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## **What Mothers Want: Workplace Flexibility in the Twenty-first Century**

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All of the conclusions presented in this report are the author's own, and do not necessarily represent the views of the Alfred P. Sloan Foundation, Rutgers, The State University of New Jersey, MomsRising, Mothers of Preschoolers (MOPS), Mothers & More, The National Association of Mothers' Centers (NAMC), and Mocha Moms.

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# Executive Summary

In 2008, the Alfred P. Sloan Workplace, Workforce, and Working Families Program funded a multiple methods research project involving surveys, in-depth interviews, and observational research of mothers' group members' attitudes on workplace flexibility. The organizations included in this analysis were Mothers of Preschoolers (MOPS), the National Association of Mothers' Centers (NAMC), Mocha Moms, MomsRising, and Mothers & More. This report presents the first set of preliminary findings from the survey component of the project that was conducted from April-June 2009.

## **The central research questions were:**

- ▶ Who are the women involved in mothers' groups and how do they differ from mothers not involved in such groups?
- ▶ For those mothers who are currently employed, how much workplace flexibility do they have in their current jobs?
- ▶ Do these mothers support business and governmental efforts to encourage more workplace flexibility across the United States? Does this support cross political party lines?

## **The survey findings suggest that:**

- ▶ Mothers' group members are more socioeconomically advantaged than mothers not involved in such groups.
- ▶ Mothers' group members currently working for pay could benefit from more flexibility in their jobs.
- ▶ There is significant, bipartisan support for business and governmental policies to promote more flexible workplaces across the country.

# Summary Of Major Findings

The central aim of this research effort was to discover what role, if any, workplace flexibility plays in the lives of mothers across the United States who are currently members of grassroots mothers' organizations. In addition, this research initiative sought to understand these mothers' preferences pertaining to more flexible work options in the future.

Workplace flexibility is defined here as having three central components:

- (1) *Flexible Work Arrangements (FWAs)*: These policies provide employees with discretion regarding the timing of their work day and/or their location of work.
- (2) *Time Off Options*: These policies offer workers the opportunity to take leave for planned or unplanned events.
- (3) *Career Exit, Maintenance, and Reentry Pathways*: These policies focus on helping workers leave the workforce for whatever reason and also assist workers who desire to re-enter the working world after a period of absence.

Two categories of mothers were sampled: members of mothers' groups and non-group mothers. First, during April-May 2009, 3,327 randomly selected members of five national mothers' organizations completed a web-based survey designed to inquire about their involvement in their own groups, their current arrangement of participating or not participating in the paid labor force, their attitudes toward workplace flexibility, and their preferences regarding how to encourage flexibility across American workplaces. Groups included in the study included Mothers of Preschoolers (MOPS), Mocha Moms, the National Association of Mothers' Centers (NAMC), Mothers & More, and MomsRising. Second, for statistical and substantive comparative purposes, a random nationwide sample telephone survey asked a subset of these same questions to 800 non-group mothers located across the United States during the same time period.

## Who are the Women who Join Mothers' Groups? Who are the Non-Joiners? A Description of the Samples

- ▶ Group and non-group members have, on average, two children.
- ▶ Group members who completed the survey are extremely well-educated, especially in comparison to non-group members.
- ▶ Group members who responded to the survey have *household* incomes heavily skewed toward the higher end of the income scale, while non-group members' incomes are more evenly distributed; however, group members' *personal* incomes are quite low while non-group members' personal incomes are again more evenly spread across the majority of the income distribution.
- ▶ Responding group members are most commonly white, with the exception of Mocha Moms members, whose members are overwhelmingly Black.
- ▶ A slim majority of group members are Democrats (51.0%), with the remaining members consisting of 25.1% Republicans, 15.2% Independents, 7.1% no preference, and 1.6% other. However, these averages mask sharp differences among groups; MOPS members, for example, are 65.1% Republican. Non-group mothers also lean Democratic, but are more evenly distributed across the party identification scale than are group mothers.

- ▶ Over 90% of group members are currently married, in comparison to about three-quarters of non-group mothers.
- ▶ While most members join their groups for multiple reasons, including emotional support and adult friendships, MomsRising members are heavily motivated by public policy concerns.
- ▶ Members spend on average 6.52 hours per month on organizational activities.

## **Stay-at-Home Mothers and Mothers Working for Pay: Understanding their Current Work/Family Lives**

### Stay-at-home Mothers

- ▶ About half of group members currently stay at home; slightly fewer of non-group members do the same (40.1%). However, almost all stay-at-home mothers in both samples worked for pay at least once during their lives.
- ▶ A plurality of stay-at-home group and non-group mothers left the workforce after the birth of their first child.
- ▶ A majority of group and non-group mothers stay at home because they believe that this is the best arrangement for their children.
- ▶ Almost ninety percent of group mothers and almost eighty percent of non-group mothers want to return to work eventually, most commonly between one to five years from now.

### Mothers Working for Pay

- ▶ Overall, slightly over half of group mothers currently work for pay as compared with about sixty percent of non-group mothers.
- ▶ The majority of group mothers work less than 35 hours per week, while the majority of non-group mothers work 35 hours or more per week.
- ▶ Over three-quarters of group mothers currently working for pay reported working for an employer rather than being self-employed/owning their own business or being employed by an immediate family member's business. This is lower than the approximately ninety percent of non-group mothers who report working for an employer.
- ▶ Across the three areas of workplace flexibility—*flexible work arrangements*, *time off options*, and *career exit, maintenance, and reentry pathways*—group and non-group mothers reported that while they had some flexibility in their jobs, they could benefit from more.

## **The Ideal Paid Job for Group Members: Stay-at Home Mothers and Mothers Working For Pay Have their Say**

- ▶ Over eighty percent of group members reject the idea that there is “one ideal situation” for almost all children in terms of whether mothers should work for pay or not.

- ▶ With respect to the workplace flexibility component of *flexible work arrangements*, the majority of group mothers rated flexible start/end times (76.1%), advance notice of overtime (72.5%), advance notice of shift schedules (79.8%), part-time work (65.1%), and telecommuting from home (51.2%) as “very important” to them (the highest category) in thinking about their ideal job. Flexible work arrangements receiving less than 50% of support in this “very important” category included compressed work weeks, access to job shares, part-year work, and the ability to telecommute from alternative workplaces.
- ▶ With respect to the workplace flexibility component of *time off options*, the majority of group mothers rated short-term time off (86.4%), episodic time off (65.6%), and extended time off (80.5%) as “very important” in envisioning their ideal job.
- ▶ With respect to the workplace flexibility component of *career exit, maintenance, and reentry pathways*, only 46.5% rated assistance with worker reentry as “very important” to them in thinking about their ideal job.

### **An Employer, Employee, and Policy Roadmap to the Ideal, Flexible Job**

- ▶ The survey asked both group mothers and non-group mothers about four degrees of governmental activity that might help promote flexible work arrangements.
- ▶ On the least interventionist end of governmental action in this area, the option of educating “employers and employees about the benefits of flexible work arrangements and best practices regarding how to implement flexible work arrangements” received the highest degree of support among those surveyed. In fact, 83.4% of group mothers and 89.4% of non-group mothers favored such action. Support was also high across political lines, with the majority of Republican, Democrat, and Independent group and non-group mothers registering their approval.
- ▶ A second, higher degree of governmental action, encouraging “employers to voluntarily increase access to flexible work arrangements, by, for example, providing grants, awards, and tax incentives,” was also favored by the overwhelming majority of mothers. Indeed, 82.9% of group mothers and 86.9% of all non-group mothers agreed with this role for the government. Once again, support was also high across the political spectrum, with the majority of Republican, Democrat, and Independent group and non-group mothers in agreement.
- ▶ The third level of governmental activity involved asking mothers about whether they agreed that the government should “require employers to establish a process under which employees can request flexible work arrangements and employers must consider those requests.” Here again, the majority of group mothers agreed with this action, at 59.2%. An even more impressive 81.7% of all non-group mothers supported the measure. However, support waned under the 50% mark among Republican group mothers.
- ▶ The fourth and most rigorous form of intervention involved asking whether “the government should require employers to grant a certain number of requests for flexible work arrangements per year.” Notably, group mothers were much more hesitant on this measure, and their approval fell for the first time under the 50% mark to 45.9%. In contrast, almost three-quarters of non-group mothers agreed with this statement (73.9%). With respect to political identification, support declined among Republican and Independent group mothers, falling below the 50% mark.

- ▶ An overwhelming majority of group mothers (75.2%) and non-group mothers (84.5%) agreed that the government should require employers to provide paid sick days for their employees. When supporters were asked who should cover the cost of these sick days, a plurality of group mothers (49.6%) and non-group mothers (48.1%) stated a preference for the employer only to provide the funding. The next most common choice for both sets of mothers was that the cost be shared by the employer and the employee, followed by the government, and finally by the employee only. Support was high across all political parties, both among group and non-group mothers.
- ▶ Paid days off for reasons unrelated to illness received much less support than paid sick days; only a minority (40.6%) of group mothers agreed, and slightly more than half (57%) of non-group mothers agreed. Support also fell below 50% among Republican and Independent group and non-group mothers. For those mothers who did agree with this option, the order of preferences for funding these other types of days off echoed the order of payment options for paid sick days, with employers only coming in first, followed by a cost-sharing between the employer and employee, then the government, and lastly, the employee only.
- ▶ Finally, under the Family and Medical Leave Act, employees of firms with 50 or more employees have the right to three months of unpaid leave related to pregnancy or caretaking responsibilities. The survey asked whether this unpaid leave should be changed to paid leave. Slightly less than half of group mothers agreed (45.7%), while a bare majority of non-group mothers agreed (50.5%). Support fell below 50% among Republican and Independent group and non-group mothers. Group mothers who did support the measure ranked the option of sharing costs between the employer and employee as best, the government next, followed by the employer alone and then the employee only last. Non-group mothers ranked sharing costs between the employer and employee as their first preference, with the employer alone and the government closely following. The employee only payment option ranked last. Lastly, overall, both group mothers (57.1%) and non-group mothers (57.4%) agreed that these leave policies should be extended to employers with less than 50 employees. However, support fell below 50.0% for both Republican group and non-group mothers.



# Part One

## Examining Attitudes Toward Workplace Flexibility: What Can Mothers' Groups Tell Us?

How do American mothers feel about workplace flexibility in the twenty-first century? How much flexibility do they currently have and use? How would they change the workplace if they had the power to do so, whether they are presently working for pay or not? Is there a “mothers’ consensus” on the types of workplace flexibility initiatives that would enable women to maximize their productivity as workers and be effective parents? And if there is such a consensus, can it be channeled toward business and governmental reforms?

For several years, the Alfred P. Sloan Foundation’s Workplace, Work Force, and Working Families Program has sponsored a significant body of research on the importance of workplace flexibility in the United States.<sup>1</sup> Much of this work has demonstrated that flexibility can be a win-win set of practices for employees and employers. That is, workers can obtain the options they need to attend to life events while employers can reap the rewards of a more satisfied and efficient workforce. In addition, the Alfred P. Sloan Foundation has funded the creation of Workplace Flexibility 2010, an organization at Georgetown University Law Center dedicated to promoting outreach and consensus on issues related to workplace flexibility.<sup>2</sup> The project described in this report is designed to bridge these research and outreach/consensus-building goals by empirically examining the workplace flexibility attitudes of women involved in grassroots mothers’ organizations across the United States. If they are so inclined, these groups are well-situated to channel their members’ employment preferences toward workplace flexibility education and reform.

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<sup>1</sup> See, for example, Kropf, Marcia Brumit. 1997. *A New Approach to Flexibility: Managing the Work/Time Equation*. New York: Catalyst; Kossek, Ellen Ernst and Lee, Mary Dean. 2008. “Implementing a Reduced-Workload Arrangement to Retain High Talent: A Case Study.” *The Psychologist-Manager Journal* 11(1): 49-64; Galinsky, Ellen, Aumann, Kerstin, and Bond, James T. 2009. *Times Are Changing: Gender and Generation at Work and at Home-National Study of the Changing Workforce, 2008*. New York: Families and Work Institute. Much more of this Sloan sponsored research is collected at the Sloan Work and Family Research Network at Boston College. See <http://wfnetwork.bc.edu/>. Accessed on August 5, 2009.

<sup>2</sup> See <http://www.law.georgetown.edu/workplaceflexibility2010/> for more details about this organization. Accessed on August 5, 2009.

Following Workplace Flexibility 2010's lead, we conceptualize flexibility as comprising three major components<sup>3</sup>:

**(1) Flexible Work Arrangements (FWAs):** These policies provide employees with discretion regarding the timing of their work day and/or their location of work. Examples include the following:

- ▶ Arrangements involving the provision of alternative work schedules (e.g., non-traditional start and end times, flex time, or compressed workweeks) and options pertaining to overtime, predictable scheduling, and shift and break schedules;
- ▶ Availability of part-time work, job shares, phased retirement, or part year work;
- ▶ Options to work at home or at an alternative location.

**(2) Time Off Options:** These policies offer workers the opportunity to take leave for planned or unplanned events. Examples include the following:

- ▶ Arrangements for *short-term time off (STO)* that enable workers to respond to foreseen or unforeseen life events (i.e. personal illness, illness of a loved one, a medical or home emergency, a child's school event);
- ▶ Options regarding *episodic time off (EPTO)* to handle recurring appointments or life issues (i.e. medical treatments, community service, advanced education);
- ▶ Provisions for *extended time off (EXTO)* to deal with an issue that lasts longer than five days but less than one year (i.e. taking care of a child or loved one, having a severe health issue, serving in the military).

**(3) Career Exit, Maintenance, and Reentry Pathways:** These policies focus on facilitating workers' transitions to and from the workforce.

Through each flexibility component, workers can acquire the latitude they require to attend to their own needs without negatively affecting the critical productivity demands and expectations of their employers.

While flexibility programs have attracted positive reviews in the academic literature in terms of their benefits for businesses, some employers have been hesitant to move in this direction. Legislative initiatives promoting flexibility, with a handful of notable exceptions, have lagged as well.<sup>4</sup> One way to bridge this divide between the scholarly research solidly in favor of workplace flexibility options and the seemingly less-enthusiastic employer/governmental action is to galvanize the powerful opinions of women involved in national mothers' groups.<sup>5</sup> Most observers of American political life recognize that organized voices are simply

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<sup>3</sup> See <http://www.law.georgetown.edu/workplaceflexibility2010/definition/index.cfm>. Accessed on August 5, 2009.

<sup>4</sup> For a discussion of some of the policies and laws impacting flexibility, see <http://www.law.georgetown.edu/workplaceflexibility2010/law/index.cfm>. Accessed on August 5, 2009.

<sup>5</sup> National mothers' groups as defined here are any organizations that maintain a singular database of their membership base, tend to attract the majority of their members based on their current paid work arrangement (full-time, part-time, or no paid work), and hold regular meetings of their members.

more effective than unorganized voices in shaping the attitudes and behaviors of employers and policymakers. For this reason, any concerted effort at workplace flexibility policy change must start with a well-grounded empirical understanding of mothers' groups' opinions.

The social and political mobilization literature has established three essential bases for the enhanced value of organized versus ad hoc efforts at affecting the opinions and positions of policymakers. First, grassroots organizations can develop relationships with members of Congress and business leaders in their role as information suppliers.<sup>6</sup> Members of Congress constantly receive feedback from the media, their staffs, and their constituents on many topics. However, on issues likely to be appealing to their districts but with a wider possible societal impact, Congressional representatives regularly turn to organized groups for their expertise, direction and support. In a similar manner, top-level business leaders, while primarily driven by economic motivations, often rely on well-respected organizations for guidance on approaches and opportunities to enhancing their community, state-wide, and national reputations.

Second, grassroots organizations can establish relationships with the general public. If an issue starts to become more salient to the average citizen—and most importantly, if the problem is framed in a way that the general public finds appealing—the news media will turn to these groups for their guidance on how to frame the issue at hand in order to resolve it. This can become an iterative process, with grassroots organizations putting their ideas forward through the internet, television, and the press, the public reacting, and then the organizations fine-tuning their arguments in response before the next round of public debate. In this way, grassroots mobilization is often the critical mover of public opinion.

Lastly, grassroots organizations work hard at creating positive relationships with their membership bases with the aim of promoting broader mobilization on the issues that are most central to their members' lives. By providing a variety of benefits for joining, grassroots organizations aim to solidify both loyalty and

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<sup>6</sup> For more general political science literature on this topic, see Hansen, John Mark. 1991. *Gaining Access: Congress and the Farm Lobby, 1919-1981*. Chicago: University of Chicago Press; Lee, Frances E. 2005. "Interests, Constituencies, and Policy Making." Pp. 281-313, In *The Legislative Branch*, edited by Paul J. Quirk and Sarah A. Binder. New York: Oxford University Press; Baumgartner, Frank R., and Beth L. Leech. 1998. *Basic Interests: The Importance of Groups in Politics and in Political Science*. Princeton: Princeton University Press; Kollman, Ken. 1997. "Inviting Friends to Lobby: Interest Groups, Ideological Bias, and Congressional Committees." *American Journal of Political Science* 41:519-544; West, Darrell M., and Richard Francis. 1996. "Electronic Advocacy: Interest Groups and Public Policymaking." *PS: Political Science and Politics* 29:25-29; Hildreth, Anne 1994. "The Importance of Purposes in "Purposive" Groups: Incentives and Participation in the Sanctuary Movement." *American Journal of Political Science* 38:447-463; Leighley, Jan. 1996. "Group Membership and the Mobilization of Political Participation." *Journal of Politics* 58:447-463; Gais, Thomas L., and Jack L. Walker. 1991. "Pathways to Influence in American Politics." Pp. 103-121, In *Mobilizing Interest Groups in America*, edited by Jack L. Walker. Ann Arbor: University of Michigan Press.

trust with their members over time. To further cement this bond, groups can supply members with the tools and opportunities they need to be effective information and attitude sources on the issues that are central to the collectivity's mission. Mechanically, members can be mobilized in two distinct directions. At the most informal level, grassroots groups can use newsletters, listservs, and face-to-face meetings among members to communicate important ideas. The central aim of these activities is to educate members to become well-established articulators of the group's goals. In other words, the purpose is to assist group members in becoming effective spokespeople in everyday life and across everyday interactions with others outside of the group context. On a more formal level, groups can ask their current members to engage in more traditional types of political activism—by reaching out to elected leaders and businesspeople about the organizations' issues that are most important to them.

