## Cato Institute 2018 Paid Leave Survey

**Cato Institute/YouGov • October 1–4, 2018**  
**N=1,700**  
Margin of error +/- 2.4%. Columns may not add up to 100% due to rounding.

### Summary Table 1

<table>
<thead>
<tr>
<th>Would you favor or oppose establishing a new government program to provide 12 weeks of paid leave to workers after the birth, or adoption, of a child - or to deal with their own or a family member's serious illness?</th>
<th>AMONG ALL ADULTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>FAVOR</td>
<td>OPPOSE</td>
</tr>
<tr>
<td>74%</td>
<td>25%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>What if this program cost you...</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>...$200 per year in higher taxes</td>
<td>54%</td>
</tr>
<tr>
<td>...$450 per year in higher taxes</td>
<td>48%</td>
</tr>
<tr>
<td>...$1200 per year in higher taxes</td>
<td>43%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>What if this meant.....</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>...government had to cut funding for other programs like education, Social Security, and Medicare</td>
<td>21%</td>
</tr>
<tr>
<td>...women would be less likely to get promoted or fewer women would become managers at their jobs</td>
<td>29%</td>
</tr>
<tr>
<td>...your employer reduced other benefits you receive such as fewer health care benefits or vacation days</td>
<td>29%</td>
</tr>
<tr>
<td>...families who don’t use the paid leave program would still be required to pay higher taxes to provide benefits to other workers</td>
<td>36%</td>
</tr>
<tr>
<td>...you’d get smaller pay raises in the future</td>
<td>38%</td>
</tr>
<tr>
<td>...the national deficit would go up</td>
<td>40%</td>
</tr>
</tbody>
</table>
1. Would you favor or oppose establishing a new government program to provide 12 weeks of paid leave to workers after the birth, or adoption, of a child – or to deal with their own or a family member’s serious illness?

<table>
<thead>
<tr>
<th></th>
<th>ALL ADULTS</th>
<th>UNDER 65</th>
<th>CURRENT WORKERS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Net-favor</strong></td>
<td>74%</td>
<td>76%</td>
<td>75%</td>
</tr>
<tr>
<td><strong>Net-oppose</strong></td>
<td>25%</td>
<td>23%</td>
<td>24%</td>
</tr>
<tr>
<td>Strongly oppose</td>
<td>9%</td>
<td>9%</td>
<td>9%</td>
</tr>
<tr>
<td>Somewhat oppose</td>
<td>16%</td>
<td>15%</td>
<td>14%</td>
</tr>
<tr>
<td>Somewhat favor</td>
<td>29%</td>
<td>29%</td>
<td>29%</td>
</tr>
<tr>
<td>Strongly favor</td>
<td>45%</td>
<td>47%</td>
<td>46%</td>
</tr>
<tr>
<td>Don’t know/Refused</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

2. What if this program cost you $200 in higher taxes each year…then would you favor or oppose establishing a new government program to provide 12 weeks of paid leave to workers after the birth, or adoption, of a child – or to deal with their own or a family member’s serious illness?

[ASK FORM A AND B]

<table>
<thead>
<tr>
<th></th>
<th>ALL ADULTS</th>
<th>UNDER 65</th>
<th>CURRENT WORKERS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Net-favor</strong></td>
<td>54%</td>
<td>56%</td>
<td>50%</td>
</tr>
<tr>
<td><strong>Net-oppose</strong></td>
<td>44%</td>
<td>41%</td>
<td>47%</td>
</tr>
<tr>
<td>Strongly oppose</td>
<td>19%</td>
<td>15%</td>
<td>18%</td>
</tr>
<tr>
<td>Somewhat oppose</td>
<td>25%</td>
<td>25%</td>
<td>28%</td>
</tr>
<tr>
<td>Somewhat favor</td>
<td>28%</td>
<td>29%</td>
<td>26%</td>
</tr>
<tr>
<td>Strongly favor</td>
<td>25%</td>
<td>27%</td>
<td>24%</td>
</tr>
<tr>
<td>Don’t know/Refused</td>
<td>2%</td>
<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

3. What if this program cost you $450 in higher taxes each year…then would you favor or oppose establishing a new government program to provide 12 weeks of paid leave to workers after the birth, or adoption, of a child – or to deal with their own or a family member’s serious illness?

[ASK FORM C AND D]

<table>
<thead>
<tr>
<th></th>
<th>ALL ADULTS</th>
<th>UNDER 65</th>
<th>CURRENT WORKERS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Net-favor</strong></td>
<td>48%</td>
<td>50%</td>
<td>50%</td>
</tr>
<tr>
<td><strong>Net-oppose</strong></td>
<td>52%</td>
<td>49%</td>
<td>50%</td>
</tr>
<tr>
<td>Strongly oppose</td>
<td>30%</td>
<td>27%</td>
<td>29%</td>
</tr>
<tr>
<td>Somewhat oppose</td>
<td>22%</td>
<td>22%</td>
<td>21%</td>
</tr>
<tr>
<td>Somewhat favor</td>
<td>26%</td>
<td>27%</td>
<td>27%</td>
</tr>
<tr>
<td>Strongly favor</td>
<td>22%</td>
<td>23%</td>
<td>22%</td>
</tr>
<tr>
<td>Don’t know/Refused</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>
4. What if this program cost you $1,200 in higher taxes each year… then would you favor or oppose establishing a new government program to provide 12 weeks of paid leave to workers after the birth, or adoption, of a child – or to deal with their own or a family member’s serious illness?  
[ASK FORM E AND F]

