



# Profile, Practices and Needs of California's Domestic Work Employers



**UCLA** Labor Center

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**Cover photo images:** Descriptions clockwise. Image 1 is a smiling housecleaner standing over the kitchen sink with plastic gloves on. Image 2 is an adult and child reading a book together in front of a bookstand with many children's books. Image 3 shows an employer in a wheelchair and the homecare provider facing the camera with a park in the backdrop. Image 4 has two adults leaning in and smiling while posing for the camera. Credits (clockwise): Image 1: La Colectiva, Image 2: Mujeres Unidas y Activas, Image 3: Pilipino Workers Center, Image 4: Hand in Hand: The Domestic Employer Network

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**Reader Accessibility:** The report uses 14-point font to support readers with low vision and all images include descriptions for screen readers.

# Executive Summary



Credit: La Colectiva

**Image description:** At home, employer is sitting on a sofa with the provider sitting slightly back and to the left. Both are looking at the camera and smiling. The backdrop shows a dining room.

Domestic work is an indispensable part of American life. Domestic workers support families and individuals with pressing childcare, homecare and housecleaning needs and for seniors and those with illnesses or disabilities, domestic workers enable independence and the possibility of living in their own homes. *Profile, Practices and Needs of California's Domestic Work Employers*, the first comprehensive study of domestic work employers, closely examines those who hire for housecleaning, childcare, and homecare services. Based on 501 randomly-dialed phone surveys throughout the state, this study provides demographic and household details, as well as an understanding of the employment practices and needs of domestic employers.

**1. Californians rely on domestic work.** Employers have diverse needs for domestic work and a nuanced demographic profile.

- a. There are two million domestic employers in California who hire for housecleaning (54%), homecare support (27%), and childcare (19%).
- b. 10% of employers hire live-in workers, and 6% require 24-hour care.
- c. The demographic profile of employers is broad: over half identify as white, but 43% are Latino, African American, Asian American, and mixed or other races



**Image description:** Solid colored map of California with text next to it that says, "There are 2 million households that hire domestic workers in California." To the right of that are three icons for the three types of work with the following data: 54% housecleaning support, 19% childcare support, 27% homecare support.

- d. One-quarter of employers are in professional and managerial jobs and almost one-quarter work in “frontline” jobs such as in offices, service work, construction, domestic work, etc. One-third of employers are retired.
- e. More than half (56%) of employer households are in moderate or higher income brackets, while 44% are in low-income households.

**2. Employment practices are individualized, and work schedules and payment arrangements vary widely.** The domestic work industry lacks the structures common to other workplaces, and employment practices can become individualized. The absence of regular and predictable practices leads to wide variations in work and pay arrangements.

- a. Almost three-quarters (71%) of employers use personal networks, such as friends, colleagues, family members, or neighbors to find workers.
- b. When employers need to set specific conditions for hours, pay, and benefits with the worker, half (49%) report that they did not do research or seek advice—they simply devised the terms themselves.
- c. About half of employers (54%) require a worker for a few hours a month, seasonally or on-call, while a third hire workers weekly for up to 30 hours. Very few employers hire for full-time work.
- d. Less than one-quarter pay an hourly rate. Half (56%) pay a flat rate per day and 18% pay a weekly or monthly rate. When an hourly rate is calculated, the wage demonstrably fluctuates, and can be as low as a few dollars an hour or as high as \$40-\$50.

e. Most employers (83%) pay workers the minimum wage, but low wages are nonetheless prevalent in the industry. Four in ten employers pay low wages, defined as two-thirds of the median full-time wage in California. On the other hand, one-third of employers pay above a self-sufficiency wage, which calculates the costs of basic needs for California's working families who do not rely on public or private assistance.

**3. Employers value domestic work and need more support.** Many employers both need more support and would prefer to pay more. Strategies to address this need must balance support for employers with sustainable wages and working conditions for workers, and will require public investment in families and individuals.

- a. One-third, mostly homecare and childcare employers, would pay better wages.
- b. In addition, 41% said that they need more hours of support.
- c. It is especially difficult for homecare and childcare employers to receive the domestic support they need, and they require public investment.
- d. Three-quarters of childcare employers are low income, and hire from their own community.
- e. Over half (53%) of homecare employers receive some form of government funding, but 14% pay some of their workers' wages out-of-pocket.

## Recommendations

California has taken bold steps to address statewide income inequality and has expanded support for families, seniors and people with disabilities. But our report makes clear that in the absence of further investment and public support, individuals and families will continue to struggle with the heavy burden of the cost of care.

A collective response to these challenges must, of course, meet the needs of employers and workers alike. A commitment to the principle of *mutual interdependence* means assisting families in obtaining the vital care they need and suitably compensating workers with a livable wage, benefits, and reliable scheduling. Dignity in the home, which is also someone's workplace, follows from the establishment of dignified standards for both employers and workers.

But solutions do not lie solely in changing the practices of individuals. This report's findings reveal that too much of the industry lacks essential employment standards, and must be comprehensively transformed through public investment, policy advancement, and a broader cultural reconsideration of how this kind of work is valued. The following recommendations should be considered by policymakers concerned with strengthening the domestic work industry and committed to supporting its employers and workers alike.

A commitment to the principle of mutual interdependence means assisting families in obtaining the vital care they need and suitably compensating workers with a livable wage, benefits, and reliable scheduling.

## 1. Expand public investment in programs and policies that allow families and individuals to get the services they need.



- a. Expand public investment in childcare and homecare programs and policies.
  - b. Raise the wage floor for everyone to create an economy that works for everyone.
- 

## 2. Provide uniform standards and best practices, and enhance awareness of current legal requirements.



- a. Provide standardized procedures for setting employment terms.
  - b. Highlight and promote “high road” practices.
  - c. Collaborate with domestic employer and worker organizations to educate employers.
- 

## 3. Expand and enforce industry labor protections.



- a. Back efforts to broaden labor protections for domestic workers that secure and sustain fair working conditions.
  - b. Develop mechanisms to enforce basic labor laws currently in place for workers in the home.
- 

## 4. Conduct further research on work conditions and the needs of employers and workers.



# Introduction:

## Domestic Work is Central to American Life



Credit: ThinkStock/Jamie Wilson

**Image description:** *Outdoors, a childcare provider is pushing a child on a rope swing. There are trees and green grass in the background.*

Domestic work is an indispensable part of American life. Increasingly, women work outside of the home, families rely on multiple income earners, and an older population is aging out of the workforce. In the wake of these changes, an expanding industry that cares for children, provides house cleaning services, and supports seniors and people with disabilities has emerged. This workforce allows time and creates space for individuals and families to live fuller lives: to raise children, pursue careers, enjoy some measure of leisure, age with dignity, and live independently. Domestic workers are vital to the social, emotional, and economic well-being of employers' families and communities.

## The Expanding Need for Domestic Work

The domestic industry encompasses an array of workers: housecleaners, nannies, childcare providers, caregivers, home attendants, gardeners, drivers, and cooks, among others. Domestic work can be both paid and unpaid; historically, family members—especially women—have been responsible for it.<sup>1</sup> In the United States, however, as women have steadily entered the formal workforce, fewer are available to perform these kinds of labor. Since 1960, the number of dual income families has more than doubled.<sup>2</sup>

Meanwhile, income inequality has accelerated as earnings have stagnated, and a gender pay gap persists—women, on average, earn 79 cents for every dollar a male colleague earns, and African American, Native American, and Latina women earn even less.<sup>3</sup> This widening inequality is especially apparent in California, where workers at the bottom and the middle of the wage distribution have seen their incomes languish over the past four decades.<sup>4</sup> More family members now work outside of the home, work longer hours, have multiple jobs, and are consequently in serious need of help at home. Domestic workers alleviate the dual pressures of work and maintaining the household, and support families with pressing childcare, homecare and housecleaning obligations.

Furthermore, due to health and medical advancements and the aging of the baby boom generation, the U.S. is experiencing an unprecedented “elder boom,” and domestic workers help empower the independence of seniors.<sup>5</sup> There has also been a pronounced shift in societal expectations around people with illnesses and disabilities living at home, with appropriate assistance, rather than in nursing facilities. Long-term support for seniors and people with disabilities is, about half the time, informally provided by friends and family members, usually a spouse or an adult daughter. Professional domestic work, however, provides an alternative to assisted living and nursing facilities, and can allow informal, familial caregivers to take up needed employment.<sup>6</sup>

By 2022, the number of personal care aides in California will have increased by 52% to over half a million workers.<sup>7</sup> It is estimated that about half of those turning 65 today will need some form of long term support. Under current public programs, on average, families themselves would pay half of those substantial costs.<sup>8</sup>

## Gaps in Public Services Impact Households

Nationally, domestic work is our fastest growing industry and is expected to produce a million more jobs—jobs that are, of course, local and cannot be offshored—in the next decade.<sup>9</sup> Yet domestic work is still beset by acute public underinvestment. Contrary to the standard of most industrialized nations, the U.S. has not built sturdy public programs that guarantee paid family leave, affordable and subsidized childcare and homecare, fair workplace scheduling, and equal pay.<sup>10</sup>

Significantly, as one study notes, many of our country’s most pressing issues coalesce in domestic work: “an aging society and an inadequate national long-term care policy, the rise of a vast medical-industrial complex, the neoliberal restructuring of public services, the need for disability rights, the crisis of domestic labor and decline of family income, new immigration and systemic racial inequality, the expansion of the service economy, and the precariousness of the American labor movement.”<sup>11</sup>

A productive and responsible society is founded on thoroughgoing investment in our children, seniors, and people with disabilities, and policymakers need to support domestic work in a variety of ways, such as providing appropriate tax relief. In the absence of sufficient public investment in essential services, families and individuals must themselves bear the substantial costs of childcare and homecare.

## Navigating the Home as a Workplace

Unlike many workplaces, such as retail stores or offices, domestic work is conducted in the private realm of the home, and transforms labor that has traditionally been the unpaid work of women into wage labor.<sup>12</sup> Historically, and persistently, household work has not been recognized as *real work*, which can create tension in arrangements between employers and employees, homes and workplaces, and families and caregivers. A broad array of scholars have tracked the complicated relationships that emerge from these blurred boundaries.<sup>13</sup> Moreover, the home appears in law as a private space, categorically apart from the world of work, commerce, and government.

These distinctions have produced a domestic work industry marked by a troubling informality and an absence of standardized practices. One study of domestic workers in California, for instance, demonstrated that employers rarely make formal contracts.<sup>14</sup> Instead, they make verbal agreements that routinely break down in practice, and almost always to the detriment of the domestic worker.

## Labor Practices and Standards in the Industry

There is a kind of “code-switching” required of domestic employers to imagine their homes as workplaces, and themselves as possessing legal responsibilities.<sup>15</sup> Many community organizations, agencies, government programs, and domestic work websites have enhanced their efforts to educate employers

about their legal obligations, but there is still much to be done to standardize awareness and practice. Even as laws are enacted to protect workers, enforcement in the home is a particular challenge without a broader reconsideration of this kind of labor.

**Today, an employer in California is required to (see appendix for additional details on legal requirements):**

- Pay minimum wage and applicable overtime rates.
- Provide meal and rest breaks.<sup>16</sup>
- Provide at least three days of paid sick leave (In-Home Supportive Services (IHSS) workers are exempt).<sup>17</sup>
- Not retaliate against workers who assert their workplace rights, such as asking to take a legally-required break or be paid overtime.
- Pay regularly, and on time.
- Keep accurate payroll records dating back three years, including the method by which wages were calculated for the relevant pay period, and allow workers to inspect payment documents and records.<sup>18</sup>
- Pay payroll taxes, including unemployment insurance tax on all wages greater than \$1000 during the calendar year, and Medicare and Social Security taxes on wages greater than \$2000.<sup>19</sup>

## About this study

This report closely examines those who hire for housecleaning, childcare, and homecare services. While earlier surveys have depicted the experiences of domestic workers, and many studies have explored employer and employee relationships within specific occupations, *this is the first comprehensive survey of domestic work employers in California*. Based on 501 randomly-dialed phone surveys throughout the state, this study provides demographic and household details, as well as an understanding of the employment practices and decision-making of domestic employers. (See appendix for more information about our methodology.)

