



Reproductive Health Care and Job Decisions Poll

— OCTOBER 2024



Methodology

This poll was conducted between August 27-September 1, 2024 among a sample of 10,003 adults. The interviews were conducted online and the data were weighted to approximate a target sample of adults based on age, gender, race, educational attainment, region, gender by age, and race by educational attainment. Results from the full survey have a margin of error of plus or minus 1 percentage points.

State-by-state data was gathered using multilevel regression and poststratification (MRP), a method to generate sub-national estimates from national level polls. Polls conducted for the United States as a whole do not reliably allow to disaggregate results and provide estimates on the state level, especially for small states. To address this methodological challenge, MRP combines different statistical techniques to generate more reliable state-level results from data collected through national surveys.

A multilevel regression estimates the responses of different demographic groups, allowing each group's response to vary by state. In this framework, small groups can also "borrow" information from larger groups through partial pooling, and additional state-level information can be incorporated as predictors. The poststratification part of the estimation process then incorporates information about the population by adjusting each group to be proportional to its population share to generate state-level estimates of the outcome variable of the regression model.

Audience Definitions

Likely to have children (N = 2,204, MoE = +/-2%): Adults who are planning to have children in the next 10 years. *This can include having children for the first time or having additional children.*

Likely to relocate for a job (N = 3,094, MoE = +/-2%): Currently employed adults who very or somewhat likely to relocate to a different state if they were offered a compelling job opportunity

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Key Findings

Appendices:

Perceptions of Reproductive Health Care Policies

Policy Impacts On Relocation

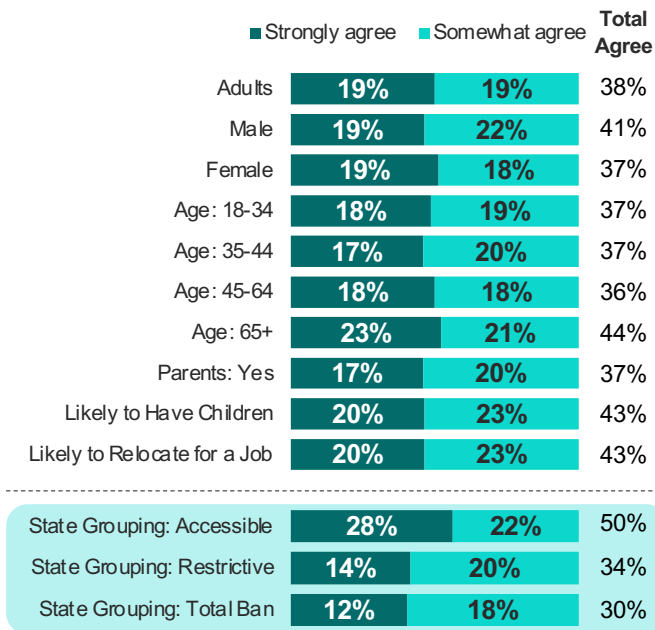
Priority Employee Benefits

Legislative Action

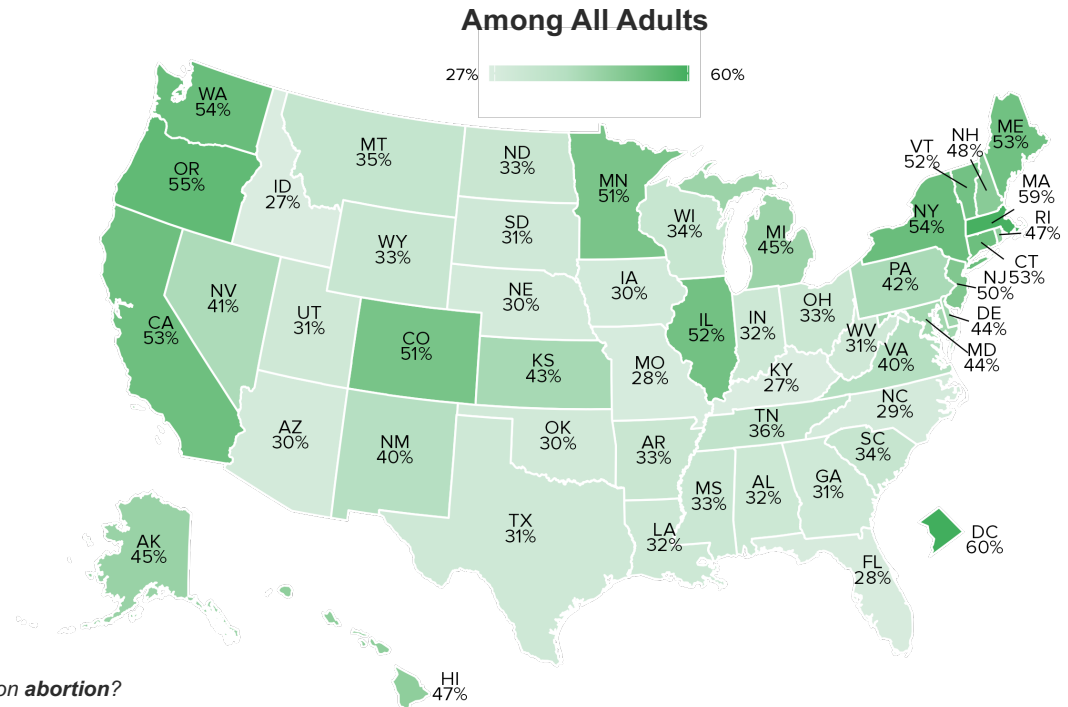


KEY FINDINGS

Adults in accessible states are more likely to show agreement with their state's policies on abortion (50%) than those in restrictive (34%) or total ban (30%) states.



Agree with Abortion Policies
By State, August 27, 2024 - September 1, 2024



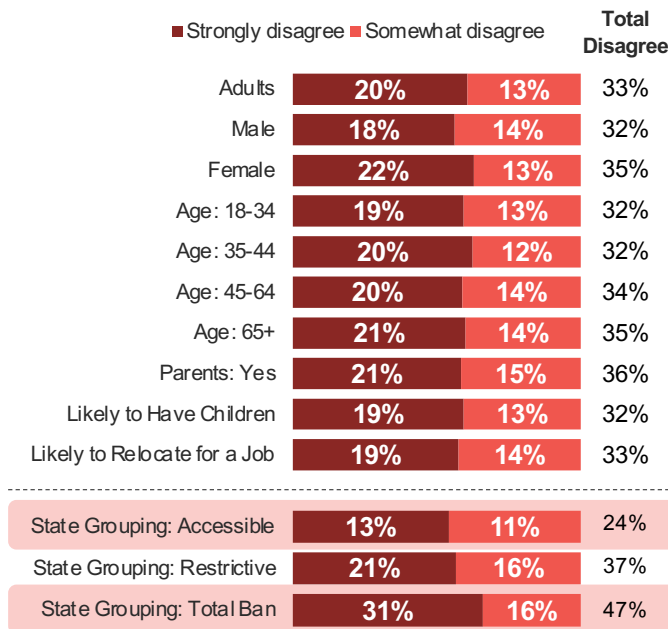
Question text: More specifically, do you agree or disagree with your state's policies on **abortion**?

Total Agree = strongly agree + somewhat agree

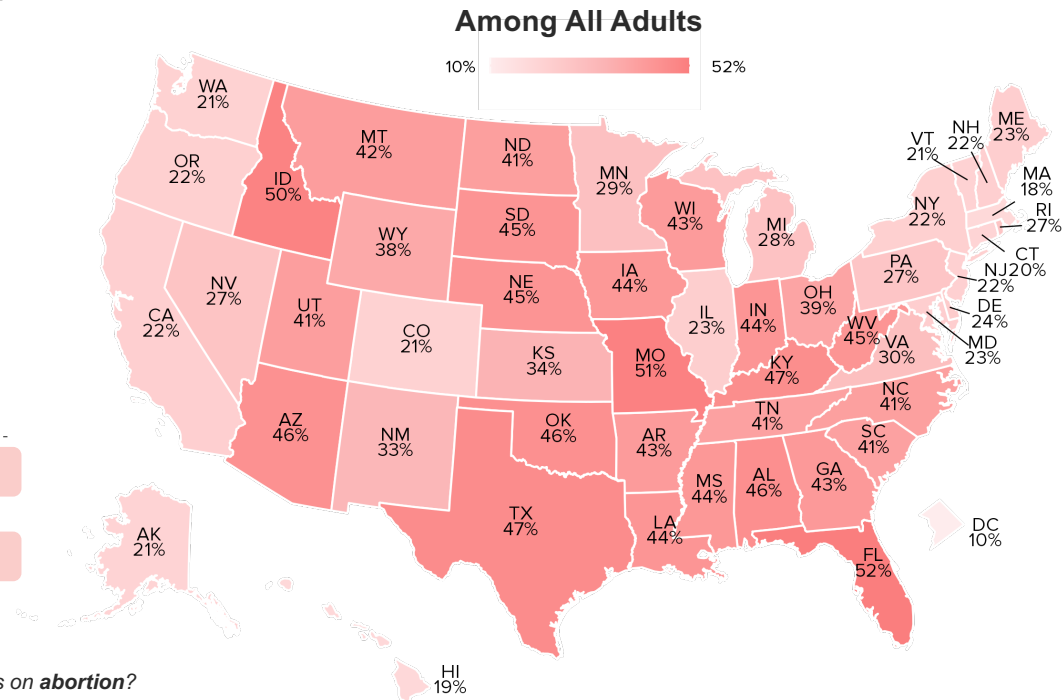
*Note that state groupings are calculated with MRP data. See appendix for state grouping breakouts

KEY FINDINGS

Nearly half of adults in states with abortion bans (47%) disagree with their state’s abortion policies – including nearly one-third (31%) who strongly disagree. Only one-fourth of adults in accessible states (24%) disagree.



Disagree with Abortion Policies
By State, August 27, 2024 - September 1, 2024



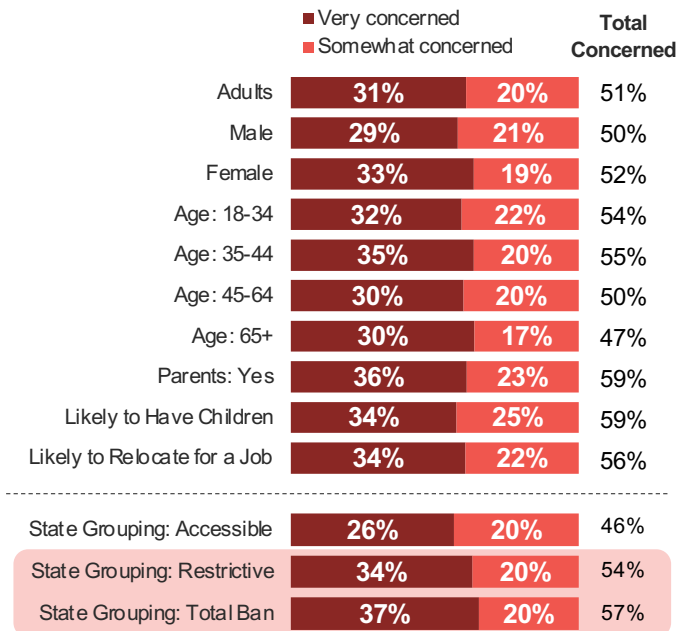
Question text: More specifically, do you agree or disagree with your state’s policies on **abortion**?

Total Disagree = strongly disagree + somewhat disagree

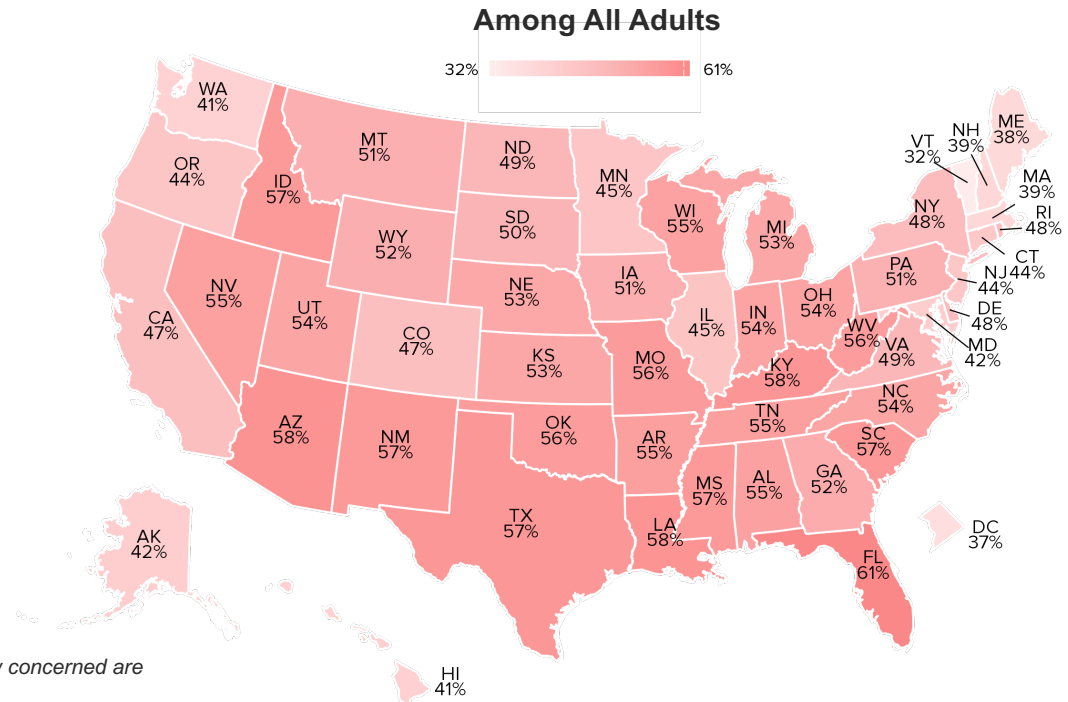
*Note that state groupings are calculated with MRP data. See appendix for state grouping breakouts

KEY FINDINGS

More than half of adults in restrictive (54%) and total ban states (57%) are concerned about abortion access, including about one-third who are very concerned (34%, 37%).



Concerned about Abortion Access
By State, August 27, 2024 - September 1, 2024



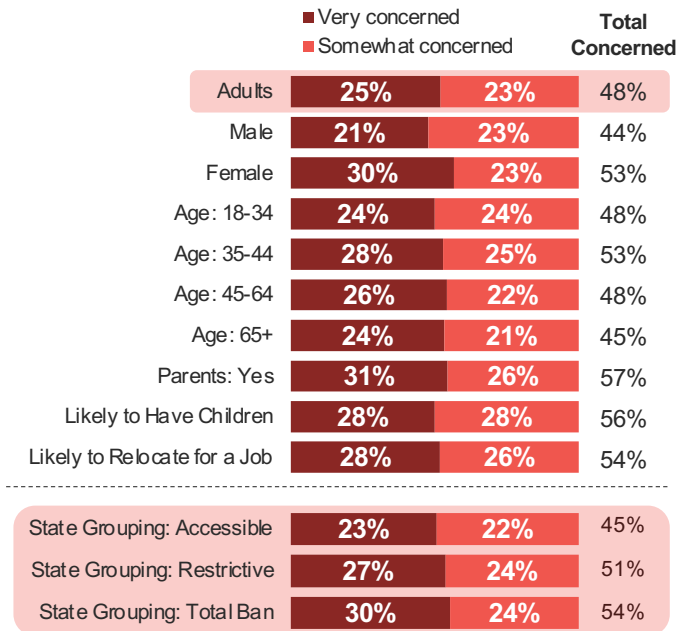
Question text: Thinking about the reproductive health care policies in your state, how concerned are you, if at all, about each of the following? – Access to Abortion

Total Concerned = very concerned + somewhat concerned

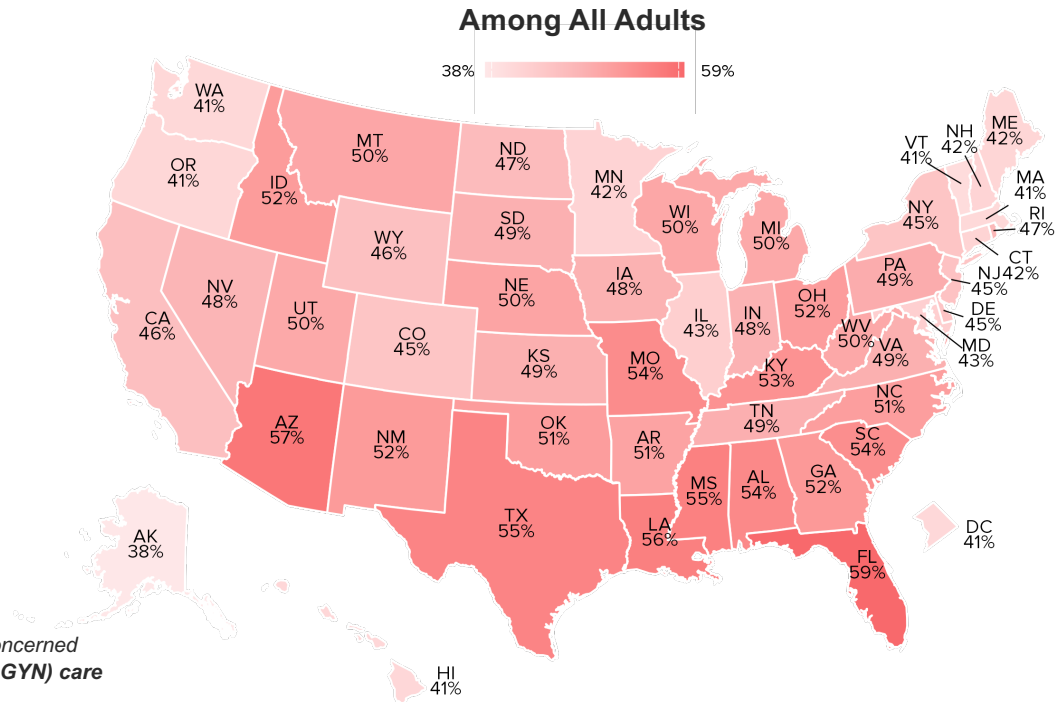
*Note that state groupings are calculated with MRP data. See appendix for state grouping breakouts

KEY FINDINGS

Almost half of adults (48%) are concerned about OBGYN access in their state. Adults in restrictive (51%) and total ban states (54%) show higher levels of concern than adults in states with abortion access (45%).



