

101 Facts *on the* **Status** *of* **Workingwomen**

Published July 2005

Women in the U.S. Labor Force

1. There were 68 million workingwomen in 2003, a significant increase from 18.4 million in 1950.
2. 60% of women participate in the U.S. labor force, and they represent 47% of the total labor force. Participation rates by race are: African-American women 61%, white women 60%, Asian women 58%, and Latina women 56%.
3. In 2003, 38% of employed women worked in management or professional and related occupations while 35% worked in sales and office occupations.
4. In 2003, 3.7 million women were multiple-job holders and half of all multiple-job holders were women.
5. In 2003, nearly three-quarters of all mothers were in the labor force. Among mothers with young children, 70% worked for pay, and 51% of mothers with infants were in the labor force.
6. 22% of women age 50+ who are currently working never plan to retire; 73% think they might return to paid employment sometime after they officially retire.
7. In 2002, 1.9 million women aged 65 or over worked part- or full-time. The Social Security Administration projects that more than seven million people aged 65 and older will be in the labor force by 2020 and three million of them will be women.

8. 72% of part-time workers are women. Further, more than one million women earn wages below the Federal minimum wage.

The Wage Gap

9. In the year 2004, full-time workingwomen were paid only about 76 cents for every dollar paid to men. The wage gap is even wider for women of color—African-American women are paid only 66 cents and Latinas 54 cents for each dollar paid to a white man.
10. Since 1963 the wage gap has narrowed by only one-third of a penny per year. At the current rate of change, the wage gap will not be eliminated until 2039.
11. If women received the same salary as men who work the same number of hours, have the same education or union status, are the same age, and live in the same region of the country, then these women's annual family income would rise by \$4,000, and poverty rates would be cut in half.
12. Over the course of her career, the average woman loses approximately \$523,000 to the wage gap.
13. The wage gap continues to widen with age. In 2002, women aged 25-29 earned 85% compared to their male counterparts. Women aged 35-39 earned 72% and women 45-49 earned 73% compared to their male counterparts.

14. Many of the widest pay gaps occur in the best-paid jobs with the most highly educated workers. Among physicians and surgeons, the highest-paid occupation for men and women, women earned 63% of what men did. This was the same ratio for female and male CEOs. Female lawyers earned 74% of what male lawyers earned.
15. Women are less likely than men to receive additional compensation in forms other than salary (e.g., performance bonuses, stock options, profit sharing).
16. 69% of Americans believe that women and minorities are paid less for doing the same work as their white male counterparts, and 65% believe there should be legislation in place to protect employees who discuss salary information.

Women Entrepreneurs

17. One in every 11 adult women in the U.S. owns a business. Female entrepreneurship has been growing at twice the national average since 1997.
18. There were 10.6 million privately-held, women-owned businesses in 2004, and there were another 3.9 million firms that were equally owned by a woman and a man. Women of color owned 1.2 million of these firms.
19. Women-owned firms represent 30% of all U.S. businesses and 20% of these firms are owned by women of color.
20. Between 1997 and 2004, the number of women-owned firms increased by 17% nationwide, twice the rate of all firms (17% vs. 9%). Firms owned by women of color increased by 32%.
21. From 1997 to 2004, the greatest growth in the number of women-owned firms was in construction, transportation/communications, and agricultural services.
22. Women-owned businesses generate \$1.5 trillion in sales and employ 9.2 million people.
23. Women-owned businesses are just as financially strong and creditworthy as the average U.S. firm,



- with similar performance on bill payment and similar levels of credit risk.
24. The workforce of women-owned firms shows more gender equity. Women business owners overall employ a roughly gender-balanced workforce (52% women and 48% men), while male business owners employ, on average, 38% women and 62% men.
25. Women-owned firms in the U.S. are more likely than all firms to offer flex-time, tuition reimbursement, and profit sharing to their employees.
26. The majority of women business owners are under the age of 50.
27. The number of women-owned companies with 100 or more employees increased by 44%, nearly twice the 26% growth rate among all other companies.

