

WHY CARE ABOUT CARE?

**Intersectional and Intergenerational
Policy Solutions for an Equitable Care
Economy in a New World**

April 20, 2020

INTRODUCTIONS

MODERATOR

PADMINI PARTHASARATHY
WALTER & ELISE HAAS FUND

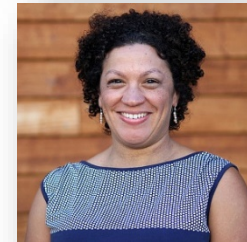


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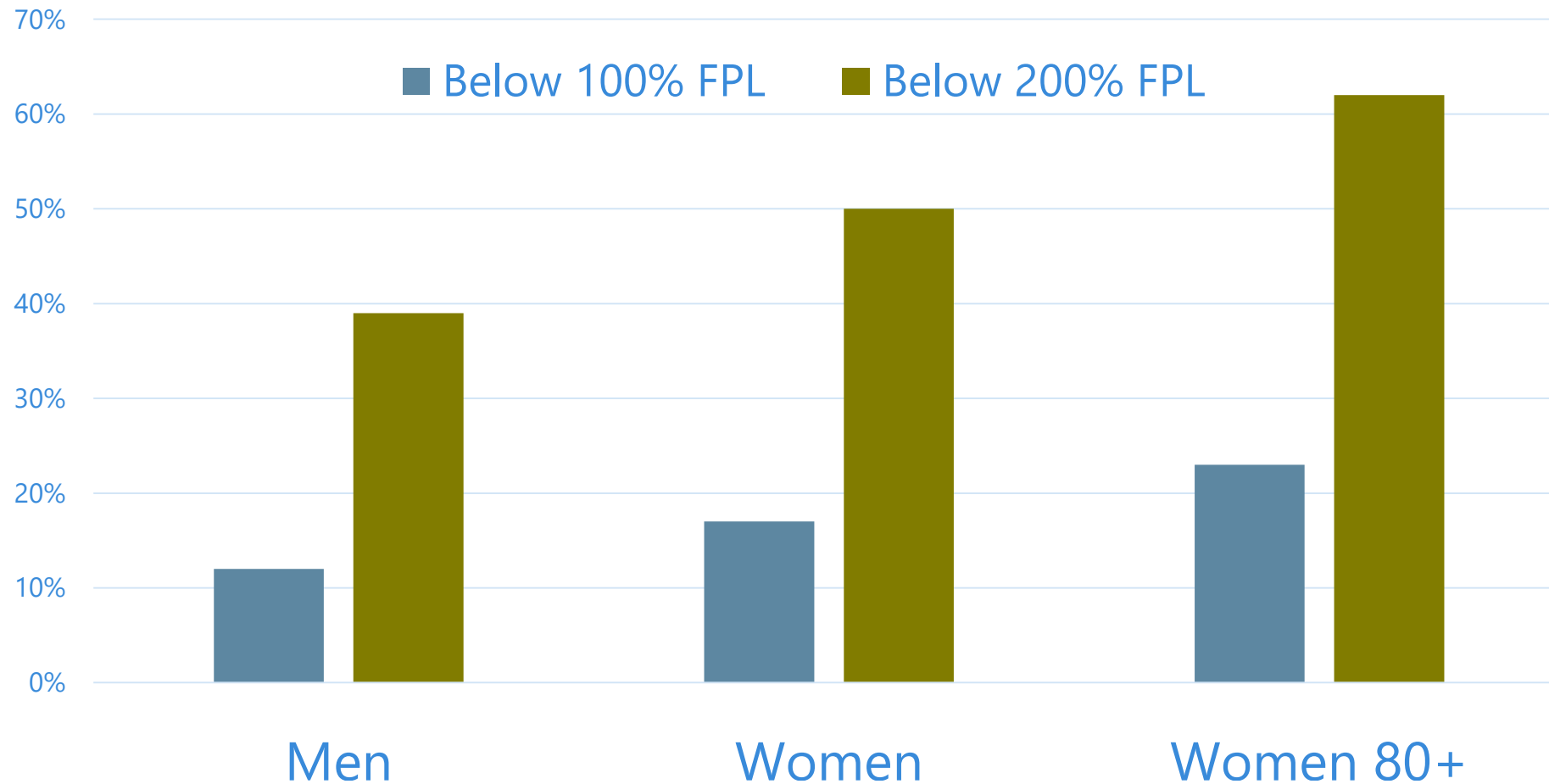
Amber Christ