## About this Study

There are five national mothers' organizations that have members who meet in-person on a regular basis in the United States today; all of them were participants in this study.<sup>7</sup> They include:

### **Mothers of Preschoolers (MOPS):**

- ▶ Established in 1973
- ▶ Stresses Christian-values among its membership of mostly stay-at-home mothers but mothers working for pay are also welcome
- ▶ 84,584 survey eligible members<sup>8</sup>

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<sup>7</sup> MomsRising is primarily an internet-based group; its members do, however, get together on a limited basis for activities such as video-screenings and was therefore included in this study. Another group, MOMS Clubs, maintains centralized chapter-based data but not centralized membership data. Although this information barrier could potentially be overcome, the organization declined to participate based on the data-sharing needs associated with the study. We did include MomsRising, primarily an internet-based group, because it sometimes calls members together for get-togethers and action. Of course, there are other informal and ad hoc mothers' groups located across the country, but because they do not maintain comprehensive membership lists, they are impossible to randomly sample.

<sup>8</sup> "Survey eligible" is not equivalent to each group's total membership at the time of the study; for these purposes, the term eligible is coextensive with the term "census frame" for the three less populous groups and "sample frame" for the two more populous groups. The exact numerical derivation of the survey eligible / survey frame is shown in Table One of the Internet Survey Research Methodology Report. In general, the groups provided our survey director with a gross set of presumptively unique membership records. That database was then preened to remove: (a) duplicate records within groups; (b) duplicate records across groups; and (c) corrupt records, which resulted in a net set of unique membership records. That net set was then further preened to remove those members not eligible for the survey due to failure to meet the survey qualification requirements; thus, those members who (a) had no chapter affiliation; or, (b) were not female; or, (c) were not residing in the United States; or, (d) had left the group subsequent to the delivery of the gross set of presumptively unique member records were removed from the database. This resulted in a gross group population that was then further reduced to eliminate those group members who were not contactable due to the absence of a valid email address. This left a net group population, which constitutes the "survey eligible" component of the membership. It is also important to note that the membership data that were supplied for this project were transferred to the Bloustein Center for Survey Research in early 2009 and might not be completely reflective of membership growth/decline that has taken place since then. For example, in November 2009, MomsRising claimed to have over 1,000,000 members.

### **Mocha Moms:**

- ▶ Established in 1997
- ▶ Focuses on serving stay-at-home mothers of color but mothers working for pay are also welcome
- ▶ 2,853 survey eligible members

### **National Association of Mothers' Centers (NAMC):**

- ▶ Established in 1975
- ▶ Emphasizes social work principles in solving problems for both stay-at-home mothers and mothers working for pay
- ▶ 885 survey eligible members

### **Mothers & More:**

- ▶ Established in 1987
- ▶ Serves “sequencing” mothers who are temporarily transitioning out of the workforce to raise their children but all mothers are welcome
- ▶ 5,344 survey eligible members

### **MomsRising:**

- ▶ Established in 2006
- ▶ Champions the passage of family-friendly policies through primarily internet-based action; mostly attracts mothers who work for pay but is open to stay-at-home mothers as well
- ▶ 168,786 survey eligible members

For the three less populous groups we conducted a census of the membership, i.e., each survey eligible member of the organization was invited to participate in the web-based survey, which was fielded from April through June, 2009. In the cases of the two more populous groups, MOPS and MomsRising, a random sample of 5,000 of the survey eligible members was drawn and invited to participate. Survey respondents were asked a battery of questions related to their involvement in their own mothers' groups, their current arrangement of participating or not participating in the paid labor force, their attitudes toward workplace flexibility, and their preferences regarding how to encourage flexibility across American workplaces. In addition, 800 mothers from the general population (hereafter, “non-group mothers”) were also asked a smaller subset of these questions

during the same time period via a random-digit-dial (RDD) telephone survey.<sup>9</sup> These responses enable us to make comparative statements between the views of group mothers and non-group mothers in the general population.

In terms of response and cooperation rates,<sup>10</sup> both surveys were substantially successful. As is more detailed in the Methodological Appendices, based on the experience of the survey research team, the target response rates for the web survey were set at 15% per group and overall. At 19.3%, the overall response rate exceed that target by 4.3 points, and with the exception of MomsRising, each group exceeded its target from a low of +1 point to a high of +11.4 points. At 11.3%, MomsRising, however, fell short of the 15% response rate target. The cooperation rate for all groups was a stunning 98.2%, with the groups' cooperation rates ranging from a low of 94.1% MomsRising to a high of 99.5% for NAMC. Given the complexities of respondent contacting for web surveys, even across closed populations such as these, these response rates must be considered highly successful. The extraordinarily high cooperation rates, however, are predictable given the motivation of group members to have their voices heard, especially in combination with the groups' leaders' encouraging such participation. Thus, difficulties in respondent contacting account for the range of response rates, while motivations among those known as a fact to have been contacted, account for the range of cooperation rates.

For the same motivation-based reasons, the telephone survey also achieved exceptional rates at a 46.4% response rate (common response rates for six-to ten-call designs are typically in the 18% to 30% range) and a 67.2% cooperation rate. Further details on the study protocol are found at the end of this report in Appendices A and B (Internet and Telephone Survey Research Methodological Reports).

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<sup>9</sup> While survey practitioners commonly accept the basic axiom that shorter telephone interviews lead to higher overall- and item-response rates, a position Berdie (1973, 278) characterized as “common sense,” the truth is that “there is remarkably little sound experimental work to guide the survey practitioner in decision about survey length” (Bogen 1996: 5). Still, Robert Groves and Mick Couper, two of the widely-recognized deans of survey research, “list interview length as a factor influencing survey participation” (Groves, Cialdini, and Couper 1992) and - contested, proved, or otherwise - seasoned practitioners have, for years, operated successfully under that paradigm. Research on the impact of questionnaire length on web surveys is in its infancy (see, for e.g., Galesic and Bosnjak 2009), but practitioners well-recognize that the respondent control over the interview conditions, all else being equal, allows for a less negative relationship between questionnaire length and overall- and item-response. For more on all of these points, see Berdie, Douglas R. 1973. “Questionnaire Length and Response Rate.” *Journal of Applied Statistics* 58:278-80; Bogen, Karen. 1996. “The Effect of Questionnaire Length on Response Rates – A Review of the Literature.” Paper presented at the 51st Annual AAPOR Conference, Salt Lake City, Utah; Groves, Robert M., Robert B. Cialdini, and Mick P. Couper. 1992. “Understanding the Decision to Participate in a Survey.” *Public Opinion Quarterly* 56: 475-95; Galesic, Mirta and Michael Bosnjak. 2009. “Effects of Questionnaire Length on Participation and Indicators of Response Quality in a Web Survey.” *Public Opinion Quarterly* 73: 349-60.

<sup>10</sup> The definitions and mathematical computations for the response rate and cooperation rate are detailed in the Appendices (Telephone and Internet Survey Research Methodological Reports).



# Part 2

## Who Are The Women Who Join Mothers' Groups? Who Are The Non-Joiners? A Description Of The Samples

For most women, motherhood is a time of extreme joy in their lives, but it can also be fraught with challenges. To deal with these new issues, women frequently turn to local mothers' groups for assistance and support. This section of the report describes in general demographic terms the characteristics of the mothers' group members who were sampled for this study and compares them with those of non-group mothers who were also sampled as part of this project. Later, this section analyzes the strength of the connection between the mothers who do join these groups and their organizations. Finally, note that all tables that summarize the data described in each part of this report can be located in Appendix C.

### Sample Characteristics: Group Mothers and Non-group Mothers<sup>11</sup>

#### Age, Children, and Education

What do the women who join mothers' groups look like? What do non-group mothers look like? At the survey field period, group mothers who responded were on average 37.7 years old and 30.3 years old when they first became a mother; non-group mothers, however, were on average 41.6 years old and had their first child at age 25.7. On average, group and non-group mothers had approximately two children under the age of 18. Mothers who choose to join these groups and responded to the survey tended to be well educated. Everyone in the group sample reported being a high school graduate,<sup>12</sup> while 7.3% had "some college" and 5.9% had an associate's degree. About one-third of the respondents (34.6%) had a bachelor's degree and about one-tenth had some graduate training. Impressively, a full 41.8% held a graduate or professional degree. This high degree of education contrasts sharply with the level of schooling attained by non-group mothers. Among these non-group mothers, 7.7% had less than a high school education, and 17.9% had a high school diploma or a

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<sup>11</sup> These descriptive data in Part 2 of this report for the non-group mothers are not weighted. For the remaining sections of this report they are weighted to adjust to national parameters for age, race-ethnicity, and regional distributions.

<sup>12</sup> This high rate of reported educational attainment could be the product of social desirability bias. See Vogt, Paul W. 1999. *Dictionary of Statistics and Methodology: A Nontechnical Guide for the Social Sciences*, 2nd ed. Thousand Oaks, CA:Sage, p. 268.

GED. About 19.2% had some college, with 14.8% earning an associate's degree. Lastly, about 20.2% reported having a bachelor's degree, 4.6% had some graduate training, and 15.7% held a graduate or a professional degree.

### Income and Race

In addition to their notable educational achievements, group mothers who completed the survey also had a high level of household income. A full 22.0% earn \$150,000 or more per year, 26.1% earn at least \$100,000 but less than \$150,000 per year, and 22.2% earn between at least \$75,000 but less than \$100,000 per year. Less than 1% earn \$15,000 or less per year (with the remainder earning between \$15,000 and \$75,000). This is in contrast to non-group mothers, whose household incomes are much more evenly distributed across the income spectrum, with about 10.1% earning \$150,000 or more per year and 8.0% earning \$15,000 or less.

These data, however, mask an important income reality: while the *household* incomes of responding group mothers were overwhelmingly high, the *personal* incomes of these responding mothers—especially among group members—was quite low. When examining only those mothers currently working for pay, 4.2% of group members made \$150,000 or more per year and 31.5% of all group members reported an annual personal income of \$15,000 or less. In contrast, among non-group mothers who work for pay, only 2.6% earned \$150,000 or more and only 19.3% earned \$15,000 or less. Of course, the personal income levels are low for both sets of mothers for a variety of reasons, such as inequities in the job market, part-time work, and occupational segregation. However, based on these data, group members were able to compensate for their low personal incomes with high household incomes.

With regard to race and ethnicity, on average, group members who completed the survey were most commonly identified as white (76.1%). Roughly one in five members were Black non-Hispanic (18.2%); the remaining members were white Hispanic (2.6%), Black Hispanic (.9%), Asian-American (2.1%), or Native American (.2%). While this distribution may generate a sense of racial and ethnic diversity, in fact, survey respondents from each group were quite homogeneous. Almost all of the Black non-Hispanics are members of Mocha Moms, with the remaining four organizations reporting under 5% of their membership as Black non-Hispanic, white Hispanic, Black Hispanic, Asian-American, and Native American. Overall, non-group mothers were 72.8% white, 9.7% Black non-Hispanic, 11.9% white Hispanic, 1.5% Black Hispanic, 2.7% Asian-American, and 1.5% Native American.



### Political Party and Relationship Status

In terms of partisan identification, the women who join mothers' groups leaned to the political left, with over one-half (51.0%) affiliating themselves with the Democratic Party. About one-fourth identified themselves as Republicans (25.1%), and 15.2% described themselves as Independent. The remainder, 8.7%, either associated themselves with another party or express no preference. These distributions, however, mask important differences among groups. MomsRising and Mocha Moms were predominantly Democratic in terms of membership identification, at 72.7% and 71.7%, respectively, while about half of all NAMC (57.2%) and Mothers & More (54.8%) members were Democrats. Only 12.9% of MOPS members, in contrast, identified as Democrats, while 65.1% of its members identified as Republicans. A plurality of non-group mothers also self-identified as Democrats (40.4%), with about one-quarter identifying as Republicans (26.5%) and one-fifth (22%) labeling themselves as Independents (11.1% aligned themselves with another party or expressed no party preference).

Relationship status provides the final distinction between group mothers and non-group mothers. Over nine out of ten group mothers reported being married, with the remaining members falling into the other relationship categories, such as civil unions, living with a partner, divorced, separated, widowed, and never-married. As with race and politics, relationship status presented significant inter-group variability. For example, at one extreme, 98.2% of MOPS and 97.2% of Mothers & More members reported being married, and at the opposite end of the spectrum, 79.8% of MomsRising members are married. Slightly less—roughly three-quarters (76.3%)—of non-group mothers reported being married. The remainder of the non-group sample fell into the other categories with a maximum value of 6.5% (divorced).

### **Mothers' Connections to their Groups**

Although they have many socioeconomic advantages, do mothers' group members have a strong sense of attachment to their organizations where they could put these resources to use? Once they join, mothers spend a significant amount of time as members. In fact, only about one-fifth of members (19.7%) have spent under one year in their groups, while a plurality of 37.8% have participated 1-2 years in their organization and 31.3% have invested 3-5 years so far. Approximately 11.3% of respondents reported being members for over 6 years. Mothers & More members reported the longest period of affiliation, with 15.7% of its membership

still involved after six or more years, while MomsRising, still a relatively new organization, had the highest percentage of its members across all five groups in the study in the under one year of participation category (26.4%) and the 1-2 year category (61%).

When asked for the top two reasons why they joined their group, members offered multiple explanations. The dominant reasons were “emotional support for me” (54.8%) and “friends for me” (51.9%). “Friends for my children” (24%) and “information about parenting resources” (22.2%) followed next in terms of popularity, with “information about parenting techniques” (16.5%), “information about public policy and activism” (16.3%), and “other reasons” (11.3%) completing the list. Of course, among the groups there was wide variation in terms of the importance that individual members placed on these reasons for joining, and these reasons for joining tend to map onto each group’s stated purpose. MomsRising, for example, stands out as an organization that drew individuals desiring information about public policy and activism, whereas NAMC and Mocha Moms appealed to mothers who need emotional support, and MOPS and Mothers & More attracted members who most frequently desire new friends. It is important to note that these data only speak to the initial motivations to join; once attached to a group, other benefits of participation likely impel members to remain active.

Once they have joined their organizations, members tended to spend significant time with their groups. Overall, they gave about six and a half hours per month to activities dedicated to their organizations, with Mocha Moms members allocating the most hours (8.18) and internet-based MomsRising members providing the least number of hours to their organization (1.01). This significant contribution of time leaves very few opportunities for these members to join other groups that meet in-person on a regular basis. In fact, on average, members reported affiliating with less than one other in-person group. And over the last 30 days, members visited only about two other mother-oriented websites, blogs, or chatrooms beyond those attached to their primary mothers’ groups. In sum, mothers who were working for pay or are at home, while very busy, took their group participation seriously by dedicating blocks of time each month to their organizations’ activities. For the most part, these mothers were *not* multi-group members who spread their involvement across a vast array of organizational venues. Instead, they focused their time and attention on the activities of one central mothers’ group.

## Putting it Together

Overall, the sample data suggest that women who join mothers' groups and responded to the survey were, in many ways, different from mothers who do not join grassroots groups. Mothers' group survey respondents were more educated, had higher levels of household incomes, and tended to be married at a much higher rate than non-group mothers. In terms of racial backgrounds, excluding Mocha Moms, mothers' group members who responded to the survey tended to be white. They also were more likely to lean toward the Democratic Party in terms of partisan identification overall. Their dedication to their groups was strong, with significant numbers of members spending multiple hours per month on organizational activities. While not initially motivated to join for policy reasons overall, because of their relatively advantaged socioeconomic position, group members appeared to have the necessary resources that would enable them to be mobilized around issues that are important to their organizations' leadership and that resonate with the groups' rank and file.

# Part 3

## **Stay-At-Home Mothers And Mothers Working For Pay: Understanding Their Current Work/Family Lives**

**T**he American media often portrays mothers as falling into two static camps: stay-at-home mothers versus mothers who work for pay. The truth, however, is that there is significant fluidity between these sets of mothers—i.e., at different points in their lives, many mothers transition between being at home and being engaged in part-time/full-time paid work. This section of the report presents a descriptive snapshot showing the current distinctions between group and non-group mothers' lives. As such, it provides well-grounded empirical evidence of the current responsibilities and challenges of both of these categories of mothers.

### **Stay-at-Home Mothers: Their Present Arrangements and Future Plans**

Overall, mothers who stay at home represented about half of the women in the group sample (48.9%), a number significantly higher than the 40.1% of stay-at-home non-group mothers. Among the groups, there was a broad variability regarding the percentage of stay-at-home mothers. At one end of the spectrum was MOPS, with 65.6% of its members placing themselves in this category, an unsurprising finding given the group's focus on mothers of very young children, versus MomsRising, at the opposite end of the spectrum, with only about one-quarter of its members reporting an at-home status (26.2%). The other three groups were clustered almost exactly between these extremes, at 47.3% (NAMC), 47.7% (Mothers & More), and 48.2% (Mocha Moms).

