



bumpahead

**Play to learn how the high
cost of child care impacts
the gender pay gap**

Get started



**When women have a child,
their potential future
earnings decrease by 5%**



**Imagine that you are about to be
a mother for the first time**



**You work full time and plan on
continuing to work after the
baby comes**



**You need to find an affordable
and high quality way to care for
your baby 40 hours a week**



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**Your baby's first year is critical to
healthy development and future
success**

Play bumpahead



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☒ Location

☐ Job

☐ Marital status

☐ Maternity
leave

☐ Family

☐ Childcare

Where do you live?

Select a state



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leave

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Where do you live?

Washington, DC



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Location

Job

Marital status

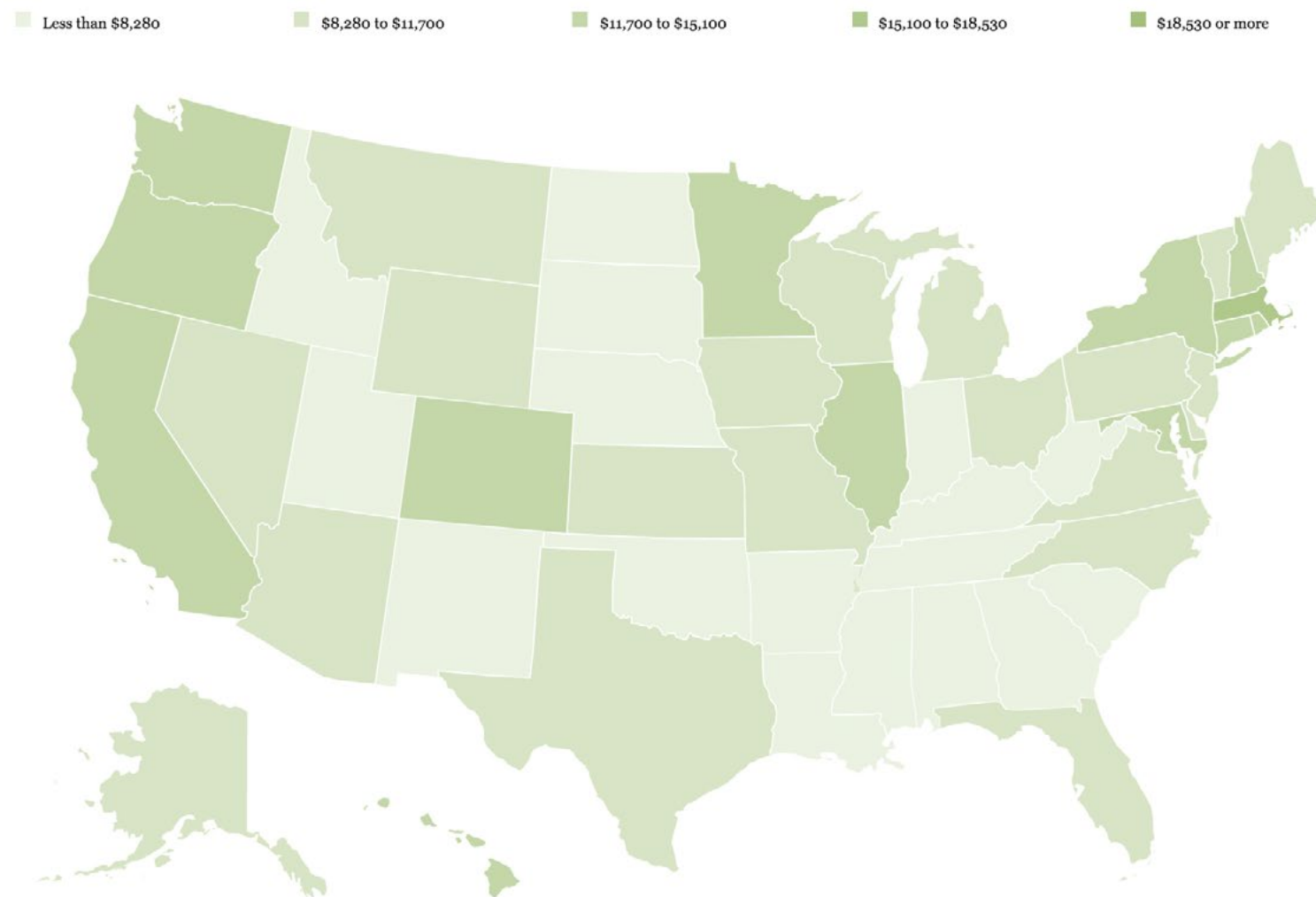
Maternity leave

Family

Childcare

Gender pay gap by state

Washington, DC has the lowest pay gap in the country. Women earn about 90% of what men do. This means you probably make more and have more opportunities than women in other states.



