

## NO TIME to CARE: A [Mom and] Pop Quiz on Family-Friendly Workplaces

### A Growing Tension Between Work and Family

Percent of married U.S. mothers with children under six in 1950 who were working or looking for work: 12

Percentage of married U.S. mothers with children under six who were working or looking for work in 2000: 63

Share of U.S. workers under age 60 who will have responsibilities to care for an elderly relative in the next 10 years: nearly two-thirds

### Lack of Paid Sick Days

Number of private sector workers in the U.S. who are not entitled to paid sick days: 55 million (48 percent)

Number of private sector workers who are not entitled to paid sick days to care for an ill child or family member: 86 million (70 percent)

Percentage of low-income workers who are not entitled to paid sick days to care for a sick child: 89

### Leave for New Babies or Family Health Crises

Percentage of private sector workers nationwide who are not covered by the Family and Medical Leave Act: 53

Estimated number of workers who were eligible for FMLA and needed family or medical leave in 1999-2000 but did not take leave because they couldn't afford to go unpaid: 2.7 million

### Few Protections for Workers and Their Families

Number of states in the United States where workers are guaranteed a minimum number of paid sick days: 0

Number of states where it is illegal for employers to fire a worker who refuses to work "mandatory overtime": 0

Number of states in the United States where it is illegal to discriminate against workers due to family responsibilities like being a parent or caring for an elderly relative: 1 (Alaska) plus the District of Columbia

### An Outlier Nation

Of 177 countries worldwide, names of the four that do not guarantee paid leave and/or a substantial birth payment for parents to care for their newborn babies: Liberia, Papua New Guinea, Swaziland, United States

Of the nation's included in the World Economic Forum's list of 20 most competitive economies, number that do not guarantee paid sick days to all workers: 1 (United States)

Of those 20 most competitive economies, number that guarantee 31 or more days of paid sick time per year: 18

### Affordable Family-Friendly Policy Options

Estimated cost to employers of a national law guaranteeing seven paid sick days to all full-time employees working for employers with 15 or more workers: \$20.2 billion

Estimated benefit to employers from the same national paid sick days law by reducing job turnover, spread of illnesses, and lost productivity when workers come to work sick: \$28.4 billion

Average amount deducted per month from the pay of California workers to support that state's first-in-the-nation paid family and medical leave program: \$2.25

Amount paid by California employers to fund the paid family and medical leave program: \$0

For information on the sources cited in the [Mom and] Pop Quiz, visit the Family Values at Work page at [www.9to5.org](http://www.9to5.org)