

HOUSEHOLDS, FAMILIES, & CARE

WHAT IS HOUSEHOLD/CARE WORK?

Wide range of activities that include:

- **Housework:** Cleaning homes, shopping, cooking, laundry, yard work (both routine, day-to-day to occasional)
- **Childcare:** Feeding, bathing, playing, comforting, protecting, driving, reading, sports activities, homework
- **Eldercare:** Helping with household, transportation, physical care, medical, and emotional support
- **Kin Work:** Celebrations, birthdays, family gatherings, staying in touch, sharing of resources – with real and ‘fictive’ kin

WHY DOES IT MATTER?

- “Invisible work” that is typically undervalued or unmeasured given:
 - location in home
 - lack of financial remuneration
 - cultural association with women ('instinct' vs. 'skill')
- Essential work → ‘social reproduction’
- Shapes labour market behaviour (& vice versa)
 - e.g. individual behaviour – LFP, job hours, family leaves
 - e.g. employer behaviour – creating flexible jobs, marketization of care

'Striking Mom' Jessica Stilwell refuses to clean up after 'disgusting' children

Jessica Stilwell, a Canadian mother, has become an internet hit after going on strike for six days, refusing to tidy up after her three daughters, and setting up a blog called 'Striking Mom' that documented the ensuing chaos.



Photo: Jessica Stilwell



By **Nick Allen, Los Angeles**
4:49PM BST 11 Oct 2012

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When tired working mother Jessica Stilwell sat down at the end of a long day, amid the clutter left by her three daughters, she decided enough was enough.

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WHO SHOULD PERFORM HOUSEWORK/CARE? HOW SHOULD IT BE VALUED?

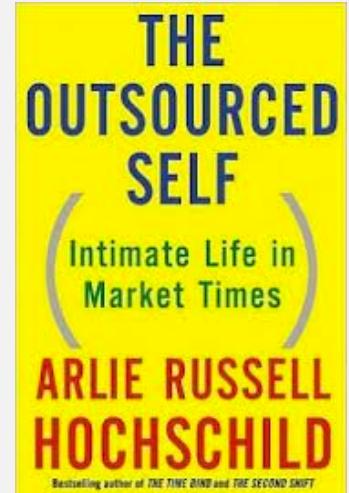


JAPAN'S RENT-A-FAMILY INDUSTRY

People who are short on relatives can hire a husband, a mother, a grandson. The resulting relationships can be more real than you'd expect.

By Elif Batuman April 23, 2018

The image shows the TaskRabbit website interface. It features a sidebar with service categories: Cleaning, Handyman, Personal Assistance, and Moving Help. Below the sidebar, there's a section for "Looking for something else?" and a note that "Every Tosker is fully-vetted and background checked." To the right, a man and a woman, both wearing TaskRabbit t-shirts, are shown smiling while packing bubble-wrapped items into a cardboard box.



Women spend 50% more time doing unpaid work than men: Statistics Canada

Gender gaps have been narrowing over time but still persist, especially on the Prairies, less so in B.C.

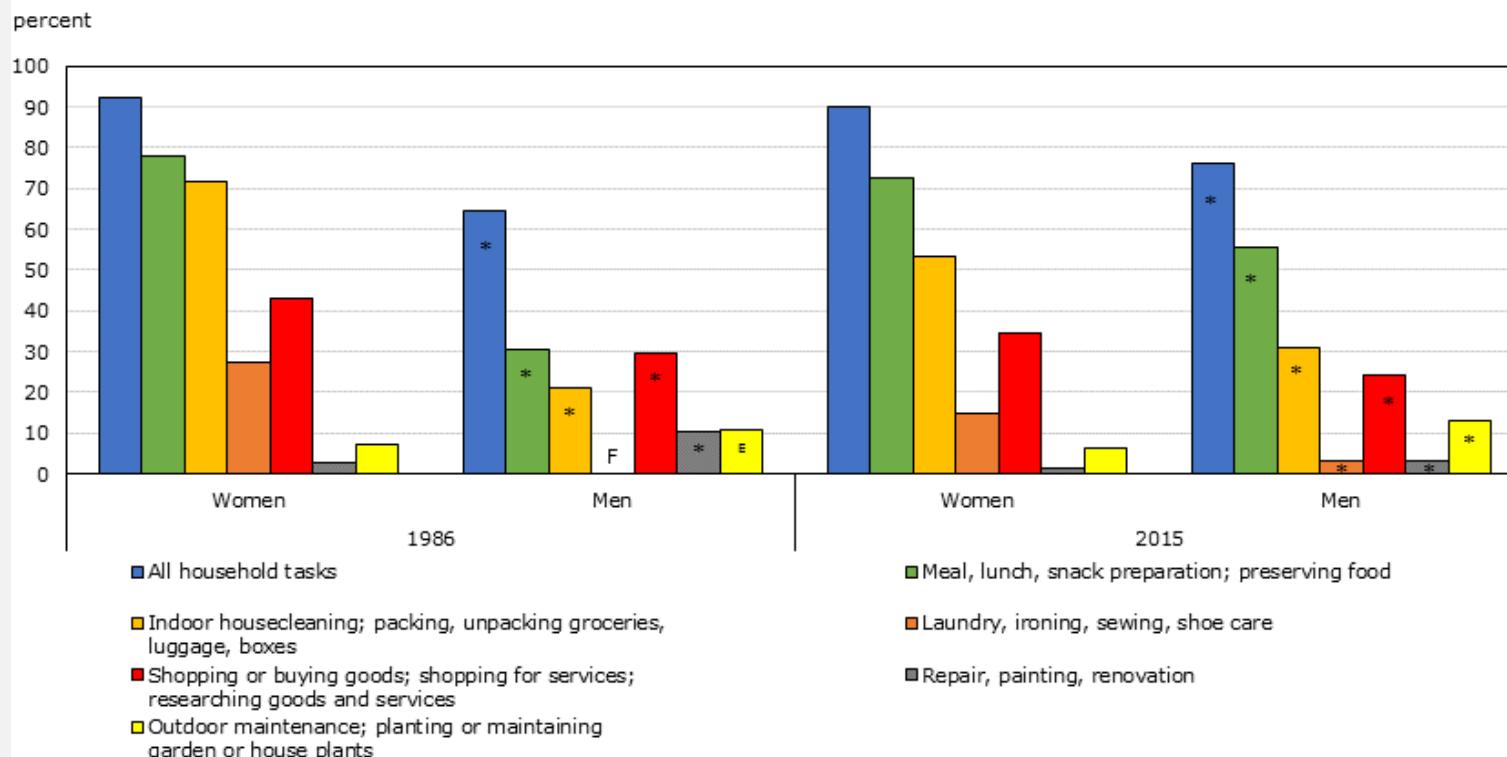
By Robson Fletcher, CBC News Posted: Jun 01, 2017 12:56 PM MT | Last Updated: Jun 01, 2017 12:58 PM MT



