

A photograph of a family of five people (two adults and three children) smiling and standing outdoors. The image is faded and serves as a background for the text.

**Women's (and Men's) Lives Outside of Work:**

**Dependent Care and Community Resources**

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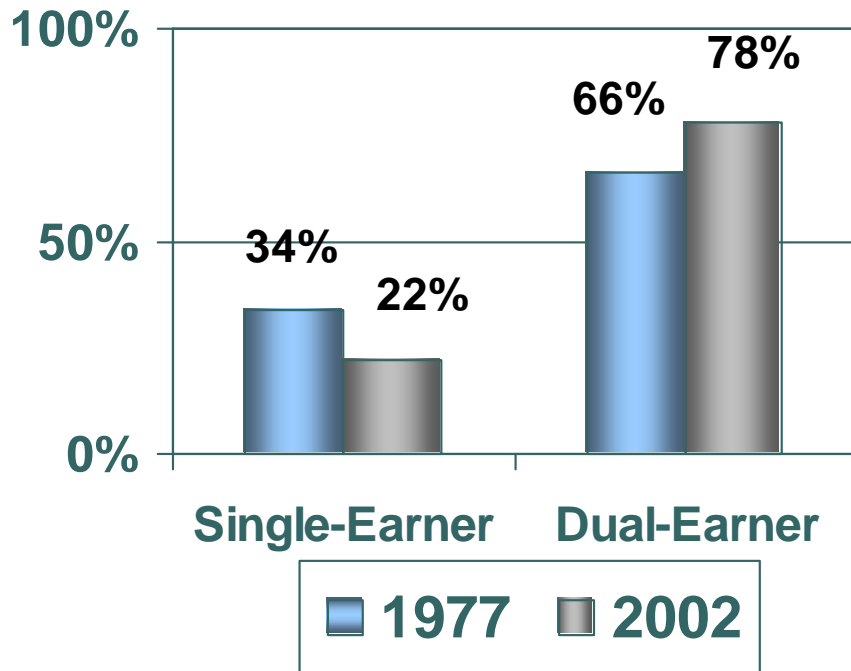
Brandeis University



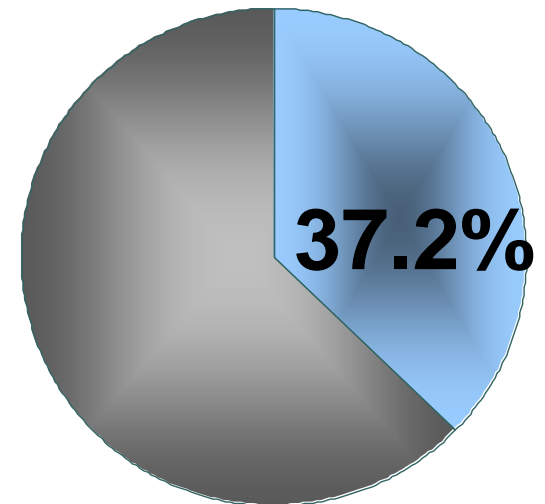
# Overview

- Dependent Care
  - Care of school-age children
  - Care of elders
- Community Resources
  - After-school arrangements
  - Transportation options

## The Dual-Earner Family is on the Increase



## 37.2% of the Labor Force Consists of Parents of Minor Children



Bond, J. T., Thompson, C., Galinsky, E., & Prottas, D. (2003). *Highlights of the 2002 National Study of the Changing Workforce* (No. 3). New York: Families and Work Institute.

U.S. Bureau of Labor Statistics, 2002,2003



# Total Joint Market Hours per Week of Dual-Earner Couples with Children

Dual Earners with Children	1977	2002	Change
Mean Hours	81	91	+10

Source: Bond, J. T., Thompson, C., Galinsky, E., & Prottas, D. (2003). *Highlights of the 2002 national study of the changing workforce* (No. 3). New York: Families and Work Institute.



