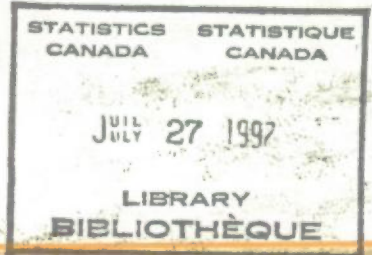


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Parental work patterns and child care needs



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CANADIAN NATIONAL CHILD CARE STUDY

PARENTAL WORK PATTERNS AND CHILD CARE NEEDS

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The Canadian National Child Care Study is a cooperative research project among members of the National Day Care Research Network, Statistics Canada, and Health and Welfare Canada. Primary funding was provided by the Child Care Initiatives Fund, Health and Welfare Canada, with supplemental funds provided by the Social Sciences and Humanities Research Council of Canada, and the Provinces of Ontario and New Brunswick.

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July, 1992
Canada: \$25.00 per issue
United States: US \$30.00 per issue
Other Countries: US \$35.00 per issue

Catalogue 89-529E
ISBN 0-660-14293-7
Ottawa

The opinions and interpretations expressed in this report are those of the authors and do not necessarily reflect the views of Health and Welfare Canada or Statistics Canada.

Canadian Cataloguing in Publication Data

Main entry under title:

Canadian National Child Care Study :
parental work patterns and child care needs

Issued also in French under title: Étude nationale
canadienne sur la garde des enfants, les régimes
de travail des parents et leurs besoins en matière
de garde des enfants.

"The Canadian National Child Care Study is a cooperative
research project among members of the National Day Care
Research Network, Statistics Canada, and Health and
Welfare Canada.

ISBN 0-660-14293-7

CS89-529E

1. Child care services -- Canada -- Statistics.
2. Work and family -- Canada -- Statistics.
3. Parents -- Employment -- Canada -- Statistics.
4. Hours of labor -- Canada -- Statistics. I. Lero,
Donna S. II. Statistics Canada. III. Canada. Health and
Welfare Canada. IV. National Day Care Research Network.

HV745.A6 C36 1992 362.7'12'0971021 C92-099448-2

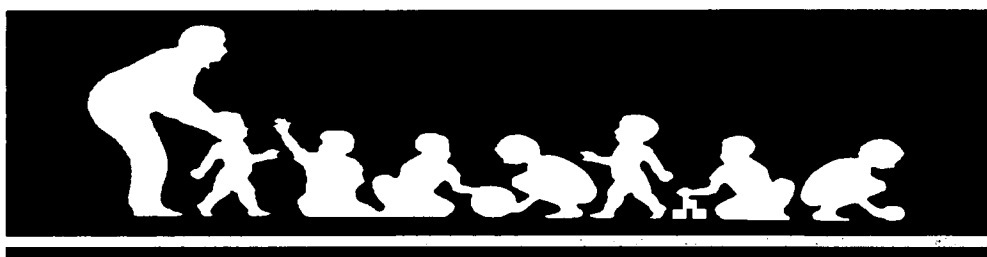


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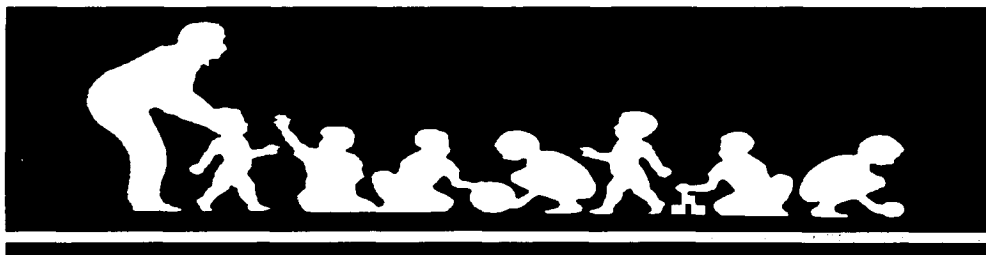
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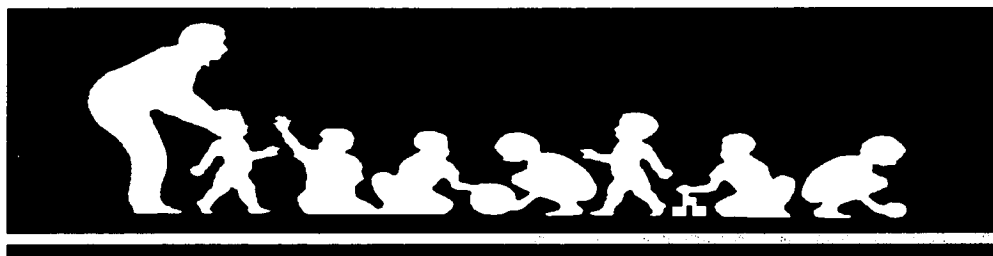
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THE CANADIAN NATIONAL CHILD CARE STUDY

The Canadian National Child Care Study is a collaborative research project involving four academic researchers affiliated with the National Day Care Research Network, and the Special Surveys Group, Household Surveys Division of Statistics Canada. The study was funded by Health and Welfare Canada through its Child Care Initiatives Fund and by the Social Sciences and Humanities Research Council of Canada, with additional funding from the governments of Ontario and New Brunswick. The study consists of two linked but separate research projects: a comprehensive national survey of Canadian families with at least one child younger than 13, and a history and analysis of child care in each province and territory.

This document is one of a series of research reports based on the 1988 National Child Care Survey which focuses on the relationship between parents' work lives and child care. Other reports focus on children and their care arrangements, Canadian families and their child care arrangements, and specific thematic issues, such as the affordability and availability of child care in Canada. A separate report, the **Canadian National Child Care Study: Introductory Report**, is available that provides an overview of this major study, including its goals and objectives, and detailed information about methodology and procedures. Readers requiring additional information may contact any of the following persons:



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HIGHLIGHTS

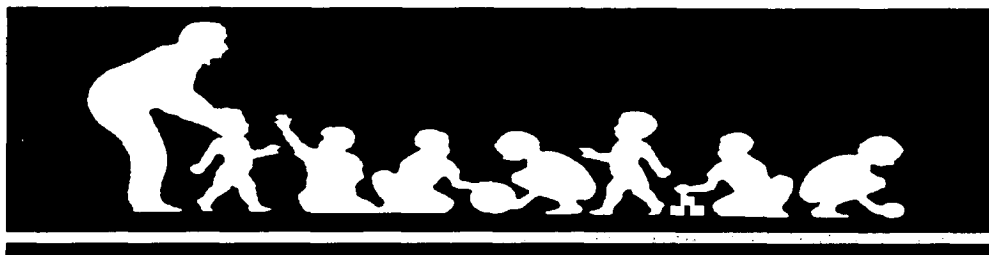
Detailed information about parental work patterns and work schedules was collected in the 1988 National Child Care Survey from a nationally representative sample of Canadian families with children 0-12 years of age in the fall of 1988. Estimates of the number of families who need child care to enable parents to work; accurate estimates of the number of children who need full- and part-time care; and data on when child care is needed to correspond to parents' work schedules are included. This report provides important information for policy makers, employers, and others who are concerned about parental work patterns or the development of child care services and programs.

- While diversity is clearly evident, the predominant family form, even among families with infants and toddlers, is the dual-earner family. In 1988, 46% (446,500) of families with a child younger than 3 were dual-earner families, as were 49% (296,600) of families with a youngest child 3-5.
- Balancing work and family roles is an experience shared by many families with young children. In 1988, close to 52% of all families with preschool children (0-5 years) were composed of dual-earner couples or employed sole-support parents.
- Most parents who are employed work full time. Even in families with children younger than 3, both parents worked full time in about 67% of dual-earner families.
- Employed parents in one-parent families most often worked full time: 43% (83,900) of lone parents with one or more preschool children (0-5 years) were employed -- more than 80% full time; and 65% (134,000) of lone parents with school-age children, but no preschoolers at home were employed -- 85% full time.
- Only 55% of working parents had a standard work week schedule (Mondays to Fridays only, with fixed daytime hours, predominantly between 8 a.m. and 6 p.m.).
- Among the 1,508,600 working parents primarily responsible for arranging child care (95.1% of whom were mothers or lone-parent fathers), 28% worked at least one weekend day. About 63% worked fixed daytime hours, with work days ending by 6 p.m.; almost 10% worked a fixed late day or night shift; and 27.8% worked irregular hours.
- Parents who worked part time, particularly women, were more likely to work a non-standard schedule. About half of parents who worked less than 30 hours a week worked non-standard hours (a fixed late day or night shift or an irregular schedule).
- About 40% of working parents said their schedule varied from week to week, and as many as 14-17% said they did not know about schedule changes in advance.
- Dual-earner parents with and without preschool children were similar in their work involvement in the reference week. Both parents worked 30 or more hours in 56% of families with at least one preschooler and in 61% of families with no preschoolers.
- Both parents worked more than 40 hours per week in one out of five dual-earner families (224,100 families).

- Both parents worked a "standard work week" (Monday-Friday on a fixed daytime shift) in less than one third of dual-earner couples with children younger than 13.
- One or both parents worked at least one weekend day in 47% of dual-earner couples, and one or both parents worked either a fixed late day or night shift in 21% of dual-earner couples.
- The majority of dual-earner couples with children had at least partially off-shifted work schedules. One or more indicators of off-shifting (off-scheduled work days, work shifts, or 10 or more hours of work) was evident in 61.5% of dual-earner families.
- While the spouse of the parent most responsible for arranging child care provided some child care in 38% of dual-earner families, only 16.5% of dual-earner couples (197,700) deliberately arranged work schedules for that purpose.
- The most common reason parents gave for deliberately off-shifting work hours was that they considered it best for their children. However, one third of parents who deliberately off-shifted did so because they could not afford other child care or to reduce child care costs.
- An estimated 60% of families with children younger than 13 (55% of families with children younger than 6 and 52% of families with a child younger than 3) needed some child care to support parental employment.
- An estimated 807,700 families needed full- or part-time care for one child younger than 13; an additional 826,400 families needed care for two or more children.
- Approximately 595,700 families with at least one preschool child (0-5 years) needed full-time care. Another 276,000 families needed part-time care for one or more preschoolers to match parents' usual work hours.
- Almost 250,000 families needed child care for two or more preschool-age children under the age of 6.
- Approximately 333,000 families needed care for both preschool and school-age children.
- An estimated one in eight (12.8%) families who needed full-time care for at least one preschooler had a combined 1987 parental income of \$20,000 or less.
- Child care was needed in 1988 for an estimated 2.7 million children to support parental employment: 276,000 infants 0-17 months, 276,500 children 18-35 months, 585,100 children 3-5 years, 861,400 children 6-9 years, and 680,700 children 10-12 years old.
- Roughly 34% of infants, toddlers, and 3-5 year olds in Canada required care for 30 or more hours each week to support parental employment, as did close to 40% of 6-9 year olds and 45% of older children aged 10-12.
- Children's needs for child care mirror the diversity in their parents' work schedules. In families in which the parent primarily responsible for arranging child care worked, only 53% of children younger than 6 and 55% of school-age children could be described as having care needs that conformed to a standard work week. Roughly 27-29% of preschool and school-age children needed care for at least one weekend day. Between 10 and 12% of preschool and school-age children needed care while their parent worked a fixed late day or night shift. Approximately 28% of preschool and

school-age children needed care that would accommodate an irregular work schedule that varied from day to day.

Parents' use of one or more care arrangements, including care by parents themselves (care by parents at work or through off-shifting work hours); care by relatives, neighbours, or paid sitters; day care centres, half-day preschools, before and after school programs, and latch-key and sibling care depends on many different factors. How children are cared for while parents work or study and at other times, parental preferences among child care options, and the affordability and availability of child care alternatives are examined in other reports in this series.



ACKNOWLEDGEMENTS

The Canadian National Child Care Study is a unique cooperative and collaborative effort among researchers, government, and child care professionals. The project was conceived by members of the **National Day Care Research Network (NDCRN)** at its first organizational meeting in December, 1983. Since 1984, the four principal investigators have worked in close cooperation with the Special Surveys Group of Statistics Canada, and in particular with T. Scott Murray, Assistant Director, Household Surveys Division. Individuals at Statistics Canada who deserve special thanks include Margot Shields, the senior methodologist who contributed to the study in many ways, Sue Lafrance, Wilma Shastry, Hank Hoffman, Rita Nesich Green, Jill Bench, Cindy Sceviour and Danielle Baum. Richard Veevers provided valuable comments and suggestions on this report.

The study would not have developed without the strong support of Health and Welfare Canada. We are particularly indebted to Evariste Thériault (National Welfare Grants) and Howard Clifford (National Child Care Information Centre), who served as the very able "godparents" of the project, and to the Child Care Initiatives Program, particularly Don Ogston, Sharon Gribbon, Dorothy Jetté, and Ron Yzerman for providing major funding and encouragement. Other funding sources we gratefully acknowledge include the Social Sciences and Humanities Research Council of Canada, Employment and Immigration Canada, and the governments of Ontario and New Brunswick.

We are also indebted to our very competent research site team members, including data analysts, research assistants, and secretaries. Special thanks go to Wendy Arthur, Karen Johnson, and Leo Keating for their assistance with this report. This project could not have been completed without the support provided by our respective universities (the University of Guelph, University of Victoria, University of British Columbia, and University of Manitoba) and it is a pleasure to acknowledge their contributions.

Finally, thanks are extended to the interviewers who participated in the study and to the parents who took time from their busy schedules to share their thoughts and experiences with us.

Chapter 1

INTRODUCTION

Events in the last few decades have resulted in major changes in the structure of families and in the roles and relationships of family members. The most dramatic changes chronicled by demographers and sociologists include a marked decline in fertility rates, a rapidly rising divorce rate, and the continuing and extraordinary increase in women's participation in the labour force, especially among women with young children.¹

These changes have occurred in almost every developed country in the Western World. They have not taken place in a vacuum, but have been affected by and, in turn, have influenced other demographic, institutional, and economic factors. As Kamerman and Hayes (1982) have noted; "Taken together these changes in work and family affect virtually all our social, cultural, and economic arrangements. Most importantly, they affect the environment in which children are reared and the experiences they have growing up" (p. 3).

The pace of social change has been so rapid that established images of family life no longer match reality:

- in 1988, almost one out of every eight children 12 years of age or younger lived in a family headed by a single parent or guardian;²
- on average, almost 60% of mothers with children younger than 3 were engaged in paid employment in 1990 -- usually on a full-time basis;³ and
- the majority of families with preschool-age children in 1990 were dual-earner families.⁴

One of the consequences of these changes in family structure and in family members' roles is that often parents must depend on others for support to fulfill their two major functions, described by Morgan (1986) as: "the economic responsibility to work, to support family members, and to maintain family autonomy; and the responsibility to care for the physical and psychological needs of children in a stable and nurturing environment" (p. 157). Parents can be helped or hindered in these functions by government policies, social assistance programs, the structure and availability of child care services, and benefits and flexibility in the workplace. However, to date, these supportive factors have not kept pace with changes in Canadian society.

Basic to developing a shared and accurate perspective of the realities of family life is recent and detailed information about families as units -- how they function and what their needs are. The Canadian National Child Care Study was developed specifically for this purpose: it provides accurate and detailed information about Canadian families and their child care needs, use patterns, and preferences.

During the formative stages of the study, it became evident that there was much more to learn about parents' involvement in the work force. Considerable information was available on occupations and earnings, and on women's participation in the labour force, but most of this was not combined with family-related variables. Conspicuously absent was information on: families as units, particularly information about both parents in two-parent families; and parents'

work schedules (which days, hours, and shifts parents work). Without such data, it is extremely difficult to determine how much child care is needed, by whom, and when.

Detailed information about parents' work patterns collected from a family perspective is needed to:

- develop an accurate picture of the realities of family life in Canada today;
- determine child care needs and understand the context in which parents make child care and employment decisions;
- help us better understand and interpret child care use patterns; and
- identify government and workplace policies and practices that could help parents harmonize work and family responsibilities.

Because of these needs, considerable efforts were made to obtain as full a picture as possible of parental work patterns in Canada. Such information helps describe an important part of the "life space" or ecology in which children and families function daily.

1.1 A Note on Context

This report's emphasis on parental involvement in the paid labour force does not imply that unpaid homemaking and child-rearing are unimportant, or that the only "legitimate" reason for needing or using child care is to support paid employment. Indeed, we recognize the wide variety of purposes child care and early childhood education programs can serve by providing children with socialization and learning experiences and by providing parents with respite and support (Lero, 1991; Goelman, Pence, Lero, Brockman, Glick and Berkowitz, in press). The Canadian National Child Care Study has a wide scope: other reports address the child care needs and use patterns of parents who are not in the labour force, and reasons for child care other than paid employment.⁵

1.2 A Guide to Readers

This report has two major objectives. The first is to describe parental work patterns including parents' employment status, the prevalence of full- and part-time work, occupational characteristics, and work schedules. Our analyses go beyond those of many other studies both in the amount of detail provided, and in relating parental work patterns to child-rearing demands within families. An additional feature is an analysis of dual-earner families' work patterns and work schedules. Chapters 5, 6, and 7 focus on parental work patterns and will be of particular interest to family sociologists, human resource professionals, and others interested in employment data and family processes.

The second major objective is to use the data on parental work patterns and work schedules to accurately estimate child care needs. Appendix C examines the complex conceptual and methodological issues involved in producing estimates of child care needs. Chapter 8 includes a brief description of procedures used in this report to estimate the number of families and the number of children needing child care to support parents' employment. Appendix C and Chapter 8 will particularly interest child care professionals and policy analysts, educators, and those concerned about child care spaces and services. These sections can be read independently of earlier chapters.

Most data in this report were computed nationally. Selected information was analyzed by province and is included in Appendix B.

Following this introductory chapter is an overview of information on parents' labour force participation from sources other than the Canadian National Child Care Study.

- Chapter 2** presents historical data on women's labour force participation, and draws on other Statistics Canada publications including **New Trends in the Family: Demographic Facts and Features**, and **Women in Canada: A Statistical Report**. The chapter concludes by identifying some of the gaps in our existing knowledge of parental work patterns.
- Chapter 3** describes the Canadian National Child Care Study. Particular emphasis is given to the National Child Care Survey, on which succeeding chapters are based. The survey methodology is briefly described and unique features of the survey design that are important for interpreting the data are identified.
- Chapter 4** provides a demographic profile of Canadian families with children younger than 13, based on the National Child Care Survey. This profile includes information on family structure, the number and ages of children present, parental income, urban and rural distribution, the educational attainment of parents, and their country and language of origin.
- Chapter 5** presents data on parents individually and on one- and two-parent families. This chapter focuses on general labour force information, including parents' employment status, usual work hours, occupation, industry, and worker classification (i.e., private or public sector employee, self-employed or unpaid family worker).
- Chapter 6** describes parents' work schedules and work shifts, and shows how these are relevant to child care needs.
- Chapter 7** is an analysis of how work schedules relate to child-rearing demands within families. Particular attention is paid to parents' work schedules in dual-earner families, including dual-earner couples who deliberately off-schedule their work hours to minimize the need for non-parental child care.
- Chapter 8** examines the prevalence of child care needs based on NCCS data. Estimates are first provided of the number and kinds of families needing child care for work-related purposes. A second section presents estimates of the number of children in specific age categories who needed full- and part-time care in the fall of 1988. A final section uses parental work schedule data to identify when child care is most often needed, and how many children need care on weekends, in the evenings, or on an irregular schedule to accommodate parental work hours.
- Chapter 9** summarizes the major findings of the report, focusing on parental work patterns and child care needs.

The authors hope that this report will be of interest to a wide readership. The glossary will help readers who are not familiar with labour force terminology; however, for more detailed information about the National Child Care Survey and its methodology, please refer to the **Canadian National Child Care Study: Introductory Report**.

Chapter 2

WHAT IS KNOWN ABOUT PARENTAL WORK PATTERNS IN CANADA?

Unfortunately, data on parental work patterns, especially for both parents in two-parent families, are sparse. Existing data cover mothers' and fathers' employment status (whether parents are employed, unemployed, or not in the labour force) for families in which the youngest child is under 3, 3 to 5, or 6 to 15. Composite estimates exist for families with at least one preschool-age child (0-5 years old) or at least one child younger than 16. Some information is available about the distribution of full-time and part-time work⁶ for women in these families. Adequate data have been lacking on families with several children of different ages, and on parental work schedules.

This chapter summarizes information on Canadian families with children younger than 16.⁷ Whenever possible, data are presented separately for families with preschool-age children, since their child care needs are particularly acute.

2.1 Sources of Information About Parents' Work Force Involvement

Annual averages of Statistics Canada's Labour Force Survey data are the most useful source of published information on parental work patterns. Because these annual averages provide historical data on women's work force participation classified by the age of the youngest child in the family, they serve as the best barometer of change in mothers' labour force participation over time. Ironically, while these data also describe family work patterns (i.e., whether both parents in husband-wife families are employed, unemployed, or not in the labour force), the information is neither collected for that purpose nor presented as such. Indeed, an unbiased observer could conclude that, as a society, we regard parents' involvement in the work force as synonymous with mothers' involvement in the work force.

Other information, such as data from the Census of Population, can be difficult to interpret. In census families, for example, adults are counted as "children" if they live with their parents and are not married, separated, divorced, or widowed. Thus researchers interested in such topics as the prevalence of dual-earner families with young children can not turn to published census data because of this all-inclusive definition.

A third potential source of data on family work patterns is Statistics Canada's Family Expenditure Survey, which focuses on family income and expenditure patterns. Unfortunately, the results of this survey often are not easily accessible and the categories used to describe parents' labour force involvement are too broad for researchers interested in specific aspects of work and family life.

Other information collected by governments may pertain to parental work patterns, but such data are not analyzed or presented in useful ways for studying family patterns. Employment data, for example, are generally collected to

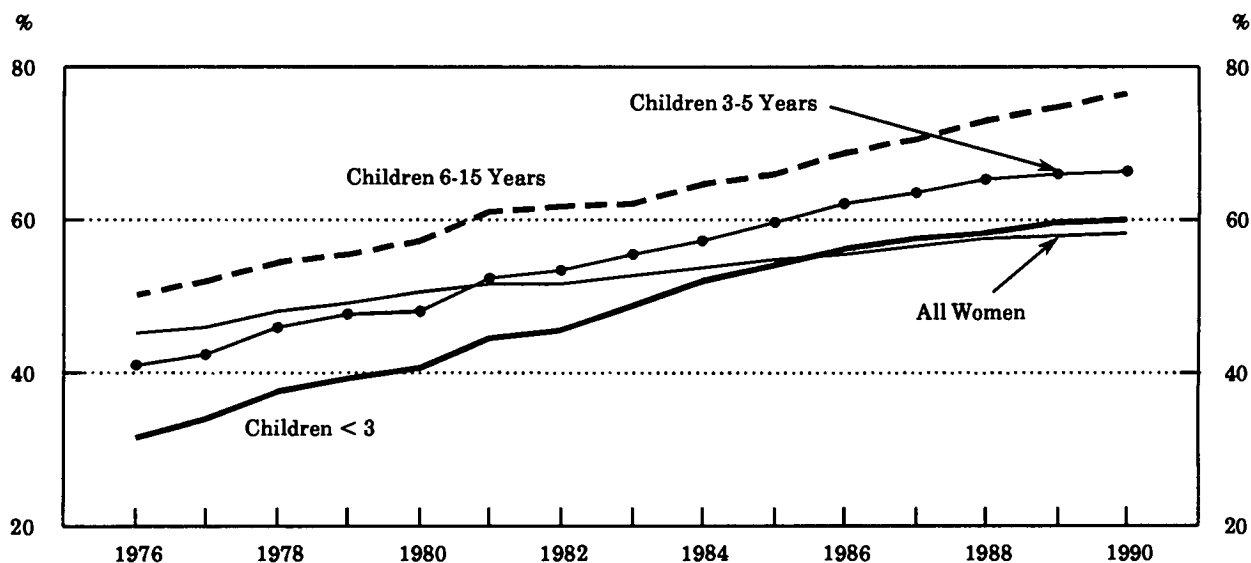
provide economic and labour force information. A clear understanding of family structure, family processes, and how various factors influence the well-being of family members in Canada requires rigorous national studies designed for that purpose.

2.2 Women in the Labour Force

In 1951, less than a quarter of all Canadian women (24.1%) were in the paid labour force; by 1971, this figure had risen to 39.9%. In 1990, over half (58.4%) of all women aged 15 and older were employed or actively looking for work.⁸ Currently, forecasts suggest that by the year 2000, fully 88% of women aged 25-34 will be in the work force.⁹ This trend is particularly noteworthy since women aged 25-34 years are the group most likely to have young children at home.

The largest increases in women's participation in the labour force have occurred among women with preschool-age children, especially women with children younger than 3 (Figure 1). Before 1981, mothers whose youngest child was 3 to 5 years old had a lower participation rate than all women; until 1986, this was also true for mothers whose youngest child was under 3. Since 1986, the labour force participation rate of mothers with young children has exceeded that of all women. Between 1976 and 1990, the annual average participation rate for mothers with children younger than 3 increased from 31.7% to 60.1%. Comparable increases for mothers whose youngest child was aged 3 to 5 also occurred, from 40.9% in 1976 to 66.2% in 1990 (Table 1).

Figure 1 Labour Force Participation Rates Of Women By Age Of Youngest Child, Canada, Annual Averages, 1976-1990



Source: Statistics Canada, Labour Force Survey, unpublished data; Statistics Canada, Labour Force Annual Averages, 1981-1988. Catalogue 71-529.

Table 1 **Labour Force Participation of Women, by Age of Youngest Child, Canada, 1976, 1981, 1986, and 1990**

Age of Youngest Child	Labour Force Participation (000s)				Participation Rate (%)			
	1976	1981	1986	1990	1976	1981	1986	1990
Youngest Child								
Less than 3 years	282	419	511	560	31.7	44.4	56.3	60.1
3-5 years	256	306	369	393	40.9	52.4	62.1	66.2
6-12 years	583	696	751	...	49.5	61.1	68.1	...
6-15 years	800	980	1,083	1,200	50.0	61.2	68.6	76.4
Total With Children Under 16 Years	1,338	1,705	1,963	2,153	43.0	54.5	63.7	69.5

Source: Statistics Canada, Women in Canada: A Statistical Report (1990). Catalogue 89-503E; Statistics Canada, 1990 Labour Force Annual Averages. Catalogue 71-220.

One might wonder if the increase in mothers' labour force participation reflects an influx of part-time workers. Are women with very young children more likely to work part-time? Labour force data suggest this is not the case. Analyses of annual averages from 1976 to 1990 show remarkably consistent levels of part-time employment for women with children. In 1976, 31.3% of working mothers with children younger than 3 worked part time; in 1990 the figure was 32.2%. Mothers whose youngest child was 3-5 or of school age have similar patterns. Just 29.3% of employed mothers with children aged 3-5 worked part time in 1976, while on average 29.5% were part-time workers in 1990, again showing little variability throughout 1976-1990. Similarly, slightly less than one quarter of employed mothers whose youngest child was aged 6-15 worked part time (24.6% in 1976; 24.0% in 1990).

Two conclusions can be drawn from these data. First, most women, even those with very young children, are now in the labour force. Second, fully 70% of employed mothers with children younger than 6 years old work full time, as do 75% of employed mothers with school-age children (6-15 years).

These statistics paint a picture of family life that is quite different from images of the "traditional family" presented in the media throughout the 1950s and 1960s. In most cases, families were then portrayed as consisting of two-parent families in which the father worked full time and the mother stayed home with young children, or worked only part time once the youngest child was in school. The reality of family life today evokes new images that include: women maintaining a household with or without a partner while trying to balance a full-time job and the needs of young children; parents redefining traditional roles at home and at work; mothers and fathers involved in finding and maintaining stable, nurturing child care that meets their needs and those of their children.

2.3 Labour Force Patterns From a Family Perspective

The Canadian Labour Force Survey collects data for all members of economic families (men, women, and children). From these data, it is possible to estimate the number and percentage of: (1) traditional male-breadwinner, wife-at-home families, (2) dual-earner families (in which both parents are employed), and (3) one-parent families. Table 2 presents recalculations of 1976 and 1990 annual average labour force data for families in which the youngest child is of preschool age (0-5 years) and families in which the youngest child is of school age (6-15 years).

Table 2 **Parental Employment Patterns in Families With Preschool or School-Age Children, Canada, Labour Force Data, 1976 and 1990**

Family Employment Pattern	Families With Preschool Children (0-5 Years)						Families With Youngest Child 6-15 Years					
	1976			1990			1976			1990		
	Number	%	% of Family Type	Number	%	% of Family Type	Number	%	% of Family Type	Number	%	% of Family Type
Two-Parent Families	1,419,000	93	100	1,352,000	88	100	1,424,000	88	100	1,330,000	83	100
Traditional ¹	907,000	60	64	496,000	32	37	700,000	43	49	325,000	20	24
Dual-earner ²	409,000	27	29	720,000	47	53	612,000	38	43	875,000	54	66
Other ³	103,000	7	7	136,000	9	10	113,000	7	8	130,000	8	10
One-Parent Families⁴	104,000	7	100	185,000	12	100	202,000	12	100	283,000	18	100
Employed	42,000	3	40	78,000	5	42	118,000	7	58	190,000	12	67
Not employed	62,000	4	60	107,000	7	58	84,000	5	42	93,000	6	33
All Families	1,523,000	100		1,537,000	100		1,626,000	100		1,612,000	100	

¹ Husband employed, wife not employed.

² Both husband and wife employed.

³ Wife employed and husband not employed, or neither parent employed.

⁴ Male-headed and female-headed one-parent families.

Numbers may not add due to rounding.

Source: Statistics Canada, Labour Force Survey, unpublished data; Statistics Canada, 1990 Labour Force Annual Averages. Catalogue 71-220.

Comparing 1976 and 1990 family labour force patterns reveals two significant components of social change related to child care needs. The first is a significant increase in the proportion of families with children headed by lone parents.¹⁰ According to recalculated labour force data, the number of one-parent families with preschool-age children increased 78% between 1976 and 1990, from 104,000 to 185,000 families. The number of one-parent families with at least one school-age child, but with no children younger than 6, increased by 40%, from 202,000 to 283,000.

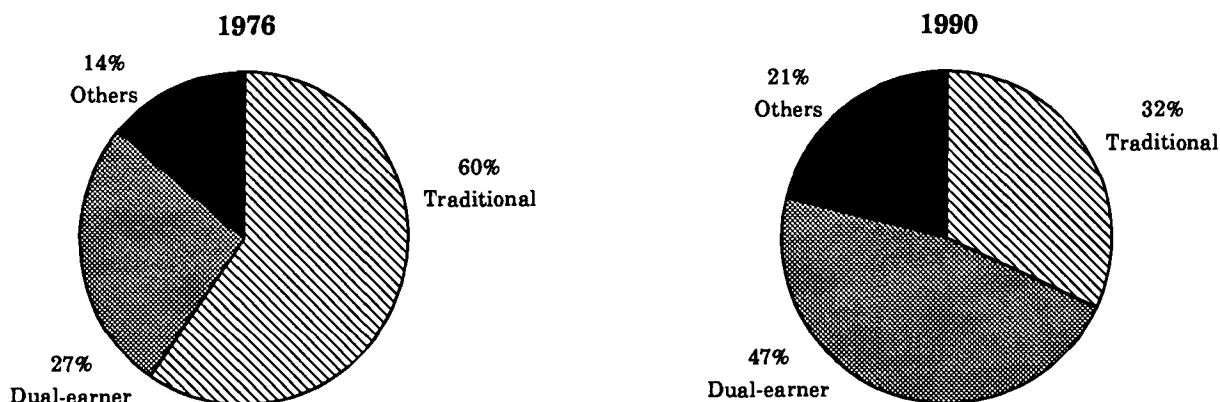
A comparison of the percentage of employed lone parents in 1976 and in 1990 indicates a plateau in the rate of employment among lone parents with preschool-age children (Table 2). The proportion of employed lone parents with young children increased only slightly, from 40% in 1976 to 42% in 1990, despite marked increases in the labour force participation of women with young children. A greater increase occurred among lone parents with school-age children (and with no children of preschool age): employment for this group rose from 58% in 1976 to 67% in 1990.¹¹

Constancy in the employment rate of lone parents with preschoolers may be attributable to difficulty in finding and maintaining adequate, affordable child care on one income, or in balancing work and child care responsibilities. Other explanations -- such as limited education and job skills, policy-related barriers to employment, and a greater inclination on the part of lone parents to be home with their children must also be considered. Regardless, the number of one-parent families is increasing; and one-parent families are at considerably greater risk of being poor than are two-parent families. Thus, concerns about the employability and economic well-being of lone parents with young children appear warranted.

The second major change evident in family labour force patterns is the shift among two-parent families from the traditional male-breadwinner, wife-at-home family to the dual-earner family. In 1976, almost 60% of Canadian families with

preschool children were traditional families; by 1990, roughly half of all couples with young children were dual-earners, most often with both parents employed full time (Figures 2 and 3).

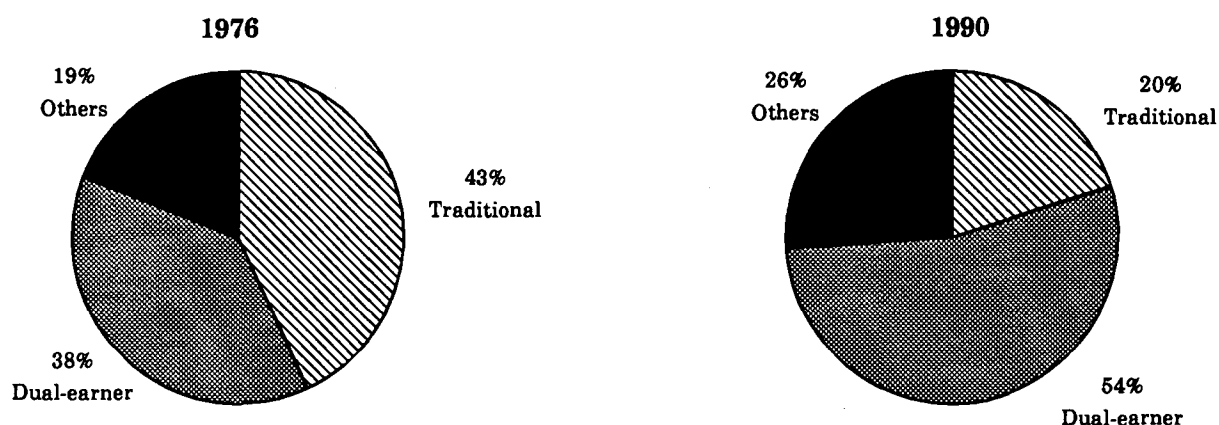
Figure 2 Proportions Of Dual-Earner And Traditional Family Types, Families With Preschool Children (0-5 Years), Canada, 1976 and 1990



Note: "Traditional" category includes two-parent families in which the male parent is employed and the female parent is not. "Other" category includes single-parent families and families with wife only employed.

Source: Statistics Canada, Labour Force Annual Averages.

Figure 3 Proportions Of Dual-Earner And Traditional Family Types, Families With Youngest Child Of School Age (6-15 Years), Canada, 1976 and 1990



Note: "Traditional" category includes two-parent families in which the male parent is employed and the female parent is not. "Other" category includes single-parent families and families with wife only employed.

