

APPENDIX B: SAMPLE CHARACTERISTICS

The research team collected basic respondent demographic and socioeconomic data from screening questions asked to determine study eligibility. Detailed information about family composition, leave-taking, breastfeeding, and work history was gathered from registration forms when respondents arrived for focus groups or interviews.

Sample Size

Forty-two respondents participated in the study, 15 who took up Family Leave Insurance (FLI; respondents hereafter referred to as FLI+), and 27 who did not (hereafter referred to as FLI-). Thirty-eight respondents were female and four were male (all males were FLI-). The average household size of respondents was 3.7 persons.

Race/Ethnicity

- ◆ African American: 33 (78.6%)
- ◆ White: 5 (11.9%)
- ◆ Hispanic: 4 (9.5%)

Residence

- ◆ Newark: 30 (71.4%)
- ◆ Trenton: 7 (16.7%)
- ◆ Camden: 5 (11.9%)

Income

During screening, respondents were asked to report the number of people in their households and their annual household incomes. This information was used to calculate their incomes as percentages of the 2015 Federal Poverty Guidelines (FPG). For those respondents who gave an estimated income range, the highest number reported was used to calculate their income as a percentage of the FPG. Only respondents who reported incomes of 250 percent of the FPG or below were invited to participate in the study.

FLI+ respondents reported higher incomes than their counterparts who did not take up FLI. Nearly three-quarters of the FLI- sample (70.3 percent) reported incomes below 150 percent of the FPG with one third of the sample living below the FPG. On the other hand, more than half of the FLI+ sample (53.3 percent) reported incomes 150 percent of the FPG or above. One respondent did not wish to report her exact income, but admitted it was within the selection criteria.

INCOME AS PERCENTAGE OF THE FEDERAL POVERTY GUIDELINE	FLI+ (%)	FLI- (%)	TOTAL SAMPLE (%)
Below FPG	20.0	33.3	28.6
Between 100%-149% of FPG	26.7	37.0	33.3
Between 150%-199% of FPG	33.3	25.9	28.6
Between 200%-250% of FPG	20.0	0.0	7.1
Not reported	0.0	3.7	2.4

Percentages may not add up to 100 due to rounding.

Marital Status

The majority of the sample was single (69 percent). A much higher percentage of FLI+ respondents was married (40 percent) or living with a partner (6.7 percent) compared to the FLI- group (18.5 percent and 3.7 percent, respectively).

MARITAL STATUS	FLI+ (%)	FLI- (%)	TOTAL SAMPLE (%)
Single	53.3	77.8	69.0
Married	40.0	18.5	26.2
Living with Partner	6.7	3.7	4.8

Percentages may not add up to 100 due to rounding.

Education

More than three-quarters of the sample had completed some college or more. FLI+ respondents were substantially better educated than FLI- respondents as more than half of FLI+ respondents had a college degree or additional education compared to about 15 percent of FLI- respondents.

COMPLETED EDUCATION	FLI+ (%)	FLI- (%)	TOTAL SAMPLE (%)
Some High School	6.7	14.8	11.9
High School Graduate	13.3	14.8	14.3
Some College, No Degree	26.7	55.6	45.2
College Graduate or Higher	53.3	14.8	28.6

Percentages may not add up to 100 due to rounding.

Employment Before Birth of Child

One third of all respondents worked in the health care and social assistance industry. FLI+ respondents were particularly well represented in this industry. FLI- respondents worked in more diverse industries, perhaps in part reflecting the larger sample of FLI- respondents.

EMPLOYMENT BY INDUSTRY	FLI+ (%)	FLI- (%)	TOTAL SAMPLE (%)
Health Care and Social Assistance	53.3	22.2	33.3
Retail Trade	20.0	18.5	19.0
Administrative and Support and Waste Management and Remediation Services	6.7	11.1	9.5
Educational Services	6.7	11.1	9.5
Public Administration	6.7	7.4	7.1
Accommodations and Food Services	6.7	3.7	4.8
Transportation and Warehousing	0.0	14.8	9.5
Retail Trade/ Accommodation and Food Services	0.0	3.7	2.4

Professional, Scientific, and Technical Services	0.0	3.7	2.4
Other Services - Social Advocacy Organizations	0.0	3.7	2.4

Percentages may not add up to 100 due to rounding.

