

Odds of Using Specified Leave Arrangement by Women Who Worked During their First Pregnancy: 1991-1995

Source: U.S. Census Bureau
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	Quit job	Paid leave ¹	Unpaid leave ²	Disability leave	Let go from job
	Odds ratio	Odds ratio	Odds ratio	Odds ratio	Odds ratio
Employment status at last job					
Full time	0.33 *	3.00 *	1.22	1.85 *	3.89 *
Part time	1.00	1.00	1.00	1.00	1.00
Stopped working before birth					
Less than 1 month	0.14 *	6.50 *	2.51 *	1.94	0.07 *
1 month	0.24 *	5.09 *	2.71 *	2.87 *	0.30 *
2 months	0.60 *	2.94 *	1.58 *	3.97 *	0.42 *
3 to 5 months	0.96 *	1.13	1.26	3.03 *	0.74
6 or more months	1.00	1.00	1.00	1.00	1.00
Age at first birth					
Less than 18 years	1.00	1.00	1.00	1.00	1.00
18 and 19 years	0.96	1.56	1.54	1.21	1.22
20 and 21 years	1.30	1.51	1.37	0.77	0.98
22 to 24 years	0.89	2.53 *	1.25	0.07	0.94
25 to 29 years	0.61	3.67 *	1.46	1.78	0.67
30 years and over	0.47 *	4.03 *	1.54	1.71	0.87
Race and ethnicity					
White, non-Hispanic	1.00	1.00	1.00	1.00	1.00
Black, non-Hispanic	0.71 *	1.04	1.02	1.14	1.21
Other, non-Hispanic	1.06	1.39	0.85	1.25	0.32
Hispanic (of any race)	1.27	0.79	0.89	1.59 *	0.76
Timing of first birth³					
Before first marriage	1.00	1.00	1.00	1.00	1.00
Within first marriage	1.12	1.54 *	0.82	1.01	0.54 *
After first marriage	0.96	2.03 *	0.71	1.17	0.63
Educational attainment					
Less than high school	1.00	1.00	1.00	1.00	1.00
High school graduate	0.75	1.14	0.67 *	1.14	1.26
Some college, no degree	0.66 *	1.62 *	0.68 *	1.05	1.22
Bachelor's degree or more	0.78	2.48 *	0.44 *	1.27	0.76
Unweighted N	1910	1910	1910	1910	1910
chi-square	430.02	513.95	70.39	48.37	104.70
degrees of freedom	18	18	18	18	18

* Significant at the 90-percent confidence level.

¹Paid leave includes all paid maternity, sick, vacation, and other paid leave.

²Unpaid leave includes all unpaid maternity, sick, vacation, and other unpaid leave.

³Refers to marital status at time of first birth. Before first marriage includes never married women. After first marriage includes first births outside or within second or subsequent marriages.

Note: Leave arrangements may have been used before or up to 12 weeks after the birth.

Source: U.S. Census Bureau, Survey of Income and Program Participation (SIPP), 1996 Panel, Wave 2.