

Florida's 2020 **WORKING PARENT SURVEY**



ABOUT THE SURVEY

The Children's Movement of Florida and Sachs Media partnered to bring Floridians a clear picture of the challenges and experiences parents have encountered relating to child care and employment.

KEY FINDINGS

1

Child care issues impact employment for many Florida families, especially impacting working mothers.

2

Part-time employees are more likely to have child care issues impact their employment and have less access to benefits.

3

Child care issues have disproportionately impacted Black and Hispanic parents' ability to work.

4

Child care issues have disproportionately impacted low-income parents' ability to work.

5

Paid time off, flexibility, insurance, and child care stipends rated as the most desired benefits by working parents.

6

COVID-19 has amplified the challenges of child care and employment alike – and has done so consistently among employee types.



METHODS

Sachs Media surveyed 900 employed Florida parents of children under the age of 9, December 1-20, 2020. Their results have a margin of error +/- 3.5% at the 95% confidence level. Results are representative of voters in this age range in terms of race, gender, and political party.

Respondents were asked to share challenges and experiences relating to child care and employment, and asked to identify employer benefits that would be valuable to them and/or would promote productivity and loyalty.

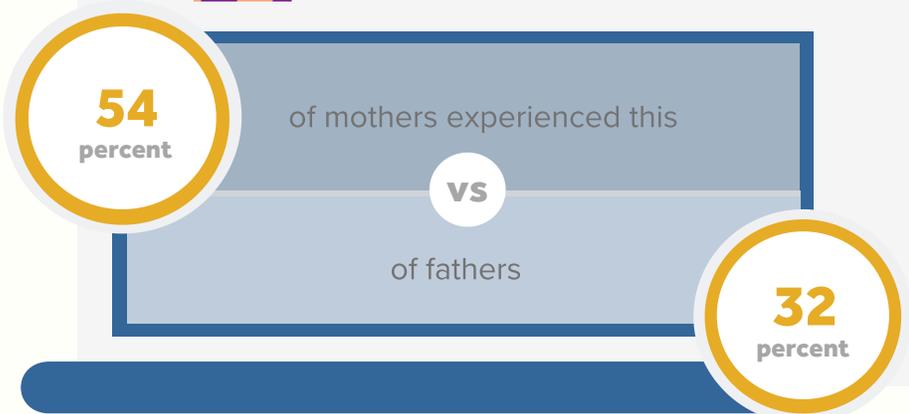
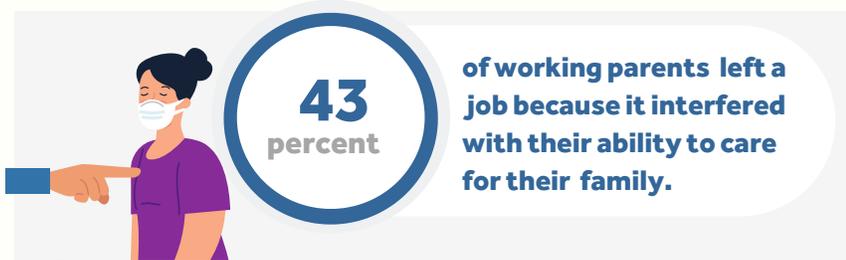
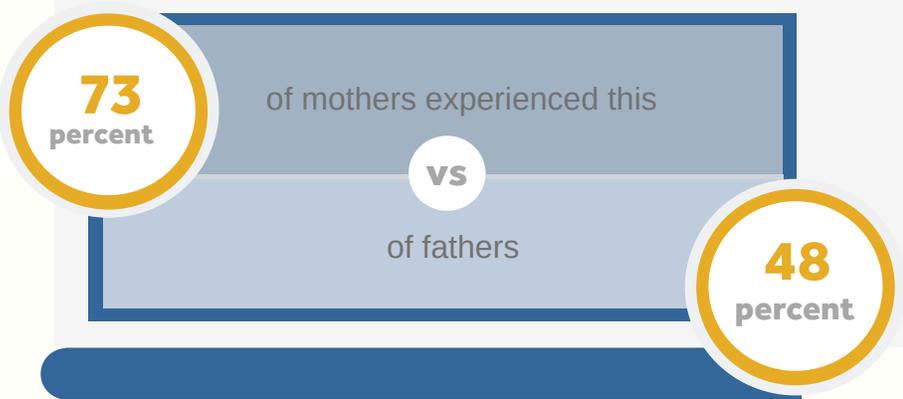
In this report, the term “respondents” refers to Florida voters who meet the following criteria:

- Parent of at least one child who is under the age of 9; and
- Employed (but not self-employed) either part-time or full-time, or is actively looking for work

METHODS	
 900	Florida parents of children under the age of 9.
 20 days	Survey took place Dec. 1-20.
 3.5%	Margin of error

FINDING #1

Child care issues impact employment for many Florida families, especially impacting working mothers.



