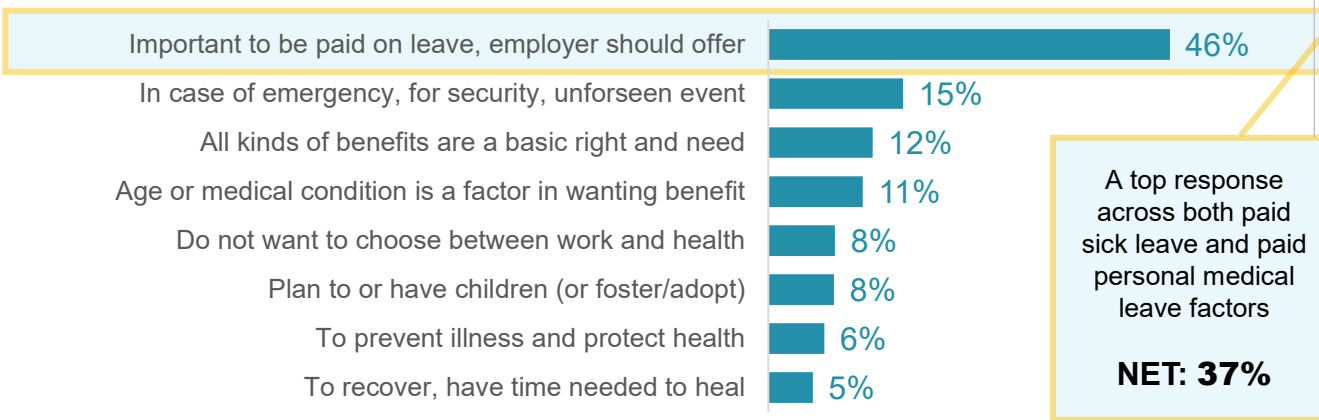
*“This is the most important to me because it lets me know my employer values me as a person who has struggles and they offer me resources if I need it.”*



# Over one in 10 (12%) of those not looking for work say paid sick or personal medical leave is the most important factor in decisions about whether to work; of those, nearly four in 10 (37%) say it is needed and something employers should offer.

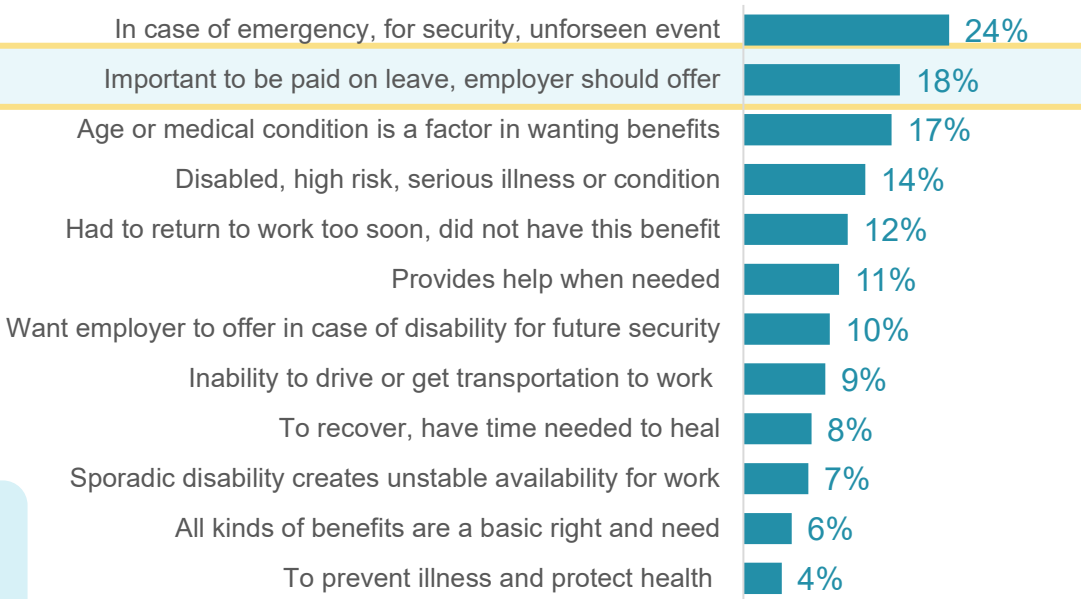
## Top Reasons Paid Sick Leave is Most Important Factor When Considering Whether to Enter/Return to Work

