

# 1. Lighten workloads

Do you think employers should or should not be required to give women who have physically demanding jobs lighter workloads if the women become pregnant?

|                        | Gender  |       |        | Age   |       |       |       | 3 Point Party ID |             |            |
|------------------------|---------|-------|--------|-------|-------|-------|-------|------------------|-------------|------------|
|                        | Total   | Male  | Female | 18-29 | 30-44 | 45-64 | 65+   | Democrat         | Independent | Republican |
| Should be required     | 61%     | 57%   | 64%    | 71%   | 61%   | 58%   | 54%   | 68%              | 61%         | 50%        |
| Should not be required | 22%     | 24%   | 20%    | 15%   | 17%   | 26%   | 32%   | 18%              | 21%         | 32%        |
| Not sure               | 17%     | 18%   | 15%    | 14%   | 22%   | 17%   | 14%   | 14%              | 18%         | 18%        |
| Totals                 | 100%    | 100%  | 100%   | 100%  | 100%  | 100%  | 100%  | 100%             | 100%        | 100%       |
| (Unweighted N)         | (1,000) | (484) | (516)  | (188) | (286) | (370) | (156) | (343)            | (413)       | (244)      |

|                        | Race    |       |       |          | Family Income |       |       | Region    |         |       |       |
|------------------------|---------|-------|-------|----------|---------------|-------|-------|-----------|---------|-------|-------|
|                        | Total   | White | Black | Hispanic | Under 40      | 40-80 | 80+   | Northeast | Midwest | South | West  |
| Should be required     | 61%     | 60%   | 70%   | 59%      | 65%           | 57%   | 59%   | 67%       | 55%     | 65%   | 55%   |
| Should not be required | 22%     | 24%   | 17%   | 16%      | 21%           | 23%   | 24%   | 16%       | 21%     | 24%   | 28%   |
| Not sure               | 17%     | 16%   | 13%   | 25%      | 14%           | 19%   | 17%   | 17%       | 24%     | 12%   | 17%   |
| Totals                 | 100%    | 100%  | 100%  | 100%     | 100%          | 100%  | 100%  | 100%      | 100%    | 100%  | 100%  |
| (Unweighted N)         | (1,000) | (761) | (122) | (117)    | (369)         | (297) | (213) | (162)     | (233)   | (399) | (206) |

## 2. Unpaid time off - new fathers

How long, if at all, should employers be required to give new FATHERS unpaid time off after the birth of a child?

|                                    | Total | Gender |        | Age   |       |       |       | 3 Point Party ID |             |            |
|------------------------------------|-------|--------|--------|-------|-------|-------|-------|------------------|-------------|------------|
|                                    |       | Male   | Female | 18-29 | 30-44 | 45-64 | 65+   | Democrat         | Independent | Republican |
| No unpaid leave at all             | 26%   | 28%    | 24%    | 14%   | 20%   | 28%   | 47%   | 21%              | 26%         | 34%        |
| A month of unpaid leave            | 39%   | 37%    | 41%    | 36%   | 36%   | 41%   | 43%   | 40%              | 37%         | 43%        |
| Up to three months of unpaid leave | 19%   | 20%    | 17%    | 27%   | 19%   | 18%   | 9%    | 21%              | 19%         | 15%        |
| Up to six months of unpaid leave   | 10%   | 9%     | 10%    | 16%   | 15%   | 6%    | 1%    | 11%              | 11%         | 5%         |
| Up to a year of unpaid leave       | 6%    | 6%     | 7%     | 8%    | 10%   | 6%    | —     | 6%               | 8%          | 3%         |
| Totals                             | 100%  | 100%   | 100%   | 100%  | 100%  | 100%  | 100%  | 100%             | 100%        | 100%       |
| (Unweighted N)                     | (989) | (478)  | (511)  | (184) | (286) | (363) | (156) | (337)            | (411)       | (241)      |

