

# The Impact of Paid Family Leave (PFL) on Female Full-Time Labor Force Participation in New York

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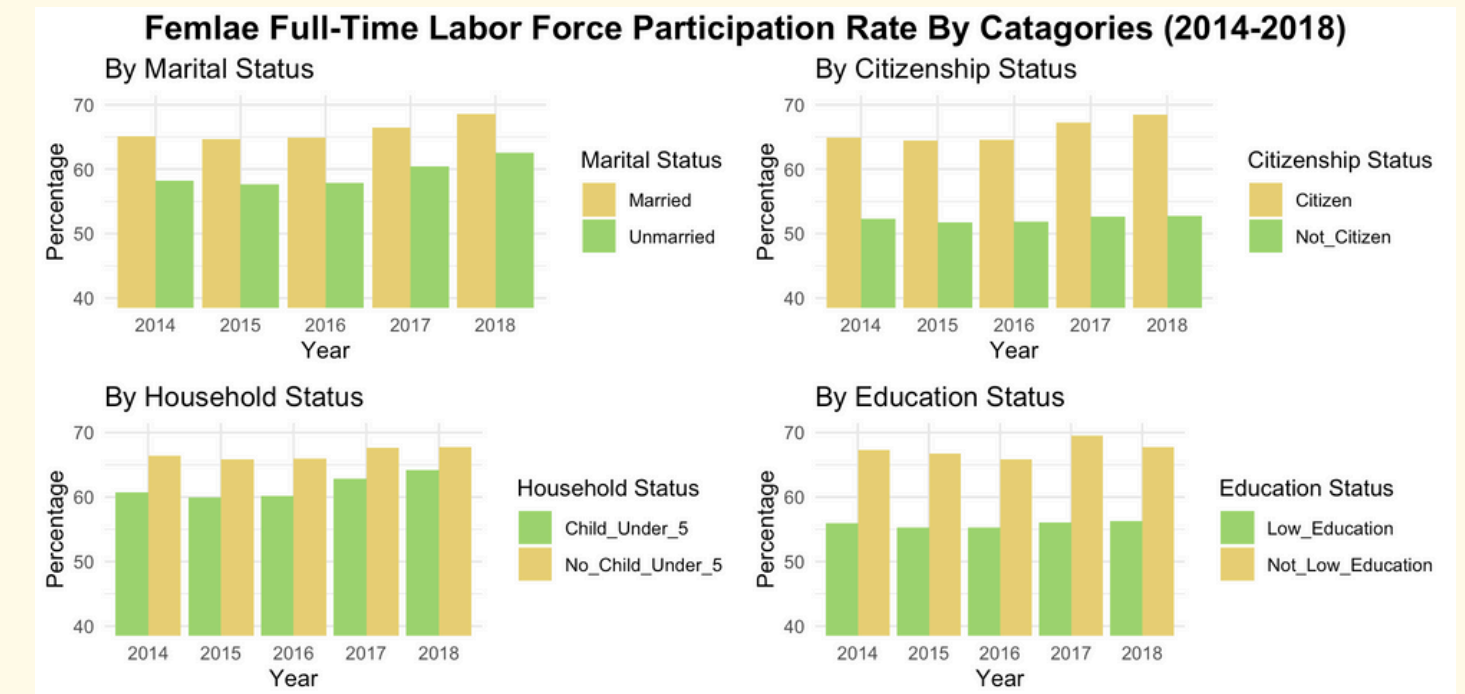
## 1/ PFL Effect on Female Employment

- Existing research [1] suggests PFL supports female workforce retention, but challenges remain (**Graph A**).
- However, key barriers remain, including reduced wage compensation, complex application processes, and eligibility restrictions [2].
- These factors may disproportionately affect unmarried mothers, less educated workers, and noncitizens (**Graph A**).

