

Employment and Childcare Barriers for Latina Mothers

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References



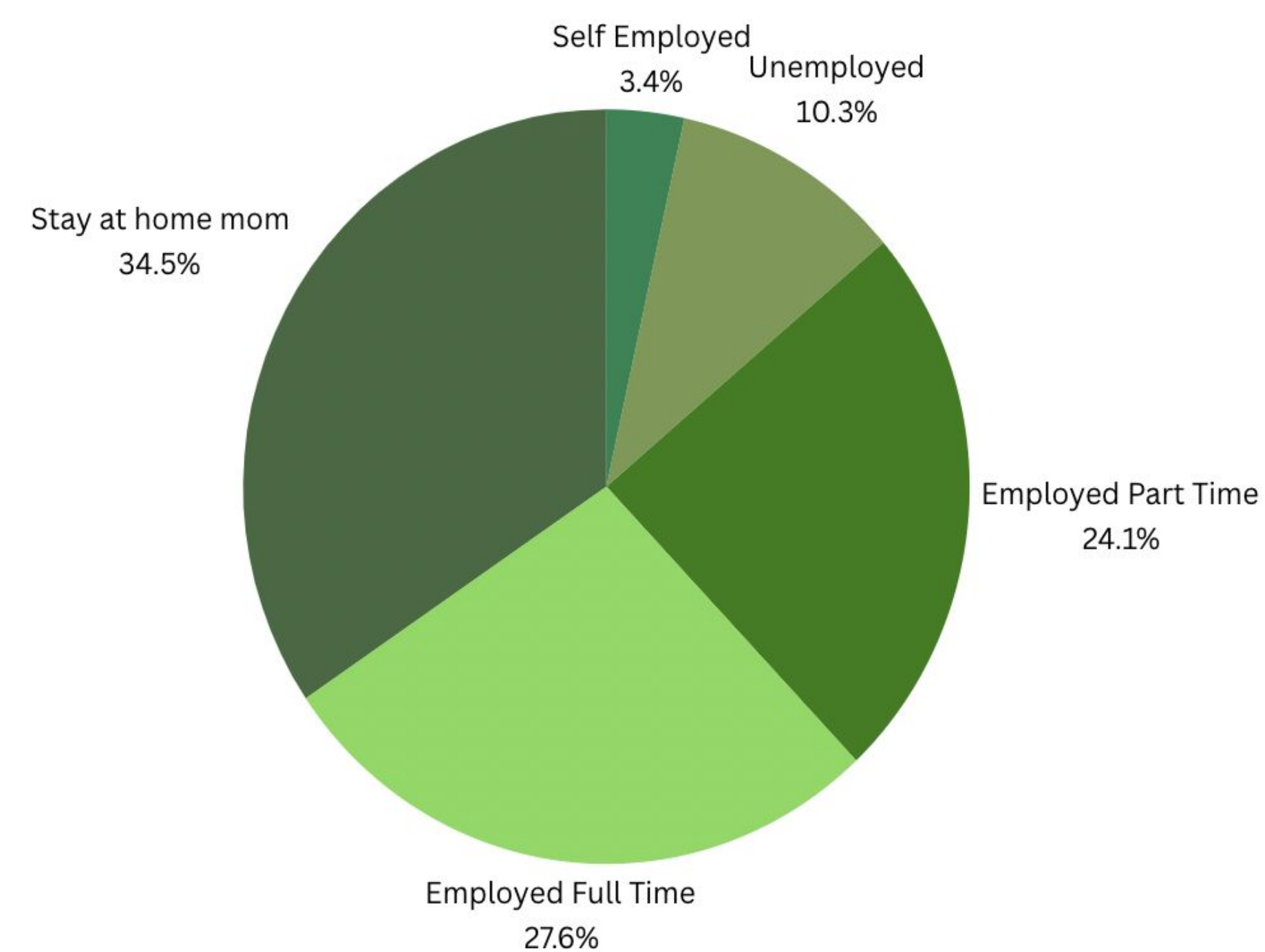
CLT Latina Mom Dilemma: Work vs. Childcare

- Latina mothers face the dilemma of prioritizing being the main caretakers of their children, at the expense of working to provide some financial stability for their family in the United States.
- Especially, living in a city like Charlotte where it is one of the most unstable cities when it comes to economic mobility.

