



Kem C. Gardner
POLICY INSTITUTE
THE UNIVERSITY OF UTAH

DAVID ECCLES SCHOOL OF BUSINESS

Family-friendly Workplace Policy Survey Newsmaker Breakfast

September 7, 2022

INFORMED DECISIONS™

Kem C. Gardner Policy Institute | 411 East South Temple Street, Salt Lake City, Utah 84111 | 801-585-5618 | gardner.utah.edu

Demographics

Demographics ¹		Survey ²	State
Gender ³	Male	41%	48%
	Female	59%	52%
Age ⁴	18–24	2%	5%
	25-34	35%	38%
	35-44	48%	45%
	45-54	13%	10%
	55-64	1%	1%
	65 and over	<1%	<1%

Demographics ¹		Survey ²	State
Household Income ⁵	<\$20,000	1%	4%
	\$20,000–\$39,999	6%	8%
	\$40,000–\$59,999	16%	12%
	\$60,000–\$79,999	19%	15%
	\$80,000–\$99,999	18%	15%
	\$100,000–\$150,000	24%	25%
	Over \$150,000	16%	21%
	Some high school	1%	5%

Demographics ¹		Survey ²	State
Education ⁶	High school graduate	14%	20%
	Some college/Tech. ⁷	24%	24%
	Assoc. degree	13%	12%
	College graduate	33%	28%
	Graduate work or degree	14%	12%
Race/Ethnicity ⁸	White	86%	78%
	Non-white/Hispanic	13%	23%

1 Data has been rounded to the nearest percent.

2 Weighted to adjust education levels to better reflect population of Utah families with children under 12. Weighted sample still over overrepresents respondents with higher education and income levels and underrepresents respondents with lower education and income levels compared to the total population of Utah families with children under 12.

3 Steven Ruggles, Sarah Flood, Ronald Goeken, Megan Schouweiler and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <https://doi.org/10.18128/D010.V12.0>.

4 *IBID.*

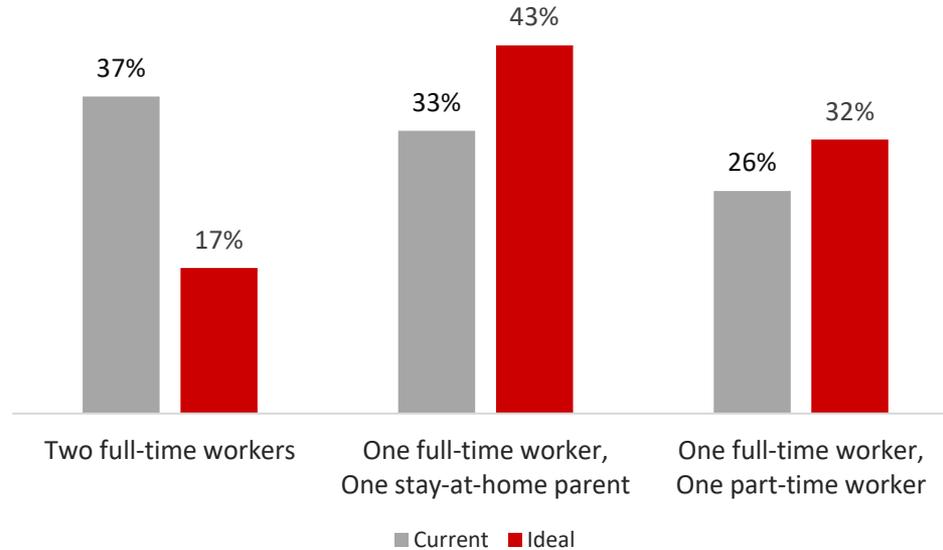
5 *IBID.* Data was adjusted for inflation.

6 Steven Ruggles, Sarah Flood, Ronald Goeken, Megan Schouweiler and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <https://doi.org/10.18128/D010.V12.0>.

7 Survey responses “trade or technical school certificate” (7%) and “some college” (17%) have been combined here to allow for comparison with state data.

