

Box 13

Work family dinner

Working family

Workplace crime

Workplace religious freedom

Workplace religious freedom act 1997

Youth violence

Y2k

Superdad Needs a Reality Check

By Carin Rubenstein

A SLEEPY HOLLOW, N.Y. study released to great fanfare this week reports that fathers now spend almost as much time taking care of their children as mothers do. But before we break out the champagne to celebrate the good news that men are doing their share, let's pause to consider a few not-so-minor technicalities.

The fundamental problem with the study, which was conducted by the Families and Work Institute, is that it is based on the parents' own estimates

Carin Rubenstein, a social psychologist, is the author of "The Sacrificial Mother."

of how they spend their time. This method is notoriously inaccurate, especially because people tend to exaggerate when it comes to something they believe they should be doing.

John Robinson, a professor of sociology at the University of Maryland, has conducted four studies since 1965 on how Americans use their time. Every 10 years, he has asked a random sample of several thousand Americans to fill out a one-day diary. Such time-use records are a relatively reliable tool because people have to write down what they are doing at a given moment, instead of later having to depend on their memories. Professor Robinson has concluded that the proportion of time parents spend with their children hasn't changed much in 30 years: mothers continue to spend about four times as much time with their children as fathers do.

The unchanging parental balance.

Other studies support these conclusions. Mothers also do more with children outside the home. Twice as many mothers as fathers are highly involved in their children's school life, according to an analysis of the 1996 National Household Education Survey. The analysis shows that in two-parent families, more mothers than fathers go to teacher conferences and attend school meetings (like P.T.A. and back-to-school nights) and arts and sports events. The same study found that 41 percent of mothers of school-age chil-

dren volunteer at school, while only 15 percent of fathers do.

Mothers are even taking over the formerly male-dominated terrain of team sports. About 35 percent of soccer coaches are now women, according to John Ouellette, director of coaching for the American Youth Soccer Organization, a group that oversees more than 200,000 volunteer coaches. A decade ago, he estimates, only about 10 percent of coaches were mothers.

The number of female coaches is rapidly rising in other sports as well. Ten years ago, there were barely any women coaching Little League, says Don Soucy, the Eastern regional director for Little League. Now about a third of Little League softball coaches are women, Mr. Soucy estimates, and the same ratio holds true for the current Little League chapter presidents.

Although two out of three mothers work outside the home, it seems that many of them are trying to do more for their children, not less.

In fact, more than three-quarters of mothers believe they are supposed to sacrifice their own needs desires for their children's sake, according to a national survey of 548 mothers and fathers that I designed for Family Circle magazine in 1991. Only 40 percent of fathers felt the same way about themselves.

Because most of us yearn for a family life that is fair and able, we're eager to believe in the of a study showing that fathers are spending more time with children. But the reality is, it just isn't so. Mothers will always feel a greater need than fathers to sacrifice for their children. And pretending things have changed won't make a difference. □

The New York Times

THURSDAY, APRIL 16, 1998

John - [unclear]
- [unclear]

Roles of mothers, fathers changing in child-rearing duties, study shows

NEW YORK (AP) — While most workers think that working mothers are just as devoted to their children as homemakers, 40 percent think women should stay home and men should be the breadwinners, researchers said yesterday.

Such findings show workers' ambivalence about the role of working women, concluded the Families and Work Institute, which published the five-year "National Study of the Changing Workforce."

Yet even as workers struggle with their ideas of what is right for men and women, the study said, their roles at home are changing.

While working women spend three hours each work day caring for their children — about the same as they did in 1977 — working fathers now spend 2.3 hours on

child-rearing, a half-hour more each work day than they did 20 years ago.

On non-workdays, women spend 8.3 hours caring for children, also about the same as in 1977. That compared with the 6.4 hours — an hour more than 1977 — spent by men.

Increased involvement by fathers means that parents now spend more time with their children than they did in 1977, said the institute.

The changing family roles are readily apparent to Gail Dorn, a retailing executive.

"I remember it was unusual for my father to be home for a major holiday or even an evening meal," she said. "My children see their dad a lot more."

Yet even if women don't do all the work anymore, Mrs. Dorn maintains that women still take responsibility for the household.

"My 1-year-old will be having a birthday in a month, and I'm already planning what we're going to do," she said. "To my husband, it will probably come as a total surprise that she's even having a birthday."

The study said two-thirds of workers think working mothers can have relations with their children that are just as good as stay-at-home moms.

Yet highlighting workers' ambivalence with the changing roles for men and women at home, four out of 10 employees still believe that women should stay home and men should work.

The Washington Times

THURSDAY, APRIL 16, 1998

What daddies do

Men are such copycats. As soon as a successful working woman gains the confidence to leave her job to spend more time with her family, there's a man who thinks he can imitate her.

Fredrico F. Pena, secretary of energy, would have been a figure of ridicule not so long ago if he had announced he was quitting his job to spend more time with his family.



Suzanne Fields

Today the excuse works for both sexes, sort of, but legitimate double standards apply. A man is harder to believe.