The following specific consequences were noted for all parents:

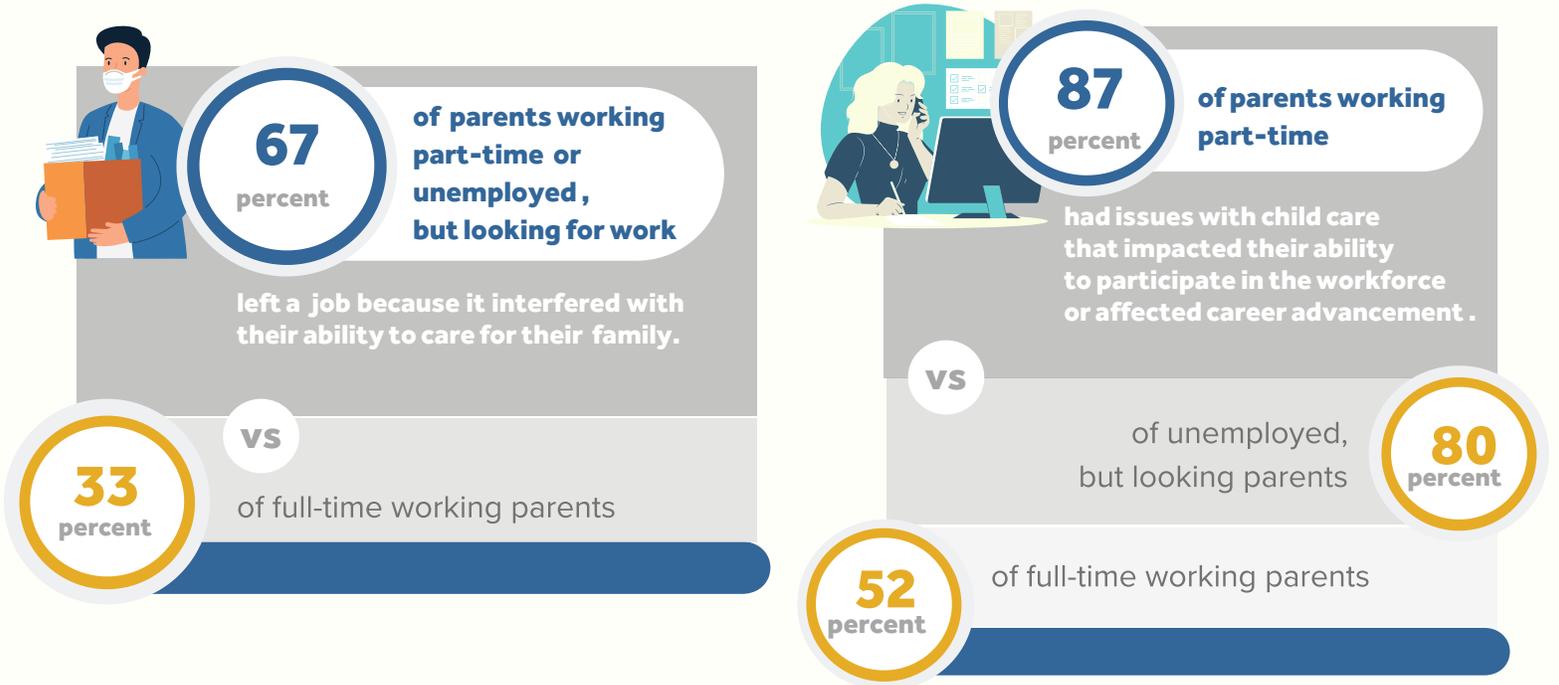
	43%	had to limit work hours
	28%	turned down opportunities to travel for work
	19%	quit a job to care for children
	12%	took a leave of absence to care for children
	11%	weren't able to complete training or schooling
	9%	turned down a promotion
	8%	moved from full-time to part-time
	7%	were unable to move from part-time to full-time
	4%	were fired

Greater portions of fathers (79%) report having limited their work hours due to child care issues, compared with 67% of mothers.