Canadian women spent 50% more time doing unpaid work than men in 2015, according to Statistics Canada, while men spent 37% more time doing income-generating activities. (iStock)

TIME & TASKS: DETAILED ACTIVITIES, 1986 & 2015

Proportion of women and men aged 25 to 54 participating in various housework tasks, Canada, 1986 and 2015



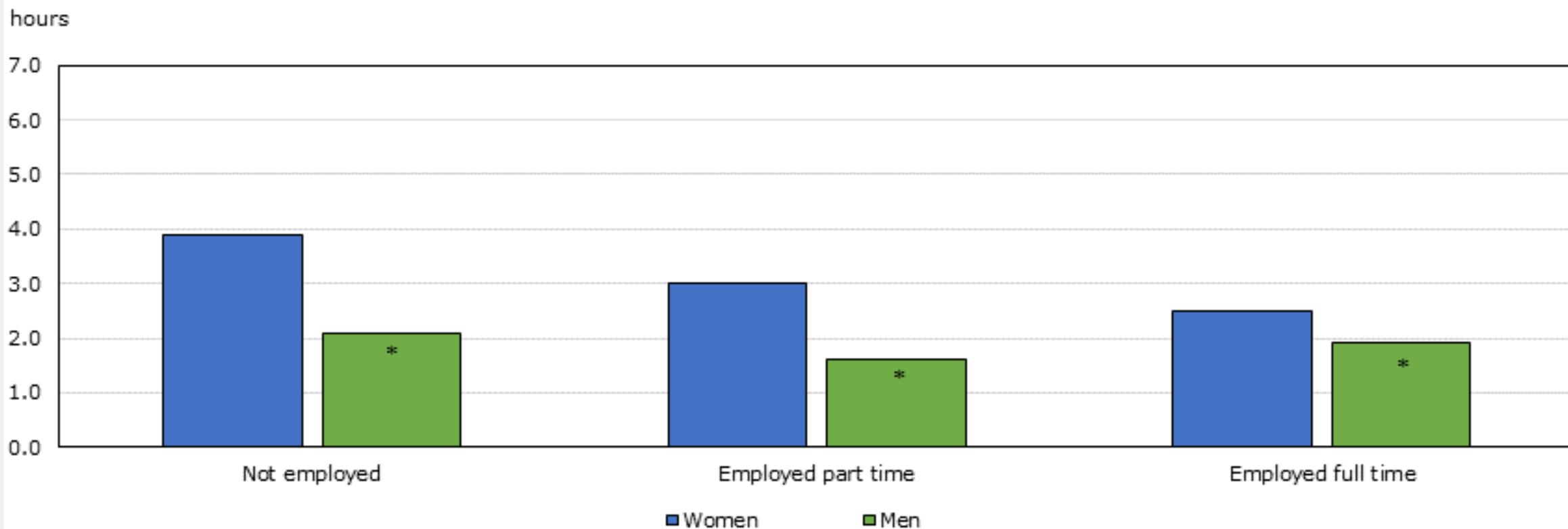
^a use with caution

F too unreliable to be published

* significantly different from women, within year, at p < 0.05

Sources: Statistics Canada, General Social Survey, 1986 and 2015.

