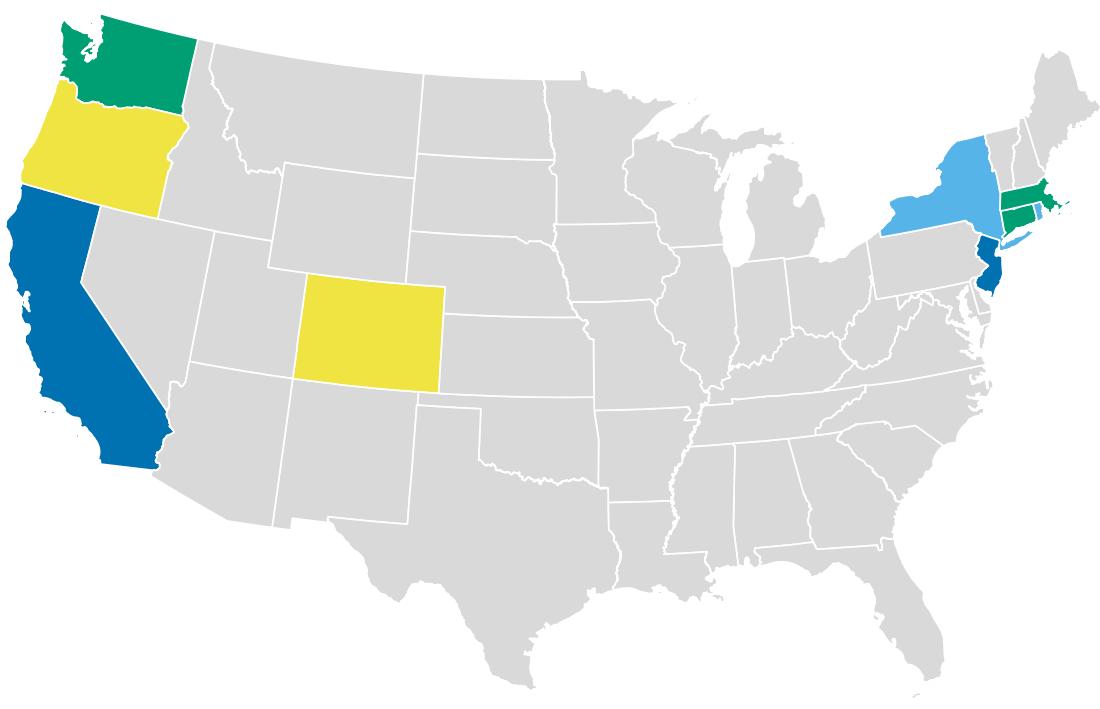


# Paid Family Leave and Female Self-Employment

## Staggered Adoption of State Paid Family Leave

First full year of benefit availability

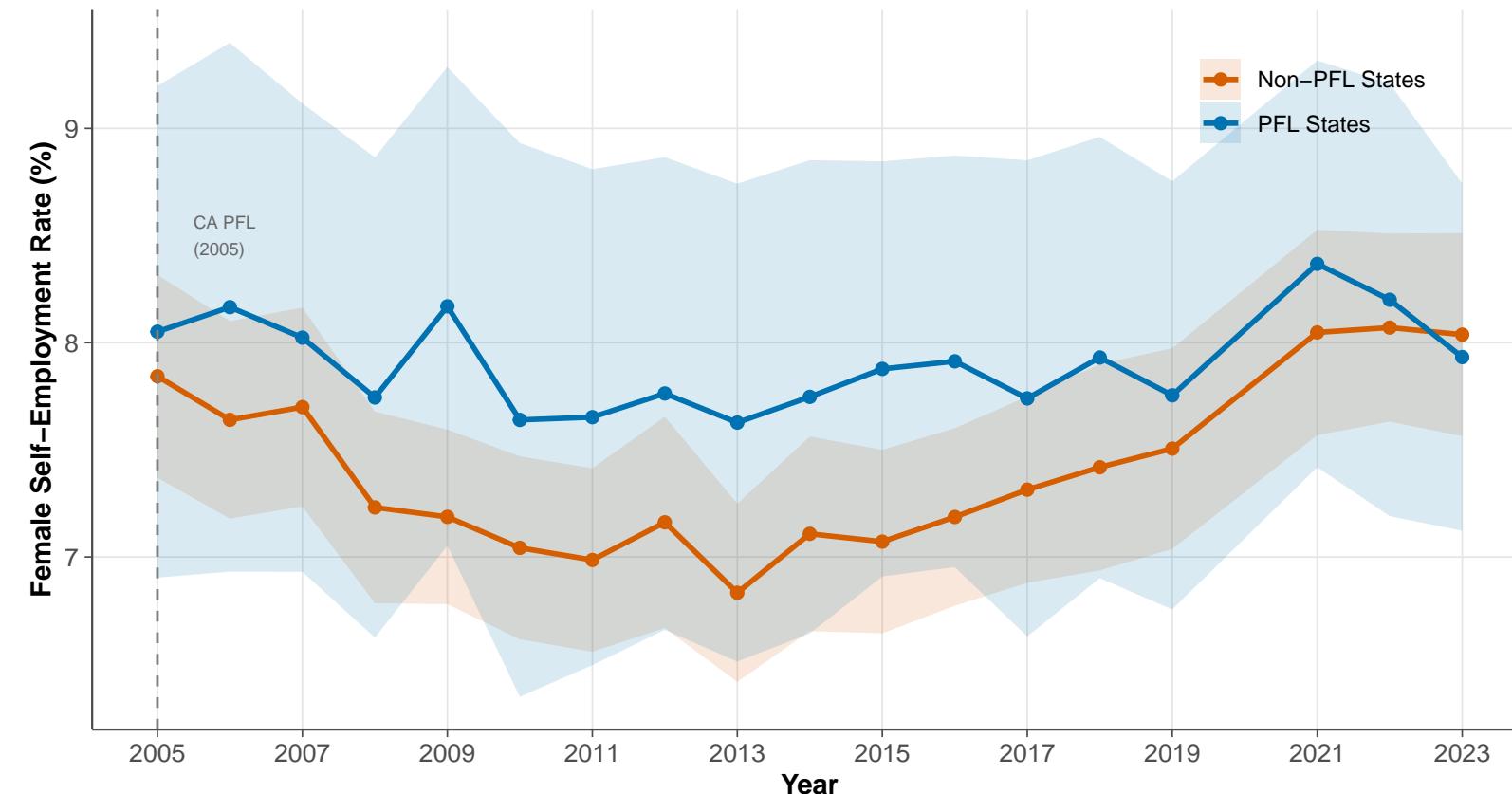