Concerned about OBGYN Access
By State, August 27, 2024 - September 1, 2024

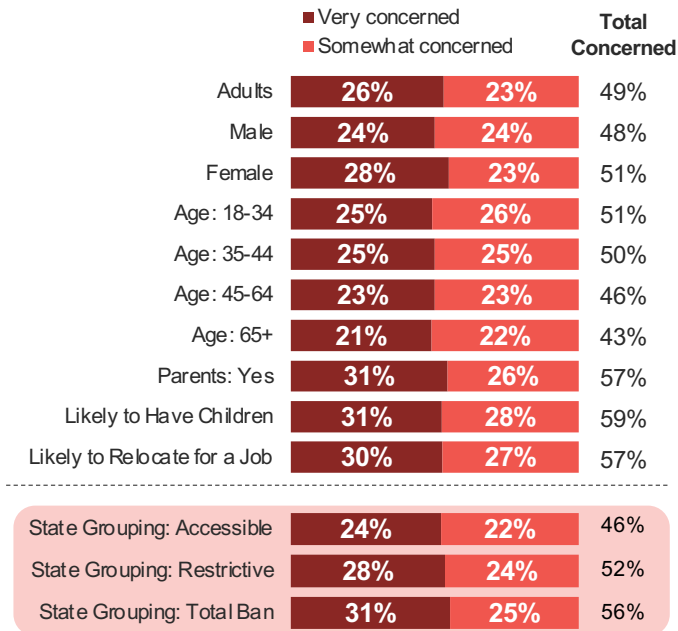


Question text: Thinking about the reproductive health care policies in your state, how concerned are you, if at all, about each of the following? – Access to obstetric-gynecological (OBGYN) care
Total Concerned = very concerned + somewhat concerned

*Note that state groupings are calculated with MRP data. See appendix for state grouping breakouts

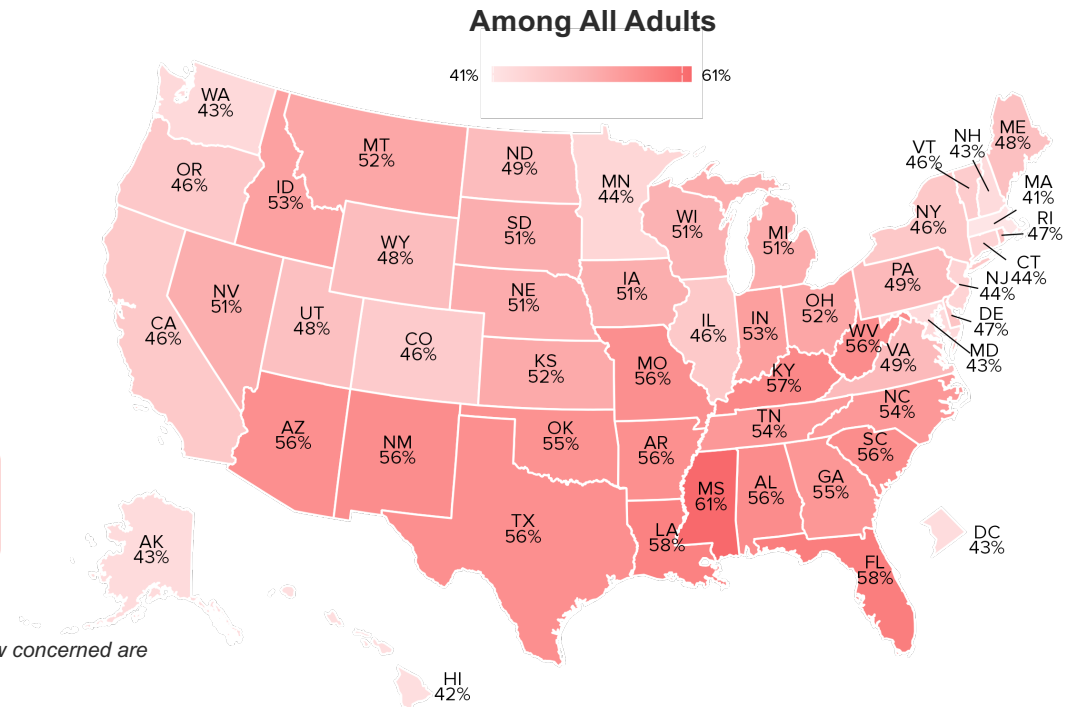
KEY FINDINGS

About half of adults in restrictive (52%) and total ban states (56%) show concern around prenatal care access, while two-fifths in states with abortion access (46%) are concerned about accessing this type of care.



Concerned about Prenatal Care Access

By State, August 27, 2024 - September 1, 2024



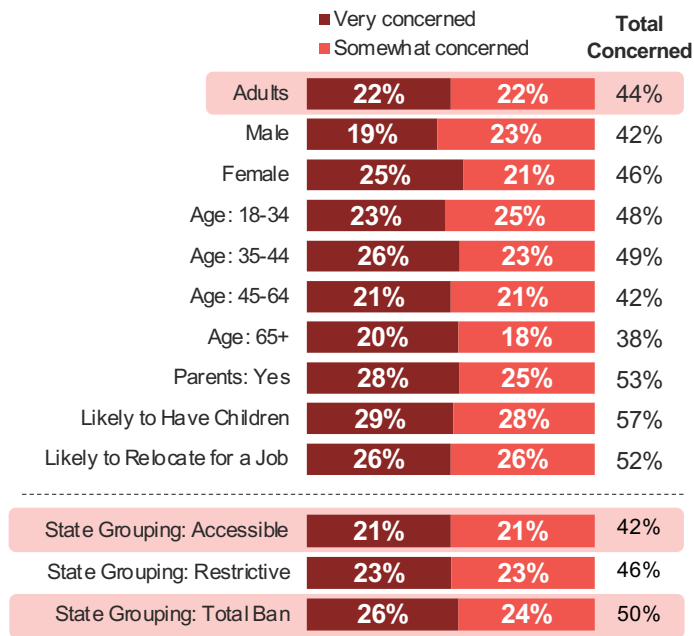
Question text: Thinking about the reproductive health care policies in your state, how concerned are you, if at all, about each of the following? – **Access to prenatal care**

Total Concerned = very concerned + somewhat concerned

*Note that state groupings are calculated with MRP data. See appendix for state grouping breakouts

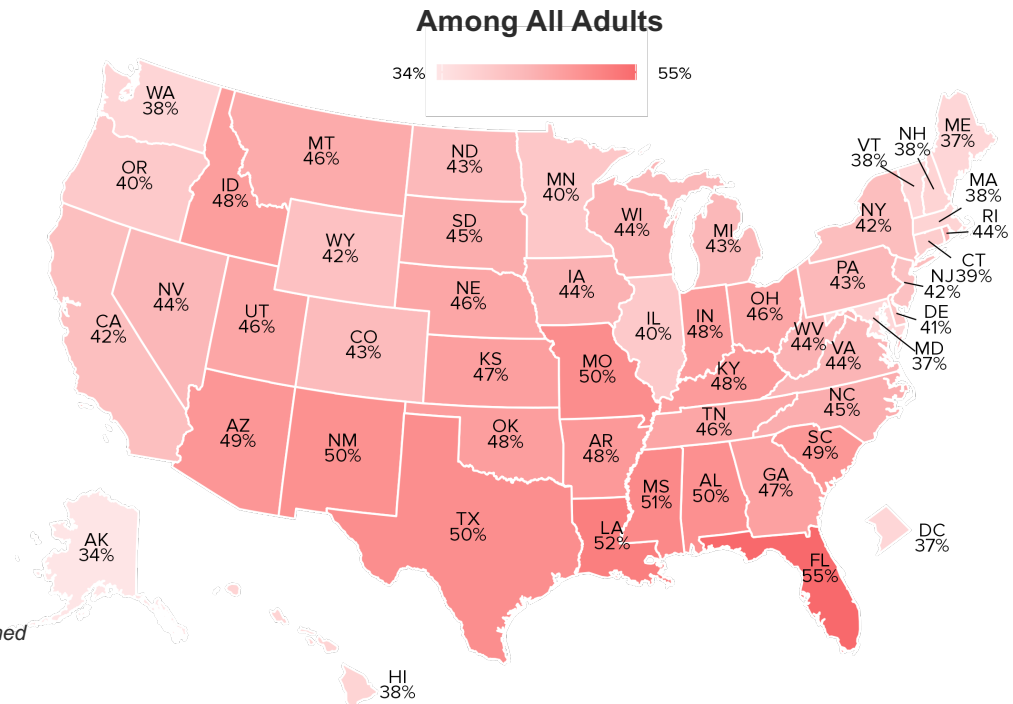
KEY FINDINGS

More than two-fifths of adults (44%) are concerned about fertility treatment access, including nearly one-fifth (22%) who are *very concerned*. More adults in abortion ban states (50%) report having concerns about access than adults in accessible states (42%).



Concerned about Fertility Treatment Access

By State, August 27, 2024 - September 1, 2024



Question text: Thinking about the reproductive health care policies in your state, how concerned are you, if at all, about each of the following? – Access to fertility treatments, such as egg freezing and in vitro fertilization (IVF)

Total Concerned = very concerned + somewhat concerned

*Note that state groupings are calculated with MRP data. See appendix for state grouping breakouts

KEY FINDINGS

Adults in total ban states are more concerned with access to abortion, contraception, fertility treatments, OBGYN services, and prenatal care than those in accessible states.

Thinking about the reproductive health care policies **in your state**, how concerned are you, if at all, about each of the following?

Access to Abortion

■ Very concerned ■ Somewhat concerned

State Grouping: Accessible	26%	20%	46%
State Grouping: Restrictive	34%	20%	54%
State Grouping: Total Ban	37%	20%	57%

Access to contraception

State Grouping: Accessible	22%	20%	42%
State Grouping: Restrictive	27%	21%	48%
State Grouping: Total Ban	30%	22%	52%

Access to fertility treatments, such as egg freezing and in vitro fertilization (IVF)

State Grouping: Accessible	21%	21%	42%
State Grouping: Restrictive	23%	23%	46%
State Grouping: Total Ban	26%	24%	50%

Access to obstetric-gynecological (OBGYN) care

State Grouping: Accessible	23%	22%	45%
State Grouping: Restrictive	27%	24%	51%
State Grouping: Total Ban	30%	24%	54%

Access to prenatal care

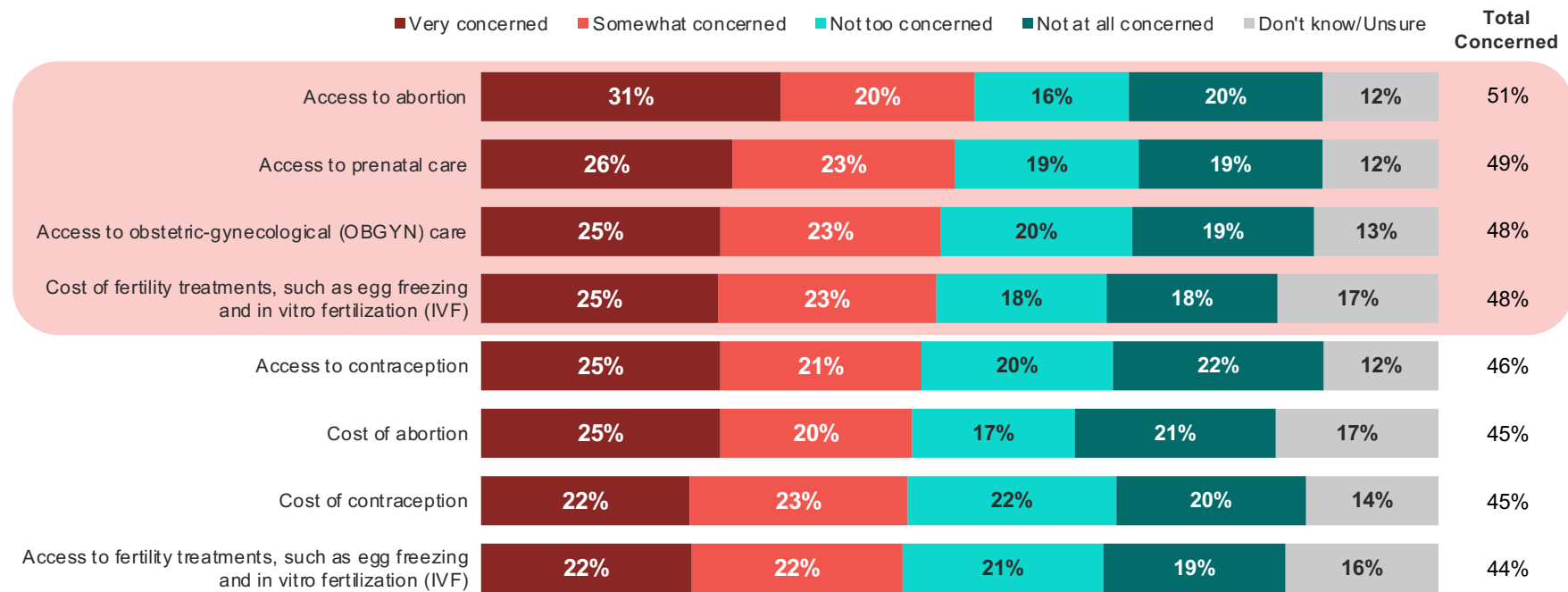
State Grouping: Accessible	24%	22%	46%
State Grouping: Restrictive	28%	24%	52%
State Grouping: Total Ban	31%	25%	56%

Total Concerned = very concerned + somewhat concerned

KEY FINDINGS

When thinking about reproductive health care policies in their state, half of adults are concerned about abortion access (51%), access to prenatal care (49%), OBGYN access (48%), and cost of fertility treatments (48%).

Thinking about the reproductive health care policies **in your state**, how concerned are you, if at all, about each of the following?



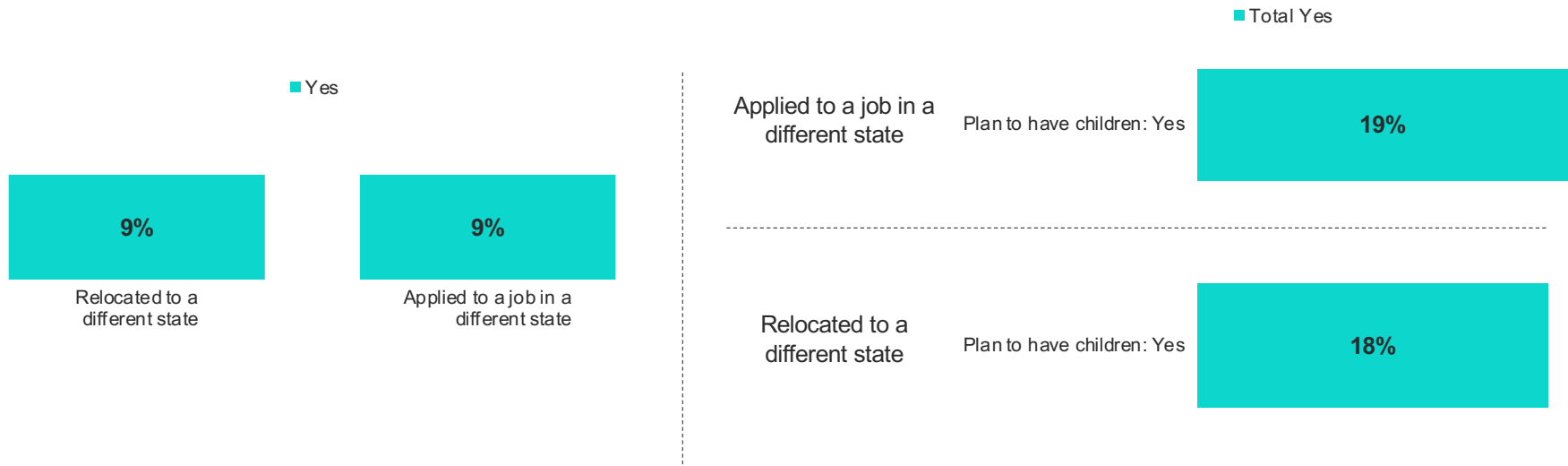
Total Concerned = very concerned + somewhat concerned

KEY FINDINGS

One-in-ten adults (9%) have or know someone who has relocated or applied to a job in a different state because of a state's abortion restrictions. For adults who plan to have children, this doubles. Nearly two-in-ten have or know someone who has applied to a job (19%) or relocated to a different state (18%).