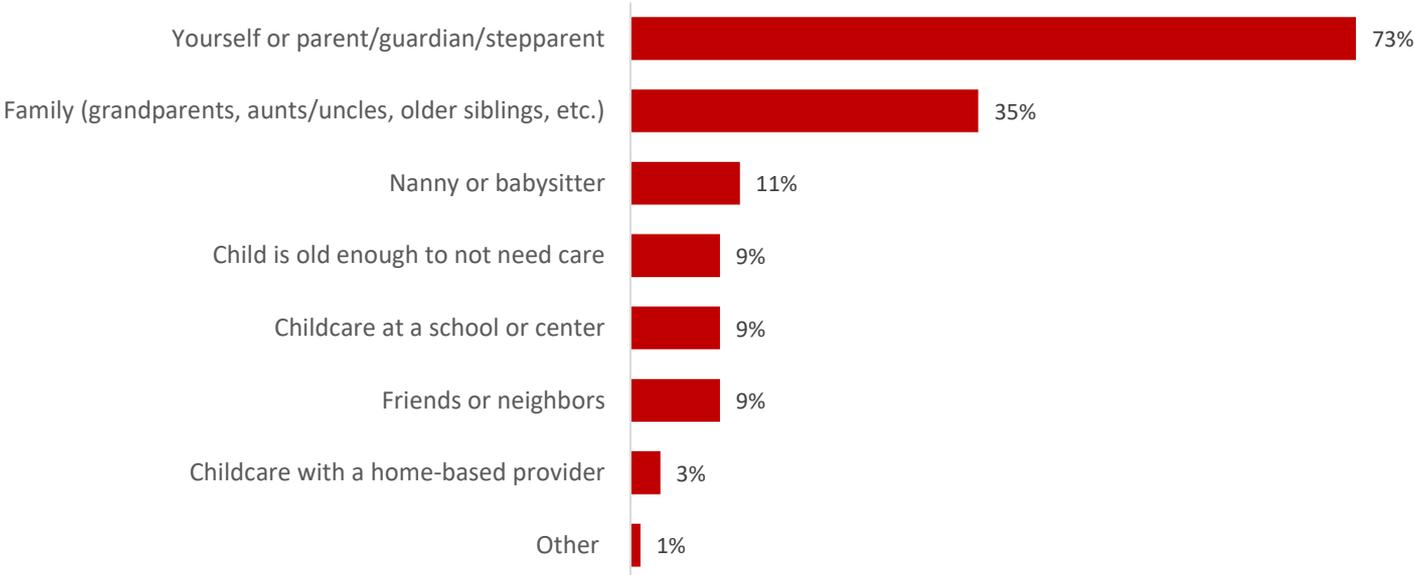
8 Steven Ruggles, Sarah Flood, Ronald Goeken, Megan Schouweiler and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <https://doi.org/10.18128/D010.V12.0>.

Two-Parent/Guardian Household Current and “Ideal” Employment Status



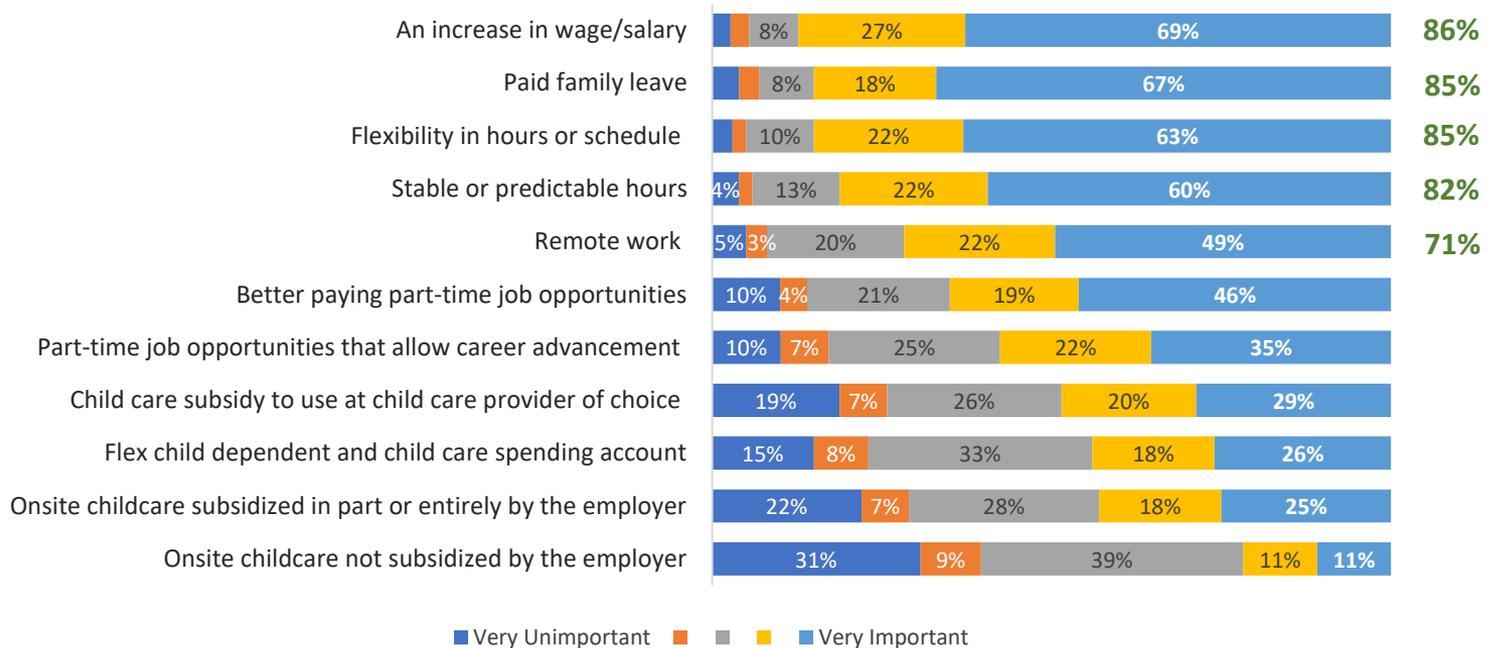
Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute

Who cares for your children when they are not in school? (n=605)



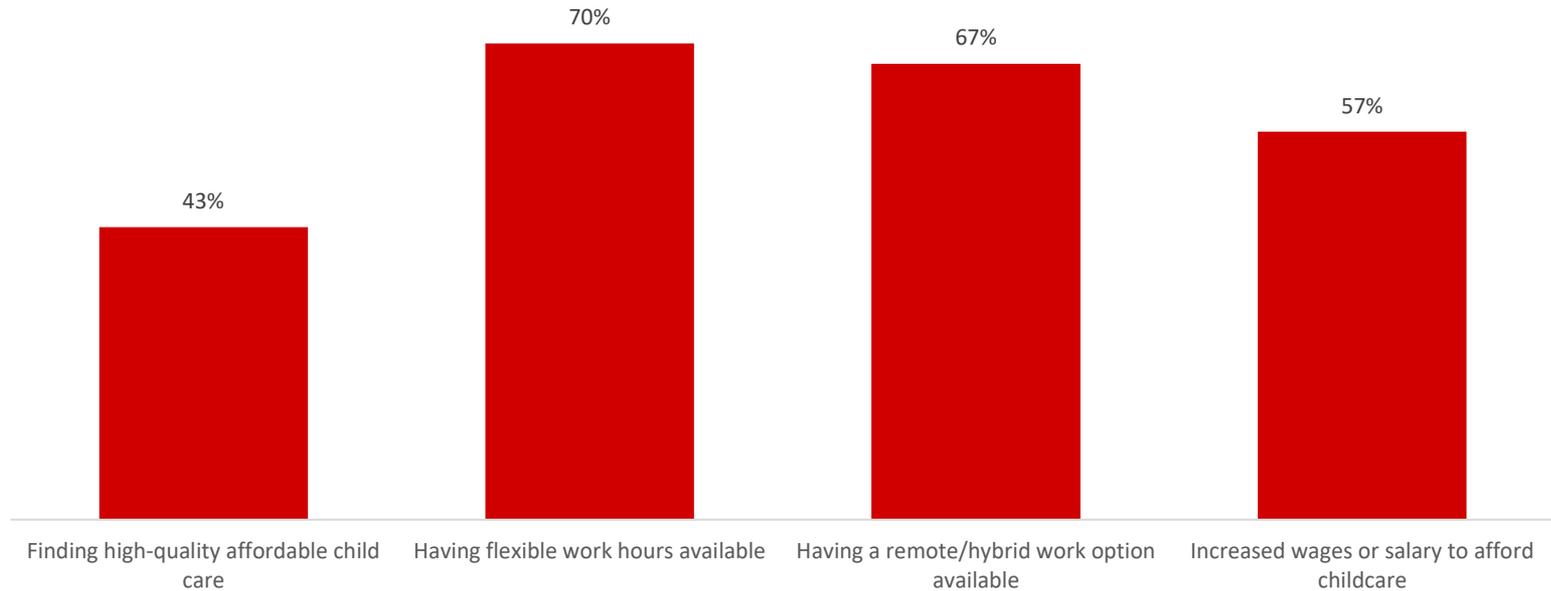
Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute

How important is it that your employer or your spouse's/co guardian's employer provide the following for your family to achieve your ideal arrangement for work and childcare?



Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute

Would any of the following cause you/a parent/guardian to work more than you currently do? (select all that apply) (families with at least one adult who is not working full-time) (n=352)



Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute

Would the following cause you or the other parent or guardian to work MORE than you currently do:

- **FINDING HIGH QUALITY AFFORDABLE CHILDCARE -**
(by age of children)

	Children under 6	No Children under 6
	<i>n=226</i>	<i>n=124</i>
Yes	50%	27%
No	50%	73%

Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute

**Would the following cause you or the other parent or guardian to
work MORE than you currently do:
- FINDING HIGH QUALITY AFFORDABLE CHILDCARE -
(by age)**

	25 to 34	35 to 44	45 to 54
	<i>n=121</i>	<i>n=170</i>	<i>n=48</i>
Yes	54%	35%	29%
No	46%	65%	71%

Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute

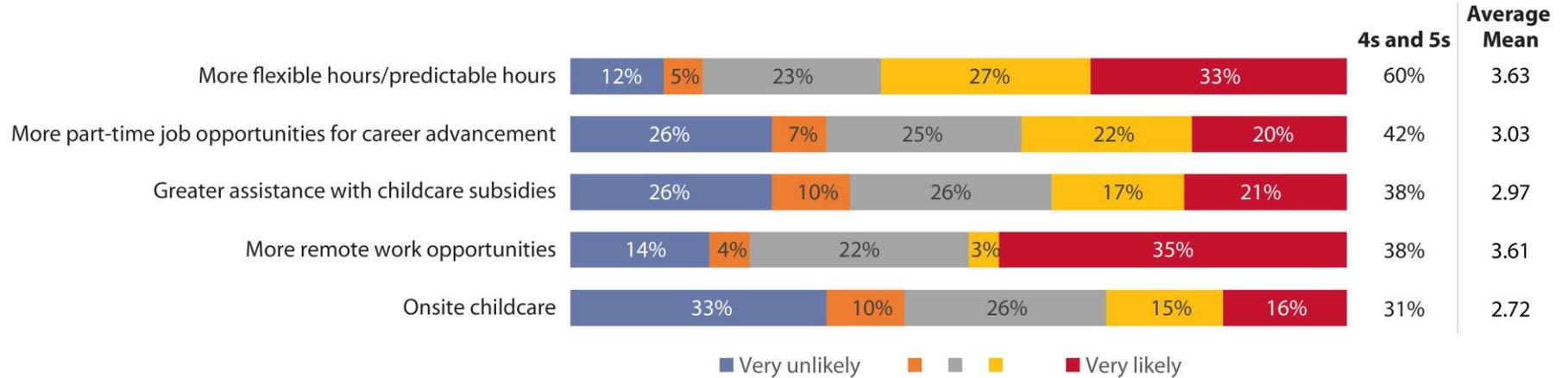
Would any of the following to cause you or any other parent or guardian to work more than you currently do?

	Men (n=156)	Women (n=194)
Finding high-quality affordable childcare	31%	49%*
Having Flexible work hours available	60%	77%*
Having a remote or hybrid option available	56%	76%*

*Indicates a statistically significant difference.

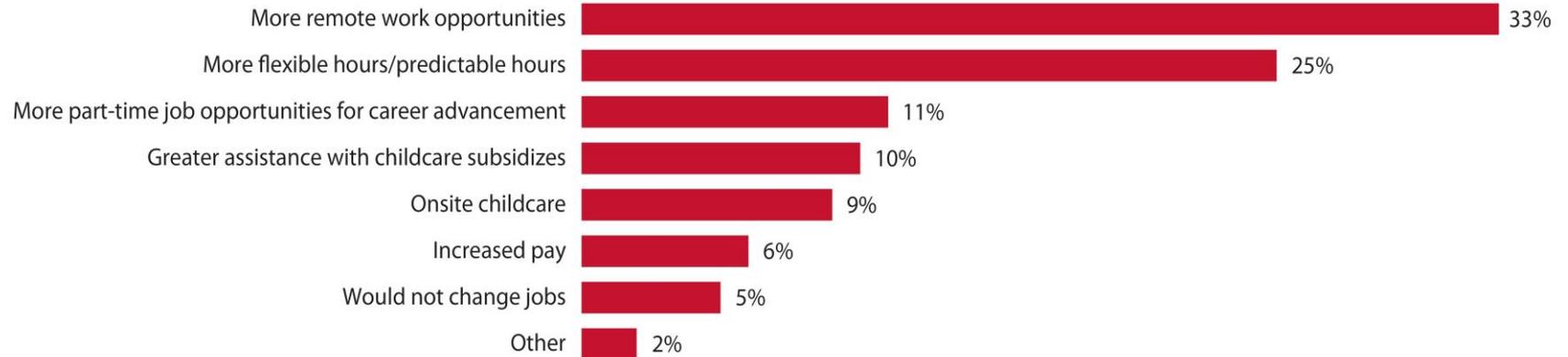
Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute

How likely would you be to change your job, employer, or industry if you found an opportunity that offered...



Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute

Which opportunity would be MOST likely to influence you to consider changing your job, employer, or industry?



Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute

Is there anything an employer could do to make it easier to achieve your ideal work and childcare balance?

Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute

“When I was single, it was nearly impossible for me to leave work when one of my children was sick. If my employer had policies that were more flexible when it comes to that, and not losing pay if my child has to come home sick suddenly, that would have been life changing for me.”

“Allow increased work-from-home options, allow for more flexible hours during the day, avoid requiring commitments during the hours that children typically need to be dropped off or picked up from school.”

Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute