

Paid Family Leave for State Employees (H. 3560)

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

Paid family 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.

Family 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.¹

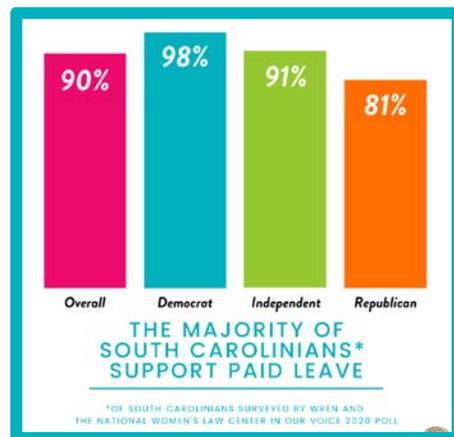
Studies indicate that paid family leave contributes to fewer low birthweight babies, longer family lifespan and improved mental health, as well as increased long-term achievement for children.²

When paid family leave is available, women who give birth are less likely to experience postpartum depression and men are more likely to be involved fathers.³

According to a recent poll, 90% of South Carolina voters support paid leave.⁴

Paid family leave can help close the gender wage gap by helping women to stay in the workforce and rise to leadership roles.

Employers have found that paid family leave can improve employee retention, productivity and morale.⁵



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 Family 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 family 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.

The Women's Rights and Empowerment Network is a South Carolina-based network whose mission is to build a movement to advance the health, economic well-being, and rights of South Carolina's women, girls, and their families.

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