Mr. Pena came prepared for skepticism. He brought along his

three children. Ryan, nine months old, crawled about, upstaging daddy and chased across the stage by his mother, while daughters Nallia, 7, and Christina 6, busied themselves with coloring books. The implication was that soon enough it would be daddy, not mommy, who would be chasing Ryan and coloring with Nallia and Christina.

Does anybody wanna bet that soon daddy will take a job just as time-consuming in the private sector, where he'll earn a lot more money?

When Brenda Barnes, former chief executive officer of Pepsi-Cola North America, one of the highest ranking corporate posts in America, resigned to spend more time at home, certain women accused her of being a traitor to the cause and hurting the image of women on the fast track. (No man dared suggest that Mr. Pena was a traitor to men.) Stay-at-home moms merely wondered why it was such a big deal that Mrs. Barnes, a mother of three children under 10, would rather attend her children's birthday parties than fly off in first class to a business destination.

A reporter seeking a more convincing motive than the mommy-track tack of Mr. Pena, asked the secretary if he was quitting because he feared indictment. He had been cleared of wrongdoing in two investigations, but indictment is an occupational hazard in the Clinton administration. Isn't that just like a

Washington reporter? Boys will be boys.

It's a lot easier to understand why Susan Molinari quit Congress to anchor a weekly television news show that would allow room to schedule more time with her daughter, than to believe her husband, the ambitious Rep. Bill Paxon, who quit with the same excuse. Would daddy really rather change the diapers of his daughter than exploit a chance

The notion of "quality time" was always a fraudulent idea for mothers.

to be the speaker of the House? Or is something else going on here?

The reason for judging these men and women by a double standard is obvious. We believe it's in the natural order of things for a woman to want to spend more time with her children. Although contemporary fathers are at home more than fathers were a generation ago, they simply don't suffer the same pressures a mother does. The notion of "quality time" was always a fraudulent idea for mothers, and most of the fathers I've met think whatever spare minutes they give their children is quality time.

Predictions that increasing numbers of men would become house-husbands once women became the breadwinners never materialized. Does anyone wonder why?

Brenda Barnes is not an "Up the Sandbox" kind of a mother — she was recently nominated to the board of the New York Times Company — but since she quit at Pepsi her main priority has remained her family.

The number of hours a married man works increases with the number of children. But it's harder to predict a working woman's routine after she has children.

Felice Schwartz, who ignited the "Mommy track" debate several years ago, got it right: "The truth is that no matter how conscientious, no matter how career committed, a woman is, she can never know for certain what she'll do until she has given birth and experiences her desire to be with the baby." That's true for her as her children grow older, too.

As for the Type A father who quits his job to spend more time with his family — methinks he does protest too much. But I'd be happy to be proven wrong.

Suzanne Fields, a columnist for The Washington Times, is nationally syndicated. Her column appears here Monday and Thursday.

The Washington Times

THURSDAY, APRIL 16, 1998

Work/Family Dinner



Criteria: 12 - 15 people -- Business, Labor, Authors, Thinkers

Feedback has been received from: Ann Lewis, Sylvia Mathews, Pa (adjustments from their suggestions are reflected.)

Generalists:

Eileen Applebaum

Economic Policy Institute

Ellen Bravo

9-5

John Carr

Secretary for Social Development and World Peace for the US Catholic Conference, Policy Director and does studies on work family issues, more on the liberal side.

Kathleen Christiansen, Ph.D. Program Officer at the Sloan Foundation directing all projects on Work and Family.

Walter Cronkite

family man, married over 50 years, been in peoples living rooms forever. (No-SB)

Dana Freedman

Corporate Family Solutions. Runs a for profit company consulting with companies on Work/Family issues.

Ellen Galinsky

Helped on the Brain Conference here. President of Families/Work Institute a non-profit consulting on Work/Family.

Bill Galston

University of Maryland

Irving Harris

Founder, Harris Foundation

✓ Madelyn Hochstein

Runs the "trend" research at Yankelovich has done a lot of work in the area of work/family, work and women.

Rev. Fred Kammer, s.j.

President of Catholic Charities USA. Knows the President very well, they went to law school together. Understands and is concerned about pressures on families, although his focus has been on low income families.

* Judy Lichtman

President of Women's Legal Defense Fund, originator of Family and Medical Leave Act.

Elba Montalvo

Executive Director, Committee for Children and Families

Sonia Perez	Policy Analyst, National Council of La Raza
Fran Rogers	Work Family Directions (runs a \$50 million for profit company that helps businesses design and implement policies that support work and family -- Boston)
Elisa Sanchez	Executive Director, Mexican American National Women's Assoc.
Congresswoman Pat Schroeder	- Chair, New Century/New Solutions working with a foundation that is working on the issues in a civil society.
Ms. Bernice Weissbourd	President of Family Focus a national organization representing the emerging family support movement. Offer many of the social supports that were once provided by a network of stable extended families within a community.
Linda Tarr Whelan	Center for Policy Alternatives
Labor Leaders:	
Netsy Firestein	Runs a labor project for working families. Publishes a newsletter on Family Friendly policies -- used widely in Labor. Helps Labor devise strategy for benefits and bargaining.
Jim Murray	State Fed. Pres of Montana, coalition builder, retired, Indiana Steelworkers, established training center with Business people and Steelworkers, in Midwest region to retrain workers as the steel industry began to change, he is nationally known by AFL-CIO, local leader dealing with real families and workers.
Karen Nussbaum	Former head of the Women's Bureau at Labor
CEO's:	
Brenda Barnes	PepsiCo, Highest ranking woman in corporate America. Story in WSJ about how she was quitting her high paying high ranking job to spend more time with her family. She tried to balance, but not working for her.
Mike Cook	Chairman, Deloitte & Touche
Claudia Goldin	Claudia Goldin. Professor at Harvard and at the NBER (National Bureau of Economic Research)... Larry Katz's girlfriend. But they are in New York now, working for this year at the Russell Sage Foundation.
Steve Groot	President, Allstate Indemnity

Bob Haas CEO of Levi/Strauss - although they are cutting their workforce by 34% they have implemented this cutback in the most responsible way. The majority of stories surrounding this cutback have been positive, their severance packages have been very good for most workers, and Labor is good with them.

Linda Johnson Rice CFO Ebony/Jet. Taking over company from her father.

Bob Johnson CEO of BET.

Shelly Lazarus CEO Ogilvy & Mather

Elliot Lehman CEO, Emeritus of Fel-Pro, a mid-size (1,000 emp. approx) company in Skokie, Illinois. Fel-Pro is an auto parts manufacturing company that is one of the top family friendly companies in the country. They provide day care, summer camp, school holiday activities, and a wellness center for their employees. They offered Family and Medical Leave before it was official. Lehman has become somewhat of an Ambassador on these issues and travels the country talking to other companies about how this works and how it has increased productivity and makes for more successful businesses.

Ann Moore CEO/Publisher, People Magazine

Small Business Owner:

Nancie Cameron Owner, Wedding Cake business. Silver Spring, MD

Susan Dailey Partner, Dailey & Dailey Atty's at Law. Vermont

Joyce Draper Co-Owner, Car Wash Chain. Mooresville, NC

Linda Laitala Owner, Tool and Die Company. Mora, Minnesota

Family/Regular people:

(people who struggle w/ these issues)

resource: Lori Kaplan, Executive Director, The Latin American Youth Center

Authors:

X Arly Hochschild The Second Shift about women not really having a revolution because they ended up primary caregiver as well as in the workplace.

Sue Shellenbarger Wall Street Journal Work and Family section writer. (No-SB)

Julia Shorr Americans Working Harder. Economist @ Harvard

Barbara Whitehead Writer, The Atlantic

Alan Wolfe Sociologist, Boston University. Marginalized in the Middle-work/family and the middle class. Has a new book coming out soon, One Nation After All (he went out and talked with people all over the country that identified themselves as middle America, middle class, middle of the road - and regardless of their income and geographic location they had similar views on most issues.)

Scholars:

2 Lottie Bailyn MIT Sloan School of Management-T. Wilson Professor of Mgmt. She has recently completed a preliminary project on how work is organized, studied through a work/family lens.

Florence Bonner Howard University, Sociology Department

Johnetta Cole President of Spellman University (No-SB)

Bonnie Thornton Dill Maryland University, Women's Studies Department

Rev. Brian Heir, s.j. Professor at Harvard Divinity School and works at Catholic Relief services in Baltimore on Thursday and Fridays. Widely viewed as one of the leading intellectuals in the catholic church on economic and social issues -- and internationally.

Al Kahn Columbia University, School of Social Work. His work is focused around work/family issues in this country and international comparative work.

Stephanie Koontz Evergreen College

Lee O'Donovan President, Georgetown University

Michael Sandel Harvard Professor, political philosopher, public speaker, has participated in debates along side Cornell West on New Markets. (No-SB)

Rev. Timothy Shannon, s.j. President of University of Detroit High School and Academy. He came to a prayer brkfst here at the WH a few years ago. He is interesting because he is an educator.

Ron Tahaki University of Berkeley, Professor of History

Work/Family Dinner

Criteria: 12 - 15 people -- Business, Labor, Authors, Thinkers

Feedback has been received from: Ann Lewis, Sylvia Mathews, Paul Begala, Sid Blumenthal (adjustments from their suggestions are reflected.)

Generalists:

Eileen Applebaum Economic Policy Institute

Ellen Bravo 9-5

John Carr Secretary for Social Development and World Peace for the US Catholic Conference, Policy Director and does studies on work family issues, more on the liberal side.

Kathleen Christiansen, Ph.D. Program Officer at the Sloan Foundation directing all projects on Work and Family.

Walter Cronkite family man, married over 50 years, been in peoples living rooms forever. (No-SB)

Dana Freedman Corporate Family Solutions. Runs a for profit company consulting with companies on Work/Family issues.

Ellen Galinsky Helped on the Brain Conference here. President of Families/Work Institute a non-profit consulting on Work/Family.

Bill Galston University of Maryland

Irving Harris Founder, Harris Foundation

Madelyn Hochstein Runs the "trend" research at Yankelovich has done a lot of work in the area of work/family, work and women.

Rev. Fred Kammer, s.j. President of Catholic Charities USA. Knows the President very well, they went to law school together. Understands and is concerned about pressures on families, although his focus has been on low income families.

* Judy Lichtman President of Women's Legal Defense Fund, originator of Family and Medical Leave Act.