From Coded Open Ends Among those who Rank Paid Sick Leave the Most Important Factor When Considering Whether to Enter/Return to Work (N=128)



## Top Reasons Paid Personal Medical Leave\* is Most Important Factor When Considering Whether to Enter/Return to Work

From Coded Open Ends Among those who Rank Personal Medical Leave the Most Important Factor When Considering Whether to Enter/Return to Work (N=67)



*“When a person is sick and under doctor’s care there should be an income still coming in if they are employed with the company still. The world does not stop turning when we are sick.”*

Base: NFLW Who Rank Paid Sick Leave the Most Important Factor When Considering Whether to Enter/Return to Work (n=128)

Base: NFLW Who Rank Paid Personal Medical Leave (\*NOTE: includes Short-Term Disability to Recover from One’s Own Serious Medical Condition) the Most Important Factor When Considering Whether to Enter/Return to Work (n=67)

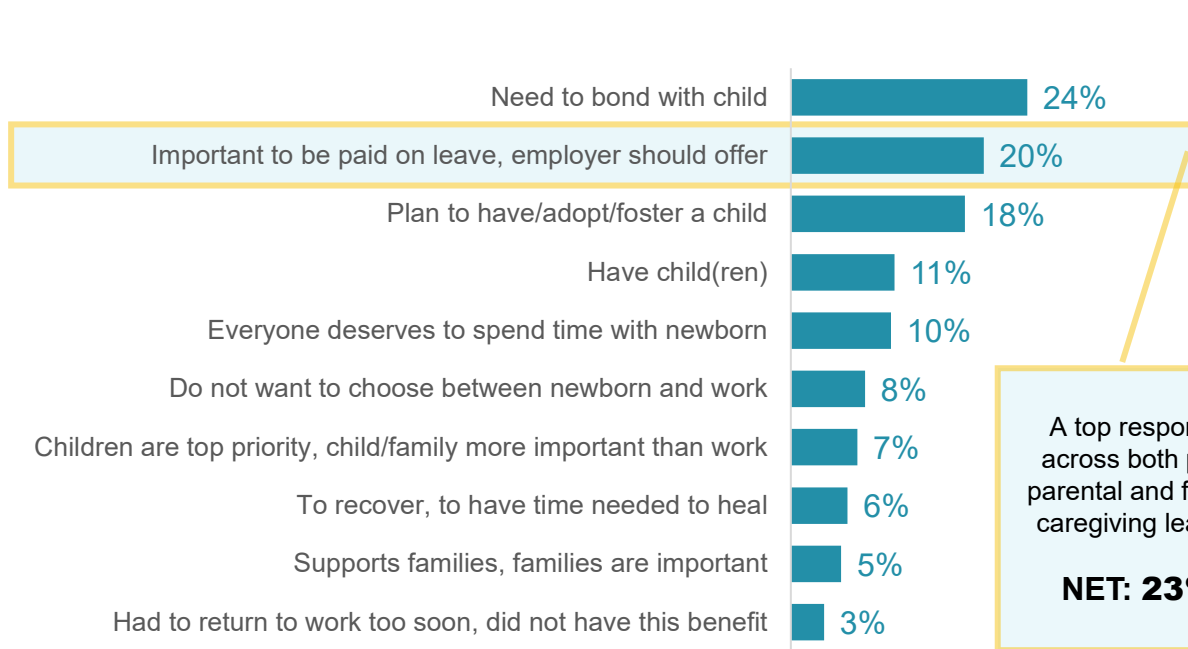
Q21. You said [PIPE HIGHEST RANKED ITEM] is the most important factor in a decision about entering or returning to the workforce. What are the reasons that make it the most important factor to you?



