

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



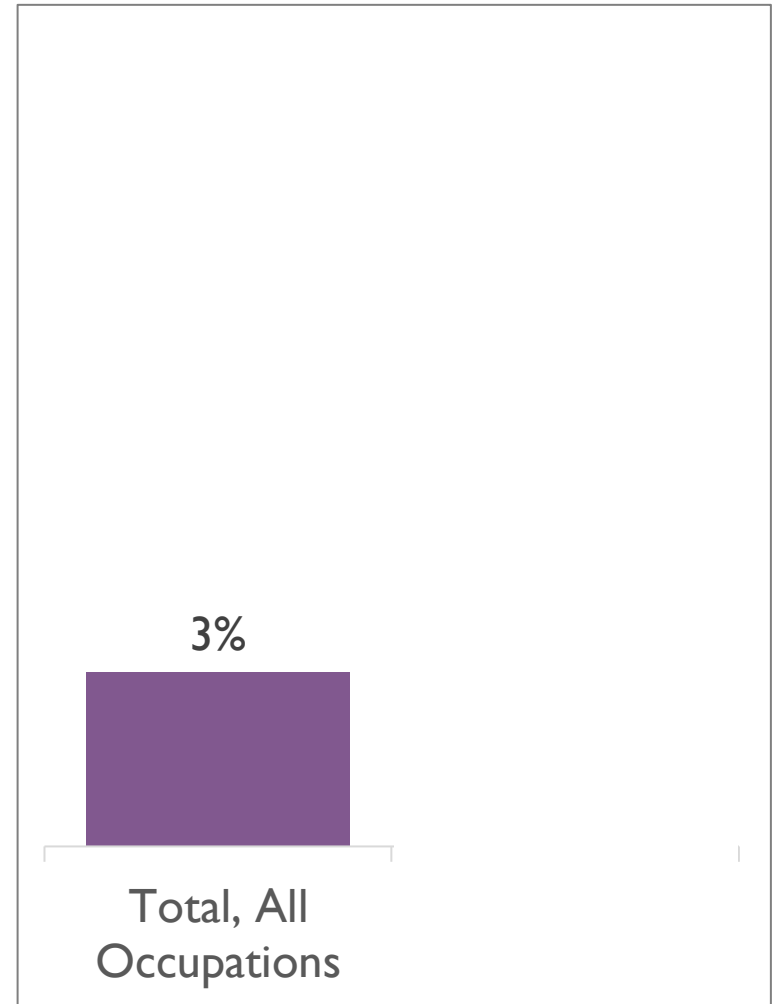
PROJECTED DEMAND *for Care Work*

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

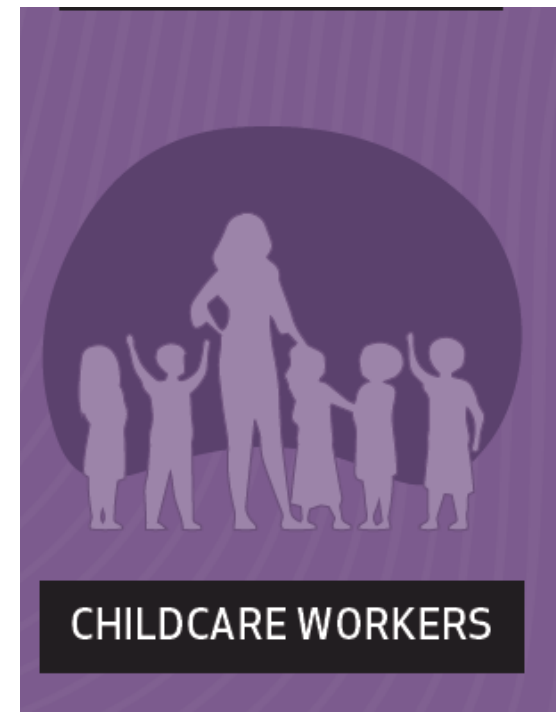
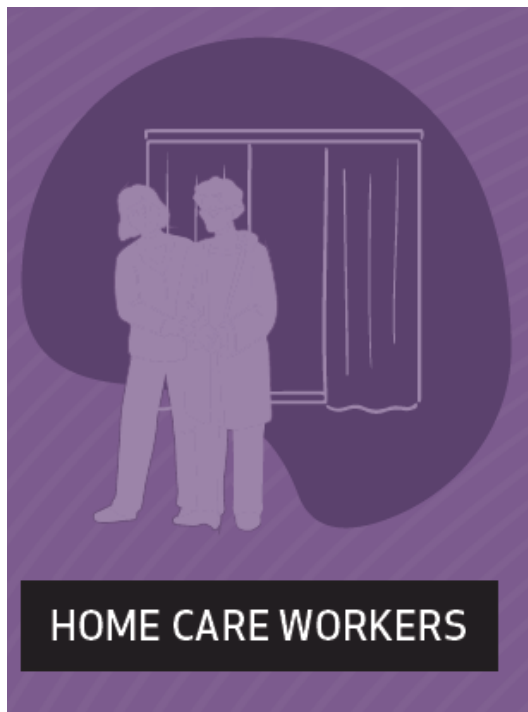
Estimated national growth in the number of adults 85 years and older from 2020 to 2060