- **Net-favor**
  - **ALL ADULTS**: 43%
  - **UNDER 65**: 46%
  - **CURRENT WORKERS**: 42%

- **Net-oppose**
  - **ALL ADULTS**: 56%
  - **UNDER 65**: 53%
  - **CURRENT WORKERS**: 58%

- **Strongly oppose**
  - **ALL ADULTS**: 30%
  - **UNDER 65**: 26%
  - **CURRENT WORKERS**: 33%

- **Somewhat oppose**
  - **ALL ADULTS**: 26%
  - **UNDER 65**: 27%
  - **CURRENT WORKERS**: 25%

- **Somewhat favor**
  - **ALL ADULTS**: 27%
  - **UNDER 65**: 30%
  - **CURRENT WORKERS**: 27%

- **Strongly favor**
  - **ALL ADULTS**: 16%
  - **UNDER 65**: 16%
  - **CURRENT WORKERS**: 15%

- **Don’t know/Refused**
  - **ALL ADULTS**: 1%
  - **UNDER 65**: 1%
  - **CURRENT WORKERS**: <1%

- **Total**
  - **ALL ADULTS**: 100%
  - **UNDER 65**: 100%
  - **CURRENT WORKERS**: 100%

5. What if this meant you’d get smaller pay raises in the future… then would you favor or oppose establishing a new government program to provide 12 weeks of paid leave to workers after the birth, or adoption, of a child – or to deal with their own or a family member’s serious illness?  
[ASK HALF SAMPLE]

- **Net-favor**
  - **ALL ADULTS**: 38%
  - **UNDER 65**: 42%
  - **CURRENT WORKERS**: 37%

- **Net-oppose**
  - **ALL ADULTS**: 60%
  - **UNDER 65**: 56%
  - **CURRENT WORKERS**: 61%

- **Strongly oppose**
  - **ALL ADULTS**: 30%
  - **UNDER 65**: 26%
  - **CURRENT WORKERS**: 31%

- **Somewhat oppose**
  - **ALL ADULTS**: 30%
  - **UNDER 65**: 31%
  - **CURRENT WORKERS**: 30%

- **Somewhat favor**
  - **ALL ADULTS**: 24%
  - **UNDER 65**: 26%
  - **CURRENT WORKERS**: 24%

- **Strongly favor**
  - **ALL ADULTS**: 14%
  - **UNDER 65**: 15%
  - **CURRENT WORKERS**: 13%

- **Don’t know/Refused**
  - **ALL ADULTS**: 2%
  - **UNDER 65**: 2%
  - **CURRENT WORKERS**: 2%

- **Total**
  - **ALL ADULTS**: 100%
  - **UNDER 65**: 100%
  - **CURRENT WORKERS**: 100%

6. What if this meant your employer reduced other benefits you receive such as fewer health care benefits or vacation days… then would you favor or oppose establishing a new government program to provide 12 weeks of paid leave to workers after the birth, or adoption, of a child – or to deal with their own or a family member’s serious illness?  
[ASK FORM C AND D]

- **Net-favor**
  - **ALL ADULTS**: 29%
  - **UNDER 65**: 32%
  - **CURRENT WORKERS**: 27%

- **Net-oppose**
  - **ALL ADULTS**: 68%
  - **UNDER 65**: 65%
  - **CURRENT WORKERS**: 71%

- **Strongly oppose**
  - **ALL ADULTS**: 37%
  - **UNDER 65**: 34%
  - **CURRENT WORKERS**: 39%

- **Somewhat oppose**
  - **ALL ADULTS**: 31%
  - **UNDER 65**: 31%
  - **CURRENT WORKERS**: 32%

- **Somewhat favor**
  - **ALL ADULTS**: 21%
  - **UNDER 65**: 23%
  - **CURRENT WORKERS**: 20%

- **Strongly favor**
  - **ALL ADULTS**: 8%
  - **UNDER 65**: 9%
  - **CURRENT WORKERS**: 7%

- **Don’t know/Refused**
  - **ALL ADULTS**: 3%
  - **UNDER 65**: 3%
  - **CURRENT WORKERS**: 2%

- **Total**
  - **ALL ADULTS**: 100%
  - **UNDER 65**: 100%
  - **CURRENT WORKERS**: 100%
7. What if this meant the national deficit would go up... then would you favor or oppose establishing a new government program to provide 12 weeks of paid leave to workers after the birth, or adoption, of a child—or to deal with their own or a family member’s serious illness? [ASK HALF SAMPLE]

- **Net-favor**  
  - All Adults: 40%  
  - Under 65: 43%  
  - Current Workers: 45%

- **Net-oppose**  
  - All Adults: 57%  
  - Under 65: 54%  
  - Current Workers: 53%

- **Strongly oppose**  
  - All Adults: 28%  
  - Under 65: 23%  
  - Current Workers: 28%

- **Somewhat oppose**  
  - All Adults: 29%  
  - Under 65: 31%  
  - Current Workers: 25%

- **Somewhat favor**  
  - All Adults: 26%  
  - Under 65: 28%  
  - Current Workers: 29%

- **Strongly favor**  
  - All Adults: 15%  
  - Under 65: 15%  
  - Current Workers: 15%

- **Don’t know/Refused**  
  - All Adults: 2%  
  - Under 65: 3%  
  - Current Workers: 2%

- **Total**  
  - All Adults: 100%  
  - Under 65: 100%  
  - Current Workers: 100%

8. What if this meant government had to cut funding for other programs like education, Social Security, and Medicare... then would you favor or oppose establishing a new government program to provide 12 weeks of paid leave to workers after the birth, or adoption, of a child—or to deal with their own or a family member’s serious illness? [ASK HALF SAMPLE]

