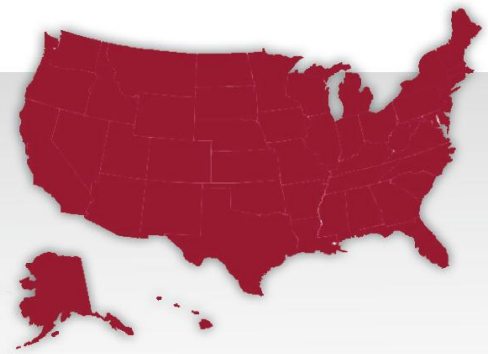


# Family Friendly America

## North Dakota



North Dakota workers need public policies that allow them to better manage the dual demands of work and family. Family friendly workplace laws help workers maintain their economic security when they give birth, adopt, raise children or grandchildren, deal with illness, and care for parents, grandparents, spouses or partners.

### Working Families by the Numbers

- **172,528 North Dakota women** work, making up **47 percent** of the state workforce.<sup>1</sup>
- **10,941 North Dakotans** gave birth between 2008 and 2009.<sup>2</sup>
- **109,982 North Dakota children (81 percent)** live in families where all parents work.<sup>3</sup>
- **4,870 North Dakota grandparents** live with grandchildren who are under 18.<sup>4</sup>
- **56,000 North Dakotans** serve as family caregivers.<sup>5</sup>

### Existing Family Friendly Workplace Laws

North Dakota workers do not have access to workplace leave or breastfeeding protections beyond those provided by federal law. There is also no pending legislation in North Dakota that would expand on federal law in these areas.

*For more information about family friendly workplace laws or to get involved in a state campaign, please contact the National Partnership for Women & Families at [info@nationalpartnership.org](mailto:info@nationalpartnership.org).*

<sup>1</sup> U.S. Census Bureau. (2009). *Selected Social Characteristics in the United States: 2009: ND*. Retrieved 18 March 2011, from [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-geo\\_id=04000US38&-qr\\_name=ACS\\_2009\\_1YR\\_G00\\_DP2&-context=adp&-ds\\_name=&-tree\\_id=309&-\\_lang=en&-redoLog=false&-format=](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-geo_id=04000US38&-qr_name=ACS_2009_1YR_G00_DP2&-context=adp&-ds_name=&-tree_id=309&-_lang=en&-redoLog=false&-format=)

<sup>2</sup> U.S. Census Bureau (2009). *Selected Economic Characteristics in the United States: 2009: ND*. Retrieved 18 March 2011, from [http://factfinder.census.gov/servlet/ADPTable?\\_bm=y&-context=adp&-qr\\_name=ACS\\_2009\\_1YR\\_G00\\_DP3&-ds\\_name=ACS\\_2009\\_1YR\\_G00\\_&-tree\\_id=309&-redoLog=false&-\\_caller=geoselect&-geo\\_id=04000US38&-format=&-\\_lang=en](http://factfinder.census.gov/servlet/ADPTable?_bm=y&-context=adp&-qr_name=ACS_2009_1YR_G00_DP3&-ds_name=ACS_2009_1YR_G00_&-tree_id=309&-redoLog=false&-_caller=geoselect&-geo_id=04000US38&-format=&-_lang=en)

<sup>3</sup> See note 1.

<sup>4</sup> See note 2.

<sup>5</sup> AARP Public Policy Institute. (2007). Valuing the Invaluable: A New Look at State Estimates of the Economic Value of Family Caregiving (Data Update). *Data Digest 158R*, 3. Retrieved 21 March 2011, from <http://www.caregiving.org/data/AARPDDataUpdate-StateEstimatesofEconomicValue.pdf>



*The National Partnership for Women & Families is a non-profit, non-partisan advocacy group dedicated to promoting fairness in the workplace, access to quality health care and policies that help women and men meet the dual demands of work and family. More information is available at [www.nationalpartnership.org](http://www.nationalpartnership.org).*