28. Home-based businesses owned by women provide full- or part-time employment for 14 million people.

Women in the Fortune 500 & 1000

29. In 2002 in the Fortune 500 companies, women held 16% of the corporate officer positions compared to 13% in 2000. It is estimated that women will hold 27% of all corporate officer positions by 2020.
30. In 2002, there were six women Chief Executive Officers in the Fortune 500 (1.2%). In 2002, 60 companies had women filling one-quarter or more of their corporate officer positions, up from 50 companies in 2000.
31. In 2003, women of color represented only 3% of the corporate officer pool, an increase of only one-half of a percent since 1999.
32. Industries with the highest percentage of women corporate officers in 2002 included temporary help (35%), insurance (31%), and tobacco (30%).
33. Industries with the lowest percentage of women corporate officers in 2002 included: food production (7%); home equipment and furnishings (7%); and industrial and farm equipment (6%).

34. The total number of women holding board seats in 2003 was 779, up from 735 in 2001. It is estimated that in 20 years, women will still not be one-quarter of boards of directors if the current rate of change remains constant.
35. In 2003, 208 companies had only one woman board director—the same as in 2001. The number of companies with three or more women board directors increased from 48 in 2001 to 68 in 2003. 54 companies have 25% or more women directors—an increase from 30 companies in 2001 and 11 in 1995.
36. In 2003, women of color represented 22% of all female board directors (145), which is 3% of all the board seats at 415 Fortune 500 companies.
37. In 2003, Fortune 500 board seats held by women were up by 4%. Women holding line vs. staff positions were up 5%.
42. Currently, eight women serve as governor of their state and 16 women serve as lieutenant governor. Throughout history, 25 women have served as governor, 12 of whom were elected in their own right. A woman also serves as the governor of Puerto Rico.
43. In 2004, women held 25% (80) of statewide elected executive offices, an increase from 18% in 1992. At least one woman serves in a statewide executive position in 48 of the 50 states.
44. In 2004, 23% (1,661) of the 7,382 state legislators were women, up from 17% in 1989 and 10% in 1979. Also in 2003, 188 women were mayors of cities with populations over 30,000, down from 196 in 1999.

Women in Government

38. During the Bush Administration, six women have been appointed to U.S. cabinet-level positions. A total of 30 women have held cabinet or cabinet-level appointments in the history of our nation. Two women currently occupy seats on the Supreme Court.
39. In the 109th Congress, women hold 14 (14%) of the 100 seats in the U.S. Senate and 66 (15%) of the 435 seats in the U.S. House of Representatives. In addition, three women serve as Delegates to the House representing the District of Columbia, Guam, and the Virgin Islands.
40. Of the 80 women serving in the 109th Congress, 14 women are African-American, seven are Latina, and one is Asian. There are two additional women of color delegates: a Caribbean-American woman representing the Virgin Islands and an African-American woman from the District of Columbia.
41. To date, only 34 women have served in the U.S. Senate since 1789. As of 2004, a total of 216 women have served in the U.S. House of Representatives since 1789, compared to 11,489 men.



Women and Higher Education

45. Today women earn more than half of all bachelor's degrees compared to 43% in 1970. It is projected that by 2011 women will outnumber men in under graduate and graduate programs by 10.2 million to 7.4 million. Women also earn 57% of master's degrees and 42% of doctoral degrees.
46. In 2000, 31% of white women and 26% of white men had a bachelor's degree or higher compared to 18% of African-American women and 13% of Latinas.
47. In 2002, women earned less than half of the bachelor's degrees in the traditionally male-dominated fields of mathematics (47%), agriculture and natural resources (46%), physical sciences (42%), computer and information sciences (28%), and engineering (21%).
48. Females with graduate degrees earn only slightly more than males with no college and only a high school diploma: \$41,995 for women vs. \$40,822 for men.
49. In 2002, women faculty, on average, earned 17% less than their male colleagues—women faculty's average salary was \$45,524 compared to \$54,990 for male faculty.

50. The gap between female and male faculty salaries increases as academics move up the professional ladder, with instructors facing a \$1,000 difference, lecturers, assistant and associate professors experiencing a \$3,000 to \$4,000 difference, and, at the top of the ladder, a \$7,000 difference per year for full professors.



