

STATUS OF WOMEN IN THE STATES



KEY FINDINGS

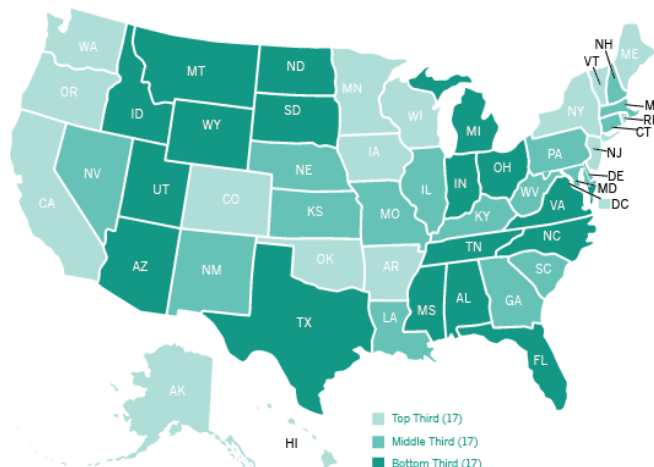
WORK & FAMILY

TOP LINE NATIONAL FINDINGS

- **No state received higher than a B** on the Work & Family Composite Index, which measures access to paid leave, support for dependent and elder care, cost and quality of child care, and the gender gap in labor force participation for parents of young children. This is the most comprehensive set of state-by-state rankings ever published on Work & Family, and the first index to include elder care. It is the first report to assign letter grades to the states along with the rankings.
 - **New York, California, and the District of Columbia** have the highest scores, in part due to their high rankings on paid leave. None of the highest ranking states, however, consistently ranks in the top ten states for each of the four indicators, reflecting the **patchwork of work-family supports across the country**.
- **40 states scored a 0 on the Paid Leave Index**, leaving workers in these states without statutory rights to paid family leave, paid medical leave (mandatory temporary disability insurance), and paid sick days. **The only state to receive a full score on the Paid Leave Index is California, which has statewide temporary disability insurance, paid family leave, and paid sick days policies.**
- During the past four decades, the **labor force participation rate for mothers** of children under age six has **more than doubled**, from just under a third (32.1 percent) in the labor force in 1970, to just over two thirds (67.1 percent) in 2013. Fathers' labor force participation, however, has barely budged (falling from 97.9 percent in 1970 to 94.4 percent in 2013), yet **mothers still do the majority of unpaid family work**.
 - **Seventy-nine percent of black mothers of children under the age of six are in the workforce**—more than ten percentage points higher than the proportion for mothers of young children of all races/ethnicities.
- **Half of all families (49.8 percent) have a breadwinner mother.** A breadwinner mother is either the sole provider or, in married couples, contributes at least 40 percent of family earnings.
 - **The District of Columbia** has the highest share (64 percent) of breadwinner mothers among all families with children and **Utah** has the lowest share (35 percent).

BEST AND WORST STATES ON WORK & FAMILY

| | Rank | Grade | | Rank | Grade |
|----------------------|------|-------|-------------|------|-------|
| New York | 1 | B | Indiana | 51 | F |
| California | 2 | B | Utah | 50 | F |
| District of Columbia | 3 | B | Montana | 49 | F |
| New Jersey | 4 | B- | Mississippi | 48 | D- |
| Rhode Island | 5 | B- | Wyoming | 47 | D- |



Paid Leave and Paid Sick Days

- The United States is **one of only two countries in the world without a national paid maternity leave law**, and one of a small minority of high-income countries that does not require employers to provide paid sick days.
 - Only **59 percent of employees** are eligible to take unpaid leave under the federal Family and Medical Leave Act of 1993.
- The components of the Paid Family Leave Index measure statewide Temporary Disability Insurance for all workers, statewide paid family leave insurance, and statewide and local paid sick days.
 - **40 states scored a 0 on the index** leaving workers in these states without statutory rights to paid family leave, paid medical leave, and paid sick days on the job.
 - The only state to receive a full score was **California**.
- **Half (25) of states and the District of Columbia have expanded family and medical leave coverage** beyond what is required by federal law (to cover smaller employers, for longer leaves, for more family members, etc).
- A small but growing number of states have laws providing workers access to paid family leave, paid medical leave, or paid sick days. **As of early 2015, seven states and the District of Columbia provide some kind of statewide paid leave. Three additional states have localities that provide paid sick days.**
- **Nine in ten high-wage workers** have access to paid sick days, compared with **only one in five low-wage workers**.
- Nearly 40 percent of all women workers, and **about half of Hispanic women workers**, do not have access to a single paid sick day.

