

Paid Family Leave											
Title	Author(s)	Year	Publication Source	Sample Size (N)	Sample Composition	Data Source	Independent Variable(s)	Dependent Variable(s)	Summary of Findings	Limitations to Causal Inference	Exclusion Criteria
Paid maternity leave in the United States: Associations with maternal and infant health	Jou, J., Kozhimannil, K., Abraham, J., Blewett, L., McGovern, P.	2018	<i>Maternal and Child Health Journal</i>	Final sample was 700 women who indicated in the follow-up survey that they were working part- or full-time during pregnancy	National survey of women 18-45 who gave birth 2011-2012. Two waves: core and follow-up.	Listening to Mothers III Survey	• Use and duration of paid maternity leave	• Infant health • Maternal physical health • Maternal mental health • Maternal health behaviors	• Reduced odds of re-hospitalizing infants • Reduced mothers' odds of being re-hospitalized • Improved reports of mothers doing better with exercise routines and stress management		Did not address statewide policy
Paid family leave on breastfeeding: A quasi-experimental study of US policies	Hamad, R., Modrek, S., White, J.	2019	<i>American Journal of Public Health</i>	306,266	Large, diverse sample of children born during 2001 to 2013; analytic samples for California and New Jersey compared to other states with no PFL policy	National Immunization Survey waves (2003-2015)	• US state-level paid family leave policies	7 breastfeeding outcomes: • Ever breastfed • Exclusively breastfed at 3 months • Exclusively breastfed at 6 months • Any breastfeeding at 6 months • Any breastfeeding at 12 months • Days of exclusive breastfeeding • Days of any breastfeeding	• Improved the number of children exclusively breastfed at 6 months • Null effect on other measures		
The effect of paid leave on maternal mental health	Mandal, B.	2018	<i>Maternal and Child Health Journal</i>	3,850	Women who worked full-time before childbirth	Early Childhood Longitudinal Study-Birth Cohort	• Weeks of leave taken • Whether leave was paid or unpaid	• Mental health outcomes, as reported in the Center for Epidemiologic Studies Depression (CESD) scale	• CESD score of women who returned to work improved (less depression) • Shorter leave was associated with adverse effects on mental health • Returning to work within 12 weeks was associated with higher CESD score • Paid leave improved CESD of women overall		Did not address statewide policy
Maternity leave, early maternal employment and child health and development in the US	Berger, L., Hill, J., Waldfogel, J.	2005	<i>The Economic Journal</i>	1,907	Mothers who were working during the 3 months prior to birth (applicable group for maternity leave)	National Longitudinal Survey of Youth (1987 to 2000)	• Mothers' return to work within 12 weeks of giving birth	• Effects on child's regular medical checkups and breastfeeding • Cognitive and behavioral scores of the child at age 3	• Reduced likelihood of children receiving well-baby care • Reduced likelihood and duration of children being breastfed • Reduced likelihood of children receiving all immunizations		Did not address statewide policy
The effects of maternity leave on children's birth and infant health outcomes in the United States	Rossin, M.	2011	<i>Journal of Health Economics</i>	5,806,669	Treatment and control states pre- and post-passage of FMLA	National Center for Health Statistics Vital Statistics (1989-1997)	• Use of unpaid maternal leave	• Birthweight • Premature births • Infant mortality	• Improved birthweight • Reduced likelihood of premature birth • Reduced infant mortality for children of college-educated and married mothers (those most able to access FMLA)		Examines FMLA but not paid leave
Paid parental leave laws in the United States: Does short-duration leave affect women's labor-force attachment?	Byker, T.	2016	<i>American Economic Review</i>	1,259 treatment, 1,557 control	All women ages 24-45 who give birth during one of the survey panels	Survey of Income and Program Participation Panels (1996-2008)	• Short-duration paid parental leave in California and New Jersey	• Women's labor-force attachment around childbirth	• Short-duration paid leave improved labor-force attachment in months surrounding birth, particularly for less-educated women		

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The impact of the Family and Medical Leave Act	Waldfoegel, J.	1999	<i>Journal of Policy Analysis and Management</i>	23,265 treatment; 65,965 control	Women ages 19 to 45 with children, and women ages 19 to 45 with children under 1 year, compared to women with no children and similar-age men	March Current Population Survey 1992-1995, Bureau of Labor Statistics' Employee Benefits Survey	FMLA	<ul style="list-style-type: none"> Coverage Whether the mother took leave Employment Earnings 	<ul style="list-style-type: none"> Improved employment of women with child under 1 in 1995 Improved wages for women in very small firms (1-24 employees) Improved percentage with health coverage during leave, extended leave or protected job for first time 		Examines FMLA but not paid leave
