

UCLA Labor Center

Domestic Work Research Highlights

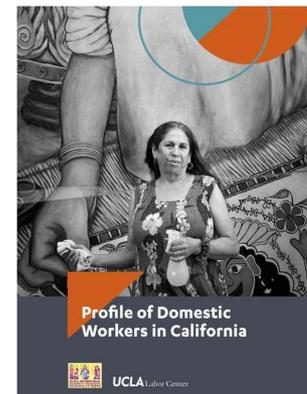
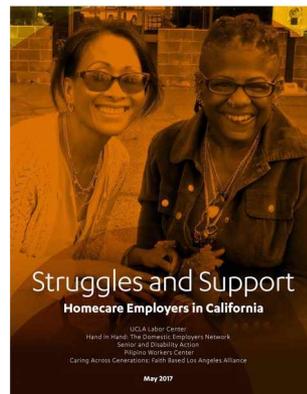
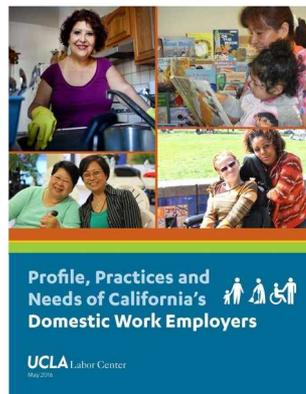
April 29, 2022

Domestic Workers Health and Safety Advisory Committee

Saba Waheed, Research Director

About the UCLA Labor Center

The UCLA Labor Center develops research, education, and policy initiatives that aim to create jobs that are good for workers and their communities, to improve the quality of existing jobs in the low-wage economy, and to strengthen the process of immigrant integration, especially among students and youth.



Agenda

Part 1: Profile of Domestic Workers

- a. Demographics
- b. Work Characteristics

Part 2: Profile of Domestic Employers

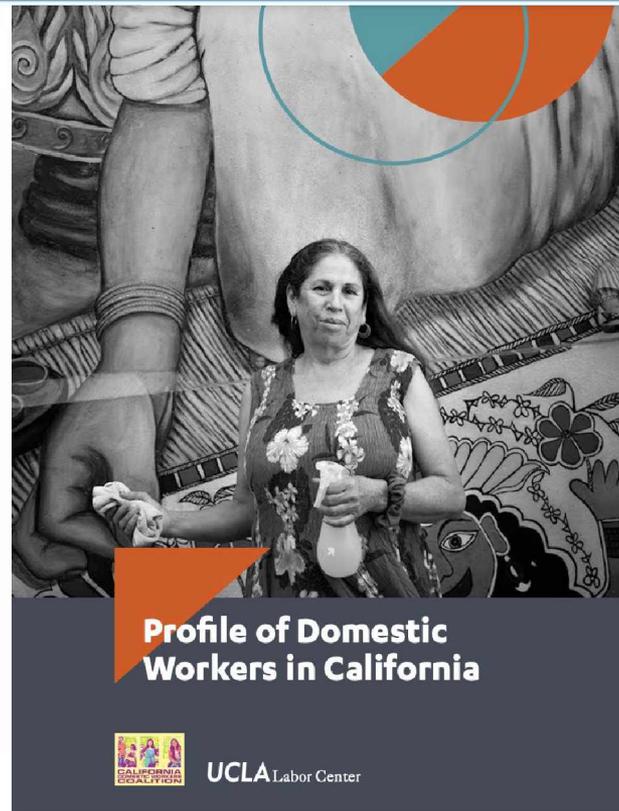
- a. Demographics
- b. Hiring arrangements
- c. Practices and Support



Part 1: Profile of Domestic Workers

Methodology

- Analysis of 5-year sample (2014-2018) of the American Community Survey
- Report released in 2020



Estimates of Domestic Workers

There were **324,829** employed domestic workers in California

Government statistics are most likely undercounting workers.



34% work in Los Angeles



Housecleaning workers

26%



Childcare providers

10%



Homecare attendants

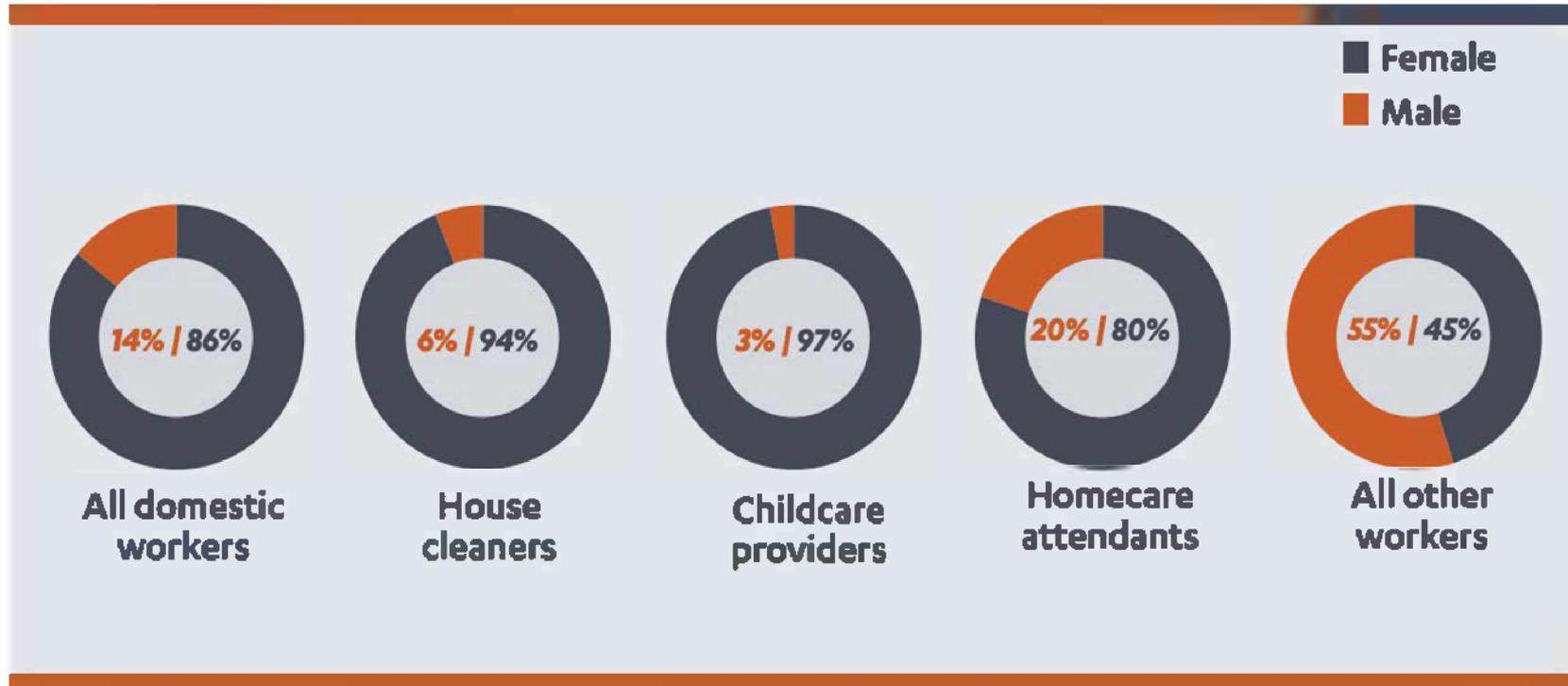
64%

Profile of Domestic Workers



Demographics

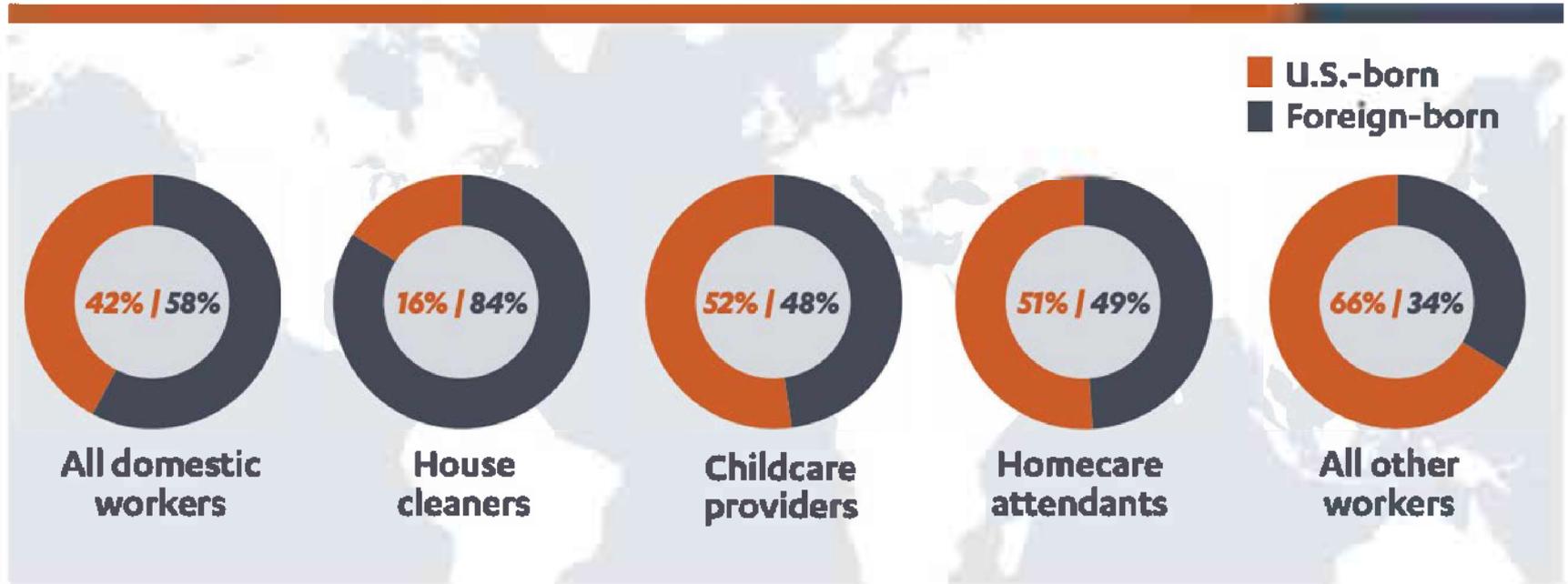
Gender



Race/Ethnicity

Race/ ethnicity	All domestic workers	House cleaners	Childcare providers	Homecare attendants	All other workers
Latinx	51%	87%	49%	36%	37%
White	23%	9%	39%	26%	40%
Asian	16%	2%	7%	24%	15%
Black	8%	1%	2%	11%	5%
Other	2%	1%	3%	3%	3%

Nativity



Top 10 Countries of Birth for Foreign -Born Workers

Country of Birth	All domestic workers	House cleaners	Childcare providers	Homecare attendants	All other workers
Mexico	41%	61%	33%	28%	40%
Philippines	11%	<1%	3%	19%	8%
El Salvador	10%	16%	13%	5%	4%
Guatemala	6%	12%	11%	2%	3%
China	5%	<1%	3%	8%	5%
Vietnam	4%	<1%	1%	7%	5%
Korea	1%	<1%	1%	2%	3%
Iran	1%	<1%	<1%	2%	2%
Honduras	1%	2%	3%	<1%	1%
Peru	1%	1%	2%	1%	1%

English Language Proficiency for Foreign -Born Workers

English Proficiency	All domestic workers	House cleaners	Childcare providers	Homecare attendants	All other workers
Little to none	42%	57%	31%	34%	25%
Proficient	27%	25%	29%	28%	23%
Very proficient or fluent	31%	18%	40%	38%	52%

Years in the US of Foreign -Born Workers

Years in the U.S.	All domestic workers	House cleaners	Childcare providers	Homecare attendants	All other workers
0-5	7%	4%	16%	8%	8%
6-10	10%	7%	11%	10%	9%
11-15	12%	14%	11%	12%	13%
16-20	13%	15%	12%	12%	15%
21+	58%	60%	50%	58%	55%

