

# Finding Time: The Economics of Work-Life Conflict

Heather Boushey



8 HOURS



8 HOURS



8 HOURS



for WORK

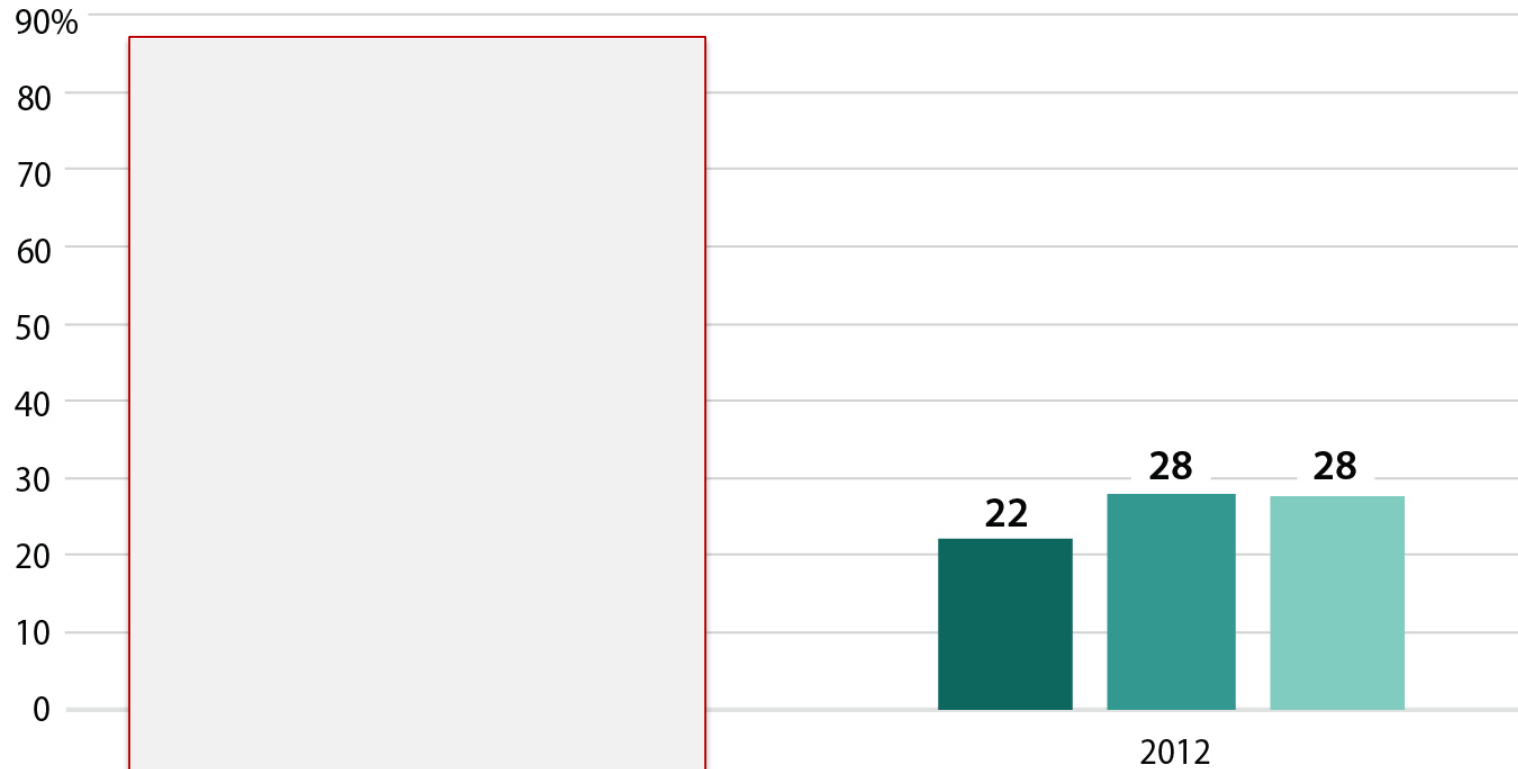
for REST

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



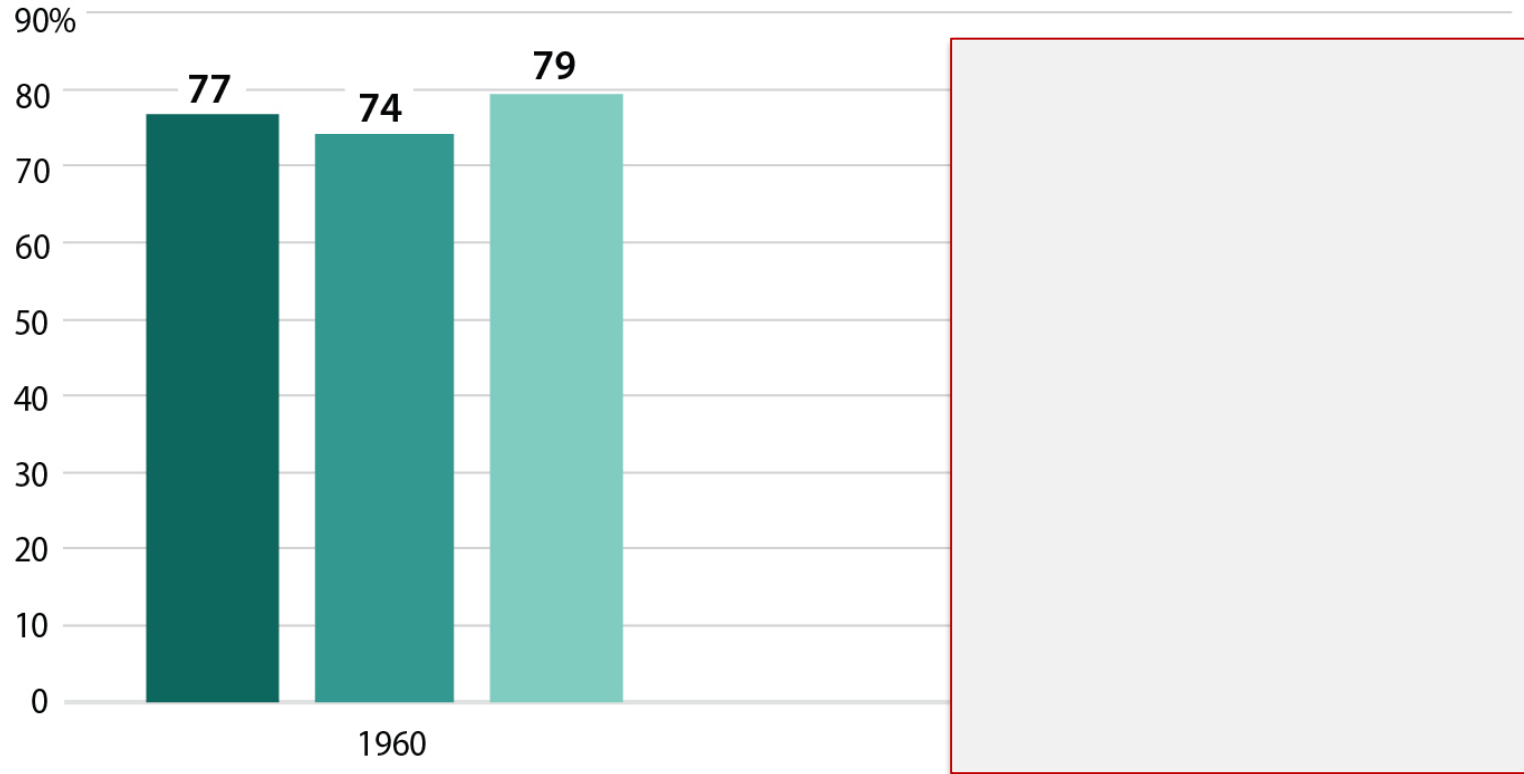
Note: Analysis by Philip Cohen of the 1980 and 2012 American Community Survey.

