Finding Time: The Economics of Work-Life Conflict

Heather Boushey
8 HOURS for WORK
8 HOURS for REST
8 HOURS for WHAT WE WILL
The Loss of America’s Silent Partner is now Common…

Children aged 0-14 with a full-time, stay-at-home caregiver

- Low-income
- Middle-class
- Professional

Note: Analysis by Philip Cohen of the 1980 and 2012 American Community Survey.
…But a Single Breadwinner is Not

Children aged 0-14 with a single breadwinner parent or guardian

- Low-income
- Middle-class
- Professional

Note: Analysis by Philip Cohen of the 1980 and 2012 American Community Survey.
Source: Heather Boushey, Finding Time: The Economics of Work-life Conflict, Harvard University Press, forthcoming April 2016. Figure 1.1.
The Changing Mix of Breadwinners

Distribution of children in U.S. families by family type, 1960

- Married, father only earner
- Married, dual earner
- Single mother
- All other
- Married, mother only earner
- Married, neither earner
- Single father
- Cohabiting parent

Low-income
- 55.0%

Middle-class
- 69.5%

Professional
- 78.3%

Source: Heather Boushey, Finding Time: The Economics of Work-life Conflict, Harvard University Press, forthcoming April 2016. Figure 3.3.
The Changing Mix of Breadwinners
Distribution of children in U.S. families by family type, 2012

- Married, father only earner
- Married, dual earner
- Single mother
- All other
- Married, mother only earner
- Married, neither earner
- Single father
- Cohabiting parent

Low-income
- 18.2%

Middle-class
- 24.2%

Professional
- 25.3%

Source: Heather Boushey, Finding Time: The Economics of Work-life Conflict, Harvard University Press, forthcoming April 2016. Figure 3.3.
Tectonic Shift in 1980 Reveals Growing Gap Between Productivity and Income

Percent change in U.S. median family income and productivity, 1948 to 2013

Real median family income • Productivity

Note: This figure shows median income across all U.S. families, measured in 2013 dollars and indexed to 1948. Shaded areas indicate recessions as defined by the National Bureau of Economic Research.

Percent change in average inflation-adjusted family income, **1979 to 2013**

- **Low-income:** -2.0%
- **Middle-class:** 12.4%
- **Professional:** 48.8%

Note: Analysis done at the household level. Sample includes households with at least one person age 25 to 64. Individuals with zero or missing personal income dropped from sample.

Women are making essential contributions to family incomes

Without women's increasing hours and participation in the labor force between 1979 and 2013, both low-income and middle-class families would have seen an even more negative change or negative change, respectively, in their annual average income.


Note: Analysis done at the household level. Sample includes households with at least one person ages 16 to 64. Individuals with zero or missing personal income dropped from sample.
Firm ≠ Economy
Policy Recommendations

• **Here**: Policies to address when we need to be here at home, including paid leave, for short-term and long-term family and medical needs and when a new child comes into the family.

• **There**: Schedules for when we need to be there at work that work for families: predictable, can be flexible for workers, and have neither too many or too few hours each week.

• **Care**: Comprehensive systems for high-quality and affordable care for children and the aging.

• **Fair**: Work-life arrangements must be Fair. Take seriously the need and make sure policies are accessible to people across the economic spectrum, not just perks for highly paid professionals.
Allocation of Paid Family Leave Skews to High-wage Earners

Share of workers with employer-provided paid family leave by average wage, 2013

Note: Data from U.S. Bureau of Labor Statistics’ National Compensation Survey.

Source: Heather Boushey, Finding Time: The Economics of Work-life Conflict, Harvard University Press, forthcoming April 2016. Figure 7.3.
Professionals Have More Predictable Schedules

Percent of U.S. workers reporting advance notice of schedule, 2012

Note: Peter Fugiel and Susan Lambert’s analysis of data from the National Longitudinal Survey of Youth.