Source: Statistics Canada, Labour Force Annual Averages.

The shift is even more pronounced among families in which the youngest child is of school age. In 1976, about 43% of families with school-age children were traditional; by 1990, traditional families had become a minority. Indeed, in 1990, the proportion of traditional two-parent families with children aged 6 or older (20%) was only slightly higher than the proportion of one-parent families (18%) with children of the same age.

2.4 Missing Information About Parental Work Patterns

Parents' work patterns, and accordingly, family life, have changed dramatically. Labour force data reveal that the majority of Canadian families, even those with children younger than 3, are now unlikely to include a parent who is a full-time homemaker. Thus, most parents must make some arrangements for their children's care and supervision.

Given the changing nature of family life, other compelling questions emerge:

- How many hours are parents involved in work and work-related activities?
- When do parents work?
- What are the schedules of parents in dual-earner families?
- Do parents in dual-earner families generally work the same hours or do they off-schedule days or hours to reduce or avoid dependence on others for child care?
- When parents' work schedules and work involvement are considered, how many families need child care, and for how many children?
- How many families need care full time (for 30 or more hours each week)?
- How many need part-time care?
- How many families need child care in the evenings or on weekends?

The answers to such questions required data first collected systematically in Canada in the National Child Care Survey. The remainder of this report will provide these answers based on data from a nationally representative sample of Canadian families.

Future reports in this series will address other issues related to parents' work experiences, including:

Work/Family Tension

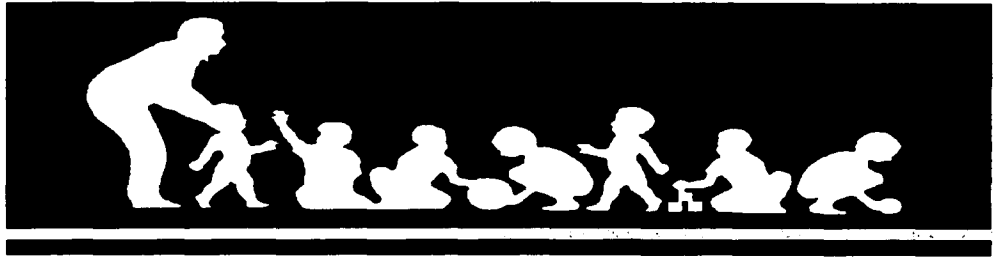
How well are parents managing their work, family and child care roles? How much tension do they experience juggling work, family, and child care? What factors are most likely to cause tension? What factors help to reduce it?

Workplace Support and Flexibility

How available are workplace benefits and policies that might support parents (e.g., workplace day care and paid parental leave)? How many parents have flexible work hours to accommodate family needs? What benefits and services do parents desire most? Would parents prefer to work fewer or different hours than they do now?

The Perceived Effects of Child Care on Parents and on the Workplace

To what extent do problems with child care restrict parents' work involvement? To what extent do these problems affect absenteeism, productivity, and morale? Who is most vulnerable to such experiences? What might be done to avoid or reduce such problems? What kinds of child care best serve the needs of children, parents, and employers?



Chapter 3

THE CANADIAN NATIONAL CHILD CARE STUDY

3.1 Description

The Canadian National Child Care Study is one of the largest, most comprehensive studies of Canadian families ever conducted, and is a unique instance of cooperation and collaboration among researchers, government, and professionals in the child care field. It was developed, in large part, to fill gaps in our understanding of families' child care needs and experiences, and to provide information to support policy development at both the federal and provincial/territorial levels. In effect, the study was designed to be a thorough examination of relationships among child care, family, and employment within a policy framework.

The study's design was influenced by Urie Bronfenbrenner's systems-based theoretical model of ecological factors that affect human development (Bronfenbrenner, 1979). The ecological model provides a way to describe and analyze the linkages between child care, family, and employment variables within contexts defined, in part, by community and provincial resources. An assumption consistent with the ecological perspective is that families' work and child care arrangements are adaptations to a complex set of needs, desires, pressures, and constraints. Child care arrangements (including care by either parent at home) are viewed in two ways: as an "outcome", or means by which a family best meets its needs at a particular point in time; and as a factor affecting children's daily experiences with direct and indirect effects on each parent, on children, and on parent-child relationships. Thus, while parents' work and other activities generate child care needs, child care experiences modify parents' activities and experiences at work and in the community.

3.2 Goals and Objectives

The Canadian National Child Care Study has both descriptive and explanatory purposes.

The two major goals of the study were:

- To provide valid, comprehensive data on Canadian families and their child care needs, use patterns, and preferences; and
- To examine the complex relationships between family, work, and child care variables from both policy and theoretical perspectives.

Specific objectives from these major goals include accurately assessing:

1. Child care needs for infants, preschoolers, and school-age children, particularly for care that enables parents to work;
2. Current child care use -- the number and kinds of arrangements used in an average week for infants, preschoolers, and school-age children based on a nationally representative sample of Canadian families;

3. Parents' preferences among work and child care alternatives and among changes in employment practices and benefits which would support them as parents;
4. How work, family life, characteristics of children, community resources, and social, economic, and geographic factors interact to affect child care needs, use and preferences; and to determine what factors add to, or reduce the tension of juggling work, family, and child care responsibilities;
5. Perceived effects of different child care arrangements on children and parents individually, and in relation to each other;
6. Effects of inter-provincial differences in child care programs and policies on parents' child care choices and on perceptions of the services available to them.

These objectives are met through the project's two linked research activities: an extensive national household survey and a provincial and territorial policy and programs review. Further details about the study's history, objectives, and methodology can be found in the **Canadian National Child Care Study: Introductory Report** (Lero, Pence, Shields, Brockman, and Goelman, 1992).

3.3 Survey Design and Sampling Procedures

The household survey component of the Canadian National Child Care Study is referred to independently as the 1988 National Child Care Survey (NCCS). It was conducted in September and October of 1988 as a special supplement to the Labour Force Survey (LFS) and was developed in close collaboration with Statistics Canada. The survey was designed to yield accurate estimates of two populations:

- economic families in Canada with at least one child younger than 13, and
- all Canadian children younger than 13.

In this report these two populations are sometimes referred to as Canadian families and Canadian children.

The final sample consisted of 24,155 families, reflecting an 84.3% response rate. Response was high in every province, ranging from 75.9% in Alberta to 90.0% in Newfoundland. The sample represents 98% of all Canadian children and families, and allows for accurate and precise estimates of families and children both nationally and provincially.¹² Weighted population estimates describe 2,724,300 families and 4,658,500 children.

Three steps were involved in obtaining the desired survey information. The first step was to select dwellings for inclusion in the Labour Force Survey sample, which utilizes a stratified, multi-stage cluster sampling technique.

The second step was contacting a household member in each selected dwelling. Demographic information was collected to identify those households occupied by an economic family in which at least one child was younger than 13.

The third step in data collection was administering the Labour Force Survey and the NCCS child care interview. The NCCS interview was completed with the parent who identified her/himself as most responsible for arranging child care (referred to in CNCCS reports as the interviewed parent, or IP). In the vast majority of cases (94.9%), the IP was the mother of a child in the family younger than 13. If both parents were equally responsible for making child care

arrangements, the female parent was interviewed. Only 3.9% of fathers in two-parent families had primary responsibility for making child care arrangements.

Identifying the IP is important because child care arrangements were classified according to the IP's main activity while children were in care. As well, the IP supplied information about both parents' work hours and workplace benefits, and the impact of child care problems on both parents in two-parent families. The IP's degree of tension in juggling work, family, and child care responsibilities (or family life, personal goals, and child care for IPs who were not employed) is examined in other CNCCS research reports.

Weighting factors developed for this survey compensated for non-response at each stage of sampling and were adjusted to match projections based on Canadian census data to yield population estimates that would be as accurate as possible for each province and for Canada. All data in this report are weighted population estimates rounded to the nearest hundred. A full discussion of weighting factors, sampling and non-sampling errors, estimation procedures, and editing and imputation are included in the **Canadian National Child Care Study: Introductory Report**.

3.4 Survey Documents

Three documents were used to collect information from NCCS respondents: the Household Record Docket, the Labour Force Survey Questionnaire, and the NCCS interview schedule. NCCS interviews were administered either over the telephone or in person, in the parent's chosen official language, by Statistics Canada interviewers. Approximately 90% of the respondents were interviewed by telephone, usually in one sitting. The remainder were interviewed in person.

The average interview lasted 46 minutes -- 45 minutes for telephone interviews and 49 minutes for in-person interviews. Content outlines of the three survey documents follow. Copies of the questionnaires are included in the **Canadian National Child Care Study: Introductory Report** (Lero, Pence, Shields, Brockman, and Goelman, 1992).

The Household Record Docket (Form 03)

The Household Record Docket was used to update information previously collected by Statistics Canada on the characteristics of household members whose usual place of residence was the selected dwelling. This information allowed interviewers to exclude households in which the youngest child had reached age 13 since the time demographic information was first collected. This document also made it possible to categorize children remaining in the sample by age in months (e.g., 0-17 months). Form 03 was also used to identify the "interviewed parent" (IP).

The Labour Force Survey Questionnaire (Form 05)

The standard LFS Questionnaire was used to collect information on the current or most recent labour market activity of all household members aged 15 or older in eligible families. The LFS Questionnaire includes questions on hours of work, job tenure, type of work, reason for hours lost or for absence, job search undertaken, availability for work, and school attendance.

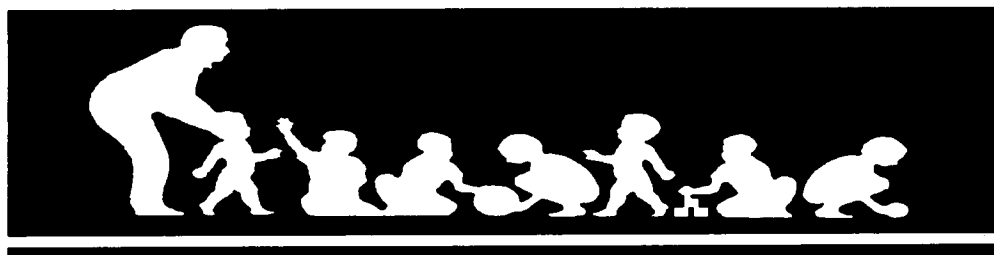
The National Child Care Survey Interview Schedule (Form 06)

This form was used to interview the parent in each economic family who was primarily responsible for child care arrangements. Some parts of the interview focused on IPs or their partners' work and study patterns, on parents' child care preferences, and possible sources of work-family tension. Other parts focused on child care arrangements used in the reference week for each child younger than 13, or on child care arrangements during the previous year for a randomly selected child in the family. For a detailed description of the NCCS interview schedule, see the **Canadian National Child Care Study: Introductory Report**.

3.5 The Reference Week

To ensure the data were reliable, respondents were asked about their work schedules and child care use in the week immediately preceding the LFS and NCCS interviews -- either the week of September 11 to September 18, 1988 or one of the following full 6 weeks. Thus, the data are a "snapshot" of Canadian families with children younger than 13.

To be useful, data from a reference week must be typical for the population that is being represented. When asked, only 5.2% of respondents said there was anything unusual about the care arrangements they used in the reference week. This low figure along with the large sample size, and the extended period of data collection suggests that the NCCS accurately reflects what was usual for this population in the fall of 1988.¹³



Chapter 4

A PROFILE OF CANADIAN FAMILIES WITH AT LEAST ONE CHILD YOUNGER THAN 13

Most estimates of child care needs are based on labour force data. Statistics on child care are often based on counts of children or of filled "full-time" spaces in licensed child care settings. In contrast, direct studies of families and their child care arrangements provide information about all types of child care, and allow researchers, policy makers, and the public to better understand how family and employment factors influence child care needs, preferences, and choices. Because the National Child Care Survey used a large, nationally representative sample, it offers an ideal opportunity to construct a social-demographic profile of Canadian families with children younger than 13 and a profile of the children themselves.¹⁴

4.1 General Characteristics of Families With at Least One Child Younger Than 13

Family estimates from the NCCS are based on "economic families", which include all persons related by blood, marriage, or adoption living in the same dwelling. Most households contain only immediate family members; in fact, 94% of NCCS economic families could also be defined as census (or nuclear) families. Almost all NCCS families (99.4%) include at least one parent (natural, step, or adoptive) with or without a spouse or partner. Grandparents, temporary foster parents, and others acted in place of parents in less than 1% of NCCS families.

NCCS family data are summarized in Tables 3-10. For more detail on family characteristics and inter-provincial differences, refer to the **Canadian National Child Care Study: Introductory Report** (Lero, Pence, Shields, Brockman and Goelman, 1992) and to **Canadian Child Care in Context: Perspectives from the Provinces and Territories** (Pence, Lero, Goelman, and Brockman, 1992).

4.2 Geographic Distribution of NCCS Families

The number and proportion of NCCS families in each province reflect the distribution of eligible families with children younger than 13 in 1988.¹⁵ Ontario accounted for 35.9% of all NCCS families, followed by Quebec at 26%. In total, 9.4% of all families represented in the study lived in the Atlantic provinces; Manitoba and Saskatchewan each accounted for 4% of families; Alberta accounted for 9.9% and British Columbia for 10.8% of all NCCS families (Table 3).

NCCS families lived in cities of all sizes, ranging from Canada's largest urban centres to remote and rural communities. As shown in Table 3, 43.2% of NCCS families lived in large urban centres of 500,000 or more; 14.3% lived in larger cities of 100,000 to 499,999 population; 9% lived in small cities of between 30,000 and 99,999; and 29.4% of NCCS families lived either in small towns and

villages or in rural areas. NCCS families were most heavily concentrated in urban areas of 100,000 or more in Ontario, Quebec, Manitoba, Alberta, and British Columbia, where the majority of families lived in large urban centres. In contrast, more than 50% of NCCS families lived in rural areas or communities of less than 15,000 in Prince Edward Island, New Brunswick, and Newfoundland, as did more than 40% of NCCS families in Nova Scotia and Saskatchewan.

Table 3 **Geographic Distribution of Families With Children Younger Than 13, Showing Province and Population Density, Canada, 1988**

Province	Population of Families Represented	%
Newfoundland	70,400	2.6
Prince Edward Island	14,000	0.5
Nova Scotia	93,000	3.4
New Brunswick	79,300	2.9
Quebec	707,700	26.0
Ontario	978,800	35.9
Manitoba	110,300	4.0
Saskatchewan	109,000	4.0
Alberta	268,800	9.9
British Columbia	293,000	10.8
Yukon and Northwest Territories ¹	...	...
Population Density		
Urban areas, $\geq 500,000$	1,177,500	43.2
Urban areas, 100,000 - 499,999	389,400	14.3
Urban areas, 30,000 - 99,999	244,400	9.0
Urban areas, 15,000 - 29,999	114,500	4.2
Urban areas, < 15,000	257,500	9.5
Rural areas ²	540,900	19.9
Canada	2,724,300	100.0

¹ No data were collected in the Yukon or Northwest Territories.

² Rural areas are all territories outside urban areas with populations less than 15,000.

Numbers may not add due to rounding.

4.3 Educational Attainment of NCCS Parents

As shown in Table 4, most NCCS parents were aged 25-44 (87.4% of IPs and 86.8% of IPs' partners). Approximately 31% of IPs and 33% of partners had not completed secondary school; while 29.2% of IPs and 23.8% of partners had completed grade 12 or 13, but had no postsecondary education. About the same proportion (30.2% of IPs and 34.2% of partners) had a postsecondary certificate or diploma, or a university degree.

Table 4 **Demographic Characteristics of Interviewed Parents and Partners in Families With at Least One Child Younger Than 13, Canada, 1988**

Demographic Characteristics	Interviewed Parent		Partner	
	Number	%	Number	%
Gender				
Male	123,600	4.5	2,233,800	96.1
Female	2,600,700	95.5	91,000	3.9
Age Groups				
15 - 24 years	223,300	8.2	73,700	3.2
25 - 34 years	1,391,400	51.1	981,700	42.2
35 - 44 years	989,400	36.3	1,036,000	44.6
45 - 54 years	108,800	4.0	208,200	9.0
≥ 55 years	11,500	0.4	25,200	1.1
Mean Age (Years)	33.2		35.8	
Education (Highest Level Completed)				
0 - 8th grade	189,100	6.9	195,600	8.4
9th - 11th grade	655,000	24.0	566,800	24.4
Grade 12 or 13; no postsecondary	795,200	29.2	553,100	23.8
Some postsecondary	261,100	9.6	214,800	9.2
Postsecondary certificate or diploma	471,700	17.3	376,000	16.2
University degree	352,300	12.9	418,400	18.0
Immigrant Status				
Immigrated after 1973; mother tongue English or French	78,200	2.9	52,400	2.3
Immigrated after 1973; mother tongue neither English nor French	141,200	5.2	123,300	5.3
Immigrated before 1973; mother tongue English or French	100,600	3.7	83,700	3.6
Immigrated before 1973; mother tongue neither English nor French	131,300	4.8	155,800	6.7
Born in Canada	2,195,800	80.6	1,834,900	78.9
Not stated	77,300	2.8	74,700	3.2
Total	2,724,300	100.0	2,324,800	100.0

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

4.4 Immigrant Status of NCCS Parents

Immigrant families' needs for, and access to child care services was one of many issues identified by the Federal Task Force on Child Care (1986) and by the Special Parliamentary Committee on Child Care (1987). The NCCS used three variables to identify immigrant families: country of birth, year of immigration (after 1973), and the parent's mother tongue (language first spoken and still understood). These three variables were used to describe parents as born in Canada; as recent/non-recent immigrants; and as immigrants whose mother tongue was one of Canada's official languages or neither.

Table 4 shows that 80.6% of IPs and 78.9% of IPs' partners were born in Canada; 8.1% of IPs and 7.6% of partners were classified as recent immigrants; and 10.0% of IPs and 12.0% of partners were immigrants with a first language other than English or French. In approximately 5% of NCCS families, the IP was classified as a recent immigrant to Canada with a mother tongue other than English or French.

4.5 Combined Parental Income in NCCS Families

Almost 21% of Canadian families with children younger than 13 (570,100 families) had an annual combined parental income of \$20,000 or less in 1987, while 15.2% had parental incomes exceeding \$60,000 (Table 5).

Provinces with the highest proportion of families with a combined parental income of \$20,000 or less were Newfoundland and Prince Edward Island, followed by New Brunswick and Saskatchewan. Provinces with smaller proportions of families in this income bracket were British Columbia, Alberta, and Ontario; however, because more families reside in Ontario, Quebec, Alberta, and British Columbia, these percentages can be misleading. Ontario, for example, had the lowest percentage of families with a combined parental income of \$20,000 or less in 1987 (16.6%), but that percentage accounted for more families (162,300) than any other province.

Table 5 Distribution of Families With Children Younger Than 13 Across Selected Income Ranges Based on 1987 Combined Parental Income, Canada and the Provinces, 1988

Province	All Families		Combined 1987 Parental Income ^{1, 2}											
			\$20,000 or Less ³		\$20,001-30,000		\$30,001-40,000		\$40,001-50,000		\$50,001-60,000		More Than \$60,000	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Newfoundland	70,400	100.0	24,600	34.9	15,500	22.0	13,900	18.9	7,900	11.2	4,800	6.7	4,400	6.2
Prince Edward Island	14,000	100.0	4,500	32.2	3,400	24.7	3,100	21.9	1,900	9.3	...	...	...	...
Nova Scotia	93,000	100.0	21,200	22.8	19,400	20.9	19,200	20.6	15,600	16.7	7,300	7.8	10,300	11.1
New Brunswick	79,300	100.0	22,300	28.1	14,900	18.8	18,200	22.9	11,800	14.9	5,800	7.3	6,300	8.0
Quebec	707,700	100.0	157,500	22.3	119,700	16.9	154,200	21.8	108,200	15.3	75,100	10.6	93,100	13.2
Ontario	978,800	100.0	162,300	16.6	129,300	13.2	179,300	18.3	179,000	18.3	134,400	13.7	194,500	19.9
Manitoba	110,300	100.0	27,300	24.8	20,400	18.5	24,000	21.7	18,200	16.5	10,300	9.3	10,000	9.1
Saskatchewan	109,000	100.0	30,300	27.8	19,600	18.0	21,500	19.7	16,700	15.4	10,200	9.4	10,700	9.8
Alberta	268,800	100.0	57,300	21.3	39,700	14.8	51,500	19.2	46,800	17.4	32,400	12.1	41,100	15.3
British Columbia	293,000	100.0	62,800	21.4	44,000	15.0	59,800	20.4	49,800	17.0	32,500	11.1	44,100	15.1
Canada	2,724,300	100.0	570,100	20.9	426,000	15.6	544,000	20.0	455,400	16.7	313,600	11.5	415,200	15.2

¹ Income received in 1987 by the interviewed parent and partner (where present) from gross income from wages and salaries, net income from self-employment, transfer payments (Family Allowance, UIC, Social Assistance, CPP/QPP or Old Age Security), and other income sources including investment income, scholarships, alimony, private pensions.

² Includes data from both one-parent and two-parent families. No correction was made for instances of death or divorce occurring in 1987 or intervening between 1987 and September, 1988.

³ Includes families who stated they had no income in 1987.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

4.6 Family Structure and the Number and Ages of Children in the Home

Seven out of eight families (87.2%) consisted of the IP, the IP's partner (if present) and children aged 16 or younger. Approximately 85.3% of families were considered two-parent families for this study; 14.7% of families were one-parent families, 92% of which were headed by women. The proportion of female-headed, one-parent families was 13.5%; male-headed, one-parent families accounted for only 1.2% of all NCCS families.

As other studies of fertility trends and family size have demonstrated, families are considerably smaller now than they were. A downward trend in family size has been evident since the early part of this century, although it was interrupted and reversed temporarily during the 1950s and 1960s, and again since 1989. Today, the majority of Canadian families have only one or two children (Ram, 1990).

In 1988, 46.3% of NCCS families (representing 1,261,000 Canadian families) had only one child younger than 13; another 39.8% (1,085,500) had two children in this age range (Table 6). Families with three or more children younger than 13 accounted for 13.9% of all NCCS families (377,800). Families with four or more children younger than 13 accounted for only 2.7% of NCCS families (74,100 Canadian families).

Newfoundland, New Brunswick and Quebec had proportionately more one-child families than other provinces. Provinces with a greater proportion of large families (three or more children) were Saskatchewan and Prince Edward Island, although even in these provinces, four out of five families had only one or two children younger than 13.

Table 6 Distribution of Families, by Number of Children Younger Than 13, Canada and the Provinces, 1988

Province	All Families		With 1 Child < 13		With 2 Children < 13		With 3 or More Children < 13	
	Number	%	Number	%	Number	%	Number	%
Newfoundland	70,400	100.0	35,000	49.7	26,700	37.9	8,700	12.4
Prince Edward Island	14,000	100.0	5,900	42.4	5,400	38.6	2,600	19.0
Nova Scotia	93,000	100.0	43,500	46.7	36,900	39.7	12,600	13.6
New Brunswick	79,300	100.0	39,100	49.3	29,600	37.3	10,600	13.3
Quebec	707,700	100.0	348,600	49.3	285,100	40.3	74,000	10.5
Ontario	978,800	100.0	462,300	47.2	382,300	39.1	134,100	13.7
Manitoba	110,300	100.0	48,700	44.1	43,800	39.7	17,800	16.2
Saskatchewan	109,000	100.0	42,600	39.1	44,500	40.8	21,900	20.1
Alberta	268,800	100.0	106,400	39.6	114,800	42.7	47,600	17.7
British Columbia	293,000	100.0	129,000	44.0	116,300	39.7	47,800	16.3
Canada	2,724,300	100.0	1,261,000	46.3	1,085,500	39.8	377,800	13.9

Numbers may not add due to rounding.

Almost a million families (35.8%) had one or more children younger than 3 (Table 7). Slightly less than 60% of NCCS families (1,586,700) included at least one preschool-age child (0-5 years old). Families with two or more children younger than 6, for whom full-time child care might be particularly costly, accounted for 18.8% of all NCCS families (512,500).

About 42% of all NCCS families (1,137,600) included school-age children only (aged 6 or older); 17% of NCCS families (464,600) had only older children aged 10-12.

Table 7 **Child Composition in Families With at Least One Child Younger Than 13, Canada, 1988**

Number of Children in Age Groups	Number of Families	% of Families
Children Younger Than 3		
Families with no children < 3	1,749,000	64.2
Families with children < 3	975,300	35.8
With 1 child < 3	862,300	31.7
With 2 or more children < 3	112,900	4.1
Children Younger Than 6		
Families with no children < 6	1,137,600	41.8
Families with children < 6	1,586,700	58.2
With 1 child < 6	1,074,200	39.4
With 2 or more children < 6	512,500	18.8
Children Younger Than 10		
Families with no children < 10	464,600	17.1
Families with children < 10	2,259,700	82.9
With 1 child < 10	1,190,300	43.7
With 2 children < 10	838,900	30.8
With 3 or more children < 10	230,500	8.5
Children Younger Than 13		
Families with 1 child < 13	1,261,000	46.3
Families with 2 children < 13	1,085,500	39.8
Families with 3 children < 13	303,700	11.1
Families with 4 or more children < 13	74,100	2.7
All Families	2,724,300	100.0

Numbers may not add due to rounding.

While the majority of two-parent families (56.7%) had two or more children younger than 13, most one-parent families (63.4%) had only one child (Table 8). Almost 60% of two-parent families had at least one child younger than 6, and 20.5% had two or more preschool-age children. By comparison, less than half of one-parent families (48.8%) included preschool-age children, and only 9% had two or more.

Table 8 Families With at Least One Child Younger Than 13, by Number of Children, Number of Preschool Children (0-5 Years), and Family Structure, Canada, 1988

Number of Children in Age Groups	Family Structure					
	All Families		Two-Parent Families ¹		One-Parent Families ²	
	Number	%	Number	%	Number	%
Children < 13 Years						
1 child < 13 years	1,261,000	46.3	1,007,700	43.3	253,400	63.4
2 children < 13 years	1,085,500	39.8	971,300	41.8	114,100	28.6
≥ 3 children < 13 years	377,800	13.9	345,800	14.9	32,000	8.0
Preschool Children³						
With no preschool children	1,137,600	41.8	932,900	40.1	204,700	51.2
1 child < 6 years ³	1,074,200	39.4	915,300	39.4	158,900	39.8
≥ 2 children < 6 years ³	512,500	18.8	476,600	20.5	36,000	9.0
Total	2,724,300	100.0	2,324,800	100.0	399,500	100.0

¹ Two-parent families consist of an IP and spouse or partner who live together with at least one child < 13 years of age.

² One-parent families consist of an IP who does not live with a spouse or partner, but with at least one child < 13 years of age.

³ Families with 1 or more preschool children may also have older school-age children.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

4.7 Parental Work and Study

Child care can benefit children and their parents in many ways. The two purposes most often considered critical to family economic well-being are child care that enables parents to work to support their families, and care that allows parents to complete or continue their education to better support their families in the future.

Among all NCCS families, fully 60% of IPs were employed, as were 93% of IPs' partners. Approximately 6.3% of IPs (172,700) and 3.1% of partners (72,500) were enrolled in a college, university or school in the reference week; 3% of IPs and 2% of partners mixed work and study (Table 9).

Table 9 **Employment and Educational Status of Parents in Families With at Least One Child Younger Than 13, Canada, 1988**

Employment and Educational Status	Interviewed Parent		Partner	
	Number	%	Number	%
Full-time work and full-time student	...	...	...	...
Full-time work and part-time student	51,200	1.9	47,200	2.0
Part-time work and full-time student	5,600 ^a	...	...	...
Part-time work and part-time student	18,500	0.7	...	...
Full-time work and not a student	1,115,100	40.9	2,081,700	89.5
Part-time work and not a student	441,900	16.2	25,900	1.1
Not employed ¹ and full-time student	53,100	1.9	15,600	0.7
Not employed ¹ and part-time student	42,600	1.6	...	...
Not employed ¹ and not a student	994,600	36.5	144,700	6.2
Total	2,724,300	100.0	2,324,800	100.0

¹ Includes parents who are unemployed and those not in the labour force.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

In most NCCS families the parent or parents worked or studied full time (Table 10). This pattern of full-time parental involvement in work and/or study describes 1,174,800 Canadian families or 43.1% of those with a child younger than 13. In an additional 17.8% of NCCS families, one parent worked or studied full time while the other worked or studied part time, or the single parent worked or studied part time. Families in which at least one parent was neither employed nor a student accounted for 39% (1,063,000) of all families with at least one child younger than 13.

Table 10 **Parents' Involvement in Work and Study Activities, by Age of Youngest Child, Canada, 1988**

Involvement in Work and Study Activities	Age of Youngest Child									
	Total		< 3 Years		3-5 Years		6-9 Years		10-12 Years	
	Number	%	Number	%	Number	%	Number	%	Number	%
Both parents full time in two-parent families; the IP is full time in one-parent families	1,174,800	43.1	350,600	36.0	261,000	42.7	323,300	48.0	239,900	51.6
One parent is full time and one parent works or studies part time in two-parent families; the IP works or studies part time in one-parent families	483,700	17.8	164,400	16.9	109,900	18.0	130,500	19.4	78,900	17.0
One parent works or studies full time, and one parent is neither employed ¹ nor a student in two-parent families	822,100	30.2	369,400	37.9	182,900	29.9	162,700	24.2	107,100	23.1
One parent works or studies part time, and one parent is neither employed ¹ nor a student in two-parent families	22,800	0.8	9,400 ^a	1.0 ^a	4,900 ^a	0.8 ^a	4,600 ^a	0.7 ^a	...	...
Both parents work or study part time in two-parent families	...	...	...	...	...	...	...	...	...	...
Neither parent is employed ¹ nor a student in two-parent families; the IP is neither employed ¹ nor a student in one-parent families	218,100	8.0	80,600	8.3	52,100	8.5	50,900	7.6	34,500	7.4
All Families	2,724,300	100.0	975,300	100.0	611,500	100.0	673,000	100.0	464,600	100.0

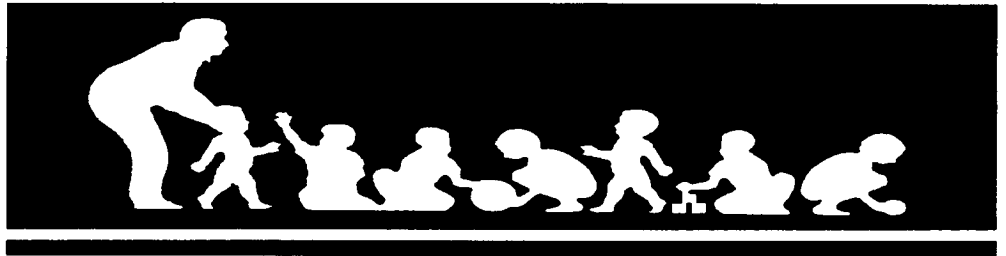
¹ Includes parents who are unemployed and those not in the labour force.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

As expected, parents were most likely to work and/or study full time if they had older children. Conversely, the likelihood that at least one parent was neither employed nor enroled as a student was highest in families with very young children.

While the age of the youngest child clearly influences parents' work and study activities, the number of children in the family is another consideration. Both parents in two-parent families or the single parent worked or studied full time in 49.3% of families with only one child. The figure dropped to 41.0% for parents with two children, and to 28.6% for parents with three or more children younger than 13. Accordingly, the more children a family had, the more likely it was to have a stay-at-home parent. Among families with only one child, 35.1% had a stay-at-home parent; with two children, the proportion was 39.5%; in families with three or more children younger than 13 at home, almost half the families (49.9%) included at least one parent who was neither employed nor a student.



Chapter 5

PARENTS' EMPLOYMENT: INDIVIDUAL AND FAMILY DATA

Canadian parents lead busy lives. The Canadian National Child Care Study collected detailed information about parents' labour force activities to better understand parents' work experiences and child care needs, as well as the relationship between the two.

This chapter presents data that describe parents' usual work involvement using standard Labour Force Survey terms and concepts, based on data from the LFS interview. Chapter 6 provides more detailed information about parents' work schedules during the reference week (the week preceding the LFS and NCCS interviews).

5.1 Parents' Employment: Labour Force Characteristics of Individuals

This section focuses on interviewed parents and their partners as individuals, and provides general labour force information about parents' employment status, usual work hours, occupation, and work classification, as well as parents' reasons for working part time. The data are interpreted from a family perspective in Section 5.2.

5.1.1 Employment Status and Usual Hours Worked

Fully 60% of IPs were employed. Another 6% of IPs were unemployed and looking for work; only 34% were not in the labour force (Table 11). Of employed IPs, 71.5% were employed full time and 28.5% were employed part time. Male IPs had substantially higher employment rates than female IPs, and very few males worked part time. Almost all IPs' partners (93%) were employed, and 98.6% of employed partners worked full time.

Table 11 **Employment Status of Parents, by Gender, Families With at Least One Child Younger Than 13, Canada, 1988**

Employment Status	Interviewed Parent		Partner	
	Number	%	Number	%
Total	2,724,300	100.0	2,324,800	100.0
Employed full time	1,168,200	42.9	2,132,400	91.7
Employed part time	466,000	17.1	30,200	1.3
Unemployed	164,200	6.0	73,300	3.2
Not in the labour force	926,000	34.0	88,900	3.8
Females	2,600,700	100.0	91,000	100.0
Employed full time	1,069,200	41.1	62,600	68.8
Employed part time	462,900	17.8	10,700	11.8
Unemployed	154,000	5.9	...	...
Not in the labour force	914,700	35.2	14,800	16.3
Males	123,600	100.0	2,233,800	100.0
Employed full time	99,000	80.1	2,069,800	92.7
Employed part time	...	...	19,500	0.9
Unemployed	10,200	8.3	70,500	3.2
Not in the labour force	11,300	9.2	74,000	3.3

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

The number of hours people work within full-time and part-time classifications vary significantly. Part-time workers may work 25 hours per week or fewer than 5 hours; full-time workers may work 30 hours per week or 55 or more hours (See Glossary, "employed full time" and "employed part time").

Few parents (5.2% of employed IPs and hardly any partners) usually worked fewer than 10 hours per week (Table 12). Among employed IPs working less than 30 hours, almost half worked 20-29 hours per week. The majority of employed IPs and partners usually worked either 30-39 hours per week (33.1% of IPs and 14.7% of partners) or 40-49 hours per week (30.9% of IPs and 60.7% of partners). Six percent of employed IPs and 22.8% of employed partners worked 50 or more hours per week.¹⁶

Table 12

Weekly Hours Worked by Parents, by Gender, Families With at Least One Child Younger Than 13, Canada, 1988

Usual Hours Worked ^{1, 2}	Interviewed Parent		Partner	
	Number	%	Number	%
Total Employed	1,634,100	100.0	2,162,700	100.0
1-9 hours	84,400	5.2	...	...
10-19 hours	166,200	10.2	14,200	0.7
20-29 hours	240,200	14.7	21,700	1.0
30-39 hours	540,700	33.1	318,800	14.7
40-49 hours	504,400	30.9	1,311,700	60.7
≥ 50 hours	98,100	6.0	493,100	22.8
Females	1,532,100	100.0	73,300	100.0
1-9 hours	84,200	5.5	...	...
10-19 hours	164,300	10.7	4,900 ^a	6.7 ^a
20-29 hours	239,000	15.6	6,000 ^a	8.2 ^a
30-39 hours	518,600	33.8	27,700	37.7
40-49 hours	443,800	29.0	28,800	39.3
≥ 50 hours	82,100	5.4	5,600 ^a	7.6 ^a
Males	102,000	100.0	2,089,300	100.0
1-9 hours	...	...	...	...
10-19 hours	...	...	9,200 ^a	0.4 ^a
20-29 hours	...	...	15,600	0.7
30-39 hours	22,100	21.6	291,100	13.9
40-49 hours	60,600	59.3	1,282,900	61.4
≥ 50 hours	16,000	15.7	487,500	23.3

¹ Based on parents who were employed in the reference week.