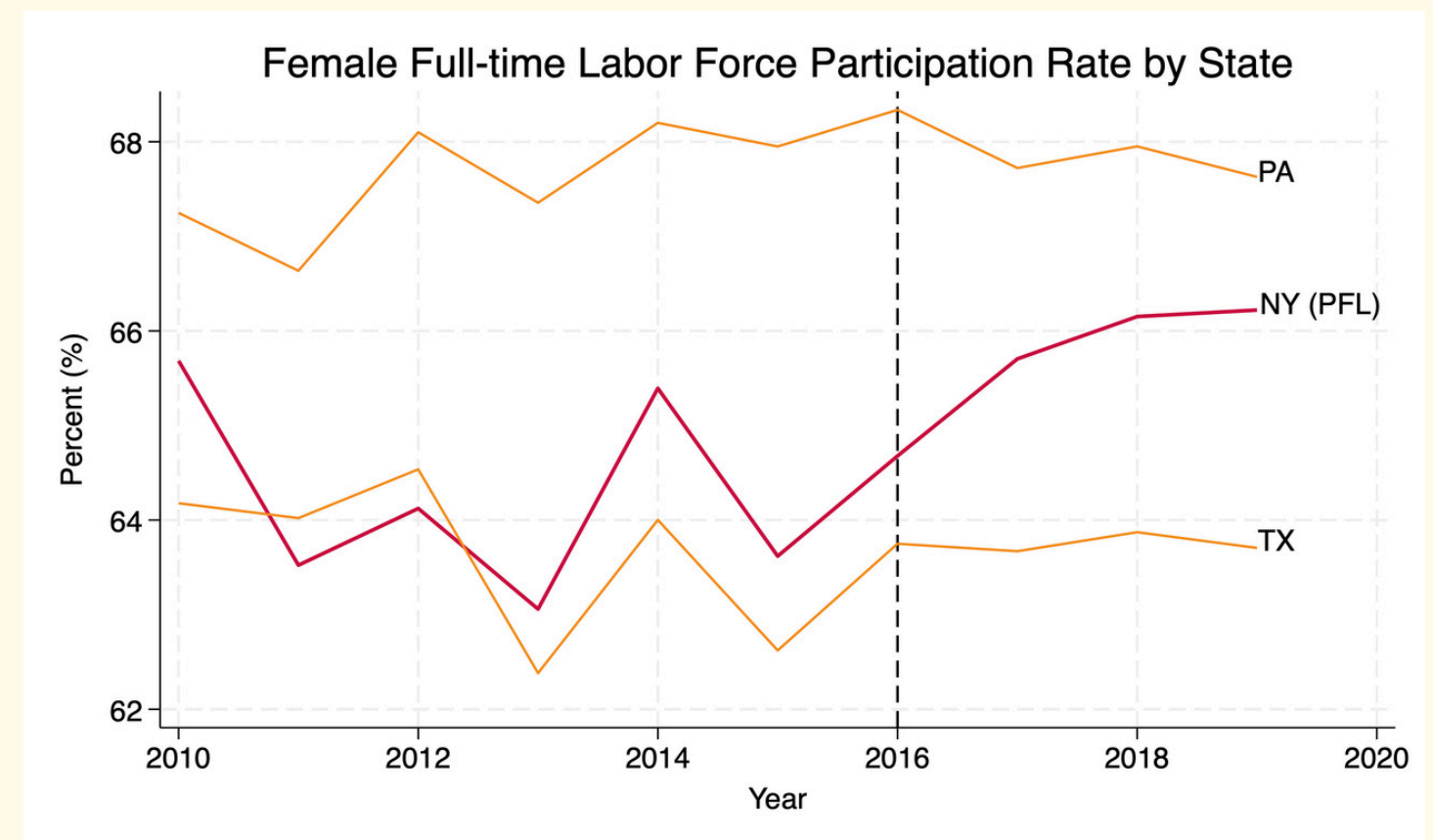
**Goal: to evaluate the impact of New York's 2016 PFL policy on female full-time labor force participation and identify factors that influence its effectiveness across different demographic groups**

## 2/ Analyzing PFL's Impact

- Using CPS (Current Population Survey) data [3] from 2010–2019, we apply a Difference-in-Differences (DiD) approach.
- New York (treatment state) is compared to control states (TX, PA) with similar pre-policy female labor force participation trend and no PFL policy in 2016 (**Graph B**).
- This study uses logistic regression with DiD to account for the binary outcome and control for key socioeconomic factors while isolating the causal effect of PFL.



Graph A

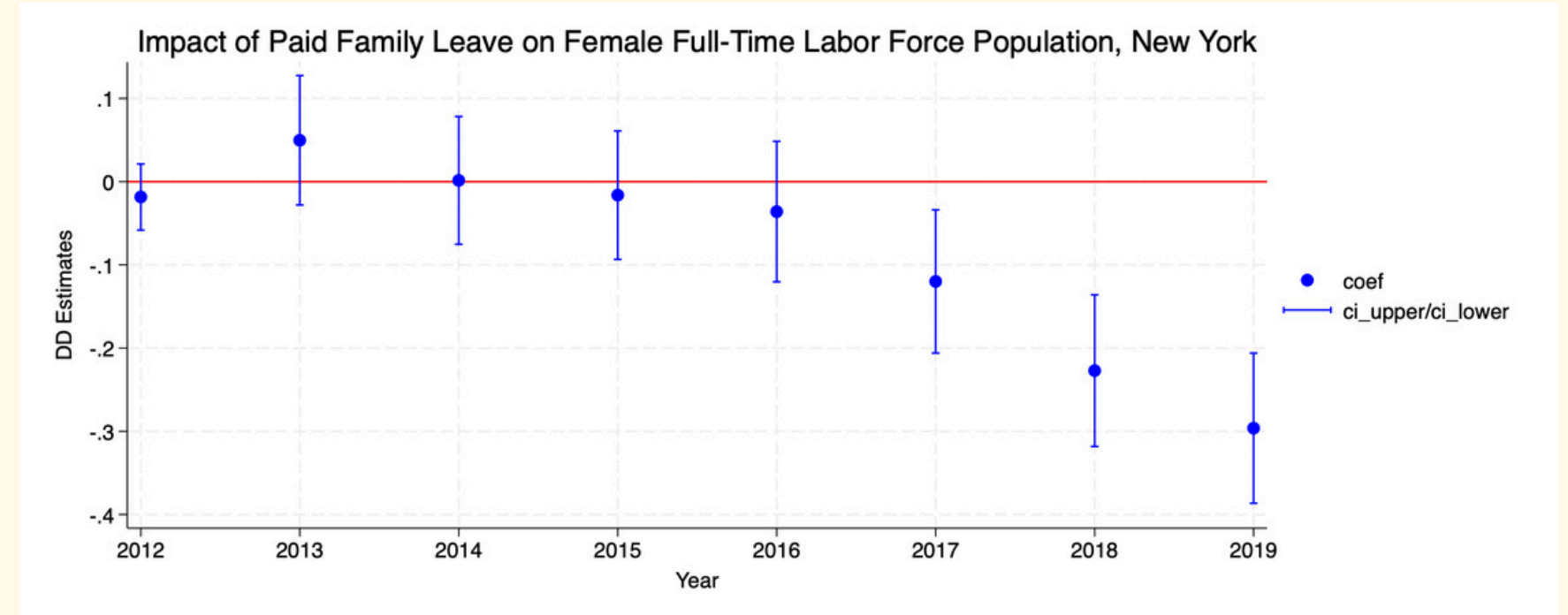


Graph B

### 3/ DiD Model and PFL Effectiveness

$$LaborParticipation = \alpha + \beta \times NY \times PFL_{yes} + \gamma \times DemographicControl + \varepsilon$$

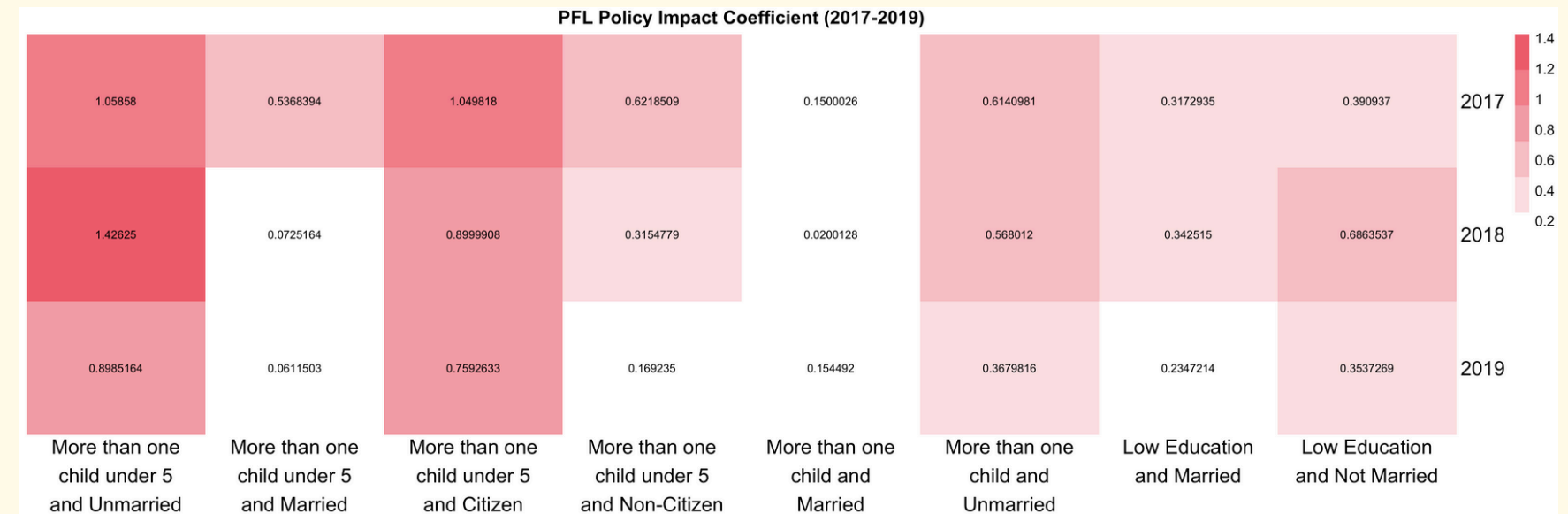
- Results show that PFL has had a significant impact (p-value < 0.05) on female full-time labor force participation.
- Before 2016, the confidence intervals include zero, indicating no significant effect. After PFL enactment, the confidence intervals exclude zero, confirming a statistically significant decline in participation (**Graph C**).
- Through further subgroup analysis, we found that the impact of PFL differs by marital status, number of children, education, and citizenship status (**Graph D**). For example, unmarried mothers with young children see the greatest benefits from PFL due to higher economic vulnerability, making them more likely to remain in the workforce.



Graph C

### 4/ Policy Recommendations

- Expand community outreach and workplace education to help low-education women understand their rights and navigate the application process comprehensively.
- Provide childcare subsidies and extended leave for unmarried mothers with young children and expand PFL eligibility for non-citizens by addressing legal and documentation barriers.
- Conduct follow-up studies to evaluate PFL's impact on long-term workforce retention through .



Graph D

[1] Stanford News. (2022). The Real Benefits of Paid Family Leave. Stanford University. Retrieved from <https://news.stanford.edu/stories/2022/03/real-benefits-paid-family-leave>.  
 [2] New York State. (2018). New York State Paid Family Leave Employee Fact Sheet. Retrieved from [https://www.ny.gov/sites/default/files/atoms/files/PaidFamilyLeave\\_EmployeeFactSheet.pdf](https://www.ny.gov/sites/default/files/atoms/files/PaidFamilyLeave_EmployeeFactSheet.pdf).  
 [3] U.S. Bureau of Labor Statistics and U.S. Census Bureau. (2010–2019). Current Population Survey (CPS) Data. Retrieved from <https://www.census.gov/programs-surveys/cps.html>.