SOURCE: CHILD CARE AWARE OF AMERICA

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DC

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Choose your job

**Communications
assistant at a PR
company**

**Teacher at a local
child care center**

**Server at a high
end restaurant**

**Program
assistant at DHS**

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Choose your job

Communications
assistant at a PR
company

Teacher at a local
child care center



Server at a high
end restaurant

Program
assistant at DHS

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As a server, you get paid hourly plus tips.
On average, you make \$400 per week.

Per year, that's **\$20,800**

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DC

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As a server, you get paid hourly plus tips.
On average, you make \$400 per week.

Per year, that's **\$20,800**

The male servers make **\$23,340**

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Washington, DC

Server

Marital status

Maternity leave

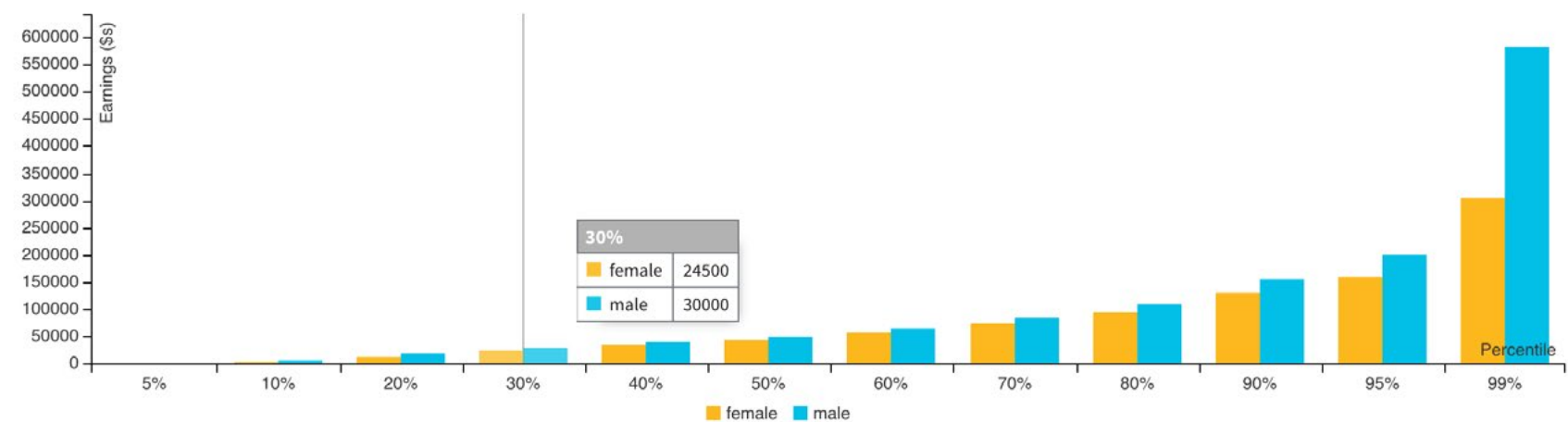
Family

Childcare

Income distribution by gender

Explore the chart below to see how the pay gap differs by income bracket. You fall within the 30% of earners in the United States.

Explore Income Distributions



District of Columbia

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Do you have a partner?

Yes

No

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Do you have a partner?