² Usual hours across all jobs.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

IPs who worked part time were asked why they usually worked less than 30 hours per week. About one fifth could find only part-time work; almost one third (31.4%) worked part time because of personal or family responsibilities, and 41.7% did not want full-time employment (Table 13). Relatively few employed partners worked less than 30 hours per week. Of those who did, most indicated that part-time work was all that they could find.

Table 13 Main Reason Given by Interviewed Parents for Usually Working Less Than 30 Hours per Week, Canada, 1988

Reason Given	Number	%
Did not want full-time work	204,500	41.7
Family or personal responsibilities	153,900	31.4
Could find only part-time work	95,700	19.5
Full-time work, although usually works < 30 hours	24,900	5.1
Going to school	6,400 ^a	1.3 ^a
Other ¹	5,500 ^a	1.1 ^a
Total²	490,900	100.0

¹ Includes own illness or disability and unstated other reason.

² Data are based on 490,900 employed IPs who stated that they usually work less than 30 hours per week (30.1% of all employed IPs). Comparable data are not reported for partners because of the small number of employed spouses who usually work less than 30 hours per week.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

5.1.2 Occupation, Skill Level, and Class of Worker

About 53.1% of employed IPs were distributed among clerical, services, and sales occupations. One third of IPs (33.4%) held managerial or professional occupations and most worked full time. Only 19.3% of IPs' partners were employed in clerical, sales, and service occupations; 30.8% were managers or professionals; fully 49% were employed in processing, construction, transportation, materials handling, or primary occupations.

Table 14 Major Occupational Categories of Parents, by Full-Time and Part-Time Status, Employed Parents of Children Younger Than 13, Canada, 1988

Occupation ¹	Interviewed Parent			Partner		
	Total	Full time	Part time	Total	Full time	Part time
Managerial, administrative	149,000	132,100	17,000	349,800	348,400	...
Other professionals ²	397,000	265,400	131,600	316,300	310,200	6,100 ^a
Clerical	489,300	348,500	140,700	119,900	114,100	5,800 ^a
Sales	129,600	81,900	47,700	161,800	159,300	...
Service	249,400	153,000	96,500	135,900	131,300	4,700 ^a
Primary occupations ³	46,700	33,300	13,400	147,200	145,800	...
Processing, machining, fabricating	114,000	104,600	9,400 ^a	444,200	442,100	...
Construction	12,600	11,200	...	245,400	242,300	...
Transportation	14,700	11,000	...	135,800	133,400	...
Materials handling and other crafts	31,500	26,800	4,700 ^a	88,000	87,200	...
Military	...	...	...	18,400	18,400	...
All Employed Parents	1,634,100	1,168,200	466,000	2,162,700	2,132,400	30,200

¹ Occupational classifications were coded by Statistics Canada based on the 1980 Standard Occupational Classification. For details see: Statistics Canada, *Methodology of the Canadian Labour Force Survey (1990)*. Catalogue 71-526.

² Includes occupations in the natural and social sciences, religion, teaching, medicine, and artistic fields.

³ Occupations related to farming, fishing, forestry, and mining.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

Individuals in occupations requiring less skill may be more marginal labour force participants, perhaps more likely to work part time and with less job security. Individuals in occupations requiring greater skill and expertise may work longer hours -- perhaps with added pressure and responsibility -- although some may have greater autonomy and flexibility.

Table 15 shows the distribution of employed IPs and partners by occupational skill level.¹⁷ Approximately 35.6% of IPs and 37.4% of partners were classified as semi-skilled or unskilled, while 27.8% of IPs and 21.3% of partners were classified as professionals, senior managers, semi-professionals and technicians. Middle managers, supervisors, and skilled worker categories described 36.6% of IPs and 40.3% of partners. It is interesting to note that more than two and a half times as many partners as IPs were classified as middle managers or supervisors, -- people who play a pivotal role in granting employees the flexibility to deal with family responsibilities (Paris, 1989).

Table 15 Occupational Skill Level of Parents, by Full-Time and Part-Time Status, Employed Parents of Children Younger Than 13, Canada, 1988

Occupational Skill Level ¹	Interviewed Parent			Partner		
	Total	Full time	Part time	Total	Full time	Part time
Professionals	193,100	150,200	42,900	243,900	240,400	...
Senior managers	32,600	30,100	...	95,900	95,400	...
Semi-professionals	110,500	65,800	44,700	43,100	43,000	...
Technicians	118,500	73,300	45,200	77,800	75,800	...
Middle managers	79,400	72,600	6,800 ^a	197,800	197,300	...
Supervisors	76,900	60,300	16,500	217,000	214,400	...
Skilled workers	441,800	316,800	124,900	458,700	452,600	6,100 ^a
Semi-skilled workers	349,500	233,000	116,500	366,300	358,600	7,700 ^a
Unskilled workers	231,500	165,700	65,900	443,800	436,500	7,300 ^a
Military	...	...	...	18,400	18,400	...
All Employed Parents	1,634,100	1,168,200	466,000	2,162,700	2,132,400	30,200

¹ Statistics Canada, unpublished data. These occupational groupings were developed by the Labour and Household Surveys Analysis Division of Statistics Canada.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

Employed parents were also classified as paid employees, self-employed, or as unpaid family workers (those who run or help to run a family farm or family business). Most NCCS parents were paid workers (Table 16). About the same proportion of employed IPs and their partners (89-90%) were classified as paid workers, although slightly more partners than IPs worked in the private sector. Accordingly, similar proportions of IPs and partners (9-10%) were self-employed, most often working on their own, without employees. Only a small minority of parents (1.5% of IPs and hardly any partners) were classified as unpaid family workers.

Table 16

Classification of Parents Into Paid, Self-Employed, and Unpaid Family Worker Groupings, by Full-Time and Part-Time Status, Employed Parents of Children Younger Than 13, Canada, 1988

Class of Worker ¹	Interviewed Parent			Partner		
	Total	Full time	Part time	Total	Full time	Part time
Paid worker	1,458,800	1,060,000	398,700	1,940,100	1,915,000	25,000
Private sector	1,100,100	788,100	312,000	1,552,400	1,531,800	20,600
Government	358,700	272,000	86,800	387,700	383,300	4,400 ^a
Self-employed	150,900	95,500	55,400	222,400	217,200	5,200 ^a
Employer	26,100	21,800	4,300 ^a	89,000	87,600	...
Own account	124,800	73,700	51,100	133,400	129,700	...
Unpaid family worker	24,400	12,600	11,800	...	...	...
All Employed Parents	1,634,100	1,168,200	466,000	2,162,700	2,132,400	30,200

¹ Based on main job.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

Self-employed individuals are an extremely heterogeneous group. They include owners and operators of small businesses, local stores and restaurants. The self-employed also include such disparate categories as professionals in private practice, artists, tradespeople, free-lance secretaries, private nurses, home day care providers and others who provide personal or home services.

Part-time status was most prevalent among IPs who were unpaid family workers or self-employed on their own account, and was least prevalent among IPs who were employers. Some self-employed individuals may schedule their work hours to accommodate child care needs. Others, such as storekeepers, may work long hours and have little or no flexibility, since time away from the store or business may be costly or impractical.

5.2 Parents' Employment: Family Patterns

This section describes the interviewed parent's and partner's involvement in the work force from a family perspective. Data on parents' employment status, full- or part-time status, and usual work hours are compared for one- and two-parent families, for smaller and larger families, and for families with preschool-age and school-age children. All data are national; however, selected family employment data by province are presented in Appendix B. All data reflect employment patterns in the reference week during September or October of 1988. Parental employment patterns vary, as do labour force patterns generally, according to seasonal variation and economic and employment trends. The data were not seasonally adjusted.

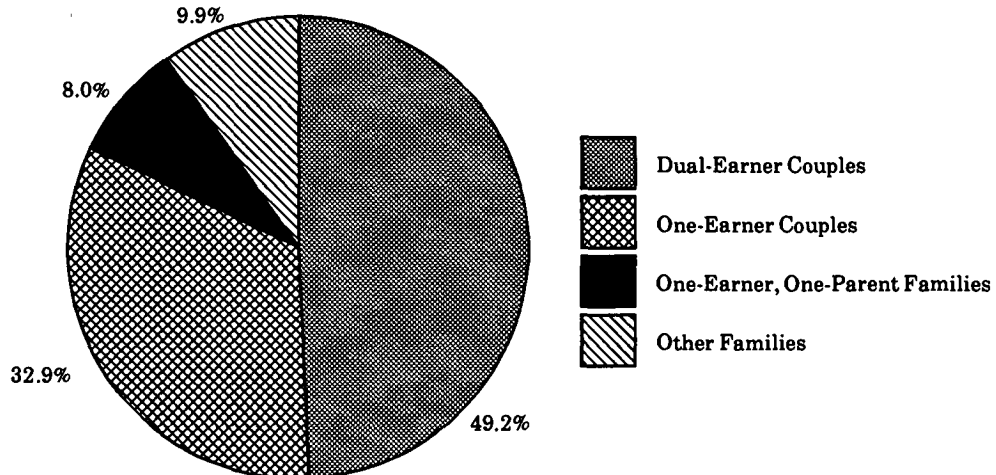
5.2.1 Parents' Employment Status Within Families

Among all Canadian families with at least one child younger than 13, the most common employment pattern was the dual-earner family (49.2% of all NCCS families representing 1,341,500 Canadian families). One-earner couples accounted for 32.9% of NCCS families, representing 895,900 Canadian families; single-earner, one-parent families accounted for 8% of all NCCS families (see Figure 4).

Among two-parent families, the ratio of dual-earner to one-earner couples was 3:2. In most one-earner couples (91.7%), the IP's partner was employed and the IP was not employed. In 8.3% of two-parent families the IP was employed and the partner was unemployed or not in the labour force.

Figure 4

Proportions of Dual-Earner, One-Earner and Sole Support One-Parent Families With at Least One Child Younger Than 13, Canada, 1988



Note: "Other" category includes families in which no parent was employed.

Analyses of family employment patterns throughout this report use three factors to indicate the intensity of child-rearing demands in the family: the number of children in the family; the number of children younger than 6; and the age of the youngest child.^{18 19 20}

Number of Children in the Family

The relative proportions of dual-earner and one-earner couples vary according to the number of children in the home, as does the proportion of one-parent families in which the lone parent is employed (Table 17).

Within two-parent families, the ratio of dual-earner to one-earner couples decreases as the number of children in the family increases. The difference is most pronounced when two-parent families with three or more children are compared to smaller families. Even in families with three or more children younger than 13, however, the proportion of two-parent families with a stay-at-home parent was only 48.5%.

Table 17 Family Employment Patterns, by Family Structure and Number of Children Younger Than 13, Canada, 1988

Family Employment Pattern	Number of Children < 13							
	Total		1 Child < 13		2 Children < 13		3 or More Children < 13	
	Number	%	Number	%	Number	%	Number	%
All Families	2,724,300	100.0	1,261,000	100.0	1,085,500	100.0	377,800	100.0
Dual-earner couples	1,341,500	49.2	618,100	49.0	560,200	51.6	163,200	43.2
One-earner couples	895,900	32.9	349,300	27.7	379,100	34.9	167,600	44.3
One-earner, one-parent families	217,900	8.0	149,800	11.9	56,400	5.2	11,800	3.1
Other families ¹	269,000	9.9	143,900	11.4	89,800	8.3	35,300	9.3
Two-Parent Families	2,324,800	100.0	1,007,700	100.0	971,300	100.0	345,800	100.0
Both parents employed	1,341,500	57.7	618,100	61.3	560,200	57.7	163,200	47.2
One parent employed	895,900	38.5	349,300	34.7	379,100	39.0	167,600	48.5
Neither parent employed ¹	87,400	3.8	40,300	4.0	32,100	3.3	15,000	4.3
One-Parent Families	399,500	100.0	253,400	100.0	114,100	100.0	32,000	100.0
Parent employed	217,900	54.5	149,800	59.1	56,400	49.4	11,800	36.7
Parent not employed ¹	181,600	45.5	103,600	40.9	57,800	50.6	20,300	63.3

¹ Includes families in which the IP in a one-parent family or both parents in a two-parent family are unemployed or not in the labour force.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

Among one-parent families, each additional child lowers the probability of the lone parent being employed. The gap is approximately 10 percentage points between one- and two-child families; the difference is greater still (12.7%) between two-child and larger one-parent families.

Number of Preschool-Age Children

The greatest differences in family employment patterns are not between families with and without children younger than 6 (Table 18). The greatest difference is between families with only one child under 6 and those with two or more preschool children. What is perhaps most surprising is that even when there were two or more children under 6 in the home, the one-earner family prevailed only by a narrow margin, accounting for 48.9% of two-parent families. In almost as many cases (46.8%), two-parent families with two or more children under 6 were dual-earners.

Table 18 **Family Employment Patterns, by Family Structure and Number of Preschool Children (0-5 Years), Canada, 1988**

Family Employment Pattern	Number of Preschool Children							
	Total		No Preschool Children		1 Child ¹		2 or More Children ¹	
	Number	%	Number	%	Number	%	Number	%
All Families	2,724,300	100.0	1,137,600	100.0	1,074,200	100.0	512,500	100.0
Dual-earner couples	1,341,500	49.2	598,300	52.6	520,200	48.4	223,000	43.5
One-earner couples	895,900	32.9	302,700	26.6	360,000	33.5	233,200	45.5
One-earner, one-parent families	217,900	8.0	134,000	11.8	74,400	6.9	9,600 ^a	1.9
Other families ²	269,000	9.9	102,600	9.0	119,700	11.1	46,800	9.1
Two-Parent Families	2,324,800	100.0	932,900	100.0	915,300	100.0	476,600	100.0
Both parents employed	1,341,500	57.7	598,300	64.1	520,200	56.8	223,000	46.8
One parent employed	895,900	38.5	302,700	32.5	360,000	39.3	233,200	48.9
Neither parent employed ²	87,400	3.8	31,900	3.4	35,100	3.8	20,400	4.3
One-Parent Families	399,500	100.0	204,700	100.0	158,900	100.0	36,000	100.0
Parent employed	217,900	54.5	134,000	65.5	74,400	46.8	9,600 ^a	26.6
Parent not employed ²	181,600	45.5	70,700	34.5	84,500	53.2	26,400	73.4

¹ Families with preschool-age children may also have older school-age children living at home.

² Includes families in which the IP in a one-parent family or both parents in a two-parent family are unemployed or not in the labour force.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

While dual-earner families with preschoolers face challenges balancing work and family responsibilities, the burden on sole earners in one-parent families is even greater. Lone-parent employment rates are dramatically affected by the presence and number of preschool-age children. While almost two thirds (65.5%) of lone parents with older children and no preschoolers were employed, less than half (46.8%) of lone parents with a preschool-age child were employed. Among lone parents with two or more young children, the rate of employment falls to 26.6%.

Age of Youngest Child

While one-earner couples were more prevalent among two-parent families with very young children at home, the proportion of one-earner couples did not exceed the proportion of dual-earner couples, even when the youngest child was under 3 years old (Table 19). Dual-earner families consistently represented the largest proportion of families, regardless of the age of the youngest child in the home.

Clearly, the capacity of parents in one-parent families to work when their children are very young is restricted. Some lone parents with very young children are young themselves, with limited education and job experience; others are students. Other factors that are likely to constrain their employment are potential difficulties in finding adequate and affordable child care, and the physical demands of trying to balance work and family responsibilities, especially for those lone parents with limited social support.

Table 19 Family Employment Patterns, by Family Structure and Age of Youngest Child, Canada, 1988

Family Employment Pattern	Age of Youngest Child									
	Total		< 3 Years		3-5 Years		6-9 Years		10-12 Years	
	Number	%	Number	%	Number	%	Number	%	Number	%
All Families	2,724,300	100.0	975,300	100.0	611,500	100.0	673,000	100.0	464,600	100.0
Dual-earner couples	1,341,500	49.2	446,600	45.8	296,600	48.5	350,500	52.1	247,800	53.3
One-earner couples	895,900	32.9	394,500	40.5	198,700	32.5	183,600	27.3	119,200	25.7
One-earner, one-parent families	217,900	8.0	33,300	3.4	50,700	8.3	76,700	11.4	57,300	12.3
Other families ¹	269,000	9.9	100,900	10.3	65,600	10.7	62,300	9.3	40,300	8.7
Two-Parent Families	2,324,800	100.0	877,900	100.0	514,000	100.0	551,900	100.0	381,000	100.0
Both parents employed	1,341,500	57.7	446,600	50.9	296,600	57.7	350,500	63.5	247,800	65.0
One parent employed	895,900	38.5	394,500	44.9	198,700	38.6	183,600	33.3	119,200	31.3
Neither parent employed ¹	87,400	3.8	36,800	4.2	18,800	3.6	17,800	3.2	14,000	3.7
One-Parent Families	399,500	100.0	97,400	100.0	97,500	100.0	121,100	100.0	83,500	100.0
Parent employed	217,900	54.5	33,300	34.2	50,700	52.0	76,700	63.3	57,300	68.5
Parent not employed ¹	181,600	45.5	64,100	65.8	46,800	48.0	44,400	36.7	26,300	31.5

¹ Includes families in which the IP in a one-parent family or both parents in a two-parent family are unemployed or not in the labour force.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

5.2.2 Full- and Part-Time Employment Patterns Within Families

In almost 68% of dual-earner families, both parents were employed full time. The great majority (83.4%) of lone parents who were employed worked full time (Table 20).

Table 20 Parents' Full- and Part-Time Employment Combinations, by Family Structure, Families With at Least One Child Younger Than 13, Canada, 1988

Parents' Combined Employment Status	Number of Families	% of Earner Category
Two-Parent Families		
Dual-earner couples	1,341,500	100.0
Both full time	910,700	67.9
1 full time, 1 part time	426,400	31.8
Both part time	4,400 ^a	...
One-earner couples	895,900	100.0
1 full time, 1 not employed ¹	870,900	97.2
1 part time, 1 not employed ¹	25,000	2.8
Neither parent employed ¹	87,400	100.0
One-Parent Families		
Parent employed	217,900	100.0
Full time	181,800	83.4
Part time	36,100	16.6
Parent not employed ¹	181,600	100.0

¹ Parents may be unemployed or not in the labour force.

Numbers may not add due to rounding.

Tables 21-23 provide detail on parents' combined full- and part-time employment status. When the data are combined with information on general employment status (Tables 17-19), the relationship between child-rearing demands and employment patterns can be seen more clearly. Increased child-rearing demands (more children at home, the presence of preschool-age children--especially the presence of two or more preschoolers, and younger children in the family) are associated with several kinds of adaptations in work and family life.

Among two-parent families:

- a smaller proportion of families are dual-earners and a larger proportion rely on one income;
- dual-earner families increasingly include one parent working full time and one parent working only part time; and
- sole earners maintain full-time status. A single, part-time position is precarious for family members, especially since economic needs associated with more children weigh heavily on a single wage earner.

Among one-parent families, the data indicate that increased child-rearing pressures are associated with:

- a much lower labour force participation rate, and
- a greater tendency for those lone parents who are employed to work full time.

Table 21 **Parents' Full- and Part-Time Employment Combinations, by Family Structure and Number of Children Younger Than 13, Canada, 1988**

Parents' Combined Employment Status	1 Child < 13		2 Children < 13		≥ 3 Children < 13	
	Number of Families	% of Earner Category	Number of Families	% of Earner Category	Number of Families	% of Earner Category
Two-Parent Families						
Dual-earner couples	618,100	100.0	560,200	100.0	163,200	100.0
Both full time	454,000	73.5	367,000	65.5	89,700	54.9
1 full time, 1 part time	161,300	26.1	192,200	34.3	72,800	44.6
Both part time	...	...	...	...	...	...
One-earner couples	349,300	100.0	379,100	100.0	167,600	100.0
1 full time, 1 not employed ¹	336,400	96.3	370,000	97.6	164,500	98.2
1 part time, 1 not employed ¹	12,900	3.7	9,100 ^a	2.4 ^a	...	...
Neither parent employed ¹	40,300	100.0	32,100	100.0	15,000	100.0
One-Parent Families						
Parent employed	149,800	100.0	56,400	100.0	11,800	100.0
Full time	126,200	84.2	46,600	82.7	9,000	76.8
Part time	23,600	15.8	9,700 ^a	17.3	...	...
Parent not employed ¹	103,600	100.0	57,800	100.0	20,300	100.0

¹ Parent may be unemployed or not in the labour force.

Numbers may not add due to rounding.

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Table 22 Parents' Full- and Part-Time Employment Combinations, by Family Structure and Number of Preschool Children (0-5 Years), Canada, 1988

Parents' Combined Employment Status	Number of Preschool Children					
	No Preschool Children		1 Child		≥ 2 Children	
	Number of Families	% of Earner Category	Number of Families	% of Earner Category	Number of Families	% of Earner Category
Two-Parent Families						
Dual-earner couples	598,300	100.0	520,200	100.0	223,000	100.0
Both full time	415,400	69.4	365,000	70.2	130,300	58.4
1 full time, 1 part time	181,100	30.3	153,400	29.5	91,900	41.2
Both part time	...	...	...	...	...	...
One-earner couples	302,700	100.0	360,000	100.0	233,200	100.0
1 full time, 1 not employed ¹	294,000	97.1	349,100	97.0	227,800	97.7
1 part time, 1 not employed ¹	8,800 ^a	2.9 ^a	10,800	3.0	5,400 ^a	2.3 ^a
Neither parent employed ¹	31,900	100.0	35,100	100.0	20,400	100.0
One-Parent Families						
Parent employed	134,000	100.0	74,400	100.0	9,600 ^a	100.0
Full time	113,600	84.8	61,200	82.3	7,000 ^a	73.1
Part time	20,400	15.2	13,200	17.7	...	...
Parent not employed ¹	70,700	100.0	84,500	100.0	26,400	100.0

¹ Parent may be unemployed or not in the labour force.

Numbers may not add due to rounding.

Table 23 Parents' Full- and Part-Time Employment Combinations, by Family Structure and Age of Youngest Child, Canada, 1988

Parents' Combined Employment Status	Age of Youngest Child							
	< 3 Years		3-5 Years		6-9 Years		10-12 Years	
	Number	% Earner Category	Number	% Earner Category	Number	% Earner Category	Number	% Earner Category
Two-Parent Families								
Dual-earner couples	446,600	100.0	296,600	100.0	350,500	100.0	247,800	100.0
Both full time	298,100	66.8	197,200	66.5	235,200	67.1	180,200	72.7
1 full time, 1 part time	146,400	32.8	98,900	33.3	114,300	32.6	66,800	27.0
Both part time	...	...	...	...	...	...	...	...
One-earner couples	394,500	100.0	198,700	100.0	183,600	100.0	119,200	100.0
1 full time, 1 not employed ¹	383,700	97.3	193,200	97.3	178,400	97.2	115,600	97.0
1 part time, 1 not employed ¹	10,800	2.7	5,400 ^a	2.7 ^a	5,200 ^a	2.8 ^a	...	...
Neither parent employed ¹	36,800	100.0	18,800	100.0	17,900	100.0	14,000	100.0
One-Parent Families								
Parent employed	33,300	100.0	50,700	100.0	76,700	100.0	57,300	100.0
Full time	25,800	77.6	42,400	83.7	63,900	83.3	49,700	86.8
Part time	7,400 ^a	22.4 ^a	8,300 ^a	16.3 ^a	12,800	16.7	7,600 ^a	13.2 ^a
Parent not employed ¹	64,100	100.0	46,800	100.0	44,400	100.0	26,300	100.0

¹ Parent may be unemployed or not in the labour force.

Numbers may not add due to rounding.

The data clearly demonstrate each of these trends. Dual-earners, as a proportion of two-parent families, decreased as the number of children increased; accordingly, the proportion of one-earner couples increased (Table 17). The proportion of dual-earner families in which both parents worked full time declined from a high of 73.5% with one child younger than 13 to 54.9% with three or more children (Table 21). Accordingly, the proportion of dual-earner families with one part-time worker increased from 26.1% to 44.7% when there were three or more children.

Increased family size reduced the likelihood that a lone parent would be in the labour force: 59.1% of lone parents in families with only one child younger than 13 were employed, compared to 36.7% of those in families with three or more children (Table 17). Part-time work is not a realistic option when there are more children at home (Table 21). In effect, among the small proportion of employed lone parents with three or more children, 100% were employed full time.

Table 22 reveals similar patterns associated with the number of preschool children in the home. Table 18 demonstrated that among two-parent families, the proportion of dual-earners decreased from 64.1% in families with no preschoolers, to 46.8% among families with two or more. Table 22 indicates that the presence of two or more children under 6 years old is also associated with a decrease in the proportion of dual-earner couples in which both parents work full time. With only one preschooler at home, approximately 7 out of 10 dual-earner families had both parents working full time: the same proportion as among dual-earner families with no preschool children. With two or more preschoolers at home, the proportion of dual-earner families with both parents working full time declined to fewer than 6 out of 10; and 4 out of 10 dual-earner families adopted the pattern of one parent working full time and one parent working part time.

Table 22 also provides evidence of the pressure that having preschool-age children exerts on single wage earners in one-parent families. The presence of two or more preschool-age children appears to render part-time work unrealistic for one-parent families: lone parents with two or more preschool children either work full time if they can, or leave the labour force.

The age of the youngest child does not seem as closely associated with dual full-time work as the number of children in the family, or the number of preschool-age children (Table 23). Having younger children seems to have only a small effect on the ratio of dual-earner to single-earner couples (Table 19). Among dual-earner families, the proportion in which both parents worked full time remained constant at about 67% across age groups, increasing only slightly to 72.7% when the youngest child was 10 or older.

Surprisingly, the pattern of full- and part-time employment among two-parent families with a child younger than 18 months is the same as for families with a child younger than 3 (Table 23). Among families with an infant 0-17 months, 49.4% were dual-earner families, and in over 60% of these dual-earner families both parents worked full time. Approximately 46% of two-parent families with an infant under 18 months were one-earner families. These percentages are similar to those obtained for families whose youngest child is under 3; in fact, the proportions are similar to families with a youngest child between 3 and 5 years old.

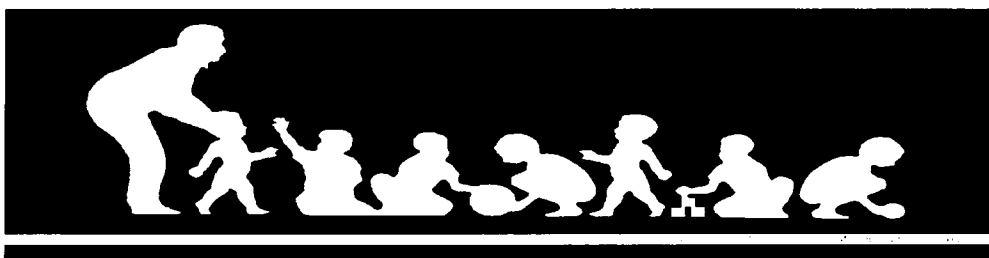
An infant in the home is associated with reduced employment among lone parents, however. Only 22.6% of lone parents with a child younger than 18 months were employed, compared to 34.2% of lone parents whose youngest child was less than 3, and 52% of those whose youngest child was 3-5. The percentage of employed lone parents who worked full time was 72.1% when the youngest child was 0-17 months, 77.6% when the youngest child was under 3 years, and 83.7% when the youngest child was 3-5 years.

5.3 Summary

This chapter presented new data on parents' employment, with parents of children younger than 13 considered as a separate component of the labour force. Additionally, we presented data using a family perspective by considering labour force data for parents in family units, and relating parental employment patterns to child and family characteristics.

In doing so, we learned that dual-earner families are the norm, even for families with very young children. We also learned that three features of child-rearing demands in families (the number of children in the family, the age of the youngest child, and the number of preschool-age children) modify family employment patterns. Among two-parent families, increased child-rearing pressures appear to reduce the proportion of dual-earner couples and increase the proportion of one-earner couples. Stronger child-rearing demands also seem to limit one parent to part-time status within dual-earner families. Increased child-rearing pressures on lone parents appear to compromise their capacity to work; but when they do, they work full time.

There is more to learn about parents' work experiences. Parents' work schedules shape both their own and their children's lives, and have direct effects on how much child care is needed, when, and for whom. Work scheduling is the focus of Chapters 6 and 7.



Chapter 6

PARENTS' WORK SCHEDULES: INDIVIDUAL DATA

Since information about Canadian parents' work schedules had not been collected systematically prior to this study, a number of questions were developed for the National Child Care Survey. Parents who worked at a job or business in the reference week were asked when they started and ended work each day, and whether their work schedules varied from week to week. Information in Chapter 5 was based on parents' usual work involvement. Chapters 6 and 7 refer to parents' actual work hours in the reference week (the week preceding the LFS and Child Care Interviews).

In any given week there are departures from "usual" work patterns. Some people are absent all week from their job or business; others lose some work hours for any number of reasons. Conversely, some people work overtime; still others may work their usual number of hours, but depart from their usual schedule. Because all data presented in this chapter refer to the reference week, initially observations from the reference week were compared to what might be observed "usually" for these parents.²¹

During the reference week, 92.3% of employed IPs and 95.9% of employed partners worked at their job or business; 7.7% of IPs and 4.1% of partners were absent from work all week (Table 24). IPs and their partners were about equally likely to have lost some work hours in the reference week (7.4% and 7.5%), while partners were more likely to have worked overtime or extra hours (16.7% of partners compared to 10.2% of IPs).

Table 24 Departures From Usual Hours Worked by Parents in the Reference Week, by Full- and Part-Time Status, Parents With at Least One Child Younger Than 13, Canada, 1988

Departure From Usual Hours	Interviewed Parent		Partner	
	Number	%	Number	%
Total Employed	1,634,100	100.0	2,162,700	100.0
Worked at a job or business in the reference week	1,508,600	92.3	2,074,900	95.9
Had a job or business, but was not at work in the reference week	125,500	7.7	87,800	4.1
Worked overtime or extra hours in the reference week	165,900	10.2	360,600	16.7
Lost some work hours in the reference week	121,400	7.4	156,000	7.2
Employed Full Time	1,168,200	100.0	2,132,400	100.0
Worked at a job or business in the reference week	1,067,900	91.4	2,045,700	95.9
Had a job or business, but was not at work in the reference week	100,300	8.6	86,700	4.1
Worked overtime or extra hours in the reference week	130,500	11.2	357,500	16.8
Lost some work hours in the reference week	98,500	8.4	154,600	7.2
Employed Part Time	466,000	100.0	30,200	100.0
Worked at a job or business in the reference week	440,800	94.6	29,200	96.5
Had a job or business, but was not at work in the reference week	25,200	5.4	...	...
Worked overtime or extra hours in the reference week	35,400	7.6	...	...
Lost some work hours in the reference week	22,900	4.9	...	...

Numbers may not add due to rounding.
See Appendix A for a glossary of terms.

As a rule, actual work hours did not deviate by more than 10 hours from parents' usual work hours (Tables 25 and 26). Less than 3% of employed parents lost 10 or more hours of work during the reference week, while 3.2% of IPs and 7.0% of partners worked 10 or more extra hours.

Table 25 Comparison of Usual Hours Worked and Hours Actually Worked in the Reference Week by Parents, Families With at Least One Child Younger Than 13, Canada, 1988

	Interviewed Parent		Partner	
	Number	%	Number	%
Total Employed	1,634,100	100.0	2,162,700	100.0
Usual Hours Worked				
1-9 hours	84,400	5.2	...	...
10-19 hours	166,200	10.2	14,200	0.7
20-29 hours	240,200	14.7	21,700	1.0
30-39 hours	540,700	33.1	318,800	14.7
40-49 hours	504,400	30.9	1,311,700	60.7
≥ 50 hours	98,100	6.0	493,100	22.8
Actual Hours Worked in the Reference Week¹				
1-9 hours	125,800	7.7	33,500	1.5
10-19 hours	180,600	11.1	49,400	2.3
20-29 hours	227,800	13.9	58,600	2.7
30-39 hours	265,700	16.3	209,500	9.7
40-49 hours	594,100	36.4	1,117,000	51.7
≥ 50 hours	114,600	7.0	606,900	28.1
Did not work during reference week	125,500	7.7	87,800	4.1

¹ Based on responses to detailed questions in the NCCS Child Care Interview on hours worked on each day in the reference week.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

Table 26 Overtime and Hours Lost During the Reference Week by Employed Parents, Families With at Least One Child Younger Than 13, Canada, 1988

	Interviewed Parent		Partner	
	Number	%	Number	%
Total Who Worked During Reference Week	1,508,600	100.0	2,074,900	100.0
Worked overtime or extra hours				
1-4 hours	53,700	3.6	85,300	4.1
5-9 hours	64,200	4.3	130,200	6.3
10-19 hours	37,300	2.5	106,600	5.1
≥ 20 hours	10,700	0.7	38,500	1.9
Did not work extra hours	1,342,700	89.0	1,714,300	82.6
Lost some work hours				
1-4 hours	22,800	1.5	17,700	0.9
5-9 hours	58,600	3.9	76,400	3.7
10-19 hours	26,100	1.7	37,900	1.8
≥ 20 hours	13,800	0.9	23,700	1.1
Did not lose any hours	1,387,200	92.0	1,919,300	92.5

Numbers may not add due to rounding.

IPs were more likely than their partners to have been absent from work for the whole week (Table 27). This is partly accounted for by the number of IPs on maternity, paternity, or extended child care leave. (Roughly 45% of IPs who were absent all week were absent for these reasons, representing about 3.5% of all employed IPs.) IPs' partners who were absent all week were much more likely to have been on vacation, ill, or laid-off. Among parents who lost only some work hours, the data still indicate a greater tendency for partners to have been on holiday or vacation and for IPs to have missed work because of personal or family responsibilities.

Table 27 **Reasons for Work Absences Among Parents, Families With at Least One Child Younger Than 13, Canada, 1988**

Reasons For Work Absences	Interviewed Parent		Partner	
	Number	%	Number	%
Total Not at Work (Absent All Week)¹	125,500	100.0	87,800	100.0
Reasons Not at Work				
Own illness	26,900	21.4	29,000	33.0
Personal or family responsibilities ²	69,400	55.3	4,400 ^a	5.0 ^a
Bad weather	...	...	...	...
Labour dispute	...	...	4,300 ^a	4.9 ^a
Vacation	18,900	15.1	42,300	48.2
Other ³	...	...	6,600 ^a	7.6 ^a
Total Who Lost Some Work Hours⁴	121,400	100.0	155,600	100.0
Reasons For Hours Lost From Work in Reference Week				
Own illness	29,700	24.5	36,700	23.6
Personal or family responsibilities	31,700	26.1	29,300	18.8
Bad weather	...	...	7,600 ^a	4.9 ^a
Vacation	13,900	11.4	22,100	14.2
Holiday	21,900	18.0	39,300	25.3
Working short-time	12,000	9.8	11,400	7.3
Other ⁵	10,300	8.5	9,200 ^a	5.9 ^a

¹ 7.7% of IPs with a job or business were absent all week, as were 4.1% of partners.

