



WNY WOMEN'S FOUNDATION FACT SHEET



CAREGIVING FACT SHEET

Compiled in June 2019

Paternity Leave

- The vast majority (85 percent) of dads surveyed across seven countries, including the United States, say they would be “willing to do anything to be very involved in the early weeks and months of caring for their newly born or adopted child.”¹
- In the U.S., where only 29 percent of businesses now offer paid paternity leave, 57 percent of fathers cite financial barriers as the primary reason they couldn't take more time off to care for their newborns or newly adopted children.¹
- Only 13 percent of men taking leave for parental reasons reported receiving paid leave.²
- Seven in ten fathers taking leave for a new child took ten days of leave or less.²
- In one study of working fathers in the U.S., those who took leaves of two weeks or more were much more likely to be actively involved in their child's care nine months after birth – including feeding, changing diapers, and getting up in the night.²
- The 2014 National Study of Employers, a private study of larger employers, found that 58 percent reported providing some pay during maternity leave (through paid family or disability leave) but only 14 percent reported providing some paid paternity leave.²

Maternity Leave

- Women who have access to and take paid parental leave are 39 percent less likely to receive public assistance, such as food stamps, in the year following a child's birth than those who cannot or do not take leave.²
- Studies of the U.S. and other countries show that paid maternity leave increases labor force participation for mothers and reduces the chance they leave their jobs after having children.²

Paid Family Leave

- Currently, only 17 percent of workers have paid family leave through their jobs, which the U.S. government defines as “leave to care for a newborn child, an adopted child, a sick child, or a sick adult relative.”¹
- Women who have access to and take paid parental leave are 39 percent less likely to receive public assistance, such as food stamps, in the year following a child's birth than those who cannot or do not take leave, and 15 percent of women and men who received partial or no pay during family or medical leaves reported using public assistance.²

¹ To achieve gender equality, we need to support men as caregivers

² The cost of doing nothing