Reframing Child Care in the 21st Century

JCSW Child Care Summit:
Future Directions

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Degrees conferred

According to the U.S. Department of Education, women have been earning more bachelor’s degrees than men since 1982 and more master’s degrees than men since 1981.

• In 2007-2008, women earned:
  • 62% of Associate’s degrees
  • 57% of Bachelor’s degrees
  • 61% of Master’s degrees
  • 51% of Doctoral degrees
Reframing child care

• This is about working moms

• This is about dads, too

• This is about parents in dual careers
Reframing child care

- This is about the workplace

- This is about our competitive position in the global marketplace

- This is about the good of society (health, balance, sanity)
FRAME 1: WORKING MOMS
“A mother who works outside the home can have just as good a relationship with her children as a mother who does not work outside the home.”

Sources: 1977 Quarterly Employment Survey; 2008 National Study of the Changing Workforce, Families and Work Institute
Frame 1: Working Moms

- Only 17% of U.S. households are considered “traditional” with a husband in the workforce and a wife who is not—making the “non-traditional” the new traditional. (U.S. Department of Labor, 2005)
- Women represent 58% of the highly qualified labor force.
- From 2004 to 2009, there was a 28% increase in professional women with nonworking husbands.
- 60% of full-time working women routinely perform more than half the domestic chores and 56% take charge of childcare.
- Nearly 40% of working women out-earn their spouse.

Labor Force Participation by Mothers Has Increased Substantially and Significantly

NOTE: the upward trend is striking

Took off-ramp: 2004 - 37%, 2009 - 31%
Left for childcare reasons: 2004 - 74%, 2009 - 45%

Off-ramping hurts women and families

- 89% want to resume their careers.
  - Only 40% successfully return to full-time work.

- 73% of women trying to return to the workforce after a voluntary timeout for childcare have trouble finding a job.
  - Over 25% reported a decrease in their management responsibilities.
  - 22% had to step down to a lower job title.
  - Lost 16% of their earning power upon return.

Off-ramping hurts women and families

- 69% of women who off-ramped said they would not have done so had their company offered options (e.g., reduced-hours, part-time, short unpaid sabbaticals, flextime).

- 58% of women have switched to part-time, reduced time, or flex-time to balance work and family.
  - 54% of women left without even discussing flex options.

Study Findings

A study of more than 8,300 doctoral students at the University of California System campuses showed:

- The fast track at research intensive universities is unattractive because of unrelenting work hours allowing no time for a satisfying family life.

- Goal at start of PhD program:
  - Men: 45% professor, research emphasis – at end, 36% (shifting primarily to business/government/other).
  - Women: 39% professor, research emphasis – at end, 27% (shifting primarily to business/government/other).

- Why?
  - For many men and women, the inability to strike a reasonable balance of work and life demands.
  - For many women, the perceived inability to have a family.

Leaks in the Academic Pipeline for Women*

* Preliminary results based on Survival Analysis of the Survey of Doctorate Recipients (a national biennial longitudinal data set funded by the National Science Foundation and others, 1979 to 1995). Percentages take into account disciplinary, age, ethnicity, PhD calendar year, time-to-PhD degree, and National Research Council academic reputation rankings of PhD program effects. For each event (PhD to TT job procurement, or Associate to Full Professor), data is limited to a maximum of 16 years. The waterline is an artistic rendering of the statistical effects of family and gender.
Institution-wide, formal (written) policies

- Tenure Clock Stop: 2007 - 65%, 2002 - 48%
- UNPAID leave > FMLA 12 weeks: 2007 - 44%, 2002 - 40%
- Modified Duties: 2007 - 21%, 2002 - 20%
- Paid Dependent Care: 2007 - 18%, 2002 - 17%
- Reduced Appointment-Extraordinary: 2007 - 17%, 2002 - 16%
- Reduced Appointment-Ordinary: 2007 - 15%, 2002 - 14%
- Spouse/Partner Employment Assistance: 2007 - 13%, 2002 - 10%

Source: University of Michigan, Center for the Education of Women
Work/Family Policies at Doctoral Research Extensive & Intensive Universities

Source: University of Michigan, Center for the Education of Women
FRAME 2: WORKING DADS

I THINK WE NEED TO SPEND MORE TIME WITH THE CHILDREN... HOW MANY HAVE WE GOT?