Directing Attorney

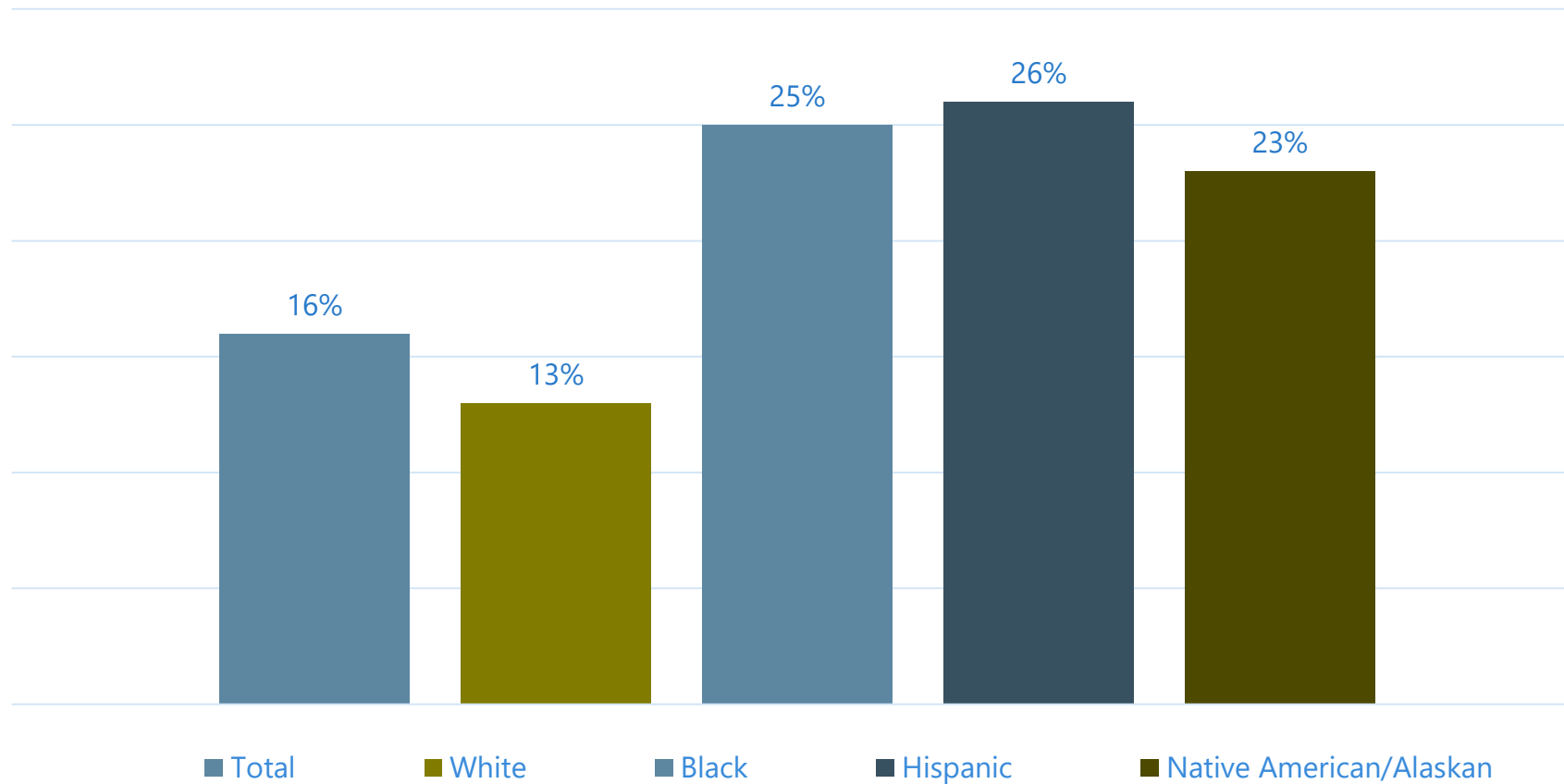
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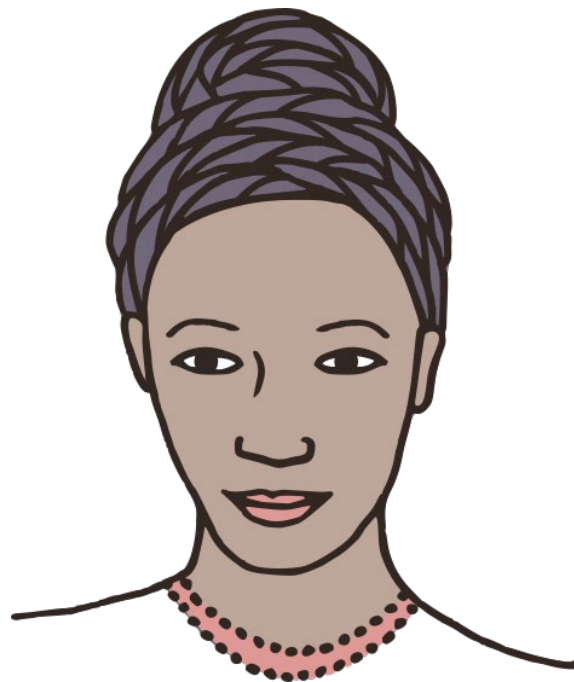
FIGHTING SENIOR POVERTY THROUGH LAW