² Includes 56,700 IPs on maternity, paternity, or extended child care leave.

³ Unclassified other responses.

⁴ 7.4% of IPs with a job or business lost some work hours in the reference week, as did 7.5% of partners.

⁵ Includes labour dispute, lay-off, new job started during week or job terminated during reference week, and unclassified "other" responses.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

6.1 The Number of Days and Hours Parents Work

A summary of parents' work days at all jobs in the reference week²² is included in Table 28. (Approximately 5% of parents worked at more than one job.) The majority of parents worked 5 days, most often for 40-49 hours. However, the distributions of IPs' and partners' work days and hours were quite different. Almost one third of employed IPs worked fewer than 5 days; the same was true for only one eighth of employed partners. Fully 23% of IPs' partners worked 6 or 7 days in the reference week; only 11.6% of IPs worked more than 5 days. These data reflect, in part, differences in the proportion of partners who worked overtime or extra hours and the greater proportion of IPs who were employed part time.

Table 28 Days and Hours Worked in the Reference Week by Parents in Families With at Least One Child Younger Than 13, Canada, 1988

Days and Hours Worked in the Reference Week	Interviewed Parent		Partner	
	Number	%	Number	%
Number of Days Worked¹				
Less than 5 days:	481,100	31.9	257,400	12.4
1 day	75,800	5.0	46,000	2.2
2 days	102,400	6.8	34,000	1.6
3 days	135,000	9.0	47,900	2.3
4 days	168,000	11.1	129,500	6.2
5 days	852,200	56.5	1,340,200	64.6
More than 5 days:	175,300	11.6	477,300	23.0
6 days	121,500	8.1	333,800	16.1
7 days	53,800	3.6	143,500	6.9
Total²	1,508,600	100.0	2,074,900	100.0
Number of Hours Worked¹				
< 10 hours	125,800	8.3	33,500	1.6
10-19 hours	180,600	12.0	49,400	2.4
20-29 hours	227,800	15.1	58,600	2.8
30-39 hours	265,700	17.6	209,500	10.1
40-49 hours	594,100	39.4	1,117,000	53.8
≥ 50 hours	114,600	7.6	606,900	29.2
Total²	1,508,600	100.0	2,074,900	100.0

¹ Days and hours were reported according to detailed daily schedules.

² Based on IPs and partners who did any work at a job or business in the reference week (92.3% of employed IPs and 95.9% of employed partners).

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

Because our estimates of child care needs and analyses of child care use patterns will be based on the IP's work hours and work schedule, the nature of IPs' work in the reference week is considered in greater detail. A cross-tabulation of the number of days and hours each IP worked is summarized in Table 29 and illustrated in Figure 5.

Table 29 A Cross-Classification of Days and Hours Worked by the Interviewed Parent in the Reference Week, Canada, 1988

Number of Days and Hours Worked	Number	%	% Within Category
IPs who worked < 20 hours	306,400	20.3	100.0
Less than 5 days	247,000	16.4	80.6
5 days	47,100	3.1	15.4
6 or 7 days	12,300	0.8	5.0
IPs who worked 20-29 hours	227,800	15.1	100.0
Less than 5 days	136,500	9.0	59.9
5 days	75,600	5.0	33.2
6 or 7 days	15,700	1.0	6.9
IPs who worked ≥ 30 hours	974,400	64.6	100.0
Less than 5 days ¹	97,700	6.5	10.0
5 days	729,400	48.4	74.9
6 or 7 days	147,300	9.8	15.1
Total	1,508,600	100.0	

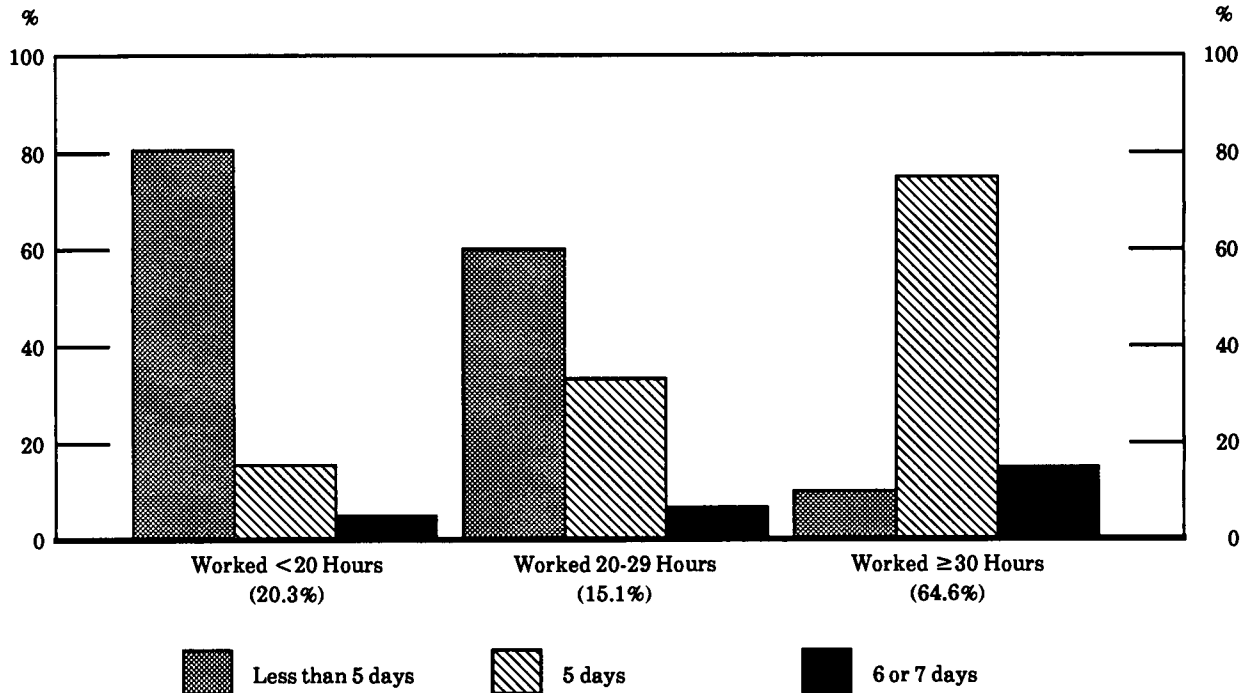
¹ Includes 32,500 IPs who worked 35 or more hours in less than 5 days (a compressed work week).

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

Figure 5

Percentage Of Interviewed Parents Who Worked Less Than 5 Days, 5 Days, Or More Than 5 Days, By Total Hours Worked in the Reference Week



Clearly, the majority (80.6%) of IPs who worked fewer than 20 hours did so in fewer than 5 days, rather than working reduced hours over a 5-day week. About 75% of IPs who worked 30 or more hours worked a 5-day week; however, 10% worked fewer than 5 days and 15.1% worked 6 or 7 days. IPs who worked 20-29 hours were the most heterogeneous group: about 33% worked a 5-day week; 59.9% worked fewer than 5 days; and 6.9% worked 6 or 7 days.

These analyses reveal the underlying diversity of work patterns subsumed within the broader categories of part- and full-time work. They also identify statistically small, but meaningful subgroups of families with distinct child care needs. These subgroups include families in which IPs work full- or part-time across 6 or 7 days (12% of families) and families in which the IP works a compressed work week (35 or more hours in fewer than 5 days). About 1.2% of employed IPs worked a compressed week.

6.2 Which Days and Hours Do Parents Work?

One reason the NCCS included detailed questions about parents' work schedules was to discover how parents allocate time to work and family life. A second, related reason was to identify when families need and use child care. In this section we provide information on parents' work schedules in the reference week.²³

6.2.1 Days in the Week

Most parents with children younger than 13 worked weekdays only; however, more than one quarter of IPs (27.6%) and almost one third of their partners (32%) worked at least one weekend day (Table 30). Roughly 22% of employed IPs (332,300) worked on Saturday, and 13.1% worked on Sunday. Included in these numbers are 112,600 IPs who worked **both** Saturday and Sunday (7.5% of employed IPs).

Weekend work was more common among IPs' partners. In total, 32% of employed partners worked at least one weekend day: 26.8% worked on Saturday and 14.9% worked on Sunday; including 9.8% who worked **both** Saturday and Sunday.

Table 30 Pattern of Days Worked by Parents in the Reference Week in Families With at Least One Child Younger Than 13, Canada, 1988

Pattern of Days Worked	Interviewed Parents		Partners	
	Number	%	Number	%
Weekdays only	1,091,500	72.4	1,412,300	68.1
At least 1 weekend day	417,100	27.6	662,600	32.0
Worked weekdays and at least 1 weekend day	400,000	26.5	653,000	31.5
Worked only on weekend days	17,100	1.1	9,600 ^a	0.5 ^a
Total¹	1,508,600	100.0	2,074,900	100.0

¹ Based on IPs and partners who did any work at a job or business in the reference week (92.3% of employed IPs and 95.9% of employed partners).

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

Separate analyses (not presented in tabular form) were conducted to determine whether parents who worked part time were more likely to work weekends. IPs who worked 20-29 hours were most likely to have worked at least one weekend day (33.9%), compared to IPs who worked fewer than 20 hours (28.4%) and IPs who worked 30 or more hours (26.1%).

6.2.2 Hours of the Day

Few researchers have looked at shift work patterns among parents or studied the consequences of shift work for family life. Harriet Presser's work in the United States (1986, 1989) is a rare exception, in that Presser investigated some of the determinants and correlates of shift work patterns among families with young children. Studies of shift work in Canada are rare.

American studies of shift work have tended to use very broad categories which have little relevance for our purposes.²⁴ To study the effects of shift work on child care needs and child care use patterns, the authors devised five categories of work shifts that are more sensitive to family life. They are based on the average stopping time on days parents worked in the reference week, with stopping times corresponding roughly to the end of the school day, supper time, evening hours, and over night.

Work shifts were defined in the CNCCS as follows:

- Fixed, early day shift Average stop time between 10 a.m. and 4 p.m. (including 4 p.m.)
- Fixed day shift Average stop time between 4 p.m. and 6 p.m. (including 6 p.m.)
- Fixed, late day or evening shift Average stop time between 6 p.m. and 10 p.m. (including 10 p.m.)
- Fixed night shift Average stop time between 10 p.m. and 10 a.m. (including 10 a.m.)
- Irregular, split, or varying shift Start or stop times differ by more than 2 hours across days of the week

Analyses revealed considerable diversity in parents' work schedules (Table 31). While 62.3% of IPs and 61.7% of partners worked standard daytime hours (fixed early day or day shifts), almost 10% of IPs and 12.3% of partners worked evenings or nights, times when child care may be difficult to find.

Moreover, more than one quarter of IPs and their partners worked an irregular, split, or varying shift in the reference week. Presser (1989) attributes much of the increasing diversity in work schedules to the significant growth in the service sector and identifies a reinforcing phenomenon in that "the demand for service workers increases women's labour force participation, and women's greater labour force participation increases the demand for service workers" (p. 525). Since many of these services occur after 5 p.m. and on weekends, the result is a greater diversity in the hours and days people work.

Table 31 Shift Patterns of Parents in Families With at Least One Child Younger Than 13, Canada, 1988

Shift Pattern ¹	Interviewed Parents		Partners	
	Number	%	Number	%
Fixed, early day shift	439,900	29.2	433,600	20.9
Fixed, day shift	499,300	33.1	846,500	40.8
Fixed, late day shift	83,000	5.5	173,100	8.3
Fixed, night shift	67,000	4.4	83,000	4.0
Irregular, split, or varying shifts ²	419,400	27.8	538,700	26.0
Total	1,508,600	100.0	2,074,900	100.0

¹ Data are based on IPs and partners who worked in the reference week.

² It is likely that the numbers in this category are inflated because some parents worked overtime or lost part of a day.

Numbers may not add due to rounding.
See Appendix A for a glossary of terms.

Diversified work schedules may affect child care in two ways. On the one hand, diversified work schedules may provide two-parent families with flexibility and the opportunity to schedule work hours so as to share child care. On the other hand, because most child care centres are open only on weekdays from 7 or 8 a.m. to 6 p.m., parents who work weekends or evenings may have considerable difficulty finding non-parental child care.

6.3 Standard and Non-Standard Work Schedules

Work schedules were also studied to see how they deviated from the "standard" work week -- Monday to Friday only, consisting predominantly of work performed between 8 a.m. and 6 p.m. daily. To do so, we generated a four-part classification. Parents worked "standard days" if they worked weekdays only; those who worked weekdays and at least one weekend day or weekend days only were classified as working "non-standard days". Parents with a fixed daily work schedule (i.e., work hours that did not differ from one day to the next by more than two hours) with daily ending times before 4 p.m. or between 4 p.m. and 6 p.m. worked "standard hours". Those who worked a fixed late day shift, a fixed night shift, or irregular or varying hours worked "non-standard hours".

While the standard work week is the modal or typical schedule, it accurately described only 54-56% of IPs' and partners' work schedules (Table 32). More than one fifth of IPs and almost one quarter of their partners worked both non-standard days and non-standard hours during the reference week.

Table 32 Classification of Parents' Work Schedules as Standard or Non-Standard in Families With at Least One Child Younger Than 13, Canada, 1988

Work Schedule ¹	Interviewed Parents		Partners	
	Number	%	Number	%
Standard days ² and standard hours ³	840,500	55.7	1,120,100	54.0
Standard days ² , non-standard hours ⁴	251,000	16.6	292,200	14.1
Non-standard days ⁵ , standard hours ³	98,700	6.5	160,000	7.7
Non-standard days ⁵ , non-standard hours ⁴	318,400	21.1	502,600	24.2
Total	1,508,600	100.0	2,074,900	100.0

¹ Based on days and hours worked in the reference week according to detailed daily schedules.

² Weekdays only.

³ Usual daily work hours end by 6 p.m.

⁴ Usual hours of work end after 6 p.m. (fixed late day and fixed night shifts) or are irregular, varying by more than 2 hours on different days in the reference week.

⁵ Work week includes at least one weekend day.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

That only slightly more than half of IPs (55.7%) worked what has long been considered the standard work week has major implications for children, parents, child care providers, and policy makers. It suggests that in addition to the issues of affordability, availability, and quality in child care, a significant number of families must consider fit -- the extent to which child care is available to cover the particular days and times when parents work. A more detailed examination of parents' work schedules and child care needs is presented in Chapter 8.

Are parents who work part time more likely to have a non-standard work pattern? Since 98% of employed partners worked full time (30 or more hours), analysis of this question is limited to IPs. Comparisons among IPs who worked 30 or more hours, 20-29 hours, and fewer than 20 hours in the reference week are presented in Table 33.

Table 33

Classification of Interviewed Parents' Work Schedules as Standard or Non-Standard, by Hours Worked in the Reference Week, Canada, 1988

Work Schedule ¹	Interviewed Parents	
	Number	% of Category
Worked \geq 30 Hours	974,400	100.0
Standard days ² , standard hours ³	600,400	61.6
Standard days ² , non-standard hours ⁴	116,200	11.9
Non-standard days ⁵ , standard hours ³	62,000	6.4
Non-standard days ⁵ , non-standard hours ⁴	195,800	20.1
Worked 20-29 Hours	227,800	100.0
Standard days ² , standard hours ³	92,500	40.6
Standard days ² , non-standard hours ⁴	57,700	25.3
Non-standard days ⁵ , standard hours ³	11,800	5.2
Non-standard days ⁵ , non-standard hours ⁴	65,800	28.9
Worked < 20 Hours	306,400	100.0
Standard days ² , standard hours ³	147,600	48.2
Standard days ² , non-standard hours ⁴	77,100	25.2
Non-standard days ⁵ , standard hours ³	24,900	8.1
Non-standard days ⁵ , non-standard hours ⁴	56,800	18.5

¹ Based on days and hours worked in the reference week according to detailed daily schedules.

² Weekdays only.

³ Usual daily work hours end by 6 p.m.

⁴ Usual hours of work end after 6 p.m. (fixed late day and fixed non-day shifts) or are irregular, varying by more than 2 hours on different days in the reference week.

⁵ Work week includes at least one weekend day.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

IPs working full time in the reference week (30 or more hours) were most likely to work a standard pattern of days and hours; however, even among this population, only 61.6% of IPs worked a standard, Monday to Friday, fixed daytime schedule. Less than half of those who worked part time worked a standard work week. IPs who worked fewer than 30 hours were slightly more likely to work non-standard days than those who worked 30 or more hours. The major difference, however, was in the proportion of each group working non-standard hours (fixed late day or night shifts or irregular hours). While 32% of IPs who worked 30 or more hours in the reference week worked non-standard hours, 54.2% of IPs who worked 20-29 hours and 43.7% of IPs who worked fewer than 20 hours did so. It appears, therefore, that when parents who are responsible for child care arrangements (predominantly mothers) work part time, they are less likely to work a standard work week and, in particular, are more likely than full-time workers to work evenings, nights, or schedules that vary from day to day.

6.4 Variability in Work Schedules

In addition to examining how congruent parents' work schedules were with our image of the traditional work week, we also examined how parents' work commitments vary from week to week and on different days in the week.

To determine variability from week to week, all employed IPs (except those on maternity, paternity, or extended child care leave and those who, while technically employed, had not yet started to work) were asked, "Does your work schedule vary from week to week?" If respondents answered yes, they were asked if they knew about schedule changes in advance. IPs in two-parent families were asked the same questions about their partner's work schedule. Variability from day to day was determined by examining parents' start and stop times on each day worked in the reference week (Table 34).

Table 34 **Variability in Parents' Work Scheduling, Parents in Families With at Least One Child Younger Than 13, Canada, 1988**

Dimensions of Variability	Interviewed Parent		Partner	
	Number	%	Number	%
Variability From Week to Week				
Schedule does not vary	949,100	59.9	1,344,000	62.1
Schedule varies	634,700	40.1	818,600	37.9
Known in advance	418,400	26.4	455,900	21.1
Not known in advance	216,400	13.7	362,700	16.8
Total¹	1,583,900	100.0	2,162,700	100.0
Variability From Day to Day				
Schedule does not vary ²	966,500	64.1	1,419,300	68.4
Schedule varies ³	542,100	35.9	655,600	31.6
Varies by ≤ 2 hours	122,600	8.1	116,900	5.6
Varies by 3 or 4 hours	125,700	8.3	141,500	6.8
Varies by 5 or more hours	293,800	19.5	397,200	19.1
Total⁴	1,508,600	100.0	2,074,900	100.0

¹ Total is based on 97% of all employed IPs and almost 100% of employed partners. Excluded are IPs on maternity, paternity, or extended child care leave and IPs and partners with new jobs to start in the future.

² Based on observed differences between days in starting time, ending time, and/or number of hours worked on different days in the reference week.

³ Some daily variation is accounted for by parents who lost part of a day or worked overtime in the reference week.

⁴ Based on all IPs and partners who worked in the reference week.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

While the majority of parents had steady work schedules, 30-40% had schedules which varied weekly, daily, or both. Parents whose schedules varied from week to week likely comprised two subgroups: (1) those who worked on call or demand, and (2) those whose total weekly work hours were stable, but whose schedule of days or hours varied. While data are not available to determine the size of these subgroups, it is likely that variable work involvement (variation in number of hours worked per week) was more common among the 13.7% of IPs and 16.8% of IPs' partners who did not know schedule changes in advance.

Variation of three or more hours in starting or ending times on work days or in the number of hours worked per day indicated an irregular or rotating shift pattern, and characterized 27.8% of IPs and 25.9% of their partners who worked in the reference week. IPs who worked 20-29 hours in the reference week were most likely to report substantial variation in work hours on different days in the week. Almost one third of IPs who worked 20-29 hours deviated by 5 or more

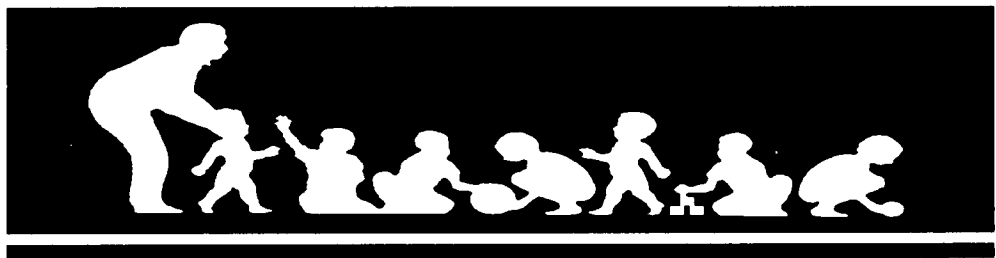
hours in the number of hours worked per day or in start and/or stop times; another 11.9% of IPs who worked 20-29 hours in the reference week demonstrated variations of 3 or 4 hours across work days. As noted previously, IPs who worked 20-29 hours were also most likely to have worked at least one weekend day, a factor which appears to have contributed to the variability in their work schedules.

Variability may reflect flexibility in parents' work schedules or alternatively, lack of choice about work hours. Unfortunately, data are not available to determine how many parents fell into each category. Similarly, work schedule variability may provide parents with flexibility to accommodate their children's needs or it may preclude the use of certain types of care (such as day care centres with fixed schedules and no option for variable or part-time enrolment), or otherwise contribute to difficulty in finding and maintaining care arrangements.

6.5 Summary

Data on parents' work schedules provide important insights on the allocation of work time and family time. Information in this chapter reveals that parental work schedules are considerably more diverse than might be anticipated. While the standard work week still prevails, it accounts for only 55% of parents' work schedules. Weekend work, fixed late day and night shifts, and schedules that vary from week to week or day to day are not uncommon, and will probably increase as more women join the labour force and the service sector expands.

Variability and diversity in parents' work schedules may allow parents greater flexibility and enable dual-earner couples to off-shift work schedules for child care purposes. On the other hand, limited control over one's work hours and variable work schedules, and limited access to child care services can make balancing work and family life more difficult for parents and fragment children's care.



Chapter 7

PARENTS' WORK SCHEDULES FROM A FAMILY PERSPECTIVE

This chapter focuses on the family as a system by examining the work schedules of IPs in one- and two-parent families, in smaller and larger families, and in families with and without preschool children. This broader perspective allows us to investigate how parents' work schedules vary with child-rearing demands. In addition, we examine the work schedules of **both parents** in dual-earner families to better understand how work time is structured, and the extent to which deliberate off-shifting of work schedules is used as a form of child care.

7.1 Work Schedules: A Comparison of One- and Two-Parent Families

Approximately 13.6% of IPs who worked in the reference week lived in one-parent families, while 86.4% of IPs lived with a partner. In two-parent families, nearly 92% of working IPs had a partner who also worked in the reference week, while 8.2% (107,400) had a partner who was either not employed or not at work (Tables 35, 36 and 37).

Table 35 Interviewed Parents' Work Involvement in the Reference Week, by Partner's Work Status and Family Structure, Canada, 1988

IP's Work Involvement	Number	% of Family Category ¹
In Two-Parent Families	1,303,300	100.0
With partner who worked in the reference week		
IP worked \geq 30 hours	741,900	56.9
IP worked $<$ 30 hours	454,100	34.8
With partner who did not work in the reference week²		
IP worked \geq 30 hours	75,000	5.8
IP worked $<$ 30 hours	32,400	2.5
In One-Parent Families	205,300	100.0
IP worked \geq 30 hours	157,600	76.8
IP worked $<$ 30 hours	47,700	23.3
All Families	1,508,600	

¹ Percentage of one-parent and two-parent families in which the IP worked in the reference week.

² The partner may have been employed but not at work, unemployed, or not in the labour force.

This table is based only on IPs who worked in the reference week. Data pertain to 56.1% of all IPs in two-parent families and 51.4% of all IPs in one-parent families. IPs excluded from this table may have been unemployed, not in the labour force, or absent from their job or business during the reference week.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

Table 36 Interviewed Parents' Work Hours in the Reference Week, by Family Structure, Families With at Least One Child Younger Than 13, Canada, 1988

IP's Work Hours/Days	All IPs		IPs in One-Parent Families		IPs in Two-Parent Families	
	Number	%	Number	%	Number	%
Number of Hours Worked						
Worked \geq 30 hours	974,400	64.6	157,600	76.8	816,800	62.7
Worked 20-29 hours	227,800	15.1	20,300	9.9	207,500	15.9
Worked < 20 hours	306,400	20.3	27,400	13.4	278,900	21.4
Number of Days Worked						
Worked < 5 days	481,100	31.9	50,000	24.4	431,100	33.1
Worked 5 days	852,200	56.5	132,200	64.4	719,900	55.2
Worked 6 or 7 days	175,300	11.6	23,000	11.2	152,300	11.7
Total	1,508,600	100.0	205,300	100.0	1,303,300	100.0

This table is based only on IPs who worked in the reference week. Data pertain to 56.1% of all IPs in two-parent families and 51.4% of all IPs in one-parent families. IPs excluded from this table may have been unemployed, not in the labour force, or absent from their job or business during the reference week.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

IPs in one-parent families were more likely than those in two-parent families to have worked 30 or more hours and to have worked 5 days in the reference week: almost 77% of IPs in one-parent families worked 30 or more hours, compared to 62.7% of IPs in two-parent families. IPs in two-parent families were more likely to have worked a short week: almost one third worked fewer than 5 days compared to 24.4% of IPs in one-parent families. Similar proportions of both groups (11-12%) worked 6 or 7 days.

Table 37 illustrates that there were more similarities than differences in the work schedules of IPs in one- and two-parent families: 28.5% of IPs in one-parent families worked at least one weekend day, as did 27.5% of IPs in two-parent families. As well, 66.2% of IPs in one-parent families worked standard hours (a fixed, early day or day shift), as did 61.6% of IPs in two-parent families. IPs with a partner were slightly more likely to work a fixed late day or night shift (10.5%, compared to 6.8% of IPs in one-parent families). Overall, 59.9% of IPs in one-parent families and 55.0% of IPs with a partner worked a standard week -- weekdays only, predominantly between 8 a.m. and 6 p.m.

Table 37 **Comparison of Work Schedules Among Interviewed Parents in One- and Two-Parent Families With at Least One Child Younger Than 13, Canada, 1988**

IP's Work Schedule ¹	All IPs		IPs in One-Parent Families		IPs in Two-Parent Families	
	Number	%	Number	%	Number	%
Work Days						
Weekdays only	1,091,500	72.4	146,700	71.5	944,800	72.5
At least 1 weekend day	417,100	27.6	58,600	28.5	358,500	27.5
Work Shift						
Fixed early day	439,900	29.2	51,500	25.1	388,400	29.8
Fixed day	499,300	33.1	84,400	41.1	414,900	31.8
Fixed late day	83,000	5.5	7,500 ^a	3.7 ^a	75,500	5.8
Fixed night	67,000	4.4	6,300 ^a	3.1 ^a	60,600	4.7
Irregular shift	419,400	27.8	55,500	27.1	363,900	27.9
Work Week						
Standard work week ²	840,500	55.7	123,000	59.9	717,400	55.0
Non-standard work week ³	668,100	44.3	82,300	40.1	585,800	45.0
Total	1,508,600	100.0	205,300	100.0	1,303,300	100.0

¹ Based on detailed questions on days and hours worked in the reference week.

² Weekdays only, fixed early day or fixed day shift.

³ All other circumstances including non-standard days, non-standard hours, or both non-standard days and non-standard hours.

This table is based only on IPs who worked in a reference week. Data pertain to 56.1% of all IPs in two-parent families and 51.4% of all IPs in one-parent families. IPs excluded from this table may have been unemployed, not in the labour force, or absent from their job or business during the reference week.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

7.2 Work Schedules and Child-Rearing Demands

In this study, child-rearing demands are defined by the number of children in the home, the presence of one or more preschool-age children, and the age of the youngest child in the family. Chapter 5 indicated that interviewed parents' participation in the labour force and their full- or part-time status were associated with the intensity of child-rearing demands. This section explores whether interviewed parents' work schedules are related to child-rearing demands. All findings are based on parents' work days and work hours in the reference week.

7.2.1 The Number of Days and Hours Worked

Increased child-rearing demands appear to be associated with the number of hours and days IPs worked (Tables 38, 39, and 40). The percentage of IPs who worked less than 20 hours and fewer than 5 days increased with the number of children at home and the presence of preschool-age children, particularly children younger than 3. Interestingly, even in families with strong child-rearing demands (three or more children, two or more preschool-age children, or an infant younger than 18 months), 52-59% of employed IPs worked 30 or more hours; about 47-52% worked a 5-day week; and roughly 10-14% worked 6 or 7 days.

Table 38 Hours and Days Interviewed Parents Worked in the Reference Week, by Number of Children Younger Than 13, Canada, 1988

Interviewed Parent's Work Hours/Days ¹	Number of Children < 13							
	Total		1 Child < 13		2 Children < 13		3 or More Children < 13	
	Number	%	Number	%	Number	%	Number	%
Number of Hours Worked								
≥ 30 hours	974,400	64.6	517,600	69.5	367,400	62.0	89,400	52.1
20-29 hours	227,800	15.1	101,400	13.6	96,600	16.3	29,800	17.3
< 20 hours	306,400	20.3	125,500	16.9	128,400	21.7	52,400	30.6
Number of Days Worked								
< 5 days	481,100	31.9	211,800	28.4	201,600	34.0	67,700	39.5
5 days	852,200	56.5	446,400	60.0	325,300	54.9	80,500	46.9
> 5 days	175,300	11.6	86,400	11.6	65,600	11.1	23,400	13.6
Total	1,508,600	100.0	744,600	100.0	592,400	100.0	171,600	100.0

¹ Based on detailed questions on days and hours worked in the reference week.

This table is based only on IPs who worked in the reference week. Data pertain to 55.4% of all IPs. IPs excluded from this table were unemployed, not in the labour force, or absent from their job or business during the reference week.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

Table 39 **Hours and Days Interviewed Parents Worked in the Reference Week, by Number of Preschool Children (0-5 Years), Canada, 1988**

Interviewed Parents' Work Hours/Days ¹	Number of Preschool Children							
	Total		No Children < 6		1 Child < 6		2 or More Children < 6	
	Number	%	Number	%	Number	%	Number	%
Number of Hours Worked								
≥ 30 hours	974,400	64.6	496,500	67.3	362,600	65.1	115,400	53.9
20-29 hours	227,800	15.1	108,700	14.7	82,300	14.8	36,800	17.2
< 20 hours	306,400	20.3	132,200	17.9	112,400	20.2	61,700	28.9
Number of Days Worked								
< 5 days	481,100	31.9	212,600	28.8	180,600	32.4	87,900	41.1
5 days	852,200	56.5	431,800	58.6	317,500	57.0	102,900	48.1
> 5 days	175,300	11.6	92,900	12.6	59,200	10.6	23,200	10.8
Total	1,508,600	100.0	737,300	100.0	557,300	100.0	214,000	100.0

¹ Based on detailed questions on days and hours worked in the reference week.

This table is based only on IPs who worked in the reference week. Data pertain to 55.4% of all IPs. IPs excluded from this table were unemployed, not in the labour force, or absent from their job or business during the reference week.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

Table 40 **Hours and Days Interviewed Parents Worked in the Reference Week, by Age of Youngest Child, Canada, 1988**

Interviewed Parents' Work Hours/Days ¹	Age of Youngest Child											
	Total		0-17 Months		18-35 Months		3-5 Years		6-9 Years		10-12 Years	
	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%
Number of Hours Worked												
≥ 30 hours	974,400	64.6	120,300	58.6	139,700	62.5	218,000	63.7	278,000	65.1	218,400	70.5
20-29 hours	227,800	15.1	34,600	16.9	33,100	14.8	51,500	15.0	65,600	15.4	43,000	13.9
< 20 hours	306,400	20.3	50,400	24.6	50,700	22.7	73,000	21.3	83,700	19.6	48,500	15.6
Number of Days Worked												
< 5 days	481,100	31.9	79,300	38.6	77,500	34.7	111,700	32.6	126,800	29.7	85,900	27.7
5 days	852,200	56.5	106,600	51.9	122,400	54.8	191,400	55.9	247,400	57.9	184,400	59.5
> 5 days	175,300	11.6	19,500	9.5	23,600	10.6	39,300	11.5	53,200	12.4	39,800	12.8
Total	1,508,600	100.0	205,400	100.0	223,500	100.0	342,400	100.0	427,400	100.0	310,000	100.0

¹ Based on detailed questions on days and hours worked in the reference week.

This table is based only on IPs who worked in the reference week. Data pertain to 55.4% of all IPs. IPs excluded from this table were unemployed, not in the labour force, or absent from their job or business during the reference week.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

7.2.2 The Scheduling of Days and Hours Worked

In general, the scheduling of work hours seems to be weakly, but consistently associated with the intensity of child-rearing demands. Increased child-rearing demands generally were not related to whether IPs worked on the weekend (with the exception that slightly more IPs worked on the weekend in families with three or more children at home). Comparisons do indicate that IPs in families with three or more children younger than 13, those with two or more preschool-age children, and those with infants at home were more likely to have worked a fixed late day or night shift than IPs in families with fewer or older children (Tables 41, 42, and 43). This pattern may suggest that parents with stronger child-rearing demands off-shift work schedules in order to accommodate child care needs, a hypothesis examined later in this chapter (see Section 7.3.5).

Table 41 Work Schedules of Interviewed Parents, by Number of Children Younger Than 13, Canada, 1988

Work Schedule ¹	Number of Children < 13							
	Total		1 Child < 13		2 Children < 13		3 or More Children < 13	
	Number	%	Number	%	Number	%	Number	%
Worked a standard work week ²	840,500	55.7	428,700	57.6	329,800	55.7	82,000	47.8
Did not work a standard week	668,100	44.3	315,900	42.4	262,600	44.3	89,600	52.2
Worked weekdays only	1,091,500	72.4	544,100	73.1	429,700	72.5	117,700	68.6
Worked at least 1 weekend day	417,100	27.6	200,500	26.9	162,700	27.5	53,900	31.4
Worked early day or day shift ³	939,200	62.3	477,200	64.1	368,400	62.2	93,600	54.5
Worked late day or night shift ⁴	150,000	9.9	65,600	8.8	58,200	9.8	26,200	15.3
Worked irregular hours ⁵	419,400	27.8	201,800	27.1	165,800	28.0	51,800	30.2
Total	1,508,600	100.0	744,600	100.0	592,400	100.0	171,600	100.0

¹ Based on detailed questions on days and hours worked in the reference week.

² Weekdays only on a fixed early day or day time schedule generally ending before 6 p.m.

³ Daily schedules that end by 4 p.m. or between 4 p.m. and 6 p.m.

⁴ Daily schedules that end either between 6 p.m. and 10 p.m. or between 10 p.m. and 10 a.m.

⁵ A pattern characterized by at least one fluctuation in starting or ending time across work days that exceeded 2 hours, or a split shift pattern with work blocks at least 2 hours apart.