## Who did we include in our survey?

This study focuses on domestic employers who hire workers to provide cleaning services, child care or in-home support for an older adult, a person with a disability, or someone with other care needs.



**HOUSECLEANING.** Employers hire housecleaners to perform a wide range of tasks, including cleaning, vacuuming, washing dishes, and doing laundry.

Our survey includes employers who hire for housecleaning services that are done by an individual or a cleaning crew.



**CHILDCARE SUPPORT.** Childcare providers take care of children in the home.

Employers in our survey may hire a provider to work in their home, or the provider may take care of the children in their home as long as it is not operating as a daycare facility.

We have included employers that hire providers from their own community, such as a family member, friend or neighbor, or as part of a *nanny share*, whereby multiple families hire a provider.



**HOMECARE SUPPORT.** Employers hire homecare providers like home attendants, in-home support workers, and home health aides to perform a variety of services, including household chores, assisting with medication, and helping with personal care needs.

Our survey includes both employers who hire a provider in their own home and those who pay for a provider to work in someone else's home, such as a family member residing elsewhere.

We also include employers who pay the homecare provider directly and those who receive homecare support under the In-Home Supportive Services Program (IHSS).

# 1. Employer Profile and Domestic Work Needs

- a. California Households that Hire for Domestic Work
- b. The Types of Work for Which Employers Hire
- c. Variations in Hiring Arrangements
- d. Employer Demographics
- e. Employer Occupation
- f. Household Characteristics
- g. Employer Household Income
- h. Employer and Household Characteristics by Type of Work



Credit: Hand in Hand: The Domestic Employer Network

**Image description:** At home, homecare provider and employer are sitting on the floor in front of a sofa looking at the camera and smiling.

## a. California Households that Hire for Domestic Work

Our survey found that 16% of all households in the state hire for housecleaning, childcare or homecare support.<sup>20</sup> We estimate therefore that ***as many as two million households in California hire domestic workers.***<sup>21</sup> About two-thirds (63%) reside in Southern California, 26% in the Northern part of the state and 11% in Central California.

**Figure 1: Domestic Work Employers in California**



## b. The Types of Work for Which Employers Hire

Over half of domestic workers are hired for housecleaning, about a quarter for home care, and 19% for child care.

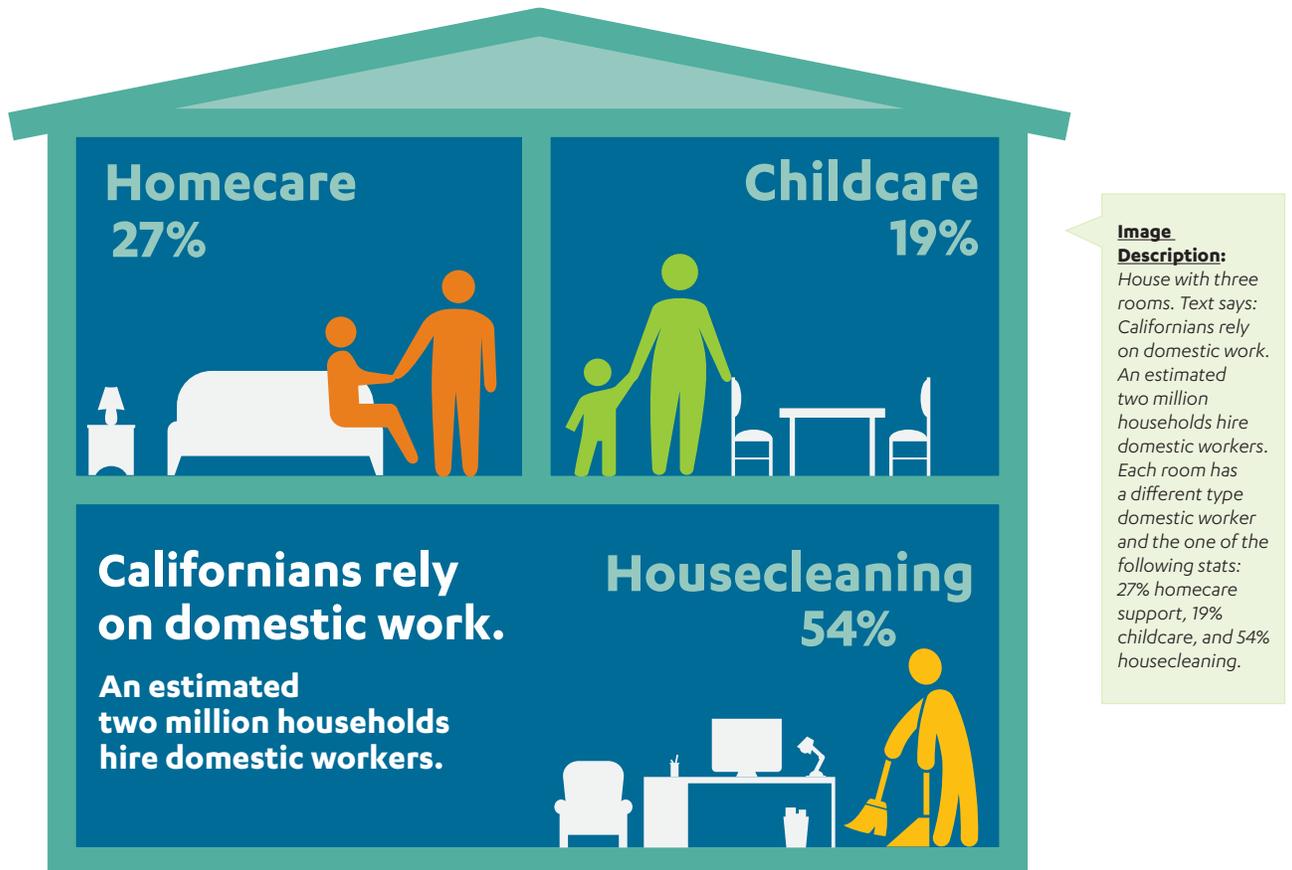
About 1 in 10 of all employers hire live-in workers and 6% need 24-hour care.

Most employers (88%) with live-in workers hire for homecare or childcare support. 22% of employers with overnight workers reported that they have woken the worker from sleep.

**Figure 2: Employers That Hire Live-In Workers or for 24-hour Care**



**Figure 3: Number of Households that Hire Domestic Workers and Type of Work**



## c. Variations in Hiring Arrangements

Within occupations, there are variations in both the work and the relationships between workers and employers. The following highlights a few types of domestic work arrangements.

### Arrangements Specific to Housecleaning Employers

Almost one-third of housecleaning employers (29%) hire cleaning crews, where a group of workers perform the service and are paid a lump sum.

**Figure 4: Housecleaning Employers Use of Cleaning Crews**

**29%** of housecleaning employers hiring a cleaning crew



### Arrangements Specific to Childcare Employers

Eight in ten childcare employers engage caregivers from their community, such as family members, friends, or neighbors. The prevalence of these practices in parents' childcare choices is notable, as family and community networks are often the only affordable options for parents. Only 10% of childcare employers use a nanny share, whereby two or more families pool their resources and hire one caregiver for all of their children.

**Figure 5: Childcare Employers That Hire from Community or Nanny Share**

**81%** of childcare employers hire from family or community providers



**10%** of employers use a nanny share



Half of employers have providers come to their home, but childcare employers also drop off their children at the provider's home (which is not set up as a daycare center) or alternate between both.

**Figure 6: Child Care Provided in Employer or Provider's Home**

**53%** of providers work exclusively in employer's home

**20%** of providers work in employer's home and their own home

**27%** of childcare employers drop off their children at the provider's home



### Arrangements Specific to Homecare Employers

One-quarter of homecare employers hire more than one provider to receive the full support they need. Another quarter of employers surveyed hire providers to work in someone else's home, such as adult children hiring for a parent so that they can live independently.

In addition, one-third of homecare employers are recipients of In-Home Supportive Services (IHSS), so the provider's wages are paid by the government. Additional data about other forms of government support is included in Section 3.

**Figure 7: Arrangements Specific to Homecare Employers**

**26%** of employers need more than one homecare provider

**25%** of employers hire provider to work in someone else's home

**33%** employers receive funding from In-Home Supportive Services (IHSS)

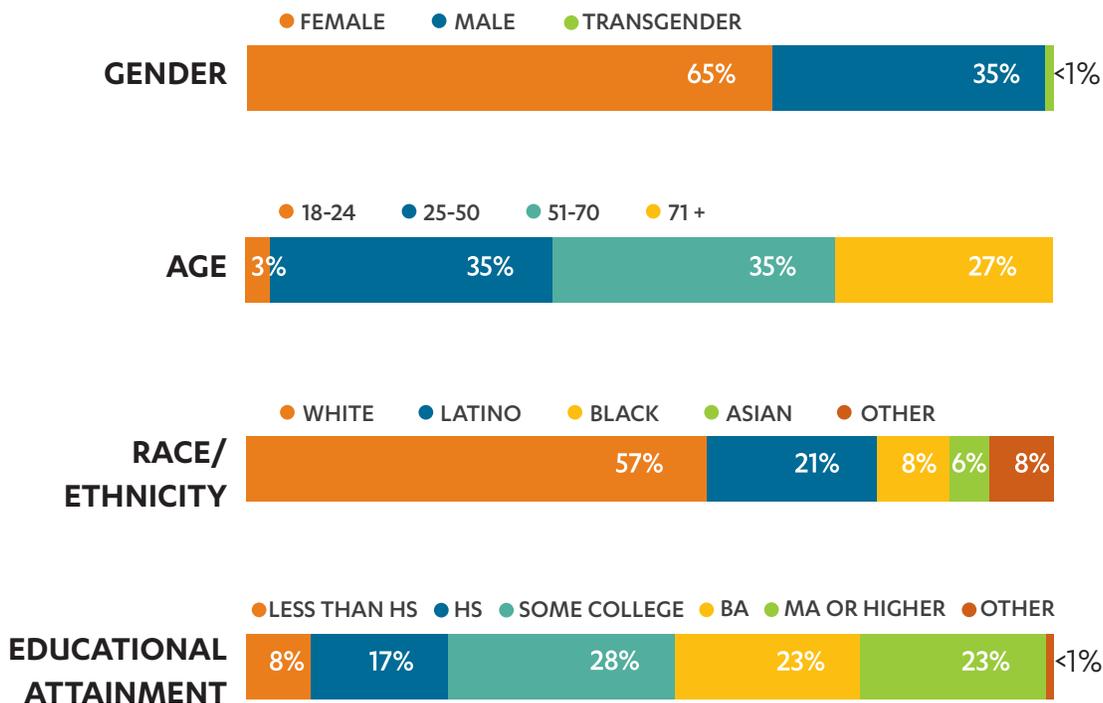


## d. Employer Demographics

Domestic employers have a diverse demographic profile. The appendix contains demographic profiles of employers, comparisons with the wider California population, and a breakdown by type of work for which they hire. Some highlights are:

- Over half identify as white, but 43% are Latino, African American, Asian American, and mixed or other races.
- Two-thirds are women and one-third are men.
- Half of employers have a bachelor’s degree or higher. One-quarter attended some college, a vocational program or have an associated degree. One-quarter have a high school degree or less.
- Almost two-thirds are over 50 years old, and over one-third are between 25 and 50 years old.

