



Texas Fact Sheet on Work-Family Balance

Prepared for the
Drive FAMILY Friendly Symposium
University of Houston

Family Benefits

- ◆ The National Partnership for Women and Families report, *Expecting Better: A State-by-State Analysis of Parental Leave Programs*, awarded Texas a grade of F, earning 0 out of a possible 175 points for having no programs that offered private sector employees family leave benefits, medical/maternity leave benefits, flexible sick days, at-home infant care benefits, expanded job protection for family leave, expanded job protection for medical/maternity leave, extended length of family and medical leave, or state family leave laws. Additionally, Texas does not offer state employees paid family and medical leave or extended length of family and medical leave.

Health Indicators

- ◆ Texas ranks worst in the nation with the highest percentage of women without health insurance; almost 3 in 10 Texas women are uninsured. Overall health rank: 42; Grade: Fail. Status of Women's Health in Texas, National Women's Law Center.
- ◆ Texas ranks worst in the nation in children 17 years and below without health insurance. Annie E. Casey Foundation, *Kids Count*, 2005.
- ◆ In Texas, 36.0% of all births are to unmarried women. Annie E. Casey Foundation, *Kids Count*, 2005.

Child Care

- ◆ As of January 2006 33,506 children in Texas were on a waiting list for state child care assistance compared to 22,045 children in 2005. Texas ranked third among states with the highest number of children waiting, behind Florida and North Carolina, with a majority of states having no waiting list. National Women's Law Center, *State Child Care Assistance Policies 2006*.
- ◆ Texas had the fourth lowest monthly state reimbursement rate for child care centers for center care for a four year old— a 40% difference between state rates (\$411) and 75th percentile of market rates (\$688) in communities covered by the Gulf Coast workforce board. National Women's Law Center, *State Child Care Assistance Policies 2006*.
- ◆ The average income for a full-time, year-round child care provider is \$15,090 (nationally that figure is \$18,180). NACCRRRA, *2007 Child Care in the State of Texas*.
- ◆ The average annual price for full time infant or toddler care in Texas is \$5,564 compared to the average tuition and fees at a public college in Texas, which is \$5,940. NACCRRRA, *Parents and the High Price of Child Care*, 2007 update.
- ◆ The cost of child care for an infant in Texas as a percent of median income for a two-parent family is 9% compared to 28% as a percent of median income for single parent families. U.S. Department of HHS, Administration for Children and Families, *Texas State Profile*.

Economic Status

- ◆ Texas earns a “dishonorable mention” in a ranking of the worst state economies for women, tied with Oklahoma at a rank of 40 out of fifty states. IWPR, *The Best and Worst State Economies for Women*, December 2006.

- ◆ The median annual earnings for full-time, year-round employed women in Texas is \$30,000, earning a rank of 29 out of 50 states. IWPR, *The Best and Worst State Economies for Women*, December 2006.
- ◆ In Texas, 32.3% of employed women occupy management or professional occupations, earning a rank of 29 out of 50 states. IWPR, *The Best and Worst State Economies for Women*, December 2006.
- ◆ In Texas, only 23.7% of women have four or more years of college, earning a rank of 35 out of 50 states. IWPR, *The Best and Worst State Economies for Women*, December 2006.
- ◆ 51% of Texas women with children under the age of 3 are in the labor force. U.S. Department of HHS, Administration for Children and Families, *Texas State Profile*.
- ◆ In Texas, 27% of business firms are women-owned. U.S. Census, *Business QuickFacts*, 2002.
- ◆ Only 18.6% of the Texas unemployed received Unemployment Insurance benefits in 2006, the second lowest rate in the U.S. and well below the national average (35.2%). Texas is the only state for which participation in the worker's compensation program is voluntary. CPPP, *The State of Working Texas*, 2007.
- ◆ Overall, Texas women have a lower average hourly real wage (\$14.16 for men compared to \$13.24 for women) and a higher unemployment rate than men. CPPP, *The State of Working Texas*, 2007.

Poverty

- ◆ In Texas, 24% of children live in poverty. Annie E. Casey Foundation, *Kids Count*, 2005.
- ◆ In Texas, 15.9% of women live in poverty, earning a rank of 42 out of 50 states. IWPR, *The Best and Worst State Economies for Women*, December 2006.
- ◆ In Texas, there are 339,036 average monthly TANF (Temporary Assistance to Needy Families) recipients. Texas Department of Health and Human Services, *Selected Health Facts 2003*, Texas.
- ◆ In Texas, there are 1,884,734 average monthly food stamp participants. Texas Department of Health and Human Services, *Selected Health Facts 2003*, Texas.

Internationally

- ◆ Of out 173 countries studied, 168 offered guaranteed leave with income to women in connection with childbirth while the United States guarantees no paid leave for mothers in any segment of the work force. Institute for Health and Social Policy, *The Work, Family, and Equity Index: How Does the United States Measure Up?*
- ◆ At least 145 countries provide paid sick days for short or long-term illnesses. The United States provides only unpaid leave for serious illness through FMLA, which does not cover all workers. Institute for Health and Social Policy, *The Work, Family, and Equity Index: How Does the United States Measure Up?*

Nationally

- ◆ Seventy-eight percent of American workers who qualified for leave under the FMLA but did not take it say the reason is they cannot afford to go without pay. State Action, *Family Leave Benefits*.
- ◆ Nearly one in ten workers who take unpaid leave are forced onto public assistance. State Action, *Family Leave Benefits*
- ◆ Since 1993, the FMLA has allowed more than 50 million Americans to take job-protected leave to care for themselves or family members. State Action, *Family Leave Benefits*