Paid maternity leave and breastfeeding outcomes	Mirkovic, K., Perrine, C., Scanlon, K.	2016	<i>Birth Issues in Perinatal Care</i>	2,635 mother/infant dyads	Women (ages 15-44) who worked before giving birth, full-term births	US National Survey of Family Growth (2006-2010)	Maternity leave coverage (weeks of paid leave taken)	Breastfeeding initiation and duration	<ul style="list-style-type: none"> Improved likelihood of initiating breastfeeding Improved likelihood of breastfeeding at 6 months Null effect for the likelihood of women breastfeeding 6 months or more among women who initiated breastfeeding 		Did not address statewide policy
The effects of California's paid family leave program on mothers' leave-taking and subsequent labor market outcomes	Rossin-Slater, M., Ruhm, C., Waldfoegel, J.	2012	<i>Journal of Policy Analysis and Management</i>	2,482	California mothers with children less than 1 year at the survey date, compared to mothers with older children, no children, or in other states	March Current Population Survey data (1999-2010)	Paid family leave policy	<ul style="list-style-type: none"> Whether the mother took leave Labor market outcomes 	<ul style="list-style-type: none"> Improved number of women who took leave among mothers of children under 1, with largest impacts among least advantaged Improved weekly work hours among employed mothers of children 1 to 3 Null effects for employment and household income 		
Paid maternity leave and breastfeeding practice before and after California's implementation of the nation's first paid family leave program	Huang, R., Yang, M.	2015	<i>Economics and Human Biology</i>	Wave I: 704 Wave II: 1,324	Mother is 18+, full-term or nearly full-term single birth, healthy mother/infant birth	Waves I (1993-94) and II (2005-06) of Infant Feeding Practices Survey	Weeks of fully paid, partially paid or unpaid leave	Breastfeeding practices	<ul style="list-style-type: none"> Paid family leave led to an increase in breastfeeding 		
Did California paid family leave impact infant health?	Pihl, A., Basso, G.	2018	<i>Journal of Policy Analysis and Management</i>	Varied by type of hospitalization, but total was 1,101,681	Californian children under 1 year; sample period is 96 months	California hospitalization data (restricted administrative records from the California Office of Statewide Health Planning and Development) between 2000 and 2007 Census	Paid leave policy in California	<ul style="list-style-type: none"> Infant hospital admissions by month (for "avoidable" illnesses) 	<ul style="list-style-type: none"> Reduced hospital admissions Reduced upper respiratory admissions Reduced gastrointestinal admissions 		

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The effects of paid family leave in California on labor market outcomes	Baum, C., Ruhm, C.	2016	<i>Journal of Policy Analysis and Management</i>	2,187 births to mothers in CA and other states; 2,009 births to fathers in CA and other states	Respondents to the National Longitudinal Survey of Youth - 1997 who had a child between 2000 to 2010, when ages 15-29, who were employed at least 20 weeks during the nine months before the child's birth	Data from the National Longitudinal Survey of Youth - 1997 cohort	• Paid family leave policy in California	• Whether mothers and fathers took leave following childbirth • Changes in employment and wages	• Increased leave-taking among mothers and fathers, increased weeks worked, average weekly work hours, employment, and attachment to pre-birth employer		
Unanticipated effects of California's paid family leave program	Das, T., Polachek, S.	2015	<i>Contemporary Economic Policy</i>	34,270	Young women less than age 42 in California and other states	March Current Population Survey 1996-2002	• Paid family leave policy in California	• Labor force participation rate • Unemployment rate	• Improved young women's labor force participation rate, but increased unemployment rate and duration among young women (authors hypothesize that employers may have discriminated more as a result of the new PFL policy)		
The impact of paid family leave on the timing of infant vaccinations	Choudhury, A., Polachek, S.	2019	Iza Institute of Labor Economics	174,242 to 174,954 depending on the vaccine measured	Households with children between 19-35 months (born after July 1st, 2004)	National Immunization Survey (2003-2011)	• Paid family leave policy in California	• Timing of infant vaccinations	• Reduced late vaccinations for children, with a greater effect for families below the poverty line		
Juggling work and breastfeeding: Effects of maternity leave and occupational characteristics	Guendelman, S. Kosa, J., Pearl, M., Graham, S., Goodman, J., Kharrazi, M.	2009	<i>Pediatrics</i>	770	Mothers 18+ with healthy singleton births July 2002-December 2003 (but limited to preterm and low birthweight births)	California's Prenatal Screening Program data	• Maternity leave coverage	• Whether mother established breastfeeding within first month following birth	• Leave less than 6 weeks, or 6-12 weeks reduces breastfeeding rates compared to taking more than 12 weeks		Measures effects of leave taken, rather than effects of statewide policy (which wasn't implemented until 2004).
