

Cato Institute 2018 Paid Leave Survey

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N=1,700

Margin of error +/- 2.4%. Columns may not add up to 100% due to rounding.

Summary Table 1

	AMONG ALL ADULTS	
	FAVOR	OPPOSE
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?	74%	25%
What if this program cost you...		
■ ...\$200 per year in higher taxes	54%	44%
■ ...\$450 per year in higher taxes	48%	52%
■ ...\$1200 per year in higher taxes	43%	56%
What if this meant....		
■ ...government had to cut funding for other programs like education, Social Security, and Medicare	21%	76%
■ ...women would be less likely to get promoted or fewer women would become managers at their jobs	29%	69%
■ ...your employer reduced other benefits you receive such as fewer health care benefits or vacation days	29%	68%
■ ...families who don't use the paid leave program would still be required to pay higher taxes to provide benefits to other workers	36%	62%
■ ...you'd get smaller pay raises in the future	38%	60%
■ ...the national deficit would go up	40%	57%

ALL ADULTS	UNDER 65	CURRENT WORKERS
■ <i>Net-favor</i>	74%	76%
■ <i>Net-oppose</i>	25%	23%
■ Strongly oppose	9%	9%
■ Somewhat oppose	16%	15%
■ Somewhat favor	29%	29%
■ Strongly favor	45%	47%
■ Don't know/Refused	1%	1%
■ Total	100%	100%
■ <i>Net-favor</i>	54%	56%
■ <i>Net-oppose</i>	44%	41%
■ Strongly oppose	19%	15%
■ Somewhat oppose	25%	25%
■ Somewhat favor	28%	29%
■ Strongly favor	25%	27%
■ Don't know/Refused	2%	3%
■ Total	100%	100%
■ <i>Net-favor</i>	48%	50%
■ <i>Net-oppose</i>	52%	49%
■ Strongly oppose	30%	27%
■ Somewhat oppose	22%	22%
■ Somewhat favor	26%	27%
■ Strongly favor	22%	23%
■ Don't know/Refused	<1%	<1%
■ Total	100%	100%

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?

- *Net-favor*
- *Net-oppose*
- Strongly oppose
- Somewhat oppose
- Somewhat favor
- Strongly favor
- Don't know/Refused
- Total

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]

- *Net-favor*
- *Net-oppose*
- Strongly oppose
- Somewhat oppose
- Somewhat favor
- Strongly favor
- Don't know/Refused
- Total

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]

- *Net-favor*
- *Net-oppose*
- Strongly oppose
- Somewhat oppose
- Somewhat favor
- Strongly favor
- Don't know/Refused
- Total

ALL ADULTS	UNDER 65	CURRENT WORKERS
■ <i>Net-favor</i>	43%	46%
■ <i>Net-oppose</i>	56%	53%
■ Strongly oppose	30%	26%
■ Somewhat oppose	26%	27%
■ Somewhat favor	27%	30%
■ Strongly favor	16%	16%
■ Don't know/Refused	1%	1%
■ Total	100%	100%
■ <i>Net-favor</i>	38%	42%
■ <i>Net-oppose</i>	60%	56%
■ Strongly oppose	30%	26%
■ Somewhat oppose	30%	31%
■ Somewhat favor	24%	26%
■ Strongly favor	14%	15%
■ Don't know/Refused	2%	2%
■ Total	100%	100%
■ <i>Net-favor</i>	29%	32%
■ <i>Net-oppose</i>	68%	65%
■ Strongly oppose	37%	34%
■ Somewhat oppose	31%	31%
■ Somewhat favor	21%	23%
■ Strongly favor	8%	9%
■ Don't know/Refused	3%	3%
■ Total	100%	100%

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*
- *Net-oppose*
- Strongly oppose
- Somewhat oppose
- Somewhat favor
- Strongly favor
- Don't know/Refused
- Total

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*
- *Net-oppose*
- Strongly oppose
- Somewhat oppose
- Somewhat favor
- Strongly favor
- Don't know/Refused
- Total

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*
- *Net-oppose*
- Strongly oppose
- Somewhat oppose
- Somewhat favor
- Strongly favor
- Don't know/Refused
- Total