|                                    | Total | Race  |       |          | Family Income |       |       | Region    |         |       |       |
|------------------------------------|-------|-------|-------|----------|---------------|-------|-------|-----------|---------|-------|-------|
|                                    |       | White | Black | Hispanic | Under 40      | 40-80 | 80+   | Northeast | Midwest | South | West  |
| No unpaid leave at all             | 26%   | 27%   | 20%   | 24%      | 28%           | 24%   | 23%   | 24%       | 27%     | 30%   | 20%   |
| A month of unpaid leave            | 39%   | 39%   | 40%   | 38%      | 34%           | 45%   | 38%   | 35%       | 45%     | 34%   | 45%   |
| Up to three months of unpaid leave | 19%   | 19%   | 17%   | 18%      | 18%           | 19%   | 23%   | 21%       | 16%     | 20%   | 17%   |
| Up to six months of unpaid leave   | 10%   | 8%    | 17%   | 12%      | 12%           | 8%    | 10%   | 14%       | 7%      | 10%   | 9%    |
| Up to a year of unpaid leave       | 6%    | 6%    | 6%    | 8%       | 8%            | 5%    | 6%    | 6%        | 4%      | 6%    | 9%    |
| Totals                             | 100%  | 100%  | 100%  | 100%     | 100%          | 100%  | 100%  | 100%      | 100%    | 100%  | 100%  |
| (Unweighted N)                     | (989) | (755) | (119) | (115)    | (363)         | (294) | (212) | (161)     | (233)   | (392) | (203) |

### 3. Unpaid time off - new mothers

How long, if at all, should employers be required to give new MOTHERS unpaid time off after the birth of a child?

|                                    | Total | Gender |        | Age   |       |       |       | 3 Point Party ID |             |            |
|------------------------------------|-------|--------|--------|-------|-------|-------|-------|------------------|-------------|------------|
|                                    |       | Male   | Female | 18-29 | 30-44 | 45-64 | 65+   | Democrat         | Independent | Republican |
| No unpaid leave at all             | 11%   | 10%    | 11%    | 14%   | 10%   | 6%    | 15%   | 8%               | 13%         | 9%         |
| A month of unpaid leave            | 16%   | 17%    | 15%    | 6%    | 13%   | 23%   | 21%   | 17%              | 15%         | 17%        |
| Up to three months of unpaid leave | 37%   | 39%    | 34%    | 34%   | 35%   | 36%   | 43%   | 34%              | 34%         | 47%        |
| Up to six months of unpaid leave   | 22%   | 21%    | 23%    | 27%   | 20%   | 22%   | 18%   | 27%              | 20%         | 17%        |
| Up to a year of unpaid leave       | 15%   | 13%    | 17%    | 19%   | 22%   | 13%   | 3%    | 14%              | 18%         | 10%        |
| Totals                             | 100%  | 100%   | 100%   | 100%  | 100%  | 100%  | 100%  | 100%             | 100%        | 100%       |
| (Unweighted N)                     | (995) | (482)  | (513)  | (187) | (282) | (370) | (156) | (339)            | (412)       | (244)      |

|                                    | Total | Race  |       |          | Family Income |       |       | Region    |         |       |       |
|------------------------------------|-------|-------|-------|----------|---------------|-------|-------|-----------|---------|-------|-------|
|                                    |       | White | Black | Hispanic | Under 40      | 40-80 | 80+   | Northeast | Midwest | South | West  |
| No unpaid leave at all             | 11%   | 10%   | 9%    | 16%      | 14%           | 7%    | 6%    | 14%       | 6%      | 13%   | 8%    |
| A month of unpaid leave            | 16%   | 16%   | 18%   | 16%      | 19%           | 15%   | 15%   | 13%       | 24%     | 13%   | 16%   |
| Up to three months of unpaid leave | 37%   | 38%   | 30%   | 33%      | 33%           | 41%   | 39%   | 30%       | 38%     | 40%   | 35%   |
| Up to six months of unpaid leave   | 22%   | 21%   | 26%   | 23%      | 18%           | 22%   | 25%   | 24%       | 18%     | 22%   | 23%   |
| Up to a year of unpaid leave       | 15%   | 15%   | 16%   | 12%      | 16%           | 15%   | 16%   | 20%       | 13%     | 11%   | 18%   |
| Totals                             | 100%  | 100%  | 100%  | 100%     | 100%          | 100%  | 100%  | 100%      | 100%    | 100%  | 100%  |
| (Unweighted N)                     | (995) | (759) | (120) | (116)    | (367)         | (297) | (211) | (161)     | (231)   | (397) | (206) |

**4. Expecting a pregnancy - man**

If you were an employer, would you hire an otherwise qualified MAN whom you expected to father a child within a year or two of being hired?

