



Health Impact
Assessment
Paid Family Leave and Safe
Leave in North Carolina

EXECUTIVE SUMMARY

November 2022



NCCADV

North Carolina Coalition
Against Domestic Violence

Executive Summary

In 2019, the North Carolina Coalition Against Domestic Violence (NCCADV) contracted with ETR Services, LLC to conduct a health impact assessment of employer-based paid leave policies in the state. Of particular interest were parental leave policies for growing families and safe(ty) leave for individuals experiencing intimate partner violence.

An estimated

4 Million+

NC workers do not have access to paid leave

Methods

Data for this health impact assessment come from secondary sources including:

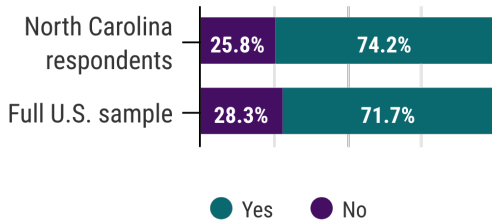
- General Social Survey (GSS), 2012
- National Intimate Partner Violence Survey, 2010-2012
- Pregnancy Risk Assessment Monitoring System (PRAMS), 2016-2019
- Survey of Income and Program Participation (SIPP), 2020
- United States Bureau of Labor Statistics, 2005-2021
- United States Census (Census), 2019



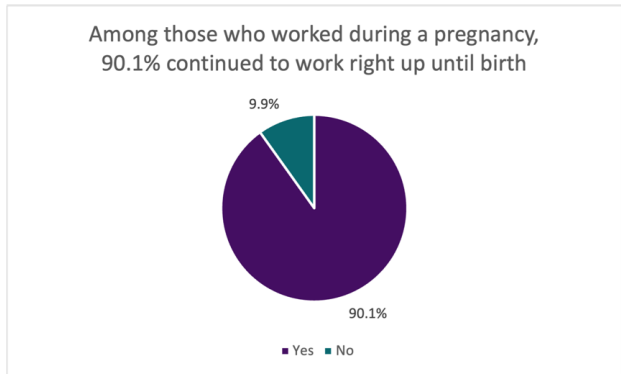
Semi-structured Interviews were also conducted with ten working parents. Half of them reported experiencing intimate partner violence near or during the time they were pregnant.

Who does this affect?

An estimated 74% of NC workers continued working during a pregnancy



Among those who worked during a pregnancy, 90.1% continued to work right up until birth



67%

NC working families with two working parents and a child under the age of 6



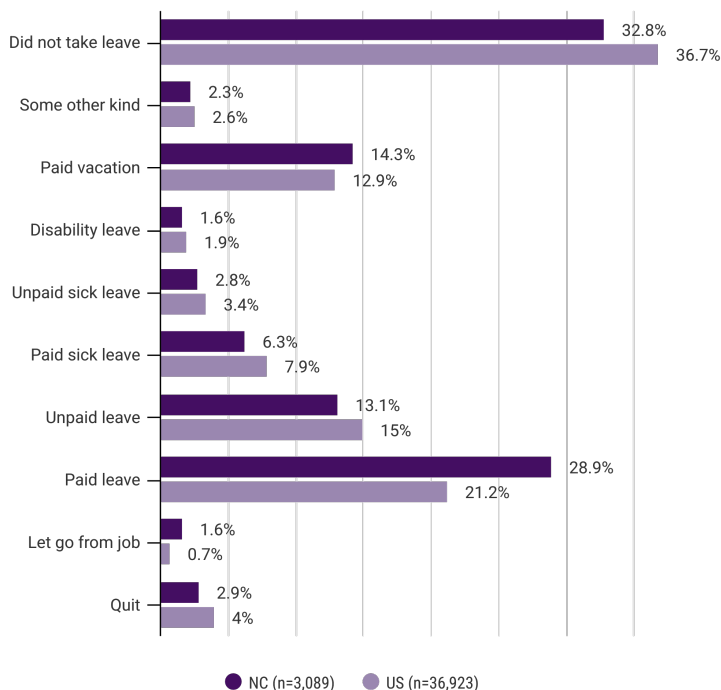
73%

NC working families with two working parents and a child between the ages of 6 and 17

Executive Summary



Type of leave used after birth of child



Source: SIPP, 2020

Quick Findings

- An estimated 77% of new parents return to work after the birth of a child.
- An estimated 35% of new parents take one month of leave or less after the birth of a child.
- An estimated 58% of new parents take two months or less of leave after the birth of a child.

Benefits of Paid Leave

The benefits of paid parental leave are well-documented. In comparison to workers without access, workers with access to paid parental leave report:

- (1) better maternal health outcomes
- (2) greater emotional investment and engagement in caregiving among fathers
- (3) lower rates of infant mortality and post-neonatal mortality
- (4) lower rates of pediatric abusive head trauma
- (5) increased length of breastfeeding and
- (6) increased well-baby care and vaccinations

Paid leave also increases worker retention by increasing the likelihood that a new parent will return to work. It also improves employee morale and family incomes. Birth can be a traumatic experience for new parents. Postpartum depression, birthing complications, and health emergencies among newborns all impact new parents' physical and mental health in a variety of negative ways.

NC PRAMS Data (Pregnancy Risk Assessment Monitoring System)

This includes birthing people who gave survey responses before, during and after pregnancy.

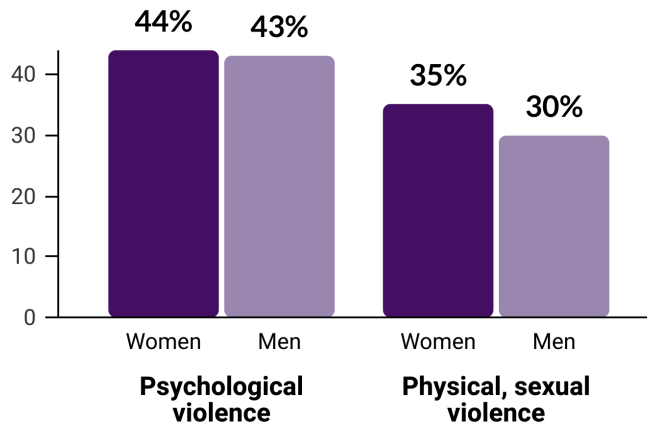
	NC 2017 %	NC 2018 %	NC 2019 %	Overall 2019 %
Self-reported depression in the 3 months before pregnancy	13.0	11.5	15.3	15.1
Self-reported depression during pregnancy	13.7	12.5	15.1	14.8
Self-reported postpartum depressive symptoms**	11.7	11.8	10.7	13.4

Source: Pregnancy Risk Assessment Monitoring System (PRAMS), 2016–2019

Executive Summary

As of August 2020, thirteen states had passed paid sick leave laws that include paid safe leave. Although policies vary by state, safe leave laws typically require employers to provide paid leave from work when an employee or employee’s family member is experiencing intimate partner violence, sexual assault, and/or stalking. North Carolina does not currently have a safe leave law but does mandate that employers provide “a reasonable period of leave” for victims and survivors of intimate partner violence to obtain a court order or obtain relief. This mandate does not require that leave be paid, and the length of leave is subject to interpretation.

Just over 40% of women and men will experience psychological violence during their lifetime while approximately one in three women and men will experience physical or sexual violence during their lifetime.



Source: National Intimate Partner Violence Survey, 2010 – 2012

	NC 2019 (%)
Experienced IPV during the 12 months before pregnancy by a husband or partner and/or an ex-husband or partner	4.1
Experienced IPV during pregnancy by a husband or partner and/or an ex-husband or partner	2.5

Pregnancy does not protect against intimate partner violence.

Source: Pregnancy Risk Assessment Monitoring System (PRAMS), 2016–2019



Suggested Citation

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For More Information, please contact:

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