Women's Buying Power

51. Three in 10 workingwomen (29%) make all or almost all of their family's income, and six in 10 (62%) earn about half of their family's income.
52. Women are responsible for 83% of all consumer purchases: 94% of home furnishings, 92% of vacations, 91% of houses, 51% of consumer electronics, and 60% of automobiles.
53. Women are major players in consumer markets, and they are thoughtful about how they spend their money. Quality is the most important factor to women when making a major purchase, followed by price and service.
54. Women consumers are also concerned about corporate behavior. 83% of women say they consider a corporation's or CEO's treatment of employees when deciding whether to give their money to that corporation.
55. In 2001, U.S. women's purchasing power constituted the number three market in the world; the collective buying power exceeded the entire economy of Japan with \$3.7 trillion spent annually on consumer goods and services plus another \$1.5 trillion as purchasing agents.
56. The current amount of wealth women control is \$14 trillion dollars.
57. In 2003, women accounted for \$55 billion of the \$96 billion spent on electronic gear.

58. 41% of the 3.3 million Americans reporting incomes of \$500,000 or more are women.
59. 72% of women business owners and 58% of workingwomen own stocks and bonds.

Women and Philanthropy

60. Women make up 1.6 million of the top wealth holders in the U.S. with a combined net worth of almost \$2.3 trillion. Women generated \$2.1 trillion in earnings in 1999. And, because they live longer than men, they will end up in charge of much of the \$41 trillion expected to pass from generation to generation over the next 50 years.
61. Women business owners are philanthropically active: seven in 10 volunteer at least once per month; 31% contribute \$5,000 or more to charity annually; and 15% give \$10,000 or more. Women are also more likely to serve in volunteer leadership positions than men.
62. There are more than 90 women's foundations, up from five 20 years ago. Since 1995, the number of "women's funds" (nonprofit organizations heavily supported by women donors who back programs for women and girls) has grown to more than 100. Despite this growth, less than 5% of all foundations' grants are targeted towards women and girls.
63. Women account for 68% of all foundation program officer positions and 52% of all foundation CEO positions.
64. 86% of women say they give to organizations about which they are passionate.
65. Women's philanthropy has increased by more than \$15 billion annually since 1996.

Women and Families

66. Four in 10 workingwomen work evenings, nights, or weekends on a regular basis, and 33% work shifts different than their spouses or partners.
67. In 2000, African-American women accounted for 30% of all female-headed households and had a median income of \$12,244, while Hispanic female-headed households earned a median income of \$20,765.



Women and Care Giving

68. In 2001, there were 74 million families in the U.S. Of these families, married-couple families in which only the husbands were employed increased to 19.4%. The proportion of all married-couple families in which both the husband and the wife were employed declined slightly to 52.7% in 2001.
69. The labor force participation rate of married mothers was 69% in 2002, and the rate for single mothers with children under 18 was 72%.
70. The median family income in married-couple households was \$60,471 in 2001. In female headed households, the median family income was \$28,142, which is more than 40% less than a male-headed (with no wife present) household median income of \$40,715.
71. 45% of African-American women are head of household, and 64% of African-American women work outside of the home.
72. 85% of workingwomen report that flexible work schedules are of moderate or major importance to them; 76% rate receiving compensatory time for work time as being that important; while half of workingwomen (51%) feel having opportunities to work part-time is of moderate or major importance.
73. Working mothers are particularly concerned about quality, affordable child care (62%), employer-provided child care benefits (58%), maternity or adoption benefits (48%), and on-or near-site child care (47%).
74. Nearly one out of every four households (23% or 22.4 million households) is involved in care giving to people aged 50 or older.
75. Nationally, more than 6.4 million workingwomen provide direct or indirect care giving assistance. By 2010, it is projected that 10.1 million women will bear this emotional and financial burden.
76. Approximately 75% of those providing care to older family members and friends are female, and 27% of all care givers are daughters to the care recipient. Additionally, female care givers spend 50% more time providing care than male care givers.
77. Employed care givers are more likely to miss work, experience a loss in productivity, lose a job or career opportunity, experience negative economic impacts, use less of their vacation or sick time for rest or relaxation, and experience decreased time for social life, and they are two to three times more likely to develop depression.
78. Just over half of all care givers for persons aged 50 and older are employed full-time, and the average travel time for these care givers to reach their relatives is 4 hours.