- **Net-favor**  
  - All Adults: 21%  
  - Under 65: 25%  
  - Current Workers: 25%

- **Net-oppose**  
  - All Adults: 76%  
  - Under 65: 72%  
  - Current Workers: 72%

- **Strongly oppose**  
  - All Adults: 43%  
  - Under 65: 37%  
  - Current Workers: 39%

- **Somewhat oppose**  
  - All Adults: 33%  
  - Under 65: 35%  
  - Current Workers: 33%

- **Somewhat favor**  
  - All Adults: 16%  
  - Under 65: 19%  
  - Current Workers: 19%

- **Strongly favor**  
  - All Adults: 5%  
  - Under 65: 6%  
  - Current Workers: 6%

- **Don’t know/Refused**  
  - All Adults: 3%  
  - Under 65: 3%  
  - Current Workers: 3%

- **Total**  
  - All Adults: 100%  
  - Under 65: 100%  
  - Current Workers: 100%

9. What if this meant women would be less likely to get promoted or fewer women would become managers at their jobs... then would you favor or oppose establishing a new government program to provide 12 weeks of paid leave to workers after the birth, or adoption, of a child—or to deal with their own or a family member’s serious illness? [ASK HALF SAMPLE]

- **Net-favor**  
  - All Adults: 29%  
  - Under 65: 32%  
  - Current Workers: 30%

- **Net-oppose**  
  - All Adults: 69%  
  - Under 65: 66%  
  - Current Workers: 69%

- **Strongly oppose**  
  - All Adults: 33%  
  - Under 65: 31%  
  - Current Workers: 34%

- **Somewhat oppose**  
  - All Adults: 36%  
  - Under 65: 35%  
  - Current Workers: 35%

- **Somewhat favor**  
  - All Adults: 19%  
  - Under 65: 21%  
  - Current Workers: 21%

- **Strongly favor**  
  - All Adults: 11%  
  - Under 65: 11%  
  - Current Workers: 9%

- **Don’t know/Refused**  
  - All Adults: 2%  
  - Under 65: 1%  
  - Current Workers: 1%

- **Total**  
  - All Adults: 100%  
  - Under 65: 100%  
  - Current Workers: 100%
10. What if this meant families who don’t use the paid leave program would still be required to pay higher taxes to provide benefits to other workers...then would you favor or oppose establishing a new government program to provide 12 weeks of paid leave to workers after the birth or adoption of a child or to deal with their own or a family member’s serious illness? [ASK HALF SAMPLE]

- **Net-favor**
  - ALL ADULTS: 36%  
  - UNDER 65: 37%  
  - CURRENT WORKERS: 41%

- **Net-oppose**
  - ALL ADULTS: 62%  
  - UNDER 65: 61%  
  - CURRENT WORKERS: 58%

- **Strongly oppose**
  - ALL ADULTS: 34%  
  - UNDER 65: 32%  
  - CURRENT WORKERS: 35%

- **Somewhat oppose**
  - ALL ADULTS: 29%  
  - UNDER 65: 29%  
  - CURRENT WORKERS: 23%

- **Somewhat favor**
  - ALL ADULTS: 22%  
  - UNDER 65: 23%  
  - CURRENT WORKERS: 27%

- **Strongly favor**
  - ALL ADULTS: 14%  
  - UNDER 65: 14%  
  - CURRENT WORKERS: 15%

- **Don’t know/Refused**
  - ALL ADULTS: 2%  
  - UNDER 65: 2%  
  - CURRENT WORKERS: 1%

- **Total**
  - ALL ADULTS: 100%  
  - UNDER 65: 100%  
  - CURRENT WORKERS: 100%

**Summary Table 2**

Would you favor or oppose establishing a new government program to provide 6 months of paid, job-protected, leave to workers after the birth or adoption of a child or to deal with their own or a family member’s serious illness?

What if this program cost you...

- ...$525 per year in higher taxes
  - AMONG ALL ADULTS: 48%  
  - FAVOR: 32%  
  - OPPOSE: 66%

- ...$750 per year in higher taxes
  - AMONG ALL ADULTS: 50%  
  - FAVOR: 31%  
  - OPPOSE: 68%

- ...$2,100 per year in higher taxes
  - AMONG ALL ADULTS: 28%  
  - FAVOR: 28%  
  - OPPOSE: 69%

11. Would you favor or oppose establishing a new government program to provide 6 months of paid, job-protected, leave to workers after the birth or adoption of a child or to deal with their own or a family member’s serious illness?

- **Net-favor**
  - ALL ADULTS: 48%  
  - UNDER 65: 52%  
  - CURRENT WORKERS: 49%

- **Net-oppose**
  - ALL ADULTS: 50%  
  - UNDER 65: 46%  
  - CURRENT WORKERS: 50%

- **Strongly oppose**
  - ALL ADULTS: 26%  
  - UNDER 65: 21%  
  - CURRENT WORKERS: 24%

- **Somewhat oppose**
  - ALL ADULTS: 24%  
  - UNDER 65: 24%  
  - CURRENT WORKERS: 26%

- **Somewhat favor**
  - ALL ADULTS: 26%  
  - UNDER 65: 28%  
  - CURRENT WORKERS: 25%

- **Strongly favor**
  - ALL ADULTS: 22%  
  - UNDER 65: 24%  
  - CURRENT WORKERS: 24%

- **Don’t know/Refused**
  - ALL ADULTS: 2%  
  - UNDER 65: 3%  
  - CURRENT WORKERS: 1%

- **Total**
  - ALL ADULTS: 100%  
  - UNDER 65: 100%  
  - CURRENT WORKERS: 100%
12. What if this cost you $525 in higher taxes each year... then would you favor or oppose establishing a new government program to provide 6 months of paid, job-protected, leave to workers after the birth or adoption of a child or to deal with their own or a family member's serious illness?