ALL ADULTS	UNDER 65	CURRENT WORKERS
■ <i>Net-favor</i>	40%	43%
■ <i>Net-oppose</i>	57%	54%
■ Strongly oppose	28%	23%
■ Somewhat oppose	29%	31%
■ Somewhat favor	26%	28%
■ Strongly favor	15%	15%
■ Don't know/Refused	2%	3%
■ Total	100%	100%
■ <i>Net-favor</i>	21%	25%
■ <i>Net-oppose</i>	76%	72%
■ Strongly oppose	43%	37%
■ Somewhat oppose	33%	35%
■ Somewhat favor	16%	19%
■ Strongly favor	5%	6%
■ Don't know/Refused	3%	3%
■ Total	100%	100%
■ <i>Net-favor</i>	29%	32%
■ <i>Net-oppose</i>	69%	66%
■ Strongly oppose	33%	31%
■ Somewhat oppose	36%	35%
■ Somewhat favor	19%	21%
■ Strongly favor	11%	11%
■ Don't know/Refused	2%	1%
■ Total	100%	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*
- *Net-oppose*
- Strongly oppose
- Somewhat oppose
- Somewhat favor
- Strongly favor
- Don't know/Refused
- Total

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*
- *Net-oppose*
- Strongly oppose
- Somewhat oppose
- Somewhat favor
- Strongly favor
- Don't know/Refused
- Total

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*
- *Net-oppose*
- Strongly oppose
- Somewhat oppose
- Somewhat favor
- Strongly favor
- Don't know/Refused
- Total

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*
- *Net-oppose*
- Strongly oppose
- Somewhat oppose
- Somewhat favor
- Strongly favor
- Don't know/Refused
- Total

ALL ADULTS	UNDER 65	CURRENT WORKERS
36%	37%	41%
62%	61%	58%
34%	32%	35%
29%	29%	23%
22%	23%	27%
14%	14%	15%
2%	2%	1%
100%	100%	100%

Summary Table 2

	AMONG ALL ADULTS	
	FAVOR	OPPOSE
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?	48%	50%
What if this program cost you...		
■ ...\$525 per year in higher taxes	32%	66%
■ ...\$750 per year in higher taxes	31%	68%
■ ...\$2,100 per year in higher taxes	28%	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*
- *Net-oppose*
- Strongly oppose
- Somewhat oppose
- Somewhat favor
- Strongly favor
- Don't know/Refused
- Total

ALL ADULTS	UNDER 65	CURRENT WORKERS
48%	52%	49%
50%	46%	50%
26%	21%	24%
24%	24%	26%
26%	28%	25%
22%	24%	24%
2%	3%	1%
100%	100%	100%

ALL ADULTS	UNDER 65	CURRENT WORKERS
■ <i>Net-favor</i>	32%	35%
■ <i>Net-oppose</i>	66%	62%
■ Strongly oppose	39%	34%
■ Somewhat oppose	27%	28%
■ Somewhat favor	20%	21%
■ Strongly favor	12%	14%
■ Don't know/Refused	3%	3%
■ Total	100%	100%
■ <i>Net-favor</i>	31%	35%
■ <i>Net-oppose</i>	68%	64%
■ Strongly oppose	41%	37%
■ Somewhat oppose	27%	27%
■ Somewhat favor	21%	23%
■ Strongly favor	10%	12%
■ Don't know/Refused	1%	1%
■ Total	100%	100%
■ <i>Net-favor</i>	28%	32%
■ <i>Net-oppose</i>	69%	66%
■ Strongly oppose	44%	40%
■ Somewhat oppose	26%	26%
■ Somewhat favor	19%	21%
■ Strongly favor	9%	11%
■ Don't know/Refused	2%	3%
■ Total	100%	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]

■ <i>Net-favor</i>	32%	35%	33%
■ <i>Net-oppose</i>	66%	62%	64%
■ Strongly oppose	39%	34%	36%
■ Somewhat oppose	27%	28%	28%
■ Somewhat favor	20%	21%	20%
■ Strongly favor	12%	14%	13%
■ Don't know/Refused	3%	3%	3%
■ Total	100%	100%	100%

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]