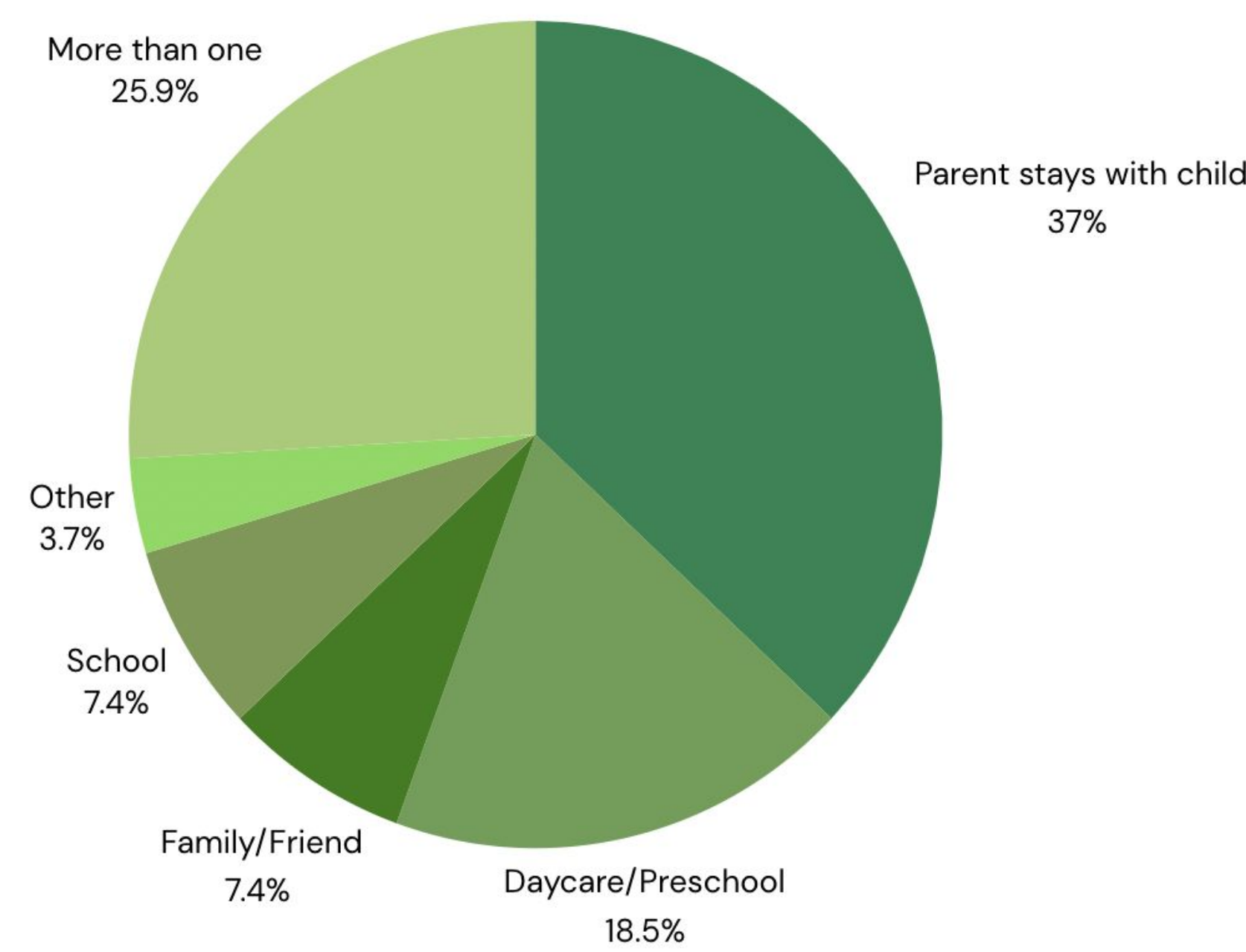
Research Team & Overall Goal

- Examine Latina Mother's Employment Experience
 - Discrimination
 - Low Pay
 - Inflexible hours
- Examine the barriers that Latina Mothers currently
 - Limited in language
 - Status
 - Jobs/careers/education
 - Lack of trust-worthy caretakers

Occupation of Latina Mothers



Childcare Options available to Latina Mothers



Quotes from Latina Mothers

*"As a **mother**...as a **woman** and as a **professional**, I feel like I had to put a stop on everything..."*

*"...obviously the person who has to take care of the children is me for the time being **because it's my job.**"*

*We all come with different plans and goals, but...**there are a lot of limits.**"*

*"Something I didn't prefer for my future was to learn English... and **that put a huge barrier for me**"*

*"You get a call from school for **your child**, you have to go out and your **job will not give you permission.** Then you **have to decide which is the most important.**"*

Methods

- Focus Groups with Latina Mothers
 - How childcare and employment affect the daily lives of Latina Mothers
 - **Our Role:** Utilized our bilingualism to listen and process how Latina Mothers express their concern and thoughts in their native language
- AI Transcription
 - Past recordings of focus groups with Latina mothers with different employment
 - **Our Role:** We cleaned and analyzed AI transcriptions

Conclusion

- Latina Mothers pick their jobs and their schedules based on their children's schedule
- Latina Mothers feel like they have a lack of resources when it comes to childcare
 - Schools/Government do not support them
- Gender discrimination
- Gender Norms
 - Very enforced in Latin American
 - Putting their children before themselves
- Lower employment rate
 - Important because they are most likely to work service jobs that increase other people's leisure time and provide support in the economy.

Next Steps...

- To better understand the childcare and the intersectionality of Latinos, Camino will be conducting focus groups on Latino fathers.

