Paid Family & Medical Leave: Setting the stage for safe, stable nurturing relationships and environments
Paid maternal leave around the world

**NUMBER OF COUNTRIES**

- 9 countries with 0 weeks of leave
- 83 countries with 14 weeks of leave
- 53 countries with 25 weeks of leave
- 18 countries with 51 weeks of leave
- 36 countries with 52+ weeks of leave

**WEEKS OF LEAVE**

- Better
- Worse

Most countries in **Europe** provide long leaves.

**United States** has no paid maternal leave.

Source: WORLD Policy Analysis Center, 2014 data

JEREMY C.F. LIN/ THE WASHINGTON POST
Let’s Get with the (Paid Leave) Program...

Other countries in the Organisation for Economic Co-operation and Development (OECD) started providing paid maternity leave more than 100 years ago. When will the United States get with the program?
Why Paid Leave?

- In Indiana, 2/3 of children under 6 live in families where all adults are in the labor force.

- One-third of Hoosiers are not self-sufficient.

- Estimates suggest that ¼ of women return to work within two weeks of birth.
Benefits to Children

Better bonding with parents
Decreased infant mortality
Increased breastfeeding
Completion of well-child visits
Decreased child abuse
Increased odds of placement in high-quality, stable childcare
Who gets paid leave?

- Paid family leave (2015)
- Paid sick days (2016)
12 weeks of unpaid, job protected leave
Paid Family & Medical Leave

Time for personal medical needs

Time for caregiving

Time for bonding
Business-funded model

Latosha’s Widget Company

- Paternity leave
- Car accident
- Family member with cancer
Personal Care Accounts
State-facilitated family and medical leave
State–Facilitated Options

- State funds both medical and family leave through employee payroll deduction
- Some opt-out provisions
- State facilitates a temporary disability insurance marketplace both employee- and employer-funded
- State will maintain a fund for paid family leave, employee-funded

California
New York
Policy recommendations

- Implementation study
- Tiered wage replacement
- Inclusive