“I’m working late at the office... I’ll be home when the kids are grown.”

“I’d like to work flexible hours to avoid my children.”
Agree (strongly or somewhat) with the statement, “It is better for all involved if the man earns the money and the woman takes care of the home and children” (1977 – 2008)

Sources: 1977 Quarterly Employment Survey; 2008 National Study of the Changing Workforce, Families and Work Institute
Responsibility for Child Care, 1992 v. 2008

<table>
<thead>
<tr>
<th>Gender</th>
<th>Who takes most responsibility for child care?</th>
<th>1992</th>
<th>2008</th>
<th>Sig.</th>
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<tbody>
<tr>
<td>Men</td>
<td>I do or share equally</td>
<td>41%</td>
<td>49%</td>
<td>*</td>
</tr>
<tr>
<td></td>
<td>My spouse/partner does</td>
<td>58%</td>
<td>48%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Others do</td>
<td>1%</td>
<td>4%</td>
<td></td>
</tr>
<tr>
<td>Women</td>
<td>I do</td>
<td>73%</td>
<td>67%</td>
<td></td>
</tr>
<tr>
<td></td>
<td>My spouse/partner does or shares equally</td>
<td>21%</td>
<td>31%</td>
<td>**</td>
</tr>
<tr>
<td></td>
<td>Others do</td>
<td>6%</td>
<td>3%</td>
<td></td>
</tr>
</tbody>
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Statistical significance: * = p<.05; ** = p<.01; *** = p<.001; ns = not significant.

Sources: 1992 and 2008 National Study of the Changing Workforce, Families and Work Institute
Everybody is Very Busy (UC Faculty, ages 30-50)

“...and do you take Jane, knowing it's gonna be hell for some university to hire you both?”
Dual Career Couples

Contribution to family income

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<tbody>
<tr>
<td></td>
<td>61%</td>
<td>56%</td>
<td>44%</td>
<td>44%</td>
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</table>

Sources: 1997, 2008 National Study of the Changing Workforce, Families and Work Institute
Dual career couples

Female’s 10% > spouse

Male’s 10% > spouse

Annual earnings

Sources: 1997, 2008 National Study of the Changing Workforce, Families and Work Institute
Fathers Are Now Experiencing More Work-Life Conflict Than Mothers


Statistically significant differences between men and women in dual-earner couples with children under 18: 1977 ns; 2008 ***

Sources: 1977 Quarterly Employment Survey; 2008 National Study of the Changing Workforce, Families and Work Institute
Dual Careers Study

- 9,000 full-time faculty at 13 leading research universities
  - 36% have academic partners.
  - 72% have employed partners whose careers need to be taken into account.

- Women more likely than men to have an academic partner
  - Among faculty with partners, 85% of women scientists and 54% of men scientists are partnered with another scientist.
  - 63% of academic couples work within the same general field of study.
  - 38% of academic couples work in the very same department.

Are you exhibiting symptoms of No-life-osis?

Alberta is the cure. Join us to learn how health professionals in Alberta, Canada achieve work-life balance, learn more about our world-class public health system and see just how quickly you can be on your way to permanent resident status via the Alberta Immigrant Nominee Program.

Learn more at an Information Session: April 1, 2009
7:30 - 8:30 AM | 12:00 - 1:00 PM | 5:00 - 6:00 PM | 7:00 - 8:00 PM
Hyatt Place Secaucus / Meadowlands | Secaucus, NJ

To attend, RSVP to Lorraine.Hinch@gov.ab.ca

Alberta Canada.com/healthjobs

Government of Alberta
Workplace Flexibility

- 86% of U.S. workers said that **ensuring work fulfillment and balance** is a **top career priority**.

- 81% of U.S. workers work for employers that **do not have programs** that help them balance work and life.