Average number of hours per day spent on housework as a primary activity by employment status, women and men aged 25 to 54, Canada, 2015



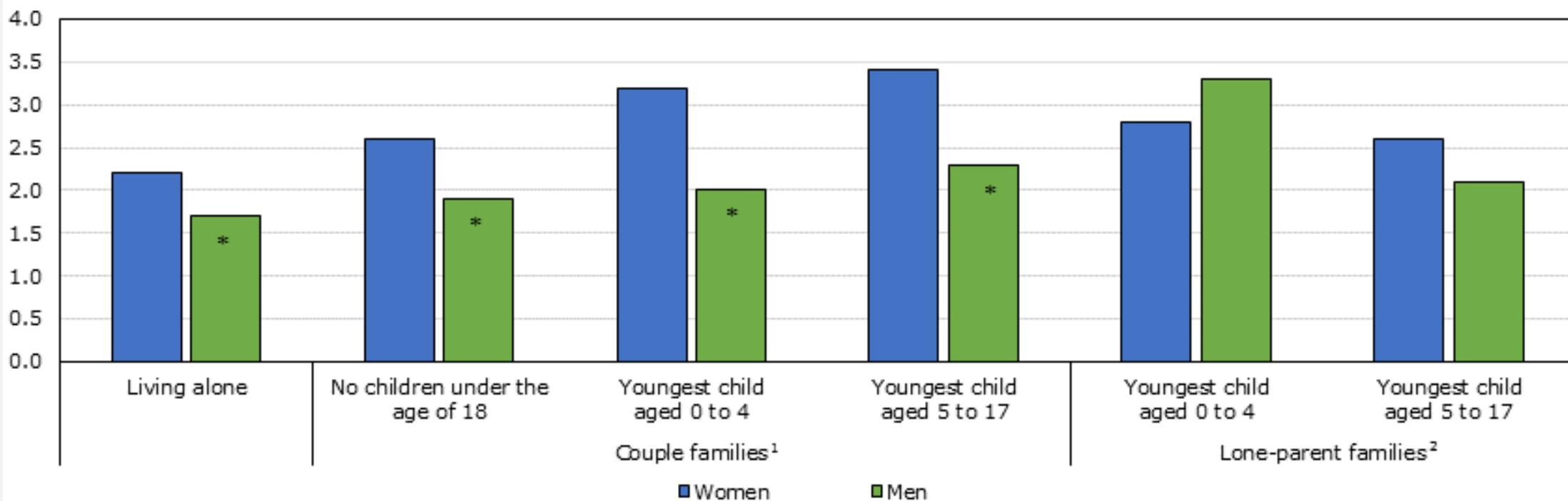
* significantly different from women, within employment status, at $p < 0.05$

Note: Those who were employed part time reported working less than 30 hours per week, while those who were employed full time reported working 30 hours or more per week.

Source: Statistics Canada, General Social Survey, 2015.

Average number of hours per day spent on housework as a primary activity by family type, women and men aged 25 to 54, Canada, 2015

hours



* significantly different from women, within family type, at $p < 0.05$

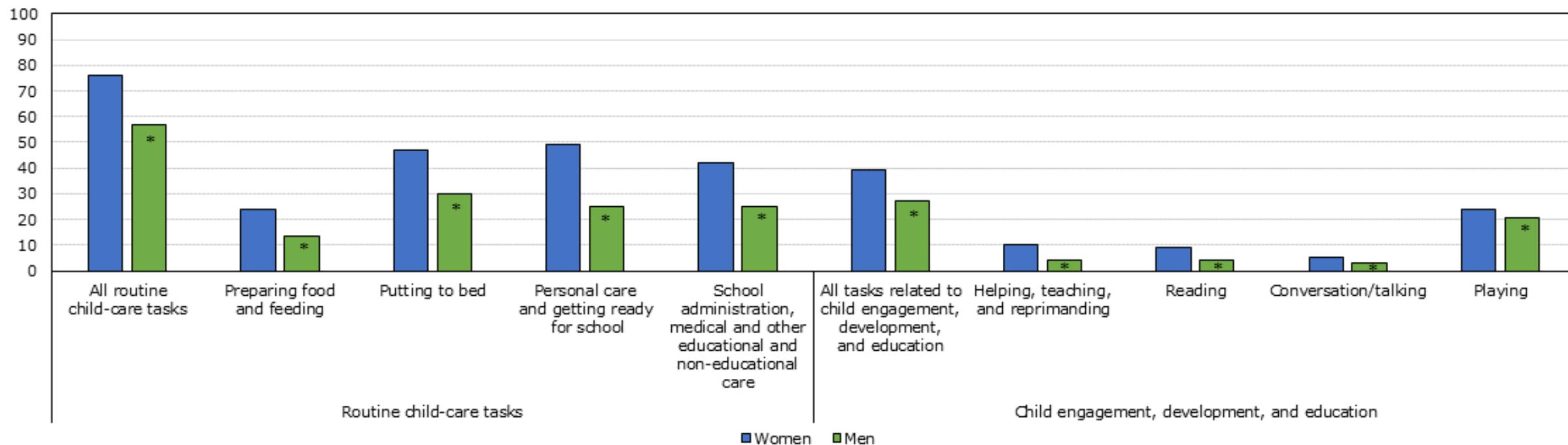
1. Couple families refer to families that contain a married or common-law couple. A couple may be of opposite or same sex.

2. Lone-parent families refer to families that contain only one parent and his or her child(ren).

Source: Statistics Canada, General Social Survey, 2015.