Paid family leave's effect on hospital admissions for pediatric abusive head trauma	Klevens, J., Luo, F., Xu, L., Peterson, C., Latzman, N.	2016	<i>Injury Prevention</i>	Not provided; California and 7 control states	Children less than 2 years old in California and 7 comparison states	Statewide Inpatient Databases (1995-2011)	• California's paid family leave policy	• Hospital admissions for pediatric abusive head trauma (AHT)	• Reduced abusive head trauma admissions per 100,000 children under 2 years old and under 1 year old compared to states with no PFL policy		
Work-family balance after childbirth: The association between employer-offered leave characteristics and maternity leave duration	Guendelman, S., Goodman, J., Kharrazi, Lahiff, M.	2014	<i>Maternal and Child Health Journal</i>	691	Mothers who gave birth in Southern California in 2002-2003	California's Prenatal Screening Program	• Access to employer-offered maternity leave (paid and unpaid)	• Uptake and duration of maternity leave	• Mothers with <6 weeks of employer-offered leave and those with 6-12 weeks had higher odds of returning to work within 12 weeks compared to those offered more than 12 weeks • Those with no leave were more likely to have an early return		Focuses on both paid and unpaid leave offered by employer, prior to policy implementation in California.

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Child health in elementary school following California's paid family leave program	Lichtman-Sadot, S., Pillay Bell, N.	2017	<i>Journal of Policy Analysis and Management</i>	26,437	Kindergarten surveys (children ages 5 and 6)	Early Childhood Longitudinal Studies (children born 1992-93, 2001, 2004-05)	• Paid family leave policy in California	Child health outcomes in early elementary school: <ul style="list-style-type: none"> • Overweight • ADHD • Hearing-related problems • Communication problems • Overall child health 	<ul style="list-style-type: none"> • Reduced likelihood of children being overweight • Reduced likelihood of children having ADHD • Reduced likelihood of children having hearing problems • Reduced likelihood of children having communication problems • Reduced likelihood of children having parent-reported health issues 		
The effect of paid family leave on infant and parental health in the United States	Bullinger, L.	2019	<i>Journal of Health Economics</i>	Treatment Group: 389 Control Group A: 1,581 Control Group B: 1,511 Control Group C: 18,569	Mothers with children 0-1 in 2003 and 2007 survey waves	National Survey of Children's Health 2003 and 2007	• California's paid family leave policy	• Infant and parental health	<ul style="list-style-type: none"> • Positive impact on maternal mental health, null for paternal mental health • Positive impact on parents' ability to cope with demands of parenting • Increased time spent with children reading • Improved child overall health, reductions in asthma, null for food and respiratory allergies 		
Does paid family leave improve household economic security following a birth? Evidence from California	Stanczyk, A.	2019	<i>Social Service Review</i>	993,247	All mothers in the American Community Survey who live with their (biological, adoptive, or step-) child of the given age in the given states and who were between 16 and 45 years old in the focal child's birth year	American Community Survey (ACS) Public Use Microdata Samples (PUMS) 2000-2013	• California's paid family leave policy	• Mothers' risk of poverty • Household income following birth	<ul style="list-style-type: none"> • Reduced risk of poverty • Improved household income • Changes were particularly strong among less-educated and low-income single mothers 		
Paid family leave, fathers' leave-taking, and leave-sharing in dual-earner households	Bartel, A., Rossin-Slater, M., Ruhm, C., Stearns, J., Waldfogel, J.	2018	<i>Journal of Policy Analysis and Management</i>	879,873 (varies depending on outcome)	Fathers ages 16 to 54 years old and employed in the survey reference week	2000 Census, 2000-2013 wave of American Community Survey	• Paid family leave	• Father-only leave-taking • Joint leave-taking	<ul style="list-style-type: none"> • Increased CA fathers' likelihood to take leave • Improved both father-only and joint leave-taking 		
The family gap for young women in the United States and Britain: Can maternity leave make a difference?	Waldfogel, J.	1998	<i>Journal of Labor Economics</i>	2,152 (for US)	National Longitudinal Survey of Youth cohort of young women followed since 1979, examined women who had wage data from an early job (1979-1983) and a late job (1987-1991)	NLSY for US (1979-1991) and National Child Development Study (1981 and 1991) for Britain	• Women having children (family status) • Maternity leave coverage	• Wage effects • Maternity leave coverage	<ul style="list-style-type: none"> • Negative wage effects on young women who had children, especially for early mothers and mothers of multiples • Gender gap due largely to family status • Maternity leave coverage mitigated some of the negative wage effects of having children 		Not focused on statewide policy