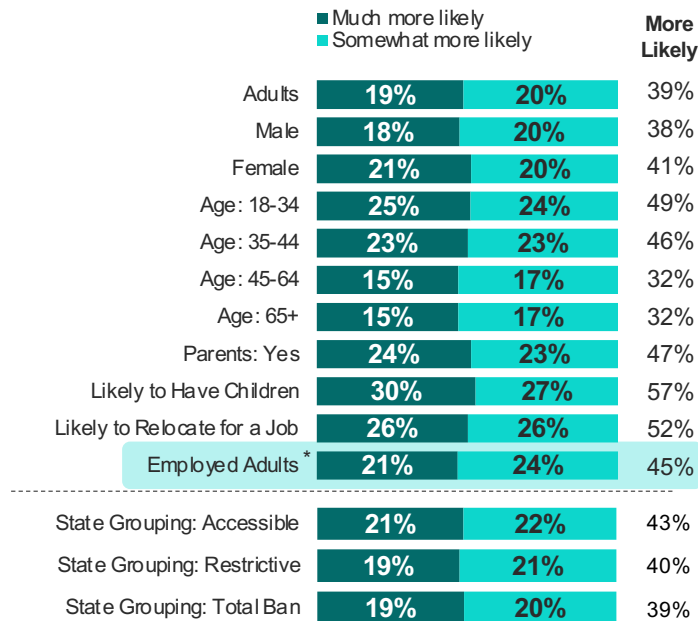
Have you or someone you know ever done the following because of a state's **abortion restrictions**?

Among All Adults



KEY FINDINGS

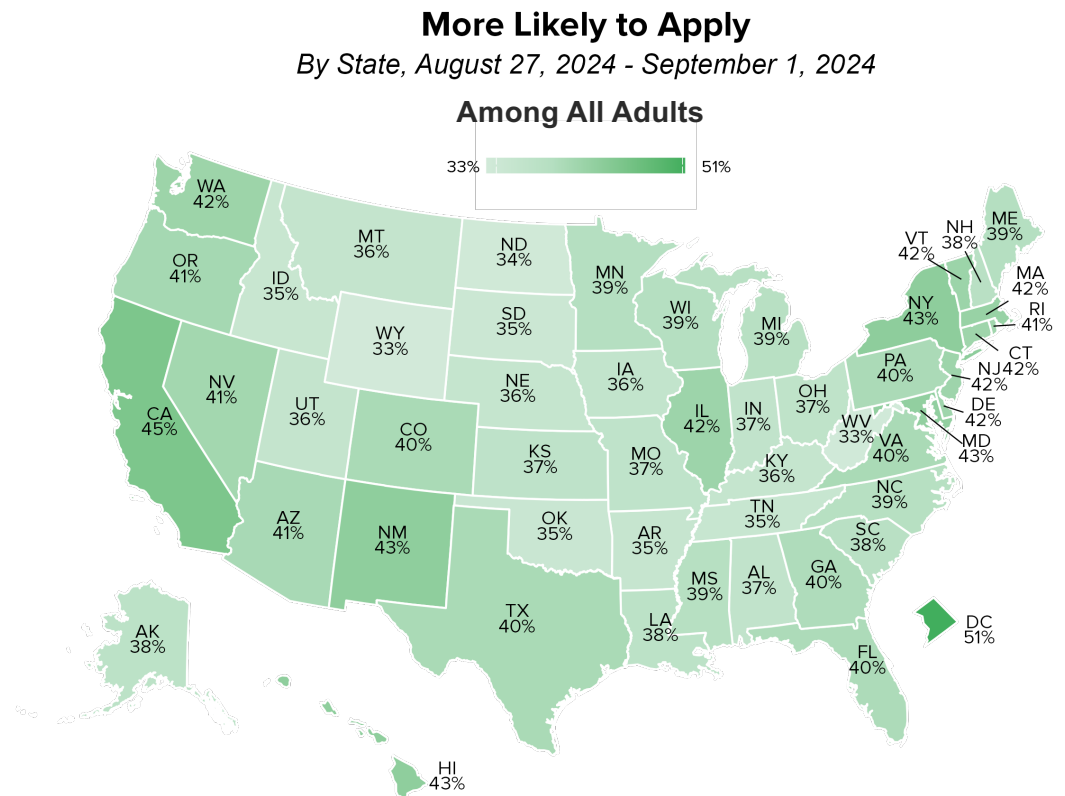
Two-fifths of employed adults (45%) are more likely to apply to a job that offers reproductive health care benefits, such as support for abortion or fertility treatments.



Question text: Suppose you were looking for a new job. Would you be more or less likely to do each of the following if an employer offered reproductive health care benefits, including support for abortion and fertility treatments such as in vitro fertilization (IVF)? – **Apply for a job**

More likely = much more likely + somewhat more likely

*Employed adults in the private sector: N = 3,141, MoE = +/-2%

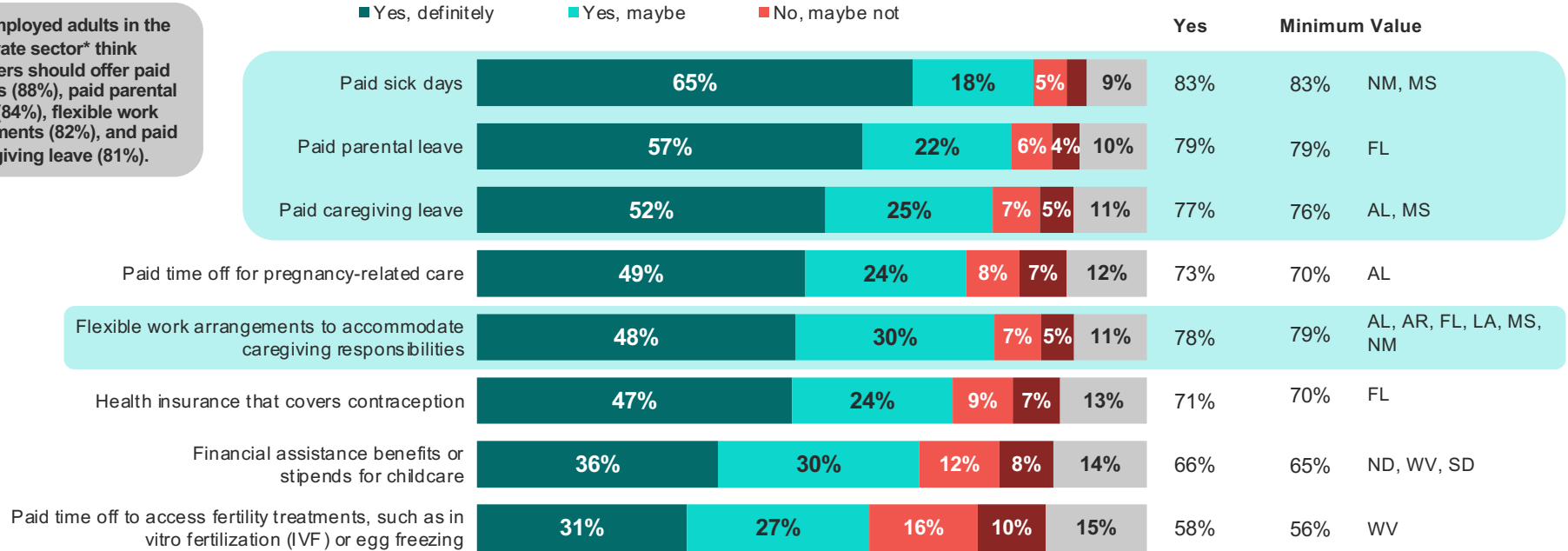


KEY FINDINGS

A strong majority of adults think employers should offer paid sick days (83%), paid parental leave (79%), work flexibility to accommodate caregiving responsibilities (78%), and paid caregiving leave (77%).

In your opinion, should **employers** offer each of the following benefits to their employees?

Most employed adults in the private sector* think employers should offer paid sick days (88%), paid parental leave (84%), flexible work arrangements (82%), and paid caregiving leave (81%).



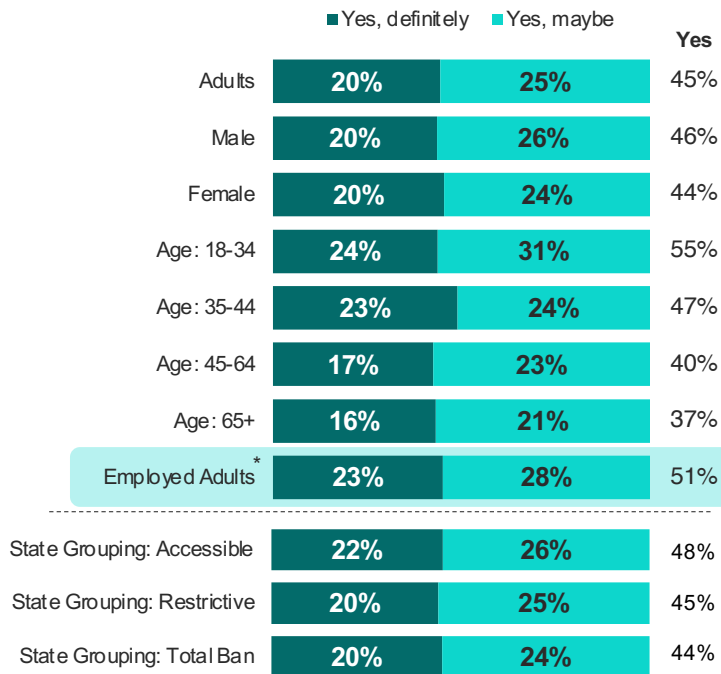
Answer options shortened or removed for brevity

Yes = yes definitely + yes maybe

*Employed adults in the private sector: N = 3,141, MoE = +/-2%

KEY FINDINGS

Half of employed adults (51%) think companies should speak out on reproductive health care policies.



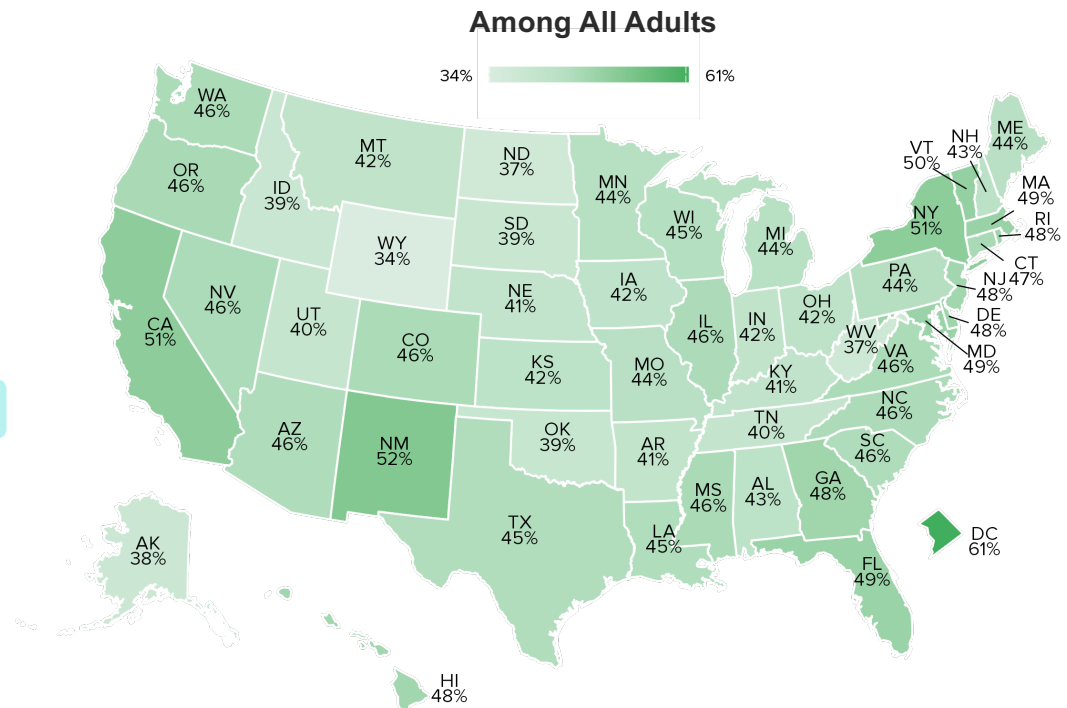
Question text: Thinking about the role of employers in the United States, do you believe companies should speak out on reproductive health care policies? This could include releasing internal communications or public statements.

Yes = yes, definitely + yes, maybe

*Employed adults in the private sector: N = 3,141, MoE = +/-2%

Companies Should Speak Out on Repro. Rights

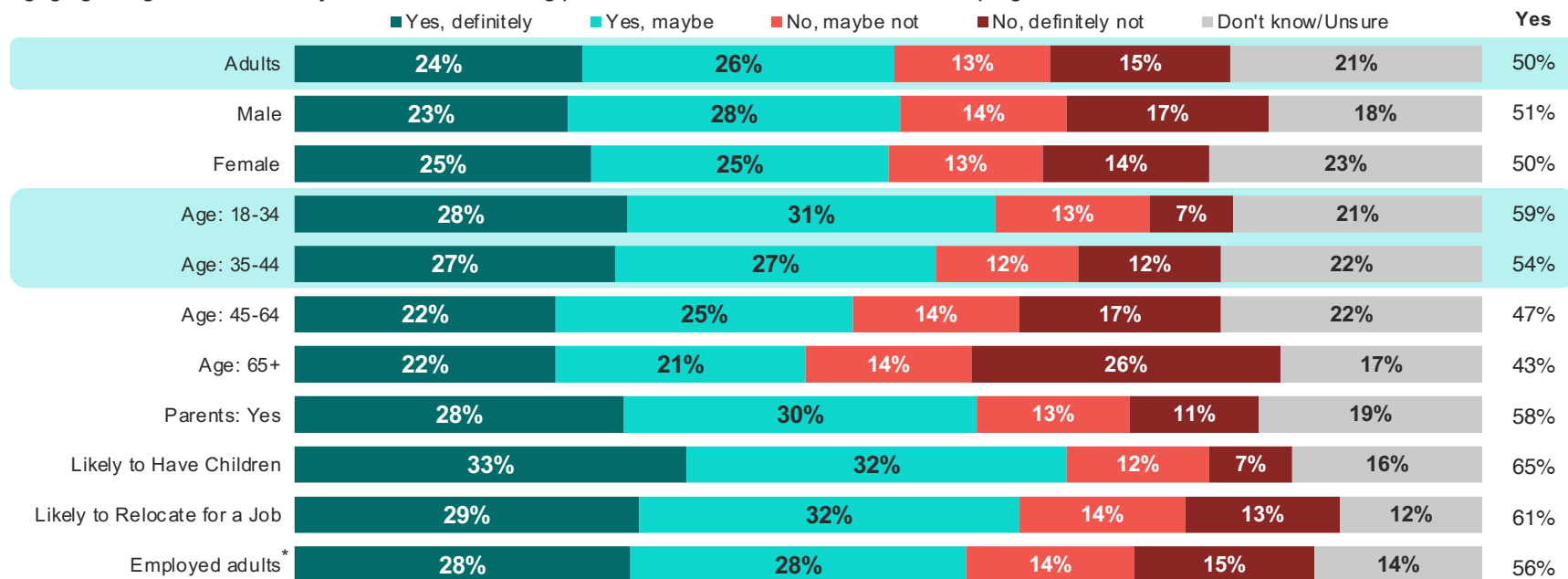
By State, August 27, 2024 - September 1, 2024



KEY FINDINGS

Half of adults (50%) think companies should work with lawmakers to protect reproductive health care access in the state(s) where they operate. Younger adults (59%, 54%) are significantly more likely than older adults to agree companies should collaborate with lawmakers to protect this type of health care.