Employment Status at Time of Study

A higher percentage of FLI+ respondents reported working full-time at the time they participated in the study compared to FLI- respondents (53 percent versus 37 percent). However, a third of the FLI+ respondents reported that they were not currently working. A few FLI+ respondents reported leaving their jobs after returning from FLI leave to better care for their children.

EMPLOYMENT AT TIME OF STUDY	FLI+ (%)	FLI- (%)	TOTAL SAMPLE (%)
Working Full Time	53.3	37.0	42.9
Working Part Time	13.3	37.0	28.6
Not Working	33.3	25.9	28.6

Percentages may not add up to 100 due to rounding.

Breastfeeding

Consistent with a priori expectations, mothers who took advantage of Family leave Insurance breastfed for slightly longer periods of time than women who did not. Women who were currently breastfeeding or did not breastfeed were not included in this estimate.

DURATION OF BREASTFEEDING (NUMBER OF MONTHS)	FLI+ (%)	FLI- (%)
Average	6	5
Median	4	3

Returning to Work

Nearly three quarters of FLI+ respondents reported returning to their same jobs after taking leave from work. Overall, more FLI+ than FLI- respondents returned to work after childbirth, either to the jobs they held prior to giving birth or different jobs (87 percent versus 61 percent). Males in the sample were not included because they either did not take leave from work or took only very short leaves.

RETURNED TO WORK AFTER BIRTH	FLI+ (%)	FLI- MOTHERS ONLY (%)	ALL MOTHERS (%)
Yes, Same Employer	73.3	34.8	50.0
Yes, Different Employer	13.3	26.1	21.1
No	13.3	30.4	23.7
No Answer	0.0	8.7	5.3
Percentage Who Returned to Work (Yes, same + Yes, different)	86.6	60.9	71.1

Percentages may not add up to 100 due to rounding.

Knowledge about FLI

Among those who did not take up FLI, three out of four participating fathers did not know about NJ FLI before having a child, and only one knew that fathers could take FLI. Almost two thirds of mothers reported not knowing about FLI before having their child.

KNOWLEDGE OF FLI BEFORE BIRTH OF CHILD (FLI- ONLY)	FATHERS (%)	MOTHERS (%)	TOTAL FLI-SAMPLE (%)
Yes	25.0	34.8	29.6
No	75.0	65.2	70.4

Percentages may not add up to 100 due to rounding.

For women who took up FLI, employers were the biggest source of FLI knowledge. No respondent reported learning about the program through government agencies or community organizations.

SOURCE OF FLI KNOWLEDGE (FLI+ ONLY)	FREQUENCIES (RESPONDENTS COULD CHOOSE MORE THAN ONE OPTION)
Employer	11
Doctor or health worker	4
Relative/friend	3
Other (co-worker)	1

Eligibility Under FMLA

Under the federal Family and Medical Leave Act (FMLA), employees who have been at their jobs for over a year, worked at least 1,250 hours in the past year, and work for employers that employ 50 or more people within a 75-mile radius of their place of employment can take 12 weeks of job-protected unpaid leave to bond with a new child, among other reasons. During screening, respondents were asked how long they had been employed at their jobs and how many people were employed by their employers. Responses were used to estimate the number of respondents who may have been eligible under FMLA. Nearly half of FLI+ respondents were eligible under FMLA, compared to one third of FLI- respondents.

ELIGIBILITY UNDER FMLA	FLI+ (%)	FLI- (%)	TOTAL SAMPLE (%)
Not Covered	26.7	63.0	50.0
Covered (50+ employees, employed for over a year)	46.7	33.3	38.1
Maybe (unsure of answer to one or more question)	26.7	3.7	11.9

Percentages may not add up to 100 due to rounding.