



# WREN

Women's  
Rights &  
Empowerment  
Network

## WHAT YOU CAN DO

- Visit [scwren.org](http://scwren.org) and join the movement.
- Share this information with friends and community members.
- Keep up-to-date with this and similar legislation by following WREN on Facebook, Twitter, and Instagram.
- Invest in WREN at [scwren.org/donate](http://scwren.org/donate).

## THE POLICY

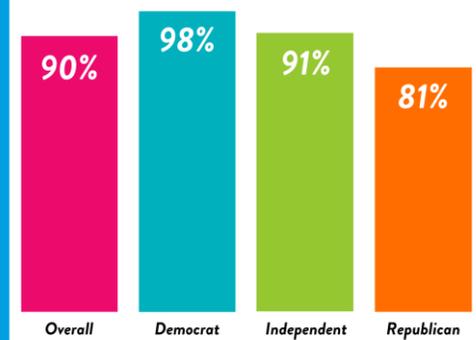
### Paid Leave (S.997 & H.5137)

## OVERVIEW

This bill would provide state employees with 12 weeks of paid family leave for the birth or adoption of a child. Paid family leave is crucial to supporting working families' economic security and promoting gender equity in workplaces. No one should have to risk their job or face financial loss when they need to welcome a new child.

- Paid parental leave policies promote wellness by providing time parents need to recover from childbirth, bond with a new baby, attend regular medical checkups, and manage family caregiving responsibilities.
- Parental leave is associated with a variety of public health benefits including: prolonged gestation, reductions in cesarean deliveries, more well-baby visits, decreased infant mortality, longer periods of breastfeeding, and improved mental health of new mothers. In some studies, these positive effects are identified only when the leave is paid.<sup>1</sup>
- Studies indicate that paid parental leave contributes to fewer low birthweight babies, longer parental lifespan and improved mental health, as well as increased long-term achievement for children.<sup>2</sup>
- When paid parental leave is available, women who give birth are less likely to experience postpartum depression and men are more likely to be involved fathers.<sup>3</sup>

### The Majority of South Carolina Voters Support Paid Leave



- According to a recent poll, 90% of South Carolina voters support paid leave.<sup>4</sup>
- Private sector employers have found that paid parental leave can improve employee retention, productivity and morale.<sup>5</sup>

1. *Support for Paid Sick Leave and Family Leave Policies*. (2013, November 5). American Public Health Association. Retrieved from <https://www.apha.org/policies-and-advocacy/public-health-policy-statements/policy-database/2014/07/16/11/05/support-for-paid-sick-leave-and-family-leave-policies>

2. Burtle, A., & Bezruchka, S. (2016). *Population Health and Paid Parental Leave: What the United States Can Learn from Two Decades of Research*. Healthcare (Basel, Switzerland), 4(2), 30. doi:10.3390/healthcare4020030

3. *DOL policy brief: paternity leave: why parental leave for fathers is so important for working families*. (2015, June 1). United States Department of Labor. Retrieved from <https://archive.org/details/DOLPaternityLeavePolicyBrief>

4. Change Research, Women's Rights and Empowerment Network, & National Women's Law Center. (2020, January). *Our Voice 2020: Poll of Women and LGBTQ Likely Voters in SC*. Retrieved from: <http://bit.ly/OurVOICE2020>

5. Appelbaum, Eileen & Milkman, Ruth. (2012). *Leaves That Pay: Employer and Worker Experiences with Paid Family Leave in California*. doi: 10.13140/2.1.4437.3286.