Age

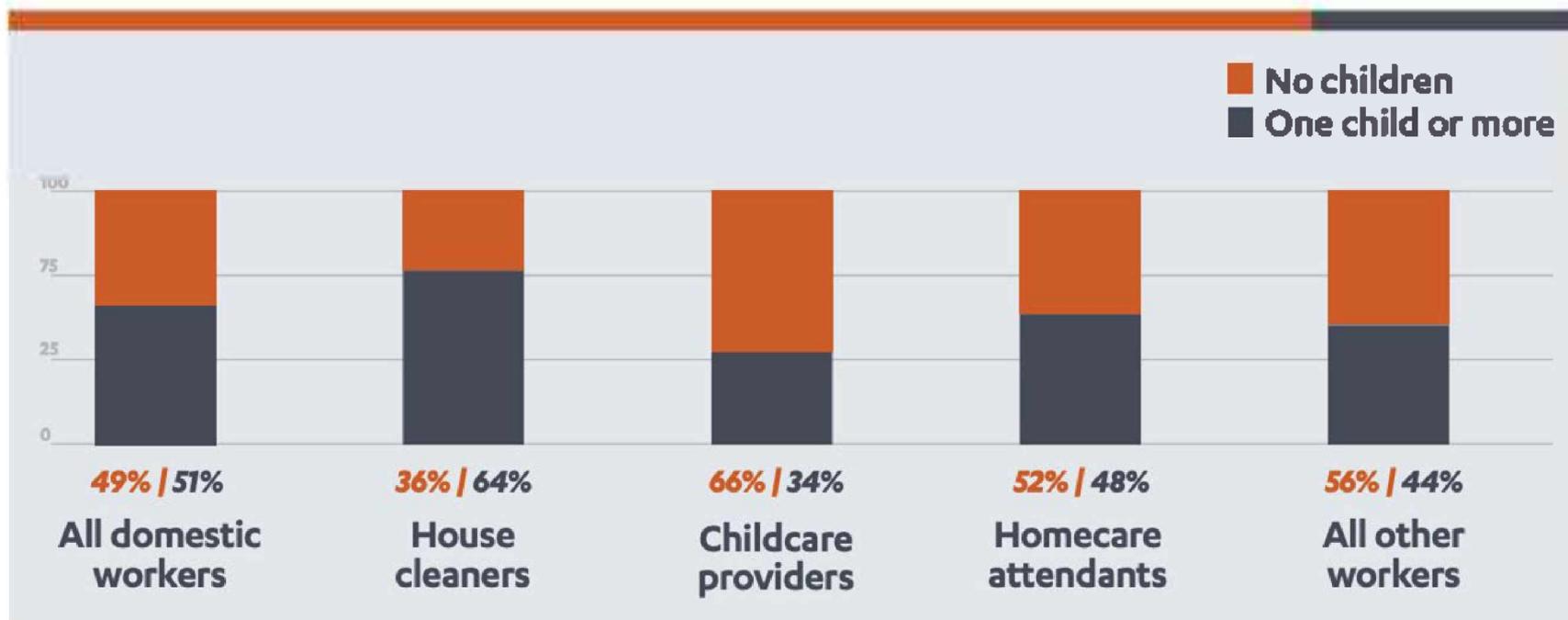
Age	All domestic workers	House cleaners	Childcare providers	Homecare attendants	All other workers
16–30	17%	8%	46%	17%	28%
31–45	28%	37%	21%	25%	33%
46–60	39%	44%	25%	40%	29%
60+	16%	11%	8%	18%	10%
	All domestic workers	House cleaners	Childcare providers	Homecare attendants	All other workers
Median age	48	47	33	49	40

54% are 46 years of age or older

Education Attainment

Degree	All domestic workers	House cleaners	Childcare providers	Homecare attendants	All other workers
< high school degree	31%	56%	19%	22%	12%
High school degree	28%	27%	24%	29%	20%
Some college or associate's degree	29%	13%	37%	35%	32%
Bachelor's degree or higher	12%	4%	20%	14%	36%

Children in Home



Profile of Domestic Workers



Work Characteristics

Domestic Work Sectors

Figure 2: Domestic Work Occupations

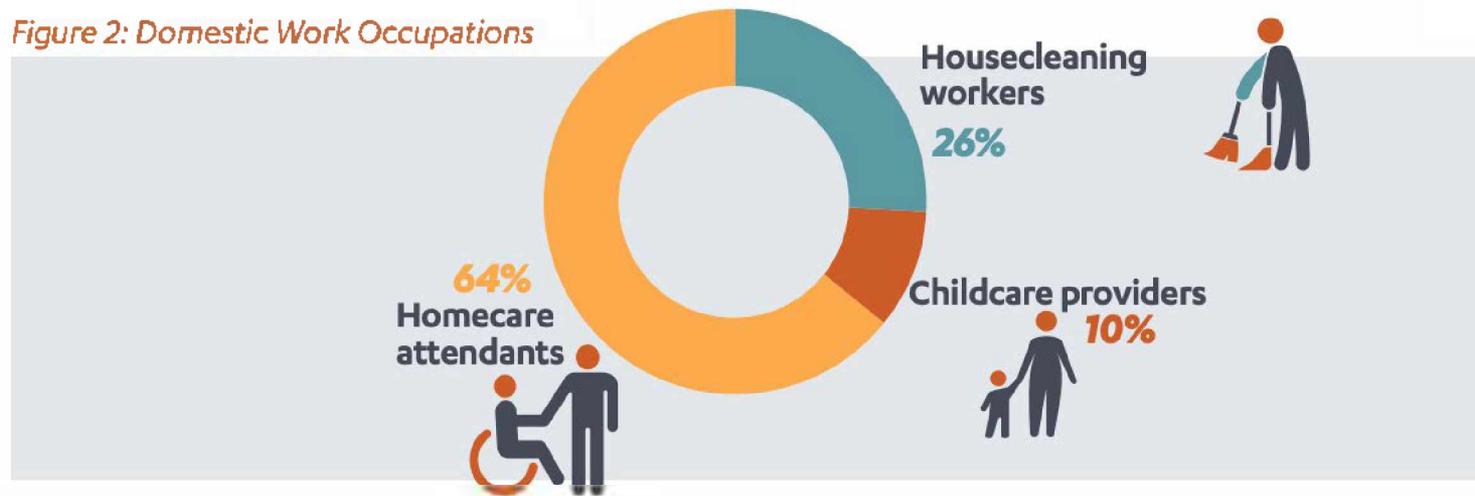
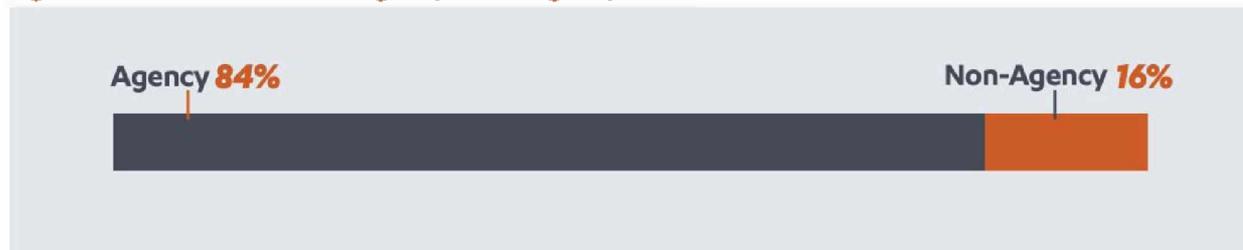


Figure 3: Home Attendants in Agency or Nonagency Jobs



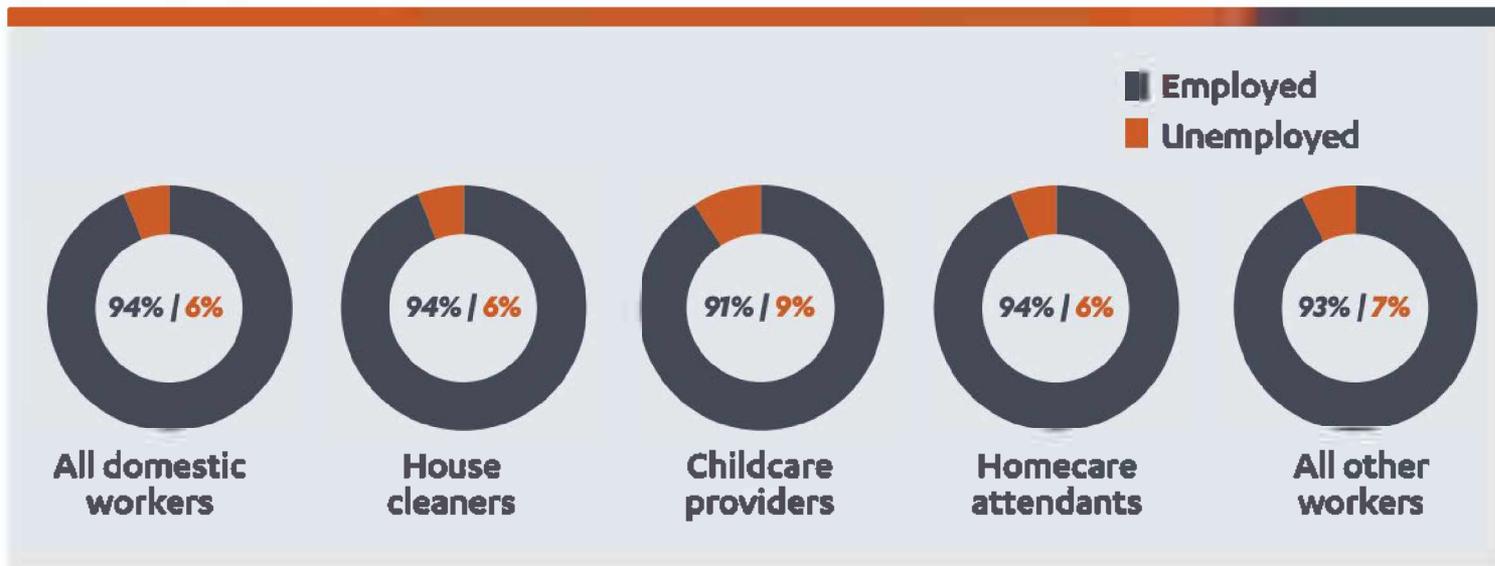
Labor Force Participation

Figure 4: Labor Force Participation



Employment Status

Figure 5: Employment Status