Elba Montalvo Executive Director, Committee for Children and Families

Bruce -
Here's the list
from the dinner that
never was. Authors &
academics on back.
Any suggestions for
attendees? The chance
you would come
to this for 2
hours.



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE OF THE SECRETARY

FAX TRANSMITTAL

TO: Tom Friedman / Mike Cohen

ORGANIZATION: _____

PHONE NUMBER: _____

FAX NUMBER: _____

FROM: Kevin Sullivan

PHONE NUMBER: _____

MESSAGE: Values

CONFIDENTIALITY NOTICE

THIS TRANSMISSION IS INTENDED FOR AND RESTRICTED TO THE NAMED ADDRESSEE ONLY. IT MAY CONTAIN CONFIDENTIAL AND/OR PRIVILEGED INFORMATION. IF YOU RECEIVE THIS TRANSMISSION IN ERROR, YOU ARE NOTIFIED THAT YOU ARE PROHIBITED FROM READING, COPYING, OR DISSEMINATING THE TRANSMISSION. PLEASE CALL 202-401-3000 TO ARRANGE FOR RETURN OF ANY TRANSMISSION SET IN ERROR. THANK YOU.

1 PAGE(S) TO FOLLOW

400 INDEPENDENCE AVE., S.W. WASHINGTON, D.C. 20502

JAN 13 1998 3:30PM OFFICE OF SECRETARY NO. 0011 17 272

January 13, 1998

**To: Tom Friedman
Mike Cohen**

Fr: Kevin Sullivan

Re: Values Message for Radio Address

Drug Counselors in Middle Schools:

\$50 million is now set aside in our budget to put drug counselor/coordinators in middle schools. This is a new 5 year initiative under the Safe and Drug Free Schools Act. This funding would provide funding for 1,300 coordinators and assume that there would be one coordinator for every five schools. There are 13,813 public middle schools in the country. The assumption is that these coordinators would be paid about \$36,000. Funds would be targeted to middle schools with the worst drug and violence problems.

Doubling the size of character education funding.

You could also make a connection between the new drug money and increasing funding for character education. In FY 97 the Department made 12 awards for state character education projects for a total of \$2.9 million. This year we are continuing the funding for these 12 projects at a \$2.5 million level. In addition we just announced on January 6th that an additional \$4 million is now available using FY 98 funding to make 10 new awards. So in effect we are almost doubling the number of new projects this year. There is also additional money to increase funding for character education in our FY 99 budget.

There are some current legislative restrictions on how we use this money that could be lifted if we proposed new legislation. At this point all the funding has to go to states rather than to school districts. In addition, we are only allowed to increase the number of projects by 10 a year. Finally, we would suggest that some sort of national "clearing house" be established. Under current legislation each state is suppose to create a clearinghouse which is leading to a lot of duplication of effort with no lasting impact.

Andrew Shue, the actor who plays Billy in Melrose Place, has been quite active in supporting one current character education project that we fund. He has been in to see the Secretary and staff on at least two occasions regarding "Do Something." This project is based in Newark, New Jersey and started with 3 schools. In 1998, it will expand to 54 public schools and 12 middle schools and will initial reach about 9,000 kids .

flex time

work/family

flex time
Family

Changes in Women's Labor Force Activity

what's happen'g to them

more choice
offset - life saving
quality time

1. Are Women Working More?

A. Trends in Employment, Part-Time vs Full-Time Status and Reported Hours

1. Employment rates
by marital status, age of children, education, race
2. Part-time vs full-time employment
by marital status, age of children, education, race
3. Reported hours
by marital status, age of children, education, race

mo's

time-use data

market / home / leisure / child

B. Changes in Employment Over the Life-Cycle

1. Education
2. Work experience by timing of births and number of births
3. Retirement

C. Explanations:

1. Changes in educational attainment and prior work experience
2. Changes in husband's earnings
3. Changes in women's wage rates and in the demand for women's labor
4. Changes in tax / transfer system

2. The Role of Women's Work in Family Income and Hours

A. Changes in Total Family Hours
by marital status, education, and race

at work (Hrs ↑)
income

B. Changes in Total Family Income
by marital status, education, and race

roughly constant *parents are the*

C. Contribution of Changes in women's hours and earnings to changes in family hours and income

substantiating
gender

3. Child Care and Time Spent With Children

A. Child Care

B. Trends in Time Spent with Children

poor data left hand

child / trends

4. Policy Issues *Flexibility at work*

- A. Child Care
- B. Maternity Leave
- C. Part-Time Work Opportunities
- D. Compensation in the Labor Market

