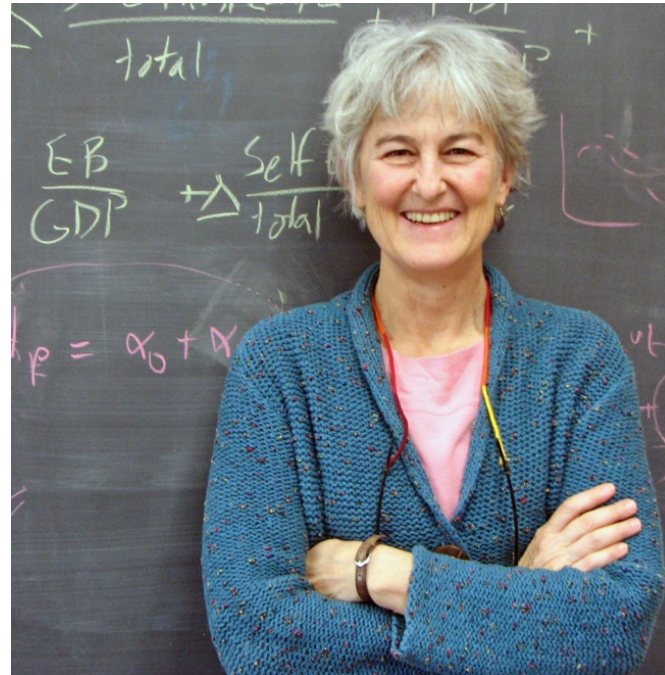


# Balancing Paid Work and Child Care



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- What does “balance” mean?
- Tradeoffs between paid employment and child care
- International comparisons
- Recent trends in U.S.
- Policy/research issues

## Defining Balance

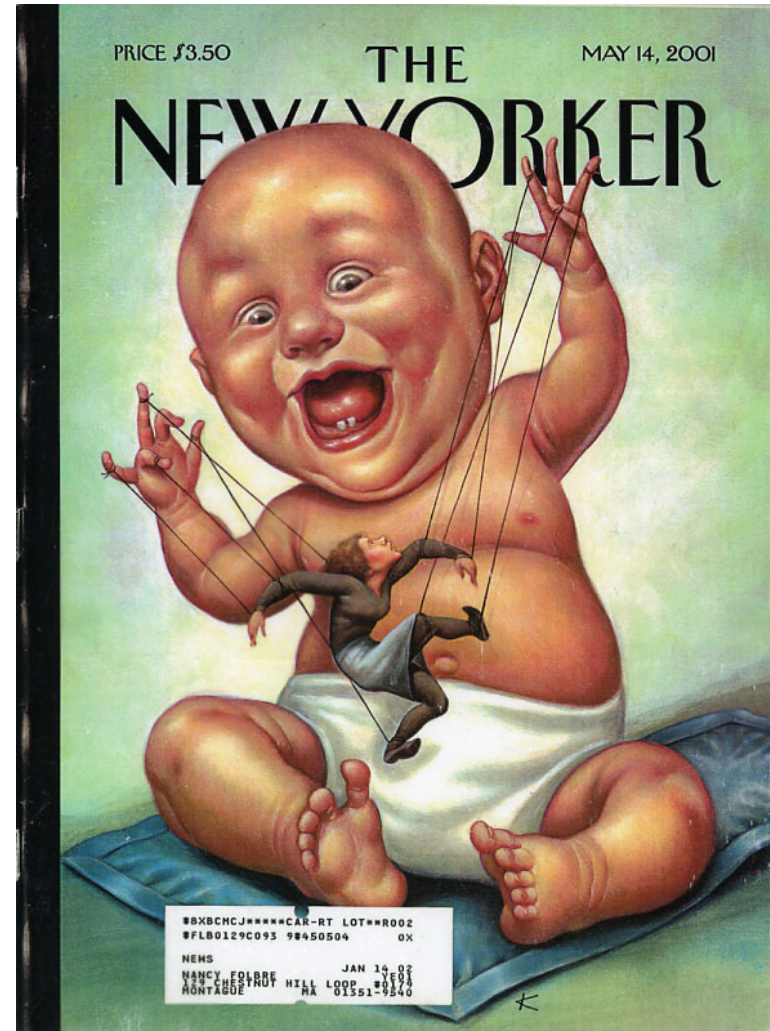


No single formula—desire to help parents minimize conflicts or negative trade-offs between paid work and childcare.