Full-year, full-time work

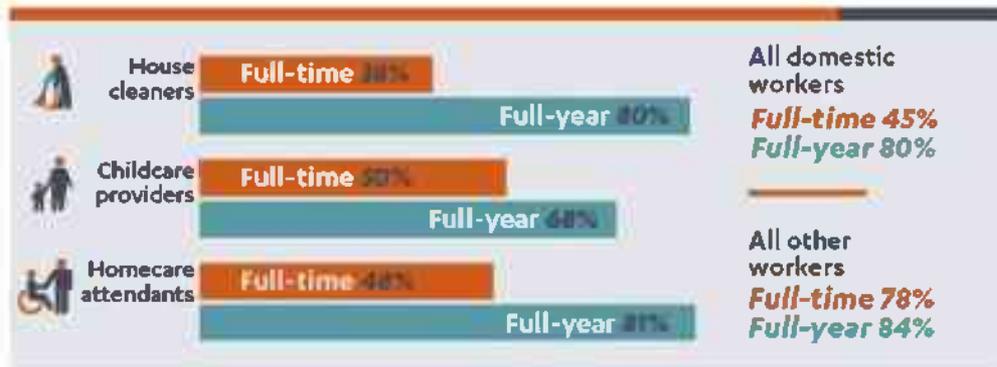
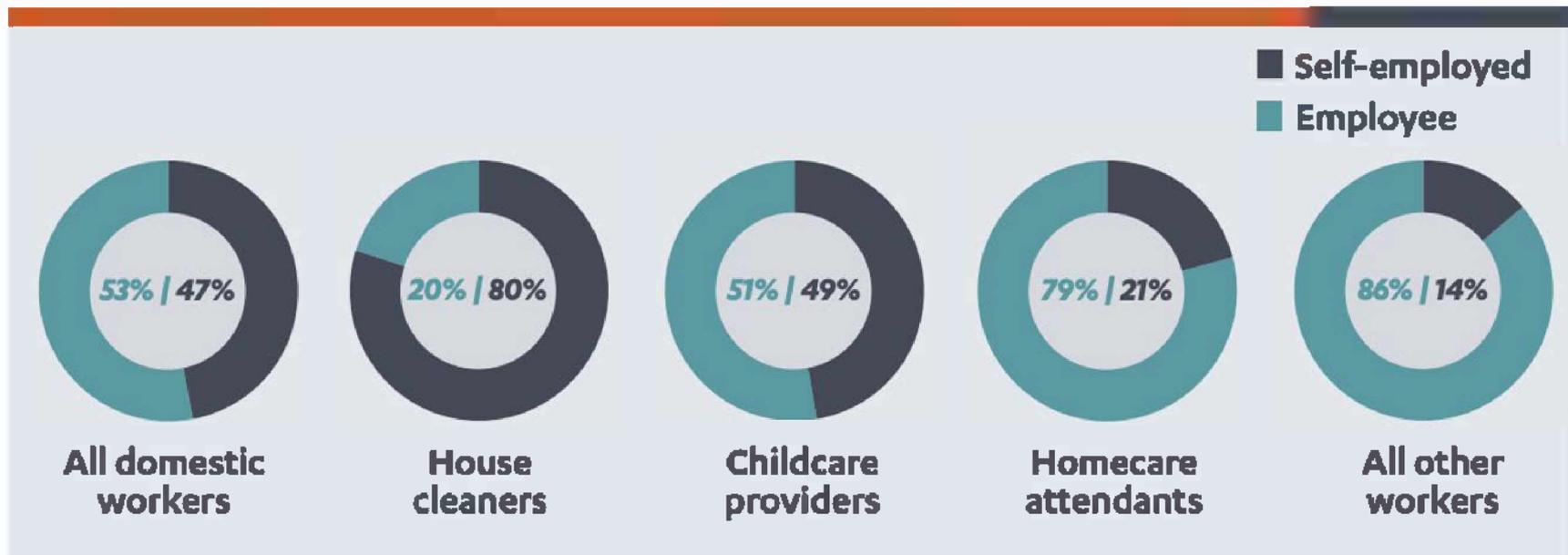
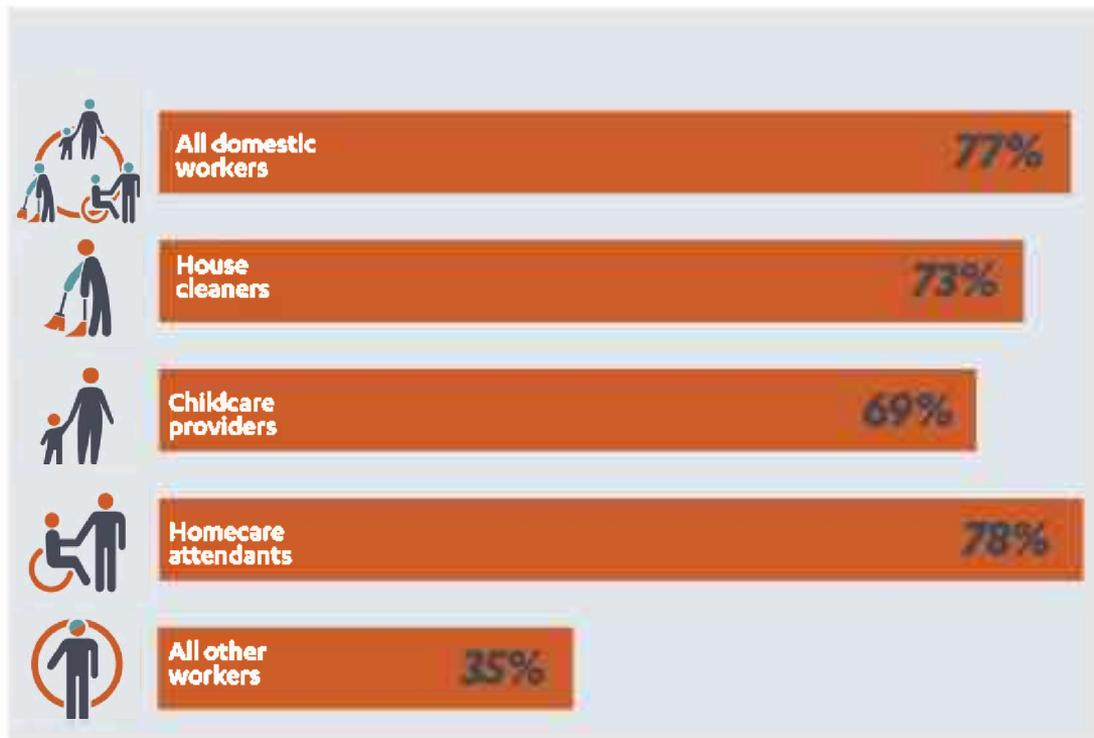


Image Description: Smiling worker standing in front of building.

