

# Child Care Resource Center, Inc.

## Work and Family Resource Bulletin

April 2006

*The Work and Family Resource Bulletin is designed to provide you with information to better assist your employees in balancing their work and family responsibilities. This is accomplished by informing you of trends and changes in the work and family field, by highlighting the services CCRC can provide as a resource and referral agency and by acting as a forum for sharing ideas with other professionals in the field.*

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#### **TAKE OUR DAUGHTERS AND SONS TO WORK® DAY**

Each year, the national date for the Take Our Daughters and Sons to Work® Day is the fourth Thursday in April; this year's celebration takes place on April 27, 2006.

The program was created by the Ms. Foundation for Women to strengthen the connection between education and work, and between parents and their children. It is intended to be more than a career day, and is designed to expand opportunities for children and to expose them to what adults do during the work day, including a first-hand look at the daily challenges that parents face. It can also show children the value of education and give them an opportunity to share how they envision their future as working adults.

The Foundation has created a website to assist employers and schools celebrate this day. You will find activities, resources and FAQs at the website:

[www.daughtersandsonstowork.org](http://www.daughtersandsonstowork.org)

#### **CHILD CARE COSTS ARE BREAKING PRIVATE PIGGY BANKS**

The National Association of Child Care Resource & Referral Agencies (NACCRRA) has released a study of child care costs which reports that child care can be as expensive as food and health care combined. The NACCRRA study found that five states — Massachusetts, California, New York, Minnesota and Wisconsin — have the most highly priced child care in the United States. Not coincidentally, these states also have the best (lowest) teacher-to-child ratios.

The average cost of full-time infant care in Massachusetts (state-wide) is \$13,480; monthly fees at Metropolitan Boston centers can top \$2,000. At the low end, Alabama child care costs just \$3,803 on average.

A related story reports that national labor unions SEIU and AFSCME have agreed to form unified childcare organizations in California and Pennsylvania, and have already won the right to organize childcare workers in Iowa, Illinois and elsewhere. These unions are working to raise awareness of the low pay that childcare workers earn.

While childcare costs are skyrocketing, it may seem like a bad time to pay child care providers more. But AFSCME organizer, Denise Dowell, says: "Parents are paying what they can. This is about building a movement that's going to change the flow of public resources so standards are raised and more kids have access to quality early education."

Perhaps the mix of public resources, public awareness, employer support and well-paid program staff will be effective in providing parents and children with the care and education that they need.

*Work & Family Newsbrief, 3/06*

## GLOBAL WORK LIFE



### JAPAN BECOMES PARENT-FRIENDLY

Some major Japanese companies are introducing more parent-friendly policies in an bid to keep talented employees. *Matsushita Electric* will allow employees to take a two-year childcare leave any time before their child enters elementary school. The company will also allow employees with a child in school up to third grade to work flexible hours or at home. *Sharp Corporation* now allows workers who leave the company for childcare reasons to come back after an absence of up to seven years, or after their child enters elementary school. Parents at *Nissan* can now use their yearly 10-day childcare leave for school events. Employees may also reduce the work-day by up to three hours until their child finishes third grade. Women can take maternity leave at an early stage of pregnancy, rather than waiting until six weeks before birth.

*Work & Family Newsbrief, 4/06*

### EUROPEAN EMPLOYEES

A recent study has examined workplace policies and practices in the UK and Europe. The research was conducted by Manpower, which indicated that employees in nearly every country said that they would put off retirement if they had flexible hours. In the UK, where work-life balance and flexibility were most important, employees said they would work longer hours if they could work flexibly. Those in Austria have the greatest thirst for knowledge, with 78% rating the ability to take paid educational courses most important. Employees in Germany are most interested in pension packages, while Spanish employees are most concerned about the length of the work week. Key issues across the board, in addition to salaries and bonuses, include the length of the work week, the number of holidays, and access to education.

### EMPLOYEE TURNOVER IN UK

In the United Kingdom more than 33% of employees leave the jobs in the first year of employment, while more than 75% leave within three years. This has led to soaring costs to business due to the necessity of incorporating the cost of these factors:

- loss of expertise
- Interruption of business relationships
- the impact on morale
- the cost of training new employees

This report from the Reed Consulting group highlights a growing phenomenon called “job shopping,” where employees move frequently between roles and organizations. These employees rate “opportunities for development” and “issues in the work environment” as high on the list of priorities in job selection and retention.

*Work & Family Newsbrief, 11/05*

### IT'S TIME TO CALL THE CHILD CARE RESOURCE CENTER ABOUT WORKSHOPS

CCRC HAS REVISED THE WORKSHOP CATALOG TO INCLUDE MANY NEW TOPICS, such as

#### Emergency Preparedness for Families

This work shop includes information and materials that will assist parents to develop a response plan that they and their families can use in case of emergency.

Call **Anne Dilliplane @ 617-547-2982** or email **dilliplanea@ccrcinc.org**

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