**Figure 8: Gender, Age, Race/Ethnicity and Educational Attainment of Employers**



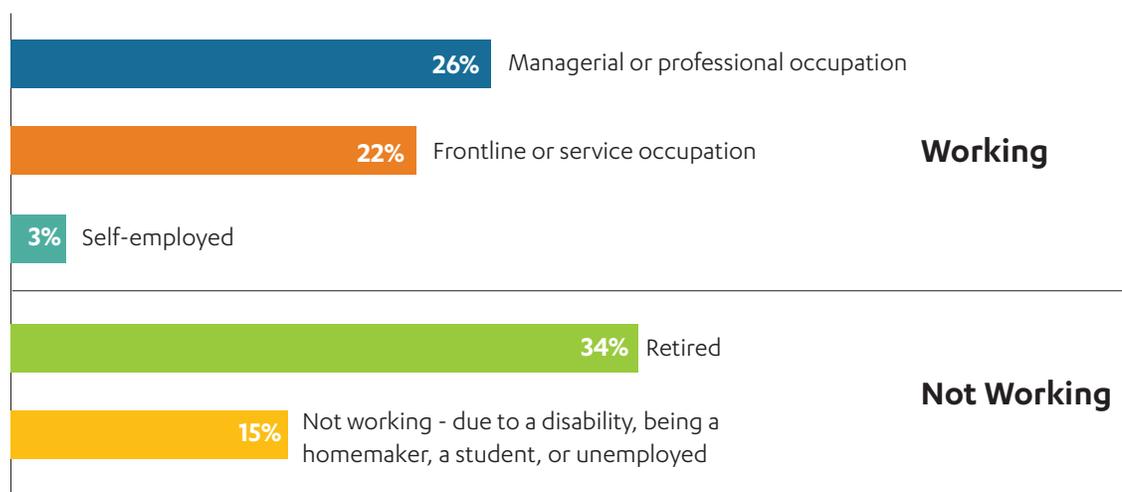
**Image Description:**  
 Four bar charts with demographic data. First bar chart is gender: 65% female, 35% male and less than 1% transgender. Second bar chart is age: 3% are 18 to 24 years, 35% are 25 to 50 years, 35% are 51 to 70 years and 27% are 71 and over. Third bar chart is race/ethnicity: 57% White, 21% Latino, 8% Black, 6% Asian, and 8% other. And last bar chart is educational attainment: 8% less than high school, 17% high school, 28% some college, 23% bachelor’s, 23% masters or higher, and 1% other.

## e. Employer Occupation

Half of employers are currently working, one-third (34%) are retired, and 15% are not working due to a disability, are students, homemakers, or are unemployed.

Of those working, half are in professional and managerial jobs, and most of the other half are in “frontline” jobs such as in offices, service work, construction, and domestic work. A small percentage are self-employed.

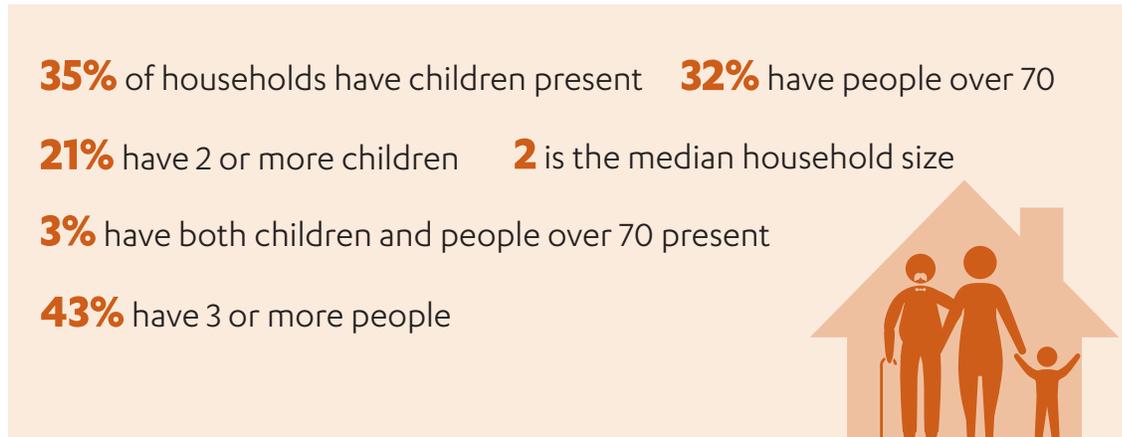
**Figure 9: Domestic Employer Occupation**



**Image description:** Horizontal bar chart split into two. Top half says “working” and includes the following data: 26% managerial or professional occupation, 22% frontline or service occupation, 3% self-employed. Second half says “Not working” and includes the following data: 34% retired, 15% not working- due to a disability, being a homemaker, a student or unemployed.

## f. Household Characteristics

One-third of households include children, and one-third include people over 70 years old. The median household size is two people, though more than three reside in almost half of households and 21% have two or more children present.

**Figure 10: Household Size and Household Members**

## g. Employer Household Income

We organized income data into low, middle and high-income categories using guidelines developed by California Department of Housing and Community Development.<sup>22</sup> These income categories account for household size and regional differences in the cost of living. The data is broken down in the following way (income data not using these categories is available in the appendix) :

**Extremely low income:** 0-30% of area median family income

**Very low income:** 31-50% of the area median family income

**Low income:** 51-80% of the area median family income

**Moderate income:** 81-120% of area median family income

**High income:** above 120% of area median family income

Employer household income brackets diverge considerably. This section details household income data both with and without recipients of In-Home Supportive Services (IHSS)—which is when the government pays the provider’s wages. Our analysis here focuses on non-IHSS employers in order to develop a better understanding of employers who personally pay for domestic services. Among these employers, more than half are in moderate or high-income households, and 44% are in lower-income households.

**Table 1: Employer Household Income by Category**

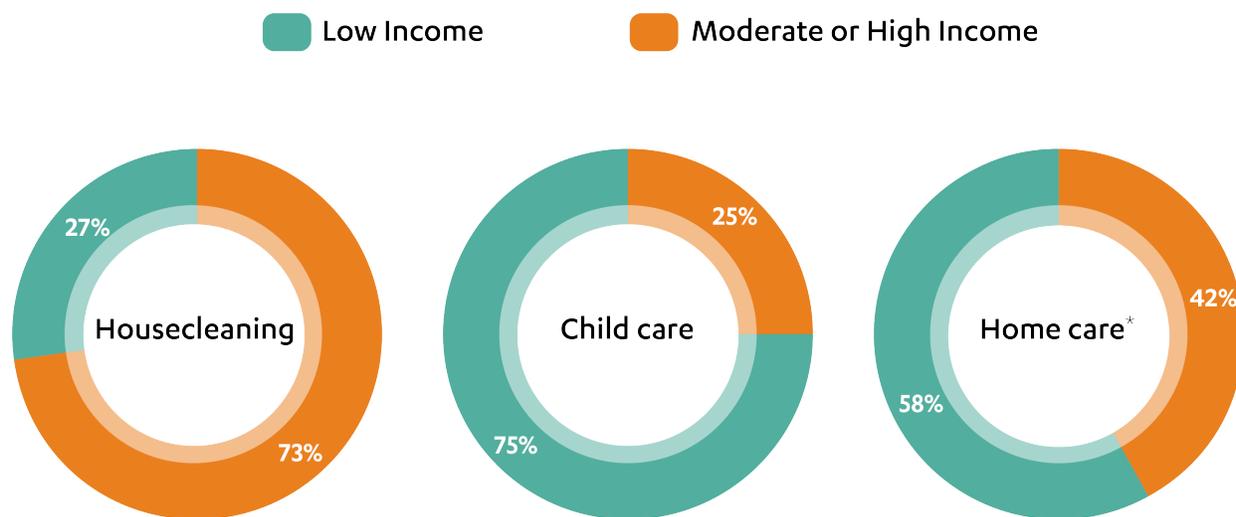
|                      | All employers | Employers - excluding IHSS employers |
|----------------------|---------------|--------------------------------------|
| Extremely low income | 27%           | 23%                                  |
| Very low income      | 14%           | 13%                                  |
| Low income           | 8%            | 8%                                   |
| Moderate income      | 20%           | 22%                                  |
| High income          | 31%           | 34%                                  |

Strikingly, three-quarters of childcare employers are from low-income households. We believe that our inclusion of informal childcare practices, such as hiring family members and bringing children to providers’ homes, captured a broader range of employers—particularly low income families and workers—than we otherwise would have.

Half of homecare employers are low-income. The majority of these employers (54%) are retired, followed by those working in service jobs (16%) and those not working due to a disability (8%).

Contrarily, many more housecleaning employers occupy the moderate and high-income brackets, while only one-quarter of childcare and almost half of homecare employers are in the middle and higher income range.

**Figure 11: Employer Household Income by Type of Work**



\*Excludes In-Home Supportive Services (IHSS) recipients

**Image description:** Three adjacent donut charts. Green is low income and orange is moderate or high income. First donut chart is income data for housecleaning and shows: 27% low income and 73% moderate or high income. Second donut chart is for child care and shows: 75% low income and 25% moderate or high income. Third donut chart is for Home care (starred) and shows: 58% low income and 42% moderate or high income.

## h. Employer and Household Characteristics by Type of Work

Employer characteristics vary by the type of work for which they hire. (See appendix for detailed tables.) The data show that:

- Employers of housecleaners tend to be comparatively wealthier, white, professional, and have higher levels of education.
- Childcare employers tend to be Latino, younger, work in frontline and service jobs such as office work, construction, restaurant work, and caregiving, and are in households with low incomes.
- Employers of homecare providers are older, retired, or people with disabilities, tend to have less than a bachelor’s degree and about half are white and half are low-income.

## 2. Employer Practices and Work Arrangements

- a. Hiring Employees and Setting the Terms of Employment
- b. Hours for Which Employers Hire Workers and Time Off
- c. Pay Arrangement and Wages
- d. Overtime Pay



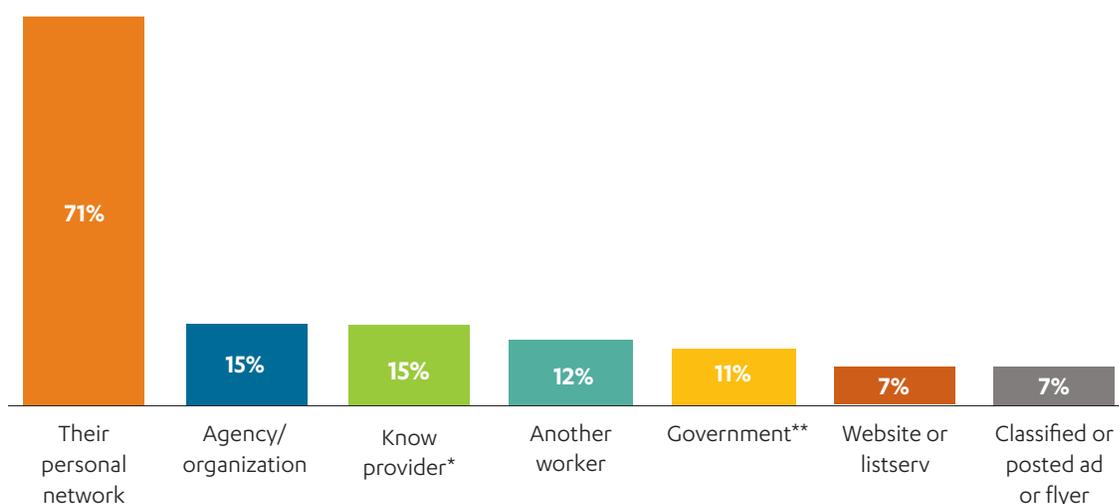
Credit: Mujeres Unidas y Activas

**Image description:** At home, homecare provider and employer are shaking hands and looking at the camera smiling. Both are holding papers. There's a bookshelf in the background.

## a. Hiring Employees and Setting the Terms of Employment

The domestic work industry lacks many standardized procedures common to other workplaces, and employer practices reflect that relative absence. Personal networks are key to the industry, as most employers (71%) report that they find workers through them. For many domestic employers, referrals from people they know can ensure a level of safety and trustworthiness, but this practice also illustrates the informal nature of the industry.

**Figure 12: Sources Employers Use to Find Domestic Workers**



**Image description:** Bar chart with the following data on where employers find workers: 71% use their personal network, 15% agency/organization, 15% know provider (starred), 12% another worker, 11% government (two stars), 7% website or listserv and 7% classified or posted ad or flyer.