Taking Care of the Kids
Kind of child care used by family group, 2004

- Low-income
- Middle-class
- Professional

Note: Analysis by Joan C. Williams and Heather Boushey.
### Federal Spending on Child Care and Elder Care

<table>
<thead>
<tr>
<th>Program</th>
<th>Amount (in millions)</th>
<th>As share of total federal outlays</th>
<th>Fiscal Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child and Dependent Care Tax Credit</td>
<td>$4,400</td>
<td>0.13%</td>
<td>2014</td>
</tr>
<tr>
<td>Dependent Care Assistance Plan</td>
<td>*</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Head Start</td>
<td>8,598</td>
<td>0.25</td>
<td>2014</td>
</tr>
<tr>
<td>Child and Adult Care Food Program</td>
<td>2,900</td>
<td>0.08</td>
<td>2013</td>
</tr>
<tr>
<td>Child Care and Development Block Grant (discretionary)</td>
<td>2,348</td>
<td>0.07</td>
<td>2014</td>
</tr>
<tr>
<td>Child Care and Development Block Grant (entitlement)</td>
<td>2,917</td>
<td>0.08</td>
<td>2014</td>
</tr>
<tr>
<td>Temporary Assistance for Needy Families (direct)</td>
<td>73</td>
<td>0.00</td>
<td>2013</td>
</tr>
<tr>
<td>Temporary Assistance for Needy Families (transferred to CCDF)</td>
<td>1,367</td>
<td>0.04</td>
<td>2013</td>
</tr>
<tr>
<td>Social Services Block Grant</td>
<td>1,699</td>
<td>0.05</td>
<td>2012</td>
</tr>
<tr>
<td>Preschool (development block grants)</td>
<td>250</td>
<td>0.01</td>
<td>2014</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>24,552</strong></td>
<td><strong>0.70</strong></td>
<td></td>
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</tbody>
</table>

Note: Data compiled by Maryam Adamu and Katie Hamm.

Women’s added hours are boosting young families’ incomes

For low-income young families, women's earnings from additional hours was the only protective factor for household income. For both middle-class and professional young families, women's earnings were important contributions in growing household income.


Note: Analysis done at the household level. Sample includes households with at least one person over 16 and everyone under 45. Individuals with zero or missing personal income dropped from sample.
How do changes in income for young families compare to working-age families?

Young families have not fared as well as working-age families. Men’s earnings have seen much larger decreases or smaller gains in young families in comparison to working-age families. While changes in women’s hours are comparable between the two groups, in young families, women’s wages have changed by half the magnitude or less of working-age families.

<table>
<thead>
<tr>
<th></th>
<th>Young families</th>
<th>Working-age families</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Male earnings</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Low-income</td>
<td>-15%</td>
<td>-7%</td>
</tr>
<tr>
<td>Middle-class</td>
<td>5%</td>
<td>10%</td>
</tr>
<tr>
<td>Professional</td>
<td>15%</td>
<td>30%</td>
</tr>
</tbody>
</table>

**Young families:** At least one person is over 16 and everyone is under 35 (a subset of working-age families)

**Working-age family:** At least one person in the household is between the ages of 16 and 64

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<tr>
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<th>Working-age families</th>
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</thead>
<tbody>
<tr>
<td><strong>Female wages</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Low-income</td>
<td>-10%</td>
<td>0%</td>
</tr>
<tr>
<td>Middle-class</td>
<td>10%</td>
<td>20%</td>
</tr>
<tr>
<td>Professional</td>
<td>30%</td>
<td>50%</td>
</tr>
</tbody>
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<tbody>
<tr>
<td><strong>Female hours</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Low-income</td>
<td>10%</td>
<td>15%</td>
</tr>
<tr>
<td>Middle-class</td>
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<td>20%</td>
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<tr>
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**Note:** Analysis done at the household level. Sample includes households with at least one person over 16 and where everyone is under 35 (young families). Individuals with zero or missing personal income dropped from sample.