■ <i>Net-favor</i>	31%	35%	33%
■ <i>Net-oppose</i>	68%	64%	67%
■ Strongly oppose	41%	37%	41%
■ Somewhat oppose	27%	27%	26%
■ Somewhat favor	21%	23%	24%
■ Strongly favor	10%	12%	9%
■ Don't know/Refused	1%	1%	<1%
■ Total	100%	100%	100%

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]

■ <i>Net-favor</i>	28%	32%	27%
■ <i>Net-oppose</i>	69%	66%	71%
■ Strongly oppose	44%	40%	44%
■ Somewhat oppose	26%	26%	27%
■ Somewhat favor	19%	21%	18%
■ Strongly favor	9%	11%	9%
■ Don't know/Refused	2%	3%	2%
■ Total	100%	100%	100%

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*
- *Net-oppose*
- Strongly oppose
- Somewhat oppose
- Somewhat favor
- Strongly favor
- Don't know/Refused
- Total

ALL ADULTS	UNDER 65	CURRENT WORKERS
78%	76%	80%
20%	21%	18%
9%	9%	7%
11%	12%	11%
38%	37%	38%
40%	39%	42%
2%	3%	2%
100%	100%	100%

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

- More affordable day care options
- More flexible work schedules
- Ability to work remotely/telecommuting
- More paid maternity or paternity leave
- Extended afterhours child care
- Ability to work part-time hours
- Other (Specify)
- Don't know/Refused
- Total

ALL ADULTS	UNDER 65	CURRENT WORKERS	MOTHER OF CHILDREN UNDER 3	PARENTS OF CHILDREN UNDER 18
12%	12%	11%	24%	20%
29%	30%	34%	22%	26%
25%	24%	25%	17%	23%
7%	8%	6%	12%	10%
4%	5%	4%	10%	7%
11%	11%	8%	10%	9%
10%	8%	9%	3%	3%
2%	3%	2%	3%	3%
100%	100%	100%	100%	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 6.3%
- Want/need-parental leave—Yes, in past 2-3 years 10.3%
- Want/need-parental leave—No, not for this 84.2%

b. Yes, to care for a family member with a serious medical condition.

- Want/need-family medical leave—Yes, in past 1 year 10.9%
- Want/need-family medical leave—Yes, in past 2-3 years 13.5%
- Want/need-family medical leave—No, not for this 76.5%

c. Yes, to deal with your own serious medical condition.

- Want/need-personal medical leave—Yes, in past 1 year 12.1%
- Want/need-personal medical leave—Yes, in past 2-3 years 12.8%
- Want/need-personal medical leave—No, not for this 76.7%

ALL ADULTS	UNDER 65	CURRENT WORKERS

Summary Table 3

	ALL ADULTS	UNDER 65	CURRENT WORKERS
Wanted/Needed Parental, Family, or Personal Medical Leave in Past 1 Year			
<i>Net—want/need any type of leave within past 1 year</i>	20.6%	23.4%	24.8%
■ Want/need-parental leave past 1 year	6.3%	7.5%	8.6%
■ Want/need-family medical leave past 1 year	10.9%	12.2%	13.7%
■ Want/need-personal medical leave past 1 year	12.1%	13.9%	13.4%

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)

**IDEAL NUMBER OF WEEKS
TAKEN: AMONG THOSE WHO
WANTED TO TAKE LEAVE IN
THE PAST 1 YEAR**

PREFERRED NUMBER OF WEEKS OF LEAVE TAKEN...	MEDIAN	MEAN
a. ...Following the birth or adoption of a child	9	13.4
b. ...To care for a family member with a serious medical condition	9	12.0
c. ...To deal with your own medical condition	9	14.2

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

	PERCENT WANTED OF ALL ADULTS	PERCENT WANTED OF UNDER 65	PERCENT WANTED OF WORKERS	MEDIAN NUMBER OF WEEKS PREFERRED	AVERAGE NUMBER OF WEEKS PREFERRED
The percentage who wanted/needed any type of leave within past 1 year					
Wanted/Needed Any Type of Leave in Past 1 Year	20.6%	23.4%	24.8%		
■ Want/need parental leave in past 1 year	6.3%	7.5%	8.6%	9	13.4
■ Want/need family medical leave in past 1 year	10.9%	12.2%	13.7%	9	12.0
■ Want/need personal medical leave in past 1 year	12.1%	13.9%	13.4%	9	14.2

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.

