

National Organization of Mothers Of Twins Clubs, Inc.	SUBJECT: RESEARCHER: DATE:	Employed Mothers of Multiples National Organization of Mothers of Twins Clubs, Inc. July 2004 – April 2005
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PURPOSE: The purpose of this survey was to collect data regarding the current employment trends of mothers of multiple birth children.

METHOD: A survey consisting of 23 questions was printed in the November/December 2004 **NOMOTC's Notebook** and distributed in a National Mailing. The survey was to be completed by mothers of multiple birth children who worked outside the home or had a home-based business at the time of the survey.

BACKGROUND INFORMATION

1. Five hundred nineteen surveys were tabulated with 94% (505) of multiple type for twins, 5% (25) for triplets, and 1% (3) for quadruplets. Fifty percent of respondents had singletons in addition to their multiples.
2. Ages of multiples varied with the largest group in the 2 year old, and 3 year old categories for a combined total of 30%. Sixty-one percent of multiples were 0-4 years old, 24% were 5-9 years old, 8% were 10-15 years old, 2% were 16-20 years old, 2% were 21-25 years old, and 3% were over 25 years old.
3. Ages of mothers varied with the largest group in the 31-40 year old category at 53% (272). Twenty-nine percent (152) were 41-50 years old, 11% (57) were 21-30 years old, and 7% (37) were over 50.
4. Marital status of respondents ranged from 94% married, 3% divorced, 2% never married, and 1% separated. Two surveys were submitted from widows.

RESULTS

1. The majority of mothers completed higher education with 37% (191) with 4 year degrees, and 37% (190) with post-graduate degrees. Nine percent (46) had 2 year degrees, 10% (55) completed some college, 1% (8) had vocational school training, 5% (25) had a high school diploma or GED, and 1% (3) did not have a high school diploma.
2. Over half of the mothers, 58% (301), were working full-time at the time of the survey, while 42% (216) were working part-time. Fourteen percent (72) of mothers were working more than one job. Most mothers, 93% (459), reported that their husbands were employed.
3. The majority of respondents reported being employed in the education (19%), health care (19%), and business (18%) fields. Other employment areas included sales (9%), clerical (6%), technology (6%), government (5%), law (4%), communication (2%), arts (2%), and transportation (2%). Eight percent of respondents indicated "other" for job description. Eighteen percent (94) of respondents reported being self-employed.
4. When asked to describe their job schedules, 51% (277) of mothers had set hours, and 48% (260) worked flexible hours.
5. Ninety seven percent (502) of mothers were employed prior to the birth of their children, while 3% were not. Most mothers (94%) worked full-time prior to the birth of their children, and 6% were employed part-time before having children.
6. The length of time for employed mothers staying home after the birth of their last children before returning to work ranged from 0-1 months (5%) to over 5 years (6%). The greatest majority of mothers stayed home 3-4 months (28%), followed by 1-2 months (17%), 7 months-1 year (12%), 5-6 months (10%), 1-2 years (9%), 3-5 years (7%), 4-5 months (6%), and over 5 years (6%). The smallest percentage of mothers (5%) stayed home 0-1 month.
7. Almost three-quarters of respondents, 71% (365), reported having maternity leave, 23% did not, and 6% indicated N/A. The length of time of maternity leaves varied from 2 weeks to over 1 year. Most mothers stayed home 10-15 weeks (41%) before returning to work. Maternity leaves ranged from 1-5 weeks (3%), 6 weeks (18%), 8 weeks (17%), 9 weeks (2%), 16-20 weeks (8%), 21-52 weeks (a combined 10%), and over 1 year (1%).

8. When asked to indicate the reasons for returning to work, mothers were allowed to select more than one answer. The greatest number of mothers, 333 (64%), returned to work after having their children due to financial responsibility. The desire to resume career and enjoyment of working were the 2nd most common reasons to work, each with 227 (44%) responses. Additional return to work reasons included adult interaction, 207 (40%), maintain identity outside the home 160 (31%), money for extras, 143 (28%), validation, 95 (18%), and health insurance, 15(3%).
9. Childcare issues were also addressed in this survey. While 36% (123) of mothers indicated that the cost of childcare was a factor in their decision not to return to work immediately after birth, 64% (217) indicated it was not. Types of childcare varied, and mothers often used more than one type to provide care for their children. Respondents were therefore allowed to circle all that applied. Almost half of the respondents (47%) had an extended family member or neighbor care for their children after returning to work. Additional types of childcare included paid sitter (42%), spouse (38%), daycare center (38%), in-home caregiver (26%), private home daycare (19%), before/after school care (17%), and baby sitting co-op (3%). Five percent indicated they did not need childcare, and 1% indicated not applicable due to Family Leave Act. Of those who paid for care of their children, 49% (201) indicated they received a price break for multiples, and 51% (209) did not.
10. Over half of respondents (52%, 267) returned to work part-time, and 48% did not. Most mothers (73%, 373) returned to their same job. Twenty five percent (131) did not, and 2% (10) indicated N/A. Of those who did not return to their same job, 69% (85) cited the reason as needing a more flexible schedule. Fifteen percent (18) indicated the position was filled, 14% (17) needed better pay, and 2% (3) needed additional education/training after being away.
11. Ninety-nine percent of respondents indicated they were not NOMOTC National Workers.

CONCLUSION

Mothers having twins represented the majority of the respondents for this survey at 94%. Half had singletons in addition to their multiples. Although the ages of multiples ranged from less than 1 year to >25 years, the largest group represented was the 2-3 year old age bracket for a total of 30%.

Maternal ages ranged from 21 to >50 years, with the largest number of respondents in the 31-40 year old age bracket at 53%. A significant 74% of respondents were well-educated with either a 4 year or post-graduate degree. Most respondents (94%) were married.

Despite 93% of respondents reporting that their husbands were employed, over half (58%) of the mothers were working full-time at the time of the survey. Fourteen percent of mothers were also working more than one job. The traditionally female dominated fields of education, health care, and business were the primary areas in which respondents were employed for a combined total of 56%. Job schedules were almost evenly split with 48% having flexible hours, and 51% having set hours. Most mothers (97%) were employed prior to the birth of their children, and most (94%) worked full-time.

Three to four months was the most common amount of time that mothers stayed home after the birth of their children before returning to the work force (28%). This length of time would coincide with the Family Leave Act, which legally entitles parents to 12 weeks of leave. Almost three-quarters (71%) of mothers verified having maternity leave, and the most common lengths of time for leaves were 6 weeks (18%), and 8 weeks (17%).

Financial responsibility was the most common reason for mothers returning to work (64%). Two additional factors for returning to work included enjoyment of working (44%), and resume career (44%). Adult interaction (40%), and maintaining identity outside the home (31%) were also reasons indicated for returning to work.

When childcare issues were addressed, the most common form of childcare utilized was an extended family member or neighbor (47%). Other frequently used types of childcare included paid sitter (42%), spouse (38%), and daycare center (38%). Almost half of the respondents (49%) using paid childcare confirmed receiving a price break for multiples.

A significant 73% of mothers returned to their same jobs. Over half (52%) of the mothers returned to work part-time. The primary reason given for not returning to the same job, was needing a more flexible schedule at 69%.