In your opinion, should companies engage with lawmakers to **protect access** to reproductive health care in the state(s) where they operate? *This could include engaging in legislative advocacy efforts and/or making political donations to a candidate or campaign.*

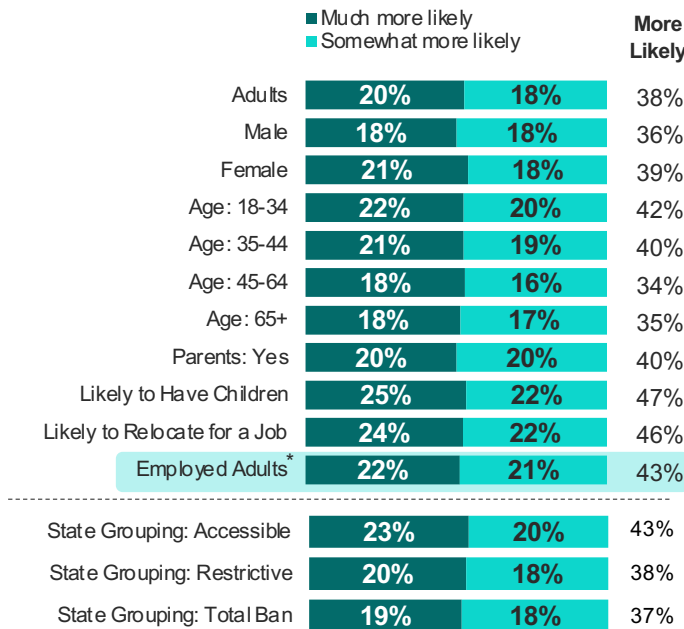


Yes = yes definitely + yes maybe

*Employed adults in the private sector: N = 3,141, MoE = +/-2%

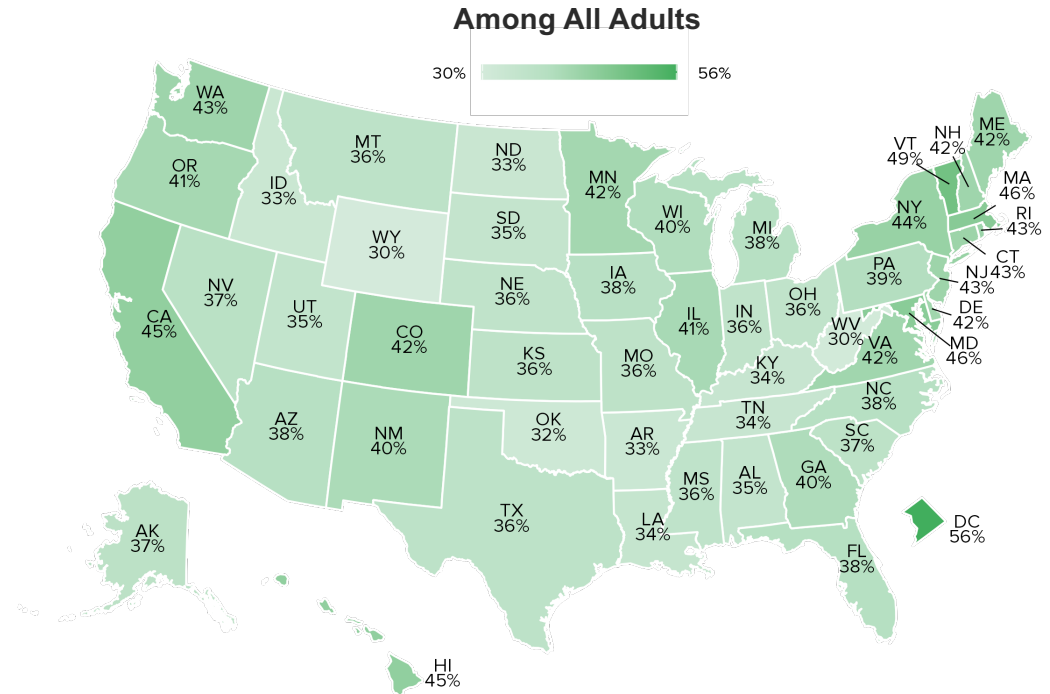
KEY FINDINGS

Two-in-five employed adults (43%) are more likely to work for a company that engages in legislative advocacy to protect abortion access.



Engages in Abortion Legislation: More Likely

By State, August 27, 2024 - September 1, 2024



Question text: Suppose you were looking for a new job. Would you be more or less likely to work for a company that does each of the following? – **Engages in legislative advocacy to protect abortion access**

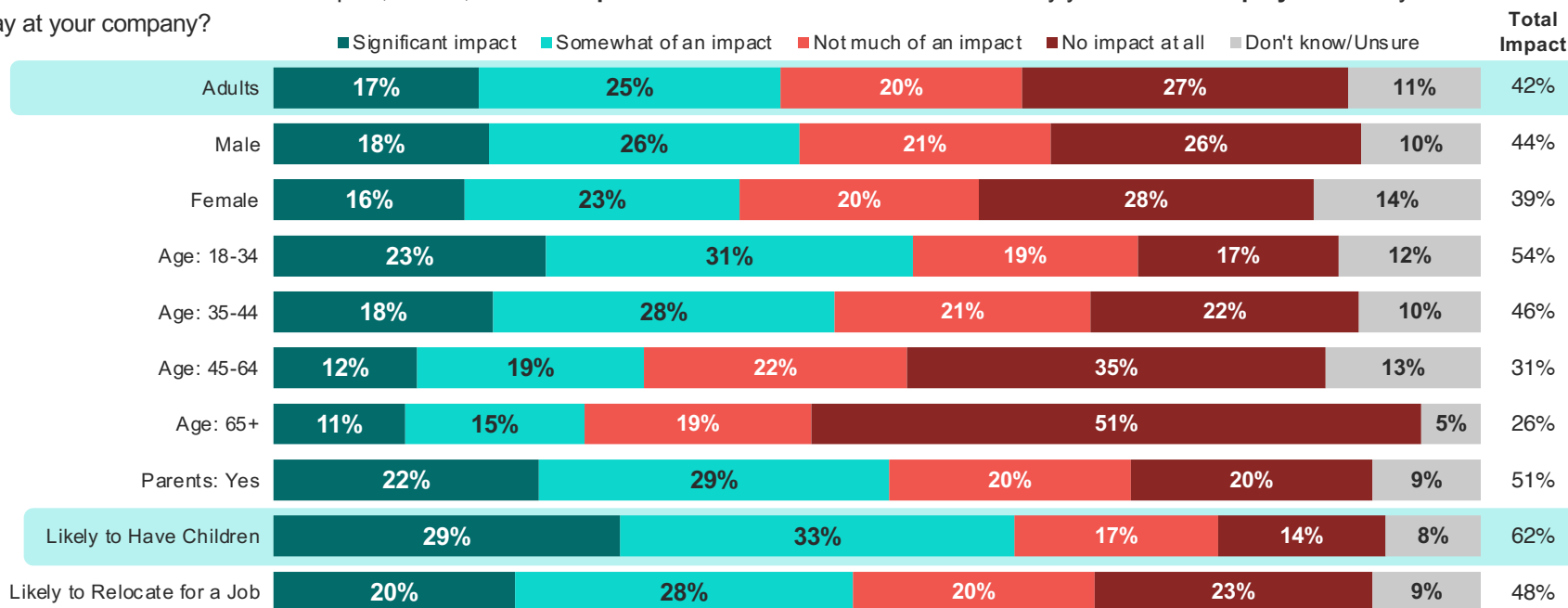
More likely = much more likely + somewhat more likely

*Employed adults in the private sector: N = 3,141, MoE = +/-2%

KEY FINDINGS

Two-in-five employed adults (42%) say their current employer offering reproductive health care benefits would impact their decision to join or stay at the company. Approximately two-thirds of employed adults who are likely to have children in the next 10 years (62%) think this would impact their decision, including nearly one-third (29%) who say the impact would be *significant*.

Employers may offer **reproductive health care benefits** which include benefits like coverage for contraception, abortion, and fertility treatments and paid parental leave. How much of an impact, if at all, have the **reproductive health care benefits** offered by your **current employer** had on your decision to join or stay at your company?



Among employed adults (N = 3,771, MoE = +/-2%)

Total Impact = significant impact + somewhat of an impact

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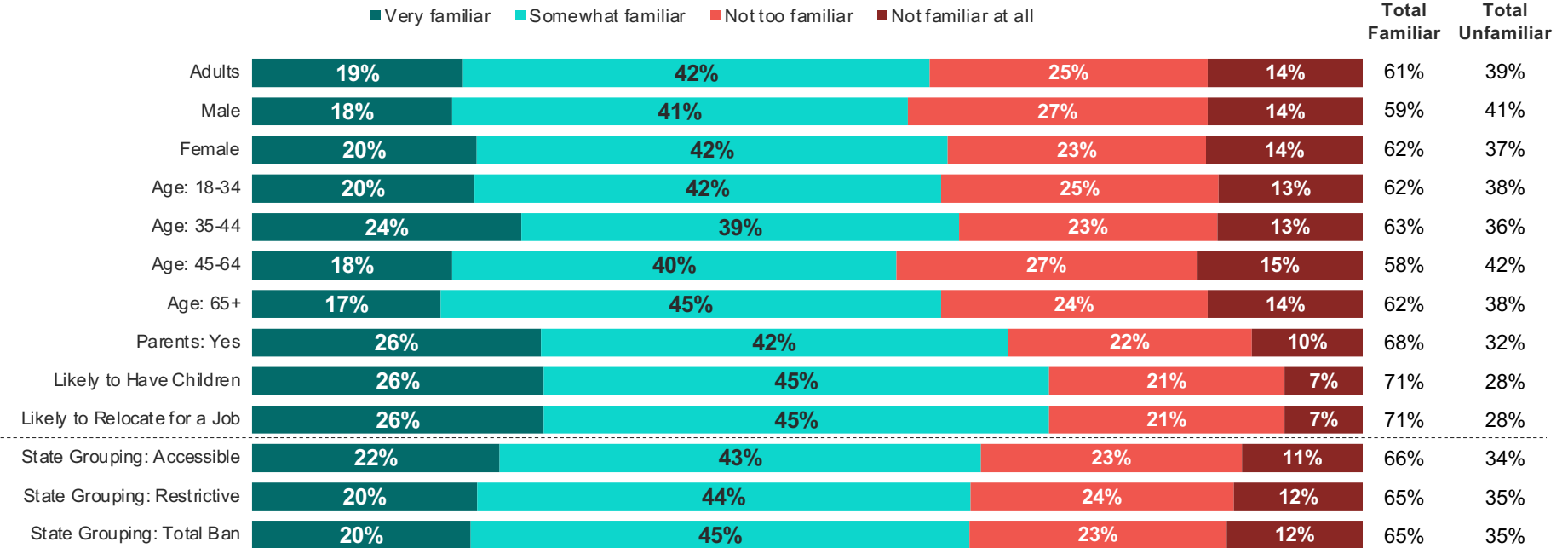
Legislative Action



PERCEPTIONS OF REPRODUCTIVE HEALTH CARE POLICIES

Three-in-five adults (61%) are familiar with the reproductive health care policies in the state they live in.

As you may know, **reproductive health care policies** govern access to prenatal and maternal health care, as well as abortion, contraception, and fertility treatments like in vitro fertilization (IVF). How familiar are you, if at all, with the **reproductive health care policies** in the state where you live?



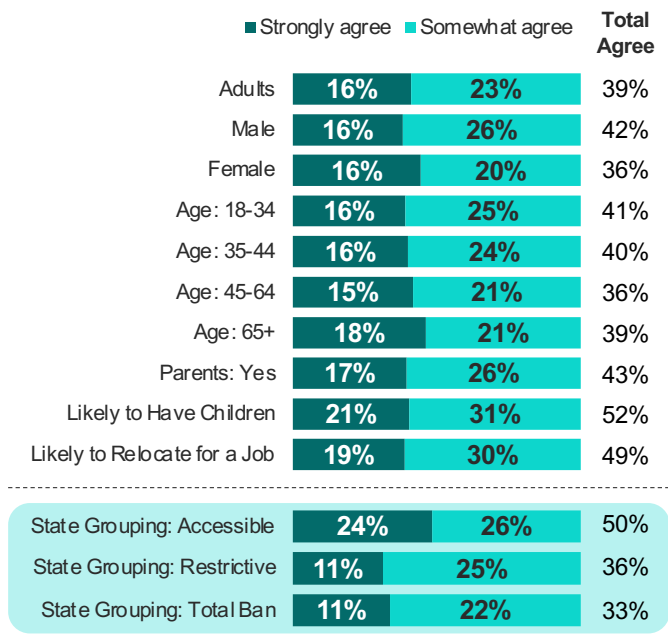
Total Familiar = very familiar + somewhat familiar

Total Unfamiliar = not too familiar + not familiar at all

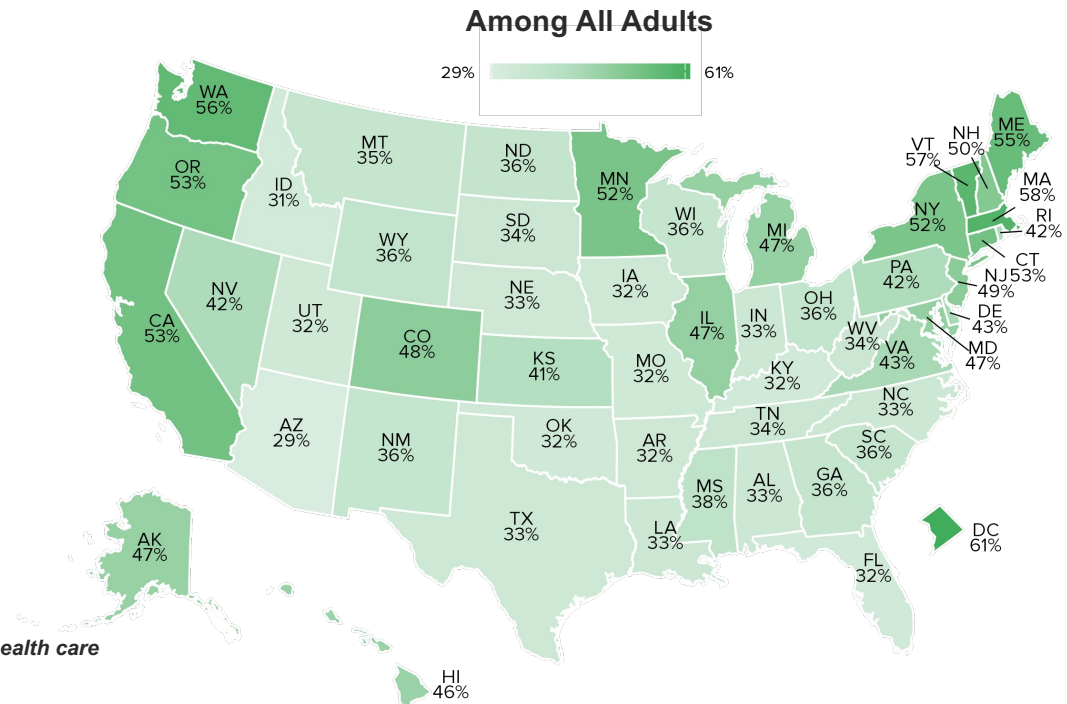
*Note that state groupings are calculated with MRP data. See appendix for state grouping breakouts

PERCEPTIONS OF REPRODUCTIVE HEALTH CARE POLICIES

Half of adults in accessible states agree with their state’s reproductive health care policies (50%) while only about one-third in restrictive (36%) and total ban (33%) states do.



Agree with Reproductive Healthcare Policies
By State, August 27, 2024 - September 1, 2024



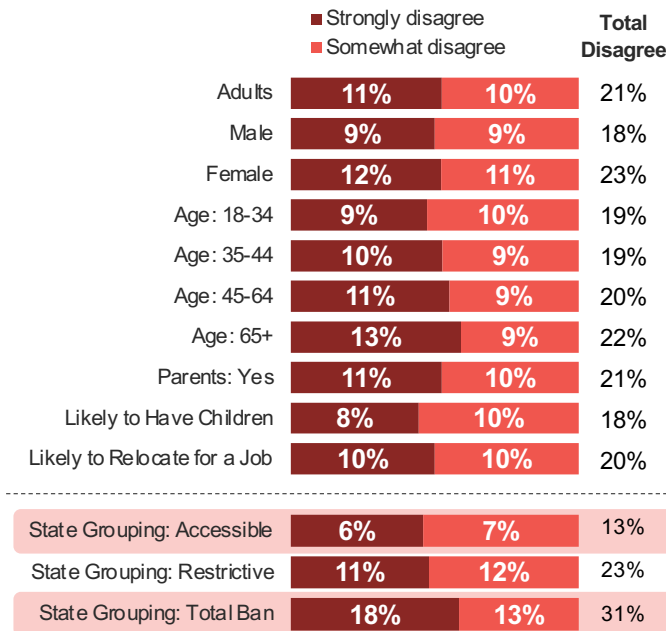
Question text: Generally speaking, do you agree or disagree with the reproductive health care policies in the state where you live?