\*Question only included in childcare survey.

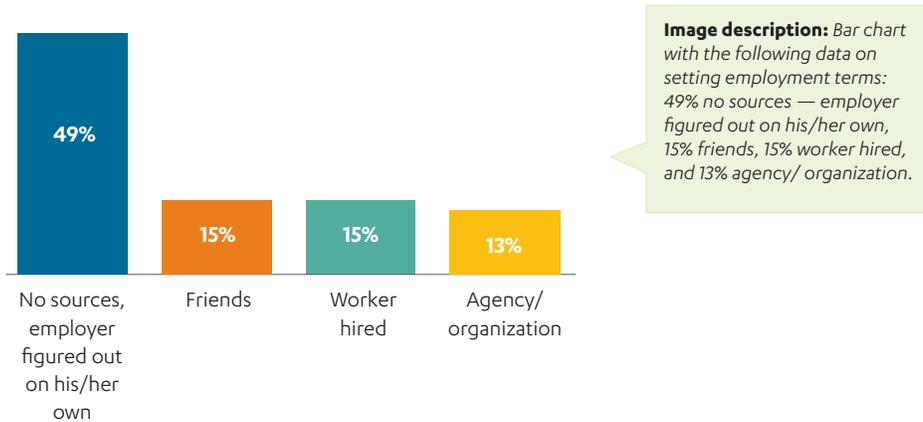
\*\*Question only included in homecare and childcare survey.

When looking within individual industries, there are some differences in practices. Employers of housecleaners use their personal networks at an even higher rate—84%. Only half of homecare providers, however, do: more than a third rely on government referrals (38%), and about a third use agencies (31%). Unsurprisingly, amongst childcare employers, 81% know their provider, who is a family, friend or neighbor.

When an employer hires a worker, they set specific conditions for hours, pay, and sometimes benefits. Two-thirds of employers report that they set the

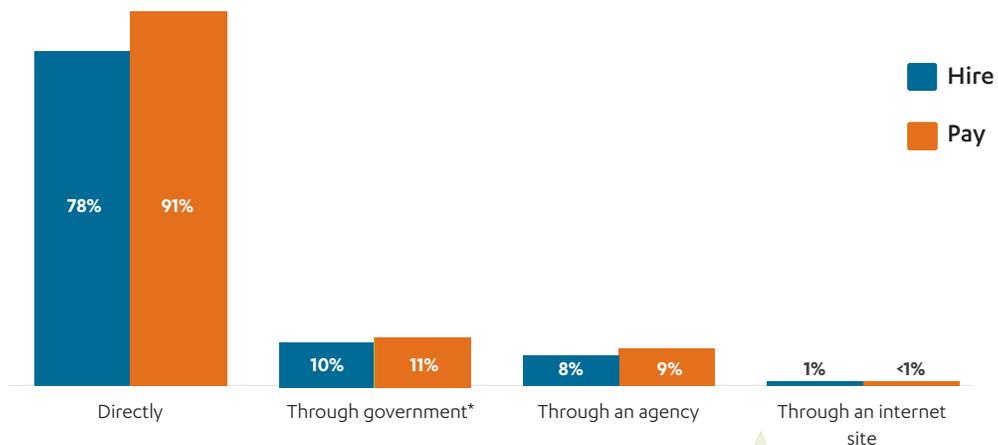
terms of their relationship with domestic workers, and half of these employers (49%) reported that they didn't do research or seek advice—they simply devised the terms themselves.

**Figure 13: Sources Employers Use to Devise Employment Terms**



The majority of employers hire and pay workers directly—78% hire directly and 91% pay directly. This model can seem preferable to employers because the relationship is streamlined. However, standards and protections for workers can become individualized, and the power dynamic between employer and employee often places the latter at a disadvantage in negotiations over their terms of employment and the fulfillment of those terms.

**Figure 14: Hiring and Payment Arrangements**



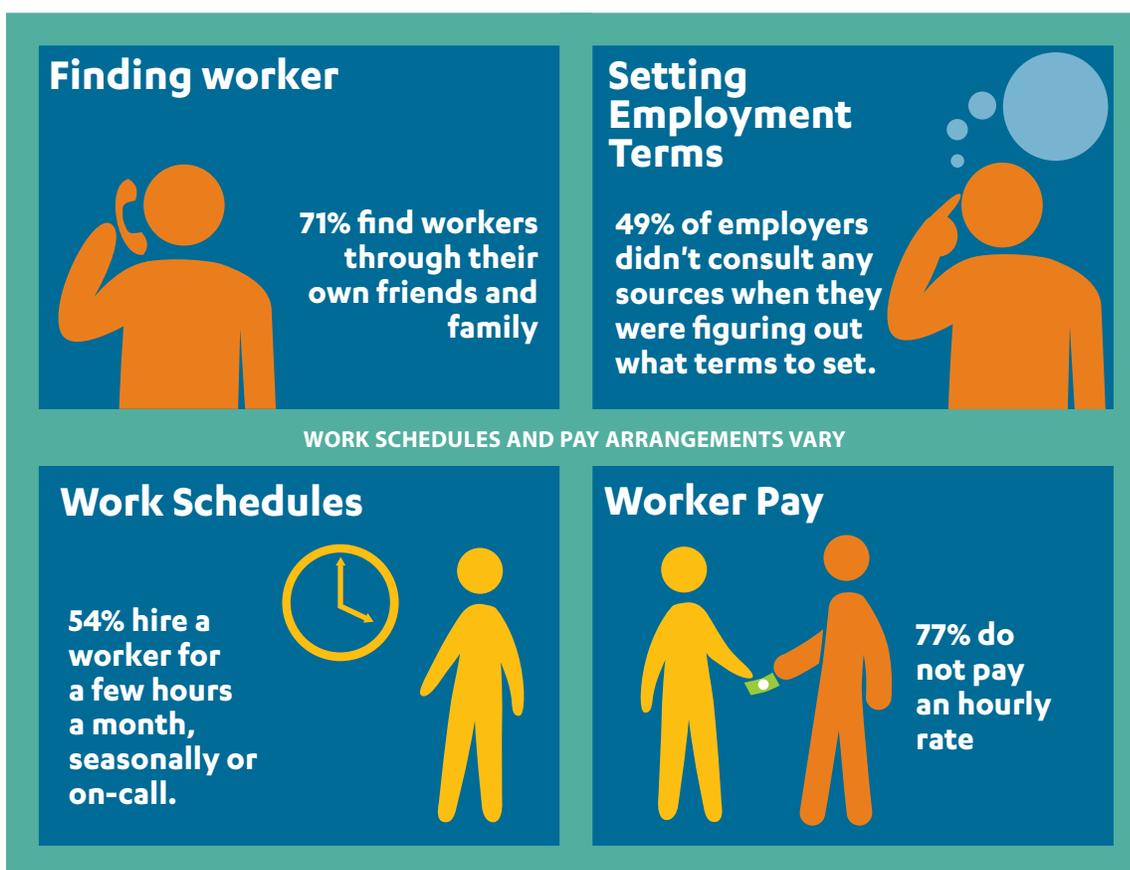
**Image description:** Bar chart with two sets of data - blue is data for how employers hire and orange is for how employers pay workers. Hire data is as follows: 78% directly, 10% government (starred), 8% through an agency and 1% through an internet site. Pay data is as follows: 91% directly, 11% through government (starred), 9% through an agency and less than 1% through an internet site.

\*Question only included in homecare survey

Some employers of homecare workers are supported by government programs, such as In-Home Supportive Services (IHSS), that handle worker pay and structure employers' relationships with homecare workers. Among homecare employers only, half rely on government funding to cover wages, and less than a third pay workers directly. This element of the domestic labor market is organized through public policies on aging, disability, and health care.

**Figure 15: Highlights of Employment Practices: Hiring, Setting Terms, Schedule and Pay Arrangements**

## Employment practices are individualized

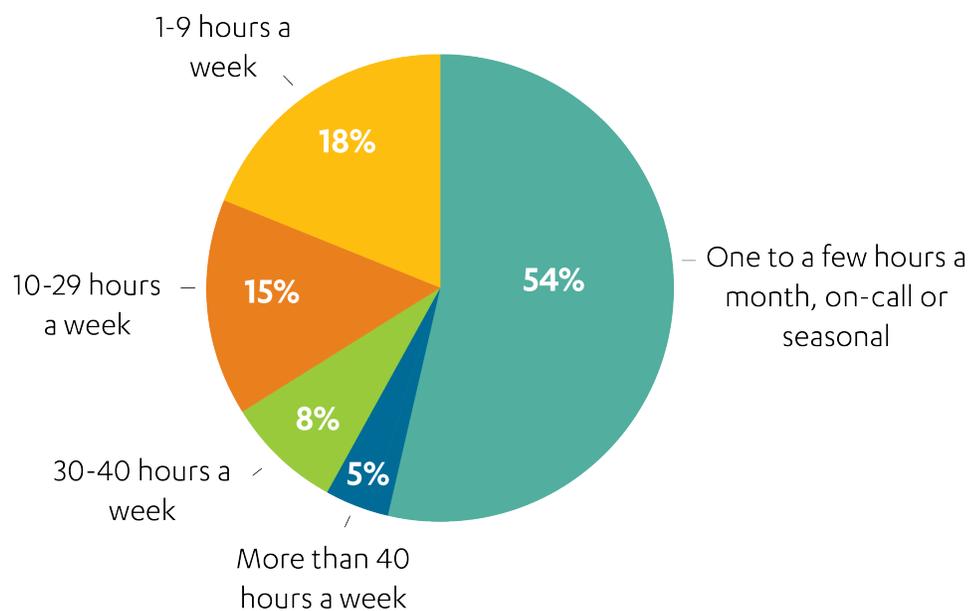


**Image Description:** Comic with four frames. Title says "Employment practices are individualized. Work schedule and pay arrangements vary." The first frame shows person talking on the phone. Heading says "Finding Worker" and text says "71% find workers through their friends and family." The second frame has a person pointing to their head and a thought bubble emerges up. Heading says "Setting employment terms" and text says "49% of employers didn't consult any sources when they were figuring out terms to set." The third frame has a person with a clock. Heading say "Worker schedules" and text says "54% hire a worker for a few hours a month, seasonally or on-call." Frame 4 has two people facing each other with one handing a money bill to the other. Heading says "Worker pay" and the text says "77% do not pay an hourly rate."

## b. Hours for Which Employers Hire Workers and Time Off

The domestic work industry fluctuates broadly in terms of hours worked and regularity of scheduling. Half of the employers surveyed (54%) require a worker for merely a few hours a month, on-call or seasonally, while a third hire workers weekly for up to 30 hours. Very few employers hire for full-time work.

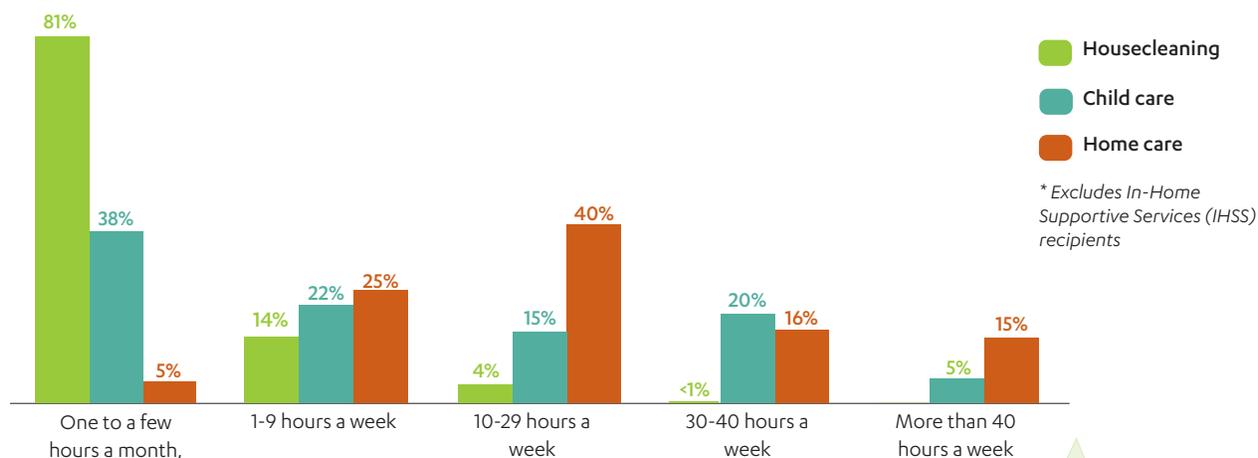
**Figure 16: Hours for Which Domestic Workers Are Hired**



**Image description:** Pie chart with the following data: 5% hire for more than 40 hours a week, 8% hire for 30 to 40 hours a week, 15% hire for 10 to 29 hours a week, 18% hire for 1 to 9 hours a week, and 54% hire for one to a few hours a month, on-call or seasonally.