Employee and Self -Employed Status

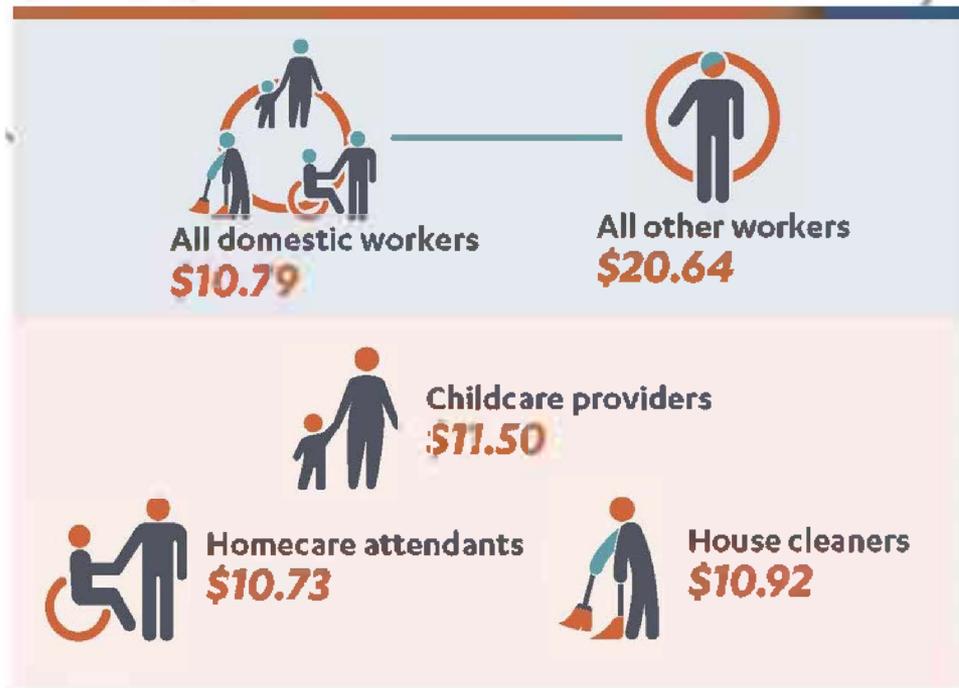


Low -Wage Status



77% of domestic workers earn low wages (less than \$15.29/hr)

Median Hourly Wage



Part 2: Domestic Work Employers

Methodology

- First statewide study of employers
- 3 surveys, one for each workforce
- Randomized phone survey -- called 55k households, 3654 screened, 590 qualified, 501 completed
- Checked data with sample universe and worker data
- Report released in 2016