[ASK FORM A AND B]

<table>
<thead>
<tr>
<th></th>
<th>ALL ADULTS</th>
<th>UNDER 65</th>
<th>CURRENT WORKERS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Net-favor</strong></td>
<td>32%</td>
<td>35%</td>
<td>33%</td>
</tr>
<tr>
<td><strong>Net-oppose</strong></td>
<td>66%</td>
<td>62%</td>
<td>64%</td>
</tr>
<tr>
<td><strong>Strongly oppose</strong></td>
<td>39%</td>
<td>34%</td>
<td>36%</td>
</tr>
<tr>
<td><strong>Somewhat oppose</strong></td>
<td>27%</td>
<td>28%</td>
<td>28%</td>
</tr>
<tr>
<td><strong>Somewhat favor</strong></td>
<td>20%</td>
<td>21%</td>
<td>20%</td>
</tr>
<tr>
<td><strong>Strongly favor</strong></td>
<td>12%</td>
<td>14%</td>
<td>13%</td>
</tr>
<tr>
<td><strong>Don't know/Refused</strong></td>
<td>3%</td>
<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

13. What if this cost you $750 in higher taxes each year... then would you favor or oppose establishing a new government program to provide 6 months of paid, job-protected, leave to workers after the birth, or adoption, of a child - or to deal with their own or a family member's serious illness?

[ASK FORM C AND D]

<table>
<thead>
<tr>
<th></th>
<th>ALL ADULTS</th>
<th>UNDER 65</th>
<th>CURRENT WORKERS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Net-favor</strong></td>
<td>31%</td>
<td>35%</td>
<td>33%</td>
</tr>
<tr>
<td><strong>Net-oppose</strong></td>
<td>68%</td>
<td>64%</td>
<td>67%</td>
</tr>
<tr>
<td><strong>Strongly oppose</strong></td>
<td>41%</td>
<td>37%</td>
<td>41%</td>
</tr>
<tr>
<td><strong>Somewhat oppose</strong></td>
<td>27%</td>
<td>27%</td>
<td>26%</td>
</tr>
<tr>
<td><strong>Somewhat favor</strong></td>
<td>21%</td>
<td>23%</td>
<td>24%</td>
</tr>
<tr>
<td><strong>Strongly favor</strong></td>
<td>10%</td>
<td>12%</td>
<td>9%</td>
</tr>
<tr>
<td><strong>Don't know/Refused</strong></td>
<td>1%</td>
<td>1%</td>
<td>-1%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

14. What if this cost you $2,100 in higher taxes each year... then would you favor or oppose establishing a new government program to provide 6 months of paid, job-protected, leave to workers after the birth, or adoption, of a child - or to deal with their own or a family member's serious illness?

[ASK FORM E AND F]

<table>
<thead>
<tr>
<th></th>
<th>ALL ADULTS</th>
<th>UNDER 65</th>
<th>CURRENT WORKERS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Net-favor</strong></td>
<td>28%</td>
<td>32%</td>
<td>27%</td>
</tr>
<tr>
<td><strong>Net-oppose</strong></td>
<td>69%</td>
<td>66%</td>
<td>71%</td>
</tr>
<tr>
<td><strong>Strongly oppose</strong></td>
<td>44%</td>
<td>40%</td>
<td>44%</td>
</tr>
<tr>
<td><strong>Somewhat oppose</strong></td>
<td>26%</td>
<td>26%</td>
<td>27%</td>
</tr>
<tr>
<td><strong>Somewhat favor</strong></td>
<td>19%</td>
<td>21%</td>
<td>18%</td>
</tr>
<tr>
<td><strong>Strongly favor</strong></td>
<td>9%</td>
<td>11%</td>
<td>9%</td>
</tr>
<tr>
<td><strong>Don't know/Refused</strong></td>
<td>2%</td>
<td>3%</td>
<td>2%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>
15. Do you favor or oppose the government allowing workers to set money aside in a tax-advantaged savings account, like a 401(k), that can be used if they need to take family or medical leave?

- **Net favor**
  - ALL ADULTS: 78%
  - UNDER 65: 76%
  - CURRENT WORKERS: 80%
- **Net oppose**
  - ALL ADULTS: 20%
  - UNDER 65: 21%
  - CURRENT WORKERS: 18%
- Strongly oppose
  - ALL ADULTS: 9%
  - UNDER 65: 9%
  - CURRENT WORKERS: 7%
- Somewhat oppose
  - ALL ADULTS: 11%
  - UNDER 65: 12%
  - CURRENT WORKERS: 11%
- Somewhat favor
  - ALL ADULTS: 38%
  - UNDER 65: 37%
  - CURRENT WORKERS: 38%
- Strongly favor
  - ALL ADULTS: 40%
  - UNDER 65: 39%
  - CURRENT WORKERS: 42%
- Don’t know/Refused
  - ALL ADULTS: 2%
  - UNDER 65: 3%
  - CURRENT WORKERS: 2%
- Total
  - ALL ADULTS: 100%
  - UNDER 65: 100%
  - CURRENT WORKERS: 100%