These hours vary by occupation. Housecleaners are called in only a few times a week or month, while childcare and homecare workers are hired for a much larger share of hours.

**Figure 17: Employer-Reported Hours by Type of Work**



**Image description:** Bar charts with data for housecleaning, childcare and homecare employers and how they pay. Home care is starred. First set of bars is for pay by the day or visit: 71% housecleaning, 40% child care, and 16% home care. Next set of bars is for hourly rate: 16% housecleaning, 32% child care, and 42% home care. Next set of bars is for weekly rate: 6% housecleaning, 19% child care, and 21% home care. Next set of bars is for monthly rate: 61% housecleaning, 7% child care, and 14% home care. And the last set of bars is for other: 1% housecleaning, 2% child care, 7% home care.

Most employers (60%) said they gave workers time off to workers due to an illness or injury, but a wide majority (73%) did not compensate it.<sup>23</sup> In addition, the majority of employers have not established a specific number of days off for workers to use as needed and so it falls on workers to request time off.

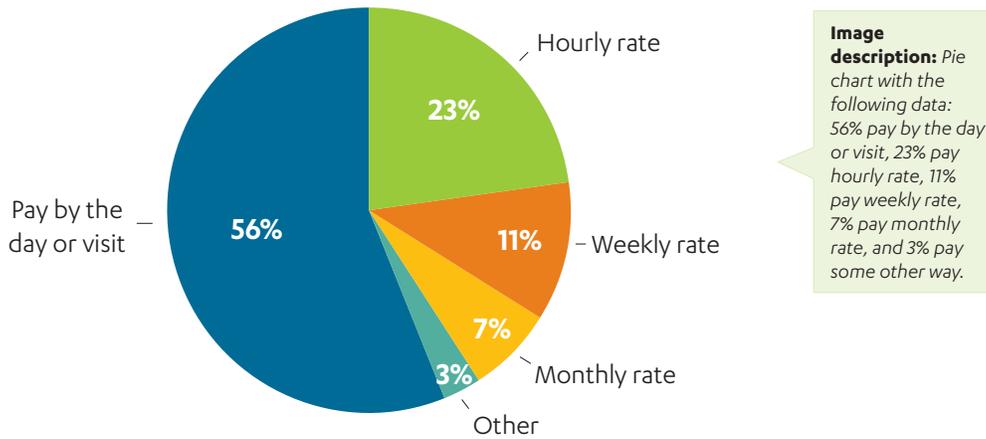
**Table 2: Practices for Administering Time Off**

|  |     |
|--|-----|
| Grant time off when employees request it                           | 60% |
| Of those that granted time off, percent that provide paid time off | 27% |
| Give worker a set number of days off that they can use as needed   | 7%  |

### c. Pay Arrangement and Wages

The ways in which employers pay are also varied. Over half (56%) pay workers per day and 18% pay a weekly or monthly rate. Less than one-quarter pay an hourly rate.

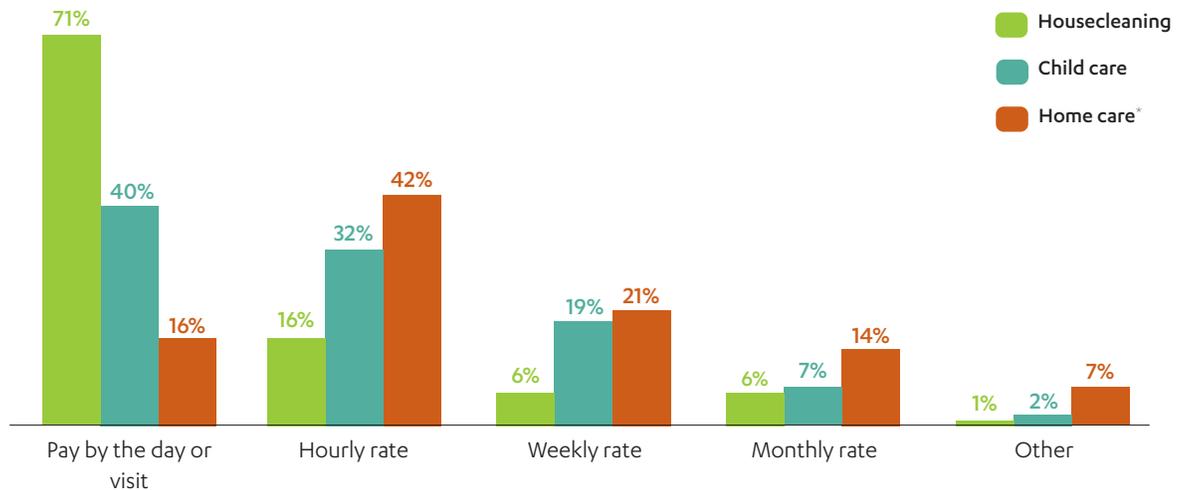
**Figure 18: Employer Pay Arrangements**



**Image description:** Pie chart with the following data: 56% pay by the day or visit, 23% pay hourly rate, 11% pay weekly rate, 7% pay monthly rate, and 3% pay some other way.

The majority of housecleaners (71%) pay by the day or visit. Childcare and homecare employers are more likely to pay an hourly rate or weekly rate. For some workers who are paid a flat rate—and if that rate were calculated with actual hours worked—wages can reach an hourly high of \$40-\$50. In other cases, however, the flat rate breaks down to a rate as low as a few dollars an hour. The structure of flat rate payment poses an inherent challenge to ensuring that employers are paying a fair wage.

**Figure 19: Pay Arrangement by Type of Work**



\* Excludes In-Home Supportive Services (IHSS) recipients

**Image description:** Bar charts with data for housecleaning, childcare and homecare employers and how they pay. Home care is starred. First set of bars is for pay by the day or visit: 71% housecleaning, 40% child care, and 16% home care. Next set of bars is for hourly rate: 16% housecleaning, 32% child care, and 42% home care. Next set of bars is for weekly rate: 6% housecleaning, 19% child care, and 21% home care. Next set of bars is for monthly rate: 6% housecleaning, 7% child care, and 14% home care. And the last set of bars is for other: 1% housecleaning, 2% child care, 7% home care.

Adopting a widely-used metric, we define a worker as *low-wage* if they earn less than two-thirds the full-time median wage.<sup>24</sup> For California, the low-wage cut-off is \$13.83.<sup>25</sup> Over half of employers pay above the low-wage threshold and many pay above a *self-sufficiency wage*, which calculates the costs of basic needs for California’s working families who not need to rely on public or private assistance.<sup>26</sup> Troublingly, four in ten employers pay low wages and 17% pay *below* California’s minimum wage.

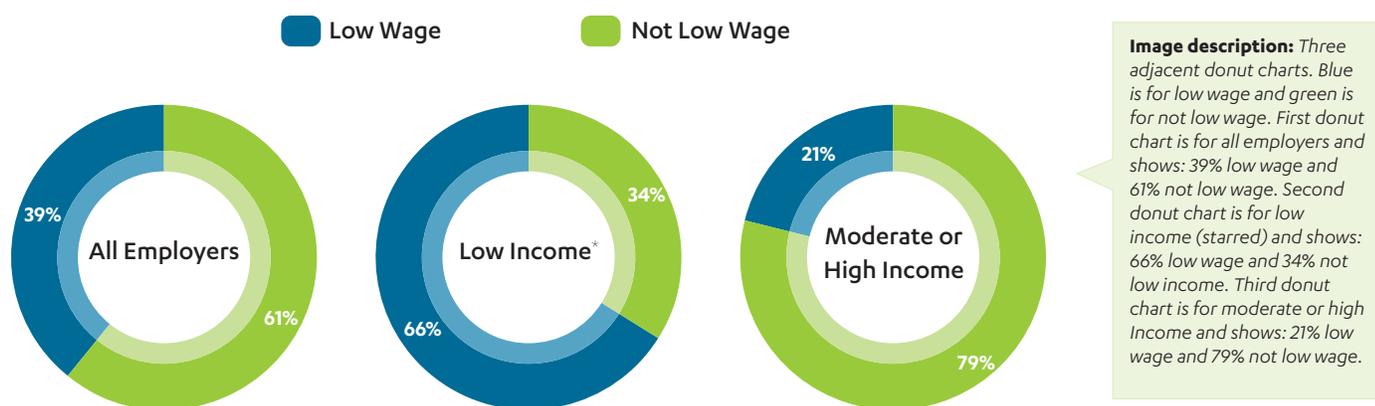
**Table 3: Employer Pay for Work based on Wage Categories\***

|  |     |
|--|-----|
| Less than minimum wage (below \$9)   | 17% |
| Minimum wage   | 5%  |
| Low wage (\$9.01-\$13.83)  | 17% |
| At or below self-sufficiency wage (but higher than low wage) (\$13.84-\$20.12) | 29% |
| Higher than self-sufficiency wage (\$21.13)                                    | 32% |

\* Excludes In-Home Supportive Services (IHSS) workers

While an employer’s ability to pay higher wages is linked to their income, a third of low income households pay higher wages, and one in five moderate and high-income households could pay higher wages but do not.

**Figure 20: Low Wages by Household Income Categories**



**Image description:** Three adjacent donut charts. Blue is for low wage and green is for not low wage. First donut chart is for all employers and shows: 39% low wage and 61% not low wage. Second donut chart is for low income (starred) and shows: 66% low wage and 34% not low income. Third donut chart is for moderate or high income and shows: 21% low wage and 79% not low wage.

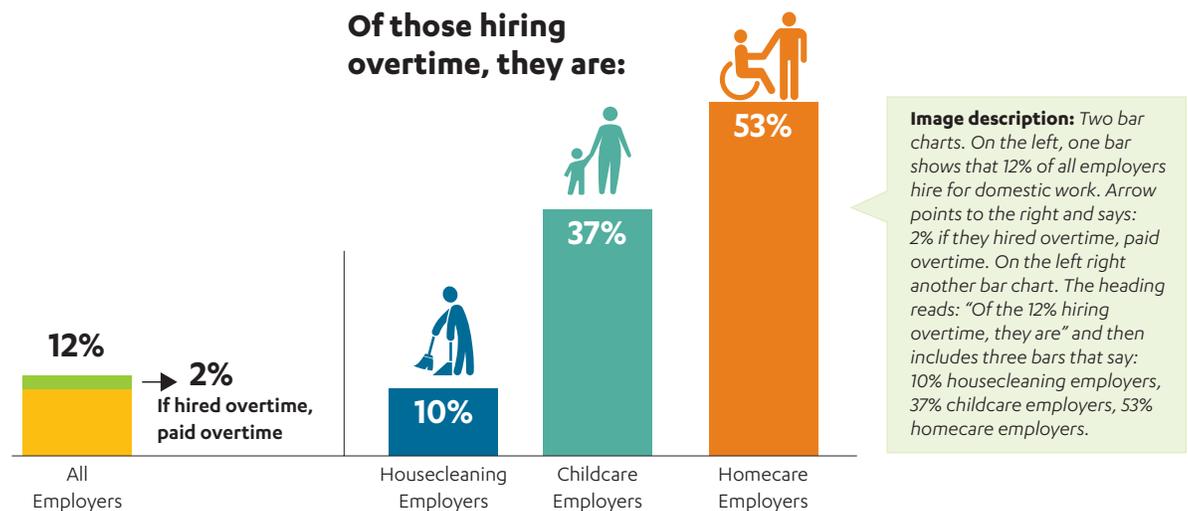
\*Includes Extremely and Very Low Income

## d. Overtime Pay

Overtime—when an employee works beyond regular work hours—qualifies workers for one and a half or two times the hourly pay rate. In domestic work, overtime rules depend on whether the worker is live-in or not, the type of work they perform, and the hours they spend on specific tasks. (The appendix more thoroughly details these rules.) Generally speaking, though, overtime for housekeepers begins after eight hours of work per day and 40 hours per week. At the beginning of 2014, the California Domestic Worker Bill of Rights (AB 241), a bill that provides overtime protection to homecare and childcare providers, went into effect.<sup>27</sup> As a result, most homecare and childcare employers are required to pay overtime after nine hours of work per day or 45 hours of work per week.