# Parental Time Gap

The gap between parental work schedules and the school schedules of their children has been estimated to be between **20 and 25 hours each week.**

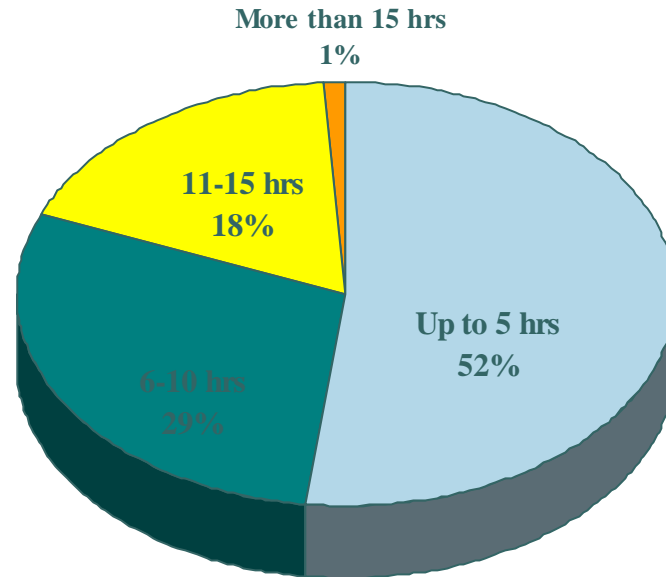
American Youth Policy Forum. (1999). *More things that do make a difference for youth*. Washington, DC: Author.



# **20.8 million children in K-12 are in self care or sibling care**

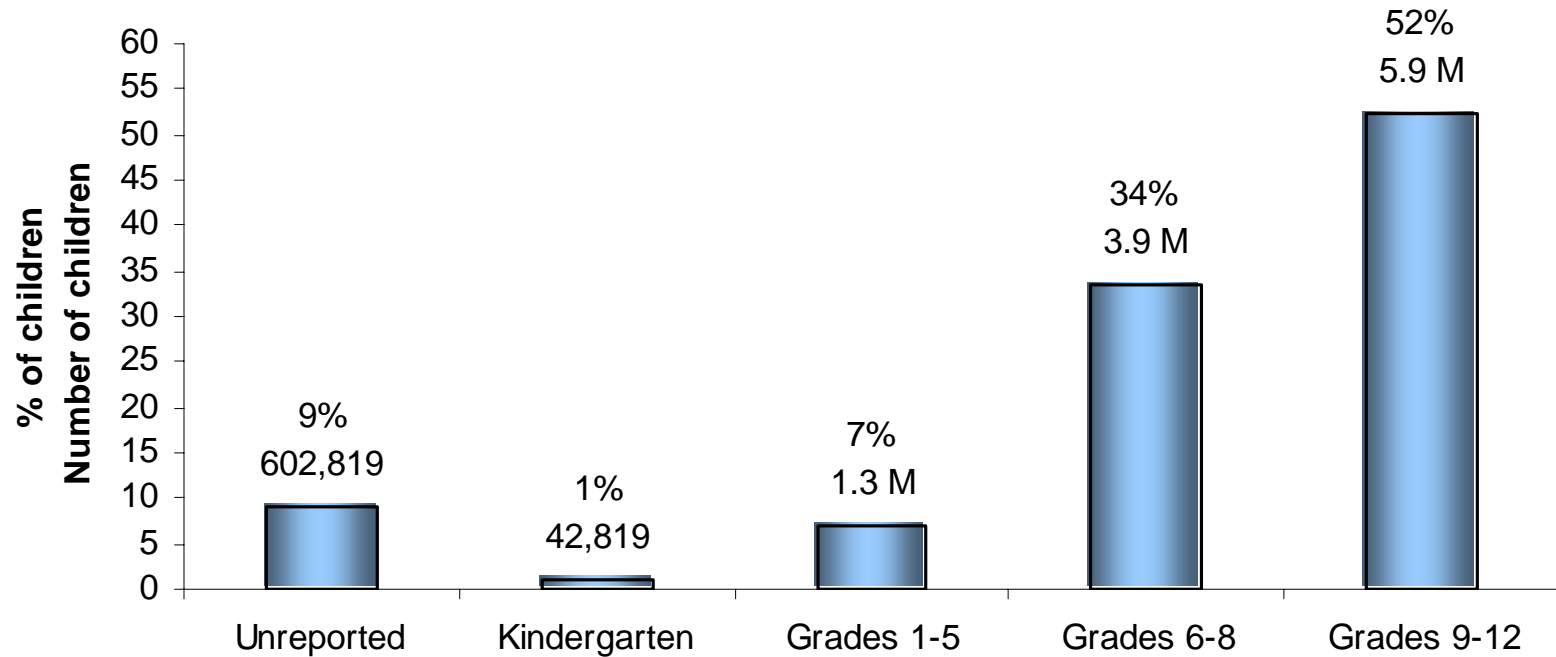
Afterschool Alliance. (2004). *America after 3pm: A household survey on afterschool in America*. Retrieved on July 1, 2004 from [www.afterschoolalliance.org](http://www.afterschoolalliance.org). Washington, DC: Author.