Elder and Dependent Care

- Women are the majority of those who provide care for adult family members needing assistance. The majority of family caregivers are also in the workforce. Nationally, in 2011-2013, **one in seven adult women** under the age of 65 lived with an adult with one or more disabilities.
 - West Virginia (20.9 percent) and Mississippi (19.3) have the highest proportion of women who live with someone with a disability, more than double the proportion in Nebraska (9.6 percent).
- **Women are nine times more likely than men to work part-time for family care reasons.** Part-time work means lower earnings (and lower Social Security contributions and benefits) than full-time work; part-time workers are also much less likely than full-time workers to have access to paid leave of any kind.
 - It is estimated that women who are over the age of 50 and leave the workforce because of caregiving responsibilities **lose \$324,044 in income and benefits over their lifetime.**
- The components of IWPR's Elder and Dependent Care Index measure availability of unemployment insurance for a worker having to leave their job because of elder care, dependent care tax credits that include adults, and nurse delegation of Long-Term Support Services or LTSS (which can lower the costs of hiring external help to provide care).
 - **Colorado and Minnesota rank the highest on Elder and Dependent Care:** each make unemployment insurance available to someone who had to leave work to provide care for a family member, provide a refundable tax credit for dependent care of at least \$500, and allow full delegation of LTSS to domestic care agency workers.
 - **Florida, Indiana, and Michigan rank the lowest** and do not provide any of these supports for elder or dependent care.

- Six states and the District of Columbia, as well as 67 localities in 12 states, have enacted at least one **state or local law to support caregivers at work**. These laws include caregiver discrimination protection, rights to request flexible work, and rights to predictable work schedules (the latter only in San Francisco).

Motherhood and Work

- **Mothers as Breadwinners:** In half of all families with children, mothers are the sole provider or contribute at least 40 percent of family earnings.
 - **The District of Columbia** has the highest share (64 percent) of breadwinner mothers among all families with children. The District also has the highest share of single mothers (66 percent) among breadwinner moms; and the highest share of married breadwinner moms (46 percent) among all married mothers.
 - **Utah** has the lowest share of breadwinner mothers among all families with children (35 percent) and has the lowest share of breadwinner mothers among married mothers (25 percent).
- The number of women who work during their pregnancies has increased sharply in recent decades. State laws providing pregnancy protections vary among the states:
 - **Forty-five states and the District of Columbia have state laws against pregnancy discrimination.** The five states that do not are Alabama, Indiana, Nevada, North Carolina, and South Dakota.
 - In 14 states and the District of Columbia, as well as in five cities in other states, employers, by law, must **provide reasonable accommodations for pregnant workers**.

Child Care and Preschool Education

- Reliable and affordable child care is an important factor in enabling mothers to maintain employment and advance at work. Lack of reliable and affordable child care is a particular barrier to low-wage women's economic security.
 - Families with children who have income below the poverty line spent **30 percent of their income on child care in 2011**, more than three times the proportion that families with above-poverty incomes spent.
- The **child care component of the work and family composite index** focuses on three indicators: the costs of full-time center care for an infant as a proportion of women's median annual earnings in the state; the share of four-year-olds who are in publicly funded Pre-K, Head Start, and Special Education; and policies that ensure the quality of Pre-K education. States vary widely across these indicators but **no state provides adequate child care supports to a majority of children under five**.
- The cost of full-time center care for infants (children less than one year of age) as a proportion of the median annual earnings for women illustrates the potential barriers to labor force participation created by the costs of care for families. This measure does not, however, capture the quality of center care.
 - The annual cost of center care for an infant as a proportion of women's median earnings is lowest in **Alabama** (16.8 percent of women's median annual earnings).
 - The cost is highest in **the District of Columbia** (36.6 percent); in three states—Massachusetts, Minnesota, and New York—costs are comparable to a third or more of women's median annual earnings.
- In 2011—the most recently published national data—**only 17 percent of potentially eligible children under the federal parameters received any child care subsidy**.
 - **The level of co-pay required by families for subsidized child care varies widely**, from an average of 3 percent of family income in the District of Columbia to 26 percent in Mississippi.
- Nationally, in the 2012/2013 school year, 40.1 percent of four-year-olds were enrolled in publicly funded Pre-K, Head Start, or special education programs. The level of enrollment and quality varies dramatically across the states.