Our survey found that few employers report having workers whose hours amount to overtime. Only 12% of employers had workers performing overtime hours in the previous month. Over half of those employ for homecare, and a third for childcare. Among the employers who hired for overtime, only 2% paid the worker for it.

**Figure 21: Overtime practices for all employers and by type of work**



The California Domestic Worker Bill of Rights (AB 241) requires homecare and childcare employers to pay overtime, but does not include housecleaners who are covered by a different law or recipients of In-Home Supportive Services (IHSS). Over one-quarter of employers know about the overtime bill. Our survey indicates that over one-third of all employers (37%) could fall within this legal obligation. But currently, only 8% of employers are hiring for overtime.

**Table 4: Employers with Overtime Needs and California Domestic Worker Bill of Rights (AB 241)**

|   |     |
|---|-----|
| Knew about AB241 (whether or not they employ someone for overtime hours)  | 26% |
| Employers that fall under the AB241 parameters  | 37% |
| Childcare and homecare employers that fall under the bill's parameters and currently hire for overtime (out of all employers) | 8%  |

# 3. Employer Challenges and Needs

- a. Employers Would Pay More
- b. Households Need More Support
- c. Supporting Homecare Employers
- d. Change to Supporting Childcare Employers



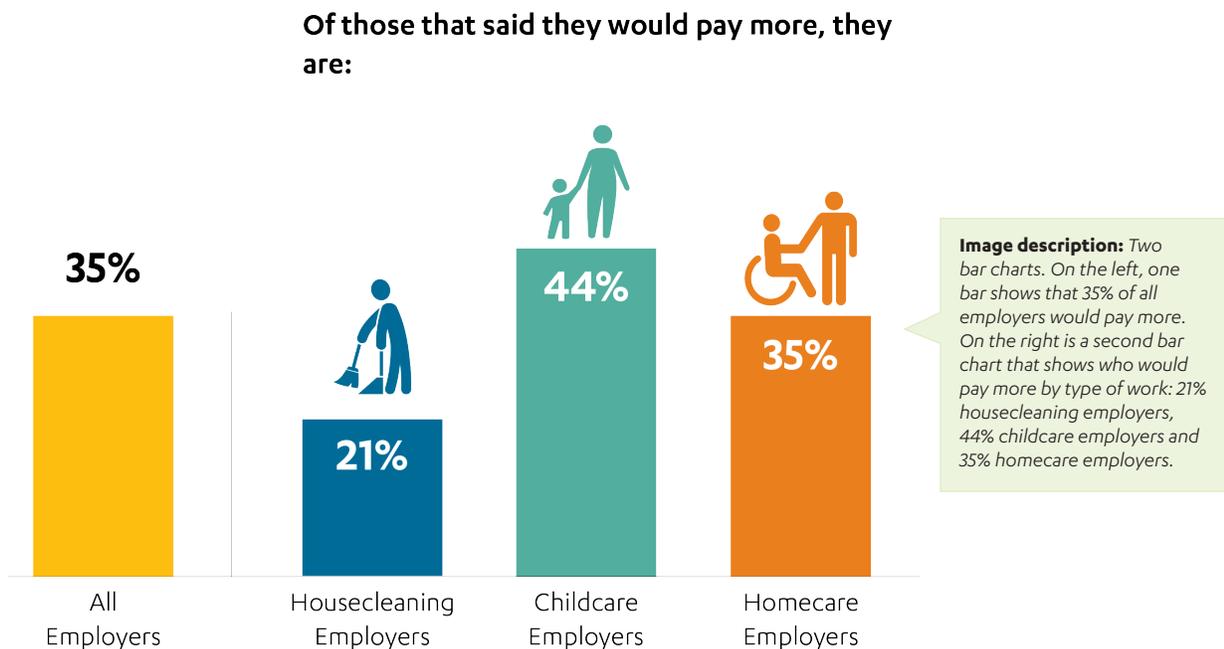
Credit: IstockPhoto/tomprout

**Image description:** In a hallway, employer is standing holding a walker smiling at the homecare provider. The provider has an arm around employer and is smiling back.

## a. Employers Would Pay More

Employers who adequately compensate workers demonstrate that they value their labor. One-third of employers, as mentioned in the previous section, are able to pay a living wage. Many other employers, though, want to pay better wages: one-third of the employers surveyed—especially in childcare and homecare—said that they would pay domestic workers more.

**Figure 22: Employers That Would Pay More by All Employers and Type of Work**



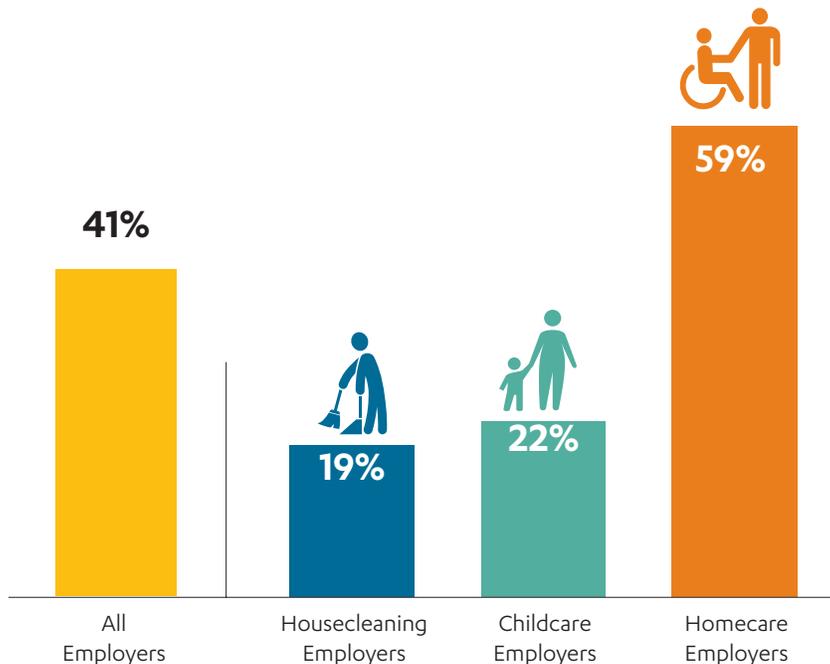
Employers *want* to raise wages, but would require enhanced public investment to manage that enlarged financial responsibility. Many working families struggle to sustain the costs of vital childcare and homecare. These data show that the general wage floor must be raised so that families can afford better wages for care work in the home, and there must be public support for the childcare and homecare needs of Californians.

## b. Households Need More Support

In addition, many employers (41%) reported that they need more hours of assistance at home. While there is presently a serious need for domestic work that surpasses what employers can afford, they do not want to subsidize their needs at the expense of their workers. Almost two-thirds of the employers that said they needed more support also said they want to pay better wages to domestic workers.

**Figure 23: Employers Who Need More Hours of Domestic Support**

Of those that require more support, they are:



**Image description:** Two bar charts. On the left, one bar shows that 41% of all employers need more support. On the right is the second bar chart that shows who would pay more by type of work: 19% housecleaning employers, 22% childcare employers and 59% homecare employers.

**Figure 24: Employers need and value domestic work**

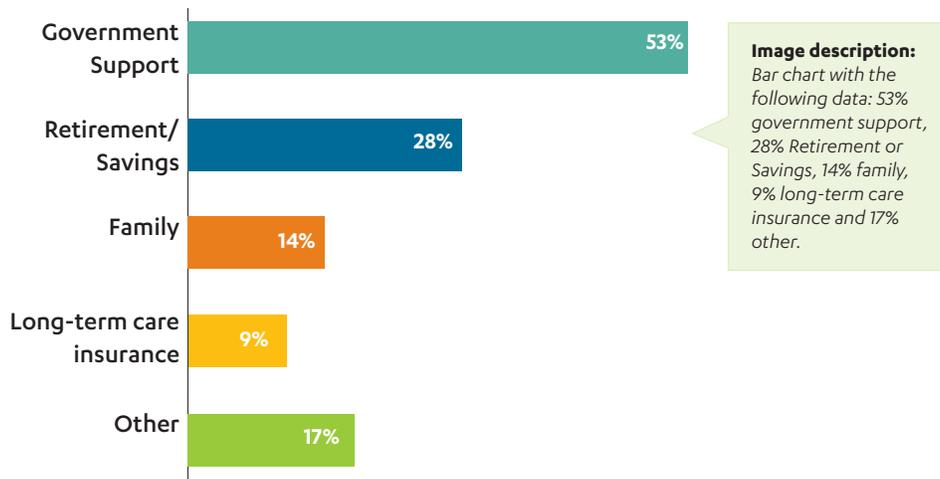


**Image description:** Three frames. Top frame shows a figure standing next to text that says “Employers need and value domestic work. 35% would pay more. 41% need more support.” Second frame has three icons that represent each of the workforces and a figure holding a heavy bag. Text says “Employers and workers can’t bear the cost alone.” Third frame has figure on the left next to text that says, “Solutions require public investment in programs and policies.”

### c. Supporting Homecare Employers

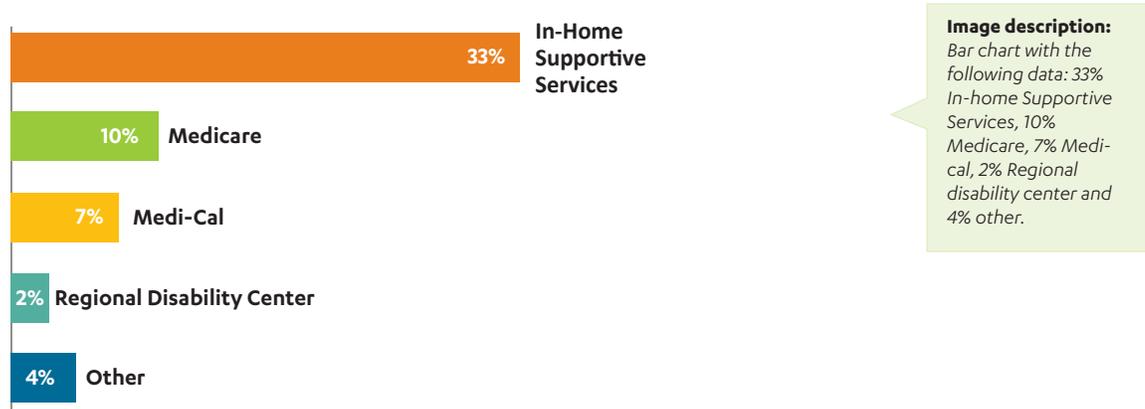
Half of homecare employers receive some form of government support, but many employers themselves bear those costs. Employers often draw from retirement funds and savings and rely on financial support from family members to afford indispensable homecare.