do you read to your children

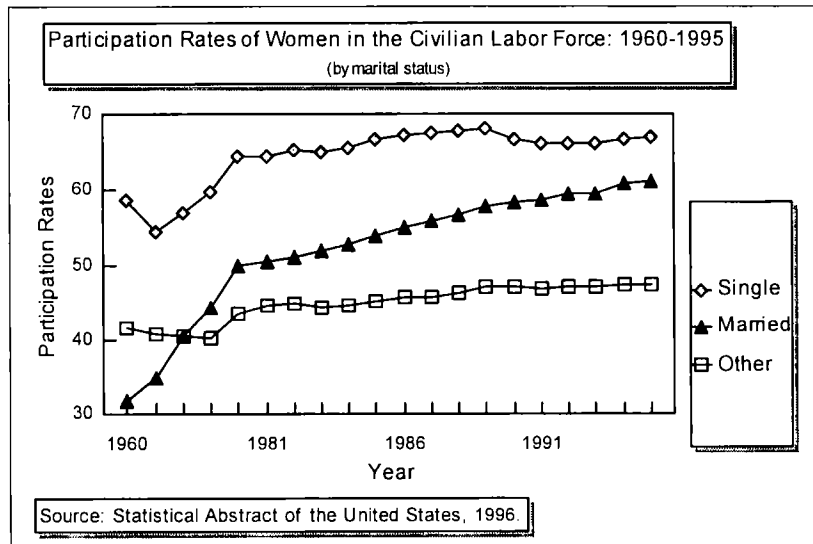
2. flex care

S. for

I. DEMOGRAPHIC TRENDS AFFECTING THE WORK & FAMILY

A. The Changing Face of the American Workplace

One dominant trend driving changes in family life over the last few decades is the entry of women, especially married women, into the labor force. In 1960, there were about 36 women employed out of every 100 women in the population. But by 1990, there were about 57 women employed for every 100 women in the United States.¹ Much of this increase is due to the higher rates of labor force participation among married women. In 1960, under a third of married



women (31.9%) were employed. By 1990, that figure had almost doubled, increasing to 61%. This increase was especially pronounced among women with children under 6 years of age. The proportion of married women with children under 6 who were employed increased over 300% between 1960 and 1995. Similar trends, though not nearly as dramatic, have occurred among single women and women who are neither married nor single with children under 6 years of age.²

- * Add the 24 Hour Economy.
- * Add the number of jobs people have at once, the number over a course of years.
- * Add the need for constant retraining/more education.
- * **Other punchy statistics showing change in work.**

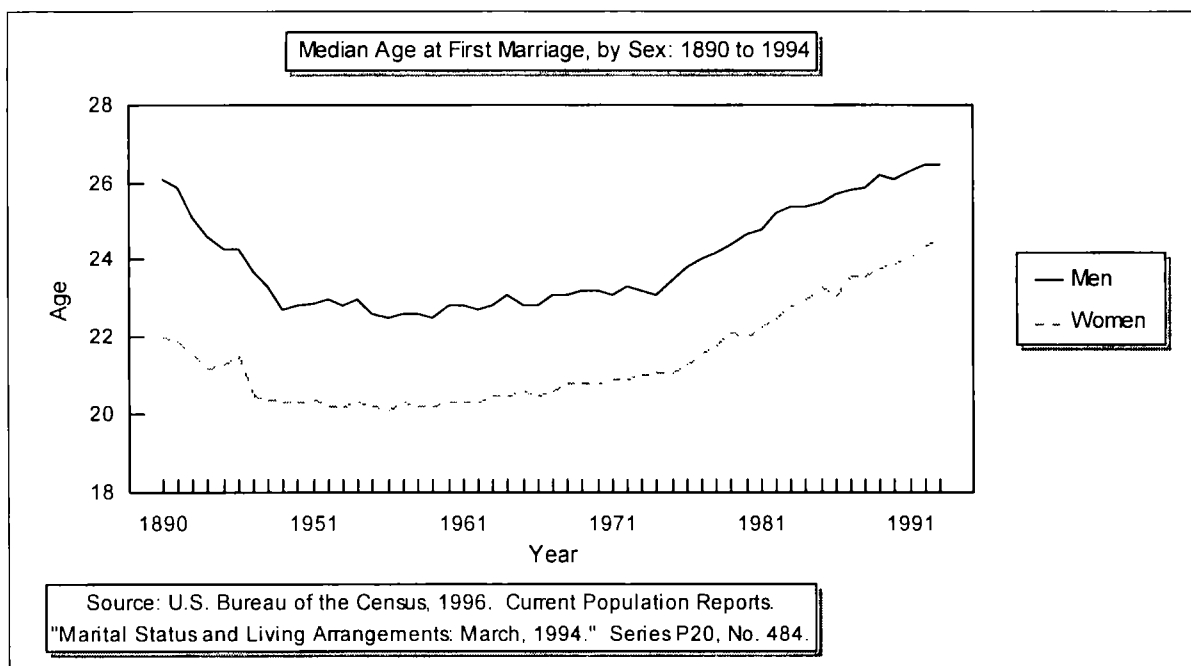
B. The Changing Family

There has been a sharp rise in the proportion of Americans who are never-married, especially when examined by age group. In 1970, only 35.8% of women and 54.7% of men from 20 to 24 years of age had never married. In 1994, almost two-thirds of women and over 80% of men in this age group had never married. Similar trends have occurred in almost every age cohort in the past two decades.³