Proportion of women and men aged 25 to 54 whose youngest child in the household is under the age of 16 participating in various child-care tasks, Canada, 2010

percent

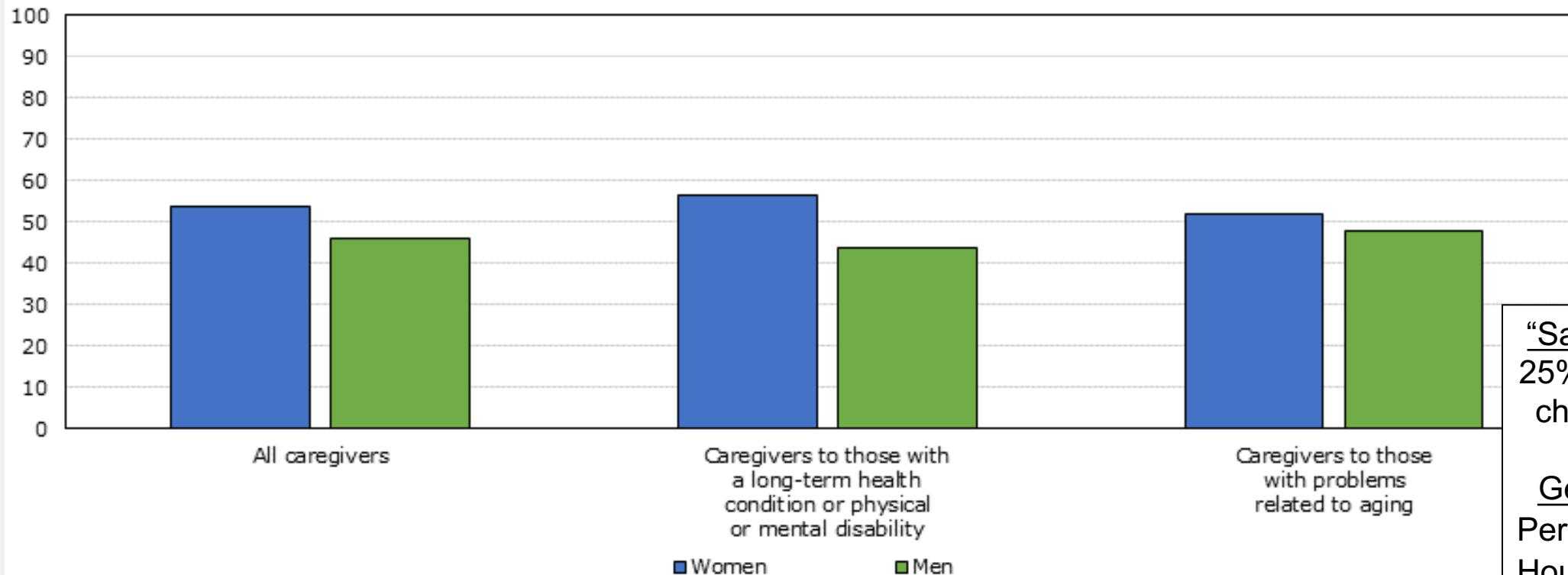


* significantly different from women, within child-care task, at $p < 0.05$

Source: Statistics Canada, General Social Survey, 2010.

Percentage distribution of caregivers by condition of recipients, women and men aged 25 to 54, Canada, 2012

percent

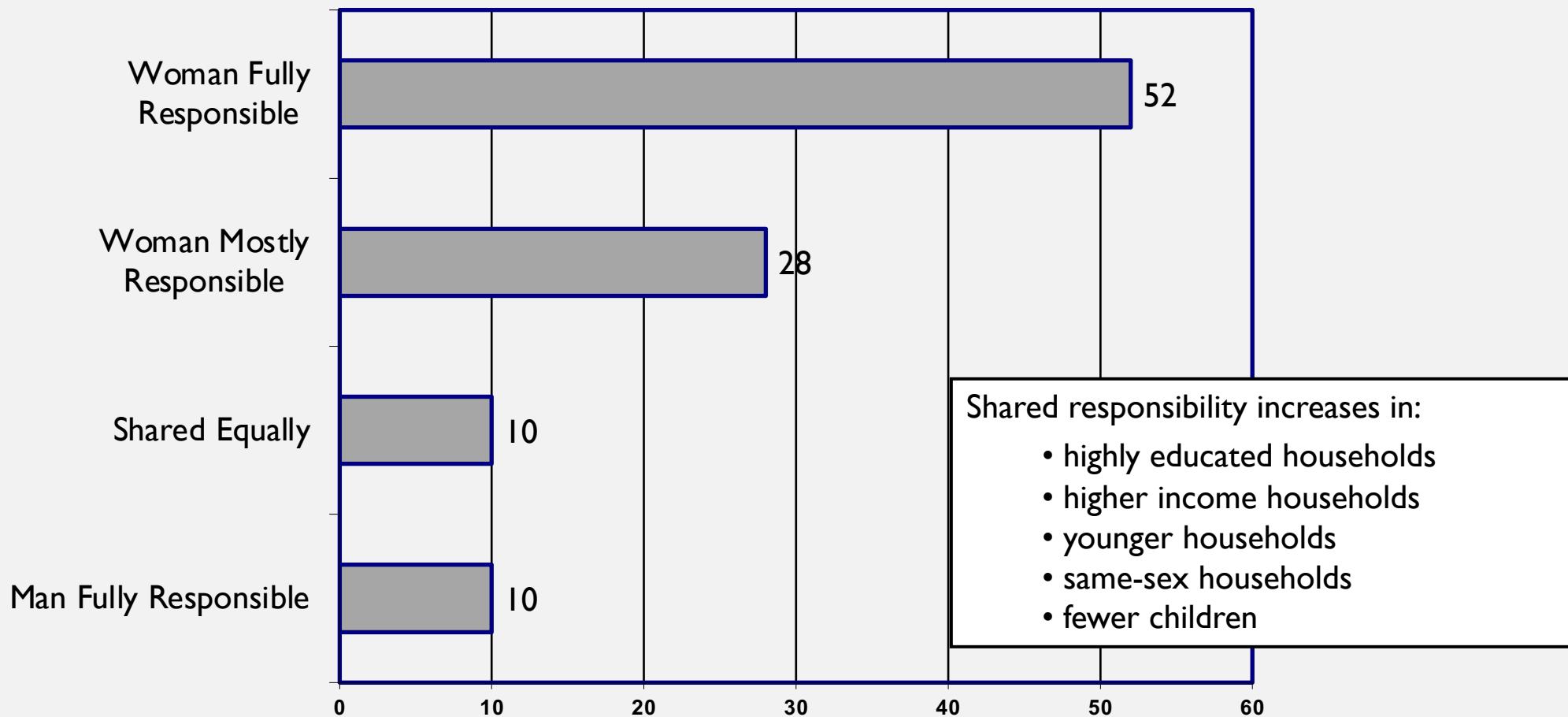


Note: No significant gender differences were observed.
Source: Statistics Canada, General Social Survey, 2012.

Sandwich Generation
25% also caring for own
children (0-14 yrs old)

Gender DOL of Care:
Personal Care
Housework (inside)
Housework (outside)
Transportation
Medical Care
Care Management

RESPONSIBILITY FOR UNPAID WORK? DUAL-EARNER FAMILIES, BOTH FULL-TIME



Source: Marshall, Katherine *General Social Survey*. Ottawa: Statistics Canada.

