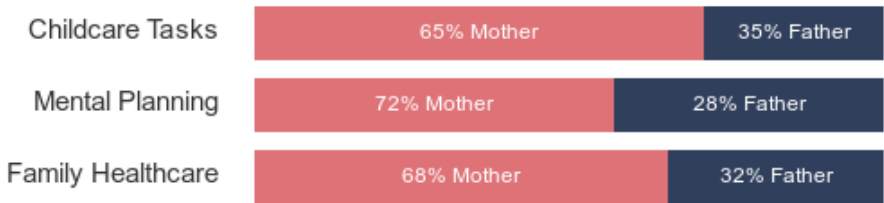


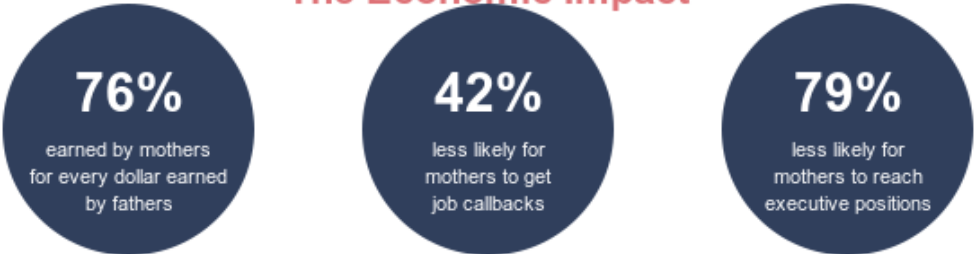
THE MOTHER LOAD: BY THE NUMBERS

Women's Day 2025: Childcare Equality Progress Report

Time Distribution in Dual-Parent Households



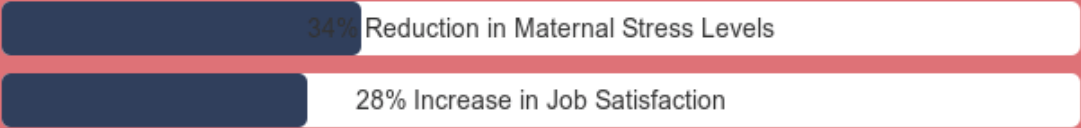
The Economic Impact



Mental Health Impact



THE CALL EMMY DIFFERENCE



Source: Call Emmy Client Surveys 2024-2025, National Women's Law Center, American Time Use Survey

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