A NEW INDEX ON WORK & FAMILY

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Women are the Majority of Family Caregivers

- One in three workers has kids under 18.
- A third of families with kids are headed by a single parent.
- One in seven women under 65 lives with an adult with a disability.
- 10,000 baby boomers a day will turn 65 until 2030.
- The number of men and women age 50 plus who provide care for someone age 65 plus tripled in the last 15 years.
WORK & FAMILY COMPOSITE INDEX

Index, not Scorecard.

Direct link to the costs of family care ($$).

Data that allows state-by-state comparisons, over time.
WORK & FAMILY COMPOSITE INDEX: GRADES STATES IN 4 AREAS

- **Paid Leave Legislation**
  Temporary Disability Insurance for all workers (≡ paid maternity leave); paid family care leave; paid sick days.

- **Elder and Dependent Care**
  Supports for unpaid family caregivers: Unemployment Insurance covers family emergency; tax credits for dependent care; nurse delegation of Long-term Support Services to agency workers.

- **Child Care**: Publicly funded Pre-K, Headstart and Special Education for 4 year olds; cost of infant care.

- **Gap in the Labor Force Participation Rate of Mothers and Fathers of Children under Six.**
MOTHERS’ LFPR HAS DOUBLED SINCE 1970
FATHERS’ HAS BARELY MOVED

Labor Force Participation Rates of Parents with Children under 6, 1970 to 2014

- All men
- All women
- Fathers
- Mothers
Projection for Pay Equity: 2058 (Maybe)

Women’s Choice or Constraints on Choice?
**WORK & FAMILY ECONOMICS**

**Wage gap**
- Costs of child or elder care
- Lack of flexibility/leave
- Leave job
- Lose job

**Bigger wage gap**
/lower lifetime $$$

**Smaller Wage Gap**
- Affordable, reliable, quality care
- Stay employed, increase economic security
- Job-protected paid leave
WORK & FAMILY: PAID LEAVE LAWS

- At least one paid leave law (11)
- No paid leave laws (40)
ENROLLMENT OF 4-YEAR OLDS IN PUBLIC PRESCHOOL RANGES FROM 100% (DC) TO 12% (NEW HAMPSHIRE)

High enrollment, high quality
- DC
- Oklahoma
- West Virginia

High enrollment, low quality
- Florida
- Texas
- Vermont

Low-Low
- Idaho
- New Hampshire
- Utah
- Alaska
- Minnesota
- Rhode Island

Source: National Institute for Early Education Research
WORK & FAMILY COMPOSITE INDEX

**Best States (B & B-)**
New York, California, DC, New Jersey, Rhode Island

States with the lowest wage gap.

**Worst States (F & D-)**
Indiana, Utah, Montana, Mississippi, Wyoming

States with the highest wage gap.
STATUS OF WOMEN IN THE STATES

Women’s choices?

Policy choices

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