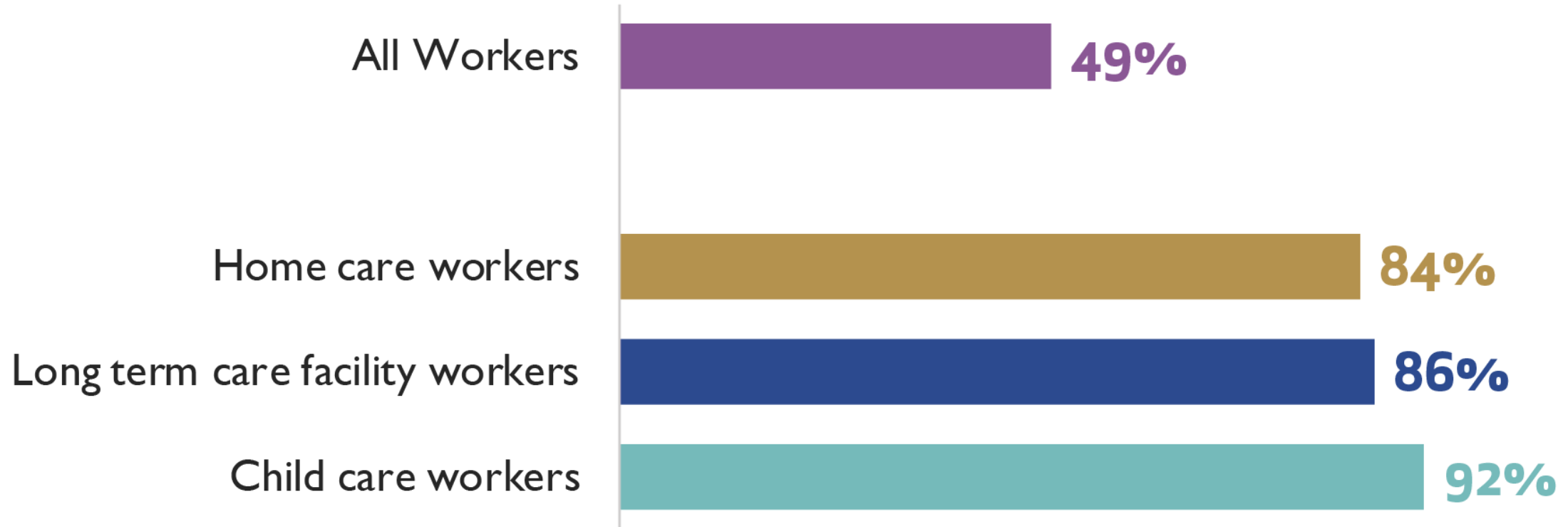
DEMOGRAPHIC PROFILE

of Paid Care Workers



Care workers are overwhelmingly women.