**Figure 25: Sources from Which Employers Finance Homecare**



Of those receiving government support, the majority drew funding from In-Home Supportive Services (IHSS), followed by Medicare and Medi-Cal.

**Figure 26: Types of Government Support Homecare Employers Receive**



Even in cases where the government directly pays the homecare provider, 14% still need to pay some of their workers' wages out-of-pocket.

### Figure 27: Homecare Employers with Government Support That Pay Out-of-Pocket

If government pays wages, those who also pay a portion out-of-pocket **14%**



For Californians with very low income and assets, IHSS is available. Otherwise, they must figure out how to pay an individual or an agency to deliver necessary support. Given California's historically high cost of living, it can be very difficult, when it is not impossible, for a person or family to afford the in-home support they need. The category of the "upper poor" describes people who make too much money to qualify for IHSS, but who do not have enough money to pay on their own, or who cannot afford the number of hours of homecare support required. Programs that support people with disabilities and seniors must be re-evaluated and expanded. For example, a homecare program could subsidize the cost of home care for seniors and people with disabilities who fall into the "upper poor" category.

## d. Change to Supporting Childcare Employers

As Section 1 suggested, childcare employers tend to inhabit lower income household brackets. Low-income families are more likely to encounter greater constraints in terms of resources, have irregular work schedules outside of childcare center's hours, and disproportionately utilize informal modes of childcare.<sup>28</sup> For low income families, the cost of childcare is often onerous: a recent study of low wage workers in the restaurant sector found that working mothers spend one-third of their weekly salaries on childcare.<sup>29</sup> As a result, many of the childcare employers in our survey pay low wages, and sometimes below minimum wage. They are also more likely to tap informal childcare networks such as family and friends, which are more affordable.<sup>30</sup> There is a

deep need to support domestic employers in obtaining sustainable childcare that compensates workers—many of whom have their own children to care for—more appropriately.

**Figure 28: Childcare Employers Wage Payment**



**Image Description:** Two circles with childcare icon in middle. Left circle says 80% childcare employers that pay low wages. Right circle says 42% childcare employers that pay less than minimum wage.

The U.S. ranks comparably low amongst industrialized nations in investing in publicly funded childcare, providing tax relief for that care, and mandating maternity and parental leave.<sup>31</sup> Low-income workers are also markedly less likely to have access to employer-provided disability insurance or paid family leave.<sup>32</sup> Even in the context of California’s expanded family leave program, awareness of that program among low-income, Latino and new immigrant communities is notably low.<sup>33</sup>

The solution to this dilemma is necessarily centered in recognizing the mutual interdependence of employer and employee, and takes into the account the needs of both. If working parents cannot afford to pay better wages because their own are too low, their wage floor must be raised to render it possible for them to do so. An expansion of public investment could help cover the costs of domestic work, and the development of programs—such as an expansion of paid family leave and accessible and subsidized childcare—could allow parents to obtain the support they need.



Credit: Thinkstock/diego\_cervo

**Image description:** In the background, a housecleaner is mopping the floor and is slightly blurred. A bucket with Caution Wet Floor written on it is in the front right of the photo and is not blurred.

# Recommendation: Dignity in the Home for All



Credit: Pilipino Workers Center

**Image description:** Indoor space with three people in view, holding hands in a circle. The top of photo shows two hands from the other end of the circle.

## Recommendations

A collective response to the challenges in this report must meet the needs of employers and workers alike. The principle of *mutual interdependence* supports families in obtaining the vital care they require and suitably compensates workers with a livable wage, benefits, and reliable scheduling.

At some point, many of us will be new parents in need of child care, find juggling household tasks and work lives overwhelming, and need assistance in the home. We should each, then, be invested in valuing this essential work, fairly compensating it, supporting those who need it, and respecting those who perform it. Dignity in the home, which is also someone's workplace, follows from the establishment of dignified standards for both employers and workers.

The solutions require public investment, policy advancement, and a broader cultural reconsideration of how this kind of work is valued. The following recommendations should be considered by policymakers concerned with strengthening the domestic work industry and committed to supporting its employers and workers alike.

## 1. Expand public investment in programs and policies that allow families and individuals to get the services they need.



- a. **Expand public investment in programs and policies** such as paid family leave, subsidized childcare, and senior and disability support, that extend to the middle class on a sliding scale.
- b. **Raise the wage floor for everyone** so that lower and middle-income individuals and families earn more and are able to better compensate those they hire in order to create an economy that works for everyone.

## 2. Provide uniform standards and best practices, and enhance awareness of current legal requirements.



- a. **Provide standardized procedures for setting employment terms**, including sample contracts and legal checklists, and widen public awareness of these tools so that employers can more uniformly apply these standards.
- b. **Highlight and promote “high road” practices** that supercede legal minimums and thus incentivize employers to pay living wages and provide benefits.
- c. **Collaborate with domestic employer and worker organizations to educate employers** about their rights and responsibilities as employers.

## 3. Expand and enforce industry labor protections.



- a. **Back efforts to broaden labor protections for domestic workers** that secure and sustain fair working conditions.
- b. **Develop mechanisms to enforce basic labor laws** currently in place for workers in the home.

## 4. Conduct further research on work conditions and the needs of employers and workers to better understand how to conceive an industry that works for everyone.



## Employer Resources

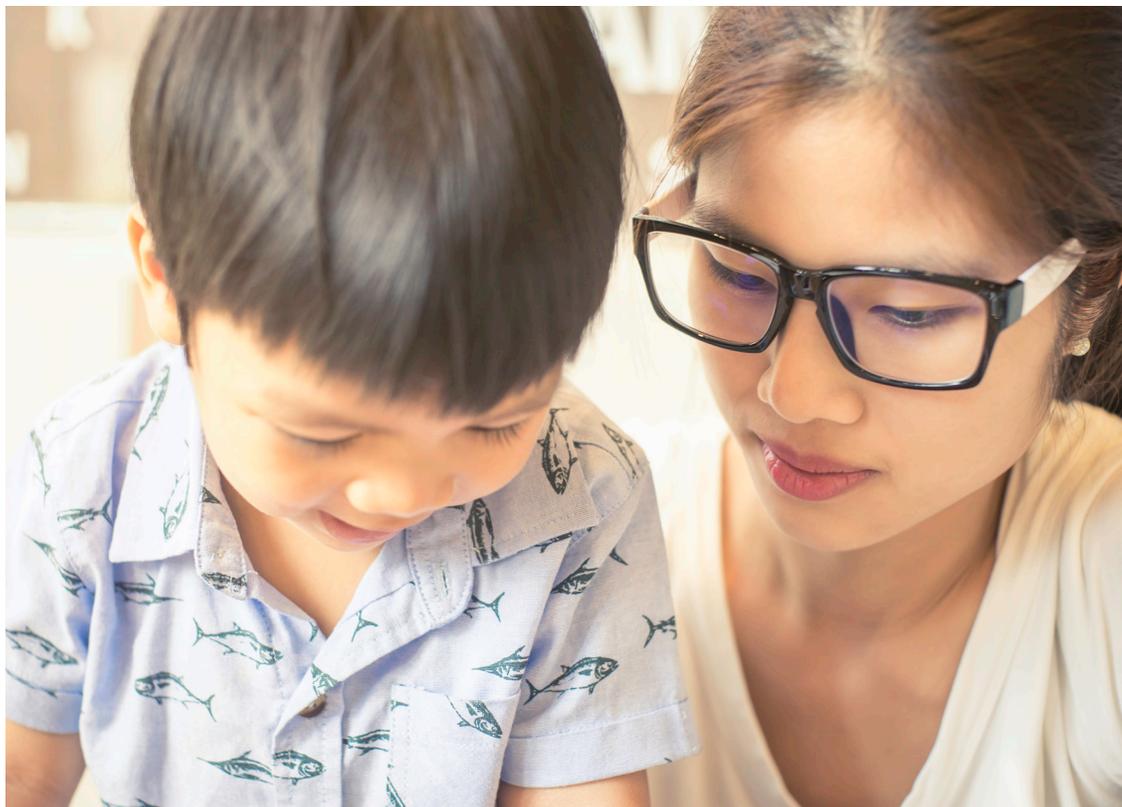
Employers of domestic workers can learn more about their rights and responsibilities from the non-profit organization Hand in Hand: The Domestic Employers Network. Hand in Hand's website includes answers to frequently asked questions, links to further resources, and sample written agreements. It is available at: <http://domesticemployers.org/qa/>.

Many domestic employers choose to demonstrate their commitment to, and interest in, following best practices of employment by signing the "Fair Care Pledge," a voluntary pledge co-created by the National Domestic Workers Alliance and Hand in Hand. It is available at <http://faircarepledge.com/>.

A coalition of employer and worker organizations have launched the Dignity in the Home Platform to advance policy solutions that support both homecare employers and workers. Current policies can be found at: <http://www.cadomesticworkers.org/dignity-in-the-home-platform/>

# Appendix

- a. Research Methodology
- b. Change to Domestic Work Labor And Employment Law
- c. Data Tables of Employer Population



Credit: ThinkStock/ junce

**Image description:** Close up of an adult and child both looking down at something.

## a. Research Methodology

Survey data in this report are based on the UCLA Labor Center survey conducted with a statewide sample of California residents. In partnership with domestic work employer and worker organizations, academic partners, and an advisory committee, we designed three surveys for employers of housecleaners, homecare and childcare providers. Most of the questions were identical, some were similar to account for differences in the industry, and a few questions were only in one or two of the surveys because they solely applied to that industry. The survey consisted of a series of questions related to hiring, cost and affordability, hours worked, training, and employer sociodemographic and household characteristics. During fielding, we found the survey was too long and so removed questions related to training, scenarios with multiple workers and pay arrangements, and explanations of certain practices.

Before we launched the survey, we conducted an incidence test in August 2015. We called 200 households and got an incidence rate of 23%. We launched the full survey in October. All calls were made by the California Survey Research Services. They called 55,813 households that are proportionately distributed in “blocks” based on listed telephone and cellphone numbers. Each block had a probability of selection equal to its share of listed telephone households in eligible blocks. We did not set quotas or oversample based on demographic information, such as calling wealthier households, because we wanted to acquire demographic profiles of employers in the state.

All calls were conducted on weeknights and Saturday mornings and afternoons. Out of all the households called, 3,654 completed the survey screener. Of those screened, 590 hire a domestic worker, which is a prevalence rate of 16%. The response rate to get our prevalence rate was 6%. The response rate for qualified employers alone was 1%. Of 590 qualified respondents, 89 terminated the survey, so that our final sample size is 501.

The survey was conducted from October 2015 to January 2016. Due to challenges in respondent recruitment, we reduced the survey questions in December and also offered \$10 incentives. We completed 306 surveys using the long version and 195 using the short survey with incentives. We also launched the Spanish version in December, and collected 50 Spanish surveys out of 195.

To ensure the representativeness of our data, we verified that the geography of our contact sample matched the sample universe. In addition, we found that our final sample of employers proportionately matched where domestic workers work in the state, and thus consider our sample to be generally representative of employers in California. We did, however, identify some limitations in our data. We believe we undersampled IHSS employers, and would have received more Latino respondents if we had launched the Spanish version earlier in the fielding. We also did not translate the survey into Asian languages, so may have lower Asian responses as a result.

We compiled our three surveys into one database using SPSS. Once the data was prepared, we conducted four web meetings with domestic work employer and worker organizations, academic partners, and an advisory committee to review and analyze the data, and incorporated their feedback into the final report. The advisory committee also reviewed the draft and gave comprehensive edits and feedback.

