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**Title:**

White non-Hispanic US-born domestic workers – statistical data analysis.  
Deliverable D3.1 within the MAJORDom project<sup>1</sup>

The purpose of the statistical data analysis was to lay groundwork for further explorations, because – as limited as they are – at least we can have a general idea about the prominence of different ethnic and racial groups in domestic work, and about characteristics of these groups in comparison to one another. I was interested in looking at raw numbers, proportions between different categories within particular jobs in household work, and the relative characteristics of white non-Hispanic US-born household workers. The data I used were drawn from the database of U.S. census data for social, economic, and health research for 2017, the most recent available dataset (IPUMS 2017).

There are limitations of the statistical survey data in general – the most marginalized (and privileged) members of society are most often left out, hence the importance of bottom up studies that are more sensitive to undocumented and marginalized voices in domestic work (see NDWA 2012)<sup>2</sup>. The NDWA (2012) report included less white citizens than the general data, because of the specific profile of 14 cities included in the study and specifically reaching out to informal workers and undocumented migrants. We may suspect that the data analyzed in this report overlook the most marginalized workers, probably more so in case of migrants, especially undocumented, than citizens. So the overall picture should be supplemented by studies like NDWA report, however the IPUMS data give insights into the

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<sup>1</sup> This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 799195.

<sup>2</sup> Some of the reservations are brought up by the NDWA (2012) report House economics, based on a bottom up, nation wide survey: "Two studies address the inadequacies of data collection in populations with large numbers of undocumented immigrants. Mary Romero, "Ethnographic Evaluation of Behavioral Causes of Census Undercount of Undocumented Immigrants and Salvadorans in the Mission District of San Francisco, California," Ethnographic Evaluation of the 1990 Decennial Census Report, #18 (1992), [www.census.gov/srd/papers/pdf/ev92-18.pdf](http://www.census.gov/srd/papers/pdf/ev92-18.pdf), accessed 04/24/12; Nestor P. Rodriguez and Jacqueline S. Hagan, "Investigating Census Coverage and Content Among the Undocumented: Ethnographic Study of Latino Tenants in Houston, Texas," Ethnographic Evaluation of the 1990 Decennial Census Report, #3 (1991), [www.census.gov/srd/papers/pdf/ev91-3.pdf](http://www.census.gov/srd/papers/pdf/ev91-3.pdf), accessed 04/24/12 "



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general domestic workers' population, which includes a considerable number of white non-Hispanic US-born workers.

Following discussions and prior analysis by Mignon Duffy (2005, in print), I included following occupational categories within three main occupations:

- CLEANING: Maids and housekeeping cleaners (4230),
- CHILD CARE: childcare workers (4600),
- PERSONAL CARE: personal care aides (4610), personal care and service workers all others (4650), home health aides (3600).

Selecting the above listed occupations means we have a general variable that designates much of what is understood as care work in large, within and beyond private households (Duffy 2011). To identify those people who performed care work within household, I combined the above selection with industry code 'private household' (9290).

To obtain a variable that would identify white non-Hispanic US-born workers among other groups, I combined the variables of race, Hispanic background and place of birth that is identical with citizenship in case of US-born people. This way a variable was created that distinguished:

- **White non-Hispanic US-born**
- White non-Hispanic non-US-born (white non-Hispanic migrants)
- Black non-Hispanic (mostly US-born African Americans)
- Other non-Hispanic
- Hispanic (mostly non-US born)

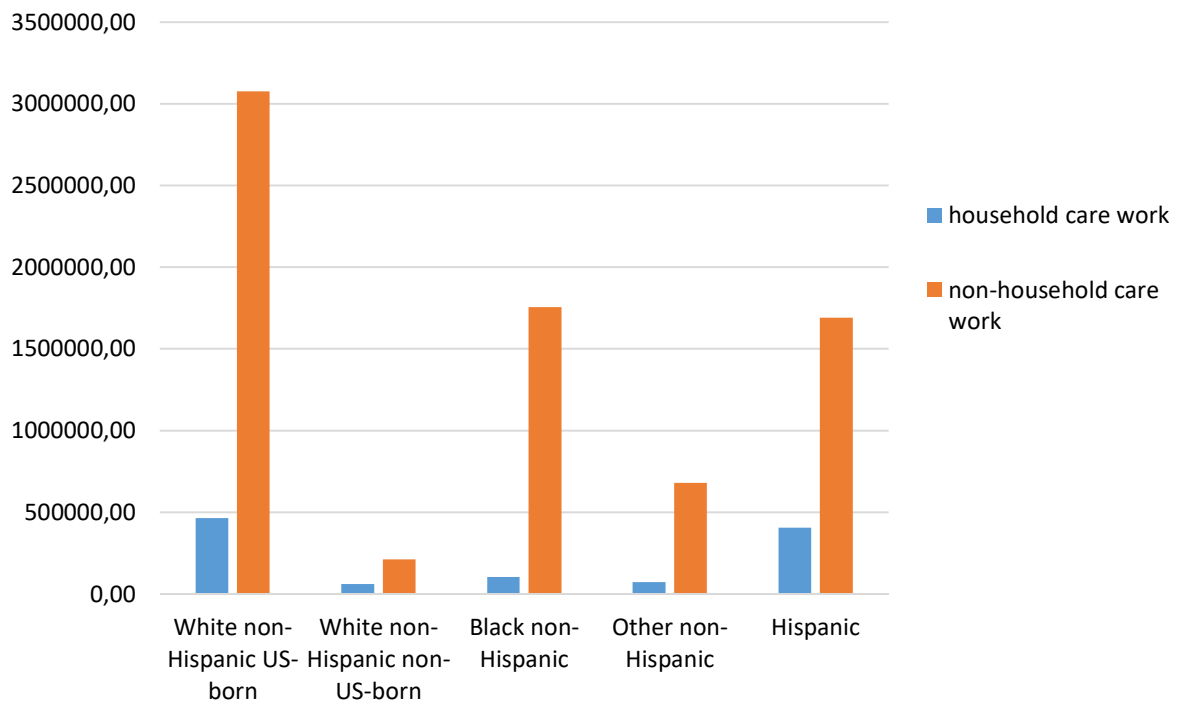
Categories other than white include both US-born and non-US born people for the sake of simplicity. Most people who are Black non-Hispanic are US-born (African Americans), and most Hispanic people are non-US-born (migrants). All data was weighted using the personal weight variable, so the figures show extrapolated results at the level of the whole US population.

#### [Numbers: How many white non-Hispanic US-born \(household\) care workers are there?](#)

If we look at the numbers both within and outside-of-household cleaning, childcare and personal care, we may notice that in net values in care work there are more white non-Hispanic US-born Americans than any other category, both in household and out-of-household care work. White non-Hispanic US-born workers are the largest group both in non-household carework (3 075 975.00 out of 7 413 348.00) and in household-based carework (462 838 out of 1 104 194.00). In both cases they constitute around 41% of the workforce. Within non-household carework, both Hispanic and Black non-Hispanic workers feature prominently, within household carework the role of Hispanic workers is substantial, and other categories are not very visible.



### Different racial and ethnic categories in household and non-household carework, 2017

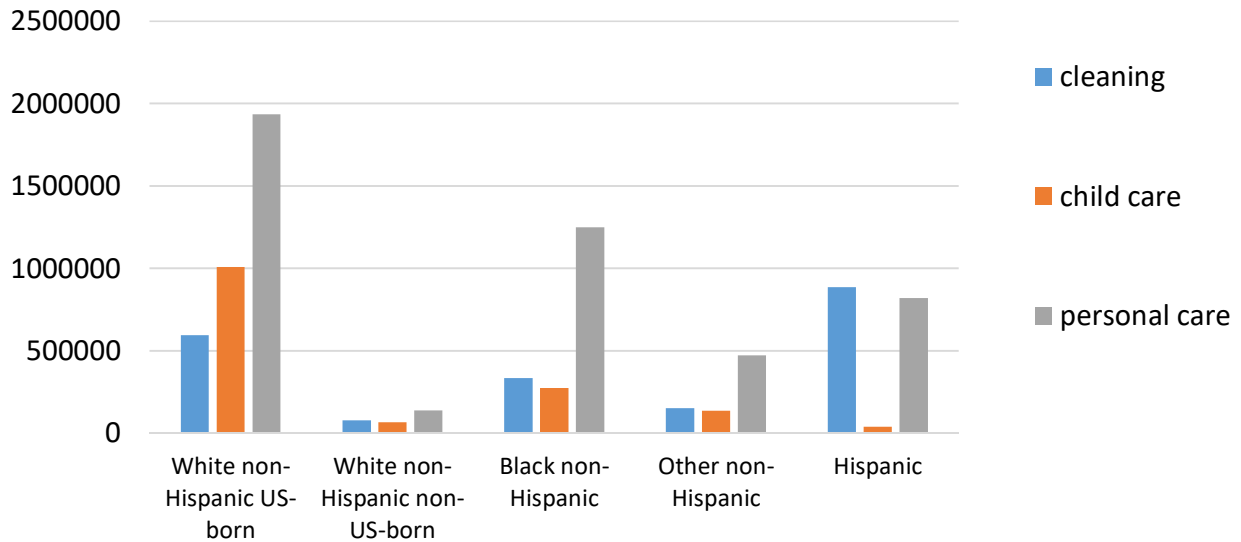


#### What are the proportions between different categories?

Going into household-based carework (henceforth I will analyze only data pertaining to domestic work), white non-Hispanic US-born Americans are the most numerous category in child and personal household-based care work, and second largest in cleaning (most numerous are Hispanic workers).

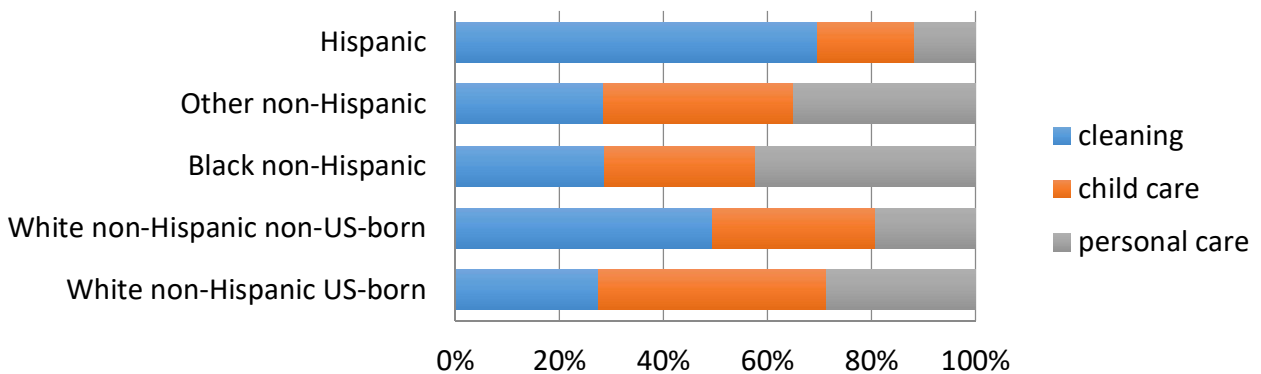


### Workers in household carework according to occupations and racial and ethnic background, 2017



Putting it another way, among white non-Hispanic US-born domestic workers the most popular occupation is child care, followed by personal care and cleaning. Among all other categories it is cleaning (by far), childcare, personal care.

### Proportion of household occupations among different categories, 2017



If we group all other ethnic and racial categories together and contrast them with white non-Hispanic US-born workers, it is telling that 57% of nannies are white non-Hispanic US-born, 50% personal care

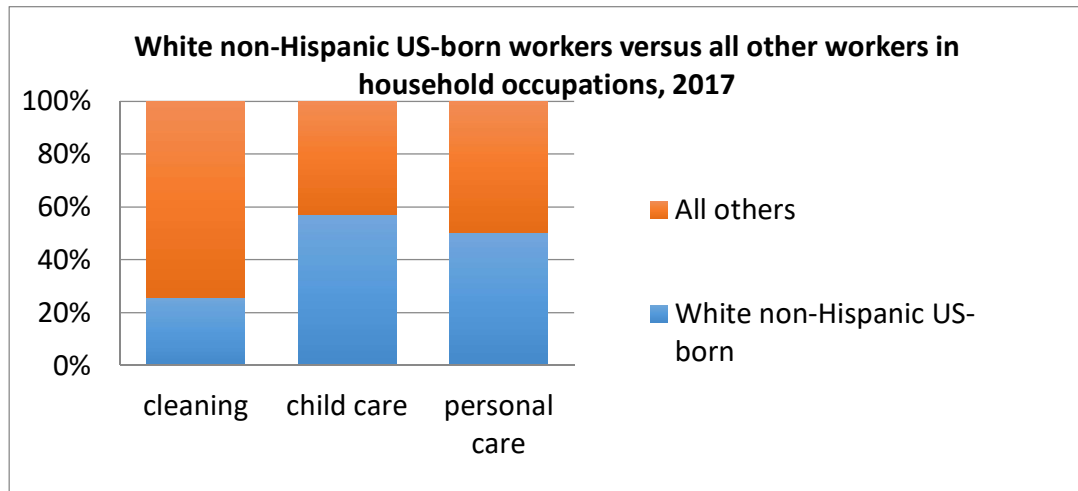


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workers and only 25% of cleaners (57% of cleaners are Hispanic)<sup>3</sup>.

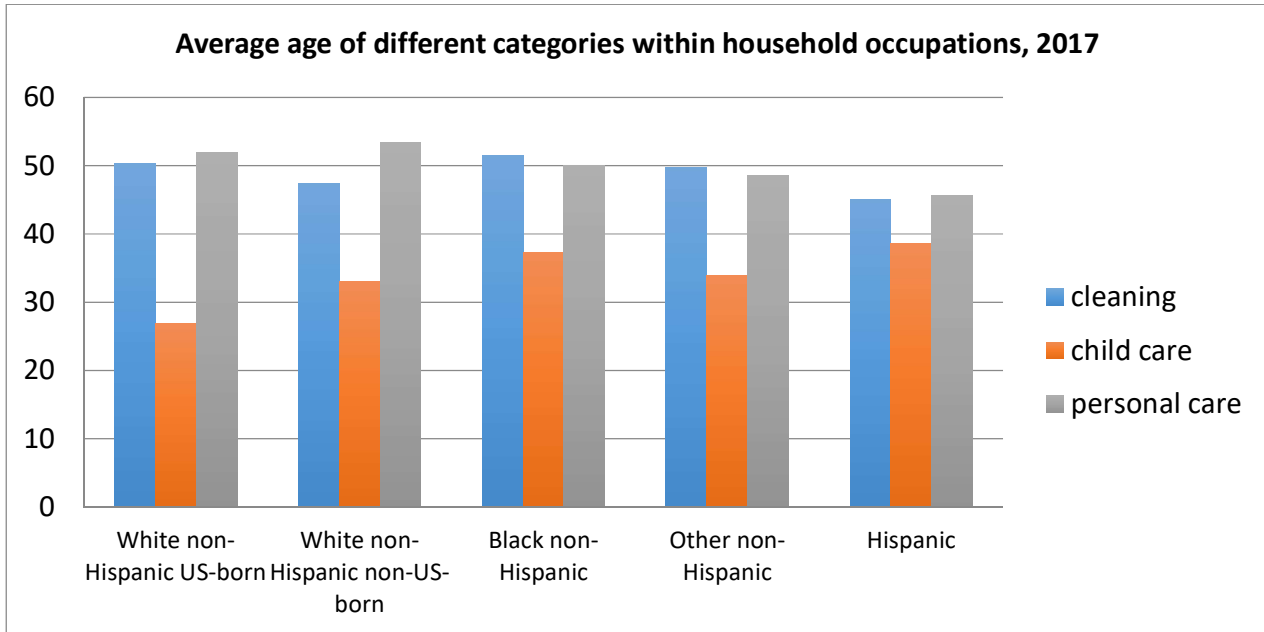


This occupational distribution among categories could point out to inequalities and privileges in the sector, if for example occupational categories were closely tied to different levels of earnings, e.g. if childcare was a better paid work in general we might assume this works to the advantage of white non-Hispanic US-born workers. The picture however is more complex (see following sections).

### What are the basic characteristics of white non-Hispanic US-born domestic workers vis-à-vis other categories?

White non-Hispanic US-born workers in household care work are younger on average (41 years) than other categories (44 years). White non-Hispanic US-born child care workers are the youngest (in this case, nannying might be considered a stepping stone and/or a life-stage occupation), but white cleaners and personal care workers are among the oldest. Only 25% of white non-Hispanic US-born child care workers are older than 29 y.o. Half of the white non-Hispanic US-born cleaners are older than 52 y.o. and half of personal care givers are older than 55 y.o. More consistency here is shown within the occupational categories than ethnic and racial groupings.

<sup>3</sup> In comparison with 2007, in general, there are less cleaning workers of both categories, more personal care workers of both categories as well as less white and more all other workers in child care.



### Gender, education, hours of work

When it comes to some other social and economic characteristics, white non-Hispanic US-born household workers have a similar gender distribution within occupational categories:

- 95% female in cleaning (all categories 94%),
- 97% in childcare (all categories 97%) and
- 83% in personal care (all categories 85%).

They have a slightly higher educational attainment (grade 12 – grade 11 in all other categories).

White non-Hispanic US-born people work less hours per typical week than all other categories (18h – 25h a week in cleaning, 22h – 27h in child care, 25h – 27h in personal care).

### Health insurance coverage

Health insurance coverage is an important approximation of the degree of security on the labor market. Lack of any insurance coverage is a symptom of severe marginalization. Domestic work is one of the sectors where this is a widespread phenomenon. For example, in cleaning, as many as 37% of all workers have no health insurance: 22% of white non-Hispanic US-born, 20% of black and other non-Hispanic, 38% of white non-US-born and as many as 46% of Hispanic workers (!).

In general, the least covered ethnic and racial category in all occupations are Hispanic workers but there are some nuances: in cleaning, white non-Hispanic US-born workers are slightly less covered



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than black and other non-Hispanic workers, yet more covered than white migrant workers. In personal care, white non-Hispanic US-born workers are less covered (16% do not have any insurance) than white non-US-born (11%) and slightly more than black and other non-Hispanic (18 and 17%) but much more than Hispanic workers (23% with no coverage).

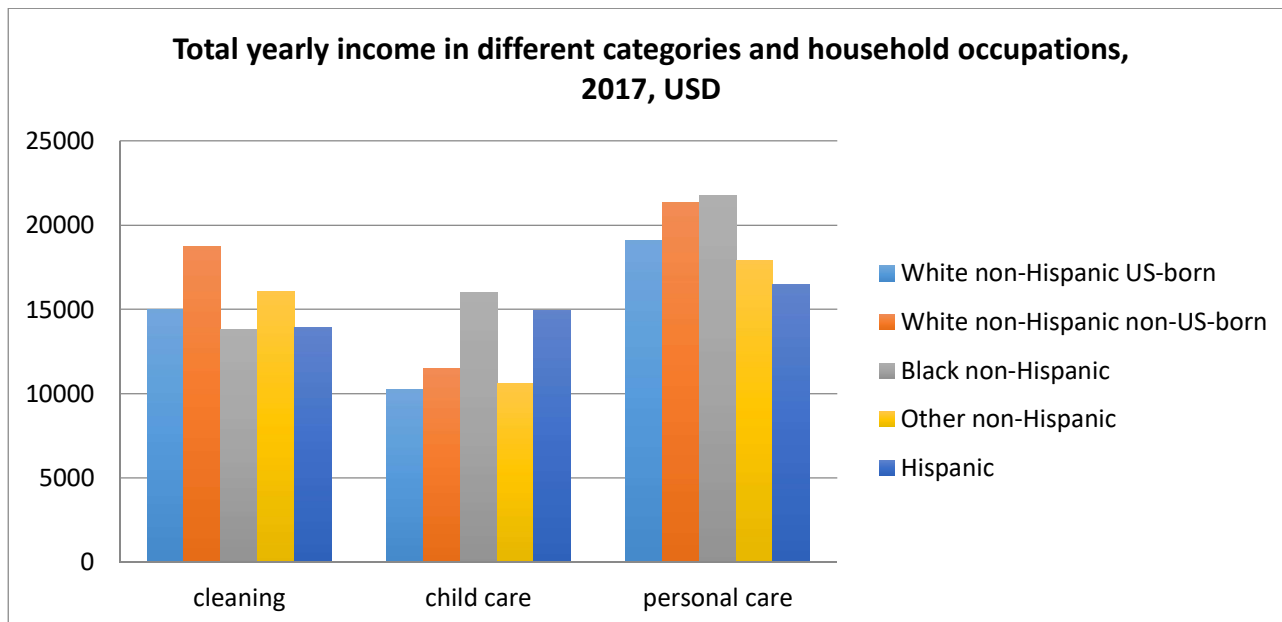
This particular pattern of insurance coverage of migrant workers, especially in personal care might be connected to visa requirements (some types of visa have a compulsory insurance requirement) and/or specific channels of recruitment for personal care.

#### Income and hour rates

White non-Hispanic US-born Americans earn more on average than all other categories in terms of total yearly income. Hispanic workers earn the least on average. In childcare there is the greatest convergence in wages; the biggest differences are in cleaning. Personal care and cleaning are the occupations where there are also biggest polarities within categories, esp. among the white non-Hispanic US-born workers.

*Side note: it is not clear what is the role of gender in earnings and income levels, because the data for men are scarce, but according to raw data (not weighted), differences between men and women are always bigger than between any of the ethnic and racial category, to the men's advantage.*

*In the NDWA (2012) survey found out that in most cases white citizen workers earned more than any other group. The results of this analysis present a more complex picture, however these data may not include some most marginalized workers.*



The mean hour rates<sup>4</sup> are also highest for white non-Hispanic US-born workers within every category, most prominently within cleaning, less so in childcare and in personal care in which case the average hour rates are similar for this group and for white migrants as well as African Americans.

However, if we look at the median values this seeming hour rate privilege dissolves: half of the people of all categories within all occupations earn very little by the hour and it is consistent throughout the whole sector.

<sup>4</sup> The variable  $hourrate = inctot / wkswork1 / uhrswork$ .





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### Mean and median hour rate in different categories and household occupations, USD, 2007