Source: Heather Boushey, *Finding Time: The Economics of Work-life Conflict*, Harvard University Press, forthcoming April 2016. Figure 1.1.

## ...But a Single Breadwinner is Not

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

■ Low-income ■ Middle-class ■ Professional

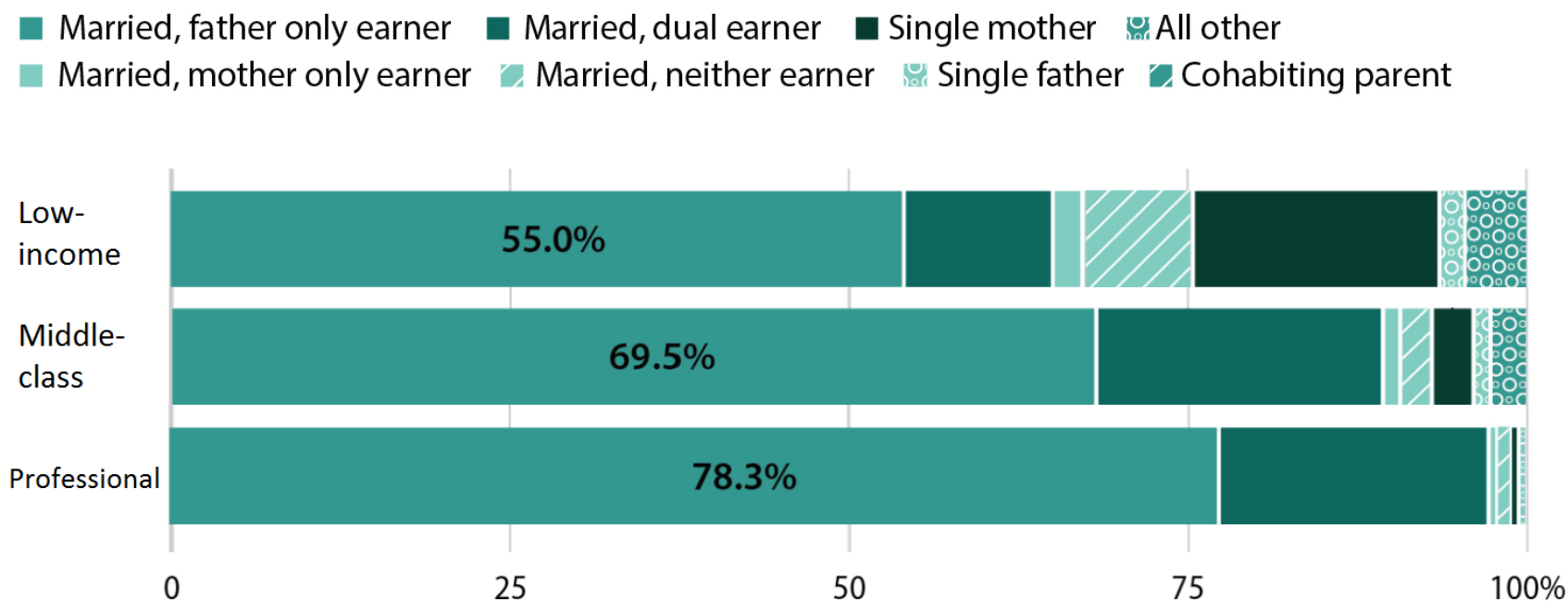


Note: Analysis by Philip Cohen of the 1980 and 2012 American Community Survey.