Importantly for the salience of workplace flexibility, prior to becoming parents, virtually all of these currently stay-at-home mothers worked for pay at least at one point in their lives (99.5%). This extremely high participation rate for current group stay-at-home mothers was nearly matched by non-group mothers, of whom 88% reported working for pay prior to becoming parents. Unlike several of the previously described demographic characteristics, there was no substantial variation in the percentage of stay-at-home mothers who used to work for pay across the groups. MOPS, Mocha Moms, and Mothers & More stay-at-home members all reported prior work-for-pay experience at over 99%; for NAMC and MomsRising members, that percentage was 100%.

We see, then, that the great majority of stay-at-home group mothers used to work for pay. This raises the questions of when—and why—they most recently left the paid labor force. A plurality of group mothers exited *after* the birth of their first child (44.8%), compared to 35.8% of non-group mothers. For both samples, slightly less left the paid workforce *before* they had their first child, at 31.2% (group) and 27% (non-group). These patterns were repeated across the five groups. Having left the work force, a plurality of group mothers reported staying out for 1-3 years (35.3%), within a half of a percentage point of the next most commonly reported category, 4-6 years (34.9%). As with the prior work-for-pay experience data, these distributions were stable across all five groups (although for MomsRising and MOPS, 4-6 years was more common than 1-3 years). Non-group mothers also were most commonly out of the paid labor force from 1-3 years (30.8%). The next most common category for non-group mothers was greater than ten years, with about one in five reporting this ten-year span as the amount of time spent out of the paid labor force after becoming a parent (20.4%).

These mothers reported a variety of reasons for why they did not currently work for pay. The overwhelming majority of group mothers (69.6%) expressed that “staying at home with (their) child(ren) is best for them [their children].” This was the most common explanation across all five groups, peaking at 82.3% among MOPS members. Similarly, but at a slightly lower rate, a majority of non-group mothers (55.6%) reported this “best for their children” reason as their primary consideration for staying at home. Group mothers also reported barriers to paid work as another reason for staying home, including the explanation that “it is too difficult to work for pay and be a mother at the same time” (16%) and “it is not best for me financially” (3.9%) to work for pay.

Notably, almost nine out of ten (88%) of group mothers voiced an interest in working for pay in the future. This interest in returning to paid work ranged from 100% of NAMC members to 79.4% of MOPS members, rates slightly higher than that which exists among non-group mothers, of whom 78.8% reported such a desire. The inclination to return to paid work relatively soon was strong. In terms of timing, a little over half (53.7%) of all group mothers said that they would return within 1-5 years, the top time frame cited across all five groups. Similarly, a plurality of non-group mothers (45.3%) had the same plan. Interestingly, however, the second most commonly voiced preference plan for a return to work was within 6-10 years for all group members on average (22.1%) (and for NAMC, MOPS, and Mothers & More individually) and within the next year (42.5%) for non-group members.

## Mothers who Work for Pay: What Role Does Flexibility Play in their Current Jobs?

The majority of group mothers worked for pay, at 51.1%, while a slightly higher percentage—59.9% of non-group mothers—reported currently working for pay. On a per-group basis, about three-quarters of MomsRising mothers worked for pay, but only about one-third (34.4%) of MOPS members do the same. The remaining groups fell slightly above the 50% participation mark, at 51.8% (Mocha Moms), 52.3% (Mothers & More), and 52.7% (NAMC).

A slight majority of group mothers worked less than 35 hours per week (53.7%), with the remainder working at least 35 hours or more. Overall, this represents a dramatic difference from the work participation levels of non-group mothers, of whom two-thirds (67.4%) worked 35 hours or more. MOPS had the highest percentage of mothers who worked less than 35 hours per week, at over three-quarters of its members (77.4%). In contrast, MomsRising had the smallest percentage of mothers in this category, at 35.1%, and Mocha Moms (39.9%), Mothers & More (58.9%), and NAMC (64.6%) fell within that range.

What were the employment circumstances of these mothers? Regardless of the number of hours worked, over three-quarters of group mothers (77.1%) reported working for an employer, with no substantial differences across the groups. That rate was somewhat lower than the 89.9% of non-group mothers who also reported working for an employer. Other employment arrangements were substantially less prominent: 21.2% of group mothers described themselves as being self-employed or owning their own business (compared to 8.3% of non-group mothers), and a final 1.6% reported working in an immediate family member's business (compared to a similar 1.8% of non-group mothers). Overall, these data may mean that employed group mothers, who tend to be engaged in work opportunities such as self-employment and family businesses at a higher rate than non-group mothers, might have greater exposure to workplace flexibility opportunities.

To gauge these mothers' current workplace flexibility options, the survey probed the three types of workplace flexibility described earlier. First, for each of the first two types of flexibility—flexible work arrangements and time off options—study participants were asked to describe their level of employment control in standardized categorical terms, including “complete”, “a lot”, “some”, “very little”, or “none.”

### **(1) Flexible Work Arrangements:**

A particularly significant finding is that non-group mothers, on average, reported more “complete” control over certain aspects of their jobs than did group mothers, but that they lagged behind group members in the “a lot” category and always reported a higher percentage of “none” in each subcategory of flexible work arrangements. For example, about 16.2% of group members reported that they had “complete” control over scheduling work hours compared to non-group mothers, where the corresponding percentage was 18.3%. However, 35.5% of group mothers had at least “a lot” of control here, compared with only 17.3% of non-group mothers, and only 8.9% of group mothers had “none”, versus a full quarter of non-group mothers (24.9%). Similarly, for schedule predictability, number of hours worked, and work location, non-group mothers had a slight edge in the “complete” category, but group mothers outpaced them in the “a lot” category and had much lower reports of “none.”

### **(2) Time off Options:**

These patterns repeated in the time off categories as well. That is, on average, non-group members reported more “complete” control over certain time off aspects of their jobs than group members, but then trailed group members in the “a lot” category and always reported a higher percentage of “none” in each type of time off flexibility. For instance, in the case of short-term time off for predictable needs, 33.8% of group members reported “complete” control, in comparison to 36.5% of non-group mothers. However, group members once again reversed this distribution in the “a lot” category, at 44.9% compared to only 33.6% of non-group mothers. In addition, only 1.4% of group members declared that they had “none” of this type of flexibility, as compared to 3.5% of non-group members. This sequence again emerged for short-term time off for unpredictable needs, episodic time off, and extended time off.

### **(3) Career Exit, Maintenance and Reentry Pathways:**

On the final component of flexibility, mothers were asked about the likelihood of getting a job back with the same employer after a long break. For this last type of flexibility, options included “extremely likely”, “very likely”, “somewhat likely”, “not too likely”, and “not likely at all.” Here again, 40% of non-group members reported that this would be “extremely likely”, as compared with only 23.9% of group members. However, 30% of group mothers and 24.8% of non-group mothers maintained that this outcome would be “very likely.” Finally, 4.2% of group mothers versus 5.1% of non-group mothers stated that this outcome was “not likely at all.”

## Putting it Together

The preliminary finding is that there is a wide variety of approaches available to both samples for organizing their work/parenting responsibilities. On one hand, almost all stay-at-home mothers, both in and out of groups, were previously active in the paid labor force. Currently, the majority of group and non-group mothers chose to stay at home because that is what they believe is best for their children. However, over the next 1-5 years, the overwhelming majority of them expected to return to paid work. On the other hand, a meaningful percentage of mothers were currently employed in the paid labor market, and a sizeable number have benefited from significant and useful flexible work arrangements, time off options, and exit, maintenance, and reentry pathways in their current jobs. However, there was room for both sets of mothers to obtain more flexibility in order to more effectively attend to their personal needs and sustain their work productivity. What, then, would constitute the ideal paid job for *all* mothers, whether they currently stay at home or work for pay?



# Part 4

## The Ideal Paid Job For Group Members: Stay-At-Home Mothers And Mothers Working For Pay Have Their Say

Is there an optimal amount of labor market participation for mothers in America? Does the “ideal job” exist, and if so, what role does workplace flexibility play in defining such a job?<sup>13</sup> Overwhelmingly, group mothers opposed the notion that there is “one ideal arrangement for almost all children” (81.5%) in terms of whether mothers should work for pay or not. In fact, mothers across all five groups rejected this statement, with opposition ranging from 71.7% for MOPS members to 89.3% of MomsRising members. Even for those who agreed with the statement that there is “one ideal arrangement for almost all children,” a plurality indicated that this “ideal arrangement” involves mothers working at least part-time work (39%). This was the most common response across all of the groups, except for MOPS, where the majority of its members of very young children specified that mothers “not working at all outside the home” would be their preferred arrangement.

Since work is a common feature of most women’s lives, both mothers working for pay and stay-at-home mothers were asked how the three essential workplace flexibility categories—including flexible work arrangements, time off options, and exit, maintenance, and reentry pathways—would fit into their ideal jobs. For the categories of flexible work arrangements and time off options, members could rate each as “very important”, “somewhat important”, “somewhat unimportant”, or “very unimportant.”

### Flexible Work Arrangements

In order to more fully map out what mothers would prefer in terms of flexible work arrangements, this category further subdivided the elements defined in Part 3 of this report. Approximately three quarters (76.1%) of all group mothers reported that flexible start/end times as well as advance notice of overtime (72.5%) were “very important.” Almost four out of every five (79.8%) of group mothers reported that advance notice of shift schedules was “very important,” and roughly two-thirds (65.1%) of group mothers indicated that part-time work would be similarly ideal for them. Slightly over half of group mothers (51.2%) reported that telecommuting

<sup>13</sup> This section of findings reports the attitudes only of group mothers as they respond to these questions. Non-group mothers were not probed on these points due to the time constraints imposed by the telephone interview.

from home was “very important” vis-a-vis securing the ideal job. Beyond these aggregate-level preferences, a plurality of each individual group rated these flexible work arrangements as “very important” as well.

Other types of flexible work arrangements registered substantially less support among members. For example, on average, only one-third (30.2%) of group mothers reported that compressed work weeks were “very important.” With the exception of Mocha Moms, on the issue of compressed work weeks, “somewhat important” was the modal category for the four other groups. Another job feature, control over break time, was also rated as “very important” by only a plurality of 41.1% of group mothers. Overall, only 27% of group mothers rated access to job shares as “very important,” with again, the modal category being the “somewhat important” option (36.2%). Only about one-third of group mothers (32.1%) viewed part-year work as “very important” to their ideal job, with once again the dominant category being the less intense “somewhat important” rating (35.9%). A similar third (34.4%) of group members—the highest percentage—rated telecommuting from an alternative workplace as “very important” to defining their most appealing work experience. The highest percentage of NAMC, Moms Rising, and Mocha Moms members agreed with this categorization, while the largest percentage of MOPS and Mothers & More members placed it in the “somewhat important” category.

## **Time off Options**

The second major category of flexibility presented to group mothers relates to time off options. An overwhelming percentage of group mothers (86.4%) indicated that guaranteed short time off was “very important” to them; indeed, this was the top priority among all five groups. About two-thirds (65.6%) of all group members also maintained that regular or episodic time off was “very important” to them. Again, this was the modal category across the five groups. Lastly, extended time off was also central to their vision of the ideal job across all groups, with about four in every five (80.5%) group mothers stating that this was the key job characteristic for them as they thought about their employment future. It was also overwhelmingly the most popular selection across the five groups on an individual basis.

## **Worker Exit, Maintenance, and Reentry**

The third and final major category of flexibility pertains to employee transitions in and out from the workforce. With the exception of Mocha Moms, less than 50% of each group individually and in the aggregate (at 46.5%) stated that assistance with worker reentry was “very important” to them. This key finding of weak support suggests a hierarchy of concerns where flexible work arrangements and time off options trump programs to assist workers locate on-ramps and off-ramps from the labor market.

## **Putting it Together**

Contrary to the typical media portrayal, a significant majority of group mothers did not believe that there is only one arrangement that is best for children in terms of whether a mother should work for pay or not. However, it does appear that certain job characteristics were essential to enhancing the attractiveness of paid work for both mothers currently working for pay as well as stay-at-home mothers. These included multiple flexible work arrangements and time off options. Assistance to help workers exit and then re-enter the workplace was less significant for these mothers at this point in their lives. Overall, these preferences provide a critical snapshot of the flexibility options that group mothers all across the United States value the most in best managing their work/family lives.

# Part 5

## **An Employer, Employee, And Policy Roadmap Toward The Ideal Flexible Job**

**C**learly, when envisioning their ideal job, mothers incorporated numerous workplace flexibility initiatives. The key question, then, is how to best promote the policy environment in which these options become more commonplace. This section of the report offers preliminary insights from group and non-group mothers into this policy opportunity structure. The two focal topics here relate to preferences regarding the following:

- (1) governmental action in the area of promoting general flexible work arrangements, and
- (2) governmental action in the area of promoting specific time off policies that are currently the subject of much public debate. Particular attention is paid to those issues that appear to have cross-partisan support.

### **Governmental Action in Promoting Flexible Work Arrangements**

Mothers were asked directly about four degrees of incremental governmental intervention designed to promote flexible work arrangements across the United States. Not unsurprisingly, the least interventionist strategy—the option of educating “employers and employees about the benefits of flexible work arrangements and best practices regarding how to implement flexible work arrangements”—received the highest degree of support among those surveyed. In fact, 83.4% of group mothers favored such action, with high to very high values across all groups, ranging from 67.4% of MOPS members to 93.6% of Mocha Moms members. Importantly, this level of support was sustained across party lines. About 64.5% of Republicans, 92.8% of Democrats, and 81.8% of Independents agreed with the wisdom of this option. Similarly, 89.4% of non-group mothers agreed with this statement, and support was very high across all three political parties among this sample as well.

A second, higher degree of governmental action—encouraging “employers to voluntarily increase access to flexible work arrangements, by, for example, providing grants, awards, and tax incentives”—was also favored by a substantial majority of mothers. Here, 82.9% of group mothers agreed with this initiative, and again, support was consistent across the five mothers’ groups, ranging from 66.7% of MOPS members to 93% of MomsRising members. As before, agreement persisted across partisan lines, with 65% of Republicans,

92.1% of Democrats, and 80.4% of Independents registering their support. Similarly, 86.9% of all non-group mothers also agreed, with strong endorsement across the entire political spectrum.

The third level of activity asked mothers whether they agreed with the statement that the government should “require employers to establish a process under which employees can request flexible work arrangements and employers must consider those requests.” Here again, a majority of group mothers, at 59.2%, agreed with this policy. However, for the first time, approval for this measure waned among the members of one group, with only 41.5% of MOPS members supporting this option. At the other end of the spectrum was MomsRising, with 74% registering support for this initiative. In addition, support among all Republican group mothers dropped below 50% to 37.3%. Interestingly, however, was that non-group mothers still overwhelmingly agreed with this action, at 81.7%, with cross-partisan support remaining strong among these mothers as well.

The fourth and most rigorous form of intervention probed whether “the government should require employers to grant a certain number of requests for flexible work arrangements per year”. In this case, group mothers were much more hesitant, and their aggregate approval overall fell for the first time under the 50% mark to 45.9%. However, this was not a uniform dismissal as individual groups differed widely in their support. NAMC, Mocha Moms, and MomsRising had support levels above 50%, while Mothers & More and MOPS had support levels well below the 50% level. In terms of partisan identification among group mothers, support also waned, with only 26.2% of Republicans, 56.8% of Democrats, and 37.8% of Independents registering agreement. On the other hand, almost three-quarters of non-group mothers agreed with this initiative (73.9%), with support over 50% across both political parties and among Independents.

## **Governmental Action in Promoting Time Off Policy**

In the second area of time off policy, we probed attitudes as to whether the government should “require employers to provide paid sick days to their employees.” Three out of four group mothers (75.2%) agreed that this is an appropriate area of governmental action, with majorities across all five groups, ranging from 57% of MOPS members to 90% of MomsRising members. Support was also high across the political spectrum, with 54.2% of Republicans, 86.8% of Democrats, and 72.5% of Independents all in agreement. Non-group mothers also overwhelmingly favored this option (84.5%), again with majority support across political identifications.

When supporters of this initiative were asked who should cover the cost of these sick days, a plurality of

group mothers (49.6%) and non-group mothers (48.1%) preferred the employer. The next most popular choice for both sets of mothers was cost-sharing between the employer and the employee, followed by the government. Not surprisingly, the least popular funding option was the employee only. The order of these preferences was the same across the five groups, with the exception of Mocha Moms, whose members ranked cost-sharing between the employer and employee ahead of the employer-only option.

Mothers also had strong preferences regarding paid days off that are unrelated to illness. Support for this proposition dropped significantly from the support registered for paid sick days off. Among group mothers, support declined to 40.6%, with the range of support varying quite dramatically across the five groups. Less than one-third (27.2%) of MOPS members endorsed this policy, while 54.5% of MomsRising members agreed with it. Politically, only 22.6% of Republicans, 50.4% of Democrats, and 35.7% of Independent group mothers agreed. In contrast, among non-group mothers, a majority of 57% approved of this measure, but support still lagged below 50% for non-group Republicans and Independents.

For those mothers who supported this option, a plurality once again agreed that the employers should fund these costs. The order of preferences after this employer-only option echoed the order of funder options for paid sick days, with a sharing between the employer and employee coming next, followed by the government, and lastly, the employee-only option. This pattern of preferences emerged for group mothers on average, non-group mothers, and across each group.