Numbers may not add due to rounding.

Table 42 **Work Schedules of Interviewed Parents, by Number of Preschool Children (0-5 Years), Canada, 1988**

Work Schedule ¹	Number of Preschool Children							
	Total		No Children < 6		1 Child < 6		2 or More Children < 6	
	Number	%	Number	%	Number	%	Number	%
Worked a standard work week ²	840,500	55.7	421,600	57.2	310,200	55.7	108,700	50.8
Did not work a standard work week	668,100	44.3	315,800	42.8	247,100	44.3	105,300	49.2
Worked weekdays only	1,091,500	72.4	531,300	72.0	405,700	72.8	154,600	72.3
Worked at least 1 weekend day	417,100	27.6	206,100	28.0	151,600	27.2	59,300	27.7
Worked early day or day shift ³	939,200	62.3	469,300	63.7	348,700	62.6	121,200	56.6
Worked late day or night shift ⁴	150,000	9.9	65,700	8.9	53,900	9.7	30,400	14.2
Worked irregular hours ⁵	419,400	27.8	202,300	27.4	154,700	27.8	62,400	29.2
Total	1,508,600	100.0	737,300	100.0	557,300	100.0	214,000	100.0

¹ Based on detailed questions on days and hours worked in the reference week.

² Weekdays only on a fixed early day or day time schedule generally ending before 6 p.m.

³ Daily schedules that end by 4 p.m. or between 4 p.m. and 6 p.m.

⁴ Daily schedules that end either between 6 p.m. and 10 p.m. or between 10 p.m. and 10 a.m.

⁵ A pattern characterized by at least one fluctuation in starting or ending time across work days that exceeded 2 hours, or a split shift pattern with work blocks at least 2 hours apart.

Numbers may not add due to rounding.

Table 43 **Work Schedules of Interviewed Parents, by Age of Youngest Child, Canada, 1988**

Work Schedule ¹	Age of Youngest Child									
	Total		0-17 Months		18-35 Months		3-5 Years		6-9 Years	
	Number	%	Number	%	Number	%	Number	%	Number	%
Worked a standard work week ²	840,500	55.7	108,400	52.8	122,700	54.9	187,700	54.8	244,300	57.2
Did not work a standard work week	668,100	44.3	96,900	47.2	100,800	45.1	154,700	45.2	183,100	42.8
Worked weekdays only	1,091,500	72.4	150,800	73.4	164,700	73.7	244,900	71.5	312,600	73.1
Worked at least 1 weekend day	417,100	27.6	54,600	26.6	58,800	26.3	97,600	28.5	114,800	26.9
Worked early day or day shift ³	939,200	62.3	122,000	59.4	136,000	60.9	211,800	61.9	271,800	63.6
Worked late day or night shift ⁴	150,000	9.9	27,000	13.1	22,200	9.9	35,200	10.3	37,000	8.7
Worked irregular hours ⁵	419,400	27.8	56,400	27.4	65,300	29.2	95,400	27.9	118,600	27.8
Total	1,508,600	100.0	205,400	100.0	223,500	100.0	342,400	100.0	427,400	100.0

¹ Based on detailed questions on days and hours worked in the reference week.

² Weekdays only on a fixed early day or day time schedule generally ending before 6 p.m.

³ Daily schedules that end by 4 p.m. or between 4 p.m. and 6 p.m.

⁴ Daily schedules that end either between 6 p.m. and 10 p.m. or between 10 p.m. and 10 a.m.

⁵ A pattern characterized by at least one fluctuation in starting or ending time across work days that exceeded 2 hours, or a split shift pattern with work blocks at least 2 hours apart.

Numbers may not add due to rounding.

Were IPs with more intense child-rearing demands more likely to have work schedules that varied from week to week, reflecting either greater flexibility in work hours or a more marginal involvement in the labour force? The data suggest that variability from week to week is associated with the number of children in the family younger than 13, but is not related to the age of the children. About 48.5% of IPs with three or more children had a work schedule that varied from week to week, compared to 36.9% of IPs with one child and 41.6% of IPs with two children.

7.3 Work Schedules in Dual-Earner Families

Despite the increase in dual-earner families with young children, little research describes **both parents'** work schedules or begins to capture the complexity of family life in these circumstances. Prior to the NCCS, no major Canadian study of dual-earner parents' work schedules had been done.

Analyses of work schedules from a family perspective describe the pattern of days and hours worked by couples as units. The following sections present estimates of the prevalence of off-shifting and information on the extent to which parents use off-shifted work schedules for child care.

7.3.1 Definitions and Sources of Data

Dual-earner families accounted for 49.2% of all families and 57.7% of all two-parent families with at least one child younger than 13. Data on both parents' work schedules were available for 89.2% of couples classified as dual-earners. When one or both parents were absent from their job or business for the reference week,²⁵ the family was excluded from analyses on off-shifting. This chapter describes only those dual-earner families in which both parents worked in the reference week, but the terms "dual-earner families" and "dual-earner couples" will be used for simplicity.

7.3.2 Family Characteristics of Dual-Earner Couples

Slightly more than half (53.1%) of the dual-earner couples (for whom work schedule data were available) had one or more preschool-age children, including 30.4% who had at least one child younger than 3; the remainder (46.9%) were couples with school-age children and no children younger than 6 (Table 44). Roughly 31.1% of dual-earner couples were juggling strong child-rearing demands: they had three or more children younger than 13, two or more preschool-age children, or an infant younger than 18 months.

Table 44 **Dual-Earner Families, by Selected Family Characteristics, Canada, 1988**

Family Characteristics	Number	%
Number of Children < 13 Years		
1 child < 13 years	547,400	45.8
2 children < 13 years	498,800	41.7
≥ 3 children < 13 years	149,800	12.5
Number of Preschool Children		
No children < 6 years	560,700	46.9
1 child < 6 years	448,500	37.5
≥ 2 children < 6 years	186,800	15.6
Age of Youngest Child		
0-17 months	178,900	15.0
18-35 months	183,600	15.4
3-5 years	272,800	22.8
6-9 years	326,700	27.3
10-12 years	234,000	19.6
High Child-Rearing Demands¹	372,200	31.1
All Dual-Earner Families²	1,195,900	100.0

¹ Families who meet at least one of the following criteria: 3 or more children younger than 13; 2 or more preschool children; or youngest child 0-17 months.

² Based on families in which both parents worked at a job or business during the reference week (89.2% of families in which both parents were employed).

Numbers may not add due to rounding.

Both parents worked full time during the reference week in 58.3% of dual-earner families (Table 45). In fact, in more than 20% of dual-earner families, both parents worked more than 40 hours. In most other dual-earner families (38.6%), one parent worked 30 hours or more and one parent worked less than 30 hours.

The data indicate only slight differences in the number of hours worked by dual-earner couples with and without preschool children. Both parents worked 30 or more hours in 56.1% of dual-earner couples with at least one preschool-age child and in 60.7% of dual-earner couples with only school-age children.

Table 45 **Dual-Earner Parents' Work Involvement, by the Presence of Preschool Children (0-5 Years), Canada, 1988**

Parents' Work Involvement ¹	Total		No Preschool Children		With Preschool Children	
	Number	%	Number	%	Number	%
Both parents worked ≥ 30 hours	696,900	58.3	340,300	60.7	356,600	56.1
One parent worked ≥ 30 hours, 1 parent worked < 30 hours	461,400	38.6	204,100	36.4	257,300	40.5
Both parents worked < 30 hours	37,600	3.1	16,300	2.9	21,300	3.4
All Dual-Earner Families²	1,195,900	100.0	560,700	100.0	635,200	100.0

¹ Hours worked in the reference week as reported in detailed questions on days and hours worked.

² Based on families in which both parents worked at a job or business during the reference week (89.2% of families in which both parents were employed).

Numbers may not add due to rounding.

7.3.3 Which Days and Hours Do Dual-Earner Parents Work?

Analysis of the work schedules of dual-earner couples leads to two major conclusions:

1. Only a minority of dual-earner families with children younger than 13 were composed of parents who both worked a standard work week (weekdays only, with fixed daytime hours).
2. One or both parents were even more likely to have worked a "non-standard" schedule among dual-earner couples coping with more intense child-rearing demands.

General information about the work schedules of dual-earner couples is summarized in Table 46.²⁶ Both parents worked a standard work week in less than one third of dual-earner families (32.7%). The most common arrangement was for just one parent to work a standard week (43.4% of dual-earner families). One or both parents worked at least one weekend day in 47.1% of all dual-earner families; and one or both parents worked a fixed late day shift, a fixed night shift, or irregular hours in 60% of dual-earner families.

Evening work was common among dual-earner parents. At least one parent worked a fixed late day shift or a fixed night shift in 21.2% of dual-earner families. One or both parents worked at least one weekday evening (past 6 p.m.) in almost half of dual-earner families (47.5%).

Table 46 Parents' Work Schedules in Dual-Earner Families With at Least One Child Younger Than 13, Canada, 1988

Parents' Work Schedules ¹	Number	%
Work Days		
Both parents worked weekdays only	633,100	52.9
One parent worked at least 1 weekend day	414,700	34.7
Both parents worked at least 1 weekend day	148,100	12.4
Work Hours		
Both parents worked a fixed early day or day shift ²	478,800	40.0
One or both parents worked a fixed late day shift, a fixed night shift ³ , or irregular hours ⁴	717,100	60.0
Work Week		
Both parents worked a standard work week (Monday-Friday, on a fixed early day or day shift)	391,600	32.7
One parent worked a standard work week	517,600	43.3
Neither parent worked a standard work week	286,700	24.0
All Dual-Earner Families	1,195,900	100.0

¹ Based on responses to questions on days and hours worked.

² A schedule that varied minimally from day to day with an average stop time before 4 p.m. or between 4 p.m. and 6 p.m.

³ A schedule that varied minimally from day to day with an average stop time between 6 p.m. and 10 p.m. or between 10 p.m. and 10 a.m.

⁴ A schedule characterized by variation of more than 2 hours in starting or ending times across work days.

Numbers may not add due to rounding.

Parents' work schedules in dual-earner families were related to child-rearing demands (Table 47). Dual-earners with three or more children younger than 13 were most likely to depart from standard work schedules. In this circumstance, as a rule, at least one parent worked on the weekend and one or both parents worked either a late day or night shift or irregular hours. Dual-earners with two or more preschool-age children or an infant younger than 18 months were also unlikely to both work a standard work week: often at least one parent worked a fixed late day or night shift or had irregular hours.

Table 47 **Dual-Earner Couples' Work Schedules, by Selected Family Characteristics, Canada, 1988**

Family Characteristics	Dual-Earner Couples' Work Schedules			
	All Dual-Earner Couples ¹	At Least One Parent Worked a Weekend Day ²	At Least One Parent Worked Non-Standard Hours ³	Both Parents Worked A Standard Work Week ⁴
	Number	%	%	%
Number of Children < 13 Years				
1 child < 13 years	547,400	45.1	58.0	34.9
2 children < 13 years	498,800	46.9	60.1	32.7
≥ 3 children < 13 years	149,800	54.8	66.9	25.1
Number of Preschool Children				
No children < 6 years	560,700	47.0	57.4	34.7
1 child < 6 years	448,500	45.8	60.5	32.5
≥ 2 children < 6 years	186,800	50.1	66.3	27.5
Age of Youngest Child				
0-17 months	178,900	45.5	64.1	29.4
18-35 months	183,600	45.9	61.6	32.4
3-5 years	272,800	48.9	61.4	31.2
6-9 years	326,700	46.4	58.2	34.5
10-12 years	234,000	47.9	56.3	35.0
High Child-Rearing Demands⁵	372,200	48.9	64.2	28.9
All Dual-Earner Families	1,195,900	47.1	60.0	32.7

¹ Based on families in which both parents worked at a job or business in the reference week.

² One or both parents worked at least one weekend day.

³ One or both parents worked either a fixed late day or night shift (a fixed daily schedule with work hours ending between 6 p.m. and 10 p.m. or between 10 p.m. and 10 a.m.) or displayed an irregular schedule with variations of more than 2 hours in starting or ending times across different work days.

⁴ Weekdays only, on a fixed daytime schedule ending before 4 p.m. or between 4 p.m. and 6 p.m.

⁵ Families who meet at least one of the following criteria: 3 or more children younger than 13 years; 2 or more preschool children; or youngest child 0-17 months.

Numbers may not add due to rounding.

7.3.4 Off-Shifted Work Schedules

The work schedules of one or both parents in dual-earner families is likely to include at least one of the following: work on at least one weekend day; a fixed late day or night shift; or irregular hours. As a result, in many dual-earner families, the total number of hours in which at least one parent is at work is large. Accordingly, the effects of work schedules on family life are substantial, limiting the time parents spend together and the amount of time that children can spend with both parents.

Previous research has generally considered off-scheduling only in terms of day and non-day shifts. NCCS data allow a more thorough analysis of off-scheduling -- one that includes off-scheduled days and hours. Three indicators of off-scheduling in dual-earner couples are summarized in Table 48. One type of off-scheduling occurs when only one parent works on the weekend; another type of off-scheduling is evident when one parent regularly works evenings or nights. A third, more quantitative measure of off-scheduling is the number of hours one parent works while the other is not working.²⁷

Table 48 Indicators of Off-Scheduling Among Dual-Earner Couples in Families With at Least One Child Younger Than 13, Canada, 1988

Indicators of Off-Scheduling	Dual-Earner Couples ¹	
	Number	%
One parent worked at least one weekend day while the other did not ²	414,700	34.7
One parent worked a fixed late day or fixed night shift ³	231,300	19.3
Hours worked by the IP while the partner was not working		
0 hours	371,600	31.1
1-9 hours	418,600	35.0
10-19 hours	193,900	16.2
20-29 hours	92,200	7.7
≥ 30 hours	119,600	10.0
Total	1,195,900	100.0

¹ Based on families in which both parents worked at a job or business in the reference week.

² Includes parents who worked weekdays and at least one weekend day and those who worked only on the weekend.

³ A fixed daily schedule with work hours ending between 6 p.m. and 10 p.m. or between 10 p.m. and 10 a.m.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

Off-shifted work scheduling was evident in a large proportion of dual-earner couples in this study. In slightly more than one third, one parent worked at least one weekend day while the other did not. Approximately one in five dual-earner couples had discrepant work shifts with one parent working a fixed late day or night shift. In one third of dual-earner couples, the IP worked at least 10 hours while the IP's partner was not working. Further analyses revealed that at least one indicator of off-scheduling (off-scheduling work days, work shifts, or 10 or more work hours) was evident in 61.5% of the dual-earner couples for whom work schedule data were available.

7.3.5 Off-Shifted Work Schedules and Child Care

The significance of asynchronous work scheduling lies in its relevance to child care. In most studies, estimates of the number of children potentially needing and using child care while their mothers are at work presume that fathers are unavailable. In fact, several studies on child care in the U.S. suggest that dual-earner couples may off-shift work schedules so that one parent is available for child care when the other is working, thus reducing their dependence on non-parental care (Kingston and Nock, 1985; Presser, 1989).

Do parents who off-shift work schedules do so for child care purposes? Our approach to answering this question was to first identify families in which the IP's partner provided child care while the IP was working. If the partner provided care, the IP was asked whether work schedules had been deliberately arranged to limit non-parental child care.²⁸ This methodology provides a direct assessment of the use of off-shifted work schedules for child care purposes. (Readers may note that even when parents do off-shift for this reason, other non-parental care arrangements may be used.)

The IP's partner provided some child care while the IP worked in 38.1% of dual-earner families. However, only 16.6% of dual-earner couples (or one sixth) deliberately off-shifted their work schedules for child care purposes. We estimate that about 197,700 dual-earner couples off-shifted their work days or hours for child care purposes in the fall of 1988.

To understand more about couples who deliberately off-shifted work schedules, a series of analyses related this decision to: (1) the intensity of child-rearing demands, and (2) the IP's work schedule.

Dual-earner couples with three or more children younger than 13, and those with two or more preschool children were more likely to deliberately off-shift work schedules to meet child care needs than other dual-earner couples (Table 49). Interestingly, dual-earner couples with infants were not more likely to off-shift than those without infants. In fact, a reduction in the proportion of dual-earners deliberately off-shifting was evident only among those whose youngest child was 10 or older, perhaps reflecting concerns about after-school care for younger school-age children.

Table 49 **Dual-Earner Couples Deliberately Using Off-Shifted Work Schedules for Child Care Purposes, by Selected Family Characteristics, Canada, 1988**

Family Characteristics	All Dual-Earner Couples ¹	Couples Using Off-Shifting for Child Care Purposes ²	
	Number	Number ³	% of Dual- Earner Couples
Number of Children < 13 Years			
1 child < 13 years	547,400	74,100	13.5
2 children < 13 years	498,800	89,500	17.9
≥ 3 children < 13 years	149,800	34,100	22.7
Number of Preschool Children			
No children < 6 years	560,700	83,700	14.9
1 child < 6 years	448,500	74,500	16.6
≥ 2 children < 6 years	186,800	39,400	21.1
Age of Youngest Child			
0-17 months	178,900	31,100	17.4
18-35 months	183,600	31,800	17.3
3-5 years	272,800	51,000	18.7
6-9 years	326,700	57,300	17.5
10-12 years	234,000	26,400	11.3
Total	1,195,900	197,700	16.5

¹ Based on families in which both parents worked at a job or business in the reference week.

² Families in which the partner provided child care for at least one child while the IP worked and the IP reported that parents made deliberate arrangements to eliminate or reduce the number of hours of (non-parental) care that would otherwise be required.

³ Figures include instances when the partner provided care while the IP was engaged in educational activities in families in which the IP both worked and studied in the reference week.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

Deliberate off-shifting to meet child care needs appeared to be most prevalent when the IP worked weekends only or on a fixed, late day or night shift (Table 50).

Table 50

Relationship Between Characteristics of the Interviewed Parents' Work Schedule and Deliberate Efforts to Off-Shift Work Hours for Child Care Purposes in Dual-Earner Couples, Canada, 1988

IP's Work Characteristics	All Dual-Earner Couples ¹	Couples Using Off-Shifting for Child Care Purposes ²	
	Number	Number ³	% of Dual- Earner Couples
Number of Hours Worked			
≥ 30 hours	741,900	108,500	14.6
20-29 hours	192,700	40,100	20.8
< 20 hours	261,400	49,100	18.8
Days Worked			
Weekdays only	873,300	99,900	11.4
Weekdays plus weekend day(s)	309,600	91,600	29.6
Weekend only	13,100	6,200 ^a	47.1
Hours Worked			
Early day or day shift ⁴	736,800	68,500	9.3
Late day or night shift ⁵	123,700	42,200	34.1
Irregular hours ⁶	335,400	86,900	25.9
Total	1,195,900	197,700	16.5

¹ Based on families in which both parents worked at a job or business in the reference week.

² Families in which the partner provided child care for at least one child while the IP worked and the IP reported that parents made deliberate arrangements to eliminate or reduce the number of hours of (non-parental) care that would otherwise be required.

³ Figures include instances when the partner provided care while the IP was engaged in educational activities in families in which the IP both worked and studied in the reference week.

⁴ A fixed daily work schedule ending before 4 p.m. or between 4 p.m. and 6 p.m.

⁵ A fixed daily work schedule ending between 6 p.m. and 10 p.m. or between 10 p.m. and 10 a.m.

⁶ A work schedule marked by variation of more than 2 hours in starting or ending times across days of the week.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

The main reason that parents gave for deliberate off-shifting was that they thought it was best for the children (Table 51). About one third of dual-earner couples who deliberately off-shifted did so to avoid or reduce child care costs, and about the same percentage wished to share child care.

Table 51 **Main Reasons for Deliberately Off-Shifting Work Schedules for Child Care Purposes Among Dual-Earner Couples, Canada, 1988**

Reason(s) for Off-Shifting ¹	Number
Thought it best for child(ren)	130,400
Wanted to share child care	62,600
Could not afford other child care/reduce child care costs	65,700
Could not find suitable child care	18,400
Other	6,700 ^a
Total Who Deliberately Off-Shift Schedules²	197,700

¹ More than one reason was permitted.

² Based on responses from families with at least one child younger than 13 in which both parents worked at a job or business in the reference week. The interviewed parent stated that deliberate efforts had been made to arrange work schedules to eliminate or reduce the number of hours of care that would otherwise be required. The total number of families with deliberately off-shifted hours was 197,700.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

7.4 Summary

Analyses presented in this chapter revealed more similarities than differences in work schedules among interviewed parents in one- and two-parent families, even though IPs in two-parent families were somewhat more likely to work part time.

Increased child-rearing demands, particularly the presence of three or more children younger than 13 or two or more preschool-age children, was associated with a greater tendency for parents to work a fixed late day or night shift or irregular hours.

Analyses of the work schedules of both parents in dual-earner couples indicated that one or both parents are likely to work a non-standard work week. Both parents worked a standard work week (weekdays only, on a fixed daytime schedule) in less than one third of dual-earner couples, and the likelihood that one or both parents worked on the weekend or non-standard hours increased among families with more intense child-rearing demands.

Three indicators of off-shifted work schedules were examined. Analyses revealed that 61.5% of dual-earner couples with children could be classified as off-shifted on one or more dimensions. Approximately one sixth (197,700) of dual-earner couples are estimated to have deliberately off-shifted work days or work hours for child care purposes. The most common reasons given for deliberate off-shifting were because parents thought it was best for their children, to reduce or avoid child care costs, and to share parental involvement in child care.

Data on parents' work schedules viewed from a family perspective allow researchers, policy makers, and employers to appreciate how work schedules fit into the ecology of family interactions. Parental work schedules may limit or expand the amount of time one or both parents can spend with their children, and can facilitate or frustrate efforts to harmonize work and family life.

Chapter 8

ESTIMATES OF CHILD CARE NEEDS

The previous chapters have focused on Canadian parents' involvement in the work force and parents' work schedules. They provide necessary background information for estimating child care needs with greater specificity than has ever been possible. Estimating child care needs is a complex task, both conceptually and methodologically, and estimates can vary widely depending on the assumptions one makes and the techniques and data that are used. A full discussion of these issues is included as Appendix C to this report and is recommended especially for researchers, policy makers and child care advocates.

Most estimates of child care needs are estimates of **children** potentially needing child care. Estimates of the child population (number of children in age groups) are particularly useful for estimating the demand for new or expanded child care services. (Estimates of the number of children likely to need full- and part-time care are the focus of Section 8.3.)

Estimates of the number and kinds of **families** needing child care provide complementary information that can be used to develop and evaluate funding mechanisms (tax credits or refunds that are available to families) and to anticipate needs for subsidized spaces. In addition, family-based estimates identify how many families need child care for more than one child and for children in particular age categories. Such information, now available from the Canadian National Child Care Study, can result in a much better understanding of family child care needs, and of current pressures on parents' time, energy, and resources.

8.1 Assumptions and Methodology

Estimating the number of families and the number of children needing child care to support parents' employment is a task that requires considerably more specification. How much child care is needed? What kinds of child care? For how many children? In what age categories? Under what circumstances does a family qualify as needing child care? Since the answers to these questions directly affect estimates, our assumptions and methods are briefly described in this section.

How much child care?

Rather than estimate the number of families who may need **some** care, or only families or children likely to need **full-time** care, we provide estimates of the number of families and children likely to need 30 or more hours of care, 20-29 hours of care, or fewer than 20 hours of care. Estimates of hours for which care may be needed are based on the interviewed parent's usual work hours.²⁹ The number of hours for which child care is actually needed may exceed the usual hours worked because of commuting time, unpaid work hours, etc. Conversely, parents who provide care for their children themselves while working may not need any supplemental care for work-related purposes.

What kind of child care?

Most people are interested in estimates of the number of families needing non-parental care. In practice, however, while estimates of a family's need for some child care can be derived from parents' work hours, the nature of the care cannot be determined, other than by examining what kind of child care (or what combination of arrangements) is actually used. Some parents care for their children while at work; others off-shift work schedules to avoid non-parental care arrangements. Our preliminary estimates are of the number of families who need some form of child care arrangement (which may include care by either parent) while the IP is working.

Care for how many children in the family? In what age categories?

One advantage of using the family as the unit of analysis is that estimates can be made of the number of families who need child care for more than one child, and for children in particular age categories. Information on child care needs from a family perspective allows policy makers and others to see that parents may have to consider more than one child's needs when deciding among child care alternatives. Real or anticipated child care costs for more than one child, transportation and logistical considerations, and the likelihood that an older sibling may be able to provide care for short periods can all affect child care decisions. Estimates of the number of families eligible for child care subsidies for one or more school-age children, for preschool-age children, or for children in both age groups also require family-based data.

Readers may note that school is considered a type of child care arrangement in this and other CNCCS reports, and that school hours are counted as hours during which child care may be needed. Supplemental child care for school-age children is needed regularly when parents work before or after school, in the evenings, or on weekends. Care may also be required when children are not in school because of illness, professional development days, holidays, and the summer break. Interestingly, most studies of child care needs rarely refer to the needs of school-age children over the summer months. Summertime care will be considered in another report based on the NCCS.

How is the need for child care determined? Under what circumstances is a family considered to need child care?

These questions can be answered in different ways. For example, some may feel that child care is required only if the mother is employed. Others may require that both parents in a two-parent family be employed. Our answer to this question is rooted in the design of the NCCS. Specifically, one parent identified herself or himself as most responsible for arranging child care in the family. Since the IP was most responsible for arranging child care, the family's need for care was based on the IP's employment status and usual work hours.

In summary, then, CNCCS estimates of families needing child care are based on the number of families with at least one child younger than 13 in which the IP (96% of whom were mothers or lone-parent fathers) was employed at the time of the survey. Estimates are based on the IP's usual work hours, and indicate the number of hours for which some child care was required for one or more children in different age categories. CNCCS estimates of the number of children needing child care were made on the same basis.

8.2 Estimates of Families Needing Child Care

In 1988, an estimated 1,634,100 families (60% of NCCS families) needed some child care for at least one child younger than 13 (Table 52). Approximately 1,143,200 families (42% of NCCS families) needed full-time care (30 or more hours of child care) for at least one child.

Table 52

CNCCS Estimates of Families for Whom Child Care is Potentially Needed While the Interviewed Parent is at Work, by IP's Usual Work Hours and Partner's Employment Status, Canada, 1988

IP's Employment Status and Usual Hours Worked ¹	Partner's Employment Status							
	Total		Partner Employed		Partner Not Employed		No Partner Present	
	Number	%	Number	%	Number	%	Number	%
Child Care Needed								
IP employed	1,634,100	100.0	1,341,500	82.1	74,700	4.6	217,900	13.3
≥ 30 hours	1,143,200	100.0	904,500	79.1	58,900	5.2	179,800	15.7
20-29 hours	240,200	100.0	211,400	88.0	9,400 ^a	3.9 ^a	19,500	8.1
< 20 hours	250,700	100.0	225,600	90.0	6,400 ^a	2.6 ^a	18,600	7.4
Child Care Not Needed								
IP not employed ²	1,090,200	100.0	821,200	75.3	87,400	8.0	181,600	16.7
All Families	2,724,300	100.0	2,162,700	79.4	162,100	6.0	399,500	14.7

¹ Based on IPs who were employed in the reference week.

² Includes IPs who were unemployed and those not in the labour force.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

Analyses revealed that 82.1% of all families needing child care were dual-earner families and 13.3% were one-parent families. Fewer than 5% of all families needing child care based on the IP's employment included a partner who was not employed. (In such cases, the IP's partner may have been able to provide some or all care needed while the IP was at work. In other circumstances, partners were unavailable because they were students, actively looking for work, or for other reasons.)

8.2.1 The Number of Children in the Family

We estimate that full-time care (30 or more hours per week) was needed by almost half of Canadian families with one child younger than 13; by 40% of families with two children; and by almost 27% of families with three or more children (Table 53). Another 16-22% of families (depending on the number of children in the home) needed regular care for less than 30 hours per week. Of all families estimated to need full-time care, approximately 53.2% needed care for only one child, 38% needed care for two children, and almost 9% needed care for three or more children younger than 13.

Table 53

CNCCS Estimates of Families for Whom Child Care is Potentially Needed While the Interviewed Parent is at Work, by IP's Usual Work Hours and Number of Children Younger Than 13, Canada, 1988

IP's Employment Status and Usual Hours Worked ¹	Number of Children < 13							
	Total		1		2		3 or More	
	Number	%	Number	%	Number	%	Number	%
Child Care Needed								
IP employed	1,634,100	60.0	807,700	64.1	643,800	59.3	182,600	48.3
≥ 30 hours	1,143,200	42.0	607,700	48.2	434,100	40.0	101,400	26.8
20-29 hours	240,200	8.8	105,800	8.4	100,400	9.3	34,000	9.0
< 20 hours	250,700	9.2	94,200	7.5	109,300	10.1	47,200	12.5
Child Care Not Needed								
IP not employed ²	1,090,200	40.0	453,300	35.9	441,600	40.7	195,200	51.7
All Families	2,724,300	100.0	1,261,000	100.0	1,085,500	100.0	377,800	100.0

¹ Based on IPs who were employed in the reference week.

² Includes IPs who were unemployed and those not in the labour force.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

8.2.2 The Presence of Preschool and School-Age Children

To understand child care needs within families, data were organized to identify families needing child care for preschool-age children (0-5 years old), for school-age children only, and for both preschool and school-age children. About 39.1% of families (382,400) with one or more preschool children and no school-age children needed full-time care, while 15.9% (156,200 families) needed care for less than 30 hours; 45% did not need care for work-related purposes since the IP was not employed (Table 54). Families with one or more preschoolers and no school-age children accounted for 33.4% of all families presumed to need full-time care in the fall of 1988.

Among families with both preschool and school-age children, approximately 35.1% required care for 30 or more hours each week while 19.8% needed less than 30 hours of child care; 45% did not require care for work-related purposes. Almost one out of every five families who needed care for 30 or more hours had both preschool and school-age children at home. These 213,300 families most often included one child 3-5 years old and one or more older children.

An estimated 1,137,600 families have one or more school-age children and no preschoolers at home. Of these families, two thirds (762,500) presumably required some child care while the IP was at work, although school hours would cover a large proportion of child care in an average week. More than half a million families (547,500) with school-age children and no preschoolers are estimated to have needed sufficient care to support the IP's full-time work, while another 214,900 families presumably needed care for fewer than 30 hours each week.

Table 54

CNCCS Estimates of Families Potentially Needing Full-Time and Part-Time Child Care for Work-Related Purposes for Preschool (0-5 Years) and School-Age Children (6-12 Years), by Age of Youngest Child, Canada, 1988

	Total	Care Needed ≥ 30 Hours ¹	Care Needed 20-29 Hours	Care Needed < 20 Hours	Care Not Needed
All Families	2,724,300	1,143,200	240,200	250,700	1,090,200
With Preschool Children Only	978,700	382,400	74,700	81,400	440,100
Youngest child < 3 years old	732,900	268,700	56,400	63,800	344,000
Youngest child 3-5 years old	245,800	113,600	18,400	17,700	96,100
With Preschool and School-Age Children	608,000	213,300	51,400	68,400	274,900
Youngest child < 3 years old	242,300	76,500	16,700	26,100	123,000
Youngest child 3-5 years old	365,700	136,800	34,800	42,300	151,900
With School-Age Children Only	1,137,600	547,500	114,100	100,800	375,100
Youngest child 6-9 years old	673,000	307,700	68,600	67,000	229,600
Youngest child 10-12 years old	464,600	239,800	45,400	33,800	145,600

¹ Full-time care is defined as care needed for 30 or more hours per week to support the IP's usual work involvement.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

8.2.3 A Closer Look at Families With Preschool-Age Children

Almost 55% of families with at least one child younger than 6 (871,700 families) and 52.1% of families with a child younger than 3 required some child care to support the IP's employment. Most often when care was needed, it was needed for 30 or more hours each week.

Tables 55-57 provide a closer look at Canadian families with at least one child younger than 6 who are estimated to have needed some child care to support parental employment.

The data indicate that:

- More than half a million families (508,200) are estimated to have needed some child care for an infant or toddler for work-related purposes, including 345,300 families who needed full-time care for at least one child younger than 3.
- Approximately 28.2% of families who needed care for at least one preschool-age child actually needed care for two or more children younger than 6.
- As many as 146,900 families presumably needed full-time care for two or more preschool-age children.
- Nearly 10% of families needing care for at least one preschool-age child (83,900 families) were headed by lone parents.
- Almost 60% of the families who needed care for one or more young children lived in urban settings with populations of 100,000 or more. However, 28.6% of families who needed care lived in rural areas and small towns: areas commonly believed to lack organized child care services to accommodate these families' on-going and unique child care needs (Abramovitch, 1987, and Parent, 1986, cited in Friendly, Cleveland and Willis, 1989).

- Of those families estimated to need some child care for one or more preschool children, 13.3% had a combined 1987 parental income of \$20,000 or less; and 33.4% had 1987 incomes of \$20,001-40,000.

Table 55 **CNCCS Estimates of Families Potentially Needing Full-Time and Part-Time Child Care for Preschool Children (0-5 Years), by Age of Youngest Child, Canada, 1988**

IP's Employment Status and Usual Hours Worked ¹	Total		Age of Youngest Preschool Child			
			< 3 Years		3-5 Years	
	Number	%	Number	%	Number	%
Child Care Needed						
IP employed	871,700	54.9	508,200	52.1	363,500	59.4
≥ 30 hours	595,700	37.5	345,300	35.4	250,400	40.9
20-29 hours	126,200	8.0	73,000	7.5	53,100	8.7
< 20 hours	149,800	9.4	89,900	9.2	59,900	9.8
Child Care Not Needed						
IP not employed ²	715,000	45.1	467,100	47.9	248,000	40.6
All Families	1,586,700	100.0	975,300	100.0	611,500	100.0

¹ Based on IPs who were employed in the reference week.

² Includes IPs who are unemployed and those not in the labour force.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

Table 56 **CNCCS Estimates of Families Potentially Needing Full-Time and Part-Time Child Care for Work-Related Purposes for Preschool Children (0-5 Years), by Number of Preschool Children and Age of Youngest Child, Canada, 1988**

	Total Needing Care		Care Needed ≥ 30 Hours ¹		Care Needed < 30 Hours ¹	
	Number	%	Number	%	Number	%
All Families²	871,700	100.0	595,700	100.0	276,000	100.0
Number of Preschool Children						
1 child	626,100	71.8	448,800	75.3	177,400	64.3
≥ 2 children	245,600	28.2	146,900	24.7	98,600	35.7
Age of Youngest Child						
0-17 months	271,500	31.1	187,500	31.5	84,000	30.4
18-35 months	236,700	27.2	157,800	26.5	78,900	28.6
3-5 years	363,500	41.7	250,400	40.9	113,100	41.0

¹ All estimates are based on IP's usual work hours.

