

Paid Family Leave: A Promising Strategy for IPV Prevention

Intimate partner violence policies that support families & workplaces

Intimate Partner Violence (IPV) affects workplaces by causing reduced workplace performance, absenteeism and tardiness, and violent incidents in the workplace. Paid family leave (PFL) policies are a promising strategy for preventing IPV while providing additional benefits for employers and families.

WHY IT MATTERS: WORKPLACE CONSEQUENCES OF IPV

12 million + people are victims of IPV in the U.S. each year.

1 in 7 MEN



1 in 4 WOMEN



1 in 2 TRANSGENDER PEOPLE



\$1.8 Billion

IPV results in nearly 8 million lost days of paid work and \$1.8 billion in losses for employers.



NEARLY 30%

of incidents of violence that take place in workplaces, harm IPV victims as well as their coworkers, supervisors, and the work environment.



WORKPLACE IMPACT

Workers experiencing IPV experience significantly higher levels of absenteeism, tardiness, distraction, and lost productivity at work.



NEARLY 20%

In one survey, nearly 20% of abusers reported they had almost caused a safety accident at work due to being distracted by their desire for control over their partner.

PAID FAMILY LEAVE (PFL) & HOW IT BENEFITS EMPLOYERS

PFL policies enable workers to take partially or fully compensated time away from work to care for their own or a family member's serious health condition, or care for and bond with a new child. In the absence of federal legislation, thirteen states plus Washington D.C. have enacted statewide policies. Most states fund their policy through payroll contributions. While cost is a concern for most employers, evidence suggests that state paid parental leave programs increase profitability or have no effect on employers' bottom line. In states without paid family leave some employers have adopted their own versions.

PFL benefits employers by attracting workers, increasing retention, reducing employee absenteeism and health care costs, and increasing employee productivity and morale.



ATTRACT
workers



RETAIN
employees



REDUCE
absenteeism



BOOST
productivity

The Benefits of Paid Family Leave

Supporting workers, families, and workplaces

Paid family leave (PFL) policies benefit families and employers by preventing intimate partner violence.

EMPLOYER BENEFITS AT A GLANCE

13% DECREASE

in workplace turnover for parents.

86% Stable or INCREASED

productivity reported by employers.

99% Stable or INCREASED

morale reported by employers.

Paid family leave policies benefit **EMPLOYERS** by increasing profitability and labor force participation, improving employee retention and productivity, and attracting new workers. Some research indicates that the amount of leave offered by an employer can even be the deciding factor for prospective workers in deciding whether to take a given job.



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FAMILY BENEFITS AT A GLANCE



Paid family leave policies benefit **FAMILIES** by improving physical and mental health for adults and their children, strengthening economic security, decreasing stress for parents, improving longterm health and educational outcomes for children, decreasing poverty and the use of public assistance programs.

By influencing key risk and protective factors, paid leave policies can also prevent intimate partner violence (IPV).



Decreasing **FINANCIAL STRESS** that leads to relationship strain.



Supporting **SHARED CAREGIVING RESPONSIBILITIES** and continued labor force participation.



Supporting **HEALTHY PARENTING** practices.

Paid Family Leave in Tennessee



THE OPPORTUNITY IN TENNESSEE

TN

Paid leave policies can be enacted and funded at a state or organizational level. Tennessee currently has a) paid family leave for state employees, and b) a voluntary paid leave system for private sector workers which allows but does not mandate employers to adopt their own paid leave policy. This means that it is up to employers to see the opportunity paid family leave policies represent.

A statewide rather than voluntary, private insurance system is needed to achieve the numerous positive impacts state paid leave policies have been found to have for employers and families.

EARLY SUCCESS

One year after enacting a paid parental leave policy for state employees the Tennessee Department of Human Resources reported:

22% REDUCTION
in TURNOVER

25% DECREASE
in RETIREMENTS

56% INCREASE
in APPLICATIONS for state government jobs

KEY TAKEAWAYS

IPV HAS A WORKPLACE COST

Lost work time, employer losses, absenteeism, distraction, productivity impacts, and workplace safety concerns.

EMPLOYERS CAN BENEFIT

Benefits related to profitability, retention, absenteeism, health care costs, productivity, and morale.

PFL SUPPORTS WORKERS & FAMILIES

improved physical and mental health, decreasing stress and poverty, and improving long term health & educational outcomes for children.

TENNESSEE'S SYSTEM IS LIMITED

PFL is available for state employees but is not mandatory for the private sector.

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