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

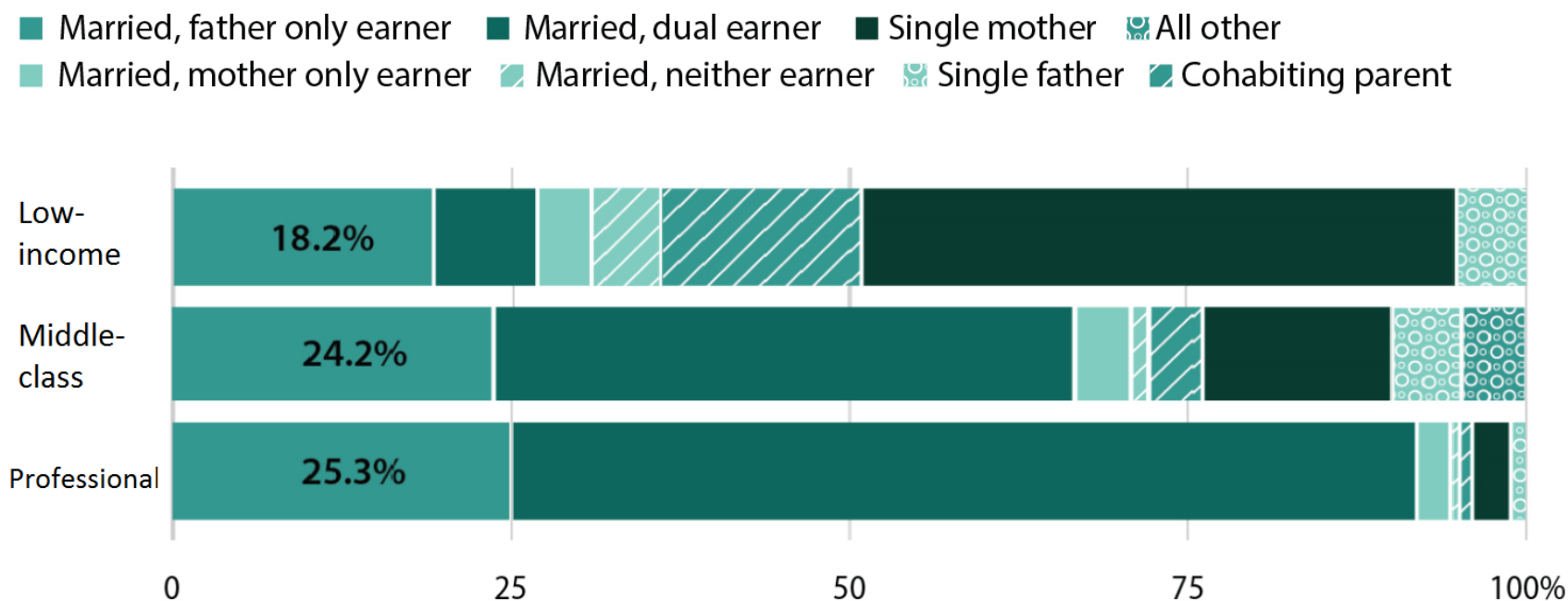
Distribution of children in U.S. families by family type, 1960



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



Source: Heather Boushey, *Finding Time: The Economics of Work-life Conflict*, Harvard University Press, forthcoming April 2016. Figure 3.3.



