

101 Facts *on the* Status *of* Workingwomen

Published October 2004

Women in the U.S. Labor Force

1. There were 68 million workingwomen in the civilian labor force in 2003, a significant increase from 18.4 million in 1950.
2. Today, about 60% of all women are in the labor force, compared with nearly 75% of all men. By 2005, the percentage of women in the labor force is projected to rise to 62%, while the number of men in the workforce will decline from 75% to 73%.
3. Women now account for 47% of the labor force, up from 40% in 1975. By 2005, women are projected to comprise 48% of the labor force.
4. In 2003, 93% of registered nurses, 98% of preschool and kindergarten teachers, and 96% of secretaries were women. Of the top 20 occupations for women, all but three are female-dominated.
5. In 2003, 3.7 million women were multiple-job holders and half of all multiple-job holders were women.
6. Nearly three-quarters of all mothers are in the labor force. Even among mothers with young children, 70% work for pay.
7. In 2002, 1.9 million women aged 65 or over worked part- or full-time. The Social Security Administration projects that more than 7 million people aged 65 and older will be in the labor force by 2020 and 3 million of them will be women.

The Wage Gap

8. Women working full-time year-round still experience a pay gap and are paid only about 76 cents for every dollar paid to men.
9. 70% of part-time workers are women. Further, more than one million women earn wages below the Federal minimum wage.
10. At the current rate of change, the wage gap will not be eliminated until 2039.
11. Over the course of her career, the average woman loses approximately \$500,000 to the wage gap.
12. In 1998, America's working families lost \$200 billion of annual income to the wage gap, an average of \$4,000 per family, even after accounting for differences in education, age, location and the number of hours worked.

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13. The wage gap is even wider for women of color. African-American women are paid only 65 cents, and Hispanic women 54 cents for each dollar paid to a white man.
14. In 2001, women aged 16-24 earned 90% of what their male counterparts earned. Women aged 25 and older earned 78% and women aged 65 and older earned only 68% of what men their age 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. A college degree does not protect a woman from the wage gap. Women who graduate from college are paid 73% as much as men with the same education.
17. 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 were paid 73% of what male lawyers were paid.
18. If workingwomen earned the same as men (those who work the same number of hours; have the same education, age, and union status; and live in the same region of the country), their annual family incomes would rise by \$4,000 and poverty rates would be cut in half.
19. 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.
20. One in 18 (6%) U.S. women are business owners. Female entrepreneurship has been growing at twice the national average since 1997.
21. There are 6.7 million privately held, women-owned businesses in 2004 and another 3.9 million firms that are equally owned by a woman and a man. Women of color owned 1.2 million of these firms.
22. Women-owned firms represent 30% of all U.S. businesses, generating \$1.19 trillion in sales. One in five women-owned firms is owned by a woman of color.
23. 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%.
24. From 1997 to 2004, the greatest growth in the number of women-owned firms was in construction, transportation/communications, and agricultural services.
25. 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.
26. Women-owned businesses are obtaining contracts from both the private and public sectors, although, on average, less than 3% of all purchasing dollars are going to women's firms.
27. 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 men business owners employ, on average, 38% women and 62% men.
28. Women-owned firms in the U.S. are more likely than all firms to offer flextime, tuition reimbursement, and profit sharing to their employees.
29. The number of women-owned companies with 100 or more employees increased by 43.9%, nearly twice the 26.1% growth rate among all other companies.
30. The majority of female business owners are under the age of 50.
31. Home-based businesses owned by women provide full- or part-time employment for 14 million people.