Maternal employment, breastfeeding, and health: Evidence from maternity leave mandates	Baker, M., Milligan, K.	2008	<i>Journal of Health Economics</i>	Varied between 1,674 and 5,758 by outcome	All children born 1998-2003 (policy reform in 2000), excluding single-parent and Quebec data	National Longitudinal Study of Children and Youth (NLSY)	• Extended maternity leave mandate/eligibility	• Time before mothers return to work • Breastfeeding incidence • Breastfeeding duration	<ul style="list-style-type: none"> • Within child's first year of life, researchers estimated an increase in months of leave taken among those eligible for leave • An increase in women exclusively breastfeeding at 6 months 		Not in US (Canada)

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Evidence from maternity leave expansions on the impact of maternal care on early child development	Baker, M., Milligan, K.	2010	<i>The Journal of Human Resources</i>	Up to 6,605, varied by outcome	Children born after the Canadian policy change in 2000, up to 29 months	National Longitudinal Study of Children and Youth (NLSCY)	• Extended maternal care leave after expansion	• Mothers' time spent working or with children • Child development	• More time spent with children (as opposed to working) during the first year of life for mothers who took leave, but had a weak impact on child development		Not in US (Canada)
Paid family leave and breastfeeding: Evidence from California	Pac, J., Bartel, A., Ruhm, C., Waldfogel, J.	2019	National Bureau of Economic Research Working Paper Series	270,000	Mothers of children 19-35 months old born between 2000 and 2012	2003-2014 National Immunization Surveys	• Paid family leave policy in California	• Breastfeeding	• Significant increase in likelihood of breastfeeding at 6 months, marginally significant increase in breastfeeding duration • Null effect on breastfeeding initiation overall, but significant positive effect for Black mothers and mothers with income below 50% of the federal poverty level		
Paternal leave and fathers' involvement with their young children	Nepomnyaschy, L., Waldfogel, J.	2007	<i>Community, Work, & Family</i>	4,638	Employed, resident fathers who were working both before the birth and at the time of the 9-month survey (who resided with their child in that 9 month period)	Early Childhood Longitudinal Study-Birth Cohort (children born in 2001)	• Fathers' leave taking • Length of fathers' leave	• Child care-taking (diapering, feeding, dressing, bathing, getting up during night)	• Fathers who took more weeks of leave had improved effects on child care-taking activities nine months later		Did not address statewide policy
Length of maternity leave and quality of mother-infant interactions	Clark, R., Shibley Hyde, J., Essex, M., Klein, M.	1997	<i>Child Development</i>	198	Employed mothers with 4-month-old infants	Interviews and video tapes in home	• Length of maternity leave	• Quality of mother-infant interactions	• Mothers with shorter leaves had more negative affect and behavior in interactions with their infants		Did not address statewide policy
Maternity leave duration and full-time/part-time work status are associated with US mothers' ability to meet breastfeeding intentions	Mirkovic, K., Perrine, C., Scanlon, K., Grummer-Strawn, L.	2014	<i>Journal of Human Lactation</i>	1,172	Women employed prenatally who intended to breastfeed 3 months or longer	Infant Feeding Practices Study II	Maternity leave duration: • not working at 3 months • 6 weeks to <3 months/Part Time • 6 weeks to <3 months/Full Time • < 6 weeks/Part Time • < 6 weeks/Full Time	• Ability to meet breastfeeding goals	• The likelihood of not meeting intention to breastfeed at least 3 months was higher among mothers who returned to work full time before 3 months after the birth		Did not address statewide policy
Maternity leave duration and postpartum mental and physical health: Implications for leave policies	Dagher, R., McGovern, P., Dowd, B.	2014	<i>Journal of Health Politics, Policy, and Law</i>	6-week interviews: 716 12-week interviews: 661 6-month interviews: 625 12-month interviews: 575	Employed adult women who gave birth in three Minnesota hospitals in 2001	Collected through in-person interviews with eligible women	• Leave duration	• Depressive symptoms • Mental health • Maternal symptoms	• Greater length of leave was associated with a reduction in depressive symptoms until six months postpartum • Associated with improved physical health		Did not address statewide policy

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Family leave after childbirth and the health of new mothers	Chatterji, P., Markowitz, S.	2008	National Bureau of Economic Research Working Paper Series	3,366 (main analytic sample; full sample 14,000)	Nationally representative sample of adults who were the biological/adoptive mother of the child, had worked full- or part-time during pregnancy, and had returned to work at some point before the 9-month interview	Early Childhood Longitudinal Study - Birth Cohort	• Family leave length	Behavioral and physical health outcomes for new mothers: • Depression • Health status • Substance use	Longer maternity leave is associated with: • Reduced depressive symptoms • Reduced likelihood of severe depression • Improved overall maternal health Having a spouse that did not take any paternal leave after childbirth is associated with: • Increased levels of maternal depressive symptoms • Null effects for length of paternal leave on overall maternal health • Mixed evidence that leave length after childbirth affects maternal alcohol use and smoking		Did not address statewide policy