² Based on families with at least one preschool child in which the IP was employed in the fall of 1988. Some families (333,100 or 38.2% of all families with at least one preschool-age child) also included one or more children aged 6-12.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

Table 57 **Characteristics of Families Potentially Needing Child Care for Work-Related Purposes for at Least One Preschool Child (0-5 Years), Canada, 1988**

	Total Needing Care		Care Needed \geq 30 Hours ¹		Care Needed < 30 Hours ¹	
	Number	%	Number	%	Number	%
All Families²	871,700	100.0	595,700	100.0	276,000	100.0
Family Structure						
Two-parent family	787,700	90.4	528,000	88.6	259,800	94.1
One-parent family	83,900	9.6	67,700	11.4	16,200	5.9
Population Density						
Urban areas \geq 100,000	513,300	58.9	363,000	60.9	150,300	54.4
Urban areas 15,000-99,999	109,300	12.5	72,100	12.1	37,200	13.5
Urban areas < 15,000 and rural areas	249,100	28.6	160,600	27.0	88,500	32.1
1987 Combined Parental Income						
\leq \$ 20,000	116,300	13.3	76,200	12.8	40,000	14.5
20,001-30,000	120,600	13.8	81,100	13.6	39,500	14.3
30,001-40,000	171,200	19.6	108,600	18.2	62,600	22.7
40,001-50,000	162,700	18.7	105,500	17.7	57,200	20.7
50,001-60,000	128,400	14.7	94,600	15.9	33,900	12.3
> \$ 60,000	172,500	19.8	129,700	21.8	42,900	15.5

¹ All estimates are based on IP's usual work hours.

² Based on families with at least one preschool child in which the IP was employed in the fall of 1988. Some families (333,100 or 38.2% of all families with at least one preschool-age child) also included one or more children aged 6-12.

Numbers may not add due to rounding.

8.2.4 Families With School-Age Children Only

Table 58 provides a comparison between families with younger and older school-age children based on the age of the youngest child in the family. Proportionately, the two groups are comparable, although more families with a youngest child aged 6-9 needed care. In total, 307,700 families with a youngest child aged 6-9 needed full-time care; another 135,600 required regular part-time care.

Table 58

CNCCS Estimates of Families Potentially Needing Full-Time and Part-Time Child Care for Work-Related Purposes for School-Age Children (6-12 Years) Only, by Age of Youngest Child, Canada, 1988

IP's Employment Status and Usual Hours Worked ¹	Age of Youngest School-Age Child					
	Total		6-9 Years		10-12 Years	
	Number	%	Number	%	Number	%
Child Care Needed						
IP employed	762,400	67.0	443,400	65.9	319,000	68.7
≥ 30 hours	547,500	48.1	307,700	45.7	239,800	51.6
20-29 hours	114,100	10.0	68,600	10.2	45,400	9.8
< 20 hours	100,800	8.9	67,000	10.0	33,800	7.3
Child Care Not Needed						
IP not employed ²	375,100	33.0	229,600	34.1	145,600	31.3
All Families	1,137,600	100.0	673,000	100.0	464,600	100.0

¹ Based on IPs who were employed in the reference week.

² Includes IPs who are unemployed and those not in the labour force.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

8.2.5 Summary of Family Needs

Clearly, the majority (60%) of Canadian families with children younger than 13 and, indeed, the majority of families with preschool-age children (54.9%) must make some arrangements for children's care and supervision while parents work. Across all family categories, including those with children younger than 3, families who need child care are most likely to need full-time care; however, part-time care is also needed to support parents' employment.

These data confirm what is evident from other sources, including data on women's labour force participation. What is unique, however, is that they validate the experiences of families and identify more clearly what has become a common feature of family life in Canada -- concern about how to best meet children's needs for stable, safe, supportive, and sensitive care while parents are at work.

8.3 Estimates of Children Needing Child Care

Estimates provided in Section 8.2 identified the number of families who needed child care in 1988 to support the IP's employment. In this section, estimates are provided of the number of children who required full- or part-time care while the IP worked at a job or business. The same age categories as those used in the *Status of Day Care in Canada* reports have been employed to ensure comparability. One important difference is the use of more detailed age categories to differentiate younger and older school-age children.

Of course, all the caveats and conceptual issues that pertain to child care estimates apply to these figures (see Appendix C), and we remind readers that these estimates of the number of children needing care require further fine-tuning through extensive analysis of parental work schedules and child care use patterns. Readers are also reminded that these estimates refer only to the IP's

usual work hours, and do not include time spent commuting to work or child care that may be needed for other purposes (e.g., care that would enable parents to continue their education or develop job skills, respite care or care used to enrich children's cognitive and social development).

Estimates in Table 59 show that more than half of all preschool-age children in Canada (52.6% or 1,138,200 children younger than 6) needed some child care to support parental employment. Roughly one third of children in each age group (191,600 infants under 18 months, 182,100 children 18-35 months, and 378,400 3-5 year olds) needed 30 or more hours of care each week. In addition, 7-9% of children in each age group needed 20-29 hours of care, while approximately 10% of children in each age group presumably needed less than 20 hours of child care. That more than half of preschool-age children in Canada regularly need care while their parents work speaks volumes about family life and the need for child care as a basic support to parents and children. Moreover, it suggests that the everyday experiences of many young children are likely to include non-parental care.

Table 59 **CNCCS Estimates of Preschool Children (0-5 Years) Potentially Needing Child Care on the Basis of the Interviewed Parent's Usual Work Hours, by Age of Children, Canada, 1988**

IP's Employment Status and Usual Hours Worked ¹	Age of Children							
	All Preschool Children (0-5 Years)		0-17 Months		18-35 Months		3-5 Years	
	Number	%	Number	%	Number	%	Number	%
Child Care Needed								
IP employed	1,138,200	52.6	276,600	49.5	276,500	52.0	585,100	54.5
≥ 30 hours	752,100	34.7	191,600	34.3	182,100	34.2	378,400	35.2
20-29 hours	172,200	8.0	37,800	6.8	42,100	7.9	92,300	8.6
< 20 hours	213,900	9.9	47,200	8.4	52,300	9.8	114,400	10.7
Care Not Needed								
IP not employed ²	1,026,600	47.4	282,500	50.5	255,400	48.0	488,700	45.5
All Children	2,164,800	100.0	559,000	100.0	531,900	100.0	1,073,900	100.0

¹ Based on IPs who were employed in the reference week.

² Includes IPs who are unemployed and those not in the labour force.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

Table 60 provides estimates of school-age children presumably needing care while their parents were at work. About 60% of children aged 6-9 and 64.4% of children aged 10-12 needed some child care while the IP was at work. Almost 40% of younger school-age children (571,100) and 44.8% of older children (473,900) needed 30 or more hours of care each week in 1988.

Table 60 **CNCCS Estimates of School-Age Children (6-12 Years) Potentially Needing Child Care on the Basis of the Interviewed Parent's Usual Work Hours, by Age of Children, Canada, 1988**

IP's Employment Status and Usual Hours Worked ¹	Age of Children					
	All School-Age Children (6-12 Years)		6-9 Years		10-12 Years	
	Number	%	Number	%	Number	%
Child Care Needed						
IP employed	1,542,000	61.8	861,400	60.0	680,700	64.4
≥ 30 hours	1,045,000	41.9	571,100	39.8	473,900	44.8
20-29 hours	245,300	9.8	134,600	9.4	110,800	10.5
< 20 hours	251,700	10.1	155,700	10.8	96,000	9.1
Child Care Not Needed						
IP not employed ²	951,600	38.2	575,400	40.0	376,200	35.6
All Children	2,493,700	100.0	1,436,800	100.0	1,056,900	100.0

¹ Based on IPs who were employed in the reference week.

² Includes IPs who are unemployed and those not in the labour force.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

These estimates of the number of children needing child care are useful for many purposes. Estimates based solely on women's labour force participation and estimates which ignore needs for part-time care mask the fact that child care needs are as diverse as parents' work schedules. Part-day or part-week care (care for fewer than 30 hours) appears to have been needed for 179,400 children younger than 3, and for at least 206,700 children aged 3-5. The majority of 4 and 5 year olds who attended kindergarten programs presumably also needed part-time care to cover parents' full-time work.

Among older children, while school may account for a majority of child care hours, other times must be considered, especially if parents work in the evenings or on weekends. Fortunately, data about parents' work schedules collected in the National Child Care Survey can help us understand when child care is needed, both for school-age and younger children. Such information is useful not only for identifying child care needs, but for interpreting patterns of child care use, and parental preferences among child care options. It is also helpful for those interested in the planning and development of child care services and programs.

8.4 Fine-Tuning Estimates of Child Care Needs

The most appropriate way to determine when child care is needed for work-related purposes is to identify how many children have parents who work particular schedules. Data were presented in Chapters 6 and 7 that described the work schedules of IPs who worked at a job or business in the reference week. The following data are based on children for whom parental work schedule data were available.³⁰

Child care needs, like parents' work schedules, are heterogeneous and include weekends, nights, and irregular schedules (Tables 61 and 62).

Table 61

Preschool Children (0-5 Years) Potentially Needing Child Care, by Age, and by Characteristics of the Interviewed Parent's Work Schedule, Canada, 1988

IP's Work Schedule ¹	All Children 0-5 Years		Children 0-17 Months		Children 18-35 Months		Children 3-5 Years	
	Number	%	Number	%	Number	%	Number	%
Days IP Worked								
Weekdays only	727,300	72.4	153,600	73.4	184,800	73.1	388,900	71.7
At least one weekend day ²	277,200	27.6	55,500	26.6	68,000	26.9	153,700	28.3
Hours IP Worked								
Fixed, early day or day shift ³	600,100	59.7	124,600	59.6	152,100	60.2	323,400	59.6
Fixed, late day or night shift ⁴	119,300	11.9	27,200	13.0	26,000	10.3	66,100	12.2
Irregular hours ⁵	285,100	28.4	57,300	27.4	74,600	29.5	153,100	28.2
Evenings Worked⁶								
No evenings	705,800	70.3	146,500	70.1	178,800	70.8	380,500	70.1
1-2 evenings	171,700	17.1	34,300	16.4	42,200	16.7	95,200	17.5
3-5 evenings	127,000	12.6	28,400	13.6	31,700	12.5	67,000	12.3
IP's Work Week								
Standard work week ⁷	535,300	53.3	110,800	53.0	137,700	54.5	286,900	52.9
Non-standard work week	469,100	46.7	98,400	47.0	115,100	45.5	255,700	47.1
Total	1,004,500	100.0	209,100	100.0	252,700	100.0	542,800	100.0

¹ Based on detailed questions on days and hours worked in the reference week.

² Includes those who worked weekdays and at least one weekend day as well as parents who worked weekends only.

³ Daily schedules that do not vary, ending on average by 4 p.m. or between 4 p.m. and 6 p.m.

⁴ Daily schedules that do not vary, ending on average between 6 p.m. and 10 p.m. or between 10 p.m. and 10 a.m.

⁵ A pattern characterized by at least one fluctuation in starting or ending times across work days that exceeded 2 hours, or a split shift pattern with work blocks at least 2 hours apart.

⁶ Weekdays on which the IP's work hours extended past 6 p.m.

⁷ Weekdays only on a fixed early day or daytime schedule that generally ends before 6 p.m.

Calculations based on children with IPs who worked at a job or business in the reference week. Approximately 11.8% of preschool children had IPs who were employed, but did not work in the reference week.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

Table 62 **School-Age Children (6-12 Years) Potentially Needing Child Care, by Age, and by Characteristics of the Interviewed Parent's Work Schedule, Canada, 1988**

IP's Work Schedule ¹	All Children 6-12 Years		Children 6-9 Years		Children 10-12 Years	
	Number	%	Number	%	Number	%
Days IP Worked						
Weekdays only	1,054,700	71.5	592,500	72.5	462,200	70.1
At least one weekend day ²	421,400	28.5	224,600	27.5	196,800	29.9
Hours IP Worked						
Fixed, early day or day shift ³	913,400	61.9	504,300	61.7	409,000	62.1
Fixed, late day or night shift ⁴	151,200	10.2	83,500	10.2	67,700	10.3
Irregular hours ⁵	411,600	27.9	229,200	28.1	182,300	27.7
Evenings Worked⁶						
No evenings	1,093,400	74.1	605,600	74.1	487,800	74.0
1-2 evenings	210,700	14.3	118,000	14.4	92,700	14.1
3-5 evenings	172,000	11.7	93,500	11.4	78,500	11.9
IP's Work Week						
Standard work week ⁷	815,600	55.2	452,000	55.3	363,500	55.2
Non-standard work week	660,600	44.8	365,000	44.7	295,600	44.8
Total	1,476,100	100.0	817,100	100.0	659,100	100.0

¹ Based on detailed questions on days and hours worked in the reference week.

² Includes those who worked weekdays and at least one weekend day as well as parents who worked weekends only.

³ Daily schedules that do not vary, ending on average by 4 p.m. or between 4 p.m. and 6 p.m.

⁴ Daily schedules that do not vary, ending on average between 6 p.m. and 10 p.m. or between 10 p.m. and 10 a.m.

⁵ A pattern characterized by at least one fluctuation in starting or ending times across work days that exceeded 2 hours, or a split shift pattern with work blocks at least 2 hours apart.

⁶ Weekdays on which the IP's work hours extended past 6 p.m.

⁷ Weekdays only on a fixed early day or daytime schedule that generally ends before 6 p.m.

Calculations based on children with IPs who worked at a job or business in the reference week. Approximately 4.3% of school-age children had IPs who were employed, but did not work in the reference week.

Numbers may not add due to rounding.

See Appendix A for a glossary of terms.

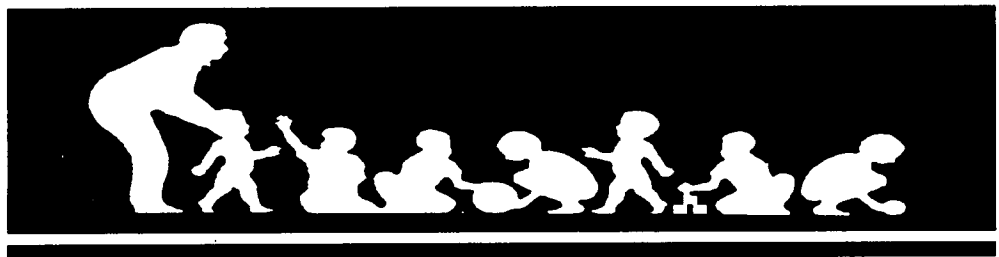
While 53.3% of preschool-age children and 55.2% of school-age children needed care during weekdays on a fixed early day or day schedule, almost as many children needed care at other times or in accordance with irregular work hours:

- About 28% of preschool and school-age children had IPs who worked at least one weekend day.
- Roughly one in eight preschool-age children and one in 10 school-age children needed care during evening or night hours to accommodate the IP's fixed late day or night shift. In fact, 13% of preschool-age children and 12% of school-age children with working IPs required some form of child care on three or more weekday evenings.

The results clearly indicate that child care programs and services (including school) that are available only on weekdays at fixed times, ending by or before 6 p.m. may not fully meet the child care needs of as many as 47% of preschoolers and 45% of school-age children. In such cases, and in others, children may be cared for in informal settings, or in a combination of care arrangements, perhaps including care by a parent if schedules permit.

What are the consequences for parents and for children when work hours do not mesh with the days and times when non-parental child care is most accessible? One consequence might be greater difficulty finding and maintaining child care, especially if a partner or relative is not available to provide care on weekends or in the evenings. Other consequences may include: having little choice among care arrangements or caregivers; relying on sibling care to a greater degree than desired; leaving children to care for themselves; and perhaps experiencing additional tension and difficulty juggling work and family responsibilities. Consequences for children can vary, but in extreme circumstances can result in more unstable care, and poorer quality care -- both serious concerns. These are hypotheses at present, but they are reasonable speculations, and several will be tested in future research reports based on the Canadian National Child Care Study.

Knowing how many children, in which age categories, potentially need child care on weekends and in the evenings can help researchers and policy makers make better sense of data on child care use patterns and parents' child care preferences. In addition, information about when child care is needed suggests ways that child care services (e.g., child care centres, family day care homes, child care referral centres, and community-based organizations such as schools, recreational facilities, and Boys' and Girls' Clubs) can be more responsive to diverse child care needs. Finally, the data broaden our understanding, not only of how many children need care in Canada today, but of how complex and heterogeneous family patterns and processes are. That understanding is essential if we are to move beyond outmoded images and assumptions to better appreciate the needs of Canadian children and their families.



Chapter 9

SUMMARY AND CONCLUSIONS

This report provides readers with current information about parental work patterns and child care needs that is necessary to develop an accurate perspective on family life in Canada today. Without such information old images remain unchallenged, and policies and programs which could be of great value to many children and families may not be developed or may not be as effective as they could be if based on valid data.

9.1 Family Life Today

Our data indicate that in 1988 the largest proportion of Canadian families with children under 13 (almost half) were dual-earner families; another third were two-parent families with a single earner; the remainder consisted primarily of families headed by lone parents, about half of whom were employed. Within two-parent families, dual-earners outnumbered one-earner families by a margin of about three to two. Even in families with infants and toddlers, dual-earner families were more numerous than one-earner families. The dual-earner family is now the predominant family form, even in families with very young children.

A second reality of family life today is that most parents who are employed work full time. NCCS data showed that even in families with children younger than 3, both parents worked full time in two thirds of dual-earner families. Employed, lone parents most often worked full time; however, their capacity to participate in the labour force appears to have been constrained by child-rearing demands. While 65% of lone parents with school-age children (but no preschoolers at home) were employed, 43% of lone parents with at least one preschool-age child, and only 34% of those with a child younger than 3 years old, were employed.

Long-standing presumptions about when parents work no longer appear valid. In 1988, less than one quarter of parents who worked part time while maintaining primary responsibilities for child care worked half days, five days a week. In fact, parents who work part time and those who work full time have much more diverse work schedules (and child care needs) than has ever been appreciated.

Our analyses suggest that among parents with at least one child younger than 13, only 56% of interviewed parents and 54% of their partners worked what our society has long regarded as the standard work week (Monday to Friday, predominantly between 8 a.m. and 6 p.m.). While the standard work week prevails, it is considerably less common than we have realized. Almost one quarter of working parents with primary responsibility for child care arrangements worked at least one weekend day; roughly 10% worked a fixed, late day or night shift; and 28% worked an irregular work schedule, with work times fluctuating by more than two hours across work days. According to parents' reports, more than one in four working parents worked at least one weekday evening; in fact, almost one in eight parents with primary responsibility for child care arrangements worked three or more weekday evenings.

Combining work and family responsibilities is a challenging task that is faced by the majority of Canadian parents every day. Parents in dual-earner families and employed parents in one-parent families may depend on more than one child care arrangement to cover their work hours, especially if they work evenings or weekends. One of the strategies dual-earner couples may use, particularly those with heavier child-rearing demands, is to off-shift work hours so that one parent is available while the other parent is working. According to our analyses, in almost 40% of dual-earner couples, the IP's partner provided care at least part of the time while the IP was working; and approximately one sixth of working couples reported they had deliberately arranged to off-shift work hours for child care purposes. Deliberate off-shifting was most prevalent when the IP usually worked fewer than 20 hours per week or worked a fixed, late day or night shift. Off-shifting was used more often in families with three or more children younger than 13 and in families with two or more children under the age of 6.

9.2 Child Care: Facing Current Realities

Information about parents' employment and work schedules, while interesting in itself, is particularly important for those concerned with child care. One of the main objectives of the Canadian National Child Care Study was to provide valid, comprehensive data on Canadian families and their child care needs. National Child Care Survey data allowed us to estimate both the number and kinds of families needing child care and the number and ages of children who needed care to support their parents' work activities:

1. We estimated that 60% of families with children younger than 13 (55% of all families with a child younger than 6, and 52% of families with a child younger than 3) needed some child care while parents worked. Both full-time and part-time care were needed at a variety of times, often for more than one child in a family.
 - More than 800,000 families are estimated to have needed full- or part-time care for one child under 13: an additional 826,400 families needed care for two or more children.
 - Approximately 595,700 families with at least one preschool-age child needed full-time care. Another 276,000 families needed care for less than 30 hours for one or more preschoolers in accordance with parents' usual work hours.
 - Almost 250,000 families needed child care for two or more children younger than 6. Approximately 333,000 families needed care for both preschool and school-age children.
2. Families who need child care live in highly urban and rural areas, and span all income levels. Approximately one in eight families needing full-time care for at least one preschool-age child had a combined 1987 parental income of less than \$20,000.
3. To support parental employment, child care was needed in 1988 for an estimated:
 - 276,000 infants 0-17 months,
 - 276,500 children 18-35 months,
 - 585,100 children 3-5 years,
 - 861,400 children 6-9 years, and
 - 680,700 children 10-12 years.

These figures represent approximately half of the children in each age category among children younger than 6, and approximately 62% of school-age children. Roughly one third of infants, toddlers, and 3-5 year olds required care for 30 or more hours each week, as did close to 40% of 6-9 year olds and 45% of older children aged 10-12.

4. Children's needs for child care mirror the diversity in their parents' work schedules. Based on the interviewed parent's work hours:
 - Roughly 27-29% of preschool and school-age children needed care for at least one weekend day;
 - About 10% of preschool and school-age children needed care while their parent worked a fixed late day or night shift; and
 - Approximately 28% of both age groups needed care that would accommodate an irregular work pattern.
 - In all, only 53% of children younger than 6 and 55% of school-age children could be described as having care needs that conformed to a standard work week (Monday to Friday only, on a fixed daytime schedule).

Taken together, these findings indicate that child care arrangements while parents work figure prominently in Canadian family life and directly affect most Canadian children. The arrangements are highly variable. Some arrangements include parental care, such as care by parents at work or care accommodated by off-shifted work schedules. Other care arrangements include: care by relatives or unrelated caregivers either in the child's home or in the caregiver's home, licensed family day care, day care centres, nursery school and kindergarten programs, school, before and after school programs, sibling care, and latch-key (or self-care) arrangements.

Data on children's care arrangements are presented in several of our other reports. Regardless of the kind and number of arrangements used for individual children, however, the reality being faced by most Canadian families is that some arrangement or combination of care arrangements is necessary to enable parents to work and to provide stable, sensitive care for their children.

9.3 A Final Note

Detailed data on parents' work activities and work schedules viewed from a family perspective provide new insight into the challenges parents face managing work and child care responsibilities. Work schedules are a critical factor that structures the time available for parent-child, couple, and "whole family" interactions, potentially affecting the quality of family life and children's socialization. In all likelihood, work schedules both make possible and constrain choices among alternative child care methods, including shared parental care and group-based child care programs that are available at fixed times.

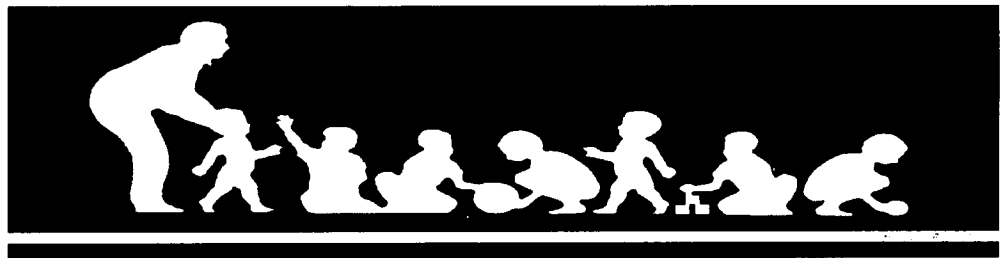
The issue of "fit" between when parents work and when child care is available can be significant, especially if parents work non-standard days or hours. In some circumstances, parents are able to work because child care is available. Others may find that child care availability and costs limit their work choices and work opportunities. It is impossible to know the direction of effect in each family (i.e., whether work schedules structure child care opportunities or vice versa), nor should we assume that opportunities and constraints remain constant. Instead, we can recognize that in Canada today, many parents are juggling work, family, and child care responsibilities in a variety of ways.

How well they do so, and the consequences they and their children experience as a result depend on many factors in addition to work schedules: personal and family resources, the affordability and availability of child care alternatives, and workplace benefits and flexibility. These factors are examined in further detail in other reports based on the Canadian National Child Care Study.

This report clearly demonstrates that for the majority of Canadian families, established monolithic images of family structure, family roles, and parental work schedules no longer apply to family life today. New, more accurate images of family life are characterized by diversity. Realistic images cover a range of families and lifestyles, and include:

- Families in which both parents work full time and manage work, child care and family responsibilities in a variety of ways.
- Dual-earner couples who deliberately off-shift work hours to accommodate child care needs.
- One-earner families who use child care for a variety of purposes (to enable parents to continue their education or acquire job skills, as a respite, or as a source of stimulation for children).
- Lone-parent families, for whom child care is likely an essential support to ensure the economic and personal well-being of children and themselves.

In addition, images of parents' work schedules must be expanded to potentially include work on the weekend, work extending into evening hours, and work schedules that may differ from day to day or week to week. The evident diversity in parents' work schedules challenges our view of the typical family's everyday activities, and our expectations about when child care is needed and used. It also challenges those concerned with children's development: educators, policy makers, service providers, and others who recognize that meeting the diverse needs of children and families in ways that support their economic and personal well-being is essential for our future.



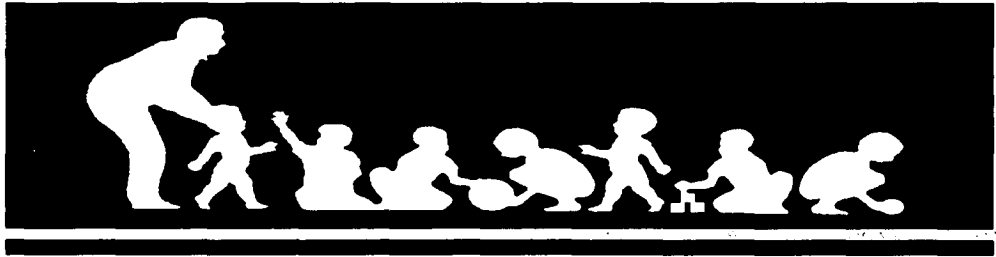
ENDNOTES

1. Readers are referred to the excellent review of these changes in Canada provided by Bali Ram (1990) in **New Trends in the Family: Demographic Facts and Features**. Ottawa: Minister of Supply and Services, Statistics Canada, Catalogue 91-535.
2. This figure is based on 1988 National Child Care Survey data.
3. Statistics Canada (1991). **Labour Force Annual Averages, 1990**. Catalogue 71-220, Table 8.
4. Based on recalculations of 1990 labour force annual average data. Statistics Canada (1991). **Labour Force Annual Averages, 1990**. Catalogue 71-220. See Chapter 2, Section 2.3 of this report.
5. See, in particular, Goelman, Pence, Lero, Brockman, Glick & Berkowitz (in preparation). **Where Are The Children? An Overview of Child Care Arrangements in Canada** and Brockman, Lero, Goelman, Pence, Brownell & Abraham (in preparation). **Stay-at-Home Parents: An Option for Canadian Families**.
6. Definitions of these terms, and many others used in this report are provided in the Glossary.
7. The upper age limit of 16 years for children is used in this chapter, since most of the published data sources in this review do not use finer age gradations. Data obtained in the National Child Care Survey focus on children younger than 13 years of age.
8. Statistics Canada (1991). **Labour Force Annual Averages, 1990**. Catalogue 71-220, Table 1.
9. Employment and Immigration Canada (1989). Canadian Occupational Projection System, 1989, and unpublished data.
10. The difference in the proportion of one-parent families in 1976 and 1990 partially reflects changes in divorce and marriage rates. Since 1968, when the **Divorce Act** was passed, divorce rates have increased dramatically, the average duration of marriages ending in divorce has become shorter, and the number of people marrying following divorce has declined. According to census data, in 1971 about one in five marriages ended in divorce; in 1986 the figure was closer to one in three. Recent amendments to the **Divorce Act** (1985) have been followed by an additional surge in the divorce rate. The reasons for these demographic changes are many. The consequences are reflected in the number of one- and two-parent families with children.
11. Based on recalculations of labour force annual average data for 1976 and 1990. Revised 1976 data were provided by Statistics Canada. 1990 data were obtained from Statistics Canada (1991) **Labour Force Annual Averages, 1990**, Catalogue 71-220, Table 8.
12. Since the National Child Care Survey was administered as a supplement to the Labour Force Survey, the sample design and population coverage of the NCCS does not include children and families living in the Yukon or Northwest Territories, children and families living on Indian reserves, and Canadian families and children living abroad in September of 1988.

13. While technically findings pertain only to a specific period (September - October of 1988), the more generic descriptor "in 1988" is used in tables for summarizing results.
14. This report emphasizes characteristics of NCCS families, in keeping with its focus on parental work patterns. A detailed profile of NCCS children is provided in **Where Are the Children? An Overview of Child Care Arrangements in Canada** (Goelman, Pence, Lero, Brockman, Glick and Berkowitz, in press).
15. Unfortunately, no data were available from the Yukon or Northwest Territories or families living on Indian reserves.
16. The number of hours parents report when asked about usual work hours generally do not include extra work done at home. Time spent commuting to work is also not counted, but may affect the number of hours for which child care is needed.
17. Statistics Canada, unpublished data. Occupations were classified according to skill level by the Labour and Household Surveys Analysis Division of Statistics Canada.
18. While other factors also affect parental employment patterns, these three variables are easy to utilize, are readily understood as indicators of child-rearing demands, and are most consistent with the available literature on child development and parental employment patterns.
19. While the age of the youngest child is used in a way that assumes that younger children exert heavier demands on parents, it is recognized that older children also affect parents' employment decisions and the capacity to juggle multiple roles successfully. Some parents may, in fact, find that lack of adequate supervision and recreational activities for older children is more problematic than finding and maintaining consistent, high quality care for young children. However, the literature suggests that younger children (particularly infants and toddlers) exert high levels of child-rearing demands on their parents.
20. It is recognized that other variables (e.g., family income and the availability of satisfactory child care) mediate the extent to which child-rearing demands affect parents' work status, work schedules, and degree of work-family tension.
21. Comparisons of usual and actual work hours are based on responses to standard questions on the Labour Force Survey Form 05.
22. In the context of this report, work days refer to days on which the IP or partner reported doing any work at a job or business. Hence, work days are not necessarily full 7- or 8-hour days. The number of work hours is based on detailed accounts of start and stop times on each day worked in the reference week. The total number of minutes worked was rounded to the nearest whole number.
23. All data pertaining to observed work schedules in Chapters 6, 7, and 8 refer to parents who worked in the reference week. No information about work schedules is available for parents who were employed, but did not work at their job or business in the reference week. As described in Chapter 5, data based on any specific period, such as the reference week, evidence some departures in parents' usual work involvement or usual work schedule. While reported reference week work schedules may be "unusual" for certain individuals or families, the nature of probability sampling, especially with large samples, suggests that percentage estimates are representative of the population of all families in which both parents were employed in a typical week.

24. Most researchers have based shift work categories on average starting times, often with wide latitude. Pleck, Staines and Lang defined day shift workers as those with start times between 3:30 a.m. and 11:59 a.m.; while the U.S. Bureau of Labour definition of a day shift is a full-time schedule in which at least half the hours fall between 8:00 a.m. and 4:00 p.m.
25. Readers may note that whereas 93.7% of dual-earner couples with school-age children (and no children younger than 6 years of age) were both at work in the reference week, only 85.5% of employed couples with at least one preschool-age child (0-5 years) were both at work. The major reason for this difference is that approximately 56,700 IPs who were employed were on maternity, paternity, or child care leave during the reference week. The attendance rate calculated for employed couples with preschool-age children excluding families in which the IP was on maternity, paternity or child care leave was 92.6%.
26. Work categories describing days and hours of work are not mutually exclusive.
27. While the number of non-shared work hours can be counted using either parent as the "anchor", we have focused on the number of hours the IP worked in the reference week while her or his partner was not working. This choice is justified both because of its relevance to our estimates of child care needs and because child care data are classified in the NCCS according to the IP's main activity while care was being provided. Hence, analyses can be performed on the amount of care provided by the IP's partner while the IP was working.
28. Technically, spouse care and a deliberate choice to off-shift schedules was identified in families in which the IP worked or studied in the reference week. For the purposes of this report, analysis is limited only to families in which the IP worked at a job or business in the reference week. Approximately 73,500 IPs both worked and studied (4.9% of all IPs who worked). Unfortunately, their data cannot easily be disaggregated, hence estimates in this section and in Tables 61 and 62 are slightly inflated.
29. An alternative approach would have been to estimate the need for child care to enable parents to work or study. The decision to focus solely on work-related child care in this report was made for three reasons:
 1. It is desirable to compare NCCS estimates with estimates of child care needs produced by other countries. Most other countries do not provide estimates based on criteria other than parents' labour force involvement.
 2. While information was collected on the number of hours parents spent outside the home in the reference week studying and attending classes, data on parents' usual hours involved in education-related activities were not obtained, and it is desirable to base estimates on usual circumstances. Estimates of the number of children who needed care while parents were involved in work and/or study activities in the reference week are included in **Where Are the Children: An Analysis of Child Care Arrangements Used While Parents Work or Study** (Goelman, Pence, Lero and Brockman, in preparation).
 3. The focus of this report is parental work patterns. Detailed information about parents' use of off-shifted work schedules and care provided while working are more readily juxtaposed against child care needs that are based on parental work involvement.

30. Information on parents' work schedules was obtained only for parents who worked in the reference week. Approximately 92.3% of IPs who had a job or business worked in the reference week. Estimates of when children needed care can be extrapolated from those families in which parental work schedule data were available. In total, data were available for 92.6% of children with employed IPs. Percentages ranged from 76.6% of infants under 18 months of age (some of whose parents were on maternity, paternity, or child care leave) to 97.3% of children 10-12 years of age. In total, estimates of when children needed child care could be made for 89.1% of preschool-age children (0-5 years old) and 96.1% of school-age children (6-12 years old).
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Appendix A

GLOSSARY

This glossary defines the terms in this report. A more complete glossary of all terms used in the Canadian National Child Care Study is included in the **Canadian National Child Care Study: Introductory Report** (Lero, Pence, Shields, Brockman, and Goelman, 1992).

Canadian National Child Care Study (CNCCS):

The Canadian National Child Care Study is a collaborative research project involving four academic researchers affiliated with the National Day Care Research Network, and the Special Surveys Group at Statistics Canada. The study consists of two linked but separate research projects: a comprehensive national survey of Canadian families with at least one child younger than 13 (referred to separately as the 1988 National Child Care Survey), and a history and analysis of child care in each province and territory.

1988 National Child Care Survey (NCCS):

The National Child Care Survey is one component of the larger project, the Canadian National Child Care Study (CNCCS). The survey was designed collaboratively by Statistics Canada and Professors Donna Lero, Hillel Goelman, Alan Pence, and Lois Brockman. The data were collected by Statistics Canada as a supplement to the September 1988 Labour Force Survey.

Child Care: Child care is any form of care used for children under 13 while parents were engaged in paid or unpaid work, study, or other personal or social activities during the reference week. Care is classified by method of care (e.g., day care centre, before and after school program, informal babysitter, etc.); by location (e.g., school, own home, other private home, elsewhere); and by relationship of the child to the caregiver (e.g., aunt, grandparent, or non-relative).

Also identified in the survey is time children spent in their own care, or in the care of a sibling or parent while the interviewed parent was working or studying.

Child Care Arrangement: Care provided by a specific child care program (the Three Bears Nursery School) or caregiver (Mrs. Ames, a neighbour; or Betsy, John's oldest sister) for a child younger than 13.

Compressed Work Week: A weekly pattern of work in which 35 or more hours of work were normally scheduled in fewer than five days.