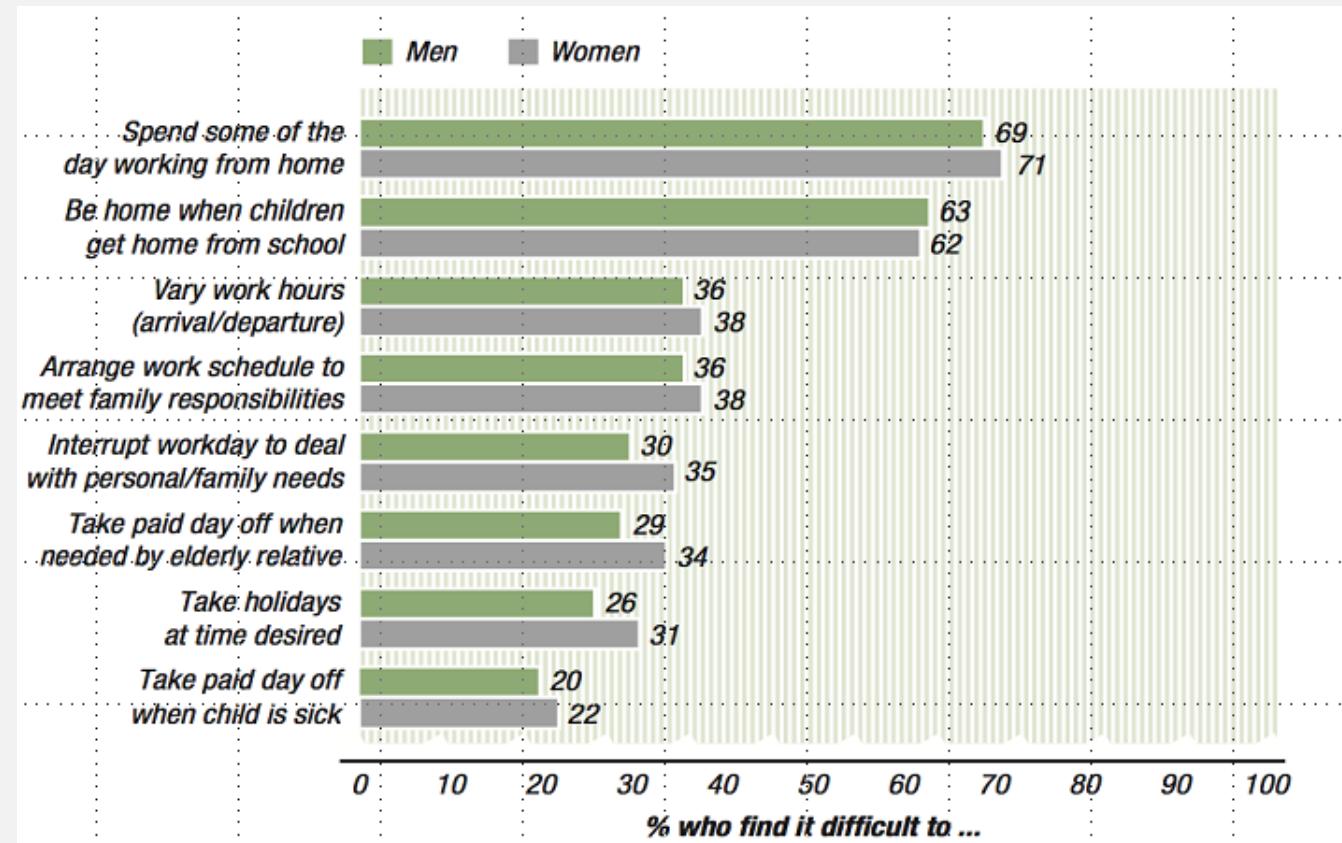
BALANCING WORK AND FAMILY

- **Growing concerns over work-family conflict (WFC) due to:**
 - Changing family forms (e.g. dual-earner, single parent)
 - Assortative mating
 - Changing gender norms
 - Intensive mothering, involved fatherhood
 - 24/ 7 work expectations, ‘continuous effort’
 - Precarious / non-standard work
 - Growing mobility and lack of kin networks
 - Demographic changes, including aging
 - Presence of ‘motherhood penalty’ and ‘daddy bonus’

WHAT IS WORK-FAMILY CONFLICT (WFC)?

- **Inability to meet demands of work & family**
 - ‘work-to-family’ (e.g. late meetings → school pick up)
 - ‘family-to-work’ conflict (e.g. sick child → miss work)
- Can involve:
 - **Time-based conflict**
 - hours at work interferes with availability for family
 - **Behavior-based conflict**
 - incompatible behaviors required for work and family
 - **Strain-based conflict**
 - strain from one areas spills over to the other

COMMON WORK-FAMILY CHALLENGES? % OF CANADIANS WHO FIND IT DIFFICULT TO ...



Source: Adapted from Duxbury, Linda, and Christopher Higgins (2012) *Key Findings: Revisiting Work-Life Issues in Canada—The 2011–12 National Study on Balancing Work and Caregiving in Canada*, p. 17. <<http://newsroom.carleton.ca/wp-content/files/2012-National-Work-Key-Findings.pdf>>

CONSEQUENCES OF WORK-FAMILY CONFLICT?

- **Job Satisfaction**
 - Negative impact for those with high WFC
 - e.g. 20% of high WFC report high job satisfaction vs. 60% of low WFC group
- **Job Stress**
 - WFC increases self-reported stress
 - e.g. 57% of high WFC report high job stress vs. only 9% of low WFC group

Two large meta-reviews confirm these links across range of countries & occupations

INDIVIDUAL APPROACHES TO WORK & FAMILY

Individuals vary in their preferences & strategies for integrating work and family roles:

- **Segmenters**
 - Prefer to keep work & family disconnected
 - Create clear boundaries between work & family
 - e.g. *part-time, single earner family, tag team parenting, career interruptions*
- **Integrators**
 - Prefer roles interwoven as much as possible
 - Try to merge or blend work & family
 - e.g. *teleworking, home-based business*

EMPLOYER RESPONSES?

To address WFC, many organizations have developed programs providing temporal or spatial flexibility:

- e.g. flexible time (flextime) ***
- e.g. compressed work week
- e.g. part-time / reduced hours / job share
- e.g. telecommuting
- e.g. supportive supervisor ***

*** most helpful

GOVERNMENT SUPPORTS?

Maternity & Parental Leave

- Employers have legal obligation to provide leave
- Benefits via *Employment Insurance (EI)*
- **Maternity Benefits:** Up to 15 weeks at 55% of insurable earnings
- **Parental Benefit:**
 - Regular benefits: up to 40 weeks at 55% of insurable earnings (max of \$53,100 insurable in 2019, for \$562/week)
 - One parent cannot take more than 35 weeks
 - Extended benefits; 69 weeks at 33% of insurable earning (max of \$337/week in 2019)
 - One parent cannot take more than 61 weeks
- Quebec has separate plan with varied leaves
 - Maximum insurable earnings is \$76,500 in 2019
 - Basic
 - Maternity: 15 weeks @ 70% of insurable earnings
 - Paternity: 5 weeks @ 70%
 - Parental: 32 weeks @ 70% for 7 weeks, 55% for 25 weeks

[TD Parental Leave Calculator; EI Canada](#)

FACTORS THAT IMPACT LEAVE UPTAKE

- Eligibility criteria
 - Strict work hours requirement impacts which workers are eligible to receive benefits
- Length of leave
 - Impacts sharing
- Non-transferable leave for fathers
 - Impacts sharing/household negotiation
- Benefit replacement rate
 - Impacts sharing and which workers see leave as feasible or attractive

Use-it-or-lose-it parental leave among the highlights of 2018 'feminist' budget

Finance Minister Bill Morneau delivered his 3rd federal budget Tuesday

CBC News Posted: Feb 27, 2018 7:14 PM ET | Last Updated: Feb 27, 2018 7:14 PM ET



Ameed Al-Masri was lucky to negotiate a year off work when his young son was born — something he says was vitally important for their relationship. (Ousama Farag/CBC)

Ameed Al-Masri was lucky to negotiate a year off work when his young son was born — something he says was vitally important for their relationship.