# America After 3 PM: Hours Children Spend in Self Care



**14.3 million K-12 youth are in self care**  
**Average of 7 hours/week unsupervised**  
Sample Size: 5,969

# America After 3 PM: Children unsupervised by grade levels



Afterschool Alliance. (2004). *America after 3pm: A household survey on afterschool in America*. Retrieved on July 1, 2004 from [www.afterschoolalliance.org](http://www.afterschoolalliance.org). Washington, DC: Author.

# Parental After-School Stress



Parental after-school stress (PASS) is the degree to which parents are concerned about the welfare of their children during the after-school hours.

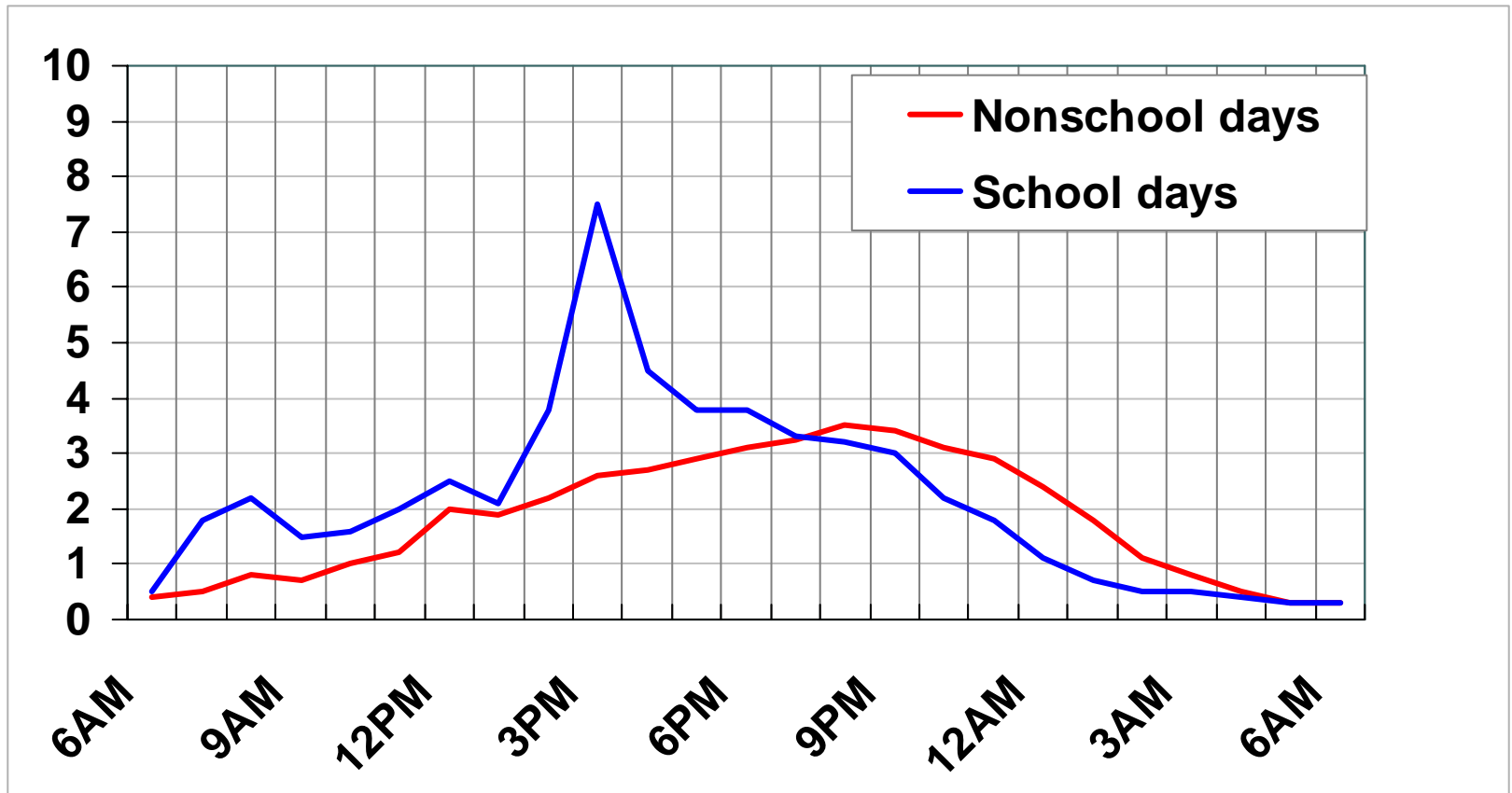


# Public Safety and Juvenile Delinquency

According to a statewide survey of a representative sample of Massachusetts parents:

- 32% are worried that their 10- to 14-year-old is experimenting with drugs.
- 46% are worried that their 15- to 18-year-old is experimenting with drugs.
- 47% are worried that their 10- to 14-year-old could be the victim of violence after school.
- One in seven children has been the victim of violence after school.

# Serious juvenile crimes cluster in the hours immediately after the close of school.



U.S. Department of Labor. (1999). *Violence after school* (1999 National Report Series, Juvenile Justice Bulletin No. NCJ 178257). Washington, DC: Author.



# Massachusetts Statewide Youth Risk Behavior Survey

Marlborough High School students revealed:

- 70% are stressed,
- 16% have seriously considered suicide,
- 25% reported binge drinking, and
- 30% of freshmen reported drinking within one month of the survey.



# Teenagers Sexual Activity is Tied to Drugs and Drink

- 14.1 million of the nation's young people ages 12 to 17 were at medium or high risk of substance abuse, and that risk was “tightly connected” with sexual behavior and dating



# PASS Project

## Funded by the Alfred P. Sloan Foundation

- JP Morgan Chase & Company employees employed in offices in six states.
- 243 parents (84.3% mothers; 15.7% fathers) of at least one school-age (K-12) child.
- 74.9% are married or living with a partner, and 91.2% of the spouses/partners are also employed.



# Sample

	<i>Range</i>	<i>Mean (SD)</i>
<i>Parent Age</i>	25-59 years old	39.2 (6.3)
<i>Work Hours</i>	20-86 hours/week	44.2 (8.5 )
<i>Child Age</i>	4-18 years old	9.2 (3.6 )
<i>Work/School Gap</i>	0-45 hours/week	13.7 (7.2 )
<i>Commute Home</i>	1-240 minutes	58.9 (33.6)



# PASS Measure Sample Items

- How much do you worry about your target school-aged child's travel to and from (his / her) after-school arrangements?
- How much do you worry about whether your target school-aged child is spending (his / her) after-school time productively?
- How much do you worry that your target school-aged child's after-school arrangements will fall through?



# Job Disruptions Measure Topic areas

- Missed work
- Distractions on the job
- Poor quality of work



# Psychological Well-being Sample Items

- I am a steady person.
- I feel satisfied with myself.
- I feel calm.
- I am happy as others seem to be.
- I feel like a success.



# Hypotheses and Results

- PASS will be a significant predictor of psychological well-being.

**SUPPORTED**



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**SUPPORTED**

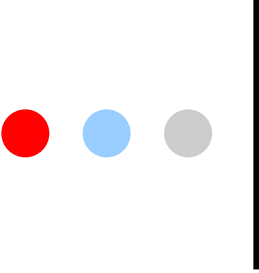


# Hypotheses and Results

- PASS will be a significant predictor of job disruptions.

**SUPPORTED**

- Parents with *high* PASS missed 8 days of work per year.



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## SUPPORTED

- Parents with ***high*** PASS missed 8 days of work per year.
- Parents with ***low*** PASS missed 3 days of work per year.



# Hypotheses and Results

- PASS will be a significant predictor of job disruptions.

## SUPPORTED

- Parents with **high** PASS missed 8 days of work per year.
- Parents with **low** PASS missed 3 days of work per year.
- High-PASS parents missed **5 extra days** of work per year.



# Hypotheses and Results

- Parents' sex will not be a significant predictor of PASS or job disruptions.

**SUPPORTED**



# Hypotheses and Results

- The relationship between PASS and both psychological well-being and job disruptions will not differ by sex of parent.

**SUPPORTED**

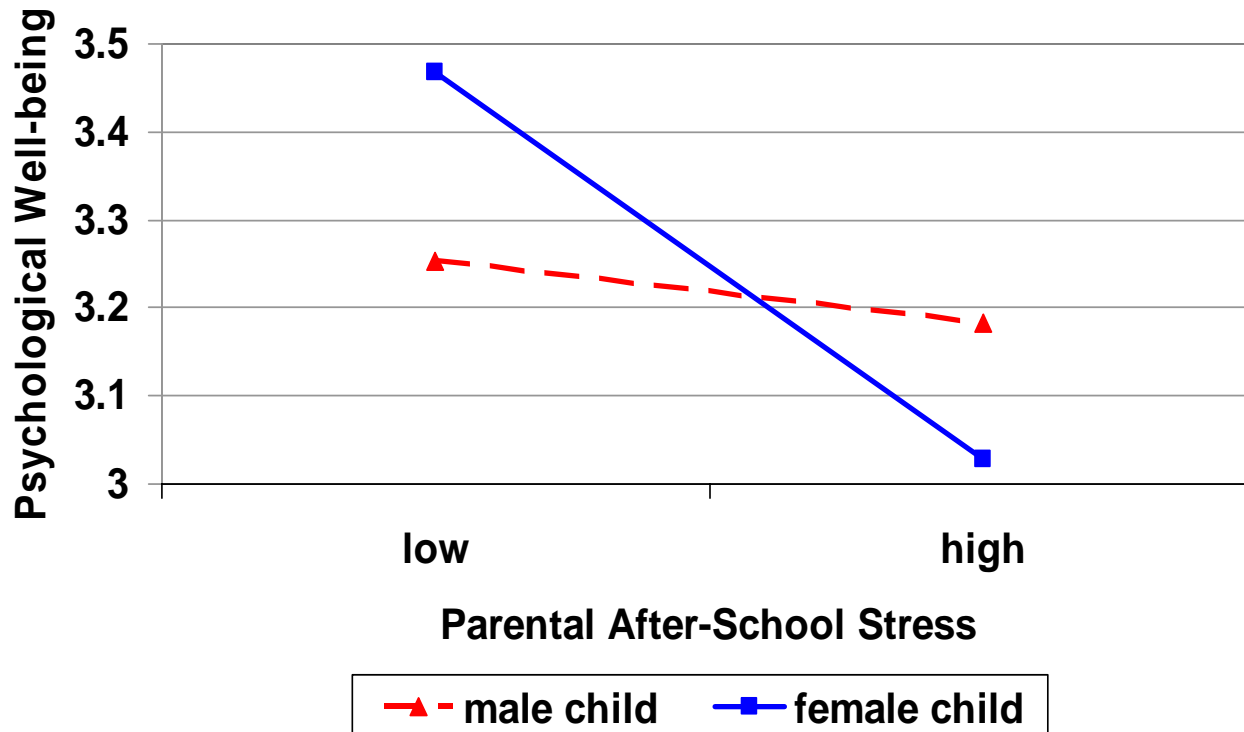


# Hypotheses and Results

- The relationship between PASS and psychological well-being may be moderated by child age and child sex.

**SUPPORTED**

# The Relationship between PASS and Psychological Well-being is Moderated by Target Child Sex





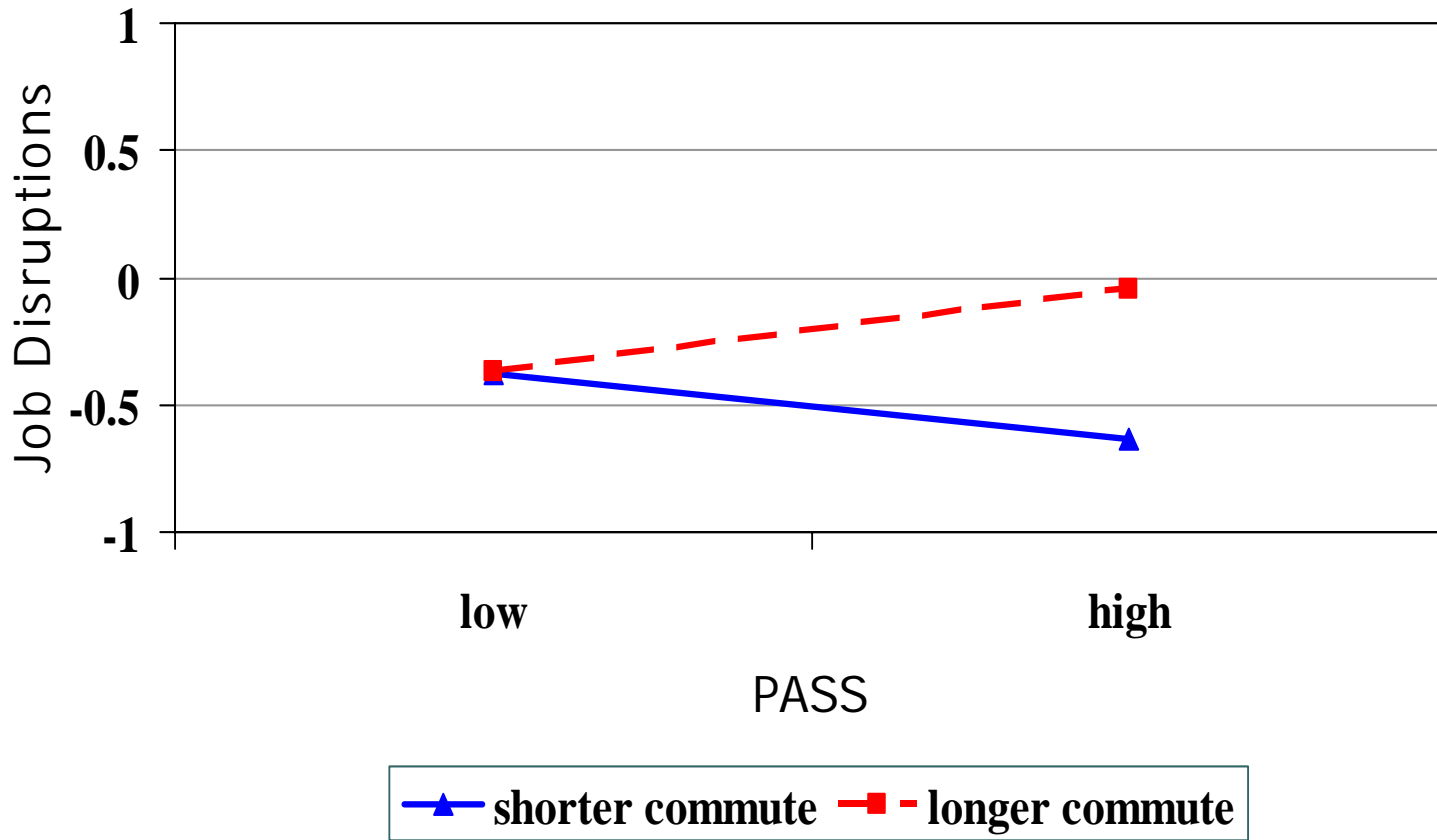
# Hypotheses and Results

- The relationship between PASS and job disruptions may be moderated by commute time.