|                | Gender |       |        | Age   |       |       |       | 3 Point Party ID |             |            |
|----------------|--------|-------|--------|-------|-------|-------|-------|------------------|-------------|------------|
|                | Total  | Male  | Female | 18-29 | 30-44 | 45-64 | 65+   | Democrat         | Independent | Republican |
| Hire           | 89%    | 88%   | 90%    | 82%   | 88%   | 93%   | 92%   | 89%              | 87%         | 91%        |
| Not hire       | 2%     | 3%    | 2%     | 6%    | 3%    | 1%    | 1%    | 2%               | 3%          | 3%         |
| Not sure       | 9%     | 9%    | 9%     | 12%   | 9%    | 7%    | 7%    | 9%               | 10%         | 7%         |
| Totals         | 100%   | 100%  | 100%   | 100%  | 100%  | 100%  | 100%  | 100%             | 100%        | 100%       |
| (Unweighted N) | (993)  | (484) | (509)  | (188) | (285) | (366) | (154) | (342)            | (409)       | (242)      |

  

|                | Race  |       |       |          | Family Income |       |       | Region    |         |       |       |
|----------------|-------|-------|-------|----------|---------------|-------|-------|-----------|---------|-------|-------|
|                | Total | White | Black | Hispanic | Under 40      | 40-80 | 80+   | Northeast | Midwest | South | West  |
| Hire           | 89%   | 91%   | 85%   | 80%      | 86%           | 92%   | 94%   | 89%       | 88%     | 88%   | 90%   |
| Not hire       | 2%    | 2%    | 1%    | 6%       | 4%            | 2%    | 1%    | 1%        | 3%      | 3%    | 2%    |
| Not sure       | 9%    | 7%    | 14%   | 14%      | 10%           | 5%    | 5%    | 9%        | 9%      | 9%    | 8%    |
| Totals         | 100%  | 100%  | 100%  | 100%     | 100%          | 100%  | 100%  | 100%      | 100%    | 100%  | 100%  |
| (Unweighted N) | (993) | (755) | (122) | (116)    | (368)         | (293) | (212) | (161)     | (231)   | (396) | (205) |

**5. Expecting a pregnancy - woman**

If you were an employer, would you hire an otherwise qualified WOMAN whom you expected to have a child within a year or two of being hired?

|                | Gender |       |        | Age   |       |       |       | 3 Point Party ID |             |            |
|----------------|--------|-------|--------|-------|-------|-------|-------|------------------|-------------|------------|
|                | Total  | Male  | Female | 18-29 | 30-44 | 45-64 | 65+   | Democrat         | Independent | Republican |
| Hire           | 76%    | 72%   | 81%    | 72%   | 79%   | 78%   | 72%   | 85%              | 70%         | 75%        |
| Not hire       | 8%     | 11%   | 4%     | 9%    | 8%    | 6%    | 10%   | 3%               | 10%         | 9%         |
| Not sure       | 16%    | 17%   | 15%    | 19%   | 13%   | 15%   | 18%   | 11%              | 19%         | 16%        |
| Totals         | 100%   | 100%  | 100%   | 100%  | 100%  | 100%  | 100%  | 100%             | 100%        | 100%       |
| (Unweighted N) | (996)  | (483) | (513)  | (188) | (286) | (367) | (155) | (343)            | (411)       | (242)      |

  

|                | Race  |       |       |          | Family Income |       |       | Region    |         |       |       |
|----------------|-------|-------|-------|----------|---------------|-------|-------|-----------|---------|-------|-------|
|                | Total | White | Black | Hispanic | Under 40      | 40-80 | 80+   | Northeast | Midwest | South | West  |
| Hire           | 76%   | 76%   | 80%   | 73%      | 78%           | 76%   | 77%   | 76%       | 76%     | 75%   | 78%   |
| Not hire       | 8%    | 8%    | 2%    | 11%      | 9%            | 7%    | 7%    | 7%        | 8%      | 9%    | 7%    |
| Not sure       | 16%   | 16%   | 18%   | 16%      | 13%           | 16%   | 16%   | 17%       | 16%     | 16%   | 15%   |
| Totals         | 100%  | 100%  | 100%  | 100%     | 100%          | 100%  | 100%  | 100%      | 100%    | 100%  | 100%  |
| (Unweighted N) | (996) | (759) | (120) | (117)    | (367)         | (296) | (213) | (161)     | (232)   | (398) | (205) |