Total Agree = strongly agree + somewhat agree

*Note that state groupings are calculated with MRP data. See appendix for state grouping breakouts

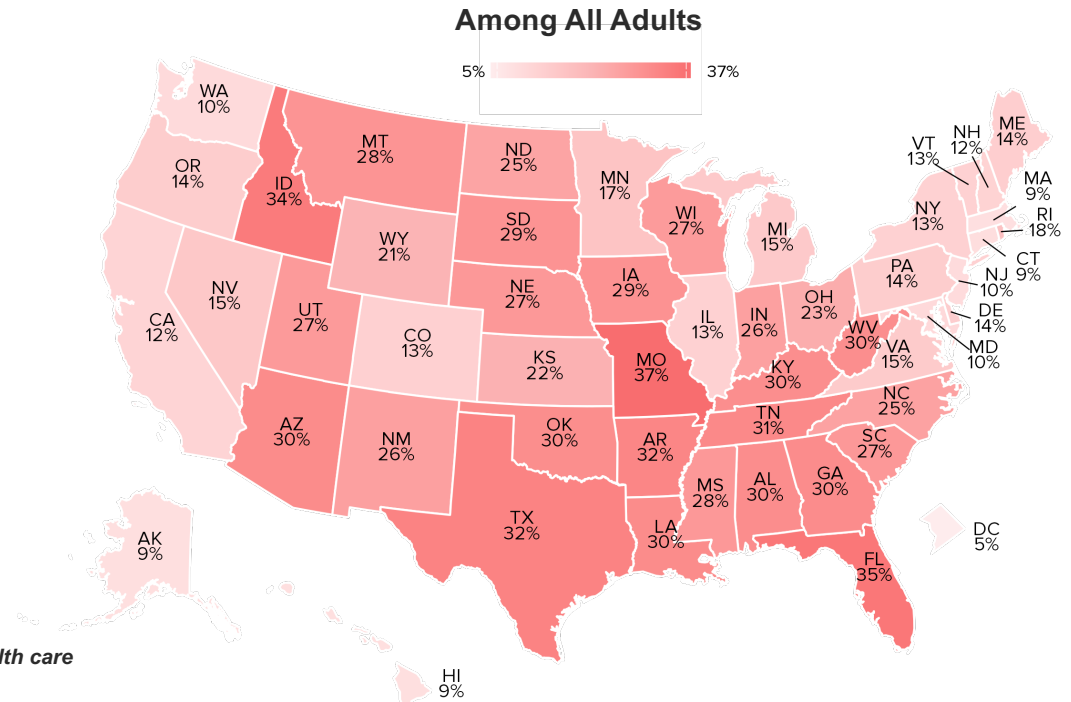
PERCEPTIONS OF REPRODUCTIVE HEALTH CARE POLICIES

About one-third of adults in states with abortion bans (31%) disagree with their state’s reproductive health care policies while only 13% of adults in states with accessible policies do.



Disagree with Reproductive Healthcare Policies

By State, August 27, 2024 - September 1, 2024



Question text: Generally speaking, do you agree or disagree with the reproductive health care policies in the state where you live?

Total Disagree = strongly disagree + somewhat disagree

*Note that state groupings are calculated with MRP data. See appendix for state grouping breakouts

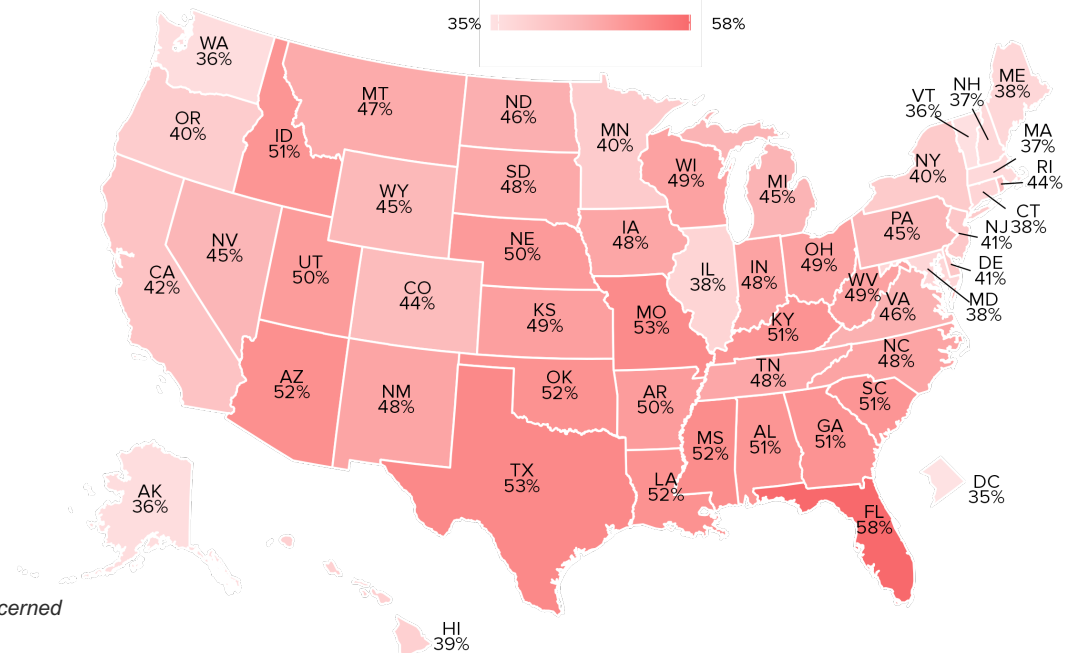
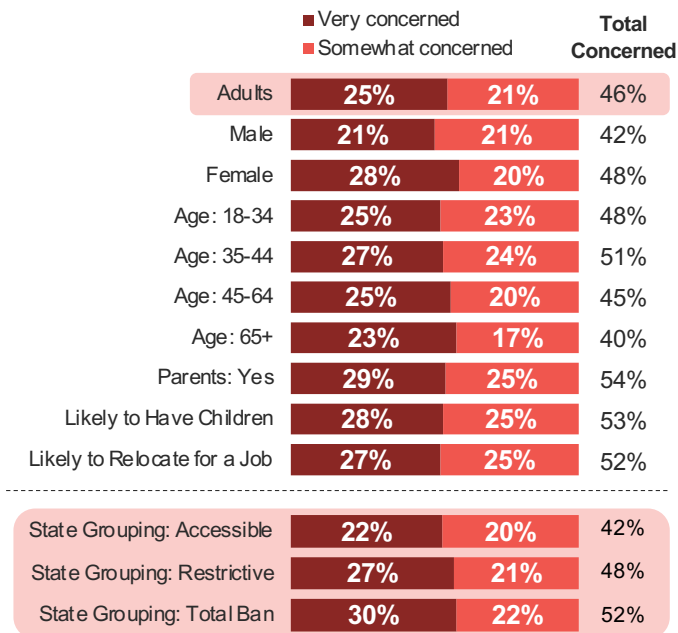
PERCEPTIONS OF REPRODUCTIVE HEALTH CARE POLICIES

Almost half of adults (46%) are concerned about contraception access in their state. Adults in restrictive (52%) and total ban states (48%) show higher levels of concern about access than adults in accessible states (42%).

Concerned about Contraception Access

By State, August 27, 2024 - September 1, 2024

Among All Adults



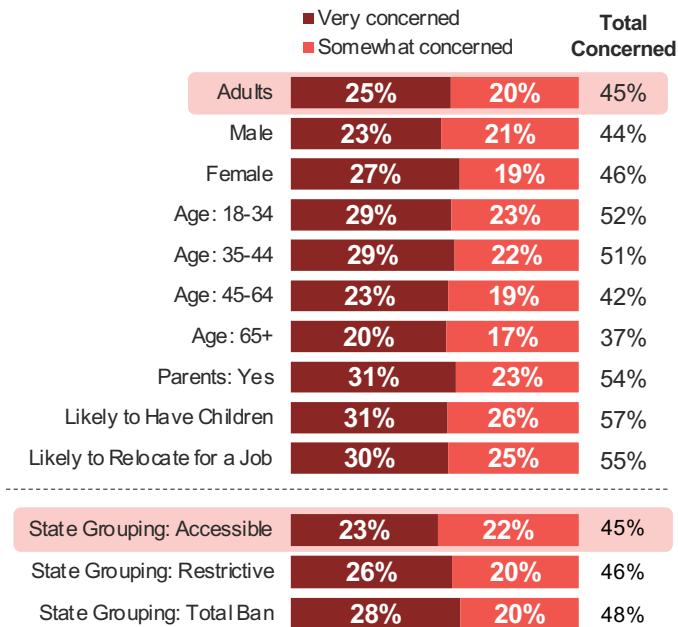
Question text: Thinking about the reproductive health care policies in your state, how concerned are you, if at all, about each of the following? – Access to contraception

Total Concerned = very concerned + somewhat concerned

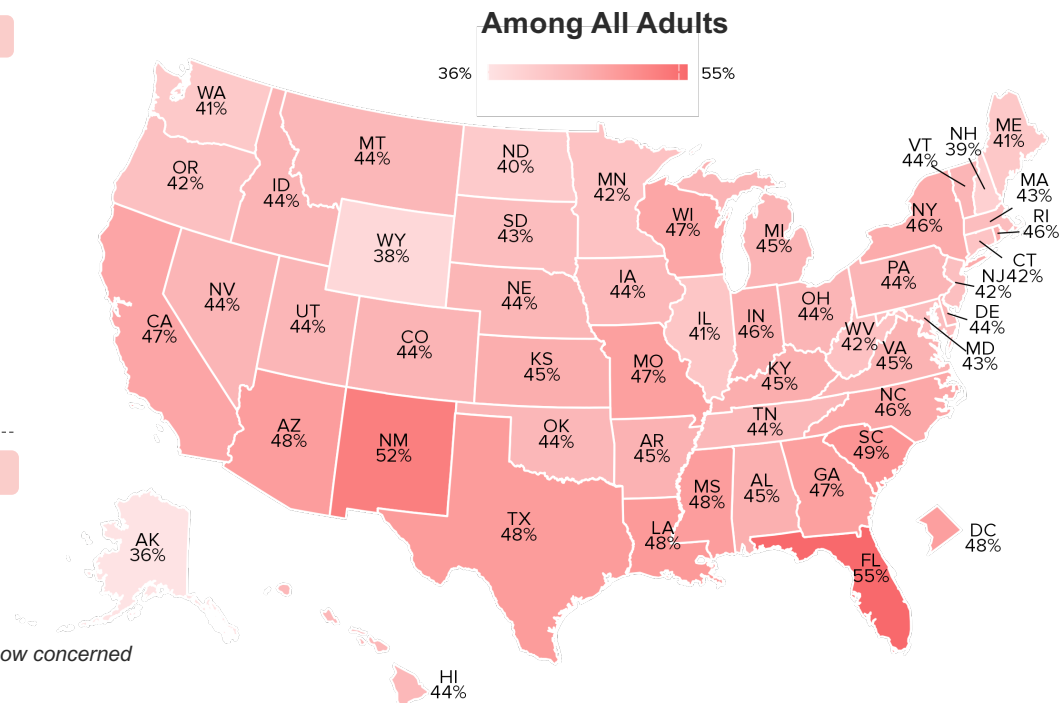
*Note that state groupings are calculated with MRP data. See appendix for state grouping breakouts

PERCEPTIONS OF REPRODUCTIVE HEALTH CARE POLICIES

More than two-fifths of adults (45%) are concerned about abortion costs. Despite living in a state with abortion access, two-in-five of these adults (45%) are still concerned about affording this type of care.



Concerned about Abortion Costs
By State, August 27, 2024 - September 1, 2024



Question text: Thinking about the reproductive health care policies in your state, how concerned

are you, if at all, about each of the following? – **Cost of Abortion**

Total Concerned = very concerned + somewhat concerned

*Note that state groupings are calculated with MRP data. See appendix for state grouping breakouts

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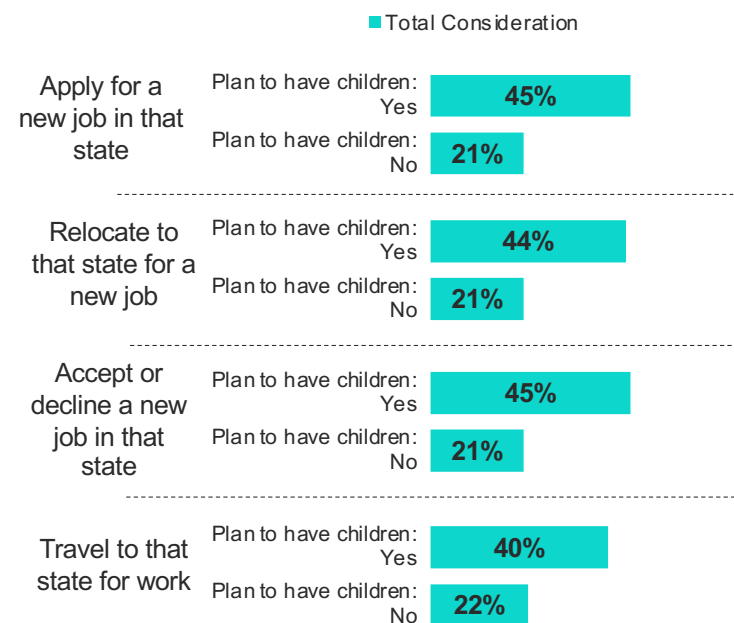
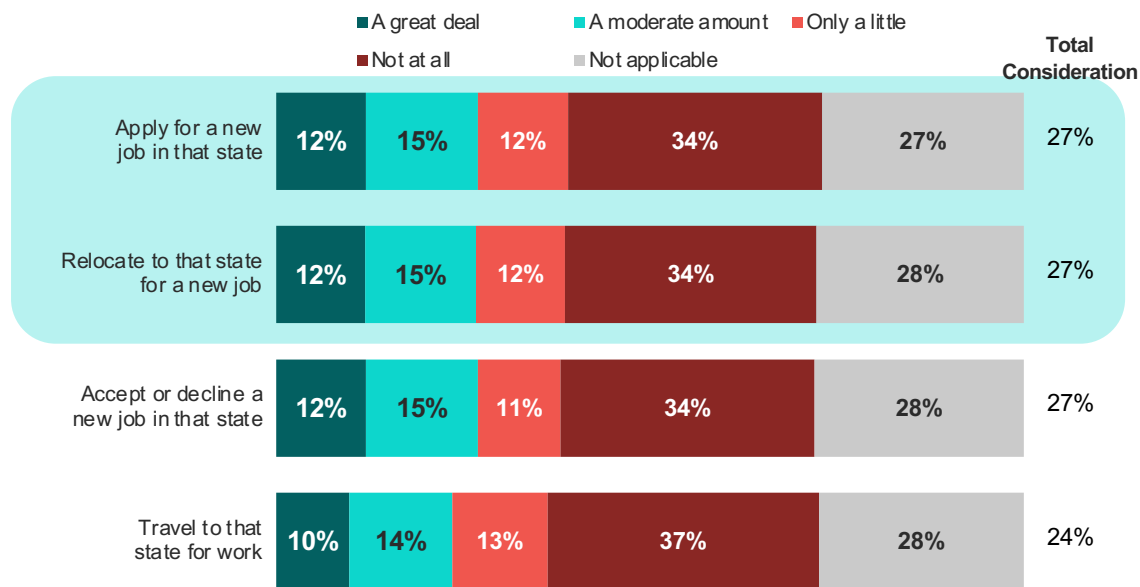


POLICY IMPACTS ON RELOCATION

Approximately one quarter of adults say they would consider a state’s reproductive health care restrictions when applying to a new job in that state (27%) or relocating to that state for a new job (27%). Adults who plan to have children are much more likely to consider a state’s reproductive health care restrictions when making these decisions.

How much would you consider a state’s reproductive health care restrictions in your decision to do each of the following?

Among All Adults

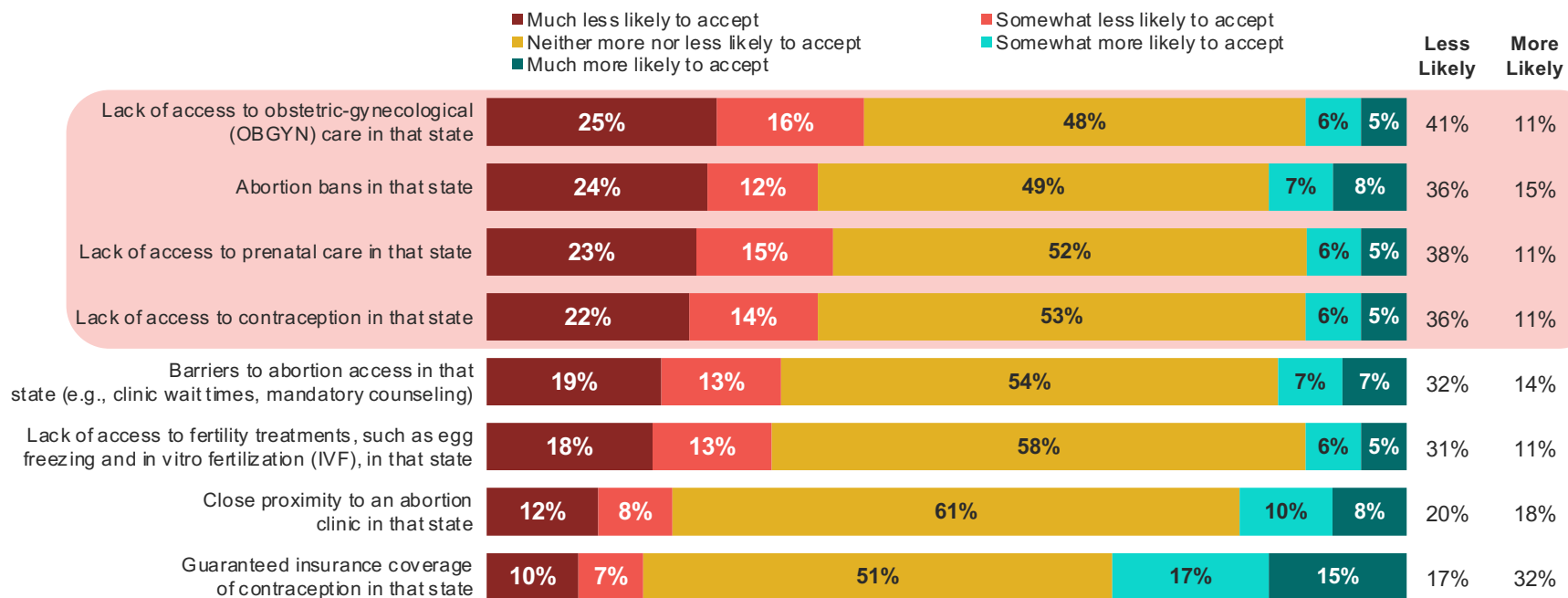


Total Consideration = a great deal + a moderate amount

POLICY IMPACTS ON RELOCATION

When asked if they would accept a job that required relocating to a new state, more than one-third of adults say a lack of OBGYN care (41%), abortion bans (36%), and low access to prenatal care (38%) and contraception (36%) would make them less likely to accept the job.

Suppose you were offered a new job that required you to relocate to a different state. Would each of the following make you more likely or less likely to accept this new job?



Less Likely = much less likely + somewhat less likely

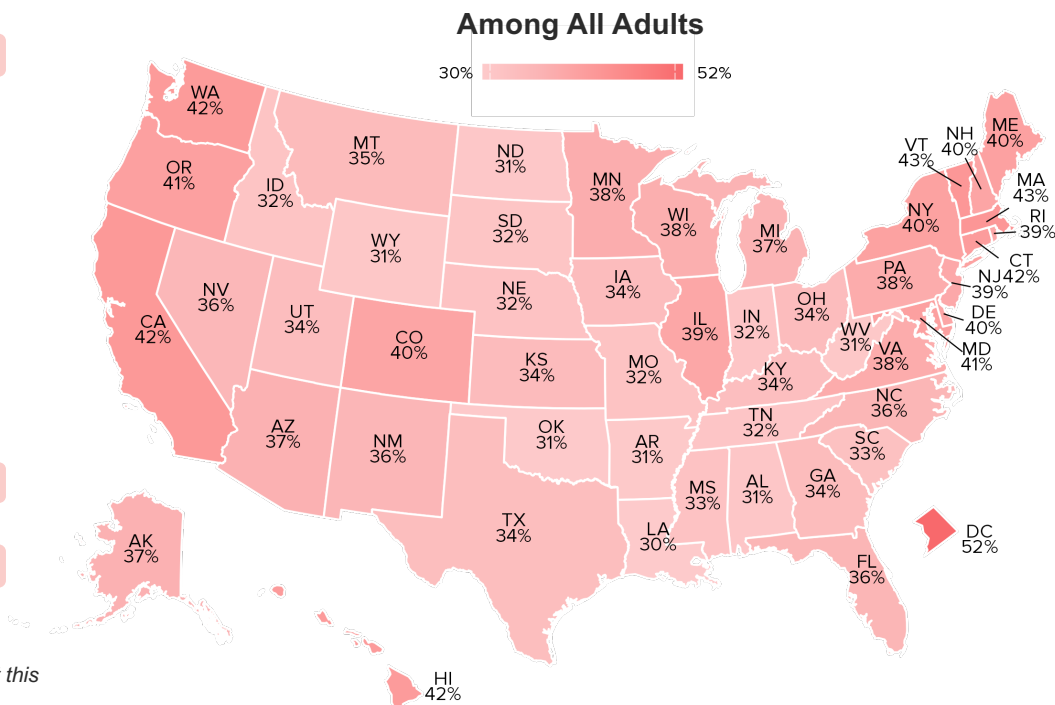
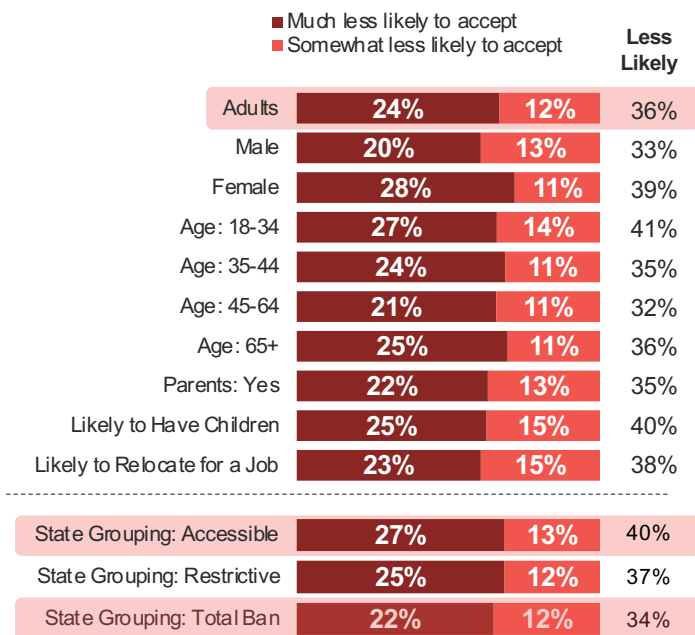
More Likely = much more likely + somewhat more likely

POLICY IMPACTS ON RELOCATION

More than one-third of adults say they are less likely to relocate for a job to a state with a total abortion ban. While this is somewhat more the case among adults living in accessible states (40%), one-third of adults living in states with bans (34%) report they would not relocate for a job to a states with an abortion ban.

Less Likely to Accept: Abortion Bans

By State, August 27, 2024 - September 1, 2024

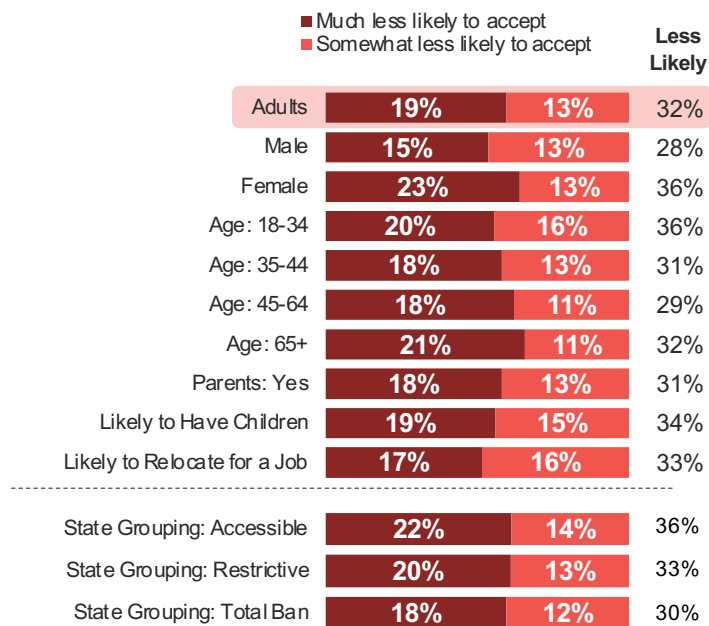


Question text: Suppose you were offered a new job that required you to relocate to a different state. Would each of the following make you more likely or less likely to accept this new job? -- **Abortion bans in that state**

Less Likely = much less likely + somewhat less likely

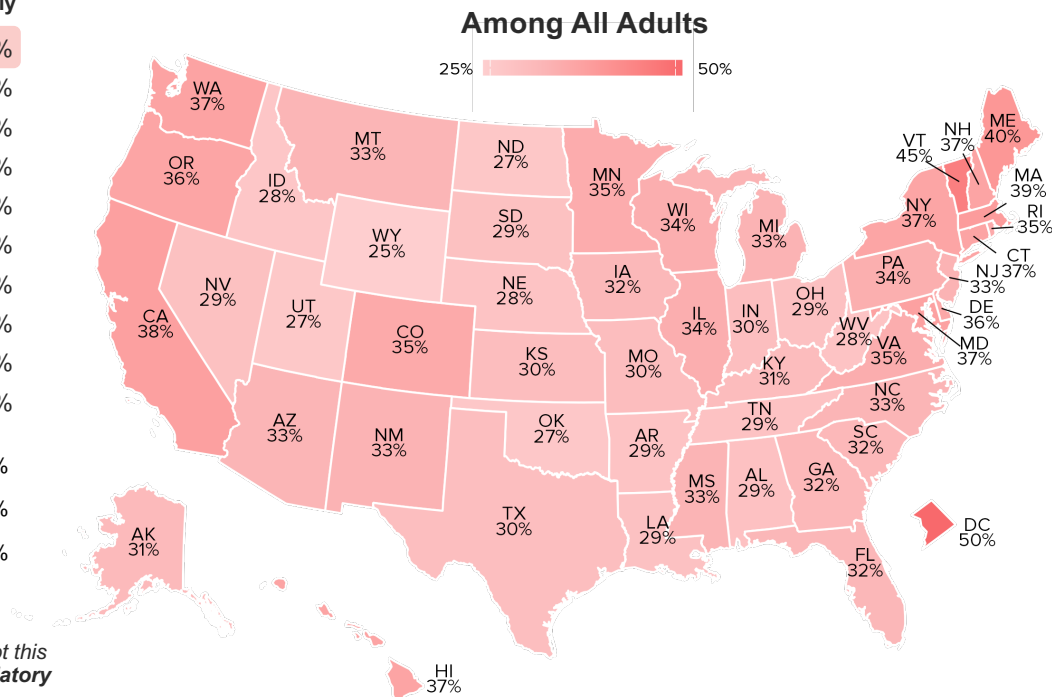
POLICY IMPACTS ON RELOCATION

One-third of adults (32%) are less likely to accept a job that requires relocation to a state that has barriers to abortion access, such as clinic wait times and mandatory counseling.



Less Likely to Accept: Barriers to Abortion Access

By State, August 27, 2024 - September 1, 2024

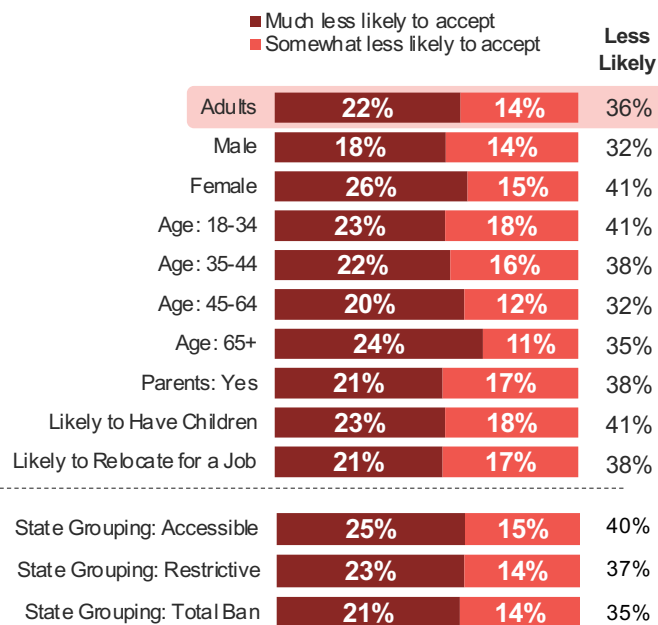


Question text: Suppose you were offered a new job that required you to relocate to a different state. Would each of the following make you more likely or less likely to accept this new job? -- **Barriers to abortion access in that state (e.g., clinic wait times, mandatory counseling)**

Less Likely = much less likely + somewhat less likely

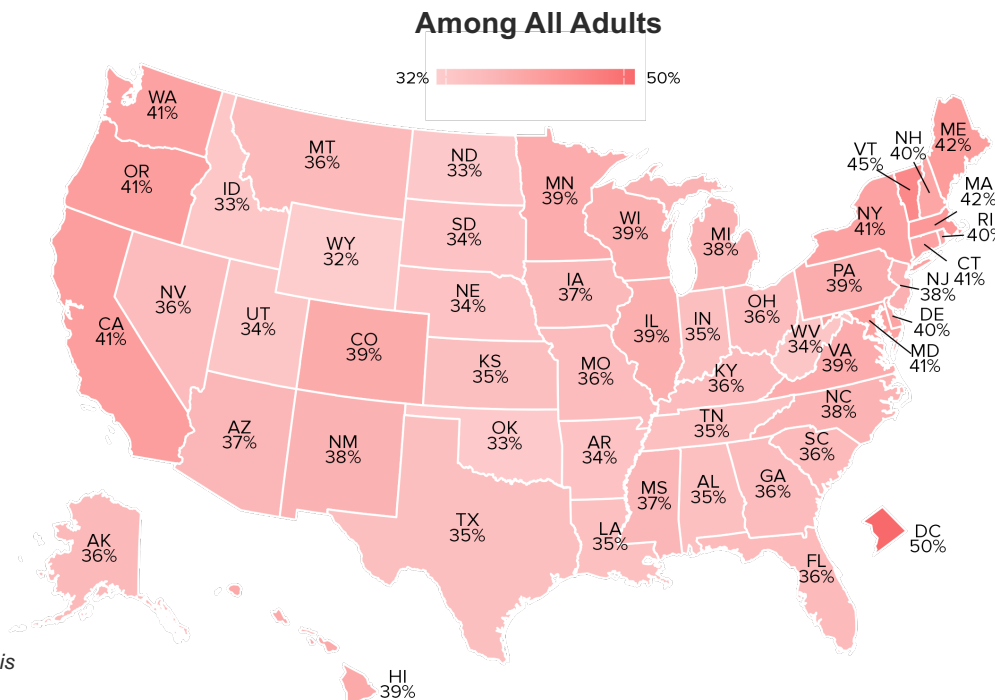
POLICY IMPACTS ON RELOCATION

Over one-third of adults (36%) say they are less likely to accept a job that requires relocation to a state that lacks contraception access, including one-fourth (22%) who are *much less likely to accept*.



Less Likely to Accept: Lack of Contraception Access

By State, August 27, 2024 - September 1, 2024

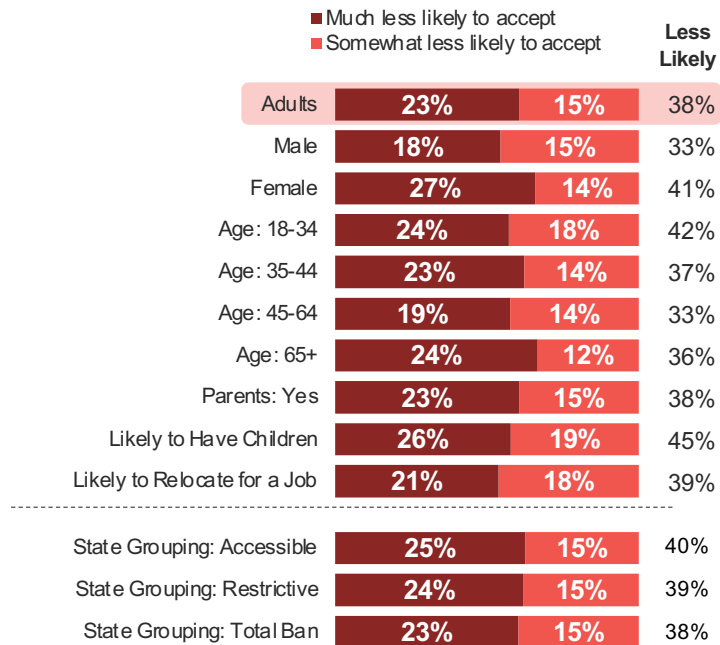


Question text: Suppose you were offered a new job that required you to relocate to a different state. Would each of the following make you more likely or less likely to accept this new job? -- **Lack of access to contraception in that state**

Less Likely = much less likely + somewhat less likely

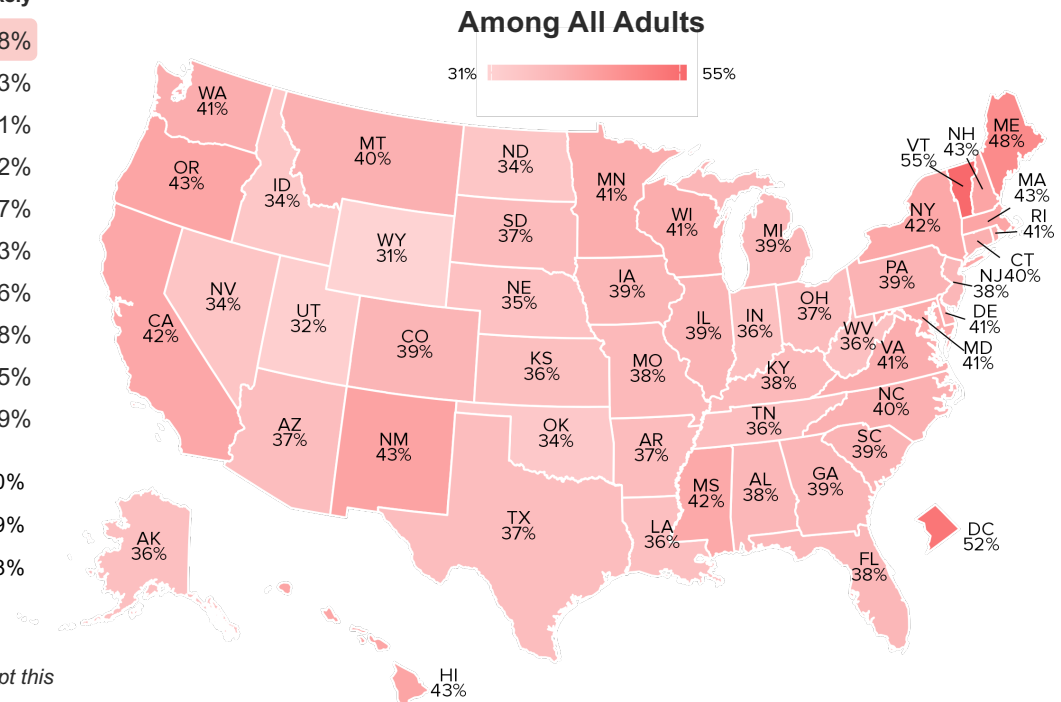
POLICY IMPACTS ON RELOCATION

Two-fifths of adults (38%) report they are less likely to accept a job that would have them relocate to a state with lack of prenatal care.



Less Likely to Accept: Lack of Prenatal Care

By State, August 27, 2024 - September 1, 2024



Question text: Suppose you were offered a new job that required you to relocate to a different state. Would each of the following make you more likely or less likely to accept this new job? -- **Lack of access to prenatal care in that state**

Less Likely = much less likely + somewhat less likely

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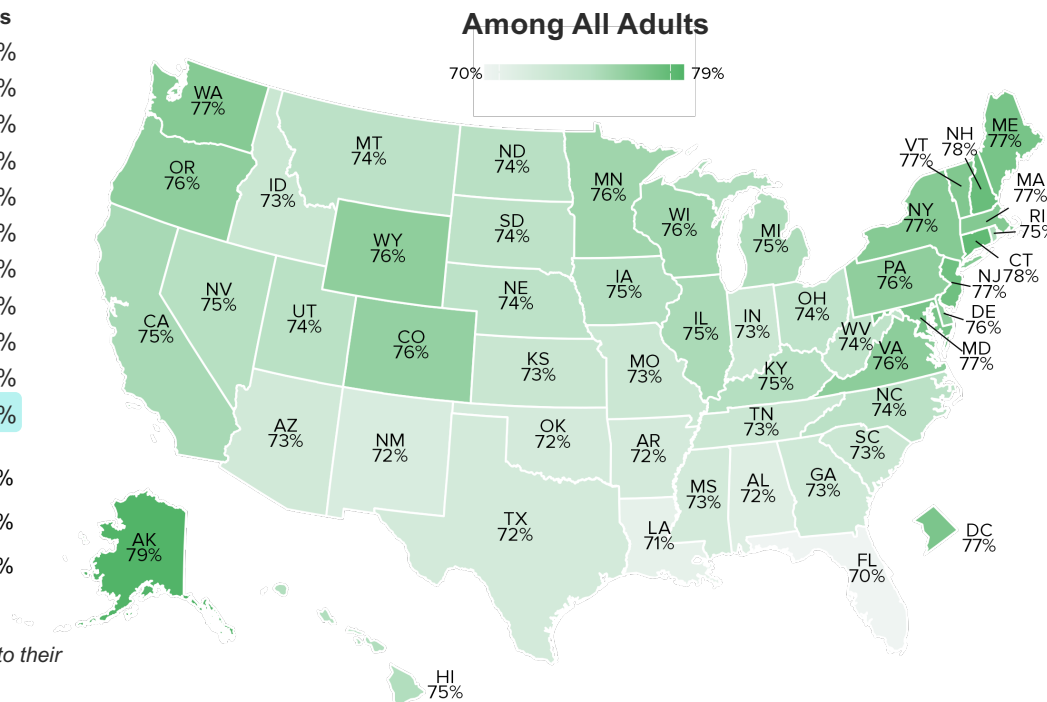
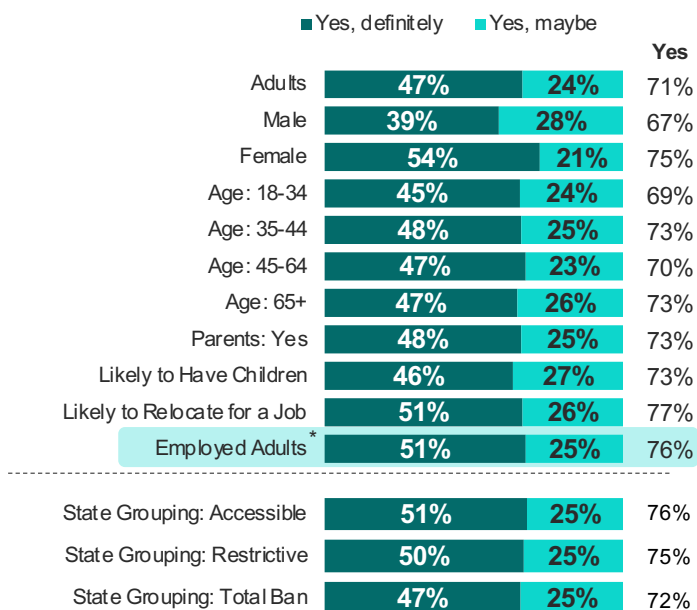


PRIORITY EMPLOYEE BENEFITS

Three-fourths of employed adults (76%) think employers should offer health insurance that covers contraception, including half (51%) who strongly believe this should be offered. There is little variation across states or by state abortion policy.

Health Insurance Should Cover Contraception

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Question text: In your opinion, should employers offer each of the following benefits to their employees? – **Health insurance that covers contraception**

Yes = yes definitely + yes maybe

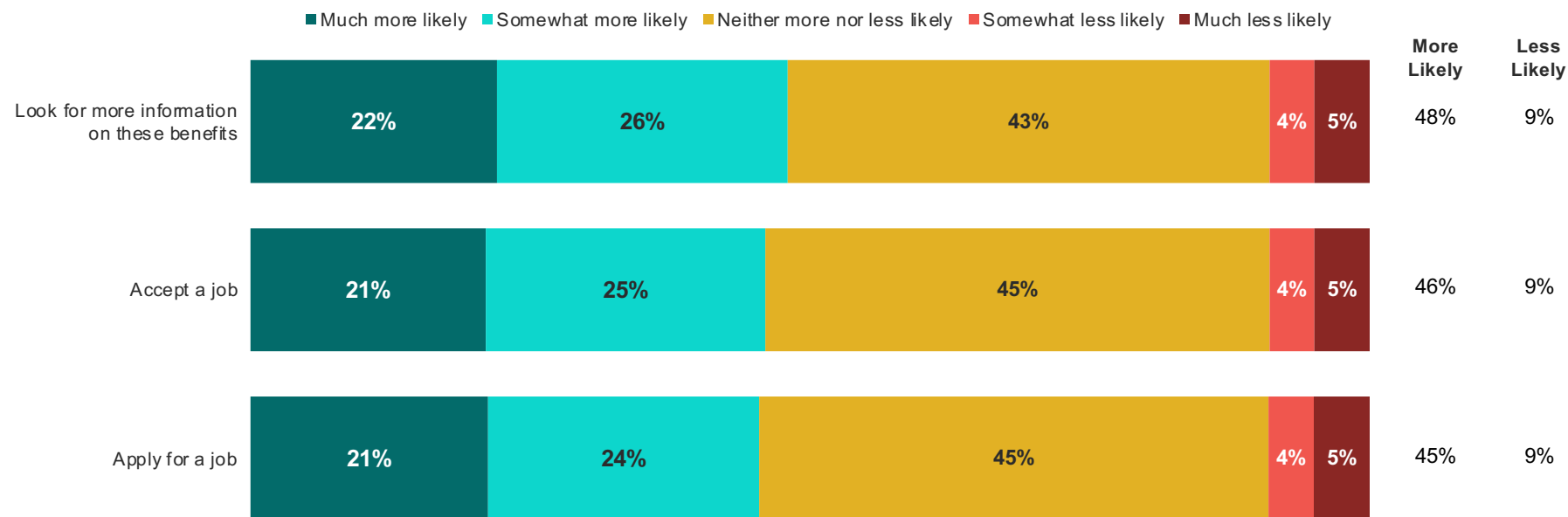
*Employed adults in the private sector: N = 3,141, MoE = +/-2%

PRIORITY EMPLOYEE BENEFITS

If an employer offered reproductive health care benefits, nearly half of employed adults say they would be more likely to look for more information (48%), accept the job (46%), or apply to the job (45%) during the job hunt.

Suppose you were looking for a new job. Would you be more or less likely to do each of the following if an employer offered reproductive health care benefits, including support for abortion and fertility treatments such as in vitro fertilization (IVF)?

Among Employed Adults*



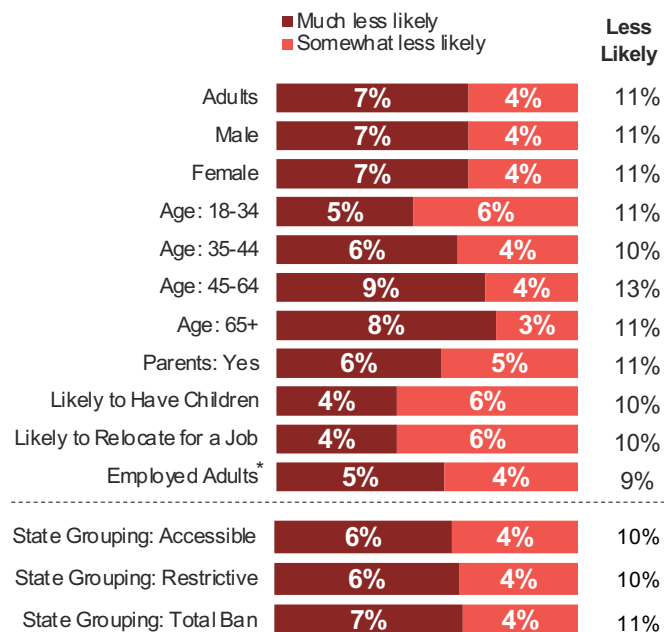
More Likely = much more likely + somewhat more likely

Less Likely = much less likely + somewhat less likely

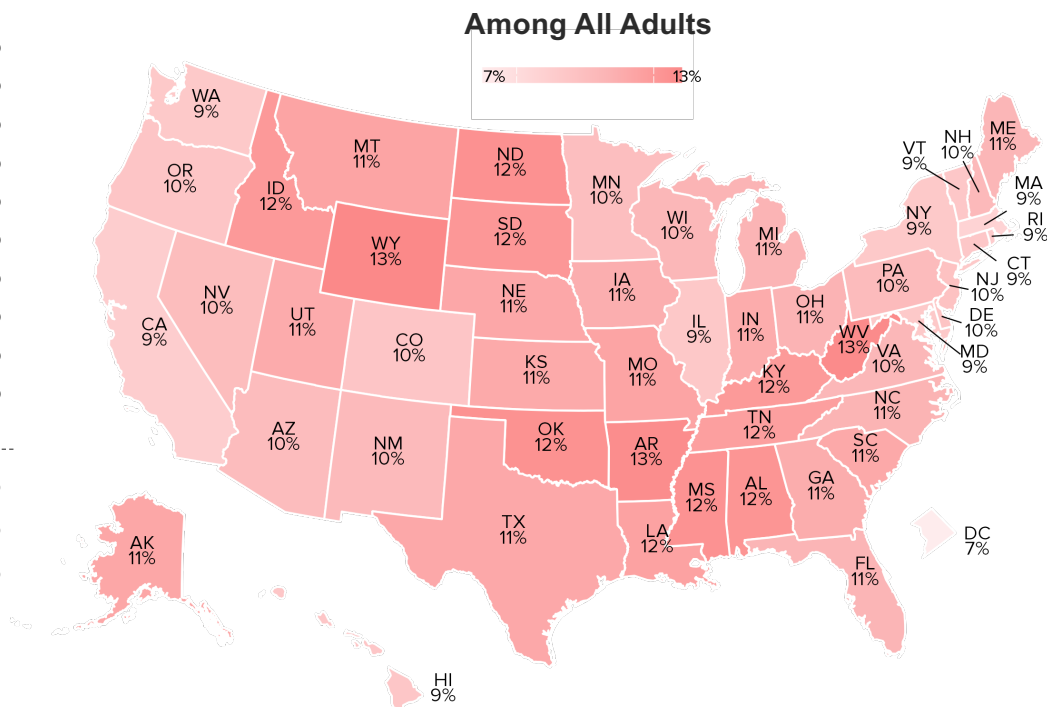
*Employed adults in the private sector: N = 3,141, MoE = +/-2%

PRIORITY EMPLOYEE BENEFITS

If an employer offered reproductive health care benefits, adults across key demographics show a low negative impact on willingness to apply for a job.



Less Likely to Apply
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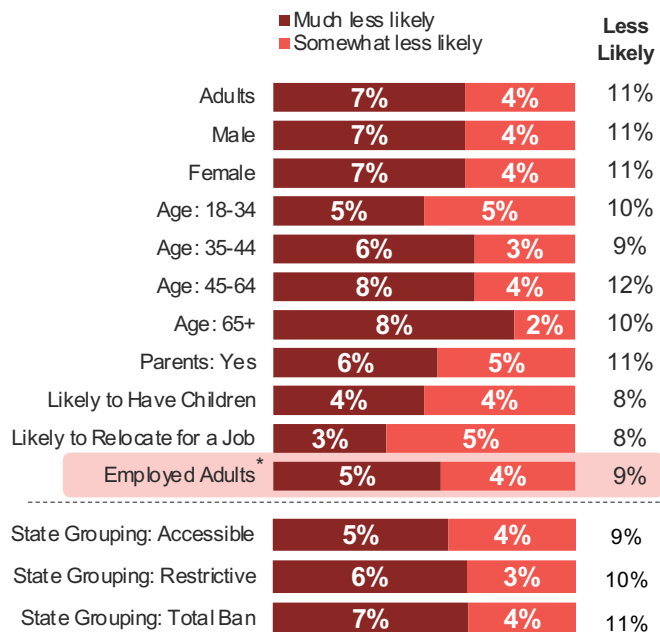
Question text: Suppose you were looking for a new job. Would you be more or less likely to do each of the following if an employer offered reproductive health care benefits, including support for abortion and fertility treatments such as in vitro fertilization (IVF)? – **Apply for a job**

Less likely = much less likely + somewhat less likely

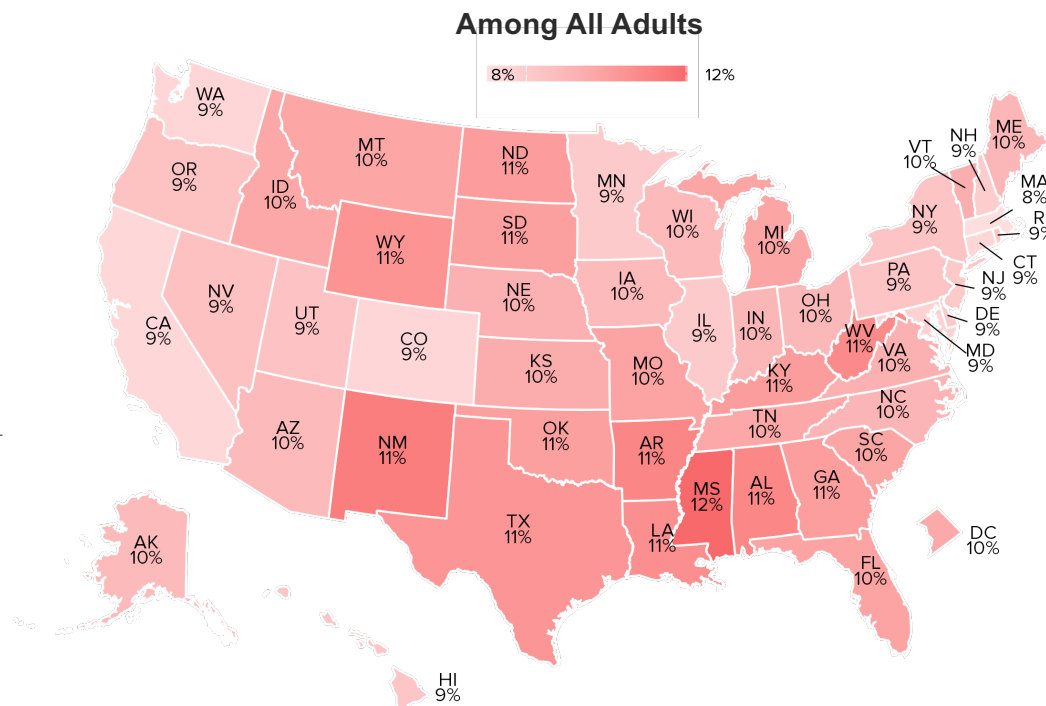
*Employed adults in the private sector: N = 3,141, MoE = +/-2%

PRIORITY EMPLOYEE BENEFITS

The strong minority of employed adults (9%) say they would be less likely to accept a job at a company that offers reproductive health care benefits.