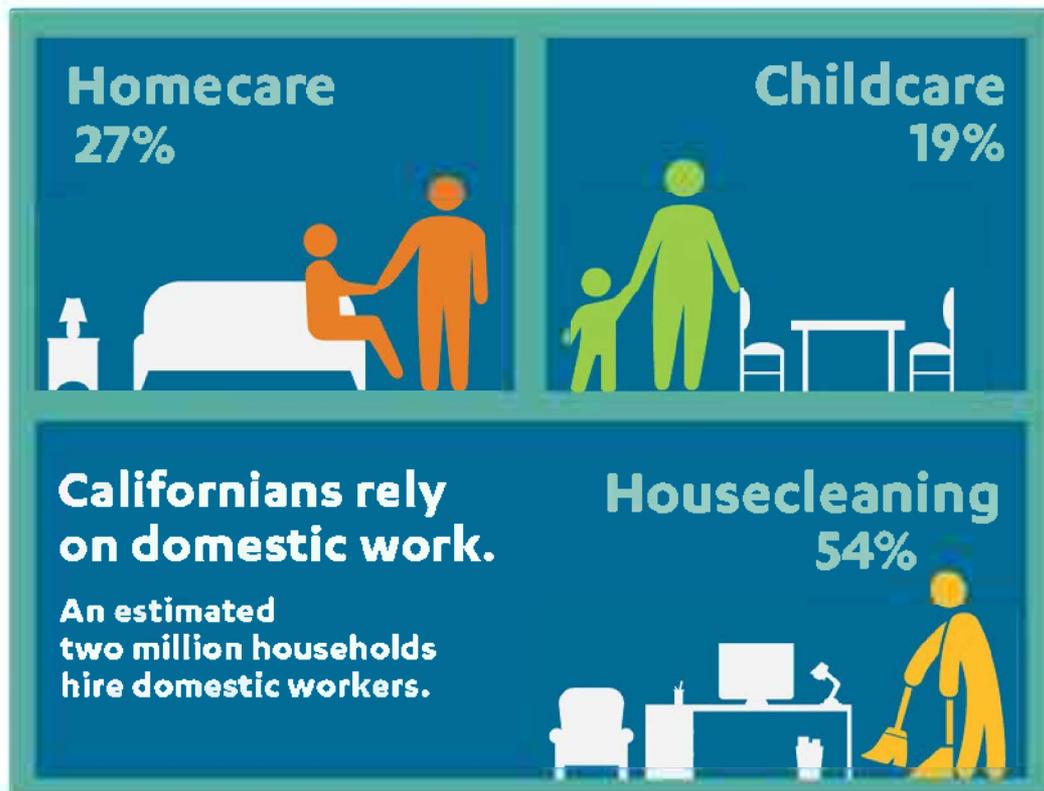


**Profile, Practices and
Needs of California's
Domestic Work Employers**



UCLA Labor Center
May 2016

Californians rely on domestic work



Profile of Domestic Employers



Demographics

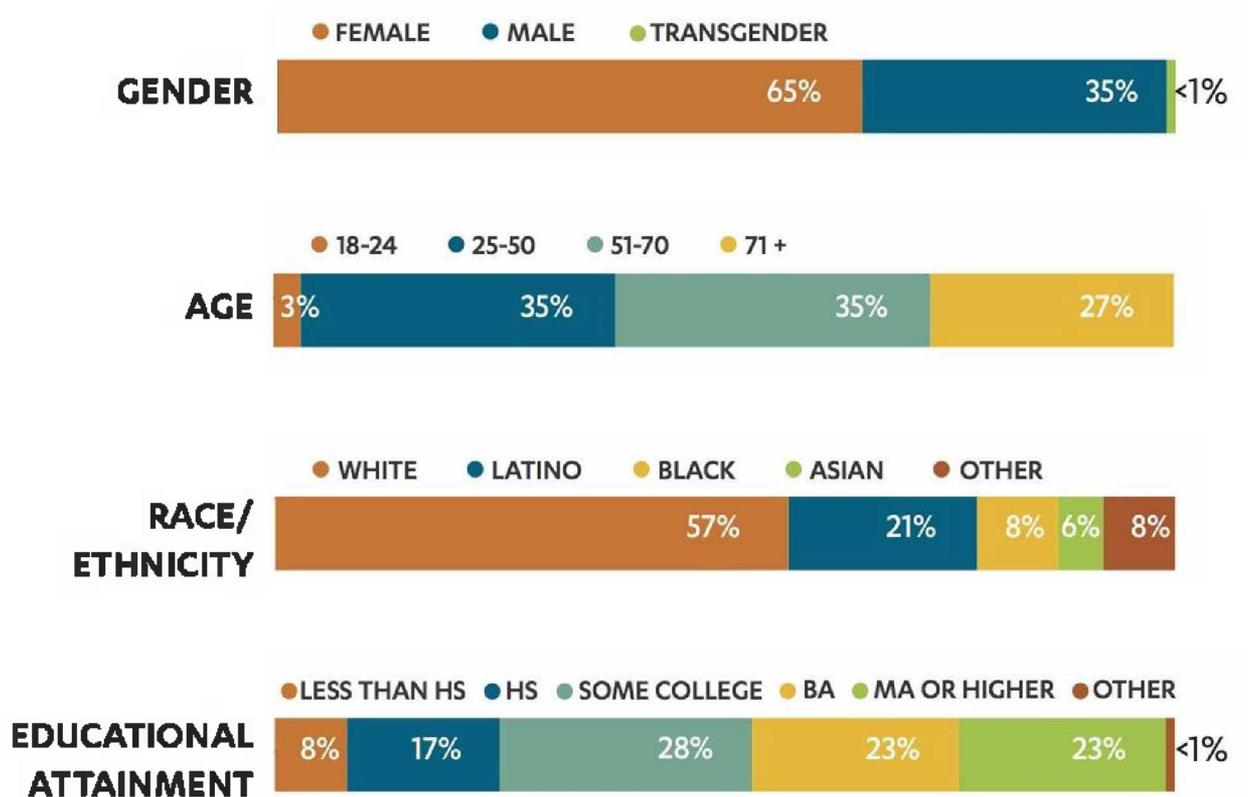
Employers in California

- Southern California 63%
- Central California 11%
- Northern California 26%

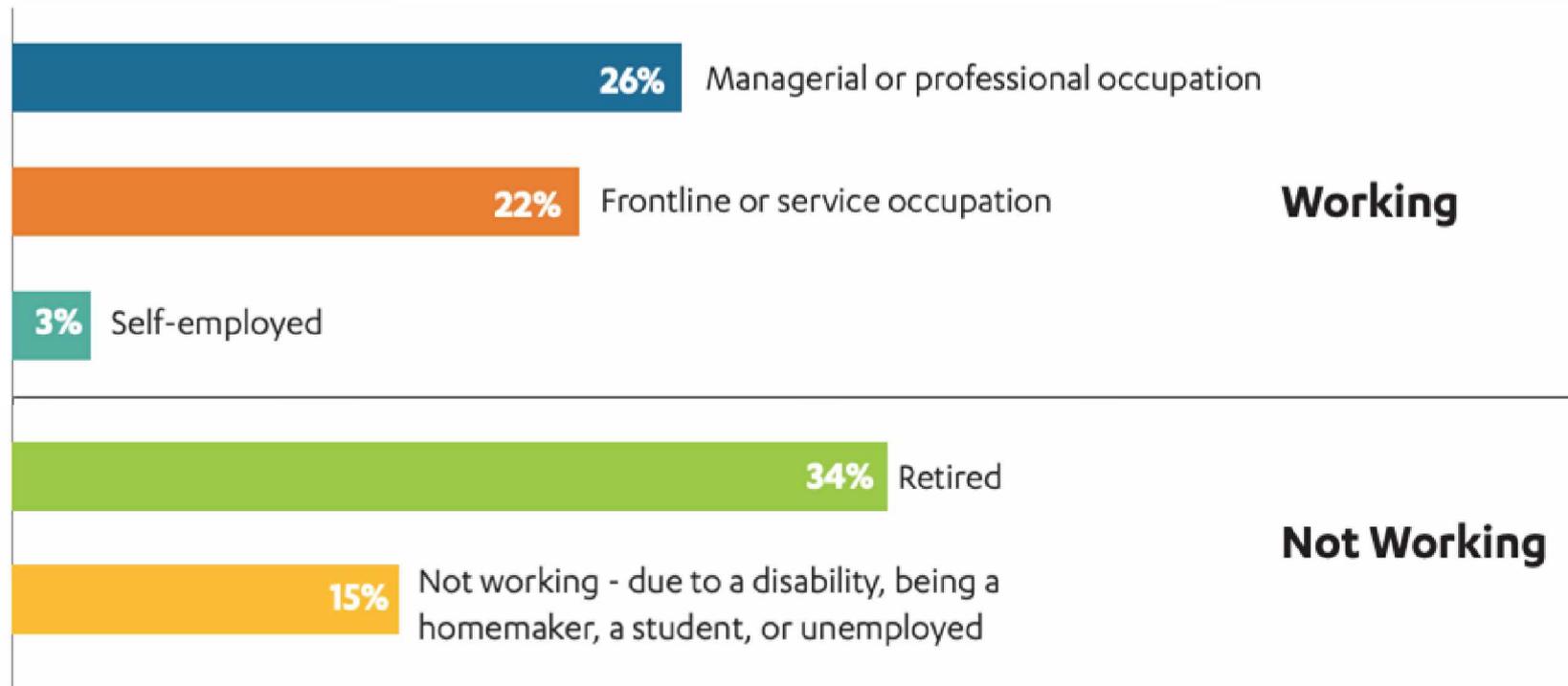
32% of employers are based in Los Angeles