ALL ADULTS	UNDER 65	CURRENT WORKERS	
■ Took parental leave—Yes, in past 1 year	6.7%	8.0%	7.8%
■ Took parental leave—Yes, in past 2-3 years	8.0%	9.7%	10.5%
■ Took parental leave—No, not for this	86.0%	83.1%	82.7%

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	8.9%	10.0%	11.8%
■ Took family medical leave—Yes, in past 2-3 years	12.5%	13.5%	13.0%
■ Took family medical leave—No, not for this	79.4%	77.5%	76.2%

c. Yes, Took time off to deal with your own serious medical condition.

■ Took personal medical leave—Yes, in past 1 year	11.3%	13.1%	14.7%
■ Took personal medical leave—Yes, in past 2-3 years	14.0%	14.9%	14.7%
■ Took personal medical leave—No, not for this	76.0%	73.4%	72.0%

Summary Table 5

	ALL ADULTS	UNDER 65	CURRENT WORKERS
Took Parental, Family, or Personal Medical Leave in Past 1 Year			
<i>Net—took leave within past 1 year</i>	18.8%	21.9%	23.7%
■ Took parental leave in past 1 year	6.7%	8.0%	7.8%
■ Took family medical leave in past 1 year	8.9%	10.0%	11.8%
■ Took personal medical leave in past 1 year	11.3%	13.1%	14.7%

Summary Table 6

	ALL ADULTS	UNDER 65	CURRENT WORKERS
Consumer Demand For Paid Leave Program <i>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:</i>			
a) Measured as those who said they wanted or needed leave in past 1 year			
<i>Net-wanted/needed leave in past 1 year</i>	20.6%	23.4%	24.8%
■ Wanted/needed parental leave in past 1 year	6.3%	7.5%	8.6%
■ Wanted/needed family medical leave in past 1 year	10.9%	12.2%	13.7%
■ Wanted/needed personal medical leave in past 1 year	12.1%	13.9%	13.4%
b) Measured as those who took unpaid or paid leave in past 1 year			
<i>Net-took leave in past 1 year</i>	18.8%	21.9%	23.7%
■ Took parental leave in past 1 year	6.7%	8.0%	7.8%
■ Took family medical leave in past 1 year	8.9%	10.0%	11.8%
■ Took personal medical leave in past 1 year	11.3%	13.1%	14.7%
c) Measured as those who wanted/needed or took leave in past 1 year			
<i>Net-wanted/needed/took leave in past 1 year</i>	24.7%	28.2%	29.6%
■ Wanted/needed/took parental leave in past 1 year	9.1%	10.9%	10.8%
■ Wanted/needed/took family medical leave in past 1 year	13.7%	15.4%	16.4%
■ Wanted/needed/took personal medical leave in past 1 year	16.0%	18.3%	18.7%

AMONG THOSE WHO TOOK LEAVE IN PAST 1 YEAR

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
- Short-term disability insurance benefits
- Paid vacation leave benefits
- Paid sick leave benefits
- Vacation or sick days donated to you from coworkers
- Unlimited paid leave plan benefits
- Consolidated paid time off benefits (or PTO bank)
- Other employer-provided paid leave benefits
- Government-provided paid leave benefits (e.g. state, city provided)

b. Unpaid

- Unpaid leave provided by employer
- Unpaid leave provided by the federal Family and Medical Leave Act (FMLA)
- Other unpaid benefit

c. Other

- I used personal savings
- I received financial help from family or friends

SUMMARY

- Employer or Govt Provided Paid Leave to Employee
- Employer Provided Some Paid Leave to Employee
- Govt Provided Some Paid Leave to Employee
- Employee Took At Least Some Unpaid Leave
- Employee Used Personal Savings for Leave
- Family and Friends Provided Help