16. Which of the following would be the best way to help you balance work and family?

- More affordable day care options
  - ALL ADULTS: 12%
  - UNDER 65: 12%
  - CURRENT WORKERS: 11%
  - MOTHER OF CHILDREN UNDER 3: 24%
  - PARENTS OF CHILDREN UNDER 18: 20%
- More flexible work schedules
  - ALL ADULTS: 29%
  - UNDER 65: 30%
  - CURRENT WORKERS: 34%
  - MOTHER OF CHILDREN UNDER 3: 22%
  - PARENTS OF CHILDREN UNDER 18: 26%
- Ability to work remotely/telecommuting
  - ALL ADULTS: 25%
  - UNDER 65: 24%
  - CURRENT WORKERS: 25%
  - MOTHER OF CHILDREN UNDER 3: 17%
  - PARENTS OF CHILDREN UNDER 18: 23%
- More paid maternity or paternity leave
  - ALL ADULTS: 7%
  - UNDER 65: 8%
  - CURRENT WORKERS: 6%
  - MOTHER OF CHILDREN UNDER 3: 12%
  - PARENTS OF CHILDREN UNDER 18: 10%
- Extended afterhours child care
  - ALL ADULTS: 4%
  - UNDER 65: 5%
  - CURRENT WORKERS: 4%
  - MOTHER OF CHILDREN UNDER 3: 10%
  - PARENTS OF CHILDREN UNDER 18: 7%
- Ability to work part-time hours
  - ALL ADULTS: 11%
  - UNDER 65: 11%
  - CURRENT WORKERS: 8%
  - MOTHER OF CHILDREN UNDER 3: 10%
  - PARENTS OF CHILDREN UNDER 18: 9%
- Other (Specify)
  - ALL ADULTS: 10%
  - UNDER 65: 8%
  - CURRENT WORKERS: 9%
  - MOTHER OF CHILDREN UNDER 3: 3%
  - PARENTS OF CHILDREN UNDER 18: 3%
- Don’t know/Refused
  - ALL ADULTS: 2%
  - UNDER 65: 3%
  - CURRENT WORKERS: 2%
  - MOTHER OF CHILDREN UNDER 3: 3%
  - PARENTS OF CHILDREN UNDER 18: 3%
- Total
  - ALL ADULTS: 100%
  - UNDER 65: 100%
  - CURRENT WORKERS: 100%
  - MOTHER OF CHILDREN UNDER 3: 100%
  - PARENTS OF CHILDREN UNDER 18: 100%
17. In the past several years, have you needed or wanted to take time off from work following the birth, or adoption, of a child - or to deal with your own or a family member’s serious illness? [SELECT ALL THAT APPLY]

a. Yes, following the birth or adoption of a child.
   - Want/need parental leave — Yes, in past 1 year
     - ALL ADULTS: 6.3%
     - UNDER 65: 7.5%
     - CURRENT WORKERS: 8.6%
   - Want/need parental leave — Yes, in past 2-3 years
     - ALL ADULTS: 10.3%
     - UNDER 65: 12.5%
     - CURRENT WORKERS: 11.2%
   - Want/need parental leave — No, not for this
     - ALL ADULTS: 84.2%
     - UNDER 65: 80.9%
     - CURRENT WORKERS: 81.6%

b. Yes, to care for a family member with a serious medical condition.
   - Want/need family medical leave — Yes, in past 1 year
     - ALL ADULTS: 10.9%
     - UNDER 65: 12.2%
     - CURRENT WORKERS: 13.7%
   - Want/need family medical leave — Yes, in past 2-3 years
     - ALL ADULTS: 13.5%
     - UNDER 65: 14.6%
     - CURRENT WORKERS: 15.5%
   - Want/need family medical leave — No, not for this
     - ALL ADULTS: 76.5%
     - UNDER 65: 74.3%
     - CURRENT WORKERS: 71.7%

c. Yes, to deal with your own serious medical condition.
   - Want/need personal medical leave — Yes, in past 1 year
     - ALL ADULTS: 12.1%
     - UNDER 65: 13.9%
     - CURRENT WORKERS: 13.4%
   - Want/need personal medical leave — Yes, in past 2-3 years
     - ALL ADULTS: 12.8%
     - UNDER 65: 13.8%
     - CURRENT WORKERS: 13.4%
   - Want/need personal medical leave — No, not for this
     - ALL ADULTS: 76.7%
     - UNDER 65: 74.4%
     - CURRENT WORKERS: 75.1%

### Summary Table 3

<table>
<thead>
<tr>
<th>Wanted/Needed Parental, Family, or Personal Medical Leave in Past 1 Year</th>
<th>ALL ADULTS</th>
<th>UNDER 65</th>
<th>CURRENT WORKERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net-want/need any type of leave within past 1 year</td>
<td>20.6%</td>
<td>23.4%</td>
<td>24.8%</td>
</tr>
<tr>
<td>- Want/need parental leave past 1 year</td>
<td>6.3%</td>
<td>7.5%</td>
<td>8.6%</td>
</tr>
<tr>
<td>- Want/need family medical leave past 1 year</td>
<td>10.9%</td>
<td>12.3%</td>
<td>13.7%</td>
</tr>
<tr>
<td>- Want/need personal medical leave past 1 year</td>
<td>12.1%</td>
<td>13.9%</td>
<td>13.4%</td>
</tr>
</tbody>
</table>
18. Thinking back over the previous (1 year), suppose a government paid leave program would have provided you with 66% of your current pay (but no more than $1000 per week) — for any length of time...
   • ... Following the birth or adoption of a child
   • ... To care for a family member with a serious medical condition
   • ... To deal with your own medical condition
If that had been available to you, how many weeks or months would you have taken off from work? (Respondents instructed to answer in weeks or months; responses shown in weeks)