Yes



No

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Washington, DC

Server

Single

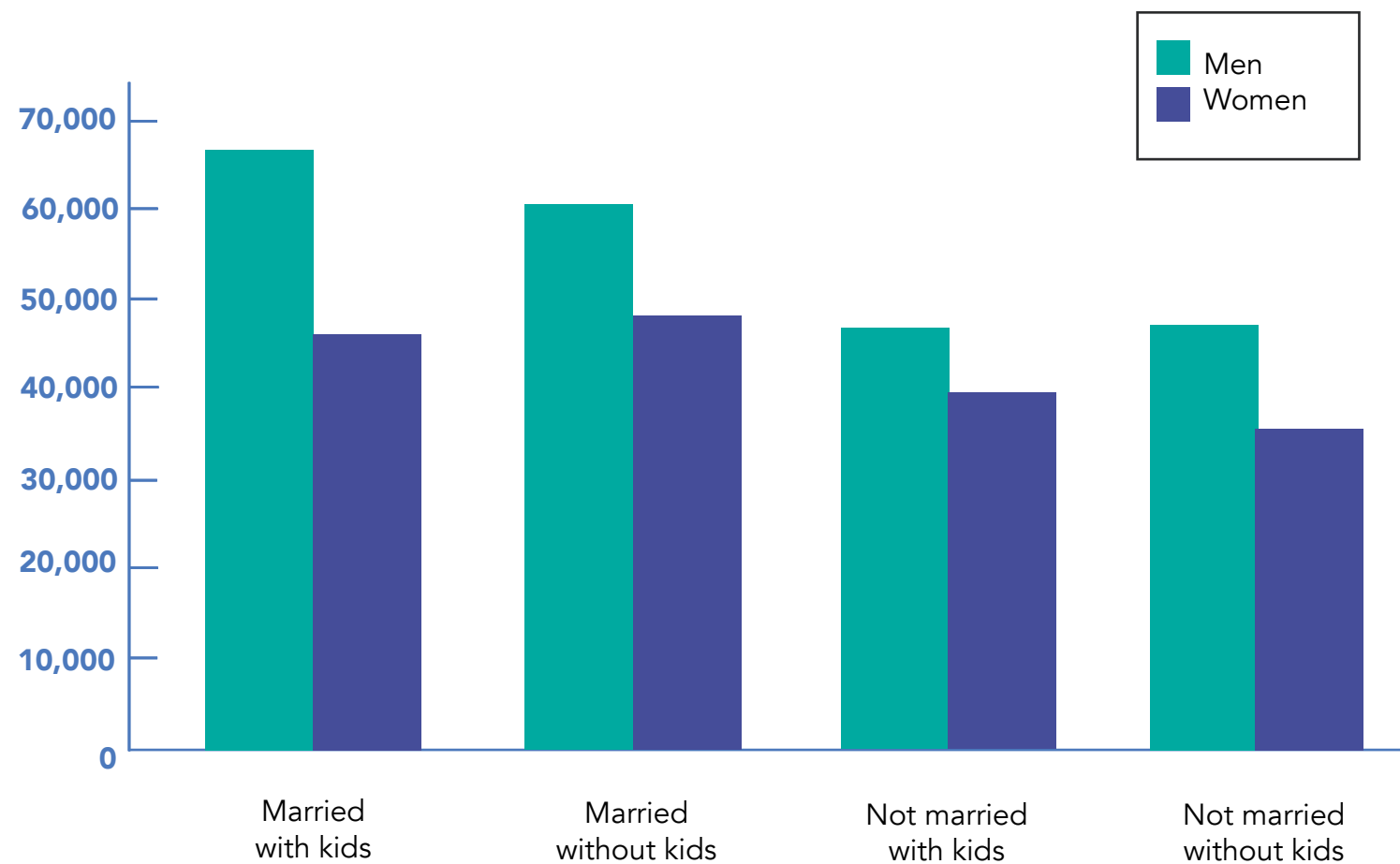
Maternity leave

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Pay gap by marital status

The pay gap is larger among married people, because women are more likely to be stay at home moms. Married people earn more than single people.



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DC

● Server

● Single

● Maternity
leave

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● Childcare

What is the maternity leave policy at your restaurant?

6 weeks paid leave

6 weeks unpaid leave, 2 weeks paid time off

No maternity leave, 2 weeks paid time off

No maternity leave or paid time off

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DC

Server

Single

Maternity
leave

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What is the maternity leave policy at your restaurant?

6 weeks paid leave

6 weeks unpaid leave, 2 weeks paid time off

No maternity leave, 2 weeks paid time off

 No maternity leave or paid time off

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As an hourly worker, you don't get maternity leave or paid time off.

You can request less shifts or get a coworker to cover for you but that means you don't get paid.

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You're worried that if you are out too much your boss will hire another server, meaning less shifts when you return to work.

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Maternity leave in the United States

The United States is the only industrialized country in the world that does not guarantee paid time off to new parents.

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How long will you take off?

2 weeks

1 month

2 months

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How long will you take off?

2 weeks



1 month

2 months

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Only taking a month off will definitely help your budget but it won't be easy.

You'll have to find a way to pump at work so you can continue breast feeding.

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A one-month old does not have a strong immune system, keep that in mind when choosing your baby's child care.

Kids frequently get sick from their day care centers.

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Do you family nearby that can help care for your new baby?

Yes

No

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Do you family nearby that can help care for your new baby?



Yes

No

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That's a big help. Your family happily offers to care for your baby 10 hours a week.

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Family distribution across the United States

The average American lives only 18 miles from his or her mom.

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How will you care for your child for the other 30 hours?

In home care
(nanny)

Day care center

In licensed
childcare
provider's home

Head start
program

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How will you care for your child for the other 30 hours?

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Head start
program



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You qualify for head start but the program is underfunded and there is a 6 month waiting list



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How will you care for your child for the other 30 hours?

In home care
(nanny)

✓
day care cost =
\$550 per month

In licensed
childcare
provider's home

Head start
program

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**childcare as part of budget
take on more shifts to afford basic
necessities
less time for family
no time for skills building
little chance for career advancement**

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