

ERRATUM

# Employer-provided childcare across the 50 United States: the normative importance of public childcare and female leadership – ERRATUM

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The above article was published with errors in four tables and one error in the text. In the second paragraph of page 2, “more generous public family policy” should read “more generous employer family policy”. The correct tables are available below. The Publisher and author apologise for the errors.

Table 3. Average marginal effects based on logistic regression models

	FSAs		Non-FSAs	
Public childcare without income cap (ref: cap or no program)	-.02	(.03)	.05*	(.02)
High-general skills industry (ref: non-HGS industry)	.13***	(.03)	.02	(.03)
Prevalence of female executives (ref: no female executives)				
Women on some executive levels	.12**	(.05)	.06*	(.03)
Women on all executive levels	.16*	(.07)	.19***	(.05)
Pseudo R <sup>2</sup>	.06		.06	
N	880		878	

Note: Original calculations. Models control for number of employees, presence of unionized employees; as well as state-level gdp per capita, female labor force participation and gendered breadwinner/carer preferences. Full models presented in table A6 of the appendix. \*p < 0.05, \*\*p < 0.01, \*\*\*p < 0.001.

**Table A3.** Descriptive statistics of control variables for each model

	FSAs		Non-FSAs	
<b>Difficulty filling vacancies</b>				
No difficulty filling vacancies	156	18%	156	18%
Difficulty: entry-level/hourly positions	43	5%	42	5%
Difficulty: highly skilled positions	403	46%	402	46%
Difficulty: both types of positions	278	32%	278	32%
<b>Percent of female employees in 10% increments</b>				
Mean		4.64%		4.63%
SD		2.39%		2.39%
Min		0.10%		0.10%
Max		9.90%		9.90%
<b>Size by number of employees</b>				
50 - 249 employees	577	66%	576	66%
250+ employees	303	34%	302	34%
<b>Percent of unionized employees</b>				
less than 1 %	707	80%	704	80%
At least 1 %	173	20%	174	20%
<b>State GDP: Per state per capita in 2016 USD</b>				
Mean		54,771		54,776
SD		11,040		11,049
Min		33,684		33,684
Max		174,150		174,150
<b>Female labor force participation: Rate by state</b>				
Mean		73%		73%
SD		4%		4%
Min		62%		63%
Max		81%		81%
<b>Percent of people in state who prefer male breadwinner/female caregiver</b>				
Mean		31%		31%
SD		8%		8%
Min		0%		0%
Max		57%		57%
N	880	100%	878	100%

**Table A5.** Average marginal effects based on multinomial logistic regression model

	Neither		Only FSAs		Only Non-FSAs		Both	
Public childcare without income cap	-.02	(.03)	-.03	(.04)	.03*	(.02)	.02	(.02)
Prevalence of female executives								
Women on some executive levels	-.13**	(.04)	.06	(.05)	-.00	(.02)	.07***	(.02)
Women on all executive levels	-.23***	(.06)	-.03	(.07)	-.07	(.04)	.12**	(.04)
High-general skills industry	-.11**	(.03)	.09*	(.04)	-.01	(.02)	.03	(.02)
Pseudo R <sup>2</sup> = 0.08								
N = 876								

Note: Original calculations. The table shows associations with different outcome values of a single dependent variable. Model controls for number of employees, presence of unionized employees; as well as state-level gdp per capita, female labor force participation and gendered breadwinner/carer preferences. Full model available upon request. \*p < 0.05, \*\*p < 0.01, \*\*\*p < 0.001.

**Table A6.** Average marginal effects based on logistic regression (full models)

	FSAs		Non-FSAs	
Public childcare without income cap	-.02	(.03)	.05*	(.02)
High-general skills industry	.13***	(.03)	.02	(.03)
Prevalence of female executives (ref: no female executives)				
Women on some executive levels	.12**	(.05)	.06*	(.03)
Women on all executive levels	.16*	(.07)	.19***	(.05)
Percent of female employees	.01	(.01)	.01*	(.01)
Difficulty filling vacancies (ref: no difficulty filling vacancies)				
Difficulty: entry-level/hourly positions	-.20*	(.08)	.02	(.05)
Difficulty: highly skilled positions	.09*	(.04)	.02	(.03)
Difficulty: both types of positions	-.05	(.05)	.04	(.03)
Employer size	.09*	(.04)	.02	(.03)
Unionized employees	.07	(.04)	.07*	(.03)
GDP per state	.00	(.00)	.00	(.00)
female labor force participation	.01**	(.01)	.00	(.00)
State population preferring MBFC model	.01	(.00)	.00	(.00)
Pseudo R <sup>2</sup>	.06		.06	
N	880		878	

Note: Original calculations. \*p < 0.05, \*\*p < 0.01, \*\*\*p < 0.001.

## Reference

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