<table>
<thead>
<tr>
<th>PREFERRED NUMBER OF WEEKS OF LEAVE TAKEN…</th>
<th>MEDIAN</th>
<th>MEAN</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. ... Following the birth or adoption of a child</td>
<td>9</td>
<td>13.4</td>
</tr>
<tr>
<td>b. ... To care for a family member with a serious medical condition</td>
<td>9</td>
<td>12.0</td>
</tr>
<tr>
<td>c. ... To deal with your own medical condition</td>
<td>9</td>
<td>14.2</td>
</tr>
</tbody>
</table>

**PREFERRED NUMBER OF WEEKS OF LEAVE TAKEN…**

a. Following the birth or adoption of a child
   - 1-2 weeks: 16%
   - 3-5 weeks: 10%
   - 6-8 weeks: 9%
   - 9-11 weeks: 17%
   - 12-24 weeks: 34%
   - More than a year: 14%

b. To care for a family member with a serious medical condition
   - 1-2 weeks: 28%
   - 3-5 weeks: 13%
   - 6-8 weeks: 3%
   - 9-11 weeks: 19%
   - 12-24 weeks: 24%
   - More than a year: 13%

c. To deal with your own medical condition
   - 1-2 weeks: 26%
   - 3-5 weeks: 9%
   - 6-8 weeks: 3%
   - 9-11 weeks: 16%
   - 12-24 weeks: 27%
   - More than a year: 20%
### Summary Table 4

<table>
<thead>
<tr>
<th>わん/Needed Any Type of Leave in Past 1 Year</th>
<th>PERCENT WANTED OF ALL ADULTS</th>
<th>PERCENT WANTED OF UNDER 65</th>
<th>PERCENT WANTED OF WORKERS</th>
<th>MEDIAN NUMBER OF WEEKS PREFERRED</th>
<th>AVERAGE NUMBER OF WEEKS PREFERRED</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wanted/need parental leave in past 1 year</td>
<td>20.6%</td>
<td>23.4%</td>
<td>24.8%</td>
<td>9</td>
<td>13.4</td>
</tr>
<tr>
<td>Wanted/need family medical leave in past 1 year</td>
<td>10.9%</td>
<td>12.2%</td>
<td>13.7%</td>
<td>9</td>
<td>12.0</td>
</tr>
<tr>
<td>Wanted/need personal medical leave in past 1 year</td>
<td>12.1%</td>
<td>13.9%</td>
<td>13.4%</td>
<td>9</td>
<td>14.2</td>
</tr>
</tbody>
</table>

19. In the last one to three years, have you taken any time off from work, even if only a few days, following the birth or adoption of your child or to deal with your own or a family member’s serious illness? (SELECT ALL THAT APPLY)

a. Yes—Took time off following the birth or adoption of a child.
   - Took parental leave—Yes, in past 1 year
   - Took parental leave—Yes, in past 2-3 years
   - Took parental leave—No, not for this

b. Yes, Took time off to care for a family member with a serious medical condition.
   - Took family medical leave—Yes, in past 1 year
   - Took family medical leave—Yes, in past 2-3 years
   - Took family medical leave—No, not for this

c. Yes, Took time off to deal with your own serious medical condition.
   - Took personal medical leave—Yes, in past 1 year
   - Took personal medical leave—Yes, in past 2-3 years
   - Took personal medical leave—No, not for this

### Summary Table 5

<table>
<thead>
<tr>
<th>Took Parental, Family, or Personal Medical Leave in Past 1 Year</th>
<th>ALL ADULTS</th>
<th>UNDER 65</th>
<th>CURRENT WORKERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net-took leave within past 1 year</td>
<td>18.8%</td>
<td>21.9%</td>
<td>23.7%</td>
</tr>
<tr>
<td>Took parental leave in past 1 year</td>
<td>6.7%</td>
<td>8.0%</td>
<td>7.8%</td>
</tr>
<tr>
<td>Took family medical leave in past 1 year</td>
<td>8.9%</td>
<td>10.0%</td>
<td>11.8%</td>
</tr>
<tr>
<td>Took personal medical leave in past 1 year</td>
<td>11.3%</td>
<td>13.1%</td>
<td>14.7%</td>
</tr>
</tbody>
</table>
### Summary Table 6

**Consumer Demand For Paid Leave Program**

*Estimating the percentage of Americans who would use a federal paid leave program within 1 year if established. Here are three separate ways to estimate demand:*

<table>
<thead>
<tr>
<th></th>
<th>ALL ADULTS</th>
<th>UNDER 65</th>
<th>CURRENT WORKERS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>a) Measured as those who said they wanted or needed leave in past 1 year</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net-wanted/needed leave in past 1 year</td>
<td>20.6%</td>
<td>23.4%</td>
<td>24.8%</td>
</tr>
<tr>
<td>Wanted/needed parental leave in past 1 year</td>
<td>6.3%</td>
<td>7.5%</td>
<td>8.6%</td>
</tr>
<tr>
<td>Wanted/needed family medical leave in past 1 year</td>
<td>10.9%</td>
<td>12.2%</td>
<td>13.7%</td>
</tr>
<tr>
<td>Wanted/needed personal medical leave in past 1 year</td>
<td>12.1%</td>
<td>13.9%</td>
<td>13.4%</td>
</tr>
<tr>
<td><strong>b) Measured as those who took unpaid or paid leave in past 1 year</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net-took leave in past 1 year</td>
<td>18.8%</td>
<td>21.9%</td>
<td>23.7%</td>
</tr>
<tr>
<td>Took parental leave in past 1 year</td>
<td>6.7%</td>
<td>8.0%</td>
<td>7.8%</td>
</tr>
<tr>
<td>Took family medical leave in past 1 year</td>
<td>8.9%</td>
<td>10.0%</td>
<td>11.8%</td>
</tr>
<tr>
<td>Took personal medical leave in past 1 year</td>
<td>11.3%</td>
<td>13.1%</td>
<td>14.7%</td>
</tr>
<tr>
<td><strong>c) Measured as those who wanted/needed or took leave in past 1 year</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net-wanted/needed/took leave in past 1 year</td>
<td>24.7%</td>
<td>28.2%</td>
<td>29.6%</td>
</tr>
<tr>
<td>Wanted/needed/took parental leave in past 1 year</td>
<td>9.1%</td>
<td>10.9%</td>
<td>10.8%</td>
</tr>
<tr>
<td>Wanted/needed/took family medical leave in past 1 year</td>
<td>13.7%</td>
<td>15.4%</td>
<td>16.4%</td>
</tr>
<tr>
<td>Wanted/needed/took personal medical leave in past 1 year</td>
<td>16.0%</td>
<td>18.3%</td>
<td>18.7%</td>
</tr>
</tbody>
</table>
20. What types of paid benefits, unpaid benefits, or personal savings did you use while you were taking time off from work? (SELECT ALL THAT APPLY)