However, greater portions of mothers report having been stuck in a part-time position as a result of child care issues when desiring a full-time position.

FINDING #2

Part-time employees are more likely to have child care issues impact their employment and have less access to benefits.



Most part-time employees have few, if any, parent/child-related benefits or supports.

For example, just 30% are offered health insurance, 28% have some level of flexibility for matters like doctor's visits, 24% are given predictable schedules, and 19% receive paid time off.

Even fewer (12%) are able to contribute to flexible spending accounts for child care, 10% say they work in a breastfeeding-friendly workplace, and less than 1 in 10 say they receive benefits such as paid maternity or paternity leave, access to lists of resources, child care stipends or subsidies, parenting classes, on-site child care, backup child care assistance, or on-site health clinics or pharmacies.

Florida parents who work **Part-Time** rate their employers

5.6/10 ★☆☆☆☆
★ ★ ★ ★ ★

Florida parents who work **Full-Time** rate their employers

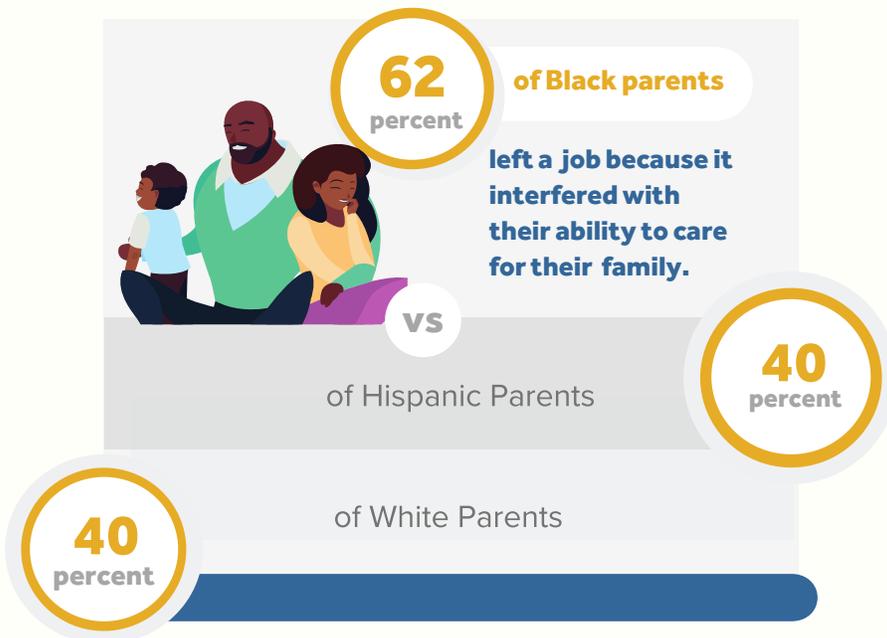
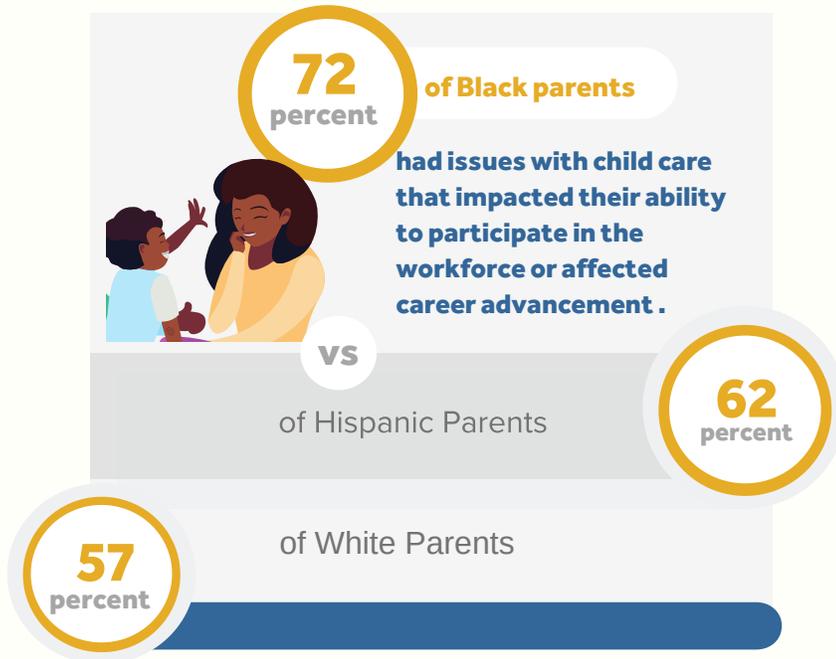
8/10 ★★★★★
★ ★ ★ ★ ★

on a scale of 0-10, with 0 being "not at all supportive" and 10 being "completely

supportive of family and child care needs during COVID-19.

