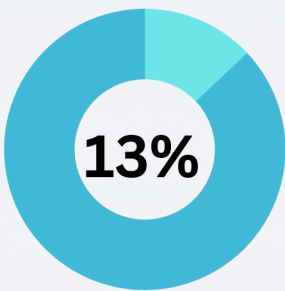


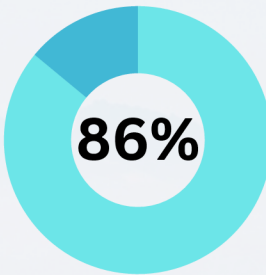


Paid Family Leave: A Promising Strategy for IPV Prevention

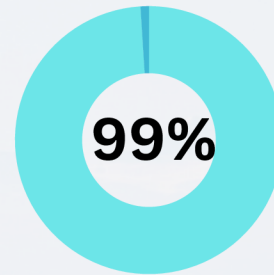
Paid family leave policies benefit families and employers while reducing gender inequality and preventing intimate partner violence.



DECREASE
in workplace
turnover for
parents.



**Stable or
INCREASED**
productivity
reported by
employers.



**Stable or
INCREASED**
employee
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.*

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 long-term 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**
and resulting relationship strain.



Increasing **GENDER EQUITY** in
parenting and labor force
participation.



Supporting **HEALTHY
PARENTING** practices.

IPV is prevalent and has significant implications for workplaces as well as individuals and families.

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
report experiencing IPV at some point in their life.

60,000

IPV cases reported
in Tennessee last
year.

96%

of employed IPV victims
experience diminished
productivity at work.

30%

of incidents of violence
in workplaces are IPV
related.

\$1.8 billion

annual loss for
employers across the
U.S. because of IPV.

The Opportunity in Tennessee

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.

Early Successes

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.

Sources

- A Better Balance. (2024). Tennessee's Public Sector Paid Parental Leave Shows Positive Economic Impact Within First Two Years of Implementation.
- Appelbaum, Eileen, and Ruth Milkman. (2011). Center for Economic and Policy Research. Leaves That Pay: Employer and Worker Experiences with Paid Family Leave in California.
- Bedard, K. & Rossin-Slater, M. (2016). Rossin-Slater and Bedard: The Economic and Social Impacts of PFL in CA: Report for the California Employment Development Department.
- Bullinger, L. R., Klika, B., Feely, M., Ford, D., Merrick, M., Raissian, K., ... & Schneider, W. (2024). Paid family leave: an upstream intervention to prevent family violence. *Journal of family violence*, 39(3), 471-481.
- Deloitte (2016). Parental Leave Survey. <https://www.deloitte.com/global/en.html>.
- Department of Labor. (n.d.). Workplace Violence Warning Signs, DOL Workplace Violence Program.
- D'Inverno, A. S., Reidy, D. E., & Kearns, M. C. (2018). Preventing intimate partner violence through paid parental leave policies. *Preventive medicine*, 114, 18-23.
- Grant, K., Brumfield, C., Khan, S., Aderonmu, F., & Dutta-Gupta, I. (2019). The paid family and medical leave opportunity. Washington, DC: Center on Poverty and Inequality.
- Houser, Linda and Thomas Vartanian. (2012). Rutgers Center for Women and Work. Pay Matters: The Positive Economic Impacts of Paid Family Leave for Families, Businesses and the Public.
- <https://www.thehotline.org/stakeholders/domestic-violence-statistics/>
- <https://www.standing-firm.org/the-need/facts-stats/>
- <https://crimeinsight.tbi.tn.gov/tops/>