

Paid leave benefits of working mothers with children



Megan Shepherd-Banigan
 Department of Health Services
 University of Washington



Disclosure Statement

No relationships to disclose



Purpose

- Describe paid leave benefits afforded to working women with infants in the US
 - Including maternity leave and paid sick and vacation leave
- To examine how key SES and demographic factors are related to these benefits
- To inform the workplace policy agenda in the US and advocate for enhanced family leave benefits



BACKGROUND

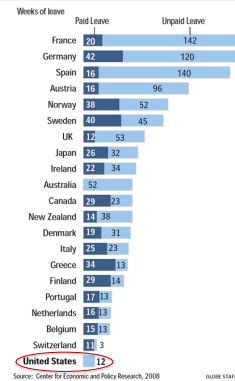


Maternity leave benefits in the US

- High labor force participation rate among women with young children
- Maternity leave associated with considerable health benefits for moms and babies
- FMLA provides minimal protection
 - 12 weeks of (unpaid) job-protected leave for eligible women
 - Economic burden on low-income families



US laws provide minimal job and financial security for working women



Paid sick/vacation benefits in the US

- Paid leave is associated with improved access to health care for children
- Not a federally mandated benefit in US
- Limited research about the distribution of paid leave in US

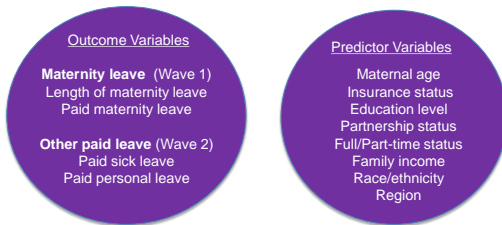


Methods

- Listening to Mothers Survey
- LTM Sample:
 - English-speaking women aged 18-45
 - Gave birth to a singleton baby in a US hospital in 2005
 - Wave 1 n=1,573; Wave 2 n=903 (surveyed again 6 months later)
- Our sample:
 - Employed women (excluding self-employed)
 - Wave 1 n=882; Wave 2 n=392
- Survey weighted multivariable linear and logistic regression



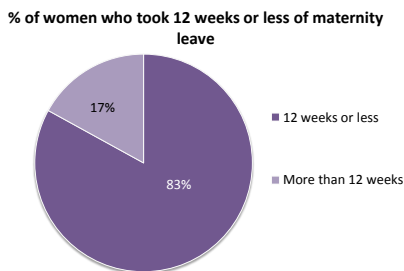
Variables



RESULTS Maternity leave



On average women took 10 weeks of maternity leave



A large proportion of women receive no paid maternity leave

- 59% of women received no pay during maternity leave
- Of those who did, average duration of paid leave was 3.3 weeks; 31% mean wage replacement



Maternity leave may be related to SES

	Length of maternity leave (weeks) β ; 95% CI	Receipt of paid maternity leave OR; 95% CI
Maternal Age (Ref: 18-29 years)		
30-34	0.86 (-0.52, 2.24)	0.98 (0.59, 1.63)
35+	2.47 (0.06, 4.88)*	1.02 (0.56, 1.83)
Insurance Status (Ref: Private insurance)		
Government/none	0.51 (-1.33, 2.36)	0.38 (0.20, 0.71)*
Annual family income (Ref: <\$35,000)		
\$35,000-\$75,000	0.14 (-1.59, 1.87)	1.83 (1.05, 3.18)*
> \$75,000	2.69 (0.35, 5.03)*	2.60 (1.14, 4.82)**
Race/Ethnicity (Ref: White non-Hispanic)		
Black non-Hispanic	1.44 (-0.75, .64)	2.56 (1.44, 4.51)**
Hispanic	1.17 (-0.78, 3.12)	1.30 (0.72, 2.34)
Other	-1.68 (-4.09, 0.74)	0.32 (0.09, 1.06)

* indicates significance at $\alpha=0.05$; ** indicates significance at $\alpha=0.01$
Maternal education, region, marital status, and maternal age were not related to maternity leave

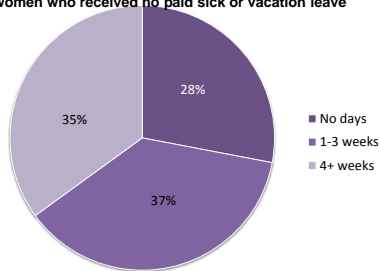
RESULTS

Paid sick and vacation leave

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On average women received 22 total days of paid leave annually

% of women who received no paid sick or vacation leave



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A large proportion of women receive no paid sick and vacation leave



- 45% received no paid sick leave
- 30% received no paid vacation leave

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Leave benefits may be correlated with socio-economic status indicators

	Total paid leave (days) β ; 95% CI
Annual family income	
< \$35,000	-
\$35,000-\$75,000	2.67 (-4.03, 9.38)
> \$75,000	9.61 (0.05, 19.17)*
Race/Ethnicity	
White non-Hispanic	-
Black non-Hispanic	17.15 (-2.88, 37.19)
Hispanic	19.40 (1.60, 37.18)*
Other	4.87 (-9.76, 19.51)

* indicates significance at $\alpha=0.05$; ** indicates significance at $\alpha=0.01$

None of the covariates were related to paid sick leave

Maternal education, insurance status, marital status, region, and maternal age were not related to total paid vacation leave

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Caveats

- Results may overestimate generosity of maternity leave benefits in US
 - women with less generous benefits may not have returned to work
- Unable to control for industry/occupation-specific characteristics
- Findings not generalizable to US population of women with children under 18 months
 - may have missed vulnerable subpopulations

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Conclusions

- Compared with women in similarly developed nations, US women have fewer maternity-related benefits and take less leave
- Women from lower income families receive fewer paid maternity and other leave benefits
- This is a cause for concern given that paid leave and maternity leave are associated with health benefits for women and children



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Acknowledgements

- Janice Bell, co-author and Dissertation Chair
- Childbirth Connection
- Harris Interactive
- Financial support was provided by:
 - The National Institute for Occupational Safety and Health (Grant No: 1 T42 OH008433)
 - The National Center for Advancing Translational Sciences, National Institutes of Health (Grant UL1 RT000423)

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Thank you

Megan Shepherd-Banigan
 University of Washington
 msb23@uw.edu

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