ALL LEAVE	PARENTAL LEAVE	FAMILY MEDICAL LEAVE	PERSONAL MEDICAL LEAVE
75%	85%	75%	72%
16%			
11%	8%	8%	14%
22%	19%	24%	21%
27%	22%	29%	31%
11%	14%	8%	10%
8%	12%	7%	8%
12%	13%	14%	12%
12%	13%	12%	12%
11%	18%	10%	13%
48%	53%	48%	52%
25%	24%	26%	28%
19%	28%	19%	20%
10%	8%	10%	10%
39%	38%	45%	43%
18%	18%	17%	18%
75%	85%	75%	72%
72%	80%	73%	69%
11%	18%	10%	13%
48%	53%	48%	52%
39%	38%	45%	43%
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
- Short-term disability insurance benefits
- Paid vacation leave benefits
- Paid sick leave benefits
- Vacation or sick days donated to you from coworkers
- Unlimited paid leave plan benefits
- Consolidated paid time off benefits (or PTO bank)
- Other employer-provided paid leave benefits
- Government-provided paid leave benefits (e.g. state, city provided)

b. Unpaid

- Unpaid leave provided by employer
- Unpaid leave provided by the federal Family and Medical Leave Act (FMLA)
- Other unpaid benefit

SUMMARY

- Weeks taken from paid or unpaid source
- Weeks taken from paid source
- Weeks taken from unpaid source

ALL TYPES OF LEAVE		PARENTAL LEAVE		FAMILY LEAVE		PERSONAL LEAVE	
Median	Mean	Median	Mean	Median	Mean	Median	Mean
3	5.8	6	7.5				
4	10.5	4	6.2	6	9.9	6	11.6
2	2.5	2	2.8	2	2.7	2	2.5
2	3.9	2	6.7	2	4.8	2	2.7
2	4.3	4	4.0	4	6.5	2	5.4
2	3.2	2	3.5	3	2.5	3	2.9
2	3.2	2	4.6	2	3.8	2	2.5
3	4.7	4	5.1	2	4.3	2	3.3
2	5.4	2	3.8	2	6.8	2	5.4
2	5.6	3	4.7	2	4.6	2	5.8
3	6.4	4	6.4	3	7.5	2	4.9
2	4.1	2	3.9	2	5.5	2	2.1
5	9.9	6	10.6	5	10.7	5	9.8
4	7.4	5	7.9	4	8.0	4	7.4
3	6.2	4	6.1	3	6.5	3	5.4

Summary Table 7

	PERCENT USED OF AMERICANS UNDER 65	PERCENT USED OF WORKERS	MEDIAN NUMBER OF WEEKS TAKEN	AVERAGE NUMBER OF WEEKS TAKEN
Percentage Who Took Leave in Past 1 Year and Average Number of Weeks Taken				
<i>Net-took any type of leave in past 1 year</i>	21.9%	23.7%	5	9.9
■ Took parental leave in past 1 year	8.0%	7.8%	6	10.6
■ Took family medical leave in past 1 year	10.0%	11.8%	5	10.7
■ Took personal medical leave in past 1 year	13.1%	14.7%	5	9.8

	ALL ADULTS	UNDER 65	CURRENT WORKERS
22. Age Group			
■ 18-29	22%	27%	23%
■ 30-44	25%	31%	32%
■ 45-64	34%	42%	38%
■ 65+	19%		7%
■ Total	100%	100%	100%
23. What racial or ethnic group best describes you?			
■ White	64%	61%	67%
■ Black	12%	13%	11%
■ Hispanic	16%	17%	15%
■ Asian	3%	3%	2%
■ Native American	1%	1%	1%
■ Mixed	2%	2%	2%
■ Other	2%	2%	3%
■ Middle Eastern	1%	1%	1%
■ Total	100%	100%	100%
24. Which of the following best describes your current employment status?			
■ Full-time	37%	43%	78%
■ Part-time	10%	11%	22%
■ Temporarily laid off	1%	1%	
■ Unemployed	7%	9%	
■ Retired	20%	7%	
■ Permanently disabled	8%	9%	
■ Homemaker	9%	11%	
■ Student	6%	7%	
■ Other	2%	2%	
■ Total	100%	100%	100%
25. What is the highest level of education you have completed?			
■ No high school	9%	10%	4%
■ High school graduate	31%	29%	25%
■ Some college	20%	21%	20%
■ 2-year college	12%	11%	12%
■ 4-year college	18%	19%	24%
■ Post-graduate	10%	10%	15%
■ Total	100%	100%	100%

	ALL ADULTS	UNDER 65	CURRENT WORKERS
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.