a. Paid

- Employer-provided paid maternity or paternity benefits 75% 85% 75% 72%
- Short-term disability insurance benefits 11% 8% 8% 14%
- Paid vacation leave benefits 22% 19% 24% 21%
- Paid sick leave benefits 27% 22% 29% 31%
- Vacation or sick days donated to you from coworkers 11% 14% 8% 10%
- Unlimited paid leave plan benefits 8% 12% 7% 8%
- Consolidated paid time off benefits (or PTO bank) 12% 13% 14% 12%
- Other employer-provided paid leave benefits 12% 13% 12% 12%
- Government-provided paid leave benefits (e.g. state, city provided) 11% 18% 10% 13%

b. Unpaid

- Unpaid leave provided by employer 48% 53% 48% 52%
- Unpaid leave provided by the federal Family and Medical Leave Act (FMLA) 19% 28% 19% 20%
- Other unpaid benefit 10% 8% 10% 10%

c. Other

- I used personal savings 39% 38% 45% 43%
- I received financial help from family or friends 18% 18% 17% 18%

**SUMMARY**

- Employer or Govt Provided Paid Leave to Employee 75% 85% 75% 72%
- Employer Provided Some Paid Leave to Employee 72% 80% 73% 69%
- Govt Provided Some Paid Leave to Employee 11% 18% 10% 13%
- Employee Took At Least Some Unpaid Leave 48% 53% 48% 52%
- Employee Used Personal Savings for Leave 39% 38% 45% 43%
- Family and Friends Provided Help 18% 18% 17% 18%
21. About how many weeks of each of these benefits did you use?

a. Paid
- Employer-provided paid maternity or paternity benefits
  - Median: 3, Mean: 5.8
- Short-term disability insurance benefits
  - Median: 4, Mean: 10.5
- Paid vacation leave benefits
  - Median: 2, Mean: 2.5
- Paid sick leave benefits
  - Median: 2, Mean: 3.9
- Vacation or sick days donated to you from coworkers
  - Median: 2, Mean: 4.3
- Unlimited paid leave plan benefits
  - Median: 2, Mean: 3.2
- Consolidated paid time off benefits (or PTO bank)
  - Median: 2, Mean: 3.2
- Other employer-provided paid leave benefits
  - Median: 3, Mean: 4.7
- Government-provided paid leave benefits (e.g., state, city provided)
  - Median: 2, Mean: 5.4

b. Unpaid
- Unpaid leave provided by employer
  - Median: 2, Mean: 5.6
- Unpaid leave provided by the federal Family and Medical Leave Act (FMLA)
  - Median: 3, Mean: 6.4
- Other unpaid benefit
  - Median: 2, Mean: 4.1

**SUMMARY**
- Weeks taken from paid or unpaid source
  - Median: 5, Mean: 9.9
- Weeks taken from paid source
  - Median: 4, Mean: 7.4
- Weeks taken from unpaid source
  - Median: 3, Mean: 6.2

---

**Summary Table 7**

<table>
<thead>
<tr>
<th>PERCENT USED OF AMERICANS UNDER 65</th>
<th>PERCENT USED OF WORKERS</th>
<th>MEDIAN NUMBER OF WEEKS TAKEN</th>
<th>AVERAGE NUMBER OF WEEKS TAKEN</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage Who Took Leave in Past 1 Year and Average Number of Weeks Taken</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><em>Net-took any type of leave in past 1 year</em></td>
<td>21.9%</td>
<td>23.7%</td>
<td>5</td>
</tr>
<tr>
<td>Took parental leave in past 1 year</td>
<td>8.0%</td>
<td>7.8%</td>
<td>6</td>
</tr>
<tr>
<td>Took family medical leave in past 1 year</td>
<td>10.0%</td>
<td>11.8%</td>
<td>5</td>
</tr>
<tr>
<td>Took personal medical leave in past 1 year</td>
<td>13.1%</td>
<td>14.7%</td>
<td>5</td>
</tr>
</tbody>
</table>
22. Age Group

<table>
<thead>
<tr>
<th>Age Group</th>
<th>All Adults</th>
<th>Under 65</th>
<th>Current Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-29</td>
<td>22%</td>
<td>27%</td>
<td>23%</td>
</tr>
<tr>
<td>30-44</td>
<td>25%</td>
<td>31%</td>
<td>32%</td>
</tr>
<tr>
<td>45-64</td>
<td>34%</td>
<td>42%</td>
<td>38%</td>
</tr>
<tr>
<td>65+</td>
<td>19%</td>
<td>7%</td>
<td>4%</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

