**Policy Landscape**

Since 1993, US workers have had access to 12 weeks of unpaid leave under the Family and Medical Leave Act (FMLA).

**Literature Review**

Bartel et al. (2018) use data from the 2000 Census and the 2000 to 2013 waves of the American Community Survey to investigate the effect of the California Paid Family Leave law on fathers’ leave-taking. The authors find that the policy raised leave-taking rates of fathers by 46 percent, although fathers still on average only take 1.5 weeks out of the total 6 weeks of leave for which they are eligible under CA-PFL. In contrast, mothers on average take 9 weeks out of the 12 total weeks for which they are eligible under the combined Temporary Disability Insurance policy and the CA-PFL.

Curtis, Hirsch, and Schroeder (2016) use data from the Quarterly Workforce Indicators to estimate the effect of the CA-PFL on labor market outcomes by examining employment flows and wage offers among new hires. The authors find that although the CA-PFL had little effect on earnings for young women in California, the policy did result in increased labor market churn (defined by the authors as separations, hires, and recalls).

**Limitations**

Empirical analysis of employer mandates is often difficult to examine with rigor due to the limitations of available data. Segmenting individual level data like the Survey of Income and Program Participation by geographical location and time period leads to small sample sizes and low statistical power. Aggregate data, on the other hand, lacks the granularity necessary to estimate the effect of the mandate on the subpopulations that are likely to be affect most by the mandate.