Finally, we probed support for extending the Family and Medical Leave Act (FMLA), which provides workers in firms with 50 or more employees with the right to three months of unpaid leave related to pregnancy or caretaking responsibilities. Mothers were asked whether this unpaid leave should be changed to paid leave. Only a minority of group mothers agreed (45.7%). Interestingly, the range of views on this issue was dramatic across the individual groups, with MOPS members registering the lowest levels of support (25.4%) and MomsRising members indicating the highest degree of approval (67.6%). Breaking this support down by political identification, only 21% of Republican, 59.1% of Democrat, and 42.3% of Independent group mothers agreed. A bare majority of non-group mothers approved (50.5%), with support remaining below 50% for both Republicans and Independents.

Those who supported the FMLA extension also endorsed a shift in responsibility as to who should fund that paid leave. Group mothers agreed that the employer/employee cost-sharing option was best, the government next, followed by the employer alone and then the employee-only option last. While MOPS,

Mocha Moms, and Mothers & More echoed this average group ranking pattern, NAMC placed the employer-only option before the governmental one and MomsRising members equally ranked the employer/employee cost sharing plan with governmental funding at the top of their list, followed by employer-only and then employee-only funding. Non-group mothers ranked employer/employee cost-sharing as their first preference, with the employer-only and the government closely following. The employee-only payment option came in last.

Finally, mothers in the aggregate generally asserted their support of the extension of the unpaid version of FMLA to employers with less than 50 employees. A majority of both group mothers (57.1%) and non-group mothers (57.4%) agreed with this policy goal. However, MOPS registered support under 50% at 42.7%. In addition, support among all Republican group and non-group mothers was less than 50%.

### **Putting it Together**

On the issue of workplace flexibility in general, both group and non-group mothers favor a limited governmental role in terms of educating and encouraging businesses to offer more of these options. However, support dropped off for more interventionist strategies, especially among group Republicans. With respect to time off options, support was wide and strong for the government to require that employers offer paid sick days to their employees. This approval emerged among group and non-group mothers and across the political spectrum. Support for other types of days off, as well as converting the FMLA from unpaid to paid leave, was much weaker across group and non-group mothers, and across both Independents and Republicans for both samples. Those who did approve of these measures tended to favor employer-only funding mechanisms or employers and employees sharing this financial burden. Finally, a bare majority of both group and non-group mothers supported the extension of FMLA to employers with under 50 employees, although agreement among Republicans in both samples fell below 50%.



# Part 6

## Conclusions

One of the key ways in which the employment landscape in the United States has been transformed over the past several decades is through the increasing incorporation of mothers as workers. For many mothers, however, combining paid work as it is currently designed and family responsibilities is fraught with structural obstacles. In an effort to stimulate reforms to overcome these obstacles, this study focused on one potential mobilization source: grassroots mothers' organizations. As documented, mothers who are members of MOPS, MomsRising, NAMC, Mothers & More, and Mocha Moms had many resources and stabilizing forces in their lives. These survey respondents were highly educated, had substantial levels of household income, and tended to be married at a higher rate than their non-group counterparts. They were also extremely dedicated to their groups. However, with the exception of MomsRising, mothers did not initially seek out their groups in order to re-envision the workplace. This does not mean that their groups do not offer them information about the flexibility issue once they join nor does it mean that the membership is apathetic on these issues. Indeed, most members expressed strong preferences about flexibility policies when asked. What is required then is for group leaders who wish to do so, and consistent with their groups' missions, to focus on channeling these opinions in a way that will serve to influence employers and/or governmental policymakers into optimizing workplace flexibility options.

This study also demonstrated that there was no impermeable divide between stay-at-home mothers and mothers who are currently working for pay. Instead, they were bound by a strong unity of interest as it pertains to workplace flexibility. More specifically, the great majority of stay-at-home mothers, both from groups and not attached to groups, worked for pay in the past and planned on returning to the paid workforce within one to five years. While mothers working for pay had some degree of flexibility in their current jobs, there was clearly room for increased employer adaptation. Notably, in their description of their ideal job, both currently stay-at-home mothers and mothers working for pay in mothers' groups had strong preferences regarding the most important components of flexibility that would be of assistance to them. More specifically, the majority of these mothers rated flexible start/stop times, advance notice of overtime responsibilities, advance notice of shift schedules, part-time work, and telecommuting from home as critical to their satisfaction with their job.



Conversely, we found a lower level of support for compressed work weeks, access to job shares, part-year work, and working from an alternative location. With respect to time off, the majority of members stated that all types of time off—short-term, episodic, and extended leave policies—were very important to them. Finally and surprisingly, only a minority believed that policies designed to help them transition in and out of the work force were currently very meaningful to them.

Given these preferences regarding workplace flexibility, how should we as a society move in this direction? How much governmental action should there be? Group and non-group mothers both heavily favored efforts by the government to educate employers about the benefits of flexible work arrangements as well as measures to encourage employers to actually implement these policies. This study also documented general unanimity of approval of these measures across political party lines for both group and non-group mothers. In addition, there was a high degree of support for the government to require that employers set up a system to review flexibility requests among both sets of mothers, but cross-partisan approval for such employer mandates waned among Republican group mothers. Finally, while the majority of non-group mothers favored the government actually requiring employers to grant some of these requests, only a minority of group mothers felt the same way. Support declined among Republican and Independent group mothers, while cross-partisan agreement remained high among non-group mothers.

With regard to the current public conversation about specific time off options, the majority of both group and non-group mothers overwhelmingly favored the government requiring that employers provide guaranteed paid sick days, with costs shared by the employer and employee. Indeed, support was high across the political spectrum among both group mothers and non-group mothers. However, only a minority of group mothers favored other types of required paid days off, and support by Republicans and Independents declined to under 50% among these members. Non-group mother support, however, remained over 50%, but failed to attract at least 50% of Republicans and Independents. In terms of reforming current FMLA requirements, efforts to transform leave from unpaid to paid was not favored by group members and only barely so by non-group members; support among Republicans and Independents was under 50% for both sets of mothers. For those who did agree with this policy extension, both group mothers and non-group mothers supported paying for it with employer-employee cost sharing. In addition, the majority of both sets of mothers maintained that firms with under 50 employees should be required to provide unpaid leave. Support only dropped below 50% for Republican group and non-group mothers.



This study presents strong empirical evidence that there is a meaningful potential for the mobilization of mothers' groups on the issue of workplace flexibility initiatives. Members of these groups tend to have strong opinions on these options, which often, but not always, mesh with the views of non-group mothers. Most importantly, many of their preferences cross the partisan divide, which presages that capacity for building true bipartisan support among legislators. With this in mind, conditions are ripe for a generation of business and political support for a wide variety of policies to move the country toward embracing more flexible workplace initiatives.

# Appendix A

## Organizing for Change? Mothers' Groups in the United States: Internet Survey Research Methodology Report

Appendix A and B Prepared by: Marc D. Weiner, J.D., Ph.D.,  
Faculty Fellow and Associate Director, Bloustein Center for Survey Research

Prepared for: Jocelyn Elise Crowley, Ph.D.,  
Principal Investigator

### Survey Overview

The goal of this research is to explore the priorities of the organizational elite and rank-and-file memberships of five of the largest grassroots mothers' organizations in the United States. Using multi-mode research strategies, this study explores why mothers join these groups, especially as these reasons relate to their work-family concerns, and seeks to link those individual motivations to potential patterns of agreement on workplace flexibility issues across the membership of the groups.

More specifically, this study deployed four approaches to primary original data collection: (a) observational research of the mothers' groups in action; (b) in-depth telephone interviews with a random sample of members across the five groups; (c) a web survey of the groups' rank-and-file members; and, (d) a nationwide random sample telephone survey, the purpose of which was to provide a control and comparison sample for the web survey of group members. This report presents a plenary discussion of the survey research methodology for the internet survey of the groups' rank-and-file members.

### Survey Population and Census and Sample Frames

The closed population for this internet survey was the rank-and-file membership of five United States mothers' groups, referred to here as NAMC, Mocha Moms, Mothers & More, MOPS, and MomsRising. The first task for the survey team was to determine the survey eligibility of each of the members of each group following a strict analytical protocol. That process started with each group's leadership providing the survey director with a gross set of presumptively unique membership records. That database was then preened to remove the following non-unique records and non-records:

- a) duplicate records within groups;
- b) duplicate records across groups; and,
- c) corrupt data proffered as records.

This first step resulted in a net set of unique membership records. That net set was then further preened to remove those members not eligible for the survey due to failure to meet the survey qualification requirements; this included those members who:

- a) had no chapter affiliation; or,
- b) were not female; or,
- c) were not residing in the United States; or,
- d) had left the group subsequent to the delivery of the gross set of presumptively unique member records.

**Table A: Census Frames and Sample Frames Derivations**

	All Groups	NAMC	Mocha Moms	Mothers & More	MOPS	MomsRising
Gross M Records Delivered	341,564	956	2,991	5,505	104,982	227,130
Duplicates, Within Groups	11,481	0	70	2	1,119	10,290
Duplicates, Across Groups	17	0	0	3	9	5
Corrupt Records	11,085	0	0	45	0	11,040
Net M Unique Records Delivered	318,981	956	2,921	5,455	103,854	205,795
Disqualifications						
No Chapter Affiliation	5,343	0	66	75	5,202	n/a
Not Female	27,571	8	1	8	0	27,554
Not United States	2,082	0	0	0	1,241	841
Post Sample Delivery Unsubscribes	3,758	0	0	0	0	3,758
Gross Group Population	280,227	948	2,854	5,372	97,411	173,642
NonContactable / No Valid Email Address	17,775	63	1	28	12,827	4,856
Survey Eligible/Net Group Population	262,452	885	2,853	5,344	84,584	168,786
Census Frames	9,082	885	2,853	5,344	n/a	n/a
Sample Frames	10,000	n/a	n/a	n/a	5,000	5,000
Combined Census/Sample Frames	19,082	885	2,853	5,344	5,000	5,000

This resulted in a gross group population that was then further reduced to eliminate those group members not contactable due to the absence of a valid email address. This left a net group population, which constitutes the “survey eligible” component of the membership. As such, the term “survey eligible” is not equivalent to each group’s total membership at the time of the study, but rather is a subset of the overall membership.

For the three less populous groups, we conducted a census of the membership, i.e., each survey eligible member of the organization was invited to participate in the web-based survey. In the cases of the two more populous groups, MOPS and MomsRising, a random sample of 5,000 of the survey eligible members was drawn and invited to participate. Thus, for these purposes we have both a “census frame” for the three less populous groups and “sample frame” for the two more populous groups. The exact numerical derivation groups in detail on the preceding page at Table A, “Census Frames and Sample Frames Derivations.”

### **Survey Instrument Summary, Respondent Contacting, Field Period, and Field Outcomes**

Survey respondents were asked a battery of questions related to their involvement in their own mothers’ groups, their current arrangement of participating or not participating in the paid labor force, their attitudes toward workplace flexibility, and their preferences regarding how to encourage flexibility across American workplaces. In addition, each group was permitted to add, at the end of the survey instrument, up to five questions, exclusive of subparts, that were of group-specific interest. The draft survey instrument was vetted by a panel of policy and survey experts and finalized by late March 2009.

Each respondent was given a unique nine-digit alphanumeric code; to facilitate order and tracking control, the first letter of that code reflected the respondent’s group membership. This code was included in the subject line of each email to each member so that bouncebacks, rejections, and other undeliverables could be properly categorized for purposes of tracking contact rates. Again, to maintain order and tracking control over the survey sample, as well as to prevent overload on the survey’s two hosting computer servers,<sup>1</sup> each respondent contact was staggered by group over the course of the work week as follows:

Monday:	NAMC
Tuesday:	Mocha Moms
Wednesday:	Mothers & More
Thursday:	MOPS
Friday:	MomsRising

The respondent contacting schedule was as follows:

Week of April 13, 2009:	Advance notice of survey email
Week of April 20, 2009:	Initial email invitation
Week of April 27, 2009:	First follow-up on participation email
Week of May 4, 2009:	Second follow-up participation email
Week of May 18, 2009:	Third/final follow-up on participation email

Thus, the survey was opened and data collection commenced on Monday, April 20, 2009; the survey field period was closed and data collection ceased on Tuesday, June 2, 2009. As is custom in the industry, only those respondent who had not completed the survey, communicated their refusal, or otherwise responded were sent the follow-up on participation emails.

<sup>1</sup> The web survey deployed two separate servers, one to host the survey application and the other as a “backend” secure data server. In this way, were the survey application to be hacked or otherwise compromised, the collected data would remain secure.

The text of each respondent contact was identical for NAMC, Mocha Moms, and Mothers & More, while both MOPS and MomsRising requested and received additional content to the Advance Notice of Survey Email as well as group-specific subject line references. In addition, MomsRising requested and received an “unsubscribe from MomsRising” postscript in each email communication to its members.<sup>2</sup> The core and supplemental texts of each respondent contact follow:

Advance Notice of Survey Email

SUBJECT LINE: Rutgers University Mothers Survey - a88888888

Dear Ms. \_\_\_\_\_:

Next week you will receive an email requesting your participation in a voluntary web survey for a research project entitled “Organizing for Change? Mothers’ Groups in the United States.”

The aim of this project is to understand how various mothers’ groups and organizations help mothers achieve the goals that they desire in their work and family lives. You were selected for participation because you are a member of one of the five mothers’ groups that have agreed to participate in this important study.

The survey includes questions about your involvement with your mothers’ group, challenges you may face when combining paid work with family matters, and your attitudes toward government, public policy formation, and politics.

I am writing in advance because we have found that many people like to know ahead of time when they will be contacted. Your participation is extremely important to the success of this study, which will help analysts to better understand the opportunities and constraints mothers in America face. The results may be published in academic journals and books.

Thank you for your time and consideration. It’s only with the generous help of people like you that our research can be successful.

Sincerely,

Jocelyn Elise Crowley, Ph.D.  
Principal Investigator, “Organizing for Change? Mothers’ Groups in the United States.”  
Associate Professor, Edward J. Bloustein School of Planning and Public Policy  
Rutgers, The State University of New Jersey

To refuse participation in this survey and not receive any additional survey-related emails, please reply to this email and include the word REFUSED in the subject line.

Additional MOPS language, placed above main text:

SUBJECT LINE: Message from Ms. Karen Parks of MOPS International - a88888888

Dear MOPS International Member,

You are invited to participate in a mother’s groups study by Dr. Jocelyn Crowley of Rutgers University and SRBI (the company conducting the survey) that will help us and others learn more about the needs of mothers in this country. The results of this study will help us learn how to serve moms better. If you have questions, you can contact me, Karen Parks, at [kparks@mops.org](mailto:kparks@mops.org). Below, please find Dr. Crowley’s introductory email.

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<sup>2</sup> The text of that unsubscribe postscript was:

To unsubscribe from MomsRising, please click here:

[http://salsa.democracyinaction.org/o/1768/unsubscribe.jsp?Tracking\\_Code=Rutgers&organization\\_KEY=1768](http://salsa.democracyinaction.org/o/1768/unsubscribe.jsp?Tracking_Code=Rutgers&organization_KEY=1768)

Additional MomsRising language, placed above main text:

SUBJECT LINE: Message from Ms. Joan Blades of MomsRising - a88888888

Dear MomsRising Member,

We are inviting our members to participate in a mothers' group study that will help us and others learn more about the needs of mothers in this country. Here is the description and invitation to participate from Dr. Jocelyn Crowley of Rutgers University and SRBI (the company conducting the survey).

Initial Email Invitation

SUBJECT LINE: Rutgers University Mothers Survey - a88888888

Dear Ms. \_\_\_\_\_:

As mentioned in my email last week, I am writing to request your participation in a voluntary web survey for a research project entitled "Organizing for Change? Mothers' Groups in the United States."

Please note that the survey is confidential and your answers will not be associated with your name when the results are reviewed.

Please visit the following website: [www.opinionport.com/motherssurvey](http://www.opinionport.com/motherssurvey). Once there you will be asked to provide this passcode (a88888888) in order to access the survey.

And of course, if you have any questions or concerns about the survey, please do not hesitate to contact me by reply email.

Thank you again for participating in this important effort. It is only with the help of generous people like you that we can better understand the opportunities and constraints that mothers in America face.

Sincerely,

Jocelyn Elise Crowley, Ph.D.  
Principal Investigator, "Organizing for Change? Mothers' Groups in the United States."  
Associate Professor, Edward J. Bloustein School of Planning and Public Policy  
Rutgers, The State University of New Jersey

To refuse participation in this survey and not receive any additional survey-related emails, please reply to this email and include the word REFUSED in the subject line.

First Follow-up on Participation Email

SUBJECT LINE: Rutgers University Mothers Survey - a88888888

Dear Ms. \_\_\_\_\_:

As mentioned in previous correspondence, I am writing to request your participation in a voluntary web survey for a research project entitled "Organizing for Change? Mothers' Groups in the United States." We are extremely interested in your experiences and opinions and are hopeful that you will have the opportunity to take the survey soon.

Please visit the following website: [www.opinionport.com/motherssurvey](http://www.opinionport.com/motherssurvey). Once there you will be asked to provide this passcode (a88888888) in order to access the survey.

As a reminder, please note that the survey is confidential and your answers will not be associated with your name when the results are reviewed. And of course, if you have any questions or concerns about the survey, please do not hesitate to contact me by reply email.

Thank you again for participating in this important effort. It is only with the help of generous people like you that we can better understand the opportunities and constraints that mothers in America face.

Sincerely,

Jocelyn Elise Crowley, Ph.D.  
Principal Investigator, "Organizing for Change? Mothers' Groups in the United States."  
Associate Professor, Edward J. Bloustein School of Planning and Public Policy  
Rutgers, The State University of New Jersey

To refuse participation in this survey and not receive any additional survey-related emails, please reply to this email and include the word REFUSED in the subject line.