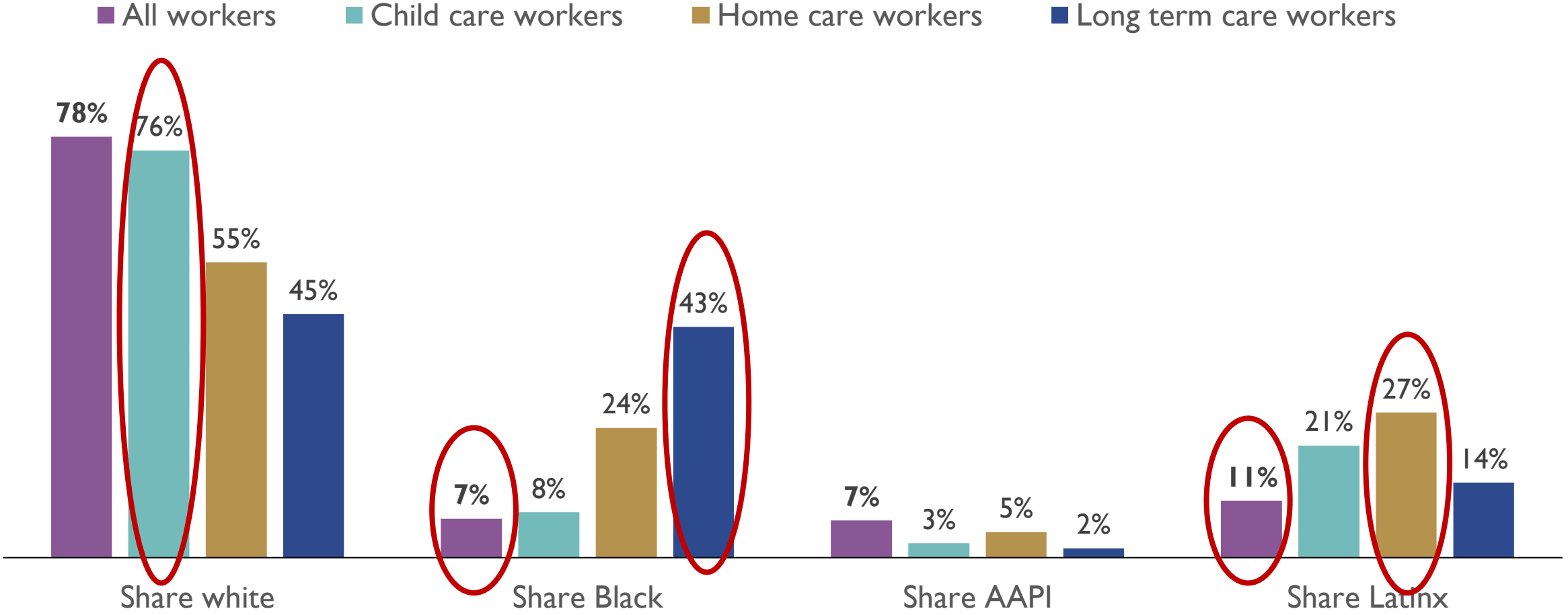
Share of workers in a given occupation that identify as female. Massachusetts. 2016-2020.



Source: 2016-2020 American Community Survey Public Use Microdata

Long term residential and home health care workers are disproportionately Black and Latinx.

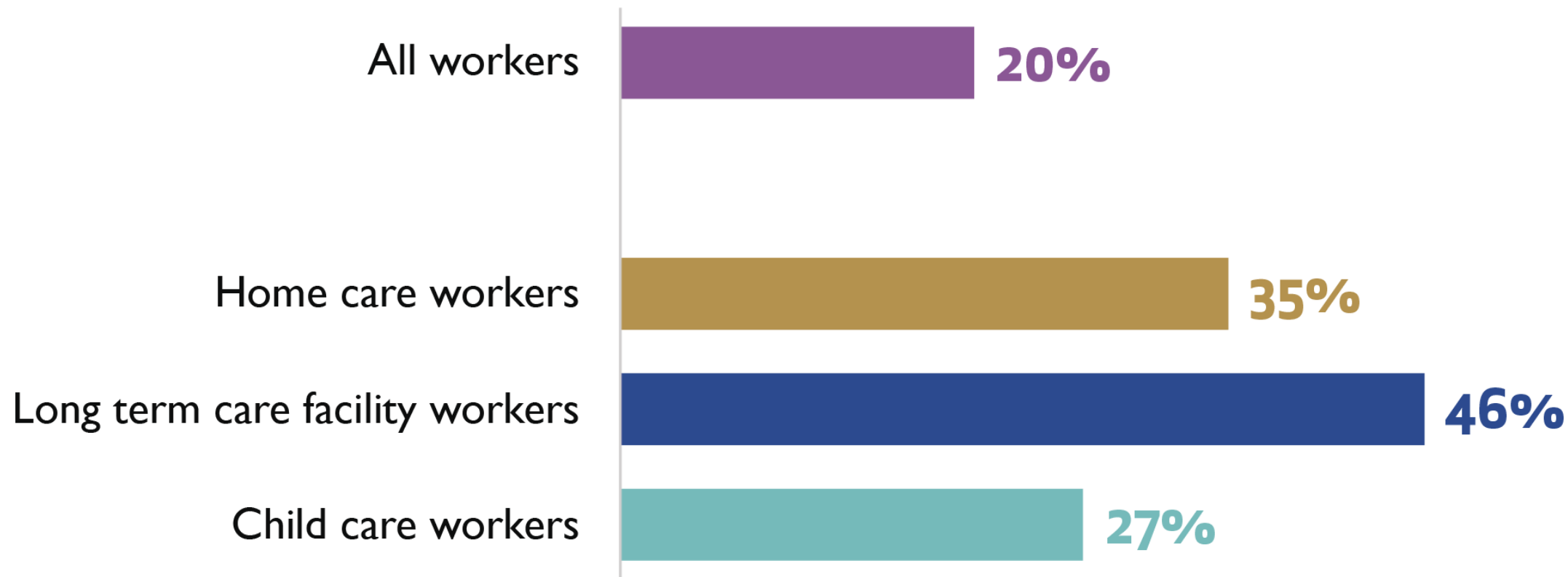
Share of workers in a given occupation by race/ethnicity. White, Asian American Pacific Islander (AAPI), and Black categories are single-race only and Latinx-inclusive. Latinx can be of any race. Massachusetts. 2016-2020.



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.



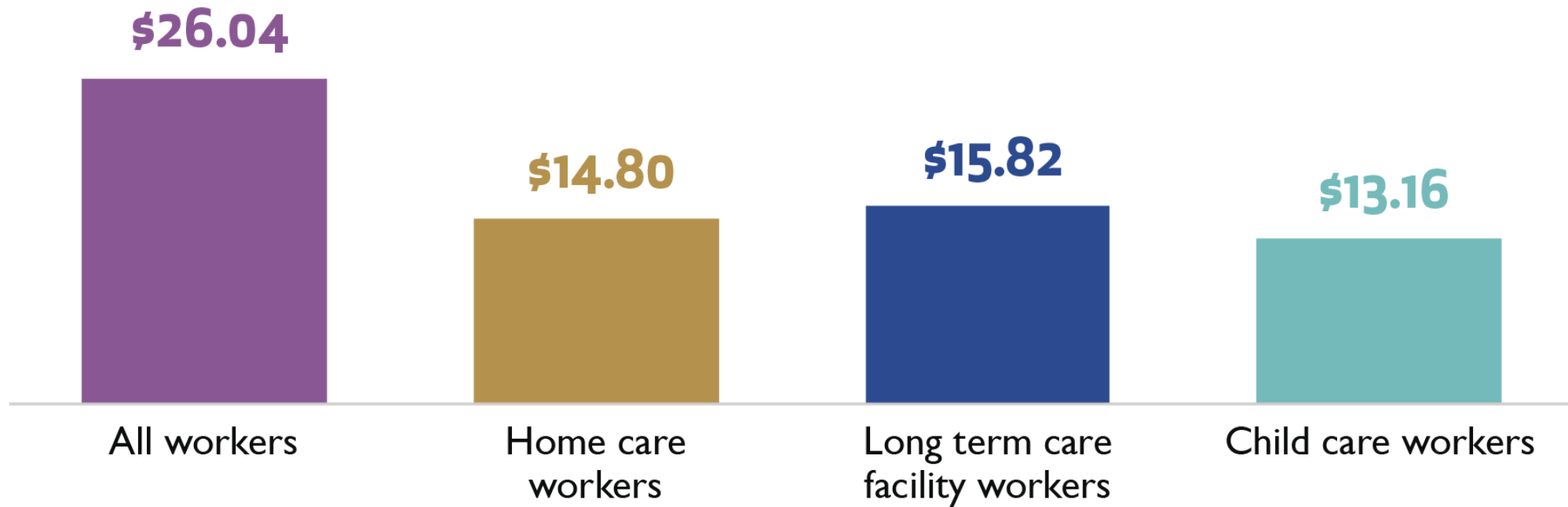
Source: 2016-2020 American Community Survey Public Use Microdata