Need to provide flexibility for caregivers during the day, week, and lifecycle in order to promote high quality care and reduce economic penalties on care givers.

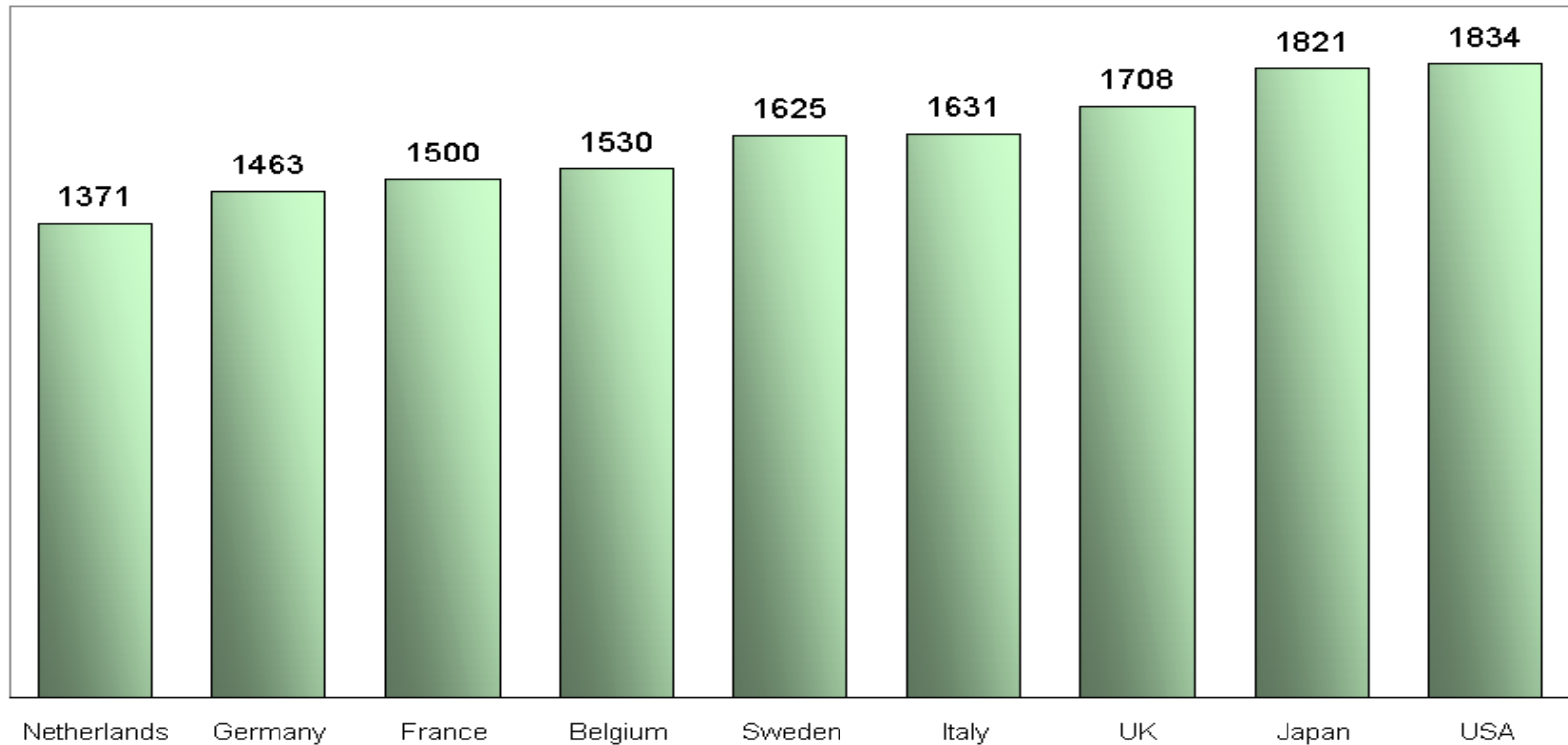
## Factors Relevant to Balance

- Ability to take time out of paid employment —family leave and sick leave.
- Flexible work hour scheduling with employee input.
- Freedom from “family responsibility discrimination.”
- Opportunities for part-time work that include job ladders and benefits.
- Availability and affordability of child care, after-school, and summer programs.
- Willingness and ability of fathers to help provide care.



# US Workers Spend Exceptionally Long Hours in Paid Work

Workers' Average Annual Hours in Paid Work



Figures for 2005, approximately.