Second Follow-up on Participation Email

SUBJECT LINE: Rutgers University Mothers Survey - a88888888

Dear Ms. \_\_\_\_\_:

About two weeks ago, I wrote to request your participation in a voluntary web survey for a research project entitled "Organizing for Change? Mothers' Groups in the United States." I realize that your time is very valuable, but it is only with the help of generous people like you that we can better understand the opportunities and constraints that mothers in America face. I am hopeful that you will have the opportunity to take the survey soon.

Please visit the following website: [www.opinionport.com/motherssurvey](http://www.opinionport.com/motherssurvey). Once there you will be asked to provide this passcode (a88888888) in order to access the survey.

As a reminder, please note that the survey is confidential and your answers will not be associated with your name when the results are reviewed. And of course, if you have any questions or concerns about the survey, please do not hesitate to contact me by reply email.

Please know that your experience and opinions are very valuable to us, and thank you again for participating in this important effort.

Sincerely,

Jocelyn Elise Crowley, Ph.D.  
Principal Investigator, "Organizing for Change? Mothers' Groups in the United States."  
Associate Professor, Edward J. Bloustein School of Planning and Public Policy  
Rutgers, The State University of New Jersey

To refuse participation in this survey and not receive any additional survey-related emails, please reply to this email and include the word REFUSED in the subject line.

Third/final Follow-up on Participation Email

SUBJECT LINE: Rutgers University Mothers Survey - a88888888

Dear Ms. \_\_\_\_\_:

I am writing one last time in the hope that you will be able to complete the web survey for the research project entitled "Organizing for Change? Mothers' Groups in the United States." So far, roughly 3,000 members of different mothers' groups in America have responded to the survey and we are hopeful that your experiences and opinions will be included in the final results. We will close the survey field period at the end of the day on Sunday the 31st and so if you've not yet had the opportunity to complete the questionnaire, I am hopeful that you will take some time to do so now.

Please visit the following website: [www.opinionport.com/motherssurvey](http://www.opinionport.com/motherssurvey). Once there you will be asked to provide this



passcode (a88888888) in order to access the survey.

As a reminder, please note that the survey is confidential and your answers will not be associated with your name when the results are reviewed. And of course, if you have any questions or concerns about the survey, please do not hesitate to contact me by reply email.

Please know that your experience and opinions are very valuable to us. Thank you again for participating in this important effort.

Sincerely,

Jocelyn Elise Crowley, Ph.D.  
Principal Investigator, “Organizing for Change? Mothers’ Groups in the United States.”  
Associate Professor, Edward J. Bloustein School of Planning and Public Policy  
Rutgers, The State University of New Jersey

To refuse participation in this survey and not receive any additional survey-related emails, please reply to this email and include the word REFUSED in the subject line.

As is shown in Table B, “Field Outcomes,” the field contacting protocol proved significantly successful. The first row of Table B (“Final Census/Sample Frames”) is drawn from the last row of Table A (“Combined Census/Sample Frames”) and thus presents the number of potential eligible respondents for each group at the inception of the web survey field period.

In addition to its stated purpose of announcing and priming the census populations and samples for the survey, the advance email also serves as a final check on survey eligibility and email address validity. Table B thus shows, by group and overall, the counts of presumed eligible and contactable respondents who were revealed to be ineligible or noncontactable by way of advance email bouncebacks, as well as communications from potential respondents regarding their ineligibility. Moreover, when more than two of the four post-advance-email communications were returned as undeliverable, that respondent was deemed noncontactable and, in turn, not “at risk” for being exposed to the survey. As such, the census and sample counts were, for the purposes of calculating response and refusal rates, reduced by these ineligible and noncontactables. Still, the percent of the original census and sample frames that remained eligible and contactable was notably high, at 94.5% overall, with the groups ranging from 89.7% to 97.4%.

Finally, Table B shows the distributions, overall and by group, of completed interviews, plenary nonresponses,<sup>3</sup> and refusals.

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<sup>3</sup> By “plenary nonresponse” we mean that there was absolutely no information whatsoever gleaned from or about the respondent from the advance email or any of the four main email communications. This includes the absence of a bounceback, “over quota” response, autoresponders, SPAM filter requests, or automatically generated ISP notices of nondeliverability.

**Table B: Field Outcomes**

	<b>All Groups</b>	<b>NAMC</b>	<b>Mocha Moms</b>	<b>Mothers &amp; More</b>	<b>MOPS</b>	<b>MomsRising</b>
<b>Final Census/Sample Frames</b>	<b>19082</b>	<b>885</b>	<b>2853</b>	<b>5344</b>	<b>5000</b>	<b>5000</b>
<b>Ineligible</b>						
Not In / Left Group	29	3	9	4	3	10
Not Mother	14	0	0	0	2	12
Duplicate	1	0	0	0	0	1
Not in United States	1	0	0	0	0	1
<b>NonContactable</b>						
Advance Email Bouncebacks	814	29	59	150	100	476
50% or Greater Contact Bouncebacks	199	26	40	91	25	17
<b>Percent Eligible &amp; Contactable</b>	<b>94.5%</b>	<b>93.4%</b>	<b>96.2%</b>	<b>95.4%</b>	<b>97.4%</b>	<b>89.7%</b>
<b>Presumed Eligible Contacted Sample</b>	<b>18024</b>	<b>827</b>	<b>2745</b>	<b>5099</b>	<b>4870</b>	<b>4483</b>
<b>Completed Interview</b>	<b>3327</b>	<b>182</b>	<b>620</b>	<b>1302</b>	<b>762</b>	<b>461</b>
<b>Plenary NonResponse</b>	<b>14637</b>	<b>644</b>	<b>2119</b>	<b>3781</b>	<b>4100</b>	<b>3993</b>
<b>Refused</b>	<b>60</b>	<b>1</b>	<b>6</b>	<b>16</b>	<b>8</b>	<b>29</b>

## Response Analysis

Table C, “Response Analysis,” presents an overview of the survey response overall and by group, and includes calculations of response rates, refusal rates, and cooperation rates, along with the numerical counts necessary to derive those percentages.

Here, the response rate is calculated in manner consistent with the AAPOR3 response rate calculation for the telephone survey, i.e., we presume that the plenary nonresponses have an eligible-to-ineligible ratio (and/or a deliverable-to-nondeliverable ratio) similar to the rest of the sample frame as shown in Table B. This value, referred to as “*e*” for the telephone survey (see Telephone Survey Research Methodology Report), is used as a multiplier against the count of the plenary nonresponse to reduce that number to an empirically sustainable estimate of the eligible and contactable component of the plenary nonresponse categories.

In other words, since we do not have any information about the plenary nonresponse cases, and we do know, as a fact certain, that chunks of the presumed sample were ineligible, it is unreasonable to assume that every single one of those nonresponses is eligible. Thus, consistent with AAPOR formulas on-point,<sup>4</sup> we reduce that category by a percentage equivalent to the proportion known to be eligible and contactable. By way of example, for the “all groups” category, the multiplier  $e = .945$ . The response rate, then, is taken as:

$$\frac{\text{completes}}{(\text{completes}) + (\text{refusals}) + (\text{nonresponse} * e)}$$

Similarly, the refusal rate is taken as:

$$\frac{\text{refusals}}{(\text{completes}) + (\text{refusals}) + (\text{nonresponse} * e)}$$

Finally, the cooperation rate is taken as the number of completed interviews divided by the number of known eligible contacts. This relatively simple calculation is taken as:

$$\frac{\text{completes}}{(\text{completes}) + (\text{refusals})}$$

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<sup>4</sup> See The American Association for Public Opinion Research. 2008. *Standard Definitions: Final Dispositions of Case Codes and Outcome Rates for Surveys*. 5th edition. Lenexa, Kansas: AAPOR. Pp. 31-32, 35.

**Table C: Response Analysis**

	All Groups	NAMC	Mocha Moms	Mothers & More	MOPS	MomsRising
Eligible Contacted Census/Sample	18024	827	2745	5099	4870	4483
Completed Interview	3327	182	620	1302	762	461
Refused	60	1	6	16	8	29
Plenary NonResponse	14637	644	2119	3781	4100	3993
Estimate of Eligibility of Plenary NonResponses	94.5%	93.4%	96.2%	95.4%	97.4%	89.7%
e (Estimated Eligibility Multiplier)	0.945	0.934	0.962	0.954	0.974	0.897
Response Rate	19.3%	23.2%	23.3%	26.4%	16.0%	11.3%
Refusal Rate	0.3%	0.1%	0.2%	0.3%	0.2%	0.7%
Cooperation Rate (Known Eligible Contacts Only)	98.2%	99.5%	99.0%	98.8%	99.0%	94.1%

## **Performance Analysis, Margin of Sampling Error, and Weighting**

Table D, “Target-to-Performance Analysis and Margin of Sampling Error Calculations,” presents a comparison of our pre-web-survey performance predications to our actual field performance. As noted in the main report, overall we achieved a response rate 4.3 points in excess of the predicted 15.0%, and each group, save MomsRising, achieved a response rate ranging from 1.0 to 11.4 points in excess of predictions.<sup>5</sup>

Table D also presents calculations for margins of sampling error. For all groups, the overall margin of sampling error was 1.7% at 95% confidence at the 45/55 margins.<sup>6</sup> For MOPS and MomsRising, the two sampled groups, we are able to calculate true margins of sampling error. Those values report at 3.5% and 4.5% respectively, at 95% confidence at the 45/55 margins.

Because censuses were taken of the other three groups it is impossible to calculate a margin of sampling error; this is because, in a phrase, there was no sampling. However, we are able to generate an analog to the margin of sampling error that we have dubbed the “functional” margin of sampling error, by treating the number of completed interviews as a functional sample and conducting the standard sampling margin of error calculation on that basis. For these groups, those values ranged from 2.4% to 6.4%, well within the common ranges expected. The fact that we have no information as to whether the members who fell into plenary nonresponse category were ever “at risk of exposure” to the survey, provides a presumed theoretical justification for treating the category of completed interviews as a sample of the whole population.

Lastly, because the groups do not collect sufficient demographic population parameters on their memberships (and, as such, have no population targets for the groups), we were unable to weight these data to coax the completed sample demography to better approximate the group census and sample frame demography. However, given the composition of these groups in combination with the eligibility requirements for qualifying for the survey, logic and common sense compel that no weighting is necessary. The groups are largely homogenous populations; as such, there is no theoretical nor empirical basis on which to argue that post-stratification adjustments are necessary in this instance.

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<sup>5</sup> MomsRising, while falling short of the goal, still provided an 11.3% response rate, adequate to produce a group-only sample of 461 completed interviews, well-sufficient for analytical purposes.

<sup>6</sup> For a full discussion of the terminology and use of margins of sampling error, see the Telephone Survey Research Methodology Report.

**Table D: Target-to-Performance Analysis and Margin of Sampling Error Calculations (95% Confidence, 45/55 Margins)**

	All Groups	NAMC	Mocha Moms	Mothers & More	MOPS	MomsRising
Net Group Population	262,452	885	2,853	5,344	84,584	168,786
Combined Census/Sample Frames	19,082	885	2,853	5,344	5,000	5,000
Predicted Response Rate	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%
Actual Response Rate	19.3%	23.2%	23.3%	26.4%	16.0%	11.3%
Response Rate, Predicted-to-Actual Deviation	+ 4.3%	+ 8.2%	+ 8.3%	+ 11.4%	+ 1.0%	- 3.7%
Predicted Count of Completed Interviews	2,862	133	428	802	750	750
Actual Count of Completed Interviews	3,327	182	620	1,302	762	461
Completed Interviews, Predicted-to-Actual Deviation	+ 465	+ 49	+ 192	+ 500	+ 12	- 289
Margin of Sampling Error to Net Group Population	1.7%	n/a	n/a	n/a	3.5%	4.5%
Functional Margin of Sampling Error to Net Group Population	n/a	6.4%	3.5%	2.4%	n/a	n/a

# APPENDIX B

## Organizing for Change? Mothers' Groups in the United States: Telephone Survey Research Methodology Report

### Survey Overview

The goal of this research is to explore the priorities of the organizational elite and rank-and-file memberships of five of the largest grassroots mothers' organizations in the United States. Using multi-mode research strategies, this study explores why mothers join these groups, especially as these reasons relate to their work-family concerns, and seeks to link those individual motivations to potential patterns of agreement on workplace flexibility issues across the membership of the groups.

More specifically, this study deployed four approaches to primary original data collection: (a) observational research of the mothers' groups in action; (b) in-depth telephone interviews with a random sample of members across the five groups; (c) a web survey of the groups' rank-and-file members; and, (d) a nationwide random sample telephone survey, the purpose of which was to provide a control and comparison sample for the web survey of group members. This report presents a plenary discussion of the survey research methodology for the telephone survey.

An executive summary of all significant survey parameters is set forth in Table E.

**Table E: Key Survey Parameters**

Completed Interviews:	800
Respondents:	Mothers (female guardians) of children under 18
Incidence rate:	23.0% (estimated) 11.7% (screening)
AAPOR3 Response Rate:	46.4%
AAPOR3 Cooperation Rate:	67.2%
Margin of Sampling Error:	3.4 percentage points at 95% confidence at the 45% / 55% margins
Pretest:	Monday, April 6, 2009 ( <i>n</i> =10)
Field Period:	Tuesday, April 14 through Tuesday, June 2, 2009
Mean Interview Duration:	17.2 minutes
Sampling Approach:	National RDD sample, continental U.S.
Call Design:	Six call design; one refusal conversion on all soft refusals
Weighting Schema:	((Age x Sex) x Region)



## **The Survey Instrument, Sampling Protocol, and Field Procedures**

Because the key purpose of the telephone survey was to provide national control and comparison data for the web survey of the five groups' members, the telephone questionnaire was constructed primarily as a subset of the web survey inquiries. While some of the web survey questions were not included on the telephone survey, all of the telephone survey questions except the respondent qualification screening and consent questions were reflected on the web survey. Qualification screens were put in place to assure that:

1. the respondent was at least 18 years of age and consented to the survey;
2. that there was at least one child, age 17 or under, living in the subject household;
3. that the respondent was the mother, step-mother, or guardian of at least one such child; and,
4. that the respondent was not a member of any one of the five mothers' groups participating in the web survey.

Assuming that the respondent qualified for survey participation, the interviewer proceeded with the telephone survey instrument, probing the follow areas of inquiry:

- work/employment-for-pay;
- characteristics of employer;
- impact of parenting responsibilities on relationship with employer;
- conditions of employment, i.e., workplace flexibility options;
- attitudes, interests and preferences with regard to government intervention on the issue of workplace flexibility options; and,
  
- demography and related statistical control variables.

After pretesting ten complete interviews on Monday, April 6, 2009, the random-digit-dial telephone survey was fielded from Tuesday, April 14 through Tuesday, June 2, 2009. Calling continued daily throughout on a six-call design (with one refusal conversion effort on all soft refusals), targeting and achieving 800 completed interviews. The survey was administered in both English and Spanish; 737 interviews (92.1%) were conducted in English and 63 interviews (7.9%) were conducted in Spanish.

## Response Analysis

Generally speaking, a “response rate” “is the number of complete interviews with reporting units divided by the eligible reporting units in the sample.”<sup>7</sup> This much misunderstood statistic tells us, in general terms, the proportion of respondents interviewed relative to the number of eligible respondents (or households) in the sample. One difficulty with calculating and reporting response rates is that “[t]he same names are used to describe fundamentally different rates and different names are sometimes applied to the same rate.”<sup>8</sup> To illustrate, the American Association for Public Opinion Research (AAPOR) offers six different methods of calculating a response rate.<sup>9</sup>

The Bloustein Center for Survey Research deploys the AAPOR3 method of response rate calculation. This generally accepted method “estimates what proportion of cases of unknown eligibility are actually eligible.”<sup>10</sup> In formulaic terms, this appears so:

$$RR3 = \frac{I}{[(I + P) + (R + NC + O) + e(UH + UO)]}$$

where  $I$ =complete interviews (and screen-outs);  $P$ =partial interviews;  $R$ =refusals and break-offs;  $NC$ =non-contacts;  $O$ =other;  $e$ =the estimated eligibility of unknowns;<sup>11</sup>  $UH$ =unknown households; and  $UO$ =unknown other. Based on the calling details shown in Table Two (as provided by Abt-SRBI, the telephone data collection subcontractor), this formula yields a 46.4% survey response rate.

The cooperation rate “is the proportion of all cases interviewed of all eligible units ever contacted.”<sup>12</sup> The AAPOR COOP3 cooperation rate is taken as the number of complete interviews (and screen-outs) divided by the sum of the number of complete and partial interviews and the number refusals and break offs (*i.e.*, the formula “defines those unable to do an interview as also incapable of cooperating” and are thus “excluded from the base”).<sup>13</sup> Formulaically, this is expressed as

$$COOP3 = \frac{I}{(I + P) + R}$$

Again, based on the calling details shown in Table Two, this formula yields a 67.2% survey cooperation rate.

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<sup>7</sup> The American Association for Public Opinion Research. 2008. *Standard Definitions: Final Dispositions of Case Codes and Outcome Rates for Surveys*, 5<sup>th</sup> ed. Lenexa, Kansas: AAPOR, p. 34.

<sup>8</sup> *Ibid.*

<sup>9</sup> Moreover, AAPOR endorses four ways to calculate a cooperation rate, three ways to calculate a refusal rate, and three ways to calculate contact rates (*see generally, id.* at 34-35).

<sup>10</sup> *Id.*, AAPOR, 2008: 35.

<sup>11</sup> Here,  $e$  is expressed formulaically as:

$$e = \frac{(I + P + R + NC + O)}{[(I + P + R + NC + O) + NE]}$$

with  $NE$ =not eligibles.