# Of the one in 10 (11%) not looking for work who say paid parental or family caregiving leave is the most important factor for decisions about whether to work, nearly a quarter (23%) agree employers should offer paid leaves.

## Top Reasons Paid Parental Leave for Newborn or Adopted Child is Most Important Factor When Considering Whether to Enter/Return to Work

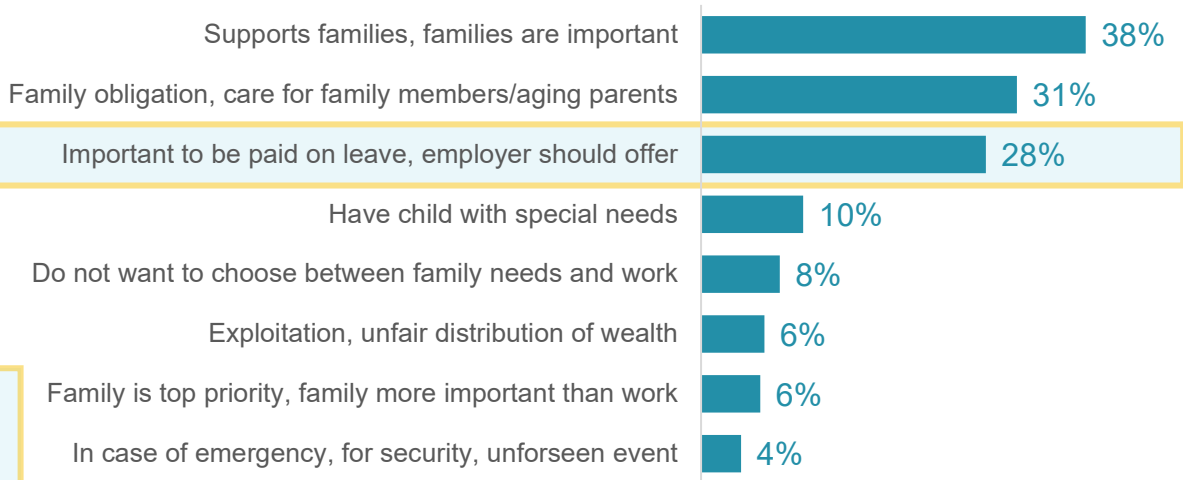
From Coded Open Ends Among those who Rank Paid Parental Leave for Newborn or Adopted Child the Most Important Factor When Considering Whether to Enter/Return to Work (N=100)



A top response across both paid parental and family caregiving leaves  
**NET: 23%**

## Top Reasons Paid Family Caregiving Leave to Care for Ill\* Family Members is Most Important Factor When Considering Whether to Enter/Return to Work

From Coded Open Ends Among those who Rank Paid Family Caregiving Leave the Most Important Factor When Considering Whether to Enter/Return to Work (N=83)



*“My husband is elderly with cancer but... you just can't trust everyone to take care of the person you love the way you feel they deserve.”*

# Transportation, training, accommodations for disabilities and COVID-19 concerns are some of the considerations that factor into decisions about starting or returning to work.



**Top factors in a decision to work and why they are important**  
Among LFW and NFW

*In their own words...*



*Not wanting to come down sick (with COVID-19) while I have children and husband to come home to.*



*People lack training and giving them education is helpful to their lives and careers.*



*If you don't have to drive someplace you save on gas and a car, right there. It is like a pay raise and easier to do.*



*I am unable to work due to living in an area without accessible transportation and not owning a car.*



*I'm disabled and some jobs don't accommodate people with disabilities. The hiring process is also difficult to get through as a disabled person.*