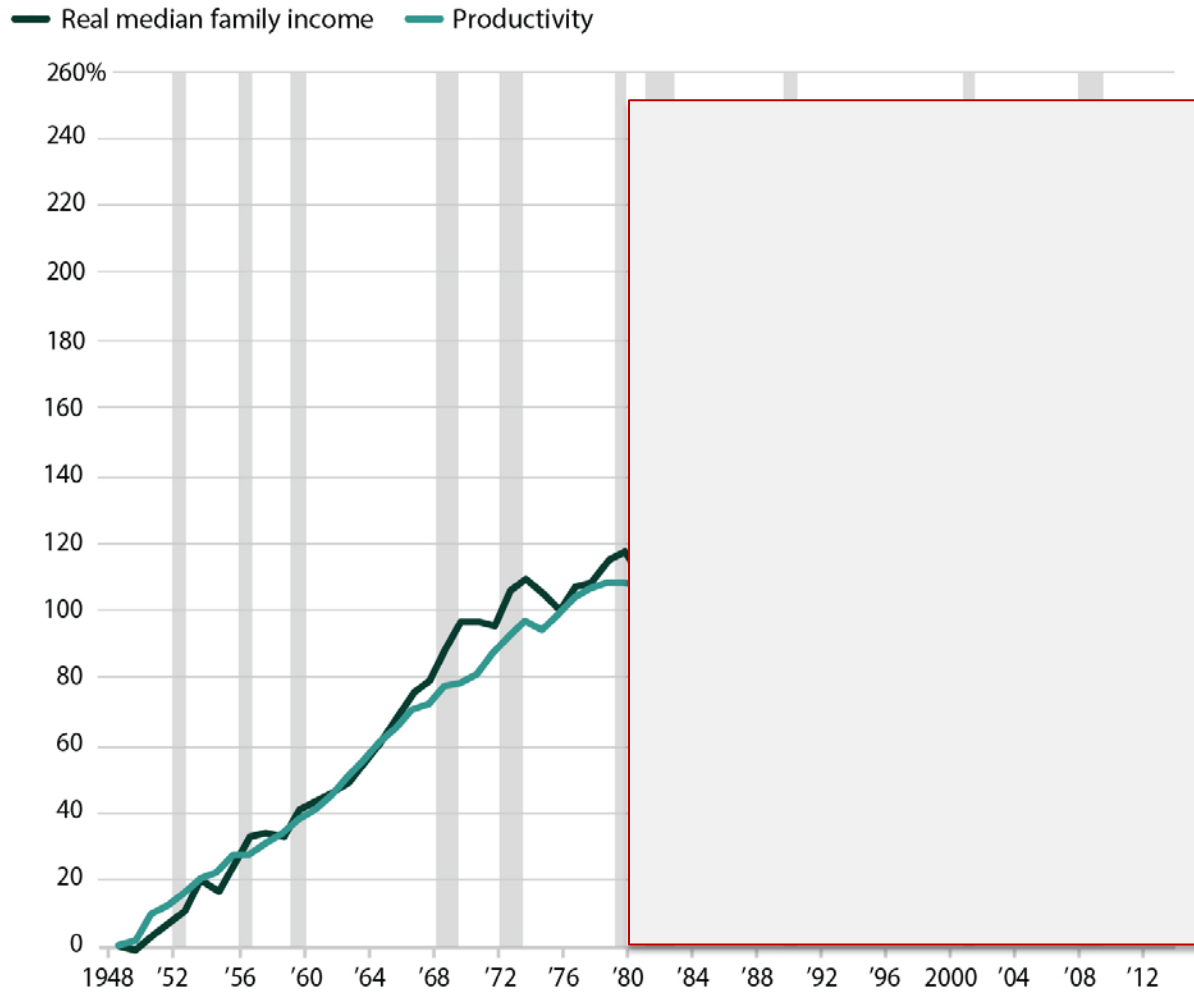






# Tectonic Shift in 1980 Reveals Growing Gap Between Productivity and Income

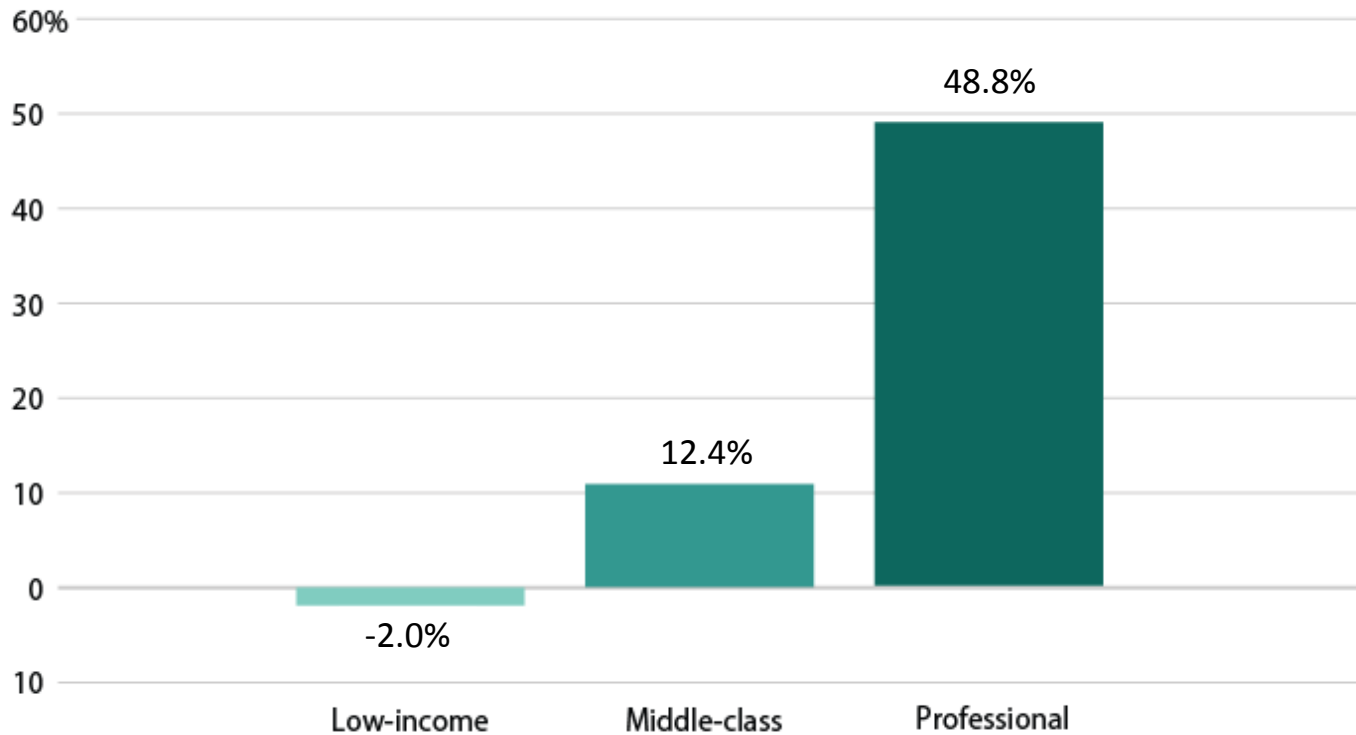
Percent change in U.S. median family income and productivity, 1948 to 2013



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.

Source: US Census Bureau, "Table F-7. Type of Family, All Races by Median and Mean Income: 1947 to 2013" (Current Population Survey, Annual Social and Economic Supplements), <https://www.census.gov/hhes/www/income/data/historical/families/> and Bureau of Labor Statistics, Productivity - Major Sector Productivity and Costs Database.

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

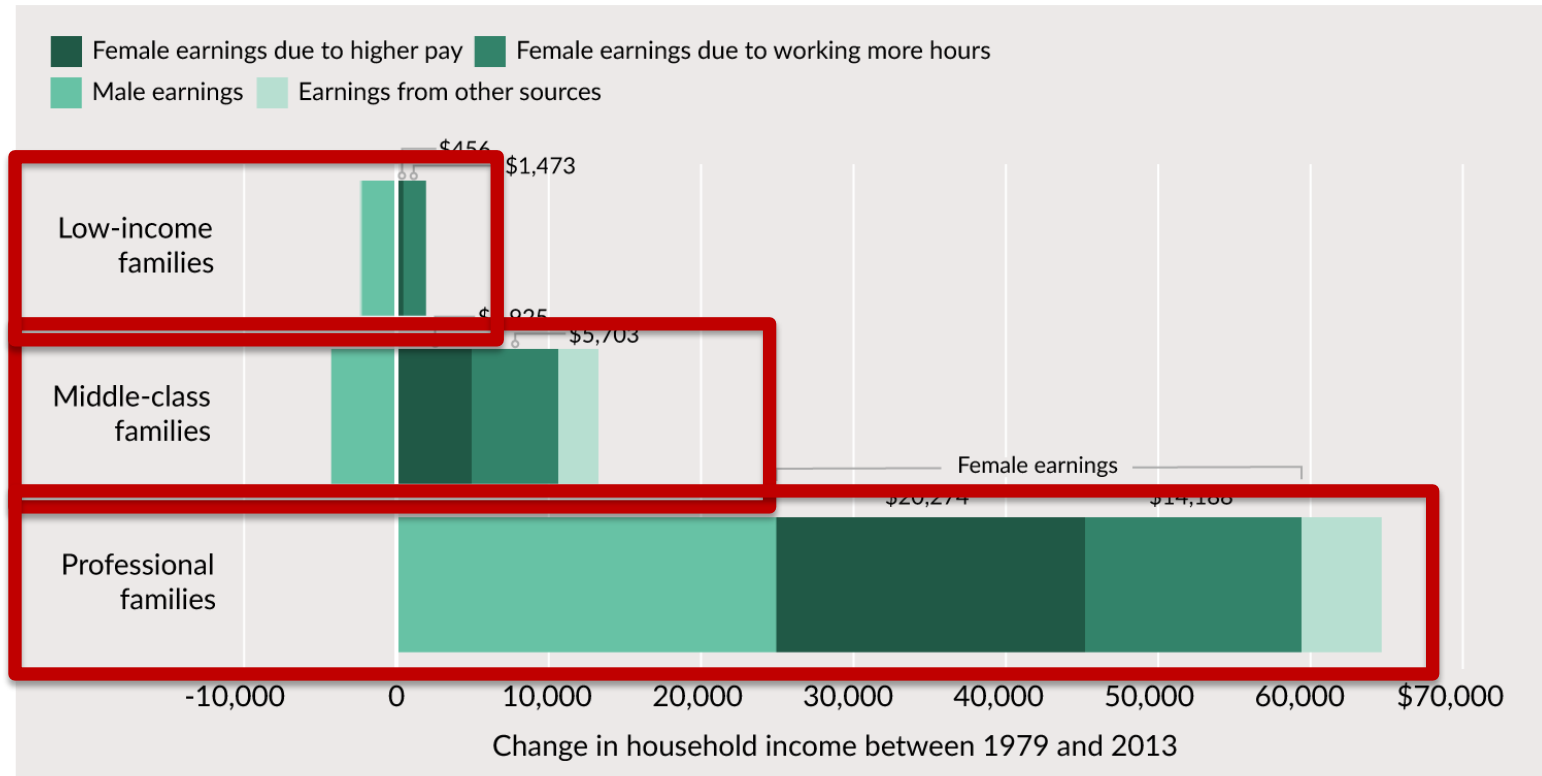


Note: Analysis done at the household level. Sample includes households with at least one person age 25 to 64. Individuals with zero or missing personal income dropped from sample.