<sup>12</sup> *Id.*, AAPOR 2008: 36.

<sup>13</sup> *Ibid.*

To give these metrics some meaning, in common terms a 46% response rate indicates that by random selection we were able to complete an interview with a resident in just under one out of every two households that qualified for participation in the survey. Similarly, a 67% cooperation rate means that we were able to randomly interview persons in over two out of every three qualified households we were able to contact.

Response and cooperation rates help us understand the degree to which a survey is representative. As one survey researcher explains, “[b]oth are important measures of the quality of the data and results, but some researchers worry more about low cooperation rates because they fear that persons who consciously refuse to participate are more likely to hold different survey-relevant views than those who do. In practice, of course, some of those who ‘cannot be contacted’ may also be consciously avoiding being surveyed (through caller ID, etc.). In addition, in theory those who are hard to contact may also hold different views from those easier to contact.”<sup>14</sup> The concern, then, is with nonresponse bias, i.e., the possibility that there may be differences in the substantive answers provided by responders and what nonresponders would have provided.

It may, however, be the case that concern for nonresponse bias is generally overstated. The American Association of Public Opinion Researchers recently posted a summary general statement on point:

Results that show the least bias have turned out, in some cases, to come from surveys with less than optimal response rates. Experimental comparisons have also revealed few significant differences between estimates from surveys with low response rates and short field periods and surveys with high response rates and long field periods.<sup>15</sup>

Supporting this assertion is a strong argument in the academic survey research literature that surveys with respectable-but-modest response rates are just as good for ascertaining true population parameters as surveys with much higher response rates.<sup>16</sup> This position is keenly supported by a 2003 study by the Pew Research Center on the impact of response rates on survey quality.<sup>17</sup> In those studies, Pew undertook two separate surveys using the same questionnaire; one of the studies was standard, the other rigorous. The first survey was conducted with 1,000 adult respondents over a four day period using standard national polling methodology; that study generated an AAPOR3 response rate of 26.6%. The second study interviewed 1,089 adult respondents over a five month period using much more rigorous data collection procedures, and ultimately obtained an overall AAPOR3 response rate of 51.4%. Pew then conducted an item-by-item comparison between the standard survey’s aggregate responses and the rigorous survey’s aggregate responses to determine differences in the outcomes.

In most categories the results were substantially similar regardless of the survey methodology. Pew concluded that “the decline in participation [in polling] has not undermined the validity of most surveys conducted by reputable polling organizations. When compared with benchmarks obtained from the U.S. Census and other government surveys with response rates that exceed 90%, the demographic and social composition of the samples in the average poll today is remarkably accurate. \* \* \* And even though a typical survey interviews only around one-in-four or one-in-three people it attempts to reach, there is little to suggest that those who do

<sup>14</sup> See <http://www.cfsv.org/communitysurvey/results10.html>, last accessed May 28, 2009.

<sup>15</sup> See <http://aapor.org/responseratesanoverview>, last accessed June 10, 2009.

<sup>16</sup> Daniel M. Merkle and Murray Edelman. 2002. “Nonresponse in Exit Polls: A Comprehensive Analysis.” Pp. 243-257, In *Survey Nonresponse*, edited by Robert M. Groves, Don A. Dillman, John L. Eltinge and Roderick J.A. Little. New York: John Wiley & Sons; Scott Keeter, Carolyn Miller, Andrew Kohut, and Robert Groves. 2000. “Consequences of Reducing Nonresponse in a National Telephone Survey.” *Public Opinion Quarterly* 64:125-148; and, Richard Curtin, Stanley Presser, and Eleanor Singer. 2000. “The Effects of Response Rate Changes on the Index of Consumer Sentiment.” *Public Opinion Quarterly* 64:413-428. Also worth consulting is the Special Issue of *Public Opinion Quarterly*, 2006. “Nonresponse Bias in Household Surveys.” 70(5).

<sup>17</sup> Pew Research Center. 2004. *Survey Report / Press Release: Polls Face Growing Resistance, But Still Representative*. Washington, D.C.: Pew Research Center for the People and the Press.

not participate hold substantially different views on policy and political issues. \* \* \* Across a range of... social and political topics, participants in the standard and rigorous samples were similar in their attitudes and values.<sup>18</sup>

With this in mind, we are confident that this survey, at a 46.4% overall response rate and 67.2% overall cooperation rate, provides methodologically well-grounded empirical data. Table F reports these data in greater detail.

**Table F: Survey Calling Effort Detail**

<i>Descriptions</i>	<i>AAPOR Codes / Formulas</i>	<i>Outcome</i>
<b>Interview (Category 1)</b>		
Complete	1.000	800
Screen-outs	1.100	6442
Partial	1.200	24
<b>Eligible, non-interview (Category 2)</b>		
Refusal and breakoff	2.100	28
Refusal	2.110	3488
Respondent never available	2.210	89
Answering machine household-no message left	2.221	2375
Physically or mentally unable/incompetent	2.320	321
Household-level language problem	2.331	236
<b>Unknown eligibility, non-interview (Category 3)</b>		
Always busy	3.120	244
No answer	3.130	4266
Call blocking	3.150	9
No screener completed	3.210	1202
<b>Not eligible (Category 4)</b>		
Fax/data line	4.200	2257
Non-working/disconnect	4.300	24421
Temporarily out of service	4.330	377
Cell phone	4.420	9
Business, government office, other organizations	4.510	2888
Other	4.900	4
<b>Total phone numbers used</b>		<b>49480</b>
Completes and Screen-Outs (1.0/1.1)	I	7242
Partial Interviews (1.2)	P	24
Refusal and break off (2.1)	R	3516
Non Contact (2.2)	NC	2464
Other (2.3)	O	557
Unknown household (3.1)	UH	4519
Unknown other (3.2, 3.9)	UO	1202
Not Eligible (4.0)	NE	29956
<b>e = estimated proportion of cases of unknown eligibility that are eligible.</b>	$(I+P+R+NC+O)/((I+P+R+NC+O)+NE)$	0.315
<b>AAPOR Response Rate 3</b>	$I/((I+P) + (R+NC+O) + e(UH+UO) )$	0.464
<b>AAPOR Cooperation Rate 3</b>	$I/((I+P)+R)$	0.672

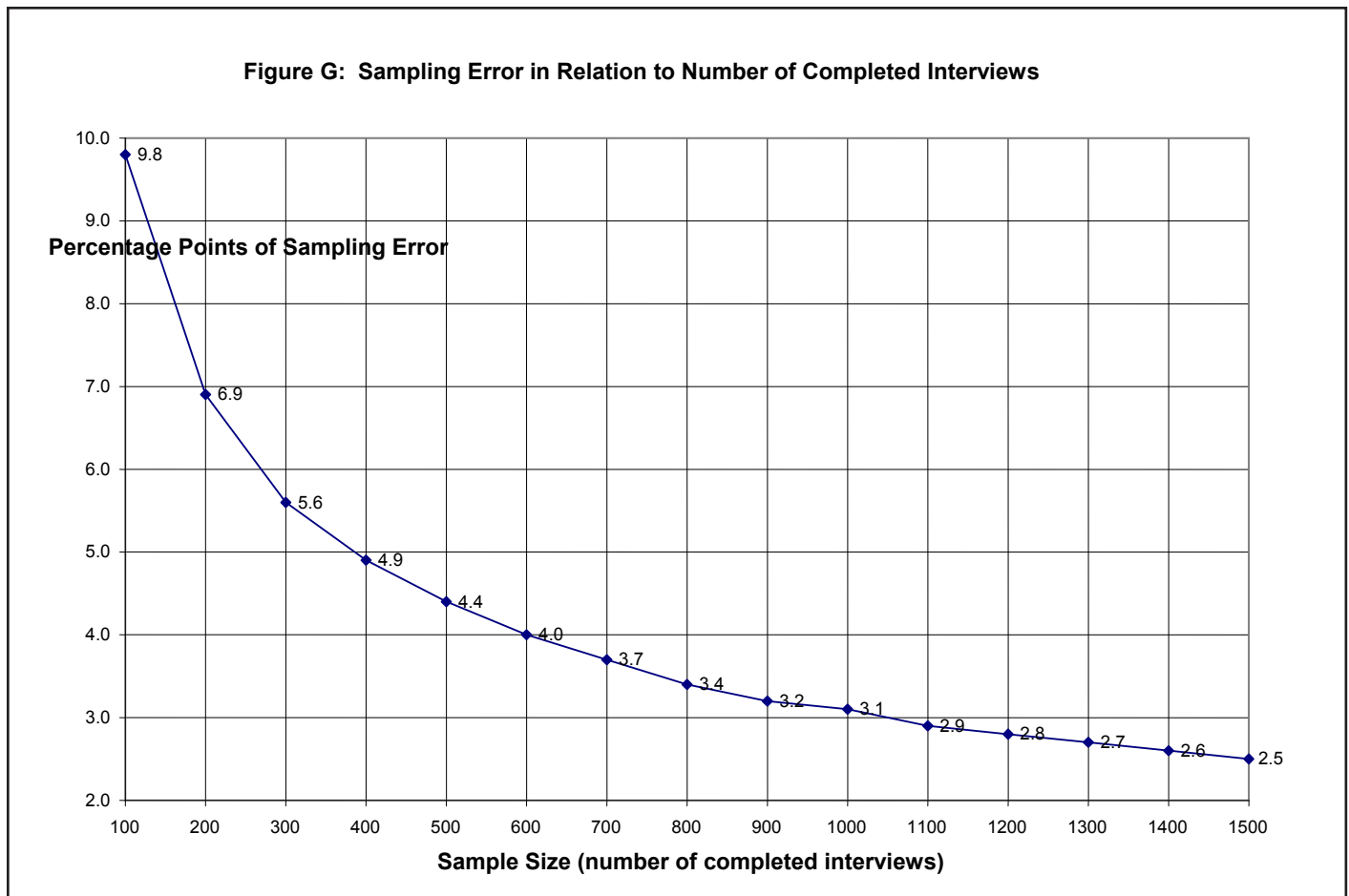
<sup>18</sup> *Ibid.*

## Sampling Error

The percentages of question answer values obtained in a sample survey are estimates of what the distribution of responses would be had the entire population been surveyed. “Sampling error” is a social science term that describes the probable difference in response, at a fixed degree of statistical confidence, between interviewing everyone in a given population and a sample drawn from that population. The margin of sampling error is calculated by multiplying the constant associated with the desired confidence level (usually 1.96 for a 95% confidence interval) by the standard error estimate for each question item.

Sampling error is inversely proportional to sample size; in other words, sampling error decreases as the effective sample size increases, largely without regard for the size of the population under study provided that the population is greater than 10,000. In other words, it’s the sample size that matters. A sample of 800 completed interviews will yield a 3.4 percentage point margin of error whether the sample is drawn from the population of the State of New Jersey (2008 population estimate, 8,682,661) or the United States as a whole (2008 population estimate, 304,059,724). In this case, the April 2009 Current Population Survey data estimates a population of 36,308,416 of “females age 18 and older with their own children under the age of 18,” also yielding a 3.4 percentage point margin of error for 800 completed interviews.<sup>19</sup>

**Figure G: Sampling Error in Relation to Number of Completed Interviews**



<sup>19</sup> As discussed more fully below, population targets were based on “adult females and households with own children under 18,” because of the absence of reliable distribution data on other scenarios such as adopted or foster children, as well as cases where the household female was not the primary caregiver. The survey research team is confident, however, that these population targets are wholly adequate for these purposes.

The annotated curve in Figure G shows the diminishing rate of return in increasing the sample size over a certain acceptable margin of sampling error. Note that after the first 100 interviews have been completed, the next 500 interviews reduces the overall margin of error by 5.8 percentage points, while the second-next 500 interviews only reduces the overall margin of error only by an additional 1.1 percentage points.

To illustrate the application of a 3.4 percentage point margin of sampling error with 95% confidence, if 47.0 percent of the overall sample is found to report a particular behavior, for 95 out of each 100 comparably-sized samples drawn from the relevant population, we could safely conclude that the true proportion of the corresponding populations exhibiting the behavior of interest would be between 43.6 percent and 50.4 percent (47 percent +/- 3.4).<sup>20</sup> In other words, by the expression “95% confidence” we mean that if we were to draw 100 samples of 800 completed interviews from the same population, 95 of those 100 times, the point estimate for this example variable would fall within the interval between 43.6% and 50.4%.

The margin of sampling error speaks to confidence intervals around point estimates rather than the whole survey. Despite the way it is often represented in the popular press, there is no such thing as a “survey wide” margin of error; rather, we speak only in terms of confidence intervals around each individual point estimate. To that end, when we say that the margin of error is reported at a 55% / 45% split, it means that the margin of error is stable for dichotomous expressions of variables where the division is at a point less than 55% but greater than 45%. This is sometime referred to as the 45/55 “margin.” For outcome splits greater than 55% or less than 45%, the margin of error actually decreases somewhat,<sup>21</sup> but we report the 45/55 or 50/50 margin because that will be the greatest possible margin of sampling error for any full-sample-size variable in that survey.

A corollary consequence to the inverse proportional relationship between sample error and sample size is that sampling error increases as the effective sample size is reduced. This fact must be kept in mind when comparing the responses of different groups within the sample, e.g., mothers who work for pay outside of the home compared to stay-at-home mothers, or younger compared to older respondents. While it is perfectly acceptable in survey research to report the overall margin of sampling error, it technically should be calculated based on bivariate responses to each separate question in the survey for each subgroup of interest.

### **Weighting**

Ideally, a survey sample will have the same demographic characteristics as the population from which it was drawn. In practice, however, this is rarely the case and a statistical procedure known as “post-stratification weighting” is commonly used to adjust samples for differences between the demographic portraits of the population and the sample. Using standard approaches accepted within the survey profession, BCSR weighted these data to assure that the demographic parameters of the sample correspond within a reasonable degree of statistical tolerance to the demographic parameters of the relevant population. Deployed parameters included

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<sup>20</sup> It should be noted, however, that sampling error does not take into account other possible sources of error inherent in any study of public opinion, attitudes, interests, or behaviors, particularly when estimates are based on self-reports of “socially desirable” behaviors (such as voting or charitable giving) or “socially undesirable” behaviors (such as drug use or marital infidelity).

<sup>21</sup> The fundamental reason for this is somewhat counterintuitive, but in a phrase it’s because there is less room for the point estimate to move. At a 50/50 outcome split, the entire sample is evenly divided on agreement and so we actually know less about that variable because either side can vary up to 50 points in either direction. At a 90/10 outcome split, however, the probability that that split is inaccurate is diminished because 90% is an overwhelming outcome and it can only move 10% up (and by correlation, down), i.e., the maximum mathematically possible change or range of error (assuming all other sources of bias and corruption are neutralized) is 10%. As such, as you get farther from the midpoint, the margin of sampling error decreases because all variation is constrained to not fall below 0 and not fall above 100.



age, race-ethnicity, and geographic region.

Population targets were drawn from the April 2009 Current Population Survey data for “adult females and households with own children under 18.” Due to the absence of reliable distribution data on other household structure scenarios, such as adopted or foster children, as well as cases where the household female was not the primary caregiver, we were constrained to use the “own children” heuristic. Given the overall population size, the sample size, and comparative anecdotal distributions, the survey research team is confident that these population targets are wholly adequate to capture the appropriate national population distributions. The distribution of population targets is shown in Table H.

<b>RACE</b>		
Non-Hisp White	21,936,720	60.42%
Non-Hisp Black	4,828,211	13.30%
Hispanic	6,886,583	18.97%
Other	2,656,902	7.32%
<b>Total</b>	<b>36,308,416</b>	<b>100.00%</b>
<b>AGE</b>		
18-34	13,946,526	38.41%
35-44	14,242,979	39.23%
45-54	7,178,594	19.77%
55+	940,318	2.59%
<b>Total</b>	<b>36,308,417</b>	<b>100.00%</b>
<b>REGION</b>		
Northeast	6,237,548	17.18%
Midwest (formerly North Central)	7,983,661	21.99%
South	13,382,443	36.86%
West	8,704,764	23.97%
<b>Total</b>	<b>36,308,416</b>	<b>100.00%</b>
<i>Source: April 2009 CPS data</i>		
<i>Female age 18+ with own children age under the age of 18</i>		

To calculate a given cell weight, the percent of respondents in the population target cell was divided by the percent in the corresponding response cell. Quantitative answer values for the corresponding subsample are then multiplied by the weight value to bring that category’s percent of the responding sample up to the population target. This adjustment modifies the survey’s outcomes to better reflect answers that would have likely been obtained had the entire population been interviewed.

These data were weighted under an ((age x race-ethnicity) x geography) schema. Age target groupings were taken as 18-34, 35-44, 45-54, and 55+; race was determined as “non-Hispanic white,” “non-Hispanic black,” “Hispanic,” and “other.” Geography was based on four subnational regions: northeast, midwest, south, and west. In all cases, missing cells were given a neutral value of 1.0. The weight variable has a mean value of 1.0, a standard deviation of 0.4442, and a range from 0.3275 to 2.1482. Based on experience, these arrays of weight values are reasonable and appropriate for the circumstances and conditions of this survey.