Women Entrepreneurs

Women in the Fortune 500 & 1000

32. According to a 2002 Catalyst study of the Fortune 500 companies, women held 15.7% of the corporate officer positions compared to 12.5% in 2000. It is estimated that women will hold 27.4% of all corporate officer positions by 2020.
33. In 2002, there were six women Chief Executive Officers in the Fortune 500 (1.2%).
34. Sixty companies had women filling one-quarter or more of their corporate officer positions in 2002, up from 50 companies in 2000.
35. In 2002, women held 9.9% of line (profit and loss) officer positions, up from 6.8% in 1999.
36. In 2002, women of color represented only 1.6% of the corporate officer pool, up from 1.3% in 2000.
37. Industries with the highest percentage of women corporate officers in 2002 include: temporary help (34.9%); insurance (31.0%); and tobacco (29.7%).
38. Industries with the lowest percentages of women corporate officers in 2002 include: food production (7.1%); home equipment, furnishings (6.7%); and industrial and farm equipment (6.4%).
39. The total number of women holding board seats in 2003 was 779, up from 735 in 2001. Catalyst estimates that in 20 years, women will not be one-quarter of board directors if the current rate of change remains constant.
40. 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. Fifty-four companies have 25% or more women directors—an increase from 30 companies in 2001 and 11 companies in 1995.



41. In 2003, women of color represented 22% of all female board directors (145), which is 3% of all the board seats at 415 of the Fortune 500 companies (415 companies provided such data).

Women in Government

42. During the Bush Administration, five women have been appointed to U.S. cabinet-level positions. A total of 29 women have held cabinet or cabinet-level appointments in the history of our nation. Two women currently occupy seats on the Supreme Court.
43. In the 108th Congress, women held 14 (14%) of the 100 seats in the U.S. Senate and 60 (14%) 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.
44. Of the 74 women serving in the 108th Congress, 11 are African-American and 7 are Hispanic. In addition, there are two women delegates, a Caribbean-American representing the Virgin Islands and an African-American from the District of Columbia.
45. As of 2004, 33 women have served in the U.S. Senate since 1789. As of 2001, a total of 206 women have served in the U.S. House of Representatives since 1789, compared to 11,433 men.
46. Currently, 8 women serve as governor of their state and 17 serve as lieutenant governor. Throughout history, 19 women have served as governor, 12 of whom were elected in their own right. A woman also serves as the governor of Puerto Rico.
47. In 2004, women held 25.4% (80) of statewide elected executive offices, an increase from 18.2% in 1992. At least one woman serves in a statewide executive position in 48 of the 50 states.
48. 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 Retirement

49. In 2001, women's average monthly Social Security benefits were \$756, compared to average monthly benefits of \$985 for men.
50. With only a Social Security check and no other retirement funds, 52% of white women, 65% of African American women, and 61% of Latina women over age 65 would live under the poverty level.
51. Men are twice as likely to have a private pension plan as women. In 2000, less than one in five retired women received income from pensions (18%) compared to one in three men (31%).
52. Women with pensions receive less than half the amount that men receive. In 2000, the median benefit amount was \$4,200 annually for women compared to \$7,800 for men, representing a retirement wage gap of 53%.
53. 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.
54. 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.
55. 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%. In 2002, 12% of women over 65 were poor.
56. 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.
57. 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 Buying Power

58. As a group, U.S. women's purchasing power constitutes the number three market in the world; the collective buying power exceeds the entire economy of Japan with \$3.7 trillion spent annually on consumer goods and services plus another \$1.5 trillion as purchasing agents.
59. 56% percent of women are in charge of handling their families' day-to-day finances.
60. 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 automobile purchases.
61. Women are major players in consumer markets, and they are thoughtful about how they spend their money. Quality is the most important factor to them when making a major purchase, followed by price and service.
62. Women consumers are also concerned about corporate behavior. 83% say they consider a corporation's or CEO's treatment of employees when deciding whether to give their money to that corporation.
63. 72% of women business owners and 58% of workingwomen own stocks and bonds.
64. 41% of the 3.3 million Americans reporting incomes of \$500,000 or more are women.

Women and Philanthropy

65. Women make up 1.3 million of the top wealth holders in the U.S., with a combined net worth of almost \$1.8 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.