FINDING #3

Child care issues have disproportionately impacted Black and Hispanic parents' ability to work.



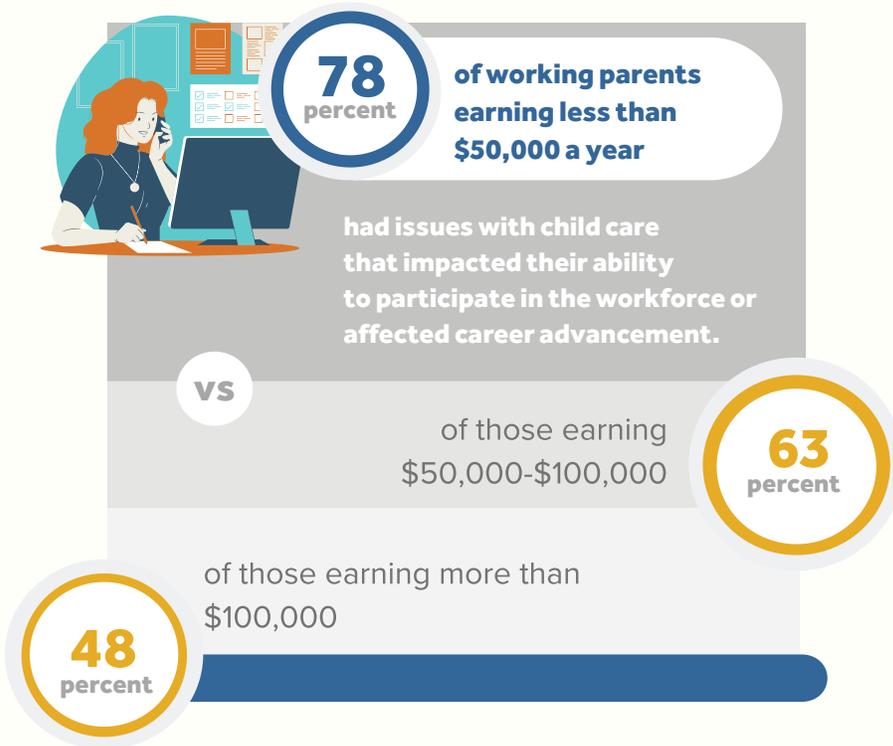
Even among full-time employees, notable disparities exist in the number and types of benefits Florida parents report receiving. These disparities are noted by income level (with higher-paid employees receiving more benefits) and by race.

For example, 75% of white parents say they can receive health insurance through their employer, compared with 65% of Hispanic parents and 53% of Black parents.

This same pattern holds for other benefits such as paid time off and predictable employee schedules. Benefits also appear to increase with the size of the company, with those working for companies of 20 or less employees reporting far fewer benefits than do employees of larger businesses.

FINDING #4

Child care issues have disproportionately impacted low-income parents' ability to work.



Most of these consequences were noted by greater portions of lower-income respondents.

For example, 55% of those whose children are eligible for Head Start or School Readiness programs say they have had to quit a job to care for children, compared with 22% of those whose children are not supported by these programs. Another 40% of this low-income population say they were unable to complete schooling or training because of child care issues, compared with 16% of those earning more.

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70% of working parents earning less than \$25,000 a year left a job because it interfered with their ability to care for their family.

vs

63% of those earning \$25,000-\$50,000

43% of those earning \$50,000-\$100,000

27% of those earning more than \$100,000

FINDING #5

Paid time off, flexibility, insurance, and child care stipends rated as the most desired benefits by working parents.

Respondents were asked

which parent/child-related benefits or supports would:

BE MOST VALUABLE



#1 Paid Time Off



#2 Paid Family Leave



#3 Flexibility



#4 Health Insurance

These selections are largely consistent among demographic groups. Where differences exist, they are fairly intuitive: The youngest cohort of parents (ages 18-34) is more interested in paid maternity and paternity leave compared with parents who are ages 35 or older.