Employers have a diverse demographic profile



Domestic Employer Occupation



Household Size and Household Members

35% of households have children present **32%** have people over 70

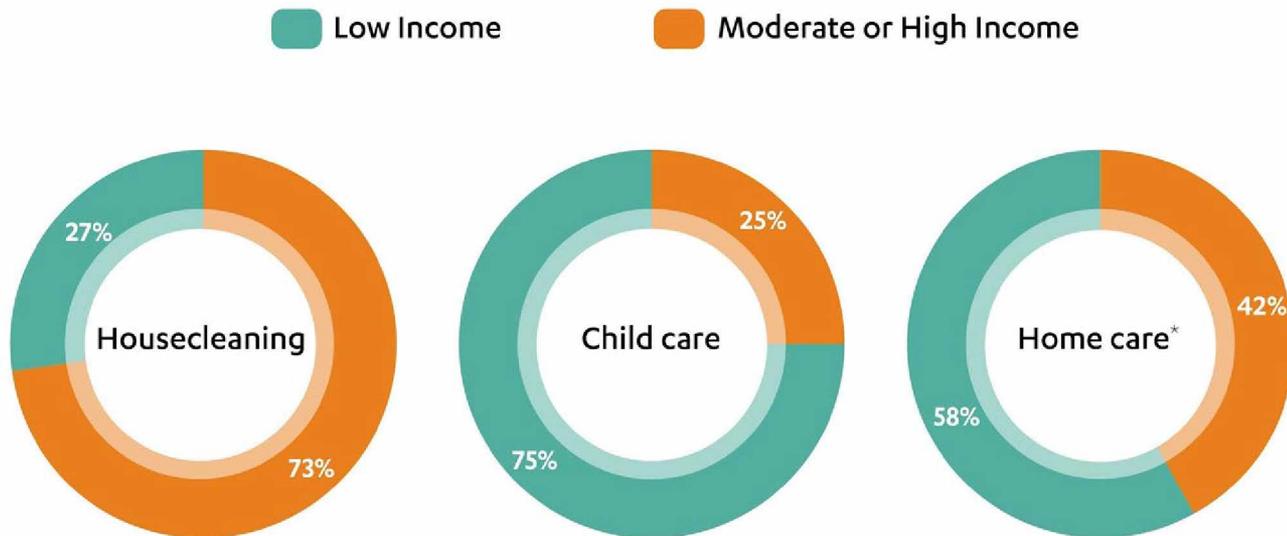
21% have 2 or more children **2** is the median household size

3% have both children and people over 70 present

43% have 3 or more people



Incomes by Employer Type



Profile of Domestic Employers



Hiring Arrangements

Live-in work and 24 -hour care



Cleaning crews and Nanny share

Figure 4: Housecleaning Employers Use of Cleaning Crews

29% of housecleaning employers hiring a cleaning crew



Figure 5: Childcare Employers That Hire from Community or Nanny Share

81% of childcare employers hire from family or community providers



10% of employers use a nanny share



Child Care Provided in Employer or Provider's Home

53% of providers work exclusively in employer's home

20% of providers work in employer's home and their own home

27% of childcare employers drop off their children at the provider's home



Homecare Arrangements

26% of employers need more than one homecare provider

25% of employers hire provider to work in someone else's home

33% employers receive funding from In-Home Supportive Services (IHSS)



Profile of Domestic Employers



**Hiring
Practices and
Support**

Employment practices are individualized



Employers value domestic work

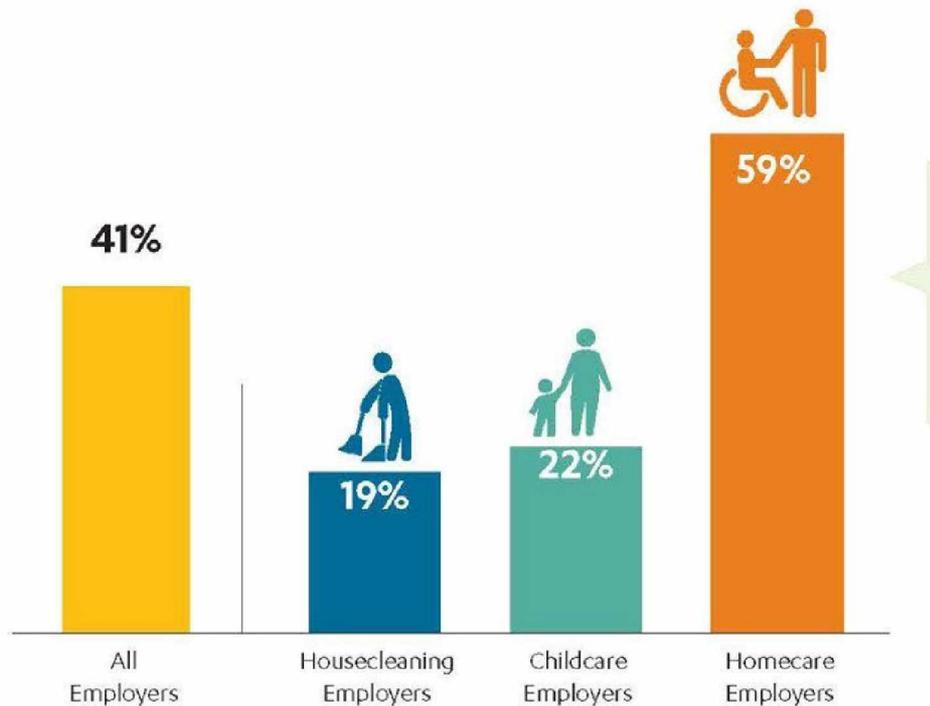


**Employers need and value
domestic work**

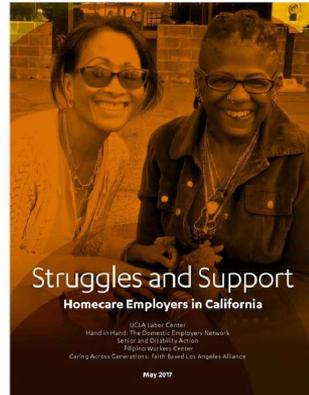
**35% would pay more
41% need more support**

Employers need more support

Of those that require more support, they are:



Thank you!



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UCLA reports:

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