

WORK AND FAMILY

National Partnership for Women & Families

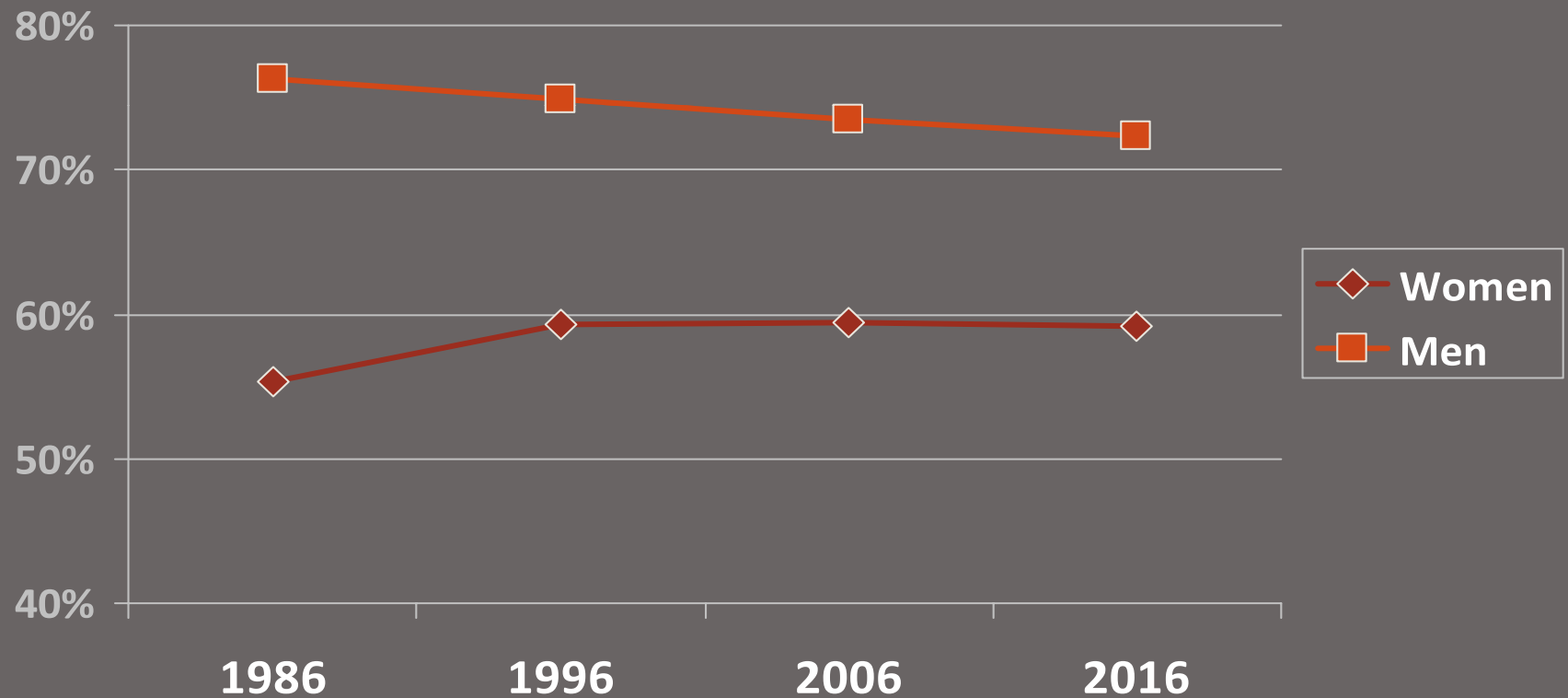
www.nationalpartnership.org

Workplace Policies Fail to Meet the Needs of Working Women & Families

More Women are Working for Pay Than Ever Before

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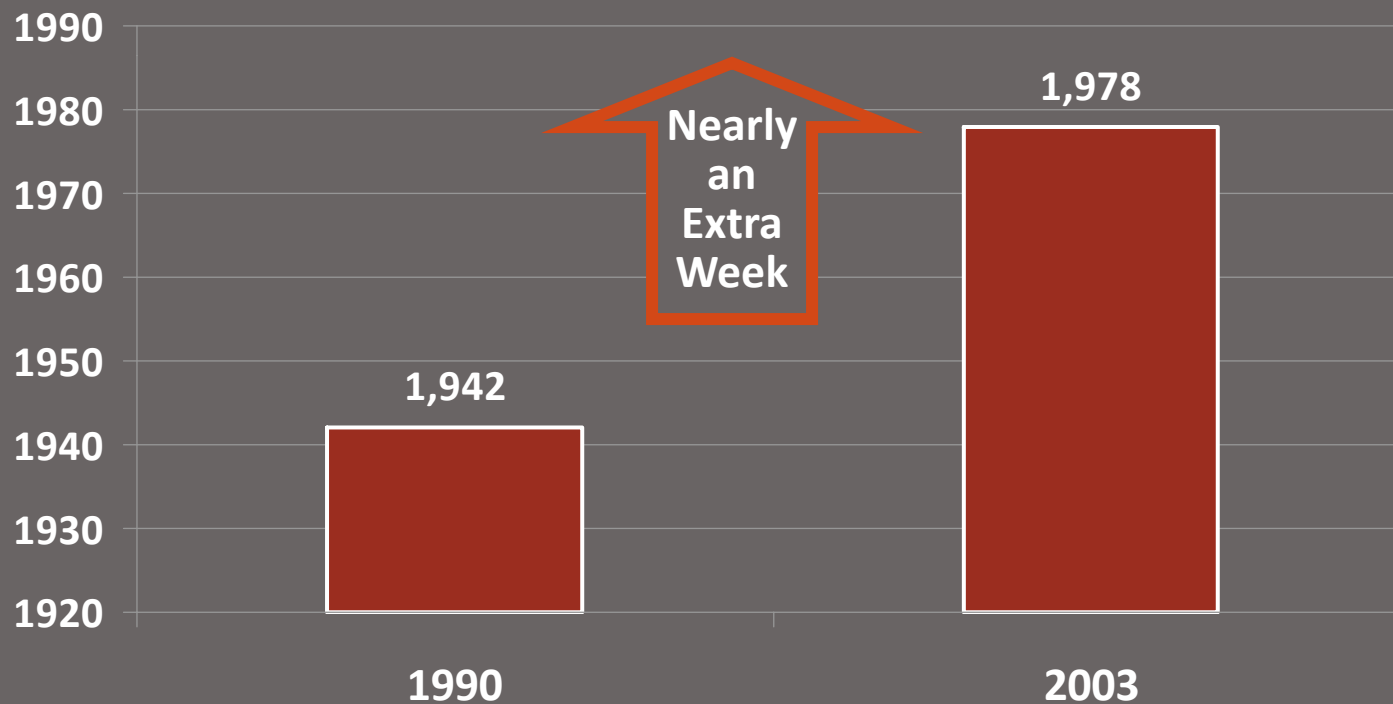
Labor Force Participation Rates by Sex, 1986 - 2016



We're Also Working Longer Hours Than Ever Before

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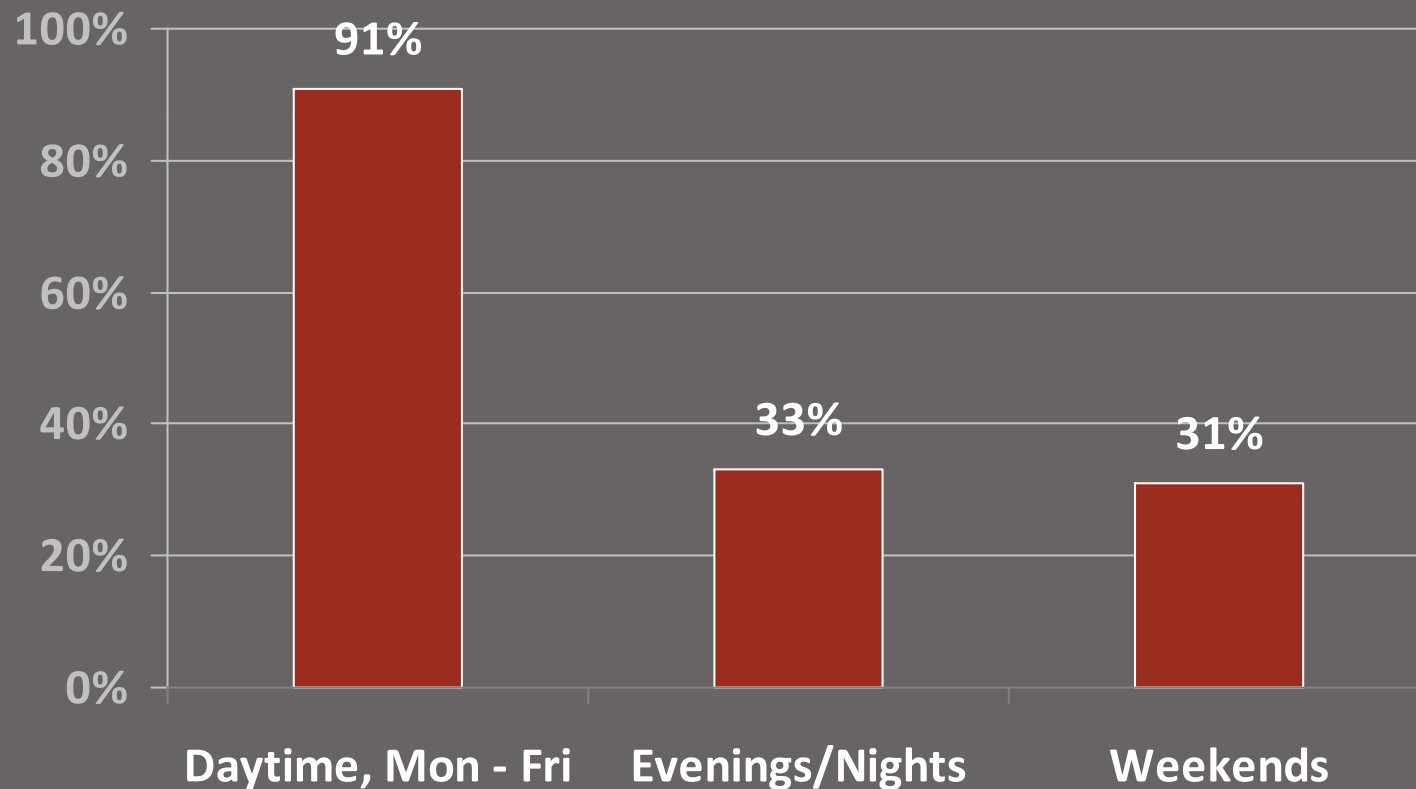
In 2003, the average U.S. worker clocked 1,978 hours during the year, up 36 hours—nearly a full week—since 1990.



One-Third of Working Women Work Evenings, Nights or Weekends

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Question: When do you usually work?

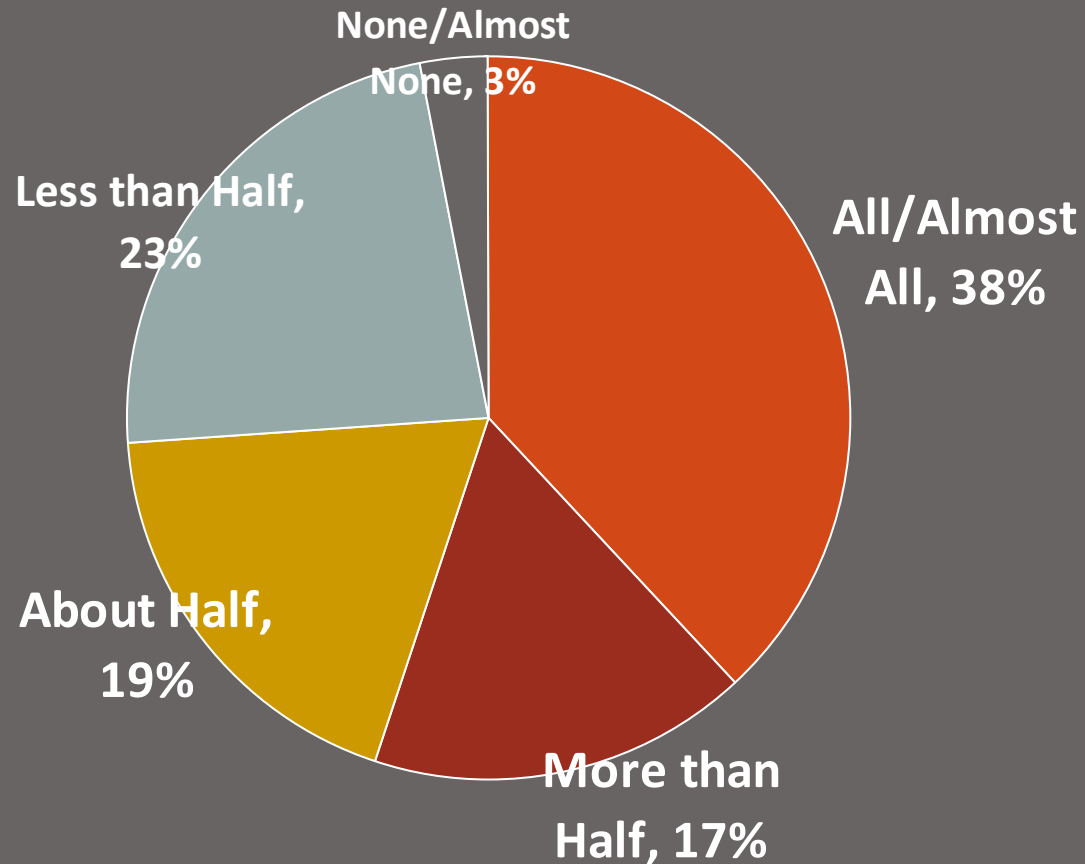


Source: AFL-CIO *Ask a Working Woman* survey, 2006

For Most Working Women, “Opting-Out” is Not an Option

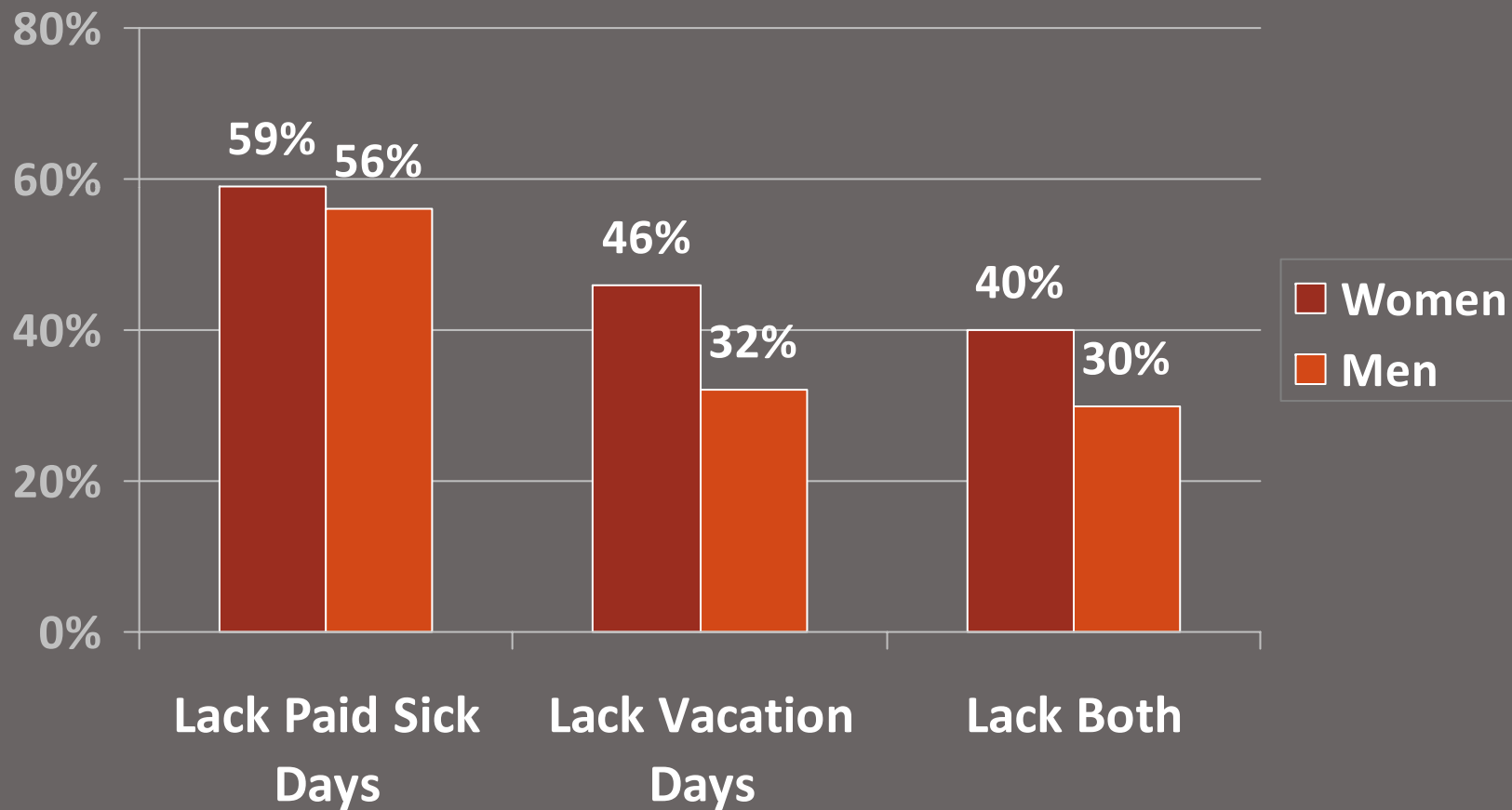
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Three-fourths of Working Women Make the Majority of their Household’s or Family’s Income.



Women are Less Likely to Have Access to Basic Paid Time Off

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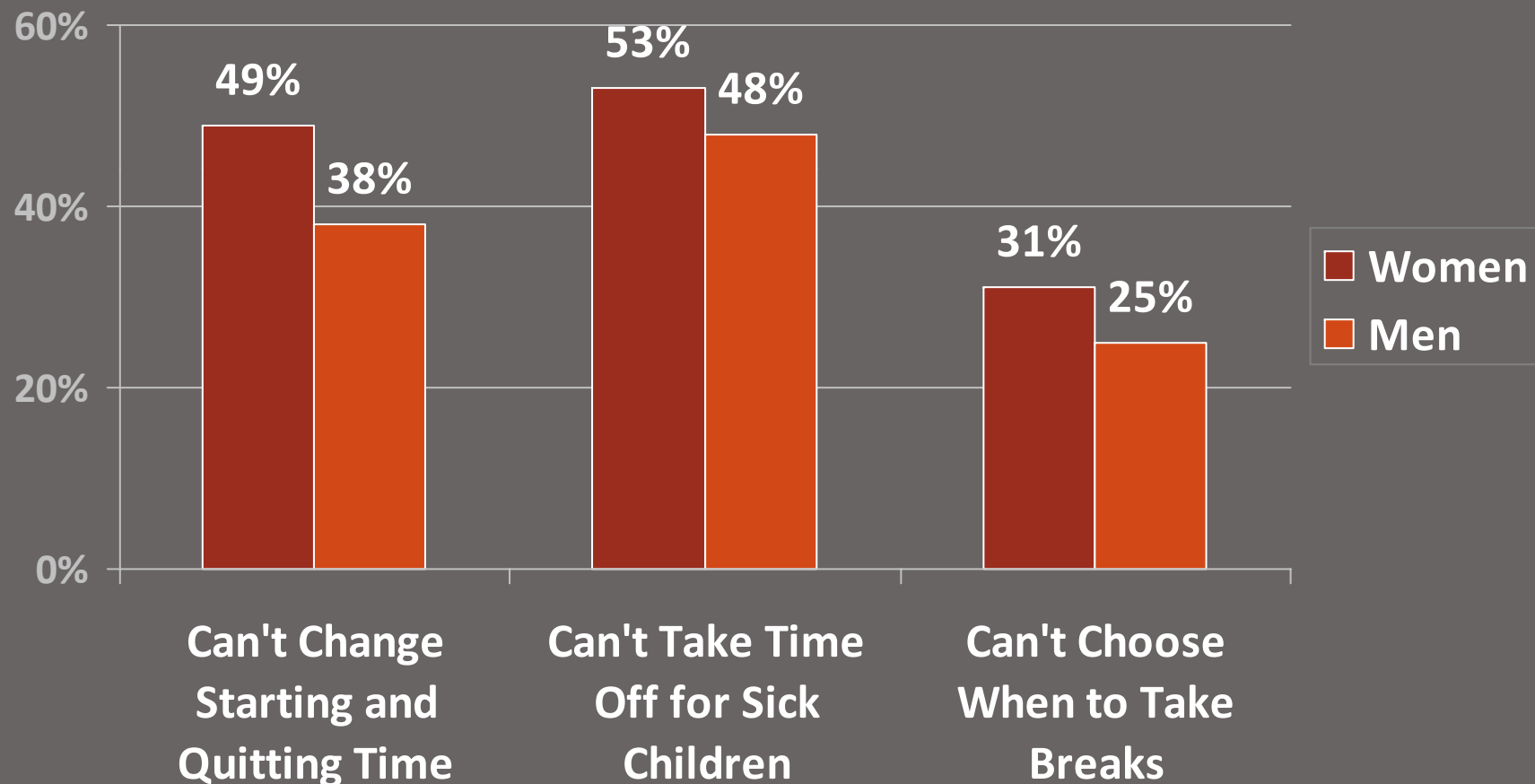


Source: Jody Heymann, Global Working Families Project at Harvard

Women are Less Likely to Have Flexibility on the Job

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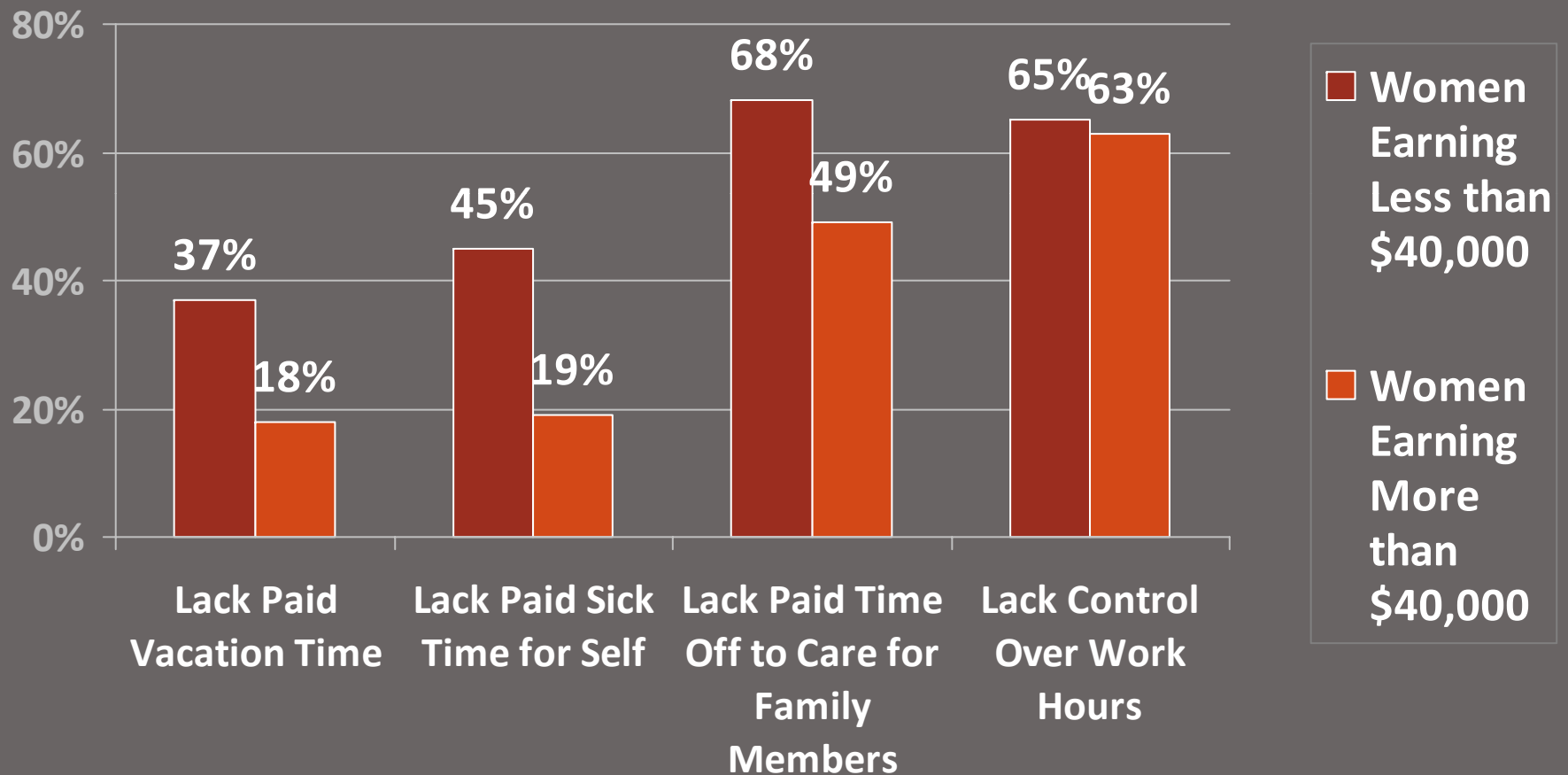
Percent of Working Caregivers Who:



Source: Jody Heymann, The Widening Gap, 2000

Lower-Income Women are Less Likely to Access Basic Work & Family Policies

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Source: AFL-CIO, *Ask a Working Woman* survey, 2004

What Policies and Programs Can Working People Count On?



Existing Work & Family Laws

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- **Family and Medical Leave Act (FMLA)** – federal and state versions
- **Paid Family Leave** in California, New Jersey and Washington state
- **Temporary Disability Insurance** in Hawaii, New York, New Jersey, California, Rhode Island and Puerto Rico
- **Paid Sick Days** in San Francisco, Washington, DC, and Milwaukee

Family and Medical Leave Act: A Groundbreaking Law

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- Enacted in 1993
- Job-protected leave from work:
 - To recover from serious health condition
 - To care for a family member with serious health condition
 - To care for a newborn or newly-adopted child
- At least 60 million workers have taken FMLA leave since 1993
 - Nearly half of leave-takers are men

FMLA is Only the First Step

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- **50% of the workforce is not eligible for FMLA**
- **Millions more need to take leave, but cannot afford time off *without pay***
- **Workers forced to make impossible choices**
 - Workers must take time away from work and lose pay—at the time when they need the money the most
- **FMLA covers serious or chronic illness**
 - What about common illnesses like the cold and 24-hour viruses?

FMLA Expansion for Injured Servicemembers

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- **First-ever expansion of FMLA**
- **Support for Injured Servicemembers Act**
- **Provides up to six months of job-protected, unpaid leave to primary caregivers of servicemembers who suffer from combat-related injury or illness**
- **Allows families to use FMLA for qualifying exigencies arising out of a family member's deployment**

Public Supports Paid Leave

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- More than three in four voters (76 percent) surveyed said they favor paid family and medical leave
- Over half of men say they strongly favor paid leave
- Support for paid family and medical leave crosses party lines

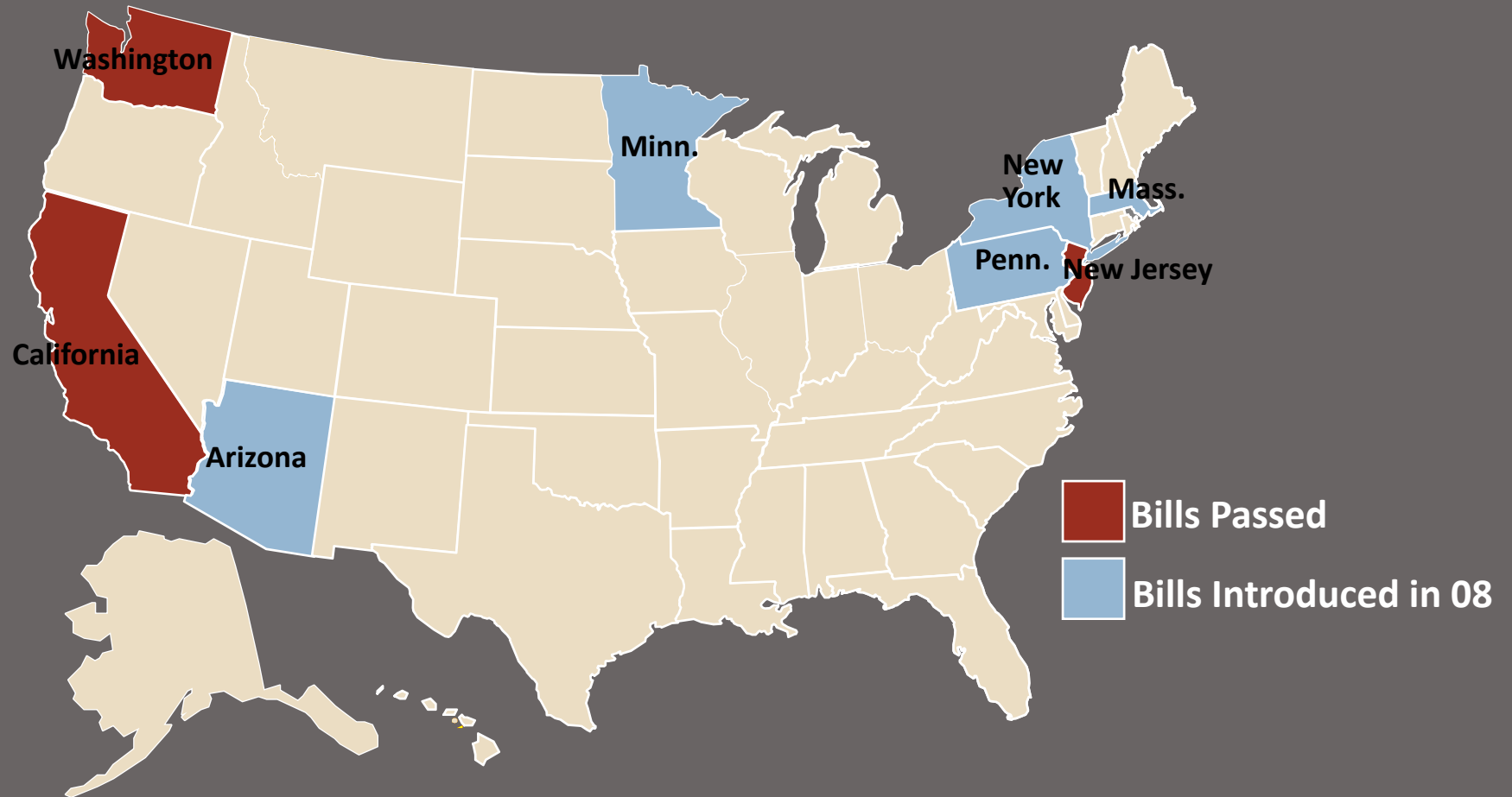
Family Leave Insurance Act

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- **First bipartisan bill introduced by Sen. Dodd and Stevens in 110th Congress (S. 1681)**
- **Would provide 8 weeks of partially paid leave**
- **Funded by both employers and workers**

Paid Family Leave: State Action

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Workers Lack Time Off to Recover from Common Illness

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- Half of workers don't have paid sick days
- 3 in 4 low-wage workers don't have paid sick days
- 4 in 5 food service or hotel workers don't have paid sick days
- Nearly 100 million workers don't have paid sick days to care for a sick child
- Half of working moms miss work when a child gets sick—and a quarter don't get paid

Public Strongly Supports Paid Sick Days

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- **89% of voters favor paid sick days as a basic labor standard**
- **Support strong across party lines:**
 - 94% of Democrats
 - 90% of Independents
 - 83% of Republicans support paid sick days
- **Nearly 1 in 8 said that they or an adult worker in their family had been fired or penalized by their employer for taking a sick day**

Healthy Families Act

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- Up to 7 paid sick days per year
- To care for themselves or family members, and for doctor's appointments
- Applies to businesses with 15+ workers
- Gaining momentum
 - 24 Co-sponsors in the Senate; 106 in the House in the 110th Congress (HR 1542; S. 910)

Strong Coalition: More than 150 Organizations

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Labor: AFL-CIO, SEIU, UFCW, IBT, LIUNA, UNITE/HERE, UAW, AFSCME, APALA, AFT, NEA, CWA, CLUW, LCLAA, OPEIU, Pride At Work, USW, Working America

Women's: NOW, 9to5, Ms. Foundation for Women, Business and Professional Women/USA (BPW), Feminist Majority, Legal Momentum, MomsRising

Community: ACORN, Center for Community Change, Coalition on Human Needs, National Urban League

Faith-Based: Interfaith Worker Justice, Church Women United, National Council of Jewish Women, NETWORK: A National Catholic Social Justice Lobby, Unitarian Universalist Association of Congregations, United Church of Christ

Civil Rights: Asian American Justice Center, Human Rights Campaign, Leadership Conference on Civil Rights (LCCR), MALDEF, NAACP, NCLR

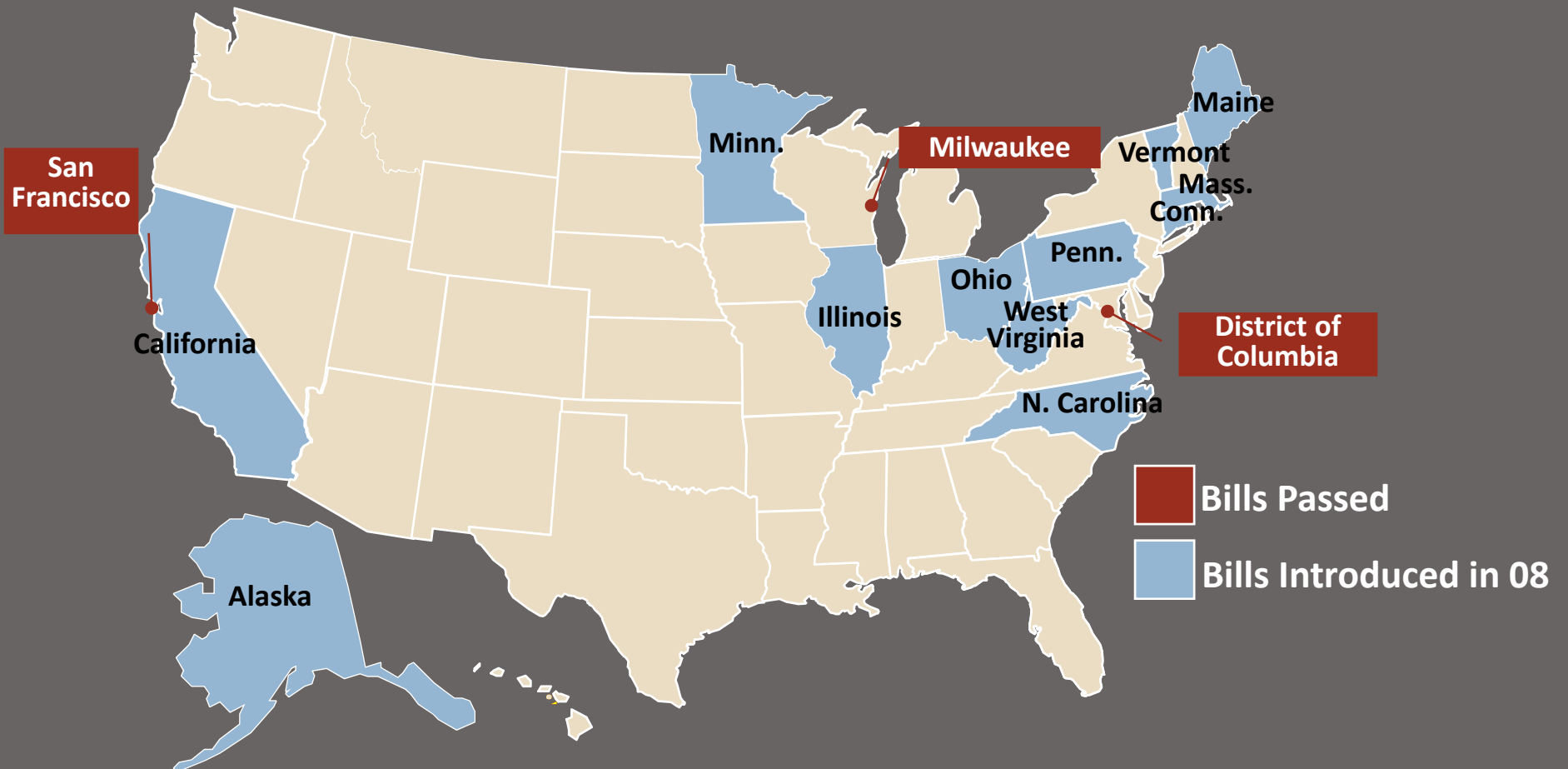
Health and Medical: American Public Health Association, Black Women's Health Imperative, National Association of School Nurses, The AIDS Action Council, The AIDS Institute, Docs for Tots, Epilepsy Foundation, National Women's Health Network

Think Tanks and Progressive Research: Center for American Progress, Center for Law and Social Policy, FamiliesUSA

Caregiver: Family Caregiver Alliance, National Center on Caregiving, Take Care Net, National Family Caregivers Association

Paid Sick Days: State and Local Action

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Workplace Policies Must Respond to the Needs of Working Families.

- “Countries that invest in [workers’] ability to work and raise kids are the more [economically] competitive.”

– *Dr. Jody Heymann, McGill Univ.*

- “We make tough choices every day: a sick child or a demanding boss; a parent-teacher conference or a pink slip. What would you do?”

– *Sonia, Working Mother, Staten Island, NY*

For More Information

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