Adoption    Early (2005–2010)    Middle (2014–2018)    Recent (2020–2022)    Very Recent (2023+)    Never Adopted

Source: Department of Labor (2024)

## Female Self-Employment Rates: PFL vs Non-PFL States

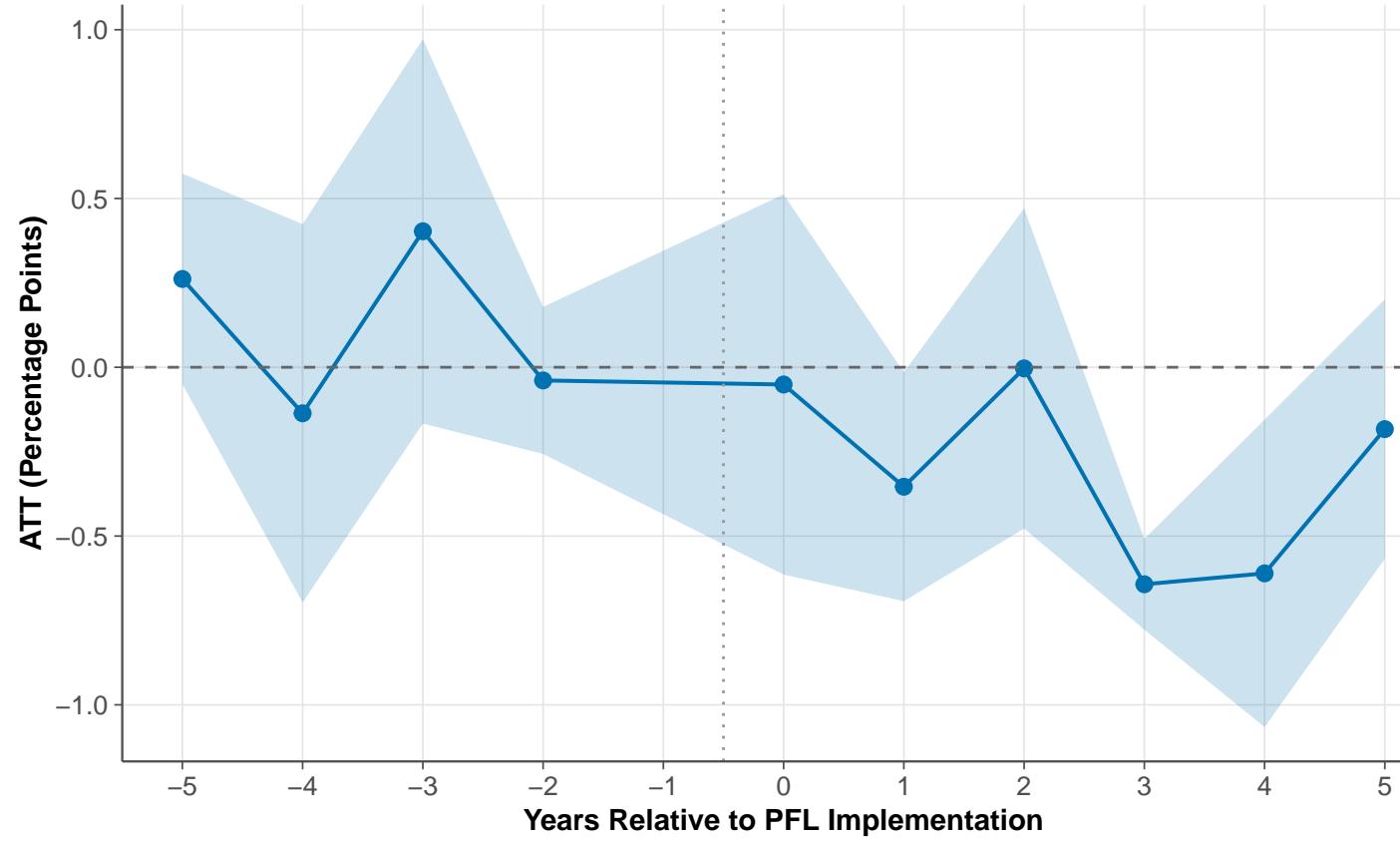
Mean rates with 95% confidence intervals