Dual-Earner Couples: This term refers to both employed parents in a two-parent family considered as a unit, e.g., in analyses of off-shifted work schedules. May also be referred to as dual-earner parents.

Dual-Earner Families: Two-parent families in which both parents were employed, full or part time, during the reference week. Also referred to as dual-earner couples.

Earners: An earner is a person who received wages and salaries and/or net income from self-employment during a particular period. In the NCCS, an earner is a parent who was employed during the reference week.

Economic Family: All household members related by blood, marriage or adoption are members of the same economic family. The family includes the interviewed parent, the spouse (including common-law partner), children (natural, adopted, step, or foster children), sons/daughters-in-law, grandchildren, parents, parents-in-law, sisters, brothers, aunts, uncles, cousins, nieces, and nephews.

The economic family does not include roomers, boarders, friends, and other people who usually reside in the dwelling but who are not related by blood, marriage (including common-law) or adoption to any other family member. These persons form separate family groups. A foster child aged 18 or older forms a separate family group.

Employed: An employed person is one who, during the reference week, did any work at a job or business, or who had a job but was not at work due to illness or disability, personal or family responsibilities, bad weather, labour dispute, vacation, or other reasons (excluding lay-off or hired but waiting to commence a job). A woman on maternity leave who did not work in the reference week is considered employed. See Work.

Employed Full Time: A person who usually works 30 or more hours per week in all jobs, with the exception of employees in certain occupations who, by contract, are considered full-time workers but who are prohibited from working 30 or more hours (e.g., airline pilots).

Employed Part Time: A person who usually works fewer than 30 hours per week at all jobs.

Evening Hours: Weekday evenings between 6:00 p.m. and 10:00 p.m.

Industry and Occupation: The Labour Force Survey provides information about occupation and industry attachment of employed and unemployed persons, as well as those not in the labour force, but who have held a job in the past five years. Since 1984, these statistics have been based on the 1980 Standard Occupational Classification and the 1980 Standard Industrial Classification.

Interviewed Parent (IP): The adult in the economic family who is most responsible for arranging child care. If there were two parents who made child care arrangements jointly and equally, the female parent was the IP. The interviewed parent (IP) is referred to as the Designated Adult (DA) in the NCCS interview schedule.

Non-Standard Work Week: A work schedule, as observed in the reference week, that included at least one weekend day (non-standard work days) and/or a work shift other than a fixed early day or day shift (non-standard work hours). See Shift Pattern.

Not in the Labour Force: Persons who, during the reference week, were neither employed nor unemployed; i.e., persons who were unwilling or unable to participate in the labour force.

Off-Shifting: In dual-earner couples, a pattern in which parents' work days or shifts do not match, allowing for the possibility that parents may share child care responsibilities and avoid or reduce reliance on non-parental child care arrangements. Also referred to as off-scheduling.

One-Earner Couples/Families: Two-parent families in which only one parent was employed in the reference week.

One-Parent Family: A family including at least one child under 13 and the IP. At the time of the survey, a spouse or partner did not usually reside in the household. NOTE: Married or common-law married IPs who do not reside with their spouse are considered one-parent families in this study even though they may be legally married. The IP in one-parent families may also be referred to as a lone parent.

Parent: For this survey, a parent is defined broadly and includes a natural, step, or foster parent, the IP's partner, or a guardian or other relative who has assumed the role of a parent for a child younger than 13 who is a member of their economic family.

Partner/IP's Partner: The parent in a two-parent family who was not the interviewed parent. See Parent; see Spouse.

Preschool-Age Children/Preschooler: Children younger than 6.

Reference Week: The reference week is the full week (Sunday to Saturday) prior to the date of the interview with the interviewed parent (IP), for which detailed data about parents' employment and child care were collected. For this survey, the reference week could have been any of the following weeks: September 11-17, September 18-24, September 25-October 1, October 2-8, October 9-15, October 16-22, or October 23-29, 1988.

Rural Area: All territories lying outside urban areas with populations less than 15,000. Readers should note that this definition of rural departs from the usual Statistics Canada definition, which defines rural as areas with populations of less than 1,000.

Shift Pattern: In this study, five categories of work shifts are defined by the parent's usual stop time on days worked in the reference week:

- a. Fixed early day shift (ending between 10:00 a.m. and 4:00 p.m.).
- b. Fixed day shift (ending between 4:00 p.m. and 6:00 p.m.).
- c. Fixed late day shift (ending between 6:00 p.m. and 10:00 p.m.).
- d. Fixed night shift (ending between 10:00 p.m. and 10 a.m.).
- e. Split, irregular or changing shifts with daily work schedules that varied by more than 2 hours across work days in the reference week.

Spouse: The family member who is married to or living in common-law with the interviewed parent. A spouse or partner who does not usually reside in the household was not considered to be a spouse for the purposes of this survey. See Partner; One-Parent Family.

Standard Work Week: A work week consisting predominantly of work performed between 8:00 a.m. and 6:00 p.m. on week days only.

Stay-At-Home Parent: An interviewed parent who was not employed during the reference week.

Total 1987 Income of IP: Total income of the IP consists of all money income receipts received during the 1987 calendar year from the following sources: wages and salaries (before deductions for taxes, pensions, etc.); net income from self-employment (including net income from farming, independent professional practice and roomers and boarders); investment income (i.e., interest, dividends, rental income); government payments (such as family allowances, refundable provincial tax credits, child tax credit, federal sales tax credit); pensions (such as retirement pensions, annuities and superannuation); and miscellaneous income (e.g., scholarships, alimony, etc.).

Total 1987 Income of IP's Partner: Total income of IP's partner is defined in the same way as for the IP.

Total 1987 Parental Income: The total 1987 income of both parents reported by the IP. NOTE: Total 1987 parental income corresponds to 1987 census family income in those families in which only one or both of the parents were income earners. No correction was made in cases in which 1987 or 1988 incomes were affected by the death of a parent, the dissolution of a marriage, or similar circumstances.

Two-Parent Family: A two-parent family is one in which the economic family consists of an IP and partner and at least one child under 13.

Unemployed: An unemployed person is one who, during the reference week:

- a. Was without work, had actively looked for work in the past four weeks (ending with the reference week), and was available for work.
- b. Had not actively looked for work in the past four weeks but had been on lay-off and was available for work. (Persons are classified as being on lay-off only when they expect to return to the job from which they were laid off.)
- c. Had not actively looked for work in the past four weeks but had a new job to start in four weeks or less from the reference week, and was available for work.

Urban Area: A continuously built-up area with a population concentration of 1,000 or more and a population density of 400 or more per square kilometre based on the 1986 census. Three sizes of population areas are distinguished: (1) Large urban centres with populations of 100,000 or greater, and (2) Mid-sized urban centres with populations ranging from 15,000 to 99,999, and (3) Small-sized urban centres including towns and villages with populations less than 15,000.

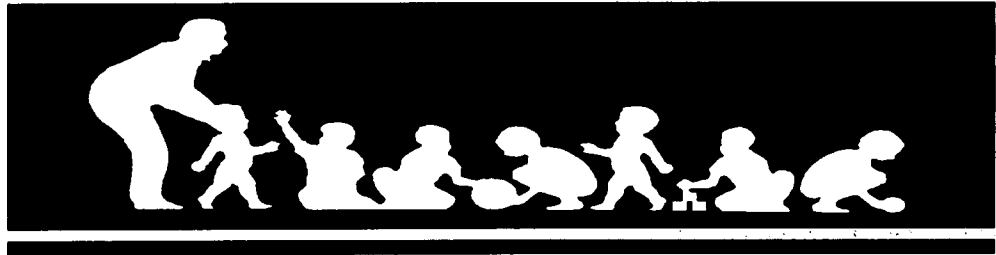
Variable Work Pattern: A work pattern that is variable either in the number and/or scheduling of days worked from week to week, or in the scheduling of hours worked on different days in a given week. See Variable Work Schedule; Variable Work Week.

Variable Work Schedule: A work schedule characterized by significant variation in the beginning and/or ending time of work days in the reference week. Variability in work scheduling was categorized as minor (variation of two hours or less), moderate (variation between three and four hours), or major (variation of five or more hours between the earliest and latest start time, earliest and latest stop time, or total number of hours worked per day).

Variable Work Week: A work pattern that varies from week to week. Workers may know these changes in advance as with rotating shifts. Alternatively, work days and work hours may not be known in advance, as in "on-call" work such as supply teaching, nursing, free-lance work, or other casual labour.

Work: Work includes any activities performed for pay or profit; that is, paid work in the context of an employer-employee relationship, or self-employment. It also includes unpaid family work, i.e., unpaid work which contributes directly to the operation of a farm, business or professional practice owned or operated by a related member of the household. Pay includes cash payments and payment in kind, whether or not payment was received in the week or year the duties were performed. Work includes any periods of paid leave such as sabbatical, paid sick leave, etc. NOTE: The use of the term "work" in this sense does not imply that unpaid labour at home is not work in a more generic sense, or that such contributions are not valued.

Work-Family-Child Care Tension: The amount of tension or personal discomfort that employed interviewed parents generally experience in juggling work, family, and child care responsibilities. This term is related to concepts of role conflict, role strain, work-family interference, and work-family conflict.



Appendix B

SELECTED TABLES FOR CANADA AND THE PROVINCES

Table B-1 **Family Employment Patterns, by Presence of Preschool Children
(0-5 Years), Canada and the Provinces, 1988**

	Total	No Preschool Children	With Preschool Children
Canada			
All Families	2,724,300	1,137,600	1,586,700
Dual-earner couples ¹	1,341,500	598,300	743,200
One-earner couples	895,900	302,700	593,200
One-earner, one-parent families	217,900	134,000	83,900
Other families ²	269,000	102,600	166,400
Newfoundland			
All Families	70,400	31,900	38,600
Dual-earner couples ¹	24,100	11,500	12,600
One-earner couples	28,700	12,800	15,800
One-earner, one-parent families	3,300	1,700 ^a	1,600 ^a
Other families ²	14,300	5,900	8,500
Prince Edward Island			
All Families	14,000	5,600	8,300
Dual-earner couples ¹	6,700	2,900	3,800
One-earner couples	4,800	1,500	3,300
One-earner, one-parent families	1,000	700	400 ^a
Other families ²	1,500	600	900
Nova Scotia			
All Families	93,000	38,000	55,000
Dual-earner couples ¹	40,700	16,600	24,100
One-earner couples	36,400	13,900	22,500
One-earner, one-parent families	6,100	3,700	2,400 ^a
Other families ²	9,800	3,700	6,000
New Brunswick			
All Families	79,300	35,600	43,700
Dual-earner couples ¹	35,000	16,400	18,500
One-earner couples	27,700	10,600	17,200
One-earner, one-parent families	5,900	3,800	2,100
Other families ²	10,700	4,800	6,000
Quebec			
All Families	707,700	322,000	385,700
Dual-earner couples ¹	316,500	144,100	172,400
One-earner couples	255,300	105,800	149,500
One-earner, one-parent families	47,400	32,500	14,900
Other families ²	88,600	39,600	49,000
Ontario			
All Families	978,800	397,100	581,600
Dual-earner couples ¹	542,300	242,300	300,100
One-earner couples	287,300	85,000	202,400
One-earner, one-parent families	82,200	47,900	34,300
Other families ²	66,900	22,000	44,900

Table B-1 **Family Employment Patterns, by Presence of Preschool Children
(0-5 Years), Canada and the Provinces, 1988 - Concluded**

	Total	No Preschool Children	With Preschool Children
Manitoba			
All Families	110,300	46,000	64,200
Dual-earner couples ¹	54,100	24,100	30,000
One-earner couples	33,000	10,900	22,100
One-earner, one-parent families	11,900	7,400	4,500 ^a
Other families ²	11,300	3,600 ^a	7,700
Saskatchewan			
All Families	109,000	43,300	65,800
Dual-earner couples ¹	57,800	24,900	32,800
One-earner couples	32,100	10,400	21,700
One-earner, one-parent families	9,100	5,100	4,100
Other families ²	10,000	2,800 ^a	7,200
Alberta			
All Families	268,800	99,600	169,200
Dual-earner couples ¹	137,200	57,400	79,700
One-earner couples	84,500	20,200	64,400
One-earner, one-parent families	23,600	14,300	9,400
Other families ²	23,500	7,700	15,800
British Columbia			
All Families	293,000	118,500	174,600
Dual-earner couples ¹	127,200	58,000	69,200
One-earner couples	106,000	31,600	74,400
One-earner, one-parent families	27,400	17,000	10,400
Other families ²	32,500	11,900	20,600

¹ Earner status is based on whether parents were classified as employed during the reference week.

² Includes two-parent families in which neither parent was employed and one-parent families in which the parent was not employed.

Numbers may not add due to rounding.

Table B-2 **Family Employment Patterns, by Age of Youngest Child, Canada and the Provinces, 1988**

	Total	Age of Youngest Child			
		< 3 Years	3-5 Years	6-9 Years	10-12 Years
Canada					
All Families	2,724,300	975,300	611,500	673,000	464,600
Dual-earner couples ¹	1,341,500	446,600	296,600	350,500	247,800
One-earner couples	895,900	394,500	198,700	183,600	119,200
One-earner, one-parent families	217,900	33,300	50,700	76,700	57,300
Other families ²	269,000	100,900	65,600	62,300	40,300
Newfoundland					
All Families	70,400	21,900	16,700	19,100	12,800
Dual-earner couples ¹	24,100	6,800	5,800	6,900	4,600
One-earner couples	28,700	9,200	6,600	8,000	4,800
One-earner, one-parent families	3,300	...	1,100 ^a	1,000 ^a	...
Other families ²	14,300	5,300	3,200	3,200	2,600 ^a
Prince Edward Island					
All Families	14,000	5,200	3,200	3,200	2,500
Dual-earner couples ¹	6,700	2,300	1,500	1,600	1,300
One-earner couples	4,800	2,100	1,200	800	700
One-earner, one-parent families	1,000	...	...	300 ^a	400 ^a
Other families ²	1,500	500 ^a	300 ^a	400 ^a	...
Nova Scotia					
All Families	93,000	33,400	21,600	23,600	14,400
Dual-earner couples ¹	40,700	14,500	9,500	10,500	6,100
One-earner couples	36,400	14,400	8,100	8,600	5,300
One-earner, one-parent families	6,100	...	...	2,400 ^a	...
Other families ²	9,800	3,500	2,500 ^a	2,100 ^a	...
New Brunswick					
All Families	79,300	25,700	18,000	19,900	15,700
Dual-earner couples ¹	35,000	10,500	8,000	9,500	6,900
One-earner couples	27,700	10,800	6,400	5,900	4,700
One-earner, one-parent families	5,900	1,000 ^a	1,100 ^a	1,800 ^a	2,000
Other families ²	10,700	3,400	2,500	2,700	2,100
Quebec					
All Families	707,700	228,600	157,100	193,500	128,500
Dual-earner couples ¹	316,500	100,500	71,800	86,900	57,200
One-earner couples	255,300	92,800	56,700	63,300	42,600
One-earner, one-parent families	47,400	5,400 ^a	9,500 ^a	17,900	14,600
Other families ²	88,600	29,800	19,100	25,500	14,100
Ontario					
All Families	978,800	361,200	220,400	233,000	164,100
Dual-earner couples ¹	542,300	183,400	116,700	137,500	104,800
One-earner couples	287,300	139,200	63,200	54,300	30,700
One-earner, one-parent families	82,200	12,000 ^a	22,200	27,900	19,900
Other families ²	66,900	26,600	18,300	13,300	8,700 ^a
Manitoba					
All Families	110,300	39,900	24,300	27,100	18,900
Dual-earner couples ¹	54,100	18,300	11,600	15,300	8,800
One-earner couples	33,000	15,100	7,000	5,500	5,400
One-earner, one-parent families	11,900	...	2,700 ^a	4,200 ^a	3,200 ^a
Other families ²	11,300	4,700 ^a	3,000 ^a	2,100 ^a	...

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Table B-2 **Family Employment Patterns, by Age of Youngest Child, Canada and the Provinces, 1988 - Concluded**

	Total	Age of Youngest Child			
		< 3 Years	3-5 Years	6-9 Years	10-12 Years
Saskatchewan					
All Families	109,000	41,700	24,100	26,600	16,600
Dual-earner couples ¹	57,800	21,000	11,900	14,300	10,700
One-earner couples	32,100	14,700	7,000	6,900	3,500
One-earner, one-parent families	9,100	1,500 ^a	2,500 ^a	3,400	1,700 ^a
Other families ²	10,000	4,500	2,700 ^a	2,000 ^a	...
Alberta					
All Families	268,800	107,900	61,300	59,400	40,200
Dual-earner couples ¹	137,200	48,000	31,700	34,400	23,100
One-earner couples	84,500	46,700	17,700	12,700	7,500
One-earner, one-parent families	23,600	3,700 ^a	5,700 ^a	7,700	6,600
Other families ²	23,500	9,500	6,300	4,700 ^a	3,000 ^a
British Columbia					
All Families	293,000	109,800	64,800	67,700	50,800
Dual-earner couples ¹	127,200	41,100	28,100	33,700	24,300
One-earner couples	106,000	49,500	25,000	17,500	14,100
One-earner, one-parent families	27,400	6,200 ^a	4,100 ^a	10,200	6,800 ^a
Other families ²	32,500	13,000	7,600	6,300 ^a	5,700 ^a

¹ Earner status is based on whether parents were classified as employed during the reference week.

² Includes two-parent families in which neither parent was employed and one-parent families in which the parent was not employed.

Numbers may not add due to rounding.

Table B-3

Parents' Full- and Part-Time Employment Combinations, by Family Structure and Presence of Preschool Children (0-5 Years), Canada and the Provinces, 1988

	Total	No Preschool Children	With Preschool Children
Canada			
Two-Parent Families	2,324,800	932,900	1,391,900
Dual-earner couples¹	1,341,500	598,300	743,200
Both full time	910,700	415,400	495,300
1 full time, 1 part time	426,400	181,100	245,300
Both part time	4,400 ^a	...	...
One-earner couples	895,900	302,700	593,200
1 full time, 1 not employed ²	870,900	294,000	577,000
1 part time, 1 not employed ²	25,000	8,800 ^a	16,200
Neither parent employed²	87,400	31,900	55,500
One-Parent Families	399,500	204,700	194,800
Parent employed	217,900	134,000	83,900
Employed full time	181,800	113,600	68,200
Employed part time	36,100	20,400	15,700
Not employed²	181,600	70,700	110,900
Newfoundland			
Two-Parent Families	61,400	28,000	33,400
Dual-earner couples¹	24,100	11,500	12,600
Both full time	19,000	8,900	10,000
1 full time, 1 part time	5,100	2,600 ^a	2,600 ^a
Both part time	...	...	...
One-earner couples	28,700	12,800	15,800
1 full time, 1 not employed ²	27,800	12,500	15,300
1 part time, 1 not employed ²	...	...	...
Neither parent employed²	8,600	3,700	5,000
One-Parent Families	9,000	3,900	5,100
Parent employed	3,300	1,700^a	1,600^a
Employed full time	2,900 ^a	1,600 ^a	1,300 ^a
Employed part time	...	...	...
Not employed²	5,700	2,200^a	3,500
Prince Edward Island			
Two-Parent Families	12,100	4,600	7,400
Dual-earner couples¹	6,700	2,900	3,800
Both full time	4,700	2,000	2,700
1 full time, 1 part time	1,900	900	1,100
Both part time	...	...	...
One-earner couples	4,800	1,500	3,300
1 full time, 1 not employed ²	4,600	1,400	3,200
1 part time, 1 not employed ²	...	...	...
Neither parent employed²	600^a	300^a	400^a
One-Parent Families	1,900	1,000	900
Parent employed	1,000	700	400^a
Employed full time	800	500 ^a	300 ^a
Employed part time	...	...	...
Not employed²	900	400^a	500^a

Table B-3 **Parents' Full- and Part-Time Employment Combinations, by Family Structure and Presence of Preschool Children (0-5 Years), Canada and the Provinces, 1988 - Continued**

	Total	No Preschool Children	With Preschool Children
Nova Scotia			
Two-Parent Families	80,600	32,000	48,700
Dual-earner couples¹	40,700	16,600	24,100
Both full time	27,600	10,900	16,700
1 full time, 1 part time	13,000	5,700	7,300
Both part time	...	...	...
One-earner couples	36,400	13,900	22,500
1 full time, 1 not employed ²	35,000	13,500	21,500
1 part time, 1 not employed ²	...	...	...
Neither parent employed²	3,500	...	2,100^a
One-Parent Families	12,400	6,000	6,300
Parent employed	6,100	3,700	2,400^a
Employed full time	4,700	3,200	...
Employed part time	...	...	...
Not employed²	6,200	2,300^a	3,900
New Brunswick			
Two-Parent Families	68,000	29,400	38,600
Dual-earner couples¹	35,000	16,400	18,500
Both full time	25,600	12,000	13,600
1 full time, 1 part time	9,300	4,400	5,000
Both part time	...	...	...
One-earner couples	27,700	10,600	17,200
1 full time, 1 not employed ²	26,800	10,100	16,700
1 part time, 1 not employed ²	1,000 ^a	...	...
Neither parent employed²	5,300	2,400	2,900
One-Parent Families	11,300	6,200	5,200
Parent employed	5,900	3,800	2,100
Employed full time	4,300	2,900	1,400 ^a
Employed part time	1,500 ^a	...	...
Not employed²	5,500	2,400	3,100
Quebec			
Two-Parent Families	604,400	263,800	340,600
Dual-earner couples¹	316,500	144,100	172,400
Both full time	234,300	107,900	126,500
1 full time, 1 part time	81,200	35,700	45,500
Both part time	...	...	...
One-earner couples	255,300	105,800	149,500
1 full time, 1 not employed ²	248,200	102,600	145,600
1 part time, 1 not employed ²	7,100 ^a	...	...
Neither parent employed²	32,600	13,900	18,800
One-Parent Families	103,300	58,200	45,100
Parent employed	47,400	32,500	14,900
Employed full time	40,700	27,600	13,100
Employed part time	6,600 ^a	...	...
Not employed²	56,000	25,700	30,200

Table B-3

Parents' Full- and Part-Time Employment Combinations, by Family Structure and Presence of Preschool Children (0-5 Years), Canada and the Provinces, 1988 - Continued

	Total	No Preschool Children	With Preschool Children
Ontario			
Two-Parent Families	842,200	330,700	511,500
Dual-earner couples¹	542,300	242,300	300,100
Both full time	376,100	167,600	208,400
1 full time, 1 part time	165,200	74,000	91,200
Both part time	...	...	...
One-earner couples	287,300	85,000	202,400
1 full time, 1 not employed ²	281,300	83,200	198,000
1 part time, 1 not employed ²	6,100 ^a	...	...
Neither parent employed²	12,500	...	9,100^a
One-Parent Families	136,500	66,400	70,100
Parent employed	82,200	47,900	34,300
Employed full time	69,700	41,400	28,300
Employed part time	12,400 ^a	6,500 ^a	6,000 ^a
Not employed²	54,400	18,500	35,800
Manitoba			
Two-Parent Families	90,900	36,000	54,900
Dual-earner couples¹	54,100	24,100	30,000
Both full time	33,400	16,500	16,800
1 full time, 1 part time	20,500	7,500	12,900
Both part time	...	...	...
One-earner couples	33,000	10,900	22,100
1 full time, 1 not employed ²	32,700	10,800	21,900
1 part time, 1 not employed ²	...	...	...
Neither parent employed²	3,800^a	...	2,900^a
One-Parent Families	19,400	10,100	9,300
Parent employed	11,900	7,400	4,500^a
Employed full time	9,600	6,400	3,200 ^a
Employed part time	2,300 ^a	...	...
Not employed²	7,500	2,600^a	4,800^a
Saskatchewan			
Two-Parent Families	93,200	36,200	57,000
Dual-earner couples¹	57,800	24,900	32,800
Both full time	34,100	15,900	18,200
1 full time, 1 part time	23,200	9,000	14,300
Both part time	...	...	...
One-earner couples	32,100	10,400	21,700
1 full time, 1 not employed ²	31,200	10,200	21,000
1 part time, 1 not employed ²	...	...	...
Neither parent employed²	3,200	...	2,400^a
One-Parent Families	15,900	7,100	8,800
Parent employed	9,100	5,100	4,100
Employed full time	6,600	3,800	2,800 ^a
Employed part time	2,500 ^a	1,300 ^a	1,300 ^a
Not employed²	6,700	2,000^a	4,800

Table B-3 **Parents' Full- and Part-Time Employment Combinations, by Family Structure and Presence of Preschool Children (0-5 Years), Canada and the Provinces, 1988 - Concluded**

	Total	No Preschool Children	With Preschool Children
Alberta			
Two-Parent Families	228,100	79,300	148,800
Dual-earner couples¹	137,200	57,400	79,700
Both full time	86,300	37,200	49,000
1 full time, 1 part time	50,100	20,000	30,000
Both part time	...	...	...
One-earner couples	84,500	20,200	64,400
1 full time, 1 not employed ²	82,100	19,900	62,200
1 part time, 1 not employed ²	...	...	...
Neither parent employed²	6,400	...	4,700^a
One-Parent Families	40,800	20,300	20,400
Parent employed	23,600	14,300	9,400
Employed full time	20,600	12,600	8,000
Employed part time	3,100 ^a	...	...
Not employed²	17,100	6,000	11,100
British Columbia			
Two-Parent Families	243,900	92,900	151,000
Dual-earner couples¹	127,200	58,000	69,200
Both full time	69,700	36,400	33,300
1 full time, 1 part time	56,700	21,300	35,500
Both part-time	...	...	...
One-earner couples	106,000	31,600	74,400
1 full time, 1 not employed ²	101,200	29,700	71,600
1 part time, 1 not employed ²	4,800 ^a	...	...
Neither parent employed²	10,700	...	7,300^a
One-Parent Families	49,100	25,500	23,600
Parent employed	27,400	17,000	10,400
Employed full time	21,900	13,500	8,400
Employed part time	5,500 ^a	...	...
Not employed²	21,700	8,500	13,200

¹ Earner status is based on whether parents were classified as employed during the reference week.

² The term not employed includes parents who were unemployed and parents who were not in the labour force.

Numbers may not add due to rounding.

Table B-4

Characteristics of Interviewed Parents' Work Schedules Observed in the Reference Week, by Presence of Preschool Children (0-5 Years), Canada and the Provinces, 1988

	Total	No Preschool Children	With Preschool Children
Canada			
All Interviewed Parents ¹	1,508,600	737,300	771,300
Work Days			
Weekdays only	1,091,500	531,300	560,300
At least 1 weekend day	417,100	206,100	211,000
Work Shift			
Fixed early day or day shift ²	939,200	469,300	469,900
Fixed late day or night shift ³	150,000	65,700	84,400
Irregular shift ⁴	419,400	202,300	217,100
Newfoundland			
All Interviewed Parents ¹	29,700	14,400	15,300
Work Days			
Weekdays only	20,900	10,400	10,500
At least 1 weekend day	8,700	4,000	4,700
Work Shift			
Fixed early day or day shift ²	19,200	9,400	9,900
Fixed late day or night shift ³	2,900 ^a	1,300 ^a	1,500 ^a
Irregular shift ⁴	7,600	3,700	3,900
Prince Edward Island			
All Interviewed Parents ¹	7,800	3,700	4,100
Work Days			
Weekdays only	5,000	2,300	2,700
At least 1 weekend day	2,900	1,400	1,400
Work Shift			
Fixed early day or day shift ²	4,500	2,000	2,600
Fixed late day or night shift ³	1,100	400 ^a	700
Irregular shift ⁴	2,200	1,300	900
Nova Scotia			
All Interviewed Parents ¹	47,000	21,300	25,800
Work Days			
Weekdays only	31,600	14,300	17,400
At least 1 weekend day	15,400	7,000	8,400
Work Shift			
Fixed early day or day shift ²	28,200	12,800	15,400
Fixed late day or night shift ³	5,200	2,300 ^a	2,900 ^a
Irregular shift ⁴	13,600	6,200	7,400
New Brunswick			
All Interviewed Parents ¹	41,700	21,200	20,500
Work Days			
Weekdays only	30,400	15,700	14,700
At least 1 weekend day	11,300	5,500	5,800
Work Shift			
Fixed early day or day shift ²	25,900	13,400	12,500
Fixed late day or night shift ³	4,100	2,000	2,100
Irregular shift ⁴	11,700	5,800	5,900

Table B-4

Characteristics of Interviewed Parents' Work Schedules Observed in the Reference Week, by Presence of Preschool Children (0-5 Years), Canada and the Provinces, 1988 - Continued

	Total	No Preschool Children	With Preschool Children
Quebec			
All Interviewed Parents ¹	354,700	179,300	175,400
Work Days			
Weekdays only	268,800	135,700	133,200
At least 1 weekend day	85,900	43,700	42,200
Work Shift			
Fixed early day or day shift ²	227,300	115,300	112,000
Fixed late day or night shift ³	33,100	16,400	16,600
Irregular shift ⁴	94,300	47,600	46,700
Ontario			
All Interviewed Parents ¹	588,900	287,800	301,100
Work Days			
Weekdays only	439,100	212,200	226,900
At least 1 weekend day	149,800	75,600	74,200
Work Shift			
Fixed early day or day shift ²	374,600	187,700	186,900
Fixed late day or night shift ³	59,200	24,700	34,500
Irregular shift ⁴	155,100	75,400	79,700
Manitoba			
All Interviewed Parents ¹	64,300	32,200	32,100
Work Days			
Weekdays only	44,800	22,800	22,000
At least 1 weekend day	19,500	9,300	10,200
Work Shift			
Fixed early day or day shift ²	38,500	21,900	16,600
Fixed late day or night shift ³	7,000	...	5,200
Irregular shift ⁴	18,800	8,400	10,400
Saskatchewan			
All Interviewed Parents ¹	65,800	30,000	35,800
Work Days			
Weekdays only	42,100	18,600	23,500
At least 1 weekend day	23,700	11,400	12,300
Work Shift			
Fixed early day or day shift ²	39,200	17,400	21,800
Fixed late day or night shift ³	6,100	2,600 ^a	3,500
Irregular shift ⁴	20,500	10,000	10,500
Alberta			
All Interviewed Parents ¹	155,600	71,500	84,100
Work Days			
Weekdays only	107,000	46,700	60,300
At least 1 weekend day	48,600	24,900	23,800
Work Shift			
Fixed early day or day shift ²	93,400	43,500	49,800
Fixed late day or night shift ³	15,700	7,000	8,800
Irregular shift ⁴	46,500	21,000	25,500

Table B-4

Characteristics of Interviewed Parents' Work Schedules Observed in the Reference Week, by Presence of Preschool Children (0-5 Years), Canada and the Provinces, 1988 - Concluded

	Total	No Preschool Children	With Preschool Children
British Columbia			
All Interviewed Parents¹	153,100	76,000	77,100
Work Days			
Weekdays only	101,800	52,600	49,200
At least 1 weekend day	51,300	23,400	27,900
Work Shift			
Fixed early day or day shift ²	88,300	45,900	42,400
Fixed late day or night shift ³	15,600	7,100 ^a	8,500
Irregular shift ⁴	49,200	23,000	26,200

¹ This table is based on IPs who were employed and worked at a job or business in the reference week (92.3% of employed IPs).

² Daily schedules that end by 4 p.m. or between 4 p.m. and 6 p.m.

³ Daily schedules that end either between 6 p.m. and 10 p.m. or between 10 p.m. and 10 a.m.

⁴ A pattern characterized by at least one fluctuation in starting or ending time across work days that exceeded 2 hours, or a split shift pattern with work blocks at least 2 hours apart.

Numbers may not add due to rounding.

Table B-5 **CNCCS Estimates of Families Potentially Needing Full-Time and Part-Time Child Care for Work-Related Reasons for Preschool and School-Age Children, Canada and the Provinces, 1988**

	Total	Needing Care ¹	Care Needed ≥30 Hours	Care Needed < 30 Hours	Care not Needed ²
Canada					
All Families	2,724,300	1,634,100	1,143,200	490,900	1,090,200
With preschool children only	978,700	538,600	382,400	156,200	440,100
With preschool and school-age children	608,000	333,100	213,300	119,800	274,900
With school-age children only	1,137,600	762,400	547,500	214,900	375,100
Newfoundland					
All Families	70,400	31,700	25,000	6,700	38,700
With preschool children only	22,500	10,200	8,500	1,700 ^a	12,400
With preschool and school-age children	16,000	6,500	4,700	1,800 ^a	9,500
With school-age children only	31,900	15,100	11,800	3,300	16,800
Prince Edward Island					
All Families	14,000	8,400	6,100	2,300	5,500
With preschool children only	4,200	2,400	1,700	600 ^a	1,900
With preschool and school-age children	4,100	2,300	1,700	600 ^a	1,800
With school-age children only	5,600	3,800	2,700	1,100	1,900
Nova Scotia					
All Families	93,000	50,300	35,300	15,100	42,700
With preschool children only	33,600	18,600	13,600	5,000	15,000
With preschool and school-age children	21,400	9,800	6,300	3,500	11,600
With school-age children only	38,000	22,000	15,400	6,600	16,000
New Brunswick					
All Families	79,300	44,700	33,000	11,700	34,600
With preschool children only	26,900	14,100	10,800	3,300	12,800
With preschool and school-age children	16,800	8,400	5,600	2,800	8,400
With school-age children only	35,600	22,200	16,600	5,600	13,400
Quebec					
All Families	707,700	385,900	287,000	98,900	321,900
With preschool children only	421,100	124,400	93,700	30,800	116,700
With preschool and school-age children	144,600	74,600	52,800	21,800	70,000
With school-age children only	322,000	186,800	140,500	46,400	135,200
Ontario					
All Families	978,800	642,200	460,700	181,500	336,500
With preschool children only	361,400	212,300	155,900	56,500	149,100
With preschool and school-age children	220,200	132,300	89,600	42,700	87,900
With school-age children only	397,100	297,600	215,200	82,400	99,500
Manitoba					
All Families	110,300	68,900	45,300	23,700	41,300
With preschool children only	39,800	22,200	13,500	8,800	17,600
With preschool and school-age children	24,400	13,500	7,500	6,000	10,900
With school-age children only	46,000	33,200	24,400	8,900	12,800

Table B-5

CNCCS Estimates of Families Potentially Needing Full-Time and Part-Time Child Care for Work-Related Reasons for Preschool and School-Age Children, Canada and the Provinces, 1988 - Concluded

	Total	Needing Care ¹	Care Needed ≥30 Hours	Care Needed < 30 Hours	Care not Needed ²
Saskatchewan					
All Families	109,000	69,600	42,100	27,500	39,400
With preschool children only	38,200	22,600	13,900	8,700	15,600
With preschool and school-age children	27,600	16,300	8,700	7,600	11,300
With school-age children only	43,300	30,800	19,600	11,200	12,500
Alberta					
All Families	268,800	167,600	111,600	56,000	101,200
With preschool children only	105,100	58,200	41,400	16,800	46,900
With preschool and school-age children	64,100	36,100	19,100	17,000	28,100
With school-age children only	99,600	73,300	51,100	22,300	26,200
British Columbia					
All Families	293,000	164,600	97,200	67,400	128,400
With preschool children only	105,800	53,600	29,500	24,100	52,200
With preschool and school-age children	68,700	33,400	17,400	16,000	35,300
With school-age children only	118,500	77,700	50,400	27,300	40,800

¹ CNCCS estimates of families needing child care are based on the employment status of the parent who was considered most responsible for making child care arrangements (95% of whom were mothers), and the usual number of hours worked each week by the parent. The nature of the care arrangements(s) used may include group care, school, non-parental care arrangements in the child's home or in another home, or care provided by parents at work or arranged through off-shifted work hours.