In European Union, but not the U.S., part-time workers are guaranteed pay and benefit parity.

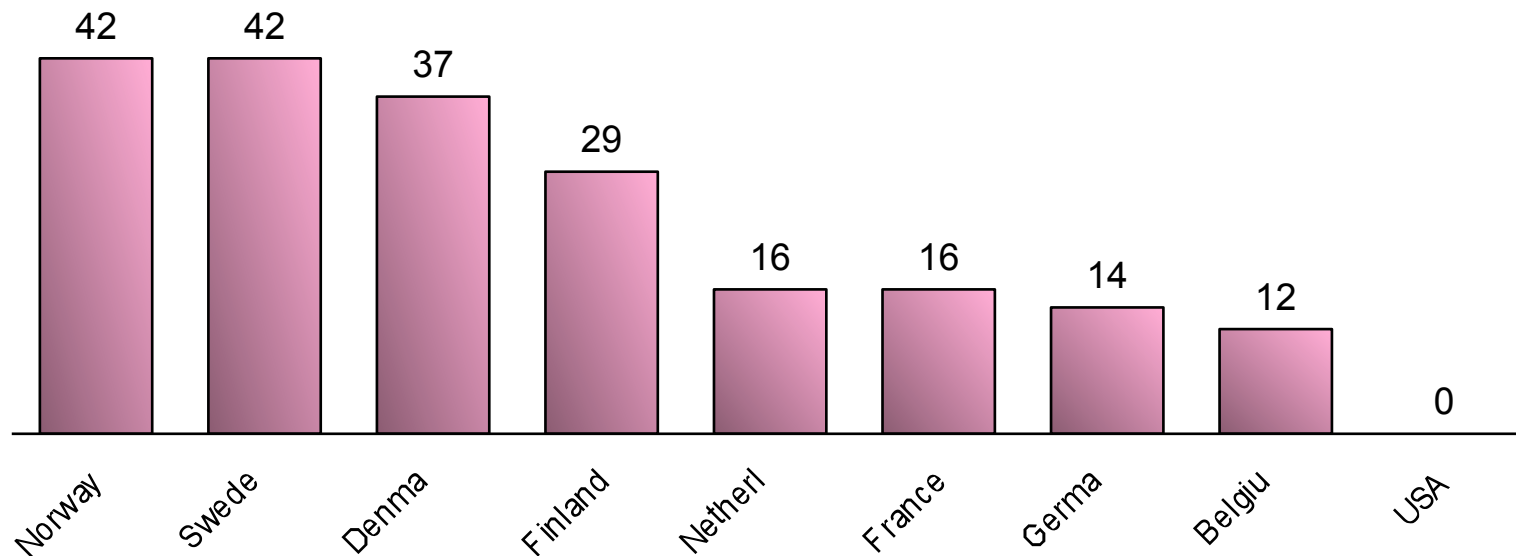
Source: Janet Gornick, Luxembourg Income Study, CUNY

# Most Other Affluent Countries Guarantee Paid Family Leave

(early 2000s)

