



State PAL is a project of the Institute for Women's Policy Research.

CAREGIVING AND FAMILIES



- Center-based infant care cost **\$16,373** in 2023—**29.8%** of women's median annual full-time year-round (FTYR) earnings.
- In 2023, **32.8%** of households headed by single women with children under 18 had incomes at or below the federal poverty threshold.

Current state laws include **paid sick days** for workers and a **child tax credit** for families. However, Illinois lacks a **paid family and medical leave** program, leaving workers—especially women—vulnerable to workforce separation.

Legislative action this session included the introduction of **paid family and medical leave** legislation (H.B. 3483/S.B. 2413).

EDUCATION AND CAREER ADVANCEMENT



- In 2023, **23.5%** of women >25 held a bachelor's degree as their highest level of education, compared to 22.2% of men in the same age group.
- Barriers to degree attainment persist among women of color: For example, **14.9%** of Black women and **13.6%** of Latina women >25 held a bachelor's degree as their highest level of education, compared to 25.1% of White women in the same age group (2019–2023).

Women >25 with a bachelor's degree earned a median income of **\$70,000** (FTYR) in 2023, compared to \$90,000 earned by men with a bachelor's degree in the same age group.

Current state law offers **tuition-free community college** for eligible students.

Legislative action this session included S.B. 1537, a **student loan servicing rights** bill to protect student borrowers, which passed both the Senate and the House.

EQUITABLE WORK AND WAGES



- In 2023, women with Social Security income received **73.0%** of what men received.
- In 2023, **10.6%** of women aged 18–64 lived at or below the federal poverty threshold.

Current state law includes provisions for **salary transparency**, a **ban on salary history** inquiries, and **workplace antidiscrimination** protections.

REPRODUCTIVE JUSTICE AND HEALTH EQUITY



- More than 1 in 6 women** aged 19–64 had health care coverage through Medicaid between 2019 and 2023.
- In the same period, **34.8%** of Black women, **28.9%** of AI/AN women, **19.6%** of Latina women, **12.5%** of White women, and **9.9%** of AANHPI women had Medicaid coverage.
- Nearly **95,000** patients were served by the Title X family planning program in 2023.

Current state law codifies **reproductive freedom and bodily autonomy**, as well as **Medicaid coverage for reproductive health and gender-affirming care**.

This legislative session, both chambers passed respective bills (H.B. 2423/S.B. 2437) to expand **state Medicaid coverage** to doula care for pregnant patients. Bills were introduced to strengthen **data privacy** protections for patients (H.B. 3712) and to safeguard health care providers' **personal information** (H.B. 3163).