

# PARENTS' ABILITY TO WORK

Parents have the skills and incentives for employment and the resources they need to balance working and parenting.

## Examples of Impact

Effective state policies and strategies to impact **Parents' Ability to Work**

### EFFECTIVE POLICIES

<b>Paid Family Leave</b>	<ul style="list-style-type: none"><li>• Access to paid family leave led to a 5 to 8 percentage point increase in maternal labor force participation in the months surrounding birth (D)</li><li>• Access to paid family leave led to 7.1 more weeks worked by mothers in the second year of a child's life (B)</li><li>• Access to paid family leave led to a 13% increase in the likelihood of returning to prebirth employer in year following birth (B)</li><li>• Access to paid family leave led to a 12.9 to 18.3 percentage point increase in the probability of mothers working 1 year following birth (B)</li></ul>
<b>State Earned Income Tax Credit</b>	<ul style="list-style-type: none"><li>• A 10% state EITC supplement increased employment among single mothers by 2.1 percentage points compared to single women with no children (GG)</li><li>• Living in a state with an EITC boosted the likelihood of mothers' employment (for at least one week per year) by 19% (B)</li><li>• A \$100 increase in the maximum federal and state credits reduced annual labor force exit among single women by 2.5 percentage points (U)</li></ul>

### EFFECTIVE STRATEGIES

<b>Child Care Subsidies</b>	<ul style="list-style-type: none"><li>• A 10% increase in Child Care and Development Fund (CCDF) subsidy expenditures led to a 0.7% increase in mothers' employment rate (A)</li><li>• A \$1,000 increase in state subsidy spending per low-income child led to a 3 to 4 percentage point increase in the likelihood of maternal employment (D)</li><li>• Subsidy receipt predicted a 13 percentage point increase in the likelihood that mothers would increase their education level (C)</li></ul>
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Note: The letters in parentheses in the table above correspond to the findings from strong causal studies included in the comprehensive evidence reviews of the policies and strategies. Each strong causal study reviewed has been assigned a letter. A complete list of causal studies, as well as more details about our standards of evidence and review method, can be found in the Prenatal-to-3 Policy Clearinghouse at [pn3policy.org](http://pn3policy.org).