# Appendix C

## Tables

### Part 2 Tables

<b>Table 1. Age and Total Number of Children Under 18 (Unweighted)</b>							
<i>Age and Children</i>	<b>NON-GROUP MOTHERS</b>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Current Age	41.6	37.7	38.9	41.5	35.2	37.7	37.7
Age at which Member First Became a Parent	25.7	30.3	32.2	30.0	28.1	30.2	31.5
Total Number of Children	2.0	2.0	1.9	1.8	2.3	2.1	1.9
Total Sample Size	800	3327	182	461	762	620	1302

<b>Table 2. Educational Attainment (Unweighted)</b>							
<i>Education Level</i>	<b>NON-GROUP MOTHERS</b>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Less than High School (Grade 11 or less)	7.7%	0%	0%	0%	0%	0%	0%
High school diploma (including GED)	17.9%	1.1%	0%	0.4%	3.0%	0.3%	0.7%
Some college, but did not graduate	19.2%	7.25%	6.5%	7.8%	11.5%	8.5%	4.0%
Associate's degree (2 year degree) or specialized technical	14.8%	5.9%	3.3%	5.0%	11.4%	5.3%	3.6%
Bachelor's degree	20.2%	34.6%	28.6%	23%	44.9%	28.9%	36.3%
Some graduate training	4.6%	9.3%	13.2%	10.2%	7.7%	11.0%	8.6%
Graduate or professional degree	15.7%	41.8%	48.4%	53.6%	21.4%	45.8%	46.7%

**Table 3. Household Income (Unweighted)**

<i>Income Group</i>	<b>NON-GROUP MOTHERS</b>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
\$15,000 or less	8.0%	0.7%	0%	2.2%	0.7%	0.5%	0.5%
Over \$15,000 but less than \$30,000	12.4%	1.7%	0%	3.1%	2.9%	1.2%	1.0%
At least \$30,000 but less than \$50,000	17.3%	8.7%	7.6%	13.3%	16.5%	6.4%	3.7%
At least \$50,000 but less than \$75,000	19.5%	18.7%	17.5%	21.0%	29.2%	14.4%	13.9%
At least \$75,000 but less than \$100,000	18.7%	22.2%	28.7%	19.5%	23.3%	20.3%	22.5%
At least \$100,000 but less than \$150,000	14.0%	26.1%	26.3%	21.7%	18.0%	30.0%	30.6%
\$150,000 or over	10.1%	22.0%	19.9%	19.2%	9.5%	27.2%	28.0%

**Table 4. Personal Income of Mothers Working for Pay (Unweighted)**

<i>Income Group</i>	<b>NON-GROUP MOTHERS</b>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
\$15,000 or less	19.3%	31.5%	37.8%	18.2%	58.4%	21.5%	31.8%
Over \$15,000 but less than \$30,000	26.7%	14.9%	16.7%	14.6%	18.0%	11.5%	15.1%
At least \$30,000 but less than \$50,000	28.5%	17.8%	15.6%	24.4%	14.1%	16.7%	16.8%
At least \$50,000 but less than \$75,000	13.2%	15.8%	17.8%	19.0%	5.5%	21.5%	15.1%
At least \$75,000 but less than \$100,000	6.7%	9.7%	0.0%	12.5%	2.4%	12.8%	9.6%
At least \$100,000 but less than \$150,000	3.0%	6.1%	10.0%	7.7%	1.2%	11.5%	5.4%
\$150,000 or over	2.6%	4.2%	2.2%	3.6%	0.4%	4.5%	6.1%

**Table 5. Race (Unweighted)**

<i>Race</i>	<b>NON-GROUP MOTHERS</b>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
White non-Hispanic	72.8%	76.1%	95.0%	91.5%	92.9%	1.6%	93.4%
Black non-Hispanic	9.7%	18.2%	0.6%	3.0%	1.1%	92.7%	0.9%
White Hispanic	11.9%	2.6%	1.7%	2.6%	3.2%	1.0%	3.1%
Black Hispanic	1.5%	0.9%	1.7%	0.2%	0.0%	3.9%	0.1%
Asian	2.7%	2.1%	1.1%	2.4%	2.9%	0.5%	2.4%
Native American	1.5%	0.2%	0.0%	0.2%	0.0%	0.3%	0.2%

**Table 6. Party Identification (Unweighted)**

<i>Party</i>	<b>NON-GROUP MOTHERS</b>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Republican	26.5%	25.1%	15.6%	3.9%	65.1%	2.9%	21.1%
Democrat	40.4%	51.0%	57.2%	72.7%	12.9%	71.7%	54.8%
Independent	22.0%	15.2%	19.4%	16.3%	12.2%	17.2%	15.0%
Other party	1.6%	1.6%	1.1%	3.9%	1.5%	0.3%	1.5%
No preference	9.5%	7.1%	6.7%	3.3%	8.3%	7.9%	7.5%

**Table 7. Relationship Status (Unweighted)**

<i>Relationship Status</i>	<b>NON-GROUP MOTHERS</b>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Married	76.3%	93.5%	96.7%	79.8%	98.2%	89.2%	97.2%
Civil union	0.9%	0.4%	0.5%	0.7%	0.0%	0.2%	0.5%
Living with a partner	6.0%	1.5%	0.5%	3.9%	0.3%	3.2%	0.6%
Divorced	6.5%	2.0%	1.1%	7.4%	0.4%	2.7%	0.8%
Separated	2.6%	0.8%	0.5%	2.2%	0.7%	1.3%	0.4%
Widowed	1.7%	0.5%	0.5%	2.2%	0.3%	0.2%	0.2%
Never-married	6.1%	1.3%	0.0%	3.9%	0.3%	3.2%	0.2%

**Table 8. Length of Time in Mothers' Group (Unweighted)**

<i>Years</i>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Under one year	19.7%	9.9%	26.4%	21.8%	15.5%	19.4%
One to two years	37.8%	38.5%	61.0%	31.9%	38.1%	32.8%
Three to five years	31.3%	37.4%	12.4%	35.4%	36.6%	32.1%
Six or more years	11.3%	14.3%	0.2%	10.9%	9.8%	15.7%

**Table 9. Reasons for Joining (Unweighted)**

	<i>Reason for Joining</i>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Two Most Important Benefits	Friends for me?	51.9%	57.8%	1.8%	66.8%	48.3%	61.7%
	Friends for my children?	24.0%	30.0%	.2%	15.0%	37.6%	30.3%
	Emotional support?	54.8%	65.6%	19.7%	78.8%	62.7%	47.8%
	Information about parenting resources?	22.2%	15.0%	20.6%	6.4%	26.5%	31.0%
	Information about parenting techniques?	16.5%	19.4%	15.3%	19.7%	14.1%	15.7%
	Information about public policy and political activism?	16.3%	4.4%	93.4%	.5%	4.0%	5.8%
	Other	11.4%	7.8%	31.1%	12.4%	6.0%	7.1%

**Table 10. Dedication to Group (Unweighted)**

<i>Dedication Category</i>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
On average, about how many hours per month do you devote?	6.52	8.13	1.01	7.40	8.18	6.93
Besides [your group], how many other groups do you belong that meet in-person on a regular basis?	0.39	.42	.52	.43	.35	.32
Other than the website for [your group], how many other websites, blogs, or chat rooms visited in last 30 days?	2.03	1.68	2.12	1.72	2.25	2.13

## Part 3 Tables

**Table 11. Do you Currently Work for Pay? (Non-group Mothers' Data Weighted)**

	<b>NON-GROUP MOTHERS</b>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Yes	59.9%	51.1%	52.7%	73.8%	34.4%	51.8%	52.3%
No	40.1%	48.9%	47.3%	26.2%	65.6%	48.2%	47.7%

**Table 12. Before becoming a mother, did you ever work for pay?**

(Non-group Mothers' Data Weighted)

	<b>NON-GROUP MOTHERS</b>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Yes	88.0%	99.5%	100.0%	100.0%	99.4%	99.3%	99.5%
No	12.0%	0.5%	0.0%	0.0%	0.6%	0.7%	0.5%

**Table 13. When did you most recently leave the paid labor force?**

(Non-group Mothers' Data Weighted)

<i>Category</i>	<b>NON-GROUP MOTHERS</b>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Before I had my first child	27.0%	31.2%	30.2%	26.7%	35.8%	25.4%	31.2%
After I had my first child	35.8%	44.8%	51.2%	43.3%	43.1%	42.7%	46.5%
After I had my second child	21.9%	17.6%	16.3%	15.0%	14.8%	21.4%	18.9%
After I had my third child	9.2%	4.8%	1.2%	7.5%	4.9%	8.1%	3.3%
After I had my fourth child or later	6.1%	1.6%	1.2%	7.5%	1.4%	2.4%	0.2%

**Table 14. How many years have you been out of the paid labor force?**  
(Non-group Mothers' Data Weighted)

<i>Years</i>	<b>NON-GROUP MOTHERS</b>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Less than one year	19.1%	9.3%	4.7%	15.7%	5.5%	11.5%	10.7%
One to three years	30.8%	35.3%	43.0%	27.3%	33.2%	38.2%	36.1%
Four to six years	14.5%	34.9%	36.0%	30.6%	39.5%	31.1%	33.8%
Seven to ten years	15.1%	14.6%	12.8%	12.4%	15.6%	15.2%	14.1%
More than ten years	20.4%	5.9%	3.5%	14.0%	6.3%	4.1%	5.2%

**Table 15. As of today, what is the single most important reason you do not work for pay?** (Non-group Mothers' Data Weighted)

<i>Reason</i>	<b>NON-GROUP MOTHERS</b>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Staying at home with my child(ren) is best for them	55.6%	69.6%	68.6%	53.3%	82.3%	70.0%	62.4%
It is not best for me financially	4.1%	3.9%	1.2%	6.7%	3.2%	4.4%	4.1%
It is too difficult to work for pay and be a mother at the same time	8.2%	16.0%	16.3%	13.3%	10.1%	12.5%	23.0%
Some other reason	32.1%	10.5%	14.0%	26.7%	4.4%	13.1%	10.5%

**Table 16. Do you plan on working for pay in the future?**  
(Non-group Mothers' Data Weighted)

	<b>NON-GROUP MOTHERS</b>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Yes	78.8%	88.0%	100.0%	81.8%	79.4%	89.6%	93.8%
No	21.2%	12.0%	0.0%	18.2%	20.6%	10.4%	6.2%

**Table 17. When do you plan on working for pay (again)?****(Non-group Mothers' Data Weighted)**

<i>Category</i>	<b>NON-GROUP MOTHERS</b>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Within the next year	42.5%	16.0%	15.3%	27.3%	8.7%	27.8%	13.7%
Within one to five years	45.3%	53.7%	57.6%	46.5%	45.9%	57.1%	58.0%
Within six to ten years	10.2%	22.1%	21.2%	18.2%	27.8%	10.9%	24.2%
Within eleven to fifteen years	1.9%	5.3%	2.4%	5.1%	9.9%	2.3%	4.0%
Within sixteen to twenty years	0.0%	2.7%	3.5%	3.0%	6.9%	1.9%	0.2%
More than 20 years	0.0%	0.2%	0.0%	0.0%	0.8%	0.0%	0.0%

**Table 18. Hours Worked Per Week (Non-group Mothers' Data Weighted)**

<i>Hours</i>	<b>NON-GROUP MOTHERS</b>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
At least 35 hours	67.4%	46.3%	35.4%	64.9%	22.6%	60.1%	41.1%
Less than 35 hours	32.6%	53.7%	64.6%	35.1%	77.4%	39.9%	58.9%

**Table 19. What is your current work situation? (Non-group Mothers' Data Weighted)**

<i>Work Situation</i>	<b>NON-GROUP MOTHERS</b>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
In at least one of my jobs, I work for an employer	89.9%	77.1%	76.8%	81.5%	68.2%	77.6%	78.3%
I am only self-employed/own my own business	8.3%	21.2%	22.1%	16.8%	28.0%	21.5%	20.6%
I only work in my immediate family's business	1.8%	1.6%	1.1%	1.8%	3.8%	0.9%	1.2%

**Table 20. Level of Control: Scheduling Work Hours?****(Non-group Mothers' Data Weighted)**

<i>Level of Control</i>	<b>NON-GROUP MOTHERS</b>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Complete	18.3%	16.2%	21.9%	10.1%	15.7%	16.9%	18.4%
A lot	17.3%	35.5%	32.9%	37.2%	33.7%	33.3%	36.6%
Some	22.8%	25.1%	23.3%	27.8%	22.5%	24.5%	25.1%
Very little	16.7%	14.3%	17.8%	13.0%	19.1%	12.9%	13.5%
None	24.9%	8.9%	4.1%	11.9%	9.0%	12.4%	6.4%

**Table 21. Level of Control: Schedule Predictability?**  
(Non-group Mothers' Data Weighted)

<i>Level of Control</i>	<b>NON-GROUP MOTHERS</b>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Complete	23.7%	23.1%	21.9%	15.5%	33.1%	28.9%	21.0%
A lot	25.0%	47.4%	52.1%	52.7%	38.8%	39.0%	50.8%
Some	22.2%	18.5%	17.8%	18.8%	16.3%	16.5%	20.1%
Very little	10.0%	7.4%	5.5%	9.4%	7.9%	10.0%	5.3%
None	19.2%	3.7%	2.7%	3.6%	3.9%	5.6%	2.8%

**Table 22. Level of Control: Number of hours worked? (Non-group Mothers' Data Weighted)**

<i>Level of Control</i>	<b>NON-GROUP MOTHERS</b>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Complete	21.1%	15.6%	17.8%	7.6%	27.5%	12.9%	16.7%
A lot	13.0%	22.7%	30.1%	20.2%	27.0%	15.7%	24.8%
Some	17.0%	22.4%	23.3%	24.2%	20.2%	21.7%	22.4%
Very little	14.7%	20.5%	11.0%	27.1%	14.0%	22.1%	19.7%
None	34.1%	18.9%	17.8%	20.9%	11.2%	27.7%	16.4%

**Table 23. Level of Control: Work Location? (Non-group Mothers' Data Weighted)**

<i>Level of Control</i>	<b>NON-GROUP MOTHERS</b>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Complete	19.9%	12.7%	19.2%	5.8%	17.5%	12.9%	13.7%
A lot	8.6%	17.5%	19.2%	17.0%	18.1%	16.5%	17.8%
Some	16.5%	18.8%	15.1%	23.1%	11.3%	19.7%	19.1%
Very little	9.7%	17.3%	16.4%	19.5%	13.6%	18.5%	17.1%
None	45.3%	33.7%	30.1%	34.7%	39.5%	32.5%	32.3%

**Table 24. Level of Control: Short-term time off for predictable needs?**  
(Non-group Mothers' Data Weighted)

<i>Level of Control</i>	<b>NON-GROUP MOTHERS</b>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Complete	36.5%	33.8%	31.5%	25.3%	38.8%	39.0%	34.5%
A lot	33.6%	44.9%	37.0%	54.5%	36.0%	39.8%	46.3%
Some	22.7%	16.2%	26.0%	13.0%	20.2%	16.9%	14.8%
Very little	3.6%	3.7%	5.5%	3.6%	3.9%	3.2%	3.8%
None	3.5%	1.4%	0.0%	3.6%	1.1%	1.2%	0.6%



**Table 25. Level of Control: Short-term time off for Unpredictable Needs?**  
(Non-group Mothers' Data Weighted)

<i>Level of Control</i>	<b>NON-GROUP MOTHERS</b>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Complete	38.5%	32.0%	30.1%	25.6%	36.0%	37.8%	31.5%
A lot	32.6%	43.8%	37.0%	48.4%	43.8%	38.6%	44.8%
Some	21.1%	18.3%	23.3%	19.1%	12.4%	19.7%	18.6%
Very little	4.6%	4.7%	9.6%	4.0%	7.3%	3.2%	4.3%
None	3.2%	1.1%	0.0%	2.9%	0.6%	0.8%	0.8%

**Table 26. Level of Control: Regular Time off? (Non-group Mothers' Data Weighted)**

<i>Level of Control</i>	<b>NON-GROUP MOTHERS</b>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Complete	22.9%	21.4%	17.8%	13.4%	33.9%	22.9%	21.2%
A lot	24.2%	35.1%	31.5%	37.5%	29.9%	32.5%	37.1%
Some	27.0%	25.4%	23.3%	30.7%	22.0%	23.3%	25.0%
Very little	13.6%	11.7%	23.3%	11.2%	10.2%	13.7%	9.9%
None	12.4%	6.5%	4.1%	7.2%	4.0%	7.6%	6.8%

**Table 27. Level of Control: Extended Time Off? (Non-group Mothers' Data Weighted)**

<i>Level of Control</i>	<b>NON-GROUP MOTHERS</b>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Complete	25.7%	14.5%	17.8%	8.0%	27.5%	15.7%	12.6%
A lot	27.6%	37.9%	37.0%	36.2%	33.7%	40.3%	39.2%
Some	29.7%	33.5%	26.0%	36.2%	28.7%	33.5%	34.8%
Very little	9.1%	11.1%	12.3%	16.7%	8.4%	8.9%	10.0%
None	7.8%	2.9%	6.8%	2.9%	1.7%	1.6%	3.4%

**Table 28. If left job for an extended time to care for a child, likelihood of getting job back with same employer? (Non-group Mothers' Data Weighted)**

<i>Likelihood</i>	<b>NON-GROUP MOTHERS</b>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Extremely likely	40.0%	23.9%	24.7%	19.2%	38.2%	26.6%	20.1%
Very likely	24.8%	30.0%	38.4%	26.8%	37.1%	27.8%	29.3%
Somewhat likely	24.6%	31.7%	21.9%	37.0%	16.9%	29.4%	36.4%
Not too likely	5.5%	10.2%	9.6%	11.2%	6.2%	12.5%	9.9%
Not likely at all	5.1%	4.2%	5.5%	5.8%	1.7%	3.6%	4.3%

## Part 4 Tables

**Table 29: Is there one ideal arrangement for children? (Unweighted)**

	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Yes	18.5%	17.6%	10.7%	28.3%	24.8%	12.8%
No	81.5%	82.4%	89.3%	71.7%	75.2%	87.2%