**Paid Family Leave**  
**Example of Leave for Mothers:**  
**Fully Paid Weeks Granted, Following Birth or Adoption**

includes: national social insurance programs, earnings-related benefits

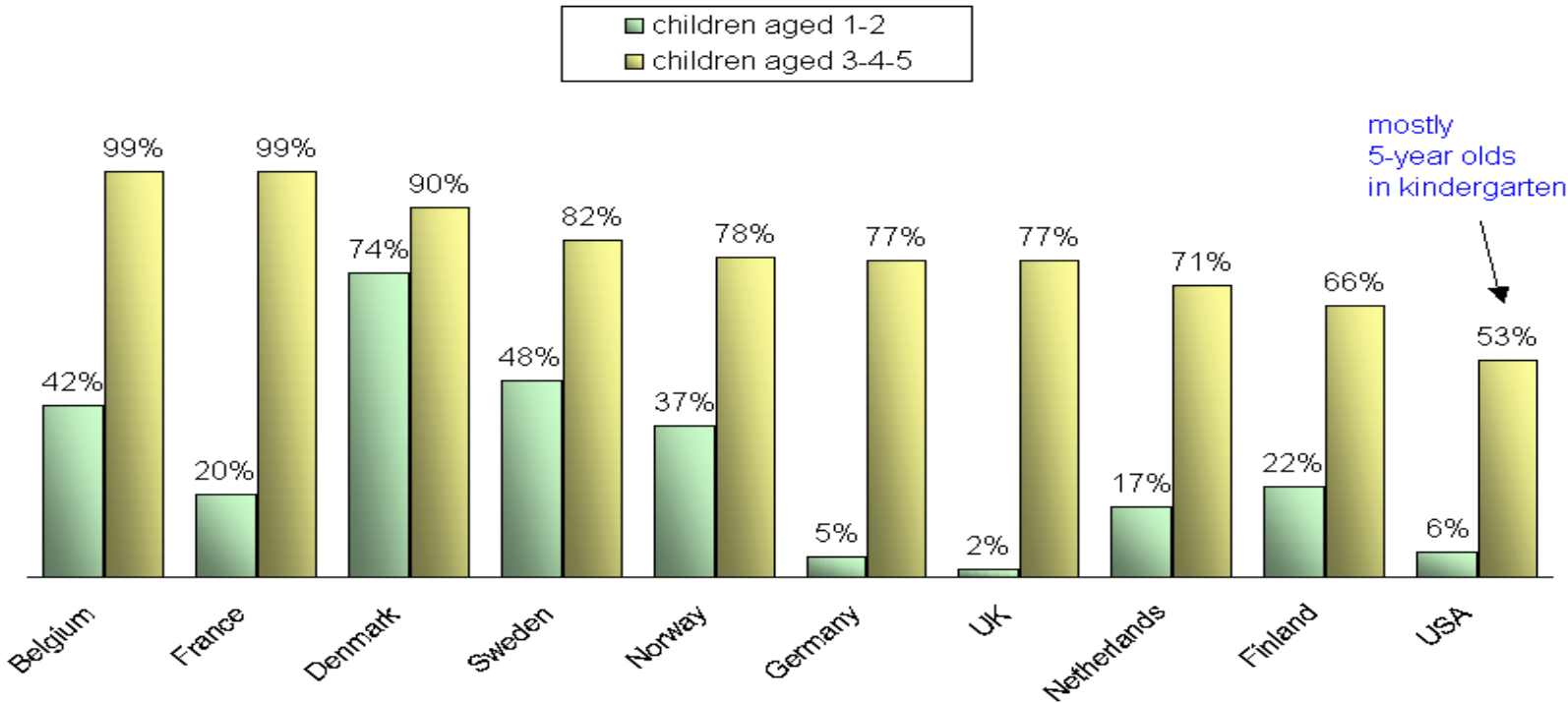


Source: Janet Gornick, Luxembourg Income Study, CUNY

# Most Other Affluent Countries Provide More Support for Child Care

(early 2000s)

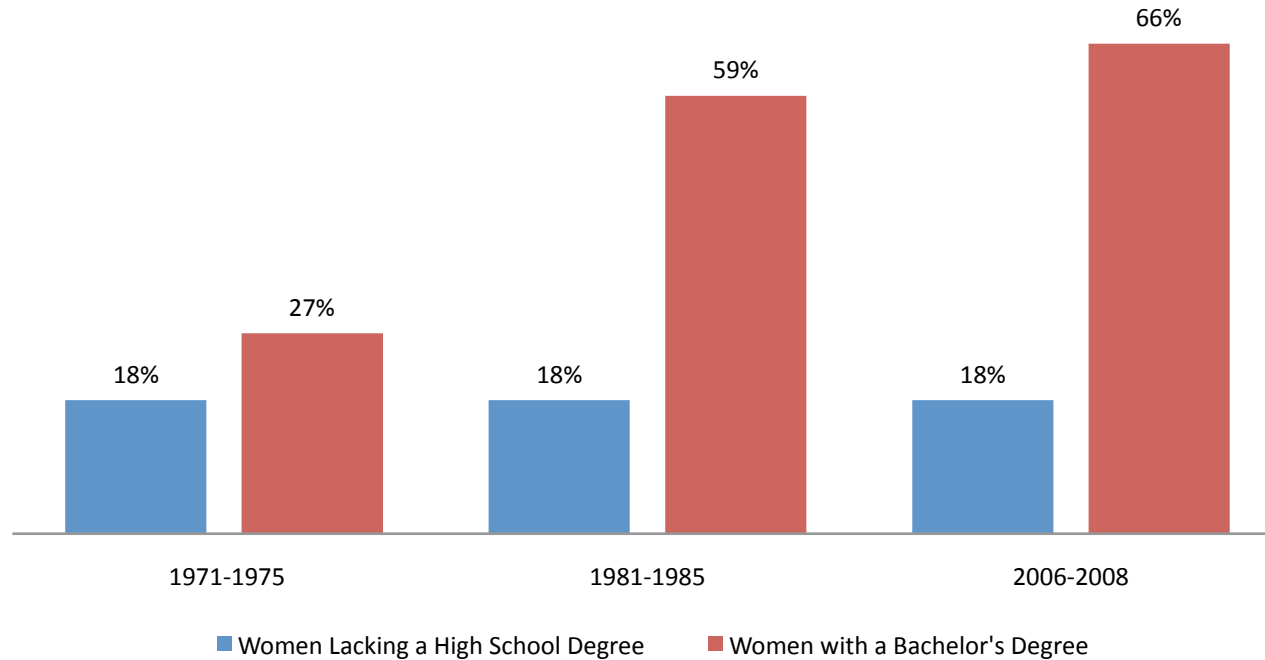
**Early Childhood Education and Care:  
Enrollment in Publicly-Provided or Publicly-Subsidized Care.**



