THE EFFECT OF CALIFORNIA'S PAID FAMILY LEAVE PROGRAM ON EMPLOYMENT AMONG MIDDLE-AGED FEMALE CAREGIVERS

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This study examined the effect of a Paid Family Leave program in California (CA-PFL) on employment among older female caregivers. We also examined differences in the relationship between the availability of paid family leave and employment in socioeconomic subgroups of older women. Data came from multiple years (2000–2014) of the Current Population Survey (CPS) (N = 68773 individuals). Applying Difference in Difference (DiD) approach to remove potential selection biases related to program participation, we used a logistic regression to estimate the effects of PFL. CA-PFL predicted a significant increase in the likelihood of working and decrease in the likelihood of not employed. By subgroups, the positive PFL effect was found only among the early middle-aged, the near-poor, and those had the highest level of education. PFL may increase employment stability by allowing family caregiver workers to accumulate human capital; however, the less advantaged may continue to have a limited benefit.

WHO IS SELF-EMPLOYED IN LATER LIFE? EVIDENCE FROM SIX WAVES OF THE HEALTH AND RETIREMENT STUDY

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More than one in five working Americans aged 50 and older are self-employed, yet we know relatively little about those who embark on this work. With data from six biennial waves of the nationally-representative Health and Retirement Study of Americans past 50 years of age, this study aims to document the characteristics of self-employed older adults in comparison to wage-and-salary workers and those who left the workforce. Using multinomial logistic regression with cluster-robust standard errors and sampling weights, this study considers sociodemographic factors; measures of human, social, and financial capital; and risk tolerance as predictors. Among older Americans, results indicate that age, being male, volunteering, risk tolerance, and reporting better health, earnings, and wealth were positively associated with self-employment. Having health insurance had a negative association. This study builds upon previous scholarship while contributing to discussions about later-life self-employment and who has access to this work in later life.

EMPLOYMENT BENEFITS AND RETIREMENT SAVINGS AMONG OLDER U.S. WORKING ADULTS

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As the US population ages, more workers will be called upon to provide care for older relatives and friends, often during their prime earning years. The National Alliance for Caregiving reports that 70% of employed caregivers of both older adults and family members with disabilities adjusted their work to manage caregiving responsibilities leading, for some, to reduced wages and reduced retirement savings. This paper uses longitudinal data from the nationally-representative 1979 National Longitudinal Survey of Youth for years 1994 through 2014 to examine the relationship between employment benefits (paid sick leave, paid vacation leave, and flexible work hours) and retirement savings over the life course among both male and female workers (ages 50–57 in 2014) who report a caregiving role. Among these older working caregivers, findings suggest that those with more paid vacation days and access to flexible work hours have higher retirement savings. Policy implications are discussed.

PREDICTING WORK STRAIN AMONG EMPLOYED INTERGENERATIONAL FAMILY CAREGIVERS

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Over half of the women who provide assistance to older family members are also in the paid labor workforce. Benefits and challenges accrue from these multiple roles, from income and strengthened identity to role overload and work strain. This presentation examines variables associated with work strain reported by employed daughters caring for older parents. The Stress Process Model (Pearlin et al., 1990) informed hierarchical regression analyses testing the relative strength of predictors for job-caregiving conflict in a sample of 89 intergenerational family caregivers. After controlling for hours worked, assistance with IADLs and degree of cognitive impairment in the older adult, both preparedness for caregiving and perceived stress were significant predictors of work strain ($F(5,79) = 7.24, p < .001$). Attention to resources to support family caregiving can improve the quality of work experiences for employed family caregivers.

SESSION 1360 (PAPER)

FAMILY CAREGIVER SUPPORT AND POLICY

NATIONAL FAMILY CAREGIVER SUPPORT PROGRAM: EXPLORING THE LINK BETWEEN PROCESS AND CLIENT-REPORTED EFFECTIVENESS

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This study investigates the relationship between a program process of the National Family Caregiver Support Program (NFCSP) and client-reported effectiveness of caregiver services. The study sample includes survey response data from 43 AAAs combined with survey responses from 364 caregivers who received NFCSP caregiver services from one of the 43 AAAs in the preceding 6 months. The program process was the AAA-reported frequency of assessing caregiver program satisfaction. Caregivers were asked, “Have the services you received from {Agency} enabled you to provide care longer