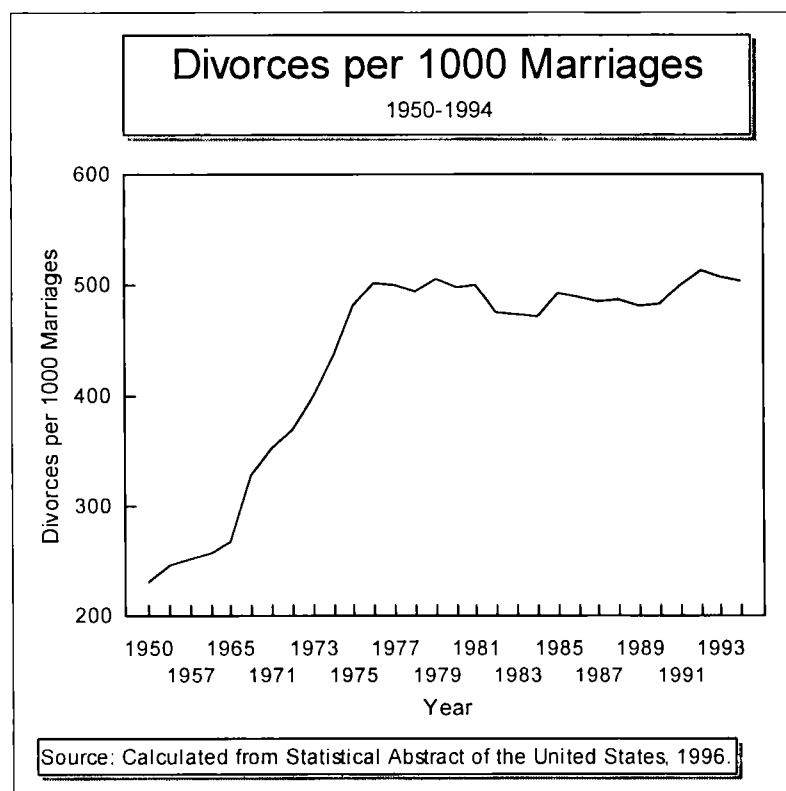
¹Statistical Abstract of the United States, 1996.

²Statistical Abstract of the United States, 1996.

³U.S. Bureau of the Census, 1996. *Current Population Reports*. "Marital Status and Living Arrangements, March 1994." Series P20, No. 484.

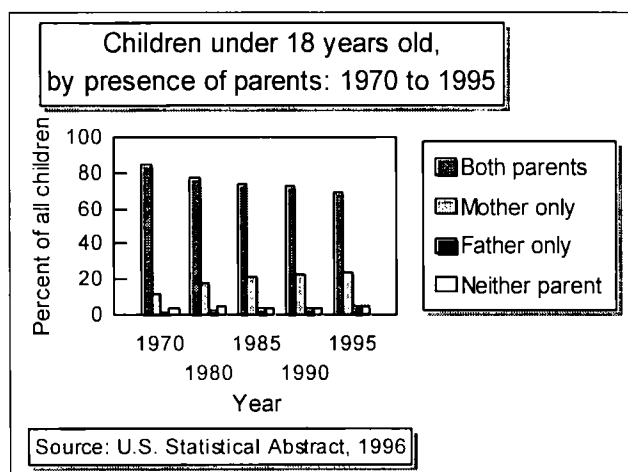


Americans in the 1990s are delaying marriage until a much older age than their counterparts of twenty years ago. Americans today get married at an older age than any other generation of Americans since the 1890s. The median age at first marriage has been increasing gradually since the 1960s, and in 1994 reached all-time highs of 26.7 years of age for men and 24.5 years of age for women.



Divorces increased rapidly in the 1960s and 1970s but have slowed since then. In fact, after peaking at 5.3 divorces per 1,000 Americans in 1981, divorce rates are down slightly in the past few decades. Marriages have been decreasing somewhat since the early 1970s.

The result of these changes is that there are more divorces for every marriage now than there were in the 1950s. In 1950, there were 231 divorces for every thousand marriages. By 1994, that figure had more than doubled. There is now about one divorce for every two marriages in the United States.



These changes in marriage and divorce patterns, as well as other social and economic changes, have restructured the family composition of many Americans. Fewer and fewer children are living in two-parent homes, and more and more children are living with a single parent, who is almost always the mother. The proportion of children in single-parent situations who are living with separated parents has diminished somewhat from the mid-1970s. The proportion of children in single-parent situations who are living with divorced parents has remained

more or less constant since the mid-1970s. But the proportion of children in single-parent situations who are living with parents who have never married has increased markedly. Children in never-married single parent families were only 4.2% of all children in single parent families in 1960, but were 35.8% of all children in single-parent families in 1994. The proportion of children in such families increased by about 300% from 1970 to 1980, and by over 200% from 1980 to 1990.⁴

There are also more unmarried couples per married couple now than there have ever been before. In 1970, there was only one unmarried couple for every 100 married couples. In 1994, there were seven unmarried couples for every 100 married couples.⁵ In addition, more children are living with these unmarried couples than ever before. In 1970, 196,000 unmarried couples were living with children under 15 years of age. In 1994, about 1.3 million couples who were not married were living with children who were under 15.