66. Women business owners are philanthropically active: 7% 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.
67. 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 foundation grants are targeted towards women and girls.
68. Women account for 68% of all foundation program officer positions and 52% of all foundation CEO positions.
69. 19% of women executives and business owners contribute \$100,000 or more to charitable organizations each year, 31% contribute \$5,000 or more and seven in ten women business owners volunteer at least once a month.
70. 86% of women say they give to organizations about which they are passionate.
71. Women's philanthropy has increased by more than \$15 billion annually since 1996.
74. 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.
75. In 2000, African-American women accounted for 30% of all female-headed households and had a median income of \$18,244 and Hispanic female-headed households earned a median income of \$20,765.
76. The U.S. is one of the few industrialized countries that does not provide paid leave to women after childbirth, does not ensure that workers receive paid leave to recover from short and long term illness, and does not guarantee workingwomen's right to breastfeed.
77. 85% of workingwomen report that flexible work schedules are of moderate or major importance to them; 76% rate receiving comp 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.
78. Every day, three out of five children are in child-care. This includes 12 million preschoolers and 6 million infants and toddlers.
79. 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.



Work and Family

72. 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.
73. Women contribute more than half of the household income in the majority of households. Among married-couple families with dual earners, approximately one-fifth of the wives earn more than their husbands.

Women and Caregiving

80. Nearly one out of every four households (23% or 22.4 million households) is involved in caregiving to people aged 50 or older.
81. Approximately 75% of those providing care to older family members and friends are female and 27% of all caregivers are daughters to the care recipient. Additionally, female caregivers spend 50% more time providing care than male caregivers.

82. Employed caregivers 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, experience decreased time for social life, and are two to three times more likely to develop depression.
83. Just over half of all caregivers for persons aged 50 and older are employed full-time and the average travel time for these caregivers to reach their relatives is four hours.

Women and Higher Education

84. 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 undergraduate and graduate programs by 10.2 million to 7.4 million. Women also earn 57% of master's degrees and 42% of doctoral degrees.
85. In 2000, 31% of white women and 26% of white men had a bachelor's degree or higher compared to only 18% of African-American women and 13% of Hispanic women.
86. Women still lag behind in the traditionally male-dominated fields of physical science (36% of bachelor's degrees earned by women), computer and information sciences (27%) and engineering (17%).
87. There are substantial disparities in salary, rank, and tenure between male and female faculty. In 1999, women made up 38% of faculty in American universities. However, men were more likely than women to have tenure (61% vs. 44%) and men were also found to maintain their tenure longer (15 years to 10 years).
88. Women held only 35% of business faculty positions, 33% of social sciences faculty positions, and 24% of engineering and natural sciences faculty positions in 1999.
89. In 1999, 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.

Domestic Violence and the Workplace

90. More than one in four American women over the age of 18 has experienced domestic violence. Every year in the American workplace, approximately 120,000 employees are victims of violence committed by an intimate: current or former spouse, lover, partner, or boyfriend/girlfriend.
91. Employers lose between \$3 and \$5 billion every year in absenteeism, lower productivity, higher turnover, and health and safety costs because of domestic violence.
92. 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.



Women's Health

93. Heart disease is the leading cause of death of American women. 43% of deaths in American women, or nearly 500,000, are caused by cardiovascular disease (heart disease and stroke) each year.
94. Since 1950, lung cancer death rates for U.S. women have increased an estimated 600% and lung cancer is the leading cause of cancer deaths among U.S. women.
95. Breast cancer is the most common cancer among women of all ages, second only to lung cancer in deaths. It is the leading cause of cancer deaths among women ages 40-59.

96. 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.
97. Clinical depression is one of the most common mental illnesses, affecting more than 19 million Americans each year, of which 12 million are women. About one in every eight women can expect to develop clinical depression during her lifetime.
98. Employer provided health insurance is of moderate or major importance to 95% of workingwomen.
99. Of all women who lack health insurance, 35% work full-time and 23% work part-time.
100. In 2000, about 16% of women under age 65 in the U.S. were uninsured. 35% of Hispanic women and 20% of African-American women have no health care coverage compared to 15% of white women.
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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