A Brief History of Care Work
Projected Demand for Care Work
Demographic Profile of Paid Care Workers
Job Quality Analysis of Care Work
Concluding Policy Thoughts
A BRIEF HISTORY
of Care Work and Race

• Slavery and the racial division of care work
• Late 19th century and the rise of modern medicine
• 20th century labor reforms
• Recent decades and the role of immigration
PROJECTED DEMAND for Care Work
**PROJECTED DEMAND** for Care Work

50% + 3x

- Expected growth of the number of retirees (65 years or older) in Greater Boston from 2020 to 2040
- Estimated national growth in the number of adults 85 years and older from 2020 to 2060
DEMOGRAPHIC PROFILE
of Paid Care Workers
Care workers are overwhelmingly women.

- All Workers: 49%
- Home care workers: 84%
- Long term care facility workers: 86%
- Child care workers: 92%

Source: 2016-2020 American Community Survey Public Use Microdata
Long term residential and home health care workers are disproportionately Black and Latinx.

Share of workers in a given occupation by race/ethnicity. White, Asian American Pacific Islander (AAPI), and Black categories are single-race only and Latinx-inclusive. Latinx can be of any race. Massachusetts. 2016-2020.

Source: 2016-2020 American Community Survey Public Use Microdata
## Care workers are more likely to be foreign born.

Share of workers in a given occupation that were born outside of the United States (foreign born). Massachusetts.

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Share (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All workers</td>
<td>20%</td>
</tr>
<tr>
<td>Home care workers</td>
<td>35%</td>
</tr>
<tr>
<td>Long term care facility workers</td>
<td>46%</td>
</tr>
<tr>
<td>Child care workers</td>
<td>27%</td>
</tr>
</tbody>
</table>

Source: 2016-2020 American Community Survey Public Use Microdata
JOB QUALITY Analysis
Care work wages are low.
Median hourly wage estimates using pooled data from 2016-2020. Due to the multi-year lag, all estimates are lower than prevailing wages in each sector as of August 2022. See report text for examples of current wages in a couple of sectors. Massachusetts.

Hourly wage calculated by using annual earnings, usual hours worked per week, and number of hours worked over the past year. ACS reports the number of weeks worked as an interval (range) so the midpoint was used.

Source: 2016-2020 American Community Survey Public Use Microdata
Care workers are less likely to receive employer benefits.


**Receives employer-provided health insurance**

- All workers: 75%
- Home care workers: 36%
- Long term care workers: 53%
- Child care workers: 54%

**Receives Medicaid**

- All workers: 14%
- Home care workers: 49%
- Long term care workers: 35%
- Child care workers: 28%

Source: 2016-2020 American Community Survey Public Use Microdata
Low rates of retirement benefits
Higher rates of emotional strain
Difficult schedules
Occupational hazards
CONCLUDING Policy Thoughts
Increase Medicaid reimbursement rates.

Continue strengthening the state minimum wage.

Develop a licensing process for home care agencies.

Expand the EITC to include unpaid caregivers.

Pass legislation to increase access to early education and child care.

Labor reforms that make it easier for workers to exercise collective power.

Improve access to training and career ladder programs.

Improve public transit & expand affordable housing opportunities.