## b. Change to Domestic Work Labor And Employment Law

|  |   |
|--|---|
| Minimum wage   | Employers are required to pay all domestic workers no less than the applicable minimum wage for every hour worked. California’s minimum wage is \$10 an hour, and several municipalities have higher minimum wage rates. The only exceptions to this rule are situations in which a worker is a babysitter under the age of 18, or an employer’s parent, spouse, or child.  |
| Overtime   | The vast majority of domestic workers are entitled to overtime pay, though there are some differences based on types of work and whether or not the worker lives in the employer’s home.  |
| a. Personal attendants   | California’s Domestic Workers Bill of Rights extends overtime to “personal attendants,” who are caregivers or childcare providers and spend 80% or more of their working hours caring for children, seniors, or people with disabilities. Personal attendant responsibilities include supervising, dressing, feeding, and administering personal care. ( <i>Assembly Bill 241, 2013 Reg. Leg. Sess. Unless the Legislature extends it, that law expires, or “sunsets,” on January 1, 2017.</i> )<br>Rate: <ul style="list-style-type: none"> <li>• 1.5 times the regular rate of pay after 9 hours in a day or 45 hours in a week.</li> </ul> |
| b. Domestic workers who are not personal attendants and do not live in the employer’s home | Domestic workers are not “personal attendants” if they spend 20% or more of their working hours performing other non-caregiving duties, such as housekeeping, cooking, laundry and gardening.<br>Rate: <ul style="list-style-type: none"> <li>• 1.5 times the regular rate of pay after 8 hours in a day or 40 hours in a week.</li> <li>• 1.5 times the regular rate of pay for the first 8 hours on the 7th consecutive day.</li> <li>• 2.0 times the regular rate of pay for work over 12 hours in a day.</li> <li>• 2.0 times the regular rate of pay for work over 8 hours on the 7th consecutive day.</li> </ul>                        |
| c. Live-in domestic workers (who are not personal attendants)                              | Rate: <ul style="list-style-type: none"> <li>• 1.5 times the regular rate of pay for work over 9 hours in a day.</li> <li>• 1.5 times the regular rate of pay for the first 9 hours of work on the 6th and 7th consecutive day.</li> <li>• 2.0 times the regular rate of pay for more than 9 hours on the 6th or 7th consecutive day.</li> </ul>  |

|  |  |
|--|--|
| <p>Overtime for “Personal attendants” Excluded by AB 241</p> | <p>California’s Domestic Workers Bill of Rights (AB 241) excluded those paid through the In-Home Supportive Service (IHSS) program and the Department of Developmental Services under the Lanterman Developmental Disability Services Act (DDS). However, recent changes to <i>federal</i> regulations extend federal overtime protection to “personal attendants,” or “companions” under federal law, even when paid by IHSS and DDS.<sup>34</sup></p> <p>Rate:</p> <ul style="list-style-type: none"> <li>• 1.5 times the regular rate of pay for more than 40 hours in a workweek.</li> </ul>                                 |
| <p>Live-in workers’ meal and lodging credits</p>             | <p>If employers of live-in domestic workers obtain voluntary, written consent of workers in advance, they can legally credit meals and lodging toward owed minimum wages. Maximum amounts that can be credited toward wages are specified in California Minimum Wage Order-2014.</p>   |
| <p>Meal and rest breaks</p>                                  | <p>All domestic workers, except “personal attendants,” have the right to meal and rest breaks. Employers must provide unpaid, but uninterrupted, meal breaks of 30 minutes for every 5 hours worked, and a paid 10 minute rest break for every 2.5 to 4 hours or substantial portion thereof.</p> <p>Live-in domestic workers who are not “personal attendants” have the right to:</p> <ul style="list-style-type: none"> <li>• 3 hours off in a 24 hour workday (it can be non-consecutive).</li> <li>• 12 consecutive hours off in a 24 hour workday.</li> <li>• 24 consecutive hours off for every 5 days of work.</li> </ul> |
| <p>Paid sick days</p>  | <p>In California, employers who hire someone longer than 90 days must also provide at least 3 days of paid sick leave per year, accrued at a rate of 1 hour for every 30 hours worked. Several municipalities require employers to provide more days of paid sick leave per year.</p>  |
| <p>Retaliation</p>   | <p>Domestic workers who exercise their workplace rights, such as asking for a legally required meal or rest break or filing a claim for unpaid wages, have the right to freedom from retaliation.</p>  |

## Laws that Do Not Apply to Domestic Work

The vast majority of federal and state worker protections exclude domestic workers. Domestic workers are categorically excluded from:

- The National Labor Relations Act, which protects the right of employees to organize and join unions, specifically excludes domestic workers.<sup>35</sup>
- The Occupational Safety and Health Act, which categorically excludes those who work in homes and whose labor is “commonly regarded as domestic household tasks, such as house cleaning, cooking, and caring for children.”<sup>36</sup>

Other workplace protections exclude domestic workers because their employers have too few employees to fall within these laws’ coverage. This lack of protections includes:

- Anti-discrimination laws that protects workers from discrimination on the basis of race, religion, national origin, sex, ability, age, or other identities, including Title VII of the federal Civil Rights Act and the Americans with Disabilities Act (which apply to employers with 15 or more employees)<sup>37</sup> and the Age Discrimination in Employment Act (which applies to employers with 20 or more employees),<sup>38</sup> and California’s Fair Employment and Housing Act (which applies to employers with 5 or more employees);<sup>39</sup> and
- Paid family and medical leave, including the federal Family and Medical Leave Act and the California Family Rights Act, which apply to employers with 50 or more employees.<sup>40</sup>

## c. Data Tables of Employer Population

### Demographic Profiles of California Population, All Domestic Work Employers, and Employers by Housecleaning, Childcare, and Homecare

Source for tables below: California population data from U.S. Census Bureau, American Community Survey 5-year estimate 2010 - 2014 for population 18 and over living in California. Employer data from UCLA Labor Center Domestic Work Employer Survey 2016.

#### Gender

|             | California population | All domestic work employers | Housecleaning Employers | Childcare employers | Homecare employers |
|-------------|-----------------------|-----------------------------|-------------------------|---------------------|--------------------|
| Female      | 51%                   | 65%                         | 65%                     | 62%                 | 66%                |
| Male        | 49%                   | 35%                         | 35%                     | 38%                 | 34%                |
| Transgender | n/a                   | <1%                         | <1%                     | —                   | —                  |

#### Age

|         | California population | All domestic work employers | Housecleaning Employers | Childcare employers | Homecare employers |
|---------|-----------------------|-----------------------------|-------------------------|---------------------|--------------------|
| 18-24   | 14%                   | 3%                          | 2%                      | 6%                  | 2%                 |
| 25-50   | 48%                   | 35%                         | 26%                     | 84%                 | 17%                |
| 51-70   | 28%                   | 35%                         | 41%                     | 10%                 | 43%                |
| Over 70 | 10%                   | 27%                         | 31%                     | 0                   | 38%                |

## Race/Ethnicity

|                  | California population | All domestic work employers | Housecleaning Employers | Childcare employers | Homecare employers |
|------------------|-----------------------|-----------------------------|-------------------------|---------------------|--------------------|
| White            | 43%                   | 57%                         | 71%                     | 21%                 | 53%                |
| Black            | 6%                    | 8%                          | 5%                      | 10%                 | 15%                |
| Latino           | 34%                   | 21%                         | 10%                     | 59%                 | 18%                |
| Asian            | 15%                   | 6%                          | 8%                      | 4%                  | 2%                 |
| Other / multiple | 2%                    | 8%                          | 6%                      | 6%                  | 12%                |

## Educational Attainment

|  | California population | All domestic work employers | Housecleaning Employers | Childcare employers | Homecare employers |
|--|-----------------------|-----------------------------|-------------------------|---------------------|--------------------|
| Less than high school                        | 18%                   | 8%                          | 2%                      | 21%                 | 11%                |
| High school or GED                           | 22%                   | 17%                         | 10%                     | 34%                 | 20%                |
| Some college, Vocational or Associate Degree | 32%                   | 28%                         | 22%                     | 28%                 | 38%                |
| Bachelor                                     | 18%                   | 23%                         | 31%                     | 10%                 | 17%                |
| Masters or higher                            | 10%                   | 23%                         | 34%                     | 7%                  | 13%                |
| Other  |                       | 1%                          | 1%                      | 0                   | 1%                 |

## Occupation

|   | California population | All domestic work employers | Housecleaning Employers | Childcare employers | Homecare employers |
|---|-----------------------|-----------------------------|-------------------------|---------------------|--------------------|
| Managerial or professional                | 23%                   | 26%                         | 36%                     | 20%                 | 10%                |
| Frontline, office, service                | 29%                   | 22%                         | 11%                     | 59%                 | 17%                |
| Self-employed                             | 7%                    | 3%                          | 5%                      | 1%                  | 1%                 |
| Retired                                   | 13%                   | 34%                         | 40%                     | 18%                 | 45%                |
| Other than retired not working/unemployed | 28%                   | 15%                         | 8%                      | 2%                  | 27%                |

## Domestic Employer Household Characteristics

California household data from U.S. Census Bureau, American Community Survey 5-year estimate 2010 - 2014 for population 18 and over living in California. Employer household data from Employer data from UCLA Labor Center Domestic Work Employer Survey 2016

## Household income

|                                  | California households | All domestic work employers | Housecleaning Employers | Childcare employers | Homecare employers |
|----------------------------------|-----------------------|-----------------------------|-------------------------|---------------------|--------------------|
| Less than \$25,000               | 21%                   | 31%                         | 12%                     | 48%                 | 38%                |
| \$25,000 to less than \$50,000   | 21%                   | 16%                         | 13%                     | 24%                 | 16%                |
| \$50,000 to less than \$100,000  | 29%                   | 21%                         | 25%                     | 15%                 | 26%                |
| \$100,000 to less than \$150,000 | 14%                   | 14%                         | 20%                     | 7%                  | 14%                |
| \$150,000 to less than \$200,000 | 7%                    | 6%                          | 10%                     | 3%                  | 0%                 |
| \$200,000 or more                | 8%                    | 12%                         | 20%                     | 3%                  | 6%                 |

\*\*Homecare income does not include In-home Supportive Service (IHSS) recipients

## Percent of Children and People over 70 Present in Household

|                        | California household | All domestic work employers | Housecleaning Employers | Childcare employers | Homecare employers |
|------------------------|----------------------|-----------------------------|-------------------------|---------------------|--------------------|
| Children present       | 36%                  | 35%                         | 25%                     | 100%                | 10%                |
| People over 70 present | 17%                  | 32%                         | 34%                     | 5%                  | 47%                |

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## About the UCLA Labor Center

For over fifty years, the UCLA Labor Center has created innovative programs that offer a range of educational, research, and public service activities within the university and in the broader community, especially among low-wage and immigrant workers. The Labor Center is a vital resource for research, education, and policy development to help create jobs that are good for workers and their communities, to improve the quality of existing jobs in the low-wage economy, and to strengthen the process of immigrant integration, especially among students and youth.

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Caring Across Generations  
Hand in Hand: The Domestic Employers Network  
Mujeres Unidas y Activas  
Pilipino Workers Center  
Senior and Disability Action  
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17. Several municipalities, such as Oakland and San Francisco, require employers to provide more than 3 days of paid sick leave per year.
18. Employers who employ “personal attendants” are exempt from this requirement.
19. For more information, employers may wish to consult the Internal Revenue Service’s Publication 926, for household employers, available at [https://www.irs.gov/publications/p926/ar02.html#en\\_US\\_2016\\_publink100086735](https://www.irs.gov/publications/p926/ar02.html#en_US_2016_publink100086735).
20. 3,654 residents completed the survey screener and of those, 590 hire a domestic worker, which is a prevalence rate of 16%. See methodology in appendix for additional details.
21. Based on the California population of 12.8 million households from the U.S. Census Bureau, American Community Survey 5-year estimate 2010 - 2014
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37. 42 U.S.C. §§ 2000(e) & 12111(5)(a)
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39. Cal. Gov. Code § 12926(d)
40. 29 U.S.C. § 2611; Cal. Gov. Code § 12945.2(b)









Credit: Hand in Hand: The Domestic Employer Network

**Image description:** Outdoor in front of a park, employer in wheelchair is smiling with hands stretched upward while the homecare provider is standing to the right one foot forward, one hand on hip looking back at the employer.

## Profile, Practices and Needs of California's Domestic Work Employers



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