Older Women are More Likely to be Poor



Older Women of Color More Likely to Live in Poverty





1939

1964 (25)

1965 (26)

1968 (29)

1972 (33)

1978 (39)

1990 (51)

2009 (70)

2020 (81)



Lea Austin

Executive Director



Center for the
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Early Educator Job Quality

The Challenges of Caring for & Educating California's Youngest Children



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A Profile of California's Early Educators



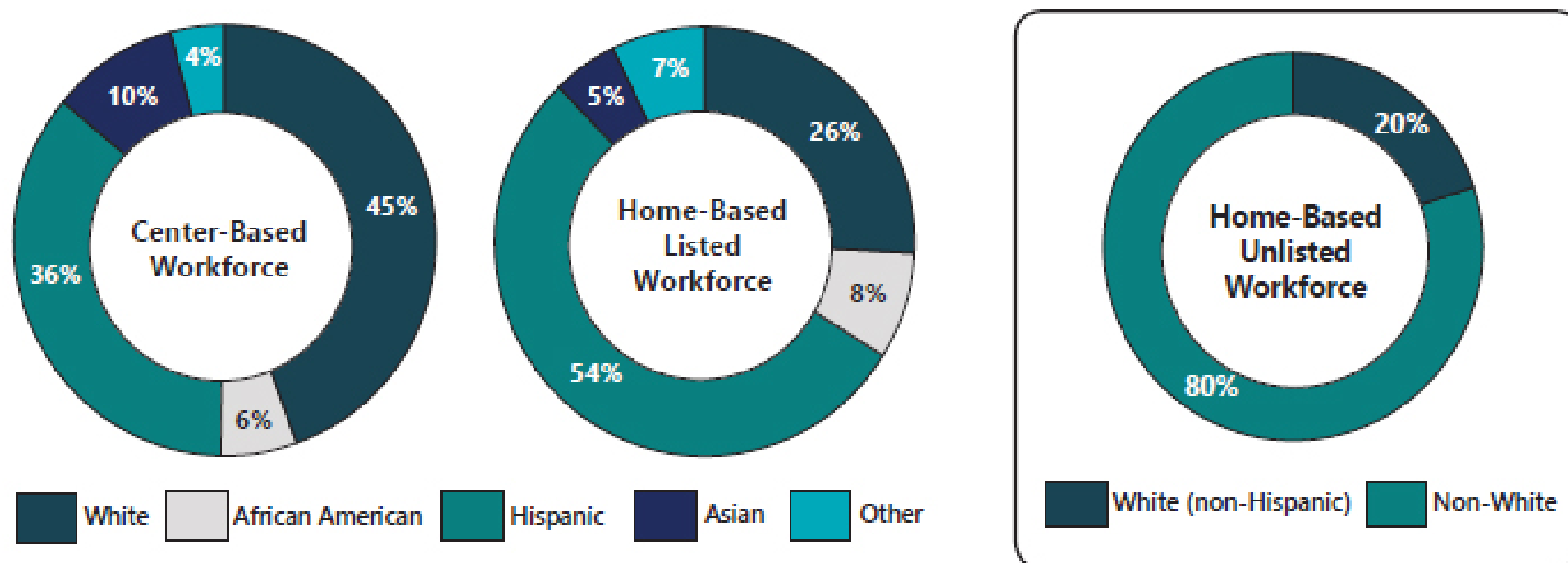
**54% of home-based providers
& 29% of center-based teaching staff
are immigrants**