Similarly, interest in child care stipends drops off significantly among parents ages 45 and older, many of whose children would already have entered the PreK-12 school system and would no longer be in need of paid day care.

INSPIRE LOYALTY



#1 Health Insurance



#2 Paid Time Off



#3 Flexibility



#4 Paid Family Leave

PROMOTE PRODUCTIVITY



#1 Flexibility



#2 Paid Time Off



#3 Backup Child Care Assistance



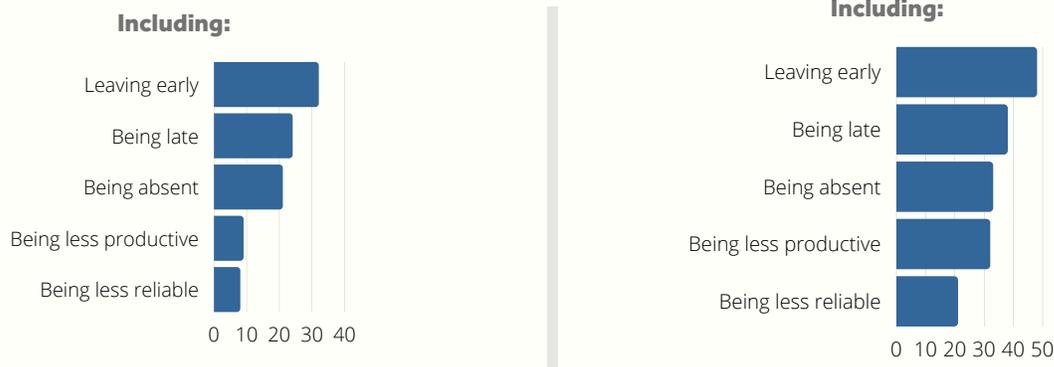
#4 On-site Child Care

FINDING #6

COVID-19 has amplified the challenges of child care and employment alike – and has done so consistently among employee types.



child care issues caused at least one productivity-related issue at work



Consistent with prior findings, these impacts are felt by greater portions of mothers, lower-income parents, and parents who work part-time.

Interestingly, few to no meaningful differences are noted between those working for smaller versus larger employers, or those working in various industry sectors. This suggests that many of the child care-related challenges facing parents may be universal.

Florida parents rate their employers



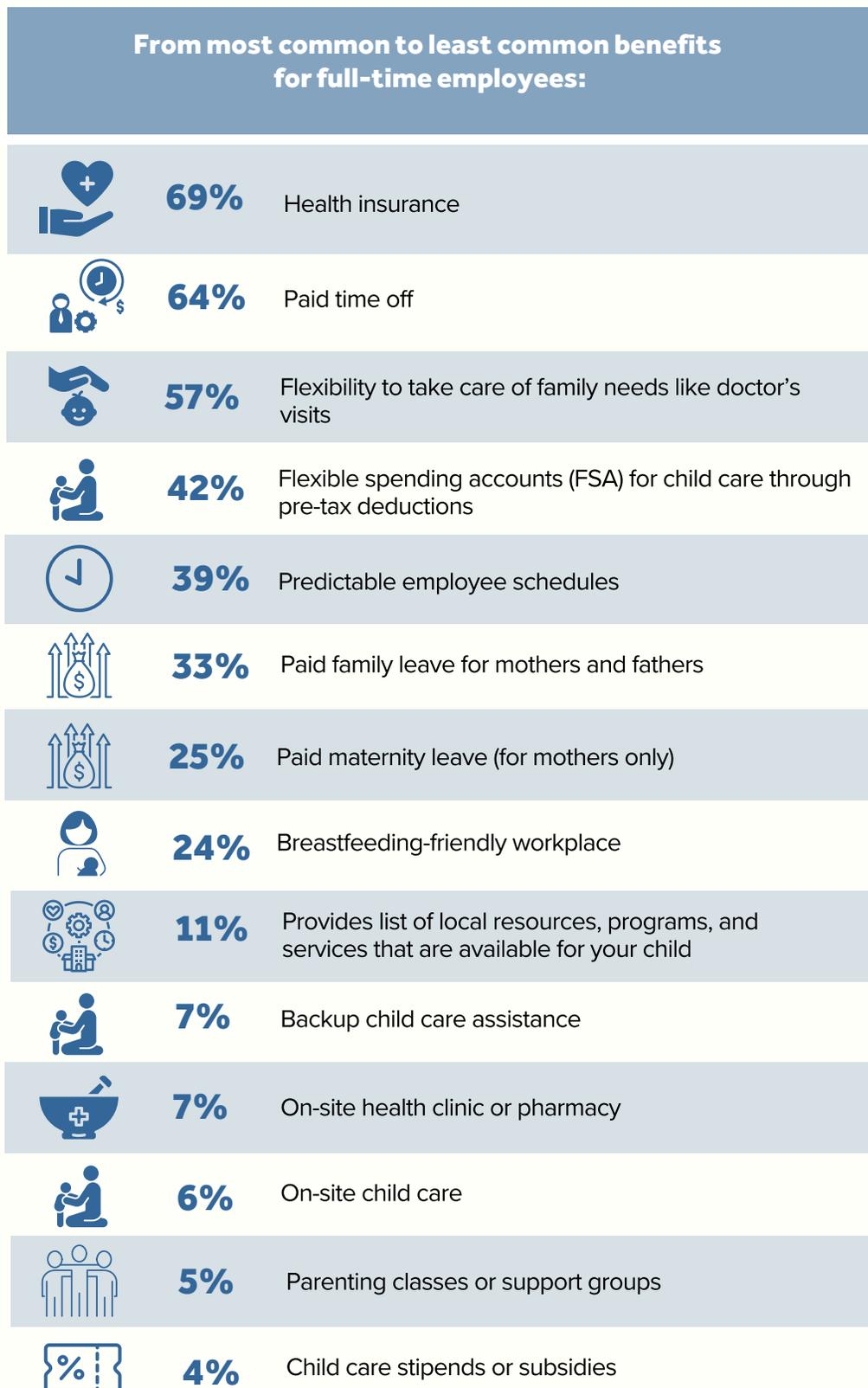
7.7/10 on a scale of 0-10, with 0 being “not at all supportive” and 10 being “completely supportive of family and child care needs during COVID-19.”

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Satisfaction with employers is also greater among parents who are given the opportunity to work remotely at least part of the time, compared with those who must work entirely in an office setting.

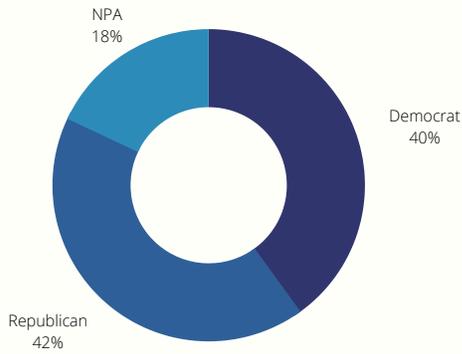
APPENDIX 1: COMMON FAMILY-FRIENDLY BENEFITS IN FLORIDA

Full-time employees have considerably more access to parent/child-related supports and benefits.

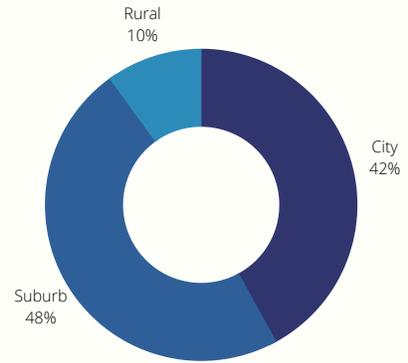