- Over 50% of employers report allowing some workers to **periodically change their starting and quitting times**.
  - However, less than 33% of full-time workers report having flexible work hours, and only 39% of part-time workers do.
  - Only 15 percent of workers report working from home at least once per week.

- Almost one-third of firms cite “costs” or “limited funds” as obstacles to implementing workplace flexibility arrangements. However, the benefits outweigh the costs by:
  - Reducing absenteeism
  - Lowering turnover
  - Improving worker health
  - Increasing productivity

Executive Office of the President, Council of Economic Advisers
“Work-Life Balance and the Economics of Workplace Flexibility” (2010)
“Instead of offering one-off flexible [work] arrangements geared towards working mothers, companies will recognize that all employees have times in their careers when they might want to decelerate — or accelerate — along the career track.”

- Barry Salzberg
  - Chief Executive Officer, Deloitte & Touche USA LLP
“Every Monday morning, the 15 people on Mr. Leed’s team (at Ernst & Young) meet and lay out the personal commitments that might interfere with work – basketball games, teacher conferences, Pilates classes, weddings. They arrange to cover for each other, helping make the busy (tax) season tolerable for everyone.”

- Summer off to devote to children.
- Work three days/week during nonpeak months.
- 12 weeks paid maternity leave to moms and 6 to dads on top of the unpaid leave provided under federal law.
- Reduced hour work weeks or compressed work weeks.
- Sabbaticals of 3-6 months at 40% pay and full health benefits.
- Full Circle @ PricewaterhouseCoopers: New moms take off several years with expectation that they’ll return when kids in kindergarten. They stay current through continuing education and licensing while out.
Law firms

- Competing to be the best firm for lawyer moms, new parents, women
- Multiple tracks to partnership
- On-site infant and child care, elder care provisions
- Concierge services, physicians, personal trainers, gyms
- Paid sabbaticals
- Flex-time and flex-place
- Did away with 6 years up or out
Career tracks and pace

One size does **not** fit all

- **Pace**
  - Accelerated-Decelerated (career progression)

- **Workload**
  - Full-Reduced (work output)

- **Location/schedule**
  - Not restricted-Restricted (where and when work)

- **Role**
  - Leader-Individual contributor (position and responsibility)

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FRAME 5: POSITION GLOBAL MARKETPLACE

PLEASE HELP! (NO U.S. CURRENCY PLEASE)

NEWS: LAS DOLLAR HABITAS
Parental leave worldwide

- The United States first enacted a national parental leave policy in 1993. The Family and Medical Leave Act (FMLA) requires certain employers to allow eligible workers to take up to 12 weeks unpaid, job-protected leave each year. Parents can use the leave to care for a newborn, newly-adopted, or foster child. The law has made it possible for more parents to stay at home with the arrival of a newborn, but because the leave is unpaid, and too brief for many, there are many who continue to feel economic and job-risk pressures to return to work sooner than they are ready to.

- Once again, the United States is an outlier compared to other countries, both industrialized and developing, when it comes to policies that support parents' ability to be at home to care for their babies. Around the world, statutory childbirth-related leaves, both paid and unpaid, average about a year and a half. Some 128 countries currently provide paid and job-protected childbirth-related leave. The average paid leave is for 16 weeks, which includes pre- and post-birth time off. In some countries leave is mandatory and in most cases, paid leave is a maternity leave. In nearly half the countries, the paid leave replaces the full wage (or the maximum covered by social insurance). This policy affords mothers, and sometimes fathers, time to spend with their children at a critical time and reduces parental economic anxieties and pressures.
"No provision for day care, eh?"
The way an issue is framed affects:

- The questions we ask
- The way we see the issue
- The outcomes and solutions we get

**INSANITY: DOING THE SAME THINGS OVER AND OVER AGAIN AND EXPECTING DIFFERENT RESULTS**

**YOUR SYSTEM IS PERFECTLY DESIGNED TO YIELD THE OUTCOMES YOU ARE CURRENTLY GETTING**
FOUR WAYS TO THINK ABOUT CHILD CARE

- CONNECTIONS

- COMMITMENTS

- COLLABORATIONS

- CULTURE