"It's a two-people job," he said. "And I think dads definitely have a place in the household as far as time management, as far as trying to be present for your child. I'm seeing a positive effect on our son... Being able to spend the time together definitely brings us closer."

"This is a step in the right direction, certainly."

WHO TAKES LEAVE? CANADA

Canada – Paid Leave

- 83% of mothers (avg of 44 weeks)
- 13% of fathers (avg of 1.7 weeks) + 14% unpaid
- 67% of mothers return to work after their leave

Quebec – Paid Leave

- 97% of mothers (avg of 48 weeks)
- 72.5% of fathers (avg of 5.5 weeks)
- 72% of mothers return to work after their leave

Women still take bulk of leave, but more men are taking paid & unpaid leaves (3% in 2000 → 27% in 2012)

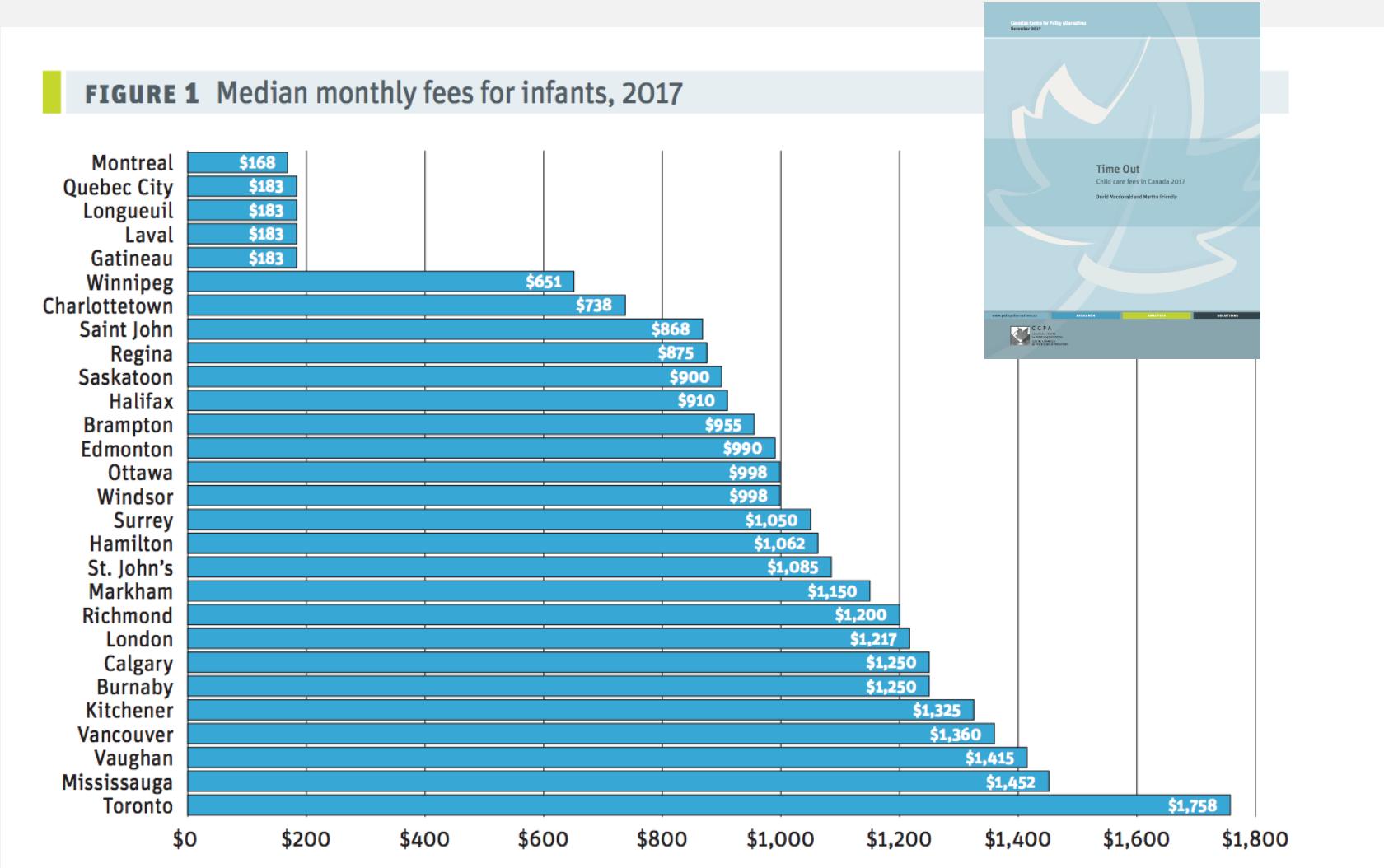
Source: Findley and Kohen (2012) "Leave Practices of Parents After the Birth or Adoption of Young Children", *Canadian Social Trends* (July): 3-12.