**97% are
women**

*Total includes the following occupations as defined by the U.S. Bureau of Labor Statistics Occupational Employment Statistics (OES): “child care workers,” “preschool teachers, excluding special education,” “preschool teachers, special education”, “education administrators: preschool/child care center programs”. These data do not include the self-employed, although home-based child care assistants, who are employees, are likely included in the “child care worker” category. Due to the limited data available across states in the OES, state-based surveys or registries may provide more comprehensive estimates of the ECE workforce.

A Profile of California's Early Educators

Figure 3. Race/Ethnicity of Early Childhood Workforce in California, 2012



Note: Because the sample size of home-based unlisted providers was too small to report the five race/ethnicity categories reported for the center-based workforce and the home-based listed workforce, these five race/ethnicity categories were collapsed into two categories for this segment of the workforce.

Source: Austin, L.J.E., Edwards, B., & Whitebook, M. (2018). California's ECE Workforce: What We Know Now and the Data Deficit That Remains. Berkeley, CA: Center for the Study of Child Care Employment, University of California, Berkeley. <http://cscce.berkeley.edu/californias-ece-workforce/>

California's Early Educators Are Among the Lowest Paid Workers in the State

Occupation	Median wage
Child care worker	\$12.29
Preschool teacher	\$16.19
Center director	\$23.91
Kindergarten teacher	\$38.33
Elementary teacher	\$45.17
All workers	\$19.70

Earnings by Occupation

- In 2017 the median wage for child care workers was \$12.29, a **3% increase since 2015.**
- For preschool teachers the median wage was \$16.19, a **3% increase since 2015.**
- For preschool or child care center directors, the median wage was \$23.91, a **6% decrease since 2015.**

Use of Public Income Supports (EITC, Medicaid, Food Stamps, TANF)

- Child care worker families' participation in one or more public income support programs: **58%**

The Younger the Child, the Lower the Pay

Early educators working with infants and toddlers face a sizeable wage penalty compared to educators working only with children age three to five, not yet in kindergarten.

In California, an early educator working full-time exclusively with infants and toddler **earns \$6,240 less** than educators who work with preschool age children.

