



Connecticut Campaign for

# PAID FAMILY LEAVE

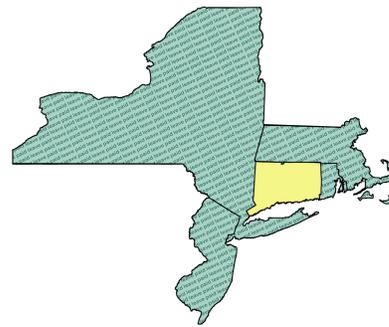
## Women Need Paid Family & Medical Leave

In circumstances that are already life-altering – such as the birth of a new baby or terminal diagnosis of an elderly parent – women should not have to carry the financial burden of unpaid leave.

### WHY DO WE NEED IT?

- An estimated **66%** of caregivers are female. **One-third**, or **34%** take care of two of more people.
- Women's wages support their households. In Connecticut, **81%** of Black mothers, **66%** of Latina mothers and **48%** of white mothers are key family breadwinners.
- Women have a greater chance of falling into poverty because they generally have lower incomes and fewer financial resources.
- Women who do not receive paid leave are more likely to leave the labor force to care for their families or health.
- In Connecticut, women make up nearly half, about **49%** of the labor force and more than **one-quarter** or **28%** of its business owners.
- There is a gap in labor force participation between men and women of about **10%** in Connecticut, largely because the American does not practice family friendly policies.

**IT'S TIME TO  
MAKE CT NEXT.**



White, non-Hispanic women in Connecticut are currently paid **82 cents** for every dollar paid to white, non-Hispanic men. The gap for women of color is even larger. **Black women are paid 58 cents, Asian women are paid 80 cents, and Latinas are paid just 47 cents** for every dollar paid to white, nonHispanic men. In balancing caregiving and job responsibilities, women workers (especially workers of color) may need to reduce hours or leave the workforce entirely, resulting in fewer opportunities for raises and promotions.

**Learn more: [www.paidfamilyleavect.org](http://www.paidfamilyleavect.org)**

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End Note:  
Feinberg, L. (September, 2018). Breaking New Ground: Supporting Employed Family Caregivers with Workplace Leave Policies. Retrieved from <https://www.aarp.org/content/dam/aarp/ppi/2018/08/breaking-new-ground-supporting-employed-family-caregivers-with-workplace-leave-policies.pdf>  
National Partnership for Women & Families. (January 2018). *Paid Leave Means A Stronger Connecticut*. Retrieved from <http://www.nationalpartnership.org/research-library/work-family/paid-leave/paid-leave-means-a-stronger-connecticut.pdf>  
National Partnership for Women & Families. (April 2017). *Connecticut Women and the Wage Gap*. Retrieved from <http://www.nationalpartnership.org/research-library/workplace-fairness/fair-pay/4-2017-ct-wage-gap.pdf>