Source: Heather Boushey, *Finding Time: The Economics of Work-life Conflict*, Harvard University Press, forthcoming April 2016. Figure 5.1.

## 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.

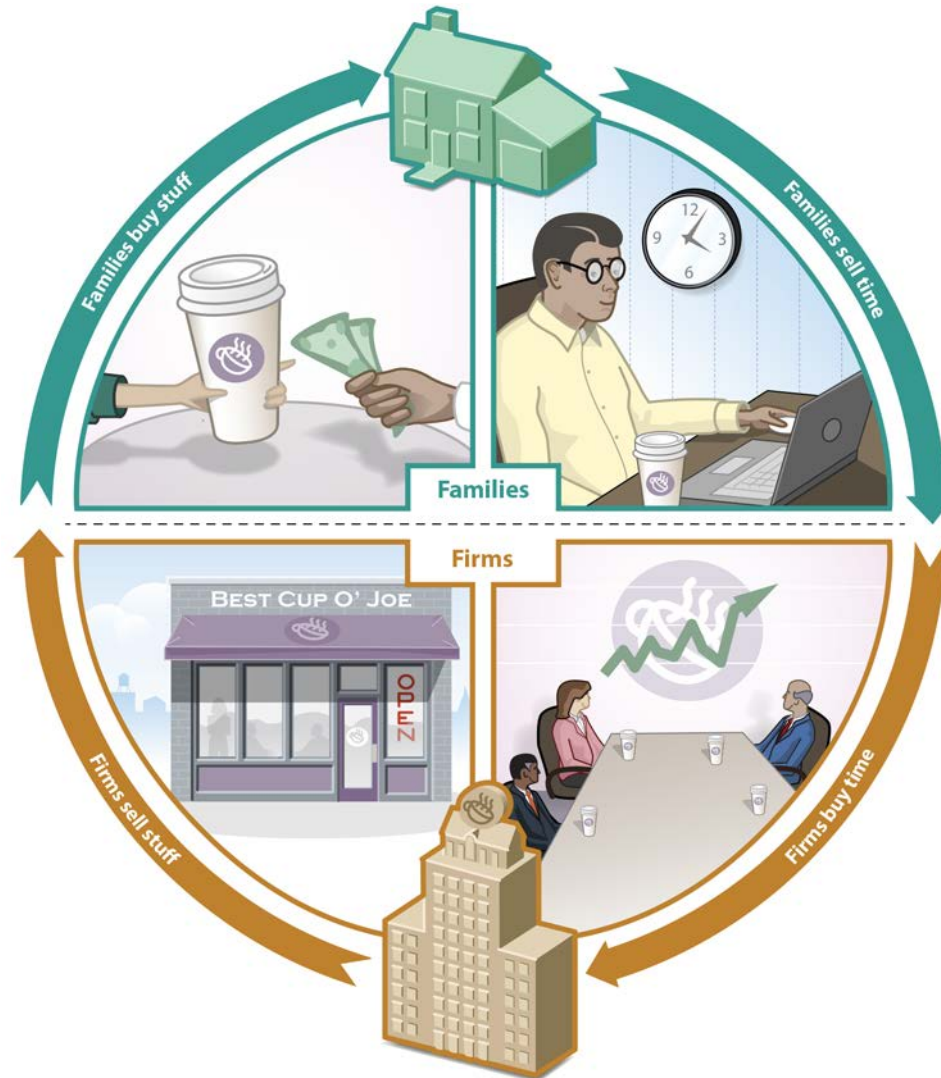


Source: Authors’ analysis of the CEPR extracts of the Current Population Survey Annual Social and Economic Supplement, 1980 to 2014 (1979 to 2013 calendar years). All differences in household income are presented in 2015 dollars, using the U.S. Bureau of Labor Statistic’s Consumer Price Index Research Series and the authors’ imputations to adjust for inflation. Please see the Methodology for more information.