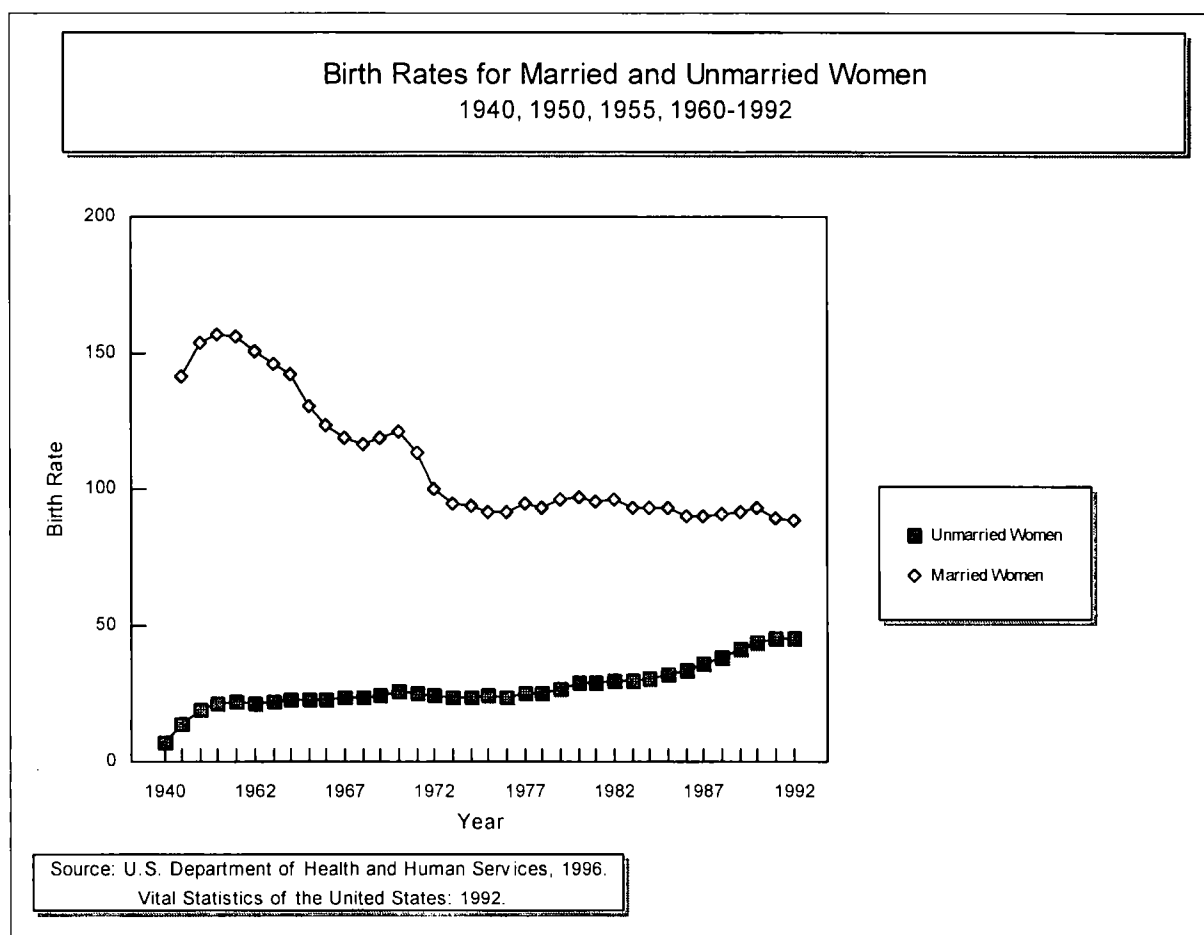
Out-of-Wedlock Births

In recent decades, much attention has been focused on the rise of the proportion of children in the United States who are born out of wedlock. The so-called "illegitimacy rate" has been increasing since the 1950s at a rapid pace. In 1950, about 40 of every 1,000 babies born in the United States were born out of wedlock. By 1992, about 300 of every 1,000 babies born in the United States were out-of-wedlock births -- an increase of over 700%. Conservatives repeatedly haul out this statistic as evidence of the declining moral standards of Americans, blaming the sexual revolution and the Great Society anti-poverty programs for the rise in the illegitimacy rate.⁶

⁴Statistical Abstract of the United States, 1996.

⁵U.S. Bureau of the Census, *Current Population Reports*. "Marital Status and Living Arrangements: March 1994." Series P20, No. 484.

⁶See William J. Bennett, "What to Do About the Children," *Commentary*, March 1995.



What most commentators seem to miss, however, is that the rise in the illegitimacy rate is not due only to a sudden explosion of promiscuous sexual behavior among unmarried individuals. Instead, it is also driven by declining birth rates among married couples. While birth rates for unmarried women have been undeniably increasing for several decades, birth rates for married women have fallen precipitously since the 1950s. These two trends combined have led to the dramatic increase in the illegitimacy rate since the 1950s.

Contrary to popular perception, most babies born outside of marriage are not born to teenage mothers. About 70% of all children born outside of marriage in 1993 were born to mothers who were over 20 years old. Teenage mothers today account for a much smaller proportion of out-of-wedlock births than they did in 1970. Unmarried women who are under 15 accounted for only .9% of all births to unmarried mothers in 1993, down from 2.4% in 1970. Unmarried women

who are 15-19 accounted for 28.8% of all births to unmarried mothers in 1993, down from 47.8% in 1970.⁷

⁷Statistical Abstract of the United States, 1996.

