WHY CARE ABOUT CARE?

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

April 20, 2020
MODERATOR

PADMINI PARTHASARATHY
WALTER & ELISE HAAS FUND

PANELISTS

AMBER CHRIST
JUSTICE IN AGING

LEA AUSTIN
CENTER FOR THE STUDY OF CHILD CARE EMPLOYMENT,
INSTITUTE FOR RESEARCH ON LABOR AND EMPLOYMENT,
UNIVERSITY OF CALIFORNIA, BERKELEY

KATIE BETHELL
PAID LEAVE FOR THE UNITED STATES
Amber Christ
Directing Attorney

JUSTICE IN AGING
FIGHTING SENIOR POVERTY THROUGH LAW

AssetFunders.org
Older Women are More Likely to be Poor

Older Women of Color More Likely to Live in Poverty

- Total: 16%
- White: 13%
- Black: 25%
- Hispanic: 26%
- Native American/Alaskan: 23%

Lea Austin
Executive Director

Center for the Study of Child Care Employment
Early Educator Job Quality
The Challenges of Caring for & Educating California's Youngest Children

Lea J.E. Austin, Ed.D
Director
Center for the Study of Child Care Employment
University of California, Berkeley

Connect with us:
www.cscce.berkeley.edu
@CSCCEUCB
facebook.com/cscceucb
54% of home-based providers & 29% of center-based teaching staff are immigrants

*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.

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

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Median wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Child care worker</td>
<td>$12.29</td>
</tr>
<tr>
<td>Preschool teacher</td>
<td>$16.19</td>
</tr>
<tr>
<td>Center director</td>
<td>$23.91</td>
</tr>
<tr>
<td>Kindergarten teacher</td>
<td>$38.33</td>
</tr>
<tr>
<td>Elementary teacher</td>
<td>$45.17</td>
</tr>
<tr>
<td>All workers</td>
<td>$19.70</td>
</tr>
</tbody>
</table>

**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%
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

© Center for the Study of Child Care Employment
There is a Racial Wage Gap

Early educators are six times more likely than K–12 teachers to live in poverty.

Early educators who are black are even more likely to be in poverty
Shares in poverty, by race/ethnicity

- White: 15.7%
- Black: 24.2%
- Hispanic: 14.6%
- Asian: 11.9%

© Center for the Study of Child Care Employment
Impact of COVID-19 on Child Care in California and the Country
Katie Bethell
Founder & Executive Director

PLUS
Paid Leave for the United States
POLICY RECOMMENDATIONS
Amber Christ
Directing Attorney

JUSTICE IN AGING
FIGHTING SENIOR POVERTY THROUGH LAW
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

Polling: LeanIn, Oxfam + Data for Progress
# Updates from Capitol Hill and California

<table>
<thead>
<tr>
<th>Capitol Hill</th>
<th>California</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Families First: VERY NARROW ACCESS</strong></td>
<td>• Expanded state paid leave program to include quarantining and caregiving related to Covid-19</td>
</tr>
<tr>
<td>• 10 emergency sick days for your own care or to care for a loved one with coronavirus or quarantined</td>
<td>• Opt-in requirements leaving many Californians, particularly independent contractors without access</td>
</tr>
<tr>
<td>• Partial wage replacement up to 12 weeks of paid family leave for school and child care closures</td>
<td>• California has expanded unemployment eligibility for all working people</td>
</tr>
<tr>
<td>• EXEMPT: Employers with over 500 employees, small businesses with less than 50 employees that seek exemptions, health care workers/first responders</td>
<td>More resources from California Work &amp; Family Coalition: <a href="http://www.workfamilyca.org/">http://www.workfamilyca.org/</a></td>
</tr>
<tr>
<td><strong>CARES Act: Expanded Unemployment Insurance</strong></td>
<td></td>
</tr>
</tbody>
</table>

**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

PADMINI PARTHASARATHY
WALTER & ELISE HAAS FUND

AMBER CHRIST
JUSTICE IN AGING

KATIE BETHELL
PAID LEAVE FOR THE UNITED STATES

LEA AUSTIN
CENTER FOR THE STUDY OF CHILD CARE EMPLOYMENT,
INSTITUTE FOR RESEARCH ON LABOR AND EMPLOYMENT,
UNIVERSITY OF CALIFORNIA, BERKELEY

THANK YOU!
THE WEBINAR HAS CONCLUDED