- In the **District of Columbia**, nearly all four-year-olds have access to publicly provided preschool education. The District of Columbia also meets eight of ten Pre-K quality standards. **Other states with high rates of access and high quality ratings** are Oklahoma (87 percent access, quality rating of 9); West Virginia (85 percent access, quality rating of 8); and Georgia (66 percent access, quality rating of 8).
- **Access and quality do not always go hand in hand.**
 - Four states—Alabama, Alaska, North Carolina, and Rhode Island—meet all ten quality standards, but in all of these states, coverage rates are 35 percent or less.
 - Florida (89 percent) and Texas (62 percent) are among the top ten states for access to Pre-K, but Florida meets only three and Texas only two of ten quality standards.
- **Access to public preschool education is lowest in New Hampshire** (12 percent of four-year-olds).
- **Schedule predictability and flexibility is a particular problem for low wage workers in retail and restaurants.** According to one survey, more than four in ten mothers working in restaurants reported that their shifts changed weekly, and almost a third of mothers had incurred fines from their child care provider or had to change their child care arrangement altogether because of scheduling changes.

Distribution of Work and Family Responsibilities among Mothers and Fathers

- Among parents of children under age 6, fathers are more likely to be in the workforce than mothers in all states. While mothers’ labor force participation has sharply increased, the labor force participation rate among fathers remained almost constant.
- During the past four decades, the labor force participation rate for mothers of children under six has more than doubled, from just under a third (32.1 percent) in 1970 to just over two thirds (67.1 percent) in 2013. Fathers’ labor force participation, however, has barely budged (falling from 97.9 percent in 1970 to 94.4 percent in 2013).
 - **Seventy-nine percent of black mothers of children under the age of six are in the workforce** – more than ten percentage points higher than the proportion for mothers of young children of all races/ethnicities.
 - **Hispanic and Asian/Pacific Islander mothers have the lowest rates of** labor force participation for mothers of young children among the largest racial/ethnic groups (at 59.2 and 60.0 percent respectively).
 - **Utah has the largest gender gap in parental labor force participation** (42.7 percentage points difference between mothers and fathers) and **Maine has the lowest** (13.7 percent).
- The gender gap in parents’ labor force participation rates is smallest for black workers and largest for Asian/Pacific Islanders and Hispanics.

ABOUT THE WORK AND FAMILY REPORT

Work & Family is the sixth in a seven part series from the *Status of Women in the States: 2015* report. The 2015 release is the first to create a composite index on these sets of work & family indicators. The full report and additional data are available on the website (www.statusofwomendata.org), including additional breakdowns by race/ethnicity.

ABOUT THE STATUS OF WOMEN IN THE STATES

The *Status of Women in the States*, a project of the Institute for Women’s Policy Research since 1996, analyzes women’s status in each state and the nation overall on seven different topic areas: Employment & Earnings, Poverty & Opportunity, Violence & Safety, Health & Well-Being, Reproductive Rights, Political Participation, and Work & Family. Data on Violence & Safety and Work & Family are new additions to the 2015 edition. Since the first *Status of Women in the States* release, the reports have been used to increase community and private investment in programs and enhance policies that improve outcomes for women throughout the United States. The project is supported by the Ford Foundation, the American Federation of Teachers, the Annie E. Casey Foundation, and the Women’s Funding Network, as well as other organizations.