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

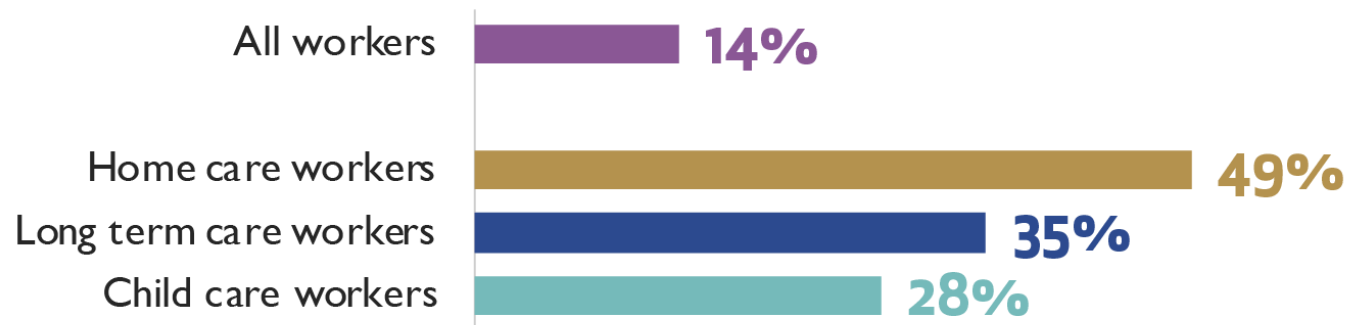
Care workers are less likely to receive employer benefits.

Share of workers in a given occupation who receive health insurance through their providers and share of workers who receive Medicaid. Massachusetts. 2016-2020.

Receives employer-provided health insurance



Receives Medicaid



JOB QUALITY *Analysis*



Low rates of retirement benefits



Higher rates of emotional strain



Difficult schedules



Occupational hazards

A decorative graphic consisting of a purple L-shaped bar. The top horizontal bar extends across the width of the text area, and the left vertical bar extends downwards from the top-left corner of the text area.

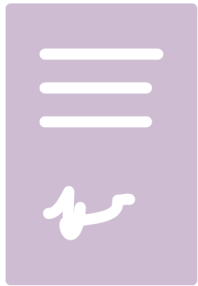
CONCLUDING *Policy Thoughts*



Continue strengthening the state minimum wage.



Increase Medicaid reimbursement rates.



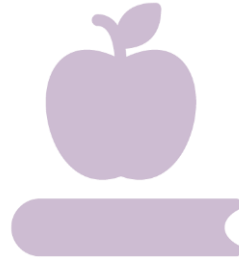
Develop a licensing process for home care agencies.



Improve access to training and career ladder programs.



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 public transit & expand affordable housing opportunities.