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 $\neq$ Economy

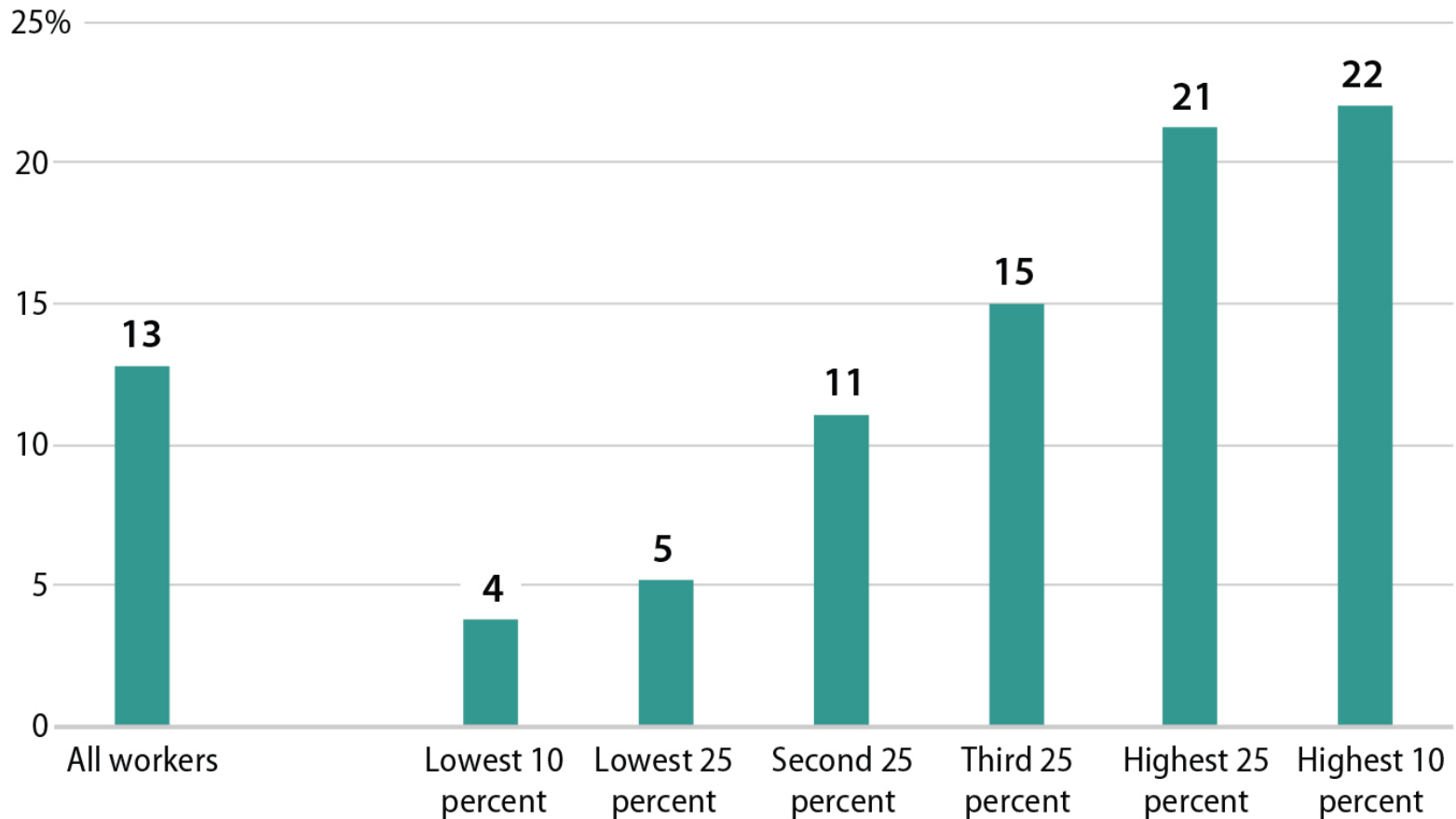


# Policy Recommendations

- **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



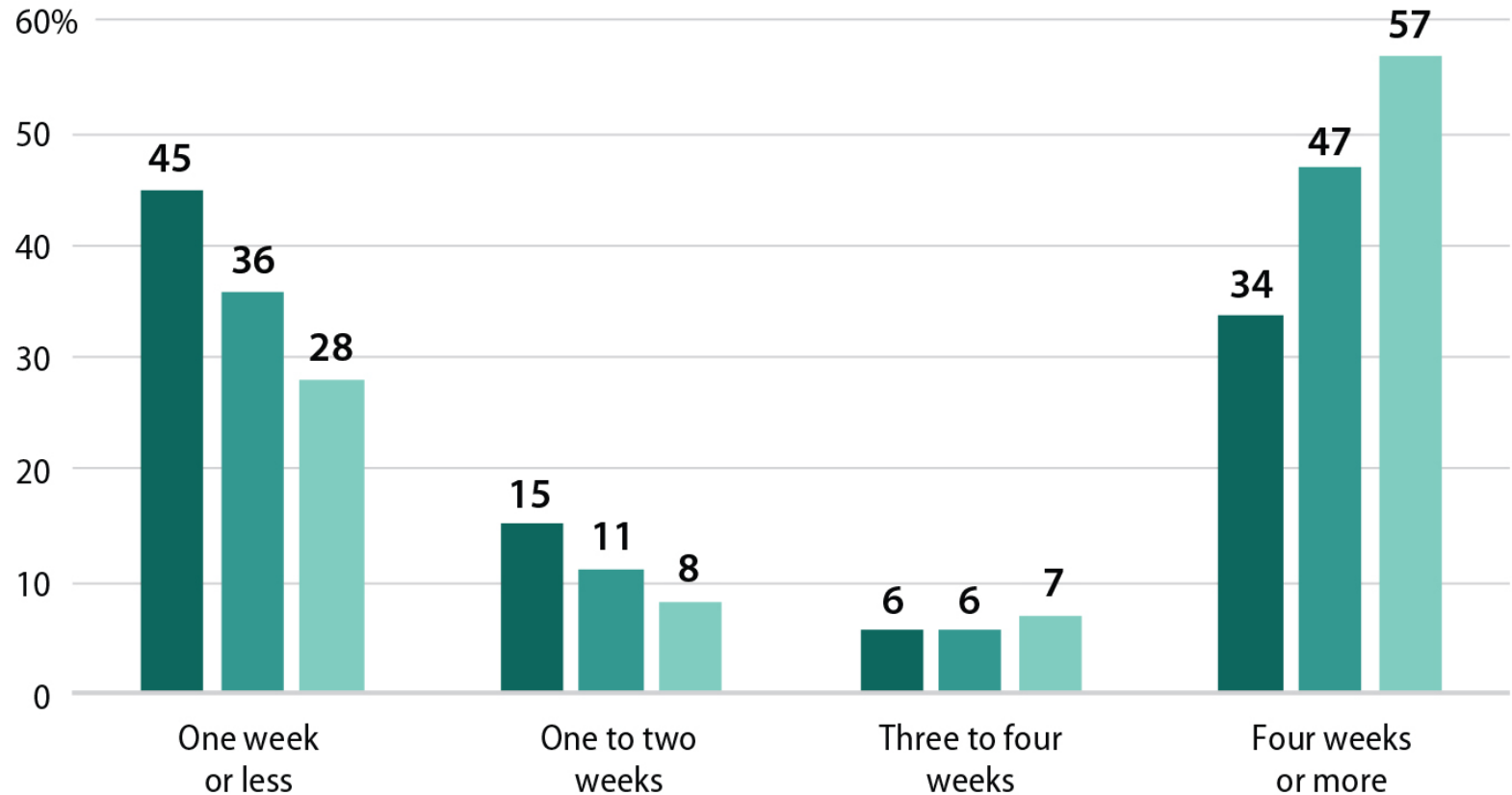
Note: Data from U.S. Bureau of Labor Statistics' National Compensation Survey.