**Table 30. What do you think that one ideal arrangement is? (Unweighted)**

<i>Ideal arrangement</i>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Mothers working full-time	2.1%	0.0%	4.2%	0.9%	3.2%	2.4%
Mothers working part-time	39.0%	56.3%	41.7%	28.8%	39.6%	47.6%
Mothers not working at all outside the home	33.5%	18.8%	25.0%	54.4%	18.2%	25.9%
Other	25.4%	25.0%	29.2%	15.8%	39.0%	24.1%

**Table 31. Importance to ideal paid job: Flexible start/end times? (Unweighted)**

<i>Importance</i>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Very important	76.1%	75.3%	75.9%	71.4%	83.1%	75.6%
Somewhat important	20.3%	20.3%	20.2%	24.7%	13.9%	20.8%
Somewhat unimportant	2.6%	3.3%	2.8%	3.1%	1.8%	2.5%
Very unimportant	1.0%	1.1%	1.1%	0.8%	1.3%	1.0%

**Table 32. Importance to Ideal Paid Job: Advance Notice of Overtime? (Unweighted)**

<i>Importance</i>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Very important	72.5%	68.0%	70.9%	73.1%	76.1%	71.6%
Somewhat important	19.1%	24.9%	20.0%	19.3%	15.5%	19.6%
Somewhat unimportant	4.8%	4.4%	5.2%	4.9%	4.4%	4.9%
Very unimportant	3.6%	2.8%	3.9%	2.8%	4.0%	3.8%

**Table 33. Importance to Ideal Paid Job: Advanced Notice of Shift Schedules? (Unweighted)**

<i>Importance</i>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Very important	79.8%	77.9%	81.3%	86.2%	79.5%	76.0%
Somewhat important	12.5%	12.2%	10.2%	10.6%	10.7%	15.4%
Somewhat unimportant	2.9%	3.3%	3.3%	0.8%	4.2%	3.2%
Very unimportant	4.8%	6.6%	5.2%	2.4%	5.7%	5.4%

**Table 34. Importance to Ideal Paid Job: Part-time Work? (Unweighted)**

<i>Importance</i>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Very important	65.1%	70.9%	55.7%	68.4%	57.7%	69.2%
Somewhat important	25.3%	23.1%	29.7%	25.7%	28.8%	22.2%
Somewhat unimportant	6.3%	3.8%	9.3%	4.2%	8.1%	5.9%
Very unimportant	3.3%	2.2%	5.2%	1.7%	5.5%	2.8%

**Table 35. Importance to Ideal Paid Job: Telecommuting from Home? (Unweighted)**

<i>Importance</i>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Very important	51.2%	49.5%	52.7%	43.7%	66.6%	47.9%
Somewhat important	31.7%	32.4%	31.7%	33.9%	23.4%	34.4%
Somewhat unimportant	10.2%	11.0%	9.3%	14.6%	5.3%	10.1%
Very unimportant	6.9%	7.1%	6.3%	7.9%	4.7%	7.6%

**Table 36. Importance to Ideal Job: Compressed Work Week? (Unweighted)**

<i>Importance</i>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Very important	30.2%	32.6%	32.3%	24.1%	39.5%	28.1%
Somewhat important	41.7%	35.9%	43.8%	44.1%	36.9%	42.7%
Somewhat unimportant	20.2%	26.0%	16.1%	21.9%	16.8%	21.6%
Very unimportant	7.9%	5.5%	7.8%	9.8%	6.8%	7.6%

**Table 37. Importance to Ideal Paid Job: Control Over Break Time? (Unweighted)**

<i>Importance</i>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Very important	41.1%	37.6%	46.4%	32.8%	54.0%	38.3%
Somewhat important	34.6%	36.5%	32.3%	40.3%	26.7%	35.5%
Somewhat unimportant	17.0%	19.3%	13.2%	21.0%	13.3%	17.5%
Very unimportant	7.3%	6.6%	8.0%	5.9%	6.0%	8.7%

**Table 38. Importance to Ideal Paid Job: Job Shares? (Unweighted)**

<i>Importance</i>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Very important	27.0%	33.0%	26.1%	27.0%	29.2%	25.5%
Somewhat important	36.2%	30.8%	33.9%	39.9%	29.7%	38.8%
Somewhat unimportant	23.0%	23.6%	26.3%	21.7%	23.4%	22.4%
Very unimportant	13.7%	12.6%	13.7%	11.4%	17.6%	13.3%

**Table 39. Importance to Ideal Paid Job: Part-year Work? (Unweighted)**

<i>Importance</i>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Very important	32.1%	36.8%	30.3%	33.6%	37.3%	28.7%
Somewhat important	35.9%	35.2%	36.8%	40.3%	31.6%	35.1%
Somewhat unimportant	19.7%	17.0%	20.5%	16.2%	18.2%	22.6%
Very unimportant	12.3%	11.0%	12.4%	10.0%	12.9%	13.6%

**Table 40. Importance to Ideal Paid Job: Telecommuting from Alternative Workplace? (Unweighted)**

<i>Importance</i>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Very important	34.4%	32.4%	39.3%	24.8%	49.1%	31.5%
Somewhat important	32.5%	30.8%	32.1%	32.7%	29.1%	34.4%
Somewhat unimportant	19.4%	22.5%	17.6%	25.7%	12.6%	19.2%
Very unimportant	13.7%	14.3%	11.1%	16.8%	9.2%	14.8%

**Table 41. Importance to Ideal Paid Job: Guaranteed Short-Term Time Off? (Unweighted)**

<i>Importance</i>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Very important	86.4%	87.4%	87.4%	85.4%	89.0%	85.2%
Somewhat important	12.6%	12.1%	11.1%	13.5%	10.3%	13.8%
Somewhat unimportant	0.6%	0.0%	0.9%	0.8%	0.5%	0.6%
Very unimportant	0.4%	0.5%	0.7%	0.3%	0.2%	0.4%

**Table 42. Importance to Ideal Paid Job: Guaranteed Regular Time Off? (Unweighted)**

<i>Importance</i>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Very important	65.6%	65.4%	69.4%	63.5%	73.9%	61.6%
Somewhat important	27.8%	27.5%	25.2%	30.1%	21.1%	30.5%
Somewhat unimportant	5.6%	5.5%	4.6%	5.1%	4.0%	7.1%
Very unimportant	1.0%	1.6%	0.9%	1.3%	1.0%	0.8%

**Table 43. Importance to Ideal Paid Job: Guaranteed Extended Time Off? (Unweighted)**

<i>Importance</i>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Very important	80.5%	84.1%	87.4%	79.3%	85.9%	75.6%
Somewhat important	15.5%	14.3%	9.3%	16.4%	10.0%	20.0%
Somewhat unimportant	3.3%	1.6%	2.8%	3.4%	2.9%	3.8%
Very unimportant	0.7%	0.0%	0.4%	0.9%	1.1%	0.6%

**Table 44. Importance to Ideal Paid Job: Assistance with Worker Reentry? (Unweighted)**

<i>Importance</i>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Very important	46.5%	48.6%	47.3%	41.7%	57.1%	43.7%
Somewhat important	33.2%	33.7%	30.4%	39.8%	26.1%	33.6%
Somewhat unimportant	13.5%	11.6%	15.0%	13.6%	9.2%	15.2%
Very unimportant	6.8%	6.1%	7.4%	4.9%	7.6%	7.5%

## Part 5 Tables

**Table 45. Agreement: Government should educate employers regarding flexible work (Non-group Mothers' Data Weighted)**

	<b>NON-GROUP MOTHERS</b>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Agree	89.4%	83.4%	91.1%	92.9%	67.4%	93.6%	83.0%
Disagree	10.6%	16.6%	8.9%	7.1%	32.6%	6.4%	17.0%

**Table 46. Agreement: Government should educate employers regarding flexible work by party identification (Non-group Mothers' Data Weighted)**

		<i>Party identification?</i>				
		<b>Republican</b>	<b>Democrat</b>	<b>Independent</b>	<b>Other</b>	<b>No preference</b>
<b>GROUP MOTHERS</b>	Agree	64.5%	92.8%	81.8%	70.0%	86.4%
	Disagree	35.5%	7.2%	18.2%	30.0%	13.6%
<b>NON-GROUP MOTHERS</b>	Agree	76.8%	96.5%	88.0%	75.0%	92.3%
	Disagree	23.2%	3.5%	12.0%	25.0%	7.7%

**Table 47. Agreement: Government should encourage employers regarding flexible work (Non-group Mothers' Data Weighted)**

	<b>NON-GROUP MOTHERS</b>	<b>GROUP MOTHERS</b>	<b>NAMC</b>	<b>MomsRising</b>	<b>MOPS</b>	<b>Mocha Moms</b>	<b>Mothers and More</b>
Agree	86.9%	82.9%	90.7%	93.0%	66.7%	90.1%	83.6%
Disagree	13.1%	17.1%	9.3%	7.0%	33.3%	9.9%	16.4%

**Table 48. Agreement: Government should encourage employers regarding flexible work by party identification (Non-group Mothers' Data Weighted)**

		<i>Party identification?</i>				
		<b>Republican</b>	<b>Democrat</b>	<b>Independent</b>	<b>Other</b>	<b>No preference</b>
<b>GROUP MOTHERS</b>	Agree	65.0%	92.1%	80.4%	71.7%	84.8%
	Disagree	35.0%	7.9%	19.6%	28.3%	15.2%
<b>NON-GROUP MOTHERS</b>	Agree	77.6%	93.1%	82.8%	72.7%	90.9%
	Disagree	22.4%	6.9%	17.2%	27.3%	9.1%

**Table 49. Agreement: Government should require employers to establish a flexible work process (Non-group Mothers' Data Weighted)**

	NON-GROUP MOTHERS	GROUP MOTHERS	NAMC	MomsRising	MOPS	Mocha Moms	Mothers and More
Agree	81.7%	59.2%	72.2%	74.0%	41.5%	69.9%	56.9%
Disagree	18.3%	40.8%	27.8%	26.0%	58.5%	30.1%	43.1%

**Table 50. Agreement: Government should require employers to establish a flexible work process by party identification (Non-group Mothers' Data Weighted)**

		Party identification?				
		Republican	Democrat	Independent	Other	No preference
GROUP MOTHERS	Agree	37.3%	71.4%	51.8%	49.0%	66.2%
	Disagree	62.7%	28.6%	48.2%	51.0%	33.8%
NON-GROUP MOTHERS	Agree	64.1%	90.1%	78.5%	81.8%	89.3%
	Disagree	35.9%	9.9%	21.5%	18.2%	10.7%

**Table 51. Agreement: Government should require employers to grant some flexible work (Non-group Mothers' Data Weighted)**

	NON-GROUP MOTHERS	GROUP MOTHERS	NAMC	MomsRising	MOPS	Mocha Moms	Mothers and More
Agree	73.9%	45.9%	57.0%	62.2%	30.5%	60.6%	40.6%
Disagree	26.1%	54.1%	43.0%	37.8%	69.5%	39.4%	59.4%

**Table 52. Agreement: Government should require employers to grant some flexible work by party identification (Non-group Mothers' Data Weighted)**

		Party identification?				
		Republican	Democrat	Independent	Other	No preference
GROUP MOTHERS	Agree	26.2%	56.8%	37.8%	39.6%	55.8%
	Disagree	73.8%	43.2%	62.2%	60.4%	44.2%
NON-GROUP MOTHERS	Agree	55.7%	80.4%	71.3%	90.9%	91.4%
	Disagree	44.3%	19.6%	28.7%	9.1%	8.6%

**Table 53. Agreement: The government should require employers to provide paid sick days to their employees (Non-group Mothers' Data Weighted)**

	NON-GROUP MOTHERS	GROUP MOTHERS	NAMC	MomsRising	MOPS	Mocha Moms	Mothers and More
Yes	84.5%	75.2%	85.7%	90.0%	57.0%	83.2%	75.4%
No	15.5%	24.8%	14.3%	10.0%	43.0%	16.8%	24.6%



**Table 54. Agreement: The government should require employers to provide paid sick days to their employees by party identification (Non-group Mothers' Data Weighted)**

		Party identification?				
		Republican	Democrat	Independent	Other	No preference
<b>GROUP MOTHERS</b>	Agree	54.2%	86.8%	72.5%	56.6%	77.1%
	Disagree	45.8%	13.2%	27.5%	43.4%	22.9%
<b>NON-GROUP MOTHERS</b>	Agree	72.7%	91.2%	82.6%	75.0%	90.4%
	Disagree	27.3%	8.8%	17.4%	25.0%	9.6%

**Table 55. Who should cover the cost of these paid sick days? (Non-group Mothers' Data Weighted)**

	NON-GROUP MOTHERS	GROUP MOTHERS	NAMC	MomsRising	MOPS	Mocha Moms	Mothers and More
The employer	48.1%	49.6%	51.0%	48.8%	52.1%	42.1%	52.6%
The employee	4.4%	2.1%	0.7%	1.7%	3.2%	2.3%	1.9%
Shared between the employer and the employee	34.5%	40.5%	43.1%	38.9%	39.9%	45.4%	38.5%
The government	13.0%	7.7%	5.2%	10.6%	4.8%	10.1%	7.0%

**Table 56. Agreement: The government should require employers to give employees additional paid days off (Non-group Mothers' Data Weighted)**

	NON-GROUP MOTHERS	GROUP MOTHERS	NAMC	MomsRising	MOPS	Mocha Moms	Mothers and More
Yes	57.0%	40.6%	49.2%	54.5%	27.2%	50.3%	37.8%
No	43.0%	59.4%	50.8%	45.5%	72.8%	49.7%	62.2%

**Table 57. Agreement: The government should require employers to give employees additional paid days off by party identification (Non-group Mothers' Data Weighted)**

		Party identification?				
		Republican	Democrat	Independent	Other	No preference
<b>GROUP MOTHERS</b>	Agree	22.6%	50.4%	35.7%	35.8%	45.3%
	Disagree	77.4%	49.6%	64.3%	64.2%	54.7%
<b>NON-GROUP MOTHERS</b>	Agree	39.7%	67.0%	49.3%	45.5%	71.8%
	Disagree	60.3%	33.0%	50.7%	54.5%	28.2%

**Table 58. Who should cover the costs for these types of paid days off?**

(Non-group Mothers' Data Weighted)

	NON-GROUP MOTHERS	GROUP MOTHERS	NAMC	MomsRising	MOPS	Mocha Moms	Mothers and More
The employer	48.9%	50.6%	59.1%	51.8%	53.1%	43.3%	52.0%
The employee	3.3%	2.4%	0.0%	1.2%	2.9%	4.5%	1.8%
Shared between the employer and the employee	30.3%	34.7%	34.1%	33.7%	35.3%	34.0%	35.5%
The government	17.5%	12.3%	6.8%	13.3%	8.7%	18.3%	10.6%

**Table 59. Agreement: Unpaid leave law should be amended from unpaid to paid leave**

(Non-group Mothers' Data Weighted)

	NON-GROUP MOTHERS	GROUP MOTHERS	NAMC	MomsRising	MOPS	Mocha Moms	Mothers and More
Yes	50.5%	45.7%	51.9%	67.6%	25.4%	54.4%	44.8%
No	49.5%	54.3%	48.1%	32.4%	74.6%	45.6%	55.2%

**Table 60. Agreement: Unpaid leave law should be amended from unpaid to paid leave by party identification**

(Non-group Mothers' Data Weighted)

		Party identification?				
		Republican	Democrat	Independent	Other	No preference
<b>GROUP MOTHERS</b>	Agree	21.0%	59.1%	42.3%	34.0%	46.8%
	Disagree	79.0%	40.9%	57.7%	66.0%	53.2%
<b>NON-GROUP MOTHERS</b>	Agree	36.9%	52.9%	46.8%	38.5%	65.7%
	Disagree	63.1%	47.1%	53.2%	61.5%	34.3%

**Table 61. Who should cover the salary costs for these extended leaves?**

(Non-group Mothers' Data Weighted)

	NON-GROUP MOTHERS	GROUP MOTHERS	NAMC	MomsRising	MOPS	Mocha Moms	Mothers and More
The employer	31.5%	22.3%	23.9%	19.1%	23.6%	19.0%	25.1%
The employee	2.3%	2.0%	0.0%	1.3%	3.7%	2.4%	1.9%
Shared between employer and employee	35.4%	44.7%	56.5%	39.8%	45.0%	48.8%	43.0%
The government	30.8%	31.0%	19.6%	39.8%	27.7%	29.8%	29.9%



**Table 62. Agreement: Unpaid leave law be should be extended to employers with less than 50 employees (Non-group Mothers' Data Weighted)**

	NON-GROUP MOTHERS	GROUP MOTHERS	NAMC	MomsRising	MOPS	Mocha Moms	Mothers and More
Yes	57.4%	57.1%	61.5%	71.8%	42.7%	57.3%	59.7%
No	42.6%	42.9%	38.5%	28.2%	57.3%	42.7%	40.3%

**Table 63. Agreement: Unpaid leave law be should be extended to employers with less than 50 employees by party identification (Non-group Mothers' Data Weighted)**

		<i>Party identification?</i>				
		Republican	Democrat	Independent	Other	No preference
<b>GROUP MOTHERS</b>	Agree	43.3%	64.7%	53.6%	50.9%	62.4%
	Disagree	56.7%	35.3%	46.4%	49.1%	37.6%
<b>NON-GROUP MOTHERS</b>	Agree	47.1%	62.8%	50.7%	54.5%	70.0%
	Disagree	52.9%	37.2%	49.3%	45.5%	30.0%