Less Likely to Accept a Job
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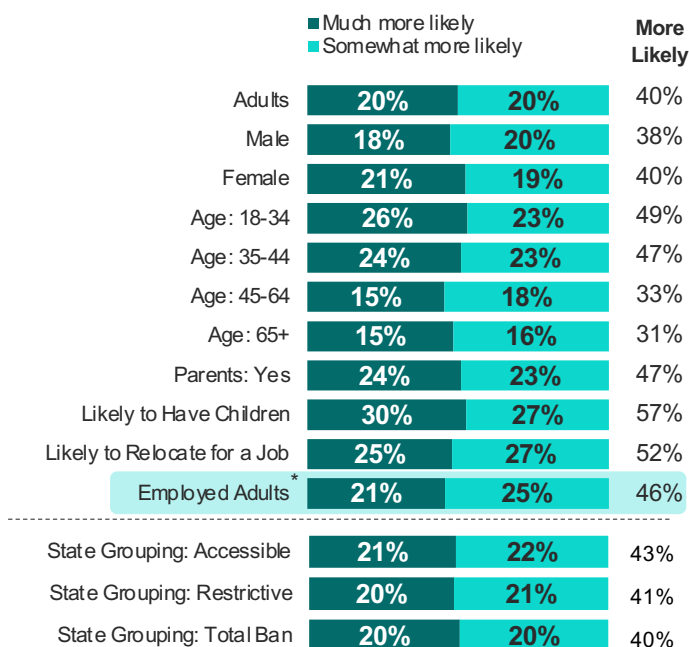
Question text: Suppose you were looking for a new job. Would you be more or less likely to do each of the following if an employer offered reproductive health care benefits, including support for abortion and fertility treatments such as in vitro fertilization (IVF)? – **Accept a job**

Less likely = much less likely + somewhat less likely

*Employed adults in the private sector: N = 3,141, MoE = +/-2%

PRIORITY EMPLOYEE BENEFITS

More than two-fifths of employed adults (46%) report they would be more likely to accept a job that offers reproductive health care benefits.

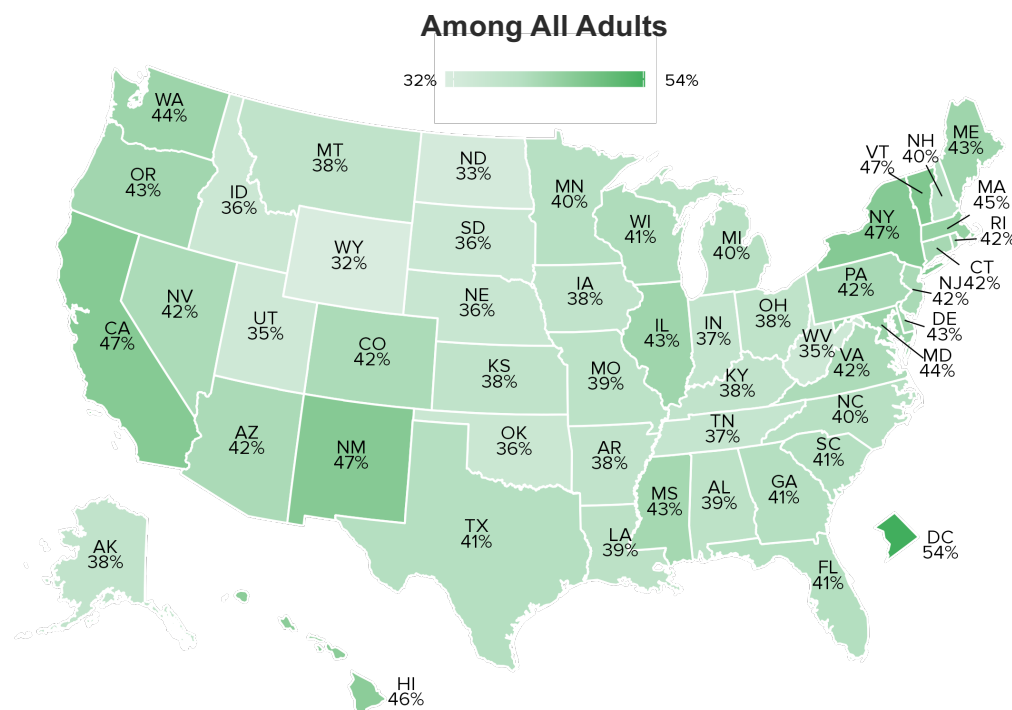


Question text: Suppose you were looking for a new job. Would you be more or less likely to do each of the following if an employer offered reproductive health care benefits, including support for abortion and fertility treatments such as in vitro fertilization (IVF)? – **Accept a job**

More likely = much more likely + somewhat more likely

*Employed adults in the private sector: N = 3,141, MoE = +/-2%

More Likely to Accept a Job
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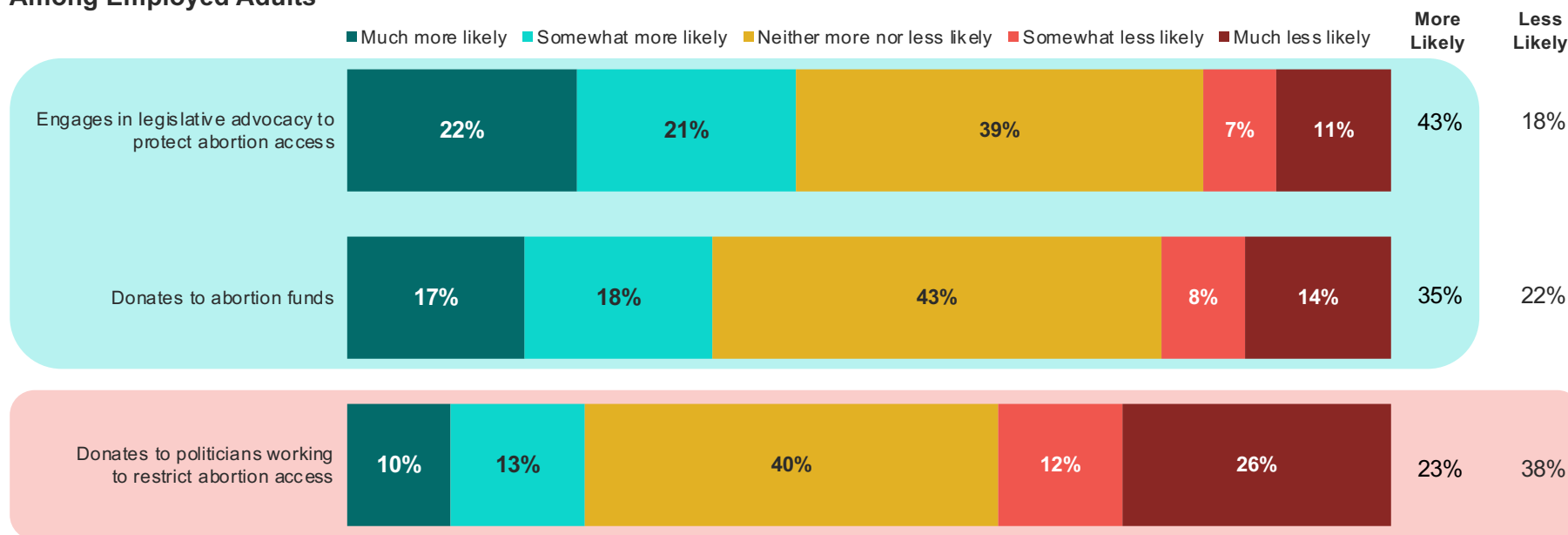


LEGISLATIVE ACTION

Two-in-five employed adults are more likely to work for a company that engages in legislative advocacy to protect abortion access (43%), while over one-third favor working for companies that donate to abortion funds (35%). In contrast, two-fifths of employed adults (38%) are less likely to work for a company that donates to politicians working to restrict abortion access.

Suppose you were looking for a new job. Would you be more or less likely to work for a company that does each of the following?

Among Employed Adults*



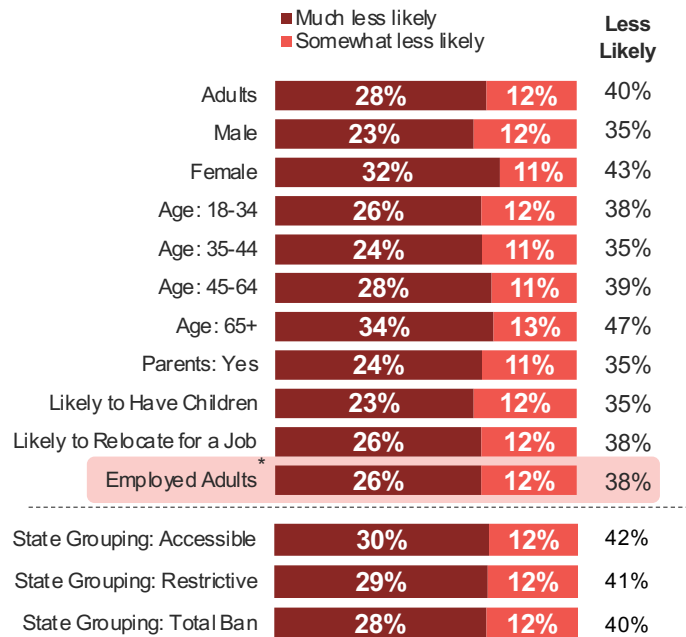
More Likely = much more likely + somewhat more likely

Less Likely = much less likely + somewhat less likely

*Employed adults in the private sector: N = 3,141, MoE = +/-2%

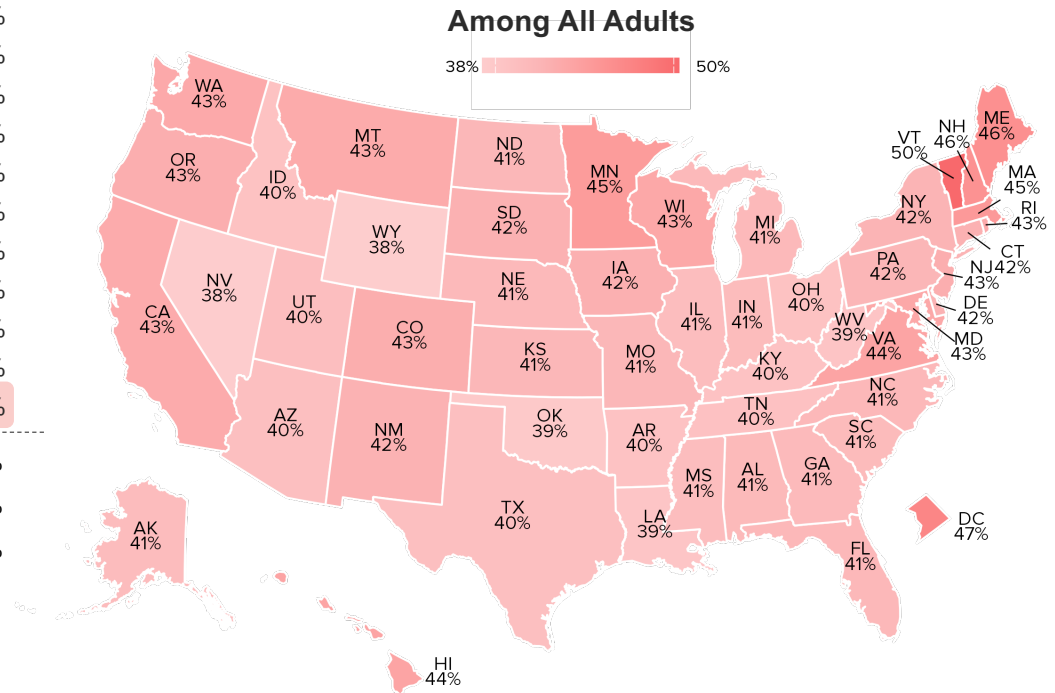
LEGISLATIVE ACTION

Nearly two-in-five employed adults (38%) are less likely to work for companies that donate to politicians working to restrict abortion access.



Politicians Restricting Abortion Access: Less Likely

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Question text: Suppose you were looking for a new job. Would you be more or less likely to work for a company that does each of the following? – **Donates to politicians working to restrict abortion access**

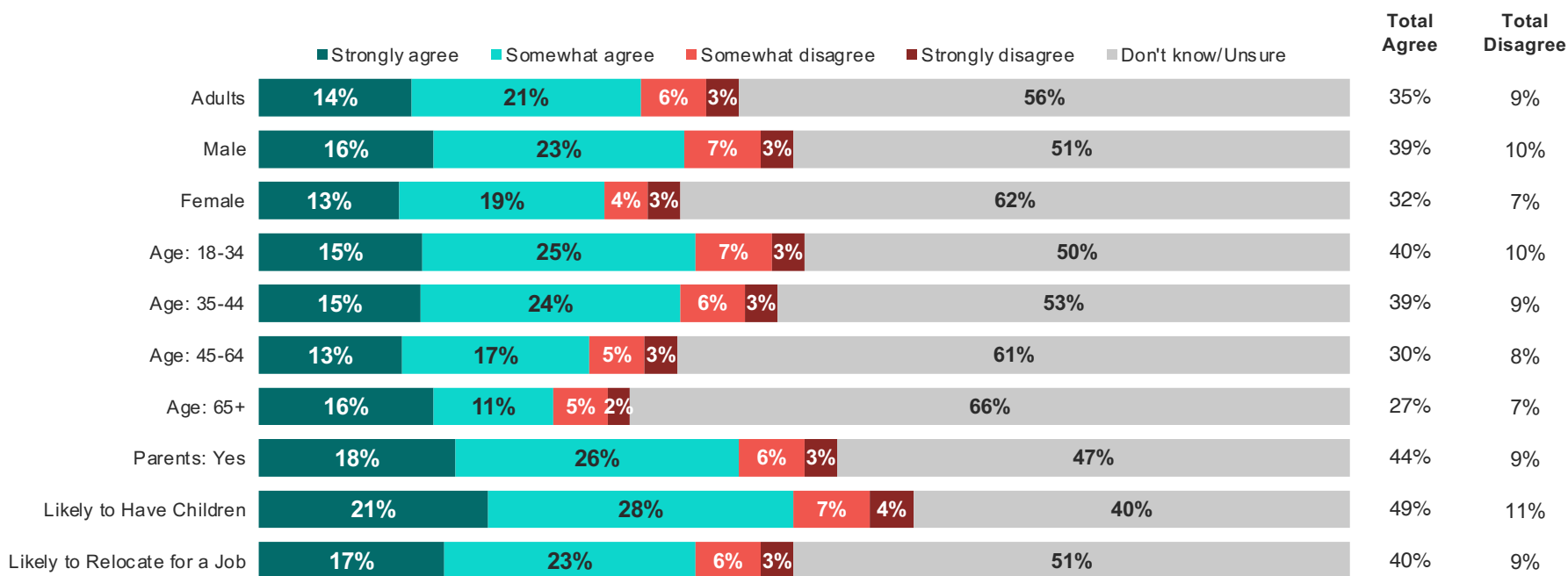
Less likely = much less likely + somewhat less likely

*Employed adults in the private sector: N = 3,141, MoE = +/-2%

LEGISLATIVE ACTION

One-third of employed adults (35%) agree with their current employer’s stance on reproductive health care, although a majority (56%) aren’t sure of how their employer views this type of health care.

Do you agree or disagree with your current employer’s stance on reproductive health care? *Employers may take a stance by releasing internal communications or public statements. If your employer does not have a stance or you don’t know their stance on reproductive health care, please select “Don’t know/Unsure.”*



Among employed adults (N = 3,771, MoE = +/-2%)

Total Agree = strongly agree + somewhat agree

Total Disagree = strongly disagree + somewhat disagree



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