Source: Janet Gornick, Luxembourg Income Study, CUNY

# Educated Women in the U.S. Have Increased Their Access to Private Benefits

## Changes Over Time in Mothers' Access to Paid Leave by Educational Level (maternity leave, sick leave, or vacation leave at first birth)



Source: Census Bureau, Maternity Leave and Employment Patterns of First-Time Mothers: 1961-2008

## Child Care Arrangements of Employed Mothers in 2010



Thanks to Allan Chatto on Flickr.com for his Creative Commons licensing of this image.

About 30 percent of preschoolers were cared for by grandparents, 29 percent by fathers, and 12 percent by siblings or other relatives.

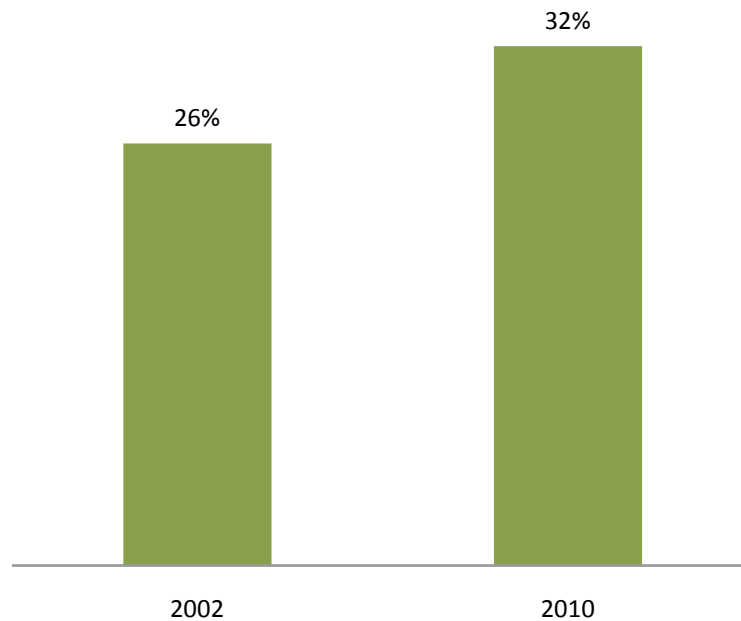
One-third of employed mothers reported that they paid for child care for at least one of their children.

Families in poverty who paid for care spent 40 percent of their monthly income on child care, compared with 7 per cent among other families.

Source: Who's Minding the Kids? Child Care Arrangements: Spring 2010  
<http://www.census.gov/hhes/childcare/data/sipp/2010/tables.html>

# More Married Fathers Now Provide Regular Child Care

## Fathers with a Wife in Paid Workforce Providing Regular Child Care



Thanks to Rebecca Trynes on Flickr.com for her Creative Commons licensing of this image.

Source: Who's Minding the Kids? Child Care Arrangements: Spring 2010  
<http://www.census.gov/hhes/childcare/data/sipp/2010/tables.html>

## In Sum

- College -educated , married women in the U.S. have made small but important gains in their ability to balance paid work with child care.
- Less educated, unmarried mothers have not made significant gains and seem to be paying more for child care than in the past.
- More universal policies such as federally mandated paid leaves for family care, sick leaves, and pre-K education would reduce inequality.
- Some such policies are being developed on the state level, providing opportunity for analysis of costs and benefits.