Source: 2018 *Early Childhood Workforce Index*

There is a Racial Wage Gap



Early educators who are black are even more likely to be in poverty

Shares in poverty, by race/ethnicity

White



Black



Hispanic



Asian



Impact of COVID-19 on Child Care in California and the Country





Katie Bethell

Founder & Executive Director

P L + U S

Paid Leave for the United States



POLICY RECOMMENDATIONS



Amber Christ

Directing Attorney

JUSTICE IN AGING

FIGHTING SENIOR POVERTY THROUGH LAW



Asset Funders Network

AssetFunders.org



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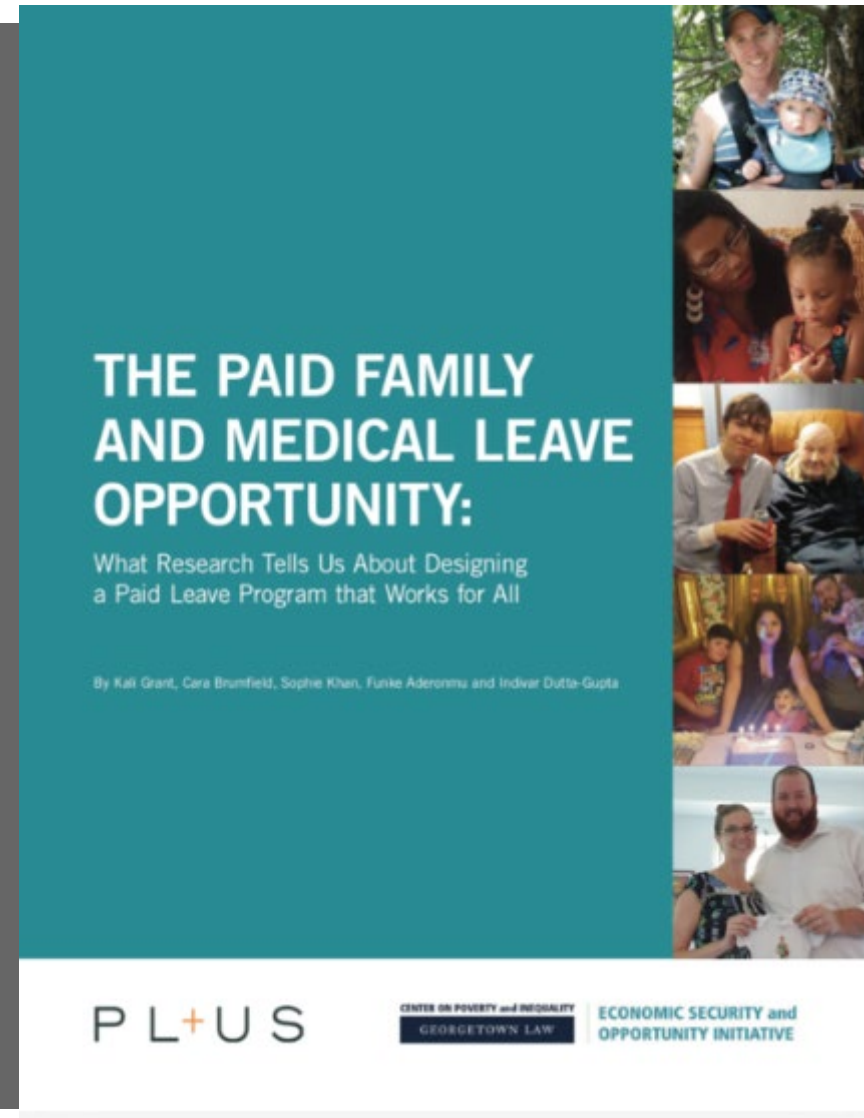
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What PL+US Is Fighting For



Paid Family and Medical Leave

- + **100% paid** for the lowest-wage working families
- + Include **parental, caregiving, and personal medical** leave
- + For **all** workers - including those in the gig economy
- + **Social insurance** model based on what works in the states

Women + Paid Leave

- + Women already carry burden of care
 - Overrepresented in low wage + essential jobs
 - **2x likelier** than men to be unpaid caregivers
 - **\$500 billion** lost yearly
- + Coronavirus & school closures = more burden on working women
- + Voters want **expanded PFML access** as a solution
 - **95%** want emergency coronavirus leave
 - **80%** want expanded access (both sick days and 3 months PFML)
 - **68%** more likely to vote for politicians who supported PFML and paid sick days
 - Highest support: low wage working people, women, and hourly workers



Updates from Capitol Hill and California

Capitol Hill	California
<p>+ Families First: VERY NARROW ACCESS</p> <ul style="list-style-type: none"> • 10 emergency sick days for your own care or to care for a loved one with coronavirus or quarantined • Partial wage replacement up to 12 weeks of paid family leave for school and child care closures • EXEMPT: Employers with over 500 employees, small businesses with less than 50 employees that seek exemptions, health care workers/first responders <p>+ CARES Act: Expanded Unemployment Insurance</p>	<ul style="list-style-type: none"> • Expanded state paid leave program to include quarantining and caregiving related to Covid-19 • Opt-in requirements leaving many Californians, particularly independent contractors without access • California has expanded unemployment eligibility for all working people <p>More resources from California Work & Family Coalition: http://www.workfamilyca.org/</p>

PL+US Recommendation:

- Remove exemptions - all working people need access to emergency paid sick days and paid leave for caregiving and personal care.
- Long-term solution must include paid family and medical leave.

Q & A



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THANK YOU!

THE WEBINAR HAS CONCLUDED