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

■ Low-income ■ Middle-class ■ Professional



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

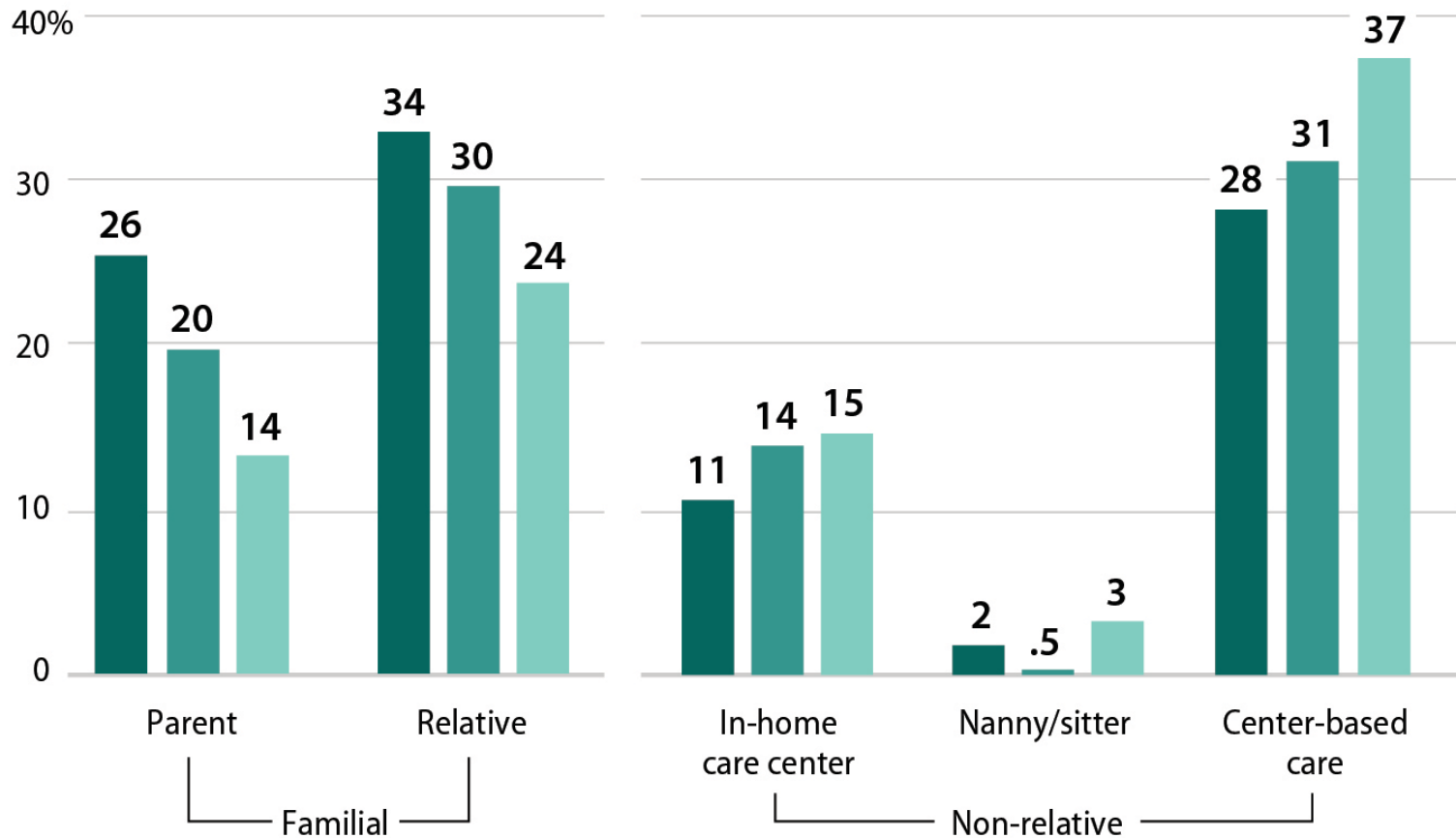
Source: Heather Boushey, *Finding Time: The Economics of Work-life Conflict*, Harvard University Press, forthcoming April 2016. Figure 8.3.



# 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.

Source: Heather Boushey, *Finding Time: The Economics of Work-life Conflict*, Harvard University Press, forthcoming April 2016. Figure 9.2.

## Federal Spending on Child Care and Elder Care

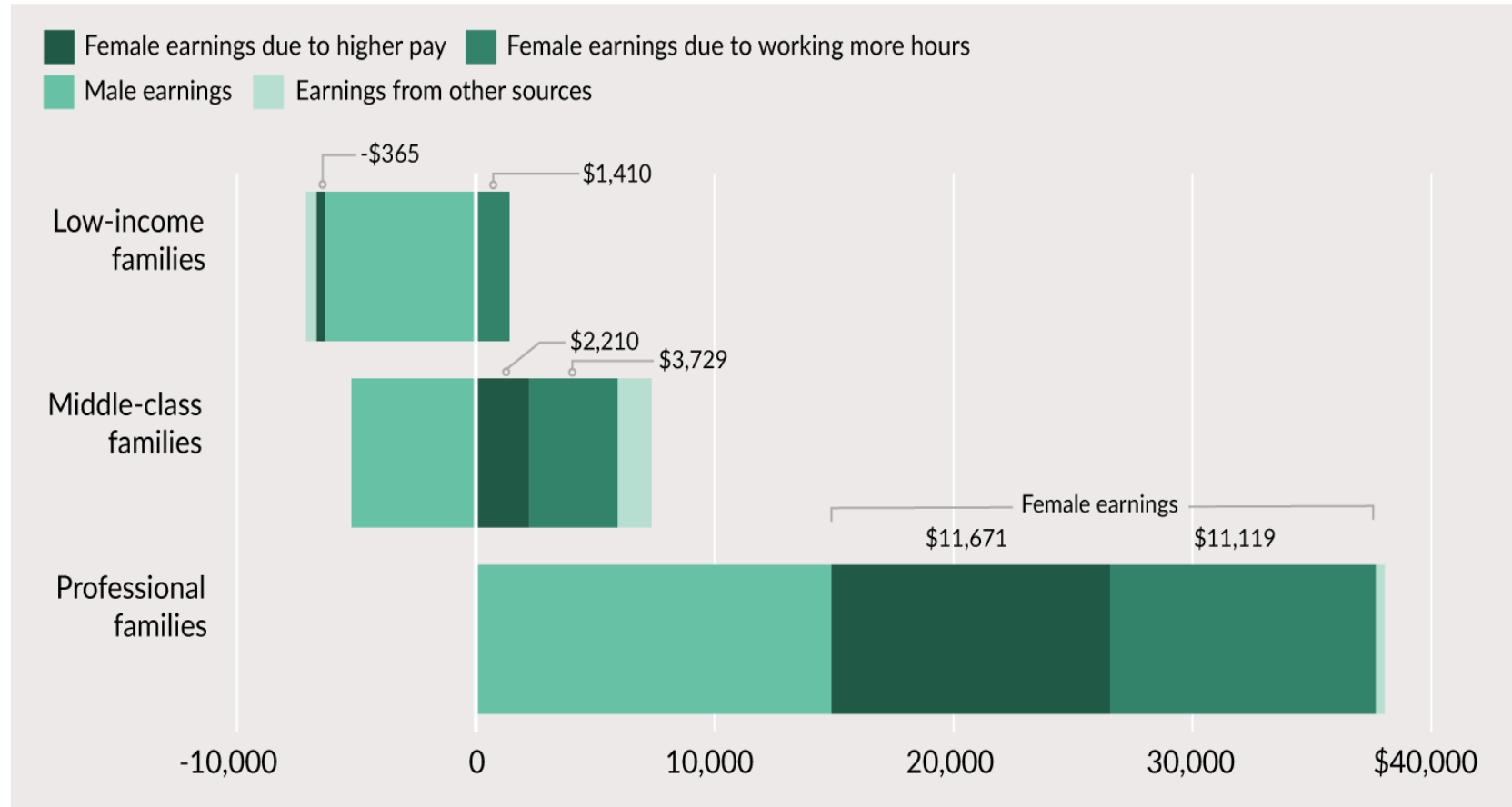
<b>Program</b>	<b>Amount (in millions)</b>	<b>As share of total federal outlays</b>	<b>Fiscal Year</b>
Child and Dependent Care Tax Credit	\$4,400	0.13%	2014
Dependent Care Assistance Plan	*		
Head Start	8,598	0.25	2014
Child and Adult Care Food Program	2,900	0.08	2013
Child Care and Development Block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