**SUPPORTED**

# PASS and Job Disruptions

## Moderated by Commuting Time from Work to Home



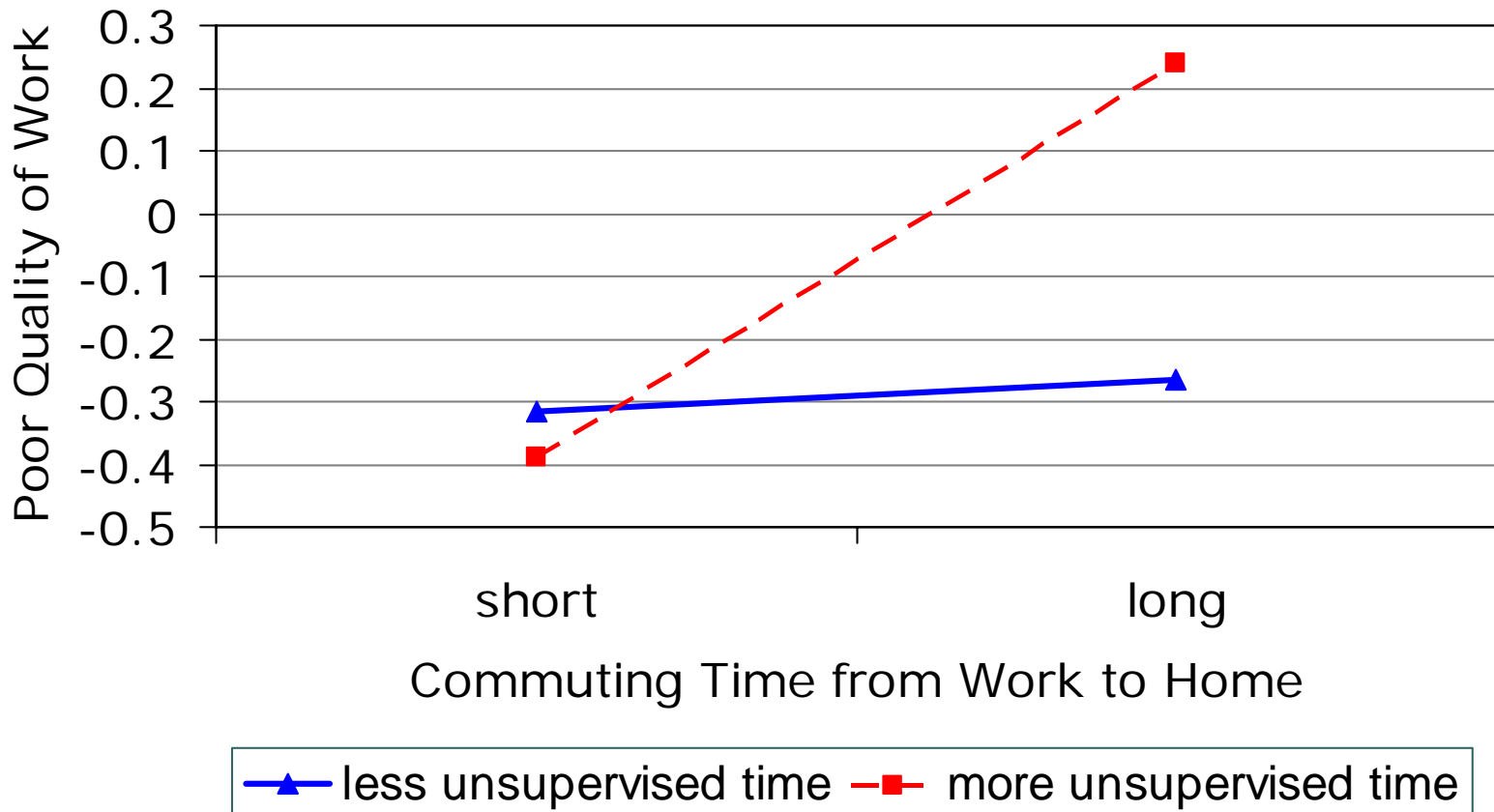


# Hypotheses and Results

- The relationship between commuting time and quality of work may be moderated by child's unsupervised time.

**SUPPORTED**

# Commuting Time and Quality of Work Moderated by Child's Unsupervised Time





# Good News

Certain policies and practices cut the risk of high PASS in half:

- Workplace flexibility
- Freedom to make and take phone calls during work hours
- Information about and referral to local after-school programs



# Elder Care

- In 2002, 42% of workers provided some form of elder care.
- Today's older population will increase to over 70 million by 2030.
- 80% of all elder care is provided by family and friends.



# Elder Care

- Employees with elder care responsibilities spend an average of **11 hours per week**.
- **More than one-third** reduced their work hours or took time off to provide that care.
- **Only one** in four employees has access to elder care resource and referral services through his or her employer.

Bond, J. T., Galinsky, E., & Swanberg, J. E. (1998). *The 1997 National Study of the Changing Workforce*. New York: Families and Work Institute.



# ECS Questions

- Which employees are most likely to experience ECS?
- Does ECS vary with employees' age, gender, marital status, income, occupation, geographical proximity to the elder?
- Do certain workplace policies and practices reduce the level of employees' ECS?
- In what ways does ECS impact employee productivity?



# ECS Questions, continued

- Is the impact primarily in terms of time lost or in terms of distractions, errors, and other disruptions on the job?
- Do workplace policies and practices protect workers from the health and productivity losses associated with ECS?
- If so, which specific policies and practices are most productive?



# Future Directions for Research in PASS and ECS

- What is the relationship between PASS and well-being and productivity indicators over time?
- Which workplace flexibility policies are most successful at reducing PASS?
- How does the corporate culture affect PASS?



# Future Directions for Research in PASS and ECS, continued

- Do characteristics of employees (e.g. single, married with employed/non-employed spouses, occupational title, work schedule (i.e., standard versus nonstandard), income, residential neighborhood) affect these relationships?
- How does the availability of after-school options affect these relationships?
- How does the availability of transportation options affect these relationships?
- Which aspects of such options are associated with low PASS?