**CHILDCARE SUPPORT, CANADA, 2015
AVERAGE (MEDIAN) FULL-TIME MONTHLY PARENT
FEES IN FULL-DAY CENTRES**

Province	Infants	Toddlers	Pre-Schoolers
Alberta	\$ 900.00	\$ 825.00	\$ 790.00
Ontario	\$ 1,152.00	\$ 925.00	\$ 835.00
Quebec	\$ 152.00	\$ 152.00	\$ 152.00
Nova Scotia	\$ 825.00	\$ 694.00	\$ 685.00
CANADA	\$ 761.00	\$ 701.00	\$ 674.00

Source: Friendly et al., (2016) *Early Childhood Education and Care*. CRRU, University of Toronto. Available on-line at: <http://www.childcarecanada.org/publications/ecec-canada/16/03/early-childhood-education-and-care-canada-2014>

Childcare Support, Canada, 2017



Source: MacDonald & Friendly (2017) *Time Out: Childcare Fees in Canada 2017*. Ottawa: Centre for Policy Alternatives. Available on-line at: <https://www.policyalternatives.ca/timeout>

Child care costs in Canada rising faster than inflation: report

By Jordan Press The Canadian Press



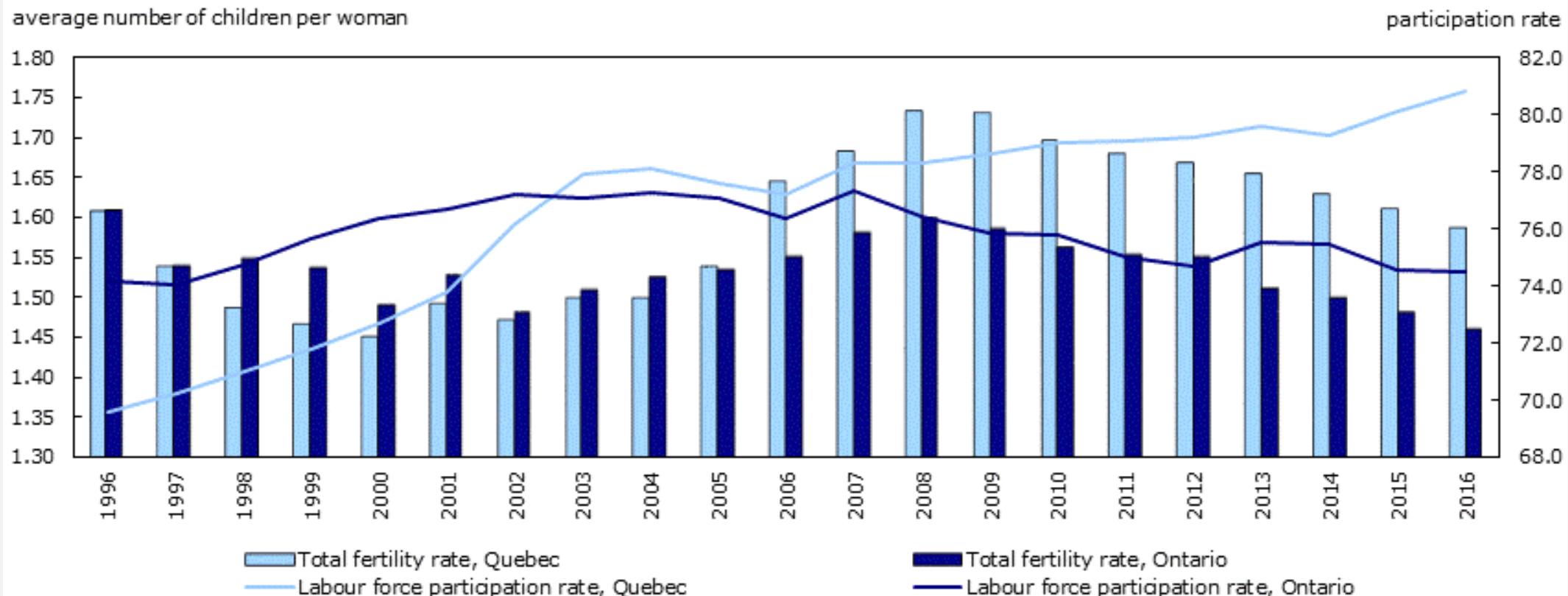
Toronto remains the most expensive city for child care, where median daycare costs families about \$21,096 a year.

The cheapest spaces are in Quebec, where provincially regulated and subsidized daycare exists.

Question: How might household work and caring change in the next 10-20 years (e.g. gender trends, employer & govt supports)?

OUTCOMES

Total fertility rate and labour force participation of women aged 15 to 44, Quebec and Ontario, 1996 to 2016



Note: Births to mothers whose age is unknown were prorated.

Source: Statistics Canada, Labour Force Survey, 1996 to 2016; Canadian Vital Statistics (Birth Database), 1996 to 2016 and Demography Division, Demographic Estimates Program.

OUTCOMES

- Differences in leave taking behaviors
 - Expansion of benefits in Canada (2001) and Quebec (2006) led to greater uptake in benefits for low-income families
 - Quebec policy: increased sharing between mothers and father, especially for high income families
- Differences in female labour force participation rates
 - Notable between Quebec and Ontario/ROC
- Differences in the motherhood pay penalty/gender wage gap
 - Diminished for women who work in firms that offer flexible scheduling and work from home