APPENDIX 2: SURVEY DEMOGRAPHICS 1

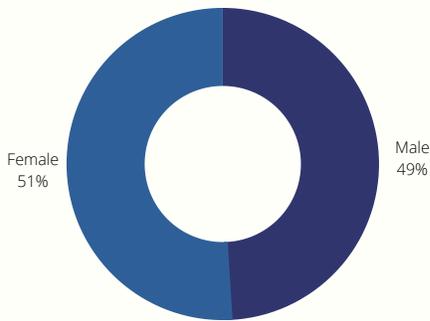
Political Party



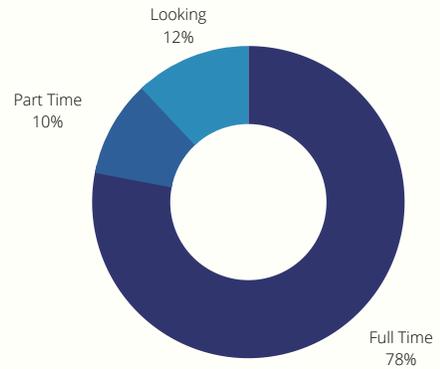
Area



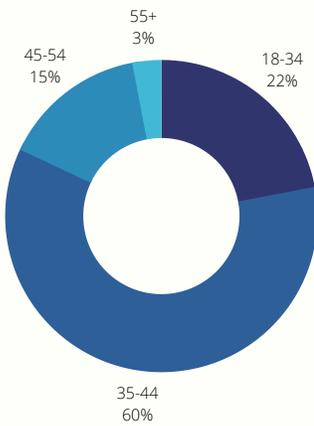
Gender



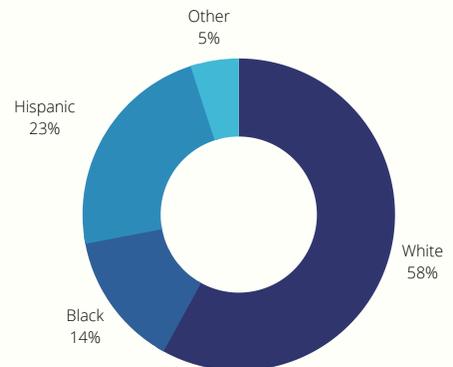
Employment



Age

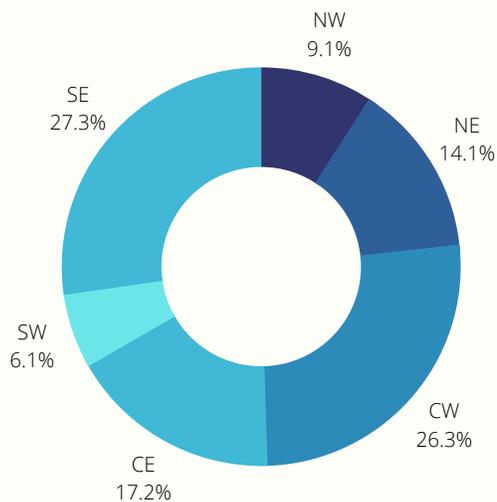


Race

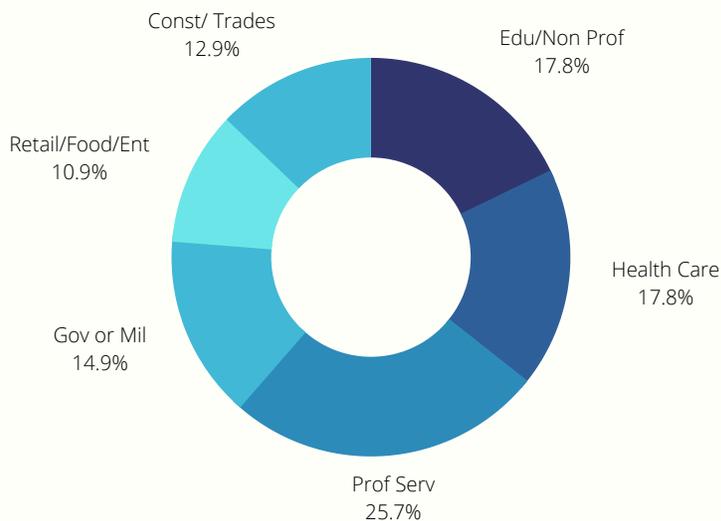


APPENDIX 2: SURVEY DEMOGRAPHICS 2

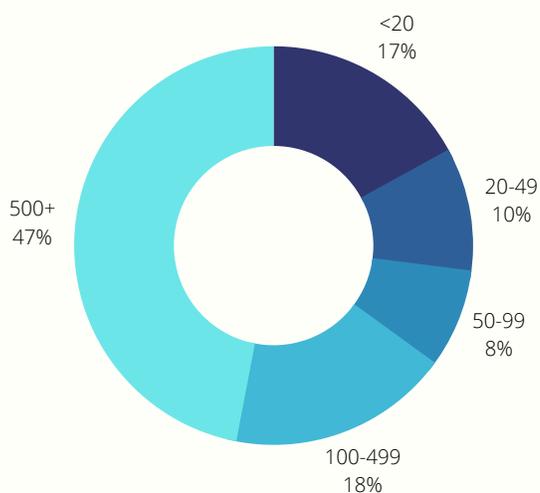
Region in Florida



Industry



Employer Size



Income