It appears that the trends affecting the illegitimacy rate in the United States have affected most Western industrialized nations in the past few decades. Births to unmarried mothers have increased relative to births to married mothers in Sweden, France, Britain, and other nations during the same time period as they have increased in the United States. The United States is participating, to some extent, in a worldwide tendency toward more births occurring out of wedlock.⁸

C. TIME AT HOME, TIME AT WORK

* Show the time crunch

In a Fortune 500 poll of CEO's, 62% reported that executives in their company were working longer hours than ten years ago. Only 2% reported that executives were working shorter hours than ten years ago (*Fortune*, March 12, 1990).

* Add time spent on commutes

Economist Victor Fuchs estimates that parental time available to children fell considerably between 1960 and 1986: by 10 hours per week in white households and by 12 hours per week in black households. The principal reason for the decline was an increase in the proportion of mothers holding paid jobs (Victor Fuchs, "Are Americans Underinvesting in Their Children?" *Society* September-October 1991).

In a 1990 survey of 1,000 families by the *Los Angeles Times*, 57% of fathers and 55% of mothers felt guilty because they spent too little time with their children (Cited in Hochschild, *The Time Bind*).

II. IMPLICATIONS FOR AMERICA'S FUTURE

Balancing work and home will be the key problem for the next decade. It effects the quality of our families, how well we raise our children as Americans and take care of our parents.

U.S. Women's Bureau survey of 250,000 women found that "balancing work and family" was their #1 concern (U.S. Women's Bureau, 1993).

⁸U.S. Bureau of the Census, 1995. *Current Population Reports*. "Fertility of American Women: June, 1994." Series P20, Vol. 482.

Thirty percent of workers at Baxter Healthcare struggle with work-life issues weekly, and 42% have looked for another job because of it (18-month survey by Baxter Healthcare, 1997).

Over 50% of 1,000 workers surveyed by Yankelovich Partners in 1997 have more to do at work than they did two or three years ago. Forty-two percent of workers surveyed said they spent less time with their families (Yankelovich Partners, 1997).

A. IMPACT ON CHILDREN

A 1997 study of 270,000 children in 600 communities found that children who were home for at least four evenings per week with their parents and had frequent conversations with them were more likely to succeed at school and less likely to have premarital sex or use alcohol or drugs (Search Institute, 1997).

A study of 65 Boston-area families found that preschoolers exposed to mealtime discussions among parents and siblings did better on reading and vocabulary tests than children not exposed to such discussions (*Wall Street Journal*, May 4, 1997).

The economist Sylvia Hewlett argued in her 1991 book *When the Bough Breaks: The Cost of Neglecting our Children* that this “time deficit” between time-at-work and time-at-home has caused increases in pathologies among young people, including suicide, drug use, and out-of-wedlock births (Cited in Hochschild, *The Time Bind*).

A 1989 article in *Pediatrics* reported the results of a study of 5,000 8th-graders whose parents left them home alone for 11 or more hours per week. These children were three times as likely to abuse alcohol, tobacco, or marijuana than other children their age whose parents did not leave them home alone for so long (Cited in Hochschild, *The Time Bind*).

Also demonstrates need for child care.

B. ELDERCARE

One in four American households are involved in caring for an aging relative. About 22 million Americans provide such care, which is triple the number providing such care a decade ago. The average caregiver provides 18 hours of care per week. 4.1 million Americans provide at least 40 hours of care per week. The average length of care is four years. Caregivers spend \$2 billion per month out of pocket on groceries, medicine, and other supplies. Sixty-four percent of caregivers work full-time or part-time. Forty-one percent had children under age 18. Estimates of lost productivity because of caregiving responsibilities range from \$11.4 billion to \$29 billion (1997 National Caregiving Survey, AARP/National Alliance for Caregiving/Glaxo Wellcome).

An estimated 10-12% of the American workforce cares for an elderly parent. The Conference Board expects that figure to rise to 40% by 2000 (*New York Times*, January 1, 1996).

Responsibilities for elder care are a significant reason for turning down relocation offers. A survey by Rodgers and Associates found that 37% of caregivers were not interested in a relocation (against 26% of all employees). A 1995 survey by Atlas Van Lines found that “family ties” was the most common reason for turning down a relocation (the second most common reason was “spousal employment”) (*New York Times*, January 1, 1996).

Twenty-four percent of people under age 32 have provided or are providing long-term care to a family member or friend (National Council on Aging/John Hancock Mutual Life Insurance, 1996).

Work/Family Report

WORK AND FAMILY REPORT

I. The Changing American Workplace

Parents Into the Workforce

- * Women into work force
- * Married women into workforce
- * Married women with hldren into workforce
- * Single women into workforce
- * Single women with children into workforce
- * Similar stats for men, and men with children
- * Overall numbers on parents in the workforce

Working Harder & with Greater Stress

- * Number of hours worked
- * Changing jobs more
- * Need for more education, more retraining
- * Commute times
- * Less health insurance, or other compensation packages?

II. The Changing Family

- * Numbers of single parents
- * Age at marriage
- * Rates of divorce
- * Children living in single parent environments.
- * Other stats

III. Implications for Policy