23. What racial or ethnic group best describes you?

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>All Adults</th>
<th>Under 65</th>
<th>Current Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>64%</td>
<td>61%</td>
<td>67%</td>
</tr>
<tr>
<td>Black</td>
<td>12%</td>
<td>13%</td>
<td>11%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>16%</td>
<td>17%</td>
<td>15%</td>
</tr>
<tr>
<td>Asian</td>
<td>3%</td>
<td>3%</td>
<td>2%</td>
</tr>
<tr>
<td>Native American</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Mixed</td>
<td>2%</td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td>Other</td>
<td>2%</td>
<td>2%</td>
<td>3%</td>
</tr>
<tr>
<td>Middle Eastern</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

24. Which of the following best describes your current employment status?

<table>
<thead>
<tr>
<th>Employment Status</th>
<th>All Adults</th>
<th>Under 65</th>
<th>Current Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time</td>
<td>37%</td>
<td>43%</td>
<td>78%</td>
</tr>
<tr>
<td>Part-time</td>
<td>10%</td>
<td>11%</td>
<td>22%</td>
</tr>
<tr>
<td>Temporarily laid off</td>
<td>1%</td>
<td>1%</td>
<td>2%</td>
</tr>
<tr>
<td>Unemployed</td>
<td>7%</td>
<td>9%</td>
<td>5%</td>
</tr>
<tr>
<td>Retired</td>
<td>20%</td>
<td>7%</td>
<td>2%</td>
</tr>
<tr>
<td>Permanently disabled</td>
<td>8%</td>
<td>9%</td>
<td>7%</td>
</tr>
<tr>
<td>Homemaker</td>
<td>9%</td>
<td>11%</td>
<td>2%</td>
</tr>
<tr>
<td>Student</td>
<td>6%</td>
<td>7%</td>
<td>1%</td>
</tr>
<tr>
<td>Other</td>
<td>2%</td>
<td>2%</td>
<td>3%</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>

25. What is the highest level of education you have completed?

<table>
<thead>
<tr>
<th>Level of Education</th>
<th>All Adults</th>
<th>Under 65</th>
<th>Current Workers</th>
</tr>
</thead>
<tbody>
<tr>
<td>No high school</td>
<td>9%</td>
<td>10%</td>
<td>4%</td>
</tr>
<tr>
<td>High school graduate</td>
<td>31%</td>
<td>29%</td>
<td>25%</td>
</tr>
<tr>
<td>Some college</td>
<td>20%</td>
<td>21%</td>
<td>15%</td>
</tr>
<tr>
<td>2-year college</td>
<td>12%</td>
<td>11%</td>
<td>12%</td>
</tr>
<tr>
<td>4-year college</td>
<td>18%</td>
<td>19%</td>
<td>24%</td>
</tr>
<tr>
<td>Post-graduate</td>
<td>10%</td>
<td>10%</td>
<td>15%</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
</tr>
</tbody>
</table>
26. What is your gender?

- Male 49% 50% 55%
- Female 51% 50% 45%
- Total 100% 100% 100%

27. What is your marital status?

- Married 49% 46% 50%
- Separated 1% 2% 1%
- Divorced 11% 9% 10%
- Widowed 5% 3% 3%
- Never married 29% 35% 30%
- Domestic / civil partnership 6% 7% 7%
- Total 100% 100% 100%

28. What is your income?

- Under $20K 18% 20% 11%
- $20K-$40K 22% 22% 20%
- $40K-$60K 15% 15% 16%
- $60K-$80K 11% 11% 14%
- $80K-$120K 11% 11% 14%
- $125K+ 9% 9% 14%
- Refused 14% 13% 11%
- Total 100% 100% 100%

29. Generally speaking, do you think of yourself as a ...

- Democrat 30% 30% 31%
- Independent 45% 47% 44%
- Republican 25% 23% 25%
- Total 100% 100% 100%

30. Ideology

- Very liberal 11% 13% 14%
- Liberal 16% 15% 14%
- Moderate 29% 29% 32%
- Conservative 19% 17% 19%
- Very conservative 11% 11% 10%
- Not sure 14% 16% 11%
- Total 100% 100% 100%
SURVEY METHODOLOGY

The Cato Institute 2018 Paid Leave Survey was conducted by the Cato Institute in collaboration with YouGov who fielded the survey. YouGov interviewed 1,919 American adults from October 1-4, 2018 who were then matched into a nationally representative sample of 1,700 Americans aged 18 and older. This includes an oversample of 200 mothers with children under three years old, collected in addition to any mothers with young children who are part of the general sample. The margin of error is +/- 2.4 percentage points. This does not include other sources of non-sampling error, such as selection bias in panel participation or response to a particular survey. Questions and responses were randomized when feasible. YouGov conducted the survey online with its proprietary Web-enabled survey software. Restrictions are put in place to ensure that only the people selected and contacted by YouGov are allowed to participate.

Respondents were matched to a sampling frame on gender, age, race, education, party identification, ideology, and political interest. The frame was constructed by stratified sampling from the full 2010 American Community Survey (ACS) sample with selection within strata by weighted sampling with replacements (using the person weights on the public use file). Data on interest in politics and party identification were then matched to this frame from the 2007 Pew Religious Life Survey as well as other media polls. Each set of matched cases were weighted to its sampling frame using propensity scores. The matched cases and the frame were combined and a logistic regression was estimated for inclusion in the frame. The propensity score function included age, gender, race/ethnicity, years of education, ideology, non-identification with a major party, political interest, and census region. The propensity scores were grouped into deciles of the estimated propensity score in the frame and post-stratified according to these deciles. For the final dataset, both samples were combined, and the sample weights were post-stratified to match the full stratification of a five-category age, four-category race, two-category gender, and four-category education.