² Care not needed for work-related purposes; IP not employed.

Numbers may not add due to rounding.

Table B-6 **Characteristics of Families Needing Full- and Part-Time Child Care for Work-Related Purposes for at Least One Preschool Child (0-5 Years), Canada and the Provinces, 1988**

	Total	Care Needed ≥ 30 Hours ¹	Care Needed < 30 Hours ¹	Care Not Needed ²
Canada				
All Families With Preschool Children	1,586,700	595,700	276,000	715,000
Number of Preschool Children				
1 child	1,074,200	448,800	177,400	448,100
≥ 2 children	512,500	146,900	98,600	267,000
Family Structure				
Two-parent family	1,391,900	528,000	259,800	604,100
One-parent family	194,800	67,700	16,200	110,900
1987 Combined Parental Income				
≤ \$20,000	333,700	76,200	40,000	217,400
20,001 - 30,000	252,900	81,100	39,500	132,300
30,001 - 40,000	326,900	108,600	62,600	155,600
40,001 - 50,000	265,100	105,500	57,200	102,400
50,001 - 60,000	180,400	94,600	33,900	51,900
> \$60,000	227,900	129,700	42,800	55,400
Newfoundland				
All Families With Preschool Children	38,600	13,200	3,400	21,900
Number of Preschool Children				
1 child	28,500	10,000	2,600 ^a	15,900
≥ 2 children	10,000	3,200	...	6,100
Family Structure				
Two-parent family	33,400	11,900	3,100	18,400
One-parent family	5,100	1,300 ^a	...	3,500
1987 Combined Parental Income				
≤ \$20,000	14,300	2,900 ^a	1,000 ^a	10,500
20,001 - 30,000	8,300	2,700 ^a	...	4,900
30,001 - 40,000	6,600	2,400 ^a	...	3,500
40,001 - 50,000	4,200	2,100 ^a	...	1,800 ^a
50,001 - 60,000	2,700 ^a	1,600 ^a	...	...
> \$60,000	2,400 ^a	1,700 ^a	...	...
Prince Edward Island				
All Families With Preschool Children	8,300	3,400	1,300	3,700
Number of Preschool Children				
1 child	5,600	2,500	800	2,200
≥ 2 children	2,800	900	500 ^a	1,400
Family Structure				
Two-parent family	7,400	3,100	1,200	3,200
One-parent family	900	300 ^a	...	500 ^a
1987 Combined Parental Income				
≤ \$20,000	2,600	900	300 ^a	1,400
20,001 - 30,000	2,200	800	400 ^a	1,000
30,001 - 40,000	1,900	900	...	800
40,001 - 50,000	700	300 ^a	...	...
50,001 - 60,000	500 ^a	300 ^a	...	...
> \$60,000	400 ^a	...	...	...

Table B-6

**Characteristics of Families Needing Full- and Part-Time Child Care for
Work-Related Purposes for at Least One Preschool Child (0-5 Years),
Canada and the Provinces, 1988 - Continued**

	Total	Care Needed ≥ 30 Hours ¹	Care Needed < 30 Hours ¹	Care Not Needed ²
Nova Scotia				
All Families With Preschool Children	55,000	19,900	8,500	26,600
Number of Preschool Children				
1 child	39,300	15,300	5,800	18,200
≥ 2 children	15,700	4,600	2,700 ^a	8,500
Family Structure				
Two-parent family	48,700	18,400	7,600	22,700
One-parent family	6,300	...	...	3,900
1987 Combined Parental Income				
≤ \$20,000	13,200	2,800 ^a	...	8,500
20,001 - 30,000	11,500	3,400	...	6,500
30,001 - 40,000	11,500	3,800	...	5,800
40,001 - 50,000	9,000	4,100	...	3,600
50,001 - 60,000	4,200	2,300 ^a	...	...
> \$60,000	5,700	3,500	...	...
New Brunswick				
All Families With Preschool Children	43,700	16,400	6,100	21,200
Number of Preschool Children				
1 child	30,500	12,500	4,200	13,800
≥ 2 children	13,200	3,900	1,900 ^a	7,500
Family Structure				
Two-parent family	38,600	15,000	5,400	18,200
One-parent family	5,200	1,400 ^a	...	3,100
1987 Combined Parental Income				
≤ \$20,000	12,200	2,700	1,400 ^a	8,200
20,001 - 30,000	8,700	2,800	1,500 ^a	4,400
30,001 - 40,000	10,400	4,200	1,400 ^a	4,800
40,001 - 50,000	6,400	3,200	1,000 ^a	2,200
50,001 - 60,000	3,000	1,500 ^a	...	...
> \$60,000	3,000	2,000	...	...
Quebec				
All Families With Preschool Children	385,700	146,500	52,500	186,700
Number of Preschool Children				
1 child	274,000	114,200	374,700	125,000
≥ 2 children	111,800	32,200	17,800	61,700
Family Structure				
Two-parent family	340,600	133,500	50,600	156,500
One-parent family	45,100	13,000	...	30,200
1987 Combined Parental Income				
≤ \$20,000	83,200	15,000	5,500 ^a	62,700
20,001 - 30,000	69,400	22,300	8,000 ^a	39,100
30,001 - 40,000	84,400	30,800	15,300	38,400
40,001 - 50,000	57,900	26,600	7,800 ^a	23,600
50,001 - 60,000	44,100	25,100	5,800 ^a	13,300
> \$60,000	46,700	26,800	10,200 ^a	9,700 ^a

Table B-6 **Characteristics of Families Needing Full- and Part-Time Child Care for Work-Related Purposes for at Least One Preschool Child (0-5 Years), Canada and the Provinces, 1988 - Continued**

	Total	Care Needed ≥ 30 Hours ¹	Care Needed < 30 Hours ¹	Care Not Needed ²
Ontario				
All Families With Preschool Children	581,600	245,500	99,200	237,000
Number of Preschool Children				
1 child	397,100	184,800	65,200	147,100
≥ 2 children	184,500	60,700	34,000	89,900
Family Structure				
Two-parent family	511,500	217,400	93,000	201,100
One-parent family	70,100	28,100	6,200 ^a	35,800
1987 Combined Parental Income				
≤ \$20,000	103,000	25,900	13,000	64,000
20,001 - 30,000	73,700	28,000	11,100 ^a	34,700
30,001 - 40,000	109,300	39,600	19,600	50,000
40,001 - 50,000	106,400	42,100	24,200	40,100
50,001 - 60,000	76,000	41,100	14,000	20,900
> \$60,000	113,300	68,700	17,300	27,300
Manitoba				
All Families With Preschool Children	64,200	20,900	14,800	28,500
Number of Preschool Children				
1 child	41,000	15,700	9,700	15,600
> 2 children	23,300	5,200	5,100	12,900
Family Structure				
Two-parent family	54,900	17,700	13,500	23,700
One-parent family	9,300	3,200 ^a	...	4,800 ^a
1987 Combined Parental Income				
≤ \$20,000	16,600	4,100 ^a	2,900 ^a	9,600
20,001 - 30,000	12,400	3,900 ^a	2,800 ^a	5,800
30,001 - 40,000	14,800	4,600 ^a	3,800 ^a	6,300
40,001 - 50,000	10,300	3,600 ^a	3,400 ^a	3,400 ^a
50,001 - 60,000	4,900 ^a	2,300 ^a	...	...
> \$60,000	5,200	2,400 ^a	...	...
Saskatchewan				
All Families With Preschool Children	65,800	22,500	16,300	26,900
Number of Preschool Children				
1 child	40,100	15,000	9,700	15,500
≥ 2 children	25,700	7,600	6,700	11,400
Family Structure				
Two-parent family	57,000	19,800	15,000	22,100
One-parent family	8,800	2,700 ^a	1,300 ^a	4,800
1987 Combined Parental Income				
≤ \$20,000	20,100	5,000	4,300	10,800
20,001 - 30,000	12,100	3,800	2,800 ^a	5,400
30,001 - 40,000	13,300	4,300	3,600	5,400
40,001 - 50,000	9,300	3,600	3,000	2,700 ^a
50,001 - 60,000	5,600	3,200	1,300 ^a	1,100 ^a
> \$60,000	5,400	2,600 ^a	1,300 ^a	1,500 ^a

Table B-6

Characteristics of Families Needing Full- and Part-Time Child Care for Work-Related Purposes for at Least One Preschool Child (0-5 Years), Canada and the Provinces, 1988 - Concluded

	Total	Care Needed ≥ 30 Hours ¹	Care Needed < 30 Hours ¹	Care Not Needed ²
Alberta				
All Families With Preschool Children	169,200	60,500	33,800	74,900
Number of Preschool Children				
1 child	104,400	43,900	20,700	39,800
≥ 2 children	64,900	16,600	13,100	35,200
Family Structure				
Two-parent family	148,800	52,700	32,200	63,900
One-parent family	20,400	7,800	...	11,100
1987 Combined Parental Income				
≤ \$20,000	34,800	9,900	5,700 ^a	19,300
20,001 - 30,000	26,400	7,100	4,400 ^a	14,900
30,001 - 40,000	34,600	10,500	6,600	17,600
40,001 - 50,000	30,700	11,500	8,500	10,700
50,001 - 60,000	19,600	9,800	3,900 ^a	5,900 ^a
> \$60,000	23,000	11,800	4,700 ^a	6,600
British Columbia				
All Families With Preschool Children	174,600	46,800	40,100	87,600
Number of Preschool Children				
1 child	113,800	34,800	24,000	55,100
≥ 2 children	60,700	12,100	16,200	32,500
Family Structure				
Two-parent family	151,000	38,500	38,200	74,400
One-parent family	23,600	8,400	...	13,200
1987 Combined Parental Income				
≤ \$20,000	33,700	7,100 ^a	4,100 ^a	22,500
20,001 - 30,000	28,200	6,300 ^a	6,300 ^a	15,600
30,001 - 40,000	40,000	7,500 ^a	9,500	23,100
40,001 - 50,000	30,200	8,500	7,600 ^a	14,100
50,001 - 60,000	19,800	7,500 ^a	6,000 ^a	6,300 ^a
> \$60,000	22,700	9,900	6,700 ^a	6,000 ^a

¹ CNCCS estimates of families needing child care are based on the employment status and usual number of hours worked each week of the parent who was most responsible for making child care arrangements in the family -- the Interviewed Parent (IP), 95% of whom were mothers. The nature of the care arrangement(s) used may include group care, school, non-parental care arrangements in the child's home or another home, or care provided by parents at work or arranged through off-shifted work hours.

² Care not needed for work-related purposes; IP not employed.

Numbers may not add due to rounding.

Canadian National Child Care Study
Parental Work Patterns and Child Care Needs

Table B-7 CNCCS Estimates of Number of Children Needing Full- and Part-Time Child Care for Work-Related Purposes, by Age of Children, Canada and the Provinces, 1988

	Total	Total Needing Care ¹	Care Needed ≥30 Hours	Care Needed < 30 Hours	Care not Needed ²
Canada					
All Children 0-12 Years	4,658,500	2,680,200	1,797,100	883,100	1,978,200
Preschool children 0-5	2,164,800	1,138,200	752,100	386,100	1,026,600
< 3 years	1,091,000	553,100	373,700	179,400	537,900
3-5 years	1,073,800	585,100	378,400	206,700	488,700
School-age children 6-12	2,493,700	1,542,000	1,045,000	497,000	951,600
6-9 years	1,436,800	861,400	571,100	290,200	575,400
10-12 years	1,056,900	680,700	473,900	206,800	376,200
Newfoundland					
All Children 0-12 Years	116,600	50,100	38,400	11,700	66,500
Preschool children 0-5	49,500	20,800	16,600	4,200	28,800
< 3 years	24,000	9,500	7,700	1,800 ^a	14,500
3-5 years	25,500	11,300	8,900	2,400 ^a	14,300
School-age children 6-12	67,100	29,400	21,900	7,500	37,700
6-9 years	37,000	16,200	11,900	4,300	20,900
10-12 years	30,100	13,200	10,000	3,200	16,900
Prince Edward Island					
All Children 0-12 Years	25,500	14,600	10,400	4,200	10,900
Preschool children 0-5	11,600	6,200	4,400	1,800	5,400
< 3 years	5,800	3,200	2,300	1,000	2,500
3-5 years	5,800	2,900	2,100	800 ^a	2,800
School-age children 6-12	13,900	8,400	6,000	2,500	5,500
6-9 years	7,900	4,600	3,200	1,400	3,300
10-12 years	6,000	3,800	2,700	1,100	2,200
Nova Scotia					
All Children 0-12 Years	157,500	81,000	55,100	25,900	76,500
Preschool children 0-5	72,500	36,200	24,800	11,400	36,300
< 3 years	36,800	18,200	13,500	4,700	18,500
3-5 years	35,800	17,900	11,200	6,700	17,800
School-age children 6-12	85,000	44,900	30,400	14,500	40,200
6-9 years	48,300	25,000	16,100	8,900	23,200
10-12 years	36,800	19,800	14,300	5,600	17,000
New Brunswick					
All Children 0-12 Years	132,000	71,700	51,100	20,700	60,200
Preschool children 0-5	58,200	28,500	20,300	8,200	29,700
< 3 years	28,700	13,700	10,400	3,300	15,000
3-5 years	29,400	14,800	9,900	4,800	14,700
School-age children 6-12	73,800	43,200	30,800	12,500	30,600
6-9 years	41,100	23,200	16,400	6,800	17,900
10-12 years	32,700	20,000	14,300	5,700	12,700

Table B-7

CNCCS Estimates of Number of Children Needing Full- and Part-Time Child Care for Work-Related Purposes, by Age of Children, Canada and the Provinces, 1988 - Continued

	Total	Total Needing Care ¹	Care Needed ≥30 Hours	Care Needed < 30 Hours	Care not Needed ²
Ontario					
All Children 0-12 Years	1,661,200	1,037,200	717,400	319,800	624,000
Preschool children 0-5	789,600	447,000	309,100	137,800	342,600
< 3 years	402,400	219,600	155,300	64,300	182,900
3-5 years	387,100	227,400	153,900	73,500	159,700
School-age children 6-12	871,700	590,200	408,300	182,000	281,400
6-9 years	501,800	327,500	226,900	100,600	174,300
10-12 years	369,900	262,700	181,400	81,400	107,200
Quebec					
All Children 0-12 Years	1,157,800	610,900	438,900	171,900	547,000
Preschool children 0-5	508,600	251,900	180,500	71,300	256,700
< 3 years	252,500	121,600	86,100	35,500	130,900
3-5 years	256,100	130,300	94,500	35,900	125,800
School-age children 6-12	649,200	359,000	258,400	100,600	290,200
6-9 years	373,300	199,900	141,000	58,900	173,400
10-12 years	275,900	159,100	117,400	41,700	116,800
Manitoba					
All Children 0-12 Years	193,600	115,300	72,900	42,400	78,400
Preschool children 0-5	91,500	47,000	26,600	20,400	44,500
< 3 years	46,700	22,600	12,500	10,100	24,100
3-5 years	44,800	24,400	14,100	10,300	20,400
School-age children 6-12	102,200	68,300	46,200	22,000	33,900
6-9 years	58,600	37,700	23,900	13,800	20,900
10-12 years	43,600	30,600	22,400	8,300	12,900
Saskatchewan					
All Children 0-12 Years	203,700	125,700	72,200	53,500	78,000
Preschool children 0-5	95,300	54,800	30,900	23,900	40,600
< 3 years	47,400	27,200	15,300	11,900	20,200
3-5 years	47,900	27,600	15,600	12,000	20,300
School-age children 6-12	108,400	70,900	41,300	29,700	37,400
6-9 years	62,800	39,900	22,900	17,000	22,900
10-12 years	45,600	31,000	18,400	12,700	14,500
Alberta					
All Children 0-12 Years	492,500	293,300	182,700	110,700	199,200
Preschool children 0-5	242,900	127,100	78,900	48,200	115,800
< 3 years	124,100	61,400	41,000	20,400	62,700
3-5 years	118,800	65,700	37,900	27,800	53,100
School-age children 6-12	249,600	166,300	103,800	62,500	83,300
6-9 years	147,000	93,300	53,900	39,400	53,700
10-12 years	102,600	73,000	49,900	23,100	29,600

Table B-7 **CNCCS Estimates of Number of Children Needing Full- and Part-Time Child Care for Work-Related Purposes, by Age of Children, Canada and the Provinces, 1988 - Concluded**

	Total	Total Needing Care ¹	Care Needed ≥30 Hours	Care Needed < 30 Hours	Care not Needed ²
British Columbia					
All Children 0-12 Years	518,000	280,300	158,000	122,300	237,700
Preschool children 0-5	245,200	118,900	60,000	58,900	126,300
< 3 years	122,600	56,000	29,600	26,300	66,600
3-5 years	122,700	62,900	30,300	32,600	59,700
School-age children 6-12	272,800	161,400	98,100	63,400	111,300
6-9 years	159,100	94,100	54,800	39,200	65,000
10-12 years	113,700	67,400	43,200	24,100	46,400

- ¹ CNCCS estimates of children needing child care are based on the employment status and usual number of hours worked each week of the parent who was most responsible for making child care arrangements in the family -- the Interviewed Parent (IP), 95% of whom were mothers. The nature of the care arrangement(s) used may include group care, school, non-parental care arrangements in the child's home or another home, or care provided by parents at work or arranged through off-shifted work hours.

- ² Care not needed for work-related purposes; IP not employed.

Numbers may not add due to rounding.

Appendix C

ESTIMATING CHILD CARE NEEDS: CONCEPTUAL AND METHODOLOGICAL ISSUES

The first steps in producing estimates of child care needs are conceptual. They involve making assumptions and setting explicit parameters. One must identify: (1) what is being estimated (the number of children or the number of families likely to need care); (2) the basis for inferring need (e.g., care used while parents work in the labour force, or care needed for a variety of purposes); and (3) whether estimates will include needs for part-time, as well as full-time care. The quality of estimates is inevitably constrained by the information that is available, which, until now, has been limited.

Existing estimates of child care needs in Canada and in other countries share several characteristics:

- Almost always, estimates are of the number of **children** presumed to need child care. Estimates of the number of **families** needing child care have not been attempted.
- Typically, estimates are based on maternal labour force data; rarely is information considered that uses a family employment perspective or goes beyond work force involvement. An important exception is the enlightened approach taken by Health and Welfare Canada to produce its annual reports on the **Status of Day Care in Canada**, which considers parents' employment and educational activities.
- Often, estimates of children presumed to need child care cover broad age categories, such as children under 6 (again, Health and Welfare Canada is an exception at least for children under 6); the needs of younger and older school-age children are rarely addressed.
- Estimates generally do not differentiate between children needing full-time and part-time care.

As a result, available estimates of children needing child care share major limitations and provide only crude "ball-park" figures.

Existing Estimates of Child Care Needs

In order to gain a better understanding of conceptual and methodological issues, we will review three methods used to estimate the number of Canadian children presumed to need child care. Each method uses government statistics collected nationally. Provincial and Territorial estimates of child care needs have not been available.

Estimates Based on Mothers' Labour Force Participation

The vast majority of child care estimates are based on mothers' participation in the labour force. Since maternal labour force participation rates have increased dramatically, estimates of the number of children needing child care have skyrocketed as well.

Table C-1 replicates estimates from the House of Commons' Special Parliamentary Committee's report, *Sharing the Responsibility* (1987), to which comparable data for 1990 have been added. These figures speak for themselves as a measure of social change. The number of preschool-age children with mothers in the labour force increased by more than 908,000 (254%) between 1967 and 1990, exceeding 1.25 million children in 1990 (National Child Care Information Centre, 1991).

Table C-1 Previous Estimates of Child Care Needs Based on Maternal Labour Force Participation, Canada, 1967, 1973, 1981, 1986, and 1990

	1967 ³	1973 ⁴	1981	1986	1990
Labour force participation rate of mothers ¹	21%	35%	54.5%	63.4%	69.5%
Labour force participation rate of mothers with preschool children (younger than 6 years of age)	16.7%	27.6%	47.5%	58.8%	62.5%
Number of mothers in the labour force with preschool children ²	275,000	445,000	734,000	902,000	953,000
Number of preschool children with mothers in the labour force	357,000	537,000	963,000	1,210,100	1,265,200

¹ For 1967, mothers with children under age 14; for all other years, mothers with children under age 16.

² These figures are estimated for *Status of Day Care in Canada* by Statistics Canada.

³ Figures for 1967 refer only to employed mothers, not to all mothers in the labour force.

⁴ Figures for 1973 refer to mothers who worked at any time during the year rather than to mothers who worked during a particular reference week.

Source: For 1967: *Working Mothers and Their Child Care Arrangements, Canada* Department of Labour, 1970.

For 1973: *Statistics Canada, The Labour Force, September 1975.*

For 1981: *Statistics Canada, Initial Results from the 1981 Survey of Child Care Arrangements, October 1982; and Statistics Canada, Women in Canada: A Statistical Report, March 1985.*

For 1986: *National Day Care Information Centre, Fact Sheet: Status of Day Care in Canada, 1986; and Statistics Canada, Labour Force Annual Averages, 1981-1986.*

For 1990: *National Child Care Information Centre. Status of Day Care in Canada, 1990; and Statistics Canada, Labour Force Annual Averages, 1990.*

Adapted from: *House of Commons (1987). Sharing the Responsibility. Report of the Special Parliamentary Committee on Child Care. Table A15, p. 151.*

Estimates based on maternal labour force data, while frequently used, have three drawbacks. First, they overestimate the number of children needing child care, since labour force participants include those who work any number of hours, as well as individuals who are unemployed and looking for work. About 30% of mothers work part time; and some work relatively few hours, perhaps only on an on-call basis or only when their partners can provide child care. When correlated information about parents' work hours and schedules is unavailable, labour force participation is, in itself, a crude measuring stick that treats all children of working mothers the same, and obscures the nature and extent of child care needs.

A second drawback is that maternal labour force data do not account for male-headed, one-parent families. The third, and perhaps most important drawback to relying on maternal labour force data is that its use reinforces the assumption that child care is needed only to replace mothers' time at work. In fact, families need and use child care for a variety of reasons, only some of which are work-related. Table C-2 lists a range of purposes served by non-parental child care. Recognizing that child care is needed and used as a support to families and as a source of stimulation for children carries significant policy implications that changes one's perspective on child care and neighbourhood resources.

Table C-2

Purposes/Functions Served by Supplemental Child Care

1. To provide appropriate care when both parents (or a lone parent) are working, or engaged in an employment activity, such as:
 - attending a conference or travelling out of town in connection with work,
 - farm labour, or
 - looking for work.
2. To provide appropriate care when parents are continuing their education or are enrolled in a training or re-training program.
3. To provide care for children and support to families with special needs, such as:
 - families in which one or both parents have chronic health problems,
 - families experiencing, or at risk of experiencing significant distress,
 - families with a background of, or high risk of child abuse and neglect, and
 - families with a handicapped or chronically ill child.
4. To provide children with opportunities to participate in experiences designed to stimulate their physical, intellectual and emotional development, promote personal competence, and enable the development of social skills through interactions with other children and adults.
5. To provide children with special needs with an opportunity to receive specially designed stimulation and remediation in a setting that allows social interaction with other children and adults.
6. To provide appropriate child care as a supportive resource to families at specific times of peak need:
 - a family illness or emergency,
 - childbirth,
 - seasonal employment,
 - lack of availability of regular caregivers,
 - school or program closing during summer months, professional development days, holidays, etc.
7. To provide appropriate care when parents are engaged in:
 - volunteer or community activities,
 - religious or ethnic groups/activities,
 - personal or social tasks or activities,
 - family tasks (with, or on behalf of family members) at which time it is appropriate or desirable to use supplemental child care.

Source: Lero, D.S., Pence, A., Brockman, L., Charlesworth, M., Canning, P., Esbenson, S., Morrison, F., and Goelman, H. (1985). Parents' needs, preferences and concerns about child care: Case studies of 336 Canadian families. A background paper prepared for the Federal Task Force on Child Care. Ottawa: Secretary of State.

Estimates of Children Needing Full-Time Care

Each year since 1973, Health and Welfare Canada has produced either a booklet or a fact sheet, the **Status of Day Care in Canada**. Cumulatively, these reports provide a fascinating historical perspective on the growth of day care spaces in licensed centres and family day care homes for Canada and each province; changes in sponsorship and auspices over time; and shifts in the age distribution of children in formal or licensed child care. The annual summaries also estimate the number of available full-time day care spaces and the number of children in different age categories who presumably need full-time care.

Until 1983, the National Day Care Information Centre (as it was then called) based its estimates of the need for full-time child care solely on maternal labour force data. At that time, its practice was reviewed because "...many mothers work part-time and do not require a full-time day care space. This creates an exaggerated impression of the degree of unmet need. On the other hand, if only the numbers of children of two working full-time parents are used, there may be built-in underestimations of the need, in that a parent working 20 hours a week would not likely find a part-time day care space to match the hours needed for care" (National Child Care Information Centre, 1989, p. 4).

This quotation illustrates some of the conceptual issues and assumptions underlying estimates of full-time child care needs. In fact, some parents who work full time (30 or more hours per week) may not need any non-parental care, or may need only part-time care -- especially if the parents can provide care themselves while working, or if work schedules can be arranged so that one parent can provide care while the other parent is at work.

Since 1983, the **Status of Day Care in Canada** reports have provided four estimates of the number of children presumably needing full-time care. The four estimates represent the number of children in each age group (0-17 months, 18-35 months, 3-5 years, and 6-12 years) with:

- i. mothers in the labour force,
- ii. full-time working parents:
 - two-parent families in which both parents work full time, and
 - one-parent families in which a lone parent works full time,
- iii. full-time working parents plus students:
 - all families in category (ii) above, plus
 - families in which both parents in two-parent families work full time or are full-time students, and
 - lone parents who are full-time students,
- iv. full-time working parents plus students, plus parents working 20- 29 hours a week:
 - all families in category (iii) above, plus
 - two-parent families in which one parent works 20-29 hours per week while the other works full time or is a full-time student, plus
 - two-parent families in which both parents work 20-29 hours per week, and
 - lone parents who work 20-29 hours per week.

These four estimates can be confusing (which is the "real" estimate?), but in fact, they provide useful maximum and minimum values. As a rule, the number of children with full-time working parents is the smallest estimate, and "children with mothers in the labour force" is the largest for each age group. In some cases, the estimate for children with mothers in the labour force is twice that for children in the same age category with full-time working parents. For example,

estimates of children aged 3-5 who may have needed child care in 1990 ranged from 327,056 (with full-time working parents) to 641,893 (with mothers in the labour force). Accordingly, estimates of the percentage of 3-5 year olds served in licensed child care varied from 54% to 28%.

The **Status of Day Care in Canada** reports still estimate the number of children in Canada likely to need **full-time** care and the percentage of those children supposedly enrolled in licensed day care centres and family day care homes. In the process, however, the use of criteria other than the number of mothers participating in the labour force has sensitized both Health and Welfare Canada and readers of their reports to the fact that child care has uses beyond enabling parents to work full time. Moreover, it is evident that some children require more hours of supplemental care than others. Restricting estimates only to the number of children presumed to need full-time care now seems to be an arbitrary and limited perspective.

Estimates of Children Needing Some Non-Parental Child Care

Estimates have also been made of the number of children younger than 6 and children aged 6-14 presumed to potentially need **some** non-parental child care to enable their parents to work. In his review of demographic trends in the family and in a paper on projected child care needs, Ram (1988, 1990) has identified two groups of children potentially in need of non-parental child care. They are:

- all children in one-parent families, and
- children in two-parent families in which the mother is in the labour force.

Ram's stated rationale for choosing these two groups is: (1) that lone parents, out of necessity, must work to support their families and, therefore, need non-parental child care; and (2) that mothers still are the main care providers in families; hence most working mothers need child care when their partners are unavailable. Using census data, Ram estimated the number of children needing care in 1971, 1976, 1981, and 1986 and projected future needs to the year 2001. Ram's estimates are reproduced in Table C-3.

Table C-3

Previous Estimates of Children Potentially Needing Non-Parental Child Care, Canada, 1971, 1976, 1981, 1986, and 2001

	1971	1976	1981 (000s)	1986	2001 ¹
Children < 6 Years					
Total in families	2,196	2,045	2,075	2,109	1,591
In one-parent families	145	138	179	222	233
In families with wife in labour force	506	641	850	1,046	873
Total needing care ²	651	779	1,029	1,268	1,106
Percent needing care ²	29.6	38.1	49.6	60.1	69.6
Children 6-14 Years					
Total in families	4,087	3,680	3,251	3,141	2,911
In one-parent families	368	383	408	449	586
In families with wife in labour force	1,230	1,443	1,541	1,699	1,459
Total needing care ²	1,598	1,826	1,949	2,148	2,045
Percent needing care ²	39.1	49.6	60.0	68.4	70.2

¹ Based on an extrapolated scenario of continuing decreases in fertility rates, increases in maternal labour force participation, and increases in the rate of marital dissolution.

² Estimated number or percentage based on census data.

Source: Estimates provided in B. Ram (1990). *New trends in the family: Demographic facts and features*, Ottawa: Minister of Supply and Services Canada, Catalogue 91-535E, Table 4.2, p. 38; and B. Ram (1988) *Family structure and extra-parental child care need in Canada: Some projections*, Tables 4 and 5.

Ram's approach is an interesting contrast to the one used by Health and Welfare Canada in the *Status of Day Care* reports. Clearly, they estimate two different groups of children:

- Ram estimates children potentially needing any non-parental care to enable their mothers to work, with very liberal assumptions about lone parents' involvement in the labour force;
- the *Status of Day Care in Canada* reports estimate children potentially needing full-time care to allow parents to work and/or study at least 20 hours per week, based on data collected annually on parents' actual employment and enrolment in educational programs.

Not surprisingly, the estimates produced by Ram and by Health and Welfare Canada are widely divergent. Ram's estimate of the number of preschool-age children needing care in 1986 was 1,268,000, compared to the 1986 *Status of Day Care in Canada* estimate of 797,817. Clearly, the assumptions used to estimate child care needs can result in very different outcomes. It is precisely for this reason that researchers, policy makers, and child care advocates should be aware of the complexities involved in estimating child care needs and interpreting those estimates.

Our review of these three different methods of estimating child care needs should alert readers to the following conceptual issues:

1. One can estimate the number of children likely to need any child care or the number of children presumably needing only full-time care. Estimates will be quite different in these circumstances.
2. The criteria for defining child care needs must be understood to interpret estimates correctly. In most cases, estimates presume that child care is necessary only to enable parents (most often mothers) to participate in the labour force.

3. Some estimates are more age-specific than others. The more specific the estimate, the more informative it is. Child care needs and use patterns are quite different for infants compared to 4 or 5 year olds, and for young school-age children compared to 11 or 12 year olds.

There are other issues that readers should be aware of when considering child care needs:

4. At any point in time, parents' labour force participation and corresponding estimates of child care needs reflect the availability of jobs, child care services, and child care subsidies. To explain further, parents' employment and estimates of child care needs interact dynamically in a chicken-and-egg fashion. Specifically, the need for child care is based most often on parents' (usually mothers') actual labour force involvement, implying that work involvement causes child care needs. However, some parents do not work because their child care needs cannot adequately be met. The percentage of unmet child care needs that constrain parents' labour force participation or limit the number of hours parents work cannot be estimated on the basis of labour force data, and is an unmeasured component of child care needs. Significant increases (or decreases) in the availability of affordable, convenient, high quality child care could result in higher (or lower) labour force participation rates, affecting corresponding estimates of the number of children needing supplemental care.
5. All existing estimates of child care needs are based on a "snapshot" of family and labour force data taken at a particular time. Data collected in March may reveal a different picture than data collected in June or November because of seasonal employment variations, as well as longer-term economic and demographic trends.
6. While the option of parents off-shifting their work schedules has occasionally been recognized, no data have been available to determine how widespread this practice may be, and to what extent it may serve to reduce estimates of the number of children needing non-parental child care.
7. Similarly, some parents are able to care for their children while they work -- especially if they work at home. The obvious example is the family home day care provider who looks after her own children, as well as other children. It should not be assumed, however, that all parents who work at home can or do provide their own child care.
8. Estimates of children or families needing child care based on parental labour force participation provide only vague boundary lines. It is only by examining child care use patterns that one can "fine-tune" child care estimates and bring the picture of children and families needing non-parental care into clear focus.

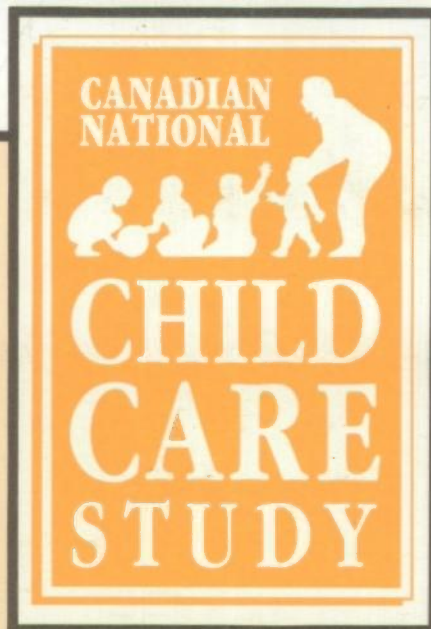
The methods and assumptions used to estimate families' and children's child care needs are described in Chapter 8 of this report. National estimates of families and children needing full- and part-time care are provided in Chapter 8; provincial estimates are included in Appendix B (Tables B5, B6, and B7).

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The Canadian National Child Care Study

is a collaborative research project among four members of the National Day Care Research Network, Statistics Canada, and Health and Welfare Canada.

It was designed to provide comprehensive and reliable information about



Canadian families and their child care arrangements, parental work patterns, and factors that affect families as they strive to maintain their family's economic well-being and meet the needs of their children.

Major research reports based on the study can be ordered directly from Statistics Canada.



Introductory Report

Where are the children? An overview of child care arrangements in Canada

Where are the children? An analysis of child care arrangements used while parents work or study

Parental work patterns and child care needs

Work place benefits and flexibility: A perspective on parents' experiences

Patterns of child care in one-and two-parent families

Stay-at-home parents: An option for Canadian families

Canadian child care in context: Perspectives from the Provinces and Territories



Additional research reports are being planned that will address:

- *Infant Care*
- *Care for School-Age Children*
- *Family Day Care Arrangements*
- *Urban and Rural Families*
- *Immigrant Families and Their Child Care Arrangements*
- *Children with Special Needs*
- *Work, Family and Child Care*
- *Affordability and Availability of Child Care Alternatives*
- *Perceived Effects of Child Care Experiences on Children and Their Parents*
- *Inter-Provincial Differences in Child Care Use Patterns*

Researchers can obtain a copy of the public use microdata tape of the National Child Care Survey and a copy of the Microdata Users' Guide by contacting the Special Surveys Group, Household Surveys Division of Statistics Canada.

