

1989

Notes on
Child Care

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CHILD CARE

Fortune Survey: Dual-earners, child(ren) under 12 (1987):

- Fortune Survey employees who were child carers were much more likely to be absent;
- 52% of all absenteeism was for family-related reasons;
- Child care breakdown was significantly associated with stress and serious health problems;
- 16% fathers and 21% mothers said families interfered with their jobs;
- 37% fathers and 41% mothers said their job interfered with their family life;
- One in four workers refuses a promotion or takes a less demanding job because of his or her family life.

Of all 1989 US first graders:

- one in four is poor;
- one in five is likely to be a teenage parent;
- one in six has no health care;
- one in seven may drop out of school;
- one in two will live with a single parent;
- one in two will be in an inadequate child care arrangement.

Major Employer Child Care Initiatives:

- Flexible work arrangements (now used by one employee in eight--Bureau of Labor Statistics);
- Leave policies;
- Benefits geared to very diverse family types;
- Dependent care policies: information and referral, on-site care, aid to help pay costs;

- Educational and wellness services: employee assistance, peer support, relocation counseling, etc.;

- The American Society of Personnel Administration 1988 survey reports that nearly half of their companies are considering some kind of child care support.

ELDER CARE

- One in eight Americans is over 65;

- By the year 2030, it will be one in five;

- Nearly half of people in their late 50's have at least one surviving parent;

- Elder care responsibilities produce problems for employees and therefore for employers;

- Travelers Insurance Co. (1985) study reported that 28% of employees over 30 provided elder care--on the average more than 10 hours per week;

- The most frequent employee problems associated with elder care are: absenteeism, use of sick time, quitting work, tardiness, use of the telephone;

- Retirement Advisors study found elder care to be a "notable" problem for the employees of one-third of employers;

- 57% of the care-giver employees exhibited stress and/or emotional distress;

- In a recent NAAAA study a fourth of care-giving employees considered quitting, nearly a third considered changes in work schedules;

- A 1988 BNA study shows one in five reporting organizations let workers use sick leave for elder-care needs;

- Two organizations in three offer some kind of help to care-taking employees: leave benefits, work schedule adjustments, etc.;

- 2% plan to add elder-care benefits or services.

Children's Defense Fund FY 1989

- A US baby is more likely to die than one born in Singapore;

- A US black baby born in Boston is more likely to die than one born in Jamaica;

- The black/white infant death ratio increased from 1.43::1 in 1950, to 1.98:: 1 in 1985;
- In 1986 there were 2.2 million reported cases of child abuse or neglect;
- By the end of 1988, 80% of families saw a real drop in family income since 1977 (CBO);
- We lose more US children to poverty every five years than we lost in battle casualties during the Vietnam war;
- Of every 100 children born in the US today:
 - 13 will be to teenage mothers,
 - 15 will be to households where no parent is employed,
 - 15 will be with a below poverty working parent,
 - 25 will be on welfare at some point before adulthood.
- Poor children, regardless of race, are three times as likely as more affluent children, to drop out of school;
- Youths who by age eighteen have the weakest academic skills are eight times as likely to bear children out of wedlock, nine times as likely to drop out, five times more likely to be out of school and out of work;
- In 1986 Japan had over 15,000 students in the US, fewer than 1,500 US students were in Japan.

Department of Labor Women's Bureau, 1988 Friedman and Galinsky

- Families with breadwinner father, homemaker mothers and two children account for 3.7% of US families;
- Women are 44% of the US labor force;
- Six in ten of mothers with children under six are in paid employment;
- More than half of mothers of children under one are back in paid employment, usually full-time;
- 40% of the labor force are working parents; 25% have some responsibility for an aging relative;
- In 1980 men contributed 20% of family work, by 1990 an estimated 33%;
- Parents whose work schedules are very different (e.g. staggered), experience most stress and work/family conflict.