Domestic Violence and the Workplace

79. Homicide is the leading cause of injury death for women in the workplace. Homicide accounts for 40% of all workplace deaths among female workers. More than 25% of female victims of workplace injury are assaulted through domestic violence that spills over into the workplace.
80. Employers lose between \$3 and \$5 billion every year in absenteeism, lower productivity, higher turnover, and health and safety costs because of domestic violence.
81. Of women who are victims of domestic violence, 96% experience problems at work due to abuse, 74% are harassed while at work by their abuser, 56% are late to work, 28% leave work early, and 54% miss entire days of work.
82. Female workers are also at risk for nonfatal violence. Women were the victims in nearly two-thirds of the injuries resulting from workplace assaults.

Women and Retirement

83. Two of three women are in jobs that do not provide retirement benefits through a 401(k) or traditional pension. The median pension for women is half that for men.
84. Women make up 60% of all Social Security recipients and are less likely than men to have pensions or substantial savings. Social Security keeps 42% of unmarried older women out of poverty.
85. In 2003, women's average monthly Social Security benefits were \$798, compared to average monthly benefits of \$1,039 for men.
86. Without a Social Security check, 52% of white women, 65% of African-American women, and 61% of Latinas over age 65 would live under the poverty level.
87. Women benefit from Social Security's unique protections because women tend to earn less than men during their working lives; as an example 64% of workingwomen earn less than \$30,000 each year.
88. The percentage of women receiving benefits based solely on their own earnings history is expected to rise from 37% in 1997 to 60% in 2060.
89. Widowhood can severely jeopardize a woman's economic prospects. Elderly widows receive, on average, only \$5,964 a year in Social Security benefits as compared to an average of \$14,580 for the joint Social Security benefit received by a married couple.
90. For 25% of elderly non-married women (widowed, divorced, separated, or never married), Social Security is their only source of income. Without Social Security benefits, the elderly poverty rate among women would be 52% and among widows would be 61%.
91. In 2003, the poverty rate increased for women aged 65 and older to 11% and 14% for women aged 75 and older.
92. Currently 77% of the more than 6.5 million older persons living alone are women. By 2020, this total will be 13.3 million—85% of whom will be women. 45% of older women living alone are poor or near poor.

93. In 2000, 43% of elderly single African-American women and 38% of elderly single Hispanic women lived in poverty. The U.S. has the highest poverty rate for older women of all post-industrial nations.



Women's Health

94. Heart disease is the leading cause of death in American women. 43% of deaths in American women or nearly 500,000 are caused by cardiovascular disease (heart disease and stroke) each year.
95. Since 1950, lung cancer death rates for U.S. women have increased an estimated 600%, killing approximately 68,510 women a year. Lung cancer is the leading cause of cancer deaths among U.S. women.
96. Breast cancer is the leading cause of cancer deaths among women aged 40-59. Breast cancer is the most common cancer among women of all ages, second only to lung cancer in cancer deaths.
97. Women comprise 80% of the 28 million Americans with osteoporosis: one in two women and one in eight men over the age of 50 will have an osteoporosis-related fracture in their lifetime.
98. Of all women who lack health insurance, 35% work full-time and 23% work part-time.
99. Employer-provided health insurance is of moderate or major importance to 95% of workingwomen.
100. 59% of uninsured women and 42% of women in fair or poor health say they delay or go without care because they cannot afford it.

101. Though 97% of large group plans cover prescription drugs, a mere 33% cover oral contraceptives—the most popular method of reversible birth control among American women. As a result, women of reproductive age pay 68% more for out-of-pocket medical costs than their male counterparts.

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This publication was compiled by the BPW Foundation.



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