Note: Dashed line indicates first state adoption (California, 2005). Year 2020 omitted (COVID).

## Event Study: Effect of Paid Family Leave on Female Self-Employment

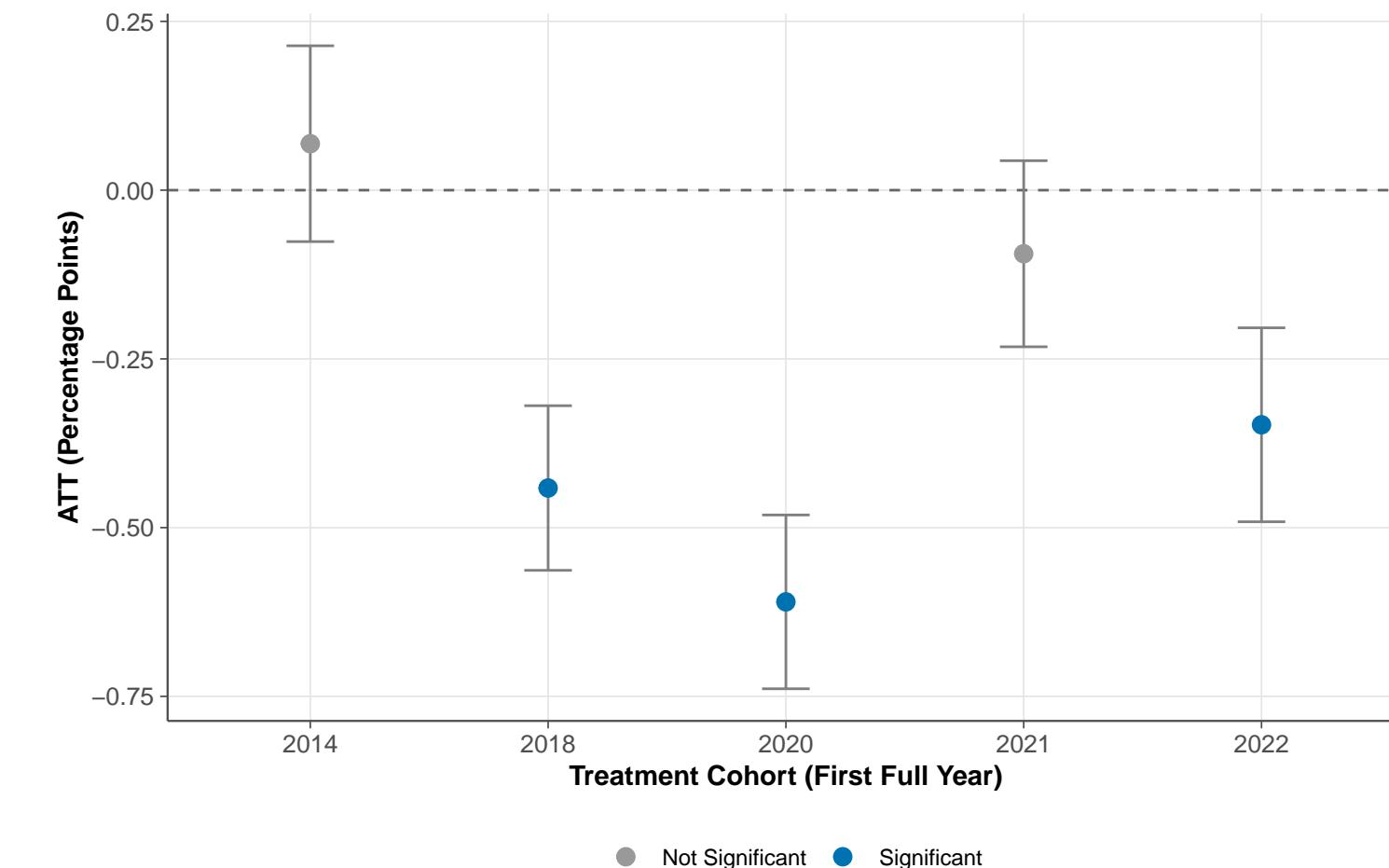
Callaway–Sant'Anna estimator, 95% confidence intervals



Note: Reference period is  $t = -1$ . Control group: never-treated states.

## Treatment Effects by Adoption Cohort

Callaway–Sant'Anna group-specific ATTs



● Not Significant    ● Significant

Note: Error bars show 95% confidence intervals.