Note: Data compiled by Maryam Adamu and Katie Hamm.

Source: Heather Boushey, *Finding Time: The Economics of Work-life Conflict*, Harvard University Press, forthcoming April 2016. Table 9.1.

## 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.



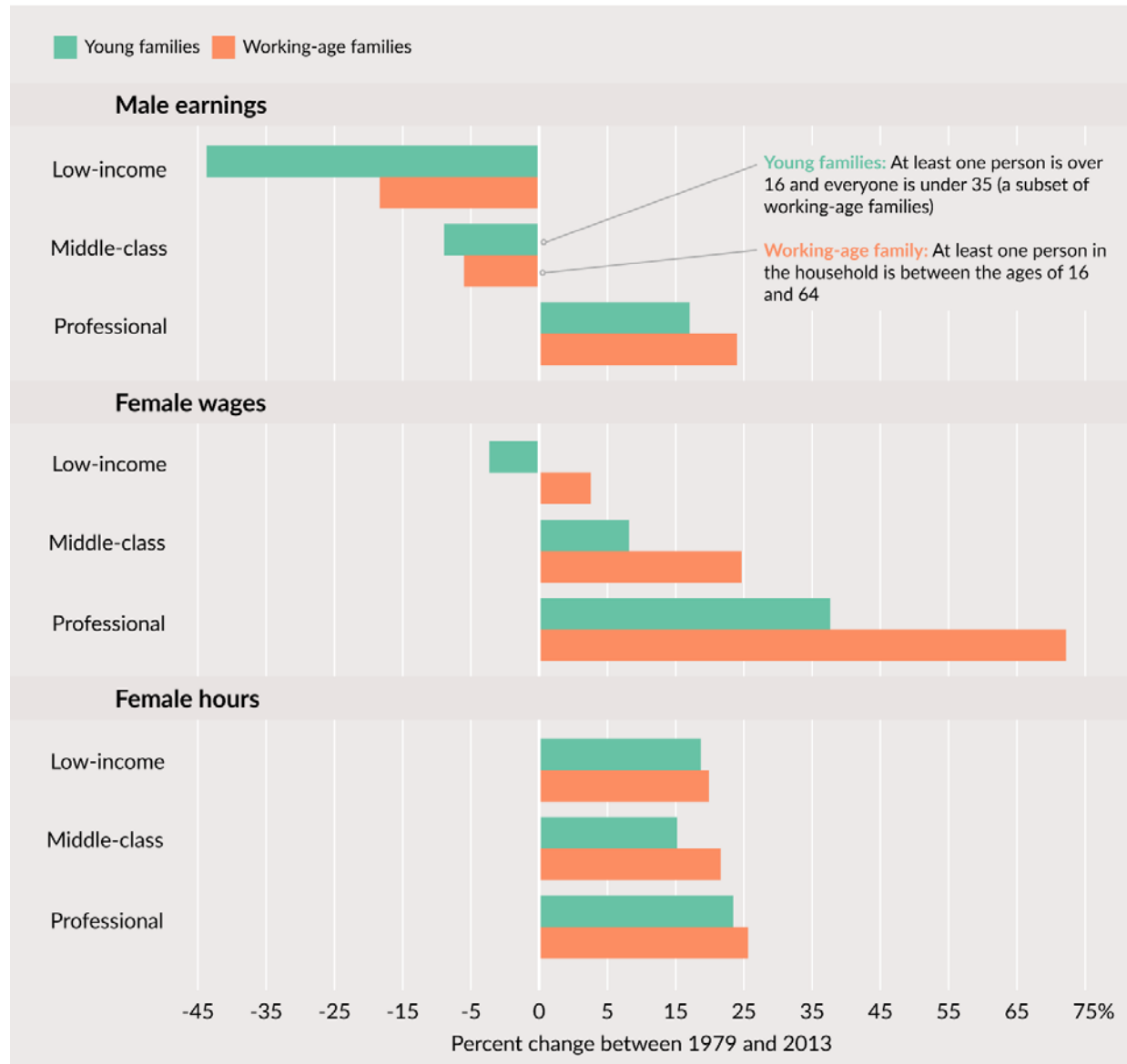
Source: Authors' analysis of the CEPR extracts of the Current Population Survey Annual Social and Economic Supplement, 1980 to 2014 (1979 to 2013 calendar years). All differences in household income are presented in 2015 dollars, using the U.S. Bureau of Labor Statistic's Consumer Price Index Research Series and the authors' imputations to adjust for inflation. Please see the Methodology for more information.

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'.



Source: Authors' analysis of the CEPR extracts of the Current Population Survey Annual Social and Economic Supplement, 1980 to 2014 (1979 to 2013 calendar years).

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.